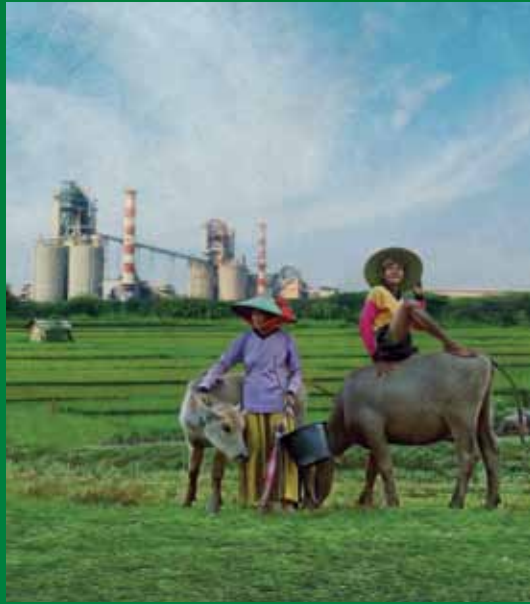


**Improving Efficiency,
Achieving Sustainability**

**Meningkatkan Efisiensi,
Mencapai Keberlanjutan**



Improving Efficiency, Achieving Sustainability Meningkatkan Efisiensi, Mencapai Keberlanjutan



“Peningkatan laba bersih di 2014 sebagian besar dipengaruhi oleh efisiensi biaya operasi, terutama melalui konsumsi energi dan rasio klinker yang lebih rendah. Perusahaan melakukan penurunan emisi melalui *alternative fuel and raw material* (AFR) sebagai kebijakan strategis untuk mencapai keberlanjutan.

Secara khusus, kebijakan pengoperasian *vertical roller mill* dan pemanfaatan limbah slag di 2014 ikut memberikan dampak nyata atas efisiensi yang tinggi dan terus-menerus meningkatkan keberlanjutan Indocement.

Indocement juga memastikan bahwa pencapaian operasi perusahaan ikut disertai oleh prestasi dalam pertumbuhan ekonomi masyarakat dan tanggung jawab lingkungan.”

The increase of net profit was majority affected by operating cost efficiency, especially through a lower consumption of energy and clinker ratio. The Company is conducting the emission reduction through alternative fuel and raw material (AFR) as strategic policy to achieve sustainability.

Specifically, policies for the operation of vertical roller mill and the utilization of slag waste in 2014 has brought a real impact for high efficiency and continuously improve the sustainability of Indocement.

Indocement also ensures that the company’s operating achievements will always be followed by accomplishments in community economic growth and environmental responsibility.”

DAFTAR ISI

TABLE OF CONTENTS



4 Pesan dari Direktur Utama
Message from President Director

12 Profil Perusahaan
Company Profile

20 Visi, Misi & Moto
Vision, Mission & Motto

22 Komitmen Laporan Keberlanjutan
Sustainability Report Commitment

29 KINERJA BERKELANJUTAN SUSTAINABLE PERFORMANCE

30 Perlindungan Iklim & Mekanisme
Pembangunan Bersih
Protecting Climate & CDM

38 Pemanfaatan Limbah Sebagai Bahan
Baku & Energi Alternatif
Using Waste as Resource & Alternative
Energy

45 Keanekaragaman Hayati & Sumber Daya
Alam
Biodiversity & Natural Resource

52 Pengendalian Dampak Negatif
Reducing Negative Impact

57 Kesehatan & Keselamatan Lingkungan
Kerja
Working Environment Health & Safety

64 Konstruksi Berkelanjutan
Sustainable Construction

71 KEMITRAAN BERKELANJUTAN SUSTAINABLE PARTNERSHIP

72 Pendekatan Pemangku Kepentingan
Stakeholders Engagement

78 Pengelolaan Risiko
Risk Management

82 Pelibatan & Pemberdayaan Masyarakat
Community Involvement &
Empowerment

91 KOMITMEN TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE COMMITMENT

99 Lembar Umpan Balik
Feedback Form

101 Indeks Isi GRI G4
GRI G4 Content Index

107 Daftar Istilah & Singkatan
Glossary & Abbreviations

MENJAGA IKLIM DAN CDM PROTECTING CLIMATE & CDM

2.655.563 ton CO₂eq CER

Melalui proyek *Blended Cement* yang telah diverifikasi sejak 2008
Through Blended Cement project that has been verified since 2008

370.371 ton CO₂eq CER

Melalui proyek bahan bakar alternatif yang telah diverifikasi sejak 2008
Through alternative fuel project that has been verified since 2008

MENGGUNAKAN LIMBAH SEBAGAI SUMBER BAHAN BAKU ALTERNATIF USING WASTE AS AN ALTERNATIVE RESOURCE

75,2%

Komposisi *clinker ratio* terhadap bahan baku alternatif
Composition of clinker ratio to alternative raw materials

3,52%

Konsumsi energi berbahan bakar alternative
Alternative fuel energy consumption

91.200 ton

Limbah non-B3 dimanfaatkan dalam proyek AFR
Non-B3 waste reused in AFR project

KEANEKARAGAMAN HAYATI & SUMBER DAYA ALAM BIODIVERSITY & NATURAL RESOURCE

116 orang | people

Peserta Quarry Life Award, kompetisi keanekaragaman hayati pertama di Indonesia
Participants of Quarry Life Award, the first biodiversity competition in Indonesia

50 hektar | hectares

Penetapan Kawasan Konservasi Keanekaragaman Hayati dan Hutan Penelitian Gunung Blindis
Establishment of Biodiversity Conservation Area and Research Forest of Mount Blindis

10.000 bibit | seedlings

Penanaman Mangrove di seluruh kompleks pabrik
Mangrove planting in the entire factories

MENGURANGI DAMPAK NEGATIF REDUCING NEGATIVE IMPACT

Zero Water Discharge

Dalam mengelola konsumsi air produksi dengan sirkulasi tertutup
In managing production water consumption with closed circulation

439.000 liter/trip

Penghematan bahan bakar melalui peralihan distribusi semen dengan kereta api
Fuel saving through the switch of cement distribution to train

LINGKUNGAN KERJA YANG SEHAT DAN AMAN HEALTH & SAFETY WORKING ENVIRONMENT

42,4%

Penurunan tingkat kecelakaan kerja dengan capaian *zero fatality*
Decrease of work accidents with zero fatality achievement

8,61 rerata jam | average hours

Pelatihan keselamatan dan kesehatan kerja untuk setiap karyawan
Occupational safety and health training for each employee

KONSTRUKSI YANG BERKELANJUTAN SUSTAINABLE CONSTRUCTION

835 ton

Penghematan kantong semen di 2014 dalam mengurangi potensi limbah kemasan
Saving of cement bags in 2014 to reduce the potential packaging waste

96 Perguruan Tinggi | Universities

Sebagai peserta *Roadshow event* Indocement Awards 2014 dalam waktu tiga bulan dan mendapat penghargaan dari Museum Rekor Indonesia (MURI)

Participants in Indocement Awards 2014 Roadshow event within three months and received an award from the Indonesian Museum of Records (MURI)

PESAN DARI DIREKTUR UTAMA

MESSAGE FROM PRESIDENT DIRECTOR

[G4-1][G4-2]



Pada 2014, Perseroan berhasil meningkatkan kapasitas produksi terpasang tahunan, dari 18,6 menjadi 20,5 juta ton.

In 2014, the Company managed to increase annual installed production capacity from 18.6 to 20.5 million tons.

CHRISTIAN KARTAWIJAYA

Direktur Utama
President Director

Pemegang saham dan para pemangku kepentingan yang kami hormati,

Setelah melewati tahun-tahun pertumbuhan kinerja operasi dan finansial yang cukup stabil, pada 2014 Indocement memperkuat ketahanan operasional maupun keuangan dalam menghadapi dinamika perubahan ekonomi nasional. Upaya ini kami lakukan untuk memertahankan pencapaian kinerja keberlanjutan yang menyeluruh, yakni aspek ekonomi, lingkungan dan sosial. Indocement tetap fokus pada strategi untuk menciptakan keseimbangan ketiga aspek tersebut secara berkesinambungan.

Memertahankan Pencapaian

Tahun 2014 merupakan tahun yang penuh tantangan bagi PT Indocement Tunggul Prakarsa Tbk. (Indocement). Secara eksternal, kondisi ini dipengaruhi oleh melambatnya pertumbuhan nasional yang hanya mencapai 5,1%, lebih rendah dari asumsi Anggaran Pendapatan dan Belanja Negara (APBN) 2014 yaitu sebesar 5,8%-6,1%. Pertumbuhan nasional industri semen juga mengalami perlambatan, yaitu 3,5% atau berada di bawah target 6,0%. Keadaan ini juga memengaruhi realisasi pertumbuhan volume penjualan Indocement sebesar 2,1%, juga lebih rendah dari yang ditargetkan semula.

Faktor eksternal lain adalah melemahnya nilai tukar Rupiah yang memengaruhi kinerja keuangan Perseroan, mengingat separuh dari pembiayaan dilakukan dalam bentuk Dolar Amerika Serikat. Keadaan ini diikuti oleh dinamika politik dalam negeri, terutama pergantian pemerintahan. Kami menyiapkan diri menghadapi semua perubahan ini dan memandangnya sebagai sebuah kesempatan untuk memperbaiki diri. Namun demikian, berbagai perubahan atas regulasi, baik di pemerintah daerah maupun pemerintah pusat memengaruhi kegiatan industri semen di masa mendatang.

Kondisi yang penuh dinamika tersebut kami hadapi dengan melakukan berbagai upaya efisiensi agar kinerja Perseroan tetap terjaga.

Dear shareholders and stakeholders,

After passing through fairly stable years of growth in operating and financial performance, in 2014 Indocement strengthened its operational and financial resilience in facing the dynamics of changing national economy. We made this effort to maintain the overall sustainability performance achievement, in the economic, environmental and social aspects. Indocement remained focused on strategies for creating a balance of these three aspects continuously.

Maintaining Achievement

Year 2014 is a year full of challenges for PT Indocement Tunggul Prakarsa Tbk. (Indocement). Externally, this condition was affected by the slowdown in the national growth that only reached 5.1%, lower than the assumption of the State Budget 2014 at 5.8%-6.1%. National growth of the cement industry was also experiencing a slowdown, which was 3.5% or below the target of 6.0%. This situation also affected the realization of Indocement sales volume growth of 2.1%, also lower than the original target.

Another external factor was the weakening of Rupiah, which affected the Company's financial performance, considering that half of the financing was in the form of United States Dollars. This situation was followed by domestic political dynamics, especially the change of government. We have prepared for all these changes and viewed them as an opportunity for improvement. However, various regulatory changes, both in local and central governments affected the cement industry activities in the future.

We responded to the full of dynamics conditions by taking various efficiency measures to maintain the Company's performance.

Efisiensi ini dicapai melalui pengoperasian *vertical roller mill* (VRM) dengan kapasitas 1,9 juta ton sejak Mei 2014. Kemampuan VRM dalam menggiling limbah slag dalam jumlah signifikan mampu menggantikan kebutuhan klinker dan mengurangi konsumsi energi.

Pada 2014, Perseroan berhasil meningkatkan kapasitas produksi terpasang tahunan, dari 18,6 juta ton menjadi 20,5 juta ton. Di samping itu, Indocement berhasil membukukan pendapatan bersih sebesar Rp19.996 juta, atau naik 7,0% dibandingkan tahun 2013 sebesar Rp18.691 juta.

Selain pencapaian ekonomi, kami bersyukur bahwa tidak terjadi kecelakaan kerja fatal untuk seluruh karyawan Indocement selama 2014. Namun demikian, kami juga tidak berpuas diri karena masih ada 37 kasus kecelakaan kerja, walaupun tergolong kecelakaan ringan.

Keselamatan kerja bagi kami adalah hal yang sangat serius dan apabila terjadi kecelakaan kerja, maka harus segera ditindaklanjuti, baik dari karyawan kami sendiri maupun mitra kerja kami. Untuk itu, kami terus-menerus menerapkan 'a safety mind' melalui peningkatan budaya keamanan kerja. Kami memerlakukan disiplin kerja untuk keamanan kepada semua karyawan dan mitra kerja tanpa terkecuali. Kesungguhan atas keamanan kerja dipantau oleh Komite Keselamatan (Safety Committee) sebagai Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang dipimpin langsung oleh Direktur Utama.

Mengelola Peluang dan Tantangan

Seiring dengan kebijakan pemerintah yang fokus pada pertumbuhan infrastruktur dan harapan akan membaiknya perekonomian nasional pada 2015, kami optimis bahwa kinerja Indocement akan semakin baik. Selain peluang terbukanya pasar, kami juga bersiap mengelola tantangan, yang salah satunya adalah persaingan yang semakin ketat karena hadirnya pemain-pemain baru dalam pasar semen nasional. Untuk itu, Indocement terus meningkatkan kompetensi sumber daya manusia, misalnya melalui *leadership program* dan penguatan pelaksanaan budaya Perseroan.

This efficiency was achieved through the operation of vertical roller mill (VRM) with a capacity of 1.9 million tons since May 2014. The ability of the VRM in grinding slag waste with significant amounts could replace the need of clinker and reduce energy consumption.

In 2014, the Company managed to increase annual installed production capacity from 18.6 million tons to 20.5 million tons. In addition, Indocement posted a net income of Rp19,996 million, up 7.0% compared to Rp18,691 million in 2013.

In addition to economic achievements, we are grateful that there were no fatal accidents experienced by all employees of Indocement during 2014. However, we should not be complacent because there were 37 cases of work accidents, although they were relatively minor accidents.

Safety for us is a very serious matter and in case of accidents, it should be followed up, either it involves our own employees or our business partners'. Therefore, we continually apply 'a safety mind' through enhanced job security culture. We apply work discipline for safety to all employees and partners without exception. The commitment to uphold occupational safety is monitored by the Safety Committee as a Committee of Occupational Safety and Health (P2K3) chaired directly by President Director.

Managing Opportunities and Challenges

Along with government policies that focus on infrastructure growth and expectation for better national economy in 2015, we are optimistic that Indocement's performance will improve. In addition to open market opportunities, we were also prepared to manage the challenges, one of which is the increasingly tight competition due to the emergence of new players in the national cement market. Therefore, Indocement continues to improve the competencies of our human resources, including through leadership programs and boosting the implementation of the Company's culture.

Dibentuknya P4BM dan Kelompok Wanita Tani sesuai dengan kearifan lokal masyarakat setempat sebagai petani dan sejalan dengan slogan Kabupaten Pati.

P4BM and Women Farmers Group was formed in accordance with the communities' local wisdom as farmers and in line with the slogan of Pati Regency.

“Pati Bumi Mina Tani”

Upaya lain untuk memperkuat pasar adalah dengan membangun pabrik baru (*brown-field*) di Citeureup, Bogor, Jawa Barat. Pabrik berkapasitas produksi 4,4 juta ton semen per tahun ini diharapkan sudah mulai berproduksi pada 2016 dan akan menjadi pabrik semen terintegrasi terbesar di Asia. Dalam proses ekspansi ini, kami akan terus memertahankan kinerja yang berkelanjutan.

Saat ini, Indocement juga sedang memroses izin pembangunan pabrik baru (*green-field*) di Pati, Jawa Tengah. Pabrik dengan kapasitas produksi 2,5 juta ton per tahun ini akan mulai dibangun pada awal 2016. Proses perizinan pabrik di Pati memerlukan waktu dan persiapan yang matang karena kami menginginkan pemahaman yang baik dari masyarakat sekitar atas manfaat kehadiran kami.

Hubungan baik antara Indocement dengan masyarakat sekitar terbina melalui berbagai program tanggung jawab sosial dan lingkungan, yang sudah kami lakukan sejak dini. Salah satu program tersebut adalah pembuatan fasilitas P4BM (Pusat Penelitian, Pelatihan dan Pemberdayaan Berbasis Masyarakat) yang meliputi pertanian terpadu, perikanan dan peternakan. P4BM ini adalah cikal bakal terbentuknya Kelompok Wanita Tani (KWT) yang telah memperoleh penghargaan dari Bupati Pati. Program ini digulirkan karena sesuai dengan kearifan lokal masyarakat setempat sebagai petani dan sejalan dengan slogan Kabupaten Pati “Pati Bumi Mina Tani”.

Another effort to strengthen the market is to build a new plant (*brown-field*) in Citeureup, Bogor, West Java. The plant's production capacity of 4.4 million tons of cement per year is expected to begin production in 2016 and will be the largest integrated cement plant in Asia. In this expansion process, we will continue to maintain sustainable performance.

Currently, Indocement is processing the licenses for construction of a new plant (*green-field*) in Pati, Central Java. The plant with a production capacity of 2.5 million tons per year will begin construction in early 2016. The licensing process in Pati takes time and proper preparation, because we would like to provide the surrounding communities with good understanding about the benefits of our presence.

Good relationship between Indocement and surrounding communities is built through various programs of social and environmental responsibility that we have done since early. One of the programs is the establishment of P4BM facility (Center for Research, Training and Community-Based Empowerment), which covers an integrated agriculture, fisheries and husbandry. P4BM is the embryo of Women Farmers Group (KWT) formation that has earned the award from Pati Regent. The program is rolled out as it is in accordance with the communities' local wisdom as farmers and in line with the slogan of Pati Regency “Pati Bumi Mina Tani”.

Saat ini Indocement telah menyelesaikan dokumen Analisis Mengenai Dampak Lingkungan (AMDAL) dan telah mendapatkan ijin Lingkungan dari pemerintah daerah setempat. Sementara itu, untuk Ijin Usaha Pertambangan (IUP) saat ini masih dalam proses penyelesaian sesuai dengan peraturan yang berlaku.

Menjaga Kinerja Keberlanjutan

Sejalan dengan perluasan dan upaya penetrasi pasar untuk meningkatkan pencapaian aspek ekonomi, Indocement memegang komitmen penuh untuk selalu memerhatikan aspek lingkungan dan sosial. Kami melakukan kegiatan operasional Perseroan dengan mematuhi semua peraturan yang berlaku dan merujuk pada prinsip inisiatif keberlanjutan di industri semen (cement sustainability initiative/CSI).

Komitmen kami dalam menjaga keberlanjutan dengan sungguh-sungguh telah dimulai sejak sebelum mendirikan pabrik. Salah satu capaian komitmen ini ditandai pada 2005 saat Indocement menjadi perusahaan pertama yang menerapkan Mekanisme Pembangunan Bersih (*Clean Development Mechanism/CDM*) karena mampu secara terus-menerus mengurangi emisi karbon. Upaya ini dilanjutkan dengan menaikkan komposisi kadar bahan tambahan (aditif) semen sehingga dapat mengurangi pemakaian energi dalam memproduksi klinker maupun semen, tanpa mengurangi kualitas produk.

Penyesuaian komposisi kadar aditif dan klinker kami capai melalui pemanfaatan bahan baku alternatif yang secara langsung menurunkan rasio klinker semen sebesar 3,49% di 2014. Hingga akhir tahun pelaporan, jumlah pemakaian klinker semen dapat diturunkan hingga mencapai 70,64% dan menjadikan Indocement sebagai perusahaan semen yang ramah lingkungan dengan tingkat rasio klinker terbaik di Indonesia.

At present, Indocement has completed Analysis on Environmental Impact (AMDAL) document and has obtained Environmental permit from local government. Meanwhile, for the Mining Business Permit (IUP) is currently in the completion process in accordance with applicable regulations.

Maintaining Sustainability Performance

In line with market expansion and penetration efforts to improve the economic achievement, Indocement is fully committed to always pay attention to the environmental and social aspects. We carry out the Company's operational activities in compliance with all applicable regulations and referring to the principle of sustainability initiatives in the cement industry (cement sustainability initiative/CSI).

Our commitment to seriously uphold sustainability began since before the plant construction. One of the outcomes of this commitment was marked in 2005 when Indocement became the first company to implement the Clean Development Mechanism (CDM), as we managed to continually reduce carbon emissions. These efforts continued by raising the content of cement additive composition so as to reduce energy consumption in producing clinker and cement, without compromising the quality of product.

We managed to adjust the composition of additives content and clinker by using alternative raw materials that directly reduced the ratio of cement clinker by 3.49% in 2014. By the end of the reporting year, the amount of cement clinker consumption decreased to 70.64% and Indocement became an environmentally friendly cement company with the best clinker ratio in Indonesia.

Kinerja penurunan emisi karbon terus kami tingkatkan dengan berbagai terobosan baru di 2014, antara lain:

- Kerjasama dengan PT Kereta Api Indonesia (Persero) untuk mengangkut semen menggunakan kereta api. Distribusi semen melalui kereta api dari Stasiun Nambo, Citeureup ke Stasiun Banyuwangi Baru, Banyuwangi, yang menghasilkan efisiensi konsumsi bahan bakar dari sebelumnya 1,2 liter/km menjadi 0,4 liter/km. Efisiensi energi juga berdampak positif dalam upaya kami mengurangi emisi gas rumah kaca dari gas buang kendaraan pengangkut semen.
- Perubahan kemasan oli dari drum menjadi *Intermediate Bulk Container (IBC) tank*. Pemanfaatan *IBC tank* menurunkan pemakaian oli sebesar 57,0% dan menurunkan limbah kemasan oli sebesar 85,0%, sekaligus mengurangi potensi tumpahan yang dapat mencemari.
- Penyelenggaraan Quarry Life Awards (QLA), yaitu kompetisi penelitian ilmiah keanekaragaman hayati pertama di Indonesia. QLA merupakan wujud komitmen Indocement untuk mengembangkan kawasan konservasi keanekaragaman hayati di lahan tambang kami, sekaligus menularkan semangat ini kepada generasi muda dan peneliti, serta pemangku kepentingan lainnya.

Sampai dengan akhir 2014, terdapat 76 *local hero* pelopor pemberdayaan masyarakat yang merupakan peserta program pemberdayaan yang diprakarsai oleh Indocement, yakni Sekolah Adiwiyata, Program Kampung Iklim (PROKLIM) atau *Green Village* dan pengolahan sampah rumah tangga.

Penutup

Pada kesempatan ini, izinkan saya secara khusus menyampaikan terima kasih dan penghargaan tinggi kepada Bapak Daniel Lavallo, yang telah menjabat sebagai Direktur Utama Indocement sejak 2001 dan mengakhiri tugasnya pada 1 Mei 2014. Semasa kepemimpinan beliau, Indocement dapat tumbuh dan terus berkembang menjadi salah satu perusahaan semen kelas dunia dengan tingkat keberlanjutan yang tinggi.

We continue to improve performance of carbon emissions reduction with various new breakthroughs in 2014, among others:

- Cooperation with PT Kereta Api Indonesia (Persero) to transport cement by train. Cement distribution by train from Nambo Station, Citeureup to Banyuwangi Baru Station, Banyuwangi, which resulted in fuel efficiency from previously 1.2 liters/km to 0.4 liters/km. The energy efficiency also had a positive impact in our efforts to reduce greenhouse gas emissions from vehicle exhaust gas of cement trucks.
- Change of oil packaging from barrel to Intermediate Bulk Container (IBC) tank. The use of IBC tank decreased engine oil consumption by 57.0% and reduced engine oil packaging waste by 85.0%, while reducing potential spills that could cause contamination.
- Organizing the Quarry Life Awards (QLA), a competition of scientific research on biodiversity in Indonesia. The QLA is Indocement's commitment to develop the conservation of biodiversity in our mining areas, as well as share this spirit to the younger generation and researchers, as well as other stakeholders.

By the end of 2014, there were 76 local heroes of community empowerment pioneers who were participants in the empowerment programs initiated by Indocement, namely Sekolah Adiwiyata, Program Kampung Iklim (PROKLIM) or Green Village and household waste processing.

Closing

On this occasion, allow me to say our special thanks and high appreciation to Mr. Daniel Lavallo, who has served as Indocement President Director since 2001 and left his post on May 1, 2014. During his leadership, Indocement managed to grow and continue to develop into one of world-class cement company with a high level of sustainability.

Saya juga menyampaikan terima kasih kepada para pemangku kepentingan yang telah mendukung semua kegiatan dengan efisiensi yang tinggi dan terus-menerus meningkatkan keberlanjutan Indocement.

Untuk seluruh manajemen dan karyawan Indocement, selamat melanjutkan karya bagi bangsa. Kiranya Tuhan memberkati segala ikhtiar baik yang telah kita lakukan dan melimpahkan hikmat-Nya bagi kita semua dalam apa yang akan kita perbuat di masa mendatang.

I also would like to thank the stakeholders who have supported all activities with high efficiency and continuously improve the sustainability of Indocement.

For all management and employees of Indocement, I wish you to continue your work for the nation. May God bless all of the good efforts that we have done and give His blessing for our future endeavors.

Jakarta, 19 Maret 2015

Jakarta, March 19, 2015



CHRISTIAN KARTAWIJAYA

Direktur Utama
President Director



PROFIL PERUSAHAAN

COMPANY PROFILE



PT Indocement Tunggal Prakarsa Tbk. (“Indocement” atau “Perseroan”), didirikan 16 Januari 1985, sebagai hasil penggabungan enam perusahaan semen yang pada saat itu memiliki delapan pabrik. Indocement memproduksi semen dan saat ini memiliki anak perusahaan yang menghasilkan beton siap-pakai (*ready-mix concrete/RMC*), serta mengelola tambang agregat dan *trass*. [G4-3]

Selama 29 tahun beroperasi, Indocement terus menambah jumlah kompleks pabrik dan kapasitas produksi. Hingga akhir 2014, Perseroan memiliki 12 kompleks pabrik semen dan merupakan salah satu produsen semen terbesar di Indonesia. [G4-9][G4-13]

PT Indocement Tunggal Prakarsa Tbk. (“Indocement” or “the Company”) was established on January 16, 1985, constituted through a merger of six cement companies, which at the time owned eight plants. Indocement is a cement manufacturer company, which also owns several subsidiaries that produce ready-mix concrete (RMC), as well as manages aggregates and trass mining. [G4-3]

During its 29 years of operations, Indocement continues to increase the number and production capacity of its plants. By the end of 2014, The Company has had 12 complexes of cement plants and is one of the largest cement producers in Indonesia. [G4-9] [G4-13]

WILAYAH OPERASI

Kantor Pusat Indocement berada di Jakarta dan seluruh kompleks pabrik berlokasi di Indonesia.

[G4-5][G4-6]

OPERATING AREA

Indocement's Head Office is located in Jakarta and all factories are located in Indonesia.

[G4-5][G4-6]



1

Kompleks Pabrik Citeureup, Bogor, Jawa Barat
Pabrik ke-(1-8) & 11

Citeureup Factory, Bogor, West Java
Plant (1-8) & 11



2

Kompleks Pabrik Palimanan, Cirebon, Jawa Barat
Pabrik ke-9 & 10

Palimanan Factory, Cirebon, West Java
Plant 9 & 10



3

Kompleks Pabrik Tarjun, Kotabaru, Kalimantan Selatan
Pabrik ke-12

Tarjun Factory, Kotabaru, South Kalimantan
Plant 12



4

Terminal Tanjung Priok, Jakarta

Tanjung Priok Terminal, Jakarta



5

Terminal Tanjung Perak, Surabaya

Tanjung Perak Terminal, Surabaya



6

Terminal Banyuwangi, Banyuwangi

Banyuwangi Terminal, Banyuwangi



7

Terminal Denpasar, Bali

Denpasar Terminal, Bali



8

Terminal Lembar, Lombok

Lembar Terminal, Lombok



9

Terminal Samarinda, Samarinda

Samarinda Terminal, Samarinda

Lokasi Kompleks Pabrik dan Kapasitas Terpasang

Factory Location and Installed Capacity

Lokasi Kompleks Pabrik Factory Location	Jumlah Pabrik Number of Plant	Kapasitas Terpasang (Juta ton/tahun) Installed Capacity (Million tons/year)
Citeureup, Bogor, Jawa Barat Citeureup, Bogor, West Java	9	13,8
Palimanan, Cirebon, Jawa Barat Palimanan, Cirebon, West Java	2	4,1
Tarjun, Kotabaru, Kalimantan Selatan Tarjun, Kotabaru, South Kalimantan	1	2,6
Total	12	20,5

Pada 9 Oktober 2013, Indocement menggandeng perusahaan kontraktor asal Tiongkok, Tianjin Cement Industry Design & Research Institute Co. Ltd (TCDRI), memulai pembangunan pabrik semen ke-14 di Citeureup. Pabrik diperkirakan mempunyai kapasitas terpasang 4,4 juta ton per tahun. Hingga saat ini pembangunan berjalan dengan baik dan diharapkan dapat mulai beroperasi pada 2016.

On October 9, 2013, Indocement joined hands with a Chinese contractor, Tianjin Cement Industry Design & Research Institute Co. Ltd. (TCDRI), started construction 14th cement plant in Citeureup. The plant has installed capacity of approximately 4.4 million tons per year. Until now, the development has been properly underway and is expected to start operating in 2016.

Skala Perusahaan [G4-9]

Scale of Company

Uraian Description	Satuan Unit	Periode Pelaporan Reporting Period		
		2014	2013	2012
Jumlah Karyawan Tetap Number of Employee	Orang People	4.724	4.561	4.668
Total Pendapatan Bersih Total Net Profit	Rp miliar Rp Billion	19.996	18.691	17.290
Total Kapitalisasi Total Capitalization	Rp miliar Rp Billion			
● Utang Debt		4.100	3.630	3.336
● Ekuitas Equity		24.785	22.978	19.419
Kuantitas Produk Terjual Quantity of Product Sold	Juta ton Million ton	18,6	18,0	17,9
Total Aset Total Assets	Rp miliar Rp Billion	28.885	26.607	22.755

KEPEMILIKAN SAHAM

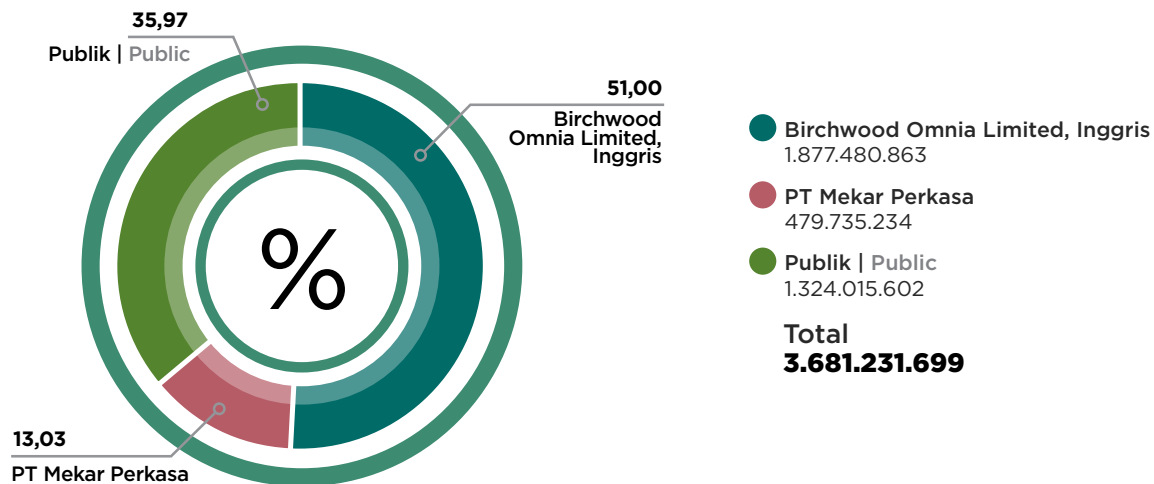
Indocement mencatatkan sahamnya di Bursa Efek Indonesia pada 5 Desember 1989, dengan kode saham "INTP". Sejak 2001, mayoritas saham Perseroan dimiliki oleh HeidelbergCement Group, Jerman. [G4-7]

SHAREHOLDING

Indocement listed its shares on the Indonesia Stock Exchange on December 5, 1989, with the stock code "INTP". Since 2001, the majority of the Company's shares are controlled by HeidelbergCement Group, Germany. [G4-7]

Kepemilikan Saham Indocement per 31 Desember 2014 [G4-7]

Shareholding of Indocement as of December 31, 2014



Seiring pengembangan usaha, saat ini Indocement memiliki lima entitas anak dengan kepemilikan langsung dan delapan entitas anak dengan kepemilikan tak langsung. Semua kinerja entitas anak perusahaan ini dicatat dan dibukukan dalam laporan keuangan Perseroan secara konsolidasi. [G4-17]

In line with its business development, Indocement currently owns five subsidiaries with direct ownership and eight subsidiaries with indirect ownership. All of the subsidiaries' performance is noted and recorded in the Company's consolidated financial statements. [G4-17]

Produk dan Penguasaan Pasar [G4-4][G4-PR3]

Product and Market Share

Produk Product	Merek Brand	Jenis Type
Semen Cement	Semen Tiga Roda	Portland Composite Cement (PCC)
		Ordinary Portland Cement (OPC) Jenis I Type I Jenis II Type II Jenis V Type V
		Oil Well Cement (OWC) Semen Putih White Cement Acian Putih TR-30 TR-30 White Mortar Beton Siap-Pakai Ready-Mix Concrete

Volume Penjualan Tahunan

Annual Sales Volume

dalam juta ton | in million tons

Uraian	2014	2013	Description
Volume Penjualan	18,7	18,2	Sales Volume

Volume penjualan semen domestik Indocement selama 2014 mencapai 18,5 juta ton, meningkat 2,9% dibanding penjualan tahun sebelumnya, yang sebesar 18,0 juta ton. Secara nasional, Indocement menguasai 30,4% pasar semen domestik. [G4-8]

Indocement domestic cement sales volume during 2014 reached 18.5 million tons, increased by 2.9% compared to the previous year's sales, which amounted to 18.0 million tons. Nationally, Indocement controlled 30.4% domestic cement market. [G4-8]

Namun demikian, untuk pasar ekspor, pada 2014 Indocement mencatatkan penurunan volume penjualan semen dan klinker. Jika pada 2013, volume ekspor mencapai 217.000 ton, maka pada 2014 menjadi 155.000 ton.

However, for the export market in 2014, Indocement recorded a decline in cement and clinker sales volume. In 2013, the export volume reached 217,000 tons, while in 2014 was 155,000 tons.

KOMPOSISI KARYAWAN [G4-10]

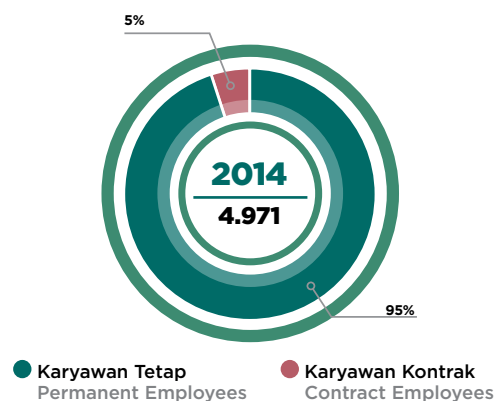
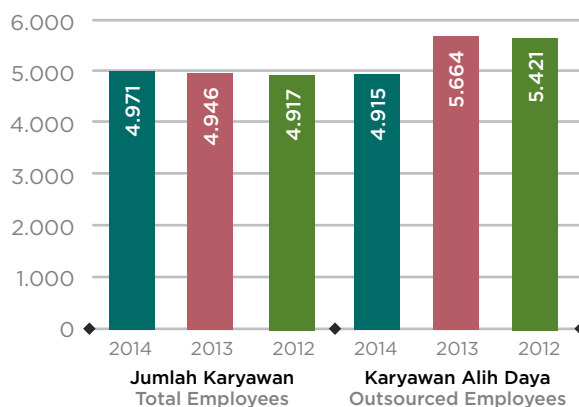
Hingga akhir 2014, jumlah karyawan Indocement ada 4.971 orang, meliputi karyawan dikantor pusat, kompleks pabrik dan terminal.

EMPLOYEE COMPOSITION [G4-10]

Until the end of 2014, the number of Indocement employees was 4,971 people, covering employees in the head office, factories and terminals.

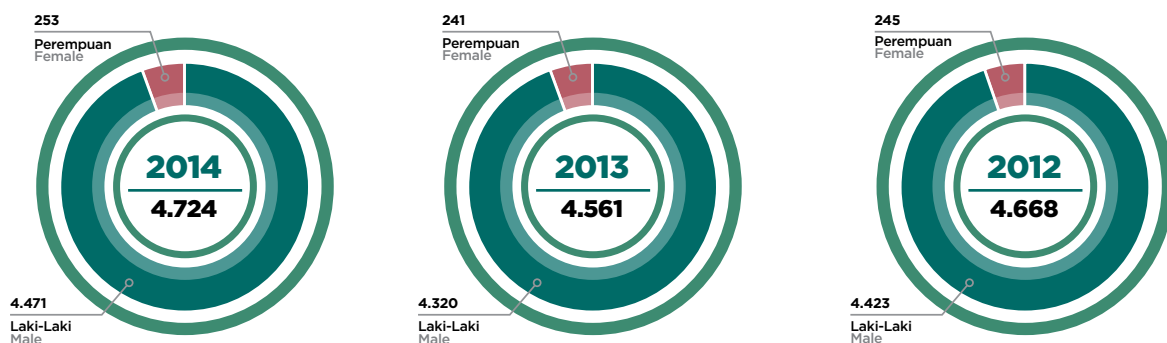
Jumlah Karyawan Berdasarkan Status Kepegawaian

Total Employees Based on Employment Status



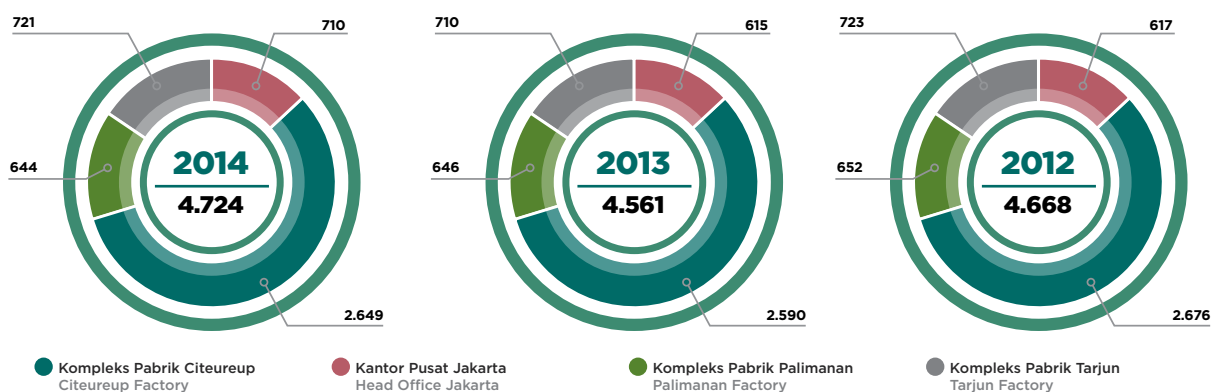
Jumlah Karyawan Tetap Berdasarkan Gender

Total Permanent Employees Based on Gender



Jumlah Karyawan Tetap Berdasarkan Penempatan Kerja

Total Employees Based on Working Placement and Gender



Jumlah Karyawan Tetap Berdasarkan Asal Karyawan

Total Employees Based on Employees Origin

Lokasi Penempatan Kerja Working Placement	Total Karyawan Tetap Total Permanent Employees	Karyawan Lokal Local Employees	Persentase Percentage
Kantor Pusat Jakarta Head Office Jakarta	710	322	45,4
Kompleks Pabrik Citeureup Citeureup Factory	2.649	2.180	82,3
Kompleks Pabrik Palimanan Palimanan Factory	644	623	96,7
Kompleks Pabrik Tarjun Tarjun Factory	721	721	100
Jumlah Total	4.724	3.846	81,4

Keterangan:

Karyawan lokal adalah karyawan yang tinggal di wilayah Perseroan beroperasi dan dibuktikan berdasarkan kartu tanda penduduk (KTP).

Note:

Local employees are those who live in the region of the Company's operating area and evidenced with identity card (KTP).

Komposisi Manajer Lokal

Local Manager Composition

Lokasi Penempatan Kerja Working Placement	Total Manajer Manager Total	Manajer Lokal Local Manager	Persentase Percentage
Kantor Pusat Jakarta Head Office Jakarta	71	49	69
Kompleks Pabrik Citeureup Citeureup Factory	67	54	80,6
Kompleks Pabrik Palimanan Palimanan Factory	13	11	84,6
Kompleks Pabrik Tarjun Tarjun Factory	14	14	100
Jumlah Total	165	128	77,6

Keterangan:

Manajer lokal meliputi pejabat Perseroan golongan eselon 1 dan eselon 2.

Note:

Local managers include the Company's officials of echelon 1 and echelon 2.

Keanggotaan Asosiasi [G4-16]

Keanggotaan Asosiasi

Nama Organisasi Organizational Name

Asosiasi Semen Indonesia (ASI)
Indonesian Cement Association (ASI)

Asosiasi Pengusaha Indonesia (Apindo)
Indonesian Employers Association (Apindo)

Asosiasi Emiten Indonesia (AEI)
Indonesian Listed Companies Association (AEI)

Corporate Forum for Community Development (CFCD)

Green Building Council Indonesia (GBCI)

Cement Sustainability Initiative (CSI)

Indonesia Corporate Secretary Association (ICSA)

PERUBAHAN SIGNIFIKAN [G4-13]

Dalam kurun waktu periode pelaporan, terjadi perubahan signifikan, yakni:

1. Rapat Umum Pemegang Saham Luar Biasa Perseroan pada 6 Desember 2013 di Jakarta, telah menyetujui pengunduran diri Daniel Lavallo sebagai Direktur Utama per 1 Mei 2014;
2. Rapat Umum Pemegang Saham Luar Biasa Perseroan pada 6 Desember 2013 di Jakarta, telah mengangkat Christian Kartawijaya sebagai Direktur per 1 Januari 2014;
3. Rapat Umum Pemegang Saham Luar Biasa Perseroan pada 6 Desember 2013 di Jakarta, telah mengangkat Christian Kartawijaya sebagai Direktur Utama menggantikan Daniel Lavallo per 1 Mei 2014.

Pada 12 Juni 2014, Perseroan melepas saham sebanyak 51% dari PT Gunung Tua Mandiri kepada PT Meganta Indah Sentosa. Dengan demikian, Perseroan sudah tidak memiliki saham atas perusahaan tersebut.

Profil Perseroan secara lengkap dapat dibaca dalam laporan tahunan yang diterbitkan terpisah dari laporan ini, namun bersifat saling melengkapi.

SIGNIFICANT CHANGES [G4-13]

During the reporting period, there were significant changes, namely:

1. The Company's Extraordinary General Meeting of Shareholders on December 6, 2013 in Jakarta, has approved the resignation of Daniel Lavallo as President Director as of May 1, 2014;
2. The Company's Extraordinary General Meeting of Shareholders on December 6, 2013 in Jakarta, has appointed Christian Kartawijaya as Director as of January 1, 2014;
3. The Company's Extraordinary General Meeting of Shareholders on December 6, 2013 in Jakarta, has appointed Christian Kartawijaya as President Director replacing Daniel Lavallo as of May 1, 2014.

On June 12, 2014, the Company sold 51% shares of PT Gunung Tua Mandiri to PT Meganta Indah Sentosa. Accordingly, the Company has no longer owned the company's shares.

Company profile can be read in full in the annual report, published separately but complementary to this report.

VISI, MISI & MOTO

VISION, MISSION & MOTTO

[G4-S6]

VISIVISION

Pemain terkemuka dalam bisnis semen dan beton siap-pakai, pemimpin pasar di Jawa, pemain kunci di luar Jawa, memasok agregat dan pasir untuk bisnis beton siap-pakai secara mandiri.

A prominent cement and ready-mix concrete business, market leader in Java, key player outside Java, self-reliant in aggregates and sand for own ready-mix concrete business.

MISSIONMISI

Kami berkecimpung dalam bisnis penyediaan semen dan bahan bangunan berkualitas dengan harga kompetitif dan tetap memerhatikan pembangunan berkelanjutan.

We are in the business of providing quality cement and building materials at competitive prices, in a way that promotes sustainable development.

MOTOMOTTO

Turut membangun kehidupan bermutu.
Better shelter for a better life.



NILAI-NILAI INTI
CORE VALUES

Accountability

Strive for Excellence

Integrity

Service Mindedness

Teamwork

ELEMEN KEPEMIMPINAN
ELEMENTS OF LEADERSHIP

Nurturing

Empowering

Decisiveness

Process Driven-Performance Oriented

Participative

KOMITMEN LAPORAN KEBERLANJUTAN

SUSTAINABILITY REPORT COMMITMENT

PT Indocement Tunggol Prakarsa Tbk. menerbitkan Laporan Keberlanjutan 2014 sebagai kesinambungan dari pelaporan sebelumnya, yang diterbitkan setiap tahun bersamaan dengan Rapat Umum Pemegang Saham Tahunan (RUPST) pada 13 Mei 2014. Laporan berisi pelaksanaan kinerja keberlanjutan Perseroan dalam periode waktu 1 Januari hingga 31 Desember 2014. [G4-22][G4-28][G4-29][G4-30]

Laporan Keberlanjutan 2014 disusun berdasarkan *Sustainability Reporting Guidelines* (SRG) versi G4, yang diterbitkan Global Reporting Initiatives, dengan opsi: *in accordance-core*. Dalam laporan ini, disertakan pula indikator suplemen pertambangan yang sesuai dengan kondisi Perseroan, namun tidak ada pernyataan kembali (*restatement*) yang bersifat memperbaiki informasi pada laporan sebelumnya. Indocement juga belum melakukan penjaminan atas Laporan Keberlanjutan 2014, namun Perseroan menjamin keabsahan dan kebenaran atas informasi dalam Laporan ini. [G4-22][G4-32][G4-33]

KONTAK TERKAIT LAPORAN

[G4-5][G4-31]

PT Indocement Tunggol Prakarsa Tbk.
Divisi Corporate Secretariat
Wisma Indocement, Lantai 13
Jl. Jenderal Sudirman Kav. 70-71
Jakarta 12910, Indonesia
Telepon : +6221 251 2121 ext. 2817
Faksimili : +6221 251 0066
E-mail : corpsec@indocement.co.id

PT Indocement Tunggol Prakarsa Tbk. published Sustainability Report 2014 as a continuation of the previous reporting, which was published annually in conjunction with the General Meeting of Shareholders (GMS) on May 13, 2014. The report contains the implementation of the sustainability performance of the Company within the period from January 1 to December 31, 2014. [G4-22] [G4-28] [G4-29] [G4-30]

Sustainability Report 2014 was prepared based on the Sustainability Reporting Guidelines (SRG) version G4, issued by the Global Reporting Initiative, with the option: *in accordance-core*. This report also included mining supplement indicator according to the Company's condition, however there is no restatement that serves to correct the information in the previous report. Indocement has not performed assurance on the Sustainability Report 2014, but the Company guarantees the validity and accuracy of the information in this report. [G4-22] [G4-32] [G4-33]

CONTACT REGARDING THE REPORT

[G4-5][G4-31]

PT Indocement Tunggol Prakarsa Tbk.
Corporate Secretariat Division
Wisma Indocement, Level 13
Jl. Jenderal Sudirman Kav. 70-71
Jakarta 12910, Indonesia
Phone: +6221 251 2121 ext. 2817
Facsimile: +6221 251 0066
E-mail: corpsec@indocement.co.id

BATASAN DAN MATERIALITAS LAPORAN [G4-18][G4-19]

Laporan ini merupakan laporan keberlanjutan pertama dengan menggunakan acuan dari Global Reporting initiative (GRI) versi 4 atau disingkat menjadi G4. Ruang lingkup dan penentuan topik materialitas dalam laporan, didasarkan atas hasil survei yang dilakukan secara internal Perseroan dan eksternal.

Aspek material ditentukan dengan memerhatikan dampak signifikan yang dapat terjadi di internal dan eksternal Perseroan. Secara internal, dampak ini diyakini akan mempengaruhi kinerja keberlanjutan, baik dari sisi ekonomi, sosial dan lingkungan. Sementara, aspek material secara eksternal adalah identifikasi setiap aspek yang dapat mempengaruhi secara signifikan penilaian dan pengambilan keputusan oleh pemangku kepentingan atas kinerja Perseroan. Gabungan hasil survei identifikasi aspek material dari pihak internal dan eksternal Perseroan digambarkan dalam sebuah matrik.

Bagian internal Perseroan yang berpartisipasi dalam survei penentuan aspek material berdasarkan G4 adalah fungsi Komersial, Produksi, Keuangan, Ketenagakerjaan, *General Affairs* dan *Business Development*. Survei disebarakan selama 2 minggu, dari 27 November 2014 hingga 11 Desember 2014. Target responden adalah 73 dengan populasi 165 orang manajer dan kepala departemen. Hasil penyebaran kuesioner mendapatkan 30% tingkat responden, yaitu sebanyak 50 responden.

Pihak eksternal yang memberikan opini atas aspek material bagi Indocement berasal dari akademisi, praktisi, media, serta lembaga swadaya masyarakat. Survei dilakukan selama 1 minggu dari tanggal 15 hingga 22 Desember 2014. Jumlah respon yang didapat berjumlah 24 yang berasal dari 60 kuesioner, sehingga tingkat responden adalah 40%.

REPORT BOUNDARY AND MATERIALITY [G4-18][G4-19]

This report is the first sustainability report that refers to the Global Reporting Initiative (GRI) version 4 or G4. The boundary and determination of materiality topics in the report were based on a survey conducted by the Company internally and externally.

Material aspects were determined by taking into account the significant impacts that could occur in the Company's internal and external. Internally, this impact is believed to affect the sustainability performance in economic, social and environmental aspects. Meanwhile, the external material aspects are identification of aspects that can significantly affect the stakeholders' assessment and decision-making on the Company's performance. Combined results of material aspect identification survey of the Company's internal and external parties are described in a matrix.

The Company's internal parties who participated in the survey to determine material aspects based on G4 are the functions of Commercial, Production, Finance, Employment, General Affairs and Business Development. The survey was conducted for 2 weeks, from November 27, 2014 until December 11, 2014. The target of respondents was 73 with a population of 165 managers and department heads. From the total of questionnaires that were distributed, the responses reached 30% or 50 respondents.

External parties who gave opinion on the material aspects for Indocement come from academics, practitioners, media, and Non-governmental organizations. The survey was conducted for a week from December 15 to 22, 2014. The number of responses obtained was 24 out of 60 questionnaires, which represented 40% of respondents.

Dari hasil survei, aspek yang material dikaitkan dengan topik material yang terjadi di Perseroan selama 2014. Penentuan topik material dilakukan dalam diskusi grup terarah (*focus group discussion/ FGD*) yang dihadiri oleh fungsi dari Sekretaris Perseroan dan CSR, dan diwakili oleh 4 orang, dengan 2 fasilitator sebagai pengarah.

Kegiatan FGD difokuskan pada identifikasi isu-isu keberlanjutan (*sustainability context*) sebagai dasar penentuan prioritas aspek material. Penetapan isi laporan didasarkan pada prinsip *stakeholders inclusiveness* (pelibatan pemangku kepentingan), *materiality* (materialitas), *sustainability context* (konteks keberlanjutan) dan *completeness* (kelengkapan). Ke-empat prinsip ini sesuai dengan pedoman penulisan laporan keberlanjutan GRI-G4. Kemudian, hasil FGD diselaraskan dengan aspek material yang telah didapat dari survei, maka diperoleh informasi material dalam kategori ‘tinggi’ dan beberapa aspek di kategori ‘sedang’ yang informasinya disampaikan dalam laporan ini.

From the survey results, the material aspects were associated with material topics occurred in the Company during 2014. Material topics were determined in the focus group discussions (FGD), which was attended by the functions of Corporate Secretary and CSR, with 4 representatives and 2 facilitators as moderators.

The FGD was focused on identifying sustainability context as the basis for determining the material aspect priority. Defining the contents of the report was based on principles of stakeholders inclusiveness, materiality, sustainability context and completeness. All these four principles were in accordance with GRI-G4 sustainability reporting guidelines. Then, the FGD results were aligned with the material aspects, which have been obtained from the survey, the material information in the category of ‘high’ and several aspects in the category of ‘moderate’ to be presented in this report.

Kategori Aspek Material

Material Aspect Categories

Aspek Material Kategori Tinggi Material Aspects in High Category (Skor >4)

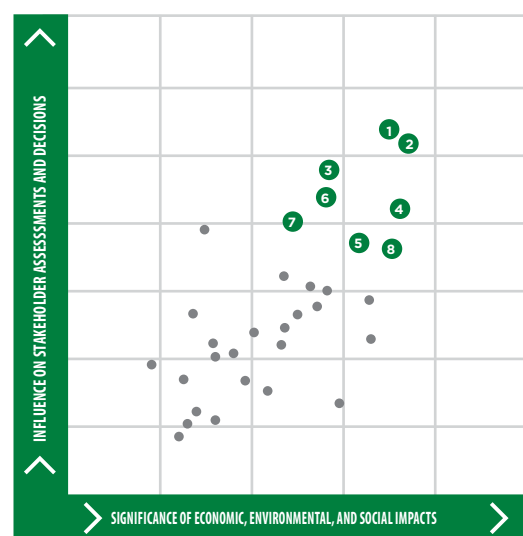
1. Emisi | *Emission*
2. Limbah Cair dan Padat | *Effluent and Waste*

Aspek Material Kategori Sedang Material Aspects in Moderate Category (Skor 3.5 - 4)

3. Keanekaragaman Hayati | *Biodiversity*
4. Keselamatan dan Kesehatan Kerja
Health and Safety Environment
5. Energi | *Energy*
6. Air | *Water*
7. Keselamatan dan Kesehatan Konsumen
Customer Health and Safety
8. Komunitas Lokal | *Local Community*

Matrik Aspek Material

Material Aspect Matrix



BATASAN RUANG LINGKUP ASPEK MATERIAL [G4-20][G4-21][G4-23]

Keseluruhan materi yang disampaikan dalam laporan ini berasal dari Indocement dan berdampak signifikan pada Kantor Pusat dan 12 kompleks pabrik semen di Citeureup, Bogor, Jawa Barat; Palimanan, Cirebon, Jawa Barat; dan Tarjun, Kotabaru, Kalimantan Selatan. Informasi material juga dinilai memberikan dampak signifikan kepada pelanggan, investor, media, masyarakat, dan pemerintah sebagai bagian dari pemangku kepentingan eksternal.

Namun demikian, informasi tiap aspek material tidak menyertakan kinerja keberlanjutan pada entitas anak, kecuali pada Laporan Keuangan Konsolidasi. Begitu juga informasi yang disampaikan tidak berasal dari seluruh kompleks pabrik, namun dari beberapa pabrik yang sudah memiliki dokumen pencatatan kinerja keberlanjutan yang memadai. Indocement menyadari bahwa dokumentasi dan koordinasi antar pabrik menjadi tantangan tersendiri agar dapat ditingkatkan sebagai salah satu alat pengawasan kinerja.

MATERIAL ASPECT BOUNDARIES [G4-20][G4-21][G4-23]

All materials presented in this report were collected from Indocement and have a significant impact on the Head Office and 12 cement factories in Citeureup, Bogor, West Java; Palimanan, Cirebon, West Java; and Tarjun, Kotabaru, South Kalimantan. Material information was also considered to have significant impact on customers, investors, the media, the public, and the government as part of the external stakeholders.

However, the information of each material aspect did not include of sustainability performance in subsidiaries, except in the Consolidated Financial Statements. Likewise, the presented information was not collected from all factories, but from several plants that already have had adequate sustainability performance documentation. Indocement is aware that the documentation and coordination among plants is a challenge for improvement as a tool for performance monitoring.

Identifikasi Batasan dan Dampak Aspek Material Identification of Material Aspect Boundary and Impact

No	Aspek Material Kategori Tinggi High Material Aspects	Batasan Pelaporan Aspek Material Material Aspect Reporting Boundaries			Dampak Signifikan Bagi Pemangku Kepentingan Internal dan Eksternal Significant Impact to the Internal and External Stakeholders
1	Emisi Emissions				Karyawan, Masyarakat, pemerintah Employee, Community, government
2	Limbah Cair dan Padat Effluents and Waste				Karyawan, Masyarakat, pemerintah Employee, Community, government
No	Aspek Material Kategori Sedang Moderate Material Aspects	Batasan Pelaporan Aspek Material Material Aspect Reporting Boundaries			Dampak Bagi Pemangku Kepentingan Eksternal Impact to the External Stakeholders
1	Keanekaragaman Hayati Biodiversity				Masyarakat, pemerintah Community, government
2	Kesehatan dan Keselamatan Kerja Occupational Health & Safety				Karyawan, Kontraktor Employee, Contractors
3	Energi Energy				Karyawan, Masyarakat Employee, Community

No	Aspek Material Kategori Sedang Moderate Material Aspects	Batasan Pelaporan Aspek Material Material Aspect Reporting Boundaries	Dampak Bagi Pemangku Kepentingan Eksternal Impact to the External Stakeholders
4	Air Water		Karyawan, Masyarakat Employee, Community
5	Keselamatan dan Kesehatan Konsumen Customer Health and Safety		Pelanggan Customers
6	Komunitas Lokal Local Communities		Masyarakat Community

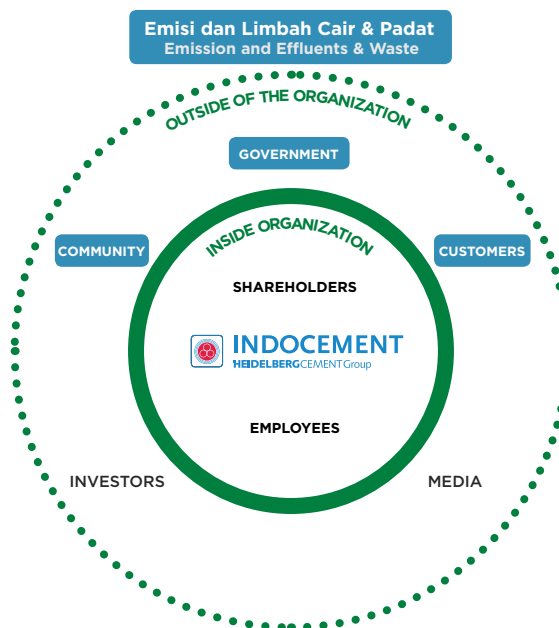
Kompleks Pabrik Citereup, Bogor, Jawa Barat
Citeureup Factory, Bogor, West Java

Kompleks Pabrik Palimanan, Cirebon, Jawa Barat
Palimanan Factory, Cirebon, West Java

Kompleks Pabrik Tarjun, Kotabaru, Kalimantan Selatan
Tarjun Factory, Kotabaru, South Kalimantan

Diagram Batasan Dampak Aspek Material Kategori 'Tinggi'

Chart of Material Aspect Impact Boundary in 'High' Category



Tahapan penentuan aspek material dan batasan laporan dapat dijelaskan sebagai berikut:

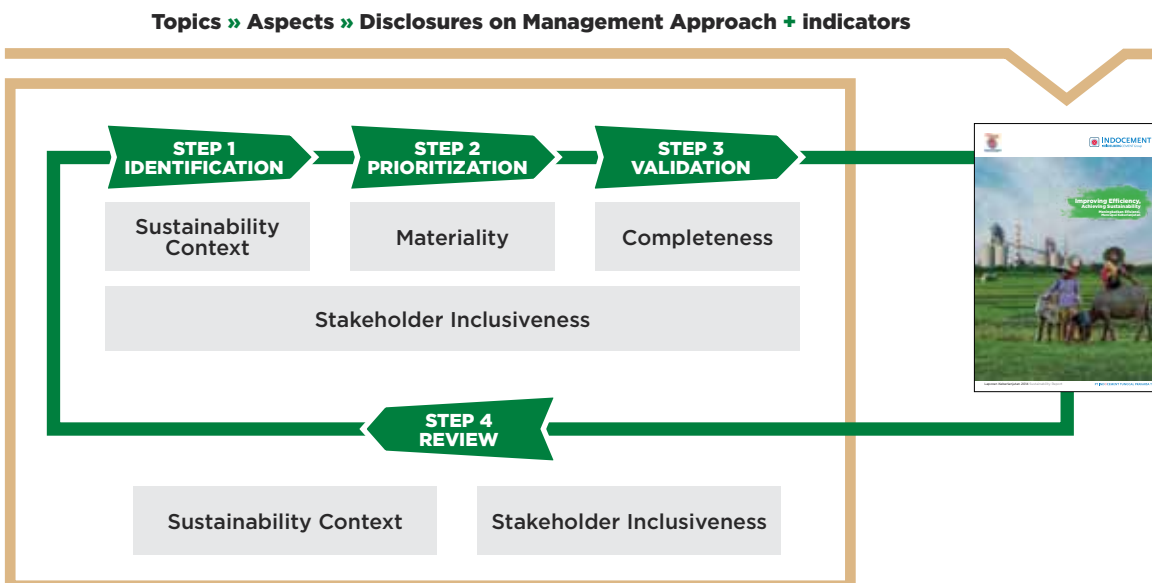
- Tahap pertama, melakukan proses identifikasi aspek-aspek keberlanjutan dari G4 dan identifikasi topik penting yang relevan dengan karakteristik bisnis semen berdasarkan prinsip *stakeholder inclusiveness*. Setelah itu, setiap aspek yang material ditentukan batasan ruang lingkungannya (*boundary*).

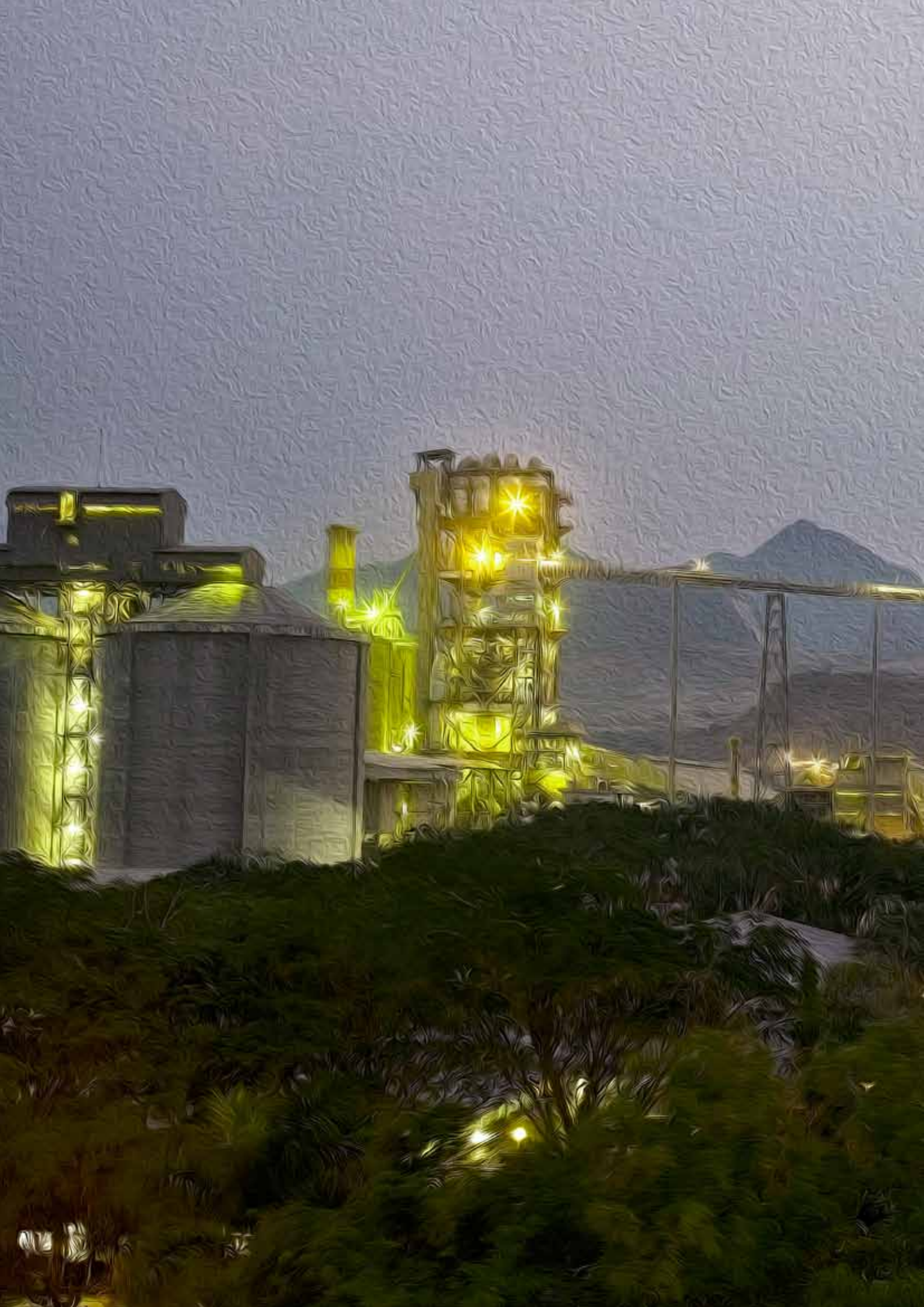
The steps of determining material aspects and boundaries of the report can be explained as follows:

- The first step, the process of identifying sustainability aspects of G4 and the identification of important topics relevant to the characteristics of the cement business based on the principle of stakeholder inclusiveness. After that, the boundary of every material aspect is determined.

- Tahap kedua, membuat prioritas atas aspek-aspek keberlanjutan yang akan dilaporkan dalam laporan keberlanjutan berdasarkan skala 1 hingga 5. Prioritas dilakukan berdasarkan dampak signifikan yang dapat mempengaruhi keberlanjutan perseroan, baik dari sisi ekonomi, sosial dan lingkungan, serta dapat mempengaruhi pengambilan keputusan bagi pemangku kepentingan.
- Tahap ketiga, melakukan validasi atas aspek material yang telah ditentukan untuk menjadi prioritas informasi yang akan disampaikan, serta memastikan pelaporan menyajikan informasi berimbang antara kinerja positif dan negatif. Proses validasi ini dilakukan berdasarkan prinsip *completeness* dan disahkan oleh Direktur Utama. **[G4-48]**
- Tahap keempat, melakukan kajian atas aspek material yang telah diprioritaskan berdasarkan *sustainability context* dan *stakeholder engagement*, serta memeriksa kembali aspek material tahun sebelumnya dengan memerhatikan saran dari pemangku kepentingan, baik internal maupun eksternal.
- The second step, prioritizing the sustainability aspects that will be reported in the sustainability report based on a scale from 1 to 5. The priority is identified by the significant impact that can affect the company's sustainability, in aspects of economic, social and environmental, and can influence the stakeholders' decision-making.
- The third step, validating the material aspects which have been determined to be the priority information to be presented, as well as ensure the reporting presents balanced information between positive and negative performances. This validation process is carried out based on the completeness principle and approved by President Director. **[G4-48]**
- The fourth step, reviewing the material aspect that has been prioritized based sustainability context and stakeholder engagement, as well as re-examine the material aspects of the previous year, by regarding the suggestions from stakeholders, both internal and external.

Alur Penetapan Aspek Material dan Batasan Laporan [G4-18]
Flowchart in Determining Material Aspects and Report Boundaries







KINERJA BERKELANJUTAN
SUSTAINABLE PERFORMANCE

PERLINDUNGAN IKLIM & MEKANISME PEMBANGUNAN BERSIH

PROTECTING CLIMATE & CLEAN DEVELOPMENT MECHANISM

Sejak beroperasi pertama kali, Indocement terus tumbuh besar menjadi salah satu industri semen nasional terkemuka di Indonesia. Sejalan dengan hal tersebut, Perseroan juga berkembang menjadi perusahaan semen berkelanjutan dan ramah lingkungan dengan menerapkan Mekanisme Pembangunan Bersih (CDM). Kinerja CDM dipantau secara aktif oleh setiap fungsi produksi di ketiga lokasi kompleks pabrik, dan dilaporkan kepada Direktur Teknik, berdasarkan kebijakan lingkungan nomor: Q-POL-INCEM/2014. [DMA]

Sebagai bentuk dukungan pada Program Langit Biru yang diprakarsai oleh pemerintah untuk mengantisipasi perubahan iklim dan pemanasan global, seluruh kompleks pabrik di Indocement senantiasa berupaya untuk mengurangi emisi gas rumah kaca (GRK). Sebagai anggota dari Cement Sustainability Initiative (CSI), seluruh operasi meliputi Kompleks Pabrik Citeureup, Kompleks Pabrik Palimanan dan Kompleks Pabrik Tarjun, telah melakukan inventarisasi CO₂. Inventarisasi dilaksanakan setiap bulan dengan menggunakan Cement CO₂ & Energy Protocol version 3.04 dari World Business Council Sustainable Development (WBCSD). [DMA]

Implementasi CDM telah memperoleh sertifikat Certified Emission Reduction (CER) dari United Nations Framework Convention on Climate Change (UNFCCC) sejak pertama kalinya di Maret 2008 hingga Desember 2014. Perolehan CER merupakan dampak positif atas upaya untuk mengurangi emisi akibat perubahan iklim. Namun demikian, perubahan iklim yang sering mengakibatkan bencana alam juga membawa dampak negatif, yaitu terhambatnya pengiriman produk bila ada banjir atau bencana yang menghambat transportasi. [G4-EC2]

Since the first operation, Indocement continued to grow to be one of the leading national cement industries in Indonesia. Accordingly, the Company is also developing into a sustainable and environmentally friendly cement company by implementing the Clean Development Mechanism (CDM). The CDM performance is actively monitored by each production function at three locations of factories, and is reported to the Technical Director, based on the environmental policy No. Q-POL/INCEM/2014. [DMA]

In support of the Blue Sky Program, initiated by the government to address climate change and global warming, the entire factories in Indocement strive to reduce greenhouse gas emissions (GHG). As a member of the Cement Sustainability Initiative (CSI), the entire operations covering Citeureup Factory, Palimanan Factory and Tarjun Factory, have conducted CO₂ inventory. The inventory is performed every month by using Cement CO₂ & Energy Protocol version 3.04 of the World Business Council of Sustainable Development (WBCSD). [DMA]

CDM implementation has earned Certified Emission Reduction (CER) from the United Nations Framework Convention on Climate Change (UNFCCC) since its first time in March 2008 to December 2014. Earning the CER is a positive impact on efforts to reduce emissions due to climate change. However, climate change that often causes natural disasters also has negative impacts, including hampering product delivery when there is a flood or disaster that disrupts transport. [G4-EC2]

Verifikasi Proyek CDM Indocement [G4-EN19]

Verification of Indocement CDM Project

Proyek CDM CDM Project	Verifikasi Verification		Status
	Priode Period	Reduksi Emisi (ton) Emissions Reduction (tons)	
Bahan Bakar Alternatif Alternative Fuel	1/01/2005 - 31/10/2006	17.635	CER 14/03/2008
	1/11/2006 - 31/07/2007	63.332	CER 27/03/2008
	1/08/2007 - 31/12/2010	289.404	CER- 23 Apr 2013
Semen Campuran Blended Cement	1/01/2005 - 31/10/2006	93.973	CER 7/07/2011
	1/11/2006 - 31/07/2007	139.103	CER 23/03/2012
	1/08/2007 - 31/12/2008	836.722	CER - 17Nov 2014
	1/01/2009 - 31/12/2009	764.475	CER - 03Dec 2014
	1/01/2010 - 31/12/2010	821.290	Reviewed by Executive Board
Total		3.025.934	

Green Village

Pelaksanaan program Kampung Ramah Lingkungan (Proklim) atau *Green Village* merupakan salah satu program CSR Indocement untuk menciptakan kampung yang peduli terhadap lingkungannya, bukan hanya sebatas lingkungan tapi sudah bisa merubah persepsi masyarakat dalam mengelola lingkungannya ke arah yang lebih baik.

Dasar pelaksanaan program ini adalah Peraturan KLH No.19/2012 tentang Proklim berdasarkan SK Bupati No:660/333/Kpts/Per-UU/2014. Program ini bertujuan untuk mengurangi emisi gas rumah kaca sebesar 26,0% di tahun 2020. [G4-EN19]

Proklim diadakan untuk pendekatan adaptasi dan mitigasi perubahan iklim ke masyarakat, melalui kearifan lokal yang dimiliki warga di satu daerah. Melalui program ini diharapkan nantinya masyarakat terdorong untuk lebih memahami dan meningkatkan upaya adaptasi dan mitigasi perubahan iklim.

Green Village

Implementation of *Kampung Ramah Lingkungan* program (Proklim) or *Green Village* is one of Indocement's CSR programs to create villages that care about their environment, not only limited to the environment but also it has managed to change the community's perception towards a better environmental management.

The foundation of this program implementation is the Ministry of the Environment Regulation No.19/2012 on *Proklim* based on Regent's Decree No.:660/333/Kpts/Per-UU/2014. The program aims to reduce greenhouse gas emissions by 26.0% in 2020. [G4-EN19]

Proklim is established for adaptation and mitigation of climate change approach to the community, through local wisdom belonging to the residents in an area. Through this program the community are expected to be encouraged to better understand and improve the adaptation and mitigation efforts of climate change.

Sampai dengan tahun 2014 Indocement sudah mengajukan sebanyak 6 lokasi sebagai Proklim, dan satu lokasi sudah ditetapkan sebagai kampung Proklim yang berlokasi di Desa Cupang, Cirebon. Lokasi lainnya berada dalam desa yang merupakan desa binaan di Kompleks Pabrik Citeureup, Kompleks Pabrik Palimanan dan unit *non-plant* Indocement.

Selain penghijauan, terdapat pula kegiatan pendukung Proklim yang menambah penghasilan bagi komunitasnya, diantaranya:

1. Budidaya pertanian, dengan pembuatan *greenhouse* untuk pembibitan yang dilaksanakan di Desa Gunungsari, dan Desa Tajur.
2. Pengelolaan sampah dengan cara memisahkan sampah organik dan anorganik, serta pembuatan kompos di Desa Tajur, Desa Bantarjati dan Desa Gunungsari.
3. Pengendalian penyakit terkait iklim, misalnya dengan memberi penyuluhan kesehatan dan melakukan gerakan 3M (Membersihkan, Menguras dan Mengubur) di Desa Bantarjati.
4. Perlindungan dan pengelolaan mata air dengan melaksanakan filterisasi air di Tajur.

Up to 2014, Indocement has proposed 6 locations as *Proklim*, and the location that has been designated as *Proklim village* located in Cupang Village, Cirebon. Other locations remain within the project villages in Citeureup Factory, Palimanan Factory and non-plant units of Indocement.

In addition to reforestation, there are also *Proklim* supporting activities that generate income for the community, including:

1. Agricultural cultivation, by building a greenhouse for nursery in Gunungsari Village and Tajur Village.
2. Waste management by separating organic and inorganic waste, as well as composting in Tajur Village, Bantarjati Village and Gunungsari Village.
3. Control of climate-related diseases, such as by providing health education and 3M (Clean, Drain and Bury) campaign in Bantarjati Village.
4. Protection and management of wells by implementing filtering water in Tajur.

REDUKSI EMISI CO₂ KOMPLEKS PABRIK CITEUREUP

Pelaksanaan CDM meliputi pengukuran dan pengurangan emisi CO₂. Dalam kurun waktu lima tahun sejak 2009, Kompleks Pabrik Citeureup telah berhasil menurunkan intensitas emisi CO₂ sebesar 1,5%.

CO₂ EMISSIONS REDUCTION CITEUREUP FACTORY

CDM implementation includes measurement and reduction of CO₂ emissions. In the five years since 2009, Citeureup Factory has been successful in reducing the intensity of CO₂ emissions by 1.5%.

Hasil Pengukuran Emisi CO₂ Kompleks Pabrik Citeureup [G4-EN5] [G4-EN7] [G4-EN16] [G4-EN18]
CO₂ Emission Measurement Results at Citeureup Factory

Deskripsi Description	Satuan Unit	2014	2013	2012
Produksi Klinker Clinker Production	Ton/tahun Ton/year	9.225.667	9.121.500	9.670.730
Konsumsi Bahan Bakar Fuel Consumption	Kcal/ton semen Kcal/ton cement	819,0	850,8	862,9
Konsumsi Listrik Khusus Special Electricity Consumption	WH/ton semen WH/ton cement	108,5	127,5	128,8
Gross CO ₂ /ton Cementitious	KgCO ₂ /ton semen KgCO ₂ /ton cement	680	691	692

Proyek CER Kompleks Pabrik Citeureup [G4-EN19]
CER Project at Citeureup Factory

Tahun Year	Ton CO ₂		Jumlah Total
	Proyek Semen Blended Cement Project	Proyek Bahan Bakar Alternatif Alternative Fuel Project	
2005-2006	114.944	21.091	136.036
2007	424.451	123.730	548.181
2008	583.102	247.132	830.233
2009	802.521	320.169	1.122.690
2010	846.666	419.582	1.266.248
2011	845.833	495.650	1.341.483
2012	880.740	N/A	880.740
Total 2005-2012	4.498.258	1.627.353	6.125.611
2013	899.085	N/A	899.085
2014	909.026	N/A	909.026
Total 2013-2014	1.808.111	N/A	1.808.111
GRAND TOTAL	6.306.369	1.627.353	7.933.722

Strategi dan upaya lain yang dilaksanakan Kompleks Pabrik Citeureup untuk mengurangi emisi CO₂ adalah: [G4-EN6]

- Pemakaian lampu energi surya (*solar cell*) untuk penerangan jalan di area tambang, yang dimulai sejak 2013 dengan potensi reduksi 23,87 KgCO₂/ton-E Cmt.
- Sejak 2013, Indocement mengalihkan pengangkutan semen pada Kompleks Pabrik Citeureup, dari penggunaan truk berpindah menjadi kereta api untuk rute Stasiun Nambo, Bogor ke Stasiun Kalimas, Surabaya.

Other strategies and efforts undertaken at Citeureup Factory to reduce CO₂ emissions are:

[G4-EN6]

- The use of solar cell for street lighting in the mine area, which began in 2013, with a potential reduction 23.87 kgCO₂/ton-E Cmt.
- Since 2013, Indocement has changed transport of cement in Citeureup Factory, from trucks to train with route from Nambo Station, Bogor to Kalimas Station, Surabaya.

Pada 2014 Perseroan mengoperasikan rute baru dari Stasiun Nambo ke Stasiun Poncol Semarang dan Brambanan di Jawa Tengah; serta ke Banyuwangi, Jawa Timur. Pemanfaatan kereta api menghemat konsumsi bahan bakar dan menurunkan emisi CO₂ sebesar 106.804 tonCO₂/trip/hari.

In 2014 the Company operated new routes from station to Nambo Station to Poncol Semarang and Brambanan stations in Central Java; and to Banyuwangi, East Java. The use of train has saved fuel consumption and reduces CO₂ emissions by 106,804 tonCO₂/trip/day.

Volume Angkut dan Jumlah Hari Operasi Kereta Api pada Kompleks Pabrik Citeureup
Transport Volume and Total Train Operating Days at Citeureup Factory

Stasiun Asal Origin Station	Stasiun Tujuan Destination Station	Volume Angkut Transport Volume	Mulai Operasi Start Operation	Jumlah Hari Operasi Total Operating Days
Nambo	Kalimas	800	Mei 2013 May 2013	482
		800	Desember 2013 December 2013	283
	Brambanan	720	Juni 2014 June 2014	113
	Banyuwangi	800	Juli 2014 July 2014	85
	Semarang Poncol	800	September 2014 September 2014	28

Kapasitas Pengangkutan Semen pada Kompleks Pabrik Citeureup
Cement Transportation Capacity at Citeureup Factory

Moda Angkutan Transportation Mode	Satuan Unit	Kapasitas Angkut Transport Capacity
Truk Truck	Ton/trip	32
Kereta Api Train		800

Tingkat Konsumsi Bahan Bakar Pengangkutan Semen pada Kompleks Pabrik Citeureup
Cement Transportation Fuel Consumption Rate at Citeureup Factory

Moda Angkutan Transportation Mode	Satuan Unit	Kapasitas Angkut Transport Capacity
Truk Truck	Liter/km	1,25
Kereta Api Train		0,41

REDUKSI EMISI CO₂ KOMPLEKS PABRIK PALIMANAN

Inovasi Pemanfaatan kereta api juga telah dilaksanakan di Kompleks Pabrik Palimanan. Pada tahun 2014 dioperasikan pengangkutan semen dari Stasiun Arjawinangun di Cirebon, Jawa Barat, menuju Stasiun Poncol Semarang, Magelang dan Brambanan di Jawa Tengah. Dari penerapan pola distribusi tersebut, Kompleks Pabrik Palimanan mampu melakukan efisiensi, karena satu kali pengangkutan menggunakan kereta api mampu membawa 30 *delivery order* (DO) atau mensubstitusi 30 unit angkutan truk.

CO₂ EMISSIONS REDUCTION AT PALIMANAN FACTORY

Innovation in using train has also been carried out in Palimanan Factory. In 2014 cement transportation has been operated from Arjawinangun Station in Cirebon, West Java, to Poncol Semarang, Magelang and Brambanan stations in Central Java. With the application of this distribution pattern, Palimanan Factory managed to improve efficiency, as one trip of railway transportation is capable of carrying 30 delivery orders (DO) or substitutes 30 units of trucking.

Hasil Pengukuran Emisi CO₂ Kompleks Pabrik Palimanan [G4-EN5] [G4-EN7][G4-EN16] [G4-EN18] CO₂ Emission Measurement Results at Palimanan Factory

Deskripsi Description	Satuan Unit	2014	2013	2012
Produksi Klinker Clinker Production	Ton/Tahun Ton/year	2.239.354	2.522.434	2.389.193
Konsumsi Bahan Bakar Fuel Consumption	Kcal/ton semen Kcal/ton cement	817,2	822,7	836,6
Konsumsi Listrik Khusus Special Electricity Consumption	WH/ton semen WH/ton cement	96,8	94,5	93,2
Gross CO ₂ /ton cementitious	KgCO ₂ /ton semen KgCO ₂ /ton cement	570	587	587

Volume Pengangkutan Semen Melalui Kereta Api di Kompleks Pabrik Palimanan Volume of Cement Transportation by Train at Palimanan Factory

Stasiun Asal Origin Station	2014	2013	Total
Arjawinangun	592.168	326.736	918.904
Nambo	718.691	181.244	899.935
Total	1.310.859	507.980	1.818.839

dalam ton | in tons

REDUKSI EMISI CO₂ KOMPLEKS PABRIK TARJUN

Upaya penurunan emisi CO₂ di Kompleks Pabrik Tarjun dilakukan dengan pengurangan penggunaan klinker dan menggantikannya dengan bahan baku yang lebih ramah lingkungan hingga lebih dari 20%.

[G4-EN19]

CO₂ EMISSIONS REDUCTION AT TARJUN FACTORY

Efforts to reduce CO₂ emissions in Tarjun Factory were conducted by reducing the use of clinker and replace it with more environmentally friendly raw materials by more than 20%. [G4-EN19]

Hasil Pengukuran Emisi CO₂ Kompleks Pabrik Tarjun [G4-EN5] [G4-EN7][G4-EN16] [G4-EN18]
CO₂ Emission Measurement Results at Tarjun Factory

Deskripsi Description	Satuan Unit	2014	2013	2012
Produksi Klinker	Ton/Tahun	2.232.752	2.084.681	2.167.699
Konsumsi Bahan Bakar	Kcal/ton semen	722,9	722,5	726,1
Konsumsi Listrik Khusus	WH/ton semen	92,8	97,7	102,2
Gross CO ₂ /Ton Cementitious	KgCO ₂ /ton semen	617	633	640



PEMANFAATAN LIMBAH SEBAGAI BAHAN BAKU & ENERGI ALTERNATIF

USING WASTE AS RESOURCE & ALTERNATIVE ENERGY

Perseroan menetapkan kebijakan dalam pengurangan dan peningkatan pemanfaatan limbah, baik yang berasal dari internal maupun eksternal, sebagai bahan bakar maupun bahan baku alternatif dengan tetap menjaga kualitas produk yang dihasilkan. Kebijakan ini tertuang dalam dokumen nomor Q-POL-INCEM/2014. Pengelolaan limbah, baik padat maupun cair dilakukan oleh fungsi *alternative fuel and raw material* (AFR) dan General Services yang bertanggung jawab secara langsung kepada Direktur Teknik. [DMA]

Sejak Mei 2014, Perusahaan mengoperasikan *vertical roller mill* (VRM) dengan kapasitas 1,9 juta ton. Hal ini memberikan dampak efisiensi yang positif untuk memanfaatkan limbah slag dalam jumlah signifikan. Hasilnya, Perusahaan mampu menggantikan kebutuhan klinker dan mengurangi konsumsi energi.

The Company established a policy in the reduction and increased utilization of waste, both from internal and external, as fuel and alternative raw materials while maintaining the quality of product. This policy is embodied in the document number Q-POL-INCEM/2014. Waste management, both solid and liquid is carried out by the alternative fuel and raw material (AFR) function and General Services who are responsible directly to the Technical Director. [DMA]

Since May 2014, the Company operates vertical roller mill (VRM) with a capacity of 1.9 million tons. This provides a positive impact of efficiency to utilize significant amounts of slag waste. As a result, the Company is able to replace the need for clinker and reduce energy consumption.

PENGELOLAAN LIMBAH B3 [G4-EN23]

Pengelolaan limbah mengandung bahan berbahaya dan beracun (B3), ditujukan untuk mengurangi jumlahnya dan meningkatkan pemanfaatannya. Secara umum ada dua jenis limbah B3, yakni limbah B3 internal yang dihasilkan dari kegiatan operasional sendiri, dan limbah B3 eksternal yang berasal dari perusahaan pengolah limbah berizin, dan diangkut menggunakan *transporter* yang juga berizin resmi. Perseroan menggunakan bahan baku dan bahan bakar alternatif dari proses pemanfaatan kembali B3 untuk proses produksi semen, sesuai izin dari Kementerian Lingkungan Hidup No.241/2010. [G4-EN2]

B3 WASTE MANAGEMENT [G4-EN23]

Management of waste containing hazardous and toxic materials (B3) is aimed at reducing the amount and increasing the utilization. In general there are two types of B3 waste, namely internal B3 waste generated from its own operations, and external B3 waste from a licensed waste treatment company, and also transported by a licensed transporter. The Company uses raw materials and alternative fuels from B3 waste recovery process for cement production process, in accordance with the permit from the Ministry of Environment No.241/2010. [G4-EN2]



Kegiatan dalam pengelolaan limbah B3 internal dilakukan melalui tiga tahapan, yakni pengumpulan dan penyimpanan limbah di tempat penyimpanan sementara (TPS), pemanfaatan limbah di *feeding point*, dan pengiriman limbah kepada pihak ketiga berizin. Proses pengangkutan menjadi tanggung jawab perusahaan transporter dan diawasi secara ketat sesuai prosedur yang ditetapkan pihak-pihak berwenang. [G4-EN25]

Internal B3 waste management activities are conducted through three stages, namely the collection and storage of waste in temporary storage (TPS), utilization of waste at the feeding point, and delivery of waste to a licensed third party. Transport process is the responsibility of transporter company and is closely monitored according to the procedure established by the authorities. [G4-EN25]

Pemanfaatan Limbah B3 sebagai Bahan Baku Alternatif [G4-EN2]
 B3 Waste Utilization as Alternative Raw Material

Bahan Baku Alternatif Alternative Raw Material	Bahan Baku yang Disubstitusi Substituted Raw Material	2014	2013	2012
<ul style="list-style-type: none"> Limestone Trass Fly ash 	Clinker	24,8%	22,8%	19,42%
<ul style="list-style-type: none"> Copper slag Dust FAF Iron concentrate Iron scale 	Iron sand	53,1%	58,8%	92,1%
<ul style="list-style-type: none"> Bottom ash WWT sludge Dros aluminium 	Silica sand	14,1%	13,3%	16,6%

Pengelolaan limbah B3 di Kompleks Pabrik Citeureup antara lain dilakukan dengan mengganti metode analisa *freelime clinker* dan semen dari *wet* ke *X-ray* (XRD), untuk mengurangi penggunaan reagen kimia serta limbah B3 cair ke badan air. Penerapan XRD berhasil menurunkan rerata volume limbah B3 cair sebesar 25%. [G4-EN22][G4-EN23]

B3 waste management in Citeureup Factory, among others, is conducted by replacing the analysis method of *freelime clinker* and cement from *wet* to *X-ray* (XRD), to reduce the use of chemical reagents and liquid B3 waste into water bodies. Application of XRD managed to reduce the average volume of liquid B3 waste by 25%. [G4-EN22] [G4-EN23]

Demikian pula, Kompleks Pabrik Palimanan berhasil memanfaatkan 85% dari total limbah B3 untuk kembali digunakan sebagai AFR. Sisanya, sebanyak 15% diserahkan kepihak ketiga.

Similarly, Palimanan Factory managed to utilize 85% of the total B3 waste to be reused as AFR. The remaining 15% was handed over to a third party.

UPAYA REDUKSI LIMBAH B3 [G4-EN23][G4-EN24]

Perseroan tetap berupaya meminimalkan dampak yang ditimbulkan dari limbah B3 yang dihasilkan. Salah satu kegiatan yang dilakukan untuk mengurangi jumlah limbah B3 berupa oli bekas, adalah dengan melakukan perubahan sistem pengadaan oli.

B3 WASTE REDUCTION EFFORTS [G4-EN23] [G4-EN24]

The Company continues the effort to minimize the impact of generated B3 waste. One of the activities undertaken to reduce the amount of B3 waste such as oil waste, by changing the oil procurement system.

Upaya ini dilakukan dengan mengubah kemasan dari semula drum isi 200 liter, menjadi kemasan isi ulang yaitu *intermediate bulk container (IBC) tank* dengan kapasitas 1.000 liter. Perubahan kemasan oli dari drum menjadi IBC *tank* ini mampu menurunkan pemakaian oli sebesar 57%, dan menurunkan limbah kemasan oli sebesar 85%, sekaligus mengurangi potensi tumpahan yang dapat mencemari lingkungan.

This effort is done by changing the packaging from originally 200-liter content barrels, into refillable packaging, intermediate bulk container (IBC) tanks with a capacity of 1,000 liters. Changes in oil packaging from barrel into the IBC tank has managed to reduce oil consumption by 57%, and lowering oil packaging waste by 85%, as well as reducing the potential for spills that may pollute the environment.

Hasil Absolut Pengurangan Limbah B3

Absolute Result of B3 Waste Reduction

Kegiatan/Program (ton) Activity/Program (ton)	Jenis limbah Type of waste	2014	2013	2012
Kompleks Pabrik Citeureup Citeureup Factory				
Pengurangan Limbah MFO MFO Waste Reduction	Cair Liquid	642,6	77,4	91
Kompleks Pabrik Palimanan Palimanan Factory				
Pengurangan Limbah Oli Bekas Oil Waste Reduction	Cair Liquid	5,62	1,71	9,99
Pengurangan limbah Laboratorium Cair Liquid Laboratory Waste Reduction	Cair Liquid	0,06	0,03	1,40

Kegiatan untuk mengurangi limbah B3 lainnya adalah:

- Mengatur kegiatan *preventive maintenance* yang lebih efektif (*daily inspection*).
- Melanjutkan program *overhaul dump truck* (peremajaan unit).
- Melanjutkan program penurunan jumlah limbah cair (*ethylene glycol*) melalui pengurangan berat sampel yang dianalisis.
- Menurunkan berat sampel limbah, dari 20 gram di 2010, menjadi 10 gram pada 2011, dan mulai 2012 hingga 2014 berat sampel adalah 5 gram/kali analisis.
- Mengurangi berat sampel berdampak pada penurunan konsumsi *ethylene glycol* yang digunakan dalam analisis.
- Mengadakan peralatan pengendalian mutu yang menggantikan penggunaan bahan kimia.

Activities to reduce other B3 wastes are:

- Organizing more effective preventive maintenance (daily inspection) activities.
- Continuing the dump truck overhaul program (unit rejuvenation).
- Continuing the amount of liquid waste (ethylene glycol) reduction program through weight reduction of the samples analyzed.
- Reducing weight of waste samples, from 20 grams in 2010 to 10 grams in 2011, and starting 2012 to 2014 sample weight was 5 grams/time analysis.
- Reducing the weight of the sample resulted in the decline in ethylene glycol consumption used in the analysis.
- Providing quality control equipment that replaces the use of chemicals



PENGELOLAAN LIMBAH NON-B3

Dalam mengelola Limbah padatan non-B3 yang dihasilkan, seluruh sampah diambil dan diolah oleh unit pengolahan sampah milik badan usaha milik desa (UPS Bumdes). Hasil pengolahan sampah berupa kompos dan *refuse derived fuel* (RDF) dikirimkan kembali ke kompleks pabrik sebagai pupuk dan bahan bakar alternatif. [G4-EN23]

Sementara itu, pengelolaan limbah non-B3 pada Kompleks Pabrik Tarjun dilaksanakan dengan membangun Unit Pengelolaan Kebersihan Sampah. Keberadaan fasilitas ini tak hanya dimanfaatkan untuk mengelola limbah padat non-B3 internal Perusahaan, tapi juga menerima sampah dari masyarakat di sekitar Desa Tarjun.

Indocement juga memanfaatkan bahan bakar alternatif biomassa dan limbah dari perusahaan lain. Kegiatan pemanfaatan biomassa dan limbah mempunyai manfaat ganda, yaitu konversi energi tak terbarukan dengan menghemat batubara mentah dan penyerapan tenaga kerja. [G4-EN6][G4-EC8]

NON-B3 WASTE MANAGEMENT

In managing generated non-B3 solid waste, the entire waste is picked up and processed by waste treatment unit owned by village-owned enterprise (UPS Bumdes). Waste treatment products in the form of compost and refuse derived fuel (RDF) are sent back to the factory as fertilizer and alternative fuel. [G4-EN23]

Meanwhile, non-B3 waste management in Tarjun Factory is carried out by establishing Waste Management and Sanitation Unit. The facility is not only used to manage internal non-B3 solid waste, but also receive waste from the community around Tarjun Village.

Indocement also utilizes alternative fuels from biomass and waste from other companies. The utilization of biomass and waste have double benefits, the conversion from non-renewable energy to save raw coal and employment. [G4-EN6] [G4-EC8]

Pemanfaatan Limbah Non B3 sebagai Bahan Bakar Alternatif [G4-EN6]

Utilization of Non-B3 Waste as an Alternative Fuel

dalam ton | in tons

Jenis Energi Energy Type	Periode Pelaporan Reporting Period		
	2014	2013	2012
Bahan Bakar Alternatif Sumber Limbah Biomass Alternative Fuel from Biomass Waste			
Palm Kernel	0	380	341
Rice Husk	35.293	44.495	26.068
Saw Dust	27.663	42.603	46.698
Paper, Cardboard	176	557	2.055
Jatropha	11	18	18
Others	3.335	2.408	1.150
Bahan Bakar Alternatif Sumber Limbah lainnya Alternative Fuel from Other Waste			
Scrap tire	4.760	0	0
Sludge oil	4.532	0	0
Sloop oil	2	0	0
Waste Fuel	935	0	0
Plastic	5.252	0	0
Paint	1.508	0	0
Textile	587	0	0
High Carbon	63	0	0
Municipal waste	609	603	984
Others	6.474	0	0
Total	91.200	91.064	77.314

Di 2014, pengurangan total limbah padat non-B3 yang dihasilkan di Kompleks Pabrik Palimanan mengalami kenaikan sebesar 65%, dibandingkan 2013. Pemanfaatan hasil pengolahan sampah menjadi bahan bakar alternatif (RDF) juga mengalami kenaikan sebesar 53% dibandingkan 2010. [G4-EN23]

In 2014, total reduction of non-B3 solid waste generated in Palimanan Factory increased by 65%, compared to 2013. The use of processing waste into alternative fuels (RDF) also increased by 53% compared to 2010. [G4-EN23]

Inovasi dalam pengelolaan limbah sebagai bahan bakar alternatif tidak hanya diberlakukan pada kategori limbah B3 yaitu HWSF *Biomass*, tetapi juga pada limbah non-B3 dari sampah internal yaitu kertas bekas, sekam padi dan serbuk gergaji. Pelaksanaan pemanfaatan bahan bakar alternatif pada Kompleks Pabrik Palimanan mampu menurunkan CO₂ sebesar 30 kg/ton cement eq. [G4-EN19]

Innovation in waste management as an alternative fuel is not only applied to the B3 category such as HWSF Biomass, but also to non-B3 waste of internal waste such as waste paper, rice husk and sawdust. Implementation of alternative fuels utilization in Palimanan Factory is able to reduce CO₂ by 30 kg/ton cement eq. [G4-EN19]

Gerakan 1000 Kampung Swakelola Sampah

Gerakan 1000 kampung pada awalnya dilakukan di Desa Jati Endah, kecamatan Cilengkrang, Bandung, sepanjang tahun 2014. Dari sinilah gerakan ini menyebar ke daerah sekitarnya, termasuk Desa Ciwidey, Bandung Barat dan Desa Ciwandan, Cilegon. Tujuan utama kegiatan ini adalah untuk meningkatkan kebersihan dan kesehatan lingkungan dengan pemanfaatan sampah. Pemanfaatan sampah dilakukan melalui edukasi agar kegiatan dapat diikuti oleh banyak daerah sehingga terus berlanjut. Oleh karena itulah inisiatif ini diberi nama 'Gerakan 1000 Kampung Swakelola Sampah'.

Movement of 1000 Villages for Waste Self-Management

The 1000 villages movement was initially carried out in Jati Endah village, Cilengkrang sub-district, Bandung, during 2014. From here, the movement spread to the surrounding areas, including Ciwidey village, West Bandung and Ciwandan village, Cilegon. The main purpose of this activity is to improve environmental hygiene and health by utilizing waste. The waste utilization is done through education so that such activities can be followed by many areas and keep continuing. Hence this initiative is called 'Movement of 1000 villages for Waste Self-management'.

Tahapan kegiatan 'Gerakan 1000 Kampung Swakelola Sampah'

Stages of 'Movement of 1000 Villages for Waste Self-management' Activities



Hingga akhir 2014, Perseroan telah memberikan 928 sertifikat yang dibagikan kepada setiap kampung, bahkan untuk setiap pengunjung yang mempunyai komitmen melanjutkan kegiatan ini. Kunjungan telah banyak dilakukan, baik dari dalam maupun luar negeri, berkat dukungan positif yang diberikan oleh pemerintah Daerah Jawa Barat. Beberapa mitra yang saat ini bekerja sama dalam gerakan ini adalah mitra CSR, Himpunan Mahasiswa Ciwandan, Organisasi Pemuda Peduli Lingkungan, Kelompok Kerja Kota Sehat, yang semuanya berasal dari penduduk setempat.

Until the end of 2014, the Company has distributed 928 certificates to every village, even to every visitor who has a commitment to continue this activity. There have been many visits, both from within and outside the country, thanks to the positive support provided by West Java Regional government. Several partners who are currently working together in this movement are CSR partners, Ciwandan Student Association, Environmental Awareness Youth Organizations, Healthy City Working Group, which are all originally from local residents.

NILAI EFISIENSI ATAS PEMANFAATAN LIMBAH [G4-EN6]

Pemanfaatan limbah juga secara signifikan memberikan dampak positif terhadap pemakaian energi, yaitu adanya penghematan biaya dalam proses produksi semen.

EFFICIENCY VALUE OF WASTE UTILIZATION [G4-EN6]

Utilization of waste is also significantly positive impacts on energy consumption, namely the cost savings in the process of cement production

Efisiensi Pemanfaatan Bahan Baku [G4-EN1] [G4-EN2]

Raw Material Use Efficiency

Uraian Description	Satuan Unit	2014	2013	2012
Produksi semen Cement production	Juta ton Million tons	18,51	17,8	18,0
Bahan baku produksi Raw materials	Juta ton Million tons	25,82	25,33	26,08
Bahan baku per ton produksi semen Raw materials per ton production of cement	Ton/ton semen Ton/ton cement	1,39	1,43	1,45
Pemakaian bahan baku alternatif Use of alternative raw materials	Juta ton Million tons	4,27	3,81	3,81
Komposisi <i>clinker ratio</i> Composition of clinker ratio	%	75,2%	77,2%	80,6%

Efisiensi Pemanfaatan Energi [G4-EN3] [G4-EN4] [G4-EN5]

Energy Use Efficiency

Uraian Description	Satuan Unit	2014	2013	2012
Produksi semen Cement production	Juta ton Million tons	18,51	17,8	18,0
Energi bahan bakar & listrik produksi Fuel energy & electricity for production	TJ	46.054	45.959	47.690
Energi Bahan bakar per ton produksi semen Fuel energy per ton production of cement	GJ/ton semen GJ/ton cement	2,49	2,59	2,65
Substitusi bahan bakar alternatif terhadap batubara Substitution of lternative fuel to coal	% total pemakaian panas % total of heat use	3,52%	4,31%	4,08%

Besaran Penggunaan Bahan Bakar Alternatif

Amount of Alternative Fuel Use

Kompleks pabrik Factory	Aktual 2014 Actual 2014	Aktual 2013 Actual 2013
Citeureup	3,03% dari total konsumsi energi. 3.03% of total energy consumption	3,78% dari total konsumsi energi. 3.78% of total energy consumption.
Palimanan	20% nilai kalori batubara. 20% of coal calorific value.	19,24% nilai kalori batubara. 19.24% of coal calorific value.
Tarjun	0,01% dari total konsumsi energi. 0.01% of total energy consumption	0,01% dari total konsumsi energi. 0.01% of total energy consumption

KEANEKARAGAMAN HAYATI & SUMBER DAYA ALAM

BIODIVERSITY & NATURAL RESOURCE

Indocement bersungguh-sungguh untuk melindungi keanekaragaman hayati. Personil dari fungsi *Mining* bertugas untuk memberikan laporan atas semua kinerja pelestarian keanekaragaman hayati kepada Direktur Teknik. [DMA]

Indocement is determined to protect biodiversity. The Mining duty function personnel are assigned to provide a report on all biodiversity conservation performance to the Technical Director. [DMA]

Sebagai salah satu pemegang saham terbesar Indocement, HeidelbergCement sudah memulai inisiatif dalam melestarikan keanekaragaman hayati dan sumber daya alam. Merujuk pada inisiatif tersebut, Indocement melakukan berbagai upaya dan merencanakan kinerja pelestarian ini hingga 2020.

As one of the majority shareholders in Indocement, HeidelbergCement has started the initiative to preserve biodiversity and natural resources. Referring to the initiative, Indocement has made various efforts and plans for preservation performance up to 2020.

HeidelbergCement Sustainability Ambitions dalam Keanekaragaman Hayati [MM2]

HeidelbergCement Sustainability Ambitions in Biodiversity

▶ 2012	▶ 2013	▶ 2014
<p>Perencanaan Platform Platform Planning</p> <ul style="list-style-type: none"> ● Sosialisasi mengenai Heidelberg Cement Sustainability Ambitions 2020 ● Kunjungan pertama Global Environmental Sustainability (GES). ● Dissemination of HeidelbergCement Sustainability Ambitions 2020 ● The first visit of Global Environmental Sustainability (GES). 	<p>Publikasi Platform Platform Publication</p> <ul style="list-style-type: none"> ● Restrukturisasi Peta Jalan ● Studi keanekaragaman hayati oleh IPB. ● Kunjungan tahunan GES & laporan kemajuan proyek. ● Peluncuran National Quarry Life Award ● Roadmap Restructuring ● Biodiversity studies by IPB. ● GES annual visit and project progress report. ● National Quarry Life Award Launching 	<p>Menggalang Dialog Promoting Dialogue</p> <ul style="list-style-type: none"> ● Diskusi dengan seluruh pemangku kepentingan ● Kolaborasi antara Indocement dengan HTC dan Group GES ● Implementasi National Quarry Life Award. ● Penyerapan CO₂ oleh tumbuh-tumbuhan. ● Discussions with all stakeholders ● Collaboration between Indocement with HTC and GES Group ● Implementation of the National Quarry Life Award. ● The absorption of CO₂ by plants.
2020 ◀	2016 ◀	
<p>Perlindungan Terhadap Alam dan Lingkungan Nature and Environmental Protection</p> <ul style="list-style-type: none"> ● Konservasi keanekaragaman hayati di Gunung Blindis. ● Konservasi air permukaan. ● Riset pengembangan hutan di Gunung Blindis. ● Pemberdayaan komunitas di area sekitar penambangan untuk mengurangi tingkat CO₂ dilingkungan sekitarnya. ● Conservation of biodiversity in Mount Blindis. ● Conservation of surface water. ● Forest development research in Mount Blindis. ● Empowering communities around the mining area to reduce CO2 level in the surrounding environment. 	<p>Peningkatan Keanekaragaman Hayati Enhancement of Biodiversity</p> <ul style="list-style-type: none"> ● Promosi tentang keanekaragaman hayati pada area tambang yang aktif. ● Perlindungan habitat di sekitar area penambangan. ● Kolaborasi dengan IPB untuk memantau peningkatan indeks keanekaragaman hayati. ● Promotion of biodiversity in the active mining area. ● Protection of habitats around the mining area. ● Collaboration with IPB to monitor the increase in the biodiversity index. 	

Arsitektur Operasional Operational Architecture	Arsitektur Strategi Strategic Architecture	
Aktifitas Activity	2014	2013
Panduan manajemen dan pemantauan keanekaragaman hayati Management guidelines and biodiversity monitoring	Kontrak kerjasama dengan IPB dalam menyiapkan sistem Cooperation contract with IPB to set up system	Kontrak kerjasama dengan IPB dalam menyiapkan sistem Cooperation contract with IPB to set up system
Vegetation Diversity Index (Shannon Indices of Diversity)	Komitmen mereklamasi Blok I sebagai kawasan konservasi keanekaragaman hayati Determination of Reclamation Block I as biodiversity conservation areas	Studi Pendahuluan terkait vegetation diversity index Preliminary study of vegetation diversity index
Riches Vegetation Index (Indices or Species Richness)	Penyelesaian Grand Design reklamasi Completion of Reclamation Grand Design	Studi Pendahuluan terkait vegetation diversity index Preliminary study of vegetation diversity index
Bird Diversity Index (Shannon Indices of Diversity)	Penanaman pohon untuk mengembangkan habitat burung Planting trees to improve the habitat of birds	Mencegah kepunahan burung endemis di lokasi pabrik Prevent the extinction of endemic birds in the plant location
Bird Riches Index (Indices of Species Richness)		
CO ₂ Absorption naturally	50 T CO ₂ - eq penanaman kembali untuk penyerapan CO ₂ di zona pembatas tambang Revegetation for CO ₂ absorbent in quarry buffer zone	Perencanaan penanaman kembali untuk penyerapan CO ₂ di zona pembatas tambang Planning of revegetation for CO ₂ absorbent in quarry buffer zone
Biodiversity Showcase	100% Persiapan pertunjukan keanekaragaman hayati Set up Biodiversity Showcase	50% Persiapan pertunjukan keanekaragaman hayati Set up Biodiversity Showcase

Indocement memastikan bahwa tidak ada lokasi penambangan maupun tapak pabrik yang berada di dalam maupun berdekatan dengan kawasan terlindung. Namun pada 2014, Indocement telah menetapkan sebagian lokasi penambangan pada Kompleks Pabrik Palimanan sebagai Kawasan Konservasi Keanekaragaman Hayati dan Hutan Penelitian Gunung Blindis seluas 50 hektar. Penetapan lokasi ini dikuatkan dengan Surat Keputusan Bupati Cirebon. Kawasan tersebut juga menjadi bagian area tambang sesuai izin usaha pertambangan (IUP) seluas 346 hektar. [G4-EN11][G4-EN13] [MM2]

Secara dimensi sistem dan subsistem, penetapan kawasan konservasi tersebut akan menjadi tempat perlindungan dan pelestarian beberapa satwa liar yang ditemui di lokasi tambang, yakni: [G4-EN14]

Indocement ensures there is no mining or plant site located within or adjacent to the protected area. However in 2014, Indocement has determined part of mine site at Palimanan Factory as Biodiversity Conservation and Research Forest Area of Mount Blindis covering an area of 50 hectares. Location designation is confirmed by a decree of Cirebon Regent. The area also became part of the mine site according to mining business license (IUP) covering 346 hectares. [G4-EN11] [G4-EN13] [MM2]

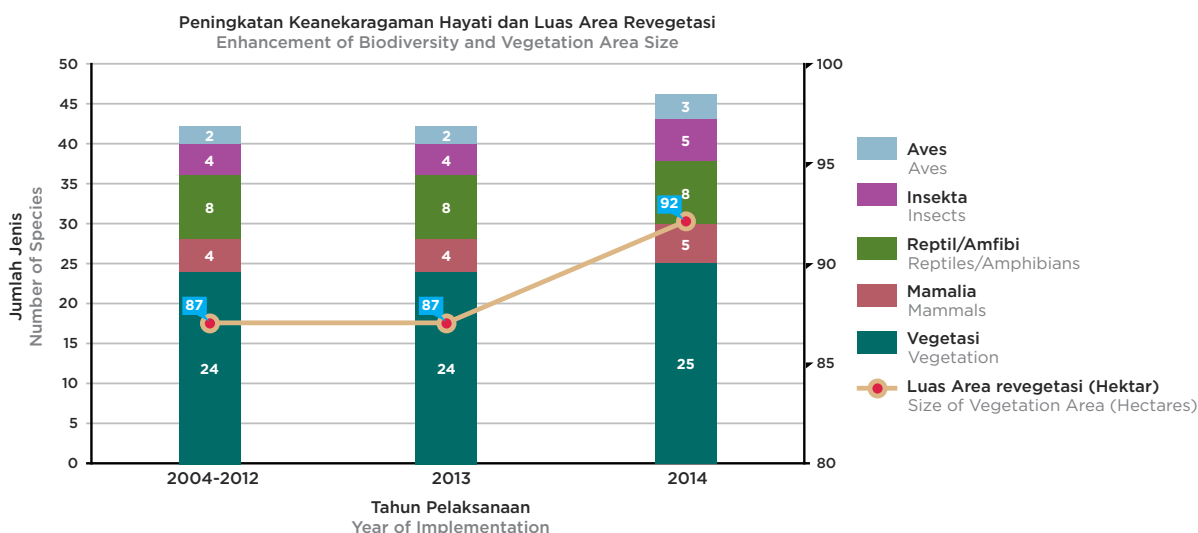
By dimensional system and subsystem, the designation of conservation area will be a conservation and preservation of some wildlife found at the mine site, namely: [G4-EN14]

NAMA SPESIES NAME OF SPECIES	NAMA LOKAL LOCAL NAME	STATUS STATUS
<i>Spilornis cheela</i>	Elang-ular bido	Dilindungi berdasarkan PP No.7/1999 dan tercantum dalam CITES <i>Appendix II</i> . Protected under government Regulation No. 7/1999 and is listed on CITES <i>Appendix II</i> .
<i>Falco moluccensis</i>	Alap-alap sapi	Dilindungi berdasarkan PP No.7/1999 dan tercantum dalam CITES <i>Appendix II</i> . Protected under government Regulation No. 7/1999 and is listed on CITES <i>Appendix II</i> .
<i>Dryocopus javensis</i>	Pelatuk ayam	Tercantum dalam CITES <i>Appendix I</i> . Listed on CITES <i>Appendix I</i> .
<i>Padda oryzivora</i>	Gelatik Jawa	Rentan menurut Daftar Merah IUCN Vulnerable according to the IUCN Red List

Kompleks Pabrik Citeureup telah membentuk tim keanekaragaman hayati yang bertugas menetapkan dan mengembangkan program perlindungan keanekaragaman hayati. Melalui tim tersebut, Kompleks Pabrik Citeureup membentuk area vegetasi yang luasnya terus bertambah setiap tahun. Keberadaan area vegetasi diharapkan dapat mendukung bertambahnya habitat bagi keanekaragaman hayati yang ada di sekitar kompleks pabrik. [G4-EN13]

Citeureup Factory has formed a biodiversity team tasked with establishing and developing biodiversity protection programs. Through the team, Citeureup Factory formed vegetation area, which continues to expand each year. The existence of vegetation area is expected to support the increasing habitat for biodiversity around the factory complex. [G4-EN13]

Peningkatan Keanekaragaman Hayati dan Luas Area Vegetasi pada Kompleks Pabrik Citeureup Enhancement of Biodiversity and Vegetation Area Size at Citeureup Factory



Lahan Konservasi yang telah ditetapkan adalah seluas 65 hektar
The area of designated conservation land is 65 hectares

Kompleks Pabrik Tarjun secara aktif turut serta dalam pelestarian keanekaragaman hayati, melalui program Indocement Wildlife Education Center (IWEC) yang meliputi:

1. Konservasi In - Situ, berupa perlindungan kawasan mangrove, baik di area kompleks pabrik maupun sekitarnya, dan dilaksanakan bekerja sama dengan masyarakat desa binaan. Pada tahun 2014 telah ditanam 10.000 batang mangrove jenis *Rhizophora* sp di sekitar kompleks pabrik. Penanaman ini merupakan kegiatan tahun ke-6 yang dilakukan sebagai tindak lanjut dari program penanaman tahun-tahun sebelumnya. Bibit mangrove didapatkan dari kerja sama dengan kelompok masyarakat desa binaan Indocement, dengan tujuan pemberdayaan masyarakat sekaligus pendidikan kepedulian masyarakat dalam memelihara lingkungan.
2. Konservasi Eks - Situ, dengan penetapan area konservasi bagi hewan-hewan langka khas Kalimantan Selatan, yang berada dalam lokasi, di antaranya bekantan, rusa sambar, owa-owa. Konservasi dilaksanakan bekerja sama dengan Balai Konservasi Sumber Daya Alam (BKSDA) Kalimantan Selatan. Pusat konservasi ini dapat diakses oleh masyarakat, dunia pendidikan, LSM lingkungan dan pemerintahan.
3. Kegiatan keanekaragaman hayati berupa restorasi lahan dengan penanaman pohon-pohon hijau penyerap CO_2 dan NO_2 di lokasi bekas ilalang, sekaligus sebagai pohon-pohon penghasil bahan bakar alternatif jarak (*Jatropha Curcas*), nyamplung, dan trembesi.

Tarjun Factory actively participated in biodiversity conservation, through the Indocement Wildlife Education Center (IWEC) program, which includes:

1. In-Situ Conservation, in the form of mangrove area protection, both within the factory and the surrounding areas, and is implemented in collaboration with the community of cultivated villages. In 2014, 10,000 mangrove of *Rhizophora* sp were planted around the factory complex. The planting was the 6th year of such activities that have been carried out as a follow-up of the planting program in previous years. Mangrove seedlings are obtained from cooperation with Indocement the community groups of cultivated villages, with the aim of empowering the community and the education of community awareness in preserving the environment.
2. Ex-situ conservation, with the establishment of conservation area for rare animals native to South Kalimantan, which is in the Company's site, including *Nasalis larvaus*, *Cervus unicolor*, *Hylobates muelleri*. The conservation is carried out in collaboration with the Natural Resources Conservation Center (BKSDA) of South Kalimantan. The conservation center can be accessed by the public, educational agencies, environmental NGOs and the governments.
3. Biodiversity activity in the form of land restoration by planting CO_2 and NO_2 absorbing vegetation in the former location of weeds, as well as trees producing alternative fuel such as *Jatropha curcas*, *Calophyllum inophyllum*, and *Albizia saman*.



QUARRY LIFE AWARD

Kompleks Pabrik Palimanan melibatkan para pemangku kepentingan, termasuk akademisi, peneliti dan LSM pemerhati lingkungan, untuk mengadakan *Quarry Life Award* (QLA). QLA merupakan sebuah kompetisi ilmiah dan pendidikan tingkat nasional dan internasional untuk meningkatkan ekologi pertambangan dan keanekaragaman hayati. QLA ini pertama kali diselenggarakan oleh industri semen di Indonesia dan diikuti oleh 116 peserta.

Selain itu, setiap tahun Kompleks Pabrik Palimanan juga melakukan *Quarry Open Day*, yaitu kegiatan observasi bagi para pemangku kepentingan. Kegiatan dilakukan dengan mengundang pelajar, mahasiswa, LSM dan perwakilan pemerintah untuk berkunjung ke area tambang. Pada kegiatan tersebut, peserta diberi penjelasan tentang proses penambangan, gambaran keanekaragaman hayati di area tambang, serta kegiatan pengelolaan lingkungan.

QUARRY LIFE AWARD

Palimanan Factory involved all stakeholders, including academics, researchers and environmental NGOs, to hold Quarry Life Award (QLA). QLA is a national and international scientific and educational competition to improve mining ecology and biodiversity. The QLA was the first one held by the cement industry in Indonesia and attended by 116 participants.

In addition, every year Palimanan Factory also holds Quarry Open Day, which is an observation event for stakeholders. The event is held by inviting students, NGOs and government representatives to visit the mine. At the event, participants are briefed on the mining process, an overview of biodiversity in mining areas, as well as environmental management activities

Kinerja Perlindungan Keanekaragaman Hayati [G4-EN14]

Biodiversity Protection Performance

Populasi Hewan Dilindungi Protected Animal Population				
Nama Hewan Animal Name		2014	2013	2012
Lokal Local	Ilmiah Scientific			
Rusa	Cervus unicolor	7	6	10
Bekantan	Nasalis larvaus	5	5	6
Uwa-uwa	Hylobates muelleri	5	5	4

Pendidikan Keanekaragaman Hayati Biodiversity Education	
Kegiatan Event	Jumlah Peserta Number of Participants
	2014
Peserta Quarry Life Award Nasional National Quarry Life Award	116
Peserta Quarry Open Day Quarry Open Day	300

PENDIDIKAN PELESTARIAN LINGKUNGAN

Secara berkesinambungan Indocement mendukung pelestarian lingkungan melalui pendidikan.

Green School [G4-EC7]

Penerapan Sekolah Hijau atau *Green School* bertujuan untuk mewujudkan sekolah adiwiyata sebagai upaya perlindungan dan pengelolaan lingkungan melalui tata kelola sekolah yang baik.

Program adiwiyata diterapkan di sekolah SMP Yasmen Puspanegara, Bantarjati, Citeureup, dengan kegiatan antara lain: pembuatan bank sampah dan kompos, membuat kerajinan limbah, serta membangun Taman Toga (tanaman obat keluarga), Toga Layanan Mandiri. Kegiatan ini didampingi oleh Sahabat Bina Lingkungan (SABILI) yang bertugas sebagai satgas, dan duta lingkungan sekolah.

ENVIRONMENTAL PRESERVATION EDUCATION

Indocement continuously supports environmental preservation through education.

Green School [G4-EC7]

Application of Green School aims to realize *adiwiyata* (environmentally friendly) school as environmental protection efforts and management through a good school governance.

Adiwiyata program is implemented in junior high school SMP Yasmen Puspanegara, Bantarjati, Citeureup, with activities such as: the creation of waste bank and and composting, making crafts from waste, as well as build *Taman Toga* (medicinal plants garden), *Toga* Self Service. These activities are facilitated by the Friends of the Community Development (SABILI), which serves as a task force, and the ambassadors of the school environment.

SMP Yasmen Puspanegara bersinergi dengan masyarakat di sekitar sekolah melakukan berbagai kegiatan, di antaranya pembibitan, bersinergi dengan Kelompok Wanita Tani (KWT) Nusa Indah yang telah memiliki anggota sebanyak 20 orang. Sinergi lain dalam program swakelola sampah berbasis masyarakat, dilakukan bersama Unit Pelayanan Kebersihan (UPK) Raga Bangsa, yang sudah mengelola sampah rumah tangga dari 50 kepala keluarga (KK).

SMP Yasmen Puspanegara synergized with the community around the school to do various activities, such as nurseries, synergized with the Women Farmers Group (KWT) Nusa Indah, which has 20 members. Another synergy in community-based waste self-management program, jointly conducted with Sanitation Service Unit (UPK) *Raga Bangsa*, which has been managing household waste of 50 families.



PENGENDALIAN DAMPAK NEGATIF

REDUCING NEGATIVE IMPACT

Indocement berkomitmen mengendalikan berbagai dampak negatif yang ditimbulkan dari kegiatan operasi melalui penerapan standar internasional pengelolaan lingkungan, yaitu:

1. Sistem Manajemen Lingkungan ISO 14001:1996 dengan lingkup penerapan dari kegiatan penambangan, produksi, utilitas dan pendukungnya;
2. Sistem Manajemen Lingkungan ISO 14001:2004;
3. Kebijakan Lingkungan yang tercantum dalam dokumen nomor: Q-POL-INCEM. **[DMA]**

Indocement is committed to control the negative impacts of operations through the application of international standards of environmental management, namely:

1. Environmental Management System ISO 14001:1996 with the scope of application of mining, production, utilities and support;
2. Environmental Management System ISO 14001:2004;
3. Environmental Policy stated in the document number: Q-POL-INCEM. **[DMA]**

KONSUMSI AIR **[G4-EN8]**

Proses produksi semen di Indocement dilakukan dengan sistem kering. Pemakaian air hanya dibutuhkan untuk poses pendinginan mesin produksi dan dimanfaatkan kembali melalui mekanisme sirkulasi tertutup. Pemanfaatan air dalam bentuk lain adalah untuk memenuhi kebutuhan domestik.

WATER CONSUMPTION **[G4-EN8]**

Indocement cement production process is done with a dry system. The use of water is needed for cooling poses a production machine and reused through the mechanism of a closed circulation. Water use in any other form is to meet domestic needs.

Efisiensi Pemanfaatan Air

Water Use Efficiency

Uraian Description	Satuan Unit	2014	2013	2012
Produksi semen Cement production	Juta ton Million tons	18,51	17,8	18,0
Pemanfaatan air permukaan yang dimanfaatkan kembali dalam produksi sirkulasi tertutup Use of surface water that is recovered in the closed circulation production	Ribu m ³ Thousand m ³	5.488	4.633	4.489
Rasio pemakaian air Water use ratio	m ³ /Ton	0,297	0,261	0,249

KONSERVASI AIR

Tidak ada air bekas pakai dari proses produksi yang dibuang ke badan air di sekitar lokasi kompleks pabrik, sehingga tidak mengganggu habitat dan keanekaragaman hayati di dalamnya. Demikian pula dengan pemanfaatan air untuk keperluan domestik yang diolah melalui kolam pengolahan dan dimanfaatkan kembali untuk penyiraman tumbuhan.

[G4-EN9][G4-EN10]

WATER CONSERVATION

There was no waste water from the production process that is discharged into water bodies in the vicinity of the factory complex, so it does not disturb the habitat and biodiversity in it. Similarly, the use of water for domestic purposes is processed through treatment ponds and reused for watering plants. **[G4-EN9] [G4-EN10]**

Indocement menargetkan konsumsi air di Kompleks Pabrik Citeureup kurang dari 0,20 m³/ton semen. Untuk mencapai target tersebut Kompleks Pabrik Citeureup secara bertahap melakukan penggantian pipa dari utilitas sampai ke unit-unit pabrik.

Sejak 2008, Kompleks Pabrik Palimanan telah menggunakan kembali air limpasan tambang dalam proses produksi melalui fasilitas kolam pengendapan. Sejak 2013 Kompleks Pabrik Palimanan juga telah menjadikan area kolam seluas 20 Hektar sebagai Kawasan Konservasi Air Permukaan dan telah disahkan Bupati Cirebon pada 28 Oktober 2013.

Di dalam wilayah konservasi air dibangun tiga kolam penampung air hujan dan air limpasan tambang, dengan kapasitas 260.000 m³. Air limpasan tambang kemudian dimanfaatkan kembali untuk proses pendinginan mesin produksi, penyiraman jalan tambang dan penyiraman tanaman. Penggunaan kembali air limpasan tambang dari kolam konservasi telah berhasil menggantikan sebesar 25,52% penggunaan air untuk proses produksi. Selain itu, kawasan konservasi air permukaan juga dimanfaatkan untuk mengairi areal persawahan masyarakat seluas 12 hektar. **[G4-EN10]**

Kompleks Pabrik Tarjun menargetkan pemakaian air spesifik sebesar 0,5 m³/ton semen. Untuk mencapai target tersebut, Indocement mengoptimalkan pemanfaatan air, termasuk memantau penggunaan demineralisasi air di unit pembangkit listrik tenaga uap (PLTU) sehingga mengurangi pemakaian air.

Hingga akhir 2014, optimalisasi pemanfaatan air di Kompleks Pabrik Tarjun telah dapat mengurangi penggunaan air permukaan sebesar 10%. Pengurangan air ini dilakukan, antara lain dengan membuat bendungan untuk menampung air limpasan (*run off*) air hujan. Penggunaan air diutamakan untuk kepentingan domestik dan akan terus dikembangkan untuk kepentingan proses produksi. **[G4-EN10]**

Indocement sets a target of water consumption in Citeureup Factory to be less than 0.20 m³/ton of cement. To achieve this target, Citeureup Factory gradually replaces pipes from utility to the plant units.

Since 2008, Palimanan Factory complex has reused mine runoff water in the production process through the settling pond facility. Since 2013, Palimanan Factory also has made an area of 20 hectares as a Surface Water Conservation Area and has been approved by Cirebon Regent on October 28, 2013.

Three ponds have been built to collect rainwater and mine runoff water in the water conservation area, with a capacity of 260,000 m³. Mine water runoff is then reused for production engine cooling, watering haul roads and watering plants. Reuse of mine water runoff from conservation pond has successfully substituted 25.52% of water use in the production process. In addition, the surface water conservation area is also used to irrigate 12 hectares of people's rice fields. **[G4-EN10]**

Tarjun Factory sets a target in specific water consumption at 0.5 m³/ton of cement. To achieve this target, Indocement optimizes water use, including monitoring use of demineralized water at coal-fired power plants (PLTU), thus reducing water consumption.

Until the end of 2014, the optimization of water use in Tarjun Factory managed to reduce the use of surface water by 10%. Water use has been reduced, among others, by building dams to store rainwater runoff. Water use is prioritized for domestic purposes and will continue to be developed for production process. **[G4-EN10]**

PENGENDALIAN BEBAN PENCEMAR BADAN AIR

Pemantauan kualitas air olahan dilakukan melalui pengukuran dengan melibatkan laboratorium terakreditasi. Hasil pengukuran menunjukkan kualitas olahan air bekas pakai di instalasi pengolahan air limbah domestik telah memenuhi baku mutu, baik yang ditetapkan oleh Peraturan Menteri Lingkungan Hidup (Permen LH) No.112/2003, maupun peraturan pemerintah daerah. [DMA]

WATER BODY POLLUTION LOAD CONTROL

Treated water quality monitoring is conducted through measurements involving an accredited laboratory. The measurement results show the quality of treated water in domestic wastewater treatment plant has met the quality standard, both established by the Minister of Environment Regulation (Permen LH) No.112/2003, and local government regulations. [DMA]

Hasil Pengukuran Kualitas Air Olahan di 2014 [G4-EN22]

Treated Water Quality Measurement Results in 2014

Parameter Parameter	Satuan Unit	Baku Mutu Quality Standard	Pengukuran Tertinggi Highest Score
Derajat Keasaman Acidity	pH	6 - 9	9
Temperatur Temperature	°C	n/a	30,7
Total Suspended Solid (TSS)	mg/l	100	54,0
BOD5	mg/l	100	22,1
Fe	mg/l	n/a	0,64
Mn	mg/l	n/a	0,67

Keterangan : Berdasarkan Peraturan Menteri LH No.112/Men LH/VII/2003

Note : Based on Minister of Environment Regulation No.112/Men LH/VII/2003

Kompleks Pabrik Palimanan juga telah membangun tiga unit kolam pengolahan air limbah (*waste water garden*/WWG) di lingkungan perkantoran. WWG merupakan perbaikan kualitas air limbah perkantoran melalui program fitoremediasi. Keberadaan WWG telah mampu menurunkan 50% *Biological Oxygen Demand* (BOD) dan Total Padatan Tersuspensi (*Total Suspended Solid* atau TSS).

Palimanan Factory also has built three units of wastewater garden (WWG) in an office environment. WWG is a wastewater quality improvement program office through phytoremediation. The WWG has managed to reduce 50% Biological Oxygen Demand (BOD) and Total Suspended Solids (TSS).

Penurunan BOD dan TSS dalam Pengolahan WWG [G4-EN22]

BOD and TSS Decrease in WWG Treatment

BOD		TSS	
Influent	Turun 18 mg/l Decreased by 18 mg/l	Influent	Turun 12 mg/l Decreased by 12 mg/l
Effluent	Turun 6 mg/l Decreased by 6 mg/l	Effluent	Turun 4 mg/l Decreased by 4 mg/l

Secara berkala, Kompleks Pabrik Palimanan selalu memantau kualitas olahan air bekas pakai disertai pengukuran di laboratorium terakreditasi. Hasil pengukuran menunjukkan kualitas olahan air bekas pakai telah memenuhi baku mutu, baik yang ditetapkan oleh Peraturan Menteri Lingkungan Hidup (Permen LH) No.112/2003, maupun peraturan pemerintah daerah.

PENURUNAN EMISI LAIN

Indocement juga berkomitmen mengendalikan dan menurunkan emisi lain. Kompleks pabrik Citeurerup tidak lagi menggunakan freon R22 berbahan dasar *chlorofluorocarbon* (CFC), dan digantikan secara bertahap dengan jenis non-CFC seperti R410A. Di samping itu, kadar emisi lain, misalnya NO_x, SO_x, maupun partikulat, dipastikan memenuhi ambang batas yang ditetapkan pemerintah. **[G4-EN20]**

Pemantauan emisi udara dilakukan melalui *Continuous Emission Monitoring System* (CEMS). Cerobong utama yang memroses limbah B3 dipantau setiap triwulan dengan pengukuran 24 parameter. Sementara cerobong *coal mill* dan *finish mill* dipantau dengan *Continuous Particulate Monitoring* (CPM).

Periodically, Palimanan Factory monitors the quality of treated wastewater as well as the measurement at accredited laboratory. The measurement results show the quality of treated wastewater has met quality standards, established by the Minister of Environment Regulation (Permen LH) No.112/2003, and local government regulations.

OTHER EMISSION REDUCTION

Indocement is also committed to control and reduce other emissions. Citeurerup factory has no longer used R22 freon with chlorofluorocarbon (CFC), and gradually substituted it with non-CFC types such as R410A. In addition, the levels of other emissions, such as NO_x, SO_x, and particulates, are ensured to meet the threshold set by the government. **[G4-EN20]**

Air emissions monitoring is done through Continuous Emission Monitoring System (CEMS). The main chimney that processes B3 is monitored every quarter with 24 measurement parameters. While coal mill and finish mill chimneys are monitored by Continuous Particulate Monitoring (CPM).

Kadar Emisi **[G4-EN21]**

Emission Levels

Parameter	Satuan Unit	Baku Mutu Quality Standard	Nilai Tertinggi The Highest Score		
			2014	2013	2012
NO _x	mg/m3	1000	277,85	241,0	600,5
SO _x		800	318,85	422,2	186,0
Partikulat Particulate		80	29	52,1	49,0

Selama 2014, Indocement juga melakukan berbagai program maupun kegiatan untuk mengendalikan dan menurunkan kadar NO_x dan SO_x, misalnya:

1. Melengkapi unit pemanas (*boiler*) dengan *Separated Over Fire Air* (SOFA) Damper;

During 2014, Indocement also implemented various programs and activities to control and reduce levels of NO_x and SO_x, such as:

1. Equip boiler with Separated Over Fire Air (SOFA) Damper;

2. Mengurangi kandungan sulfur batubara yang digunakan dengan mencampur (*blending*) batubara rendah sulfur;
3. Memasang piranti *Flue Gas Desulfurization* (FGD);

Indocement juga telah melaksanakan berbagai upaya untuk mengurangi emisi debu, di antaranya:

1. Mengganti perangkat penangkap debu dari *electrostatic precipitator* (EP) dengan *bag filter*, sehingga telah mampu mengurangi kadar materi bersifat berbahaya dan beracun dalam emisi yang dilepaskan ke udara.
2. Sejak 2013 telah dilakukan pemasangan alarm dan *buzzer* sebagai indikator bila emisi debu pada cerobong melebihi kadar 60 mg/m³. Tujuannya memberikan tanda sebagai informasi pengaturan parameter-parameter operasi yang mempengaruhi kinerja EP.
3. Mulai 2016 akan dilakukan konversi EP *Raw Mill* ke *Bag House Filter System*. Pelaksanaan program akan selesai di semua kompleks pabrik pada 2018.

2. Reduce the sulfur content of coal used by blending low-sulfur coal;
3. Install Flue Gas Desulfurization (FGD) devices;

1. Indocement has also been implementing various measures to reduce dust emissions, including:

2. Replace the dust catcher from electrostatic precipitator (EP) with bag filter, so it has been able to reduce the levels of hazardous and toxic materials in the emissions released into the air.
3. Since 2013 alarm and buzzer has been installed indicators when the flue dust emission levels exceed 60 mg/m³. It is intended to give signs as information of setting operating parameters that affect the EP performance.
4. Starting 2016 EP Raw Mill will be converted to Bag House Filter System. The program implementation will be completed in all factories in 2018.



KESEHATAN & KESELAMATAN LINGKUNGAN KERJA

WORKING ENVIRONMENT HEALTH & SAFETY

Indocement telah membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) di setiap kompleks pabrik dan Sub P2K3 di setiap divisi. Keanggotaan P2K3/Sub-P2K3 terdiri dari perwakilan Perseroan dan perwakilan karyawan. Perwakilan karyawan dalam P2K3 dan Sub-P2K3 pada 2014 mencapai 9,6% dari total jumlah karyawan Indocement. P2K3 menjadi tulang punggung pelaksanaan K3 yang harus dipenuhi, baik oleh manajemen maupun karyawan, seperti diatur dalam Perjanjian Kerja Bersama (PKB). [DMA][G4-11] [G4-LA5] [G4-LA8]

Indocement juga telah membentuk Komite Keselamatan Perseroan. Secara teratur, komite ini mengadakan pertemuan untuk menanamkan konsep keselamatan kepada semua orang. Kegiatan terakhir yang telah dilaksanakan adalah "Indocement Safety Forum/ISF 2014" pada Oktober 2014.

Sampai dengan akhir 2014, Perseroan berhasil mempertahankan *zero fatality* dan menurunkan peristiwa kecelakaan kerja bagi karyawan.

Indocement has formed an Occupational Safety and Health Committee (P2K3) in each factory and Sub-P2K3 in every division. Membership of P2K3/Sub-P2K3 composed of the Company and employee's representatives. Employee representatives in Sub-P2K3 and P2K3 in 2014 reached 9.6% of total number of Indocement employees. P2K3 become the backbone of the Occupational Safety and Health (OSH) implementation to be complied, both by management and employees, as stipulated in the Collective Labour Agreement (CLA). [DMA] [G4-11][G4-LA5][G4-LA8]

Indocement has established a Corporate Safety Committee. Regularly, this committee holds a meeting to embed the safety concept to all people. Last activity that has been implemented was "Indocement Safety Forum/ISF 2014" in October 2014.

By the end of 2014, the Company managed to maintain zero fatality and lowering work accidents for employees.

Jumlah Peristiwa Kecelakaan Kerja [G4-LA6]

Number of Work Accidents

Tingkatan Kecelakaan Kerja Work Accident Rate	2014	2013	2012
Ringan Minor	29	64	89
Sedang Moderate	2	7	7
Serius Severe	6	13	8
Fatal Fatal	0	0	0
Jumlah Total	37	84	104

Tingkat Kecelakaan Kerja

Work Accident Rate

Uraian Description	Satuan Unit	2014	2013	2012
Jam Kerja Selamat Safe Working Hours	Jam Hours	11.129.367	11.207.508	11.049.529
Tingkat Kecelakaan Kerja Work Accident Rate	Kali/Sejuta Jam Kerja Times/Million of Working Hours	0,72	1,25	0,89
Rerata Jam Kerja Hilang Lost Working Hours Average	Hari/Sejuta Jam Kerja Days/Million of Working Hours	2,1	13,0	3,8
Tingkat Absensi Karyawan Employee Attendance Rate	%	0,63	0,75	0,74

Aspek penting lain dalam pelaksanaan K3 adalah perihal kesehatan kerja. Perseroan berkomitmen meningkatkan kesehatan karyawan dan kesehatan lingkungan kerja. Selama kurun waktu periode pelaporan, Perseroan telah melakukan berbagai hal, meliputi:

Another important aspect in the OSH implementation is occupational health. The Company is committed to improving the health of employees and working environment. During the reporting period, the Company has conducted various activities, including:

Kegiatan Activity	Uraian Description
Health Talk / SHE Talk	Dilaksanakan setiap minimal sebulan sekali oleh <i>Plant</i> /fungsi. dan diikuti seluruh karyawan. Conducted at least once a month by the <i>Plant</i> /function, and participated by all employees.
Pelatihan kesehatan kerja bising, debu, dan ergonomi. Occupational health training on noise, dust, and ergonomics.	Dilaksanakan setiap sebulan sekali dan 2014 telah diikuti 1.092 karyawan. Held once a month and in 2014 was attended by 1,092 employees.
Inspeksi bersama kesehatan kerja (Joint SHE Inspection)	Dilaksanakan setiap empat bulan sekali. Dilakukan perwakilan dari <i>Safety, Health, Environment</i> dan lini untuk lingkungan serta karyawan di masing-masing <i>Plant</i> /Divisi. Held every four months. Conducted by representatives of Safety, Health, Environment and lines for the environment and employees in each <i>Plant</i> /Division.
Medical Check Up	Dilaksanakan setiap tahun dan diikuti seluruh karyawan. Held every year and participated by all employees.
Program Hidup Sehat	Diwajibkan bagi karyawan dengan faktor risiko penyakit tertentu. Diikuti 35 karyawan dan secara kumulatif mencapai 841 karyawan. Required for employees with particular disease risk factors. Participated by 35 employees and cumulatively reached 841 employees. Implemented once a month.
Healthy Living Program	

Kegiatan Activity	Uraian Description	
Penyuluhan kesehatan penyakit akibat kerja (PAK), umum, dan penyakit tertentu. Health education of occupational diseases (PAK), general, and certain diseases.	Dilaksanakan sekali setiap bulan. Conducted once a month.	
	2014	Total
PAK karena debu Occupational Disease from dust	373	3.699
PAK akibat bising Occupational Disease from noise	361	3.793
Ergonomi Ergonomics	358	3.257
Diabetes Diabetes	26	359
Hipertensi Hypertension	9	284
Jantung coroner Coronary Heart	n/a	63
Gizi sehat Healthy nutrition	n/a	135
Pelaksanaan senam kesegaran jasmani Physical fitness exercises	Dilaksanakan setiap hari Senin sampai Jumat di setiap kompleks pabrik. Held every Monday through Friday in each factory complex.	

PERJANJIAN KERJA BERSAMA

Kinerja positif Indocement tidak bisa dilepaskan dari keberadaan para karyawan, sebagai salah satu pemangku kepentingan utama yang strategis bagi Perseroan. Jumlah karyawan tetap pada 2014 ada 4.724 orang. Sebanyak 317 di antaranya adalah karyawan baru, sementara karyawan yang meninggalkan Perseroan selama 2014 ada 292 orang.

COLLECTIVE LABOR AGREEMENT

Indocement's positive performance cannot be separated from the presence of the employees, as one of the strategic key stakeholders for the Company. The number of permanent employees in 2014 was 4,724 people. A total of 317 of them were new employees, temporary employees who left the Company during 2014 was 292 people.

Perputaran Karyawan [G4-LA1] Employee Turnover

No	Uraian Description	2014	2013	2012
1	Jumlah Perputaran Total Turnover	292	298	211
	Pensiun Retirement	215	224	172
	Meninggal Dunia Death	14	9	9
	Mengundurkan Diri Resignation	63	65	30

Perputaran Karyawan [G4-LA1]

Employee Turnover

No	Uraian Description	2014	2013	2012
2	Jumlah Karyawan Baru Total New Employees	317	308	215
	Apprentice	100	173	89
	Trainee	7	35	32
	Management Trainee	66	66	34
	Tenaga Ahli Specialist	24	34	60
	Lainnya Other	120*	n/a	n/a
3	Tingkat Perputaran Turnover Rate	0,92	0,96	0,98

Keterangan* : Pernerlakuan ketentuan PKB yang baru tentang usia pensiun (55+1)

Note* : Implementation of new CLA regulations on retirement age (55Y + 1Y)

Kesepakatan atas kesejahteraan karyawan tertuang dalam penandatanganan Perjanjian Kerja Bersama (PKB) dengan tiga serikat pekerja di lingkungan Indocement, yakni: Serikat Pekerja Indocement Tunggal Prakarsa (SP ITP) di Unit Kerja Citeureup, Bogor, Jawa Barat; Unit Kerja Palimanan, Cirebon, Jawa Barat; dan Unit Kerja Tarjun, Kotabaru, Kalimantan Selatan.

PKB ditandatangani di Wisma Indocement, Jakarta, pada 24 Juni 2014 dan merupakan PKB ke-6 sejak HeidelbergCement Group menjadi pemegang saham utama Indocement pada 2001. PKB tersebut akan berlaku untuk kurun waktu 2014–2015.

PKB akan melindungi seluruh karyawan Indocement, baik anggota SP ITP maupun bukan anggota SP ITP. PKB akan menjadi rujukan bagi penyelesaian setiap bentuk perselisihan hubungan kerja, dengan tetap memerhatikan Undang-Undang Ketenagakerjaan maupun Anggaran Dasar Perseroan. [G4-HR4]

Agreement on the employee welfare contained in the Collective Labor Agreement (CLA) signed by three labor unions within Indocement, namely: Indocement Tunggal Prakarsa Labor Union (SP ITP) in Citeureup Work Unit, Bogor, West Java; Palimanan Work Unit, Cirebon, West Java; and Tarjun Work Unit, Kotabaru, South Kalimantan.

CLA was signed at Wisma Indocement, Jakarta, on June 24, 2014 and is the 6th CLA since HeidelbergCement Group became the main shareholder in 2001. The CLA will be valid for the period 2014-2015.

CLA will protect all Indocement employees, both members and non-members of SP ITP. CLA will serve as a reference for the settlement of any form of labor disputes, with regard to the Law on Manpower and the Articles of Association. [G4-HR4]

Anggota Serikat Pekerja
Labor Union Members

	2014	2013	2012
Anggota Serikat Pekerja SPITP-FSPISI Labor Union Members of SPITP-FSPISI	3.723	3.662	3.763
SP ITP Citeureup	2.522	2.462	2.544
SP ITP Palimanan	574	584	587
SP ITP Tarjun	627	622	632
Anggota Serikat Pekerja terhadap karyawan tetap Percentage of Labor Union members to permanent employees	78,81%	74%	80,6%
Anggota P2K3 dan Sub P2K3 Members of P2K3 and Sub P2K3	9,6%	9,7%	9,8%

Komitmen pada peningkatan kesejahteraan karyawan juga dilakukan dengan:

1. Pemberian imbal jasa pekerjaan yang mengacu pada besaran upah minimum setempat, tanpa membedakan gender. [G4-EC5][G4-LA13]

Commitment to improving the welfare of employees is also carried out by:

1. Provision of compensation refers to the amount of local minimum wage, regardless of gender. [G4-EC5][G4-LA13]

Lokasi Location	Upah Terendah The Lowest Wage (Rp)	Upah Minimum 2014 Minimum Wage 2014 (Rp)	Selisih Difference (%)
Kantor Pusat Jakarta Jakarta Head Office	3.316.575	2.441.301	35,85
Kompleks Pabrik Citeureup Citeureup Factory	3.316.575	2.242.240	47,91
Kompleks Pabrik Palimanan Palimanan Factory	3.316.575	1.212.750	173,48
Kompleks Pabrik Tarjun Tarjun Factory	3.316.575	1.620.000	104,73

2. Penyelenggaraan pendidikan dan pelatihan bagi karyawan. [G4-LA9]

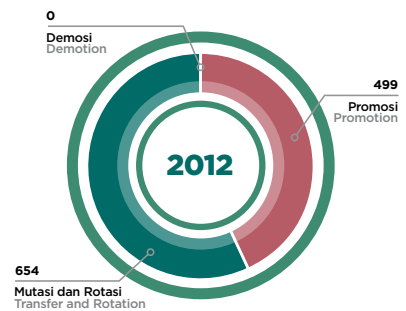
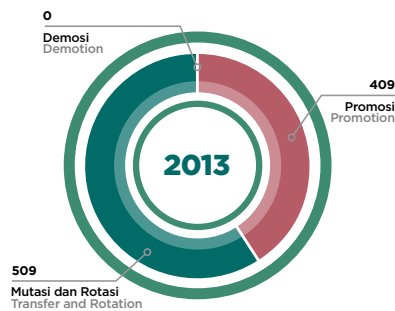
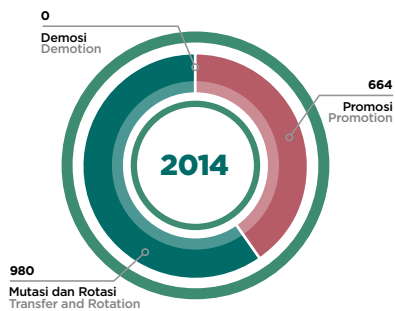
2. Provision of education and training for employees. [G4-LA9]

Topik Pelatihan Training Topic	Jumlah Peserta Number of Participants	Jam Pelatihan Training Hours	Rerata Jam Pelatihan/ Pekerja Average Training Hours/Employee
Keselamatan dan Kesehatan Safety & Healthy	4.561	39.248,5	8,61
Kompetensi Khusus Soft Competency	6.059	71.422	11,79
Manajemen Management	1.390	19.012	13,68
Pendukung dan Administrasi Support and Administration	3.652	17.072,5	4,67

Topik Pelatihan Training Topic	Jumlah Peserta Number of Participants	Jam Pelatihan Training Hours	Rerata Jam Pelatihan/ Pekerja Average Training Hours/Employee
Pelatihan Teknis Technical Training	5.433	114.890	21,15
Pelatihan Pra-pensiun Retirement Training	162	5.368	33,13
Jumlah Total	21.257	261.013	12,27

3. Pemberian kesempatan yang setara untuk pengembangan karir sesuai hasil penilaian kinerja. [G4-LA12]

3. Equal opportunities for career development based on the results of performance assessment. [G4-LA12]



4. Pemberian program manfaat dan persiapan pensiun karyawan. [G4-EC3][G4-LA10]

4. Provision of employee pension benefit and pre-retirement programs. [G4-EC3][G4-LA10]

Program	Jumlah Penerima Manfaat Number of Beneficiaries		
	2014	2013	2012
Program DPK Indocement Indocement DPK Program	4.339	4.408	4.503
Program Jaminan Hari Tua Old Age Security Program	4.339	4.408	4.503
Jaminan Kesehatan 5 tahun setelah pensiun Health Security 5 years after retirement	205	224	172
Pendidikan kewirausahaan Entrepreneurship education	162	311	194

5. Pemberian fasilitas untuk karyawan berdasarkan status kepegawaian. [G4-LA2]
5. Provision of facilities for employees based on employment status. [G4-LA2]

Jenis Fasilitas Type of Facility	Status Kepegawaian Employment Status	
	Karyawan Tetap Permanent Employee	Karyawan Tidak Tetap Non-permanent Employee
Gaji Pokok Basic Salary	Ada Provided	Ada Provided
Tunjangan Prestasi Performance Benefit	Ada Provided	Tidak Ada Not Provided
Tunjangan Pengabdian Service Benefit	Ada Provided	Tidak Ada Not Provided
Tunjangan Jabatan Functional Allowance	Ada Provided	Tidak Ada Not Provided
Tunjangan Kesehatan Health Benefit	Ada Provided	Ada Provided
Asuransi Jiwa Life Insurance	Ada: JHT & BPJS Provided: JHT & BPJS	Ada: JHT & BPJS Provided: JHT & BPJS
Tunjangan Kecelakaan Kerja Occupational Injury Benefit	Ada: BPJS Provided: BPJS	Ada: BPJS Provided: BPJS
Tunjangan Kehamilan Pregnancy Allowance	Ada: Tunjangan Kesehatan Available: Health Benefit	Tidak Ada Not Provided
Tunjangan Pensiun Pension Benefit	Ada: Dana Pensiun Karyawan Provided: Employee Pension Fund	Tidak Ada Not Provided
Tunjangan Perumahan Housing Allowance	Ada Provided	Ada Provided
Tunjangan Transportasi Transportation Allowance	Ada Provided	Ada Provided
Opsi Kepemilikan Saham Stock Option	Tidak Ada Not Provided	Tidak Ada Not Provided

KONSTRUKSI BERKELANJUTAN

SUSTAINABLE CONSTRUCTION

Selama 2014, Indocement memperlihatkan kinerja positif serta membukukan pendapatan maupun laba signifikan.

Total pendapatan bersih Perseroan selama 2014 adalah Rp19.996 miliar, atau naik 7,0% dibanding 2013 sebesar Rp18.691 miliar. Pendapatan tersebut diperoleh dari penjualan semen sebanyak 18,7 juta ton, meningkat 2,5% dibanding 2013 yang mencapai 18,2 juta. Tidak ada pendapatan yang diperoleh sebagai bantuan finansial dari pemerintah. [G4-EC1][G4-EC4]

Uraian lengkap Pernyataan Finansial Perseroan terdapat dalam laporan tahunan, yang disusun dan diterbitkan terpisah dari laporan ini, namun bersifat saling melengkapi.

During 2014, Indocement showed positive performance and recorded significant revenue and profit.

The Company's total net revenues in 2014 was Rp19,996 billion, or 7.0% increase compared to Rp18,691 billion in 2013. The revenues earned from cement sales of 18.7 million tons, an increase of 2.5% compared to 2013, at 18.2 million tons. There was no income earned as financial assistance from the government. [G4-EC1] [G4-EC4]

A full description of the Company's Financial Statements can be found in the annual report, which is prepared and published separately from this report, but is complementary.

PERUSAHAAN TERBUKA YANG BERPENGARUH

Memasuki empat dasawarsa keberadaannya di Indonesia, Indocement terus tumbuh menjadi perusahaan semen nasional terkemuka. Perseroan berhasil menjadi satu dari 50 perusahaan terbuka berpengaruh di Indonesia.

Apresiasi tersebut diberikan oleh Koran Sindo, salah satu media massa nasional terkemuka dan diperoleh setelah melewati tahapan panjang. Penentuan indikator penilaian dilakukan panel ahli independen bidang ekonomi. Pengumpulan data dan penyaringan perusahaan hingga didapati 127 perusahaan dari 478 perusahaan terdaftar di bursa. Selanjutnya, perusahaan tersebut mengikuti tahapan akhir berupa pendekatan kualitatif dengan indikator kepuasan konsumen terhadap produk, dan indikator publik berupa tanggung jawab sosial (*corporate social responsibility/CSR*).

INFLUENTIAL PUBLICLY LISTED COMPANY

Entering the four decades of its existence in Indonesia, Indocement continues to grow into a leading national cement company. The company managed to become one of the 50 most influential publicly listed companies in Indonesia.

The appreciation was awarded by *Koran Sindo*, one of the leading national mass media and acquired after going through various stages. The assessment indicators were determined by independent panel of experts in economics. Data collection and screening were carried out to find 127 companies of 478 companies listed on the stock exchange. Furthermore, these companies entered the final stage in the form of a qualitative approach with indicators of customer satisfaction about the product, and public indicators in the form of corporate social responsibility (CSR).

Terpilihnya Indocement dalam ajang ini merupakan inspirasi baru bagi Perseroan untuk lebih berprestasi. Perseroan kian terpacu karena kontribusi Indocement bagi Indonesia juga mendapatkan pengakuan dari pemerintah melalui kunjungan Presiden Susilo Bambang Yudhoyono ke Kompleks Pabrik Citeureup pada 28 April 2014. Kunjungan ini menjadi bukti pengakuan pemerintah bahwa Indocement sebagai salah satu perusahaan yang telah menerapkan prinsip-prinsip keberlanjutan di wilayah operasionalnya.

TANGGUNG JAWAB PRODUK

Proses produksi semen di setiap kompleks pabrik Indocement sejak awal telah menerapkan prinsip-prinsip berkelanjutan, yang menjamin kesehatan dan keamanan bagi para karyawan, serta penggunaan setiap produk oleh pelanggan. Kesungguhan melaksanakan semua itu, menjadikan Indocement tak pernah dihadapkan pada sanksi hukum apapun.

[G4-PR1][G4-PR2]

Setiap produk Indocement telah memenuhi Standar Nasional Indonesia (SNI). Sebagai bagian dari HeidelbergCement Group, Perseroan juga menyertakan beberapa produk pada standar yang berlaku di Eropa dan Amerika. Setiap produk dilengkapi informasi tentang petunjuk pemakaian dan arahan penyimpanan produk, yang tertera dalam kemasan kantong semen maupun lembaran data keamanan material (*material safety data sheet* atau MSDS). Sepanjang 2014 Perseroan tidak pernah menerima sanksi, terkait ketidakpatuhan pada ketentuan yang mengatur penyampaian informasi produk. [G4-PR3][G4-PR4][G4-PR7]

Indocement was selected in this event is a new inspiration for the Company to perform better. The Company became more driven as Indocement contribution for Indonesia also earned recognition from the government through the visit of President Susilo Bambang Yudhoyono to Citeureup Factory on April 28, 2014. The visit was evidence that the government's recognition of Indocement as one of the companies that has implemented sustainability principles in its operating areas.

PRODUCT RESPONSIBILITY

Cement production process in every factory of Indocement has been applying the sustainability principles since the beginning, ensuring the health and safety of employees, as well as the use of each product by the customer. The commitment in implementing these principles has made Indocement never faced any legal sanctions.

[G4-PR1] [G4-PR2]

Each product Indocement has met the Indonesian National Standard (SNI). As part of the HeidelbergCement Group, the Company also includes several products on the applicable standards in Europe and America. Each product equipped with information on instruction to use, and how to store the product, which are These information are printed on packing bags of cement and material safety data sheets (MSDS). Throughout 2014 the Company never received sanctions, related to non-compliance with the rules governing the delivery of information products.

[G4-PR3] [G4-PR4] [G4-PR7]

Standarisasi Produk Indocement [G4-PR3]
Indocement Product Standardization

Produk Product	Standarisasi Standard
Portland Composite Cement (PCC)	Standar Indonesia Indonesian Standard SNI 15-7064-2004
	Standar Amerika American Standard ASTM C595-13
	Standar Eropa European Standard EN 197-1:2000
Ordinary Portland Cement (OPC) Jenis I Ordinary Portland Cement (OPC) Type I	Standar Indonesia Indonesian Standard SNI 15-2049-2004
	Standar Amerika American Standard ASTM C 150-12
	Standar Eropa European Standard EN 197-1:2011
Ordinary Portland Cement (OPC) Jenis II Ordinary Portland Cement (OPC) Type II	Standar Indonesia Indonesian Standard SNI 15-2049-2004
	Standar Amerika American Standard ASTM C 150-12
Ordinary Portland Cement (OPC) Jenis V Ordinary Portland Cement (OPC) Type V	Standar Indonesia Indonesian Standard SNI 15-2049-2004
	Standar Amerika American Standard ASTM C150-12
Semen Sumur Minyak Oil Well Cement (OWC)	Standar Amerika American Standard API
Semen Putih White Cement	Standar Indonesia Indonesian Standard SNI 15-2049-2004
	Standar Amerika American Standard ASTM C150-12

Secara berkala Perseroan juga menyelenggarakan survei untuk mengetahui kepuasan pelanggan. Survei di 2014 dilaksanakan oleh fungsi Pemasaran dengan melibatkan pihak independen dan konsumen sebagai responden.

The Company also conducts periodic surveys to determine customer satisfaction. The survey in 2014 was conducted by the Marketing function involving an independent party and consumers as respondents.

Indocement juga memiliki fasilitas-fasilitas untuk meningkatkan komunikasi dan layanan kepada pelanggan, yakni:

- Layanan bantuan teknik untuk membantu pelanggan dalam pengerjaan pembangunan maupun renovasi;
- Penyediaan pesanan terkoneksi (*Web Ordering Management System* atau WOMS) untuk memudahkan pemesanan produk oleh distributor;
- Pengadaan gudang satelit dan *Global Positioning System* (GPS) untuk memastikan ketepatan waktu pengiriman.

Indocement memberikan penghargaan khusus: Mitra Semen Tiga Roda (MTSR) untuk para penjual yang telah menunjukkan dedikasi dan loyalitas mereka. Penghargaan khusus diberikan dalam bentuk Kartu MTSR, yang dapat digunakan sebagai kartu diskon maupun kartu debit pada *merchant* tertentu.

Sejak 2008, Indocement menyelenggarakan Indocement Awards, sebagai bentuk apresiasi kepada pelanggan. Khusus 2014, penyelenggaraan mengusung tema: 'Bagusnya Indonesia'.

Ada lima kategori yang dilombakan dalam Indocement Awards:

- Indocement Contractor Awards
- Indocement Developer Awards
- Semen Tiga Roda Writing Competition Awards
- Semen Tiga Roda Architectural Design Competition Awards
- Semen Tiga Roda Fabricated House Competition Awards

Daftar pemenang Indocement Awards 2014, dapat dilihat di www.indocementawards.com.

Indocement also owns facilities to improve communication and services to customers, namely:

- Technical support service to assist customers in the construction and renovation work;
- Provision of Web Ordering Management System (WOMS) to facilitate the ordering of products by the distributor;
- Provision of satellite warehouses and Global Positioning System (GPS) to ensure timely delivery.

Indocement gives special awards: *Mitra Semen Tiga Roda* (MTSR) for sellers who have demonstrated their dedication and loyalty. The special award is given in the form of MTSR Card, which can be used as a discount card or debit card at particular merchants.

Since 2008, Indocement has held Indocement Awards, as a form of appreciation to customers. Especially in 2014, the event carried the theme: '*Bagusnya Indonesia*'.

There are five categories to be competed in the Indocement Awards:

- Indocement Contractor Awards
- Indocement Developer Awards
- Semen Tiga Roda Writing Competition Awards
- Semen Tiga Roda Architectural Design Competition Awards
- Semen Tiga Roda Fabricated House Competition Awards

List of winners of Indocement Awards 2014, can be found at www.indocementawards.com.

Pengendalian Limbah Kantong Semen

Untuk mengendalikan limbah kemasan, Perseroan melakukan penghematan kertas kantong semen dengan kegiatan di 2013 sebagai berikut:

- Memperpendek ukuran kantong semen dari 31,5 inci menjadi 30 inci;
- Memperpendek ukuran kantong semen dari 27,5 inci menjadi 26 inci;
- Menurunkan *gramacy* kantong semen dari 90 menjadi 80.

Selanjutnya di 2014, penghematan kertas dilakukan secara khusus terhadap kantong 50kg dan 40kg:

- Ukuran 85 gsm menjadi 80 gsm
- Kombinasi *gramacy* kantong 80 pada ply pertama dan *gramacy* kantong 75 pada ply kedua

Waste Control of Cement Bag

To control the packaging waste, the Company made saving efforts on cement paper bag in 2013 as follows:

- Shortening the cement bag size from 31.5 inches to 30 inches;
- Shortening the cement bag size from 27.5 inches to 26 inches;
- Shortening cement bag gramacy from 90 to 80.

Furthermore, in 2014, paper saving was made specifically for 50-kg and 40-kg bag:

- Size 85 gsm to 80 gsm
- Combination of bag gramacy 80 on the first ply and bag gramacy 75 on the second ply

Hasil Absolut Penghematan Kertas Kantong Semen

Absolute Results of Cement Paper Bag Saving

Kegiatan Activity	Satuan Unit	2014	2013	2012
Memperpendek Ukuran Kantong Semen Shortening Cement Bag Size	Ton	800	1.099	533
Menurunkan Gramacy Kantong Semen Reducing Cement Bag Gramacy		35	1.683	796







KEMITRAAN BERKELANJUTAN
SUSTAINABLE PARTNERSHIP

PENDEKATAN PEMANGKU KEPENTINGAN

STAKEHOLDER ENGAGEMENT

Keberlanjutan usaha Perseroan tak bisa dilepaskan dari dukungan pemangku kepentingan. Untuk itulah Perseroan selalu berusaha memenuhi kebutuhan setiap pemangku kepentingan sesuai dengan fungsi dan peran mereka.

Sebagai langkah awal, penentuan para pemangku kepentingan dilakukan berdasarkan survei internal yang dibagikan kepada manajer dan kepala bagian fungsi Komersial, Produksi, Keuangan, Ketenagakerjaan, *General Affairs* dan *Business Development*. Perseroan menentukan 9 kelompok pemangku kepentingan berdasarkan tingkat pengaruh mereka terhadap kelangsungan usaha Indocement. [G4-24][G4-25]

Tabel di bawah ini menggambarkan urutan pemangku kepentingan berdasarkan tingkat kepentingannya, hasil dari survei internal, termasuk identifikasi metode pelibatan, pejabat perusahaan yang bertanggung jawab, frekuensi pertemuan, dan harapan pemangku kepentingan.

The Company's business sustainability cannot be separated from the support of stakeholders. Therefore the Company always strives to meet the needs of each stakeholder in accordance with their functions and roles.

As a first step, the stakeholders are determined by conducting an internal survey that was distributed to the manager and head of the functions of Commercial, Production, Finance, Human Resources, General Affairs and Business Development. The Company determines 9 groups of stakeholders based on their level of influence on Indocement business continuity. [G4-24] [G4-25]

The table below illustrates the sequence of stakeholders based on the level of importance, the results of internal survey, including the identification of engagement methods, corporate officers in charge, frequency of meetings, and stakeholders' expectations.

Keterlibatan Pemangku Kepentingan [G4-24][G4-26][G4-27][G4-35][G4-37]
Stakeholders' Engagement

No	Pemangku Kepentingan Stakeholders	Metode Pelibatan Engagement Method	Manajemen yang Bertanggung Jawab Responsible Management	Frekuensi Pertemuan Number of Meeting	Harapan Pemangku Kepentingan Stakeholders' Expectation
1	Pemegang Saham Shareholders	<ul style="list-style-type: none"> ● Kepemilikan saham/modal ● RUPS ● Pengungkapan melalui media (<i>website</i>, pengumuman) ● Ownership of shares/capital ● GMS ● Disclosure through media (<i>website</i>, announcements) 	<ul style="list-style-type: none"> ● Direksi ● Sekretaris Perseroan ● Board of Directors ● Corporate Secretary 	<p>Minimal 1 kali dalam setahun atau sesuai dengan kebutuhan</p> <p>At least once a year or as required</p>	<ol style="list-style-type: none"> 1. Peningkatan nilai investasi dan dividen 2. Keterbukaan Informasi 3. Kinerja perusahaan yang baik <ol style="list-style-type: none"> 1. The increase in the value of investments and dividends 2. Information Disclosure 3. Good company performance

Keterlibatan Pemangku Kepentingan [G4-24][G4-26][G4-27][G4-35][G4-37]
Stakeholders' Engagement

No	Pemangku Kepentingan Stakeholders	Metode Pelibatan Engagement Method	Manajemen yang Bertanggung Jawab Responsible Management	Frekuensi Pertemuan Number of Meeting	Harapan Pemangku Kepentingan Stakeholders' Expectation
2	Pelanggan Customers	Pelayanan pelanggan Customer service	Fungsi Pemasaran Marketing function	Sesuai kebutuhan As required	<ol style="list-style-type: none"> 1. Jaminan kualitas produk dan pasokan 2. Harga bersaing 3. Pengiriman produk tepat waktu 4. Penerapan SNI 5. Informasi produk 6. Survei kepuasan pelanggan dan pelayanan keluhan 7. Antigratifikasi (Antikorupsi) <ol style="list-style-type: none"> 1. Quality assurance of products and supply 2. Competitive price 3. Timely delivery of products 4. SNI application 5. Product information 6. Customer satisfaction survey and complaints handling 7. Anti-gratification (Anti-corruption)
3	pemerintah government	<ul style="list-style-type: none"> ● Pertemuan dan kunjungan kerja ● Kerja sama kegiatan CSR ● Forum Tripartit <ul style="list-style-type: none"> ● Meeting and work visit. ● CSR activity Cooperation ● Tripartite Forum 	<ul style="list-style-type: none"> ● Direksi ● Manajer Pabrik ● Fungsi CSR <ul style="list-style-type: none"> ● Board of Directors ● Plant Manager ● Function CSR 	Sesuai kebutuhan As required	<ol style="list-style-type: none"> 1. Kepatuhan terhadap perundang-undangan dan peraturan yang berlaku 2. Pelaksanaan CSR 3. Pembayaran pajak dan Retribusi Daerah 4. Anti korupsi 5. Pelaporan berkala <ol style="list-style-type: none"> 1. Compliance with laws and regulations 2. CSR implementation 3. Payment of Tax and Levies 4. Anti-corruption 5. Periodic Reporting
4	Karyawan Employees	<ul style="list-style-type: none"> ● Forum bipartit dan tripartit ● Komunikasi dengan Serikat Pekerja <ul style="list-style-type: none"> ● Bipartite and tripartite Forum ● Communication with Labor Unions 	Fungsi Sumber Daya Manusia Human Resources Function	<ul style="list-style-type: none"> ● Program rutin pertemuan yang disesuaikan dengan setiap fungsi <ul style="list-style-type: none"> ● Regular program of meetings that are tailored to each function 	<ol style="list-style-type: none"> 1. Pemenuhan hak-hak dan kesejahteraan karyawan 2. Kesetaraan kesempatan berkarir, remunerasi dan fasilitas kerja 3. Penerapan kesehatan dan keselamatan kerja (K3) 4. Kepatuhan Kode Etik dan sistem pelaporan pelanggaran <ol style="list-style-type: none"> 1. The fulfillment of the employees' rights and welfare 2. Equality opportunities of career, remuneration and working facilities 3. Application of occupational safety and health (OSH) 4. Compliance with the Code of Conduct and whistleblowing system

Keterlibatan Pemangku Kepentingan [G4-24][G4-26][G4-27][G4-35][G4-37]

Stakeholders' Engagement

No	Pemangku Kepentingan Stakeholders	Metode Pelibatan Engagement Method	Manajemen yang Bertanggung Jawab Responsible Management	Frekuensi Pertemuan Number of Meeting	Harapan Pemangku Kepentingan Stakeholders' Expectation
5	Masyarakat Lokal	<ul style="list-style-type: none"> ● Kegiatan CSR ● Pertemuan Bipartit 	<ul style="list-style-type: none"> ● Manajer Pabrik ● Departemen CSR 	<ul style="list-style-type: none"> ● Sesuai kebutuhan ● Minimal 2 bulan sekali setiap desa 	<ol style="list-style-type: none"> 1. Terjalannya hubungan harmonis dengan masyarakat 2. Pengelolaan dampak operasional perusahaan terhadap lingkungan dan masyarakat 3. Kontribusi positif terhadap kehidupan ekonomi, sosial, budaya dan lingkungan masyarakat
	Local Community	<ul style="list-style-type: none"> ● CSR activities ● Bipartite meeting 	<ul style="list-style-type: none"> ● Plant Manager ● Department of CSR 	<ul style="list-style-type: none"> ● As required ● At least once in 2 months in each village 	<ol style="list-style-type: none"> 1. Establishment of a harmonious relationship with the community 2. Management of company's operational impact on the environment and community 3. Positive contribution to the economic, social, cultural life and community environment
6	Media	<ul style="list-style-type: none"> ● Komunikasi intensif dan pertemuan rutin ● Pemasangan iklan produk 	<ul style="list-style-type: none"> ● Sekretaris Perseroan ● Eksternal Relations 	Sesuai kebutuhan	<ol style="list-style-type: none"> 1. Keterbukaan informasi 2. Kerjasama pelaksanaan program pemberdayaan masyarakat.
	Media	<ul style="list-style-type: none"> ● Intensive communication and regular meetings ● Advertising of products 	<ul style="list-style-type: none"> ● Corporate Secretary ● External Relations 	As required	<ol style="list-style-type: none"> 1. Information disclosure 2. Cooperation in community development programs implementation.
7	Investor	<ul style="list-style-type: none"> ● Kepemilikan modal ● Rapat berkala ● Pengungkapan melalui media (website, pengumuman) 	<ul style="list-style-type: none"> ● Sekretaris Perseroan ● Eksternal Relations 	Sesuai kebutuhan	<ol style="list-style-type: none"> 1. Keterbukaan informasi 2. Peningkatan nilai investasi dan dividen 3. Kinerja perusahaan yang baik
	Investor	<ul style="list-style-type: none"> ● Capital ownership ● Periodic meetings ● Disclosure through media (website, announcements) 	<ul style="list-style-type: none"> ● Corporate Secretary ● External Relations 	As required	<ol style="list-style-type: none"> 1. Information disclosure 2. The increase in value of investments and dividends 3. Good corporate performance

Penghargaan dari Pemangku Kepentingan

Awards from Stakeholders

PENGHARGAAN DARI MEDIA AWARDS FROM MEDIA	
Tanggal Date	Penghargaan Awards
10 April April 10	Penghargaan "The Best 20 of Most Admired Companies in Indonesia" dan "The Second Winner in Basic Industry and Chemical Industry" dalam ajang "Fortune Indonesia Most Admired Companies (FIMAC) 2014." "The Best 20 of the Most Admired Companies in Indonesia" and "The Second Winner in Basic Industry and Chemical Industry" at "Fortune Indonesia Most Admired Companies (FIMAC) 2014".
3 Juni June 3	Untuk ke-9 kalinya, menerima "Corporate Image Award" (sebelumnya "Indonesia's Most Admired Company/IMAC Award"). For the 9 th time received the Corporate Image Award (previously Indonesia's Most Admired Company/IMAC Award).

PENGHARGAAN DARI PEMERINTAH AWARDS FROM THE GOVERNMENT	
Tanggal Date	Penghargaan Awards
20 Juni June 20	Meraih "Indonesia Green Awards 2014" untuk empat kategori, yaitu: 1. Mengembangkan & menggunakan energi baru dan terbarukan (bahan baku dan bahan bakar alternatif dari limbah biomas dan non- biomas) 2. Memelopori pencegahan polusi (pengembangan tanaman penyerap CO ₂ atau carbon neutral, seperti jarak pagar, nyamplung, kemiri sunan, trembesi dan pohon besi pantai) 3. Mengembangkan pengolahan sampah terpadu (Kampung Hijau Jati Baru RW17 di Bandung dan penanaman pohon dan pengolahan sampah organik menjadi pupuk) 4. "Green School" (Sekolah Adiwiyata dan SMP Yasmen Bantarjati di Citeureup, Bogor) Earned "Indonesia Green Awards 2014" for four categories, namely: 1. Development and use of new and renewable energy (alternative fuels and raw material from biomass and non-biomass waste) 2. Pioneering the prevention of pollution (cultivation of CO ₂ absorbent or carbon neutral plants, such as <i>Jatropha curcas</i> , <i>Calophyllum inophyllum</i> , <i>Aleurites trisperma</i> , <i>Albizia saman</i> /Samanea saman and <i>Pongamia pinnata</i>) 3. Developing an integrated waste treatment (Jati Baru Green Village RW17 in Bandung and tree planting and waste treatment into organic fertilizer) 4. "Green School" (Sekolah Adiwiyata and SMP Yasmen Bantarjati in Citeureup, Bogor)
16 Oktober October 16	Peringkat 5 Anugerah Industri Hijau 2014 dari Kementerian Perindustrian Ranked 5 th at Green Industry Awards 2014 from the Ministry of Industry

PENGHARGAAN DARI PIHAK LAIN AWARDS FROM OTHER PARTIES	
Tanggal Date	Penghargaan Awards
18 Januari January 18	Penghargaan relief lukisan dua dimensi dengan motif batik dan tenun berbahan dasar semen putih dan bubur kertas terbesar di dunia (MURI) Award for the world's largest two-dimensional relief painting in batik and woven pattern with white cement and paper pulp base materials (MURI)
4 Juni June 4	Penghargaan atas roadshow event terbanyak di 96 perguruan tinggi seluruh Indonesia dalam waktu tiga bulan (MURI) Award for the most number of roadshow events in 96 universities across Indonesia within three months (MURI)
19 Juni June 19	Penghargaan 'Top Brand' diraih Semen Tiga Roda dalam Top Brand Award untuk kategori semen Awards 'Top Brand' achieved Cement Three Wheelers in Top Brand Award for cement

PENGHARGAAN DARI PIHAK LAIN AWARDS FROM OTHER PARTIES	
Tanggal Date	Penghargaan Awards
2 Juli July 2	Penghargaan Pengiriman Semen Menggunakan Kereta Api dengan Jarak Terpanjang, dari Museum Rekor Indonesia (MURI) Award for Longest distance of Cement Delivery by Train, from the Indonesian Museum of Records (MURI)
15-18 Juli July 15-18	Badan sertifikasi SGS menyimpulkan bahwa Indocement telah menerapkan secara konsisten Sistem Manajemen Lingkungan (SML) sesuai dengan standar ISO 14001:2004. SGS Certification Agency concluded that Indocement has consistently applied the Environmental Management System (EMS) according to ISO 14001:2004.
20 Agustus August 20	Penghargaan dalam "Gelar Karya Pemberdayaan Masyarakat (GKPM) Awards," yaitu: <ul style="list-style-type: none"> ● Terbaik 2 CSR Best Practice for MDGs kategori tingkat Manajemen untuk Bapak Alexander Frans ● Terbaik 3 CSR Best Practice for MDGs kategori tingkat Manajemen untuk Bapak Jean Christophel ● Terbaik 2 kategori tingkat Pelaku Mitra Perusahaan untuk Ibu Nining Nurhayati (Mitra CSR Non-Plant) ● Terbaik 3 kategori tingkat Pelaku Mitra Perusahaan untuk Ibu Cicah Nurhayati (Mitra CSR Non-Plant) ● Penghargaan Silver, kategori MGDs Tujuan 7: Bidang penanaman pohon di atas lahan yang tidak produktif dan bidang pengembangan kelompok simpan pinjam di kalangan kaum perempuan ● Penghargaan Gold, kategori MDGs Tujuan 7, Bidang Program Produk Daur Ulang ● Penghargaan Stand Favorit kategori Informatif Awards in the "Community Empowerment Works Exhibition (GKPM) Awards," as follows: <ul style="list-style-type: none"> ● 2nd Best of CSR Best Practice for MDGs in Management level category for Mr. Alexander Frans ● 3rd Best of CSR Best Practice for MDGs in management level category for Mr. Jean Christophel ● 2nd Best in Company Partners level category for Mrs. Nining nurhayati (Non-Plant CSR Partner) ● 3rd Best in Company Partners level category for Mrs. Cicah Nurhayati (Non-Plant CSR Partner) ● Silver Award, MDGs Goal 7 in categories: Tree planting on non-productive land and development of savings and loan groups among women ● Gold Award, MDGs Goal 7 category in Product Recycling Program ● Favorite Stand Award, Informative category
19-22 Oktober October 19-22	Tiga Gugus Kendali Mutu (GKM) Indocement meraih "Gold Award" pada International Conference on Quality 2014 (ICQ 2014) di Tokyo, Jepang. Three Quality Controls (QCC) from Indocement won "Gold Award" at the International Conference on Quality 2014 (ICQ 2014) in Tokyo, Japan.
27 Oktober October 27	Kompleks Pabrik Citeureup memperoleh penghargaan "Level 5 Anugerah Industri Hijau 2014" dari Kementerian Perindustrian Republik Indonesia. Citeureup Factory was awarded "Level 5 Green Industry Award 2014" by the Ministry of Industry of the Republic of Indonesia.
17 November November 17	Predikat "Perusahaan Baik" dalam Indonesia Social Responsibility Award 2014 bersamaan dengan acara Indonesia CSR Summit 2014. "Good Company" title in Indonesia Social Responsibility Awards 2014 in conjunction with the Indonesia CSR Summit 2014.

PENGHARGAAN DARI PIHAK LAIN
AWARDS FROM OTHER PARTIES

Tanggal Date	Penghargaan Awards
24-28 November	<p>Predikat "Emas" dan "Excellent" dalam Indonesia Quality Convention 2014 untuk Gugus Kendali Mutu (GKM) dan Tim Manajemen Mumu (TMM) sebagai berikut:</p> <ol style="list-style-type: none"> 1. GKM Ganteng (Production - Plant 5), Kategori PDCA Tulta, Predikat Emas 2. GKM Peduli (Production - Plant 12), Kategori PDCA Tulta, Predikat Emas 3. GKM Elcon (Comp / Elect - TSD), Kategori PSS, Predikat Emas 4. GKM Buser (Production - Plant 9/10), Kategori PSS, Predikat Emas 5. GKM Data (MIS & GM Office), Kategori FGM, Predikat Emas 6. TMM Plant 7/8, Kategori FGM, Predikat Emas 7. TMM Jatayu (Plant 3/4), Kategori Inovasi, Predikat Excellent 8. TMM Young on Top (Plant 6/11), Kategori Inovasi, Predikat Excellent 9. TMM Product Innovation (SMD & QARD), Kategori Inovasi, Predikat Excellent
November 24-28	<p>The titles of "Gold" and "Excellent" in Indonesian Quality Convention 2014 for Quality Control Circles (QCC/GKM) and the Mumu Management Team (TMM) as follows:</p> <ol style="list-style-type: none"> 1. GKM Ganteng (Production - Plant 5), PDCA Tulta Category, Gold Title 2. GKM Peduli (Production - Plant 12), PDCA Tulta Category, Gold Title 3. GKM Elcon (Comp/Elect - TSD), PSS Category, Gold Title 4. GKM Buser (Production - Plant 9/10), PSS Category, Gold Title 5. GKM Data (MIS & GM Office), FGM Category, Gold Title 6. TMM Plant 7/8, FGM Category, Gold Title 7. TMM Jatayu (Plant 3/4), Innovation Category, Excellent Title 8. TMM Young on Top (Plant 6/11), Innovation Category, Excellent Title 9. TMM Product Innovation (SMD & QARD), Innovation Category, Excellent Title
26-28 November	<p>Indocement memperoleh enam penghargaan dalam acara The Indonesian CSR Awards (ICA) 2014:</p> <ul style="list-style-type: none"> ● Predikat Terbaik 2 Anugerah Perseorangan Indonesia CSR Award (ICA) 2014 oleh Corporate Forum for Community Development (CFCD) ● Penghargaan Kategori 'Gold' Program Perlindungan Lingkungan ICA 2014 oleh CFCD ● Penghargaan Kategori 'Silver' ICA 2014 oleh CFCD untuk kategori: <ol style="list-style-type: none"> 1. Program Pengelolaan Lingkungan 2. Program Pendidikan dan Budaya 3. Program Pengembangan 4. Akses atas Teknologi
November 26-28	<p>Indocement triumphed six awards at the Indonesian CSR Awards (ICA) 2014:</p> <ul style="list-style-type: none"> ● 2nd Place of Best Individual Award at Indonesia CSR Award (ICA) 2014 by the Corporate Forum for Community Development (CFCD) ● 'Gold' Award Category for Environmental Protection Program at ICA 2014 by CFCD ● 'Silver' Award Category at ICA 2014 by CFCD for categories: <ol style="list-style-type: none"> 1. Environmental Management Program 2. Education and Culture Program 3. Development Program 4. Access to Technology
10 Desember	<p>Penghargaan 'Most Impressive CDM Reporting' dalam Indonesia Sustainability Reporting Award (ISRA) 2014</p>
December 10	<p>'Most Impressive CDM Reporting' award at the Indonesia Sustainability Reporting Awards (ISRA) 2014</p>
30 Desember	<p>Kompleks Pabrik Citeureup dinyatakan lulus audit sertifikasi Sistem Manajemen Pengamanan Perkap No. 24 Tahun 2007 dan mendapat rekomendasi Plakat Emas serta sertifikat ISO 28000 dari Markas Besar Kepolisian Republik Indonesia dan Sucofindo.</p>
December 30	<p>Citeureup Factory passed the Security Management System certification audit regulation, 24 of 2007 and received a Gold Plaque recommendation as well as an ISO 28000 certificate from the Indonesian National Police Headquarters and Sucofindo.</p>

PENGELOLAAN RISIKO

RISK MANAGEMENT

Keberlanjutan usaha Indocement tak terlepas dari pengelolaan risiko. Adapun risiko-risiko utama yang penting bagi Perseroan meliputi risiko pasar, risiko mata uang asing, risiko harga komoditas, risiko kredit, risiko likuiditas dan risiko lingkungan. **[G4-45]**

Uraian lengkap tentang pengelolaan risiko-risiko utama tersebut disampaikan dalam laporan tahunan. Laporan ini secara hanya akan menguraikan hal-hal terkait pengelolaan risiko lingkungan dan sosial.

Sejalan dengan prinsip-prinsip keberlanjutan, Indocement mengelola risiko lingkungan dengan meminimalkan dampak kerusakan lingkungan yang diakibatkan dari kegiatan mulai pembebasan area, proses penambangan, kegiatan produksi, dan penutupan tambang. **[G4-46][G4-47]**

Seluruh kompleks pabrik dan area penambangan yang dioperasikan telah memiliki Dokumen Analisis Mengenai Dampak Lingkungan (AMDAL) dan sudah menerapkan manajemen lingkungan maupun pengawasan dalam bentuk Rencana Pengelolaan Lingkungan (RKL) dan Rencana Pemantauan Lingkungan (RPL).

- Khusus pembangunan pabrik baru di Citeureup yang tengah dikerjakan, telah dilengkapi Dokumen AMDAL yang telah disahkan oleh Komisi AMDAL Pusat berdasarkan Adendum RKL & RPL No: 541.3/148/KpEs-DAM/BLH/2002.
- Penyampaian laporan pelaksanaan RKL dan RPL setiap 6 bulan kepada pihak-pihak berwenang.
- Pelaksanaan pengelolaan lingkungan dalam proses penilaian PROPER oleh Kementerian Lingkungan Hidup dan Kehutanan.

Saat ini Perseroan menyiapkan kegiatan reklamasi lahan pasca tambang yang sudah dilaksanakan di 2014 hingga 2018. Lokasi ini berada Kompleks Pabrik Citeureup seluas 5 hektar. **[MM10]**

Indocement business sustainability cannot be separated from risk management. The key risks that are critical to the Company include market risk, foreign currency risk, commodity price risk, credit risk, liquidity risk and environmental risk. **[G4-45]**

A full description of the key risks management of is presented in the annual report. This report will only elaborate on matters related to environmental and social risk management.

In line with the sustainability principles, Indocement manage environmental risk by minimizing the environmental impact resulting from activities of land acquisition, mining, production activities, and mine closure. **[G4-46] [G4-47]**

The entire factories and mining areas operated have been equipped with Analysis on Environmental Impact (AMDAL) Document and have implemented environmental management and supervision in the form of the Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL).

- The ongoing construction of a new plant in Citeureup, has been particularly equipped with AMDAL Document that has been approved by the Central AMDAL Commission based on the RKL & RPL Addendum No: 541.3/148/KpEs-DAM/BLH/2002.
- Reports on the RKL and RPL implementation are submitted every 6 months to the authorities.
- Environmental management implementation is in the assessment process of PROPER by the Ministry of Environment and Forestry.

The Company is currently preparing the post-mining land reclamation activities to be carried out from 2014 until 2018. The location is within Citeureup Factory covering an area of 5 hectares. **[MM10]**

PRINSIP-PRINSIP PENCEGAHAN [G4-14]

Komitmen Indocement dalam menjaga kelestarian lingkungan diwujudkan melalui pemenuhan pada prinsip-prinsip pencegahan penurunan kualitas lingkungan. Salah satu upaya yang baru saja diselesaikan adalah penandatanganan dokumen AMDAL untuk pembangunan pabrik semen di Kabupaten Pati, Jawa Tengah. Dengan demikian, prinsip pencegahan kerusakan lingkungan sudah dilakukan sebelum kegiatan operasi dilakukan.

Di samping itu, Indocement juga mengadopsi beberapa inisiatif eksternal.

PREVENTION PRINCIPLES [G4-14]

Indocement's commitment to protecting the environment is realized through the fulfillment of the principles of environmental degradation prevention. One of the efforts that have just been completed was the signing of the AMDAL document for the construction of a cement plant in Pati Regency, Central Java. Thus, the principle of environmental damage prevention has been done prior to operations.

In addition, Indocement has also adopted several external initiatives.

Inisiatif Eksternal [G4-15] External Initiatives

Inisiatif Initiative	Pemberi Sertifikasi Certification Body	Kompleks Pabrik Factory	Periode Berlaku Validity Period
SNI Sertifikasi Produk SNI Certified Products <ul style="list-style-type: none"> ● Portland cement type I ● Portland cement type II ● Portland cement type V ● White cement ● Portland composite cement 	LS Pro B4T	Citeureup, Palimanan & Tarjun Citeureup Citeureup Citeureup Citeureup, Palimanan & Tarjun	23 Agustus 2016 15 Juli 2016 August 23, 2016 July 15, 2016
SNI 19-17025:2005 Akreditasi Sistem Manajemen Kualitas Laboratorium SNI 19-17025:2005 Accreditation for Laboratory Quality Management System	KAN	Citeureup Palimanan Tarjun	30 Oktober 2017 Menunggu sertifikat baru 30 Maret 2015 October 30, 2017 Waiting for new certificate March 30, 2015
ISO 9001:2008 Sistem Manajemen Mutu ISO 9001:2008 Quality Management System	ICS SGS	Citeureup, Palimanan & Tarjun	11 April 2017 April 11, 2017
ISO 14001-2004 Sistem Manajemen Lingkungan ISO 14001-2004 Environmental Management System	ICS SGS	Citeureup, Palimanan & Tarjun	28 Agustus 2017 August 28, 2017
OHSAS 18001:2007 Sistem Manajemen Keselamatan dan Kesehatan Kerja OHSAS 18001:2007 Occupational Safety and Health Management System	ICS Sucofindo	Citeureup, Palimanan & Tarjun	28 Desember 2017 December 28, 2017

Inisiatif Eksternal [G4-15]

External Initiatives

Inisiatif Initiative	Pemberi Sertifikasi Certification Body	Kompleks Pabrik Factory	Periode Berlaku Validity Period
SMK3 Sistem Manajemen Keselamatan dan Kesehatan Kerja SMK3 Occupational Safety and Health Management System	Kementerian Ketenagakerjaan RI Ministry of Manpower of Republic of Indonesia	Citeureup, Palimanan & Tarjun	22 April 2016 April 22, 2016
ASTM American Society for Testing Materials	API	Citeureup	8 Maret 2017 March 8, 2017
API-OWC American Petroleum Institut Spec 10A (Oil Well Cement Class G Type HSR)			



Pembangunan Pabrik Semen di Kabupaten Pati [G4-EC7] [G4-SO2]

Operasional pabrik semen Indocement di Kecamatan Tambakromo dan Kayen, Kabupaten Pati, Jawa Tengah mundur beberapa tahun dari jadwal awal. Hal ini dikarenakan Perseroan berusaha untuk semaksimal mungkin memenuhi perhatian seluruh pemangku kepentingan yang berlokasi di daerah tersebut sesuai dengan kebijakan Perseroan dalam menjalankan prinsip kehati-hatian. Lebih lanjut, Perseroan yakin bahwa pabrik semen yang berlokasi dekat dengan pasar harus dirancang untuk sedapat mungkin mengurangi dampak negatif bagi masyarakat yang akan menerima manfaatnya.

Proses penyusunan dokumen AMDAL pabrik semen dengan nilai investasi sekitar Rp5 triliun ini sudah dimulai sejak 2011. Perseroan memahami kekhawatiran masyarakat di sekitar lokasi akan potensi kerusakan lingkungan. Oleh karena itu, Perseroan memberikan pengertian bahwa operasi Pabrik akan sangat memerhatikan kondisi lingkungan dan membina hubungan yang harmonis dengan warga setempat. Perseroan memastikan bahwa aktivitas industri tidak akan mengabaikan kelestarian lingkungan dan aspek sosial lainnya.

Pada Desember 2014, akhirnya pemerintah Daerah Kabupaten Pati menandatangani dokumen AMDAL dan memberi izin lingkungan atas pembangunan pabrik baru ini. Perseroan juga telah menjalankan program CSR sebagai langkah awal mewujudkan kelayakan sosial dan lingkungan.

Pabrik diharapkan mampu menyediakan pasokan semen guna memenuhi kebutuhan konsumen yang semakin meningkat.

Cement Plant Construction in Pati Regency [G4-EC7] [G4-SO2]

The cement plant operations of Indocement in Tambakromo and Kayen districts, Pati Regency, Central Java have been set back several years from the initial schedule. This was because the Company had strived optimally to meet the concerns of local stakeholders at the location based on the Company's policy to implement prudent principles. Furthermore, the Company believes that cement plant located close to the market should be designed with lower negative impacts to the society who will receive the benefits.

The AMDAL document preparation process for the cement plants with an investment of around Rp5 trillion has been started since 2011. The Company understands the concerns of the community around the site of the potential environmental damage. Therefore, the Company provided them with the knowledge of the plants' operations that would highly regard the environment and build a harmonious relationship with local residents. The Company ensures that industrial activities would not neglect the environment and other social aspects.

In December 2014, Pati Regency government finally signed the AMDAL document and granted the environmental permit for the construction of the new plants. The company has also implemented CSR programs as a first step to develop social and environmental feasibility.

The plants are expected to supply cement in order to meet the growing needs of the consumers

PELIBATAN & PEMBERDAYAAN MASYARAKAT

COMMUNITY INVOLVEMENT & EMPOWERMENT

[G4-EC8] [G4-SO1] [G4-SO2]

Indocement mewujudkan pelaksanaan Rencana Strategis (Renstra) lima tahun kegiatan CSR melalui pengembangan program/kegiatan berdasarkan lima pilar, yaitu pendidikan; kesehatan; ekonomi; sosial budaya, agama, pemuda dan olah raga; serta keamanan. Selain itu, Indocement juga memiliki Program Pengembangan Berkelanjutan yang memerhatikan *profit, people, planet* dan *product* (4P). Kegiatan CSR dan 4P dilaksanakan oleh kantor pusat dan seluruh kompleks pabrik melalui fungsi CSR yang memberikan laporannya setiap bulan kepada Direktur Sumber Daya Manusia. Hingga akhir 2014 ada 37 desa binaan di sekitar kompleks pabrik, terminal dan gudang yang menjadi prioritas pelaksanaan kegiatan CSR. [DMA]

Indocement realizes the implementation of the five-year Strategic Plan (Renstra) of CSR activities through the development of programs/activities based on five pillars: education; health; economy; social, cultural, religious, youth and sports; and security. In addition, Indocement also has a Sustainable Development Program that concerns about profit, people, planet and product (4P). CSR activities and 4P are implemented by the head office and all factories through CSR function that provides monthly reports to the Director of Human Resources. Until the end of 2014 there were 37 cultivated villages around factories, terminals and warehouses that became priorities of CSR activities implementation.

[DMA]

Realisasi Program/Kegiatan Rencana Strategis CSR

Activities Realization/CSR Strategic Plan Programs

Program/Kegiatan Program/Activity	Jumlah Program/Kegiatan Number of Programs/Activities		
	2014	2013	2012
Millenium Development Goals	143	155	178
Pendidikan Education	81	77	85
Kesehatan Health	40	40	48
Ekonomi Economy	23	34	31
Sosial Budaya Social & Culture	116	137	133
Keamanan Security	11	10	12
Pengembangan Berkelanjutan Sustainable Development	57	24	24
Jumlah Total	328	322	333

Pelaksanaan Program Rencana Strategis CSR

CSR Strategic Plan Programs Implementation

	Citeureup	Palimanan	Tarjun	Non Plant
Pendidikan Education	100%	93%	100%	100%
Kesehatan Health	100%	80%	100%	100%
Ekonomi Economy	77%	50%	100%	83%
Sosial Budaya Social & Culture	100%	93%	100%	100%
Keamanan Security	100%	100%	100%	10%
Pengembangan Berkelanjutan Sustainable Development	100%	100%	100%	100%
Rerata Average	97%	92%	100%	99%

Fokus Program Lima Pilar 2014

Focus of Five Pillars Program 2014

Pendidikan Education	Kesehatan Health	Ekonomi Economy	Sosial Budaya Social & Culture	Keamanan Security
Program Pelatihan Pemberdayaan Masyarakat Community Training and Empowerment Program	Program Puskesmas Keliling Di Desa Rural Mobile Community Health Center Program	Program Kredit Mikro Micro Credit Program	Peningkatan fasilitas umum dan sosial warga sekitar Improvement of public and social facilities for surrounding community	Pembangunan Pos Keamanan Lingkungan dan Peningkatan Kapasitas Tenaga Hansip Program Pemberdayaan Lingkungan masyarakat yang bekerja sama dengan Polri Building Neighborhood Security Posts and improvement of local securities capability Community Environmental Empowerment Program in collaboration with Police
Program Bengkel Motor Terpadu Integrated Motorcycle Workshop Program	Binaan Program BUMDes Pengolahan Sampah BUMDes Program Development of Waste Treatment	Program Pendampingan UKM Assistance SMEs Program		
Program Sekolah Magang Indocement (SMI) Indocement Apprentice School (SMI) Program	Pembangunan Sarana Pengolahan Air Hujan Building Rainwater Treatment Facility			

Biaya Investasi Sosial

Social Investment Costs

Program/Kegiatan Program/Activity	Biaya (Rp Juta) Cost (Rp Million)	
	2014	2013
Pendidikan Education	8.860	8.100
Kesehatan Health	2.168	1.110
Ekonomi Economy	1.055	585
Sosial Budaya Social & Culture	8.612	9.004
Keamanan Security	748	704
Pengembangan Berkelanjutan Sustainable Development	11.476	12.194
Jumlah Total	36.084	34.675

Target Program Sistem Pemberdayaan Terpadu

Integrated Empowerment System Program Target

2011	2012	2013	2014	2015
Pengembangan Sistem Pemberdayaan Terpadu Integrated Empowerment System Development	Intensifikasi Sistem Pemberdayaan Terpadu Integrated Empowerment System Intensification	Kemandirian Sistem Pemberdayaan Terpadu Integrated Empowerment System Independence	Peningkatan Efek Berantai Sistem Pemberdayaan Terpadu Multiplier Effect Enhancement of Integrated Empowerment System	Sistem Pemberdayaan Terpadu yang Berkelanjutan Sustainable Integrated Empowerment System

Pelaksanaan SPT diharapkan memunculkan sosok *local hero* melalui keberhasilan kegiatan pemberdayaan yang dilaksanakan. Keberadaan *local hero* diharapkan bisa menjadi contoh nyata bagi warga setempat sehingga masyarakat dapat ikut serta dalam program pemberdayaan. Dengan demikian, penerapan SPT benar-benar akan berkelanjutan.

SPT implementation is expected to produce a figure of local hero through the success of empowerment activities implementation. The presence of a local hero is expected to be a real example for local residents that people can participate in empowerment programs. Thus, SPT application will be truly sustainable.

Beberapa program/kegiatan SPT yang telah dilaksanakan pada 2014, di antaranya: **[G4-EC8] [G4-SO1]**

- Pengembangan agribisnis sayuran *pakcoy* di wilayah Ciayumajakuning (Cirebon, Indramayu, Majalengka dan Kuningan).

Some programs/activities that have been implemented SPT in 2014, including: **[G4-EC8] [G4-SO1]**

- Agribusiness development in of pak choi in Ciayumajakuning (Cirebon, Indramayu, Majalengka and Kuningan).

Program dilaksanakan Indocement bekerjasama dengan Kantor Perwakilan Bank Indonesia (BI) Cirebon. Pelaksanaan program ini merupakan pengembangan dari program sejenis yang telah berhasil dilaksanakan di Kabupaten Cianjur, dan telah menghasilkan “pahlawan lokal” yang kemudian bertindak sebagai instruktur.

- Pada 11 Agustus 2014 Indocement meresmikan Kampung Kaleng di Kampung Dukuh, Desa Pasir Mukti, Kecamatan Citeureup, Kabupaten Bogor, Jawa Barat. Perseroan memberikan pembinaan bagi 135 perajin berbahan dasar kaleng dalam kelompok usaha bersama (KUB) ‘Rancage’. Pembentukan kampung kaleng didasarkan pada keinginan Perseroan untuk membantu para perajin dalam pengembangan usaha berupa bantuan modal bergulir, pelatihan keterampilan, dan berbagai macam sarana fisik.
- Pengembangan Komunitas Kelompok Usaha Budidaya Ikan Hias (KUIH) Bukit Kapur yang beranggotakan pembudidaya ikan hias di Desa Lulut, Kecamatan Klapanunggal. Desa Lulut merupakan satu dari 12 desa binaan Indocement Kompleks Pabrik Citeureup, yang jaraknya paling dekat dengan area pertambangan. Pembinaan diberikan Perseroan meliputi teknologi budidaya maupun bantuan-bantuan pendukung lainnya.
- Pembinaan dan pengembangan pengelolaan tiga kelompok bank sampah oleh Kompleks Pabrik Tarjun, yakni Bank Sampah Mulia Desa Tarjun; Bank Sampah Mashurin Tiga Roda Desa Tarjun; dan Bank Sampah Andesla di Desa Langadai, Kecamatan Kelumpang Hilir, Kotabaru. Perseroan memberikan pembinaan dan sosialisasi tentang pentingnya bank sampah dan program-program lain, seperti pengetahuan manajemen yang baik. Selain membantu pemberdayaan masyarakat, bank sampah juga membantu pencegahan penurunan kualitas lingkungan dan penurunan nilai estetika.

The program was implemented in cooperation between Indocement and Bank Indonesia (BI) Representative Office of Cirebon. This program is the development of similar programs that have been successfully implemented in Cianjur, and have produced a “local heroes” who then serve as instructors.

- On August 11, 2014 Indocement inaugurated *Kampung Kaleng* in Dukuh Village, Pasir Mukti, Citeureup District, Bogor Regency, West Java. The Company provided assistance for 135 artisans with can materials in a joint business group (KUB) ‘Rancage’. The establishment of *Kampung Kaleng* was based on the Company’s wish to help the artisans in business development in the form of revolving capital assistance, skills training, and various physical facilities.
- Community Development of Bukit Kapur Ornamental Fish Cultivation Business Group (KUIH) consisting of ornamental fish breeders in Lulut Village, Klapanunggal District. Lulut Village is one of 12 cultivated villages of Indocement Citeureup Factory, located closest to the mining area. The assistance provided by the Company included cultivation technology and other supporting assistance.
- Management assistance and development of the three groups of waste banks by Tarjun Factory, namely *Bank Sampah Mulia* in Tarjun Village; *Bank Sampah Mashurin Tiga Roda* in Tarjun Village; and *Bank Sampah Andesla* in Langadai Village, Kelumpang Hilir District, Kotabaru. The Company provided training and dissemination on the importance of waste banks and other programs, such as the knowledge of good management. In addition to support the community empowerment, waste banks also help prevent environmental degradation and a decline in aesthetic value.

Kampung Kaleng

Kampung Kaleng terletak di Kampung Dukuh, Desa Pasirmukti, Kecamatan Citeureup, Kabupaten Bogor yang diresmikan oleh Direktur Sumber Daya Manusia, Kuky Permana.

Tak disangka, dari aktivitas warga yang melakukan kegiatan kelompok usaha bersama (KUB) dari bahan dasar kaleng ini mampu memutar uang rata-rata mencapai Rp1,35 miliar per minggu. Perseroan berusaha untuk berpartisipasi mendorong kreativitas masyarakat Kampung Dukuh yang mengembangkan jenis usaha berbasis kaleng itu. Perseroan memberikan bantuan untuk pengembangan usaha berupa modal bergulir, pelatihan keterampilan, dan berbagai macam sarana fisik untuk merealisasikan terbentuknya wilayah Kampung Kaleng.

Hingga saat ini terdapat 135 UKM, yang memproduksi panci, kompor, kaleng kerupuk, tempat sampah, langseng, penggorengan, oven raksasa, aksesoris mobil dan knalpot sepeda motor yang berada di wilayah tersebut

Pembentukan grup usaha ini bukanlah hal yang mudah. Perseroan harus mendatangi perajin kaleng dari pintu ke pintu untuk meyakinkan bahwa usaha bersama itu lebih menguntungkan dari pada berwirausaha sendiri-sendiri. Keyakinan bahwa UKM merupakan pilar-pilar yang sangat penting dalam membangun masyarakat yang lebih adil dan sejahtera, akhirnya diterima oleh warga Kampung Dukuh. Perjuangan ini berbuah manis dan bahkan Kampung Kaleng menjadi salah satu binaan unggulan.

Diharapkan dengan adanya Kampung Kaleng, maka dapat tercipta lapangan kerja, sehingga usaha masyarakat yang berkelanjutan bisa mengurangi angka pengangguran.

Kampung Kaleng

Kampung Kaleng is located in Dukuh Village, Pasirmukti, Citeureup District, Bogor Regency, which was inaugurated by the Director of Human Resources, Kuky Permana.

Surprisingly, the activities of people who run the joint business group (KUB) of can-based material are capable of revolving the money on average of Rp1.35 billion per week. The Company tried to participate in boosting the creativity of Dukuh Village community who developed the can-based business. The Company provides support for business development in the form of revolving capital, skills training, and various physical facilities to realize the establishment of Kampung Kaleng area.

Until now, there have been 135 SMEs, producing pots, stoves, cracker cans, trash bins, steamers, frying pans, giant ovens, car accessories and motorcycle mufflers residing in the region.

The formation of this business groups was not easy. The Company should to come can artisans door to door to ensure that the joint business was more profitable than running their own individual business. The confidence that SMEs are the essential pillars to build a more just and prosperous community, the residents of Dukuh Village finally accepted the idea. This struggle has been successful and Kampung Kaleng even becomes one of the signature cultivated villages.

Hopefully, the establishment of Kampung Kaleng will be able to create jobs, so that sustainable community businesses are able to lower unemployment.

Pada tahapan berikutnya di 2015, Indocement akan mengurangi jumlah pendanaan program dan usaha masyarakat yang sudah mulai mandiri. Dari 692 penerima manfaat program ekonomi, 40,0% dari mereka telah sepenuhnya mandiri dan secara langsung menerima pendanaan dari bank. Dengan demikian, Indocement akan dapat mengalokasi pendanaan CSR untuk membantu masyarakat lainnya yang membutuhkan.

In the next stage in 2015, Indocement will reduce the amount of funding programs and community businesses that have started to become independent. Out of 692 beneficiaries of the economic program, 40.0% of them have been fully independent and directly received funding from banks. Thus, Indocement will be able to allocate CSR funds to help other people in need.

Penerima Manfaat Program Ekonomi
Beneficiaries of Economic Programs

Program/Kegiatan Program/Activity	2014	2013	2012
Program Kredit Mikro Micro Credit Program	692	692	624
UMKM yang Dinilai Mandiri Independent MSMEs	277	276	106
Pusat Pelatihan dan Pemberdayaan Masyarakat Training Center and Community Empowerment	240	203	122

Langkah strategis yang dilaksanakan Perseroan pada 2014 adalah keberhasilan Kompleks Pabrik Citeureup dalam audit sertifikasi Sistem Manajemen Pengamanan Perkap No.24/2007, dan mendapat rekomendasi Plakat Emas serta sertifikat ISO 28000 dari Markas Besar Kepolisian Republik Indonesia dan Sucofindo. Sertifikasi ini menandakan bahwa kebijakan maupun praktik-praktik pengamanan aset Perseroan oleh petugas satuan pengamanan (Satpam) telah memerhatikan aspek terkait hak asasi manusia (HAM). **[G4-HR7]**

The strategic step carried out by the Company in 2014 was the success of Citeureup Factory in Security Management System certification audit based on the National Police Chief Regulation No.24/2007, and received the Gold Plate recommendation as well as ISO 28000 certificate from Indonesian National Police Headquarters and Sucofindo. This certification indicated that the policies and practices of the Company's asset protection by security officers (*Satpam*) have been upholding aspects of human rights. **[G4-HR7]**

INDOCEMENT PEDULI

Selama 2014 Indocement turut ambil bagian membantu masyarakat yang terkena musibah maupun bencana alam. Tim CSR Indocement Peduli Unit Kantor Pusat dan Kompleks Pabrik Citeureup, membentuk tim gabungan untuk evakuasi karyawan serta Direksi yang tempat tinggalnya di Jakarta terkena banjir. Total karyawan yang masuk dalam daftar pemantauan sebanyak 28 orang.

Tim gabungan juga melakukan pemantauan daerah yang terkena bencana dan membentuk Posko Pelayanan kesehatan dan bantuan sembako serta perlengkapan lainnya.

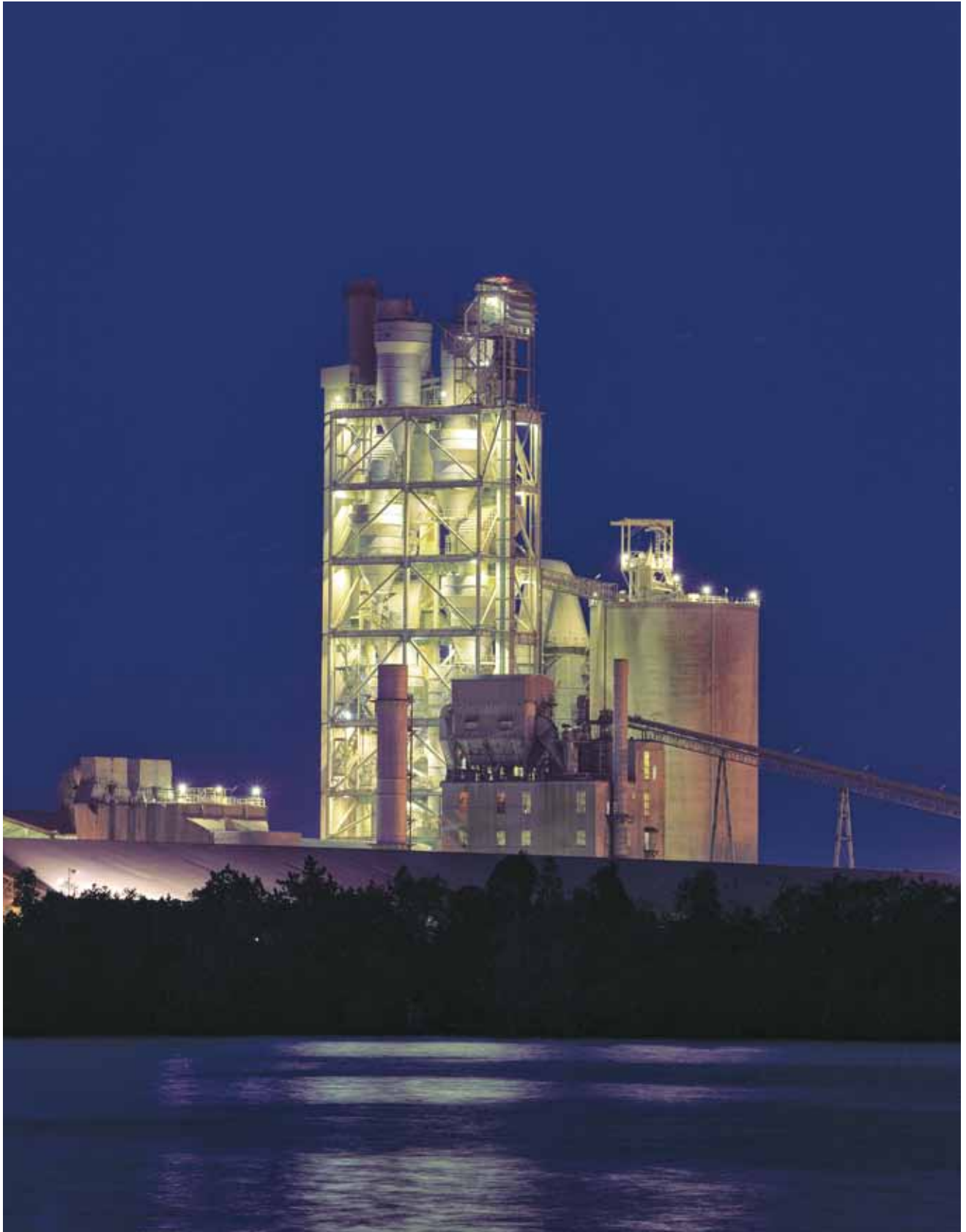
1. Posko CSR Indocement Peduli Banjir di Kabupaten Subang, Jawa Barat pada tanggal 1-3 Februari 2014. Lokasi Posko berada di Kantor Desa Bobos, dan melayani empat desa di sekitarnya: Bobos, Wanajaya, Padek dan Kampung Pulo. Program posko antara lain bantuan kesehatan bekerjasama dengan puskesmas setempat, bantuan sembako, selimut, sarung dan tikar.
2. Posko CSR Indocement Peduli Banjir di Kabupaten Pati, Jawa Tengah pada 25 Januari sampai 6 Februari 2014. Lokasi Posko Desa Sambirejo, Kecamatan Gabus, untuk melayani sembilan desa yang tergenang. Program posko antara lain bantuan kesehatan bekerjasama dengan Dinas Kesehatan Kabupaten Pati.
3. Bantuan korban longsor di Kampung Gombong, Desa Cibadak, Kecamatan Sukamakmur, Kabupaten Bogor, Jawa Barat pada 28-29 Januari 2014.

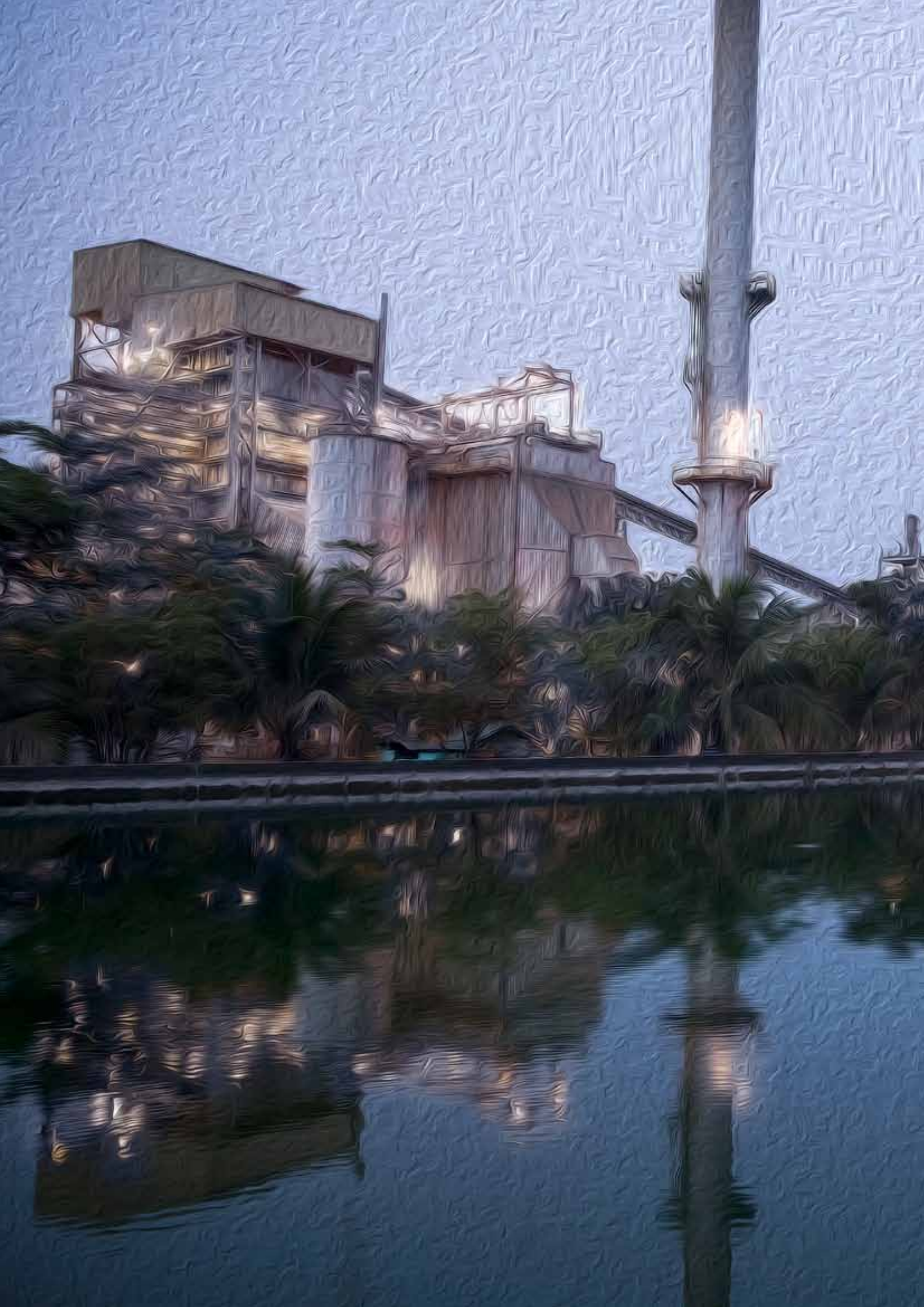
INDOCEMENT PEDULI

During 2014 Indocement took part to help the communities affected by misfortunes as well as natural disasters. CSR team of *Indocement Peduli* at Head Office Unit and Citeureup Factory formed a joint team for the evacuation of employees and Directors whose homes in Jakarta were affected by floods. Total number of employees on the monitoring list was 28 people.

The joint team also monitors the affected areas and set up health service coordinating posts and basic necessities assistance and other supplies.

1. *Indocement Peduli Banjir* CSR Coordinating Post in Subang, West Java on February 1 to 3, 2014. The coordinating post location was at Bobos Village Office, and served four neighboring villages: Bobos, Wanajaya, Padek and Kampung Pulo. The coordinating post's programs included medical assistance in cooperation with local community health center, basic necessities assistance, blankets, gloves and mats.
2. *Indocement Peduli Banjir* CSR Coordinating Post in Pati Regency, Central Java, on January 25 to February 6, 2014. The coordinating post location was in Sambirejo Village, Gabus District, served nine villages that were inundated. The coordinating post's programs included medical assistance in collaboration with Pati Regency Health Agency.
3. Relief for the victims of landslides in Gombong Village, Cibadak, Sukamakmur District, Bogor Regency, West Java, on January 28 to 29, 2014.







**KOMITMEN TATA KELOLA
BERKELANJUTAN**

*SUSTAINABLE GOVERNANCE
COMMITMENT*

Indocement senantiasa menerapkan praktik-praktik Tata Kelola Perusahaan yang Baik (GCG) dalam seluruh aspek operasional Perseroan, sehingga keberlanjutan usaha tetap terjaga. Penerapan GCG di Indocement mengacu pada:

- Undang-Undang No.40/2007 Tentang Perseroan Terbatas;
- Undang-Undang No.8/1995 Tentang Pasar Modal;
- Anggaran Dasar Perseroan;
- Peraturan Otoritas Jasa Keuangan (OJK), peraturan Bursa Efek Indonesia, pedoman GCG di Indonesia, serta peraturan terkait lainnya. [DMA]

STRUKTUR BADAN TATA KELOLA

Struktur badan tata kelola Indocement bersifat dwitarian dan memisahkan fungsi masing-masing organ Perseroan, yang terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. [G4-34]

RAPAT UMUM PEMEGANG SAHAM (RUPS)

Rapat Umum Pemegang Saham (RUPS) merupakan pemegang kuasa tertinggi di Perseroan, yang tidak dapat digantikan atau diwakilkan kepada pihak manapun, termasuk oleh Dewan Komisaris dan Direksi. Dalam RUPS, Direksi dan Dewan Komisaris melaporkan hasil pengawasan dan hasil kinerja Perseroan kepada pemegang saham.

Ada dua bentuk penyelenggaraan RUPS:

1. RUPS Tahunan, diselenggarakan sekali dalam setahun; RUPS Tahunan diselenggarakan pada Selasa, 13 Mei 2014 di Jakarta.
2. RUPS Luar Biasa, diselenggarakan sewaktu-waktu jika diperlukan. Selama 2014, Perseroan tidak menggelar RUPS Luar Biasa.

Uraian mengenai pelaksanaan RUPS Tahunan dan RUPS Luar Biasa selama 2014, beserta seluruh putusan yang dihasilkan, tersaji dalam laporan tahunan.

Indocement always applies Good Corporate Governance (GCG) practices in all aspects of the Company's operations, so that business sustainability is maintained. GCG implementation in Indocement refers to:

- Law No. 40/2007 on Limited Liability Company;
- Law No. 8/1995 on Capital Market;
- Articles of Association of the Company;
- Regulation of the Financial Services Authority (OJK), Indonesia Stock Exchange rules, GCG guidelines in Indonesia, and other relevant regulations. [DMA]

GOVERNANCE BOARD STRUCTURE

The structure of Indocement governance board is two-tiered and separates the functions of each organ of the Company, which consists of the General Meeting of Shareholders (GMS), the Board of Commissioners and Board of Directors. [G4-34]

GENERAL MEETING OF SHAREHOLDERS (GMS)

General Meeting of Shareholders (GMS) is the holder of the highest authority in the Company, which cannot be replaced or represented by any other party, including by the Board of Commissioners and the Board of Directors. In the GMS, the Board of Commissioners and the Board of Directors report the results of monitoring and performance of the Company to the shareholders.

There are two forms of GMS:

1. Annual GMS, which is held once a year; Annual GMS was held on Tuesday, May 13, 2014 in Jakarta.
2. Extraordinary GMS, which is held at any time if necessary. During 2014, the Company did not hold any Extraordinary GMS.

Description of the implementation of the Annual GMS and Extraordinary GMS during 2014, and all resolutions produced, is presented in the annual report.

DEWAN KOMISARIS

Dewan Komisaris Indocement bertugas mengawasi pengelolaan Perseroan oleh Direksi, selain juga memberikan opini dan rekomendasi kepada Direksi apabila diperlukan. Fungsi pengawasan oleh Dewan Komisaris diharapkan dapat memastikan penerapan secara efektif prinsip-prinsip GCG di setiap aktivitas Perseroan. Dalam menjalankan fungsi pengawasan, Dewan Komisaris dibantu oleh Komite Kompensasi dan Komite Audit. [G4-34]

Keanggotaan Dewan Komisaris terdiri dari tujuh orang dan tiga di antaranya merupakan Komisaris Independen. Seluruh anggota Dewan Komisaris adalah pria, dan tidak ada yang merangkap jabatan sebagai Direksi maupun jabatan eksekutif lainnya di Perseroan. [G4-38][G4-39]

Pemilihan dan penetapan Dewan Komisaris menjadi hak pemegang saham dengan memerhatikan kompetensi masing-masing calon. Khusus untuk Komisaris Independen, dipastikan tidak memiliki keterkaitan langsung maupun tidak langsung dengan pemegang saham. Selanjutnya, calon anggota Dewan Komisaris yang dipilih diusulkan untuk ditetapkan dalam RUPS. [G4-40]

Uraian lebih lengkap tentang Dewan Komisaris termasuk Komite di bawahnya, dapat disimak pada laporan tahunan yang disusun terpisah dari pelaporan ini.

BOARD OF COMMISSIONERS

Indocement the Board of Commissioners oversees the management of the Company by the Board of Directors, as well as providing opinions and recommendations to the Board of Directors when necessary. Oversight function by the Board of Commissioners is expected to ensure the effective implementation of GCG principles in every activity of the Company. In conducting its oversight function, the Board of Commissioners is assisted by Compensation Committee and Audit Committee. [G4-34]

Membership of the Board of Commissioners consists of seven members and three of them are Independent Commissioners. All members of the Board of Commissioners are men, and no concurrent positions as Directors or other executive positions in the Company. [G4-38] [G4-39]

Selection and appointment of the Board of Commissioners are the shareholders' rights taking into account the competencies of each candidate. As for the Independent Commissioner, it should be ensured there is no direct or indirect relationship with shareholders. Furthermore, the selected the Board of Commissioners candidates are nominated for appointment at the GMS. [G4-40]

More complete description of the Board of Commissioners, including the Committees under its supervision, can be seen in the annual report prepared separately from this report.

Komposisi Dewan Komisaris per 31 Desember 2014
The Board of Commissioners Composition as of December 31, 2014

Nama Name	Jabatan Position	Jenis Kelamin Gender	Periode Jabatan Term of Office
Dr. Albert Scheuer	Komisaris Utama President Commissioner	Pria Male	2008 - 2014
Tedy Djuhar	Wakil Komisaris Utama/Komisaris Independen Vice President Commissioner/Independent Commissioner	Pria Male	2011 - 2014
I Nyoman Tjager	Wakil Komisaris Utama/Komisaris Independen Vice President Commissioner/Independent Commissioner	Pria Male	2001 - 2014
Mohamad Jusuf Hamka	Komisaris Independen Independent Commissioner	Pria Male	2012 - 2014
Dr. Lorenz Naeger	Komisaris Commissioner	Pria Male	2004 - 2014

Komposisi Dewan Komisaris per 31 Desember 2014

The Board of Commissioners Composition as of December 31, 2014

Nama Name	Jabatan Position	Jenis Kelamin Gender	Periode Jabatan Term of Office
Dr. Bernd Scheifele	Komisaris Commissioner	Pria Male	2005 - 2014
Daniel Gauthier	Komisaris Commissioner	Pria Male	2005 - 2014

DIREKSI

Direksi merupakan organ internal yang bertindak sepenuhnya untuk mengelola Perseroan. Setiap anggota Direksi bertanggung jawab melaksanakan tugas dan perannya masing-masing di bawah kepemimpinan dan koordinasi Direktur Utama. Bersama dengan seorang Direktur lain, Direktur Utama secara kolektif berhak bertindak untuk dan atas nama Direksi dan mewakili Perseroan.

Keanggotaan Direksi terdiri dari sepuluh orang dan seluruhnya adalah pria. Tidak ada Direksi yang merangkap jabatan sebagai Komisaris maupun jabatan eksekutif lain di Perseroan. Proses kualifikasi dan penetapan Direksi menjadi hak pemegang saham, dengan memerhatikan peraturan pasar modal dan Anggaran Dasar Perseroan, serta mempertimbangkan aspek keberlanjutan. [G4-38] [G4-39][G4-40]

BOARD OF DIRECTORS

The Board of Directors is an internal organ that acts solely to manage the Company. Each member of the Board of Directors is responsible for carrying out the tasks and their respective roles under the leadership and coordination of President Director. Together with other Directors, President Director collectively has the right to act for and on behalf of the Board of Directors and represent the Company.

Membership of the Board of Directors consists of ten people and all are men. There are no Directors who concurrently serve as the Commissioner or other executive positions in the Company. Qualification process and appointment of the Board of Directors are the shareholders' rights, with regard to capital market regulations and the Articles of Association of the Company, as well as consider the sustainability aspect. [G4-38] [G4-39] [G4-40]

Komposisi Direksi per 31 Desember 2014

The Board of Directors Composition as of December 31, 2014

Nama Name	Jabatan Position	Jenis Kelamin Gender	Periode Jabatan Term of Office
Christian Kartawijaya	Direktur Utama President Director	Pria Male	2013 - 2014
Franciscus Welirang	Wakil Direktur Utama Vice President Director	Pria Male	2011 - 2014
Kuky Permana	Direktur Independen Independent Director	Pria Male	2006 - 2014
Hasan Imer	Direktur Director	Pria Male	2008 - 2014
Tjiu Lie Sukanto	Direktur Director	Pria Male	2011 - 2014
Ramakanta Bhattacharjee	Direktur Director	Pria Male	2012 - 2014
Daniel Kundjono Adam	Direktur Director	Pria Male	2013 - 2014

Komposisi Direksi per 31 Desember 2014

The Board of Directors Composition as of December 31, 2014

Nama Name	Jabatan Position	Jenis Kelamin Gender	Periode Jabatan Term of Office
Benny S Santoso	Direktur Director	Pria Male	1994 - 2014
Daniel R Fritz	Direktur Director	Pria Male	2009 - 2014

Uraian lebih lengkap tentang Direksi dan pelaksanaan tugas maupun tanggung jawab dalam mengelola Perseroan, dapat disimak pada laporan tahunan yang disusun terpisah dari pelaporan ini.

More complete description of the Board of Directors and implementation of tasks and responsibilities in managing the Company can be seen in the annual report prepared separately from this report.

REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Besaran remunerasi bagi Dewan Komisaris dan Direksi ditetapkan oleh pemegang saham dalam RUPS Tahunan, dengan memerhatikan rekomendasi dari Komite Kompensasi. Dengan demikian, pemegang saham menjadi satu-satunya pemangku kepentingan yang memiliki akses pada proses penentuan dan penetapan remunerasi Dewan Komisaris dan Direksi.

[G4-51][G4-52][G4-53]

Sesuai RUPS Tahunan yang berlangsung pada 13 Mei 2014, ditetapkan, bahwa besaran honorarium Dewan Komisaris Perseroan secara keseluruhan untuk 2014, naik tidak melebihi 25,0% dari yang telah diterima Dewan Komisaris pada 2013, dan dibatasi tidak lebih 30,0% dari jumlah keseluruhan remunerasi Direksi Perseroan. [G4-54]

Remunerasi Direksi untuk tahun 2014 tidak akan meningkat lebih dari 25,0% dibandingkan dengan total remunerasi Direksi Perseroan yang dibayarkan pada tahun 2014.

REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

The amount of remuneration for the Board of Commissioners and the Board of Directors is determined by the shareholders at the Annual GMS, taking into account the recommendation of the Compensation Committee. Thus, the shareholders are the only stakeholders who have access to the process of determining and approval of the remuneration for the Board of Commissioners and the Board of Directors. [G4-51]

[G4-52] [G4-53]

According to the Annual GMS held on May 13, 2014, the resolutions are the total amount of honorarium of the Company's the Board of Commissioners in 2014, increased but not exceeded 25.0% of which have received by the Board of Commissioners in 2013, and limited to no more than 30.0% of the total remunerations of the Company's the Board of Directors. [G4-54]

Remuneration of the Board of Directors for the year 2014 will not increase by more than 25.0% compared to the total remunerations of the Company's the Board of Directors that were paid in 2014.

ETIKA DAN INTEGRITAS

Untuk mendukung penerapan GCG, Indocement telah memiliki Kode Etik dan Budaya Perusahaan yang harus dipatuhi oleh seluruh komponen Perseroan, termasuk Dewan Komisaris, Direksi dan karyawan. Kode Etik dan Budaya Perusahaan merupakan pedoman dalam melaksanakan aktifitas Perseroan sehari-hari, sekaligus menjaga integritas dalam berinteraksi dengan para pemangku kepentingan.

Kode Etik diwujudkan, antara lain dalam Etika Karyawan yang mengatur pedoman-pedoman mengenai karyawan dan tempat kerja, hubungan dengan pihak luar, serta penghindaran benturan kepentingan. [G4-41]

Untuk mewujudkan komitmen dan integritas dalam bekerja, Perseroan memiliki Budaya Perusahaan yang dirumuskan sebagai berikut: [G4-56]

- **Indocement Excellence**
Merupakan tujuan Perseroan dalam penanaman nilai-nilai budaya di Indocement yang digunakan oleh para pemangku kepentingan untuk menilai kinerja Perseroan.
- **Nilai-nilai Inti Indocement**
Menjadi nilai-nilai asupan, yang diharapkan ada pada karakter dan kebiasaan hidup setiap karyawan Indocement.
- **Elemen Kepemimpinan Indocement**
Menjadi nilai-nilai proses yang perlu diperhatikan karyawan Indocement dalam bekerja dan berkontribusi bagi Perseroan.

PELAPORAN PELANGGARAN [G4-58]

Sejak 2008, HeidelbergCement Group telah menerapkan sistem pengaduan (*whistleblowing*) di seluruh perusahaannya, termasuk Indocement. Sistem ini memungkinkan setiap karyawan untuk melaporkan insiden yang mengandung pelanggaran terhadap kepatuhan.

ETHICS AND INTEGRITY

To support the GCG implementation, Indocement has a Code of Conduct and Corporate Culture that must be complied by all components of the Company, including the Board of Commissioners, the Board of Directors and employees. Code of Conduct and Corporate Culture is a guideline in carrying out daily activities of the Company, while maintaining the integrity in interacting with stakeholders.

Code of Conduct is realized, among others, in Employee Ethics that set guidelines regarding employees and the workplace, relationships with external parties, as well as the avoidance of conflicts of interest. [G4-41]

To realize the commitment and integrity in the work, the Company has a Corporate Culture that is formulated as follows: [G4-56]

- **Indocement Excellence**
Serve as the Company's goal in embedding cultural values in Indocement used by stakeholders to assess the Company's performance.
- **Indocement's Core Values**
Serve as the input values that are expected to exist in the character and habits of each Indocement employee.
- **Indocement's Leadership Styles**
Serve as process values that need to be considered by Indocement employees in conducting their work and contributing to the Company.

WHISTLEBLOWING [G4-58]

Since 2008, HeidelbergCement Group has implemented a whistleblowing system in all of its companies, including Indocement. This system allows each employee to report incidents that contain violations of compliance.

Program tersebut merupakan prakarsa awal Hanson dan HeidelbergCement yang diterapkan sebagai bagian dari “Build2gether-Program”. Program ini bertujuan untuk menciptakan lingkungan kerja yang lebih baik dan aman yang disebut “My Safe Workplace”.

“My Safe Workplace” dapat diakses melalui situs www.MySafeWorkplace.com maupun intranet Perseroan, dan merupakan sistem pelaporan kepatuhan yang sifatnya mandiri dan rahasia, serta terbuka 24-jam bagi semua karyawan Indocement. Sistem ini memudahkan mereka untuk melaporkan kejadian di lingkungan kerja serta mengajukan pertanyaan yang berkaitan dengan kepatuhan. Perseroan menjamin perlindungan bagi pelapor terhadap segala bentuk ancaman, intimidasi, hukuman atau perlakuan yang tidak menyenangkan dari pihak manapun.

PENILAIAN KINERJA TATA KELOLA

[G4-44]

Untuk meningkatkan kinerja sekaligus mengevaluasi penerapan tata kelola, termasuk oleh Dewan Komisaris dan Direksi, Perseroan secara berkala melaksanakan uji nilai (*assessment*) penerapan GCG. Pelaksanaan uji nilai dilakukan oleh Sekretaris Perseroan dengan menggunakan *checklist* Forum of Corporate Governance in Indonesia/PricewaterhouseCooper.

Hasil uji nilai pada 2014 memperlihatkan nilai rata-rata penerapan GCG meningkat dari 91,7% menjadi 91,8%. Kenaikan skor sebagian besar berasal dari penerapan hasil kebijakan dan praktik keterbukaan.

Selain menggunakan metodologi tersebut, uji nilai terhadap kebijakan dan penerapan GCG di Perseroan juga dilakukan melalui survei karyawan yang dilaksanakan oleh Divisi Internal Audit. Hasil penilaian internal menunjukkan peningkatan dari 65,2% menjadi 69,0%, yang mencerminkan meningkatnya kepedulian karyawan terhadap penerapan GCG.

The program is an early initiative of Hanson and HeidelbergCement to be implemented as part of the “Build2gether-Program”. This program aims to create a better and safe working environment, called “My Safe Workplace”.

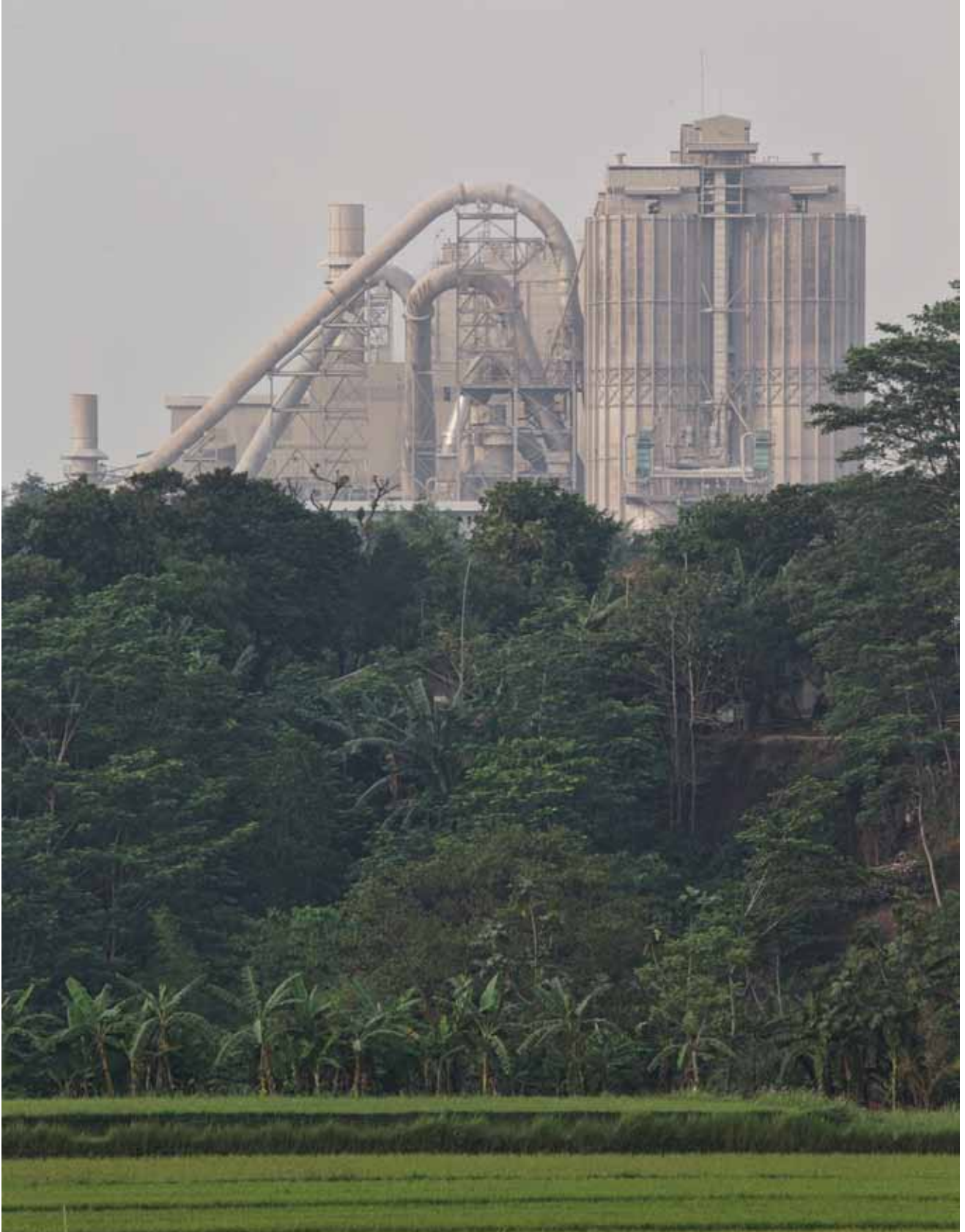
“My Safe Workplace” can be accessed through the Company’s website www.MySafeWorkplace.com or the Company’s intranet, and an independent and confidential compliance reporting system, and is open 24-hours for all Indocement employees. This system allows them to report an incident in the working environment as well as ask questions relating to compliance. The Company guarantees protection for whistleblowers against all forms of threats, intimidation, penalties or unpleasant treatment from any party.

GOVERNANCE PERFORMANCE ASSESSMENT [G4-44]

To improve the performance and evaluate the governance implementation, including by the Board of Commissioners and the Board of Directors, the Company periodically performs GCG implementation assessment. The assessment is performed by the Corporate Secretary using the Forum of Corporate Governance checklist in Indonesia/PricewaterhouseCooper.

The assessment results in 2014 showed the average score of GCG implementation increased from 91.7% to 91.8%. The score increase was largely due to the application of policy results and transparency practices.

In addition to the use of this methodology, assessment of GCG policy and implementation in the Company is also carried out through an employee survey conducted by the Internal Audit Division. Internal assessment results showed an increase from 65.2% to 69.0%, which reflected the employees’ increasing awareness of GCG implementation.





LEMBAR UMPAN BALIK FEEDBACK FORM

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau formulir ini melalui fax/pos.

We would like to ask all stakeholders to kindly provide feedback after reading this Sustainability Report by sending email or this form by fax/mail.

Profil Anda | Your Profile

Nama (bila berkenan) | Name (if you please) : _____

Institusi/Perusahaan | Institution/Company : _____

Surel | Email : _____

Telepon/HP | Phone/Mobile : _____

Golongan Pemangku Kepentingan | Stakeholders Group

- | | | | |
|---|---|--|--|
| <input type="checkbox"/> pemerintah
Governance | <input type="checkbox"/> Industri
Industry | <input type="checkbox"/> Media
Media | <input type="checkbox"/> LSM
NGO |
| <input type="checkbox"/> Masyarakat
Community | <input type="checkbox"/> Lembaga Pendidikan
Academic Group | <input type="checkbox"/> Perusahaan
Company | <input type="checkbox"/> Lain-lain, mohon sebutkan
Others, please state |

Mohon pilih jawaban yang paling sesuai | Please choose the most appropriate answer

- Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan
This report increase your trust to the Company's sustainability

<input type="checkbox"/> Sangat Setuju Strongly Agree	<input type="checkbox"/> Netral Neutral	<input type="checkbox"/> Sangat Tidak Setuju Strongly Disagree
<input type="checkbox"/> Setuju Agree	<input type="checkbox"/> Tidak Setuju Disagree	
- Laporan ini sudah menggambarkan kinerja Perseroan dalam pembangunan keberlanjutan
This report describe Company's performance in sustainability development

<input type="checkbox"/> Sangat Setuju Strongly Agree	<input type="checkbox"/> Netral Neutral	<input type="checkbox"/> Sangat Tidak Setuju Strongly Disagree
<input type="checkbox"/> Setuju Agree	<input type="checkbox"/> Tidak Setuju Disagree	
- Laporan ini mudah dimengerti
This report is easy to understand

<input type="checkbox"/> Sangat Setuju Strongly Agree	<input type="checkbox"/> Netral Neutral	<input type="checkbox"/> Sangat Tidak Setuju Strongly Disagree
<input type="checkbox"/> Setuju Agree	<input type="checkbox"/> Tidak Setuju Disagree	
- Laporan ini bermanfaat bagi anda
This report is useful to you

<input type="checkbox"/> Sangat Setuju Strongly Agree	<input type="checkbox"/> Netral Neutral	<input type="checkbox"/> Sangat Tidak Setuju Strongly Disagree
<input type="checkbox"/> Setuju Agree	<input type="checkbox"/> Tidak Setuju Disagree	



5. Seberapa puas anda dengan Laporan Keberlanjutan PT Indocement Tunggal Prakarsa Tbk?
How satisfied are you with the Sustainability Report of PT Indocement Tunggal Prakarsa Tbk.?

- | | | |
|--|---|---|
| <input type="checkbox"/> Sangat Puas
Very Satisfied | <input type="checkbox"/> Netral
Neutral | <input type="checkbox"/> Sangat Tidak Puas
Very Dissatisfied |
| <input type="checkbox"/> Puas
Satisfied | <input type="checkbox"/> Tidak Puas
Dissatisfied | |

Penilaian terhadap kegiatan manajemen keberlanjutan PT Indocement Tunggal PrakarsaTbk.
Assessment to the sustainability activities of PT Indocement Tunggal PrakarsaTbk.

1. Aspek material apa yang paling penting bagi anda?
(Mohon berikan nilai 1 = paling penting, hingga 8 = paling kurang penting)

- Emisi (.....)
- Limbah Cair dan Padat (.....)
- Keanekaragaman Hayati (.....)
- Keselamatan dan Kesehatan Kerja (.....)
- Energi (.....)
- Air (.....)
- Keselamatan dan Kesehatan Konsumen (.....)
- Komunitas Lokal (.....)

Which material aspect is the most important to you?
(Please give score 1 = most important up to 8 = least important)

- Emission (.....)
- Effluent and Waste (.....)
- Biodiversity (.....)
- Health and Safety Environment (.....)
- Energy (.....)
- Water (.....)
- Customer Health and Safety (.....)
- Local Community (.....)

2. Mohon berikan saran/usul/komentar anda atas laporan ini:
Please give your advice/suggestions/comments on this report:

Terimakasih atas partisipasi Anda.
Thank you for your participation.

Mohon agar lembar umpan balik ini dikirimkan kembali kepada:
Kindly send this feedback form to:

PT Indocement Tunggal Prakarsa Tbk.
Sekretaris Perseroan
Wisma Indocement, Lantai 13
Jl. Jenderal Sudirman Kav. 70-71
Jakarta 12910 - Indonesia
Telepon : +6221 251 2121
Faksimili : +6221 251 0066
Email : corpsec@indocement.co.id

PT Indocement Tunggal Prakarsa Tbk.
Corporate Secretary
Wisma Indocement, Level 13
Jl. Jenderal Sudirman Kav. 70-71
Jakarta 12910 - Indonesia
Phone : +6221 251 2121
Facsimile : +6221 251 0066
Email : corpsec@indocement.co.id

INDEKS ISI GRI 4.0 & SUPLEMEN SEKTOR TAMBANG DAN METAL

GRI 4.0 CONTENT INDEX & MINING AND
METAL SECTOR SUPPLEMENT

[G4-32]

Indikator Indicator	Uraian Description	Halaman Page(s)	Referensi Silang* Cross-Reference*
PENJELASAN HAL UMUM GENERAL STANDARD DISCLOSURE			
STRATEGI DAN ANALISIS STRATEGY AND ANALYSIS			
G4-1	Pernyataan dari Direksi Statement from the Board of Directors	4	14
G4-2	Uraian Dampak, Risiko dan Peluang Description of Key Impacts, Risks, and Opportunities	4	26, 107, 164
PROFIL ORGANISASI ORGANIZATIONAL PROFILE			
G4-3	Nama Organisasi Name of The Organization	12	32
G4-4	Merek, Produk, dan Layanan Jasa Primary Brands, Products and Services	15	32,42
G4-5	Lokasi Kantor Pusat Location of Headquarter	13, 22	32
G4-6	Jumlah Negara Tempat Beroperasi Number of Countries Operations	13	34, 44
G4-7	Kepemilikan Saham dan Bentuk Hukum Ownership and Legal Form	14, 15	5, 32, 51, 127, 147
G4-8	Pasar Terlayani Markets Served	16	34, 44
G4-9	Skala Organisasi Organizational Scale	12, 14	4
G4-10	Jumlah dan Komposisi Karyawan Number and Composition of Employees	16	79
G4-11	Karyawan Terlindungi Perjanjian Kerja Bersama (PKB) Employees Covered by Collective Bargaining Agreements	57	77
G4-13	Perubahan Signifikan Organisasi Significant Changes of Organization	12, 19	27, 108, 109, 142, 168
G4-14	Pendekatan Pencegahan Melalui Manajemen Risiko Precautionary Approach Through Risk Management	79	168, 169
G4-15	Kepatuhan Pada Prinsip-prinsip dan Inisiatif Eksternal Compliance with External Charters, Principles, or Other Initiatives	79, 80	42, 43, 185
G4-16	Keanggotaan Dalam Asosiasi Memberships in Associations	18	34
ASPEK MATERIAL DAN PEMBATASAN MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Daftar Entitas List of Entities	15	47
G4-18	Proses Menentukan Isi Laporan dan Pembatasan Process for Defining The Report Content and Boundaries	23, 27	n/a
G4-19	Daftar Aspek Material List of Material Aspects	23	n/a
G4-20	Batasan Aspek Material di dalam Organisasi Material Aspect Boundaries Within Organization	25	n/a

* Referensi merujuk pada Laporan Tahunan 2014
* Reference refers to Annual Report 2014

Indikator Indicator	Uraian Description	Halaman Page(s)	ReferensiSilang Cross-Reference
G4-21	Batasan Aspek Material di Luar Organisasi Material Aspect Boundaries Outside Organization	25	n/a
G4-22	Pernyataan Kembali Restatement	22	n/a
G4-23	Perubahan Pelaporan Bersifat Signifikan Significant Changes from Previous Reports	25	n/a
PELIBATAN PEMANGKU KEPENTINGAN STAKEHOLDERS ENGAGEMENT			
G4-24	Daftar Pemangku Kepentingan Stakeholders List	72, 73, 74	n/a
G4-25	Dasar Identifikasi dan Seleksi Pemangku Kepentingan Basis for Identification and Selection of Stakeholders	72	n/a
G4-26	Proses Pendekatan pada Pemangku Kepentingan Approach to Stakeholders' Engagement	72, 73, 74	158, 159
G4-27	Topik Kunci dan Respon Organisasi Key Topics and Organization Response	72, 73, 74	n/a
PROFIL PELAPORAN REPORT PROFILE			
G4-28	Periode Pelaporan Reporting Period	22	n/a
G4-29	Tanggal Penerbitan Laporan Terdahulu Date of Most Recent Previous Report	22	n/a
G4-30	Siklus Pelaporan Reporting Cycle	22	n/a
G4-31	Kontak Contact Point	22	32
G4-32	Indeks Isi GRI GRI Content Index	22, 101	n/a
G4-33	Penjaminan Assurance	22	204, 206
TATA KELOLA GOVERNANCE			
DMA	Komitmen Tata Kelola Berkelanjutan Sustainable Governance Commitment	92	114
G4-34	Struktur Tata Kelola Governance Structure	92, 93	116, 119
G4-35	Pendelegasian Kewenangan Terkait Topik Ekonomi, Lingkungan, dan Sosial Delegating Authority for Economic, Environmental and Social Topics	72, 73, 74	n/a
G4-37	Proses Konsultasi Pejabat Tata Kelola dengan Pemangku Kepentingan Consultation Process Between Governance Body and Stakeholders	72, 73, 74	n/a
G4-38	Komposisi Pejabat Tata Kelola Governance Body Composition	93, 94	n/a
G4-39	Pejabat Badan Tata Kelola dan Pejabat Eksekutif Chair of the Highest Governance Body and also an Executive Officer	93, 94	46
G4-40	Nominasi dan Seleksi Pejabat Tata Kelola Nomination and Selection Processes for Governance Body	93, 94	120
G4-41	Proses Pencegahan Benturan Kepentingan Process to Prevent Conflict of Interest	96	107, 130, 141, 172

Indikator Indicator	Uraian Description	Halaman Page(s)	ReferensiSilang Cross-Reference
G4-44	Proses Evaluasi Kinerja Pejabat Tata Kelola Evaluation Process of The Governance Body's Performance	97	128, 148
G4-45	Proses Identifikasi Dampak, Risikodan Peluang Pelaksanaan Kinerja Ekonomi, Lingkungan, dan Sosial Identification for the Impact, Risk and Opportunity Related to Economic, Environmental and Social Topics	78	168
G4-46	Penilaian Pelaksanaan Kinerja Ekonomi, Lingkungan dan Sosial Reviewing The Effectiveness of Economic, Environmental and Social Topics	78	185-187
G4-47	Penilaian Risiko dan Peluang Review for Risk and Opportunities	78	110, 168
G4-48	Pengesahan Pelaporan Reports Approval	27	199, 204
G4-51	Kebijakan Remunerasi Remuneration Policies	95	128, 149
G4-52	Proses Penetapan Remunerasi Process for Determining Remuneration	95	140-142
G4-53	Pelibatan Pemangku Kepentingan dalam Penetapan Remunerasi Stakeholders Involve for Determining Remuneration	95	n/a
G4-54	Rasio Remunerasi Remuneration Ratios	95	n/a
ETIKA DAN INTEGRITAS ETHICS AND INTEGRITY			
G4-56	Nilai-nilai, Prinsip, dan Norma Organisasi Organizational Values, Principles and Norms	20, 96	40
G4-58	Pelaporan Perilaku Tak Beretika/Tak Patuh Hukum Reporting About Unethical/Unlawful Behavior	96	175
PENJELASAN HAL KHUSUS SPECIFIC STANDARD DISCLOSURES			
ASPEK MATERIAL : KINERJA EKONOMI MATERIAL ASPECT : ECONOMIC PERFORMANCE			
DMA	Perlindungan Iklim Mekanisme Pembangunan bersih Protecting Climate & Clean Development Mechanism	30	35
G4-EC1	Nilai Ekonomi Langsung Dihasilkan dan Didistribusikan Direct Economic Value Generated and Distributed	64	4, 202
G4-EC2	Implikasi Finansial Akibat Perubahan Iklim Financial Implications due to Climate Change	30	n/a
G4-EC3	Kewajiban Perusahaan Terhadap Penyediaan Pensiun Organization's Defined Benefit Plan Obligations	62	240, 296
G4-EC4	Bantuan Finansialdari pemerintah Financial Assistance Received from government	64	n/a
ASPEK MATERIAL : KEHADIRAN PASAR MATERIAL ASPECT : MARKET PRESENCE			
G4-EC5	Rasio Upah Karyawan Tingkat Awal Terhadap Upah Minimum Ratio of Entry Level Wage to Local Minimum Wage	61	n/a
ASPEK MATERIAL : DAMPAK EKONOMI TAK LANGSUNG MATERIAL ASPECT : INDIRECT ECONOMIC IMPACTS			
G4-EC7	Pembangunan dan Dampak Investasi Infrastruktur Development and Impact of Infrastructure Investment	50, 81	194
G4-EC8	Dampak Ekonomi Tak Langsung Indirect Economic Impacts	41, 82, 84	182, 188

Indikator Indicator	Uraian Description	Halaman Page(s)	ReferensiSilang Cross-Reference
ASPEK MATERIAL : PENGGUNAAN MATERIAL			
MATERIAL ASPECT : MATERIAL USAGE			
G4-EN1	Material Terpakai Berdasarkan Jenis dan Berat Material's Used by Weight and Volume	44	n/a
G4-EN2	Persentase Material Terpakai Berasal dari Proses Daur Ulang Percentage of Material Used That Are Recycled	38,39	n/a
ASPEK MATERIAL : ENERGI			
MATERIAL ASPECT : ENERGY			
DMA	Pemanfaatan Limbah sebagai Bahan Baku dan Energi Alternatif Using Waste as Resource and Alternative Energy	38	n/a
G4-EN3	Energi Terkonsumsi di Dalam Perusahaan Energy Consumption within The Organization	44	66
G4-EN4	Energi Terkonsumsi di Luar Perusahaan Energy Consumption Outside The Company	44	n/a
G4-EN5	Intensitas Energi Energy Intensity	33, 35, 36, 44	n/a
G4-EN6	Pengurangan Konsumsi Energi Reduction of Energy Consumption	33, 41, 42, 44	66
G4-EN7	Penurunan Kebutuhan Energi Produksi Reduction in Energy Requirement of Products	33, 35, 36	185
ASPEK MATERIAL : AIR			
MATERIAL ASPECT : WATER			
DMA	Pengendalian Dampak Negatif Reducing Negative Impact	52	n/a
G4-EN8	Total Pengambilan Air Berdasarkan Sumber Total Water Withdrawal by Source	52	n/a
G4-EN9	Sumber Air Terpengaruh karena Pengambilan Air Water Sources Affected by Withdrawal	52	n/a
G4-EN10	Persentase Daur Ulang dan Pemakaian Ulang Air Percentage of Water Recycled and Reused	52, 53	n/a
ASPEK MATERIAL : KEANEKARAGAMAN HAYATI			
MATERIAL ASPECT : BIODIVERSITY			
DMA	Keanekaragaman Hayati dan Sumber Daya Alam Biodiversity and Natural Resource	45	182-184
G4-EN11	Lahan Operasi di Dalam Atau Sekitar Kawasan Dilindungi Operation Site In or Adjacent To Protected Area	46	183
G4-EN13	Perlindungan atau Restorasi Habitat Habitat Protected or Restored	46, 47	185
G4-EN14	Jumlah Spesies Dilindungi Number of Protected Species	46, 50	n/a
MM2	Jumlah Area dengan Keanekaragaman Hayati The number of Total Sites with Biodiversity Plans	45, 46	183
ASPEK MATERIAL : EMISI			
MATERIAL ASPECT : EMISSION			
G4-EN16	Emisi GRK Bersumber Energi Tidak Langsung Energy Indirect Greenhouse Gas (GHG) Emissions	33, 35, 36	n/a
G4-EN18	Intensitas Emisi GRK Greenhouse Gas (GHG) Intensity	33, 35, 36	n/a

Indikator Indicator	Uraian Description	Halaman Page(s)	ReferensiSilang Cross-Reference
G4-EN19	Penurunan Emisi GRK Reduction on Greenhouse Gas (GHG) Emissions	31, 33, 36, 42	n/a
G4-EN20	Penurunan Emisi Ozon Emissions of Ozone-depleting Substances	55	n/a
G4-EN21	Emisi SO _x , NO _x dan Lainnya NO _x , SO _x and Other Emissions	55	n/a
ASPEK MATERIAL : EFLUEN DAN LIMBAH MATERIAL ASPECT : EFFLUENT AND WASTE			
DMA	Pengolahan Limbah dan Air Olahan Effluent & Waste Treatment	38, 54	66, 185
G4-EN22	Total Air Terbuang Berdasar Kualitas dan Tujuan Total Water Discharge by Quality and Destination	39, 54	n/a
G4-EN23	Jenis Limbah dan Metode Pengolahannya Type of Waste and Disposal Method	38, 39, 41, 42	n/a
G4-EN24	Pengelolaan Tumpahan Cairan Berbahaya Total Number and Volume of Spills	39	n/a
G4-EN25	Pengangkutan Limbah B3 Hazardous Waste Transportation	39	n/a
ASPEK MATERIAL : UMUM DAN KEPATUHAN MATERIAL ASPECT : GENERAL AND COMPLIANCE			
MM10	Jumlah Operasi dengan Rencana Penutupan Tambang Number Operations With Closure Plans	78	n/a
ASPEK MATERIAL : KETENAGAKERJAAN MATERIAL ASPECT : EMPLOYMENT			
G4-LA1	Jumlah Karyawan Baru dan Tingkat Turnover Number of New Employee and Turnover	59, 60	297, 299
G4-LA2	Manfaat untuk Pekerja Benefit for Employee	63	297, 309
ASPEK MATERIAL : KESELAMATAN DAN KESEHATAN KERJA (K3) MATERIAL ASPECT : OCCUPATIONAL HEALTH AND SAFETY (OHS)			
DMA	Kesehatan & Keselamatan Lingkungan kerja Health & Safety Working Environment	57	150
G4-LA5	Keterwakilan Karyawan dalam Komite Bersama K3 Workforce Represented in Formal OHS Committee	57	n/a
G4-LA6	Jenis dan Tingkat Kecelakaan Kerja Types and Rates of Injury	57	n/a
G4-LA8	Topik K3 dalam PKB OHS Topics in Formal Agreement with Trade Unions	57	n/a
ASPEK MATERIAL : PELATIHAN DAN PENDIDIKAN MATERIAL ASPECT : TRAINING AND EDUCATION			
G4-LA9	Rerata Jam Pelatihan per Karyawan per Tahun Average of Training Hours per Year per Employee	61	80
G4-LA10	Program Pelatihan Keterampilan Penunjang Akhir Karir Program for Skills Management That Support Managing Career Endings	62	n/a
ASPEK MATERIAL : KEBERAGAMAN DAN KESETARAAN KESEMPATAN MATERIAL ASPECT : DIVERSITY AND EQUAL OPPORTUNITY			
G4-LA12	Keberagaman Pejabat Tata Kelola Diversity Composition of Governance Bodies	62	n/a

Indikator Indicator	Uraian Description	Halaman Page(s)	ReferensiSilang Cross-Reference
ASPEK MATERIAL : KESETARAAN REMUNERASI MATERIAL ASPECT : EQUAL REMUNERATION			
G4-LA13	Rasio Gaji Pokok Pekerja Laki-laki dan Perempuan Ratio of Basic Salary of Men and Women Employee	61	n/a
ASPEK MATERIAL : MASYARAKAT LOKAL MATERIAL ASPECT : LOCAL COMMUNITIES			
DMA	Pelibatan & Pemberdayaan Masyarakat Community Involvement & Development	82	180, 189
G4-SO1	Operasional Perusahaan dan Pengembangan Masyarakat Lokal Company Operation and Local Community Development Program	82, 84	189-193
G4-SO2	Operasional Perusahaan dengan Potensi Dampak Terhadap Masyarakat Lokal Company Operation with Significant Impacts on Local Community	81, 82	189-193
ASPEK MATERIAL : KEBEBASAN BERSERIKAT DAN PERJANJIAN KERJA BERSAMA MATERIAL ASPECT : FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
G4-HR4	Dukungan Pada Kebebasan Berserikat Support for Freedom of Association	60	77
ASPEK MATERIAL : PETUGAS KEAMANAN BERSERIKAT HAM MATERIAL ASPECT : SECURITY PRACTICES			
G4-HR7	Tenaga Keamanan Terlatih HAM Security Personnel Who Have Undergone Training on Human Rights	87	n/a
ASPEK MATERIAL : KESEHATAN DAN KEAMANAN KONSUMEN MATERIAL ASPECT : CONSUMER HEALTH AND SAFETY			
G4-PR1	Evaluasi Keamanan dan Kesehatan Produk Health and Safety Product Assessment	65	86, 194
G4-PR2	Jumlah Insiden Ketidakpatuhan Terhadap Regulasi Terkait Produk dan Jasa Number on Incidents of Non-compliance with Regulations on Products and Services	65	n/a
ASPEK MATERIAL : PENCANTUMAN LABEL PRODUK DAN JASA MATERIAL ASPECT : PRODUCT AND SERVICE LABELING			
G4-PR3	Informasi Produk dan Jasa Product and Service Information	15, 65, 66	32, 42
G4-PR4	Jumlah Insiden Ketidaksihinggaan Informasi Terkait Produk Total number of Incidents of Non-compliance with Product Regulations	65	n/a
ASPEK MATERIAL : KOMUNIKASI PEMASARAN MATERIAL ASPECT : MARKETING COMMUNICATION			
G4-PR7	Insiden Ketidakpatuhan Hukum Terkait Komunikasi Pemasaran Incidents of Non-compliance with Regulations on Marketing Communication	65	158

*DMA = Pengungkapan oleh Manajemen
Disclosure on Management Approach

DAFTAR ISTILAH & SINGKATAN

GLOSSARY & ABBREVIATIONS

ISTILAH TERM	URAIAN DESCRIPTION
3M	Membersihkan, Menguras dan Mengubur Clean, Drain and Bury
4P	Profit, People, Planet, dan Product Profit, People, Planet, and Product
A	
AEI	Asosiasi Emiten Indonesia Indonesian Listed Companies Association
AFR	Alternative Fuel and Raw Material Bahan Bakar dan Bahan Baku Alternatif
AMDAL	Analisis Mengenai Dampak Lingkungan Analysis on Environmental Impact
ANFO	Ammonium Nitrat Fuel Oil
APBN	Anggaran Pendapatan Belanja Negara State Budget
APINDO	Asosiasi Pengusaha Indonesia Indonesian Employers Association
ASI	Asosiasi Semen Indonesia Indonesian Cement Association
B	
B3	Bahan Berbahaya dan Beracun Hazardous and Toxic Material
BKSDA	Balai Konservasi Sumber Daya Alam Natural Resources Conservation Center
BOD	Biological Oxygen Demand
BPJS	Badan Penyelenggara Jaminan Sosial Social Security Agency
BUMDes	Badan Usaha Milik Desa Village-owned Enterprise
C	
CDM	Clean Development Mechanism Mekanisme Pembangunan Bersih
CEMS	Continuous Emission Monitoring System
CER	Certified Emission Reduction
CFC	Chlorofluorocarbon
CFCD	Corporate Forum for Community Development
Clinker	Batuan (lempung) yang terbakar akibat adanya pembakaran secara spontan pada batubara Burnt nodules (clay) resulted from coal spontaneous combustion
CPM	Continuous Particulate Monitoring
CSI	Cement Sustainability Initiative
CSR	Corporate Social Responsibility
D	
Demosi	Penurunan Jabatan Demotion
DO	Delivery Order

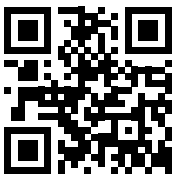
ISTILAH TERM	URAIAN DESCRIPTION
DMA	Disclosures on Management Approach
E	
EP	Electrostatic Precipitator
F	
FIMAC	Fortune Indonesia's Most Admired Companies
FGD	Focus Group Discussion
FGD	Flue Gas Desulfurization
G	
GBCI	Green Building Council Indonesia
GCG	Good Corporate Governance
GES	Global Environmental Sustainability
GKM	Gugus Kendali Mutu Quality Control Circle
GKPM	Gelar Karya Pemberdayaan Masyarakat Community Empowerment Works Exhibition
GPS	Global Positioning System
GRI	Global Reporting Initiative
GRK	Gas Rumah Kaca Greenhouse Gas
H	
HAM	Hak Asasi Manusia Human Rights
HTC	HeidelbergCement Technology Center
I	
IBC	Intermediate Bulk Container
ICSA	Indonesia Corporate Secretary Association
IMAC	Indonesia's Most Admired Companies
IPB	Institut Pertanian Bogor Bogor Institute of Agriculture
ISF	Indocement Safety Forum
IUP	Ijin Usaha Pertambangan Mining Business Permit
IWEC	Indocement Wildlife Education Center
J	
JHT	Jaminan Hari Tua Old Age Security
K	
K3	Keselamatan dan Kesehatan Kerja Occupational Safety and Health
KK	Kepala Keluarga Family

ISTILAH TERM	URAIAN DESCRIPTION
KUB	Kelompok Usaha Bersama Joint Business Group
KUIH	Kelompok Usaha Ikan Hias Ornamental Fish Cultivation Business Group
KWT	Kelompok Wanita Tani Women Farmers Group
L	
LSM	Lembaga Swadaya Masyarakat Non-governmental Organization
M	
MDGs	Millennium Development Goals
MSDS	Material Safety Data Sheet
MTSR	Mitra Semen Tiga Roda
MURI	Museum Rekor Indonesia Indonesian Museum of Records
O	
OJK	Otoritas Jasa Keuangan Financial Service Authority
OPC	Ordinary Portland Cement
OWC	Oil Well Cement
P	
P2K3	Panitia Pembinaan Keselamatan dan Kesehatan Kerja Occupational Safety and Health Committee
P4BM	Pusat Penelitian, Pelatihan, Pemberdayaan Berbasis Masyarakat Center for Research, Training and Community-Based Empowerment
PAK	Penyakit Akibat Kerja Occupational Disease
Permen LH	Peraturan Menteri Lingkungan Hidup Minister of Environment Regulation
PLTU	Pembangkit Listrik Tenaga Uap Coal-fired Power Plant
PROKLIM	Program Kampung Iklim
PROPER	Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Performance Rating Program in Environmental Management
PCC	Portland Composite Cement
PKB	Perjanjian Kerja Bersama Collective Labor Agreement
Q	
QLA	Quarry Life Award
R	
RMC	Ready Mix Concrete
RDF	Refuse Derived Fuel
Renstra	Rencana Strategis Strategic Plan

ISTILAH TERM	URAIAN DESCRIPTION
RKL	Rencana Pemantauan Lingkungan Environmental Monitoring Plan
RPL	Rencana Pengelolaan Lingkungan Environmental Management Plan
RUPS	Rapat Umum Pemegang Saham General Meeting of Shareholders
RUPST	Rapat Umum Pemegang Saham Tahunan Annual General Meeting of Shareholders
RUPSLB	Rapat Umum Pemegang Saham Luar Biasa Extraordinary General Meeting of Shareholders
S	
SABILI	Sahabat Bina lingkungan Friends of the Community Development
SMI	Sekolah Magang Indocement Indocement Apprentice School
SOFA	Separated Over Fire Air
SPT	Sistem Pemberdayaan Terpadu Integrated Empowerment System
SP ITP	Serikat Pekerja Indocement Tunggol Prakarsa Indocement Tunggol Prakarsa labor Union
SDM	Sumber Daya Manusia Human Resources
SNI	Standar Nasional Indonesia Indonesian National Standard
SRG	Sustainability Reporting Guidelines
SRI-KEHATI	Sustainable and Responsible Investment - Keanekaragaman Hayati Indonesia
T	
TCDRI	Tianjin Cement Industry Design & Research Institute Co. Ltd
TMM	Tim Manajemen Mutu Quality Management Team
TPS	Tempat Penyimpanan Sementara Temporary Storage
TSS	Total Suspended Solid
U	
UKM	Usaha Kecil dan Menengah Small and Medium Enterprises
UNFCCC	United Nations Framework Convention on Climate Change
UPK	Unit Pelayanan kebersihan Sanitation Service Unit
UPS	Uninterruptable Power Supply
W	
WBCSD	World Business Council for Sustainable Development
WOMS	Web Ordering Management System
WWG	Waste Water Garden
X	
XRD	X-Ray Diffraction



Dicetak di atas kertas daur ulang
Printed on recycled paper



PT INDOCEMENT TUNGGAL PRAKARSA Tbk.

Wisma Indocement, Lantai 13
Jl. Jenderal Sudirman Kav. 70-71
Jakarta 12910, Indonesia



(+6221) 251 2121



(+6221) 251 0066



www.indocement.co.id