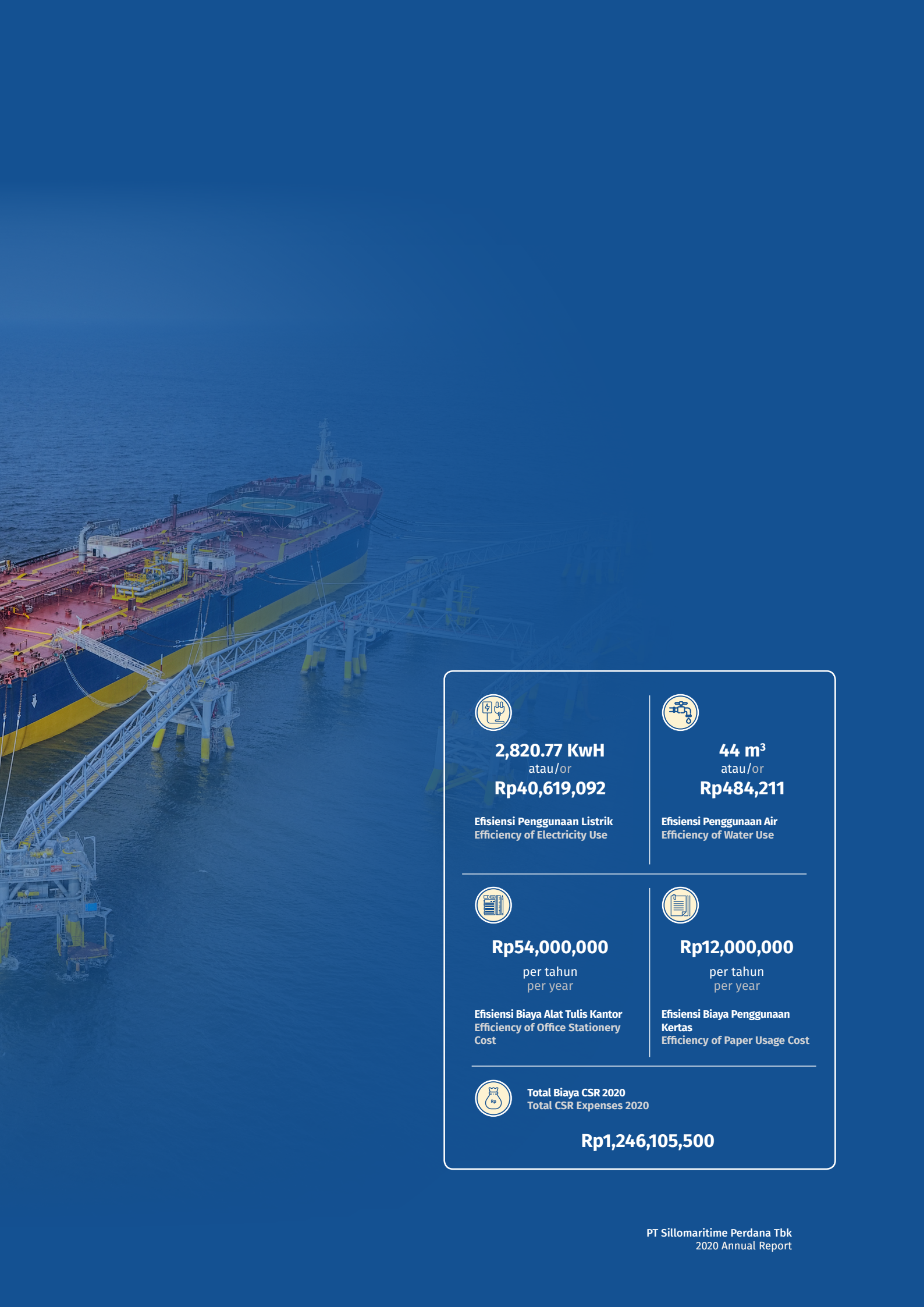


Tanggung Jawab Sosial Perusahaan 2020

Corporate Social Responsibility 2020





2,820.77 Kwh
atau/or
Rp40,619,092

Efisiensi Penggunaan Listrik
Efficiency of Electricity Use



44 m³
atau/or
Rp484,211

Efisiensi Penggunaan Air
Efficiency of Water Use



Rp54,000,000
per tahun
per year

Efisiensi Biaya Alat Tulis Kantor
Efficiency of Office Stationery
Cost



Rp12,000,000
per tahun
per year

Efisiensi Biaya Penggunaan Kertas
Efficiency of Paper Usage Cost



Total Biaya CSR 2020
Total CSR Expenses 2020

Rp1,246,105,500

Tanggung Jawab Sosial Perusahaan

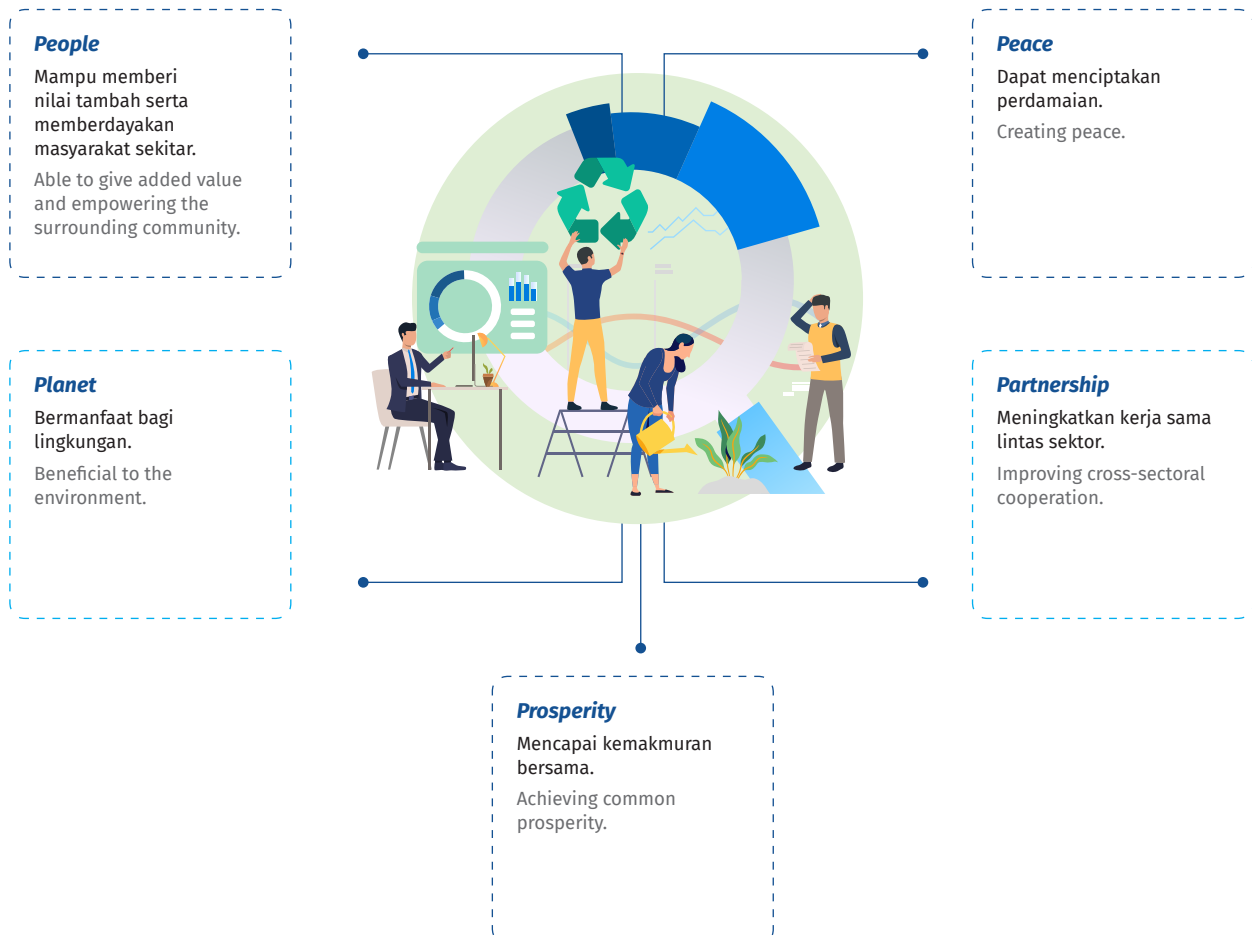
Corporate Social Responsibility

Komitmen CSR

Perseroan berkomitmen untuk mendukung program berkelanjutan usaha melalui program tanggung jawab sosial perusahaan (*corporate social responsibility/CSR*). Dalam hal ini, Perseroan menyadari bahwa setiap keberhasilan yang diraih tidak terlepas dari dukungan banyak pihak, baik karyawan, masyarakat maupun lingkungan sekitar. Berdasarkan hal tersebut, Perseroan melaksanakan komitmen terhadap *people, planet, peace, prosperity*, dan *partnership* yang disingkat dengan 5P. Komitmen ini menekankan sinergi aktivitas operasional Perseroan, yaitu:

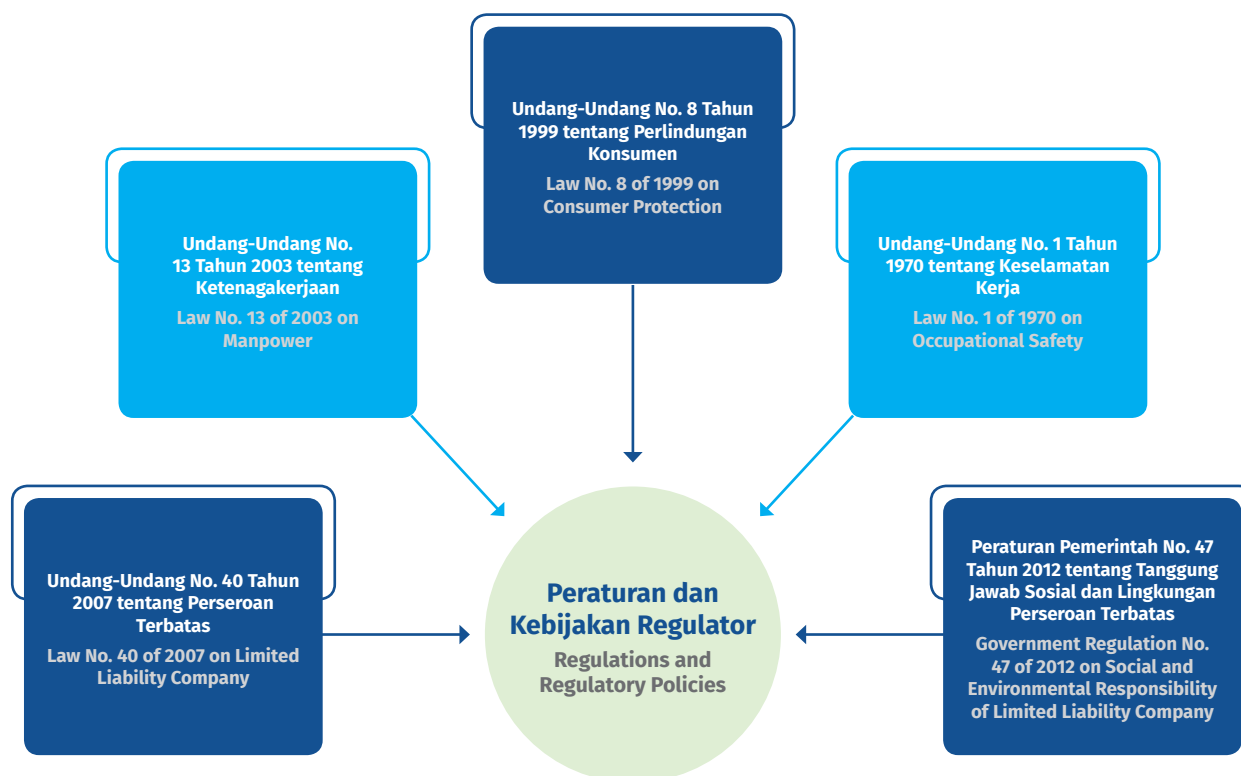
CSR Commitment

The Company is committed to supporting its business sustainability program through Corporate Social Responsibility (CSR). In this matter, the Company realizes that every success obtained is inseparable from the support of many parties, such as the employees, communities, as well as the surrounding environments. Based on such matter, the Company demonstrates its commitment towards people, planet, peace, prosperity, and partnership, which is abbreviated as 5P. This commitment emphasizes the synergy of the Company's operational activities, which are:



Dasar Penerapan CSR

Dasar pelaksanaan dalam menerapkan CSR Perseroan mengacu pada peraturan dan kebijakan regulator, antara lain:



Basis of CSR Implementation

The basis of implementing the Company's CSR refers to the following regulations and regulatory policies, among others:

Biaya CSR

Perseroan menyalurkan dana sebesar Rp1.246.105.500,- untuk kegiatan CSR selama tahun 2020. Biaya disalurkan pada kegiatan CSR Perseroan, meliputi lingkungan, ketenagakerjaan, kesehatan dan keselamatan kerja, pengembangan dan pemberdayaan masyarakat, serta pelanggan.

CSR Expenses

The Company distributed a CSR fund of Rp1,246,105,500 in 2020. The fund was distributed to the Company's CSR activities that cover the environment, employment, occupational health and safety, community development and empowerment, as well as customer.

CSR terhadap Lingkungan Hidup

Lingkungan hidup merupakan salah satu pemangku peran penting dalam menjaga keberlangsungan usaha Perseroan di masa yang akan datang. Oleh karena itu, Perseroan memiliki tanggung jawab untuk berkontribusi dalam mempertahankan kelestarian alam. Bentuk tanggung jawab tersebut dituangkan melalui pelaksanaan aktivitas CSR, baik secara internal di Perseroan maupun eksternal di sekitar wilayah kegiatan operasional. Dalam mewujudkan CSR terhadap lingkungan hidup Perseroan mengacu pada ISO 14001:2015 tentang sistem manajemen lingkungan.

Kegiatan CSR terhadap lingkungan hidup yang dilakukan Perseroan selama tahun 2020 dijelaskan sebagai berikut.

Kantor Ramah Lingkungan

Program CSR ini berfokus pada efisiensi sumber daya dan pengelolaan limbah di lingkungan kantor dalam bentuk:

CSR for the Environment

The environment is one of key aspects that play the role in maintaining the Company's business sustainability in the future. Therefore, the Company has the responsibility for contributing to the preservation of nature conservation. The responsibility is realized by performing CSR activities, either internally within the Company or externally in the surroundings of operational areas. In achieving CSR for the environment, the Company refers to ISO 14001:2015 on environmental management system.

CSR activities for the environment that were carried out by the Company throughout 2020 are described as follows.

Green Offices

This CSR Program focuses on efficiency of resources and waste management in the office area in the forms of:

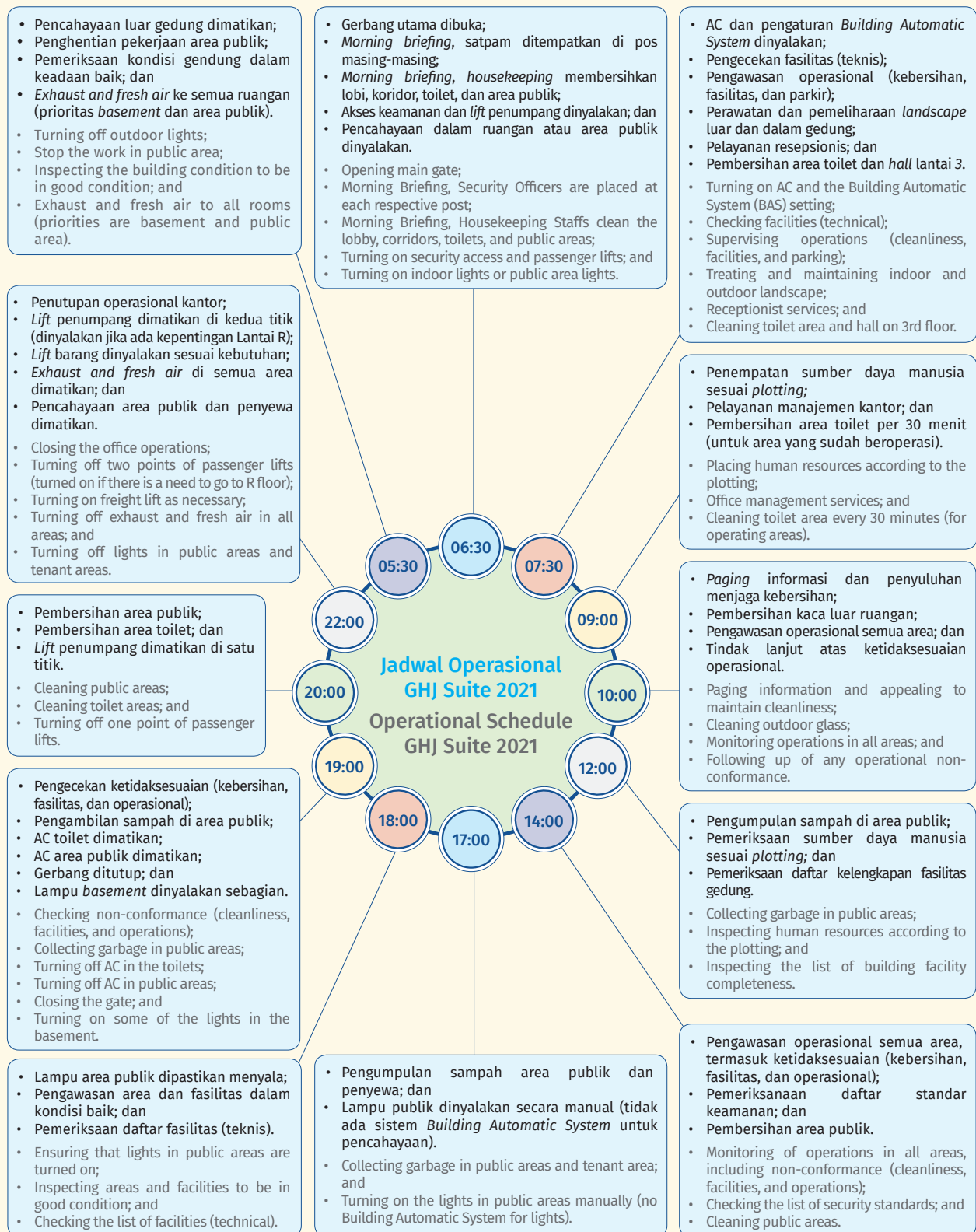
Program Program	Dampak Impact
 Penghematan kertas dan tinta dengan cara mengurangi penggunaannya, dimana penyimpanan dokumen dilakukan dalam bentuk <i>soft copy</i> dan pemanfaatan <i>e-mail</i> ataupun dengan menggunakan kembali kertas layak pakai untuk fotokopi. Paper and ink savings by reducing its use, in which the document is stored in the form of soft copy and by using email or by reusing proper used paper for photocopying.	Efisiensi biaya alat tulis kantor sebesar Rp4.500.000,- per bulan dan efisiensi kertas sebanyak 20 rim per bulan atau setara dengan Rp1.000.000,-. Dengan demikian, total perkiraan penghematan sepanjang 2020 untuk biaya alat tulis kantor sebesar Rp54.000.000,- dan biaya kertas sebesar Rp12.000.000,-. The efficiency of office stationery cost was Rp4,500,000 per month and the efficiency of paper was 20 ream per month or equal to Rp1,000,000. Thus, the total amount of estimated savings throughout 2020 for office stationery costs was Rp54,000,000 and paper costs was Rp12,000,000.
 Sebagai langkah penghematan operasional, manajemen gedung menetapkan <i>timeline</i> operasional 24 jam, termasuk jadwal pengumpulan sampah, penyalan dan pematian listrik (pendingin udara, <i>lift</i>, lampu, toilet, sistem <i>exhaust</i> dan <i>fresh air</i>) dan penghematan air. As an operational saving measure, the building management sets a 24-hour operational timeline, including a schedule for waste collection, turning on and off electricity (air conditioning, elevators, lights, toilets, exhaust and fresh air systems) and saving water.	Efisiensi penggunaan listrik sebesar 2.820,77 KWh atau setara dengan Rp40.619.092,-. Terjadi peningkatan yang cukup signifikan untuk penghematan penggunaan listrik dikarenakan perusahaan mengikuti arahan Pemerintah Pusat dan Jakarta untuk pembatasan operasional dan jumlah karyawan kantor sejak Maret 2020 lalu. Efisiensi penggunaan air sebesar 44 m³ atau setara dengan Rp484.211,- dengan turut melaksanakan protokol Covid-19 dari pemerintah tentang penerapan penggunaan air mengalir di area kerja. The efficiency of electricity use was 2,820.77 KWh or equal to Rp40,619,092. There was a significant increase in electricity savings because the Company followed the directions of the Central and Jakarta Governments for operational restrictions and the number of office employees since March 2020. The efficiency of water use was 44 m³ or equivalent to Rp484,211, by participating in implementing the Covid-19 protocols from the government regarding the use of running water in work area.
 Pengelolaan limbah kertas, tinta <i>printer</i>, dan alat tulis yang dilakukan melalui jasa pengelolaan sampah. Waste management of paper, printer ink, and stationery is carried out through waste management services.	Limbah kertas dihancurkan dengan <i>paper shredder</i> dan tinta <i>printer</i> dikembalikan ke penjual. Paper waste is torn by paper shredder and printer ink is returned to the seller.
 Pemenuhan terhadap sertifikasi dan standar yang mendukung implementasi kantor ramah lingkungan, termasuk keamanan gedung. Compliance with certifications and standards that support the implementation of environmentally friendly offices, including building security.	Di tahun 2020, melalui manajemen gedung GHJ Suite, telah mendapatkan Sertifikat Laik Fungsi Periode 2020-2025, Rekomendasi Keselamatan Kebakaran (RKK) dan keseluruhan izin Dinas Tenaga Kerja (transportasi gedung, instalasi listrik penangkal petir, instalasi proteksi kebakaran, dan gondola). In 2020, through GHJ Suite building management, it obtained a Certificate of Feasibility for the 2020-2025 Period, a Fire Safety Recommendation (RKK) and all Manpower Office permits (building transportation, lightning rod electrical installation, fire protection installation, and gondola).
 Penyediaan sarana dan prasarana keselamatan kantor dan pelatihan tanggap bencana. Provision of office safety facilities and infrastructure and disaster response training.	Pada tahun 2020, dilakukan program simulasi kebakaran atau tanggap darurat sebanyak 1 kali. Program ini dilakukan oleh pihak manajemen gedung GHJ Suite dan bekerjasama dengan Dinas Penanggulangan Kebakaran DKI Jakarta Pusat. Secara berkala, tim manajemen gedung GHJ Suite mengelola peralatan keamanan standar gedung, seperti alat pemadam api ringan (APAR), peralatan keamanan, sistem proteksi kebakaran gedung, detektor gempa pada <i>lift</i>, dan sistem evakuasi dalam keadaan darurat. In 2020, a fire simulation or emergency response program was carried out once. This program was carried out by GHJ Suite building management in collaboration with Central Jakarta Fire Management Agency. Periodically, GHJ Suite building management team manages the building's standard security equipment, such as a light fire extinguisher (APAR), security equipment, building fire protection system, earthquake detectors in elevators, and emergency evacuation system.

Jadwal Operasional Gedung Perusahaan

Perseroan mendukung penuh jadwal operasional gedung yang diatur dan diawasi oleh Tim Manajemen Bangunan GHJ Suite, sebagai bentuk kegiatan penghematan dan pengendalian lingkungan di area kantor.

Operational Schedule of Company's Building

The Company fully supports the building's operational schedule, which is regulated and supervised by the GHJ Suite Building Management Team, as a form of environmental savings and control activities in the office area.



- Briefing wajib dilakukan outsource setiap pergantian shift;
- Wajib tertera label log sheet di setiap peralatan pemadam kebakaran;
- Accident and incident wajib dibuatkan berita acara dan dilaporkan;
- Pemeriksaan rutin terhadap pekerja atas rokok dan barang dibawa; dan
- Dilakukan pengawasan area berkala oleh tim operasional dengan fokus: kebersihan, fungsi fasilitas, dan plotting yang sesuai.
- Briefing must be done for outsource every shift change;
- Log sheet label must be attached on every firefighting equipment;
- Minutes of accidents and incidents must be made and reported;
- Routine inspection on workers for cigarettes and goods carried; and
- Operational Team monitors the areas periodically, with focuses on: cleanliness, functions of the facilities, and proper plotting.

Kapal Ramah Lingkungan

Dalam menangani kemungkinan kerusakan pada armada kapal, seperti halnya kebocoran minyak, Perseroan secara berkala melakukan pemeriksaan kelengkapan peralatan kapal. Setiap armada kapal yang dimiliki dipastikan telah dilengkapi dengan peralatan penanggulangan kebocoran minyak, mengingat dampak kebocoran minyak ini berpengaruh signifikan terhadap keseimbangan ekosistem laut. Mitigasi kebocoran minyak tersebut dilakukan dengan selalu melakukan pengukuran dan perhitungan minyak secara berkala, juga memperhatikan saluran bilga kapal (saluran penampung zat cair) apabila ada indikasi minyak. Pembuangan minyak juga dilakukan dengan alat *Oily Water Separator* (OWS) dengan maksimal 15 ppm sesuai dengan peraturan yang berlaku.

Adapun pencegahan pencemaran lingkungan lainnya yang dilakukan adalah dengan melakukan pemisahan kategori sampah yang berada di kapal. Limbah B3 dipisahkan dengan tipe sampah lainnya, serta semua pembuangan di fasilitas darat dicatat di dalam Buku Catatan Sampah.

Sampai tahun 2020, Perseroan memiliki 19 armada kapal ramah lingkungan dengan spesifikasi yang telah disesuaikan dengan standar operasional industri hulu migas sehingga meminimalkan pencemaran lingkungan hidup karena operasi kapal. Selain itu, seluruh kapal milik Perseroan telah mendapatkan *Safety Management Certificate* (SMC).

Di tahun 2020, Perseroan meningkatkan usahanya dalam menciptakan kapal ramah lingkungan dengan melakukan beberapa kegiatan, seperti:

1. Pemenuhan standar bahan bakar kapal ramah lingkungan. Per Desember 2020, seluruh kapal (19 kapal) Perseroan dan Entitas Anak telah mengubah bahan bakarnya dari B20 menjadi B30;
2. Pemenuhan standar untuk lampu kapal ramah lingkungan. Per Desember 2020, terdapat 2 kapal dari total 19 kapal yang telah mengubah lampu kapal menjadi *Light Emitting Diode* (LED);
3. Kegiatan penghematan penggunaan plastik dan minyak goreng di kapal secara rutin; dan
4. Pelatihan dan sosialisasi Kesehatan, Keselamatan dan Keamanan Lingkungan (K3) kepada awak kapal Perseroan dan pihak eksternal yang dilakukan secara rutin sebanyak minimal 1 bulan sekali. Termasuk melakukan perawatan dan pengecekan terhadap ketersediaan sarana dan prasarana keselamatan kapal.

Sistem Pengolahan Limbah

Perseroan telah melakukan pengelolaan sampah pada setiap armada kapal Perseroan, dengan membedakan menjadi 3 kategori, yakni sampah organik, sampah anorganik, dan sampah B3 (limbah). Untuk pembuangan limbah ke darat, penanganan pengolahan limbah tersebut dilakukan oleh pihak penyewa kapal Perseroan (*charterer*). Hal ini bertujuan untuk menghindari pencemaran lingkungan, baik di laut maupun di darat.

Green Vessels

In dealing with possible damage to the fleet, such as oil leakage, the Company periodically checks the completeness of the vessels' equipment. Each owned fleet is ensured to have been equipped with oil leakage prevention equipment, considering that oil leakage will have a significant effect on the balance of the marine ecosystem. Mitigation of oil leak is carried out by always measuring and calculating oil periodically, also paying attention to the vessel's bilge channel (liquid storage channel) if there is an indication of oil. Oil disposal is also carried out by using an *Oily Water Separator* (OWS) tool, with a maximum of 15 ppm in accordance with the applicable regulations.

As for prevention of other environmental pollution, waste on the ship is separated by categories. B3 waste is separated from other types of waste, and all disposal at land facilities is recorded in the Garbage Logbook.

Until 2020, the Company had 19 green vessels with specifications that have been adjusted to the operational standards of the upstream oil and gas industry in order to minimize environmental pollution caused by vessels' operations. In addition, all vessels owned by the Company have obtained a *Safety Management Certificate* (SMC).

In 2020, the Company improved its business in creating environmentally friendly vessels by carrying out several activities, such as:

1. Compliance with environmentally friendly vessels' fuel standards. As of December 2020, all vessels (19 vessels) of the Company and its Subsidiaries changed their fuel from B20 to B30;
2. Compliance with standards for eco-friendly vessels' lights. As of December 2020, there are 2 out of a total of 19 vessels that replaced their lights into *Light Emitting Diode* (LED);
3. Activities to save on the use of plastic and cooking oil on the vessels on a regular basis; and
4. Training and dissemination of Health, Safety and Security of the Environment (K3) to the Company's vessel crews and external parties are carried out regularly at least once a month. Including maintenance and checking of the availability of vessel's safety facilities and infrastructure.

Waste Treatment System

The Company has carried out waste management for each of the Company's vessel by differentiating the waste into 3 categories, which are organic waste, inorganic waste, and B3 (hazardous and toxic) waste. For land-based waste disposal, the waste management is handled by the charterer of the Company's vessel. Such matter aims to avoid environmental pollution, both at sea and on land.

Sertifikasi di Bidang Lingkungan Hidup

Dalam rangka pelaksanaan pengelolaan lingkungan hidup, armada kapal milik Perseroan dan Entitas Anak juga dilengkapi dengan sertifikat pencegahan pencemaran. Di tahun 2020, total terdapat 36 sertifikat pencegahan pencemaran yang dimiliki Perseroan dan Entitas Anak, dengan rincian sebagai berikut.

1. 11 Sertifikat Nasional Pencegahan Pencemaran dari Kapal (SNPP);
2. 9 Sertifikat Internasional Pencegahan Pencemaran oleh Udara (IAPP);
3. 8 Sertifikat Internasional Pencegahan Pencemaran oleh Minyak (IOPP); dan
4. 8 Sertifikat Internasional Pencegahan Pencemaran oleh Kotoran (ISPP).

Pencapaian dan Penghargaan

Pelaksanaan pengelolaan lingkungan hidup di lingkungan operasional Perseroan dan Entitas Anak telah memperoleh sertifikasi dari VRC International yaitu:

1. **PT Sillomaritime Perdana Tbk**
 - a. ISO 9001:2015 *Quality Management System of PT Sillomaritime Perdana Tbk: Ownership and Operation of Ship*;
 - b. ISO 14001:2015 *Environmental Management System of PT Sillomaritime Perdana Tbk: Ownership and Operation of Ship*; dan
 - c. ISO 45001:2018 *Occupational Healthy and Safety Management System of PT Sillomaritime Perdana Tbk: Ownership and Operation of Ship*.
2. **PT Suasa Benua Sukses**
 - a. ISO 9001:2015 *Quality Management System of PT Suasa Benua Sukses: Provision of Marine Transportation and Offshore Rig Rental Services*;
 - b. ISO 14001:2015 *Environmental Management System of PT Suasa Benua Sukses: Provision of Marine Transportation and Offshore Rig Rental Services*; dan
 - c. ISO 45001:2018 *Occupational Health and Safety Management System of PT Suasa Benua Sukses: Provision of Marine Transportation and Offshore Rig Rental Services*.
3. **PT Petrocean Indo Pasifik**
 - a. ISO 9001:2015 *Quality Management System of PT Petrocean Indo Pasifik: Ownership and Operation of Ship*;
 - b. ISO 14001:2015 *Environmental Management System of PT Petrocean Indo Pasifik: Ownership and Operation of Ship*; dan
 - c. ISO 45001:2018 *Occupational Healthy and Safety Management System of PT Petrocean Indo Pasifik: Ownership and Operation of Ship*.

Mekanisme Pengaduan Masalah Lingkungan

Perseroan membuka akses bagi pemangku kepentingan untuk menyampaikan pengaduan terkait masalah lingkungan yang ditimbulkan dari kegiatan usaha Perseroan. Laporan pengaduan dapat disampaikan kepada bagian QHSE untuk dilakukan verifikasi lapangan dan ditindak lanjuti dengan perbaikan.

Hingga akhir periode 2020, jumlah pengaduan yang masuk sebanyak 0 kasus.

Certification in Environmental Field

In the context of implementing environmental management, the vessel fleet of the Company and its Subsidiaries is also equipped with a pollution prevention certificate. In 2020, there were a total of 36 pollution prevention certificates obtained by the Company and its Subsidiaries, with details as follows.

1. 11 National Certificates of Pollution Prevention from Vessels (SNPP);
2. 9 International Certificates of Air Pollution Prevention (IAPP);
3. 8 International Certificates of Oil Pollution Prevention (IOPP); and
4. 8 International Certificates of Sewage Pollution Prevention (ISPP).

Achievements and Awards

Implementation of environmental management at the operational areas of the Company and Subsidiaries also earned certifications from VRC International, which are:

1. **PT Sillomaritime Perdana Tbk**
 - a. ISO 9001:2015 on *Quality Management System of PT Sillomaritime Perdana Tbk: Ownership and Operation of Ship*;
 - b. ISO 14001:2015 on *Environmental Management System of PT Sillomaritime Perdana Tbk: Ownership and Operation of Ship*; and
 - c. ISO 45001:2018 on *Occupational Healthy and Safety Management System of PT Sillomaritime Perdana Tbk: Ownership and Operation of Ship*.
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 - a. ISO 9001:2015 on *Quality Management System of PT Suasa Benua Sukses: Provision of Marine Transportation and Offshore Rig Rental Services*;
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 - b. ISO 14001:2015 on *Environmental Management System of PT Petrocean Indo Pasifik: Ownership and Operation of Ship*; and
 - c. ISO 45001:2018 on *Occupational Healthy and Safety Management System of PT Petrocean Indo Pasifik: Ownership and Operation of Ship*.

Complaint Mechanism for Environmental Issues

The Company opens access for stakeholders to submit complaints about environmental issues caused by the Company's business activities. Complaint reports can be delivered to QHSE department for field verification and follow-up with improvements.

Until the end of the 2020 period, the number of filed complaints was 0 case.

CSR terhadap Ketenagakerjaan, Kesehatan dan Keselamatan Kerja

Dalam menjalankan kegiatan usaha, Perseroan senantiasa mengacu pada undang-undang dan standar norma-norma ketenagakerjaan, kesehatan dan keselamatan kerja yang berlaku. Perseroan juga terus berupaya untuk meningkatkan integrasi sistem K3 dengan seluruh kegiatan operasional di Perseroan.

Ketenagakerjaan

Kesetaraan Gender dan Kesempatan Kerja

Perseroan senantiasa memberikan kesempatan dan peluang yang sama bagi seluruh karyawan untuk berkontribusi, tanpa memandang perbedaan agama, etnik, ras, dan *gender*. Demikian pula seluruh peraturan yang berlaku diterapkan secara konsisten dan setara kepada seluruh karyawan. Proses rekrutmen karyawan dilakukan secara terbuka dan melalui berbagai jalur dengan mencantumkan persyaratan-persyaratan yang dibutuhkan sebagai calon SDM Perseroan.

Pada tahun 2020, jumlah karyawan Perseroan (termasuk Entitas Anak) sebanyak 314 orang, yang terdiri dari 291 orang laki-laki dan 23 orang perempuan. Dominasi karyawan laki-laki dalam Perseroan bukan karena adanya praktik diskriminasi, melainkan karena karakteristik operasional Perseroan yang bergerak di bidang pelayaran. Oleh sebab itu lebih banyak membutuhkan karyawan laki-laki dibandingkan perempuan.

Dari segi kepemimpinan, persentase karyawan perempuan pada jenjang atau level manajemen adalah 33,33% atau 5 orang dari total 15 orang.

Pengembangan Kompetensi Karyawan

Dalam mengembangkan karyawan, Perseroan menyediakan akses untuk pengembangan secara profesional dalam bentuk pelatihan dan program pendidikan yang terkait dengan bidang kerjanya. Dengan demikian, Perseroan memberikan kesempatan yang sama kepada seluruh karyawan di Perseroan untuk mengikuti program pengembangan kompetensi. Selama tahun 2020, Perseroan telah melaksanakan dan mengikuti 13 pelatihan yang diperlukan untuk meningkatkan kompetensi karyawan dengan total biaya Rp1.050.000,-.

Remunerasi Karyawan

Perseroan memberikan remunerasi kepada karyawan dengan mengacu pada Anggaran Dasar Perseroan dan peraturan otoritas berwenang tentang pemberian upah. Selain itu, Perseroan juga melakukan penyesuaian nominal remunerasi dengan nominal yang berlaku pada bidang usaha tertentu. Hal tersebut diperlukan agar remunerasi karyawan menjadi lebih kompetitif.

Tingkat Perputaran Karyawan

Untuk menjaga tingkat perputaran karyawan, Perseroan terus berupaya menjaga dan meningkatkan kepuasan kerja karyawan. Sepanjang tahun 2020, tingkat perputaran karyawan tercatat sebesar 8,00%.

CSR for Employment, Occupational Health and Safety

In performing its business activities, the Company always adheres to the applicable laws and standards of the applicable norms of employment as well as occupational health and safety. The Company also continues to strive for improving the integration of OHS system into all of its operational activities.

Employment

Gender Equality and Job Opportunities

The Company always provides equal chances and opportunities to all employees to contribute, regardless of religion, ethnic, race, and gender. Likewise, all applicable regulations are enforced consistently and equally on all employees. Employee recruitment process is carried out transparently through various ways by stating the requirements needed as candidates for the Company's human resources.

In 2020, the total number of Company's employees (including Subsidiaries) was 314 people, consisting of 291 male employees and 23 female employees. The dominance of male employees in the Company is not due to discriminatory practice, but because of the operational characteristics of the Company which is engaged in the shipping sector. Therefore, more male employees are needed than female employees.

In terms of leadership, the percentage of female employees at the management level is 33.33% or 5 people out of a total of 15 people.

Employees Competency Development

In developing its employees, the Company provides access to professional development in the form of training and educational programs relevant to their fields of work. Therefore, the Company offers all its employees an equal opportunity to attend the competency development program. Throughout 2020, the Company conducted and participated in 13 necessary training programs necessary to improve employees' competencies with a total cost of Rp1,050,000.

Employee Remuneration

The Company gives remuneration to employees by referring to the Company's Articles of Association and the authority's regulations on wages. Additionally, the Company also adjusts the remuneration amount to the amount determined in certain fields of business. Such matter is needed so that employee remuneration becomes more competitive.

Employee Turnover Rate

In order to hold down the employee turnover rate, the Company continuously makes efforts to maintain and improve employees' work satisfaction. In 2020, the Company's employee turnover rate was recorded at 8.00%.

Kesehatan

Perseroan mengikutsertakan karyawan dalam program jaminan pemeliharaan kesehatan melalui BPJS Kesehatan. Di samping itu, fasilitas tambahan asuransi kesehatan komersial non-BPJS juga diberikan kepada karyawan. Adapun manfaat yang diberikan dari asuransi kesehatan tambahan sebagai meliputi:



Jaminan rawat inap
Inpatient coverage



Tunjangan kecelakaan diri
(meninggal dunia dan cacat tetap total)
Personal accident benefits
(death and total permanent disability)



Santunan duka
Compensation for grief

Di luar fasilitas tersebut, Perseroan juga memberikan manfaat tambahan kepada karyawan berupa bantuanacamata, rawat jalan, rawat gigi, serta bantuan melahirkan bagi istri karyawan.

Protokol Covid-19

Di tahun 2020, dalam rangka menghadapi situasi pandemi Covid-19, Perseroan melakukan beberapa upaya pencegahan dan penanganan, seperti berikut.

1. Membatasi tempat kerja/kantor dengan menerapkan *work from home* (WFH) sesuai anjuran pemerintah. Selain itu, Perseroan hanya mengadakan *work from office* (WFO) khusus untuk keperluan yang sangat penting;
2. Mematuhi kebijakan Pemerintah terkait Protokol Pencegahan Penyebaran Covid-19;
3. Menyediakan alat *rapid* dan *swab test* secara berkala kepada karyawan darat dan laut. Biaya untuk pengadaan tes karyawan darat adalah sebesar Rp160.757.500,- sepanjang tahun 2020;
4. Menjalinkan kerja sama dengan manajemen Gedung GHJ membuat dan mengimplementasikan kebijakan operasional perusahaan selama pandemi. Kebijakan tersebut termasuk kebijakan sebelum, sesaat sebelum memasuki kantor, selama beraktivitas di dalam kantor, serta saat meninggalkan area kantor. Hal ini termasuk ketentuan tambahan untuk perjalanan dinas luar kota, pelarangan penggunaan kendaraan umum ke dan dari kantor serta pelarangan pembelian makanan dari luar. Perseroan juga menyediakan fasilitas gedung untuk mendukung kesehatan dan keselamatan karyawan serta pembatasan kapasitas ruang kantor, pemasangan kaca akrilik untuk pembatas *cubicle* tempat duduk, dan pemberian jarak pada fasilitas umum, serta penyediaan sarana antar jemput bagi karyawan yang tidak memiliki kendaraan pribadi;
5. Membagikan alat kesehatan untuk menunjang produktivitas dan kesehatan karyawan secara berkala seperti vitamin dan *hand sanitizer* dengan total biaya sebesar Rp8.298.000,- sepanjang tahun 2020; dan

Health

The Company registers its employees in the health care insurance program via BPJS Kesehatan. Moreover, additional facilities of non-BPJS commercial health insurance are also provided for the employees. The benefits provided from the additional health insurance are as follows:

Apart from these facilities, the Company also provides additional benefits to its employees in the form of glasses, outpatient care, dental care, as well as maternity assistance for the employees' wives.

Covid-19 Protocols

In 2020, in order to deal with the Covid-19 pandemic, the Company carried out several prevention and handling measures as follows.

1. Limiting the workplace/office by implementing work from home (WFH) as recommended by the government. In addition, the Company only conducts special work from office (WFO) for very important purposes;
2. Complying with Government policies regarding the Protocol to Prevent the Covid-19 Spread;
3. Providing periodic rapid and swab test equipment to land and shore-based employees. The cost for procuring shore-based employee tests throughout 2020 was Rp160,757,500;
4. Collaborating with GHJ Building management to create and implement Company's operational policies during the pandemic. These policies include policies before, immediately before entering the office, during activities in the office, and when leaving the office area. This includes additional provisions for business trips out of town, a ban on the use of public transportation to and from the office, as well as a prohibition to purchase food from outside. The Company also provides building facilities to support employees' health and safety, such as limiting office space capacity, installing acrylic glass for cubicle seating partition, providing distance to public facilities, and providing shuttle facilities for employees who do not have private vehicles;
5. Distributing medical devices to support productivity and employee's health on a regular basis such as vitamins and hand sanitizers with a total cost of Rp8,298,000 throughout 2020; and

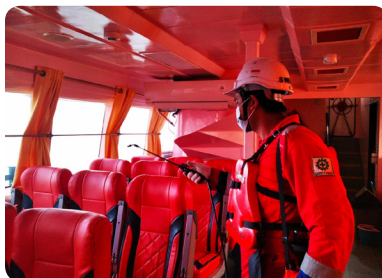
6. Mengimplementasikan protokol kesehatan bagi karyawan laut, seperti aturan 5 hari wajib karantina sebelum naik ke kapal, pelaksanaan Swab *Polymerase Chain Reaction* (PCR) bagi semua karyawan laut, melengkapi armada dengan peralatan pencegahan Covid-19, serta pelatihan di atas kapal mengenai proses evakuasi dan penanganan pasien terpapar Covid-19.

6. Implementing health protocols for shore-based employees, such as the mandatory 5-day quarantine rule before boarding the ship, implementing Swab *Polymerase Chain Reaction* (PCR) for all shore-based employees, equipping the fleet with Covid-19 prevention equipment, as well as onboard training regarding the evacuation and handling process of patients exposed to Covid-19.

Foto Kegiatan Penerapan Protokol dan Pencegahan Covid-19 di Area Kantor
Photo of the Implementation of Covid-19 Protocol and Prevention Activities in the Office Area



Foto Kegiatan Penerapan Protokol dan Pencegahan Covid-19 di Area Kapal
Photo of the Implementation of Covid-19 Protocol and Prevention Activities in the Ship Area



Keselamatan Kerja

Keselamatan kerja berperan penting dalam menjaga kelangsungan usaha Perseroan. Perseroan menjamin keselamatan kerja dengan menyediakan sarana dan lingkungan kerja yang aman. Hal tersebut bertujuan untuk menjamin adanya kenyamanan dan keamanan bekerja bagi karyawan. Ketentuan K3 yang diterapkan Perseroan mengacu pada peraturan *International Safety Management Code* (ISM Code) yang dikeluarkan oleh International Maritime Organization (IMO). ISM Code adalah standar internasional untuk pengelolaan dan keamanan pengoperasian kapal di laut serta pencegahan polusi.

Occupational Safety

Occupational safety has an important role in maintaining the Company's business sustainability. The Company guarantees occupational safety by providing secure facilities and working environment. Such matter aims to ensure occupational comfort and security for employees. The OHS provisions applied by the Company refer to the *International Safety Management Code* (ISM Code) issued by the International Maritime Organization (IMO). ISM Code is an international standard for the management and security of ship operations at sea and pollution prevention.

ISM Code mewajibkan awak kapal yang bertugas dalam kondisi prima. Oleh karenanya, pemeriksaan kesehatan harus dilakukan pada awak kapal secara fisik maupun mental untuk memperoleh surat keterangan sehat yang harus diperbaharui dalam jangka waktu tertentu.

ISM Code requires the crew on duty to be in prime condition. Therefore, health checks must be carried out on the crew both physically and mentally to obtain health certificate that must be renewed after a certain time period.

Sarana dan Prasarana Keselamatan Kerja

Perseroan telah melaksanakan berbagai kegiatan untuk meningkatkan perhatian dalam mencegah potensi insiden yang merugikan. Beberapa kegiatan yang rutin dilakukan adalah:

Occupational Safety Facilities and Infrastructure

The Company has carried out various activities to increase attention in preventing potential adverse incidents. Some of the activities routinely carried out are:



Tingkat Kecelakaan Kerja

Selama tahun 2020, tidak terdapat kecelakaan kerja yang terjadi di lingkungan operasional Perseroan. Hal tersebut merupakan hasil tindakan-tindakan preventif yang telah dilakukan Perseroan.

Occupational Accident Rate

In 2020, there was no occupational accident occurred within the Company's operational areas. This is the result of preventive actions that have been taken by the Company.

Mekanisme Pengaduan Masalah Ketenagakerjaan

Perseroan menjamin agar seluruh hak karyawan dapat terpenuhi dalam rangka menciptakan iklim kerja yang sehat dan kondusif. Pengaduan masalah ketenagakerjaan dapat disampaikan kepada atasan masing-masing dengan mekanisme sebagai berikut.

Complaint Mechanism for Employment Issues

The Company guarantees that all employees' rights can be exercised in order to create a healthy and conducive work climate. Complaints about employment issues can be submitted to the respective superior with the following mechanism.



Pada tahun 2020, tidak terdapat pengaduan masalah ketenagakerjaan di Perseroan.

In 2020, there were no complaints about employment issues at the Company.

Sertifikasi Kesehatan dan Keselamatan Kerja

Sejak tahun 2018, Perseroan dan Entitas Anak telah menerapkan ISO 45001:2018 *Occupational Healthy and Safety Management System* sebagai bentuk keseriusan dalam mengelola K3. Standar internasional ini menuntut dan menjamin para karyawan dapat melakukan pekerjaan dengan aman, serta menunjukkan sikap yang memperhatikan keselamatan dalam tindakan dan pola pikir.

CSR terhadap Pengembangan Sosial dan Kemasyarakatan

Perseroan memiliki komitmen untuk senantiasa berpartisipasi dalam peningkatan kualitas dan kesejahteraan hidup masyarakat. Hal tersebut diwujudkan dengan cara memberikan perhatian dan membina hubungan yang baik dengan para pemangku kepentingan melalui penerapan budaya saling menghargai, sehingga tercapai keseimbangan dan keharmonisan hubungan. Perseroan juga turut berpartisipasi dalam pembangunan kesejahteraan masyarakat, baik fisik maupun non fisik, secara berkelanjutan.

Penggunaan Pemberdayaan Tenaga Kerja Lokal

Perseroan sepenuhnya menggunakan tenaga lokal bagi karyawan maupun kru kapal Perseroan. Dalam hal penggunaan tenaga kerja lokal, sebanyak 97,00% karyawan Perseroan dan Entitas Anak serta kru kapal menggunakan tenaga kerja lokal. Sedangkan 3,00% merupakan tenaga kerja asing yang berasal dari luar Indonesia.

Program Pengembangan Sosial dan Kemasyarakatan

Pada tahun 2020, Perseroan juga telah merealisasikan berbagai bentuk kegiatan pengembangan sosial dan kemasyarakatan. Perseroan berfokus pada 3 bidang pengembangan, yaitu kesehatan, pengembangan masyarakat sekitar wilayah operasional dan pendidikan. Adapun daftar jumlah penerima bantuan dan kegiatan pengembangan masyarakat melalui kegiatan sebagai berikut.

Occupational Health and Safety Certification

Since 2018, the Company and Subsidiaries have applied the ISO 45001:2018 Occupational Healthy and Safety Management System as a proof of seriousness in managing OHS. This international standard requires and assures that employees can carry out work safely and display a safety-oriented attitude in their conduct and mindset.

CSR for Social and Community Development

The Company is committed to always participating in the improvement of communities' quality of life and welfare. Such matter is realized by giving attention and developing good relationship with stakeholders through applying a mutual respect culture in order to achieve balanced and harmonious relationship. The Company also continues to participate in the development of community welfare, either physical or non-physical.

Use of Local Workforce Empowerment

The Company fully uses local workforce as employees and crews. In terms of the use of local workforce, as many as 97.00% of the Company's and Subsidiaries' employees and crew members are local workers. Whereas 3.00% are foreign workers from outside of Indonesia.

Social and Community Development Programs

In 2020, the Company also realized various forms of social and community development activities. The Company focuses on 3 development areas, namely health, community development around the operational areas, and education. The list of beneficiaries of the community development activities is as follows.

Bidang Pengembangan Development Field	Tempat dan Waktu Pelaksanaan Place and Time	Program Program	Biaya Cost (Rp)
Kesehatan Health	 Jakarta, April 2020	Donasi penanggulangan Covid-19 berupa 850 pakaian Alat Pelindung Diri <i>Spunbound</i> kepada Pemerintah Provinsi DKI Jakarta melalui Jakarta Development Collaboration Network (JDCN). Bantuan disalurkan melalui Satuan Kerja Perangkat Daerah (SKPD), yaitu Dinas Kesehatan, Badan Penanggulangan Bencana Daerah, Dinas Sosial, dan juga Dinas Penanggulangan Kebakaran dan Penyelamatan. Donasi selanjutnya akan disalurkan ke unit di bawahnya seperti rumah sakit rujukan pasien Covid-19, pos-pos darurat kebencanaan, hingga ke masyarakat yang membutuhkan. Donation to manage Covid-19 in the form of 850 Spunbound Personal Protective Equipment clothing to DKI Jakarta Provincial Government through Jakarta Development Collaboration Network (JDCN). Assistance is channeled through Regional Work Units (SKPD), namely Health Service, Regional Disaster Management Agency, Social Service, and also the Fire and Rescue Management Services. Subsequent donation will be distributed to units below, such as referral hospitals for Covid-19 patients, disaster emergency posts, to people in need.	65,000,000

Bidang Pengembangan Development Field	Tempat dan Waktu Pelaksanaan Place and Time	Program Program	Biaya Cost (Rp)
Pengembangan Masyarakat Sekitar Wilayah Operasional Community Development Around the Operational Areas	 Sorong, Mei 2020 Sorong, May 2020	Donasi Kurban untuk masyarakat sekitar Kasim Marine Terminal (KMT), Petrogas Sorong. Donation of Qurban for the community around Kasim Marine Terminal (KMT), Petrogas Sorong.	15,500,000
	 Surabaya, Agustus 2020 Surabaya, August 2020	Acara Syukuran S Hermes yang diikuti oleh 30 orang dari warga sekitar dan awak kapal Perseroan. S Hermes gathering event was attended by 30 people from local residents and the crews of the Company's vessels.	8,000,000
Pendidikan Education	 SMK Bagimu Negeriku Semarang, 2020 Vocational High School of Bagimu Negeriku Semarang, 2020	Donasi Pengembangan Pendidikan Masyarakat untuk SMK Bagimu Negeriku Semarang. Manfaat donasi sampai kepada total 85 pegawai dan 354 siswa di 5 bidang studi. Donasi juga digunakan untuk membantu kebutuhan untuk asrama, yayasan, dan operasional SMK Bagimu Negeriku Semarang. Total sumbangan dana yang diberikan oleh Perseroan di tahun 2020 sejumlah Rp1.500.000.000,- atau mencakup 25,50% dari total kebutuhan SMK Bagimu Negeriku Semarang di tahun 2020, yaitu Rp5.883.935.395,-. Donation for Community Education Development for Vocational High School of Bagimu Negeriku Semarang. The benefit of donation is up to a total of 85 employees and 354 students in 5 fields of study. Donations were also used for assisting the needs for dormitories, foundations, and the operation of Vocational High School of Bagimu Negeriku Semarang. The total amount of donations provided by the Company in 2020 amounted to Rp1,500,000,000, or covering 25.50% of the total needs of Vocational High School of Bagimu Negeriku Semarang in 2020, which was Rp5,883,935,395.	1,500,000,000
	 Jakarta, November 2020	Melalui Entitas Anak, PT Suasa Benua Sukses, Perseroan menjadi sponsor untuk Seminar Online Seri 32 yang diadakan oleh Fakultas Kesehatan Masyarakat Universitas Indonesia. Seminar tersebut membahas mengenai "Pendekatan Pentahelix dalam Menegakkan Protokol Covid-19 dalam Rangka Menjaga Keberlangsungan Manajemen K3 Dunia Usaha", termasuk usaha dalam industri minyak dan gas, konstruksi, dan lingkungan kerja secara umum. Total peserta yang mengikuti seminar adalah 150 orang yang terdiri dari kalangan, masyarakat umum, akademisi, perusahaan dan pekerja. Through its subsidiary, PT Suasa Benua Sukses, the Company became a sponsor for the Series 32 Online Seminar held by the Faculty of Public Health, Universitas Indonesia. The seminar discussed the "Pentahelix Approach in Enforcing the Covid-19 Protocol in Order to Maintain the Sustainability of OHS Management in the Business World", including businesses in the oil and gas industry, construction, and the work environment in general. The total participants who attended the seminar were 150 people consisting of the general public, academics, companies and workers.	3,000,000
Total			1,076,000,000

Kebijakan Anti Korupsi

Kebijakan anti korupsi senantiasa disosialisasikan kepada seluruh karyawan, baik karyawan lama maupun baru, untuk menjaga agar Perseroan senantiasa melakukan kegiatan usaha yang sehat dan transparan. Sosialisasi kebijakan anti korupsi dilaksanakan melalui berbagai pelatihan ataupun kegiatan yang diprakarsai oleh QHSE atau HRD, yaitu:

1. Sosialisasi di kapal;
2. Sosialisasi karyawan baru; dan
3. Sosialisasi di kantor.

Pada tahun 2020, Perseroan tidak menerima laporan terkait tindakan korupsi yang dilakukan oleh insan Perseroan.

Anti-Corruption Policy

The anti-corruption policy is always disseminated to all employees, both old and new employees, to ensure that the Company always carries out a healthy and transparent business activities. Dissemination of anti-corruption policy is carried out through various training sessions or activities held by QHSE or HRD, which are:

1. Dissemination in vessels;
2. Dissemination to new employees; and
3. Dissemination in offices.

In 2020, the Company did not receive reports related to corruption acts committed by the Company's personnel.

CSR terhadap Pelanggan

Pelanggan merupakan salah satu pemangku kepentingan Perseroan yang berperan penting dalam menjamin keberlangsungan usaha jangka panjang. Oleh sebab itu, kepuasan dan kepercayaan pelanggan merupakan tujuan utama Perseroan. Perseroan senantiasa berupaya mewujudkan komitmen untuk meningkatkan mutu produk dan pelayanan kepada para pelanggan. Komitmen ini diharapkan dapat meningkatkan kepuasan dan kepercayaan pelanggan sehingga menjadikan Perseroan sebagai pilihan bagi pelanggan.

Berikut adalah bentuk dan upaya Perseroan dalam peningkatan pelayanan bagi pelanggan selama tahun 2020.

Kesehatan dan Keselamatan Konsumen

Salah satu cara menjaga kesehatan dan keselamatan konsumen adalah dengan memperhatikan kualitas dan kondisi kapal. Kondisi kapal yang kurang baik dapat mengakibatkan berbagai permasalahan, seperti keterlambatan pengiriman, kecelakaan, maupun kebocoran bahan bakar. Untuk menjaga seluruh armadanya terawat dan dapat beroperasi dengan baik, Perseroan melakukan perawatan secara teratur sesuai jadwal di galangan.

Informasi Layanan

Perseroan telah menyediakan sarana bagi pelanggan dan calon pelanggan untuk mendapatkan informasi mengenai produk dan jasa Perseroan melalui situs web Perseroan, yaitu www.sillomaritime.com. Selain itu, untuk kemudahan pelanggan, setiap armada kapal Perseroan dilengkapi dengan GPS dan layanan internet agar pelanggan dapat mengetahui posisi kapal dalam armadanya secara *real time* dan akurat.

Sarana Pengaduan Pelanggan

Sebagai upaya untuk memberikan pelayanan yang baik, Perseroan menyediakan sarana pengaduan pelanggan terkait produk dan layanan agar dapat ditanggapi dan ditindaklanjuti dengan serius. Pengaduan terkait produk dan layanan yang ditawarkan, yaitu melalui:



Kantor Pusat
Head Office



Alamat
Address

GHJ Suite Lt. 5 dan / and 6
Jl. Tanah Abang III No. 18
Petojo Selatan, Gambir
Jakarta Pusat, 10160



Faksimili
Facsimile

(62-21) 386 7521



Telepon
Phone

(62-21) 386 3861



Email

corpsec@sillomp.com



Website

www.sillomaritime.com

CSR for Customers

The customer is one of the Company's stakeholders who plays an important role in ensuring long-term business sustainability. Therefore, customer satisfaction and trust are the Company's main objectives. The Company always strives to realize the commitment to improving the quality of products and services for customers. Such commitment is expected to increase customer satisfaction and trust, and therefore, it makes the Company a customer's choice.

The followings were the Company's forms and efforts in improving customer services during 2020.

Consumer Health and Safety

One way to maintain consumer health and safety is by paying attention to the quality and condition of the vessels. Poor condition of vessels can cause various problems, such as delays of shipping, accidents, or fuel leakage. To keep the entire fleet well maintained and be able to operate properly, the Company carries out regular maintenance according to the shipyard schedule.

Services Information

The Company has provided facilities for customers and prospective customers to obtain information about the Company's products and services through the Company's website, namely www.sillomaritime.com. Furthermore, for customers' convenience, each of the Company's vessel is equipped with GPS and internet services so that the customers are able to know the vessel's position in the fleet on a real time and accurate basis.

Customer Complaint Channel

As an effort to offer good services, the Company provides customers with a complaint channel related to products and services so that complaints will be responded and followed up seriously. Complaints about products and services provided are submitted to the following address:

Sepanjang tahun 2020, Perseroan tidak menerima pengaduan pelanggan.

Throughout 2020, the Company did not receive any customer complaints.