



Memperkuat Paradigma Keberlanjutan

Strengthening Our Sustainability's Paradigm

PT ANEKA TAMBANG Tbk

antam 



www.antam.com



[@officialantam](https://www.facebook.com/officialantam)



[@OfficialAntam](https://twitter.com/OfficialAntam)



[Official ANTAM](https://www.youtube.com/OfficialANTAM)



[official.antam](https://www.instagram.com/official.antam)



Memperkuat Paradigma Keberlanjutan

Strengthening Our Sustainability's Paradigm

Bagi ANTAM, keberlanjutan adalah segala upaya Perusahaan untuk memastikan seluruh pemangku kepentingan dapat menikmati manfaat yang berkelanjutan dari berbagai sumber daya mineral yang dikelola. Keberlanjutan merupakan bagian dari budaya setiap Insan ANTAM yang patuh hukum, beretika, dan berintegrasi dalam melaksanakan seluruh kegiatan operasional dan berinteraksi dengan para pemangku kepentingan.

For ANTAM, sustainability is the efforts to ensure all stakeholders can enjoy sustainable benefits from the various mineral resources that we manage. Sustainability integrated as the culture Of ANTAM employee that is built on top of compliance, ethics, and integrity throughout all operational activities and interacting with Our stakeholders.



Daftar Isi

Table of Contents

Memperkuat Paradigma Keberlanjutan Strengthening Our Sustainability's Paradigm

| | |
|--|----|
| Sambutan Dewan Komisaris Message from The Board of Commissioners | 4 |
| Sambutan Direksi Message from Directors | 8 |
| Kinerja Keberlanjutan 2018 2018 Sustainability Performance | 14 |
| Pernyataan Tanggung Jawab atas Laporan Keberlanjutan 2018 Responsibility Statement for the Sustainability Report 2018 | 16 |
| Penghargaan dan Pengakuan Eksternal External Accolades and Recognitions | 17 |
| Peristiwa Penting 2018 2018 Significant Events | 21 |
| Tentang Laporan Ini About This Report | 28 |



32 Pemangku Kepentingan adalah Kunci Stakeholders are the Key

| | |
|--|----|
| Pemangku Kepentingan adalah Kunci Stakeholders are the Key | 34 |
| Menyajikan Laporan yang Bermakna bagi Para Pemangku Kepentingan Presenting a Good Report for Stakeholders | 40 |
| Menentukan Topik Material Laporan Keberlanjutan 2018 Defining Sustainability Report 2018 Topic Material | 41 |
| Bagaimana Antam Menentukan Materialitas How Antam Determines Materiality | 47 |



49 Sekilas ANTAM ANTAM in a Glance

| | |
|---|----|
| Sekilas ANTAM ANTAM in a Glance | 50 |
| Kilas Sejarah Historical Milestones | 51 |
| Visi, Misi, Nilai-nilai & Budaya Vision, Mission, Values and Culture | 52 |
| Keanggotaan dalam Asosiasi Membership in Associations | 53 |
| Jejak Langkah ANTAM Key Milestones in ANTAM's History | 54 |
| Pemegang Saham Utama, Entitas Anak & Entitas Asosiasi Major Shareholder, Subsidiaries & Associates | 56 |
| Rantai Nilai Antam Antam's Chain Of Value | 58 |
| Wilayah Operasional ANTAM ANTAM's Operations Areas | 60 |
| Sertifikasi Certification | 62 |
| ANTAM dalam Angka ANTAM in Numbers | 67 |



68 Makna & Strategi Keberlanjutan Sustainability at ANTAM

| | |
|---|----|
| Makna & Strategi Keberlanjutan ANTAM Sustainability at ANTAM | 70 |
| Prosperity Prosperity | 72 |
| People People | 74 |
| Planet Planet | 75 |
| Prudence Prudence | 76 |



78 Tata Kelola & Kepatuhan Hukum Sebagai Pondasi Good Governance & Compliance as Foundation

| | |
|---|-----|
| Kebijakan Dan Struktur Tata Kelola Antam Antam's Governance Policy And Structure | 82 |
| Standar Etika Perusahaan Company's Code Of Conduct | 84 |
| Nilai-nilai Dan Budaya Perusahaan Company Values And Culture | 86 |
| Manajemen Risiko Risk Management | 87 |
| Manajemen Pemasok Supplier Management | 93 |
| Penilaian Pelaksanaan Tata Kelola Assessment Of Governance Implementation | 97 |
| Apresiasi Penerapan Tata Kelola Appreciation Of GCG Implementation | 98 |
| Pengelolaan Anti-Korupsi Anti-Corruption Management | 98 |
| Mekanisme Pengawasan Melalui Whistleblowing System Whistleblowing System Supervision Mechanism | 101 |



104 Manfaat Ekonomi ANTAM yang Berkelanjutan ANTAM's Sustainable Economic Benefits

| | |
|---|-----|
| Kinerja Operasional ANTAM yang Efektif dan Efisien ANTAM's Effective and Efficient Operational Performance | 107 |
|---|-----|

Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits

Kinerja Kami Melestarikan Lingkungan
Our Performance in Preserving the Environment

Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees

Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability

| | |
|--|-----|
| Pengelolaan Cadangan Reserve Management | 109 |
| Produksi Dan Penjualan Production and SALES | 110 |
| Langkah Ekonomi Keberlanjutan Steps Towards Economic Sustainability | 112 |
| Kontribusi Terhadap Pemasukan Negara (Pajak & Royalti) Contribution To Government Revenues (Tax & Royalty) | 115 |
| Distribusi Biaya Ekonomi Economic Costs Distribution | 116 |
| Dampak Ekonomi Tidak Langsung Indirect Economic Impact | 117 |



118

Kinerja Kami dalam Melestarikan Alam & Lingkungan
Our Performance in Nature & Environment Preservation

| | |
|---|-----|
| Good Mining Practice Di Seluruh Unit Bisnis Antam | 121 |
| Good Mining Practice Di Seluruh Unit Bisnis Antam | 122 |
| Kebijakan Lingkungan Dan Antam Green Standard (AGS) Environmental And Antam Green Standard (AGS) Policy | 123 |
| Energi Energy | 128 |
| Air Water | 132 |
| Emisi Emission | 137 |
| Limbah B3 Hazardous Waste | 138 |
| Limbah Non-B3 Non-Hazardous and Toxic Waste | 142 |
| Reklamasi Dan Rehabilitasi Reclamation And Rehabilitation | 147 |
| Keanekaragaman Hayati Biodiversity | 149 |
| Dana & Investasi Lingkungan Environmental Cost & Investments | 154 |
| | 159 |



160

Merekrut dan Mengembangkan Talenta yang Berdaya Saing
Recruiting and Developing Competitive Talents

| | |
|--|-----|
| Mengembangkan Insan ANTAM Developing ANTAM's Employees | 167 |
| Program Pelatihan Dan Pengembangan Karyawan Employee Training And Development Program | 169 |
| Pelatihan Pra-Purnabakti Pre-Retirement Training | 172 |
| Penilaian Kinerja Berbasis SMUK SMUK Based | 173 |
| Survei Keterikatan Pegawai & Tingkat Kepuasan Pegawai Employee Engagement Survey & Employee Satisfaction Index | 176 |
| Kenyamanan Bekerja Di ANTAM Comfort Working In ANTAM | 177 |



178

Kesehatan dan Keselamatan Secara Keberlanjutan
Sustainable in Health and Safety

| | |
|---|-----|
| Komitmen ANTAM Dalam Mewujudkan Zero Fatality ANTAM's Commitment In Realizing Zero Fatality | 182 |
| Keselamatan di Tempat Kerja Security and Safety In Work Place | 185 |

| | |
|--|-----|
| Struktur Organisasi Sistem Keselamatan Organizational Structure Of Mining Safety System | 186 |
| Sehat Di Tempat Kerja Healthy At Work | 187 |
| Penerapan Keselamatan Dan Kesehatan Kerja Di ANTAM ANTAM's Health And Safety Implementation | 192 |
| FORUM KOMUNIKASI K3 OHS COMMUNICATION FORUM | 193 |
| Program Kemitraan dan Bina Lingkungan Partnerships and Community Stewardship Program | 193 |
| Penanganan Keadaan Darurat Dan Antam Emergency Response Program (AERP) Emergency Handling And Antam Emergency Response Programs (AERP) | 195 |
| Keselamatan Kontraktor Contractor Safety | 197 |
| Contractor Safety Management System (CSMS) Contractor Safety Management System (CSMS) | 197 |
| Kinerja K3 2018 2018 OHS Performance | 198 |



200

Mendukung Pengembangan Sosial Masyarakat
Supporting Community Social Development

| | |
|---|-----|
| Strategi CSR Antam Antam's CSR Strategy | 205 |
| Perencanaan Dan Pengembangan Masterplan CSR CSR Master Plan Planning And Development | 206 |
| CSR Excellence CSR Excellence | 210 |
| Program Pengembangan Masyarakat Berkelanjutan (PPMB) Sustainable Community Development Program (PPMB) | 211 |
| Laporan Penjamin Independen Independent Assurance Report | 240 |
| Lembar Umpan Balik Feedback Form | 243 |
| Daftar Istilah Glossary | 245 |
| Indeks Referensi Silang GRI Standards - CORE Option GRI Standards - CORE Option Cross Reference Index | 246 |

Sambutan Dewan Komisaris [102-14]

Message from The Board of Commissioners [102-14]



ANTAM menyadari keberlanjutan ekonomi, sosial dan lingkungan hanya dapat dicapai melalui kerja sama dan dukungan dari seluruh pemangku kepentingan. Kami memaknai semangat ini menjadi lima pilar makna keberlanjutan bagi ANTAM, yakni ***Prosperity, People, Planet, Partnership dan Prudence.***

ANTAM acknowledges that only by working together and mutual support from all stakeholders, we can achieve economic, social and environmental sustainability.

At ANTAM, this spirit is represented in our five sustainability pillars, which comprises of Prosperity, People, Planet, Partnership and Prudence.

Jenderal TNI (Purn) Fachrul Razi, S.Ip., S.H., M.H.
Komisaris Utama
President Commissioner

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

PEMANGKU KEPENTINGAN YANG TERHORMAT,

Puji syukur kita panjatkan kepada Tuhan Yang Maha Esa atas prestasi dan pencapaian yang telah diraih ANTAM pada tahun 2018.

Sebagai Dewan Komisaris, Kami selalu melakukan pengawasan terhadap kebijakan dan program yang dilaksanakan agar sesuai dengan aturan dan kaidah-kaidah yang berlaku serta selalu memperhatikan keseimbangan aspek ekonomi, sosial, dan lingkungan. Bagi ANTAM, makna keberlanjutan merupakan bagaimana upaya Perusahaan untuk memastikan seluruh pemangku kepentingan dapat menikmati manfaat berkelanjutan dari berbagai sumber daya mineral yang dikelola.

Kami meyakini bahwa kebijakan yang baik tidak hanya melihat pertumbuhan perusahaan, tetapi juga dari sisi kemanfaatan ekonomi bagi masyarakat serta memastikan lingkungan sekitar area operasional senantiasa terjaga kelestariannya.

ANTAM menyadari keberlanjutan ekonomi, sosial dan lingkungan hanya dapat Kami capai melalui kerja sama dan dukungan dari seluruh pemangku kepentingan. Gotong royong bahu membahu bersama-sama menuju masa depan yang lebih baik. Lebih dari itu, upaya ini harus berlandaskan pada kepatuhan hukum, etika dan integritas. Kami memaknai semangat ini menjadi lima pilar makna keberlanjutan bagi ANTAM, yakni *Prosperity, People, Planet, Partnership* dan *Prudence*.

Selama tahun 2018, Dewan Komisaris terus mendukung program dan kebijakan yang dilakukan Direksi dan para Insan ANTAM. Kami meyakini bahwa program dan kebijakan

DEAR STAKEHOLDERS,

Praise to God Almighty as for his blessing ANTAM was able to record notable achievements and accolades throughout 2018.

As the Board of Commissioners, we continuously and consistently perform supervisory duties on all the Company's policies and programs. Hence, it can be executed following all prevailing law and regulations, as well as relevant norms whereas at the same time carefully considered the balance between economic, social, and environmental aspects. For ANTAM, the true meaning of sustainability is interwoven with our efforts to ensure all stakeholders can enjoy sustainable benefits from the various mineral resources that we manage.

We believe that good policies are not only taking the considerations of own's profits and growth, but also reflect the socio-economic impacts and benefits, and at the same time ensuring environmental preservation, especially in the area surrounding our operations.

ANTAM acknowledges that only by working together and mutual support from all stakeholders, we can achieve economic, social and environmental sustainability. Together, hand-in-hand in cooperation, we strive towards a better future. Moreover, compliance with the law, ethics, and integrity must be the bedrock of all our efforts. On that note, at ANTAM, this spirit is firmly represented in our five sustainability pillars of significance, which comprises of Prosperity, People, Planet, Partnership, and Prudence.

Throughout 2018, the Board of Commissioners continued to support the Board of Directors and ANTAM's Employees in the execution of all Company's policies and programs.

Sambutan Dewan Komisaris

Message from The Board of Commissioners

Perusahaan memiliki tujuan agar perusahaan dapat terus berkembang dan memberikan pelayanan terbaik kepada pemangku kepentingan.

Pada tahun 2018, ANTAM memasuki usia ke-50 tahun. Perusahaan senantiasa merefleksikan kinerja 50 tahun sebagai kinerja emas yang ditandai dengan keberhasilan merealisasikan peningkatan produksi dan penjualan produk ANTAM yang didukung oleh berbagai program dan inisiatif yang dijalankan. Berbagai pencapaian kinerja operasi telah ditorehkan. Salah satu pencapaian Perusahaan yang signifikan adalah laba bersih sebesar Rp874.43 miliar yang naik 541% dari laba bersih tahun sebelumnya. Dewan Komisaris sangat mengapresiasi kinerja tahun ini. Kami mendorong seluruh Insan ANTAM untuk terus mempertahankan dan meningkatkan kinerja emas yang telah berhasil ditorehkan hari ini pada tahun-tahun mendatang.

Dewan Komisaris juga mengapresiasi kinerja pengelolaan lingkungan. ANTAM berhasil meraih tiga peringkat Hijau dan tiga peringkat Biru dalam Penghargaan PROPER dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Republik Indonesia. Artinya, selain ANTAM telah mematuhi ketentuan yang diatur oleh Pemerintah, Perusahaan juga melebihi standar pengelolaan lingkungan oleh industri.

Dalam bidang sosial, Kami mengapresiasi kinerja manajemen yang sangat baik, dengan perolehan Penghargaan Program Kemitraan dan Bina Lingkungan Terbaik I dalam ajang Anugerah BUMN 2018 serta mendapatkan penghargaan Sustainability Reporting Awards (SRA) 2017 untuk kategori Commendation for Best Disclosure on CSR Master Plan dan Predikat Platinum di ajang Asia Sustainability Reporting Rating 2018. Tentunya hal ini tidak akan terwujud tanpa adanya perencanaan dan pelaksanaan program yang baik oleh Direksi dan antusiasme Insan ANTAM.

We believe that these programs and policies are aiming towards mutual growth and provide our best service to all stakeholders.

The year 2018 was also ANTAM's 50th anniversary. We manifested this golden year anniversary with golden performance and series of achievements, namely the success in boosting production and sales volumes of various ANTAM's products, which is inseparable with the programs and initiatives launched throughout this year. As a result, this boost in production and sales have ultimately boosted our revenue and profit which in 2018 amounted to Rp874.43 billion increase 541% from previous year. The Board of Commissioner highly appreciates this year's performance. We encourage all management and employees to maintain this achievement and to continue to push forward.

The Board of Commissioners also appreciated the Company's environmental management performance. ANTAM managed to achieve three Green PROPER rankings and three Blue PROPER rankings from the Ministry of Environment and Forestry of the Republic of Indonesia. This achievement represents the Government's acknowledgment for our efforts to go beyond industry standards in environmental management.

In the social aspect, We appreciated the excellent performance to which the management has successfully obtained the Best Partnership and Community Development Program Award I in the 2018 BUMN Award event and the 2017 Sustainability Reporting Awards (SRA) in the category of Commendation for Best Disclosure on CSR Master Plan and Platinum Predicate in the 2018 Asia Sustainability Reporting Rating. Indeed, this has resulted from the through program planning and execution by the Board of Directors and the enthusiasm of ANTAM's employees

Dalam penerapan *Good Corporate Governance* (GCG), Dewan Komisaris melihat bahwa ANTAM selalu mengikuti perkembangan dan dinamika terkini terkait *Management Policy* dalam penerapan tata kelola yang baik di Perusahaan. ANTAM memiliki aturan yang sudah mengacu dan mengikuti kaidah parameter GCG internasional yaitu ASEAN Scorecard. Dewan Komisaris mengapresiasi kinerja jajaran manajemen dengan masuknya ANTAM dalam Top 50 ASEAN Public Listed Companies dalam ajang 2nd ASEAN Corporate Governance Awards. Di tingkat nasional, ANTAM secara konsisten selama 10 tahun terakhir mendapatkan penghargaan Institute for Corporate Governance (IICG) dengan predikat Most Trusted Company Based on Corporate Governance Perception Index. Selain penghargaan dari IICG, ANTAM juga meraih penghargaan Indonesia Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award ke-10 tahun 2018. ANTAM mendapatkan dua penghargaan kategori “Best Overall” dan “TOP 50 of The Biggest Market Capitalization Public Listed Companies.”

PENUTUP

Bagi Dewan Komisaris, Direksi dan seluruh Insan ANTAM berhasil mewujudkan pertumbuhan kinerja yang signifikan melalui peningkatan kualitas pengelolaan Perusahaan yang lebih baik selama tahun 2018. Kebijakan dan keputusan yang ditempuh manajemen dalam menghadapi tantangan bisnis dunia pertambangan, kondisi ekonomi dalam dan luar negeri, serta berbagai perubahan diantisipasi dengan bijak dan hati-hati.

Akhir kata, Dewan Komisaris menyampaikan terima kasih atas dukungan yang telah diberikan kepada ANTAM dari seluruh stakeholder sehingga tercapai kinerja yang gemilang di Tahun 2018. Ke depan, kami akan selalu mendorong ANTAM untuk senantiasa memberikan yang terbaik bagi seluruh pemangku kepentingan.

In Good Corporate Governance (GCG) implementation, the Board of Commissioners appreciates that ANTAM always follows the latest developments and dynamics related to Management Policy in implementing good governance in the Company. ANTAM has a set of rules that refer to and follow the international GCG parameters, namely the ASEAN Scorecard. The Board of Commissioners appreciates the performance of the management that managed to lead ANTAM to become one of the Top 50 ASEAN Public Listed Companies in the 2nd ASEAN Corporate Governance Awards event. At the national level, ANTAM has successfully achieved the Institute for Corporate Governance (IICG) award as the Most Trusted Company Based on the Corporate Governance Perception Index for ten consecutive years. On top of that, ANTAM also managed to achieve the 10th Indonesian Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award in 2018. Furthermore, ANTAM received two more awards for the “Best Overall” and “TOP 50 categories of the Biggest Market Capitalization Public Listed Companies.”

CLOSING

For the Board of Commissioners, the Board of Directors and all ANTAM's Employees have been successful in achieving significant performance growth through improved quality management of the Company throughout 2018. Policies and decisions are taken by management in navigating various challenges, whether ones that are specific to the mining sector, as well as those which is related to domestic and international economic prospects and its dynamics, have been wisely and carefully anticipated.

Last but not least, The Board of Commissioners thank all stakeholders for the continued support that has enabled ANTAM to achieve this golden performance in our golden anniversary this 2018. Moving forward, we will always encourage ANTAM to give the best of the Company's ability to provide a positive benefit to all stakeholders.

Sambutan Direksi ^[102-14]

Message from Directors

ANTAM berhasil mencatat kinerja emas pada tahun emas melalui berbagai inovasi dan inisiatif berkelanjutan sehingga dapat memberikan manfaat positif pada lingkungan dan masyarakat.

ANTAM record highest performance in golden year generate by sustainable initiative and innovation that benefits environment and society.

Arie Prabowo Ariotedjo, M.Sc.
Direktur Utama
President Director



Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

PARA PEMANGKU KEPENTINGAN YANG TERHORMAT,

Tahun 2018 merupakan tahun yang istimewa bagi Kami karena Perusahaan telah memasuki usia ke-50 tahun. Usia yang matang bagi sebuah Perusahaan pertambangan yang diharapkan mampu melewati setiap dinamika dan tantangan bisnis yang ada. Dalam laporan keberlanjutan ini, tertuang rekam jejak ANTAM secara umum dalam menerapkan praktik keberlanjutan, serta secara khusus dalam memberikan manfaat positif baik sosial, ekonomi dan lingkungan bagi negara dan masyarakat.

TAHUN EMAS, KINERJA EMAS

Pencapaian tahun 2018 patut Kami syukuri karena pada ulang tahun emas, kinerja ANTAM berbanding lurus mencatatkan kinerja yang signifikan. Pencapaian kinerja kemilau itu terlihat dari laba bersih yang meningkat signifikan sebesar Rp874,42 miliar atau naik 541% dibandingkan tahun 2017. Peningkatan kinerja ini disebabkan oleh kenaikan produksi dan penjualan komoditas utama ANTAM.

Perusahaan senantiasa memperhatikan setiap peluang berdasarkan perkembangan dan dinamika terkini. Hal tersebut yang mendasari ANTAM untuk memperluas jangkauan distribusi pasar komoditas emas melalui kerja sama dengan beberapa entitas baik yang bergerak di bidang perbankan, retail maupun BUMN lainnya. Khusus kerja sama dengan entitas retail, strategi peningkatan penjualan tidak hanya bersifat *offline* tetapi juga secara daring.

Lebih lanjut lagi, untuk meningkatkan keamanan pelanggan dalam berinvestasi produk emas, pada 2018 Kami meluncurkan desain dan kemasan terbaru produk ANTAM-Logam Mulia (ANTAM-LM). Kemasan baru ini memiliki dimensi produk lebih besar dan dikemas dengan teknologi *certicard* sehingga memberikan fitur keamanan berlapis. Pada tahun 2018, ANTAM juga menginisiasi produk emas batangan Batik Indonesia Seri II yang mengusung empat motif batik yakni Batik Truntum dari Surakarta, Batik Wahyu Tumurun dari Yogyakarta, Batik Sekar Jagad dari Yogyakarta, dan Batik Purbonegoro yang juga dari Yogyakarta. Inovasi ini bertujuan untuk lebih memperkenalkan budaya Indonesia terutama batik Indonesia. Selain itu desain emas Logam Mulia motif Batik Indonesia Seri II ini merupakan satu-satunya di dunia, sehingga dapat meningkatkan nilai tambah produk emas batangan ANTAM LM.

DEAR STAKEHOLDERS,

2018 was an exceptional year for ANTAM, as it was the 50th anniversary of the Company. Fifty years of operation has forged us to have the capabilities to withstand and navigate through every dynamics and business challenges in the mining sector. In this sustainability report, we present our track records and milestones of efforts towards sustainability, especially how we actualize positive contribution and benefits socially, economically, and environmentally for this country and its people.

GOLD PERFORMANCES IN OUR GOLDEN ANNIVERSARY

We are grateful for this year's achievement. As we celebrated our golden anniversary, we also recorded a significant performance improvement. The Company's net profit this year was recorded at Rp874.42 billion, 541% higher than the previous year. This significant boost was the result of the increase of our main commodities' production and sales volumes.

ANTAM heeds on every opportunity, updates, and industry dynamics. Those are our baseline to expand gold commodity market through various cooperation with other institution such as banking, retail, or other SOEs. Furthermore, our collaboration with retail sector is also carried out both through conventional stores (offline) and online platforms.

Moreover, to further protect customer's gold investment, in 2018 we launched new design and package of ANTAM Precious Metals (ANTAM-LM) products. The new package has a larger product dimension which is protected by *certicard* technology and provides a multi-layered security feature. Also, in 2018, ANTAM initiated the Indonesian Batik Series II product, that featured four Indonesia traditional batik motifs: Batik Truntum from Surakarta, Batik Wahyu Tumurun from Yogyakarta, Batik Sekar Jagad from Yogyakarta, and Batik Purbonegoro also from Yogyakarta. Through this product, we wanted to further promote the rich cultural heritage of Indonesia, especially batik. On top of that, Batik Series II is the only gold product in the world that has Batik motifs imprinted on it, and should enhanced the value of ANTAM-LM products.

Sambutan Direksi

Message from Directors

Dalam rangka memperkuat posisi Perusahaan secara global, ANTAM juga menjalin kerja sama perdagangan dengan perusahaan asal Jepang, MKK Co. Ltd. Kerja sama ini bertujuan untuk mendukung pengembangan bisnis emas sehingga memperkuat profil Perusahaan sebagai produsen emas terkemuka Indonesia dan memperkuat daya saing serta meningkatkan kinerja Perusahaan.

Untuk meningkatkan portofolio bisnis ANTAM, Kami secara resmi memiliki keseluruhan 100% saham di PT Indonesia Chemical Alumina (PT ICA). Tentunya, kepemilikan penuh saham di PT ICA diharapkan akan semakin memperkuat Perusahaan baik dari segi teknologi, pengembangan produk serta dukungan pemasaran sehingga ANTAM optimis komoditas alumina akan memiliki daya saing global dan dapat memberikan nilai ekonomi yang positif bagi Perusahaan.

Tentunya, pencapaian ini merupakan refleksi atas kinerja seluruh Insan ANTAM. Peningkatan laba bersih perusahaan diharapkan mampu mendukung upaya yang lebih besar lagi untuk peningkatan kualitas kehidupan masyarakat di bidang sosial, ekonomi, dan lingkungan yang kami wujudkan melalui berbagai program *Corporate Social Responsibility* yang terdiri dari *Community Development*, Program Kemitraan, Bina Lingkungan dan Pengelolaan Lingkungan Hidup di seluruh wilayah operasional.

Program pengembangan masyarakat dan Program Kemitraan dan Bina Lingkungan (PKBL) ANTAM difokuskan pada bidang pendidikan, kesehatan, sarana dan prasarana umum, sarana ibadah, bantuan bencana alam, dan upaya pelestarian alam. Pada tahun 2018, total pengelolaan tanggung jawab sosial dan bina lingkungan yang dikeluarkan ANTAM sebesar Rp142,3 miliar yang terdiri dari *Community Development* sebesar Rp118,67miliar dan PKBL sebesar Rp23,63 miliar.

Dalam implementasi program-program sosial tersebut, Kami selalu mengedepankan komunikasi dua arah yang efektif dengan para pemangku kepentingan secara berkelanjutan untuk memastikan program dan inisiatif yang dilakukan ANTAM sesuai dengan kebutuhan masyarakat dan sejalan dengan agenda pembangunan daerah. Komunikasi ini di antaranya dilakukan melalui kegiatan *community development* dan *community relations*, forum Bipartit dan Tripartit, serta Musyawarah Perencanaan dan Pengembangan Pembangunan.

To strengthen the Company's position globally, ANTAM collaborated with MKK Co. Ltd from Japan. This collaboration aims to support the development of our gold business; hence it can help strengthen ANTAM's business profile as Indonesia's leading gold producer and improve our competitiveness and performance capabilities.

To expand ANTAM's business portfolio, We officially acquired 100% share of PT Indonesia Chemical Alumina (PT ICA). Certainly, we hope through PT ICA, ANTAM can strengthen the Company's capabilities in technology, product development, as well as marketing support. With this strategy, ANTAM is optimistic that alumina commodity shall pose a global competitive advantage and can generate positive economic values for the Company

Surely, all of these improvements achieved by ANTAM's Employees hard work and support. We hope our success shall reflects our achievement in the socio-economy, environment, as well as local communities' welfare and livelihood. Our commitment to the communities is continuously carried out through various Corporate Social Responsibility programs that comprise of Community Development, Partnership and Community Stewardship, as well as Environmental Management program in all operational areas.

The community development, as well as Partnership and Community Stewardship programs, were focused on education, health, public infrastructure, religious infrastructure, disaster relief, and environmental preservation efforts. In 2018, we recorded total fund Rp142.3 billion which comprises of Rp118.67 billion for Community Development and Rp23.63 billion for Partnership and Community Stewardship programs.

We attempt to communicate with all related stakeholders to implement those social programs. This will ensure the program meets sustainability and suits with community needs as well as regional local development planning. The activities were carried out through: community development and community relation implementation, Bipartite and Tripartite forums, as well as Regional Development Planning Discussions.

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

Di bidang lingkungan, ANTAM juga menorehkan sejumlah pencapaian melalui komitmen kami terhadap penerapan *good mining practice* dalam pengelolaan lingkungan di sekitar wilayah sekitar operasional sesuai dengan aturan yang berlaku. Sebagai hasilnya, Perusahaan berhasil meraih tiga peringkat Hijau dan tiga peringkat Biru dalam Penghargaan PROPER dari Kementerian Negara Lingkungan Hidup (KLHK). Sepanjang tahun 2018, realisasi pengeluaran di bidang lingkungan tercatat sebesar Rp114,85 miliar.

Kinerja emas pada tahun emas tidak terlepas dari dedikasi tinggi aset utama Perusahaan yakni sumber daya manusia ANTAM. Sebagai ujung tombak, Kami secara konsisten meningkatkan pelatihan dan pengembangan karyawan guna meningkatkan kapasitas dan kapabilitas. Selain itu, Kami juga memberikan *benefit* sesuai dengan kompetensi dan prestasi kerja sebagai bentuk penghargaan kepada karyawan. Pada tahun 2018, Kami mengadakan berbagai program pengembangan kepemimpinan maupun pengembangan kompetensi teknis, *benchmarking* dan program magang di perusahaan tambang lain. Pada tahun 2018, ANTAM mengeluarkan biaya sebesar Rp27,16 miliar untuk pendidikan dan pelatihan.

PENERAPAN TATA KELOLA YANG BAIK

Praktik *Good Corporate Governance* (GCG) menjadi perhatian penting bagi ANTAM. Tata kelola Perusahaan yang baik merupakan salah satu faktor pendukung ANTAM dalam pencapaian kinerja emas di tahun 2018. Kami berkomitmen secara konsisten menyempurnakan penerapan tata kelola yang baik sesuai dengan best practice dan komitmen Kami mengadopsi parameter GCG yang berlaku internasional, yakni ASEAN Governance Scorecard. Pada tahun 2018, kami melakukan pembaharuan berbagai *management policy* untuk meningkatkan tata kelola yang baik di perusahaan, diantaranya Pedoman Implementasi GCG, Kebijakan Manajemen Strategis Perusahaan, Kebijakan Treasury serta Kebijakan Manajemen Proyek.

ANTAM also achieved notable accolades since we strive our commitment in good mining practice implementation as well as environmental management in our operations which meet the regulations. As a result, this year The Company successfully achieved three Green and three Blue PROPER ratings from the Ministry of Environment and Forestry. The Company recorded environment expenditures in 2018 amounted to Rp114.85 billion.

ANTAM employee dedication and hardwork holds strategic position of the company's performance. Roles as the backbone, we attempt to increase trainings and development programs to support their capacity and capability. In addition, we also provide attractive benefits that suits with their performance as a rewards. In 2018, the Company's carried out a series of leadership programs, as well as technical competencies training, benchmarking, and internship programs in other mining companies. We invested Rp27.16 billion for employees' training and development.

IMPLEMENTATION OF GOOD GOVERNANCE

ANTAM has always put highly attention to Good Corporate Governance (GCG) practices. Good Corporate Governance is base for us to build our achievements, including our golden performance in 2018. We are committed to continuing good governance improvement following its best practices and adopt international GCG parameters, namely the ASEAN Governance Scorecard. In 2018, we reviewed and adjusted various management policies to improve good corporate governance, including GCG Implementation Guidelines, Corporate Strategic Management Policies, Treasury Policies, and Project Management Policies.

Sambutan Direksi

Message from Directors

Dalam pengelolaan Manajemen Risiko, Kami mengembangkan sistem ANTAM Risk Management System (ARMS). ARMS merupakan sistem informasi bagi Perusahaan untuk melakukan proses pengelolaan risiko yang dapat membantu komunikasi secara efektif di lingkungan Perusahaan meliputi Divisi dan Biro pada Kantor Pusat/Unit/Unit Bisnis. Kami secara konsisten meningkatkan budaya sadar risiko kepada seluruh Insan ANTAM melalui sosialisasi, pelatihan, dan Refreshment Training Risk Management. ANTAM juga melakukan pendampingan Risk & Control Self-Assessment di Unit/Unit Bisnis/Divisi/Proyek dan melakukan sosialisasi menggunakan media email "risk campaign" kepada seluruh Insan ANTAM.

Berkat konsistensi dan upaya ANTAM untuk senantiasa menjunjung penerapan tata kelola yang baik, tahun 2018 ANTAM berhasil meraih sejumlah penghargaan, antara lain Top 50 ASEAN Public Listed Companies dalam ajang 2nd ASEAN Corporate Governance Awards yang diadakan oleh ASIAN Capital Markets Forum (ACMF) bekerjasama dengan Asian Development Bank (ADB) di Malaysia.

Selain itu, di tingkat nasional, ANTAM mendapatkan penghargaan dari Indonesia Institute for Corporate Governance (IICG) dengan predikat Most Trusted Company Based on Corporate Governance Perception Index. ANTAM memperoleh penilaian CGPI Award sebagai The Most Trusted Company untuk ke-10 kali sejak tahun 2008 serta merupakan satu-satunya Perusahaan yang telah mengikuti program riset dan pemeringkatan CGPI selama 17 tahun berturut-turut. Selain penghargaan dari IICG, ANTAM juga meraih penghargaan Indonesia Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award ke-10 tahun 2018. ANTAM mendapatkan dua penghargaan kategori "Best Overall" dan "TOP 50 of The Biggest Market Capitalization Public Listed Companies."

In managing risk, we developed ANTAM Risk Management System (ARMS). ARMS is Company's information technology which perform comprehensive risk management process and helps communicate all Divisions and Bureaus in Head Office/Business Units/Units effectively and efficiently. We consistently improve our risk awareness culture to ANTAM's Employees through socialization, workshop and Refreshment Training Risk Management. ANTAM also assists Risk & Control Self-Assessment in Business Units/Division/Project Units/Units and conducts e-socialization called "risk campaign".

Various institutions have acknowledged ANTAM in Good Corporate Governance. In 2018, ANTAM achieved numerous awards related to our GCG practice, namely the Top 50 ASEAN Public Listed Companies in the 2nd ASEAN Corporate Governance Awards held by ASIAN Capital Markets Forum (ACMF) in collaboration with the Asian Development Bank (ADB) in Malaysia.

In addition, ANTAM also received award from the Indonesia Institute for Corporate Governance (IICG) as the Most Trusted Company Based on the Corporate Governance Perception Index for ten consecutive years since 2008, and we are the only company that participated in CGPI research and ranking program for seventeen consecutive years. ANTAM also achieved award from the 10th Indonesian Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award in 2018 for the "Best Overall" and "TOP 50 categories of the Biggest Market Capitalization Public Listed Companies."

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

PENUTUP

Kami merasa bangga dengan prestasi yang telah kami torehkan sepanjang tahun 2018 namun terus bersemangat menghadapi tantangan pada masa yang akan datang. Kami berkomitmen penuh untuk dapat memberikan manfaat positif bagi seluruh *stakeholder* dan terus melakukan inovasi dalam mendukung masa depan bisnis Perusahaan.

Akhir kata, Kami mengucapkan terima kasih sebesar-sebesarnya atas dukungan dan kepercayaan seluruh pemangku kepentingan kepada Perusahaan. Kami tetap mengharapkan dukungan dan masukan positif dari berbagai pihak agar Perusahaan memiliki kontribusi yang lebih maksimal lagi bagi bangsa dan negara.

CLOSING

We are proud yet humbled by our achievements this year, and we are ready to navigate through future challenges. Rest assured that we will uphold our commitment to provide sustainable benefits for all stakeholders and continue to innovate and shape the future of the Company.

Last but not least, allow us to convey our highest appreciation to all stakeholders for their continued support and trust to the Company. We hope this support and trust will continue to carry us forward, including providing ANTAM's with valuable constructive inputs so we can further enhance our role and contribution for the progress of this nation and its people.

Kinerja Keberlanjutan 2018

2018 Sustainability Performance

Cadangan Mineral*

Mineral Reserves*

Sumber Daya Resources

Emas
Gold

9,78

juta dmt
million dmt

Nikel Saprolit
Saprolite Nickel

826,78

juta wmt
million wmt

Bauksit
Bauxite

578,52

juta wmt
million wmt

* Mengacu pada standar pelaporan yang diterbitkan oleh Joint Ore Reserve Committee (JORC)

* Based on the reporting issued by the Joint Ore Reserve Committee (JORC)

Manfaat Ekonomi

Economic Benefit

Rp25,24

triliun | trillion

Penjualan Bersih
Net sales

Rp1,16

triliun | trillion

Kontribusi kepada Negara
Contribution to Nation

Rp1,36

triliun | trillion

Total Nilai Ekonomi Ditahan
Total Economic Value Retained

Rp874,42

miliar | billion

Labas Bersih
Net Profit

Pengelolaan Lingkungan

Environment Management

Rp114,85

miliar | billion

Biaya Lingkungan
Environmental Cost

11,84

juta GJ | million GJ

Konsumsi Energi
Energy Consumption

9,2

juta m³ | million m³

Air Digunakan
Water Consumed

26,2

juta m³ | million m³

Penggunaan air daur ulang
Recycled Water Usage

Dampak Ekonomi Tidak Langsung dan CSR Indirect Economic Impact and CSR

583

Mitra Binaan
Foster Partners

Rp1,02
miliar | billion

Program Bina
Lingkungan
Community
Stewardship Program

80,67
persen | percent

Indeks Kepuasan
Masyarakat
Community
Satisfaction Index

Rp118,6
miliar | billion

Program Pengembangan
Masyarakat
Community Development
Program

INSAN ANTAM ANTAM's Employees

2.598

orang | people
Jumlah Pegawai
Tetap
Total Permanent
Employee

Rp27,16
miliar | billion

Biaya Pengembangan
Kompetensi
Competency
Development Cost

262

orang | people
Pegawai Terdaftar
di Safety
committee atau
11,19% dari total
pekerja di seluruh
unit bisnis
Employee on
Safety Committee
employee or
11,19% of total
employees
across all business
units

90,53%

Indeks Keterikatan
Pegawai
Employee
Engagement
Index

Keselamatan dan Kesehatan Kerja Occupational Health and Safety

217

Hari Kerja Hilang
Lost Day

Rp27,31
juta | million

Jumlah Jam Kerja
Total Working Hours

7,94

Severity Rate

0,15

Frequency Rate

Pernyataan Tanggung Jawab atas Laporan Keberlanjutan 2018

Responsibility Statement for the Sustainability Report 2018

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Aneka Tambang Tbk Tahun Buku 2018, telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi laporan ini.

Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, hereby declare that all information contain here in the Sustainability Report of PT Aneka Tambang Tbk for the fiscal year 2018 has been duly disclosed and we take full responsibility for the accuracy of the information on this report.

This statement was duly prepared.

Jakarta, 2 April 2019
Jakarta, April 2, 2019

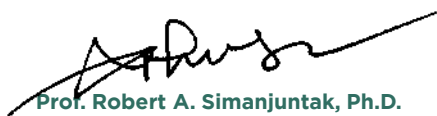
DEWAN KOMISARIS BOARD OF COMMISSIONERS



Jenderal TNI (Purn) Fachrul Razi, S.Ip, S.H., M.H.
Komisaris Utama
President Commissioner



Zaelani, S.E
Komisaris
Commissioner



Prof. Robert A. Simanjuntak, Ph.D.
Komisaris
Commissioner



Prof. Dr. der Soz. Gumilar Rusliwa Somantri
Komisaris Independen
Independent Commissioner



Ir. Anang Sri Kusuwardono
Komisaris Independen
Independent Commissioner


DIREKSI THE BOARD OF DIRECTORS



Arie Prabowo Ariotedjo, M.Sc.
Direktur Utama
President Director



Dimas Wikan Pramudhito, B.Sc., MBA
Direktur Keuangan
Finance Director



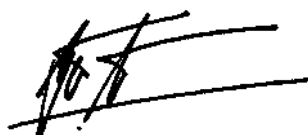
Ir. Sutrisno S. Tatetdagat, M.M.
Direktur Pengembangan
Development Director



Tatang Hendra, S.T., M.Si.
Direktur Pemasaran
Marketing Director



Ir. Hari Widjajanto, M.M.
Direktur Operasi
Operations Director



Johan N.B. Nababan, S.E.
Direktur Human Capital & Corporate Social Responsibility
Human Capital & CSR Director

Penghargaan dan Pengakuan Eksternal

External Accolades and Recognitions



Sustainability Reporting Award 2017

Kategori Commendation for Best Disclosure on CSR Master Plan
Commendation for Best Disclosure on CSR Master Plan

24-02-2018

National Center for Sustainability Reporting



Indonesia Most Innovative Business Award 2018

Excellent Company for Business Process Innovation in Mining Sector

23-03-2018

Warta Ekonomi



Public Relations Indonesia Awards (PRIA) 2018

1. Gold Kategori Sustainability Report Gold for Sustainability Report Category
2. Pemenang Terpopuler Kategori Anak Usaha BUMN Most Popular Winners of SOE's Subsidiary Category

29-03-2018

PR Indonesia



Apresiasi Program Kemitraan dan Bina Lingkungan Indonesia 2018

Appreciation of Partnership and Community Development Program 2018
Best Partnership Program and Community Development in Mining and Excavation Category

30-04-2018

Warta Ekonomi



PENGHARGAAN PRESTASI PENGELOLAAN PERTAMBANGAN MINERAL DAN BATUBARA 2018 Minerals and Coal Mining Management Award 2018

1. Trophy Lingkungan Kategori Pengelolaan Lingkungan Pertambangan - UBP Emas
 2. Penghargaan Aditama Kategori Pengelolaan Lingkungan Pertambangan Kelompok Izin Usaha Pertambangan - UBP Emas dan PT Cibaliung Sumberdaya
 3. Penghargaan Utama Kategori Pengelolaan Lingkungan Pertambangan Kelompok Izin Usaha Pertambangan - UBP Nikel Sulawesi Tenggara
 4. Penghargaan Pratama Kategori Pengelolaan Lingkungan Pertambangan Kelompok Izin Usaha Pertambangan - UBP Bauksit
 5. Penghargaan Utama Kategori Pengelolaan Keselamatan Pertambangan Kelompok Perusahaan Pertambangan Pemegang Izin Usaha Pertambangan (IUP) dan IUP Operasi Khusus Pengolahan dan atau Pemurnian - UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, UBP Bauksit dan UBPP Logam Mulia
 6. Penghargaan Pratama Kategori Pengelolaan Keselamatan Pertambangan Kelompok Perusahaan Pertambangan Pemegang Izin Usaha Pertambangan (IUP) dan IUP Operasi Khusus Pengolahan dan atau Pemurnian - UBP Emas, PT Cibaliung Sumberdaya dan PT Indonesia Chemical Alumina
1. Environmental Trophy on Mining Environmental Management Category - Gold Mining Business Unit
 2. Gold Award on Mining Environmental Management Category of Mining Business Permits - Gold Mining Business Unit and PT Cibaliung Sumberdaya
 3. Silver Award on Mining Environmental Management Category of Mining Business Permits - Southeast Sulawesi Nickel Mining Business Unit
 4. Bronze Award on Mining Environmental Management Category of Mining Business Permits - Bauxite Mining Business Unit
 5. Silver Award on Mining Safety Management Category of Mining Business Permits (IUP) and Special Mining Operation Permits for Processing and Refinery - Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Bauxite Mining Business Unit and Precious Metal Processing and Refinery Business Unit
 6. Bronze Award on Mining Safety Management Category of Mining Business Permits (IUP) and Special Mining Operation Permits for Processing and Refinery - Gold Mining Business Unit and PT Indonesia Chemical Alumina

8-05-2018

Kementerian Energi dan Sumber Daya Mineral (ESDM)
Ministry of Energy & Mineral Resources

Penghargaan dan Pengakuan Eksternal

External Accolades and Recognitions



Indonesia Most Admired Companies Award 2018

Top 5 Indonesia Most Admired Companies 2018 in Mining Category

9-05-2018
Warta Ekonomi



Warta Ekonomi Top 100 Enterprises

Best in Mining Industry

29-06-2018
Warta Ekonomi



Pekan Lingkungan Hidup dan Kehutanan 2018

Environment and Forestry Week 2018
Juara I Stand Terbaik Kategori Perusahaan - Holding Industri Pertambangan
First Ranked of Best Booth for Company Category - Holding of Industrial Mining Enterprises

21-07-2018
Kementerian Lingkungan Hidup dan Kehutanan
Ministry of Environment and Forestry



Anugerah BUMN 2018 Tahun ke-7

7th State Owned Enterprise Award 2018
Program Kemitraan dan Bina Lingkungan Terbaik
The Best of Partnership and Community Stewardship Program

09-08-2018
Majalah BUMN Track
BUMN Track Magazine, PPM Management



Indonesia Original Brands Award 2018

1st Champion of Indonesia Original Brands 2018 - UBPP Logam Mulia
1st Champion of Indonesia Original Brands 2018 - Precious Metal Processing and Refinery Business Unit

15-08-2018
Majalah SWA SWA Magazine



Temu Karya Nasional Palang Merah Indonesia 2018

National Workshop of Indonesian Red Cross 2018

Partisipasi Dalam Mendukung Kegiatan Kepalangmerahan Khususnya Pengembangan dan Pembinaan Relawan Palang Merah Indonesia
Participation in Supporting Red Cross Activities Especially the Development and Coaching of Indonesian Red Cross Volunteers

17-09-2018
Palang Merah Indonesia (PMI)
Indonesian Red Cross



8th Annual Southeast Asia's Institutional Investor Awards for Corporates

1. Best CFO di Indonesia kepada Bapak Dimas Wikan Pramudhito
2. Peringkat ke-1 Best Senior Management Investor Relations Support
3. Peringkat ke-2 Most Organised Investor Relations
4. Peringkat ke-3 Strongest Adherence To Corporate Governance
5. Peringkat ke-3 Best Strategic Corporate Social Responsibility

1. Best CFO in Indonesia for Mr. Dimas Wikan Pramudhito
2. First Ranked of Best Senior Management Investor Relations Support
3. Second Ranked of Most Organised Investor Relations
4. Third Ranked of Strongest Adherence To Corporate Governance
5. Third Ranked of Best Strategic Corporate Social Responsibility

18-09-2018
Alpha Southeast Asia

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran -
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

Penghargaan Subroto 2018 Subroto Award 2018

Kategori Pengelolaan Keselamatan
Pertambangan Mineral dan Batubara
Mineral dan Coal Safety Management Category

28-09-2018
Kementerian Energi dan Sumber Daya Mineral
(ESDM)
Ministry of Energy and Mineral Resources



Penghargaan Menteri ESDM untuk Tim Siaga Bencana Ministry of Energy and Mineral Resources Award for Disaster Team

Partisipasi dalam mengirimkan Emergency
Response Team pada Bencana Gempa di Nusa
Tenggara Barat Tahun 2018
Participation in the Emergency Response Team
for Earthquake Disasters in West Nusa Tenggara
in 2018

28-09-2018
Kementerian Energi dan Sumber Daya Mineral
(ESDM)
Ministry of Energy and Mineral Resources



Indonesian Business & Development Expo (IBD Expo) 2018

Juara II Konten Terbaik Paviliun Pertambangan -
Holding Industri Pertambangan
Second Place for the Best Content at the Mining
Pavilion - Mining Holding Company

6-10-2018
Kementerian Badan Usaha Milik Negara
(BUMN)
Ministry of State Own Enterprises



Padmamitra Awards 2018

CSR Kategori Bidang Disabilitas/Kecacatan -
UBP Nikel Sulawesi Tenggara
Corporate Social Responsibility on Disability
Categories - Southeast Sulawesi Nickel Mining
Business Unit

25-10-2018
Kementerian Sosial
Ministry of Social Affairs



International Convention on Quality Control Circle (ICQCC) 2018

1. Gold - UBP Nikel Sulawesi Tenggara
2. Best Project from Indonesia - UBP Nikel Sulawesi Tenggara
3. Gold - UBP Emas

1. Gold - Southeast Sulawesi Nickel Mining Business Unit
2. Best Project from Indonesia - Southeast Sulawesi Nickel Mining Business Unit
3. Gold - Gold Mining Business Unit

25-10-2018
Singapore Productivity Association



2nd ASEAN Corporate Governance Awards

Top 50 ASEAN Public Listed Companies

21-11-2018
ASEAN Capital Market Forum (ACMF)



SNI Awards 2018

Peringkat Emas Kategori Organisasi Besar
Barang Sektor Elektronika, Logam dan Produk
Logam - UBPP Logam Mulia dan UBP Nikel
Sulawesi Tenggara
Gold Award on Large Scale Companies in
Electronics, Metals and Metal Products Category
- Precious Metal Processing and Refinery
Business Unit and Southeast Sulawesi Nickel
Mining Business Unit

21-11-2018
Badan Standardisasi Nasional
National Standardization Agency of Indonesia



Asia Sustainability Reporting Rating 2018 Platinum Rank

08-12-2018
National Center for Sustainability Reporting
(NCSR)



Penghargaan dan Pengakuan Eksternal

External Accolades and Recognitions



The 10th Corporate Governance Conference & Award 2018

1. Best Overall
2. Top 50 The Biggest Market Capitalization Public Listed Companies

10-12-2018

Indonesia Institute for Corporate Directorship (IICD), Kontan Media Group



Indonesian Mining Association (IMA) Award 2018

Kategori Pengelolaan Lingkungan Terbaik
The Best Environmental Management Category

14-12-2018

Asosiasi Pertambangan Indonesia (API)
Indonesian Mining Association (IMA)



Penghargaan Menteri ESDM untuk Tim Siaga Bencana Ministry of Energy and Mineral Resources Award for Disaster Team

Partisipasi Aktif Sebagai Bagian Dari Tim ESDM Siaga Bencana Gempa Bumi, Tsunami dan Likaifaksi di Provinsi Sulawesi Tengah Tahun 2018

Participation as Part of the Ministry of Energy and Mineral Resources Team for Earthquake, Tsunami and Liquefaction Disasters in Central Sulawesi Province in 2018

17-12-2018

Kementerian Energi dan Sumber Daya Mineral (ESDM)
Ministry of Energy and Mineral Resources



Forum Teknologi Informasi (FORTI) Badan Usaha Milik Negara (BUMN) Awards 2018 SOE Information Technology Forum Award 2018 (FORTI BUMN Awards 2018)

1. IT Governance Award
2. IT Governance Outstanding Award

19-12-2018

Forum Teknologi Informasi (FORTI), Badan Usaha Milik Negara (BUMN)
SOE Information Technology Forum



The Most Trusted Companies Award 2018 Berdasarkan Corporate Governance Perception Index (CGPI) The Most Trusted Companies Award 2018 Based on Corporate Governance Perception Index (CGPI)

Perusahaan Sangat Terpercaya
(The Most Trusted Company)

19-12-2018

The Indonesian Institute for Corporate Governance (IICG), Majalah SWA SWA Magazine



PROPER Award 2018

1. PROPER Hijau - UBP Emas, UBPP Logam Mulia, UBP Bauksit
Green PROPER - Gold Mining Business Unit, Precious Metal Processing and Refinery Business Unit and Bauxite Mining Business Unit
2. PROPER Biru - UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, PT Cibaliung Sumberdaya
Blue PROPER - Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit and PT Cibaliung Sumberdaya

27-12-2018

Kementerian Lingkungan Hidup dan Kehutanan
Ministry of Environment and Forestry

Peristiwa Penting 2018

2018 Significant Events

Januari-January



Indonesia Stock Exchange

03-01-2018

ANTAM Menjadi Bagian Dari Indeks IDX Small-Mid Cap (SMC) Composite, Indeks IDX SMC Liquid dan Indeks PEFINDO Investment Grade (i-Grade) Bursa Efek Indonesia.

ANTAM Is Part of The IDX Small-Mid Cap (SMC) Composite Index, IDX SMC Liquid Index and PEFINDO Investment Grade (i-Grade) Index At The Indonesia Stock Exchange.



18-01-2018

ANTAM Luncurkan Emas Motif Shio Anjing Tanah.

ANTAM Launches Gold Minted Bar with Brown Earth Dog Zodiac Motifs.

Februari-February



13-02-2018

ANTAM Menjalinkan Kerjasama Dengan Kementerian Perdagangan Republik Indonesia Untuk Meningkatkan Daya Saing Produk Kerajinan Perak Nasional.

ANTAM Forms Cooperation with The Ministry of Trade of The Republic of Indonesia To Improve The Competitiveness of National Silver Handicraft Products.



24-02-2018

ANTAM Raih Penghargaan Commendation for Best Disclosure on CSR Master Plan Pada Sustainability Reporting Awards 2017.

ANTAM Receives Commendation for Best Disclosure on CSR Master Plan in Sustainability Reporting Awards 2017.



27-02-2018

ANTAM Menjadi Bagian Dalam Kerjasama Perdagangan Indonesia dan Jepang Melalui Komoditas Emas.

ANTAM Is Part of Trade Cooperation Between Indonesia and Japan Through Gold Trades.

Maret-March



23-03-2018

ANTAM Raih Penghargaan Pada Indonesia Most Innovative Business Award 2018.

ANTAM Receives Indonesia Most Innovative Business Award 2018.



Indonesia Stock Exchange

27-03-2018

ANTAM Tetap Menjadi Bagian Dari Indeks LQ45, Indeks IDX30, Indeks IDX Small-Mid Cap (SMC) Composite dan Indeks IDX SMC Liquid di Bursa Efek Indonesia.

ANTAM Remains Part of LQ45 Index, IDX30 Index, IDX Small-Mid Cap (SMC) Composite Index and IDX SMC Liquid Index in the Indonesia Stock Exchange.



28-03-2018

ANTAM Mendapatkan Rekomendasi Perpanjangan Persetujuan Ekspor Mineral Logam Untuk Ekspor Bijih Nikel Kadar Rendah dan Bijih Bauksit Tercuci.

ANTAM Received the Renewal Recommendation Permit of Mineral Export for Low Grade Nickel Ore and Washed Bauxite Ore.



29-03-2018

ANTAM Raih Penghargaan Dalam Ajang Public Relations Indonesia Awards (PRIA) 2018.

ANTAM Recives Public Relations Indonesia Awards (PRIA) 2018.

Peristiwa Penting 2018

2018 Significant Events

April



12-04-2018

ANTAM Menyelenggarakan Rapat Umum Pemegang Saham Tahunan Tahun Buku 2017.

ANTAM Conducted Annual General Meeting of Shareholders (AGMS) Financial Year 2017.



18-04-2018

ANTAM Hadirkan Emas Motif Batik Indonesia Seri II.

ANTAM Launch The Indonesian Batik Motif Gold Series II.



30-04-2018

ANTAM Raih Penghargaan Dalam Apresiasi Program Kemitraan dan Bina Lingkungan Indonesia 2018.

ANTAM Receives Appreciation of Partnership and Community Development Program 2018.

Mei-May



Indonesia Stock Exchange

21-05-2018

ANTAM Menjadi Bagian Dari Indeks MNC36 di Bursa Efek Indonesia.

ANTAM is Part of MNC36 Index in Indonesia Stock Exchange.



08-05-2018

ANTAM Kembali Raih Prestasi Dalam Ajang Penghargaan Prestasi Pengelolaan Pertambangan Mineral dan Batubara Tahun 2018.

ANTAM Receives Achievement on The Minerals and Coal Mining Management Award 2018.



09-05-2018

ANTAM Raih Penghargaan Top 5 Indonesia Most Admired Companies 2018 in Mining Category.

ANTAM Receives Top 5 Indonesia Most Admired Companies 2018 in Mining Category.



29-05-2018

Penandatanganan Conditional Share Purchase Agreement Pembelian Saham PT Indonesia Chemical Alumina Antara ANTAM dan Showa Denko K.K.

ANTAM and Showa Denko K.K Signed The Conditional Share Purchase Agreement of PT Indonesia Chemical Alumina Shares.

Juni-June



29-06-2018

ANTAM Raih Penghargaan Best in Mining Industry Dalam Ajang Warta Ekonomi Top 100 Enterprises.

ANTAM Receives Best in Mining Industry in Warta Ekonomi Top 100 Enterprises.



10-07-2018

ANTAM Mencatatkan Kenaikan Outlook Corporate Credit Rating 2018 Oleh S&P Global.

ANTAM's Records Improvement of Company's Outlook Credit Rating in 2018 by S&P Global.

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

Juli-July



07-07-2018

Ulang Tahun
Emas, ANTAM
Menyelenggarakan Acara
Gold Run 5.0.

ANTAM to Hold Gold
Run 5.0 on Its Golden
Anniversary.

Juli-July



30-07-2018

ANTAM Melakukan Inovasi Desain dan Kemasan Emas Logam Mulia.
ANTAM'S Innovation on Design and Packaging of Gold Minted Bar Product.

Agustus-August



17-07-2018

ANTAM dan POS Indonesia Melanjutkan
Kerjasama Penjualan Emas.
The Continuation of ANTAM and
PT Pos Indonesia (Persero) Strategic
Corporation in Gold Sales and
Distribution.



21-07-2018

ANTAM Raih Juara I Stand Terbaik
Kategori Perusahaan - Holding Industri
Pertambangan.
ANTAM Receives First Ranked of Best
Booth for Company Category - Mining
Industry Holding Company.



09-08-2018

ANTAM Raih Penghargaan Kategori
Program Kemitraan dan Bina
Lingkungan Terbaik Dalam Anugerah
BUMN 2018.
ANTAM Receives The Best of
Partnership and Community
Stewardship Program on State Owned
Enterprises Award 2018.

Peristiwa Penting 2018

2018 Significant Events

September



15-08-2018

ANTAM Raih Penghargaan Dalam Ajang Indonesia Original Brands Award 2018.

ANTAM Receives Indonesia Original Brands 2018.



14-09-2018

ANTAM Kerjasama dengan Bank BJB Syariah Perihal Penjualan Emas.

ANTAM and BJB Syariah Cooperation in Gold Sales & Distribution.



14-09-2018

ANTAM Mencatatkan Kenaikan Peringkat Korporasi dan Obligasi Berkelanjutan I Tahun 2011 oleh PEFINDO Menjadi Rating "idA-/Outlook Stabil".

ANTAM Records Improvement of Corporate Rating and Sustainable Bonds I Year 2011 Rating to "idA-/Outlook Stable" by PEFINDO.



17-09-2018

ANTAM Mendapatkan Penghargaan dari Palang Merah Indonesia.

ANTAM Receives Award From Indonesian Red Cross.



18-09-2018

ANTAM Raih Penghargaan 8th Annual Southeast Asia's Institutional Investor Awards for Corporates di Singapura.

ANTAM Receives 8th Annual Southeast Asia's Institutional Investor Awards for Corporates In Singapore.



27-09-2018

ANTAM Paparkan Kinerja Terkini Dalam Investor Summit Tahun 2018 di 4 Kota Indonesia.

ANTAM Presents Latest Corporate Performance During The Investor Summit 2018 in 4 Cities in Indonesia.



28-09-2018

ANTAM Raih Penghargaan Subroto 2018 Untuk Kategori Pengelolaan Keselamatan Pertambangan Mineral dan Batubara.

ANTAM Receives Mineral dan Coal Safety Management Category in Subroto Awards 2018.



28-09-2018

ANTAM Raih Penghargaan Untuk Partisipasi Dalam mengirimkan Emergency Response Team pada Bencana Gempa di Nusa Tenggara Barat Tahun 2018.

ANTAM Receives Appreciation of Participation in the Emergency Response Team for Earthquake Disasters in West Nusa Tenggara in 2018.

Oktober-October



03-10-2018

Kerjasama Antara ANTAM dan Institusi Perguruan Tinggi Untuk Meningkatkan Kualitas Pendidikan Bidang Pertambangan.

Cooperation Between ANTAM and University Institution To Improve Quality Of Education In Mining Sector.

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran-
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability



06-10-2018

ANTAM Raih Juara II Konten Terbaik Paviliun Pertambangan - Holding Industri Pertambangan.

ANTAM Receives Second Ranked for the Best Content at the Mining Pavilion - Mining Industry Holding Company.



25-10-2018

ANTAM Raih Penghargaan Dalam Acara Padmamitra Awards 2018.

ANTAM Receives Padmamitra Awards 2018.



25-10-2018

ANTAM Raih Penghargaan Dalam Ajang International Convention on Quality Control Circle (ICQCC) 2018 di Singapura.

ANTAM Receives International Convention on Quality Control Circle (ICQCC) 2018 in Singapore.



11-10-2018

ANTAM Menandatangani Kerjasama Dalam Pengembangan Proyek Strategis di IMF-World Bank Annual Meetings 2018.

The Signing of ANTAM'S Strategic Development Project at IMF-World Bank Annual Meetings 2018.

 **November**



IDX

Indonesia Stock Exchange

15-11-2018

ANTAM Tetap Menjadi Bagian Dari Indeks LQ45 di Bursa Efek Indonesia.

ANTAM Remains Part of LQ45 Index in Indonesia Stock Exchange.



21-11-2018

ANTAM Raih Penghargaan Top 50 Asean Public Listed Companies Dalam Ajang 2nd Asean Corporate Governance Awards.

ANTAM Receives the Top 50 ASEAN Public Listed Companies at the 2nd ASEAN Corporate Governance Awards.



21-11-2018

ANTAM Meraih Dua Peringkat Emas Pada SNI Award 2018.

ANTAM Receives Two Gold Awards in SNI Awards 2018.

Peristiwa Penting 2018

2018 Significant Events



Desember-December



30-11-2018

ANTAM Mendukung Pengembangan Geopark Pongkor.

ANTAM Participations on Pongkor Geopark Development.



03-12-2018

Perjanjian Kredit Fasilitas *Term Loan* Antara BNI Dengan ANTAM.

Credit Agreement Term Loan Facilities Between BNI with ANTAM.



08-12-2018

ANTAM Raih Platinum Rank Dalam Ajang Asia Sustainability Reporting Rating 2018.

ANTAM Receives Platinum Rank in Asia Sustainability Reporting Rating 2018.

14-12-2018

Refinancing Pembayaran Pokok Obligasi Berkelanjutan I ANTAM Dengan Tingkat Bunga Tetap Tahap I Tahun 2011 Seri A Senilai Rp900 Miliar.

ANTAM Refinances The A-Series Rupiah Sustainable Bonds I with Fixed Rate-Stage I 2011, Amounting to Rp900 Billion.



10-12-2018

ANTAM Meraih Predikat "Best Overall" dan "Top 50 The Biggest Market Capitalization Public Listed Companies" Pada Ajang The 10th IICD Corporate Governance Conference & Award 2018.

ANTAM Receives "Best Overall" and "Top 50 The Biggest Market Capitalization Public Listed Companies" at The 10th IICD Corporate Governance Conference & Award 2018.



14-12-2018

ANTAM Raih Penghargaan IMA Award 2018 Pada Kategori Pengelolaan Lingkungan Terbaik.

ANTAM Receives The Best Environmental Management Category on IMA Award 2018.



17-12-2018

ANTAM Raih Penghargaan Atas Partisipasi Aktif Sebagai Bagian Dari Tim ESDM Siaga Bencana Gempa Bumi, Tsunami dan Likuefaksi di Provinsi Sulawesi Tengah Tahun 2018.

ANTAM Receives Appreciation of Participation as part of the Ministry of Energy and Mineral Resources Team for Earthquake, Tsunami and Liquefaction Disasters in Central Sulawesi Province in 2018.

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran-
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability



27-12-2018

ANTAM Raih Tiga PROPER Hijau dan Tiga PROPER Biru Pada Tahun 2018.

ANTAM Receives Three Green and Three Blue PROPER Rating in 2018.



19-12-2018

ANTAM Raih Dua Penghargaan Tata Kelola Teknologi Informasi Pada Ajang FORTI BUMN Awards 2018.

ANTAM Receives Two Awards for Information Technology Governance in FORTI BUMN Awards 2018.



19-12-2018

ANTAM Raih Penghargaan CGPI 2017 Sebagai Perusahaan Sangat Terpercaya (The Most Trusted Company).

ANTAM Receives CGPI Award as the Most Trusted Companies in 2017.



28-12-2018

Penandatanganan Akta Jual Beli Saham PT Indonesia Chemical Alumina Antara ANTAM dan Showa Denko K.K.

ANTAM and Show Denko K.K. Signed The Share Purchase Agreement of PT Indonesia Chemical Alumina Shares.

Tentang Laporan Ini

About This Report

Laporan Keberlanjutan ini adalah wujud komitmen dan tanggung jawab ANTAM kepada seluruh pemangku kepentingan. Laporan ini juga representasi peran aktif Kami sebagai bagian dari *global citizen* dalam rangka mencapai *Sustainable Development Goals (SDGs)*, yakni upaya bersama masyarakat dunia untuk mewujudkan masa depan yang lebih baik bagi kita semua.

This Sustainability Report represent ANTAM's commitment and responsibility towards stakeholders. This report also emphasizes our active participation as part of the global citizen to perform Sustainable Development Goals (SDGs), which is a joint initiative by the global community to create a better future for all of us.

ANTAM secara konsisten menerbitkan laporan keberlanjutan setiap tahunnya sejak 2006. Laporan ini merupakan bagian dari laporan tahunan yang merupakan bentuk komitmen ANTAM dalam menerapkan *Good Mining Practice* di setiap kegiatan operasional. Selain itu juga sebagai wujud komitmen ANTAM terhadap transparansi, akuntabilitas, dan tanggung jawab kepada seluruh pemangku kepentingan. Melalui laporan ini, informasi terkait strategi arah, tantangan, dan kinerja keberlanjutan kami laporkan secara konsisten kepada pemangku kepentingan.

Untuk kemudahan penyajian, digunakan istilah "ANTAM", "Perusahaan", "Perseroan", dan "Kami" mewakili PT ANTAM Tbk. Sedangkan pada bagian-bagian tertentu, juga digunakan singkatan-singkatan dari anak perusahaan.

ANTAM consistently published sustainability report every year since 2006. Sustainability report is part of annual report and both represent our commitment towards Good Mining Practices implementation in every operational activity. In addition, it also represent our commitment towards transparency, accountability and responsibility to all stakeholders. Through this report, We consistently present information related to the strategic direction, challenges and performance on the aspect of sustainability to stakeholders.

For ease of presentation, the terms "ANTAM", "Company", and "We" represent PT ANTAM Tbk. While in certain parts, abbreviations of subsidiaries are also used.

Periode Laporan
Reporting Period
[102-50]

1 Januari -
31 Desember 2018
1 January -
31 December 2018

Siklus Laporan
Reporting Cycle
[102-52]

Tahunan
Annually

Laporan Sebelumnya
Previous Report
[102-51]

1 Januari -
31 Desember 2018
1 January -
31 December 2018

Indeks GRI
GRI Content Index
[102-55]

Di halaman 246
On page 246

STANDAR TEKNIS PELAPORAN

Laporan Keberlanjutan ANTAM 2018 disusun sesuai dengan GRI Standard: Opsi Core, Pengungkapan Standar Industri Pertambangan dan Logam (GRI Sector Supplement Mining & Metal), serta POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik. [102-54]

MEMASTIKAN KREDIBILITAS PELAPORAN

Demi memastikan kredibilitas laporan, data dan informasi yang disajikan dalam Laporan Keberlanjutan ANTAM 2018 ini telah diverifikasi oleh Moores and Rowlands sebagai pihak *assuror* independen. Pernyataan hasil *assurance* dapat ditemukan pada halaman 240 laporan ini. [102-56]

STRUKTUR PELAPORAN

Struktur Laporan Keberlanjutan ANTAM 2018 mengikuti struktur yang sesuai dengan panduan POJK No.51/POJK.03/2017 sebagai berikut:

1. Penjelasan Strategi Keberlanjutan
2. Ikhtisar Aspek Keberlanjutan
3. Profil Singkat LJK, Emiten, dan Perusahaan Publik
4. Penjelasan Direksi
5. Tata Kelola Keberlanjutan
6. Kinerja Keberlanjutan
 - a. Ekonomi
 - b. Lingkungan
 - c. Manajemen Sumber Daya Manusia
 - d. Keselamatan dan Kesehatan Kerja
 - e. Masyarakat
7. Verifikasi tertulis dari pihak independen
8. Lembar umpan balik
9. Tanggapan LJK, Emiten, atau Perusahaan Publik terhadap umpan balik laporan tahun sebelumnya

REPORT TECHNICAL STANDARDS

ANTAM Sustainability Report 2018 is prepared which meet with GRI Standard: Core Options, the GRI Sector Supplement Mining & Metal, and the Regulation of Financial Services Authority (Peraturan Otoritas Jasa Keuangan or POJK) No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Companies, Issuers and Public Companies. [102-54]

ENSURING REPORT CREDIBILITY

In order to ensure report's credibility, data and information presented, this report has been verified by Moores and Rowland as an independent assessor. The assurance statement can be found on the 240 page of this report. [102-56]

REPORT STRUCTURE

ANTAM Sustainability Report 2018 Structure is prepared in accordance with POJK No.51/POJK.03/2017 as follows:

1. Explanation of Sustainability Strategy
2. Overview of the Sustainability Aspect
3. Brief Profile of Financial Services Companies, Issuers and Public Companies
4. Board of Director's Message
5. Sustainability Governance
6. Sustainability Performance:
 - a. Economy
 - b. Environment
 - c. Human Capital Management
 - d. Occupational Health and Safety
 - e. Social Community
7. Written verification from an independent party
8. Feedback page
9. The response of Financial Services Companies, Issuers and Public Companies regarding the feedback on the previous year's report

Tentang Laporan Ini

About This Report

STANDAR PENGUKURAN DATA

Standar pengumpulan dan pengukuran data yang digunakan dalam laporan ini telah sesuai dengan masing-masing standar yang relevan, antara lain:

- Data lingkungan mengacu pada ketentuan Kementerian Lingkungan Hidup dan dokumen AMDAL
- Data kinerja keselamatan dan kesehatan kerja mengacu pada ketentuan Kementerian Ketenagakerjaan dan Standar Internasional OHSAS 18000
- Data keuangan mengacu pada International Financial Reporting Standard (IFRS)
- Data konversi emisi karbon mengacu pada standar konversi CarbonTrust UK.

PERUBAHAN TERKAIT PELAPORAN DAN PERNYATAAN ULANG

Pada Laporan Keberlanjutan 2017, terdapat kesalahan pencantuman angka pada tabel Konsumsi Energi Berdasarkan Unit Bisnis dan Sumber Energi. Dalam tabel tersebut, kesalahan pencantuman angka ada pada konversi konsumsi energi ke satuan Giga Joule (GJ) di kolom data tahun 2017. Oleh karena itu, Kami mencantumkan kembali data tersebut dengan angka terkonversi yang sudah sesuai dengan perhitungan berdasarkan standar konversi yang digunakan oleh ANTAM. **[102-48][102-49]**

RUANG LINGKUP DAN BATASAN PELAPORAN

Laporan keberlanjutan ini mencakup seluruh kegiatan operasional ANTAM yang meliputi Kantor Pusat, Unit Geomin, Unit-unit Pascatambang, dan enam unit bisnis utama ANTAM, yaitu: **[102-45]**

1. Unit Bisnis Pertambangan Nikel Sulawesi Tenggara (UBP Nikel Sulawesi Tenggara) di Pomalaa, Sulawesi Tenggara
2. Unit Bisnis Pertambangan Nikel Maluku Utara (UBP Nikel Maluku Utara) di TanjungBuli, Maluku Utara
3. Unit Bisnis Pertambangan Emas (UBP Emas) di Bogor, Jawa Barat
4. Unit Bisnis Pengolahan dan Pemurnian Logam Mulia (UBPP Logam Mulia) di Pulo Gadung, Jakarta Timur
5. Unit Bisnis Pertambangan Bauksit (UBP Bauksit) di Tayan, Kalimantan Barat.
6. Unit Bisnis Learning Development (UB Learning & Development) di Jakarta.
7. Unit Geomin di Jakarta

DATA MEASUREMENT STANDARD

The standards used in data collection and measurement in this report are suitable with each relevant standard, including:

- Environmental data according to the provisions of the Ministry of Environment and the Company's EIA documents
- Data on occupational health and safety performance refers to the provisions of the Ministry of Manpower and OHSAS 18000 International Standards
- Financial data refers to the International Financial Reporting Standards (IFRS)
- Carbon emissions conversion data refers to the CarbonTrust UK conversion factors.

CHANGES RELATED TO REPORTING AND RE-STATEMENT

In Sustainability Report 2017, there has been an incorrect presentation of the data related to Energy Consumption per Business Unit and Source. Particularly, on the conversion to Giga Joule (GJ) data. For that reason, we have included the correct data in this Report that has been calculated according to the conversion standard adopted by ANTAM. **[102-48][102-49]**

SCOPE AND REPORT BOUNDARIES

This sustainability report covers all ANTAM's operational activities which include the Head Office, Geomin Unit, Post-Mining Units, and ANTAM's six main business units, namely: **[102-45]**

1. Southeast Sulawesi Nickel Mining Business Unit in Pomalaa, Southeast Sulawesi
2. North Maluku Nickel Mining Business Unit in Tanjung Buli, North Maluku
3. Gold Mining Business Unit in Bogor, West Java
4. Precious Metals Processing and Refining Unit in Pulo Gadung, East Jakarta
5. Bauxite Mining Business Unit in Tayan, West Kalimantan.
6. Learning Development Business Unit in Jakarta
7. Geomin Unit in Jakarta

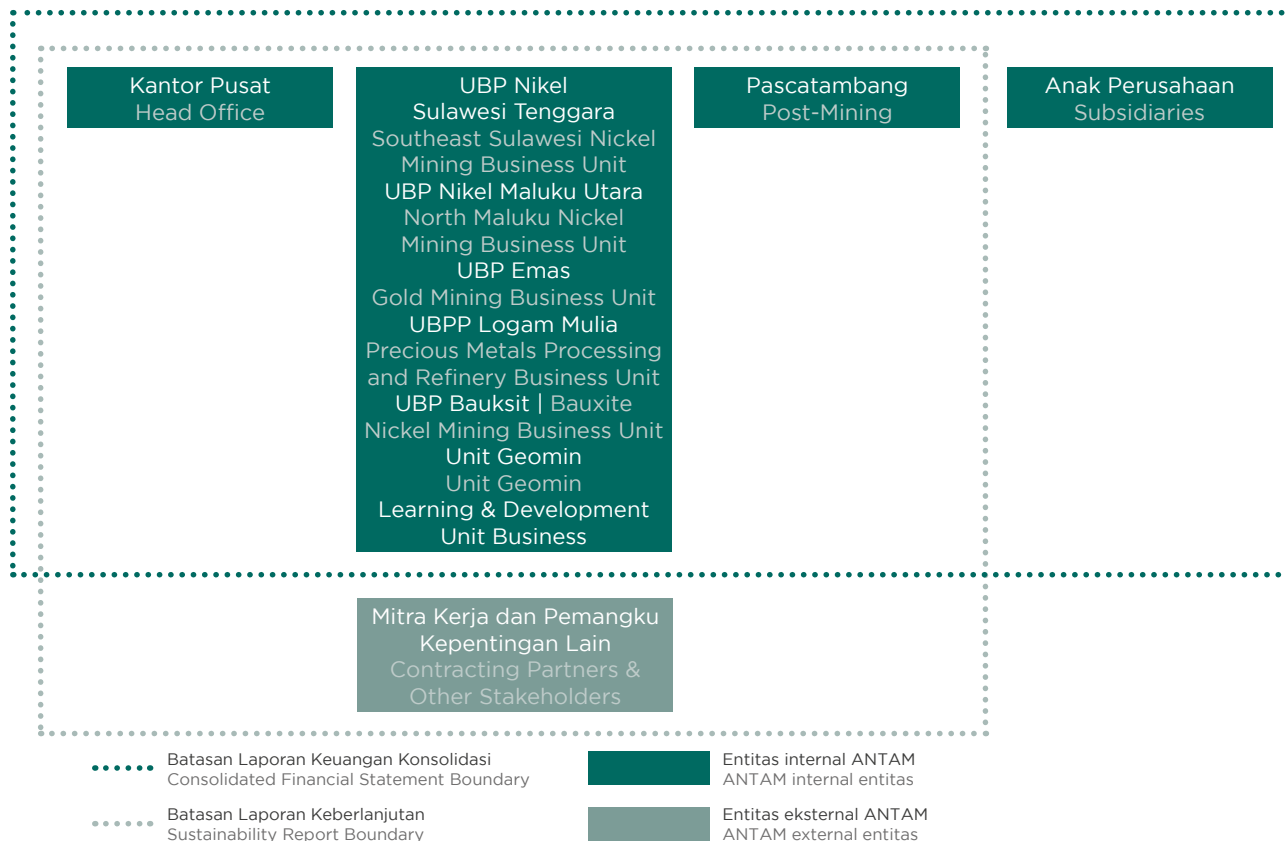
Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability



PUSAT INFORMASI DAN UMPAN BALIK

ANTAM mengundang seluruh pembaca dan pemangku kepentingan untuk bertanya, meminta keterangan, memberikan saran, ide, kritik dan pendapat demi peningkatan kualitas laporan kami di masa yang akan datang. Seluruh pertanyaan dan umpan balik para pembaca dapat disampaikan kepada: **[102-53]**

INFORMATION AND FEEDBACK CENTER

ANTAM welcomes all readers and stakeholders to ask any questions or ask for information, and submit their suggestions, ideas, criticisms and opinions in order to improve the quality of our reports in the future. The questions and feedbacks can be submitted to: **[102-53]**

PT ANTAM Tbk

Corporate Secretary

Kantor Pusat | Head Office
Gedung Aneka Tambang Tower A,
Jl. Let. Jend. T.B. Simatupang No. 1 Lingk. Selatan,
Tanjung Barat, Jakarta 12530
Tel. (62-21) 789 1234; Fax. (62-21) 789 1224
Email: corsec@antam.com
www.antam.com

Pemangku Kepentingan adalah Kunci

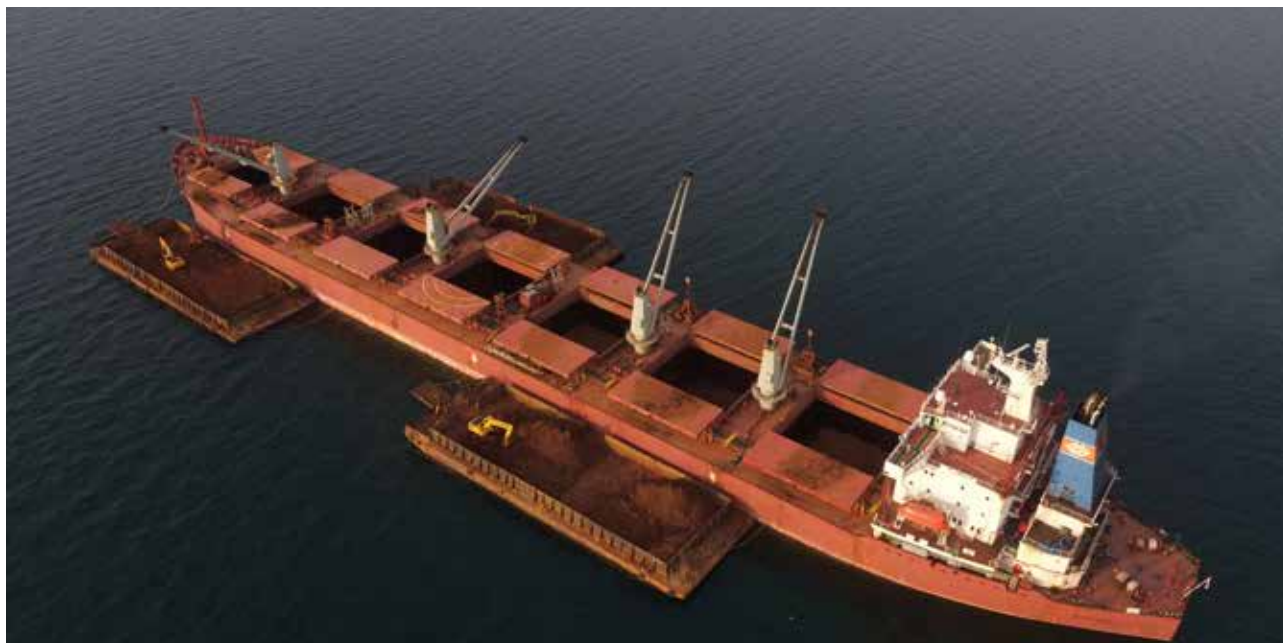
Stakeholders are the Key

| | |
|--|-----------|
| Pemangku Kepentingan adalah Kunci Stakeholders are the Key | 34 |
| Menyajikan Laporan yang Bermakna bagi Para Pemangku Kepentingan Presenting a Good Report for Stakeholders | 40 |
| Menentukan Topik Material Laporan Keberlanjutan 2018 Defining Sustainability Report 2018 Topic Material | 41 |
| Bagaimana Antam Menentukan Materialitas How Antam Determines Materiality | 47 |



Pemangku Kepentingan adalah Kunci

Stakeholders are the Key



Pengapalan bijih nikel di UBP Nikel Sulawesi Tenggara.
Shipping of nickel ore in Southeast Sulawesi Nickel Mining Business Unit.

Para pemangku kepentingan memiliki peranan penting bagi ANTAM dalam perjalanan keberlanjutan dan keberhasilan kami mewujudkan visi Perusahaan. Menjalinkan hubungan baik serta mendengarkan apa yang menjadi aspirasi, kebutuhan, kekhawatiran, serta masukan para pemangku kepentingan di seluruh wilayah operasional telah membantu Kami dalam mengambil keputusan serta arah strategis Perusahaan yang tepat dan bermanfaat.

Dalam melakukan identifikasi dan interaksi dengan para pemangku kepentingan di seluruh area operasional, ANTAM mengacu pada data primer penelitian lapangan yang dilakukan sesuai dengan metodologi identifikasi pemangku kepentingan AA1000 Stakeholder Engagement Standard (AA1000SES) 2015 dan ISO 26000 sebagai panduan pelaksanaan proses identifikasi pemangku kepentingan. [102-42]

Hasil proses identifikasi tersebut menjadi dasar bagi Perusahaan dalam melakukan pelibatan pemangku kepentingan (*stakeholder engagement*), pengelolaan isu, dan merumuskan program pengembangan masyarakat yang sesuai dengan konteks dan kebutuhan masing-masing masyarakat setempat.

Stakeholders upholds important role for ANTAM specifically in context of sustainability and our achievement to manifest the Company's vision. Establishing good relations and listen to aspirations, needs, concerns, and input of our stakeholders' in all operational areas has helped us to generate strategic decisions.

In identifying and interacting with stakeholders in all operational areas, ANTAM refers to the field research primary data that suitable with the stakeholder identification methodology AA1000 Stakeholder Engagement Standard (AA1000SES) 2015 and ISO 26000 as guidelines for stakeholder identification process implementation. [102-42]

The identification process became the basis to upholds stakeholder engagement, managing issues, and formulating community development programs that meets the context and needs of each local community.

Metode Identifikasi Kelompok Pemangku Kepentingan [102-42]

Method of Stakeholders Identification

| | |
|---------------------------------|---|
| Dependency (D) | ANTAM memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya ANTAM has dependency on someone or an organizations, or vice versa |
| Responsibility (R) | ANTAM memiliki tanggung jawab legal, komersial atau etika terhadap seseorang atau sebuah organisasi ANTAM has legal, commercial and/or ethical responsibility towards someone or an organization |
| Tension (T) | Seseorang atau sebuah organisasi memiliki pengaruh terhadap ANTAM terkait isu ekonomi, sosial atau lingkungan tertentu Someone or an organization has influenced toward ANTAM related to certain economic, social, and environmental issues |
| Influence (I) | Seseorang atau sebuah organisasi memiliki pengaruh terhadap ANTAM atau strategi atau kebijakan pemangku kepentingan lain Someone or an organization has an influence over ANTAM or strategy or stakeholder policy |
| Diverse Perspective (DP) | Seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya Someone or an organization has different opinions that could effect the current situation and/or create new actions |
| Proximity (P) | Seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan ANTAM Someone or an organization is geographically located near ANTAM operations |

Metode pelibatan pemangku kepentingan yang ANTAM lakukan beragam macamnya. Keragaman metode ini dilakukan demi memastikan aspirasi dan masukan dari pemangku kepentingan ANTAM yang tersebar dapat ditangkap dengan efektif dan efisien sehingga kami dapat bertindak dan mengambil langkah aksi yang terbaik bagi semua pihak.

Mulai dari pertemuan berkala, pertemuan yang dilakukan sesuai dengan kebutuhan, *multi-stakeholder forum*, *one-on-one meeting*, seminar, pameran, survei kepuasan, ataupun *Focus Group Discussion* (FGD) yang dapat disesuaikan dengan topik/isu yang ingin dikelola.

Perusahaan senantiasa memastikan di setiap pelibatan, khususnya yang melibatkan banyak pemangku kepentingan (*multi-stakeholder*), wakil dari setiap kelompok pemangku kepentingan hadir dan terwakili dengan baik, termasuk pemerintah daerah, perwakilan masyarakat, anggota legislatif, perwakilan LSM, manajer perusahaan pertambangan setempat, tenaga ahli, akademisi, penerima manfaat program, dan unsur pemangku kepentingan lainnya. [102-40]

ANTAM uses variable methods involving stakeholder engagement. The diversity of these methods is to ensure that the various aspirations and input from stakeholders can occupied effectively and efficiently so we can perform the best decisions for all parties.

Starting from periodic meetings, meetings that meets public needs, multi-stakeholder forums, one-on-one meetings, seminars, exhibitions, satisfaction surveys, or focus group discussions (FGD) which adjustable with the topics/issues.

The company ensures that every involvement, especially those involving multiple stakeholders (*multi-stakeholders*), representatives from each stakeholder are well engaged, including local government, community representatives, legislative members, NGO representatives, local mining company managers, staff experts, academics, program beneficiaries, and other stakeholders. [102-40]

Pemangku Kepentingan adalah Kunci

Stakeholders are the Key

Berikut ini ringkasan hasil pelibatan pemangku kepentingan ANTAM selama tahun 2018.

The following is a summary of the results of ANTAM's stakeholder involvement during 2018.

Ikhtisar Basis Identifikasi, Topik, dan Metode Pelibatan Pemangku Kepentingan Tahun 2018 [102-42] [102-43] [102-44]

Summary of Stakeholders Basis for Identification, Topic of Interest and Engagement Method Summary 2018

| No | Kelompok Pemangku Kepentingan Stakeholder Group | Basis Identifikasi Basis for Identification | Topik Utama Main Topics of Interest | Tingkat, Metode dan Frekuensi Pelibatan Engagement Level, Method and Frequency |
|----|--|--|---|---|
| 1 | Pemegang Saham Shareholders | D, R, I, P | Pertanggungjawaban kinerja ekonomi, lingkungan, dan sosial Perusahaan Accountability of the Company's economic, environmental, and social performance | Pemberian Informasi dan Pelibatan <ul style="list-style-type: none"> Publikasi rutin (laporan tahunan, laporan keuangan kuartalan, laporan eksplorasi kuartalan) dan website Forum multi-pemangku kepentingan, penyelenggaraan RUPS, minimal 1 kali dalam setahun Information Dissemination and Involvement <ul style="list-style-type: none"> Regular publications (annual report, quarterly financial statements, quarterly exploration report) and website Multi-stakeholder forum, Annual GMS implementation held minimum once a year. |
| 2 | Karyawan & Serikat Pekerja Employee & Labour Unions | D, R, T, I, P | 1. Kinerja K3 2. Kesejahteraan karyawan 1. OHS Performance 2. Employee welfare | Pemberian Informasi, Konsultasi, Negosiasi, dan Pelibatan <ul style="list-style-type: none"> Buletin di korporasi, buletin di unit bisnis, komunikasi melalui email dan intranet, website Survei keterikatan karyawan, yang meliputi <i>culture, satisfaction, persepsi</i>, dll Penyusunan dan penetapan Perjanjian Kerja Bersama (PKB) untuk jangka waktu tiga tahun yang mencakup ketentuan terkait hak dan kewajiban Perusahaan dengan seluruh karyawan ANTAM sesuai dengan hubungan masing-masing karyawan. [102-41] Forum bipartit antara ANTAM dan serikat pekerja Information Dissemination, Consultation, Negotiation, and Involvement: <ul style="list-style-type: none"> Bulletins in corporation and business units, communication via email and intranet, website Employee engagement survey, employee satisfaction survey Preparation and determination of the collective labour agreement (CLA) for a period of three years and includes provisions on the rights and obligations of the Company to all ANTAM employees according to the relationship with each employee. [102-41] Bipartite forum between ANTAM and labour unions |
| 3 | Pemerintah Pusat dan Daerah, serta Anggota Legislatif Central and Local Government, and Members of Parliament | D, R, T, I, DP, P | <ul style="list-style-type: none"> Pemberdayaan masyarakat melalui program CSR Pembayaran pajak dan kewajiban kepada Negara <ul style="list-style-type: none"> Empowering communities through CSR program Payment of taxes and obligations to the state | Pembinaan Hubungan dengan Pemangku Kepentingan <ul style="list-style-type: none"> Pemberian masukan kepada pemerintah untuk beragam kebijakan dan regulasi Pelaporan rutin (AMDAL, RKTT, Rencana Pascatambang laporan kuartalan ke OJK, dsb) dan website Konsultasi kepada K/L dan dinas, konsultasi publik, RUPK Musyawarah Perencanaan Pembangunan (Musrenbang) dengan pemerintah daerah; Pembayaran pajak, PNBP dan kewajiban lainnya kepada Negara Integrasi perwakilan Pemerintah dalam Dewan Komisaris ANTAM Managing Relations with Stakeholders <ul style="list-style-type: none"> Providing input to the government on various policies and regulations Regular reports (EIA, RKTT, post-mining plan, quarterly reports to OJK, other) and website Consultation with ministries/agencies and regional bodies, public consultation, RUPK Development Planning Meeting (Musrenbang), with local governments. Payment of tax, non-tax revenues and other obligations to the state Integration of government representatives in ANTAM Board of Commissioners |

| No | Kelompok Pemangku Kepentingan Stakeholder Group | Basis Identifikasi Basis for Identification | Topik Utama Main Topics of Interest | Tingkat, Metode dan Frekuensi Pelibatan Engagement Level, Method and Frequency |
|----|--|--|--|---|
| 4 | Industri, Pelaku Usaha Pertambangan & Asosiasi Usaha Industry, Mining Companies & Business Associations | T, I, P | <ul style="list-style-type: none"> Penerapan <i>Good Mining Practices</i> Persepsi negatif terhadap sektor pertambangan Regulasi pertambangan, khususnya terkait pembatasan ekspor bahan mentah dan kewajiban pembangunan <i>smelter</i> Implementation of Good Mining Practices Negative perception on the mining sector Mining regulation, particularly related to raw material export restrictions and obligation on smelter construction | <p>Advokasi, Pemberian Informasi, Konsultasi, dan Kolaborasi</p> <ul style="list-style-type: none"> Pemberian masukan kepada pemerintah melalui IMA, PERHAPI, dll Website, presentasi di berbagai seminar dan konferensi Konsultasi publik, RUPK Penyelenggaraan proyek bersama, dan pengembangan kapasitas, dilakukan sesuai kebutuhan <p>Advocacy, Notification, Consultation and Collaboration</p> <ul style="list-style-type: none"> Providing input to the government through IMA, PERHAPI, others Website, delivering presentations at various seminars and conferences Public consultation, RUPK Joint implementation of projects, and capacity development as required |
| 5 | Kontraktor & Mitra Kerja Lain Contractors & other Business Partners | D, R, T, P | <ul style="list-style-type: none"> Transparansi pengadaan barang dan jasa Kinerja ekonomi, sosial dan lingkungan Pengamanan aset ANTAM sebagai objek vital nasional Transparency in procurement of goods and services Economic, social and environmental performance Security of ANTAM assets as strategic national assets | <p>Pemberian Informasi dan Kolaborasi</p> <ul style="list-style-type: none"> Penyelenggaraan penawaran (tender) kontrak kerja reguler secara terbuka dan transparan; dokumen kontrak kerja yang memuat ketaatan pada hukum, termasuk aspek HAM, K3, dan lingkungan Pelaksanaan proyek bersama; koordinasi rutin dengan Polri dan TNI terkait pengamanan aset ANTAM dan penegakan hukum <p>Information Dissemination and Collaboration</p> <ul style="list-style-type: none"> Implementation of regular contract in an open and transparent manner; work contract documents containing strict adherence to the law, including human rights, OHS, and the environment Joint implementation of projects; regular coordination with the police and military related to ANTAM asset security and law enforcement |
| 6 | Pembeli Buyers | D, R, I, P | <p>Kualitas produk dan pelayanan</p> <p>Product and Service Quality</p> | <p>Pemberian Informasi dan Konsultasi</p> <ul style="list-style-type: none"> Pembuatan kontrak komersial penjualan produk dengan jaminan kualitas produk, kesinambungan pasokan dan ketepatan pengiriman, dilakukan sesuai kebutuhan Pertemuan reguler dengan konsumen dan survey kepuasan pelanggan minimal 1 tahun sekali <p>Information Dissemination and Consultation</p> <ul style="list-style-type: none"> Product sale through commercial contract with guarantee on product quality, secure supply and timely delivery, carried out as needed Regular meetings with consumers and consumer satisfaction survey at least once a year |

Pemangku Kepentingan adalah Kunci

Stakeholders are the Key

| No | Kelompok Pemangku Kepentingan Stakeholder Group | Basis Identifikasi Basis for Identification | Topik Utama Main Topics of Interest | Tingkat, Metode dan Frekuensi Pelibatan Engagement Level, Method and Frequency |
|----|--|--|---|--|
| 7 | Masyarakat Lokal | D, R, T, I, DP, P | <ul style="list-style-type: none"> Sosialisasi dan penyaluran dana Program Kemitraan dan Bina Lingkungan (PKBL) Pendampingan dan pemberdayaan masyarakat Pengelolaan dampak ekonomi, sosial dan lingkungan | Pemberian Informasi, Transaksi, Konsultasi, Negosiasi, Pelibatan, Kolaborasi, dan Pemberdayaan <ul style="list-style-type: none"> Sosialisasi AMDAL; pertemuan rutin dengan warga masyarakat; RUPK; laporan; website Penyelenggaraan PKBL Menerima masukan masyarakat dalam proses AMDAL; Rencana Pascatambang partisipasi dalam Musyawarah Perencanaan Pembangunan (Musrenbang) dengan masyarakat dan pemerintah daerah Penentuan harga yang adil pada pembebasan lahan; negosiasi dalam peluang bisnis dan ketenagakerjaan lokal Pelibatan masyarakat dalam perencanaan, pelaksanaan, serta monitoring dan evaluasi PKBL dan pengembangan masyarakat Kerja sama dalam berbagai inisiatif multi-pemangku kepentingan dengan masyarakat lokal, universitas, pemerintah daerah; kemitraan dengan berbagai lembaga Integrasi wakil masyarakat (komisaris independen) ke dalam Dewan Komisaris ANTAM |
| | Local Communities | | <ul style="list-style-type: none"> Information dissemination and disbursement of funds for the Partnership and Community Stewardship Program (PKBL) Community mentoring and empowerment Managing economic, social and environmental impacts | Information Dissemination, Transaction, Consultation, Negotiation, Involvement, Collaboration, and Empowerment <ul style="list-style-type: none"> Information dissemination on EIA; regular meetings with local communities; RUPK; reports; website PKBL Implementation Receive input from the community in the EIA process; Post-mining Plan, participation in Development Planning Meeting (Musrenbang) with local community and regional government Fair price determination on land acquisition; negotiating business opportunities and local employment Community involvement in the planning, implementation, monitoring and evaluation of PKBL and community development Cooperation in various multi-stakeholder initiatives with local communities, universities, local government; partnerships with various institutions Integration of community representative (independent commissioner) in ANTAM Board of Commissioners |
| 8 | Media Massa | T, I, DP | <ul style="list-style-type: none"> Sosialisasi dan penyaluran dana Program Kemitraan dan Bina Lingkungan (PKBL) Pendampingan dan pemberdayaan masyarakat Pengelolaan dampak ekonomi, sosial dan lingkungan industri pertambangan Kepatuhan terhadap regulasi | Pemantauan, Pemberian Informasi, Konsultasi, dan Pelibatan <ul style="list-style-type: none"> <i>Media monitoring</i> harian Penyampaian informasi rutin; <i>media release</i> dan <i>press conference</i> sesuai kebutuhan; pemberian kesempatan wawancara <i>Media visit</i> sesuai kebutuhan Konsultasi publik, RUPK, media gathering minimal 1 tahun sekali |
| | Mass media | | <ul style="list-style-type: none"> Dissemination of information and disbursement of funds for the Partnership and Community Stewardship Program (PKBL) Community mentoring and empowerment Managing economic, social and environmental impact for mining industry Compliance with regulations | Monitoring, Information Dissemination, Consultation and Involvement <ul style="list-style-type: none"> Daily media monitoring Regular provision of information; media release and press conference as required; providing opportunities for interviews Media visit as required Public consultation, RUPK, media gathering minimum once a year |

| No | Kelompok Pemangku Kepentingan Stakeholder Group | Basis Identifikasi Basis for Identification | Topik Utama Main Topics of Interest | Tingkat, Metode dan Frekuensi Pelibatan Engagement Level, Method and Frequency |
|----|--|--|--|--|
| 9 | Lembaga Swadaya Masyarakat Non-Governmental Organizations | T, I, DP | <ul style="list-style-type: none"> Sosialisasi dan penyaluran dana Program Kemitraan dan Bina Lingkungan (PKBL) Pendampingan dan pemberdayaan masyarakat Pengelolaan dampak ekonomi, sosial dan lingkungan industri pertambangan Dissemination of information and disbursement of funds for the Partnership and Community Stewardship Program (PKBL) Community mentoring and empowerment Managing economic, social and environmental impacts of mining | <p>Pemberian Informasi, Konsultasi, dan Kolaborasi</p> <ul style="list-style-type: none"> Sosialisasi AMDAL; laporan; website Konsultasi publik; RUPK Kerjasama penelitian sosial; kerja sama pendampingan dan pemberdayaan masyarakat; kerja sama sosialisasi dan penyaluran dana PKBL, dilakukan sesuai kebutuhan <p>Information Dissemination, Consultation, and Collaboration</p> <ul style="list-style-type: none"> Information dissemination on EIA; reports; website Public consultation; RUPK Collaboration on social research; collaboration in community mentoring and empowerment; collaboration in dissemination and disbursement of PKBL funds, carried out as required |
| 10 | Lembaga Pendidikan dan Asosiasi Industri Educational Institutions and Industry Peer/Association | T, I, DP | <ul style="list-style-type: none"> Teknologi dan inovasi pertambangan Pengelolaan dampak ekonomi, sosial dan lingkungan industri pertambangan Mining technology and innovation Managing economic, social, and environmental impacts of mining | <p>Pemberian Informasi; Konsultasi dan Kolaborasi</p> <ul style="list-style-type: none"> Sosialisasi AMDAL; laporan; website Konsultasi publik; RUPK Kerja sama penelitian sosial dan lingkungan; kerja sama pendampingan dan pemberdayaan masyarakat, dilakukan sesuai kebutuhan <p>Information Dissemination, Consultation and Collaboration</p> <ul style="list-style-type: none"> EIA Dissemination; reports; website Public consultation; RUPK Collaboration on social research; collaboration in community mentoring and empowerment, carried out as required |

Menyajikan Laporan yang Bermakna bagi Para Pemangku Kepentingan

Presenting a Good Report for Stakeholders

Adalah tujuan utama dari laporan ini untuk dapat menyajikan topik-topik terpenting yang bermakna bagi para pemangku kepentingan.

The main purpose of this report is to present the most important and principal topics towards stakeholders.

ANTAM memiliki pemangku kepentingan yang beragam dengan fokus topik, isu, kekhawatiran, dan kebutuhan yang beragam pula. Untuk itu identifikasi dan penentuan topik material menjadi salah satu tahapan penting bagi kami tidak hanya dalam proses penyusunan Laporan Keberlanjutan setiap tahunnya, namun juga dalam proses pengambilan keputusan dan menentukan arah strategis dari Perusahaan.

Oleh karena itu, isi dari Laporan Keberlanjutan ANTAM telah disusun berdasarkan tinjauan aspek dan topik materialitas yang dilaksanakan melalui serangkaian proses identifikasi, penentuan prioritas, validasi dan tinjauan sesuai dengan *Global Reporting Initiative* (GRI) Standards, yang mencakup:

ANTAM has diverse stakeholders with various topics focusses, issues, concerns and needs. Therefore, identification and determination of material topics is one of important stages not only in establishing the Sustainability Report every year, but also in the decision-making process and determining the strategic direction of the Company.

Therefore, the contents of ANTAM Sustainability Report have been prepared based on material aspects and topics review which completed by series of identification, prioritization, validation and review processes which meet Global Reporting Initiative (GRI) Standards, which include:



Pelibatan Pemangku Kepentingan Stakeholders Involvement

Pelibatan pemangku kepentingan dilakukan secara langsung maupun tidak langsung untuk menentukan isi laporan dan memberikan umpan balik terhadap laporan sebelumnya.

ANTAM involves stakeholders in the process of preparing this report, both directly and indirectly to determine the contents and provide feedback to previous reports.



Materialitas Materiality

Menyajikan topik-topik material yang menjadi fokus pemangku kepentingan terhadap bisnis dan operasional ANTAM dalam rangka pengambilan keputusan bisnis dan penentuan arah strategi perusahaan, baik untuk aspek operasional, ekonomi, lingkungan, dan sosial masyarakat.

This report presents material topics of stakeholders' focus on ANTAM's business and operations to determine company's strategy, especially to operational, economic, environmental and social aspects of the community.



Konteks Keberlanjutan Sustainability Context

Laporan ini mencakup topik-topik keberlanjutan yang relevan bagi bisnis dan operasional ANTAM.

This report covers sustainability topics relevant to ANTAM's business and operations.



Kelengkapan Comprehensiveness

Mencantumkan ruang lingkup dan batasan dengan periode pelaporan yang jelas, serta didukung oleh data-data yang relevan.

This report lists the scope and limitations with a clear reporting period, and is supported by relevant data.

Menentukan Topik Material Laporan Keberlanjutan 2018

Defining Sustainability Report 2018 Topic Material

ANTAM berpaduan pada Global Reporting Intiative (GRI) Standards, Peraturan Otoritas Jasa Keuangan (OJK) tentang Keuangan Keberlanjutan

ANTAM comply to the Global Reporting Initiative (GRI) Financial Service Authority (OJK) regarding Finance Sustainability

Secara khusus untuk penyusunan Laporan Keberlanjutan dan demi memastikan laporan ini menjadi bermakna bagi pembacanya dan para pemangku kepentingan, ANTAM melakukan *internal workshop* tahunan yang melibatkan lintas divisi dan unit kerja dari seluruh operasional ANTAM di Indonesia untuk menentukan topik-topik atau hal-hal penting yang menjadi fokus utama, isu, atau kekhawatiran dari para pemangku kepentingan yang akan disajikan dalam Laporan Keberlanjutan ANTAM setiap tahunnya.

Dalam pelaksanaan *workshop* ini, ANTAM berpaduan pada Global Reporting Initiative (GRI) Standards, Peraturan Otoritas Jasa Keuangan (OJK) tentang Keuangan Keberlanjutan, dan standar serta peraturan lain yang relevan. Seluruh aspek, topik, dan isu terkait kinerja ekonomi, lingkungan, ketenagakerjaan, GCG, sosial masyarakat, tanggung jawab produk, dan topik-topik lain yang relevan dengan ANTAM dan muncul di tahun pelaporan menjadi bahasan utama dalam internal *workshop* ini.

Pada tahun ini pelaksanaan *workshop* dilaksanakan pada tanggal 2-4 Januari 2019 yang dihadiri oleh lebih dari 60 orang perwakilan divisi, fungsi kerja, dan unit bisnis ANTAM dari seluruh area operasional Perusahaan. Dalam *workshop* tersebut pembahasan berbagai topik dan isu terkait keberlanjutan dilakukan dalam kelompok yang dibagi berdasarkan *stream* berikut ini:

To ensure this Sustainability Report will benefit both readers and stakeholders, ANTAM conducted yearly internal workshop which involve cross divisions and all ANTAM business units to determine topics and necessary materials as the main focus, issues, and concerns from stakeholders should reported in ANTAM's annual Sustainability Report.

In the workshop, ANTAM comply to the Global Reporting Initiative (GRI) Standards, Financial Service Authority (OJK) regarding Finance Sustainability, and other relevant standards and regulations. All aspects, topics, and issues related to economic performance, environment, employee welfare, GCG, social community, product accountability, and other relevant topics become core discussion in this internal workshop.

This year, the workshop held on 2-4 January 2019 with more than 60 participants who represent ANTAM's various divisions, work functions, and business units from all operational. The workshop discussed various topics and issues related to sustainability which divided by the following streams:

Menentukan Topik Material Laporan Keberlanjutan 2018

Determining The Material Topic of Sustainability Report 2018

| Stream | Terdiri dari Consist Of | Pembahasan Topik & Aspek Material Material Topic & Aspect Discussion |
|---|--|--|
| Stream Environment | <ul style="list-style-type: none"> Operation Management Health-Safety & Environment Division | <p>Isu dan topik terkait bidang lingkungan yaitu reklamasi, keanekaragaman hayati, penggunaan air, energi, dan lain-lain</p> <p>Issue and topic related to environment which are reclamation, bio-diversity, water usage, energy usage, and others</p> |
| Stream Economy | <ul style="list-style-type: none"> Sales & Marketing Division Accounting Division Tax & Budgeting Division | <p>Isu dan topik terkait di bidang ekonomi, pemasaran, dan pelanggan.</p> <p>Issue and topic related to economy, marketing, and customers.</p> |
| Stream Employee & Well-Being | <ul style="list-style-type: none"> Operation Management Health-Safety & Environment Division Human Capital Management Division Organization Effectiveness and Development Division Unit Business Learning Development | <p>Isu dan topik terkait di bidang ketenagakerjaan, kesehatan dan keselamatan kerja serta pendidikan dan pelatihan.</p> <p>Issue and topic related to labor, work health, work safety and education and training.</p> |
| Stream Social | <ul style="list-style-type: none"> Corporate Social Responsibility Division | <p>Isu dan topik terkait di pelibatan, pemberdayaan, dan kegiatan CSR masyarakat sekitar unit operasional.</p> <p>Issue and topic related to resources involvement, and community CSR activity in surrounding operational unit.</p> |
| Stream Corporate Governance | <ul style="list-style-type: none"> Corporate Secretary Division Risk Management Division Supply Chain Management Division | <p>Isu dan topik terkait GCG dan kepatuhan Perusahaan terhadap perundang-undangan dan peraturan terkait bisnis dan operasional ANTAM.</p> <p>Issue and topic related to GCG and Company compliance with laws and regulations related to ANTAM's business and operations.</p> |

Dari pelaksanaan *workshop* tersebut, topik material untuk Laporan Keberlanjutan ANTAM tahun 2018 dirumuskan dengan metode *materiality assessment* sesuai dengan panduan *Global Reporting Initiatives (GRI) Standards*, di mana masing-masing topik dikategorikan ke dalam jenis kategori **Most Important**, **More Important**, dan **Important**.

Penentuan kategori ini dilakukan berdasarkan penilaian relevansi dan level perhatian pemangku kepentingan terhadap masing-masing topik serta tingkat kepentingan topik-topik tersebut bagi Perusahaan, khususnya selama periode tahun 2018. Kemudian topik material tersebut ditentukan relevansinya dengan proses bisnis di ANTAM, baik pada proses *upstream* maupun *downstream*, yakni: Explorasi, Pertambangan, Pengolahan, dan Penjualan.

Materiality matrix serta *content and topic boundaries* untuk Laporan Keberlanjutan ANTAM tahun 2018 disajikan sebagai berikut: [102-47]

From the workshop, material topics in ANTAM Sustainability Report 2018 were formulated using materiality assessment method which meet guidelines of Global Reporting Initiatives (GRI) Standards, where each topic was categorized into the **Most Important**, **More Important**, and **Important** categories.

Determination of this category is based on the relevancy assessment and level of stakeholder attention to each topic and the level of importance of these topics for the Company, especially during the period of 2018. Then the material topics are determined by ANTAM's business processes, both upstream and downstream, which are: Exploration, Mining, Processing, and Sales.

Materiality matrix serta content and topic boundaries untuk laporan keberlanjutan ANTAM tahun 2018 disajikan sebagai berikut: [102-47]

Pengaruh Terhadap Penilaian dan Pengambilan Keputusan oleh Pemangku Kepentingan
Influence on Stakeholder Assessment and Decision



Signifikansi Terhadap Dampak Ekonomi, Lingkungan, & Sosial
Significance on Economic, Environmental, & Social Impact

Daftar Topik Material Berdasarkan Tinjauan Internal dan Hasil Pelibatan Pemangku Kepentingan 2018:

List of Material topics Based on Internal Review and Stakeholder Engagement Results 2018:

1. Direct Reserve
2. Occupational Health & Safety
3. Local Community
4. Emission
5. Waste & Effluent
6. Reclamation
7. Water
8. Employment
9. Compliance
10. Economic Performance
11. Holding Issues
12. Biodiversity
13. Energy Consumption
14. Indirect Economic Impact
15. Anti-Corruption

Penjelasan Masing-masing Topik Material
Explanations of the Material Topics
[102-47] [103-1]

CADANGAN & EKSPLORASI
Direct Reserve & Explorations

Sebagai perusahaan tambang, salah satu aspek yang amat signifikan bagi keberlanjutan ANTAM dan bagi para pemangku kepentingan kami adalah jumlah cadangan bahan tambang yang ANTAM kelola. Oleh karena itu, tahun ini upaya eksplorasi Perusahaan untuk menentukan jumlah cadangan turut menjadi perhatian.

As mining company, one of the most significant aspects for ANTAM's sustainability and its stakeholders is reserves. Therefore, this year the Company's also concern in exploration that determine the amount of reserves.

KINERJA EKONOMI
Economic Performance

Perusahaan dan para pemangku kepentingan sepakat bahwa agar ANTAM mampu mendistribusikan kontribusinya bagi masyarakat sekitar dan publik secara luas, maka Perusahaan harus memiliki kinerja ekonomi yang baik. Dengan kinerja ekonomi yang baik sebagai pondasi, ANTAM dapat berkontribusi bagi masyarakat dan lingkungan.

Our company and stakeholders agree that in order to distribute benefits and the Company's presence to contribution for community, ANTAM must have a good economic performance. With good economic performance as a foundation, ANTAM can contribute to society and the environment.

KESELAMATAN & KESEHATAN KERJA (K3)
Occupational Health & Safety (OHS)

Operasional tambang dilihat sebagai area kerja yang berisiko tinggi bagi keselamatan dan kesehatan pekerjaannya. Untuk itu, K3 masih menjadi topik material bagi ANTAM maupun pemangku kepentingan. Sebagai salah satu Perusahaan tambang terbesar di Indonesia, kinerja serta inovasi penerapan K3 juga menjadi salah satu topik material.

Mine operations is a high risk area, especially in the context of safety and health of its workers. For this reason, K3 is still become material topic for ANTAM and its stakeholders. As one of the largest mining company, the OSH performance and innovations has also become one of the material topics.

Menentukan Topik Material Laporan Keberlanjutan 2018

Determining The Material Topic of Sustainability Report 2018

Penjelasan Masing-masing Topik Material Explanations of the Material Topics [102-47] [103-1]

MASYARAKAT LOKAL Local Community

Sebagai salah satu Perusahaan tambang terbesar di Indonesia, ANTAM memiliki daya kontribusi sosial yang besar. Dengan demikian kontribusi dan peran serta ANTAM untuk kemajuan masyarakat sekitar tambang pada khususnya dan masyarakat Indonesia pada umumnya merupakan topik material untuk laporan keberlanjutan tahun ini.

As one of the largest mining companies in Indonesia, ANTAM has a strong social contribution. Thus ANTAM's contribution and participation for communities surrounding the mine in particular and the Indonesian people in general is a material topic for this year's sustainability report.

REKLAMASI Reclamation

Kelestarian lingkungan sekitar dan yang terdampak oleh kegiatan ANTAM senantiasa menjadi perhatian, khususnya bagi masyarakat sekitar, pemerintah, dan LSM lingkungan. Terlebih ANTAM beroperasi di berbagai daerah di Indonesia dengan kekayaan hayati tinggi dan spesies endemik nusantara. Lebih dari itu, beberapa area operasional ANTAM juga memasuki pascatambang. Hal ini menjadikan topik reklamasi menjadi topik material untuk laporan keberlanjutan tahun ini.

The conservation of the surrounding environment and those affected by ANTAM's activities are always a concern, especially for the surrounding community, government and environmental NGOs. ANTAM operates in various regions in Indonesia that have rich biodiversity and endemic species. ANTAM also has post-mining period. This makes reclamation become material topic for this year's sustainability report.

KETENAGAKERJAAN Employment

Topik terkait ketenagakerjaan yang menjadi topik penting bagi pemangku kepentingan tahun ini adalah:

- Pembukaan lapangan pekerjaan bagi masyarakat sekitar tambang
- HAM dan kesetaraan gender di dunia tambang
- Peningkatan kompetensi SDM ANTAM untuk meningkatkan daya saing secara global
- Penyelarasan struktur kerja dan kompetensi pasca pembentukan holding pertambangan

Topics related to employment which are important topics for stakeholders this year are:

- Opening opportunities of employment for communities around the mine
- Human rights and gender equality in the mining world
- Enhancing ANTAM's HR competencies to improve competitiveness globally
- Alignment of work structure and competence after the establishment of mining holding

LIMBAH & EFLUEN Waste & Effluent

Tidak dapat dipungkiri bahwa operasional tambang menghasilkan sejumlah limbah yang jika tidak dikelola dengan baik dapat berdampak terhadap lingkungan dan kesehatan manusia. Untuk itu manajemen limbah yang efektif wajib dilaksanakan. Lebih dari itu, tidak hanya limbah B3, pemangku kepentingan ingin mengetahui bagaimana ANTAM secara inovatif mengelola limbah-limbah lainnya.

It undeniable that mine operations produce a number of waste which, if not managed properly, could affect the environment and human health. Thus, effective waste management must be implemented. And it is not only B3 waste, stakeholders also want to know how ANTAM is innovatively managing other wastes.

AIR Water

ANTAM menggunakan air untuk keperluan operasional dan keperluan pendukung. Operasional tambang seperti ANTAM diketahui membutuhkan air dalam jumlah besar. Bagaimana komitmen dan upaya ANTAM untuk mengelola pemakaian dan konservasi air menjadi topik material yang ingin diketahui oleh para pemangku kepentingan.

ANTAM uses water for operational and supporting activities. Mining operations such as ANTAM are known to require large amounts of water. How ANTAM's commitment and efforts to manage water use and conservation is a material topic that stakeholders want to know.

PEMAKAIAN ENERGI Energy Consumption

Sebagai operasional yang besar dan tersebar, pemakaian energi ANTAM menjadi salah satu topik yang menjadi perhatian Perusahaan dan juga para pemangku kepentingan. Lebih dari itu, konsumsi energi turut secara langsung berkontribusi terhadap emisi karbon yang dihasilkan oleh Perusahaan. Oleh karena itu, berbagai program pengendalian konsumsi energi, termasuk sejumlah penerapan teknologi ramah lingkungan menjadi perhatian dari sejumlah pemangku kepentingan.

As a large and dispersed operation, ANTAM's energy use is one of the concerning topics for the Company and stakeholders. Moreover, energy consumption directly contributes to carbon emissions produced by the Company. Therefore, various energy consumption control programs, including a number of applications for environmentally friendly technologies, are of concern to a number of stakeholders.

Penjelasan Masing-masing Topik Material Explanations of the Material Topics [102-47] [103-1]

KEANEKARAGAMAN HAYATI Biodiversity

Beberapa area operasional ANTAM terletak di dalam atau berdekatan dengan wilayah yang memiliki nilai keanekaragaman hayati tinggi dengan sejumlah flora dan fauna endemik khas Indonesia. Untuk itu, topik bagaimana ANTAM mengelola dan melakukan konservasi keanekaragaman hayati menjadi topik material tahun ini.

Some of ANTAM's operational areas are located within or adjacent to areas that have high biodiversity as well as a number of Indonesian endemic flora and fauna. For this reason, the topic of how ANTAM manages and carries out biodiversity conservation is a material topic this year.

EMISI Emission

Emisi merupakan topik yang telah menjadi perhatian masyarakat global karena berkaitan erat dengan upaya bersama memerangi perubahan iklim. Sebagai bagian dari masyarakat dunia, emisi menjadi salah satu topik material bagi ANTAM dan para pemangku kepentingan kami. Untuk itu, berbagai upaya, program serta inovasi ANTAM dalam rangka mengendalikan dan mengurangi emisi di area operasional Perusahaan akan disajikan dalam laporan ini.

Emission is an important topic towards global community because related closely to joint efforts to combat climate change. As part of the world community, emissions are one of the material topics for ANTAM and our stakeholders. For that, ANTAM's various efforts, programs and innovations in order to control and reduce emissions in the Company's operational areas will be presented in this report.

KEPATUHAN Compliance

Bagi ANTAM kepatuhan dalam fondasi dari semua yang kami lakukan. ANTAM senantiasa memastikan seluruh keputusan serta aksi yang kami lakukan sesuai dengan hukum dan perundang-undangan yang berlaku. Untuk itu, kepatuhan menjadi salah satu topik material yang disajikan dalam laporan keberlanjutan ini.

For ANTAM, compliance is the foundation of everything we do. ANTAM always ensures are meets with applicable laws and regulations. For this reason, compliance is one of the material topics presented in this sustainability report.

PENGELOLAAN PASCATAMBANG Post-Mining Management

Kami menyadari bahwa sumber daya tambang yang ANTAM kelola suatu waktu akan habis. Keberlanjutan yang kami upayakan adalah manfaat pengelolaan sumber daya tambang bagi kemajuan dan kemandirian masyarakat sekitar serta bagi rakyat Indonesia. Untuk itu, penting bagi ANTAM untuk memiliki dan mengimplementasikan strategi pascatambang yang efektif sehingga keberlanjutan yang dikelola saat ini dapat dirasakan secara jangka panjang oleh para pemangku kepentingan.

We realize that mining resources will be exhausted over time. We strive for sustainability to the development of surrounding community and for the people of Indonesia. For this reason, it is important for ANTAM to holds and implement an effective post-mining strategy so that the sustainability has long term benefit for the stakeholders.

ARAH STRATEGIS HOLDING INDUSTRI PERTAMBANGAN Holding of Industrial Mining Enterprises Strategic Direction

Tahun 2018 merupakan tahun pertama ANTAM menjadi bagian Holding Industri pertambangan (INALUM). Untuk itu, Topik bergabungnya ANTAM dengan INALUM menjadi salah satu topik material bagi pemangku kepentingan, termasuk arah strategis dari Holding Industri Pertambangan serta dampaknya bagi ANTAM, tantangan, serta hambatannya.

2018 is the first year ANTAM has become part of Holding of Industrial Mining Enterprises (INALUM). Therefore, it was one of the material topics for stakeholders, including the strategic direction of the mining holding as well as its impact on ANTAM, its challenges and obstacles.

ANTI-KORUPSI Anti-Corruption

Upaya pencegahan dan pemberantasan korupsi tengah menjadi agenda nasional. Untuk itu, sebagai bagian dari masyarakat Indonesia, ANTAM mendukung penuh upaya pemerintah dalam mencegah dan memberantas korupsi di lingkungan Perusahaan, termasuk dalam interaksi kami dengan para pemangku kepentingan.

Actions to prevent and eradicate corruption are becoming a national agenda. For this reason, as part of the Indonesian citizenship, ANTAM fully supports the government's efforts to prevent and eradicate corruption within the Company, including our interactions with stakeholders.

Menentukan Topik Material Laporan Keberlanjutan 2018

Determining The Material Topic of Sustainability Report 2018

| No. | Topik Material Material Topics [102-47] | Batasan & Relevansi dalam Proses Bisnis ANTAM [103-1] Relevance & Boundary Within ANTAM Business Processes | | | | Indikator GRI yang Dilaporkan Sepenuhnya GRI Indicator Fully Reported |
|-----|--|---|-----------------------|--------------------------|------------------------|---|
| | | Hulu Upstream | | Hilir Downstream | | |
| | | Explorasi Exploration | Penambangan Mining | Pengolahan Processing | Penjualan Marketing | |
| 1 | Cadangan & Eksplorasi Direct Reserve & Exploration | √ | √ | √ | √ | MM11 |
| 2 | Kinerja Ekonomi Economic Performance | √ | √ | √ | √ | [201-1] |
| 3 | Kesehatan & Keselamatan Kerja Occupational Health & Safety | √ | √ | √ | √ | [403-1] [403-2] [403-3] [403-4] |
| 4 | Masyarakat Setempat Local Community | √ | √ | √ | | [413-1] |
| 5 | Reklamasi Reclamation | √ | √ | | | MM1 |
| 6 | Ketenagakerjaan Employment | √ | √ | √ | √ | [401-1] [401-2] [404-1] [404-2] [404-3] [405-2] |
| 7 | Limbah & Efluen Waste & Effluent | √ | √ | √ | | [306-1] [306-2] [306-3] MM3 |
| 8 | Air Water | √ | √ | √ | | [303-1] [303-3] |
| 9 | Konsumsi Energi Energy Consumption | √ | √ | √ | √ | [302-1] [302-3] |
| 10 | Keanekaragaman Hayati Biodiversity | √ | √ | √ | | [304-1] [304-3] [304-4] MM2 |
| 11 | Emisi Emission | √ | √ | √ | | [305-1] |
| 12 | Kepatuhan Compliance | √ | √ | √ | √ | [307-1] |
| 13 | Pengelolaan Pascatambang Post-Mining Management | √ | √ | | | MM10 |
| 14 | Arah Strategis Holding Pertambangan Holding Strategic Directions | √ | √ | √ | √ | [102-10] |
| 15 | Anti Korupsi Anti-Corruption | √ | √ | √ | √ | [205-2] |

Bagaimana ANTAM Menentukan Materialitas [102-46]

How ANTAM Determines Materiality



Kegiatan operasional di UBP Nikel Sulawesi Tenggara.
Operating activities in Southeast Sulawesi Nickel Mining Business Unit.

Diawali dari Pelibatan Pemangku Kepentingan

Pemangku kepentingan merupakan individu ataupun kelompok yang terkait dengan isu-isu yang mempengaruhi operasional perusahaan. Pemangku kepentingan ANTAM terdiri dari: pemerintah daerah dan pusat, organisasi independen (NGO), dan masyarakat sekitar. Perusahaan secara konsisten melakukan identifikasi dan memperhatikan aspek serta isu-isu keberlanjutan yang penting bagi pemangku kepentingan. Penting bagi ANTAM melakukan pelibatan pemangku kepentingan. Jika isu keberlanjutan tidak ditangani dengan baik akan mempengaruhi kemampuan Perusahaan dalam menjalankan strategi perusahaan untuk menciptakan manfaat bagi pemangku kepentingan. Pelibatan pemangku kepentingan secara langsung oleh masing-masing divisi/unit bisnis yang terkait dilaksanakan secara rutin, terbuka, dan jujur. Hal tersebut membantu ANTAM untuk mengidentifikasi, memahami, dan yang paling penting bagi pemangku kepentingan dan operasional ANTAM.

Diintegrasikan ke dalam Strategi dan Target Operasional

Suara pemangku kepentingan tersebut menjadi salah satu masukan penting bagi ANTAM dalam pengambilan keputusan maupun dalam menyelaraskan arah strategi perusahaan baik saat ini, maupun dimasa yang akan datang. Masing-masing divisi dan unit kerja menyusun program kerja, target, dan rencana aksi berdasarkan pelibatan pemangku kepentingan, arah prospek bisnis, dan target-target operasional ANTAM.

Disusun ke dalam Laporan Keberlanjutan

ANTAM menyusun Laporan Keberlanjutan setiap tahunnya untuk menyajikan informasi yang berimbang terkait kinerja Perusahaan, khususnya kinerja, bahasan, pencapaian target, tantangan terkait topik-topik yang menjadi perhatian para pemangku kepentingan kami di setiap tahun pelaporan.

Start with Stakeholders Engagement

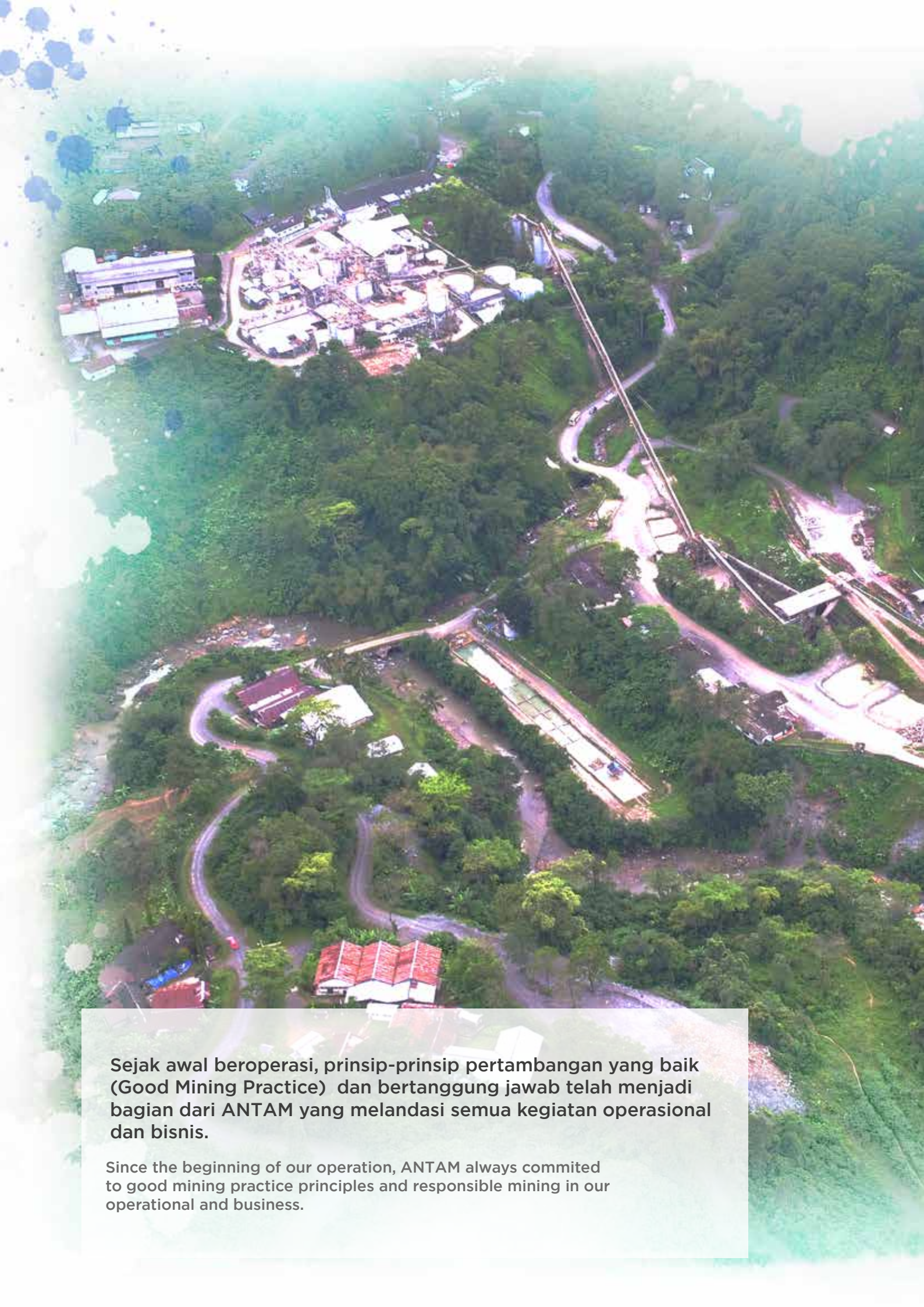
Stakeholders are individuals or groups related to issues that affect the company's operations. ANTAM stakeholders consist of: local and central governments, independent organizations (NGOs), and surrounding communities. The company consistently identifies and considers sustainability aspects and issues which important for stakeholders. It is important for ANTAM to carry out stakeholder engagement. If sustainability issues are unorganized, it will affect the Company to generate its strategy to perform. Direct routine, open and honest stakeholder engagement by each division has helped ANTAM to identify and understand ANTAM's stakeholders and operations.

Integrated into Operational Strategy and Target

Stakeholders inputs are important for ANTAM especially to execute decisions as well as aligning the company's strategy both present and in the future. Each division and bureau compiles a work program, targets, and action plan based on stakeholders engagement, business prospects, and ANTAM's operational targets.

Prepared into Sustainability Report

ANTAM prepares a Sustainability Report every year to present balanced information related to the Company's performance, specifically work performance, discussion, target achievements, and challenges related to topics that concern our stakeholders in each reporting year.



Sejak awal beroperasi, prinsip-prinsip pertambangan yang baik (Good Mining Practice) dan bertanggung jawab telah menjadi bagian dari ANTAM yang melandasi semua kegiatan operasional dan bisnis.

Since the beginning of our operation, ANTAM always committed to good mining practice principles and responsible mining in our operational and business.



Sekilas ANTAM

About As

| | |
|---|----|
| Sekilas ANTAM ANTAM in a Glance | 50 |
| Kilas Sejarah Historical Milestones | 51 |
| Visi, Misi, Nilai-nilai & Budaya Vision, Mission, Values and Culture | 52 |
| Keanggotaan dalam Asosiasi Membership in Associations | 53 |
| Jejak Langkah ANTAM Key Milestones in ANTAM's History | 54 |
| Pemegang Saham Utama, Entitas Anak & Entitas Asosiasi Major Shareholder, Subsidiaries & Associates | 56 |
| Rantai Nilai Antam Antam's Chain Of Value | 58 |
| Wilayah Operasional ANTAM ANTAM's Operations Areas | 60 |
| Sertifikasi Certification | 62 |
| ANTAM dalam Angka ANTAM in Numbers | 67 |

Sekilas ANTAM

ANTAM in a Glance



Kegiatan operasional pertambangan di UBP Nikel Maluku Utara.
Mining operational activities in North Maluku Nickel Mining Business Unit.

PT ANTAM Tbk (ANTAM) merupakan salah satu anggota perusahaan Badan Usaha Milik Negara (BUMN) Holding Industri Pertambangan dipercaya untuk mengelola kekayaan sumber daya alam untuk sebesar-besarnya kemajuan dan kesejahteraan masyarakat.

Sejak awal beroperasi, prinsip-prinsip pertambangan yang baik (*Good Mining Practice*) dan bertanggung jawab telah menjadi bagian dari jiwa Perusahaan yang melandasi semua kegiatan operasional, bisnis, dan interaksi Kami dengan seluruh pemangku kepentingan. Hingga pada tahun 2018, menandai 50 tahun karya dan kontribusi ANTAM untuk Indonesia, Kami tetap berkomitmen untuk terus melaksanakan praktik *Good Mining Practice* tersebut.

PT ANTAM Tbk (ANTAM) as one member of State Owned Enterprises Mining Industry Holding Company, is trusted to manage the wealth of natural resources for optimum society progress and welfare.

Since the beginning of its operation, We always committed to good mining practice principles and responsible mining in our operational, business and interaction activities with all stakeholders. Until 2018, which also marks 50 years of ANTAM's work and contributions to Indonesia, We remain committed to continue implementing the good mining practices

Kilas Sejarah

Historical Overview

ANTAM pertama kali didirikan dengan nama “Perusahaan Negara (PN) Aneka Tambang” di Indonesia pada tanggal 5 Juli 1968 berdasarkan Peraturan Pemerintah No. 22 tahun 1968 dan diumumkan dalam tambahan No. 36, BNRI No. 56, tanggal 5 Juli 1968. Pendirian tersebut dilakukan melalui penggabungan beberapa perusahaan pertambangan nasional yang memproduksi komoditas tunggal. [102-1] [102-5]

Pada tahun 2017, ANTAM bergabung dalam perusahaan induk usaha BUMN di sektor pertambangan Indonesia, menjadi bagian dari PT Indonesia Asahan Aluminium (Persero) berdasarkan Peraturan Pemerintah (PP) Nomor 47 Tahun 2017 tentang Penambahan Penyertaan Modal Negara Republik Indonesia. Sebagai Induk usaha BUMN di sektor pertambangan, PT Indonesia Asahan Aluminium (Persero) membawahi PT ANTAM Tbk, PT Bukit Asam Tbk, dan PT Timah Tbk.

Dengan adanya pembentukan Holding Industri Pertambangan ini, diharapkan dapat mendorong upaya dalam mencapai visi Kami pada 2030 yakni menjadi korporasi global terkemuka melalui diversifikasi dan integrasi usaha berbasis sumber daya alam. Langkah bersejarah ini juga membuat ANTAM semakin produktif dan inovatif serta mampu melewati setiap dinamika tantangan bisnis yang ada.

ANTAM was first established in Indonesia under the name “Aneka Tambang State Company (PN) on July 5, 1968 based on Government Regulation No. 22 of 1968 and announced in addendum No. 36, BNRI No. 56, dated July 5, 1968. The establishment was carried out through the merger of several national single-commodity mining companies. [102-1][102-5]

In 2017, ANTAM joined the SOE holding company in the mining sector, becoming part of PT Indonesia Asahan Aluminium (Persero) based on Government Regulation (PP) Number 47 of 2017 concerning the Addition of Republic Indonesia's Equity Participation. As SOE's Holding of Industrial Mining Enterprises, PT Indonesia Asahan Aluminium (Persero) oversees PT ANTAM Tbk, PT Bukit Asam Tbk, and PT Timah Tbk.

This holding of Industrial Mining Enterprises is expected to encourage achievements of our vision in 2030, to be a leading global corporation through diversification and integration of natural resource-based businesses. This milestone also encourage ANTAM to be more productive, innovative and able to pass through every business challenge.



Pelabuhan di UBP Nikel Maluku Utara.
Port of North Maluku Nickel Mining Business Unit

Visi, Misi, Nilai-nilai & Budaya [102-16]

Vision, Mission, Values and Culture

Visi ANTAM 2030

ANTAM's 2030 Vision

“Menjadi korporasi global terkemuka melalui diversifikasi dan integrasi usaha berbasis sumber daya alam”

“To become a leading global corporation through diversification and integrated natural-resource based business”

Misi ANTAM 2030

ANTAM's 2030 Mission

- | | |
|---|--|
| 1. Menghasilkan produk-produk berkualitas dengan memaksimalkan nilai tambah melalui praktik-praktik industri terbaik dan operasional yang unggul. | 1. To produce quality products by maximizing added values through industry best-practice implementations and exceptional operations. |
| 2. Mengoptimalkan sumber daya dengan mengutamakan keberlanjutan, keselamatan kerja dan kelestarian lingkungan. | 2. To optimize resources by prioritizing sustainability, workplace safety and environmental preservation. |
| 3. Memaksimalkan nilai perusahaan bagi pemegang saham dan pemangku kepentingan. | 3. To maximize corporate values for shareholders and stakeholders. |
| 4. Meningkatkan kompetensi dan kesejahteraan karyawan serta kemandirian ekonomi masyarakat di sekitar wilayah operasi. | 4. To enhance workforce competencies and welfare as well as the economic autonomy community in the surrounding operation areas. |

Nilai-Nilai ANTAM

ANTAM'S VALUES

PIONEER

(P)rofessionalism, (I)ntegrity, gl(O)bal mentality, harmo(N)y, (E)xcEllence, (R)eputation)

Prinsip-Prinsip Tata Kelola ANTAM

ANTAM'S Governance Principles

Transparency – Accountability – Responsibility – Independency – Fairness

Keanggotaan dalam Asosiasi [102-13]

Membership in Associations

ANTAM telah menjalin dan menjaga kemitraan strategis dengan berbagai asosiasi dan institusi eksternal yang sangat penting dalam sektor pertambangan. ANTAM berkolaborasi dengan berbagai asosiasi industri dengan berbagai pemangku kepentingan antara lain:

ANTAM has established and maintained strategic partnerships with various associations and external institutions that related to mining sector. ANTAM also collaborates with various industry associations with various stakeholders including

| No. | Nama Organisasi Organization's Name | Status Keanggotaan Membership Status | Keterangan Remarks |
|-----|--|---|---|
| 1 | Asosiasi Emiten Indonesia (AEI) | Anggota Member | Anggota Komite Member of Committee |
| 2 | Forum Reklamasi Hutan dan Lahan Bekas Tambang (FRHLBT) | Anggota Member | - |
| 3 | Himpunan Ahli Geofisika Indonesia (HAGI) | Anggota Member | Keanggotaan Individu Individual Basis Membership |
| 4 | Ikatan Ahli Geologi Indonesia (IAGI) | Anggota Member | - |
| 5 | Indonesia Corporate Secretary Association (ICSA) | Anggota Member | - |
| 6 | Indonesia Mining Association (IMA) | Anggota Member | Keanggotaan Individu Individual Basis Membership |
| 7 | Kamar Dagang dan Industri (KADIN) | Anggota Member | Keanggotaan Individu Individual Basis Membership |
| 8 | Komunitas Perseroan Anti Suap (KUPAS) | Anggota Member | - |
| 9 | Perhimpunan Ahli Pertambangan Indonesia (Perhapi) | Anggota Member | Keanggotaan Individu Individual Basis Membership |
| 10 | Forum Komunikasi Pengelola Lingkungan Pertambangan Indonesia | Anggota Member | Keanggotaan Individu Individual Basis Membership |
| 11 | Anggota Forum Human Capital Indonesia (FHCI) | Anggota Member | - |
| 12 | Anggota Forum Humas Indonesia (FH BUMN) | Anggota Member | - |

Jejak Langkah ANTAM

Key Milestones in ANTAM's History

Dikeluarkannya Surat Keputusan Menteri Keuangan Republik Indonesia No. Kep. 1768/MK/IV/12/1974, tentang Penetapan Modal Perusahaan Perseroan (Persero) PT Aneka Tambang menjadi Perseroan Terbatas dengan nama PT Aneka Tambang, yang telah memperoleh pengesahan dari Menteri Hukum dan HAM dalam Surat Keputusannya No. Y.A. 5/170/4 tanggal 21 Mei 1975

Issuance of Finance Minister Decree No. Kep. 1768/MK/IV/12/1974, on the Capital of the Establishment of Perusahaan Perseroan (Persero) PT Aneka Tambang to Perseroan Terbatas with the name PT Aneka Tambang, which was resolved by the Minister of Law and Human Rights based on Decree No. Y.A. 5/170/4 dated May 21 1975

ANTAM dibentuk dari merger beberapa perusahaan & proyek Pemerintah RI

ANTAM was formed by merger from several Indonesian government projects & mining companies

1968

1974

1975

1976

1979

1994

1995

1997

1998

1999

2001

2002

Tambang nikel Pulau Gebe beroperasi

Gebe Island nickel mine commenced operations

Pabrik FeNi II beroperasi komersial

Commercial operations of FeNi II Plant

Tambang nikel Pulau Gee beroperasi

Gee Island nickel mine commenced operations

Tambang nikel Tanjung Buli beroperasi

Tanjung Buli nickel mine commenced operations

Pabrik FeNi I beroperasi komersial

Commercial operations of FeNi I Plant

Tambang emas Pongkor beroperasi

Pongkor gold mine commenced operations

ANTAM melakukan penawaran umum perdana di Bursa Efek Jakarta dan Surabaya (sekarang Bursa Efek Indonesia)

Initial Public Offering in Jakarta & Surabaya Stock Exchanges (now Indonesia Stock Exchange)

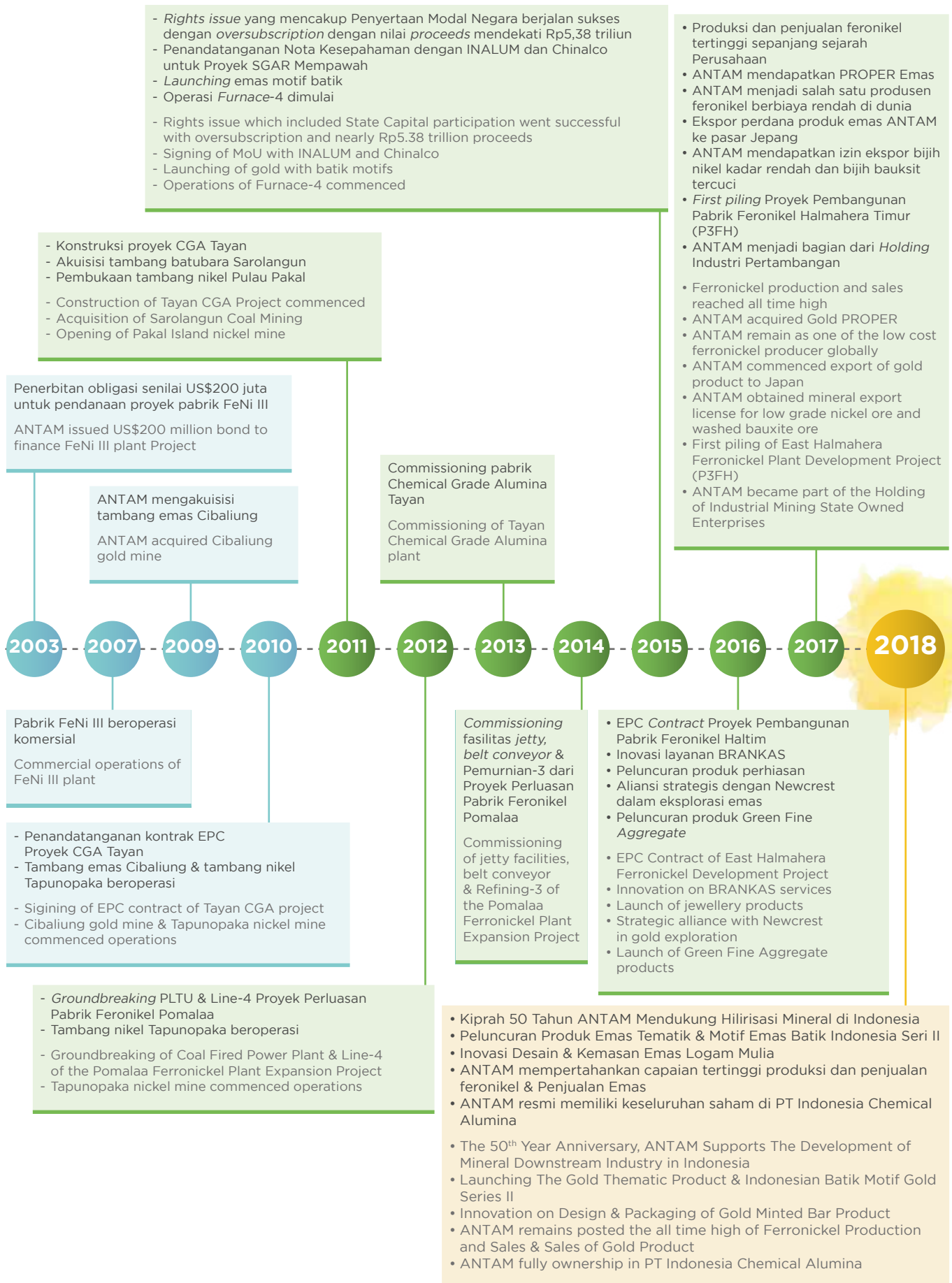
Saham ANTAM tercatat di Bursa Saham Australia (ASX)

Secondary listing on Australia Securities Exchange (ASX)

Status saham Perseroan di ASX meningkat menjadi ASX Listing

ANTAM's status at the ASX was augmented into ASX Listing

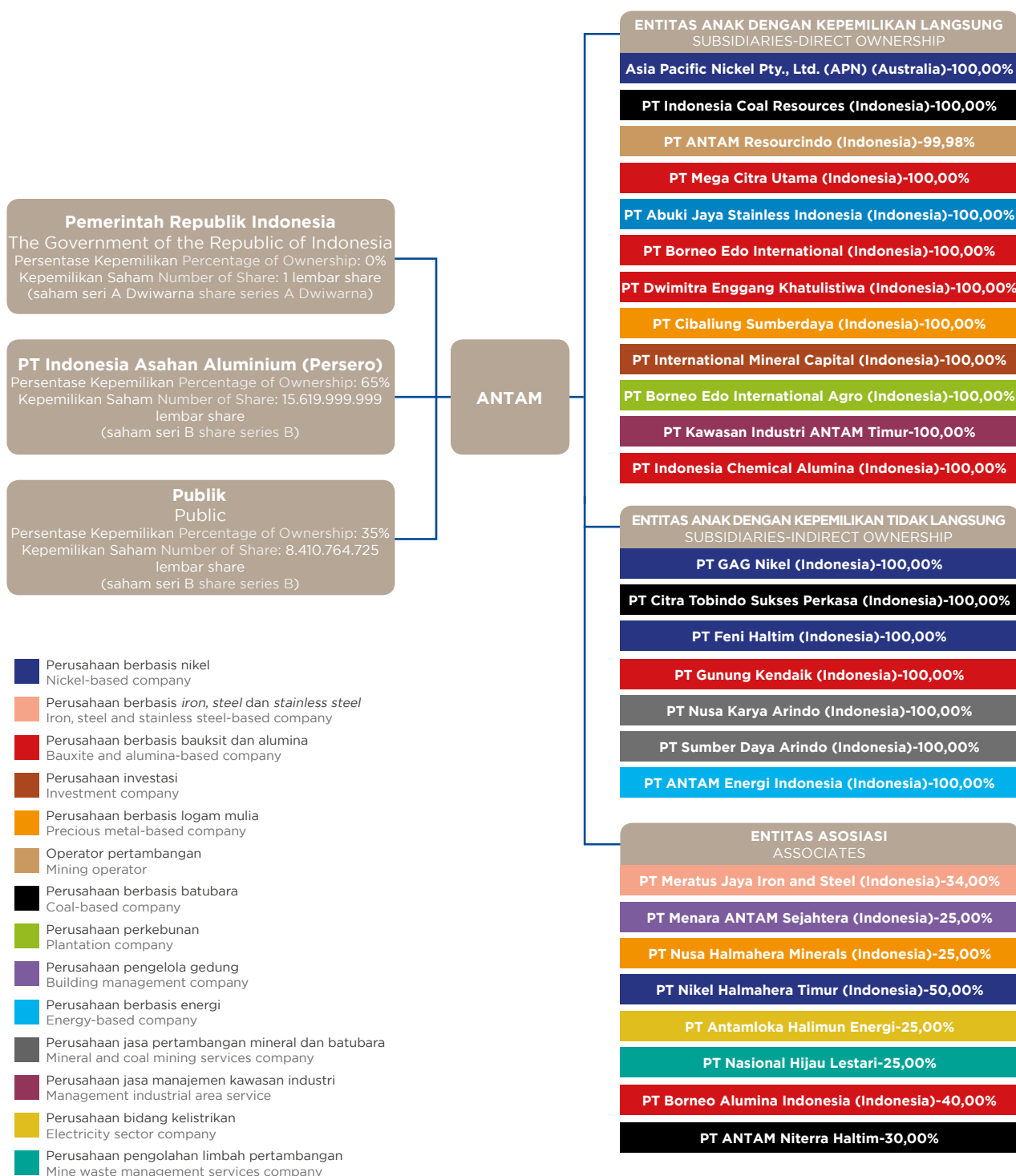
- Perubahan PN ANTAM menjadi Perusahaan Negara Perseroan Terbatas ("Perusahaan Perseroan") berdasarkan Peraturan Pemerintah No 26 tahun 1974
- Perubahan ANTAM menjadi Perusahaan Perseroan Terbatas dengan Akta Pendirian Perseroan No. 320 tanggal 30 Desember 1974
- Change of PN ANTAM to Perusahaan Negara Perseroan Terbatas ("Perusahaan Perseroan") based on Government Regulation No 26 Year 1974
- Change of ANTAM to Perusahaan Perseroan Terbatas based on the Company's Establishment Act No. 320 dated December 30 1974



Pemegang Saham Utama, Entitas Anak & Entitas Asosiasi

[102-5][102-45]

Major Shareholder, Subsidiaries & Associates



Kegiatan Usaha

Business Activities

Kegiatan usaha ANTAM mencakup eksplorasi, penambangan, pengolahan, pemurnian, serta pemasaran bijih nikel, feronikel, emas, perak, bauksit, alumina, batu bara dan jasa pemurnian logam mulia. Selain itu, ANTAM melaksanakan aktivitas pemasaran dan penjualan kepada pelanggan-pelanggan baik dari dalam negeri ataupun diekspor dengan negara tujuan antara lain India, Jepang, Korea Selatan, Singapura, Taiwan, Tiongkok, dan Ukraina.

[102-2] [102-3]

ANTAM's business activities include exploration, mining, processing, refining, and marketing of nickel ore, ferronickel, gold, silver, bauxite, alumina, coal and precious metal refining services. In addition, ANTAM carries out marketing and sales activities to customers from both domestic and export destinations including India, Japan, South Korea, Singapore, Taiwan, China and Ukraine. [102-2] [102-3]



Proses produksi feronikel di pabrik feronikel di UBP Nikel Sulawesi Tenggara.
The ferronickel production process in the ferronickel plant in Southeast Sulawesi Nickel Mining Business Unit

RANTAI NILAI ANTAM [102-9]

ANTAM's CHAIN OF VALUE



EKSPLORASI Exploration

Ekplorasi ANTAM dijalankan oleh unit Geomin yang mengelola dan mengembangkan kegiatan eksplorasi dan pencarian cadangan dan sumber daya mineral baru. Kegiatan eksplorasi Unit Geomin dilaksanakan secara terintegrasi yang meliputi: Pencarian area eksplorasi baru; Eksplorasi geologi; Survei geofisika; Survei geodesi (topografi, GPS, dan sebagainya); Pengeboran; Analisis laboratorium kimia; Sumber daya dan cadangan estimasi; Sistem informasi eksplorasi (Sistem GIS)

ANTAM's exploration is run by the Geomin unit which manages and develops exploration activities and searches for new mineral reserves and resources. Geomin Unit's exploration activities are carried out in an integrated manner which includes: Searching of new exploration areas; Geological exploration; Geophysical survey; Geodetic surveys (topography, GPS, etc.); Drilling; Chemical laboratory analysis; Estimated resources and reserves; Exploration information system (GIS system)

PENGEMBANGAN Development

ANTAM berusaha menumbuhkan proyek-proyek ekspansi yang solid, aliansi strategis, akuisisi, meningkatkan jumlah cadangan yang berkualitas dan nilai tambah melalui kegiatan pengolahan. Proyek-proyek pengembangan saat ini yang dilaksanakan oleh ANTAM antara lain Proyek Pembangunan Pabrik Feronikel Halmahera Timur (P3FH), proyek Smelter Grade Alumina Refinery (SGAR) Mempawah, dan proyek Pengembangan Pabrik Nickel Pig Iron (NPI) Blast Furnace dengan mitra strategis Ocean Energy Nickel International Pte. Ltd (OENI).

ANTAM's development seeks to foster solid expansion projects, strategic alliances, acquisitions, increase the amount of quality reserves and increase added value through processing. The current development projects carried out by ANTAM include the East Halmahera Feronickel Plant (P3FH) Construction Project, Mempawah Smelter Grade Alumina Refinery (SGAR) project, and Blast Furnace Nickel Pig Iron (NPI) Plant project with Ocean Energy Nickel strategic partner International Pte.Ltd (OENI).

PENAMBANGAN & PENGOLAHAN MINING & PROCESSING

NIKEL Nickel

Penambangan bijih nikel ANTAM menggunakan metode tambang terbuka secara selektif. Setelah penggalian, proses selanjutnya adalah pengeringan, penyaringan, penghancuran batuan bijih nikel ke ukuran yang diinginkan, dan akhirnya proses pengolahan nikel. Untuk proses produksi feronikel, Kami melaksanakan proses penghancuran, pengeringan, pemanasan, dan penambahan beberapa material untuk mengurangi tingkat keasaman melalui beberapa metode.

ANTAM's nickel ore mining uses selective mining methods. Following the excavation, the next process involves drying, filtering, destruction of nickel ore rock to a desired size, and finally, nickel processing. For the feronickel production process, We carried out the process of crushing, drying, heating, and adding some material to reduce acidity through several methods.

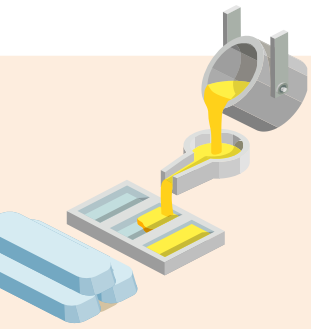
Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits

Kinerja Kami Melestarikan Lingkungan
Our Performance in Preserving the Environment

Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees

Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability



PEMASARAN MARKETING

ANTAM melayani pelanggan dari berbagai sektor industri dan masyarakat, baik domestik maupun internasional. Perusahaan juga memasarkan logam mulia secara retail untuk konsumen dalam negeri sebagai salah satu bentuk investasi.

ANTAM serves customers from various industrial sectors and communities, both domestic and international. The company also conduct retail sales of precious metals for domestic consumers as a form of investment.

EMAS Gold

Metode penambangan emas ANTAM menggunakan beberapa metode yaitu *conventional cut and fill stoping*, *mekanis cut and fill* dan *undercut and fill*, kemudian bijih emas diolah melalui beberapa proses seperti untuk memproduksi bullion/gold.

ANTAM's gold mining activities use several methods, such as conventional cut and fill stoping, mechanical cut and fill and undercut and fill, followed by the several processing steps of gold ore such as crushing, milling, cyanidation, carbon leaching and stripping, electro winning and casting to produce bullion/gold.



BAUKSIT Bauxite

Komoditas bauksit Perseroan diproduksi oleh tambang bauksit Tayan, Kalimantan Barat yang dioperasikan oleh UBP Bauksit. Bauksit yang ditambang dipergunakan sebagai umpan pabrik CGA (Chemical Grade Alumina) di Tayan, Kalimantan Barat. Tambang bauksit dioperasikan dengan metode penambangan terbuka dengan menggunakan truk dan ekskavator. Bijih yang telah ditambang kemudian dicuci dan disaring untuk kemudian dikirimkan ke pabrik CGA yang berlokasi di sebelah area tambang.

ANTAM's bauxite commodity is produced at the Tayan bauxite mine, which is operated by the Bauxite Mining Business Unit. The mined bauxite is fed for consumption at the Tayan CGA plant in Tayan, West Kalimantan. The mine is conducted with open pit methods with truck and excavator. After the ore is mined, the ore is washed and screened to be transported to the Tayan plant, which is located next to the mine.

BATU BARA Coal

Komoditas batubara ANTAM diproduksi di tambang Sarolangun, Jambi, yang dioperasikan oleh anak dari entitas anak ANTAM, yaitu PT Citra Tobindo Sukses Perkasa (PT CTSP). PT CTSP merupakan entitas anak dari PT Indonesia Coal Resources (PT ICR), yang merupakan entitas anak ANTAM. Batu bara yang telah terekspos ditambang menggunakan ekskavator dan diangkut menggunakan truk rear dump. Batubara kemudian dimasukkan ke crusher surge bin hopper atau diangkut ke stockpile. Batubara tersebut kemudian diangkut ke pabrik penggerusan yang terletak di lapangan stockpile di Sarolangun untuk diolah, kemudian dikapalkan ke dermaga di Talang Duku, Provinsi Jambi, untuk seterusnya dikirimkan ke konsumen.

ANTAM coal commodity is produced at the Sarolangun mine in Jambi that is operated by a second-tier subsidiary, i.e., PT Citra Tobindo Sukses Perkasa (PT CTSP). PT CTSP is the subsidiary of PT Indonesia Coal Resources (PT ICR) which is a subsidiary of ANTAM. Once the coal is exposed, it is mined using hydraulic excavators and transported by rear dump trucks. Coal is dumped directly into either a crusher surge bin hopper or delivered to a stockpile. The coal is then transported to the crushing plants located at the stockpile location for processing, before being shipped to the jetty at Talang Duku, Jambi Province for delivery to customers.

Wilayah Operasional ANTAM [102-4]

ANTAM's Operations Areas



Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits


Kinerja Kami Melestarikan Lingkungan
Our Performance in Preserving the Environment

Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees

Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management

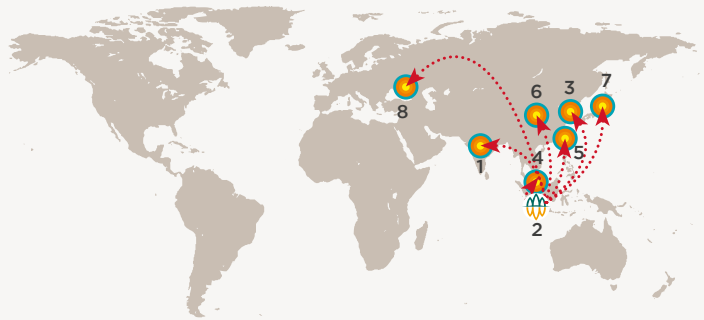
Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability

 **Pulau Gag-Raja Ampat, Papua Barat**
Gag Island-Raja Ampat, West Papua
Tambang Nikel
Nickel Mine

 **Buli, Maluku Utara**
Buli, North Maluku
Tambang Nikel
Nickel Mine

PRODUK DAN JANGKAUAN PASAR

Product and Market Coverage



1. India

Feronikel Ferronickel



2. Indonesia

Emas, Perak, Logam Mulia Lainnya, Bijih Nikel, Bijih Bauksit, Batubara & Jasa Pemurnian
Gold, Silver, Other Precious Metal, Nickel Ore, Bauxite Ore, Coal & Refining Services



3. Korea Selatan South Korea

Feronikel Ferronickel



4. Singapura Singapore

Emas Gold
Perak Silver



5. Taiwan

Feronikel
Ferronickel



6. Tiongkok China

Feronikel Ferronickel
Bijih Nikel Nickel Ore
Bijih Bauksit Bauxite Ore



7. Jepang Japan

Bijih Nikel Nickel Ore



8. Ukraina Ukraine

Bijih Nikel Nickel Ore

Sertifikasi

Certification

Sertifikasi Quality Management System-ISO 9001:2015 (SGS International) Certification of Quality Management System- ISO 9001:2015 (SGS International)



Sertifikasi *Quality Management System-ISO 9001:2015* (SGS International) untuk proses pengolahan feronikel dan kegiatan pendukung diperoleh sejak 17 Mei 2002 (*upgrading* dari versi ISO 9002:1994 pada 3 April 1996 dan dari versi ISO 9001:2000 pada 20 Mei 2010) dan telah dilakukan resertifikasi dan berlaku mulai 18 April 2018 hingga 3 April 2020.

Certification of Quality Management System-ISO 9001:2015 (SGS International) for ferronickel processing and supporting activities, obtained on May 17, 2002 (upgrade from ISO 9002: 1994 version, obtained on April 3, 1996 and from ISO 9001: 2000 obtained on May 20, 2010). This certificate is recertified and valid from April, 18 2018 until April 3, 2020.

Resertifikasi ISPS Code Recertification of ISPS Code



Resertifikasi ISPS Code untuk Pelabuhan Khusus Pomalaa, diperoleh tanggal 30 April 2010 dan diresertifikasi dan berlaku sampai 28 Januari 2020.

Recertification of ISPS Code for Pomalaa Special Port, obtained on April 30, 2010. It has been recertified and valid until January 28, 2020.

Sertifikasi Environmental Management System-ISO 14001:2015 (SGS International) Certification of Environmental Management System-ISO 14001: 2015 (SGS International)



Sertifikasi *Environmental Management System ISO 14001:2015* (SGS International) untuk kegiatan Penambangan, Pengolahan Feronikel serta kegiatan pendukung diperoleh sejak tahun 2006 (*upgrading* dari versi ISO 14001: 1996 yang diperoleh sejak tahun 2001) dan berlaku mulai 19 Juni 2018 hingga 2 Mei 2021.

Certification of Environmental Management System-ISO 14001:2015 (SGS International) for mining, ferronickel processing and supporting activities, obtained in 2006 (upgrade from ISO 14001: 1996 version obtained in 2001). This certificate is valid from June 19, 2018 until May 2, 2021.

Pra Registrasi REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) Pre Registration of REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)



Pra Registrasi REACH (*Registration, Evaluation, Authorisation and restriction of Chemicals*) diperoleh tanggal 23 November 2008 untuk memenuhi regulasi pasar Uni Eropa mengenai penggunaan bahan kimia yang aman dalam siklus pengolahan feronikel.

Pre Registration of REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) Registration was obtained on November 23, 2008 to full fill the European Union regulation on safe use of chemical substance in ferronickel processing cycle.

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SGS International) Certification of Occupational, Health and Safety Management System-OHSAS 18001: 2007 (SGS International)



Sertifikasi *Occupational, Health and Safety Management System OHSAS 18001:2007* (SGS International) untuk kegiatan Penambangan, Pengolahan Feronikel serta kegiatan pendukung. Berlaku mulai 11 Juli 2018 sampai dengan 12 Maret 2021.

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SGS International) for mining, ferronickel processing and supporting activities. This certificate is valid from July 11, 2018 until March 12, 2021.

Sertifikasi Quality Management System-ISO 9001:2015 (SAI Global) Certification of Quality Management System- ISO 9001:2015 (SAI Global)



Sertifikasi *Quality Management System-ISO 9001:2015* (SAI Global) untuk proses Penambangan dan Pengolahan Emas dan Perak Pongkor diperoleh sejak 3 Maret 2000 (*upgrading* dari versi ISO 9001:2000 pada 3 Maret 2009 dan versi ISO 9001:2008 pada 4 Maret 2015), telah diresertifikasi dan berlaku sampai dengan 5 November 2020.

Certification of Quality Management System-ISO 9001:2015 (SAI Global) for gold and silver mining and processing at Pongkor, obtained on March 3, 2000 (upgrade from ISO 9001:2000 version obtained on March 3, 2009 and ISO 9001:2008 version obtained March 4, 2015). This certificate is recertified and valid until November 5, 2020.

Manfaat Ekonomi Berkelanjutan
Sustainable Economic Benefits

Kinerja Kami Melestarikan Lingkungan
Our Performance in Preserving the Environment

Merekrut dan Mengembangkan Talenta Insan ANTAM
Recruiting and Developing Talents of ANTAM's Employees

Pengelolaan Keselamatan Pertambangan Berkelanjutan
Sustainable Mining Safety Management

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat
Encouraging Active Role in Achieving Community Sustainability

Sertifikasi Environmental Management System-ISO 14001:2015 (SAI Global)
Certification of Environmental Management System-ISO 14001:2015 (SAI Global)



Sertifikasi *Environmental Management System-ISO 14001:2015* (SAI Global) untuk Proses Penambangan dan Pengolahan Emas dan Perak Pongkor diperoleh sejak 18 September 2002 (*upgrading* dari versi ISO 14001:2004 pada 4 September 2014), telah diresertifikasi dan berlaku sampai 17 September 2020.

Certification of Environmental Management System-ISO 14001:2015 (SAI Global) for gold and silver mining and processing at Pongkor, obtained since September 18, 2002 (upgrade from ISO 14001:2004 version obtained on September 4, 2014), and this certificate is recertified and valid until September 17, 2020.

Sertifikasi Environmental Management System-ISO 14001:2015 (SAI Global)
Certification of Environmental Management System-ISO 14001:2015 (SAI Global)



Sertifikasi *Environmental Management System-ISO 14001:2015* (SAI Global) untuk Proses Penambangan Bijih Nikel di Tanjung Buli dan Pulau Pakal diperoleh sejak 26 Mei 2011 (*upgrading* dari versi ISO 14001:2004 pada tanggal 14 April 2014), telah diresertifikasi dan berlaku sampai 25 Mei 2020.

Certification of Environmental Management System-ISO 14001:2015 (SAI Global) for nickel ore mining at Tanjung Buli and Pakal Island. This certificate is obtained since May 26, 2011 (upgrading from ISO 14001:2004 version obtained on April 14, 2014), it is recertified and valid until May 25, 2020.

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)
Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)



Sertifikasi *Occupational, Health and Safety Management System-OHSAS 18001:2007* (SAI Global) untuk Proses Penambangan dan Pengolahan Emas dan Perak Pongkor diperoleh pada tanggal 15 Oktober 2008 dan telah diresertifikasi dan berlaku sampai 14 Oktober 2020.

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) for gold and silver mining and processing at Pongkor, obtained on October 15, 2008. This certificate is recertified and valid until October 14, 2020.

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)
Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global)



Sertifikasi *Occupational, Health and Safety Management System-OHSAS 18001:2007* (SAI Global) untuk Proses Penambangan Bijih Nikel di Tanjung Buli dan Pulau Pakal diperoleh sejak 26 Mei 2011, telah diresertifikasi dan berlaku sampai 25 Mei 2020.

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (SAI Global) for nickel ore mining at Tanjung Buli and Pakal Island. This certificate is obtained since May 26, 2011, it is recertified and valid until May 25, 2020.

Sertifikasi Quality Management System-ISO 9001:2015 (SAI Global)
Certification of Quality Management System-ISO 9001:2015 (SAI Global)



Sertifikasi *Quality Management System-ISO 9001:2015* (SAI Global) untuk proses Penambangan Bijih Nikel di Tanjung Buli dan Pulau Pakal diperoleh sejak 26 Mei 2011 (*upgrading* dari versi ISO 9001:2008 pada 14 April 2014) telah diresertifikasi dan berlaku sampai 25 Mei 2020.

Certification of Quality Management System-ISO 9001:2015 (SAI Global) for nickel ore mining process at Tanjung Buli and Pakal Island. This certificate is obtained since May 26, 2011 (upgrading from ISO 9001:2008 obtained on April 14, 2014) it is recertified and valid until May 25, 2020.

Akreditasi SNI ISO/IEC 17025:2008
Accreditation of SNI ISO/IEC 17025:2008



Akreditasi SNI ISO/IEC 17025:2008 untuk laboratorium pengujian di UBP Nikel Maluku Utara oleh Komite Akreditasi Nasional (KAN) diperoleh sejak 23 November 2016 (*upgrading* dari versi SNI ISO/IEC 17025:2005 pada 17 Januari 2013), berlaku sampai 22 November 2020.

Accreditation of SNI ISO/IEC 17025:2008 for test laboratory at North Maluku Nickel Mining Business Unit from the National Accreditation Committee (KAN), obtained since November 23, 2016 (upgrading from SNI ISO/IEC 17025:2005 version obtained on January 17, 2013), and valid until November 22, 2020.

Sertifikasi Certification

Sertifikasi *Environmental Management System*-ISO 14001:2015 (SAI Global) Certification of *Environmental Management System*-ISO 14001:2015 (SAI Global)



Sertifikasi *Environmental Management System*-ISO 14001:2015 (SAI Global) untuk Operasi Penambangan Bijih Bauksit di Tayan diperoleh sejak 11 September 2018 (*upgrading* dari versi ISO 14001:2004 pada 13 Januari 2016) dan berlaku hingga 14 September 2021.

Certification of *Environmental Management System*-ISO 14001:2015 (SAI Global) for bauxite ore mining operations at Tayan, obtained since September 11, 2018 (upgrade from ISO 14001:2004 version obtained on January 13, 2016), and valid until September 14, 2021.

Sertifikasi *Quality Management System*-ISO 9001:2015 (TUV) Certification of *Quality Management System*-ISO 9001:2015 (TUV)



Sertifikasi *Quality Management System*-ISO 9001:2015 (TUV) untuk Pengelolaan, Pelaksanaan Kebijakan-Kebijakan serta Pengembangan Bisnis dan Operasi di Kantor Pusat, diperoleh sejak 6 Maret 2018 dan berlaku sampai dengan 5 Maret 2021.

Certification of *Management Quality System*-ISO 9001:2015 (TUV) for Policy Management and Implementation and Business and Operation Development at the Head Office. This certificate is obtained since March 6, 2018 and valid until March 5, 2021.

Sertifikasi *Occupational, Health and Safety Management System*-OHSAS 18001:2007 (SAI Global) Certification of *Occupational, Health and Safety Management System*-OHSAS 18001:2007 (SAI Global)



Sertifikasi *Occupational, Health and Safety Management System*-OHSAS 18001:2007 (SAI Global) untuk Operasi Penambangan Bijih Bauksit di Tayan diperoleh sejak 13 Januari 2016, telah diresertifikasi dan berlaku sampai 11 Maret 2021.

Certification of *Occupational, Health and Safety Management System*-OHSAS 18001:2007 (SAI Global) for bauxite ore mining operations at Tayan, obtained since January 13, 2016. This certificate is recertified and valid until March 11, 2021.

Sertifikasi *Environmental Management System*-ISO 14001:2015 (TUV) Certification of *Environmental Management System*-ISO 14001:2015 (TUV)



Sertifikasi *Environmental Management System*-ISO 14001:2015 (TUV Rheinland) untuk seluruh aktivitas proses di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak tahun 2004 (*upgrading* dari versi ISO 14001:2004 pada 21 Juli 2014), telah dilakukan resertifikasi dan berlaku mulai 11 Juni 2017 hingga 8 Juni 2020.

Certification of *Environmental Management System*-ISO 14001:2015 (TUV Rheinland) for all processing activities at Logam Mulia Precious Metals Processing and Refinery Business unit, obtained in 2004 (upgrading from ISO 14001:2004 version obtained on July 21, 2014). This certificate is recertified and valid from June 11, 2017 until June 8, 2020.

Sertifikasi *Quality Management System*-ISO 9001:2015 (SAI Global) Certification of *Quality Management System*-ISO 9001:2015 (SAI Global)



Sertifikasi *Quality Management System*-ISO 9001:2015 (SAI Global) untuk Operasi Penambangan Bijih Bauksit di Tayan diperoleh sejak 11 September 2018 (*upgrading* dari versi ISO 9001:2008 pada 13 Januari 2016) dan berlaku sampai 14 September 2021.

Certification of *Quality Management System*-ISO 9001:2015 (SAI Global) for bauxite ore mining operations at Tayan, obtained since September 11, 2018 (upgrading from. This certificate ISO 9001:2008 version obtained on January 13, 2016), and valid until September 14, 2021.

Sertifikasi *Quality Management System*-ISO 9001:2015 (TUV Rheinland) Certification of *Quality Management System*-ISO 9001:2015 (TUV Rheinland)



Sertifikasi *Quality Management System*-ISO 9001:2015 (TUV Rheinland) untuk seluruh aktivitas proses di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak tahun 2004 (*upgrading* dari versi ISO 9001:2000 pada 12 Juni 2010 dan versi ISO 9001:2008 pada 23 Juli 2014), telah dilakukan resertifikasi dan berlaku mulai 11 Juni 2017 hingga 8 Juni 2020.

Certification of *Quality Management System*-ISO 9001:2015 (TUV Rheinland) for all processing activities at Logam Mulia Precious Metals Processing and Refinery Business Unit, obtained in 2004 (upgrade from ISO 9001:2000 version obtained on June 12, 2010 and ISO 9001:2008 version obtained on July 23, 2014). This certificate is recertified and valid from June 11, 2017 until June 8, 2020.

Manfaat Ekonomi
Berkelanjutan
Sustainable Economic
Benefits

Kinerja Kami
Melestarikan
Lingkungan
Our Performance in
Preserving
the Environment

Merekrut dan
Mengembangkan
Talenta Insan ANTAM
Recruiting and
Developing Talents of
ANTAM's Employees

Pengelolaan
Keselamatan
Pertambangan
Berkelanjutan
Sustainable Mining
Safety Management

Meningkatkan Peran
Aktif dalam Mencapai
Keberlanjutan Bersama
Masyarakat
Encouraging Active Role
in Achieving Community
Sustainability

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland)
Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland)



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland) untuk seluruh aktivitas proses di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak 28 Desember 2011 dan berlaku sampai dengan 8 Juni 2019.

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (TUV Rheinland) for all processing activities at Logam Mulia Precious Metals Processing and Refinery Business Unit. This certificate is obtained since December 28, 2011 and it is valid until June 8, 2019.

Sertifikasi dari Dubai Metal and Commodities Centre
Certification from Dubai Metal and Commodities Centre



Sertifikasi dari Dubai Metal and Commodities Centre untuk produk emas jenis small bar Logam Mulia di pasar Timur Tengah sejak Agustus 2005. Bertujuan agar balok emas produksi Unit Bisnis Pengolahan & Pemurnian Logam Mulia dapat diperjualbelikan secara bebas di pasar Timur Tengah tanpa mengubah identitas LM.

Certification from Dubai metal and Commodities Centre for Logam Mulia's small gold bar, obtained in August 2005. the accreditation certifies Logam Mulia's gold bars to be traded freely at the Middle East market without any modification to Logam Mulia's identity.

Akreditasi Laboratorium Penguji sesuai standar ISO 17025 yang dikeluarkan oleh KAN
(Komite Akreditasi Nasional)
Accreditation of Testing Laboratory in accordance to ISO 17025, issued by National Accreditation Committee (KAN)



Akreditasi Laboratorium Penguji sesuai standar ISO 17025 yang dikeluarkan oleh KAN (Komite Akreditasi Nasional) untuk analisa emas, perak serta campuran emas, perak dan platinum di Unit Bisnis Pengolahan dan Pemurnian Logam Mulia yang diperoleh sejak bulan Juni 2003 dan berlaku sampai dengan 15 September 2019.

Accreditation of Testing Laboratory in accordance to ISO 17025, issued by National Accreditation Committee (KAN) for gold, silver, gold and silver mixture and platinum analysis at Logam Mulia Precious Metals Processing and Refinery Business Unit, obtained in June 2003 and it is valid until September 15, 2019.

Sertifikasi Quality Management System-ISO 9001:2015 (TUV)
Certification of Quality Management System-ISO 9001:2015 (TUV)



Sertifikasi Quality Management System-ISO 9001:2015 (TUV) untuk kegiatan eksplorasi dan pengembangan pertambangan di Unit Geomin, diperoleh sejak 11 November 2019 (upgrading dari versi ISO 9001:2000 pada 6 November 2009) dan berlaku sampai dengan 5 November 2021.

Certification of Quality Management System-ISO 9001:2015 (TUV) for all exploration and supporting activities at Geomin Unit, obtained on November 11, 2019 (upgrade from ISO 9001:2000 version obtained on November 6, 2009) and is valid until November 5, 2021.

Akreditasi dari London Bullion Market Association (LBMA)
Accreditation from London Bullion Market Association (LBMA)



Akreditasi dari London Bullion Market Association (LBMA) setelah melewati prosedur pengujian produk oleh LBMA sejak tanggal 1 Januari 1999.

Accreditation from London Bullion Market Association (LBMA). The accreditation was obtained after Logam Mulia underwent product testing procedures by LBMA. The accreditation was obtained on January 1, 1999.

Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS)
Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS)



Sertifikasi Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS) untuk aktivitas jasa eksplorasi dan pengembangan tambang di Unit Geomin yang diperoleh sejak 19 Desember 2013 dan berlaku sampai dengan 22 Desember 2019.

Certification of Occupational, Health and Safety Management System-OHSAS 18001:2007 (DQS) for exploration and mine development activities in Geomin Unit. This certificate is obtained since December 19, 2013 and it is valid until December 22, 2019.

Sertifikasi Certification

Akreditasi SNI ISO/IEC 17025:2008 Accreditation of SNI ISO/IEC 17025:2008



Akreditasi SNI ISO/IEC 17025:2008 untuk laboratorium pengujian di Unit Geomin oleh Komite Akreditasi Nasional (KAN) diperoleh sejak 30 April 2014 sampai 22 Mei 2022.

Accreditation of SNI ISO/IEC 17025:2008 for test laboratory at Geomin Unit from the National Accreditation Committee (KAN). The Certificate is obtained since April 30, 2014 and valid until May 22, 2022.

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV) Certification of Management Service ISO/IEC 27001:2013 (TUV)



Management Service

Sertifikasi Management Service-ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi di laboratorium Unit Geomin, Pulogadung, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system at Geomin Unit laboratory, Pulogadung, obtained on March 30, 2016 and is valid until March 29, 2019.

Sertifikasi ISO ISMS 27001:2003 Certification of ISO ISMS 27001:2003



Sertifikasi ISO ISMS 27001:2003 untuk Unit Geomin yang diperoleh sejak tanggal 2 Oktober 2015.

Certification of ISO ISMS 27001:2003 for Geomin Unit, obtained on October 2, 2015.

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV) Certification of Management Service ISO/IEC 27001:2013 (TUV)



Management Service

ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi Tim Eksplorasi Emas Pongkor, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system of Pongkor Gold Exploration Team, obtained on March 30, 2016 and is valid until March 29, 2019.

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV) Certification of Management Service ISO/IEC 27001:2013 (TUV)



Management Service

Sertifikasi Management Service-ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi Tim Eksplorasi Unit Geomin, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system of Geomin Unit Exploration Team, obtained on March 30, 2016 and is valid until March 29, 2019.

Sertifikasi Management Service ISO/IEC 27001:2013 (TUV) Certification of Management Service ISO/IEC 27001:2013 (TUV)



Management Service

ISO/IEC 27001:2013 (TUV) untuk sistem manajemen keamanan informasi Tim Eksplorasi Nikel Pomalaa, diperoleh sejak 30 Maret 2016 dan berlaku sampai dengan 29 Maret 2019.

Certification of Management Service-ISO/IEC 27001:2013 (TUV) for information security management system of Nickel Pomalaa Exploration Team, obtained on March 30, 2016 and is valid until March 29, 2019.

ANTAM dalam Angka [102-7]

ANTAM in Numbers

Sumber Daya Manusia

Human Resources

| 2016 | 2017 | 2018 |
|----------------|----------------|----------------|
| 2.628 | 2.616 | 2.598 |
| Orang People | Orang People | Orang People |



Total Kapitalisasi

Capitalization

Total Aset | Total of Assets (triliun | trillion)

| | | |
|----------------|----------------|----------------|
| Rp29,98 | Rp30,01 | Rp33,31 |
| 2016 | 2017 | 2018 |

Ekuitas | Equity (triliun | trillion)

| | | |
|----------------|----------------|----------------|
| Rp18,40 | Rp18,49 | Rp19,73 |
| 2016 | 2017 | 2018 |



Penjualan Bersih | Net Sales (triliun | trillion)

| | | |
|---------------|----------------|----------------|
| Rp9,10 | Rp12,65 | Rp25,24 |
| 2016 | 2017 | 2018 |

Liabilitas | Liabilities (triliun | trillion)

| | | |
|----------------|----------------|----------------|
| Rp11,57 | Rp11,52 | Rp13,56 |
| 2016 | 2017 | 2018 |

Kuantitas Produk Terjual

Quantity of Product



Feronikel
Ferronickel
TNi

20.888
2016

21.812
2017

24.135
2018



Bijih Nikel
Nickel Ore
juta wmt | million wmt

0,73
2016

2,93
2017

6,33
2018



Emas
Gold
kg

10.227
2016

13.202
2017

27.894
2018



Bauksit
Bauxite
ribu wmt | thousand wmt

298
2016

838
2017

963
2018



Perak
Silver
kg

18.287
2016

16.588
2017

18.357
2018



Makna & Strategi Keberlanjutan ANTAM

ANTAM Sustainability Strategy

| | |
|---|----|
| Makna & Strategi Keberlanjutan ANTAM Sustainability at ANTAM | 70 |
| Prosperity Prosperity | 72 |
| People People | 74 |
| Planet Planet | 75 |
| Prudence Prudence | 76 |

Makna & Strategi Keberlanjutan ANTAM

Sustainability at ANTAM

ANTAM menyadari keberlanjutan harus berlandaskan pada kepatuhan hukum, etika, dan integritas. Dengan demikian, Kami merumuskan 5 pilar utama yang merupakan penjabaran makna keberlanjutan bagi ANTAM, yakni: *Prosperity, People, Planet, Partnership* dan *Prudence*.

ANTAM is aware that sustainability must be formed by compliance, ethics, and integrity as the baseline. On that note, we formulated five main pillars of significance that represent what sustainability means for ANTAM: Prosperity, People, Planet, Partnership and Prudence.

Prosperity

Manfaat berkelanjutan bagi pemangku kepentingan hanya dapat dirasakan apabila Perusahaan memiliki kinerja bisnis, operasional, dan keuangan yang sehat. Sustainable benefits for stakeholders can only truly benefit our stakeholders when the Company has strong and robust business, operational and financial performances.

People

ANTAM mengembangkan strategi, kebijakan, dan program-program terkait K3 dan ketenagakerjaan. ANTAM develops strategies, policies, and programs related to Occupational Health and Safety (OHS) and employment.

Planet



ANTAM memastikan Good Mining Practice disertai prinsip kehati-hatian dan kepatuhan terhadap ketentuan dan peraturan yang berlaku.

ANTAM ensures Good Mining Practices along with the principles of prudence and compliance towards the applicable law and regulations.

Partnership

ANTAM senantiasa memastikan kemitraan yang dilandaskan pada prinsip saling menguntungkan, adil, transparan, dan berintegritas.

ANTAM obliged to ensure that the partnership we build with our partners are always based on the principles of mutual benefit, fairness, transparency and integrity.

Prudence

ANTAM senantiasa menjunjung tinggi kepatuhan hukum, etika, integritas, dan implementasi tata kelola perusahaan yang baik, serta menyelenggarakan operasional yang inklusif melalui pelibatan pemangku kepentingan.

ANTAM's commitment to always uphold legal compliance, ethics, integrity, and the implementation of good corporate governance. On top of that, we strive to actualize inclusive operations through stakeholder engagement.



Pembangkit Listrik Tenaga Uap (PLTU) di UBP Nikel Sulawesi Tenggara.
Electric steam power plant in Southeast Sulawesi Nickel Mining Business Unit

Sebagai perusahaan yang mengelola sumber daya alam, tidak dapat dipungkiri bahwa banyak pertanyaan mengenai keberlanjutan yang sering dianggap sebagai dua hal yang bertentangan. ANTAM sebagai bagian dari BUMN Holding Industri Pertambangan yang mengemban amanat untuk mengelola sumber daya mineral sebaik-baiknya, senantiasa berkomitmen untuk melakukan praktik pertambangan yang baik ditengah banyaknya pertanyaan-pertanyaan mengenai implementasi keberlanjutan bagi perusahaan yang mengelola pertambangan. Lalu, bagaimana di tengah semua tantangan-tantangan ini ANTAM dapat secara konsisten menjalankan keberlanjutan?

ANTAM menyakini tantangan sekaligus makna keberlanjutan bagi Kami adalah bagaimana upaya Perusahaan untuk memastikan seluruh pemangku kepentingan dapat menikmati manfaat yang berkelanjutan dari berbagai sumber daya mineral yang dikelola. Lebih dari itu, sebagai bagian dari masyarakat dunia, ANTAM turut mendukung upaya pencapaian Pembangunan Berkelanjutan - *Sustainable Development Goals* (SDGs), yang juga telah menjadi perhatian Pemerintah Indonesia melalui Peraturan Presiden Nomor 59 Tahun 2017 tentang Pelaksanaan Pencapaian Pembangunan Berkelanjutan Secara Partisipatif Dan Melibatkan Berbagai Pihak.

As a natural resources-based company, ANTAM faces many questions regarding sustainability. The nature of our operation and sustainability are often seen as two different matters. As part of the Mining Industry Holding Company who carries out the mandate to manage the vast natural resources of this country to the best of our ability, ANTAM is committed to always uphold and implement good mining practice amidst the many questions and challenges faced by the mining sector regarding sustainability. So, how ANTAM can navigate these challenges and consistently perform sustainably?

ANTAM believes that these challenges also serve as a paradigm of sustainability on how we can ensure all stakeholders can enjoy sustainable benefits from the vast mineral resources of this country. Moreover, as part of the global community, ANTAM also supports the efforts to actualize Sustainable Development Goals (SDGs), which have also become the attention of the Indonesian Government through the Presidential Regulation Number 59/2017 regarding Implementation and Actualization of Sustainable Development in a Participatory Approach and Involvement of Various Stakeholders.

Makna & Strategi Keberlanjutan ANTAM

ANTAM's Sustainability Strategy

Tahun 2018 merupakan penanda 50 tahun ANTAM berkarya. Kami telah dan akan terus menghadirkan produk-produk berbasis sumber daya alam untuk mendukung pembangunan dunia dan kemajuan masyarakat, terutama di sekitar wilayah operasi Perusahaan. ANTAM memasok kebutuhan mineral industri untuk berbagai sektor utama industri dunia, seperti infrastruktur, konstruksi, otomotif, transportasi, barang elektronik dan peralatan rumah tangga. Dari *smartphone* dan peralatan elektronik, hingga peralatan dapur yang terbuat dari aluminium, dari gedung pencakar langit, hingga mobil dan motor yang melintas di jalan.

Pada saat yang sama, ANTAM terus menjaga keberlanjutan lingkungan hidup dan mendorong kesejahteraan masyarakat sekitar wilayah Kami beroperasi. Selama 50 tahun Kami berkarya, prinsip-prinsip keberlanjutan terus menjadi bagian yang tidak terpisahkan dari setiap aktivitas bisnis dan operasional Perusahaan. ANTAM senantiasa memastikan keseimbangan antara aspek ekonomi, sosial dan lingkungan untuk memastikan keberlanjutan bisnis Perusahaan, sekaligus keberlanjutan masyarakat sekitar dan kelestarian bumi.

ANTAM menyadari keberlanjutan ekonomi, sosial, dan lingkungan tidak mungkin dapat tercapai tanpa kerja sama dan dukungan dari para pelaku industri dan seluruh pemangku kepentingan. Lebih dari itu, segala upaya ini harus berlandaskan pada kepatuhan hukum, etika, dan integritas. Dengan demikian, Kami merumuskan 5 pilar utama yang merupakan penjabaran makna keberlanjutan bagi ANTAM, yakni:

1. *Prosperity*
2. *People*
3. *Planet*
4. *Partnership*
5. *Prudence*

The year of 2018 is the 50th anniversary of ANTAM. We have been and will always continue to deliver natural resources-based products to support global development and the advancement of society, especially for the local communities in our operational areas. ANTAM supplies industrial minerals to various sectors of the world's major industries, such as infrastructure, construction, automotive, transportation, electronic goods, and household appliances. From smartphones and electronic equipment to kitchen appliances made of aluminum, from skyscrapers to cars and motorcycles.

At the same time, ANTAM continues to maintain environmental sustainability and help contribute to the development and welfare of the local communities wherever we operate. Within the last 50 years, the principles of sustainability continue to be an integral part of ANTAM's business and operational activities. We always ensure the balance of economic, social and environmental aspects in order to foster the Company's sustainability, as well as the viability of the community and the preservation of planet earth.

ANTAM is aware that economic, social and environmental sustainability is not achievable without the cooperation and support from industry players and all stakeholders. Furthermore, compliance, ethics, and integrity must be the bedrock of these efforts. On that note, we formulated five main pillars of significance that represent what sustainability means for ANTAM:

1. Prosperity
2. People
3. Planet
4. Partnership
5. Prudence

PROSPERITY

Kinerja Operasional yang Sehat untuk Manfaat Ekonomi yang Optimal

Kami menyadari, manfaat berkelanjutan bagi pemangku kepentingan hanya dapat dirasakan apabila Perusahaan memiliki kinerja bisnis, operasional, dan keuangan yang sehat. Oleh karenanya, ANTAM terus mendorong ekspansi, inovasi, dan perbaikan berkesinambungan di setiap lini bisnis, baik pada tahap Eksplorasi, Penambangan, Pengolahan, Pemasaran, hingga Pascatambang.

Semua hal tersebut Kami lakukan untuk memaksimalkan kemampuan mendistribusikan manfaat yang lebih luas untuk kemajuan Indonesia, antara lain dalam memberikan pemasukan pendapatan negara, peningkatan perekonomian masyarakat setempat, serta memastikan modal dan dukungan sosial senantiasa dalam kondisi yang baik. Selain itu, ANTAM juga terus berkomitmen menjaga daya dukung lingkungan yang optimal demi keberlanjutan hidup dan kesejahteraan masyarakat sekitar wilayah operasi ANTAM.

PROSPERITY

Strong Operational Performance for Optimum Economic Benefits

We recognize that sustainable benefits for stakeholders can only truly benefit our stakeholders when the Company has strong and robust business, operational and financial performances. Therefore, ANTAM continues to encourage expansion, innovation, and continuous improvement in all business line, from Exploration, Mining, Processing, Marketing, to Post-mining stages.

All of these efforts are aimed to maximize our capabilities to distribute benefits for Indonesia's progress, among others in contributing to Government revenue, improving the welfare of the local community, and ensuring capital and social support are always in a good state. Also, ANTAM upholds our commitment to maintaining the optimum environmental state to sustain life and the well-being of the local communities in all ANTAM's operational areas.

| Kinerja Bisnis dan Operasional Business and Operational Performance | Program Pengembangan Masyarakat Berkelanjutan (Comdev & PKBL) Sustainable Community Development Programs (ComDev & PKBL) | Manajemen Pascatambang Post-mining Management |
|---|--|--|
| <p>Secara khusus terkait strategi bisnis, operasional, dan keuangan, pada tahun 2018 ANTAM berfokus pada:</p> <ul style="list-style-type: none"> • Ekspansi ke pengolahan mineral bersifat hilir. • Perluasan basis cadangan dan sumber daya. • Menjalinkan kemitraan untuk mengembangkan produksi mineral olahan baru dari cadangan yang ada. • Menurunkan lebih lanjut <i>cash cost</i> dan meningkatkan daya saing biaya • Peningkatan kinerja bisnis inti untuk meningkatkan <i>revenue</i> <p>Specifically related to business, operational and financial strategies, in 2018 ANTAM focuses on:</p> <ul style="list-style-type: none"> • Expansion to downstream of mineral processing • Expansion of the reserve and resource base. • Establish partnerships to develop new processed mineral production from existing reserves. • Reduce cash costs and improve cost competitiveness • Improve core business performance to increase revenue | <p>Menjaga kinerja operasional dan keuangan sehingga ANTAM memiliki kapabilitas untuk mendistribusikan manfaat ekonomi secara berkelanjutan, baik secara langsung maupun tidak langsung, sehingga dapat turut berkontribusi dalam meningkatkan kualitas hidup dan kesejahteraan masyarakat, antara lain melalui sejumlah strategi dan pendekatan:</p> <ul style="list-style-type: none"> • CSR vision & mission • Masterplan CSR • Program Kemitraan dan Bina Lingkungan (PKBL) • PROPER Kementerian Lingkungan Hidup dan Kehutanan • Sustainable Development Goals (SDGs) <p>Maintain operational and financial performance in order for ANTAM to have the capability to distribute sustainable economic benefits, both directly and indirectly, hence can contribute to improving the quality of life and welfare of the community, among others through a number of strategies and approaches, namely:</p> <ul style="list-style-type: none"> • CSR vision & mission • CSR Master Plan • Partnership and Community Stewardship Program • PROPER Rating from the Ministry of Environment and Forestry • Sustainable Development Goals (SDGs) | <p>Strategi, persiapan dan perencanaan pascatambang ANTAM yang diatur dalam Keputusan Direksi Nomor 644.K/026/DAT/2017. Implementasinya dilakukan dengan seksama dan komprehensif untuk meminimalisasi dampak negatif dan risiko serta memberikan manfaat positif yang optimal yang sejalan dengan pencapaian pembangunan berkelanjutan. Keputusan Direksi tersebut juga telah selaras dengan Kebijakan Penutupan Tambang dan Peraturan Menteri Energi dan Sumber Daya Mineral (ESDM) Nomor 41 Tahun 2016 tentang Pengembangan dan Pemberdayaan Masyarakat Pada Kegiatan Usaha Pertambangan Mineral dan Batu Bara. [MM10]</p> <p>Our post-mining strategy, preparation, and planning are stipulated in ANTAM's Board of Director Decree number 644.K/026/DAT/2017. The implementation is carried out with the most careful and comprehensive manners. Hence potential risk and negative impacts can be minimized while optimizing the positive benefits which are in support of the sustainable development goals targets. Our Board of Director Decree has also been aligned to the Mine Closure Policy and regulation of the Ministry of Energy and Mineral Resources number 41 Year 2016 regarding Community Development and Empowerment Concerning Mineral and Coal Mining. [MM10]</p> |

Makna & Strategi Keberlanjutan ANTAM

ANTAM's Sustainability Strategy

PEOPLE

Kekuatan Insan Antam, Kekuatan Kami

Insan ANTAM merupakan sumber semangat dan kekuatan yang terus mendorong perusahaan ini maju, berkembang, dan terus tumbuh hingga saat ini. ANTAM dibangun oleh talenta, kerja keras, dan dedikasi putra-putri terbaik Indonesia. Untuk itu adalah komitmen Kami untuk menciptakan lingkungan kerja yang aman dan sehat, serta menghadirkan pengalaman kerja yang berharga bagi seluruh Insan ANTAM tanpa terkecuali sehingga mereka dapat berkembang, mengasah minat dan keahlian, serta meraih cita-cita.

Untuk mewujudkan komitmen tersebut, ANTAM terus mengembangkan berbagai strategi, kebijakan, dan program-program terkait K3 dan ketenagakerjaan, antara lain:

- Sistem Manajemen Keselamatan Pertambangan (SMKP) No.923.K/09/DAT/2017, dengan kampanye utama SUPER SAFE yang mencakup seluruh prinsip-prinsip keselamatan kerja di ANTAM.
- Komitmen dan program kesehatan karyawan, terutama pencegahan berbagai penyakit yang dapat berakibat kematian.
- Contractor Safety Management System (CSMS) sebagai kebijakan pengelolaan keselamatan pada mitra kerja/kontraktor sebagai salah satu komitmen untuk mewujudkan *zero fatality*.
- Master Plan Human Capital yang mencakup proses rekrutmen yang berkualitas, penilaian kompetensi dan kinerja, *Talent Management System*, kesejahteraan pegawai, hubungan industri, sampai dengan pelatihan dan perencanaan purnakarya.
- Perjanjian Kerja Bersama (PKB) yang memuat hak dan kewajiban manajemen Perusahaan dan para Insan ANTAM secara seimbang dan secara strategis untuk mendukung pencapaian visi ANTAM, merupakan perwujudan rasa saling percaya, saling menghargai, dan komitmen untuk menciptakan hubungan industrial yang konstruktif dan transparan.

PEOPLE

The Power of Our People, The Power of the Company

ANTAM's Employees are our source of enthusiasm and strength that continue to drive this Company to progress, evolve, and continue to grow. ANTAM is built on the aptitude, hard work and dedication of Indonesia's best talents. It is our commitment to create a safe and healthy work environment and to provide valuable work experiences for all employees. Hence, they can grow with the Company, strengthen their interests and expertise, and achieve their personal and professional goals.

To actualize this commitment, ANTAM continues to develop various strategies, policies, and programs related to Occupational Health and Safety (OHS) and employment, namely::

- Mining Health and Safety Management System No.923.K/09/DAT/2017, with SUPER SAFE campaign as the umbrella program covering all occupational safety principles in ANTAM.
- Employee health commitments and programs, especially prevention of various terminal diseases.
- Contractor Safety Management System (CSMS) as a safety management policy for work partners/contractors as one of the commitments to achieve zero fatality.
- Human Capital Master Plan which includes high-quality recruitment process, competency and performance assessment, Talent Management System, employee welfare, industrial relations, to pension preparation training and planning.
- Collective Agreement (PKB) which protects and guarantees the rights and obligations of the Company and our employees in a balanced and strategic manner to support the achievement of ANTAM's vision. This is a manifestation of mutual trust, mutual respect, and commitment to build constructive and transparent industrial relations.

PLANET

Aksi Nyata Untuk Lingkungan & Bumi yang Lestari

Lingkungan dan bumi yang lestari adalah parameter yang absolut dalam keberlanjutan kehidupan manusia. Pelaku industri dan masyarakat global menjadikan pelestarian lingkungan dan bumi sebagai agenda utama di berbagai forum nasional dan internasional. Sebagai bagian dari masyarakat Indonesia dan dunia, ANTAM memahami peran setiap orang dan pelaku industri amat penting dalam menjaga bumi kita bersama.

Untuk itu, ANTAM memastikan *Good Mining Practice* disertai prinsip kehati-hatian dan kepatuhan terhadap ketentuan dan peraturan yang berlaku diterapkan oleh setiap Insan ANTAM di seluruh lini bisnis dan operasional Perusahaan, mulai dari, eksplorasi, penambangan, pengolahan mineral, pengelolaan lingkungan, penerapan K3 di area kerja, pengembangan masyarakat sejak tambang dibuka sampai kegiatan pascatambang.

Planet sebagai salah satu pilar makna keberlanjutan bagi ANTAM diwujudkan dalam berbagai kebijakan strategis Perusahaan dan dokumen pelaksanaan terkait manajemen lingkungan, antara lain:

- Dokumen Analisis Dampak Lingkungan (AMDAL),
- Rencana Pemantauan Lingkungan (RPL), dan Rencana Pengelolaan Lingkungan (RKL) serta Rencana Pascatambang (RPT) yang telah disepakati.
- ANTAM *Green Standard* (AGS) sesuai Surat Keputusan Direksi ANTAM nomor 01.K/0084/DAT/2013 tentang Pedoman Pengelolaan Lingkungan tanggal 3 Januari 2013. Dalam AGS, terdapat standar lingkungan yang berlaku di seluruh wilayah kerja ANTAM yang dapat dijadikan acuan dalam pembuatan kebijakan atau prosedur pengelolaan lingkungan unit/unit bisnis/proyek pengembangan/kantor pusat dan anak perusahaan.

PARTNERSHIP

Kerja Bersama, Maju Bersama

Seluruh kegiatan operasional ANTAM didukung oleh para mitra usaha, vendor, *supplier*, dan sub-kontraktor yang terus membantu Perusahaan dalam mencapai tujuan. Untuk itu, Kami senantiasa memastikan kemitraan yang dilandaskan pada prinsip saling menguntungkan, adil, transparan, dan berintegritas.

PLANET

Our Action for Environment & Earth Sustainability

Environmental and earth sustainability are absolute parameters for humanity's sustainability. Industry players and the global community has highlighted environmental and earth preservation as the main agenda in various national and international forums. Being a part of this national and global effort, ANTAM acknowledges the importance of the role of every person and industry player as a crucial element in safeguarding our planet.

To that end, ANTAM ensures Good Mining Practices along with the principles of prudence and compliance towards the applicable law and regulations are always carried out by all employees. This Good Mining Practice spirit is well-embedded in all business lines and day-to-day operations of the Company, from exploration, mining, mineral processing, environmental management, implementation of OHS in all work areas, community development from the early stages of mining up to its post-mining stages.

As one of the pillar of significance of our sustainability, Planet is manifested in various strategic policies of the Company and implementation guidance and procedures related to environmental management, namely:

- Environmental Impact Analysis (EIA),
- Environmental Monitoring Plans, and Environmental Management Plans and the approved Post-Mining Plans.
- ANTAM *Green Standard* (AGS) in accordance with ANTAM's Board of Directors Decree number 01.K/0084/DAT/2013 regarding Environmental Management Guidelines January 3, 2013. AGS covers environmental standards which are applied in all ANTAM's work areas and can be utilized as references in the development of policies or procedures related to environmental management in units /business units/ development projects/head office and subsidiaries.

PARTNERSHIP

Work and Grow Together

Business partner, vendors, suppliers and sub-contractors support us in our operational activities. Their support helps ANTAM toward our goals. To that end, we are obliged to ensure that the partnership we build with our partners are always based on the principles of mutual benefit, fairness, transparency and integrity.

Makna & Strategi Keberlanjutan ANTAM

ANTAM's Sustainability Strategy

Partnership sebagai salah satu pilar makna keberlanjutan bagi ANTAM diwujudkan dalam berbagai kebijakan strategis Perusahaan dan program terkait vendor dan *supply chain management* di ANTAM antara lain:

- Kebijakan Pengelolaan Rantai Pasokan (*Supply Chain Management*) sesuai dengan Surat Keputusan Direksi ANTAM Nomor 333.K/92/DAT/2017
- Menjalin, berkolaborasi, dan menjaga kemitraan strategis dengan berbagai asosiasi dan institusi eksternal dalam sektor pertambangan
- Menerapkan Standar Etika Perusahaan (*Code of Conduct*) yang juga berlaku bagi pemegang saham, mitra kerja, dan seluruh pemangku kepentingan yang melakukan kerja sama bisnis dengan ANTAM
- Optimalisasi penggunaan e-SCM di seluruh unit bisnis ANTAM

As one of the pillar of significance of our sustainability, Partnership is actualized in various strategic policies of the Company and programs related to vendors and ANTAM's supply chain management, namely:

- Supply Chain Management Policy in accordance with ANTAM's Directors' Decree Number 333.K/92/DAT/2017
- Establish, collaborate and maintain strategic partnerships with various external associations and institutions in the mining sector
- Implementing the Code of Conduct which also applies to shareholders, business partners and all stakeholders who conduct business cooperation with ANTAM
- Optimizing the use of e-SCM in all ANTAM business units

PRUDENCE

Berpegang Teguh pada Kepatuhan dan Tata Kelola Perusahaan yang Baik

Pilar makna keberlanjutan ini merupakan cerminan komitmen ANTAM untuk senantiasa menjunjung tinggi kepatuhan hukum, etika, integritas, dan implementasi tata kelola perusahaan yang baik, serta menyelenggarakan operasional yang inklusif melalui pelibatan pemangku kepentingan.

Prinsip-prinsip Tata Kelola Perusahaan atau *Good Corporate Governance* (GCG) menjadi panduan bagi seluruh Insan ANTAM dalam menjalankan kegiatan operasional, berinteraksi dengan sesama kolega, maupun dengan pihak eksternal dan pemangku kepentingan. Kebijakan dan pedoman strategis yang menjadi cerminan pilar makna *Prudence*, antara lain adalah:

- Pedoman Kebijakan Tata Kelola Perusahaan, serta Nilai dan Budaya Perusahaan
- Charter, Kebijakan Manajemen, Standar Etika Perusahaan (*Code of Conduct*), *Standard Operating Procedure* (SOP) dan Instruksi Kerja
- Manajemen Risiko
- Anti-Korupsi
- *Whistleblowing System* yang telah disahkan pada tahun 2008 dan pembaharuannya sesuai SK Dewan Komisaris No.30/DK/SK/IX/2014 tanggal 19 September 2014 tentang Pedoman dan Prosedur Penanganan Pelaporan Pelanggaran (*Whistleblowing*) ANTAM.

PRUDENCE





Upholding Compliance and Good Corporate Governance


As one of the pillar of significance of our sustainability, Prudence reflects ANTAM's commitment to always uphold legal compliance, ethics, integrity, and the implementation of good corporate governance. On top of that, we strive to actualize inclusive operations through stakeholder engagement.

The principles of Good Corporate Governance (GCG) serve as one of the guidelines for all ANTAM employees in their day-to-day operational activities, as well as in interacting with fellow colleagues, external parties and other stakeholders. Strategic policies and guidelines related to this pillar includes:

- Corporate Governance Guidelines, as well as Corporate Values and Culture
- Charter, Management Policy, Code of Conduct, Standard Operating Procedure (SOP) and Work Instruction
- Risk management
- Anti-Corruption
- The Whistleblowing System which was ratified in 2008 and renewed in accordance with the Board of Commissioners Decree No.30/DK/SK/ IX/2014 dated 19 September 2014 concerning ANTAM's Guidelines and Procedures for Handling Whistleblowing.

KOMITMEN KEBERLANJUTAN ANTAM Sustainability Commitment Statement

| | PILAR STRATEGI KEBERLANJUTAN Sustainable Strategy Pillar | FOKUS AREA Focus Area |
|---|---|--|
| Prosperity  | <p>Menjaga kinerja operasional dan keuangan sehingga ANTAM memiliki kapabilitas untuk mendistribusikan manfaat ekonomi secara berkelanjutan, baik secara langsung mau pun tidak langsung sehingga mampu turut berkontribusi dalam meningkatkan kualitas hidup dan kesejahteraan masyarakat.</p> <p>Maintain good operational and financial performance therefore ANTAM has the capabilities to distribute economic benefits in a sustainable manner, both directly and indirectly to help improve the quality of life and welfare of the surrounding local communities.</p> | <ul style="list-style-type: none"> Kinerja operasional dan keuangan yang sehat Manajemen cadangan Pengembangan industri dan meningkatkan produktivitas Pembukaan lapangan pekerjaan Program Pengembangan Masyarakat dan Pengelolaan Pascatambang <ul style="list-style-type: none"> Strong operational and financial performances Reserves & Exploration Economic performance Community development Post-mining Management |
| People  | <p>Menciptakan lingkungan kerja yang aman dan sehat, serta menghadirkan pengalaman kerja yang berharga bagi seluruh Insan ANTAM tanpa terkecuali, sehingga mereka dapat berkembang, mengasah minat dan keahlian, serta meraih cita-cita.</p> <p>Creating a safe and healthy work environment, and a valuable working experience for all ANTAM's Employees which are aiming to develop, strengthen their interests and expertise, and support our employees in achieving their personal and professional goals.</p> | <ul style="list-style-type: none"> Keselamatan dan Kesehatan Kerja Praktik Ketenagakerjaan Pelatihan & Pengembangan Kesejahteraan Karyawan & Pekerja <ul style="list-style-type: none"> Occupational Health and Safety Employment Practices Training & Development Employee Welfare & Workers Employment Availability |
| Planet  | <p>Menjaga kelestarian dan keberlanjutan lingkungan di mana pun ANTAM beroperasi serta turut aktif dalam upaya global untuk memerangi perubahan iklim.</p> <p>Protecting environmental sustainability in all ANTAM's operational areas and actively participates in the global efforts to combat climate change.</p> | <ul style="list-style-type: none"> Good Mining Practice Energi Air Limbah & Efluen Emisi Reklamasi Keanekaragaman Hayati <ul style="list-style-type: none"> Good Mining Practice Action for Earth: Energy, Water, Waste & Effluent, Emissions Reclamation Biodiversity |
| Partnership  | <p>Menjalin sinergi yang adil, transparan, dan saling menguntungkan dengan pelaku industri, sub-kontraktor, dan pemasok untuk kemajuan bersama.</p> <p>Establishing fair, transparent and mutually beneficial synergies with industry players, sub-contractors, vendors, and suppliers for mutual growth.</p> | <ul style="list-style-type: none"> Supply Chain Management & Vendor Management Sinergi Bersama Pelaku Industri <ul style="list-style-type: none"> Supply Chain Management & Vendor Management Synergy with Industry Businesses |
| Prudence  | <p>Menjunjung tinggi kepatuhan hukum, etika, integritas, dan implementasi tata kelola perusahaan yang baik, serta menyelenggarakan operasional yang inklusif melalui pelibatan pemangku kepentingan.</p> <p>Uphold legal compliance, ethics, integrity and the implementation of good corporate governance, and striving to actualize inclusive operations through stakeholder engagement.</p> | <ul style="list-style-type: none"> Kepatuhan, Etika & Integritas Tata Kelola yang Baik (GCG) Pelibatan Pemangku Kepentingan Anti-Korupsi Perbaikan Berkesinambungan & Penerapan Praktik Terbaik <ul style="list-style-type: none"> Compliance, Ethics & Integrity Good Corporate Governance (GCG) Stakeholder Engagement Anti Corruption Sustainable Improvement & Application of Best Practices |



Prinsip-prinsip Tata Kelola Perusahaan atau Good Corporate Governance (GCG) merupakan panduan bagi seluruh Insan ANTAM dalam menjalankan kegiatan operasional, berinteraksi dengan sesama kolega, maupun dengan pihak eksternal dan pemangku kepentingan. Prinsip transparansi, akuntabilitas, responsibilitas independensi dan kewajaran merupakan kekuatan perusahaan dalam menempuh perjalanan menuju keberlanjutan. [103-1][103-2]

The principles of Good Corporate Governance (GCG) serve as the guidelines for all ANTAM's employees in carrying out operational activities, interacting with fellow colleagues, as well as with external parties and stakeholders. The principles of Transparency, Accountability, Responsibility, Independence, and Fairness are the strengths of the Company in navigating towards sustainability.



Tata Kelola & Kepatuhan Hukum Sebagai Pondasi

Good Governance
& Compliance as
Foundation

| | |
|---|-----|
| Kebijakan Dan Struktur Tata Kelola Antam Antam's Governance Policy And Structure | 82 |
| Standar Etika Perusahaan Company's Code Of Conduct | 84 |
| Nilai-Nilai Dan Budaya Perusahaan Company Values And Culture | 86 |
| Manajemen Risiko Risk Management | 87 |
| Manajemen Pemasok Supplier Management | 93 |
| Penilaian Pelaksanaan Tata Kelola Assessment Of Governance Implementation | 97 |
| Apresiasi Penerapan Tata Kelola Appreciation Of GCG Implementation | 98 |
| Pengelolaan Anti-Korupsi Anti-Corruption Management | 98 |
| Mekanisme Pengawasan Melalui Whistleblowing System Whistleblowing System Supervision Mechanism | 101 |

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

Laporan Keberlanjutan ini menjadi bentuk komitmen ANTAM terhadap kegiatan operasional yang bertanggung jawab khususnya kepada lingkungan dan masyarakat. Prinsip transparansi, akuntabilitas, responsibilitas independensi dan kewajaran merupakan kekuatan perusahaan dalam menempuh perjalanan menuju keberlanjutan.

[103-1][103-2]

This Sustainability Report represents ANTAM's commitment towards accountable operations, especially to the environmental aspect and community. The principles of Transparency, Accountability, Responsibility, Independence, and Fairness are the strengths of the Company in navigating towards sustainability.

[103-1][103-2]

Penilaian Pelaksanaan Tata Kelola Perusahaan

Assessment on Corporate Governance Implementation

Mendapat penilaian
Scoring

97,01%

Berdasarkan Parameter Penilaian Penerapan GCG BUMN No. SK-16/S.MBU/2012
According to Assessment Parameters for GCG Implementation in SOEs No. SK-16/S.MBU/2012



Persentase Capaian Komitmen Standar Etika Perusahaan

Achievement Percentage of the Code of Conduct Commitment

100%



Dewan Komisaris, Direksi dan seluruh pegawai ANTAM menandatangani komitmen kepatuhan terhadap Standar Etika Perusahaan (*Code of Conduct*)
Board of Commissioners, Directors and all ANTAM's Employees has signed Code of Conduct compliance commitment

Manajemen Pemasok

Supplier Management

77,42%



Pemasok cukup puas dengan mekanisme pengadaan di ANTAM
Suppliers are satisfied enough with ANTAM Supply Chain System.

Capaian Kepatuhan Penyampaian LHKPN ANTAM Tahun 2018

Compliance Level of ANTAM's State Official's Wealth Report (LHKPN) reporting in 2018

93.56%



Pegawai ANTAM menyampaikan LHKPN kepada KPK
ANTAM employees deliver LHKPN to the Corruption Eradication Commission (KPK).



Gudang penyimpanan feronikel di UBP Nikel Sulawesi Tenggara
Feronickel storage warehouse in Southeast Sulawesi Nickel Mining Business Unit

ANTAM meyakini bahwa penerapan Tata Kelola Perusahaan yang baik dan konsisten secara berimbang dengan upaya peningkatan integritas akan mendukung peningkatan kinerja Perusahaan melalui terciptanya proses pengambilan keputusan yang lebih baik. Selain itu, operasional Perusahaan juga menjadi lebih efisien serta meningkatkan pelayanan kepada pemangku kepentingan yang akhirnya meningkatkan *corporate value*.

ANTAM merupakan perusahaan publik yang mencatatkan sahamnya di Bursa Efek Indonesia (BEI) dan Bursa Efek Australia (Australia Securities Exchange (ASX)). Oleh karena itu, standar penerapan Tata Kelola ANTAM juga mengacu pada Pedoman Tata Kelola Perusahaan Terbuka yang dikeluarkan Otoritas Jasa Keuangan (OJK) dan ASX *Corporate Governance Principles & Recommendations* yang menjadi standar panduan penerapan GCG di Australia. Penerapan GCG di ANTAM juga mengacu pada Peraturan BUMN Nomor PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN sebagaimana telah diubah berdasarkan Peraturan BUMN Nomor PER-09/MBU/2012 tentang Perubahan atas PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN serta diuraikan lebih lanjut pada Keputusan Sekretaris Kementerian BUMN Nomor SK-16/S.MBU/2012 tentang Indikator/Paramater

ANTAM believes that balanced and consistent implementation of Good Corporate Governance with encouragement to integrity will support the improvement of the Company's performance through a better decision-making process. In addition, the Company's operations grow to be more efficient and able to improve service to stakeholders which ultimately increases corporate value.

ANTAM is a public company that listed its shares on the Indonesia Stock Exchange (IDX) and the Australian Stock Exchange (Australia Securities Exchange (ASX)). Therefore, the standard of ANTAM's Governance implementation refers to the Public Company Governance Guidelines issued by the Financial Services Authority (OJK) and ASX *Corporate Governance Principles & Recommendations* which are the standard guidelines in Australia. The GCG implementation at ANTAM also refers to SOE Regulation Number PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in SOEs as amended based on SOE Regulation Number PER-09/MBU/2012 concerning Amendments of PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in SOEs as well as further elaborated in the Decree of the Secretary of the Ministry of SOE Number SK-16/S.MBU/2012 concerning Indicators/ Parameters of Assessment and Evaluation of the Implementation of Corporate Governance Good

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN. Selain itu, sejak tahun 2012 ANTAM telah mengacu pada parameter GCG yang berlaku di tingkat ASEAN, yakni parameter ASEAN *Corporate Governance Scorecard* (*ASEAN CG Scorecard*) v.2.0 Tahun 2017 yang diterbitkan oleh ASEAN Capital Market Forum dan merupakan pembaharuan atas parameter ASEAN CG *Scorecard* yang pertama kali dipublikasikan di tahun 2011. [102-12][103-3]

KEBIJAKAN DAN STRUKTUR TATA KELOLA ANTAM

Infrastruktur tata kelola ANTAM terbagi atas *Hard Structure* dan *Soft Structure*. *Hard Structure* tata kelola ANTAM secara garis besar tergambar pada organ utama Perusahaan mengacu pada Undang-undang Republik Indonesia Nomor 40 tahun 2007 tentang Perseroan Terbatas yakni Rapat Umum Pemegang Saham (RUPS) sebagai organ Perusahaan yang mempunyai wewenang yang tidak diberikan kepada Direksi atau Dewan Komisaris serta mekanisme pengambilan keputusan tertinggi di Perusahaan, Organ Dewan Komisaris yang memiliki fungsi pengawasan atas pelaksanaan operasional Perusahaan dan Direksi yang bertanggung jawab atas pengurusan dan pelaksanaan operasional Perusahaan. [102-18]

Untuk mendukung Dewan Komisaris dalam menjalankan tugas dan fungsi pengawasan, ANTAM membentuk beberapa komite yakni Komite Audit, Komite Good Corporate Governance-Nominasi dan Remunerasi (GCG-NR), dan Komite Manajemen Risiko.

Komite Audit bertugas membantu Dewan Komisaris untuk memastikan Perusahaan dikelola dengan manajemen yang sehat sesuai dengan prinsip-prinsip GCG yang konsisten dan keberlanjutan serta membantu memberikan nasihat dalam pelaksanaan pengendalian internal dan audit Perusahaan. Komite GCG-NR bertugas membantu tugas pengawasan dan penasihat Dewan Komisaris dalam memantau dan memastikan diterapkannya GCG termasuk pengawasan pengelolaan lingkungan memberikan penilaian dan pengarahan yang berhubungan dengan nominasi, remunerasi dan pengembangan sumber daya manusia secara efektif dan berkelanjutan di Perusahaan. Sedangkan Komite Manajemen Risiko dibentuk untuk membantu tugas pengawasan dan penasihat dari Dewan Komisaris dalam upaya melakukan identifikasi, pemetaan, analisis, dan mitigasi risiko atas seluruh proses bisnis ANTAM. [102-20]

Corporate Governance in State Owned Enterprises. In addition, since 2012 ANTAM has referred to the GCG parameters that are applied at the ASEAN level, named ASEAN Corporate Governance Scorecard (ASEAN GC Scorecard) v.2.0 in 2017 issued by the ASEAN Capital Market Forum as an updated version of the ASEAN CG Scorecard parameters which was first published in 2011.

[102-12][103-3]

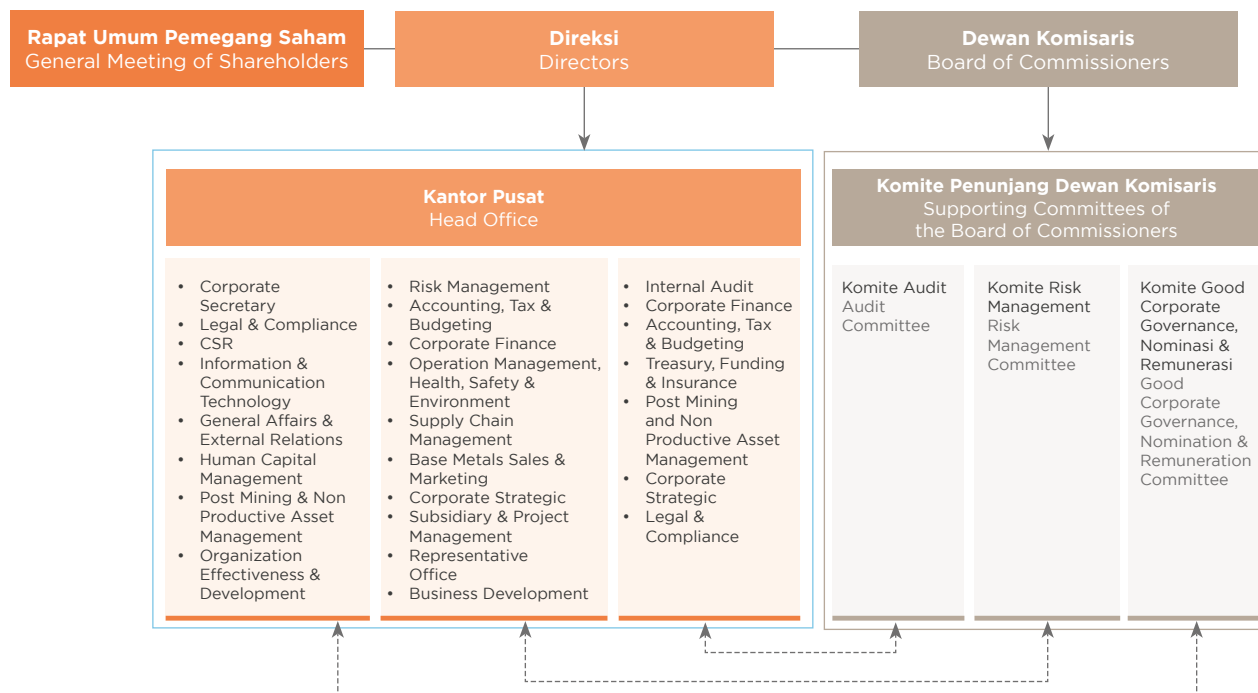
ANTAM'S GOVERNANCE POLICY AND STRUCTURE

ANTAM's governance infrastructure is divided into Hard Structure and Soft Structure. ANTAM's Hard Structure of governance is outlined in the main organs of the Company referring to the Law of Republic of Indonesia No.40 of 2007 regarding Limited Liability Companies named General Meeting of Shareholders (GMOS) as Company organs which given authority that is not granted to Board of Directors or Board of Commissioners, also as the highest decision making mechanism in the Company. The Board of Commissioners Organ have supervisory function on the operational implementation of the Company and the Board of Directors are considered responsible for managing and implementing the Company's operations. [102-18]

To assist the Board of Commissioners in carrying out their duties and supervisory functions, ANTAM formed several committees; Audit Committee, Good Corporate Governance-Nomination and Remuneration Committee (GCG-NR), and Risk Management Committee.

Audit Committee's main role and responsibilities is to assist the Board of Commissioners to ensure that the Company is managed properly in accordance with consistent GCG principles and sustainability, as well as to provide advice regarding the implementation of the Company's internal controls and audits. GCG-NR Committee's role and responsibilities to assist the supervisory duties of the Board of Commissioners in monitoring and ensuring the implementation of GCG including supervision of environmental management to provide an assessment and direction related to nomination, remuneration and human resource development effectively and sustainably at the Company. While the Risk Management Committee was formed to assist the supervisory and advisory duties of the Board of Commissioners in an effort to identify, mapping, analyze, and mitigate risks for all ANTAM's business processes. [102-20]

[103-1][103-2][103-3]



Agar implementasi tata kelola perusahaan berjalan dengan baik, perlu didukung *soft structure* tata kelola yang merupakan aturan tertulis yang memuat tentang kebijakan dan pengaturan-pengaturan lainnya yang mengatur perusahaan agar tetap sejalan dengan peraturan perundang-undangan yang berlaku, etika bisnis serta proses bisnis Perusahaan. *Soft Structure* tata kelola ANTAM di antaranya adalah Kebijakan Tata Kelola Perusahaan/ *Corporate Governance Policy* (CGP), *Management Policy* (MP), Standar Etika Perusahaan (*Code of Conduct/CoC*), *Charter* Dewan Komisaris, *Charter* Direksi, *Charter* Komite Penunjang Dewan Komisaris, *Charter Internal Audit*, Sistem Pelaporan Pelanggaran/*Whistleblowing System* (WBS), serta *Standard Operating Procedure* (SOP) dan *Work Instruction* (WI).

Pada tahun 2018, ANTAM memperbarui beberapa *Soft Structure* Perusahaan untuk menyesuaikan dengan adanya perubahan regulasi serta perkembangan bisnis ANTAM. diantaranya Pedoman Implementasi GCG, Kebijakan Manajemen Strategis Perusahaan, Kebijakan Treasury serta Kebijakan Manajemen Proyek. Selain itu pada tahun 2018, Perusahaan menetapkan Reviu/Pengkinian atas *Management Policy* Perusahaan sebagai bagian dari *Key Performance Indicator*. Hal ini merupakan salah satu wujud komitmen Perusahaan yang meyakini bahwa *soft structure* tata kelola merupakan pondasi kuat bagi terwujudnya

In order for the effectiveness implementation of corporate governance, it needs to be supported by a soft structure governance as written in regulation that contains policies and other arrangements regulating the company according to prevailing laws and regulations, business ethics and the Company's business process. ANTAM's soft structure governance includes Corporate Governance Policy (CGP), Management Policy (MP), Company's Code of Conduct (Code of Conduct/CoC), Board of Commissioners Charter, Directors Charter, Board of Commissioners Supporting Charter, Internal Audit Charter, Whistleblowing System (WBS), and also Standard Operating Procedure (SOP) and Work Instruction (WI).

In 2018, ANTAM renewed several of Company's Soft Structures to adapt regulation and the development of ANTAM's business, including GCG Implementation Guidelines, Company's Strategic Management Policy, Treasury Policy and Project Management Policies. In addition, in 2018, We sets out a Review/Update on the Company's Management Policy as part of the Key Performance Indicator. This is a manifestation of the Company's commitment to believe that the soft structure of governance is a strong foundation for the realization of GCG practices throughout the Company's business

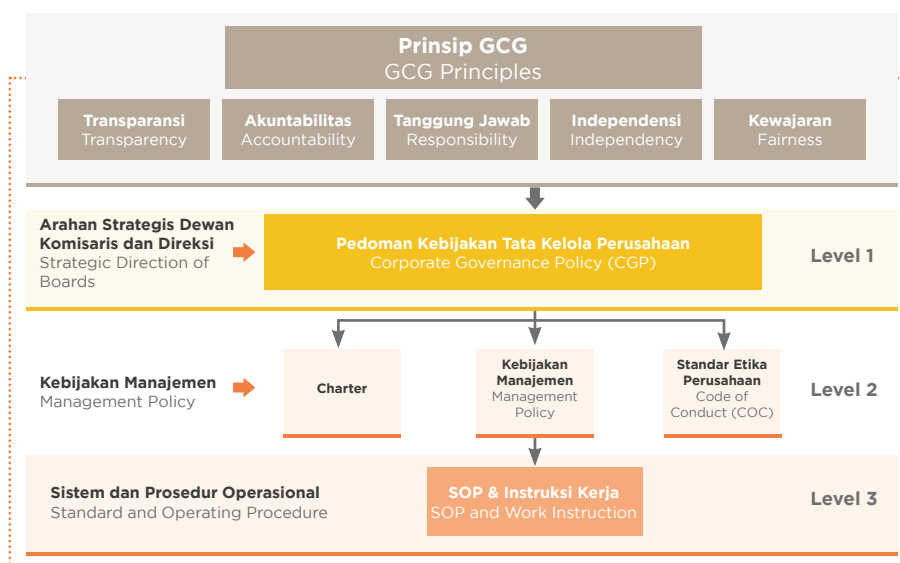
Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

praktik-praktik GCG di seluruh proses bisnis Perusahaan. Selain itu, penyesuaian atas SOP dan WI juga dilakukan sebagai bentuk penyesuaian atas perubahan *Management Policy*.

processes. In addition, adjustments to the SOP and WI were also carried out as a form of changes in Management Policy.

Struktur Kebijakan ANTAM | ANTAM Policy Structure



STANDAR ETIKA PERUSAHAAN [102-16]

ANTAM telah menyusun Standar Etika Perusahaan (*code of conduct*) yang berfungsi sebagai pedoman untuk mempengaruhi, membentuk, mengatur, dan mengendalikan kesesuaian tingkah laku Insan ANTAM yang sejalan dengan budaya ANTAM dalam mencapai visi misi Perusahaan. Standar ini mengatur tentang etika bisnis ANTAM dan etika kerja Insan ANTAM termasuk aturan tentang etika di media sosial. Adapun sebagai wujud komitmen atas Standar Etika Perusahaan, seluruh Insan ANTAM diwajibkan untuk menandatangani Komitmen Standar Etika Perusahaan setiap tahunnya. Pada tahun 2018, 100% Insan ANTAM telah seluruhnya memberikan komitmen kepatuhan terhadap Standar Etika Perusahaan.

Kami meyakini dengan adanya Standar Etika Perusahaan maka Insan ANTAM dapat memiliki sikap yang konsisten yang sesuai dengan nilai-nilai dan budaya ANTAM. Bukan hanya untuk Insan ANTAM, Standar Etika Perusahaan ini juga berlaku bagi pemegang saham, mitra kerja, dan seluruh pemangku kepentingan yang berhubungan dengan ANTAM.

COMPANY'S CODE OF CONDUCT [102-16]

ANTAM has compiled a Code of Conduct that serves as a guideline for influencing, forming, regulating, and controlling the suitability of ANTAM's Employees that in line with ANTAM's culture in achieving the Company's vision and mission. This standard regulates ANTAM's business ethics and work ethics for ANTAM's Employees including rules on ethics on social media. As a form of commitment to the Company's Code of Conduct, all ANTAM's Employees are required to sign the Company's Code of Conduct Commitment annually. In 2018, 100% of ANTAM's Employees have fully committed to comply with the Company's Code of Conduct.

We believe that through Company's Code of Conduct implementation, Our employee will have a consistent attitude in line with ANTAM's values. Not only for ANTAM's Employees, the Company's Code of Conduct is also applicable to shareholders, business partners and all stakeholders related to ANTAM.

| Etika Usaha Business Ethics | Etika Kerja Work Ethics |
|---|--|
| <p>Merupakan standar perilaku yang diterapkan Perusahaan dalam berinteraksi dan berhubungan dengan stakeholders Behaviour Standard applied by Company in interaction and relationship with stakeholders</p> <ul style="list-style-type: none"> • Hubungan dengan Karyawan Relationship with Employees • Hubungan dengan Pelanggan Relationship with Customers • Hubungan dengan Pemasok Relationship with Suppliers • Hubungan dengan Pesaing Relationship with Competitors • Hubungan dengan Regulator Relationship with Regulators • Hubungan dengan Masyarakat Sekitar Relationship with Surrounding Communities • Hubungan dengan Investor dan Pemegang Saham Relationship with Investor and Shareholders • Hubungan dengan Kreditor Relationship with Creditors • Hubungan dengan Anak Perusahaan/ Perusahaan Patungan Relationship with Subsidiaries/Joint Ventures • Hubungan dengan Media Relationship with Media • Perdagangan Internasional International Trading • Hubungan dengan Komunitas/Organisasi Profesi Relationship with Community/Professional Organization | <p>Merupakan Standar perilaku Insan ANTAM dalam melaksanakan pekerjaan maupun dalam berinteraksi Concerning ANTAM's Employees behavior standard in doing work and interaction</p> <ul style="list-style-type: none"> • Kepatuhan Terhadap Hukum Compliance with Laws • Benturan Kepentingan Conflict of Interest • Memberi dan Menerima Giving and Receiving • Persamaan dan Penghormatan pada Hak Asasi Manusia Equality and Respect for Human Rights • Kesempatan Kerja yang Adil Equal Work Opportunity • Pembayaran Tidak Wajar Inappropriate Payments • Kerahasiaan Data dan Informasi Data and Information Confidentiality • Pengawasan dan Penggunaan Asset Asset Control and Use • Keselamatan Pertambangan dan Lingkungan Mining Safety and Environment • Hak Atas Kekayaan Intelektual Intellectual Property Rights • Perilaku Etis terhadap Sesama Karyawan Ethical Behaviour towards Fellow Employee • Penggunaan Media Sosial Usage Social Media |

Seiring dengan perubahan dan perkembangan zaman, Standar Etika Perusahaan ANTAM akan dievaluasi untuk terus disesuaikan dengan perkembangan hukum, sosial, norma, peraturan, dan perkembangan bisnis Perusahaan. Kami juga terbuka dan berusaha melibatkan Insan ANTAM untuk berperan aktif dalam memberikan masukan terhadap pengembangan Standar Etika Perusahaan.

Untuk mengetahui sejauh mana pemahaman Insan ANTAM atas Standar Etika Perusahaan, kami juga telah melakukan pengukuran pemahaman atas Standar Etika Perusahaan. Pengukuran pemahaman ini menjadi bagian dari *Key Performance Indicator* di masing-masing Divisi/Unit/Unit Bisnis.

Pada tahun 2018, kami juga telah melakukan Sosialisasi GCG, Gratifikasi dan LHKPN untuk memperkuat pemahaman Insan ANTAM sehingga dapat menerapkannya di setiap pekerjaan dan kegiatan Perusahaan. Sosialisasi dilakukan baik melalui portal internal ANTAM maupun dilakukan secara langsung ke Unit/Unit Bisnis, di antaranya di UBP Emas dan UBP Nikel Sulawesi Tenggara. Sosialisasi yang kami lakukan juga bekerja sama dengan Komisi Pemberantasan Korupsi (KPK) untuk menyampaikan pemaparan terkait Pengendalian Gratifikasi. Kerja sama ini merupakan wujud keseriusan kami untuk menghindari segala bentuk *fraud* di Perusahaan. Selain itu, Kami juga bekerjasama dengan KPK dalam menyelenggarakan *Training of Trainer* (ToT) pengendalian gratifikasi yang

In line with relevant changes and developments, ANTAM's Code of Conduct shall be evaluated regularly and when necessary adjusted following the update in the Company's legal, social, norms, regulations and recent business development. We also encourage our people to play an active role in providing input on the development of Company's Code of Conduct.

To determine the understanding extent of Company's Code of Conduct by ANTAM's Employees understand the Company's Code of Conduct,, We have also measured the understanding of the Company's Code of Conduct. Measurement of understanding is part of the Key Performance Indicator in each Division/Unit/Business Unit.

In 2018, we have also conducted GCG, Gratification and State Officials' Wealth Report (LHKPN) Socialization to strengthen the understanding of ANTAM's Employees so that they can apply it to every work and activity of the Company. The socialization was carried out both through ANTAM's internal portal as well as directly to Business Units/Units, including at Gold Mining Business Unit and Southeast Sulawesi Nickel Mining Business Unit. The socialization also collaborated with the Corruption Eradication Commission (KPK) to present information related to Gratification Control. This collaboration is a manifestation of our seriousness to avoid all forms of fraud in the Company. In addition, We also collaborate with KPK in organizing Training of Trainer (ToT) gratification control

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

diikuti oleh perwakilan Pegawai dari Kantor Pusat/Unit/Unit Bisnis.

that are followed by representatives of employees from the Head Office/Unit/Business Unit

| Jenis Kegiatan Type of Activity [102-17] | Media Sosialisasi Communication Medium [102-17] |
|---|---|
| <p>Sosialisasi GCG, Gratifikasi dan LHKPN dengan materi:</p> <ul style="list-style-type: none"> • <i>Good Corporate Governance</i> ANTAM • Gratifikasi dan Program Pengendalian Gratifikasi • Sistem Pelaporan Harta Kekayaan Penyelenggara Negara (LHKPN) • Bimbingan Teknis Pengisian Formulir LHKPN <p>Socialization of GCG, Gratification and LHKPN with following subject:</p> <ul style="list-style-type: none"> • ANTAM Good Corporate Governance • Gratification and Gratification Control Program • State Official Wealth Report (LHKPN) • State Official Wealth Report (LHKPN) Technical Guidance <p><i>Training of Trainer</i> (ToT) Pengendalian Gratifikasi</p> <p>Gratification control Training of Trainer (ToT)</p> | <ul style="list-style-type: none"> • Sosialisasi melalui portal internal ANTAM dan email kepada seluruh Pegawai ANTAM • Sosialisasi langsung kepada Manajemen dan Pegawai UBP Emas pada tanggal 1 Maret 2018 dan Unit Bisnis Pertambangan Nikel Sulawesi Tenggara pada tanggal 28 Maret 2018. • <i>Training of Trainer</i> (ToT) Pengendalian Gratifikasi pada 18-19 April 2019 di Bogor • Socialization through ANTAM's internal portal and email blasting to all ANTAM employee • Direct Socialization to Management and all employee of Gold Mining Business Unit on March 1, 2018 and Southeast Sulawesi Nickel Mining Business Unit on March 28, 2018. • Training of Trainer (ToT) Gratification control on April, 18-19 2019 in Bogor |

NILAI-NILAI DAN BUDAYA PERUSAHAAN [102-16]

Budaya Perusahaan ANTAM menjadi ujung dari penerapan nilai-nilai ANTAM yang dilakukan secara terencana. ANTAM memiliki nilai-nilai yang disebut PIONEER (*Professionalism, Integrity, Global, Mentality, Harmony, Excellence, Reputation*) yang telah menjadi ciri khas para Insan ANTAM dalam menjalankan kegiatan operasional setiap harinya.

Insan ANTAM menggunakan pedoman dasar perilaku yang tercantum dalam ANTAM *Guiding Principles* (AGP) yang berisi 20 perilaku kerja untuk memudahkan penerapan PIONEER dalam praktik interaksi antar individu maupun kelompok kerja.

Dalam mencapai visi 2030, ANTAM juga memiliki atribut kepemimpinan bernama SENSE (*Speed, Energize, Respect, Courage*) yang akan menuntun para Insan ANTAM mencapai kriteria Human Capital Excellent BEST (*Beyond Expectation, Environment Awareness, dan Synergized Partnership*) dan berada dalam level *Human Capital Excellence*. Untuk mencapai BEST, tiap Insan ANTAM harus memiliki *live value* yang didasari dengan karakter IMAM (*Integrity, Maturity, Abundant Mentality*) dan prinsip-prinsip GCG yaitu TARIF (*Transparency, Accountability, Responsibility, Independency, dan Fairness*).

Penanaman budaya Perusahaan secara formal dilakukan ANTAM melalui media sosialisasi dan internalisasi. Seperti Kampanye Budaya media *online, Regular Program Development*, Program ANTAM Leadership Development Program (ALDP), induksi karyawan baru

COMPANY VALUES AND CULTURE [102-16]

ANTAM's Corporate Culture is the goal of all planned implementation of ANTAM's values. ANTAM has a set of values called PIONEER (*Professionalism, Integrity, Global, Mentality, Harmony, Excellence, Reputation*) that have become the characteristics of ANTAM's employees in carrying out daily operational activities.

ANTAM's Employees implement the basic behavioral guidelines listed in the ANTAM Guiding Principle (AGP) which contain 20 work behaviors to facilitate the application of PIONEER within interactions between individuals and work groups.

In achieving 2030 vision, ANTAM also has leadership attributes of SENSE (*Speed, Energize, Respect, Courage*) that will guide ANTAM's Employees to achieve BEST criteria (*Beyond Expectation, Environment Awareness, and Synergized Partnership*) and be at the level of Human Capital Excellence. To achieve BEST, every ANTAM's employee must have value based on character of IMAM (*Integrity, Maturity, Abundant Mentality*) and GCG principles called TARIF (*Transparency, Accountability, Responsibility, Independence and Fairness*).

Implementation of corporate culture is formally done by ANTAM through media socialization and internalization. Such as online culture campaign, Regular Program Development, ANTAM Leadership Development Program (ALDP), new employees induction and integrity pacts

dan penandatanganan pakta integritas, yang melibatkan seluruh jenjang manajemen hingga pelaksana lapangan serta mengikutsertakan pemangku kepentingan yang lebih luas. [102-17]

signing, which involves all levels of management all the way to field workers and wider stakeholders. [102-17]



MANAJEMEN RISIKO [102-11]

Sebagai perusahaan tambang, ANTAM memiliki risiko kerja terkait kegiatan operasional yang cukup tinggi. Untuk menghadapi dan mengelola risiko-risiko yang terjadi di kegiatan operasional, ANTAM secara proaktif melakukan penanganan yang efektif dan efisien. Pengelolaan risiko di Perusahaan bertujuan agar setiap kegiatan operasional yang kami lakukan dapat berjalan dengan baik dan aman serta berkesinambungan dengan penerapan praktik-praktik kelas dunia untuk menjadikan ANTAM sebagai pemain global.

Sebagai wujud komitmen dalam penerapan GCG yang efektif dan upaya mitigasi risiko, ANTAM telah membentuk divisi bernama Risk Management yang bertanggung jawab langsung kepada Direktur Utama. Dalam melakukan pelaksanaan manajemen risiko dan pengawasan, ANTAM memiliki kebijakan Manajemen Risiko yang diatur pada Surat Keputusan Nomor 373.K/01/DAT/2015 yang ditanda tangani Direktur Utama pada 10 Desember 2015.

Selain itu juga terdapat acuan lainnya dalam implementasi manajemen risiko di antaranya:

1. Peraturan Menteri Badan Usaha Milik Negara No. PER-01/MBU/2011 sebagaimana telah diubah dengan Peraturan Menteri Badan Usaha Milik Negara No. PER-09/MBU/2012 tentang Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).

RISK MANAGEMENT [102-11]

As a mining company, ANTAM possesses high risks of work related to operational activities. To deal with and manage the risks that occur in operational activities, ANTAM proactively carries out effective and efficient handling. Risk management at the Company aims to ensure that every operational activity that We carry out can be conducted and safely and sustainable with the application of world-class practices to make ANTAM a global player.

As a form of commitment in the effective implementation of GCG and risk mitigation, ANTAM has formed a work unit called Risk Management which is directly responsible to the President Director. In carrying out risk management and supervision, ANTAM has a Risk Management policy which is regulated in Decree Number 373.K/01/DAT/2015 signed by the President Director on December 10, 2015.

In addition there are also other references in the implementation of risk management including:

1. Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2011 as amended by Minister of State-Owned Enterprises Regulation No. PER-09/MBU/2012 concerning Good Corporate Governance.

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

2. Surat Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi Atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).
3. Standar Nasional Indonesia (SNI) ISO 31000:2018 Manajemen Risiko – Prinsip dan Pedoman.
4. Standar Internasional ISO 9001:2015 Persyaratan Sistem Manajemen Mutu.

Kebijakan Manajemen Risiko digunakan untuk memastikan bahwa semua level manajemen Perusahaan selalu mempertimbangkan aspek pengelolaan risiko dalam menjalankan proses pengambilan keputusan. Kebijakan manajemen risiko bertujuan untuk meningkatkan budaya sadar risiko dengan menetapkan tahapan-tahapan proses standar pengelolaan risiko yang berlaku di Perusahaan.

Kebijakan Manajemen Risiko juga disusun untuk memberikan kesadaran dan pemahaman yang sama kepada Insan ANTAM tentang konsep Manajemen Risiko. Manajemen Risiko juga menjadi pedoman bagi Insan ANTAM agar dapat melakukan kegiatan operasional yang baik dan aman, memitigasi risiko di area kerja masing-masing, dan memastikan kegiatan yang dilakukan sesuai dengan peraturan yang berlaku sehingga proses manajemen risiko dapat terkoordinasi dan terintegrasi.

Strategi Manajemen Risiko

ANTAM memiliki strategi manajemen risiko untuk mencapai visi dan misi pengelolaan risiko Perusahaan. Adapun strategi manajemen risiko sebagai berikut:

2. Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Evaluating and Evaluating Good Corporate Governance Implementation.
3. ISO 31000: 2018 Indonesian National Standard (SNI) Risk Management-Principles and Guidelines.
4. ISO 9001: 2015 International Standard Quality Management System Requirements.

The Risk Management Policy is used to ensure that all management level always consider aspects of risk management decision making process. The risk management policy aims to encourage risk awareness culture by determining the stages of the risk management standard process that applies in the Company.

The Risk Management Policy is prepared to provide the same awareness and understanding to ANTAM's Employees about the concept of Risk Management. It is also a guideline for ANTAM's Employees to be able to conduct good and safe operations, mitigate risks in their respective work areas, and ensure that activities are carried out in accordance with applicable regulations so that the risk management process can be coordinated and integrated.

Risk Management Strategy

ANTAM has a risk management strategy to achieve the Company's risk management vision and mission. The strategy is as follows:



Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation



Jenis-jenis Risiko Bisnis

Dalam melakukan pengelolaan dan pengendalian terhadap risiko-risiko yang mengancam keberlangsungan bisnis, ANTAM juga *concern* terhadap risiko operasional pada sektor sosial yang dapat mengancam keberlanjutan bisnis serta reputasi perusahaan seperti :

1. Risiko terhadap pemberdayaan masyarakat sekitar wilayah operasional melalui program CSR, program rekrutmen karyawan lokal di sekitar wilayah operasi dan program pelestarian budaya lokal;
2. Risiko terhadap pemenuhan kewajiban perusahaan dalam rangka persiapan pascatambang;
3. Risiko timbulnya dispute dengan pemasok/mitra kerja;
4. Risiko ketergantungan perusahaan terhadap satu pemasok (*single vendor*); dan
5. Risiko terhadap pemenuhan kewajiban dalam pengelolaan lingkungan di sekitar wilayah operasi

Types of Business Risk

In managing and controlling risks that threaten business continuity, ANTAM also concerns about operational risks in social sector that can threaten business' sustainability and the Company's reputation such as:

1. Risk in community's empowerment around the operational area through CSR programs, local employee recruitment programs around the operational area and local cultural conservation programs;
2. Risk in company obligations fulfillment in the context of post-mining preparation;
3. Risk in disputes with suppliers/business partners;
4. Risk in corporate commitment to single vendor;
5. Risk in fulfilling obligations in environmental management around the operational area



Tipe Risiko dalam Pengelolaan Bisnis ANTAM
Types of Risk in ANTAM's Business Management

Budaya Sadar Risiko

Untuk meningkatkan efektivitas dan mencapai tujuan penerapan manajemen risiko, Divisi Risk Management senantiasa berupaya meningkatkan komitmen pimpinan Perusahaan untuk memberi dukungan dan kontribusi penuh dalam pelaksanaan Manajemen Risiko. Selain itu Kami mengembangkan budaya sadar risiko (*risk awareness culture*) ke seluruh proses bisnis Perusahaan dengan menitikberatkan konsep risiko sebagai tanggung jawab seluruh pihak (*risk is everybody's business*) melalui sosialisasi yang berkelanjutan serta selalu mengembangkan kompetensi dan proses pembelajaran secara berkesinambungan melalui pelatihan Manajemen Risiko baik secara umum ataupun khusus. Pada tahun 2018 telah dilaksanakan sosialisasi, training dan refreshment manajemen risiko yang dilaksanakan pada tanggal 13-14 Agustus 2018 bagi pemilik risiko (*risk owner*) pada Unit/Unit Bisnis/Divisi/Proyek internalisasi di ANTAM. Penanaman budaya sadar risiko juga dilakukan pada saat pelaksanaan pendampingan Risk & Control Self Assesment di Unit/Unit Bisnis/Divisi/Proyek Pengembangan serta melalui sosialisasi menggunakan media email "*risk campaign*" kepada seluruh Pegawai ANTAM.

Inisiasi Business Continuity Management (BCM)

Pengelolaan risiko Perusahaan terhadap *event* atau kejadian yang memiliki dampak fatal sangat dibutuhkan dalam mendukung tercapainya visi, misi dan tujuan Perusahaan. Dalam menghadapi suatu kejadian yang berdampak sangat fatal (*catastrophic*), perlu adanya respon manajemen yang terintegrasi dan terkoordinasi dari seluruh Divisi, Unit, dan Unit Bisnis baik secara internal maupun eksternal. Pengembangan dan penerapan *Business Continuity Management* menyediakan *framework* dalam menyusun detail aktivitas yang sesuai bagi Perusahaan dalam menghadapi bencana (*disaster*), potensi bahaya lainnya serta kondisi di luar normal yang dapat berpotensi mengganggu keberlangsungan atau bahkan menghentikan aktivitas bisnis seperti:

1. *Natural Disaster* : banjir, gempa bumi, gunung meletus;
2. *Man-made disaster*: sabotase, peperangan, serangan teroris, kerusakan, pembajakan data;
3. *Main Facility Failure*: kegagalan pasokan listrik, kegagalan sistem pendingin dan lain sebagainya;
4. *Governmental Issue*: Pemogokan, embargo ekonomi, dan sebagainya; serta
5. Penyebaran Penyakit Menular dan sebagainya.

Risk Awareness Culture

To improve effectiveness and achieve the objectives of implementing risk management, the Risk Management Division strives to increase the commitment of the Company's leadership to provide full support and contribution in Risk Management implementation. In addition, We have developed a risk awareness culture into all of the Company's business process by emphasizing the concept of risk as everyone's responsibility (*risk is everybody's business*) through sustainable socialization, develop competencies and learning processes on an ongoing basis through Risk Management training both generally or specifically. In 2018, socialization, training, and refreshment Risk Management was held on August 13-14 2018 for the Risk Owner at the Business Unit/Unit/Division/Development Project at ANTAM. Risk awareness culture internalization was also carried out during the implementation of Risk & Control Self Assessment assistance in Business Units/Units/Divisions/Development Projects and socialized using the "risk campaign" by e-mail to all ANTAM employees.

Business Continuity Management (BCM) Initiation

Management of the Company's risk for events that have a fatal impact is necessary to support the achievement of Company's vision, mission and objectives. To handle an event that has a very fatal impact (*catastrophic*), it is necessary to have an integrated and coordinated management response from all divisions, units, and business units both internally and externally. The Business Continuity Management development and implementation provides a framework in compiling details of activities that are appropriate for the Company during disasters, other potential hazards and abnormal conditions that can potentially interfere with sustainability or even stop business activities such as:

1. Natural Disaster: floods, earthquakes, volcanic eruptions;
2. Man-made disaster: sabotage, warfare, terrorist attacks, riots, data piracy;
3. Main Facility Failure: electricity supply failure, cooling system failure and so on;
4. Governmental Issues: Strikes, economic embargoes, etc; as well as
5. Spread of infectious diseases etc.

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

Pada tahun 2018, Divisi Manajemen Risiko telah melakukan review atas Kebijakan *Business Continuity Management* (BCM) tahun 2013. Kebijakan BCM merupakan acuan bagi penyusunan *Business Continuity Plan* (BCP). Pengembangan BCP akan disusun sesuai dengan proses bisnis dan karakteristik di setiap Unit, Unit Bisnis dan Kantor Pusat. Penerapan BCM di Perusahaan berfokus terhadap keselamatan pegawai, meminimalisir kerugian serta keberlanjutan proses bisnis utama Perusahaan. Kami menyadari pentingnya melakukan integrasi BCM dengan aktivitas bisnis di lingkungan Kantor Pusat/Unit/Unit Bisnis sehingga kerugian Perusahaan dari terjadinya kejadian bencana dapat seminimal mungkin.

Evaluasi Kebijakan Manajemen Risiko

Pada tahun 2018, Kami telah melakukan evaluasi Kebijakan Manajemen Risiko Perusahaan. Evaluasi dilakukan terhadap kriteria risiko Perusahaan untuk memastikan bahwa kriteria risiko tersebut masih relevan dengan kondisi Perusahaan dengan mempertimbangkan masukan dari pemangku kepentingan terkait. Evaluasi kriteria risiko kemudian ditindaklanjuti dengan revisi *Risk Appetite* dan *Risk Tolerance* Perusahaan, serta penyesuaian pemetaannya pada *Risk Map* Perusahaan untuk memastikan keselarasannya.

Berdasarkan arahan Direksi, pernyataan selera risiko (*Risk Appetite Statement*) Perusahaan adalah “Perusahaan hanya menerima risiko-risiko yang mempunyai potensi dampak Sangat Rendah dan Rendah. Risiko-risiko yang mempunyai potensi dampak menengah, tinggi dan sangat tinggi adalah risiko-risiko yang melampaui selera risiko Perusahaan”.

Selain itu, pada tahun 2018 juga telah dilakukan penyusunan *Grand Design Risk Based Budgeting* yang akan dijadikan sebagai dasar bagi praktik Manajemen Risiko Perusahaan untuk mulai menjalankan penyusunan anggaran 2020 yang berbasis risiko.

Realisasi Pengelolaan Risiko Perusahaan 2018

Jumlah Risiko yang Signifikan Number of Significant Risk

| | 2016 | 2017 | 2018 |
|------------------------|------------|------------|------------|
| <i>Key Risk</i> | 138 | 145 | 137 |
| <i>Cautionary Area</i> | 55 | 66 | 74 |
| <i>Monitoring Area</i> | 83 | 71 | 48 |
| Total Rihs | 276 | 282 | 259 |

In 2018, the Risk Management Division reviewed Business Continuity Management (BCM) Policy on 2013. The BCM policy is a reference for the preparation of Business Continuity Plan (BCP). BCP development will be prepared in accordance with business processes and characteristics in each unit, business unit and head office. The BCM implementation in the Company focuses on employee safety, minimizing losses and the sustainability of the Company's main business processes. We realizes the importance of integrating BCM with business activities in the Head Office/Unit/Business Unit environment so that the Company's losses from the occurrence of disasters can be minimized.

Risk Management Policy Evaluation

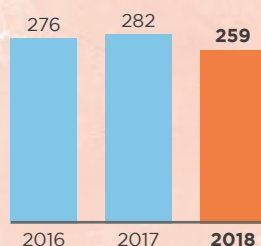
In 2018, we have evaluated the Company's Risk Management Policy. Evaluation is carried out on the Company's risk criteria to ensure that the criteria are still relevant to the Company's condition by considering input from relevant stakeholders. Evaluation of risk criteria is then followed up with revisions to the Company's Risk Appetite and Risk Tolerance, as well as adjusting its mapping on the Company's Risk Map to ensure its alignment.

Based on the direction from Board of Directors, the Company's Risk Appetite statements is “The company only accepts risks that have very low and low potential impacts. Risks that have medium, high, and very high potential impacts are those risks that go beyond the Company Risk Appetite”.

In addition, in 2018, the preparation of Grand Design Risk Based Budgeting has been made as the basis for Company's Risk Management practices to start implementing risk based budgeting in 2020

Realization of Corporate Risk Management 2018

Data Jumlah Risiko yang Signifikan
Data of Significant Amount



Data Jumlah Risiko yang Signifikan
Data of Significant Risk Amount

MANAJEMEN PEMASOK

Tata kelola rantai pasokan sangat penting bagi ANTAM mengingat eratnya kaitan antara produktivitas, citra, dan reputasi Perusahaan dengan kinerja pemasok. Sinergi dengan penyedia barang dan jasa sangat penting untuk mendukung kelancaran proses produksi. Oleh karena itu, ANTAM selalu berusaha menjaga hubungan baik dengan para pemasok yang telah diatur dalam Kebijakan Pengelolaan Rantai Pasokan (*Supply Chain Management*) sesuai dengan Surat Keputusan Direksi ANTAM Nomor 333.K/92/DAT/2017. **[103-1]**

Dengan dilakukannya sentralisasi Supply Chain Management sejak bulan September 2017, maka penerbitan Sertifikat Mitra Kerja (SMK) pada awal tahun 2018 oleh Significant Risk dapat berlaku untuk seluruh Unit/Unit Bisnis PT ANTAM Tbk, sehingga memudahkan mitra kerja untuk dapat berpartisipasi dalam proses pengadaan barang dan jasa di seluruh unit/unit bisnis PT ANTAM Tbk. **[103-2]**

Adapun ANTAM membagi pemasok dengan beberapa klasifikasi:

1. Berdasarkan Sifat Penyedia Barang dan Jasa
 - a. Penyedia barang/jasa umum merupakan pemasok yang menyediakan barang dan jasa dengan tingkat risiko pasokan terhadap operasional relatif rendah, serta memiliki tingkat kompetisi yang tinggi dan sehat. Penyedia barang/jasa umum memiliki jumlah dan varian/klasifikasi penyedia barang dan jasa yang sangat banyak, termasuk UKM dan Koperasi Kecil.

SUPPLIER MANAGEMENT

Supply chain governance is very important for ANTAM, considering the close relationship between productivity, image and reputation of the Company with supplier's performance. Synergy with goods and services providers is necessary to achieve smooth production process. Therefore, ANTAM strives to maintain good relationship with suppliers that have been regulated in the Supply Chain Management Policy in accordance with ANTAM's Directors' Decree Number 333.K/ 92/DAT/2017. **[103-1]**

With the centralization system of Supply Chain Management since September 2017, the issuance of Work Partner Certificates (SMK) in early 2018 by business units/units can apply to all ANTAM's Unit/Business Unit, this system is making it easier for business partners to participate in the goods and services procurement process in all ANTAM's unit/business unit. **[103-2]**

ANTAM classify suppliers into several classifications:

1. Based on the Nature of the Supplier
 - a. General goods/service suppliers are suppliers that provide goods and services with a relatively low level of supply risk to operations, and have a high and healthy level of competition. Providers of general goods/services have a very large number and variant/classification of goods and services providers, including SMEs and Small Cooperatives.

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

- b. Penyedia barang/jasa khusus merupakan pemasok yang menyediakan barang dan jasa dengan tingkat risiko pasokan terhadap operasional relatif tinggi, namun nilai pasokannya relatif kecil. Jumlah penyedia barang dan jasa ini tidak banyak di pasar. Penyedia barang/jasa khusus harus dapat menjaga kemitraan sehingga diperoleh jaminan pasokan dan keandalan layanan dari barang dan jasa yang diperlukan.
 - c. Penyedia barang/jasa strategis merupakan pemasok yang menyediakan barang dan jasa dengan nilai pasokan besar serta tingkat risiko pasokan terhadap operasional sangat tinggi. Dalam pemilihan penyedia barang dan jasa ini harus mempertimbangkan kemampuan teknis, kemampuan komersial, serta sinergi dan kolaborasi yang mungkin dilakukan antara perusahaan dan penyedia barang/jasa. Penyedia barang dan jasa harus loyal dan memberikan prioritas pasokan barang dan jasa terhadap perusahaan.
2. Berdasarkan Klasifikasi Bidang Usaha
Klasifikasi bidang usaha yang dimaksud adalah penyedia barang, penyedia jasa konstruksi, penyedia jasa konsultasi, penyedia jasa lainnya, dan penyedia jasa pertambangan. Penyedia barang/jasa berdasarkan kegiatan usaha (bidang keahlian/kompetensi dan spesialisasi) ditentukan dalam anggaran dasar, dibuktikan dengan sertifikasi, sertifikasi tenaga ahli, komposisi tenaga ahli, fasilitas penunjang, dan pengalaman kerja.
3. Berdasarkan Jenis Usaha
Pengelompokan klasifikasi ini dilakukan berdasarkan model bisnis yang dijalankan oleh penyedia barang dan jasa (pabrikasi/*principal*, distributor, agen, *general supplier*, koperasi) yang kemudian dibuktikan dengan data pendukung, seperti lisensi, surat penunjukkan, surat keagenan, izin usaha, dan hasil survei lapangan.
4. Berdasarkan Nilai Modal Kerja
Kualifikasi penyedia barang dan jasa berdasarkan besarnya modal kerja adalah usaha kecil (UK) dan usaha bukan kecil (BK).
- b. Special goods/service suppliers are those that provide goods and services with a relatively high supply risk level of to operations, but the supply value is relatively small. The number of providers of goods and services in the market is limited. Special goods/service providers must be able to maintain partnerships therefore they can guarantee the supply and reliability of the services and goods needed.
 - c. Strategic suppliers of goods/services are suppliers that provide goods and services with a large supply value with high level of supply risk to operations. In the selection of goods and services providers, technical capabilities, commercial capabilities, and possible synergies and collaborations between companies and suppliers of goods/services must be considered. Providers of goods and services must be loyal and maintain priority to supply goods and services to the company.
2. Based on Business Classification
The classification includes goods suppliers, construction service providers, consulting service providers, other service providers, and mining service providers. Suppliers of goods/services based on business activities (fields of expertise/competence and specialization) are determined in the articles of association, proven by certification, expert certification, composition of experts, supporting facilities, and work experience.
3. Based on Business Model
This classification grouping is based on business models run by goods and services providers (manufacturers/*principals*, distributors, agents, *general suppliers*, cooperatives) which is then proven by supporting data, such as license, appointment letters, agency letters, business license, and survey results field.
4. Based on Value of Working Capital
Qualifications of goods and services suppliers based on the amount of working capital are small businesses (UK) and non-small businesses (BK).

5. Berdasarkan Domisili

Kualifikasi penyedia barang dan jasa berdasarkan domisili dibagi ke dalam dua kelompok yaitu penyedia barang dan jasa nasional yang didirikan berdasarkan hukum negara Indonesia, serta penyedia barang dan jasa asing yang didirikan berdasarkan hukum negara bukan Indonesia.

Seluruh pemasok terdaftar ataupun pemasok baru telah melalui proses seleksi dan evaluasi sesuai dengan standar diatas. [308-1][414-1]

5. Based on Domicile

The qualifications of goods and services suppliers based on domiciles is divided into two groups: national goods and services providers established under Indonesian law, or foreign goods and services providers established under Indonesian non-state state law.

All registered suppliers or new suppliers has gone through the selection and evaluation process in accordance to above standard [308-1][414-1]

Optimalisasi Penggunaan e-SCM di Seluruh Unit/Unit Bisnis [103-3]

Optimization e-SCM in All Business Units/Units

Salah satu upaya efisiensi operasi yang dilakukan ANTAM adalah dengan mengoptimalkan penggunaan teknologi informasi, melalui implementasi aplikasi e-SCM. Sejak pertengahan 2008, ANTAM telah mengimplementasikan e-SCM/e-procurement yang terdiri dari modul: *Commodity Management*, *Vendor Management*, *Procurement Management* dan *Contract Management*. Dalam perjalanannya modul tersebut telah disesuaikan dengan perubahan-perubahan proses bisnis dan regulasi pada internal ANTAM maupun eksternal. Pada 2018, penggunaan e-SCM sudah dioptimalisasi di seluruh unit bisnis ANTAM. Dengan adanya kewajiban implementasi e-SCM di seluruh unit bisnis yang sudah terintegrasi dan terpusat, dapat memudahkan para pemasok dalam bekerja sama dengan ANTAM. Selain melakukan optimalisasi, ANTAM juga melakukan sosialisasi kepada seluruh mitra kerja seperti sosialisasi mengenai sistem *procurement*, tahapan menjadi mitra, serta sosialisasi dari segi GCG. Realisasi penggunaan aplikasi e-SCM pada proses pengadaan barang dan jasa di seluruh Unit/Unit Bisnis ANTAM mencapai 97% dari total pengadaan sebanyak 5.016 pada tahun 2018.

ANTAM strives to optimizes the use of information technology, by implementing of e-SCM applications, as one of efficiency implementation. Since mid-2008, ANTAM has implemented e-SCM/e-procurement consisting of following modules: *Commodity Management*, *Vendor Management*, *Procurement Management* and *Contract Management*. In its journey the module has been adapted to changes in business processes and regulations dynamics at internal as well as external of ANTAM. In 2018, e-SCM has been optimized throughout ANTAM's business units. With the obligation to implement e-SCM in all integrated and centralized business units, it can simplify supplier cooperation with ANTAM. ANTAM also disseminates information to all work partners such as socialization of the procurement system, stages of becoming partners, and socialization in terms of GCG. The realization of ANTAM's good and services procurement process in 2018 reached 97% of total 5,016.

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

Rantai Pasokan ANTAM dalam Angka

ANTAM Supply Chain in Numbers

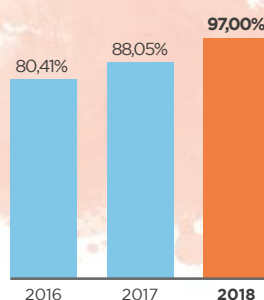
| Unit/Unit Bisnis Unit/Business Unit | Pemasok Barang (Perusahaan) Good Supplier (Company) | | Pemasok Jasa (Perusahaan) Service Supplier (Company) | | Pemasok Konsultan (Perusahaan) Consultant Supplier (Company) | |
|---|--|---------------------------------------|---|---------------------------------------|--|---------------------------------------|
| | Pemasok Lokal Local Supplier | Pemasok Nasional National Supplier | Pemasok Lokal Local Supplier | Pemasok Nasional National Supplier | Pemasok Lokal Local Supplier | Pemasok Nasional National Supplier |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 3 | 87 | 2 | 89 | 246 | 0 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 36 | 90 | 1 | 86 | 125 | 0 |
| UBP Emas Gold Mining Business Unit | 53 | 24 | 6 | 13 | 9 | 0 |
| UBP Logam Mulia Precious Metal and Refinery | 34 | 79 | 3 | 0 | 93 | 0 |
| UBP Bauksit Bauxite Mining Business Unit | 3 | 55 | 1 | 3 | 113 | 0 |
| Unit Geomin Geomin Unit | 1 | 40 | 2 | 5 | 36 | 0 |
| Kantor Pusat Head Office | 2 | 59 | 4 | 1 | 105 | 0 |

Implementasi penggunaan aplikasi *Electronic Supply Chain Management* (e-SCM) pada proses pengadaan di ANTAM terus mengalami kenaikan dari tahun 2016-2018, hal ini menandakan bahwa mitra kerja dapat menggunakan aplikasi e-SCM dengan baik.

The implementation of *Electronic Supply Chain Management* (e-SCM) applications in the procurement process at ANTAM increase continuously from 2016-2018, this indicates that business partners can utilize the e-SCM application properly.

| | 2016 | 2017 | 2018 | |
|----------------------|--------|--------|--------|------------------------|
| Jumlah Pengadaan | 5.492 | 5.483 | 5.016 | Total Procurement |
| % Implementasi e-SCM | 80,41% | 88,05% | 97,00% | % e-SCM Implementation |

Implementasi e-SCM e-SCM Implementation



PENILAIAN PELAKSANAAN TATA KELOLA [102-28]

ANTAM menyelenggarakan penilaian pelaksanaan GCG setiap tahunnya yang dilakukan oleh asesor independen. Direksi dan Dewan Komisaris melaporkan hasil penilaian kepada pemegang saham dalam RUPS tahunan. Penilaian dilakukan dengan menggunakan standar yang berlaku di Indonesia dan internasional. Salah satunya dilakukan oleh Indonesia Institute of Corporate Governance (IICG), melalui penilaian *Corporate Governance Perception Index* (CGPI).

Penilaian CGPI dianggap mampu merepresentasikan persepsi pemangku kepentingan atas tingkat penerapan GCG di ANTAM karena dilakukan berdasarkan pada pendekatan *stakeholders*. Selain itu berorientasi pada motif pemenuhan praktik GCG secara kewajiban serta *best practices* yang diwujudkan dengan beberapa tahapan penilaian. Berdasarkan penilaian CGPI tersebut, ANTAM telah memperoleh penghargaan "*Most Trusted Company*" selama 10 (sepuluh tahun) tahun berturut-turut sejak 2008 dan merupakan satu-satunya Perusahaan yang secara konsisten mengikuti penilaian CGPI selama 17 (tujuh belas) tahun.

Direksi dan Dewan Komisaris melaporkan hasil *Assesment* GCG kepada pemegang saham dalam RUPS tahunan.

ASSESSMENT OF GOVERNANCE IMPLEMENTATION [102-28]

ANTAM conducts an annual GCG implementation assessment by independent assessors. The assessment result reported by Board of Directors and the Board of Commissioners report to shareholders at the annual GMOS. The assessment uses Indonesian and international standards. One of them was conducted by the Indonesia Institute of Corporate Governance (IICG), through an assessment of the *Corporate Governance Perception Index* (CGPI).

The CGPI assessment is considered able to represent stakeholders' perceptions regarding GCG implementation level at ANTAM because it is based on the stakeholders' approach, while orienting to the obligation of fulfilling GCG practices as well as best practices that are realized in several stages of assessment. Based on the CGPI assessment, ANTAM has been awarded the "*Most Trusted Company*" for 10 consecutive years since 2008 and has been the only company who consistently follows the CGPI's assessment for 17 (seventeen) years.

The Board of Directors and Board of Commissioners had reported the results of the GCG Assessment to shareholders during the Annual GMOS.

Hasil Penilaian Penerapan GCG ANTAM ANTAM GCG Assessment Result [102-28]

| Acuan Parameter | Asesor 2018 Assessor of 2018 | Pencapaian Achievement | | |
|--|---|---|---|---------------------------------------|
| | | 2016 | 2017 | 2018 |
| Governance Perception Index (CGPI) | Indonesian Institute of Corporate Governance (IICG) | 88,64 "Most Trusted Company" | 88,69 "Most Trusted Company" | 88,81 "Most Trusted Company" |
| ASEAN Corporate Governance Scorecard | RSM Indonesia | 90,29 "Excellent" | 95,87 "Excellent" | "Good " |
| BUMN Scorecard, SK-16/S-MBU/2012 | RSM Indonesia | 97,86 "Sangat Baik" "Very Good" | 97,01 "Sangat Baik" "Very Good" | 97,01 "Sangat Baik" "Very Good" |
| Australian Securities Exchange (ASX) Corporate Governance Principles and Recommendations | RSM Indonesia | "The Corporate Governance Structure is Outstanding" | "The Corporate Governance Structure is Outstanding" | "Very Good" |
| Pedoman Tata Kelola Perusahaan Terbuka dari OJK Corporate Governance Guideline for Public Company by FSA | Self Assessment | Fully Comply | Fully Comply | Fully Comply |

Tata Kelola & Kepatuhan Hukum Sebagai Pondasi

Good Governance & Compliance as Foundation

APRESIASI PENERAPAN TATA KELOLA

Kebijakan, sistem, kinerja, dan penerapan GCG yang baik dan konsisten di lingkungan perusahaan yang dilakukan Insan ANTAM membuahkan hasil yang cukup baik. ANTAM bukan hanya memiliki kepercayaan dari para pemangku kepentingan, tetapi juga mendapatkan apresiasi dari pihak eksternal terkait penerapan kebijakan dan sistem GCG. Berikut adalah apresiasi atas penerapan GCG yang diterima pada 2018:

| Tanggal Date | Kegiatan Event | Penghargaan Award | Penyelenggaraan Organizer |
|---------------------------------------|---|--|---|
| 21 November 2018 November 21, 2018 | 2 nd ASEAN Corporate Governance Awards | Top 50 ASEAN Public Listed Companies | ASEAN Capital Market Forum (ACMF) |
| 10 Desember 2018 December 10, 2018 | The 10 th Corporate Governance Conference & Award 2018 | <ul style="list-style-type: none"> Best Overall Top 50 The Biggest Market Capitalization Public Listed Companies | <ul style="list-style-type: none"> Indonesia Institute for Corporate Directorship (IICD) Kontan Media Group |
| 19 Desember 2018 December 19, 2018 | The Most Trusted Companies Award 2018 berdasarkan Corporate Governance Perception Index (CGPI) The Most Trusted Companies Award 2018 based on Corporate Governance Perception Index (CGPI) | Perusahaan Sangat Terpercaya (<i>The Most Trusted Company</i>) | The Indonesian Institute for Corporate Governance (IICG) |

APPRECIATION OF GCG IMPLEMENTATION

ANTAM's Employees carried out the implementation of policies, systems, performance, and the application of good and consistent GCG in the corporate environment well. ANTAM not only earn stakeholders trust, but also receives appreciation from external parties regarding the implementation of GCG policies and systems. The following is appreciations of GCG implementation received in 2018:

PENGELOLAAN ANTI-KORUPSI [102-17][205-2]

Korupsi menjadi persoalan serius dan menjadi perhatian besar bagi seluruh masyarakat Indonesia saat ini. Hal ini mendorong ANTAM untuk melakukan berbagai upaya pencegahan dan pemberantasan korupsi di lingkungan perusahaan. ANTAM berkomitmen menciptakan praktik bisnis yang bersih dan menjauhi segala bentuk kecurangan. ANTAM menjadikan anti-korupsi sebagai aspek utama yang secara terus-menerus diawasi pada setiap kegiatan dan disosialisasikan kepada seluruh Insan ANTAM serta pihak-pihak yang terlibat dalam kegiatan perusahaan. [103-1][103-2][103-3]

Implementasi anti-korupsi sudah dilakukan ANTAM sejak lama. Pada 2018 ini, ANTAM makin serius dalam menerapkan kebijakan anti-korupsi. Hal ini diwujudkan melalui partisipasi ANTAM dalam kegiatan anti-korupsi bersama Komisi Pemberantasan Korupsi (KPK) serta kerja sama dengan KPK dalam menyelenggarakan kegiatan sosialisasi kepada Insan ANTAM. Kerja sama ini merupakan wujud tindak lanjut dari penandatanganan Komitmen Pencegahan Terintegrasi yang dilakukan antara Direktur Utama ANTAM dengan Direktur Gratifikasi Komisi Pemberantasan Korupsi (KPK) pada tahun 2017. Kerja sama lainnya dengan KPK di Tahun 2018 dilakukan melalui penyelenggaraan *Training of Trainer* (ToT) Pengendalian Gratifikasi ANTAM dengan peserta yang berasal dari perwakilan Pegawai dari Kantor Pusat/Unit/Unit Bisnis ANTAM.

ANTI-CORRUPTION MANAGEMENT

[102-17][205-2]

Corruption has become serious concern for Indonesia. To prevent it, ANTAM commits to create clean business practices and avoiding all forms of fraud. ANTAM makes anti-corruption as the main aspect that is continuously monitored in every activity and socialized to all ANTAM employees and parties involved in the Company's activities.

[103-1][103-2][103-3]

ANTAM's has been committed to conduct anti-corruption implementation in every operational aspect. In 2018, participated in anti-corruption activities with the Corruption Eradication Commission (KPK) and collaborate with KPK in organizing information dissemination activities to ANTAM's Employees. This synergy is a follow-up from the Integrated Prevention Commitment signing between ANTAM's President Director and the Gratification Director of the Corruption Eradication Commission (KPK) in 2017. Other cooperation with the KPK in 2018 was conducted through ANTAM Gratification Control Training of Trainer (ToT) with representatives of ANTAM's Head Office/Unit/Business Unit as participants.

Selama tahun 2018, terdapat 4 (empat) pelaporan terkait gratifikasi dari Pegawai yang seluruhnya telah ditindaklanjuti oleh Unit Pengendali Gratifikasi (UPG) ANTAM.

Selain itu, sebagai bentuk upaya pencegahan terjadinya tindak pidana korupsi, ANTAM menetapkan Kebijakan terkait Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) dimana seluruh Insan ANTAM hingga 2 (dua) level di bawah Direksi diwajibkan untuk menyampaikan LHKPN setiap tahunnya. Selama 2018, capaian tingkat kepatuhan pelaporan LHKPN ANTAM mencapai 93,56%.

In 2018, there were 4 (four) reports related to gratification from employees, all of them were followed up by ANTAM's Gratification Unit Unit (UPG).

As corruption prevention, ANTAM has established a policy related to the State Operator Assets Report (LHKPN) wherein all ANTAM's Employees up to 2 (two) levels below the Board of Directors are required to submit LHKPN annually. During 2018, the achievement of the level of compliance of ANTAM's State Official's Wealth Report (LHKPN) reported to have reached 93.56%.

| Strategi Anti-Korupsi ANTAM [102-17][205-2] | ANTAM's Anti-Corruption Strategy [102-17][205-2] |
|--|--|
| <ul style="list-style-type: none"> Pengikatan dengan pemberian komitmen kepatuhan atas Standar Etika Perusahaan yang ditandatangani ulang setiap tahun. Pengukuran Pemahaman atas Standar Etika Perusahaan. Adanya Kebijakan perihal Pengendalian Gratifikasi dan Pembentukan Unit Pengendali Gratifikasi. Adanya Kebijakan Penyampaian dan Pengelolaan LHKPN serta pembentukan Administrator Pengelola LHKPN ANTAM. Pemberlakuan kewajiban Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) bagi Dewan Komisaris, Direksi serta Karyawan ANTAM hingga 2 (dua) level di bawah Direksi. Menjadikan implementasi GCG menjadi bagian dari <i>Key Performance Indicator</i> (KPI) Divisi/unit/unit Bisnis. Sosialisasi Good Corporate Governance, Pengendalian Gratifikasi dan Pengelolaan LHKPN ke unit/unit Bisnis dan Anak Perusahaan. Sosialisasi GCG melalui portal internal ANTAM yang dapat diakses oleh seluruh pegawai. <i>Training of Trainer</i> (ToT) Pengendalian Gratifikasi. Keikutsertaan ANTAM dalam Rapat Koordinasi Nasional Pengendalian Gratifikasi. Penyampaian Materi GCG dalam pelatihan program pengembangan, kepemimpinan, baik di tingkat dasar, tingkat menengah, maupun tingkat lanjutan bagi karyawan ANTAM serta dalam program pengenalan kepada anggota Dewan Komisaris dan anggota Direksi yang baru menjabat dan kepada Pegawai baru ANTAM. Penggunaan media pelaporan pelanggaran (<i>Whistleblowing System</i>). Penggunaan <i>e-procurement</i> dalam proses pengadaan barang dan jasa di ANTAM. Penggunaan aplikasi berbasis teknologi informasi yang di dalamnya telah mengakomodir mekanisme <i>check and balance</i>. Pelaksanaan Audit Operasional Perusahaan. | <ul style="list-style-type: none"> Binding compliance commitment through yearly signing of Company's Code of Conduct. Measurement of Understanding of Company's Code of Conduct. The existence of policy regarding gratification control and the formation of Gratification Control Units. The State Official's Wealth Report (LHKPN) Delivery and Management Policy and also the establishment of ANTAM's State Official's Wealth Report (LHKPN) Administrator. The implementation of the State Official's Wealth Report (LHKPN) obligations for the Board of Commissioners, Directors and ANTAM employees up to 2 (two) levels under the Board of Directors. Making GCG implementation as a part of the Key Performance Indicator (KPI) in Division/Unit/Business Unit. Socialization of Good Corporate Governance, Gratification Control and Management of State Official's Wealth Report (LHKPN) to Business Units/Units and Subsidiaries. GCG socialization through ANTAM's internal portal that can be accessed by all employees. Training of Trainer (ToT) for Gratification Control ANTAM's participation in the National Gratification Control Coordination Meeting. Submission of GCG material in development program training, leadership, both at the basic, intermediate and advanced levels for ANTAM employees as well as in the introduction program to newly appointed members of the Board of Commissioners and Board of Directors and to new ANTAM employees. Use of media reporting violations (Whistleblowing System). Use of e-procurement for goods and services procurement at ANTAM. The use of information technology-based applications which accommodates the check and balance mechanism. Implementation of the Company's Operational Audit. |

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

Apresiasi kepada Pionir Lapor Gratifikasi

Appreciation to Gratification Report Pioneer



Direktur Utama ANTAM memberikan apresiasi kepada Pionir Lapor Gratifikasi
ANTAM's President Director, Arie Prabowo Ariotedjo and ANTAM's SVP Corporate Secretary gave awards
to the reporter gratification pioneer, Andi Apriyanto.

Komitmen ANTAM dalam upaya pencegahan korupsi dan pengendalian gratifikasi diwujudkan melalui pemberian apresiasi kepada pionir pelapor gratifikasi yang diberikan oleh Direktur Utama ANTAM, Bapak Arie Prabowo Ariotedjo bertepatan dengan perayaan HUT ke-50 ANTAM di Kantor Pusat ANTAM. Apresiasi diberikan kepada saudara Emmanuel Adi Nugroho dan saudara Andi Apriyanto yang merupakan Pegawai pertama yang melaporkan gratifikasi yang diterima kepada Unit Pengendali Gratifikasi ANTAM yang baru terbentuk pada Tahun 2018. Pemberian apresiasi ini bertujuan untuk mendorong keterlibatan seluruh Insan ANTAM dalam pelaksanaan program pengendalian gratifikasi di ANTAM. Apresiasi ini diharapkan dapat meningkatkan kesadaran Insan ANTAM untuk menghindari tindakan korupsi yang merugikan dan berdampak negatif bagi Perusahaan.

ANTAM's commitment to prevent corruption and control gratification is displayed through the appreciation of the gratification reporting pioneer given by ANTAM's President Director, Mr. Arie Prabowo Ariotedjo on ANTAM's 50th anniversary celebration at Head Office. The appreciation was given to Emmanuel Adi Nugroho and Andi Apriyanto who were the first employees to report gratification received to the newly formed ANTAM Gratification Control Unit in 2018. This appreciation aims to encourage the involvement of all ANTAM's Employees in implementing the gratification control program at ANTAM. This appreciation is expected to encourage employees awareness to avoid corruption that is detrimental and has negative impact on the Company.

MEKANISME PENGAWASAN MELALUI WHISTLEBLOWING SYSTEM [102-17]

Sebagai upaya ANTAM dalam meningkatkan praktik transparansi khususnya yang terkait dengan pelaporan pelanggaran baik yang dilakukan karyawan maupun manajemen, ANTAM telah merumuskan Sistem dan Pedoman Pelaporan Pelanggaran (*Whistleblowing System* (WBS)). WBS berfungsi sebagai media bagi saksi pelapor untuk menyampaikan informasi mengenai indikasi tindakan pelanggaran yang terjadi di Perusahaan.

Pedoman WBS ANTAM disahkan pertama kali pada tahun 2008 dan pembaharuannya sesuai SK Dewan Komisaris No.30/DK/SK/IX/2014 tanggal 19 September 2014 tentang Pedoman dan Prosedur Penanganan Pelaporan Pelanggaran (*Whistleblowing*) ANTAM. Sistem ini menjamin terselenggaranya mekanisme penyelesaian pelaporan pelanggaran oleh pemangku kepentingan secara efektif dalam jangka waktu yang memadai.

Sesuai Peraturan Menteri BUMN Nomor Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN, disebutkan bahwa Direksi menyusun ketentuan yang mengatur mekanisme pelaporan atas dugaan penyimpangan pada BUMN yang bersangkutan. Namun, untuk menjaga independensi dalam pengelolaannya, implementasi WBS di ANTAM dilakukan oleh Tim WBS yang anggotanya berasal dari Tim Independen yang berasal dari Komite Penunjang Dewan Komisaris.

Tim WBS diangkat oleh Dewan Komisaris dan memiliki tugas untuk menangani pelaporan pelanggaran, mendalami laporan, dan mengawasi tindak lanjut penyelesaian laporan yang diterima. Evaluasi tim WBS mencakup aspek administrasi, operasional, dan yudisial. Tindak lanjut penanganan pelaporan pelanggaran di lingkungan manajemen akan dikoordinasikan oleh SVP Corporate Secretary.

WHISTLEBLOWING SYSTEM SUPERVISION MECHANISM [102-17]

To encourage transparency, especially related to violation reporting both by employees and management, ANTAM has formulated a Whistleblowing System (WBS). The WBS serves as a medium for witnesses to report indicated violations occurring at the Company.

The WBS was approved in 2008 and the updates are in accordance with Board of Commissioners Decree No.30/DK/SK/IX/2014 dated September 19, 2014 concerning ANTAM's Whistleblowing Guidelines and Procedure. This system guarantees effectiveness of the violation resolving mechanisms implementation by stakeholder in sufficient period of time.

In accordance with the Minister of State-Owned Enterprises Regulation Number Per-01/MBU/2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, it is stated that the Board of Directors prepares provisions which regulate the reporting mechanism for alleged irregularities in the relevant BUMN. However, to maintain independence in its management, the implementation of the WBS at ANTAM was conducted by the WBS Team with Independent Team from the Board of Commissioners' Supporting Committees.

The WBS team is appointed by the Board of Commissioners task is handling violation reporting, investigating reports, and supervising the follow-up to completion of reports received. The WBS team evaluation covers administrative, operational and judicial aspects. Violation report handling follow up in the management environment will be coordinated by the SVP Corporate Secretary.

Tata Kelola Perusahaan & Kepatuhan Hukum Sebagai Pondasi

Corporate Governance & Compliance as Foundation

Pelaporan pelanggaran dapat berasal dari pegawai Perusahaan (pihak internal) dan dari pihak eksternal (pelanggan, pemasok, masyarakat). Pelapor harus memberikan bukti, informasi, atau indikasi yang jelas atas terjadinya pelanggaran, sehingga mampu ditelusuri dan dapat ditindaklanjuti.

ANTAM merahasiakan identitas pelapor dan isi laporan untuk melindungi pihak pelapor. Perusahaan juga dapat memberikan penghargaan kepada pelapor atas pelanggaran yang dapat dibuktikan dan menyelamatkan aset dan keuangan Perusahaan. Pihak-pihak yang berpartisipasi dalam pelaporan pelanggaran berhak mendapat perlindungan hukum dari Perusahaan.

Untuk mengukur efektivitas atas sistem pengawasan di Perusahaan, ANTAM memiliki mekanisme *Internal Control Review* (ICR) untuk memastikan efektivitas pengendalian internal di lingkungan unit dan Kantor Pusat serta pelaksanaan audit operasional yang dijalankan oleh Divisi Internal Audit.

Mekanisme pelaporan pelanggaran (*whistleblowing*) dilakukan secara tertulis dengan menyampaikan surat resmi yang ditujukan kepada Perusahaan c.q Dewan Komisaris, melalui e-mail whistleblowing@antam.com dan jika perwakilan pemangku kepentingan adalah lembaga atau badan hukum, maka harus melampirkan dokumen yang menyatakan bahwa pihak yang mengajukan pelaporan pelanggaran berwenang untuk mewakili lembaga atau badan hukum tersebut.

Pada tahun 2018 terdapat 3 (tiga) laporan dalam WBS, terdiri dari 1 (satu) laporan yang telah ditindak lanjuti dan 2 (dua) yang masih dalam proses.

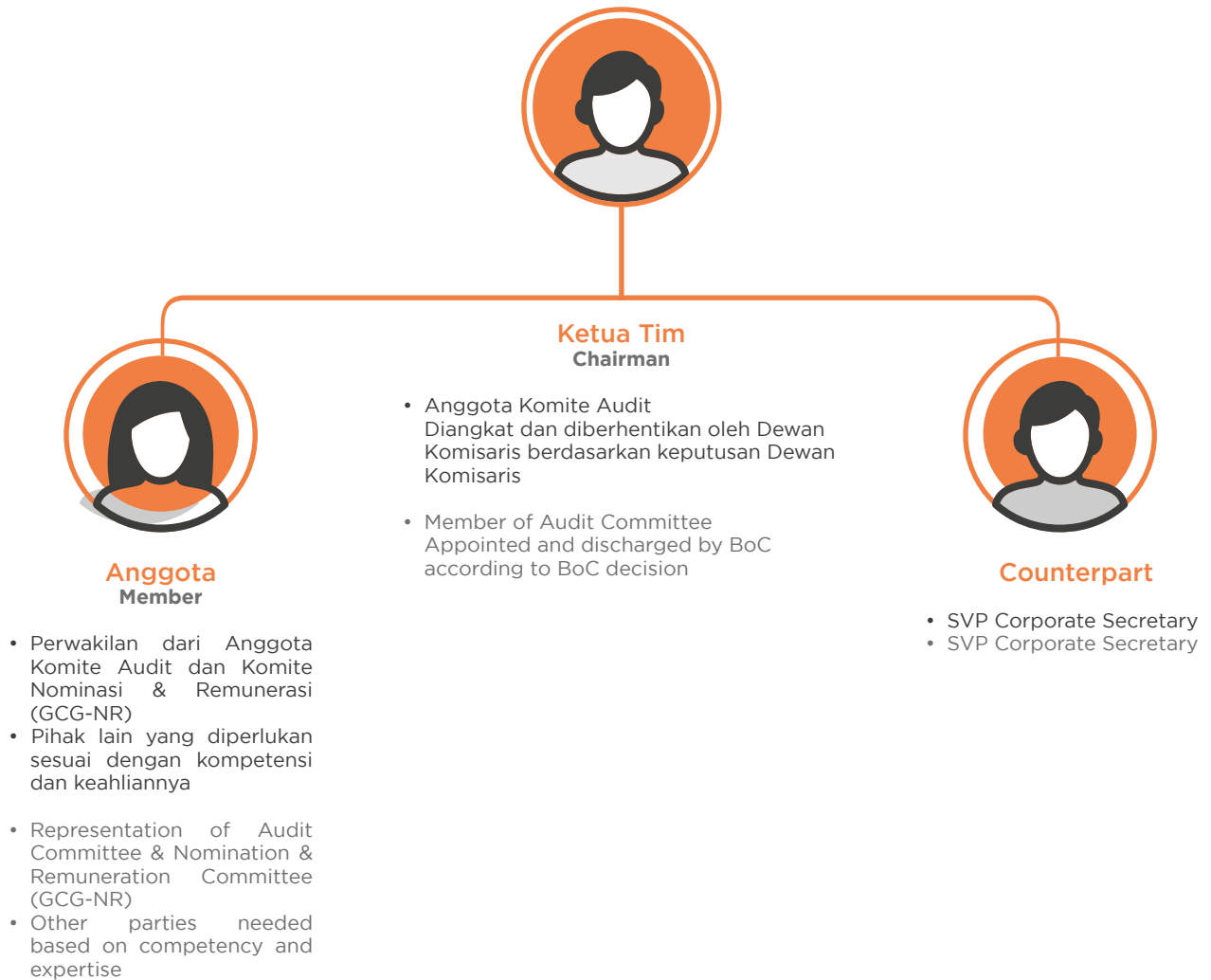
Violation reports can come from Company employees (internal parties) or external parties (customers, suppliers, communities). The reporter must provide evidence, information, or a clear indication of the occurrence of the violation, so that it can be traced and followed up.

ANTAM will keep the identity and contents of the report confidential to protect the reporter. The Company also reward reporters for proven violations and able to save the Company's assets and finances. The parties participating in reporting violations are entitled to legal protection from the Company.

To measure the supervision system effectiveness at the Company, ANTAM has an Internal Control Review (ICR) mechanism to ensure the internal controls in the unit and head office environment, and the implementation of operational audits effectively carried out by the Internal Audit Division.

The whistleblowing mechanism is conducted by submitting a written official letter addressed to the Company c.q the Board of Commissioners, by e-mail to whistleblowing@antam.com and if stakeholder representative is an institution or legal entity, it must attach a document stating that violation reports submitted has been authorized to represent the institution or legal entity.


In 2018, there were three reports received through the WBS, one of report has been closed and the other two reports currently still in ongoing investigations.



Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits

| | |
|---|-----|
| Kinerja Operasional ANTAM yang Efektif dan Efisien ANTAM's Effective and Efficient Operational Performance | 107 |
| Pengelolaan Cadangan Reserve Management | 109 |
| Produksi Dan Penjualan Production and SALES | 110 |
| Langkah Ekonomi Keberlanjutan Steps Towards Economic Sustainability | 112 |
| Kontribusi Terhadap Pemasukan Negara (Pajak & Royalti) Contribution To Government Revenues (Tax & Royalty) | 115 |
| Distribusi Biaya Ekonomi Economic Costs Distribution | 116 |
| Dampak Ekonomi Tidak Langsung Indirect Economic Impact | 117 |



Performa gemilang yang ditunjukkan pada tahun 2018 tidak hanya memberikan manfaat bagi Perusahaan, dengan kenaikan pendapatan yang signifikan ini, Kami berkomitmen untuk memperluas kontribusi dalam memberikan manfaat ekonomi yang berkelanjutan bagi masyarakat terutama di lingkungan sekitar wilayah operasi ANTAM.

ANTAM's best performances in 2018 not only strengthening Our business, with significant revenues increasing, We are committed to extend Our sustainable economic benefit for the communities, especially those who are in surrounding operational areas.

Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits

ANTAM memperoleh kinerja ekonomi yang baik pada tahun 2018. ANTAM mencatatkan penjualan feronikel terbesar dalam sejarah diikuti penjualan komoditas produk ANTAM lainnya. ANTAM juga menawarkan berbagai metode pengiriman komoditas dan melakukan penetrasi penjualan dengan merambah pasar Eropa.

ANTAM received substantial economic performance in 2018. ANTAM's managed to record highest ferronickel sales in the Company's history followed by other product sales. ANTAM provides various commodity delivery methods options and also expanded sales penetration to Europe.

Economic Performance | Economic Performance

Rp874 miliar
billion

Laba bersih ANTAM tahun 2018 adalah sebesar Rp874 miliar dan total pendapatan sebesar Rp25.2 triliun.

ANTAM's net profit Rp874 billion and total Revenue Rp25.2 trillion.

Reserves Management | Reserves Management

Rp32,71 miliar
billion

Total biaya dalam aktivitas eksplorasi sebesar Rp32,71 miliar turun 73% dibandingkan tahun 2017.

ANTAM's total costs related to exploration activities was amounted to Rp32.71 billion, or 73% lower compared to 2017.



Penjualan Emas

Gold Sales

27,8 ton
tones

ANTAM mencatatkan pencapaian penjualan emas tertinggi yang mencapai 27,8 ton atau naik signifikan sebesar 111% dibandingkan capaian tahun 2017.

ANTAM recorded the highest gold sales volume amounted to 27.8 tones, increase significantly of 111% compared to 2017

Inovasi Desain dan Kemasan Emas

Gold Design and Packaging Innovation

Peluncuran desain dan kemasan baru emas ANTAM dikemas dengan teknologi Certicard. Perbedaan signifikan dibandingkan edisi sebelumnya adalah dimensi yang lebih besar untuk denominasi yang sama. The launching of the new design and packaging of ANTAM is completed with Certicard. The difference with the previous edition is the larger dimension for the same denomination.



Pengolahan bijih nikel di pabrik feronikel UBP Nikel Sulawesi Tenggara.
Nickel ore processing in ferronickel plant at Southeast Sulawesi Nickel Mining Business Unit.

KINERJA OPERASIONAL ANTAM YANG EFEKTIF DAN EFISIEN

[103-1][103-2][103-3]

Pada tahun 2018, penjualan komoditas produk ANTAM mengalami peningkatan signifikan yang berujung pada semakin tingginya pendapatan Perusahaan. Kinerja ekonomi yang baik tersebut, tidak terlepas dari berbagai realisasi kebijakan yang dikeluarkan oleh Perusahaan maupun Pemerintah yang mengarah pada efektivitas dan efisiensi dalam menjalankan kegiatan operasional Kami.

Berbagai prestasi positif dicatatkan ANTAM pada tahun 2018. Pertama, ANTAM mencatatkan penjualan feronikel terbesar dalam sejarah. Kenaikan penjualan ini juga terjadi pada komoditas lain seperti emas dan bauksit tercuci. Kedua, bertambahnya komoditas penjualan ANTAM setelah mendapatkan kesempatan ekspor *ore* (khususnya nikel dan bauksit tercuci.). Ketiga, kembali beroperasinya PT Indonesia Chemical Alumina (ICA).

Terkait dengan pengolahan *nickel ore* dan *bauxite ore*, ANTAM telah mendapatkan rekomendasi Perpanjangan Persetujuan Ekspor Mineral Logam untuk penjualan ekspor bijih nikel kadar rendah (<1,7% Ni) sebesar 2,7 juta wet metric ton (wmt) dan bijih bauksit tercuci dengan kadar $\geq 42\%$ Al_2O_3 sebesar 840 ribu wmt dari Kementerian Energi dan Sumber Daya Mineral (ESDM) untuk periode tahun 2018-2019.

ANTAM'S EFFECTIVE AND EFFICIENT OPERATIONAL PERFORMANCE

[103-1][103-2][103-3]

In 2018, ANTAM achieved significant sales increase which ultimately boosted the Company's revenue. This substantial economic performance was the result of various Company's policies, as well as Government policies that all focusing on the effectiveness and efficiency improvement of Our operational activities.

2018 was indeed a year filled with positive achievements. First of all, ANTAM's managed to record highest ferronickel sales in the Company's history. Moreover, sales volume increasing were also recorded for other commodities, such as gold and washed bauxite. Secondly, additional marketable commodities after Company obtained export ore license (especially low-grade and washed bauxite). Thirdly, ANTAM re-visit the operation of PT Indonesia Chemical Alumina (ICA).

Regarding the processing of nickel ore and bauxite ore, ANTAM has received Extension for Metal Mineral Export Agreement recommendation for low grade nickel ore export (<1.7% Ni) amounted to 2.7 million wet metric tons (wmt) and washed bauxite ore with grade of $\geq 42\%$ Al_2O_3 amounted to 840 thousand wmt from the Ministry of Energy and Mineral Resources (ESDM) for the period of 2018-2019.

Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits

Kinerja penjualan yang baik tidak terlepas dari strategi *marketing* Perusahaan, oleh karenanya berbagai metode dilakukan untuk menggenjot penjualan. ANTAM menawarkan berbagai metode pengiriman komoditas kepada para konsumen, yakni CIF, FOB, Ex Works, dan lain sebagainya berdasarkan Incoterms® 2010. Kebijakan ini memberikan kemudahan kepada para konsumen. Selain itu, Kami pun turut melibatkan *trading company* yang memiliki *cashflow* yang baik selain *end-buyer* dalam melakukan pengiriman komoditas barang tambang ANTAM.

Pada tahun 2018, penetrasi penjualan juga dilakukan ANTAM dengan merambah pasar Eropa, dengan Ukraina sebagai pintu masuk, dan tidak menutup kemungkinan kedepannya ANTAM akan merambah ke negara Eropa lainnya.

This notable sales performance was inseparable from the Company's marketing strategies, to boost sales. ANTAM provides various commodity delivery methods options, namely CIF, FOB, Ex Works and many other options based on Incoterms® 2010 to the buyers. Our consumers have benefited from this policy which has improved their convenience. We also involved trading companies who have a strong cashflow aside from the end-buyer in carrying out the delivery of ANTAM's mining product commodities.

In 2018, ANTAM also expanded sales penetration to Europe, with Ukraine as Our first step to the European market. We believe in the future ANTAM shall explore further opportunities to other European countries.

Kinerja Ekonomi ANTAM [103-3]

ANTAM's Economic Performance [103-3]

Biaya Operasional [201-1]

Pada tahun 2018, ANTAM mengalami kenaikan biaya operasional disebabkan meningkatnya biaya pembelian emas dan biaya bahan bakar. Biaya operasional ANTAM mencakup Harga Pokok Produksi dan beban operasional tanpa memperhitungkan biaya pegawai dan CSR. Biaya operasional ANTAM sebesar Rp21,92 triliun, atau naik sebesar 199% dibandingkan tahun 2017.

Biaya Pegawai

Penting bagi ANTAM memperhatikan kesejahteraan para pegawai. Selama tahun 2018 terjadi peningkatan biaya untuk memenuhi hak para pegawai. ANTAM telah mendistribusikan biaya pegawai sebesar Rp1,35 triliun atau naik 146% dibandingkan tahun sebelumnya, yang terdiri dari gaji, dan tunjangan lain.

Investasi Sosial [201-1]

Pada tahun 2018, Investasi sosial yang dikeluarkan ANTAM sebesar Rp118,67 miliar atau naik 125% dibandingkan tahun 2017. Investasi Sosial ANTAM merupakan biaya penyelenggaraan program *Corporate Social Responsibility* (CSR) yang berasal dari biaya operasional Perusahaan yang meliputi Program Pengembangan Masyarakat.

Operational Cost [201-1]

In 2018, ANTAM's operational cost was increased majorly due to the increase in gold buying cost and fuel price. ANTAM's operational costs consist of Production Cost and operating expenses excluding employee-related costs and CSR. The Company's operating cost recorded at Rp 21.92 trillion, increased by 199% compared to 2017.

Employee Cost

The welfare of Our employees is immensely important for ANTAM. Throughout 2018, there was an increase in expenses related to employees. ANTAM has distributed a total of Rp1.35 trillion for salary and other employees' benefits, 146% higher compared to the previous year.

Social Investment [201-1]

In 2018, ANTAM's total social investment was amounted to Rp118.67 billion or 125% increase compared to 2017. ANTAM's social investment comprises of cost related to Corporate Social Responsibility (CSR) programs as part of the Company's operational cost which also included Community Development Programs.

PENGELOLAAN CADANGAN

Bagi ANTAM, keberlanjutan ditentukan dengan seberapa baik Perusahaan dalam mengelola cadangan dan menemukan cadangan baru. Saat ini, ANTAM melakukan aktivitas eksplorasi yang berfokus pada komoditas emas berpusat di Pongkor dan Cibaliung, didukung dengan penambahan cadangan emas di daerah prospek Papandayan, Jawa Barat. Untuk eksplorasi nikel berpusat di Pomalaa, Sulawesi Tenggara, sementara eksplorasi bauksit dilaksanakan di daerah Tayan, Mempawah dan Landak, Kalimantan Barat. Pelaporan hasil eksplorasi dan estimasi cadangan bijih dan sumber daya mineral ANTAM mengacu pada standar pelaporan *Joint Ore Reserves Committee* (JORC) yang di dalamnya beranggotakan Australian Institute of Mining and Metallurgy, Australian Institute of Geoscientists, dan Minerals Council of Australia. Estimasi Cadangan ANTAM dibuat berdasarkan JORC code 2012, yang estimasinya bisa dibandingkan dengan pertambangan global lainnya. Cadangan dan sumber daya ANTAM juga disusun mengikuti kaidah Komite Cadangan Mineral Indonesia (KCMII) Kode 2011. [MM11]

RESERVE MANAGEMENT

ANTAM's sustainability is determined by how well the Company manages Our reserves and explore new resources. Currently, ANTAM carries out exploration activities which is focusing on gold commodity based in Pongkor, and Cibaliung, supported by addition of gold reserves in Papandayan, West Java. Nickel exploration is based in Pomalaa Southeast Sulawesi, meanwhile bauxite exploration is based in Tayan, Mempawah and Landak, West Kalimantan. ANTAM's report of exploration results, as well as the Company's reserves and resources estimation is calculated based on the Joint Ore Reserves Committee (JORC) standard, which consist of Australian Institute of Mining and Metallurgy, Australian Institute of Geoscientist, and Minerals Council of Australia as members. ANTAM's estimated reserves are based on JORC code 2012, which is this estimating can be compared to other global mining companies. ANTAM's reserves and resources were also compiled in accordance with the Indonesian Mineral Reserves (KCMII) rules Code 2011. [MM11]

ANTAM Products [102-2]

Cadangan Mineral | Mineral Reserves



Emas
Gold



Bijih Nikel
Nickel Ore

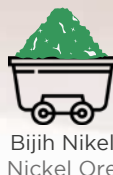


Bauksit
Bauxite

Produk ANTAM | Products Sold



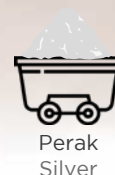
Feronikel
Ferronickel



Bijih Nikel
Nickel Ore



Emas
Gold



Perak
Silver



Bauksit
Bauxite

Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits

Pada tahun 2018, total biaya yang dikeluarkan ANTAM dalam menjalankan aktivitas eksplorasi sebesar Rp32,71 miliar turun 73% sebesar dibandingkan tahun 2017. Per akhir Desember 2018, jumlah cadangan mineral yang dikelola ANTAM adalah sebagai berikut:

In 2018, ANTAM's total costs related to exploration activities was amounted to Rp32.71 billion, or 73% lower compared to 2017. By the end of December 2018, the total amount of mineral reserves managed by ANTAM is described as follows:

Cadangan Mineral ANTAM [MM11]

ANTAM's Mineral Reserves

| Jenis Type | Satuan Unit | 2016 | 2017 | 2018 |
|-----------------------------------|------------------------|-------|--------|--------|
| Emas Gold | Juta dmt Million dmt | 3,07 | 2,66 | 4,52 |
| Nikel Saprolit Saprolite Nickel | Juta wmt Million wmt | 164,3 | 259,60 | 325,61 |
| Bauksit Bauxite | Juta wmt Million wmt | 111,3 | 45,96 | 31,15 |

Sumber Daya Mineral ANTAM [MM11]

ANTAM's Mineral Resources Reserves

| Jenis Type | Satuan Unit | 2016 | 2017 | 2018 |
|-----------------------------------|------------------------|-------|--------|--------|
| Emas Gold | Juta dmt Million dmt | 3,24 | 5,98 | 9,78 |
| Nikel Saprolit Saprolite Nickel | Juta wmt Million wmt | 345,8 | 895,91 | 826,78 |
| Bauksit Bauxite | Juta wmt Million wmt | 123,9 | 567,38 | 578,52 |

PRODUKSI DAN PENJUALAN

Pada tahun 2018, penjualan beberapa komoditas tambang ANTAM mengalami kenaikan yang cukup signifikan dikarenakan berbagai metode *incoterms* yang dilakukan ANTAM dengan para pembeli. Saat ini, ANTAM merupakan perusahaan pemasok kebutuhan nikel dunia. Permintaan tinggi terhadap komoditas nikel ANTAM khususnya dari pasar Asia untuk feronikel berasal dari negara Tiongkok, Taiwan, Korea Selatan, dan India. Begitu juga dengan hasil olahan emas, ANTAM terus berupaya memperluas jangkauan pasar baru baik di dalam maupun luar negeri.

Produksi feronikel pada tahun 2018 mencapai 24.868 ton nikel dalam feronikel (TNi), naik 14% jika dibandingkan volume produksi tahun 2017 sebesar 21.762 TNi. Sementara itu, volume penjualan feronikel tercatat sebesar 24.135 TNi, naik 4% dibandingkan tahun 2017 yang sebesar 21.812 TNi.

PRODUCTION AND SALES

In 2018, sales of various ANTAM's commodities has increased significantly driven by the Incoterms method carried out by the Company for our buyers. Currently, ANTAM is one of the world's nickel producers. The high demand of ANTAM's nickel commodity, especially come from Asia markets, namely China, Taiwan, South Korea and India. Likewise, with the gold products, ANTAM continues to expand Our reach to new markets both at domestic and international.

Ferronickel production in 2018 reached 24,868 tons of nickel in ferronickel (TNi), 14% higher compared to 2017 production volume of 21,762 TNi. Meanwhile, ferronickel sales volume was recorded at 24,135 TNi, 4% higher compared to 2017 which was amounted to 21,812 TNi.

Sementara itu pada 2018, ANTAM mencatatkan pencapaian penjualan emas tertinggi sepanjang sejarah 50 tahun Perusahaan yang mencapai 27.894 kg (896.812 t.oz) atau naik signifikan sebesar 111% dibandingkan capaian tahun 2017 sebesar 13.202 kg (424.454 t.oz). Sedangkan untuk komoditas bauksit, pada tahun 2018 ANTAM mampu memproduksi 1,10 juta *wet metric ton* (wmt) dari tambang Bauksit di UBP Bauksit, meningkat 70% dari tahun 2017 sebesar 648 ribu wmt. Sedangkan volume penjualan bauksit tercuci mencapai 963 ribu wmt, naik sebesar 15% dibandingkan capaian tahun 2017.

Nilai penjualan bersih ANTAM yang telah diaudit tercatat sebesar Rp25,24 triliun, naik 199% dibandingkan tahun 2017 yang tercatat sebesar Rp12,65 triliun. Saat ini komoditas emas masih menjadi penyumbang terbesar pendapatan Perusahaan mencapai Rp12,65 triliun atau 67,1% dari total penjualan bersih tahun 2018.

Untuk komoditas bijih nikel, tercatat produksi tahun 2018 sebesar 9,32 juta *wet metric ton* (wmt), naik 67% dibandingkan tahun 2017 sebesar 5,57 juta wmt. Sementara untuk volume penjualan bijih nikel tercatat sebesar 6,33 juta wmt, naik signifikan 116% dibandingkan tahun 2017 sebesar 2,93 juta wmt.

Meanwhile In 2018, ANTAM recorded the highest gold sales volume in the 50 years of the Company's history, amounted to 27,894 kg (896,812 t.oz), increase significantly of 111% compared to 2017 for 13,202 kg (424,454 t.oz). As for bauxite commodities, in 2018 ANTAM was able to produce 1.10 million *wet metric tons* (wmt) from the Company's mining in Bauxite Mining Business Unit, an increase of 70% from 2017 total production which was recorded at 648 thousand wmt. As for the sales volume of washed bauxite in 2018 managed to reach 963 thousand wmt, an increase by 15% compared to 2017 volume.

ANTAM's audited total net sales was recorded at Rp25.24 trillion, 199% higher compared to 2017 total net sales of Rp12.65 trillion. Currently, gold commodity is still the biggest contributor to the Company's revenue reaching Rp16.92 trillion or representing 67.1% of the 2018 total net sales.

ANTAM recorded total production of nickel ore in 2018 amounts to 9,32 million *wet metric ton* (wmt), an increase of 67% compared to 2017 of 5.57 million wmt. ANTAM recorded total nickel ore sales volume of 6.63 million wmt, an increased of 116% compared to 2017 nickel or sales volume of 2.93 million wmt.

Produksi | Production

| Jenis Type | Satuan Unit | 2016 | 2017 | 2018 |
|--------------------------|-------------------------|--------|--------|--------|
| Feronikel Ferronickel | TNi | 20.293 | 21.762 | 24.868 |
| Bijih Nikel Nickel Ore | juta wmt million wmt | 1,63 | 5,57 | 9,32 |
| Emas Gold | Kg | 2.207 | 1.967 | 1.957 |
| Bauksit Bauxite | ribu wmt thousand wmt | 241 | 648 | 1.102 |

Penjualan | Sales

| Jenis Type | Satuan Unit | 2016 | 2017 | 2018 |
|--------------------------|-------------------------|--------|--------|--------|
| Feronikel Ferronickel | TNi | 20.888 | 21.812 | 24.135 |
| Bijih Nikel Nickel Ore | juta wmt million wmt | 0,73 | 2,93 | 6,33 |
| Emas Gold | Kg | 10.227 | 13.202 | 27.894 |
| Bauksit Bauxite | ribu wmt thousand wmt | 298 | 838 | 963 |

Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits



Emas Batik Indonesia seri II
Indonesian Batik Gold series II

Inovasi Produk Emas ANTAM LM

Innovation of ANTAM LM Gold Product

Sebagai salah satu bentuk inovasi yang dilakukan, ANTAM melalui UBPP Logam Mulia kembali meluncurkan produk tematik pada tahun 2018. Untuk memperingati Tahun Baru Tionghoa, ANTAM mengeluarkan emas batangan edisi Imlek 2569 bergambar shio Anjing Tanah. Inisiatif ini diluncurkan untuk meningkatkan nilai tambah bagi masyarakat. Adapun produk ini memiliki karakteristik khusus, yakni merupakan edisi spesial Tahun Baru Imlek dengan shio Anjing Tanah, dibuat dengan berat 88 gram yang menjadi angka keberuntungan bagi masyarakat Tionghoa.

Di tahun yang sama, menjawab tingginya animo masyarakat terhadap emas seri batik, Kami pun kembali meluncurkan emas batangan bermotif batik seri II. Emas batangan Batik Indonesia Seri II mengusung empat motif yakni Batik Truntum dari Surakarta, Batik Wahyu Tumurun dari Yogyakarta, Batik Sekar Jagad dan Batik Purbonegoro dari Yogyakarta. Keempat desain batik tersebut akan dicetak pada emas batangan 10 dan 20 gram dengan kadar kemurnian 99,99%. ANTAM senantiasa optimis dengan hadirnya produk emas batangan Batik Indonesia Seri II ini akan meningkatkan minat masyarakat dalam berinvestasi emas melalui collectible items.

As one of innovation action, in 2018, ANTAM through Precious Metals Processing and Refinery Business Unit launched thematic precious metal product. ANTAM launched Chinese New Year 2569 gold bar special edition celebrating the year of the Earth Dog. This strategy was initiated to enhance market value. This gold-bar product edition related to the Chinese New Year - Earth Dog Lunar Zodiac, with special weight characteristic of 88 grams, which is considered as a lucky number for the Chinese community.

In 2018, to accomodate high demand of batik series, We launched the second series of batik gold minted bar. The gold minted bar of Indonesian Batik Series II product is available in four Indonesian batik motifs: Truntum from Surakarta, Wahyu Tumurun from Yogyakarta, Sekar Jagad from Yogyakarta and Purbonegoro from Yogyakarta. Each bar of Indonesian Batik Motifs Gold Minted Bar Series II product is cast on 10 and 20 gram of pure gold with 99.99% purity. The Batik Motifs products can also be treated as collection treasures as the uniqueness of batik pattern on gold bars will draw both batik and gold bars enthusiasts.

LANGKAH EKONOMI KEBERLANJUTAN

[103-1][103-2][103-3]

Perluasan dan pengembangan usaha merupakan kunci keberlanjutan Perusahaan. Pada tahun 2018, ANTAM bersama Holding Industri Pertambangan, bekerja sama untuk melakukan penjualan bersama yang berbasis di kota London, Inggris. Kerja sama ini telah disahkan dengan ditandatanganinya Memorandum of Understanding (MoU) oleh pihak ANTAM dengan anggota Holding lainnya. Ditargetkan kerja sama ini akan dimulai pada 2019 yang nantinya akan semakin memperluas ekspansi pasar ANTAM khususnya pasar Eropa.

STEPS TOWARDS ECONOMIC SUSTAINABILITY

[103-1][103-2][103-3]

The key of Company's growth are expansion and business development. In 2018, ANTAM together with other members of Mining Industry Holding Company, were worked together to establish a joint sales initiative in London, England. This cooperation has been ratified by Memorandum of Understanding (MoU) of ANTAM and other member of Mining Industry Holding Company. It is targeted that the joint sales will begin in 2019, this initiative will support the ANTAM's market expansion, especially in European market.

Selain itu, langkah keberlanjutan ANTAM dapat terlihat dari inovasi desain dan kemasan ANTAM-LM. Nilai tambah dari produk ini akan memberikan perlindungan bagi pelanggan dalam berinvestasi emas karena menjamin keaslian produk. Fasilitas pengolahan dan pemurnian ANTAM yang tersertifikasi *Responsible Gold* dari London Bullion Market Association (LBMA) senantiasa memastikan pasokan emas Perusahaan bebas dari pencucian uang, pelanggaran hak asasi manusia dan tidak terlibat dalam konflik. Kami memastikan bahwa ANTAM sebagai perusahaan global berkomitmen mengikuti perkembangan standar-standar internasional. [102-12] [417-1]

Untuk memperluas jaringan pemasaran dan menghadapi tantangan wilayah Indonesia yang begitu luas bagi penjualan emas ANTAM-LM, Kami melanjutkan perjanjian kerja sama dengan PT Pos Indonesia (Persero). Bagi Perusahaan, sinergi ini merupakan salah satu kesempatan untuk mendukung penjualan emas ANTAM-LM dengan terus melakukan perbaikan dan pengembangan meningkatkan mutu pelayanan. Dengan 205 Kantor Pos Pemeriksa, ANTAM berharap penjualan produk Emas ANTAM-LM domestik dapat meningkat.

Langkah ANTAM selanjutnya adalah dengan melakukan kerja sama perdagangan antara Indonesia dan Jepang untuk produk logam emas batangan gold-kilo bar. Adanya kerja sama ini menunjukkan kepercayaan dan pengakuan dunia internasional kepada produk emas ANTAM, serta memperkuat profil LBMA *Responsible Gold Guidance* yang dimiliki Perusahaan. Kerja sama perdagangan ini memperkuat daya saing serta meningkatkan kinerja Perusahaan. [417-1]

In addition, ANTAM's sustainability steps are also well represented in the innovative design and packaging of ANTAM-LM (gold minted bar) products. The added value of these products is expected to be able to provide a reliable and safe gold investment options for Our customers, that we also guarantee the products' authenticity. ANTAM's processing and refinery facility, which has been certified as Responsible Gold from the London Bullion Market Association (LBMA), has been always ensuring that Our gold supply is not related to money laundry activities, human rights violations, and any conflicts. We ensure that ANTAM as a global company is always committed to follow the developments and implementation of international standards. [102-12][417-1]

To enlarge sales networking and overcome challenge of Indonesia's vast territory for ANTAM's gold minted bar sales, We continues our cooperation with PT Pos Indonesia (Persero). For the Company, this synergy is one of the opportunities to support ANTAM's gold minted bar sales through continuous improvement in service quality. Supported by network of 205 Post Offices, ANTAM hopes that this cooperation can help increase domestic sales of ANTAM gold minted bar.

As the next step, ANTAM is establishing trade cooperation between Indonesia and Japan for gold-kilo bar of precious metal products. This collaboration demonstrates international trust and recognition for ANTAM's gold products, in addition, purchases through this cooperation will strengthen ANTAM's LBMA Responsible Gold Guidance profile. Furthermore, this trade cooperation strengthen the overall competitiveness and improve the Company's performance. [417-1]



Kegiatan operasional pertambangan di Unit Bisnis Pertambangan Bauksit, Kalimantan Barat
Mining operations at Bauxite Mining Business Unit, West Kalimantan

Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits



Desain dan Kemasan baru Emas ANTAM-Logam Mulia.
New design and packaging of Gold products of
ANTAM Precious Metals.

Inovasi Desain dan Kemasan Emas ANTAM-LM

Innovative Design and Packaging of
ANTAM-LM Gold Minted Bar

Pada tahun 2018, ANTAM melalui UBPP Logam Mulia meluncurkan desain dan kemasan emas ANTAM-Logam Mulia (ANTAM-LM) yang baru. Peluncuran desain dan kemasan baru emas ANTAM-LM ini juga menandai peringatan Ulang Tahun ke-50 ANTAM.

Peluncuran desain dan kemasan emas baru ini juga merupakan salah satu rekam jejak yang penting di mana sejak tahun 1930 UBPP Logam Mulia mencetak emas batangan. Setelah 1930, perubahan desain emas batangan secara signifikan dilakukan di tahun 1968, 1974, 1980, 1989, 1994 dan 2004. Sedangkan tahun 2011 selain mengubah bentuk emas batangan menjadi bentuk portrait, UBPP Logam Mulia mulai menggunakan *latent image* pada produk, dan pada tahun 2013, ANTAM mulai menggunakan kemasan *blister* untuk pecahan 50 dan 100 gram.

Salah satu perbedaan signifikan dibandingkan dengan emas ANTAM-LM edisi sebelumnya adalah dimensi yang lebih besar untuk denominasi yang sama. Hal ini merupakan respon ANTAM atas permintaan pasar yang menginginkan dimensi yang lebih besar pada emas ANTAM-LM. Emas batangan baru juga dikemas dengan teknologi CertiCard untuk meningkatkan rasa aman masyarakat dalam berinvestasi emas batangan karena memberikan fitur keamanan berlapis. **[417-1]**

In 2018, ANTAM's Precious Metals Processing and Refinery Business Unit launched the new ANTAM's gold minted bar (ANTAM-LM) design and packaging. The launching also marks the 50th anniversary commemoration of ANTAM.

The launching of the new design and packaging of ANTAM-LM gold minted bar product marked a significant milestone for Precious Metals Processing and Refinery Business Unit gold printing activities which was started since the establishment of gold refinery plant in 1930. Since 1930, the design of gold minted bar product has been changed for several times in 1968, 1974, 1980, 1989, 1994 and 2000. The latest modification conducted in 2011 when the portrait shaped with the latent image was introduced on ANTAM-LM gold minted bar product. In 2013, the blistering packaging was adopted for the gold minted bar product of 50 & 100 grams.

One significant difference with the previous edition of ANTAM-LM gold minted bar is the larger dimension for the same denomination. This is Our response to market's demand of a bigger dimension of ANTAM-LM's gold minted bar. The new gold minted bar is also completed with CertiCard technology with layered security features to provide proof of authenticity that will protect the customers and enhance the community's trust in gold investment. **[417-1]**

KONTRIBUSI TERHADAP PEMASUKAN NEGARA (PAJAK & ROYALTI) [201-1]

Sebagai bagian dari perusahaan negara, ANTAM berkomitmen memberikan manfaat yang besar bagi negara ini dari kegiatan operasional yang dijalankan. Kontribusi ANTAM bagi Indonesia adalah sumber pendapatan negara melalui Penerimaan Negara Bukan Pajak (PNBP), pajak, dan dividen. Pada tahun 2018, ANTAM tercatat memberikan hasil PNBP, pajak dan royalti kepada Negara sebesar Rp1.169,97 miliar, naik sebesar 183% dibandingkan tahun lalu sebesar Rp796,80 miliar.

CONTRIBUTION TO GOVERNMENT REVENUES (TAX & ROYALTY) [201-1]

As a part of State-Owned company, ANTAM is committed to providing great benefits for the government, towards our operational activities. One of ANTAM's contribution to Indonesia is our support towards for state revenue through Non-Tax State Revenues (PNPB), taxes and dividends. In 2018, ANTAM's contribution was amounted to Rp1.169,97 billion in PNBP, taxes and royalties to the Negara, an increase of 183% compared to last year's contribution of Rp796.80 billion.



Rp1.169,97

miliar | billion

Kontribusi kepada Negara (Rp miliar)
Contribution to Government (Rp billion)

| 2016 | 2017 | 2018 |
|------|--------|------------|
| 545 | 796,80 | Rp1.169,97 |

Pada tahun 2018, ANTAM mendapatkan Benefit Tax Holiday dari Kementerian Keuangan Republik Indonesia. Hal ini merupakan salah satu buah dari komitmen ANTAM melakukan investasi dan memperluas serta mengembangkan usaha di dalam negeri.

In 2018, ANTAM received Tax Holiday Benefit from the Ministry of Finance Republic of Indonesia as the result of ANTAM's commitment to consistently invest, expand and develop its business domestically.

Realisasi transfer *price pricing* menyusun laporan tahun 2017 dan 2018 telah diserahkan ke Direktorat Jenderal Pajak.

Realization of the Company's transfer price pricing for 2017 and 2018 reports have been submitted to the Directorate General of Tax.

PEMBAYARAN KEPADA PENYANDANG DANA

ANTAM juga membayarkan kewajiban kepada penyandang dana berupa pembayaran bunga. Pada tahun 2018, pembayaran bunga kepada penyandang dana sebesar Rp554,33 miliar.

PAYMENTS TO INVESTORS

ANTAM also consistently pay interest payment as the obligations to our shareholders. In 2018, interest payments to shareholders was amounted to Rp554.33 billion



Rp554,33

miliar | billion

Pembayaran Kepada Penyandang Dana (Rp miliar)
Payment to Investors (Rp billion)

| 2016 | 2017 | 2018 |
|--------|--------|--------|
| 505,71 | 484,23 | 554,33 |

Manfaat Ekonomi ANTAM yang Berkelanjutan

ANTAM's Sustainable Economic Benefits

Refinancing Pembayaran Pokok Obligasi Berkelanjutan I Seri A ANTAM

Refinancing the A Series Sustainable Bond 1 of ANTAM

Pada Desember 2018, ANTAM melakukan *refinancing* pembayaran pokok Obligasi Berkelanjutan I ANTAM dengan Tingkat Bunga Tetap Tahap I Tahun 2011 Seri A (Obligasi Seri A ANTAM) dengan tenor selama tujuh tahun dan tingkat bunga sebesar 8,375% per tahun senilai Rp900 miliar yang jatuh tempo pada 14 Desember 2018.

Refinancing atas pokok Obligasi Seri A ANTAM dilakukan dengan skema pinjaman kredit investasi perbankan. ANTAM mendapatkan fasilitas kredit investasi dari PT Bank Negara Indonesia (Persero) Tbk senilai total US\$82 juta yang ditujukan untuk keperluan refinancing Obligasi Seri A serta mendukung belanja modal Perusahaan tahun 2018. Pinjaman berupa kredit investasi ini berjangka waktu tujuh tahun dengan tingkat suku bunga LIBOR 3 bulan + 2,0% per tahun. Saat ini tingkat LIBOR berada di level 2,77%. Dengan kinerja keuangan Perusahaan yang semakin solid, ANTAM mendapatkan tingkat suku bunga kredit investasi yang lebih kompetitif sejalan dengan upaya ANTAM untuk menurunkan tingkat beban keuangan Perusahaan.

In December 2018, ANTAM refinances the A Series Sustainable Bonds 1 with fixed rate-stage I of 2011 Series A (ANTAM's Series A Obligation) with a seven-year tenor and interest rate of 8.375% per year valued Rp900 billion maturing on December 14, 2018.

The refinancing of ANTAM's Series A bonds was carried out with a banking investment credit loan scheme. ANTAM obtained an investment credit facility from PT Bank Negara Indonesia (Persero) Tbk in total of US\$82 million for refinancing the A Series A Bonds purpose and supporting the Company's capital expenditure in 2018. The loan is a seven-year duration with an interest rate of 3-month LIBOR + 2.0% per year. Currently, the LIBOR is at the level of 2.77%. With stronger financial performance, ANTAM received more competitive investment loan interest rate which is in line with ANTAM's efforts to reduce the Company's financial liability.



Kegiatan operasional di UBP Bauksit, Kalimantan Barat
Operational Activities at Bauxite Mining Business Unit, West Kalimantan

DISTRIBUSI BIAYA EKONOMI

Kami berkomitmen bahwa setiap kegiatan operasional yang dilakukan ANTAM haruslah memiliki manfaat ekonomi baik secara langsung maupun tidak langsung kepada seluruh pemangku kepentingan. ANTAM juga memastikan kinerja operasional dan keuangan yang baik tentunya akan berbanding lurus dengan kontribusi yang Kami berikan kepada seluruh pemangku kepentingan. Berikut merupakan data nilai ekonomi yang dihasilkan dan didistribusikan oleh ANTAM pada tahun 2018.

ECONOMIC COSTS DISTRIBUTION

We are committed that Our operational activity must have economic benefits both directly and indirectly to all stakeholders. ANTAM also ensures good operational and financial performances course will be equal to the contribution that We provide to all stakeholders. The following are economic value data produced and distributed by ANTAM in 2018.



| Uraian | Nilai Ekonomi (Rp Juta) / Economic Value (Rp Million) | | | Description |
|---|---|-------------------|-------------------|---|
| | 2016 | 2017 | 2018 | |
| NILAI EKONOMI LANGSUNG DIHASILKAN [201-1] | | | | DIRECT ECONOMIC VALUE GENERATED [201-1] |
| Pendapatan | | | | Revenue |
| Hasil penjualan bersih | 9.106.261 | 12.653.619 | 25.241.268 | Net Sales |
| Ditambah (+/+) | | | | Addition |
| - Penerimaan bunga bank | 343.190 | 259.842 | 228.392 | - Interest gain |
| - Perolehan investasi dalam saham | - | (3.750) | - | - Shares gain |
| - Penerimaan dividen | - | - | 219.693 | - Dividend income |
| - Penerimaan lain-lain | 120.651 | (4.286) | 42.364 | - Other income |
| - Penerimaan denda dan klaim | 111.856 | 131.072 | 71.899 | - Fine and claim income |
| - Keuntungan selisih kurs | 96.828 | 56.589 | (251.889) | - Foreign exchange gain |
| TOTAL NILAI EKONOMI LANGSUNG DIHASILKAN | 8.433.736 | 12.979.791 | 25.551.727 | TOTAL DIRECT ECONOMIC VALUE |
| NILAI EKONOMI YANG DIDISTRIBUSIKAN [201-1] | | | | ECONOMIC VALUE DISTRIBUTED [201-1] |
| Biaya operasi (HPP dan beban operasi tanpa biaya pegawai dan CSR) | 8.154.614 | 11.032.307 | 21.922.274 | Operation Cost (cost of goods sold and operation without cost for employee and CSR) |
| Gaji pegawai dan manfaat lainnya | 875.250 | 925.615 | 1.347.591 | Employee salary and other benefit |
| Jumlah pembayaran kepada penyandang dana | 505,71 | 484,23 | 554,33 | Payment for investor |
| Pembayaran dividen, termasuk dividen pemerintah | - | - | 47.777 | Dividend payout, including Government dividend |
| Bunga pinjaman dan bunga bank | 505.711 | 484.230 | 554.332 | Loan interest and bank interest |
| Pengeluaran untuk pemerintah | 545.193 | 796.803 | 1.459.715 | Government Expenditure |
| Pengeluaran kepada masyarakat: CSR | 68.241 | 95.090 | 118.675 | Community Expenditure: CSR |
| JUMLAH NILAI EKONOMI DIDISTRIBUSIKAN | 10.121.925 | 13.334.045 | 25.550.364 | TOTAL DISTRIBUTED ECONOMIC VALUE |
| NILAI EKONOMI DITAHAN [201-1] | (1.688.189) | (354.254) | 1.363 | RETAINED ECONOMIC VALUE [201-1] |

DAMPAK EKONOMI TIDAK LANGSUNG

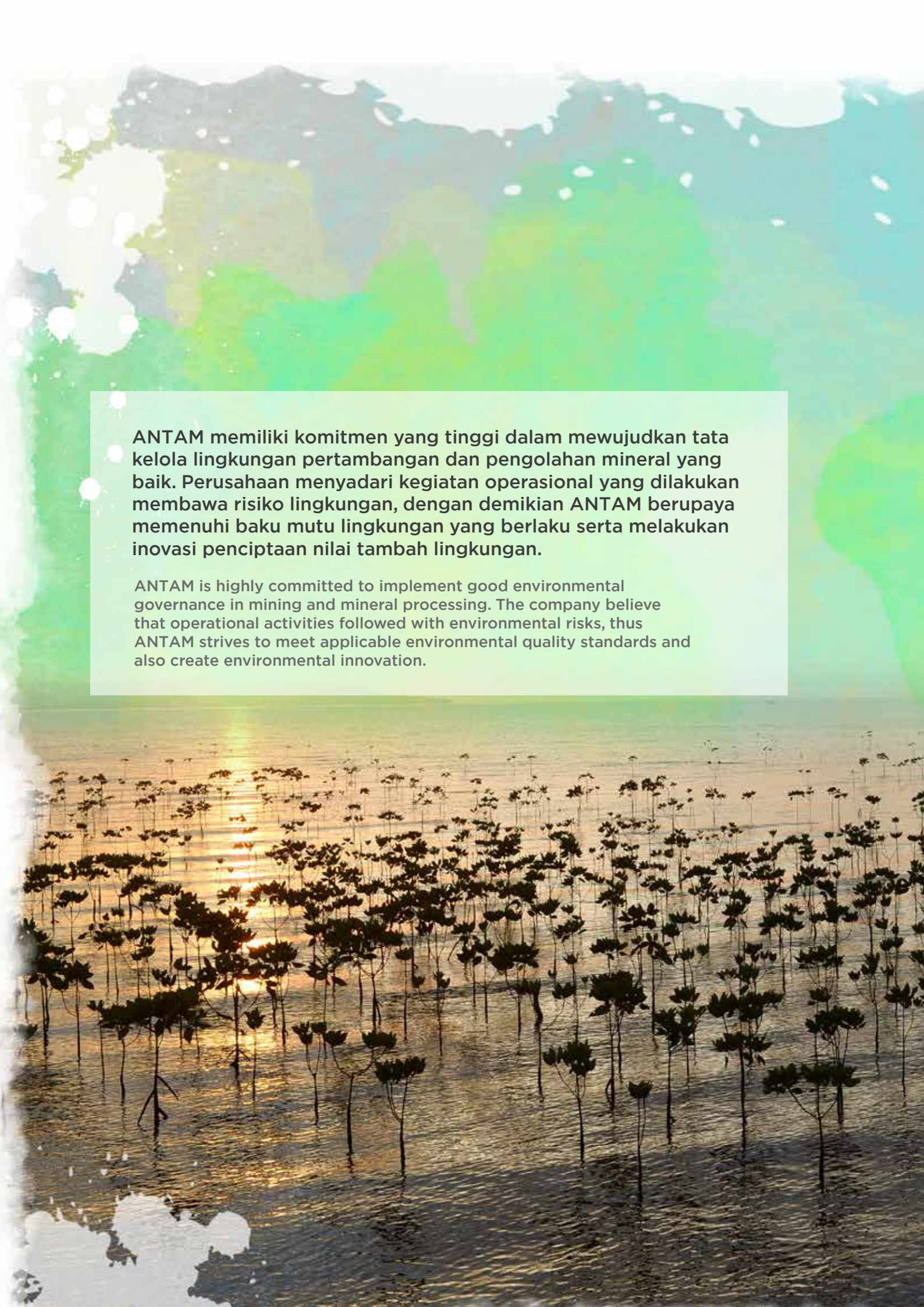
Sebagai perusahaan yang mengelola sumber daya alam, ANTAM memastikan bahwa Perusahaan berusaha secara maksimal untuk memberikan manfaat ekonomi dan sosial bagi seluruh pemangku kepentingan baik itu pemerintah daerah dan pusat, Lembaga Swadaya Masyarakat (LSM), serta masyarakat sekitar wilayah tambang.

Dalam strategi keberlanjutan, Perusahaan mempunyai misi untuk meningkatkan kesejahteraan masyarakat dan kemandirian di wilayah operasional ANTAM. Kami juga berkomitmen memberikan bantuan secara langsung maupun tidak langsung kepada pemangku kepentingan, serta menyiapkan kemandirian wilayah dengan menyiapkan lahan pascatambang menjadi lahan produktif. Sehingga nantinya jika ANTAM sudah tidak beroperasi di wilayah tersebut, peningkatan ekonomi masyarakat dapat terus terwujud. [MM10]

INDIRECT ECONOMIC IMPACT

As a natural resources based company, ANTAM ensures to always strive the best to provide economic and social benefits to all stakeholders, for the regional and central government, non-governmental organizations (NGOs), and local society from Our operational areas..

In the Company's sustainability strategy, Our mission is to improve local community welfare and autonomy, especially those in the surrounding of ANTAM's operational areas. We are also committed to provide direct and indirect assistance to stakeholders, as well as preparing regional independence by preparing post-mining areas into productive land. Therefore, in the future when ANTAM have to close Our activities in that region, the local society and regional's economy would be able to be sustainable grow. [MM10]



ANTAM memiliki komitmen yang tinggi dalam mewujudkan tata kelola lingkungan pertambangan dan pengolahan mineral yang baik. Perusahaan menyadari kegiatan operasional yang dilakukan membawa risiko lingkungan, dengan demikian ANTAM berupaya memenuhi baku mutu lingkungan yang berlaku serta melakukan inovasi penciptaan nilai tambah lingkungan.

ANTAM is highly committed to implement good environmental governance in mining and mineral processing. The company believe that operational activities followed with environmental risks, thus ANTAM strives to meet applicable environmental quality standards and also create environmental innovation.

Kinerja Kami dalam Melestarikan Alam & Lingkungan

Our Performance in Nature & Environment Preservation

| | |
|--|-----|
| Good Mining Practice Di Seluruh Unit Bisnis Antam Good Mining Practice Di Seluruh Unit Bisnis Antam | 121 |
| Kebijakan Lingkungan Dan Antam Green Standard (AGS) Environmental And Antam Green Standard (AGS) Policy | 122 |
| Energi Energy | 123 |
| Air Water | 128 |
| Emisi Emission | 132 |
| Limbah Waste | 137 |
| Efluen Effluent | 138 |
| Limbah B3 Hazardous Waste | 142 |
| Limbah Non-B3 Non-Hazardous and Toxic Waste | 147 |
| Reklamasi Dan Rehabilitasi Reclamation And Rehabilitation | 149 |
| Keanekaragaman Hayati Biodiversity | 154 |
| Dana & Investasi Lingkungan Environmental Cost & Investments | 159 |

Kinerja Kami dalam Melestarikan Alam & Lingkungan

Our Performance in Nature & Environment Preservation

Implementasi pengelolaan lingkungan berpedoman pada dokumen AMDAL, Rencana Pemantauan Lingkungan (RPL), dan Rencana Pengelolaan Lingkungan (RKL) serta Rencana Pasca-tambang (RPT) yang telah disepakati.

ANTAM runs the environmental management guided by AMDAL document, Environmental Monitoring Plan (RPL), and Environmental Management Plan (RKL) and Post-mining Plan (RPT).



Energi | Energy

11,8 juta GJ
million GJ

Total energi yang digunakan tahun 2018. Kami menggunakan energi lebih rendah dari tahun 2017. Total energy used in 2018. We recorded lower energy consumption in 2018 compare to 2017.

Air | Water

9.233 ribu m³
thousand m³

Volume air yang digunakan tahun 2018. Jumlah ini meningkat dibandingkan tahun 2017 sejalan dengan peningkatan produksi.

Total water consumption in 2018. We recorded higher water consumption in 2018 compare to 2017 in addition to higher production performance.

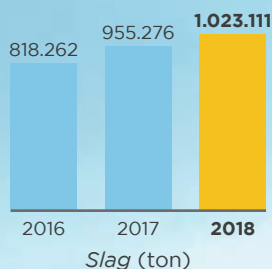
Meskipun demikian kami juga menggunakan kembali air hasil daur ulang yang di tahun 2018 tercatat sebesar: We also reused the recycle water in 2018 which recorded:

9.233 ribu m³
thousand m³

ANTAM menggunakan kembali air daur ulang dari limbah dengan mengembalikannya pada proses produksi. ANTAM reuse water from recycled waste as production process.

Limbah B3 dimanfaatkan kembali

The reused hazardous and toxic waste





Kegiatan pelestarian lingkungan di UBP Nikel Sulawesi Tenggara.
Environmental preservation activities at Southeast Sulawesi Nickel Mining Business Unit.

Industri ekstraktif dikenal sebagai salah satu bidang usaha yang berpartisipasi terhadap perubahan bentang alam di suatu wilayah, salah satunya adalah pertambangan. Industri yang bersifat tak terbarukan ini pada waktu tertentu akan berakhir masa penambangannya. Namun demikian, selain memiliki potensi risiko lingkungan, industri pertambangan juga membawa manfaat bagi kelangsungan hidup manusia jika dikelola dengan baik. **[103-1]**

Hal tersebut mendasari Perusahaan dalam menempatkan pertimbangan utama pengelolaan lingkungan di dalam beraktivitas sebagai aspek paling penting. ANTAM memiliki tanggung jawab penuh terhadap kondisi alam dan lingkungan di sekitar area operasional. Kami pun berusaha mengelola dampak lingkungan sesuai dengan standar dan peraturan yang berlaku bahkan turut aktif dalam upaya global untuk memerangi perubahan iklim. **[103-2]**

Pada 2018, ANTAM meneruskan kolaborasi antara aspek lingkungan dengan aspek masyarakat (CSR) dalam mendukung program reklamasi, penanaman dan pemeliharaan tanaman, sampai pemanfaatan sampah domestik sehingga dapat lebih ramah lingkungan. **[103-2]**

GOOD MINING PRACTICE DI SELURUH UNIT BISNIS ANTAM [103-2][103-3]

ANTAM selalu berkomitmen terhadap penerapan praktik pertambangan yang baik (Good Mining Practice) yang disertai penerapan prinsip kehati-hatian (Precautionary Principle) dan kepatuhan terhadap ketentuan dan peraturan yang berlaku. Good Mining Practice telah

Extractive industry is known as one of the contributors which change landscapes and mining is one of them. This non-renewable industry at a certain time will end its mining period. However, in addition to carry potential environmental risks, the mining industry also benefits human life if managed properly. **[103-1]**

This perception become fundamental consideration for company to put environmental management as the most important aspects. ANTAM hold responsibility to natural conditions and the environment around the operational area. We also strive to manage environmental impacts which meet applicable standards and regulations. In addition, we also actively participate in global efforts to reduce climate change. **[103-2]**

In 2018, ANTAM had continued its collaboration with CSR especially in reclamation program, planting and maintenance and also domestic waste utilization so could attain environmentally friendly processes. **[103-2]**

GOOD MINING PRACTICE IN ANTAM'S BUSINESS UNIT [103-2][103-3]

ANTAM is always committed to the implementation of good mining practices which followed with Precautionary Principle and comply with rules and regulations. It applied to every ANTAM's business line and operations which are mining, mineral processing, environmental management,

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

diterapkan pada setiap lini bisnis dan operasional ANTAM mulai dari penambangan, pengolahan mineral, pengelolaan lingkungan, penerapan kesehatan dan keselamatan kerja (K3) di area kerja, pengembangan masyarakat sejak tambang dibuka sampai kegiatan pascatambang.

Implementasi pengelolaan dampak lingkungan di seluruh area ANTAM berpedoman pada dokumen Analisis Mengenai Dampak Lingkungan (AMDAL), Rencana Pemantauan Lingkungan (RPL), dan Rencana Pengelolaan Lingkungan (RKL) serta Rencana Pasca-tambang (RPT) yang telah disepakati.

occupational health and safety (OHS) in working area and community development start from its operation until postmining.

ANTAM runs the environmental impacts management guided by Environmental Impact Assessment (AMDAL) document, Environmental Monitoring Plan (RPL), and Environmental Management Plan (RKL) and Post-mining Plan (RPT).

KEBIJAKAN LINGKUNGAN DAN ANTAM GREEN STANDARD (AGS) [103-2][103-3]

ANTAM menempatkan Kebijakan Lingkungan dan ANTAM Green Standard (AGS) sebagai dasar pelaksanaan kegiatan operasional yang diwujudkan melalui perencanaan, identifikasi, dan pengelolaan risiko serta monitoring lingkungan. Semua dilakukan agar kami bisa menjaga kelestarian alam dan lingkungan baik di lokasi operasional atau di wilayah sekitar operasional.

ENVIRONMENTAL AND ANTAM GREEN STANDARD (AGS) POLICY [103-2][103-3]

ANTAM places Environmental and ANTAM Green Standard (AGS) Policy as baseline to perform operational activities which are planning, identification and risk management and environmental monitoring. We comprehend that this will preserve the nature and environment both in the operational and surrounding area.



Kebijakan Lingkungan ANTAM

ANTAM Environmental Policy

- 1 **Mengembangkan dan menerapkan sistem manajemen lingkungan yang mengacu pada peraturan Perseroan dan peraturan perundangan yang berlaku.**
Develop and implement an environmental management system that refers to Company regulations and applicable laws and regulations.
- 2 **Mengupayakan penggunaan sistem, teknologi, metode, peralatan, dan bahan-bahan yang memiliki dampak negatif minimal bagi lingkungan dalam setiap kegiatan pertambangan.**
Strive to use systems, technology, methods, equipment, and materials that have minimal negative impact to environment in every mining activity.
- 3 **Meningkatkan profesionalisme sumber daya manusia dalam pengelolaan lingkungan.**
Increase professional human resources in environmental management.
- 4 **Meminimalkan lahan terganggu dan merehabilitasi sesuai dengan peruntukannya termasuk melindungi flora dan fauna di dalamnya.**
Attempt to decrease disturbed land and execute rehabilitation according to its designation, including protecting flora and fauna.
- 5 **Menggunakan sumber daya alam secara optimal dalam rangka konservasi dan meminimalkan limbah.**
Optimal in natural resources usage in the context of conservation and minimizing waste.
- 6 **Melakukan upaya pencegahan pencemaran lingkungan dan pengendalian dampaknya.**
Prevent environmental pollution and control its impacts.
- 7 **Mendukung program penurunan emisi gas rumah kaca dengan upaya-upaya produktif dan inovatif dalam kegiatan pertambangan.**
Support to reduce greenhouse gas effect reduction by implementing productive and innovative processes in mining activities.
- 8 **Mendukung upaya pembangunan yang berkelanjutan serta mempertimbangkan kebutuhan masyarakat sekitar operasi pertambangan.**
Support to sustainable development and consider community needs around mining operations.
- 9 **Melakukan evaluasi untuk meningkatkan kinerja lingkungan secara berkelanjutan.**
Evaluate to improve environmental performance on an ongoing basis.

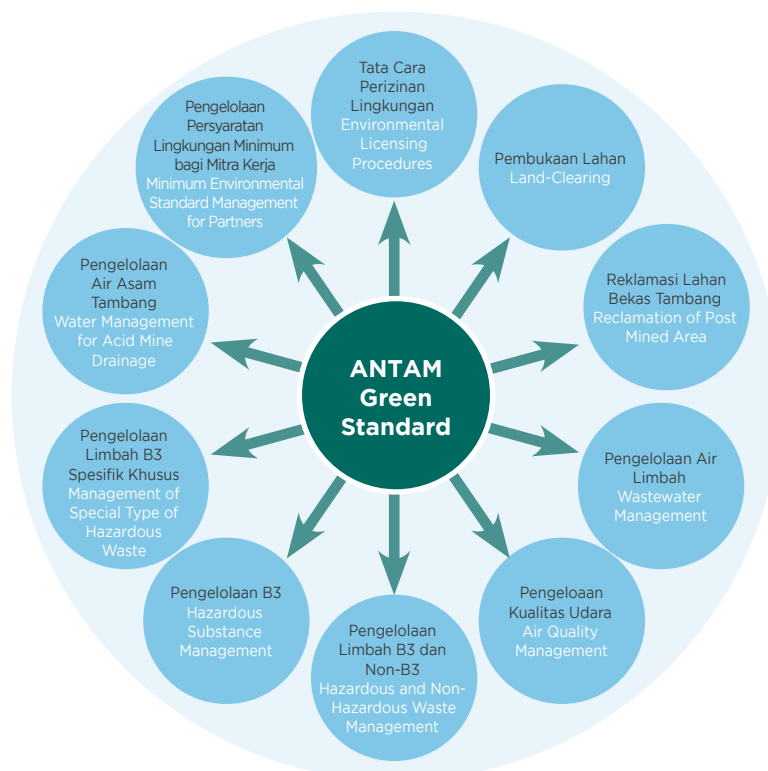
AGS disusun berdasarkan Surat Keputusan Direksi ANTAM No. 538.K/0084/DAT/2017 tentang Kebijakan Pengelolaan Lingkungan PT ANTAM Tbk Tanggal 8 Agustus 2017 menjadi standar dalam pengelolaan lingkungan. AGS bertujuan untuk memberikan arahan dan pedoman untuk Perusahaan maupun pihak lain agar tercapai hasil yang efektif, efisien, serta meningkatkan kinerja lingkungan serta citra Perusahaan. Dalam AGS, terdapat standar lingkungan yang dapat dijadikan acuan pembuatan kebijakan atau prosedur pengelolaan lingkungan di unit/unit bisnis/proyek pengembangan/kantor pusat dan anak perusahaan.

[103-2][103-3]

AGS arranged based on ANTAM's Board of Directors Decree No. 538.K/0084/DAT/2017 concerning PT ANTAM Tbk's Environmental Management Policy on August 8, 2017 and turn into environmental management standard. AGS aims to provide direction and guidelines to operate for ANTAM and other parties to achieve effective, efficient as well as improving the environmental performance. In AGS, the environmental standards application can be used as a reference in making policies or procedures for environmental management in units/business units/projects development/head office and subsidiaries.

[103-2][103-3]

10 Standar Lingkungan dalam AGS 10 Environmental Standards in AGS



ENERGI [103-1][103-2][103-3]

Energi merupakan salah satu aspek yang mendapatkan perhatian Perusahaan. Sebagai bagian dalam industri ekstraktif, ketergantungan ANTAM terhadap penyediaan energi untuk kegiatan operasional cukup besar. Sehingga semakin ekspansif maka energi yang digunakan makin besar. Meskipun demikian ANTAM berupaya melakukan efisiensi energi sebagai wujud tata kelola operasional yang baik. Energi juga menjadi satu dari delapan aspek yang diperhatikan dalam penilaian PROPER Hijau Kementerian Lingkungan Hidup dan Kehutanan (KLHK).

ENERGY [103-1][103-2][103-3]

ANTAM put attention in energy. As an extractive industries, ANTAM is having high reliance in energy to support operational activities. The more expansive the company, the larger energy used. Nevertheless, ANTAM seeks to carry energy efficiency as part of good operational governance. Energy is also one of eight aspects considered in Green PROPER assessment by the Ministry of Environment and Forestry (KLHK).

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

ANTAM memiliki kebijakan penggunaan energi di setiap unit bisnis serta melakukan identifikasi intensitas energi. Hal ini dilakukan untuk menjadi salah satu dasar upaya optimalisasi proses produksi. Berbagai inisiatif dan program konservasi energi dilaksanakan di setiap unit bisnis seperti sosialisasi, pengaturan pemakaian, penggunaan proses atau peralatan hemat energi, modernisasi alat dan pemanfaatan energi terbarukan. Strategi pengelolaan energi di ANTAM mengacu pada ketentuan-ketentuan yang diatur dalam Peraturan Menteri ESDM No.14 Tahun 2012 tentang Manajemen Energi.

Di UBP Emas, ANTAM berupaya menurunkan capaian intensitas konsumsi energi spesifik per kg *bullion* dari tahun sebelumnya sebesar 3%. Selain itu, UBP Emas berusaha meningkatkan capaian rasio efisiensi energi dari pencapaian kinerja efisiensi energi tahun sebelumnya sebesar 10%.

Penggunaan energi yang dicantumkan dalam laporan ini tidak hanya mencakup kegiatan operasi ANTAM di unit bisnis, melainkan juga dari kegiatan kontraktor dan mitra usaha di lingkungan Perusahaan. Pada tahun 2018, total penggunaan energi ANTAM tercatat sebesar 11.847.668 GJ untuk seluruh unit bisnis atau turun jika dibandingkan dengan tahun 2017 yang tercatat sebesar 12.237.755 GJ. Total konsumsi energi ANTAM dapat dilihat pada tabel berikut:

In every business units, ANTAM has policy in energy usage as well as identifies the intensity. ANTAM consider this as one of the baseline to attempt production optimization. Various energy conservation initiatives and programs are carried out in business units such as socialization, regulation usage, energy-saving utility usage, tools modernization and renewable energy utilization. The energy management strategy refers to the provisions stipulated in the ESDM Ministerial Regulation No.14 of 2012 concerning Energy Management.

At Gold Mining Business Unit, ANTAM seeks to reduce the intensity of specific energy consumption per kg of bullion from the previous year by 3%. In addition, we also improve to achieve energy efficiency ratio from last year previous record by 10%.

The energy usage included in this report does not only cover ANTAM's operations in business units, but also from the activities of contractors and business partners within the Company. In 2018, ANTAM's total energy usage was recorded at 11,847,668 GJ for all business units or decreased compared to 2017 which was recorded at 12,237,755 GJ. The total ANTAM energy consumption can be seen in the following table:

Total Konsumsi Energi Berdasarkan Unit Bisnis dan Sumber Energi [302-1]

Total Energy Consumption by Business Unit and Source

| Unit Bisnis dan Sumber Energi Business Unit and Energy Source | Satuan Unit | Periode | | | | | |
|--|-------------|-------------|-----------|-------------|---------------|-------------|-----------|
| | | 2016 | | 2017 | | 2018 | |
| | | Volume | GJ | Volume | GJ | Volume | GJ |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | | | | | |
| Listrik (PLTD) Electricity | KWH | 688.733.536 | 2.479.441 | 731.122.220 | 2.632.040 | 822.263.300 | 2.960.148 |
| Marine Fuel Oil (MFO) | Liter | 109.474.480 | 4.202.549 | 102.239.695 | 3.924.818 | 130.070.367 | 4.992.101 |
| Industrial Diesel Oil (IDO) | Liter | 5.250.877 | 196.383 | 22.812.493 | 853.187 | 227.188 | 8.499 |
| Batu bara Coal | Kg | 300.925.030 | 5.687.483 | 230.534.488 | 4.357.101.823 | 177.627.085 | 3.357.152 |
| Solar Diesel | | 357.024 | 13.353 | 439.715 | 16.445 | 554.874 | 20.758 |
| Bensin Fuel | Liter | 144.956 | 4.784 | 242.944 | 8.017 | 280.450 | 9.415 |
| Listrik (PLTD) Electricity | KWH | 688.733.536 | 2.479.441 | 731.122.220 | 2.632.040 | 822.263.300 | 2.960.148 |
| Marine Fuel Oil (MFO) | Liter | 109.474.480 | 4.202.549 | 102.239.695 | 3.924.818 | 130.070.367 | 4.992.101 |
| Industrial Diesel Oil (IDO) | Liter | 5.250.877 | 196.383 | 22.812.493 | 853.187 | 227.188 | 8.499 |
| Batu bara Coal | Kg | 300.925.030 | 5.687.483 | 230.534.488 | 4.357.101.823 | 177.627.085 | 3.357.152 |
| Solar Diesel | | 357.024 | 13.353 | 439.715 | 16.445 | 554.874 | 20.758 |
| Bensin Fuel | Liter | 144.956 | 4.784 | 242.944 | 8.017 | 280.450 | 9.415 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | | | | | |
| Bensin Fuel | Liter | 266.610 | 8.798 | 428.129 | 16.552 | 438.022 | 16.934 |
| Solar Diesel | Liter | 2.403.617 | 92.986 | 3.364.815 | 124.364 | 3.599.477 | 133.037 |

| Unit Bisnis dan Sumber Energi Business Unit and Energy Source | Satuan Unit | Periode | | | | | |
|--|-------------|---------------|--------|------------|---------|------------|---------|
| | | 2016 | | 2017 | | 2018 | |
| | | Volume | GJ | Volume | GJ | Volume | GJ |
| UBP Emas Gold Mining Business Unit | | | | | | | |
| Listrik (PLN) Supplied Electricity (PLN) | KWH | 63.355.056 | 227196 | 61.661.598 | 222.988 | 62.399.184 | 225.655 |
| Listrik (PLTD) Diesel Power Plant | KWH | 139.400 | 566 | 91.691 | 861 | 321.400 | 3.017 |
| HSD (Transportasi Operasi) Operational Transportation | Liter | 116.339 | 4.359 | 114.114 | 4.269 | 113.289 | 4.238 |
| HSD (Operasi Alat Berat) Heavy Machineries Operations | Liter | 487.042 | 17.726 | 432.772 | 16.190 | 437.690 | 16.374 |
| HSD (Pabrik) Plant | Liter | 450.396 | 16.735 | 407.451 | 15.243 | 533.191 | 19.947 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | | | | | | | |
| Listrik (PLN) Electricity | KWH | 2.075.880 | 7.473 | 2.378.140 | 8.561 | 2.809.720 | 10.115 |
| Gas Alam Natural Gas | m3 | 229.894 | 7.724 | 204.253 | 6.863 | 266.893 | 6.863 |
| Solar Diesel | Liter | 2.440 | 91 | 2.840 | 106 | 3.200 | 120 |
| UBP Bauksit Bauxite Mining Business Unit | | | | | | | |
| Solar Diesel | Liter | 17.674 | 653 | 578.697 | 21.389 | 1.440.095 | 55.674 |
| Bensin Fuel | Liter | 230.695 | 8.919 | 40.903 | 1.581 | - | - |
| Listrik (PLTD+BTG ICA Electricity | KWh | 1.304.090 | 4.695 | 1.994.676 | 7.181 | 2.117.099 | 7.622 |
| Total | | 12.981.913.39 | | 12.237.755 | | 11.847.668 | |

Catatan:

(*) Faktor konversi menggunakan standar IPCC (UNEP) 2006, GHG Protocol (WBCSD, WRI). ISO 14064

Conversion factors using the IPCC standard (UNEP) 2006, GHG Protocol (WBCSD, WRI). ISO 14064

(*) Pengukuran konsumsi energi listrik dilaksanakan di seluruh Unit Bisnis mengacu pada ketentuan standar PROPER dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia.
Measurements of electrical energy consumption carried out in all Business Units refer to the standard provisions of PROPER of the Ministry of Environment and Forestry of the Republic of Indonesia.

(*) Faktor konversi:

- | | | |
|---|---|-----------------------------|
| • 1 KWH = 0,004 GJ | • 1 liter Bensin = 0,033 GJ | • 1 kg batu bara = 0,019 GJ |
| • 1 m3 Gas Alam = 0,034 GJ | • 1 liter Marine Fuel Oil = 0,038 GJ | |
| • 1 liter High Speed Diesel = 0,036 GJ | • 1 liter Industry Diesel Oil = 0,037 GJ | |
| Conversion factor: | | |
| • 1 KWH = 0,004 GJ | • 1 liter of gasoline = 0,033 GJ | • 1 kg of coal = 0,019 GJ |
| • 1 m3 Natural Gas = 0,034 GJ | • 1 liter of Marine Fuel Oil = 0,038 GJ | |
| • 1 liter of High Speed Diesel = 0,036 GJ | • 1 liter of Industry Diesel Oil = 0,037 GJ | |

Secara umum penurunan total konsumsi energi ANTAM disebabkan oleh beberapa hal yakni adanya pengurangan konsumsi batu bara di UBP Nikel Sulawesi Tenggara sejalan dengan kegiatan *maintenance* PLTU. Pada tahun 2018 tercatat penggunaan batu bara 177.627.085 kg, atau turun dibandingkan tahun 2017 yang tercatat sebesar 230.534.488 kg.

ANTAM energy consumption was decreased caused by several things, namely the reduction of coal consumption at Southeast Sulawesi Nickel Mining Business Unit which in line with power plant maintenance. In 2018 it was recorded 177,627,085 kg coal usage, lower than 2017 which recorded 230,534,488 kg.

Sedangkan di UBP Bauksit, terdapat peningkatan yang cukup signifikan konsumsi solar yang tercatat sebesar 1.440.095 liter di 2018. Demikian pula di UBP Nikel Maluku Utara yang pada 2018 tercatat sebesar 3.599.477 liter. Hal ini disebabkan bertambahnya alat berat untuk kebutuhan produksi tambang.

Bauxite Mining Business Unit recorded significant increase in diesel consumption at 1,440,095 liters in 2018. Likewise, at North Maluku Nickel Mining Business Unit in 2018 recorded 3,599,477 liters. This is due to the increase of heavy machineries in mining production.

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Total Pemakaian Energi Berdasarkan Unit Bisnis (GJ) [302-1]

Total Energy Consumption Based on Business Unit (GJ)

| Unit Bisnis Business Unit | 2016 | 2017 | 2018 |
|--|-------------------|-------------------|-------------------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 12.583.992 | 11.791.609 | 11.348.072 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 101.785 | 140.915 | 149.971 |
| UBP Emas Gold Mining Business Unit | 266.581 | 259.551 | 269.232 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | 15.289 | 15.530 | 17.098 |
| UBP Bauksit Bauxite Mining Business Unit | 14.267 | 30.151 | 63.296 |
| Total | 12.981.913 | 12.237.756 | 11.847.668 |

Gedung Hemat Energi di UBPP Logam Mulia

Energy-Efficient Building in Precious Metals Processing and Refinery Business Unit

ANTAM melalui Unit Bisnis Pengolahan dan Pemurnian Logam Mulia (UBPP Logam Mulia) pada tahun 2018 membangun gedung baru bernama Graha Dipta yang berfungsi menjalankan aktivitas administrasi dan penjualan emas. Berlokasi di Jalan Pemuda, Rawamangun, Jakarta Timur. Gedung Graha Dipta mengusung konsep bangunan hemat energi melalui bukaan ruang dibagian tengah gedung yang menjadi sumber cahaya yang berfungsi untuk penerangan.

Konsep ini dijalankan sebagai upaya penurunan penggunaan energi listrik sekaligus meningkatkan tingkat pencahayaan alami area perkantoran. Pada struktur tengah Gedung Graha Dipta, pemilihan material kaca menjadi pilihan utama untuk mengurangi penggunaan lampu sebagai sumber penerangan kantor. Pada bagian dalam inti struktur, dibuat taman hijau untuk mempercantik bidang bukaan yang sekaligus menjadi pusat pengaruh. Sebut saja pengaruh desain arsitek untuk menghemat energi dan pengaruh secara sosial untuk meningkatkan efektivitas kerja.

ANTAM, through Precious Metals Processing and Refinery Business Unit has built a new office in 2018 called Graha Dipta as an administrative and gold sales office. Graha Dipta located at Jalan Pemuda, Ramawangun, East Jakarta. The building carries energy-efficient concept through open space in the middle of the structure that become a source of light.

This concept established as an effort to reduce electrical energy usage by increasing the natural light in the office. In the middle of the structure, Graha Dipta office select glasses material to reduce lamps usage while the sun lights enter the area. In the inner core of the structure, a green garden is created beautifully adorn spaces while at the same time become the center of influence. Namely the influence of architect design to save energy and influence socially to improve work effectiveness.



Gedung hemat energi di UBPP Logam Mulia, Pulogadung, Jakarta Timur.
Energy-efficient building at Precious Metal Processing & Refinery
Business Unit, Pulogadung, East Jakarta.

Secara umum, intensitas energi ANTAM mengalami kenaikan. Total kebutuhan energi dari berbagai sumber termasuk BBM, listrik, dan gas yang diperlukan oleh Unit Bisnis untuk menghasilkan produk tahun ini lebih tinggi dibandingkan dengan tahun lalu. Hal ini sejalan dengan upaya Perusahaan meningkatkan kinerja operasi di lini bisnis inti. Namun demikian, terdapat pengecualian untuk UBP Nikel Sulawesi Tenggara di mana intensitas energi pada 2018 yang mengalami penurunan karena menurunnya konsumsi batu bara. Tercatat intensitas energi di UBP Nikel Sulawesi Tenggara sebesar 456,33 GJ/TNi, menurun dibandingkan tahun 2017 yang tercatat 540,61 GJ/TNi.

Generally, ANTAM's energy intensity has increased. The total energy requirements from various sources including fuel, electricity and gas to produce products this year were higher than last year. This is aligned with the Company's intention to improve its performance in core business line. However, there is an exception for Southeast Sulawesi Nickel Mining Business Unit which recorded lower energy intensity in 2018 compared to 2017. It record 456.33 GJ/TNi in 2018 while in 2017 at 540.61 GJ/TNi which caused by lower coal consumption.

Realisasi Produksi dan Intensitas Energi Berdasarkan Unit Bisnis [302-3]

Production Realization and Energy Intensity Based On Business Unit

| Unit Bisnis Business Unit | | Satuan Unit | 2016 | 2017 | 2018 |
|--|--------------------------------------|----------------|------------|------------|------------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | Total Energi Total Energy | GJ | 12.583.992 | 11.791.609 | 11.348.072 |
| | Total Produksi Total Production | TNi | 20.293 | 21.762 | 24.868 |
| | Intensitas Energi Energy Intensity | GJ/TNi | 620,11 | 540,61 | 456,33 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | Total Energi Total Energy | GJ | 101.785 | 140.915 | 149.970 |
| | Total Produksi Total Production | WMT | 1.157.066 | 2.032.000 | 4.827.762 |
| | Intensitas Energi Energy Intensity | GJ /WMT | 0,09 | 0,07 | 0,03 |
| UBP Emas Gold Mining Business Unit | Total Energi Total Energy | GJ | 266.581 | 259.551 | 269.232 |
| | Total Produksi Total Production | Dore Kg | 12.877 | 11.887 | 12.169 |
| | Intensitas Energi Energy Intensity | GJ/Dore Kg | 20,70 | 21,83 | 22,12 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | Total Energi Total Energy | GJ | 15.289 | 15.530 | 18.800 |
| | Total Produksi Total Production | Kg | 216.384 | 230.239 | 227.834 |
| | Intensitas Energi Energy Intensity | GJ/Kg | 0,0706 | 0,0067 | 0,082 |
| UBP Bauksit Bauxite Mining Business Unit | Total Energi Total Energy | GJ | 14.267 | 30.151 | 63.296 |
| | Total Produksi Total Production | WMT | 241.202 | 648.431 | 1.102.385 |
| | Intensitas Energi Energy Intensity | GJ/WMT | 0,06 | 0,05 | 0,06 |



Kegiatan pemantauan lingkungan di UBP Emas, Jawa Barat.
Environment monitoring activity at Gold Mining Business Unit, West Java

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Penghematan Sederhana untuk Hasil Istimewa di UBP Bauksit

Simple Savings for Special Results in Bauxite Mining Business Unit

Sebagai upaya pelaksanaan efisiensi energi, ANTAM melalui UBP Bauksit melakukan modifikasi pada oven pengujian *moisture content* bijih bauksit dengan cara menambah dimensi pada *pan* sehingga mampu mempercepat waktu proses pengeringan dan pengujian kadar bijih bauksit pada departemen Laboratorium Preparasi. Modifikasi ini mampu mengurangi konsumsi energi dan menghasilkan kinerja yang lebih efisien. Program ini mampu melakukan efisiensi energi sebesar 0,0032 GJ di UBP Bauksit dan melakukan penghematan sebesar Rp201 juta per tahun.

As an effort to implement energy efficiency, ANTAM through Bauxite Mining Business Unit has modified the bauxite ore moisture content testing oven by adding dimensions of the pans so that it can accelerate the drying process and ore bauxite grade testing in the Preparation Laboratory Department. This modification is able to reduce energy consumption and produce more efficient performance. In 2018 this program recorded energy efficiency of 0.0032 GJ at Bauxite Mining Business Unit and make savings of Rp201 million per year.

AIR [103-1][103-2][103-3]

ANTAM menggunakan air untuk keperluan operasional dan keperluan pendukung. Perusahaan memahami air merupakan sumber daya yang berharga sebagai faktor penyokong kehidupan manusia, karena itu ANTAM senantiasa berkomitmen mengelola air dengan baik dan berupaya meminimalisir dampak lingkungan. Perusahaan telah melakukan pengelolaan air sesuai dengan kaidah penambangan yang baik

Dalam proses operasional, ANTAM menggunakan air yang berasal dari air permukaan, air tanah, air kolam endapan, dan air daur ulang limbah. Sebagian besar air digunakan untuk keperluan produksi dan pengolahan mineral. Sedangkan lainnya digunakan untuk keperluan pendukung lainnya.

Di UBP Emas, ANTAM memiliki komitmen untuk mendukung program-program efisiensi penggunaan air sebesar 5% dan penurunan beban pencemaran air sebesar 5% setiap tahunnya. Kami juga menjaga kualitas air dan lingkungan dengan menetapkan target internal (CN<0,375 ppm; SS<70 ppm; 6<pH<9) yang di bawah Baku Mutu Lingkungan yang ditetapkan Badan Lingkungan Hidup (CN<0,5 ppm; SS<200 ppm; 6<pH<9). Selain itu, UBP Emas berusaha mengurangi penggunaan air (baru) tanah sebesar 5% setiap tahunnya dengan memanfaatkan teknologi *water treatment plant* dalam mengolah air proses menjadi air siap pakai untuk memenuhi kebutuhan sehari-hari serta melakukan program konservasi air tanah dengan cara menambah cadangan air sebesar 10% setiap tahun.

WATER [103-1][103-2][103-3]

ANTAM uses water for operational and supporting activities. The company understands that water is a valuable resource as a supporting factor for human life, therefore ANTAM is always committed to have good water usage and attempted to minimize environmental impacts. The company has implemented good water management as one of good mining practices application.

For operational process, ANTAM uses water from surface water, ground water, sediment pond water, and waste recycled water. Most of the water is used for production and processing purposes. Others are used for other supporting purposes.

At Gold Mining Business Unit, ANTAM is committed to support water usage efficiency programs for 5% and to reduce water pollution rate by 5% annually. We also maintain water quality by specify internal targets (CN <0.375 ppm; SS <70 ppm; 6 <pH <9) which are below the Environmental Quality Standards set by the Environment Agency (CN <0.5 ppm; SS <200 ppm; 6 <pH <9). In addition, Gold Mining Business Unit strives to reduce new water usage by 5% every year by utilizing water treatment plant technology to process the processed water into ready-to-use water to meet daily needs and conduct groundwater conservation programs by adding water reserves of 10% every year.

ANTAM menggunakan kembali air daur ulang dari limbah dengan mengembalikannya pada proses produksi. Hal tersebut dilakukan sebagai upaya untuk mengurangi penggunaan air permukaan dan air baku. Upaya Perusahaan lainnya adalah dengan menjaga kriteria kualitas air sesuai dengan ketentuan yang berlaku.

Sepanjang tahun 2018, total air yang digunakan ANTAM dari sumber air permukaan, air tanah, air kolam endapan, dan air PAM tercatat sebesar 9,2 juta m³. Angka tersebut relatif naik jika dibandingkan dengan realisasi tahun 2017 yang tercatat sebesar 9,1 juta m³. UBP Nikel Sulawesi Tenggara mengalami peningkatan konsumsi air sehubungan dengan adanya peningkatan produksi feronikel, demikian pula di UBP Emas karena adanya peningkatan produksi emas.

Sedangkan penggunaan air yang didaur ulang pada 2018 tercatat sebesar 26,2 juta m³ atau mengalami kenaikan dari 2017 yang tercatat sebesar 24,6 juta m³. Peningkatan konsumsi air daur ulang tercatat di UBP Nikel Sulawesi Tenggara dan UBP Emas.

ANTAM reuse the recycled water from waste to the production process. This is the effort to reduce surface water and raw water usage. Another effort is to maintain water quality criteria which meet applicable regulations.

During 2018, ANTAM's water usage from surface water, ground water, sediment pond water, and state water company (PAM) water was recorded at 9.2 million m³. This figure is relatively increase compared to 2017 which was recorded at 9.1 million m³. Southeast Sulawesi Nickel Mining Business Unit has increased water consumption due to higher ferronickel production, as well as Gold Mining Business Unit due to the increase of gold production.

The recycled water usage in 2018 was recorded at 26.2 million m³ or increased compare to 2017 which recorded 24.6 million m³. The increased consumption of recycled water was recorded in the Southeast Sulawesi Nickel Mining Business Unit and Gold Mining Business Unit.



69,3%

**Dari total konsumsi air tahun 2018
adalah air daur ulang**

Total water consumption in 2018 was
sourced from recycled water

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Volume Penggunaan Air Berdasarkan Unit Bisnis [303-1]

Water Consumption Volume Based on Business Unit

| Sumber Air yang Ditarik/Diambil Retracted/Used Water Sources | Tujuan Penggunaan Air Water Usage Purpose | Total Volume yang Ditarik/Diambil (ribu m ³) Total Retracted/Used Water (thousand m ³) | | |
|--|--|---|----------|----------|
| | | 2016 | 2017 | 2018 |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | | |
| Air Permukaan Surface Water | Produksi Production | 8.368 | 8.087 | 8.211 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | | |
| Air <i>Sediment Pond</i> Sediment Pond Water | Produksi Production | 2,92 | 2,92 | 2,92 |
| Air Permukaan Surface Water | Domestik Domestic | 54,18 | 63,65 | 42,99 |
| UBP Emas Gold Mining Business Unit | | | | |
| Air Tanah Ground Water | Domestik Domestic | 14,07 | 13,97 | 14,82 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | | | | |
| Air Tanah Ground Water | Domestik dan Produksi Domestic and Production | 0,37 | 0,49 | 1,67 |
| Air PAM State company (PAM) Water | Domestik dan Produksi Domestic and Production | 11,26 | 18,20 | 17,48 |
| UBP Bauksit Bauxite Mining Business Unit | | | | |
| Air <i>Sediment Pond</i> Sediment Pond Water | Proses Pencucian Bauksit Proses Pencucian Bauksit | 674,99 | 991 | 934 |
| Air Tanah Ground Water | Domestik Domestic | 5,83 | 6,39 | 8,2 |
| Total | | 9.131,52 | 9.154,51 | 9.233,08 |

Volume dan Penggunaan Air Hasil Daur Ulang [303-3]

Volume and Recycled Water Usage

| Unit Bisnis dan Sumber Air Business Unit and Water Source | Tujuan Resirkulasi Recirculation Purpose | Volume (ribu thousand m ³) | | |
|---|---|--|----------|----------|
| | | 2016 | 2017 | 2018 |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | | |
| Cekdam Bea Cukai Chekdam of Bea Cukai | Operasional pabrik dan proses pendinginan <i>slag</i> Plant operational and slag cooling process | 6.324 | 10.489 | 13.126 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | | |
| Cekdam AT01 Pakal Chekdam of AT01 Pakal | | 2,92 | 2,92 | 2,92 |
| UBP Emas Gold Mining Business Unit | | | | |
| Instalasi Pengolahan Air Limbah (IPAL) Tambang Mine Waste Water Treatment Plant (WWTP) | Air bahan baku pabrik Raw water for production plant | 1.441,62 | 1.376,66 | 1.449,33 |
| | Air <i>backfilling</i> Backfilling water | 161,18 | 161,41 | 165,45 |
| | Air pengeboran tambang Mining Drilling Water | 430,52 | 370,64 | 490,46 |
| Air limbah <i>tailing</i> pabrik Plant tailings wastewater | Ke pabrik sebagai air proses To plant as water process | 726,30 | 692,10 | 707,01 |

| Unit Bisnis dan Sumber Air Business Unit and Water Source | Tujuan Resirkulasi Recirculation Purpose | Volume (ribu thousand m³) | | |
|--|---|-----------------------------|-----------|-----------|
| | | 2016 | 2017 | 2018 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | | | | |
| Instalasi Pengolahan Air Limbah (IPAL) & Pemurnian Perak Waste Water Treatment Plant (WWTP) & Silver Refinery | Proses <i>leaching</i> klorida Chloride leaching process | N/A | N/A | N/A |
| Spent Electrolyte Pemurnian Perak Spent Electrolyte of Silver Purification | Proses <i>electrorefining</i> perak Silver electrorefining process | 0 | 0,0820 | 0,188 |
| <i>Mineral dressing</i> | proses <i>mineral dressing</i> kembali Mineral Re-Dressing Process | 0,337 | 0 | 0 |
| UBP Bauxit Bauxite Mining Business Unit | | | | |
| <i>Washing Plant</i> | Proses pencucian bijih bauxit The process of washing bauxite ore | 1.217,73 | 1.353,03 | 934 |
| Total | | 10.304,61 | 14.445,85 | 16.875,35 |

Penggunaan Air Daur Ulang dan Total Konsumsi Air [303-3]
Recycle Water Usage and Total Water Consumption

| Sumber Air Water Sources | 2016 | | 2017 | | 2018 | |
|---|---|-------------|---|-------------|---|-------------|
| | Volume (ribu thousand m ³) | % | Volume (ribu thousand m ³) | % | Volume (ribu thousand m ³) | % |
| Air Permukaan Surface Water | 9.097,17 | 45,2% | 9.141,65 | 37,1% | 8.253,99 | 33,52% |
| Air Tanah Ground Water | 20,27 | 0,10% | 20,85 | 0,08% | 24,76 | 0,10% |
| PAM PAM | 11,26 | 0,05% | 18,20 | 0,07% | 17,48 | 0,07% |
| Air Sediment Pond Sediment Pond Water | 677,91 | 3,37% | 993,92 | 4,03% | 937,84 | 3,80% |
| Air Daur Ulang Recycle Water | 10.304,61 | 51,2% | 14.445,85 | 58,6% | 17.063,66 | 69,30% |
| Total Konsumsi Air Total Water Consumption | 19.436,23 | 100% | 23.629,47 | 100% | 26.297,73% | 100% |

Catatan:

* Penggunaan air daur ulang vs total konsumsi air mengalami *restatement* pada bagian air *sediment pond* tahun 2016 dan 2017 karena belum memasukkan data UBPP Bauxit. Dengan masuknya data UBPP Bauxit maka penghitungan persentase proporsi juga mengalami perubahan minor yakni pada semua sumber air tahun 2016 dan 2017.

The total usage of recycled water compare to total water consumption was *restatement* in sediment pond water in 2016 and 2017 because the figures has yet to include data from UBPP Bauxit. With addition Bauxite Mining Business Unit's data, there was a minor adjustment to the proportional percentage calculation, particularly for all water sources data of 2016 and 2017.

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Optimalisasi Sumber Air Bersih untuk Masyarakat di UBP Emas

Water Source Optimization for Community in Gold Mining Business Unit

Di UBP Emas, pada 2018 melaksanakan program optimalisasi sumber mata air kampung Ciguha, Desa Bantar Karet, Kecamatan Nanggung, Kabupaten Bogor yang telah memberikan manfaat kepada lebih dari 900 orang warga dari 227 kepala keluarga. Dulu kawasan Ciguha merupakan bagian dari wilayah tercemar oleh merkuri-sianida atas pengolahan emas ilegal yang berlangsung selama puluhan tahun. Aktivitas tidak bertanggung jawab itu menyebabkan sumber air yang ada tidak dapat digunakan. Kini kondisinya lebih baik setelah ANTAM bersama masyarakat melakukan optimalisasi sumber air bersih untuk kebutuhan warga. Bahkan kini telah terbentuk Badan Pengelola Sumber Air Bersih (BPSAB) dan mampu memperoleh pendapatan sebesar Rp3,8 juta pada kuartal kedua tahun 2018. Ke depannya diharapkan masyarakat dapat semakin tumbuh dan berkembang secara mandiri. Berdasarkan hasil kajian studi kelayakan pembangunan instalasi penyediaan air bersih di kampung Ciguha yang dilakukan Fakultas Teknik Sipil dan Lingkungan Institut Teknologi Bandung (ITB), menyatakan bahwa kualitas air Sungai Ciguha, baik di hulu maupun yang tertampung di bak-bak penampung masyarakat masih cukup baik dan layak dikonsumsi.

Gold Mining Business Unit in 2018 implemented a program to optimize the spring water source of the village of Ciguha, Bantar Karet, Nanggung District, Bogor Regency which has provided more than 900 residents from 227 families as beneficiaries. Few years ago, Ciguha was part of an area which polluted by mercury-cyanide as part of illegal gold processing which lasted for decades. The irresponsible activity causes the water source to be unusable. Now the condition is better after ANTAM and the community optimized the water source. In addition, they formed The Water Resources Management Agency (BPSAB) and have been able to gain revenue of Rp3.8 million in the second quarter of 2018. In the future hopefully the community can grow and develop independently. Based on the results of the feasibility study by the Faculty of Civil and Environmental Engineering of the Bandung Institute of Technology (ITB), the water quality of the Ciguha River, both in upstream and community reservoirs is in good condition and suitable for consumption.



Optimalisasi Sumber Air Bersih untuk Masyarakat di UBP Emas
Water Source Optimization for Community in Gold Mining Business Unit

EMISI [103-1][103-2][103-3]

Turut mengambil peran sebagai *corporate citizenship* yang baik, ANTAM juga berkomitmen untuk mematuhi regulasi yang terkait dengan upaya penurunan efek Gas Rumah Kaca (GRK). Salah satunya adalah Peraturan Presiden No. 61/2011 tentang rencana aksi penurunan Gas Rumah Kaca (GRK) dan Peraturan Presiden No. 71/2011 tentang Pencatatan Inventarisasi GRK Nasional. Oleh sebab itu, pengendalian emisi menjadi konteks keberlanjutan yang cukup penting bagi ANTAM.

EMISSION [103-1][103-2][103-3]

To participate as a good corporate citizenship, ANTAM is also committed to comply with regulations related to Greenhouse Gases (GHG). One of them is Presidential Regulation No. 61/2011 concerning the action plan for reducing Greenhouse Gas (GHG) and Presidential Regulation No. 71/2011 concerning Recording of National GHG Inventories. Therefore, emission control is also part of sustainability context for ANTAM.

Emisi GRK di ANTAM ditimbulkan dari kegiatan penambangan, penggunaan energi, pengolahan limbah, dan proses kimia serta kegiatan transportasi yang dilakukan ANTAM dan kontraktor. Emisi GRK tidak hanya diakibatkan dari proses dan penggunaan energi, tetapi juga ditimbulkan dari pembukaan dan pemanfaatan lahan. Oleh karena itu, upaya untuk mengembalikan fungsi lahan untuk menyerap CO₂ harus dilakukan sehingga dapat menyerap emisi GRK.

Kami menyadari bahwa kegiatan operasional khususnya pertambangan akan menghasilkan berbagai jenis emisi termasuk emisi CO₂, emisi Bahan Perusak Ozon (BPO), dan emisi lainnya yang dapat menimbulkan dampak negatif efek rumah kaca dan kerusakan lapisan ozon. ANTAM pun berkomitmen menekan dampak tersebut melalui serangkaian inovasi. Perusahaan memiliki kebijakan penurunan emisi GRK dan konvensional, identifikasi sumber emisi, beban emisi, data aktivitas faktor emisi, faktor oksidasi dan konversi di setiap unit bisnis.

Di UBP Emas, ANTAM memiliki komitmen menurunkan emisi GRK dengan cara menurunkan capaian intensitas emisi per kg bullion sebesar 3% dari tahun sebelumnya, meningkatkan capaian rasio penurunan emisi dari pencapaian kinerja penurunan emisi sebesar 5% dari tahun sebelumnya, dan menerapkan teknologi tepat guna dan ramah lingkungan untuk mendukung program pengendalian emisi GRK dan konvensional. Di bawah ini adalah profil emisi ANTAM [305-1]:

ANTAM's GHG emissions are generated from mining, energy usage, waste processing, and chemical processes and transportation activities carried out both ANTAM and its contractors. GHG emissions are not only generated by the processes and energy usage, but also arise from the land clearing and utilizing. Therefore, we have to restore the land so it able to absorb CO₂ and GHG Emission as well.

We recognize that mining operations will produce various types of emissions including CO₂ emissions, Ozone depleting substances (ODS) emissions, and other emissions which bring negative impact to greenhouse effects and could damage the ozon. Therefore, ANTAM is also committed to reduce them through innovations. The company has a GHG and conventional emission reduction policy, source emissions identification, emission expenses, emission factor activity data, oxidation factors and conversions in each business unit.

At Gold Mining Business Unit, ANTAM has commitment to reduce GHG emissions by reducing emissions intensity by 3% per kg of bullion from the previous year, increasing emission reduction ratio by 5% from the previous year, and implementing good and friendly technology to support GHG and conventional emissions control programs. ANTAM's emission profile are provided below [305-1]:

Total Emisi Berdasarkan Unit Bisnis & Cakupan Sumber Energi [305-1]

Total Emission Based On Business Unit & Coverage of Energy Sources

| Unit Bisnis Business Unit | Cakupan Emisi Emission Scope | 2016 ton CO ₂ eq | 2017 ton CO ₂ eq | 2018 ton CO ₂ eq |
|---|---------------------------------|--------------------------------|--------------------------------|--------------------------------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | Cakupan-1 Coverage-1 | 786.999 | 1.041.626 | 1.089.947 |
| | Cakupan-2 Coverage-2 | 140.980 | - | - |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | Cakupan-1 Coverage-1 | - | 105,48 | 151,04 |
| | Cakupan-2 Coverage-2 | - | - | - |
| UBP Emas Gold Mining Business Unit | Cakupan-1 Coverage-1 | 5.093 | 4.569 | 5.253 |
| | Cakupan-2 Coverage-2 | 56.451 | 54.942 | 55.599 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | Cakupan-1 Coverage-1 | - | - | - |
| | Cakupan-2 Coverage-2 | 2.290 | 2.512 | 3.004 |
| UBP Bauksit Bauxite Mining Business Unit | Cakupan-1 Coverage-1 | - | - | - |
| | Cakupan-2 Coverage-2 | 3.148 | 59.003 | 88.113 |
| TOTAL | | 994.961 | 1.162.758 | 1.142.067 |

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Intensitas Emisi GRK ANTAM Berdasarkan Unit Bisnis [305-4] ANTAM's GHG Emission Intensity based on Business Unit

| Unit Bisnis Business Unit***** | Satuan Unit | 2016 | 2017 | 2018 |
|---|---|---------|-----------|-----------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | Total Emisi Total Emissions | 927.979 | 1.041.626 | 1.089.947 |
| | Total Produksi Total Production | 20.293 | 21.762 | 24.868 |
| | Intensitas Emisi Emissions Intensity | 45,73 | 47,86 | 43,82 |
| UBP Nikel Maluku Utara**** North Maluku Nickel Mining Business Unit**** | Total Emisi Total Emissions | - | 105,48 | 151,04 |
| | Total Produksi Total Production | - | 2.032.000 | 4.827.762 |
| | Intensitas Emisi Emissions Intensity | - | 0,000052 | 0,000031 |
| UBP Emas Gold Mining Business Unit | Total Emisi Total Emissions | 61.544 | 59.511 | 63.198 |
| | Total Produksi Total Production | 12.877 | 11.887 | 12.169 |
| | Intensitas Emisi Emissions Intensity | 4,78 | 5,01 | 5,19 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | Total Emisi Total Emissions | 2.290 | 2.512 | 3.004 |
| | Total Produksi Total Production | 216.384 | 230.239 | 227.834 |
| | Intensitas Emisi Emissions Intensity | 0,011 | 0,011 | 0,013 |
| UBP Bauksit Bauxite Mining Business Unit | Total Emisi Total Emissions | 3.148 | 59.003 | 88.113 |
| | Total Produksi Total Production | 241.202 | 648.431 | 1.102.385 |
| | Intensitas Emisi Emissions Intensity | 0,013 | 0,091 | 0,080 |

Catatan | Note:

- * Emisi GRK dihitung berdasarkan metode perhitungan yang dikembangkan ANTAM berdasarkan studi yang dilakukan di masing-masing unit. Perhitungan emisi GRK menggunakan metode Intergovernmental Panel on Climate Change (IPCC) Guidelines yang dikeluarkan oleh United Nations Environment Programme (UNEP) 2006, GHG Protocol for Corporate Accounting (WBCSD/WRI) dan ISO 14064.
GHG emissions are calculated based on the calculation method developed by ANTAM based on the studies conducted in each unit. The calculation of GHG emissions uses the Intergovernmental Panel on Climate Change (IPCC) Guidelines issued by the United Nations Environment Program (UNEP) 2006, GHG Protocol for Corporate Accounting (WBCSD / WRI) and ISO 14064.
- ** Cakupan-1: emisi bruto GRK langsung dari operasional yang dimiliki atau dikendalikan oleh organisasi (termasuk penambangan, pemakaian energi, pengolahan limbah, dan proses kimia) dari Unit Bisnis ANTAM yang termasuk dalam batasan laporan ini.
Scope-1: gross GHG emissions directly from operations owned or controlled by the organization (including mining, energy use, waste treatment, and chemical processes) of ANTAM's Business Units included in the boundaries of this report.
- *** Cakupan-2: emisi GRK tidak langsung dari pemakaian energi yang dibeli dari luar (PLN) Unit Bisnis ANTAM yang termasuk dalam batasan laporan ini.
Scope-2: indirect GHG emissions from energy usage which purchased from state electricity company (PLN) which are included in the boundaries of this report.
- **** UBPNikel Maluku Utara baru menyajikan penghitungan emisi pada tahun 2017.
North Maluku Nickel Mining Business Unit started to disclose in 2017.
- ***** Perhitungan intensitas emisi hanya mencakup emisi Cakupan I dan Cakupan II. Cakupan III tidak termasuk dalam perhitungan.
Calculation of emissions intensity only covers emissions of Coverage I and Coverage II. Coverage III is not included in the calculation.

Selain emisi GRK, kami juga melakukan pemantauan terhadap emisi Nitrogen Dioksida (NO₂), Sulfur Dioksida (SO₂) dan partikulat lain yang dihasilkan. Berikut ini adalah volume emisi Gas Konvensional (Non-GRK) berdasarkan unit bisnis.

In addition to GHG emissions, we also monitor emissions of Nitrogen Dioxide (NO₂), Sulfur Dioxide (SO₂), and other particulates produced. The following is the volume of Conventional Gas (Non-GHG) emissions based on business units.

Hasil Pengukuran Emisi NO₂ dan SO₂ Serta Partikulat Lain [305-7]
NO₂ SO₂ And Other Particulate Emission Monitoring Results

| Unit Bisnis Business Unit | Satuan Unit | Pengukuran Nilai Tertinggi Highest Measurement Result | | | | | | | | | | | |
|---|-------------------|---|-------|--------|-------|-----------------------------------|-------|-------|-------|---------------------------------------|--------|-------|-------|
| | | Nitrogen Dioksida Nitrogen Dioxide | | | | Sulfur Dioksida Sulfur Dioxide | | | | Partikulat Total Total Particulate | | | |
| | | NO ₂ | | | | SO ₂ | | | | | | | |
| | | Baku Mutu Standard | 2016 | 2017 | 2018 | Baku Mutu Standard | 2016 | 2017 | 2018 | Baku Mutu Standard | 2016 | 2017 | 2018 |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | mg/m ³ | 1.000 | 952,4 | 977,7 | 861,5 | 800 | 617,4 | 334,5 | 626 | 250 | 227 | 153,2 | 225,5 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | mg/m ³ | 1.000 | 120 | 67 | 776,4 | 800 | 1 | 1 | 123,7 | 350 | 13 | 18 | 35,95 |
| UBP Emas Gold Mining Business Unit | mg/m ³ | 1.000 | 144 | 559,47 | 20 | 800 | 10,6 | 430 | 20 | 350 | 138,71 | 67,42 | 33 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | mg/m ³ | 1.000 | 868 | 135 | 94 | 800 | 74 | 9 | 20 | 350 | 37 | 46 | 12 |
| UBP Bauksit Bauxite Mining Business Unit | mg/m ³ | 1.000 | 45 | 78 | 124 | 800 | 60 | 47 | 18,7 | 350 | 90 | 32 | 53,1 |

* Spesifik sesuai dengan Peraturan Menteri Lingkungan Hidup No. 4 Tahun 2014 tentang Baku Mutu Emisi Sumber Tidak Bergerak Kegiatan Pertambangan.
Specific in accordance with Regulation of the Minister of Environment No. 4 of 2014 concerning Standard Quality of Emission of Immovable Resources Mining Activities.

* Hasil Uji tertinggi didapat dari hasil pengukuran emisi cakupan I & II. Cakupan III tidak termasuk dalam perhitungan
The highest test results are obtained from the measurement results of emissions coverage I & II. Coverage III is not included in the calculation

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Reduksi Emisi GRK Melalui Inovasi [305-5]

Reducing Green House Gas Through Innovation

Emisi GRK erat kaitannya dengan pemanasan global dan perubahan iklim. Melihat hal itu, ANTAM terus berupaya mengendalikan dan mereduksi emisi GRK yang dihasilkan oleh kegiatan operasional. Berbagai inovasi dan monitoring terus dilakukan di seluruh unit bisnis ANTAM untuk mencapai dan menjaga emisi GRK yang optimal. Berikut ini sejumlah pencapaian dan inovasi kami sepanjang tahun 2018.

GHG emissions are closely related to global warming and climate change. Seeing this, ANTAM continues to control and reduce GHG emissions. Various innovations and monitoring are continued simultaneously in all ANTAM business units to achieve and maintain optimal GHG emissions. Here are some of our achievements and innovations throughout 2018.

39,69 ton CO₂eq

Gedung kantor baru UBPP Logam Mulia bernama Graha Dipta memadukan konsep modern dan ramah energi, di mana bangunan kantor dilengkapi taman terbuka pada central area dan menggunakan dinding berbahan kaca. Konsep ini mampu menghemat energi karena mampu menurunkan penggunaan lampu penerangan, alat pendingin ruangan, dan perangkat elektronik yang totalnya mencapai 39,69 ton CO₂eq atau senilai Rp60 juta.

The new office building at Precious Metals Processing & Refinery business unit, which called Graha Dipta, combines modern architecture with energy-friendly building concepts, whereas office buildings are equipped with an open garden in its central area and utilized with glass walls. The eco-friendly building help reduce electricity consumption for illumination, air conditioning, and other electronic devices, with estimated energy saving of total 39.69 tons of CO₂eq or Rp60 million.

61.766 kWh

UBP Emas melakukan implementasi rekayasa metode *backfilling* tambang bawah tanah bermaterial *slurry* tanpa semen dengan menggunakan gravitasi sehingga menggantikan penggunaan pompa. Proses *backfilling* akan menggunakan pompa sebagai komponen mekanis untuk memindahkan fluida (berupa *slurry*) dari fasilitas *backfill plant*. Perubahan sistem *backfill* tambang tersebut menjadi lebih efisien dengan menghemat energi senilai 61.766 kWh per bulan. Proses penambangan bawah tanah juga menjadi lebih bersih dan ramah lingkungan.

Gold Mining Business Unit undertake engineered underground mining backfilling process (materialized with slurry) using gravity which replaces the pumps. The backfilling process will use a pump as a mechanical component to move fluid (in the form of slurry) from the backfill plant facility. This innovation has made efficiency and saving energy by 61,766 kWh per month. The underground mining process also becomes cleaner and environmentally friendly.

13.639.549 ton CO₂eq

UBP Bauksit melakukan *improvement* dengan mengubah sistem pada preparasi sampel dengan cara modifikasi desain pan dari ukuran 112 m² menjadi ukuran 207 m² sehingga proses pemanggangan sampel dapat berlangsung lebih efisien yaitu dari 8 jam menjadi 5 jam. Hal tersebut dapat menurunkan emisi konvensional sebesar 13.639.549 ton CO₂eq per ton bijih bauksit tercuci.

Bauxite Mining Business Unit made improvements by modifying pan design in sampling preparation process from 112 m² to 207 m² which caused sample roasting process runs efficiently, from 8 hours to 5 hours. This can reduce conventional emissions by 13,639,549 tons of CO₂eq per ton of washed ore bauxite.

3.290 kWh

UBP Emas melakukan implementasi rekayasa pola pengeboran tipe *square* menjadi tipe *staggered* sehingga mengurangi langkah produksi *ore reblasting boulder* yang menggunakan *jumbo drill*. Inisiatif ini turut menghemat energi senilai 3.290 kWh per bulan.

Gold Mining Business Unit undertake re-engineered drilling pattern from square to staggered and able to reduce ore reblasting boulder process using jumbo drill. This initiative also enable us to save energy amounted to 3,290 kWh per month.

LIMBAH [103-1][103-2][103-3]

Limbah merupakan salah satu aspek yang menjadi perhatian utama ANTAM. kegiatan operasional kami menghasilkan limbah yang bersifat Bahan Berbahaya dan Beracun (B3) maupun non-B3. Perusahaan berupaya semaksimal mungkin menciptakan nilai tambah dari limbah melalui inovasi teknologi. Untuk limbah B3, Jika tidak dapat dimanfaatkan kembali, akan dikirim kepada pihak ketiga yang memiliki izin agar dapat dikelola secara sesuai. Sedangkan untuk limbah non-B3, standar pengelolaannya dilakukan melalui pemisahan limbah, pengomposan limbah organik, reuse dan recycle. Jika tidak dapat di daur ulang, limbah non-B3 ditempatkan ke Tempat Pembuangan Akhir (TPA).

Dengan penanganan limbah sesuai ketentuan yang berlaku. Kami ingin menunjukkan bahwa ANTAM merupakan perusahaan yang bertanggung jawab terhadap pelaksanaan kegiatan operasional. Kami memastikan bahwa pengelolaan limbah telah dilakukan dengan baik dan benar sesuai aturan yang berlaku. Kami juga berusaha meminimalisir dampak negatif yang berpotensi merusak lingkungan dan merugikan masyarakat.

Di UBP Emas, ANTAM berupaya melakukan pengurangan limbah B3 yang dihasilkan dari kegiatan operasi penambangan dan pengolahan bijih emas serta kegiatan pendukungnya melalui Pemanfaatan *Tailing* sebagai bahan dasar produksi material konstruksi dimana ada 76,64% rasio hasil 3R dari total limbah yang dihasilkan di tahun 2017. Sedangkan untuk limbah non-B3, UBP Emas berupaya meningkatkan kinerja pengelolaan limbah padat non-B3 dari basis tahun sebelumnya minimal sebesar 10%. Beberapa inovasi dilakukan seperti aplikasi *Pillar Insitu Mining Method* sebagai substitusi penggunaan kayu pada *Cribbing Support Method* dalam mendukung Program Konservasi Sumber Daya Kayu, di mana tercatat 42,5% rasio hasil 3R dari total limbah non-B3 tahun 2017.

Di UBP Bauksit, ANTAM berupaya memperpanjang *life time* filter bekas *engine articulated dump truck* yang biasanya 500 jam beroperasi, kini ditambah 100 jam kerja. Kegiatan ini berhasil menghemat pengadaan filter *engine* baru sehingga timbulan limbah B3 padat berkurang dan tercatat sebesar 1,3 ton per tahun. Dalam pengelolaan limbah non-B3, UBP Bauksit melakukan pemanfaatan sisa sampah organik dari kantin sebagai pakan ternak binaan CSR, yang sebelumnya hanya dibuang ke TPS. Inisiatif ini berhasil mengurangi timbulan sampah domestik sebesar 5,1 ton per tahun.

WASTE [103-1][103-2][103-3]

Waste is one aspect that meets ANTAM's attention. Our operational activities produce Hazardous and Toxic (B3 waste) and non-B3 waste. The company attempt highly effort to create value from waste through innovation. The B3 waste will be treated to third parties if we can't re-used them and the non-B3 waste was managed through separation process, composting organic waste, reuse and recycle. For non-recycled non-B3 waste were sent to the designated landfill (Tempat Pembuangan Akhir - TPA).

As our attempt to managed waste that meet regulations, the result became evidence that ANTAM is responsible for its operational activities. We ensure that waste management has been executed properly and correctly which meet the regulations. We also try to minimize negative impacts and prevent environmental damage which could harm the community.

At Gold Mining Business Unit, ANTAM committed to reduce B3 waste through tailings utilization and create base material for construction. We recorded 76,64% ratio of 3R of total waste produced in 2017. At the same time, we also committed to improve 10% from last year in solid non-B3 waste management. We were working the Pillar Insitu Mining Method application to replace wood in Cribbing Support Process, as well as supporting the Wood Resource Conservation Program. We recorded 42,5% ratio of 3R results from total non-B3 waste in 2017.

At Bauxite Mining Business Unit, We attempt to extend articulated dump truck engine filter life time, which usually operates in 500 hours, we added another 100 hours. We reduce new filter application and able to lower B3 waste by 1.3 tons per year. In non-B3 waste management, we utilizes organic waste produced by employee's cafeteria owned by community. Previously we was disposed them to TPS. The initiative succeeded in reducing domestic waste and able to record 5.1 tons per year.

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Di UBPP Logam Mulia, Kami melakukan upaya penerapan teknologi *gold parting-electrowinning* mengganti metode elektrolisis yang mampu mengurangi limbah cair yang awalnya rata-rata 1.273 m³ per ton dore menurun menjadi 0,979 m³ per ton dore. Selain itu, UBPP Logam Mulia melakukan re-desain proses cupelasi dengan penggunaan mabor bekas dari proses analisa *Fire Assay* sebagai alas pengganti *tray morganit* dan berhasil mengurangi jumlah limbah *tray morganit* sebanyak 0,020 ton per tahun.

At Precious Metals Processing and Refinery Business Unit, we attempt to implement gold parting-electrowinning technology to replace the electrolysis method. This initiative able to reduce liquid waste which previously generated by 1,273 m³ per tonne dore became 0.979 m³ per tonne dore. In addition, we execute re-designs application of cupellation process using used mabor which produced from Fire Assay analysis process. This process able to reduce morganite waste trays by 0.020 tons per year.

Mengelola Limbah Secara Terintegrasi [103-1][103-2][103-3]

Integrated Waste Management

ANTAM memiliki kebijakan pengelolaan limbah untuk B3 dan non-B3 serta menetapkan prosedur standar pengelolaan limbah berdasarkan karakteristiknya. Hal ini dilakukan agar pengelolaan limbah di seluruh unit bisnis memiliki perencanaan yang baik, sistem monitoring berkala tepat waktu serta melakukan evaluasi terus menerus. Pengelolaan limbah di ANTAM dapat dibagi menjadi:

ANTAM has waste management policy for B3 and non-B3 waste as well as defined waste management standard procedures which suitable with its characteristics. This policy able to promote well-planned waste management system, a timely monitoring system, and continuous evaluation in business units. Waste management at ANTAM can be divided into:



Efluen
Effluent



Limbah B3
B3 WASTE



Limbah Non-B3
Non-B3 WASTE

Efluen [103-1][103-2][103-3]

Sumber daya air merupakan bagian tak terpisahkan dalam kegiatan pengelolaan limbah. ANTAM menyadari pengelolaan air berpotensi menimbulkan dampak jika tidak ditangani dengan baik. Mengingat wilayah operasi ANTAM berdampingan dengan masyarakat yang rentan terhadap isu lingkungan dan sosial, hal ini menjadi penting dan menjadi salah satu fokus dalam pengelolaan lingkungan ANTAM.

Salah satu komitmen ANTAM adalah memastikan baku mutu air limbah peraturan sebelum mengalirkan kembali ke lingkungan. Efluen akan diproses melalui kolam penampungan dan resirkulasi, kolam pengendap, ataupun Instalasi Pengolahan Air Limbah (IPAL) di setiap unit bisnis sehingga aman bagi lingkungan.

Effluent [103-1][103-2][103-3]

Water were also included in waste management. ANTAM aware that improper water management has potential negative impacts. Considering ANTAM's operating area were located near to communities whose might be vulnerable to environmental and social issues. Effluent management is important and becomes one of attention in ANTAM's environmental management.

ANTAM is committed to handle and manage waste water and assure its parameters meet relevant applicable regulations before discharge them off the system. Effluents were processed at waste pond, recirculation pond and settling pond as well as Waste Water Treatment Plant (WWTP) at each business unit.

Pemantauan dilakukan secara berkala baik oleh internal maupun instansi eksternal yang bekerja sama dengan laboratorium terakreditasi, agar kualitas efluen yang dialirkan kembali ke lingkungan sesuai dengan standar baku mutu lingkungan.

Selain itu, ANTAM aktif melaksanakan berbagai inisiatif daur ulang air limbah sehingga mampu mengurangi pemakaian air permukaan. Diharapkan, melalui upaya-upaya ini kualitas efluen semakin baik sementara volume yang dialirkan kembali ke badan-badan air juga semakin berkurang. Meskipun tahun 2018 jumlah limbah cair ANTAM lebih tinggi dari tahun 2017, kami berupaya menjaga kualitas baku mutu limbah.

Berikut ini berbagai upaya pengelolaan air limbah yang dilakukan di unit bisnis ANTAM dan informasi badan air penerima pembuangan efluen setelah proses pengelolaan dan pemantauan lingkungan: **[306-1]**

Monitoring were carried out periodically both by internal staff and external agencies which engage with credible accredited laboratories. We can ensure that effluents discharged off the system was suitable with applicable environmental quality standards.

In addition, ANTAM also perform various initiative to recycle waste water to reduce surface water consumption. We hoped these efforts will improve effluent quality and also reduce its volume which discharged to water bodies. In 2018, ANTAM's liquid waste was higher compared to 2017. ANTAM seeks to continue maintaining the quality of liquid waste.

The following are various wastewater management and information on water body discharge destinations after all environmental management and monitoring process: **[306-1]**

| Unit Bisnis Business Unit | Pengelolaan Air Limbah Waste Water Management | Badan Air Tujuan Pembuangan Water Body Discharge Destination |
|---|---|---|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | <ul style="list-style-type: none"> - Dua kolam penampungan dan resirkulasi yang berfungsi untuk menampung dan mengolah air limbah dari pabrik pengolahan maupun proses pendinginan <i>slag</i> - Two holding and recirculation ponds which serve to collect and treat wastewater from the plant and from the slag cooling process | Laut Ocean |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 6 (enam) kolam pengendap 6 (six) sedimentation pond | Laut Ocean |
| UBP Emas Gold Mining Business Unit | Dua IPAL yakni IPAL Tambang dan IPAL Cikaret untuk mengolah air limbah Two waste water treatment ponds which are: IPAL Tambang and IPAL Cikaret to manage the waste water | Sungai Cikaniki & Cikaret Cikaniki & Cikaret River |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | Satu IPAL (<i>zero discharge</i>) One waste water treatment (<i>zero discharge</i>) | Kali Sunter Sunter River |
| UBP Bauksit Bauxite Mining Business Unit | Kolam pengendap dengan 14 kompartemen untuk memaksimalkan sistem gravitasi pengendapan lumpur Settling pond with 14 compartments to maximize the siltation of gravity flow system | Sungai Beganjing Beganjing River |

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Volume Efluen Berdasarkan Unit, Jenis, dan Metode Pembuangan [306-1]

Volume of Effluent Based On Unit, Type, and Disposal Method

| Unit Bisnis Business Unit | Nama Outlet Outlet Name | Tujuan Pelepasan Discharge Destination | Volume Dari IPAL ke Badan Air Volume from WWTP to Water Body (ribu thousand m ³) | | |
|--|--|---|--|-----------------|----------------|
| | | | 2016 | 2017 | 2018 |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | Kolam Pengendap Bea Cukai Bea Cukai Settling Pond | Laut Ocean | 7.478 | 4.851 | 4.948 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | Kolam Pengendap Pakal AT-01 Pakal AT-01's Settling Pond | Laut Ocean | 83,4 | 93,5 | 84,7 |
| | Kolam Pengendap Pakal AT-02 Pakal AT-02's Settling Pond | Laut Ocean | 73,3 | 61,4 | 25,1 |
| | Kolam Pengendap Pakal AT-03 Pakal AT-03's Settling Pond | Sungai River | 7,9 | 8,1 | - |
| | Kolam Pengendap Tj Buli AT-02 Tj Buli AT-03's Settling Pond | Laut Ocean | 41,2 | 0,4 | 115,2 |
| | Kolam Pengendap Tj Buli AT-03 Tj Buli AT-04's Settling Pond | Laut Ocean | 25,5 | 0,4 | 37,6 |
| | Kolam Pengendap Tj Buli AT-04 Tj Buli Sediment Pond AT-04 | Laut Ocean | 6,1 | 0,1 | 7,7 |
| UBP Emas Gold Mining Business Unit | IPAL Tambang Mine WWTP | Sungai Cikaniki Cikaniki River | 113 | 227 | 647 |
| | IPAL Cikaret Cikaret WWTP | Sungai Cikaret Cikaret River | 1.140,32 | 880,93 | 913,10 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | IPAL WWTP | Kali Sunter Sunter River | 0 | 0 | 0 |
| UBP Bauksit Bauxite Mining Business Unit | Kolam Pengendap Settling Pond | Sungai Beganjing Beganjing River | 135 | 0 | 0 |
| Jumlah | | | 9.103,72 | 6.122,83 | 6.778,4 |

Tabel Hasil Pengukuran Kualitas Air Limbah [306-1]
Wastewater Quality Measurement Results

| Parameter | Satuan Unit | Baku Mutu Lingkungan* Environmental Quality Standard | Hasil Pengukuran Tertinggi Highest Measurement Result | | |
|--|-------------|---|--|--------|--------|
| | | | 2016 | 2017 | 2018 |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | | | |
| pH | | 6-9 | 8,6 | 8,98 | 8,85 |
| TSS | mg/L | 100 | 50 | 74 | 24 |
| Cr6+ | mg/L | 0,1 | 0,016 | 0,018 | 0,066 |
| Cu | mg/L | 2 | 0,013 | 0 | 0,054 |
| Cd | mg/L | 0,05 | 0,03 | 0,03 | 0,003 |
| Zn | mg/L | 5 | 0,022 | 0,022 | 0,033 |
| Pb | mg/L | 0,1 | 0,002 | 0,022 | 0,002 |
| Ni | mg/L | 0,5 | 0,033 | 0,033 | 0,07 |
| Cr total | mg/L | 0,5 | 0,091 | 0,095 | 0,25 |
| Fe | mg/L | 5 | 0,155 | 0,09 | 0,369 |
| Co | mg/L | 0,4 | 0,054 | 0,056 | 0,056 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | | | |
| pH | mg/L | 6-9 | 8,63 | 8,66 | 8 |
| TSS | mg/L | 200 | 96 | 25 | 90 |
| Cr6+ | mg/L | 0,1 | 0,015 | 0,021 | 0,064 |
| Cu | mg/L | 2 | 0,01 | 0,005 | 0,005 |
| Cd | mg/L | 0,05 | 0,0001 | 0,0001 | 0,0003 |
| Zn | mg/L | 5 | 0,01 | 0,05 | 0,019 |
| Pb | mg/L | 0,1 | 0,05 | 0,06 | 0,009 |
| Ni | mg/L | 0,5 | 0,024 | 0,044 | 0,46 |
| Cr total | mg/L | 0,5 | 0,023 | 0,026 | 0,183 |
| Fe | mg/L | 5 | 0,32 | 0,22 | 3,78 |
| Co | mg/L | 0,4 | 0,001 | 0,001 | 0,008 |
| UBP Emas Gold Mining Business Unit | | | | | |
| pH | | 6-9 | 8,52 | 8,19 | 8,6 |
| TSS | mg/L | 200 | 90,1 | 72,2 | 173,3 |
| CN- | mg/L | 0,5 | 0,2 | 0,46 | 0,33 |
| Raksa (Hg) Mercury (Hg) | mg/L | 0,005 | 0,001 | 0,002 | 0,003 |
| Arsen (As) Total Arsenic (As) Total | mg/L | 0,5 | 0,0323 | 0,07 | 0,0323 |
| Cd | mg/L | 0,1 | 0,0087 | 0,01 | 0,0087 |
| Seng (Zn) Zinc (n) | mg/L | 5 | 0,21 | 0,96 | 0,11 |
| Tembaga (Cu) Copper (Cu) | mg/L | 2 | 0,32 | 0,41 | 1,66 |
| Pb | | 1 | 0,0591 | 0,0591 | 0,0591 |
| Cr | mg/L | 1 | 0,01 | 0,02 | 0,02 |
| Ni | mg/L | 0,5 | 0,0113 | 0,0133 | 0,0113 |

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

| Parameter | Satuan Unit | Baku Mutu Lingkungan* Environmental Quality Standard | Hasil Pengukuran Tertinggi Highest Measurement Result | | |
|--|-------------|---|--|----------------|-------|
| | | | 2016 | 2017 | 2018 |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | | | | | |
| pH | | 6-9 | 7 | Zero discharge | 8 |
| TDS | mg/L | 1000 | 181 | | 4 |
| BOD | mg/L | 75 | 20 | | 6 |
| COD | mg/L | 100 | 70 | | 32 |
| UBP Bauksit Bauxite Mining Business Unit | | | | | |
| pH | | 6-9 | 8,1 | 6,01 – 7,95 | 7,12 |
| TSS | mg/L | 200 | 19,6 | 65 | 22,6 |
| Fe | mg/L | 5 | 4,39 | 3,37 | 2,3 |
| Mn | mg/L | 2 | <0,001 | <0,001 | 0,038 |

Catatan:

* Acuan Baku Mutu:

UBP Emas, berdasarkan:

- Kepmen LH No.202 Tahun 2004 tentang Baku Mutu Air Limbah bagi Usaha dan kegiatan Pertambangan Bijih Emas dan atau Tembaga

UBP Nikel Sulawesi Tenggara dan UBPP Nikel Maluku Utara, berdasarkan:

- Permen LH No.9 tahun 2006 tentang Baku Mutu Air Limbah bagi Usaha dan/Kegiatan Pertambangan Bijih Nikel

UBP Bauksit, berdasarkan:

- Permen LH No.34 Tahun 2009 tentang Baku Mutu Air Limbah bagi Usaha dan/Kegiatan Pertambangan Bijih Bauksit

UBPP Logam Mulia berdasarkan:

- Peraturan Gubernur Provinsi Daerah Khusus Ibukota Jakarta No.69 tahun 2013 tentang Baku Mutu Limbah Bagi Kegiatan dan/atau Usaha.

Note:

* Quality Standard Reference:

Gold Mining Business Unit, based on:

- Decree of the Minister of Environment No.202 of 2004 on Wastewater Quality Standards for Gold and or Copper Ore Mining Businesses and/or Activities

Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit, based on:

- Regulation of the Minister of Environment No. 9/2006 on Wastewater Quality Standards for Nickel Ore Mining Businesses and/or Activities

Bauxite Mining Business Unit, based on:

- Regulation of the Minister of Environment No. 34/2009 on Wastewater Quality Standards for Bauxite Ore Mining Businesses and/or Activities

Precious Metals Processing and Refinery Business Unit based on:

- Regulation of the Governor of the Special Capital Region of Jakarta No. 69 of 2013 on Waste Quality Standards for Activities and/or Businesses.

Limbah B3

[103-1][103-2][103-3]

ANTAM memiliki pendekatan dalam pengelolaan B3 yakni Reduce-Reuse-Recycle. Apabila tidak dapat dimanfaatkan kembali, ANTAM akan mengirimkan limbah B3 kepada pihak ketiga yang memiliki izin untuk dikelola sesuai aturan yang berlaku. Dalam praktiknya, dilakukan juga pemantauan dan evaluasi pengelolaan limbah yang dilakukan secara berkala dan dilaporkan secara rutin kepada manajemen dan instansi terkait. [306-2]

Limbah kegiatan operasional ANTAM yang berupa *slag* nikel, *tailing* emas serta *fly ash* dan *bottom ash* dikategorikan sebagai limbah B3 sumber spesifik khusus. *Slag* yang dihasilkan pabrik pengolahan feronikel UBPP Nikel Sulawesi Tenggara adalah material sisa hasil proses *pyrometallurgy* pemisahan logam dari bijihnya. Sedangkan *tailing* yang dihasilkan dari pengolahan bijih emas di UBPP Emas adalah sisa lumpur dari proses *hydrometallurgy*. *Fly ash* dan *bottom ash* merupakan hasil pembakaran

Hazardous and Toxic Waste (B3-Waste)

[103-1][103-2][103-3]

ANTAM implements the Reduce-Reuse-Recycle approach in managing our hazardous and toxic waste (B3). When this approach is not applicable, ANTAM will send the hazardous and toxic waste to a licensed third party to be processed according to the prevailing regulations. Upon it, we also conduct monitoring as well as routine evaluation of waste management which will be regularly reported to the management and related institutions. [306-2]

Waste from ANTAM's operational activities, i.e. nickel slag, gold tailings and fly ash and bottom ash, are categorized as hazardous and toxic waste from specific source. The slag produced from the ferronickel plant at Southeast Sulawesi Nickel Mining Business Unit. Slag is the residual materials from the pyrometallurgy process that separates metal from the ore. While tailings produced from gold ore processing at Gold Mining Business Unit. Tailing is residual sludge from the hydrometallurgy process. Fly ash and

batu bara dari fasilitas *Electric Precipitator* dan Boiler Pembangkit Listrik Tenaga Uap (PLTU). *Slag* nikel dan *tailing* emas tersebut dikelola ANTAM sesuai dengan peraturan perundangan yang ada.

Jika terjadi insiden atau kebocoran limbah, ANTAM memiliki mekanisme pengaduan dan prosedur serta infrastruktur untuk menangani insiden tumpahan agar tidak mengakibatkan pencemaran lingkungan. Sepanjang tahun 2018, tidak terjadi tumpahan signifikan di area operasional ANTAM. [306-3]

bottom ash are resulted from coal combustion activities at Coal Fired Power Plant (PLTU). The nickel slag and gold tailings are managed by ANTAM in accordance with applicable laws and regulations.

Should there be any waste incident or leak, ANTAM has placed a grievance mechanism and procedure as well as infrastructure to handle waste spill incidents to prevent pollution. Throughout 2018, there was no significant spill in ANTAM's operational area. [306-3]

Volume Limbah B3 berdasarkan Unit Bisnis [MM3][306-2] Hazardous Waste Volume Per business unit

| Jenis Limbah B3 Type of Hazardous and Toxic Waste | Unit | Unit Bisnis Business Unit | | | | | | | | | | | | | | |
|--|----------------|--|----------|----------|---|--------|--------|---------------------------------------|--------|--------|--|---------|---------|--|-------|-------|
| | | UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | UBP Emas Gold Mining Business Unit | | | UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | | | UBP Bauksit Bauxite Mining Business Unit West Kalimantan | | |
| | | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 |
| - Oli bekas, minyak bekas dan lumpur minyak Used lubricant, used oil and oil sludge | Kg | 20.200 | 4.802 | 18.144 | 57.780 | 96.600 | 19.260 | 24.450 | 23.136 | 23.940 | 144,5 | 260,6 | 509,9 | 6.120 | 9.360 | 8.380 |
| - Grease bekas Used grease | Kg | 40 | 150 | 0 | 0 | 0 | 0 | 3.520 | 1.696 | 2.597 | 0 | 0 | 0 | 0 | 0 | 0 |
| - Abu Insinerator Incinerator ash | Kg | 334 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| - Limbah B3 padat dan cair lainnya Other hazardous and toxic solid waste | | | | | | | | | | | | | | | | |
| a. Kemasan bekas kontaminasi, limbah medis dan filter bekas, lampu bekas, sarung tangan Contaminated used packaging, medical waste and used filter, used lamps | Kg | 5.247 | 5.344 | 6.554 | 3.203 | 8.060 | 13.309 | 37.217 | 56.944 | 72.127 | 1.786 | 297 | 385,60 | 273 | 408 | 530 |
| b. Botol bekas kimia Used chemical bottles | Kg | 0 | 0 | 0 | 0 | 56 | 152 | 146,5 | 12,65 | 12,65 | 33,0 | 272,9 | 0,0 | 0 | 0 | 0 |
| c. Aki bekas Used batteries | Kg | 179 | 0 | 0 | 370 | 610 | 1.300 | 244 | 466,2 | 117 | 0,0 | 0,0 | 148,0 | 14 | 0 | 0 |
| d. Sludge | Kg | 1.360.000 | 409.787 | 466.293 | 0 | 0 | 0 | 57.040 | 42.509 | 41.143 | 0,0 | 2.180 | 4.126 | 0 | 0 | 0 |
| e. Jerigen B3/eks-kimia Hazardous and toxic waste/ex-chemical jerrycan | Kg | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,65 | 12,65 | 8.112 | 0,0 | 0 | 0 | 0 | 0 |
| f. Lumpur terkontaminasi, glasswool dan lainnya Contaminated sludge, glasswool and others | Kg | 5.087,9 | 0 | 0 | 0 | 1.850 | 1.850 | 0 | 0 | - | 829,1 | 0,0 | 0,0 | 262 | 611 | 0 |
| g. Limbah cair IPAL, Reagent bekas sisa spektro, spent electrolite, etilil acetate, limbah AAS) Liquid waste of WWTP (spent electrolite, etilil acetate, AAS waste) | m ³ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.800 | 34 | 0,0 | 551.644 | 105.000 | 0 | 0 | 0 |
| h. Fly-ash PLTU | Kg | 5.025,58 | 8.664,49 | 7.587,33 | 0 | 0 | | 0 | 0 | 139,98 | 0,025 | 0 | | 0 | 0 | 0 |

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

ANTAM juga berupaya memanfaatkan kembali limbah B3 menjadi produk olahan yang dapat dimanfaatkan untuk menunjang kegiatan operasional. Jenis limbah B3 yang diolah terutama adalah slag sisa peleburan, oli bekas, dan tailing dari pengolahan emas serta Faba dari PLTU. Tahun 2017 Limbah slag dimanfaatkan sebagai *road base*, *yard base* dan bahan-bahan konstruksi beton di lokasi internal UBP Nikel Sulawesi Tenggara. Pada tahun 2018 pemanfaatan itu skalanya bertambah secara masif hingga area pabrik untuk pedestrian, fasilitas parkir kendaraan, pembangunan sport centre dan taman edukasi, fasilitas mess atau penginapan dan perumahan karyawan. Pemanfaatan *slag* UBP Nikel Sulawesi Tenggara tersebut telah mendapatkan izin dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) berdasarkan SK Menteri Lingkungan Hidup Nomor: SK.610/Menlhk/Setjen/PLB.3/8/2016 tanggal 8 Agustus 2016.

Tailing sebagai material sisa pengolahan ore di UBP Emas dimanfaatkan sebagai bahan baku konstruksi di area operasional ANTAM. Termasuk untuk lantai kerja tambang bawah tanah (*underground*) di UBP Emas dan campuran bahan konstruksi, *paving block*, batako, *rigid pavement*, bata ringan (hebel), *conblock*, *pre-cast*, genteng, gorong-gorong, dan tembok beton. Meskipun demikian, Perusahaan juga menggunakannya untuk keperluan pembangunan sarana dan prasarana yang mendukung program pengembangan masyarakat. Pada tahun 2018 sebanyak 201 ribu produk telah digunakan untuk pembangunan Taman Buah Cikaret, masjid dan mushola, fasilitas MCK, museum tambang, fasilitas pendukung Kawasan Wisata Cikaret dan sebagainya.

Di UBP Nikel Sulawesi Tenggara tidak ada sisa limbah *slag*. Sebanyak 1.023.111 ton yang dihasilkan, semua dimanfaatkan sebagai substitusi bahan baku agregat kasar untuk konstruksi *road base* dan *yard base*, serta material konstruksi beton (POTON). Sedangkan di UBP Emas, sebanyak 336.308 dmt *tailing* yang dihasilkan, tercatat 175.194 dmt yang dimanfaatkan kembali sebagai lantai kerja tambang bawah tanah dan alternatif bahan material konstruksi yang kini telah bersertifikat SNI.

ANTAM also strives to recycle hazardous and toxic waste into valuable processed products to support operational activities. They are slags from smelting process, used oil, and tailings from gold processing as well as FABA from Power Plant. While in 2017 slag waste was utilized as road base, yard base and concrete construction materials at Southeast Sulawesi Nickel Mining Business Unit, in 2018 their utilization increased massively up to construction of pedestrian plant area, vehicle parking facilities at the ore blending department, development of sports center and education park, as well as housing facilities for employee. The utilization of slag has obtained permission from the Ministry of Environment and Forestry (KLHK) according to the Minister of Environment Decree Number: SK.610/Menlhk/Setjen /PLB.3/8/2016 on 8 August 2016.

Tailings from ore processing material at Gold Mining Business Unit are used as construction materials in ANTAM's operational areas, including for underground work base construction in Gold Mining Business Unit and a mixture in making construction materials, paving blocks, concrete blocks, rigid pavement, light brick (hebel), conblock, pre-cast, roof tiles, culvert, and concrete walls. The Company also utilizes to support community development programs. In 2018, a total of 201 thousand products have been utilized in Cikaret Fruit Park, mosques & prayer rooms, MCK facilities in Nunggul village, mine museums, supporting facilities of Cikaret Tourism Area.

At Southeast Sulawesi Nickel Mining Business Unit there is no unutilized slag waste. From 1 millions tons of slag produced, all of them had been used as substitutes for coarse aggregates in the road base and yard base construction, as well as as concrete construction materials (Poton). Whereas in Gold Mining Business Unit, out of 336,308 dmt of tailings produced, 175,194 dmt of them had been utilized in the construction of underground road base and as alternative construction materials, which now are Indonesian Standard (SNI) certified.

Total volume Limbah B3 Spesifik yang dihasilkan [MM3]

Total Specific Hazardous and Toxic Waste produced

| Jenis Limbah Spesifik Specific Waste Type | 2016 (ton) | 2017 (ton) | 2018 (ton) |
|--|---------------|---------------|---------------|
| Slag | 818.262 | 955.276 | 1.023.111 |
| Tailing (dmt) | 326.310 | 305.708 | 336.308 |
| Marine Fuel Oil (MFO) | 1.269 | - | - |

Total Volume Limbah B3 yang Dimanfaatkan Kembali [MM3]

Total Volume of Specific B3 Waste Reused

| Jenis Limbah Spesifik Specific Hazardous Waste Type | 2016 (ton) | 2017 (ton) | 2018 (ton) |
|--|---------------|---------------|---------------|
| Slag | 818.262 | 955.276 | 1.023.111 |
| Tailing (dmt) | 257.839 | 245.750 | 175.194 |
| Marine Fuel Oil (MFO) | 1.269 | - | - |



175.194 dmt

Limbah *tailing* atau **52,11%** dari total limbah *tailing* yang dihasilkan UBP Emas pada tahun 2018 dimanfaatkan kembali sebagai lantai kerja tambang bawah tanah dan alternatif bahan material konstruksi yang kini telah bersertifikat SNI.

of tailings or 52.11% produced by Gold Mining Business Unit in 2018 was reused as materials in the construction of underground road base and an alternative construction material product that has now are SNI certified.



1.023.111 ton

100% limbah *slag* pada tahun 2018 dimanfaatkan kembali sebagai *yard base*, area pabrik untuk pedestrian, fasilitas parkir kendaraan pada *department ore blending*, pembangunan *sport centre* dan taman edukasi, fasilitas mess atau penginapan dan perumahan karyawan. Persentase pemanfaatan slag (1.023.111,14 ton), 0,05% untuk POTON (550,01 ton), 0,13% untuk *roadbase* (1.322,86 ton), dan 99,82% untuk *yardbase* (1.021.238,27 ton).

100% of slag in 2018 was reused as materials for yard base construction, pedestrian plant area, vehicle parking facility at ore blending department, construction of sports center and educational park and employee housing. Percentage of utilization of slag (1,023,111.14 tons), 0.05% for POTON (550.01 tons), 0.13% for roadbase (1,322.86 tons), and 99.82% for yardbase (1,021,238, 27 tons).

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Pemanfaatan *Slag* Secara Signifikan di UBP Nikel Sulawesi Tenggara

Significant Slag Usage in Southeast Sulawesi Nickel Mining Business Unit

Salah satu inovasi ANTAM memanfaatkan kembali limbah operasional di UBP Nikel Sulawesi Tenggara adalah mengembangkan POTON (Pomalaa Beton). Produk POTON yang dikembangkan dari *slag* dimanfaatkan sebagai road base, yard base dan bahan-bahan konstruksi beton di lokasi internal ANTAM. Pada tahun 2018 pemanfaatan itu skalanya bertambah secara masif hingga area pabrik untuk pedestrian, fasilitas parkir kendaraan pada departemen *ore blending*, pembangunan *sport centre* dan taman edukasi, fasilitas mess atau penginapan dan perumahan karyawan. Saat ini, dengan adanya limbah *fly ash* dan *bottom ash* PLTU, UBP Nikel Sulawesi Tenggara sedang berupaya melakukan pemanfaatan Limbah Faba menjadi *paving block* dan batako dengan izin dari KLHK.

Untuk produk beton pracetak dimanfaatkan dalam dua bentuk. Yakni batako sebanyak 135.755 buah dan *paving block* sebanyak 725.585 buah di mana pemanfaatan POTON tersebut menghasilkan efisiensi senilai Rp1.173.092.176. Batako juga dimanfaatkan di berbagai proyek investasi seperti pembangunan ruang lemari asam, rumah dinas, *security center*, *pagar mine safety*, dan musholla. Sedangkan *paving block* dimanfaatkan untuk pembuatan parkir *sport center*, parkir *ore blending*, pelataran ruang istirahat Smelting 4, pedestrian pabrik, dan pembenahan halaman *oxygen plant*. *Paving block* juga dimanfaatkan untuk program CSR seperti pembenahan Kantor Desa Huko-huko, halaman masjid Mujahidin Pelambua, halaman SMP ANTAM, taman masjid Nurul Iman, dan taman GEP Sulawesi Tenggara.

Sedangkan untuk beton *cor cast in situ*, *slag* dimanfaatkan sebagai pengganti agregat (pasir dan kerikil) pada campuran beton *cor cast in situ* sebesar 2.120 m³. *Slag* dimanfaatkan dalam berbagai proyek pemeliharaan seperti perbaikan rumah dinas, drainase bengkel alat produksi, perluasan parkir pos tingkat, pengecoran lantai rabat *ore preparation*, perbaikan gudang peralatan OPP, dan pengecoran lantai dasar Smelting 4.

One of ANTAM's innovations in waste utilization in Southeast Sulawesi Nickel Mining Business Unit is developing POTON (Pomalaa Beton/Concrete). POTON developed from slag is used as road base, yard base and concrete construction materials for constructions at several internal operational areas. In 2018, the utilization increased massively and expand to construction in pedestrian area, vehicle parking facility at ore blending department, construction of sports center and educational park, employee housing facilities. Currently, ANTAM also utilize Faba Waste into paving blocks and concrete blocks with permission from Ministry of Environment and Forestry.

For precast products, Faba were utilized and transformed into two products, which resulted to 135,755 concrete blocks and 725,585 paving blocks and brought cost efficiency of Rp1,173,092,176. The concrete blocks were used in a variety of purposes such as in the construction of the fume hood, employee housing facility, security center, mine safety fence, and prayer room. Whereas paving blocks were used in the sport center construction, parking lots, ore blending parking facility, break room at Smelting 4, pedestrian area and maintenance of the oxygen plant yard. Paving blocks were also used in CSR programs such as in the revamping of Huko-huko Village Office, the Mujahidin Pelambua mosque yard, ANTAM Middle School yard, Nurul Iman mosque park, and Southeast Sulawesi GEP park.

For cast in situ concrete, slag is used as a substitute for aggregate (sand and gravel) in cast in situ concrete mixture of 2,120 m³. Slag is utilized in various maintenance projects such as repairs to official housing, production tool shop drainage, postal level parking expansion, rebate floor casting ore preparation, repairs to OPP equipment warehouses, and Smelting 4 ground floor casting.



Rp1,1 triliun | trillion

Efisiensi pemanfaatan POTON untuk keperluan bahan konstruksi di UBP Nikel Sulawesi Tenggara

Efficiency in POTON utilization as alternative construction materials in Southeast Sulawesi Nickel Mining Business Unit.



Pemanfaatan POTON (Pomalaa Beton) sebagai paving blok di UBP Nikel Sulawesi Tenggara.
Utilization of POTON (Pomalaa Beton) as a paving block at Southeast Sulawesi Nickel Mining Business Unit

Limbah Non-B3

Selain limbah B3, aktivitas operasional Kami juga menghasilkan limbah non-B3. Berikut ini adalah strategi pengelolaan limbah non-B3 yang dilaksanakan dengan prinsip 3R di masing-masing Unit Bisnis ANTAM. Kami melakukan pemisahan, pengomposan limbah organik, pemanfaatan daur ulang dan daur pakai. Jika tidak dapat diolah akan dibuang ke Tempat Pembuangan Akhir (TPA).

Non-Hazardous and Toxic Waste

In addition to hazardous and toxic waste, We also produce non-hazardous and toxic waste. The following are strategies which implemented under the 3R principle at ANTAM Business Unit. We handle separating and composting organic waste, recycling, and if unprocessed, they will be disposed to the landfill.

Volume Limbah Non B3 Berdasarkan Unit Bisnis & Metode Pengelolaannya [306-2]

Volume of Non-Hazardous Waste by Unit & Their Method of Handling

| Unit Bisnis Business Unit | 2017 (ton) | 2018 (ton) | Pengelolaan | Treatment |
|--|---------------|---------------|---|--|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 13,685 | 13,753 | Sampah dari penebangan pohon dan taman serta <i>nursery</i> dikomposkan. Untuk sampah lainnya ditimbun secara periodik. Volume limbah meningkat dari tahun sebelumnya karena adanya proyeksi peningkatan volume sampah 0,05% setiap tahunnya. | Waste from tree logging, from parks and nurseries were composted. For other waste, it is piled up periodically. In 2018, waste volume increased from the previous year due to a projected annual increase in waste volume by 0.05%. |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 316,1 | 313,74 | Limbah non-B3 organik diolah sebagai bahan baku pembuatan pupuk organik sebanyak 14,8 ton. Adapun sisanya berupa limbah non-B3 anorganik sebanyak 298,94 ton dibuang di TPA yang berada di lokasi Tanjung Buli (Olien). | Organic non-hazardous and toxic waste were processed as raw material for making 14.8 tons of organic fertilizer. The inorganic non-hazardous and toxic waste totaling 298.94 tons were disposed at a landfill located in Tanjung Buli (Olien) Site |
| UBP Emas Gold Mining Business Unit | 379,63 | 380,22 | 358,8 ton sampah organik dan anorganik dibuang ke TPA di Galuga sedangkan sebanyak 21,42 ton sampah organik digunakan sebagai bahan baku pembuatan kompos padat cair | 358.8 tons of organic and inorganic waste were disposed of to landfill in Galuga while 21.42 tons of organic waste were used as raw material for making solid and liquid composts |
| UBPP Logam Mulia Precious Metals Processing and Refinery Business Unit | 9,04 | 8,36 | Limbah organik diolah menjadi kompos, sedangkan non organiknya dikelola bekerja sama dengan kelurahan setempat | Organic waste transformed into compost, while non organic was handled in cooperation with local district. |
| UBP Bauksit Bauxite Mining Business Unit | 39,89 | 33,12 | Jumlah sampah domestik sebesar 33,12 ton. Sampah organik dari kantin dimanfaatkan sebagai pakan ternak pada program CSR. Sedangkan sampah anorganik dibawa ke Tempat Pembuangan Akhir (TPA) milik ANTAM dan dilakukan sistem open dumping. | The amount of domestic waste was 33.12 tons. Organic waste from canteens was utilized as livestock feed s in CSR programs. While inorganic waste was taken to an ANTAM-owned landfill that is operated on an open dumping system. |

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Upaya Mengurangi Sampah Karet Mesin *Punch* di UBPP Logam Mulia

Reducing Rubber Waste from Punch Machines at the Precious Metals Processing and Refinery Business Unit

UBPP Logam Mulia melakukan inovasi pada salah satu proses produksi pembuatan produk lencana pada Satuan Kerja Manufaktur. Inovasi yang dilakukan adalah pembuatan *per stopper* untuk menggantikan karet plastik mesin *punch* UBPP Logam Mulia. Upaya ini dapat menghilangkan semua sampah karet plastik pada proses produksi produk lencana tersebut. Dengan demikian, ANTAM telah mengurangi limbah karet plastik sebesar 0,2 kg/tahun serta meringkas waktu pekerjaan dari 440 detik/buah menjadi 70 detik/buah.

Precious Metals Processing and Refinery Business Unit execute innovation initiative in badge production process in Manufacturing department. The initiative was create stopper spring to replace plastic rubber which used in punch machines. This effort can eliminate all plastic rubber waste from badge production process. ANTAM has been able to reduce plastic rubber waste by 0.2 kg/year and shortened the work lead time from 440 seconds/piece to 70 seconds/piece.

Pemanfaatan Sampah Domestik Menjadi Pakan Ternak di UBP Bauksit

Utilization of Domestic Waste as Livestock Feed in Bauxite Mining Business Unit

Di UBP Bauksit, ANTAM melakukan pemanfaatan sisa sampah organik yang dihasilkan dari kantin karyawan sebagai pakan ternak penerima manfaat CSR dan COMDEV. Program ini telah berlangsung sejak tahun 2015 sehingga sisa makanan dari kantin tidak lagi dibuang ke TPS, namun langsung dikumpulkan untuk diberikan sebagai pakan ternak masyarakat. Dalam pengelolaan limbah non-B3, UBP Bauksit berhasil mengurangi timbunan sampah domestik dan mampu melakukan pengurangan sebesar 5,1 ton per tahun sampah domestik organik. Pada 2018, jumlah sampah domestik yang dimanfaatkan sebagai pakan ternak binaan CSR dan ComDev mencapai 33,12 ton.

At Bauxite Mining Business Unit, ANTAM has been utilizing the organic waste from employee cafeteria as livestock feed by beneficiaries of ANTAM's CSR and COMDEV programs. This initiative implemented since 2015 so that waste are no longer disposed to the temporary disposal sites, but are immediately collected to be donated to community. In managing non-hazardous and toxic waste, Bauxite Mining Business Unit able to reduce 5.1 tons of organic domestic waste per year. In 2018, the amount of domestic waste used to feed livestocks reached 33.12 tons.

REKLAMASI DAN REHABILITASI

Reklamasi lahan menjadi aspek penting bagi perusahaan dan pemangku kepentingan terutama pemerintah dan masyarakat sekitar wilayah operasional. ANTAM selalu berupaya melakukan pemulihan fungsi lahan setelah kegiatan tambang selesai. Reklamasi lahan pascatambang dilakukan sebaik dan semaksimal mungkin sebagaimana diatur dalam dokumen-dokumen lingkungan seperti AMDAL, Rencana Reklamasi, Rencana Pascatambang (RPT), dan Keputusan Menteri ESDM No. 1827 Tahun 2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan Yang Baik.

ANTAM bekerja sama dengan berbagai pihak dalam melakukan reklamasi, seperti Institusi Pendidikan, Lembaga Penelitian, dan Kementerian Energi dan Sumber Daya Mineral (ESDM) dan Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Bagi kami, pemeliharaan lingkungan di wilayah tambang merupakan komitmen dasar dalam setiap aktivitas penambangan. Wilayah pascatambang harus dibuat sebagai lahan strategis untuk memberikan nilai tambah.

Bukan hanya wilayah bekas tambang, ANTAM juga melakukan serangkaian program merehabilitasi yang bukan bekas area tambang, tetapi masih berada di sekitar wilayah operasional. Hal itu kami lakukan sebagai bentuk komitmen dan kepedulian yang kuat dalam melakukan pemeliharaan lingkungan.

RECLAMATION AND REHABILITATION

Land reclamation is an important aspect both to the Company as well as stakeholders, especially the government and communities around the operational areas. ANTAM always strives to ensure land restoration after mining activities. Post-mining land reclamation is carried out as stipulated in environmental documents, such as AMDAL, Reclamation Plan, Post-mining Plan, and the Decree of the Minister of Energy and Mineral Resources No. 1827 of 2018 on Guidelines for the Implementation of Good Mining Engineering Rules.

In conducting reclamation, ANTAM cooperates with various parties, such as Educational Institutions, Research Institutions, and the Ministry of Energy and Mineral Resources and the Ministry of Environment and Forestry. For us, managing the environment around the mining area is a basic commitment in every mining activity. Post-mining areas must be made as strategic areas that can bring added value.

ANTAM also conducts a series of rehabilitation programs at other areas that are still in the vicinity of operational areas. This reflects our strong commitment and care to carry out environmental protection.

Strategi Perencanaan dan Pelaksanaan Reklamasi ANTAM

ANTAM's Planning and Implementation of Reclamation Strategy

Berpedoman pada perencanaan tahunan (RKAB) dan perencanaan lima tahunan (Rencana Reklamasi) yang disetujui oleh pemerintah, perencanaan dan pelaksanaan reklamasi di ANTAM terdiri dari lima strategi di bawah ini:

Following the annual planning (RKAB) and five-year planning (Reclamation Plan) that have been approved by the government, ANTAM's reclamation planning and implementation activities consist of the following five strategies:



Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Sepanjang tahun 2018, total luas lahan terganggu adalah 6.202,7 hektare. Adapun ANTAM telah merehabilitasi lahan sebanyak 5.069,05 hektare di wilayah pascatambang dengan jumlah tanaman yang direhabilitasi sebanyak 131,799 pohon.

Throughout 2018, the total disturbed lands were 6,202.7 hectares. ANTAM has implemented rehabilitation a total 5,069.05 hectares of post-mining areas with 131,799 trees rehabilitated.

| Tahun Year | Lahan Terganggu Disturbed Land (ha) | Lahan Reklamasi Reclaimed Land (ha) | % Reklamasi Reclaimed |
|---------------|---|---|--------------------------|
| 2016* | 5.949,3 | 4.986,5 | 83,82% |
| 2017* | 5.995,8 | 5.022,5 | 83,77% |
| 2018* | 6.202,7 | 5.069,05 | 81.72% |

*Data merupakan kumulatif

| Tahun Year | Jumlah Pohon yang Ditanam di Lahan Bekas Tambang Total Trees Planted in Post Mining Areas (Pohon Trees) | Jumlah Pohon yang Ditanam di Lahan Luar Bekas Tambang Total Trees Planted outside Post Mining Areas (Pohon Trees) | Total Pohon Ditanam Total Trees Planted (Pohon Trees) |
|---------------|--|--|---|
| 2016 | 144.188 | 437.555 | 581.743 |
| 2017 | 32.600 | 687.679 | 720.279 |
| 2018 | 131.799 | 874.326 | 1.006.125 |
| TOTAL | | | |

Inovasi ANTAM untuk Rehabilitasi Alam dan Lingkungan yang Optimal

ANTAM's Innovation for Optimal Nature and Environment Rehabilitation

Restorasi Ekologi di Luar Area Operasional (Bukan akibat dampak operasional)

Ecology Restoration Outside Operational Area (Not a Result of Operational Impact)

Perusahaan tambang pada umumnya akan memilih melakukan revegetasi/reklamasi di area bekas tambang yang terganggu akibat dampak operasional. Namun, di sekitar UBP Emas, ANTAM melakukan restorasi di luar area yang bukan akibat dampak operasional. Di wilayah Ciguha, Desa Bantar Karet, Kecamatan Nanggung, Kabupaten Bogor, Jawa Barat, Perusahaan melakukan restorasi di luar area operasional sebagai bagian dari komitmen pelaksanaan praktik penambangan dan pengelolaan lingkungan yang *beyond compliance*. Tidak ada kewajiban dari sisi peraturan perundangan bagi perusahaan tambang dalam melakukan restorasi di luar area yang bukan akibat dampak operasional, tetapi ANTAM tetap melakukan langkah tersebut untuk memulihkan ekosistem di zona degradasi. Adapun restorasi yang dilakukan oleh ANTAM dengan menanam 60 ribu pohon lokal endemik di area seluas 120 hektare.

Mining companies in general might choose to do re-vegetation/reclamation on post-mining areas that have been disrupted by their operations. However, at areas around Gold Mining Business Unit, ANTAM conducts restoration on areas that are not actually impacted by its operations. In Ciguha area, Bantar Karet Village, Nanggung Sub-District, Bogor Regency, West Java, the Company restored an area outside its fence as part of its commitment to implement mining practices and environmental management that are beyond compliance. In fact, there is no obligation for mining companies to conduct restoration outside the areas that have been impacted by their operations, yet ANTAM continues with its commitment to restore the ecosystem of an area in the degradation zone. The restoration carried out by ANTAM through planting 60 thousand locally endemic trees in a total area of 120 hectares.

Restorasi Ekologi Daerah Aliran Sungai (DAS) di Sungai Sungapan

Watershed (DAS) Ecology Restoration on the Sungapan River

Pada 2018, ANTAM berinisiatif melakukan restorasi ekologi Daerah Aliran Sungai (DAS) di blok Sungapan, Kampung Cibuluh, Desa Kiarasari, Kabupaten Bogor. ANTAM memahami bahwa restorasi ini adalah bentuk kesadaran dan tanggung jawab bersama, bukan hanya dari perhatian pemerintah daerah atau institusi terkait, tetapi juga dari perusahaan. Penyelamatan sumber mata air Sungapan Kampung Cibuluh atau dikenal dengan “Kampung Sadar Lingkungan” dilakukan melalui pendekatan partisipatif dan kolaboratif.

Program ini berhasil menggerakkan masyarakat secara swadaya sehingga persentase kontribusi keterlibatan masyarakat mencapai 52,7% atau lebih besar daripada inisiatif ANTAM 32,9%, Badan Usaha Milik Desa (BUMDes) 11,6%, dan pihak lainnya 2%. Selain bertujuan untuk penyelamatan sumber mata air dan ekosistem air sungai, masyarakat Kampung Cibuluh juga memiliki peluang pemanfaatan sungai berupa manfaat ekonomi khususnya kegiatan wisata alam berbasis lingkungan. Adapun kegiatannya berupa:

- **Penataan kampung:** Pembuatan rak tanaman dan *demonstration plot* (demplot) tanaman sayur dengan penerima manfaat berjumlah 13 kelompok, pembuatan 1.500 lubang biopori, dan demplot tanaman obat keluarga.
- **Penataan mata air:** Perbaikan akses ke mata air sepanjang 415 meter seluas 1,6 hektare, dan penanaman 5 jenis pohon sebanyak 2.600 pohon di sekitar mata air seluas 1,6 hektar.
- **Penataan lingkungan:** Membuat 2 bank sampah, dengan nasabah sebanyak 52 Kepala Keluarga, pembuatan rumah kompos seluas 40 m², saat ini sudah menghasilkan 105 kg kompos. Semua program ini dilaksanakan dengan penerima manfaat sebanyak 312 orang.

In 2018, ANTAM took the initiative to restore the watershed (DAS) ecology in the Sungapan block, Kampung Cibuluh, Kiarasari Village, Bogor Regency. ANTAM understands that this restoration is a form of shared awareness and responsibility, not only from the attention of the local government or related institutions, but also from the company. Rescue of the Sungapan Kampung Cibuluh spring water source or known as “Environmentally Conscious Village” is carried out through a participatory and collaborative approach.

This program succeeded in mobilizing the community independently so that the percentage of community involvement contributed 52.7% or greater than ANTAM's 32.9% initiative, Village-Owned Enterprises (BUMDes) 11.6%, and other parties 2%. In addition to aiming to save springs and river water ecosystems, the community of Cibuluh Village also has the opportunity to use the river in the form of economic benefits, especially environmentally based tourism activities. The activities include:

- **Village arrangement:** Developing plant shelves and vegetable plant demonstration plots (demplot) with beneficiaries totaling 13 groups, making 1,500 biopore holes, and demonstration plots of family medicinal plants.
- **Water spring arrangement:** Improved access to 415 meters of water spring covering an area of 1.6 hectares, and planting 5 species of 2,600 trees around a 1.6 hectare water spring.
- **Environmental arrangement:** Developing 2 waste banks, with as many as 52 heads of households, developing compost houses with an area of 40 m², currently producing 105 kg of compost. All of these programs are implemented with 312 beneficiaries.

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Rehabilitasi Seluas 300 Hektar di DAS Kapuas Kalimantan Barat

Rehabilitation of 300 Hectares in DAS Kapuas, West Kalimantan

Pelaksanaan rehabilitasi DAS Kapuas ini berdasarkan Perjanjian Kerja sama antara ANTAM dengan Direktorat Jenderal Pengendalian Daerah Aliran Sungai dan Hutan Lindung (PDAS-HL) Kementerian Lingkungan Hidup dan Kehutanan (KLHK) yang telah ditandatangani pada tahun 2015. Pelaksanaan rehabilitasi ini dilaksanakan di Kawasan Hutan Lindung Gunung Bongkok, Pulau Padang Tikar, Kalimantan Barat seluas 300 hektar. Dalam implementasinya, ANTAM mengandeng PT INHUTANI II untuk melaksanakan pekerjaan penanaman dan pemeliharaan selama 3 tahun. Selama tahun 2018, telah dilakukan pemeliharaan dan penanaman beberapa jenis tanaman seperti Nyatoh, Mahoni, Perepat, Pulai, Perupuk, Karet, Jengkol dan Gaharu. Kegiatan pemeliharaan yang dilakukan antara lain pemupukan, penyiangan jalur tanam, penggantian ajir, pendangiran/perumpukan tanaman, pemeliharaan jalan pemeriksaan/jalan inspeksi, serta pemeliharaan sarana dan prasarana (papan nama, patok batas, pondok kerja).

The rehabilitation of DAS Kapuas was based on a Cooperation Agreement between ANTAM and the Directorate General of PDAS HL of the Ministry of Environment and Forestry which was signed in 2015. In particular, the rehabilitation was carried out in the Gunung Bongkok Protected Forest Area, Padang Tikar Island, West Kalimantan covering an area of 300 hectares. In its implementation, ANTAM cooperated with PT Inhutani II to carry out 3 years of planting and maintenance tasks. Throughout 2018, maintenance and planting activities of several types of plants such as Nyatoh, Mahagoni, Sonneratia alba, Alstonia scholaris, Lophopetalum javanicum, Rubber, Archidendron pauciflorum and Agarwood, were carried out. Maintenance activities were including fertilization, weeding of the planting path, replacement of stakes, land cultivation/plant piling, road maintenance & inspection, and maintenance of facilities and infrastructure (signboards, boundary stakes, work sheds).

Modifikasi *Hydroseeding* UBP Nikel Maluku Utara

North Maluku Nickel Mining Business Unit's Hydroseeding Modification

Di UBP Nikel Maluku Utara, Perusahaan melakukan modifikasi kegiatan *hydroseeding* dengan menambahkan mulsa. *Hydroseeding* yang merupakan campuran air dan bibit akan menunjukkan hasil yang lebih baik setelah ditambahkan mulsa, dibandingkan percobaan sebelumnya yang hanya menggunakan *cocomesh*. Hal ini dianggap efektif dan berguna dalam revegetasi lahan. Mulsa yang digunakan merupakan produk hasil dari kegiatan pemberdayaan masyarakat setempat yaitu produk hasil pemangkasan rumput liar yang tumbuh di sekitar lingkungan masyarakat. Penggunaan mulsa di lingkungan tambang ditujukan untuk lahan-lahan reklamasi yang minim *top soil*, dengan penaburan setebal kurang lebih 5-10 cm. Kebutuhan mulsa untuk satu hektar are reklamasi berjumlah kurang lebih 2.500 *trashbag* ukuran 60 x 120 cm.

At North Maluku Nickel Mining Business Unit, the Company conducted hydroseeding modification by adding mulch. Hydroseeding which mixes water and seeds will show better results by adding mulch, compared to previous experiment using only *cocomesh*. This is considered effective and useful for land re-vegetation. Mulches that are used in this method are products that are results of empowerment of the local communities, through pruning of weeds that grow around the community. The use of mulch in the mine areas is at reclaimed lands with minimal topsoil; and the mulch will be spread at approximately 5-10 cm in depth. For one hectare of reclamation, total mulches required are approximately 2,500 trashbags sized 60 x 120 cm.

Rehabilitasi Deck Loji (Konstruksi Lantai Layang)

Rehabilitation of Deck Loji (Overpass Floor Construction)

Pada 2018, ANTAM melakukan rehabilitasi Deck Loji di Bogor, Jawa Barat sebagai upaya pengembangan wisata alam di Blok Loji Resort Pengelola Taman Nasional Wilayah (PTNW) Gunung Salak I Seksi Pengelolaan Taman Nasional Wilayah (SPTNW) II Bogor. Program ini dilaksanakan dalam rangka mendukung Taman Nasional Gunung Halimun Salak untuk mengembangkan pariwisata alam. Dengan memanfaatkan area yang sebelumnya telah rusak ini akan memudahkan pengunjung untuk melakukan pengamatan satwa, *bird watching*, diskusi ilmiah dan pengambilan dokumen/foto kawasan konservasi. Rehabilitasi dilakukan melalui penambahan pondasi dasar, plafon besi, plat *borders* dan pagar keliling seluas 120 m² dengan tinggi 4 meter dari permukaan. Dengan perbaikan kawasan Lantai Layang ini diharapkan jumlah pengunjung akan meningkat dan pemahaman konservasi di area wisata alam Blok Loji Resort PTNW Gunung Salak I SPTNW II Bogor dapat meningkat dengan melibatkan masyarakat sekitar.

In 2018, ANTAM rehabilitated Deck Loji in Bogor, West Java, as an effort to develop natural tourism in the Blok Loji Resort, PTNW Mount Salak I, Bogor SPTNW II. This program was implemented in order to support Halimun Salak National Park in developing natural tourism. Selecting a disturbed land as a project, it will be transformed to enable visitors to do animal observation, bird watching, scientific discussions and take documentation/photos of conservation areas. Rehabilitation is carried out through the addition of basic foundations, iron ceilings, borders plates and a 120 m² perimeter fence with a height of 4 meters from the surface. With the improvement of the Overpass Floor area, it is expected that the number of visitors will increase and understanding of conservation in the natural tourism area of Blok Loji Resort PTNW Gunung Salak I Bogor SPTNW II can be increased by involving the surrounding community.

Pelatihan Pembuatan Cocomesh untuk Pengendalian Erosi di UBP Nikel Maluku Utara

Cocomesh Production Training for Erosion Control In North Maluku Nickel Mining Business Unit

Kolaborasi pengelolaan lingkungan dengan program pengembangan masyarakat di UBP Nikel Maluku Utara ditunjukkan melalui pelatihan pembuatan *cocomesh*. *Cocomesh* merupakan jaring sabut kelapa yang bisa menjadi media tumbuh tanaman dan sangat cocok untuk reklamasi bekas tambang, penguatan tebing, dan pencegah erosi. Jumlah anggota masyarakat yang dilatih sejumlah 13 orang yang terdiri dari 7 orang laki-laki dan 6 orang perempuan, yang berasal dari Desa Geltoli dan Desa Sailal Kecamatan Maba Kabupaten Halmahera Timur. Latar belakang peserta pelatihan adalah petani/pekebun, karyawan swasta, wiraswasta, pelajar/mahasiswa serta ibu rumah tangga.

One of the collaborations on environmental management through the community development programs implemented by North Maluku Nickel Mining Business Unit was through training in *cocomesh* production. *Cocomesh* is made of coconut coir, which are suitable as a medium to grow plant and very suitable to support post-mining reclamation, cliff reinforcement and erosion prevention. The number of community members trained was 13 people, consisting of 7 men and 6 women from Geltoli Village and Sailal Village, Maba District, East Halmahera Regency. Backgrounds of the training participants are farmers/planters, private employees, entrepreneurs, students and housewives.

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

KEANEKARAGAMAN HAYATI

Bagi ANTAM, pemeliharaan keanekaragaman hayati tidak hanya penting bagi keseimbangan ekosistem dan kesuksesan aktivitas restorasi di area kami, tetapi lebih dari itu. Keanekaragaman hayati yang terpelihara dengan baik merupakan warisan yang tidak ternilai bagi generasi mendatang. Oleh karena itu, ANTAM berkomitmen melakukan upaya-upaya pelestarian keanekaragaman hayati terutama bagi habitat ekosistem dan flora-fauna yang berada di sekitar area operasional.

Sejumlah area operasi ANTAM berada di dalam atau berdekatan dengan kawasan dengan status dilindungi. Contohnya UBP Emas, di mana sebagian wilayahnya berada di Areal Penggunaan Lain (APL) dan hutan lindung yang berdekatan dengan Taman Nasional Gunung Halimun Salak (TNGHS). Selain itu, operasional ANTAM di UBP Nikel Maluku Utara yang bermetode *open pit mining* berada di kawasan hutan lindung di Pulau Gee dan Pulau Pakal, serta blok Mornopo 1A dan 2 dengan luas area 789,95 Ha.

ANTAM selalu memastikan kepatuhan atas peraturan yang berlaku, termasuk Izin Pinjam Pakai Kawasan Hutan (IPPKH) di wilayah hutan lindung. Operasional ANTAM di UBP Emas juga telah mendapatkan izin dari pemerintah berdasarkan SK Menteri Kehutanan Republik Indonesia No. SK 413/Menhut-II/2013 tentang Izin Pinjam Pakai Kawasan Hutan (IPPKH) untuk kegiatan operasi produksi emas dan mineral pengikutnya dengan pola pertambangan bawah tanah yang terletak di Kabupaten Bogor, Jawa Barat, seluas 22,38 hektare.

Dalam pengelolaan keanekaragaman hayati, setiap unit bisnis ANTAM menerapkan program kerja yang disusun sesuai Rencana Pengelolaan Lingkungan dan Rencana Pemantauan Lingkungan (RKL-RPL) dan persyaratan PROPER. Dari empat wilayah operasi ANTAM saat ini, seluruhnya telah memiliki rencana pengelolaan keanekaragaman hayati yang tercantum dalam dokumen lingkungan yang dijalankan dengan konsisten.

BIODIVERSITY

For ANTAM, maintaining biodiversity is not only important for the balance of the ecosystem and the success of restoration activities in our area, but more than that. Well-preserved biodiversity is an invaluable inheritance for future generations. Therefore, ANTAM is committed to making efforts to preserve biodiversity, especially for the habitat of ecosystems and flora-fauna that are around the operational area.

A number of ANTAM's operating areas are inside or close to protected areas. For example Gold Mining Business Unit, where some of its areas are in Other Use Areas (APL) and protected forests adjacent to the Gunung Halimun Salak National Park (TNGHS). In addition, ANTAM's operations at North Maluku Nickel Mining Business Unit's open pit mining method are in protected forest areas on Gee and Pakal Islands, as well as Mornopo 1A and 2 blocks with an area of 789.95 ha.

ANTAM always ensures compliance with applicable regulations, including the Forest Area Borrow Use Permit for operations at the protected forest areas. In particular, ANTAM's operations at Gold Mining Business Unit have received permission from the government following the Decision Letter of the Minister of Forestry of the Republic of Indonesia No. SK 413/Menhut-II/2013 concerning the Forest Area Borrow Use Permit for production and operation of gold and its derivative minerals through underground mining at a 22.38 hectares of area in Bogor, West Java.

In managing biodiversity, each of ANTAM business unit implements a work program that has been prepared in accordance with the Environmental Management Plan and Environmental Monitoring Plan and PROPER requirements. Of the four ANTAM's current operating areas, all have biodiversity management plans included in environmental documents, which have been carried out consistently.

Ringkasan Strategi Pengelolaan Keanekaragaman Hayati [MM2]

Summary of Biodiversity Management Strategy

| UBP EMAS Gold Mining Business Unit | | |
|--|--|---|
| Area | Strategi | Strategy |
| <p>Luas Area 6.047 Ha</p> <p>Luas Area yang Dilindungi IPPKH UBP Emas 22,38 Ha di kawasan Hutan Lindung</p> <p>Total area 6.047 Ha</p> <p>Total protected area in Gold Mining Business Unit is 22.38 Ha in protected forest area</p> | <p>Penambangan di UBP Emas dilakukan dengan metode penambangan bawah tanah (<i>Underground Mining</i>), sehingga tidak menimbulkan dampak terhadap keanekaragaman hayati di sekitar pertambangan.</p> <p>Namun untuk menjaga status keanekaragaman hayati, UBP Emas menjalankan program Perlindungan Keanekaragaman Hayati Secara In Situ, Eks Situ dan Rehabilitasi-Restorasi Lahan Terdegradasi akibat dampak Penambangan Emas Tanpa Izin (PETI).</p> | <p>Mining activities in Gold Mining Business Unit are carried out through underground mining, therefore no significant impacts on the biodiversity.</p> <p>However, to protect the biodiversity, Gold Mining Business Unit implements biodiversity conservation programs, which include in-situ, ex-situ and rehabilitation-restoration method on degraded land due to illegal mining.</p> |
| | <p>Aktivitas Konservasi</p> <p>Di UBP Emas, ANTAM membangun dan mengembangkan Pusat Konservasi Keanekaragaman Hayati (PKKH) dan Pusat Penelitian dan Pendidikan Pohon dan Tanaman Asli (P4TA), bekerja sama dengan Taman Nasional Gunung Halimun Salak (TNGHS) dan PT Rimbawan Bangun Lestari (Sustainable Management Group)</p> <p>Di sini, ANTAM melakukan konservasi keanekaragaman hayati sejalan dengan Rencana Pascatambang, Salah satunya untuk menjadikan eks penambangan menjadi bagian dari Kawasan Wisata sesuai konsep "Geoeoedutourism". Nota Kesepahaman antara ANTAM dan TNGHS telah menyepakati rencana kerja lima tahunan dan rencana kerja tahunan.</p> <p>Pada tahun 2016, UBP Emas dan Unit Bisnis Learning & Deveploment bekerja sama dengan Badan Diklat Kementerian ESDM telah menyusun Nota Kesepahaman untuk menjadikan Pongkor sebagai tempat pelatihan tenaga ahli pertambangan Indonesia setelah pascatambang</p> | <p>Conservation Activity</p> <p>In Gold Mining Business Unit, ANTAM established and developed a Biodiversity Conservation Center and a Research and Educational Center of Trees and Native Plants (P4TA), in Cooperation with the Halimun Salak National Park and PT Rimbawan Bangun Lestari (Sustainable Management Group)</p> <p>Here, ANTAM conducts biodiversity conservation that is in line with the post mining plans, which include establishing post mining area as part of Conservation Tourism Area through the concept of "Agrogeoedutourism". A memorandum of understanding between ANTAM and TNGHS has agreed upon a five-year plan and annual work plan.</p> <p>In 2016, Gold Mining Business Unit and the Learning & Development Business Unit in Cooperation with Education and Training center of the Ministry of ESDM have formulated a memorandum of understanding to establish Pongkor as a training center for mining professional in its post-mining development.</p> |

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Ringkasan Strategi Pengelolaan Keanekaragaman Hayati [MM2]

Summary of Biodiversity Management Strategy

| UBP Nikel Maluku Utara North Maluku Nickel Business Unit | | |
|--|--|--|
| Area | Strategi | Strategy |
| Luas Area Total Area 39.040 Ha Luas Area yang dilindungi Total protected area : Kawasan hutan lindung Pulau Pakal 456 Ha Pakal Island protected forest area 456 Ha Kawasan hutan lindung Pulau Gee 26,26 Ha Gee Island protected forest area 26,26 Ha Kawasan hutan lindung Blok Mornopo 1A 44,80 Ha Blok Mornopo 1A protected forest area 44,80 Ha Kawasan hutan lindung Blok Mornopo 2 262,79 Ha Blok Mornopo 2 protected forest area 262,79 Ha Total 789,85 Ha | <p>Operasional UBP Nikel Maluku Utara Saat ini berlokasi di Pulau Pakal dilakukan dengan cara penambangan terbuka yang berdampak terhadap bentang alam dan lapisan tanah serta keanekaragaman hayati di atasnya.</p> <p>Untuk menangani dampak tersebut, ANTAM melakukan reklamasi dan revegetasi untuk memulihkan habitat pada lahan bekas tambang tersebut.</p> <p>Aktivitas Konservasi ANTAM melakukan upaya dengan sistem rehabilitasi lahan yang progresif, keanekaragaman hayati di hutan lindung dikembalikan seperti semula, seperti menanam kembali jenis tanaman lokal sesuai dengan ketentuan dan Peraturan Menteri Lingkungan Hidup dan Kehutanan</p> <p>Selain itu, UBP Nikel Maluku Utara juga menggunakan tanggul alami yang berfungsi sebagai penahan air limpasan yang dipasang di sekeliling area bukaan tambang sehingga tidak mencemari badan air dan merusak keanekaragaman hayati.</p> <p>Di UBP Nikel Maluku Utara, konservasi keanekaragaman hayati difokuskan di wilayah pesisir. Sejak tahun 2009, ANTAM menanami pesisir wilayah operasi dengan mangrove untuk melindungi ekosistem pesisir.</p> <p>Perlindungan juga dilakukan dengan rehabilitasi DAS dengan penanaman atau pengkayaan tanaman di areal hutan kritis yang ditunjuk oleh Menteri Lingkungan Hidup dan Kehutanan.</p> | <p>North Maluku Nickel Mining Business Unit currently operates in Pakal Island by employing open pit mining that impacts on the landscape and the soil layers as well as biodiversity.</p> <p>To mitigate such impacts, ANTAM conducts reclamation and re-vegetation program to recover the habitat at the post-mining area.</p> <p>Conservation Activity ANTAM conducts land rehabilitation programs progressively, restoring the biodiversity is into original condition, by replanting local trees according to regulations of the Ministry of Environment and Forestry.</p> <p>In addition, North Maluku Nickel Mining Business Unit also built a natural embankment that functions as barrier for run-off, installed around the mine pit in order prevent pollution on water and damage on biodiversity.</p> <p>In North Maluku Nickel Mining Business Unit, biodiversity conservation is focused at the coastal area. Since 2009, ANTAM has planted the coastal area of its operations with mangrove to protect the coast.</p> <p>Protection also conducted through DAS rehabilitation by planting and adding more plants at critical forest areas which are recommended by the Ministry of Environment and Forestry</p> |

| Unit Bisnis Business Unit | Total Luas Area Operasional Operational Total Area | Total Luas Area Dilindungi Conserved Area | Keterangan Remarks | Surat Izin Permit/Licenses |
|---|--|---|---|---|
| UBP Emas Gold Mining Business Unit | 6.047 Ha | 22,38 Ha | Berada di kawasan hutan lindung Bogor located in protected forest area in Bogor | Surat Keputusan Menteri Kehutanan Republik Indonesia No. SK413/Menhut-II/2013 tentang Izin Pinjam Pakai Kawasan Hutan (IPPKH) untuk Kegiatan Operasi dan Produksi Emas dan Mineral Pengikutnya dengan Pola Pertambangan Bawah Tanah yang terletak di Kabupaten Bogor, Provinsi Jawa Barat. Decision Letter of the Ministry of Forestry of the Republic of Indonesia No. SK 413/ Menhut-II/2013 on the the Forest Area Borrow Use Permit for production and operation of gold and its derivative minerals through underground mining in Bogor, West Java province. |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 39.040 Ha | 789,85 Ha | <p>Berada di kawasan hutan lindung Pulau Pakal seluas 456 Ha located in protected forest area of Pakal Island with a total of 456 Ha area</p> <p>Berada di kawasan hutan lindung Pulau Gee seluas 26,26 Ha Located in protected forest area of Gee Island with a total of 26.26 Ha area</p> <p>Berada di kawasan hutan lindung Blok Mornopo 1A seluas 44,80 Ha Located in protected forest area of Mornopo 1A Block with a total of 44.80 Ha area</p> <p>Berada di kawasan hutan lindung Blok Mornopo 2 seluas 262,79 Ha Located in protected forest area of Mornopo 2 Block with a total of 262.79 Ha area</p> | <p>Perizinan Sebagai Berikut:</p> <ol style="list-style-type: none"> 1. SK No. 548/Menhut-II/2013 untuk Pulau Gee dan SK No.88/Menhut-II/2009 untuk Pulau Pakal, 2. SK No. 380/Menhut-II/2014 untuk Blok Mornopo 1A, 3. SK No. 780/Menhut-II/2014 untuk Blok Mornopo 2, 4. Keppres RI No. 41 tahun 2004, yang menyatakan bahwa ANTAM termasuk dalam 13 perusahaan yang mendapatkan izin atau perjanjian di bidang pertambangan yang telah ada sebelum berlakunya UU No. 41 Tahun 1999. <p>Licences as follow:</p> <ol style="list-style-type: none"> 1. Decision Letter No. 548/Menhut-II/2013 for Gee Island and Decision Letter No. 2. Decision Letter No. 380/Menhut-II/2013 for Block Mornopo 1A 3. Decision Letter No. 780/Menhut-II/2013 for Block Mornopo 2 4. Presidential Decision No.41 Year 2004, which stated that ANTAM among the 13 companies receiving mining license or agreement prior to the implementation of Law No.41 Year 1999. |

Hasil Pemantauan Indeks Keanekaragaman Hayati 2018 - UBP Emas Biodiversity Index Monitoring Results at Gold Mining Business Unit

| Jenis Biota Types of Biota | Rona Awal berdasarkan Dokumen AMDAL Preliminary Hue based on AMDAL | Monitoring Indeks Keragaman 2017 Biodiversity Index 2017 | |
|---|--|---|---------------------|
| | | Nilai Score | Kategori Category |
| Tumbuhan Bawah Low Vegetation | Tinggi High | 2,35 | Tinggi High |
| Pohon/Tumbuhan Atas Trees/High Vegetation | Tinggi High | 2,81 | Tinggi High |
| Ikan Fish | Tinggi High | 1,49 | Sedang Medium |
| Bentos Benthos | Tinggi High | 3,45 | Sedang Medium |
| Plankton Plankton | Tinggi High | 2,91 | Sedang Medium |
| Amphibi Amphibians | Tinggi High | 1,82 | Sedang Medium |
| Mamalia Mamals | Tinggi High | 1,70 | Sedang Medium |
| Burung Bird | Tinggi High | 2,43 | Tinggi High |

Sumber: Dokumen Pemantauan Lingkungan UBP Emas tahun 2018
Source: Gold Mining Business Unit's Environment Monitoring Document 2018

Kinerja Kami Melestarikan Lingkungan

Our Performance in Nature & Environment Preservation

Hasil Pemantauan Indeks Keanekaragaman Hayati 2018 – UBP Nikel Maluku Utara

Biodiversity Index Monitoring Results At North Maluku Nickel Mining Business Unit

| Jenis Biota Types of Biota | Rona Awal berdasarkan Dokumen AMDAL Baseline Based On EIA/ AMDAL Document | Monitoring Indeks Keragaman Biodiversity Index | |
|-------------------------------|--|---|---------------------|
| | | Nilai Score | Kategori Category |
| Plankton | Sedang Medium | 0,81 - 1,47 | Sedang Medium |
| Bentos Benthos | Rendah Low | 0,9 - 2,63 | Sedang Medium |
| Ikan Fish | Rendah Low | 1,32 - 2,77 | Sedang Medium |
| Flora | Tinggi High | 1,52 - 2,62 | Sedang Medium |

Sumber: Dokumen Pemantauan Lingkungan UBP Nikel Maluku Utara, 2018

Monitoring nilai biodiversity index untuk mamalia, burung dan amfibi masih dalam proses sampai diterbitkan laporan ini

Source: North Maluku Mining Business Unit's Environmental Monitoring Document 2018

The monitoring process of the biodiversity index of mammals, birds and amphibians is still on progress until this report is published

Pembangunan Fasilitas Konservasi Burung Paruh Bengkok

Construction of Paruh Bengkok Bird Conservation Facilities

Pada 2018, ANTAM telah membangun fasilitas konservasi burung Paruh Bengkok sebagai langkah lanjutan atas kerja dengan Kepala Balai Taman Nasional Aketajawe Lolobata (TNAL) pada tahun sebelumnya. Kerja sama tersebut dilakukan untuk mengembangkan wisata alam melalui pembangunan pusat informasi suaka Paruh Bengkok di Taman Nasional Aketajawe Lolobata, Halmahera, Maluku Utara. Fasilitas konservasi tersebut sudah diresmikan pada 15 April 2018.

Suaka Paruh Bengkok merupakan *role model* Balai TNAL dalam melestarikan keanekaragaman hayati. Lokasi fasilitas konservasi tersebut berada di Desa Koli, Maluku Utara. Beberapa jenis paruh bengkok seperti Kakatua Putih dan Kasturi Ternate merupakan jenis yang dikonservasi.

In 2018, ANTAM built Paruh Bengkok (Psittaciformes) conservation facility as a continuation of a cooperation that had been established with the Head of the Aketajawe Lolobata National Park (TNAL) in the previous year. This initiative was carried out as part of the development of the natural tourism, specifically through the construction of Paruh Bengkok conservation center in the Aketajawe Lolobata National Park, Halmahera, North Maluku. The conservation facility was inaugurated on April 15, 2018.

Paruh Bengkok Conservation now becomes a model for Aketajawe Lolobata National Park in the preservation of biodiversity. The conservation facility is located in Koli Village, North Maluku. Some types of paruh bengkok such as White Cockatoo and Ternate Kasturi are conserved in the area.

ANTAM Lakukan Program Konservasi Hutan

ANTAM Conducts Forest Conservation Program

Di area operasional Kalimantan Barat, ANTAM melakukan upaya dengan sistem rehabilitasi lahan yang progresif, keanekaragaman hayati di hutan lindung dikembalikan seperti semula, seperti menanam kembali jenis tanaman lokal sesuai dengan ketentuan dan Peraturan Menteri Lingkungan Hidup dan Kehutanan. Program konservasi ini bertujuan melindungi pohon-pohon induk. Implementasi yang dilakukan berupa pembuatan rumah pembibitan untuk budidaya kayu ulin, kayu gaharu, dan kayu tengkawang. Kawasan ini juga berfungsi untuk memberikan edukasi kepada masyarakat, mahasiswa, dan pelajar tentang jenis-jenis tanaman endemik khusus Kalimantan Barat.

In the West Kalimantan operational area, ANTAM conducts land rehabilitation programs progressively, restoring the biodiversity is into original condition, by replanting local plants according to regulations of the Ministry of Environment and Forestry. This conservation program aims to protect the parent plants and is carried out through making nursery houses for cultivation of Ironwood, Agarwood, and Illipe nut. The conservation area also serves to educate the public, students and students about West Kalimantan's endemic species.

Kolaborasi untuk Kegiatan Pemeliharaan Tanaman

Collaboration for Plant Preservation Activity

Di beberapa unit operasional, kami telah berkolaborasi dengan kelompok masyarakat seperti kelompok tani, mitra binaan, dan karang taruna dalam kegiatan pemeliharaan nursery, penanaman, dan pemeliharaan tanaman.

In several operational units, we perform collaborations with community groups such as farmer groups, fostered partners, and youth organizations in plant nursery care, planting and plant maintenance activities.

DANA DAN INVESTASI LINGKUNGAN

Pada 2018, dana dan investasi lingkungan ANTAM tercatat sebesar Rp114,85 miliar, atau meningkat jika dibandingkan dengan tahun 2017 yang tercatat Rp108 miliar. Komposisi terbesar dari dana dan investasi lingkungan kami adalah untuk pengelolaan limbah, pengendalian erosi dan sedimentasi, serta reklamasi dan revegetasi. Selain itu, juga digunakan untuk membiayai penelitian dan sejumlah kerja sama dalam bidang lingkungan, aktivitas pemantauan lingkungan, dan lain-lain.

ENVIRONMENT FUND AND INVESTMENT

In 2018, ANTAM's environmental fund and investment were Rp114.85 billion, increased compared to 2017 which was Rp108 billion. The largest composition of our environmental funds and investments was for waste management, erosion control and sedimentation, as well as reclamation and re-vegetation. In addition, the fund was also used to finance research and a number of collaborations in the field of environment, monitoring activities, and others.

| Komponen Component | Jumlah Total (RpJuta Million) | | |
|---|--------------------------------------|-------------------|-------------------|
| | 2016 | 2017 | 2018 |
| Reklamasi dan Revegetasi Reclamation and Revegetation | 17.566,17 | 22.488,23 | 20.058,07 |
| Pengendalian Erosi dan Sedimentasi Erosion and Sedimentation Control | 4.167,82 | 18.161,47 | 25.158,68 |
| Pengelolaan Limbah Waste Management | 29.738,29 | 34.572,33 | 56.843,13 |
| Penelitian dan Kerja sama Research and Cooperation | 1.827,13 | 2.307,96 | - |
| Pemantauan Lingkungan Environmental Monitoring | 2.078,24 | 2.372,27 | 3.464,28 |
| Lain-lain Others | 1.694,71 | 28.188,11 | 9.329,77 |
| Jumlah Total | 57.072,36 | 108.090,38 | 114.853,94 |



ANTAM menyadari sumber daya manusia merupakan aset terpenting bagi Perusahaan. Untuk itu, demi peningkatan kualitas Insan ANTAM, Kami membuat Masterplan Human Capital (HC). Masterplan ini diharapkan dapat meningkatkan kompetensi, dedikasi, keahlian dan kerja sama bagi setiap Insan ANTAM.

ANTAM realize that human resources is one of most important asset for the Company. Therefore, to improve ANTAM's Employees competences, We created Human Capital (HC) Masterplan. This master plan is expected to improve competence, dedication, expertise and cooperation for each ANTAM's Employees.



Merekrut dan Mengembangkan Talenta yang Berdaya Saing

Recruiting and Developing Competitive Talents

| | |
|---|-----|
| Mengembangkan Insan ANTAM Developing ANTAM's Employees | 167 |
| Program Pelatihan Dan Pengembangan Karyawan Employee Training And Development Program | 169 |
| Pelatihan Pra-Purnabakti Pre-Retirement Training | 172 |
| Penilaian Kinerja Berbasis SMUK SMUK Based | 173 |
| Survei Keterikatan Pegawai & Tingkat Kepuasan Pegawai Employee Engagement Survey & Employee Satisfaction Index | 176 |
| Kenyamanan Bekerja Di ANTAM Comfort Working In ANTAM | 177 |

Merekrut dan Mengembangkan Talenta yang Berdaya Saing

Recruiting and Developing Competitive Talents

ANTAM menyadari pentingnya pengembangan sumber daya manusia untuk keberlanjutan Perusahaan. ANTAM juga melaksanakan berbagai upaya yang dimulai dari proses rekrutmen, penilaian kompetensi, penilaian kinerja, *Talent Management System*, kesejahteraan pegawai, hubungan industri, sampai dengan pelatihan perencanaan purnakarya.

ANTAM realizes the importance of developing human resources for the Company's sustainability. ANTAM also implemented various efforts from the recruitment process, competency assessment, performance appraisal, Talent Management System, employee welfare, industrial relations, to training and pre-retirement workshop training.

Karyawan | Employee

2.598 orang
people

Total Karyawan tetap sebanyak 2.598 orang. Employee Satisfaction Index mencapai 3,20 dari skala 4,00
ANTAM's permanent employee 2.598. The Employee Satisfaction Index reached 3.20 from the 4.00 scale.

Pengembangan Kompetensi | Competency Development

Rp27,16 miliar
billion

Biaya pengembangan kompetensi pegawai Rp27,16 miliar. Biaya ini mengalami peningkatan yang sebelumnya sebesar Rp22,86 miliar.
Employee Competency Development costs Rp27,16 billion. The cost experienced increase from previous of Rp22,86 billion.

Pegawai Terdaftar di Safety committee

Employee on Safety Committee

262 orang
people

Pegawai Terdaftar di Safety committee atau 11,19% dari total pekerja di seluruh unit bisnis
Employee on Safety Committee employee or 11,19% of total employees across all business units



Indeks Keterikatan Pegawai

Employee Engagement Index

90,53%



Koordinasi antar pegawai di ANTAM Kantor Pusat.
Coordination between employees at ANTAM Head Office.

ANTAM menyadari pentingnya pengembangan sumber daya manusia untuk keberlanjutan Perusahaan. Untuk menghasilkan Sumber Daya Manusia (SDM) yang berkinerja optimal dan berdaya saing tinggi, ANTAM membuat Masterplan HC pada tahun ini yang proses pengesahannya akan dilakukan pada tahun 2019. [103-1][103-2]

ANTAM realizes the importance of developing human resources for the Company's sustainability. To create human resources with optimal performance and high competitiveness, ANTAM produced the HC Master Plan this year, with approval process carried out through 2019. [103-1][103-2]

Perusahaan mengembangkan Insan ANTAM dari dua sisi yaitu peningkatan kepercayaan antara Perusahaan dengan karyawan dan peningkatan kapabilitas Insan ANTAM dalam rangka pencapaian tujuan Perusahaan. Selain itu, salah satu kunci utama dalam melakukan inovasi dan efisiensi adalah kemampuan dan keterampilan SDM yang tidak hanya memiliki jumlah yang cukup, tetapi juga berkompeten dan memiliki motivasi yang tinggi.

We developed ANTAM's Employee through both sides, improving trust between the Company and employee, and improving capabilities of ANTAM's employee in order to achieve the Company's goals. In addition, one of the main keys to innovation and efficiency is human resources ability and skills, not only to have sufficient numbers, but also competent and highly motivated.

Untuk peningkatan ini, ANTAM juga melaksanakan berbagai upaya yang dimulai dari proses rekrutmen, penilaian kompetensi, penilaian kinerja, *Talent Management System*, kesejahteraan pegawai, hubungan industri, sampai dengan pelatihan perencanaan purnakarya.

For this improvement, ANTAM also implemented various efforts from the recruitment process, competency assessment, performance appraisal, Talent Management System, employee welfare, industrial relations, to training and pre-retirement workshop training.

Merekrut dan Mengembangkan Talenta yang Berdaya Saing

Recruiting and Developing Competitive Talents

Kerja Sama ANTAM dan Institusi Perguruan Tinggi untuk Meningkatkan Kualitas Pendidikan Bidang Pertambangan

ANTAM's Cooperation with University to Improve Mining Sector Education Quality

ANTAM berkerja sama dengan perguruan tinggi dalam meningkatkan dan mengembangkan program studi di bidang pertambangan. Kerja sama ini berlangsung di dua universitas yaitu Politeknik Negeri Malang yang berlaku selama lima tahun dan Universitas Syiah Kuala Banda Aceh yang berlangsung selama empat tahun.

Untuk Politeknik Negeri Malang, ANTAM bekerja sama dalam bentuk pengembangan program studi Diploma III Teknologi Pertambangan, pelaksanaan *workshop*, pendidikan dan pelatihan, beasiswa pendidikan, praktik kerja lapangan mahasiswa, pengabdian kepada masyarakat di sekitar wilayah operasional tambang, penelitian terapan dan penyediaan sumber daya manusia sebagai dosen industri.

Sedangkan untuk kerja sama dengan Universitas Syiah Kuala Banda Aceh dilakukan dalam bentuk *joint study* melalui pertukaran informasi mengenai eksplorasi dan potensi mineral di Provinsi Nangroe Aceh Darussalam. Bentuk kerja sama lain juga dilakukan dalam hal pemagangan mahasiswa maupun dosen peneliti, serta identifikasi peluang serta pendanaan penelitian potensial yang berhubungan dengan bidang pertambangan.

ANTAM cooperates with several universities in the improvement and development of mining sector program studies. This collaboration is conducted in two universities, Malang State Polytechnic which last for five years and Syiah Kuala University, Banda Aceh which last for four years.

For Malang Public Polytechnic, ANTAM cooperates in development of Diploma III Mining Technology study programs, conducting workshops, education and training, scholarships, student fieldwork practices, community service around mining operational areas, applied research and the provision of human resources as industrial lecturer.

As for cooperation with Syiah Kuala University in Banda Aceh, a joint study was conducted through the exchange of information regarding exploration and mineral potential in the Province of Nangroe Aceh Darussalam. The other cooperation that also carried out are apprenticeship of students and research lecturers, as well as identification of opportunities and potential research funding related to the mining sector.



Penandatanganan kerjasama antara ANTAM dengan Institusi Perguruan Tinggi untuk meningkatkan kualitas pendidikan dibidang petambangan.
Signing of ANTAM cooperations with University to improve mining sector quality.

Program Magang Operator Pabrik Feronikel ANTAM

ANTAM Ferronickel Plant Operator Internship Program [103-3]

Dalam rangka menyiapkan kebutuhan tenaga kerja khususnya di bidang pengolahan mineral, ANTAM melalui Unit Bisnis Learning & Development melaksanakan Program Pemagangan Operator Pabrik Feronikel ANTAM 2018. Program ini dilaksanakan berdasarkan izin penyelenggaraan program pemagangan dari Direktur Bina Pemagangan, Direktorat Jenderal Pembinaan Pelatihan dan Produktivitas, Kementerian Tenaga Kerja Republik Indonesia dengan no. B.3870/Lattas-Mag/VII/2018 per tanggal 10 Juli 2018.

Total peserta pemagangan pada *batch* 1 berjumlah 161 orang dan *batch* 2 berjumlah 51 orang. Program pemagangan disusun berdasarkan kebutuhan tenaga kerja serta mengacu pada Standar Kompetensi Kerja Nasional Indonesia (SKKNI) dan Pedoman Standar Kompetensi ANTAM.

In order to prepare the workforce needs, especially in mineral processing, ANTAM through Learning & Development Business Unit implemented the 2018 ANTAM Ferronickel Plant Operator Program. The program was implemented based on permission to conduct apprenticeship programs from the Director of Apprenticeship, Directorate General of Training and Productivity Development, Ministry of Energy Work of the Republic of Indonesia with no. B.3870/Lattas-Mag/VII/2018 as of July 10, 2018.

Total apprenticeship participants in batch 1 reached 161 people and batch 2 reached 51 people. The apprenticeship program is based on labor requirements and refers to the Indonesian National Work Competency Standards (SKKNI) and ANTAM's Competency Standards Guidelines.



Kegiatan *basic mentality* di Yonif Raider Khusus 732 untuk memulai Program Pemagangan Operator Pabrik Feronikel ANTAM 2018.
Basic Mentality drill at 732nd Yonif Special Raider as starter of 2018 ANTAM Ferronickel Plant Operator Internship Program.

Merekrut dan Mengembangkan Talenta yang Berdaya Saing

Recruiting and Developing Competitive Talents

Rincian Tenaga Kerja Baru Berdasarkan Wilayah, Job Level, dan Gender [401-1]

Details of New Employee by Region, Job Level, and Gender

| Wilayah Unit | Divisi | | Biro | | Departemen | | Section | | Area | | Jumlah | |
|--|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
| | Laki-Laki Male | Perempuan Female | Laki-Laki Male | Perempuan Female | Laki-Laki Male | Perempuan Female | Laki-Laki Male | Perempuan Female | Laki-Laki Male | Perempuan Female | Laki-Laki Male | Perempuan Female |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | | | 2 | 1 | | | | | 2 | 1 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | | | | | 8 | | | | 8 | 0 |
| UBP Emas Gold Mining Business Unit | | | | | 3 | 1 | | | | | 3 | 1 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | | | | | | | 5 | 3 | | | 5 | 3 |
| UBP Bauksit Bauxite Mining Business unit | | | | | | | 9 | 3 | 9 | 1 | 18 | 4 |
| Unit Geomin Geomin Unit | | | | | | | | | | | 0 | 0 |
| UB Learning & Development Learning & Development Business Unit | | | | | | | | | | | 0 | 0 |
| Kantor Pusat Head Office | 1 | | | | 7 | 2 | 14 | 13 | | | 22 | 15 |
| Jumlah Total | 1 | 0 | 0 | 0 | 12 | 4 | 36 | 19 | 9 | 1 | 58 | 24 |

Rincian Rekrutmen & Turnover Pegawai Berdasarkan Gender [401-1]

Details of Employee Recruitment & Turnover Based on Gender

| Deskripsi Description | 2016 | | | 2017 | | | 2018 | | |
|-----------------------------------|-------------------|---------------------|-----------------|-------------------|---------------------|-----------------|-------------------|---------------------|-----------------|
| | Laki-Laki Male | Perempuan Female | Jumlah Total | Laki-Laki Male | Perempuan Female | Jumlah Total | Laki-Laki Male | Perempuan Female | Jumlah Total |
| Pegawai Baru New Employee | 294 | 19 | 313 | 55 | 7 | 62 | 58 | 24 | 82 |
| Pegawai Keluar Leaving Employee | 11 | 4 | 15 | 71 | 7 | 78 | 19 | 2 | 21 |

Rincian Pegawai Keluar Berdasarkan Job Level dan Wilayah [401-1]

Details of Employee Leaving Based on Job Level and Region

| Wilayah Region | Divisi Division | Biro Bureau | Departemen Department | Section | Area | Jumlah Total |
|--|--------------------|----------------|--------------------------|---------|------|-----------------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | | | | 1 | | 1 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | | | | 1 | 1 | 2 |
| UBP Emas Gold Mining Business Unit | | 1 | | 1 | 1 | 4 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | | | 2 | | 1 | 3 |
| UBP Bauksit Bauxite Mining Business unit | | | 1 | | | 1 |
| Unit Geomin Geomin Unit | | | 2 | | | 2 |
| UB Learning & Development Learning & Development Business Unit | | | | | | 0 |
| Kantor Pusat Head Office | 2 | 2 | 3 | 1 | | 8 |

MENGEMBANGKAN INSAN ANTAM

ANTAM senantiasa menjaga produktivitas setiap pegawainya dengan menciptakan suasana kerja yang kondusif, nyaman serta terjaminnya fasilitas yang dibutuhkan bagi setiap Insan ANTAM. Selain itu, Perusahaan juga melakukan pengelolaan peningkatan kompetensi pegawai dengan penyalarsan antara prestasi kerja dengan remunerasi.

Untuk peningkatan kompetensi, ANTAM mempercayakan Divisi Human Capital Management, Divisi Organization Effectiveness and Development, serta Unit Bisnis Learning and Development dalam membuat *Masterplan* HC yang menjadi sasaran strategis HCM yaitu *Human Capital Excellence* (BEST - *Beyond expectation, Environment awareness, Synergize parTnership*). Human Capital Excellence tersebut memiliki atribut kepemimpinan (SENSE - *Speed, Energize, reSpect, couragE*) melalui 20 perilaku (*Behaviors*), dan menjiwai nilai-nilai ANTAM (PIONEER - *Professionalism, Integrity, gLObal mentality, harmoNy, ExcEllence, Reputation*) sebagai nilai-nilai dan norma perilaku yang wajib dipatuhi dan diterapkan dalam pelaksanaan kerja sehari-hari oleh segenap jajaran Perusahaan. [102-16]

DEVELOPING ANTAM'S EMPLOYEES

ANTAM continues to maintain employee productivity by creating a conducive and convenient working atmosphere and ensuring the availability of facilities required by ANTAM's Employees. In addition, the Company also manages and improves employee competencies by aligning work performance with remuneration.

To increase employee competences, ANTAM entrusted Human Capital Management Division, Organization Effectiveness and Development Division, and Learning and Development Business Unit in creating the HC Masterplan as strategic target of HCM namely Human Capital Excellence (BEST - Beyond expectation, Environment awareness, Synergize parTnership). Human Capital Excellence has leadership attributes (SENSE - Speed, Energize, reSpect, couragE) through 20 Behaviors, and animates ANTAM values (PIONEER - Professionalism, Integrity, gLObal mentality, harmoNy, ExcEllence, Reputation) as values and norms of behavior that must be complied and applied in the daily activities by the entire Company. [102-16]

Pegawai Tetap Berdasarkan Fungsi Jabatan [102-8] Permanent Employee Based on Job Function

| Jabatan Position | 2016 | | 2017 | | 2018 | |
|--|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
| | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female |
| Unit/Bisnis Unit/Divisi/Proyek Unit/ Business Unit/ Division/Project | 86 | 5 | 85 | 7 | 87 | 5 |
| Biro Bureau | 147 | 26 | 153 | 27 | 160 | 29 |
| Departemen Department | 397 | 79 | 420 | 76 | 447 | 75 |
| Section Section | 1.219 | 79 | 1.364 | 86 | 1.311 | 104 |
| Area Area | 535 | 18 | 337 | 13 | 304 | 8 |
| Lainnya Others | 36 | 1 | 47 | 1 | 62 | 6 |
| Jumlah Total | 2.420 | 208 | 2.406 | 210 | 2.371 | 227 |

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat

Encouraging Active Role in Achieving Community Sustainability

Pegawai Tetap Berdasarkan Penempatan [102-8]

Permanent Employee Based on Placement

| Wilayah Unit | 2016 | | 2017 | | 2018 | |
|--|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
| | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 1.198 | 53 | 1.116 | 48 | 1.135 | 49 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 231 | 15 | 216 | 12 | 215 | 12 |
| UBP Emas Gold Mining Business Unit | 429 | 21 | 379 | 18 | 347 | 17 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 109 | 22 | 118 | 23 | 125 | 23 |
| UBP Bauksit Bauxite Mining Business unit | 44 | 1 | 45 | 2 | 63 | 6 |
| Unit Geomin Geomin Unit | 86 | 15 | 79 | 14 | 67 | 13 |
| UB Learning & Development Learning & Development Business Unit | | | 4 | 6 | 7 | 9 |
| Kantor Pusat Head Office | 251 | 73 | 349 | 84 | 344 | 91 |
| Kantor Perwakilan Representative Office | 16 | 4 | 2 | 0 | 2 | 0 |
| Proyek Pengembangan Development Project | 44 | 2 | 40 | 2 | 63 | 7 |
| Pascatambang Post-Mining | 12 | 2 | 8 | 1 | 3 | 0 |
| Jumlah Total | 2.420 | 208 | 2.406 | 210 | 2.371 | 227 |

Pegawai Tetap Berdasarkan Usia [102-8]

Permanent Employee Based on Age

| Usia Age | 2016 | | 2017 | | 2018 | |
|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
| | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female |
| <25 tahun years | 123 | 13 | 91 | 12 | 89 | 19 |
| 26-35 tahun years | 781 | 79 | 763 | 79 | 718 | 87 |
| 36-45 tahun years | 779 | 73 | 770 | 74 | 746 | 74 |
| > 45 tahun years | 737 | 43 | 782 | 45 | 818 | 47 |
| Jumlah Total | 2.420 | 208 | 2.406 | 210 | 2.371 | 227 |

Pegawai Tetap Berdasarkan Tingkat Pendidikan [102-8]

Permanent Employee Based on Education Level

| Level | 2016 | | 2017 | | 2018 | |
|--|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
| | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female | Laki-laki Male | Perempuan Female |
| Hingga SMP atau Sederajat Junior High School or equivalent | 278 | 0 | 9 | 0 | 4 | 0 |
| Setara SMA Senior High School or equivalent | 1.354 | 40 | 863 | 21 | 782 | 22 |
| Diploma Diploma | 132 | 48 | 634 | 80 | 938 | 91 |
| Sarjana & Pascasarjana Bachelor & Postgraduate | 656 | 120 | 900 | 109 | 647 | 114 |
| Jumlah Total | 2.420 | 208 | 2.406 | 210 | 2.371 | 227 |

Jumlah Pegawai Tetap Berdasarkan Tingkat Pendidikan [102-8]

Total Permanent Employee Based on Education Level

| Pendidikan Education | SD Elementary School | SMP Middle School | SMA High School | D1 | D2 | D3 | D4 | S1 | S2 | S3 | Jumlah Total |
|----------------------------|----------------------------|-------------------------|-----------------------|-----|----|-----|----|-----|-----|----|-----------------|
| Divisi Division | 0 | 0 | 5 | 0 | 0 | 2 | 0 | 50 | 32 | 3 | 92 |
| Biro Bureau | 0 | 0 | 6 | 7 | 0 | 12 | 1 | 121 | 42 | 0 | 189 |
| Departemen Department | 0 | 1 | 88 | 66 | 0 | 58 | 4 | 280 | 25 | 0 | 522 |
| Section Section | 0 | 3 | 654 | 404 | 2 | 175 | 2 | 173 | 2 | 0 | 1.415 |
| Area Area | 0 | 0 | 11 | 0 | 0 | 285 | 0 | 16 | 0 | 0 | 312 |
| MPP MPP | 0 | 0 | 40 | 8 | 0 | 3 | 0 | 11 | 6 | 0 | 68 |
| Jumlah Total | 0 | 4 | 804 | 485 | 2 | 535 | 7 | 651 | 107 | 3 | 2.598 |

Jumlah Pegawai Lokal [102-8]

Total Local Employee

| Wilayah Unit | 2018 | |
|--|-------------------|---------------------|
| | Laki-laki Male | Perempuan Female |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 371 | 22 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 101 | 6 |
| UBP Emas Gold Mining Business Unit | 104 | 5 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 12 | 5 |
| UBP Bauksit Bauxite Mining Business unit | 7 | 0 |
| Unit Geomin Geomin Unit | 0 | 1 |
| UB Learning & Development Learning & Development Business Unit | 0 | 1 |
| Kantor Pusat Head Office | 14 | 8 |

PROGRAM PELATIHAN DAN PENGEMBANGAN KARYAWAN

ANTAM berkomitmen untuk terus meningkatkan kesejahteraan karyawan karena Perusahaan menyadari bahwa setiap pegawai mempunyai kesempatan untuk mengembangkan potensi mereka. ANTAM memiliki Unit Bisnis (UB) Learning and Development yang mengatur segala program pelatihan, pengembangan dan pendidikan pegawai. Selain itu, UB Learning and Development juga melakukan pembangunan infrastruktur pengembangan pegawai, seperti pelatihan untuk *mentor*, fasilitator, *trainer*, dan *assessor*, serta pembuatan modul pelatihan. [103-1] [103-2] [404-2]

ANTAM juga menjalankan program kepemimpinan kepada generasi muda ANTAM, untuk menciptakan pemimpin-pemimpin masa depan Perusahaan. Program yang dilaksanakan perusahaan yaitu dibagi menjadi tiga kelompok pelatihan, yakni ANTAM *Leadership Development Program* (ALDP), ANTAM *Functional Development Program* (AFDP), dan ANTAM *General Development Program* (AGDP).

EMPLOYEE TRAINING AND DEVELOPMENT PROGRAM

ANTAM realizes that every employee has the opportunity to develop their potential, therefore We are committed to continuously improving employee welfare. ANTAM regulates all training, development and education programs for employee through Learning and Development Business Unit. In addition, Learning and Development Business Unit also conducts employee development infrastructure, such as training for mentors, facilitators, trainers, and assessors, as well as making training modules. [103-1] [103-2] [404-2]

ANTAM also conduct leadership program for ANTAM's young generation, to create future leaders of the Company. The program is divided into three training groups, namely ANTAM Leadership Development Program (ALDP), ANTAM Functional Development Program (AFDP), and ANTAM General Development Program (AGDP).

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat

Encouraging Active Role in Achieving Community Sustainability

Pada tahun 2018, ANTAM mengeluarkan biaya sebesar Rp27,16 miliar untuk pelaksanaan kegiatan pelatihan dan pengembangan pegawai, di mana biaya tersebut mengalami peningkatan sebesar 18,82% jika dibandingkan Rp22,86 miliar di tahun 2017. ANTAM juga telah melaksanakan berbagai program pelatihan dan pengembangan sebagai upaya Perusahaan dalam memperbaiki kualitas pelatihan dan pengembangan pegawai.

Pengembangan kompetensi juga Kami lakukan dengan melaksanakan Konvensi Mutu ANTAM (KMA) sebagai salah satu wujud pengembangan *culture* dan *behavior*, untuk meningkatkan mutu, produktivitas, dan mengembangkan Total Quality Management (TQM) di Perusahaan.

ANTAM menerapkan program pengelolaan pengetahuan (*knowledge management*) sebagai upaya untuk mendapatkan, mempertahankan, serta menyebarkan pengetahuan di lingkungan internal Perusahaan. Program pengelolaan pengetahuan yang diimplementasikan di ANTAM antara lain: SKo Day (*Sharing Knowledge of the Day*) dan program Community of Interest (Col), yaitu komunitas berbagi pengetahuan dengan karakteristik informal dan fleksibel yang dilaksanakan untuk meningkatkan wawasan dan pengetahuan karyawan. Beberapa Col yang dibangun ANTAM di antaranya: SAVE (Sharing Knowledge Veteran), BEBAS (Bedah Buku Asyik), dan BALAPAN (Belajar Langsung dari Pengalaman). Forum ini bertujuan sebagai aktivitas *sharing knowledge* melalui presentasi bedah buku, *sharing* pengalaman, serta berbagi informasi terkait keahlian yang dimiliki oleh pegawai. Selain itu ANTAM menyediakan fasilitas *e-library*. Keberadaan *e-library* dapat dimanfaatkan oleh setiap Insan ANTAM yang hendak mencari referensi buku yang akan digunakan.

In 2018, ANTAM spent Rp27.16 billion for training and employee development activities, where the numbers have increased by 18.82% compared to Rp22.86 billion in 2017. ANTAM also carried out various training and competency development programs as the Company's efforts to improve employee training and development quality.

As competency development, We also implementing ANTAM Quality Convention (KMA) as a manifestation of cultural and behavioral development, to improve quality, productivity, and develop Total Quality Management (TQM) in the Company.

ANTAM implements knowledge management program to obtain, maintain and disseminate knowledge within the Company. The knowledge management program implemented at ANTAM included: SKO Day (Sharing Knowledge of the Day) and Community of Interest (Col), a knowledge-sharing communities with informal and flexible characteristics to improve employee's insights and knowledge. Some of the Col's in ANTAM include: SAVE (Veteran Knowledge Sharing), BEBAS (*Bedah Buku Asyik/Fun Book Review*), and BALAPAN (*Belajar Langsung Dari Pengalaman/Direct Learning From Experience*). The forum is aimed at knowledge sharing through book presentations, sharing experiences, and sharing information related to the expertise possessed by employee. In addition, ANTAM provides e-library facilities. The existence of e-libraries can be used by all ANTAM Employee who want to find references to books that will be used.

Program Kerja Sama Pembelajaran ANTAM dan PAMCO di Jepang

ANTAM and PAMCO Learning Cooperation Program in Japan

Penyelenggaraan kerja sama Program Pengembangan Kompetensi Karyawan ANTAM-PAMCO dilakukan oleh Unit Bisnis Learning and Development yang bertujuan untuk meningkatkan wawasan serta kompetensi pegawai ANTAM terutama di area operasi Pabrik Feronikel UBP Nikel Sulawesi Tenggara, pada sisi operasi, budaya perusahaan, serta efektivitas organisasi.

Program Pengembangan Kompetensi Karyawan ANTAM-PAMCO terselenggara pada Maret 2018 (*batch 1*) dengan fokus pembelajaran di area operasi *ore preparation*, kemudian Juli 2018 (*batch 2*) dengan fokus pembelajaran di area operasi *smelting*, dan Oktober 2018 (*batch 3*) dengan fokus pembelajaran di area operasi *refinery*. Untuk setiap *batch* penyelenggaraan, ANTAM mengirimkan 5 orang pegawai terpilih dari *level manager, engineer*, hingga operator untuk belajar di pabrik feronikel PAMCO yang berlokasi Hachinohe-Jepang selama 10 hari.

Hasil pembelajaran di area operasi Pabrik Feronikel PAMCO sangat berdampak secara signifikan dalam peningkatan efisiensi, performa serta produktivitas Pabrik Feronikel ANTAM, hal ini ditandai dengan keberhasilan dari penerapan-penerapan *improvement* yang dilakukan oleh setiap *batch* peserta program sekembalinya dari program pembelajaran.

ANTAM-PAMCO Employee Competences Development Program Cooperation carried out by Learning and Development Business Unit to improve ANTAM employee insights and competences especially in Ferronickel Plant Operation area of Southeast Sulawesi Nickel Mining Business Unit on operations aspect, corporate culture, and organizational effectiveness.

The ANTAM-PAMCO Employee Competence Development Program was held in March 2018 (*batch 1*) with focus on learning in the ore preparation operation area, then July 2018 (*batch 2*) with focus on learning in the Smelting operation area, and October 2018 (*batch 3*) with focus on refinery operations area. ANTAM sent 5 selected employee for each batch from the managerial level, engineer, as well as operators to study at the PAMCO ferronickel factory located in Hachinohe-Japan for 10 days.

The result of PAMCO's Feronikel factory operating area study have significant impact on increasing the efficiency, performance and productivity of ANTAM's Ferronickel factories, it is indicated by the success of improvements implementation applied by each batch of program participants upon returning from the learning program.

Statistik Peserta Program Pelatihan ANTAM Tahun 2018 (Orang)

Statistics of ANTAM Training Program Participant in 2018 (People)

| Program | Jumlah Peserta Number of Participants | |
|---------|---|--------------------------------------|
| | Laki-Laki (Orang) Male (People) | Perempuan (Orang) Female (People) |
| ALDP | 362 | 49 |
| AFDP | 835 | 88 |
| AGDP | 3.411 | 449 |

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat

Encouraging Active Role in Achieving Community Sustainability

Jumlah Peserta Program Pelatihan

Number of Training Participant

| Program | 2016 | 2017 | 2018 |
|---------|-------|-------|-------|
| ALDP | 466 | 716 | 411 |
| AFDP | 2.636 | 2.650 | 923 |
| AGDP | 3.142 | 3.985 | 3.860 |

Rata-Rata Hari Pelatihan Kepemimpinan per Peserta (Hari/Orang)

Average Days of Leadership Training per Participant (Days/People)

| 2016 | 2017 | 2018 |
|------|------|------|
| 2,45 | 2,37 | 2,68 |

Rata-Rata Hari Pelatihan per Peserta [404-1]

Average Days of Training per Participant

| Jenis Pelatihan Training Type | Jumlah Peserta Number of Participants | | | | |
|----------------------------------|---|---------------------|-----------------|---------------------------------|---------------------------------------|
| | 2018 | | | | |
| | Laki-Laki Male | Perempuan Female | Jumlah Total | Hari Pelatihan Training Days | Hari/Peserta Days/ Participants |
| ALDP | 362 | 49 | 411 | 1.100 | 2,68 |
| AFDP | 835 | 88 | 923 | 2.480 | 2,69 |
| AGDP | 3.411 | 449 | 3.860 | 10.512 | 2,72 |
| Total | 4.608 | 586 | 5.194 | 14.092 | 2,71 |

Rata-Rata Jam Pelatihan per Pegawai (Jam/Orang) [404-1]

Average Training Hours per Employee (Hours/People)

| Level Jabatan Position Level | Jumlah Pegawai Total Employee | Pelatihan Training | | | Pelatihan/Jumlah Pegawai Training/Total Employee | | |
|---------------------------------|--|-----------------------|--------|---------|---|------|-------|
| | | Peserta | Hari | Jam | Peserta | Hari | Jam |
| Divisi Division | 92 | 207 | 614 | 4.912 | 2,25 | 6,67 | 53,39 |
| Manajer Manager | 189 | 524 | 1.278 | 10.224 | 2,77 | 6,76 | 54,10 |
| Departemen Department | 522 | 1.839 | 4.618 | 36.944 | 3,52 | 8,85 | 70,77 |
| Section Section | 1.415 | 1.893 | 5.564 | 44.512 | 1,34 | 3,93 | 31,46 |
| Area Area | 312 | 831 | 3.083 | 24.664 | 2,66 | 9,88 | 79,05 |
| Total Total | 2.530 | 5.294 | 15.157 | 121.256 | 13 | 36 | 289 |

PELATIHAN PRA-PURNABAKTI [404-2]

ANTAM menyediakan program bagi setiap pegawai berusia 50-55 tahun yang memasuki masa pensiun yang dinamakan program Pelatihan Pra-Purnabhakti. Dalam program ini setiap pegawai diberikan bekal ilmu wira usaha, training motivasi dan pembekalan lainnya untuk persiapan masa pensiun.

PRE-RETIREMENT TRAINING [404-2]

ANTAM provides a Pre-Retirement Training program to all employee aged 50-55 years before retirement. Every employee in this program learn about entrepreneurship, motivational training and other training competency as retirement preparation.



Rp 27,16 miliar | billion

Biaya Pengembangan Kompetensi Pegawai | Employee Competency Development Costs
Biaya ini mengalami peningkatan yang sebelumnya sebesar 22,86 miliar.
The cost experienced increase from previous of Rp22,86 billion.

PENILAIAN KINERJA BERBASIS SMUK

Setiap Insan ANTAM melaksanakan sistem penilaian kinerja dengan Sistem Manajemen Unjuk Kerja (SMUK) yang diukur melalui dua sasaran yakni sasaran hasil dan proses. Sistem SMUK dilaksanakan menggunakan media elektronik dan non-elektronik sehingga didapatkan hasil yang terukur. Hasil dari SMUK ini akan digunakan ANTAM sebagai perhitungan remunerasi, pengembangan pegawai, serta pelatihan. [103-3]

SMUK BASED

Every ANTAM's Employee participates in performance appraisal system named Performance Management System (SMUK / "Sistem Manajemen Unjuk Kerja"), that measured through two objectives, results and processes. The SMUK system is implemented using electronic and non-electronic media to obtain measurable results. The result of SMUK appraisal will be used for remuneration calculation, employee development, and training. [103-3]

Jumlah Karyawan yang Telah Mengikuti Penilaian Kinerja SMUK [404-3]

Number of Employee Who Have Participated in SMUK Performance Assessment

| | 2018 | |
|---|-------------------|---------------------|
| | Laki-Laki Male | Perempuan Female |
| Jumlah Pegawai Number of Employee | 2.309 | 221 |
| Total Pegawai Total Employee | 2.371 | 227 |
| % Penilaian Kinerja Berbasis SMUK Performance based on SMUK | 97% | 97% |

Jumlah Karyawan yang Telah Mengikuti Penilaian Kinerja SMUK Berdasarkan Job Level

Number of Employee Who Have Participated in SMUK Performance Assessment Based on Job Level

| Job Level | 2016 | 2017 | 2018 |
|-------------------------|-------|-------|-------|
| Divisi Division | 91 | 92 | 92 |
| Biro Bureau | 173 | 180 | 189 |
| Departemen Department | 476 | 496 | 522 |
| Section Section | 1.366 | 1.450 | 1.415 |
| Area Area | 212 | 350 | 312 |
| Jumlah Total | 2.318 | 2.568 | 2.530 |

Jumlah Peserta Assessment Centre Tahun 2018 (Berdasarkan Gender dan Job Level)

Total Participant on 2018 Assessment Centre (by Gender, by Job Level)

| | 2018 | |
|-------------------------|-------------------|---------------------|
| | Laki-laki Male | Perempuan Female |
| Divisi Division | 2 | 0 |
| Biro Bureau | 103 | 17 |
| Departemen Department | 157 | 36 |

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat

Encouraging Active Role in Achieving Community Sustainability

MENJALIN HUBUNGAN INDUSTRIAL YANG KONSTRUKTIF DAN TRANSPARAN

ANTAM mendukung penuh kebebasan pegawai untuk berkumpul, bersekitar, dan berpendapat dalam menjalin hubungan industrial melalui serikat pekerja. Serikat pekerja ini menjadi wadah komunikasi bagi Insan ANTAM dalam berkomunikasi sesama karyawan di industri pertambangan. Sebagian besar Insan ANTAM bergabung dalam PERPANTAM (Persatuan Pegawai Aneka Tambang) sebanyak 78,06% dan sebagian kecil pegawai 11,31% terutama di UBP Nikel Sulawesi Tenggara dan UBP Nikel Maluku Utara bergabung ke Serikat Pekerja Seluruh Indonesia (SPSI).

Kebebasan bersekitar bagi pegawai merefleksikan kepatuhan Perusahaan atas Undang-undang No. 21 tahun 2000 tentang Serikat Pekerja/Serikat Buruh dan ILO Convention 87 yang menjamin kebebasan semua pekerja untuk masuk dalam organisasi pekerja yang dikelola secara profesional sebagai sarana penghubung antar pekerja dan perusahaan untuk menciptakan hubungan industrial yang harmonis dan saling menguntungkan semua pihak.

[102-12]

Seluruh Insan ANTAM yang berstatus pegawai tetap telah menjadi anggota serikat pekerja dan terlindungi kepentingannya yang terdaftar dalam Kementerian Ketenagakerjaan RI c.q. Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No 166/Pdf.7/PKB/X/2015 tanggal 19 Oktober 2015.

MENJAMIN KEADILAN DAN KESETARAAN DI TEMPAT KERJA

ANTAM memiliki wilayah operasional yang beragam dan tersebar di berbagai pulau di Indonesia. Tak dipungkiri Insan ANTAM memiliki beragam suku, ras, agama, jenis kelamin, dan kondisi fisik. ANTAM memastikan bahwa proses rekrutmen dilakukan secara adil dan terbuka dan sesuai dengan kebutuhan dan kualifikasi yang diperlukan. Selain itu, Kami pun menentang segala diskriminasi dan memegang prinsip kemanusiaan serta menghormati hak asasi manusia. [103-1][103-2][405-2]

Hingga tahun 2018, komposisi pegawai ANTAM masih didominasi oleh pegawai laki-laki sebanyak 91,2% dari total pegawai. Hal itu disebabkan sifat kegiatan (nature) perusahaan tambang ANTAM yang melakukan kegiatan pertambangan bawah tanah melarang pekerja tambang wanita. Ketentuan terkait hal ini diatur dalam Keputusan Menteri Pertambangan dan Energi No. 555.K/26/M/PE/1995 Pasal 26 ayat (2) dan didukung pada Konvensi ILO No. 45. [405-1]

IMPLEMENTING CONSTRUCTIVE AND TRANSPARENT INDUSTRIAL RELATIONS

ANTAM fully supports employee rights to assemble, associate and expressing opinion in establishing industrial relations through Labor Unions. This union becomes a communication forum for ANTAM's Employee in the mining industry. Most of ANTAM's Employee joined PERPANTAM (Aneka Tambang Employee Union) as much as 78.06% and a around 11.31% of employee, especially in Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit joined to the Indonesia Workers Union (SPSI/*Serikat Pekerja Seluruh Indonesia*).

Freedom of association for employee reflects the Company's compliance with Law No. 21 of 2000 on Trade Unions and ILO Convention 87 which guarantees the freedom of all workers to be included in professionally managed workers' organizations as a means of liaison between workers and companies to create harmonious and mutually beneficial industrial relations of all parties.

[102-12]

All ANTAM's Employee with permanent status have become union members and protected by their interests which have been registered with Ministry of Manpower c.q. Directorate General of Industrial Relations Development and Workers' Social Security No. 166/Pdf.7/PKB/X/2015 dated October 19, 2015.

FAIRNESS GUARANTEE AND EQUALITY IN THE WORKPLACE

ANTAM has diverse operational areas and are spread across islands in Indonesia. It is undeniable that ANTAM's Employee have a variety of ethnicities, races, religions, genders and physical conditions. ANTAM ensures that the recruitment processes are conducted fairly and openly and in accordance with the needs and qualifications required. In addition, we also oppose all discrimination and hold the principle of humanity as well as respects for human rights.

[103-1][103-2][405-2]

Until 2018, ANTAM employee composition is still dominated by male employee around 91.2% of total employee. This is due to the nature of mining companies with underground activities that forbid women employee in underground pit. This regulation is specified in the Decree of Mines and Energy Minister No. 555.K/26/M/PE/1995 Article 26 (2) and supported by ILO Convention No. 45. [405-1]

Pada tahun 2018, ANTAM tidak menemukan atau menerima pengaduan terkait tindakan diskriminasi. Perusahaan juga memiliki kebijakan menerima tenaga kerja lokal dalam proses seleksi dengan kualifikasi yang sesuai dengan kompetensi yang setara. Sehingga setiap tenaga kerja lokal mempunyai kesetaraan dengan tenaga kerja yang tidak tinggal di daerah operasional ANTAM. **[103-3] [406-1]**

In 2018, ANTAM did not find or receive any complaints regarding acts of discrimination. Company also has a policy of accepting local workers in the selection process with qualifications that are in accordance with equivalent competencies. Therefore, every local workforce has equality with other workers. **[103-3] [406-1]**

Adapun perbandingan Komponen Penghasilan dalam Satu Tahun Average adalah sebagai berikut:

The comparison of Income Components in the Average Year is as follows:

| Tahun Year | Upah Pokok Basic Salary | Tunjangan Tetap Fixed Allowances | Tunjangan Tidak Tetap Non-fixed Allowances |
|---------------|----------------------------|-------------------------------------|---|
| 2016 | 63% | 10% | 27% |
| 2017 | 59% | 9% | 31% |
| 2018 | 61% | 14% | 26% |

Komponen Imbal Jasa Pekerjaan untuk Pegawai **[401-2]** Job Services Payable Components for Employee

| Komponen | Pegawai Tetap Permanent Employee | Pegawai Tidak Tetap Temporary Employee | Component |
|---|---|---|--|
| Upah | Upah Pokok + Tunjangan Tetap Basic Salary + Fix Allowance | Honorarium | Wages |
| Tunjangan Tidak Tetap (Insentif Bulanan) Terdiri dari: | | | Non-fixed Allowances (Monthly Incentive) consist of: |
| a. Tunjangan Transport | Ya Yes | Ya Yes | a. Transport Allowances |
| b. Lembur | Ya (untuk pegawai dengan ANTAM <i>Grade</i> ≤ 9) Yes (for employee with ANTAM <i>Grade</i> ≤ 9) | Ya Yes | b. Overtime |
| c. Insentif untuk Kerja Pegawai | Ya Yes | Tidak No | c. Work Incentive |
| d. Insentif Manajemen | Ya (untuk pegawai dengan ANTAM <i>Grade</i> ≥ 10) Yes (for employee with ANTAM <i>Grade</i> ≥ 10) | Tidak No | d. Management Incentive |
| e. Tunjangan <i>Sr Office / Supervisor Spv</i> | Ya (Untuk ANTAM <i>Grade</i> 8 dan 9) Yes (for employee with ANTAM <i>Grade</i> 8 and 9) | Tidak No | e. Supervisor Spv Allowance |
| f. Insentif Lokal | Ya Yes | Tidak No | f. Local Incentive |
| g. Insentif Proyek | Ya Yes | Ya Yes | g. Project Incentive |
| h. Tunjangan <i>Shift</i> | Ya Yes | Tidak No | h. Shift Allowance |
| i. Tunjangan Risiko Kerja | Ya Yes | Tidak No | i. Risk Allowance |
| j. Piket | Ya Yes | Tidak No | j. Picket |
| k. Tunjangan Khusus | Ya (untuk pegawai dengan tugas dan jabatan tertentu) Yes (for employee with specific designation and responsibilities) | Tidak No | k. Special Allowance |
| Insentif Tahunan | | | Yearly Incentive |
| a. Insentif Pencapaian Target (IPT) | Ya Yes | Ya Yes | a. Target Achievement Incentive |
| b. Perangsang Etos Kerja (PEK) | Ya Yes | Ya Yes | b. Stimulating Work Incentive |
| c. Insentif Kerja Tahunan (IKT) | Ya Yes | Ya Yes | c. Yearly Work Incentive |
| d. Uang cuti | Ya Yes | Tidak No | d. Leave Pay |
| e. THR | Ya Yes | Ya Yes | e. Festival Allowance |

Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat

Encouraging Active Role in Achieving Community Sustainability

Komponen Imbal Jasa Pekerjaan untuk Pegawai [401-2]

Job Services Payable Components for Employee

| Komponen | Pegawai Tetap Permanent Employee | Pegawai Tidak Tetap Temporary Employee | Component |
|-----------------------------|-------------------------------------|---|---------------------------------|
| Manfaat | | | Benefits |
| Jaminan Kesehatan | Ya Yes | Tidak No | Health Insurances |
| BPJS Kesehatan | Ya Yes | Tidak No | BPJS Health |
| BPJS Ketenagakerjaan | Ya Yes | Tidak No | BPJS Employment |
| Dana Pensiun | Ya Yes | Tidak No | Pension Fund |
| Asuransi Kesehatan Pensiun | Ya Yes | Tidak No | Health Insurance for Retirement |
| Program Pensiun Iuran Pasti | Ya Yes | Tidak No | Fixed Benefit Pension Plan |

SURVEI KETERIKATAN PEGAWAI & TINGKAT KEPUASAN PEGAWAI [103-3]

Guna memastikan bahwa ANTAM telah mengimplementasikan sistem pengelolaan SDM yang baik, setiap tahun ANTAM melaksanakan survei terkait dengan keterikatan pegawai (*Employee Engagement Survey*) dan kepuasan pegawai (*Employee Satisfaction Index*) melalui Divisi *Organization Effectiveness & Development* (OED). Hasil survei tahun 2018, menunjukkan bahwa *Employee Engagement Survey* mencapai 90,53% dan *Employee Satisfaction Index* mencapai 3,20 dari skala 4,00. Meski kedua survei keterikatan dan kepuasan pegawai tersebut lebih tinggi dibandingkan index industri, namun keduanya mengalami penurunan jika dibandingkan dengan hasil tahun 2017 lalu.

Dari hasil survey tahun 2018 diketahui bahwa penyebab turunnya *Employee Engagement Survey* dan *Employee Satisfaction Index* terkait dengan persepsi terhadap sistem manajemen karier dan sistem pengembangan kompetensi Perusahaan.

Dalam rangka proses perbaikan terhadap sistem manajemen karier dan sistem pengembangan kompetensi dimaksud, maka ANTAM melalui Divisi *Human Capital Management* akan melakukan hal-hal sebagai berikut: melaksanakan sosialisasi secara periodik terkait sistem manajemen karier Perusahaan melalui pembuatan FAQ maupun *campaign* berisi informasi mengenai sistem manajemen karier Perusahaan, serta melaksanakan sistem *Career Planning Day* yang konsisten berdasarkan kebijakan yang sudah ditetapkan. Sedangkan terkait sistem pengembangan kompetensi, ANTAM telah menyusun kebijakan pelaksanaan program pengembangan kompetensi, khususnya dalam hal evaluasi dan tindak lanjut hasil program pengembangan kompetensi, serta melakukan perbaikan terhadap sistem pelatihan kepemimpinan perusahaan (*ANTAM Leadership Development Program*).

EMPLOYEE ENGAGEMENT SURVEY & EMPLOYEE SATISFACTION INDEX [103-3]

To ensure that ANTAM has implemented a good HR management system, every year ANTAM hold surveys related to employee engagement (*Employee Engagement Survey*) and employee satisfaction (*Employee Satisfaction Index*) through *Organization Effectiveness & Development* Division (OED). The survey results in 2018 showed that the *Employee Engagement Survey* reached 90.53% and the *Employee Satisfaction Index* reached 3.20 from the 4.00 scale. Although the engagement and employee satisfaction surveys are higher than the industry index, both are declining compared to the results of 2017.

Based on the result of 2018 survey, it was found that the cause of *Employee Engagement Survey* and *Employee Satisfaction Index* declining was related to perceptions of career management systems and Company's competency development system.

In order to improve career management system and competency development system, ANTAM, through *Human Capital Management* Division, will do the following: conducting periodic socialization of Company's career management system through FAQs and campaigns creation containing information about Company's career management system, as well as implementing *Career Planning Day* system that is consistent with established policies. As for the competency development system, ANTAM has compiled policies related to the implementation of competency development programs, particularly in terms of evaluating and following up results, as well as, making improvements to the Company's *Leadership Training System* (*ANTAM Leadership Development Program*).

| | 2016 | 2017 | 2018 |
|---|--------|--------|--------|
| Survei Keterikatan Pegawai Employee Engagement Survey | 91,30% | 92,25% | 90,53% |

| | 2016 | 2017 | 2018 |
|---|------|------|------|
| Indeks Kepuasan Pegawai Employee Satisfaction Index | 3,21 | 3,23 | 3,20 |

KENYAMANAN BEKERJA DI ANTAM

Kami menyadari setiap Insan ANTAM memerlukan suasana lingkungan pekerjaan yang nyaman dan aman karena ini dapat mempengaruhi produktivitas dalam bekerja. Oleh karena itu ANTAM memberikan fasilitas terbaik dan kegiatan yang menunjang kebersamaan antar karyawan.

COMFORT WORKING IN ANTAM

We realize that each of ANTAM's Employees requires safe and convenient working atmosphere, since it could affect work productivity. Therefore, ANTAM provides the best facilities and activities that could support kinship among employees.

Kegiatan Mudik Bersama Kementerian BUMN Tahun 2018

Homecoming Activities with the Ministry of SOE in 2018

ANTAM mengadakan mudik bersama gratis yang digagas oleh Kementerian Badan Usaha Milik Negara (Kementerian BUMN) dalam rangka mendukung program "BUMN Hadir Untuk Negeri" di tahun 2018. Pada kegiatan ini, ANTAM memberangkatkan sebanyak 1.767 pemudik dengan menggunakan transportasi darat (bus) dan transportasi laut (Kapal Ferry). Sebanyak 767 pemudik jalur darat diberangkatkan menuju 8 kota tujuan mereka antara lain Semarang, Solo, Surabaya, Cilacap, Wonogiri, Yogyakarta, Malang, dan Purwokerto. Sedangkan 1.000 pemudik lainnya difasilitasi menggunakan moda laut dengan rute Bastiong-Rum dan Rum-Bastiong di Ternate & Tidore, Maluku Utara.

ANTAM held a free homecoming initiated by Ministry of SOE in order to support "SOE Present for the Country" program in 2018. ANTAM dispatched 1,767 peoples using land (bus) and sea (Ferry) transportation. As many as 767 travelers headed to 8 destinations by bus which are Semarang, Solo, Surabaya, Cilacap, Wonogiri, Yogyakarta, Malang and Purwokerto. While 1,000 other travelers were facilitated using sea transportation with routes Bastiong-Rum and Rum-Bastiong in Ternate & Tidore, North Maluku.



Pelepasan Mudik Bersama BUMN tahun 2018.
2018 SOE Homecoming Ceremony.

KESEHATAN DAN KESELAMATAN SECARA KEBERLANJUTAN

Sustainable in Health and Safety

Komitmen ANTAM Dalam Mewujudkan Zero Fatality **182**
ANTAM's Commitment In Realizing Zero Fatality

Keselamatan di Tempat Kerja **185**
Security and Safety In Work Place

Struktur Organisasi Sistem Keselamatan **186**
Organizational Structure Of Mining Safety System

Sehat Di Tempat Kerja **187**
Healthy At Work

Penerapan Keselamatan Dan Kesehatan Kerja Di ANTAM **192**
ANTAM's Health And Safety Implementation

FORUM KOMUNIKASI K3 **193**
OHS COMMUNICATION FORUM


Program Kemitraan dan Bina Lingkungan **193**
Partnerships and Community Stewardship Program

Penanganan Keadaan Darurat Dan Antam **195**
Emergency Response Program (AERP)
Emergency Handling And Antam Emergency Response Programs (AERP)

Keselamatan Kontraktor **197**
Contractor Safety

Contractor Safety Management System (CSMS) **197**
Contractor Safety Management System (CSMS)

Kinerja K3 2018 **198**
2018 OHS Performance



Bagi ANTAM, keselamatan dan kesehatan setiap Insan ANTAM dalam melaksanakan kegiatan operasional merupakan prioritas. Kami selalu menjamin para pekerja tambang kami beroperasi sesuai dengan sistem manajemen keselamatan pertambangan. Bukan hanya para pegawai, tetapi juga untuk seluruh mitra kerja Perusahaan yang berada di lingkungan operasional ANTAM.

For ANTAM, employee's health and safety in performing operational activities is a high priority. We always ensure that our mining workers are able to work and operate according to the standards of mining safety management system. This commitment is not only for our employees, but also extends to all of the Company's business partners that conduct their activities within ANTAM's operational area.

Kesehatan dan Keselamatan Secara Berkelanjutan

Sustainable Health and Safety

ANTAM menyadari kegiatan pertambangan, pengolahan dan pengangkutan mineral logam mempunyai risiko yang tinggi terkait dengan keselamatan pertambangan bagi pekerja maupun aset Perusahaan.

ANTAM terus berkomitmen untuk mengelola keselamatan pertambangan secara benar sesuai dengan standar dan peraturan yang berlaku untuk mewujudkan *zero fatality*.

ANTAM realize that every operational and transportation activities possess high risks that might disrupt mining safety for both workers and the Company's assets.

ANTAM committed in managing mining safety properly continuesly in accordance with applicable standards and regulations to achieve zero fatality.

Kinerja K3

Kinerja K3

100%

Pegawai ANTAM berstatus fit untuk melakukan tugas dan pekerjaan serta tidak ada pegawai yang dikategorikan unfit.

ANTAM employees are fit to do their jobs and no employee is categorized as unfit.

Jumlah Jam Kerja

Jumlah Jam Kerja

27,31

juta
million

Total jam kerja seluruh pegawai ANTAM sepanjang tahun 2018.
Total working hours of ANTAM employees in 2018.

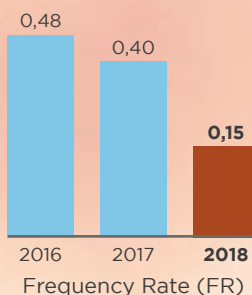
Frequency Rate (FR)

Frequency Rate (FR)

0,15

ANTAM pada tahun 2018 mencatat bahwa tingkat Frequency Rate (FR) sebesar 0,15 sedikit lebih rendah dibandingkan toleransi FR yaitu sebesar 0,50.

ANTAM in 2018 recorded 0.15 Frequency Rate (FR), slightly lower than the tolerance of the Frequency Rate which was 0,50.





Budaya *Safety Talk* sebelum memulai bekerja
Safety Talk culture before starting work

ANTAM selalu melaksanakan praktik keselamatan & kesehatan kerja (K3) dan keselamatan operasi (KO) pertambangan bagi setiap wilayah operasional. Keselamatan kerja dan keselamatan operasi merupakan prioritas utama dalam kegiatan operasional Perusahaan. ANTAM pun menyadari bahwa praktik keselamatan pertambangan di setiap perusahaan sangat berbeda antara satu dengan yang lain. Sebagai perusahaan berbasis sumber daya alam berskala global, Kami selalu menjamin keselamatan para pekerja yang aman dan efisien dalam menjalankan sistem manajemen keselamatan pertambangan. [103-1]

Sejak tahun 2017, ANTAM telah melaksanakan Kebijakan Manajemen No.923.K/09/DAT/2017 tentang Kebijakan Sistem Manajemen Keselamatan Pertambangan (SMKP). Kebijakan ini telah meningkatkan efektivitas pengelolaan risiko-risiko keselamatan pertambangan dan juga menghasilkan sebuah kampanye komunikasi bernama SUPER SAFE sebagai prinsip-prinsip keselamatan kerja di ANTAM. [103-2]

Pada 2018, Perusahaan telah mengesahkan kebijakan Contractor Safety Management System (CSMS) sebagai kebijakan pengelolaan keselamatan pada mitra kerja/kontraktor. Kebijakan ini merupakan salah satu komitmen untuk mewujudkan *zero fatality*. Selain itu, ANTAM juga mulai berkomitmen untuk melakukan pencegahan penyakit yang bisa berakibat fatal bagi seluruh Insan ANTAM dan kontraktor.

ANTAM consistently implements Occupational Health & Safety (OHS) and operational safety practices in every operational area as they become priority practices when conducting the Company's operational activities. ANTAM also realizes that each company have different mining safety practices. As a global natural resource-based company, We always ensure the safety of our workers are secure and efficient as part of the mining safety management system. [103-1]

Since 2017, ANTAM has formulated Management Policy No.923.K/09/DAT/ 2017 on Mining Safety Management Systems (SMKP). This policy has been proven to increase the effectiveness of mining safety risks management in ANTAM and established SUPER SAFE as ANTAM's work safety principles. [103-2]

In 2018, the Company ratified Contractor Safety Management System (CSMS) policy that regulates safety management of ANTAM's contractors in order to achieve zero fatality commitment. During the year, ANTAM started the prevent diseases commitment which could have fatal consequences to all ANTAM's Employee and contractors.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

KOMITMEN ANTAM DALAM MEWUJUDKAN ZERO FATALITY

Kami menyadari, kegiatan pertambangan, pengolahan dan pengangkutan mineral logam mempunyai risiko yang tinggi terkait dengan keselamatan pertambangan baik untuk para pekerja maupun aset Perusahaan. Kecelakaan tambang bisa menyebabkan kerugian baik para korban kecelakaan kerja maupun sarana dan fasilitas milik Perusahaan, seperti kehilangan hari kerja dan jam kerja (*opportunity loss*), menurunnya reputasi, ancaman sanksi atau denda, tuntutan hukum, dan lain sebagainya.

Dalam menangani risiko ini, ANTAM terus berkomitmen untuk mengelola keselamatan pertambangan secara benar sesuai dengan standar dan peraturan yang berlaku untuk mewujudkan *zero fatality*. Berikut jenis pekerja yang berisiko tinggi di lingkungan kerja Perusahaan:

ANTAM'S COMMITMENT IN REALIZING ZERO FATALITY

We realize that every operational and transportation activities possess high risks that might disrupt mining safety for both workers and the Company's assets. Mining accidents can bring losses to both victims and Company-owned facilities, such as loss of workdays and working hours (*opportunity loss*), declining reputation, fines, lawsuits, and so on.

To prevent the risk, ANTAM committed in managing mining safety properly and continually in accordance with applicable standards and regulations to achieve zero fatality. The following table lists the types of workers at high risk in the Company's operational areas:

Jenis Pekerjaan Berisiko Tinggi Berdasarkan Unit Bisnis [403-3]

Types of High Risk Jobs Based on Business Units [403-3]

| Unit Bisnis Business Units | Jenis Pekerjaan dengan Risiko Tinggi | Type of High Risk Activity |
|--|--|--|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | <ul style="list-style-type: none"> Pekerjaan operasional <i>maintenance</i> peralatan pabrik & alat berat Pekerjaan <i>machining</i> & fabrikasi Pekerjaan <i>demolish</i> & <i>erection</i> Pekerjaan pengerukan <i>slag</i> di kolam granulasi Pekerjaan pengangkutan dan pendorongan <i>ore</i> dan material lainnya Pemuatan <i>slag</i> De-S di pemurnian Pengoperasian agregat dan <i>slag treatment</i> Pemotongan skrep Pengerukan lumpur di kolam agregat I, II dan III dan slag treatment Pembongkaran BBM (IDO/MFO) Pemuatan produk feronikel ke kapal ekspor Pemuatan <i>ore</i> ekspor ke kapal melalui <i>pontoon</i> Pemuatan feronikel ke kapal ekspor dengan menggunakan <i>fixed crane</i> Pembongkaran antrasit atau batu bara Proses <i>casting shot making</i> Proses <i>drying</i> produk <i>shot</i> Pengecekan <i>Inside Electrostatic Precipitator</i> (EP) Penggantian <i>diverter switch trafo furnace</i> Penanganan <i>trouble shooting</i> FeNi plant | <ul style="list-style-type: none"> Maintenance of plant equipment and heavy equipment Machining and fabrication work Demolish and erection work Slag dredging in granulation pools Transporting and shoveling ore and other materials Loading De-S slag in Refinery Operating aggregate and slag treatment Cutting scrap Mud dredging in aggregate ponds I, II, III, and slag treatment IDO/MFO unloading Loading ferronickel product to cargo vessel Loading export ore to vessel using a pontoon Loading ferronickel to export vessel using a fixed crane Unloading anthracite/coal Casting shot making process Drying of shot products process Checking inside electrostatic precipitator (EP) Replacing diverter switch of furnace transformer Trouble shooting of feni plant |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | <ul style="list-style-type: none"> Pekerjaan operasional pengangkutan bijih nikel ke tongkang Transportasi karyawan menggunakan <i>speedboat</i> Pekerjaan pengangkatan material menggunakan <i>crane</i> Pekerjaan di ketinggian pada kegiatan konstruksi Pabrik Feronikel Pekerjaan transportasi komponen mekanikal pabrik feronikel dari dermaga menuju area pabrik Pekerjaan Pembangunan PLTD | <ul style="list-style-type: none"> Transporting nickel ore to barges Employee transportation using speedboat Material transport and movement using crane Working at heights during the construction of Feronickel Plant Feronickel Plant 's mechanical components transport from docklands to plant area Diesel Power Station Construction Project |
| UBP Emas Gold Mining Business Unit | <ul style="list-style-type: none"> Pekerjaan operasional tambang bawah tanah Pekerjaan operasional pengolahan emas Pekerjaan operasional <i>maintenance</i> Pekerjaan operasional <i>quality control</i> | <ul style="list-style-type: none"> Underground mining operations Gold processing operations Maintenance operational activities Quality control operational activities |

Jenis Pekerjaan Berisiko Tinggi Berdasarkan Unit Bisnis [403-3] Types of High Risk Jobs Based on Business Units [403-3]

| Unit Bisnis Business Units | Jenis Pekerjaan dengan Risiko Tinggi | Type of High Risk Activity |
|--|---|---|
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | <ul style="list-style-type: none"> • Peleburan (<i>dore</i>/kristal perak/emas) • Pengambilan kristal perak & emas dari bak sel perak & emas (panen) • Penggantian tabung klorin • Proses <i>chlorination</i> • Pengepresan <i>coin/gold bar</i> • Penggilasan dan pemotongan plat emas • Pengangkutan limbah cair – <i>spent</i> elektrolit | <ul style="list-style-type: none"> • Smelting (<i>dore</i>/crystal gold /silver) • Removing silver crystal and gold from silver cell and gold bath • Replacing chlorine tubes • Chlorination process • Pressing coins/gold bars • Rolling and cutting gold plate (press cutting) • Transporting liquid waste/spent electrolyte |
| UBP Bauksit Bauxite Mining Business unit | <ul style="list-style-type: none"> • Risiko terpeleset dan jatuh di area hopper (saringan) • Transportasi karyawan menggunakan LV bak terbuka • Pekerjaan transshipment ore dari darat ke dalam tongkang • Pekerjaan pencucian bauksit di washing plant | <ul style="list-style-type: none"> • Risk of slipping and tripping in hopper area • Employees transportation using open tub LV • Ore transshipment works from land to barge • Bauxite washing works at the washing plant |
| Unit Geomin Geomin Unit | <ul style="list-style-type: none"> • Pekerjaan pengangkutan/ perpindahan alat bor dengan risiko pekerja terjatuh di tebing • Eksplorasi regional dengan risiko tersesat/hilang di hutan dan serangan binatang buas maupun hewan berbisa • Pekerjaan pengukuran menggunakan <i>elektro logging</i> (radioaktif) • Bahaya terjepit alat bor pada pekerjaan pengeboran | <ul style="list-style-type: none"> • Transporting/moving drilling rig with fall risk in slope • Regional exploration with risk of lost in woods and attack of wild and venomous animal • Measurement works using electro logging (radioactive) • The risk of hand getting caught in the boring machine during works |

Untuk mencapai target Nihil Kecelakaan Fatal atau *Zero Fatality* di seluruh wilayah operasional, Kami melaksanakan beberapa upaya pencegahan kecelakaan kerja yang didukung oleh Insan ANTAM, kontraktor dan pihak yang terkait dalam operasional bisnis Perusahaan. Upaya-upaya tersebut antara lain:

1. Melakukan identifikasi bahaya dan risiko pada seluruh area kerja serta menilai dan melakukan pengendalian risiko
2. Meningkatkan pendidikan dan pelatihan dan/atau *refresh* kepada seluruh pekerja tambang
3. Meningkatkan sosialisasi tentang keselamatan pertambangan kepada seluruh pegawai dan kontraktor
4. Meningkatkan koordinasi dan pertemuan kepada semua unit bisnis ANTAM yang intensif
5. Melakukan observasi/inspeksi keselamatan dan lingkungan antar unit bisnis ANTAM yang dikoordinasi oleh kantor pusat
6. Meningkatkan imbauan-imbauan dari Direksi terkait keselamatan pertambangan, khususnya Program Manajemen Turun Ke Bawah (GEMBA)
7. Meningkatkan pelaporan kondisi dan tindakan tidak aman secara berkelanjutan
8. Meningkatkan kampanye keselamatan pertambangan secara korporasi di seluruh unit bisnis ANTAM

To achieve the target of Zero Fatality in all operational areas, We carry out several work accident prevention efforts involving ANTAM's Employee, contractors and other parties that are involved in the Company's business operations. These efforts include:

1. Identifying hazards and risks throughout the work areas and performing risks assessment and control
2. Improving and/or conducting refresher training to all mining workers
3. Improving mining safety socialization to all employees and contractors
4. Improving coordination and meetings with all ANTAM business units
5. Carrying out safety and environmental observations/inspections between ANTAM's business units which are coordinated by the head office
6. Increasing the Directors appeals related to mining safety, specifically through GEMBA (program that invites the management's participation to approach their subsidiaries)
7. Increasing reports of unsafe conditions and actions continuously
8. Improving corporate mining safety campaigns in all ANTAM business units

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

Kampanye Keselamatan Kerja Melalui Media Digital

Work Safety Campaign Through Digital Media

Pada tahun 2018, ANTAM melaksanakan Kampanye Keselamatan Kerja untuk mewujudkan *Zero Fatality* di wilayah operasional Perusahaan. Kampanye dilakukan melalui email dan *official* media sosial Perusahaan kepada seluruh karyawan, mitra kerja dan masyarakat secara rutin setiap minggunya. Kampanye ini berbentuk poster-poster menarik yang berisi tentang motivasi untuk meningkatkan budaya keselamatan, kesehatan kerja, maupun keselamatan operasi, serta cara-cara pertolongan pertama jika terjadi kondisi darurat maupun kecelakaan kerja.

In 2018, ANTAM conducted Work Safety Campaign to achieve Zero Fatality in the Company's operational area. We communicate the campaign weekly, through e-mail and ANTAM's official social media channels to all employees, work partners and society. Attractive posters were distributed, containing motivational messages to improve the safety culture, occupational health, and operational safety, as well as ways the steps to perform first aid in the event of emergency or working accident.



Kampanye K3 ANTAM.
ANTAM OHS Campaign.



Latihan pemadam kebakaran oleh tim ERG UBP Nikel Maluku Utara.
Fire extinguishing drill by ERG team of North Maluku Nickel Mining Business Unit.

KESELAMATAN DI TEMPAT KERJA

Perusahaan selalu berupaya menghadirkan rasa aman bagi setiap Insan ANTAM dengan melaksanakan Sistem Manajemen Keselamatan Pertambangan (SMKP). Pada 2018, sistem ini telah mendapatkan penghargaan penghargaan Safety Award dari Kementerian Energi & Sumber Daya Mineral (ESDM) Republik Indonesia.

Sistem ini menghasilkan prinsip-prinsip keselamatan kerja yang bernama SUPER SAFE, yaitu prinsip-prinsip keselamatan ANTAM dan juga sebagai jargon motivasi bagi seluruh pegawai untuk selalu bekerja secara lebih (SUPER) tapi tetap memperhatikan kaidah keselamatan pertambangan (SAFE). [103-2]

SUPER SAFE ini diharapkan dapat melekat dan menjadi salah satu budaya kerja bagi setiap Insan ANTAM yang bekerja di lapangan. SUPER SAFE dideskripsikan menjadi 8 (delapan) prinsip utama dalam rangka menjamin pekerja tambang sehat, selamat, dan operasional tambang yang aman, efisien serta produktif dalam pelaksanaan kegiatan usaha pertambangan. Prinsip ini telah menjadi standarisasi dan telah disosialisasikan di unit, unit bisnis, proyek pengembangan, anak perusahaan, serta mitra kerja di lingkungan ANTAM.

SECURITY AND SAFETY IN WORK PLACE

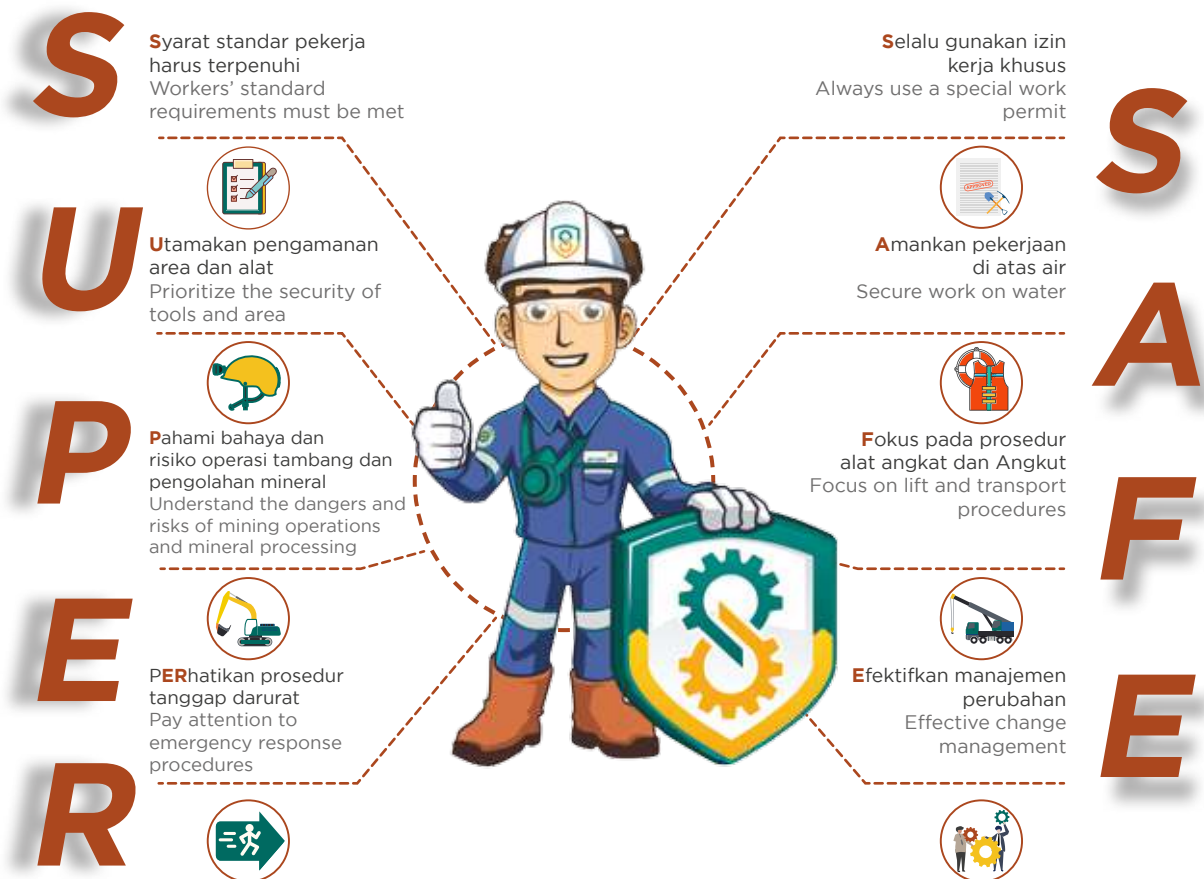
The company always strives to bring security to every ANTAM's Employee by implementing the Mining Safety Management System (SMKP). In 2018, this system was awarded the Safety Award from the Ministry of Energy & Mineral Resources (ESDM) of the Republic of Indonesia.

One part of SMKP implementation in ANTAM is the establishment work safety principles called SUPER SAFE, which becomes ANTAM's motivational jargon and principles for all employees to always give their best (SUPER) and pay attention to the mining safety rules (SAFE). [103-2]

SUPER SAFE is to be incorporated as work culture for all ANTAM's Employee. SUPER SAFE comprises 8 (eight) main principles that can help guarantee worker's health and safety, also ensure the safety, efficiency and productivity of mining operational throughout all mining business activities. These principles have been standardized and socialized to all units, business units, development projects, subsidiaries, and partners of ANTAM.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management



STRUKTUR ORGANISASI SISTEM KESELAMATAN PERTAMBANGAN [403-1]

Aspek keselamatan dan kesehatan kerja sangatlah penting dalam kegiatan operasional Kami. Di ANTAM, aspek ini dikelola oleh unit kerja setingkat divisi dimana masing-masing unit kerja K3 bertanggung jawab atas pengelolaan aspek ini dengan dipimpin oleh *General Manager*. Untuk wilayah operasional pertambangan, bagian K3 dipimpin oleh Kepala Teknik Tambang, yang juga menjabat sebagai *General Manager*.

Komite Keselamatan Pertambangan ANTAM beranggotakan manajemen, karyawan dan kontraktor. Komite ini bertugas melakukan pengawasan dan evaluasi atas pengelolaan Keselamatan Pertambangan di unit bisnis, tenaga kerja kontraktor atau mitra kerja dan tamu yang bekerja di area operasional. Pada penerapannya di tingkat divisi dan departemen, Komite Keselamatan Pertambangan dibantu oleh satuan kerja keselamatan pertambangan. Bagian keselamatan pertambangan dipimpin oleh Kepala Teknik Tambang yang langsung bertanggung jawab sebagai *General Manager*, sesuai dengan peraturan perundangan yang berlaku.

ORGANIZATIONAL STRUCTURE OF MINING SAFETY SYSTEM [403-1]

Occupational health and safety is one of the important aspects in Our operational activities. In ANTAM, Occupational Health and Safety (OHS) are managed by a work unit at the division level, whereas each OHS working unit lead by General Manager. For mining operational areas, OHS implementation is lead by the Head of Mine Engineering, who also serves as General Manager.

ANTAM's Mining Safety Committee consists management, employees and contractors. The Safety Committee responsible with supervision and evaluation of Mining Safety implementation in business units, contractors labor, partners or guests who work in the operational areas. In regards to its implementation at the division and department levels, Mining Safety Committee is assisted by the mining safety work unit. Mining safety department is conducted by the Head of Mining Engineering who also serves as General Manager, as stipulated in applicable laws and regulations.

Pada tahun 2018, ANTAM memiliki 262 orang yang bergabung dalam anggota komite keselamatan pertambangan di unit bisnis atau sebanyak 11,19% dari total pegawai tetap seluruh unit bisnis. [403-1]

SEHAT DI TEMPAT KERJA

Bagi Kami, kesehatan setiap Insan ANTAM merupakan fokus lain yang harus diutamakan selain keselamatan kerja. ANTAM menyadari kesehatan kerja sangat penting dalam kegiatan operasional Perusahaan, maka Kami berusaha menciptakan lingkungan kerja dan perubahan gaya hidup yang sehat.

Pada tahun 2018, sebanyak 2.461 karyawan atau 98% dari seluruh karyawan telah mengikuti pemeriksaan kesehatan secara berkala yang diselenggarakan oleh Perusahaan. Cek kesehatan bagi pekerja tambang bawah tanah seperti UBP Emas dilaksanakan sebanyak dua kali per tahun, sesuai dengan ketentuan perundangan.

Berdasarkan pemeriksaan kesehatan ini, dihasilkan bahwa seluruh Insan ANTAM, 100% berstatus fit dan tidak ada karyawan yang dikategorikan unfit. Dalam penetapan status kesehatan ini, terdapat katagori kesehatan masing-masing di setiap unit/unit bisnis sesuai dengan jenis dan lokasi pekerjaannya.

Pada tahun 2018, ANTAM secara konsisten melaksanakan beberapa kegiatan penunjang kesehatan bagi Insan ANTAM, melalui program kesehatan yaitu vaksinasi Influenza rutin yang dilakukan satu tahun sekali, vaksinasi Hepatitis B jika terdapat kuman penyakit Hepatitis B dan juga vaksinasi Difteri. Selain itu, ANTAM melakukan pemeriksaan rutin terhadap penyedia jasa boga (*catering*) bagi unit bisnis atau anak perusahaan. Perusahaan juga menyelenggarakan konsultasi pemeriksaan kesehatan (*Health Talk*) oleh dokter klinik Perusahaan.

Untuk menjaga kesehatan, Insan ANTAM disarankan melakukan olahraga rutin. Berbagai fasilitas olahraga disediakan Perusahaan sesuai dengan minat pegawai, seperti senam aerobik, yoga, tenis meja, tenis lapangan, bola basket, futsal, bela diri, jogging, sepeda, treadmill, renang dan sebagainya.

In 2018, 262 peoples participated as members of the mining safety committee at business unit, or 11.19% of total permanent employees across all business units. [403-1]

HEALTHY AT WORK

ANTAM's Employee healthy is other main focus for Us, besides the work safety. ANTAM is aware that occupational health is very important for Our operational activities, so We strive to create a healthy work environment and lifestyle.

In 2018, 2,461 employees or 98% of all employees attended periodic health examinations organized by the Company. Health checks for underground mining workers such as Gold Mining Business Unit are carried out twice per year, in accordance with the provisions of the law.

Based the medical check up result, showed that 100% of ANTAM's Employees were considered fit and no employees were categorized as unfit. Each business unit has its own categorization of health according to the type and location of work.

In 2018, ANTAM consistently implementing numbers of health program, such as regular influenza vaccinations once a year, Hepatitis B vaccination in case of Hepatitis B virus infection and also diphtheria vaccination. In addition, ANTAM conducted routine checks on catering providers of business units or subsidiaries. ANTAM also organized health check consultations by Company's doctors.

To maintain health, the Company's advised ANTAM's Employee to do regular exercises. There are several facilities provided by the Company that are suitable for employee interests, such as aerobics, yoga, table tennis, tennis, basketball, futsal, martial arts, jogging, bicycles, treadmills, swimming and so on.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

Komitmen Pencegahan Penyakit Tenaga Kerja Berakibat Kematian

Commitment to Prevent Labor Disease Causes Death

Pada 2018, ANTAM mendapatkan kabar duka dari UBP Nikel Maluku Utara dimana sebanyak dua pekerja ANTAM meninggal dunia di tempat kerja tanpa ada kecelakaan kerja dalam dua waktu yang berbeda. Setelah dilakukan pemeriksaan, kedua pekerja ANTAM meninggal akibat penyakit yang bukan diperoleh akibat pekerjaan. Untuk mencegah kembali terjadinya hal serupa, Perusahaan langsung melaksanakan sosialisasi kesehatan ke seluruh unit bisnis. Selain itu, Kami juga langsung menugaskan dokter di setiap unit bisnis yang bertugas sebagai dokter Perusahaan atau dokter kesehatan kerja selain dokter pelayanan kesehatan yang sudah ada. Dokter Perusahaan bertugas sebagai berikut:

1. Menganalisa dan menyusun desain konsep kebijakan strategi pengelolaan Kesehatan Kerja untuk seluruh ANTAM
2. Melakukan identifikasi aspek dan dampak di lingkungan kerja, sebagai dasar untuk menentukan faktor bahaya kesehatan dari lingkungan
3. Memberikan rekomendasi dalam penatalaksanaan penanganan penyakit yang berhubungan dengan pekerjaan
4. Memberikan rekomendasi tentang pencegahan terhadap kondisi kesehatan karyawan yang berhubungan dengan kemungkinan timbulnya penyakit dan kecelakaan kerja
5. Memberikan arahan kepada manajemen, pekerja, dan bagian terkait dalam menerapkan lingkungan kerja yang aman dan sehat
6. *Update* pengetahuan kedokteran dan tentang peraturan perundang-undangan kesehatan kerja yang dapat diterapkan sesuai dengan kondisi/jenis perusahaan
7. Menyusun, mengimplementasikan, dan memonitor jadwal pelaksanaan pemeriksaan kesehatan berkala (*medical check-up*) pegawai dan calon pegawai
8. Menyusun kampanye OH (*operational health*), mengimplementasikan, serta memonitor pelaksanaan penyuluhan kesehatan bagi pegawai dan keluarga.

In 2018, there are two North Maluku Nickel Mining Business Unit employee that passed away at work place at two different occasions. After conducting an investigation, both of them passed away from diseases that do not have any relations to work environment. In order to prevent similar things from happening again, the Company immediately carried out health awareness program to all business units. In addition, We also assigned Company's doctor at each business unit in addition to existing regular doctors. The Company's doctor is in charge of the following responsibilities:

1. Analyzing and drafting the concept of Occupational Health management strategy policy for all ANTAM
2. Identifying aspects and impacts at work places, as a basis in determining health risks from the work environment
3. Providing recommendations in the management of work-related diseases
4. Providing recommendations on prevention related to illnesses and workplace accidents
5. Providing recommendations to the management, employees and related parties in creating a safe and healthy work environment
6. Updating on medical and occupational health regulations that related with the Company's condition.
7. Organizing, implementing and monitoring periodic medical check-ups of employees and prospective employees
8. Organizing implementing and monitoring the OH (*operational health*) campaigns, for employees and families.

10 Besar Kelainan Kesehatan Pegawai ANTAM 2018 Top 10 ANTAM Employee Health Disorders in 2018

| No | Unit | Jumlah Peserta MCU 2018 Number of MCU Participants 2018 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|----|---|--|---|---|---|--|---|--|---|---|--|---|
| 1 | UBP Nikel Sulawesi Tenggara Sulawesi Nickel Mining Business Unit | 1.189 | Pterigium Pterigium | Asam urat meningkat Increase of Uric Acid | Dislipidemia Dislipidemia | Gangguan fungsi hati Liver disfunction | Kolesterol meningkat Increase of Cholesterol | Haemoroid Haemoroid | Hematuria Hematuria | Hipertrigliseridemia Hipertrigliseridemia | Gula darah meningkat Increase of Blood Sugar | Kristal dalam urin Crystals in urine |
| 2 | UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 245 | Kolesterol meningkat Increase of Cholesterol | Asam urat meningkat Increase of Uric Acid | Gangguan fungsi hati Liver disfunction | Pterigium Pterigium | Trigliserida meningkat Increase of triglycerides | Gangguan fungsi ginjal Impaired kidney function | Miopia Miopy | Diabetes melitus Diabetes melitus | Anemia Anemia | - |
| 3 | UBP Emas Gold Mining Business Unit | 379 | Caries gigi Dental caries | Gangguan status gizi Impaired nutritional status | Gangguan Metabolis Lemak darah Blood fat disorders | Penurunan Visus Mata Decrease in eyes visus | Gangguan tekanan darah Blood pressure disorder | Gangguan fungsi pendengaran Impaired hearing function | Gangguan fungsi hati Liver disfunction | Tuli Konduktif Sedang Moderate Conductive Deaf | Gangguan Irama Jantung Heart Rhythm Disorders | Anemia Anemia |
| 4 | UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 155 | Caries gigi Dental caries | Dislipidemia Dyslipidemia | Hiperkolesterolemia Hyperuricemia | Gangguan fungsi hati Liver disfunction | Hiperuricemia Hypertriglyceride | Hipertrigliserida Hypertriglyceride | Gangguan Refraksi Refraction disfunction | Hiperpigmentasi DO/DM Type II Hyperglycemic DO/DM Type II | Kardiomegali cardiomegaly | Bakteriuria Bacteria |
| 5 | UBP Bauksit Bauxite Mining Business unit | 53 | Gula darah Blood sugar | Kolesterol meningkat Increase of Cholesterol | Trigliserida meningkat Increase of triglycerides | Asam urat meningkat Increase of Uric Acid | SGOT meningkat Increase of SGOT | SGPT meningkat Increase of SGPT | GAMA GT | Hemoglobin meningkat Increase of hemoglobin | EKG | |
| 6 | Unit Geomin Geomin Unit | 101 | Obesitas Obesity | LDL meningkat Increase of LDL | Kelainan Gigi Dental Abnormalities | Hiperkolesterolemia Hypercholesterolemia | Trigliserida meningkat Increase of triglycerides | Asam urat meningkat Increase of uric acid | Restriksi sedang Medium restriction | HBAIC | Bakteriuria Bacteria | |
| 7 | Kantor Pusat Head Office | 362 | Obesitas Obesity | Kolesterol meningkat Increase of Cholesterol | Trigliserida meningkat Increase of triglycerides | LDL meningkat Increase of LDL | Asam urat meningkat Increase of Uric Acid | SGPT meningkat Increase of SGPT | GAMA GT | Gula darah puasa meningkat Increase of Fasting Blood Sugar | HBAIC | |



Simulasi penanganan korban kecelakaan kerja di UBPP Emas.
Work accident handling simulation at Gold Mining Business Unit.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

Jumlah Peserta dan Kategori Hasil Medical Check Up ANTAM 2018

Number of Participants and Medical Check Up Results Category

| No | Nama Unit Unit | Jumlah pegawai Number of Employee | Jumlah peserta MCU 2018 Number of MCU Participants 2018 | Tidak ikut MCU Participating in MCU | Fit Optimal Optimum Fit | Fit Moderat Moderately Fit | Fit Minimal Minimum Fit | Unfit |
|--------------|--|--|--|---|----------------------------|-------------------------------|----------------------------|----------|
| 1 | UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 1.189 | 1.189 | 0 | 27 | 1.162 | 0 | - |
| 2 | UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 244 | 243 | 1 | 179 | 64 | 0 | - |
| 3 | UBP Emas Gold Mining Business Unit | 379 | 379 | 0 | 67 | 308 | 4 | - |
| 4 | UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 156 | 154 | 2 | 7 | 147 | 0 | - |
| 5 | UBP Bauxit Bauxite Mining Business unit | 53 | 53 | 0 | 23 | 28 | 2 | - |
| 6 | Unit Geomin Geomin Unit | 101 | 101 | 0 | 7 | 147 | 0 | - |
| 7 | Kantor pusat Head Office | 390 | 342 | 48 | 144 | 198 | 0 | - |
| Total | | 2.512 | 2.461 | 51 | 454 | 2.054 | 6 | - |
| % | | 100 | 98 | 2 | 18 | 81 | 0,2 | - |



Pemantauan keamanan dan keselamatan kerja di UBPP Logam Mulia .
Safety and security monitoring in Logam Mulia Precious Metals Refinery Business Unit.

Occupational Health Campaign

Berdasarkan evaluasi hasil *medical check-up* yang dilakukan pada tahun 2017 bahwa banyak Insan ANTAM yang mengalami penyakit metabolik dan degeneratif, maka pada 2018, ANTAM berusaha meningkatkan kesadaran pegawai untuk membudayakan hidup sehat diantaranya:

1. Kegiatan olahraga rutin pada setiap hari Jumat di seluruh operasional ANTAM yang dikenal dengan Jumat Pioneer,
2. Melakukan sosialisasi budaya hidup sehat melalui sistem email yang dilakukan setiap hari Senin. Kegiatan ini ditujukan ke setiap pegawai secara personal di antaranya:
 - a) Perilaku sehat saat bekerja baik di kantor ataupun di lapangan
 - b) Asupan makanan sehat
 - c) Asupan air putih
 - d) Pengetahuan tentang nutrisi dan vitamin
 - e) Bahaya merokok bagi kesehatan
 - f) Pengelolaan stres
3. Melakukan sosialisasi pencegahan terhadap risiko dan bahaya lingkungan kerja yang dilakukan oleh dokter perusahaan sesuai dengan Health Risk Assessment (HRA) di masing-masing unit/unit bisnis Perusahaan.

As an evaluation from medical check-up in 2017 that some of ANTAM's Employee faced potential metabolic and degenerative diseases. For that reason, in 2018 ANTAM strived to improve employee awareness on healthy lifestyle:

1. Regular sports activities on Fridays or known as Pioneer of Friday,
2. Promoting healthy lifestyle every Monday through email system. This program aims to communicate to each employee individually including on:
 - a) Healthy behaviour during work in office as well as on field
 - b) Healthy diet
 - c) Water intake
 - d) Knowledge on nutrition and vitamin
 - e) The danger of smoking
 - f) Stress management
3. Communicating risk aspects and hazards prevention in the workplace carried out by company doctors following the results of the Health Risk Assessment (HRA) at each unit/business unit.



Kampanye Budaya Hidup Sehat ANTAM.
ANTAM Occupational Health Campaign.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

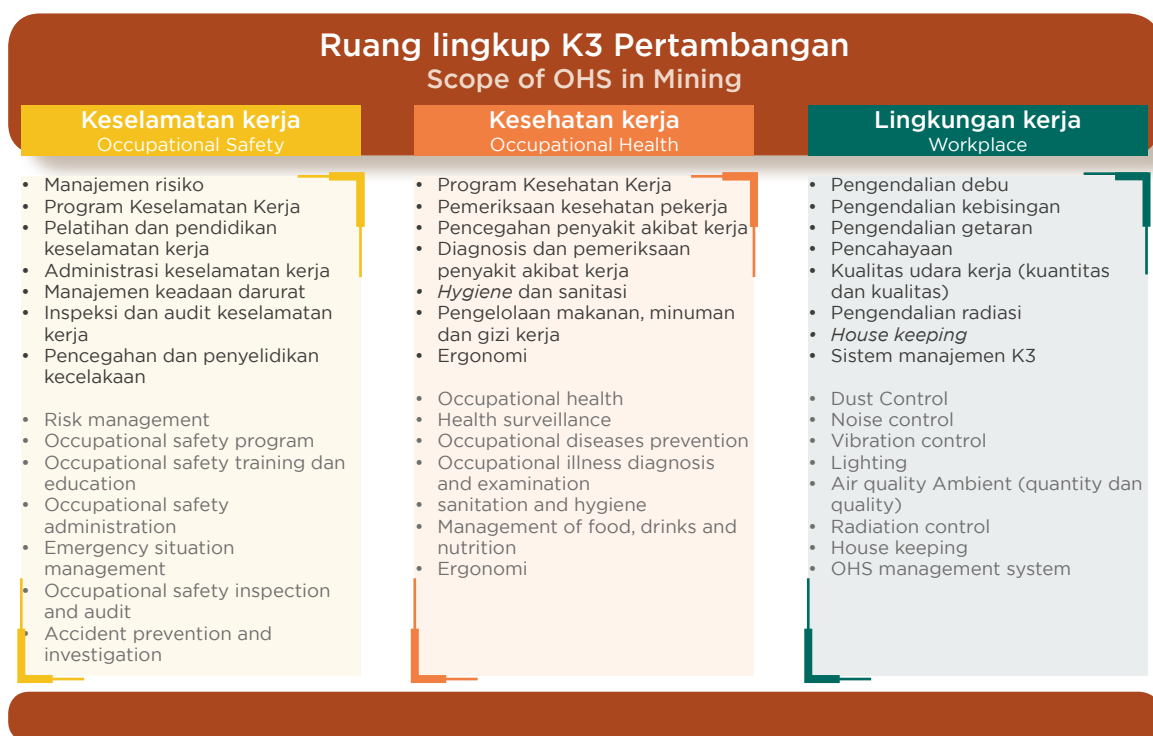
Sustainable Mining Safety Management

PENERAPAN KESELAMATAN DAN KESEHATAN KERJA DI ANTAM

ANTAM telah menerapkan Sistem Manajemen Keselamatan Pertambangan (SMKP) sebagai bentuk pengelolaan keselamatan di tempat kerja. Berbagai program dan pelaksanaan K3 di antaranya penyediaan peralatan keselamatan kerja bagi karyawan, khususnya bagi para pekerja tambang dan pengolahan. Penerapan SMKP ANTAM telah memenuhi standar pelaksanaan K3 internasional dan memperoleh sertifikasi Occupational Health & Safety Management System (OHSAS) 18001:2007.

ANTAM'S HEALTH AND SAFETY IMPLEMENTATION

ANTAM has implemented a Mining Safety Management System (SMKP) as a workplace safety management system. Various OHS programs and implementation are carried out under this system, including provision of work safety equipment for employees, especially for mining and processing workers. Implementation of ANTAM's SMKP in particular has fulfilled the international OHS implementation standards and has been certified with OHSAS 18001:2007 on Occupational Health & Safety Management.



Ruang lingkup Keselamatan Operasi Pertambangan

Scope of Mining Safety Operation



ANTAM juga melakukan Pengawasan Keselamatan Operasi yang berfokus pada pengelolaan dan kelayakan sarana, prasarana dan instalasi peralatan sesuai standar yang berlaku. Pengawasan K3 dan KO Pertambangan dilaksanakan dalam bentuk:

1. Pengawasan Administratif
 - Laporan kecelakaan dan kejadian berbahaya (format IIIi; Xi)
 - Peralatan (dokumen untuk perijinan)
 - Persetujuan (dokumen kajian, tinggi jenjang, ventilasi, penyanggaan, dan lain-lain)
 - Laporan pelaksanaan program K3 (Triwulan)
 - Laporan internal audit SMK3
 - Rencana Kerja (RKAB)
2. Pengawasan Operasional/Lapangan
 - Inspeksi Keselamatan dan Kesehatan Kerja
 - Inspeksi dilaksanakan oleh Inspektur Tambang (IT) dengan berkoordinasi dengan pengawas pusat dan daerah berdasarkan prosedur tetap dan KTT diposisikan sebagai mitra. Contoh obyek yang diinspeksi antara lain area penambangan, haul road, perbengkelan, pabrik, pengolahan, fasilitas, dan instalasi lainnya
 - Pemeriksaan/penyelidikan kecelakaan
 - Pemeriksaan/penyelidikan kejadian berbahaya
 - Pengujian kelayakan sarana dan Peralatan
 - Pengujian kondisi lingkungan kerja
 - Pengujian kelayakan peralatan, sarana, dan instalasi
 - Investigasi insiden yang terjadi
3. Tujuan penyusunan Program K3 dan Keselamatan Operasi
 - Melindungi tenaga kerja atas hak keselamatannya dalam melaksanakan pekerjaan untuk kesejahteraan hidup dan meningkatkan produksi serta produktivitas nasional.
 - Menjamin keselamatan setiap orang lain yang berada di tempat kerja
 - Sumber produksi dipelihara dan dipergunakan secara aman dan efisien.

FORUM KOMUNIKASI K3

Komunikasi K3 sangatlah penting dalam operasional kerja ANTAM, maka Perusahaan memberikan pelatihan dan sosialisasi tentang sistem, cara kerja dan peraturan terkait keselamatan pertambangan di seluruh lingkungan kerja.

Kami juga memperhatikan kebutuhan setiap Insan ANTAM dalam perlengkapan keselamatan kerja dengan menyediakan pakaian kerja dan ID Card, jaminan pemeliharaan dan fasilitas kesehatan pegawai serta

ANTAM also conducts Operational Safety Monitoring focuses on management and facilities properness, infrastructure and equipment installation according to applicable standards. OHS and Mining Operational Safety supervision is carried out in through:

1. Administrative Supervision
 - Report on accident and hazardous incidents (format IIIi; Xi)
 - Tools (licensing document):
 - Approval (study document, heights, ventilation, support, etc.)
 - OHS implementation of programs report (Quarterly)
 - SMK3 Internal audit report
 - Working Plan (RKAB)
2. Operational/Field Supervision
 - Occupational Health and Safety inspection
 - Inspections are carried out by the Mining Inspector in coordination with central and regional supervisors according to fixed procedures while Head of Mining Engineering is positioned as a partner. Examples of inspected objects include mining areas, haul roads, workshops, factories, processing plants, facilities and other installations.
 - Accident examination/investigation
 - Hazardous incident examination/investigation
 - Feasibility test on facilities and equipment
 - Assessment on working condition
 - Test the condition of equipment, facilities and installation
 - Incident occurrence investigation
3. Objectives of OHS and Operational Safety Program
 - Protecting workers' right for safety in carrying out their tasks to achieve welfare and increasing national production and productivity.
 - Ensuring safety of everyone in the workplace
 - Productions sources are managed

OHS COMMUNICATION FORUM

OHS communication aspects is important in ANTAM's operational activity, so the Company provides training and disseminates information related to systems, work methods and regulations on mining safety in all work environments

We also provide every ANTAM's Employees needs for proper work safety such as uniform and ID cards, health treatment and facilities for employees and families that also become part of the Company's responsibility. All

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

keluarga juga menjadi bagian dari tanggung jawab Perusahaan. Semua Kebijakan ini sesuai dengan Perjanjian Kerja Bersama (PKB) ANTAM seperti yang tercantum dalam Pasal 58 Perjanjian Kerja Bersama periode 2017-2018. ANTAM mewajibkan seluruh Insan ANTAM dan pihak yang terlibat dalam operasional Perusahaan untuk menaati cara kerja, sistem dan peraturan Keselamatan Pertambangan ANTAM yang telah ditetapkan.

of these provisions are in accordance with ANTAM's Collective Labor Agreement (PKB) as stated in Article 58 of the Collective Labor Agreement 2017-2018. ANTAM requires both its employees as well as other parties involved in the Company's operations to comply with the existing ANTAM's Mining Safety procedures, systems and regulations.

Topik K3 dalam Perjanjian Kerja Bersama

K3 topics in the Collective Labor Agreement **[103-2][403-4]**

| Topik Keselamatan dan Kesehatan Kerja Persyaratan OHS Topics in the Collective Labour Agreement | Uraian dalam PKB | Description in the Collective Labor Agreement |
|--|---|--|
| Alat Pelindung Diri Personal Protective Equipment | <ol style="list-style-type: none"> 1. Jenis, kualitas dan jumlah alat pelindung diri (APD) yang dibutuhkan untuk keselamatan dan kesehatan kerja disesuaikan dengan kondisi dan jenis pekerjaan sesuai dengan ketentuan yang berlaku. 2. Apabila tidak dilengkapi dengan APD sesuai dengan standar K3LP Perusahaan, pegawai dapat mengajukan keberatan untuk melaksanakan suatu pekerjaan. 3. Pakaian serta APD untuk keselamatan dan kesehatan kerja yang telah disediakan oleh Perusahaan wajib dikenakan setiap pegawai selama melaksanakan pekerjaan sesuai dengan kondisi dan lokasi kerja. | <ol style="list-style-type: none"> 1. The type, quality and quantity of Personal Protective Equipment (PPE) are required to support occupational health and safety will be based on the conditions and types of work according to applicable regulations. 2. The employee may submit objection to work, if the PPE are not in accordance with the Company's Mining OHS standards. 3. The employee must be used OHS Uniform and PPE that have been provided by the Company when carrying out work according to work location and condition. |
| Komite Bersama K3 OHS Joint Committee | Pengelola Kesehatan dan Keselamatan Kerja dan Lingkungan Pertambangan (K3LP) Perusahaan diwadhahi oleh ketentuan Direksi atau pejabat yang berwenang melalui Panitia Pembina Keselamatan dan Kesehatan Kerja, dan Lingkungan Pertambangan (P2K3LP) | The Company's Mining Occupational Health, Safety and Environment (Mining OHSE) management is facilitated by the Directors regulations or any authorized officials through the Advisory Committee for Mining Occupational Health, Safety and Environment (P2K3LP) |
| Partisipasi Perwakilan Pekerja dalam Pelaksanaan Inspeksi, Audit K3, dan Investigasi Peristiwa Kecelakaan Kerja Worker participation in OHS inspections and audits and also investigation on work-related accident | Perusahaan dan setiap pegawai menyadari sepenuhnya bahwa keselamatan dan kesehatan kerja adalah kewajiban dan tanggung jawab bersama. | The Company and all employee fully understand that occupational health and safety becomes everyone's duty and responsibility. |
| Pendidikan dan Pelatihan K3 OHS Educations and Training | <ol style="list-style-type: none"> 1. Pegawai berkewajiban untuk menaati peraturan K3 yang telah ditetapkan dengan cara mengikuti program pelatihan, penyuluhan dan sosialisasi mengenai cara kerja, peraturan keselamatan dan kesehatan kerja yang telah ditetapkan Perusahaan. 2. Perusahaan berkewajiban untuk memberikan pelatihan, penyuluhan, dan sosialisasi mengenai cara kerja, peraturan keselamatan dan kesehatan kerja yang telah ditetapkan Perusahaan. | <ol style="list-style-type: none"> 1. Employees must comply with the existing OHS regulations by taking part in training programs, seminars and information dissemination related to work methods, occupational health and safety regulations that have established by the Company. 2. The Company must provide training programs, seminars and information dissemination related to work methods, occupational health and safety regulations that have established by the Company. |
| Mekanisme Keluhan Complain Mechanism | <ol style="list-style-type: none"> 1. Apabila terjadi keluhan kesah akibat adanya kekurangan terhadap hubungan kerja, syarat-syarat kerja, dan keadaan ketenagakerjaan, serta perlakuan yang tidak sesuai dengan peraturan yang berlaku, pegawai yang bersangkutan berhak mengajukan keluhan dengan cara mengisi formulir keluhan kesah. 2. Setiap atasan wajib memberikan perhatian penuh atas keluhan kesah pegawai yang menjadi bawahannya dan berusaha menyelesaikannya secara tuntas sesuai dengan ketentuan pada perusahaan. 3. Penyelesaian keluhan kesah dilakukan secara berjenjang melalui Atasan Pegawai, Serikat Pekerja Pegawai (PERPANTAM), Mekanisme Bipartit | <ol style="list-style-type: none"> 1. For any grievances arising from dissatisfaction with labor relations, working terms and conditions, employment conditions, or treatment that are not in compliance with the applicable regulations, the employee has the right to submit complaint by fill out a grievance form 2. Every manager is required to pay full attention to the complaints arising from their subordinates and strive to fully settle them in accordance with the company's regulations 3. Complaint settlement will be handled in stages, including to the employee's Superior, Labor Union (PERPANTAM), Bipartite Mechanism |
| Hak untuk Menolak Pekerjaan Berbahaya Right to Refuse Unsafe Work | Pegawai dapat menolak untuk bekerja pada kondisi kerja yang tidak aman, kecuali pekerjaannya untuk mengatasi kondisi tersebut dengan prosedur yang ditetapkan oleh pejabat berwenang. | Employee may object to work in unsafe working conditions, unless the work is related to manage the condition according to the procedures established by the competent authorities. |
| Inspeksi Berkala Regular Inspection | Perusahaan wajib melakukan monitoring secara intensif terhadap pegawai yang bekerja dengan paparan risiko tinggi. | The Company must conduct intensive monitoring of employee with high risk exposures. |

PENANGANAN KEADAAN DARURAT DAN ANTAM EMERGENCY RESPONSE PROGRAM (AERP)

Tahun ini, ANTAM mengadakan penanganan keadaan darurat program Emergency Response Program (ERP) kedua yang menjadi salah satu upaya keselamatan pertambangan ANTAM. Perusahaan senantiasa berusaha memastikan kesiapan personel yang sigap dan tanggap dalam menghadapi keadaan darurat. Upaya ini telah dilaksanakan dengan dukungan penuh dari seluruh unit bisnis dan entitas anak perusahaan. Dalam menghadapi kondisi darurat, ANTAM menyiapkan berbagai program dan infrastruktur, antara lain:

- Penyampaian *safety induction* di setiap awal rapat oleh petugas yang ditunjuk
- Pemasangan alat pemadam api di setiap lantai gedung perusahaan
- Informasi *Fire Action* (langkah-langkah apabila terjadi kebakaran)
- Petunjuk jalur evakuasi
- Simulasi tanggap darurat

Tidak hanya sigap menangani keadaan darurat internal, tim tanggap darurat ANTAM juga memiliki program pelatihan bernama ANTAM Emergency Response Program (AERP) yang disiapkan untuk memberikan bantuan saat keadaan darurat dan kejadian bencana alam di luar wilayah kerja Perusahaan.

Perusahaan juga melaksanakan program ER yang melibatkan seluruh unit bisnis ANTAM dan anak perusahaan yang diadakan satu tahun sekali.

EMERGENCY HANDLING AND ANTAM EMERGENCY RESPONSE PROGRAMS (AERP)

This year, ANTAM held a second emergency response program (ERP) as part of ANTAM's mining safety efforts. In particular, the Company has always strived to ensure preparedness of quick and responsive emergencies personnel. This effort has been carried out with full support from all business units and subsidiaries. To anticipate emergency conditions, ANTAM prepares various programs and infrastructure, including:

- Safety induction at the beginning of each meeting by the appointed officers
- Installation of fire extinguishers on each floor of the company building
- Fire Action Information (steps to follow in case of fire)
- Evacuation route direction
- Emergency response drill

Not only sprightly in handling internal emergencies, ANTAM's emergency response team also routinely holds a training program called ANTAM's Emergency Response Program (AERP) which is prepared to provide assistances during emergencies and natural disaster events outside the Company's work area.

The Company also implements an annual ER program that invites participation from all ANTAM business units and subsidiaries.



Kegiatan operasi penambangan bawah tanah di UBP Emas.
Underground mining operations in Gold Mining Business Unit.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

ERG ANTAM Siaga Bencana Dapat Penghargaan dari Kementerian ESDM

ANTAM's ERG Disaster Alert Team Received Award from the Ministry of Energy and Mineral Resources

Tim Emergency Response Group (ERG) ANTAM yang merupakan tim gabungan dari seluruh unit bisnis dan anak perusahaan ANTAM bergabung bersama ESDM Siaga bencana ikut dalam pencarian, pertolongan dan pengobatan kepada korban bencana alam Gempa Bumi 7,0 SR yang terjadi pada tanggal 5 Agustus 2018 pukul 18.36 WIB di Lombok Utara, Nusa Tenggara Barat.

Tim gabungan ini juga ikut dalam pencarian, pertolongan dan pengobatan serta menyalurkan bantuan kemanusiaan kepada korban bencana alam Gempa Bumi 8,0 SR, Tsunami dan Liquefaksi di Palu, Sigi dan Donggala Provinsi Sulawesi Tengah tanggal 28 September 2018. Dalam kegiatan pertolongan dan pencarian korban bencana alam Lombok dan Palu ini, ANTAM mendapatkan Penghargaan dari Menteri Energi dan Sumber Daya Mineral atas partisipasi dan kontribusi tim ERG ANTAM untuk membantu dan menolong korban bencana alam.

Selain itu, tim gabungan ini juga ikut dalam pencarian, pertolongan dan pengobatan serta menyalurkan bantuan kemanusiaan kepada korban bencana tsunami Pandeglang, Provinsi Banten. Pada kejadian Tsunami Pandeglang, ANTAM dan salah satu anak perusahaan, PT Cibaliung Sumberdaya menjadi fasilitator/tuan rumah dalam proses operasi ESDM Siaga Bencana Tsunami mengingat area bencana yang terdampak dekat dengan area operasi PT Cibaliung Sumberdaya.

ANTAM's Emergency Response Group (ERG) team, which is a joint team of all business units and subsidiaries of ANTAM, collaborated with the disaster alert program of Ministry of Energy and Mineral Resources to take part in victims evacuation of the 7.0-magnitude earthquake that occurred on August 5, 2018 18.36 WIB in North Lombok, West Nusa Tenggara.

In addition, the joint team also participated in the victim evacuation and humanitarian assistances of the natural disasters of the 8.0-magnitude Earthquake, Tsunami disaster and soil liquefaction in Palu, Sigi and Donggala, Central Sulawesi Province on September 28, 2018. As the appreciation for helping and searching victims of the Lombok and Palu natural disasters, ANTAM was given an award from the Minister of Energy and Mineral Resources in regards to ANTAM ERG team participation and contribution to help the victims of natural disasters.

In addition, the joint team also participated in the search, help and treatment as well as distributing humanitarian assistance to Pandeglang tsunami disaster victims in Banten Province. ANTAM and one of its subsidiaries, PT Cibaliung Sumberdaya, was the host for Tsunami Disaster Preparedness of the Ministry of Energy and Mineral Resources considering the affected area was close the operational area of PT Cibaliung Sumberdaya.



Pelaksanaan tanggap bencana di Palu dan Donggala, Sulawesi Tengah.
Disaster emergency response in Palu and Donggala, Central Sulawesi.

KESELAMATAN KONTRAKTOR

Pelaksanaan pekerjaan pertambangan ANTAM tidak terlepas dari bantuan tenaga kerja kontraktor. Sebanyak 76% pekerja ANTAM merupakan tenaga kerja kontraktor. Mengingat pentingnya peran kontraktor dalam kegiatan operasional Perusahaan, ANTAM sangat berkomitmen untuk memperhatikan kesehatan dan keselamatan kerja para tenaga kontraktor ANTAM untuk mencapai *zero fatality* di seluruh kegiatan operasional Perusahaan.

CONTRACTOR SAFETY

ANTAM's mining operations require participation from contractor's workforce. In fact, 76% workers in ANTAM belong to the contractors. Therefore ANTAM is very committed to prioritize occupational health and safety of contractors, which will support the achievement of zero fatality throughout all of the Company's operational activities.

Sebaran Pekerja Kontraktor di Unit Bisnis 2018
2018 Contractor Workers Distribution in Business Unit

| Unit Bisnis Business Units | Jumlah Pekerja Kontraktor Total Contractor Workers | Jumlah Kontraktor Total Contractor |
|---|---|---------------------------------------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 3.560 | 18 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 1.078 | 24 |
| UBP Emas Gold Mining Business Unit | 1.320 | 10 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 400 | 2 |
| UBP Bauksit Bauxite Mining Business unit | 595 | 20 |
| Unit Geomin Geomin Unit | 460 | 8 |
| TOTAL | 7.413 | 82 |

Komitmen pengelolaan aspek keselamatan kerja juga dilaksanakan di awal kerja sama. Kontraktor yang akan bermitra dengan ANTAM harus melaksanakan tahap pra-kualifikasi kontrak melalui persyaratan sistem pengelolaan K3 yang sesuai. ANTAM juga melibatkan para kontraktor untuk terlibat dalam aktivitas K3 yang dilaksanakan di lingkungan Perusahaan. Hal ini dilaksanakan agar dapat meminimalisasikan kecelakaan kerja di daerah operasional ANTAM.

The commitment to managing work safety aspects is also carried out at the beginning stage of work cooperation. The prospective contractors must pass the contract pre-qualification stage that requires appropriate OHS management system. ANTAM also engages the contractors to be involved in OHS activities carried out within the Company. This regulations aim is to minimize work accidents in ANTAM's operational areas.

CONTRACTOR SAFETY MANAGEMENT SYSTEM (CSMS)

Pada 2018, ANTAM telah menerapkan Sistem Manajemen Keselamatan Kontraktor (*Contractor Safety Management System (CSMS)*) dari Kementerian Tenaga Kerja dan Transmigrasi serta menetapkan adanya Penanggung Jawab Operasional (PJO) kepada para kontraktor yang bekerja di wilayah ANTAM. Sistem manajemen keselamatan kerja ini telah ditandatangani pada tanggal 10 Oktober 2018, di mana salah satu kebijakan CSMS tersebut adalah untuk mengelola keselamatan dan kesehatan pekerja kontraktor dan sub-kontraktor di seluruh wilayah operasi Perusahaan serta menjadi acuan bagi seluruh anak perusahaan ANTAM. Kebijakan ini mengatur dari tahapan pra-kualifikasi keselamatan pertambangan sampai dengan tahap evaluasi.

CONTRACTOR SAFETY MANAGEMENT SYSTEM (CSMS)

In 2018, ANTAM has implemented the Contractor Safety Management System (CSMS) of the Ministry of Manpower and Transmigration and has appointed an Operational Responsible Officer (*Penanggung Jawab Operasional* or PJO) to be in charge of contractors in the ANTAM operations area. This work safety management system was officially signed on October 10, 2018, in which it includes a policy to manage the safety and health of contractors and sub-contractors throughout all company operations and it becomes a source of reference for all of ANTAM's subsidiaries. This policy is applicable through all stages, starting from pre-qualification of mining safety up to the evaluation stage.

Pengelolaan Keselamatan Pertambangan Berkelanjutan

Sustainable Mining Safety Management

Kebijakan CSMS juga mewajibkan setiap kontraktor yang akan dikontrak oleh ANTAM, harus terlebih dahulu memenuhi persyaratan CSMS yang sudah ditentukan oleh Perusahaan. ANTAM tidak hanya mempertimbangkan aspek nilai ekonomis dalam menilai kontraktor, namun juga sangat memperhatikan aspek keselamatan. Tahun 2018, ANTAM juga menerapkan kebijakan kepada seluruh pemegang usaha jasa untuk melakukan GAP *Analysis* dan melakukan audit internal SMKP. [414-1]

The CSMS policy also requires that every contractor that will be in contract with ANTAM must first meet the CSMS requirements that have been determined by the Company. Not only considering economic aspect when assessing contractors, ANTAM also pays emphasis on safety aspects. In 2018, ANTAM also implemented a policy for all service business holder contractor to perform GAP Analysis and conduct internal audit of SMKP. [414-1]

KINERJA K3 2018

ANTAM pada tahun 2018 mencatat bahwa tingkat *Frequency Rate* (FR) sebesar 0,15, sedikit lebih rendah dibandingkan toleransi *Frequency Rate* yaitu sebesar 0,50.

2018 OHS PERFORMANCE

ANTAM in 2018 recorded 0.15 Frequency Rate (FR), slightly lower than the tolerance of the Frequency Rate which was 0.50.

| | 2016 | 2017 | 2018 |
|--|--------|-------|-------|
| Jumlah Jam Kerja (juta jam) Work Hours (Million hours) | 11,68 | 19,94 | 27,31 |
| Total Hari Kerja Hilang (Hari) Total Work Days Lost (Day) | 6.095 | 84 | 217 |
| Frequency Rate (FR) | 0,48 | 0,40 | 0,15 |
| Severity Rate (SR) | 257,11 | 3,44 | 7,94 |

Jumlah Kecelakaan Kerja di Area Tambang Berdasarkan Tingkat Keparahan [403-2]

Number of Mine Accidents Based on Severity

| Unit Bisnis Business Units | 2016 | | | 2017 | | | 2018 | | |
|--|-----------------|----------------|----------|-----------------|----------------|----------|-----------------|----------------|----------|
| | Ringan Minor | Berat Major | Fatal | Ringan Minor | Berat Major | Fatal | Ringan Minor | Berat Major | Fatal |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 4 | 1 | 0 | 1 | 1 | 0 | 2 | 0 | 0 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| UBP Emas Gold Mining Business Unit | 1 | 1 | 1 | 2 | 2 | 0 | 0 | 0 | 0 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UBP Bauksit Bauxite Mining Business unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unit Geomin Geomin Unit | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| TOTAL | 5 | 2 | 1 | 5 | 3 | 0 | 3 | 1 | 0 |

Jumlah Kasus Insiden Fatal
Number of Fatal Incidents **[403-2]**

| Unit Bisnis Business Units | 2016 | | | 2017 | | | 2018 | | |
|--|-------------------|---------------------|----------|-------------------|---------------------|----------|-------------------|---------------------|----------|
| | Laki-laki Male | Perempuan Female | Fatal | Laki-laki Male | Perempuan Female | Fatal | Laki-laki Male | Perempuan Female | Fatal |
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UBP Emas Gold Mining Business Unit | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UBP Bauksit Bauxite Mining Business Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unit Geomin Geomin Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |



ANTAM berkomitmen memberikan manfaat positif dan berkelanjutan bagi seluruh pemangku kepentingan. Kami terus bersinergi dengan seluruh *stakeholder* demi terciptanya pembangunan yang maksimal dan tepat sesuai kebutuhan masyarakat.

ANTAM is committed to provide positive and sustainable benefits for all stakeholders. We continue to synergize with all stakeholders in order to create maximum and appropriate development according to the needs of the community.



Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

| | |
|--|-----|
| Strategi CSR Antam Antam's CSR Strategy | 205 |
| Perencanaan Dan Pengembangan Masterplan CSR CSR Master Plan Planning And Development | 206 |
| CSR Excellence CSR Excellence | 210 |
| Program Pengembangan Masyarakat Berkelanjutan (PPMB) Sustainable Community Development Program (PPMB) | 211 |

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

ANTAM yakin bahwa berkembangnya perusahaan dapat dilihat dari seberapa maju masyarakat di wilayah sekitar operasional perusahaan. Oleh karena itu, ANTAM senantiasa bersinergi dengan para pemangku kepentingan demi mewujudkan pembangunan yang berkelanjutan.

We believe that company's growth can be displayed from the community advancement around the company's operational area, as a form of the company's achievement. Therefore, ANTAM always synergize with stakeholders to create sustainable development.

Dana Kemitraan

Partnership Program

Rp22,61 miliar
billion

Total Program Dana Kemitraan di tahun 2018.
Total Partnership Program Fund (Rp billion) in 2018.

Dana Community Development

Community Development

Rp118,67 miliar
billion

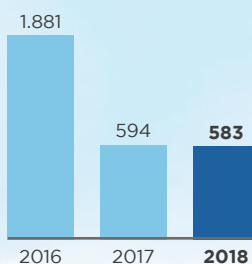
Penyaluran Dana Community Development tahun 2018.
Distribution of Community Development tahun 2018.

Indeks Kepuasan Masyarakat

Community Satisfaction Index

80,67%

ANTAM melaksanakan pengukuran nilai Indeks Kepuasan Masyarakat untuk peningkatan kinerja program CSR.
ANTAM carried out measurements of the Community Satisfaction Index to improve CSR programs performance.



Mitra Binaan
Foster Partners



Program pengembangan masyarakat melalui perkebunan di UBP Nikel Maluku Utara
Community Development Program in North Maluku Nickel Mining Business Unit

Kami selalu berkomitmen bahwa kegiatan operasional yang Perusahaan jalankan dapat membawa kemajuan bagi wilayah tersebut. ANTAM yang sebagian besar kegiatan operasionalnya berada di wilayah yang sulit terjangkau selalu berupaya untuk menyiapkan kemandirian wilayah tersebut agar masyarakat tidak hanya bergantung pada keberadaan Perusahaan. Oleh karena itu, manfaat yang kami berikan sejalan dengan agenda pembangunan yang dicanangkan Pemerintah. Penting bagi Kami berkolaborasi dengan Pemerintah dan pemangku kepentingan lainnya demi mewujudkan pembangunan yang berkelanjutan.

Kami yakin bahwa berkembangnya perusahaan dapat dilihat dari seberapa maju masyarakat di wilayah sekitar operasional perusahaan, oleh karena itu, Kami selalu bersinergi dengan para pemangku kepentingan demi mewujudkan pembangunan yang berkelanjutan. ANTAM senantiasa berkomitmen melaksanakan dan mengedepankan praktik-praktik yang baik, keadilan sosial dan keadilan lingkungan yang sesuai dengan hukum dan norma yang berlaku.

We are always committed that Company's operational activities should bring improvements to the region. ANTAM operational activity which are located mostly in remote areas, always strive to prepare regional independence so that people do not depend solely on the existence of the Company. Therefore, We always trying to provide in line benefits with the Government's development agenda. It is important for Us to collaborate with the Government and other stakeholders to achieve sustainable development

We believe that company's growth can be displayed from the community advancement around the company's operational area, as a form of the company's achievement. Therefore, We always synergize with stakeholders to create sustainable development. ANTAM is always committed to implement and promote good governance, social justice and environmental justice in accordance with applicable laws and norms.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Visi CSR ANTAM

Menjadi perusahaan pertambangan dengan kinerja CSR kelas dunia.

ANTAM's CSR Vision

To be a mining Company with world-class CSR Performance.

Melaksanakan CSR merupakan hal yang terintegrasi dengan keseluruhan proses bisnis ANTAM. Untuk memberi arah dalam pelaksanaan CSR Perusahaan, telah dirumuskan visi, misi dan nilai-nilai CSR ANTAM.

Implementing CSR is an important and integrated strategy within overall ANTAM business process. To provide direction in CSR implementation, We have formulated vision, mission and values of ANTAM CSR.

Misi CSR ANTAM ANTAM's CSR Mission

Membangun dan menerapkan praktik-praktik terbaik CSR kelas dunia

To develop and apply world-class best CSR practices

Menciptakan dan memberikan nilai tambah bagi seluruh pemangku kepentingan

To create and provide added value for all stakeholders

Mewujudkan pembangunan ekonomi, sosial, dan lingkungan yang berkelanjutan

To realise sustainable economic, social and environmental development

Mewujudkan kepercayaan seluruh pemangku kepentingan kepada ANTAM

To gain stakeholder trust in ANTAM

Nilai-nilai CSR ANTAM ANTAM's CSR Values

Respect

Menaruh rasa saling menghormati, mempercayai, menghargai peraturan dan norma, pendapat, pandangan, dan kepentingan pihak lain

Mutual respect, trust and respect for regulations and norms, opinions, views and interests of other parties

Harmony

Menjalin kerja sama dan hubungan sinergis dengan semua pemangku kepentingan berdasarkan prinsip saling menguntungkan (*win-win solution*) dan keadilan

Harmony Cooperation and synergistic relations with all stakeholders, based on the principle of win-win solutions and justice

Sustainability

Memastikan keberlanjutan manfaat bagi generasi sekarang maupun generasi mendatang.

Ensure sustainability for the benefit of present and future generations

STRATEGI CSR ANTAM

Untuk meningkatkan kualitas hidup masyarakat, ANTAM memiliki strategi menuju pencapaian tersebut. Hal itu dirumuskan dalam Strategi CSR (*Corporate Social Responsibility*) yang dijalankan ANTAM berdasarkan visi dan misi serta nilai-nilai CSR Perusahaan. Kami juga melakukan berbagai kajian, bekerja sama dengan berbagai pihak ketiga yang independen agar program yang dijalankan efektif dan efisien.

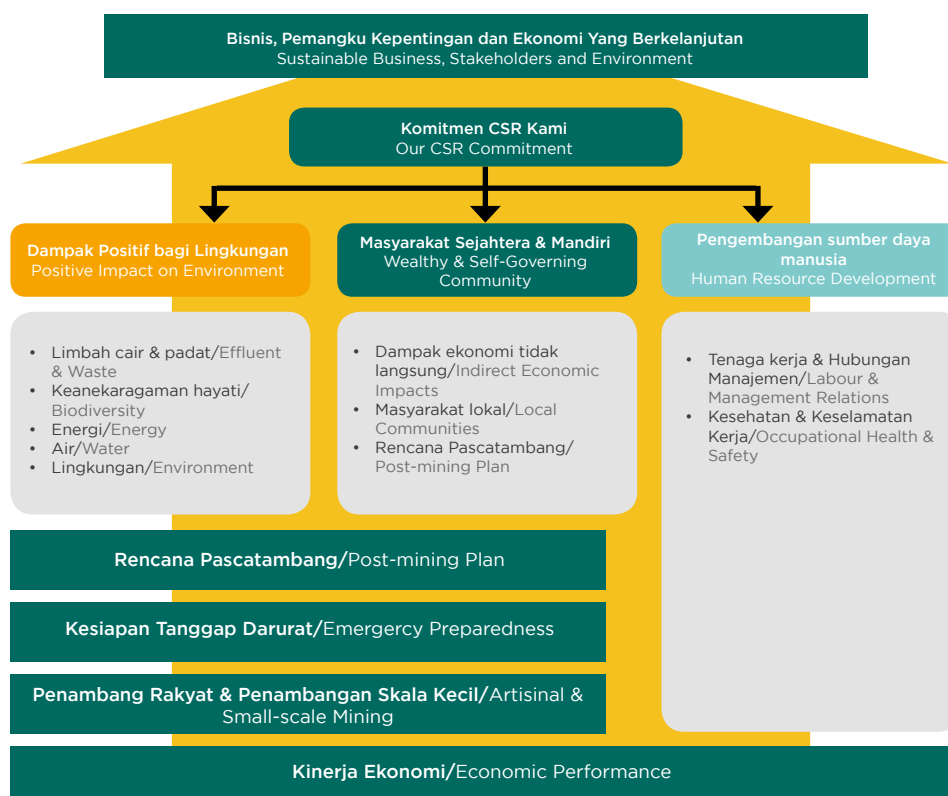
Dalam Strategi CSR, ANTAM memiliki tiga komitmen yang terdiri dari Dampak Positif bagi Lingkungan, Masyarakat Sejahtera dan Mandiri, serta Pengembangan Sumber Daya Manusia. Dukungan terhadap pengembangan masyarakat secara sosial dan ekonomi di sekitar wilayah operasional ANTAM tercantum dalam komitmen yang kedua yakni Masyarakat Sejahtera dan Mandiri. Dalam menjalankan komitmen tersebut, ANTAM berusaha memberikan kontribusi terhadap peningkatan manfaat ekonomi tidak langsung, potensi masyarakat lokal, dan kemandirian masyarakat pascatambang melalui program yang bernama Program Pengembangan Masyarakat Berkelanjutan (PPMB).

ANTAM'S CSR STRATEGY

ANTAM has a strategy to improve quality of life of the community. It is formulated in ANTAM's CSR (Corporate Social Responsibility) Strategy based on the Company's vision and mission as well as CSR values. We also conducted various studies in collaboration with various independent partners to ensure the carried out programs were effective and efficient.

Within CSR Strategy, ANTAM has three commitments consisting of Positive Impacts on the Environment, Prosperous and Independent Communities, and also Human Resource Development. Support for social and economic community development around ANTAM's operational areas is included in the second commitment, the Prosperous and Independent Community. In carrying out this commitment, ANTAM strives to contribute and improve indirect economic benefits, the potential of local communities, and independence of post-mining communities through a program called Sustainable Community Development Program (PPMB).

Strategi Keberlanjutan ANTAM ANTAM Sustainability Strategy



Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

PERENCANAAN DAN PENGEMBANGAN MASTERPLAN CSR

Untuk mewujudkan visi CSR ANTAM, menjadi perusahaan pertambangan dengan kinerja CSR kelas dunia, Kami memiliki perencanaan dan pengembangan yang tercantum dalam Masterplan CSR. Metode perencanaan dan pengembangan yang kami lakukan dengan melakukan *Community Needs & Assets Assessment* di unit-unit bisnis yang hasilnya menjadi data awal (*baseline*) kondisi sosial, ekonomi, dan budaya masyarakat di daerah operasi.

CSR MASTER PLAN PLANNING AND DEVELOPMENT

In the effort of achieving ANTAM's CSR vision to become a mining company with world-class CSR performance, We have planning and development listed in the CSR Master Plan. We use Community Needs & Assets Assessment planing and development method in business units, and the result will become baseline data of communities social, economic and cultural conditions in the operational area.

Pendekatan Perencanaan Masterplan | Master Plan Planning Approach [103-1]

| | | |
|--|---|--|
| ICMM Stakeholder Research Toolkit 2015 | Untuk memahami masyarakat dan relasinya dengan perusahaan | To understand about the community and its relationship with the company |
| | Memuat seluruh aspek relasional yang perlu diketahui | Contains all relational aspects that need to be known |
| Sustainable Livelihoods Framework | Untuk mengidentifikasi berbagai jenis modal atau kapital di masyarakat | To identify types of capital in community |
| | Pengukuran kuantitatif untuk jenis modal yang membutuhkan bantuan pihak eksternal untuk dikembangkan | Quantitative measurements for types of capital that require assistance from external parties to be developed |
| Penghargaan PROPER Kementerian Lingkungan Hidup dan Kehutanan PROPER Award Ministry of Environment and Forestry | Salah satu dasar dalam melakukan penilaian kebutuhan dan aset masyarakat | As one of the foundations in assessing needs and assets of the community |
| | Menghubungkan pengelolaan sosial dengan pengelolaan lingkungan yang baik | Connecting social management with good environmental management |
| | Untuk mendapatkan penilaian PROPER yang lebih baik di unit bisnis | To earn better result of PROPER assessment in business units |
| Tujuan Pembangunan Berkelanjutan Sustainability Development Goals | Untuk memastikan kesesuaian antara program yang direncanakan dengan salah satu atau lebih Tujuan SDGs | To ensure conformity between planned programs with one or more SDGs |

Strategi Dasar untuk Pengelolaan Program CSR

Basic Strategy for CSR Program Management

1

Mendukung pengembangan kualitas kehidupan masyarakat, sesuai dengan Sustainable Development Goals (SDGs).

Support the life quality development of community, in accordance with the Sustainable Development Goals (SDGs).

2

Berkontribusi dalam penyediaan dan peningkatan kualitas infrastruktur dasar komunitas yang terkait dengan program pendidikan, kesehatan, dan mendukung pengembangan ekonomi masyarakat, untuk mengakselerasi pengembangan kualitas hidup masyarakat.

Contribute the provision and improvement of community infrastructure basic quality related to education, health, as well as supporting the community economic development, to accelerate the community's life quality development.

3

Memberikan penguatan dukungan untuk peningkatan kualitas hidup masyarakat melalui pengembangan kapasitas kelembagaan dan individu masyarakat serta pelestarian dan penguatan budaya lokal.

Encourage the improvement of the community's life quality through institutional and individual capacity of the community development as well as the preservation and strengthening of local culture.

4

Mengembangkan berbagai inisiatif dan program yang mendukung upaya perlindungan lingkungan dan konservasi keanekaragaman hayati di sekitar operasi maupun dalam skala yang lebih luas lagi, sebagai bentuk komitmen untuk memberikan titipan bagi generasi mendatang.

Develop various initiatives and programs that support environmental protection and biodiversity conservation around the operational area as well as on a wider scale, as a form of commitment to entrust future generations.

5

Meningkatkan kesadaran, pengetahuan, dan keterampilan terkait dengan pelaksanaan tanggung jawab sosial perusahaan.

Improving awareness, knowledge and skills related to the implementation of corporate social responsibility.

6

Mengembangkan kemitraan dengan pemangku kepentingan yang ada dalam pelaksanaan program, termasuk perguruan tinggi, LSM, instansi pemerintah, konsultan dan kelembagaan masyarakat.

Develop partnerships with existing stakeholders in program implementation, including universities, NGOs, government agencies, consultants and community institutions.

7

Mengembangkan forum multi-stakeholders untuk mendukung tata kelola yang baik dari pelaksanaan tanggung jawab sosial perusahaan di tingkat unit/unit bisnis.

Develop a multi-stakeholder forum to support good governance implementation of corporate social responsibility at the business unit/unit.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

MASTERPLAN ANTAM 2015-2019

Komitmen Kami terhadap pengembangan masyarakat terlihat dari disusunnya Masterplan CSR ANTAM 2015-2019. Hal ini bertujuan agar program-program CSR yang dilaksanakan sesuai dengan arah strategi dan tujuan ANTAM menuju kemandirian wilayah. Melihat kondisi wilayah operasional yang berbeda di tiap unit-unit bisnis utama, maka masterplan CSR di bidang pengembangan masyarakat memiliki pendekatan yang berbeda mengikuti kondisi dan kebutuhan di bidang sosial, lingkungan, dan budaya masyarakat setempat.

Oleh karena itu, dalam menyusun Masterplan ANTAM membagi dalam lima unit bisnis ANTAM yang terdiri dari UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, UBP Emas, UBP Bauksit, dan Kantor Pusat. Dalam masterplan tersebut dibagi menjadi enam program strategis pendidikan, kesehatan, ekonomi lokal, sosial budaya, lingkungan, dan pengembangan kapasitas kelembagaan. Masterplan CSR di tingkat unit bisnis sejalan dengan Masterplan CSR di tingkat korporasi. Di dalam Masterplan CSR tingkat korporasi memaparkan strategi perusahaan untuk memenuhi kewajiban hukum terhadap pemangku kepentingan.

Sejak tahun 2017, Masterplan CSR ANTAM melakukan penyesuaian dengan pencapaian Tujuan Pembangunan Berkelanjutan (SDGs) berdasarkan Peraturan Pemerintah Nomor 59/2017. Ditargetkan integrasi final Masterplan CSR ANTAM sesuai dengan SDGs akan diberlakukan pada Masterplan CSR 2020-2024. Selain itu, tidak hanya mengacu kepada SDGs mengenai pencapaian Pembangunan Berkelanjutan, Masterplan CSR ANTAM juga disesuaikan dengan tujuh subjek inti ISO 26000 yaitu tata kelola, HAM, ketenagakerjaan, lingkungan, praktik operasi yang adil, konsumen, serta pelibatan dan pengembangan masyarakat. Kami kerjakan secara terpadu agar memberikan manfaat sebesar-besarnya untuk kesejahteraan dan kemakmuran masyarakat.

2015-2019 ANTAM'S MASTER PLAN

Our commitment to community development can be seen from the 2015-2019 ANTAM CSR Master Plan. It aims to ensure that CSR programs are implemented in accordance with ANTAM's direction of strategy and goals towards regional independence. Because of the differences conditions in operational areas, We have different approach of CSR master plan to answer the conditions and needs in social, environmental and cultural aspects of the local community.

Therefore, in preparing for the ANTAM Master Plan, the Company is divided into five business units consisting of Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Gold Mining Business Unit Bauxite Mining Business Unit, and Head Office. The master plan is divided into six program strategies including education, health, local economy, socio-cultural, environment, and institutional capacity development programs. The business unit's CSR Master Plan is in line with ANTAM CSR Master Plan. ANTAM CSR Master Plan, describes the company's strategy to fulfill legal obligations to stakeholders.

Since 2017, ANTAM's CSR Master Plan has been adjusted to Sustainable Development Goals (SDGs) goals based on Government Regulation Number 59/2017. The integration of ANTAM's CSR Masterplan is in accordance with the SDGs will be applied on CSR Master Plan 2020-2024. In addition, it does not only refer to the SDGs regarding achieving Sustainable Development, ANTAM's CSR Master Plan is also adapted to seven core subjects of ISO 26000, which are governance, human rights, environmental, labour practices, fair operation practices, consumers, community engagement and development. We are working in an integrated manner to provide the maximum benefit for the welfare and prosperity of the community.

Masterplan ANTAM 2015-2019 | ANTAM's CSR Master Plan 2015-2019

| Unit Bisnis Business Unit | Tujuan Goal | Kinerja Performance | Program |
|--|---|--|---|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | Meningkatkan Kondisi Sosial Ekonomi Masyarakat Increased of Community's Social and Economic Condition | Meningkatkan Kualitas SDM di Bidang Ilmu Pengetahuan dan Teknologi Increase of Human Resources Quality in Science and Technology | Pendidikan Education |
| | | Meningkatkan Kualitas Kesehatan Masyarakat Improvement of Community's Health Quality | Kesehatan Health |
| | | Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Improvement of Local Potential-Based Socio-Economy | Ekonomi Lokal Local Economy |
| | | Meningkatkan Kelestarian Alam dan Lingkungan Conserve the Nature and Environment | Lingkungan Environment |
| | | Meningkatkan Tata Kelola Organisasi Increase Institutional Governance | Penguatan Kapasitas Kelembagaan Strengthening Institutional Capacity |
| | | Membangun Masyarakat Madani Building Civil Society | Sosial Budaya Socio-Culture |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | Peningkatan Kemandirian dan Harmonisasi Masyarakat Maluku Utara Harmonious Relations with The Community and Increased of Livelihood Quality of The Surrounding Community | Meningkatkan Kualitas Sekolah Improvement of school's quality | Pendidikan Education |
| | | Meningkatkan Kualitas Kesehatan Masyarakat Increase of Community's Health Quality | Kesehatan Health |
| | | Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Improvement of Local Potential-Based Socio-Economy | Ekonomi Lokal Local Economy |
| | | Membangun Masyarakat Berbudaya Developing A Cultural Society | Sosial Budaya Socio-Culture |
| | | Meningkatkan Kelestarian Alam dan Lingkungan Conserve the Nature and Environment | Lingkungan Environment |
| | | Peningkatan Kualitas Lembaga Increase of Institutional Quality | Penguatan Kapasitas Kelembagaan Strengthening Institutional Capacity |
| UBP Emas Gold Mining Business Unit | Geoeoedutourism | Meningkatnya Kualitas SDM di Bidang Ilmu Pengetahuan & Teknologi Increase of Quality of Human Resources in Science and Technology | Pendidikan Education |
| | | Meningkatkan Kualitas Kesehatan Masyarakat Improvement of Community's Health Quality | Kesehatan Health |
| | | Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Improvement of Local Potential-Based Socio-Economy | Ekonomi Lokal Local Economy |
| | | Membangun Masyarakat Madani Building A Civil Society | Sosial Budaya Socio-Culture |
| | | Meningkatkan Kelestarian Alam dan Lingkungan Improvement of Nature and Environment Preservation | Lingkungan Environment |
| | | Menciptakan Lembaga Usaha Baru Creation of New Business Organization | Penguatan Kapasitas Kelembagaan Strengthening Institutional Capacity |

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

| Unit Bisnis Business Unit | Tujuan Goal | Kinerja Performance | Program |
|---|---|--|--|
| UBP Bauksit Bauxite Mining Business Unit | Hubungan yang Harmonis dengan Masyarakat dan Meningkatnya Kualitas Hidup Masyarakat Sekitar Harmonious Relations with The Community and Increased of Livelihood Quality of Surrounding Community | Meningkatkan Kualitas Sekolah Improvement of Schools's Quality | Pendidikan Education |
| | | Meningkatkan Kualitas Kesehatan Masyarakat Improvement of Community's Health Quality | Kesehatan Health |
| | | Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Improvement of Local Potential-Based Socio-Economy | Ekonomi Lokal Local Economy |
| | | Penguatan Budaya Adat Sesuai Kaidah Aslinya Strengthening Indigenous Culture Based on Its Origin | Sosial Budaya Socio-Culture |
| | | Meningkatkan Kelestarian Alam dan Lingkungan Conserve the Nature and Environment | Lingkungan Environment |
| | | Menciptakan Lembaga Usaha Baru Creation of New Business Institution | Penguatan Kapasitas Kelembagaan Strengthening Institutional Capacity |
| Kantor Pusat (KP) Head Office | Peningkatan Kemandirian dan Harmonisasi Masyarakat Sekitar ANTAM Increased Independence and Harmonization of Communities Around ANTAM | Meningkatkan Kualitas Sekolah Improvement of Schools's Quality | Pendidikan Education |
| | | Meningkatkan Kualitas Kesehatan Masyarakat Improvement of Community's Health Quality | Kesehatan Health |
| | | Meningkatkan Ekonomi Masyarakat Berbasis Potensi Lokal Improvement of Local Potential-Based Socio-Economy | Ekonomi Lokal Local Economy |
| | | Membangun Masyarakat Berbudaya Developing A Cultural Society | Sosial Budaya Socio-Culture |
| | | Meningkatkan Kelestarian Alam dan Lingkungan Improvement of Nature and Environment Preservation | Lingkungan Environment |
| | | Peningkatan Kualitas Lembaga Improvement of Institutionals's Quality | Pengembangan Kapasitas Kelembagaan Strengthening Institutional Capacity |

CSR EXCELLENCE [103-2] [103-3]

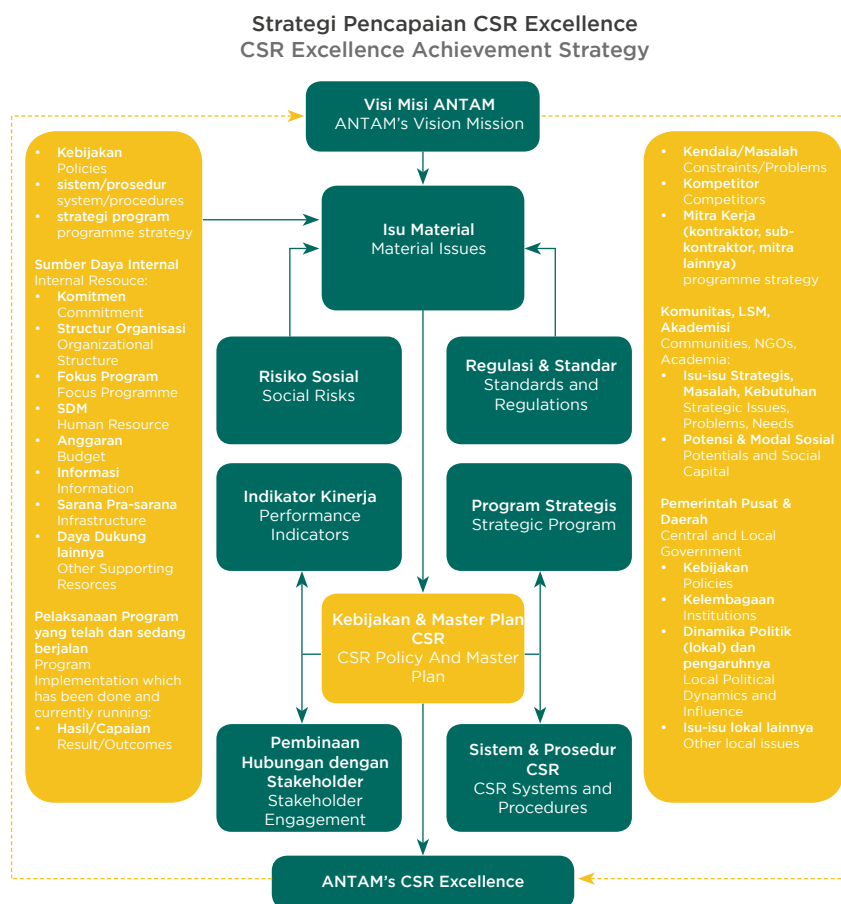
CSR *Excellence* merupakan perwujudan kinerja CSR yang optimal. ANTAM telah menyusun strategi pencapaian CSR *Excellence* dengan berdasarkan visi CSR, isu strategis yang dihadapi Perusahaan, harapan pemangku kepentingan, tinjauan sosio-ekonomi pada masing-masing unit/unit bisnis, serta peraturan di tingkat lokal dan berbagai standar internasional.

CSR EXCELLENCE [103-2] [103-3]

CSR *Excellence* is the excellence performance of CSR. ANTAM has developed strategies to achieve CSR *Excellence* based on the CSR Vision, Company's strategic issues, stakeholders' expectations, and review of socio-economic, as well as local regulations and international standards.

Gambaran umum tentang interaksi komponen-komponen dalam strategi pencapaian CSR Excellence ANTAM ditunjukkan sebagai berikut:

The general picture of in strategies components interactions to achieve ANTAM CSR Excellence is shown as follows:



PROGRAM PENGEMBANGAN MASYARAKAT BERKELANJUTAN (PPMB)

Penting bagi Kami menjadikan masyarakat sejahtera dan mandiri di wilayah sekitar operasional, hal ini sebagai bentuk wujud *Corporate Social Responsibility* (CSR) ANTAM dalam komitmen yang kedua, yakni Masyarakat Sejahtera dan Mandiri. Oleh karena itu, tanggung jawab ANTAM menuju masyarakat sejahtera dan mandiri Kami implementasikan dalam Program Pengembangan Masyarakat Berkelanjutan (PPMB). Dalam pelaksanaan PPMB, ANTAM membaginya dalam 3 kategori yaitu: Program *Community Development* (ComDev), Program Kemitraan dan Bina Lingkungan (PKBL), dan Kegiatan Pascatambang.

SUSTAINABLE COMMUNITY DEVELOPMENT PROGRAM (PPMB)

It is important for Us to make prosperous and independent community around our operational area, as a form of our second commitment in Corporate Social Responsibility (CSR), the Prosperous and Independent Community. Therefore, ANTAM's responsibility towards a prosperous and independent community is implemented in the Sustainable Community Development Program (PPMB), that divided it into 3 categories: Community Development Program (ComDev), Partnership and Community Stewardship Program (PKBL), and Post-mining Activities.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Masterplan Program Pengembangan Masyarakat Berkelanjutan (PPMB) Sustainable Community Development Program (PPMB) Master Plan

Dalam pelaksanaan program tanggung jawab ANTAM di Masyarakat, dibagi menjadi tiga fokus:
The implementation of ANTAM's responsibilities program in the Community, divided to three focuses:



Program *Community Development* (ComDev)
Community Development Program

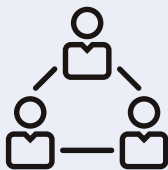


Program Kemitraan dan Bina Lingkungan (PKBL)
Partnership & Community Stewardship Program



Pascatambang
Post-mining

Kategori pelibatan masyarakat/tingkat kedalaman hubungan Program categories in Sustainable Community Development Masterplan



Hubungan Masyarakat
Community Relations



Akses/Sarana kepada Masyarakat
Community Services



Pemberdayaan Masyarakat
Community Empowerment

- Program pengembangan masyarakat (*Community Development*) dapat mengarah kepada *Community Relations*, *Community Services* dan *Community Empowerment*
Community development programs can lead to Community Relations, Community Services and Community Empowerment
- Program PK (Program Kemitraan) diarahkan sepenuhnya untuk *Community Empowerment*, sedangkan program BL (Bina Lingkungan) difokuskan pada *Community Services* dan *Community Empowerment*.
The PK (Partnership Program) is directed entirely to Community Empowerment, while the BL (Community Stewardship Program) is focused on Community Services and Community Empowerment.
- Program pengembangan masyarakat pascatambang, sesuai dengan tujuannya diarahkan pada program *Community Empowerment* dan *Community Services*.
Post-mining community development program, in accordance with its objectives directed at Community Empowerment and Community Services programs.

1. Program *Community Development*

Program *Community Development* menjadi kategori pertama dalam melaksanakan kegiatan PPMB. *Community Development* merupakan Program Peningkatan Kesejahteraan Sosial Ekonomi Masyarakat yang terbagi dalam beberapa bidang yang sesuai dengan Masterplan CSR ANTAM 2015-2019, antara lain:

- Pendidikan
- Kesehatan
- Ekonomi Lokal
- Sosial Budaya
- Konservasi dan Rehabilitasi Lingkungan
- Penguatan Kapasitas Kelembagaan

1. Community Development Program

The Community Development Program is the first category in implementation of PPMB activities. The Community Development Program has a Community Economic Social Welfare Improvement Program which is divided into several fields in accordance with the 2015-2019 ANTAM CSR Masterplan, including:

- Education
- Health
- Local Economy
- Socio-cultural
- Environment Conservation and Rehabilitation
- Institutional Capacity Enhancement

Dalam menentukan program Peningkatan Kesejahteraan Sosial Ekonomi Masyarakat, ANTAM selalu melibatkan pemangku kepentingan dalam merumuskan arah strategis Perusahaan untuk pengembangan masyarakat seperti yang tertuang dalam subyek inti ISO 26000.

Bidang Pendidikan [413-1]

Sesuai dengan komitmen ANTAM dalam mewujudkan kesejahteraan masyarakat, maka pemenuhan kebutuhan dasar dalam bidang pendidikan senantiasa menjadi salah satu perhatian utama pada pelaksanaan program CSR ANTAM. ANTAM sangat memahami bahwa keberhasilan pengembangan masyarakat tidak terlepas dari pengembangan kualitas Sumber Daya Manusia yang dapat ditingkatkan melalui pendidikan.

A. Beasiswa Pendidikan

Salah satu program bidang pendidikan yang telah terlaksana secara berkala adalah pemberian beasiswa bagi masyarakat untuk pendidikan tinggi mulai dari jenjang Diploma dan juga Sarjana S1. Komitmen tersebut diwujudkan melalui sinergi dengan beberapa perguruan tinggi di beberapa wilayah Indonesia, antara lain Program Beasiswa Utusan Daerah yang bekerja sama dengan Institut Pertanian Bogor (BUD IPB) Universitas Halu Uleo (UHO) di Kendari, Universitas Sembilanbelas November Kolaka (USN Kolaka) di Kolaka, Universitas Tanjung Pura (UNTAN) di Pontianak, dan Institut Teknologi Yogyakarta (ITY) di Yogyakarta.

Penyaluran beasiswa BUD IPB telah terlaksana sejak tahun 2008 dan hingga tahun 2018 sudah berhasil meluluskan 27 mahasiswa. Untuk kerja sama dengan UHO, USN, dan UNTAN telah berlangsung sejak tahun 2015 dan masih terus berjalan. Di UHO saat ini terdapat 22 (dua puluh dua) mahasiswa aktif penerima beasiswa yang menempuh studi pada berbagai bidang, antara lain jurusan pertambangan, pertanian, peternakan, dan teknik mesin. Untuk kerja sama dengan USN, ANTAM secara rutin menyalurkan beasiswa berupa bantuan dana pendidikan dan biaya hidup bagi 100 orang mahasiswa. Mekanisme pemberian beasiswa adalah diutamakan diberikan kepada masyarakat dari wilayah terdekat operasi ANTAM UBP Nikel Sulawesi Tenggara di Pomalaa, Kolaka, Sulawesi Tenggara yang berasal dari keluarga tidak mampu. Setiap tahunnya kuota penerima beasiswa selalu terjaga dengan adanya sistem pergantian pada saat terdapat mahasiswa yang telah dinyatakan lulus masa studinya.

In determining the program for Community Social Welfare Improvement, ANTAM always involves stakeholders in formulating the Company's strategic direction for community development as stated in the core subject of ISO 26000.

Education Sector [413-1]

In accordance with ANTAM's commitment to achieve community welfare, fulfilling basic needs in education field has always been one of the main concerns in the implementation of ANTAM's CSR program. ANTAM realized that the key success of community development is inseparable from Human Capital Development through education.

A. Scholarship

One of the education programs that has been carried out regularly is scholarships provision for the community starting from the Diploma level and also Bachelor Degree. This commitment is realized through synergy with several universities in several regions of Indonesia, including the Regional Emissary Scholarship Program in collaboration with Bogor Agricultural Institute (BUD IPB) at Halu Uleo University (UHO) in Kendari, Sembilanbelas November Kolaka University (USN Kolaka) in Kolaka, Tanjung Pura University (UNTAN) in Pontianak, and Yogyakarta Institute of Technology (ITY) in Yogyakarta.

The distribution of BUD IPB scholarships has been implemented since 2008 and until 2018 27 students have successfully graduated. Cooperation with UHO, USN, and UNTAN has been going on since 2015 and is still ongoing. At UHO there are currently 22 (twenty two) active students receiving scholarships who study various fields, including mining, agriculture, animal husbandry, and mechanical engineering. In cooperation with USN, ANTAM routinely distributes education funding and living expenses for 100 students. The scholarships is prioritized given to the underprivileged community from surrounding area of the ANTAM in Pomalaa, Kolaka, Southeast Sulawesi. Each year the scholarship quota is always maintained by an exchange system when there are students who have been graduated.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Dalam upaya mensukseskan rencana pascatambang UBP Emas, Pongkor, Jawa Barat melalui program Geoecoedutourism maka ANTAM juga menyalurkan beasiswa Diploma III Jurusan Perhotelan yang diikuti oleh 7 orang peserta yang berasal dari wilayah operasional UBP Emas. Selain itu, guna mendukung sinergi dalam kolaborasi pengembangan bidang pendidikan, ANTAM juga menandatangani Nota Kesepahaman dengan Universitas Syiah Kuala, Banda Aceh, Aceh dan Politeknik Negeri Malang, Malang, Jawa Timur.

Sebagai salah satu langkah nyata dukungan Perusahaan terhadap program vokasi yang tengah digalakkan oleh pemerintah saat ini, ANTAM bersama dengan perusahaan tambang lainnya yang tergabung dalam Holding Industri Pertambangan (Inalum, Timah, dan Bukit Asam), mengimplementasikan program Beasiswa Diploma 1 (D1) bertajuk Beasiswa Akademi Industri Pertambangan Bukit Asam (AKIPBA).

In an effort to succeed post-mining plan in Gold Mining Business Unit, Pongkor, West Java through Geoecoedutourism program, ANTAM also distributed Diploma III scholarships for Hospitality Department which were attended by 7 participants from Gold Mining Business Unit surrounding areas. In addition, to support synergies in collaborative development in education, ANTAM also signed a Memorandum of Understanding with Syiah Kuala University, Banda Aceh, Aceh and Malang State Polytechnic, Malang, East Java.

As one of the concrete steps of the Company's support for vocational programs currently being promoted by the government, ANTAM along with other Mining Industry Holding Company (Inalum, Timah, and Bukit Asam), implemented a Diploma 1 Scholarship program (D1) titled Bukit Asam Mining Industry Academy Scholarship (AKIPBA).

Beasiswa D3 Perhotelan di STP Bogor (Sekolah Tinggi Pariwisata Bogor)

D3 Hospitality Scholarship at STP Bogor (Bogor Tourism College)

Seiring dengan rencana pascatambang UBP Emas melalui Program Geoecoedutourism dan pengembangan pariwisata Kabupaten Bogor dalam mewujudkan Geopark Pongkor, ANTAM memberikan beasiswa D3 Perhotelan di STP Bogor kepada pelajar di sekitar wilayah operasi agar mampu mengembangkan diri dan mengambil peran sesuai dengan bidang keahliannya dalam keberlangsungan Geoecoedutourism dan Geopark Pongkor nantinya.

Tujuan yang ingin dicapai dari Program Beasiswa Diploma III Jurusan Perhotelan adalah:

- Meningkatkan sumber daya manusia di sekitar wilayah operasi UBP Emas
- Mendukung program rencana pascatambang UBP Emas yaitu Geoecoedutourism, khususnya untuk tenaga terampil dan berkeahlian di bidang Pariwisata.
- Mendukung inisiasi pemerintahan Kabupaten Bogor dan upaya pengembangan Geopark Pongkor.

Along with Gold Mining Business Unit's post-mining plan with its Geoecoedutourism and Bogor Regency tourism development in realizing the Pongkor Geopark, ANTAM provide D3 Hospitality Scholarship at STP Bogor scholarship to the student from our surrounding operational area, so they will be able to develop themselves and take roles in accordance with their areas of expertise in the future Geoecoedutourism and Geopark Pongkor.

The objectives to be achieved from the Hospitality Diploma III Scholarship Program are:

- Improving human resources surrounding Gold Mining Business Unit's operational area
- Supporting Geoecoedutourism, Gold Mining Business Unit's post-mining plan, especially for skilled personnel in the field of tourism
- Supporting Bogor Regency government initiation and Geopark Pongkor development.

Program Beasiswa Vokasi D1 Akademi Komunitas Industri Pertambangan Bukit Asam (AKIPBA)

Bukit Asam Mining Industry Academy (AKIPBA) D1 Vocational Scholarship Program

BUMN Holding Industri Pertambangan bekerja sama untuk melaksanakan Program Pendidikan Vokasi Diploma 1 (D1) di Akademi Komunitas Industri Pertambangan Bukit Asam (AKIPBA). Kerja sama ini telah disahkan melalui penandatanganan Perjanjian Kerja Sama yang ditandatangani pada tanggal 19 Maret 2018 di Jakarta. Adapun ruang lingkup kerja sama tersebut antara lain meliputi:

1. Pemenuhan tenaga ahli (dosen, pembimbing praktik, dan teknisi laboratorium)
2. Penyediaan sarana dan prasarana perkuliahan
3. Penjaringan calon mahasiswa selaku peserta program
4. Penyusunan kurikulum dan silabus
5. Pembiayaan program pendidikan

Dalam merealisasikan kerja sama tersebut, maka ANTAM berpartisipasi dalam penjaringan calon mahasiswa peserta program sekaligus pembiayaan program pendidikan melalui pemberian beasiswa kepada masyarakat di sekitar wilayah operasi pertambangan ANTAM. Setelah melalui tahapan seleksi berupa administrasi, tes akademik, psikotes, wawancara, serta tes kesehatan. Saat ini telah terpilih 12 orang penerima beasiswa ANTAM untuk melaksanakan kegiatan belajar di AKIPBA dengan komposisi pilihan bidang studi sebagai berikut:

1. Teknik Pengoperasian Peralatan Tambang – 5 orang penerima beasiswa
2. Teknik Pengolahan Hasil Tambang – 4 orang penerima beasiswa
3. Teknik Perawatan Peralatan Tambang – 3 orang penerima beasiswa

SOE Mining Industry Holdings Company has agreed to cooperated in implementing Diploma 1 Vocational Education Program (D1) at the Bukit Asam Mining Industry Community Academy (AKIPBA). This cooperation has been ratified through the signing of Cooperation Agreement on March 19, 2018 in Jakarta. The scope of the cooperation includes:

1. Fulfillment of experts (lecturers, practice counselor and laboratory technicians)
2. Provision of lecture facilities and pre-facilities
3. Selection of prospective students as program participants
4. Preparation of curriculum and syllabus
5. Education program funding

In realizing this cooperation, ANTAM participated in the screening of prospective students participating in the program as well as the provision of scholarships to communities around ANTAM's mining operations. After thorough stages of selection including administration, academic tests, psychological tests, interviews, and medical check up, 12 ANTAM scholarship recipients have been selected to participate in learning activities in AKIPBA with the following composition:

1. Mining Equipment Operation Techniques - 5 scholarship recipients
2. Mining Products Processing Techniques - 4 scholarship recipients
3. Mine Equipment Maintenance Techniques - 3 scholarship recipients

B. ANTAM Goes to School (AGTS)

Kegiatan ini merupakan bentuk kepedulian Insan ANTAM di UBP Nikel Maluku Utara dalam bidang pendidikan khususnya bagi para peserta didik di tingkat SD-SMA di wilayah Ring I untuk mendapatkan tambahan informasi dalam bentuk

B. ANTAM Goes to School (AGTS)

This activity is an educational attention from ANTAM's Employees at North Maluku Nickel Mining Business Unit, especially for students at the elementary to high school level in the Ring I region who need to receive more information and

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

pengetahuan dan pengalaman yang dimiliki oleh para pegawai ANTAM yang diberikan dalam ruang kelas di masing-masing sekolah secara bergilir.

Dalam kegiatan ini para pegawai secara bergantian dijadwalkan untuk memberikan materi yang berhubungan dengan dunia pendidikan sesuai dengan pengalaman dalam pekerjaan maupun pendidikan pegawai ANTAM. Hal ini mampu memberikan wawasan yang baru bagi para siswa-siswi sebagai bekal bagi mereka kelak.

C. School Development Program (SDP)

SDP merupakan program berkelanjutan di bidang pendidikan untuk meningkatkan mutu pendidikan sekolah dan menjadikan sekolah unggulan yang akan berimbas bagi sekolah lain, sehingga kualitas pendidikan baik dari sisi guru maupun siswa mengalami peningkatan yang cukup signifikan dan mampu bersaing dengan sekolah lain. Program School Development Program (SDP) ini dilaksanakan di wilayah operasi Unit Bisnis Pertambangan Nikel Sulawesi Tenggara dan juga Unit Bisnis Pertambangan Nikel Maluku Utara.

knowledge as well as experience by ANTAM's Employees to be shared in school classes.

In this activity the employees are alternately scheduled to provide educational materials in accordance with their experiences at work as well as ANTAM's Employees studies. This activity is expected to provide new insights for students at school as well as students entering their life.

C. School Development Program (SDP)

SDP is an ongoing program in the field of education to improve the quality of school and make excellent schools that will impact another schools, so that the quality of education both from the teacher and student side has increased significantly and is able to compete with other schools. This SDP's held also in, Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit .



Sekolah terapung di Sulawesi Tenggara.
Floating school in Southeast Sulawesi.

Pencapaian Signifikan SDP pada 2018

Significant SDP Achievement in 2018



SMA Negeri 1 Halmahera Timur mendapatkan juara 1 kompetisi Cerdas Cermat Fisika yang diselenggarakan oleh Himpunan Mahasiswa Teknik Elektro Universitas Khairun Ternate bertempat di Kota Maba, Halmahera Timur.

East Halmahera SMA Negeri 1/Public High School 1 won 1st place in the Physics Quiz competition held by the Electrical Engineering Student Association of Khairun Ternate University in the city of Maba, East Halmahera.



SMA Negeri 1 Halmahera Timur menjadi Finalis Kompetisi FIKSI (Festival Inovasi dan Kewirausahaan Siswa Indonesia) mewakili wilayah Provinsi Maluku Utara pada tanggal 1-6 Oktober 2018 di Yogyakarta.

East Halmahera SMA Negeri 1/Public High School 1 became a Finalist in FIKSI (Indonesian Student Innovation and Entrepreneurship Festival) Competition represented the North Maluku Province on 1-6 October 2018 in Yogyakarta.



ANTAM menggelar Festival Pendidikan Karakter di Halmahera Timur yang melibatkan seluruh pihak terkait antara lain Pemerintah daerah, Pemerintah Kecamatan dan Desa, sekolah, LSM dan masyarakat.

ANTAM held a Character Education Festival in East Halmahera involving all relevant parties, including local governments, sub-district and village governments, schools, NGOs and communities.

Bidang Kesehatan [413-1]

Penting bagi Kami memperhatikan dan meningkatkan kesadaran masyarakat tentang kesehatan individu dan masyarakat. Kami selalu berkolaborasi dengan berbagai stakeholder untuk meningkatkan aksesibilitas dan kualitas kesehatan masyarakat di setiap wilayah operasional ANTAM.

Kami bersama seluruh pemangku kepentingan memberikan bantuan langsung maupun dalam bentuk program kesehatan yang melibatkan berbagai pihak yang diselaraskan dengan agenda pembangunan daerah. Kami secara rutin menggelar kegiatan program-program kesehatan maupun upaya preventif dan promotif melalui penyuluhan dalam meningkatkan kesehatan masyarakat.

Health Sector [413-1]

It is important for Us to pay attention and increase public awareness about individual and public health. We always collaborate with related stakeholders to improve accessibility and quality of public health in every operational area of ANTAM.

Together with all stakeholders, we offer direct assistance and health programs involving various parties that are aligned with the regional development agenda. We routinely hold health program activities as well as preventive and promotive efforts through counseling in improving public health.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

A. Khitanan Massal

Dalam rangka implementasi salah satu program CSR khususnya di bidang kesehatan sekaligus sebagai rangkaian perayaan Hari Ulang Tahun ANTAM ke-50, ANTAM melaksanakan kegiatan bakti sosial berupa khitanan massal dan operasi katarak di beberapa wilayah operasi dan Kantor Pusat. Kegiatan khitanan massal di UBP Nikel Maluku Utara dilaksanakan pada tanggal 28 Juni 2018 di Puskesmas Perawatan Buli dan Puskesmas Mabapura yang diikuti oleh 64 orang peserta. Sementara khitanan massal di wilayah Kantor Pusat ANTAM diselenggarakan pada tanggal 30 November 2018 untuk Batch I yang diikuti oleh 53 orang peserta, kemudian dilanjutkan kembali pelaksanaannya pada tanggal 1 Desember 2018 untuk Batch II yang diikuti oleh 43 orang peserta. Seluruh kegiatan ini disambut baik oleh masyarakat serta mendapat dukungan dari pemerintah daerah setempat. Khusus untuk wilayah Kantor Pusat, kegiatan ini terselenggara atas sinergi ANTAM dengan Rumah Sakit ANTAM Medika.

B. Operasi Katarak

Selain khitanan massal, bakti sosial bidang kesehatan lainnya yang terselenggara di tahun 2018 adalah operasi katarak bagi masyarakat kategori lansia yang berdomisili di wilayah operasi UBP Nikel Maluku Utara dan UBP Nikel Sulawesi Tenggara. Jumlah peserta operasi katarak di UBP Nikel Maluku Utara mencapai 20 orang peserta sementara di UBP Nikel Sulawesi Tenggara mencapai 25 orang peserta. Kegiatan operasi katarak ini sangat menyentuh kebutuhan masyarakat mengingat masih banyaknya jumlah penderita katarak yang tersebar di seluruh wilayah Indonesia.

C. Pembangunan Pos Pelayanan Terpadu [203-1]

Program CSR UBP Emas tahun 2018 untuk sektor kesehatan dilakukan berdasarkan usulan Musrenpong (Musyawarah Perencanaan Pembangunan Pongkor) yang disepakati oleh UBP Emas, Muspika Nanggung, dan Aparatur Desa se-Kecamatan Nanggung. Salah satu pengajuan dari Desa Malasari Kecamatan Nanggung adalah pembangunan Pos Pelayanan Terpadu guna melayani pengobatan rutin dan pemeriksaan bayi serta ibu hamil di mana bidan desa menjadi petugas yang ditempatkan di sana. Adapun program pembangunan Posyandu ini berada di empat kampung di Desa Malasari Kecamatan Nanggung

A. Mass Circumcision

In order to implement one of the CSR programs specifically in the health sector as well as a series of celebrations for the 50th anniversary of ANTAM, ANTAM carried out social services in the form of mass circumcision and cataract surgeries in several operating areas as well as the Headquarter Office. Mass circumcision activities at North Maluku Nickel Mining Business Unit were held on June 28, 2018 at the Buli Care Health Center and Mabapura Health Center which were attended by 64 participants. While mass circumcisions in the ANTAM Head office area were held on November 30, 2018 for Batch I which was attended by 53 participants, then the implementation was resumed on December 1, 2018 for Batch II which was attended by 43 participants. All of these activities were welcomed by the community and supported by local government. Particularly for the Headquarter Office area, this activity was conducted in synergy with ANTAM Medika Hospital.

B. Cataract Surgery

In addition to mass circumcision, other social services held in 2018 are cataract surgeries for the elderly in the community who live in the operational area of Southeast Sulawesi Nickel Mining Business Unit and North Maluku Nickel Mining Business Unit. The number of participants in cataract surgery at North Maluku Nickel Mining Business unit reached 20 participants while in the Southeast Sulawesi Nickel Mining Business Unit it reached 25 participants. The activity of cataract surgery reached the needs of the community considering that there are still a large number people suffering from cataracts throughout the territory of Indonesia.

C. Establishment of Integrated Health Post (Posyandu) [203-1]

The Gold Mining Business Unit CSR Program in 2018 for health sector is carried out based on the agreement of Musrenpong (Pongkor Development Planning Consultation) which was approved by Gold Mining Business Unit, Muspika Nanggung, and also Village Apparatus in Nanggung District. One of the submissions from Malasari Village, Nanggung Subdistrict was the construction of an Integrated Health Post for routine care and examination of pregnant mother and babies with assigned village midwife. Through health facilities improvement programs in this relatively remote

antara lain: Kampung Keramat Banteng, Kampung Nyuncung, Kampung Pabangbon, Kampung Talahab Kampung. [103-1][103-2]

Selain itu, program peningkatan kesehatan yang dilakukan ANTAM juga menyasar 2 desa di wilayah Halmahera Timur yaitu pembangunan Posyandu di Desa Gamesan Kecamatan Maba dan 1 unit bangunan Posyandu di Desa Soagimalaha Kecamatan Kota Maba.

Bidang Pengembangan Ekonomi Lokal [413-1]

Dalam pengembangan ekonomi lokal, Kami selalu menitikberatkan dan memanfaatkan potensi ekonomi lokal yang ada di setiap wilayah operasional perusahaan. Kami melakukan *social mapping* dan pemetaan terhadap kebutuhan dan aset yang dimiliki oleh masyarakat. Kemudian bersama masyarakat dan seluruh pemangku kepentingan merumuskan program yang sesuai dengan sumber daya tersedia untuk secara konsisten bersama-sama mendorong pengembangan ekonomi lokal masyarakat.

ANTAM melakukan program inkubator usaha sesuai dengan potensi lokal yang dimiliki masyarakat pada masing-masing unit/unit bisnis. Diharapkan dengan adanya program ini masyarakat mulai mampu menggerakkan usaha secara mandiri.

Bidang usaha yang telah diinisiasi selanjutnya terus dilakukan pembinaan dan dilakukan kurasi terhadap para pelaku usaha. Para pelaku usaha yang lolos tahap kurasi dan layak dibina lebih lanjut, berikutnya dijadikan mitra binaan dan mendapatkan akses permodalan melalui Program Kemitraan.

Pada tahun 2018 yang merupakan kelanjutan dari tahun sebelumnya, Kami turut membantu para petani kopi yang sudah menghasilkan produk kopi Halmahera di Kecamatan Maba dan Kecamatan Kota Maba (Wilayah Ring I). Untuk mendukung kelancaran proses produksi kopi yang siap dipasarkan, ANTAM memberikan bantuan berupa peralatan dan sarana produksi kopi agar omset penjualan kopi bisa ditingkatkan sehingga berdampak pada peningkatan pendapatan ekonomi bagi masyarakat.

area, the community is now better assisted and has easier access. The Posyandu establishment program is located in four villages; in Malasari Village, Nanggung District, among others: Keramat Banteng Village, Nyuncung Village, Pabangbon Village, Talahab Kampung Village. [103-1][103-2]

In addition, ANTAM's health improvement program also targets 2 villages in East Halmahera, ANTAM provided assistance to 1 Posyandu building unit in Gamesan Village, Maba District and 1 Posyandu building unit in Soagimalaha Village, Kota Maba District

Local Economy Development Sector [413-1]

In developing local economy, We always emphasize and utilize the local economic potential that exists in every operational area of the company. We conduct social and community needs and assets mapping, then together with the community and all stakeholders formulate programs that are in line with the available resources to consistently encourage the development of the local economy in the community.

ANTAM conducts business incubator programs in accordance with the local potential at the community in every business unit/unit. It is expected that with this program, the community will be able to run their businesses independently.

The business sectors that have been initiated will continue to be mentored and curated by the business actors. The business actors who have passed the curation stage and are worthy of further development, are then promoted as partners and gain access to capital through the Partnership Program.

In 2018 as following last year program, We helped coffee farmers who have produced Halmahera coffee in Maba District and Kota Maba District (Ring I Region). To support the production process, ANTAM provides assistance in the form of equipment and coffee production facilities so that coffee sales turnover can be increased and resulted in an increasing income for the community

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Inisiasi Program Budidaya Ayam Pedaging “Metode Closed House” di Kelompok Bakti Tani Kampung Gunung Dahu Desa Bantarkaret

Initiation of Broiler Chicken Cultivation Program “Closed House Method” in Bakti Tani Group, Gunung Dahu Village, Bantarkaret Village

Salah satu inisiasi program CSR UBP Emas pada tahun 2018, yaitu Budidaya Ayam Pedaging Metode Closed House. Tujuan awal dari program ini menciptakan kelompok tani yang fokus dalam usaha budidaya ayam pedaging dan menjadikan usaha ini alternatif bagi keberlanjutan penghidupan masyarakat sekitar, khususnya eks Penambang Emas Tanpa Izin (PETI). Selain itu, guna menjaga keberlanjutan program ini maka ANTAM melakukan kerja sama dengan berbagai pihak.

Pemilihan metode *closed house* ini merupakan kesepakatan bersama dengan kelompok tani Bakti Tani Gunung Dahu Desa Bantarkaret. Program ini akan memproduksi ayam pedaging sebanyak 21.000 ekor dengan masa panen 40 hari dan diperkirakan akan menghasilkan keuntungan optimal mencapai Rp 70 juta per masa panen. Dengan harapan pada tahun 2019, usaha budidaya ayam metode closed house yang diinisiasi berkembang dan menjadi cikal bakal usaha alternatif di Kecamatan Nanggung.

One of the initiations of the Gold Mining Business Unit CSR program in 2018, is Broiler Chicken Cultivation with Closed House Method. The initial goal of this program was to create a farmer group that focused on broiler chicken cultivation and made this business an alternative for the sustainability of the surrounding communities, especially former Unlicensed Gold Miners (PETI). In addition, to maintain the sustainability of this program, ANTAM cooperates with various parties.

The selection of the closed house method is a result of the agreement with the Bakti Tani Gunung Dahu farmer group in Bantarkaret Village. This program will produce broiler chicken as many as 21,000 with harvest period of 40 days and is expected to produce optimal profits of Rp70 million per harvest period. It is expected that in 2019, the closed house method of broiler chicken cultivation will be developed and become the forerunner of other businesses in Nanggung District.

ANTAM Bantu Pengembangan Sentra Budidaya Ternak Kambing

ANTAM Contributing to Goat Livestock Cultivation Centers Development

ANTAM melalui UBP Nikel Sulawesi Tenggara membantu pengembangan budidaya ternak kambing Peranakan Ettawa (PE) di Kecamatan Pomalaa, Kabupaten Kolaka, Sulawesi Tenggara. Program ini merupakan kerja sama antara ANTAM dengan Pekerja Sosial Masyarakat (PSM). Program ini bertujuan untuk mengembangkan potensi peternakan yang ada di area operasional ANTAM sehingga dapat memberi nilai tambah kepada masyarakat setempat. Program ini terdiri dari pelatihan budidaya ternak kambing, pembuatan kandang, pemberian bantuan indukan dan pejantan serta obat-obatan, dan pendampingan program selama 18 bulan.

ANTAM through Southeast Sulawesi Nickel Mining Business Unit contributing in Broodstock Ettawa (PE) goats cultivation development in Pomalaa, Kolaka, Southeast Sulawesi. This is a collaboration program between ANTAM and Community Social Workers (PSM). This program aims to develop the potential of livestock farm in ANTAM's operational area, so it can provide added value to the local community. This program consists of training in goat breeding, cage making, broodstock assistance and medicine, and also program assistance for 18 months.

Program Nyimas (Nyimpan Emas) Tukar Sampah Jadi Emas Makin Berkembang

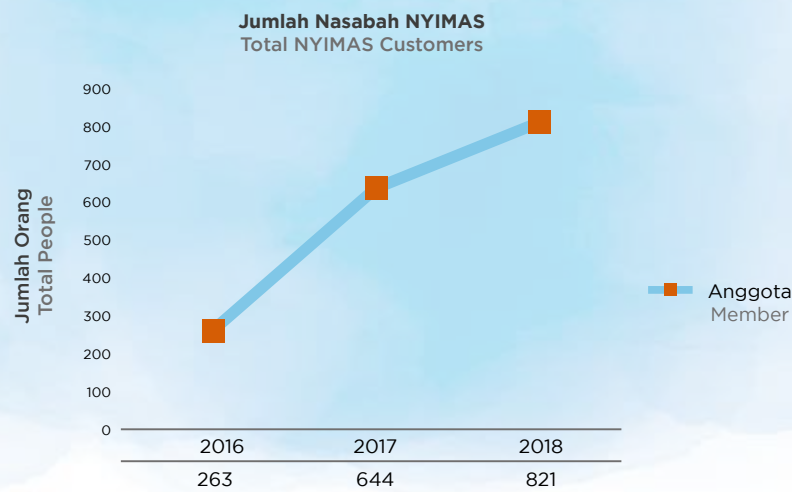
Turning Waste into Gold, Nyimas (Gold Saving) Program is growing

NYIMAS (Nyimpan Emas) merupakan salah satu program unggulan UBPP Logam Mulia sebagai perwujudan komitmen dalam berkontribusi terhadap peningkatan kualitas kesejahteraan masyarakat dan lingkungan sekitar. Program NYIMAS merupakan program inovasi tukar sampah jadi emas yang dimulai sejak April 2017, dilatarbelakangi isu lingkungan terkait sampah khususnya di wilayah Jakarta Timur.

Tahun 2018 jumlah tabungan emas meningkat menjadi 1.777 gram dengan 821 nasabah, naik 159% dari tahun sebelumnya sebesar 489 gram.

The NYIMAS (Gold Saving) is one of main CSR Program form Precious Metals Processing and Refinery Business Unit's as an embodiment commitment in contributing to improving the quality of society welfare and the surrounding environment. NYIMAS is an innovation program of exchanging waste into gold, which began in April 2017, with environmental issues related to waste as background, especially in the East Jakarta region.

In 2018 the amount of gold savings increased total 1,777 grams with 821 customers, increase of 159% from the previous year as 489 grams.



Bidang Sosial Budaya

Pelestarian sosial budaya merupakan bagian penting dari program pengembangan masyarakat. ANTAM selalu mengedepankan pendekatan yang konstruktif dengan para pemangku kepentingan sehingga menciptakan kondisi iklim sosial yang kondusif serta menciptakan tatanan sosial budaya yang baik di sekitar wilayah operasional. [203-1]

Socio-Culture Sector

Preservation of socio-culture is an important part of community development programs. ANTAM always prioritizing a constructive approach with stakeholders to create conducive social climate condition and create a good socio-cultural order around the operational area. [203-1]

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

ANTAM Kembangkan Kampung Budaya Suku Togutil

ANTAM Developed Togutil Tribe Cultural Village

Dalam memelihara keragaman sosial budaya di sekitar wilayah operasional, Kampung Budaya Suku Togutil menjadi perhatian khusus bagi ANTAM. Suku Togutil terletak di Kabupaten Halmahera Timur, Provinsi Maluku Utara. Selama tahun 2018 ANTAM melaksanakan Pelestarian Sosial Budaya Melalui Bakti Sosial di Suku Togutil.

Dalam rangka ulang tahun ke-50 ANTAM dengan tema “**50 Golden Years Golden Future**”, ANTAM berkomitmen untuk peduli dan berbagi serta mendukung kegiatan pelestarian adat budaya Suku Togutil di Halmahera. Melalui UBP Nikel Maluku Utara, ANTAM melaksanakan kegiatan bakti sosial bertempat di hutan masuk wilayah kecamatan Wasile Timur, Kabupaten Halmahera Timur.

Kegiatan ini merupakan sebagai salah satu bentuk kepedulian perusahaan kepada masyarakat sekitar melalui program Corporate Social Responsibility (CSR) pelestarian sosial budaya. Kegiatan bakti sosial Suku Togutil meliputi penyuluhan dan pengobatan gratis, bantuan sembako, dan bantuan benih kacang dan jagung.

In maintaining socio-cultural diversity around the operational area, the Togutil Tribe Cultural Village was a particular concern to ANTAM. The Togutil tribe is located in East Halmahera Regency, North Maluku Province. During 2018 ANTAM implemented Preservation of Socio-Culture through Social Service in the Togutil Tribe.

In celebrating ANTAM's 50th anniversary with the theme “**50 Golden Years Golden Future**”, ANTAM is committed to support the preservation of Togutil tribe's cultural traditions in Halmahera. Through North Maluku Nickel Mining Business Unit, ANTAM conducted a social service activity located in the forest in the East Wasile sub-district, East Halmahera Regency.

This activity is a form of Corporate Social Responsibility (CSR) in social cultural preservation program to the surrounding community. The Togutil Tribe social service activities included free counseling and treatment, basic food assistance, and bean seed and corn assistance.



Bakti Sosial untuk Suku Togutil di Halmahera Timur
Social activities for the Togutil tribe in East Halmahera

Program Pelestarian Budaya Batik “M’Batik Masterclass”

“M’Batik Masterclass” Batik Culture Preservation Program

Sebagai upaya pelestarian budaya batik, ANTAM melaksanakan program “M’Batik Masterclass.” Dalam program ini ANTAM membekali masyarakat di sekitar wilayah operasi dengan pengetahuan dan wawasan mengenai batik sehingga dapat terus tercipta motif-motif batik baru yang sarat akan nilai budaya nusantara. Sebagai program awal, kegiatan “M’Batik Masterclass” dilaksanakan di UBP Bauksit, Tayan, Sanggau, Kalimantan Barat.

Program ANTAM “M’Batik Masterclass” juga menitikberatkan pada upaya melestarikan dan mempromosikan batik di lingkungan sekitar dan juga mancanegara. Mengacu pada hal tersebut, *additional value* yang ditekankan melalui program ini antara lain:

1. Terciptanya komunitas batik di beberapa daerah pelosok yang merupakan wilayah operasi ANTAM
2. Para anggota komunitas dapat bersama-sama menciptakan suatu motif batik baru yang disesuaikan dengan keunikan dan budaya setempat sehingga bisa menjadi ciri khas tersendiri di wilayah tersebut
3. Terbangunnya industri rumah tangga yang aktif dan mampu memproduksi serta memasarkan produk batik khas nusantara sehingga pada akhirnya dapat tercipta usaha baru.

Kegiatan M’Batik Masterclass di UBP Bauksit diikuti 47 orang peserta yang seluruhnya kaum ibu rumah tangga pada rentang usia 20 hingga 60 tahun. Pada program tahap awal ini para peserta telah berhasil membuat kain batik sejumlah 46 lembar kain selama durasi program sekitar 1 bulan. Adapun teknik membatik yang digunakan adalah dengan batik tulis, batik cap, dan batik kombinasi tulis. Target ke depan program dilanjutkan dengan kelas persiapan produksi dan juga kepesertaan pada festival budaya tingkat nasional.

As an effort to preserve batik culture, ANTAM held the “M’Batik Masterclass” program in this program ANTAM provides knowledge and insight of batik to the local community in an effort to create new batik motifs that are full of archipelago cultural. As an initial program, “M’Batik Masterclass” activities are held at Bauxite Mining Business Unit, Tayan, Sanggau, West Kalimantan.

ANTAM “M’Batik Masterclass” program focuses on preserving and promoting batik in domestic as well as international. Referring to this, the additional values emphasized through this program include:

1. The creation of batik community in several remote areas of ANTAM’s operational areas;
2. Community members can create a new batik motif together that is adapted from uniqueness and local culture, to become its own characteristic in the region;
3. The establishment of a home industry that is active and able to produce and market the product of archipelago batik, and expected to eventually create new businesses.

“M’Batik Masterclass” activities at Bauxite Mining Business Unit was attended by 47 housewives from 20 to 60 years old. In this initial program, for about 1 month, the participants have succeeded in making 46 pieces of batik fabric. The batik techniques used are handmade batik, printed batik, and combination handmade batik. The future objective of this program is followed with production preparation classes as well as participation in national-level cultural festivals.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Bidang Konservasi dan Rehabilitasi Lingkungan

Kami menyadari bahwa kegiatan operasional pertambangan akan memiliki dampak terhadap bentang alam maupun flora dan fauna di sekitar wilayah operasional. Oleh karena itu, kami selalu mengedepankan Good Mining Practice saat melakukan aktivitas pertambangan dan melakukan berbagai inisiatif dan program pelestarian di bidang lingkungan.

Dalam setiap inisiatif dan program di bidang lingkungan, kami selalu mengedepankan keterlibatan para pemangku kepentingan dalam menjaga dan meningkatkan kelestarian lingkungan agar dapat merasakan manfaat ekonomi dari kegiatan program lingkungan yang telah dilakukan.

Environment Conservation and Rehabilitation Sector

We recognize that mining operations impact the landscape, flora and fauna around the operational area. Therefore, we prioritize Good Mining Practice in Our activities and carry out various initiatives and conservation programs in the environmental sector.

In every initiative and environment sector program, We focus on the involvement of stakeholders to maintaining and improving environmental sustainability in order to perceive the economic benefits from the implemented environmental program activities

Penyelamatan Sumber Mata Air Sungapan Kampung Cibuluh Desa Kiarasari Kecamatan Sukajaya

Conservation of Sungapan Water Springs Source Cibuluh Village, Kiarasari, Sukajaya District

Program Corporate Social Responsibility (CSR) dalam konservasi dan rehabilitasi lingkungan salah satunya yaitu melakukan kegiatan penyelamatan Mata Air Blok Sungapan di Kampung Cibuluh, Desa Kiarasari, Kecamatan Sukajaya, Kabupaten Bogor. Kegiatan ini bertujuan mendorong terjadinya percepatan Cibuluh sebagai kampung wisata yang ramah lingkungan dan berbasis potensi lokal.

Fokus kegiatan pemberdayaan masyarakat di Kampung Cibuluh Desa Kiarasari yang merupakan kampung penyangga dari kawasan Konservasi Taman Nasional Gunung Halimun Salak (TNGHS) adalah peningkatan kapasitas dan penguatan institusi lokal yang berkaitan dengan pengelolaan lingkungan serta sumber daya hutan. Beberapa hal yang jadi perhatian utama yaitu pemanfaatan sampah, mendorong perubahan perilaku hidup bersih dan sehat serta pengelolaan sumber mata air.

Melalui program-program yang telah dijalankan sepanjang tahun 2018 ini, Desa Kiarasari mewakili kota Bogor dalam “Kabupatenku Green and Clean (BKGC)” dan ANTAM sebagai fasilitator program memperoleh penghargaan pencapaian SDGs poin nomor 6 (Air Bersih dan Sanitasi Layak) dari ajang Indonesian Sustainable Development Goals Award (ISDA) 2018 dengan kategori Platinum.

One of environmental conservation and rehabilitation CSR program is the conservation of Sungapan Water Spring Block in Cibuluh Village, Kiarasari Sukajaya District, Bogor Regency. This activity aims to maximize tourism potential of Cibuluh village as a environmentally friendly and based on local potential tourism village.

The focus of community empowerment activities in Cibuluh Village, Kiarasari, as a buffer zone of Gunung Halimun Salak National Park Conservation Area (TNGHS), is to increase capacity and strengthening of local institutions related to environmental management and forest resources. The main concern of this program are waste utilization, healthy and clean lifestyle change, as well as spring water management.

Through the programs that have been carried out in 2018, Kiarasari Village represents Bogor in “Kabupatenku Green and Clean (BKGC)” and ANTAM as a program facilitator, receive SDGs achievement award number 6 (Decent Water and Sanitation) from the Indonesian Sustainable event Development Goals Award (ISDA) 2018 in the Platinum category.

Program Kampung Iklim (PROKLIM)

Climate Village Program (PROKLIM)

Program Kampung Iklim (PROKLIM) merupakan program inisiasi UBPP Logam Mulia tingkat nasional bekerja sama dengan Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Indonesia. Melalui Program PROKLIM dengan nama Kampung Edukasi ini, diharapkan dapat mendorong seluruh masyarakat berperan aktif melaksanakan aksi nyata untuk menjaga lingkungan dengan menanam tanaman hidroponik, melakukan pemilahan sampah, melakukan kegiatan cinta lingkungan rutin lainnya untuk memperkuat ketahanan masyarakat menghadapi perubahan iklim, memberikan kontribusi terhadap upaya pengurangan emisi GRK serta menumbuhkan kemandirian masyarakat dalam melaksanakan adaptasi perubahan iklim, termasuk menjaga nilai-nilai kearifan tradisional atau lokal yang dapat mendukung upaya penanganan perubahan iklim dan pengendalian kerusakan lingkungan secara umum.

The Climate Village Program (PROKLIM) is a national-level initiation program from Precious Metals Processing and Refinery Business Unit in collaboration with Indonesian Ministry of Environment and Forestry (KLHK). Through the PROKLIM Program named Kampung Edukasi (Education Village), it is expected to encourage all communities be active in sustaining environment by planting hydroponic plants, conducting waste sorting, conducting other environmental sustainability activity to strengthen community resilience to climate change, contribute to reducing GHG emissions and fostering community independence in implementing climate change adaptation, including maintaining the values of traditional or local wisdom that can support the efforts of climate change handling and environmental damage control in general.

ANTAM Bantu Nelayan Membuat Rumah Ikan Sebagai Pengganti Terumbu Karang

ANTAM Helps Fishermen Build Fish Houses as a Substitute for Coral Reefs

Kepedulian ANTAM terhadap pelestarian lingkungan diwujudkan dengan membantu para nelayan di Kecamatan Pomalaa, Kabupaten Kolaka, menanam bibit karang di wilayah perairan. Penanaman ini menggunakan metode transplantasi pada rumah ikan.

Penanaman bibit karang itu merupakan salah satu rangkaian dari program pemberdayaan masyarakat pesisir di kecamatan Pomalaa yang berbasis ekonomi berkelanjutan. Program yang akan berlangsung selama tiga tahun ini merupakan salah satu program unggulan CSR ANTAM melalui UBP Nikel Sulawesi Tenggara. Program ini telah berhasil memasang 45 buah bangunan rumah ikan/apartemen ikan di dasar laut kecamatan Pomalaa. Pemasangannya melibatkan anggota kelompok nelayan. Jumlah itu terdiri dari 15 buah bangunan di area terumbu karang Desa Hakatutobu, 15 buah di pesisir Desa Tambea dan 15 buah bangunan lainnya dipasang di area terumbu karang Kelurahan Dawi-dawi.

As one of environmental conservation program in Pomalaa, Kolaka Distric, ANTAM support the fishermen with coral seedlings plant in the waters. For this program, We use transplant method at the fishpond.

Coral seedlings cultivation is one of a series of coastal community empowerment programs in Pomalaa sub-district based on sustainable economics. The program, will run for three years, this is one of ANTAM's top CSR programs through Southeast Sulawesi Nickel Mining Business Unit. This program has successfully installed 45 pieces of fishpond the seabed of Pomalaa sub-district. The program involving local fishermen group.. There are 15 fishpond in the coral reef area of Hakatutobu village, 15 on the coast of the Tambea village and 15 other fishpond installed in the coral reef in Dawi-dawi village.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Bidang Penguatan Kapasitas Kelembagaan

Penting bagi ANTAM terus melakukan pemantauan secara konsisten dan mempersiapkan serta memperkuat kelembagaan menuju kemandirian wilayah. Kami secara berkelanjutan memberikan pelatihan maupun pengetahuan yang baik kepada masyarakat menuju kemandirian ekonomi, sosial, ekonomi, dan aspek individu lainnya. Kami bersinergi bersama para pemangku kepentingan dalam pelaksanaan program pengembangan masyarakat agar adanya percepatan menuju kemandirian wilayah.

Institutional Capacity Enhancement Sector

It is important for ANTAM to consistently monitor and prepare as well as strengthening institutions towards regional independence. We continuously provide training and knowledge to the community towards economic independence, social, economic and other individual aspects. We synergize with stakeholders in implementing community development programs to encourage acceleration towards regional independence.

Benchmarking Kepala Desa dan Muspika Nanggung dalam Pengelolaan BUMDes di Geopark Nasional Batur Bali

Head of Village and Muspika Nanggung Benchmarking in Management of Village-owned-enterprise (BUMDes) in Bali Batur National Geopark

Untuk mendorong pemahaman pengelolaan geopark oleh Pemerintah Kabupaten Bogor dan Pemerintah Provinsi Jawa Barat maka dilakukan kegiatan *Benchmark Geopark* Gunung Batur dan Pengembangan Potensi Wisata Desa di Provinsi Bali. Harapannya dari *Benchmark* ini akan meningkatkan pengetahuan dan motivasi para pihak untuk mempercepat mewujudkan Geopark Nasional Pongkor dengan pengembangan potensi yang dimiliki desa.

Adapun agenda kegiatan selama mengikuti *Benchmark* yaitu diawali dengan Training Pengembangan Masyarakat Melalui Pengembangan Potensi Desa, Kunjungan ke lokasi Kampung Terbersih di Bali Kampung Panglipuran dan Kunjungan ke Lokasi Museum Geopark Gunung Batur.

To encourage the understanding of geopark management, together with Bogor Regency Government and Government of West Java Province, We conducted *Benchmarking* to Mount Batur Geopark and Potential Tourism Village in the Province of Bali. This *Benchmarking* was expected to help increase the knowledge and motivation of the parties to accelerate the establishment of Pongkor National Geopark by developing the potential of the village.

The agenda of *Benchmarking* activities was begun with Community Development Training Through Village Potential Development, Visit to Panglipuran Village, the Cleanest Village in Bali, and Visit to Mount Batur Geopark Museum.

Peningkatan Kapasitas Kelembagaan BPD Kecamatan Pomalaa

BPD Institutional Capacity Enhancement in Pomalaa District

Dalam meningkatkan kapasitas aparat desa, ANTAM melalui UBP Nikel Sulawesi Tenggara menggelar pelatihan peningkatan kapasitas bagi anggota Badan Pemusyawaratan Desa (BPD) yang ada di Kecamatan Pomalaa, Kabupaten Kolaka, Sulawesi Tenggara. Kegiatan ini digelar di Pondok Kumoro, kompleks ANTAM di Pomalaa. Kegiatan ini memberikan manfaat yang baik bagi para peserta dan mampu meningkatkan kapasitas BPD dan memberikan andil untuk kemajuan daerah.

In enhancing the capacity of village officials, ANTAM through Southeast Sulawesi Nickel Mining Business Unit held a capacity enhancement training for members of the Village Consultative Body (BPD) in Pomalaa District, Kolaka Regency, Southeast Sulawesi. This activity was held at Pondok Kumoro, ANTAM complex in Pomalaa. This activity provides good benefits for the participants and is able to increase the capacity of the BPD and contribute to the progress of the region.

2. Program Kemitraan dan Bina Lingkungan

Dalam menuju pembangunan yang berkelanjutan dan kemandirian wilayah di setiap wilayah operasional ANTAM, Kami tetap berkomitmen untuk melaksanakan Program Kemitraan dan Bina Lingkungan (PKBL). Dengan adanya program ini, kami meyakini bahwa program PKBL akan dapat membantu meningkatkan perekonomian masyarakat dan lingkungan di sekitar wilayah operasional. Untuk lebih memaksimalkan PKBL, ANTAM bersinergi dengan para pemangku kepentingan untuk mencapai tujuan pembangunan yang berkelanjutan dan kemandirian wilayah sesuai dengan hukum dan norma yang berlaku, serta menjunjung tinggi prinsip-prinsip praktik usaha yang baik, keadilan sosial, dan keadilan lingkungan.

2. Partnership and Community Stewardship Program

On the journey toward sustainable development and regional autonomy in each of ANTAM's operational areas, We remain committed to implement the Partnership and Community Stewardship Program (PKBL). We believe that PKBL program will be able to help economic improvement of the community and the environment around operational area. To optimize Our PKBL, ANTAM synergizes with stakeholders to achieve sustainable development goals and regional autonomy in accordance with applicable laws and norms, and uphold the principles of good business practices, social justice and environmental justice.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development



54,76%

Efektivitas Penyaluran
Dana Program Kemitraan
Channeling effectiveness
performance of
Partnership Program



52,22%

Pengembalian Pinjaman
Program Kemitraan
Collectibility Performance
of Partnership Program



80,67%

Community Satisfaction
Index (CSI)



Rp23,63 miliar | billion

Total Penyaluran Dana
Program Kemitraan dan
Bina Lingkungan
The total distribution
of the Partnership and
Community Stewardship
Program Funds

- Dana Program Kemitraan Rp22,61 miliar (penyaluran pinjaman Rp20,62 miliar dan Pembinaan Rp1,99 miliar) dengan 583 mitra binaan
The Partnership Program Fund is Rp22.61 billion (loan distribution of Rp20.62 billion and training of Rp1.99 billion) with 583 partners
- Bina Lingkungan Rp1,02 miliar
Community Stewardship fund Rp1.02 billion

RpRp118,67 miliar | billion

Penyaluran Dana
Community Development
Distribution of Community
Development Fund

Program Kemitraan

Sesuai Peraturan Menteri BUMN No. PER-02/MBU/7/2017 Pasal 3 tujuan pembentukan BUMN yang dijelaskan dalam Undang-Undang No. 19 Tahun 2003 Pasal 2 ayat (1) bahwa agar BUMN turut aktif memberikan bimbingan dan bantuan kepada pengusaha golongan ekonomi lemah, koperasi, dan masyarakat. Oleh karena itu, untuk memberikan bantuan kepada pengusaha ekonomi lemah, Kami memberikan bantuan melalui Program Kemitraan. Hal ini menjadi tujuan Program Kemitraan (PK) yaitu upaya ANTAM untuk meningkatkan kemampuan usaha mikro dan kecil agar menjadi tangguh dan mandiri.

Program Kemitraan difokuskan untuk pengembangan Usaha Mikro dan Kecil (UMK) yang dimulai dari pemberian pinjaman modal usaha dengan biaya administrasi ringan dan disertai dengan pendampingan dan pembinaan. Kemudian para pengusaha mikro dan kecil yang ikut serta dalam Program Kemitraan disebut Mitra Binaan. Penyaluran dana PK terbagi menjadi tujuh sektor yakni industri, perdagangan, perkebunan,

Partnership Program

In accordance with SOE Minister Regulation No. PER-02/MBU/7/2017 Article 3 the purpose of establishing SOE which is explained in Law No. 19 of 2003 Article 2 paragraph (1) that SOEs actively participate in providing guidance and assistance to underprivileged entrepreneurs, cooperatives and the community. Therefore, to provide assistance underprivileged entrepreneurs, We provide assistance through the Partnership Program. The objective of Partnership Program (PK) is to improve the ability of micro and small businesses to be resilient and independent.

The Partnership Program (PK) is focused on the development of Micro and Small Enterprises (MSEs), which starts from providing business capital loans with light administration costs accompanied by assistance and guidance. Then micro and small entrepreneurs who participate in the Partnership Program are called Foster Partners. Distribution of PK funds is divided into seven sectors, namely industry, trade, plantation,

peternakan, pertanian, perikanan, dan jasa. ANTAM berfokus pada pengembangan klaster-klaster usaha, untuk mendapatkan dampak positif yang meliputi efisiensi pengawasan, kemudahan koordinasi dan komunikasi dengan mitra binaan.

Dalam memperkuat Mitra Binaan ANTAM, kami melakukan berbagai pelatihan dan pembinaan seperti manajemen usaha, motivasi usaha, serta *benchmarking* ke beberapa pengusaha sukses. Sedangkan dalam memberikan kesempatan kepada Mitra Binaan untuk mempromosikan produk dan untuk memperluas pasar, ANTAM mengikutsertakan para Mitra Binaan untuk berpartisipasi dalam pameran berskala nasional dan internasional. Hal ini merupakan wujud komitmen perusahaan untuk meningkatkan kesejahteraan masyarakat.

animal husbandry, agriculture, fisheries, and services. ANTAM focuses on developing business clusters, to get a positive impact that includes the efficiency of supervision, ease of coordination and communication with foster partners.

In strengthening ANTAM's Foster Partners, we conducted various trainings and coaching such as business management, business motivation, and benchmarking to several successful entrepreneurs. Whereas in providing opportunities for Foster Partners to promote products and to expand the market, ANTAM engages the Foster Partners to participate in national and international exhibitions. This is a manifestation of the Company's commitment to improve people's welfare.

Tabel Realisasi Pelatihan Mitra Binaan (Berdasarkan Laporan Realisasi Kinerja)

Table of Foster Partners Training Realization (Based on Performance Realization Reports)

| No. | Event | Lokasi Location |
|-----|---|--|
| 1 | <i>Workshop</i> pengembangan kapasitas SDM UKM Mitra Binaan ANTAM dan Universitas Pancasila di LPPM UP <i>HR Capacity Building Workshop in LPPM UP by ANTAM and Pancasila University's Development Partnership</i> | Universitas Pancasila, Jakarta Pancasila University, Jakarta |
| 2 | Bedah UKM Manajemen Bisnis dan Investasi bagi mitra binaan ANTAM bekerja sama dengan UKM Center UI untuk sosialisasi BRANKAS Emas UKM Business Management and Investment Study for ANTAM's Foster partners in collaboration with UKM UI Center to socialize Gold BRANKAS | UKM C Universitas Indonesia UKM C, University of Indonesia |
| 3 | Pelatihan Pangan Industri Rumah Tangga Home Industry Food Training | Hotel Kartika Buli Kartika Buli Hotel |
| 4 | Pelatihan Usaha Sektor Peternak Unggas Poultry Farmer Business Training | Kecamatan Maba, dan Kecamatan Wasile. Maba District and Wasile District |

Tabel Realisasi Pameran | Table of Realization Exhibition

| No | Event | Peserta Participants | Lokasi Location |
|----|---|-------------------------|---|
| 1 | Pameran Adiwastra Nusantara 2018 2018 Adiwastara Archipelago Exhibition | 2 | Hall A dan B Jakarta Convention Center, Jakarta |
| 2 | Pameran Inacraft 2018 2018 Inacraft Exhibition | 4 | Jakarta Convention Center, Senayan, Jakarta. |
| 3 | Pameran dan Bazaar BUMN 2018 2018 SOE Exhibiton and Bazaar | 5 | Gedung Kementerian BUMN, Jakarta |
| 4 | ANTAM Festival HUT ANTAM 50 th ANTAM's 50th Anniversary Festival | | TMII, Jakarta |
| 5 | Agrinex Expo 2018 2018 Agrinex Expo | 4 | Jakarta Convention Center, Senayan, Jakarta |
| 6 | Pameran International Council Woman 2018 di Yogyakarta 2018 International Council Woman Exhibition in Yogyakarta | 4 | Hotel Grand Inna Garuda Malioboro, Yogyakarta |
| 7 | International Film Festival 24-30 September 2018 Internation Film Festival, 24-30 September 2018 | 2 | Lippo Mall Kuta, Bali |

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

| No | Event | Peserta Participants | Lokasi Location |
|----|--|-------------------------|--|
| 8 | Trade Expo Indonesia 2018 2018 Indonesia Trade Expo | 8 | Indonesia Convention Exhibition, Tangerang |
| 9 | IBD EXPO 2018 2018 IBD Expo | 3 | Grand City Surabaya, Jawa Timur |
| 10 | Pameran Pembangunan HUT Kolaka ke 53 2018 2018 Kolaka 53rd Anniversary Development Exhibition | 10 | Kolaka, Sulawesi Tenggara |
| 11 | Pameran Tourism, Craft and Investment Expo Tourism, Craft and Investment Expo Exhibition | 1 | Lippo Mall Kuta, Bali |



Ibu Nuriani (Pengusaha Tali Kur) dan Ibu Zaenab (Rajutan)

Mrs. Nuriani (Entrepreneur of Kur Rope)
and Mrs. Zaenab K. (Knitted)

“Terima kasih kepada ANTAM karena telah membantu kami untuk memajukan usaha ini. Kami berharap ANTAM dapat memberikan pembinaan untuk semakin meningkatkan kualitas produk baik itu desain maupun pemasaran. Selain itu melakukan pendampingan ke kegiatan yang mewakili kekhasan daerah.

Thanks to ANTAM for helping us developing our business. Hopefully, ANTAM can provide guidance to further improve product quality both design and marketing as well as providing assistance to activities that represent regional specialties.

UKM Sumber Rizki- Sheila Fresh (Sari Lemon)

SME Sumber Rizki- Sheila Fresh (Lemon Essence)

“Program Kemitraan ANTAM sangat besar sekali dampaknya terhadap kemajuan usaha saya, Saya sangat bersyukur ANTAM sudah memberikan upaya yang paling baik dalam membina saya sehingga usaha yang saya geluti menjadi seperti sekarang ini

ANTAM's Partnership Program has a huge impact on my business. I am very grateful that ANTAM has given the best effort in fostering me so my business can be as what it is today



Bina Lingkungan

ANTAM menyalurkan bantuan dana maupun program terkait Bina Lingkungan. Dalam hal ini, ANTAM memfokuskan pada hal-hal berikut, antara lain: bencana alam, pendidikan, peningkatan kesehatan, pengembangan prasarana dan/atau sarana umum, pelestarian alam, sarana ibadah dan bantuan sosial kemasyarakatan dalam rangka pengentasan kemiskinan.

Pada tahun 2018, pelaksanaan Program Bina Lingkungan ANTAM difokuskan pada beberapa bidang antara lain dalam bidang keagamaan Kami memberikan bantuan kepada masyarakat dengan melakukan renovasi kondisi bangunan Masjid Al Hijrah di Desa Soasangaji dan bantuan korban bencana alam di berbagai wilayah Indonesia.

Community Stewardship

ANTAM distributes financial assistance and programs related to Community Stewardship. This program focuses on the following matters, including: natural disasters, education, health improvement, development of infrastructure and/or public facilities, nature preservation, religious facilities and social assistance in the context of poverty alleviation.

In 2018, Community Stewardship Program focussed in several areas, for example in the religious field we provide assistance to the community by renovating the condition of the Al Hijrah Mosque in Soasangaji Village, in humanity aspect, We are involving in various disaster recovery happened in Indonesia.

Realisasi Dana Program Kemitraan dan Bina Lingkungan (PKBL) Realization of Partnership and Community Stewardship Program (PKBL) Funds

| Kegiatan Activity | 2016 | | 2017 | | 2018 | |
|--|--------------------|--------------------------|--------------------|--------------------------|--------------------|--------------------------|
| | Anggaran Budget | Realisasi Realization | Anggaran Budget | Realisasi Realization | Anggaran Budget | Realisasi Realization |
| Program Kemitraan Partnership Program | 71,00 | 70,35 | 62,00 | 17,93 | 63,00 | 22,61 |
| Bina Lingkungan Community Stewardship | 1,60 | 1,47 | 4,00 | 6,38 | 0,16 | 1,02 |

3. Rencana Pascatambang ANTAM

Bagi ANTAM, keberlanjutan tidak hanya merupakan komitmen dan tanggung jawab perusahaan yang harus dijalankan saat ini, namun juga untuk masa yang akan datang. Oleh karena itu, ketika kondisi cadangan tidak lagi ekonomis secara korporasi, IUP wilayah telah berakhir, atau terdapat faktor keamanan yang tidak mendukung, ANTAM telah memiliki rencana yang strategis untuk memastikan setiap wilayah operasional perusahaan ke depannya, dapat menjadi wilayah pascatambang yang mandiri. Untuk itu, dalam menjalankan setiap aktivitas pertambangan, Kami senantiasa mengacu pada Dokumen Rencana Pascatambang (RPT) yang bertujuan untuk memulihkan fungsi alam dan fungsi sosial di setiap wilayah operasional Perusahaan. Di dalam dokumen tersebut dijelaskan mengenai cara perusahaan meminimalisir dampak sosial dan lingkungan serta memastikan keberlanjutan lingkungan, dan masyarakat. **[103-1]**

Sebagai perusahaan berbasis sumber daya alam, ANTAM memiliki kewajiban dan tanggung jawab merehabilitasi lahan sesuai peruntukannya. Sehingga lahan bekas tambang ini berfungsi dan bermanfaat sesuai kegunaannya baik secara fisik maupun sosio-

3. ANTAM's Post-mining Plan

For ANTAM, sustainability is not only a commitment and responsibility of the company that must be carried out now, but also for the future. Therefore, when the reserves condition is no longer economic, the regional IUP has ended, or there are unsupportive security factors, ANTAM has a strategic plan to ensure that in the future each Company's operational area can become an autonomy post-mining area. For this reason, in every mining activity, We always refer to the Post-mine Plan (RPT) Document which aims to restore natural functions and social functions in each of the Company's operational areas. The document describes how companies minimize social and environmental impacts and ensure environmental and community sustainability. **[103-1]**

As a natural resource-based company, ANTAM has the obligation and responsibility to rehabilitate the land according to its designation, both physically and socio-economically and able to improve the economy and community welfare towards regional

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

ekonomi dan mampu meningkatkan perekonomian dan kesejahteraan masyarakat menuju kemandirian wilayah. Bagi ANTAM, potensi daerah/lokal dan pengembangan komoditas unggulan yang mempunyai nilai ekonomi tinggi menjadi perhatian khusus baik itu di bidang pertanian, perikanan, peternakan, dan pengolahan hasil untuk dikembangkan mencapai hasil maksimal. [103-2]

Adapun hal-hal yang dilakukan ANTAM di daerah pascatambang sebagai berikut:

1. Pengelolaan lingkungan termasuk di dalamnya adalah reklamasi dan rehabilitasi
2. Pengelolaan aset yang menjaga keutuhan aset perusahaan maupun masyarakat
3. Pemberdayaan masyarakat berbasis PKBL dan ComDev, sehingga ekonomi masyarakat dapat terus berkembang dan mandiri saat ANTAM berhenti beroperasi

Hal ini sesuai dengan Keputusan Menteri ESDM Nomor 1827/K/MEM/30/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik, ANTAM menyusun dokumen Rencana Pascatambang (RPT) pada unit bisnis yang sedang beroperasi, anak perusahaan dan proyek yang akan berjalan. Hal ini dilakukan sebagai bentuk tanggung jawab perusahaan dalam menjalankan operasi pertambangan dengan menerapkan *best mining practices*. [103-1]

Kebijakan Penutupan Tambang

Kami menyadari bahwa kegiatan operasional Perusahaan berdampak pada kondisi bentang alam. Oleh karena itu, Kami berkomitmen meminimalisir dampak yang terjadi di setiap proses kegiatan operasional hingga penutupan tambang. Dalam kebijakan penutupan tambang, ANTAM berkomitmen dalam persiapan rencana penutupan tambang berdasarkan Keputusan Direksi Nomor: 644.k/026/DAT/2017. Dalam keputusan tersebut, rencana penutupan tambang dilakukan semaksimal mungkin dan harus memiliki manfaat keberlanjutan baik ekonomi dan sosial bagi masyarakat dengan memperhatikan aspek-aspek lingkungan hidup, keselamatan dan kesehatan kerja, tenaga kerja. Hal ini selaras dengan peraturan Menteri Energi dan Sumber Daya Mineral (ESDM) Nomor 41 Tahun 2016 tentang Pengembangan dan Pemberdayaan Masyarakat Pada Kegiatan Usaha Pertambangan Mineral dan Batubara.

Kebijakan penutupan pertambangan bertujuan memberikan arahan bagi Perusahaan untuk melaksanakan kegiatan persiapan dan pelaksanaan pascatambang yang efektif dan efisien sesuai dengan visi misi Perusahaan. Selain itu menetapkan ketentuan-

independence. For ANTAM, regional/local potential and the high economic values of superior commodities development are of particular concern both in the fields of agriculture, fisheries, livestock, and processing products to be developed to achieve maximum results.

[103-2]

ANTAM's activities in post-mining area are as follows:

1. Environmental management including reclamation and rehabilitation.
2. Asset management that maintains the assets integrity of Company and the community
3. PKBL and ComDev-based community empowerment, so that the community's economy can continue to grow and be independent when ANTAM stops operating

This is in accordance with the Minister of Energy and Mineral Resources Decree Number 1827/K/MEM/30/2018 concerning Good Mining Engineering Code of Conduct, ANTAM compiled the Post-mining Plan (RPT) document for the operating units, subsidiaries and projects that will be running. This is a form of corporate responsibility in carrying out mining operations by implementing best mining practices.

[103-1]

Mine Closure Policy

We recognize that the Company operational activities have an impact on landscape conditions. Therefore, We are committed to minimize the impacts that occur in each operational process until the mine closure. In the mine closure policy, ANTAM is committed to prepare the mine closure plan based on Directors Decree Number: 644.k/026/DAT/2017. In the decision, the mine closure plan was to be done optimally and must have economic and social sustainability benefits for the community concerned to environmental aspects, occupational safety and health, and also labor practices. This is in line with Minister of Energy and Mineral Resources (ESDM) regulation Number 41 of 2016 concerning Community Development and Empowerment in Mineral and Coal Mining Business Activities.

The mining closure policy aims to provide direction for the Company to conduct effective and efficient preparation and implementation of post-mining activities in accordance with the Company's vision and mission. In addition, it establishes consistent provisions

ketentuan yang konsisten untuk tujuan, target, dan program penutupan tambang sebagai wujud pelaksanaan untuk mencapai visi dan misi Perusahaan.

for mine closure goals, targets and programs as a form of implementation to achieve the Company's vision and mission.



Pascatambang UBP Emas

Sebagai Perusahaan yang mempunyai kepedulian dan tanggung jawab terhadap masyarakat dan lingkungan, ANTAM melalui UBP Emas mulai memasuki persiapan penutupan tambang. Perbaikan lingkungan merupakan target penting yang harus dicapai pascapenambangan, tidak saja berupa lingkungan bio-fisik, tapi juga termasuk lingkungan sosial dan ekonomi. Dalam mewujudkan prinsip tersebut, ANTAM merencanakan untuk membangun kawasan yang dengan konsep Geoecoedutourism di Cikaret dan pembangunan museum tambang di bekas lokasi penambangan emas di Pongkor.

Kami telah merencanakan wilayah pascatambang UBP Emas di Pongkor menjadi Geoecoedutourism yang akan menonjolkan aspek Agro, Geologi, Edukasi dan Wisata. Sebagai bagian dari persiapan pascatambang, secara intensif ANTAM menyiapkan dokumen RPT hingga penempatan deposito JPT sebesar Rp86,79 miliar pada tahun 2018

Gold Mining Business Unit's Post-mining

As a responsible to the the community and environmental aspect, ANTAM through Gold Mining Business Unit begins to prepare for mine closure, therefore environmental improvement is an important target that must be achieved in post-mining stage, not only in bio-physical environment, but includes the social and economic environment. In realizing this principle, ANTAM plans to build a Geoecoedutourism in Cikaret and a mining museum in the former gold mining site in Pongkor.

We have planned the post-mining program of Gold Mining Business Unit area in Pongkor to become Geoecoedutourism which will highlight the aspects of Agro, Geology, Education and Tourism. As part of post-mining preparations, ANTAM intensively prepared RPT documents and JPT deposits amounted to Rp86.79 billion in 2018

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Mendorong Terbentuknya Geopark Nasional Pongkor

Encouraging the Establishment of Pongkor National Geopark

Geopark (Taman Bumi) adalah kawasan geografis di mana situs-situs warisan geologi menjadi bagian dari konsep perlindungan, pendidikan, dan pembangunan berkelanjutan secara holistik. Sinergi antara keragaman geologi, biologi, dan budaya harus ditonjolkan sebagai bagian yang tak terpisahkan dari Geopark, khususnya jika nilai bentang alam dan geologinya dapat ditunjukkan kepada pengunjung (UNESCO 2010).

Geopark merupakan suatu konsep manajemen pengembangan kawasan secara berkelanjutan, yang memadukan tiga keragaman alam geologi (*geodiversity*), keragaman hayati (*biodiversity*) dan keragaman budaya (*cultural diversity*) dengan pengembangan ekonomi kerakyatan yang berbasis pada asas perlindungan (konservasi) terhadap ketiga keragaman tersebut.

Munculnya pembawa emas di area Pongkor dan sekitarnya tentu tidak terjadi begitu saja, namun melalui proses alam yang sangat lama. Hal ini tentunya menjadi hal yang menjadi daya tarik untuk dikembangkan menjadi sebuah situs geologi yang menarik untuk dipelajari dan masuk menjadi sebuah usulan untuk menjadi Geopark dengan nama Geopark Pongkor. Geopark ini mengambil Tema “Fosil Sedimentasi Cekungan Busur Belakang – Busur Magmatis – Mineralisasi Kaldera Purba” dan menjadi anggota Jaringan Geopark Nasional Tahun 2018. Pengambilan nama Pongkor untuk mewakili Geopark yang berada di kawasan Bogor ini karena nama Pongkor sudah banyak dikenal di dalam maupun luar negeri dan kondisi Pongkor merupakan keberadaan pembawa emas.

Geopark (Earth Park) is a geographical area where geological heritage sites are part of the protection concept, education and sustainable development holistically. The synergy between geological, biological and cultural diversity must be highlighted as an inseparable part of the Geopark, especially if the value of the landscape and its geology can be shown to visitors (UNESCO 2010).

Geopark is a concept of sustainable regional development management, which combines the three diversity; geodiversity, biodiversity and cultural diversity with the development of populist economy based on the principle of protection (conservation) of the those diversity.

The emergence of a gold in Pongkor and its surroundings certainly does not just happen, but through a very long natural process. This is certainly an attraction to be developed into an interesting geological site to be studied and proposed to become a Geopark named Pongkor Geopark. The theme of this geopark is “Sedimentation Fossil Rear Arc Basin - Magmatic Arc - Ancient Caldera Mineralization” and becoming a member of National Geopark Network in 2018. Taking Pongkor’s name to represent the Geopark in the Bogor area, this is because Pongkor has been widely known and Pongkor’s condition presence of a gold carrier.



Inisiasi Museum Tambang bawah tanah di Pongkor, Jawa Barat
Initiation of the Underground Mine Museum in Pongkor, West Java

Peran dan kontribusi UBP Emas ANTAM dalam menyiapkan dan mendukung terbentuknya Geopark Pongkor sangatlah signifikan, antara lain:

1. Pembuatan sarana prasarana Kawasan Wisata Cikar, Museum Tambang Bawah Tanah dan Fasilitas Lainnya di Kawasan Geosite Pongkor
2. Turut serta menyusun Dossier Geopark Pongkor bersama Bappeda Litbang Bogor
3. Mendokumentasikan Potensi Geopark di 15 Kecamatan (Foto dan Video)
4. Ikut serta dalam Sosialisasi Geopark Pongkor di 15 Kecamatan Kabupaten Bogor
5. Membuat atribut Geopark Pongkor (*X-banner*, pin, topi, *leaflet*, dan lain sebagainya)
6. Memberangkatkan Muspika dan Apdesi Kecamatan Nanggung untuk *study tour* ke Geopark Gunung Sewu dan Geopark Batur
7. Memberangkatkan Local Hero untuk *study tour* di Geopark Ciletuh
8. Ikut serta dalam Pameran Geopark Pongkor di Cibinong City Mall, Ciletuh Geopark Festival & Pameran di Saripan Pacific.

Pada tanggal 30 November tahun 2018, telah dilakukan penyerahan sertifikat Nasional Geopark oleh Menteri Pariwisata RI di Kawasan Wisata Cikaret Desa Bantarkaret. Dihadiri oleh Direktur Operasi ANTAM, Bupati Bogor, Walikota Bukittinggi Sumatera Barat, dan Bupati Kebumen Jawa Tengah. Selain itu pula dihadiri Direktur Jenderal dari Kementerian Koordinator Bidang Kemaritiman, Kepala Dinas Pariwisata, peraih Geopark Nasional lainnya dan tamu undangan. Selanjutnya pada tanggal 24-25 Desember 2018, UBP Emas menjadi tuan rumah penerimaan tamu dari UNESCO, yaitu General Secretary of Global Geoparks Network/International Geopark Expert dalam rangka *Advisory Missing* untuk menjadi Unesco Global Geopark pada tahun 2020.

The role and contribution of ANTAM Gold Mining Business Unit in preparing and supporting Pongkor Geopark program is very significant, including:

1. Contribute in infrastructure facilities in Cikar Tourism Area, Underground Mine Museum and Other Facilities in the Pongkor Geosite Area
2. Participated in compiling the Geopark Pongkor Dossier with Bogor R & D Bappeda
3. Documenting Geopark Potential in 15 Subdistricts (Photos and Videos)
4. Participated in the Socialization of Pongkor Geopark in 15 Districts of Bogor Regency
5. Making Geopark Pongkor attributes (X-banners, pins, hats, leaflets, etc.)
6. Sending Muspika and Apdesi Nanggung Subdistrict for a study tour to Gunung Sewu Geopark and Batur Geopark
7. Sending Local Hero for study tour in Ciletuh Geopark
8. Participated in the Pongkor Geopark Exhibition in Cibinong City Mall, Ciletuh Geopark Festival & Exhibition in Saripan Pacific.

On November 30, 2018, the National Geopark certificate was handed over by the Indonesian Minister of Tourism in the Cikaret Tourism Area, Bantarkaret Village. The ceremony was attended by ANTAM's Operations Director, Bogor Regent, Bukittinggi Mayor, West Sumatra, and Kebumen Regent, Central Java. In addition, it was also attended by the Director General of the Coordinating Ministry of Maritime Affairs, Head of the Tourism Office, other National Geopark winners and invited guests. Furthermore, on December 24-25 2018, Gold Mining Business Unit hosted from UNESCO, named the Secretary General of the Global Geoparks Network/International Geopark Expert from Unesco for *Advisory Missing* to become Unesco Global Geopark in 2020.

Pascatambang Cikotok

ANTAM telah mengimplementasikan rencana pascatambang di Cikotok sebagai bentuk program tanggung jawab sosial. Program pemberdayaan masyarakat yang dilakukan di area pascatambang Cikotok bertujuan untuk meningkatkan taraf hidup masyarakat setelah proses penambangan emas oleh ANTAM berakhir (*life after mine*).

Cikotok Post-mining

ANTAM has implemented the post-mining plan in Cikotok as a social responsibility program. The community empowerment program conducted in the Cikotok post-mining area aims to improve people's living standards after ANTAM gold mining process ends (*life after mine*).

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Program pemberdayaan masyarakat pascatambang Cikotok dilakukan pada tahun 2010 dan berakhir sampai tahun 2015 di enam desa yaitu Desa Cibeber, Cikotok, Warungbanten, Sukamulya, Ciherang dan Cihambali, Kecamatan Cibeber, Kabupaten Lebak, Provinsi Banten. Program-program yang dilakukan meliputi: menjahit, daur ulang sampah, usaha kreatif, industri kecil menengah, koperasi, produksi gula aren, pertanian, perternakan, telecenter, dan instalasi biogas.

Pada tahun 2018, Kami melakukan evaluasi program pemberdayaan masyarakat oleh konsultan Independen untuk mengetahui seberapa besar efektivitas persepsi masyarakat mengenai program pascatambang ANTAM. Evaluasi dilakukan terhadap masyarakat penerima manfaat dan pemangku kepentingan yang terkait, melalui kuesioner, *indepth interview* dan FGD (*Focus Group Discussion*).

Manfaat signifikan yang dirasakan oleh sebagian besar kelompok masyarakat adalah peningkatan partisipasi, kerja sama dan kebersamaan masyarakat. Manfaat lainnya adalah peningkatan pengetahuan dan keterampilan masyarakat, seperti penggunaan alat-alat yang lebih modern, pembuatan pupuk organik dan pengemasan yang lebih menarik. Manfaat yang paling berpengaruh terhadap peningkatan pendapatan dirasakan oleh petani/perajin gula aren dan kelompok Industri Kecil Menengah (IKM) seperti penjual makanan *home industry* lanting dan pangsit. Peningkatan pendapatan yang signifikan ditunjukkan oleh kelompok petani/perajin gula aren. Saat pengambilan data, penjualan mencapai 5 ton per pesanan dengan omzet Rp259,8 juta per pesanan. Tidak hanya itu, kelompok petani/perajin gula aren juga merasakan peningkatan semangat kerja, kemudahan pemanfaatan sumber daya dan terciptanya lapangan pekerjaan yang tidak dirasakan oleh kelompok lain.

Jumlah pelaku UMKM mengalami peningkatan setiap tahunnya. Pada tahun 2014 hanya berjumlah 218 orang sebagai pelaku UMKM, meningkat menjadi 274 orang pada tahun 2016. Hingga November 2017 setidaknya tercatat 359 pelaku UMKM di Cikotok. Begitu pula dengan jumlah petani. Pada 2014 terdapat 438 orang petani. Di tahun 2015 tercatat 524 petani. Kenaikan pesat terjadi di tahun 2016 hingga mencapai angka 591 petani. Terakhir pada 2017 profesi petani di desa ini sebesar 612 petani.

The empowerment program of Cikotok post-mining community was carried out in 2010 and ended until 2015 in six villages :Cibeber Village, Cikotok, Warungbanten, Sukamulya, Ciherang and Cihambali, Cibeber District, Lebak Regency, Banten Province. Programs include: sewing, waste recycling, creative businesses, small and medium industries, cooperatives, palm sugar production, agriculture, animal husbandry, telecentres, and biogas installations.

In 2018, we conducted an evaluation of a community empowerment program by an independent consultant to find out how much the public perception of ANTAM's post-mining program effectiveness. Evaluations were carried out on the beneficiary communities and related stakeholders, through questionnaires, in-depth interviews and Focus Group Discussion.

The significant benefits for community groups are increased participation, cooperation and community togetherness. Another benefit is an increase in people's knowledge and skills, such as the use of more modern tools, making organic fertilizers and more attractive packaging. The most influential benefits to increasing income were perceived by palm sugar farmers/artisans and Small and Medium Industries (IKM) groups such as home industry food sellers, such as lanting and dumplings seller. A significant increase in income is indicated by palm sugar farmers/artisans group. When collecting data, sales reached 5 tons per order with a turnover of Rp259.8 million per order. Palm sugar groups farmers/artisans also feel an increase in work spirit, ease of utilization of resources and the creation of jobs that are not felt by other groups.

The number of MSME actors has increased every year. In 2014 there were only 218 people as MSME entrepreneurs, increasing to 274 people in 2016. Until November 2017 there were at least 359 MSMEs in Cikotok. Likewise with the number of farmers In 2014 there were 438 farmers. In 2015 there were 524 farmers. The rapid increase occurred in 2016 to reach 591 farmers. Finally in 2017 the profession of farmers in the Village was 612 farmers.

Pascatambang Gebe

Pulau Gebe merupakan salah satu wilayah pascatambang ANTAM yang berada di Kabupaten Halmahera Tengah, Provinsi Maluku Utara. ANTAM telah membangun Pembangkit Listrik Tenaga Diesel (PLTD) yang terletak di Desa Kapaleo. Selain memberikan suplai listrik untuk operasional ANTAM, PLTD yang dimiliki ANTAM ini juga memberikan fasilitas listrik kepada masyarakat tanpa biaya. Seiring dengan penyelesaian pasca-tambang dan berakhirnya Izin Usaha Pertambangan (IUP) di Pulau Gebe. PLTD Gebe diserahkan kepada Pemerintah Daerah Halmahera Tengah dalam rangka program CSR untuk masyarakat.

Pada 27 Februari 2018, ANTAM memiliki momentum penting dengan melakukan penyerahan PLTD Pascatambang Gebe kepada Pemerintah Kabupaten Halmahera Tengah di Jakarta. Penyerahan ini merupakan wujud komitmen ANTAM dapat memberikan dampak positif di wilayah operasional berupa sumber dan pelayanan listrik secara layak bagi masyarakat Kecamatan Pulau Gebe yang jumlah populasi tercatat lebih dari 1.000 Kepala Keluarga. ANTAM mengapresiasi seluruh pemangku kepentingan dan masyarakat yang telah membantu proses penyerahan PLTD, mulai dari Pemerintah Daerah, Pemerintah Provinsi, Pemerintah Kabupaten, serta sinergi antara BUMN sehingga masyarakat bisa menikmati listrik.

Penghormatan Kepada Hak-Hak Adat Masyarakat Setempat

Kami berkomitmen dalam setiap proses penambangan selalu mengutamakan *Good Mining Practice* mulai dari eksplorasi, konstruksi, operasi, dan produksi, serta tahapan pascatambang sehingga memiliki dampak minimal bagi masyarakat. Dalam setiap tahapan operasional, kami secara rutin melakukan komunikasi ke seluruh pemangku kepentingan untuk membicarakan seputar aspek sosial, ekonomi, dan budaya lokal agar keberadaan ANTAM di wilayah operasional memberikan manfaat positif bagi seluruh pemangku kepentingan.

Kami juga memperhatikan hak-hak adat masyarakat setempat, jika wilayah penambangan ANTAM bersinggungan dengan wilayah adat mereka. Kami secara konsisten melakukan pendampingan yang disesuaikan dengan kebutuhan masyarakat terutama program yang dijalankan berkaitan dengan mata pencaharian yang sudah turun menurun (*local livelihoods*). Hal itu dilakukan sebagai upaya peningkatan serta memperkuat ekonomi masyarakat menuju kemandirian wilayah.

Gebe Post-mining

Gebe Island is one of ANTAM's post-mining areas in Central Halmahera Regency, North Maluku Province. ANTAM has built a Diesel Power Plant (PLTD) located in Kapaleo Village. In addition, to provide electricity supply for ANTAM's operations, ANTAM's PLTD also provides free electricity to the community. Along with the post-mining settlement and the end of Mining Business Permit (IUP) on Gebe Island. The Gebe PLTD was handed over to the Regional Government of Central Halmahera as CSR program for the community.

On February 27, 2018, ANTAM had an important momentum by submitting the Gebe Post-mining PLTD to the Central Halmahera District Government in Jakarta. This submission is a manifestation of ANTAM's commitment to have a positive impact on the operational area in electricity sources and services for the more than 1,000 households in Gebe Island Subdistrict. ANTAM appreciates all stakeholders and community who have helped submitting PLTD process, starting from the Regional Government, Provincial Government, District Government, and the synergy between SOEs so that people can enjoy electricity.

Respect for Local Community Customary Rights

We are committed that every mining process starting from exploration, construction, operation and production, and post-mining stages always prioritizing Good Mining Practice so that it has a minimal impact on the community. In each operational phase, We routinely communicate to all stakeholders to discuss about social, economic and cultural aspects of the area so that the presence of ANTAM in the operational area provides positive benefits for all stakeholders.

We also pay attention to the customary rights of local communities, if ANTAM's mining area intersects with their customary territory. We consistently provide assistance that is tailored to the community needs, especially the programs that related to local livelihoods. This was done as an effort to increase and strengthen the community's economy towards regional independence.

Mendukung Pengembangan Sosial Masyarakat

Supporting Community Social Development

Dalam setiap pembukaan wilayah yang mengenai wilayah adat istiadat ataupun masyarakat sekitar, ANTAM melakukan pendekatan yang baik dan strategis kepada masyarakat yang telah bermukim di wilayah tersebut. Jika diperlukan, ANTAM melakukan relokasi pemukiman warga yang berada di wilayah operasional tambang dan menyediakan infrastruktur yang diperlukan bagi masyarakat tersebut.

Community Satisfaction Index (CSI) [103-3]

Dalam rangka mengevaluasi kinerja program CSR yang dilakukan ANTAM, Kami melakukan pengukuran indeks kepuasan masyarakat melalui *Community Satisfaction Index* (CSI). Hal ini penting dilakukan untuk perbaikan dan peningkatan kinerja program CSR agar lebih dapat memberikan manfaat positif secara maksimal dengan memberikan layanan yang berkualitas dan bermutu ke depannya bagi seluruh pemangku kepentingan.

Pada bulan Desember 2018, ANTAM telah melaksanakan pengukuran nilai Indeks Kepuasan Masyarakat terhadap kinerja CSR di wilayah operasi unit bisnis/unit meliputi UBP Nikel Sulawesi Tenggara, UBP Nikel Maluku Utara, UBP Emas, UBP Bauksit, UBPP Logam Mulia, dan Kantor Pusat.

In each opening area activity that concerns customs or surrounding community, ANTAM takes a good and strategic approach to the existing people in the area. If needed, ANTAM relocated the residents' settlements in the mine operational area and provided the infrastructure needed for the community.

Community Satisfaction Index (CSI) [103-3]

In order to evaluate the performance of ANTAM's CSR programs, We measured the community satisfaction index through the Community Satisfaction Index (CSI). This is important to improve CSR programs performance to be able to provide maximum positive benefits for all stakeholders.

In December 2018, ANTAM has carried out measurements of the Community Satisfaction Index on CSR performance in the business units/unit operations, including Southeast Sulawesi Nickel Mining Business Unit, North Maluku Nickel Mining Business Unit, Gold Mining Business Unit, Bauxite Mining Business Unit, Precious Metals Processing and Refinery Business Unit, and Head Office.

Data dan Jumlah Responden Pengukuran CSI | Data and Number of Respondent CSI Measurement

| Unit Bisnis Business Unit | Target Responden Respondent Target | Realisasi Responden Respondent Realization | Persentase Percentage |
|---|---------------------------------------|---|--------------------------|
| UBP Nikel Sulawesi Tenggara Southeast Sulawesi Nickel Mining Business Unit | 69 | 79 | 14.5% |
| UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit | 102 | 113 | 10.8% |
| UBP Emas Gold Mining Business Unit | 72 | 85 | 18.1% |
| UBPP Logam Mulia Precious Metals Processing & Refinery Business Unit | 48 | 60 | 25.0% |
| UBP Bauksit Bauxite Mining Business Unit | 47 | 74 | 57.4% |
| Kantor Pusat Head Office | 40 | 50 | 25.0% |
| TOTAL | 378 | 461 | 22.0% |

Untuk mengukur secara objektif program PPMB, ANTAM menggunakan pihak ketiga dalam melakukan survei. Dalam penilaian diukur berdasarkan bagaimana masyarakat menilai kinerja kami dan manfaat program yang telah dijalankan berdasarkan 5 dimensi yaitu:

1. *Reliability* (keandalan), untuk mengukur kemampuan perusahaan dalam memberikan layanan/jasa yang tepat dan dapat diandalkan pemangku kepentingan.
2. *Assurance* (jaminan), untuk mengukur kemampuan dan perilaku karyawan serta sifat dapat dipercaya yang dimiliki karyawan.

To objectively measure the PPMB program, ANTAM uses third parties in conducting surveys. In the assessment it is measured based on how the community evaluates our performance and the benefits of the program that has been run based on 5 dimensions, which are:

1. Reliability, to measure the Company's ability to provide appropriate and accountable services to stakeholders.
2. Assurance, to measure the ability and behavior of employees and the trustworthiness of employees.

3. *Tangibility* (penampilan), untuk mengukur penampilan fisik, peralatan, karyawan serta sarana komunikasi.
4. *Empathy* (empati), untuk mengukur pemahaman karyawan terhadap kebutuhan pemangku kepentingan serta perhatian yang diberikan karyawan kepada mereka
5. *Responsiveness* (daya tanggap), untuk membantu dan memberikan pelayanan kepada pemangku kepentingan dengan cepat dan tepat

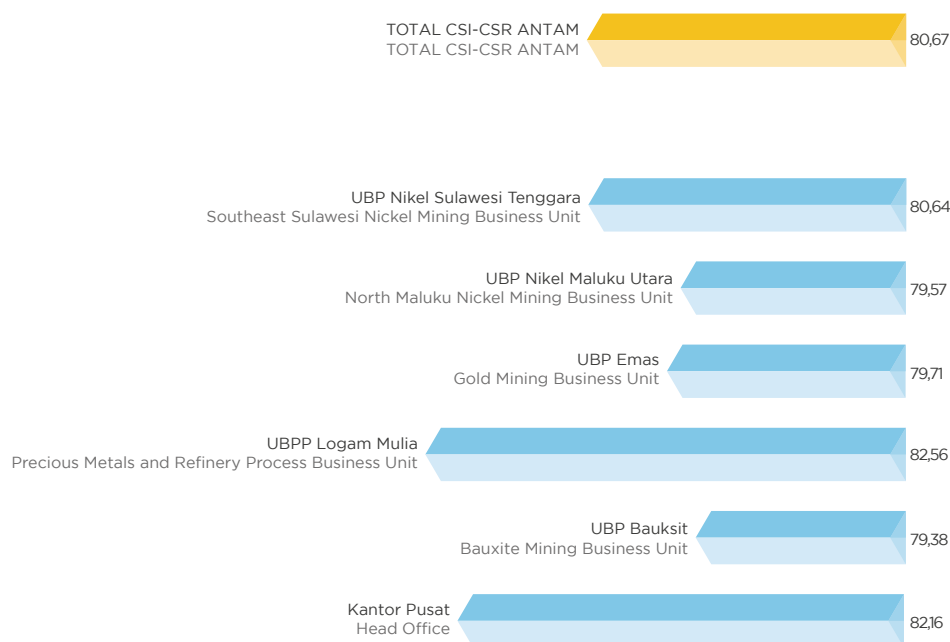
Pada tahun 2018, Nilai CSI program PPMB ANTAM mencapai 80,67 poin dan masuk dalam predikat "PUAS", meningkat 0,02 poin dibandingkan kinerja 2017.

3. Tangibility, to measure physical appearance, equipment, employees and means of communication.
4. Emphaty, to measure employees' understanding of stakeholder needs and the attention that employees give them.
5. Responsiveness, to help and provide services to stakeholders quickly and precisely.

In 2018, the CSI program of ANTAM's PPMB program reached 80.67 points and was included in the title "SATISFACTION", an increase of 0.02 points compared to 2017.

Realisasi Nilai Indeks Kepuasan Masyarakat 2018 Realization of Community Satisfaction Index 2018

Nilai CSI - CSR ANTAM Tahun 2018
CSI-CSR ANTAM Score 2018



Laporan Penjamin Independen

Independent Assurance Report



Independent Assurance Statement

Report No. 0319/BD/0006/JK

To the management of PT Aneka Tambang, Tbk

We were engaged by PT Aneka Tambang Tbk ('ANTAM') to provide assurance in respect to its Sustainability Report 2018 ('the Report'). The assurance engagement was carried out by our highly experienced assurance team whose diverse and complementary skills ensure a high level of competence in carrying out their duties.

Independence

We carried out all assurance undertakings with independence and autonomy having not been involved in the preparation of any key part of the Report. Nor did we provide any services to ANTAM during 2018 that could conflict with the independence of the assurance engagement.

Assurance Standards

Our work was carried out in accordance with ISAE3000 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Accounting Standards Board. In addition, the work was also planned and carried out to conform to AA1000AS (2008) 'AA1000 Assurance Standards (2008)', issued by AccountAbility.

Level of assurance and criteria used

By designing our evidence-gathering procedures to obtain a limited level of assurance based on ISAE3000 and a moderate level of assurance engagement as set out in AA1000AS (2008), readers of the report can be confident that all risks or errors have been reduced to a very low level, although not necessarily to zero. Moreover, the Report was also evaluated in accordance with the criteria of AA1000 AccountAbility Principles Standard (2008) of Inclusivity, Materiality and Responsiveness.

Scope of Assurance

We provided a Type 2 assurance engagement under AA1000AS (2008). This involved:

- 1) assessment of ANTAM's adherence to the AA1000 AccountAbility Principles Standard (2008); and
- 2) assessment of the accuracy and quality of the specified sustainability performance information contained within the Report, in relation to the agreed scope, which consisted of:
 - Partnership and community stewardship program
 - Occupational health and safety
 - Environmental management
 - Human resources development
 - Anti-corruption and compliance.

Responsibility

ANTAM is responsible for the preparation of the Report and all information and claims therein, which include established sustainability management targets, performance management, data collection, etc. In performing this engagement, meanwhile, our responsibility to the management of ANTAM is solely for the purpose of verifying the statements it has made in relation to its sustainability performance, specifically as described in the agreed scope, and expressing our opinion on the conclusions reached.

Methodology

In order to assess the veracity of certain assertions and specified data sets included within the report, as well as the systems and processes used to manage and report them, the following methods were employed during the engagement process:

- Review of report, internal policies, documentation, management and information systems
- Interview of relevant staff involved in sustainability-related management and reporting
- Following data trails to the initial aggregated source, to check samples of data to a greater depth.



Limitations

Our scope of work was limited to a review of the accuracy and reliability of specified data and interviews with data providers, persons in charge of data collection and processing, as well as persons in charge of sustainability performance-related information.

Conclusions

Conclusions in regard to adherence to the AA1000 AccountAbility Principles of Inclusivity, Materiality and Responsiveness include the following findings:

■ Inclusivity

An assessment was made on whether ANTAM has included all key stakeholders in developing and achieving an accountable and strategic response to sustainability issues.

Demonstration of ANTAM's strong commitment to stakeholder inclusivity included the conduct of needs assessment surveys and materiality level survey of the key stakeholder groups. Thus our overall assessment was that ANTAM has set in place an effective system that enables key stakeholders to participate in the development of the organization's response in the context of sustainability.

In order to maintain and strengthen the effectiveness of this inclusivity, however, we recommend that ANTAM carries out regular monitoring of its systems and procedures and implements improvements where necessary.

■ Materiality

With stakeholders requiring material information on which to base their informed judgments, decisions and actions, an assessment was carried out to determine the extent to which ANTAM has included such information in the Report.

ANTAM's strong commitment to meet stakeholder needs in this field was evidenced by the provision of adequately reported and balanced information on key material issues. Nevertheless, as demands for information continue to increase, we recommend that ANTAM conducts materiality tests on a regular basis for inclusion in future reports.

■ Responsiveness

It is increasingly important to respond in meeting stakeholder expectations and an assessment was carried out to determine the degree to which ANTAM demonstrates its accountability in this area.

ANTAM's allocation of resources to stakeholder engagement, the timeliness and accessibility of reported information, and the types of communication mechanisms regularly employed were all indicative of its responsiveness to key stakeholder concerns and expectations.

As in other areas, however, vigilance is a key and we recommend that ANTAM conducts regular monitoring and improves stakeholder engagement procedures where necessary in future reports.

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe the data of the Report has been materially misstated.

All key assurance findings are included herein, while detailed observations and follow-up recommendations have been submitted to ANTAM management in a separate report.

Jakarta, March 18, 2019



James Kallman
Chief Executive Officer

Moores Rowland is an international organization specializing in audit, accounting, tax, legal and advisory services. Moores Rowland is a member of Praxity AISBL, the world's largest Alliance of independent and unaffiliated audit and consultancy companies.

With more than 33,400 professionals operating in 97 countries across the globe, each sharing the same values and sense of responsibility, Praxity is served by Moores Rowland in Indonesia, one of the leading sustainability assurance providers.

Halaman ini sengaja dikosongkan
This page intentionally left blank

Lembar Umpan Balik

Feedback Form

LAPORAN KEBERLANJUTAN ANEKA TAMBANG 2018 ANEKA TAMBANG SUSTAINABILITY REPORT 2018

Silahkan pilih salah satu kelompok pemangku kepentingan yang paling mewakili Anda:

Please tick the box for the stakeholder group that best describes you:

☐ Pegawai | Employee

☐ Regulator

☐ Others: _____

☐ Contractor/Sub-contractor/Vendor/
Supplier

☐ NGO

☐ Media

☐ Konsumen | Customer

☐ Student/Academics

☐ Investor/Financial Analyst/Shareholders

Bagaimana penilaian Anda terhadap laporan ini:

Please rate the report for:

(1 being POOR up to 5 being EXCELLENT)

| Parameter Parameter | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Dapat memenuhi kebutuhan informasi yang anda butuhkan Meeting your information needs | | | | | |
| Konten yang lengkap Content completeness | | | | | |
| Transparan Transparency | | | | | |
| Jelas dan mudah dimengerti Clarity and easy to understand | | | | | |
| Kemudahan dalam mencari informasi tertentu Ease in finding information | | | | | |
| Keseluruhan Laporan Overall Report | | | | | |

Laporan ini terdiri dari bagian-bagian berikut:

The report has these following sections:

| Bagian Section | Apakah anda mengakses bagian ini? Did you access this section? | Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is it useful/insightful? |
|---|---|--|
| Sambutan Dewan Komisaris Message from the Board of Commissioners | <input type="checkbox"/> | <input type="checkbox"/> |
| Sambutan Direksi Message from the Board of Directors | <input type="checkbox"/> | <input type="checkbox"/> |
| Tentang Laporan Ini About This Report | <input type="checkbox"/> | <input type="checkbox"/> |
| Kinerja Keberlanjutan 2017 Sustainability Performance 2017 | <input type="checkbox"/> | <input type="checkbox"/> |
| Strategi Keberlanjutan ANTAM ANTAM Sustainability Strategy | <input type="checkbox"/> | <input type="checkbox"/> |
| Sekilas ANTAM About Us | <input type="checkbox"/> | <input type="checkbox"/> |
| Tata Kelola Berkelanjutan di ANTAM Sustainable Governance at ANTAM | <input type="checkbox"/> | <input type="checkbox"/> |
| Manfaat Ekonomi Berkelanjutan Sustainable Economic Benefits | <input type="checkbox"/> | <input type="checkbox"/> |
| Kinerja Kami Melestarikan Lingkungan Our Endeavor in Preserving the Environment | <input type="checkbox"/> | <input type="checkbox"/> |

| Bagian Section | Apakah anda mengakses bagian ini? Did you access this section? | Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is it useful/insightful? |
|--|---|--|
| Meningkatkan Peran Aktif dalam Mencapai Keberlanjutan Bersama Masyarakat Encouraging Active Role in Achieving Community Sustainability | <input type="checkbox"/> | <input type="checkbox"/> |
| Merekrut dan Mengembangkan Talenta Insan Antam Recruiting and Developing Talents of ANTAM's Employees | <input type="checkbox"/> | <input type="checkbox"/> |
| Pengelolaan Keselamatan Pertambangan Berkelanjutan Sustainable Mining Safety Management | <input type="checkbox"/> | <input type="checkbox"/> |

Material aspek apa yang menurut Anda paling informative dan bermanfaat?

Which of our most material aspect did you find informative or useful?

| Aspek Keberlanjutan Material Material Sustainability Aspects | Apakah data dan informasi yang disajikan cukup untuk kebutuhan informasi Anda? Is data and information presented sufficient for you? | | |
|---|---|-------------------------|-------------------------------|
| | Terlalu Banyak Too Much | Mencukupi Sufficient | Terlalu Sedikit Too Little |
| Cadangan Langsung Reserve & Resource | | | |
| Kesehatan & Keselamatan Kerja Occupational Health & Safety | | | |
| Masyarakat Setempat Local Community | | | |
| Emisi Emission | | | |
| Limbah & Efluen Waste & Effluent | | | |
| Reklamasi Reclamation | | | |
| Air Water | | | |
| Ketenagakerjaan Employment | | | |
| Kepatuhan Compliance | | | |
| Kinerja Ekonomi Economic Performance | | | |
| Isu Pembentukan Holding Holding Issues | | | |
| Anti Korupsi Anti-Corruption | | | |
| Keanekaragaman Hayati Biodiversity | | | |
| Konsumsi Energi Energy Consumption | | | |
| Dampak Ekonomi Tidak Langsung Indirect Economic Impact | | | |

Does the report address your main concerns about our sustainability performance?

Please elaborate:

How could we improve this report in the future?

Daftar Istilah

Glossary

| | |
|------------------------|---|
| AFDP | ANTAM Functional Development Program |
| AGDP | ANTAM General Development Program |
| ALDP | ANTAM Leadership Development Program |
| AMDAL | Analisis Mengenai Dampak Lingkungan Analysis on Environmental Impact |
| CSI | Indeks Kepuasan Masyarakat Community Satisfaction Index |
| CSMS | Contractor Safety Management System |
| CSR | Tanggung Jawab Sosial Perusahaan Corporate Social Responsibility |
| DMA | Disclosure on Management Approach |
| dmt | Dry Metric Tonnes |
| FGD | Focus Group Discussion |
| GCG | Good Corporate Governance |
| GRI | Global Reporting Initiative |
| GRK GHG | Gas Rumah Kaca Greenhouse |
| Gas IPAL WWTP | Instalasi Pengolahan Air Limbah Waste Water Treatment Plant |
| IPCC | Intergovernmental Panel on Climate Change |
| JPT | Jaminan Pascatambang |
| K3 OHS | Keselamatan dan Kesehatan Kerja Occupational Health and Safety |
| MMSD | Mining and Metal Sector Disclosure |
| OHSAS | Occupational, Health and Safety Management System |
| PKB CLA | Perjanjian Kerja Bersama Collective Labor Agreement |
| PKBL | Program Kemitraan dan Bina Lingkungan Partnership and Community Stewardship Program |
| RPT | Rencana Penutupan Tambang Mine Closure Plan |
| SASB | Sustainability Accounting Standards Board |
| SDGs | Sustainable Development Goals |
| SMK3 | Sistem Manajemen Keselamatan Kerja |
| SRG | Sustainability Reporting Guidelines |
| Slag | Limbah hasil pemisahan logam dari bijihnya melalui proses pyrometallurgy menggunakan panas By product of the separation of metal from its ore through pyrometallurgical process |
| Tailing | Lumpur sisa pelindian dari proses hydrometallurgy dengan media air Sludge leaching of hydrometallurgy process with water media |
| UBP | Unit Bisnis Pertambangan |
| UBPN | Unit Bisnis Pertambangan Nikel |
| UBPP LM | Unit Bisnis Pengolahan dan Pemurnian Logam Mulia |
| wmt | Wet Metric Tonnes |

Indeks Referensi Silang GRI Standards - CORE Option [102-55]

Sustainability Report 2018 GRI Standard Reference Index CORE [102-55]

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|--|---|---|--------------------------|---|
| GENERAL STANDARD DISCLOSURE 2016 & POJK 51.OJK03/2017 | | | | |
| Profil Organisasi Organizational Profile (POJK 51.OJK03/2017 bag II/3.b-f) | 102-1 | Nama Organisasi Name of the Organization | | 51 |
| | 102-2 | Kegiatan, Merek, Produk, dan Jasa Activities, Brands, Products, and Services | | 57, 109 |
| | 102-3 | Lokasi Kantor Pusat Location of Headquarters | | 57 |
| | 102-4 | Lokasi operasional Location of Operations | | 60-61 |
| | 102-5 | Kepemilikan dan Badan Hukum Ownership and Legal Form | | 56 |
| | 102-6 | Pasar yang Dilayani Markets Served | | 61 |
| | 102-7 | Skala Organisasi Scale of the Organization | | 67 |
| | 102-8 | Informasi Mengenai Karyawan dan Pekerja Lain Information on Employees and Other Worker | | 167, 168, 169 |
| | 102-9 | Rantai Pasok Supply Chain | | 58 |
| | 102-10 | Perubahan Signifikan Pada Organisasi dan Rantai Pasokannya Significant Changed to The Organization and Its Supply Chain | Y | 56 |
| | 102-11 | Pendekatan atau Prinsip Pencegahan Precautionary Principle or Approached | | 87 |
| | 102-12 | Inisiatif Eksternal External Initiatives | | 82, 113, 174 |
| | 102-13 | Keanggotaan Asosiasi Memberships of Associations | | 53 |
| Strategi Strategy | 102-14 | Pernyataan dari Pembuat Keputusan Senior (POJK 51.OJK03/2017 bag II/4) Statement from Senior Decision-Maker | | 4, 12 |
| Etika Dan Integritas Ethics And Integrity | 102-16 | Nilai, Prinsip, Standar dan Norma Perilaku (POJK 51.OJK03/2017 bag II/3.a) Value, Principles, Standards, and Norm of Behavior | | 52, 84, 86, 167 |
| | 102-17 | Mekanisme untuk Saran dan Kekhawatiran Tentang Etika Mechanisms for Advice and Concerns About Ethics | | 86, 87, 98, 99, 101 |
| Tata Kelola Governance | 102-18 | Struktur Tata Kelola Governance Structure | | 82 |
| | 102-20 | Tanggung Jawab Tingkat Eksekutif untuk Topik Ekonomi, Lingkungan, dan Sosial Executive-Level Responsibility for Economic, Enviromental, and Social Topics | | 82 |
| | 102-28 | Mengevaluasi Kinerja Badan Tata Kelola Tertinggi Evaluating the Highest Governance Body's Performance | | 97 |

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|--|---|--|-----------------------------|---|
| Keterlibatan Pemangku Kepentingan Stakeholder Engagement | 102-40 | Daftar Kelompok Pemangku Kepentingan List of Stakeholder Groups | | 35 |
| | 102-41 | Perjanjian Perundingan Kolektif Collective Bargaining Agreements | | 53 |
| | 102-42 | Mengidentifikasi dan Memilih Pemangku Kepentingan Identifying and Selecting Stakeholders | | 34-35, 36-39 |
| | 102-43 | Pendekatan Keterlibatan Pemangku Kepentingan Approach to Stakeholder Engagement | | 36-39 |
| | 102-44 | Topik Utama dan Hal-hal yang Diajukan Key Topics and Concern Raised | | 36-39 |
| Praktik Pelaporan Reporting Practice | 102-45 | Entitas yang Termasuk Dalam Laporan Keuangan Dikonsolidasi Entities Included in the Consolidated Financial Statement | | 30, 56 |
| | 102-46 | Menetapkan Isi Laporan dan Batasan Topik Defining Report Content and Topic Boundaries | | 47 |
| | 102-47 | Daftar Topik Material List of Material Topics | | 42-44, 46 |
| | 102-48 | Penyajian Kembali Informasi Restatements of Information | | 30 |
| | 102-49 | Perubahan Dalam Pelaporan Changes in Reporting | | 30 |
| | 102-50 | Periode Pelaporan Reporting Period | | 29 |
| | 102-51 | Tanggal Laporan Terbaru Date of Most Recent Report | | 29 |
| | 102-52 | Siklus Pelaporan Reporting Cycle | | 29 |
| | 102-53 | Titik Kontak untuk Pertanyaan Mengenai Laporan Contact Point For questions Regarding the Report | | 31 |
| | 102-54 | Mengklaim Pelaporan Sesuai Dengan Standar GRI Claims of Reporting in Accordance with the GRI Standards | | 29 |
| | 102-55 | Indeks Isi GRI GRI Content Index | | 29 |
| | 102-56 | Assurance oleh Pihak Eksternal External Assurance | | 29 |

Indeks Referensi Silang GRI Standards - CORE Option

Sustainability Report 2018 GRI Standard Reference Index CORE

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|--|--------------------------|--|
| POJK 51/ OJK03/2017 | | Strategi Keberlanjutan Sustainability Strategy | | 70-77 |
| | | Ikhtisar Kinerja Aspek Keberlanjutan An Overview of the Sustainability Performance Aspect | | 13-14, 67 |
| | 5.a | Tugas bagi Direksi dan Dewan Komisaris Terkait Kinerja Keberlanjutan Board of Directors and Board of Commissioners Duties on Sustainability Performance | | 91, 102 |
| | 5.b | Pengembangan kompetensi anggota Direksi terkait kinerja keberlanjutan Competencies Development for Sustainability on Members of the Board of Directors | | 91 |
| | 5.c | Penjelasan Mengenai Prosedur Perusahaan Publik dalam Mengendalikan Risiko Keberlanjutan Company Procedures in Controlling the Risk of Sustainability | | 87 |
| | 5.d | Penjelasan Mengenai Pemangku Kepentingan Company Procedures in Stakeholder | | 40 |
| | 5.e | Permasalahan Terkait Kinerja Keberlanjutan Issues Related to Sustainability Performance | | 38-39 |
| | 6.a | Kegiatan Membangun Budaya Keberlanjutan di Internal Perusahaan Publik Activities to Build a Sustainability Culture in the Internal Public Company | | 52 |
| | 6.f.1 | Inovasi dan Pengembangan Produk Berkelanjutan Innovation and Development of Sustainable Products | | 112, 114 |
| | 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 | | 112 |
| | 6.f.3 | Dampak Positif dan dampak Negatif yang Ditimbulkan dari Produk dan/atau Jasa dan Proses Distribusi Positive and Negative Impact of Product and/or Services and Distribution Process | | 73, 112 |
| | 6.f.4 | Jumlah Produk yang Ditarik Kembali dan Alasannya Number of Products Withdrawn and the Reason | | - |
| | 6.f.5 | Survei Kepuasan Pelanggan Survey of Customer Satisfaction | | - |
| ECONOMIC / EKONOMI | | | | |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 78, 83, 106 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 78, 83, 106 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 82, 83, 107 |
| 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 | Y | 107, 108, 115, 117 |

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|---|-----------------------------|---|
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 174 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 174 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 175 |
| GRI 201: Keberadaan Pasar 2016 GRI 201: Market Presence 2016 | 202-1 | Rasio Standar Upah Karyawan Entry-Level Berdasarkan Jenis Kelamin Terhadap Upah Minimum Regional Ratios of Standard Entry Level Wage by Gender Compared To Local Minimum Wage | | 175 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 206 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 206 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 210 |
| Dampak Ekonomi Tidak Langsung Indirect Economic Impact | 203-1 | Investasi Infrastruktur dan Dukungan Layanan Infrastructure Investments and Services Supported | Y | 218, 221, |
| POJK 51/ OJK03/2017 | 6.c.1 | Komitmen Perusahaan Untuk Memberikan Produk dan/ atau Jasa yang Setara kepada Konsumen The Company's Commitment to Provide Products and / or Services Equivalent to Consumers | | 227 |
| | 6.e.2 | Kegiatan atau wilayah operasional yang menghasilkan dampak literasi dan inklusi keuangan Activities or operational areas that have an impact to the literacy and financial inclusion | | 209-210 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 98 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 98 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 98 |
| GRI 205: Antikorupsi GRI 205: Anticorruption | 205-2 | Komunikasi dan Pelatihan Tentang Kebijakan dan Prosedur Anti-Korupsi Communication and Training About Anti-Corruption Policies and Procedures | Y | 98, 99 |

Indeks Referensi Silang GRI Standards - CORE Option

Sustainability Report 2018 GRI Standard Reference Index CORE

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|---|--------------------------|--|
| POJK 51/ OJK03/2017 | 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 | | 110, 117 |
| | 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 | | 52, 117 |
| ENVIRONMENT / LINGKUNGAN | | | | |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 123 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 123 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 123 |
| GRI 302: Energi 2016 GRI 302: Energy 2016 | 302-1 | Konsumsi Energi dalam Organisasi Energy Consumption Within the Organization | Y | 124, 126 |
| | 302-3 | Intensitas Energi Energy Intensity | Y | 127 |
| POJK 51/ OJK03/2017 | 6.d.3.a | Jumlah dan Intensitas Energi Number and Intensity of Energy | | 127 |
| | 6.d.3.b | Upaya dan Pencapaian Efisiensi Energi, Termasuk Sumber Energi Terbarukan Efforts and Achievements of Energy Efficiency, Including Renewable Energy Sources | | 127 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 128 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 128 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 128 |
| Air Water | 303-1 | Pengambilan Air Berdasarkan Sumber Total Water Withdrawal by Source | Y | 130 |
| | 303-3 | Daur Ulang dan Penggunaan Air Kembali Water Recycled and Reused | Y | 130, 131 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 154 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 154 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 154 |

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|--|-----------------------------|---|
| Keanekaragaman Hayati Biodiversity | 304-1 | Lokasi Operasi 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 | Y | 155 |
| | 304-3 | Habitats Protected or Restored Habitat yang Dilindungi atau Dilestarikan | Y | 155-158 |
| POJK 51/ OJK03/2017 | 6.e.3.a | Impacts of Operational Areas That Are Near or In Conservation Area Dampak dari Wilayah Operasional yang Dekat atau Berada Di Daerah Konservasi | | 150 |
| | 6.e.3.b | Upaya Konservasi Keanekaragaman Hayati Efforts to Conserve Biodiversity | | 149-150 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 132 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 132 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 132 |
| Emisi Emission | 305-1 | Direct GHG Emissions(Scope1) Emisi GRK Langsung(Cakupan 1) | Y | 133 |
| | 305-4 | Intensitas Emisi GRK GHG Emissions Intensity | N | 134 |
| | 305-5 | Pengurangan Emisi GRK Reduction of GHG Emissions | N | 136 |
| | 305-7 | Nitrogen Oksida (NO _x), Sulfur Oksida (SO _x), dan Emisi Udara Signifikan Lainnya Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions | N | 135 |
| POJK 51/ OJK03/2017 | 6.e.4.a | Jumlah dan Intensitas Emisi Berdasarkan Jenisnya Number and Intensity of Emissions by Type | | 134 |
| | 6.e.4.b | Pengurangan Emisi Reduction of Emission | | 136 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 138 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 138 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 138 |

Indeks Referensi Silang GRI Standards - CORE Option

Sustainability Report 2018 GRI Standard Reference Index CORE

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|---|-----------------------------|---|
| Tumpahan dan Limbah Effluent & Waste | 306-1 | Water Discharge by Quality and Destination Pelepasan Air Berdasarkan Kualitas dan Tujuan | Y | 139, 140, 141 |
| | 306-2 | Waste by Type and Disposal Method Limbah Berdasarkan Jenis dan Metode Pembuangan | Y | 142, 147 |
| | 306-3 | Significant Spills Tumpahan yang Signifikan | Y | 143 |
| POJK 51/ OJK03/2017 | 6.e.5.a | Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis The Amount of Waste and Effluent Produced by Type | | 137-138, 139 |
| | 6.e.5.b | Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanisms | | 137, 147 |
| | 6.e.5.c | Tumpahan Yang Terjadi (Jika Ada) Spill Occurring (If Any) | | 143 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 154 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 154 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 154 |
| Kepatuhanakan Lingkungan Environmental Compliance | 307-1 | Ketidakpatuhan Terhadap Undang-Undang dan Peraturan Tentang Lingkungan Hidup Non-Compliance with Environmental Laws and Regulations | Y | 154 |
| POJK 51/ OJK03/2017 | 6.e.6 | Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of The Environment Complaints Received and Completed | | 158 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 94 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 94 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 94 |
| Supplier Environmental Assessment | 308-1 | Seleksi Pemasok Baru dengan Menggunakan Kriteria Lingkungan New Suppliers that Were Screened Using Environmental Criteria | N | 95 |
| POJK 51/ OJK03/2017 | 6.d.1 | Biaya Lingkungan Hidup yang Dikeluarkan Environmental Cost Incurred | | 159 |
| | 6.d.2 | Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials | | 122 |
| | 6.e.2 | Kegiatan atau Wilayah Operasional yang Menghasilkan Dampak Lingkungan Hidup Activities or Operational Areas That Have An Impact to Surrounding Environment | | 123 |

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|--|--|--------------------------|---|
| Social / Sosial | | | | |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 163 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 163 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 165 |
| Ketenagakerjaan Employment | 401-1 | Perekrutan Karyawan Baru dan Pengantian Karyawan New Employee Hires and Employee Turnover | Y | 166 |
| | 401-2 | Tunjangan yang Diberikan Kepada Karyawan Purnawaktu yang Tidak Diberikan Kepada Karyawan Sementara atau Paruh Waktu Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees | Y | 175, 176 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 181 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 181 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 184 |
| Occupational Health & Safety K3 | 403-1 | Perwakilan Pekerja Dalam Komite Resmi Gabungan Manajemen- Pekerja Untuk Kesehatan dan Keselamatan Workers Representation in Formal Joint Management-Worker Health and Safety Committees | Y | 186, 187 |
| | 403-2 | Jenis Kecelakaan Kerja dan Tingkat Kecelakaan Kerja, Penyakit Akibat Kerja, 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 | Y | 198, 199 |
| | 403-3 | Para Pekerja Dengan Risiko Kecelakaan atau Penyakit Berbahaya Tinggi Terkait dengan Pekerjaan Mereka Workers with High Incidence or High Risk of Diseases Related To Their Occupation | Y | 182, 183 |
| | 403-4 | Topik Kesehatan dan Keselamatan yang Tercakup Dalam Perjanjian Resmi Dengan Serikat Buruh Health and Safety Topics Covered In Formal Agreements with Trade Unions | Y | 194 |

Indeks Referensi Silang GRI Standards - CORE Option

Sustainability Report 2018 GRI Standard Reference Index CORE

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|--|--------------------------|--|
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 169 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 169 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 173 |
| Pelatihan & Pendidikan Training & Education | 404-1 | Rata-Rata Jam Pelatihan Per Tahun Per Karyawan Average Hours of Training Per Year Per Employee | Y | 172 |
| | 404-2 | Program Untuk Meningkatkan Keterampilan Karyawan dan Program Bantuan Peralihan Programs for Upgrading Employee Skills and Transition Assistance Programs | Y | 169, 172 |
| | 404-3 | Persentase Karyawan yang Menerima Tinjauan Rutin Terhadap Kinerja Dan Pengembangan Karier Percentage of Employees Receiving Regular Performance and Career Development Reviews | Y | 173 |
| POJK 51/ OJK03/2017 | 6.c.2.d | Pelatihan dan Pengembangan Kemampuan Pegawai Training and Education for Employees | | 171, 172 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 173 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 173 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 174 |
| Diversity and Equal Opportunity | 405-1 | Keanekaragaman Badan Tata Kelola dan Karyawan Diversity of Governance Bodies and Employees | N | 174 |
| | 405-2 | Rasio Gaji Pokok dan Remunerasi Perempuan Dibandingkan Laki-Laki Ratio of Basic Salary and Remuneration of Women To Men | Y | 175 |
| POJK 51/ OJK03/2017 | 6.c.2.a | Kesetaraan Kesempatan Bekerja dan Ada atau Tidaknya Tenaga Kerja Paksa dan Tenaga Kerja Anak Equality of Employment Opportunities and The Presence or Absence of Forced Labor and Child Labor | | 174 |
| | 6.c.2.b | Persentase Remunerasi Pegawai Tetap di Tingkat Terendah Terhadap Upah Minimum Regional Percentage of Permanent Employee Remuneration at The Lowest Level Against The Regional Minimum Wage | | 175 |
| | 6.c.2.c | Lingkungan Bekerja yang Layak dan Aman Decent and Safe Working Environment | | 177 |

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|--|--|--------------------------|---|
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 174 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 174 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 175 |
| Non-discrimination | 406-1 | Insiden Diskriminasi dan Tindakan Perbaikan yang Dilakukan Incidents of Discrimination and Corrective Actions Taken | N | 175 |
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 206 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 210 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 210 |
| Masyarakat Lokal Local Community | 413-1 | Operasi dengan Keterlibatan Masyarakat Lokal, Penilaian Dampak dan Program Pengembangan Operations With Local Community Engagement, Impact Assessments, and Development Programs | Y | 213, 219 |
| | 413-2 | Operasi yang Secara Aktual dan Yang Berpotensi Memiliki Dampak Negatif Signifikan Terhadap Masyarakat Lokal Operations With Significant Actual and Potential Negative Impacts on Local Communities | N | 208-209 |
| POJK 51/ OJK03/2017 | 6.c.3.a | Informasi Kegiatan atau Wilayah Operasional yang Menghasilkan Dampak Positif dan Dampak Negative Information on Activities or Operational Areas That Produce Positive and Negative Impacts | | 208-209 |
| | 6.c.3.b | Mekanisme dan Jumlah Pengaduan Masyarakat yang Diterima dan Ditindaklanjuti The Mechanism and Number of Public Complaints Received and Acted Upon | | 238-239 |
| | 6.c.3.c | TJSL yang Dapat Dikaitkan Dengan Dukungan Pada Tujuan Pembangunan Berkelanjutan Meliputi Jenis dan Capaian Kegiatan Program Pemberdayaan Masyarakat TJSL Which Can Be Linked To Support for Sustainable Development Goals Includes The Types and Achievements of Community Empowerment Program Activities | | 209-211 |

Indeks Referensi Silang GRI Standards - CORE Option

Sustainability Report 2018 GRI Standard Reference Index CORE

| Aspek Material Material Aspects | Indeks yang Dilaporkan Reported Index | Keterangan Remarks | Material Aspect (Y/N) | Dilaporkan pada halaman Reported on page |
|---|---|--|-----------------------------|---|
| GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 | 103-1 | Penjelasan Topik Material dan Batasannya Explanation of the Material Topic and Its Boundary | | 94 |
| | 103-2 | Pendekatan Manajemen dan Komponennya The Management Approach and its Components | | 94 |
| | 103-3 | Evaluasi Pendekatan Manajemen Evaluation of the Management Approach | | 94 |
| Evaluasi Kinerja social Ketenagakerjaan Pemasok Supplier social Assessment | 414-1 | Seleksi Pemasok Baru dengan Menggunakan Kriteria Sosial New Suppliers That Were Screened Using Social Criteria | N | 95, 198 |
| POJK 51/ OJK03/2017 | 7 | Verifikasi Tertulis dari Pihak Independen Written Verification from An Independent Party | | 240-241 |
| MINING & METAL SECTOR SPECIFIC INDICATOR | | | | |
| G4 Suplemen Sektor Pertambangan dan Logam 2013 G4 Mining & Metal Sector Supplement 2013 | MM2 | Persentase wilayah kerja yang memiliki Perlindungan terhadap keanekaragaman hayati Percentage of sites with Protection of biodiversity | Y | 155, 156 |
| | MM3 | Jumlah Overburden, Rock, Tailings, dan Sludges Dan Risiko Asosiasi Mereka Total Amounts Of Overburden, Rock, Tailings, and Sludges and Their Associated Risks | Y | 143, 145 |
| | MM10 | Jumlah dan Persentase operasi yang telah memiliki rencana penutupan tambang Number and percentage of operations with closure plans | Y | 73, 117 |
| | MM11 | Progress dan Program Terkait Tanggung Jawab Produk Program & Progress Relating to Material Stewardship Program | Y | 109, 110 |

Memperkuat Paradigma Keberlanjutan

Strengthening Our Sustainability's Paradigm



PT Aneka Tambang Tbk

Gedung Aneka Tambang Tower A
Jl. Letjen TB Simatupang No. 1
Lingkar Selatan, Tanjung Barat
Jakarta 12530, Indonesia
Tel. : (62-21) 789 1234
Fax.: (62-21) 789 1224
Email: corsec@antam.com