



INISIATIF SOSIAL PADA IMPLEMENTASI ESG PERTAMINA

SOCIAL INITIATIVES ON PERTAMINA'S ESG IMPLEMENTATION

Di dalam 10 Fokus Keberlanjutan Pertamina yang telah ditetapkan, selain isu Lingkungan dan Tata Kelola, sebanyak 50% berkaitan dengan isu Sosial. Isu Sosial yang dijadikan fokus keberlanjutan diantaranya adalah Kesehatan dan Keselamatan Kerja (K3); Pencegahan Insiden Skala Besar; Perekrutan, pengembangan, dan retensi Karyawan; Inovasi dan penelitian; serta Pelibatan dan Dampak Komunitas.

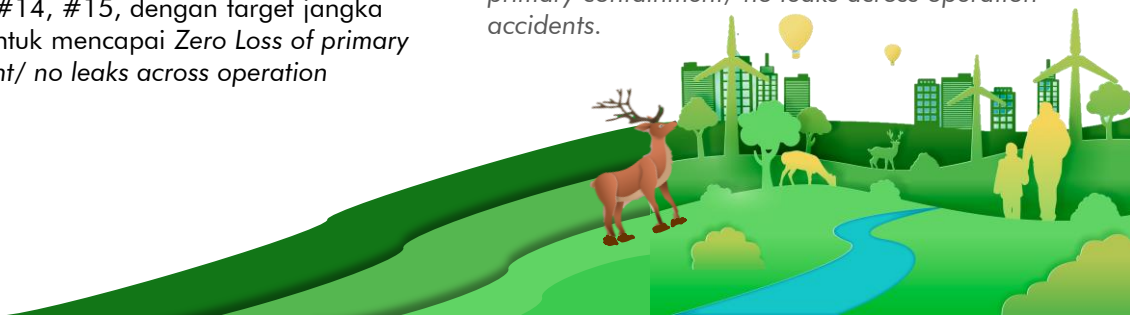
Pada fokus Kesehatan dan Keselamatan Kerja (K3), yang menetapkan target SDGs #3 dan #8, Pertamina telah memiliki standar implementasi prosedur K3 yang bernama SUPREME. Prosedur ini memiliki target untuk mencapai Zero Accident, Zero Fatality, serta *beyond PROPER* dengan fokus pada Management limbah B3, Non-B3, dan air.

Masih terkait dengan K3, Pertamina juga menaruh perhatian khusus pada Pencegahan Insiden Skala Besar, mengingat operasional Pertamina dari hulu hingga hilir merupakan pekerjaan yang memiliki tingkat resiko tinggi. Fokus K3 ini memiliki keterkaitan dengan SDGs #3, #12, #14, #15, dengan target jangka panjang untuk mencapai *Zero Loss of primary containment/ no leaks across operation accidents*.

In Pertamina's 10 Sustainability Focuses that have been determined, aside from Environmental and Governance issues, 50% of the focuses are related to Social issues. The social issues which include in the sustainability focuses are Occupational Safety and Health (OSH); Large-Scale Incident Prevention; Employee Recruitment, Development and Retention; Innovation and Research; and Community Engagement and Impact.

On the Occupational Safety and Health (OSH) focus, which sets the SDGs #3 and #8 targets, Pertamina already has a standard implementation of the OSH procedure called SUPREME. This procedure aims to achieve Zero Accident, Zero Fatality, and beyond PROPER with a focus on B3, Non-B3, and water waste management.

Still related to K3, Pertamina prioritizes the Prevention of Large-Scale Incidents, considering Pertamina's operation from upstream to downstream is a high-risk job. This OSH focus is related to SDGs #3, #12, #14, #15, with the long-term target of achieving Zero Loss of primary containment/ no leaks across operation accidents.



Di sisi lain, karyawan merupakan aset perusahaan yang utama. Oleh karena itu, salah satu fokus Pertamina adalah Perekrutan, Pengembangan, dan Retensi Karyawan dengan target SDGs #5 dan #8. Pada fokus ini, Perusahaan menetapkan target maksimal 5% untuk angka Turnover Pekerja. Selain itu, ditargetkan bahwa seluruh pekerja pada tahun 2025 wajib mendapatkan pelatihan, termasuk topik keberlanjutan.

Dalam rangka pengembangan program-program inovasi untuk penelitian terkait produk rendah karbon yang bertujuan untuk meningkatkan efisiensi energi dan meeningkatan pendaftaran hak paten, Inovasi dan Penelitian menjadi salah satu fokus Pertamina. Adapun target SDGs untuk fokus ini adalah #8 dan #9.

Fokus isu sosial terpenting lainnya adalah Pelibatan dan Dampak Komunitas. Dengan wilayah operasional yang sangat luas di seluruh Indonesia, hal ini menjadi isu penting bagi perusahaan. Pertamina menetapkan target SDGs #1, #4, #7, #14, dan #15 untuk fokus ini dengan tujuan ambisi pencapaian akses energi ke seluruh wilayah Indonesia. Serta peningkatan kesejahteraan masyarakat sekitar wilayah operasi perusahaan, karena Pertamina yakin dengan dukungan masyarakat, keberlanjutan perusahaan akan semakin baik.

PERTAMINA turut berkontribusi dalam berbagai program pemberdayaan masyarakat melalui program CID (Community Involvement & Development) untuk meningkatkan ekonomi, kesehatan, dan pendidikan yang menjangkau masyarakat sekitar wilayah operasi bahkan sampai wilayah 3T.

Semua inisiatif yang telah dilakukan ini diharapkan dapat semakin mendukung implementasi ESG Pertamina dalam rangka mencapai program keberlanjutan perusahaan.

On the other hand, employees are the company's most valuable asset. Therefore, the Employee Recruitment, Development and Retention is set as one of our focuses that align with SDGs #5 and #8 targets. In this focus, we set a maximum target of 5% for the Employee Turnover rate. Furthermore, it is targeted that by 2025, all workers will be required to receive training, including the topic of sustainability.

Innovation and Research is one of our focuses in the context of developing innovation programs for research related to low-carbon products with the goal of increasing energy efficiency and patent registrations. The SDGs targets for this focus are #8 and #9.

Community Engagement and Impact is another important social issue focus. This is a critical issue for the company, which has a large operational area throughout Indonesia. We set SDGs #1, #4, #7, #14, and #15 targets for this focus in order to achieve energy access ambitions throughout Indonesia while also improving the welfare of communities surrounding the company's operational areas. Because we believe that with community support, the company's sustainability will improve.

PERTAMINA also contributes in various community empowerment programs through its program called CID (Community Involvement & Development), which helps to improve the economy, health, and education in the community surrounding the operational area, including the 3T area.

All of the initiatives that have been carried out are expected to aid in the implementation of Pertamina's ESG in achieving corporate sustainability programs.



SOCIAL INITIATIVES ON PERTAMINA'S ESG IMPLEMENTATION



In Pertamina's 10 Sustainability Focuses, 50% of the focuses concern the Social issues, and the rest focuses relate to Environmental and Governance issues. The social issues that are contained in the Pertamina Sustainability Focuses including Occupational Safety and Health (OSH); Large-Scale Incident Prevention; Employee Recruitment, Development and Retention; Innovation and Research; and Community Engagement and Impact.

Pertamina's Sustainability Focuses

ESG



Focus



SDGs



Primary Target

	Focus	SDGs	Primary Target
E	1. Addressing climate change	#7, #13	• 30% of emission reduction in 2030.
	2. Reducing environment footprint	#7, #13	• Beyond compliance Water & Waste management
	3. Protecting biodiversity	#14, #15	• Net positive impact on biodiversity
S	4. Health and safety	#3, #8	• Zero Accidents, Zero Fatalities
	5. Prevention of major accidents	#3, #12, #14, #15	• Zero loss of primary containment, No major accidents
	6. Employee recruiting, development & retention	#5, #8	• Aim for below 5% employee turnover, Zero harassment
	7. Innovation and research	#8, #9	• Completion of low-carbon research and innovations
G	8. Community engagement and impact	#1, #4, #7, #14, #15	• Improve community based access to energy in Indonesia
	9. Cyber security	#16	• Zero cyber attacks
	10. Corporate Ethics	#16	• Zero tolerance on Fraud and Corruption

*ESG: Environmental, Social, Governance

