

# PRIORITIZING SUSTAINABILITY AS A WAY OF GROWTH



LAPORAN KEBERLANJUTAN | 2019 | SUSTAINABILITY REPORT

**PT PATRA DRILLING CONTRACTOR**



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# PENJELASAN TEMA

## THEME EXPLANATION

### PRIORITIZING SUSTAINABILITY AS A WAY OF GROWTH

Mengutamakan Keberlanjutan sebagai Cara untuk Terus Bertumbuh

PT Patra Drilling Contractor (selanjutnya disebut sebagai Perseroan) didirikan pada 11 September 1981 sebagai perusahaan nasional pertama yang fokus menyediakan layanan pengeboran lepas pantai di Indonesia sebagai prioritas pertama. Setelah 38 tahun berkontribusi dalam penyediaan energi nasional, Perseroan semakin memantapkan langkahnya menjadi perusahaan jasa penunjang industri energi terdepan yang mengutamakan keseimbangan antara aspek *people, profit* dan *planet*.

Hal tersebut dibuktikan dengan pertumbuhan kinerja Perseroan secara eksponensial yang diiringi dengan penguatan pada aspek sosial dan lingkungan. Langkah nyata yang dilakukan Perseroan yaitu dengan memperkuat tata kelola keberlanjutan terutama di bidang kesehatan, keselamatan, keamanan dan pelestarian lingkungan serta mendorong pemerataan kesejahteraan sosial di masyarakat sekitar proyek. Laporan Keberlanjutan Tahun 2019 dikembangkan dengan tema: **Mengutamakan Keberlanjutan sebagai Cara untuk Terus Bertumbuh.**

PT Patra Drilling Contractor (hereinafter referred to as the Company) was established on 11 September 1981 as the first national company focused on providing offshore drilling services in Indonesia as its main priority. After 38 years of contributing to the national energy supply, the Company is increasingly solidifying its steps to become a leading service company supporting the energy industry that prioritizes a balance among aspects of people, profit and planet.

This was evidenced by the exponential growth of the Company's performance coupled with strengthening in social and environmental aspects. The concrete steps taken by the Company were to strengthen sustainability governance, especially in the areas of health, safety, security and environmental conservation and to encourage the distribution of social welfare in the communities surrounding the project. The 2019 Sustainability Report was developed with the theme: **Prioritizing Sustainability as a Way of Growth.**

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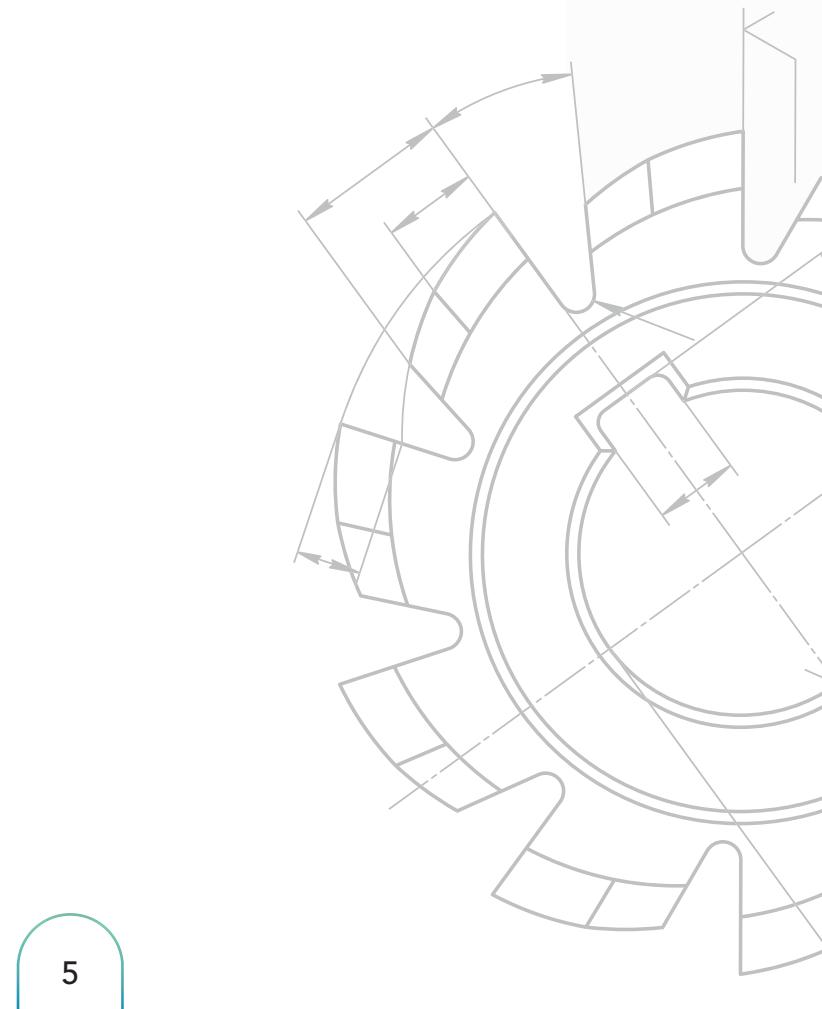
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# IKHTISAR KINERJA KEBERLANJUTAN 2019

SUSTAINABILITY PERFORMANCE  
HIGHLIGHTS 2019



# KINERJA EKONOMI

## ECONOMIC PERFORMANCE

### Ikhtisar Kinerja Ekonomi Economic Performance Highlights

(dalam jutaan Rupiah)  
(in millions of Rupiah)

Kinerja Ekonomi Economic Performance	Jumlah (Audited) Total (Audited)
Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated	1.327.391
Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed	1.243.966
Kontribusi Pajak Kepada Negara Tax Contribution to the Government	85.557

W

# KINERJA SOSIAL

## SOCIAL PERFORMANCE



## KINERJA LINGKUNGAN

### ENVIRONMENTAL PERFORMANCE



#### Penggunaan Air

**33.399 m<sup>3</sup>**

(AWB & Graha PDSI)

*Water Consumption:  
33,399 m<sup>3</sup> (AWB & Graha PDSI)*



#### Jumlah Konsumsi Energi Listrik

**1.311,3 kWh**

(Graha PDSI)

*Total Electric Energy Consumption:  
1,311.3 kWh (Graha PDSI)*



#### Jumlah Penggunaan Kertas

**648,5 kg**

*Total Paper Consumption:  
648.5 kg*

## KINERJA KESELAMATAN DAN KESEHATAN KERJA

### OCCUPATIONAL SAFETY AND HEALTH PERFORMANCE

**14.692.760**

*Safety Man Hours*

**0**

*Lost Time Incident (LTI)*

**0**

*First Aid Case (FAC)*

**0,26**

*Total Recordable Incident Rate (TRIR)*

# LAPORAN DIREKSI

BOARD OF DIRECTORS' REPORT



# LAPORAN DIREKSI [4-1]

## BOARD OF DIRECTORS' REPORT [4-1]



### Teddyanus Rozarius

Direktur Utama  
*President Director*

#### Pemegang Saham dan Para Pemangku Kepentingan yang Berbahagia,

Sejalan dengan visi Perseroan untuk “Menjadi salah satu perusahaan penyedia jasa penunjang terbaik dalam industri energi di Indonesia”, kami tetap berkomitmen untuk terus bekerja keras dan berinovasi untuk mencapai visi tersebut demi kepentingan seluruh pemangku kepentingan.

Peluang dan tantangan yang dihadapi selama tahun 2019 mampu mengantarkan Perseroan mencapai kinerja positif dengan pertumbuhan yang signifikan. Hal ini tidak terlepas dari peran seluruh pekerja Perseroan yang telah bekerja keras dan terus berinovasi hingga mampu membawa Perseroan meraih pencapaian yang sangat baik.

Sebagai perusahaan yang menjunjung tinggi keterbukaan informasi dan akuntabilitas tata kelola perusahaan, maka kami sampaikan Laporan Keberlanjutan Tahun 2019 yang merupakan Laporan Keberlanjutan pertama kami.

#### Esteemed Shareholders and Stakeholders,

In line with the Company's vision “To be one of the best supporting service providers in the energy industry in Indonesia”, we remain committed to continue the hard work and the innovation to achieve the vision for the benefit of all stakeholders.

Opportunities and challenges faced during 2019 compelled the Company to deliver positive performance with significant growth. This achievement was inseparable from the role of every personnel in the Company who had worked hard and continued to innovate in bringing the Company to achieve exceptional performance.

As a company that upholds information disclosure and accountability in corporate governance, we present our first report regarding sustainability, in the form of the 2019 Sustainability Report.

### Pencapaian Aspek Keuangan

Pada tahun 2019, Perseroan mampu mencatatkan kinerja keuangan yang positif dengan pertumbuhan yang sangat signifikan. Perseroan mampu mencatatkan laba bersih sebesar Rp76,5 miliar dengan peningkatan sebesar Rp43,1 miliar atau 129% dari tahun 2018 yang mencatatkan laba bersih sebesar Rp33,4 miliar. Pertumbuhan laba bersih ini ditopang dari naiknya pendapatan Perseroan yang sangat signifikan serta keberhasilan strategi Perseroan dalam menekan beban umum dan administrasi.

Dari sisi aset, Perseroan mampu mencatatkan aset sebesar Rp662,3 miliar pada 2019, meningkat Rp171,5 miliar atau 35% dari jumlah aset di tahun 2018 sebesar Rp490,8 miliar. Pertumbuhan aset ini seiring dengan strategi Perseroan untuk memperluas jangkauan pasar dan layanan sehingga kebutuhan akan aset Perseroan juga turut meningkat.

### Corporate Social Responsibility

Komitmen Perseroan dalam melaksanakan tanggung jawab sosial terhadap masyarakat diwujudkan melalui berbagai program *Corporate Social Responsibility* (CSR) yang mencakup bidang pendidikan, keagamaan dan pemberdayaan sosial baik di wilayah operasional maupun di kantor pusat. CSR merupakan inisiatif penting di mana Perseroan juga berkontribusi langsung dalam pencapaian *Sustainable Development Goals* (SDGs) yang merupakan komitmen bersama seluruh pemangku kepentingan baik di Indonesia maupun dunia.

Melalui program CSR ini, Perseroan berharap dapat turut meningkatkan kesejahteraan masyarakat dengan memberikan manfaat sebesar-besarnya bagi masyarakat. Selain itu, melalui program CSR yang dilakukan secara bersama-sama dengan pihak eksternal, diharapkan mampu menumbuhkan sinergi yang kuat dan meningkatkan komitmen bersama dalam memberdayakan masyarakat sekitar.

Dalam rangka memenuhi tanggung jawab CSR selama tahun 2019, Perseroan menyalurkan dana CSR sebesar Rp241.034.350 dengan proporsi 44% untuk bidang pendidikan dan 56% untuk bidang pemberdayaan.

### Financial Achievements

In 2019, the Company was able to record positive financial performance with significant growth. The Company was able to record a net profit of Rp76.5 billion with an increase of Rp43.1 billion (129% from 2018 that recorded a net profit of Rp33.4 billion). The net profit growth was supported by the Company's significant increase in revenue and the success of the Company's strategy in reducing general and administrative expenses.

In terms of assets, the Company was able to register assets of Rp662.3 billion in 2019, an increase of Rp171.5 billion or 35% of total assets in 2018 of Rp 490.8 billion. This asset growth is in line with the Company's strategy to expand market reach and services so that the need for the Company's assets also increases.

### Corporate Social Responsibility

The Company's commitment in carrying out social responsibility towards the community was manifested through various Corporate Social Responsibility (CSR) programs covering the fields of education, religion and social empowerment both in the operational area and in the head office. CSR is an important initiative in which the Company also directly contributes to the achievement of Sustainable Development Goals (SDGs), which is a joint commitment of all stakeholders both in Indonesia and the world.

Through this CSR program, the Company hopes to contribute in improving the community welfare by providing maximum benefits for the community. In addition, through CSR programs carried out jointly with external parties, it was expected to foster strong synergies and increase joint commitment in empowering the surrounding community.

In order to fulfill CSR responsibilities in 2019, the Company disbursed CSR funds amounted to Rp241,034,350 with a proportion of 44% in the educational sector and 56% in the empowerment sector.

## Peluang dan Tantangan Keberlanjutan

Pertumbuhan ekonomi Indonesia diproyeksikan akan terus bertumbuh dalam jangka panjang sehingga menuntut pembangunan yang masif di berbagai sektor termasuk di sektor energi. Pemerintah pun tengah menggencarkan produksi migas dalam negeri untuk mengurangi ketergantungan impor migas. Di samping itu, pemerintah juga sedang melakukan upaya pemanfaatan energi baru terbarukan dalam rangka pemanfaatan energi bersih dan ramah lingkungan.

Hal tersebut kami anggap sebagai suatu peluang sekaligus tantangan yang akan memacu kami untuk terus berinovasi dan meningkatkan kualitas layanan Perseroan. Di bidang energi, kami berupaya melakukan penguatan kapabilitas SDM dan melakukan diversifikasi layanan yang berbasis pada kompetensi inti yang kami miliki untuk memperluas jangkauan dan menangkap peluang-peluang baru di masa depan. Strategi ini akan kami implementasikan dengan tetap mempertahankan prinsip-prinsip keberlanjutan dan kehati-hatian pada setiap aspek baik di internal maupun eksternal Perseroan.

Pada Laporan Keberlanjutan ini, kami atas nama seluruh jajaran Direksi Patra Drilling Contractor menyampaikan terima kasih dan apresiasi setinggi-tingginya kepada seluruh Pemangku Kepentingan yang telah mendukung keberlanjutan usaha kami sehingga kami dapat memberikan kontribusi terbaik dalam mendukung pembangunan sektor energi Indonesia.

## Sustainability Opportunities and Challenges

Indonesia's economic growth is projected for continuous growth in the long run, thus demanding massive development in various sectors including the energy sector. The government is also intensifying domestic oil and gas production to reduce dependency on imported oil and gas. Additionally, the government is also making efforts to utilize new and renewable energy in the context of utilizing clean and environmentally friendly energy.

We consider this an opportunity as well as a challenge that will spur us to continue the innovation and improve the quality of the Company's services. In the energy sector, we strive to strengthen HR capabilities and diversify services based on our core competencies to expand our reach and capture new opportunities in the future. We will implement this strategy while maintaining the principles of sustainability and prudence in every aspect both internally and externally.

In this Sustainability Report, we, the Board of Directors of Patra Drilling Contractor express our highest gratitude and appreciation to all Stakeholders who have supported the sustainability of our business so that we can make the best contribution in supporting the development of Indonesia's energy sector.

Jakarta, 30 Maret 2020  
Jakarta, 30 March 2020

Atas Nama Direksi  
On Behalf of the Board of Directors  
PT Patra Drilling Contractor



Teddyanus Rozarius

Direktur Utama  
President Director

# TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT



# TENTANG LAPORAN KEBERLANJUTAN

## ABOUT THE SUSTAINABILITY REPORT

Selamat datang di Laporan Keberlanjutan Tahun 2019 PT Patra Drilling Contractor (selanjutnya disebut sebagai Perseroan). Laporan ini merupakan Laporan Keberlanjutan pertama kami sebagai wujud dan komitmen kami pada asas keterbukaan informasi dan memberikan nilai tambah bagi seluruh pemangku kepentingan.

Pada Laporan Keberlanjutan ini, kami mencoba untuk mengidentifikasi berbagai isu-isu keberlanjutan dan melaporkan kegiatan keberlanjutan Perseroan dalam rangka menjaga kelangsungan bisnis Perseroan serta tanggung jawabnya terhadap masyarakat dan lingkungan. Laporan Keberlanjutan ini melaporkan kondisi faktual terkait dengan program dan pendekatan manajemen dalam menghadapi berbagai risiko, tantangan dan peluang yang dapat memengaruhi keberlanjutan bisnis Perseroan. Perseroan berusaha untuk menyeimbangkan kinerja di bidang ekonomi, sosial dan lingkungan sehingga mampu memberikan manfaat bersama secara berkesinambungan bagi seluruh pemangku kepentingan dalam rangka mencapai Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*, SDGs).

### Periode dan Referensi Pelaporan

Laporan Keberlanjutan 2019 ini memuat informasi, komitmen dan kinerja keberlanjutan selama periode 1 Januari sampai 31 Desember 2019 yang mencakup kinerja keberlanjutan dalam bidang ekonomi, sosial dan lingkungan. Untuk ke depan, kami berkomitmen untuk menerbitkan Laporan Keberlanjutan setiap tahun di tahun-tahun berikutnya secara berkesinambungan. [G4-28, G4-30]

Pada Laporan Keberlanjutan ini, kami menggunakan Pedoman Pelaporan Keberlanjutan (*Sustainability Reporting Guidelines*) yang dirilis oleh *Global Reporting Initiatives* (GRI) versi 4.0 (G4) dengan menggunakan tingkat kesesuaian "Core".

Welcome to the 2019 Sustainability Report of PT Patra Drilling Contractor (hereinafter referred to as Company). This report is our first Sustainability Report as our presentation and commitment to the principle of information disclosure and to provide added value for all stakeholders.

In this Sustainability Report, we put effort to identify various sustainability issues and report Company's sustainability activities in order to maintain the business continuity and its responsibilities to the community and the environment. This Sustainability Report reports factual conditions related to programs and management approaches in dealing with various risks, challenges and opportunities that may affect the sustainability of the Company's business. The Company strives to balance performance in the economic, social and environmental fields so as to be able to provide mutual benefits continuously for all stakeholders in order to achieve the Sustainable Development Goals (SDGs).

### Reporting Period and Reference

The 2019 Sustainability Report contains information, commitments and sustainability performance for the period of 1 January to 31 December 2019, which includes sustainability performance in the economic, social and environmental sectors. Going forward, we are committed to publishing Sustainability Reports on yearly basis. [G4-28, G4-30]

In this Sustainability Report, we use the Sustainability Reporting Guidelines released by the Global Reporting Initiatives (GRI) version 4.0 (G4) using the "Core" compatibility level.

Pernyataan GRI yang digunakan pada Laporan Keberlanjutan Perseroan ditunjukkan dengan tanda khusus pada setiap penjelasan relevan dengan huruf berwarna biru dalam tanda kurung untuk memudahkan pembaca dalam mengidentifikasi setiap indikator GRI yang digunakan. Selain itu, kami juga menyajikan daftar lengkap indikator GRI-G4 dalam sebuah tabel yang dapat ditemukan pada bab "Referensi GRI". [G4-32]

## **Prinsip-Prinsip Penetapan Konten Laporan**

Sesuai dengan pedoman GRI-G4, penetapan konten Laporan Keberlanjutan ini didasarkan pada prinsip-prinsip sebagai berikut:

### **1. Pelibatan Pemangku Kepentingan**

Mengidentifikasi pemangku kepentingan serta harapan dan kepentingan setiap kelompok dalam kegiatan bisnis Perseroan.

### **2. Konteks Keberlanjutan**

Mengungkapkan kinerja yang relevan dalam konteks keberlanjutan meliputi aspek ekonomi, sosial dan lingkungan.

### **3. Materialitas**

Mengungkapkan aspek-aspek yang merefleksikan dampak ekonomi, sosial dan lingkungan dari setiap pengambilan keputusan yang dilakukan oleh para pemangku kepentingan.

### **4. Kelengkapan**

Mencakup seluruh aspek-aspek keberlanjutan secara material dan relevan yang akan membantu para pemangku kepentingan dalam mengevaluasi kinerja keberlanjutan Perseroan.

The GRI statement used in the Company's Sustainability Report is shown with a special mark on each explanation relevant to the blue letters in parentheses to help the reader in identifying each GRI indicator used. In addition, we also present a complete list of GRI-G4 indicators in a table, which can be found in the "GRI Reference" chapter. [G4-32]

## **Principles for Defining Report Content**

In accordance with GRI-G4 guidelines, the standardization of the Sustainability Report content is based on the following principles:

### **1. Stakeholder Inclusiveness**

Identify stakeholders and their expectations and interests of each group in the Company's business activities.

### **2. Sustainability Context**

Disclose relevant performance in the context of sustainability including economic, social and environmental aspects.

### **3. Materiality**

Disclose aspects that reflect the economic, social and environmental impact of every decision made by stakeholders.

### **4. Completeness**

Covers all aspects of sustainability in a material and relevant way that will assist stakeholders in evaluating the Company's sustainability performance.

## **Prinsip-Prinsip Penentuan Kualitas Laporan**

Untuk menghasilkan kualitas laporan yang baik, Perseroan menggunakan 6 prinsip sebagai berikut:

### **1. Keseimbangan**

Laporan mencerminkan aspek-aspek positif dan negatif secara objektif dan seimbang.

### **2. Komparabilitas**

Laporan memuat kinerja keberlanjutan Perseroan pada periode pelaporan dan kinerja pada tahun sebelumnya agar memudahkan pemangku kepentingan dalam menganalisis perubahan kinerja Perseroan.

### **3. Akurasi**

Laporan memuat informasi yang akurat sehingga pemangku kepentingan dapat menganalisis sesuai dengan kinerja yang dihasilkan.

### **4. Ketepatan Waktu**

Laporan disusun secara teratur sesuai jadwal yang telah ditentukan sehingga dapat memberikan waktu yang cukup bagi para pemangku kepentingan untuk menganalisis kinerja Perseroan.

### **5. Kejelasan**

Laporan memuat data dan informasi secara jelas sehingga para pemangku kepentingan akan mudah menganalisis kinerja Perseroan.

### **6. Keandalan**

Laporan memuat informasi kinerja Perseroan yang dapat diuji kebenarannya.

## **Principles for Defining Report Quality**

To produce quality reporting, the Company adheres to the following 6 principles:

### **1. Balance**

Report reflects positive and negative aspects in a manner that is objective and balanced.

### **2. Comparability**

The report contains the Company's sustainability performance in the reporting period and the performance of the previous year to make it easier for stakeholders to analyze changes in the Company's performance.

### **3. Accuracy**

Reports contain accurate information so that stakeholders can analyze according to the performance produced.

### **4. Timeliness**

Reports are prepared regularly according to a predetermined schedule so as to provide sufficient time for stakeholders to analyze the Company's performance.

### **5. Clarity**

The report contains data and information clearly such that stakeholders may analyze the Company's performance without difficulty.

### **6. Reliability**

The report contains information on the Company's performance that can be subject to examination for its accuracy.

## Proses Penentuan Konten Laporan

[G4-18]

Dalam menentukan konten yang akan disampaikan, Perseroan mempertimbangkan berbagai aspek selain kinerja Perseroan seperti harapan dan masukan dari pemangku kepentingan. Penentuan konten laporan dilakukan melalui 4 (empat) tahapan merujuk pada GRI-G4, yaitu:

1. **Identifikasi:** Perseroan melakukan identifikasi terhadap aspek dan topik yang relevan bagi Perseroan dan pemangku kepentingan, lokasi dari dampak serta menetapkan batasan yang tepat.
2. **Prioritisasi:** Perseroan menentukan prioritas aspek dan isu keberlanjutan yang telah diidentifikasi dengan menetapkan materialitas dari masing-masing aspek dan isu.
3. **Validasi:** Perseroan melakukan validasi dari aspek dan isu keberlanjutan yang dinilai material dengan melengkapi data dan melakukan wawancara kepada personel yang relevan dengan aspek yang akan disampaikan.
4. **Review:** Perseroan melakukan review atas proses penentuan konten laporan sebagai masukan untuk penyempurnaan laporan tahun berikutnya.

## Process for Defining Report Content

[G4-18]

In defining the content to be delivered, the Company considers various aspects other than the Company's performance such as the expectations and input from stakeholders. Process in defining report content was carried out through 4 (four) stages referring to GRI-G4, namely:

1. **Identification:** The Company identified aspects and topics that were relevant to the Company and the stakeholders, the location of the impact and set relevant boundaries.
2. **Prioritization:** The Company determined the priority aspects and sustainability issues that had been identified by defining the materiality of each aspect and issue.
3. **Validation:** The Company validated aspects and issues of sustainability that were assessed materially by completing data and conducting interviews with personnel relevant to the aspects to be presented.
4. **Review:** The Company conducted a review of the process of defining the reporting content as input for improving the report for the subsequent year.

## Proses Penentuan Konten Laporan Keberlanjutan

The Process of Defining Sustainability Report Content



## Proses Penentuan Materialitas dan Objek Pelaporan

Aspek material yang disampaikan dalam laporan ini adalah aspek dan isu yang relevan dengan kegiatan usaha Perseroan serta berpengaruh secara signifikan bagi Perseroan dan pemangku kepentingan. Aspek material ini ditentukan berdasarkan analisis materialitas sehingga aspek material yang diidentifikasi memiliki relevansi yang cukup tinggi dengan aktivitas bisnis Perseroan. Aspek material dalam laporan ini mencakup aspek ekonomi, lingkungan dan sosial sesuai dengan indikator yang tercantum pada GRI-G4.

Penentuan aspek dan indikator kinerja yang material dalam laporan ini dilakukan melalui analisis keberlanjutan Perseroan serta diskusi dengan pihak internal dan eksternal untuk mendapatkan aspek yang relevan secara komprehensif. Berdasarkan hasil analisis dan diskusi tersebut, maka didapatkan aspek-aspek material dan objek pelaporan sebagai berikut: [G4-18, G4-19, G4-20, G4-21]

## Process for Defining Materiality and Reporting Objects

Material aspects presented in this report are aspects and issues that are relevant to the Company's business activities and have significant influence on the Company and its stakeholders. These material aspects are determined based on materiality analysis such that the material aspects identified have high relevance to the Company's business activities. Material aspects in this report include economic, environmental and social aspects in accordance with the indicators listed in GRI-G4.

Defining material aspects and performance indicators in this report was carried out through Company's sustainability analysis as well as discussions with internal and external parties to obtain relevant aspects comprehensively. Based on the results of the analysis and discussion, the following material aspects and reporting objects were obtained: [G4-18, G4-19, G4-20, G4-21]

No	Uraian Description	Batasan   Boundary	
		Di dalam Perseroan Within the Company	Di luar Perseroan Outside the Company
<b>Kategori Ekonomi   Economic Category</b>			

A1	Kinerja Ekonomi Langsung Direct Economic Performance	✓	
A2	Rasio Gaji Pekerja Pemula terhadap Upah Minimum Regional Ratio of entry level wage to Regional Minimum Wage	✓	
A3	Dampak Ekonomi Tidak Langsung Indirect Economic Impacts	✓	✓
A4	Pendayagunaan Pemasok Lokal Utilization of Local Suppliers	✓	✓

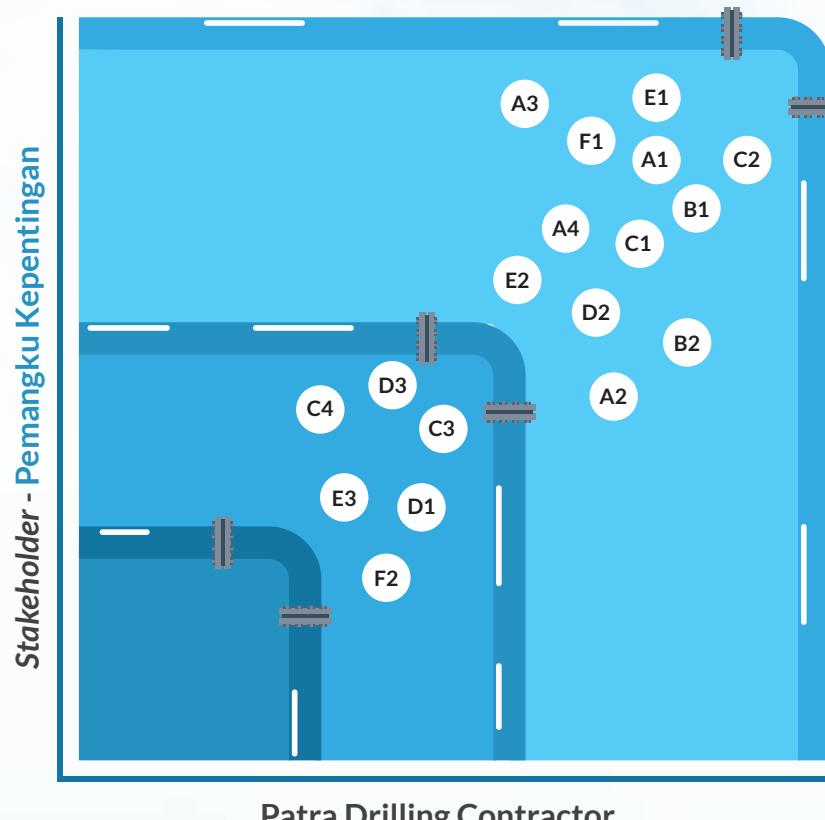
<b>Kategori Lingkungan   Environment Category</b>		
B1	Konsumsi Energi dalam Organisasi Energy Consumption in Organization	✓
B2	Total Penggunaan Air Total Water Consumption	✓

No	Uraian <i>Description</i>	Batasan   Boundary		
		Di dalam Perseroan <i>Within the Company</i>	Di luar Perseroan <i>Outside the Company</i>	
<b>Kategori Sosial   Social Category</b>				
<b>Sub-Kategori: Manajemen Ketenagakerjaan   Sub-Category: Employment Management</b>				
C1	Kepuasan/Keterikatan Pekerja Worker Satisfaction/Attachment	✓		
C2	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	✓		
C3	Pelatihan dan Pendidikan Training and Education	✓		
C4	Keberagaman dan Kesetaraan Peluang Diversity and Equality of Opportunity	✓		
<b>Sub-Kategori: Hak Asasi Manusia   Sub-Category: Human Rights</b>				
D1	Non-diskriminasi Non-discrimination	✓		
D2	Tidak Melibatkan Pekerja Anak/Pekerja di Bawah Umur Non Involvement of Child/Underage Labor	✓		
D3	Penghapusan Praktik Kerja Paksa Abolition of Forced Labor Practices	✓		
<b>Sub-Kategori: Masyarakat   Sub-Category: Society</b>				
E1	Pemberdayaan Masyarakat Lokal Local Community Empowerment	✓	✓	
E2	Perilaku Anti Korupsi Anti Corruption Behavior	✓		
E3	Politik dan Advokasi Politics and Advocacy	✓		
<b>Sub-Kategori: Tanggung Jawab Produk   Sub-Category: Product Responsibility</b>				
F1	Pelayanan dan Kepuasan Pelanggan Customer Service and Satisfaction	✓		
F2	Tata Cara Komunikasi Pemasaran yang Etis Ethical Marketing Communication Procedures	✓		

Aspek-aspek material tersebut kemudian diklasifikasikan ke dalam tiga tingkatan materialitas yakni rendah (*low*), sedang (*medium*) dan tinggi (*high*). Pengklasifikasian ini didasarkan pada relevansinya dengan kegiatan bisnis Perseroan serta dampaknya bagi pemangku kepentingan.

These material aspects are then classified into three levels of materiality: low, medium, and high. This classification is based on its relevance to the Company's business activities and their impact on stakeholders.

**Grafik Materialitas [G4-19]**  
Materiality Graph [G4-19]



## KEANDALAN LAPORAN [G4-33]

### REPORT RELIABILITY [G4-33]

Laporan Keberlanjutan Perseroan Tahun 2019 belum dilakukan verifikasi oleh pihak eksternal, namun ke depan kami berkomitmen untuk melakukan verifikasi kepada pihak eksternal untuk meningkatkan keandalan Laporan Keberlanjutan tahun berikutnya.

Terlepas dari hal tersebut, Perseroan mampu menjamin kebenaran dan keandalan atas isi Laporan Keberlanjutan ini karena telah melalui verifikasi internal yang dilakukan oleh Direksi, Dewan Komisaris dan seluruh *stakeholder* di Perseroan. Perseroan juga menjamin bahwa informasi keuangan yang disajikan dapat dipertanggungjawabkan karena data keuangan tersebut telah diaudit oleh Kantor Akuntan Publik (KAP).

The 2019 Company's Sustainability Report had not been assured by external parties, but in the future we are committed to have external parties assured the report to improve the reliability of the subsequent Sustainability Report.

External assurance aside, the Company ensures the truth and reliability of the content of Sustainability Report as it had been subjected to internal verification process conducted by the Board of Directors, Board of Commissioners and all stakeholders in the Company. The Company also guarantees that the financial information presented can be accounted for as it has been audited by a Public Accounting Firm (*Kantor Akuntan Publik, KAP*)

## KONTAK PERSEROAN [G4-31]

### COMPANY CONTACT [G4-31]

Untuk meningkatkan kualitas Laporan Keberlanjutan Tahun 2019, pembaca dapat menyampaikan saran dan umpan balik untuk perbaikan kualitas Laporan Keberlanjutan periode selanjutnya melalui Lembar Umpan Balik yang terdapat di bagian akhir Laporan ini atau dengan menghubungi:

**Kantor Pusat**  
**PT Patra Drilling Contractor**

 Wisma Antara, Lt. 5 & 8

 Jl. Medan Merdeka Selatan No. 17  
Jakarta, 10110, Indonesia

 Telp. +6221 2234 5134  
Fax. +6221 2234 6817

 Surel: [info@pertamina-pdc.com](mailto:info@pertamina-pdc.com)  
Situs Web: [www.pertamina-pdc.com](http://www.pertamina-pdc.com)

To improve the quality of the 2019 Sustainability Report, readers can submit suggestions and feedback for improving the quality of future Sustainability Report through the Feedback Form made available at the end of this Report or by contacting:

**Head Office**  
**PT Patra Drilling Contractor**

 Wisma Antara, 5<sup>th</sup> & 8<sup>th</sup> Fl.

 Jl. Medan Merdeka Selatan No. 17  
Jakarta, 10110, Indonesia

 Telp. +6221 2234 5134  
Fax. +6221 2234 6817

 Email: [info@pertamina-pdc.com](mailto:info@pertamina-pdc.com)  
Website: [www.pertamina-pdc.com](http://www.pertamina-pdc.com)

# TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN 2019

## RESPONSIBILITY OVER THE 2019 SUSTAINABILITY REPORT

Direksi PT Patra Drilling Contractor telah mengevaluasi dan menyatakan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan ini.

The Board of Directors of PT Patra Drilling Contractor have evaluated and claimed full responsibility for the accuracy of the contents of this Sustainability Report.

Jakarta, 30 Maret 2020  
Jakarta, 30 March 2020



**Teddyanus Rozarius**

Direktur Utama  
*President Director*



**Jusup Budiarto**

Direktur Operasi dan Marketing  
*Operations and Marketing Director*



# TENTANG PERSEROAN

## ABOUT THE COMPANY



# PROFIL PERUSAHAAN

## COMPANY PROFILE

PT Patra Drilling Contractor berdiri sejak 11 September 1981 sesuai dengan akte pendirian Akta Notaris J. Nimrod Siregar, SH No.70, Pengesahan Menteri Kehakiman tanggal 17 Juni 1983, No.C2-4524-HT.01.01.TH83 dan telah diumumkan dalam Berita Negara tanggal pada 1 Juli 1983.

Pada saat didirikan, Perseroan adalah perusahaan Penanaman Modal Asing (PMA) yang komposisi kepemilikan sahamnya adalah PT Usayana 75% dan Amerasian Offshore Drilling Limited 25%. Selanjutnya pada 28 Maret 2000 sebanyak 624 lembar saham milik Amerasian Offshore Drilling Limited di Perseroan dibeli oleh PT Usayana sehingga kepemilikan saham menjadi PT Usayana 99,96% (2.499 lembar saham) dan Amerasian Offshore Drilling Limited 0,04% (1 lembar saham).

Pada 8 Oktober 2012, 1 lembar saham milik Amerasian Offshore Drilling Limited dibeli oleh Zambesi Investments Limited (ZIL) sehingga komposisi kepemilikan saham di Perseroan menjadi PT Usayana 99,96% (2.499 lembar saham) dan Zambesi Investments Limited 0,04% (1 lembar saham).

Kemudian pada 9 Januari 2013, 2.499 lembar saham milik PT Usayana di Perseroan dibeli oleh Pertamina Drilling Services Indonesia (PDSI), sehingga pemegang saham Perseroan saat ini adalah PDSI dengan kepemilikan saham perseroan sebesar 99,96% (USD24,990,000 modal disetor) dan Zambesi Investments Limited dengan kepemilikan saham sebesar 0,04% (USD10,000 modal disetor).

PT Patra Drilling Contractor was established since 11 September 1981 based on Notarial Deed of J. Nimrod Siregar, S.H., No.70, Ratification of the Minister of Justice dated 17 June 1983, No.C2-4524-HT.01.01.TH83 and was announced in the State Gazette on 1 July 1983.

At the time of its establishment, the Company was a foreign investment company (*Penanaman Modal Asing*, PMA) whose ownership was composed of PT Usayana 75% and Amerasian Offshore Drilling Limited 25%. On 28 March 2000, PT Usayana purchased 624 of the Company's shares owned by Amerasian Offshore Drilling Limited such that the shares ownership became PT Usayana 99.96% (2,499 shares) and Amerasian Offshore Drilling Limited 0.04% (1 share).

On 8 October 2012, 1 share owned by Amerasian Offshore Drilling Limited was purchased by Zambesi Investments Limited (ZIL) such that the share ownership composition in the Company became PT Usayana 99.96% (2,499 shares) and Zambesi Investments Limited 0.04% (1 share).

Then on 9 January 2013, 2,499 shares owned by PT Usayana in the Company were acquired by Pertamina Drilling Services Indonesia (PDSI), thus the Company's then shareholders were PDSI with share ownership of 99.96% (USD24,990,000 paid-up capital), and Zambesi Investments Limited with share ownership of 0.04% (USD10,000 paid-up capital).

Berdasarkan Akta Notaris Marianne Vincentia Hamdani, SH No. 8 tanggal 7 Desember 2015 telah berlangsung transfer saham dari ZIL kepada PT Pertamina Hulu Energi (PHE) dan perubahan status Perseroan dari PMA menjadi PMDN. Hal tersebut telah disahkan oleh Surat Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-AH.01.03-0000462 tanggal 5 Januari 2016 dan disetujui oleh Badan Koordinasi Penanaman Modal (BKPM) melalui surat persetujuan No. 14/1/IP/PMDN/2016 tanggal 26 Januari 2016.

Pemegang saham PT Patra Drilling Contractor pada saat ini adalah PT Pertamina Drilling Services Indonesia (PDSI) dengan kepemilikan sebanyak 2.499 lembar saham atau 99,96% (Rp15.743.700.000 modal disetor) dan PT Pertamina Hulu Energi (PHE) dengan kepemilikan 1 lembar saham atau setara 0,04% (Rp6.300.000 modal disetor). [G4-3, G4-7]

Based on Notarial Deed of Marianne Vincentia Hamdani, SH No. 8 dated 7 December 2015 there has been a transfer of shares from ZIL to PT Pertamina Hulu Energi (PHE) and the change in status from foreign investment company (PMA) to local company (*Penanaman Modal Dalam Negeri, PMDN*). This was approved by the Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-AH.01.03-0000462 dated 5 January 2016 and approved by the Investment Coordinating Board (*Badan Koordinasi Penanaman Modal, BKPM*) through approval letter No. 14/1/IP/PMDN/2016 dated 26 January 2016.

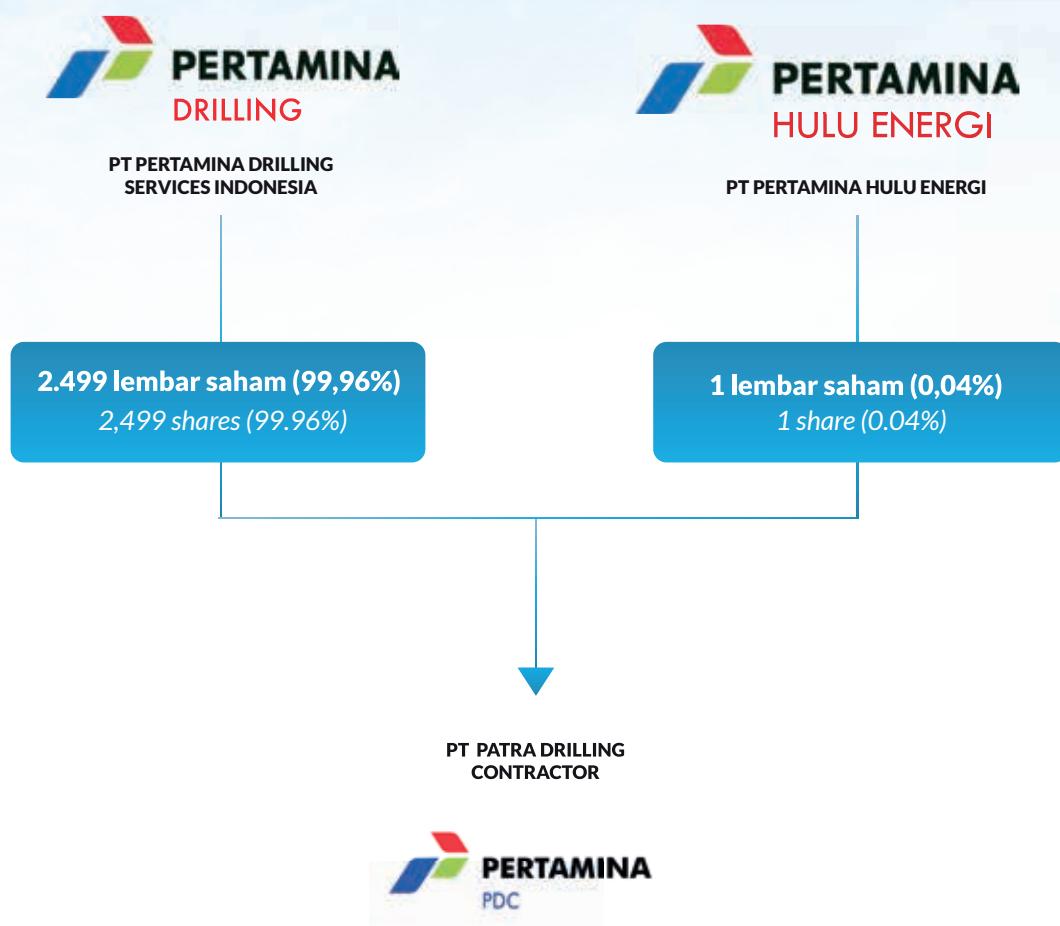
The current shareholders are PT Pertamina Drilling Services Indonesia (PDSI) with 2,499 shares or 99.96% (Rp 15,743,700,000, paid-up capital) and PT Pertamina Hulu Energi (PHE) with 1 share ownership or the equivalent of 0.04% (Rp6,300,000 paid-up capital). [G4-3, G4-7]

# STRUKTUR PEMEGANG SAHAM

## SHAREHOLDER STRUCTURE

Struktur pemegang saham PT Patra Drilling Contractor per 31 Desember 2019 adalah sebagai berikut:

The structure of PT Patra Drilling Contractor shareholders as at 31 December 2019 is as follows:



Pemegang saham utama dan pengendali Perseroan berdasarkan Akte Notaris Marianne SH, MH. No. 8 tanggal 7 Desember 2015 SK Menteri Hukum & HAM No.AHU-AH.01.03-0000462 tanggal 5 Januari 2016 adalah PT Pertamina Drilling Services Indonesia dengan skema kepemilikan saham sebagai berikut:

The majority shareholders and controllers of the Company's based on Notarial Deed of Marianne SH, MH. No. 8 dated 7 December 2015 Decree of the Minister of Law & Human Rights No.AHU-AH.01.03-0000462 dated 5 January 2016 is PT Pertamina Drilling Services Indonesia with the following stock ownership scheme:

<b>Uraian Description</b>	<b>Jumlah Lembar Saham Number of Shares</b>	<b>Dalam % In %</b>	<b>Nilai (Rp) Value (Rp)</b>
PT Pertamina Drilling Services Indonesia	2.499	99,96	15.743.700.000
PT Pertamina Hulu Energi	1	0,04	6.300.000
<b>Jumlah Total</b>	<b>2.500</b>	<b>100,00</b>	<b>15.750.000.000</b>



# ROADMAP PERSEROAN

## COMPANY ROADMAP

**1981**

Perseroan adalah Perusahaan Penanaman Modal Asing (PMA) yang komposisi kepemilikan sahamnya adalah PT Usayana 75% dan Amerasian Offshore Drilling Limited 25%. Pada tanggal 28 Maret 2000 sebanyak 624 lembar saham milik Amerasian Offshore Drilling Limited di Perseroan dibeli oleh PT Usayana sehingga kepemilikan saham menjadi PT Usayana 99,96% (2.499 lembar saham) dan Amerasian Offshore Drilling Limited 0,04% (1 lembar saham).

The Company was a foreign investment company whose ownership was composed of PT Usayana 75% and Amerasian Offshore Drilling Limited 25%. On 28 March 2000, PT Usayana purchased 624 of the Company's shares owned by Amerasian Offshore Drilling Limited such that the shares ownership became PT Usayana 99.96% (2,499 shares) and Amerasian Offshore Drilling Limited 0.04% (1 share).

**2012**

Pada 8 Oktober 2012, 1 lembar saham milik Amerasian Offshore Drilling Limited dibeli oleh Zambesi Investments Limited sehingga komposisi kepemilikan saham di Perseroan menjadi PT Usayana 99,96% (2.499 lembar saham) dan Zambesi Investments Limited 0,04% (1 lembar saham).

On 8 October 2012, 1 share owned by Amerasian Offshore Drilling Limited was purchased by Zambesi Investments Limited such that the share ownership composition in the Company became PT Usayana 99.96% (2,499 shares) and Zambesi Investments Limited 0.04% (1 share).

**2013**

Pada 9 Januari 2013, 2.499 lembar saham milik PT Usayana di Perseroan dibeli oleh PDSI, sehingga pemegang saham Perseroan saat ini adalah PDSI dengan kepemilikan saham sebesar 99,96% (USD24.990.000 modal disetor) dan Zambesi Investments Limited (ZIL) dengan kepemilikan saham sebesar 0,04% (USD 10.000 modal disetor).

On 9 January 2013, 2,499 shares owned by PT Usayana in the Company were acquired by PDSI, thus the Company's then shareholders are PDSI with share ownership of 99.96% (USD24,990,000 paid-up capital), and Zambesi Investments Limited with share ownership of 0.04% (USD10,000 paid-up capital).

**2015**

Berdasarkan Akta Notaris Marianne Vincentia Hamdani, SH No. 8 tanggal 7 Desember 2015 telah berlangsung transfer saham dari ZIL kepada PT Pertamina Hulu Energi (PHE) dan perubahan status Perseroan dari PMA menjadi PMDN. Hal tersebut telah disahkan oleh Surat Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-AH.01.03-0000462 tanggal 5 Januari 2016 dan disetujui oleh Badan Koordinasi Penanaman Modal (BKPM) melalui surat persetujuan No. 14/1/IP/PMDN/2016 tanggal 26 Januari 2016.

Based on Notarial Deed of Marianne Vincentia Hamdani, SH No. 8 dated 7 December 2015 there has been a transfer of shares from ZIL to PT Pertamina Hulu Energi (PHE) and the change in status from foreign investment company to local company. This was approved by the Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-AH.01.03-0000462 dated 5 January 2016 and approved by the Investment Coordinating Board (BKPM) through approval letter No. 14/1/IP/PMDN/2016 dated 26 January 2016.

# PERISTIWA PENTING 2019

## SIGNIFICANT EVENTS THROUGHOUT 2019



### ● Februari February

Pada 1 Februari 2019, Perseroan dan PDSI menandatangani Kontrak Jasa No. 4650011236 tentang Sewa Kendaraan dan Pengemudi untuk Menunjang Operasional di Wilayah KTI dengan waktu sewa sampai dengan 31 Desember 2019. Total nilai kontrak adalah Rp24,989 miliar.

On 1 February 2019, the Company and PDSI signed the Service Contract No. 4650011236 regarding Vehicle and Driver Leases to Support Operations in the Eastern Indonesia Region with a rental period up to 31 December 2019. The total contract value was Rp24.989 billion.

Perseroan dengan PEP menandatangani Kontrak Jasa No. 3900454297 tentang Penyediaan Catering dan Pengelolaan Akomodasi dan Kantor PEP Aset 5 Tarakan Area Sembakung dengan jangka waktu kontrak 5 Februari 2019 sampai dengan 31 Januari 2021. Nilai kontrak adalah Rp19,063 miliar.

The Company with PEP signed the Service Contract No. 3900454297 regarding Provision of Catering and Management of Accommodation and PEP Office Asset 5 Tarakan Sembakung Area with a contract period from 5 February 2019 to 31 January 2021. The contract value was Rp19.063 billion.

Kerja sama Kontrak Sewa Gedung No. 01/PDC-PDSI/IV/2019 ditandatangani oleh Perseroan dengan PDSI pada 28 Februari 2019, dengan waktu sewa hingga 28 Februari 2022, dan total nilai kontrak sebesar Rp17,077 miliar.

The Building Rental Contract No. 01/PDC-PDSI/IV/2019 was signed by the Company with PDSI on 28 February 2019, with rental period until 28 February 2022, and a total contract value of Rp17.077 billion.



## ● Maret March

Pada 1 Maret 2019, disepakati pembentukan konsorsium antara PDSI dan Perseroan dengan No. 003/DSI0000/2019-S0 untuk bekerja sama mengikuti tender pekerjaan rental 1 Unit Workover and Well Repair Services di PHE OSES.

Dengan nilai kontrak sebesar Rp117,682 miliar, pada 15 Maret 2019, Perseroan dengan PDSI menandatangani Kontrak Jasa No. 4650011352 tentang *Food and Lodging, Laundry, and Housekeeping* di Proyek KTI secara *On Call Basis* dengan jangka waktu kontrak sampai dengan 14 Maret 2021.

Pada 20 Maret 2019, berlangsung Rapat Umum Pemegang Saham (RUPS) yang berjalan secara Sirkuler, dengan keputusan memberhentikan dengan hormat Direktur Utama, Didik Budi Hartono.

On 1 March 2019, it was agreed upon to form a consortium between PDSI and the Company on a document No. 003/DSI0000/2019-S0 to cooperate in submitting a tender for the rental of 1 Unit Workover and Well Repair Services at PHE OSES.

With a contract value of Rp117.682 billion, on 15 March 2019, the Company and PDSI signed a Service Contract No. 4650011352 on Food and Lodging, Laundry, and Housekeeping at the Eastern Region of Indonesia Project by way of On Call Basis with a contract period until 14 March 2021.

On 20 March 2019, General Meeting of Shareholders (GMS) was held and took place in a circular manner, with the decision to honorably discharge the President Director, Didik Budi Hartono.

## ● April April

Pada 29 April 2019, Perseroan dan PHE TEJ menandatangani Kontrak Jasa No. 3900002999 tentang Konstruksi Lokasi Sumur dan Layanan Umum dengan jangka waktu kontrak sampai dengan tanggal 28 April 2020. Nilai kontrak adalah Rp15,109 miliar.

Rapat Umum Pemegang Saham Tahunan (RUPS) berlangsung pada 30 April 2019, di Jakarta.

On 29 April 2019, the Company and PHE TEJ signed the Service Contract No. 3900002999 on Construction of Well Location and Public Facility with a contract period of 28 April 2020. The contract value was Rp15.109 billion.

The Annual General Meeting of Shareholders (AGM) took place on 30 April 2019 in Jakarta.



## ● Mei May

Perseroan dan PHKT menandatangani Kontrak Jasa No. KTAD-DC329-S tentang Penyediaan Tenaga Pemboran dan Komplesi periode kontrak dari 13 Mei 2019-5 Mei 2021, senilai Rp168,938 miliar.

Terhitung sejak 20 Mei 2019, Perseroan memberikan jasa Pengangkutan Material *Tubular Goods* dan *Non-Tubular Goods* Perusahaan kepada PGE, dengan nilai Kontrak Jasa No. 4600003349 tersebut senilai Rp37,600 miliar dan berakhir pada 31 Mei 2021.

Pada 20 Mei 2019 terjadi penambahan Anggota Komisaris atas nama Nepos MT Pakpahan, sesuai dengan Keputusan Pemegang Saham Sirkuler.

Sesuai dengan Keputusan Pemegang Saham Secara Sirkuler tanggal 29 Mei 2019, Direktur Operasi dan Marketing Perseroan, Jusup Budiarto, diangkat kembali terhitung mulai tanggal 1 Juni 2019 karena masa jabatan dari Keputusan Pemegang Saham sebelumnya habis pada 31 Mei 2019.

The Company and PHKT signed the Service Contract No. KTAD-DC329-S regarding Provision of Drilling Manpower and Completion that run from 13 May 2019 to 5 May 2021, valued at Rp168.938 billion.

As of 20 May 2019, the Company provided the service of Transporting Company's Material of *Tubular Goods* and *Non-Tubular Goods* to PGE, with the Service Contract No. 4600003349 valued at Rp37.600 billion and will end on 31 May 2021.

On 20 May 2019, in accordance with the Circular Resolution of Shareholders, Nepos MT Pakpahan was appointed as a member to the Board of Commissioners.

In accordance with the Circular Resolution of Shareholders on 29 May 2019, Operations and Marketing Director of the Company, Jusup Budiarto, was reappointed starting on 1 June 2019. Previous Shareholders' Decision declared his term of office ended on 31 May 2019.

## Juni June

Perseroan dengan PEP menandatangani Kontrak Jasa No. 4650011583 tentang Penyediaan *Catering, Laundry, dan Housekeeping Area Camp, Perkantoran, dan Fasilitas Umum PEP Aset 1 Ramba Field*. Kerja sama itu berlaku dari 18 Juni 2019 hingga 19 Juni 2021. Nilai kontrak adalah Rp37,196 miliar.

The Company with PEP signed the Service Contract No. 4650011583 regarding Provision of Catering, Laundry, and Housekeeping of Camps, Offices, and Public Facilities Areas for PEP Asset 1 Ramba Field. The cooperation took effect from 18 June 2019 to 19 June 2021. The contract value was Rp37.196 billion.

## Juli July

Melalui Keputusan Pemegang Saham Secara Sirkuler, Teddyanus Rozarius diangkat sebagai Direktur Utama Perseroan, terhitung sejak 11 Juli 2019.

Dengan nilai kontrak Rp11,214 miliar, terhitung sejak 26 Juli 2019, Perseroan melayani jasa *Catering, Laundry, dan Housekeeping* di Area Lumut Balai PGE. Kontrak dengan No. 4650012041 akan berakhir pada 25 Juli 2021.

Pada 19 Juli 2019, Perseroan dan PDSI menandatangani Kontrak Jasa No. 4650012288 tentang Penyediaan Air dan Infrastruktur Basecamp dengan waktu sewa sampai dengan 2 Juli 2022. Total nilai kontrak adalah Rp23,897 miliar.

Perseroan dengan PT Perta Arun Gas menandatangani Kontrak Jasa No. PAGCS19049 tentang Pembangunan Fasilitas Suplai Gas untuk PLTNG Sumbagut - 2 Peaker dengan jangka waktu kontrak dari 26 Juli 2019 sampai dengan 30 November 2019. Nilai kontrak adalah Rp22,350 miliar.

Through the Circular Resolution of Shareholders, Teddyanus Rozarius was appointed as President Director of the Company, as of 11 July 2019.

With a contract value of Rp11.214 billion, starting on 26 July 2019, the Company serves Catering, Laundry, and Housekeeping services in the Lumut Balai Area at PGE. Contract No. 4650012041 will end on 25 July 2021.

On 19 July 2019, the Company and PDSI signed Service Contract No. 4650012288 concerning Water Supply and Basecamp Infrastructure with a rental period up to 2 July 2022. The total contract value was Rp23.897 billion.

The Company with PT Perta Arun Gas signed Service Contract No. PAGCS19049 regarding the Construction of Gas Supply Facility for Sumbagut-2 Peaker Gas Engine Power Plant with a contract period from 26 July 2019 to 30 November 2019. The contract value was Rp22.350 billion.

## Agustus August

Terhitung sejak 1 Agustus 2019, Perseroan memberikan jasa *Food and Lodging, Laundry, dan Housekeeping* untuk Proyek Jawa dan Sumatra milik PDSI. Kontrak dengan No. 4650012074 tersebut berakhir sampai dengan 31 Juli 2022, dengan nilai kontrak Rp202,890 miliar.

Dengan nilai kontrak Rp39,486 miliar, pada 7 Agustus 2019, Perseroan dan PHSS menandatangani Kontrak Jasa No. SC1800532 tentang *Camp and Catering* dengan jangka waktu kontrak sampai dengan 7 Agustus 2021.

As of 1 August 2019, the Company provides Food and Lodging, Laundry, and Housekeeping services for PDSI-owned Java and Sumatra Projects. The contract No. 4650012074 expires on 31 July 2022, with contract value of Rp202.890 billion.

With a contract value of Rp39.486 billion, on 7 August 2019, the Company and PHSS signed the Service Contract No. SC1800532 regarding Camp and Catering with a contract period of 7 August 2021.

## ● September September

Sejak 3 September 2019, Perseroan memberikan jasa Perancangan, Pengadaan, dan Konstruksi Relokasi KIM-KEK di Crossing Toll MKTT (Medan Kualanamu Tebing Tinggi) kepada Pertagas, dengan jangka waktu kontrak sampai dengan 27 Juli 2020. Kontrak bernomor No. 3900464740 senilai Rp16,370 miliar.

Pada 4 September 2019, Keputusan Pemegang Saham Secara Sirkuler memberhentikan dengan hormat Nasuhi Hidajat dan Nepos MT Pakpahan sebagai Komisaris Utama dan Komisaris, serta mengangkat Irwansyah sebagai Komisaris Utama, dan mengangkat Laode Abdul Hasar sebagai Komisaris Independen.

Since 3 September 2019, the Company has provided Engineering, Procurement and Construction services for KIM-KEK Relocation at the MKTT (Medan Kualanamu Tebing Tinggi) Toll Crossing to Pertagas, with a contract period until 27 July 2020. Contract number No. 3900464740 was valued at Rp16.370 billion.

On 4 September 2019, the Circular Resolution of Shareholders decided to dismiss with honor Nasuhi Hidajat and Nepos MT Pakpahan respectively as President Commissioner and Commissioner, followed by appointed Irwansyah as President Commissioner, and appointed Laode Abdul Hasar as Independent Commissioner.

## ● Oktober October

Perseroan menjalin kerja sama dengan PHE Siak, untuk pekerjaan Penyiapan Lokasi Pengeboran untuk 8 Sumur Infill Drilling di Wilayah Kerja Siak, dengan kontrak No.4710003044. Kesepakatan itu ditandatangani pada 1 Oktober 2019 dan berlaku hingga 7 Desember 2020, dengan nilai kontrak Rp33,673 miliar.

The Company cooperated with PHE Siak, for the work of Preparation of Drilling Locations for 8 Infill Drilling Wells in Siak Working Area, with contract No. 4710003044. The agreement was signed on 1 October 2019 and is effective until 7 December 2020, with a contract value of Rp33.673 billion.

Terhitung sejak 31 Oktober 2019, Perseroan melaksanakan pekerjaan EPCI Fasilitas Produksi POD-1 Lapangan Randugunting. Kontrak dengan No.3900003357 tersebut senilai Rp19,133 miliar dan berlaku sampai dengan 20 Oktober 2020. Pemilik proyek adalah PHE Randugunting.

As of 31 October 2019, the Company carried out the work of EPCI on Production Facility at POD-1 Randugunting Field. The contract No. 3900003357 was valued at Rp19.133 billion and will be in effect until 20 October 2020. The project owner was PHE Randugunting.

## ● November November

Pada 21 November 2019, Perseroan dan PDSI menandatangani Kontrak Jasa No. 4650012684 tentang TKJP Administrasi Perkantoran Alokasi Kerja Kantor Pusat dengan jangka waktu kontrak sampai dengan 31 Oktober 2021. Nilai kontrak adalah Rp19,532 miliar.

Berdasarkan Akta Notaris Marianne Vincentia Hamdani tanggal 20 November 2019, Direksi memutuskan melakukan perubahan Anggaran Dasar PT Patra Drilling Contractor.

On 21 November 2019, the Company and PDSI signed Service Contract No. 4650012684 regarding TKJP Office Administration for Work Allocation for Head Office with a contract period up to 31 October 2021. The contract value is Rp19.532 billion.

Based on Notarial Deed of Marianne Vincentia Hamdani dated 20 November 2019, the Directors decided to make changes to the Articles of Association of PT Patra Drilling Contractor.

## Desember December

Dengan nilai kontrak Rp142,017 miliar, Perseroan memberikan jasa Catering, Cleaning and Accommodation Services for North Area, WK Mahakam. Kontrak dengan No. 4600006203 ditandatangani Perseroan dengan PHM pada 10 Desember 2019, jangka waktu kontrak sampai dengan 29 Oktober 2022.

Perseroan menjadi pelaksana pada pekerjaan Provision of Well Site Construction and General Services di WK Tuban. Kontrak No. 4710003126 ditandatangani pada 26 Desember 2019, oleh Perseroan dan PHE TEJ dengan jangka waktu kontrak sampai dengan 25 Desember 2020. Nilai kontrak tersebut sebesar Rp18,098 miliar.

With a contract value of Rp142.017 billion, the Company provides Catering, Cleaning and Accommodation Services for North Area, Mahakam Working Area. The contract No. 4600006203 was signed by the Company with the PHM on 10 December 2019, the contract period runs until 29 October 2022.

The Company became the executor of the work of Provision of Well Site Construction and General Services at Tuban Working Area. Contract No. 4710003126 was signed on 26 December 2019, by the Company and PHE TEJ with a contract period until 25 December 2020. The contract value was at Rp18.098 billion.

Pada 26 Desember 2018, Perseroan dan Pertamina (Persero) menandatangani Kontrak Jasa No. 001/S00200/2018-S0 tentang Integrated Project Management Digital HSSE dengan jangka waktu kontrak sampai dengan tanggal 17 Desember 2019. Nilai kontrak adalah Rp12,683 miliar.

On 26 December 2018, the Company and Pertamina (Persero) signed a Service Contract No. 001/S00200/2018-S0 concerning Digital HSSE Integrated Project Management with a contract period until 17 December 2019. The contract value was Rp12.683 billion.

# VISI, MISI, DAN NILAI PERUSAHAAN [G4-1]

VISION, MISSION, AND COMPANY VALUES [G4-1]

## VISI PERSEROAN COMPANY'S VISION

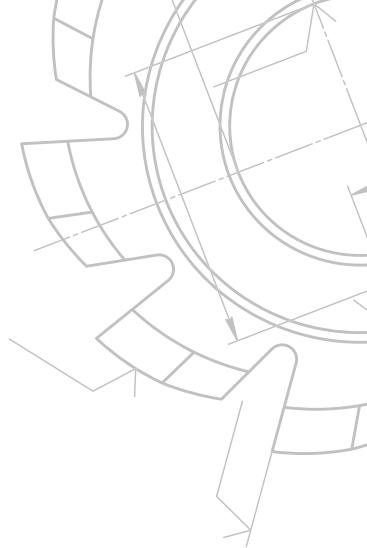
Menjadi salah satu perusahaan penyedia jasa penunjang terbaik dalam industri energi di Indonesia.

To be one of the best supporting service providers in the energy industry in Indonesia.

## MISI PERSEROAN COMPANY'S MISSION

Menyediakan pelayanan terbaik kepada pelanggan dengan standar *health, safety, security & environment* (HSSE) dan keunggulan operasional kelas dunia, untuk mencapai kepuasan pelanggan, pemegang saham dan pekerja.

Provide the best services to customers with health, safety, security & environment (HSSE) standards and world-class operational excellence to achieve customers, shareholders and employees satisfaction.



## Tata Nilai Perseroan

Dalam melaksanakan dan menyelenggarakan usahanya Perseroan berlandaskan dengan tatanan nilai yang menjadi pemberi arah bagi sikap dan perilaku seluruh pekerja dan manajemen dalam menjalankan tugasnya sehari-hari. Komisaris dan Direksi Perseroan menerapkan turunan Tata Nilai dari PT Pertamina (Persero) yang jika dibuat akronimnya sekaligus menjadi slogan, yaitu "PDC Best".

**Tata nilai unggulan Perseroan tersebut sebagai berikut:**

## Company Core Values

In carrying out its business, the Company is based on a set of core values that gives direction to the disposition and behavior of all employees and management in carrying out their daily duties. Board of Commissioners and Directors of the Company implements adaptation of core values from PT Pertamina (Persero), which acronym and slogan is "PDC Best".

The Company core values are as follows:

## PROFESSIONALISM

Setiap Pekerja Perseroan adalah pribadi yang menjunjung tinggi etika kerja dan selalu bersemangat untuk menunjukkan kinerja yang tinggi guna mendukung pencapaian tujuan organisasi.

Every Employee of the Company is a person who upholds work ethics and always eager to show high performance to support achievement of organizational goals.

## DEDICATED

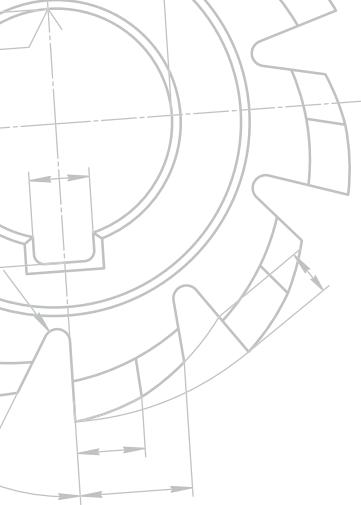
Setiap Pekerja Perseroan adalah pribadi yang bersedia membantu bawahan, rekan kerja, dan atasan dalam memberikan layanan prima kepada pelanggan dan mengedepankan kepentingan organisasi di atas kepentingan pribadi.

Every Employee of the Company is a person who is willing to help subordinates, coworkers, and superiors in providing excellent service to customers and in prioritizing the interests of the organization above personal interests.

## CONFIDENT

Setiap Pekerja Perseroan selalu menunjukkan sikap atau tindakan yang dapat dipercaya, melaksanakan pekerjaan secara sistematis dan konsisten serta memberikan kinerja yang diharapkan pelanggan.

Every Employee of the Company always shows an attitude or action that is trustworthy, performs work systematically and consistently as well as presents performance according to customer's expectation.



## BEST PEOPLE

Setiap Pekerja Perseroan memiliki semangat pantang menyerah dalam bekerja, senantiasa meningkatkan kompetensi diri dan selalu siap untuk memberikan solusi terbaik bagi organisasi.

Every Employee of the Company has unyielding spirit in working, always increases self-competence and is always ready to provide the best solution for the organization.

## EFFICIENCY

Setiap Pekerja Perseroan adalah pribadi yang mampu mengoptimalkan teknologi informasi, untuk meningkatkan kecepatan dan ketepatan kerja serta efisiensi dalam menggunakan waktu dan sumber daya organisasi.

Every Employee of the Company is a person who is able to optimize information technology to improve work speed and accuracy as well as efficiency in utilizing organizational time and resources.

## SAFETY

Setiap Pekerja Perseroan adalah pribadi yang patuh menjalankan protokol dan prosedur QHSSE, mampu mengenali potensi bahaya serta bertanggung jawab terhadap keselamatan diri sendiri, rekan kerja dan lingkungan sekitarnya.

Every Employee of the Company is a person who complies in carrying out QHSSE protocols and procedures, able to recognize potential hazards and is responsible for the safety of self, his colleagues, and the surrounding environment.

## TEAMWORK

Setiap Pekerja Perseroan adalah pribadi yang proaktif dalam memberikan masukan konstruksi, mampu bekerja sama baik dengan bawahan, rekan kerja, dan atasan serta mampu menjaga semangat saling menghargai dan menerima perbedaan pendapat.

Every Employee of the Company is a person who is proactive in providing constructive inputs, able to work well with subordinates, colleagues, and superiors as well as able to maintain the spirit of mutual respect and accepts different opinions.

# STRATEGI PERUSAHAAN

## COMPANY STRATEGY

Perseroan terus berupaya meningkatkan sumber daya (dana maupun tenaga ahli) agar bisa menjalankan usaha sebagaimana yang tercantum dalam Anggaran Dasar Perseroan. Namun, di sisi lain, untuk meminimalkan risiko usaha, Perseroan terus berupaya memanfaatkan peluang dan kelebihan sebagai anak perusahaan dari PDSI dan PHE.

Satu peluang timbul ketika pada 2019, PT Pertamina (Persero) sebagai induk usaha mencanangkan sinergi antar-anak perusahaan. Peluang pasar dari sinergi tersebut mencapai USD2 miliar. Untuk mengantisipasi, Perseroan memusatkan seluruh sumber daya dan kekuatan untuk merebut peluang tersebut sebesar-besarnya dengan tetap melakukan perbaikan internal secara terpadu, terarah dan terukur dibarengi dengan melakukan penetrasi pasar, pengembangan pasar dan pengembangan produk layanan.

Strategi jangka pendek yang dipilih adalah berfokus pada Oilfield/Drilling Support System dan EPCI (*pipeline construction, pipeline engineering* dan HDD), yaitu usaha penunjang operasional di PDSI, PGE, PEP, PHE serta Pertagas.

Sedangkan strategi jangka panjang adalah meningkatkan profit dan kesinambungan perusahaan. Untuk itu yang harus dilakukan adalah investasi untuk melakukan peremajaan aset dan penambahan aset baru.

**Perseroan memiliki 7 (tujuh) Divisi Usaha, yaitu: [G4-4]**

- *Engineering, Procurement, Construction and Installation (EPCI)*
- *Heavy Transport Equipment (HTE)* dan Kendaraan Ringan Penumpang (KRP)
- *Food & Lodging Services*
- *Manpower Services*
- *General Services* dan Gedung
- *Marine Services*
- *Trading*

The Company continues to improve its resources (funds and experts) to allow it to run a business as stipulated in the Company's Articles of Association. On the other hand, to minimize business risk, the Company continues to exploit opportunities and advantages as a subsidiary of PDSI and PHE.

An opportunity arose when in 2019, PT Pertamina (Persero) as the holding company launched a synergy between subsidiaries. Market opportunities from the synergy reached USD2 billion. To anticipate, the Company concentrates all resources and strengths to seize the opportunity as much as possible while continuing to make internal improvements in an integrated, directed and measurable manner combined with market penetration, market development and service product development.

The short-term strategy chosen is to focus on the Oilfield/Drilling Support System and EPCI (*pipeline construction, pipeline engineering* and HDD), namely operational support businesses in PDSI, PGE, PEP, PHE and Pertagas.

The long-term strategy is to increase profits and sustainability of the company. For that to be achieved, it is necessary to invest in assets rejuvenation and new assets.

**The Company has 7 (seven) Business Divisions, namely: [G4-4]**

- *Engineering, Procurement, Construction and Installation (EPCI)*
- *Heavy Transport Equipment (HTE)* and *Light Vehicles Transport (Kendaraan Ringan Penumpang, KRP)*
- *Food & Lodging Services*
- *Manpower Services*
- *General Services and Buildings*
- *Marine Services*
- *Trading*

## EPCI

Salah satu unit bisnis unggulan Perseroan adalah *Engineering, Procurement, Construction and Installation* (EPCI). Unit bisnis ini khususnya EPCI Pipeline termasuk penggunaan teknologi *Horizontal Directional Drilling* (HDD) sangat dibutuhkan oleh perusahaan-perusahaan di dalam grup Pertamina. Dalam menjalankan bisnis EPCI ini, Perseroan selalu mengedepankan pada aspek kepuasan pelanggan dan QHSSE (*Quality, Health, Safety, Security and Environment*) yang tinggi.

## EPCI

One of the Company's leading business units is Engineering Procurement, Construction and Installation (EPCI). This business unit, specifically the EPCI Pipeline that includes the use of Horizontal Directional Drilling (HDD) technology is in high demand by companies within the Pertamina group. In running this EPCI business, the Company always puts forward aspects of customer satisfaction and excellent QHSSE (Quality, Health, Safety, Security and Environment).

## HTE dan KRP

Perseroan juga sangat mengandalkan bisnis penyediaan HTE dan KRP untuk mendukung operasional rig di lapangan minyak, gas dan panas bumi. Guna mendukung imobilisasi/demobilisasi antar-sumur atau antar-lokasi, Perseroan menyediakan jasa transportasi alat angkat berat dan alat angkat berat seperti *crane*, *wheel loader*, *hibed*, *lowbed* dan truk.

Unit HTE yang dimiliki oleh Perseroan yakni enam unit *Rough Terrain Crane*, tiga unit *6x4 Tronton*, *Prime Mover* terdapat 32 unit *6x4* (*completed with high/lowbed trailer*), kemudian 12 unit *6x6 Prime Mover* (*completed with high/lowbed trailer*), terdapat dua unit *4x4* truk dan sembilan unit *wheel loader forklift*.

## HTE and KRP

The Company also relies heavily on the business of providing HTE and KRP to support rig operations in the oil, gas and geothermal fields. To support inter-well or inter-location immobilization/demobilization, the Company provides transportation services for heavy transport equipment and heavy lifting equipment such as cranes, wheel loaders, hibed, lowbed and trucks.

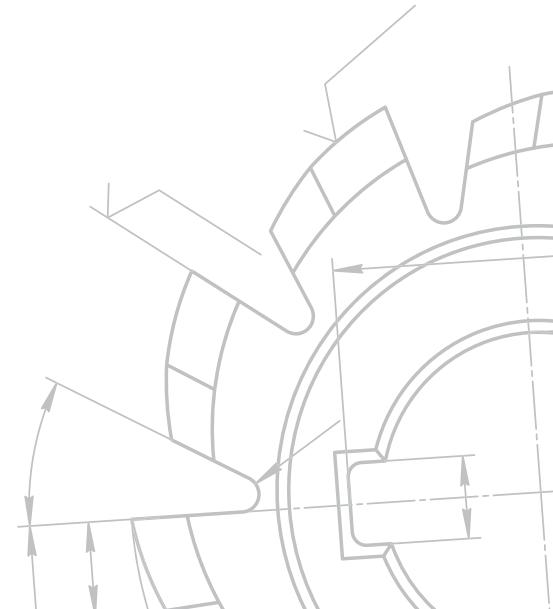
HTE units owned by the Company are six units of *Rough Terrain Crane*, three units of *6x4 Tronton*, 32 units of *6x4 Prime Mover* (*completed with high/lowbed trailer*), 12 units of *6x6 Prime Mover* (*completed with high/lowbed trailer*), and also two units of *4x4* trucks as well as nine units of *wheel loader forklifts*.

## FOOD & LODGING SERVICES

Perseroan memiliki bidang jasa *food & lodging services*, termasuk pelayanan *housekeeping* dan *laundry* khususnya untuk melayani pekerja pengeboran migas dan panas bumi. Saat ini, Perseroan sudah melayani sekitar 65 lokasi pengeboran migas dan panas bumi di seluruh Indonesia.

## FOOD & LODGING SERVICES

The Company operates food & lodging services business unit, including housekeeping and laundry services specifically to serve oil, gas and geothermal drilling workers. At present, the Company has served approximately 65 oil, gas and geothermal drilling locations throughout Indonesia.



## MANPOWER SERVICES

Bidang usaha *manpower services* Perseroan diarahkan untuk mengelola penempatan tenaga kerja guna memenuhi kebutuhan *outsourcing* di lapangan pengeboran migas serta panas bumi seperti *driller*, *tool pusher*, mekanik, *electric welder*, *crane operator*, dan lain-lain.

Hingga 2019, total personel Tenaga Kerja Jasa Penunjang (TKJP) sebanyak 2.771 orang.

## MANPOWER SERVICES

The Company's manpower services business unit is directed to manage the deployment of workers to meet outsourcing needs in oil, gas and geothermal drilling fields such as driller, tool pusher, mechanics, electric welder, crane operator, etc.

On 2019, the total number of Support Service Workers (*Tenaga Kerja Jasa Penunjang*, TKJP) was 2,771 personnels.

## GENERAL SERVICES DAN GEDUNG

Bidang usaha *General Services* dan Gedung yang dijalankan Perseroan memberikan jasa pemeliharaan dan perawatan gedung dan fasilitas penunjang perkantoran, dan memastikan semuanya berjalan dengan baik sehingga mampu menunjang kegiatan operasi. Saat ini Perseroan, antara lain, menangani *maintenance* Graha PDSI, dan sejumlah perkantoran lainnya.

## GENERAL SERVICES AND BUILDING

The business unit of General Services and Building carried out by the Company provides upkeep and maintenance services for buildings and office supporting facilities, and ensures that everything runs well such that it can support operational activities. Currently the Company, among others, handles the maintenance of Graha PDSI, and a number of other offices.

## MARINE SERVICES

Untuk menjalankan usaha *marine services*, Perseroan memiliki satu unit armada *work barge* (Baruna 1) yang dapat melayani pekerjaan *drilling rig* maupun *maintenance* pada area lepas pantai (*offshore*).

## MARINE SERVICES

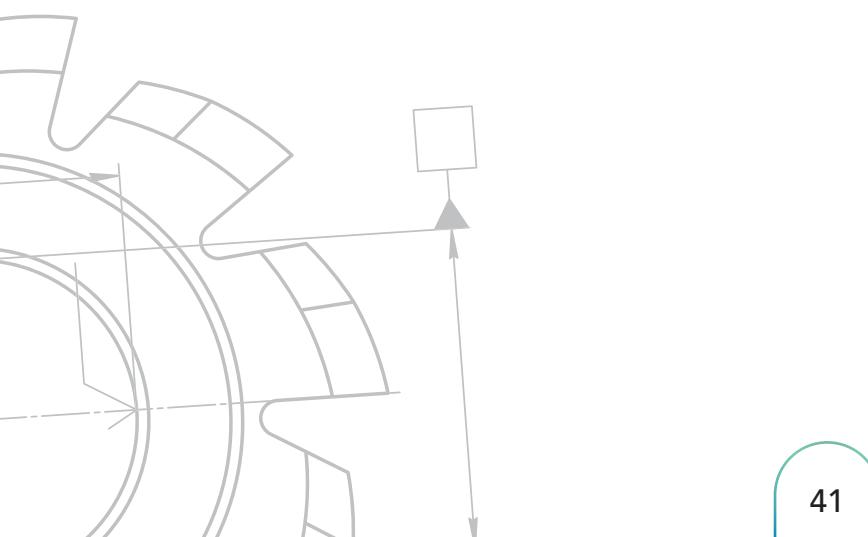
To run the marine services business, the Company owns one unit of work barge unit fleet (Baruna 1) that can be utilized to serve drilling rigs and maintenance work in offshore areas.

## TRADING

Kegiatan usaha *trading* yang dijalankan Perseroan lebih diarahkan untuk bergerak di bidang penjualan *oilfield equipment*.

## TRADING

Trading business activities carried out by the Company are more directed to move in the field of oilfield equipment sales.



# LOKASI OPERASI [G4-5, G4-6]

## LOCATION OF OPERATION [G4-5, G4-6]

Selama periode pelaporan, Perseroan melaksanakan aktivitas bisnisnya di Kantor Pusat yang berlokasi di Wisma Antara, Lt. 5 & 8, Jl. Medan Merdeka Selatan No. 17, Jakarta, 10110, Indonesia. Sedangkan operasional perusahaan dilaksanakan di berbagai proyek di beberapa wilayah sebagai berikut:

During the reporting period, the Company carried out its business activities at the Head Office located at Wisma Antara, Lt. 5 & 8, Jl. Medan Merdeka Selatan No. 17, Jakarta, 10110, Indonesia. While the company's operations were carried out in various projects spread over several areas as follows:

Klien Client	Lokasi Location
Proyek Migas   Oil & Gas Project	
PDSI	Seluruh Indonesia All areas in Indonesia
PHE ONWJ	Offshore North West Java Offshore North West Java
PHE WMO	Madura, Jawa Timur Madura, East Java
PHE TEJ	Tuban, Jawa Timur Tuban, East Java
PHE Siak	Siak, Riau Siak, Riau
PHE Randugunting	Randugunting, Jawa Tengah Randugunting, Central Java
PHM Mahakam	Mahakam, Kalimantan Timur Mahakam, East Kalimantan
PHKT	Kalimantan Timur East Kalimantan
PEP Asset I	Ramba, Jambi Ramba, Jambi
PEP Asset IV	Sembakung, Kalimantan Utara Sembakung, North Kalimantan
PEP Asset V	Tarakan, Kalimantan Utara Tarakan, North Kalimantan
PHSS	Sanga-Sanga, Kalimantan Timur Sanga-Sanga, East Kalimantan
Pertagas MKTT	Medan, Kualanamu, Tebing Tinggi Medan, Kualanamu, Tebing Tinggi

Klien Client	Lokasi Location
Proyek Panas Bumi   Geothermal Project	
PGE	Ulubelu, Lampung Ulubelu, Lampung
PGE	Kamojang, Jawa Barat Kamojang, West Java
PGE	Lumut Balai, Sumatra Selatan Lumut Balai, Southern Sumatra
PGE	Hululais, Bengkulu Hululais, Bengkulu
Perta Arun Gas (PAG)	PLTMG Sumbagut-2, Lhokseumawe, Aceh Gas Engine Power Plant Sumbagut-2, Lhokseumawe, Aceh

Hingga tahun 2019, Perseroan belum memiliki klien di luar negeri sehingga seluruh pekerjaan yang dilakukan berlokasi di Indonesia.

Until 2019, the Company did not have overseas clients, such that all works performed were located in Indonesia.

# SKALA ORGANISASI [G4-9]

## SCALE OF ORGANIZATION [G4-9]

Perseroan mengalami pertumbuhan yang signifikan selama 1 tahun terakhir yaitu dari tahun 2018 sampai akhir periode pelaporan. Tercatat, pertumbuhan terjadi di berbagai aspek baik aspek finansial maupun non-finansial.

The Company experienced significant growth over the past 1 year, from 2018 until the end of the reporting period. Records of growth appeared in various aspects both financial and non-financial aspects.

**Skala Organisasi tahun 2018-2019**  
*Scale Of The Organization 2018-2019*

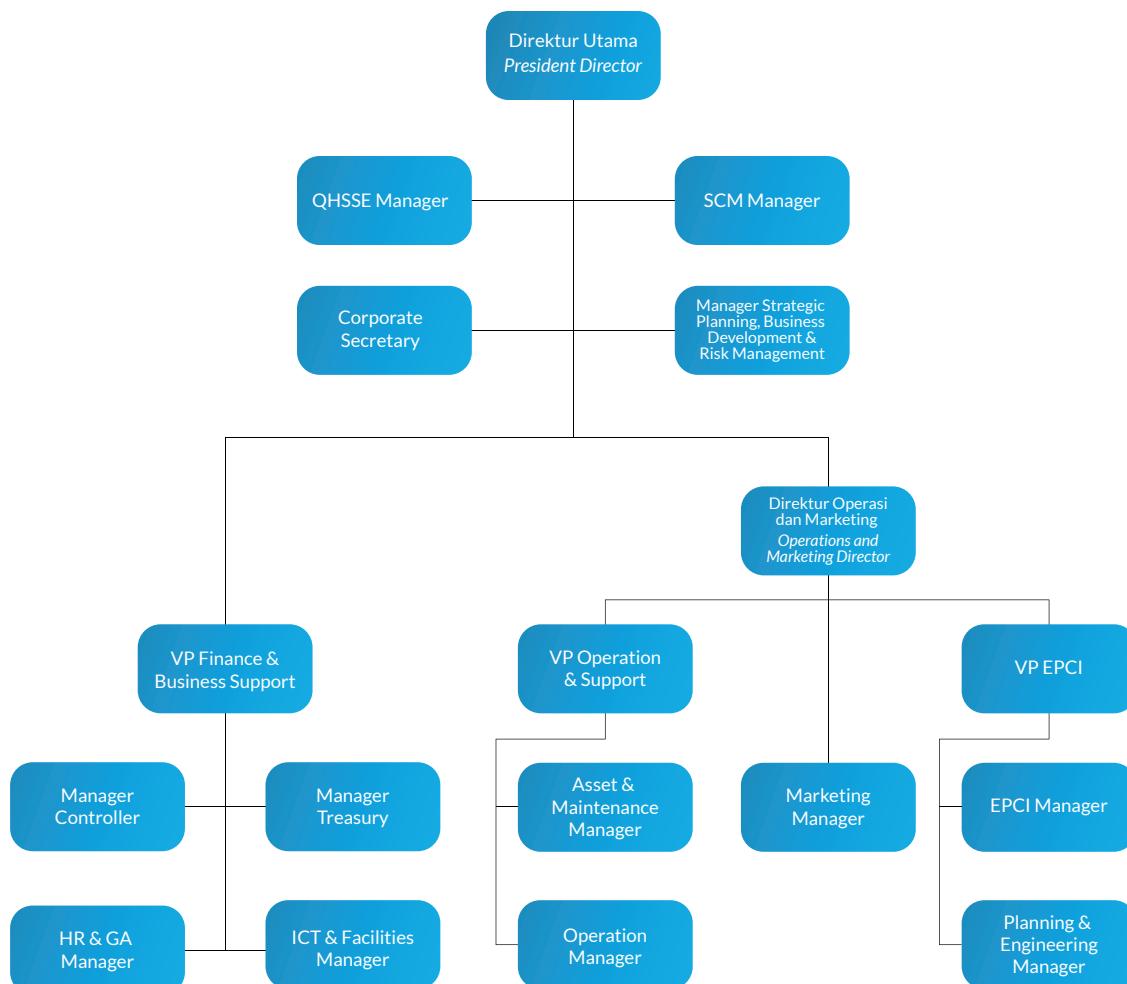
Uraian Description	Unit Unit	2018	2019
Jumlah Pegawai (Kantor Pusat) Number of Employees (Head Office)	Orang Persons	145	186
Pendapatan Revenue	Miliar Rupiah Billion Rupiah	854	1.327
Beban Pokok Pendapatan Cost of Revenue	Miliar Rupiah Billion Rupiah	779	1.170
Laba Bersih Net Profit	Miliar Rupiah Billion Rupiah	33	77
Total Aset Total Asset	Miliar Rupiah Billion Rupiah	491	662
Ekuitas Equity	Miliar Rupiah Billion Rupiah	251	328
Liabilitas Liability	Miliar Rupiah Billion Rupiah	240	335

# STRUKTUR ORGANISASI [G4-34, G4-13]

## ORGANIZATIONAL STRUCTURE [G4-34, G4-13]

Perseroan menyadari bahwa telah terjadi dinamika di industri energi yang secara tidak langsung berpengaruh terhadap kelangsungan bisnis Perseroan. Untuk itu, pada tahun 2019, Perseroan melakukan perubahan organisasi dalam rangka melakukan penyesuaian dengan dunia bisnis saat ini agar Perseroan tetap mampu berkompetisi di bisnis Jasa penunjang industri energi. Perubahan Organisasi tersebut telah ditandatangani oleh Direksi melalui Surat Keputusan No.Kpts-035/DSI0000/2019-S0 tentang Penetapan Struktur Karier dan Kesetaraan PRL PT Patra Drilling Contractor dan telah mendapat persetujuan dari Dewan Komisaris melalui Lembar Persetujuan Dewan Komisaris Perseroan.

The Company realized that there had been dynamics occurred in the energy industry that indirectly affected the continuity of the Company's business. To that end, in 2019, the Company made organizational changes in the context of making adjustments to the current business world so that the Company would be able to compete in the business of supporting services in the energy industry. Changes to the organization was signed by the Board of Directors through Decree No.Kpts-035/DSI0000/2019-S0 concerning Determination of the Career Structure and Equality of PRL of PT Patra Drilling Contractor and had gained approval from the Board of Commissioners through the Board of Commissioners' Approval Sheet.



# PENGHARGAAN DAN SERTIFIKASI [G4-15]

## AWARDS AND CERTIFICATIONS [G4-15]

Selama periode pelaporan, Perseroan menorehkan beberapa pencapaian dalam meraih sertifikasi di bidang QHSSE. Beberapa sertifikasi yang dicapai oleh Perseroan pada tahun 2019 di antaranya adalah sebagai berikut:

- ISO 9001:2015 tentang *Quality Management System*
- ISO 140001:2015 tentang *Environmental Management System*
- ISO 22000:2018 tentang *Food Safety Management System*
- ISO 45001:2018 tentang *Occupational Health & Safety Management System*

Pencapaian tersebut menunjukkan bahwa Perseroan memiliki komitmen yang tinggi dalam menjalankan seluruh aktivitas bisnis dengan menjunjung tinggi aspek QHSSE. Ke depan, Perseroan juga terus berupaya untuk memenuhi standar dalam tata kelola bisnis di berbagai aspek lainnya sehingga mampu memberikan nilai tambah bagi Perseroan dan para pemangku kepentingan yang terlibat.

During the reporting period, the Company managed to achieve a number of certifications in the QHSSE field. Several certifications achieved by the Company in 2019 include the following:

- ISO 9001:2015 regarding *Quality Management System*
- ISO 140001:2015 concerning *Environmental Management System*
- ISO 22000:2018 concerning *Food Safety Management System*
- ISO 45001:2018 concerning *Occupational Health & Safety Management System*

These achievements showed that the Company has a high commitment in carrying out all business activities while upholding the QHSSE aspects. Going forward, the Company also continues to strive to meet standards in business governance in various other aspects so as to provide added value for the Company and the stakeholders involved.



**ISO 9001:2015**



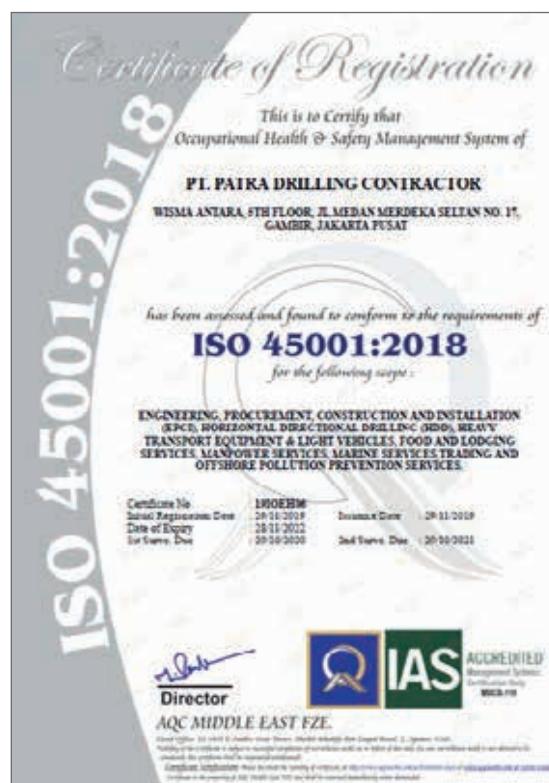
**ISO 14001:2015**



**ISO 22000:2018**



**ISO 45001:2018**



**Keanggotaan Dalam Asosiasi [G4-16]**  
*Membership in the Association [G4-16]*

No	Nama Organisasi Organization Name	Deskripsi Description	Keanggotaan Membership
1	Asosiasi Pemboran Minyak, Gas, dan Panas Bumi Indonesia Association of Indonesian Oil and Natural Gas Drilling Companies	Keanggotaan pada asosiasi ini berlaku hingga tahun 2021. Membership in this association is valid until 2021.	Anggota Member
2	Gabungan Pelaksana Konstruksi Nasional Indonesia (GAPENSI) Indonesian National Contractors Association	Keanggotaan pada asosiasi ini mulai berlaku dari 1 Januari 2020 sampai dengan 31 Desember 2020. Membership in the association took effect from 1 January 2020 until 31 December 2020.	Anggota Biasa GAPENSI Provinsi DKI Jakarta. Regular Member of DKI Jakarta Province GAPENSI.
3	Perkumpulan Penyelenggara Jasaboga Indonesia (PPJI) Indonesian Food Service Providers Association	-	Anggota Member
4	Persatuan Pengusaha Pelayaran Niaga Nasional Indonesia (INSA) Indonesian National Shipowners Association	Perseroan terdaftar sebagai anggota asosiasi ini sejak tahun 1991. The Company has been registered as a member of this association since 1991.	Anggota Member
5	Kamar Dagang dan Industri (KADIN) Chamber of Commerce and Industry	Perseroan terdaftar sebagai anggota KADIN DKI Jakarta. The Company is registered as a member of KADIN of DKI Jakarta.	Anggota Member

# TATA KELOLA KEBERLANJUTAN

SUSTAINABILITY GOVERNANCE



# TATA KELOLA KEBERLANJUTAN

## SUSTAINABILITY GOVERNANCE

Perseroan memandang bahwa implementasi *Good Corporate Governance* (GCG) dalam pelaksanaan aktivitas bisnis memiliki peranan yang sangat penting untuk mencapai visi misi dan target kinerja Perseroan. Oleh karenanya, seluruh aktivitas bisnis di Perseroan selalu mengedepankan tata kelola dan standar etika bisnis yang baik sesuai prinsip-prinsip GCG yaitu *Transparency, Accountability, Responsibility, Independency*, dan *Fairness*.

Komitmen penerapan *Good Corporate Governance* di Perseroan tercermin melalui berbagai kebijakan dan budaya perusahaan sebagai wujud keteladanan atas prinsip-prinsip GCG. Kami meyakini, melalui penerapan *Good Corporate Governance*, Perseroan mampu memberikan nilai tambah bagi seluruh pemangku kepentingan dan mampu bersaing dengan perusahaan penyedia jasa penunjang di industri energi terbaik dunia. [G4-DMA]

Untuk itu, Perseroan secara berkesinambungan berusaha untuk meningkatkan kinerja dan kapabilitas organisasi serta meningkatkan daya saing Perseroan di tengah kompetisi usaha jasa penunjang industri energi yang semakin ketat. Dengan demikian, penerapan GCG menjadi kunci dalam membangun kemampuan dan kekuatan organisasi serta menumbuhkembangkan bisnis Perseroan untuk mencapai target yang telah ditetapkan.

### Dasar Hukum Penerapan GCG

Dalam melaksanakan implementasi *Good Corporate Governance*, Perseroan merujuk kepada sejumlah peraturan perundang-undangan dan kebijakan pemerintah sebagai berikut:

- Undang-undang Perseroan Terbatas (UUPT) No. 40/2007
- Undang-undang No. 19/2003 mengenai BUMN
- Undang-undang No. 31/1999 tentang Pemberantasan Tindak Pidana Korupsi
- Peraturan Menteri Negara BUMN No. PER-01/MBU/2012 tanggal 6 Juli 2012 mengenai Perubahan atas Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara.

The Company views that the implementation of *Good Corporate Governance* (GCG) in conducting business activities has a very important role in achieving the Company's vision and mission and performance targets. Therefore, all business activities in the Company always prioritize good governance and business ethics standards in accordance with the principles of GCG, namely *Transparency, Accountability, Responsibility, Independency*, and *Fairness*.

Commitment to the implementation of *Good Corporate Governance* in the company is reflected through various policies and corporate culture as a manifestation of GCG principles. We believe, through the implementation of *Good Corporate Governance*, the Company is able to provide added value to all stakeholders and is able to compete with supporting service providers in the world's best energy industry. [G4-DMA]

To that end, the Company continuously seeks to improve the performance and capabilities of the organization and improve the competitiveness of the Company in the midst of increasingly fierce competition in the energy supporting services industry. Thus, the implementation of GCG becomes the key in building the capabilities and strengths of the organization and developing the Company's business to achieve the targets set.

### Legal Basis of GCG Implementation

In implementing *Good Corporate Governance*, the Company refers to a number of laws and regulations and government policies as follows:

- Limited Liability Company Law (UUPT) No. 40/2007
- Law No. 19/2003 concerning SOEs
- Law No. 31/1999 concerning Eradication of Corruption Crimes
- Minister of SOE Regulation No. PER-01/MBU/2012 dated 6 July 2012 concerning Amendment to the Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2011 dated 1 August 2011 concerning the Implementation of *Good Corporate Governance* in State-Owned Enterprises.

## Tujuan Penerapan Tata Kelola Perusahaan

Penerapan GCG merupakan strategi fundamental dalam rangka menciptakan Perseroan sebagai korporasi yang berkelanjutan (*sustainable company*). Strategi ini diharapkan dapat mencapai tujuan Perseroan, yakni untuk:

- Mengoptimalkan nilai Perseroan agar memiliki daya saing yang kuat, baik secara nasional maupun internasional, sehingga mampu mempertahankan keberadaannya dan secara berkelanjutan mencapai maksud dan tujuan perusahaan;
- Mendorong pengelolaan Perseroan secara profesional, efisien, dan efektif, serta memberdayakan fungsi dan meningkatkan kemandirian organ Perusahaan;
- Mendorong organ Perseroan untuk selalu membuat keputusan dan menjalankan tindakan dengan berlandaskan pada nilai-nilai moral yang tinggi dan kepatuhan terhadap peraturan perundang-undangan, serta kesadaran akan adanya tanggung jawab sosial perusahaan baik terhadap para Pemangku Kepentingan maupun kelestarian lingkungan di sekitar perusahaan;
- Meningkatkan kontribusi Perseroan dalam perekonomian nasional; dan
- Meningkatkan iklim yang kondusif bagi perkembangan investasi nasional.

Penerapan GCG memiliki manfaat dan dampak positif yang sangat besar bagi Perseroan. Manfaat-manfaat ini dapat dikelompokkan ke dalam 3 (tiga) bagian besar, yakni:

### **People**

Menghasilkan sumber daya manusia yang memiliki kompetensi dan mampu mengadaptasi nilai-nilai GCG

### **Planet**

Berkontribusi nyata terhadap lingkungan dan pemberdayaan masyarakat.

### **Profit**

Perseroan dapat mengoptimalkan peraihan laba dan mencapai pertumbuhan yang tinggi.

## Objective of Corporate Governance Implementation

The implementation of GCG is a fundamental strategy in order to create the Company as a sustainable company. This strategy is expected to reach the Company's purpose, which is to:

- Optimize the Company's value to have a strong competitiveness, both nationally or internationally, in order for it to maintain its existence and continuously endeavour to reach the purpose and objectives of the company;
- Push the Company's management to be professional, efficient, and effective, as well as empower the function and increase the independence of the Corporate's organ;
- Drive the Company to always make decisions and act upon high moral values and obedience to the laws, as well as realization of the existence of corporate social responsibility towards the Stakeholders and the environmental sustainability around the corporate;
- Increase the Company's contribution on the national economy; and
- Increase a conducive climate for the development of national investment.

The implementation of GCG has a significant benefit and positive impact on the Company. These benefits can be grouped into 3 (three) main parts:

### **People**

Produce human resources who have competence and are able to adapt the values of GCG.

### **Planet**

Contribute significantly to the environment and community empowerment.

### **Profit**

The Company can optimize profitability and achieve high growth.

## Pendekatan Penerapan Tata Kelola Perusahaan

Pendekatan yang dipergunakan oleh Perseroan dalam mengimplementasikan tata kelola perusahaan adalah sebagai berikut:

- Perseroan sebagai instrumen dalam memenuhi peraturan-peraturan sebagai wujud etika bisnis.
- Perseroan dalam melakukan *enforcement* dan internalisasi penerapan GCG, menjadikan GCG tersebut sebagai etika dan perilaku mendasar kepada setiap pekerja yang diterjemahkan dalam bentuk *code of conduct*.
- Rangkaian praktik GCG berpusat pada pertumbuhan dan kemajuan Perseroan dalam jangka panjang, dengan memadukan 3 aspek krusial, yaitu ekonomi, lingkungan, dan sosial.

Perseroan menanamkan 3 nilai sebagai inti penerapan GCG, yaitu:

- Peningkatan kinerja Perseroan (*performance*);
- Kepatuhan kepada peraturan perundang-undangan yang berlaku (*compliance*);
- Keserasian pada norma dan etika masyarakat (*conformance*).

## Roadmap dan Penguatan GCG

Dalam upaya meningkatkan kualitas penerapan tata kelola perusahaan, Perseroan telah memiliki *roadmap* dan penguatan tata kelola perusahaan yang telah dilaksanakan sejak tahun 2014, dengan tahapan-tahapan sebagai berikut:

## Approach to the Implementation of Corporate Governance

The approach utilized by the Company in implementing corporate governance is as follows:

- The Company as an instrument in meeting regulations as a form of business ethics.
- The Company conducts enforcement and internalization of GCG implementation, establishes the GCG as a fundamental ethics and behavior for each of its employees that is translated in the form of code of conduct.
- A series of GCG practices centered on the Company's long-term growth and progress, by combining 3 crucial aspects, namely economic, environmental, and social.

The Company instil 3 values as the core of GCG implementation, namely:

- Improvement in Company's Performance;
- Compliance with applicable laws and regulations;
- Conformance with community norms and ethics.

## GCG Roadmap and Reinforcement

In an effort to improve the quality of the corporate governance implementation, the Company has a roadmap and strengthened corporate governance has been implemented since 2014, with the following stages:



# 2014

## Pengembangan GCG Development of GCG



- Perbaikan dan pembaruan pedoman yang sudah ada terkait praktik GCG.  
*Improvements and updates to existing guidelines regarding GCG practices.*
- Membuat pedoman yang belum ada terkait praktik GCG.  
*Making guidelines that had yet exist regarding GCG practices.*
- Lebih beretika dalam perilaku bisnis.  
*Be more ethical in business behavior.*
- Terbentuk struktur dalam pengendalian manajemen.  
*Structure was formed under management control.*
- GCG tersosialisasi secara merata ke seluruh Pemangku Kepentingan di Perseroan Jakarta maupun di lokasi pekerjaan.  
*GCG was socialized evenly to all Stakeholders in the Company, both at the Jakarta Head Office and at the project locations.*

# 2015

## Peningkatan Penerapan GCG Improved GCG Implementation



- Dapat mengetahui perkembangan tingkat implementasi dan *best practice* GCG di Perseroan.  
*Abled to know development status of the implementation and GCG best practice in the Company.*
- Melakukan *improvement* tata kelola bisnis yang beretika sesuai prinsip GCG.  
*Conducted improvement in ethical business governance in accordance with GCG principles.*

# 2016

## Evaluasi Penerapan GCG Evaluation of GCG Implementation

- Perbaikan sistem implementasi GCG.  
*Improvements to the GCG implementation system.*
- Pengoptimalan *improvement* implementasi GCG.  
*Optimization in improvement of GCG implementation.*
- Terciptanya pekerja yang paham perilaku GCG.  
*The creation of workers who understood GCG behavior.*
- Pemutakhiran peraturan dan pedoman terkait GCG.  
*Updated regulations and guidelines related to GCG.*
- Perluasan sasaran wajib lapor LHKPN sampai ke Assistant Manager.  
*Expanded targets of LHKPN compulsory reporting to Assistant Manager.*

- Peningkatan kompetensi SDM khususnya Champion Team GCG terkait GCG.  
Increased HR competencies, particularly the GCG Champion Team related to GCG.
- Persiapan GCG Award.  
GCG Award preparation.
- Peningkatan dan perbaikan konten GCG.  
Improvement and revision of GCG content.
- Perbaikan mekanisme gratifikasi.  
Improvement of gratification mechanism.
- Sustainability reporting terkait pelaksanaan GCG.  
Sustainability reporting related to GCG implementation.

# 2017

**Penguatan Mekanisme  
Penerapan GCG**  
**Strengthened GCG  
Implementation Mechanisms**



# 2018

**Budaya GCG  
GCG Culture**

- Menjadikan GCG sebagai budaya perusahaan.  
Designated GCG as a corporate culture.
- GCG Award.  
GCG Award.
- Penguatan struktur GCG.  
Strengthened GCG structure.
- Pembaruan kebijakan GCG.  
Updated GCG policy.
- Sosialisasi budaya GCG.  
Socialized GCG culture.

# 2019

**Pembentahan Perangkat GCG  
Improvement of GCG Tools**

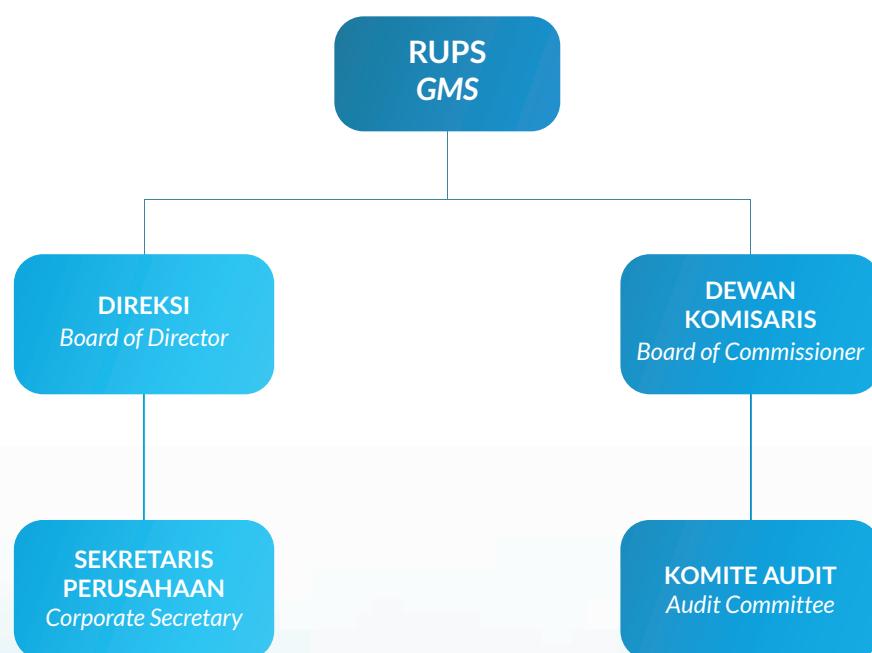
- Penyusunan Board Manual.  
Formulated Board Manual.
- Penerbitan Pedoman Etika Bisnis dan Tata Perilaku (Code Of Conduct) melalui SK No. Kpts. 16/PDC-1000/I/2019 tanggal 3 Januari 2019.  
Issuance of Business Ethics Guide and Code of Conduct through the SK No Kpts. 16/PDC-1000/I/2019 dated of 3 January 2019.
- Pembentukan Komite Etika & GCG melalui SK No. Kpts. 17/PDC-1000/I/2019 tanggal 7 Januari 2019.  
Establishment of Ethics & GCG Committee through Decree No. Kpts. 17/PDC-1000/I/2019 dated 7 January 2019.
- Pembentukan Champion Team Pelaksanaan GCG melalui SP No.15/PDC1000/2019-S0 pada Desember 2019.  
Formation of the GCG Implementation Champion Team through SP No.15/PDC1000/2019-S0 on December 2019.
- Pembentukan Tim Pengawas Implementasi GCG melalui SP No.14/PDC1000/2019-S0 tanggal 4 Desember 2019.  
Formation of GCG Implementation Supervisory Team through SP No. 14/PDC1000/2019-S0 dated 4 December 2019.

# STRUKTUR TATA KELOLA [G4-34]

## GOVERNANCE STRUCTURE [G4-34]

Struktur Tata Kelola Perusahaan Perseroan berlandaskan pada Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas. Struktur Tata Kelola Perusahaan Perseroan terdiri atas organ Perseroan yakni RUPS sebagai pengambil keputusan tertinggi, Dewan Komisaris, serta Direksi dan organ pendukung yaitu komite-komite di bawah Dewan Komisaris, serta Sekretaris Perusahaan.

The structure of the corporate governance of the Company is based on Law No. 40/2007 concerning Limited Liability Companies. The Company's Corporate Governance Structure consists of the Company's organs, namely the GMS as the highest decision maker, the Board of Commissioners as well as the Board of Directors, and supporting organs, namely the committees under the Board of Commissioners, and the Corporate Secretary.



## Rapat Umum Pemegang Saham

Rapat Umum Pemegang Saham atau yang selanjutnya disebut RUPS merupakan organ tertinggi di perusahaan sebagai wadah pengambilan keputusan bagi para Pemegang Saham untuk turut serta memberikan keputusan dan arahan terkait kemajuan Perseroan secara independen dan seimbang demi kepentingan Perseroan.

Keputusan-keputusan yang diambil pada RUPS merupakan keputusan strategis yang tidak dapat didelegasikan kepada Dewan Komisaris maupun Direksi seperti perubahan Anggaran Dasar Perusahaan, persetujuan laporan keuangan, pengangkatan dan pemberhentian Dewan Komisaris dan Direksi, evaluasi kinerja Dewan Komisaris dan Direksi serta penetapan remunerasi bagi Dewan Komisaris dan Direksi dengan tetap memperhatikan Anggaran Dasar dan Undang-Undang Perseroan Terbatas.

Pada tahun 2019, Perseroan melaksanakan satu kali RUPS Tahunan yaitu pada tanggal 30 April 2019 yang dilaksanakan di Graha PDSI Lantai 5.

## Dewan Komisaris

Dewan Komisaris merupakan organ tata kelola perusahaan yang melaksanakan fungsi pengawasan terhadap aktivitas dan pengelolaan perusahaan secara keseluruhan termasuk memastikan implementasi *Good Corporate Governance* dijalankan sebagaimana mestinya. Pelaksanaan fungsi pengawasan oleh Dewan Komisaris mengacu pada *Board Manual* yang menjelaskan secara rinci hubungan kerja antara Dewan Komisaris dengan Direksi dalam melaksanakan tugas sehingga tercipta pengelolaan perusahaan yang profesional, transparan, dan efisien.

Dewan Komisaris di Perseroan berjumlah dua orang yang terdiri dari satu Komisaris Utama dan satu Komisaris. Dewan Komisaris di Perseroan telah melalui *fit and proper test* yang dilakukan oleh PT Pertamina Drilling Services Indonesia (PDSI) selaku pemegang saham utama untuk memastikan bahwa Dewan Komisaris terpilih memiliki kompetensi yang mumpuni untuk melaksanakan fungsinya sebagai pengawas pengelolaan perusahaan.

## General Meeting of Shareholders

The General Meeting of Shareholders, hereinafter referred to as GMS, is the highest organ in the company as a forum for decision making for Shareholders to participate in making decisions and give directives related to the progress of the Company in an independent and balanced manner in the interest of the Company.

Decisions made at the GMS are strategic decisions that cannot be delegated to the Board Of Commissioners or the Board of Directors such as changes in the Company's Articles of Association, approval of financial statements, appointment and dismissal of the Board of Commissioners and Board of Directors, evaluation of the performance of the Board of Commissioners and Board of Directors and the determination of remuneration for the Board of Commissioners and Board of Directors with due regard to the Articles of Association and Limited Liability Company Law.

In 2019, the Company held one Annual General Meeting of Shareholders namely on 30 April 2019, which was held at Graha PDSI 5th Floor.

## Board of Commissioners

The Board of Commissioners is a corporate governance organ that carries out supervisory functions of the overall activities and management of the company, including ensuring that the implementation of *Good Corporate Governance* is carried out accordingly. The implementation of the supervisory function by the Board of Commissioners refers to the *Board Manual*, which explains in detail the working relationship between the Board of Commissioners and the Board of Directors in carrying out their duties so as to create a professional, transparent and efficient company management.

The Board of Commissioners in the Company consists of two persons consisting of one President Commissioner and one Commissioner. The Board of Commissioners in the Company has passed the fit and proper test conducted by PT Pertamina Drilling Services Indonesia (PDSI) as the main shareholder to ensure that the elected Board of Commissioners are competent in carrying out its function as supervisor of company management.

## Komposisi Dewan Komisaris

Selama tahun 2019, terdapat 3 kali pergantian susunan Dewan Komisaris dengan rincian sebagai berikut:

Periode 1 Januari – 19 Mei 2019, sesuai dengan Keputusan Pemegang Saham Sirkuler tentang Penggantian dan Pengangkatan Komisaris Perseroan tanggal 3 September 2018, susunan Dewan Komisaris adalah sebagai berikut:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
Nasuhi Hidajat	Komisaris Utama President Commissioner	1 Januari – 19 Mei 2019 1 January – 19 May 2019	-
Irwansyah	Komisaris Commissioner	1 Januari – 19 Mei 2019 1 January – 19 May 2019	-

Kemudian pada tanggal 20 Mei 2019 terjadi penambahan Komisaris sesuai dengan Keputusan Pemegang Saham Sirkuler tentang Pengangkatan Anggota Dewan Komisaris, sehingga susunan Dewan Komisaris adalah sebagai berikut:

## Composition of the Board of Commissioners

Throughout 2019, there were 3 changes in the composition of the Board of Commissioners with the following details:

Period 1 January - 19 May 2019, in accordance with the Circular Resolution of Shareholders regarding the Replacement and Appointment of the Company's Commissioners on 3 September 2018, the composition of the Board of Commissioners was as follows:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
Nasuhi Hidajat	Komisaris Utama President Commissioner	1 Januari – 19 Mei 2019 1 January – 19 May 2019	-
Irwansyah	Komisaris Commissioner	1 Januari – 19 Mei 2019 1 January – 19 May 2019	-

Then on 20 May 2019, there was an addition in the Board of Commissioners in accordance with the Circular Resolution of Shareholders on the Appointment of Members of the Board of Commissioners, such that the composition of the Board of Commissioners was as follows:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
Nasuhi Hidajat	Komisaris Utama President Commissioner	1 Januari – 3 September 2019 1 January – 3 September 2019	-
Irwansyah	Komisaris Commissioner	1 Januari – 3 September 2019 1 January – 3 September 2019	-
Nepos MT Pakpahan	Komisaris Commissioner	20 Mei – 3 September 2019 20 May – 3 September 2019	-

Pada tanggal 4 September 2019 terdapat perubahan susunan Dewan Komisaris sesuai dengan Keputusan Pemegang Saham Sirkuler tentang Penggantian Dewan Komisaris Perseroan. Sehingga susunan Dewan Komisaris sampai dengan 31 Desember 2019 adalah sebagai berikut:

On 4 September 2019, there was a change in the composition of the Board of Commissioners in accordance with the Circular Resolution of Shareholders regarding the Replacement of the Company's Board of Commissioners. Such that the composition of the Board of Commissioners until 31 December 2019 was as follows:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
Irwansyah	Komisaris Utama President Commissioner	4 September 2019 - 31 Desember 2019 4 September 2019 - 31 December 2019	-
Laode Abdul Hasar	Komisaris Commissioner	4 September 2019 - 31 Desember 2019 4 September 2019 - 31 December 2019	-

## Direksi

Direksi merupakan organ tata kelola perusahaan yang memiliki kewenangan dan tanggung jawab penuh atas pengelolaan Perseroan untuk mencapai tujuan dan kepentingan Perseroan.

Perseroan memiliki dua Direksi yaitu Direktur Utama dan Direktur Operasi dan Marketing yang dapat dipastikan memiliki kompetensi dan kapabilitas yang mumpuni untuk melakukan pengelolaan Perseroan. Pemilihan Direksi dilakukan oleh Pemegang Saham berdasarkan Sidang Dewan Pertimbangan Karier Pekerja Korporat (DPKP Korporat). Berdasarkan hasil Sidang DPKP Korporat tersebut, kandidat terpilih diangkat melalui mekanisme keputusan RUPS.

Selama periode pelaporan, telah terjadi 3 kali pergantian susunan Direksi dengan rincian sebagai berikut:

Periode 1 Januari 2019 – 20 Maret 2019 susunan Direksi adalah sebagai berikut:

## The Board of Directors

The Board of Directors is a corporate governance organ that has full authority and responsibility for managing the Company to achieve the goals and interests of the Company.

The Company has two Directors, namely the President Director and the Operations and Marketing Director, which are certain to have the competence and capability that are qualified to manage the Company. The appointment of the Directors is carried out by the shareholders based on the Board of Corporate Employee Career Advisory Conference (*Dewan Pertimbangan Karier Pekerja Korporat, DPKP Korporat*). Based on the results of the conference, the elected candidates are appointed through the mechanism of the GMS decision.

During the reporting period, there were 3 changes in the composition of the Directors with the following details:

Period 1 January 2019 - 20 March 2019, the composition of the Board of Directors was as follows:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
Didik Budi Hartono	Direktur Utama President Director	1 Januari – 20 Maret 2019 1 January – 20 March 2019	-
Jusup Budiarto	Direktur Operasi dan Marketing Operations and Marketing Director	1 Januari – 20 Maret 2019 1 January – 20 March 2019	-

Kemudian pada tanggal 21 Maret 2019 terdapat perubahan susunan Direksi sesuai dengan Keputusan Pemegang Saham Sirkuler tentang Pemberhentian Direktur Utama, sehingga susunan Direksi adalah sebagai berikut:

Then on 21 March 2019, there was a change in the composition of the Directors in accordance with the Circular Resolution of Shareholders concerning the Dismissal of the President Director, such that the composition of the Directors was as follows:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
(Kosong) (Vacant)	Direktur Utama President Director	-	-
Jusup Budiarto	Direktur Operasi dan Marketing Operations and Marketing Director	1 Januari – 31 Mei 2019 1 January – 31 May 2019	-

Sesuai dengan Keputusan Pemegang Saham Sirkuler tanggal 29 Mei 2019, Direktur Operasi dan Marketing Perseroan diangkat kembali terhitung mulai tanggal 1 Juni 2019 dikarenakan masa jabatan dari Keputusan Pemegang Saham sebelumnya habis pada 31 Mei 2019.

Lalu pada tanggal 11 Juli 2019 dilakukan pengangkatan Direktur Utama sesuai dengan Keputusan Pemegang Saham Sirkuler, dengan demikian susunan Direksi hingga akhir periode pelaporan adalah sebagai berikut:

According to the Circular Resolution of Shareholders of 29 May 2019, the Company's Operations and Marketing Director was reappointed as of 1 June 2019 because the term of office stated in the previous Shareholders' Resolution was terminated on 31 May 2019.

Then on 11 July 2019, the appointment of the President Director was made in accordance with the Circular Resolution of Shareholders, thus the composition of the Board of Directors until the end of the reporting period was as follows:

Nama Name	Jabatan Position	Periode Jabatan Position Period	Jabatan Lain Other Position
Teddyanus Rozarius	Direktur Utama President Director	11 Juli 2019 – 31 Desember 2019 11 July 2019 – 31 December 2019	-
Jusup Budiarto	Direktur Operasi dan Marketing Operations and Marketing Director	1 Juni 2019 – 31 Desember 2019 1 June 2019 – 31 December 2019	-

## Remunerasi Dewan Komisaris dan Direksi

Penetapan remunerasi bagi Dewan Komisaris dan Direksi ditetapkan melalui Keputusan Pemegang Saham dengan menggunakan formulasi sebagaimana yang diatur dalam Pedoman Pengelolaan Anak Perusahaan di lingkungan PT Pertamina (Persero). Penetapan remunerasi yang mencakup penghasilan berupa gaji, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan berbagai faktor seperti skala usaha, tingkat kompleksitas usaha, inflasi serta kondisi dan kemampuan keuangan Perseroan. [G4-52]

## Remuneration of the Board of Commissioners and the Board of Directors

Stipulation of remuneration for the Board of Commissioners and Directors is determined through a Shareholders' Decision using the formulation as regulated in the Guidelines of Subsidiary Management within PT Pertamina (Persero). Defining remuneration, which includes income in the form of salaries, benefits and facilities that are fixed, is conducted by considering various factors such as business scale, level of business complexity, inflation and the condition and financial capability of the Company. [G4-52]

### Realisasi Honorarium Dewan Komisaris [G4-51] Honorary Realisation of the Board of Commissioners [G4-51]

Jabatan Position	Gaji & Tunjangan (Rp) Salary & Allowance (Rp)	Jumlah (Rp) Total (Rp)
Komisaris Utama President Commissioner	637.254.698	637.254.698
Komisaris Commissioner	506.364.397	506.364.397

**Realisasi Honorarium Direksi [G4-51]**  
**Honorarium Realisation of the Board of Directors [G4-51]**

Jabatan Position	Gaji & Tunjangan (Rp) Salary & Allowance (Rp)	Jumlah (Rp) Total (Rp)
Direktur Utama President Director	994.152.074	994.152.074
Direktur Operasi dan Marketing Operations and Marketing Director	1.573.511.541	1.573.511.541

Realisasi gaji yang diterima Direktur Utama di tahun 2019 lebih kecil dibandingkan dengan gaji Direktur Operasi dan Marketing, karena terdapat sekitar 3 bulan jabatan Direktur Utama yang tidak terisi. Sehingga pemberian gaji untuk Direktur Utama hanya diberikan selama 9 bulan di tahun 2019.

The realization of honorarium received by the President Director in 2019 was smaller than the honorarium of the Operations and Marketing Director. This was attributed to the situation that the position of President Director was vacant for approximately 3 months. Such that the salary disbursed on the President Director position was only for 9 months throughout 2019.

### Program Pengembangan Kompetensi Direksi

Dalam upaya untuk meningkatkan kualitas sumber daya manusia, Perseroan memfasilitasi Direksi untuk meningkatkan dan mengembangkan kompetensi berupa pelatihan dan seminar. Selama periode pelaporan, Direksi telah mengikuti program *training High Performance Boards* yang diikuti oleh Direktur Utama selama 2 hari.

### Board of Directors Competency Development Program

In an effort to improve the quality of human resources, the Company facilitates the Board of Directors to improve and develop competencies in the form of trainings and seminars. During the reporting period, the Board of Directors participated in the High Performance Boards training program, which was attended by the President Director for 2 days.

### Penyampaian Pendapat kepada Direksi

Perseroan memfasilitasi seluruh pegawai untuk menyampaikan pendapat kepada Direksi untuk memberikan masukan operasional perusahaan. Penyampaian pendapat dilakukan melalui berbagai mekanisme formal seperti rapat Pegawai dengan Manajemen, rapat kerja perusahaan, dan *employee forum*.

### Presenting Opinion to the Board of Directors

The Company facilitates all employees to present their opinions to the Board of Directors concerning company's operational matter. Submission of opinions is carried out through various formal mechanisms such as employee meetings with management, company work meetings, and employee forums.

# MANAJEMEN RISIKO [G4-14]

## RISK MANAGEMENT [G4-14]

Sebagai perusahaan jasa penunjang di bidang energi yang memiliki berbagai *business stream*, Perseroan dihadapkan pada berbagai risiko baik risiko operasional maupun risiko keuangan. Untuk meminimalkan dampak dari risiko-risiko tersebut, maka diperlukan pengelolaan risiko secara komprehensif dan terintegrasi. Perseroan senantiasa melakukan pembaharuan dan evaluasi risiko secara berkelanjutan untuk memperoleh mitigasi yang tepat demi menjaga kelangsungan usaha Perseroan. Penerapan manajemen risiko juga sejalan dengan komitmen Perseroan untuk melaksanakan kegiatan usaha secara optimal, efektif dan efisien dengan memperhatikan prinsip-prinsip Tata Kelola Perusahaan yang Baik.

Manajemen Risiko di Perseroan dirancang sebagai sebuah proses yang sistematis dan berkelanjutan dan wajib dilaksanakan oleh seluruh pekerja dalam rangka meminimalisir semua potensi risiko yang dapat menghambat tujuan dan sasaran Perusahaan. Risiko yang ada diidentifikasi dan dikelola sesuai dengan profil risiko Perseroan.

Melalui manajemen risiko, diharapkan Perseroan dapat mencapai target Rencana Kerja Anggaran Perusahaan dan Rencana Jangka Panjang Perusahaan serta meminimalkan potensi kerugian serta biaya-biaya yang harus dikeluarkan. Manajemen risiko juga dapat memaksimalkan peluang, mempertahankan lingkungan kerja yang kondusif, membangun kepercayaan dari investor, meningkatkan *shareholder value*, meningkatkan tata kelola perusahaan yang sehat, mengantisipasi perubahan lingkungan yang pesat, serta mengintegrasikan strategi korporat.

As a supporting services company in the energy sector that has a variety of business streams, the Company faces a variety of both operational and financial risks. To minimize the impact of these risks, a comprehensive and integrated risk management is needed. The Company continues to carry out improvement and evaluation of risks on an ongoing basis to obtain appropriate mitigation to maintain the continuity of the Company's business. The implementation of risk management is also in line with the Company's commitment to carry out business activities optimally, effectively and efficiently by taking into account the principles of Good Corporate Governance.

Risk Management in the Company is designed as a systematic and sustainable process and must be carried out by all employees in order to minimize all potential risks that may hinder the achievement of the company's goals and objectives. Existing risks are identified and managed in accordance with the Company's risk profile.

Through risk management, the Company is expected to achieve the targets stated in the Corporate Work Plan and Budget as well as the Corporate Long Term Plan, whilst minimize potential losses and costs. Risk management can also maximize opportunities, maintain a conducive work environment, build trust from investors, increase shareholder value, improve healthy corporate governance, anticipate rapid environmental changes, and integrate corporate strategy.



Dalam pelaksanaannya, manajemen risiko di Perseroan mencakup hal-hal berikut:

1. Menciptakan dan melindungi nilai Perseroan,
2. Merupakan bagian integral dari keseluruhan proses organisasi,
3. Merupakan bagian dari pengambilan keputusan,
4. Secara eksplisit menunjukkan ketidakpastian,
5. Harus dilakukan secara sistematis, terstruktur, dan tepat waktu,
6. Harus didasarkan pada informasi tersedia yang terbaik,
7. Harus disesuaikan dengan kebutuhan Perseroan,
8. Mempertimbangkan faktor Sumber Daya Manusia dan Budaya,
9. Transparan dan inklusif,
10. Dinamis, iteratif, dan responsif terhadap perubahan,
11. Memberikan sarana untuk peningkatan dan perluasan perusahaan.

In its implementation, risk management in the Company includes the following:

1. Create and protect Company's value,
2. Is an integral part of the overall organizational process,
3. Is part of decision making,
4. Explicitly shows uncertainty,
5. Must be done in a systematic, structured, and timely manner,
6. Must be based on the best available information,
7. Must be adapted to the needs of the Company,
8. Consider the Human Resources and Cultural factors,
9. Transparent and inclusive,
10. Dynamic, iterative, and responsive towards change,
11. Provide facilities for the improvement and enhancement of the company.

## **Dasar Hukum Pelaksanaan Manajemen Risiko**

Pelaksanaan kebijakan di bidang manajemen risiko perusahaan mengacu pada peraturan dan perundang-undangan berikut:

1. Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) dan Keputusan Menteri BUMN No. PER-01/MBU/2012 tentang Perubahan Atas Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER-01/MBU/2011.
2. Pedoman Manajemen Risiko Korporat No. A-002/H30000/2015-S9 Revisi Ke-1 tanggal 3 Oktober 2016 dan/atau perubahannya.
3. Anggaran Dasar Perseroan Terbatas Pertamina PDC Akta Notaris Marianne Vincentia Hamdani, SH, No 7 tanggal 20 November 2019.
4. Surat Keputusan Direksi Pertamina PDC No. Kpts. 28A/PDC1000/2019-SO tentang Struktur Organisasi Perusahaan.

## **Legal Basis for Risk Management Implementation**

The implementation of policies in the field of enterprise risk management refers to the following rules and regulations:

1. Regulation of the Minister of State Owned Enterprises No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance and Decree of the Minister of SOEs No. PER-01/MBU/2012 concerning Amendment to the Regulation of the Minister of State Owned Enterprises No. PER-01/MBU/2011.
2. Corporate Risk Management Guideline No. A-002/H30000/2015-S9 Revision 1 dated 3 October 2016 and/or amendments thereto.
3. Articles of Association of Pertamina PDC Limited Liability Company Deed by Notary Marianne Vincentia Hamdani, SH, No. 7 dated 20 November 2019.
4. Decree of Pertamina PDC Board of Directors No. Kpts. 28A/PDC1000/2019-SO concerning Corporate Organizational Structure.

## Struktur Manajemen Risiko

Untuk memastikan pengelolaan risiko yang terintegrasi dan berkelanjutan, Perseroan membentuk fungsi Manajemen Risiko sehingga proses pengelolaan risiko dapat dikelola secara menyeluruh melalui pengawasan yang baik. Berikut merupakan struktur manajemen risiko di Perseroan:

- **Komite Manajemen Risiko**

Komite yang beranggotakan Direksi Perseroan untuk menangani hal-hal yang berkaitan dengan manajemen risiko di Perseroan.

- **Manajemen Risiko Perusahaan**

Fungsi yang mengkoordinasikan pelaksanaan manajemen risiko di Perseroan.

- **Risk Owner**

Fungsi yang memiliki risiko dan bertanggung jawab atas pemantauan dan mitigasi risiko.

- **Internal Audit**

Fungsi yang melakukan audit yang berbasiskan risiko (*risk-based audit*).

## Risk Management Structure

To ensure integrated and sustainable risk management, the Company forms a Risk Management function such that the risk management process can be managed thoroughly through excellent supervision. The following is the structure of risk management in the Company:

- **Risk Management Committee**

The committee that consists of the Company's Board of Directors to handle matters relating to risk management in the Company.

- **Company Risk Management**

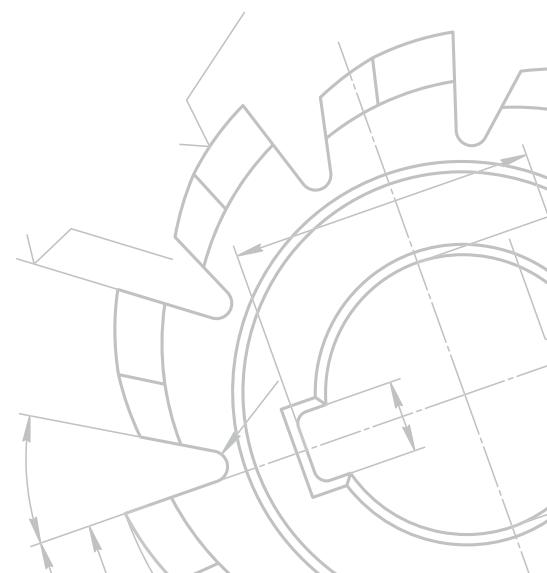
The function that coordinates the implementation of risk management in the Company.

- **Risk Owner**

Functions that possess the risks and are responsible for risk monitoring and mitigation.

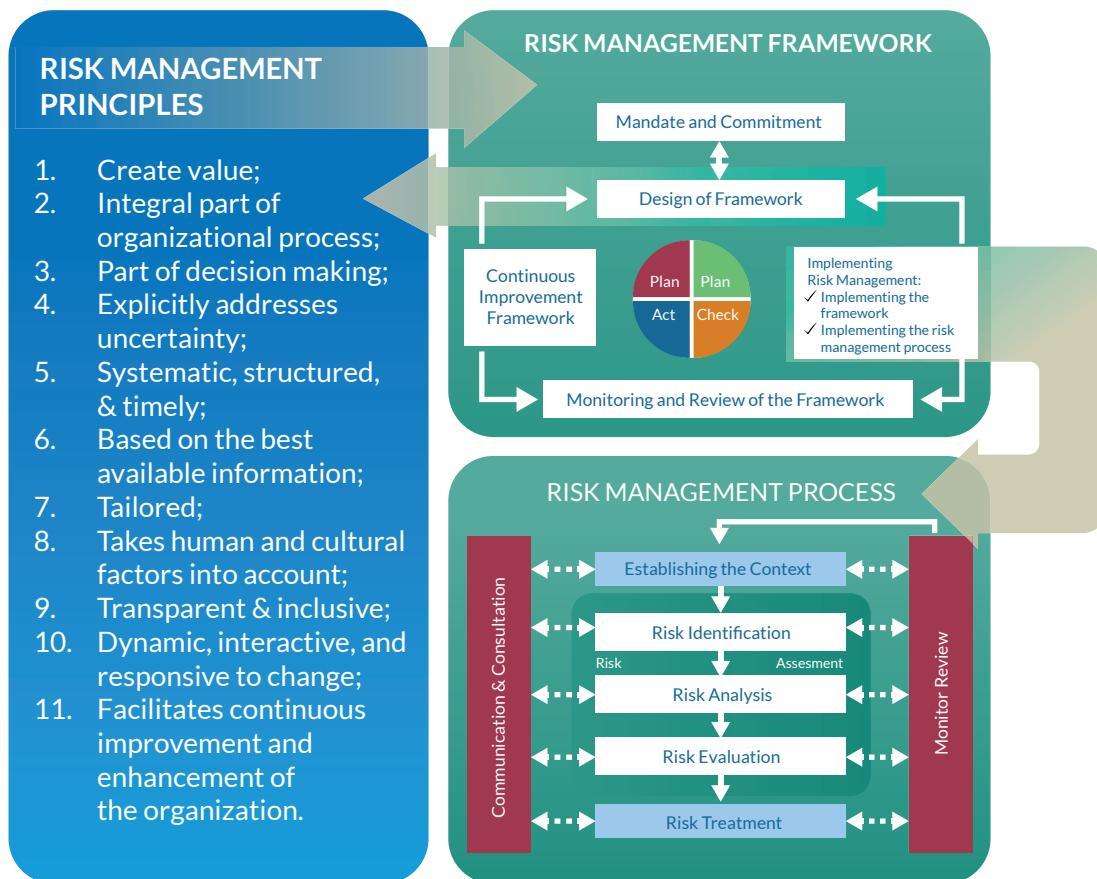
- **Internal Audit**

The function that carries out risk-based audits.



## Konsep Manajemen Risiko Perseroan Berbasis ISO 31000

Company's Risk Management Concept Based on ISO 31000



### Penerapan dan Pengelolaan Sistem Manajemen Risiko

Manajemen Risiko diterapkan pada seluruh aktivitas dan kepentingan usaha Perseroan, baik yang bersifat *ongoing business* (operasional) maupun yang bersifat proyek. Penerapan Manajemen Risiko perusahaan mengacu pada ISO 31000.

### Implementation and Management of Risk Management Systems

Risk Management is applied to all activities and business interests of the Company, on ongoing business (operational) as well as on project activities. The implementation of corporate Risk Management refers to ISO 31000.

Penerapan Manajemen Risiko di Perseroan mencakup:

1. Mandat dan komitmen dari Direksi Perseroan.
2. Pengawasan aktif pemimpin tertinggi di tiap Fungsi melalui *monitoring* atas pelaksanaan mitigasi seluruh *risk events* yang teridentifikasi.
3. Adanya kebijakan, prosedur dan penetapan batasan risiko (*risk tolerance* dan *risk limit*) yang selaras dengan rencana strategis Perseroan serta disesuaikan dengan situasi dan kondisi Perusahaan.
4. Adanya proses penentuan lingkup risiko, identifikasi, analisis, evaluasi, penanganan, pemantauan dan pengendalian risiko, serta sistem informasi manajemen risiko komprehensif dengan penyediaan data yang terintegrasi.

The implementation of Risk Management in the Company includes:

1. Mandates and commitments from the Company's Board of Directors.
2. Active supervision by the highest leader in each Function through monitoring over mitigation implementation on all identified risk events.
3. Available policies, procedures, and definition of risk tolerance and risk limits that are in line with the Company's strategic plan as well as being adjusted to the situation and condition of the company.
4. The process of defining the scope of risk, risk identification, risk analysis, risk evaluation, risk handling, risk monitoring and risk control, as well as a comprehensive risk management information system by providing integrated data.

### **Strategi Pelaksanaan Manajemen Risiko**

Komite Manajemen Risiko telah menetapkan strategi manajemen risiko di Perseroan. Adapun penerapan manajemen risiko mencakup:

1. Peningkatan level *risk maturity* secara bertahap, melalui pengembangan *risk awareness* pada seluruh *stakeholder* agar manajemen risiko dapat menjadi budaya di Perseroan dan dijalankan pada seluruh aktivitas/fungsi (*risk culture*).
2. Peningkatan dan penguatan pilar-pilar pelaksanaan manajemen risiko yang berkualitas melalui pengembangan:
  - Kerangka kerja dan proses manajemen risiko,
  - Strategi dan implementasi manajemen risiko dalam proses bisnis dan pengambilan keputusan,
  - Organisasi dan sumber daya manusia,
  - Komunikasi, informasi, dan pelaporan, serta
  - Sistem manajemen risiko yang terpadu dan dapat diandalkan.

Strategi manajemen risiko dapat dievaluasi secara berkala apabila dianggap tidak sejalan atau bertentangan dengan kebijakan Perseroan.

### **Risk Management Implementation Strategy**

The Risk Management Committee has established a risk management strategy in the Company. The implementation of risk management includes:

1. Gradually increase risk maturity level, through the development of risk awareness among all stakeholders so that risk management can become a culture in the Company and be carried out in all activities/functions (*risk culture*).
2. Enhancing and strengthening the pillars of quality risk management implementation through the development of:
  - Risk management framework and process,
  - Strategy and implementation of risk management in business and decision making processes,
  - Organization and human resources,
  - Communication, information, and reporting, as well as
  - An integrated and reliable risk management system.

Risk management strategies can be evaluated periodically if deemed incompatible or contrary to Company policy.

## Sistem Informasi Manajemen Risiko

Perseroan memanfaatkan sistem *Enterprise Risk Management* (ERMS) yang dimiliki oleh Korporasi PT Pertamina (Persero) sebagai instrumen untuk melakukan pengelolaan manajemen risiko yang sistematis, efektif dan efisien, serta terintegrasi. Dengan sistem ini, seluruh *risk register* yang disusun oleh setiap fungsi pada Perseroan yang berisi semua risiko (*all risk*) serta *loss event* yang terjadi, termasuk risiko-risiko yang terkait dengan rencana investasi, dapat dimasukan ke dalam Sistem Informasi Manajemen Risiko.

Melalui penggunaan ERMS sebagai sistem informasi manajemen risiko, maka Perseroan diharapkan akan mampu:

- Meningkatkan efektivitas dan efisiensi operasional serta peluang untuk mencapai tujuan,
- Mendorong manajemen bertindak proaktif,
- Meningkatkan keakuratan identifikasi peluang dan ancaman,
- Meminimalkan kerugian,
- Meningkatkan pengendalian, dan tata kelola perusahaan, dan
- Meningkatkan keyakinan dan kepercayaan para pemangku kepentingan.

## Identifikasi Risiko Perusahaan

Perseroan telah memetakan jenis-jenis risiko yang dihadapi dalam menjalankan kegiatan usaha perusahaan. Terdapat enam (6) kategori risiko yang telah diidentifikasi, dengan pembagian sebagai berikut:

### 1. Risiko operasional

Risiko yang terkait dengan kegiatan operasional dan prasarana Perseroan, antara lain, *corporate assets, human resources, information technology, external events, legal, process management, product development, dan sales, marketing and communications*.

### 2. Risiko keuangan

Risiko terkait dengan kegiatan keuangan/ bisnis, antara lain, *accounting, credit, liquidity & finance intelligence, financial market, planning & budgeting*, dan operasi keuangan yang mengakibatkan kerugian keuangan Perseroan.

## Risk Management Information System

The Company utilizes the Enterprise Risk Management (ERMS) system owned by PT Pertamina (Persero) Corporation as an instrument to carry out systematic, effective, efficient, and integrated risk management. With this system, all risk registers compiled by each function in the Company that contain all risks and loss events that occur, including risks associated with investment plans, can be included in the Risk Management Information System.

Through the use of ERMS as a risk management information system, the Company is expected to be able to:

- Increase operational effectiveness and efficiency as well as opportunities to achieve goals,
- Encourage management to act proactively,
- Improve the accuracy in identifying opportunities and threats,
- Minimize losses,
- Improve control and corporate governance, and
- Increase the confidence and trust of stakeholders.

## Company Risk Identification

The Company has mapped the types of risks faced in carrying out the Company's business activities. There are six (6) risk categories that have been identified, divided as follows:

### 1. Operational risk

Risks associated with the Company's operational and infrastructure activities including, among others, corporate assets, human resources, information technology, external events, legal, process management, product development, and sales, marketing and communications.

### 2. Financial risks

Risks related to financial/business activities, among others, accounting, credit, liquidity & finance intelligence, financial markets, planning & budgeting, and financial operations that result in financial losses in the Company.

### 3. Risiko Kepatuhan

Risiko terkait dengan kegiatan bisnis Perseroan yang disebabkan oleh kurang atau tidak patuhnya terhadap peraturan.

### 4. Risiko Tata Kelola

Risiko yang disebabkan oleh kurang atau tidak patuhnya terhadap aturan Tata Kelola Perusahaan (*Corporate Governance*) dan Etika Bisnis dalam pengelolaan perusahaan.

### 5. Risiko Strategik dan Perencanaan

Risiko terkait dengan perencanaan strategis Perseroan, antara lain, *corporate responsibility & sustainability, external factors, planning, project, and strategy*.

### 6. Risiko Pelaporan

Risiko terkait dengan kewajiban Perseroan untuk menyampaikan laporan kepada pihak-pihak yang berkepentingan/*shareholder*.

## Identifikasi Risiko Jangka Pendek, Menengah, dan Panjang

Perseroan juga telah memetakan risiko berdasarkan waktu potensi terjadinya risiko, yang dibagi berdasarkan risiko jangka pendek, menengah, dan jangka panjang, dengan rincian sebagai berikut:

- Risiko Jangka Pendek & Menengah

Risiko-risiko operasional yang berpotensi mengganggu ketercapaian target-target KPI tahunan Perseroan, termasuk di antaranya risiko dinamika kegiatan industri migas yang menjadi pangsa pasar Perseroan.

- Risiko Jangka Panjang

Risiko-risiko yang sehubungan dengan ketersediaan cadangan dan potensi penurunan produksi migas, sehingga berpengaruh pada kegiatan industri migas secara umum.

### 3. Compliance Risk

Risks associated with the Company's business activities caused by lack of or non-compliance with regulations.

### 4. Governance Risks

Risks caused by lack of or non-compliance with the rules of Corporate Governance and Business Ethics in managing the company.

### 5. Strategic Risk and Planning

Risks related to the Company's strategic planning, including corporate responsibility & sustainability, external factors, planning, project, and strategy.

### 6. Risk Reporting

The risk related to the Company's obligation to submit reports to interested parties/ shareholders.

## Identification of Short, Medium and Long-Term Risks

The Company has also mapped risks based on the time of the potential risk occurrence, which was divided into short, medium and long-term risks, with the following details:

- Short & Medium-term Risks

Operational risks that have the potential to disrupt the achievement of the Company's annual KPI targets, including the risk of dynamics in the oil and gas industry activities that are the Company's market share.

- Long-term Risks

Risks associated with the availability of reserves and the potential reduction in oil and gas production, thus affecting the activities of the oil and gas industry in general.

## Profil dan Mitigasi Risiko Perusahaan

Profil risiko merupakan gambaran menyeluruh atas tingkat risiko Perseroan, bagian tertentu dari Perseroan, atau aktivitas/transaksi Perseroan. Dalam profil risiko, berbagai risiko tersebut diidentifikasi dan diukur agar diketahui potensi yang dapat membahayakan pencapaian objektif tersebut. Termasuk di dalamnya risiko-risiko yang berpotensi dihadapi Perseroan dalam mencapai target bisnis sesuai dengan rencana kerja tahunan (KPI dan RKAP) serta isu-isu yang dapat berpotensi menjadi permasalahan dalam pencapaian target/kinerja bisnis dalam jangka panjang.

Secara prinsip, seluruh risiko yang teridentifikasi dan tercatat di dalam *risk register* memiliki peluang untuk diperbaiki atau diturunkan tingkat risikonya. Besarnya peluang untuk menurunkan tingkat risiko bergantung pada efektivitas rencana mitigasi dan kemampuan dari *risk owner* dalam menangani risiko tersebut.

## Strategi Penanganan Risiko

Strategi penanganan risiko merupakan kewenangan dari setiap *risk owner* yang disesuaikan dengan level dan jenis risiko yang dihadapi serta penyebab risiko yang telah diidentifikasi. Penanganan risiko diprioritaskan pada risiko-risiko yang memiliki level risiko tinggi dan potensi terjadinya dalam waktu pendek.

Setiap penanganan risiko dimaksudkan untuk menurunkan:

- Tingkat probabilitas terjadinya risiko, atau
- Dampak risiko yang dapat terjadi, atau
- Kombinasi kedua kemungkinan di atas.

Strategi pengelolaan manajemen risiko mengacu pada pilar-pilar manajemen risiko di Perseroan, yaitu:

1. Kerangka kerja dan proses manajemen risiko.
2. Strategi dan implementasi manajemen risiko dalam proses bisnis dan pengambilan keputusan.
3. Organisasi dan sumber daya manusia.
4. Komunikasi, informasi, dan pelaporan.
5. Sistem manajemen risiko yang terpadu dan dapat diandalkan.

## Company Risk Profile and Mitigation

Risk profile is a comprehensive picture of the risk level of the Company, in certain parts of the Company, or activities/transactions of the Company. In the risk profile, various risks are identified and measured in order to gauge the potential that may jeopardize the achievement of these objectives. This includes risks that the Company may face in achieving business targets in accordance with annual work plans (KPI and WPB) as well as issues that could potentially be problems in achieving business targets/performance in the long term.

In principle, all risks identified and recorded in the risk register have the opportunity to have its the risk level be corrected or reduced. The relative opportunity to reduce the risk level depends on the effectiveness of the mitigation plan and the ability of the risk owner to handle the risk.

## Risk Management Strategy

The authority of risk management strategy lies with each risk owner, and the authority is adjusted to the level and type of risks faced and the causes of the risks that have been identified. Risk management is prioritized for high-level risks and short-term occurrence potential.

Every risk treatment is intended to reduce:

- The probability of the risk occurring, or
- Impact of the risk that may occur, or
- A combination of the two possibilities above.

The risk management strategy refers to the pillars of risk management in the Company, namely:

1. The risk management framework and process.
2. Strategy and implementation of risk management in business processes and decision making.
3. Organization and human resources.
4. Communication, information and reporting.
5. Integrated and reliable risk management system.

Kegiatan pengembangan manajemen risiko jangka pendek berfokus pada:

- Pemutakhiran framework dan kebijakan manajemen risiko sesuai dengan ISO 31000 tahun 2019,
- Membangun *stakeholder awareness* pada manajemen risiko, dan
- Peningkatan kualitas laporan.

Sementara untuk kegiatan pengembangan manajemen risiko jangka menengah dan panjang akan difokuskan pada proses integrasi manajemen risiko dalam proses bisnis dan pengembangan sistem manajemen risiko yang terpadu, sebagai persiapan menuju *risk culture*.

### Matriks Tingkat Risiko

Perseroan melakukan pemetaan risiko berdasarkan tingkatannya melalui matriks tingkat risiko yang membagi ke dalam 4 kategori yaitu *Low Probability-Low Impact, Low Probability-High Impact, High Probability-Low Impact* dan *High Probability-High Impact*. Melalui pemetaan risiko yang terukur, Perseroan mampu mengelola risiko berdasarkan prioritas yang telah ditetapkan sehingga benar-benar mampu mengurangi dampak secara signifikan bagi keberlangsungan bisnis Perseroan.

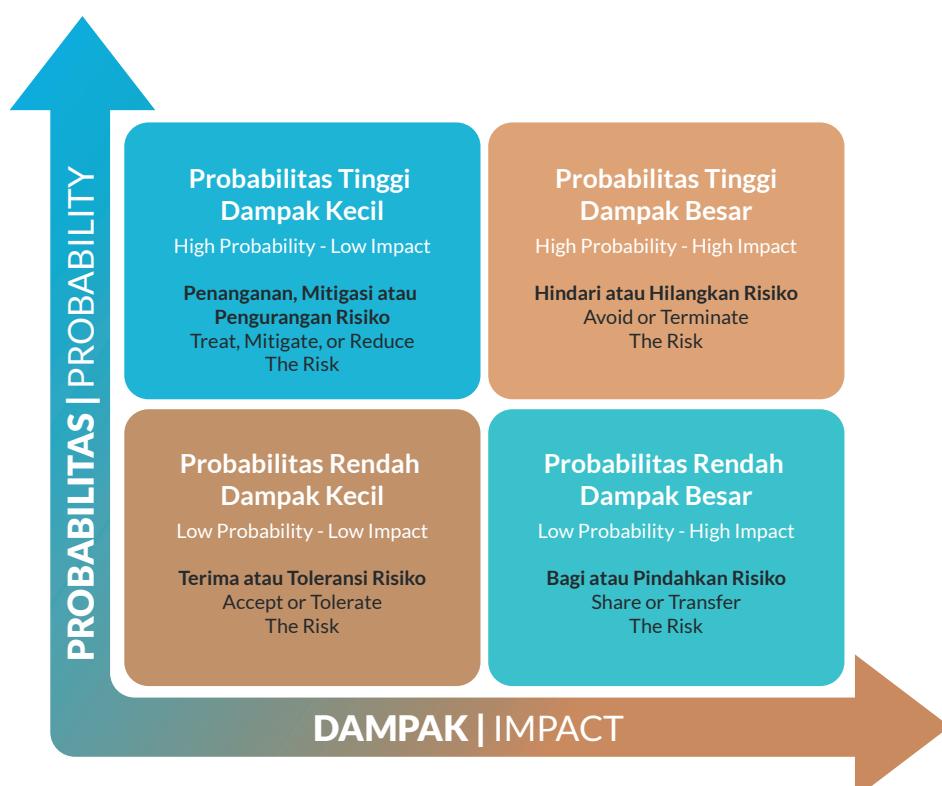
Short-term risk management development activities focus on:

- Improvement of risk management framework and policies in accordance with ISO 31000 year 2019,
- Building stakeholder awareness on risk management, and
- Improved report quality.

Meanwhile, the development of medium and long-term risk management activities will be focused on the integration process of risk management in business processes and the development of an integrated risk management system, in preparation toward risk culture.

### Risk Level Matrix

The Company conducted risk mapping and divided it into levels based on a risk level matrix, which divides into 4 categories, namely *Low Probability-Low Impact, Low Probability-High Impact, High Probability-Low Impact* and *High Probability-High Impact*. Through measurable risk mapping, the Company is able to manage risk based on established priorities such that it is able to significantly reduce the hindering impact on the Company's business sustainability.



## Evaluasi Manajemen Risiko

Perseroan perlu membangun *Enterprise Risk Management System* dengan konsep *3 Line of Defense* yaitu membedakan antara fungsi-fungsi bisnis sebagai fungsi-fungsi pemilik risiko (*owning risk/risk owner*), fungsi-fungsi yang melakukan pengelolaan serta pemantauan risiko dan kepatuhan (*managing risk*) dan fungsi-fungsi yang menyediakan pemastian independen (*independent assurance*).

Menurut pemahaman baru ISO 31000, risiko merupakan dampak atas suatu ketidakpastian dalam upaya mencapai tujuan (*effect of uncertainty on objectives*). Dampak dapat merupakan sesuatu hal yang merugikan namun dapat pula merupakan peluang.

Berdasarkan proses manajemen risiko yang diawali dengan menetapkan konteks risiko yang selanjutnya dilanjutkan dengan proses penilaian risiko yang terdiri dari proses identifikasi risiko, proses analisis risiko dan proses evaluasi risiko yang menghasilkan peringkat risiko. Selanjutnya akan dilakukan proses penetapan dan pemilihan perlakuan risiko yang sesuai dengan risiko yang telah teridentifikasi diselaraskan dengan batas toleransi risiko yang telah ditetapkan oleh manajemen. Selama proses berjalan, komunikasi dan konsultasi secara intensif harus terus dijaga. Dalam setiap tahapan proses diperlukan proses *monitoring* dan *review* untuk menjaga kelancaran proses dan apabila diperlukan melakukan *update* peta risiko secara berkala.

Pada 2019, penyusunan *risk register* dilakukan oleh *risk owner* berkoordinasi dengan Fungsi Manajemen Risiko di Perseroan. Konteks penyusunan *risk register* mencakup risiko-risiko yang berpotensi terjadi pada seluruh aktivitas operasi di perusahaan, baik dari sisi operasional, komersial, QHSSE, finansial dan aspek lainnya. Berdasarkan *risk register* yang telah disusun tersebut kemudian ditentukan risiko-risiko utama yang akan berdampak secara signifikan pada Perusahaan yang akan dimonitor, dievaluasi dan disampaikan ke Direksi. Direksi dapat memberikan arahan langsung kepada *Risk Owner* maupun fungsi koordinator pengelola risiko untuk melakukan peningkatan efektivitas mitigasi maupun perbaikan pengelolaan risiko Perseroan.

## Evaluation of Risk Management

The Company needs to establish an Enterprise Risk Management System with the concept of 3 Line of Defense, which differentiates business functions into functions that own risk (risk owner), functions that manage risk as well as monitor risk and compliance, and lastly, functions that provide independent assurance.

According to the new understanding of ISO 31000, risk is the impact of uncertainty in efforts to achieve an objective. Impact may signify a detrimental circumstance but may also be an opportunity.

Based on the management process that begins by establishing the risk context followed by a risk assessment process that consists of risk identification process, risk analysis process, and risk evaluation process that results in a risk rating. Furthermore, the process of determining and selecting risk treatment will be carried out in accordance with identified risks, shall be aligned with the risk tolerance limits set by management. During the entire process, intensive communication and consultation must be maintained. Monitoring and review process is needed in each stage of the process to maintain the smooth process and regular adjustment to the risk mapping, if necessary.

In 2019, the formulation of the risk register was carried out by the risk owner in coordination with the Risk Management Function in the Company. The context used in drafting the risk register covers risks that potentially occur in all operational activities in the company, both in terms of operational, commercial, QHSSE, financial and other aspects. Based on the prepared risk register, the main risks that will significantly affect the Company will be monitored, evaluated and submitted to the Board of Directors. The Board of Directors may provide direct guidance to the Risk Owner as well as the coordinating function of the risk management to increase the mitigation effectiveness and improve the Company's risk management.

Dari hasil identifikasi dan analisis risiko, top risks Perseroan dapat dievaluasi dan ditentukan rencana mitigasinya sebagai berikut:

1. *Idle* atau belum terjualnya *Accommodation Work Barge* Baruna sehingga menimbulkan biaya rutin yang membebani operasional Perseroan. Rencana mitigasi yang sudah dilakukan adalah dengan melakukan upaya memasarkan atau melakukan pelelangan (penyelesaian divestasi aset).
2. Rusaknya komponen-komponen utama HTE dan HDD. Rencana mitigasi yang sudah dilakukan adalah melakukan pemeliharaan rutin tanpa mengganggu operasional.
3. Kontraktual *on call basis* berpotensi merugikan saat produktivitas rendah. Upaya mitigasi yang sudah dilakukan adalah dengan melakukan negosiasi untuk memperoleh *minimum charge*.
4. Potensi kecelakaan kerja dapat berdampak katastropik secara kualitatif terutama reputasi Perseroan. Upaya mitigasi yang sudah dilakukan adalah memastikan *Job Safety Analysis* sudah disiapkan dan diimplementasikan serta melakukan orientasi dan peningkatan kompetensi pekerja.
5. Belum membaik/stabilnya harga minyak di sepanjang 2019 berpotensi menurunkan kontribusi profit di *Upstream Support Services*. Upaya mitigasi yang sudah dilakukan adalah penetrasi pasar ke Pertamina Grup di luar *Upstream*, termasuk ke segmen *general services* dan digitalisasi.

From the results of identification and risk analysis, the Company's Top Risks were evaluated and mitigated as follows:

1. Idle or unsold Accommodation Work Barge Baruna resulted in a routine cost that burdened the Company's operations. Mitigation plan that had been carried out was market it or conducted auctions (completion of asset divestment).
2. Damage to the main components of HTE and HDD. Mitigation plan that had been carried out was carried out routine maintenance without disrupting operations.
3. Contractual on call basis has the potential to be detrimental during low productivity. Mitigation that had been carried out was by negotiating to get a minimum charge.
4. Potential work accidents could have a qualitative catastrophic impact, especially on the Company's reputation. Mitigation efforts that had been carried out were to ensure that Job Safety Analysis had been prepared and implemented as well as conducted orientation and enhanced worker's competency.
5. Unstable oil prices throughout 2019 had the potential to reduce profit contribution in Upstream Support Services. Mitigation efforts that had been carried out were to penetrate the market within Pertamina Group but outside of the Upstream segment, including general services and digitalisation segments.

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Perseroan perlu membangun *Enterprise Risk Management System* dengan konsep *3 Line of Defense* yaitu membedakan antara fungsi-fungsi bisnis sebagai fungsi-fungsi pemilik risiko (*owning risk/risk owner*), fungsi-fungsi yang melakukan pengelolaan serta pemantauan risiko dan kepatuhan (*managing risk*) dan fungsi-fungsi yang menyediakan pemastian independen (*independent assurance*).

The Company needs to establish an Enterprise Risk Management System with the concept of *3 Line of Defense*, which differentiates business functions into function that owns risk (*risk owner*), functions that manage risk as well as monitor risk and compliance, and lastly, functions that provide independent assurance.

# PEMENUHAN HAK DAN PELIBATAN PEMANGKU KEPENTINGAN

## MEETING RIGHTS AND INVOLVEMENT OF STAKEHOLDERS

Perseroan menyadari bahwa pemangku kepentingan memiliki peran dan kontribusi yang sangat signifikan bagi keberlanjutan bisnis Perseroan. Kinerja dan keberlanjutan Perseroan dapat dipengaruhi dan memengaruhi pemangku kepentingan. Untuk itu, Perseroan memandang perlu adanya pembinaan dan pengelolaan hubungan yang harmonis serta berkelanjutan antara perusahaan dengan seluruh pemangku kepentingan sehingga akan memberikan dampak yang positif bagi kedua belah pihak.

Pemangku kepentingan yang secara langsung maupun tidak langsung berkaitan dengan Perseroan di antaranya yaitu Pemegang Saham, Pemerintah, Pemasok, Pelanggan, Pekerja dan Masyarakat. Perseroan melakukan identifikasi pemangku kepentingan untuk mengetahui pemangku kepentingan mana yang memiliki kepentingan paling signifikan, dampak timbal balik paling signifikan dan memahami apa saja yang menjadi harapan dari setiap pemangku kepentingan.

Dalam melakukan pengelolaan Pemangku Kepentingan, Perseroan melakukan dialog secara langsung dengan mendengarkan dan mempelajari perilaku Pemangku Kepentingan sehingga kedua belah pihak bisa saling memberikan umpan balik secara jelas. Perseroan mampu memahami harapan yang wajar dari seluruh Pemangku Kepentingan dan memberikan informasi secara jelas dan rutin kepada Pemangku Kepentingan sebagai wujud pengelolaan hubungan yang baik dan berkelanjutan. [G4-24, G4-25]

Secara umum, Perseroan melakukan pelibatan Pemangku Kepentingan dengan memberikan respon yang wajar dan tetap patuh pada ketentuan perundang-undangan yang berlaku.

The Company realizes that stakeholders have a very significant role and contribution to the Company's business sustainability. The performance and sustainability of the Company can influence and be influenced by stakeholders. For this reason, the Company deems it necessary to foster and manage harmonious and sustainable relationships between the company and all stakeholders so that it will have a positive impact on both parties.

Stakeholders that are directly or indirectly related to the Company include Shareholders, Government, Suppliers, Customers, Workers and the Community. The Company identifies stakeholders to gauge which stakeholders have the most significant interests, the most significant reciprocal impacts, and to understand what are the expectations of each stakeholder.

In managing the Stakeholders, the Company conducted direct dialogue by listening to and studying the behavior of the Stakeholders so that both parties can give clear feedback to each other. The Company was able to understand the reasonable expectations of all Stakeholders and provided clear and regular information to the Stakeholders as a form of good and sustainable relationships management. [G4-24, G4-25]

In general, the Company engaged the Stakeholders by providing a reasonable response and remained compliant with the applicable laws and regulations.

Pemangku Kepentingan Stakeholder	Metode Pelibatan Involvement Method [G4-26]	Harapan Expectations [G4-27]	Respon yang Diberikan Response Given
Pemegang Saham Shareholder	<ul style="list-style-type: none"> <li>Rapat Umum Pemegang Saham</li> <li>Penerbitan Laporan Keuangan Tahunan</li> <li>Penyajian informasi secara berkala melalui berbagai media</li> </ul> <ul style="list-style-type: none"> <li>General Meeting of Shareholders</li> <li>Published annual financial statements</li> <li>Periodic presentation of information through various media</li> </ul>	<ul style="list-style-type: none"> <li>Pelaksanaan tata kelola perusahaan yang baik</li> <li>Pertumbuhan bisnis yang berkelanjutan</li> </ul> <ul style="list-style-type: none"> <li>Implementation of good corporate governance</li> <li>Sustainable business growth</li> </ul>	<ul style="list-style-type: none"> <li>Implementasi Good Corporate Governance</li> <li>Penguatan kompetensi sumber daya manusia</li> </ul> <ul style="list-style-type: none"> <li>Implementation of Good Corporate Governance</li> <li>Strengthening human resource competencies</li> </ul>
Pemerintah Government	<ul style="list-style-type: none"> <li>Penerbitan Laporan Keuangan Tahunan</li> <li>Penyajian informasi secara teratur melalui berbagai media</li> </ul> <ul style="list-style-type: none"> <li>Published annual financial statements</li> <li>Presentation of information regularly through various media</li> </ul>	Kepatuhan terhadap regulasi dan perundang-undangan yang berlaku	<ul style="list-style-type: none"> <li>Pemenuhan regulasi dan perundang-undangan yang berlaku</li> </ul> <ul style="list-style-type: none"> <li>Compliance with applicable laws and regulations</li> </ul>
Pemasok Supplier	<ul style="list-style-type: none"> <li>Pre-bid meeting</li> <li>Proses bidding</li> <li>Negosiasi</li> </ul> <ul style="list-style-type: none"> <li>Pre-bid meeting</li> <li>Bidding process</li> <li>Negotiation</li> </ul>	<ul style="list-style-type: none"> <li>Pelaksanaan pengadaan secara adil</li> <li>Ketepatan pemenuhan kewajiban kontraktual</li> </ul> <ul style="list-style-type: none"> <li>Conduct fair procurement</li> <li>Accuracy in fulfilling contractual obligations</li> </ul>	<ul style="list-style-type: none"> <li>Memberikan keterbukaan informasi</li> <li>Pemenuhan kewajiban sesuai kontrak</li> </ul> <ul style="list-style-type: none"> <li>Provide information disclosure</li> <li>Perform obligations according to the contract</li> </ul>

Pemangku Kepentingan Stakeholder	Metode Pelibatan Involvement Method [G4-26]	Harapan Expectations [G4-27]	Respon yang Diberikan Response Given
Pelanggan Customer	<ul style="list-style-type: none"> <li>Survei kepuasan pelanggan</li> <li>Customer Gathering</li> </ul> <ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Customer Gathering</li> </ul>	<ul style="list-style-type: none"> <li>Proses tender yang adil</li> <li>Layanan dan kualitas yang baik</li> <li>Keselamatan, keamanan dan kesehatan pelanggan</li> <li>Pelaksanaan pekerjaan sesuai jadwal dan spesifikasi</li> </ul> <ul style="list-style-type: none"> <li>Fair tender process</li> <li>Good service and quality</li> <li>Safety, security and health of customers</li> <li>Implementation of work according to schedule and specifications</li> </ul>	<ul style="list-style-type: none"> <li>Memberikan keterbukaan informasi</li> <li>Pelaksanaan Quality Assurance</li> <li>Implementasi sistem QHSSE secara komprehensif</li> <li>Melakukan monitoring pekerjaan secara teratur</li> </ul> <ul style="list-style-type: none"> <li>Provide information disclosure</li> <li>Implementation of Quality Assurance</li> <li>Comprehensive implementation of the QHSSE system</li> <li>Conduct work monitoring regularly</li> </ul>
Pekerja Worker	<ul style="list-style-type: none"> <li>Rapat kerja perusahaan</li> <li>Penilaian kinerja pekerja</li> </ul> <ul style="list-style-type: none"> <li>Company work meetings</li> <li>Performance appraisal of workers</li> </ul>	<ul style="list-style-type: none"> <li>Lingkungan kerja yang baik</li> <li>Kesejahteraan pekerja yang baik</li> </ul> <ul style="list-style-type: none"> <li>Appropriate work environment</li> <li>Worker's welfare</li> </ul>	<ul style="list-style-type: none"> <li>Implementasi budaya kerja yang baik</li> <li>Menyusun kebijakan dan sistem remunerasi yang kompetitif</li> </ul> <ul style="list-style-type: none"> <li>Implementation of appropriate work culture</li> <li>Develop competitive remuneration policies and systems</li> </ul>
Masyarakat Public	<ul style="list-style-type: none"> <li>Pelaksanaan program CSR</li> <li>Pelibatan pada proses pengadaan</li> </ul> <ul style="list-style-type: none"> <li>Implementation of CSR program</li> <li>Involvement in the procurement process</li> </ul>	<ul style="list-style-type: none"> <li>Peningkatan kesejahteraan masyarakat</li> <li>Pelibatan masyarakat dalam aktivitas perusahaan</li> <li>Pengembangan masyarakat</li> </ul> <ul style="list-style-type: none"> <li>Improvement of community welfare</li> <li>Community involvement in company activities</li> <li>Community development</li> </ul>	<ul style="list-style-type: none"> <li>Penyerapan tenaga kerja dari masyarakat sekitar</li> <li>Penggunaan material dari vendor lokal</li> <li>Implementasi program pengembangan masyarakat</li> </ul> <ul style="list-style-type: none"> <li>Labor absorption from the surrounding community</li> <li>Use materials from local vendors</li> <li>Implementation of community development programs</li> </ul>

# KODE ETIK PERUSAHAAN

## COMPANY CODE OF ETHICS

Dalam menjalankan kegiatan bisnisnya, Perseroan senantiasa mengedepankan praktik bisnis yang beretika. Hal ini menjadi prinsip dasar yang melandasi budaya kerja dari Dewan Komisaris, Direksi, dan Karyawan yang telah didokumentasikan dalam Kode Etik Perseroan. Penerapan Kode Etik secara mendalam bukan saja memperkuat dan memperteguh penerapan GCG di dalam Perseroan, tetapi secara langsung juga mengembangkan karakter dan tingkah laku setiap individu Perseroan. Karakter dan tingkah laku yang berintegritas turut serta mencerminkan wajah Perseroan di depan Pemangku Kepentingan.

Pedoman Kode Etik berlaku pada seluruh sistem dan struktur perusahaan dari level operasional yaitu karyawan dan pekerja, hingga level manajerial yaitu Dewan Komisaris, Direksi, dan Manajemen. Pelaksanaan Kode Etik diharapkan mampu menciptakan mentalitas SDM yang mampu membawa perubahan bagi kemajuan Perseroan.

Kode Etik Perseroan disahkan dan ditandatangani bersama oleh seluruh Dewan Komisaris dan Direksi Perseroan di Jakarta guna memenuhi Pedoman Etika Usaha dan Tata Perilaku (*Code of Conduct*) yang telah diberlakukan melalui Surat Keputusan No. Kpts 01/PDC-1000/2017 tanggal 1 Januari 2017. Setiap 1 (satu) tahun sekali, anggota Dewan Komisaris, Direksi, dan seluruh pekerja wajib menandatangani pernyataan patuh dan paham terhadap Kode Etik atau *Code of Conduct*, serta Pakta Integritas.

### Kode Etik

Kode Etik Perseroan terdiri dari 2 (dua) bagian utama yakni Standar Etika Usaha dan Standar Etika Perilaku yang mencerminkan tata nilai Perseroan. Adapun Tata Nilai Perseroan adalah sebagai berikut:

In carrying out its business activities, the Company always prioritizes ethical business practices. This has become the basic principle underlying the work culture of the Board of Commissioners, Board of Directors and Employees documented in the Company's Code of Ethics. The profound implementation of the Code of Ethics does not only strengthen and reinforce the implementation of GCG within the Company, but also directly develop the character and behavior of each individual within the Company. Characters and behaviors with integrity play a part in reflecting the face of the Company in front of the Stakeholders.

The Code of Ethics guidelines apply to the entire system and structure of the company from the operational level, namely employees and workers, to the managerial level, namely the Board of Commissioners, Board of Directors, and Management. The Code of Ethics implementation is expected to create human resources equipped with mentality that is capable of bringing change for the Company's progress.

The Company's Code of Ethics is endorsed and jointly signed by all the Board of Commissioners and Board of Directors of the Company in Jakarta to meet the Code of Conduct Guidelines, which has been enacted through Decree No. Kpts 01/PDC-1000/2017 dated 1 January 2017. Once a year, members of the Board of Commissioners, Board of Directors, and all workers must sign a statement of compliance and comprehension of the Code of Conduct, and the Integrity Pact.

### Code of Ethics

The Company's Code of Ethics consists of 2 (two) main parts namely Business Ethics Standards and Behavior Ethics Standards that reflect the Company's values. The Company's values are as follows:

**Tata Nilai Perseroan**  
Company Core Values

**Clean**

Dikelola secara profesional, menghindari benturan kepentingan, tidak menoleransi suap, menjunjung tinggi kepercayaan dan integritas, serta berpedoman pada asas-asas tata kelola korporasi yang baik.

Professionally managed, avoid conflict of interest, never tolerate bribery, respect trust and integrity based on good corporate governance principles.

**Confident**

Berperan dalam pembangunan ekonomi nasional, menjadi pelopor dalam reformasi Badan Usaha Milik Negara (BUMN), dan membangun kebanggaan bangsa.

Involvement in national economic development, as a pioneer in State-Owned Enterprise reform, and to build national pride.

**Commercial**

Menciptakan nilai tambah dengan orientasi komersial serta mengambil keputusan berdasarkan prinsip-prinsip bisnis yang sehat.

Create added value based on commercial orientation and make decisions based on fair business principles.

**Competitive**

Mampu berkompetisi dalam skala regional dan internasional, mendorong pertumbuhan melalui investasi, membangun budaya kesadaran atas biaya operasional, dan menghargai kinerja.

Able to compete both regionally and internationally, support growth through investment, build a cost effective and performance oriented culture.

**Customer Focus**

Berorientasi pada kepentingan pelanggan dan berkomitmen untuk memberikan pelayanan berkualitas tinggi pada pelanggan berdasarkan prinsip-prinsip komersial yang kuat.

Focus on customers and commit to give the best services to customers based on strong commercial principles.

**Capable**

Dikelola oleh pemimpin dan pekerja yang profesional dan memiliki talenta dan penguasaan teknis tinggi, berkomitmen dalam membangun kemampuan riset dan pengembangan.

Managed by professional, skilled, and highly qualified leaders and workers, committed to building research and development capabilities.

Perseroan juga menetapkan turunan Tatanan Nilai yang berakronim dengan slogan “**PDC Best**”, yaitu:

The Company also established a derivative of Core Values which acronymized into the slogan “**PDC Best**”, which stands for:

### Professionalism

Setiap Pekerja Perseroan adalah pribadi yang menjunjung tinggi etika kerja dan selalu bersemangat untuk menunjukkan kinerja yang tinggi guna mendukung pencapaian tujuan organisasi.

Every Employee of the Company is an individual who highly upholds work ethics and always eager to show the best performance in order to support the accomplishment of the organization's goal.

### Dedicated

Setiap Pekerja Perseroan adalah pribadi yang bersedia membantu bawahan, rekan kerja, dan atasan dalam memberikan layanan prima kepada pelanggan dan mengedepankan kepentingan organisasi di atas kepentingan pribadi.

Every Employee of the Company is an individual who is willing to help the subordinates, workmates, and superiors to deliver a prime service to the customers and put forward the organization's interest on top of personal interest.

### Confident

Setiap Pekerja Perseroan selalu menunjukkan sikap atau tindakan yang dapat dipercaya, melaksanakan pekerjaan secara sistematis dan konsisten serta memberikan kinerja yang diharapkan pelanggan.

Every Employee of the Company always shows a trustworthy manner or act, work systematically and consistently as well as deliver performance that is expected by the customers.

### Best People

Setiap Pekerja Perseroan memiliki semangat pantang menyerah dalam bekerja, senantiasa meningkatkan kompetensi diri dan selalu siap untuk memberikan solusi terbaik bagi organisasi.

Every Employee of the Company has an unyielding spirit in work, self-improvement of competence at all times and always ready to give the best solution for the organization.

### Efficiency

Setiap Pekerja Perseroan adalah pribadi yang mampu mengoptimalkan teknologi informasi, untuk meningkatkan kecepatan dan ketepatan kerja serta efisiensi dalam menggunakan waktu dan sumber daya organisasi.

Every Employee of the Company is an individual who is able to optimize information technology, to improve the speed and accuracy of the work as well as the efficiency to utilize the organization's time and resources.

## Safety

Setiap Pekerja Perseroan adalah pribadi yang patuh menjalankan protokol dan prosedur QHSSE, mampu mengenali potensi bahaya serta bertanggung jawab terhadap keselamatan diri sendiri, rekan kerja dan lingkungan sekitarnya.

Every Employee of the Company is an individual who is compliant to the protocols and procedures of QHSSE, able to recognize a potential risk as well as responsible towards their own safety, workmates and the surrounding environment.

## Teamwork

Setiap Pekerja Perseroan adalah pribadi yang proaktif dalam memberikan masukan konstruktif, mampu bekerja sama baik dengan bawahan, rekan kerja, dan atasan serta mampu menjaga semangat saling menghargai dan menerima perbedaan pendapat.

Every Employee of the Company is a proactive individual who gives constructive inputs, able to cooperate well with the subordinates, colleagues and superiors as well as respectful of each other and accept the differences in opinions.

## Penerapan dan Penegakan Kode Etik Organisasi

- Komisaris bertanggung jawab atas dipatuhiinya Etika Usaha dan Tata Perilaku (*Code of Conduct*) di lingkungan perusahaan, dibantu oleh Komite GCG.
- Direksi bertanggung jawab atas penerapan Etika Usaha dan Tata Perilaku (*Code of Conduct*) di lingkungan perusahaan, dibantu oleh Sekretaris Perusahaan.
- Para Manajer, dan pejabat setingkat Manajer bertanggung jawab atas penerapan Etika Usaha dan Tata Perilaku (*Code of Conduct*) di lingkungan unit kerjanya masing-masing.
- Direksi menunjuk *Compliance Officer* beserta perangkatnya (yang akan diatur secara tersendiri) yang bertanggung jawab untuk melaporkan pelanggaran terhadap pelaksanaan Etika Usaha dan Tata Perilaku (*Code of Conduct*).
- Setiap insan Perseroan menerima satu salinan Etika Usaha dan Tata Perilaku (*Code of Conduct*) dan menandatangani formulir pernyataan bahwa yang bersangkutan telah menerima, memahami, dan setuju untuk mematuhi Etika Usaha dan Tata Perilaku (*Code of Conduct*) yang didokumentasikan oleh fungsi *Human Resources* (SDM) atau fungsi yang ditunjuk.
- Formulir pernyataan harus diperbarui dan ditandatangani kembali setiap tahun oleh setiap insan Perseroan.

## Implementation and Enforcement of the Organization's Code of Ethics

- The Commissioner is responsible for conformity of the Business Ethics and Code of Conduct within the company's environment, assisted by the GCG Committee.
- The Board of Directors is responsible for the implementation of the Business Ethics and Code of Conduct within the company, assisted by the Corporate Secretary.
- Managers and officers at Manager's level are responsible for the implementation of the Business Ethics and Code of Conduct in their respective work units.
- The Board of Directors appoints a Compliance Officer and the apparatus (to be regulated separately), who are responsible for reporting violations against the implementation of the Business Ethics and Code of Conduct.
- Every person of the Company receives a copy of the Business Ethics and Code of Conduct, and signs a declaration form that the person concerned has received, understands, and agrees to comply with the Business Ethics and Code of Conduct documented by the Human Resources function or designated function.
- The statement form must be updated and signed every year by every person of the Company.

## **Penegakan Etika Usaha dan Tata Perilaku (Code of Conduct)**

- Setiap insan Perseroan harus melaporkan setiap fakta penyimpangan Etika Usaha dan Tata Perilaku (*Code of Conduct*) kepada *Chief Compliance Officer* dan identitas pelapor dilindungi.
- *Compliance Officer* menindaklanjuti setiap laporan dan menyampaikan hasil kajiannya kepada Direksi atau Komisaris sesuai dengan lingkup tanggung jawabnya.
- Direksi dan Komisaris memutuskan pemberian tindakan pembinaan, sanksi disiplin dan/atau tindakan perbaikan serta pencegahan yang harus dilaksanakan oleh atasan langsung di lingkungan masing-masing. Bentuk sanksi yang diberikan akan diatur secara tersendiri.
- Insan Perseroan yang melakukan penyimpangan Etika Usaha dan Tata Perilaku (*Code of Conduct*) memiliki hak untuk didengar penjelasannya di hadapan atasan langsung sebelum pemberian tindakan pembinaan atau hukuman disiplin.
- Pelaksanaan tindakan pembinaan, hukuman disiplin, dan/atau tindakan perbaikan serta pencegahan dilakukan oleh atasan langsung.

## **Enforcement of Business Ethics and Code of Conduct**

- Every individual of the Company must report any facts of violation of the Business Ethics and Code of Conduct to the Chief Compliance Officer, and the identity of the reporting party is protected.
- The Compliance Officer follows up on every report and submits the investigation results to the Directors or Commissioners in accordance with the scope of their responsibilities.
- Directors and Commissioners decide on the provision of constructive actions, disciplinary sanctions and/or corrective and preventive actions that must be implemented by the direct supervisor in their respective environments. The form of sanctions provided will be regulated separately.
- Individual of the Company who commit wrongdoings from the Business Ethics and Code of Conduct retains the right to have his/her explanation be heard in front of the direct supervisor prior to be handed his/her constructive or disciplinary action.
- Implementation of constructive actions actions, disciplinary penalties, and/or corrective actions and prevention carried out by the direct supervisor.

## **Pelanggaran Kode Etik**

- Setiap pelanggaran Kode Etik akan dikenakan sanksi, yang bentuknya diberikan sesuai dengan ketentuan yang berlaku di Perseroan. Berdasarkan Perjanjian Kerja Bersama (PKB) Perseroan, tindakan disiplin kepada pekerja dapat berupa teguran lisan, surat peringatan, pencabutan fasilitas, penundaan kenaikan golongan upah, penurunan golongan upah, pemindahan (mutasi dan demosi), pembayaran ganti rugi, atau pemutusan hubungan kerja sesuai dengan tingkatan kesalahan yang diperbuat.
- Selama tahun 2019, terdapat 2 pelanggaran kode etik oleh pekerja. Pelanggaran kode etik tersebut telah ditindaklanjuti melalui Sidang Pembahasan Kode Etik dan keputusannya menjadi rekomendasi untuk Direksi melakukan pengambilan keputusan.

## **Violation of Code of Ethics**

- Any violation of the Code of Ethics will be subject to sanctions, the form of which is given in accordance with the applicable provisions of the Company. Based on the Collective Labor Agreement (*Perjanjian Kerja Bersama, PKB*) of the Company, disciplinary action to workers can be in the form of verbal reprimands, warning letters, revocation of facilities, postponement of salary level upgrade, salary level downgrade, transfers (mutation and demotion), payment of compensation, or termination of employment in accordance with the degree of violation made.
- During 2019, there was 2 violation of the code of ethics by a worker. The violation of the code of ethics had been followed up through the Ethics Code Discussion Session and its decision became a recommendation for the Board of Directors to make decisions.

# SISTEM PELAPORAN PELANGGARAN [G4-58]

## VIOLATION REPORTING SYSTEM [G4-58]

Sebagai upaya penerapan tata kelola perusahaan pada setiap aktivitas perusahaan dan pada setiap tingkatan organisasi, termasuk di antaranya adalah upaya pencegahan praktik bisnis yang tidak etis dan perbuatan *fraud* dan pelanggaran hukum, Perseroan menerapkan sistem pelaporan pelanggaran yang ditujukan kepada segenap Pemegang Saham dan Pemangku Kepentingan.

*Whistleblowing System* (WBS) adalah mekanisme pengaduan mengenai perilaku melawan hukum dan perbuatan tidak etis yang dilaporkan secara rahasia, anonim, dan mandiri yang digunakan untuk mengoptimalkan peran insan Perseroan dan mitra kerja dalam mengungkap pelanggaran yang terjadi di lingkungan perusahaan.

### Prinsip Dasar Sistem Pelaporan Pelanggaran

Perseroan menyediakan aplikasi yang bisa digunakan oleh mereka yang memiliki informasi dan ingin melaporkan suatu perbuatan tidak etis maupun pelanggaran yang terjadi di lingkungan Perseroan.

Pelapor tidak perlu khawatir atas terungkapnya identitas diri karena Perseroan akan merahasiakan identitas diri pelapor sebagai *whistleblower*. Perseroan menghargai informasi yang dilaporkan dan fokus pada materi informasi yang dilaporkan.

### Tujuan

Sebagai acuan dalam tata cara pengelolaan penanganan pengaduan/penyingkapan bagi Dewan Komisaris, Direksi, Pekerja, serta pihak yang berkepentingan dalam berhubungan dengan Perseroan. WBS juga digunakan agar setiap laporan yang dikirimkan terjaga kerahasiaannya, serta kasus yang dilaporkan dapat dipertanggungjawabkan dan dapat ditindaklanjuti.

As an effort to implement corporate governance in every activity of the company and at every level of the organization, including efforts to prevent unethical business practices and acts of fraud and violations of the law, the Company implements a violation reporting system aimed at all Shareholders and Stakeholders.

*Whistleblowing System* (WBS) is a mechanism for complaints regarding unlawful behavior and unethical conduct that is reported confidentially, anonymously, and independently which is used to optimize the role of the Company's people and business partners in uncovering violations that occur within the company.

### Basic Principles of Violation Reporting System

The Company provides application that can be utilized by individuals who has information and want to report unethical acts or violations that occur within the Company.

The reported does not have to be worried for their identity to be revealed as the Company will protect the identity of the reporter as a whistleblower. The Company appreciates the reported information and focuses on the material in the reported information.

### Purpose

As a reference in the procedures for managing complaints/disclosures for the Board of Commissioners, Directors, Workers, and parties with interest in dealing with the Company. WBS is also used so that confidentiality of every report sent is maintained, and reported cases can be accounted for and can be followed up on.

## Ruang Lingkup

Sistem Pelaporan Pelanggaran berlaku bagi seluruh insan Perseroan dan seluruh Pemangku Kepentingan Perseroan. Pelanggaran yang dapat dilaporkan meliputi korupsi, suap, benturan kepentingan, pencurian, kecurangan, pelanggaran peraturan/hukum, namun tidak termasuk permasalahan yang terkait dengan QHSSE, HR, dan Fasilitas Perseroan.

## Struktur Pengelola Sistem Pelaporan Pelanggaran

Direktur Utama bertindak sebagai pejabat yang bertanggung atas efektivitas rancangan, pelaksanaan, dan pemeliharaan penyelenggaraan WBS secara keseluruhan serta berkewajiban menetapkan arahan dan melakukan tindakan-tindakan untuk menjamin bahwa seluruh aktivitas penyelenggaraan WBS berjalan dengan baik.

Dewan Komisaris bertindak sebagai penanggung jawab dalam melakukan pengawasan atas kecukupan dan efektivitas pelaksanaan WBS di Perusahaan. Pemantauan pelaksanaan WBS dapat diserahkan kepada Komite Dewan Komisaris.

Tim Investigasi adalah yang melakukan kegiatan untuk menemukan bukti-bukti terkait dengan pelanggaran yang dilakukan oleh Terlapor, yang telah dilaporkan melalui WBS.

Pengelola WBS merupakan fungsi atau unit yang dibentuk dan ditetapkan Direksi untuk menyelenggarakan dan mengelola jalur komunikasi bagi Pelapor untuk melaporkan indikasi awal, melakukan klarifikasi awal, dan melakukan investigasi atas pelaporan pelanggaran.

Pengelola WBS harus independen dari operasi perusahaan sehari-hari dan mempunyai akses kepada pimpinan tertinggi Perseroan.

Pelapor adalah insan mitra kerja Perseroan dan seluruh Pemangku Kepentingannya yang melaporkan adanya pelanggaran yang dilakukan oleh insan Perseroan dan/atau mitra Perseroan.

Terlapor adalah insan Perseroan dan/atau mitra Perseroan yang dilaporkan diduga/telah melakukan pelanggaran.

## Scope

The Violation Reporting System applies to all members of the Company and all Corporate Stakeholders of the Company. Violations that can be reported include corruption, bribery, conflict of interest, theft, fraud, violation of regulations/laws, but do not include issues related to QHSSE, HR, and Company Facilities.

## Management Structure of Violation Reporting System

The President Director acts as the official responsible for the effectiveness of the overall design, implementation and maintenance of the WBS implementation, and is obliged to determine the direction and take actions to ensure that all WBS implementation activities run well.

The Board of Commissioners acts as the party responsible for overseeing the adequacy and effectiveness of the implementation of WBS in the Company. Monitoring the WBS implementation can be submitted to the Board of Commissioners Committee.

The Investigation Team is the party that conducts activities to find evidence related to violations committed by the Reported Party, which have been reported through WBS.

WBS manager is a function or unit established and appointed by the Board of Directors to organize and manage communication channels for Reporters to report initial indications, conduct initial clarifications, and conduct investigations on reporting violations.

WBS managers must be independent from the Company's daily operations and have access to the highest management of the Company.

Reporting parties are the Company's work partners and all of their Stakeholders who report violations committed by the Company's people and/or partners.

Reported parties are people and/or partners of the Company who are reported to be suspected or have committed violations.

## Mekanisme Sistem Pelaporan Pelanggaran [G4-58]

Mekanisme penyaluran pengaduan penyimpangan oleh Pelapor pada dasarnya dilakukan melalui jalur formal yaitu melalui atasan langsung, direktorat, dan fungsi terkait, namun bila pelapor memandang sarana pengaduan tersebut tidak efektif atau ada keraguan maka Pelapor dapat menyalurkan pengaduan secara langsung.

Pelapor membuat pengaduan/penyimpangan dan mengirimkannya kepada Pengelola WBS melalui sarana/media sebagai berikut:

**Telepon : +6221 2234 5134**  
**Surel : info@pertamina-pdc.com**

**Wisma Antara, Lt. 5 & 8**  
**Jl. Medan Merdeka Selatan No. 17**  
**Jakarta, 10110, Indonesia**

Pengelola WBS menerima pengaduan/penyimpangan, mencatat, dan menuangkan ke dalam format standar yang menghasilkan:

- Laporan penerimaan kontak sesuai kategori lingkup pengaduan/penyimpangan.
- Laporan penyimpangan (*disclosure report*).

Tim Investigasi melakukan penelaahan awal/ klarifikasi terhadap pengaduan/penyimpangan tersebut dan membuat resume atas kasus itu, kemudian mempresentasikan kepada Direktur Utama atau Direktur yang ditunjuk oleh Direktur Utama.

## Penanganan Pelaporan Pelanggaran

Direktur Utama (atau Direktur yang ditunjuk oleh Direktur Utama) memutuskan langkah selanjutnya berdasarkan hasil presentasi dari resume laporan pelanggaran yang dibuat oleh Tim Investigasi dengan hasil keputusan antara lain:

- Dihentikan, jika tidak memenuhi persyaratan indikasi awal. Bekerja sama dengan pihak sekuriti sesuai dengan substansi pengaduan/penyimpangan.

## Whistleblowing System Mechanism [G4-58]

The mechanism for channeling complaints of irregularities by the Reporting Party is basically carried out through formal channels, namely through direct superiors, directorates, and related functions, but if the reporter views the complaint facility as ineffective or if there is doubt, the Reporting Party can channel the complaint directly.

Reporting parties make complaints/disclosures and send it to the WBS Manager through the means/media as follows:

**Telephone : +6221 2234 5134**  
**E-Mail : info@pertamina-pdc.com**

**Wisma Antara, 5<sup>th</sup> & 8<sup>th</sup> Fl.**  
**Jl. Medan Merdeka Selatan No. 17**  
**Jakarta, 10110, Indonesia**

The WBS manager receives complaints/disclosures, records and writes them into a standard format that results in:

- Contact receipt reports according to the scope of the complaint/disclosure category.
- Disclosure report.

The Investigation Team conducts an initial review/clarification of the complaint/disclosure and makes a resume of the case, then presents it to the President Director or Director appointed by the President Director.

## Violation Report Handling

The President Director (or Director appointed by the President Director) decides the subsequent steps based on the presentation results of the violation report resume made by the Investigation Team with the results of the decision including:

- Dismissed, if it does not meet the preliminary indication requirements. Cooperate with security parties in accordance with the substance of the complaint / disclosure.

Tim Investigasi melakukan penyelidikan dan memaparkan hasil kepada Direktur Utama (atau Direktur yang ditunjuk oleh Direktur Utama). Berdasarkan hasil presentasi tersebut, mereka dapat memutuskan:

- Laporan pengaduan ditutup jika tidak terbukti.
- Memberikan sanksi sesuai ketentuan yang berlaku, jika terbukti dan terkait dengan tindakan administratif.
- Meneruskan tindak pidana tersebut kepada penyidik untuk proses lebih lanjut, jika terbukti dan terkait dengan tindak pidana umum atau korupsi. Dalam hal ini, tim melakukan koordinasi dengan pihak Legal guna memastikan adanya bukti permulaan yang cukup. Jika bukti-bukti dinilai cukup, maka tim akan membuat rekomendasi kepada Direktur Utama untuk persetujuan. (Catatan: semua proses tersebut di atas dibuatkan Berita Acara).

#### Perlindungan bagi Pelapor

Perseroan wajib menjaga kerahasiaan pelapor dengan menjunjung tinggi prinsip *confidentiality*, yaitu:

- Dalam melakukan proses tindak lanjut atas setiap pengaduan wajib mengedepankan prinsip *confidentiality*, asas praduga tidak bersalah, dan profesionalisme.
- Identitas pelapor dijamin kerahasiaannya oleh Perseroan.
- Perseroan menjamin perlindungan terhadap pelapor dari segala bentuk ancaman, intimidasi, hukuman, ataupun tindakan tidak menyenangkan dari pihak manapun.
- Perlindungan ini juga berlaku bagi pekerja yang melaksanakan investigasi maupun pihak-pihak yang memberikan informasi terkait dengan pengaduan.
- Pihak yang melanggar prinsip kerahasiaan tersebut akan diberikan sanksi yang berat sesuai ketentuan yang berlaku di Perseroan.

#### Pihak yang Mengelola

Para pihak yang memiliki kewenangan untuk menindaklanjuti laporan pengaduan/penyingkapan berdasarkan kategori Terlapor adalah:

- **Dewan Komisaris**, jika pihak terlapor adalah Direksi.
- **Direktur Utama**, jika pihak terlapor adalah Dewan Komisaris dan Tim Investigasi.

The Investigation Team conducts investigations and presents the results to the President Director (or Director appointed by the President Director). Based on the presentation results, they may decide:

- Complaint report to be closed if it is not proven.
- Handed sanctions in accordance with applicable regulations, if proven and related to administrative actions.
- Forward the criminal offense to the investigator for further proceedings, if proven and related to general crime or corruption. In this case, the team coordinates with Legal party to ensure that there is sufficient initial evidence. If the evidence is considered sufficient, the team will make recommendations to the President Director for approval. (Note: all the processes above are made in the Investigation Report).

#### Protection for Whistleblower

The Company is required to maintain the confidentiality of the reporter by upholding the principles of confidentiality, namely:

- In carrying out the process of following up on every complaint, it is mandatory to prioritize the principle of confidentiality, the principle of presumption of innocence, and professionalism.
- Company guarantees the secrecy of the reporter's identity.
- The Company guarantees protection against whistleblowers from all forms of threats, intimidation, punishment, or unpleasant actions from any party.
- This protection also applies to workers who carry out investigations as well as those who provide information related to complaints.
- Those who violate the principle of confidentiality will be given severe sanctions in accordance with the provisions in force in the Company.

#### Managing Party

The parties who have the authority to follow up complaints/disclosure reports based on the Reported categories are:

- **Board of Commissioners**, if the reported party is the Board of Directors.
- **President Director**, if the reported party is the Board of Commissioners and the Investigation Team.

**Sanksi/Tindakan Disiplin bagi Pelanggar**

Bentuk sanksi kepada Terlapor yang terbukti bersalah diberikan sesuai dengan ketentuan yang berlaku di Perseroan. Berdasarkan Peraturan Perusahaan, tindakan disiplin kepada Pekerja dapat berupa teguran lisan, surat peringatan, pencabutan fasilitas, penundaan kenaikan golongan upah, penurunan golongan upah, pemindahan (mutasi dan demosi), pembayaran ganti rugi, atau pemutusan Hubungan Kerja sesuai dengan tingkatan kesalahan yang diperbuat.

**Sanctions/Disciplinary Actions for Violators**

The form of sanctions to the Reported Party that was proven guilty was given in accordance with the provisions in force in the Company. Under Company Regulations, disciplinary action to workers can take the form of verbal reprimands, warning letters, revocation of facilities, postponement of salary level upgrade, salary level downgrade, transfer (mutation and demotion), payment of compensation, or termination of employment in accordance with the level of error made.

**Sosialisasi Whistleblowing System**

Sosialisasi WBS dilakukan dengan menyampaikan surel secara berkala kepada seluruh insan Perseroan.

**Whistleblowing System Socialization**

WBS socialization was carried out by regularly sending e-mails to all Company Personnel.

**Jumlah Pengaduan**

Sepanjang tahun 2019, tidak terdapat pengaduan melalui WBS.

**Number of Complaints**

Throughout 2019, there were no complaints through WBS.

# RISIKO, PELUANG, DAN STRATEGI KEBERLANJUTAN

## RISK, OPPORTUNITIES AND SUSTAINABILITY STRATEGY

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Dalam menjalankan aktivitas bisnis, Perseroan dihadapkan pada berbagai peluang dan tantangan baik dari internal maupun eksternal. Untuk menghadapi hal tersebut, Perseroan menetapkan serangkaian strategi dalam menghadapi risiko, peluang dan tantangan yang ada untuk tetap berkontribusi bagi ketahanan energi di Indonesia.

In carrying out its business activities, the Company is faced with various opportunities and challenges both internal and external. To manage this, the Company has established a series of strategies in dealing with existing risks, opportunities, and challenges to continue to contribute to energy security in Indonesia.



# PELUANG BISNIS [G4-2]

## BUSINESS OPPORTUNITIES [G4-2]

Sebagai salah satu bagian dari Pertamina Group, Perseroan memiliki peluang yang sangat luas untuk mengerjakan berbagai proyek baik dari dalam lingkungan Pertamina Group maupun dari luar Pertamina Group. Pangsa pasar yang sangat luas ini perlu dimanfaatkan Perseroan untuk mencapai pertumbuhan Perseroan hingga 6 tahun ke depan dengan target pendapatan sebesar Rp4,5 triliun. Perseroan akan memperkuat kapabilitas Perseroan dan membangun *strategic partnership* dengan berbagai Perusahaan nasional maupun multinasional untuk mencapai target Perseroan pada 2026 dalam rangka membangun ketahanan energi nasional secara berkelanjutan.

As part of the Pertamina Group, the Company has access to vast opportunities to work on various projects both within the Pertamina Group and outside the Pertamina Group. This vast market share needs to be utilized by the Company to achieve the Company's growth for the next 6 years with a revenue target of Rp4.5 trillion. The Company will strengthen Company's capabilities and build strategic partnerships with various national and multinational companies to achieve the Company's target in 2026 in order to build national energy security in a sustainable manner.



Peluang bisnis Perseroan di dalam lingkungan Pertamina Group, terutama di sektor hulu dan hilir migas sangat terbuka lebar, mengingat rencana Pemerintah yang terus berupaya meningkatkan produksi migas nasional. Melalui kapabilitas yang dimiliki, Perseroan dapat melayani bisnis *Engineering, Procurement, Construction & Installation (EPCI)*, *Heavy Transport Equipment* dan Kendaraan Ringan Penumpang (HTE & KRP), *Food & Lodging Services*, *Manpower Services*, *Marine Services* dan *Trading* di berbagai proyek migas baik offshore maupun onshore.

Di luar lingkungan Pertamina Group, Perseroan memiliki peluang untuk melayani industri lain seperti pertambangan batubara, *renewable energy* hingga sektor konstruksi. Hal ini menjadi peluang dan tantangan bagi Perseroan mengingat adanya rencana Pemerintah untuk mendorong bauran energi menjadi lebih seimbang antara penggunaan energi fosil dan energi baru terbarukan.

Perseroan menyadari bahwa untuk masuk ke sektor di luar migas, diperlukan kapabilitas dan daya saing usaha yang kuat di tengah kompetisi bisnis yang semakin ketat. Namun Perseroan tetap berkomitmen untuk memperkuat kapabilitas Perseroan dan membangun aliansi bisnis dengan perusahaan nasional maupun multinasional sehingga Perseroan mampu berkompetisi baik di sektor migas maupun non-migas.

Di tengah peluang bisnis yang sangat luas, Perseroan menyadari bahwa terdapat risiko dan tantangan yang perlu dihadapi di masa yang akan datang. Risiko dan tantangan dari luar seperti perubahan kebijakan pemerintah, fluktuasi material dan bahan baku, serta persaingan bisnis yang semakin ketat. Oleh karenanya, Perseroan memandang perlunya membangun aliansi bisnis baik dengan perusahaan yang bergerak di sektor serupa maupun dengan pemasok. Selain itu dari sisi internal, Perseroan juga perlu memperhatikan kapabilitas sumber daya manusia di tengah perubahan dan tuntutan zaman yang semakin tinggi.

The Company's business opportunities within the Pertamina Group environment, especially in the upstream and downstream oil and gas sectors are wide ranging, bearing in mind the Government's plan to continue working to increase national oil and gas production. Through its capabilities, the Company can serve the Engineering, Procurement, Construction & Installation (EPCI) business, Heavy Transport Equipment and Light Vehicles Transport (HTE & KRP), Food & Lodging Services, Manpower Services, Marine Services and Trading in various oil and gas projects both offshore and onshore.

Outside the Pertamina Group environment, the Company has the opportunity to serve other industries such as coal mining, renewable energy to the construction sector. This is an opportunity and a challenge for the Company considering the Government's plan to encourage a more balanced energy mix between the use of fossil energy and renewable energy.

The Company realizes that to enter into sectors outside of oil and gas, strong business capabilities and competitiveness are needed in the midst of increasingly fierce business competition. However, the Company remains committed to strengthening the capabilities of the Company and building business alliances with national and multinational companies so that the Company is able to compete in both the oil and gas and non oil and gas sectors.

In the midst of vast business opportunities, the Company realizes that there are risks and challenges that need to be faced in the future. Risks and challenges from outside such as changes in government policies, material and raw material fluctuations, and increasingly fierce business competition. Therefore, the Company views the need to establish business alliances with companies engaged in similar sectors and with suppliers. In addition, from internally, the Company also needs to pay attention to the capability of human resources in the midst of constant change and ever-increasing high demands era.

# RENCANA STRATEGIS [G4-1]

## STRATEGIC PLAN [G4-1]

Perseroan menyadari bahwa pada tahun 2019, industri jasa penunjang di bidang energi mengalami persaingan yang cukup ketat di tengah besarnya peluang bisnis yang dapat dimanfaatkan Perseroan. Untuk itu, pada tahun 2019, Perseroan menetapkan strategi utama pengembangan bisnis sebagai berikut:

### Strategi Korporasi

- a. Melakukan penguatan sinergi antar-anak perusahaan di Pertamina Group untuk meraih peluang pasar sebesar-besarnya sehingga mampu meningkatkan profitabilitas Perseroan.
- b. Mengedepankan kecepatan proses bisnis yang bertanggung jawab.
- c. Meningkatkan profitabilitas secara berkesinambungan.
- d. Investasi secara optimal dalam rangka peremajaan dan penambahan *new asset*.
- e. Menyiapkan pendanaan secara optimal untuk keperluan modal dan investasi melalui berbagai lembaga keuangan.
- f. Menjaga tata kelola perusahaan sesuai prinsip *Good Corporate Governance* (GCG).
- g. Penguatan Sumber Daya Manusia melalui program *professional hire*.
- h. Pelaksanaan program *cost reduction* melalui evaluasi *Cost Structure* dan implementasi *standard cost*.

The Company realized that in 2019, the supporting services industry in the energy sector will experience fierce competition in the midst of the large business opportunities that the Company can exploit. To that end, in 2019, the Company established the following main business development strategies:

### Corporate Strategy

- a. Strengthen synergies between subsidiaries in Pertamina Group to seize the maximum market opportunity so as to increase the Company's profitability.
- b. Prioritize the speed of responsible business processes.
- c. Increase profitability in a sustainable way.
- d. Optimal investment in the context of rejuvenation and new assets addition.
- e. Prepare funding optimally for capital and investment needs through various financial institutions.
- f. Maintain corporate governance in accordance with the principles of Good Corporate Governance (GCG).
- g. Strengthen Human Resources through professional hire programs.
- h. Implement cost reduction programs through cost structure evaluation and implementation of standard costs.

### Strategi Bisnis

- a. Memaksimalkan tarif produk terutama untuk produk *food & lodging* guna mengoptimalkan pendapatan.
- b. Melakukan penetrasi pasar secara agresif dengan prioritas target proyek dengan
  - Proyek *Horizontal Directional Drilling* 3.000 m di PT Pertagas
  - Proyek *food & lodging services* di 19 lokasi operasi rig PT Pertamina Drilling Services Indonesia
  - Proyek *food & lodging services* di 5 lokasi operasi PT Pertamina Hulu Energi
  - Proyek *manpower services* di 4 proyek PT Pertamina Hulu Energi
- c. Memaksimalkan utilisasi aset yang dimiliki.
- d. Fokus melakukan penguatan di *business stream* EPCI dan HDD yang diprioritaskan untuk mendukung jaringan gas nasional.

### Business Strategy

- a. Maximize product rates especially for food & lodging products to optimize revenue.
- b. Aggressively penetrate the market with priority targets on large scale projects such as:
  - 3,000 m Horizontal Directional Drilling Project at PT Pertagas
  - Food & lodging services projects in 19 rig operation locations of PT Pertamina Drilling Services Indonesia
  - Food & lodging services projects in 5 operating locations of PT Pertamina Hulu Energi
  - Manpower services projects in 4 PT Pertamina Hulu Energi projects
- c. Maximizing the utilization of assets owned.
- d. Focus in strengthening the EPCI and HDD business streams that are prioritized to support the national gas network.



# DAMPAK BISNIS

[G4-2]

## BUSINESS IMPACT [G4-2]

Perseroan menyadari bahwa aktivitas bisnis yang dilakukan dapat memberi dampak positif maupun negatif bagi ekonomi, lingkungan dan aktivitas sosial lainnya di masyarakat. Bisnis Perseroan yang bergerak pada jasa penunjang industri energi seperti EPCI, Food & Lodging Services, HTE, Marine Services dan jasa penunjang lainnya dapat memberikan dampak negatif seperti adanya limbah dari hasil aktivitas Perseroan, polutan dari pembakaran bahan bakar maupun dampak lainnya.

Namun di sisi lain, aktivitas bisnis Perseroan juga memberikan dampak positif bagi aktivitas ekonomi di masyarakat seperti terbukanya lapangan pekerjaan dan kerja sama dalam pengadaan bahan baku dari masyarakat sekitar. Di samping itu, dampak lain di bidang lingkungan dan sosial lainnya seperti perbaikan kualitas lingkungan, perbaikan infrastruktur, dan pemberdayaan masyarakat menjadi beberapa dampak positif yang dapat dirasakan oleh masyarakat sekitar.

Oleh karena itu, Perseroan tetap berkomitmen untuk meminimalkan timbulnya dampak negatif dari aktivitas bisnis melalui pemantauan serta pengelolaan dampak yang bertanggung jawab dan terintegrasi. Dengan demikian, Perseroan akan mampu memberikan dampak positif yang lebih besar dan dapat bermanfaat baik bagi Perseroan, lingkungan maupun masyarakat sekitar.

The Company realizes that the business activities carried out have positive as well as negative impacts on the economy, environment, and other social activities in the community. The Company's business that is engaged in supporting services of the energy industry such as EPCI, Food & Lodging Services, HTE, Marine Services and other supporting services may bring negative impacts such as the presence of waste resulting from the Company's activities, pollutants from fuel combustion and other impacts.

On the other hand, the Company's business activities also have a positive impact on economic activities in the community such as the opening of job opportunities and cooperation in the procurement of raw materials from surrounding communities. In addition, other impacts affecting the environmental and social fields such as improvement of environmental quality, improvement of infrastructure, and empowerment of the community are several positive impacts experienced by the surrounding community.

Therefore, the Company remains committed to minimizing the emergence of negative impacts from business activities through responsible and integrated monitoring and management of impacts. Thus, the Company will be able to bring greater positive impact and can be beneficial for both the Company, the environment, as well as the surrounding communities.

# RISIKO BISNIS [G4-2]

## BUSINESS RISK [G4-2]

Sebagai perusahaan yang bergerak di berbagai bisnis pada jasa penunjang industri energi migas, Perseroan dihadapkan pada berbagai risiko baik risiko operasional maupun risiko keuangan. Oleh karena itu, diperlukan strategi pengelolaan risiko yang terintegrasi dan berkesinambungan untuk meminimalkan dampak terhadap kinerja Perseroan. Perseroan secara rutin melakukan identifikasi, evaluasi, dan pembaruan mitigasi risiko secara aktif dan adaptif terhadap berbagai situasi.

### Risiko Bisnis dan Mitigasi

Berdasarkan pada identifikasi risiko yang telah dilakukan, Perseroan mengategorikan risiko ke dalam 2 kategori utama yaitu risiko operasional dan risiko non-operasional. Risiko operasional merupakan risiko yang berpotensi timbul dan berdampak secara langsung terhadap operasional bisnis Perseroan. Sementara risiko non-operasional merupakan risiko yang tidak terkait secara langsung dengan operasional bisnis Perseroan.

Setelah melakukan identifikasi risiko, Perseroan kemudian menyusun strategi mitigasi risiko yang diprioritaskan sesuai dengan tingkat dampak yang akan terjadi. Pelaksanaan mitigasi risiko tersebut juga dilakukan monitoring secara rutin untuk memastikan bahwa mitigasi telah dilakukan sesuai rencana sehingga mampu meminimalkan dampak yang terjadi dari risiko tersebut.

As a company that engages in various businesses in the supporting services of the oil and gas energy industry, the Company is faced with a variety of risks, both operational and financial risks. Therefore, an integrated and sustainable risk management strategy is required to minimize the impact on the Company's performance. The Company regularly identifies, evaluates and improve risk mitigation actively and adaptively to various situations.

### Business Risk and Mitigation

Based on the risks identification that had been carried out, the Company categorized risks into 2 main categories, namely operational risk and non-operational risk. Operational risk is a risk that has the potential to arise and directly impact the Company's business operations. While non-operational risk is a risk that is not directly related to the Company's business operations.

Following risks identification, the Company then prepared risk mitigation strategies that are prioritized according to the level of impact that will occur. The implementation of risk mitigation was also monitored regularly to ensure that mitigation had been carried out according to plan so as to minimize the impact that occurred from these risks.



Diperlukan strategi pengelolaan risiko yang terintegrasi dan berkesinambungan untuk meminimalkan dampak terhadap kinerja Perseroan.

An integrated and sustainable risk management strategy is required to minimize the impact on the Company's performance.

## Profil Risiko

Sepanjang tahun 2019, Perseroan telah melaksanakan identifikasi risiko dengan 5 risiko yang teridentifikasi sebagai *top risks* bagi Perseroan. Perseroan telah melakukan mitigasi terhadap *top risks* tersebut dan dilakukan *monitoring* secara ketat. Di samping 5 *top risks* tersebut, Perseroan juga telah mengidentifikasi risiko lain namun belum terdokumentasi dengan baik. Ke depannya, Perseroan telah menyiapkan upaya untuk meningkatkan kualitas proses identifikasi dan dokumentasi risiko melalui pembentukan fungsi manajemen risiko yang secara aktif akan melakukan pengelolaan risiko Perseroan.

## Risk Profile

Throughout 2019, the Company had carried out risk identification with 5 risks identified as top risks for the Company. The Company had swiftly mitigated these top risks and carried out close monitoring towards the implementation. Aside from the 5 top risks, the Company had also identified other risks, however they were not documented well. Going forward, the Company prepares efforts to improve the quality of risk identification and their respective documentation process through the establishment of a risk management function that will actively carry out the Company's risk management.

Risiko Risk	Mitigasi Risiko Risk Mitigation
<i>Idle</i> atau belum terjualnya <i>Accommodation Work Barge Baruna-1</i> . Idle or unsold Accommodation Work Barge Baruna-1.	Memasarkan atau melakukan pelelangan untuk menjual AWB Baruna-1. Marketed or conducted auctions to sell AWB Baruna-1.
Rusaknya komponen-komponen utama HTE dan HDD. Damage to the main components of HTE and HDD.	Melakukan pemeliharaan rutin tanpa mengganggu operasional. Carried out routine maintenance without disrupting operations.
Kontraktual <i>on call basis</i> berpotensi merugikan saat produktivitas rendah. Contractual on call basis has the potential to be detrimental during low productivity.	Melakukan negosiasi untuk memperoleh <i>minimum charge</i> . Negotiated to get a minimum charge.
Potensi kecelakaan kerja dapat berdampak katastropik secara kualitatif terhadap reputasi Perseroan. Potential of work accidents may have a qualitative catastrophic impact, especially on the Company's reputation.	Memastikan <i>Job Safety Analysis</i> sudah disiapkan dan diimplementasikan serta melakukan orientasi dan peningkatan kompetensi pekerja. Ensured that Job Safety Analysis had been prepared and implemented as well as conducted orientation and enhanced worker's competency.
Belum membaik/stabilnya harga minyak di sepanjang 2019 berpotensi menurunkan kontribusi profit di <i>Upstream Support Services</i> . Unstable oil prices throughout 2019 had the potential to reduce profit contribution in Upstream Support Services.	Penetrasi pasar ke Pertamina Grup di luar <i>Upstream</i> , termasuk ke segmen general services dan digitalisasi. Penetrated the market within Pertamina Group but outside of the Upstream segment, including general services and digitalisation segments.

# KINERJA EKONOMI KEBERLANJUTAN

ECONOMIC SUSTAINABILITY  
PERFORMANCE



# KINERJA EKONOMI GLOBAL DAN NASIONAL

## GLOBAL AND NATIONAL ECONOMIC PERFORMANCE

Badan Pusat Statistik (BPS) merilis data pertumbuhan ekonomi Indonesia di sepanjang tahun 2019 tumbuh di angka 5,02%. Meski masih mampu tumbuh di kisaran 5%, realisasi itu melambat dari pertumbuhan ekonomi di tahun 2018 yang sebesar 5,17%, atau 0,15% di bawah pertumbuhan ekonomi 2018.

Meski demikian, Kepala BPS, Suharyanto, menilai untuk bertahan di angka 5% pada situasi global yang cenderung mengalami penurunan ini, tidaklah mudah. Menurutnya, angka ini sudah cukup baik untuk pertumbuhan ekonomi Indonesia di tahun 2019.

Laju pertumbuhan ekonomi global melemah pada 2019. Bank Dunia merevisi pertumbuhan ekonomi global di tahun 2019 menjadi 2,9%, sedikit di bawah pertumbuhan ekonomi 2018 sebesar 3%. Berbagai hal yang menjadi penyebab melemahnya pertumbuhan ekonomi global adalah melemahnya aktivitas perdagangan dan manufaktur dunia, masih tingginya ketegangan perdagangan, dan beberapa negara berkembang besar harus menghadapi tekanan pasar keuangan. Pertumbuhan di negara-negara maju terkoreksi menjadi 2% tahun ini, lantaran permintaan yang semakin melemah, biaya utang yang semakin tinggi, serta ketidakpastian dalam berbagai kebijakan yang akan menekan pasar negara berkembang.

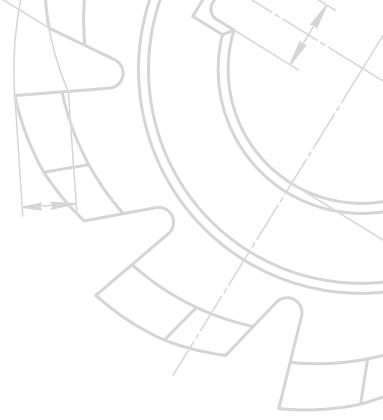
Komponen yang membantu pertumbuhan ekonomi Indonesia masih bisa di atas 5% adalah pertumbuhan impor yang berdasarkan laporan BPS terakhir mengalami kontraksi hingga 9,53% (tahun ke tahun). Impor yang terkontraksi tersebut pada akhirnya membantu memperkecil defisit neraca dagang menjadi sebesar USD3,19 miliar, lebih rendah dibandingkan dengan 2018 yang mencapai USD8,69 miliar. Pengurangan defisit neraca dagang juga didukung oleh penguatan Rupiah terhadap Dolar Amerika di Desember 2019.

The Central Statistics Agency (*Badan Pusat Statistik*, BPS) released data on Indonesia's economic growth throughout 2019, which was recorded at 5.02%. Although the growth was in the range of 5%, that realization was lower than economic growth in 2018 that amounted to 5.17%, or 0.15% below 2018 economic growth.

However, the Head of BPS, Suharyanto, assessed that to maintain at 5% in the declining trend of global situation is not easy. According to him, this figure is sufficiently good for Indonesia's economic growth in 2019.

The pace of global economic growth weakened in 2019. The World Bank revised global economic growth in 2019 to 2.9%, slightly lower from 2018 growth at 3%. Various factors that have contributed to the weakening of global economic growth were declining world trade and manufacturing activities, the high level of trade tension, and financial market pressure underwent by several major developed countries. Growth in developed countries had been corrected to 2% this year due to weakening demand, higher debt costs and uncertainty in policies that will put pressure on emerging markets.

The component that helped Indonesia's economic growth to stay float above 5% was import growth, which according to the latest BPS report, contracted to 9.53% (year on year). The contracted imports helped to reduce the trade balance deficit to USD3.19 billion, lower than 2018 which reached USD8.69 billion. The reduction in the trade balance deficit was also supported by the strengthening of the Rupiah against the US Dollar in December 2019.



Dalam konteks jangka pendek, impor yang mengalami kontraksi tersebut memang sangat membantu mempertahankan nominal pertumbuhan ekonomi. Namun dalam konteks perekonomian yang lebih luas hal tersebut bukan merupakan kabar baik dari sisi industri. Hal ini menunjukkan bahwa sektor manufaktur masih cenderung menahan ekspansi.

Penurunan angka pertumbuhan ekonomi Indonesia terjadi di beberapa pulau. Berbagai komoditas pun ikut andil dalam penurunan pertumbuhan ekonomi Indonesia. Jika dilihat dari periodisasinya, maka pertumbuhan ekonomi di kuartal IV-2019 hanya sebesar 4,97%. Lebih rendah dari pertumbuhan kuartal IV-2018 yang sebesar 5,17%, begitu pula dari pertumbuhan di kuartal III-2019 yang sebesar 5,02%. Turunnya pertumbuhan ekonomi kuartal IV-2019 di bawah 5%, menggambarkan semakin beratnya permasalahan ekonomi yang dihadapi Indonesia. Hadirnya kabinet baru yang hingga akhir 2019, telah bekerja dua bulan lebih, ternyata belum mampu membuat berbagai gebrakan yang dapat menyulut optimisme perekonomian.

Padahal siklus pertumbuhan di kuartal terakhir ini sering memberi harapan bagi akselerasi perekonomian lantaran terdapat perayaan Natal dan libur akhir tahun. Contohnya terlihat dari pertumbuhan ekonomi kuartal IV di dua tahun terakhir. Di mana pada kuartal IV-2017 ekonomi tumbuh 5,19% year to year, dan pada kuartal IV-2018 sebesar 5,18%.

Penurunan pertumbuhan ekonomi Indonesia tak terlepas dari empat negara mitra dagang utama yang perekonomiannya melambat sepanjang 2019, yaitu Singapura, China, Korea Selatan, dan Amerika Serikat. Ini semua menunjukkan perekonomian global masih lemah dan belum stabil akibat lemahnya perdagangan global dan investasi.

In the short-term context, the contracted import was significantly beneficial in maintaining nominal economic growth. However, in the broader economic context, this is detrimental to the industry side. This shows that the manufacturing sector tended to resist expansion.

The decline of Indonesia's economic growth rate occurred in several islands. Various commodities also contributed to the decline in Indonesia's economic growth. Observed from this period, the economic growth in the fourth quarter of 2019 was only 4.97%. This was lower than the growth in the fourth quarter of 2018 at 5.17%, and it was also similar when compared to the growth trend in the third quarter of 2019 that amounted to 5.02%. The decline in economic growth in the fourth quarter of 2019 below 5% illustrates the increasingly severe economic problems Indonesia is facing. The presence of a new cabinet, which by the end of 2019 had been working for more than two months, had not been able to generate various breakthroughs that could fuel economic optimism so the realization of growth can be higher.

This trend persisted despite the typical shift of growth cycle in the last quarter that often showed optimism for economic acceleration due to Christmas celebrations and year-end holidays. Case in point refers to trend of economic growth in the fourth quarter of the previous two years, where the economy grew 5.19% year to year in the fourth quarter of 2017, and again, grew 5.18% in the fourth quarter of 2018.

The decline in Indonesia's economic growth was inseparable from the four countries that are main trading partner whose economies had slowed along 2019, namely Singapore, China, South Korea and the United States. This all shows that the global economy is still fragile and unstable due to weak global trade and investment.

Di samping itu penyelenggaraan pemilihan presiden di April 2019 membuat pelaku ekonomi menahan diri sepanjang Januari-April, menunggu kepastian presiden terpilih untuk lima tahun ke depan.

Selain itu, BPS mencatat beberapa kenaikan pada komoditas yang sangat berpengaruh pada perekonomian Indonesia. Harga komoditas migas dan non migas di pasar internasional pada kuartal IV-2019 secara umum mengalami peningkatan baik secara kuartal (*quarter on quarter*) maupun secara tahunan (tahun ke tahun).

Selain itu harga rata-rata minyak mentah Indonesia atau *Indonesian Crude Price* (ICP) pada kuartal IV-2019 juga mengalami peningkatan sebesar 6,04% dari kuartal III-2019. Namun angka ini cenderung mengalami penurunan bila dibandingkan dengan kuartal IV-2018. Tidak hanya itu, komoditas cokelat, kedelai, daging sapi, minyak kelapa sawit dan karet juga mengalami peningkatan harga di kuartal IV-2019.

Perlambatan pertumbuhan ekonomi Indonesia ini pun diiringi dengan melambatnya pertumbuhan konsumsi rumah tangga yang menjadi penopang utama pertumbuhan. Konsumsi rumah tangga memberi kontribusi 57,32% pada Produk Domestik Bruto (PDB) Indonesia yang sebesar Rp15.833,9 triliun. Di kuartal IV-2019 konsumsi rumah tangga hanya mampu tumbuh sebesar 4,97%, melambat dari periode yang sama di tahun 2018 yang mampu mencapai 5,08%.

Masalah lain yang menghambat pertumbuhan ekonomi adalah soal produktivitas. Tingkat produktivitas Indonesia rendah dibandingkan dengan negara-negara. Setelah Asia mengalami krisis, produktivitas Indonesia tidak bisa mengejar negara tetangga. Setelah dikaji lebih dalam, penyebab utama produktivitas rendah karena masalah transformasi struktural. Lebih dari 30% tenaga kerja bekerja di sektor pertanian. Selain itu, ditemukan juga bahwa industrialisasi berkembang tidak sebagaimana diharapkan. Buruknya kinerja industri manufaktur memiliki dampak yang jelas terhadap kinerja perdagangan internasional. Hal tersebut terlihat dari ekspor kita yang masih didominasi oleh komoditas primer.

In addition, the holding of the presidential election event in April 2019 had restrained the economic actors from January to April, waiting for the certainty of the elected president for the next five years.

Furthermore, BPS recorded a number of commodity increase that greatly affected the Indonesian economy. In general, oil, gas and non-oil commodity prices on the international market in the fourth quarter of 2019 experienced an increase both in the quarterly (quarter to quarter) and annually (year on year).

Furthermore, the average price of Indonesian Crude Price (ICP) in the fourth quarter of 2019 also increased by 6.04% from the third quarter of 2019. However, this figure showed decreasing tendency when compared to the fourth quarter of 2018. Aside from that, the commodities of chocolate, soybean, beef, palm oil and rubber also experienced price increases in the fourth quarter of 2019.

The slowing down of Indonesia's economic growth was accompanied by slowing growth in household consumption, which was the main pillar of growth. Household consumption contributed 57.32% to Indonesia's Gross Domestic Product (GDP), which amounted to Rp15,833.9 trillion. In the fourth quarter of 2019, household consumption was only able to grow by 4.97%, down from the same period in 2018 at 5.08%.

Another problem that inhibited economic growth is related to productivity. Indonesia's productivity level was low compared to other countries. After Asia experienced a crisis, Indonesia's productivity could not catch up with its neighboring countries. A deeper study revealed that the main cause of low productivity was due to structural transformation. More than 30% of the workforce was employed in the agricultural sector. Additionally, it also unveiled a problem of premature industrialization. The poor performance of the manufacturing industry has a clear impact on the international trade performance. This can be seen from our export products that were dominated by primary commodities.

Dalam lima tahun ke depan, reformasi struktural yang berkelanjutan diperlukan untuk mendorong pertumbuhan ekonomi di masa depan di atas 5,5%. Untuk mencapai itu, diperlukan investasi dalam sumber daya manusia dan upaya serius meningkatkan produktivitas.

Sementara itu dari sisi nilai tukar Rupiah, Bank Indonesia (BI) mencatat nilai tukar Rupiah terhadap dolar Amerika Serikat (USD) sepanjang 2019 tercatat menguat 2,9%, seiring membaiknya kinerja Neraca Pembayaran Indonesia. Bahkan pada akhir perdagangan 31 Desember 2019, Rupiah mencapai level terkuat di tahun ini bahkan dalam satu setengah tahun terakhir di Rp13.865/USD atau menguat 0,4% sebelum pukul 12:00 WIB. Menguatnya Rupiah di Desember 2019 ini sangat membantu mengurangi Defisit Neraca Dagang pada 2019.

Gubernur BI Perry Warjiyo mengatakan, penguatan Rupiah didukung oleh pasokan valas dari para eksportir dan aliran masuk modal asing yang tetap berlanjut sejalan prospek ekonomi Indonesia yang tetap terjaga, daya tarik pasar keuangan domestik yang tetap besar, serta ketidakpastian pasar keuangan global yang mereda.

Ke depan, Bank Indonesia memandang nilai tukar Rupiah tetap stabil sesuai dengan fundamental dan mekanisme pasar yang terjaga. Prakiraan ini didukung prospek Neraca Pembayaran Indonesia yang tetap baik akibat berlanjutnya aliran masuk modal asing seiring dengan prospek ekonomi domestik yang membaik dan imbal hasil yang menarik, serta dampak positif kebijakan moneter longgar di negara maju.

BI akan terus mengakselerasi pendalaman pasar keuangan, baik pasar uang maupun pasar valas, untuk mendukung efektivitas kebijakan nilai tukar dan memperkuat pembiayaan domestik.

Namun demikian keberhasilan menjaga pertumbuhan ekonomi Indonesia di atas 5% telah membuat bisnis yang dijalankan Perseroan tetap bisa berjalan dengan baik sepanjang 2019.

In the next five years, sustainable structural reforms are needed to drive future economic growth above 5.5%. To achieve that, investment in human resources and serious efforts to increase productivity are needed.

Meanwhile in terms of the Rupiah exchange rate, Bank Indonesia (BI) recorded that the Rupiah exchange rate against the United States Dollar (USD) in 2019 strengthened by 2.9%, in line with the improved performance of Indonesia's Balance of Payments. At the end of trading on 31 December 2019, the Rupiah reached its strongest level that year, and even in the past one and a half year, at Rp13,865/USD or strengthened 0.4% before 12:00 WIB. The strengthening of the Rupiah in December 2019 helped reduce the Trade Balance Deficit in 2019.

BI Governor, Perry Warjiyo, remarked the strengthening of the Rupiah was supported by the supply of foreign currency from exporters and the continued inflow of foreign capital in line with Indonesia's economic prospects that are maintained, the attractiveness of the domestic financial market that remains large as well as the easing of uncertainty of global financial markets.

Looking ahead, Bank Indonesia has an outlook that the Rupiah exchange rate to remain stable in accordance with its fundamentals and maintained market mechanism. This forecast is supported by the prospect of Indonesia's Balance Of Payments that remains sound as the result of continued inflows of foreign capital in line with the improving outlook for the domestic economy, and attractive returns as well as the positive impact of loose monetary policy in developed countries.

BI will continue to accelerate the deepening of financial markets, both money markets and foreign exchange markets, to support the effectiveness of exchange rate policies and strengthen domestic financing.

However, the success in maintaining Indonesia's economic growth above 5% had allowed the Company's business to run well throughout 2019.

# PEROLEHAN PROYEK BARU

## NEW PROJECTS ACQUISITION

Pada tahun 2019, Perseroan berhasil memperoleh proyek baru senilai Rp1,9 triliun atau naik 129% dari tahun sebelumnya dengan nilai sebesar Rp829 miliar. *Business stream manpower services* menjadi penyumbang terbesar perolehan kontrak di tahun 2019 dengan nilai kontrak Rp826 miliar atau 43.5% dari kontrak keseluruhan. Secara lebih detail, perolehan kontrak tersebut diperoleh dari:

Throughout 2019, the Company succeeded in obtaining new projects valued at Rp1.9 trillion, up 129% from the previous year with a value of Rp829 billion. *Manpower services business stream* became the largest contributor to the acquisition of contracts in 2019 with a contract value of Rp826 billion or 43.5% of the total contract. In more detail, the acquisition of the contract was obtained from:

### **Engineering, Procurement, Construction and Installation (EPCI)**

Pada tahun 2019, *business stream EPCI* berhasil meraih kontrak baru sebesar Rp275 miliar. Kontrak proyek terbesar berasal dari proyek EPCI fasilitas produksi *Put on Production-1A* dari PHE Tuban East Java senilai Rp57 miliar atau sebesar 21% dari total perolehan kontrak EPCI secara keseluruhan.

### **Engineering, Procurement, Construction and Installation (EPCI)**

In 2019, the EPCI business stream won a new contract of Rp275 billion. The most significant contract came from the *Put on Production-1A* EPCI project facility from PHE Tuban East Java that amounted to Rp57 billion or 21% of the total EPCI contract acquisition.

### **Heavy Transportation Equipment (HTE)**

Pada tahun 2019, *business stream HTE* berhasil meraih kontrak baru sebesar Rp335 miliar. Kontrak proyek terbesar berasal dari proyek *Jasa Sewa Heavy Transport Equipment Moving Rig* PT PDSI secara *on call basis* senilai Rp332 miliar atau sebesar 99% dari total perolehan kontrak HTE secara keseluruhan.

### **Heavy Transportation Equipment (HTE)**

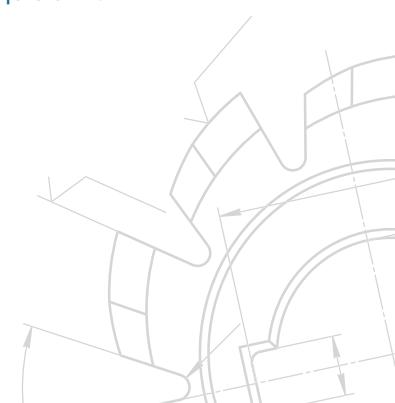
Throughout 2019, HTE business stream managed to achieve a new contract of Rp335 billion. The largest contract came from PT PDSI Moving Rig Heavy Transport Equipment Rental Service on call basis valued at Rp332 billion, or 99% of the total HTE contract acquisition.

### **Food & Lodging Services**

Pada tahun 2019, *business stream Food & Lodging Services* berhasil meraih kontrak baru sebesar Rp425 miliar. Kontrak proyek terbesar berasal dari proyek *food & lodging, accommodation and maintenance - package B* dari PT PHE ONWJ senilai Rp76 miliar atau sebesar 18% dari total perolehan kontrak *Food & Lodging Services* secara keseluruhan.

### **Food & Lodging Services**

In 2019, the Food & Lodging Services business stream acquired a new contract of Rp425 billion. The largest contract came from the food & lodging, accommodation and maintenance project - package B from PT PHE ONWJ that totaled to Rp76 billion or 18% of the entire Food & Lodging Services contract acquisition.



## Manpower Services

Pada tahun 2019, *business stream Manpower Services* berhasil meraih kontrak baru sebesar Rp826 miliar. Kontrak proyek terbesar berasal dari proyek *CBU Production and Maintenance Support* PT PHE OSES senilai Rp191 miliar atau sebesar 23% dari total perolehan kontrak *Manpower Services* secara keseluruhan.

## General Services

Pada tahun 2019, *business stream General Services* berhasil meraih kontrak baru sebesar Rp19 miliar. Kontrak proyek terbesar berasal dari proyek *Jasa Pembiayaan Operasional Rutin Field Support General Services & Others* untuk PT PHE Tuban East Java senilai Rp15 miliar atau sebesar 79% dari total perolehan kontrak *General Services* secara keseluruhan.

## Building & Asset

Pada tahun 2019, *business stream Building & Asset* berhasil meraih kontrak baru sebesar Rp19 miliar. Kontrak proyek terbesar berasal dari Penambahan Luas Obyek Sewa Graha PDSI dari PT PDSI sebesar Rp18 miliar atau sebesar 95% dari total perolehan kontrak *Building & Asset* secara keseluruhan.

## Oilfield Equipment Trading

Pada tahun 2019, Perseroan berfokus untuk menyelesaikan sisa kontrak yang masih berlangsung dari kontrak tahun 2018 yaitu kontrak pengadaan *wellhead* dan *X-mas tree low grade* di Pertamina EP sebesar Rp49,4 miliar yang telah terealisasi dalam 6 *Release Order Material (ROM)* dengan total nilai kontrak sebesar Rp30,2 miliar.

## Manpower Services

In 2019, manpower services business stream won a new contract of Rp826 billion. The largest project contract came from the CBU Production and Maintenance Support of PT PHE OSES project valued at Rp191 billion, or 23% of the total acquisition of the manpower services contract.

## General Services

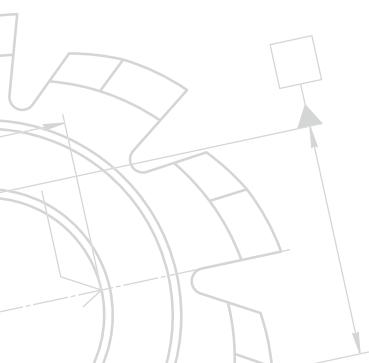
In 2019, the business stream general services managed to achieve a new contract of Rp19 billion. The most significant contract value came from the Financing Services of Regular Operational Field Support of General Services & Others project for PT PHE Tuban East Java that amounted to Rp15 billion or 79% of the total general services contract acquisition.

## Building & Asset

In 2019, building & assets business stream won a new contract of Rp19 billion. The largest project contract came from the Area Increase in Graha PDSI Lease Object from PT PDSI that totaled to Rp18 billion, or 95% of the total acquisition of entire building & asset contracts.

## Oilfield Equipment Trading

In 2019, the Company focused on completing the remaining contracts that were carried from 2018 contract, namely the procurement contract of wellhead and X-mas tree low grade at Pertamina EP of Rp49.4 billion, which had been realized into 6 Release Order Material (ROM) with a total contract value of Rp30.2 billion.



# PENDAPATAN PER BUSINESS STREAM

## REVENUE PER BUSINESS STREAM

Pendapatan Perseroan di tahun 2019 mencapai Rp1,3 triliun meningkat 55% dari pendapatan di tahun 2018. Kontribusi pendapatan terbesar berasal dari *business stream manpower services* yang mencapai 43.5% dari total pendapatan keseluruhan.

The Company's revenue in 2019 reached Rp1.3 trillion, an increase of 55% from revenue in 2018. The largest revenue contribution came from the manpower services business stream, that achieved 43.5% of total revenue.

### Realisasi Pendapatan Per Business Stream

Realization in Each Business Stream

(dalam Jutaan Rupiah)  
(in Million Rupiah)

No	Business Stream Business Stream	RKAP 2019 WPB 2019	Realisasi 2019 Realization 2019	Realisasi 2018 Realization 2018	% Realisasi VS RKAP % Realization VS WPB	% Perubahan % Difference 2018-2019
1	Engineering, Procurement, Construction and Installation (EPCI)	188.100	262.615	457.271	140%	-43%
2	Heavy Transport Equipment (HTE)	171.533	300.370	154.501	175%	94%
3	Manpower Services	213.570	471.249	89.361	221%	427%
4	Food & Lodging Services	107.572	210.995	122.335	196%	72%
5	Oilfield Equipment Trading	-	34.011	18.407	-	85%
6	Marine Services	-	-	-	-	-
7	Light Vehicle Transport	6.333	20.113	9.478	317%	112%
8	General Services, Asset & Building	8.700	27.772	2.308	319%	1.103%
<b>Total Pendapatan Total Revenue</b>		<b>695.808</b>	<b>1.327.125</b>	<b>853.661</b>	<b>191%</b>	<b>55%</b>

Realisasi pendapatan secara keseluruhan di tahun 2019 sebesar Rp1,3 triliun mampu melebihi target yang ditetapkan pada RKAP tahun 2019 yaitu Rp696 miliar atau mencapai 191% dari target RKAP. *Business stream* yang memberikan kontribusi pendapatan terbesar yaitu *business stream Manpower Services* dengan pendapatan Rp471 miliar, *business stream HTE* dengan pendapatan sebesar Rp300 miliar dan *business stream EPCI* dengan pendapatan sebesar Rp263 miliar.

Realization of overall revenue in 2019 of Rp1.3 trillion exceeded the target set in the 2019 WPB of Rp696 billion or achieved 191% of the WPB target. Business streams that contributed the most significant part to the revenue were manpower services with revenue of Rp471 billion, HTE with revenue of Rp300 billion, and EPCI with revenue of Rp263 billion.

**EPCI**

Pendapatan *business stream* EPCI pada tahun 2019 mencapai Rp263 miliar dengan capaian 140% dari target RKAP. Namun apabila dibandingkan dengan pendapatan tahun 2018 yang mencapai Rp457 miliar, terjadi penurunan sebesar 43%. Pendapatan EPCI yang mampu melampaui target RKAP tersebut didorong dengan adanya pendapatan signifikan dari proyek EPCI-Duri Dumai PT Pertamina Gas sebesar Rp99,5 miliar dengan kontribusi mencapai 38% dari total pendapatan *business stream* EPCI.

**HTE**

Pendapatan *business stream* HTE pada tahun 2019 mencapai Rp300 miliar dengan capaian 175% dari target RKAP. Pendapatan tersebut meningkat 94% dibandingkan pendapatan tahun 2018 yang mencapai Rp154 miliar. Pendapatan HTE yang mampu melampaui target RKAP tersebut didorong dengan adanya pendapatan yang signifikan dari PT PDSI proyek Sanga-Sanga dengan total pendapatan sebesar Rp86,5 miliar dengan kontribusi mencapai 29% dari total pendapatan *business stream* HTE.

**Manpower Services**

Pendapatan *business stream* manpower services pada tahun 2019 mencapai Rp471 miliar dengan capaian 221% dari target RKAP, dan meningkat 427% dari pendapatan tahun 2018 yang mencapai Rp89 miliar. Pendapatan manpower services yang mampu melampaui target RKAP tersebut didorong dengan adanya pendapatan dari 35 proyek yang dilayani Perseroan dengan pendapatan signifikan berasal dari proyek PT PHE ONWJ sebesar Rp101 miliar dengan kontribusi mencapai 21% dari total pendapatan *business stream* Manpower Services.

**Food & Lodging Services**

Pendapatan *business stream* Food & Lodging Services pada tahun 2019 mencapai Rp211 miliar dengan capaian 196% dari target RKAP. Pendapatan tersebut meningkat 72% dibandingkan pendapatan tahun 2018 yang mencapai Rp122 miliar. Pendapatan Food & Lodging Services yang mampu melampaui target RKAP didorong dengan adanya pendapatan dari 65 lokasi yang dilayani oleh Perseroan.

**EPCI**

EPCI business stream revenue in 2019 reached Rp263 billion, achieved 140% of the WPB target. However, compared to 2018 revenues that reached Rp457 billion, there was a decrease of 43%. EPCI revenue was successful in exceeding WPB target attributed to the significant income from the EPCI-Duri Dumai project of PT Pertamina Gas amounted to Rp99.5 billion, that contributed 38% of the total EPCI business stream revenue.

**HTE**

HTE business stream revenue in 2019 reached Rp300 billion, achieving 175% of the WPB target. The revenue increased 94% compared to revenue in 2018 that reached Rp154 billion. HTE revenue managed to exceed the WPB target as the result of significant revenue from PT PDSI Sanga-Sanga project with a total revenue of Rp86.5 billion with a contribution reaching 29% of total HTE business stream revenue.

**Manpower Services**

Manpower services business stream revenue in 2019 reached Rp471 billion, achieving 221% of the WPB target, and an increase of 427% from revenue in 2018 that amounted to Rp89 billion. Manpower services revenue that successfully managed to exceed the WPB target was largely driven by the revenue from 35 projects served by the Company with significant portion coming from the PT PHE ONWJ project amounting Rp101 billion with a contribution reaching 21% of total manpower services business stream revenue.

**Food & Lodging Services**

Food & Lodging Services business stream revenue in 2019 reached Rp211 billion, achieving 196% of the WPB target. The revenue increased 72% compared to revenue in 2018 at Rp122 billion. Food & Lodging Services revenue accomplished to go beyond the WPB target was contributed by revenues from 65 locations served by the Company.

## **Oilfield Equipment Trading**

Pendapatan *business stream oilfield equipment trading* pada tahun 2019 mencapai Rp34 miliar atau tumbuh sebesar Rp16 miliar (85%) dibandingkan pendapatan tahun 2018 sebesar Rp18 miliar. Pendapatan *oilfield equipment trading* yang mampu melampaui realisasi tahun sebelumnya didorong dengan adanya pendapatan dari proyek PT PDSI di wilayah operasional PT PEP sebesar Rp30 miliar atau mencapai 88% dari total pendapatan *business stream oilfield equipment trading*.

## **Marine Services**

Pada tahun 2019, *business stream marine services* tidak merealisasikan pendapatan dikarenakan penghentian operasional kapal Baruna-1 karena usia kapal yang sudah memasuki usia maksimal laik operasi. Pada tahun 2019, Perseroan sedang melakukan proses divestasi kapal Baruna-1.

## **Light Vehicle Transport**

Pendapatan *business stream Light Vehicle Transport* pada tahun 2019 mencapai Rp20 miliar atau mampu mencapai 317% terhadap target RKAP sebesar Rp6 miliar. Pendapatan tersebut tumbuh 112% dibandingkan pendapatan tahun 2018 yang mencapai Rp9 miliar. Pendapatan *Light Vehicle Transport* yang mampu melampaui realisasi tahun sebelumnya didorong oleh pendapatan dari PT PDSI Kantor Pusat dan Kawasan Timur Indonesia (KTI).

## **General Services, Asset & Building**

Pendapatan *business stream general services, asset & building* pada tahun 2019 mencapai Rp28 miliar atau mampu mencapai 319% terhadap target RKAP sebesar Rp 8,7 miliar. Pendapatan tersebut mampu tumbuh 1.103% dari pendapatan di tahun 2018 yang mencapai Rp2,3 miliar. Pendapatan *general services, asset & building* yang mampu melampaui realisasi tahun sebelumnya didorong oleh pendapatan dari proyek Digitalisasi Sistem HSSE PT Pertamina (Persero) sebesar Rp12,7 miliar, pendapatan dari jasa sewa Graha PDSI oleh PT PDSI, dan sewa Yard Duri dari PT Pertamina Gas.

## **Oilfield Equipment Trading**

*Oilfield equipment trading business stream revenue* in 2019 reached Rp34 billion or grew by Rp16 billion (85%) compared to 2018 revenue of Rp18 billion. The revenue managed to surpass the previous year's realization, as it had significantly featured revenue from the PT PDSI projects in the PT PEP operational area that amounted to Rp30 billion, or reaching 88% of oilfield equipment trading business stream total revenue.

## **Marine Services**

In 2019, the *marine services business stream* did not realize any revenue due to the cessation of Baruna-1 vessel operations, as the ship had reached the maximum number of years it was allowed to operate. In 2019, the Company was in the process of divesting Baruna-1 vessels.

## **Light Vehicle Transport**

*Light Vehicle Transport business stream revenue* in 2019 reached Rp20 billion, or was able to reach 317% of the WPB target of Rp6 billion. The revenue grew 112% compared to revenue in 2018 that reached Rp9 billion. *Light Vehicle Transport* revenue that was able to exceed the previous year's realization was driven by revenue coming from PT PDSI Head Office and Eastern Indonesia Region (Kawasan Timur Indonesia, KTI).

## **General Services, Asset & Building**

Revenue from the *general services, asset & building business stream* in 2019 reached Rp28 billion or was able to reach 319% of the WPB targeted at Rp 8.7 billion. The revenue was able to grow 1.103% of revenue in 2018 that reached Rp2.3 billion. *General services, asset & building* revenue that was able to surpass realization of the previous year was driven by revenue from HSSE Digitalisation System project of PT Pertamina (Persero) amounted to Rp12.7 billion, revenue from Graha PDSI lease by PT PDSI, and Duri Yard lease from PT Pertamina Gas.

# PROFITABILITAS PER BUSINESS STREAM

## PROFITABILITY PER BUSINESS STREAM

Peningkatan realisasi pendapatan Perseroan juga mendorong tumbuhnya profitabilitas Perseroan yang tercermin dari naiknya laba Perseroan. Secara keseluruhan, pada tahun 2019 Perseroan mampu mencatatkan laba bersih sebesar Rp76 miliar melampaui target pada RKAP sebesar yang ditetapkan sebesar Rp52 miliar dan tumbuh 129% dari realisasi laba di tahun 2018.

The increase in the Company's revenue realization also encouraged the growth of the Company's profitability, which was reflected in the increase in the Company's profit. Overall, in 2019 the Company was able to record a net profit of Rp76 billion, exceeding the target in the WPB set at Rp52 billion and grew 129% of the realized profit in 2018.

### Realisasi Laba Bersih Per Business Stream

Net Profit Realization Per Business Stream

(dalam Jutaan Rupiah)  
(in Million Rupiah)

No	Business Stream Business Stream	Realisasi 2019 Realization 2019	Realisasi 2018 Realization 2018	% Perubahan % Difference 2018-2019	Laba Bersih Net Profit Margin
1	Engineering, Procurement, Construction and Installation (EPCI)	20.592	19.534	5,4%	7,8%
2	Heavy Transport Equipment (HTE)	20.254	13.972	45%	6,7%
3	Manpower Services	27.932	323	8.547%	5,9%
4	Food & Lodging Services	6.266	2.199	185%	3,0%
5	Oilfield Equipment Trading	593	(1.401)	142%	1,7%
6	Marine Services	(4.304)	(3.681)	17%	0,0%
7	Light Vehicle Transport	2.559	530	383%	12,7%
8	General Services, Asset & Building	2.644	1.908	39%	30,3%
<b>Total Laba Bersih Total Net Profit Margin</b>		<b>76.536</b>	<b>33.384</b>	<b>129%</b>	<b>5,8%</b>

# DISTRIBUSI NILAI EKONOMI [G4-EC1]

## DISTRIBUTION OF ECONOMIC VALUE [G4-EC1]

Nilai ekonomi Perseroan diukur melalui nilai ekonomi langsung yang dihasilkan dan didistribusikan. Nilai ekonomi langsung merupakan sejumlah pendapatan yang dihasilkan dari aktivitas operasional Perseroan. Sedangkan nilai ekonomi yang didistribusikan merupakan sejumlah pengeluaran Perseroan yang didistribusikan kepada para pemangku kepentingan Perseroan.

The economic value of the Company is measured through the direct economic value generated and distributed. Direct economic value is the amount of revenue generated from Company's operational activities. Whereas the distributed economic value is the amount of Company's expenses that are distributed to the Company's stakeholders.

Nilai Ekonomi	Jumlah (Juta Rupiah) Total (Million Rupiah)		Economic Value
	2018	2019	
<b>Nilai Ekonomi Langsung yang Dihadirkan</b>			<b>Direct Economic Value Generated</b>
Pendapatan Usaha	<b>853.661</b>	<b>1.327.125</b>	Revenue
Pendapatan Keuangan	52	266	Finance Income
Pendapatan Lain-Lain	4.198	-	Other Income
<b>Jumlah Nilai Ekonomi Langsung yang Dihadirkan</b>	<b>853.991</b>	<b>1.327.391</b>	<b>Total of Direct Economic Value Generated</b>
<b>Nilai Ekonomi yang Didistribusikan</b>			<b>Economic Value Distributed</b>
Beban Pokok Pendapatan	779.263	1.170.481	Cost of Revenue
Beban Usaha	33.529	39.338	Operating Cost
Beban Keuangan	-	-	Finance Charges
Beban Lainnya	-	3.748	Other Cost
Pengeluaran untuk Pemerintah (Pajak)	14.376	85.557	Expense for the State (Tax)
Pembayaran Dividen	-	-	Dividend Payment
Pengeluaran untuk Masyarakat	135	241	Expenses for Community
<b>Jumlah Nilai Ekonomi yang Didistribusikan</b>	<b>827.303</b>	<b>1.299.365</b>	<b>Total of Economic Value Distributed</b>
<b>Nilai Ekonomi Langsung yang Ditahan</b>	<b>30.668</b>	<b>28.026</b>	<b>Retained Economic Value</b>

# KONTRIBUSI KEPADANEGARA [G4-EC1]

## CONTRIBUTION TO THE COUNTRY [G4-EC1]

Sebagai perusahaan yang patuh terhadap peraturan perpajakan, Perseroan berkomitmen untuk memberikan kontribusi ekonomi kepada negara melalui pembayaran pajak. Kontribusi Perseroan ke kas negara dalam bentuk pajak terus meningkat seiring dengan bertumbuhnya kinerja Perseroan. Pada tahun 2019, pembayaran pajak Perseroan tercatat sebesar Rp85 miliar atau naik 507% dibandingkan tahun sebelumnya sebesar Rp14 miliar.

As a company that complies with tax regulations, the Company is committed to contribute to the country's economy through tax payments. The Company's contribution to the state treasury in the form of taxes continued to increase along with the growth of the Company's performance. In 2019, the Company's tax payments were recorded at Rp85 billion, up 507% compared to the previous year of Rp14 billion.

Jenis Pajak Tax Category	Jumlah (Juta Rupiah) Total (Million Rupiah)
PPN VAT	17.677
PPH 4 AYAT (2) Article 4 (2) Final Income Tax	7.641
PPH 21 Article 21 Income Tax	6.748
PPH 23 Article 23 Income Tax	617
PPH 25 Article 25 Income Tax	37
PPH 29 Article 29 Income Tax	6.421
PPH Badan Corporate Income Tax	30.158
Pajak Hotel Restoran (PHR) Hotel Restaurant Tax	16.258
<b>Jumlah Setoran Pajak Total of Tax Payment</b>	<b>85.557</b>

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# DISTRIBUSI NILAI EKONOMI TIDAK LANGSUNG [G4-EC8]

## DISTRIBUTION OF INDIRECT ECONOMIC VALUE [G4-EC8]

Pelaksanaan pekerjaan di wilayah operasional akan memberikan dampak tidak langsung bagi wilayah sekitar proyek. Di setiap proyek yang dikerjakan, Perseroan selalu berusaha untuk memberikan dampak positif kepada masyarakat sekitar melalui berbagai program *Corporate Social Responsibility* (CSR). Namun hingga saat ini, Perseroan belum menyusun rencana program pembangunan infrastruktur untuk masyarakat sekitar. Hal tersebut dikarenakan Perseroan masih berfokus untuk memperkuat pilar CSR terutama di bidang pendidikan dan pemberdayaan masyarakat.

Work implementation in the operational area will have an indirect impact on the area around the project. In every project carried out, the Company always strives to have a positive impact on the surrounding communities through various Corporate Social Responsibility (CSR) programs. However, until the time of report year ended, the Company had yet prepared a plan for infrastructure development programs for the surrounding communities. That was attributed to the Company's efforts that were focused on strengthening the pillars of CSR, especially in the fields of education and community empowerment.



# PENGGUNAAN INPUT LOKAL

## USE OF LOCAL INPUT

Sebagai perusahaan yang bergerak di bidang jasa penunjang industri energi, Perseroan tidak mempersyaratkan Tingkat Komponen Dalam Negeri (TKDN) dalam proses pengadaan barang dan jasa. Sehingga kebijakan di Perseroan mengacu pada Peraturan Pengadaan PT Pertamina (Persero) yang tidak mempersyaratkan adanya TKDN, bukan mengacu pada peraturan PTK007. Namun, guna mendukung pemerataan kesejahteraan masyarakat sekitar wilayah operasi, Perseroan memberikan kesempatan kepada vendor lokal untuk berpartisipasi dalam proses pengadaan barang dan jasa. Perseroan mengutamakan vendor lokal dalam metode pengadaan barang dan jasa melalui metode pemilihan langsung dengan tetap memperhatikan spesifikasi sesuai dengan standar industri yang berlaku. Hal tersebut tertuang dalam Pedoman Pengadaan Barang/Jasa di Perseroan No. A-001/PDC/2016-S0 Revisi-01.

As a company engaged in supporting services in the energy industry, the Company does not require Domestic Component Rate (Tingkat Komponen Dalam Negeri, TKDN) in the process of procuring goods and services. Hence, the policies in the Company refer to PT Pertamina (Persero) Procurement Regulations, which do not require Domestic Component Rate, and do not refer to PTK007 regulations. However, in order to support the equitable welfare distribution of the communities around the operational areas, the Company provides opportunities for local vendors to participate in the procurement of goods and services. The Company prioritizes local vendors in the method of procuring goods and services through the direct selection method while still taking into account specifications in accordance with applicable industry standards. This is stated in the Guidelines for Procurement of Goods/Services in the Company No. A-001/PDC/2016-S0 Revisi-01.

**Alur Pengadaan Barang dan Jasa [G4-12]**  
Flow of Goods and Services Procurement [G4-12]



Pada tahun 2019, Perseroan mencatatkan nilai pengadaan senilai Rp371 miliar dengan pengadaan barang sebesar senilai Rp202 miliar sementara pengadaan jasa sebesar Rp106 miliar. [G4-EC9]

In 2019, the Company recorded value of procurement amounted to Rp371 billion with procurement of goods totaling Rp202 billion while procurement of services totaling Rp106 billion. [G4-EC9]

**Nilai Pengadaan Barang dan Jasa [G4-EC9]**

Value of Procurement of Goods and Services [G4-EC9]

(dalam Jutaan Rupiah)

(in Million Rupiah)

Deskripsi Description	Nilai Pengadaan   Procurement Value	
	2018	2019
Pengadaan Barang Procurement of Goods	160.794	201.706
Pengadaan Jasa Procurement of Services	163.260	106.158
Pengadaan Melalui Pemasok Lokal Procurement Through Local Suppliers	129.030	63.394
<b>Total Pengadaan Total Procurement</b>	<b>453.084</b>	<b>371.258</b>

Dalam melaksanakan praktik pengadaan barang dan jasa, Perseroan selalu menjunjung tinggi asas transparansi dan keadilan sehingga pemasok terpilih merupakan pemasok yang benar-benar memiliki kualitas yang baik dengan harga wajar yang diharapkan oleh Perseroan. Di samping itu, setiap selesai pelaksanaan pekerjaan, Perseroan melaksanakan penilaian kinerja pemasok sehingga dapat menjadi bahan evaluasi untuk proses pengadaan selanjutnya. Pada tahun 2019, Perseroan melaksanakan proses pengadaan melalui pemasok lokal sebesar Rp 63 miliar atau mencapai 17% dari total nilai pengadaan.

In carrying out the practice of procurement of goods and services, the Company always upholds the principles of transparency and fairness so that selected suppliers are truly quality suppliers at reasonable prices expected by the Company. In addition, following procurement completion, the Company carried out supplier performance appraisal such that it may become an evaluation material for subsequent procurement process. In 2019, the Company carried out the procurement process through local suppliers amounted to Rp 63 billion or 17% of the total procurement value.

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Sebagai perusahaan yang bergerak di bidang jasa penunjang industri energi, Perseroan tidak mempersyaratkan Tingkat Komponen Dalam Negeri (TKDN) dalam proses pengadaan barang dan jasa.

As a company engaged in supporting services in the energy industry, the Company does not require Domestic Component Rate (*Tingkat Komponen Dalam Negeri*, TKDN) in the process of procuring goods and services.



# QHSSE SEBAGAI CARA HIDUP

QHSSE AS A WAY OF LIFE



# ASPEK SOSIAL QHSSE

## QHSSE SOCIAL ASPECT

Sebagai perusahaan jasa penunjang di bidang energi migas yang memiliki risiko pekerjaan cukup tinggi, Perseroan sangat memperhatikan aspek *Quality, Health, Safety, Security and Environment* (QHSSE) dalam seluruh aktivitasnya. Aspek QHSSE merupakan suatu aspek penting yang tidak dapat dipisahkan dari setiap aktivitas yang dilaksanakan. Hal tersebut diwujudkan dengan dibentuknya fungsi QHSSE sebagai fungsi yang mengelola seluruh aspek QHSSE di Perseroan. [G4-DMA, G4-LA5]

As a support service company in the oil and gas energy sector with considerably high work risk, the Company is very concerned with the Quality, Health, Safety, Security and Environment (QHSSE) aspect in all of its activities. The QHSSE aspect is a very important aspect that cannot be separated from any activity. It is substantiated through the formation of QHSSE Function, a function that manages the entire QHSSE aspect in the Company. [G4-DMA, G4-LA5]

### Dasar Hukum dan Kebijakan QHSSE

Pengelolaan aspek QHSSE di Perseroan berpedoman pada Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja dan Undang-Undang No.13 Tahun 2003 tentang Ketenagakerjaan yang dituangkan ke dalam kebijakan internal Perseroan seperti:

- Kebijakan Kesehatan, Keselamatan, Lindung Lingkungan dan Menghentikan Pekerjaan
- Kebijakan Mutu Perusahaan
- Peraturan Perusahaan Bidang Sumber Daya Manusia
- QHSSE Manual sebagai dasar kebijakan pelaksanaan QHSSE
- Pedoman Contractor Safety Management System (CSMS) No.A-003-PDC-2018-SO

Sebagai wujud komitmen yang tinggi pada penerapan aspek QHSSE, Perseroan telah berhasil meraih berbagai sertifikasi standar seperti ISO 9001:2015 terkait sistem manajemen mutu, OHSAS 18001:2007 terkait sistem manajemen kesehatan dan keselamatan kerja, ISO 14001:2015 terkait pendekatan manajemen untuk perlindungan lingkungan, ISO 22000:2005 terkait keamanan pangan serta sertifikat laik hygiene dimiliki oleh proyek Food & Lodging Services yang berbasis dapur permanen. [G4-LA7]

Raihan berbagai sertifikasi standar QHSSE tersebut menunjukkan bahwa pelaksanaan QHSSE di Perseroan telah dilaksanakan secara komprehensif. Melalui pedoman dan standar yang telah dimiliki, Perseroan dapat memastikan bahwa seluruh aktivitas di Perseroan telah sesuai dengan pedoman dan standar QHSSE.

### Legal Basis and QHSSE Policy

The management of QHSSE aspect in the Company refers to the Law No. 1 Year 1970 on Occupational Safety and Law No. 13 Year 2003 on Manpower that was manifested into the Company's internal policy such as:

- Occupational Health, Safety, Environment Protection and Stop Work Policy
- Corporate Quality Policy
- Corporate Regulation on Human Resources
- QHSSE Manual as the base of QHSSE policy implementation
- Contractor Safety Management System (CSMS) Guide No.A-003-PDC-2018-SO

As a form of high commitment towards the implementation of QHSSE aspect, the Company has succeeded in achieving many standard certificates, namely ISO 9001:2015 regarding quality management system, OHSAS 18001:2007 regarding health and work safety management system, ISO 14001:2015 regarding management approach to environmental protection, ISO 22000:2005 regarding the food safety as well as hygiene certificate owned by the Food & Lodging Services at project areas where there built a permanent kitchen. [G4-LA7]

The achievements of various QHSSE standard certificates showed that the QHSSE implementation in the Company has been carried out comprehensively. Through the guide and standard possessed, the Company may ensure that all activities in the Company have been carried out in line with the QHSSE guide and standard.

## Pengelolaan QHSSE

Sepanjang tahun 2019, Perseroan telah mewujudkan berbagai program terkait QHSSE untuk menunjang aktivitas yang aman dan sehat. Program kerja yang dilaksanakan mencakup seluruh aspek yaitu Quality, Health, Safety, Security dan Environment.

## Pengelolaan Kualitas Lingkungan Kerja

Perseroan selalu memastikan kualitas produk dan pekerjaan yang dilaksanakan oleh Perseroan terutama untuk *business stream Food & Lodging Services* yang menghasilkan produk akhir berupa produk makanan. Kualitas pekerjaan yang baik akan menciptakan tingkat kepuasan yang tinggi dan loyalitas dari pelanggan. Demi memastikan kualitas pekerjaan tetap memenuhi kualitas yang baik, Perseroan melaksanakan berbagai program pengelolaan mutu yang komprehensif dan dilaksanakan secara rutin.

Secara umum, program kerja yang dilakukan untuk aspek quality adalah inspeksi APAR, inspeksi APD, *External Audit* dan *Internal Audit Project*. Program kerja tersebut dilakukan untuk memastikan kualitas dari setiap aspek di Perseroan selalu terjaga dalam kondisi baik dan sesuai dengan standar yang berlaku.

Untuk *business stream Food & Lodging Services*, Perseroan melaksanakan program kerja *Hygienist Catering* dan penerapan standar sesuai sertifikasi *Laik Hygiene* untuk memastikan kebersihan dari makanan yang akan disajikan serta program *inspection* yang bertujuan untuk memastikan mutu dan kualitas produk makanan secara keseluruhan. Program kerja tersebut secara konsisten dilaksanakan di setiap wilayah operasional *Food & Lodging Services*.

## Pengelolaan Kesehatan Lingkungan Kerja

Perseroan selalu memastikan bahwa kesehatan pekerja selalu dalam kondisi yang optimal guna menjaga produktivitas pekerja. Produktivitas kerja yang tinggi akan meningkatkan produktivitas dan kinerja Perseroan secara berkelanjutan.

## QHSSE Management

Throughout 2019, the Company had implemented a variety of QHSSE programs to support safe and healthy activities. The implemented work programs include the entire aspects of Quality, Health, Safety, Security and Environment.

## Work Environment Quality Management

The Company always ensures the quality of both the work and the product carried out by the Company, especially for the Food & Lodging Services business stream that produces the end product in form of food product. A good quality work will create a high level of satisfaction and loyalty from the customer. In order to ensure the continuity of good work quality, the Company implemented comprehensive quality management programs to be carried out routinely.

In general, the work programs conducted for the quality aspect were APAR inspection, APD inspection, External Audit and Internal Audit Project. These work programs were carried out to ensure the quality of every aspect in the Company to be maintained in acceptable condition and in accordance with the existing standard.

For Food & Lodging Services business stream, the Company conducted Hygienist Catering work program and the implementation of standard in accordance to the Hygiene and Sanitation certification to ensure the hygiene of the served food product as well as inspection program aimed to ensure the overall grade and quality of the food products. The work program was implemented consistently in every operational area of Food & Lodging Services.

## Work Environment Health Management

The Company always ensures that workers are in optimum health condition in order to maintain the work productivity. High work productivity will increase the Company's productivity and performance sustainably.

Untuk itu, Perseroan melakukan berbagai program yang menunjang kesehatan seluruh insan Perseroan. Setiap calon pekerja Perseroan diwajibkan melakukan *Medical Check Up* (MCU) sebelum bergabung. Hal yang sama pun diterapkan untuk pekerja Perseroan dengan diwajibkan untuk melaksanakan MCU sekali dalam setahun. Sementara untuk pekerja yang berposisi sebagai *food handler* di divisi *Food & Lodging Services*, MCU dilaksanakan dua kali dalam setahun.

Hasil MCU setiap proyek atau unit bisnis tercatat, terkontrol dan hasil *resume* MCU yang diterbitkan rumah sakit atau laboratorium dikaji dan ditandatangani oleh dokter penanggung jawab hasil MCU. MCU yang sudah diverifikasi dokter dengan hasil *fit*, merupakan syarat sehat untuk bekerja (*fit to work*). [G4-LA7]

Therefore, the Company carried out a variety of programs to support the health of everyone in the Company. Every candidate employee of the Company is obligated to do medical check up (MCU) prior to joining the company. MCU is also obligated for every worker in the Company on yearly basis. Whereas for the workers positioned as the food handler in the Food & Lodging Services division, MCU is obligated twice a year.

The MCU results in each project or business unit are recorded and managed. The MCU summary results issued by hospitals or laboratories are reviewed and signed by the doctor responsible for MCU results. MCU that has been verified by the doctor with a fit result, is the health requirement to work (*fit to work*). [G4-LA7]

#### Data Pelaksanaan Medical Checkup 2018-2019

#### 2018-2019 Medical Check Up Implementation Data

	Total Pekerja Number of Workers		Pekerja Telah MCU Workers who Had Undergone MCU		Pekerja dengan Hasil MCU Melewati Batas Waktu (Expired) Workers Whose MCU Result Had Expired	
	2018	2019	2018	2019	2018	2019
Building	47	74	5	72	42	2
HTE	139	223	79	208	60	15
EPCI & HDD	60	52	59	52	1	0
Food & Lodging Services	615	946	530	930	85	16
Manpower Services	1.741	2.599	1.741	2.536	0	63
KRP	20	21	20	20	0	1
AWB Baruna-1	8	8	8	8	0	0
Kantor Pusat Head Office	116	214	80	21	36	13
Jumlah Total	2.746	4.137	2.522	4.027	224	110

## Pengelolaan Keselamatan Lingkungan Kerja

Di samping memastikan kesehatan pekerja, Perseroan juga sangat memperhatikan keselamatan kerja seluruh insan Perseroan dalam melaksanakan seluruh aktivitasnya. Untuk itu, menjadi sangat penting bagi Perseroan melakukan mitigasi risiko dan memberikan pemahaman mengenai aspek keselamatan kerja kepada pekerja, sehingga mampu meminimalkan frekuensi insiden dan kecelakaan kerja. Hal tersebut direalisasikan melalui berbagai program keselamatan lingkungan kerja seperti HSE Campaign, inspeksi seluruh peralatan untuk memastikan kondisi peralatan dalam kondisi baik, HSE Meeting and Sharing, JSA & PTW (Job Safety Analysis & Permit to Work) for Safe Work, transportation safety, laporan insiden dan hasil investigasi insiden serta full cycle CSMS.

## Pengelolaan Keamanan Lingkungan Kerja

Perseroan menyadari bahwa dalam melaksanakan aktivitasnya, Perseroan harus menjamin keamanan bagi seluruh pekerja. Keamanan kerja di Perseroan secara keseluruhan mencakup keamanan terhadap perlindungan diri maupun aset perusahaan dari ancaman eksternal. Terlebih, Perseroan melaksanakan operasi bisnisnya di berbagai wilayah kerja migas yang tersebar di seluruh Indonesia dengan banyak lokasi *remote area* yang memiliki tingkat kerawanan cukup tinggi. Untuk itu, diperlukan sistem keamanan lingkungan kerja yang mampu menjamin dan memberikan rasa aman bagi seluruh pekerja dalam melaksanakan aktivitasnya.

Untuk itu, Perseroan terus berupaya untuk memperkuat sistem keamanan lingkungan kerja demi memberikan rasa aman bagi pekerja melalui berbagai program pelatihan keamanan lingkungan kerja bagi personel keamanan Perseroan. Program pelatihan yang dilakukan di tahun 2019 di antaranya adalah *Security Building Training* yang dilakukan selama 2 hari dalam rangka memperkuat kualitas personel keamanan. Pelatihan ini diikuti oleh 8 orang personel keamanan yang dilaksanakan di Kantor Pusat Perseroan.

## Work Environment Safety Management

Aside from ensuring the health of the workers, the Company is also very concerned on the work safety of every worker in carrying out their activities. Therefore, it is highly important for the Company to conduct risk mitigation and convey explanations regarding the work safety aspect to the workers, in order to minimize the frequency of incidents and work accidents. These were implemented through a variety of work environment safety programs such as HSE Campaign, inspection on all equipment to ensure that all are on good conditions, HSE Meeting and Sharing, JSA & PTW (Job Safety Analysis & Permit to Work) for Safe Work, transportation safety, incident reports and incident investigation results as well as full cycle CSMS.

## Work Environment Security Management

The Company realizes that in carrying out activities, the Company must guarantee the security of all workers. Work security in the Company as a whole includes both personal safety as well as the company assets safety against external threats. Furthermore, the Company carries out business operations in various oil and gas working areas spread throughout Indonesia with many remote area locations that have a high level of vulnerability. Therefore, a work environment security system is required to guarantee and provide the feeling of security for all workers in conducting their activities.

Therefore, the Company continually endeavors to strengthen the work environment security system in order to provide safety for the workers through a variety of safety training programs for all safety personnel in the Company. Among the safety training program carried out in 2019 was *Security Building Training*, which was conducted for 2 days with the agenda of enhancing the quality of security personnel in the Company. This training was joined by 8 security personnel in the Head Office of the Company.

## Pemantauan Kualitas Lingkungan Kerja

Demi memastikan kualitas lingkungan kerja selalu dalam kondisi aman, nyaman dan sehat, Perseroan secara aktif melaksanakan pemantauan kualitas lingkungan kerja secara berkala guna mendukung aktivitas yang dilakukan pekerja agar menghasilkan produktivitas yang tinggi. Untuk itu, Perseroan melakukan pemantauan lingkungan kerja dari berbagai faktor yang meliputi kualitas udara, intensitas pencahayaan, tingkat kebisingan, temperatur ruangan, dan aroma ruangan.

## Kinerja QHSSE

Pelaksanaan manajemen QHSSE yang dilakukan secara komprehensif menghasilkan kinerja yang baik pada tahun 2019. Kinerja statistik QHSSE pada periode pelaporan ini juga lebih baik dibandingkan dengan kinerja pada tahun sebelumnya. *Total Recordable Incident Rate (TRIR)* pada 2019 mencatatkan skor sebesar 0,26 yang masih lebih baik dibandingkan tingkat toleransi maksimum tahun 2019 yang berada pada skor 1,61. Pada 2019, Perseroan juga berhasil mencatatkan zero *fatality* yang lebih baik jika dibandingkan tahun sebelumnya yang mencatatkan 1 (satu) *fatality accident*. Perseroan juga berhasil mempertahankan skor *Lost Time Incident (LTI)* pada skor 0 yang artinya tidak adanya kehilangan jam kerja akibat kecelakaan di dalam aktivitas operasional Perseroan. Selain itu, total *Safe Man Hours* pada tahun 2019 tercatat sebesar 14.692.760. [G4-LA6]

## Monitoring of Work Environment Quality

Demi memastikan kualitas lingkungan kerja selalu dalam kondisi aman, nyaman dan sehat, Perseroan secara aktif melaksanakan pemantauan kualitas lingkungan kerja secara berkala guna mendukung aktivitas yang dilakukan pekerja agar menghasilkan produktivitas yang tinggi. Untuk itu, Perseroan melakukan pemantauan lingkungan kerja dari berbagai faktor yang meliputi kualitas udara, intensitas pencahayaan, tingkat kebisingan, temperatur ruangan dan aroma ruangan.

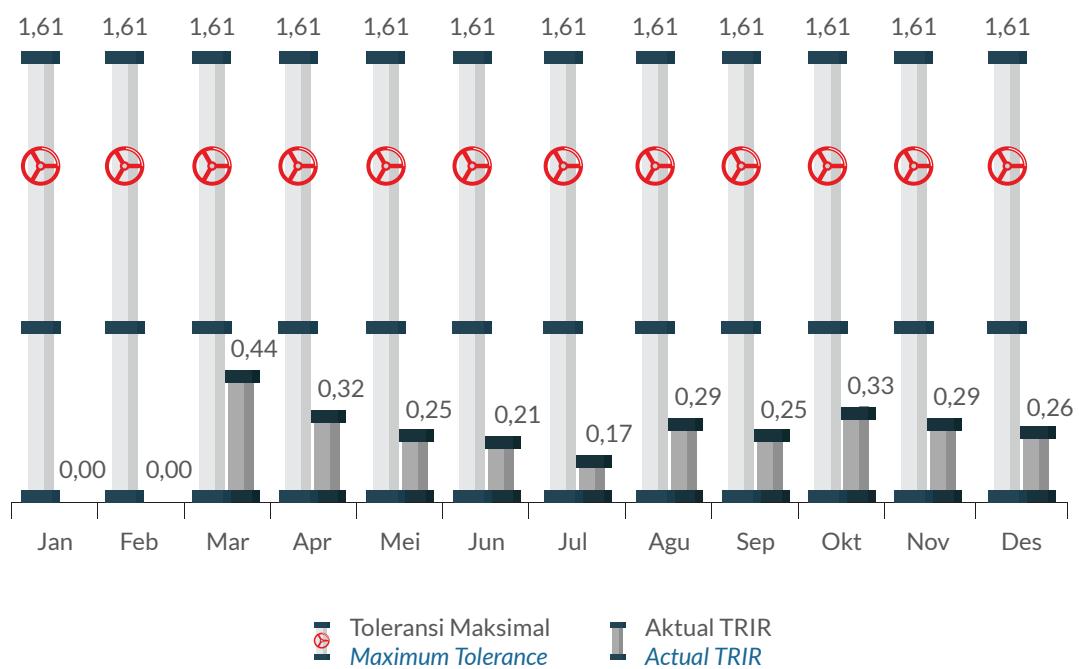
## QHSSE Performance

The comprehensive implementation of QHSSE management resulted in good performance in 2019. The statistical performance of QHSSE in this reporting period was better in comparison to the performance of the previous year. Total Recordable Incident Rate (TRIR) in 2019 recorded a score of 0.26, which is better than the 2019 maximum tolerance at the score of 1.61. In 2019, the Company also succeeded in recording zero fatality, which was an improvement than the previous year with 1 fatality accident on the record. Further, the Company did well in maintaining the Lost Time Incident score at 0, which signified that there was no missing work hour due to any accident in Company's operational activity. Aside from that, the total of Safe Man Hours in 2019 was recorded at 14,692,760. [G4-LA6]

Indikator Indicator	2018	2019
TRIR	0,22	0,26
Fatality (FAT)	1	0
LTI	0	0
<i>Safe Man Hours</i>	3.341.176	14.692.760

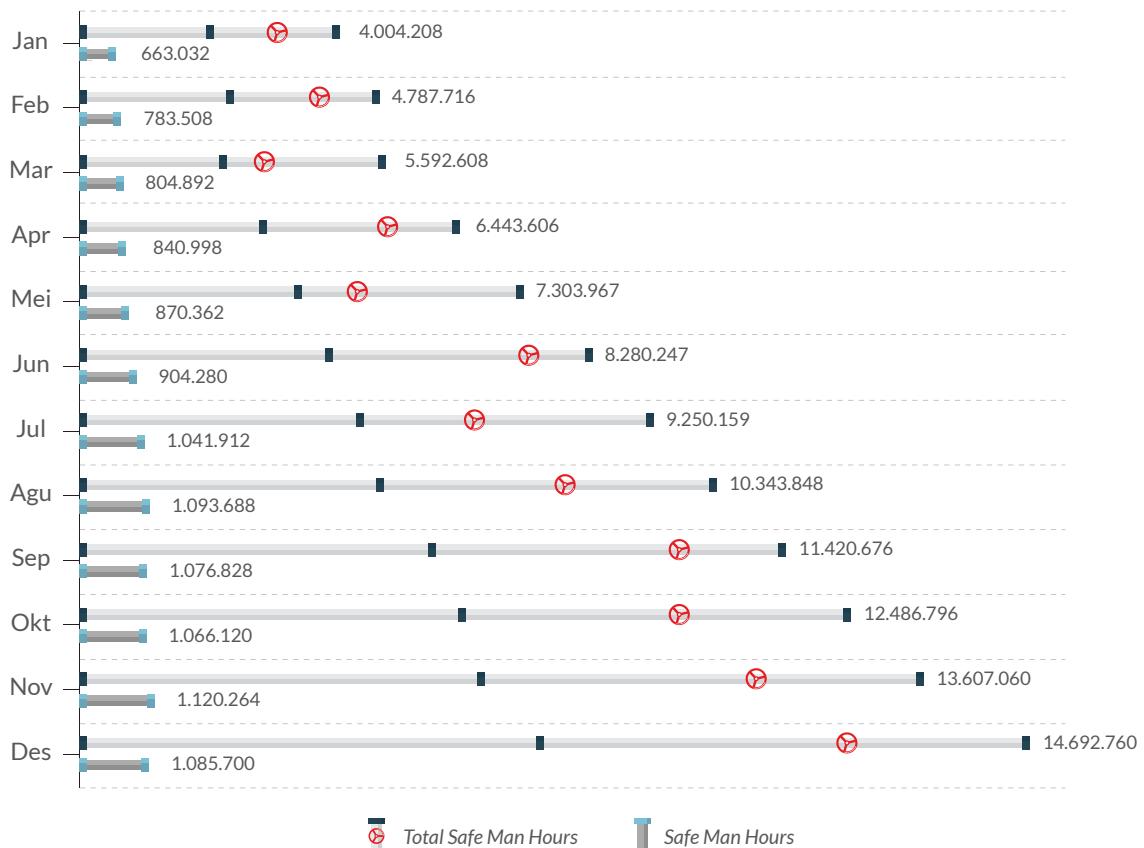
### Statistik Kinerja TRIR

Statistic of TRIR Performance



### Statistik Safe Man Hours

Statistic of Safe Man Hours



## **Pengembangan Kompetensi Kesehatan, Keselamatan dan Keamanan Lingkungan Kerja**

Perseroan berkomitmen untuk meningkatkan kinerja QHSSE sehingga tercipta rasa aman, nyaman dan sehat dalam bekerja. Untuk itu, Perseroan melaksanakan program pengembangan dan peningkatan kompetensi Kesehatan, Keselamatan dan Keamanan Kerja secara rutin dan berkelanjutan. Pada tahun 2019, dilaksanakan 6 program pelatihan dan pengembangan kompetensi yang berkaitan dengan bidang QHSSE yang diikuti oleh 85 orang peserta. Program pelatihan dan pengembangan kompetensi ini bertujuan untuk memperkuat kompetensi dan kapabilitas di bidang QHSSE.

## **Development of Health, Safety and Security Competence in Work Environment**

The Company commits to increase the QHSSE performance to create the sense of safety, comfort and health in carrying out duties. Therefore, the Company conducted development programs and enhanced the Occupational Health, Safety and Security competency regularly as well as sustainably. During 2019, 6 training programs and competence development were conducted which correlates to the QHSSE field and was joined by 85 participants. The training and competence development program were aimed to strengthen the competence and capability in the QHSSE field.

### **Pelatihan dan Pengembangan Kompetensi QHSSE Tahun 2019** *QHSSE Training and Competence Development in 2019*

Materi Pelatihan <i>Training Material</i>	Lokasi <i>Location</i>	Jumlah Peserta <i>Total of Participants</i>	Durasi (hari) <i>Duration (days)</i>
Food Hygiene	Jakarta	1	2
Security Building Training	Jakarta	8	2
Basic Sea Survival	Jakarta	20	6
IA SM ISO 9001, 14001, ISO 45000	Jakarta	25	4
LA SM ISO 9001, 14001, ISO 45000	Jakarta	25	4
Kesehatan, Keselamatan, Kerja Migas Occupational Health, Safety of Oil and Gas	Cepu	5	20

# MENJAGA LINGKUNGAN, MENJAGA KEHIDUPAN

PROTECTING THE ENVIRONMENT,  
PROTECTING LIFE

“

Perseroan memiliki komitmen yang tinggi dalam menjaga kelestarian lingkungan hidup melalui pengelolaan lingkungan di wilayah operasi secara komprehensif.

The Company is highly committed in protecting environmental preservation through a comprehensive environmental management in the operational areas.



# MELINDUNGI KELESTARIAN LINGKUNGAN

## PROTECTING ENVIRONMENTAL SUSTAINABILITY

Sebagai perusahaan yang bergerak di bidang jasa penunjang industri energi khususnya energi minyak dan gas, Perseroan berkomitmen untuk terus menjaga kelestarian lingkungan hidup. Komitmen ini merupakan bagian dari tanggung jawab bersama yang selaras dengan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*, SDGs). Wujud dari komitmen terhadap lingkungan dituangkan dalam berbagai usaha pengelolaan lingkungan hidup di antaranya: penghematan penggunaan energi, penghematan penggunaan air, pemantauan dan pengelolaan dampak lingkungan serta mengelola limbah yang dihasilkan oleh aktivitas operasional Perseroan.

[G4-DMA]

### **Dasar Hukum dan Sistem Manajemen Lingkungan Hidup [G4-DMA]**

Untuk menunjang pengelolaan lingkungan hidup yang terintegrasi, Perseroan menyusun kebijakan yang mengatur pengelolaan lingkungan hidup di wilayah operasi perusahaan yang berpedoman pada Undang-Undang Republik Indonesia No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup (UUPLH) yang dituangkan ke dalam Kebijakan Kesehatan, Keselamatan, Lindung Lingkungan dan Menghentikan Pekerjaan. Dalam pelaksanaannya, Perseroan menyusun strategi dan kebijakan lingkungan hidup berbasis ISO 14001:2015 mengenai sistem manajemen lingkungan.

As a corporate that engages in support service of the energy industry, specifically the oil and gas energy, the Company commits to continually protect the environmental preservation. This commitment is a part of shared responsibility that is in line with the Sustainable Development Goals (SDGs). The substantiation of this commitment towards the environment is translated into different environmental management efforts, which among others are saving energy usage, saving water usage, monitoring and managing the environmental impact as well as managing the waste that are generated from the Company's operational activities. [G4-DMA]

### **Legal Basis and Environment Management System [G4-DMA]**

To support an integrated environmental management, the Company set a policy to regulate the environmental management in the company's operational areas. Guided by the Law of the Republic of Indonesia Number 32 Year 2009 concerning Protection and Management of Environment, the Occupational Health, Safety, Environment Protection and Stop Work Policy were composed. In its implementation, the Company prepares strategies and environment policies based on ISO 14001:2015 regarding environmental management systems.

Strategi dan kebijakan pengelolaan lingkungan Perseroan juga dituangkan melalui *roadmap* pengembangan sistem manajemen lingkungan sehingga pelaksanaan dan pengembangan sistem pengelolaan lingkungan dapat dijalankan secara terukur melalui target-target yang telah disusun. Perseroan menuangkan komitmen pengelolaan lingkungan melalui berbagai program seperti pemantauan dan pengelolaan limbah, meminimalkan dampak negatif terhadap lingkungan, melakukan penghematan energi dan mengelola dampak yang ditimbulkan secara terintegrasi dan berkesinambungan.

Selain itu, Perseroan juga melaksanakan kegiatan CSR berbasis lingkungan yang secara rutin dilakukan setiap tahun. Pelaksanaan CSR ini diharapkan dapat memberikan dampak yang lebih luas kepada masyarakat dan lingkungan sehingga tercipta kelestarian lingkungan secara keberlanjutan. Di samping itu, program CSR berbasis lingkungan ini diharapkan mampu memperkuat sinergi antara Perseroan dengan masyarakat maupun pihak berkepentingan lainnya.

The strategies and policies of the Company's environmental management is also set forth in the roadmap of the environment management system development, such that the execution and development of the environment management system can be conducted in measurable manners through the targets set. The Company demonstrates the environmental management commitment through a variety of programs such as waste monitoring and management, minimize negative impact towards the environment, conduct energy saving, as well as integrated and continuous impacts management.

Apart from that, the Company also conducts regular environmental-based CSR activities on yearly basis. The implementation of these CSR activities is expected to give a wider impact to the people and the environment, such that these would result in environmental sustainability. Aside from that, this environmental-based CSR programs are expected to strengthen the synergy between the Company and the public as well as other stakeholders.



## Upaya Meminimalkan Dampak Negatif

Perseroan memiliki komitmen yang tinggi dalam upaya pelestarian lingkungan secara berkelanjutan. Perseroan menyadari bahwa pelestarian lingkungan tidak hanya di wilayah operasi, namun juga di lokasi kantor pusat yang berpotensi memberikan dampak secara tidak langsung bagi lingkungan. Oleh karena itu, Perseroan juga melaksanakan komitmen serupa di Kantor Pusat Jakarta.

Upaya untuk meminimalkan dampak negatif di wilayah operasi dilakukan melalui pemantauan terhadap dampak negatif yang dihasilkan dengan harapan dampak negatif tersebut dapat dikendalikan tanpa menimbulkan dampak yang terlalu besar. Selain itu Perseroan juga berusaha untuk meminimalkan penggunaan bahan-bahan yang dapat menghasilkan limbah beracun dan polusi yang tinggi. Usaha lain yang juga dilakukan adalah melalui upaya penghematan pemakaian energi listrik dan air sehingga secara tidak langsung Perseroan telah mengurangi potensi terjadinya dampak negatif untuk lingkungan.

Di Kantor Pusat, Perseroan berupaya untuk meminimalkan dampak negatif melalui upaya penghematan penggunaan kertas yang menjadi kebutuhan Perseroan dalam melaksanakan aktivitasnya. Upaya ini disosialisasikan melalui kampanye dengan media *broadcast* dan pemasangan stiker himbauan mengenai penggunaan kertas dua sisi atau mengurangi pencetakan *hardfile* untuk aktivitas yang tidak kritikal. Di samping itu dengan pemanfaatan sistem IT, Perseroan juga mampu menekan penggunaan kertas sehingga tidak menimbulkan limbah kertas yang berlebihan.

[G4-EN6]

## Efforts to Minimize Negative Impacts

The Company has a high commitment in the continuous environmental preservation efforts. The Company realizes that environmental preservation is not only important in the operational areas, but also in the head office where potential impacts for the environment may be resulted indirectly. Therefore, the Company also undertakes the same commitment in the Jakarta Head Office.

Efforts to minimize negative impacts in operational areas are carried out through monitoring towards the negative impacts that are generated, with expectation that the impact can be managed without further causing substantial effect. Besides that, the Company also tries to minimize the use of materials that may result in toxic and high-pollution waste. Other efforts conducted are through the saving of electricity and water usage, therefore the Company has indirectly reduced future detrimental impacts on the environment.

In the Head Office, the Company tries to minimize the negative impact through efforts in reducing paper usage that has became ubiquitous in the Company in conducting its activities. This effort is communicated through campaigns using broadcasts and stickers installation promoting the paper usage on both sides, or reducing hard file printings for non-critical activities. Aside from that, with the utilization of IT systems, the Company is also able to suppress paper usage and prevent excessive paper waste. [G4-EN6]

## Pengelolaan Penggunaan Energi

Sebagian besar aktivitas bisnis yang dilakukan oleh Perseroan membutuhkan energi yang cukup tinggi dalam operasionalnya. Energi yang digunakan mencakup energi dalam bentuk bahan bakar minyak, listrik dan air. Perseroan menyadari bahwa penggunaan energi tidak dapat dilakukan begitu saja tanpa memperhatikan aspek finansial dan lingkungan. Dari aspek lingkungan, penggunaan energi yang tidak terkontrol akan menimbulkan polutan yang menjadi sumber pencemaran lingkungan. Selain itu, Perseroan juga menyadari bahwa penggunaan energi akan berdampak pada keberlangsungan dan ketersediaan energi di masa yang akan datang.

Oleh karena itu, dalam melaksanakan aktivitas bisnisnya, Perseroan selalu memperhatikan penggunaan energi yang paling optimal guna meminimalkan dampak yang dapat ditimbulkan dari penggunaan energi tersebut. Beberapa langkah penghematan energi dilakukan melalui berbagai kampanye seperti kampanye hemat penggunaan listrik, air dan kertas melalui *broadcast* dan pemasangan stiker himbauan untuk seluruh stakeholder Perseroan. [G4-EN6]

Selama tahun 2019, penggunaan energi dalam aktivitas bisnis Perseroan adalah sebagai berikut: [G4-EN3]

## Energy Usage Management

Majority of the business activities conducted by the Company require considerable energy in its operation. Energy utilized covers energy in the form of fuel, electricity and water. The Company realizes that energy utilization requires careful consideration to the financial and environmental aspects. From the environmental aspect, uncontrolled energy usage results in pollutants that are the source of environmental pollution. Aside from that, the Company also realizes that today's energy usage will affect the sustainability and availability of energy in the future.

Therefore, in doing its business activities, the Company always pays careful consideration to the most optimum energy usage in order to minimize the impacts caused. Several steps on energy saving were carried out through several campaigns, such as campaigns of electricity, water and paper saving through broadcast and appeal sticker installation for all stakeholders in the Company. [G4-EN6]

During 2019, the energy usage in the Company's business activities was as follows: [G4-EN3]

No	Jenis Energi Type of Energy	Unit Unit	2019
1	BBM Fuel	Liter Litre	214.778
2	Air Water	m³	33.399
3	Listrik Electricity	kWh	1.311,3

## Penghematan Penggunaan Air [G4-EN8]

Dalam rangka melakukan penghematan air, Perseroan melaksanakan strategi dan langkah-langkah penghematan air secara terintegrasi baik di Kantor Pusat maupun di wilayah operasional. Upaya yang telah dilakukan Perseroan di antaranya adalah dengan menggunakan air yang diambil dari sumber air yang diyakini tidak akan mempengaruhi kebutuhan air dari masyarakat sekitar. Selain itu, khusus untuk *business stream Building & General Services* di mana Perseroan menyediakan Graha PDSI dan fasilitasnya, Perseroan memanfaatkan penggunaan air PAM serta menerapkan peraturan bagi seluruh stakeholder untuk melakukan penghematan air di lingkungan Graha PDSI.

## Saving Water Usage [G4-EN8]

In order to reduce water usage, the Company carries out integrated strategies and measures to water saving both in the Head Office as well as operational areas. One of efforts that had been implemented by the Company was to source water from assured sources such that the water needs of the local communities were not affected. Besides that, specifically for *Building & General Services* business stream in which the Company provided Graha PDSI and its facilities, the Company utilized water from PAM as well as implemented regulation for all stakeholders to save water in the Graha PDSI compound.

No	Lokasi <i>Location</i>	Unit <i>Unit</i>	2019
1	Graha PDSI	m <sup>3</sup>	32.997
2	AWB Baruna-1	m <sup>3</sup>	402
<b>Total</b>		<b>m<sup>3</sup></b>	<b>33.399</b>

## Pengelolaan Limbah Secara Bertanggung Jawab [G4-EN23]

Beberapa aktivitas bisnis yang dilakukan Perseroan menghasilkan residu berupa limbah yang secara langsung dapat memengaruhi kelestarian lingkungan hidup. *Business stream Food & Lodging Services* yang melakukan aktivitas penyediaan makanan menghasilkan limbah yang dihasilkan dari berbagai material bahan makanan. Dalam mengelola limbah tersebut, Perseroan melakukan beberapa strategi pengelolaan limbah di antaranya untuk limbah organik, Perseroan memanfaatkan limbah tersebut untuk pembuatan pupuk organik yang manfaatnya dapat dirasakan secara langsung oleh masyarakat. Untuk limbah non-organik dan limbah B3, Perseroan bekerja sama dengan pihak ketiga untuk memastikan bahwa pengelolaan limbah telah dilakukan sesuai prosedur yang berlaku dan mampu meminimalkan dampak yang timbul dari limbah tersebut terutama untuk limbah B3.

## Responsible Waste Management [G4-EN23]

Several business activities conducted by the Company causes waste which may affect the environmental sustainability directly. *Food & Lodging Services* business stream that operates food provision activities produces waste in form of the variety of food materials. In managing the waste, the Company conducted several waste management strategies, among others was for organic waste. The Company utilized the waste to produce organic fertilizer, which directly benefited the local communities. For non-organic waste and toxic and hazardous (*Bahan Berbahaya dan Beracun, B3*) waste, the Company cooperated with third-parties to ensure the waste management was conducted in accordance to the existing procedure and aimed to minimize the effects resulted from the waste, especially for B3 waste.

Selama tahun 2019, aktivitas bisnis menghasilkan limbah berupa limbah organik dan non-organik dengan rincian sebagai berikut:

During 2019, the business activities produced organic and non-organic waste with details as follows:

No	Jenis Limbah Type of Waste	Unit Unit	2019
1	Organik & Minyak Goreng Organic & Frying Oil	kg	66.975
2	Kertas Paper	kg	648
3	Plastik & Karet Plastic & Rubber	kg	10.924
<b>Total</b>		<b>kg</b>	<b>78.547</b>

## Tanggung Jawab Sosial Perusahaan Bidang Lingkungan

Program tanggung jawab sosial di bidang lingkungan hidup yang dijalankan Perseroan melalui program Takakura yaitu program pengelolaan sampah rumah tangga (organik) dengan cara pengomposan. Pengelolaan sampah organik ini dilakukan melalui metode *Takakura Composter* dengan mengolah sampah organik seperti sisa sayuran, sisa nasi, sisa ikan dan sampah buah yang lunak. Melalui metode ini, Perseroan diharapkan dapat mengurangi limbah dari sisa sampah organik di masyarakat maupun sampah dari jasa food & lodging services serta mampu memberikan dampak yang besar bagi lingkungan dan masyarakat sekitar.

Di samping itu, Perseroan juga melaksanakan program lingkungan yang mengacu pada implementasi program "Salam Lima Jari Tahap III". Realisasi program tidak hanya dilaksanakan secara internal di wilayah-wilayah kerja Perseroan, namun juga secara eksternal pada lingkungan sekitar wilayah kerja tersebut, melalui kerja sama dengan masyarakat lokal.

## Corporate Social Responsibility in Environmental Sector

The social responsibility program in the environmental sector was carried out by the Company through the Takakura program. Takakura is a composting method to manage (organic) household waste. The organic waste management using *Takakura Composter* method was intended to manage organic leftovers such as vegetables, rice, fish, and soft fruit. Using this method, the Company was expected to reduce organic leftover waste; both waste from local communities and waste resulted from operations of food & lodging services, while giving a significant impact on the environment as well as local communities.

Aside from that, the Company also carried out environmental programs that referred to the implementation of "Salam Lima Jari Tahap III" (Five Fingers Greeting Phase III) program. The program was realized not only internally in the Company's working areas but also externally in the surrounding of said working areas, through cooperation with local communities.

Untuk internal, implementasi "Salam Lima Jari Tahap III", jika di tahun 2018 dibagi menjadi tiga program, yakni *Waste to Added Value*, *Hygienist Catering*, dan *Green Electricity*, maka pada 2019 hanya dijalankan satu program yaitu *Hygienist Catering*, karena dua program lainnya *Waste to Added Value* dan *Green Electricity* sudah dianggap berjalan secara alamiah.

Adapun program *Hygienist Catering* bertujuan memastikan kebersihan, kesehatan, dan kelayakan katering di lokasi rig (bahan makanan, fasilitas dapur, penyimpanan dan penyajian menu, serta menu makanan). Selama 2019, program ini sudah terimplementasikan dengan melakukan inspeksi pada rig yang memiliki fasilitas penyediaan makanan.

Sementara itu, program-program tanggung jawab lingkungan yang dilaksanakan bersama dengan masyarakat lokal di area-area kerja dimulai dari perancangan program berdasarkan hasil kajian pemetaan sosial dan usulan dari *project area*. Setelah mendapatkan persetujuan, implementasi program baru dilaksanakan.

*"Salam Lima Jari Tahap III"* internal implementation in 2018 was divided into three programs, namely *Waste to Added Value*, *Hygienist Catering*, and *Green Electricity*. In 2019, only one program, *Hygienist Catering*, was implemented as two other programs, *Waste to Added Value* and *Green Electricity*, were considered to have integrated successfully into custom.

*Hygienist Catering* program was intended to ensure the cleanliness, healthiness, and quality of catering on the rig locations (food ingredients, kitchen facilities, storage and menu presentation, as well as meals menu). During 2019, this program was implemented by conducting inspections on rigs that installed with food service facilities.

Meanwhile, environmental responsibility programs were carried out in cooperation with local communities in the working areas, starting from program design based on the result of social mapping review and suggestions from project areas. After obtaining approval, the new programs were implemented.



# INSAN SEBAGAI KEUNGGULAN KOMPETITIF

## PEOPLE AS COMPETITIVE ADVANTAGE

Perseroan meyakini bahwa Sumber Daya Manusia (SDM) merupakan aset yang sangat penting, karena merupakan penggerak seluruh aktivitas dan operasional perusahaan. Hal tersebut mendorong Perseroan senantiasa berkomitmen melakukan pengelolaan karyawan secara terintegrasi dan berkelanjutan untuk menghasilkan sumber daya manusia yang unggul dan mampu berinovasi, guna mendorong pertumbuhan perusahaan dalam jangka panjang. Komitmen tersebut tertuang dalam *roadmap* pengembangan Sumber Daya Manusia Perseroan untuk jangka panjang. [G4-DMA]

The Company believes that Human Resources (HR) are important asset, because they are the pilot of the corporation's activity and operations. This pushes the Company to always commit to carry out an integrated and sustainable employee management to generate excellent human resources who are able to innovate. This shall push the corporate growth in the long term. The commitment was written into the Company's long-term human resources development roadmap. [G4-DMA]



# DASAR HUKUM PENGELOLAAN SUMBER DAYA MANUSIA

## LEGAL BASIS OF HUMAN RESOURCES MANAGEMENT

Untuk mencetak insan pekerja yang berkualitas, pengelolaan SDM di Perseroan selalu mengacu pada visi misi, tujuan dan strategi bisnis Perseroan agar tercipta keselarasan antara kebutuhan dan kualitas pekerja yang ada. Kebijakan pengelolaan SDM juga berpedoman pada regulasi dan kebijakan pemerintah yaitu sebagai berikut:

1. Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 tentang Ketenagakerjaan.
2. Undang-Undang Republik Indonesia Nomor 2 Tahun 2004 tentang Penyelesaian Perselisihan Hubungan Industrial.
3. Undang-Undang Republik Indonesia Nomor 1 Tahun 1970 tentang Keselamatan Kerja.
4. Peraturan Menteri Tenaga Kerja & Transmigrasi Nomor 19 Tahun 2012 tentang Syarat-syarat Penyerahan Pelaksanaan Pekerjaan kepada Perusahaan Lain.
5. Pedoman Pengelolaan Strategis Sumber Daya Manusia PT Pertamina (Persero) No.A-005/K10000/ 2012-SO.
6. Pedoman Pengelolaan Operasional Sumber Daya Manusia PT Pertamina (Persero) No.A-006/K10000/ 2012-SO.
7. Pedoman Corporation Management PT Pertamina (Persero) No.A-007/K10000/2012-SO.
8. Peraturan Perusahaan PT Patra Drilling Contractor Bidang Sumber Daya Manusia.

To prepare qualified employees, the human resources management in the Company always refers to the business vision, mission, objective and strategy of the Company in order to create cohesiveness between requirement and quality of the existing employees. The human resources management policy is also guided by regulations and government policies, namely:

1. Indonesian Law No.13 Year 2003 concerning Manpower.
2. Indonesian Law No.2 Year 2004 concerning Industrial Relations Disputes Settlement.
3. Indonesian Law No.1 Year 1970 concerning Occupational Safety.
4. Regulation of Minister of Manpower and Transmigration No.19 Year 2012 on Requirements for Outsourcing.
5. PT Pertamina (Persero) Strategic Management Guide for Human Resources No.A-005/K10000/ 2012-SO.
6. PT Pertamina (Persero) Operational Management Guide for Human Resources No.A-006/K10000/ 2012-SO.
7. PT Pertamina (Persero) Corporation Management Guide No.A-007/K10000/2012-SO.
8. PT Patra Drilling Contractor Corporate Regulation for Human Resources.

# **SKEMA PENGELOLAAN SUMBER DAYA MANUSIA**

## **SCHEME OF HUMAN RESOURCES MANAGEMENT**



Dalam melakukan pengelolaan sumber daya manusia, Perseroan telah menetapkan kebijakan dan strategi pengelolaan keseluruhan proses *hire-to-retire*. Secara rinci, kebijakan dan strategi dari setiap proses meliputi:

### **Talent Acquisition**

Pelaksanaan proses rekrutmen di Perseroan mengacu pada TKO No.B-006/PDC0000/2020-S9 tentang Pelaksanaan Rekrutmen. Kebijakan dan strategi dalam proses rekrutmen di Perseroan di antaranya:

- Melakukan perekrutan secara terbuka dan transparan.
- Melakukan perekrutan tenaga ahli melalui jalur *professional hire* untuk memenuhi kebutuhan posisi strategis di perusahaan dalam rangka mendukung pelaksanaan diversifikasi usaha.

### **Training & Development**

Pelaksanaan proses pengembangan pekerja di Perseroan dilakukan sesuai dengan kebutuhan dari setiap fungsi kerja. Setiap fungsi kerja melakukan identifikasi kebutuhan dan melakukan pengajuan kebutuhan pelatihan dan pengembangan kepada fungsi HR.

In conducting the human resources management, the Company has set policies and strategies to manage entire process of hire-to-retire. In details, the policies and strategies of each process includes:

### **Talent Acquisition**

The conduct of recruitment process in the Company refers to TKO No. B-006/PDC0000/2020-S9 concerning Recruitment Execution. The policies and strategies in the Company's recruitment process includes:

- Conduct open and transparent recruitment.
- Conduct recruitment of experts through professional hire to fill the strategic positions in the company in order to support the business diversification.

### **Training & Development**

The conduct of employees' development process in the Company is carried out in accordance to the requirement of each business function. Each business function performs their personnel requirement identification and submits their training and development needs to the HR function.

### **Compensation Management**

Pelaksanaan pengelolaan remunerasi pekerja di Perseroan mengacu pada Peraturan Perusahaan Bidang Sumber Daya Manusia. Kebijakan dan strategi dalam pengelolaan remunerasi di Perseroan di antaranya:

- Menyusun sistem remunerasi yang kompetitif bagi seluruh pekerja.
- Menyusun skema benefit yang ideal.

### **Performance Management**

Pelaksanaan pengelolaan penilaian kinerja pekerja di Perseroan mengacu pada Peraturan Perusahaan Bidang Sumber Daya Manusia, TKO No.B-004/PDC0000/2020-S9 tentang Penilaian Kinerja dengan KPI dan TKO No.B-003/PDC0000/2020-S9 tentang Penilaian Kinerja Pekerja. Kebijakan dan strategi dalam pengelolaan penilaian kinerja pekerja di Perseroan di antaranya:

- Penerapan *performance management* berbasis KPI bagi pekerja setingkat manajer dan di atasnya.
- Penerapan *performance management* secara *top down* bagi pekerja setingkat officer.

### **Career & Talent Management**

Pelaksanaan pengelolaan karier dan talenta di Perseroan pada saat ini masih terbatas karena mayoritas status pekerja di Perseroan berstatus Pekerja Waktu Tertentu (PWT). Namun ke depan, Perseroan telah menetapkan target untuk melakukan pengangkatan status pekerja menjadi Pekerja Waktu Tidak Tertentu (PWTT) sehingga pengelolaan karier dan talenta di Perseroan dapat dilakukan secara menyeluruh.

### **Compensation Management**

The implementation of the employee remuneration management in the Company refers to the Company Regulation on Human Resources. The policies and strategies in the Company's remuneration management are:

- Prepare a competitive remuneration system for all employees.
- Arrange ideal benefit scheme.

### **Performance Management**

The implementation of employee performance assessment in the Company refers to the Company Regulation on Human Resources, TKO No.B-004/PDC0000/2020-S9 concerning Performance Assessment with KPI and TKO No.B-003/PDC0000/2020-S9 concerning Employee Performance Assessment. The policies and strategies in managing employee performance assessment are:

- The implementation of performance management based on KPI for employees on managerial level and above.
- The implementation of top down performance management for employees on officer level.

### **Career & Talent Management**

The implementation of career and talent management in the Company was still limited. This was attributable to the status of majority of employees who are employed as Definite Term Employee (*Pekerja Waktu Tertentu*, PWT). However, moving forward, the Company had established certain target to perform employee appointment into Indefinite Term Employee (*Pekerja Waktu Tidak Tertentu*, PWTT), such that the career and talent management in the Company can be thoroughly implemented.

# PENGGUNAAN PDC PAYROLL

## THE USAGE OF PDC PAYROLL

Perseroan telah mengimplementasikan sistem pengelolaan SDM untuk proses *payroll* melalui sistem PDC Payroll. Pada tahun 2019, Perseroan sedang melakukan migrasi data dari *spreadsheet* ke dalam sistem PDC Payroll. Ke depan Perseroan memiliki rencana pengembangan modul *Human Capital Management System* (HCMS) terintegrasi untuk proses administrasi SDM secara keseluruhan sehingga mampu mengurangi beban kerja administratif di fungsi SDM.

The Company has implemented a human resources management system for payroll through PDC Payroll system. As of 2019, the Company conducted data migration from spreadsheets into the PDC Payroll system. Moving forward, the Company had planned to develop integrated Human Capital Management System (HCMS) module to support human resources administration process as a whole, such that it may help to reduce the administrative workload in HR function.

### Keberagaman Komposisi Pekerja

Perseroan meyakini bahwa setiap manusia memiliki kesempatan yang sama dalam melakukan pekerjaan. Untuk itu, Perseroan melakukan pengelolaan pekerja secara adil dan transparan tanpa adanya diskriminasi baik secara jenis kelamin, usia, latar belakang pendidikan maupun indikator keberagaman lainnya. Pada tahun 2019, tercatat jumlah karyawan Perseroan sebanyak 3.102 orang yang terdiri dari 186 orang di Head Office dan 2.916 orang pekerja Tenaga Kerja Jasa Penunjang (TKJP). Secara lebih detail, jumlah pekerja Perseroan per 31 Desember adalah sebagai berikut:

### Diversity of Employee Composition

The Company believes that every person has equal opportunity in performing their job. Therefore, the Company conducts employee management in a fair and transparent way without any discrimination of gender, age, education background or other diversity indicators. In 2019, the Company recorded employment of 3,102 personnel, which consists of 186 persons in Head Office and 2,916 persons recruited as Support Services Workers (*Tenaga Kerja Jasa Penunjang*, TKJP). In detail, the number of employees in the Company as at 31 December was as follows:

#### Komposisi Pekerja Head Office Berdasarkan Status Tahun 2018-2019 [G4-9, G4-10]

Composition of Head Office Employee Based on Status in 2018-2019 [G4-9, G4-10]

Status Pekerja Employee Status	2019	2018
Pekerja Waktu Tertentu (PWT) Definite Term Employee	173	138
Pekerja Waktu Tidak Tertentu (PWTT) Indefinite Term Employee	13	7
Jumlah Total	186	145

**Komposisi Pekerja Head Office Berdasarkan Usia Tahun 2018-2019 [G4-9, G4-10]***Composition of Head Office Employee Based on Age in 2018-2019 [G4-9, G4-10]*

Umur Pekerja Employee Age	2019	2018
18-25	32	21
26-30	42	33
31-35	35	20
36-40	27	31
40-56	50	40
<b>Jumlah Total</b>	<b>186</b>	<b>145</b>

**Komposisi Pekerja Head Office Berdasarkan Tingkat Pendidikan Tahun 2018-2019 [G4-9, G4-10]***Composition of Head Office Employee Based on Education Level in 2018-2019 [G4-9, G4-10]*

Tingkat Pendidikan Pekerja Employee Education Level	2019	2018
Pasca Sarjana Post Graduate Degree	16	4
S1 Undergraduate Degree	149	127
D4 Diploma 4	0	0
D3 Diploma 3	13	7
D1 Diploma 1	0	0
SMA/ Sederajat High School/Equivalent	8	7
SMP Junior High School	0	0
<b>Jumlah Total</b>	<b>186</b>	<b>145</b>

## Pemenuhan dan Turnover Pekerja

Setiap tahun, Perseroan melaksanakan rekrutmen pekerja sesuai kebutuhan perusahaan dan sebagai wujud penciptaan lapangan pekerjaan yang berkelanjutan. Perekrutan pekerja diatur dalam Peraturan Perusahaan Bidang Sumber Daya Manusia dan TKO No.B-006/PDC0000/2020-S9 tentang Pelaksanaan Rekrutmen.

Untuk mendapatkan sumber daya manusia yang berkualitas, Perseroan melakukan rekrutmen secara terbuka, transparan dan tanpa diskriminasi sehingga mampu mendapatkan calon pekerja yang sesuai dengan kebutuhan Perseroan serta mampu menjadi keunggulan kompetitif bagi perusahaan. Rekrutmen pekerja dilakukan secara internal dari induk Perseroan PT Pertamina Drilling Services Indonesia (PDSI), dan rekrutmen eksternal berasal dari pelamar umum baik untuk *professional hire* maupun *fresh graduate hire*.

Perseroan menetapkan kriteria tertentu sesuai *Job Description* dan *Job Specification* sehingga mampu memenuhi suatu jabatan secara optimal. Proses rekrutmen dilakukan secara terbuka dengan disosialisasikan melalui *platform* rekrutmen eksternal.

Di samping itu Perseroan juga memenuhi kepatuhan terhadap Peraturan Undang-Undang No.13 Tahun 2003 tentang Ketenagakerjaan pada pasal 68 tentang Usia Minimum untuk Diperbolehkan Bekerja. Sehingga dalam pelaksanaan rekrutmen, Perseroan memberikan syarat usia minimum 18 tahun bagi calon pekerja maupun mitra kerja yang bekerja sama dengan Perseroan. Dengan demikian, selama tahun 2019 tidak terdapat insiden pekerja di bawah umur yang dipekerjakan oleh Perseroan maupun oleh mitra yang bekerja sama dengan Perseroan. [G4-HR5]

Pada tahun 2019, Perseroan melakukan rekrutmen pekerja baru dengan total pekerja direkrut sebanyak 65 orang pekerja baru yang terdiri dari 57 orang pekerja PWT dan 8 orang pekerja PWTT. Sebanyak 65 orang pekerja baru tersebut tersebar di 14 departemen serta 1 Direktur Utama dan 1 Sekretaris Direktur Utama. [G4-LA1]

## Employees Fulfillment and Turnover

Every year, the Company conducts recruitment in accordance to the company's requirement and as a form a continuous employment creation. The recruitment is regulated in the Company Regulation on Human Resources and TKO No.B-006/PDC0000/2020-S9 concerning Recruitment Execution.

To amass qualified human resources, the Company conducts an open, transparent and non-discriminatory recruitment, which leads to attracting employee candidates who fulfill the Company's specification and be able to rise up to be the Company's competitive advantage. Employees were also recruited internally from the parent corporation PT Pertamina Drilling Services Indonesia (PDSI) as well as externally from general applicants of professional hire as well as fresh graduate hire.

The Company appointed certain criteria in accordance to the Job Description and Job Specification, therefore they shall be able to fulfill a role optimally. The recruitment process was conducted openly by promoting it through external recruitment platforms.

Aside from that, the Company also fulfilled compliance to Law No.13 Year 2003 concerning Manpower, specifically Article 69 concerning Minimum Age Allowed to Work. Therefore, in implementing recruitment, the Company required employee candidates to be at minimum age of 18. Minimum age requirement was also imposed for business partners in cooperation with the Company. Thus, throughout 2019, there was no incident involving employment of underage employees neither by the Company nor by business partners in cooperation with the Company. [G4-HR5]

In 2019, the Company conducted recruitment for new employees with a total recruited employee of 65 new hires, comprised of 57 personnel recruited as Definite Term Employees and 8 personnel recruited as Indefinite Term Employees. The 65 new employees were placed at 14 departments as well as 1 President Director and 1 Secretary to President Director. [G4-LA1]

**Pemenuhan Pekerja Tahun 2019**  
*Employee Fulfillment in 2019*

Departemen Department	PWT <i>Definite Term Employee</i>	PWTT <i>Indefinite Term Employee</i>
Direksi Board of Director	-	1
VP Finance & Business Support	-	1
VP Operations & Support	-	1
Asset & Maintenance	1	1
Controller	8	-
Corporate Secretary	3	1
EPCI	10	-
Sekretaris Direktur Utama Secretary to President Director	1	-
HR & GA	7	-
QHSSE	2	1
ICT	4	-
Marketing	4	1
Operations	9	-
Planning & Engineering	4	-
SCM	2	1
Treasury	2	-

Selain pelaksanaan rekrutmen pekerja baru, Perseroan juga menyadari bahwa terdapat dinamika yang terjadi di sisi pekerja yang menyebabkan terjadinya turnover selama tahun 2019. Tingkat turnover di Perseroan dapat merefleksikan kualitas sistem dan budaya kerja di Perseroan sehingga mampu menjadi indikator untuk melakukan evaluasi strategi pengelolaan SDM. Tingkat turnover di Perseroan harus mampu dijaga pada level yang minim dengan memberikan kenyamanan bekerja bagi seluruh pekerja Perseroan yang pada akhirnya mampu menciptakan loyalitas pekerja.

Selama tahun 2019, tercatat terjadi turnover pekerja sebanyak 21 orang atau 14% dari total pekerja di awal tahun 2019 sebanyak 145 orang. [G4-LA1]

Aside from new employees recruitment, the Company also realized the dynamic occurred on the employee side that caused turnover during 2019. Turnover rate in the Company may reflects the quality of system and work culture at the Company, thus it is used as an indicator for HR management strategy evaluation. Turnover rate in the Company must be maintained at the minimum rate by delivering work comfort for entire Company workforce, that will in turn lead to employee loyalty.

During 2019, the turnover was recorded for 21 people or 14% from the total employees at the beginning of 2019 of 145 people. [G4-LA1]

#### **Turnover Pekerja Tahun 2019**

*Employee Turnover in 2019*

Deskripsi Description	Jumlah Total
Mengundurkan Diri Resign	19
Kontrak Tidak Diperpanjang Contract Not-Renewed	2
<b>Jumlah Total</b>	<b>21</b>

#### **Program Pengembangan Pekerja**

Dalam meningkatkan kualitas dan kompetensi pekerja, Perseroan melakukan pelatihan dan pengembangan pekerja melalui berbagai program pelatihan dan pengembangan yang terintegrasi sesuai dengan kebutuhan kompetensi dari setiap unit kerja. Program pelatihan dan pengembangan dilakukan dalam bentuk *training* dan seminar. Selama tahun 2019, sebanyak 124 pekerja telah mengikuti program pelatihan dengan jumlah jam pelatihan sebanyak 448 jam atau secara rata-rata sebanyak 3,6 jam pelatihan per orang. [G4-DMA, G4-LA9]

Secara rinci, program pelatihan yang dilakukan selama tahun 2019 adalah: [G4-LA9]

#### **Employee Development Program**

In increasing employees' quality and competency, the Company conducted employee training and development through a variety of integrated programs in accordance to the needed competence on each work unit. The training and development programs were carried out in the form of trainings and seminars. In 2019, 124 employees participated in the training program with a total of 448 hours spent, or averaged at 3.6 hours of training per person. [G4-DMA, G4-LA9]

In details, the training program carried out in 2019 were: [G4-LA9]

**Daftar Program Pelatihan dan Pengembangan Tahun 2019 [G4-LA9]**  
*List of Training and Development Program in 2019 [G4-LA9]*

No	Program Pelatihan Training Program	Jumlah Peserta <i>Total of Participants</i>	Durasi (hari) <i>Duration (days)</i>	Lokasi <i>Location</i>
1	HR & GA Administration	16	2	Jakarta (Head office)
2	Mikrotik Training Microtic Training	4	3	Jakarta (Head office)
3	Food Hygiene	1	2	-
4	Security Building Training	8	2	Jakarta (Head office)
5	Basic Sea Survival	20	6	Jakarta
6	IA SM ISO 9001, 14001, ISO 45000	25	4	Jakarta
7	LA SM ISO 9001, 14001, ISO 45000	25	4	Jakarta
8	Migrasi data menggunakan SAP Data migration using SAP	12	4	Jakarta, Bogor
9	Scheduling and Controlling Project Control Using Primavera	2	2	Jakarta
10	Engineering Execution: Pipeline Transportation Systems for Liquid Hydrocarbons and Other Liquids (ASME B31.4), Gas Transmission and Distribution Piping Systems (ASME B31.8)	1	2	Jakarta
11	Training of Trainee	2	2	Tangerang
12	Shaping The Future Role of Corporate Secretary (Seminar)	2	1	Jakarta
13	Kesehatan, Keselamatan, Kerja Migas Health, Safety, Work of Oil & Gas	5	20	Cepu
14	Dynamic Structures Riser In-place & Fatigue Transportation Engineering Analysis Training	1	2	Jakarta

## Sistem Penilaian Kinerja

Perseroan telah menerapkan sistem penilaian kinerja bagi seluruh pekerja untuk mengukur ketercapaian sasaran kinerja dari setiap pekerja. Melalui penilaian kinerja ini, Perseroan mampu mengevaluasi kinerja pekerja dan strategi pengelolaan SDM sehingga dapat menjadi dasar dalam penyusunan strategi ke depannya. Dari sisi pekerja, hal ini akan mendorong profesionalisme dan motivasi untuk meningkatkan kualitas kerjanya demi mencapai sasaran kinerja yang telah ditetapkan. [G4-DMA]

Bagi pekerja perbantuan, level manajer dan di atas manajer, penilaian kinerja mengacu pada TKO No.B-004/PDC0000/2020-S9 tentang Penilaian Kinerja dengan KPI. Penilaian kinerja pada level ini menggunakan ukuran KPI dan penilaian kompetensi kepemimpinan yang mengacu pada Pertamina Leadership Model (PLM) yang berlaku. Pelaksanaan evaluasi dilakukan sebanyak 2 kali yaitu *mid-year evaluation* dan *end-year evaluation*. Ukuran ketercapaian kinerja dilakukan berdasarkan kriteria yang telah ditetapkan oleh fungsi HR & GA yang terbagi atas 3 kategori yaitu di bawah target, sesuai *base target*, dan sesuai *stretch target*. [G4-LA11]

Sementara bagi pekerja di luar level pekerja perbantuan, manajer dan di atas manajer, penilaian kinerja dilakukan berdasarkan Sistem Manajemen Kinerja (SMK) yang mengacu pada TKO No.B-003/PDC0000/2020-S9 tentang Penilaian Kinerja Pekerja. Penilaian kinerja diawali dengan menetapkan sasaran kinerja yang dilakukan oleh *evaluee* dan *evaluator* di awal tahun. Pada pertengahan tahun, dilakukan *mid-year evaluation* di mana *evaluator* mengevaluasi progres pencapaian sasaran kinerja *evaluee* dan memberikan bimbingan terhadap rencana selanjutnya. Di akhir tahun, dilakukan *end-year evaluation* di mana pada penilaian ini merupakan penilaian final atas pencapaian kinerja selama satu tahun. [G4-LA11]

## Performance Assessment System

The Company implemented a performance assessment system for all employees to measure performance targets achievement of every employee. Through this performance assessment, the Company was able to evaluate employee performance as well as the HR management strategy, allowing it to serve as the basis for future strategy arrangement. From the employee side, this will push professionalism and motivation to increase the performance quality in order to achieve the established performance targets. [G4-DMA]

For departing employees of manager level and above, the performance assessment referred to TKO No.B-004/PDC0000/2020-S9 concerning Performance Assessment Based on KPI. The performance assessment in this level used KPI measures and leadership competency assessment that referred to the prevailing Pertamina Leadership Model (PLM). The evaluation was conducted twice, namely mid-year evaluation and end-year evaluation. The measure in performance achievement was based on the criteria established by the HR & GA function, which are divided into 3 categories, namely under target, in accordance to base target and in accordance to stretch target. [G4-LA11]

Whereas for employees outside the departing employees, manager and above manager level category, the performance assessment was conducted based on the Performance Management System (*Sistem Manajemen Kinerja, SMK*) that referred to TKO No.B-003/PDC0000/2020-S9 concerning Employee Performance Assessment. The performance assessment began with establishing performance targets by the *evaluee* and *evaluator* in the beginning of the year. In the middle of the year, the mid-year evaluation was conducted where *evaluator* evaluated the *evaluee's* progress in achieving performance targets and gave guidance for the subsequent plans. At the end of the year, an end-year evaluation was conducted where there would be a final assessment of performance achievements during the year. [G4-LA11]

## Sistem Remunerasi Pekerja

Perseroan berkomitmen untuk meningkatkan kesejahteraan seluruh pekerjanya sesuai Konvensi 100, *International Labor Organization* tentang Konvensi Kesetaraan Remunerasi tahun 1951 melalui penerapan sistem remunerasi yang adil dan kompetitif. Sistem remunerasi di Perseroan mengacu pada Pertamina Reference Level sehingga tidak ada diskriminasi pemberian remunerasi berdasarkan jenis kelamin, namun berdasarkan level jabatan, kinerja, masa kerja dan hasil penilaian kinerja individu. Perseroan menjamin bahwa remunerasi yang diterima pekerja telah memenuhi standar di atas Upah Minimum Regional (UMR) yang telah ditetapkan pemerintah. [G4-DMA]

Hingga tahun 2019, Perseroan tetap menjalankan komitmennya untuk memberikan remunerasi di atas Upah Minimum Regional. Remunerasi pekerja *entry level* di Perseroan adalah sebesar Rp4.295.661 dengan Upah Minimum Provinsi DKI Jakarta pada tahun 2019 sebesar Rp3.940.973. Dengan demikian, Perseroan mampu melaksanakan komitmennya dengan memberikan remunerasi di atas Upah Minimum Provinsi dengan rasio 1,1. [G4-EC5]

Terdapat perbedaan dalam beberapa komponen remunerasi yang diberikan kepada pekerja PWT dan PWTT. Perbedaan komponen remunerasi untuk pekerja PWT dan PWTT disajikan dalam tabel berikut: [G4-LA2]

## Employee Remuneration System

The Company commits to increase the welfare of its entire employees in accordance with the Convention 100, International Labor Organization concerning Remuneration Equality Convention 1951 through the implementation of a fair and competitive remuneration system. The remuneration system in the Company referred to Pertamina Reference Level, therefore there were no discrimination in giving remuneration based on gender. Instead it will be based on position level, performance, years of service, and individual performance assessment results. The Company guaranteed that the remuneration received by the employees had fulfilled the standard of Regional Minimum Wage set by the government. [G4-DMA]

Up until 2019, the Company continued its commitment to pay remuneration above the Regional Minimum Wage. The remuneration of the entry-level employees was Rp 4,295,661 while the 2019 Provincial Minimum Wage of DKI Jakarta was Rp 3,940,973. Therefore, the Company was able to deliver its commitment in giving remuneration above the Provincial Minimum Wage with the ratio of 1.1. [G4-EC5]

There was a difference in several components of remuneration offered to the Definite Term Employees and Indefinite Term Employees. The different remuneration components for Definite Term Employees and Indefinite Term Employees are served on the table below: [G4-LA2]

No	Komponen Remunerasi Remuneration Component	PWT Definite Term Employee	PWTT Indefinite Term Employee
1	Gaji Pokok Basic Salary	✓	✓
2	Tunjangan Fungsional Specialization Allowance	✓	-
3	Tunjangan Transportasi Transport Allowance	✓	-
4	Tunjangan Jabatan Responsibility Allowance	✓	✓
5	Tunjangan Perjalanan Dinas Business Trip Allowance	✓	✓
6	Bantuan Istirahat Tahunan Annual Leave Allowance	✓	✓
7	Persiapan Masa Pensiu Pension Program	-	✓

No	Komponen Remunerasi Remuneration Component	PWT Definite Term Employee	PWTT Indefinite Term Employee
8	Cuti Melahirkan Maternity Leave	✓	✓
9	Tunjangan Daerah Region Allowance	-	✓
10	Tunjangan Posisi Position Allowance	-	✓
11	Tunjangan Pajak Tax Allowance	✓	✓
12	THRK Religious Holiday Allowance	✓	✓

W

Kesejahteraan pekerja tidak hanya diberikan melalui remunerasi. Perseroan juga memberikan benefit lain seperti Tunjangan Hari Raya, merit increase, honorarium bagi pekerja yang melakukan tugas aktif di lingkungan Perseroan, upah kerja lembur, uang makan kerja lembur, cuti kerja, fasilitas kesehatan dan pengobatan, bantuan pemakaman, bantuan keadaan tertentu dan akomodasi perjalanan dinas baik perjalanan dinas dalam negeri maupun luar negeri.

Pada Peraturan Perusahaan Bidang Sumber Daya Manusia, Perseroan juga memberikan fasilitas cuti melahirkan kepada pekerja wanita yakni selama 3 bulan dengan rincian 1,5 bulan sebelum melahirkan dan 1,5 bulan setelah melahirkan. Di samping bagi pekerja wanita, Perseroan juga memberikan cuti kepada pekerja pria karena kelahiran anak yakni selama 3 hari. Selama tahun 2019, pekerja wanita yang mengambil cuti melahirkan sebanyak 3 orang dan seluruhnya (100%) kembali bekerja setelah masa cuti melahirkan berakhir. [G4-LA3]

The employee welfare was not only afforded through remuneration. The Company also gave other benefits such as Religious Holiday Allowance, merit increase, honorarium for employees on active duty in the Company's environment, overtime wage, overtime meal allowance, annual leave, health and medication facility, funeral aid, certain conditions aid and business trip accommodation both domestic and international.

In Company Regulations on Human Resources, the Company also allows 3-months maternity leave to female employees, which may be taken 1.5 months before maternity and 1.5 months after maternity. Moreover, the Company also allows 3-days parental leave to male employees for childbirth. During 2019, there were 3 female employees who took maternity leaves and all (100%) came back to work after their maternity leave ended. [G4-LA3]

## Program Pensiun

Sebagai bentuk apresiasi bagi insan Perseroan yang memasuki usia purna karya pada usia 56 tahun, Perseroan telah menyusun program apresiasi dalam Peraturan Perusahaan Bidang Sumber Daya Manusia. Perseroan memberikan apresiasi bagi pekerja dengan masa kerja minimal 15 tahun berupa pemberian Uang Penghargaan Atas Pengabdian (UPAP) yang di dalamnya terdiri dari Uang Pesangon, Uang Penghargaan Masa Kerja, dan uang penggantian perumahan, pengobatan serta perawatan. Bagi pekerja yang masa kerjanya kurang dari 15 tahun, Perusahaan memberikan apresiasi berupa Uang Pesangon sesuai ketentuan dan uang penggantian perumahan dan pengobatan serta perawatan. Di samping itu pekerja berhak mendapatkan upah bulan terakhir, biaya pemulangan pekerja dan keluarga ke tempat asal, pembayaran kompensasi hari-hari istirahat tahunan dan bantuan fasilitas istirahat secara proporsional.

Selain mendapatkan apresiasi tersebut, Perseroan juga memberikan Program Persiapan Pensiun yang diberikan kepada pekerja. Program Persiapan Pensiun untuk pekerja diadakan oleh Pertamina (Persero) yang pelaksanaannya dilakukan melalui induk Perseroan yaitu PDSI. Hal ini bertujuan agar para pensiunan dapat melakukan kegiatan produktif setelah masa purna karya. Selama tahun 2019, terdapat 10 orang pekerja yang memasuki masa purna karya dan terdapat 1 orang yang mengikuti Program Persiapan Pensiun. [G4-LA10]

## Pension Program

As a form of appreciation for the individuals who enters the retirement age of 56 years old, the Company arranged an appreciation program into Company Regulation on Human Resources. The Company gives appreciation for employees with a minimum 15 years of service in a form of Appreciation Funds Over Service (*Uang Penghargaan Atas Pengabdian*, UPAP) which consists of Severance Pay, Appreciation Funds on Years of Service, and reimbursement for housing, medication as well as treatment. For employee whose service period is less than 15 years, the Company gives an appreciation in the form of Severance Pay in accordance with the provisions and funds for housing, medication and care compensation. In addition, employee is entitled to receive the final month salary, repatriation fund of employee and families to their place of origin and payment compensation for annual recess days as well as proportional recess facility assistance.

Aside from the appreciation, the Company also gave Pension Preparation Program to the employee. Pension Preparation Program were initiated by Pertamina (Persero) which implementation executed by Company's holding, PDSI. This was aimed to prepare the pensioners into taking up productive activities once they enter retirement. During 2019, there were 10 employees who entered retirement and there were 1 employee who joined the Pension Preparation Program. [G4-LA10]



# PERSEROAN UNTUK KESEJAHTERAAN MASYARAKAT YANG LEBIH BAIK

THE COMPANY FOR BETTER  
COMMUNITY WELFARE

“

Perseroan berkomitmen untuk melaksanakan program pengembangan dan pemberdayaan masyarakat untuk meningkatkan kesejahteraan masyarakat secara berkelanjutan.

The Company commits to deliver community development and empowerment programs to increase the community's welfare sustainably.



# ASPEK SOSIAL MASYARAKAT

## SOCIAL COMMUNITY ASPECT

Sebagai salah satu tanggung jawab dan wujud dukungan perusahaan dalam menjaga harmonisasi antara *profit, planet* dan *people*, Perseroan melaksanakan program pengembangan dan pemberdayaan masyarakat di wilayah sekitar lokasi proyek. Sebagai perusahaan dengan wilayah operasional yang berpindah-pindah dari satu wilayah ke wilayah lain, Perseroan mengamati bahwa masih banyak wilayah yang memiliki kesenjangan kesejahteraan yang cukup tinggi baik dari sisi ekonomi, pendidikan maupun infrastruktur. Oleh karenanya, Perseroan berupaya untuk mengurangi kesenjangan tersebut yang diwujudkan melalui program *Corporate Social Responsibility* (CSR). Dalam melaksanakan program CSR ini, Perseroan memiliki 4 pilar yang menjadi dasar dalam program CSR. Keempat pilar tersebut yaitu:

1. Pendidikan
2. Kesehatan
3. Pemberdayaan
4. Lingkungan

As part of company's responsibilities and support in maintaining harmonization between profit, planet and people, the Company conducts a community development and empowerment program in the areas around the project locations. As a company with operational areas that often relocates from one area to another, the Company observed that there are many areas with considerably stark welfare gap in the economic, education as well as infrastructure side. Therefore, the Company endeavors to reduce the gap through the Corporate Social Responsibility (CSR) program. In carrying out the CSR, the Company established 4 pillars that become the basic of the CSR program. The four pillars are:

1. Education
2. Health
3. Empowerment
4. Environment

### Pilar CSR Pillars of CSR

#### PENDIDIKAN EDUCATION

- **Peningkatan kualitas infrastruktur Pendidikan**  
Increase the quality of educational infrastructure
- **Pemberian bantuan pendidikan**  
Give out education aid

#### KESEHATAN HEALTH

- **Peningkatan kualitas kesehatan masyarakat**  
Increase the quality of public health
- **Peningkatan kualitas infrastruktur kesehatan**  
Increase the quality of health infrastructure

#### PEMBERDAYAAN EMPOWERMENT

- **Peningkatan kualitas sarana olahraga**  
Increase the quality of sports infrastructure
- **Pemanfaatan potensi yang ada**  
Utilize existing potentials

#### LINGKUNGAN ENVIRONMENT

- **Pemulihan lingkungan terdampak**  
Recovery of affected environment
- **Peningkatan kualitas lingkungan hidup**  
Increase the quality of living environment

Dalam pelaksanaannya, Perseroan melibatkan berbagai pihak berkepentingan guna menciptakan sinergi yang kuat dalam mengembangkan potensi masyarakat. Melalui kerja sama ini, pengembangan dan pemberdayaan masyarakat dapat dilaksanakan secara tepat sasaran sesuai potensi yang ada di wilayah tersebut. [G4-DMA]

Pelaksanaan program CSR dilaksanakan secara konsisten setiap tahun melalui penyediaan anggaran dan perencanaan yang sistematis. Tujuannya agar masyarakat dan lingkungan dapat merasakan manfaat yang sebesar-besarnya, serta menghadirkan citra positif dan memperkokoh dukungan masyarakat terhadap Perseroan dalam menjalankan bisnisnya. Dengan demikian, Perseroan dapat fokus dalam meningkatkan kinerja serta menjalankan dan mewujudkan usaha yang berkelanjutan.

## **Dasar Hukum**

Harmonisasi antara *profit*, *planet* dan *people* menjadi tema dalam program-program CSR Perseroan, dengan berlandaskan pada sejumlah ketentuan baik undang-undang, peraturan pemerintah, maupun peraturan menteri, meliputi:

1. Undang-undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas.
2. Undang-undang Nomor 19 Tahun 2003 Pasal 88 tentang Badan Usaha Milik Negara.
3. Peraturan Pemerintah Nomor 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas.
4. Peraturan Menteri Negara BUMN No.PER-05/MBU/2007 tentang Program Kemitraan Badan Usaha Milik Negara dengan Usaha Kecil dan Program Bina Lingkungan.
5. Peraturan Menteri Negara BUMN No.PER-08/MBU/2013 tanggal 10 September 2013 tentang Perubahan Keempat atas Peraturan Menteri Negara Badan Usaha Milik Negara No.PER-05/MBU/2007 tentang Program Kemitraan Badan Usaha Milik Negara dengan Usaha Kecil dan Program-program Bina Lingkungan.

In the implementation, the Company involves stakeholders groups in order to create a strong synergy to develop the community's potential. Through this cooperation, the development and empowerment of the community can be conducted right on target in accordance to the potential of the area. [G4-DMA]

The CSR program is conducted consistently every year through the budgeted fund and systematic planning. The objective is for the community and the environment to be able to feel the benefit as much as possible, as well as to create a positive image and strengthen the community's support towards the Company in running its business. As such, that allows the Company to focus in improving its performance as well as conduct and deliver a sustainable business.

## **Legal Foundation**

Harmonisasi antara *profit*, *planet* dan *people* menjadi tema dalam program-program CSR Perusahaan, dengan berlandaskan pada sejumlah ketentuan baik undang-undang, peraturan pemerintah, maupun peraturan menteri, meliputi:

1. Law No. 40 Year 2007 concerning Limited Liabilities Company.
2. Law No. 19 Year 2003 article 88 concerning State-Owned Enterprises.
3. Government Regulation No. 47 Year 2012 concerning Social and Environmental Responsibilities of Limited Liabilities Company.
4. Regulation of Minister of State-Owned Enterprises No. PER-05/MBU/2007 concerning Partnership Program for State-Owned Enterprises with Small Business and Community Development Program.
5. Regulation of Minister of State-Owned Enterprises No.PER-08/MBU/2013 dated 10 September 2013 concerning the Fourth Amendment of Regulation of Minister of State-Owned Enterprises No.PER-05/MBU/2007 concerning Partnership Program for State-Owned Enterprises with Small Business and Community Development Program.

Pelaksanaan CSR akan memberikan dampak yang sangat besar bagi berbagai pemangku kepentingan.

Bagi Perseroan, hal ini akan meningkatkan reputasi, menciptakan keharmonisan, serta menghadirkan nilai tambah untuk pertumbuhan usaha. Di sisi lain, jalinan kerja sama antara Perseroan dan para pemangku kepentingan akan semakin kuat. Hal ini ditunjukkan melalui peran serta para pemangku kepentingan seperti pemerintah daerah, tokoh masyarakat dan/atau adat, dan lembaga swadaya masyarakat dalam pelaksanaan kegiatan CSR.

### **Pelibatan Masyarakat Lokal**

Pelibatan masyarakat lokal di wilayah sekitar lokasi proyek menjadi suatu hal yang penting bagi Perseroan, karena dengan demikian, Perseroan dapat memberikan manfaat bersama bagi masyarakat. Di samping itu, Perseroan meyakini bahwa melalui komitmen ini akan menciptakan keberlanjutan dan pertumbuhan bisnis yang lebih tinggi ke depan.

Pelibatan masyarakat lokal dilakukan melalui berbagai pendekatan seperti sosialisasi proyek-proyek yang dilaksanakan, perekrutan tenaga kerja lokal, termasuk pemberian bantuan kepada masyarakat. Selain itu, Perseroan juga mengikutsertakan masyarakat sekitar dalam perayaan hari besar keagamaan. Melalui berbagai metode pelibatan ini, masyarakat dapat merasakan dampak positif berupa peningkatan kesejahteraan di lingkungan mereka.

The CSR implementation will give significant impact for many stakeholders.

For the Company, this will increase company's reputation, create harmonization, as well as bring an added value for business growth. On the other side, the cooperation between the Company and the stakeholders will grow stronger. This is displayed through the involvement of the stakeholders; such as regional government, public and/or traditional figures, and non-governmental organizations in the CSR activity implementation.

### **Involvement of Local Community**

The involvement of the local community on the area around the project location becomes an important matter for the Company, because that way, the Company gives a common benefit for the community. Apart from that, the Company also believes that through this commitment, it will create sustainability and higher business growth in the future.

The involvement of the local community was carried out through different approaches such as socialization of implemented projects, local manpower recruitment, including aid distribution to the community. Aside from that, the Company also involves the local community in the celebration of religious days. Through these methods of involvement, the community may experience the positive impact in the form of the welfare improvement in their environment.

# PROGRAM TANGGUNG JAWAB SOSIAL KEPADA MASYARAKAT DAN LINGKUNGAN

## SOCIAL RESPONSIBILITY PROGRAM TOWARDS THE COMMUNITY AND ENVIRONMENT

Pelaksanaan program tanggung jawab sosial perusahaan kepada masyarakat dan lingkungan dilakukan berdasarkan kepada proposal dari stakeholder yang diajukan kepada Perseroan. Kemudian Perseroan melakukan seleksi berdasarkan tingkat kepentingan dan ketersediaan sumber daya yang ada. Sehingga penyaluran program tanggung jawab sosial dapat dilaksanakan sesuai dengan prioritas yang objektif.

Selama tahun 2019, Perseroan telah merealisasikan dana untuk program CSR sebesar Rp241.034.350 dengan proporsi 44% untuk bidang pendidikan dan 56% untuk bidang pemberdayaan. [G4-DMA]

The implementation of corporate social responsibility programs to the community and environment were carried out based on the proposal from stakeholders that were submitted to the Company. The Company then conducted selection based on the priority level and availability of existing resources. Therefore the distribution of social responsibility program may be conducted in accordance with an objective priority.

Throughout 2019, the Company had realized funds for the CSR program amounted to Rp241,034,350 with the proportion of 44% for educational sector and 56% for empowerment sector. [G4-DMA]

No	Bidang Sector	Kegiatan Activity	Lokasi Location	Jumlah (Rp) Total (Rp)
1	Pendidikan Education	Pemberdayaan Pendidikan Anak Yatim Education Empowerment of Orphans	Medan	37.422.250
			Jakarta	63.999.100
	Pemberdayaan Empowerment	Peningkatan Kualitas Rumah Ibadah Quality Improvement of House of Worships	Riau	5.000.000
			Jakarta	20.000.000
			Duri	10.000.000
2	Pemberdayaan Empowerment	Bantuan Hewan Qurban Sacrificial Animal Aid	Jakarta	30.000.000
			KTI Eastern Indonesia Region	30.000.000
			Sumatra Bag Selatan Southern Sumatra	30.000.000
			Riau	5.500.000
			Medan	9.113.000
Jumlah   Total				241.034.350

## **Program Pendidikan [G4-SO1]**

Program CSR di bidang pendidikan bertujuan untuk meningkatkan mutu dan memastikan keberlanjutan pendidikan bagi siswa/siswi yang mendapatkan program bantuan dari Perseroan. Program CSR di bidang pendidikan ini diwujudkan dengan memberikan santunan bagi anak yatim. Santunan yang diberikan berupa uang tunai, makanan, peralatan ibadah dan peralatan sekolah. Program pemberian santunan ini dilaksanakan di beberapa lokasi yaitu di lokasi Kantor Pusat Jakarta, di lokasi proyek EPCI MKTT Medan, dan lokasi proyek EPCI di Riau. Total penyaluran bantuan melalui program ini adalah sebesar Rp106.421.350.

## **Program Pemberdayaan [G4-SO1]**

Program CSR pemberdayaan bertujuan untuk memaksimalkan potensi masyarakat dan memberdayakan masyarakat sekitar sehingga memiliki kesejahteraan yang lebih baik dari sebelumnya. Pada pilar pemberdayaan ini, Perseroan melaksanakan kegiatan pada 2 bidang utama yaitu bidang keagamaan dan pemberdayaan potensi masyarakat.

Pada tahun 2019, Perseroan melaksanakan program CSR di bidang keagamaan dalam bentuk pemberian hewan kurban sebesar Rp95.500.000 dan peningkatan kualitas rumah ibadah sebesar Rp30.000.000. Program CSR di bidang keagamaan dilakukan di lokasi Kantor Pusat Jakarta, lokasi proyek TKJP KTI dan SBS, serta lokasi proyek EPCI di Duri dan Riau.

Sementara pada bidang pemberdayaan potensi masyarakat, Perseroan melaksanakan program pembinaan olahraga pemuda lokal pada cabang olahraga sepakbola. Program ini dilaksanakan di wilayah proyek EPCI MKTT Medan. Total penyaluran dana untuk program pembinaan olahraga adalah sebesar Rp9.113.000.

Sehingga total penyaluran dana untuk program CSR pemberdayaan adalah sebesar Rp134.613.000.

## **Education Program [G4-SO1]**

The CSR program in the education sector is aimed to increase quality and to ensure education continuity for students who receive the aid program from the Company. The CSR program in the education sector is realized through compensation for the orphans. The donation was given in the form of cash, food, worship equipment, and school supplies. This benefaction program was carried out in several locations, namely Jakarta Head Office, EPCI MKTT Medan location project, and EPCI project in Riau. The total aid distributed through this program was Rp106,421,350.

## **Empowerment Program [G4-SO1]**

The CSR empowerment program aims to maximize the potential of the communities and empower the surrounding communities so that they may have a better welfare than before. Concerning pillar of empowerment, the Company carried out activities in 2 main areas, namely the religious field and the empowerment of community potential.

In 2019, the Company implemented a CSR program in the religious sector in the form of donating sacrificial animals amounted to Rp95,500,000 and improved the quality of houses of worship that amounted to Rp30,000,000. The CSR program in the religious sector were carried out at the Jakarta head office location, the KTI and SBS TKJP project locations, as well as the EPCI project locations in Duri and Riau.

While in the sector of community potential empowerment, the Company implemented local youth sports coaching program in soccer. This program was implemented in the EPCI MKTT Medan project area. The total fund distributed for the sports coaching program was Rp9,113,000.

The total fund allotted for the empowerment CSR program amounted to Rp134,613,000.

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## FEEDBACK FORM

Terima kasih telah membaca Laporan Keberlanjutan 2019 PT Patra Drilling Contractor. Untuk meningkatkan transparansi kinerja keberlanjutan dan kualitas Laporan Keberlanjutan Tahun 2020, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan mengirim email atau mengirim formulir ini melalui kontak informasi yang sudah disediakan.

Thank you for reading the 2019 Sustainability Report of PT Patra Drilling Contractor. In our efforts to increase the transparency of sustainable performance and the quality of Sustainability Report 2020, we ask willingness from the stakeholders to provide feedback by sending an email or the form below through the available contact information.

No	Pertanyaan Question	Setuju Agree	Netral Neutral	Tidak Setuju Disagree
1	Laporan Keberlanjutan ini memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial dan lingkungan yang telah dilakukan Perseroan.  1 The Sustainability Report gives useful information regarding the economic, social and environmental performance that had been carried out by the Company.			
2	Informasi ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan.  2 The information presented increases trust to the sustainability of the Company.			
3	Laporan ini telah disajikan secara terstruktur.  3 The report is presented in a structured manner.			
4	Data dan informasi yang disajikan lengkap, transparan dan berimbang.  4 Data and information presented are complete, transparent and balanced.			
5	Laporan ini menarik dan mudah dimengerti.  5 The report is engaging and easy to understand.			

**PENILAIAN TERHADAP KEGIATAN MANAJEMEN KEBERLANJUTAN  
PT PATRA DRILLING CONTRACTOR**

Mohon berikan saran/usul/komentar Anda atas laporan ini:

**ASSESSMENT TOWARDS SUSTAINABLE MANAGEMENT ACTIVITIES  
OF PT PATRA DRILLING CONTRACTOR**

Please provide your suggestion/recommendation/comment over the report:

.....  
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.....  
.....  
.....  
.....

**Profil Anda | Your Profile**

**Nama Lengkap** : .....  
**Full Name**

**Pekerjaan** : .....  
**Occupation**

**Nama Lembaga/Perusahaan** : .....  
**Institution/Corporate**

**Jenis Kelembagaan/Perusahaan** : .....  
**Type of Institution/Corporate**

- Pemerintah | Government**
- Industri | Industry**
- Media | Media**
- LSM | NGO**
- Masyarakat | Community**
- Pendidikan | Education**
- Lain-lain, mohon sebutkan...  
Others, please specify...**

Terima kasih atas kesediaan Anda meluangkan waktu untuk mengisi lembar umpan balik ini. Kami sangat menghargai kritik, saran dan masukan Anda.

**Thank you for your willingness and time to respond the feedback page. We greatly appreciate your critic, suggestion and input.**

Kirimkan Lembar Umpan Balik kepada:  
Sekretaris Perusahaan

Send Feedback Form to: Corporate Secretary

Kantor Pusat



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