



**TOGETHER WE BUILD
SUSTAINABILITY**

PENJELASAN TEMA

Explanation of Themes

TOGETHER WE BUILD SUSTAINABILITY

Kehidupan adalah sebuah proses berkelanjutan, kesempurnaan jalinannya sangat tergantung pada partisipasi setiap pihak dalam menjalankan perannya. Brantas Abipraya merupakan bagian dari mata rantai kehidupan bangsa Indonesia. Abipraya menyadari bahwa kami harus menjalankan peran secara utuh dan bertanggung jawab untuk menjaga kesinambungan proses kehidupan. Untuk itu, perlu menghadirkan manfaat bagi kehidupan masyarakat sekaligus fondasi pertumbuhan ekonomi bangsa. Melalui tanggung jawab yang utuh kepada segenap pemangku kepentingan, Brantas Abipraya berupaya menciptakan kehidupan yang lebih bersinar bagi lingkungan sekitar. Semua itu dilaksanakan dengan berpedoman pada prinsip tata kelola yang baik, untuk menjadi entitas tangguh yang mampu memberikan kontribusi terbaik bagi terciptanya kehidupan yang lebih baik untuk saat ini dan di masa yang akan datang

Life is a continuous process, the perfection of the fabric really depends on the participation of each party in carrying out its role. Brantas Abipraya is part of the life chain of the Indonesian nation. Abipraya realizes that we have to carry out our roles fully and responsibly to maintain the continuity of the life process. For that, it is necessary to bring benefits to people's lives as well as the foundation of the nation's economic growth. Through complete responsibility to all stakeholders, Brantas Abipraya strives to create a brighter life for the surrounding environment. All of this is carried out based on the principles of good governance, to become a formidable entity capable of making the best contribution to the creation of a better life today and in the future.



KEY HIGHLIGHTS 2020

Key Highlights 2020

PENCAPAIAN ACHIEVEMENT



- The Best GRC for Corporate Governance and Risk Management 2020 dari Indonesia Bussines News
- Penghargaan Kecelakaan Nihil dari Menteri ketenagakerjaan Republik Indonesia/ Zero Accident Award from the Minister of Manpower of the Republic of Indonesia
- WSO Indonesia Safety Culture Award dari World Safety Internasional



SUMBER DAYA MANUSIA HUMAN RESOURCES

Investasi pelatihan sebesar Rp643.959.700,-
Training investment of IDR 643,959,700,-



MASYARAKAT COMMUNITY

- Investasi komunitas dengan total Rp3,8 miliar
- Komitmen terhadap dunia Pendidikan Rp731,5 juta
- Komitmen dalam Pelestarian Alam Rp244,5 juta
- Bantuan Sosial Kemasyarakatan Rp437.8 juta
- Peningkatan Kesehatan Rp20 juta
- Komitmen pengembangan keagamaan Rp125 juta
- Bantuan Pengembangan prasarana dan/atau sarana umum Rp25 juta
- Bantuan Bencana Alam dan Non Alam, Termasuk Wabah Rp2,2 miliar
- Community investment with a total of IDR 3.8 billion
- Commitment to the world of Education Rp.731, 5 million
- Commitment in Nature Conservation IDR 244.5 million
- Community Social Assistance Rp.437.8 million
- Health Improvement Rp. 20 million
- Commitment to religious development Rp. 125 million
- Development assistance for infrastructure and / or public facilities Rp.25 million
- Natural and Non-Natural Disaster Aid, Including Outbreaks of Rp. 2.2 billion



KEBERLANJUTAN SUSTAINABILITY

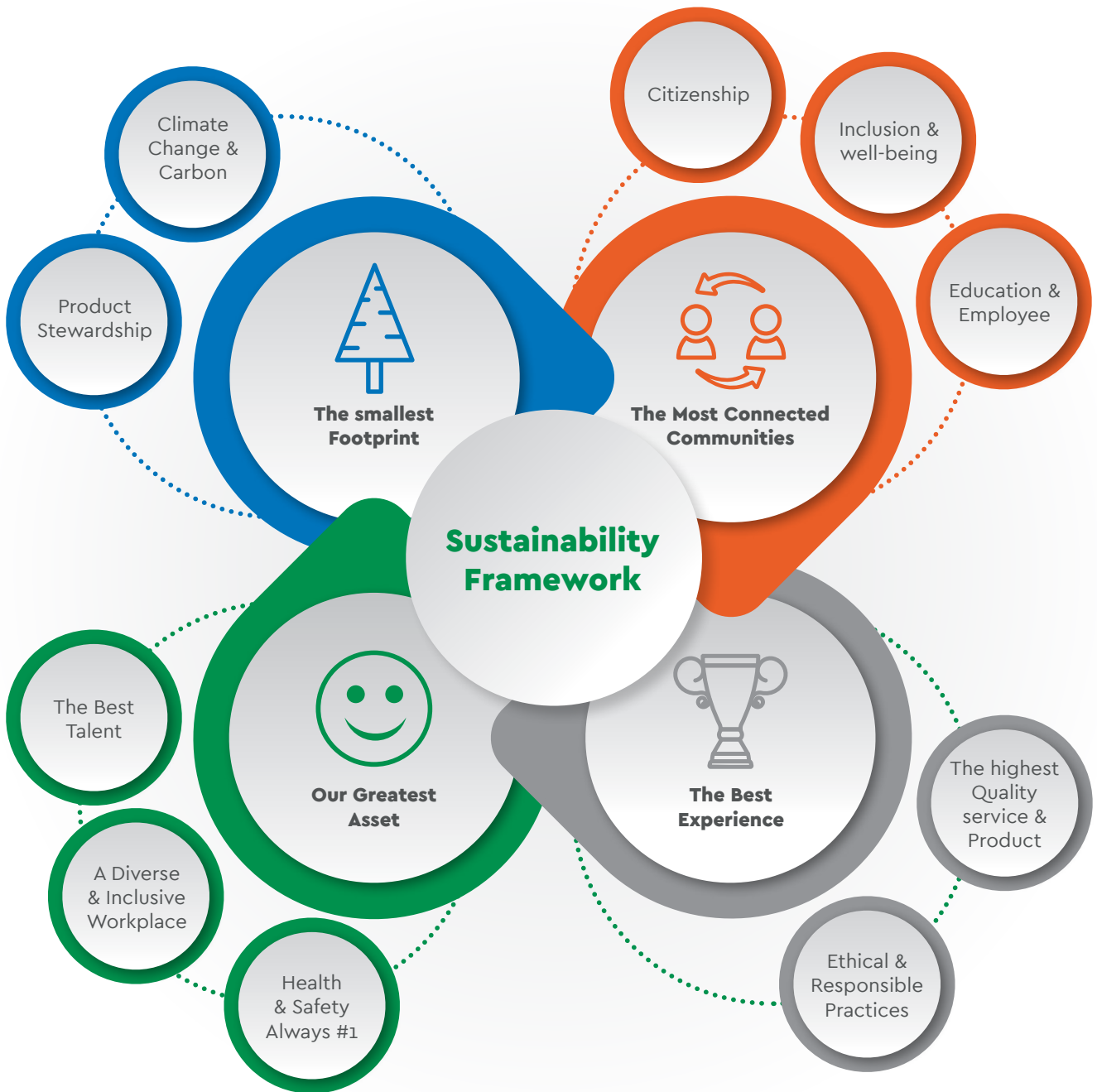
Abipraya berkomitmen untuk menciptakan pertumbuhan bisnis yang berkelanjutan dan berjangka panjang, sambil memimpin dan membentuk perubahan positif untuk pasar dan pelanggan, komunitas sekitar tempat beroperasi, SDM, dan lingkungan.

Abipraya is committed to creating sustainable and long-term business growth, while leading and shaping positive change for markets and customers, the communities around which it operates, people, and the environment.



KERANGKA BERKELANJUTAN ABIPRAYA

Abipraya Sustainability Framework



DAFTAR ISI

Table of Contents

Key Highlights 2020	02	Ringkasan Pencapaian	06
Key Highlights 2020		Summary of Achievements	
Kerangka Berkelanjutan Abipraya	03	Visi dan Misi Perusahaan	07
Abipraya Sustainability Framework		Vision and Mission of the Company	
Daftar Isi	04	Sambutan Direktur Utama	12
Table of Contents		President Director's Message	

TENTANG BRANTAS ABIPRAYA

About Brantas Abipraya

18

Profil Perusahaan	21	Pasar Terlayani	28
Company Profile		Market Served	
Informasi Komposisi Kepemilikan Saham 23		Pasar Terlayani Berdasarkan Segmen	
Information on Composition of Share Ownership		Produk (Tahun 2020)	29
Informasi Anak Perusahaan	24	Markets Served by Product Segments (2020)	
Subsidiary Information		Rantai Pasokan	29
Struktur Grup Perusahaan	24	Supply chain	
Company Group Structure		Profil Pegawai	32
Penghargaan	25	Employee Profile	
Awards		Perubahan Signifikan Pada Perseroan	34
Wilayah Operasional	26	Significant Changes in the Company	
Operational Area		Inisiatif Eksternal dan Sertifikasi	34
Skala Organisasi	28	External Initiatives and Certification	
Organization Scale			

TATA KELOLA PERUSAHAAN

Corporate governance

36

Keanggotaan Asosiasi	35
Association Membership	

TENTANG LAPORAN KEBERLANJUTAN

About the Sustainability Report

44

Sistem Pelaporan Pelanggaran	41	Profil Laporan	46
Whistleblowing System		Report Profile	

KEBERLANJUTAN EKONOMI About the Sustainability Report

60

Identifikasi Topik Material 50	Nilai Ekonomi Langsung yang Diperoleh dan Didistribusikan 64
Identification of Material Topics	Direct Economic Value Generated and Distributed
Kinerja Ekonomi Abipraya 62	Kontribusi Abipraya Bagi Indonesia 66
Abipraya's Economic Performance	Abipraya's Contribution to Indonesia
Nilai Ekonomi Dihasilkan dan Didistribusikan 63	
Economic Value Generated and Distributed	

KEBERLANJUTAN KINERJA LINGKUNGAN Environmental Performance Sustainability

78

KEBERLANJUTAN KINERJA SOSIAL Sustainability of Social Performance

90

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

100

Keselamatan Indeks Isi Standar GRI 110
GRI Standard Content Index Safety

RINGKASAN PENCAPAIAN

Summary of Achievements



EKONOMI ECONOMY

- Laba bersih tahun berjalan Rp33,66 miliar
- Pendapatan Usaha Rp2,43 triliun
- Kategori 'SEHAT' dengan peringkat A
- *Net income for the current year Rp33.66 billion*
- *Operating income Rp2.43 trillion*
- *'HEALTHY' category with an A rating*



KETENAGAKERJAAN EMPLOYMENT

- Jumlah jam kerja selamat 10.742.698 jam sepanjang 2020
- Jumlah pendidikan/pelatihan 21.151 jam
- *Total working hours survived 10,742,698 hours throughout 2020*
- *Total education / training 21,151 hours*



KEMASYARAKATAN COMMUNITY

Realisasi CSR dan Bina Lingkungan Rp3,8 miliar

Realization of CSR and Community Development Rp3.8 billion



LINGKUNGAN ENVIRONMENT

- Energi listrik yang dihasilkan PLTM Guci 32,4 juta kWh
- Energi listrik yang dihasilkan PLTS Gorontalo 2,9 juta kWh
- Energi listrik yang dihasilkan PLTM Sako-1 30,1 juta kWh
- *The electrical energy produced by PLTM Guci is 32.4 million kWh*
- *The electricity produced by PLTS Gorontalo is 2.9 million kWh*
- *The electrical energy produced by PLTM Sako-1 is 30.1 million kWh*

VISI DAN MISI PERUSAHAAN [102-16]

Vision and Mission of the Company [102-16]



Menjadi perusahaan terpercaya dalam industri konstruksi dan investasi
To be a trusted company in the construction and investment industry

Artinya/ Meaning:

- 1. Membangun reputasi perusahaan dan mengutamakan kepuasan pelanggan.
 - 2. Dalam 5 (lima) tahun ke depan mampu menjadi 5 (lima) besar perusahaan konstruksi nasional.
- 1. Have all the professional requirements that are adequate.
 - 2. In the next 5 (five) years it will be able to become the top 5 (five) national construction companies.



Menyediakan produk konstruksi bermutu secara profesional dan berkelanjutan.
To provide quality construction products in a professional and sustainable manner



Konsisten menjaga kualitas dan daya saing produk.

The company maintains product quality and competitiveness.



Mengutamakan keselamatan & kesehatan kerja, kelestarian lingkungan dan ekonomi hijau

Prioritizing occupational safety & health, environmental sustainability and a green economy.



Membina hubungan baik dengan stakeholder.

Build good relationships with stakeholders.

Visi dan Misi disahkan oleh Direksi dengan Surat Keputusan Direksi No: 76.1/D/KPTS/II/2021

Vision and Mission approved by the Board of Directors with the Decree of the Board of Directors No: 76.1 / D / KPTS / II / 2021

Dengan misi tersebut, insan PT Brantas Abipraya (Persero) harus tangguh, pantang menyerah, dan ulet dalam mempertahankan dan meningkatkan eksistensi Perusahaan, memenangkan persaingan dalam industri konstruksi serta memberikan nilai tambah yang terbaik bagi Perusahaan.

With this mission, the employees of PT Brantas Abipraya (Persero) must be tough, never give up, and be resilient in maintaining and enhancing the Company's existence, winning the competition in the construction industry and providing the best added value for the Company.

NILAI - NILAI DAN BUDAYA PERUSAHAAN CORPORATE VALUES AND CULTURE



Amanah Trust

Memegang teguh kepercayaan yang diberikan.

1. Memenuhi janji dan komitmen.
2. Bertanggung-jawab atas tugas, keputusan dan tindakan yang dilakukan hingga tuntas.
3. Berpegang teguh kepada nilai moral dan etika.

Uphold the trust given.

1. Keep promises and commitments.
2. Responsible for tasks, decisions and actions taken to completion.
3. Stick to moral and ethical values.



Kompeten Competent

Terus belajar dan mengembangkan kapabilitas.

1. Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah.
2. Membantu orang lain untuk belajar
3. Menyelesaikan tugas dengan kualitas terbaik.
4. Berani mengambil keputusan secara cepat dan tepat berdasarkan risiko yang terukur
5. Mengutamakan Kesehatan dan Keselamatan Kerja serta kepedulian kepada orang lain, lingkungan sosial dan alam sebagai *way of life*.
6. Melayani dengan hati tanpa batas.

Continue to learn and develop capabilities.

1. Increase self-competence to respond to ever-changing challenges.
2. Helping others to learn
3. Complete tasks of the highest quality.
4. Dare to make decisions quickly and accurately based on measurable risks
5. Prioritizing Occupational Health and Safety as well as concern for others, the social and natural environment as a way of life.
6. Serve with a heart without limits.

NILAI - NILAI DAN BUDAYA PERUSAHAAN CORPORATE VALUES AND CULTURE



Harmonis Harmonious

Saling Peduli dan menghargai perbedaan.

1. Menghargai setiap orang apapun latar belakangnya
2. Saling membantu dan mendukung untuk kepentingan Perusahaan
3. Membangun lingkungan kerja yang kondusif

Caring for each other and respecting differences.

1. Respect everyone regardless of their background
2. Help and support each other for the benefit of the Company
3. Build a conducive work environment



Loyal Loyal

Berdedikasi dan mengutamakan kepentingan bangsa dan negara.

1. Menjaga nama baik sesama pekerja, pimpinan, BUMN dan Negara
2. Rela berkorban untuk mencapai tujuan yang lebih besar.
3. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika
4. Berkontribusi lebih melampaui harapan untuk membangun dan meningkatkan kapasitas nasional
5. Pantang menyerah menghadapi tantangan dan harapan.

Dedicated and prioritizing the interests of the nation and state.

1. Maintain the good name of fellow workers, officials, BUMN and the State
2. Willing to sacrifice to achieve a greater goal.
3. Obey the leadership as long as it is not against the law and ethics
4. Contribute beyond expectations to build and enhance national capacity
5. Never give up in facing challenges and hopes.

NILAI - NILAI DAN BUDAYA PERUSAHAAN CORPORATE VALUES AND CULTURE



Adaptif Adaptive

Terus berinovasi dan antusias dalam meggerakkan ataupun menghadapi perubahan.

1. Cepat menyesuaikan diri untuk menjadi lebih baik.
2. Terus-menerus melakukan perbaikan mengikuti perkembangan teknologi.
3. Bertindak proaktif
4. Kreatif dan inovatif dalam menghasilkan solusi dan nilai tambah
5. Menunjukkan semangat, antusiasme dan energi positif

Continue to innovate and be enthusiastic in moving or facing change.

1. Quickly adjust to be better.
2. Continuously making improvements following technological developments.
3. Be proactive
4. Creative and innovative in generating solutions and added value
5. Shows enthusiasm, enthusiasm and positive energy



NILAI - NILAI DAN BUDAYA PERUSAHAAN CORPORATE VALUES AND CULTURE



Kolaboratif Collaborative

Membangun kerjasama yang sinergis

1. Memberikan kesempatan kepada berbagai pihak untuk berkontribusi
2. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah
3. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan Perusahaan.
4. Bersinergi secara agresif untuk memberikan nilai tambah sebesar-besarnya untuk perusahaan dan stakeholder lainnya.

Build synergistic cooperation

1. Provide opportunities for various parties to contribute
2. Be open in working together to produce added value
3. Mobilizing the use of various resources for the Company's goals.
4. Synergize aggressively to provide maximum added value for the company and other stakeholders.



SAMBUTAN DIREKTUR UTAMA [102-14]

President Director's Message [102-14]



Bambang E. Marsono
Direktur Utama
President Director

Para pemangku kepentingan yang terhormat,

Pada kesempatan ini, izinkan kami menyampaikan Laporan Keberlanjutan yang diterbitkan terpisah dengan Laporan Tahunan PT Brantas Abipraya (Persero). Pada penerbitan kali ini, kami merujuk pada Standar GRI. Penerbitan Laporan ini sekaligus merupakan pertanggungjawaban kami kepada segenap pemangku kepentingan tentang pengelolaan kinerja ekonomi, lingkungan dan sosial selama tahun 2020. Selain itu, penerbitan ini sekaligus merupakan komitmen Perseroan dalam menjalankan Tanggung Jawab Sosial dan Lingkungan seperti diatur dalam Undang-Undang No.40 Tahun 2007 tentang Perseroan Terbatas.

KINERJA EKONOMI KEBERLANJUTAN

Untuk mendapatkan market baru, Perseroan menjalankan strategi marketing yang ekspansif dengan menggarap segmen-segmen baru yang belum dikuasai tahun 2019. Sepanjang 2020, Untuk menghadapi persaingan, Perseroan menjalaninya dengan tetap mengutamakan kualitas pelaksanaan proyek. Sementara itu, dari sisi produk, Perseroan melakukan peningkatan di beberapa bidang, termasuk menggunakan aplikasi teknologi terbaru yaitu Lean Construction dengan teknologi terkini sebagai pendukungnya yaitu *Building Information Modelling* (BIM) untuk *project management*. Bagi Perseroan penerapan ini bagian dari eksekusi strategi bersaing perusahaan dengan kualitas unggul dan harga yang kompetitif. [103-2]

Dear stakeholders,

On this occasion, let us submit a Sustainability Report published separately from the Annual Report of PT Brantas Abipraya (Persero). In this publication, we refer to the GRI Standards. The publication of this report is also our responsibility to all stakeholders regarding the management of economic, environmental and social performance during 2020. In addition, this publication is also the Company's commitment to carrying out Social and Environmental Responsibility as regulated in Law No.40 of 2007. regarding Limited Liability Companies.

SUSTAINABILITY ECONOMIC PERFORMANCE

To get a new market, the Company has implemented an expansive marketing strategy by working on new segments that have not been mastered in 2019. Throughout 2020, to face competition, the Company continues to prioritize the quality of project implementation. Meanwhile, from the product side, the Company has made improvements in several fields, including using the latest technology applications, namely Lean Construction with the latest technology as its support, namely Building Information Modeling (BIM) for project management. For the Company, this application is part of the execution of the company's competitive strategy with superior quality and competitive prices. [103-2]

KINERJA LINGKUNGAN KEBERLANJUTAN

Perseroan menyadari bahwa perubahan iklim merupakan isu global yang menuntut kepedulian bersama warga dunia saat ini. Langkah konkret Perseroan untuk mendukung pelestarian lingkungan diwujudkan antara lain, melalui praktik operasional ramah lingkungan sehingga dampak negatif bisa diminimalkan. Selain memaksimalkan prinsip 5R (*rethink, reduce, reuse, recycle dan recovery*), Perseroan juga berupaya untuk melakukan efisiensi penggunaan sumber daya alam yang kian terbatas, seperti menghemat penggunaan energi listrik, bahan bakar minyak dan air. Selain itu, Perseroan juga semaksimal mungkin mengelola limbah yang dihasilkan, baik cair maupun padat. Pengelolaan limbah dilakukan secara bertanggungjawab dengan memisahkan antara limbah yang termasuk dalam bahan berbahaya dan beracun (B3) dengan bahan non-B3. Pengelolaan secara seksama juga dilakukan terhadap emisi gas rumah kaca yang dihasilkan selama proses produksi.

Selain itu, Perseroan juga melakukan kegiatan pelestarian lingkungan hidup dengan tema Go Green. Komitmen Perseroan terhadap pelestarian lingkungan yaitu pengelolaan lingkungan secara beyond compliance atau lebih dari sekedar taat, namun berkontribusi nyata dalam pembangunan lingkungan. Komitmen Perseroan terhadap kelestarian lingkungan dibuktikan dengan tidak adanya sanksi atau denda akibat pelanggaran terhadap peraturan tentang lingkungan hidup.

ENVIRONMENTAL PERFORMANCE SUSTAINABILITY

The Company realizes that climate change is a global issue that demands mutual concern for today's world citizens. The Company's concrete steps to support environmental preservation are realized, among others, through environmentally friendly operational practices so that negative impacts can be minimized. In addition to maximizing the 5R principle (*rethink, reduce, reuse, recycle and recovery*), the Company also seeks to make efficient use of increasingly limited natural resources, such as conserving the use of electricity, fuel oil and water. In addition, the Company also maximally manages the waste it generates, both liquid and solid. Waste management is carried out responsibly by separating waste which is classified as hazardous and toxic (B3) from non-B3 materials. Careful management is also carried out on the greenhouse gas emissions that are generated during the production process.

In addition, the Company also carries out environmental conservation activities with the theme Go Green. The Company's commitment to environmental preservation, namely environmental management beyond compliance or more than just being obedient, but contributing significantly to environmental development. The Company's commitment to environmental sustainability is proven by the absence of sanctions or fines due to violations of environmental regulations.

KINERJA SOSIAL KEBERLANJUTAN

Keberhasilan Perseroan melalui tahun 2020 merupakan hasil kerja sama dan dukungan dari berbagai pemangku kepentingan, baik internal maupun eksternal. Salah satu pemangku kepentingan internal yang berperan sangat besar adalah karyawan. Dalam hal ini, yang dibutuhkan Perseroan adalah karyawan yang berkualitas dan kompeten di bidangnya. Untuk menciptakan karyawan dengan karakteristik seperti ini, Perseroan secara kontinyu mengalokasikan dana untuk membiayai berbagai program pendidikan dan pelatihan. Pada tahun 2020, dana yang dikeluarkan Perseroan untuk pendidikan dan pelatihan karyawan tercatat sebesar **Rp643.959.700,-**. Adapun jumlah pendidikan dan pelatihan yang diselenggarakan untuk karyawan ada sebanyak 89 pelatihan.

Selain karyawan yang berkualitas, kinerja Perseroan juga didukung oleh terciptanya lingkungan kerja yang aman dan nyaman. Sejak awal beroperasi, Perseroan berkomitmen untuk mewujudkan angka kecelakaan kerja nihil (zero accident). Upaya yang sungguh-sungguh untuk menerapkan Kebijakan Kesehatan, Keselamatan Kerja dan Lingkungan (K3L) membawa hasil dengan tidak terjadi kecelakaan kerja (fatality) pada karyawan maupun kontraktor selama tahun 2020. Perseroan juga menerapkan standar yang sama bagi para pekerja yang menjadi tanggung jawab para sub kontraktor maupun supplier yang berkerja di lingkungan Perseroan.

SOCIAL SUSTAINABILITY PERFORMANCE

The Company's success through 2020 is the result of cooperation and support from various stakeholders, both internal and external. One of the internal stakeholders who plays a very big role is employees. In this case, what the Company needs is qualified and competent employees in their fields. To create employees with these characteristics, the Company continuously allocates funds to finance various education and training programs. In 2020, the funds spent by the Company for employee education and training were recorded at IDR 643,959,700. As for the number of education and training held for employees, there are as many as 89 trainings.

Apart from quality employees, the Company's performance is also supported by the creation of a safe and comfortable work environment. Since the beginning of its operation, the Company has been committed to achieving zero accidents. Serious efforts to implement the Health, Safety and Environment (K3L) Policy have resulted in no work accidents (fatality) for employees or contractors during 2020. The Company also applies the same standards for workers who are the responsibility of sub-employees, contractors and suppliers who work within the Company.

Keberhasilan Perseroan juga tak lepas dari kepercayaan pelanggan terhadap layanan Perseroan. Bagi Perseroan, pelanggan merupakan salah satu pemangku kepentingan eksternal utama. Sebab, tanpa mereka, keberadaan Perseroan sama sekali tidak berarti. Oleh karena posisinya yang sangat penting tersebut, Perseroan berkomitmen untuk memberikan layanan terbaik serta hasil kerja yang berkualitas sehingga konsumen meraih kepuasan yang optimal.

Khusus untuk masyarakat sebagai pemangku kepentingan eksternal yang lain, Perseroan berupaya agar kehadirannya memberikan manfaat yang sebesar-besarnya. Perseroan menyadari bahwa kehadirannya ditengah masyarakat tak sekadar mencari keuntungan. Lebih dari itu, ada kewajiban lain yang mesti ditunaikan berupa Tanggung Jawab Sosial dan Lingkungan (TJSL). Perseroan melaksanakan program TJSL melalui implementasi dalam bentuk Program Kemitraan dan Bina Lingkungan (PKBL). Pada tahun 2020, Perseroan telah menyalurkan pinjaman dana kemitraan (bergulir) senilai total Rp3,85 miliar, sedangkan penyaluran dana bantuan melalui bina lingkungan sebesar Rp3,80 miliar.

APRESIASI KAMI

Keberhasilan Perseroan melalui tahun 2020 tak lepas dari dukungan dan kerjasama berbagai pihak. Untuk itu, kepada segenap jajaran Dewan Komisaris yang senantiasa memberikan arahan, melakukan pengawasan, dan memberikan kepercayaan penuh kepada Direksi untuk melaksanakan tugas, kami menyampaikan rasa hormat dan terima kasih. Ungkapan yang sama

The success of the Company is also inseparable from customer trust in the Company's services. For the Company, the Customer is one of the main external stakeholders. Because, without them, the Company's existence would be meaningless. Because of this very important position, the Company is committed to providing the best service and quality work so that consumers can achieve optimal satisfaction.

Especially for the community as other external stakeholders, the Company strives for its presence to provide maximum benefits. The company realizes that its presence in the community is not just for profit. More than that, there are other obligations that must be fulfilled in the form of Social and Environmental Responsibility (TJSL). The Company implements the TJSL program through implementation in the form of the Partnership and Community Development Program (PKBL). In 2020, the Company has distributed partnership fund loans (revolving) worth a total of IDR 3.85 billion, while the distribution of aid funds through community development is IDR 3.80 billion.

OUR APPRECIATION

The Company's success through 2020 cannot be separated from the support and cooperation of various parties. For this reason, to all levels of the Board of Commissioners who always provide direction, supervise, and give full confidence to the Board of Directors to carry out their duties, we would like to express our respect and gratitude. We convey the same expression

kami haturkan kepada Pemegang Saham yang memberikan kepercayaan kepada kami untuk melanjutkan pengelolaan Perseroan.

to the Shareholders who give us confidence to continue the management of the Company.

Kepada seluruh karyawan, kami berterima kasih atas kerja keras, dedikasi dan loyalitas yang diberikan dalam mewujudkan target yang telah dicanangkan Perseroan. Perbaikan dan pembenahan untuk keberlanjutan usaha tetap harus terus dilakukan, tanpa melupakan sedikitpun tentang Kesehatan dan Keselamatan Kerja. Kami berharap, dukungan dan kerjasama ini tetap berlanjut pada tahun-tahun mendatang karena hal itu merupakan modal penting bagi Perseroan agar terus maju dan berkembang.

To all employees, we are grateful for the hard work, dedication and loyalty given in realizing the targets that have been set by the Company. Improvements and improvements for business sustainability must continue to be carried out, without forgetting anything about Occupational Health and Safety. We hope that this support and cooperation will continue in the coming years because this is an important asset for the Company to continue to progress and develop.

Semoga Tuhan Yang Maha Esa senantiasa memberikan berkah dan bimbinganNya kepada kita semua.

May God Almighty always give His blessings and guidance to all of us.

Jakarta, Maret/ March 2021



Bambang E. Marsono
Direktur Utama
President Director

TENTANG BRANTAS ABIPRAYA

ABOUT BRANTAS ABIPRAYA





PT Brantas Abipraya (Persero) (“Abipraya” atau “Perseroan”) merupakan Perusahaan yang berawal dari sebuah proyek induk pengembangan di Sungai Brantas. Pendirian legal PT Brantas Abipraya yakni pada tahun 1980. Sejak berdirinya, Abipraya telah berkembang menjadi sebuah perusahaan di bidang industri konstruksi yang handal di sektor bendungan. Melalui pengelolaan manajemen yang konsisten, Abipraya tidak hanya handal mengerjakan konstruksi bendungan, namun juga telah memasuki bidang pekerjaan lain, seperti jalan dan jembatan, prasarana perhubungan, kelistrikan, bangunan gedung, industri properti, dan jalan tol.

Pada tahun 2011, Perseroan melakukan diversifikasi usaha dan mengembangkan usaha di sektor industri energi yang bersifat baru dan terbarukan. Abipraya membentuk Entitas Anak Perusahaan yaitu PT Brantas Energi yang bergerak di bidang Pembangkit Listrik, dengan mengembangkan Pembangkit Listrik Tenaga Surya (PLTS) dan Pembangkit Listrik Tenaga Minihydro (PLTM).

PT Brantas Abipraya (Persero) (“Abipraya” or “Company”) is a company that started as a development master project on the Brantas River. PT Brantas Abipraya was legally established in 1980. Since its establishment, Abipraya has developed into a reliable construction industry company in the dam sector. Through consistent management, Abipraya is not only capable of working on dam construction, but has also entered other fields of work, such as roads and bridges, transportation infrastructure, electricity, buildings, the property industry and toll roads.

In 2011, the Company diversified its business and expanded its business in the new and renewable energy industry sector. Abipraya formed a subsidiary, namely PT Brantas Energi, which is engaged in Power Generation, by developing Solar Power Plants (PLTS) and Minihydro Power Plants (PLTM).

PROFIL PERUSAHAAN

Company Profile

NAMA PERUSAHAAN [102-1]
COMPANY NAME [102-1]



PT Brantas Abipraya (Persero)

DASAR HUKUM PENDIRIAN
[102-5]
LEGAL BASIS OF
ESTABLISHMENT [102-5]



Akta No. 88 tanggal 12 November 1980; Berita Negara Republik Indonesia No. 21 tanggal 12 Maret 1982, Tambahan No. 306
Deed No. 88 dated 12 November 1980; State Gazette of the Republic of Indonesia No. 21 dated 12 March 1982, Supplement No. 306

BIDANG USAHA [102-2]
BUSINESS FIELDS [102-2]



Industri Konstruksi
Construction Industry

JUMLAH KARYAWAN [102-8]
NUMBER OF EMPLOYEES
[102-2]



545 Orang/ People

PRODUK [102-2]
PRODUCT [102-2]



- Jasa Kontruksi
- Energi Terbarukan
- Beton
- Properti
- Penyewaan Alat Berat
- Jalan Tol
- *Construction service*
- *Renewable energy*
- *Concrete*
- *Property*
- *Heavy Equipment Rental*
- *Highway*

KANTOR PUSAT
HEADQUARTERS



Jl. D. I. Panjaitan Kav. 14 Cawang, Jakarta Timur,
13340
Telp: (021) 851 6290
Fax: (021) 851 6095

WEBSITE
WEBSITE



www.brantas-abipraya.co.id

EMAIL
EMAIL



brap@brantas-abipraya.co.id

INFORMASI KOMPOSISI KEPEMILIKAN SAHAM [102-5]

Information on Composition of Share Ownership [102-5]

Pemegang Saham PT Brantas Abipraya (Persero) adalah 100% Pemerintah Republik Indonesia dengan modal saham sebagaimana Keputusan RUPS Luar Biasa tentang Peningkatan Modal Dasar, No. 32 tanggal 15 Agustus 2012 sebagai berikut:

- Modal Dasar 2018 600.000 saham nominal @Rp1.000.000 Rp600.000.000.000
- Modal dalam portepel Rp438.445.000.000
- Modal ditempatkan dan disetor Rp161.555.000.000

Shareholders of PT Brantas Abipraya (Persero) are 100% of the Government of the Republic of Indonesia with share capital as stated in the Resolution of the Extraordinary GMS concerning Increase in Authorized Capital, No. 32 dated 15 August 2012 as follows:

- Authorized capital 2018 600,000 nominal shares @ IDR 1,000,000 IDR 600,000,000,000
- Capital in portfolio Rp.438,445,000,000
- Issued and paid up capital of Rp.161,555,000,000



INFORMASI ANAK PERUSAHAAN [102-4, 102-6]

Subsidiary Information [102-4, 102-6]

No	Entitas Anak Child entity	Persentase Kepemilikan Saham Share Ownership Percentage	Bidang Usaha Business fields	Status Operasi Operation Status
1	PT Brantas Energi	99.93%	Pembangunan, Perindustrian, Perdagangan, dan Jasa Development, Industry, Trade and Services	Beroperasi Sejak 2011 Operating Since 2011



STRUKTUR GRUP PERUSAHAAN [102-5]

Company Group Structure [102-5]



PENGHARGAAN [102-12]

Awards [102-12]



No	Penghargaan/ Awards
1	WSO Award
2	Sertifikat SOE Dari Infobank
3	BUMN Performance Excellence Award 2020
4	The Best GRC For Corporate Governance & Risk Management 2020

No	Penghargaan/ Awards
5	The Best SOE INFOBANK
6	Top Digital Inovation, Top IT & Top Telco
7	Top Digital Awards

WILAYAH OPERASIONAL [102-4]

Operational Area [102-4]



ALAMAT PABRIK ABIPRAYA BETON



Abipraya Beton - Plant Subang
Jl. Raya wantilan-Cipeundeuy
Desa Cibeunying, Kel. Cipeundeuy
Kec. Cipeundeuy, Kab. Subang
Jawa Barat

ABIPRAYA BETON FACTORY ADDRESS



Abipraya Beton - Plant Subang
Jl. Raya wantilan-Cipeundeuy
Desa Cibeunying, Kel. Cipeundeuy
Kec. Cipeundeuy, Kab. Subang
Jawa Barat



SKALA ORGANISASI [102-7] [102-48]

Organization Scale [102-7] [102-48]

Uraian	Description	Satuan Unit	2020	2019	2018
Jumlah Pegawai Tetap	Number of Permanent Employees	Orang Person	545	573	569
Jumlah proyek yang dikerjakan on going	Number of ongoing projects	Kontrak Contract	91	106	131
Jumlah proyek yang diselesaikan di tahun 2020	Number of projects completed in 2020	Kontrak Contract	46	56	57
Pembangkit Listrik PT Brantas Energi	Power Plant PT Brantas Energi				
- Jumlah Pembangkit Beroperasi	- Number of Power Plants in Operation	Unit Unit	3	2	2
- Jumlah Kapasitas	- Total Capacity	MW	14,0	8,0	8,0
- Jumlah Produksi	- Total Production	kWh	65.579.000	28.112.000	36.226.000
Pendapatan Usaha	Operating revenues	Rp Juta Rp million	2.434.915	282.625	4.729.278
Laba Tahunan Berjalan	Current Annual Profit	Rp Juta Rp million	33.657	4.481.918	357.359
Total Kapitalisasi	Total Capitalization				
- Utang (Liabilitas)	- Debt (Liability)	Rp Juta Rp million	4.956.638	1.821.319	3.728.432
- Ekuitas	- Equity		1.658.898		1.575.234
Total Aset	Total Assets	Rp Juta Rp million	6.615.536	6.303.237	

PASAR TERLAYANI [102-6]

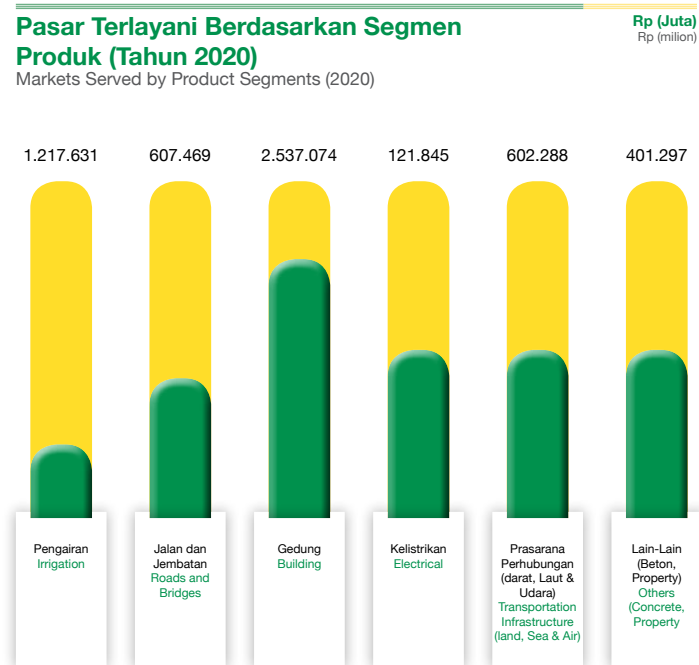
Market Served [102-6]

Nilai kontrak baru yang diperoleh Perseroan selama tahun 2020 sebanyak 27 kontrak atau sebesar Rp5,35 triliun dari anggaran perusahaan 87,2%. Penurunan ini disebabkan oleh adanya pengaruh pandemic covid 19 yang mempengaruhi perekonomian Dunia.

The value of new contracts obtained by the Company during 2020 was 27 contracts or IDR 5.35 trillion from the company's budget of 87.2%. This decline was caused by the influence of the Covid 19 pandemic which affected the world economy.

PASAR TERLAYANI BERDASARKAN SEGMENT PRODUK (TAHUN 2020) [102-6]

Markets Served by Product Segments (2020) [102-6]



RANTAI PASOKAN [102-9]

Supply chain [102-9]

Pihak ketiga memiliki peran penting dalam keberlangsungan operasi bisnis Abipraya, salah satunya yaitu pemasok. Abipraya menjalin kerja sama dengan pemasok barang dan jasa, baik dari pemasok utama (supplier), subkontraktor, maupun jasa/bos borong.

Third parties have an important role in the sustainability of Abipraya’s business operations, one of which is suppliers. Abipraya collaborates with suppliers of goods and services, both from main suppliers (suppliers), subcontractors, as well as services / grocery bosses.

Perlibatan Pemasok Supplier Engagement	
Prosedur Procedure	<ol style="list-style-type: none"> 1. Proses seleksi sesuai Prosedur No : PRO 42/01 tanggal 28 September 2017 tentang Prosedur Pengadaan & Pengendalian Produk. 2. Pengadaan Barang/Jasa Nomor: 2-000-52-02/16 tanggal: 25 November 2020 <p>Sosialisasi</p> <ol style="list-style-type: none"> 1. Menggunakan Portal Brantas Abipraya 2. Menggunakan Aplikasi e-procurement Brantas Abipraya <p>1. Selection process according to Procedure No: PRO 42/01 dated 28 September 2017 concerning Product Procurement & Control Procedures.</p> <p>2. Procurement of goods / services Number: 2-000-52-02 / 16 date: 25 November 2020</p> <p>Socialization</p> <ol style="list-style-type: none"> 1. Using the Brantas Abipraya Portal 2. Using the Brantas Abipraya e-procurement application
Proses Process	<ul style="list-style-type: none"> • Pengumuman secara terbuka lelang/tender pengadaan dan pekerjaan • Registrasi lelang • Pemberian penjelasan • Pemasukan dokumen penawaran • Pembukaan dan evaluasi dokumen penawaran • Negosiasi • Penetapan pemenang seleksi vendor peserta lelang/tender • Pengumuman vendor pemenang lelang/tender • Masa sanggah • Kontrak pengadaan/pekerjaan kepada vendor pemenang lelang/tender <ul style="list-style-type: none"> • Announcement of open tender / tender for procurement and work • Auction registration • Briefing • Submission of bid documents • Opening and evaluation of bidding documents • Negotiation • Determination of the winner for the selection of vendors participating in the auction / tender • Announcement of the winning bidder / tender vendor • Rebuttal period • Contract of procurement / work to the vendor winning the auction / tender

Jumlah Pemasok dan Nilai Kontrak Pekerjaan Number of Suppliers and Value of Work Contracts				
Jenis Pengadaan Type of Procurement	Pengadaan Barang Procurement of goods		Pengadaan Jasa Procurement of Services	
	Jumlah Pemasok Number of Suppliers	Nilai Kontrak Pekerjaan (Rp) Employment Contract Value (Rp)	Jumlah Pemasok Number of Suppliers	Nilai Kontrak Pekerjaan (Rp) Employment Contract Value (Rp)
	67	391.467.412.684,67	79	226.318.016.415,46

PENDEKATAN ATAU PRINSIP PENCEGAHAN [102-11]

Prinsip-prinsip kehati-hatian yang dilakukan oleh Abipraya tertuang di dalam berbagai pedoman dan sistem tata kerja yang ada di Abipraya. Prinsip-prinsip kehati-hatian yang diterapkan oleh Perusahaan juga tercermin dalam mekanisme pengambilan keputusan oleh Direksi yang dilakukan berdasarkan informasi, kajian dan pembahasan di masing-masing fungsi terkait dan adanya mekanisme pengambilan keputusan Direksi. Prinsip-prinsip kehati-hatian juga tercermin dalam penerapan pakta integritas bagi seluruh supplier atau mitra baru Perusahaan (berlaku sejak proses seleksi atau tender).

APPROACHES OR PRINCIPLES OF PREVENTION [102-11]

Abipraya's precautionary principles are contained in the various guidelines and work procedures in Abipraya. The prudential principles applied by the Company are also reflected in the decision-making mechanism by the Board of Directors which is based on information, review and discussion in each related function and the existence of a decision-making mechanism for the Board of Directors. The principles of prudence are also reflected in the implementation of the integrity pact for all suppliers or new partners of the Company (effective since the selection or tender process).

PROFIL PEGAWAI [102-8]

Employee Profile [102-8]

Insan Abipraya adalah kunci keberadaan PT Brantas Abipraya hingga hari ini. Oleh karena itu, Abipraya selalu memastikan pengelolaan sumber daya manusia (SDM) yang tepat, memberikan kesempatan yang luas kepada setiap pegawai untuk mengembangkan karir dan kompetensi, serta menciptakan lingkungan kerja yang layak dan aman. Pada tahun 2020, total pegawai tetap Abipraya sebanyak 545 orang, jumlah ini menurun dibanding tahun 2019 yaitu sebanyak 573 orang.

Seluruh pegawai Abipraya dilindungi Perjanjian Kerja Bersama (PKB), yang mengatur praktik ketenagakerjaan yang adil, K3, remunerasi, kebebasan berserikat, pelatihan, hingga pegawai yang memasuki masa purna. PKB yang berlaku saat ini, yaitu PKB 2016-2018 Abipraya dan Serikat Pekerja Brantas Abipraya. [102-41]

Abipraya personnel are the key to the existence of PT Brantas Abipraya to this day. Therefore, Abipraya always ensures proper management of human resources (HR), provides ample opportunities for each employee to develop careers and competencies, and create a decent and safe work environment. In 2020, the total number of permanent Abipraya employees was 545 people, this number decreased compared to 2019, which was 573 people.

All Abipraya employees are protected by a Collective Labor Agreement (PKB), which regulates fair employment practices, K3, remuneration, freedom of association, training, and employees entering retirement. The current PKBs are the 2016-2018 Abipraya PKB and the Abipraya Brantas Workers Union. [102-41]



**PEGAWAI TETAP
BERDASARKAN GENDER [102-
8]**

**PERMANENT EMPLOYEES
BASED ON GENDER [102-8]**

2020		2019		2018	
Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
519	26	546	27	541	28
545		573		569	

**PEGAWAI TETAP
BERDASARKAN GENDER
PENEMPATAN KERJA**

**PERMANENT EMPLOYEES
BASED ON GENDER JOB
PLACEMENT**

Penempatan Kerja	Work Placement	2020		2019		2018	
		Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Kantor Pusat	Headquarters	52	14	52	15	51	14
Divisi Operasi	Operations Division	66	3	63	4	50	6
Proyek	Project	368	7	389	7	396	6
Unit Usaha	Business unit	27	1	35	1	32	1
Anak Perusahaan	Subsidiary	6	1	7	0	5	0
Jumlah	Amount	519	26	546	27	534	27

PERUBAHAN SIGNIFIKAN PADA PERSEROAN [102-1]

Significant Changes in the Company [102-10]

Selama tahun 2020, tidak terdapat perubahan signifikan yang terjadi di Perseroan.

During 2020, no significant changes occurred in the Company.

INISIATIF EKSTERNAL DAN SERTIFIKASI [102-12]

External Initiatives and Certification [102-12]

Untuk memperkuat sistem manajemen bisnis, Abipraya juga mengikuti dan mendukung beberapa prinsip dan inisiatif dari organisasi lain terkait standar sistem manajemen. Prinsip-prinsip tersebut yaitu berasal dari lembaga eksternal seperti International Organization for Standardization (ISO) untuk beberapa sistem manajemen yang dilaksanakan Abipraya, Pernyataan Standar Akuntansi Keuangan (PSAK) untuk standar pelaporan keuangan, dan Global Reporting Initiative (GRI) untuk standar pelaporan laporan keberlanjutan/sustainability report.

To strengthen the business management system, Abipraya also follows and supports several principles and initiatives from other organizations related to management system standards. These principles are derived from external institutions such as the International Organization for Standardization (ISO) for several management systems implemented by Abipraya, the Statement of Financial Accounting Standards (PSAK) for financial reporting standards, and the Global Reporting Initiative (GRI) for reporting standards for sustainability reports. sustainability report.

Uraian Description	Masa Berlaku Validity period
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001: 2015 Quality Management System	20 Desember/ December 2023
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	20 Desember/ December 2023
ISO 45001:2018 Sistem Manajemen K3L ISO 45001:2018 HSE Management System	19 Maret/ March 2022
SMK3 PP 50 Tahun 2012 Occupational Health and Safety Management System	30 Juli/ July 2021
ISO 37001:2016 Sistem Manajemen Anti Penyuapan ISO 37001:2016 Anti-Bribery Management System	2 Agustus/ August 2023

Pengungkapan informasi tentang inisiatif eksternal dan sertifikasi yang dimiliki Abipraya hingga akhir tahun 2020 secara lebih lengkap disampaikan dalam Laporan Tahunan 2020 PT Brantas Abipraya (Persero).

Disclosure of information about Abipraya's external initiatives and certification until the end of 2020 is more fully conveyed in the 2020 Annual Report of PT Brantas Abipraya (Persero).

KEANGGOTAAN ASOSIASI [102-13]

Association Membership [102-13]

Abipraya telah menjadi anggota di beberapa asosiasi di Indonesia. Masuknya Abipraya dalam sebuah asosiasi bertujuan mengetahui perkembangan informasi terkini di bidang konstruksi maupun informasi lain yang penting bagi Perseroan.

Abipraya has been a member of several associations in Indonesia. Abipraya's entry into an association aims to find out the latest information developments in the construction sector as well as other information that is important to the Company.

TATA KELOLA PERUSAHAAN

CORPORATE GOVERNANCE







Pelaksanaan tata kelola Perusahaan Keberlangsungan perusahaan juga dipengaruhi oleh tata kelola perusahaan yang baik (*good corporate governance/GCG*). PT Brantas Abipraya berkomitmen untuk menerapkan GCG sesuai dengan prinsip-prinsip transparansi (transparency), kemandirian (independency), akuntabilitas (accountability), Pertanggungjawaban (responsibility), dan kewajaran (fairness). Dalam menjalankan GCG dan bisnis perusahaan, Abipraya dipimpin oleh top management yang terdiri atas Dewan Komisaris dan Direksi.

Berdasarkan undang-undang (UU) No.40 Tahun 2007 tentang Perseroan Terbatas, maka badan tata kelola PT Brantas Abipraya (Persero) terdiri dari:

1. Rapat Umum Pemegang Saham (RUPS), sebagai organ perusahaan tertinggi dalam perseroan;
2. Dewan Komisaris, sebagai organ perusahaan yang menjalankan fungsi pengawasan dan memberikan nasihat kepada Direksi;
3. Direksi, sebagai organ perusahaan yang bertanggung jawab menjalankan fungsi perusahaan Perseroan.

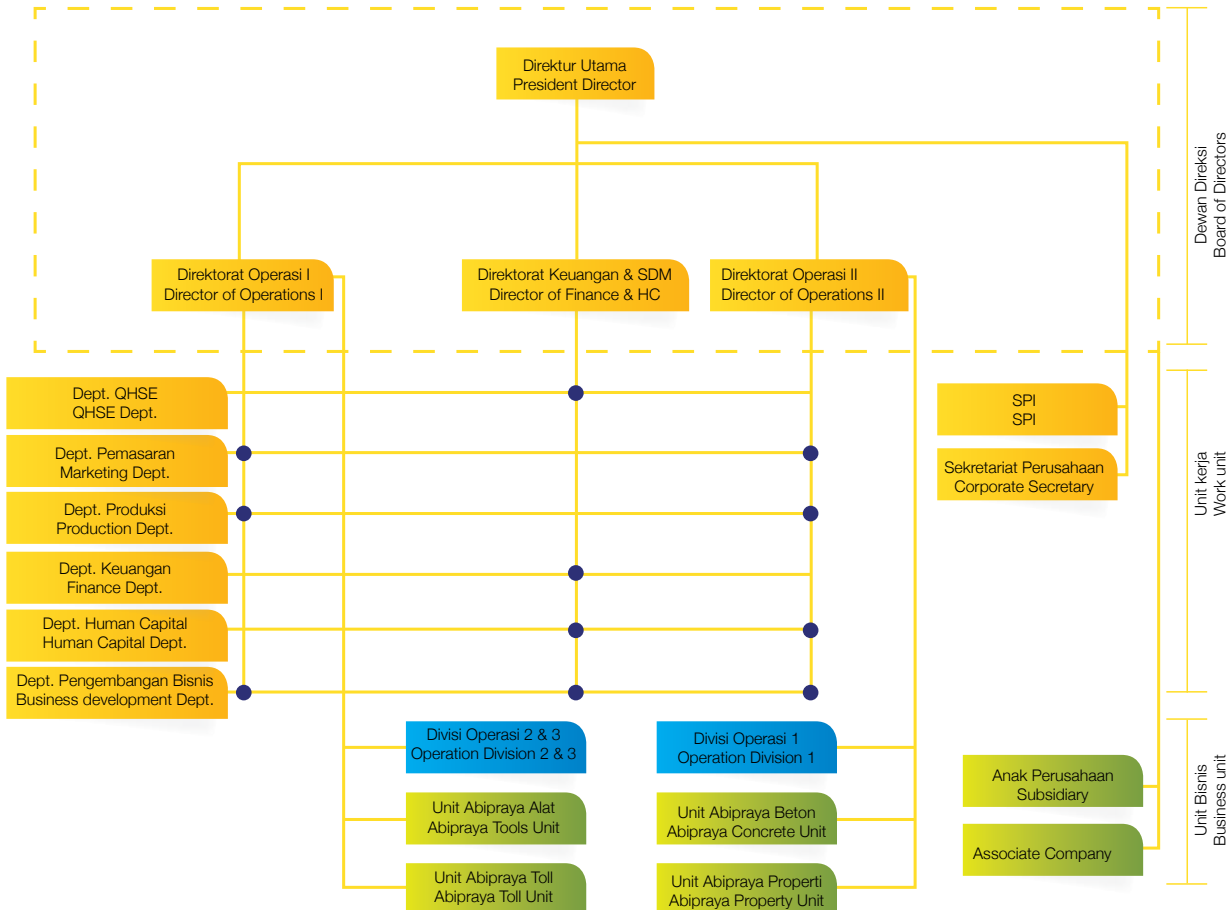
Implementation of Good Corporate Governance
The sustainability of the company is also influenced by good corporate governance (GCG). PT Brantas Abipraya is committed to implementing GCG in accordance with the principles of transparency, independence, accountability, responsibility and fairness. In carrying out GCG and the company's business, Abipraya is led by top management consisting of the Board of Commissioners and Directors.

Based on law (UU) No.40 of 2007 concerning Limited Liability Companies, the governing body of PT Brantas Abipraya (Persero) consists of:

1. General Meeting of Shareholders (GMS), as the highest corporate organ in the company;
2. The Board of Commissioners, as an organ of the company that carries out the supervisory function and provides advice to the Board of Directors;
3. The Board of Directors, as a corporate organ that is responsible for carrying out the functions of the Company.

STRUKTUR TATA KELOLA [102-18]

GOVERNANCE STRUCTURE [102-18]



Pengungkapan lebih lengkap tentang informasi GCG Abipraya tahun 2020 dapat diakses dalam Laporan Tahunan 2020 PT Brantas Abipraya (Persero) yang dibuat terpisah dari laporan ini.

A more complete disclosure of Abipraya’s 2020 GCG information can be accessed in the 2020 Annual Report of PT Brantas Abipraya (Persero) which is separate from this report.

KODE ETIK DAN PAKTA INTEGRITAS

Kode etik Perusahaan Abipraya telah memiliki Pedoman etika dan Tata Perilaku sebagai Kode etik Perusahaan, yang memuat standar penerapan etika terbaik dalam menjalankan bisnis sesuai visi, misi dan budaya yang dimiliki. Kode etik Perusahaan diterapkan sebagai pedoman yang berlaku bagi seluruh pekerja dan

CODE OF ETHICS AND INTEGRITY PACT

Code of Ethics Abipraya Company has ethical guidelines and Code of Conduct as the Company’s Code of Ethics, which contains the best ethical standards in running a business according to its vision, mission and culture. The Company’s code of ethics is applied as a guideline that applies to all employees and levels

jajaran manajemen pada semua tingkat jabatan tanpa kecuali. Konsisten penerapan GCG dan kode etik Perusahaan, Abipraya berkomitmen untuk menerapkan praktik- praktik terbaik GCG dan secara konsisten melaksanakan Kode Etik Perusahaan pada setiap kegiatan Perusahaan.

PAKTA INTEGRITAS DAN TATA KELOLA PENGADAAN BARANG DAN JASA

Abipraya secara khusus mewajibkan seluruh pihak yang terlibat dalam proses dan kegiatan pengadaan barang dan jasa untuk menandatangani Pakta Integritas. Hal ini dilakukan sebagai upaya pencegahan praktik kecurangan dan/atau ketidaksesuaian yang mungkin dapat terjadi.

Melalui mekanisme pakta integritas dan tata kelola pengadaan barang, tidak ada kegiatan pengadaan barang dan jasa yang terindikasi praktik kecurangan dan/atau ketidaksesuaian.

of management at all levels of position without exception. Consistency of GCG Implementation and Company Code of Ethics Abipraya is committed to implementing GCG best practices and consistently implementing the Company's Code of Ethics in every activity of the Company.

INTEGRITY PACT AND GOVERNANCE OF GOODS AND SERVICES PROCUREMENT

Abipraya specifically requires all parties involved in the process and activities of procuring goods and services to sign an Integrity Pact. This is done as an effort to prevent fraudulent practices and / or non-conformities that may occur.

Through the mechanism of the integrity pact and the governance of the procurement of goods, there are no activities in the procurement of goods and services that indicate fraudulent practices and / or discrepancies.



SISTEM PELAPORAN PELANGGARAN

Whistleblowing System

PENANGANAN PENGADUAN DAN PIHAK PENGELOLA PENGADUAN

Mekanisme penyampaian laporan pelanggaran yaitu laporan dapat langsung dan/atau tidak langsung disampaikan kepada Sekretaris Perusahaan, selaku Sekretaris Tim Whistle Blowing System. Perseroan juga menyediakan saluran khusus bagi pelapor yang akan menyampaikan pengaduan/laporan dugaan pelanggaran, yaitu:

Telepon : (021) 851 6290
 Sms Center : 08119922322
 Website : brantas-abipraya.co.id
 Email : wbs.abipraya@brantas-abipraya.co.id
 Faksimili : (021) 851 6095

Surat resmi ditujukan kepada Ketua Tim WhistleBlowing System.

Bila hasil pemeriksaan atas laporan yang disampaikan telah patut diduga sebagai bentuk perbuatan tindak pidana, maka Perusahaan akan menyerahkan penanganan tindak lanjut pelaporan berdasarkan hukum positif yang berlaku di Indonesia. Sanksi akan dijatuhkan kepada pihak yang menjadi terlapor, bila telah ada putusan pengadilan yang memiliki kekuatan hukum tetap.

HASIL PENANGANAN PENGADUAN

Sampai dengan akhir periode pelaporan, Perusahaan tidak menerima 1 (satu) laporan dugaan pelanggaran yang disampaikan melalui WBS. Hingga akhir tahun pelaporan, pengaduan tersebut masih dalam proses penyelesaian.

COMPLAINT HANDLING AND COMPLAINT MANAGEMENT

The mechanism for submitting violation reports, namely reports can be directly and / or indirectly submitted to the Corporate Secretary, as the Secretary of the Whistle Blowing System Team. The Company also provides a special channel for whistleblowers to submit complaints / reports on suspected violations, namely:

Phone : (021) 851 6290
 Sms Center : 08119922322
 Website : brantas-abipraya.co.id
 Email : wbs.abipraya@brantas-abipraya.co.id
 Facsimile : (021) 851 6095

Official letter addressed to the WhistleBlowing System Team Leader.

If the results of the examination of the submitted report have reasonably been suspected of being a form of criminal act, the Company will submit the follow-up handling of the reporting based on the positive law in force in Indonesia. Sanctions will be imposed on the reported party, if there has been a court decision which has permanent legal force.

RESULTS OF COMPLAINT HANDLING

Until the end of the reporting period, the Company had not received 1 (one) report of alleged violations submitted through the WBS. Until the end of the reporting year, the complaint was still in the process of being resolved.

Tabel Penanganan Pengaduan Complaint Handling Table				
Jumlah Pelaporan Total Reporting	Selesai Proses Finish Process		Dalam Proses On Process	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Nihil Nil	Nihil Nil	Nihil Nil	Nihil Nil	Nihil Nil

PENGEMBANGAN WBS

Pada kurun waktu tahun 2020 Abipraya telah melakukan beberapa pengembangan untuk mengefektifkan keberadaan dan pelaksanaan WBS, meliputi:

- Sosialisasi Saluran Penyampaian Laporan dugaan Pelanggaran di Abipraya yang menggunakan saluran yang sama dengan Abipraya, serta tata cara penggunaan saluran tersebut.
- Monitoring dan evaluasi hasil penyampaian laporan dugaan pelanggaran di Abipraya sepanjang tahun 2020.

GRATIFIKASI

Abipraya juga terikat pada Pedoman Gratifikasi, Penolakan, Penerimaan dan Pemberian Hadiah atau Cinderamata dan Hiburan (Entertainment), yang diberlakukan Abipraya. Untuk itu, Perusahaan mewajibkan Dewan Komisaris, Direksi maupun para pejabat perusahaan dan pekerja, untuk menyampaikan pelaporan gratifikasi setiap bulan.

Selama tahun 2020, Abipraya maupun di Anak Perusahaan telah mengisi pelaporan gratifikasi setiap bulannya. Dari seluruh laporan tersebut tidak ada laporan yang masuk untuk ditindaklanjuti secara internal Perusahaan maupun ke Komisi Pemberantasan Korupsi (KPK). [205-3]

WBS DEVELOPMENT

During 2020 Abipraya has made several developments to make the existence and implementation of the WBS more effective, including:

- Socialization of the Channel for the Submission of Report on Suspected Violations in Abipraya that uses the same channel as Abipraya, and the procedures for using the channel.
- Monitoring and evaluating the results of submitting reports of alleged violations in Abipraya throughout 2020.

GRATIFICATION

Abipraya is also bound by the Guidelines for Gratification, Refusal, Acceptance and Giving of Gifts or Souvenirs and Entertainment (Entertainment), which are enforced by Abipraya. For this reason, the Company requires the Board of Commissioners, Board of Directors as well as company officials and workers, to submit gratuity reports every month.

During 2020, Abipraya and its Subsidiaries have filled in gratuity reports every month. Of all these reports, no reports were submitted to be followed up internally by the Company or to the Corruption Eradication Commission (KPK).

[205-3]



PELAKSANAAN TANGGUNG JAWAB SOSIAL PERUSAHAAN

Dalam menjalankan komitmen Perseroan terhadap keberlanjutan dan pemenuhan tanggung jawab sosial dan lingkungan, Abipraya melaksanakan kegiatan CSR dan PKBL yang kemudian dilaporkan kepada Kementerian BUMN melalui Laporan Tahunan PKBL dan Laporan Keberlanjutan. Sekretaris Perusahaan bertanggung jawab atas kegiatan CSR dan PKBL Abipraya, mulai dari perencanaan, pelaksanaan, hingga evaluasi program, dan secara berkala melakukan pemantauan terhadap pelaksanaan program. Selanjutnya, seluruh kegiatan CSR dan PKBL yang dipertanggungjawabkan kepada Direksi melalui Direktur Keuangan dan SDM. [10218]

IMPLEMENTATION OF CORPORATE SOCIAL RESPONSIBILITY

In carrying out the Company's commitment to sustainability and fulfillment of social and environmental responsibility, Abipraya carries out CSR and PKBL activities which are then reported to the Ministry of BUMN through the PKBL Annual Report and Sustainability Report. The Corporate Secretary is responsible for Abipraya's CSR and PKBL activities, from planning, implementation, to program evaluation, and periodically monitors program implementation. Furthermore, all CSR and PKBL activities are accountable to the Board of Directors through the Director of Finance and Human Resources. [10218]

TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT





PROFIL LAPORAN

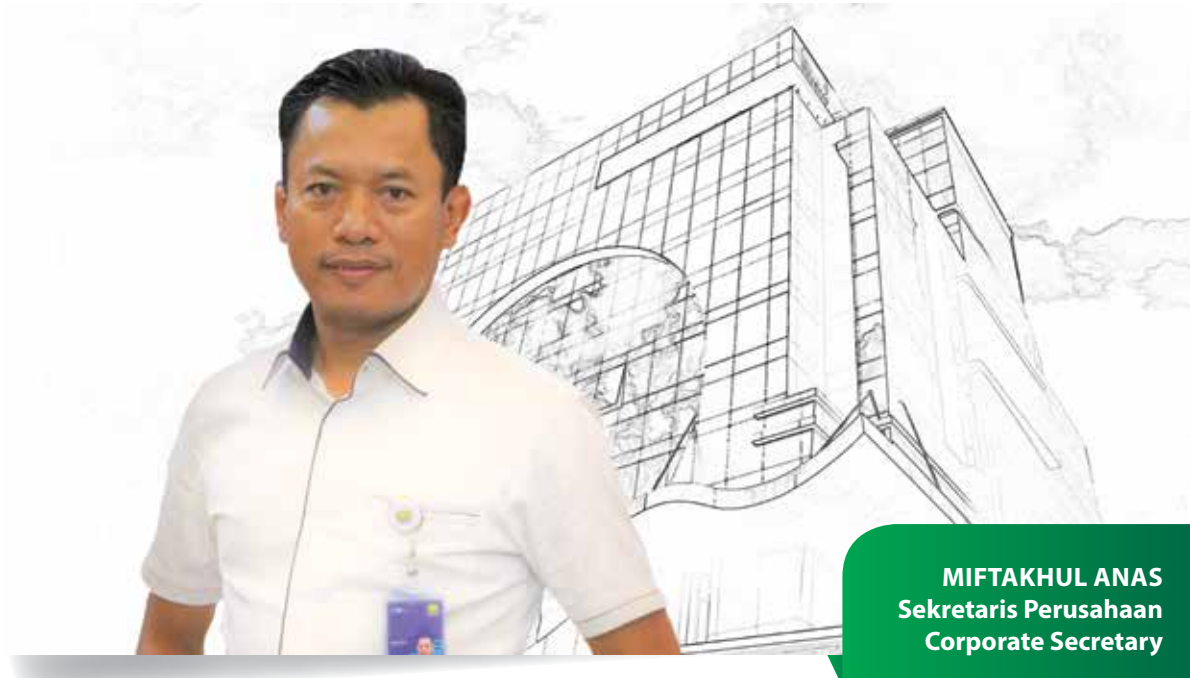
Report Profile

Laporan keberlanjutan tahun 2020 merupakan laporan keberlanjutan yang dibuat oleh PT Brantas Abipraya (Persero). Laporan ini merupakan kesinambungan dari Laporan Keberlanjutan sebelumnya yang diterbitkan pada April Tahun 2020. Laporan ini disusun sebagai sarana untuk mengkomunikasikan pencapaian, strategi, dan komitmen dalam mencapai keberlanjutan. Laporan berisi informasi kinerja keberlanjutan untuk aspek ekonomi, sosial, dan lingkungan yang mencakup periode waktu 1 Januari hingga 31 Desember 2020. Abipraya telah berkomitmen untuk membuat Laporan keberlanjutan secara konsisten setiap tahun. [102-50, 102-51, 102-52]

Dalam mengungkapkan informasi, Laporan ini disusun sesuai dengan pedoman dari GRI Standard: opsi “core”, yang dikeluarkan oleh Global Reporting Initiative (GRI). Saat ini, Abipraya belum melakukan proses penjaminan (assurance) oleh pihak eksternal. Meskipun demikian, seluruh informasi yang disampaikan dalam laporan ini dapat diandalkan sebagai dasar pengambilan keputusan. [102-54, 102-56]

The 2020 Sustainability Report is the sustainability report made by PT Brantas Abipraya (Persero). This report is a continuation of the previous Sustainability Report published in April 2020. This report is prepared as a means of communicating achievements, strategies and commitments in achieving sustainability. The report contains information on sustainability performance for economic, social and environmental aspects covering the period from January 1 to December 31, 2020. Abipraya has committed to making sustainability reports consistently every year. [102-50, 102-51, 102-52]

In disclosing information, this Report is prepared in accordance with the guidelines of the GRI Standard: the “core” option, issued by the Global Reporting Initiative (GRI). Currently, Abipraya has not carried out an external party assurance process. However, all the information presented in this report can be relied upon as a basis for decision making. [102-54, 102-56]

KONTAK LAPORAN [102-53]**CONTACT REPORT [102-53]**

MIFTAKHUL ANAS
 Sekretaris Perusahaan
 Corporate Secretary

PT Brantas Abipraya (Persero)
 Jl. D.I. Panjaitan Kav. 14 Cawang, Jakarta Timur,
 13340

Email : sekperabipraya@gmail.com
 Telp/Phone : (021) 851 6290 ext. 200
 Fax : (021) 851 6095
 Website : www.brantas-abipraya.co.id

ISI LAPORAN KEBERLANJUTAN [102-45]

Laporan Keberlanjutan 2020 mengungkapkan informasi mengenai kinerja ekonomi, sosial, dan lingkungan Abipraya. Dalam penyajiannya, data dan informasi terkait ketenagakerjaan, kegiatan corporate social responsibility (CSR), dan K3 berasal dari kantor pusat Abipraya, data jumlah pegawai yang mencakup pegawai tetap dari entitas anak perusahaan, sedangkan data dan informasi terkait energi berasal dari PT Brantas Energi selaku entitas anak perusahaan.

PT Brantas Abipraya (Persero)
 Jl. D.I. Panjaitan Kav. 14 Cawang, Jakarta Timur,
 13340

Email : sekperabipraya@gmail.com
 Telp/Phone : (021) 851 6290 ext. 200
 Fax : (021) 851 6095
 Website : www.brantas-abipraya.co.id

CONTENTS OF THE SUSTAINABILITY REPORT [102-45]

The 2020 Sustainability Report discloses information regarding Abipraya's economic, social and environmental performance. In its presentation, data and information related to employment, corporate social responsibility (CSR) activities, and K3 come from the Abipraya head office, data on the number of employees which includes permanent employees from subsidiary entities, while energy-related data and information comes from PT Brantas Energi

Selain itu, data dan informasi keuangan yang dilaporkan seluruhnya berasal dari laporan keuangan konsolidasi dari Abipraya dan entitas anak perusahaan.

Dalam laporan ini, informasi dalam bentuk narasi ataupun data numerik, disajikan dalam dua Bahasa yaitu bahasa Indonesia dan Bahasa Inggris sesuai dengan konteksnya. Data-data yang disajikan dalam tabel dan diagram, disajikan menurut kaidah Bahasa Indonesia.

PENENTUAN ISI LAPORAN **[102-46]**

Penentuan isi topik material dalam laporan ini melalui kegiatan diskusi antara pihak internal dan pihak eksternal terkait isu-isu yang berdampak bagi Abipraya selama tahun 2020.

Topik material ditentukan dengan berfokus pada identifikasi isu keberlanjutan (sustainability context). Penetapan isi laporan mengacu pada prinsip pelibatan pemangku kepentingan (stakeholder inclusiveness), materialitas (materiality), konteks keberlanjutan (sustainability context), dan kelengkapan (completeness). Dengan demikian, informasi yang disampaikan pada laporan ini dapat seimbang, dapat dibandingkan, akurat, tepat waktu, jelas, dan andal.

Penetapan isi laporan melalui empat tahap, yaitu:

1. Mengidentifikasi isu-isu keberlanjutan yang relevan dengan karakter bisnis Abipraya dan menentukan batasan (boundary) topik material.

as the entity. subsidiary. In addition, all reported financial data and information comes from the consolidated financial statements of Abipraya and its subsidiaries.

In this report, information in the form of narrative or numerical data, is presented in two languages, namely Indonesian and English according to the context. The data are presented in tables and diagrams, presented according to Indonesian rules.

DETERMINATION OF REPORT **CONTENT [102-46]**

Determination of the content of material topics in this report through discussion activities between internal and external parties related to issues that will impact Abipraya during 2020.

Material topics are determined by focusing on identifying sustainability issues (sustainability context). Determination of report content refers to the principle of stakeholder inclusiveness, materiality, sustainability context, and completeness. Thus, the information presented in this report can be balanced, comparable, accurate, timely, clear and reliable.

The content of the report is determined through four stages, namely:

1. Identifying sustainability issues relevant to Abipraya's business character and determining material topic boundaries.

2. Membuat prioritas atas topik-topik keberlanjutan yang akan dilaporkan. Prioritas ditentukan dengan pengumpulan pendapat pada saat diskusi internal yang dilaksanakan bersamaan dengan kickoff meeting
 3. Melakukan validasi atas topik material yang telah menjadi prioritas tersebut dan persetujuan atas pengungkapan informasi yang disampaikan oleh Sekretaris Perusahaan yang dilaporkan kepada Direktur Keuangan dan SDM.
 4. Melakukan tinjauan topik material dengan mempertimbangkan relevansi topik material tahun lalu, juga memerhatikan saran daripemangku kepentingan.
2. Prioritize sustainability topics that will be reported. Priorities are determined by gathering opinions during internal discussions which are held concurrently with the kickoff meeting
 3. Validating the material topics that have become the priority and approval of disclosure of information submitted by the Corporate Secretary which is reported to the Director of Finance and Human Resources.
 4. Reviewing material topics by considering the relevance of last year's material topics, also taking into account suggestions from stakeholders.

IDENTIFIKASI TOPIK MATERIAL [102-46,102-47, 103-1]

Identification of Material Topics [102-46,102-47, 103-1]



KESEHATAN DAN KESELAMATAN KERJA (K3) Alasan topik tersebut material/ Penting

Untuk meminimalkan risiko yang berkaitan dengan kecelakaan kerja, penyakit akibat kerja, dan pencemaran lingkungan, guna tercipta lingkungan kerja yang aman, nyaman, dan sehat.

Identifikasi Terjadinya Dampak

Kesehatan dan keselamatan kerja (K3) diimplementasikan di seluruh lokasi kantor dan proyek.

Keterlibatan Perusahaan atas Dampak yang Terjadi

- Perseroan mengupayakan terciptanya kondisi lingkungan kerja yang ramah lingkungan.

OCCUPATIONAL HEALTH AND SAFETY (OHS) The reason for the topic is material / Important

To minimize risks associated with occupational accidents, occupational diseases and environmental pollution, in order to create a safe, comfortable and healthy work environment.

Identification of the Occurrence of Impact

Occupational health and safety (HSE) is implemented in all office and project locations.

Company Involvement for Impacts That Occur

- The Company strives to create a work environment that is environmentally friendly.

- Menjaga setiap tenaga kerja/orang di lingkungan kerja selalu dalam keadaan selamat, sehat, aman, dan nyaman, dengan menyediakan perlengkapan alat pelindung diri (APD).
- Mengefisienkan penggunaan sumber produksi/aset.
- Mengupayakan proses produksi yang dapat berjalan lancar tanpa hambatan.

AIR

Alasan topik tersebut material/ Penting

Merupakan sumber energi terbarukan yang digunakan sebagai bahan baku pembangkit listrik.

Identifikasi Terjadinya Dampak

Penggunaan dan pengoperasian alat di lokasi proyek Pembangkit Listrik Tenaga Minihydro (PLTM).

Keterlibatan Perusahaan atas Dampak yang Terjadi

- Memaksimalkan pemanfaatan air sebagai sumber energi terbarukan yang potensinya sangat melimpah di Indonesia.
- Implementasi dan pemantauan secara berkelanjutan terhadap AMDAL atau UKL/ UPL sebelum, selama, dan sesudah masa konstruksi.

ENERGI

Alasan topik tersebut material/ Penting

Mendukung program Pemerintah tentang supply listrik 35.000 MW, yang berfokus pada pemanfaatan sumber energi terbarukan.

- Keeping every worker / person in the work environment safe, healthy, safe and comfortable, by providing personal protective equipment (PPE).
- Efficient use of production sources / assets.
- Striving for a production process that can run smoothly without a hitch.

WATER

The reason for the topic is material / Important

Is a renewable energy source that is used as raw material for electricity generation.

Identification of the Occurrence of Impact

Use and operation of equipment at the Minihydro Power Plant (PLTM) project site.

Company Involvement for Impacts That Occur

- Maximizing the use of water as a source of renewable energy, which has abundant potential in Indonesia.
- Implementation and continuous monitoring of AMDAL or UKL / UPL before, during, and after the construction period.

ENERGY

The reason for the topic is material / Important

Supporting the Government's program of 35,000 MW of electricity supply, which focuses on utilizing renewable energy sources.

Identifikasi Terjadinya Dampak

- Proses pembangunan pembangkit listrik berpotensi berdampak negative pada komunitas lokal dan lingkungan hidup.
- Dampak positif berupa tersedianya pasokan listrik bagi pemerintah dan masyarakat.
- Meningkatkan rasio elektrifikasi dan produksi listrik dari sumber energi terbarukan yang lebih ramah lingkungan karena tidak menghasilkan limbah.

Keterlibatan Perusahaan atas Dampak yang Terjadi

- Implementasi dan pemantauan secara berkelanjutan terhadap AMDAL atau UKL/ UPL sebelum, selama, dan sesudah masa konstruksi.
- Memaksimalkan pemanfaatan sumber energy terbarukan yang potensinya sangat melimpah di Indonesia.
- Perusahaan menyuplai listrik yang diproduksi dari sumber energy terbarukan.

KINERJA EKONOMI

Alasan topik tersebut material/ Penting

Kinerja ekonomi sebagai penggerak operasional Perseroan dan menghasilkan keuntungan bagi pemangku kepentingan, serta meningkatkan daya saing sehingga dapat menjamin kelangsungan hidup (going concern) Perseroan.

Identifikasi Terjadinya Dampak

Berdampak pada pemangku kepentingan baik internal maupun eksternal, termasuk pemegang saham, pegawai, pemberi kerja dan mitra kerja.

Identification of the Occurrence of Impact

- The process of building a power plant has the potential to have a negative impact on local communities and the environment.
- The positive impact is the availability of electricity supply for the government and the community.
- Increase the electrification ratio and electricity production from renewable energy sources that are more environmentally friendly because they do not produce waste.

Company Involvement for Impacts That Occur

- Implementation and continuous monitoring of AMDAL or UKL / UPL before, during, and after the construction period.
- Maximizing the use of renewable energy sources that have the potential to be very abundant in Indonesia.
- The company supplies electricity produced from renewable energy sources.

ECONOMIC PERFORMANCE

The reason for the topic is material / Important

Economic performance as a driving force for the Company's operations and generating benefits for stakeholders, as well as increasing competitiveness so as to ensure the Company's going concern.

Identification of the Occurrence of Impact

Impacts on both internal and external stakeholders, including shareholders, employees, employers and work partners.

Keterlibatan Perusahaan atas Dampak yang Terjadi

- Meningkatkan kinerja hingga memaksimalkan laba bagi Perseroan dan keuntungan bagi pemangku kepentingan.
- Melaksanakan kegiatan Corporate Social Responsibility (CSR) dan Program Kemitraan dan Bina Lingkungan (PKBL).

PELATIHAN DAN PENDIDIKAN **Alasan topik tersebut material/ Penting**

Menciptakan insan Abipraya yang berkinerja unggul dan kompeten dibidangnya, serta selaras dengan visi, misi, dan budaya perusahaan.

Identifikasi Terjadinya Dampak

Adanya pegawai yang kompeten dan terlatih akan meningkatkan kinerja operasi, serta meminimalkan kesalahan dan kecelakaan kerja.

Keterlibatan Perusahaan atas Dampak yang Terjadi

- Perusahaan memberikan fasilitas pelatihan dan pendidikan kerja.
- Perusahaan mendukung dan memfasilitasi sertifikasi pekerjaan bagi pegawai.
- Menyediakan modul-modul pelatihan.
- Bekerjasama dengan pihak ketiga untuk mengadakan pelatihan dan sertifikasi pekerjaan.

Company Involvement for Impacts That Occur

- Improve performance to maximize profits for the Company and profits for stakeholders.
- Carrying out Corporate Social Responsibility (CSR) activities and the Partnership and Community Development Program (PKBL).

TRAINING AND EDUCATION **The reason for the topic is material / Important**

Creating Abipraya people who have superior performance and are competent in their fields, and are in line with the vision, mission and corporate culture.

Identification of the Occurrence of Impact

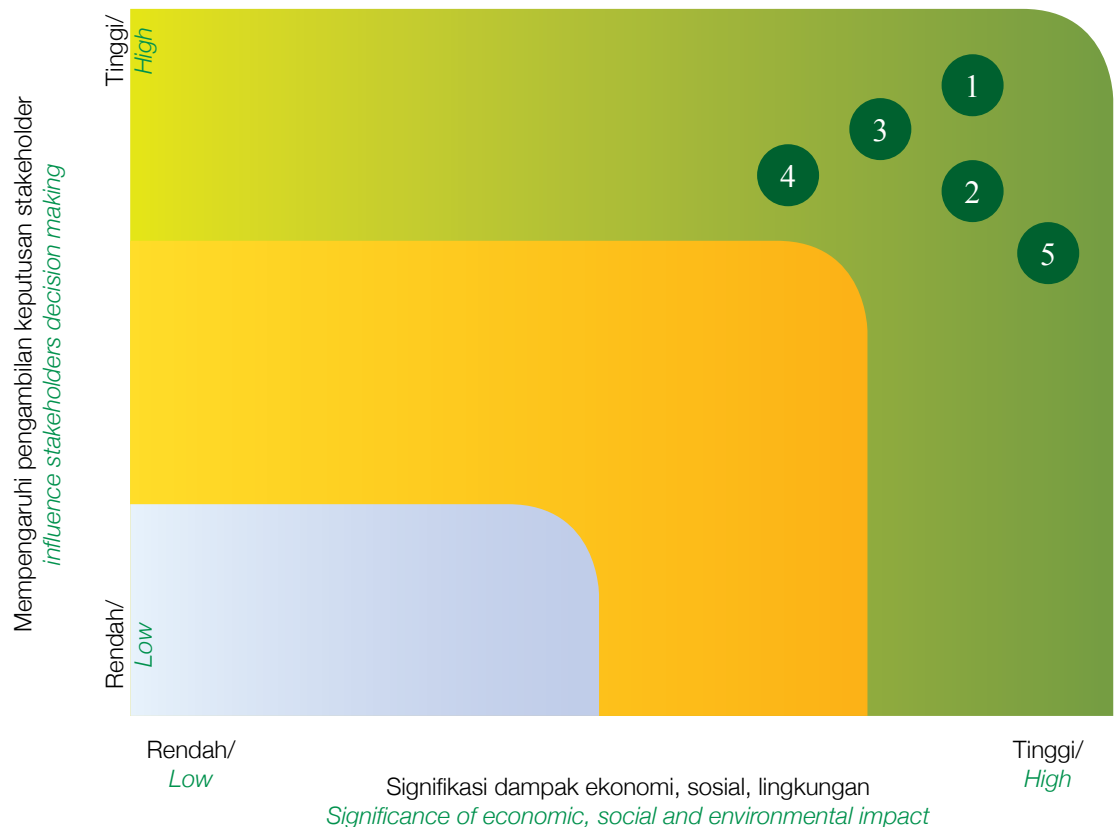
The existence of competent and trained employees will improve operational performance, as well as minimize work errors and accidents.

Company Involvement for Impacts That Occur

- The company provides training and work education facilities.
- The company supports and facilitates job certification for employees.
- Provides training modules.
- Cooperate with third parties to hold job training and certification.

MATRIKS TOPIK MATERIAL [102-47]

MATERIAL TOPIC MATRIX [102-47]



Keterangan

- Keselamatan dan Kesehatan Kerja
- Energi
- Air
- Kinerja Ekonomi
- Pelatihan dan Pendidikan

Information

- Occupational Health and Safety
- Energy
- Water
- Economic Performance
- Training and Education

PERUBAHAN PADA LAPORAN [102-49]

Pada Laporan Keberlanjutan 2020, terdapat perubahan topik material dari laporan tahun sebelumnya, yaitu topik material “Komunitas Lokal” menjadi “Pelatihan dan Pendidikan” Perubahan tersebut dikarenakan perseroan ingin menunjukkan komitmen dalam menciptakan insan Abipraya yang berkinerja unggul dan kompeten dibidangnya. Dengan demikian

CHANGES TO REPORTS [102-49]

In the 2020 Sustainability Report, there was a change in material topics from the previous year’s report, namely the material topic “Local Communities” to “Training and Education” The change was because the company wanted to show its commitment to creating Abipraya people who performed excellently and were competent in their fields. Thus there are also

terdapat pula penambahan batasan untuk topik material Pelatihan dan Pendidikan. Perubahan topik material dari tahun 2019 ke tahun 2020, sebagai berikut:

additional restrictions for the topic of Training and Education material. Changes in material topics from 2019 to 2020 are as follows:

Perubahan Topik Material Change in Material Topics	
Topik Material 2019 2019 Material Topics	Topik Material 2020 2020 Material Topics
K3/ HSE	K3/ HSE
Energi/ Energy	Energi/ Energy
Air/ Water	Air/ Water
Kinerja Ekonomi/ Economic Performance	Kinerja Ekonomi/ Economic Performance
Pelatihan dan Pendidikan/ Pelatihan dan Pendidikan	Pelatihan dan Pendidikan/ Training and Education

PELIBATAN PEMANGKU KEPENTINGAN [102-42]

Dalam menjalankan usahanya, Abipraya banyak didukung dan bekerja sama dengan pemangku kepentingan. Dengan demikian pemangku kepentingan memiliki peran penting bagi kesuksesan dan keberlanjutan Perseroan. Abipraya berupaya menjawab isu utama masing-masing pemangku kepentingan. Kami melakukan identifikasi kebutuhan pemangku kepentingan melalui analisis atas relasi yang terbangun, serta pengaruhnya yang ditimbulkan terhadap Perseroan. Berikut ini daftar pemangku kepentingan utama Abipraya:

1. Pemegang saham: sebagai pemangku kepentingan utama yang memiliki kendali atas Perseroan, yakni Kementerian BUMN Republik Indonesia;
2. Pegawai: sebagai pemangku kepentingan utama dan penggerak bisnis Perseroan;
3. Pemberi kerja: sebagai pemangku kepentingan yang menjadi sumber utama pendapatan, yakni PUPR, swasta, BUMN;
4. Rekanan/mitra kerja: sebagai pemangku kepentingan yang menggerakkan rantai pasokan;

STAKEHOLDER ENGAGEMENT [102-42]

In running his business, Abipraya is widely supported and collaborates with stakeholders. Thus, stakeholders have an important role for the success and sustainability of the Company. Abipraya seeks to answer the main issues of each stakeholder. We identify the needs of stakeholders through an analysis of the relationships that have been built, and their effects on the Company. Below is a list of Abipraya's main stakeholders:

1. Shareholders: as the main stakeholder who has control over the Company, namely the Ministry of BUMN of the Republic of Indonesia;
2. Employees: as the main stakeholders and drivers of the Company's business;
3. Employer: as a stakeholder who is the main source of income, namely PUPR, private sector, BUMN;
4. Partners / partners: as stakeholders driving the supply chain;

5. Masyarakat: sebagai pemangku kepentingan yang menjadi mitra dalam menyalurkan inisiatif inisiatif pengembangan nilai-nilai sosial;
6. Regulator: sebagai pemangku kepentingan yang mengawasi terlaksananya kepatuhan Perseroan terhadap peraturan yang berlaku.

IDENTIFIKASI PEMANGKU KEPENTINGAN [102-40, 102-43, 102-44]

Abipraya telah melakukan identifikasi kelompok-kelompok yang merupakan pemangku kepentingan Perusahaan. Proses identifikasi para pemangku kepentingan dilakukan melalui pemetaan sosial.

Abipraya senantiasa membangun komunikasi dua arah dengan para pemangku kepentingan. Secara berkala dilakukan pertemuan dengan para pemangku kepentingan, guna mengetahui kebutuhan mereka dan memastikan pelaksanaan tanggung jawab sosial termasuk program-program PKBL dan CSR telah dapat memenuhi kebutuhan-kebutuhan tersebut.

5. Community: as stakeholders who become partners in channeling social values development initiatives;
6. Regulator: as a stakeholder who oversees the implementation of the Company's compliance with applicable regulations.

STAKEHOLDER IDENTIFICATION [102-40, 102-43, 102-44]

Abipraya has identified groups that are the Company's stakeholders. The process of identifying stakeholders is carried out through social mapping.

Abipraya always builds two-way communication with stakeholders. Meetings are regularly held with stakeholders, to find out their needs and ensure that the implementation of social responsibility, including PKBL and CSR programs, is able to meet these needs.



PEMEGANG SAHAM (KEMENTERIAN BUMN) SHAREHOLDERS (MINISTRY OF BUMN)

Metode Pendekatan

- Melalui RUPS pengesahan RKAP
- RUPS pengesahan laporan keuangan
- RUPS Luar biasa

Isu Utama dan Kebutuhan Pemangku Kepentingan

- Kinerja tahunan
- Besarnya pendapatan yang diperoleh
- Laba/rugi perusahaan
- Kinerja keberlanjutan
- Perubahan struktur manajemen

Approach Method

- Through the GMS, the RKAP endorsement
- GMS for the ratification of the financial statements
- Extraordinary GMS

Main Issues and Needs of Stakeholders

- Annual performance
- The amount of income earned
- Company profit / loss
- Sustainability performance
- Change in management structure

Respon dan Tindak Lanjut Perusahaan

- Membuat laporan tahunan
- Membuat laporan keberlanjutan
- Membuat laporan keuangan

Company Response and Follow Up

- Make an annual report
- Make a sustainability report
- Making financial reporting



PEGAWAI EMPLOYEES

Metode Pendekatan

- Rapat pembahasan PKB (Setiap 2 tahun sekali)
- Family Gathering
- Badan Pembina Olahraga, Kesenian, dan Wadah Komunitas (Baporkes)
- Rapat koordinasi (2 mingguan)
- Rapat kerja (Setiap semester)

Approach Method

- PKB discussion meeting (Once every 2 years)
- Family Gathering
- Board of Trustees for Sports, Arts and Community Organizations (Baporkes)
- Coordination meetings (2 weeks)
- Work meeting (Every semester)

Isu Utama dan Kebutuhan Pemangku Kepentingan

- Pemenuhan hak-hak normatif dan perlindungan kerja
- Jaminan keselamatan dan kesehatan kerja (K3)
- Kebebasan berserikat
- Pendidikan dan pelatihan
- Jenjang karir

Main Issues and Needs of Stakeholders

- Fulfillment of normative rights and work protection
- Safety and health insurance (K3)
- Freedom of association
- Education and training
- Career path

Respon dan Tindak Lanjut Perusahaan

- Mendukung pembentukan dan kegiatan serikat pekerja
- Menyediakan alat perlindungan diri (APD) bagi pekerja dan penerapan standar K3
- Menyediakan medical check up rutin
- Mengadakan kegiatan pendidikan dan pelatihan bagi pekerja
- Melakukan evaluasi kerja untuk menentukan jenjang karir pekerja

Company Response and Follow Up

- Support the formation and activities of trade unions
- Providing personal protective equipment (PPE) for workers and implementing OHS standards
- Providing routine medical check-ups
- Organizing education and training activities for workers
- Conducting job evaluations to determine the career path of employees



PEMBERI KERJA EMPLOYER

Metode Pendekatan

- Pembahasan kontrak kerja
- Rapat
- Komunikasi intensif

Isu Utama dan Kebutuhan Pemangku Kepentingan

- Bahan sesuai dengan yang diminta
- Harga, waktu, mutu sesuai dengan kontrak

Respon dan Tindak Lanjut Perusahaan

- Dokumen kontrak yang adil
- Pelaporan meeting, Berita Acara Penyelesaian
- Pekerjaan (BAPP) 1 dan 2 rekanan/mitra Kerja

Metode Pendekatan

- Pembahasan kontrak kerja
- Rapat
- Komunikasi
- Vendor gathering (1 tahun sekali)

Isu Utama dan Kebutuhan Pemangku Kepentingan

- Bahan sesuai dengan yang diminta
- Harga, waktu, mutu sesuai dengan kontrak

Respon dan Tindak Lanjut Perusahaan

- Dokumen kontrak yang adil
- Pelaporan meeting, Berita Acara Penyelesaian Pekerjaan (BAPP) 1 dan 2

Approach Method

- Discussion of work contracts
- Meeting
- Intensive communication

Main Issues and Needs of Stakeholders

- Materials as requested
- Price, time, quality in accordance with the contract

Company Response and Follow Up

- Fair contract documents
- Reporting of meetings, Minutes of Settlement
- Occupations (BAPP) 1 and 2 partners / partners of Kerja

Approach Method

- Discussion of work contracts
- Meeting
- Communication
- Vendor gathering (once a year)

Main Issues and Needs of Stakeholders

- Materials as requested
- Price, time, quality in accordance with the contract

Company Response and Follow Up

- Fair contract documents
- Reporting of meetings, Minutes of Work Completion (BAPP) 1 and 2



MASYARAKAT COMMUNITY

Metode Pendekatan

- Pelaksanaan Program CSR, PKBL,
- Komunikasi selama proyek berlangsung

Isu Utama dan Kebutuhan Pemangku Kepentingan

- Produk bermanfaat bagi masyarakat dan pengguna akhir
- Tidak merusak lingkungan

Respon dan Tindak Lanjut Perusahaan

Membuat laporan CSR, PKBL, Sustainability Report

Approach Method

- Implementation of CSR, PKBL,
- Communication during the project

Main Issues and Needs of Stakeholders

- Products are beneficial to society and end users
- Does not damage the environment

Company Response and Follow Up

Making CSR, PKBL, Sustainability Report



REGULATOR REGULATOR

Metode Pendekatan

- Pemenuhan Perijinan
- Ketenagakerjaan
- Peningkatan produksi dalam negeri

Isu Utama dan Kebutuhan Pemangku Kepentingan

- Pemenuhan K3L
- Ketaatan atas perijinan
- Pembayaran pajak dan retribusi
- Perlindungan pegawai

Respon dan Tindak Lanjut Perusahaan

- Laporan yang diminta oleh regulator terpenuhi
- Dokumen perijinan dan K3 terpenuhi

Approach Method

- Fulfillment of Licenses
- Employment
- Increase in domestic production

Main Issues and Needs of Stakeholders

- K3L compliance
- Compliance with permits
- Payment of taxes and levies
- Employee protection

Company Response and Follow Up

- Reports requested by regulators are fulfilled
- Licensing and K3 documents are fulfilled

KEBERLANJUTAN EKONOMI

ABOUT THE SUSTAINABILITY REPORT





KINERJA EKONOMI ABIPRAYA [103-1, 103-2, 103-3]

Abipraya's Economic Performance [103-1, 103-2, 103-3]

Berdasarkan indikator aspek keuangan, operasional, dan administrasi, kinerja ekonomi Abipraya berada pada tingkat klasifikasi dengan kategori SEHAT dengan peringkat A. Pada tahun 2020, Abipraya masih melanjutkan target untuk meningkatkan kinerja ekonomi melalui kebijakan-kebijakan yang telah disusun, yang mengutamakan pada:

- Mempertahankan market leader pada segmen sumber daya air;
- Meningkatkan perolehan kontrak di luar segmen sumber daya air;
- Menciptakan peluang usaha konstruksi dan investasi;
- Program IPO;
- Memastikan ketersediaan sumber dana untuk mendukung proses produksi;
- Mengembangkan sistem akuntansi dan informasi keuangan yang terintegrasi dengan sistem pengendalian;
- Dukungan teknologi informasi yang memberikan solusi bisnis untuk meningkatkan efisiensi bisnis dalam rangka meningkatkan daya saing perusahaan.

Dalam menjalankan kegiatan operasionalnya, Abipraya menitikberatkan pola kerja dan kegiatan operasional yang efisien pada semua lini bisnis, dengan memerhatikan keselarasan ekonomi, sosial, dan lingkungan. Dengan demikian, bisnis Abipraya tidak hanya menghasilkan keuntungan bagi negara (profit), melainkan dapat menciptakan nilai tambah untuk lingkungan (planet) dan berkontribusi kepada masyarakat (people).

Kinerja keuangan Abipraya diawasi dan dikelola dengan penuh tanggung jawab di bawah Direktur Keuangan dan SDM yang bersinergi dengan Direktur yang membidangi operasi.

Based on indicators of financial, operational and administrative aspects, Abipraya's economic performance is at the classification level with the HEALTH category with a A rating. In 2020, Abipraya is still continuing with targets to improve economic performance through policies that have been prepared, which prioritize:

- Maintaining the market leader in the water resources segment;
- Increase the acquisition of contracts outside the water resources segment;
- Creating construction and investment business opportunities;
- IPO program;
- Ensuring the availability of financial resources to support the production process;
- Developing a system of accounting and financial information that is integrated with the control system;
- Information technology support that provides business solutions to increase business efficiency in order to improve company competitiveness.

In carrying out its operational activities, Abipraya emphasizes efficient work patterns and operational activities in all lines of business, by paying attention to economic, social and environmental harmony. Thus, Abipraya's business does not only generate profits for the country (profit), but can create added value for the environment (planet) and contribute to society (people).

Abipraya's financial performance is supervised and managed responsibly under the Director of Finance and Human Resources in synergy with the Director in charge of operations.

NILAI EKONOMI DIHASILKAN DAN DIDISTRIBUSIKAN [201-1]

Economic Value Generated and Distributed [201-1]

KINERJA BISNIS ABIPRAYA 2020

Di tengah membaiknya perekonomian Indonesia, industri nasional terus berkembang, hal ini menjadikan kebutuhan akan infrastruktur Bendungan, Irigasi, Terowongan, Reklamasi, Jalan/Jembatan, Bandara, Gedung, Mekanikal & Elektrikal, Pembangkit Listrik, serta Beton. Hal ini menjadikan bisnis Perusahaan sangat prospektif pada masa-masa mendatang. Akan tetapi, karena mundurnya tender-tender proyek selama tahun 2020 akibat pandemic covid19, memberi dampak pada menurunnya pendapatan dan laba Perseroan.

ABIPRAYA BUSINESS PERFORMANCE 2020

In the midst of improving Indonesia's economy, the national industry continues to develop, this has made the need for Dam infrastructure, Irrigation, Tunnels, Reclamation, Roads/Bridges, Airports, Buildings, Mechanical & Electrical, Power Plants, and Concrete. This makes the Company's business very prospective for the future. However, due to the postponement of project tenders during 2020 due to the COVID-19 pandemic, this has an impact on the decline in the Company's revenues and profits.



NILAI EKONOMI LANGSUNG YANG DIPEROLEH DAN DIDISTRIBUSIKAN [201-1]

Direct Economic Value Generated and Distributed [201-1]

Uraian Description	Dalam Rp Ribu In Rp. Thousand		
	2020	2019	2018
Nilai Ekonomi Langsung yang Dihasilkan Generated Direct Economic Value			
Pendapatan Usaha Operating revenues	2.434.915.022,00	3.636.436.586,00	4.729.278.067,00
Penerimaan Bunga Bank Receipt of Bank Interest	4.947.677,00	17.806.405,00	30.749.298,00
Keuntungan (Kerugian) Selisih Kurs Gain (Loss) on Foreign Exchange	(3.580.314,00)	4.050.159,00	(1.368.202,00)
Klaim Asuransi Construction All Risk (CAR) Construction All Risk (CAR) Insurance Claims	(3.483.019,00)	8.086.076,00	-
Penerimaan Piutang yang Telah Dihapuskan Receivables that have been written off	1.209.085,00	-	-
Sewa Gedung Rent a building	-	-	2.570.395,00
Total Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	2.436.906.096,00	3.666.379.226,00	4.761.229.558,00
Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed			
Biaya Operasi Operating Costs	47.279.325,00	50.087.850,00	59.491.926,00
Gaji Pegawai dan Benefit Lainnya Employee Salaries and Other Benefits	76.772.116,00	119.031.853,00	117.278.365,00
Pembayaran Dividen Dividend Payment	7.377.049,00	71.265.604,00	27.015.066,00
Bunga Pinjaman dan Bunga Bank Loan Interest and Bank Interest	118.830.015,00	98.002.503	83.850.187
Pengeluaran Kepada Pemerintah Expenditures to the Government	308.192.817,19	185.073.122,00	870.490.215,00
Pengeluaran Kepada Masyarakat Expenditures to the Community	3.739.406,66	4.097.442,00	5.254.156,00
Total Nilai Ekonomi Langsung yang Didistribusikan Total Direct Economic Value Distributed	554.933.953,86	527.558.375,00	1.162.328.155,00
Nilai Ekonomi Langsung yang Ditahan Withholding Direct Economic Value			
II-I-II	1.881.972.142,15	3.138.820.851,00	3.598.901.403,00

Selain mencatat nilai ekonomi yang diperoleh, Abipraya juga mendistribusikan nilai ekonomi kepada berbagai pihak yang berkepentingan. Nilai ekonomi didistribusikan kepada pegawai dalam bentuk remunerasi, tunjangan, serta dana pensiun, distribusi kepada pemegang

In addition to recording the economic value obtained, Abipraya also distributes economic value to various interested parties. Economic value is distributed to employees in the form of remuneration, benefits, and pension funds, distribution to shareholders in the form of

saham dalam bentuk dividen, pajak kepada pemerintah, serta masyarakat dalam bentuk kegiatan tanggung jawab sosial (CSR)

Salah satu distribusi nilai ekonomi kepada pegawai yaitu dalam bentuk alokasi dana pensiun dikelola oleh Yayasan Dana Pensiun Pegawai yang didaftarkan dan dibayarkan iurannya sebagai peserta program pensiun adalah para pegawai tetap. Kontribusi iuran bulanan yang dibebankan kepada pegawai sebesar 5% (gaji pokok x 2) dan dibebankan ke perusahaan sebesar 20,15% (gaji pokok x 2). [201-3]

PEMETAAN SOSIAL

Komitmen pada upaya bersama meningkatkan kesejahteraan masyarakat di sekitar lokasi Perusahaan berkegiatan diwujudkan melalui pelaksanaan tanggung jawab sosial perusahaan atau CSR. Dalam menjalankan program CSR Abipraya selalu berdasarkan hasil pemetaan sosial. Tujuan pemetaan sosial adalah: [413-1]

- Mengidentifikasi kondisi sosial masyarakat, termasuk kebutuhan-kebutuhan mereka.
- Memastikan program/kegiatan CSR menjadi lebih efektif, efisien, dan tepat sasaran.

Secara berkelanjutan Abipraya melakukan pembaruan data pemetaan sosial di seluruh Area Operasi perusahaan. Pemetaan sosial melibatkan masyarakat dalam identifikasi potensi dampak yang ditimbulkan dari kegiatan operasional Perusahaan serta program/kegiatan yang dibutuhkan masyarakat.

dividends, taxes to the government, and society in the form of social responsibility (CSR) activities.

One of the distributions of economic value to employees, namely in the form of pension fund allocation managed by the Employee Pension Fund Foundation, which is registered and paid as a participant in the pension program, is permanent employees. The monthly contribution contribution is charged to employees of 5% (base salary x 2) and 20.15% to the company (base salary x 2). [201-3]

SOCIAL MAPPING

Commitment to joint efforts to improve the welfare of the community in the vicinity of the Company's activities is manifested through the implementation of corporate social responsibility or CSR. In carrying out the Abipraya CSR program, it is always based on the results of social mapping. The objectives of social mapping are: [413-1]

- Identifying the social conditions of the community, including their needs.
- Ensure that CSR programs / activities become more effective, efficient and right on target.

Abipraya continuously updates social mapping data throughout the company's operational areas. Social mapping involves the community in identifying potential impacts arising from the Company's operational activities as well as programs / activities needed by the community.

KONTRIBUSI ABIPRAYA BAGI INDONESIA [201-1]

Abipraya's Contribution to Indonesia [201-1]

Sebagai Badan Usaha Milik Negara (BUMN), Abipraya menyediakan anggaran untuk kegiatan Bina Lingkungan yang menjadi bagian pelaksanaan tanggung jawab social dan lingkungan (TJSL). Realisasi dana yang dikeluarkan Abipraya untuk kegiatan CSR dan Bina Lingkungan pada tahun 2020 sebesar Rp3,8 miliar.

As a State Owned Enterprise (BUMN), Abipraya provides a budget for Community Development activities which are part of the implementation of social and environmental responsibility (TJSL). The realization of funds spent by Abipraya for CSR and Community Development activities in 2020 amounted to IDR 3.8 billion.

DISTRIBUSI NILAI EKONOMI (BINA LINGKUNGAN) BERDASARKAN JENIS BANTUAN [201-1]

DISTRIBUTION OF ECONOMIC VALUE (COMMUNITY DEVELOPMENT) BASED ON TYPE OF ASSISTANCE [201-1]

Jenis Bantuan Types of Assistance	Dalam Rp Ribu In Rp. Thousand		
	2020	2019	2018
Bencana alam Natural disasters	244.500.000	Rp1.332.113.188	110.000
Peningkatan pendidikan Improved education	731.525.000	Rp1,1 miliar	1.690.912
Kesehatan Health	20.000.000	Rp677.716.875,-	693.610
Pengembangan sarana dan/atau prasarana umum Development of public facilities and/or infrastructure	25.000.000	Rp327.845.100,-	20.000
Bantuan Sarana Ibadah Worship Facilities Assistance	125.000.000	Rp395.000.000,-	372.000
Pelestarian alam Nature preservation	244.500.000	Rp352.520.000, -	447.750
Bantuan sosial kemasyarakatan dalam rangka pengentasan kemiskinan Community social assistance in the context of poverty alleviation	437.781.819	Rp1.673.900.000,-	551.516
Jumlah Total	3.801.543.209	4.985.150.075	3.885.788

PEMBIAYAAN DAN DAMPAK KEUANGAN

Pada tahun 2020, Abipraya telah menempatkan dana pembiayaan program/kegiatan CSR, sebesar Rp 3,8 miliar turun dibandingkan tahun 2019 yang tercatat sebesar Rp4,9 miliar.

FINANCING AND FINANCIAL IMPACT

In 2020, Abipraya has placed funds for financing CSR programs / activities, amounting to Rp. 3.8 billion, down compared to 2019 which was recorded at Rp. 4.9 billion. The source of

Sumber dana yang ditempatkan tersebut berasal dari anggaran fungsi PKBL dan CSR. Penempatan dana tersebut tidak memberikan dampak terhadap kinerja keuangan Perusahaan. Pemanfaatan dana diprioritaskan untuk membiayai program /kegiatan pada lima bidang, yakni pendidikan, kesehatan, lingkungan, infrastruktur serta pemberdayaan masyarakat. [203-1, 203-2]

Komitmen pada upaya bersama meningkatkan kesejahteraan masyarakat di sekitar lokasi Perusahaan berkegiatan diwujudkan melalui pelaksanaan tanggung jawab sosial perusahaan atau CSR. Dalam menjalankan program CSR Abipraya selalu berdasarkan hasil pemetaan sosial. Tujuan pemetaan sosial adalah: [413-1]

- Mengidentifikasi kondisi sosial masyarakat, termasuk kebutuhan-kebutuhan mereka.
- Memastikan program/kegiatan CSR menjadi lebih efektif, efisien, dan tepat sasaran.

RINCIAN KEGIATAN CSR [203-1]

Selama tahun 2020, Abipraya telah melaksanakan berbagai program/kegiatan CSR diantaranya:

Program Kemitraan

Sampai akhir tahun 2020, Brantas Abipraya telah membina 43 mitra binaan, dengan area kegiatan terutama berlokasi di sekitar proyek Perseroan. Total anggaran untuk seluruh program/kegiatan yang bersifat hibah tersebut adalah Rp3.850.000.000,- atau mencapai 119,16% dari total RKA yang tercatat sebesar Rp3.230.870.000,-

funds placed comes from the PKBL and CSR function budgets. The placement of these funds has no impact on the Company's financial performance. The use of funds is prioritized to finance programs / activities in five fields, namely education, health, environment, infrastructure and community empowerment. [203-1, 203-2]

Commitment to joint efforts to improve the welfare of the community in the vicinity of the Company's activities is manifested through the implementation of corporate social responsibility or CSR. In carrying out the Abipraya CSR program, it is always based on the results of social mapping. The objectives of social mapping are: [413-1]

- Identifying the social conditions of the community, including their needs.
- Ensure that CSR programs / activities become more effective, efficient and right on target.

DETAILS OF CSR ACTIVITIES [203-1]

During 2020, Abipraya has carried out various CSR programs / activities including:

Partnership Program

Until the end of 2020, Brantas Abipraya has fostered 43 fostered partners, with activity areas mainly located around the Company's projects. The total budget for all programs / activities that are grant in nature is IDR 3,850,000,000 or up to 119.16% of the total RKA which is recorded at IDR 3,230,870,000.

Penyaluran Program Kemitraan Berdasarkan Wilayah Distribution of Partnership Programs by Region	
Provinsi/Wilayah Province / Region	Realisasi (Rp) Realization (Rp)
DKI Jakarta	415 juta/million
Jawa Barat/ West Java	1,97 miliar/billion
Jawa Timur/ East Java	235 juta/million
Jawa Tengah/ Central Java	310 juta/million
Sumatera Utara/ North Sumatra	-
Sumatera Selatan/ South Sumatra	-
Sulawesi Tenggara/ Southeast Sulawesi	-
Kalimantan Barat/ West Kalimantan	-
Kalimantan Selatan/ South Kalimantan	-
Aceh	-
Banten	835 juta/million
Lampung	80 juta/million
Jumlah/ Total	3,85 miliar/billion

Penyaluran Program Kemitraan Berdasarkan Sektor Usaha Distribution of Partnership Programs Based on Business Sector	
Sektor Usaha Business Sector	Realisasi (Rp) Realization (Rp)
Sektor Industri/ Industrial Sector	-
Sektor Perdagangan/ Trade Sector	2,37 miliar/billion
Sektor Perikanan/ Fishery Sector	-
Sektor Peternakan/ Ranch Sector	20 juta/million
Sektor Perkebunan/ Plantation Sector	-
Sektor Usaha Jasa/ Service Business Sector	1,46 miliar/billion
Jumlah/ Total	3,85 miliar/billion

Program Bina Lingkungan

Sesuai ketentuan Peraturan Menteri BUMN tersebut di atas, terdapat 7 jenis kegiatan yang dilaksanakan dalam rangka pelaksanaan Program Bina Lingkungan, yakni: Bantuan Bencana ALam, Bantuan Pendidikan/ Pelatihan, Bantuan Peningkatan Kesehatan, Pengembangan Sarana/Prasarana Umum, Bantuan Sarana Ibadah, Bantuan Pelestarian Alam dan Bantuan Sosial Masyarakat dalam rangka Pengentasan Kemiskinan.

Community Development Program

In accordance with the provisions of the SOE Ministerial Regulation above, there are 7 types of activities carried out in the framework of implementing the Community Development Program, namely: Natural Disaster Assistance, Education / Training Assistance, Health Improvement Assistance, Development of Public Facilities / Infrastructure, Worship Facilities Assistance, Nature Conservation Assistance and Community Social Assistance in the context of Poverty Alleviation.



Bantuan Korban Bencana Alam

Bencana alam terjadi diluar kekuasaan manusia dengan demikian untuk meringankan beban masyarakat yang tertimpa bencana alam tersebut dan bencana alam merupakan faktor yang tidak dapat diprediksi, namun demikian Perusahaan tetap tanggap dan siaga untuk membantu meringankan penderitaan para korban bencana alam. Abipraya memberikan bantuan tanggap darurat untuk korban bencana alam seperti bantuan untuk korban bencana kebakaran, banjir, dan erupsi gunung, tanah longsor, dll.

1. Korban Bencana Alam Golongan 1 PT Brantas Abipraya
2. Korban Bencana Alam Gunung Merapi di Magelang

Aid to Natural Disaster Victims

Natural disasters occur beyond human power, thus to ease the burden on communities affected by these natural disasters and natural disasters are unpredictable factors, however the Company remains responsive and alert to help alleviate the suffering of victims of natural disasters. Abipraya provides emergency response assistance for victims of natural disasters such as assistance for victims of fires, floods and mountain eruptions, landslides, etc.

1. PT Brantas Abipraya Category 1 Natural Disaster Victims
2. Victims of the Mount Merapi Natural Disaster in Magelang



Pengembangan sarana dan/atau prasarana umum

Abipraya memberikan bantuan Pengembangan Sarana Umum kepada masyarakat untuk meningkatkan kualitas prasarana publik. Tahun 2020 telah diberikan oleh perseroan bantuan Pengembangan Sarana Umum sebesar Rp25 juta.

Bantuan pelestarian alam

Bantuan pelestarian alam merupakan salah satu wujud kepedulian PT Brantas Abipraya (Persero) menjaga kelestarian alam dengan menanam pohon di sekitar wilayah yang sudah gundul, sehingga kegiatan penghijauan ini terus berkesinambungan.

1. Yayasan Hutan Lestari Indonesia
2. Graha Widya Bhakti (Graha STESIA) Surabaya
3. Pelestarian Alam di PLTM Padang Guci / PT Brantas Energi

Pendidikan

Pendidikan merupakan salah satu kunci penting dalam rangka mewujudkan generasi penerus bangsa yang berkualitas, tangguh dan berdedikasi. Abipraya juga memberikan perhatian lebih dalam pembinaan generasi bangsa untuk memperoleh pendidikan yang bermutu dan berkualitas. Disamping hal tersebut, Perusahaan juga memberikan fasilitas pendidikan dan pelatihan bagi masyarakat untuk meningkatkan pengetahuan, ketrampilan dan wawasannya sehingga dapat langsung diimplementasikan untuk menjadi wirausaha baru.

Beberapa bantuan program bina lingkungan bidang pendidikan pada periode 2020 antara lain:

1. SDIT Raudhatul Muttaqin
2. Yayasan Pendidikan An Nahl 128

Development of public facilities and / or infrastructure

Abipraya provides Public Facility Development assistance to the community to improve the quality of public infrastructure. In 2020, the company has provided Public Facility Development assistance of IDR 25 million.

Nature conservation assistance

Nature conservation assistance is a manifestation of PT Brantas Abipraya (Persero) 's concern to preserve nature by planting trees around areas that are already deforested, so that this reforestation activity continues.

1. Indonesian Sustainable Forest Foundation
2. Graha Widya Bhakti (Graha STESIA) Surabaya
3. Nature Conservation at PLTM Padang Guci / PT Brantas Energi

Education

Education is one of the important keys in creating a qualified, tough and dedicated future generation of the nation. Abipraya also pays more attention to fostering the nation's generation to obtain quality and quality education. Apart from this, the Company also provides educational and training facilities for the community to increase their knowledge, skills and insights so that they can be immediately implemented to become new entrepreneurs.

Some of the assistance for environmental development programs in the field of education in the 2020 period include:

1. SDIT Raudhatul Muttaqin
2. An Nahl Educational Foundation 128



3. Beasiswa Anak Asuh 2020
4. Kejar Paket C
5. Sertifikasi Keterampilan (SKT) Tenaga Kerja
6. Yayasan Athfal Daruttaqwa
7. Omah Jaman Now
8. KB Azzahrah

3. Foster Children Scholarship 2020
4. Pursue Package C
5. Workforce Skills Certification (SKT)
6. Athfal Daruttaqwa Foundation
7. Omah Jaman Now
8. KB Azzahrah

Bantuan Bidang Kesehatan

Abipraya peduli terhadap bidang kesehatan secara penuh. Hal ini Menunjukkan bahwa BUMN hadir di tengah-tengah masyarakat untuk memberikan bantuan peningkatan kesehatan melalui kegiatan Program Bina Lingkungan.

1. Yayasan Citra Fatma Wanita
2. Penanggulangan Penyebaran COVID-19 Tahap 1 hingga tahap 6

Health Sector Assistance

Abipraya fully cares for the health sector. This shows that BUMN is present in the midst of society to provide health improvement assistance through the Community Development Program activities.

1. Citra Fatma Wanita Foundation
2. Countermeasures for the Spread of COVID-19 Stage 1 to stage 6



Bantuan Sarana Ibadah

Dalam rangka meningkatkan spiritualitas masyarakat, salah satu upaya yang telah dilakukan Perseroan adalah dengan membantu pembangunan sarana ibadah dan memperbaiki sarana ibadah yang telah ada, diantaranya :

1. Yayasan Rumah Harapan Tapos
2. Masjid Raya Muhajirin Koto Buruk
3. Masjid Al Hidayah
4. Musholla Al – Barkah
5. Musholla Al Amal

Bantuan Sosial Kemasyarakatan Dalam Rangka Pengentasan Kemiskinan

Untuk membantu meringankan beban masyarakat di sekitar wilayah usaha Abipraya sampai dengan tahun 2020 telah memberikan bantuan sosial dengan kegiatan antara lain:

1. DWP Kementerian dan IIP BUMN

Worship Facilities Assistance

In order to improve the spirituality of the community, one of the efforts that the Company has made is to assist in the construction of places of worship and to improve existing places of worship, including:

1. Rumah Harapan Tapos Foundation
2. The Great Muhajirin Koto Bad Mosque
3. Al Hidayah Mosque
4. Musholla Al - Barkah
5. Musholla Al Amal

Community Social Assistance for Poverty Alleviation

To help ease the burden on the community around the Abipraya business area until 2020, it has provided social assistance with activities including:

1. DWP Ministry and IIP BUMN



2. Paguyuban Ibu-Ibu PT Brantas Abipraya
3. Pembagian Sembako Mei
4. Pembagian Sembako Wilayah Jember - Jawa Timur

PEMBERDAYAAN MASYARAKAT DI SEKITAR LOKASI PROYEK

Perusahaan memberikan prioritas pengisian karyawan baru dengan menggunakan metode rekrutmen dan seleksi yang dapat mengefisienkan waktu, mengoptimalkan pencarian karyawan yang berkompeten dan pemanfaatan tenaga kerja lokal. Kesempatan kerja bagi masyarakat di sekitar wilayah kerja Perusahaan selalu diberikan sebagai upaya untuk meningkatkan kesempatan kerja bagi masyarakat lokal. Di samping itu, penggunaan tenaga kerja local akan menciptakan efisiensi biaya dan pengelolaan SDM Perusahaan yang efektif.

- Sinergi Kampung Milenial

Pemasok Lokal

Abipraya turut memberdayakan pemasok lokal dengan penggunaan produk dalam negeri pada pengadaan barang dan jasa. Pelibatan pemasok lokal merupakan upaya lain untuk memberdayakan dan meningkatkan kesejahteraan masyarakat sekitar, melalui imbal jasa pekerjaan yang diperoleh. Dengan demikian meski tidak menjadi pekerja di lingkungan Abipraya, masyarakat tetap bisa merasakan manfaat tidak langsung dari keberadaan Perusahaan. [203-2]

Selain memberdayakan pemasok lokal, Abipraya juga turut memberdayakan Lembaga Penelitian, Lembaga Pemerintah maupun Perguruan Tinggi untuk mewujudkan sinergi antara dunia usaha dan pendidikan.

2. The Association of Mothers of PT Brantas Abipraya
3. Distribution of Basic Food in May
4. The distribution of basic necessities for the Jember - East Java region

EMPOWERMENT OF COMMUNITIES AROUND THE PROJECT SITE

The company gives priority to filling new employees by using recruitment and selection methods that can save time, optimize the search for competent employees and utilize local labor. Employment opportunities for communities around the Company's work areas are always provided as an effort to increase job opportunities for local communities. In addition, the use of local labor will create cost efficiency and effective HR management of the Company.

- Millennial Village Synergy

Local Suppliers

Abipraya also empowers local suppliers by using domestic products in the procurement of goods and services. The involvement of local suppliers is another effort to empower and improve the welfare of the surrounding community, through compensation for work received. Thus, even though they are not workers in Abipraya's environment, the community can still experience the indirect benefits of the Company's existence. [203-2]

In addition to empowering local suppliers, Abipraya also empowers Research Institutions, Government Institutions and Universities to create synergies between business and education.

KONTRIBUSI ABIPRAYA KEPADA MASYARAKAT

Abipraya menyadari bahwa keberadaannya diharapkan dapat memberikan nilai tambah bagi masyarakat sekitar dan menjaga keharmonisan antara Perseroan dan masyarakat. Hal ini diwujudkan melalui program corporate social responsibility (CSR) dan PKBL yang efektif.

Adapun koordinator pelaksana kegiatan CSR dan PKBL Abipraya merujuk pada SK Direksi Nomor 166/D/KPTS/IV/2014 tanggal 4 April 2014 tentang Perubahan Tim Pelaksana Program Kemitraan Badan Usaha Milik Negara dengan Usaha kecil & PKBL. Pelaksanaan kegiatan CSR dilaksanakan oleh Tim Manajer Sekretariat & Humas, yang diketuai oleh Sekretaris Perusahaan. Direktur Keuangan & SDM merupakan koordinator Tim Pelaksana.




Abipraya melakukan kegiatan CSR dengan metode partisipatif, yaitu dengan memperdayakan potensi daerah yang ada agar dapat meningkatkan kemampuan, penghasilan, dan kemakmuran secara berkelanjutan. Program-program CSR yang sudah dilaksanakan selanjutnya dievaluasi dan ditinjau untuk memastikan tujuan yang telah ditetapkan dapat dicapai.




ABIPRAYA'S CONTRIBUTION TO THE COMMUNITY

Abipraya realizes that its existence is expected to provide added value to the surrounding community and maintain harmony between the Company and the community. This is realized through effective corporate social responsibility (CSR) and PKBL programs.

The coordinator for implementing CSR and PKBL Abipraya activities refers to the Decree of the Board of Directors Number 166 / D / KPTS / IV / 2014 dated April 4, 2014 concerning Changes in the Implementation Team for the Partnership Program of State-Owned Enterprises with Small-scale Enterprises & PKBL. The implementation of CSR activities is carried out by the Sekretariat & Public Relations Manager Team, chaired by the Corporate Secretary. The Director of Finance & HR is the coordinator of the Implementation Team.

Abipraya carries out CSR activities with a participatory method, namely by empowering the existing regional potential in order to increase capacity, income, and prosperity in a sustainable manner. CSR programs that have been implemented are then evaluated and reviewed to ensure that the stated objectives can be achieved.

Program CSR dan Kesesuaian dengan SDGs CSR and SDGs Compliance Program			
No.	Nama Program Program name	Tujuan Program Program Objectives	Kesesuaian dengan SDGs SDGs Compliance
1.	 Bidang Pendidikan Field of education	Agar dapat berkontribusi dalam meningkatkan kemandirian dan kesejahteraan masyarakat dengan harapan akan terjadinya peningkatan pada sikap, pengetahuan dan keterampilannya <i>In order to contribute to increasing the independence and welfare of the community with the hope that there will be an increase in attitudes, knowledge and skills</i>	Kesuaian dengan tujuan pendidikan yang berkualitas <i>Conformity with the goals of quality education</i>
2.	 Bantuan sosial kemasyarakatan dalam rangka pengentasan kemiskinan <i>Community social assistance in the context of poverty alleviation</i>	Untuk membantu meringankan beban masyarakat di sekitar wilayah usaha Abipraya <i>To help ease the burden on the community around the Abipraya business area</i>	Sesuai dengan tujuan tanpa kelaparan Dan tanpa kemiskinan <i>Fit for purpose without hunger And without poverty</i>
3.	 Bencana Alam Natural disasters	Abipraya memberikan bantuan tanggap darurat untuk korban bencana alam seperti bantuan untuk korban bencana kebakaran, banjir, dan erupsi gunung, tanah longsor, dll. <i>Abipraya provides emergency response assistance for victims of natural disasters such as assistance for victims of fires, floods and mountain eruptions, landslides, etc.</i>	Sesuai dengan pekerjaan layak dan pertumbuhan ekonomi <i>In accordance with decent work and economic growth</i>

Program CSR dan Kesesuaian dengan SDGs CSR and SDGs Compliance Program			
No.	Nama Program Program name	Tujuan Program Program Objectives	Kesesuaian dengan SDGs SDGs Compliance
4	 <p>Bantuan Sarana Ibadah Worship Facilities Assistance</p>	<p>Dalam rangka meningkatkan spiritualitas masyarakat, salah satu upaya yang telah dilakukan Perseroan adalah dengan membantu pembangunan sarana ibadah dan memperbaiki sarana ibadah yang telah ada</p> <p>In order to improve the spirituality of the community, one of the efforts that the Company has made is to assist in the construction of religious facilities and to improve existing places of worship</p>	<p>Sesuai dengan tujuan berkurangnya kesenjangan</p> <p>In accordance with the goal of reducing inequality</p>
5	 <p>Pelestarian alam Nature preservation</p>	<p>Bantuan pelestarian alam merupakan salah satu wujud kepedulian PT Brantas Abipraya (Persero) menjaga kelestarian alam dengan menanam pohon di sekitar wilayah yang sudah gundul, sehingga kegiatan penghijauan ini terus berkesinambungan</p> <p>Nature conservation assistance is a form of PT Brantas Abipraya (Persero) 's concern to preserve nature by planting trees around areas that are already deforested, so that this reforestation activity continues.</p>	<p>Sesuai dengan tujuan melindungi, memulihkan dan mendukung penggunaan yang berkelanjutan terhadap ekosistem daratan, mengelola hutan secara berkelanjutan, memerangi desertifikasi (penggurunan), dan menghambat dan membalikkan degradasi tanah dan menghambat hilangnya keanekaragaman hayati</p> <p>In accordance with the goal of protecting, restoring and supporting the sustainable use of terrestrial ecosystems, managing forests in a sustainable manner, combating desertification (desertification), and inhibiting and reversing land degradation and inhibiting the loss of biodiversity</p>
6	 <p>Pengembangan sarana dan/atau prasarana umum Development of public facilities and / or infrastructure</p>	<p>Abipraya memberikan bantuan Pengembangan Sarana Umum kepada masyarakat untuk meningkatkan kualitas prasarana publik</p> <p>Abipraya provides Public Facility Development assistance to the community to improve the quality of public infrastructure</p>	<p>Sesuai dengan tujuan membangun infrastruktur yang tahan lama, mendukung industrialisasi yang inklusif dan berkelanjutan dan membantu perkembangan inovasi</p> <p>In accordance with the objectives of building a durable infrastructure, supporting inclusive and sustainable industrialization and fostering innovation</p>

Program CSR dan Kesesuaian dengan SDGs CSR and SDGs Compliance Program			
No.	Nama Program Program name	Tujuan Program Program Objectives	Kesesuaian dengan SDGs SDGs Compliance
7	 <p>Kesehatan Health</p>	<p>Abipraya peduli terhadap bidang kesehatan secara penuh. Hal ini Menunjukkan bahwa BUMN hadir di tengah-tengah masyarakat untuk memberikan bantuan peningkatan kesehatan melalui kegiatan Program Bina Lingkungan</p> <p>Abipraya fully cares for the health sector. This shows that BUMN is present in the midst of society to provide health improvement assistance through the Community Development Program activities</p>	<p>Sesuai dengan tujuan Memastikan kehidupan yang sehat dan mendukung kesejahteraan bagi semua untuk semua usia</p> <p>Fit for purpose Ensuring a healthy life and supporting wellbeing for all for all ages</p>

KEBERLANJUTAN KINERJA LINGKUNGAN

ENVIRONMENTAL PERFORMANCE
SUSTAINABILITY





Sebagai Perusahaan yang berorientasi pada keberlanjutan, Abipraya Perusahaan turut menyumbang terjadinya pemanasan global dan perubahan iklim. Hal itu terjadi, karena Perseroan menggunakan energi listrik dari hasil pembakaran Fuel Gas, bahan bakar minyak yang digunakan untuk operasional kendaraan.

[103-1]

Perseroan berupaya untuk meminimalkan dampak negatif bagi lingkungan, misalnya dengan menggunakan energi listrik dan BBM secara efisien, mengelola limbah dengan baik, memaksimalkan prinsip 3R (*reduce, reuse, dan recycle*), mengurangi tingkat emisi gas rumah kaca, serta melakukan berbagai kegiatan yang mendukung kelestarian lingkungan. (103-2)

Mulai tahun 2016, Tujuan Pembangunan Berkelanjutan (SDGs) 2015–2030 secara resmi menggantikan Tujuan Pembangunan Millennium (MDGs) 2000–2015. SDGs berisi seperangkat tujuan transformatif yang disepakati dan berlaku bagi seluruh bangsa tanpa terkecuali. SDGs berisi 17 Tujuan. Salah satu Tujuan SDGs adalah mengatur tata cara dan prosedur masyarakat yang damai tanpa kekerasan, nondiskriminasi, partisipasi, tata pemerintahan yang terbuka serta kerja sama kemitraan multi pihak.

As a company that is oriented towards sustainability, Abipraya Company also contributes to global warming and climate change. This happens because the Company uses electrical energy from the combustion of Fuel Gas, fuel oil used for vehicle operations.

[103-1]

The Company seeks to minimize negative impacts on the environment, for example by using electricity and fuel energy efficiently, managing waste properly, maximizing the 3R principle (*reduce, reuse and recycle*), reducing greenhouse gas emission levels, and carrying out various activities that support sustainability environment. (103-2)

Starting in 2016, the 2015–2030 Sustainable Development Goals (SDGs) formally replace the Millennium Development Goals (MDGs) 2000–2015. The SDGs contain a set of agreed-upon transformative goals that apply to all nations without exception. SDGs contains 17 Goals. One of the SDGs objectives is to regulate peaceful community procedures and procedures without violence, non-discrimination, participation, open governance and multi-party partnership cooperation.



17 TUJUAN PEMBANGUNAN BERKELANJUTAN

- TUJUAN 1. Mengakhiri kemiskinan dalam segala bentuk dimanapun
- TUJUAN 2. Mengakhiri kelaparan, mencapai ketahanan pangan dan nutrisi yang lebih baik dan mendukung pertanian berkelanjutan
- TUJUAN 3. Memastikan kehidupan yang sehat dan mendukung kesejahteraan bagi semua untuk semua usia
- TUJUAN 4. Memastikan pendidikan yang inklusif dan berkualitas setara, juga mendukung kesempatan belajar seumur hidup bagi semua
- TUJUAN 5. Mencapai kesetaraan gender dan memberdayakan semua perempuan dan anak perempuan
- TUJUAN 6. Memastikan ketersediaan dan manajemen air bersih yang berkelanjutan dan sanitasi bagi semua

17 SUSTAINABLE DEVELOPMENT GOALS

- OBJECTIVES 1. End poverty in all forms everywhere
- OBJECTIVE 2. End hunger, achieve better food security and nutrition and support sustainable agriculture
- OBJECTIVE 3. To ensure a healthy life and support the well-being of all for all ages
- OBJECTIVE 4. Ensure inclusive and equal quality education, while also supporting lifelong learning opportunities for all
- OBJECTIVE 5. Achieve gender equality and empower all women and girls
- OBJECTIVE 6. Ensure availability and sustainable management of clean water and sanitation for all

- TUJUAN 7. Memastikan akses terhadap energi yang terjangkau, dapat diandalkan, berkelanjutan dan modern bagi semua
 - TUJUAN 8. Mendukung pertumbuhan ekonomi yang inklusif dan berkelanjutan, tenaga kerja penuh dan produktif dan pekerjaan yang layak bagi semua
 - TUJUAN 9. Membangun infrastruktur yang tangguh, mendukung industrialisasi yang inklusif dan berkelanjutan dan membantu perkembangan inovasi
 - TUJUAN 10. Mengurangi ketimpangan didalam dan antar negara
 - TUJUAN 11. Membangun kota dan pemukiman yang inklusif, aman, tangguh dan berkelanjutan
 - TUJUAN 12. Memastikan pola konsumsi dan produksi yang berkelanjutan
 - TUJUAN 13. Mengambil aksi segera untuk memerangi perubahan iklim dan dampaknya*
 - TUJUAN 14. Mengkonservasi dan memanfaatkan secara berkelanjutan sumber daya laut, samudra dan maritim untuk pembangunan yang berkelanjutan
 - TUJUAN 15. Melindungi, memulihkan dan mendukung penggunaan yang berkelanjutan terhadap ekosistem daratan, mengelola hutan secara berkelanjutan, memerangi desertifikasi (penggurunan), dan menghambat dan membalikkan degradasi tanah dan menghambat hilangnya keanekaragaman hayati
 - TUJUAN 16. Mendukung masyarakat yang damai dan inklusif untuk pembangunan berkelanjutan, menyediakan akses terhadap keadilan bagi semua dan membangun institusi-institusi yang efektif, akuntabel dan inklusif di semua level
- OBJECTIVE 7. Ensure access to affordable, reliable, sustainable and modern energy for all
 - OBJECTIVE 8. Support inclusive and sustainable economic growth, a full and productive workforce and decent work for all
 - OBJECTIVE 9. Build a resilient infrastructure, support inclusive and sustainable industrialization and foster innovation
 - OBJECTIVE 10. Reduce inequality within and between countries
 - OBJECTIVE 11. To build cities and settlements that are inclusive, safe, resilient and sustainable
 - OBJECTIVE 12. Ensure sustainable consumption and production patterns
 - OBJECTIVE 13. Take urgent action to combat climate change and its impacts *
 - OBJECTIVE 14. Conserve and sustainably use marine, oceanic and maritime resources for sustainable development
 - OBJECTIVE 15. Protect, restore and support the sustainable use of terrestrial ecosystems, manage forests in a sustainable manner, combat desertification (desertification), and inhibit and reverse soil degradation and inhibit the loss of biodiversity
 - OBJECTIVE 16. Support peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

- TUJUAN 17. Memperkuat ukuran implementasi dan merevitalisasi kemitraan global untuk pembangunan yang berkelanjutan

Optimalisasi dukungan perusahaan terhadap perlindungan lingkungan juga dilakukan melalui pemenuhan terhadap standar dan sertifikasi internasional dalam menjalankan usaha, seperti ISO 14001:2015 Sistem Manajemen Lingkungan. Tak hanya itu, menyadari pentingnya pengelolaan potensi dampak lingkungan yang ditimbulkan, setiap kegiatan operasi di lingkungan Perseroan telah dilengkapi dokumen pengelolaan lingkungan, baik dalam bentuk Analisis Mengenai Dampak Lingkungan (Amdal), Upaya Pengelolaan Lingkungan (UKL) dan Upaya Pemantauan Lingkungan (UPL). Melalui penyusunan Dokumen Amdal, Perseroan mengidentifikasi dampak yang ditimbulkan terhadap lingkungan hidup, sosial, ekonomi, budaya dan masyarakat sekitar. Selanjutnya potensi dampak tersebut dikelola secara bijak dan dipantau berkesinambungan, sehingga tidak menimbulkan gangguan terhadap perusahaan maupun masyarakat sekitar serta pemangku kepentingan lainnya pada pengembangan dan keberlanjutan bisnis selanjutnya. (103-2)

KEPATUHAN LINGKUNGAN

Sebagai korporasi yang bertanggungjawab Perseroan senantiasa taat dan patuh terhadap berbagai peraturan dan ketentuan yang berlaku di bidang lingkungan. Selain itu, Perseroan berkomitmen untuk peduli dan turut menjaga kelestarian lingkungan melalui berbagai program dan kegiatan yang diselenggarakan selama tahun pelaporan. Komitmen dan kepedulian tersebut merupakan andil Perseroan terhadap konservasi dan kelestarian lingkungan. [103-1, 103-2]

- OBJECTIVE 17. Strengthen implementation measures and revitalize global partnerships for sustainable development

Optimization of company support for environmental protection is also carried out through compliance with international standards and certifications in running a business, such as ISO 14001: 2015 Environmental Management System. Not only that, realizing the importance of managing the potential environmental impacts caused, every operational activity within the Company has been equipped with environmental management documents, both in the form of an Environmental Impact Analysis (Amdal), Environmental Management Efforts (UKL) and Environmental Monitoring Efforts (UPL). Through the preparation of the EIA document, the Company identifies the impact on the environment, social, economy, culture and the surrounding community. Furthermore, these potential impacts are managed wisely and continuously monitored, so that they do not cause disruption to the company, surrounding communities and other stakeholders in the development and sustainability of the next business. (103-2)

ENVIRONMENTAL COMPLIANCE

As a responsible corporation, the Company always obeys and complies with various regulations and provisions that apply in the environmental sector. In addition, the Company is committed to caring and participating in preserving the environment through various programs and activities held during the reporting year. This commitment and concern is the Company's contribution to environmental conservation and preservation. [103-1, 103-2]

Kesungguhan Perseroan dalam mentaati berbagai ketentuan dan peraturan lingkungan membawa hasil dengan tidak adanya denda dan sanksi non-moneter akibat ketidakpatuhan terhadap undang-undang dan peraturan tentang lingkungan hidup. Selain itu, juga tidak terdapat kasus pengaduan lingkungan yang penyelesaiannya diajukan melalui mekanisme penyelesaian sengketa, seperti ke pengadilan. Untuk menjaga komitmen terhadap lingkungan, Perseroan mengeluarkan total biaya lingkungan sebesar Rp.. [103-3, 307-1]

PENCEGAHAN DAN PRINSIP KEHATIHATAN [102-11]

Dalam melaksanakan kegiatan operasionalnya, Abipraya mengedepankan upaya pencegahan dan menerapkan prinsip kehati-hatian, dengan tujuan dapat meminimalkan dampak negatif terhadap lingkungan. Bentuk inisiatif Perseroan dalam mencegah kerusakan lingkungan yaitu mematuhi dan menerapkan ISO 14001:2015 tentang Sistem Manajemen Lingkungan.

PENGEMBANGAN ENERGI BARU DAN TERBARUKAN (EBT)

PT Brantas Energi selaku Entitas Anak Perseroan memiliki peran besar dalam pengembangan Energi Baru dan Terbarukan (EBT). Dalam hal ini, EBT menjadi core business Brantas Energi yang menunjukkan bahwa Abipraya tidak hanya berfokus pada konstruksi tetapi juga investasi terkait pembangkit tenaga air. Abipraya juga berkomitmen untuk membantu pemerintah mencapai 23% EBT di tahun 2025. [103-1]

The Company's seriousness in complying with various environmental provisions and regulations has resulted in the absence of fines and non-monetary sanctions due to non-compliance with environmental laws and regulations. In addition, there are also no environmental complaint cases that have been resolved through a dispute resolution mechanism, such as to a court. To maintain its commitment to the environment, the Company incurs a total environmental cost of Rp .. [103-3, 307-1]

PRECAUTIONS AND THE PRINCIPLE OF CAUTION [102-11]

In carrying out its operational activities, Abipraya prioritizes prevention efforts and applies the precautionary principle, with the aim of minimizing negative impacts on the environment. The form of the Company's initiatives in preventing environmental damage is complying with and implementing ISO 14001: 2015 concerning the Environmental Management System.

NEW ENERGY DEVELOPMENT AND RENEWABLE (EBT)

PT Brantas Energi as the Company's subsidiary has a big role in the development of New and Renewable Energy (EBT). In this case, EBT is the core business of Brantas Energi which shows that Abipraya does not only focus on construction but also investments related to hydropower. Abipraya is also committed to helping the government achieve 23% of EBT by 2025. [103-1]

Sebagai wujud konkret atas komitmen Abipraya dalam menjaga kelestarian lingkungan, maka seluruh kegiatan operasi dan bisnis Perusahaan senantiasa menyertakan studi lingkungan dan pengelolaan lingkungan hidup demi mengurangi potensi dampak lingkungan yang ditimbulkan. Secara berkala, Abipraya juga memberikan laporan pelaksanaan terkait perlindungan dan pengelolaan lingkungan hidup kepada instansi terkait yang bertanggung jawab terhadap pengelolaan lingkungan hidup. [103-2]

PEMANFAATAN ALIRAN AIR SEBAGAI SUMBER ENERGI [303-1]

Sumber air yang digunakan untuk memenuhi kebutuhan operasi listrik berasal dari aliran dan terjunan air yang berada di sekitar area proyek. Air juga digunakan sebagai sumber energi utama pada bisnis pembangkit tenaga listrik, seperti pada proyek Pembangkit Tenaga Listrik Minihydro (PLTM). Secara teknis, PLTM memiliki tiga komponen utama, yaitu air (sebagai sumber energi), turbin, dan generator. Pembangkit listrik memperoleh energi dari aliran air yang memiliki perbedaan ketinggian tertentu, yang memanfaatkan energi potensial jatuhnya air (head), sehingga semakin tinggi jatuhnya air maka semakin besar energi potensial air yang dapat diubah menjadi energi listrik. [103-1, 103-2]

As a concrete manifestation of Abipraya's commitment to environmental preservation, all of the Company's operations and business activities always include environmental studies and environmental management in order to reduce potential environmental impacts. Periodically, Abipraya also provides implementation reports related to environmental protection and management to relevant agencies that are responsible for environmental management. [103-2]

UTILIZATION OF WATER FLOW AS AN ENERGY SOURCE [303-1]

The source of water used to meet the needs of electrical operations comes from water flows and falls around the project area. Water is also used as the main energy source in the power generation business, such as the Minihydro Power Plant (PLTM) project. Technically, PLTM has three main components, namely water (as an energy source), turbines and generators. Power plants obtain energy from water flows that have a certain height difference, which utilizes the potential energy of the water fall (head), so that the higher the water fall, the greater the potential energy of water which can be converted into electrical energy. [103-1, 103-2]

Peraturan Menteri ESDM No. 4 Tahun 2020 tentang Perubahan Kedua Atas Peraturan Menteri ESDM No. 50 Tahun 2017 tentang Pemanfaatan Sumber Energi Terbarukan untuk Penyediaan Tenaga Listrik. [103-2]

Dalam memanfaatkan aliran air untuk pembangkit listrik, Perseroan juga memperhatikan dampaknya terhadap sumber air dan lingkungan. Perseroan telah melakukan mitigasi di lokasi PLTM di antaranya. Upaya BE untuk menjaga lingkungan dilaksanakan dengan cara menjaga debit air sungai, mengendalikan sedimen sungai, menjaga daerah aliran sungai (DAS), serta melakukan reboisasi hutan. Pelaksanaan upaya tersebut tidak lepas dari peran Pemerintah dan masyarakat di sekitar lokasi. [103-3]

PRODUKSI ENERGI LISTRIK

Pada PLTM Padang Guci, sumber energi terbarukan yang dimanfaatkan berupa aliran air Sungai Padang Guci. Dari aliran air Sungai Padang Guci, Abipraya telah menghasilkan sumber energi listrik sebesar 32,4 juta kWh di tahun 2020. Di sisi lain, Pembangkit Listrik Tenaga Surya (PLTS) di Gorontalo, mampu memproduksi listrik sebesar 2,9 juta kWh. Sedangkan PLTM Sako-1 tenaga listrik Energi Air (Hydropwer) mampu memproduksi 30,1 juta kWh. Energi listrik yang dihasilkan BE seluruhnya dijual ke PLN untuk memperkuat sistem keandalan kelistrikan PLN. [103-3]

ESDM Minister Regulation No. 4 of 2020 concerning the Second Amendment to the Minister of Energy and Mineral Resources Regulation No. 50 of 2017 concerning Utilization of Renewable Energy Sources for the Provision of Electricity. [103-2]

In utilizing the flow of water for power generation, the Company also pays attention to its impact on water sources and the environment. The company has carried out mitigation at the PLTM location, among others. BE efforts to protect the environment are carried out by maintaining river water discharge, controlling river sediment, protecting river basins (DAS), and carrying out forest reforestation. The implementation of these efforts cannot be separated from the role of the Government and the community around the location. [103-3]

ELECTRICAL ENERGY PRODUCTION

In PLTM Padang Guci, a renewable energy source that is utilized is the water flow of the Padang Guci River. From the water flow of the Padang Guci River, Abipraya has produced a source of electric energy of 32.4 million kWh in 2020. On the other hand, the Solar Power Plant (PLTS) in Gorontalo is capable of producing electricity of 2.9 million kWh. Meanwhile, PLTM Sako-1 with electricity from Energy Water (Hydropwer) is capable of producing 30.1 million kWh. The electrical energy produced by BE is entirely sold to PLN to strengthen PLN's electrical reliability system. [103-3]

Produksi Energi Berdasarkan Sumber Energi Energy Production Based on Energy Sources						
Sumber Energi Energy sources	Kapasitas Capacity	Lokasi Location	Pemanfaatan Utilization	Jumlah Produksi (kWh) Total Production (kWh)		
				2020	2019	2018
PLTM Padang Guci	3 x 2,0 MW	Bengkulu	Pembangkit Listrik Tenaga Minihydro Minihydro Power Plant	32.470.000	25.230.000	33.137.000
PLTS Gorontalo	2,0 MWp	Gorontalo	Pembangkit Listrik Tenaga Surya Solar Power Plant	2.956.000	2.882.000	3.089.000
PLTM Sako-1	2 x 3,0 MW	Kab. Pesisir Selatan - Prov. Sumatera Barat	Pembangkit Listrik Tenaga Minihydro Minihydro Power Plant	30.153.000	-	-

Sementara itu, dalam mengoperasikan turbin dan peralatan lainnya, diperlukan sumber energi untuk digunakan. Namun demikian, Perseroan belum dapat melaporkan data jumlah besaran energi yang digunakan. [302-1]

SERTIFIKASI BIDANG LINGKUNGAN HIDUP [102-12]

Seluruh Area Operasi Abipraya telah mendapatkan sertifikasi standar internasional (ISO) terkait pengelolaan lingkungan hidup. Adanya sertifikasi tersebut menandakan bahwa pengelolaan lingkungan hidup pada seluruh Area Operasi telah memenuhi standar internasional pengelolaan lingkungan hidup.

Meanwhile, in operating turbines and other equipment, an energy source is needed to be used. However, the Company has not been able to report data on the amount of energy used. [302-1]

ENVIRONMENTAL CERTIFICATION [102-12]

The entire Abipraya Operation Area has received international standard certification (ISO) related to environmental management. The existence of this certification indicates that environmental management in the entire Operation Area has met international environmental management standards.

Uraian Description	Masa Berlaku Validity period
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001: 2015 Quality Management System	20 Desember / December 2023
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001: 2015 Environmental Management System	20 Desember / December 2023
SMK3 PP 50 Tahun 2012 SMK3 PP 50 Year 2012	30 Juli/ July 2021
ISO 45001:2018 Sistem Manajemen K3L ISO 45001: 2018 K3L Management System	19 Maret/ March 2022

REDUKSI EMISI GRK

Hingga akhir periode pelaporan, Abipraya meneruskan upaya untuk mengurangi emisi GRK. Selama tahun 2020, Abipraya mengambil berbagai langkah untuk mendukung upaya mengurangi emisi GRK, baik langsung maupun tidak langsung, melalui penerapan teknologi ramah lingkungan [305-5]

PENGELOLAAN DAN PENGOLAHAN LIMBAH

Limbah yang dihasilkan Abipraya dari kegiatan operasional terdiri dari beberapa jenis. Sebagian limbah mengandung barang berbahaya dan beracun (B3) maupun limbah bukan B3. Limbah B3 yang dihasilkan dikelola dengan cara disimpan di dalam tempat penampungan sampah (TPS) berizin. Secara umum, pengolahan limbah B3 dilakukan dengan cara 3R meliputi daur ulang (recycle), pemakaian kembali (reuse), dan pengurangan (reduce), seperti diatur dalam Peraturan Pemerintah No. 101 Tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun. Pengolahan limbah melibatkan pihak ketiga yang sudah mempunyai izin dari Kementerian Lingkungan Hidup maupun Kementerian Perhubungan. [306-4]

GHG EMISSION REDUCTION

Until the end of the reporting period, Abipraya continued his efforts to reduce GHG emissions. During 2020, Abipraya took various steps to support efforts to reduce GHG emissions, both directly and indirectly, through the application of environmentally friendly technology [305-5]

WASTE MANAGEMENT AND TREATMENT

The waste produced by Abipraya from operational activities consists of several types. Some of the waste contains hazardous and toxic goods (B3) as well as non-B3 waste. The generated hazardous waste is managed by storing it in a licensed waste disposal facility (TPS). In general, B3 waste treatment is carried out by means of the 3Rs covering recycle, reuse, and reduction, as regulated in Government Regulation No. 101 of 2014 concerning Management of Hazardous and Toxic Waste. Waste treatment involves a third party who already has a permit from the Ministry of Environment and the Ministry of Transportation. [306-4]

INSIDEN TUMPAHAN

Kesungguhan Abipraya dalam mengelola perlindungan lingkungan, membuahkan hasil dengan tidak adanya insiden tumpahan limbah selama tahun 2020. Abipraya juga mampu mencegah terjadinya peristiwa kebakaran, baik dalam skala peristiwa kecil maupun peristiwa besar. [306-3]

KEPATUHAN PADA HUKUM

Abipraya senantiasa menaati ketentuan hukum dan perundang-undangan yang berlaku di Indonesia. Kepatuhan pada hukum menjadikan Perusahaan selama tahun 2020 tidak pernah mendapatkan sanksi denda finansial maupun sanksi hukum lain, yang terkait dugaan pelanggaran terhadap regulasi yang mengatur pengelolaan lingkungan hidup. [307-1]

SPILL INCIDENT

Abipraya's seriousness in managing environmental protection has paid off with no incidents of waste spills during 2020. Abipraya is also able to prevent fire events, both on the scale of small events and large events. [306-3]

COMPLIANCE WITH LAWS

Abipraya always complies with the provisions of laws and regulations in force in Indonesia. Compliance with the law means that during 2020 the Company has never been sanctioned by financial fines or other legal sanctions, related to alleged violations of regulations governing environmental management. [307-1]

KEBERLANJUTAN KINERJA SOSIAL

SUSTAINABILITY OF SOCIAL PERFORMANCE





PENINGKATAN KINERJA INSAN ABIPRAYA

Dalam meningkatkan kinerja pegawai, Abipraya secara berkala melakukan evaluasi terhadap pegawai berdasarkan standar yang ditetapkan oleh Perseroan, yaitu Penilaian Karya/Kinerja (PK) dan Evaluasi Kompetensi (EK). Pada tahun 2019, terdapat 573 orang pegawai tetap menerima evaluasi kinerja.

Pegawai Penerima Evaluasi Kinerja [201-1, 102-48]

Peningkatan Kinerja Insan Abipraya Improved Performance of Abipraya Personnel	2020	2019	2018
Senior/General Manager Senior / General Manager	14	16	17
Manajer Divisi Division Manager	58	57	15
Manager Proyek Project Manager	204	241	67
Staf/Pelaksana Staff / Implementer	269	259	470
Jumlah Total	545	573	569

Promosi, Rotasi, Mutasi, dan Demosi

Uraian Description	2020	2019	2018
Promosi Promotion	78	85	78
Rotasi dan Mutasi Rotations and Movements	577	332	670
Demosi Demotion	4	20	16

IMPROVED PERFORMANCE OF ABIPRAYA PERSONNEL

In improving employee performance, Abipraya periodically evaluates employees based on the standards set by the Company, namely Work / Performance Assessment (PK) and Competency Evaluation (EK). In 2019, there are 573 employees who continue to receive performance evaluations.

Performance Evaluation Recipient Employees [201-1, 102-48]

Promotion, Rotation, Movements, and Demotions

PELATIHAN DAN PENDIDIKAN BAGI INSAN ABIPRAYA

Abipraya berkomitmen untuk selalu meningkatkan kompetensi pegawainya, salah satunya melalui pendidikan dan pelatihan. Target yang ingin dicapai Perseroan untuk pemenuhan pelatihan yakni Perseroan dapat menyelenggarakan Fungsi Pengembangan Sumber Daya Manusia (SDM) sesuai kebutuhan Perseroan, target-target Rencana Kerja & Anggaran Perusahaan (RKAP), serta Rencana Jangka Panjang Perusahaan (RJPP). Seluruh insan Abipraya mulai dari level staf hingga Senior Manager memiliki kesempatan untuk mendapatkan pendidikan dan pelatihan. [103-1]

Pelaksanaan pendidikan dan pelatihan berada di bawah tanggung jawab Departemen Human Capital, serta pengelolaannya merujuk pada Kebijakan Pendidikan Lanjutan yang diatur dalam Keputusan Direksi Tentang Program Pendidikan Lanjutan No: 308/D/KPTS/VIII/2016. Selain itu, terkait Pengaturan Program Pengembangan Sumber Daya Manusia (SDM) dan Pelatihan terdapat pada Standar Operasional Prosedu (SOP) tentang Talent Management No.Dokumen:PRO_22/01. [103-2, 103-3]

Rata-Rata Jam Pelatihan [404-1]

Keterangan Information	2020	2019	2018
Jumlah Peserta Number of participants	2.186	992	1.112
Jumlah Jam Pendidikan/Pelatihan Total Education / Training Hours	21.151	37.199	35.594
Rata-rata Jam Pelatihan per Pekerja per Tahun Average Hours of Training per Worker per Year	9,67	37.50	46.6

TRAINING AND EDUCATION FOR ABIPRAYA INDIVIDUALS

Abipraya is committed to always improving the competence of its employees, one of which is through education and training. The target that the Company wants to achieve is to fulfill training, namely that the Company can carry out a Human Resource Development Function (HR) according to the needs of the Company, targets for the Company's Work & Budget Plan (RKAP), and the Company's Long-Term Plan (RJPP). All Abipraya people from the staff level to the Senior Manager have the opportunity to get education and training. [103-1]

The implementation of education and training is under the responsibility of the Human Capital Department, and its management refers to the Advanced Education Policy stipulated in the Decree of the Board of Directors on Advanced Education Program No: 308 / D / KPTS / VIII / 2016. In addition, related to the Regulation of Human Resources Development (HR) and Training Programs, it is found in the Standard Operating Procedure (SOP) on Talent Management Document No.: PRO_22 / 01. [103-2, 103-3]

Average Hours of Training [404-1]

Jumlah Peserta Pendidikan/ Pelatihan Berdasarkan Kelompok Jabatan

Number of Education / Training Participants by Position Group

Kelompok Jabatan Position Group	2020		2019		2018	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Komisaris/ Commissioner	1	0	5	0	6	0
Direksi/ Director	4	0	2	0	7	0
Senior/General Manager/ Senior/ General Manager	105	4	40	2	3	1
Manajer Unit Kerja/Bisnis/ Work Unit/ Business Manager	168	18	45	3	28	3
Manager Proyek/ Project Manager	802	6	26	0	19	0
Staf/Pelaksana/ Staff / Implementer	423	31	240	0	31	0

Rata-Rata Jam Pelatihan Pegawai per Level Jabatan

Average Employee Training Hours per Position Level

Kelompok Jabatan Position Group	Total Jam Pelatihan Total hour Training	Jumlah Peserta Total Participants	Rata-rata Jam Pelatihan per Peserta Pelatihan Average Hours of Training per Trainee
Komisaris Commissioner	8	1	8
Direksi Directors	215	4	53.75
Senior/General Manager Senior / General Manager	1575	109	24.23
Manajer Unit Kerja/Bisnis Work Unit / Business Manager	747	186	4.016
Manager Proyek Project Manager	4642	808	5.745
Staf/Pelaksana Staff / Implementer	5204	454	11.46

Keterangan: Setiap pegawai bisa mengikuti lebih dari satu jenis pelatihan

Note: Each employee can participate in more than one type of training

PENDIDIKAN DAN PELATIHAN

Perseroan secara berkesinambungan mengembangkan kompetensi (*knowledge, skill dan attitude*) karyawan untuk meningkatkan

EDUCATION AND TRAINING

The Company is continuously developing the competence (*knowledge, skills and attitude*) of its employees to increase the overall

prestasi dan produktivitas perusahaan secara keseluruhan. Untuk tujuan itu, Perseroan telah menyelesaikan rencana pengembangan strategis SDM yang meliputi pendidikan dan pelatihan. Secara teknis, pelaksanaan program pengembangan mengacu pada upaya pemenuhan kompetensi bagi para pekerja sesuai bidang kerja masing-masing dan berpedoman pada program pengelolaan SDM di Perseroan.

Sesuai dengan prinsip kesetaraan, Perseroan memberikan kesempatan yang sama kepada seluruh karyawan untuk meningkatkan kualitas dan profesionalisme mereka melalui pendidikan dan pelatihan (diklat). Selama tahun 2020, Perseroan telah melakukan pendidikan dan pelatihan sebanyak 89 Modul yang diikuti oleh 2.186 karyawan. Apabila dikonversi ke dalam jam pelatihan, secara keseluruhan, untuk tahun 2020, Perseroan telah menyelenggarakan 21.151 jam pelatihan sehingga rata-rata jam pelatihan per karyawan adalah 9,67 jam. (103-3, 404-1)

Sementara itu, untuk penyelenggaraan pendidikan dan pelatihan tersebut, Perseroan mengeluarkan biaya sebesar **Rp643.959.700,-** (103-3)

REALISASI PELATIHAN DI TAHUN 2020

Selama tahun 2020, Perseroan telah merealisasikan kegiatan pelatihan karyawan, dengan rincian sebagai berikut:

performance and productivity of the company. For this purpose, the Company has completed a strategic HR development plan which includes education and training. Technically, the implementation of the development program refers to efforts to fulfill the competence of employees according to their respective fields of work and is guided by the HR management program in the Company.

In accordance with the principle of equality, the Company provides equal opportunities to all employees to improve their quality and professionalism through education and training. During 2020, the Company has conducted education and training as many as 89 modules which were attended by 2,186 employees. When converted into training hours, as a whole, for 2020, the Company has organized 21,151 training hours so that the average training hours per employee is 9.67 hours. (103-3, 404-1)

Meanwhile, for the provision of education and training, the Company incurred a fee of IDR 643,959,700 (103-3)

REALIZATION OF TRAINING IN 2020

During 2020, the Company has implemented employee training activities, with the following details:

Internal/ Internal :

1	Pelatihan BIM Glodon and Autodesk	Glodon and Autodesk BIM training
2	Protokol Presentasi Abipraya By Zoom Cloud Meeting" Batch 2	Abipraya By Zoom Cloud Meeting Presentation Protocol "Batch 2
3	Protokol Presentasi Abipraya By Zoom Cloud Meeting" Batch 1	Abipraya By Zoom Cloud Meeting Presentation Protocol "Batch 1
4	Webinar K3 Kontruksi	OHS Construction Webinar
5	Cara Menghitung Prestasi Pekerjaan Konstruksi	How to Calculate Achievement of Construction Work
6	Sosialisasi Prosedur Terkait ISO 37001 : 2016 Sistem Manajemen Anti Penyuapan	Socialization of Procedures Related to ISO 37001: 2016 on Anti-Bribery Management System
7	Peratihan Protokol Abipraya Batch 3	Abipraya Batch 3 Protocol Training
9	Pelatihan MSDM Berbasis SKKNI	SKKNI Based MSDM Training
10	Pelatihan Permasalahan Audit BPK-RI	BPK-RI Audit Problems Training
11	Webinar Sistem Rekanan Elektronik	Electronic Partner System Webinar
12	Webinar pajak tata kelola wajib pajak	Taxpayer governance tax webinar
13	Pelatihan BIM sebagai Perencanaan Konstruksi	BIM Training as Construction Planning
14	Sosialisasi & Evaluasi Pelaksanaan BIM	Socialization & Evaluation of BIM Implementation

Eksternal/ External :

1	Audit Operasional	Operational Audit
2	Assessment Center Assessor Certification	Assessment Center Assessor Certification
3	Dispute Board International Conference and Workshop	Dispute Board International Conference and Workshop
4	Workshop Leading Millennials	Leading Millennials Workshop
5	Aspek Hukum Pengadaan dan Kontrak Konstruksi	Legal Aspects of Procurement and Construction Contracts
6	Pelatihan Ahli Madya K3 Kontruksi	Associate Expert K3 Construction Training
7	Pelatihan Perencanaan dan Pengadaan	Planning and Procurement Training
8	Pelatihan Startegis Vbusiness Analisis	Vbusiness Analysis Strategic Training
9	Building Effective interpersonal Skill	Building Effective Interpersonal Skill
10	Kisruh Berbagi Kasus Manipulasi Laporan Keuangan : Tanggung jawab Relasi Komite Audit Dengan Auditor Eksternal	Chaotic Sharing Cases of Financial Statement Manipulation: Responsibilities of Relationship between the Audit Committee and the External Auditor
11	Analysis Investasi Jalan Toll	Toll Road Investment Analysis
11	Asesor KPKU	KPKU assessors
12	Applied Marketing Research	Applied Marketing Research
13	Pencegahan Korupsi Dengan Implementasi Sistem Manajemen Anti Suap (AMAS) DI BUMN	Preventing Corruption by Implementing an Manajemen Anti Suap System (AMAS) in BUMN
14	Workload Analisis	Workload Analyze
15	Mensinergikan Kapabilitas Eksekusi, Kepemimpinan Agilitas dan Value Organisasi Di era Digital	Synergizing Execution Capabilities, Agility Leadership and Organizational Value in the Digital Age

16	Virtual Assessment Center & Online Psychological Test	Virtual Assessment Center & Online Psychological Test
17	Webinar Forum Eksen BUMN WFA Collaboration Work Using Trello	Webinar Forum Eksen BUMN WFA Collaboration Work Using Trello
18	WFA Series 3 Integration Of Beti (Be, TQM, ISO Principles	WFA Series 3 Integration Of Beti (Be, TQM, ISO Principles
19	Company Strategic Planning	Company Strategic Planning
20	Wibinar - The Essence Of Corporate Governance	Wibinar - The Essence Of Corporate Governance
21	Becom A Professional Webinar Trainer	Becom A Professional Webinar Trainer
21	Project Analysis Series	Project Analysis Series
22	Diskusi Online Pengelolaan Limbah Bahan Berbahaya & Beracun (B3) Medis Covid-19 Indonesia	Online Discussion on Management of Hazardous & Toxic Waste (B3) Medical Covid-19 Indonesia
23	In " The Face Of A Pandemic : Esuring Safety and Health At Work	In "The Face Of A Pandemic: Esuring Safety and Health At Work
24	Audit Internal ISO 37001 By ZOOM Cloud Meeting	ISO 37001 Internal Audit By ZOOM Cloud Meeting
25	ENTERING THE NEW NORMAL, THE LEADER'S MOST IMPORTANT ROLE IS Batch 1	ENTERING THE NEW NORMAL, THE LEADER'S MOST IMPORTANT ROLE IS Batch 1
26	ENTERING THE NEW NORMAL, THE LEADER'S MOST IMPORTANT ROLE IS Batch 2	ENTERING THE NEW NORMAL, THE LEADER'S MOST IMPORTANT ROLE IS Batch 2
27	Strategic Talent Development	Strategic Talent Development
28	Tendoma Teknis dan Strategi Pengadaan Infrastruktur melalui Skema KPBU pada era dan Pasca Covid 19	Technical Tendoma and Strategy for Infrastructure Procurement through PPP Schemes in the era and Post-Covid 19
29	Pelatihan Online "Kesempatan Mengelola Keuangan dan Investasi di Era Pandemi"	Online Training "Opportunity to Manage Finance and Investment in the Pandemic Era"
30	Online Training Manage By Head, Lead by Heart Winning Teams In The Next Normal	Online Training Manage By Head, Lead by Heart Winning Teams In The Next Normal
31	Towards Post-Pandemic Adventure: Building Agility For The Next Generation Organization	Towards Post-Pandemic Adventure: Building Agility For The Next Generation Organization
32	Man Power Planning (MPP) & Rekrutmen	Man Power Planning (MPP) & Recruitment
33	Scenario Planning Untuk Menghadapi Masa Krisis Stategi Menaklukan Ketidakmenentuan	Planning Scenarios To Face Crisis Periods, Strategies for Conquering Uncertainty
34	Pelatihan Kepemimpinan	Leadership Training
35	Pelatihan Diaolog Interaktif Hubungan Industrial di Era Pademi covid 19	Industrial Relations Interactive Diaologist Training in the Covid Pademi Era 19
36	Pelatihan Online The Key Strategies Of CSR To Support Business Continuity In New Normal	Online Training The Key Strategies Of CSR To Support Business Continuity In New Normal
37	Mastering Python Programming Fundamental	Mastering Python Programming Fundamentals
48	Pembekalan Sertifikat Kompetensi Human Capital	Supply of Human Capital Competency Certificates
49	Asesor Preparation Course (APC)	Preparation Course (APC) assessors
50	Pelatihan Antikorupsi Dasar	Basic Anti-Corruption Training
51	Pelatihan ISO 31000:2018	ISO 31000: 2018 training
52	Pelatihan Pelaksana Desain Jalan	Road Design Implementation Training

54	Upgrading dan RCC Asesor Kompetensi Bidang MSDM	Upgrading and RCC for HR Competency Assessors
55	Penerapan Sistem Manajemen Anti Penyuapan (SMAP pada Fungsi Pengadaan Di Jasa Marga	Implementation of Anti-Bribery Management System (SMAP in Procurement Function at Jasa Marga
56	Bimtek Kontruksi	Construction Guidance
57	Sistem Manajemen Keselamatan Konstruksi (SMKK)	Construction Safety Management System (SMKK)
58	Sistem Manajemen Keselamatan Konstruksi (SMKK)	Construction Safety Management System (SMKK)
59	Sistem Manajemen Keselamatan Konstruksi (SMKK)	Construction Safety Management System (SMKK)
60	Webinar "Sosialisasi CEO Muda Rumah BUMN"	Webinar "Socialization of Young CEOs of BUMN Homes"
63	Virtual Talent Management	Virtual Talent Management
64	Seminar For Internal Audit	Seminar For Internal Audit
65	Job Grading and Remuneration	Job Grading and Remuneration
68	Program Coaching For Performance	Coaching For Performance Program
69	Online Training Certification In Audit Committee Practices (CACP)	Online Training Certification In Audit Committee Practices (CACP)
70	Seminar dan Workshop Forum Engineering WIKA	WIKA Engineering Forum Seminar and Workshop
71	Essential Financial Analysis	Essential Financial Analysis
72	Pelatihan Bimbingan Teknik Penyusutan Kearsipan	Archival Depreciation Technique Guidance Training
73	Leader As Coach	Leader As Coach
75	Training ISO 9001, 14001. 45001 Integrated Internal Auditor	ISO 9001, 14001. 45001 Integrated Internal Auditor Training

SERTIFIKASI PEKERJAAN

Sebagai penyedia jasa konstruksi, salah satu strategi Abipraya untuk menghasilkan produk dan jasa yang berkualitas yaitu dengan memiliki pegawai yang memiliki sertifikasi pekerjaan. Untuk dapat memenuhi komitmen tersebut, Abipraya mengupayakan peningkatan jumlah pegawai yang memiliki sertifikasi pekerjaan setiap tahunnya.

Setiap pegawai diwajibkan mendapat sertifikasi sesuai dengan kebutuhan bagian dan/atau jabatan kerjanya pada masing-masing Unit Kerja/ Bisnis. Di tahun 2020, Abipraya telah memfasilitasi 260 pegawai untuk mendapatkan sertifikasi pekerjaan. Jenis sertifikasi yang diikuti oleh SKA, dan lembaga yang mengeluarkan sertifikasi tersebut yaitu LPJK.

JOB CERTIFICATION

As a construction service provider, one of Abipraya's strategies to produce quality products and services is to have employees who have job certificates. To be able to fulfill this commitment, Abipraya strives to increase the number of employees who have job certificates every year.

Each employee is required to receive certification according to the needs of the division and / or job position in each Work / Business Unit. In 2020, Abipraya has facilitated 260 employees to get job certifications. The type of certification that is followed by SKA, and the institution that issues the certification is the LPJK.

PENGHARGAAN BAGI INSAN ABIPRAYA

Dalam pengelolaan jenjang karir insan Abipraya, setiap pegawai diwajibkan mendapat sertifikasi sesuai dengan kebutuhan bagian dan/atau jabatan kerjanya pada masing-masing Unit Kerja/Bisnis. Salah satu bentuk penghargaan Abipraya terhadap pegawainya yaitu melaksanakan Program Pendidikan Lanjutan dengan memberikan kesempatan untuk insan terbaik Abipraya melanjutkan pendidikan, baik di dalam maupun di luar negeri. Terdapat 11 pegawai Abipraya yang melanjutkan pendidikan di luar negeri, rincianya sebagai berikut:

1. Universitas Malaysia, Jurusan Quantity Surveyor, sejumlah 6 pegawai;
2. University of Adelaide, Jurusan Master Of Applied Project Manager, sejumlah 1 pegawai;
3. University of Adelaide, Australia, Jurusan Master Of Property, sejumlah 1 pegawai;
4. UNSW, Australia, Jurusan Masterin Property & Development, sejumlah 1 Pegawai;
5. UNSW, Australia, Jurusan Master of Construction Project Management, sejumlah 1 pegawai;
6. UNSW, Australia, Jurusan Master of Engineering Science Project Management, sejumlah 1 pegawai.

Program Pendidikan Lanjutan ini diharapkan dapat meningkatkan kinerja pegawai sehingga memberikan kemajuan bagi Perseroan, serta dapat menjawab tantangan bisnis perusahaan yang dinamis pada masa mendatang.

AWARD FOR ABIPRAYA INDIVIDUALS

In managing the career paths of Abipraya employees, each employee is required to receive certification according to the needs of the division and / or job position in each Work / Business Unit. One form of Abipraya's appreciation for its employees is implementing the Advanced Education Program by providing opportunities for Abipraya's best people to continue their education, both at home and abroad. There are 11 Abipraya employees who continue their education abroad, the details are as follows:

1. University of Malaysia, Department of Quantity Surveyor, a total of 6 employees;
2. University of Adelaide, Department of Master Of Applied Project Manager, a total of 1 employee;
3. University of Adelaide, Australia, Department of Master Of Property, a total of 1 employee;
4. UNSW, Australia, Department of Master in Property & Development, a number of 1 employee;
5. UNSW, Australia, Department of Master of Construction Project Management, a total of 1 employee;
6. UNSW, Australia, Department of Master of Engineering Science Project Management, a total of 1 employee.

This Continuing Education Program is expected to improve employee performance so as to provide progress for the Company, as well as to answer the dynamic business challenges of the company in the future.

KESELAMATAN DAN KESEHATAN KERJA (K3)

OCCUPATIONAL HEALTH AND SAFETY
(OHS)





Membangun Budaya Keselamatan dan Kesehatan Kerja (K3) di Lingkungan Perseroan

Building a Culture of Occupational Safety and Health (K3) within the Company

Pada penerapan praktik keselamatan dan Kesehatan Kerja (K3) bertanggung jawab secara langsung, dengan target sasaran sebagai berikut:

In implementing occupational safety and health (OHS) practices, we are directly responsible, with the following targets:



Sasaran Health/ Health Goals

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Mencegah Penyakit akibat kerja 2. Menciptakan iklim kerja yang sehat serta mendukung kesehatan pekerja secara optimal. | <ol style="list-style-type: none"> 1. Prevent occupational diseases 2. Creating a healthy work climate and supporting optimal health for workers. |
|--|---|



Sasaran Safety/ Safety Goals

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Tanpa insiden. 2. Menghilangkan faktor-faktor risiko kecelakaan kerja. | <ol style="list-style-type: none"> 1. Without incident. 2. Eliminate risk factors for work accidents. |
|--|---|



Sasaran Environment/ Target Environment

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Pencegahan pencemaran lingkungan dan tumpahan minyak. 2. Pengelolaan limbah berbahaya sesuai aturan perundang-undangan 3. Komitmen dalam pengurangan emisi terhadap lingkungan 4. Komitmen dalam pemakaian energi. | <ol style="list-style-type: none"> 1. Prevention of environmental pollution and oil spills. 2. Hazardous waste management in accordance with statutory regulations 3. Commitment to reducing emissions to the environment 4. Commitment to energy use. |
|--|--|

Untuk mencapai target sasaran tersebut memang tidak mudah. Jenis perusahaan migas yang tergolong berisiko tinggi mengharuskan kami menerapkan peraturan ketat terkait K3, tidak hanya pada karyawan kami, namun juga kepada seluruh mitra, khususnya kontraktor. Untuk itu, semua regulasi terkait K3 kami

To achieve these targets is not easy. The types of oil and gas companies that are classified as high risk require us to apply strict OHS regulations, not only to our employees, but also to all partners, especially contractors. For this reason, we include all regulations related to OHS in every collaboration with contractors.

cantumkan di setiap kerjasama dengan para kontraktor.

PENGATURAN ASPEK K3 DALAM PKB

Abipraya bersama Serikat Pekerja Abipraya telah mencantumkan perihal ketentuan mengenai praktik-praktik K3 dalam Perjanjian Kerja Bersama (PKB). Hal ini merupakan wujud komitmen bersama ada penerapan aspek K3 di lingkungan perusahaan. [403-4]

KOMITE K3

Perusahaan juga telah membentuk Panitia Pembina Keselamatan, Kesehatan, Kerja dan Lindung Lingkungan (P2K3LL) atau disebut dengan Komite K3. Sebagai komite bersama antara Manajemen dengan Pekerja dalam menyampaikan langsung berbagai hal terkait dengan pelaksanaan aspek K3 dan lingkungan di Perusahaan.

Sesuai Surat Keputusan Kepala Suku Dinas Tenaga Kerja dan Transmigrasi Kota Administrasi Jakarta Timur No.128 Tahun 2019, Jumlah Karyawan yang mewakili pekerja dalam P2K3 pada Kantor Pusat adalah 15 orang. Jumlah tersebut mencakup 2,6% dari total pekerja kantor pusat Abipraya. [403-1]

Untuk selanjutnya proyek diwajibkan membentuk P2K3 yang beranggotakan manajemen dan pekerja, baik dari subkontraktor maupun mandor sesuai dengan kriteria pembentukan P2K3 di Permenaker No.04 Tahun 1987.

Abipraya selalu memastikan bahwa setiap pegawai mendapatkan lingkungan kerja yang layak, aman, dan sehat untuk meningkatkan produktivitas kerja dan meminimalisasi risiko kecelakaan kerja. Untuk mewujudkannya, Perseroan memiliki fasilitas-fasilitas, seperti

REGULATION OF OHS ASPECTS IN PKB

Abipraya together with the Abipraya Workers Union have included provisions regarding OSH practices in the Collective Labor Agreement (PKB). This is a form of joint commitment to the implementation of K3 aspects in the company environment. [403-4]

OHS COMMITTEE

The company has also formed a Committee for Supervision of Safety, Health, Work and Environmental Protection (P2K3LL) or known as the OHS Committee. As a joint committee between Management and Employees in delivering directly various matters related to the implementation of OHS and environmental aspects in the Company.

In accordance with the Decree of the Head of the Manpower and Transmigration Office of the East Jakarta City Administration No. 128 of 2019, the number of employees representing workers in P2K3 at the Head Office is 15 people. This number covers 2.6% of the total Abipraya head office workers. [403-1]

Henceforth, the project is required to form a P2K3 consisting of management and workers, both from subcontractors and foremen in accordance with the criteria for establishing P2K3 in Permenaker No. 04 of 1987.

Abipraya always ensures that every employee gets a decent, safe and healthy work environment to increase work productivity and minimize the risk of work accidents. To make it happen, the Company has facilities, such as fire extinguishing equipment, easy access

peralatan pemadam kebakaran, akses keluar yang mudah jika terjadi gempa. Untuk para pegawai yang bekerja di proyek, Perseroan menyediakan kelengkapan Alat Pelindung Diri (APD) dan selalu dipastikan bahwa setiap pegawai mematuhi peraturan demi keselamatan di tempat kerja. Abipraya juga berkomitmen untuk melakukan pengelolaan K3 yang berfokus pada pencapaian zero accident. [103-1, 103-2]

Selain itu, upaya Abipraya untuk meningkatkan pengelolaan K3 diterapkan melalui kebijakan K3 yang diatur dalam Keputusan Direksi tanggal 20 September 2016. Kebijakan didasarkan pada peraturan ketenagakerjaan dan aturan K3 Dinas Tenaga Kerja setempat, serta dievaluasi dan dinilai setiap tahun. Departemen yang bertanggung jawab atas pengelolaan kesehatan dan keselamatan kerja (K3), yaitu Departemen QHSE (Quality, Health, Safety, & Environment). [103-3]

Jumlah Kejadian Kecelakaan Kerja [403-2]

Kategori Category	2020	2019	2018
Sementara Tidak Mampu Bekerja (SMTB) Temporary Unable to Work (SMTB)	1	10	17
Cacat Permanen Sebagian Partial Permanent Disability	0	0	0
Cacat Permanen Permanent Disability	0	0	0
Fatal/Meninggal Fatal / Died	0	0	0

Keterangan:

- Tentatively Unable to Work: Kecelakaan yang mengakibatkan pekerja kehilangan 2 sampai 35 hari kerja

in case of an earthquake. For employees who work on the project, the Company provides complete Personal Protective Equipment (PPE) and ensures that each employee complies with the regulations for safety in the workplace. Abipraya is also committed to carrying out OHS management that focuses on achieving zero accidents. [103-1, 103-2]

In addition, Abipraya's efforts to improve OHS management are implemented through the OHS policy stipulated in the Board of Directors Decree dated September 20, 2016. The policy is based on labor regulations and OHS regulations of the local Manpower Office, and is evaluated and assessed annually. The department responsible for occupational health and safety (OHS) management, namely the QHSE (Quality, Health, Safety, & Environment) Department. [103-3]

Number of Occupational Accidents [403-2]

Information:

- Tentatively Unable to Work: An accident that results in a worker losing 2 to 35 days of work

Severity Rate, Frequency Rate, dan Jumlah Jam Kerja [403-2]

Severity Rate, Frequency Rate, and Number of Hours Worked [403-2]

Uraian Description	2020	2019	2018
Severity Rate Severity Rate	0,74	3.7	1.34
Frequency Rate Frequency Rate	0,09	0.39	0.78
Loss time injury (LTI) Loss time injury (LTI)	1	10 kasus/ case	17 kasus/ case
Total Jam Kerja Selamat Total Hours of Safe Work	10.742.698 jam/ hour	25.956.709 jam/ hour	21.561.428 jam/ hour

Abipraya memiliki target kinerja dalam praktik K3 di antaranya:

- Zero Fatal Accident
- Setiap tenaga kerja/orang di lingkungan kerja selalu dalam keadaan selamat, sehat, aman dan nyaman;
- Menciptakan kondisi ramah lingkungan di dalam maupun di luar proyek;
- Sumber produksi/aset perusahaan dapat dipakai dan digunakan secara efisien;
- Proses produksi dapat berjalan lancar tanpa Hambatan

Abipraya has performance targets in OSH practices including:

- Zero Fatal Accident
- Every worker / person in the work environment is always safe, healthy, safe and comfortable;
- Creating environmentally friendly conditions inside and outside the project;
- Production resources / company assets can be used and used efficiently;
- The production process can run smoothly without any obstacles

Kebijakan K3 yang dimiliki Abipraya yaitu sebagai berikut:

Abipraya's OHS policy is as follows:



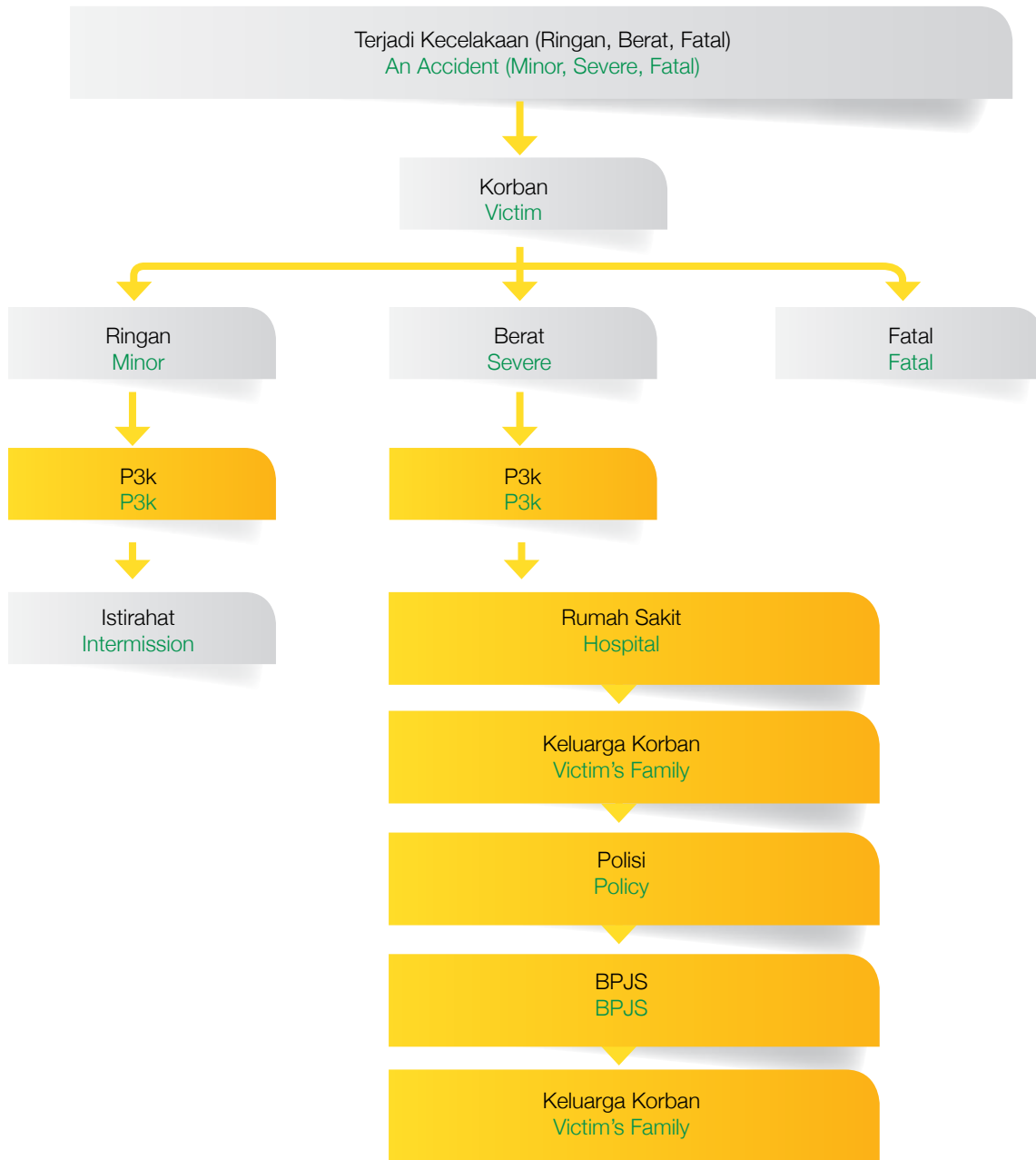
MEKANISME PENYAMPAIAN KECELAKAAN KERJA

Abipraya telah memiliki mekanisme penanganan dan penyampaian keluhan dan/atau kecelakaan kerja yang berlaku di area kantor maupun di lokasi proyek. Adapun prosedur penanganan kecelakaan yaitu sebagai berikut:

WORK ACCIDENT SUBMISSION MECHANISM

Abipraya already has a mechanism for handling and submitting complaints and / or work accidents that apply in the office area and at the project site. The accident handling procedure is as follows:

Prosedur Penanganan Kecelakaan Accident Handling Procedures

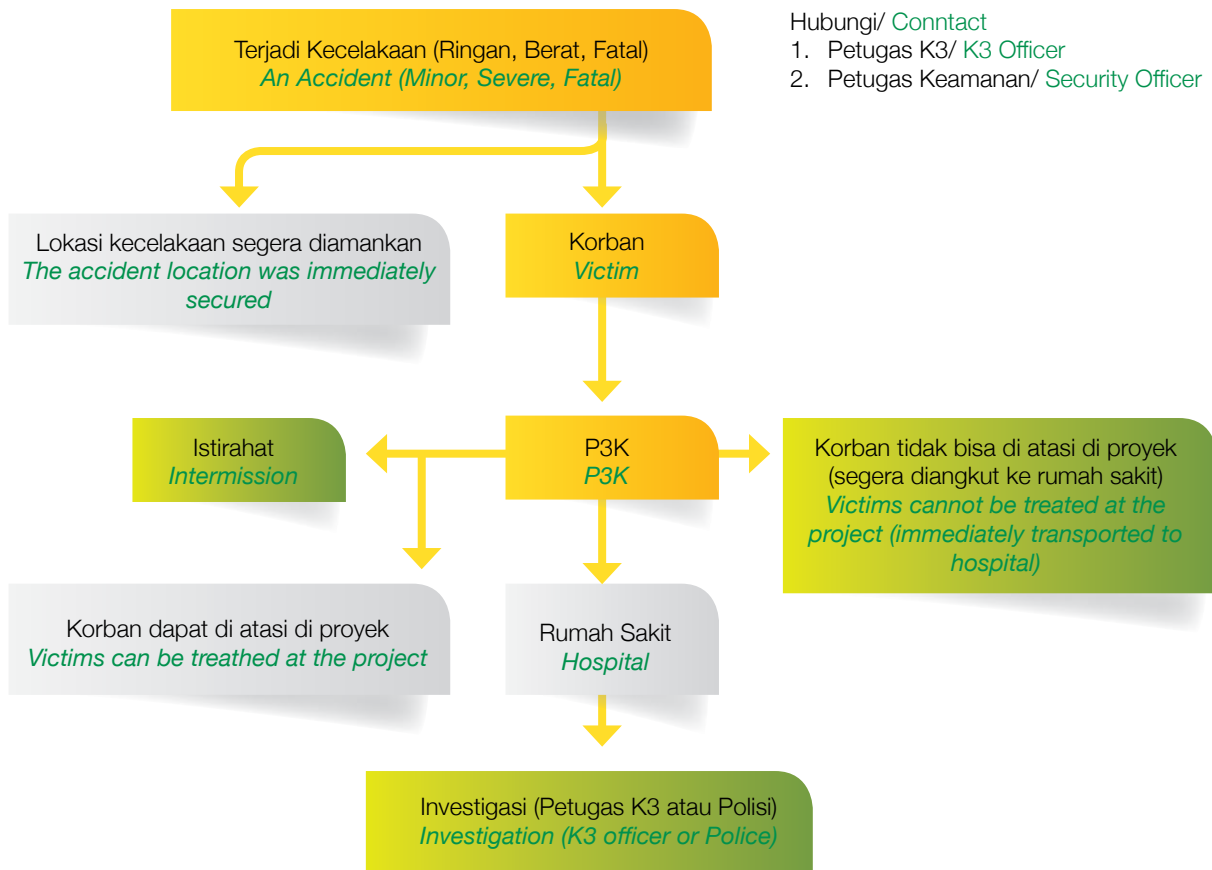


Pelaporan kecelakaan dilaksanakan mengacu pada Peraturan Menteri Tenaga Kerja (Permenaker) No.PER.03/MEN/1998 Tentang Tata Cara Pelaporan dan Pemeriksaan Kecelakaan. Mekanisme pelaporan kecelakaan dilakukan mulai dari tempat kejadian. Selanjutnya Petugas K3 melakukan pemeriksaan sebabsebab terjadinya kecelakaan dan mengambil langkahlangkah pencegahan yang diperlukan.

Accident reporting is carried out in accordance with the Regulation of the Minister of Manpower (Permenaker) No.PER.03 / MEN / 1998 concerning Accident Reporting and Inspection Procedures. The mechanism for reporting accidents is carried out starting from the scene of the incident. Furthermore, the K3 Officer conducts an examination of the causes of the accident and takes the necessary preventive steps.

Prosedur Evakuasi Kecelakaan

Accident Evacuation Procedure



Catatan

1. Korban dibawa ke RS menggunakan kendaraan oleh petugas K3 dan security
2. Semua atribut adipraya dilepas
3. Tidak diperbolehkan memberikan informasi kepihak ketiga (media, wartawan dan lain-lain)

Note

1. The victim was taken to the hospital by vehicle by K3 and security officers
2. All adipraya attributes are removed
3. Not allowed to provide information to third parties (media, journalists and others)

4. Yang berhak memberikan informasi adalah proyek manager

MEWUJUDKAN ZERO ACCIDENT

Dalam mewujudkan komitmen Abipraya untuk mencapai zero accident, Perseroan melakukan beberapa upaya, di antaranya:

- Membuat perencanaan K3L;
- Pengendalian operasional K3L yang terdiri dari membuat dan melaksanakan orientasi K3, safety induction, safety talk, toolbox meeting, perlengkapan pegawai, membuat tanda peringatan, membuat pelatihan terhadap pegawai;
- Melakukan pengukuran kinerja yang terdiri dari inspeksi K3, safety patrol dengan manajemen, membuat laporan bulanan, penilaian kinerja K3, tinjauan manajemen;
- Melakukan audit internal.

Melalui konsistensi Abipraya dalam menerapkan K3 di lingkungan proyek, di tahun 2020 Abipraya berhasil mencatat zero fatality. Hal tersebut merupakan kebanggaan tersendiri bagi Perseroan, ketika di tahun 2020 banyak media meliput kecelakaan kerja konstruksi yang dikerjakan oleh perusahaan-perusahaan BUMN.

4. The person entitled to provide information is the project manager

CREATING ZERO ACCIDENT

In realizing Abipraya's commitment to achieving zero accidents, the Company has made several efforts, including:

- Make an K3L plan;
- K3L operational control consisting of creating and implementing OHS orientation, safety induction, safety talk, toolbox meetings, employee equipment, making warning signs, training employees;
- Conducting performance measurements consisting of OHS inspections, safety patrols with management, making monthly reports, OHS performance appraisals, management reviews;
- Conduct an internal audit.

Through Abipraya's consistency in implementing OHS in the project environment, in 2020 Abipraya succeeded in recording zero fatality. This is a matter of pride for the Company, when in 2020 many media cover construction work accidents carried out by state-owned companies.

KESELAMATAN INDEKS ISI STANDAR GRI [102- 55]

GRI Standard Content Index Safety [102- 55]

Standar GRI GRI Standart	Pengungkapan Disclosure		Halaman Page
GRI 101			
Pengungkapan Umum General Disclosures			
GRI 102: Pengungkapan Umum General Disclosures	102-1 Nama organisasi	102-1 Name of organization	
	102-2 Kegiatan, merk, produk dan jasa	102-2 Activities, brands, products and services	
	102-3 Lokasi kantor pusat	102-3 Location of head office	
	102-4 Lokasi operasi	102-4 Location of operation	
	102-5 Kepemilikan dan bentuk hukum	102-5 Ownership and legal form	
	102-6 Pasar yang dilayani	102-6 Markets served	
	102-7 Skala organisasi	102-7 Organization scale	
	102-8 Informasi mengenai karyawan	102-8 Information about employees	
	102-9 Rantai pasokan	102-9 Supply chain	
	102-10 Perubahan signifikan	102-10 Significant changes	
	102-11 Pendekatan atau prinsip pencegahan	102-11 The precautionary approach or principle	
	102-12 Inisiatif eksternal	102-12 External initiatives	
	102-13 Keanggotaan asosiasi	102-13 Membership of the association	
	102-14 Pernyataan dari pembuat keputusan senior	102-14 Statements from senior decision makers	
	102-16 Nilai, prinsip, standar, dan norma perilaku	102-16 Values, principles, standards and norms of behavior	
	102-18 Struktur tata kelola	102-18 Governance structure	
	102-40 Daftar kelompok pemangku kepentingan	102-40 List of stakeholder groups	
	102-41 Perjanjian perundingan kolektif	102-41 Collective bargaining agreements	
	102-42 Mengidentifikasi dan memilih pemangku kepentingan	102-42 Identifying and selecting stakeholders	
	102-43 Pendekatan terhadap keterlibatan pemangku kepentingan	102-43 Approach to stakeholder engagement	
102-44 Topik utama dan masalah	102-44 Main topics and problems		
102-45 Entitas yang termasuk dalam laporan keuangan	102-45 Entities included in the financial statements		
102-46 Menetapkan isi laporan dan batas topik	102-46 Define report content and topic boundaries		
102-47 Daftar topik material	102-47 List of material topics		
102-48 Penyajian kembali informasi	102-48 Restatement of information		

Standar GRI GRI Standart	Pengungkapan Disclosure		Halaman Page
	102-49 Perubahan dalam pelaporan	102-49 Changes in reporting	
	102-50 Periode pelaporan	102-50 Reporting period	
	102-51 Tanggal laporan terbaru	102-51 Date of the most recent report	
	102-52 Siklus laporan	102-52 Report cycle	
	102-53 Kontak	102-53 Contacts	
	102-54 Kesesuaian dengan standar GRI	102-54 Compliance with GRI standards	
	102-55 Indeks GRI	102-55 GRI Index	
	102-56 Assurance oleh pihak internal	102-56 Assurance by internal parties	
GRI 103: Pendekatan Manajemen/ Management Approach	103-1 Penjelasan topik material dan batasannya	103-1 Explanation of the material topic and its boundaries	
	103-2 Pendekatan manajemen dan komponennya	103-2 The management approach and its components	
	103-3 Evaluasi pendekatan manajemen	103-3 Evaluation of management approach	
GRI 201: Kinerja Ekonomi/ Kinerja Ekonomi	201-1 Nilai ekonomi langsung yang dihasilkan dan diatribusikan	201-1 Direct economic value generated and attributed	
	201-3 Kewajiban program imbalan pasti dan kewajiban lainnya	201-3 Defined benefit plan obligations and other liabilities	
GRI 103: Pendekatan Manajemen/ Management Approach	103-1 Penjelasan topik material dan batasannya	103-1 Explanation of the material topic and its boundaries	
	103-2 Pendekatan manajemen dan komponennya	103-2 The management approach and its components	
	103-3 Evaluasi pendekatan manajemen	103-3 Evaluation of the management approach	
GRI 302: Energi/ Energy	302-1 Konsumsi energy di dalam perusahaan	302-1 Energy consumption in the company	
	103-2 Pendekatan manajemen dan komponennya	103-2 The management approach and its components	
	103-3 Evaluasi pendekatan manajemen	103-3 Evaluation of management approach	
GRI 302: Air/ Water	303-1 Pengembalian air berdasarkan sumber	303-1 Water return by source	
GRI 103: Pendekatan Manajemen/ Management Approach	103-1 Penjelasan topik material dan batasannya	103-1 Explanation of the material topic and its boundaries	
	103-2 Pendekatan manajemen dan komponennya	103-2 The management approach and its components	
	103-3 Evaluasi pendekatan manajemen	103-3 Evaluation of the management approach	

Standar GRI GRI Standart	Pengungkapan Disclosure		Halaman Page
GRI 403: Kesehatan dan Keselamatan Kerja/ Occupational Health and Safety	403-2 Jenis kecelakaan kerja dan tingkat kecelakaan kerja, penyakit akibat pekerjaan, hari kerja yang hilang, dan ketidakhadiran, serta jumlah kematian terkait pekerjaan	403-2 Types of work accidents and rates of work accidents, occupational diseases, lost work days and absences, and the number of work-related deaths	
GRI 103: Pendekatan Manajemen/ Pendekatan Manajemen	103-1 Penjelasan topik material dan batasannya	103-1 Explanation of the material topic and its boundaries	
	103-2 Pendekatan manajemen dan komponennya	103-2 The management approach and its components	
	103-3 Evaluasi pendekatan manajemen	103-3 Evaluation of the management approach	
GRI 404: Pelatihan dan Pendidikan/ Training and Education	404-1 Rata-rata jam pelatihan karyawan per tahun	404-1 Average hours of employee training per year	

Halaman ini sengaja di kosongkan
This page is intentionally left blank

TOGETHER WE BUILD SUSTAINABILITY



Gedung Brantas Abipraya
Jl. D.I. Panjaitan Kav. 14, Cawang,
Jakarta Timur 13340

Phone : (021) 851 6290
Fax : (021) 851 6095
Website : www.brantas-abipraya.co.id
Email : brap@brantas-abipraya.co.id

2020 | Laporan Keberlanjutan
Sustainability Report