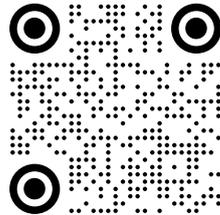


Inovasi Berkelanjutan untuk Negeri

Sustainable Innovation for Our Nation



- 8 Pesan Direksi
Message from the Board of Directors
- 16 Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Overview



18
**TENTANG
WIKA BETON
ABOUT
WIKA BETON**

- 19 Profil Singkat Perusahaan
Brief Profile of the Company
- 28 Keberlanjutan di WIKA BETON
Sustainability in WIKA BETON
- 34 Tata Kelola Keberlanjutan
Sustainability Governance



38
**OPERASI YANG
BERKELANJUTAN
SUSTAINABLE
OPERATION**

- 40 Menjaga Mutu Produk
Maintaining Product Quality
- 41 Keselamatan, Kesehatan Kerja, dan Lingkungan (K3L)
Occupational Health, Safety, and Environment (HSE)
- 48 Operasi yang Berwawasan Lingkungan
Environmentally-Oriented Operations
- 57 Kinerja Ekonomi WIKA BETON
WIKA BETON Economic Performance
- 60 Rantai Pasokan
Supply Chain
- 64 Sistem Informasi dan Teknologi (IT) Untuk Mendukung Bisnis Berkelanjutan
Information and Technology (IT) System to Support Sustainable Business
- 66 Riset dan Inovasi
Research and Innovation



69
**TUMBUH
BERSAMA
PEGAWAI DAN
MASYARAKAT
GROW TOGETHER
WITH OUR
PEOPLE AND THE
COMMUNITY**

- 70 Pengelolaan *Human Capital*
Human Capital Management
- 77 Mengembangkan Potensi Pegawai Perseroan
Developing Our People Potentials
- 82 Tumbuh Bersama Masyarakat
Growing with the Community

- 85 Profil Laporan Keberlanjutan
Sustainability Report Profile
- 86 Isi Laporan
Report Content
- 90 Pelibatan Pemangku Kepentingan
Stakeholder Engagement
- 96 Indeks Standar GRI dan Referensi POJK No.51/POJK.03/2017
GRI Standard Index and Reference of POJK No. 51/POJK 03/2017
- 102 Lembar Umpan Balik
Feedback Form



Inovasi Berkelanjutan untuk Negeri

Sustainable Innovations for the Nation

WIKA BETON terus berupaya beradaptasi dalam menghadapi dampak pandemi COVID-19. Di tengah kondisi yang penuh ketidakpastian, Perseroan selalu melakukan inovasi untuk dapat menyesuaikan diri dengan perubahan. Dengan terus menerus berinovasi, Perseroan mampu menjaga usaha yang berkelanjutan dan mempertahankan posisi Perseroan sebagai *Concrete Expert* nomor 1 di Asia Tenggara.

WIKA BETON telah merilis sebuah program *improvement* yang dilakukan secara serentak di semua lini. Dengan menegakkan moto “Innovation and Trust”, inovasi dan *improvement* sudah menjadi budaya di lingkungan WIKA BETON. Tentunya *improvement* yang dilakukan Perseroan akan terus mendukung bisnis serta meningkatkan performa lingkungan, sosial, dan tata kelola (LST) dengan tujuan akhir untuk turut serta mewujudkan Tujuan Pembangunan Berkelanjutan (TPB).

WIKA BETON continues the endeavor to adapt in facing the impacts of the COVID-19 pandemic. Amid a condition filled with uncertainties, the Company continuously makes innovations to adapt to changes. By continuously innovating, the Company is able to maintain a sustainable business and sustain the position of the Company as the number 1 Concrete Expert in Southeast Asia.

WIKA BETON has released an improvement program to be simultaneously conducted in all lines. By upholding the “Innovation and Trust” motto, innovation and improvement have become a culture in the WIKA BETON environment. Certainly, the improvements performed by the Company will continue to support the business as well as improve environmental, social, and governance (ESG) performance with the end goal of participating in realizing Sustainable Development Goals (SDGs).

Highlight 2021



Kinerja Ekonomi
Economic Performance



Rp81,43 Miliar | billion
Laba bersih
Net profit



Rp4.312,85 Miliar | billion
Pendapatan usaha
Operating income



2,40%
Return on Equity (ROE)



Rp1.598,59 Miliar | billion
Jumlah pasokan barang dan jasa domestik
Total supply of domestic goods and services



Kinerja Operasi dan Inovasi
Operational and Innovation Performance



42,9%
Produktivitas beton pracetak
Precast productivity



5,97%
Efisiensi biaya produksi beton pracetak
Precast production cost efficiency



4,2%
Substitusi bahan baku campuran beton dengan pemanfaatan fly ash
Substitution of concrete mix raw material by utilizing fly ash



Inovasi baru yang diciptakan di 2021
New innovations invented in 2021

- Channel Girder retention
- Sumur Resapan Pracetak Segmental
Segmental Infiltration Well



Kinerja Lingkungan
Environmental Performance



↓ 97%
Pemakaian gas alam
Natural gas consumption



↓ 66%
Pemakaian diesel
Diesel fuel consumption



PROPER BIRU
PPB Subang



Kinerja Sosial dan Masyarakat
Social and Community Performance



15.737.787
Jam kerja tanpa kecelakaan
Safe man-hours



Rp1,86 miliar
Miliar | billion
Realisasi dana filantropi
Realization of philanthropy fund



88%
Survei keterikatan karyawan
Employee engagement survey

◎ Penghargaan Awards

WIKI BETON dianugerahi penghargaan ESG Disclosure Awards 2021 atas komitmennya pada penerapan transparansi ESG. WIKI BETON was awarded the 2021 ESG Disclosure Awards for its commitment to the implementation of ESG transparency.



Kinerja WIKI BETON yang selalu konsisten dalam menjaga mutu serta kualitas produk dan jasa yang dimiliki WIKI BETON mendapat apresiasi dari Badan Standardisasi Nasional (BSN) dengan meraih predikat Perak pada SNI Award 2021.

The continuously consistent performance of WIKI BETON in maintaining the standard as well as quality of the products and services owned by WIKI BETON received appreciation from the National Standardization Agency (BSN) by obtaining the Silver at the 2021 SNI Award.

WIKI BETON meraih dua penghargaan di ajang Top Digital Awards 2021, yaitu Top Digital Implementation #LevelStars4 on Infrastructure & Construction Sector dan Top Leader on Digital Implementation.

WIKI BETON obtained two awards in the 2021 Top Digital Awards event, the Top Digital Implementation #LevelStars4 on Infrastructure & Construction Sector and Top Leader on Digital Implementation.



Pelaksanaan Corporate Social Responsibility (CSR) berbasis Materialitas SDG dan ISO 26000 di WIKA BETON, dengan tiga program, yaitu *philanthropy*, *community development*, dan *non community development* yang dirangkum dalam empat pilar aktivitas mendapatkan apresiasi dari Top CSR Awards 2021 #Star4. Direktur Utama Perseroan juga mendapatkan apresiasi yaitu Top Leader on CSR Commitment 2021.

Implementation of Corporate Social Responsibility (CSR) based on SDG Materiality and ISO 26000 in WIKA BETON, with three programs, philanthropy, community development, and non-community development, summarized in four activity pillars received appreciation from the 2021 Top CSR Awards #Star4. The President Director of the Company also received appreciation as the 2021 Top Leader on CSR Commitment.

WIKA BETON berkomitmen mengimplementasikan prinsip-prinsip *Good Corporate Governance* (GCG) dan hal ini dibuktikan dengan meraih penghargaan Indonesia Good Corporate Governance (GCG) Award 2021.

WIKA BETON is committed to implementing Good Corporate Governance (GCG) principles, which was proven by obtaining the 2021 Indonesia Good Corporate Governance (GCG) Award.

WIKA BETON memperoleh penghargaan sebagai Perusahaan Terbuka, Terbaik III, Kategori Inovasi dan Teknologi dari Anugerah BUMN 2021. Penghargaan ini diberikan untuk mengapresiasi kontribusi BUMN dan Anak Usaha BUMN yang telah menunjukkan kinerja unggul serta mampu bersaing di tingkat nasional dan global.

WIKA BETON received an award as the Best Public Company III, Innovation and Technology Category from the SOE Awards 2021. The award was given to appreciate the contribution of SOEs and SOE Subsidiaries that have shown excellent performance and the competitive capability on a national and global level.



 **Pesan Direksi** [102-14]
Message from the Board of Directors

“

Bagi WIKA BETON, inisiatif-inisiatif keberlanjutan perlu direncanakan, dilaksanakan, dimonitor, dan dievaluasi. Inisiatif keberlanjutan yang kami jalankan mencakup kegiatan tanggung jawab sosial dan lingkungan (TJSL), serta penerapan etika bisnis dan tata kelola perusahaan yang baik (*good corporate governance/GCG*), yang diselaraskan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Dengan semangat keberlanjutan, WIKA BETON ingin tumbuh, berkembang, dan memberi nilai kepada seluruh pemangku kepentingan, tak hanya saat ini, namun juga bagi generasi yang akan datang.

For WIKA BETON, sustainability initiatives must be planned, implemented, monitored, and evaluated. The sustainability initiatives that we perform include corporate social responsibility (CSR) activities as well as implementation of business ethics and good corporate governance (GCG), which are oriented to support the achievement of Sustainable Development Goals (SDGs). With the spirit of sustainability, WIKA BETON wishes to grow, develop, and give value to all stakeholders, both at present and for future generations.

”



Pemangku kepentingan yang Perseroan hormati,

Di tengah ketidakpastian ekonomi selama pandemi, kita semua mengucapkan syukur bahwa WIKA BETON mampu bertahan dan tetap dapat berkarya bagi Bangsa. Keadaan ini juga membuat kami berubah dan memperkuat strategi agar dapat mempertahankan keberlanjutan dan prestasi yang telah dicapai Perseroan sebelumnya.

Respon terhadap Tantangan dan Peluang Keberlanjutan

Pandemi COVID-19 telah membawa begitu banyak dampak dan perubahan pada aspek kehidupan dan bisnis. Kondisi ini juga berdampak pada operasional WIKA BETON yang memperoleh pekerjaan proyek dengan jumlah dan nilai kontrak di bawah target 2021. Pelaksanaan kebijakan efisiensi di pabrik belum dapat berjalan maksimal sejak pandemi COVID-19 sehingga perlu diterapkan kebijakan lain. Semua situasi ini berdampak pada hasil usaha Perseroan.

Dua tahun ini menjadi momentum yang baik untuk melakukan pembenahan proses yang lebih efisien. Perseroan menjalankan digitalisasi dan otomasi proses produksi agar dapat mengurangi biaya produksi. Melalui *Computer Control Machining System (CCMS)*, proses produksi menjadi lebih efisien dan terukur. CCMS merupakan sistem pengawasan proses produksi yang setiap tahapan pekerjaannya diawasi oleh pengawas lapangan dan manajemen. Di 2021, sekitar 80% pabrik di seluruh Indonesia telah menerapkan CCMS dan uji coba integrasi sistem CCMS dengan *enterprise risk* yang dimulai di semester II. Diharapkan di tahun berikutnya, digitalisasi proses produksi dapat terintegrasi dengan sistem keuangan untuk lebih mampu mengukur tingkat efisiensinya.

Perseroan terus mengembangkan inovasi baru yang bertujuan untuk meningkatkan *health, safety, environment (HSE)*, serta melakukan riset dan pengembangan terkait material baru untuk meningkatkan kualitas produk. Di sisi lain, Perseroan juga merespon perhatian dari pemangku kepentingan terhadap kegiatan usaha yang ramah lingkungan. Perseroan meningkatkan efisiensi *green factory* dan produksi *green concrete* sebagai salah satu produk ramah lingkungan.

Dear respected stakeholders,

Amid the economic uncertainty during the pandemic, we all express our gratitude that WIKA BETON has managed to survive and continue to create for the nation. This condition also made us change and strengthened our strategy to maintain the sustainability and achievements previously attained by the Company.

Response to Sustainability Challenges and Opportunities

The COVID-19 pandemic has brought many impacts and changes to aspects of life and business. The condition also impacted WIKA BETON operations, which gained projects with contract number and value below the 2021 target. Efficiency policies at factories have not been implemented at their maximum since the COVID-19 pandemic, necessitating the implementation of other policies. All these situations affected the business results of the Company.

These past two years have been a good momentum to set up a more efficient process. The Company conducted production process digitization and automatization to reduce production costs. Via the *Computer Control Machining System (CCMS)*, the production process became more efficient and measurable. CCMS is a production process monitoring system, in which each stage of the work is monitored by field supervisors and management. In 2021, around 80% of factories in Indonesia have implemented CCMS and pilot test of CCMS integration with enterprise risk, starting in semester II. It is expected that in the coming year, production process digitization can be integrated with the financial system to better measure its efficiency level.

The Company continues to develop new innovations with the purpose of improving health, safety, and environment (HSE) as well as conduct research and development pertaining to new materials to enhance product quality. Furthermore, the Company also responds to attention from stakeholders on environmentally friendly business activities. The Company increases green factory efficiency and the production of green concrete as one of the environmentally friendly products.



Capaian Kinerja Keberlanjutan

Meskipun kinerja ekonomi WIKA BETON di 2021 belum mencapai target, perseroan berhasil mencatatkan pendapatan bersih sebesar Rp4.312,85 miliar dan laba tahun berjalan sebesar Rp81,43 miliar. Kami memperhatikan hasil capaian kinerja ekonomi ini sebagai tantangan dan kesempatan untuk mencapai prestasi yang lebih baik.

Dari sisi QHSE, WIKA BETON menerapkan sistem manajemen yang inheren, yaitu ISO 9001:2015 sistem manajemen mutu; ISO 14001:2015 sistem manajemen lingkungan; dan ISO 45001:2018 sistem manajemen kesehatan dan keselamatan kerja (SMK3) di seluruh proses produksi. Sepanjang 2021, kinerja K3 berjalan dengan baik dengan total 15.737.787 jam kerja selamat dan tidak ada kecelakaan kerja fatal (*fatality*), serta adanya perolehan Bendera Emas bagi 9 pabrik.

Capaian Kinerja Keberlanjutan

Although the economic performance of WIKA BETON in 2021 has not reached the target, the Company successfully recorded a net revenue of Rp4,312.85 billion and profit for the year of Rp81.43 billion. We consider these economic performance results as challenges and opportunities to obtain better achievements.

From the QHSE aspect, WIKA BETON implements an inherent management system, which includes the ISO 9001:2015 quality management system; ISO 14001:2015 environmental management system; and ISO 45001:2018 occupational health and safety management system (SMK3) in all production process. In 2021, OHS performance was positive with a total of 15,737,787 safe man-hours and zero fatality as well as the achievement of the Golden Flag for 9 factories.



Pada kinerja lingkungan, WTON menjalankan *green policy* untuk seluruh proses produksi. Perseroan bekerja sama dengan Dinas Lingkungan Hidup melakukan audit lingkungan dan pengawasan secara berkala. WIKAJAYA BETON senantiasa mengupayakan implementasi *green factory* dan mendorong pengurangan limbah. Di tahun 2021, 70% pabrik telah mengelola limbah dan dikategorikan sebagai pabrik bebas limbah. Program penghematan energi juga diterapkan untuk meningkatkan efisiensi dan mereduksi emisi. Adapun untuk mengurangi emisi, Perseroan merencanakan penggunaan alat berbasis teknologi.

In environmental performance, WTON implements green policy on all production processes. The Company cooperates with the Environmental Agency to perform periodical environmental audit and monitoring. WIKAJAYA BETON always strives for green factory implementation and encourages waste reduction. In 2021, around 70% of factories have processed waste and are categorized as waste free factories. The energy saving program has also been implemented to increase efficiency and reduce emissions. To lower emissions, the Company plans to utilize technology-based equipment.

Dari sisi sumber daya manusia (SDM), Perseroan terus berupaya meningkatkan kompetensi setiap personal untuk dapat beradaptasi dengan transformasi bisnis. WIKA BETON menyiapkan *talent milenial* yang diberi pelatihan khusus agar dapat mengisi posisi strategis di masa depan. Dalam menjalankan manajemen ketenagakerjaan, WIKA BETON menjunjung tinggi hak asasi manusia (HAM) serta terus meningkatkan keberagaman dan kesetaraan.

Sepanjang 2021, WIKA BETON memberi dampak positif bagi masyarakat melalui pelibatan dan pemberdayaan. Perseroan melibatkan 98% pemasok lokal dalam rantai pasokan. Perseroan juga membuka kesempatan bagi tenaga kerja lokal untuk bergabung dalam proyek. Masyarakat di sekitar pabrik kami ikut sertakan dalam melakukan program 3R (*reduce, reuse, recycle*) limbah pabrik. Selain itu, WIKA BETON membuat titik resapan (biopori) air hujan di ruang terbuka hijau, melaksanakan kegiatan WTON Mengajar, dan aksi donor darah. Melalui manfaat produknya, Perseroan membantu menanggulangi masalah banjir dengan menyalurkan beton pengaman pantai yang melindungi dari abrasi. Perseroan juga turut mendukung persiapan ibu kota baru yang ramah lingkungan dengan mengembangkan produk ramah lingkungan.

Prospek Usaha

Perseroan mencermati bahwa prospek usaha di sektor konstruksi masih menjanjikan. Hal ini didorong oleh program pemerintah yang mengakselerasi infrastruktur dan mendukung pasar *precast* untuk terus berkembang di tahun depan. Namun demikian, Perseroan masih perlu mewaspadaikan ketidakseimbangan antara *supply* dan *demand* yang diindikasikan dengan tingginya permintaan yang tidak diimbangi dengan pasokan. Melihat kondisi ini, maka WIKA BETON melakukan optimalisasi kapasitas dari pabrik yang tersedia agar dapat memenuhi kebutuhan proyek di tahun depan.

From the Human Capital (HC) aspect, the Company continues to improve the competency of each personnel to be able to adapt to business transformation. WIKA BETON prepares millennial talents who are given special training to fill strategic positions in the future. In conducting labor management, WIKA BETON upholds human rights (HAM) as well as improves diversity and equality.

In 2021, WIKA BETON brought positive impacts for communities through engagement and empowerment. The Company engaged 98% of local suppliers in the supply chain. The Company also opened opportunities for local manpower to join projects. The communities around the factories were included in the 3R (*reduce, reuse, recycle*) program of factory waste. Moreover, WIKA BETON made rainwater biopore holes on green open spaces, carried out the WTON Mengajar (WTON Teaches) activity, and blood donation activity. Through the benefit of its products, the Company helped mitigate floods by distributing coastal protection concrete to fortify against abrasion. The Company also participated in supporting the preparation for an environmentally friendly new capital by developing eco-friendly products.

Business Prospect

The Company observes that business prospect in the construction sector remains promising. This is encouraged by government programs that accelerate infrastructure and support the precast market to continue developing in the coming year. However, the Company needs to be vigilant of the discrepancy between supply and demand, which is indicated by high demand not being offset by supply. Taking this condition into consideration, WIKA BETON performs capacity optimization of existing factories to be able to meet the demands of projects in the coming year.

Selain itu, untuk meningkatkan potensi pertumbuhan laba, Perseroan tidak hanya mengutamakan produk *precast* tetapi juga mengembangkan potensi dari berbagai macam sektor baik *ready mix* dan jasa diantaranya *post tensioning*, pemancangan, jasa instalasi, Structural Health Monitoring System (SHMS), pekerjaan *trackwork* dan *railway crossing*. Ke depan, produk dan jasa ini akan menjadi unggulan, sejalan dengan kebutuhan dan prospek usaha untuk berkembang.

Apresiasi

Atas nama seluruh jajaran Direksi, saya menyampaikan ucapan terima kasih dan apresiasi setinggi-tingginya kepada seluruh pemangku kepentingan, terutama bagi Insan WIKA BETON atas kerja sama yang baik serta komitmen untuk terus mendukung Perseroan dalam menghadapi tantangan. Saya percaya bahwa dengan berjalan bersama dan bersinergi, kita dapat melakukan perubahan ini melalui berbagai inovasi untuk mencapai hasil kinerja yang berkelanjutan. Kami akan meningkatkan kapasitas dan juga kinerja agar dapat menciptakan nilai dan memberi dampak bagi pemangku kepentingan dan lingkungan sekitar.

Furthermore, to increase the potential for profit growth, the Company not only prioritizes precast products but also develops the potential of various sectors, both ready mix and services, including post tensioning, erection, installation services, Structural Health Monitoring System (SHMS), trackwork and railway crossing works. In the future, these products and services will be excellent, in line with business requirements and prospects for growth.

Appreciation

On behalf of the entire Board of Directors, I would like to convey my gratitude and highest appreciation to all stakeholders, particularly for WIKA BETON personnel for their excellent cooperation as well as the commitment to support the Company in facing challenges. I believe that by collaboration and synergy, we can make these changes through various innovations to achieve sustainable performance results. We will improve capacity and performance to bring value and impact to our stakeholders and surroundings.

Jakarta, Maret | March 2022

Atas Nama Direksi | On Behalf of the Board of Directors,



Hadian Pramudita

Direktur Utama | President Director

Surat Pernyataan Tanggung Jawab atas Laporan Keberlanjutan

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Wijaya Karya Beton Tbk Tahun 2021, telah disampaikan secara lengkap dan bertanggung jawab atas kebenaran isi Laporan Keberlanjutan.

Demikian pernyataan ini dibuat dengan sebenarnya.

Jakarta, Maret 2022

Direksi

Board of Directors



Hadian Pramudita

Direktur Utama
President Director



Imam Sudiyono

Direktur Keuangan, Human
Capital dan Manajemen Risiko
Director of Finance, Human
Capital, and Risk Management



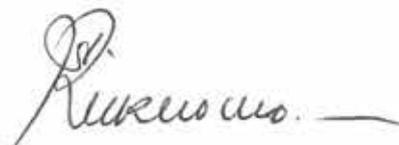
Kuntjara

Direktur Pemasaran dan
Pengembangan
Director of Marketing and
Development



Taufik Dwi Wibowo

Direktur Operasi dan Supply
Chain Management
Director of Operations & Supply
Chain Management



Sidiq Purnomo

Direktur Teknik dan Produksi
Director of Engineering and
Production

Letter of Responsibility for the Sustainability Report

The Company, the undersigned, states that all information in the 2021 PT Wijaya Karya Beton Tbk Sustainability Report has been presented completely and is responsible for the validity of the contents of the Company Sustainability Report.

This statement is duly made.

Jakarta, March 2022

Dewan Komisaris
Board of Commissioners



Priyo Suprobo
Plt. Komisaris Utama/Komisaris Independen
Act. President Commissioner/Independent
Commissioner



R. Permadi Mulajaya
Komisaris
Commissioner



Harno Trimadi
Komisaris
Commissioner



Indrieffouny Indra
Komisaris Independen
Independent Commissioner



Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview

Kinerja Aspek Ekonomi

Economic Aspect Performance

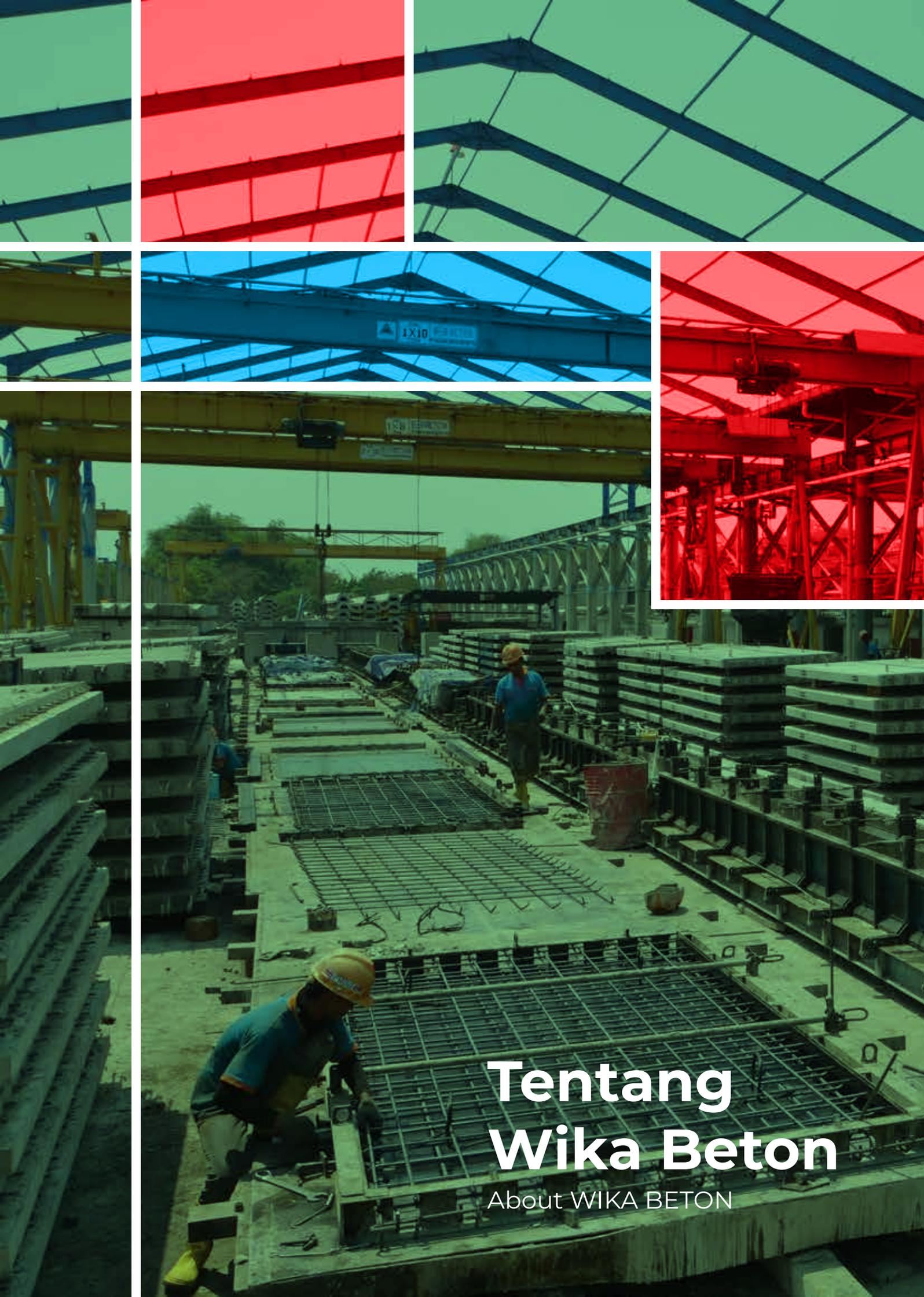
Uraian Description	Satuan Unit	2021	2020	2019
Kinerja Keuangan Financial Performance				
Pendapatan usaha Operating revenues		4.312,85	4.803,36	7.083,38
Laba tahun berjalan Profit for the year		81,43	123,15	510,71
Beban usaha Operating expenses	Rp miliar Billion Rp	(112,73)	(125,13)	(155,31)
Total aset Total assets		8.928,18	8.509,02	10.337,89
Total ekuitas Total equities		3.447,88	3.390,57	3.508,44
Return on Assets (ROA)		0,93	1,45	4,94
Return on Equity (ROE)	%	2,40	4,35	18,63
Kinerja Operasi Operational Performance				
Produktivitas produksi beton pracetak Productivity of precast concrete production	%	58,85	53,1	91,90
Realisasi produksi beton pracetak Precast production realization	Ton	1.257.718	1.464.320	2.068.081
Nilai proyek yang diterima Value of projects received	Rp miliar Billion Rp	5.214.084	4.274.661	8.287.381
Quarry	m ³	1.540.305	1.259.429	962.457

Kinerja Aspek Sosial
Social Aspect Performance

Uraian Description	Satuan Unit	2021	2020	2019
Kinerja Internal Internal Performance				
Persentase jumlah pegawai perempuan dibanding total pegawai Percentage of female employees compared to total employees	%	5,36	5,31	5,19
Jumlah pegawai yang menerima pelatihan Number of employees receiving training	Orang Person	927	571	901
Jumlah jam pelatihan dalam setahun Amount of training hours per year	Jam Hours	4.016	2.086	4.150
Biaya pelatihan dan pengembangan pegawai Employee training and development cost	Rp miliar Billion Rp	1,71	0,78	4,43
Survei keterikatan pegawai Employee engagement survey	%	88	85	87
Indeks kepuasan pelanggan Customer satisfaction index	Skala 5 Scale of 5	4,28	4,23	4,29
Kegiatan Tanggung Jawab Sosial Social Responsibility Activities				
Realisasi dana filantropi Realization of philanthropy funds	m ³	1,86	3,67	2,33

Kinerja Aspek Lingkungan
Environmental Aspect Performance

Uraian Description	Satuan Unit	2021	2020	2019
Kinerja Internal Internal Performance				
Penggunaan energi Energy used	GJ	145.497	100.338	159.512
Intensitas penggunaan energi per produk Energy used intensity per product	GJ/ton	0,1157	0,0685	0,0771
Emisi GRK yang dihasilkan GHG Emissions generated	Ton CO ₂ eq	8.606,81	5.558,25	9.606,06
Intensitas emisi GRK per produk GHG Emissions intensity per product	Ton CO ₂ eq /ton	0,0068	0,0038	0,0046
Volume pemakaian air Water used volume	m ³	522.315	285.770	464.727
Limbah padat yang dihasilkan Solid waste generated	m ³	421.580	22.911	83.156
Kegiatan Tanggung Jawab Lingkungan Environmental Responsibility Activities				
Investasi pada lingkungan hidup Environmental investment	Rp juta Million Rp	129,30	47,30	106,58
Jumlah pohon yang ditanam Number of tree planted	Bibit Seeds	256	83	5.060



Tentang Wika Beton

About WIKA BETON

⦿ Profil Singkat Perusahaan

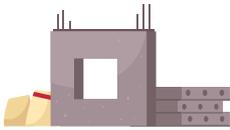
Brief Profile of the Company

PT Wijaya Karya Beton Tbk selanjutnya disebut “WIKA BETON” dan/atau “Perseroan” didirikan pada tahun 1997 dan merupakan salah satu entitas anak dari Badan Usaha Milik Negara (BUMN) PT Wijaya Karya (Persero) Tbk. WIKA BETON berdiri berdasarkan Keputusan Menteri Kehakiman Republik Indonesia No.02-12776.HT.01.01.TH.97 dan mulai tercatat dalam Bursa Efek Indonesia di tahun 2014. [102-1]

PT Wijaya Karya Beton Tbk (WIKA BETON), heretofore referred to as “WIKA BETON” and/or “the Company”, was established in 1997 and is one of the subsidiary entities of the State-Owned Enterprise (SOE), PT Wijaya Karya (Persero) Tbk. WIKA BETON was founded based on the Minister of Justice of the Republic of Indonesia Decree No.02-12776.HT.01.01.TH.97 and started to be listed on the Indonesia Stock Exchange in 2014. [102-1]

Produk dan Jasa WIKA BETON

WIKA BETON Products and Services



BETON | CONCRETE

Merupakan *core business* dengan cakupan kegiatan mulai dari perencanaan, produksi, hingga penjualan produk beton. Produk beton yang dihasilkan di antaranya: The core business with the activity scope from planning, production, to selling concrete products. The produced concrete products include:

- PC Poles
- PC Piles
- Railway Sleeper CP
- Bridge
- Sheet Pile
- Pipes
- RC Box Culvert
- Marine Structure CP



MATERIAL | MATERIAL

Material terpenting untuk pembuatan beton adalah batu. Material ini didapatkan melalui pengerukan bahan tambang pada *quarry* atau lahan tambang terbuka dan *crushing plant*, atau menggunakan alat pemecah batu. Produk yang dihasilkan dari *crushing plant* di antaranya: The most important material in concrete production is rock. This material is obtained from mining quarry or open-pit mining and crushing plant or using a rock crusher. The products generated from the crushing plant include:

- Split 1-2
- Split 2-3
- Screen
- Abu Batu | Quarry Dust
- Basecourse



JASA | SERVICES

Merupakan bagian dari inovasi bisnis Perseroan. Penyediaan jasa ini mencakup kegiatan pemancangan dengan *inner bore/pre bore system*, *post-tension*, instalasi girder dan proyek konstruksi.

This is a part of the business innovation of the Company. The provision of this service includes erection activities with *inner bore/pre bore system*, *post-tension*, girder installation, and construction projects.



WIKA BETON selalu berupaya melakukan produksi yang efisien dengan memaksimalkan input proses produksi seperti bahan baku alternatif, serta meminimalkan limbah dan dampak lingkungan. Hal ini sejalan dengan komitmen Perseroan sebagai produsen beton pracetak terbesar di Asia Tenggara dan mendukung pencapaian Tujuan Pembangunan Berkelanjutan di Indonesia.

WIKA BETON continues to strive for efficient production by maximizing production process input, such as alternative raw materials, as well as minimizing waste and environmental impact. This is in line with the commitment of the Company as the largest precast concrete producer in Southeast Asia and to support the achievement of Sustainability Development Goals (SDGs) in Indonesia.



Perseroan juga berupaya menjawab permintaan pasar dalam menyediakan jasa, antara lain kegiatan pemancangan dengan *inner bore/pre bore system, post tension*, dan proyek konstruksi di samping menjual produk yang ditawarkan sebagai bentuk inovasi bisnis. WIKA BETON menjalankan bisnis di bidang usaha perdagangan dan industri beton, jasa, konstruksi, Structural Health Monitoring System (SHMS), dan bidang usaha lain yang terkait. [102-2]

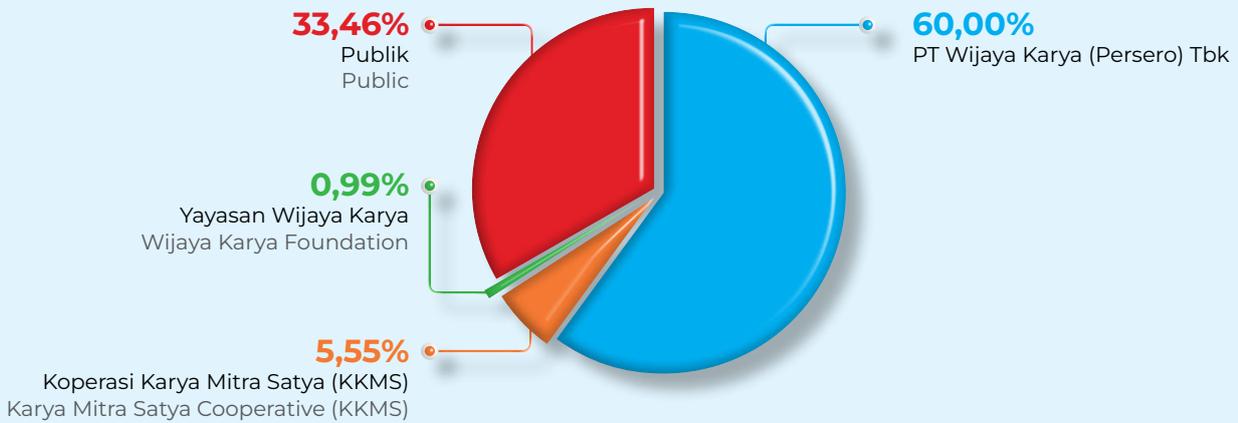
The Company also endeavors to address market demand by providing services, such as erection activities with inner bore/pre bore system, post tension, and construction projects aside from selling offered products, as a form of business innovation. WIKA BETON conducts business in the sectors of concrete trade and industry, services, construction, Structural Health Monitoring System (SHMS), and other relevant business sectors. [102-2]

Skala Organisasi [102-7]
Organizational Scale

Uraian Description	Satuan Unit	2021	2020	2019
Jumlah pegawai *) Number of employees *)	Orang People	1.363	1.449	1.492
Nilai proyek yang dikerjakan Values of projects	Rp miliar Billion Rp	6.665	8.512	5.841
Jumlah proyek selesai Number of completed projects	Kontrak Contract	2.444	1.674	2.482
Kapasitas produksi beton pracetak Precast concrete production capacity	Ton	4.660.000	4.422.500	4.051.000
Kapasitas produksi <i>Ready Mix</i> Ready mix production capacity	Ton	2.416.357	3.023.648	1.185.000
Pendapatan usaha Operating revenue	Rp miliar Billion Rp	4.312,85	4.803,36	7.083,38
Laba tahun berjalan Profit for the year	Rp miliar Billion Rp	81,43	123,15	486,64
Jumlah aset Total assets	Rp miliar Billion Rp	8.928,18	8.509,02	10.337,89
Jumlah kapitalisasi: Total capitalization:				
Liabilitas Liability	Rp miliar Billion Rp	5.480,30	5.118,44	6.829,45
Ekuitas Equity	Rp miliar Billion Rp	3.447,88	3.390,57	3.508,45

Keterangan | Note: *) Termasuk pegawai honorer | Including honorary employees

Kepemilikan Saham WIKA BETON [102-5]
Shares Ownership of WIKA BETON



Wilayah Operasi

Operational Area

WIKA BETON beroperasi di Indonesia dengan unit kerja meliputi kantor pusat, pabrik, kantor cabang, *quarry*, anak perusahaan, *sub-office*, pelabuhan, serta kantor penjualan. WIKA BETON memiliki 14 pabrik dan 1 *mobile plant* di beberapa wilayah dengan pertumbuhan industri konstruksi yang pesat di Indonesia. Selain itu, Perseroan juga memiliki 5 *crushing plant* yang terletak di Bogor, Lampung Selatan, Donggala, Sumedang, dan Pasuruan. Di tahun 2021, Perseroan mulai meningkatkan fondasi di pasar internasional dengan membentuk unit baru, *overseas marketing*.

Wilayah Operasi WIKA BETON [102-4]

Terdapat penggabungan wilayah penjualan IV (area Jawa Tengah dan Yogyakarta) dengan wilayah penjualan V (area Jawa Timur, Bali, NTT, dan NTB) menjadi wilayah penjualan V dengan cakupan area wilayah tersebut. Wilayah penjualan V memiliki kantor yang berlokasi di kota Surabaya dan kantor representatif berada di kota Semarang. Peta wilayah operasi, penjualan, dan pertambangan per akhir 2021 adalah sebagai berikut:

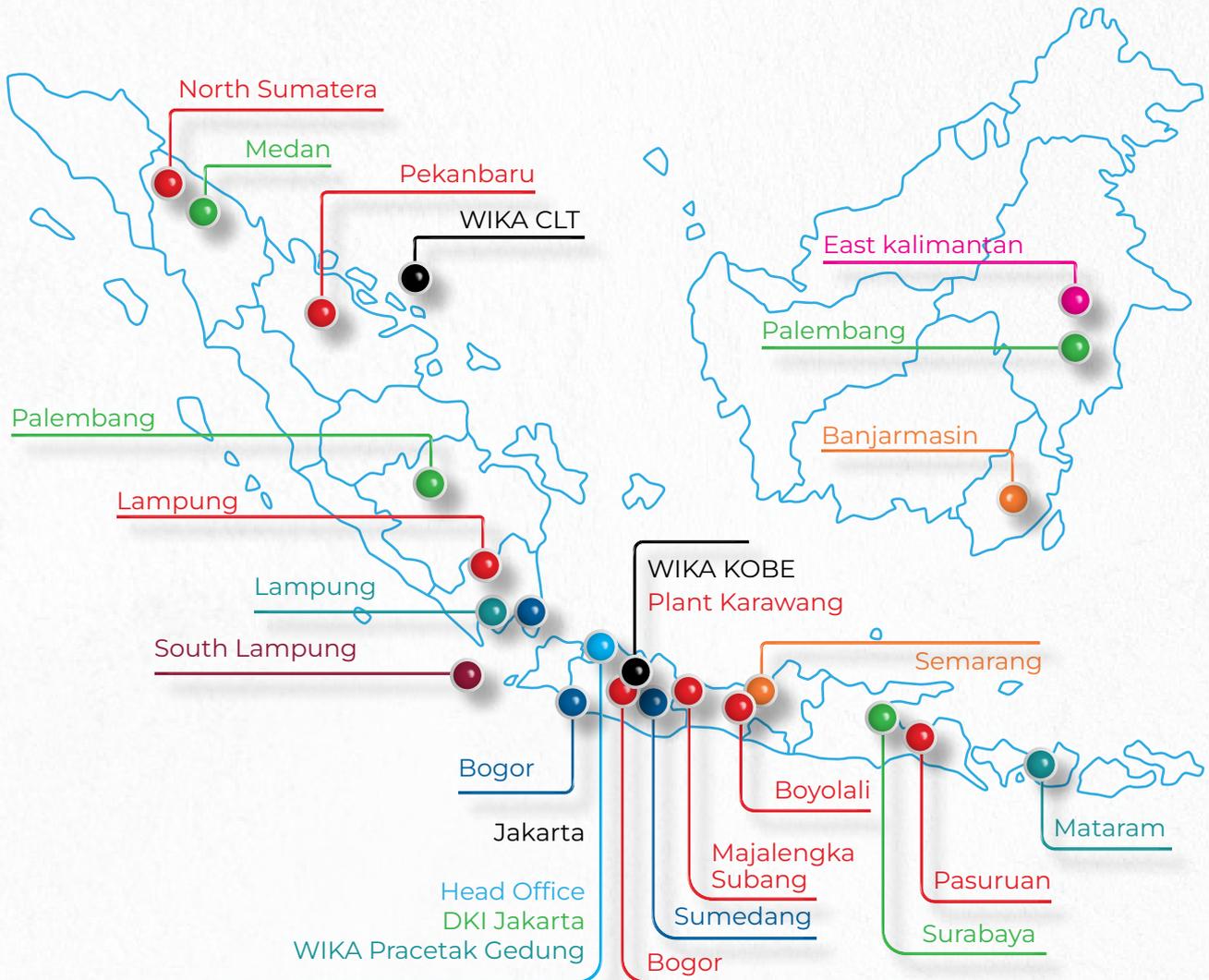
WIKA BETON operates in Indonesia with work units that include the head office, factories, branch offices, quarries, subsidiaries, sub-offices, ports, as well as sales offices. WIKA BETON has 14 factories and 1 mobile plant in several regions with rapid growth of construction industry in Indonesia. Moreover, the Company also owns 5 crushing plants located in Bogor, South Lampung, Donggala, Sumedang, and Pasuruan. In 2021, the Company began increasing its foundation in the international market by forming a new unit, the overseas marketing.

WIKA BETON Operational Areas [102-4]

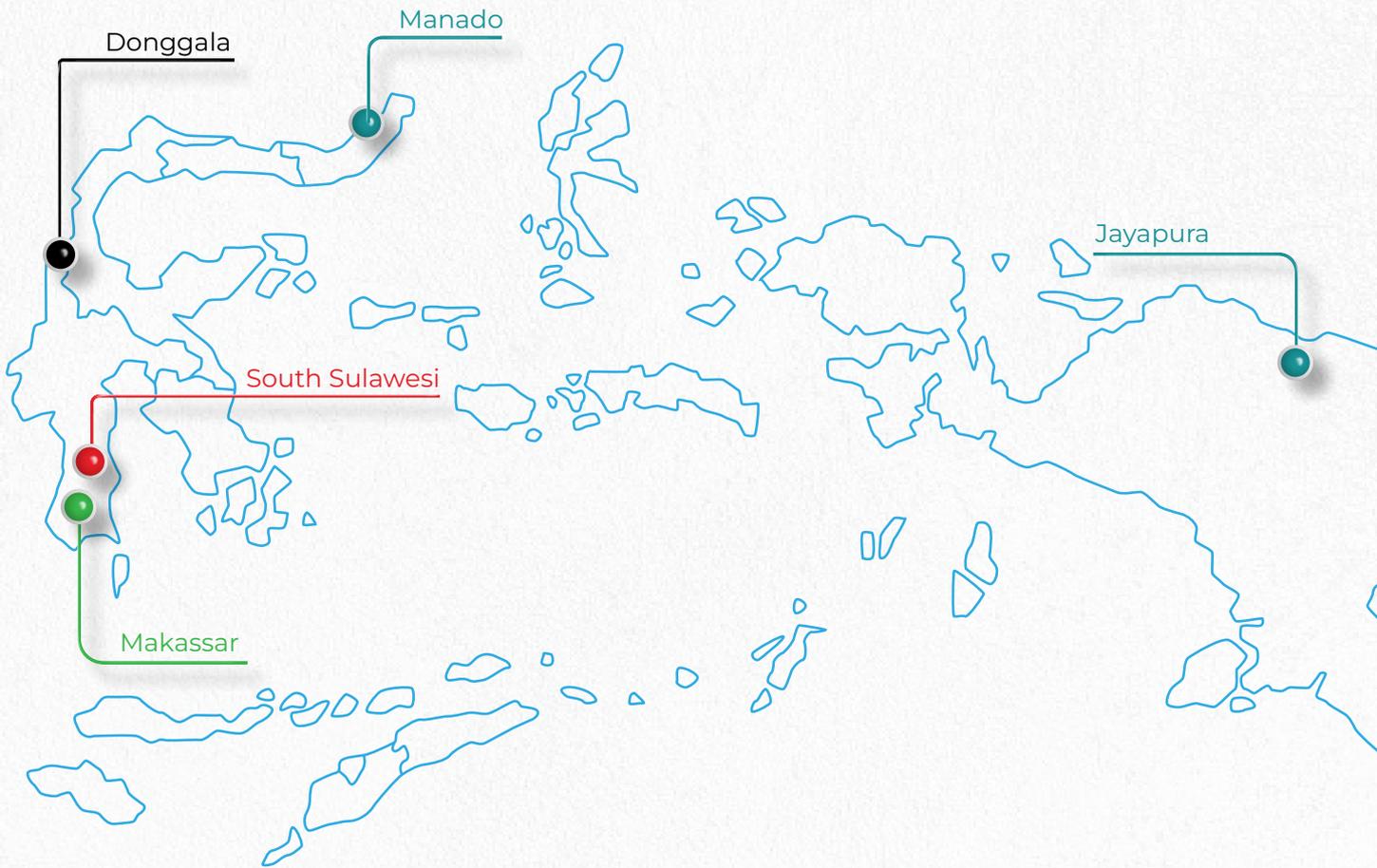
There was a unification of sales area IV (area of Central Java and Yogyakarta) with sales area V (area of East Java, Bali, NTT, and NTB) into sales area V with the scope of the aforementioned areas. The sales area V has an office located in Surabaya and a representative office located in Semarang. The map for areas of operations, sales, and mining as per the end of 2021 is as follows:

Wilayah Kerja dan Peta Operasional

Work Area and Operational Map



- | | | |
|--|---|--|
|  Head Office |  Representative Office |  Subsidiaries |
|  Plant |  Plant (in progress) |  Sub Office |
|  Sales Office |  Quarry |  Own Port |



Inisiatif Eksternal dan Keanggotaan Asosiasi

Produk utama Perseroan adalah beton yang dipasarkan dengan standar baku mutu yang berkualitas. Manajemen mutu ini tercermin dari perolehan sertifikasi khususnya dalam lingkup sistem manajemen, produk, dan pabrik dengan standar nasional maupun internasional.

External Initiatives and Association Memberships

The main product of the Company is concrete, which is marketed with excellent quality standards. The quality standards are reflected from the attainment of certification, particularly in the scope of management system, products, and factories with national and international standards.

Sertifikasi yang Dimiliki ^[102-12] Owned Certifications

Sertifikasi Certification	Masa Berlaku Validity Period
ISO 9001: 2015 Sistem Manajemen Mutu Ruang lingkup sertifikasi: <i>design, manufacture and installation of precast concrete products, prestressing and crushing plant.</i> ISO 9001: 2015 Quality Management System Scope of certification: design, manufacture, and installation of precast concrete products, prestressing and crushing plant.	10 Juli 2019 – 31 Juli 2022 10 July 2019 – 31 July 2022
ISO 14001: 2015 Sistem Manajemen Lingkungan Ruang lingkup sertifikasi: <i>design, management environment, manufacture and installation of precast concrete products, prestressing and crushing plant.</i> ISO 14001: 2015 Environmental Management System Scope of certification: design, management environment, manufacture, and installation of precast concrete products, prestressing and crushing plant.	25 Februari 2019 – 24 Februari 2022 25 February 2019 – 24 February 2022
ISO 45001:2018 Sistem Kesehatan dan Keselamatan Kerja Ruang lingkup sertifikasi: <i>design, manufacture and installation of precast concrete products, prestressing and crushing plant.</i> ISO 45001:2018 Occupational Health and Safety Scope of certification: design, manufacture, and installation of precast concrete products, prestressing and crushing plant.	6 Mei 2021 – 5 April 2024 6 May 2021 – 5 April 2024
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) PP 50 Tahun 2012 untuk: Management System of Occupational Health and Safety (SMK3) PP 50 of 2021 for:	
Pabrik Produk Beton Lampung Lampung Concrete Product Factory	17 September 2020 – 17 September 2023
Pabrik Produk Beton Sumatera Utara North Sumatera Concrete Product Factory	22 April 2021 – 22 April 2024
Pabrik Produk Beton Majalengka Majalengka Concrete Product Factory	29 Maret 2019 – 29 Maret 2022 – Proses penerbitan sertifikat kembali 29 March 2019 – 29 March 2022 – Certificate reissuing process
Pabrik Produk Beton Boyolali Boyolali Concrete Product Factory	
Pabrik Produk Beton Karawang Karawang Concrete Product Factory	29 Maret 2019 – 29 Maret 2022– Proses penerbitan sertifikat kembali diaudit bersama PPB Subang 29 March 2019 – 29 March 2022– Certificate reissuing process in joint audit with PPB Subang

Sertifikasi Certification	Masa Berlaku Validity Period
Pabrik Produk Beton Bogor Bogor Concrete Product Factory	29 Maret 2019 – 29 Maret 2022 – Proses penerbitan sertifikat kembali 29 March 2019 – 29 March 2022 – Certificate reissuing process
Pabrik Produk Beton Sulawesi Selatan South Sulawesi Concrete Product Factory	17 September 2020 – 17 September 2023
Pabrik Produk Beton Pasuruan Pasuruan Concrete Product Factory	22 April 2021 – 22 April 2024
Pabrik Produk Beton Lampung Selatan South Lampung Concrete Product Factory	29 Maret 2019 – 29 Maret 2022– Proses penerbitan sertifikat kembali 29 March 2019 – 29 March 2022– Certificate reissuing process
SNI 6880:2016 Spesifikasi Beton Struktural Ruang lingkup sertifikasi: Produk Beton Pracetak SNI 6880:2016 Structural Concrete Specification Scope of certification: Precast Concrete Product	28 Agustus 2020 – 27 Agustus 2024 28 August 2020 – 27 August 2024

Selain itu, WIKA BETON selalu mengikuti perkembangan dan peluang industri dengan menjadi anggota dalam beberapa asosiasi dalam negeri.

Furthermore, WIKA BETON always keeps pace with industry developments and opportunities by becoming members of several domestic associations.

Keanggotaan Asosiasi ^[102-13] Association Membership

Nama Asosiasi Name of Association	Posisi Keikutsertaan Participation Position	Jatuh Tempo Keanggotaan End of Membership
Kamar Dagang dan Industri Indonesia (KADIN). Indonesian Chamber of Commerce and Industry (KADIN)	Anggota Member	31 Desember 2022 31 December 2022
Asosiasi Perusahaan Pracetak dan Prategang Indonesia (AP3I) Indonesian Association of Precast and Prestressed Company (AP3I)	Anggota Member	16 Mei 2022 16 May 2022
Asosiasi Produsen Tiang Beton Pratekan Indonesia (APTI) Indonesian Association of Concrete Pole Producer (APTI)	Anggota Member	29 April 2023 29 April 2023
Asosiasi Perusahaan Perdagangan Barang Distributor, Keagenan dan Industri Indonesia (ARDIN) Indonesian Association of Procurement Suppliers and Distributors (ARDIN)	Anggota Member	26 Februari 2022 26 February 2022
Asosiasi Kontraktor Mekanikal Elektrikal Indonesia (Akmelindo) Association of Indonesian Electrical Contractors (Akmelindo)	Anggota Member	24 Oktober 2022 24 October 2022
Asosiasi Emiten Indonesia (AEI) Association of Indonesian Issuers (AEI)	Anggota Member	30 Oktober 2022 30 October 2022
Himpunan Ahli Teknik Tanah Indonesia (Geoteknik-Hatti) Indonesian Society For Geotechnical Engineering (Geoteknik-Hatti)	Anggota Member	15 Maret 2023 15 March 2023

◎ Visi, Misi, dan Nilai-Nilai [102-16]

Vision, Mission, and Values



Visi

Menjadi perusahaan terkemuka dalam bidang Engineering, Production, Installation (EPI) industri beton di Asia Tenggara.

Vision

To become a leading company in the concrete industry Engineering, Production, Installation (EPI) sector in Southeast Asia.

MISI

1. Menyediakan produk dan jasa yang berdaya saing dan memenuhi harapan pelanggan;
2. Memberikan nilai lebih melalui proses bisnis yang sesuai dengan persyaratan dan harapan pemangku kepentingan;
3. Menjalankan sistem manajemen dan teknologi yang tepat guna untuk meningkatkan efisiensi, konsistensi mutu, keselamatan dan kesehatan kerja yang berwawasan lingkungan;
4. Tumbuh dan berkembang bersama mitra kerja secara sehat dan berkesinambungan;
5. Mengembangkan kompetensi dan kesejahteraan Pegawai.

MISSION

1. Providing competitive products and services that meet customer expectations;
2. Giving added values through business processes that adhere to stakeholders' requirements and expectations;
3. Carrying out an effective management and technology system to increase efficiency, quality consistency, as well as occupational health and safety with environmental awareness;
4. Growing and developing together with business partners soundly and continuously;
5. Developing employee competency and welfare.

Nilai
Values



AMANAH | TRUSTWORTHY

Memegang teguh kepercayaan yang diberikan
Upholding the trust given

KOMPETEN | COMPETENT

Terus belajar dan mengembangkan kapabilitas
Continuously learning and sharpening capabilities

HARMONIS | HARMONIOUS

Saling peduli dan menghargai perbedaan
Mutual concern and appreciating differences

LOYAL

Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara
Dedicating and prioritizing the interests of People and Nation

ADAPTIF | ADAPTIVE

Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan
Constantly innovating and being enthusiastic in driving or encountering any changes

KOLABORATIF | TRUSTWORTHY

Membangun kerja sama yang sinergis
Building synergistic cooperations

PARADIGMA

1. Perubahan adalah tuntutan;
2. Pasar mendasari pengembangan bisnis perusahaan;
3. Pelanggan adalah penentu keberhasilan perusahaan;
4. Kepemimpinan mendorong kinerja ekselen;
5. Kompetensi adalah aset andalan perusahaan;
6. Setiap aktivitas wajib memberikan nilai tambah;
7. Kecepatan sangat esensial;
8. Teknologi menjadi pendorong pertumbuhan usaha.

PARADIGM

1. Change is a necessity;
2. The market underlies the company's business developments;
3. Customer is the defining factor for the company's success;
4. Leadership encourages excellent performance;
5. Competency is the company's main asset;
6. Each activity is required to give added values;
7. Speed is highly essential;
8. Technology is the driving force for business growth.

Keberlanjutan di WIKA BETON

Sustainability in WIKA BETON



Seluruh proses bisnis WIKA BETON dilaksanakan dengan memperhatikan berbagai nilai keberlanjutan demi mencapai efisiensi, konsistensi mutu, mencapai keselamatan dan kesehatan kerja, serta operasi yang berwawasan lingkungan.

All WIKA BETON business processes are conducted by taking into consideration various sustainability values to achieve efficiency, quality consistency, attaining occupational health and safety, as well as environmentally aware operations.



Kebijakan *Strategic TJSL*

Dasar pelaksanaan tanggung jawab sosial dan lingkungan Perseroan yaitu Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas; Peraturan Menteri BUMN PER-5/MBU/04/2021 tentang program TJSL BUMN, ISO 26000 Social Responsibility; dan Tujuan Pembangunan Keberlanjutan (*Sustainability Development Goals/SDGs*).

Peraturan Menteri BUMN PER-5/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara telah diratifikasi pada Rapat Umum Pemegang Saham (RUPS) Tahunan PT Wijaya Karya Beton Tbk tanggal 28 Mei 2021.

Kebijakan *Strategic TJSL* mengacu pada pendekatan konsep 5P (*planet, people, profit, peace, dan partnership*) yang kemudian dilaksanakan untuk mencapai kinerja ekonomi (*economic responsibility*); kinerja lingkungan (*environmental responsibility*); dan kinerja sosial (*social responsibility*).

Dalam melaksanakan *Strategic TJSL*, WIKA BETON berkomitmen untuk mencapai tujuan:

1. Membangun citra dan reputasi perusahaan yang pada akhirnya meningkatkan kepercayaan baik dari konsumen maupun mitra bisnis Perseroan;
2. Izin sosial untuk beroperasi, atau memperoleh dukungan dan niat baik masyarakat/loyalitas masyarakat;
3. Menumbuhkan rasa bangga dan nilai positif karyawan terhadap Perseroan;

Strategic CSR Policies

The basis for the implementation of the strategic corporate social responsibility of the Company are Law No. 40 of 2007 on Limited Liability Companies; Regulation of the Minister of State Owned Enterprise (SOE) PER-5/MBU/04/2021 concerning the CSR programs for SOE and ; ISO 26000 Social Responsibility; and Sustainability Development Goals (SDGs).

Regulation of the Minister of SOEs PER-5/MBU/04/2021 concerning the CSR programs for SOE has been ratified at the General Meeting of Shareholders (GMS) PT Wijaya Karya Beton Tbk on 28 May 2021.

The *Strategic CSR Policies* refer to the 5P (*planet, people, profit, peace, and partnership*) concept approach and are then implemented to achieve economic performance (*economic responsibility*); environmental performance (*environmental responsibility*); and social performance (*social responsibility*).

In implementing *Strategic CSR*, WIKA BETON is committed to achieving the following goals:

1. Building company image and reputation which ultimately increase trust, both from consumers and business partners of the Company;
2. Social License to Operate or receiving the support and goodwill from the public/public loyalty;
3. Cultivating a sense of pride and positive values in employees toward the Company;



- 4. Terbangunnya dialog yang baik dengan para pemangku kepentingan lainnya;
- 5. Mereduksi risiko bisnis.

- 4. Developing good dialogue with other stakeholders;
- 5. Reducing business risks.

Strategi Keberlanjutan

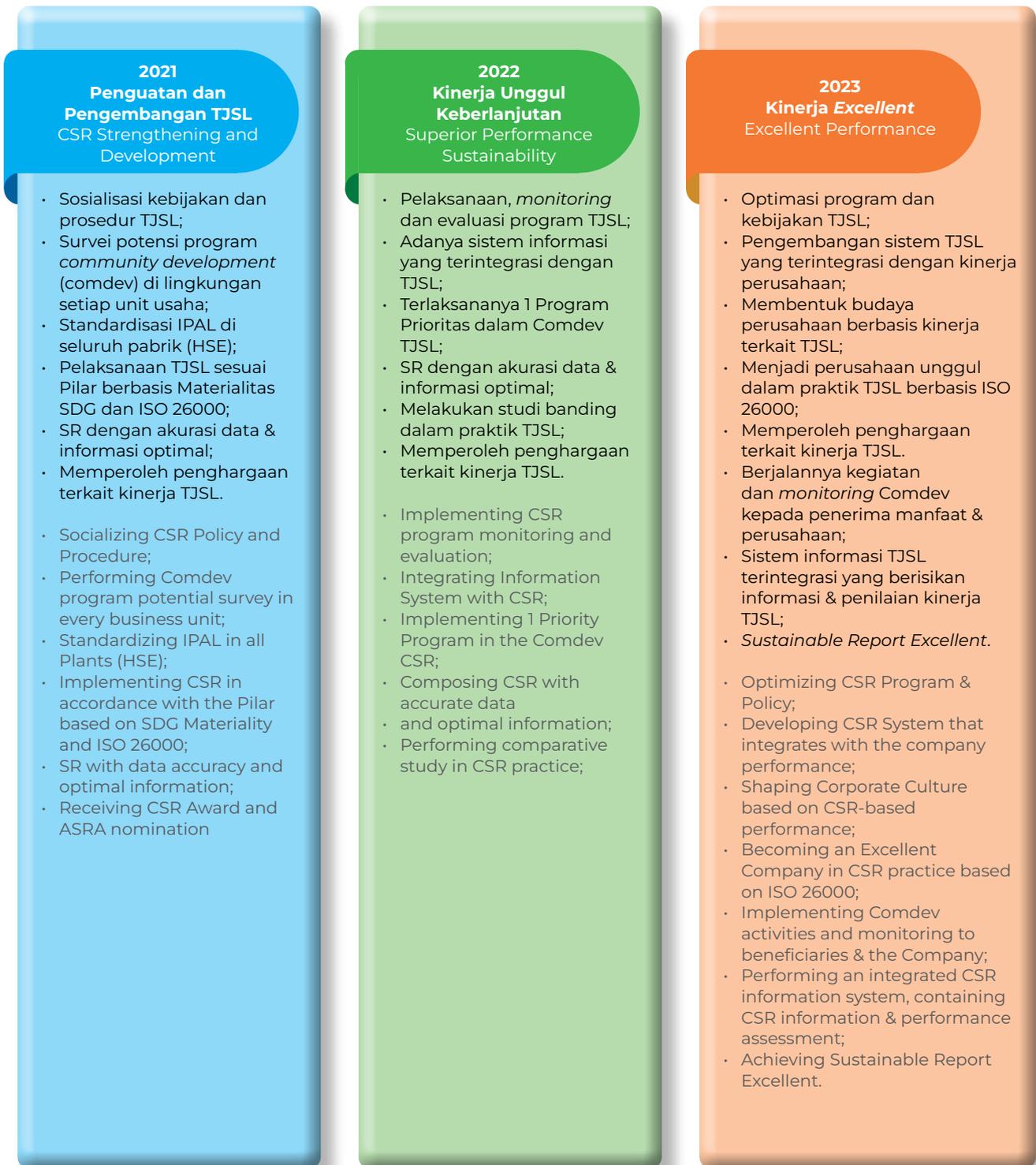
Strategi keberlanjutan WIKA BETON dijalankan melalui program tanggung jawab sosial dan lingkungan (TJSL) yang berpedoman pada 7 core value ISO 26000 yaitu tata kelola perusahaan, hak asasi manusia (HAM), praktik ketenagakerjaan, lingkungan, prosedur operasi yang wajar, isu konsumen, serta pelibatan dan pengembangan masyarakat. ISO 26000 juga diimplementasikan dalam proses operasi Perseroan dengan 6 dari 7 aspek utama telah diterapkan secara internal.

Dengan mengacu pada rencana jangka panjang TJSL, Perseroan berhasil menyempurnakan kebijakan dan prosedur TJSL di tahun 2021. Di tahap selanjutnya, Perseroan akan memperluas lingkup perbaikan dan mencapai kinerja *excellent* secara sistem dan pemantauan di tahun 2023.

Sustainability Strategy

WIKA BETON sustainability strategy is implemented through social responsibility programs, which refer to the 7 core values of ISO 26000, which are corporate governance, human rights (HAM), labor practices, the environment, fair operational procedures, consumer issues, as well as community engagement and empowerment. ISO 26000 has also been implemented in the operational processes of the Company, with 6 out of 7 core aspects being internally implemented.

By referring to the CSR long term plan, the Company successfully perfected the CSR policies and procedures in 2021. In the next phase, the Company will expand the scope of improvement and achieve excellent performance in terms of system and monitoring in 2023.



TJSL secara strategis menghasilkan *value* yang optimal antara pelestarian lingkungan dan kemandirian masyarakat sekitar wilayah operasi. Di samping itu, seluruh kegiatan TJSL disusun sejalan dengan SDGs.

Strategic CSR produced optimal values between environmental preservation and community independence around operational areas. Additionally, other CSR activities are formulated in line with SDGs.



Dukungan pada SDGs

Perseroan telah mengidentifikasi tujuan SDGs yang menjadi fokus dan prioritas, yaitu tujuan 3, 6, 8, dan 12, dan menjalankan inisiatif yang disertai dengan target dan strategi pencapaiannya. Empat tujuan tersebut ditentukan melalui pemetaan SDGs dan integrasi dengan pelaksanaan TJSL.

Support to SDGs

The Company has identified SDGs as focus and priority, which are goals 3, 6, 8, and 12, and has performed initiatives which are complemented by targets and achievement strategies. The four goals were determined through the mapping of SDGs and integration with CSR implementation.



Core subject ISO 26000:

The environment

Issue 2

Sustainable resource use

Target

- Pengelolaan sampah/barang bekas seperti sisa kayu, sepatu boots, ban, dan drum yang dikelola menggunakan prinsip 3R. Dilaksanakan di dua Pabrik Produk Beton (PPB) yaitu PPB Majalengka dan PPB Subang dan selanjutnya akan diterapkan di seluruh PPB.
- Pengelolaan limbah/sisa hasil produksi beton yang gagal.
- Pemanfaatan limbah padat yang dihasilkan $\pm 80.000 \text{ m}^3/\text{tahun}$.
- Pemanfaatan limbah air yang dihasilkan $\pm 17.000 \text{ m}^3/\text{tahun}$.

Capaian

7 dari 10 pabrik memegang predikat pabrik bebas limbah.

Kegiatan | Activity

Pengelolaan sampah, limbah sisa hasil produksi beton serta limbah padat dan limbah air.

The processing of trash, residual waste from concrete production, as well as solid and liquid waste.

Target

- The processing of trash/used materials such as leftover wood, used boots, tires, and drums, which is managed by using the 3R principle. Implemented at two Concrete Product Factories (PPB), PPB Majalengka and PPB Subang, and will continue to be implemented at all PPB.
- The management of waste/residue from failed concrete production.
- Utilization of solid waste generated, amounting to $\pm 80,000 \text{ m}^3/\text{year}$.
- Utilization of liquid waste generated, amounting to $\pm 17,000 \text{ m}^3/\text{year}$.

Achievement

7 from 10 factories are waste free factories.



Core subject ISO 26000:
The environment
Issue 2
Sustainable resource use

Kegiatan | Activity
Penanaman pohon
Tree planting

Target

Penanaman pohon di area sekitar kantor pusat, wilayah penjualan (WP), PPB, *quarry*, divisi dan proyek sebanyak ± 200 pohon.

Target

Planting ± 200 trees in areas around the head office, sales area (WP), PPB, quarries, divisions, and projects.

Capaian

Penanaman pohon sejumlah 256 pohon pada tahun 2021.

Achievement

256 trees are planted.



Core subject ISO 26000:
Community involvement and development
Issue 6
Health

Kegiatan | Activity
Donor darah
Blood donation

Target

- Peserta setiap pelaksanaan per unit kerja: ± 25 orang.
- Pelaksanaan dilakukan di seluruh unit usaha: kantor pusat, WP, PPB, proyek dan divisi ditambah masyarakat umum.
- Dilaksanakan ± dua kali dalam setahun.

Target

- Participants of each activity per work unit: : ± 25 people.
- Event held at all business units: head office, WP, PPB, project, and division and general public.
- Held ± twice a year.

Capaian

- Jumlah peserta pada setiap pelaksanaan kegiatan donor darah sejumlah 80 orang di kantor pusat dan 50 orang di pabrik.
- Pelaksanaan donor darah sebanyak 6 kali, yakni 1 kali di kantor pusat dan 5 kali di pabrik.

Achievement

- Number of participants in each blood donation activity is 80 people at the head office and 50 people at the factory.
- Implementation of 6 blood donation activities, namely 1 time at the head office and 5 times at the factory.



Core subject ISO 26000:
The environment
Issue 1
Prevention of pollution

Kegiatan | Activity
Instalasi Pengelolaan Air Limbah (IPAL)
Wastewater Treatment Plant Installation (WWTP)

Target

Standardisasi IPAL di seluruh PPB.

Target

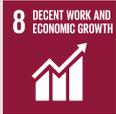
WWTP standardization at all PPB.

Capaian

100% PPB sudah memiliki standardisasi IPAL.

Achievement

100% PPB already has WWTP standardization.



Core subject ISO 26000:
Consumer issues
Issue 7
Education and awareness

Target

- Pencapaian KPI Penagihan 100%.
- Pemasok lokal sebagai prioritas utama dengan komposisi besaran $\geq 60\%$.
- Pelatihan dan pendampingan vendor \pm dua kali setahun.
- Vendor *gathering* \pm satu kali setahun.

Capaian

- Pencapaian KPI Penagihan sebesar 98,92% pada tahun 2021.
- Pemasok lokal sebagai prioritas utama dengan komposisi besaran sekitar 98% pada tahun 2021.
- Pelatihan dan pendampingan vendor sebanyak satu kali.

Kegiatan | Activity

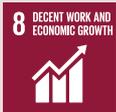
- Kerja sama dengan pemasok lokal
- Pelatihan dan pendampingan calon vendor
- Cooperation with local suppliers
- Training and assistance for prospective vendors

Target

- Billing KPI achievement 100%.
- Local supplier as main priority with a capacity of $\geq 60\%$.
- Vendor training and assistance \pm twice a year.
- Vendor gathering \pm once a year.

Achievement

- Billing KPI 98.92% in 2021.
- Local suppliers as the main priority with a composition of around 98% in 2021.
- Vendor training and mentoring held once.



Core subject ISO 26000:
Community involvement and development
Issue 2
Education and culture

Target

- Melaksanakan pendidikan lanjutan S2 dan S3 ikatan dinas bagi pegawai.

Capaian

Program beasiswa ikatan dinas diberikan kepada 8 orang pegawai.

Kegiatan | Activity

Program beasiswa
Scholarship program

Target

- Carrying out official service scholarship program for further education S2 and S3.

Achievement

Scholarship program for official service are given to 8 employees.



Core subject ISO 26000:
The environment
Issue 1
Prevention of pollution
Issue 2
Sustainable resource use

Target

- Pemanfaatan *fly ash* untuk produksi beton
- Pemanfaatan abu batu untuk produksi beton

Capaian

- Pemanfaatan *fly ash* sejumlah 56.986 Ton selama tahun 2021
- Pemanfaatan abu batu sejumlah 13.129 Ton selama tahun 2021.

Kegiatan | Activity

Memanfaatkan bahan tambahan untuk produksi beton yang dapat menghasilkan produk akhir yang lebih ramah lingkungan
Utilizing additional materials for concrete production that could lead to more eco-friendly end-products

Target

- Utilizing fly ash for concrete production
- Utilizing rock dust for concrete production

Achievement

- 56,986 Tons of fly ash are used.
- 13,129 Tons of rock dust are used.



◎ Tata Kelola Keberlanjutan

Sustainability Governance

Sebagai entitas bisnis yang dikelola profesional, WIKA BETON menerapkan praktik tata kelola perusahaan yang baik (*Good Corporate Governance* atau GCG). Seluruh kegiatan usaha, hubungan kerja maupun operasional Perseroan dijalankan dengan mengedepankan prinsip transparansi, akuntabilitas, tanggung jawab, kemandirian, dan kewajaran.

Sesuai dengan Undang-Undang No.40 Tahun 2007 tentang Perusahaan Terbatas, maka struktur tata kelola perusahaan terdiri dari beberapa organ perusahaan, yaitu:

1. Rapat Umum Pemegang Saham (RUPS), merupakan organ perusahaan tertinggi.
2. Dewan Komisaris, merupakan organ perusahaan yang berfungsi melakukan pengawasan atas kinerja Direksi.
3. Direksi, merupakan organ perusahaan yang menjalankan manajemen perusahaan.

Struktur organisasi WIKA BETON yang berlaku di 2021, ditetapkan melalui Surat Keputusan Nomor 01.01/WB-0A.0033/2021 tentang Struktur Organisasi PT Wijaya Karya Beton Tbk. tanggal 30 Juli 2021 dan disetujui oleh seluruh Direksi. Uraian struktur, fungsi, tugas dan kewenangan Dewan Komisaris dan Direksi, serta komite pendukung disampaikan secara lengkap dalam Laporan Tahunan 2021 yang diterbitkan terpisah dari laporan ini. ^[102-18]

As a professionally managed business entity, WIKA BETON implements Good Corporate Governance (GCG). All business activities, work and operational relations of the Company are run by upholding principles of transparency, accountability, responsibility, independence, and fairness.

In accordance with Law No. 40 of 2007 on Limited Liability Companies, then the corporate governance structure consists of several organs, which are:

1. General Meeting of Shareholders (GMS) as the highest company organ.
2. Board of Commissioners as the organ with the function of supervising the performance of the Board of Directors.
3. Board of Directors as the company organ that runs the management of the company.

The organizational structure of WIKA BETON applicable in 2021 was established by Decree No. 01.01/WB-0A.0033/2021 on the Organizational Structure of PT Wijaya Karya Beton Tbk. of 30 July 2021 and approved by the entire Board of Directors. Details on the structure, functions, duties, and authorities of the Board of Commissioners and Board of Directors as well as supporting committees are presented completely in the 2021 Annual Report, which is published separately from this report. ^[102-18]

Delegasi Tanggung Jawab Pemenuhan Kinerja Ekonomi, Sosial, dan Lingkungan

WIKA BETON telah merumuskan sejumlah target kinerja tahunan berdasarkan aspek lingkungan, sosial, dan ekonomi. Perseroan telah mendelegasikan tugas dan tanggung jawab dalam memenuhi target kinerja kepada setiap biro yang telah dipetakan. Sementara ini, Fungsi Corporate Secretary menjalankan fungsi komite yaitu mengkoordinasi sinergi kinerja yang terkelola antar biro. Selanjutnya, Fungsi Corporate Secretary akan mengevaluasi kinerja keberlanjutan yang terpetakan dan terukur baik untuk pencapaian SDGs, Pilar TJSL, maupun *corporate branding* WIKA BETON. [102-19]

Delegation of Responsibility for the Fulfillment of Economic, Social, and Environmental Performance

WIKA BETON has formulated a number of annual performance targets in accordance with environmental, social, and economic aspects. The Company has delegated duties and responsibilities in fulfilling the performance targets to each mapped bureau. Meanwhile, the Corporate Secretary function carries out the committee function, namely coordinating managed performance synergies between bureaus. Furthermore, the Corporate Secretary function will evaluate the mapped and measurable sustainability performance for the achievement of SDGs, CSR Pillars, and WIKA BETON's Corporate Branding. [102-19]

Pendelegasian Tanggung Jawab Terkait Topik Ekonomi, Sosial, & Lingkungan Delegation of Responsibility Pertaining to Economic, Social, & Environmental Topics

Biro Bureau	Tanggung Jawab Mencakup Topik Responsibility Includes the Following Topics
Biro Penjualan Sales Bureau	Ekonomi Economy
Biro Produksi Korporasi Corporate Production Bureau	Ekonomi, Sosial, Lingkungan Economy, Social, Environment
Biro Operasi Operations Bureau	
Biro Pengelolaan Material Material Management Bureau	Lingkungan Environment
Biro Business Development Business Development Bureau	Ekonomi Economy
Biro Supply Chain Management Supply Chain Management Bureau	Ekonomi, Sosial Economy, Social
Biro Keuangan Korporasi Corporate Finance Bureau	Ekonomi Economy
Sekretariat Perusahaan Corporate Secretary	Ekonomi, Sosial, Lingkungan Economy, Social, Environment
Biro Pengendalian Control Bureau	Ekonomi Economy
Biro Human Capital Human Capital Bureau	Sosial Social
Biro Teknologi Informasi Information Technology Bureau	Ekonomi, Sosial Economy, Social
Biro Engineering Engineering Bureau	
Biro R & D R&D Bureau	Ekonomi, Lingkungan Economy, Environment
Biro QHSE & Sistem Manajemen QHSE & Management System Bureau	Sosial, Lingkungan Social, Environment

Pengelolaan Risiko Keberlanjutan [102-11]

Di tengah ketidakpastian yang semakin besar akibat pandemi COVID-19, isu perubahan iklim, serta dinamika bisnis menjadi semakin cepat dan kompleks, WIKA BETON berupaya mengelola risiko ekonomi, sosial, dan lingkungan secara seimbang. Unsur ketidakpastian merupakan risiko bisnis yang tidak mungkin dihindari, namun harus dikelola melalui manajemen risiko. WIKA BETON menerapkan manajemen risiko dengan menggunakan kerangka SNI ISO 31000:2011.

Pengelolaan risiko dilakukan dengan mengidentifikasi risiko, mengukur tingkat/besaran risiko, analisis dan evaluasi risiko, mitigasi risiko, dan melakukan pemantauan risiko secara berkelanjutan. Perseroan telah melakukan pemetaan terhadap berbagai risiko terhadap bisnis, yang mencakup aspek ekonomi, sosial, dan lingkungan. Hasil pemantauan risiko dievaluasi dalam rapat evaluasi yang dilakukan di seluruh tingkat jabatan dan disampaikan kepada *top management* secara berkala. Informasi profil risiko selengkapnya disampaikan dalam laporan tahunan yang terpisah dari laporan ini.

Secara umum, potensi risiko lingkungan, sosial, dan tata kelola (LST) yang teridentifikasi antaranya pengaduan dari masyarakat di sekitar pabrik karena pengelolaan lingkungan, yang Perseroan kelola dengan meningkatkan kinerja lingkungan sehingga tidak ada pengaduan yang berdampak ke operasional pabrik. Sementara itu, potensi risiko sosial yang Perseroan hadapi berkaitan dengan pegawai *outsourcing* dari mitra kerja yang kapasitas maupun kompetensinya di bawah standar Perseroan, yang Perseroan atasi dengan turut memberikan pelatihan pada mereka.

Perubahan Signifikan pada Tata Kelola Perusahaan [102-10]

1. Sebagai salah satu upaya pengembangan usaha, pada Januari 2021, Perseroan membentuk Overseas Marketing di bawah Biro Business Development. Unit ini memiliki fungsi utama untuk melakukan survei, merencanakan, dan memonitor kegiatan pemasaran dan pengembangan bisnis di luar negeri, khususnya di Asia Tenggara.

Management of Sustainability Risks [102-11]

Amid growing uncertainties due to the COVID-19 pandemic, climate change issues, as well as the increasingly rapid and complex business dynamics, WIKA BETON endeavors to manage economic, social, and environmental risks in a balanced manner. Elements of uncertainty are unavoidable business risks which must be managed through risk management. WIKA BETON implements risk management by using the ISO 31000:2011 SNI framework.

Risk management is conducted by identifying risks, measuring risk level/amount, risk analysis and evaluation, risk mitigation, and sustainable risk monitoring. The Company has mapped various risks toward the business, which include economic, social, and environmental aspects. The results of risk monitoring are evaluated in evaluation meetings, which are held in all position levels and periodically presented to the top management. The complete risk profile information is presented in the annual report separate from this report.

In general, the identified environmental, social, and governance (ESG) potential risks include complaints from communities around the factories due to environmental management, which is managed by the Company by improving environmental performance; therefore, there are no complaints that impact factory operations. Whereas the potential social risk faced by the Company pertains to outsourcing employees from business partners with the capacity or competency below Company standards, which is overcome by the Company by providing them with training.

Significant Changes to Corporate Governance [102-10]

1. As one of the business development attempts, in January 2021, the Company formed Overseas Marketing under the Business Development Bureau. This unit has the core functions of conducting surveys, planning, and monitoring marketing and business development activities abroad, particularly in Southeast Asia.

2. WIKA BETON membentuk Unit Mobile Concrete yang mulai beroperasi secara efektif pada 1 Januari 2021. Unit kerja ini berjumlah empat unit dan berada di bawah Divisi Pengelolaan Material. Unit Mobile Concrete merupakan penyempurnaan dari unit yang sudah ada sebelumnya, yaitu Proyek Mobile Plant Bangkinang, Unit HSR, Unit Ready Mix Concrete, dan Unit Crushing Plant Donggala.
3. WIKA BETON juga melakukan penggabungan Wilayah Penjualan IV (Semarang) dan V (Surabaya), yang selanjutnya disebut sebagai WP V.
4. Seiring dinamika bisnis, Pemegang Saham melalui Rapat Umum Pemegang Saham Tahunan (RUPST) pada tahun 2021 telah memutuskan dan menetapkan perubahan susunan keanggotaan Dewan Komisaris dan Direksi masing-masing satu kursi, yaitu:
- Direktur I Ketut Pasek Senjaya Putra, karena berakhirnya masa jabatan dan seterusnya akan melanjutkan karirnya sebagai Direktur di PT Waskita Karya (Persero) Tbk. Perseroan mengangkat dan menetapkan pejabat baru Taufik Dwi Wibowo sebagai Direktur Operasi dan SCM.
 - Komisaris Herry Trisaputra Zuna, yang selanjutnya digantikan oleh R. Permadi Mulajaya.

2. WIKA BETON formed the Mobile Concrete Unit, which effectively began operations on 1 January 2021. This work unit has four units which are under the Material Management Division. The Mobile Concrete unit is an improvement of previously existing units, which are the Mobile Plant Bangkinang Project, HSR Unit, Ready Mix Concrete Unit, and Crushing Plant Donggala Unit.
3. WIKA BETON also combined the Sales Area IV (Semarang) and V (Surabaya), thereafter referred to as WP V.
4. Keeping pace with business dynamics, Shareholders through the Annual General Meeting of Shareholders (AGMS) in 2021 have decided and determined changes to the membership composition of the Board of Commissioners and Board of Directors one chair each, which were:
- Director I Ketut Pasek Senjaya Putra, due to the end of his tenure and thereafter continuing his career as a Director at PT Waskita Karya (Persero) Tbk. The Company appointed and established a new official. Taufik Dwi Wibowo as the Operations and SCM Director.
 - Commissioner Herry Trisaputra Zuna, thereafter replaced by R. Permadi Mulajaya.

Dewan Komisaris
Board of Commissioners

Nama Name	Jabatan Position
Priyo Suprobo	Plt. Komisaris Utama/ Komisaris Independen Act. President Commissioner/ Independent Commissioner
R. Permadi Mulajaya	Komisaris Commissioner
Harno Trimadi	Komisaris Commissioner
Indrieffouny Indra	Komisaris Independen Independent Commissioner

Dewan Direksi
Board of Directors

Nama Name	Jabatan Position
Hadian Pramudita	Direktur Utama President Director
Kuntjara	Direktur Pemasaran dan Pengembangan Marketing and Development Director
Sidiq Purnomo	Direktur Teknik dan Produksi Technical and Production Director
Imam Sudiyono	Direktur Keuangan, Human Capital, dan Manajemen Risiko Finance, Human Capital, and Risk Management Director
Taufik Dwi Wibowo	Direktur Operasi dan Supply Chain Management Operations and Supply Chain Management Director



Operasi yang Berkelanjutan

Sustainable Operations

Pendekatan Manajemen pada QHSE [103-1, 103-2, 103-3]

Operasi yang aman dan berkualitas didukung oleh implementasi QHSE yang optimal sehingga pada akhirnya akan memberikan dampak positif bagi Perseroan. WIKA BETON senantiasa menjaga kualitas *precast* maupun pekerjaan jasa lainnya, serta menerapkan Keselamatan, Kesehatan Kerja dan Lingkungan (K3L) sesuai dengan RKAP. Biro Quality, Health, Safety & Environment (QHSE) dan Sistem Manajemen (SM) mengawasi implementasi dan kinerja QHSE secara terintegrasi.

Sasaran QHSE tahun 2021 yaitu tercapainya target QHSE Excellence (HSE Level, 5R, RCA, FR LTI, FR NLTI, SR) dan *zero fatality*. Evaluasi QHSE dilakukan secara berkala setiap triwulan dari pelaporan yang dikirimkan oleh masing-masing unit kerja. Dilakukan audit internal dan eksternal secara rutin untuk mengukur tingkat pelaksanaan K3 dan lingkungan. Perseroan juga melaksanakan QHSE Patrol yang dilakukan oleh anggota Direksi dan tim manajemen.

Pengukuran audit QHSE Excellence, yaitu sebagai berikut:

Management Approach to QHSE [103-1, 103-2, 103-3]

Safe and quality operations are supported by optimal QHSE implementation to ultimately bring positive impacts to the Company. WIKA BETON always maintains the quality of precast and other service work, as well as implements Occupational Health, Safety, and Environment in accordance with the RKAP. The Quality, Health, Safety, & Environment (QHSE) and Management System (SM) Bureau monitors the implementation and performance of QHSE in an integrated manner.

The 2021 QHSE targets were the achievement of the QHSE Excellence target (HSE Level, 5R, RCA, FR LTI, FR NLTI, SR) and zero fatality. QHSE evaluation is conducted periodically every quarter from the reporting sent by each work unit. Internal and external audits are routinely performed to measure the HSE and environment implementation level. The Company also conducts QHSE Patrol, performed by members of the Board of Directors and management team.

QHSE Excellence audit calculation is as follows:

Perseroan berupaya untuk beradaptasi dalam kondisi apapun, terus mengelola sumber daya, mengembangkan inovasi, serta menggunakan teknologi informasi mutakhir untuk mendukung operasional yang efektif dan efisien.

The Company strives to adapt to any condition, continues to manage resources, develops innovations, as well as uses advanced information technology to support effective and efficient operations.

Indikator Kinerja (KPI) Key Performance Indicators (KPI)	Program Kerja Work Program	Formula	Target / Sasaran (min) Target/Goal (min)	Realisasi Realization
QHSE Excellence	Realisasi Skor Qpass, QMSL, 5R, RCA, SHE Level Score Realization of Qpass, QMSL, 5R, RCA, SHE Level	Ri Qpass/Ra Qpass + Ri QMSL/Ra QMSL + Ri 5R/Ra 5R + Ri RCA/Ri RCA + Ri SHE Level/Ra SHE Level	90	118
	Audit internal Internal Audit	Ri/Ra Audit SM ISO 9001 + Ri/Ra Audit SMK3 + Audit Sistem Lingkungan SM ISO 14001 + Audit Sistem Informasi	90	94,37
		Ra/Ri Audit SM Peralatan Ra/Ri Audit SM Equipment	90	93,15

Setiap adanya temuan audit dari pihak eksternal maupun audit internal yang dilakukan Biro QHSE & SM dan fungsi terkait, Pengelolaan Pelaksana Usaha (PPU) akan menindaklanjuti dengan Rencana Tindakan Perbaikan (RTP). Dengan mitigasi/preventif, Perseroan memastikan temuan tersebut tidak akan terjadi kembali.

For each audit finding from external party or internal audit performed by the QHSE & SM Bureau and relevant functions, the Business Management Section (PPU) will follow up with a Correction Action Plan (RTP). By a mitigation/preventive measure, the Company ensures that the finding does not reoccur.

Menjaga Mutu Produk

Maintaining Product Quality



Usaha Perseroan dalam meningkatkan mutu secara berkesinambungan diharapkan mampu melahirkan inovasi dan gebrakan baru yang sulit ditandingi oleh para pesaing. WIKA BETON memperhatikan aspek mutu dan produk melalui sistem manajemen mutu berbasis ISO 9001:2015, yang dievaluasi setiap tahun dan dinilai oleh badan sertifikasi yang independen yaitu Lloyd Register Quality Assurance (LRQA). Standar mutu di WIKA BETON dievaluasi melalui kepuasan pelanggan, kepemimpinan, keterlibatan setiap individu, pendekatan proses, upaya peningkatan, pengambilan keputusan berbasis bukti, dan manajemen hubungan.

Sebagai upaya menjaga kepercayaan pelanggan, Perseroan memberi informasi secara komprehensif terkait produk dan jasa yang dijual, serta menjalin komunikasi dengan pelanggan. Perseroan memberikan lembar informasi dan sertifikat produk pada saat penyerahan produk. Lembar informasi beton pracetak berisi informasi tentang bahan, berat, spesifikasi dimensi, dan mutu sesuai standar nasional maupun internasional.

The endeavors of the Company in continuously increasing quality are expected to bring forth innovations and new breakthroughs which are difficult for competitors to contend with. WIKA BETON pays attention to the quality and product aspects through the quality management system based on ISO 9001:2015, which is evaluated annually and assessed by an independent certification agency, Lloyd Register Quality Assurance (LRQA). The quality standards at WIKA BETON are evaluated through customer satisfaction, leadership, the engagement of each individual, process approach, improvement efforts, evidence-based decision making, and relations management.

As an attempt to maintain customer trust, the Company provides comprehensive information pertaining to products and services on offer, as well as cultivates communication with customers. The Company gives information sheet and product certificate on product handover. The precast concrete information sheet contains information on materials, weight, dimension specifications, and quality in accordance with national and international standards.

○ Keselamatan, Kesehatan Kerja, dan Lingkungan (K3L)

Occupational Health, Safety, and Environment (HSE)

Sistem Manajemen K3L [403-1, 403-7, 403-8]

Implementasi keselamatan dan kesehatan kerja menjadi tanggung jawab Biro QHSE dan Sistem Manajemen (SM). Biro QHSE dan SM bertugas memantau dan mencatat kinerja penerapan K3L yang berlaku bagi seluruh pegawai termasuk pegawai mitra dan pegawai honorer. Ruang lingkup kerja pegawai, aktivitas dan tempat kerja sudah tercantum pada pedoman Operasi SMK3L (WB-LDS-PO-03).

WIKA BETON mengimplementasikan sistem manajemen K3 yang mengacu PP No. 50 tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja, ISO 45001:2018, dan Kepdirjen Minerba ESDM Nomor 185.K tahun 2019 terkait Sistem Manajemen Keselamatan Pertambangan (SMKP). Penerapan sistem manajemen K3 di PPB juga dinilai oleh pihak independen.

Implementasi K3L

Dalam mengimplementasikan K3L, WIKA BETON telah melakukan *risk assessment* pada setiap jenis pekerjaan yang dilakukan di wilayah kerja. Melalui *risk assessment*, Perseroan mengidentifikasi beberapa jenis pekerjaan berisiko tinggi dan meningkatkan berbagai fasilitas keselamatan, mitigasi, serta pengawasan pada pekerjaan berisiko tinggi. [403-2, 403-7]

HSE Management System [403-1, 403-7, 403-8]

The implementation of occupational health and safety is the responsibility of the QHSE and Management System (SM) Bureau. The QHSE and SM Bureau has the duty of monitoring and recording HSE implementation performance, which is applicable for all employees, including partner employees and non-permanent employees. The scope of work, activities, and work location of employees are included in the SMK3L Operations guideline (WB-LDS-PO-03).

WIKA BETON implements a HSE management system that refers to PP No. 50 of 2012 on the Management System of Occupational Health and Safety, ISO 45001:2018, and the Directorate General of Mineral and Coal Decree No. 185.K of 2019 on the Management System of Mining Safety (SMKP). The implementation of the HSE management system at PPB is also assessed by an independent party.

HSE Implementation

In implementing HSE, WIKA BETON has conducted a risk assessment on each type of job performed in the work area. Through risk assessment, the Company identifies several high-risk job types and improves various safety facilities, mitigation, as well as monitoring of high-risk jobs. [403-2, 403-7]

Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-2] High-Risk Job Types and Their Management

Uraian Pekerjaan Berisiko Tinggi Description of High-Risk Job Type	Risiko yang Ditimbulkan Generated Risk	Upaya dan Tindak Lanjut Effort and Follow-Up
Area panas High heat areas	Terbakar, ledakan Burning, explosion	Membuat IBPR-P, JSA, dan izin kerja Making IBPR-P, JSA, and work license
Elektrikal Electrical	Ledakan, kesetrum, terbakar Explosion, electric shock, burning	
Ruang terbatas Limited space	Kekurangan oksigen, keracunan Lack of oxygen, poisoning	
Ketinggian Height	Terjatuh, tergelincir, kejatuhan Falling, slipping, having something fall on an employee	
Pengangkatan Lifting	Terguling, terjatuh, ambles Accidentally rolling over, falling, collapsing	
Penggalian Excavating	Terperosok, tertimbun, kekurangan oksigen, keracunan Sinking, burying, lacking oxygen, poisoning	
Bekerja di malam hari Working at night	Tertabrak, kelelahan, penglihatan kabur, mengantuk Crashing, exhaustion, blurred vision, sleepiness	

WIKA BETON melakukan pengendalian risiko pada setiap proses aktivitas dengan membuat Job Safety Analysis (JSA), Identifikasi Bahaya, Penilaian Risiko, dan Pengendalian (IBPR-P), Identifikasi Aspek Dampak Lingkungan (IADL), serta membuat perencanaan K3L. Perseroan memiliki kebijakan dan mekanisme pelaporan kecelakaan yang diatur dalam prosedur penanganan kasus kecelakaan, penyakit akibat kerja (PAK), pencemaran lingkungan, insiden dan keadaan tidak aman yaitu WB-HSE-PS-04. Setiap kecelakaan yang terjadi diinvestigasi di bawah pengawasan Sekretaris Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3) seluruh unit dalam waktu 2x24 jam. Mitigasi insiden dilakukan tergantung pada hasil identifikasi risiko yang dilakukan serta pengendaliannya. [403-2]

Selain itu, WIKA BETON juga melindungi tenaga kerja yang melaporkan kecelakaan dengan Kebijakan Stop Working Authority (SWA). Berdasarkan kebijakan SWA, setiap pegawai memiliki wewenang penuh untuk mencegah kecelakaan kerja, dan tidak dikenakan sanksi walaupun tindakan penghentian berdampak terhadap tertundanya jadwal penyelesaian pekerjaan. Perseroan juga menjamin perlindungan atas pelaporan bahaya yang disampaikan oleh pegawai tanpa terkecuali. [403-2]

Pentingnya keselamatan kerja terus Perseroan sosialisasikan melalui komunikasi dan konsultasi yang melibatkan pegawai dalam topik K3L. Perseroan memperkenalkan SHE Induction untuk pegawai baru dan pengunjung/tamu sebagai upaya komunikasi K3L perusahaan yang mencakup kebijakan K3L, aturan dan tata tertib K3L, prosedur penanganan keadaan darurat, dan bahaya yang mungkin terjadi ditempat kerja. [403-4]

Sebelum mengawali pekerjaan, WIKA BETON melakukan komunikasi K3 dalam bentuk *toolbox meeting* setiap hari, SHE Talk setiap minggu, SHE Meeting setiap bulan, serta QHSE Patrol yang melibatkan tim manajemen. Dalam SHE Meeting, manajemen dan subkontraktor/vendor membahas program K3L, hasil inspeksi K3L, permasalahan K3L, dan tindak lanjut terhadap K3L.

WIKA BETON performs risk control on all activity processes by making a Job Safety Analysis (JSA), Danger Identification, Risk Assessment, and Control (IBPR-P), Environmental Impact Aspect Identification (IADL), as well as making HSE planning. The Company has policies and accident reporting mechanism regulated in the accident case handling procedure, work-related diseases (PAK), environmental pollution, incidents, and unsafe conditions, the WB-HSE-PS-04. Each occurring accident is investigated under the supervision of the Safety, Health, and Environmental Development Committee (P2K3) of all units in 2x24 hours. Incident mitigation is carried out depending on results of risk identification as well as their control. [403-2]

Furthermore, WIKA BETON also protects manpower who reports accidents with the Stop Working Authority (SWA) Policy. Based on the SWA policy, each employee has full authority to prevent occupational accidents without sanction, despite the impact of stopping working on the delay of work completion schedule. The Company also guarantees protection for hazard reporting filed by employees without exception. [403-2]

The importance of occupational safety continues to be socialized by the Company via communication and consultation, which engage employees in the topic of HSE. The Company introduces SHE Induction for new employees and visitors/guests as an effort to communicate the HSE of the Company that includes HSE policies, HSE rules and regulations, emergency response procedure, and occurring hazards at the workplace. [403-4]

Prior to beginning work, WIKA BETON conducts HSE communication in the form of daily toolbox meeting, weekly SHE Talk, monthly SHE Meeting, as well as QHSE Patrol that involves the management team., In the SHE Meeting, the management and subcontractors/vendors discuss HSE program, HSE inspection results, HSE issues, and follow-up to HSE.

Direksi dan Manajer Biro secara berkala mengawasi dan menilai penerapan kesadaran K3L melalui QHSE Patrol. Penilaian dilakukan secara periodik setiap dua bulan sekali dengan meninjau implementasi kesadaran K3L di seluruh PPB. [403-4]

Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3) [403-4]

Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3) bersama Biro QHSE & SM Kantor Pusat mengawasi komunikasi dan hasil kinerja K3L unit terkait. Tugas dan wewenang P2K3 tertuang dalam Pedoman WB-LDS-PO-03. WIKA BETON memiliki P2K3 di korporat dan di masing-masing unit kerja yang dipimpin oleh pimpinan perusahaan/unit untuk mewakili 100% pegawai. Unit kerja seperti di PPB dan P2K3 dipimpin oleh manajer pabrik sebagai perwakilan pegawai.

Pelatihan terkait K3L

Pelatihan terkait topik K3L diberikan kepada pegawai untuk meningkatkan kepekaan dan keahlian menyelesaikan risiko K3L. Pelatihan yang diberikan, antara lain: [403-5]

1. Pelatihan Ahli K3 Umum;
2. Pelatihan Ahli K3 Konstruksi (Muda dan Madya);
3. Pelatihan Ahli K3 Lingkungan Kerja;
4. Pelatihan Ahli Kebakaran Kelas A, B, C, D;
5. Pelatihan Petugas Pertolongan Pertama (PPP);
6. Pelatihan Operator K3 Angkat Angkut.
7. Awareness ISO 14001:2015;
8. Awareness ISO 45001:2018;
9. Sistem Manajemen Keselamatan Pertambangan (SMKP);
10. Pelatihan Investigasi Kecelakaan;
11. Pelatihan Pengendalian Pencemaran Air;
12. Pelatihan Pengendalian Pencemaran Udara;
13. Pelatihan Auditor SMK3 (PP 50 Tahun 2012);
14. Pelatihan Auditor ISO 45001:2018;
15. Pelatihan Auditor ISO 14001:2015.

The Board of Directors and Bureau Managers periodically monitor and assess HSE awareness implementation via QHSE Patrol. Assessment is performed periodically, once every two months, by reviewing HSE awareness implementation at all PPB. [403-4]

Safety, Health, and Environment Development Committee (P2K3) [403-4]

The Safety, Health, and Environment Development Committee (P2K3) with the QHSE and SM Bureau of the Head Office monitor HSE communication and performance results of relevant units. The duties and authorities of P2K3 are formulated in the WB-LDS-PO-03 Guideline. WIKA BETON has P2K3 at corporate and every work unit led by the company/unit head to represent 100% of employees. Work units, such as at PPB and P2K3, are led by the factory managers as employee representatives.

Training Related to HSE

Training relevant to the HSE topic is given to employees to increase sensitivity and expertise in mitigating HSE risks. The trainings given, among which, are: [403-5]

1. General OHS Expert Training;
2. Construction OHS Expert Training (Junior and Mid);
3. Work Environment OHS Expert Training;
4. A, B, C, D Class Fore Expert Training;
5. First Aid Officer (PPP) Training;
6. Lifting and Transport OHS Operator Training;
7. ISO 14001:2015 awareness;
8. ISO 45001:2018 awareness;
9. Mining Safety Management System (SMKP);
10. Accident Investigation Training;
11. Water Pollution Control Training;
12. Air Pollution Control Training;
13. SMK3 Auditor Training (PP 50 of 2012);
14. ISO 45001:2018 Auditor Training;
15. ISO 14001:2015 Auditor Training.



Fasilitas Kesehatan bagi Pegawai [403-3, 403-6]

Di seluruh unit kerja, WIKA BETON menyediakan fasilitas ruang pertolongan pertama dan perlengkapannya. Selain itu, terdapat sarana pemadam kebakaran, klinik kesehatan, dan dokter perusahaan. Perseroan percaya bahwa fasilitas dan sarana kesehatan dan keselamatan kerja yang berkualitas mampu meminimalkan risiko terhadap K3. Untuk itu, WIKA BETON melakukan evaluasi satu kali per tahun atas pelaksanaan program kesehatan yang berjalan. Perseroan memberikan asuransi kesehatan bagi seluruh pegawai. Perseroan memberikan asuransi BPJS Kesehatan bagi seluruh Pegawai Terampil, Pegawai Organik, dan Kontrak. Sementara itu, asuransi komersial juga diberikan kepada Pegawai Organik dan Terampil. Secara berkala, Perseroan melakukan *emergency drill* dan secara periodik setiap tiga bulan sekali, manajemen melakukan *safety patrol* di seluruh unit kerja PPB dan proyek WIKA BETON.

Secara berkala seluruh pegawai diberikan fasilitas untuk melakukan *medical check up* (MCU). Hasil data MCU karyawan dicatat oleh Biro Human Capital. Dengan melaksanakan MCU, WIKA BETON berharap dapat menjaga kesehatan tenaga kerja guna menjaga kesinambungan bisnis perusahaan.

Health Facilities for Employees [403-3, 403-6]

At all working units, WIKA BETON provides the facility of first aid room and its equipment. Moreover, there are firefighting facilities, health clinic, and company doctor. We believe that quality occupational health and safety means and facilities are able to minimize OHS risks. For this reason, WIKA BETON evaluates once per year on the implementation of ongoing health programs. The Company provides health insurance for all employees. The Company provides BPJS Health insurance for all Skilled Employees, Organic Employees, and Contracts. Meanwhile, commercial insurance is also provided to Organic and Skilled Employees. Periodically, the Company conducts emergency drills and every three months, management conducts safety patrols in all PPB work units and the WIKA BETON project.

Periodically, all employees are given the facility for Medical Check Up (MCU). The MCU data results of employees are recorded by the Human Capital Bureau to be reported. In conducting MCU, WIKA BETON hopes to maintain the health of manpower to sustain the company's business continuity.

Namun demikian, selama tahun 2020 dan 2021, Perusahaan tidak melaksanakan MCU karena anggaran dialihkan untuk *screening* COVID-19. Selain itu, sebagai bentuk kepedulian atas kesehatan, WIKA BETON bekerja sama dengan Entitas Anak WIKA dalam melaksanakan kegiatan donor darah.

Penyakit Akibat Kerja (PAK) [403-10]

Selama periode pelaporan tidak ada temuan mengenai pegawai yang menderita penyakit akibat kerja (PAK). Mengacu pada Keputusan Presiden RI No. 22 Tahun 1993 tentang Penyakit yang Timbul karena Hubungan Kerja, WIKA BETON melakukan upaya pencegahan PAK dengan selalu mengingatkan pegawai untuk menerapkan K3L dan protokol kesehatan. Dilakukan *sharing session* oleh dokter Perseroan, serta konsultasi dengan dokter setelah pemeriksaan kesehatan berkala di unit kerja.

Bersama Pegawai Tanggap COVID-19

Selama beroperasi di masa pandemi COVID-19, WIKA BETON menerapkan protokol kesehatan ketat sesuai dengan Standard Operation Procedure (SOP) pencegahan dan penanganan COVID-19 di lingkungan pabrik dan perkantoran. Sesuai dengan arahan dari Kementerian Badan Usaha Milik Negara (BUMN), WIKA BETON membentuk COVID Ranger di bawah tanggung jawab Biro QHSE & SM. COVID Ranger bertugas untuk membuat informasi dan data yang kreatif terkait skenario *new normal* yang akan dilaksanakan pemerintah.

However, during 2020 and 2021, the Company did not implement the MCU because the budget was diverted for COVID-19 screening. In addition, WIKA BETON also cooperates with WIKA Subsidiaries in performing blood donation activity.

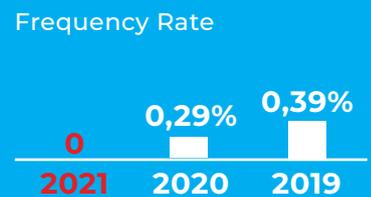
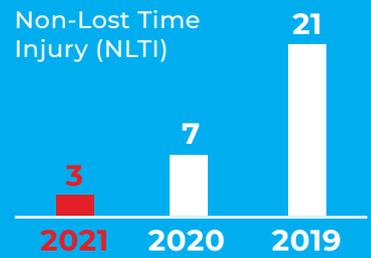
Work-Related Disease (PAK) [403-10]

In the reporting period, there were no findings on employees suffering from work-related diseases (PAK). Referring to the President of the Republic of Indonesia Decree No. 22 of 1993 on Diseases Arising Out of Employment Relations, WIKA BETON performs efforts of PAK prevention by constantly reminding employees to implement HSE and health protocols. Sharing session with a Company doctor as well as doctor consultation following periodic health check up are conducted at the work unit.

COVID-19 Response with Employees

During operations in the COVID-19 pandemic, WIKA BETON implements strict health protocols in accordance with the Standard Operating Procedure (SOP) for the prevention and mitigation of COVID-19 in the factory and office environment. In accordance with directions from the Ministry of State-Owned Enterprise (SOE), WIKA BETON formed the COVID Ranger under the responsibility of the QHSE & SM Bureau. The COVID Ranger has the duty of formulating creative information and data pertaining to new normal scenarios implemented by the government.

Kinerja K3 [403-9]
OHS Performance



Sepanjang 2021, WIKA BETON telah menerapkan kebiasaan normal baru (*new normal scenario*) di seluruh unit kerja yang diawasi oleh Biro QHSE & SM. Dengan *new normal scenario*, WIKA BETON berharap dapat membantu menjaga kesehatan seluruh pegawai agar tetap sehat dan produktif dalam melaksanakan pekerjaan. Implementasi *new normal scenario* di WIKA BETON terdiri atas:

1. Melaksanakan protokol interaksi pegawai;
2. Melaksanakan protokol interaksi pelanggan, pemasuk, mitra usaha, dan *stakeholder* lain;
3. Menyusun Tim Gugus Tugas Percepatan Penanganan COVID-19 dan persiapan pelaksanaan *new normal scenario* WIKA BETON;
4. Melaksanakan rapid test bagi seluruh pegawai yang melaksanakan *work from office* (WFO);
5. Membentuk COVID Ranger di tiap wilayah operasi dan kantor sebagai *agent of change*;
6. Membagikan vitamin kepada seluruh pegawai guna meningkatkan sistem imun tubuh;
7. Mengatur pemberian makan siang bagi pegawai dalam bentuk box;
8. Mewajibkan seluruh pegawai membawa alat makan dan peralatan solat sendiri.

In 2021, WIKA BETON has implemented new normal habits (*new normal scenario*) at all working units, monitored by the QHSE & SM Bureau. With *new normal scenario*, WIKA BETON hopes to help safeguard the health of all employees so they remain healthy and productive in performing their work. *New normal scenario* implementation at WIKA BETON consists of:

1. Employee Interaction Protocol;
2. Customers, Suppliers, Business Partners, and other Stakeholders Interaction Protocol;
3. Forming the WIKA BETON COVID-19 Management Acceleration Taskforce and Preparation for the Implementation of the New Normal Scenario;
4. Conducting rapid tests for all employees who Work from Office (WFO);
5. Forming COVID Rangers in all areas of operation and offices as agents of change;
6. Distributing vitamins to all employees to improve immunity;
7. Regulating the distribution of lunch for employees in boxes;
8. All employees are obligated to bring personal eating utensils and salat paraphernalia.

🌀 Operasi yang Berwawasan Lingkungan

Environmentally-Oriented Operations



Pengelolaan lingkungan tidak terpisahkan dalam penerapan QHSE di WIKA BETON. Kinerja lingkungan dilakukan sesuai dengan ISO 14001:2015 Sistem Manajemen Lingkungan dan ISO 26000 *Social Responsibility*, core subject: *Environment*.

Environmental management is inseparable from QHSE implementation at WIKA BETON. Environmental performance is conducted in accordance with ISO 14001:2015 on Environmental Management System and ISO 26000 on Social Responsibility, core subject: Environment.

Pengelolaan Bahan Baku/Material

Management of Raw Materials

Pendekatan Manajemen pada Material [103-1, 103-2, 103-3]

Bahan baku/material untuk membuat *precast* sebagian dikelola secara mandiri dan sebagian dibeli dari pemasok. Kebijakan mengenai pengelolaan bahan baku mengacu pada Kebijakan Operasi 1.3 Pengelolaan Pelaksana Usaha (PPU) dan Perusahaan Anak (PA). Sesuai dengan Kebijakan Operasi 1.3.2.1.1, penjualan dan pengelolaan produk *readymix* dan *crushing plant* dikelola oleh Divisi Pengelolaan Material. WIKA BETON memiliki *quarry/crushing plant* untuk memasok dan memenuhi kebutuhan material PPU dalam hal ini *split*, *screen*, abu batu, dan material turunan lainnya.

Dalam mengelola pasokan material, manajemen akan melakukan audit untuk memverifikasi *cost structure* dan melakukan review terhadap biaya produksi di semua unit-unit kerja secara periodik. Hasil dari verifikasi dan evaluasi akan menghasilkan Harga Pokok Penjualan (HPP) dan Harga Jual (HJU) yang lebih kompetitif terhadap pasar sehingga Perseroan dapat menyesuaikan biaya untuk pasokan material.

Pengelolaan bahan baku dilaksanakan dengan mengoptimalkan penggunaan jenis bahan baku yang dihasilkan sendiri dan memanfaatkan limbah yang didatangkan dari pihak ketiga sebagai bahan alternatif, sesuai manfaat lingkungan dan nilai keekonomiannya. Beberapa jenis bahan baku yang dikelola secara mandiri antara lain *split 1-2*, *split 2-3*, *split 3-5*, *screen*, abu batu, abu cuci, pasir, dan sirdam. Sementara bahan baku bersumber limbah yang didatangkan dan dapat didaur ulang adalah *fly ash*.

Total bahan baku yang digunakan mencakup bahan utama dan pendukung mencapai 1.352.309 ton di 2021. Sebanyak 4,2% di antaranya merupakan *fly ash*. Seluruh PPB WIKA BETON telah memanfaatkan *fly ash*. [301-1, 301-2, 306-4]

Management Approach to Materials [103-1, 103-2, 103-3]

Raw materials for making *precast* are partly independently managed and partly purchased from suppliers. Policies on the management of raw materials refer to Operating Policies 1.3 on the Management of Business Entity (PPU) and Subsidiary Entity (PA). In accordance with Operating Policies 1.3.2.1.1, the sales and management of ready mix and crushing plant products are managed by the Material Management Division. WIKA BETON has quarries/crushing plants to supply and meet the demands for PPU materials, which in this case refer to *split*, *screen*, rock dust, and other derived materials.

In managing the supply of materials, the management will conduct an audit to verify the *cost structure* and perform a review of production costs at all work units periodically. Results from the verification and evaluation will generate a more competitive Cost of Goods Sold (HPP) and Selling Price (HJU) against the market so the Company can adjust the cost for the supply of materials.

The management of raw materials is carried out by optimizing the use of independently produced raw materials and utilizing the waste generated from third party as alternative materials in accordance with their environmental benefits and economic value. Several types of independently managed raw materials are *split 1-2*, *split 2-3*, *split 3-5*, *screen*, rock dust, washing ash, sand, and macadam sand. Whereas raw material from generated and recycled waste is *fly ash*.

The total raw materials used, including main and supporting materials, reached 1,352,309 tons in 2021, 4.2% of which was *fly ash*. All PPB have utilized *fly ash*. [301-1, 301-2, 306-4]

Bahan Baku yang Digunakan (Ton) [403-2]
Raw Materials Used (Tons)

Bahan Material Materials	2021	2020	2019
Material utama Main materials			
Split	418.034	483.954	678.538
Besi prategang Prestressed steel	22.045	25.830	36.620
Besi beton Concrete steel	14.524	21.667	31.097
Pasir Sand	277.856	314.488	455.038
Air Water	313.376	285.770	464.727
Semen Cement	246.971	303.682	430.982
Zat aditif Additive substances	2.204	3.463	5.141
Material pendukung Supporting materials			
<i>Fly ash</i>	56.986	9.838	13.886
<i>Silica fume</i>	313	934	1.134
Jumlah material yang digunakan (Ton) Total materials used (tons)	1.352.309	1.449.626	2.117.163
Jumlah produksi (Ton) Total production (Tons)	1.257.718	1.464.320	2.068.081



Intensitas bahan baku (Ton/Ton produksi)
Intensity of raw materials (Tons/Tons of production)



Melalui Biro Produksi Korporasi, WIKA BETON mengelola ketersediaan pasokan dan kualitas material. Perseroan berkomitmen untuk memantau spesifikasi bahan baku yang digunakan, serta menjaga kepuasan pelanggan dan daya saing perusahaan. Untuk menjaga kelangsungan ketersediaan bahan baku, Perseroan melakukan beberapa inisiatif, yaitu: [103-1, 103-2, 103-3]

1. Melakukan riset dan inovasi untuk penggunaan bahan pendukung;
2. Menjalinkan relasi dengan mitra pemasok bahan baku dan bahan pendukung yang kualitasnya telah memenuhi standar yang ditetapkan;
3. Merencanakan penambahan penguasaan sumber material alam.

Through the Corporate Production Bureau, WIKA BETON manages the availability of supply and quality of materials. The Company is committed to monitoring the specifications of raw materials used as well as maintain customer satisfaction and company competitiveness. To maintain the continuity of supply availability, the Company performs several initiatives, which are: [103-1, 103-2, 103-3]

1. Conducting research and innovation, relating to the use of supporting materials;
2. Cooperating with business partners that supply both raw materials and supporting materials, whose quality is in line with the determined standards;
3. Planning additional controlled natural material resources.

Pengelolaan Limbah Padat Non-B3 dan B3

Management of Non-3 and B3 Solid Waste

Pendekatan Manajemen pada Limbah [103-1, 103-2, 103-3]

Untuk mewujudkan *green factory*, WIKA BETON menerapkan sistem pengelolaan limbah yang baik. Limbah yang dihasilkan berasal dari hasil kegiatan produksi di PPB dan *Crushing Plant*. Pengelolaan limbah di WIKA BETON meliputi sistem pengelolaan 3R limbah padat dan upaya eliminasi limbah debu dengan melakukan penghijauan sekitar pabrik. Untuk limbah B3, Perseroan mengirimnya ke pihak eksternal yang memiliki izin.

Pengelolaan limbah dipantau oleh Biro QHSE dan SM. Pemantauan pengelolaan limbah dilakukan secara berkala setiap enam bulan yang akan dilaporkan ke KLHK untuk Pusat (Provinsi Dinas Lingkungan Hidup) setiap dua kali dalam setahun. Atas konsistensi pengelolaan limbah, WIKA BETON tidak pernah menghadapi pengaduan terkait isu lingkungan.

Management Approach to Waste [103-1, 103-2, 103-3]

To make green factory a reality, WIKA BETON implements sound waste management system. The waste generated originates from production activities at PPB and *Crushing Plant*. Waste management at WIKA BETON includes the 3R solid waste processing system and efforts to eliminate dust waste by greening the surroundings of factories. For toxic and hazardous waste, the Company sends it to a licensed external party.

Waste management is monitored by the QHSE & SM Bureau. The monitoring of waste management is conducted periodically every six months and reported to KLHK for the Head Office (Environmental Service Office at Provincial Level) twice a year. For its waste management consistency, WIKA BETON has never faced complaints pertaining to environmental issues.

Seluruh limbah yang dikelola merupakan limbah yang dihasilkan di WP, PPB, crushing plant, quarry dan perkantoran. Sesuai kebijakan K3L, WIKA BETON mengelola limbah padat non-B3 dan limbah padat berbahaya beracun & berbahaya (B3) sesuai dengan jenis dan karakteristiknya. Prosedur pengelolaan limbah telah disosialisasikan kepada seluruh tenaga kerja dan mitra kerja. Setiap wadah sampah yang ada di lingkungan kerja telah diberi label, sebagai berikut:

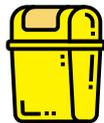
All processed waste is waste generated at WP, PPB, crushing plants, quarries, and offices. In accordance with HSE policies, WIKA BETON processes non-B3 solid waste and toxic and hazardous solid waste according to their type and characteristics. The procedure for waste management has been socialized to all manpower and business partners. All garbage containers in the working environment have been labeled as follows:



Merah | Red:
Sampah yang mengandung Bahan Berbahaya dan Beracun serta Limbah Bahan Berbahaya dan Beracun (B3);
Garbage that contains Hazardous and Toxic Materials as well as Hazardous and Toxic Waste;



Hijau | Green:
Sampah yang mudah terurai;
Easily degradable waste;



Kuning | Yellow:
Sampah yang dapat digunakan kembali;
Reusable waste;



Biru | Blue:
Sampah yang dapat didaur ulang;
Recyclable waste;



Ungu | Purple:
Sampah lainnya.
Other waste.

Limbah padat non-B3 dikelola sesuai prinsip 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang). Sementara, sampah domestik lainnya yang tidak terkelola diserahkan kepada pihak ketiga dan Tempat Penampungan Sementara (TPS). Pengelolaan limbah padat non-B3 secara 3R memberikan manfaat bagi perseroan dan masyarakat sekitar, sebagai berikut:

Non-B3 solid waste is processed in accordance with the 3R principle: reduce, reuse, and recycle. Whereas other unprocessed domestic waste is handed over to a third party and Temporary Landfill (TPS). Non toxic and hazardous solid waste management by 3R brings the following benefits to the Company and surrounding communities:

Jenis Limbah Padat Non-B3 dan Metode Pengelolaan 3R [306-2, 306-3]

Types of Non-B3 Solid Waste and 3R Management Method



Limbah yang Dihasilkan
Waste Generated
Botol minum plastik
Plastic drinking bottles

Metode Pengelolaannya
Management Method
Mengurangi (*reduce*) penggunaan botol plastik dengan menyediakan gelas minum di setiap ruang rapat dan dapur.
Reducing the use of plastic bottles by providing drinking glasses at every meeting room and pantry.



Limbah yang Dihasilkan
Waste Generated
Kertas
Paper

Metode Pengelolaannya
Management Method
Mengurangi cetakan dokumen, memanfaatkan dokumen digital (*softfile*), memanfaatkan e-mail untuk berkirim surat, menggunakan kerta bekas untuk kebutuhan *fotocopy* dan cetak bolak balik.
Reducing document printing, utilizing digital documents (*softfile*), using e-mail for correspondence, using used paper for fotocopy needs and double-sided printing.



Limbah yang Dihasilkan
Waste Generated
Sisa makanan dan sampah organik
Leftover food and organic waste

Metode Pengelolaannya
Management Method
Reduce, atau dimanfaatkan menjadi pupuk kompos.
Reduced or utilized as compost.



Limbah yang Dihasilkan
Waste Generated
Ban bekas
Used tire

Metode Pengelolaannya
Management Method
Dimanfaatkan sebagai alas *trostel recycle*.
Reused as trostel recycle base.



Limbah yang Dihasilkan
Waste Generated
Kayu palet bekas
Used pallet wood

Metode Pengelolaannya
Management Method
Didaur ulang menjadi meja atau lemari.
Recycled into tables or cupboards.



Limbah yang Dihasilkan
Waste Generated
Drum bekas
Used drums

Metode Pengelolaannya
Management Method
Dimanfaatkan sebagai kursi, meja, dan tempat penyimpanan pasir kontaminasi (*spill kit*) untuk mengantisipasi tumpahan cairan minyak atau oli.
Reused as chairs, tables, or storage for contaminated sand (*spill kit*) to anticipate oil or lubricating oil spill.



Limbah yang Dihasilkan
Waste Generated
Sepatu bekas
Used shoes

Metode Pengelolaannya
Management Method
Dimanfaatkan sebagai pot tanaman.
Reused as flowerpots.



Limbah yang Dihasilkan
Waste Generated
Sisa beton
Remainder concrete

Metode Pengelolaannya
Management Method
Dimanfaatkan kembali (*reuse*) untuk pembuatan *conblock* dan urugan warga sekitar pabrik.
Reused for the manufacture of paving blocks and backfill for the surrounding communities of factories.



Limbah yang Dihasilkan
Waste Generated
PC Bar
PC Bar

Metode Pengelolaannya
Management Method
Didaur ulang sebagai rak penyimpanan atau pot bunga.
Recycled as storage shelves or flowerpots.



Limbah yang Dihasilkan
Waste Generated
Pin connector

Metode Pengelolaannya
Management Method
Dimanfaatkan sebagai pengikat antara satu segmen dengan segmen lainnya pada produk balok segmental.
Reused as fastening between one segment and another in the production of segmental blocks.



Limbah yang Dihasilkan
Waste Generated
Timbulan *cor* dan sisa *sludge*
Generated *cor* and sludge residue

Metode Pengelolaannya
Management Method
Dimanfaatkan untuk pondasi rumah warga dan dimanfaatkan sebagai bahan baku *paving block* yang berguna sebagai pemadat jalan.
Reused as foundation for the houses of communities and raw material for paving blocks as road compactors.



Limbah yang Dihasilkan
Waste Generated
Timbulan tanah
Soil

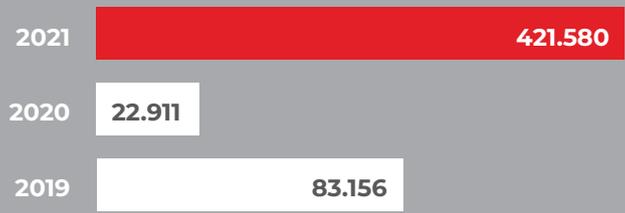
Metode Pengelolaannya
Management Method
Dimanfaatkan untuk pengurukan jalan, sawah, lahan kosong, dan pondasi bangunan.
Reused for the backfilling of roads, paddy fields, empty lands, and building foundations.

Pada periode pelaporan, Pemerintah menetapkan hasil pembakaran atau *fly ash* dan *bottom ash* (FABA) pembangkit listrik tenaga uap (PLTU) tidak lagi dikategorikan sebagai limbah B3, dengan kode FABA untuk *fly ash* yaitu N106. Selama tahun 2021, WIKA BETON memanfaatkan 56.986 ton *fly ash* yang didatangkan dari pihak ketiga.

During the reporting period, the Government determined that the results of combustion or fly ash and bottom ash (FABA) for steam power plants (PLTU) were no longer categorized as B3 waste, with the FABA code for fly ash, namely N106. In 2021, WIKA BETON utilized 56,986 tons of fly ash imported from third parties.

Limbah padat B3 yang dihasilkan dari kegiatan operasional dan pendukung lainnya ditampung di TPS untuk kemudian diserahkan dan dikelola oleh pihak ketiga yang memiliki izin pengelolaan limbah B3. Seluruh tahapan untuk pengangkutan dan penyimpanan limbah B3 dijalankan dengan memenuhi prosedur sesuai perundang-undangan dan melibatkan koordinasi antara perusahaan penyedia, pengangkut, dan WIKA BETON sebagai pengguna. [306-4]

Limbah Padat yang Dihasilkan (m³) [306-2]
Solid Waste Generated (m³)



“
7 dari 10 pabrik produksi beton (PPB) telah terkategori sebagai pabrik bebas limbah.
7 out of 10 concrete production plants (PPB) are categorized as waste free factories.
..... ”

Toxic and hazardous solid waste generated from operational and other supporting activities is accommodated at TPS to be delivered and managed by a third party who owns Toxic and hazardous waste management permit. All stages for the transportation and storage of Toxic and hazardous waste comply with the procedures according to the law and involving coordination between the supply company, the carrier, and WIKA BETON as the user. [306-4]



Energi merupakan aspek signifikan untuk menjalankan operasional pabrik. Oleh sebab itu WIKA BETON berupaya untuk menggunakan energi dengan efektif untuk proses produksi. Intensitas penggunaan energi per produk di 2021 adalah 0,1157 GJ/Ton.

Energy is a significant aspect of operating factories. Therefore, WIKA BETON strives to use energy effectively for the production process. The energy intensity per product in 2021 is 0.1157 GJ/Ton.



Pengelolaan Energi Energy Management

Kebutuhan energi yang besar di tengah kenaikan harga bahan bakar menjadi perhatian utama dalam mengelola beban operasi. Di sisi lain, kondisi pandemi mempengaruhi pola kerja *hybrid* dan perkembangan teknologi sehingga mendorong bisnis ke arah ekonomi rendah karbon. Sejak menghadapi pandemi di tahun 2020, WIKA BETON mencatatkan penurunan penggunaan energi. Pengelolaan energi yang tepat dapat menghemat biaya operasi dan mengurangi emisi.

Seluruh penggunaan energi bersumber dari energi tidak terbarukan dan pasokan listrik PLN di Kantor Pusat, Wilayah Penjualan (WP), dan Pabrik Produksi Beton (PPB) untuk kegiatan operasional dan transportasi.

Large energy demand in the midst of rising fuel prices is a main concern in managing operating expenses. On the other hand, the pandemic conditions affect hybrid work patterns and technological developments, thus pushing businesses towards a low-carbon economy. Since facing the pandemic in 2020, WIKA BETON has recorded a decrease in energy use. Proper energy management can save operating costs and reduce emissions.

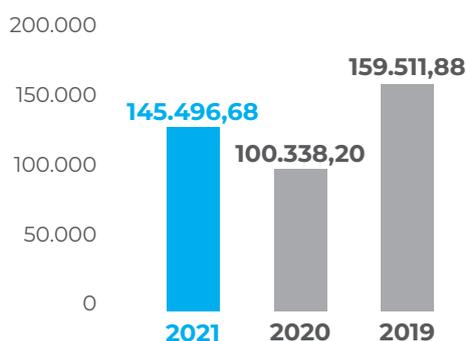
All energy used is from non-renewable energy and PLN's electricity supply at the Head Office, Sales Area (WP), and Concrete Production Plant (PPB) for operational and transportation activities.

Energi yang Digunakan dan Intensitas Energi per Produksi [302-1] [302-3]
Energy Used and Energy Intensity per Production

Sumber Energi Source of Energy	Satuan Unit	Tujuan Penggunaan Purpose of Use	2021	2020	2019
Listrik PLN PLN Electricity		Kegiatan Operasional Operational Activities	49.095	42.801	46.994
Diesel			5.357	15.762	54.091
Bahan Bakar Minyak (BBM) – Solar Fuel Oil (Diesel Fuel)		Kegiatan Operasional, Kendaraan, Alat Berat Operational Activities, Vehicles, Heavy Machinery	79.999	29.532	30.556
BBM – Bensin Fuel Oil (Gasoline)	GJ	Kendaraan Vehicles	9.854	5.668	10.483
Gas Alam Natural Gas		Kegiatan Operasional Operational Activities	145	5.811	6.626
Marine Fuel Oil (MFO)			1.047	764	10.762
Jumlah penggunaan energi Total energy use			145.497	100.338	159.512
Jumlah produksi Total production			1.257.718	1.464.320	2.068.081
Intensitas penggunaan energi per produk Energy intensity per product	GJ/Ton		0,1157	0,0685	0,0771

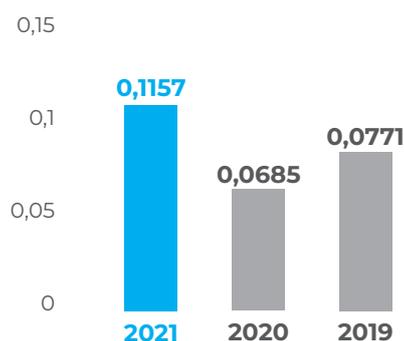
Jumlah Penggunaan Energi (GJ)

Total Energy Use (GJ)



Intensitas Penggunaan Energi per Produk (GJ/Ton)

Energy intensity per product (GJ/Ton)



Selama pandemi di tahun 2021, WIKA BETON masih melakukan penyesuaian proses bisnis yang mengoptimalkan teknologi digital, membatasi perjalanan bisnis, dan mengoptimalkan *teleconference*. Selain itu Perseroan juga mengupayakan efisiensi energi seperti penggunaan lampu hemat energi di lingkungan kantor.

During the pandemic in 2021, WIKA BETON still adjusted to business processes that optimize digital technology, limit business trips, and optimize teleconferences. In addition, the Company also strives for energy efficiency, such as the use of energy-saving lamps in the office environment.

Pengendalian Emisi

Emission Control

Sepanjang 2021, WIKA BETON beroperasi dengan lancar meski di tengah tantangan pandemi COVID-19. Emisi GRK yang dihasilkan dari kegiatan operasi yakni 8.606,81 Ton CO₂ eq meningkat 54,58% jika dibandingkan dengan tahun lalu karena peningkatan konsumsi energi terutama yang berasal dari BBM (Solar).

Throughout 2021, WIKA BETON operated smoothly even in the midst of the COVID-19 pandemic's challenges. GHG emissions resulting from operating activities are 8,606.81 Tons CO₂eq, an increase of 54.58% compared to last year due to increased energy consumption, especially from fuel (solar).

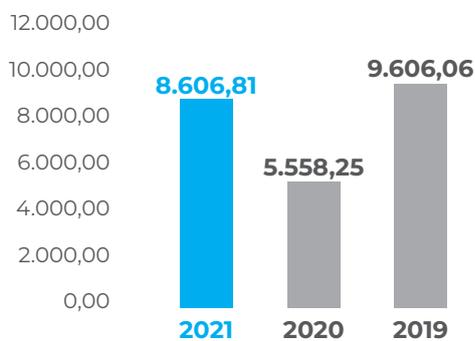
Emisi GRK yang Dihasilkan [305-1, 305-2, 305-4]

GHG Emissions Generated

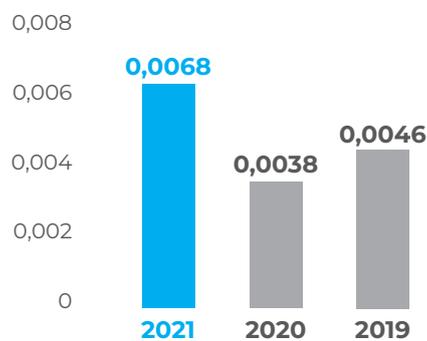
Sumber Emisi Emission Sources	Satuan Unit	2021	2020	2019
Scope 1: Diesel Scope 1: Diesel Fuel	Ton CO ₂ eq	379,48	1.116,46	3.831,42
Scope 1: Solar Scope 1: Solar Fuel		5.666,58	2.091,87	2.164,42
Scope 1: Bensin Scope 1: Gasoline		722,73	415,73	768,83
Scope 1: Gas Alam Scope 1: Natural Gas		8,73	349,97	399,04
Scope 1: MFO		74,16	54,09	762,31

Sumber Emisi Emission Sources	Satuan Unit	2021	2020	2019
Jumlah Emisi Scope 1 Total Emission Scope 1	Ton CO ₂ eq	6.852	4.028,12	7.926,02
Scope 2: Listrik PLN Scope 2: Purchased Electricity from PLN	Ton CO ₂ eq	1.755,13	1.530,13	1.680,04
Jumlah emisi (Scope 1 & 2) Total Emissions	Ton CO ₂ eq	8.606,81	5.558,25	9.606,06
Jumlah produksi Total production	Ton	1.257.718	1.464.320	2.068.081
Intensitas emisi GRK per produk GHG Emissions intensity	Ton CO ₂ eq/Ton produksi Ton CO ₂ eq/Ton production	0,0068	0,0038	0,0046

Jumlah Emisi GRK (Ton CO₂eq)
Total GHG Emissions (Ton CO₂eq)



Intensitas Emisi GRK per Produk (Ton CO₂eq/Ton)
GHG Emissions Intensity per Product (Ton CO₂eq/Ton)



Perseroan terus berupaya untuk mengendalikan emisi dari kegiatan operasi pabrik sejalan dengan komitmen pemerintah Indonesia dalam mengurangi emisi CO₂ sebesar 29% pada 2030. WIKA BETON sebagai salah satu entitas anak WIKA terlibat dalam program peluang dekarbonisasi yang diinisiasi oleh WIKA. Dari hasil inventarisasi emisi scope 1 dan 2, WIKA BETON teridentifikasi menggunakan bahan bakar minyak (BBM) dan gas dan operasionalnya (emisi GRK scope 1), serta penggunaan listrik yang dibeli dari perusahaan pembangkit listrik (scope 2).

Rencana rekomendasi dari tim konsultan untuk potensi dekarbonisasi di WIKA BETON, yaitu:

- Mulai memanfaatkan energi terbarukan dan membangun rooftop PV yang dapat menghasilkan setidaknya 9,3 GW energi sehingga dapat berpotensi mengurangi hingga 45%;

The Company continues striving to control emissions from factory operations in line with the commitment of the Indonesian government to reduce CO₂ emissions by 29% in 2030. WIKA BETON as one of WIKA's subsidiaries is involved in the decarbonization opportunity program initiated by WIKA. From the emission inventory of scopes 1 and 2's results, WIKA BETON was identified using fuel oil (BBM) and gas and its operations (GHG emissions Scope 1), as well as the use of electricity purchased from power generation companies (scope 2).

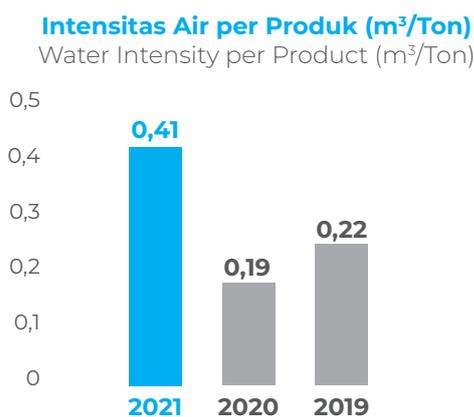
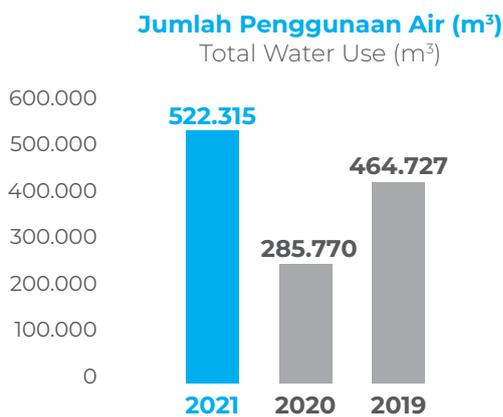
Recommendation plan from the consultant team for potential decarbonization at WIKA BETON, namely:

- Start utilizing renewable energy and build rooftop PV that can generate at least 9.3 GW of energy so that it can potentially reduce up to 45%;

- Mengganti 100% bahan bakar minyak (biodiesel) pada seluruh armada peralatan dan kendaraan, yang berpotensi mengurangi emisi hingga 11%;
- Sebesar 10% emisi dapat dikurangi dengan menjalankan inisiatif efisiensi energi dan elektrifikasi lainnya seperti sentralisasi pendingin, beralih ke *refrigerant* GWP rendah, konversi penerangan LED, dan memanfaatkan kendaraan listrik.
- Pemanfaatan *dust collector* pada saat pengisian *wet silo* semen dari truk ke *wet silo* yang bertujuan untuk mengurangi timbulnya debu semen.
- Replace 100% of fuel oil (biodiesel) in the entire fleet of equipment and vehicles, which has the potential to reduce emissions by up to 11%;
- Up to 10% of emissions can be reduced by implementing other energy efficiency and electrification initiatives such as centralizing refrigeration, switching to low GWP refrigerants, converting LED lighting, and utilizing electric vehicles.
- Utilization of dust collector when filling the cement wet silo from the truck to the wet silo which aims to reduce the generation of cement dust.

Penggunaan Air

Water Use



Air bekas dari kegiatan pabrik ditampung dan diolah dengan sistem pengolahan air limbah untuk memisahkan air dan endapan lumpur. Air yang terbebas dari campuran lumpur dialirkan ke bak penyaringan dan disaring kembali di Instalasi Pengelolaan Air Limbah (IPAL). Output dari air yang digunakan dipastikan memenuhi baku mutu yang diterapkan dari Kementerian Lingkungan Hidup dan tidak mengakibatkan pencemaran lingkungan. Hasil air bekas olahan kemudian dimanfaatkan kembali untuk pencucian peralatan dan fasilitas, serta penyiraman tanaman dan *stockyard*. [306-1]

Waste water from factory activities is accommodated and treated with a wastewater treatment system to separate water and sludge. The water free from the mud mixture is flowed into a filtration tank and re-filtered at the Wastewater Management Installation (WWTP). The output of the water used is ensured to meet the quality standards applied by the Ministry of the Environment and do not result in environmental pollution. The processed water is then reused for washing equipment and facilities, as well as watering plants and stockyards. [306-1]

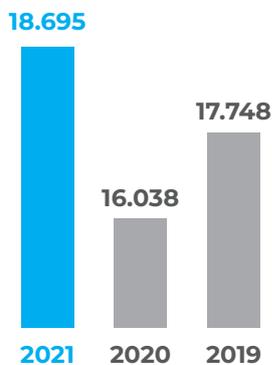
Pengelolaan Air secara 3R
3R Water Processing

Jenis Limbah Type of Waste	Sumber Limbah Source of Waste	Metode Pengelolaan Management Method
Limbah cair non-B3 Non-B3 liquid waste	Air limbah domestik/RT Domestic/household wastewater	Reduksi air limbah domestik/RT, diolah di IPAL dan sanitasi untuk menyiram tanaman dan debu di jalan. Reducing domestic/household wastewater, processed at IPAL and sanitation to lessen dust on roads.
	Air dan timbunan limbah sisa produksi Residual water and waste from production	Dimanfaatkan kembali (<i>reuse</i>) untuk memproduksi <i>paving</i> , timbunan perumahan, dan jalan. Reused to produce paving, housing, and roads.

**Air Limbah yang
Dihasilkan (m³)** [306-1]

Generated Wastewater (m³)

Jumlah air olahan yang dihasilkan
Generated processed water



Seluruh PPB telah dilengkapi IPAL dan sistem pengelolaan air yang terstandarisasi. Meskipun Perseroan belum melakukan pemantauan terhadap dampak penggunaan air terhadap kualitas dan ketersediaan air, Perseroan memastikan kualitas air olahan yang dialirkan ke badan air sungai telah memenuhi baku mutu yang ditetapkan pemerintah. [306-5]

All PPB have been equipped with an IPAL and standardized water processing system. Although the Company has yet to conduct monitoring on the impacts of water use on water quality and availability, the Company ensures that the quality of processed water channeled to river water bodies has met the quality standards implemented by the government. [306-5]

Kepatuhan Lingkungan [306-1, 307-1]

WIKA BETON mengelola rantai pasokan melalui sinergi antar entitas anak perseroan dan kerja sama pemasok barang dan jasa yang telah memenuhi kriteria dalam kode etik pemasok. Kode etik pemasok disusun memuat kepatuhan kepada hukum dan peraturan dalam hal kondisi kerja, standar lingkungan, dan etika kegiatan usaha. Selain itu, Perseroan telah memiliki sertifikasi Sistem Manajemen Lingkungan ISO 14001:2015 dan melaporkan kinerja lingkungan setiap enam bulan kepada Dinas Lingkungan Hidup Pemerintah Daerah. Di tahun 2021, WIKA BETON memastikan tidak ada insiden tumpahan beracun B3 dan tidak menerima laporan, denda, dan sanksi terhadap ketidakpatuhan lingkungan.

Environmental Compliance [306-1, 307-1]

WIKA BETON manages the supply chain through synergy among subsidiary entities and cooperation with goods and services suppliers that have met the criteria in the suppliers' code of ethics. The suppliers' code of ethics is formulated to include compliance with laws and regulations in terms of work conditions, environmental standards, and business ethics. Moreover, the Company owns an Environmental Management System ISO 14001:2015 certification and reports the environmental every six months to the Local Government Environmental Office. In 2021, WIKA BETON ensured there were no incidents of B3 spill and did not receive complaints, fines, and sanctions due to environmental noncompliance.

Kinerja Ekonomi WIKA BETON

WIKA BETON Economic Performance

Pendekatan Manajemen pada Kinerja Ekonomi

[103-1, 103-2, 103-3]

Pengungkapan pengelolaan kinerja keuangan dan ekonomi menjadi topik material dalam laporan ini. Pengungkapan kinerja ekonomi dapat menjadi sarana evaluasi bagi pemangku kepentingan terhadap performa Perseroan selama tahun pelaporan. Kinerja ekonomi dipantau oleh Biro Keuangan di bawah Direktur Keuangan.

Operasional WIKA BETON masih dipengaruhi oleh pandemi COVID-19 sehingga perolehan kontrak belum mencapai target. Hal ini berpengaruh pada pendapatan dan laba yang dihasilkan di 2021. Kebijakan yang diterapkan untuk mengatasi tantangan operasional salah satunya dengan menerapkan efisiensi biaya di seluruh lini, serta menerapkan teknologi dan digitalisasi untuk mendukung proses bisnis yang lebih efisien. Pendapatan usaha tercatat Rp4.312,85 triliun turun 10,21%, sementara laba tahun berjalan Rp81,43 miliar turun 33,87% dari tahun lalu.

Management Approach to Economic Performance

[103-1, 103-2, 103-3]

The disclosure of financial and economic performance management is a material topic in this report. The disclosure of economic performance can be a means of evaluation for stakeholders of the performance of the Company in the reporting period. The economic performance is monitored by the Finance Bureau under the Finance Director.

WIKA BETON operations are still influenced by the COVID-19 pandemic, hence the contract obtainment not reaching the target. This impacted the revenue and profit generated in 2021. The implemented policies to mitigate operational challenges include the implementation of cost efficiency in all lines as well as the implementation of technology and digitization to support a more efficient business process. Revenues were recorded at Rp4,312.85 trillion that means 10.21% decrease, while the profit for the year was Rp81.43 billion, 33.87% decrease from the previous year.

Pasar yang Dilayani

WIKA BETON melayani pemenuhan barang dan jasa di pasar domestik dan beberapa negara di luar negeri melalui Wilayah Penjualan (WP) dan *overseas marketing*. Jenis pelanggan yang terlayani berasal dari segmen pemerintah, BUMN, swasta, maupun WIKA grup.

Markets Served

WIKA BETON serves the fulfillment of goods and services in the domestic market and several foreign countries through the Sales Areas (WP) and *overseas marketing*. The types of customers served originate from the government, SOE, and private segments as well as WIKA group.

Pasar Terlayani Berdasarkan Segmen Produk dan Jasa [102-6]

Markets Served Based on Products and Services Segments

Segmen Produk Product Segment	Total Nilai Kontrak (Rp miliar) Total Contract Value (Billion Rp)	%
Beton Concrete	3.499,24	67,11%
Quarry	135,22	2,59%
Jasa Services	470,28	9,02%
Ready mix	848,42	16,27%
Lain-lain Others	260,92	5,00%
Jumlah Total	5.214,08	100%

Pasar Terlayani Berdasarkan Jenis Pelanggan [102-6]

Markets Served Based on Customer Type

Segmen Pasar Market Segment	Total Nilai Kontrak (Rp miliar) Total Contract Value (Billion Rp)	%
WIK A Grup WIK A Group	903,52	17,33%
Pemerintah Government	140,21	2,69%
BUMN SOE	940,47	18,04%
Swasta Private	2.968,96	56,94%
Lain-lain Others	260,92	5,00%
Jumlah Total	5.214,08	100%

Perolehan Nilai Ekonomi

Di 2021, kinerja operasi WIK A BETON didukung oleh sinergi dengan adanya spesialisasi yang dilakukan oleh induk perusahaan yaitu PT Wijaya Karya (Persero) Tbk. Spesialisasi tersebut juga akan merangsang Perseroan untuk melakukan investasi pada sisi penjualan yang dapat meningkatkan kapasitas produksi secara langsung.

Economic Value Generated

In 2021, the operational performance of WIK A BETON was supported by synergy with the specialization conducted by the parent company, PT Wijaya Karya (Persero) Tbk. The specialization also stimulated the Company to invest in the sales aspect, which was able to directly increase production capacity.



Di sisi lain, WIK A BETON sudah menetapkan target atas kinerja keuangan, namun realisasi capaian kinerja per akhir 2021 meleset dari target. Turunnya utilisasi pabrikan di 2021 disebabkan oleh nilai kontrak baru yang lebih rendah dari tahun sebelumnya. Perseroan hanya mampu mendapatkan nilai kontrak baru sekitar Rp5,21 triliun per akhir 2021. Namun demikian, WIK A BETON masih menyiapkan skenario pertumbuhan optimistis untuk tahun depan.

On the other hand, WIK A BETON implemented a financial performance target; however, the performance achievement realization as per the end of 2021 missed said target. The decline in factory utilization in 2021 was due to the value of new contracts being lower than the previous year. The Company was only able to obtain a new contract value of Rp5.21 trillion as per the end of 2021. However, WIK A BETON still prepared an optimistic growth scenario for the following year.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Rp juta) [201-1]
Economic Value Generated and Distributed (Million Rp)

Uraian Description	2021	2020	2019
I. Nilai Ekonomi Langsung yang Dihasilkan I. Direct Economic Value Generated			
Pendapatan usaha Revenues	4.312.853	4.083.359	7.083.384
Penerimaan bunga bank Revenue from bank interest	14.690	29.736	9.184
Keuntungan (kerugian) selisih kurs Profit (loss) of exchange rate gap	53	(2.988)	1.378
Jumlah nilai ekonomi langsung yang dihasilkan Total direct economic value generated	4.327.596	4.830.107	7.093.091
II. Nilai Ekonomi Langsung yang Didistribusikan II. Direct Economic Value Distributed			
Beban pokok pendapatan Cost of revenue	(4.087.433)	(4.493.836)	(6.132.667)
Beban usaha, termasuk di dalamnya beban personalia (gaji dan tunjangan karyawan) Operating cost, including personnel expense (employee salary and benefits)	(112.732)	(125.126)	(155.311)
Pembayaran kepada penyandang dan berupa dividen Payment to beneficiaries in the form of dividend	(25.623)	(128.076)	(145.920)
Pengeluaran untuk pemerintah berupa pajak penghasilan Expense to the government in the form of income tax	(2.787)	(7.358)	(115.559)
Pengeluaran untuk masyarakat Expense for the community	1.860	(3.674)	(2.335)
Jumlah nilai ekonomi langsung yang didistribusikan Total economic value distributed	(4.230.435)	(4.760.358)	(6.551.792)
III. Nilai Ekonomi Langsung yang Ditahan III. Direct Economic Value Retained			
Selisih antara nilai ekonomi langsung yang diperoleh dan yang didistribusikan Difference between direct economic value generated and distributed	97.161	69.749	541.299

Dalam menjalankan operasi, Perseroan tidak menerima bantuan keuangan maupun bentuk lainnya dari pemerintah. Seluruh sumber pendanaan dalam menunjang kegiatan operasi perusahaan berasal dari pembiayaan mandiri. WIKA BETON juga tidak berkontribusi apapun dalam pendanaan kegiatan politik. [201-4]

In performing operations, the Company does not receive assistance, whether financial or in other forms from the government. All funding sources in supporting the operational activities of the Company originate from independent financing. WIKA BETON also does not make any contributions to political activities. [201-4]

Berkaitan dengan implikasi keuangan akibat perubahan iklim, WIKA BETON belum melakukan studi khusus terkait risiko terkait iklim. [201-2]

Pertaining to financial implications due to climate change, WIKA BETON has not conducted a specific study relevant to climate related risks. [201-2]

Rantai Pasokan

Supply Chain

Pendekatan Manajemen pada Rantai Pasokan

[103-1, 103-2, 103-3]

Praktik pengadaan barang dan jasa dalam rantai pasokan menjadi aspek pendukung utama kegiatan bisnis WIKA BETON. Praktik pengadaan menjadi tanggung jawab dari Biro Supply Chain Management. Digitalisasi seluruh proses bisnis menjadi kunci strategi yang direncanakan Biro SCM. Enterprise Resource Planning (ERP) Penjualan terintegrasi dengan ERP Produksi, ERP Procurement dan *e-Procurement* di dalam proses pengadaan, penerapan Computer Control Machining System (CCMS) di lini produksi, dan penerapan Third Party Logistic (3PL) untuk pengelolaan distribusi produk didukung aplikasi digital untuk *tracking* dan mengawasi aktivitas distribusi.

Manajemen rantai pasokan di WIKA BETON telah berjalan efektif dan efisien sepanjang 2021, dengan salah satu indikator keberhasilannya yaitu penurunan nilai persediaan. Rantai pasokan juga diaudit oleh pihak internal dan eksternal mengacu pada ISO 9001:2015 tentang sistem manajemen mutu. Dalam rangka efisiensi biaya pengadaan bahan baku, WIKA BETON terus mencari potensi *quarry* material yang tersebar di Indonesia. Pasokan barang dan jasa di 2021 mencapai 98,6 % yang berasal dari pemasok domestik, dengan nilai mencapai Rp1,5 triliun. Selebihnya mencapai Rp1,3 miliar atau 1,4% dipenuhi oleh pemasok internasional.

Management Approach to Supply Chain

[103-1, 103-2, 103-3]

The practice for the procurement of goods and services in the supply chain is a main supporting aspect of the business activities of WIKA BETON. The procurement practice is the responsibility of the Supply Chain Management (SCM) Bureau. Digitization of all business processes is the strategic key planned by the SCM Bureau. Sales Enterprise Resource Planning (ERP) is integrated with Production ERP, Procurement ERP, and *e-Procurement* in the procurement process, implementation of Computer Control Machining System (CCMS) in the production line, and implementation of Third Party Logistic (3PL) for product distribution management supported by digital application for tracking and monitoring of distribution activities.

Supply chain management at WIKA BETON has run effectively and efficiently in 2021, with the decrease in supply value as one of its success indicators. The supply chain is also audited by internal and external parties by referring to ISO 9001:2015 on quality management system. For the efficiency of raw material procurement cost, WIKA BETON continues to search for quarry material potential spread across Indonesia. The goods and services supply in 2021 reached 98.6% from domestic suppliers with the value of Rp1.5 trillion. The remaining Rp1.3 billion or 1.4% was fulfilled by international suppliers.

Manajemen Rantai Pasokan [102-9]

WIKA BETON membangun sinergi antara setiap pihak yang terlibat di dalam rantai pasok mulai dari *supplier*, *procurement*, produksi, distribusi, sampai ke pelanggan. Dengan sinergi yang dihasilkan dari setiap pihak yang terlibat dalam rantai pasok, diharapkan proses bisnis akan menjadi lebih efektif dan efisien, serta pengadaan lebih akurat. Strategi yang dilakukan di antaranya adalah sentralisasi pengadaan barang dan jasa, menjaga keseimbangan ketersediaan bahan baku dan bahan penunjang lainnya dengan kebutuhan produksi melalui Sales and Operation Planning (SNOP), efektivitas dan efisiensi proses produksi, penerapan 3PL angkutan distribusi produk jadi, serta membuat *database* yang komprehensif mulai dari data pasar, rencana penjualan dan produksi, rekaman *monitoring* dan evaluasi seluruh proses.

Kebijakan yang mengatur tentang rantai pasok tertuang pada dokumen Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2021. Penerapan SCM sebagai langkah strategis untuk meningkatkan daya saing Perseroan. Komitmen WIKA BETON dalam pengelolaan rantai pasok ditunjukkan dengan memasukkan SCM dalam Rencana Mutu. Biro Supply Chain Management (SCM) bertanggung jawab atas kelancaran rantai pasokan WIKA BETON. Sebagai upaya Perseroan untuk meningkatkan kualitas pelayanan serta untuk mengimbangi kemajuan teknologi informasi menuju industri 4.0, Biro Supply Chain Management telah mengembangkan sistem *e-Procurement*. Manfaat *e-Procurement* dari sisi internal yaitu dapat menjadi sumber data dan informasi terkait vendor, sedangkan dari sisi eksternal dapat memfasilitasi seluruh mitra dan vendor Perseroan akan proses pengadaan yang transparan, adil, dan akuntabel.

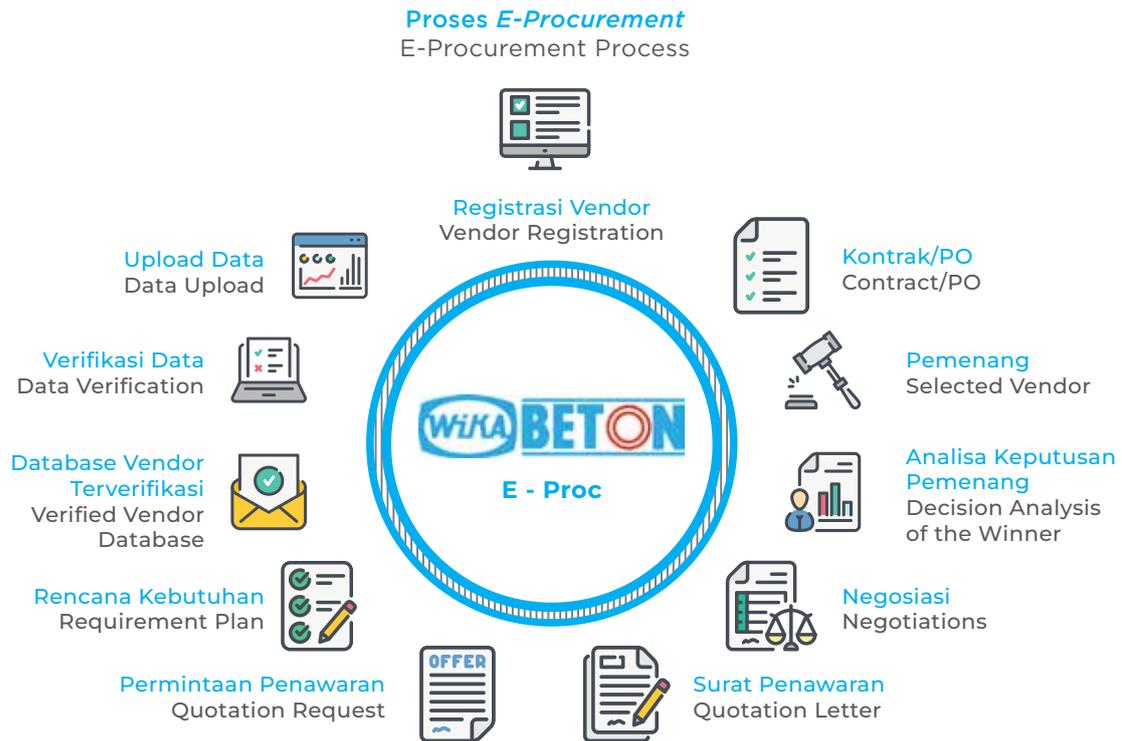
Proses *e-Procurement* meliputi pelelangan umum, pra-kualifikasi, dan *sourcing* secara daring dengan menggunakan modul berbasis website. Proses penentuan kerja melalui mekanisme tender terbuka dijelaskan lebih rinci pada gambar berikut.

Supply Chain Management [102-9]

WIKA BETON develops synergy among all parties involved in the supply chain, starting from suppliers, procurement, production, distribution, to customers. With the synergy produced from each party involved in the supply chain, the business process will hopefully be more effective and efficient and result in a more accurate procurement. The strategy taken include centralization of the goods and services procurement, maintaining the balance between the availability of raw materials and other supporting materials according to production needs through their Sales and Operation Planning (SNOP), production process effectiveness and efficiency, finished product distribution transportation 3PL implementation, as well as creating a comprehensive database, from market data, sales and production plans, to monitoring records and evaluation of the entire market.

The policies that regulate supply chain are formulated in the 2021 Company's Work Plan and Budget (RKAP). SCM implementation is a strategic step to increase the competitiveness of the Company. The commitment of WIKA BETON in supply chain management is evidenced by the inclusion of SCM in the Quality Plan. The Supply Chain Management (SCM) Bureau is responsible for the smooth operations of the WIKA BETON supply chain. As an effort of the Company to improve service quality and keep pace with information technology advancement toward industry 4.0, the Supply Chain Management Bureau has developed the e-Procurement system. The benefit of the e-Procurement system from the internal aspect is to be a source of data and information pertaining to vendors, while from the external aspect, it is capable of facilitating all Company partners and vendors for a transparent, fair, and accountable procurement process.

The e-Procurement process includes online general auction, pre-qualification, and sourcing using a website-based module. The process to determine the work via an open tender mechanism is explained in more detail in the following picture.



Dalam rantai pasokannya, WIKA BETON berupaya untuk memaksimalkan penggunaan barang dan jasa yang berasal dari dalam negeri. Jumlah transaksi pengadaan barang dari pemasok lokal sebesar Rp1.565,69 miliar serta untuk pengadaan jasa sebesar Rp31,53 miliar.

Perseroan membagi jenis pemasok menjadi tiga kategori, yaitu:

1. Pemasok lokal atau domestik yaitu pemasok yang memiliki unit kerja di sekitar area unit kerja WIKA BETON yang tersebar di seluruh Indonesia.
2. Pemasok nasional, yaitu pemasok yang tergolong kategori material strategis yang dapat memenuhi kebutuhan untuk seluruh unit kerja WIKA BETON.
3. Pemasok internasional, yaitu pemasok yang berdomisili di luar Negara Indonesia yang menyediakan barang dan jasa yang tidak dapat dipasok oleh vendor di Indonesia.

Vendor yang menjalin kerja sama dengan WIKA BETON antara lain menyediakan material, alat, dan transportasi distribusi produk.

In its supply chain, WIKA BETON strives to maximize the use of domestic goods and services. The amount of transactions from the procurement of goods from local suppliers were Rp1,565.69 billion and Rp31.53 billion for service.

The Company divides the types of suppliers into the following three categories:

1. Local or domestic suppliers, which are suppliers with the working unit around the area of the working unit of WIKA BETON spread across Indonesia.
2. National suppliers, which are suppliers included in the strategic material category, capable of meeting the needs of all WIKA BETON working units.
3. International suppliers, which are suppliers with the domicile beyond the territory of the Republic of Indonesia, providing goods and services that cannot be supplied by vendors in Indonesia.

Vendors that cooperate with WIKA BETON supplies materials, equipment, and product distribution transportation.

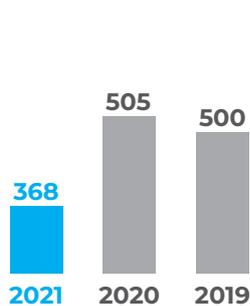
Jumlah Pemasok dan Nilai Kontrak Pekerjaan Pengadaan Barang [204-1]
Number of Suppliers and Goods Procurement Contract Value

Jenis Pemasok Supplier Type	2021		2020		2019	
	Jenis Pemasok Number of Suppliers	Nilai (Rp juta) Value (million Rp)	Jenis Pemasok Number of Suppliers	Nilai (Rp juta) Value (million Rp)	Jenis Pemasok Number of Suppliers	Nilai (Rp juta) Value (million Rp)
Perusahaan domestik Domestic companies	362	1.565.696	498	1.216.243	498	2.370.453
Perusahaan internasional International companies	5	1.367	7	16.197	7	29.063
Jumlah Total	367	1.567.063	505	1.232.441	505	2.399.516

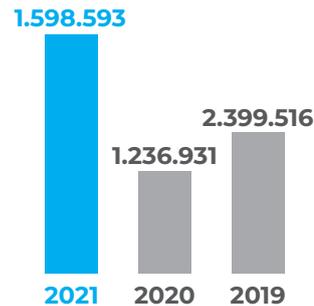
Jumlah Pemasok dan Nilai Kontrak Pekerjaan Pengadaan Jasa [204-1]
Number of Suppliers and Services Procurement Contract Value

Jenis Pemasok Supplier Type	2021		2020		2019	
	Jenis Pemasok Number of Suppliers	Nilai (Rp juta) Value (million Rp)	Jenis Pemasok Number of Suppliers	Nilai (Rp juta) Value (million Rp)	Jenis Pemasok Number of Suppliers	Nilai (Rp juta) Value (million Rp)
Perusahaan domestik Domestic companies	1	31.530	1	2.677	15	82.246
Perusahaan internasional International companies	0	0	0	0	0	0
Jumlah Total	1	31.530	1	2.677	15	82.246

Jumlah Pemasok (Barang dan Jasa)
Total Suppliers (Goods and Services)



Nilai (Rp Juta)
Value (Million Rp)



⊙ Sistem Informasi dan Teknologi (IT) untuk Mendukung Bisnis Berkelanjutan

Information and Technology (IT) System to Support Sustainable Business



WIKA BETON telah memiliki *roadmap* pengembangan infrastruktur teknologi dan informasi sejak tahun 2018. Selain itu, Perseroan juga menyusun *Roadmap* Digitalisasi IT hingga tahun 2023 yang telah diselaraskan dengan *Roadmap* Perseroan. Perseroan memahami bahwa sistem IT merupakan penunjang operasional Perseroan yang penting untuk meningkatkan efisiensi dari aspek biaya, waktu kerja bahkan hingga memberikan dampak baik bagi lingkungan dengan meminimalkan penggunaan kertas.

Di kala pandemi COVID-19 melanda, kegiatan bisnis Perseroan tetap dapat berjalan didukung dengan infrastruktur IT yang telah memadai. WIKA BETON menggunakan dua strategi untuk transformasi digital, yaitu:

1. Strategi Defensif

Strategi ini digunakan guna meningkatkan efektivitas dan optimasi proses bisnis. Adapun strategi defensif Perseroan wujudkan melalui beberapa upaya berikut:

- a) Penerapan Supply Chain Management (SCM) pada proses bisnis;

WIKA BETON has had a roadmap for the development of technology and information infrastructure since 2018. Furthermore, the Company also composed the IT Digitization Roadmap up to 2023, which has been aligned with the Roadmap of the Company. The Company understands that the IT system is an important support of the operations of the Company to increase efficiency from the aspect of cost, working hours, to bringing positive impacts on the environment by minimizing the use of paper.

During the COVID-19 pandemic, the business activities of the Company are able to persist with the support of sufficient IT infrastructure. WIKA BETON uses the following two strategies for digital transformation:

1. Defensive Strategy

This strategy is used to increase the effectiveness and optimization of business processes. The defensive strategy of the Company is performed via the following efforts:

- a) Implementation of Supply Chain Management (SCM) in the business process;

- b) Memanfaatkan WTON Audit sebagai aplikasi audit internal mencakup sistem manajemen mutu, sistem manajemen lingkungan, sistem manajemen K3, sistem manajemen IT, sistem manajemen risiko, dan GCG;
- c) Aplikasi tanggap COVID-19 dalam WTON Mobile yang bermanfaat untuk mendata potensi risiko penyebaran COVID-19 di lingkungan WIKA BETON;
- d) Aplikasi WTON Visitor untuk mencegah penyebaran COVID-19 dari pihak luar;
- e) WTON Drive yang merupakan aplikasi untuk dapat menyimpan dan bertukar data secara online;
- f) WTONPedia sebagai aplikasi knowledge management sederhana yang diperuntukkan untuk bertukar informasi seperti, tutorial, PKB, Code of Conduct IT, dan HSE Rules;
- g) e-File yaitu aplikasi untuk pengarsipan dokumen digital;
- h) Microsite WTON Channel, sebuah aplikasi web yang berisi berita serta artikel dari seluruh kegiatan perusahaan yang dikelola langsung seluruh pegawai;
- i) Studio multimedia WIKA BETON, yakni set perlengkapan atau tools yang digunakan untuk kegiatan kreatif yang berupa video, streaming, foto dan desain kreatif.

- b) Utilizing WTON Audit as an internal audit application, which includes quality management system, environmental management system, K3 management system, IT management system, risk management system, and GCG;
- c) COVID-19 response application within the WTON Mobile app, which functions to keep the data of potential COVID-19 spread risk in the WIKA BETON environment;
- d) WTON Visitor application to prevent COVID-19 spread from external parties;
- e) WTON Drive is an application to store and exchange data online;
- f) WTONPedia is a knowledge management application to exchange information such as tutorials, CLA, Code of Conduct IT, and HSE Rules;
- g) e-File, an application for archiving digital documents;
- h) Microsite WTON Channel, a web application that contains news and articles from all company activities managed directly by all employees;
- i) WIKA BETON multimedia studio, is a set of equipment or tools used for creative activities in the form of videos, streaming, photos and creative designs.

2. Strategi Ofensif

Strategi ini merupakan pengimplementasian teknologi yang langsung berpengaruh dalam upaya meningkatkan profit. Strategi ofensif diimplementasikan melalui beberapa kegiatan:

- a) *Digital marketing*, untuk meningkatkan exposure penjualan dengan memanfaatkan platform sosial media;
- b) Building Information Modeling (BIM), yaitu teknologi yang dapat menyimulasikan seluruh informasi di proyek konstruksi ke dalam model 3D sehingga memudahkan tim proyek dalam mengidentifikasi permasalahan dari modelling tersebut;
- c) Structural Health Monitoring System (SHMS);
- d) Pengembangan sistem informasi infrastruktur Computer Control Machining System (CCMS) di pabrik agar seluruh kerja alat dapat dikendalikan melalui komputer secara real-time.

2. Offensive Strategy

This strategy is the implementation of technology which directly impacts efforts to increase profit. The offensive strategy is implemented via several activities:

- a) Digital Marketing, to increase sales exposure by utilizing social media platform;
- b) Building Information Modeling (BIM), which is a technology capable of simulating all information in the construction project into a 3D model, which eases project teams in identifying issues from the modeling;
- c) Structural Health Monitoring System (SHMS);
- d) Development of the infrastructure information system, Computer Control Machining System (CCMS) at factories so all equipment operations can be controlled by computer in real-time.

⦿ Riset dan Inovasi

Research and Innovation

WIKA BETON menjadikan inovasi teknologi dan produk sebagai prioritas untuk mencapai bisnis berkelanjutan dan menjawab tantangan pasar. Sebagai perusahaan terkemuka di industri beton tanah air, WIKA BETON terus menerus melakukan riset untuk menghasilkan suatu inovasi bekerja sama dengan lembaga pemerintahan, institusi pendidikan, hingga swasta. Harapan Perseroan, WIKA BETON dapat terus dikenal sebagai produsen beton pracetak dengan segudang inovasi dan teknologi terdepan.

Sebagai bentuk dukungan *top management* untuk memacu inovasi secara internal WIKA BETON, di tahun 2021 Perseroan menggelar Konvensi QEA (Quality Excellence Activity) 2021. Acara ini dilaksanakan secara daring pada 24-25 Februari 2021 dihadiri lebih dari 200 pegawai dari seluruh unit. Mengusung tema *Go Beyond Disruptive Innovation*, diharapkan agar insan WIKA BETON menanamkan semangat inovasi dan *continous improvement*.

WIKA BETON makes technological and product innovation as a priority in achieving sustainable business and addressing market challenges. As a leading company in the nation's concrete business, WIKA BETON continuously conducts research to produce innovation in cooperation with government agencies, educational institutions, to the private sector. The Company hopes that WIKA BETON can continue to be known as a precast concrete producer with a plethora of advanced innovations and technology.

As a form of support from top management to internally drive innovation within WIKA BETON, in 2021 the Company held the 2021 QEA (Quality Excellence Activity) convention. The event was held online on 24-25 February 2021 and attended by more than 200 employees from all units. With the *Go Beyond Disruptive Innovation* theme, it was expected to cultivate the spirit of innovation and continuous improvement in WIKA BETON personnel.





Inovasi Produk Sumur Resapan Pracetak Segmental

Sumur resapan air hujan atau biasa disebut sebagai drainase vertikal merupakan prasarana untuk menampung air hujan dan kemudian diresapkan ke dalam tanah. Sumur resapan memiliki manfaat mengurangi limpasan air hujan ke saluran pembuangan, mencegah terjadinya banjir, mengurangi erosi, menahan intrusi air laut untuk daerah yang berdekatan dengan kawasan pantai, mencegah penurunan tanah, dan mengurangi konsentrasi pencemaran air tanah. Pada tahun 2021, WIKA BETON mengembangkan produk sumur resapan pracetak segmental. Komponen pracetak ini lebih ringan dari produk biasanya sehingga dapat diangkat hanya dengan menggunakan tenaga manusia yaitu 2-3 orang pekerja sehingga mendukung proyek padat karya. Dikarenakan massanya yang ringan, produk ini cocok untuk dipasang pada daerah-daerah yang tidak dapat dilalui oleh kendaraan berat seperti di perumahan atau daerah-daerah dengan akses sempit lainnya.

Segmental Infiltration Well Product Innovation

Rainwater absorption well or otherwise known as vertical drainage is a means to store rainwater for absorption into the ground. Infiltration wells have the benefit of reducing rainwater runoff to sewers, preventing floods, reducing erosion, resisting seawater intrusion for areas close to the coastal area, preventing ground subsidence, and reducing groundwater pollution concentration. In 2021, WIKA BETON developed the segmental infiltration well product. This precast component is lighter than the usual products, allowing it to be lifted by the human strength of 2-3 workers thus supporting labour-intensive projects. Due to its light mass, the product is suitable to be installed in areas which cannot be accessed by heavy vehicles, such as housing areas or other areas with narrow access.

Improvement Blitz

WIKA BETON melalui Biro Quality, Health, Safety, and Environment (QHSE) dan Sistem Manajemen merilis program Improvement Blitz. Program ini dilakukan secara serempak oleh setiap bagian/seksi dengan tema dan jangka waktu tertentu. Harapannya, setiap bagian maupun seksi mempunyai minimal satu *improvement* tiap tahunnya dalam memperbaiki proses kerja dari segi biaya, waktu, dan mutu.

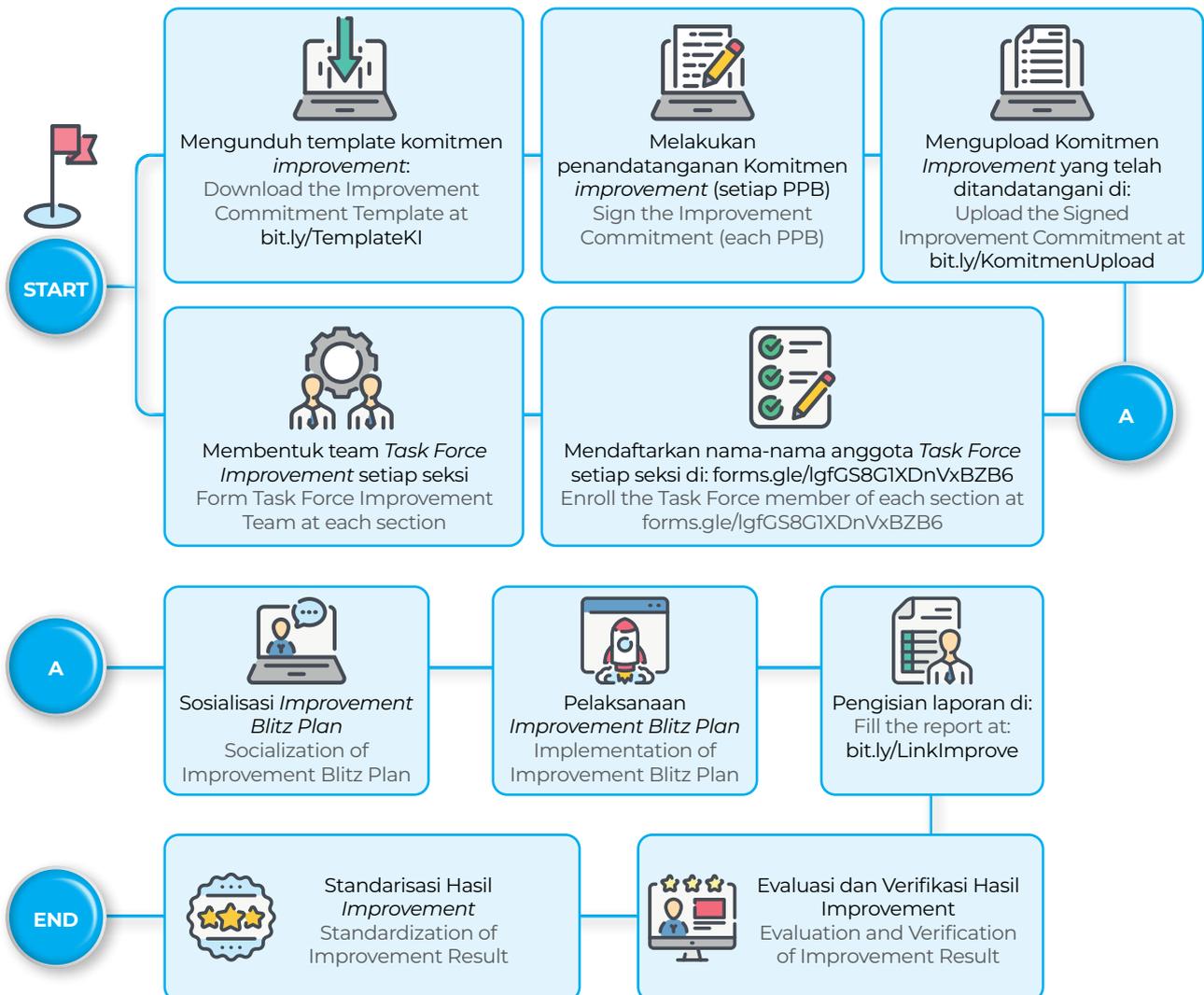
Pada prosesnya, Improvement Blitz yang diusulkan oleh tim *task force improvement* dari setiap unit akan dievaluasi. Setelah melalui proses verifikasi, usulan tersebut distandardisasi dari segi input, proses hingga outputnya. Alur dan tahapan Improvement Blitz dijelaskan pada gambar berikut.

Improvement Blitz

Through the Quality, Health, Safety, and Environment (QHSE) and Management System (SM) Bureau, WIKA BETON releases the Improvement Blitz Program. The program is held simultaneously by all divisions/sections with a particular theme and within a certain period. It is expected that all divisions and sections have at least one improvement per year in improving the work process from the aspects of cost, time, and quality.

In its process, the Improvement Blitz recommended by the task force improvement team from each unit will be evaluated. After passing the verification process, the recommendation will then be standardized from the aspects of input, process, and output. The flow and stages of Improvement Blitz is explained in the following picture.

Alur Tahapan
Step Flow





DENGAN IPTEK DAN BUDI

Tumbuh Bersama Pegawai dan Masyarakat

Growing Together with Our People and the Community

○ Pengelolaan Human Capital

Human Capital Management

Profil Pegawai

WIKA BETON memberikan kesempatan yang sama bagi setiap pegawai tanpa memandang suku, agama, ras, golongan, usia, maupun gender. Melalui Biro Human Capital, Perseroan memastikan adanya proses rekrutmen pegawai yang adil, berprinsip pada praktik ketenagakerjaan, dan mengedepankan HAM. Perseroan juga tidak mempekerjakan anak di bawah umur. Syarat usia minimum untuk calon pegawai WIKA BETON adalah 18 tahun.

Jumlah pegawai WIKA BETON di 2021 sebanyak 1.368, termasuk pegawai organik dan pegawai terampil. Selama periode pelaporan, Perseroan menerima pegawai magang sebanyak 19 orang dan riset/penelitian sebanyak 7 orang di 2021. Jumlah pegawai magang laki-laki sebanyak 9 orang dan yang perempuan sebanyak 10 orang. Sementara untuk riset/penelitian berjumlah 4 orang laki-laki dan 3 orang perempuan.

Employee Profile

WIKA BETON provides equal opportunity to all employees without discriminating against ethnicity, religion, race, social group, age, or gender. Through the Human Capital Bureau, the Company ensures a fair recruitment process that upholds labor practice principles and prioritizes human rights. The Company also does not employ underage children. The minimum age requirement for WIKA BETON employees is 18 years.

The number of WIKA BETON employees in 2021 was 1,368, including organic employees, skilled employees, and contract employees. During the reporting period, the Company accepted 19 interns and 7 research staff in 2021. The number of male interns was 9 and 10 were female. Meanwhile, for research, there are 4 men and 3 women.



Untuk mendukung kegiatan usaha, diperlukan *human capital* yang berkualitas dan berintegritas. WIKA BETON bekerja bersama pegawai menjalankan praktik operasi yang unggul dan menciptakan dan membagikan nilai bersama.

To support business activities, quality human capital with integrity is required. WIKA BETON cooperates with employees to implement excellent operational practice and together create and share value.



Pegawai Tetap Berdasarkan Gender dan Status Kepegawaian [102-8]
Permanent Employees based on Gender and Employment Status

Status Kepegawaian Employment Status	2021		2020		2019	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Pegawai Induk Perusahaan Parent Company Employee						
Direksi Board of Directors	5	0	5	0	5	0
Pegawai organik Organic employees	281	32	294	32	307	33
Pegawai terampil Skilled employees	969	42	1.039	43	1.074	43
Sub-jumlah pegawai WIKA BETON Sub-total of WIKA BETON employees	1.255	74	1.338	75	1.386	76

Status Kepegawaian Employment Status	2021		2020		2019	
	Laki-laki	Perempuan	Laki-laki	Perempuan	Laki-laki	Perempuan
	Male	Female	Male	Female	Male	Female
Pegawai Entitas Anak Subsidiary Entity Employees						
Pengurus Officers	4	0	5	0	6	0
Pegawai organik Organic employees	25	0	20	0	18	0
Pegawai terampil Skilled employees	10	0	11	0	11	0
Sub-jumlah pegawai entitas anak Sub-total of subsidiary entity employees	39	0	36	0	35	0
Jumlah Total	1.294	74	1.374	75	1.421	76
	1.368		1.449		1.497	

Pegawai Berdasarkan Status Kepegawaian dan Wilayah Kerja [102-8]
Employees Based on Employment Status and Work Area

Wilayah Kerja Work Area	2021	
	Pegawai Tetap Permanent Employees	Pegawai Kontrak Contract Employees
Pegawai Induk Perusahaan Parent Company Employees		
Kantor pusat Head Office	150	0
Divisi Division	176	0
Wilayah penjualan Sales area	158	0
Pabrik produk beton Concrete product factory	845	0
Sub-jumlah pegawai WIKA BETON Sub-total of WIKA BETON employees	1.329	0
Pegawai Entitas Anak Subsidiary Entity Employees		
Wika KOBE	12	0
Wika KRATON	6	0
Wika CLT	15	0
Wika Pracetak Gedung Wika Precast Building	6	0
Sub-jumlah pegawai entitas anak Sub-total of subsidiary entity employees	39	0
Jumlah Total	1.368	

Profil pegawai selengkapnya yang dibedakan berdasarkan usia, level jabatan, dan tingkat pendidikan disajikan dalam Laporan Tahunan PT Wijaya Karya Beton Tbk tahun 2021, yang dibuat terpisah dari laporan ini.

The complete profiles of employees categorized by age, position level, and education level are presented in the 2021 PT Wijaya Karya Beton Tbk Annual Report, composed separately from this report.

Perputaran Pegawai

Bagi WIKA BETON, menciptakan lingkungan kerja yang aman, nyaman, dan kondusif merupakan faktor penting yang dapat mempengaruhi tingkat perputaran pegawai. Pada akhir tahun 2021, tingkat perputaran pegawai WIKA BETON sebesar 5,3%.

Employee Turnover

For WIKA BETON, creating a safe, comfortable, and conducive work environment is a significant factor that may influence turnover rate. At the end of 2021, the WIKA BETON employee turnover rate was 5,3%.

Menghargai Hak Asasi Manusia

Praktik manajemen human capital memperhatikan hak asasi manusia (HAM) sesuai ISO 26000 Social Responsibility pada core values HAM dan Praktik Ketenagakerjaan. Tidak hanya secara internal, HAM juga diterapkan saat berelasi dengan mitra kerja Perseroan. Berikut beberapa kegiatan operasional Perseroan yang telah sejalan dengan praktik HAM.

Meningkatkan Peran Perempuan dalam Manajerial

WIKA BETON memberikan kesempatan yang sama bagi semua pegawai, baik laki-laki maupun perempuan tanpa memandang perbedaan suku, agama, ras, ataupun kondisi fisik. Posisi pada tiap level jabatan diduduki oleh individu sesuai dengan kompetensi yang dimiliki serta faktor peminat kerja industri beton yang didominasi oleh laki-laki. Bukti pemberian kesempatan pada pegawai perempuan menduduki posisi manajerial ditunjukkan dengan penetapan indikator persentase perempuan dalam *nominated talent* (BOD-1 dan BOD-2) sebagai salah satu indikator dalam KPI korporat tahun 2021. Pada tahun 2021, WIKA BETON mengikutsertakan 4 orang pegawai perempuan dalam program pengembangan sub-kompetensi yang dilaksanakan oleh WIKA Grup. Program tersebut disebut Satria Prameswari, yaitu salah satu bagian dari program WIKA Junior Management Development Program.

Perputaran Pegawai Employee Turnover

Keterangan Description	Jumlah Total
Pegawai masuk Incoming employees	0
Meninggal dunia Passed away	1
Pengunduran diri Resigned	14
Pensiun Retired	37
Keputusan perusahaan Company Decision	15
Mutasi WIKA Grup WIKA Group Transfer	8
Turnover rate	5,3%

Respecting Human Rights

The human capital management practices uphold human rights (HAM) in accordance with ISO 26000 Social Responsibility in the core values of human rights and Labor Practices. Not just internally, human rights are also implemented in relations with business partners of the Company. The following are a number of operational activities of the Company which are in line with human rights practices.

Increasing the Role of Women in Managerial Positions

WIKA BETON gives equal opportunity to all employees, whether male or female without differentiating between ethnicities, religions, races, or physical conditions. The positions at every level are held by individuals according to their competencies as well as the male dominated concrete industry being a factor. Providing opportunities for female employees to be at managerial positions is proved by the determination of the percentage of women in the nominated talent indicator (BOD-1 and BOD-2) as one of the indicators in the 2021 corporate KPIs. In 2021, WIKA BETON included 4 female employees in the sub-competency development program carried out by WIKA Group. The program is called Satria Prameswari, which is a part of WIKA Junior Management Development Program.

Keberagaman Pejabat Tata Kelola
Diversity in Governance Officials

Kelompok Jabatan Position Group	Gender		Kelompok Usia Age Group		
	Laki-laki Male	Perempuan Female	<30	31-50	>51
Direktur Board of Directors	5	0	0	0	5
Senior Management	18	1	0	5	14
Middle Management	29	0	0	20	9
Junior Management	46	0	0	28	18
Supervisor	170	14	58	114	12
Staff	1.026	59	254	632	199
Jumlah Total	1.294	74	312	799	252

Lingkungan Kerja yang Layak dan Aman

Perseroan percaya bahwa lingkungan kerja yang layak dan aman di seluruh area dapat menghasilkan dampak positif kerja bagi pegawai dan pada akhirnya meningkatkan produktivitas mereka.

Kebebasan Berorganisasi dan Menyatakan Pendapat

Perseroan berkomitmen untuk membina hubungan yang baik dengan para pegawai serta menjamin kebebasan untuk menyampaikan pendapat dan berserikat bagi pegawai. Komitmen ini Perseroan wujudkan dengan membentuk serikat pegawai yang bernama Perhimpunan Pegawai WIKA BETON (PPWB). Hingga akhir periode pelaporan, sebanyak 1.363 pegawai (99%) menjadi anggota PPWB.

Kebebasan untuk Beribadah

Kebebasan untuk beribadah merupakan hak seluruh pegawai, dengan aturan hak tertulis yang diatur dalam PKB Pasal 69. WIKA BETON menyediakan masjid/mushola untuk seluruh pegawai yang menjalani ibadah sholat. Selama COVID-19 berlangsung, Perseroan menerapkan protokol baru yakni seluruh pegawai wajib membawa peralatan ibadah secara mandiri dan mengantri ketika menggunakan fasilitas masjid/mushola. WIKA BETON juga memberikan fasilitas cuti untuk ibadah haji dengan ketentuan tiga hari sebelum berangkat dan tujuh hari setelahnya. Hari cuti untuk ibadah tidak diperhitungkan dalam cuti tahunan pegawai.

Decent and Safe Work Environment

The Company believes that a decent and safe work environment in all areas is capable of bringing positive impacts for employees, which ultimately increases their productivity.

Freedom of Association and Expressing Opinion

The Company is committed to cultivating good relations with employees as well as guarantees the freedom to express opinion and unionize for employees. This commitment is made a reality by the Company by forming a labor union, the WIKA BETON Employee Association (PPWB). Until the end of the reporting period, 1,363 employees (99%) became PPWB members.

Freedom for Religious Worship

The freedom for religious worship is the right of all employees. WIKA BETON provides a mosque/musalla for all employees for salat. During the COVID-19 pandemic, the Company implements new protocols that all employees are obligated to bring their personal worship paraphernalia and queue when using mosque/musalla facilities. WIKA BETON also gives religious leave facility for hajj pilgrimage with the stipulation of three days prior to departure and seven days following arrival. The religious leave is not calculated in the employee annual leave.

Hak untuk Dilindungi

Untuk dapat mewujudkan visi dan misi perusahaan, hubungan antara pegawai dan perusahaan harus dijalin secara harmonis dan dinamis. Hubungan yang baik ini diwujudkan dengan pembentukan Perjanjian Kerja Bersama (PKB). Seluruh (100%) pegawai dilindungi perjanjian kerja bersama (PKB) yang diperbarui setiap dua tahun sekali. [102-41]

Keselamatan dan Kesehatan Kerja WIKA BETON dituangkan dalam Pedoman Kebijakan K3L. WIKA BETON telah menerapkan sistem manajemen K3 dan memiliki fasilitas K3 yang memadai. Bagi pegawai yang bekerja di PPB dan lokasi proyek, WIKA BETON menyediakan alat perlindungan diri (APD) demi menjaga keselamatan dan keamanan. Seluruh pegawai juga diikutsertakan dalam asuransi jiwa/BPJS Kesehatan dan BPJS Ketenagakerjaan untuk menjamin kesejahteraan pegawai.

Hak Mendapatkan Pekerjaan yang Layak

Perseroan memastikan seluruh pegawai telah menempati posisi yang sesuai berdasarkan penawaran saat proses rekrutmen yang sejalan dengan kompetensi dan keahlian setiap individu. Tidak ada praktik kerja paksa di WIKA BETON. Baik jam kerja maupun jam istirahat telah diatur dalam PKB Bab XI pasal 59 dan 60. Di saat pandemi COVID-19, Perseroan menerapkan sistem *shift* dan penyesuaian jumlah pegawai untuk *work from home* dan *work from office* untuk meminimalkan risiko pemaparan COVID-19 sekaligus mematuhi kebijakan PPKM.

Hak terkait pekerjaan yang layak juga direalisasikan melalui kesempatan untuk meniti karier di Perseroan. Selain itu, WIKA BETON melakukan seluruh proses rekrutmen, promosi, mutasi, serta jam bekerja dengan kesepakatan antara dua belah pihak untuk menghindari pemaksaan dalam hubungan kerja antara pegawai dan Perseroan.

Right to Protection

To bring the company vision and mission into realization, relations between employees and the company must be cultivated harmoniously and dynamically. This positive relationship is realized by the forming of the Collective Labor Agreement (CLA). All (100%) of employees are protected by the CLA, which is renewed every two years. [102-41]

WIKA BETON's Occupational Health and Safety is stated in the HSE Policy Guidelines. WIKA BETON has implemented a HSE management system and has sufficient HSE facilities. For employees working at PPB and project locations, WIKA BETON provides Personal Protection Equipment (PPE) to protect safety and security. All employees are also participated in life insurance/Healthcare BPJS and labor BPJS to guarantee employee welfare.

Right to Decent Work

The Company ensures that all employees hold appropriate positions based on the offer during the recruitment process which are in line with the competencies and skills of each individual. There are no forced labor practices at WIKA BETON. Whether working or resting hours have been regulated in CLA Chapter XI article 59 and 60. During the COVID-19 pandemic, the Company implemented a shift system and adjusted the number of employees to work from home and work from office to minimize the risk of COVID-19 exposure while complying with PPKM policies.

Rights pertaining to decent work is also realized through the opportunity to build a career at the Company. Furthermore, WIKA BETON conducts all recruitment, promotion, and transfer processes as well as working hours with mutual agreement to avoid coercion in the work relations between employees and the Company.



Hak Mendapatkan Pendidikan

WIKA BETON memberikan kesempatan setara bagi seluruh pegawai untuk dapat melanjutkan pendidikan ke tingkat S2 dan S3 dibiayai oleh perusahaan. Perseroan berharap investasi yang diberikan dalam bentuk program pendidikan dapat memberikan manfaat terbaik bagi pegawai dan juga bagi WIKA BETON.

Remunerasi

Remunerasi bagi pegawai merupakan salah satu komponen nilai ekonomi yang didistribusikan oleh WIKA BETON. Remunerasi pegawai dijalankan berdasarkan Perjanjian Kerja Bersama (PKB) Bab X terkait Sistem Pendapatan. Perseroan berkomitmen untuk melaksanakan kebijakan ini dengan adil dan setara. Remunerasi pegawai dipertimbangkan tanpa membedakan gender, melainkan dari tingkat jabatan, lama masa jabatan serta kompetensi dari tiap pegawai.

Right to Education

WIKA BETON gives equal opportunity to all employees to be able to continue education to master's and doctoral degree financed by the Company. The Company hopes that the investment given in the form of education program can bring the best benefits to employees and WIKA BETON.

Remuneration

Remuneration for employees is one of the economic value components distributed by WIKA BETON. Employee remuneration is implemented based on Collective Labor Agreement (PKB) Chapter X related to the Income System. The Company is committed to implementing this policy fairly and equally. Employee remuneration is considered without differentiating between genders, but based on position level, term of office, as well as the competencies of each employee.

Selain melalui imbal jasa, WIKA BETON memberikan manfaat lain kepada pegawai dalam bentuk bonus dan manfaat lain sesuai tingkat dan masa jabatan. Sebagai bentuk dukungan dalam menghadapi pandemi, Perseroan memberikan tunjangan komunikasi agar koordinasi pekerjaan berjalan dengan baik. WIKA BETON memberi remunerasi pegawai di atas Upah Minimum Regional (UMR). Perbandingan imbal jasa terendah bagi pegawai laki-laki dan karyawan perempuan adalah 1:1.

Pensiun [201-3]

WIKA BETON menyediakan jaminan hari tua (pensiun) bagi seluruh pegawai sebagai bentuk pelaksanaan kewajiban. Seluruh pegawai organik dan pegawai terampil diikutsertakan dalam program pensiun yang dikelola oleh BPJS Ketenagakerjaan dengan pengelolaan yang diserahkan kepada pihak ke-tiga yaitu DAPEN WIKA. Terdapat dua skema dana rencana pensiun yakni Program Pensiun Manfaat Pasti yang diberikan kepada Pegawai Organik PT WIJAYA KARYA (Persero) Tbk. yang ditempatkan di PT Wijaya Karya Beton Tbk. dengan status diangkat sampai dengan bulan Desember tahun 2006. Manfaat yang diberikan sudah diperhitungkan atau ditentukan di awal. Kemudian skema kedua adalah Program Pensiun Iuran Pasti yang diberikan kepada Pegawai Organik dan Terampil PT Wijaya Karya Beton Tbk dan Pegawai Organik PT WIJAYA KARYA (Persero) Tbk. yang ditempatkan di PT Wijaya Karya Beton Tbk., diangkat mulai Januari 2007 sampai dengan saat ini. Manfaat yang diberikan sesuai dengan nilai pengembangan dari iuran yang disetor setiap Bulan. Iuran bulanan ditanggung bersama antara pegawai dan Perseroan sesuai ketentuan yang berlaku, yakni 12,5% x gaji pegawai ditanggung perusahaan dan 5% x gaji pegawai ditanggung oleh pegawai. Selama tahun 2021, jumlah dana Imbalan Paska Kerja mencapai Rp54,62 miliar, sementara dana yang sudah didistribusikan sebesar Rp6,07 miliar. Jumlah ini menurun 0,04% dari tahun sebelumnya.

Aside from remuneration, WIKA BETON also gives other benefits to employees in the form of bonus and other benefits in accordance with level of position and term of office. As a form of support in facing the pandemic, the Company gives communication allowance for smooth work coordination. WIKA BETON provides employee remuneration above the Regional Minimum Wage (UMR). The comparison between the lowest remuneration for male and female employees is 1:1.

Pension [201-3]

WIKA BETON provides pension plan for all employees as a form of performing its obligations. All organic employees and skilled employees are included in the pension program managed by BPJS Ketenagakerjaan with management handed over to a third party, namely DAPEN WIKA. There are two pension plan fund schemes, Program Pensiun Manfaat Pasti, which is given to Organic Employees of PT WIJAYA KARYA (Persero) Tbk. assigned at PT Wijaya Karya Beton Tbk. with the status of being appointed until December 2006. The benefits provided have been calculated or determined in advance. The second scheme is the Program Pensiun Iuran Pasti which is given to Organic and Skilled Employees of PT Wijaya Karya Beton Tbk. and Organic Employees of PT WIJAYA KARYA (Persero) Tbk. assigned at PT Wijaya Karya Beton Tbk, was appointed from January 2007 until now. The benefits provided are in accordance with the development value of the contributions paid every month. The monthly contribution is shared between the employee and the Company in accordance with applicable regulations, namely 12.5% x employee salary is borne by the company and 5% x employee salary is borne by the employee. During 2021, the amount of Post-Employment Benefits funds reached Rp54.62 billion, while the funds that had been distributed were Rp6.07 billion. This number decreased 0.04% from the previous year.

Mengembangkan Potensi Pegawai Perseroan Developing Our People Potentials

Menyiapkan Calon Pemimpin Masa Depan

Per tahun 2021, jumlah generasi muda di WIKA BETON mencapai 65% dari total pegawai. Dalam beberapa tahun ke depan, sejumlah pegawai senior pun akan mencapai usia pensiun. Artinya, generasi penerus di WIKA BETON harus rajin mempersiapkan diri untuk menguasai kompetensi yang dibutuhkan demi melanjutkan tongkat estafet kepemimpinan. Untuk menyiapkan hal tersebut, mulai tahun 2020 Biro Human Capital telah memetakan calon-calon suksesor yang memiliki potensi untuk menggantikan beberapa posisi kunci tersebut. Dengan demikian, calon yang memerlukan pengembangan untuk mencapai persyaratan kompetensi di jabatan tertentu masih memiliki waktu untuk menyiapkan diri agar memenuhi persyaratan. Untuk aspek penilaian pegawai, WIKA BETON sudah menerapkan penilaian berbasis Key Performance Indicator (KPI) individu dan Key Behavior Indicator (KBI).

WIKA BETON telah selesai menyusun Kamus Kompetensi yang memuat standar kompetensi jabatan di setiap levelnya. Agar semakin sesuai dengan standar kompetensi jabatan, WIKA BETON juga telah menetapkan pelatihan wajib di setiap level jabatan yang harus diikuti pegawainya, seperti Advanced Leadership Program (ALP) dan Middle Management Development Program (MMDP). Pengembangan pegawai di level BOD-1 dan BOD-2 juga dilakukan bersama dan sejalan dengan program-program WIKA Group.

Preparing Future Leader Candidates

As per 2021, the number of the young generation at WIKA BETON reached 65% of the total employees. In the next several years, a number of senior employees will reach retirement age. This means that the succeeding generation at WIKA BETON must diligently prepare themselves to master the necessary competencies to continue the leadership baton. To prepare for this, starting from 2020, the Human Capital Bureau has mapped successor candidates with the potential to replace a number of key positions. Hence, candidates requiring development to achieve the prerequisite competencies for certain positions still have the time to prepare themselves to meet said prerequisites. In the employee assessment aspect, WIKA BETON has implemented assessment based on the Key Performance Indicators (KPI) of individuals and Key Behavior Indicators (KBI).

WIKA BETON has completed the composition of the Competencies Dictionary, which contains the standards for the competencies of positions at every level. For further alignment with standards for the competencies of positions, WIKA BETON also established obligatory training at every position level that employees must participate in, such as the Advanced Leadership Program (ALP) and Middle Management Development Program (MMDP). Employee development at BOD-1 and BOD-2 levels is also conducted simultaneously and in line with WIKA Group programs.

Pelatihan dan Pendidikan Training and Education

Pendekatan Manajemen pada Pelatihan dan Pendidikan [103-1, 103-2, 103-3]

Peningkatan keahlian dan kompetensi pegawai merupakan bentuk investasi perusahaan terhadap tantangan perkembangan zaman dan meningkatkan daya saing. WIKA BETON menjalankan berbagai pelatihan dan pendidikan untuk mengembangkan human capital yang dimiliki. Pengembangan kompetensi pegawai telah diatur oleh Bagian Pengembangan dan Talent dari Biro Human Capital, melalui design training yang terus diperbarui setiap tahun. Kebijakan yang mengatur tentang pengembangan kompetensi pegawai yaitu Kebijakan B-HCP-PS-07 tentang Prosedur Pelatihan Pegawai, sedangkan pembinaan motivasi pegawai dalam bentuk coaching, mentoring, dan counseling yang dituangkan dalam kebijakan WB-HCP-PS-08 tentang Prosedur Pembinaan dan Motivasi Pegawai.

Bentuk pengembangan kompetensi yang dilaksanakan terbagi menjadi dua jenis yaitu berbagai pelatihan yang dilakukan oleh pihak internal dan eksternal serta pemberian kesempatan pendidikan lanjutan untuk jenjang S2 dan S3. Evaluasi yang didapatkan mengenai program pengembangan kompetensi adalah tercapai 100%. Realisasi pelatihan di 2021, mencapai 4.016 jam, dengan rata-rata jam pelatihan per pegawai per tahun yaitu 9,96 jam. Total pegawai yang menerima pelatihan sebanyak 927 orang, dan masing-masing dapat mengikuti lebih dari satu jenis pelatihan.

Management Approach to Training and Education [103-1, 103-2, 103-3]

The improvement of employee skills and competencies is a form of investment by the Company to address the challenges of current developments and increase competitiveness. WIKA BETON carries out various training and education to develop the human capital owned. The development of employee competencies has been regulated by the Development and Talent Division of the Human Capital Bureau through annually updated design training. The policy that regulates the development of employee competencies is Policy B-HCP-PS-07 on the Procedure for Employee Training, whereas the development of employee motivation in the forms of coaching, mentoring, and counseling is formulated in Policy WB-HCP-PS-08 on the Procedure for the Employee Development and Motivation.

The form of conducted competency development is divided into two types, which are various trainings conducted by internal and external parties as well as the opportunity for advanced education for master's and doctoral degree. The evaluation obtained on the competency development program is 100% achieved. Training realization in 2021 reached 4,016 hours, with the average training hours per employee per year of 9.96 hours. The total employees receiving training was 927 people, and each was able to participate in more than one type of training.



Tantangan sekarang yang kita hadapi adalah gap yang masih cukup besar antara kompetensi pegawai dengan persyaratan yang ada pada level jabatan tertentu. Artinya masih cukup banyak pegawai yang kompetensinya belum memenuhi persyaratan tersebut.

The challenge that we now face is the considerable gap between employee competency with existing prerequisites on certain position levels. This means there are quite a number of employees whose competencies have not met the prerequisites.



Human capital yang kompeten menjadi salah satu penentu kesuksesan WIKA BETON. Pengembangan kompetensi dilakukan secara rutin melalui pendidikan dan pelatihan internal, kaderisasi melalui *coaching, mentoring, konseling*, mengikutsertakan pegawai dalam pelatihan, hingga mendapatkan sertifikasi keahlian. Untuk mengelola kompetensi pegawai, WIKA BETON mengalokasikan dana khusus dalam RKAP Tahunan. Selain itu, WIKA BETON membuat sistem yang berkesinambungan terkait program pelatihan, pengembangan, dan *Coaching, Mentoring, dan Counseling* (CMC). Selama tahun 2021, demi menurunkan risiko penyebaran COVID-19, Perseroan melaksanakan pengembangan kompetensi melalui webinar atau secara daring.

Competent human capital is one of the determining factors of the success of WIKA BETON. Competency development is conducted routinely via internal education and training, regeneration through coaching, mentoring, counseling, participating employees in training, to obtaining competency certification. To manage employee competency, WIKA BETON allocates a special fund in the annual RKAP. Additionally, WIKA BETON created a continuous system pertaining to training, development, and Coaching, Mentoring, and Counseling (CMC) programs. In 2021, in order to reduce the risk of COVID-19 spread, the Company performed competency development by webinar or online.

Sasaran dan target WTON untuk pengembangan kompetensi pegawai di tahun 2021 yaitu:

1. Program peningkatan & pemenuhan gap kompetensi pegawai melalui pelatihan dan CMC.
2. Program peningkatan & pemenuhan gap kompetensi pegawai melalui *assessment* dan penugasan yang variatif.
3. Pelaksanaan program pendampingan pejabat di level Manajer PPU/Unit dalam rangka menunjang keberhasilan suksesi kepemimpinan.
4. Pelaksanaan program pengembangan kepribadian pegawai berdasarkan Nilai AKHLAK.
5. Penyiapan regenerasi/ suksesi dilakukan kepada pegawai-pegawai yang mempunyai prestasi yang baik, dengan cara pelatihan program pengembangan berdasarkan kluster jabatan dan *Job Assignment*.
6. Pengembangan pegawai dilakukan melalui pendidikan lanjutan dari program Magister (S2) dan Doktoral (S3).

The goals and targets of WTON for employee competency development in 2021 were:

1. Programs for improving & filling the gap of employee competency via training and CMC.
2. Programs for improving & filling the gap of employee competency via assessment and a variety of assignments.
3. Implementation of the officer assistance program at the Manager PPU/Unit level to support the success of leadership succession.
4. Implementation of employee personality development program based on AKHLAK values.
5. Preparation for the regeneration/succession for employees with good achievements via the development program training based on position cluster and job assignment.
6. Employee development conducted via advanced education from the master's and doctoral degree programs.

Rata-Rata Jam Pelatihan Berdasarkan Gender ^[404-1]

Average of Training Hours Based on Gender

Jenis Kelamin Gender	Jumlah Pegawai Number of Employees		Total Jam Pelatihan per Pegawai per Tahun Total Training Hours per Employee per Year	
	2021	2020	2021	2020
	Laki – Laki Male	864	513	4,23
Perempuan Female	63	58	5,73	4
Jumlah Total	927	571	9,96	9

Rata-Rata Jam Pelatihan Berdasarkan Level Jabatan [404-1]
Average Training Hours Based on Position Level

Level Jabatan Position Level	Jumlah Pegawai Number of Employees		Total Jam Pelatihan per Pegawai per Tahun Total Training Hours per Employee per Year	
	2021	2020	2021	2020
	Direksi Board of Directors	2	5	8,00
Manajer Biro Bureau Manager	13	32	60,92	3
Manajer PPU PPU Manager	25	15	61,44	5
Manajer Bagian Division Manager	42	59	40,00	5
Manajer Seksi Section Manager	153	212	14,38	5
Staf Staff	692	248	3,23	5
Jumlah Total	927	571	187,99	27

Pembekalan akan diberikan kepada pegawai yang memasuki usia masa pensiun, dengan harapan pegawai tersebut tetap dapat bertahan dan mandiri setelah masa jabatannya selesai. Pembekalan diberikan melalui program pelatihan Masa Persiapan Pensiun (MPP). Program pembekalan dan pelatihan juga diberikan pada pegawai yang dialihfungsikan pekerjaannya, agar mereka mampu mendalami pekerjaan baru yang akan dikerjakan. Pembekalan internal yang diberikan berupa *self-learning/ coaching/kelas khusus* sekurang-kurangnya selama enam bulan. [404-2]

Sepanjang 2021, evaluasi yang didapatkan mengenai program pengembangan kompetensi adalah tercapai 100%, dimana seluruh program pengembangan kompetensi terlaksana sesuai dengan rencana/sasaran pada tahun 2021. Mekanisme untuk mengevaluasi efektivitas pengembangan kompetensi dilakukan dengan menyelenggarakan Evaluasi Pelaksanaan Pelatihan dan Program Asesmen Kompetensi. Setelah evaluasi akan dilakukan penyesuaian antara program strategis peningkatan kompetensi dengan KPI.

Briefing is given to employees entering the retirement period, with the expectation that said employees will be able to survive and be independent following the completion of their tenure. Briefing is also given through the Retirement Preparation Period (MPP). The briefing and training programs are also given to transferred employees to have comprehensive knowledge of the new job. The given internal briefing is in three forms of *self-learning/coaching/special class* for at least six months. [404-2]

In 2021, the evaluation obtained on the competency development programs was 100% achieved, where all competency development programs were implemented in accordance with the 2021 plans/targets. The mechanism to evaluate the effectiveness of competency development is by holding a Training Implementation Evaluation and Competency Assessment Program. After the evaluation, there will be an adjustment between competency development strategic programs and KPI.

Employee Engagement Survey (EES)

Setiap tahun, WIKA BETON selalu melaksanakan Employee Engagement Survey (EES) untuk mengukur sejauh mana pegawai merasa dihargai dan terlibat dengan Perseroan. Hasil survei ini dipakai untuk melacak poin apa saja yang perlu ditingkatkan demi hubungan antara Perseroan dan pegawai yang lebih baik. Hasilnya kemudian ditindaklanjuti dengan melakukan *benchmark* dan diskusi dengan para pegawai untuk mendapatkan masukan dan menyusun program yang mampu meningkatkan rasa keterlibatan pegawai, seperti perbaikan jenjang karier dan program pengembangan pegawai.

WIKA BETON pun memberikan kesempatan bagi pegawai yang berprestasi untuk terus berkembang dengan pelatihan, sertifikasi, bahkan beasiswa pendidikan lanjutan. Jika sudah ada kesempatan dan pegawai dinilai sudah siap, pegawai pun akan diberikan kesempatan untuk promosi ke level yang lebih tinggi sesuai prosedur.

Tinjauan Kinerja dan Pengembangan Karier Pegawai ^[404-3]

Seluruh pegawai (100%) mendapatkan evaluasi dan penilaian kinerja. Pengukuran KPI korporat dilakukan dengan hasil nilai 815 atau 102 % dari target nilai KPI tahun 2021 sebesar 800. Hasil penilaian kinerja digunakan untuk pertimbangan dalam memberikan promosi kenaikan jabatan, ataupun rotasi dan mutasi pekerjaan.

Employee Engagement Survey (EES)

Every year, WIKA BETON always conducts an Employee Engagement Survey (EES) to measure the degree to which employees feel appreciated by and engaged with the Company. The results of this survey are used to track which points need increasing for better relations between the Company and employees. The results are then followed up by performing benchmark and discussion with employees to obtain inputs and compose a program that is capable of improving the sense of employee engagement, such as improvements to the career path and employee development programs.

WIKA BETON also gives opportunities for employees with achievements to continue developing with training, certification, and even advanced education scholarship. If there is an opportunity and the employee is deemed ready, said employee will be given the chance for promotion to a higher level in accordance with procedure.

Performance Review and Employee Career Development ^[404-3]

All employees (100%) undergo performance evaluation and assessment. KPI measurement is conducted with the result of 815 or 102% from the 2021 KPI value target of 800. The results of performance assessment are used for consideration in giving job promotion as well as job rotation and transfer.

Jumlah Pegawai Penerima Promosi, Rotasi, dan Mutasi
Number of Promoted, Rotated, and Transferred Employees

Uraian Description	2021		2020		2019	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Promosi Promotion	153	10	116	1	159	8
Rotasi dan Mutasi Rotation and transferh	155	9	196	10	47	1

Di sisi lain, WIKA BETON juga mengapresiasi kinerja pegawai melalui dukungan pengembangan karier. Pegawai diberi kesempatan untuk melanjutkan pendidikan S2 dan S3 dengan dibiayai oleh Perseroan. WIKA BETON mengeluarkan biaya sejumlah Rp1,14 miliar untuk biaya pendidikan lanjutan pada tahun 2021. Terdapat 8 orang pegawai laki-laki yang memperoleh kesempatan menempuh pendidikan di tingkat S2 dan S3.

WIKA BETON also appreciates employee performance by supporting career development. Employees are given the opportunity to continue to master's and doctoral degree education financed by the Company. WIKA BETON spent Rp1.14 billion for further education costs in 2021. There were 8 male employees who had the opportunity to study at the S2 and S3 levels.

🕒 **Tumbuh Bersama Masyarakat**

Growing with the Community

Dalam menjaga keseimbangan bisnis dan mendukung pembangunan berkelanjutan, WIKA BETON menjalankan program sosial dan pengembangan masyarakat melalui Tanggung Jawab Sosial Perusahaan (TJSL). Kegiatan ini berfokus pada 4 Pilar, yaitu WTON Peduli, WTON Pintar, WTON Sehat, dan WTON 3R dalam bentuk filantropi, *community development*, dan *non community development*.



Mendukung Sarana dan Prasarana Infrastruktur Masyarakat

WIKA BETON menyumbangkan produknya untuk mendukung perbaikan infrastruktur dan kepentingan umum. Bantuan yang disalurkan berupa beton silinder, tiang listrik, *moveable concrete barrier* (MCB), dan pengecoran lapangan volley. Nilai bantuan mencapai Rp75.000.000.

Mendukung Sanitasi dan Pengadaan Air Bersih

Manusia tidak dapat hidup tanpa air, oleh sebab itu ketersediaan air bersih menjadi kebutuhan pokok untuk menunjang kehidupan sehari-hari. WIKA BETON konsisten melaksanakan program pengadaan air bersih sejak 1990 hingga sekarang. Program ini juga diarahkan untuk mendukung TPB Tujuan 6. Melalui PPB Boyolali, WIKA BETON memasok air bersih menggunakan saluran pipa untuk masyarakat sekitarnya.

To maintain business balance and support sustainable development, WIKA BETON implements social and community development programs. The activities focus on 4 pillars, which are WTON Cares, WTON Smart, WTON Healthy, and WTON 3R in the forms of philanthropy, community development, and non-community development.



Supporting Community Facilities and Infrastructure

WIKA BETON donated its products to support the repair of public infrastructure and interest. The assistance distributed was in the forms of cylinder concrete, utility poles, movable concrete barrier (MCB), and volleyball field casting. The assistance value reached Rp75,000,000.

Supporting Sanitation and Provision of Clean Water

Humans cannot live without water. Therefore, the availability of clean water is a basic necessity to support daily life. WIKA BETON consistently conducts the clean water provision program since 1990 to the present. The program is also directed to support SDG Goal 6. Through PPB Boyolali, WIKA BETON supplied clean water using pipe channel to surrounding communities.

Bersama Masyarakat Mendaur Ulang Limbah

Limbah yang berasal dari PPB, seperti sisa beton akan diolah menjadi *paving block*. Dalam pengolahan limbah ini, WIKA BETON melibatkan masyarakat setempat, sekaligus menyalurkan pengetahuan terkait pembuatan *paving block*. *Paving block* akan dimanfaatkan kembali untuk taman atau kolam, ataupun urugan jalan.

Penanaman Pohon untuk Meningkatkan Daya Dukung Ekosistem

Penanaman pohon dilakukan di daerah Lampung, Tangerang, Jakarta, Sulawesi, dan Balikpapan. Kegiatan penanaman pohon ini dilaksanakan rutin setiap tahunnya di berbagai wilayah kerja WIKA BETON. Jenis pohon yang ditanam yaitu buah-buahan. Sebanyak 256 pohon telah ditanam di 2021. Pohon yang telah tertanam sebelumnya dipantau untuk memastikan telah tumbuh dan berfungsi dengan baik sebagai penyerap karbon dioksida dan penghasil oksigen. Investasi lingkungan yang direalisasikan WIKA BETON di 2021 sebesar Rp129.000.000.

Bantuan Penanganan COVID-19 untuk Masyarakat

Bantuan untuk penanganan COVID-19 direalisasikan dalam bentuk program vaksinasi, pemberian masker, vitamin, dan peminjaman tabung oksigen.



Pelaksanaan Donor Darah

Rutin setiap tahunnya, WIKA BETON mengadakan aksi donor daerah. Di 2021, donor darah dilakukan di 5 lokasi, yaitu Kantor Pusat, PPB Bogor, PPB Subang Plant Karawang, PPB Subang, dan PPB Pasuruan.

Recycling Waste Together with the Community

Waste originating from PPB, such as remainder concrete, will be turned into paving blocks. In this waste processing, WIKA BETON engages local communities while disbursing knowledge relevant to the manufacture of paving blocks. Paving blocks will be reused for gardens or ponds or backfill.

Planting Trees to Increase Ecosystem Support

Tree planting is conducted in Lampung, Tangerang, Jakarta, Sulawesi and Balikpapan. This tree planting activity is carried out regularly every year in various working areas of WIKA BETON. Types of trees planted are fruit. A total of 256 trees have been planted in 2021. The previously planted trees are monitored to ensure they have grown and function well to absorb carbon dioxide and produce oxygen. The environmental investment realized by WIKA BETON was Rp129,000,000.

COVID-19 Mitigation Assistance for Communities

Assistance for the mitigation of COVID-19 was realized in the form of vaccination program, mask distribution, vitamin, and lending oxygen cylinder.



Blood Donation Activity

Routinely every year, WIKA BETON holds a local blood donation activity. In 2021, blood donation was conducted in 5 locations, namely Head Office, PPB Bogor, PPB Subang Plant Karawang, PPB Subang, and PPB Pasuruan.

Peduli Pendidikan

Melalui WIKA BETON Mengajar WIKA BETON turut berkontribusi dalam meningkatkan pengetahuan siswa. Kegiatan ini dilakukan untuk mempersiapkan generasi muda dalam menciptakan intelektual dan memberikan pembelajaran yang sejalan dengan perkembangan teknologi. Selain melalui WIKA BETON Mengajar, Perseroan juga menyalurkan bantuan untuk pendidikan ke Sekolah Dasar, MI, dan pondok pesantren yang ada di sekitar PPB, WP, dan lokasi proyek.

Bantuan Sosial Keagamaan

WIKA BETON menyerahkan hewan qurban dalam rangka Idul Adha di tahun 2021. Hewan qurban yang disumbangkan berupa 62 ekor sapi dan 77 ekor kambing.

Bantuan untuk Korban Bencana Alam

Bantuan berupa bahan makanan, pakaian, perlengkapan mandi, dan kebutuhan pokok lain diserahkan ke korban bencana alam letusan Gunung Semeru. Selain itu, WIKA BETON juga melakukan penanganan wabah penyakit di lokasi dengan melakukan/memberikan bantuan paket sembako dan uang tunai. Nilai bantuan mencapai Rp360.000.000.



Bantuan untuk Panti Asuhan

Bantuan yang diberikan ke panti asuhan antara lain paket sembako, perlengkapan sekolah, perlengkapan ibadah, dan bantuan uang tunai. Sebanyak 31 panti asuhan telah menerima uluran tangan WIKA BETON di 2021. Diharapkan bantuan tersebut dapat meringankan beban pengelola panti.

Care for Education

Via WIKA BETON Mengajar, WIKA BETON contributes to increasing student knowledge. This activity is performed to prepare the young generation in creating intellectuals and providing teaching that is in line with technological development. Aside from through WIKA BETON Mengajar, the Company also disburses assistance for education to Elementary Schools, MI, and Islamic boarding schools around PPB, WP, and project location areas.

Socioreligious Assistance

WIKA BETON handed over Qurban animals for Eid al-Adha in 2021. The Qurban animals donated were 62 cows and 77 goats.

Assistance for Victims of Natural Disaster

Assistance in the form of food, clothing, toiletries, and other basic needs was handed over to victims of the natural disaster of the eruption of Mount Semeru. In addition, WIKA BETON also handles disease outbreaks at the location by providing / providing assistance with food packages and cash. The value of the assistance reached Rp360,000,000.



Assistance for Orphanage

The assistance given to orphanages included nine basic necessities, school supplies, praying stuffs, and cash. 31 orphanages have received the charity from WIKA BETON in 2021. The assistance is expected to reduce the management of the orphanages' burden.

○ Profil Laporan Keberlanjutan Sustainability Report Profile

WIKA BETON secara konsisten melaporkan kinerja keberlanjutan setiap tahunnya. Laporan periode sebelumnya diterbitkan pada April 2021. Laporan ini mencakup data dan informasi pada periode 1 Januari-31 Desember 2021. [102-50, 102-51, 102-52]

Laporan Keberlanjutan WIKA BETON disiapkan sesuai dengan Standar Global Reporting Initiatives (GRI): opsi inti dan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Indeks isi GRI dan Indikator POJK51 terlampir dalam laporan ini. [102-54, 102-55]

WIKA BETON belum melakukan penjaminan (*assurance*) oleh pihak independen atas laporan ini. Namun demikian, kami memastikan bahwa seluruh data dan informasi yang disampaikan terjamin validitas dan keandalannya. [102-56]

Perseroan selalu terbuka atas saran dan kritik dari seluruh pemangku kepentingan terhadap laporan ini. Saran dan kritik tersebut dapat dilaporkan melalui lembar umpan balik yang terdapat pada bagian akhir laporan.

Tanggapan Manajemen atas Umpan Balik Laporan Tahun Sebelumnya

WIKA BETON telah menerima review dan masukan atas Laporan Keberlanjutan tahun buku 2020 dari lembaga rating LST internasional. Manajemen menyambut baik hasil review dan bersyukur bahwa skor hasil review pengungkapan LST

WIKA BETON consistently reports its sustainability performance every year. The report for the previous period was published in April 2021. The report comprised data and information for the period of 1 January-31 December 2021. [102-50, 102-51, 102-52]

WIKA BETON Sustainability Report is composed in accordance with Global Reporting Initiatives (GRI) Standards: core option and refers to the Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies. The GRI Index and POJK51 Indicators are attached in this report. [102-54, 102-55]

WIKA BETON is yet to conduct assurance by an independent party for this report. Nevertheless, we ensure that all of the presented data and information are guaranteed in their validity and excellence. [102-56]

The Company is always open to advice and critique from all stakeholders regarding this report. The advice and critique can be conveyed by the feedback form at the end of this report.

Management Response to Feedback for Previous Report

WIKA BETON has received the review and input for the Sustainability Report of the 2020 fiscal year from the international ESG rating agency. Result of the review was well-received by the management with the thankfulness that the score



Secara konsisten WIKA BETON mengungkapkan dan mengkomunikasikan kinerja keberlanjutan, yang mencakup aspek lingkungan, sosial, tata kelola (LST), dan ekonomi kepada seluruh pemangku kepentingan. Laporan ini juga secara internal kami gunakan sebagai tolak ukur dan penilaian dalam menerapkan bisnis berkelanjutan.

WIKA BETON consistently discloses and communicates the sustainability performance, which includes the environmental, social, and governance (ESG), and economic aspects to all stakeholders. This Report is also internally used as a benchmark and assessment in implementing sustainable business.



dalam Laporan Keberlanjutan mendapatkan hasil yang lebih tinggi dibandingkan rata-rata skor penilaian perusahaan di industri sejenis. Keseluruhan kinerja LST akan terus ditingkatkan ke depannya. Secara khusus, manajemen akan meningkatkan kinerja aspek sosial terutama terkait keberagaman dan peningkatan talent perempuan di level kepemimpinan.

of ESG disclosure in the Sustainability Report obtained a higher result compared to the average score of the assessment of companies in the same industry. The overall ESG performance will continue to be improved in the future. In particular, the management will increase the social aspect performance, specifically pertaining to diversity and improving the talents of women at the leadership level.



Kontak Terkait Laporan [102-3, 102-53]

Contact Person for the Sustainability Report

Yuherni Sisdwi Rachmiyati

Sekretaris Perusahaan

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Isi Laporan Report Content

Isi Laporan keberlanjutan fokus pada pengelolaan dampak ekonomi, sosial, dan lingkungan sesuai dengan topik material yang telah ditentukan. Selain itu, Perseroan juga menyampaikan informasi tata kelola keberlanjutan. Pengungkapan kinerja keberlanjutan disertai dengan informasi strategi Perseroan dalam mengelola tantangan, dan respon terhadap peluang selama periode pelaporan, dari sudut pandang keberlanjutan dalam menjalankan bisnis di industri beton pracetak.

Proses penyusunan laporan dimulai dengan penyelenggaraan *kickoff meeting* pada tanggal 19 November 2021 antara pihak Perseroan dengan konsultan. Kemudian, topik material ditentukan melalui proses diskusi antara pihak perwakilan internal dari masing-masing Biro, Sekretariat Perusahaan, serta pihak konsultan. Pada tahap akhir, laporan keberlanjutan divalidasi dan disetujui oleh Direksi. [102-46]

The content of the Sustainability Report focuses on the management of economic, social, and environmental impacts in accordance with the chosen material topics. Furthermore, the Company also presents information on sustainability governance. The disclosure of sustainability performance is accompanied by the strategic information of the Company in managing challenges and responding to opportunities in the reporting period from the sustainability perspective in running a business in the precast concrete industry.

The report composition process began with a kickoff meeting on 19 November 2021 between the Company and consultant. The material topics were determined through a discussion process between the internal representatives from each Bureau, Corporate Secretariat, as well as consulting party. At the finishing stage, the Sustainability Report was validated and approved by the Board of Directors. [102-46]

Data dan informasi yang disajikan pada laporan ini menampilkan tren data tiga tahun terakhir yang berasal dari WIKA BETON, kecuali untuk data keuangan yang diambil dari laporan keuangan konsolidasi dan data jumlah pegawai. Data tersebut berasal dari WIKA BETON dan empat entitas anak, yaitu PT Wijaya Karya Komponen Beton, PT Wijaya Karya Krakatau Beton, PT Wijaya Karya Karya Pracetak Gedung, dan PT Citra Lautan Teduh. [102-45]

The data and information presented in this report display the trend of the last three years that originate from WIKA BETON, except for the financial data which was taken from the consolidated financial statement and total employee data. The data originated from WIKA BETON and four subsidiary entities, which are PT Wijaya Karya Komponen Beton, PT Wijaya Karya Krakatau Beton, PT Wijaya Karya Karya Pracetak Gedung, and PT Citra Lautan Teduh. [102-45]

WIKA BETON telah menentukan prioritas topik material yang dibahas pada laporan ini. Topik material ditentukan dengan melihat relevansinya dengan konteks keberlanjutan dari industri bisnis WIKA BETON serta kondisi di tahun pelaporan. Topik material mencakup Kinerja Ekonomi; Rantai Pasokan; Quality, Safety, Health & Environment (QSHE); Pelatihan dan Pendidikan; Material; dan Limbah. Tidak terdapat perubahan topik material dari laporan keberlanjutan sebelumnya. [102-49]

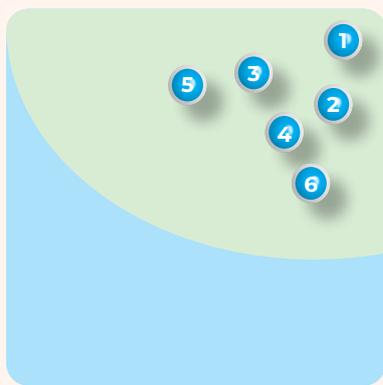
WIKA BETON has determined the priority of material topics discussed in this report. The material topics were established by taking into consideration their relevance with the sustainability context from the business industry of WIKA BETON and conditions in the reporting period. The material topics include Economic Performance; Supply Chain; Quality, Safety, Health, and Environment (QHSE); Training and Education; Material; and Waste. There are no changes to the material topics from the previous year. [102-49]

Terdapat informasi yang disajikan kembali (*restatement*) yang sifatnya untuk memperbaiki data tahun sebelumnya. Penyajian kembali terjadi pada data lingkungan yaitu energi dan emisi karena dipengaruhi oleh konversi satuan yang disajikan. Selain itu, terdapat *restatement* pada jumlah *quarry* dan target pada dukungan SDGs. [102-48]

There is information restated (*restatement*) aimed to improve the previous year's data. Restatements occur in environmental data, namely energy and emissions because they are influenced by the conversion of the units presented. In addition, there is a restatement on total quarry and targets in support to SDGs. [102-48]

Matriks Topik Material [102-47]
Matrix of Material Topics

Dampaknya berpengaruh pada pengambilan keputusan pemangku kepentingan
Impacts affect the stakeholders' decision-making



Berdampak signifikan pada kinerja ekonomi, sosial, dan lingkungan perusahaan
Significantly impact the company's economic, social and environmental performance

1		Quality, Health, Safety & Environment (QHSE)		
2		Kinerja Ekonomi Economic Performance		
3		Rantai Pasokan Supply Chain		
4		Pelatihan dan Pendidikan Training and Education		
5		Limbah Waste		
6		Material		

Topik Material Material Topic	Pemangku Kepentingan Terdampak Impacted Stakeholder	Perhatian Pemangku Kepentingan Stakeholder Concern	Respons WIKA BETON WIKA BETON Response
QHSE 	<ul style="list-style-type: none"> • Pegawai • Pemerintah • Mitra Kerja • Organisasi Masyarakat/ Masyarakat • Media • Employees • Government • Business Partners • Community Organizations/ General Public • Media 	<ul style="list-style-type: none"> • Mutu produk; • Kinerja SHE; • <i>Zero accident.</i> • Product quality; • SHE performance; • Zero accidents. 	<ul style="list-style-type: none"> • Menyediakan peralatan dan perlengkapan untuk mendukung keselamatan pegawai; • Memberikan pelatihan dan sosialisasi terkait K3 pada seluruh pegawai; • Menerapkan Sistem Manajemen QHSE sesuai dengan peraturan dan ISO; • Menyediakan fasilitas kesehatan dan pemeriksaan kesehatan bagi pegawai; • Penanganan pandemi COVID-19 di lingkungan perusahaan. • Providing tools and equipment to support employee safety; • Providing training and socialization related to OHS for all employees; • Implementing the K3L Management System in accordance with prevailing regulations and ISO; • Providing healthcare facilities and health examination for employees; • Managing the COVID-19 pandemic in the company's environment.
Kinerja Ekonomi Economic Performance 	<ul style="list-style-type: none"> • Pemegang Saham • Pegawai • Pemerintah • Otoritas Jasa Keuangan (OJK) • Mitra Kerja • Organisasi Masyarakat/ Masyarakat • Media • Shareholders • Employees • Government • Financial Services Authority (OJK) • Business Partners • Community Organizations/ General Public • Media 	<ul style="list-style-type: none"> • Pencapaian kinerja keuangan sesuai target RKAP; • Audit laporan keuangan; • Laporan tahunan dan laporan keberlanjutan; • Pembagian dividen; • Pembayaran dan pelaporan pajak. • Achievement of financial performance in accordance with RKAP targets; • Financial statement audit; • Annual report and sustainability report; • Dividend payment; • Tax payment and reporting. 	<ul style="list-style-type: none"> • Penyusun target-target keuangan; • Membuat Laporan Keuangan; • Menyusun strategi bisnis; • Melakukan audit internal dan eksternal atas kinerja keuangan perusahaan. • Menjalankan strategi efisiensi biaya; • Percepatan pencairan piutang • Review kontrak • Developing financial targets; • Preparing Financial Statements; • Defining business strategy; • Performing internal and external audit on the company's financial performance. • Implementing cost efficiency strategy; • Expediting receivables disbursement; • Reviewing contracts.

Topik Material Material Topic	Pemangku Kepentingan Terdampak Impacted Stakeholder	Perhatian Pemangku Kepentingan Stakeholder Concern	Respons WIKA BETON WIKA BETON Response
Rantai Pasokan Supply Chain 	<ul style="list-style-type: none"> • Pegawai • Mitra Kerja • Pelaku Usaha Sejenis dan Asosiasi • Employees • Business Partners • Similar Business Players and Associations 	<ul style="list-style-type: none"> • Kerja sama yang saling menguntungkan; • Kontrak kerja yang jelas dan adil; • Pembayaran tepat waktu. • Mutually beneficial cooperation; • Clear and fair job contract; • On-time payments. 	<ul style="list-style-type: none"> • Melakukan <i>monitoring</i> dan evaluasi pada rantai pasokan; • Menjaga relasi dengan para pemasok; • Membentuk Biro Supply Chain Management; • Mengembangkan sistem berbasis teknologi informasi untuk mendukung SCM; • Melakukan evaluasi kepuasan pemasok/mitra kerja dengan mengirimkan kuisisioner yang dilakukan tahunan. • Performing monitoring and evaluation of supply chain; • Maintaining relationships with suppliers; • Establishing Supply Chain Bureau management; • Advancing an IT-based system to support SCM; • Performing an evaluation of the satisfaction of suppliers/business by sending an annual questionnaire.
Pelatihan dan Pendidikan Training and Education 	<ul style="list-style-type: none"> • Pegawai • Employees 	<ul style="list-style-type: none"> • Tema pelatihan sesuai kebutuhan; • Pelaksanaan pelatihan yang efektif. • Training theme in accordance with needs; • Effective training implementation. 	<ul style="list-style-type: none"> • Penyusunan design training; • Melakukan Training Need Analysis (TNA); • Melaksanakan asesmen kompetensi pegawai serta feedforward dan penilaian prestasi kerja. • Preparing design training; • Performing Training Need Analysis (TNA); • Conducting employee competency assessment, as well as feedforward and work achievement assessment.
Limbah Waste 	<ul style="list-style-type: none"> • Pegawai • Pemerintah • Mitra Kerja • Organisasi Kemasyarakatan/ Masyarakat • Media • Employees • Government • Business Partners • Community Organizations/ General Public • Media 	<ul style="list-style-type: none"> • Fasilitas pengelolaan limbah; • Metode pengelolaan limbah yang inovatif; • Pengurangan timbulan limbah; • Laporan pengelolaan limbah. • Waste processing facilities; • Innovative waste processing method; • Generated waste reduction; • Waste processing report. 	<ul style="list-style-type: none"> • Tersedianya sistem pengelolaan air limbah di setiap pabrik yang terstandar; • Memenuhi kinerja pengelolaan limbah dan efluen sesuai peraturan baku mutu limbah bagi kegiatan industri; • Menempatkan personil untuk memantau IPAL dan beserta meteran (<i>flow meter</i>); • Pemanfaatan limbah. • Ensuring the availability of standardized wastewater management system in each plant; • Fulfilling the performance of waste and effluent management in accordance with waste quality standard regulation for industrial activity; • Placing personnel to monitor IPAL and flow meter; • Utilizing waste.

Topik Material Material Topic	Pemangku Kepentingan Terdampak Impacted Stakeholder	Perhatian Pemangku Kepentingan Stakeholder Concern	Respons WIKA BETON WIKA BETON Response
Material 	<ul style="list-style-type: none"> • Pegawai • Mitra Kerja • Employees • Business Partners 	<ul style="list-style-type: none"> • Material/bahan baku sesuai dengan kualifikasi; • Ketersediaan material yang memadai dan tepat waktu. • Materials/raw materials in accordance with qualifications; • Availability of sufficient and timely materials. 	<ul style="list-style-type: none"> • Melakukan riset dan inovasi untuk penggunaan bahan pendukung; • Berelasi dengan mitra pemasok bahan baku dan bahan pendukung yang kualitasnya telah memenuhi standar yang ditetapkan; • Merencanakan penambahan penguasaan sumber material alam. • Conducting research and innovation for the use of supporting materials; • Cooperating with business partners that supply both raw materials and supporting materials, the quality of which meets the determined standards; • Planning additional natural material resources.

Pelibatan Pemangku Kepentingan

Stakeholder Engagement

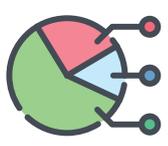
WIKA BETON mengidentifikasi pemangku kepentingan, yaitu pihak yang berhubungan secara langsung dengan kegiatan usaha dan mempengaruhi keberlanjutan Perseroan secara signifikan. Identifikasi pemangku kepentingan merujuk pada prinsip standar AA1000 Stakeholder Engagement Standard (2015), yaitu *dependency, responsibility, tension, influence, diverse perspective, dan proximity*. [102-42]

Kami senantiasa berupaya menjalin hubungan secara profesional dengan pemangku kepentingan guna mendapatkan masukan dan saran untuk meningkatkan performa kami. Interaksi dengan tiap-tiap pemangku kepentingan dikelola secara kolektif oleh berbagai Biro Perseroan.

WIKA BETON has identified stakeholders as parties that are directly related to business activities and significantly impact the continuity of the Company. Stakeholder identification refers to the AA1000 Stakeholder Engagement Standard (2015), which includes dependency, responsibility, tension, influence, diverse perspective, and proximity. [102-42]

We continuously strive to cultivate professional relations with stakeholders to obtain inputs and suggestions to improve our performance. Interaction with each stakeholder is collectively managed by various Company Bureaus.

Pelibatan Pemangku Kepentingan [102-40, 102-43, 102-44]
Stakeholder Engagement

Kelompok Pemangku Kepentingan Stakeholder Group	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Means of Engagement and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Topic of Meetings and Needs	Respons WIKA BETON WIKA BETON Response
<p>Pelanggan Customer</p> 	<ol style="list-style-type: none"> 1. Website dan <i>frontline information</i> dengan frekuensi sewaktu-waktu sesuai kebutuhan atau insidental; 2. Kunjungan langsung, dengan frekuensi minimal setahun sekali; 3. Layanan <i>call center</i>; 4. Survei kepuasan pelanggan setiap setahun sekali. 	<ol style="list-style-type: none"> 1. Informasi beragam produk dan jasa; 2. Informasi mengenai proses dan pengolahan produk; 3. Koordinasi kebutuhan pelanggan setiap bulan; 4. Metode pembayaran tagihan; 5. Layanan pengaduan/ keluhan dan solusi; 6. Mendapatkan kepuasan layanan. 	<ol style="list-style-type: none"> 1. Menyediakan dan meningkatkan akses informasi produk dan jasa; 2. Biro Penjualan aktif berkoordinasi dengan pelanggan; 3. Menyediakan akses pengadaan dan keluhan pelanggan; 4. Menindaklanjuti dan memberikan solusi atas pengaduan/keluhan pelanggan.
<p>Pemegang Saham Shareholder</p> 	<p>Pelaporan kinerja, setiap kuartal. Quarterly performance reporting</p>	<ol style="list-style-type: none"> 1. Kinerja keuangan; 2. Kinerja non-keuangan; 3. Kinerja sepanjang tahun tentang tata kelola, kinerja keuangan, non-keuangan, dan lain-lain. 	<ol style="list-style-type: none"> 1. Merilis laporan keuangan konsolidasian; 2. Membuat Laporan Tahunan; 3. Membuat Laporan Keberlanjutan; 4. Menyelenggarakan Rapat Umum Pemegang Saham (RUPS) Tahunan dan Luar Biasa; 5. Menyelenggarakan public expose.

Kelompok Pemangku Kepentingan Stakeholder Group	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Means of Engagement and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Topic of Meetings and Needs	Respons WIKA BETON WIKA BETON Response
Analis/ Investor Analyst/ Investors 	Pelaporan kinerja, setiap kuartal. Quarterly performance reporting.	<ol style="list-style-type: none"> 1. Kinerja keuangan; 2. Kinerja non-keuangan; 3. Kinerja sepanjang tahun tentang tata kelola, kinerja keuangan, non-keuangan, dan lain-lain. <ol style="list-style-type: none"> 1. Financial performance; 2. Non-financial performance; 3. Year- round performance on governance, financial, non-financial performance, and others. 	<ol style="list-style-type: none"> 1. Membuat presentasi Company Update 2. Mengadakan Analyst Meeting/Investor Meeting 3. Rutin melakukan one on one meeting. <ol style="list-style-type: none"> 1. Making a Company Update presentation 2. Holding an Analyst Meeting/Investor Meeting 3. Routinely holding one on one meeting.
Pemerintah Government 	Rapat dengar pendapat Hearing	<ol style="list-style-type: none"> 1. Pengurusan izin usaha dan regulasi; 2. Koordinasi terkait tata niaga, ekspor/ impor. <ol style="list-style-type: none"> 1. Management of business license and regulations; 2. Coordination regarding trade, export/import. 	<ol style="list-style-type: none"> 1. Mengikuti kegiatan yang dijadwalkan pemerintah; 2. Kepatuhan pada peraturan; 3. Memberikan laporan kinerja secara berkala. <ol style="list-style-type: none"> 1. Participating in government scheduled activities; 2. Compliance with regulations; 3. Providing periodic performance reports.
Otoritas Jasa Keuangan Financial Services Authority 	Sosialisasi Peraturan Otoritas Jasa Keuangan: Jika OJK merilis peraturan baru Socialization of Financial Services Authority Regulation: if OJK releases a new regulation	Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku. Information about compliance with prevailing regulatory laws.	<ol style="list-style-type: none"> 1. Memenuhi peraturan OJK; 2. Melakukan Keterbukaan Informasi sesuai dengan POJK yang berlaku secara rutin maupun insidental. <ol style="list-style-type: none"> 1. Meeting OJK regulations; 2. Conducting Information Openness in accordance with prevailing POJK, whether routine or incidental.
Bursa Efek Indonesia Indonesia Stock Exchange 	Sosialisasi Peraturan Bursa: Jika Bursa merilis peraturan baru. Socialization of Exchange Regulation: if the Exchange releases a new regulation	Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku. Information about compliance with prevailing regulatory laws.	<ol style="list-style-type: none"> 1. Memenuhi peraturan Bursa; 2. Melakukan Keterbukaan Informasi sesuai dengan Peraturan Bursa yang berlaku secara rutin maupun insidental. <ol style="list-style-type: none"> 1. Meeting Exchange regulations; 2. Conducting Information Openness in accordance with prevailing Exchange Regulations, whether routine or incidental.

Kelompok Pemangku Kepentingan Stakeholder Group	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Means of Engagement and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Topic of Meetings and Needs	Respons WIKA BETON WIKA BETON Response
Perbankan Banking 	<ol style="list-style-type: none"> 1. Letter of Credit (LC); 2. Perjanjian akad kredit. 1. Letter of Credit (LC); 2. Credit agreement. 	<ol style="list-style-type: none"> 1. Tata cara, syarat dan ketentuan LC, atau akad kredit; 2. Metode dan pembayaran LC atau kredit; 3. Sanksi apabila terjadi wanprestasi. 1. The procedures, terms and conditions of LC, or credit agreement; 2. LC and credit methods and payments; 3. Sanctions if there is a default. 	<ol style="list-style-type: none"> 1. Memenuhi persyaratan bank; 2. Melakukan pembayaran kredit sesuai jatuh tempo. 1. Meeting the requirements of the bank; 2. Making credit payments when they are due.
Pegawai Employee 	<ol style="list-style-type: none"> 1. Majalah internal, terbit tiap semester 1x. 2. <i>Morning briefing</i>, 1 seminggu sekali 3. <i>Employee Gathering</i>, 1 tahun sekali 1. Internal magazine, published once every semester; 2. Morning briefing, once a week; 3. Employee gathering, once a year. 	<ol style="list-style-type: none"> 1. Sosialisasi kebijakan dan strategi yang berkaitan dengan kepegawaian; 2. Kesetaraan kesempatan kerja dan jenjang karir; 3. Pengembangan karir, pelatihan dan lain-lain; 4. Jaminan kesehatan dan keselamatan kerja. 1. Policy and strategy socialization related to employment; 2. Equal employment opportunities and career paths; 3. Career development, training and others; 4. Health and safety insurance. 	<ol style="list-style-type: none"> 1. Memenuhi hak-hak normatif pegawai; 2. Menyelenggarakan pelatihan dan pengembangan kompetensi; 3. Melakukan penilaian kinerja pegawai; 4. Memberikan tunjangan kesehatan dan pensiun. 1. Fulfilling employee normative rights; 2. Organizing training and competency development; 3. Assessing employee performance; 4. Providing health benefits and pensions.

Kelompok Pemangku Kepentingan Stakeholder Group	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Mean of Engagement and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Topic of Meetings and Needs	Respons WIKA BETON WIKA BETON Response
Mitra kerja Business partner	 <ol style="list-style-type: none"> 1. Kontrak kerja, frekuensi insidental dalam setahun; 2. Seminar dan workshop, minimal sekali dalam setahun. 1. Work contract, incidental frequency in a year; 2. Seminars and workshops, at least once a year. 	<ol style="list-style-type: none"> 1. Proses pengadaan yang obyektif 2. Kerja sama saling menguntungkan, transparan dan adil; 3. Penjelasan lingkup pekerjaan; 4. Ketentuan tentang penagihan biaya pekerjaan; 5. Strategi dan pemetaan dasar. 1. An objective procurement process 2. Mutual profitable, transparent, and fair cooperation 3. Explanation of scope of work; 4. Clauses regarding billing of work costs; 5. Basic strategy and mapping. 	<ol style="list-style-type: none"> 1. Memberikan informasi yang jelas pada saat proses tender berlangsung; 2. Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra; 3. Melakukan pembayaran tepat waktu. 1. Providing clear information during tender process; 2. Cooperating according to the contract agreed with the partner; 3. Making payments on time.
Pelaku Usaha Sejenis dan Asosiasi Similar Business Player and Association	<ol style="list-style-type: none"> 1. Pertemuan dan kegiatan, baik skala nasional, regional maupun internasional Meetings and activities at national, regional, and international scale. 	<ol style="list-style-type: none"> 1. Bagaimana meningkatkan tata kelola perusahaan, termasuk menjangkau kebaruan-kebaruan ihwal tata kelola; 2. Strategi bisnis dalam menghadapi masalah dan tantangan. 1. How to enhance good corporate governance, including updates on governance; 2. Business strategy in managing problems and challenges. 	<p>Melakukan diskusi bersama dalam setiap pertemuan. Organizing a discussion in every meeting.</p>

Kelompok Pemangku Kepentingan Stakeholder Group	Pertemuan/Sarana Pelibatan dan Frekuensinya Meetings/Means of Engagement and Frequency	Topik Signifikan Pertemuan dan Kebutuhan Significant Topic of Meetings and Needs	Respons WIKA BETON WIKA BETON Response
<p>Organisasi Kemasyarakatan/ Masyarakat sekitar Community Organization/ Surrounding community</p> 	<ol style="list-style-type: none"> 1. Kerja sama strategis untuk menjalankan program-program Tanggung Jawab Sosial Perusahaan, baik di bidang ekonomi, sosial maupun lingkungan; 2. Pertemuan dengan ormas, organisasi sosial, masyarakat sekitar dan kampus. 1. Strategic cooperation to implement programs of Corporate Social Responsibility, whether in the economic, social, or environmental sectors; 2. Meeting with community-based organizations, civil society organization. 	<ol style="list-style-type: none"> 1. Sosialisasi program TJSL; 2. Pelaksanaan program TJSL; 3. Cara mengoptimalkan pencapaian program TJSL; 4. Informasi tentang kegiatan perusahaan. <ol style="list-style-type: none"> 1. CSR program socialization; 2. Implementation of CSR programs; 3. Strategies to optimize the achievement of CSR programs; 4. Information about company activities. 	<ol style="list-style-type: none"> 1. Melakukan kegiatan TJSL yang tepat sasaran; 2. Membuat <i>roadmap</i> TJSL; 3. Membuat <i>roadmap</i> keberlanjutan. <ol style="list-style-type: none"> 1. Carrying out CSR activities that effective and efficient; 2. Composing CSR roadmap; 3. Composing sustainability roadmap.
<p>Media</p> 	<ol style="list-style-type: none"> 1. <i>Press release</i>, minimal 2 bulan sekali. 2. <i>Media gathering</i>, 1 tahun 1x 3. <i>Media visit</i>, 1 tahun 1x 4. <i>Press Conference</i>, minimal 1 tahun 1x (d disesuaikan dengan keadaan) 5. <i>Interview one on one (insidental)</i> <ol style="list-style-type: none"> 1. Press release, at least once every two months; 2. Media gathering, once a year; 3. Media visit, once a year; 4. Press conference, at least once a year (adjusted to situation); 5. One on one interview (incidental) 	<p>Informasi terbaru perusahaan: kinerja keuangan, <i>event</i> Perusahaan, aksi korporasi, prestasi, dan lainnya. The latest information on the company: financial performance, Company events, corporate actions, achievements, and others.</p>	<ol style="list-style-type: none"> 1. Mengunggah berita dan laporan kinerja keuangan di <i>website</i> perusahaan; 2. Memberikan informasi <i>update</i> perusahaan pada media. <ol style="list-style-type: none"> 1. Uploading news and financial performance reports on the company website; 2. Giving information update about the company to media.

Indeks Standar GRI dan Referensi POJK No.51/POJK.03/2017 ^[102-55]

GRI Standard Index and Reference of POJK No.51/POJK 03/2017

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page number	POJK 51/ OJK.03/2017	
Pengungkapan Umum General Disclosures			Pengungkapan Nomor Disclosure number	
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-1	Nama Organisasi Name of the organization	19	3.b
	102-2	Kegiatan, merek, produk, dan jasa Activities, brands, products, & services	20	3.d
	102-3	Lokasi kantor pusat Location of headquarters	86	3.b
	102-4	Lokasi operasi Location of operations	21	3.c.4
	102-5	Kepemilikan dan bentuk hukum Ownership and legal form	21	3.c.3
	102-6	Pasar yang dilayani Markets served	57-58	
	102-7	Skala organisasi Scale of the organization	20	3.c.1 3.c.2
	102-8	Informasi mengenai pekerja dan pekerja lain Information on employees and other workers	70-71	3.c.2
	102-9	Rantai pasokan Supply chain	61	
	102-10	Perubahan signifikan dalam organisasi rantai pasokan Significant changes to the supply chain organization	36	3.f
	102-11	Pendekatan atau Prinsip Pencegahan Precautionary Approach or Principle	36	
	102-12	Inisiatif Eksternal External Initiatives	24	
	102-13	Keanggotaan asosiasi Membership of associations	25	3.e
	102-14	Pernyataan dari pembuat keputusan senior Statement from senior decision maker	8	1 4.a 4.b 4.c
102-16	Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	26-27	3.a	
102-18	Struktur tata kelola Governance structure	34	5.a	
102-40	Daftar kelompok pemangku kepentingan List of stakeholder groups	35	5.d.1 5.d.2	
102-41	Perjanjian perundingan kolektif Collective bargaining agreements	91-95		
102-42	Mengidentifikasi dan memilih pemangku kepentingan Identifying and selecting stakeholders	74	5.d.1	

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page number	POJK 51/ OJK.03/2017
Pengungkapan Umum General Disclosures			Pengungkapan Nomor Disclosure number
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-43 Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	91-95	5.d.2
	102-44 Topik utama dan masalah Key topics and concerns raised	91-95	5.e
	102-45 Entitas yang termasuk dalam laporan keuangan dikonsolidasi Entities included in the consolidated financial statements	87	
	102-46 Menetapkan isi laporan dan Batasan topik Defining report content and topic Boundaries	88-90	
	102-47 Daftar topik material List of material topics	88-90	
	102-48 Penyajian kembali informasi Restatements of information	87	
	102-49 Perubahan dalam pelaporan Changes in reporting	87	
	102-50 Periode pelaporan Reporting period	85	
	102-51 Tanggal laporan terbaru Date of most recent report	85	
	102-52 Siklus pelaporan Reporting cycle	85	
	102-53 Kontak Contact point	86	
	102-54 Kesesuaian dengan Standar GRI In accordance with the GRI Standards	85	
	102-55 Indeks isi GRI GRI content index	85	
	102-56 Assurance oleh pihak eksternal External assurance	85	7
Pengungkapan Khusus Specific Disclosures			Pengungkapan Nomor Disclosure number
Topik Material Material Topics			
Kinerja Ekonomi Economic Performance			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1 Penjelasan topik material dan Batasannya Explanation of the material topics	57	
	103-2 Pendekatan manajemen dan komponennya The management approach and its components	57	
	103-3 Evaluasi pendekatan manajemen Evaluation of the management approach	57	
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1 Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	59	2.a.2 2.a.3
	201-2 Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities due to climate change	59	

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page number	POJK 51/ OJK.03/2017	
Pengungkapan Khusus Specific Disclosures			Pengungkapan Nomor Disclosure number	
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	76	
	201-4	Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	59	
Rantai Pasokan Supply Chain				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	60	
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	60	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	60	
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	63	
Quality, Safety, Health, & Environment Quality, Safety, Health, & Environment				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	39	
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	39	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	39	
GRI 307: Kepatuhan Lingkungan 2016 GRI 307: Environment Compliance 2016	307-1	Ketidakpatuhan terhadap peraturan dan kebijakan lingkungan Non-compliance with environmental laws and regulations	56	
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health & Safety 2018	403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	41-42	
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	41	6.c.2.c
	403-3	Layanan kesehatan kerja Occupational health services	44	
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	42-43	
	403-5	Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	43	

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page number	POJK 51/ OJK.03/2017	
Pengungkapan Khusus Specific Disclosures			Pengungkapan Nomor Disclosure number	
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health & Safety 2018	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	44	
	403-7	Pencegahan dan mitigasi atas dampak K3 secara langsung terhadap hubungan bisnis Prevention and mitigation of OHS impacts directly linked by business relationships	41	
	403-9	Kecelakaan kerja Work-related injuries	45	
	403-10	Penyakit akibat kerja Work-related ill health	45	
Pelatihan dan Pendidikan Training and Education				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	78	
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	78	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	78	
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	79-80	
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	80	5.b 6.c.2.d
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	81	
Material Materials				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	47-48	
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	47-48	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	47-48	
GRI 301: Material 2016 GRI 301: Materials 2016	301-1	Material yang digunakan berdasarkan berat atau volume Materials used by weight or volume	47	
	301-2	Material input dari daur ulang yang digunakan Materials used by weight or volume	47-48	6.d.2
Limbah Waste				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	49	
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	49	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	49	

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page number	POJK 51/ OJK.03/2017	
Pengungkapan Khusus Specific Disclosures			Pengungkapan Nomor Disclosure number	
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	55	
	306-2	Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	50-51	6.e.5.b
	306-3	Timbulan limbah Waste generated	50	6.e.5.a
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	47, 51	
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	56	
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	52-53	
	302-3	Intensitas energi Energy intensity	52-53	6.d.3.b
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	53	
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	53	6.e.4.a
	305-4	Intensitas emisi GRK GHG emissions intensity	53	
POJK 51/ OJK.03/2017	Pengungkapan Disclosure	Halaman Page numbers		
5.c	Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan Explanation on Public Company procedures in controlling sustainability risk	35-36		
6.a	Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik Activities to build a sustainability culture in the internal Public Company	28-29		
6.b.1	Perbandingan target dan kinerja produksi, portofolio, pembiayaan, pendapatan dan laba rugi Comparison of targets and performance of production, portfolio, financing, income and profit and loss		Informasi terdapat di Laporan Tahunan Information is presented in Annual Report	
6.b.2	Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada proyek yang sejalan dengan Keuangan Berkelanjutan Comparison of portfolio targets and performance, financing targets, or investments in projects in line with Sustainable Finance		N/A	
6.c.1	Komitmen Perusahaan untuk memberikan produk dan/atau jasa yang setara kepada konsumen Company's commitment to provide equal products and/or services for consumers		N/A	

POJK 51/ OJK.03/2017	Pengungkapan Disclosure	Halaman Page numbers
6.c.2.a	Kesetaraan kesempatan bekerja, tenaga kerja paksa dan tenaga kerja anak Equality of employment opportunities, forced labor and child labor	72,74
6.c.2.b	Persentase remunerasi Percentage of remuneration	75-76
6.c.3.a	Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar termasuk literasi dan inklusi keuangan Information on activities or operational areas that give positive and negative impacts to the surrounding community, including financial literacy and inclusion	N/A
6.c.3.b	Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti The mechanism and number of public complaints received and acted upon	N/A
6.c.3.c	TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities	82-84
6.d.1	Biaya lingkungan hidup yang dikeluarkan Environmental costs incurred	17
6.e.1	kinerja sebagaimana dimaksud dalam huruf d Performance as meant in letter d	17, 52-53
6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup Activities or operational areas that have an impact to the surrounding environment	32, 49, 83
6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi Impacts of operational areas that are near or in conservation area	N/A
6.e.3.b	Upaya konservasi keanekaragaman hayati Efforts to conserve biodiversity	N/A
6.e.4.b	Upaya dan pencapaian pengurangan emisi yang dilakukan Efforts and achievement to reduce emission	54-55
6.e.5.c	Tumpahan yang terjadi (jika ada) Spilling, if any	56
6.e.6	Jumlah dan materi pengaduan lingkungan hidup yang diterima dan diselesaikan The number and topic of environmental complaints received and resolved	56
6.f.1	Inovasi dan pengembangan Produk Berkelanjutan Innovation and development of Sustainable Products	66-68
6.f.2	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan Number and percentage of products and services that have been evaluated for the customer's safety	N/A
6.f.3	Dampak positif dan dampak negatif yang ditimbulkan dari Produk dan/atau Jasa dan proses distribusi Positive and negative impact of Product and/or Services and distribution process	12, 67
6.f.4	Jumlah produk yang ditarik kembali dan alasannya Number of products withdrawn and the reason	N/A
6.f.5	Survei kepuasan pelanggan Customer satisfaction survey	17

Lembar Umpan Balik

Feedback Form

Laporan Keberlanjutan 2021 PT Wijaya Karya Beton Tbk berisi kinerja keberlanjutan yang mencakup aspek lingkungan, sosial, tata kelola (LST), dan ekonomi. Kami mengharapkan masukan, kritik, dan saran dari Bapak/Ibu/Saudara sekalian terhadap isi laporan ini.

The 2021 Sustainability Report of PT Wijaya Karya Beton Tbk contains sustainability performance which are includes aspects environmental, social, governance (ESG), and economic. We expect input, criticism, and suggestions from You about this report's content.

Mohon pilih jawaban yang paling sesuai:

Please choose the most appropriate answer

1. Laporan ini mudah dimengerti dan bermanfaat bagi Anda

This report is easy to understand and useful for you

Tidak setuju | Disagree Netral | Neutral Setuju | Agree

2. Laporan ini sudah mengungkapkan aspek keberlanjutan, baik dari sisi positif dan negatif

This report shows balanced information, which is included positive and negative information

Tidak setuju | Disagree Netral | Neutral Setuju | Agree

3. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan

This report increase Your trust to the Company's sustainability

Tidak setuju | Disagree Netral | Neutral Setuju | Agree

4. Urutkan topik material yang menjadi prioritas Anda:

Sort the priority of material topic, which is the most important to you:

- Quality, Health, Safety & Environment (QHSE) ()
- Kinerja Ekonomi | Economic Performance ()
- Rantai Pasokan | Supply Chain ()
- Pelatihan dan Pendidikan | Training and Education ()
- Limbah | Waste ()
- Material ()

5. Mohon berikan saran/usul/komentar Anda atas laporan ini.

Please advice/suggestion/comments on this report statements

.....
.....
.....

Profil Anda | Your profile

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

Institusi/Perusahaan | Institution/Company :

Surel | Email :

Telp/Hp | Phone/Mobile :

Anda termasuk dalam golongan pemangku kepentingan:

You are belong to the stakeholders group of:

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Pemegang Saham
Stakeholder | <input type="checkbox"/> Pelanggan
Customer | <input type="checkbox"/> Pegawai
Employee | <input type="checkbox"/> Mitra Kerja
Business partner |
| <input type="checkbox"/> Masyarakat
Community | <input type="checkbox"/> Media
Media | <input type="checkbox"/> Pelaku usaha Sejenis & asosiasi
Similar business Entity &
Association | <input type="checkbox"/> Lain-lain, mohon sebutkan
Other, please state..... |



Mohon lembar umpan balik ini dapat dikirimkan ke:

Kindly send this feedback form to:

email: sekper@wika-beton.co.id



Rainforest Alliance

NEENAH PAPER, INC.
121 NORTH COMMERCIAL STREET
DUNDEE, ILLINOIS 61819

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 John H. Johnson, Rainforest Alliance
 Vice President
 1000 Executive Park, Suite 200, AP 1000 USA

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