





**SILLO MARITIME
P E R D A N A**

TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN HIDUP

**Social and Environmental
Responsibility**

06

Tanggung Jawab Sosial dan Lingkungan Hidup Social And Environmental Responsibility



Komitmen Tanggung Jawab Sosial dan Lingkungan Hidup

Perseroan senantiasa memaksimalkan manfaat bagi pemangku kepentingan, baik internal ataupun eksternal, dengan menyeimbangkan pengelolaan aspek ekonomi, sosial, dan lingkungan melalui pelaksanaan program tanggung jawab sosial dan lingkungan (TJSL). Komitmen ini menjadi bentuk pertanggungjawaban Perseroan dalam menjalankan bisnis agar sejalan dengan Tujuan Pembangunan Berkelanjutan di Indonesia.

Adapun pelaksanaan program TJSL Perseroan berpedoman pada peraturan dan perundang-undangan berikut.

1. Peraturan Otoritas Jasa Keuangan No. 51 Tahun 2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.
2. Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan.
3. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas.
4. Peraturan Pemerintah No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas.

Dalam praktik keberlanjutan Perseroan mengupayakan keseimbangan antara *people*, *planet*, *peace*, *prosperity*, dan *partnership* (atau 5P). Pengelolaan dan pengawasan terhadap kesehatan dan keselamatan kerja karyawan pun senantiasa menjadi prioritas di dalam aktivitas operasional Perseroan, baik di darat ataupun di laut.

Commitment to Social and Environmental Responsibility

The Company constantly maximizes benefits for both internal and external stakeholders by balancing the management of economic, social, and environmental aspects through implementing social and environmental responsibility (TJSL) programs. This commitment became a form of the Company's accountability in conducting its business in line with the Sustainable Development Goals in Indonesia.

The Company's TJSL programs are carried out by referring to the following laws and regulations.

1. Financial Services Authority Regulation No. 51 of 2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.
2. Law No. 13 of 2003 on Manpower.
3. Law No. 40 of 2007 on Limited Liability Company.
4. Government Regulation No. 47 of 2012 on Social and Environmental Responsibility of Limited Liability Company.

In practicing sustainability, the Company balances the 5P, namely the people, planet, peace, prosperity, and partnership. The Company also puts management and supervision of employees' occupational health and safety as a priority in its operational activities, both on land and at sea.

Tanggung Jawab terhadap Sosial

Perseroan senantiasa berupaya untuk memenuhi tanggung jawab terhadap aspek sosial dengan mengembangkan dan mengelola sumber daya manusia (SDM), memberikan berbagai program dan pelatihan, menerapkan kebijakan terkait praktik pengelolaan kesehatan dan keselamatan kerja (K3), serta pelaksanaan program pengembangan dan pemberdayaan masyarakat (PPM). Dalam tanggung jawab sosial yang dilakukan, Perseroan berupaya melibatkan pemangku kepentingan seperti pelanggan dan masyarakat.

Tanggung Jawab terhadap Ketenagakerjaan

Sumber daya manusia (SDM) merupakan modal utama keberlangsungan bisnis Perseroan. Karenanya, Perseroan memprioritaskan pengelolaan SDM di darat maupun di laut secara optimal agar menghasilkan SDM yang berkualitas dan berdaya saing.

Uraian	2023	2022	2021	Description
Komposisi Karyawan Darat		Shore-based Employees Composition		
Karyawan Pria (orang)	90 69.77%	88 69.84%	78 70.91%	Male Employees (people)
Karyawan Wanita (orang)	39 30.23%	38 30.16%	32 29.09%	Female Employees (people)
Total Karyawan Darat (orang)	129 100.00%	126 100.00%	110 100.00%	Total Shore-based Employees (people)
Total Pelatihan Karyawan (pelatihan)	11	20	21	Total Employee Trainings (training)

Pengelolaan SDM yang bertanggung jawab diterapkan Perseroan kepada seluruh karyawan, mulai dari proses rekrutmen yang setara, transparan, dan tidak mengandung tindakan diskriminasi, baik untuk calon karyawan di darat ataupun di laut. Meskipun demikian, atas pertimbangan operasional yang dilakukan di laut lepas pantai, Perseroan membutuhkan proporsi karyawan pria yang lebih besar. Dalam proses rekrutmen, Perseroan juga memastikan tidak adanya tindakan kerja paksa ataupun praktik kerja di bawah umur sebagaimana yang ditetapkan peraturan perundang-undangan terkait ketenagakerjaan.

Perseroan mengapresiasi kerja keras dan kontribusi karyawan melalui pemberian imbalan dalam bentuk remunerasi yang adil dan objektif. Penetapan remunerasi tersebut disesuaikan dengan ketentuan dan standar penerapan yang berlaku, mempertimbangkan industri sejenis, dan kebijakan upah minimum regional (UMR). Tak kalah pentingnya, upaya untuk menjaga lingkungan kerja yang bersih dan terbebas dari tindakan korupsi juga terus dilakukan melalui penerapan kebijakan anti korupsi di lingkungan internal, baik di darat ataupun di laut. Kebijakan tersebut senantiasa disosialisasikan kepada karyawan melalui kerja sama dengan *Departemen Human Resource Development* (HRD) dan QHSE. Upaya ini berjalan searah dengan penegakan Kode Etik dan sistem pelaporan pelanggaran.

Responsibility for Social Affairs

The Company develops and manages human resources (HR) to fulfill its responsibilities towards social aspect by providing various programs and training, implementing policies related to occupational health and safety (OHS) management practices, and carrying out community development and empowerment programs (PPM). In carrying out its social responsibilities, the Company involves stakeholders such as customers and the community.

Responsibility for Employment

Human resources (HR) are the main capital for the Company's business continuity. As such, the Company prioritizes optimal management of human resources on land and at sea in order to produce quality and competitive human resources.

The Company applies responsible HR management to all employees, starting from a recruitment process that is equal and transparent with no acts of discrimination for prospective shore-based and seafaring employees. Nonetheless, due to considerations that operations are carried out offshore, the Company requires a larger proportion of male employees. In the recruitment process, the Company also ensures that there is no forced labor or underage work practices as stipulated in manpower laws and regulations.

The Company appreciates employees' hard work and contribution and provides fair and objective remuneration as rewards. The remuneration is adjusted to applicable provisions and implementation standards, and considers similar industries as well as regional minimum wage (UMR) policies. Another important, constant effort is maintaining a clean work environment that is free from acts of corruption through implementing anti-corruption policy internally, both on land and at sea. This policy is constantly disseminated to employees through collaboration with the Human Resource Development (HRD) Department and QHSE. This effort goes hand in hand with enforcing the Code of Conduct and the whistleblowing system.

Tanggung Jawab terhadap Kesehatan dan Keselamatan Kerja

Perseroan memberikan fasilitas kesehatan yang memadai dan sesuai dengan peraturan yang berlaku, seperti mengikutsertakan karyawan pada program Badan Penyelenggara Jaminan Sosial (BPJS) Kesehatan maupun asuransi kesehatan non-BPJS. Adapun manfaat yang diterima, yaitu jaminan rawat inap, tunjangan kecelakaan diri, santunan duka, dan plafon rawat jalan. Perseroan juga menyediakan fasilitas kesehatan tambahan lainnya, seperti pemeriksaan rutin kesehatan bagi karyawan, program rawat jalan, rawat gigi, bantuan kacamata, hingga asuransi melahirkan bagi istri karyawan.

Pengawasan terhadap keselamatan kerja juga terus menjadi prioritas utama melalui peningkatan standar lingkungan kerja yang aman dengan berpedoman pada *International Safety Management Code* (ISM Code) milik *International Maritime Organization* (IMO), ISO 45001:2018 tentang *Occupational Health and Safety Management System*, dan perundang-undangan yang berlaku. Selain itu, Perseroan mengidentifikasi risiko, meminimalisir dan mengeliminasi bahaya, menetapkan prosedur, serta melakukan evaluasi dan laporan terhadap kinerja keamanan, kesehatan dan keselamatan kerja. Perseroan juga melakukan inspeksi armada dan gedung, penyediaan fasilitas tanggap bencana dan kondisi darurat, serta pelatihan dan sosialisasi kepada karyawan darat dan laut. Atas inisiatif yang konsisten tersebut, selama 3 tahun terakhir tidak terjadi kecelakaan kerja fatal atau *zero fatality accident*, baik di darat ataupun di laut.

Pengembangan dan Pemberdayaan Masyarakat

Program pengembangan dan pemberdayaan masyarakat (PPM) yang dilaksanakan Perseroan bertujuan untuk mendukung peningkatan kesejahteraan masyarakat. Beberapa inisiatif yang dapat dilakukan adalah dengan meningkatkan kualitas pendidikan masyarakat ataupun menyalurkan bantuan sosial lainnya.

Kepedulian terhadap Masyarakat di Sekitar Wilayah Operasional Concern for Community Around the Operational Areas



Responsibility for Occupational Health and Safety

The Company provides adequate health facilities in accordance with applicable regulations, such as enrolling employees in the Health Social Security Administering Agency (BPJS) program and non-BPJS health insurance. The benefits received include inpatient, personal accident, bereavement compensation, and outpatient with limit. The Company also provides other additional health facilities, such as routine health checks for employees, outpatient program, dental care, glasses, and maternity coverage for employees' wives.

Supervision of occupational safety consistently remains a top priority through improving safe work environment standards by the referring to *International Safety Management Code* (ISM Code) of *International Maritime Organization* (IMO), ISO 45001:2018 on *Occupational Health and Safety Management System*, and applicable laws and regulations. Furthermore, the Company identifies risks, minimizes and eliminates hazards, establishes procedures, and prepares evaluations and reports on occupational security, health and safety performance. The Company also inspects fleet and building, provides disaster and emergency response facilities, as well as training and dissemination to shore-based and seafaring employees. Due to this consistent initiative, there have been no fatal occupational accidents or zero fatality accidents in the last 3 years, either on land or at sea.

Community Development and Empowerment

The community development and empowerment (PPM) programs implemented by the Company aim to improve community welfare. Several initiatives to be carried out are improving the quality of community education or distributing other social assistance.



Bantuan Sosial Social Assistance

Memberikan bantuan sosial untuk masyarakat sekitar di wilayah operasional Perseroan dan entitas anak.

Providing social assistance to local communities in the operational areas of the Company and subsidiaries.

Kepedulian terhadap Kualitas Pendidikan Masyarakat Care for the Quality of Public Education



Pendidikan Education

Memberikan donasi rutin untuk pengembangan pendidikan sekolah di SMK Bagimu Negeriku di Semarang dan donasi buku pelayaran beserta *sharing session* di Politeknik Maritim AMI Makassar.

Providing regular donations for school development at Bagimu Negeriku Vocational School in Semarang and donating shipping books along with *sharing sessions* at AMI Maritime Polytechnic Makassar.

Tanggung Jawab terhadap Produk dan Layanan

Dalam menjaga hubungan baik serta meningkatkan kepuasan pelanggan, Perseroan senantiasa berupaya melakukan peningkatan terhadap kualitas layanan yang diberikan. Berbagai pengembangan dan inovasi diterapkan pada kapal yang disewakan, seperti teknologi untuk mengetahui secara *real time* dan akurat tentang posisi kapal, awak kapal yang bertugas, serta kebutuhan kapal. Bahkan fasilitas komunikasi melalui *video call* atau *video conference* pun telah tersedia di setiap kapal.

Responsibility for Products and Services

In maintaining good relationship and increasing customer satisfaction, the Company always strives to improve the quality of services provided. Various developments and innovations are applied to chartered vessels, such as technology to accurately identify vessel's position in real time, the crew on duty, and the vessel's needs. Even communication facilities via video call or video conference are already available on every vessel.

Selain itu, Perseroan meningkatkan pelayanan kepada pelanggan dengan berfokus pada keamanan dan keselamatan pelanggan dalam penyewaan armada kapal Perseroan, membangun komunikasi yang aktif dan rutin dengan para penyewa, serta menyediakan informasi layanan dan sarana pengaduan yang efektif bagi pelanggan. Di samping itu, Perseroan terus mempertahankan serta meningkatkan kualitas mutu melalui penerapan ISO 9001:2015 terkait Sistem Manajemen Mutu dan ISO 45001:2018 terkait Sistem Manajemen Kesehatan dan Keselamatan Kerja yang keduanya telah diperoleh sertifikasinya.

Tanggung Jawab terhadap Lingkungan Hidup

Aktivitas bisnis yang dilaksanakan oleh Perseroan, baik di darat ataupun di laut dapat memberikan dampak terhadap lingkungan. Untuk meminimalisir dampak tersebut, Perseroan berupaya melakukan pendekatan kantor dan kapal yang ramah lingkungan.

Dalam menjalankan aktivitas operasional, baik di darat dan di laut, Perseroan senantiasa berkomitmen untuk melakukan pengawasan guna menghindari terjadinya pencemaran lingkungan. Perseroan telah menerapkan standar pengelolaan lingkungan yang mengacu pada ISO 14001:2015 tentang Sistem Manajemen Lingkungan. Penerapan tersebut bertujuan untuk memastikan aktivitas operasional Perseroan telah memenuhi komitmen dan kepatuhan terhadap peraturan di bidang lingkungan, pencegahan pencemaran, serta perbaikan yang berkelanjutan. Penerapan sistem manajemen lingkungan ini diaudit secara berkala oleh pihak internal maupun eksternal pada setiap tahunnya.

Selain menerapkan standar ISO, seluruh armada Perseroan telah dievaluasi dan disertifikasi keamanan dan mutunya dari sisi operasional dan kepatuhan terhadap standar dan peraturan yang berlaku. Sertifikasi *Safety Management Certificate* (SMC) telah dimiliki Perseroan dan diaudit secara berkala, baik oleh pihak internal maupun eksternal, guna mengevaluasi penerapan standar operasional armada kapal dalam meminimalisir potensi bahaya operasional dan pencemaran lingkungan. Armada Perseroan juga dilengkapi dengan sertifikasi terkait lingkungan, termasuk Sertifikat Nasional Pencegahan Pencemaran (SNPP), Sertifikat Internasional Pencegahan Pencemaran oleh Minyak (IOPP), Sertifikat Internasional Pencegahan Pencemaran Udara (IAPP), dan Sertifikat Internasional Pencegahan Pencemaran oleh Kotoran (ISPP).

Pendekatan Kantor Ramah Lingkungan

Dalam menjaga kelestarian lingkungan hidup di area kantor, Perseroan memanfaatkan sinar matahari untuk penerangan di dalam gedung, melakukan penetapan jadwal operasional gedung selama 24 jam, melakukan pengelolaan limbah, memenuhi standar dan sertifikasi

The Company also improves its services to customers by focusing on customer safety and security when chartering the Company's vessels, establishing active and routine communication with charterers, and providing service information and effective complaint channel for customers. In addition, the Company keeps maintaining and improving quality through implementing ISO 9001:2015 on Quality Management System and ISO 45001:2018 on Occupational Health and Safety Management System, both of which have received certification.

Responsibility for the Environment

The Company's operations, both on land and at sea, can potentially affect the environment. To mitigate this impact, the Company endeavors to adopt eco-friendly practices in its offices and vessels.

The Company is constantly committed to supervising its operational activities, both on land and at sea, to avoid environmental pollution. The Company has applied environmental management standards by referring to ISO 14001:2015 on Environmental Management System. This aims to ensure that the Company's operations fulfill the commitments and compliance with environmental regulations, pollution prevention, and continuous improvement. The implementation of this environmental management system is audited regularly by internal and external parties every year.

In addition to applying ISO standards, the Company's entire fleet has been evaluated and certified for operational safety and quality and compliance with applicable standards and regulations. The Company already obtained the Safety Management Certificate (SMC) and is regularly audited, both by internal and external parties, to evaluate the implementation of the fleet's operational standards, aiming to minimize potential operational hazards and environmental pollution. The Company's fleet is also equipped with environmental-related certifications, including the National Pollution Prevention Certificate (SNPP), International Oil Pollution Prevention (IOPP) Certificate, International Air Pollution Prevention (IAPP) Certificate, and International Stool Pollution Prevention (ISPP) Certificate.

Eco-Friendly Office Approach

In preserving the environment within the office area, the Company utilizes sunlight for lighting inside the building, determines a 24-hour building operational schedule, manages waste, fulfills standards and certification that support the implementation of eco-friendly office, and

yang mendukung penerapan kantor ramah lingkungan, serta memastikan fasilitas dan pelatihan tanggap bencana dan keamanan gedung tersedia dengan baik.

Pendekatan Kapal Ramah Lingkungan

Dalam pengoperasian kapal senantiasa meminimumkan dampak negatif terhadap lingkungan melalui inisiatif penggunaan material ramah lingkungan untuk bahan bakar dan lampu armada, penggunaan teknologi *reverse osmosis plant* dan *fresh water generator* untuk efisiensi air, penggunaan cat *TBT-free antifouling system* pada saat *docking* kapal, perawatan dan pengecekan sarana dan prasarana kapal secara rutin, pengelolaan limbah dan efluen, pengendalian emisi, serta melakukan tindakan pencegahan tumpahan minyak dengan alat *oily water separator* (OWS) yang sesuai dengan ketentuan yang berlaku. Selain itu, Perseroan memastikan seluruh aktivitas armada telah sesuai dengan *International Convention for the Prevention of Pollution from Ships* (MARPOL) yang mengatur pencegahan pencemaran lingkungan laut oleh kapal dari penyebab operasional atau tidak disengaja.

Evaluasi terhadap inisiatif pengendalian lingkungan dilakukan secara berkala, termasuk dengan mempertimbangkan jika terdapat masukan ataupun pengaduan terkait lingkungan yang akan ditindaklanjuti melalui Departemen QHSE.

ensures that disaster response and building security facilities and training programs are well provided.

Eco-Friendly Vessel Approach

In operating the vessels, we constantly minimize negative impacts on the environment through initiatives to use eco-friendly materials for fuel and lights, use of reverse osmosis plant technology and fresh water generators for water efficiency, use TBT-free antifouling system paint when docking vessels, regularly conduct maintenance and check vessel facilities and infrastructure, waste and effluent management, emission control, and take action to prevent oil spills using an oily water separator (OWS) in accordance with applicable regulations. In addition, the Company ensures that all operating fleets are in compliance with the International Convention for the Prevention of Pollution from Ships (MARPOL), which regulates the prevention of pollution of the marine environment by vessels from operational or accidental causes.

The environmental control initiatives are evaluated periodically, including by considering any input or complaints related to the environment which will be followed up by the QHSE Department.



Informasi lebih lengkap terkait kinerja keberlanjutan aspek ekonomi, sosial, dan lingkungan hidup dapat dilihat di Laporan Keberlanjutan PT Sillomaritime Perdana Tbk 2023.

More complete information regarding the sustainability performance of economic, social, and environmental aspects can be found in the Sustainability Report of PT Sillomaritime Perdana Tbk 2023.

