

MELAMPAUI TANTANGAN UNTUK MEMBERIKAN NILAI BERSAMA

GOING BEYOND CHALLENGES TO PROVIDE SHARED VALUE







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Di tahun 2020, WIKA fokus mendukung seluruh pemangku kepentingan dan masyarakat luas untuk melalui tahun yang penuh tantangan. Kinerja operasi yang eksepsional dan kegigihan dalam mengembangkan usaha berhasil dilaksanakan tanpa mengabaikan kepedulian sosial dan lingkungan. Capaian kinerja keuangan dan operasi WIKA tetap terjaga, terus mengembangkan bisnis di luar negeri, hingga banyak berperan aktif di tengah pandemi COVID-19.

Di tengah tantangan ketidakpastian perekonomian akibat pandemi COVID-19, WIKA mampu membuktikan dan menjaga komitmennya untuk berjalan berdampingan dengan karyawan, pemangku kepentingan, dan masyarakat luas demi tujuan dan nilai-nilai perusahaan, serta memberikan nilai dan dampak positif secara berkelanjutan. Dengan semua capaian ini, WIKA percaya diri untuk menjadi inspirasi dan memimpin seluruh insan WIKA untuk berjuang melampaui tantangan hingga terbukti lebih tangguh dan terus berada di posisi terdepan.

In 2020, WIKA focused on supporting all stakeholders and the wider community to go through a challenging year. The exceptional operational performance and determination in developing the business were successfully carried out without neglecting social and environmental concerns. WIKA managed to maintain financial and operational performance achievements, as well as continued to develop business overseas, which enabled us to play an active role during the COVID-19 pandemic.

Amid the challenges of economic uncertainty due to the COVID-19 pandemic, WIKA has been able to prove and maintain our commitment to work alongside employees, stakeholders, and the wider community for the company's goals and values, as well as provide positive values and impacts in a sustainable manner. With all these achievements, WIKA is confident to inspire and lead all WIKA personnel to fight against challenges until it is proven to be more resilient and remain at the forefront.

Daftar Isi

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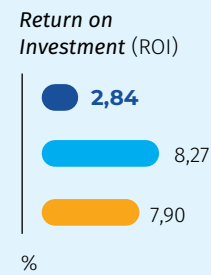
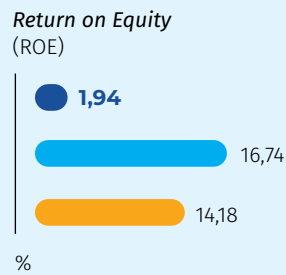
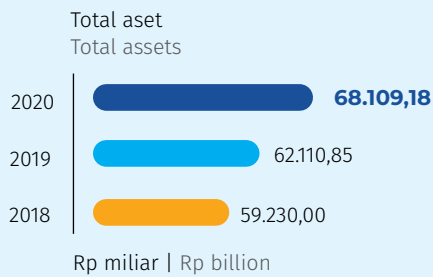
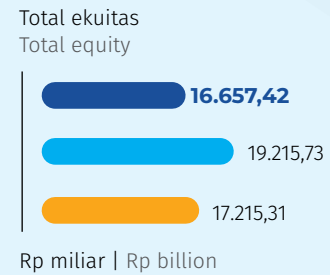
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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

Kinerja Aspek Ekonomi Economic Performance

Kinerja Keuangan Financial Performance



Kinerja Operasi Operating Performance

Uraian Description	Satuan Unit	2020	2019	2018
Jumlah proyek diterima Number of projects received	Kontrak Contract	188	194	206
Nilai proyek yang diterima Value of projects received	Rp miliar Rp billion	141.321,10	137.190,45	123.972,87
Jumlah proyek selesai Number of projects completed	kontrak Contract	55	72	58
Nilai proyek yang selesai Value of completed projects	Rp miliar Rp billion	20.302,73	42.435,85	20.442,20

Kinerja Aspek Sosial Social Performance

Uraian Description	Satuan Unit	2020	2019	2018
Kinerja Internal Internal Performance				
Jumlah karyawan perempuan dibanding total karyawan Number of female employees compared to total employees	%	20	9,54	8,48
Jumlah karyawan yang mengikuti pelatihan dalam setahun Number of employees who attend training in a year	Orang People	5.897	2.127	2.771
Jumlah pelatihan dalam setahun Total trainings in a year	Jam Hour	141.528	85.584	16.394
Biaya pelatihan dan pendidikan karyawan Employee training and education costs	Rp miliar Rp billion	149,4	11,98	14,11
Indeks <i>employee engagement</i> *) Employee engagement index	%		81	
Indeks kepuasan pelanggan **) Customer satisfaction index	Skala 5 Scale of 5		4,07	
Kegiatan Sosial Kemasyarakatan Social Community Activities				
Dana yang disalurkan kepada masyarakat Funds distributed to the community	Rp miliar Rp billion	70,89	26,94	18,09

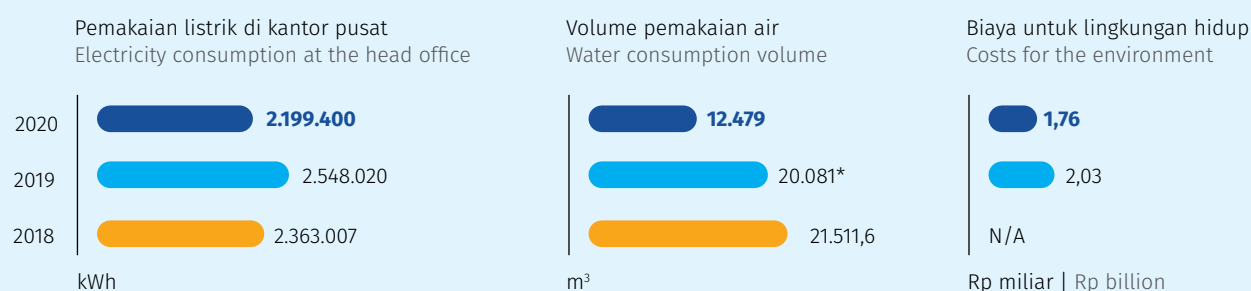
Keterangan: *) *Employee engagement* diukur 2 tahun sekali

**) Indeks kepuasan pelanggan tahun 2020 tidak diukur

Information: *) *Employee engagement* is measured every 2 years

**) The 2020 customer satisfaction index is not measured

Kinerja Aspek Lingkungan Environmental Performance



Keterangan | Information:

*) Data volume pemakaian air di tahun 2018 dinyatakan kembali.

*) Data on the volume of water consumption in 2018 was a restatement.

Kaleidoskop Keberlanjutan

Sustainability Kaleidoscope



Presiden Joko Widodo didampingi Menteri Pekerjaan Umum dan Perumahan Rakyat (PUPR) meresmikan pembangunan jalan bawah tanah atau *underpass* Yogyakarta International Airport (YIA) yang diselesaikan oleh WIKA. *underpass* YIA memecahkan rekor MURI sebagai *underpass* terpanjang di Indonesia. Direktur MURI menyerahkan sertifikat MURI kepada Direktur Utama WIKA.

President Joko Widodo, accompanied by the Minister of Public Works and Public Housing, inaugurated the operation of Yogyakarta International Airport (YIA) underpass which has been built by WIKA. The YIA underpass broke the record of MURI as the longest underpass in Indonesia. The Director of MURI handed over the MURI certificate to the President Director of WIKA.

WIKA resmi memperoleh Sertifikat Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 dari Sucofindo International Certification Services (SICS). Dengan diterapkannya ISO 37001:2016 secara utuh dan konsisten terhadap seluruh persyaratan standar yang ada, diharapkan WIKA dapat selalu mengantisipasi risiko penyuapan guna mendukung pencapaian strategis dan kinerja WIKA.

WIKA officially obtained the ISO 37001:2016 of Anti-Bribery Management Certificate (SMAP) from Sucofindo International Certification Services (SICS). A comprehensive and consistent implementation of ISO 37001: 2016 with all the requirements of the existing standards, WIKA expected to be able to anticipate the risk of bribery to support its strategic achievement and performance.



WIKa telah menyiapkan skenario untuk menyongsong kondisi *new normal* yang dituangkan dalam protokol praktis *'The New Normal'*. Protokol ini merupakan tindak lanjut arahan Menteri BUMN melalui surat dengan Nomor: S-336/MBU/05/2020 pada 15 Mei 2020 perihal Antisipasi Skenario *The New Normal* BUMN.

WIKa has prepared scenarios to face the new normal conditions as outlined in the protocol of "The New Normal" practices. This protocol is a follow-up to the directive of the Minister of SOEs through a letter Number: S-336/ MBU/05/2020 on May 15, 2020 on the Anticipation of The SOEs' New Normal Scenario.



Dalam ajang Anugerah Humas Indonesia (AHI) 2020, WIKa didaulat sebagai yang terbaik dan terpopuler di media digital untuk Kategori Pemimpin BUMN Tbk yang diserahkan kepada Direktur Utama. Selain apresiasi itu, WIKa juga mendapat apresiasi sebagai BUMN Tbk terpopuler di media digital 2020. Raihan tersebut menjadikan WIKa, satu-satunya BUMN Karya Tbk yang meraih penghargaan tertinggi di kancah perhumasan nasional.

In the 2020 Indonesian Public Relations Award (AHI), WIKa was named as the best and most popular in digital media for the category of listed SOE Leader for the President Director. In addition, WIKa also received appreciation as the most popular Listed SOE in digital media of 2020. These achievements made WIKa, the only Listed Construction SOE that won the highest award in the national public relations scene.



WIKA berhasil meraih 5 penghargaan bergengsi *Environmental, Social, & Governance* (ESG) Terbaik 2020. Penghargaan ini diberikan oleh BeritaSatu Media Holding & Bumi Global Karbon Foundation pada ajang ESG Award 2020. Kategori penghargaan ESG yang diperoleh WIKA, antara lain:

1. Keterbukaan ESG Emiten Sektor Konstruksi Terbaik;
2. Keterbukaan *Environmental* (E) Emiten Konstruksi Terbaik;
3. Keterbukaan *Social* (S) Emiten Sektor Konstruksi Terbaik;
4. Keterbukaan *Governance* (G) Emiten Sektor Konstruksi Terbaik;
5. Keterbukaan *Governance* (G) BUMN Non Bank Terbaik.

WIKA has won 5 prestigious awards for the Best Environmental, Social, & Governance (ESG) 2020, from BeritaSatu Media Holding & Bumi Global Karbon Foundation at the ESG Awards 2020. WIKA won the ESG awards in the following categories:

1. Best Issuer for ESG Transparency in Construction Sector;
2. Best Issuer for Environmental Transparency (E) in Construction;
3. Best Issuer for Social (S) Transparency in Construction Sector;
4. Best Issuer for Governance (G) Transparency in Construction Sector;
5. Best Non-Bank SOE for Governance (G) Transparency.



WIKA memenangkan penghargaan di ajang Asia Pacific Enterprise Award (APEA) 2020 Kategori *Corporate Excellence* yang digelar oleh Enterprise Asia di Singapura. Pada ajang tersebut, WIKA menjadi satu-satunya pemenang yang berasal dari BUMN maupun industri konstruksi Indonesia. APEA 2020 merupakan ajang apresiasi bagi para pelaku usaha di Asia dan Pasifik yang berhasil menunjukkan kinerja eksepsional dan kegigihan dalam mengembangkan usaha tanpa mengabaikan kepedulian sosial.

WIKA won an award at the Asia Pacific Enterprise Award (APEA) 2020 Category of Corporate Excellence held by Enterprise Asia in Singapore. At the event, WIKA was the only winner from BUMN and the Indonesian construction industry. APEA 2020 is an appreciation event for business actors in Asia and the Pacific who have successfully demonstrated exceptional performance and persistence in developing businesses without neglecting social concerns.



Pada ajang Padmamitra Award 2020 yang diselenggarakan oleh Forum CSR DKI Jakarta bersama Pemerintah Provinsi DKI Jakarta, WIKA meraih penghargaan tertinggi bidang CSR untuk Kategori *Contributing to Sustainability Development Goals* (SDGs). Penghargaan diterima pada 17 November 2020.

At the Padmamitra Awards 2020 organized by the DKI Jakarta CSR Forum with the DKI Jakarta Provincial Government, WIKA won the highest award in the CSR field for the Contributing to Sustainability Development Goals (SDGs) Category. The award was received on November 17, 2020.



WIKA Dinobatkan sebagai The Best PKBL for Indonesia pada CSR & PKBL Award 2020, Kategori *Building Construction with Outstanding Program in Quality Education & Training*. WIKA was named The Best PKBL for Indonesia at the CSR & PKBL Award 2020, in the category of Building Construction with Outstanding Program in Quality Education and Training.



WIKA memenangkan 2 penghargaan pada ajang Top CSR Awards 2020 yang digelar oleh Majalah Top Business. WIKA secara korporasi meraih Top CSR Awards dengan predikat sangat baik, sementara itu Direktur Utama WIKA didaulat sebagai *Top Leader on CSR Commitment* 2020. Keberhasilan WIKA Group dalam mendapatkan serangkaian penghargaan tersebut berdasarkan penilaian para juri dengan indikator yang ditekankan pada tingkat adopsi ISO 26000, keterkaitan CSR dengan strategi bisnis atau *Create Share Value* (CSV) dan praktik tata kelola.

WIKA won 2 awards at the Top CSR Awards 2020 held by Top Business Magazine. As a corporation, WIKA won the Top CSR Awards with a very good predicate, while the President Director of WIKA was named the Top Leader on the 2020 CSR Commitment. WIKA Group 's success in winning a series of awards is based on the judges' assessment with indicators emphasized on the level of adoption of ISO 26000, the relation between CSR and business strategy or Creating Shared Value (CSV) and governance practices.

Pesan Direktur Utama [102-14, 102-15]

Message from President Director



“

“Menghadapi tantangan pandemi COVID-19 di tahun 2020, WIKA fokus pada upaya untuk bangkit dari situasi ketidakpastian hingga dapat ‘melampaui tantangan’ yang ada. Kami mempererat kerja sama dengan semua pemangku kepentingan dan terus ‘memberikan nilai bersama’ melalui kinerja ekonomi yang baik, tanpa mengesampingkan kinerja sosial dan lingkungan untuk kehidupan yang lebih baik. Semua proyek yang ditangani WIKA tetap berjalan dan tidak ada yang berhenti, hanya saja mengalami keterlambatan dalam progresnya. WIKA mendukung program Pemerintah melalui Pemulihan Ekonomi Nasional dengan merealisasikan kegiatan-kegiatan tanggung jawab sosial perusahaan (Corporate Social Responsibility/CSR) yang berdampak strategis bagi khalayak di masa pandemi COVID-19.”

“While dealing with the challenges of COVID-19 pandemic in 2020, WIKA focused on efforts to rise from uncertain situations to be able to go ‘beyond the challenges’. We strengthened cooperation with all stakeholders and continued to ‘provide shared value’ through good economic performance for a better life, without compromising social and environmental performance for a better life. All projects handled by WIKA are still running and none of them halted, they were only delayed in their progress. WIKA has been supporting government programs through the National Economic Recovery by realizing Corporate Social Responsibility (CSR) activities that have a strategic impact on the people during the COVID-19 pandemic.”

Para pemangku kepentingan yang terhormat,

Pertama-tama, atas nama Direksi dan manajemen, perkenankan saya menyampaikan penghargaan setinggi-tingginya atas dukungan selama ini kepada Perseroan. Dukungan yang diberikan menjadikan WIKA dapat menghadapi tahun 2020 yang penuh tantangan.

Sepanjang 2020, dinamika dari berbagai aspek turut memberikan banyak pelajaran kepada kita semua untuk tetap bisa bertahan dan merespon dengan tepat. WIKA telah mampu mengelola risiko dan melampaui tantangan di tengah kondisi yang tidak menentu, serta tetap menjalankan bisnis yang mendukung *people, planet, profit*, sehingga dapat memberikan nilai-nilai terbaik kepada seluruh pemangku kepentingan dan masyarakat luas. Seluruh hal yang kami lalui di sepanjang tahun 2020 inilah yang melatarbelakangi tema untuk Laporan Keberlanjutan 2020, yakni 'Melampaui Tantangan untuk Memberikan Nilai Bersama'. Melalui Laporan Keberlanjutan ini, izinkan kami memaparkan komitmen dan upaya WIKA dalam mencapai kinerja keberlanjutan.

Respon Terhadap Tantangan Keberlanjutan

Pandemi COVID-19 menjadi salah satu tantangan signifikan yang harus dihadapi hampir seluruh sektor industri di tahun 2020. Menghadapi pandemi, WIKA menerapkan protokol kesehatan secara ketat dan memantau kesehatan seluruh Insan WIKA melalui WZONE. Secara prinsip, protokol kesehatan termasuk dalam implementasi sistem manajemen K3 secara holistik yang selama ini telah diterapkan dengan *excellent* dan akan terus dipertahankan.

Tantangan serta ketidakpastian perekonomian global seperti yang melanda di sepanjang tahun 2020, mendorong seluruh elemen harus bersatu-padu saling bersinergi dan berkolaborasi. Respon WIKA dan seluruh Entitas Anak dalam menghadapi tantangan adalah memperkuat sinergi hingga berhasil melampaui target *recovery*.

Dear esteemed stakeholders,

On behalf of the Board of Directors and management, allow me to express my highest appreciation for your support so far to the Company. The support had enabled WIKA to face the year 2020 which was full of challenges.

Throughout 2020, the dynamics of various aspects have given us many lessons for all of us to survive and respond appropriately. WIKA has been able to manage risks and overcome challenges amid uncertain conditions, and continues to run a business that supports people, planet, profit, to be able to provide the best values to all stakeholders and the wider community. All of the things that we went through during 2020 were the reasons for the theme of the Sustainability Report 2020, 'Beyond Challenges to Deliver Shared Value'. Through this Sustainability Report, allow us to describe WIKA's commitment and efforts in achieving sustainability performance.

Response to Sustainability Challenges

The COVID-19 pandemic has been one of the significant challenges that must be faced by almost all industrial sectors in 2020. In dealing with the pandemic, WIKA has strictly implemented health protocols and monitors the health of all personnel of WIKA through WZONE. In principle, the health protocol is included in the holistic implementation of the OSH management system which has been implemented excellently and continuously will continue to be maintained.

The challenges and uncertainties in the global economy that hit throughout 2020, encouraged all elements to work together in synergy and collaboration. The response of WIKA and all Subsidiaries in facing challenges is to strengthen synergy to manage to exceed the recovery target.

WIK A telah menyiapkan strategi untuk merespon tantangan selama tahun 2020. Kami memahami bahwa situasi pandemi membuat mata rantai pasok material dan pekerjaan menjadi melambat, serta dengan adanya pembatasan sosial dan fisik dalam skala tertentu akan sangat berdampak pada mobilitas kontraktor untuk bekerja. Hal tersebut akan berdampak pada aspek legal dan kontrak hingga pembayaran. Untuk dapat bertahan, WIK A mengambil sikap tegas dan *prudent* guna memastikan percepatan penagihan piutang, menjaga likuiditas, dan arus kas.

Penerapan dan Pencapaian Kinerja Keberlanjutan

Sepanjang tahun 2020, WIK A telah berhasil menghadapi tantangan dan tetap menjalankan operasionalnya dengan normal. Hal ini didukung oleh penerapan protokol kesehatan yang ketat baik di kantor maupun proyek, serta kerja sama dari seluruh Insan WIK A. Secara keseluruhan, sebanyak 99,83% proyek terlaksana, meski beberapa harus tertunda.

WIK A berhasil membukukan pendapatan Rp16,54 triliun, yang diikuti dengan laba tahun berjalan sebesar Rp322,3 miliar. Meskipun perolehan pendapatan dan laba lebih rendah dari tahun lalu, namun perolehan ini lebih tinggi dibandingkan dengan sektor industri sejenis. Di samping itu, hingga Desember 2020, WIK A telah memperoleh kontrak baru sebesar Rp23 triliun.

Kemampuan WIK A untuk tumbuh didukung oleh kondisi keuangan yang sehat yang ditunjukkan oleh kas setara berada pada posisi Rp14 triliun, sementara *gearing ratio* berada pada level 1,46 kali dibandingkan dengan *covenant bank* berada pada level 2 kali. Kinerja WIK A di tahun 2020 mencerminkan kemampuan Perseroan untuk tetap bekerja di tengah tantangan pandemi yang terjadi sejak awal tahun.

Dari sisi kinerja sosial dan manajemen sumber daya manusia, WIK A berhasil membangun kolaborasi yang solid di internal untuk menghadapi virus COVID-19. Lebih dari itu, kami akan segera bangkit dan sebagai modal utama untuk menjaga kapasitas, WIK A juga telah mengambil kebijakan untuk mempertahankan 100% sumber daya manusianya.

WIK A has prepared a strategy to respond to challenges during 2020. We were aware that the pandemic situation has slowed down the supply chain for materials and works, as well as the imposition of social and physical restrictions on a certain scale significantly affected the mobility of contractors to work. This situation has had an impact on legal and contractual aspects up to payment. In order to survive, WIK A took a firm and prudent stance to ensure the acceleration of collection of trade receivables, as well as maintaining liquidity and cash flow.

Implementation and Achievement of Sustainability Performance

Throughout 2020, WIK A has managed to overcome the challenges and continued to run the operations normally. It was supported by the implementation of strict health protocols both in offices and projects, as well as the cooperation of all WIK A personnel. Overall, as much as 99.83% of the projects were executed, although some had to be delayed.

WIK A has managed to record revenue of Rp16.54trillion, followed by a profit for the current year of Rp322,3 billion. Even though the revenue and profit was lower than last year, it was higher than that of similar industrial sectors. In addition, until December 2020, WIK A has signed a new contract worth Rp23 trillion.

WIK A's ability to grow was supported by a healthy financial condition as shown by the cash equivalent of Rp14 trillion, while the gearing ratio was at 1.46 times compared to the covenant bank which was 2 times. WIK A's performance in 2020 reflected the Company's ability to continue working amid the pandemic that has occurred since the beginning of the year.

In social performance and human resource management, WIK A has succeeded in building solid collaboration internally to deal with the COVID-19 virus. Moreover, we will immediately rise and as the main capital to maintain capacity, WIK A has also taken a policy to maintain 100% of its human resources.

Kami juga tetap berkomitmen menerapkan prinsip-prinsip keberlanjutan dalam pengelolaan lingkungan. Seluruh pekerjaan di proyek telah memenuhi izin lingkungan dan menerapkan sistem manajemen lingkungan. Kami memastikan kualitas udara *ambient* untuk kegiatan konstruksi berada di bawah baku mutu yang ditetapkan Pemerintah. Demikian pula dengan kualitas olahan air limbah di pabrik-pabrik yang dikelola Entitas Anak, juga telah memenuhi baku mutu yang ditetapkan Pemerintah. Selain itu, keberadaan motor GESITS produksi dari Entitas Anak WIKA Industri Manufaktur (WIMA) juga menjadi wujud komitmen WIKA untuk mendukung aksi penanganan perubahan iklim melalui reduksi emisi GRK.

Secara inheren, penerapan *Quality, Health, Safety, & Environment* (QHSE) di WIKA Grup telah sesuai dengan standar internasional yaitu ISO 9001:2015 Sistem Manajemen Mutu; ISO 14001:2015 Sistem Manajemen Lingkungan; dan ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3). Selama periode pelaporan, tidak ada kecelakaan fatal (*zero fatality*) di seluruh operasi WIKA Grup.

WIKA menjalankan program tanggung jawab sosialnya dengan berpedoman pada ISO 26000 *Social Responsibility*, yang memberikan arah terhadap bagaimana bisnis dan organisasi dapat beroperasi dalam cara yang bertanggung jawab secara sosial. Penerapan ini juga akan menjadi kunci untuk memastikan Tujuan Pembangunan Berkelanjutan (TPB) dapat terpenuhi.

Selama periode pelaporan, WIKA juga mengedepankan pendekatan integritas bisnis dalam penerapan tata kelola perusahaan yang baik. WIKA telah mendapatkan sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (*Anti-Bribery Management System*).

Prospek Usaha dan Keberlanjutan Masa Depan

Tahun 2020 merupakan tahun yang penuh dengan tantangan. Pada akhir tahun 2020 kondisi mulai membaik, dan potensi perbaikan perekonomian global mulai terlihat karena kemampuan berbagai pihak dalam penyesuaian strategi untuk menghadapi pandemi COVID-19, ditambah keberadaan vaksin yang menambah optimisme masyarakat untuk bangkit dan menyambut masa normal baru. Tahun 2021 diproyeksikan akan jauh lebih baik dibandingkan tahun 2020.

We also remain committed to applying the sustainability principles in environmental management. All work on the project has complied with environmental permits and implemented an environmental management system. We ensure that the ambient air quality for construction activities is below the quality standards set by the Government. In addition, the quality of treated wastewater in factories managed by subsidiaries has also met the quality standards set by the Government. Furthermore, GESITS motorbike produced by the Subsidiary is also a manifestation of WIKA's commitment to support climate change actions through GHG emissions reduction.

Inherently, the implementation of Quality, Health, Safety, & Environment (QHSE) in WIKA Group is in accordance with international standards, including ISO 9001:2015 of Quality Management System; ISO 14001: 2015 of Environmental Management System; and ISO 45001:2018 of Occupational Health and Safety Management System (OHSMS). During the reporting period, there were no fatal accidents (*zero fatality*) in all operations of WIKA Group.

WIKA carries out its social responsibility programs based on ISO 26000 of Social Responsibility, which provides direction on how business and organizations can operate in a socially responsible manner. The implementation will also be key to ensuring that the Sustainable Development Goals (SDGs) are met.

During the reporting period, WIKA also emphasized a business integrity approach in implementing good corporate governance. WIKA has received ISO 37001:2016 certification for the Anti-Bribery Management System.

Business Prospects and Sustainability in the Future

2020 was a year full of challenges. At the end of 2020 conditions began to improve, and the potential for recovery of the global economy began to be seen due to the ability of various parties to adjust strategies to deal with the COVID-19 pandemic, as well as the arrival of vaccines which increased public optimism to rise and welcome a new normal period. The year 2021 is projected to be much better than 2020.

WIKA memproyeksikan pemulihan kinerja di tahun 2021, dan masih optimistis memiliki kemampuan yang lebih dari cukup untuk bangkit dari periode sulit di 2020. Beberapa faktor yang menjadi modal utama Perseroan untuk mencapai pemulihan, salah satunya adalah masih tingginya kepercayaan pemerintah terhadap korporasi di bidang konstruksi. Hal ini didukung oleh langkah pemerintah yang menawarkan sejumlah tender Proyek Strategis Nasional (PSN) kepada Perseroan, yang menjadi peluang karena memiliki reputasi dan rekam jejak yang baik dalam mengerjakan proyek berskala besar.

Di luar itu, WIKA masih mendapatkan dukungan positif dari pihak eksternal seperti institusi keuangan, baik berskala nasional maupun internasional. Kami juga percaya diri dengan tingginya nilai kontrak kontrak dihadapi atau *order book* yang dimiliki perseroan. WIKA memiliki kapasitas kontrak dihadapi dengan nilai relatif besar, dan rekam jejak yang kompetitif-efektif dalam menyelesaikan proyek-proyek strategis berskala mega tahun depan.

Apresiasi

WIKA memberikan apresiasi kepada seluruh pemangku kepentingan, khususnya Insan WIKA, atas kerja keras, komitmen, dan kerja sama yang baik dalam melalui tahun yang penuh tantangan ini. Kami optimis untuk menyambut masa normal baru tahun depan dengan penuh semangat dan kinerja yang lebih baik lagi.

Atas nama seluruh jajaran Direksi WIKA, saya ucapkan terima kasih.

WIKA projected a performance recovery in 2021, and is still optimistic that it will have more than enough ability to rise from the difficult period in 2020. The significant factors for the Company to achieve recovery, included the government's high confidence in construction corporations. This was supported by the government's move to offer a number of National Strategic Project (NSP) tenders to the Company, which was an opportunity because it has a good reputation and track record in working on large-scale projects.

In addition, WIKA still received positive support from external parties such as financial institutions, both on a national and international scale. We are also confident in the high contract value or the order book of the company. WIKA has a contract capacity to deal with a relatively large value, and a track record of being competitive-effective in completing strategic mega-scale projects in the next year.

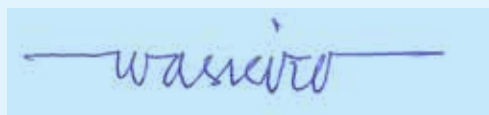
Appreciation

WIKA would like to give appreciation to all stakeholders, especially WIKA Personnel, for the hard work, commitment and good cooperation in going through this challenging year. We are optimistic to welcome the new normal next year with enthusiasm and even better performance.

On behalf of WIKA Board of Directors, thank you.

Jakarta, 5 Mei | May 5, 2021

Atas Nama Direksi On behalf of Board of Directors



Agung Budi Waskito

Direktur Utama President Director

Dukungan pada Tujuan Pembangunan Berkelanjutan

Support on Sustainable Development Goals



WIKA akan selalu berusaha memberi lebih dari sekedar kepatuhan terhadap hukum atau standar guna dapat memberikan dampak positif dan nilai bersama bagi kebaikan yang lebih besar untuk kita semua. Dalam menjalankan bisnis, kami turut mendukung Tujuan Pembangunan Berkelanjutan dengan tujuan untuk meningkatkan kualitas kehidupan. Kami mensinergikan kegiatan inti serta tanggung jawab sosial dan lingkungan perusahaan, dan pelibatan pemangku kepentingan.

Bisnis inti WIKA dalam menyediakan jasa EPC dan investasi berkontribusi langsung ke tujuan 8, 9, dan 11. Seiring dengan pengembangan bisnis dan tantangan yang dihadapi, WIKA juga berkomitmen untuk mendukung tujuan 7, 10, 14, 15, 16 dan 17 di negara tempat kami beroperasi. Beberapa aksi tentang bagaimana kami berkontribusi pada Tujuan Pembangunan Berkelanjutan diuraikan di berikut ini.

WIKA will always strive to provide beyond compliance with laws or standards in order to deliver a positive impact and shared value for the greater goodness for all of us. In carrying out the business, we also support the Sustainable Development Goals in order to improve life quality. We synergize our core business as well as the corporate social and environmental responsibility, and stakeholder engagement.

WIKA's core business in EPC services and investment contributes directly to DGs 8, 9 and 11. Along with business development and the challenges faced, IKA is also committed to supporting goals 7, 10, 14, 15, 16 and 17 in the countries here we operate. Some instances of how we can contribute to the Sustainable Development Goals are outlined below.



Tujuan:

Memaksimalkan kontribusi pada penggunaan maupun pengembangan energi terbarukan

Goal:

Maximize contribution to the use and development of renewable energy

Aksi:

- ◆ Menggunakan energi dari *solar cell* untuk gedung WIKA Tower II
- ◆ Membangun gedung hijau (*green building*) yang mengutamakan efisiensi energi
- ◆ Mengerjakan proyek-proyek pembangkit listrik tenaga air dan surya, serta proyek energi baru terbarukan (EBT) lainnya

Action:

- ◆ Use energy from solar cells for WIKA Tower II building
- ◆ Build green buildings that prioritize energy efficiency
- ◆ Work on hydro and solar power plant projects

Peluang Bisnis:

- ◆ Menciptakan peluang pengerjaan proyek pembangkit listrik tenaga air (*microhydro*) dan tenaga surya
- ◆ Pengembangan desain bangunan ramah lingkungan yang mengutamakan efisiensi energi listrik

Business opportunities:

- ◆ Creating opportunities for micro-hydro and solar power plant projects
- ◆ Development of environmentally friendly building designs that put emphasis on electrical energy efficiency



Tujuan:

Menciptakan *human capital* yang unggul dan peningkatan pertumbuhan lapangan kerja

Goal:

Creating excellent human capital and increasing job opportunity growth

Aksi:

- ◆ Penyerapan tenaga kerja lokal
- ◆ Pemberian remunerasi di atas Upah Minimum Provinsi (UMP)
- ◆ Pelatihan *softskill* dan *hardskill* bagi karyawan
- ◆ Suksesi untuk pemimpin masa depan
- ◆ Pelatihan dan sertifikasi bagi mitra binaan

Action:

- ◆ Absorption of local workforce
- ◆ Provision of remuneration above the Provincial Minimum Wage
- ◆ Soft skills and hard skills training for employees
- ◆ Succession for future leaders
- ◆ Training and certification for fostered partners

Peluang Bisnis:

- ◆ Menciptakan lapangan pekerjaan melalui proyek-proyek yang berjalan dan meningkatkan kapasitas perusahaan
- ◆ Keberagaman karyawan
- ◆ Kerja sama dengan lembaga pendidikan untuk mendapatkan calon tenaga kerja berkualitas

Business opportunities:

- ◆ Creating jobs through ongoing projects and increasing company capacity
- ◆ Employee diversity
- ◆ Collaboration with education institutes to recruit prospective quality manpower



Tujuan:

Mengembangkan teknologi dan inovasi untuk menyediakan infrastruktur berkualitas

Goal:

Developing technology and innovation for quality infrastructure

Aksi:

- ◆ Pengerjaan proyek ramah lingkungan seperti MRT, *green building*, dan *green construction*
- ◆ Menggunakan teknologi ramah lingkungan
- ◆ Terlibat dalam pembangunan proyek kereta cepat
- ◆ Pengembangan dan produksi motor GESIT
- ◆ *Building Information Modelling* (BIM) untuk penerapan industri 4.0
- ◆ Integrasi rencana pengadaan (e-PMCS)

Action:

- ◆ Working on environmentally friendly projects such as MRT, green buildings and green construction
- ◆ Using environmentally friendly technology
- ◆ Involved in the construction of high-speed train project
- ◆ Development and production of GESIT motorcycles
- ◆ Building Information Modeling (BIM) for industry 4.0 application
- ◆ Integration of procurement plans (e-PMCS)

Peluang Bisnis:

- ◆ Pengadaan infrastruktur sampai ke daerah terdepan, tertinggal, terluar (3T)
- ◆ Pengembangan inovasi dan teknologi baru di sektor konstruksi

Business opportunities:

- ◆ Provision of infrastructure that extends to the frontier, underdeveloped and outermost (3T) areas
- ◆ Development of innovation and new technology in the construction sector

**Tujuan:**

Menghilangkan ketimpangan dan akses ke peluang

Goal:

Eliminate inequality and access to opportunities

Aksi:

- ◆ Penerapan non-diskriminasi dan memberikan kesempatan kerja yang setara
- ◆ Memasukkan aspek Hak Asasi Manusia (HAM) dalam praktik ketenagakerjaan
- ◆ Memberikan pelatihan welding untuk komunitas di sekitar proyek

Action:

- ◆ Implementing non-discrimination practices and providing equal opportunities in employment
- ◆ Incorporating aspects of human rights in employment practices
- ◆ Providing welding training for the community around the project

Peluang Bisnis:

- ◆ Memberikan beasiswa dan akses pendidikan untuk anak-anak di wilayah 3T
- ◆ Menyerap tenaga kerja lokal

Business opportunities:

- ◆ Providing scholarships and access to education for children in 3T areas
- ◆ Absorption of local workforce

**Tujuan:**

Memberikan dampak positif untuk kualitas hidup yang lebih baik

Goal:

Giving a positive impact for a better quality of life

Aksi:

- ◆ Membangun transportasi umum yang aman dan berkualitas
- ◆ Membangun komunitas lokal melalui Program Kemitraan dan Bina Lingkungan
- ◆ Pelaksanaan CSR
- ◆ Pembangunan Wisma Atlet, dan fasilitas kesehatan lainnya sebagai tempat isolasi bagi pasien COVID-19
- ◆ Pemukiman dan fasilitas umum yang terintegrasi

Action:

- ◆ Building safe and quality public transportation
- ◆ Building local communities through the Partnership and Community Development Program
- ◆ CSR implementation
- ◆ Wisma Atlet Construction, and other health facilities as a place for COVID-19 patients to isolate
- ◆ Integrated settlements and public facilities

Peluang Bisnis:

- ◆ Proyek infrastruktur dan hunian (rusun)
- ◆ Membantu program pemerintah atas pembangunan infrastruktur di Indonesia
- ◆ TOD (Kawasan *Transit Oriented Development* di sepanjang jalur kereta cepat Jakarta- Bandung)

Business opportunities:

- ◆ Infrastructure and residential projects (flats)
- ◆ Supporting government programs for infrastructure development in Indonesia
- ◆ TOD (Transit Oriented Development Area along Jakarta-Bandung high-speed train line)

**Tujuan:**

Melindungi ekosistem dan lingkungan bawah air

Goal:

Conserving the underwater ecosystem and environment

Aksi:

- ◆ Menggunakan teknologi modern untuk menjaga keamanan konstruksi di bawah air
- ◆ Rehabilitasi lingkungan di sekitar bibir pantai saat pengerjaan proyek
- ◆ Menggunakan metode pengendapan zat berbahaya sebelum air limbah dibuang ke laut
- ◆ Menanam terumbu karang
- ◆ Melakukan revitalisasi sungai
- ◆ Penanaman *mangrove*

Action:

- ◆ Using modern technology to keep construction safe underwater
- ◆ Environmental rehabilitation around the shoreline during project activities
- ◆ Use a method of hazardous substance settling before the wastewater is discharged into the sea
- ◆ Planting coral reefs
- ◆ Revitalizing river
- ◆ Mangrove planting

Peluang Bisnis:

- ◆ Pembangunan tol laut
- ◆ Pembangunan anjungan *offshore*
- ◆ Pembangunan tol di atas laut

Business opportunities:

- ◆ Construction of sea toll
- ◆ Construction of offshore platforms
- ◆ Construction of toll roads over the sea

**Tujuan:**

Menjaga ekosistem makhluk hidup dan lingkungan di daratan

Goal:

Maintaining the ecosystem of living things and the environment on land

Aksi:

- ◆ Menganalisis dampak lingkungan sebelum memulai suatu proyek (kelengkapan dokumen RPL, RKL, ANDAL, AMDAL)
- ◆ Meningkatkan perencanaan dan pengelolaan penggunaan lahan untuk proses konstruksi
- ◆ Mengurangi dampak lingkungan pada saat proses konstruksi (polusi udara, kebisingan, pancang bumi, pembuangan air limbah konstruksi)

Action:

- ◆ Analyzing environmental impacts before starting a project (fulfillment of RPL, RKL, ANDAL, AMDAL documents)
- ◆ Improving land use planning and management for the construction process
- ◆ Reducing environmental impacts during the construction process (air pollution, noise, construction waste water disposal)

Peluang Bisnis:

- ◆ Membangun kerja sama yang tepat dengan vendor dalam mengatasi remediasi lahan sebelum proses konstruksi

Business opportunities:

- ◆ Building the right partnerships with vendors to overcome land remediation prior to construction

**Tujuan:**

Mendorong terciptanya kedamaian di lingkungan perusahaan dan *partnership*

Goal:

Promoting peace within the corporate and partnership environment

Aksi:

- ◆ Penerapan Sistem Manajemen Anti Penyuapan
- ◆ Adanya Perjanjian Kerja Bersama
- ◆ Penerapan kode etik dan *whistleblowing system*
- ◆ Melakukan *assessment* ISO 37001
- ◆ Kebebasan berserikat

Action:

- ◆ Implementation of Anti-Bribery Management System
- ◆ The availability of Collective Labor Agreement
- ◆ Implementation of a code of ethics and a whistleblowing system
- ◆ Anti-corruption application
- ◆ Conducting ISO 37001 assessment
- ◆ Freedom of association

Peluang Bisnis:

- ◆ Kepercayaan dari *stakeholder*
- ◆ Memperluas *partnership*

Business opportunities:

- ◆ Trust from stakeholders
- ◆ Expanding partnerships

**Tujuan:**

Memperkuat mobilisasi sumber daya domestik dan dukungan kepada negara-negara berkembang

Goal:

Strengthening domestic resource mobilization and support for developing countries

Aksi:

- ◆ Menciptakan sumber daya manusia unggul untuk mendukung operasional perusahaan dan pengerjaan proyek-proyek infrastruktur nasional
- ◆ Melakukan perluasan pangsa pasar ke luar negeri

Action:

- ◆ Creating excellent human resources to support company operations and work on national infrastructure projects
- ◆ Expanding overseas market share

Peluang Bisnis:

- ◆ Bekerja sama dengan vendor untuk mendapatkan sumber daya yang berkualitas
- ◆ Membangun kerja sama dengan pihak asing untuk pengerjaan proyek-proyek guna mendukung akselerasi pembangunan infrastruktur di negara berkembang lain seperti Aljazair, Niger, Kepulauan Solomon, dan Timor Leste

Business opportunities:

- ◆ Cooperating with vendors to get quality resources
- ◆ Build cooperation with foreign parties to work on projects to support the acceleration of infrastructure development in other developing countries such as Algeria, Niger, the Philippines, Solomon Island, and East Timor

Tentang Laporan Keberlanjutan

About Sustainability Report



Pedoman Laporan [102-54]

Keterbukaan informasi kepada pemangku kepentingan mencakup laporan kinerja keberlanjutan yang berisi kinerja aspek ekonomi, sosial, dan lingkungan. Dalam laporan keberlanjutan WIKA juga mengungkapkan risiko dan peluang bisnis yang dihadapi, serta strategi dalam menghadapinya. Selain itu, WIKA juga melaporkan dukungannya pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB) di Indonesia.

Dalam menyusun Laporan Keberlanjutan, WIKA mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017. Selain itu, WIKA juga mengadopsi standar yang berlaku internasional yaitu Standar *Global Reporting Initiative* (GRI): *comprehensive option*, yang dilengkapi dengan pengungkapan khusus sektor konstruksi dan *real estate* (*Construction and Real Estate*/CRE).

Periode Laporan [102-50, 102-51, 102-52]

Laporan Keberlanjutan disampaikan terpisah dengan Laporan Tahunan, dengan isi kedua laporan yang saling melengkapi. Periode Laporan Keberlanjutan bersifat tahunan, dengan data dan informasi yang disampaikan mencakup kurun waktu 1 Januari sampai dengan 31 Desember. Laporan ini merupakan kesinambungan dari laporan sebelumnya yang diterbitkan pada tanggal 30 Maret 2020.

Topik Material [102-46, 102-49]

Pada masing-masing aspek ekonomi, sosial, dan lingkungan, telah ditentukan prioritas dari topik-topik material yang akan diungkapkan lebih mendalam. Dasar penentuan topik material adalah, diskusi internal, telaah terhadap topik-topik tahun sebelumnya, dan hasil survei topik material yang melibatkan pemangku kepentingan pada tahun 2019 yang dinilai masih relevan untuk disampaikan. Penentuan prioritas topik material juga telah mempertimbangkan pencapaian tahun 2020, tantangan dan peristiwa penting yang terjadi, harapan untuk tahun depan, serta perhatian pemangku kepentingan periode berjalan. Terdapat perubahan topik material dari laporan sebelumnya, di mana pada laporan tahun 2019 tidak terdapat materi terkait energi.

Report Guidelines [102-54]

Information disclosure to stakeholders includes the sustainability performance report containing the performance of economic, social and environmental aspects. In the sustainability report, WIKA also discloses the risks and business opportunities, as well as strategies to address them. In addition, WIKA also reports its support for the achievement of the Sustainable Development Goals (SDGs) in Indonesia.

In preparing this sustainability report, WIKA referred to the Financial Services Authority Regulation (POJK) Number 51/POJK.03/ 2017. In addition, WIKA also adopted international standards of the Global Reporting Initiative (GRI) Standard: comprehensive option, which is complemented with special disclosures for the construction and real estate sector (CRE).

Reporting Period [102-50, 102-51, 102-52]

The Sustainability Report is submitted separately from the Annual Report, with the contents of the two reports complementing each other. The sustainability report period is annual, with data and information submitted covering the period from January 1 to December 31. This report is a continuation of the previous report published on March 30, 2020.

Material Topics [102-46, 102-49]

Priorities in each of the economic, social and environmental aspects have been determined from material topics that will be discussed further. The basis for determining material topics is internal discussions, a review of previous year's topics, and the results of a survey of material topics involving stakeholders in 2019 which are considered still relevant to be conveyed. Prioritization of material topics has also taken into account achievements in 2020, challenges and important events that occurred, hopes for the next year, as well as stakeholder concerns for the current period. There is a material topic change from the previous report, as well as the limitations. There was a change in material topics from the previous report, whereas in the 2019 report there was no material about energy.

Topik Material [102-46, 102-47, 103-1]

Material Topics

Quality, Health, Safety, & Environment (QHSE)

Quality, Health, Safety, & Environment (QHSE)

- ◆ Keselamatan dan Kesehatan Kerja
- ◆ Kepatuhan Lingkungan
- ◆ Occupational Safety and Health
- ◆ Environmental Compliance



Manajemen *Quality, Health, Safety, & Environment* (QHSE) yang optimal akan mendukung mutu pekerjaan, keselamatan dan kesehatan pekerja serta keamanan pelaksanaan pekerjaan yang menumbuhkan kepercayaan pelanggan untuk menggunakan jasa WIKA. Protokol kesehatan dan upaya pemutusan rantai COVID-19 dilakukan dengan ketat dan menjadi isu signifikan di tahun 2020.

The Optimal *Quality, Health, Safety, & Environment* (QHSE) management will support the quality of work, employee safety and health as well as job security that build customer confidence in using WIKA's services. Health protocols and efforts to break the COVID-19 transmission have been carried out strictly and become a significant issue in 2020.

Dalam upaya untuk mempertahankan mutu produk hingga proses *commissioning* di tengah kondisi pandemi COVID-19, dan menerapkan K3 dengan maksimal, WIKA tetap beroperasi tanpa mengesampingkan kelestarian lingkungan. WIKA melaporkan kinerja lingkungan internal dan proyek, mencakup pemenuhan dokumen lingkungan sebelum proses konstruksi, dampak ekologi pada lingkungan, pengelolaan energi, emisi, air, dan limbah.

In an effort to maintain product quality up to the commissioning process during the COVID-19 pandemic, and to maximize OSH implementation, WIKA continues to operate without compromising environmental sustainability. WIKA reports on internal and project environmental performance, including compliance with environmental documents before the construction process, ecological impacts on the environment, management of energy, emissions, water and waste.

Pengelolaan Human Capital & Pengembangan Kompetensi

Human Capital Management & Competency Development

- ◆ Ketenagakerjaan
- ◆ Pelatihan dan Pendidikan
- ◆ Employment
- ◆ Training and Education



WIKA terus menjalankan *roadmap* pembangunan *human capital* untuk mencapai setiap target yang ditetapkan dalam KPI. Dalam pengelolaan *human capital*, WIKA menerapkan proses perekrutan yang adil dan setara, pengembangan kompetensi, kesejahteraan, hingga *employee engagement*.

WIKA continues to carry out the human capital development roadmap to achieve each target set in the KPI. In managing human capital, WIKA holds a fair and equal recruitment process, competency development, welfare, and employee engagement.

Konsistensi WIKA terus dapat menciptakan *human capital* yang berkualitas dan solid, salah satunya melalui peningkatan kompetensi *human capital*. *Soft competence* dan *hard competence* masing-masing personel semakin dikembangkan sesuai dengan *roadmap* yang telah dirancang untuk jangka panjang. Di sisi lain, seluruh *upper level management* diwajibkan untuk melaksanakan *transfer knowledge* kepada level di bawahnya dalam rangka mendukung percepatan *human development* untuk mencapai setiap target yang telah ditetapkan dalam KPI.

WIKA consistently creates quality and solid human capital, including enhancing human capital competence. Soft and hard competencies of each personnel are developed further based on the roadmap that has been designed for the long term. On the other hand, all upper level management is required to carry out the transfer of knowledge to employees at lower levels to support the human development acceleration to meet every target set in the KPI.

Kinerja Ekonomi

Economic Performance

- ◆ Kinerja Ekonomi
- ◆ Dampak Ekonomi Tidak Langsung
- ◆ Economic Performance
- ◆ Indirect Economic Impacts



Kinerja ekonomi mencerminkan pencapaian kinerja operasional dan keuangan perusahaan. Pengungkapan kinerja ekonomi akan menjadi evaluasi antara target dan capaian kinerja ekonomi tahun 2020, yang bermanfaat bagi perusahaan dan pemangku kepentingan.

Kondisi yang tidak menentu di masa pandemi COVID-19, mempengaruhi kinerja keuangan WIKA. Melalui kebijakan dan strategi yang tepat, WIKA mampu melalui 2020 dengan kinerja yang baik. Kinerja operasional dan keuangan selama tahun 2020, tidak hanya memberi dampak bagi internal perusahaan dan pemangku kepentingan, namun juga kepada masyarakat luas.

Economic performance reflects the company's operational and financial performance. Disclosure of economic performance will be an evaluation of the targets and achievements of economic performance in 2020, which are beneficial for the company and stakeholders.

Uncertain conditions during the COVID-19 pandemic have affected WIKA's financial performance. Through the right policies and strategies, WIKA managed to have good performance throughout 2020. Operational and financial performance during 2020, not only has impacts on the company's internal environment and stakeholders, but also on the wider community.

Anti Korupsi

Anti Corruption

- ◆ Anti Korupsi
- ◆ Anti Corruption



WIKA tidak menoleransi korupsi maupun *fraud* dalam bentuk apapun. Selama ini WIKA telah konsisten menerapkan anti korupsi hingga tercipta lingkungan kerja yang bersih dan berintegritas tinggi. Komitmen ini dilanjutkan dengan dilakukannya sertifikasi ISO 37001 tentang Sistem Manajemen Anti Penyuapan di 2020.

WIKA does not tolerate any form of corruption or fraud. WIKA has consistently implemented anti-corruption to create a clean work environment with high integrity. This commitment was followed with the ISO 37001 certification on Anti-Bribery Management System in 2020.

Penanganan Perubahan Iklim

Climate Action

- ◆ Energi
- ◆ Energy



Isu perubahan iklim menjadi topik yang menarik perhatian banyak pemangku kepentingan. WIKA telah mengelola penggunaan energi di operasional kantor serta menggunakan energi terbarukan sebagai wujud aksi penanganan perubahan iklim. Di lokasi proyek, dilakukan pengukuran penggunaan energi. Di sisi lain, komitmen WIKA dalam mendukung penanganan perubahan iklim juga diwujudkan pada pembangunan proyek-proyek ramah lingkungan dan pembangkit listrik yang memanfaatkan sumber energi terbarukan.

The climate change issue has drawn interest of many stakeholders. WIKA has been managing the use of energy in office operations as well as the use of renewable energy as an action to address climate change. Energy use is measured at the project site. On the other hand, WIKA's commitment to supporting climate change handling is also manifested in the development of environmentally friendly projects and power plants that use renewable energy sources.

Kepuasan Pelanggan

Customer Satisfaction

- Kesehatan dan Keselamatan Pelanggan
- Verifikasi Kepatuhan Operasional
- Customer Health and Safety
- Operational compliance verification



Kualitas produk dan jasa mempengaruhi kepuasan pelanggan dan *brand image*. Dalam proses pembangunan produk dan jasa konstruksi, WIKA berkomitmen untuk menjalankan proses keamanan saat perencanaan, pengerjaan, proses *commissioning*, hingga memastikan bahwa produk jadi telah aman digunakan oleh pelanggan maupun masyarakat umum.

The quality of products and services affects customer satisfaction and brand image. In the process of developing construction products and services, WIKA is committed to applying safety processes during planning, construction, commissioning, to ensure that the finished products are safe for use by customers and the general public.

Batasan Topik Material dan Pendekatan Manajemen [102-46, 102-47, 103-2, 103-3]

Material Topic Boundary and Management Approach

QHSE

QHSE

Batasan Boundaries	
Dampak pada Pemangku Kepentingan Impact on Stakeholders	Identifikasi Dampak (positif dan/atau negatif) Impact Identification (positive and/or negative)
Internal: Karyawan Internal: Employees	Kinerja QHSE yang optimal melibatkan kerja sama dan komitmen seluruh insan WIKA. Optimal QHSE performance involves the cooperation and commitment of all WIKA personnel.
Eksternal: Pemberi kerja (Owner), Mitra Kerja, Masyarakat, Regulator External: Employer (Owner), Partners, Community, Regulator	Kinerja QHSE yang optimal juga melibatkan kerja sama dan komitmen dari pekerja mitra. Tercapainya target kinerja QHSE dapat menghindarkan karyawan, pekerja mitra, dan masyarakat sekitar dari kecelakaan kerja. Kinerja QHSE dan kepatuhan pada peraturan terkait QHSE dilaporkan ke regulator secara berkala. Optimal QHSE performance also involves cooperation and commitment from partners' workers. The achievement of QHSE performance targets can prevent employees, partners' workers, and the surrounding community from work accidents. QHSE performance and compliance with regulations on QHSE are reported to regulators periodically.

Pendekatan Manajemen dan Upaya Mengelola Dampak Management Approach and Managing Impact	
WIKA memiliki komitmen yang tinggi terhadap <i>quality, health, safety, & environment</i> dalam setiap pengerjaan proyek. Aspek QHSE ini berada di bawah pengawasan Direktur QHSE. Direktur QHSE membawahi Divisi QHSE yang bertugas mengelola implementasi <i>Quality & HSE</i> di lingkungan WIKA. Dalam cakupan QHSE, aspek kualitas diupayakan dengan penerapan sistem manajemen mutu berbasis ISO:9001. Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) telah sesuai dengan PP No. 50 tahun 2012 yang mengatur tentang SMK3 dan ISO 45001. Sementara itu, aspek lingkungan telah diterapkan sesuai dengan sistem manajemen lingkungan berbasis ISO:40001. Untuk mencapai <i>zero accident</i>, seluruh Insan WIKA memikul tanggung jawab yang sama untuk menerapkan SMK3. Ruang lingkup SMK3 wajib dipatuhi oleh setiap karyawan pada semua tingkatan, termasuk kepada pekerja mitra kontrak dan subkontraktor, bahkan pada tamu yang berkunjung ke proyek. Demikian juga semua orang yang memasuki wilayah kerja WIKA turut bertanggung jawab untuk mencegah insiden, bahaya kesehatan, insiden sosial, sehingga tidak mempengaruhi penilaian mutu jasa maupun produk terkait K3 dan manajemen lingkungan. Implementasi QHSE WIKA di tahun 2020 berjalan dengan baik. Sehubungan dengan pandemi COVID-19, WIKA memperketat protokol kesehatan di seluruh lokasi operasi baik di kantor maupun proyek. Selama periode pelaporan 2020, WIKA mencapai 87.887.728 jam kerja selamat, dan tidak ada kecelakaan fatal (<i>zero fatality</i>). Tidak ada keluhan terkait insiden ketidakpatuhan lingkungan maupun mutu produk dan jasa. Di sisi lain, penanganan terhadap penyebaran virus COVID-19 dilakukan dengan menerapkan 5M (mencuci tangan dengan air mengalir dan sabun, menggunakan masker, menjaga jarak, membatasi mobilitas dan menghindari kerumunan). WIKA menjamin kesehatan seluruh karyawan dengan menerapkan kebijakan maksimal 20% <i>Work from Home</i> (WFH) serta mewajibkan seluruh karyawan mengisi absensi dan <i>form monitoring</i> kesehatan setiap hari secara <i>online</i> di WZONE. Lebih jauh lagi, sebelum memasuki perkantoran dan wilayah kerja seluruh karyawan WIKA wajib melampirkan bukti negatif COVID-19, mencuci tangan, <i>screening</i> suhu tubuh, dan memanfaatkan <i>carpooling</i> untuk mobilitas karyawan.	WIKA is highly committed to quality, health, safety, & environment in every project work. The QHSE aspect is under the supervision of the QHSE Director. The QHSE Director oversees QHSE Division in charge of managing the Quality & HSE implementation within WIKA. Within the scope of QHSE, quality aspects are met by implementing ISO: 9001 on quality management system. The implementation of OSH management system is in compliance with Government Regulation No. 50 of 2012 on OSHMS and ISO 45001. Meanwhile, environmental aspect has been implemented in accordance with the ISO: 40001 on environmental management system. To achieve zero accidents, all WIKA personnel have shared responsibility to implement OSHMS. The scope of OSHMS must be complied by every employee at all levels, including contract partners and subcontractors, even to guests visiting the project site. It also applies to anyone entering WIKA's work area to be responsible for preventing incidents, health hazards, social incidents, so as not to affect the assessment of the quality of services and products related to OSH and environmental management. WIKA's QHSE had been implemented properly during 2020. In regard to the COVID-19 pandemic, WIKA has tightened health protocols in all operating locations, both in offices and projects. During the reporting period, WIKA reached 87,887,728 safe manhours, with zero fatality. There were no complaints over environmental non-compliance incidents or product and service quality. In addition, WIKA has implemented 5M (washing hands with running water and soap, wearing masks, maintaining distance, limiting mobility and avoiding crowds) to control the COVID-19 virus transmissions. WIKA guarantees the health of all employees by implementing a maximum 20% WFH policy and requiring all employees to fill in attendance and health monitoring forms every day online via WZONE. Furthermore, before entering offices and work areas, all WIKA employees are required to attach evidence on negative COVID-19 test, wash hands, body temperature screening, and use carpooling for employee mobility.

Pengelolaan Human Capital & Pengembangan Kompetensi

Human Capital Management & Competency Development

Dampak pada Pemangku Kepentingan Impact on Stakeholders	Identifikasi Dampak (positif dan/atau negatif) Impact Identification (positive and/or negative)
Internal: Karyawan Internal: Employees	Manajemen <i>human capital</i> tidak hanya bertujuan untuk menciptakan sumber daya manusia yang unggul dalam <i>skill</i> dan kompetensi. Manajemen <i>human capital</i> juga mengatur rekrutmen, kesejahteraan, hingga karyawan memasuki masa purnakarya. Pelatihan dan pendidikan bagi pekerja merupakan bagian dari proses kerja. Dampak dari pelatihan dan pendidikan yakni menghasilkan pekerja yang memiliki <i>skill</i> dan kompetensi unggul, sehingga dapat bekerja dengan efektif. Human capital management does not only aim to create human resources with excellent skills and competencies, but also manages recruitment, welfare, and retiring employees. Training and education for employees is part of the work process. The impact of training and education is to create employees who have excellent skills and competencies to work effectively.
Eksternal: Mitra kerja External: Partners	Pelatihan tidak hanya diberikan kepada karyawan tetap WIKA, namun juga kepada pekerja dari mitra kerja atau sub-kontraktor. The training is not only provided to WIKA's permanent employees, but also to the workers of partners or subcontractors.

Pendekatan Manajemen dan Upaya Mengelola Dampak | Management Approach and Managing Impact

Human capital yang unggul merupakan salah satu kunci keberhasilan WIKA dalam menjalankan bisnis. Selama ini WIKA telah berhasil menciptakan hubungan industrial yang harmonis antara perusahaan dan karyawan, serta menciptakan iklim kerja yang nyaman sehingga meminimalkan tingkat perputaran karyawan. Pengelolaan karyawan mulai dari rekrutmen, seleksi, penempatan, kesejahteraan, hingga pengharkatan karyawan, merupakan tugas dan wewenang Biro REKPAT dan Biro Pengharkatan. Praktik manajemen *human capital* di WIKA menjunjung tinggi Hak Asasi Manusia (HAM) termasuk kesetaraan gender, keberagaman, kebebasan berserikat dan berpendapat, serta hak-hak lainnya yang masih terkait ketenagakerjaan. WIKA juga memastikan bahwa tidak ada diskriminasi gender, ras, agama, dan lainnya dalam hal praktik ini. Kebijakan terkait ketenagakerjaan telah disepakati bersama antara manajemen dan karyawan yang diwakilkan oleh Serikat Karyawan dengan menyusun Perjanjian Kerja Bersama (PKB).

Dalam manajemen *human capital*, pengembangan kompetensi berperan penting dalam membentuk SDM unggul. Pelaksanaan pengembangan kompetensi karyawan ada di bawah kendali Biro Pusat Keunggulan. Biro ini di bawah Divisi Human Capital, yang bertanggung jawab langsung kepada Direktur Human Capital dan Pengembangan Sistem. Pengembangan *human capital* didukung oleh fasilitas yang memadai yaitu Wikasatrian Leadership Centre dan Wikapratama Learning Centre. Pelaksanaan program-program pengembangan kompetensi dilakukan dengan berbagai macam metode antara lain *inhouse*, *exhouse*, *coaching*, *on the job training*, hingga *e-learning*. Di tahun 2020, telah terselenggara 141.528 jam pelatihan, yang diikuti oleh 5.897 karyawan dari berbagai jenjang jabatan. Terdapat penyesuaian selama masa pandemi, pelatihan dilakukan secara daring melalui *Learning Management System* (LMS). WIKA juga membuka kesempatan bagi karyawan yang ingin menempuh pendidikan lanjut baik di universitas dalam maupun luar negeri melalui Program Pegawai Pendidikan Lanjutan.

Excellent human capital is one of the keys to WIKA's success in running a business. WIKA has so far succeeded in creating harmonious industrial relations between the company and employees, as well as creating a comfortable workplace climate which managed to minimize employee turnover. Employee management, starting from recruitment, selection, placement, well-being, and employee dignity, is part of duties and authority of the Recruitment & Dignity Bureau, and the Accounting Bureau. Human capital management practices at WIKA uphold Human Rights, including gender equality, diversity, freedom of association and expression, as well as other rights concerning employment. WIKA also ensures that there is no discrimination against gender, race, religion and others in this practice. Employment policies have been made with mutual agreement between management and employees represented by the Employee Unions through Collective Labor Agreement (CLA).

In human capital management, competency development plays an important role in creating excellent human resources. The implementation of employee competency development is under the control of the Central Bureau of Excellence. This bureau is under the Human Capital Division, which reports directly to the Director of Human Capital and System Development. Human capital development is supported by adequate facilities, namely the Wikasatrian Leadership Center and the Wikapratama Learning Center. The competency development programs are carried out with various methods, including in-house, ex-house, coaching, on the job training, as well as e-learning. In 2020, the company held 141,528 training hours, which were attended by 5,897 employees from various levels of positions. During the pandemic period, the training programs were conducted online through the Learning Management System (LMS). WIKA also opens opportunities for employees who wish to pursue further education at both domestic and foreign universities through the Employee Continuing Education Program.

Kinerja Ekonomi

Economic Performance

Batasan Boundaries	
Dampak pada Pemangku Kepentingan Impact on Stakeholders	Identifikasi Dampak (positif dan/atau negatif) Impact Identification (positive and/or negative)
Internal: Karyawan Internal: Employees	Kinerja ekonomi yang baik akan memberikan dampak positif bagi karyawan karena kinerja keuangan yang positif tidak akan menjamin kelangsungan bisnis perusahaan, tempat di mana karyawan dipekerjakan dan menerima imbal jasa. Good economic performance will bring positive impact on employees because positive financial performance will not guarantee the continuity of the company's business, a place where employees are employed and receive fees.
Eksternal: Pemegang Saham, Kreditor, Mitra Kerja, Regulator External: Shareholders, Creditors, Partners, Regulators	WIKA menghasilkan nilai ekonomi untuk keberlanjutan perusahaan dan keuntungan pemangku kepentingan, serta menyisihkan laba untuk berkontribusi membiayai kegiatan berbasis sosial dan lingkungan. WIKA generates economic value for the company's sustainability and benefits for stakeholders, and earmarks profits to contribute to social and environmental activities financing.

Pendekatan Manajemen dan Upaya Mengelola Dampak Management Approach and Managing Impact	
Divisi Keuangan dipimpin oleh Direktur Keuangan yang bertanggung jawab atas capaian kinerja ekonomi dan kinerja keuangan WIKA. Setiap tahunnya, WIKA menetapkan RKAP yang harus dicapai. Strategi dan pengambilan keputusan yang tepat akan mendukung capaian kinerja keuangan dan ekonomi sesuai target yang ditetapkan. Di masa pandemi COVID-19, WIKA berhasil bertahan dan mencatat kinerja ekonomi yang baik. Manajemen melakukan penyesuaian RKAP mengingat kondisi ekonomi yang tidak menentu akibat dampak dari pandemi. WIKA membukukan pendapatan bersih sebesar Rp16,54 triliun. Di tahun 2020, sektor infrastruktur berkontribusi paling tinggi 70,29% pada pendapatan. Di akhir tahun 2020, WIKA masih dapat mencatat laba tahun berjalan senilai Rp322 miliar.	The Finance Division is led by the Finance Director who is responsible for WIKA's economic and financial performance achievements. Every year, WIKA sets the WP&B that must be achieved. The right strategy and decision making will support the achievement of financial and economic performance targets. During the COVID-19 pandemic, WIKA managed to survive and recorded good economic performance. The management made adjustments to the WP&B due to uncertain economic conditions as an impact of the pandemic. WIKA recorded a net revenue of Rp16.54 trillion. In 2020, the infrastructure sector was the largest contributor to the revenue at 70.29%. At the end of 2020, WIKA remained able to record the current year's profit of Rp322 billion.

Anti Korupsi

Anti Corruption

Batasan Boundaries	
Dampak pada Pemangku Kepentingan Impact on Stakeholders	Identifikasi Dampak (positif dan/atau negatif) Impact Identification (positive and/or negative)
Internal: Karyawan Internal: Employees	Korupsi berpeluang dilakukan oleh siapa saja, termasuk karyawan dan hal tersebut akan merugikan perusahaan. Oleh sebab itu, WIKA mengajak seluruh Insan WIKA untuk menghindari korupsi, meningkatkan transparansi, kejujuran, dan integritas kerja. Anyone may commit corruption, including employees, which can harm the company. Therefore, WIKA calls on all of its employees to avoid corruption, increase transparency, honesty and work integrity.
Eksternal: Pemegang Saham, Regulator External: Shareholders, Regulators	Korupsi merupakan hal yang tidak beretika dalam dunia bisnis. Oleh sebab itu pemegang saham dan regulator mendukung manajemen untuk menegakkan anti korupsi dan anti penyuapan di lingkungan perusahaan. Corruption is unethical in the business world. Therefore, shareholders and regulators support the management to enforce anti-corruption and anti-bribery within the company.

Pendekatan Manajemen dan Upaya Mengelola Dampak | Management Approach and Managing Impact

Dalam upaya melindungi aset dan reputasi perusahaan, WIKA menegakkan anti korupsi di seluruh rantai nilai. Pengawasan penerapan anti korupsi ada di bawah tanggung jawab Divisi Legal. Kepada siapa saja yang terbukti melakukan *fraud* atau korupsi, akan ditindaklanjuti dan diberi sanksi tegas oleh WIKA.

Dalam rangka membangun kesadaran atas tindakan bebas korupsi, dilakukan sosialisasi anti korupsi secara konsisten melalui *online* dan *offline*. Secara berkala, akan ada pelatihan khusus terkait topik-topik pencegahan anti korupsi dan sanksinya kepada karyawan. Kebijakan anti korupsi tidak hanya diterapkan bagi karyawan WIKA saja, namun juga mitra kerja dan pihak lain yang bekerja sama.

In an effort to protect company assets and reputation, WIKA enforces anti-corruption in the entire value chain. The Legal Division is responsible for supervising anti-corruption implementation. WIKA will take action on anyone who is proven to have committed fraud or corruption and impose harsh sanctions.

In order to raise awareness of corruption-free actions, anti-corruption dissemination is conducted consistently online and offline. Periodically, special training on anti-corruption prevention topics and the sanctions for employees are held. Anti-corruption policies are not only applied to WIKA employees, but also partners and other parties who work with WIKA.

Penanganan Perubahan Iklim

Climate Action

Batasan | Boundaries

Dampak pada Pemangku
Kepentingan
Impact on Stakeholders

Identifikasi Dampak (positif dan/atau negatif)
Impact Identification (positive and/or negative)

Internal: -

-

Eksternal: Investor
External: Investors

Bagi Investor penting untuk mengetahui perhatian dan dukungan WKA terhadap isu-isu lingkungan termasuk penanganan perubahan iklim. Investor akan puas jika perusahaan tempat di mana mereka menanamkan modal telah melakukan bisnis dengan memperhatikan lingkungan. It is important for investors to know WIKA's concerns and support for environmental issues including the climate change handling. Investors will be satisfied if they invest in the companies that have done business with environmental awareness.

Pendekatan Manajemen dan Upaya Mengelola Dampak | Management Approach and Managing Impact

Isu perubahan iklim telah menjadi perhatian dunia dan berpotensi berdampak pada dunia bisnis ke depannya jika tidak dikelola. WIKA telah berkomitmen untuk menjalankan bisnis dengan memperhatikan *triple bottom line*, yaitu *profit*, *people*, & *planet*. Meskipun kegiatan operasional WIKA tidak berdampak langsung pada perubahan iklim, kami mencoba untuk mendukung aksi penanganan perubahan iklim melalui efisiensi energi. WIKA juga mengerjakan proyek-proyek ramah lingkungan.

Melalui pengoperasian bangunan hijau (*green building*), WIKA berhasil mengurangi pemakaian energi listrik sekitar 1.421 GJ per tahun. Inisiatif efisiensi energi juga dilakukan melalui pemasangan *solar cell* pada gedung kantor pusat. Pengawasan terhadap capaian efisiensi energi berada di bawah tanggung jawab Pengelola Gedung dan Departemen Corporate Affair, Sekretariat Perusahaan.

The issue of climate change has become a global concern and has the potential to impact the business world in the future if not managed. WIKA has committed to running a business with close attention to the triple bottom line, namely profit, people, & planet. Even though WIKA's operations do not have a direct impact on climate change, we are trying to support actions to address climate change through energy efficiency. In addition, WIKA have been working on environmentally friendly projects.

Through green building, WIKA has succeeded in reducing the use of electrical energy by around 1,421 GJ per year. The energy efficiency initiatives are also carried out through the installation of solar cells in the head office building. The supervision of energy efficiency achievements is under the responsibility of the Building Management and Corporate Affair Department, Company Secretariat.

Kepuasan Pelanggan Customer Satisfaction

Batasan Boundaries	
Dampak pada Pemangku Kepentingan Impact on Stakeholders	Identifikasi Dampak (positif dan/atau negatif) Impact Identification (positive and/or negative)
Internal: Karyawan Internal: Employees	Kepuasan pelanggan dipengaruhi oleh kualitas produk dan jasa. Peran karyawan dalam menjalankan pekerjaannya dengan optimal akan mendukung kualitas produk dan jasa sehingga mendorong kepuasan pelanggan. Customer satisfaction is influenced by the quality of products and services. The role of employees in carrying out their jobs optimally will support the quality of products and services which resulted in customer satisfaction.
Eksternal: Owner, pelanggan External: Owner, customers	Keberhasilan suatu proyek dengan kualitas yang baik akan memberikan kepuasan kepada pelanggan. Di sisi lain, kepuasan pelanggan juga menjadi pertimbangan pemberi kerja (<i>owner</i>) untuk melakukan kerja sama kembali dengan perusahaan. The success of a project with good quality will give satisfaction to customers. On the other hand, customer satisfaction is also a consideration for the owner to work again with the company.

Pendekatan Manajemen dan Upaya Mengelola Dampak Management Approach and Managing Impact	
Dalam menjaga kepuasan pelanggan, WIKA telah menerapkan QHSE dengan optimal di setiap proyek yang dikerjakan. Manajemen memastikan bahwa penyelesaian pekerjaan berjalan sesuai dengan jadwal dan selesai tepat waktu. Manajemen mengidentifikasi hal-hal yang mempengaruhi kepuasan pelanggan antara lain: 1. Penerapan Quality Management System Level (QMSL) sebagai tolok ukur kualitas kinerja manajemen sesuai dengan ISO 9001; 2. Penerapan QPass sebagai alat ukur kesesuaian kualitas produk dengan persyaratan produk yang diinginkan; 3. Penerapan SHE Level sebagai tolok ukur kinerja penerapan K3L sesuai dengan integrasi peraturan PP No 50/12, ISO 45001 dan ISO 14001.	In maintaining customer satisfaction, WIKA has implemented QHSE optimally in every project undertaken. The Management ensures that the work is carried out according to schedule and is completed on time. The Management identifies the factors that affect customer satisfaction, including: 1. Implementation of Quality Management System Level (QMSL) as a benchmark of management quality performance in accordance with ISO 9001; 2. Implementation of QPass as a measurement of product quality conformity with the desired product requirements; 3. Implementation of SHE Level as a measurement of performance in the HSE implementation in accordance with the integration of Government regulation No. 50/12, ISO 45001 and ISO 14001.

Keterlibatan Pemangku Kepentingan Stakeholder Engagement [102-21, 102-42, 102-43]

Pemangku kepentingan berperan penting bagi kelangsungan bisnis, oleh sebab itu WIKA berupaya membangun dan menjaga hubungan yang menguntungkan bagi kedua belah pihak. Pemangku kepentingan utama ditentukan berdasarkan tingkat kedekatan (*proximity*) dan tingkat kepentingan (*level of interest*). Hubungan antara WIKA dengan pemangku kepentingan terbangun melalui berbagai saluran komunikasi untuk berinteraksi, seperti melalui surat elektronik, dan rapat berkala. Secara eksternal, WIKA terlibat dengan klien dan pemangku kepentingan lainnya melalui kegiatan proyek sehari-hari, serta di berbagai keanggotaan dan asosiasi industri.

Stakeholders play an important role for business continuity, therefore WIKA strives to build and maintain beneficial relationships for both parties. The main stakeholders are determined based on the level of proximity (*proximity*) and level of interest (*level of interest*). The relationship between WIKA and stakeholders is built through various communication channels to interact, such as through electronic mail, and periodic meetings. Externally, WIKA engages with clients and other stakeholders through day-to-day project activities, as well as in various industry memberships and associations.

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

Stakeholder Engagement



Pemegang Saham Shareholders

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKA WIKA Response
◆ RUPS setiap setahun sekali; ◆ RUPSLB minimal sekali setahun. ◆ GMS once a year. ◆ EGMS at least once a year.	Informasi kinerja tahunan WIKA, besarnya pendapatan yang diperoleh, laba/rugi perusahaan, kinerja keberlanjutan, serta informasi terkait perubahan struktur manajemen. Information on WIKA's annual performance, the amount of revenue earned, the company's profit/loss, sustainability performance, and information related to changes in management structure.	◆ Menyelenggarakan RUPS; ◆ Membuat laporan keuangan, Laporan Tahunan, Laporan PKBL, dan Laporan Keberlanjutan. ◆ Organizing GMS; ◆ Preparing financial statements, Annual Report, PKBL Report, and Sustainability Report.



Karyawan Employees

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKA WIKA Response
◆ Pendelegasian pekerjaan sehari-hari; ◆ Rapat tripartit dan bipartit minimal setahun sekali; ◆ Evaluasi kinerja dan penilaian karya, minimal setahun sekali; ◆ Pertemuan di Serikat Karyawan WIKA, minimal setahun sekali; ◆ Rapat pembahasan PKB setiap dua tahun sekali. ◆ Delegation of daily work; ◆ Tripartite and bipartite meetings if needed; ◆ Performance evaluation and work appraisal, at least once a year; ◆ Meetings at WIKA Employee Union, at least once a year; ◆ CLA discussion meetings every two years;	◆ Kesejahteraan karyawan; ◆ Imbal jasa pekerjaan dan tunjangan lainnya; ◆ Perlindungan kerja; ◆ Wawasan terkait anti korupsi; ◆ Kebebasan berserikat; ◆ Pengembangan kompetensi; ◆ Kenaikan jenjang karir. ◆ Employee welfare; ◆ Employee remuneration and other benefits; ◆ Work protection; ◆ Insight relation to anti-corruption; ◆ Freedom of association; ◆ Competency development; ◆ Career promotion.	◆ Membentuk forum bipartit dan tripartit, Serikat Karyawan WIKA (Sekar WIKA); ◆ Menyediakan Alat Perlindungan Diri (APD); ◆ Menyediakan fasilitas kesehatan, dan program <i>wellbeing</i>; ◆ Mengadakan kegiatan pendidikan dan pelatihan; ◆ Melakukan evaluasi kerja; ◆ Menentukan jenjang karir karyawan. ◆ Forming bipartite and tripartite forum, WIKA Employee Union (Sekar WIKA); ◆ Providing Personal Protective Equipment (PPE); ◆ Providing health facilities, and the Wellbeing Program; ◆ Conducting education and training activities; ◆ Performing job evaluation; ◆ Determining employee career path.



Pemberi Kerja Owner

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKI WIKI Response
◆ Pertemuan untuk membahas kontrak pekerjaan, frekuensi bersifat insidental minimal setahun sekali; ◆ Penandatanganan kontrak kerja, frekuensi bersifat insidental minimal setahun sekali; ◆ Acara peresmian proyek (<i>launching</i>) frekuensi bersifat insidental minimal setahun sekali. ◆ Meeting to discuss work contracts, frequency is incidental at least once a year; ◆ Signing work contracts, frequency is incidental at least once a year; ◆ Project launching, incidental at least once a year.	◆ Laporan pelaksanaan pekerjaan; ◆ Penyelesaian pekerjaan tepat waktu dan tepat anggaran; ◆ Jaminan kualitas produk dan jasa sesuai dengan kontrak yang disepakati. ◆ Job implementation report; ◆ Completion of work on time and on budget; ◆ Quality assurance of products and services in accordance with agreed contracts.	◆ Membuat laporan perkembangan pelaksanaan pekerjaan sesuai kontrak; ◆ Mengkaji kontrak kerja; ◆ Menyediakan produk dan jasa sesuai ISO 9001:2015; ◆ Memberikan masa pemeliharaan atas produk; ◆ Melakukan survei kepuasan pelanggan. ◆ Preparing progress report on the implementation of the work according to contract; ◆ Review work contracts; ◆ Providing products and services according to ISO 9001:2015; ◆ Providing a maintenance period for the product; ◆ Conducting customer satisfaction survey.



Mitra Kerja Partners

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKI WIKI Response
Pertemuan untuk membahas tender, negosiasi pekerjaan sesuai dengan jadwal yang ditetapkan pada masing-masing penawaran pekerjaan. Dalam satu tahun tercatat lebih dari satu kali pertemuan. Meeting to discuss tenders, job negotiations according to the schedule set out in each job offer. In one year there were more than one meeting.	◆ Jaminan Keselamatan dan Kesehatan Kerja (K3); ◆ Perolehan kontrak; ◆ Pengadaan barang dan jasa yang adil; ◆ Evaluasi penyedia jasa dan pemasok; ◆ Informasi terkait kebijakan pengadaan barang dan jasa dari Departemen Supply Chain Management. ◆ Occupational Safety and Health (OSH) guarantee; ◆ Obtaining a contract; ◆ Fair procurement of goods and services; ◆ Evaluation of service providers and suppliers; ◆ Information on procurement policies and services from the Supply Chain Management Department.	◆ Memberikan informasi yang jelas pada saat proses tender berlangsung; ◆ Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra. ◆ Providing clear information during tender process; ◆ Cooperating according to contracts agreed with partners.



Kreditur Creditors

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKI WIKI Response
Pendekatan terhadap kreditur dan keterlibatannya dengan bisnis WIKI berlangsung pada saat pertemuan untuk membahas pemberian kredit. Frekuensi pertemuan dengan kreditur dilakukan sesuai dengan jangka waktu dan jatuh tempo kredit. The approach to creditors and their involvement with WIKI's business at meetings to discuss lending. Frequency of meetings with creditors is in accordance with the credit period and maturity.	Kelengkapan dokumen yang diperlukan untuk memperoleh kredit, laporan keuangan perusahaan, serta kejelasan sumber dana untuk membayar kredit. Completeness of the documents required to obtain credit, the company's financial statements, as well as the clarity of the source of funds for credit repayment.	◆ Memberikan dokumen yang diperlukan untuk mendukung kelancaran proses kredit; ◆ Memberikan informasi lain yang diperlukan, serta selalu melakukan kewajiban debitor sesuai ketentuan hukum yang berlaku. ◆ Providing the required documents to support the smooth processing of credit; ◆ Providing other required information, and always carrying out debtors obligations in accordance with applicable legal provisions.



Masyarakat Community

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKA WIKI Response
◆ Pelaksanaan kegiatan sosial dan pemberdayaan masyarakat yang diadakan minimal satu kali dalam setahun atau sesuai dengan kebutuhan; ◆ Melalui kegiatan PKBL yang dilakukan minimal dua kali dalam setahun. ◆ Implementation of social activities and community empowerment at least once a year or according to needs; ◆ Through PKBL activities conducted at least twice a year.	◆ Kondisi lingkungan tempat tinggal mereka, terutama yang berdekatan dengan lokasi proyek WIKA; ◆ Mata pencaharian. ◆ The environmental conditions of their residence, especially those in the vicinity of WIKI project site; ◆ Livelihood.	◆ Melakukan kegiatan PKBL; ◆ Melakukan kegiatan sosial dan pemberdayaan masyarakat di sekitar lokasi proyek; ◆ Memberikan pelatihan <i>welding</i>. ◆ Carrying out PKBL activities; ◆ Carrying out social activities and community empowerment around the project site; ◆ Providing welding training.



Regulator Regulator

Metode Pendekatan dan Frekuensi Approach Method and Frequency	Isu dan Perhatian Issues and Concerns	Respon WIKA WIKI Response
Pertemuan antara regulator dan WIKA untuk membahas pemenuhan perusahaan terhadap peraturan yang berlaku. Pertemuan dilakukan minimal satu bulan sekali. Meetings between regulator and WIKI to discuss the company's compliance with applicable regulations. The meetings are held at least once a month.	Pemenuhan persyaratan sesuai peraturan yang berlaku, serta informasi yang dibutuhkan dan relevan dengan kegiatan perusahaan. Fulfillment of the requirements in accordance with applicable regulations, as well as information needed and relevant to company activities.	◆ Melakukan kegiatan PKBL dan melaporkannya; ◆ Membuat Laporan Tahunan dan Laporan Keberlanjutan kemudian melaporkannya kepada Kementerian BUMN, OJK dan pihak berkepentingan lainnya; ◆ Memberikan input kepada regulator sesuai dengan kapasitas WIKI sebagai BUMN. ◆ Carrying out PKBL activities and preparing their reports; ◆ Preparing annual report and sustainability report then submit them to the Ministry of SOEs, the FSA (OJK) and other interested parties; ◆ Providing input to the regulator in accordance with WIKI's capacity as an SOE.



Ruang Lingkup Sumber Data [102-45]

Seluruh data dan informasi umum dalam laporan ini berasal dari kantor pusat WIKA yang mencakup pusat manajemen dan seluruh divisi. Terdapat juga beberapa informasi yang berasal dari entitas anak. Data dan informasi keuangan yang disajikan berasal dari laporan keuangan konsolidasi yang mencakup WIKA sebagai induk, dan tujuh entitas anak yang terdiri atas WIKA Beton, WIKA Industri Konstruksi, WIKA Bitumen, WIKA Gedung, WIKA Rekayasa Konstruksi, WIKA Realty, dan WIKA Serang Panimbang.

Scope of Data Sources [102-45]

All general data and information in this report were collected from WIKA's head office covering the management center and all divisions, as well as some information from subsidiaries. The financial data and information presented were collected from the consolidated financial statements which include WIKA as the parent company, and seven subsidiaries consisting of WIKA Beton, WIKA Industri Konstruksi, WIKA Bitumen, WIKA Gedung, WIKA Rekayasa Industri, WIKA Realty, and WIKA Serang Panimbang.

Kualitas Laporan [102-32]

- ◆ Data dan informasi dikaji dan mendapatkan validasi dari kontributor data di masing-masing fungsi terkait.
- ◆ Proses pembuatan laporan diketahui dan disetujui oleh Direktur Utama.
- ◆ Data dari laporan keuangan yang diaudit oleh KAP RSM Amir Abadi Jusuf
- ◆ Assurance atas data Laporan Keberlanjutan oleh SR Asia selaku pihak independen.

Report Quality [102-32]

- ◆ Data and information are reviewed and validated by data contributors in their respective functions.
- ◆ The report preparation process is acknowledged and approved by the President Director.
- ◆ Data is taken from financial statements audited by PAF RSM Amir Abadi Jusuf
- ◆ Assurance on the Sustainability Report data by SR Asia as an independent party.

Kontak Terkait Laporan

Contact Regarding the Report: [102-3, 102-53]

PT Wijaya Karya (Persero) Tbk

Mahendra Vijaya

Kantor Pusat | Head Office

JL. D.I. Panjaitan Kav. 10 Jakarta 13340 - Indonesia

Telp. +6221-80679200, Fax. +6221-22893830

E-mail: CSR@wikamail.id

Situs web | Website: <http://www.wika.co.id>



Independent Assurance Statement [102-56]

Laporan Keberlanjutan WIKA telah dijamin (*assured*) oleh pihak independen yang kompeten di bidangnya. Proses *assurance* yang dilaksanakan menggunakan tipe 1 berdasarkan standar AA1000 *Assurance Standard* v.3. Ruang lingkup *assurance* yaitu kesesuaian pada prinsip-prinsip pelaporan dan ketentuan indikator pelaporan. Selain itu, *assurance* juga menerapkan tipe 2 untuk data dan informasi keuangan serta antikorupsi. WIKA memastikan tidak terdapat benturan kepentingan dalam proses verifikasi data. Dalam proses penunjukan pihak independen merupakan hasil keputusan yang melibatkan Direksi dan seluruh pihak terkait.

Independent Assurance Statement [102-56]

The Sustainability Report of WIKA has received assurance from a competent independent party. The assurance process was performed using type 1 based on the AA1000 Assurance Standard v.3. The scope of assurance was conformity with the reporting principles and reporting indicator requirements. In addition, assurance also applied type 2 for financial and data and information, as well as anti-corruption. WIKA ensures that there is no conflict of interest in the data verification process. The process of appointing an independent party is the result of a decision involving the Board of Directors and all related parties.

Independent Assurance Statement

The 2020 Sustainability Report of PT Wijaya Karya (Persero) Tbk

Number : 008/000-174/IV/2021/SR-Asia/Indonesia
Type/Level : 1 and 2/Moderate

Dear stakeholders,

PT Wijaya Karya (Persero) Tbk or “the Company” is a state-owned enterprise, whose subsidiaries manage business portfolios covering real estate and property management, power plant and civil constructions, as well as industrial operations and maintenance services. Listed in Indonesia Stock Exchange (IDX), the Company has issued its Sustainability Report for the reporting period of the year 2020 (“the Report”). As an AA1000 licensed assurance provider, Social Responsibility Asia (“SR Asia”) has been engaged by the Company to assess the Report and come up with an Independent Assurance Statement (“the Statement”).

Intended User and Purpose

The Statement provides information to the stakeholders regarding the results of SR Asia’s assurance work on the Report. It discloses SR Asia’s opinions, findings, and recommendations on the Report content that describes sustainability commitment, practices, and performance of the Company. Please kindly be informed that the assurance work was performed following a particular mechanism, procedures, and scope with some limitations. It is strongly advised that this Statement SHALL NOT be used as the basis for interpreting the overall performance or sustainability of the Company, except for the areas covered in the scope of assurance work.

Responsibilities

The Management¹ and SR Asia recognized their own responsibilities during the assurance work as specified in the Non-Disclosure Agreement and the Engagement Agreement documents. The Management agreed that the main responsibility of SR Asia was to conduct an assurance service, NOT an audit, on the Report content. SR Asia was also responsible to generate conclusions and recommendations as well as coming up with the Statement. Presentation of data, figures, and information in the Report content was the exclusive responsibility of the Management. SR Asia is only responsible to disclose the results of assurance work to the Management. SR Asia does NOT accept or assume to undertake any responsibility for any other purpose or to any other person or organization. A person or organization that has placed any dependence on the Statement or the Report or the results of assurance work is entirely at its own risk.

Independence, Impartiality, and Competency

SR Asia assigned the Assurance Team members with expertise in the ISO 26000 as well as the principles and standards of AA1000 AccountAbility and the GRI Sustainability Reporting Guidelines. The experts also understand the country reporting regulation where the Company is headquartered. They also have years of experience in developing and reviewing sustainability or integrated reports of companies from various industry sectors. As an international networking organization, SR Asia ensures that a professional code of conduct and assurance protocol and procedures are continuously in place. SR Asia confirms that the members of the Assurance Team have the ability to perform an assurance work with objectivity and integrity. There are NO relationships between the experts

¹ Management of the Company

and the Company that can influence the assurance work and their ability to provide an independent and impartial statement.

Description and Source of Disclosures

The assurance was started with the submission of the Report draft to SR Asia for an initial assessment. Afterward, the Assurance Team discussed the preliminary results of the assessment with the Management. SR Asia then conducted Type 2 assurance through discussions with the Management. In order to deepen the analysis, SR Asia also reviewed public information online related to the topics covered in the assessment. In parallel with that, the experts traced back data and information in the Report content to the evidence documents provided by the Company. SR Asia applied the AA1000 Assurance Standard v3 and the SR Asia Protocol on Assurance Analysis as the methodology and approach for assurance. SR Asia Great Assurance Tool digital platform was also used in analyzing the Report content to enable the experts to carry out the assessment at the highest standard possible against the guiding principles, standards, and indicators.

Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content and **Type 2 assurance** specifically applied on the topics of economic performance and anti-corruption with respect to the AA1000 Assurance Standard v3 and AA1000APS (2018) AccountAbility Principles.
2. A **moderate level of assurance** procedure on the Report content and evidence, where **the risks of information and conclusions of the Report being error is reduced, but not reduced to very low, but not zero.**

Scope and Limitation of Assurance Service

1. Disclosures as specified in the Report content for the reporting period of January 1 to December 31, 2020.
2. The Report content focusing on the material topics that have been identified by the Company: **quality, safety, health, & environment; human capital management and competency development; climate action; customer satisfaction; economic performance; and anti-corruption.**
3. Adherence to the following reporting principles, guidelines, and standards;
 - a) Consolidated set of GRI Sustainability Reporting Standards 2020 ("GRI Standard") and GRI G4 Construction and Real Estate Sector Disclosure ("GRI-G4 CRE") issued by the Global Reporting Initiative;
 - b) Regulation of Indonesia Financial Service Authority No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institution, Listed, and Public Company ("POJK 51").
4. Assessment of publicly disclosed information, system, and process of the Company to ensure adherence to the principles.
5. Financial data, information, and figures in the Report content are EXCLUDED in the assurance work. It is assumed that the Company, or independent parties, or other parties associated with the Company, have verified and/or audited any data and information related to financial statements.

Exclusion

1. Data and information outside the reporting period.
2. Data and information in the public domain not covered in the reporting period.
3. Topics other than those discussed in the Report content or mentioned in the materiality identification section.
4. Stakeholder engagement that was performed by the Company as the basis for Report content development.
5. Financial statements or disclosures of financial data, information, and figures other than indicated in the Report content.
6. The opinion, belief, expectation, advertisement, and future planning or strategy of the Company as indicated in the Report content.

Methodology

1. SR Asia assigned a number of experts and formed an Assurance Team.
2. To ensure its independence and impartiality, the Assurance Team carried out a pre-engagement phase.
3. A kick-off meeting was conducted, followed by a preliminary analysis on the Report draft submitted by the Company.
4. The experts assessed the disclosures of data and information in the Report content against the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), GRI Standard, GRI-G4 CRE, and POJK 51.
5. SR Asia discussed with the Management regarding the results of the analysis, including the conclusions and recommendations for improvement.
6. Under Type 2 assurance, SR Asia discussed with the Management about the process, mechanism, and control system that the Company has in place on the topics of economic performance and anti-corruption.
7. The Assurance Team evaluated and traced back the disclosures of data to the evidence sources.
8. Analysis of the Report content was carried out referring to the SR Asia Protocol on Assurance Analysis and also using the SR Asia Great Assurance Tool digital platform.
9. The Company was allowed to revise and finalize the Report content based on the results of the assessment.
10. The Company submitted the final Report content to SR Asia.
11. SR Asia assessed the revised Report content and then issued the Statement.

Adherence to AA1000AP (2018) and GRI Standards

Inclusivity – as per assurance work is taken, the Assurance Team has concluded that the presentation of key stakeholder groups in the Report content is inclusive. The Company has performed stakeholder engagement using various approaches and methodologies in a practical way engaging various units or functions in the Company. Nevertheless, the Company is expected to perform more strategic stakeholder engagement integrated into its organizational governance and sustainability strategy.

Materiality – The material topics specified in the Report content can describe the sustainability context of the Company and its subsidiaries. The Company performed materiality identification as the basis for Report content development but did not yet use specific criteria and threshold for determining material topics. The Company is recommended to perform adequate materiality testing covering subsidiaries that manage its business portfolios to define the content of future sustainability reports.

Responsiveness – In overall, the Report content indicates the Company's sufficient responsiveness to address the material topics and emerging sustainability issues, and also the stakeholders' concerns, including on climate change issues. The Company has also applied certain policies and procedures to respond to grievances and solve disputes with stakeholders, especially the customers. However, the Company has not yet identified the relationship between the appropriateness of the response and the maturity, impact, and prioritization of a topic.

Impact – To some extent, the Report content adequately presents quantitative data and narrative information that can explain the impacts of the Company's activities and decisions on the economy, social, and environment. The Company is advised to perform impact assessment following globally accepted methodology and approach to increase the adherence to impact principle as well as the accountability and reliability of data and information in the next reporting.

In "Accordance" with Comprehensive Option – In general, the Report content follows the **comprehensive option** of GRI Standards. Indicators of general disclosures and material topic are presented and moderately discussed in the Report. When relevant, disclosures of GRI-G4 CRE requirements in the Report are also sufficient.

GRI Standards Principles – To some extent, the Report indicates that the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability) are moderately applied.

Type 2 Assurance – The Assurance Team has concluded that the mechanism, process, and control system of the Company related to the topics of economic performance and anti-corruption is sufficient. To manage the issues, the Company has engaged various organizational functions, followed international and globally accepted standards, and implemented both internal and external validation mechanisms. However, as the Company has just adopted the ISO 37001:2016 Anti-Bribery Management System in 2020, the stakeholders may still find in public information sources some suspected cases occurred prior to the implementation of the standard.

Recommendations

1. Perform a strategic stakeholder engagement following the AA1000 SES (2015) integrated into key management activities, such as risk management, business development, and performance evaluation practices.
2. Carry out a materiality testing to define material topics for the next reporting by engaging both parent and subsidiary organizations.
3. Strengthening and identify business strategies and activities aligned with sustainability commitments and Sustainable Development Goals, with clear objectives and targets.
4. Build a reliable, robust, and integrated information management system across functions and subsidiaries, covering sustainability performance data and information.

The assurance provider,

Jakarta, 20th of April 2021



Birendra Raturi
International Director
Social Responsibility Asia

 **AA1000**
Licensed Assurance Provider
000-174

Dr. Semerdanta Pusaka
Country Director for Indonesia
Social Responsibility Asia

Social Responsibility Asia (SR Asia)

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Landline: +62-21-5010 1504, E-mail: services@srasia-indo.com, Website: www.srasia-indo.com

TENTANG WIKA

ABOUT WIKA



Profil WIKA [102-1, 102-5]

WIKA Profile

PT Wijaya Karya (Persero) Tbk atau dikenal sebagai WIKA merupakan Badan Usaha Milik Negara (BUMN) yang didirikan pada tahun 1960. WIKA telah berkembang pesat dan saat ini menjadi salah satu perusahaan di bidang *Engineering Procurement & Construction* (EPC) terbesar di Indonesia.

Melalui kesuksesan dalam mengelola usaha dan sumber daya yang dimilikinya, WIKA telah memberikan dampak signifikan bagi seluruh pemangku kepentingan. WIKA terus akan mengambil peluang dan meningkatkan kinerjanya dalam berbagai aspek, sistem manajemen, modal, *human capital*, pengembangan inovasi, hingga penggunaan teknologi tertinggi.

Keberadaan WIKA telah berdampak signifikan pada pembangunan infrastruktur di Indonesia dan beberapa negara di Asia, hingga dapat mendukung perekonomian negara. Tak hanya itu, dampak keberadaan WIKA saat ini juga diarahkan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

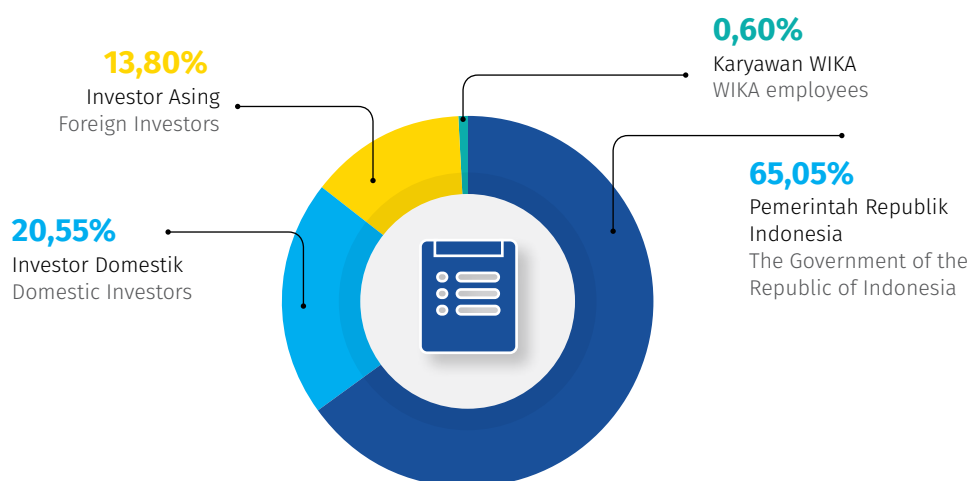
PT Wijaya Karya (Persero) Tbk or known as WIKA, is a State-Owned Enterprise (SOE) which was founded in 1960. WIKA has grown rapidly and is currently one of the largest companies in the *Engineering Procurement & Construction* (EPC) sector in Indonesia.

Through its success in managing business and resources, WIKA has had a significant impact on all stakeholders. WIKA will continue to take opportunities and improve its performance in various aspects, management system, capital, human capital, innovation development, as well as the use of the highest technology.

WIKA's presence has had a significant impact on infrastructure development in Indonesia and several countries in Asia, which enable the company to support the country's economy. The impact of WIKA's current existence is also aimed at supporting the achievement of the Sustainable Development Goals (SDGs).

Komposisi Kepemilikan Saham WIKA

Composition of WIKA's Share Ownership



Visi dan Misi Vision and Mission



Visi 2030

Vision 2030 [102-16]

Terdepan dalam Investasi dan EPC berkelanjutan untuk Kualitas Kehidupan yang Lebih Baik.

Leading in sustainable investment and EPC for a better quality of life



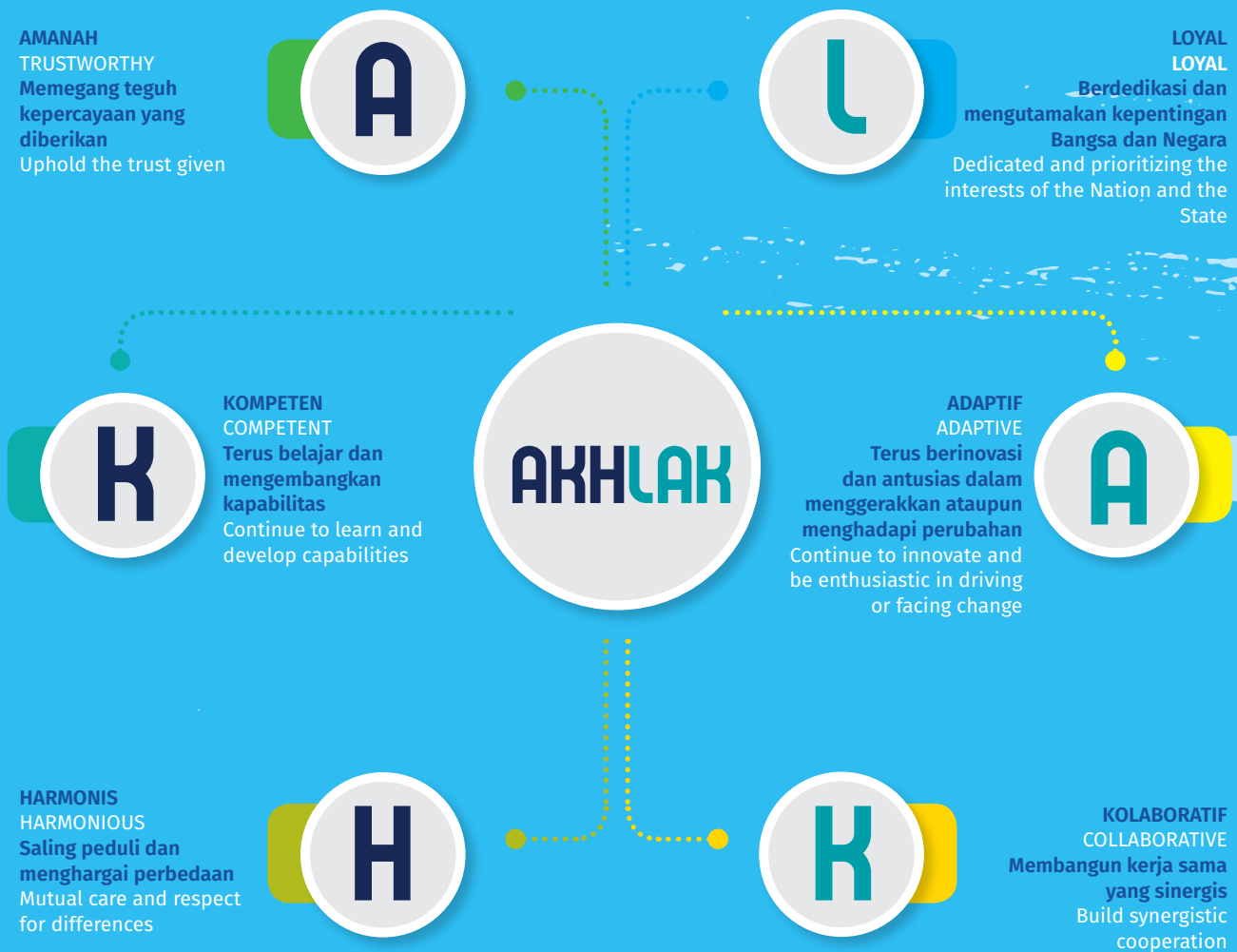
Misi 2030

Mission 2030 [102-16]

- ♦ Menyediakan jasa dan produk EPC yang terintegrasi berlandaskan pada prinsip kualitas, keselamatan, kesehatan dan lingkungan
Providing integrated EPC services and products based on quality, safety, health and environmental principles
- ♦ Memastikan pertumbuhan berkelanjutan dengan portofolio investasi strategis
Ensuring sustainable growth with a strategic investment portfolio
- ♦ Melakukan pengembangan kawasan terpadu demi kehidupan yang lebih baik bagi masyarakat
Developing integrated areas for a better life for the community
- ♦ Memberikan pelayanan kolaboratif yang melampaui ekspektasi/ harapan pemangku kepentingan
Providing collaborative services beyond stakeholder expectations
- ♦ Menciptakan rekam jejak di kancah global melalui inovasi dan teknologi termutakhir
Creating global track record through innovation and the latest technology
- ♦ Mengimplementasikan budaya belajar dan berinovasi untuk memenuhi kompetensi global
Implementing a learning and innovation culture to meet global competencies
- ♦ Menumbuhkembangkan kearifan lokal melalui praktik kepemimpinan untuk membangun kesejahteraan yang menyeluruh
Fostering local wisdom through leadership practices to build comprehensive welfare

Nilai Inti

Core Values [102-16]



Produk dan Jasa [102-2, 102-7]

Selama enam dekade lebih, WIKA telah mengembangkan usahanya dan melakukan diversifikasi produk dan jasa untuk menjawab kebutuhan pasar. Saat ini terdapat tujuh lini bisnis utama yang dikelola. Produk dan jasa yang ditawarkan WIKA yaitu Investasi; Realiti dan Properti; Infrastruktur dan Gedung; Energi dan *Industrial Plant*; Industri Rekayasa Konstruksi; serta Sistem Transportasi Terintegrasi.

Lini Bisnis [102-2] Business Lines

Investment		Realty & Property	Infrastructure & Building	Energy & Industrial Plant
Energy	Infra & Water	Property Development	Civil Construction & High Rise Building	Epc & Power Energy
Power plant: ♦ Build Operate Transfer ♦ Build Operate Own Renewable energy	Infra: ♦ Toll road ♦ Seaport & Jetty ♦ Facilities & transportation infrastructure Water: ♦ Water treatment plant	Real estate & property: ♦ Landed house ♦ High-rise (apartment, condotel) ♦ Office mix use ♦ Industrial estate Property management	Civil construction: ♦ Road & bridge ♦ Seaport & jetty ♦ Dam & barrage Building Construction: ♦ Residential & commercial ♦ Airport ♦ Facility Steel construction: ♦ Erection ♦ Equipment installation	EPC: ♦ Oil & gas plant ♦ Petrochemical plant ♦ Cement plant ♦ Power plant ♦ Mining, biofuels, fertilizer



Products and Services [102-2, 102-7]

For more than six decades, WIKA has developed its business and diversified its products and services to respond to market needs. Currently the Company manages seven main business lines. Products and services offered by WIKA are investment; Realty and Property; Infrastructure and Buildings; Energy and Industrial Plant; Construction Engineering Industry; as well as the Integrated Transportation System.

Industry			Construction Engineering	Integrated Transportation System
Precast Concrete	Bitumen	Construction Industry	Operating & Maintenance	High Speed Railway
Precast concrete product	Granular asphalt	Steel fabrication	Operation & maintenance: ◆ Power plant ◆ Industrial equipment	Civil construction
Natural resources management	Extraction	Aluminium casting		Station design
		Plastic injection		Transit Oriented Development (TOD): ◆ Land procurement TOD ◆ Detail master plan ◆ Development selling & marketing ◆ Property management



Wilayah Operasi dan Pasar Terlayani [102-4, 102-6, 102-7, 102-10]

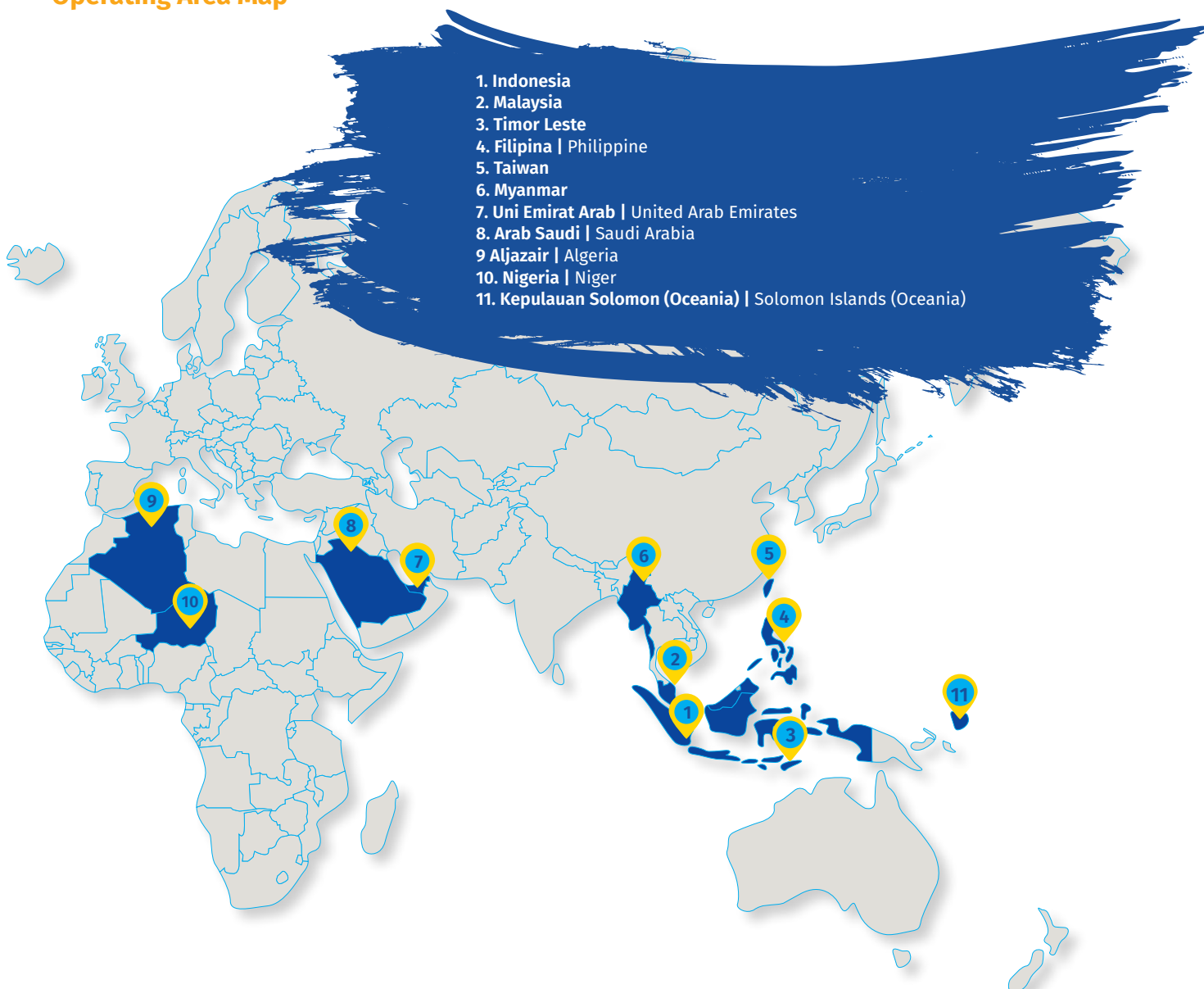
Operating Areas and Markets Served

Wilayah operasi WIKA tidak hanya di Indonesia namun juga merambah ke negara-negara tetangga. Di tahun 2020, WIKA berhasil mengembangkan wilayah operasi di Kepulauan Solomon, Samudera Pasifik, sehingga saat ini WIKA telah beroperasi di 11 negara termasuk Indonesia. Jenis pelanggan yang dilayani WIKA di antaranya pemerintah, pihak swasta, dan masyarakat luas termasuk institusi pendidikan.

WIKA's operating areas are not only located in Indonesia but also in the neighboring countries. In 2020, WIKA has succeeded in expanding its operational area in the Solomon Islands, Pacific Ocean. Thus, currently WIKA has operated in 11 countries including Indonesia. WIKA serves various types of customers such as the government, private sector, and the wider community, including educational institutions.

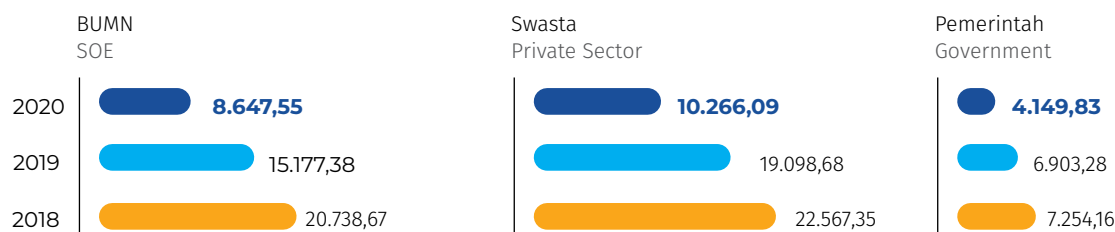
Peta Wilayah Operasi [102-4]

Operating Area Map



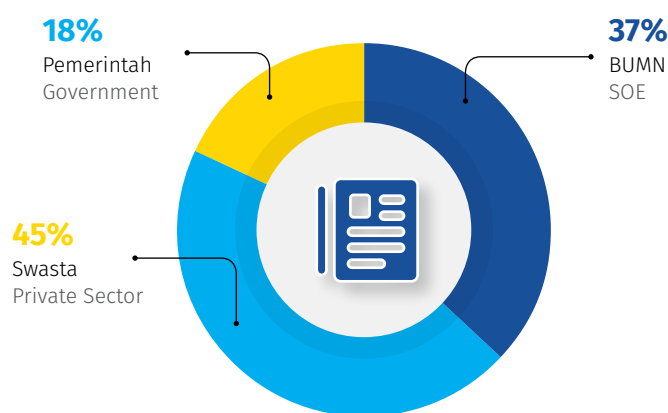
Perolehan Kontrak Baru (dalam miliar rupiah)

New Contract Acquisitions (in billion rupiah)



Pangsa Pasar Berdasarkan Jenis Pelanggan

Market Share Based on Type of Customer



Skala Organisasi [102-7, 102-48]

Scale of Organization

Uraian Description	Satuan Unit	2020	2019	2018
Jumlah karyawan tetap* Number of permanent employees	Orang People	2.834	2.767	2.595
Jumlah tempat beroperasi Number of operating area	Negara Country	11	10	10
Pendapatan bersih Net Sales	Rp juta Rp million	16.536.381	27.212.914	31.158.193
Laba bersih Net profit	Rp juta Rp million	322.342	2.621.015	2.073.300
Kapitalisasi (liabilitas, hak minoritas, dan ekuitas) Capitalization (liabilities, minority rights, equity)	Rp juta Rp million	71.088.479	64.823.878	61.641.702
Aset Assets	Rp juta Rp million	68.109.185	62.110.847	59.230.001

Keterangan: *) Data jumlah karyawan tahun 2018 dinyatakan kembali karena ada kesalahan penulisan pada laporan sebelumnya.
Note: *) Data on the number of employees in 2018 was restated due to an error in the number presented in the previous report.

Inisiatif Eksternal dan Sertifikasi [102-12] [CRE6, CRE8]

External Initiatives and Certifications

Hingga akhir periode pelaporan, WIKA belum mengikuti inisiatif eksternal yang bersifat asosiasi. Namun demikian, WIKA mengadopsi standar yang diakui secara internasional dalam penerapan sistem manajemen.

Until the end of the reporting period, WIKA has not participated in any external initiatives in the form of association. However, WIKA has adopted international standards in the management system application.

ISO 9001: 2015

Sistem Manajemen Mutu Sistem Manajemen Mutu

Berlaku 3 Mei 2020 - 3 Mei 2023 dengan satuan kerja penerima:
Validity May 3, 2020 - May 3, 2023 with the recipient work units:

- ◆ Building Business Lines | Building Business Lines
- ◆ Energy Plant Business Lines | Energy Plant Business Lines
- ◆ Infrastructure Business Lines | Infrastructure Business Lines
- ◆ Oil & Gas and Industrial Plant | Oil & Gas and Industrial Plant

ISO 14001: 2015

Sistem Manajemen Lingkungan Sistem Manajemen Lingkungan

Berlaku 3 Mei 2020 - 3 Mei 2023, dengan satuan kerja penerima:
Validity May 3, 2020 - May 3, 2023 with the recipient work units:

- ◆ Building Business Lines | Building Business Lines
- ◆ Energy Plant Business Lines | Energy Plant Business Lines
- ◆ Infrastructure Business Lines | Infrastructure Business Lines
- ◆ Oil & Gas and Industrial Plant | Oil & Gas and Industrial Plant

OHSAS 18001:2007

Sistem Manajemen Keselamatan & Kesehatan Kerja Sistem Manajemen Keselamatan & Kesehatan Kerja

Berlaku 15 Agustus 2018 -14 Agustus 2021, dengan satuan Kerja Penerima:
Validity August, 15 2018 - August 14, 2021, with the recipient work units:

- ◆ Building Business Lines | Building Business Lines
- ◆ Energy Plant Business Lines | Energy Plant Business Lines
- ◆ Infrastructure Business Lines | Infrastructure Business Lines
- ◆ Oil & Gas and Industrial Plant | Oil & Gas and Industrial Plant

Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) sesuai dengan PP No. 50 Tahun 2012

Occupational Health & Safety Management System (OHSMS) in accordance with Government Regulation No. 50 of 2012

Berlaku 30 Juli 2018 - 29 Juli 2021, dengan satuan kerja penerima:
Validity July 30, 2018 - July 29, 2021, with the recipient work units:

- ◆ Building Business Lines | Building Business Lines
- ◆ Energy Plant Business Lines | Energy Plant Business Lines
- ◆ Infrastructure Business Lines | Infrastructure Business Lines
- ◆ Oil & Gas and Industrial Plant | Oil & Gas and Industrial Plant

ISO 27001:2013

Sistem Manajemen Keamanan Informasi Information Security Management System

berlaku 5 September 2019 - 4 September 2022, dengan satuan kerja penerima Departemen Sistem Informasi.
validity September 5, 2019 - September 4, 2022 with the recipient work unit Information Systems Department.

ISO 20000-1:2018

Sistem Manajemen Layanan - IT Service Management System - IT

berlaku 08 Januari 2020 - 07 Januari 2023, dengan satuan kerja penerima Departemen Sistem Informasi
validity January 8, 2020 - January 7, 2023, with the recipient work unit Information Systems Department

ISO 37001

Sistem Manajemen Anti Penyuapan Anti-Bribery Management System

berlaku 26 November 2020 - 25 November 2023, dengan satuan kerja penerima:
valid 26 November 2020 - 25 November 2023, with the recipient work units:

- ◆ Sekretariat Perusahaan | Company Secretariat
- ◆ Divisi Human Capital | Human Capital Division
- ◆ Divisi Keuangan | Finance Division
- ◆ Divisi Supply Chain Management | Supply Chain Management Division
- ◆ Divisi Industrial Plant tidak termasuk Departemen Operasi Industrial
The Industrial Plant Division does not include the Industrial Plant
- ◆ Plant dan Departemen Operasi Minyak dan Gas
Operations Department and the Oil and Gas Operations Department



Tata Kelola Keberlanjutan

Sustainability Governance





WIKA telah menerapkan tata kelola berdasarkan prinsip-prinsip *Good Corporate Governance* (GCG). Seiring dengan perubahan global terkait keberlanjutan, WIKA juga mengarahkan tanggung jawab dan aksi organ tata kelola untuk dapat mengambil peluang bisnis sekaligus dapat mendukung Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals* /SDGs).

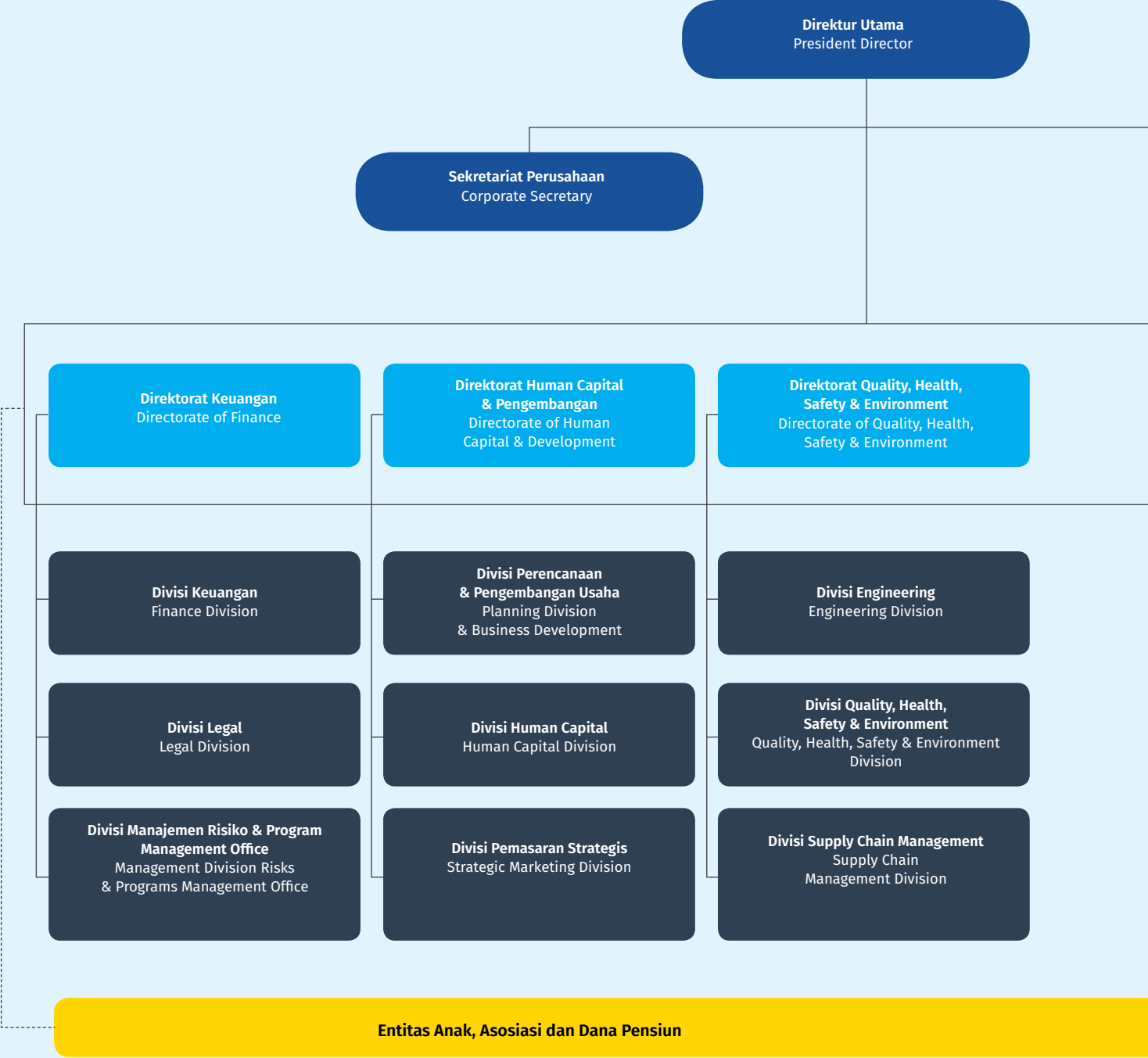
Secara struktural pelaksanaan dan pengendalian operasi dilakukan oleh Direksi, yang kinerjanya diawasi oleh Dewan Komisaris. Masing-masing Direktorat dipimpin oleh Direktur, yang membawahi divisi-divisi yang di dalamnya juga mengelola aspek ekonomi, sosial, dan lingkungan, sesuai garis wewenang yang telah ditentukan dalam struktur organisasi. Secara kolektif, Direksi bertanggung jawab terhadap kinerja aspek ekonomi, sosial, dan lingkungan di dalam perusahaan.

[102-26, 102-29]

WIKA has implemented governance based on the principles of *Good Corporate Governance* (GCG). Along with global changes in sustainability, WIKA also directed the responsibility and actions of governance organs to be able to take business opportunities while at the same time supporting the *Sustainable Development Goals* (SDGs).

Structurally, the operations are carried out and controlled by the Board of Directors, whose performance is supervised by the Board of Commissioners. Each Directorate is led by a Director, who oversees divisions which also manage economic, social and environmental aspects, according to the lines of authority that have been determined in the organizational structure. The Board of Directors is collectively responsible for the company's economic, social and environmental performance. [102-26, 102-29]

Struktur Organisasi [102-18, 102-20, 102-26]
Structure of Organization



Satuan Pengawasan Intern
Internal Audit Unit

Direktorat Operasi 1
Directorate of Operations 1

Direktorat Operasi 2
Directorate of Operations 2

Direktorat Operasi 3
Directorate of Operations 3

Divisi Infrastruktur 1
Infrastructure 1 Division

Divisi Industri Plant
Plant Industry Division

Divisi Bangunan Gedung
Building Division

Divisi Infrastruktur 2
Infrastructure 2 Division

Divisi Power & Energy
Power & Energy Division

Divisi Luar Negeri
Overseas Division

Departemen Pemasaran Infrastruktur
Infrastructure Marketing Department

**Dept. Pemasaran, Engineering,
Procurement, Construction &
Commissioning**
Marketing, Engineering, Procurement,
Construction & Commissioning
Department

**Departemen Pemasaran Gedung & Luar
Negeri**
Building & Overseas Marketing Department

Subsidiaries, Associations and Pension Funds

Komposisi Direksi dan Dewan Komisaris [102-22] **Composition of the Board of Directors and Board of Commissioners**

Informasi organ tata kelola tertinggi dan komitenya terdapat dalam Laporan Tahunan, yang dapat diakses pada:

- Bab Direksi, halaman 154 - 160;
- Bab Dewan Komisaris, halaman 144 - 150;
- Bab Organ Pendukung Dewan Komisaris, halaman 161-169.

Information on the highest governance organs and their committees can be found in the Annual Report, which can be accessed at:

- Board of Directors Chapter, page 154 - 160;
- Board of Commissioners Chapter, page 144 - 150;
- Supporting Organs of the Board of Commissioners Chapter, pages 161 – 169.

Nominasi dan Seleksi Direktur [102-24] **Independence of the Board of Directors Members**

Dalam proses nominasi dan seleksi kandidat anggota Direksi, WIKA mengacu pada Peraturan Menteri BUMN No. PER-03/MBU/02/2015 tentang Persyaratan, Tata Cara Pengangkatan dan pemberhentian Anggota Direksi Badan Usaha Milik Negara. Komite Nominasi dan Remunerasi akan mengusulkan calon Direksi kepada Dewan Komisaris. Kriteria dan syarat selengkapnya terkait nominasi dan suksesi Direksi terdapat dalam Laporan Tahunan Bab Kebijakan Suksesi Direksi halaman 607.

In the process of nominating and selecting candidates for Director members, WIKA refers to the Regulation of the Minister of SOEs No. PER-03/MBU/02/2015 concerning Requirements, Procedures for Appointment and Dismissal of Members of the Board of Directors of State-Owned Enterprises. The Nomination and Remuneration Committee will nominate candidates for the Board of Directors to the Board of Commissioners. The complete criteria and requirements related to the nomination and succession of the Board of Directors can be found in the Annual Report on the Chapter of Board of Directors Succession Policy on page 607.

Independensi Anggota Direksi [102-23] **Independence of the Board of Directors' Members**

Setiap anggota Direksi WIKA wajib menjaga independensinya dan dilarang memegang jabatan rangkap eksekutif lainnya sebagaimana yang diatur oleh Undang-Undang. Informasi terkait independensi anggota Direksi telah dijelaskan dengan lengkap dalam Laporan Tahunan Bab Kebijakan Rangkap Jabatan Direksi halaman 514-515.

Every member of WIKA Board of Directors is required to maintain independence and is prohibited from holding other concurrent executive positions under the laws. Information related to the independence of the Board of Directors' members has been described in detail in the Annual Report for Chapter Policy on Concurrent Position of Board of Directors on page 514-515.

Benturan Kepentingan [102-25] Conflicts of Interest

Pejabat di level Direksi, Dewan Komisaris, Kepala Divisi hingga level manajerial dipilih dengan pertimbangan profesional dan integritas guna menghindari benturan kepentingan (*conflict of interest*). WIKA memastikan anggota Direksi tidak memiliki hubungan afiliasi dengan sesama anggota Direksi, anggota Dewan Komisaris, maupun Pemegang Saham Pengendali.

Informasi lebih lengkap mengenai benturan kepentingan dapat diakses pada:

- ◆ Bab Hubungan Afiliasi Anggota Direksi, Dewan Komisaris, dan Pemegang Saham Pengendali, halaman 515-516;
- ◆ Bab Pengelolaan Benturan Kepentingan Direksi, halaman 516-517.

Officers at the level of the Board of Directors, Board of Commissioners, Head of Division to managerial levels are selected with professional and integrity considerations to avoid conflict of interest. WIKA ensures that members of the Board of Directors have no affiliation with fellow members of the Board of Directors, members of the Board of Commissioners, or Controlling Shareholders.

Complete information regarding conflicts of interest can be accessed at:

- ◆ Chapter Affiliation Relationship of Members of the Board of Directors, Board of Commissioners, and Controlling Shareholders, page 515-516;
- ◆ Chapter Management of Conflict of Interest for Directors, page 516-517.

Pengembangan Pengetahuan Terkait Topik Ekonomi, Sosial, dan Lingkungan [102-27] Knowledge Development Related to Economic, Social, and Environmental Topics

Dalam menghadapi tantangan tidak menentu, Direksi perlu untuk terus mengembangkan pengetahuan dan kompetensinya, tak terkecuali terkait isu-isu keberlanjutan. Informasi pengembangan kompetensi anggota Direksi WIKA dapat diakses dalam Laporan Tahunan Bab Pendidikan dan/atau Pelatihan Direksi, halaman 230 - 233.

In facing uncertain challenges, the Board of Directors needs to continue to develop its knowledge and competencies, including those related to sustainability issues. Information on competency development for members of WIKA's Board of Directors can be found in the Annual Report on the Education and/or Training for Board of Directors Chapter, pages 230 - 233.

Penilaian Kinerja Direksi [102-28] Performance Assessment of Board of Directors

Evaluasi dan penilaian kinerja Direksi dilakukan melalui beberapa prosedur, antara lain penilaian oleh RUPS, pemenuhan target kinerja Perseroan dan penilaian dengan metode assessment GCG. Informasi lengkap mengenai hal ini dapat diakses dalam Laporan Tahunan Bab Penilaian Kinerja Direksi, halaman 521-523.

Evaluation and assessment of the Board of Directors' performance are carried out through several procedures, including assessment by the GMS, fulfillment of the Company's performance targets and GCG assessment method. Detailed information on this can be found in the Annual Report on the Performance Assessment of the Board of Directors Chapter, page 521-523.

Delegasi Wewenang dan Tanggung Jawab Terkait Topik Ekonomi, Sosial, dan Lingkungan

[102-19, 102-20, 102-26]

Delegation of Authorities and Responsibilities Related to Economic, Social and Environmental Topics

Dalam tata kelola keberlanjutan, WIKA juga telah menerapkan tanggung jawab sosial perusahaan berbasis ISO 26000. Terdapat tujuh subjek inti ISO 26000 yang terdiri atas tata kelola, praktik ketenagakerjaan, Hak Asasi Manusia (HAM), lingkungan, prosedur operasi yang wajar, isu konsumen, serta pelibatan dan pengembangan masyarakat, telah diterapkan dalam internal perusahaan.

Identifikasi penanggung jawab implementasi tanggung jawab sosial perusahaan berbasis ISO 26000:

In sustainability governance, WIKA has also implemented corporate social responsibility based on ISO 26000. There are seven core subjects of ISO 26000, consisting of governance, labor practices, human rights, environment, fair operating procedures, consumer issues, as well as community involvement and development, that have been implemented internally in the company.

Identification of the person in charge of implementing ISO 26000-based corporate social responsibility:

Subjek Inti Core Subject	Penanggung Jawab di Lingkup WIKA Person in Charge in WIKA
Tata kelola perusahaan Corporate governance	Sekretariat Perusahaan (Departemen Corporate Relations) Corporate Secretariat (Corporate Relations Department)
Praktik ketenagakerjaan Labor practices	Divisi Human Capital Human Capital Division
HAM Human rights	Divisi Human Capital Human Capital Division
Lingkungan Environment	Divisi Quality, Health, Safety, and Environment Quality, Health, Safety, and Environment Division
Prosedur operasi yang wajar Fair operating procedure	Satuan Pengawasan Intern Internal Audit Unit
Isu konsumen Consumer issues	Divisi Pemasaran Strategis, Departemen Pemasaran Infrastruktur, Departemen Pemasaran EPCC, Departemen Pemasaran Bangunan Gedung & Luar Negeri Strategic Marketing Division, Infrastructure Marketing Department, EPCC Marketing Department, Building & Overseas Marketing Department
Pelibatan dan pengembangan masyarakat Community involvement and development	Sekretariat Perusahaan (Unit PKBL) Company Secretariat (PKBL Unit)

Tinjauan atas Kinerja Ekonomi, Sosial, dan Lingkungan [102-31, 102-33, 102-34] Review of Economic, Social and Environmental Performance

Dalam setiap rapat Direksi, maupun rapat gabungan antara Direksi dengan Dewan Komisaris dan komite di bawahnya, paling tidak akan meninjau kinerja keberlanjutan yang mencakup aspek ekonomi, sosial, dan lingkungan. Tinjauan oleh *top management* dalam rapat tidak hanya kinerja saja namun juga dampak, risiko, dan peluangnya terhadap bisnis WIKA. Setiap terdapat isu yang dianggap kritis, maka *top management* akan meninjau isu-isu tersebut serta mendiskusikan pengambilan keputusannya.

Hasil rapat akan dilaporkan ke divisi terkait untuk ditindaklanjuti. Adapun isu-isu kritis terkait keberlanjutan yang ditinjau yaitu kinerja QHSE, RJPP, temuan audit eksternal, proyek ramah lingkungan dan proyek lainnya, dampak pandemi COVID-19, serta kinerja perusahaan secara keseluruhan. Di luar rapat internal, tinjauan terhadap topik ekonomi, sosial, dan lingkungan juga dilaksanakan dalam Rapat Dengar Pendapat di tingkat Pemerintahan yang diikuti oleh anggota Direksi maupun Dewan Komisaris. Informasi terkait rapat Direksi telah dijelaskan dengan lengkap dalam Laporan Tahunan 2020.

Every Board of Directors' meeting, as well as joint meetings between the Board of Directors and the Board of Commissioners and the committees under their supervision, will at least review the sustainability performance in economic, social and environmental aspects. The review by top management in the meeting is not only about performance but also the impact, risks and opportunities for WIKA's business. Whenever there are issues that are considered critical, top management will review these issues and deliberate to make their decisions.

The results of the meeting will be reported to the relevant division for follow up action. The critical issues on sustainability being reviewed include the performance of QHSE, Long Term Corporate Plan (RJPP), external audit findings, environmentally friendly projects and other projects, impact of the COVID-19 pandemic, and overall company performance. Apart from internal meetings, reviews of economic, social and environmental issues are also carried out in the Governmental Hearings attended by members of the Board of Directors and the Board of Commissioners. Information related to the Board of Directors meetings was fully disclosed in 2020 Annual Report.



Mengelola Risiko dan Peluang Keberlanjutan [102-11, 102-15, 102-29, 102-30]

Managing Sustainability Risks and Opportunities

Risiko bisnis yang telah diidentifikasi oleh WIKA berkaitan dengan aspek ekonomi, sosial, dan lingkungan. Pengelolaan risiko terkait sosial dan lingkungan erat kaitannya dengan penerapan QHSE pada tahap sebelum maupun sesudah proses konstruksi, hingga penyerahan hasil akhir produk kepada *project owner*. Oleh sebab itu, penerapan manajemen risiko telah menjadi aspek penting untuk dikelola oleh perusahaan karena mempengaruhi kinerja keberlanjutan. Untuk mengelola risiko ini, WIKA memaksimalkan fungsi Divisi Keuangan dan Divisi Manajemen Risiko & PMO.

WIKA menerapkan sistem manajemen terintegrasi yang terdiri atas Sistem Manajemen Keselamatan dan Kesehatan Kerja, Sistem Manajemen Risiko, Sistem Manajemen Mutu, Sistem Manajemen Pengamanan, dan Sistem Manajemen Lingkungan. Selain itu, sistem manajemen terintegrasi ini didukung oleh peran Divisi Manajemen Risiko & PMO yang memiliki fungsi utama dalam menerapkan, mengembangkan dan menilai sistem manajemen risiko di tingkat perusahaan yang terintegrasi dari semua fungsi manajemen.

Implementasi manajemen risiko di WIKA dibagi menjadi dua yaitu sistem manajemen risiko tingkat korporasi dan sistem manajemen risiko tingkat proyek, dan keduanya dikelola dan memiliki struktur organisasi terpisah.

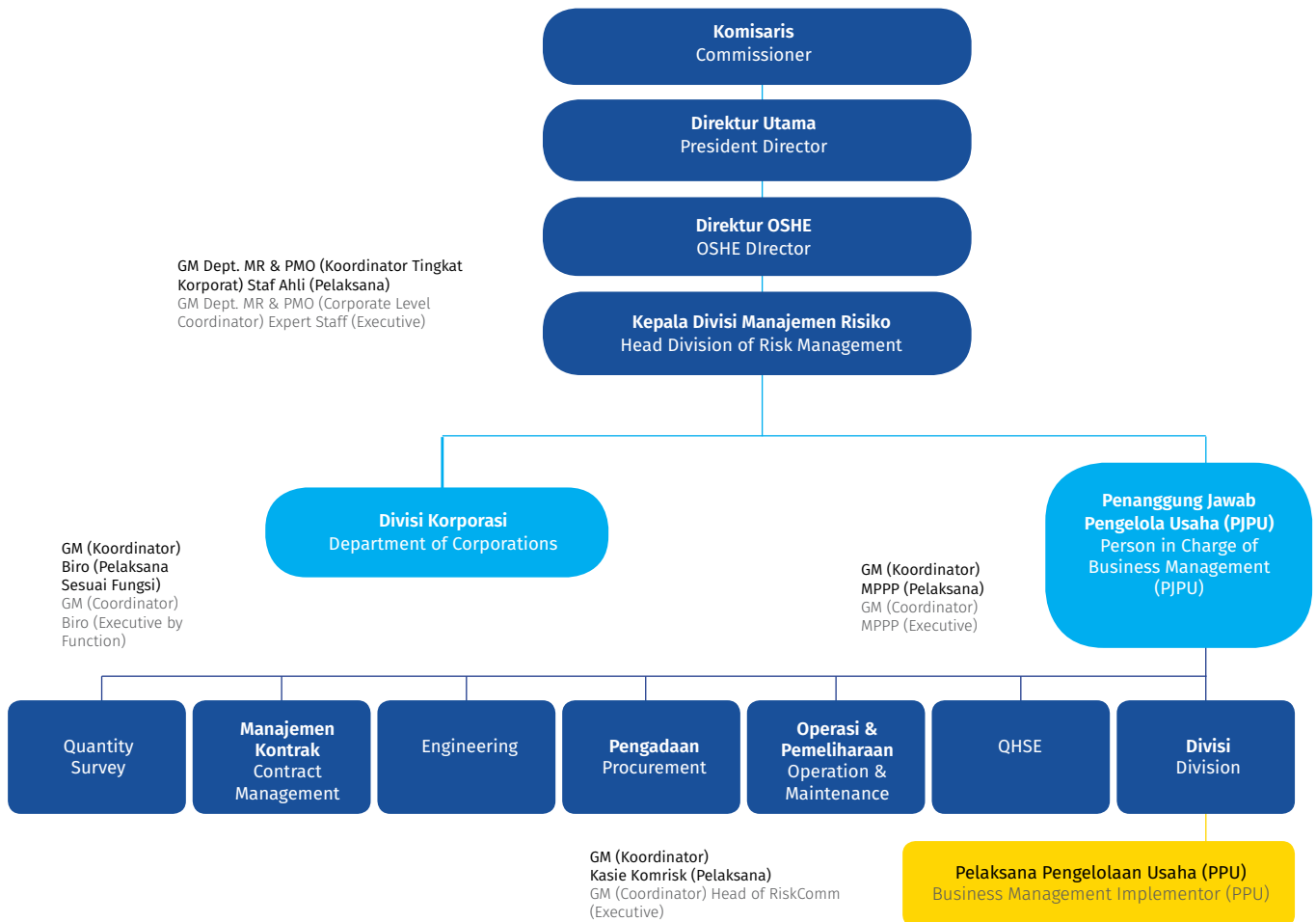
WIKA has identified business risks in economic, social and environmental aspects. Social and environmental risk management is closely related to the QHSE implementation in before and after the construction process, up to the delivery of the final product to the project owner. Therefore, the implementation of risk management has become an important aspect to be managed by the company due to its impact on sustainability performance. To manage these risks, WIKA maximizes the functions of the Finance Division and Risk Management & PMO Division.

WIKA implements an integrated management system consisting of Occupational Health and Safety Management System, Risk Management System, Quality Management System, Security Management System, and Environmental Management System. In addition, the integrated management system is supported by the Risk Management & PMO Division which has the main function of implementing, developing and assessing integrated corporate risk management system of all management functions.

The implementation of risk management at WIKA is divided into two, namely a corporate risk management system and project risk management system, both of which are managed and have separate organizational structures.

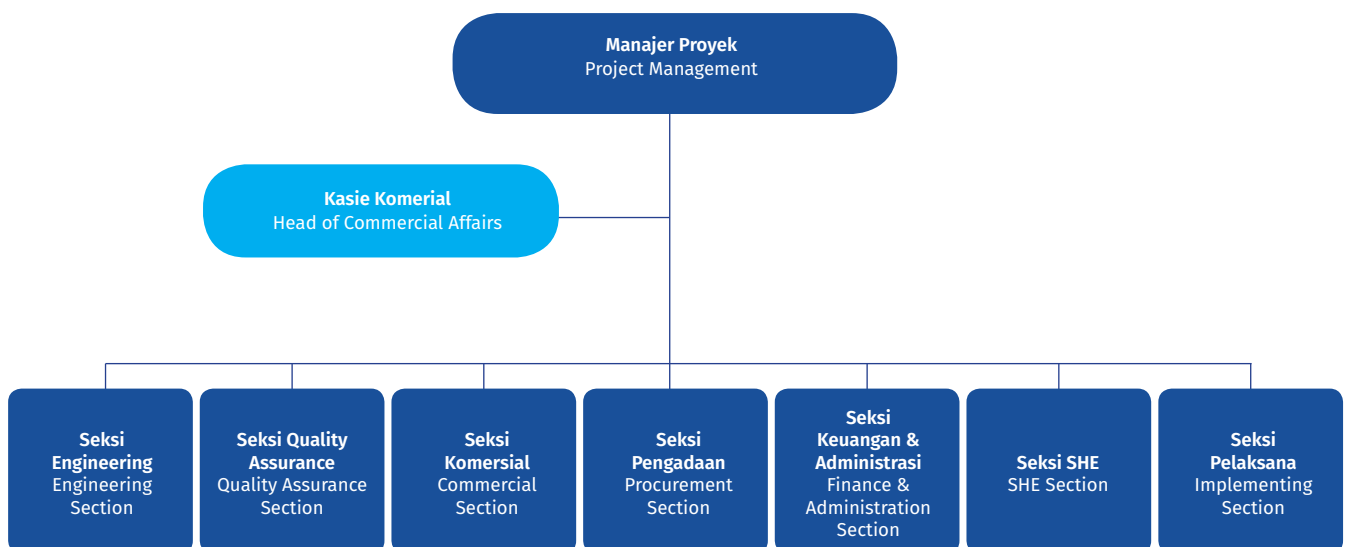
Struktur Organisasi Sistem Manajemen Risiko Tingkat Korporasi

Organizational Structure of Corporate Risk Management



Struktur Organisasi Sistem Manajemen Risiko Tingkat Proyek

Organizational Structure of Project Risk Management System



Struktur organisasi di level korporat dan proyek mendukung sistem manajemen risiko, akan mengidentifikasi dan mengelola dampak risiko terkait ekonomi, sosial, dan lingkungan yang ada di ruang lingkupnya masing-masing. Penanggung jawab fungsi Manajemen Risiko di setiap level telah memiliki Sertifikasi Manajemen Risiko CRMO (*Certified Risk Management Officer*) dan CRMP (*Certified Risk Management Professional*).

Implementasi sistem manajemen risiko telah berjalan dengan lancar dan efektif, sesuai kerangka *Enterprise Risk Management* (ERM) dengan seperangkat komponen yang membentuk pondasi dan mengatur organisasi, di mana pengelolaan risiko melekat pada masing-masing Biro, Divisi, dan seluruh fungsi proyek dalam WIKA. Dengan kerangka ini, informasi tentang risiko akan diserahkan kepada pihak berwenang yang akan digunakan sebagai dasar untuk pengambilan keputusan.

Evaluasi pelaksanaan manajemen risiko tahun 2020, menunjukkan hasil bahwa risiko-risiko yang dihadapi WIKA telah dikelola dengan baik. Setiap risiko-risiko di seluruh unit kerja WIKA telah terukur dan terkelola. Meski demikian, WIKA terus melakukan perbaikan dan konsistensi implementasi manajemen risiko di seluruh proses bisnis guna mencapai target. Secara keseluruhan risiko strategis dan operasional telah dikelola dan dimitigasi.

The corporate and project organizational structures for the risk management system will identify and manage the impact of existing economic, social and environmental risks related in their respective scope. Those responsible for the Risk Management function at each level have a CRMO (*Certified Risk Management Officer*) and CRMP (*Certified Risk Management Professional*).

The risk management system has been implemented smoothly and effectively, in accordance with the Enterprise Risk Management (ERM) framework with a set of components that form the foundation and manage the organization, where risk management is inherent in each Bureau, Division, and all project functions within WIKA. With this framework, information about risks will be submitted to the authorities to be used as a basis for decision making.

Evaluation of the implementation of risk management in 2020, shows the results that the risks faced by WIKA have been managed properly. Every risk in all WIKA work units has been measured and managed. However, WIKA continues to improve and is consistent in risk management implementation in all business processes in order to meet the target. Overall strategic and operational risks have been managed and mitigated.

Etika Bisnis [102-16, 102-17] Business Ethics

Etika bisnis yang diterapkan WIKA telah mengikuti prinsip dan norma GCG, yaitu *transparency, accountability, responsibility, independency and fairness*. WIKA melakukan persaingan bisnis dengan sehat, dan menghindari monopoli. Selain itu, telah diterapkan sistem manajemen anti penyuapan sesuai ISO 37001:2016. Seluruh laporan kinerja diunggah dalam *website* sebagai bukti keterbukaan, serta dilaporkan ke *regulator*.

The business ethics implemented by WIKA have adopted GCG principles and norms, namely transparency, accountability, responsibility, independence and fairness. WIKA conducts fair business competition and avoids monopoly. WIKA also has implemented anti-bribery management system according to ISO 37001: 2016. All performance reports are uploaded on the website as evidence of transparency and are reported to regulators.

Kode Etik [102-16, 102-17] Code of Conduct

Dalam menjalankan bisnisnya, WIKA memiliki komitmen yang tinggi terhadap pelaksanaan kode etik dan norma yang berlaku. Kode etik diberlakukan bagi seluruh Insan WIKA, yang meliputi Dewan Komisaris, Direksi, dan seluruh karyawan. WIKA percaya bahwa ketika kita menjalankan etika yang baik maka akan dapat meningkatkan dan memperkuat reputasi perusahaan. Pedoman Etika dan Perilaku (*Code of Conduct*) yang berlaku di WIKA dimutakhirkan secara berkala. Seluruh karyawan wajib menandatangani pakta integritas dan pernyataan atas komitmen pelaksanaan *Code of Conduct*.

Dalam penegakan kode etik, WIKA memiliki Prosedur Pengaduan Pelanggaran terhadap *Code of Conduct* (*Whistleblowing System*) No. WIKA-LDS-PM-02.01 Rev 00 Amd 02. Penegakan kode etik juga diikuti oleh kebijakan tentang larangan suap, kebijakan tentang hadiah, imbalan dan sumbangan (donasi) yang tidak dibenarkan, serta disosialisasikan melalui *website* sehingga siapa saja dapat melapor.

In running its business, WIKA has a high commitment to implementing the code of ethics and applicable norms. The code of ethics applies to all WIKA personnel, including the Board of Commissioners, Board of Directors, and all employees. WIKA believes that when we practice good ethics it will be able to enhance and strengthen the company's reputation. WIKA's Code of Conduct is updated periodically. All employees are required to sign an integrity pact and a statement of commitment to implement the Code of Conduct.

In enforcing the code of ethics, WIKA has a Procedure for Complaints of Violations of the Code of Conduct (*Whistleblowing System*) No. WIKA-LDS-PM-02.01 Rev 00 Amd 02. Enforcement of the code of ethics is also followed by policies on prohibition of bribery, policies regarding unjustified gifts, rewards and donations, and dissemination through the website so that anyone can report.

Anti Korupsi Anti Corruption

WIKA menjalankan kegiatan usaha dengan integritas dan profesional, menghindari benturan kepentingan, tidak menoleransi suap, menghindari bentuk-bentuk kecurangan (*fraud*), termasuk Korupsi, Kolusi, dan Nepotisme (KKN). Kami telah menetapkan kebijakan untuk mencegah terjadinya korupsi, antara lain: [103-2]

1. Pedoman Penanganan Benturan Kepentingan Perseroan PT Wijaya Karya (Persero) Tbk Tahun 2017-2018, No. 06/DK/WIKA/2018 dan No. SK.02.09/A.DIR.0742/2018;
2. Surat Keputusan Direksi No. SK.02.09/A.DIR.0637/2018 tentang Perubahan Panduan Pelaksanaan *Good Corporate Governance* Perusahaan PT Wijaya Karya (Persero) Tbk;
3. Surat Keputusan Direksi No. SK.02.09/A.DIR.0639/2018 tentang Perubahan *Code of Conduct*;

WIKA conducts its business activities with integrity and professionalism, avoids conflicts of interest, does not tolerate bribery, avoids forms of fraud, including corruption, collusion and nepotism (KKN). We have established policies to prevent corruption, including: [103-2]

1. Guidelines for Handling Conflict of Interest in the Company PT Wijaya Karya (Persero) Tbk Year 2017-2018, No. 06/DK/WIKA/2018 and No. SK.02.09/A.DIR.0742/2018;
2. Board of Directors' Decree No. SK.02.09/A.DIR.0637/2018 concerning Changes in the Guidelines for the Good Corporate Governance Implementation at PT Wijaya Karya (Persero) Tbk;
3. Board of Directors' Decree No. SK.02.09/A.DIR.0639/2018 concerning Change of Code of Conduct;

4. Surat Keputusan Dewan Komisaris dan Direksi No. 05/DK/WIKA/2018 dan SK.02.09/A.DIR.0639/2018 tentang Perubahan *Board Manual* PT Wijaya Karya (Persero) Tbk;
5. Prosedur Pengaduan Pelanggaran *Code of Conduct* atau *Whistleblowing System* No WIKA-LDS-PM-02.01 Rev. 00 Amd. 02 Tanggal 17 November 2020;
6. Pedoman Penanganan Gratifikasi No. WIKA-LDS-PM-03.01 Rev. 00 Amd. 02 tentang Prosedur Pengendalian Gratifikasi tanggal 18 November 2020;
7. Surat Pernyataan Direksi dan Komisaris tentang Benturan Kepentingan.
8. Pernyataan Independensi dari Komisaris Independen

Dalam menjalankan bisnis yang profesional dan beretika, WIKA menerapkan kebijakan anti korupsi yang berlaku bagi seluruh insan WIKA, mitra kerja dan kontraktor yang bekerja sama. Sosialisasi anti korupsi dikomunikasikan secara langsung kepada seluruh insan WIKA mulai dari calon karyawan tetap (*management trainee*), manajemen menengah, organ perusahaan (Komisaris, Direksi, dan Pemegang Saham), mitra kerja, dan kontraktor pada berbagai kesempatan. Sementara itu, sosialisasi anti korupsi bagi pekerja di proyek dilaksanakan ketika *management review* kepada seluruh *manager project* per wilayah, kemudian *manager project* akan meneruskan sosialisasi anti korupsi di *site* masing-masing. Selebihnya, sosialisasi anti korupsi juga dapat ditemukan pada *website* dan media sosial yang WIKA miliki. [103-3, 205-2]

Potensi tindak korupsi ada di setiap fungsi, namun manajemen telah mengidentifikasi bahwa risiko korupsi tertinggi ada pada fungsi/pekerjaan pengadaan barang dan jasa. Perolehan izin dan administrasi pengadaan barang dan jasa rawan diselewengkan. Secara keseluruhan WIKA telah menilai risiko-risiko yang dihadapi sesuai dengan ISO 37001:2016. Saat ini WIKA masih menangani dugaan kasus korupsi yang terjadi pada tahun lalu. Selama periode laporan, WIKA senantiasa kooperatif terhadap peraturan dan menghormati proses hukum yang berlaku dalam menindaklanjuti dugaan kasus korupsi yang terjadi. Hingga akhir tahun 2020, belum terdapat

4. The Board of Commissioners and Board of Directors' Decrees No. 05/DK/WIKA/2018 and SK.02.09/A.DIR.0639/2018 concerning Changes to the Board Manual of PT Wijaya Karya (Persero) Tbk;
5. Procedure for Code of Conduct Violation or Whistleblowing System No WIKA-LDS-PM-02.01 Rev. 00 Amd. 02 Dated November 17, 2020;
6. Guidelines for Gratuities Handling No. WIKA-LDS-PM-03.01 Rev. 00 Amd. 02 regarding the Gratification Control Procedure on 18 November 2020;
7. Statement of Directors and Commissioners regarding Conflict of Interest.
8. Statement of Independence from the Independent Commissioners.

In running a professional and ethical business, WIKA implements an anti-corruption policy that applies to all WIKA employees, partners and contractors who work together. Anti-corruption dissemination is communicated directly to all WIKA employees starting from prospective permanent employees (*management trainees*), middle management, company organs (Commissioners, Directors, and Shareholders), partners, and contractors on various occasions. Meanwhile, anti-corruption dissemination for employees in the project is carried out during the management review to all project managers per region, then the project manager will continue the anti-corruption dissemination at their respective sites. The anti-corruption dissemination can also be found on WIKA's website and social media. [103-3, 205-2]

Each function has potential for corruption, however management has identified that the highest risk of corruption is in procurement of goods and services function/job. Licensing and administration of goods and services procurement are prone to being manipulated. Overall, WIKA has assessed the risks faced in accordance with ISO 37001: 2016. Currently, WIKA has been handling alleged corruption cases that occurred last year. During the reporting period, WIKA was always cooperative in complying with regulations and respecting the legal process to follow up on suspected cases of corruption. WIKA has carried out a certification audit of anti-bribery

putusan hukum yang ditetapkan pengadilan terhadap kasus dugaan korupsi tersebut. Telah dilakukan audit sertifikasi anti penyuapan berbasis ISO 37001:2016 pada 5 divisi. Sepanjang tahun 2020 tidak terdapat dugaan kasus korupsi di lingkungan WIKA. [205-1, 205-3]

based on ISO 37001:2016 for 5 division. Until the end of 2020, there has been no legal decision issued by the court regarding the alleged corruption case. [205-1, 205-3]

Di tahun 2020, WIKA mengirimkan karyawannya untuk mengikuti sosialisasi Penerapan ISO 37001:2016, *whistleblowing system* (WBS), dan Unit Pengendalian Gratifikasi (UPG) yang diselenggarakan oleh Komisi Pemberantasan Korupsi (KPK) pada 7 Desember 2020. Sosialisasi berlangsung secara daring. Sebanyak 7 orang karyawan mengikuti webinar tersebut. [205-2]

In 2020, WIKA sent its employees to participate in the dissemination of the Implementation of ISO 37001: 2016, whistleblowing system (WBS), and the Gratification Control Unit, organized by the Corruption Eradication Commission (KPK) on December 7, 2020. The dissemination was held online with a total of 7 employees participated in the webinar. [205-2]

Sosialisasi Anti Korupsi Karyawan Berdasarkan Level Jabatan [205-2] Anti-corruption Dissemination for Employees Based on Level of Position

Level Jabatan Level of Position	Jumlah Karyawan Number of Employees	Jam Pelatihan per Karyawan per Tahun Total Training Hours per Employee per Year
Kepala Divisi Division Manager	1	2
Manajer Bidang Bureau Manager	4	2
Supervisor (Kasi, Ahli Muda) Supervisor (Section Head, Junior Specialist)	1	2
Staf Staff	1	2
Jumlah Total	7	2

WIKA juga berupaya memperkaya pengetahuan karyawan melalui program pelatihan anti korupsi. Sebanyak 25 orang karyawan WIKA mengikuti pelatihan penerapan ISO 37001:2016 secara daring. Pelatihan ini diselenggarakan oleh PT Superintending Company of Indonesia (Sucofindo) pada tanggal 18-20 Mei 2020. [205-2]

WIKA also has been making efforts to enrich employees' knowledge through anti-corruption training programs. A total of 25 WIKA employees participated in online training on the ISO 37001: 2016 application. The training was held by PT Superintending Company of Indonesia (Sucofindo) on May 18 to 20, 2020. [205-2]

Pelatihan Anti-Korupsi Karyawan Berdasarkan Level Jabatan [205-2] Anti-corruption Training for Employees Based on Level of Position

Level Jabatan Level of Position	Jumlah Karyawan Number of Employees	Jam Pelatihan per Karyawan per Tahun Total Training Hours per Employee per Year
Manajer Bidang Bureau Manager	10	24
Supervisor (Kasi, Ahli Muda) Supervisor (Section Head, Junior Specialist)	10	24
Staf Staff	5	24
Jumlah Total	25	24

Sistem Pelaporan Pelanggaran Whistleblowing System

Dalam implementasi GCG, WIKA telah berkomitmen untuk membangun sistem pelaporan pelanggaran (*whistleblowing system/WBS*). Sistem pelaporan pelanggaran berfungsi sebagai sarana dalam pencegahan, pengungkapan pelanggaran atau tindak kecurangan dalam perseroan. Setiap tahun, dilakukan pelaporan pelanggaran kepada Direksi dan Dewan Komisaris.

Efektivitas pelaksanaan WBS didukung oleh media pengaduan, yaitu melalui *e-mail* khusus dengan alamat *e-mail*: timkepatuhangcg@wika.co.id, serta melalui pihak khusus yang menangani pengaduan yaitu Tim Kepatuhan GCG, Fungsi Kepatuhan Anti Penyuapan (FKAP), Tim Pencari Fakta, dan Majelis Kehormatan Pegawai.

In implementing GCG, WIKA has committed to building a violation reporting system (*whistleblowing system/WBS*). The WBS serves as a means of preventing, disclosing violations or fraudulent acts within the company. Every year, violations are reported to the Board of Directors and the Board of Commissioners.

The effectiveness of WBS implementation is supported by the complaint handling media, through a special e-mail address: timkepatuhangcg@wika.co.id, as well as through special parties that handle complaints, namely the GCG Compliance Team, the Anti-Bribery Compliance Function (FKAP), the Fact Finding Team, and Employee Honorary Council.

Keanggotaan Asosiasi ^[102-13] Association Membership

No.	Nama Asosiasi Association Name	Ruang Lingkup Scope	Posisi Keikutsertaan Membership Position	Jatuh Tempo Keanggotaan Membership Expiry Date
1	Asosiasi Kontraktor Indonesia (AKI) Indonesian Contractors Association (ICA)	Nasional National	Anggota Member	31 Desember 2021 December 31, 2021
2	Asosiasi Kontraktor Listrik dan Mekanikal Indonesia (AKLI) Association of Indonesian Electrical and Mechanical Contractors (AKLI)	Nasional National	Anggota Member	31 Desember 2021 December 31, 2021
3	Gabungan Pelaksana Konstruksi Nasional Indonesia (GAPENSI) Indonesian Builders Association (GAPENSI)	Nasional National	Anggota Member	31 Desember 2021 December 31, 2021
4	Kamar Dagang dan Industri Indonesia (KADIN) Indonesian Chamber of Commerce and Industry (KADIN)	Nasional National	Anggota Member	2 Januari 2022 January 2, 2022
5	Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI) Indonesian Association of National Engineering Companies (GAPENRI)	Nasional National	Anggota Member	31 Desember 2021 December 31, 2021
6	Komite Nasional Indonesia untuk Bendungan Besar (KNI-BB) Indonesian National Committee on Large Dams (KNI-BB)	Nasional National	Anggota Member	31 Desember 2021 December 31, 2021
7	Masyarakat Ketenagalistrikan Indonesia (MKI) Indonesian Electrical Society (MKI)	Nasional National	Anggota Member	31 Desember 2021 December 31, 2021
8	Surat Penetapan Penanggung Jawab Teknik (SP-PJT) Ratification Letter of Technique Guarantor (SP-PJT)	Nasional National	Anggota Member	28 April 2021 April 28, 2021

Menjaga Kinerja, Memberikan Nilai Tambah

Maintaining Performance, Providing Added Value



“

“WIKA tetap optimis menjalankan usahanya di masa pandemi COVID-19 karena dukungan seluruh pemangku kepentingan. Kami menerapkan protokol kesehatan dengan ketat dan QHSE secara maksimal dalam setiap pekerjaan. Kami menjalankan berbagai strategi untuk menghadapi tantangan di 2020, sehingga tetap dapat memberikan nilai tambah kepada seluruh pemangku kepentingan dan masyarakat luas.”

“WIKA remained optimistic in running its business during the COVID-19 pandemic due to the support of all stakeholders. We have applied maximum strict health protocols and QHSE in every job. We carried out various strategies in facing challenges in 2020, to enable us to continue providing added value to all stakeholders and the wider community.”

Strategi Mempertahankan Kelangsungan Kinerja Strategy to Maintain Performance Continuity

WIKA dan anak perusahaan memiliki komitmen untuk terus tumbuh dan berkembang demi kehidupan yang lebih baik dan berkelanjutan. Kami menyadari bahwa tantangan pandemi COVID-19 di 2020 berdampak pada aspek kehidupan dan beberapa sektor usaha, termasuk WIKA. Kondisi ini mengganggu kinerja keuangan, namun WIKA mampu bertahan dan berhasil bangkit kembali di tengah-tengah kondisi ekonomi yang tidak menentu. Secara umum WIKA berhasil menyelesaikan semua pekerjaan sesuai jadwal di dalam kontrak yang disepakati dengan pihak pemberi pekerjaan. Hanya pada beberapa pekerjaan terpaksa harus mundur dari jadwal karena adanya Pembatasan Sosial Berskala Besar (PSBB).

Strategi yang dijalankan WIKA untuk melalui tahun 2020, di antaranya:

1. Peningkatan *competitiveness* melalui perbaikan Harga Pokok Penjualan (HPP);
2. Pengembangan pasar baru melalui pola investasi maupun pola kerja sama dengan beberapa perusahaan yang mempunyai kompetensi dan kapabilitas;
3. Proses bisnis yang dijalankan sudah menggunakan sistem yang memadai dan *update* dengan perkembangan bisnisnya;
4. Kegiatan perencanaan yang dilakukan Perseroan terukur, di-*monitoring* dan dikendalikan secara berkelanjutan;
5. Pengelolaan manajemen *cash flow* lebih ditingkatkan dengan memperhatikan kondisi lingkungan usaha;
6. Pemenuhan pendanaan untuk kegiatan produksi maupun investasi harus memperhatikan kehati-hatian dan kredibilitas Perseroan;
7. Manajemen risiko sudah menjadi *tools* untuk pengelolaan bisnis Perseroan; dan
8. Peningkatan aspek *engagement* pegawai.

WIKA and its subsidiaries have a commitment to continue growing and developing for a better and more sustainable life. We realize that the challenges of the COVID-19 pandemic in 2020 have affected aspects of life and several business sectors, including WIKA. Despite disturbed financial performance, WIKA managed to survive and to rise again amidst uncertain economic conditions. In general, WIKA has succeeded in completing all works according to the schedule in the contract agreed with the project owners. Only a few jobs were forced to postpone due to Large-Scale Social Restrictions (PSBB).

The strategies implemented by WIKA to get through 2020 include:

1. Increasing competitiveness by improving Cost of Goods Sold (COGS);
2. Developing new markets through investment patterns, as well as cooperation patterns with several competent and capable companies;
3. Running existing business process systems that have been updated as the business developed;
4. Planning Company activities that are measured, monitored and controlled in a sustainable manner;
5. Improving the management of cash flows by taking into account the business environment conditions;
6. Fulfilling funding for production and investment activities by paying attention to prudence and the credibility of the Company;
7. Ensuring risk management becomes a tool for managing the Company's business; and
8. Enhancing the Employee Engagement Aspect.

Menjaga Rantai Pasokan [102-9] Maintaining Supply Chain

Dampak pandemi COVID-19 sempat mengganggu rantai pasokan karena terganggunya pasokan dan permintaan barang dan jasa di Indonesia, Divisi Supply Chain Management (SCM) bertanggung jawab atas seluruh proses pengadaan dan pengelolaan rantai pasok di WIKA. Upaya WIKA selama 2020 dalam manajemen rantai pasokan antara lain:

1. Memberikan harga Material Strategis (MATGIS) terbaik untuk kebutuhan proyek-proyek dimana pada saat pandemi sangat berpengaruh untuk mendapatkan barang dan jasa dengan harga terbaik;
2. Memberikan kontribusi dalam pencarian supplier terbaik untuk kebutuhan WIKA Group;
3. Mengoptimalkan kinerja *supply chain* berkaitan dengan efisiensi untuk perusahaan;
4. SCM mengeluarkan beberapa kebijakan terkait dampak lingkungan dan peningkatan ekonomi dengan cara mengoptimalkan UMKM dalam pembelanjaan pengadaannya.

Untuk mendukung SCM yang terintegrasi dan kompetitif, WIKA mengembangkan beberapa *platform* digitalisasi, salah satunya adalah *e-SCM* yaitu sistem yang mengintegrasikan proses pengadaan di WIKA Pusat dan seluruh anak perusahaan. Penggunaan *e-SCM* telah memudahkan proses pengadaan barang dan jasa, dapat dipantau dengan baik, prosedural, efektif, dan efisien. Selain *e-SCM* ada 2 *platform* tambahan, yaitu *E-Catalog* dan *SIM Pabean*. *E-Catalog* adalah *platform* yang berfungsi untuk menyimpan *database* transaksi pengadaan di WIKA dan informasi harga dari penyedia (vendor) WIKA. Pelaksanaan *sourcing* di WIKA sudah dilakukan secara global, beberapa produk tertentu dilakukan importasi dari negara-negara Asia dan Eropa. Inisiatif efisiensi dalam fungsi pengadaan barang dan jasa juga dilakukan melalui aplikasi *e-catalog* dan aplikasi ekspor impor (*SIM Pabean*).

The impact of the COVID-19 pandemic had affected the supply chain due to disruption of supply and demand for goods and services in Indonesia. The Supply Chain Management (SCM) Bureau, which is under the Business Synergy Division, is responsible for the entire procurement process at WIKA. WIKA's efforts during 2020 in supply chain management include:

1. Providing the best Strategic Material (MATGIS) prices to meet the needs of projects which were significantly affected, in acquiring goods and services at the best price during the pandemic;
2. Contributing in finding the best supplier for the needs of t WIKA Group;
3. Optimizing supply chain performance related to efficiency for the company;
4. SCM issued several policies related to environmental impacts and economic improvement by optimizing MSMEs in their procurement spending.

To support an integrated and competitive SCM, WIKA has developed several digital platforms, including *e-SCM*, a system that integrates the procurement process at WIKA Pusat and all its subsidiaries. The use of *e-SCM* has facilitated the process of procuring goods and services, can be monitored properly, procedurally, effectively and efficiently. Aside from *e-SCM*, there are 2 additional platforms, namely *E-Catalog* and *SIM Pabean*. *E-Catalog* is a platform that functions to store a database of procurement transactions in WIKA and price information from WIKA vendors. WIKA has been carried out sourcing globally with certain products are imported from Asian and European countries. In order to support global sourcing, we have also established an export-import platform called *SIM Pabean*. Efficiency initiatives in the function of procuring goods and services are also carried out through the *e-catalog* application and the import-export.



Dalam pelaksanaan rantai pasoknya, WIKI memaksimalkan produk-produk dalam negeri dan penyedia dengan kategori Usaha Mikro Kecil dan Menengah (UMKM), serta melibatkan penyedia-penyedia di sekitar lokasi proyek. Adapun jumlah transaksi yang dilakukan dalam pengadaan barang dan jasa dari UMKM mencapai 1.016 transaksi dengan nilai mencapai Rp329 miliar yang telah melibatkan pengadaan barang dari 375 UMKM.

In implementing its supply chain, WIKI maximizes domestic products and providers in the category of Micro, Small and Medium-sizes Enterprises (MSMEs), as well as providers around the project site. The transactions carried out in the procurement of goods and services from MSMEs reached 1,016 transactions with a value of Rp329 billion which involved the total procurement of goods from 375 MSMEs.

Jumlah Pemasok dan Nilai Kontrak Pekerjaan Lingkup WIKI

Number of Suppliers and Contract Value of WIKI's Scope of Work

Jenis Pemasok Type of Supplier	Pengadaan Barang Procurement of Goods		Pengadaan Jasa Procurement of Services	
	Jumlah Pemasok Number of Suppliers	Nilai Kontrak Pekerjaan Value of Work Contract	Jumlah Pemasok Number of Suppliers	Nilai Kontrak Pekerjaan Value of Work Contract
Lokal Local	225	Rp150,88 miliar Rp150.88 billion	275	Rp1.248,16 miliar Rp1,248.16 billion
Nasional National	540	Rp6.759,79 miliar Rp6,759.79 billion	544	Rp3.560,18 miliar Rp3,560.18 billion
Internasional International	9	Rp207,10 miliar Rp207.10 billion USD664.000 USD664,000	4	Rp18,67 miliar Rp18.67 billion

Mitra yang menjalin kerja sama dengan WIKA antara lain penyedia material, tenaga, alat, jasa konsultan, broker, lisensor, dan kontraktor spesialis. Selama tahun 2020, nilai kontrak pengadaan barang dan jasa dari pemasok lokal mencapai Rp1.399,04 miliar atau 11,94% dari total seluruh pengadaan barang dan jasa dalam negeri tahun 2020.

Partners who work with WIKA include providers of materials, personnel, tools, consulting services, brokers, licensors, and specialist contractors. During 2020, the contract value for the procurement of goods and services from local suppliers reached Rp1,399.04 billion or 11.94% of total procurement of goods and services in 2020.

Capaian Kinerja Ekonomi Economic Performance Achievements

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (dalam miliar rupiah) [201-1]
Economic Value Generated and Distributed (in billion rupiah)

Uraian Description	Periode Pelaporan Reporting Period		
	2020	2019	2018
Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated			
Pendapatan bersih Net revenues	16.536,38	27.212,91	31.158,19
Ditambah Added			
Penerimaan bunga bank Bank interest income	173,81	216,03	313,46
Keuntungan (Kerugian) selisih kurs Gain (loss) on foreign exchange	40,95	(16,53)	38,98
Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	16.751,14	27.412,41	31.510,63
Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed			
Biaya operasi Operating costs	280,38	236,66	224,91
Gaji pekerja dan manfaat lainnya Employee salary and other benefits	602,91	680,70	550,39
Pembayaran dividen Dividend payment	457,01	346,05	156,49
Bunga pinjaman dan bunga bank Loan interests and bank interests	1.221,50	884,25	972,53
Pengeluaran kepada pemerintah Expenditures to the government	2.335,07	1.903,26	2,348,43
Pengeluaran kepada masyarakat Expenditures to the community	41,83	26,94	18,09
Jumlah Nilai Ekonomi Langsung Didistribusikan Total Direct Economic Value Distributed	2.605,97	4.077,86	4.270,84
Nilai Ekonomi Langsung yang Ditahan Direct Economic Value Retained	14.145,17	23.334,55	27.239,79

Keterangan:
Kinerja ekonomi disampaikan secara konsolidasi sesuai dengan laporan keuangan yang diaudit, oleh karena itu tidak dapat disampaikan berdasarkan wilayah atau area, negara, regional, atau pasar.
Note:
Economic performance is presented on a consolidated basis in accordance with audited financial statements, therefore it cannot be presented by area, country, region or market.



Pandemi COVID-19 telah berdampak bagi proses bisnis, sehingga WIKA melakukan kaji ulang terhadap target yang dicanangkan pada awal tahun. Kami mengelola risiko dan peluang yang ada selama periode pelaporan sehingga kondisi keuangan perusahaan kembali pulih dan mencatat pendapatan sebesar Rp16,54 triliun dan laba tahun berjalan sebesar Rp322,3 miliar. Capaian ini tak lepas dari kepercayaan pemangku kepentingan dalam mendukung upaya WIKA untuk mengembalikan ritme pembangunan proyek infrastruktur sejalan dengan adaptasi kebiasaan baru (*new normal*).

WIKA mendahulukan penyelesaian proyek-proyek strategis berskala mega guna mempercepat penerimaan arus kas operasi sehingga dapat menjaga likuiditas Perseroan. Optimisme WIKA pada kelangsungan usaha selama masa pandemi didasari oleh kapasitas kontrak yang dihadapi di semester awal 2020 relatif besar nilainya. Hal ini memperbesar keyakinan kami untuk dapat bangkit dan menghadapi era *new normal*.

Di tahun 2020, WIKA belum melakukan studi terkait implikasi finansial akibat dampak perubahan iklim. Sehingga WIKA belum dapat menilai adanya risiko maupun peluang akibat perubahan iklim, yang berimplikasi terhadap keuangan perusahaan. Selain itu, WIKA tidak menerima bantuan dari pemerintah untuk menjalankan operasionalnya. [201-2, 201-4]

The COVID-19 pandemic has had an impact on business processes, which prompted WIKA to review the targets set at the beginning of the year. We managed the existing risks and opportunities during the reporting period, which allowed the company's financial condition to recover and recorded revenue of Rp16.54 trillion and a profit for the year of Rp322.3 billion. These achievements were made possible by the stakeholders' trust in supporting WIKA's efforts to restore the pace of infrastructure project development to be aligned with the new normal.

WIKA has prioritized the completion of mega-scale strategic projects in order to accelerate the operating cash inflows to maintain the Company's liquidity. WIKA's optimism for business continuity during the pandemic period was based on the contract capacity in the first half of 2020 which relatively had large value. It raised our confidence to be able to rise and face the new normal era.

In 2020, WIKA has not conducted a study related to financial implications due to the impact of climate change. Therefore WIKA has not been able to assess the risks or opportunities due to climate change, which have implications for the company's finances. [201-2, 201-4]

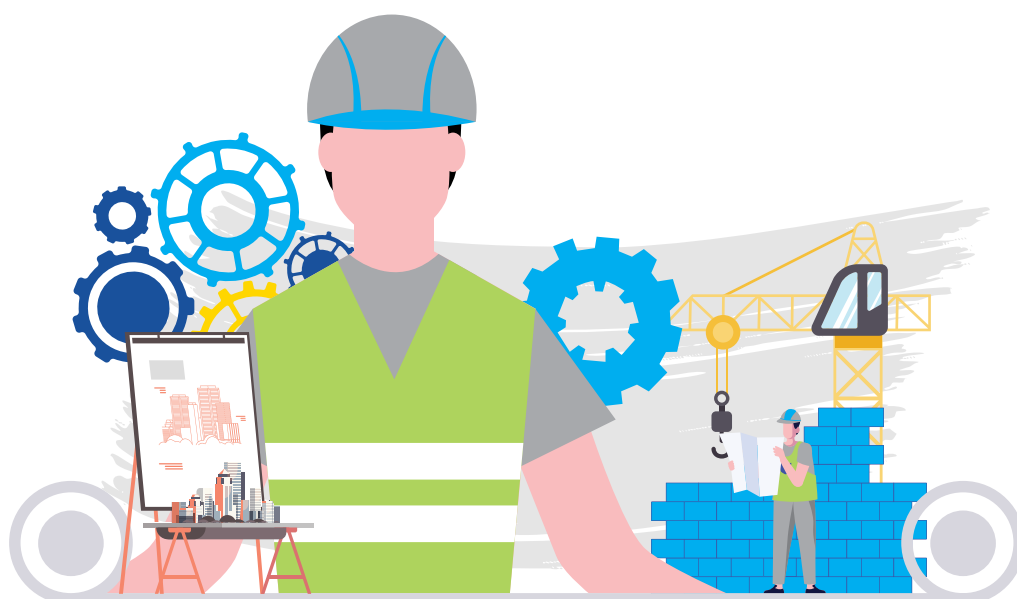
Penggerak Roda Ekonomi [203-1] Economic Driver

Kondisi pandemi COVID-19 tidak menghentikan langkah WIKA untuk memberikan dampak positif bagi seluruh pemangku kepentingan dan masyarakat luas. WIKA telah mengambil kebijakan untuk mempertahankan 100% sumber daya manusianya. *Human capital* unggul telah kami bangun selama ini merupakan modal utama untuk menjaga kapasitas dan bangkit dari dampak pandemi. WIKA percaya bahwa melalui kolaborasi dan kerja sama yang baik, maka kondisi perseroan dapat pulih dengan cepat untuk menyongsong era *new normal* dan kembali dapat memberi nilai tambah seluas-luasnya.

Upaya WIKA untuk bertahan dan melakukan yang terbaik di masa pandemi COVID-19 telah memberikan kontribusi signifikan bagi perekonomian di Indonesia. Melalui pengerjaan proyek-proyek yang masih berjalan di Nusantara, artinya ada penyerapan tenaga kerja, serta kerja sama dengan pemasok maupun kontraktor yang akan memberikan dampak ekonomi. Proyek infrastruktur WIKA bersifat *commercial project*. Di mana kami menjalankan kegiatan usaha guna memperoleh manfaat bagi perusahaan dan pemangku kepentingan. Sementara itu, penyelesaian proyek-proyek, terutama proyek infrastruktur akan memberikan bermanfaat besar bagi masyarakat luas dan mendukung kemajuan ekonomi lokal.

The conditions of the COVID-19 pandemic have not stopped WIKA to give positive impacts on all stakeholders and the wider community. WIKA has taken a policy to maintain 100% of its human resources. The excellent human capital that we have built so far is the main capital to maintain capacity and rise from the impact of the pandemic. WIKA believes that through good collaboration and cooperation, the company's condition can recover quickly to face the new normal era and be able to provide as much added value as possible.

WIKA's efforts to survive and do its best during the COVID-19 pandemic have made a significant contribution to the economy in Indonesia. Through work of ongoing projects across the regions indicated that there were employment of manpower, as well as cooperation with suppliers and contractors that have had an economic impact. The type of WIKA's infrastructure project is a commercial project, in which we carry out business activities to gain benefits for the company and stakeholders. Meanwhile, the completion of projects, especially infrastructure projects, provided great benefits to the wider community and supported the development of the local economy.



Dampak Ekonomi Tidak Langsung dari Proyek Tol Serang Panimbang [203-1]

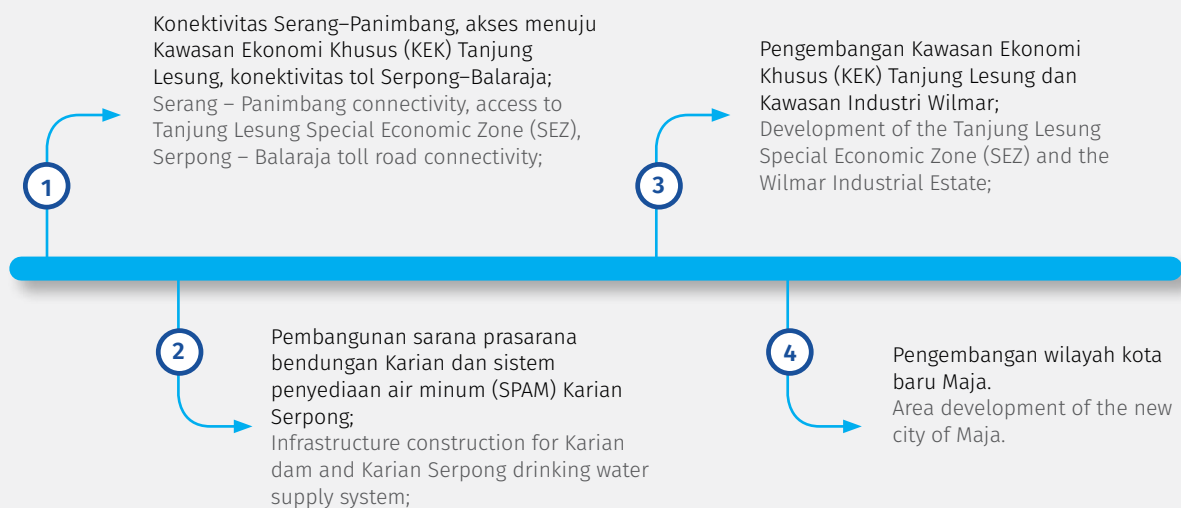
Indirect Economic Impact from Serang Panimbang Toll Road Project

WKA berkontribusi dalam membangun infrastruktur Provinsi Banten melalui proyek Tol Serang – Panimbang. Proyek tol ini merupakan bagian dari Rencana Pembangunan Jangka Menengah Nasional (RPJMN) yang telah dimulai sejak tahun 2020 dan diperkirakan rampung pada tahun 2024 mendatang.

WKA has contributed to infrastructure construction in Banten Province through the Serang - Panimbang toll road project. This project is part of the National Medium Term Development Plan which has begun since 2020 and is expected to be completed in 2024.

Tol yang dibangun sepanjang kurang lebih 83,6 kilometer ini akan melintasi sedikitnya 50 desa kelurahan yang secara langsung dapat berdampak pada pertumbuhan ekonomi masyarakat di sekitar area tol Serang-Panimbang. Pembangunan tol Serang-Panimbang akan memberikan manfaat terhadap berbagai sektor industri, manufaktur, perdagangan, logistik, pemukiman, dan jasa yang mencakup 4 proyek pengembangan lain di wilayah Banten, yaitu:

The 83.6 kilometers long toll road will pass through at least 50 sub-districts and villages which can directly impact the economic growth of the communities around the Serang-Panimbang toll road area. The construction of the Serang-Panimbang toll road will benefit industrial, manufacturing, trade, logistics, residential, and service sectors including 4 other development projects in Banten region, namely:



WIKI Siap Menghadapi Industri 4.0 WIKI is Ready to Face Industry 4.0



Meskipun menghadapi tantangan pandemi COVID-19 yang cukup berat, kondisi industri infrastruktur di Indonesia masih memiliki titik terang di tahun 2020, mengingat pemerintah masih terus menggencarkan pembangunan infrastruktur. Fokus pembangunan tersebut telah tertuang dalam Rancangan Pembangunan Jangka Menengah Nasional (RPJMN) 2020-2024 untuk membangun konektivitas antar kawasan di Indonesia. RPJMN tersebut juga menjadi bagi pembangunan infrastruktur di Indonesia melalui tiga kerangka utama, yaitu Infrastruktur Pelayanan Dasar, Infrastruktur Ekonomi dan Infrastruktur Perkotaan yang ditopang oleh pelaksanaan transformasi digital sejalan dengan era Industri 4.0.

WIKI menyadari bahwa revolusi Industri 4.0 juga akan menjadi tantangan keberlanjutan. Diperlukan kesiapan untuk menghadapi era ini baik dalam hal kualitas Sumber Daya Manusia (SDM), pengembangan Teknologi Informasi (TI) dan transformasi digital, serta inovasi untuk meningkatkan produktivitas, kecepatan pengerjaan, dan kualitas produk. Melihat hal ini, WIKI dan Anak Perusahaan terus mendorong riset dan pengembangan inovasi untuk mendukung efektivitas dan efisiensi pekerjaan maupun meningkatkan kualitas produk dan jasa.

Despite facing the tough challenges of the COVID-19 pandemic, the condition of the infrastructure industry in Indonesia remained optimistic in 2020, considering that the government continued to intensify infrastructure development. The focus of this development has been stated in the National Medium Term Development Plan (RPJMN) 2020-2024 to build connectivity between regions in Indonesia. The RPJMN is also used for infrastructure development in Indonesia through three main frameworks, namely Basic Service Infrastructure, Economic Infrastructure and Urban Infrastructure which are supported by the implementation of digital transformation in line with the Industry 4.0 era.

WIKI recognizes that the Industrial Revolution 4.0 will also be a challenge for sustainability. Preparation is needed to face this era, both in terms of the quality of Human Resources (HR), the Information Technology (IT) development and digital transformation, as well as innovation to increase productivity, processing speed, and product quality. WIKI and its Subsidiaries continue to support \ research and innovation development for effectiveness and efficiency of work as well as improvement of the quality of products and services.

WIKI Optimalikan Teknologi Digital WIKI Optimizes Digital Technology

Dalam menghadapi era revolusi industri 4.0, perusahaan perlu menggunakan berbagai teknologi untuk mempermudah suatu pekerjaan. Kesiapan WIKI dalam menghadapi era ini salah satunya dengan menggunakan teknologi *Building Information Modelling* (BIM). Penerapan teknologi merupakan salah satu modal utama kesuksesan WIKI dan menjadi yang terdepan dalam memanfaatkan BIM dalam pengerjaan pembangunan pembangkit listrik. Teknologi ini merupakan sistem aplikasi digital yang menggabungkan desain bangunan dengan data atau informasi teknisnya. BIM memungkinkan tahap-tahap pembangunan dilakukan lebih cepat, akurat, serta efektif dan efisien sesuai kebutuhan, mulai dari perencanaan, desain, konstruksi, hingga operasionalnya. Demikian pula dengan pemilihan material bangunan dan penggunaan peralatan, yang menjadi lebih optimal. Dengan menerapkan BIM, kesalahan teknis yang mungkin terjadi bisa diminimalisasi.

In facing the era of the industrial revolution 4.0, the company needs to use various technologies to make work easier. WIKI has been prepared to face the era, including by using Building Information Modeling (BIM) technology. The technology application is one of the key factors of WIKI's success and to be at the forefront of utilizing BIM in power plant construction work. This technology is a digital application system that combines building design with technical data or information. BIM enables development stages to be carried out more quickly, accurately, effectively and efficiently as needed, starting from planning, design, construction, up to operation. In addition, the selection of building materials and the use of equipment will be more optimal. BIM application can also minimize technical errors that may occur.

Mengoptimalkan Sumber Daya melalui Sinergi dengan Anak Perusahaan Optimizing Resources through Synergy with Subsidiaries

Di tahun 2020, WIKI terus memperkuat sinergi dan komitmen untuk bersama-sama mengatasi tantangan yang ada. Strategi operasi yang dijalankan WIKI di antaranya dengan meningkatkan sinergi antara Divisi Operasional dengan Anak Perusahaan, konsisten dalam perbaikan HPP, pengelolaan *cashflow* yang semakin meningkat, efisiensi pengadaan dalam penerapan *supply chain*, serta memperbaiki pola investasi dan pemenuhan pendanaan.

In 2020, WIKI continued to strengthen synergy and commitment to jointly overcome the ongoing challenges. The operational strategies implemented by WIKI included increasing synergy between the Operations Division and Subsidiaries, consistency in improving cost of product (HPP), increasing cash flow management, efficiency of procurement in supply chain implementation, and improving investment patterns and funding.

Semakin banyaknya proyek yang ditanganinya, WIKA bersama Anak Perusahaan terus meningkatkan sinergi dan kolaborasi, hingga WIKA tumbuh menjadi perusahaan infrastruktur yang terintegrasi dan saling bersinergi. Upaya ini dilakukan untuk mewujudkan operasi bisnis yang lebih efisien sekaligus memastikan pertumbuhan yang dialami WIKA sebagai entitas induk juga turut dirasakan oleh Anak Perusahaan. Selain bersinergi untuk menjaga kinerja operasional dan ekonomi, WIKA dan Anak Perusahaan juga menerapkan operasi berwawasan lingkungan serta mengedepankan teknologi baru dan ramah lingkungan.

With the increasing number of projects, WIKA and its subsidiaries continued to increase synergy and collaboration, in order to grow into an integrated and synergistic infrastructure company. This effort was made to create more efficient business operations while ensuring that WIKA's growth as a parent company, is also shared by the Subsidiaries. In addition to synergy to maintain operational and economic performance, WIKA and its subsidiaries also have implemented environmentally friendly operations and promoted new and environmentally friendly technologies.

WIKA BITUMEN Terapkan Teknologi Ramah Lingkungan dalam Produksi Aspal WIKA BITUMEN Applies Environmentally Friendly Technology in Asphalt Production

WIKA BITUMEN adalah Anak Perusahaan WIKA yang fokus dalam pengembangan aspal ekstraksi untuk menciptakan produk yang lebih ramah lingkungan. Saat ini WIKA BITUMEN sudah memiliki dua pabrik di Pulau Buton, yakni di kawasan Lawele dan Kabungka. Sinergi antara WIKA dengan WIKA BITUMEN antara lain melalui pasokan aspal untuk pengerjaan proyek-proyek infrastruktur yang diperoleh WIKA, serta menjadi sub-kontraktor untuk kerja sama strategis lainnya.

WIKA BITUMEN is a subsidiary of WIKA that focuses on developing asphalt extraction to create more environmentally friendly products. Currently WIKA BITUMEN already has two factories in Lawele and Kabungka areas, Buton Island. The synergy between WIKA and WIKA BITUMEN, including supply of asphalt for WIKA's infrastructure projects, as well as becoming a sub-contractor for other strategic cooperation.

Aspal merupakan salah satu sumber daya untuk membangun dan mengembangkan infrastruktur di Indonesia, sehingga produksi aspal dapat membantu pembangunan ekonomi dan sosial di Indonesia. Dalam memproduksi aspal, WIKA BITUMEN menggunakan teknologi yang mendukung operasi ramah lingkungan, serta menerapkan efisiensi energi, air dan pemantauan kualitas udara ambien di lokasi tambang. Secara berkala manajemen akan melakukan uji lingkungan dan melaporkannya kepada pihak-pihak berkepentingan.

Asphalt is one of the resources for infrastructure construction and development in Indonesia, thus asphalt production can support economic and social development in Indonesia. In asphalt production, WIKA BITUMEN uses technology that supports environmentally friendly operations, and implements efficiency in energy, water and ambient air quality monitoring at mine sites. The management periodically conducts environmental testing and the results are reported to interested parties.

Solusi dan teknologi ramah lingkungan yang diterapkan di WIKA BITUMEN:

Eco-friendly solutions and technologies applied at WIKA BITUMEN:

1. Menerapkan metode ekstraksi pelarut (NAE) dengan menggunakan bahan baku alami (sejenis aspal batuan).

Applying a method based on solvent extraction (NAE) using natural raw materials (a kind of rock asphalt).

- Air tidak disuntikkan ke dalam bahan baku pasir minyak dan hanya pelarut (minyak tanah) yang disuntikkan untuk mengekstraksi aspal.
- Tidak ada air limbah/pencemaran lingkungan dibandingkan dengan teknologi komersial yang ada (ekstraksi primer menggunakan air).
- Water is not injected into the raw material of the oil sand and only solvent (kerosene) is injected to extract asphalt.
- No wastewater/environmental pollution compared to existing commercialized technology (primary extraction using water).

2. Mematuhi standar kebijakan ramah lingkungan yang diatur oleh pemerintah.

Complying with the government's eco-friendly policy standards.

- Pelestarian air dekan adalah manfaat utama (karena sifat tanahnya, ada banyak kandungan minyak bumi dan antipati nasional terhadap pencemaran air).
- Preservation of dean water is key benefit (due to the nature of the soil, there are many petroleum content and national antipathy to water pollution).

3. Menggunakan *medium oil buton* sebagai pengganti batubara proyek big plant.

Using medium oil buton as a coal substitute for the big plant project.

Thermal oil heater adalah jenis mesin transfer pemanas dengan menggunakan *thermal oil fluid* sebagai media penghantar panas yang dapat bekerja sampai temperatur 300°C atau lebih. Teknologi ini direkayasa sehingga dapat bekerja pada sistem pemanas *oil termal loop* tertutup di bawah tekanan atmosfer, di mana oli dipanaskan hingga 300°C dan diedarkan dengan pompa. Bahan bakar untuk *thermal oil heater* beragam salah satunya adalah batubara, yang berdampak pada polusi lingkungan yang dapat menyebabkan infeksi saluran pernafasan terhadap warga sekitar. WIKA BITUMEN mengganti batubara dengan *medium oil buton* pada proyek *Big Plant* sehingga dapat mengurangi biaya konsumsi *oil heater* dan mengurangi dampak polusi lingkungan akibat debu *fly ash* dan bau asap akibat pembakaran batubara.

Thermal oil heater is a type of heating transfer machine using thermal oil fluid as a heat transfer medium that can work up to temperatures of 300° C or more. This technology is engineered to work on closed-loop thermal oil heating systems under atmospheric pressure, in which the oil is heated to 300° C and circulated by a pump. Various fuels are used for the thermal oil heater, including coal, which can pollute the environment and can cause respiratory infections to local residents. WIKA BITUMEN replaces coal with medium oil buton in the Big Plant project to reduce oil heater consumption costs and reduce the environmental impact of pollution from fly ash dust and smoke odor from coal combustion.

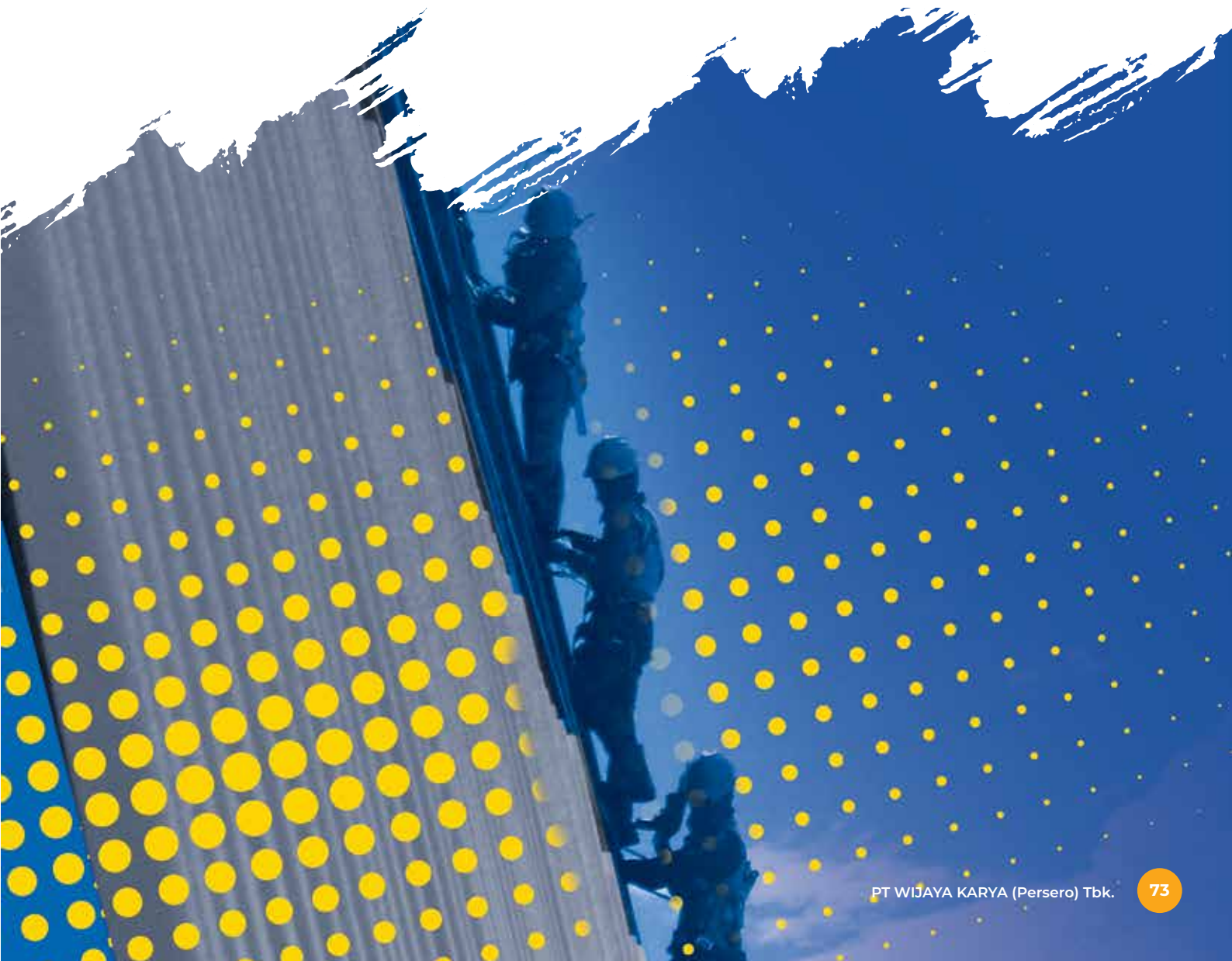
Mempertahankan Operasi Unggul

Maintaining Operation Excellence



Dalam situasi pandemi COVID-19, WIKA dengan cepat tanggap menyesuaikan diri agar kelangsungan bisnis tetap terjaga. Kami mengarahkan manajemen untuk meningkatkan efektivitas, mengupayakan perbaikan kemampuan, dan menghadapi perubahan lingkungan beserta perubahan perilaku anggota di dalam perseroan. Meskipun bekerja di tengah kondisi pandemi tidaklah mudah, namun kami tetap mengupayakan Quality, Health, Safety, & Environment (QHSE) sebagai prioritas.

In the COVID-19 pandemic situation, WIKA quickly adjusted itself in order to maintain business continuity. Our management is aimed at improving effectiveness, striving to improve capabilities, and facing changes in the environment and in the conduct of members within the company. Even though it is not easy to work in a pandemic condition, we still strive for Quality, Health, Safety, & Environment (QHSE) as a priority.



Quality, Health, Safety, & Environment (QHSE) adalah Prioritas ^[CRE6]

Quality, Health, Safety, & Environment (QHSE) is Priority

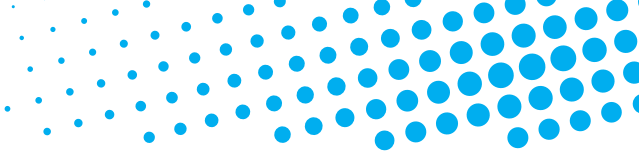
Quality, Health, Safety, & Environment (QHSE) menjadi prioritas WIKA dalam mengerjakan setiap proyek. Dalam QHSE, terdapat integrasi penerapan Sistem Manajemen Mutu, Sistem Manajemen Keselamatan dan Kesehatan Kerja, dan Sistem Manajemen Lingkungan. Dari hasil *assessment*, sebanyak 75% segmen operasi usaha sudah memenuhi standar internasional terkait sistem manajemen QHSE Internasional berbasis ISO.

Quality, Health, Safety, & Environment (QHSE) is WIKA's priority in working on every project. The QHSE comprises integrated implementation of the Quality Management System, Occupational Health and Safety Management System, and Environmental Management System. The assessment results showed some 75% of the business operation segment has met international standards based on the ISO on International QHSE management system.

Target dan Realisasi Penilaian Sistem Manajemen WIKA

Target and Realization of WIKA Management System Assessment

1	Quality Management System Level (QMSL)	820	837,35
2	K3 OSH		
	a. SHE level	820	852,36
	b. Frequency rate		
	• Non lost time injury (NTLI)	≤ 5	1,75
	• Lost time injury (LTI)	≤ 3	0,09
	c. Severity rate	≤ 2	0,38
	d. Risk containment audit (RCA)	≤ 2,4	2,14
3	Ringkas, Rapi, Resik, Rajin, Rawat (5R) Sort, Set in Order, Shine, Standardize, Sustain (5S)	860	858,84
4	Lingkungan Environment		
	a. Penghematan Penggunaan Kertas Paper Use Saving	5%	37%
	b. Tumpahan Minyak Oil Spill	0	33
5	QPass		
	a. QPASS Pekerjaan Struktur QPASS for Structural Works	80%	92,72%
	b. QPASS Pekerjaan Finishing QPASS for Finishing Works	90%	93,93%
	c. QPASS Pekerjaan MEP QPASS for MEP Works	90%	95,36%
6	Security Management System Level (SMSL)	800	828,22



Mutu dan Integritas

Quality and Integrity

Pemilihan Vendor yang Tepat

Produk dan jasa yang ditawarkan WIKA kepada *project owner* sangat bervariasi sehingga kami harus dapat menemukan vendor yang tepat untuk dapat bekerja sama mencapai keberhasilan proyek. Vendor yang tepat juga dibutuhkan untuk mencapai kualitas pekerjaan sesuai harapan *project owner*. Untuk beberapa proyek vital yang menetapkan syarat tertentu, WIKA melakukan seleksi pemilihan calon vendor sesuai dengan syarat-syarat yang memadai untuk pengerjaan proyek. Beberapa syarat khusus untuk proyek tertentu yang mempengaruhi pemilihan vendor, di antaranya:

1. Penggunaan penyedia jasa yang memiliki penilaian CSMS sesuai dengan risiko proyek;
2. Penggunaan lisensor (penyedia jasa khusus);
3. Penggunaan *Approved Manufactured List* (AML) yang dimiliki oleh klien;
4. Pemenuhan syarat *purchase request*, wajib ada dokumen sekurang-kurangnya, *specification*, *drawing*, *bill of quantity*, dan *data sheet*;
5. Telah menjadi rekanan PT Wijaya Karya (Persero) Tbk;
6. Telah terdaftar dalam sistem e-SCM PT Wijaya Karya (Persero) Tbk;
7. Penyedia telah menyetujui Pakta Integritas terhadap Prosedur dan Peraturan yang ada di PT Wijaya Karya (Persero) Tbk.

Keamanan Proses

Keamanan proses dari saat perencanaan, pelaksanaan, dan penyelesaian konstruksi menjadi bagian dari mutu dan integritas pekerjaan yang WIKA tangani. Pengelolaan keamanan proses memperhatikan hal-hal berikut:

1. Kelengkapan dokumen perizinan;
2. Kebijakan WIKA-KON-PM-03.04 tentang Prosedur Proses Pelaksanaan Konstruksi;
3. Perencanaan Mutu (*Quality Plan*) dan perencanaan K3 (*HSE Plan*);

Selection of the Right Vendor

The products and services offered by WIKA to project owners extensively vary, which require us to be able to find the right vendor to work together for the success of the projects. The right vendor is also required to meet the quality of work as expected by the project owner. For several vital projects that stipulate specific requirements, WIKA has selected prospective vendors according to the requirements that are qualified for such projects. The following are specific project requirements that affect vendor selection:

1. Use of service providers who have a CSMS assessment according to project risk;
2. Use of licensors (special service providers);
3. Use of the clients' *Approved Manufactured List* (AML);
4. Fulfillment of purchase request requirements, comprising at least documents, specifications, drawings, bill of quantity, and data sheet;
5. Has become a partner of PT Wijaya Karya (Persero) Tbk;
6. Has registered in the e-SCM system of PT Wijaya Karya (Persero) Tbk;
7. Provider has approved the Integrity Pact on the Procedures and Regulations in PT Wijaya Karya (Persero) Tbk.

Process Security

Process safety from the time of planning, execution, and completion of construction is part of the quality and integrity of works that are handled by WIKA. The process security management takes into account the following:

1. Completeness of permit documents;
2. WIKA-KON-PM-03.04 Policy on Construction Implementation Process Procedures;
3. Quality Plan and HSE Plan;

4. Penerapan program K3 diantaranya *safety patrol*, pelaksanaan RCA, menggunakan alat-alat yang memiliki surat izin, pengecekan perlengkapan K3, pemeriksaan kelayakan alat-alat berat, dan kondisi material yang digunakan;
5. *Monitoring* dan evaluasi efektivitas sistem manajemen K3;
6. Menjalankan protokol kesehatan pencegahan virus COVID-19 selama masa pandemi;
7. Uji kelayakan pada proyek yang terselesaikan.

Penggunaan Alat-Alat Bersertifikasi [CRE6]

Keamanan proses juga mencakup pengawasan terhadap kelayakan alat-alat berat, serta operatornya. Untuk menjamin penggunaan alat berat yang sesuai dengan standar, WIKA memberlakukan sertifikasi baik untuk alat berat yang digunakan maupun operator yang mengoperasikan alat berat, yaitu Surat Izin Alat (SIA) bagi setiap alat berat yang dioperasikan dan Surat Izin Operasi (SIO) bagi operator alat berat. Kedua sertifikat ini diterbitkan oleh Kementerian Tenaga Kerja dan proyek WIKA. Dilakukan pemeriksaan wajib pada seluruh peralatan proyek oleh mandor sebelum pengoperasian alat.

4. Implementation of OSH programs including safety patrol, RCA implementation, using licensed equipment, checking OSH equipment, checking the feasibility of heavy equipment, and the condition of the materials used;
5. Monitoring and evaluating the effectiveness of the OSH management system;
6. Implementing health protocols for the prevention of the COVID-19 virus during the pandemic period;
7. Due diligence on completed projects.

Use of Certified Equipment [CRE6]

Process security also includes monitoring the fitness of heavy equipment, as well as their operators. To ensure the use of heavy equipment in compliance with standards, WIKA enforces certification for both heavy equipment used and operators operating the heavy equipment, namely Equipment License (SIA) for each heavy equipment operated and Operating License (SIO) for heavy equipment operators. Both certificates were issued by the Ministry of Manpower and WIKA project. A mandatory inspection of all project equipment is carried out by the foreman prior to operation of the equipment.



Pengelolaan Dampak Ekologi [CRE5, CRE7]

Kami menyadari dalam kegiatan konstruksi akan mengubah bentang alam/ekologi dan penggunaan lahan. Namun demikian, WIKA selalu meminimalisir dampak negatif terhadap area lain terdekat dengan proyek, baik itu degradasi lingkungan, penurunan kualitas air, maupun jumlah keanekaragaman hayati di sekitarnya. Sebelum menjalin kerja sama dengan pemilik proyek, WIKA memastikan bahwa pemilik proyek telah memiliki seluruh dokumen perizinan, yang meliputi dokumen Rencana Pengelolaan Lingkungan (RKL), Rencana Pemantauan Lingkungan (RPL), dokumen Analisis Dampak Lingkungan Hidup (AMDAL), yang semuanya dikaji dalam suatu dokumen Analisis Mengenai Dampak Lingkungan (AMDAL). Selain itu, penggunaan teknologi canggih menjadikan proses pemasangan tiang pancang lebih ramah lingkungan karena tidak menimbulkan polusi udara, polusi suara, dan minim getaran.

WIKA dan pihak-pihak terkait memastikan kelengkapan dokumen perizinan, terutama pembebasan lahan. Tidak terdapat kegiatan rehabilitasi yang dilakukan WIKA mengingat kegiatan operasional kami di tahun 2020 menurun akibat pandemi COVID-19, jumlah pegawai yang dipekerjakan juga dibatasi guna memenuhi standar protokol kesehatan. *Social license* sangat berpengaruh terhadap ketepatan waktu pengerjaan proyek. Untuk kelancaran proses pembebasan lahan, WIKA dibantu oleh pemerintah dan masyarakat di lokasi operasi. Keterlibatan pemerintah dan masyarakat setempat dapat meminimalisasi dampak negatif operasional dan praktik suap.

WIKA juga mempertimbangkan kelangsungan lingkungan bawah air ketika mengerjakan proyek-proyek konstruksi di sekitar pesisir pantai ataupun di tengah laut. Penggunaan teknologi modern dalam menjaga konstruksi di bawah air, rehabilitasi lingkungan di sekitar bibir pantai saat pengerjaan proyek, dan metode pengendapan zat berbahaya sebelum air limbah dibuang ke laut merupakan bentuk upaya WIKA dalam menjaga ekosistem dan lingkungan bawah air.

Management of Ecological Impacts [CRE5, CRE7]

We are aware that construction activities will change the landscape/ecology and land use. However, WIKA always minimizes the negative impact on other areas adjacent to the project, such as environmental degradation, decreasing water quality, or the amount of biodiversity in the vicinity. Before working with project owners, WIKA ensures that they have all permit documents, which include the Environmental Management Plan (RKL), Environmental Monitoring Plan (RPL), Environmental Impact Analysis (AMDAL) documents, all of which are reviewed in a Analysis on Environmental Impact (AMDAL) document. In addition, pile installation process is more environmentally friendly with the use of advanced technology because it does not cause air pollution, noise pollution, and minimal vibration.

WIKA and related parties ensure the completeness of permit documents, especially land acquisition. There were no rehabilitation activities carried out by WIKA considering that our operational activities in 2020 have decreased due to the COVID-19 pandemic, the number of employees employed was also limited to follow health protocol standards. *Social license* significantly affects the timeliness of project work. In order to have smooth land acquisition process, WIKA is assisted by the government and the community at the operating location. The involvement of the government and local communities can minimize the negative impacts of operations and bribery practices.

WIKA also considers the sustainability of the underwater environment when working on construction projects around the coast or in the sea. The use of modern technology in maintaining underwater construction, environmental rehabilitation around the shoreline during project construction, and methods of settling hazardous substances before wastewater is discharged into the sea, are forms of WIKA's efforts in protecting the underwater ecosystem and environment.

Tanggung Jawab atas Produk dan Jasa ^[416-2]

Responsibility for Products and Services

Jaminan Pemeliharaan

Pada setiap proyek yang selesai akan diberikan jaminan pemeliharaan. Selain itu, jaminan pemeliharaan juga berguna sebagai mitigasi keselamatan pelanggan dan pengguna. Jaminan pemeliharaan pekerjaan konstruksi yang diberikan mengacu pada Prosedur Pengadaan Barang dan Jasa Proyek yang tertuang dalam dokumen WIKA-DAN-PM-03.01 pada klausul mengenai jaminan atas pengadaan barang dan jasa.

Investasi jaminan produk WIKA berupa asuransi *Contractors All Risks (CAR)/Erection All Risks (EAR)*. Fungsi asuransi tersebut adalah memberikan perlindungan segala risiko selama konstruksi di periode kontrak yang mencakup kerugian atas kerusakan bangunan, tuntutan pihak ketiga akibat cedera tubuh, dan kerugian bangunan akibat ketidaksesuaian kondisi berdasarkan kontrak perjanjian awal, serta penundaan pelaksanaan pekerjaan. Proyek-proyek yang selesai di tahun 2020, dipastikan terlindungi oleh jaminan pemeliharaan tersebut. Sepanjang tahun 2020, WIKA tidak terlibat dalam insiden dan denda akibat dampak ketidakpatuhan pada kesehatan dan keselamatan kerja terhadap produk maupun jasa, yang membahayakan pelanggan maupun pengguna.

Penilaian Produk Akhir ^[416-1] ^[CRE8]

Proses pengawasan mutu produk salah satunya adalah tahap penilaian produk akhir yang melibatkan pihak-pihak terkait dalam proses pengerjaan suatu proyek. Penilaian produk akhir dipisahkan antara segi desain dan *commissioning*. Sebelum diserahkan ke *project owner*, manajemen wajib memastikan bahwa seluruh bagian (100%) sudah dikontrol.

Maintenance Guarantee

Each completed project will be given a maintenance guarantee. In addition, maintenance guarantees are also useful as a mitigation for the customers and users' safety. The maintenance guarantee of construction works provision refers to the Project Goods and Services Procurement Procedure stipulated in the WIKA-DAN-PM-03.01 document in the clause of guarantees for the procurement of goods and services.

WIKA's product guarantee investment are in the form of *Contractors All Risks (CAR)/Erection All Risks (EAR)* insurance. The insurance serves as protection for all risks during construction in the period of contract, which includes losses from building damage, third party claims due to bodily injuries, and losses of buildings due to non-conformity of conditions based on the initial contract agreement, as well as postponement of work. Projects that were completed in 2020, are covered by this maintenance guarantee. During 2020, WIKA was not involved in incidents and fines due to non-compliance with occupational safety and health on products and services, which endanger customers and users.

Final Product Assessment ^[416-1] ^[CRE8]

One of the product quality control processes is the final product assessment that involves related parties in the working process of a project. The final product assessment is separated between design and commissioning. Before being handed over to the project owner, the management is required to ensure that all parts (100%) have been controlled.



Pada masing-masing produk yang dinilai, akan melalui tahapan *quality* dan inspeksi yang dirangkum dalam dokumen MCP/DMCP guna memastikan alat-alat berfungsi sesuai spesifikasinya. Proses penilaian akan tahap *commissioning* jika sudah mendapatkan persetujuan dari *project owner*.

Commissioning dapat dilakukan setelah proses FAT disetujui oleh *project owner*. Proses kontrol sebelum tahap *commissioning* antara lain:

1. *Pre Safety Start Review (PSSR)*, yaitu proses inspeksi bersama yang terbagi menjadi *punchlist A* dan *punchlist B*. *Punchlist A* harus diselesaikan sebelum *commissioning* berjalan dan telah disetujui oleh *owner*, sementara *punchlist B* dapat diselesaikan setelah *commissioning* berjalan. Pihak-pihak yang melakukan inspeksi antara lain WIKI (*Quality Control*), Manajemen Konstruksi (MK), dan *project owner*.
2. *FAT (Factory Acceptance Test)*, yaitu proses pengetesan akhir suatu *equipment* sebelum dikirim ke *site*. Material atau *equipment* harus melalui *test QC* yang ketat sehingga dipastikan barang dalam kondisi baik.

Each product assessed will undergo quality and inspection which are summarized in the MCP/DMCP document to ensure the equipment functions according to its specifications. The assessment process will be in the *commissioning* stage after receiving approval from the *project owner*.

Commissioning can be done after the FAT process is approved by the *project owner*. The control process before the *commissioning* stage includes:

1. *Pre Safety Start Review (PSSR)*, a joint inspection process which is divided into *punchlist A* and *punchlist B*. *Punchlist A* must be completed before *commissioning* and has been approved by the *owner*, while *punchlist B* can be completed after *commissioning*. The parties that carry out the inspection include WIKI (*Quality Control*), Construction Management (MK), and *project owner*.
2. *FAT (Factory Acceptance Test)*, the final testing process of *equipment* before sending it to the *site*. Material or *equipment* must go through a strict QC test to ensure that the goods are in good condition.

Indeks Kepuasan Pelanggan

Kepuasan pelanggan merupakan salah satu bukti dari keberhasilan WIKA dalam menangani proyek-proyeknya. Indikator kepuasan pelanggan yang baik juga merupakan investasi bagi WIKA karena adanya potensi kerja sama kembali di masa depan. Untuk itu, WIKA berkomitmen untuk memberikan hasil pekerjaan yang berkualitas, aman, dan sesuai dengan harapan pelanggan.

Setiap minimal satu atau dua tahun sekali dilakukan pengukuran indeks kepuasan pelanggan *Customer Satisfaction Index/CSI*). Di tahun 2020, perusahaan tidak mengukur CSI

Customer Satisfaction Index

Customer satisfaction is one of the proofs of WIKA's success in handling its projects. Good customer satisfaction indicator is also an investment for WIKA because of the potential for future cooperation. Therefore, WIKA is committed to providing work output with quality, safe, and meet the customer expectations.

At least once every one or two years, the company measures customer satisfaction index (CSI), however there was no CSI measurement in 2020.

Untuk menjaga kepercayaan pelanggan, WIKA menyediakan media penyampaian keluhan atau pengaduan, yang akan merespon dalam waktu 1 x 24 jam. Pelanggan dapat mengakses melalui:

1. Pusat pengaduan konsumen di laman <http://www.wika.co.id/contact> atau e-mail humas@wika.co.id
2. Corporate Secretary di nomor telepon: 021-80679200

To maintain customer trust, WIKA provides a media for submitting complaints or grievances, which will respond within 1 x 24 hours. Customers can access via:

1. Consumer complaint center on the page <http://www.wika.co.id/contact> or e-mail humas@wika.co.id
2. Corporate Secretary at telephone number: 021-80679200

Kinerja HSE

HSE Performance

Sistem Manajemen HSE [403-1, 403-8]

Sistem manajemen HSE di WIKA mengacu pada Kebijakan Sistem Manajemen K3L. Kebijakan ini merupakan integrasi antara sistem manajemen K3, dan pengelolaan lingkungan. Penerapannya di lingkungan kerja WIKA telah memenuhi standar internasional yaitu SMK3 PP 50/2012, ISO 45001:2018 dan ISO 14001:2015. Secara rutin setiap satu tahun sekali WIKA telah melaksanakan audit pelaksanaan SMK3 yang dilakukan oleh Lembaga independen guna memastikan penerapan SHE di lingkungan WIKA terlaksana dengan baik. Seluruh Insan WIKA bertanggung jawab pada keberhasilan pelaksanaan sistem manajemen HSE tanpa terkecuali. Bagi setiap pekerja dari mitra kerja

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

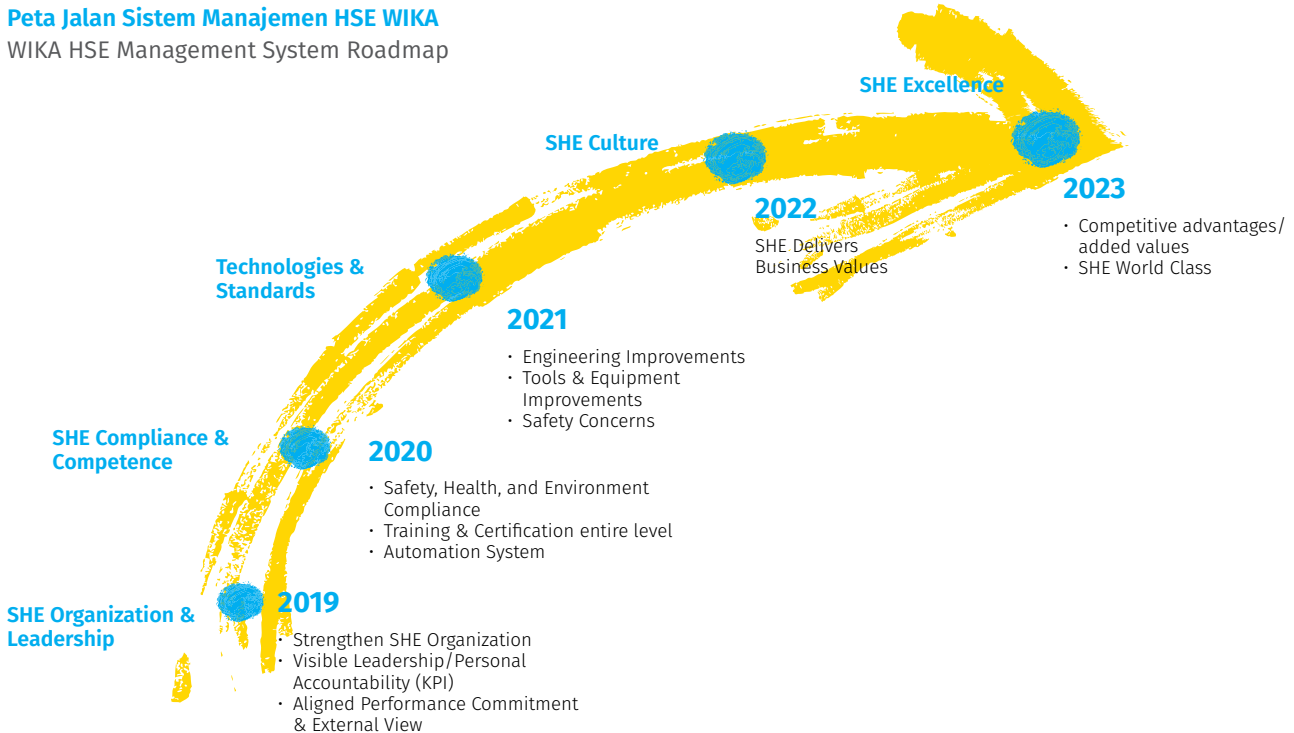
The SHE management system at WIKA refers to the HSE Management System Policy. This policy is an integration between the K3 management system and environmental management. Its application in the WIKA work environment has met international standards, namely SMK3 PP 50/2012, ISO 45001: 2018 and ISO 14001: 2015. Routinely every once a year WIKA has carried out an SMK3 implementation audit conducted by an independent institution to ensure the implementation of HSE in the WIKA environment is carried out well. All WIKA personnel are responsible for the successful implementation of the HSE management system without exception. Every worker from partners and

dan subkontraktor, bahkan kepada tamu yang meninjau proyek maupun datang ke kantor juga diwajibkan untuk menerapkan aturan HSE WIKA.

sub-contractors, as well as the guests who are visiting the projects or coming to the office, are also required to apply WIKA's HSE rules.

Peta Jalan Sistem Manajemen HSE WIKA

WIKA HSE Management System Roadmap



Target penerapan sistem manajemen HSE adalah mencegah terjadinya insiden (*zero incident*), penyakit akibat kerja, dan kerusakan lingkungan. Secara berkala manajemen akan mengukur, memantau dan melakukan evaluasi atas efektivitas sistem manajemen HSE. Guna meningkatkan efektivitas, WIKA melakukan perbaikan sistem HSE dan otomasi semua kertas kerja di tahun 2020. WIKA juga mengesahkan KPI terkait aspek-aspek HSE untuk setiap karyawan untuk mencapai target HSE.

The target of HSE management system implementation is to prevent incidents (*zero incident*), occupational diseases and environmental damage. The management periodically measures, monitors and evaluates the effectiveness of the HSE management system. In order to increase effectiveness, WIKA made improvements to the HSE system and automation of all working papers in 2020. WIKA also ratified KPIs in HSE aspects for each employee to meet HSE targets.

Identifikasi Bahaya, Penilaian Risiko Kerja, dan Investigasi Insiden [403-2]

Seluruh karyawan maupun pekerja proyek memiliki hak penuh untuk menghentikan pekerjaan yang tidak sesuai dengan standar atau berhadapan dengan kondisi/tindakan berbahaya. Hak ini telah diatur dalam Kebijakan *Stop Work Action* (SWA), sebagai bagian dari upaya perusahaan dalam mencegah kecelakaan.

Hazard Identification, Occupational Risk Assessment, and Incident Investigation [403-2]

All employees and project workers have the full rights to stop work that does not comply with standards or is faced with dangerous conditions/actions. The rights have been regulated in the *Stop Work Action* (SWA) Policy, as part of the company's efforts to prevent accidents.

Seluruh karyawan maupun pekerja proyek dilarang bekerja di bawah pengaruh alkohol dan obat terlarang untuk menghindari bahaya maupun kecelakaan. WIKA melakukan pemeriksaan kepada seluruh karyawan maupun pekerja dari mitra yang berada di proyek untuk mengidentifikasi konsumsi alkohol dan obat terlarang. Secara berkala, dilaksanakan pemeriksaan secara acak guna memastikan tidak ada penyalahgunaan obat-obatan terlarang dan minuman keras dalam kegiatan operasional. Bagi mereka yang melanggar akan diberikan sanksi tegas hingga Pemutusan Hubungan Kerja (PHK) serta menyerahkannya ke pihak yang berwajib.

Secara berkesinambungan dilakukan pengelolaan terhadap potensi bahaya dan kecelakaan kerja. Terdapat tiga upaya yang WIKA lakukan dalam upaya mengelola potensi bahaya dan kecelakaan kerja, antara lain:

1. Sosialisasi Kesadaran Terhadap HSE

WIKA terus mengkomunikasikan informasi yang berkaitan dengan HSE kepada seluruh karyawan, pekerja proyek maupun kontraktor di seluruh wilayah kerja. Sebagai upaya memaksimalkan komunikasi HSE, WIKA memasang berbagai papan peringatan untuk meningkatkan kesadaran HSE. Dengan demikian, WIKA berharap penerapan HSE menjadi keutamaan yang senantiasa dijaga oleh seluruh pekerja dan kontraktor.

2. Risk Containment Audit (RCA)

Program RCA merupakan kegiatan pengawasan yang bertujuan untuk mengukur tingkat keparahan potensi *unsafe act* dan *unsafe condition* di proyek. Dengan adanya RCA, *unsafe act* (perilaku kerja tidak aman) dan *unsafe condition* (kondisi kerja tidak aman) dapat diidentifikasi dan segera ditindaklanjuti. Kegiatan ini rutin dilakukan di seluruh *site*, dan dilaporkan ke Divisi QHSE di Kantor Pusat.

3. Cepat tanggap darurat di lokasi kerja

WIKA menerapkan prosedur pelaporan insiden kecelakaan di lokasi kerja sesuai dengan Prosedur Penyelidikan (Investigasi) Kecelakaan Kerja dan Penyakit Akibat Kerja No. WIKA-PEM-PM.03.11.

All employees and project workers are prohibited from working under the influence of alcohol and illicit drugs to avoid danger or accidents. WIKA conducts checks on all its employees and workers of partners of the project to identify alcohol and drug consumption. Random checks are also carried out periodically to ensure there is no abuse of drugs and alcohol in operational activities. Those who violate them will be given strict sanctions up to termination of employment (PHK) and handing it over to the authorities.

WIKA continuously carries out the management of potential hazards and work. There are three efforts that have been made to manage potential hazards and work accidents, including:

1. Dissemination of HSE Awareness

WIKA continues to communicate information on HSE to all employees, project workers and contractors in all work areas. As an effort to maximize SHE communication, WIKA has installed various warning boards to increase HSE awareness. Thus, WIKA expects that the HSE implementation will be a priority that is continuously maintained by all employees and contractors.

2. Risk Containment Audit (RCA)

The RCA program is a monitoring activity that aims to measure the severity of potential unsafe acts and unsafe conditions in the project. With RCA, unsafe acts and unsafe conditions can be identified and immediately followed up. These activities are regularly carried out at all sites, and reported to the QHSE Division at the Head Office.

3. Quick response to emergencies at the work site

WIKA implements the reporting accident incident procedure at worksites in accordance with the Investigation Procedure for Work Accidents and Occupational Diseases No. WIKA-PEM-PM.03.11.



Fasilitas Kesehatan Kerja dan Penanganan COVID-19

[403-3, 403-6, 403-10]

Di seluruh wilayah kerja WIKA termasuk lokasi proyek telah dilengkapi berbagai fasilitas kesehatan dan klinik yang dapat diakses oleh seluruh pekerja dan kontraktor. Setiap tempat kerja WIKA dipastikan telah dilengkapi kotak P3K sebagai pertolongan pertama pada kecelakaan ringan. Untuk penanganan penyakit serius yang membutuhkan rujukan, WIKA bekerja sama dengan Rumah Sakit setempat.

WIKA menyediakan psikolog maupun psikiater bagi mereka yang ingin berkonsultasi masalah kesehatan psikis. Selain akses kesehatan langsung, WIKA juga rutin menjalankan kegiatan donor darah dan Program *Well Being*.

Seluruh karyawan juga diwajibkan untuk menjalani *Medical Check Up* (MCU). Bagi pekerja yang ditempatkan di proyek diwajibkan melakukan MCU setiap setahun sekali, sedangkan untuk karyawan organik 2 tahun sekali. Dalam MCU, terdapat 3 jenis pemeriksaan yang dilakukan yaitu pemeriksaan kesehatan awal, pemeriksaan kesehatan

Occupational Health and COVID-19 Handling Facilities [403-3, 403-6, 403-10]

All WIKA work areas including the project sites have been equipped with various health facilities and clinics that can be accessed by all workers and contractors. Every WIKA workplace is ensured to have been equipped with a first aid kit for minor accidents. In handling serious illnesses that require referral, WIKA collaborates with local hospitals.

WIKA provides psychologists and psychiatrists for those who wish to consult on psychological health issues. In addition to direct health access, WIKA also regularly holds blood donation activities and the Well Being Program.

All employees are also required to undergo a Medical Check Up (MCU). Employees who are placed in the project, they are required to perform MCU once a year, while for organic employees every 2 years. MCU has 3 types of examinations, namely initial health checks, periodic health checks, and special health checks. Special health

berkala, dan pemeriksaan kesehatan khusus. Pemeriksaan kesehatan khusus ditujukan kepada karyawan maupun pekerja dari subkontraktor yang menangani jenis pekerjaan berisiko tinggi. WIKA bekerja sama dengan Rumah Sakit Prodia dalam menyelenggarakan MCU.

Selama tahun 2020, pelaksanaan MCU ditunda seiring pandemi COVID-19. WIKA berfokus untuk melakukan *screening* COVID-19 yang dilakukan setiap sekali dalam seminggu baik melalui pemeriksaan *swab* antigen maupun PCR. Jika terdapat karyawan yang terkonfirmasi positif COVID-19, karyawan tersebut diberikan pemeriksaan lanjutan seperti *thorax* dan darah lengkap. Selain itu, mereka juga dianjurkan untuk mengisolasi diri ke wisma WIKA atau Wisma Atlet, dan tetap diberikan pilihan untuk isolasi mandiri di rumah masing-masing.

checks are aimed at employees as well as workers from sub-contractors who handle high-risk types of work. WIKA collaborates with Prodia Hospital in performing the MCU.

During 2020, the MCU implementation was postponed due to the COVID-19 pandemic. WIKA focuses on screening for COVID-19 which was carried out once a week through both antigen swab and PCR tests. If an employee tested positive for COVID-19, the employee is given further tests such as full thorax and blood tests. In addition, they are also advised to isolate at the WIKA or Athletes Village, and still be given the option of self isolation in their respective homes.

WIKA Inisiasi Donor Plasma Konvalesen Penyintas COVID-19

WIKA menggelar Donor Plasma Konvalesen dari karyawan penyintas COVID-19. Pada tahap awal donor antibodi ini, sebanyak ± 30 penyintas COVID-19 dari karyawan WIKA menjalani pengambilan sampel sebagai *screening* awal pemenuhan syarat pendonor. Selanjutnya, sampel para penyintas COVID-19 WIKA yang dinyatakan lulus *screening* awal, akan dihubungi kembali untuk melakukan donor plasma konvalesen di Kantor PMI Jakarta.

Kegiatan ini dilatarbelakangi oleh banyaknya permintaan plasma konvalesen yang tinggi dari pasien COVID-19, sementara pendonornya masih sedikit. Di samping itu, teman-teman penyintas COVID-19 di WIKA juga tergerak untuk mendonorkan plasma konvalesen mereka untuk saling membantu pejuang COVID-19 lainnya. WIKA bekerja sama dengan Palang Merah Indonesia (PMI) dalam memfasilitasi karyawannya yang ingin mendonorkan plasma konvalesen secara sukarela. Saat ini, WIKA merupakan institusi pertama yang menyelenggarakan penyediaan plasma konvalesen dari karyawannya dan diharapkan dapat diikuti oleh lebih banyak institusi lainnya.

WIKA Initiates Convalescent Plasma Donors for COVID-19 Survivors

WIKA held Convalescent Plasma Donation from employees of COVID-19 survivors. In the early stages of this antibody donation, approximately 30 employees who are COVID-19 survivors from WIKA undergo sampling as an initial screening to meet donor requirements. Furthermore, samples of WIKA's COVID-19 survivors who have passed the initial screening, will be contacted again to donate convalescent plasma at PMI Jakarta Office.

This activity was held due to the high demand for convalescent plasma from COVID-19 survivors, while the donors were still few. In addition, fellow COVID-19 survivors at WIKA were also encouraged to donate their convalescent plasma to help other COVID-19 patients. WIKA has collaborated with Indonesian Red Cross Society (IRCS or PMI) in facilitating its employees who wish to donate convalescent plasma voluntarily. Currently, WIKA is the first institution to organize convalescent plasma donation programs from its employees and it is hoped that more institutions can participate in it.



Komunikasi HSE dan Partisipasi Karyawan [403-4]

Untuk membangun sinergi dan kesadaran seluruh Insan WIKA terhadap HSE, WIKA membangun komunikasi secara dua arah. Dengan demikian, karyawan dapat mengungkapkan permasalahan HSE yang ditemui di lapangan dan manajemen dapat melakukan mitigasi dengan cepat dan tepat. Di lokasi proyek, komunikasi HSE dilakukan melalui *Safety Induction*, *HSE Morning Talk*, *Toolbox Meeting*, dan *HSE Meeting*. WIKA juga menyediakan komunikasi HSE melalui media digital yang dapat diakses oleh seluruh karyawan.

Dalam rangka membina dan mengawasi implementasi HSE di seluruh area kerja, dibentuk Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3L). Setiap bulan organisasi P2K3L melakukan pertemuan untuk menentukan program dan target K3L, serta menyelesaikan permasalahan K3L. Kinerja P2K3L dilaporkan kepada Dinas Ketenagakerjaan setiap tiga bulan sekali.

Di kantor pusat dan di setiap proyek masing-masing terdapat P2K3L. Struktur organisasi P2K3L di kantor pusat terdiri dari seorang ketua yang dijabat oleh Direktur Utama dan dibantu sekretaris yang merupakan karyawan bersertifikat ahli K3, dengan anggota General Manajer seluruh divisi dan perwakilan Serikat Pekerja. Struktur P2K3L di proyek, diketuai oleh Manajer Proyek, dibantu oleh sekretaris yang memiliki sertifikat ahli K3, dan beranggotakan Kasie seluruh fungsi serta perwakilan subkontraktor.

HSE Communication and Employee Participation [403-4]

To establish synergy and raise awareness of all WIKA personnel towards HSE, WIKA builds two-way communication. Thus, employees can disclose HSE problems encountered in the field and management can mitigate them immediately and precisely. At the project site, HSE communication is carried out through *Safety Induction*, *HSE Morning Talk*, *Toolbox Meeting*, and *HSE Meeting*. WIKA also provides HSE communication through digital media that can be accessed by all employees.

In order to foster and supervise HSE implementation in all work areas, a Advisory Committee for the Health, Safety, and Environment (P2K3L) was formed. Every month, the P2K3L organization holds a meeting to determine HSE programs and targets, and resolve HSE problems. P2K3L performance is reported to the Manpower Agency quarterly.

P2K3L has been established at the head office and in each project. The P2K3L organizational structure at the head office consists of a chairman held by the President Director and assisted by a secretary who is a certified OSH specialist employee, with members comprising the general managers of all divisions and representatives of labor unions. The P2K3L structure in the project is chaired by the Project Manager and assisted by a secretary with OSH expert certificate, and consists of heads of all functions and representatives from subcontractors.



Pelatihan Terkait Kesehatan dan Keselamatan Kerja [403-5]

WIKA membekali seluruh karyawan dengan pelatihan terkait K3, yang dibedakan menjadi pelatihan wajib dan pelatihan khusus sesuai dengan pekerjaan tertentu. Terdapat juga pelatihan khusus sesuai dengan risiko proyek yang dikerjakannya, seperti pelatihan proyek tanggap darurat, pekerjaan pada ketinggian, pekerjaan berisiko tinggi, dan pelatihan *first aid*.

Occupational Health and Safety Training [403-5]

WIKA provided all employees with OHS training, which is divided into mandatory training and special training according to specific jobs. There is also special training according to the risk of the project undertaken, such as training for emergency response projects, work at heights, high-risk work, and first aid training.

Realisasi Pelatihan K3 Tahun 2020

Realization of OHS Training in 2020

Nama Pelatihan Name of Training	Jumlah Peserta Number of Participants	Jumlah Jam Pelatihan Number of Training Hours
Safety officer	24	24
Ahli K3 konstruksi muda Junior Construction Safety Engineer	9	216
Ahli K3 konstruksi madya Associate Construction Safety Engineer	115	4.600
Ahli K3 kebakaran Fire Safety Engineer	78	3.744

Capaian HSE [403-9]

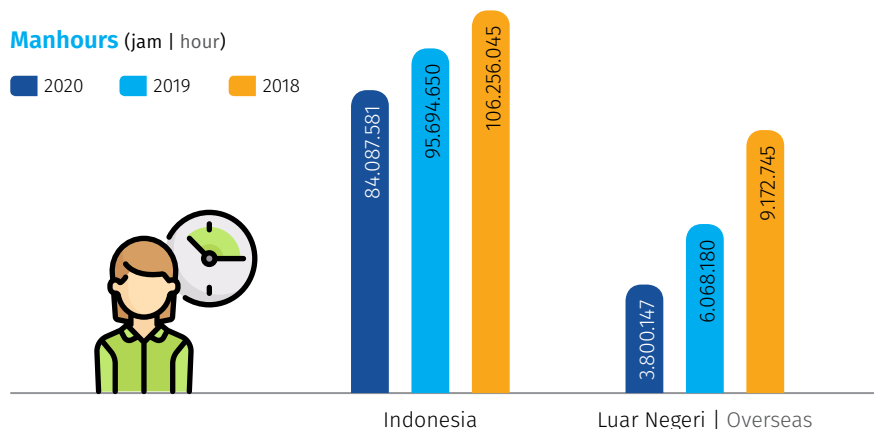
Penerapan HSE tidak hanya berlaku bagi karyawan WIKA namun juga bagi mitra kerja dan subkontraktor serta tamu yang meninjau proyek. Kesadaran terhadap penerapan HSE bagi karyawan maupun pemangku kepentingan di lokasi kerja WIKA dilakukan dengan memberikan *safety induction*. Selain itu, mitra dan subkontraktor WIKA wajib menaati dan menandatangani pakta integritas yang memuat klausul untuk menerapkan HSE dalam setiap pekerjaan yang dilakukan. Capaian HSE didukung oleh kerja sama seluruh Insan WIKA dan pemangku kepentingan lain dalam menerapkan HSE di lokasi operasional.

WIKA mencatat berbagai insiden dan tingkat kecelakaan kerja yang ada di area operasional selama tahun 2020. Pelaporan insiden mencakup insiden yang dialami oleh seluruh karyawan organik dan terampil, karyawan kontrak, pekerja sub-kontraktor, dan mitra kerja. Sesuai dengan Permenaker RI No. Per-03/MEN/1998, WIKA melaporkan perhitungan jam kerja selamat, rasio frekuensi kecelakaan, dan rasio keparahan.

HSE Achievements [403-9]

The HSE implementation does not only apply to WIKA employees but also to partners and subcontractors as well as guests who inspect the project. Raising employee and stakeholders' awareness of HSE implementation at WIKA's work sites is carried out by providing safety induction. In addition, WIKA partners and sub-contractors are required to comply with and sign an integrity pact which contains a clause to implement HSE in conducting each work. HSE achievements are supported by the cooperation of all WIKA personnel and other stakeholders to implement HSE in operational sites.

WIKA recorded various incidents and rates of work accidents in the operational area during 2020. Incident reporting covered incidents experienced by all organic and skilled employees, contract employees, sub-contractors and partners' workers. In accordance with the Regulation of Minister of Manpower of the Republic of Indonesia No. Per-03/MEN/1998, WIKA reports the calculation of safe manhours, accident frequency ratios, and severity ratios.



WIKA telah memetakan jenis pekerjaan berisiko tinggi yang dilakukan oleh karyawan maupun kontraktor di proyek. Adapun jenis pekerjaan yang diklasifikasikan sebagai risiko tinggi yaitu bekerja di ketinggian dan pekerjaan yang berhubungan dengan listrik. [403-9]

WIKA has mapped the types of high-risk work conducted by employees and contractors on the project. The types of work that are classified as high risk are working at heights and jobs related to electricity. [403-9]

Jumlah Kecelakaan Kerja [403-9]

Number of Work Accidents

Kategori Category	Jumlah Kejadian Number of Incidents		
	2020	2019	2018
Indonesia			
Nearmiss	801	1.191	799
Non Lost Time Injury (NLTI)	141	218	164
Ringan Minor	4	11	13
Sementara Tidak Mampu Bekerja (SMTB) Temporary Absence	3	7	24
Berat Major	0	0	0
Luar Negeri Overseas			
Nearmiss	201	494	532
Non Lost Time Injury (NLTI)	13	27	4
Ringan Minor	1	1	0
Sementara Tidak Mampu Bekerja (SMTB) Temporary Absence	0	0	0
Berat Major	0	0	0

Keterangan | Note:

- Nearmiss: Kejadian hampir celaka
- Non Lost Time Injury (NLTI): Kecelakaan yang tidak menyebabkan kehilangan hari kerja, pekerja yang mengalami kecelakaan (P3K) dapat langsung kembali bekerja pada hari itu juga
- Kecelakaan ringan: Kecelakaan yang mengakibatkan pekerja kehilangan 1 hari kerja
- Sementara Tidak Mampu Bekerja (SMTB): Kecelakaan yang mengakibatkan pekerja kehilangan 2 sampai 35 hari kerja
- Kecelakaan Berat: Kecelakaan yang menyebabkan pekerja kehilangan hari kerja lebih dari 35 hari kerja atau pekerja mengalami cacat tetap
- Nearmiss: Barely avoided accident
- Non Lost Time Injury (NLTI): Occupational injury does not result in working day loss; injured employees are able to return for work at the same day
- Minor injury: Occupational injury that causes employees to miss 1 working day
- Temporary Absence: Occupational injury that causes employees to miss 2-35 working days
- Major injury: Occupational injury that causes employees to miss more than 35 working days or suffer from permanent disability

Severity Rate, NLTI Rate, dan LTI Rate [403-9]

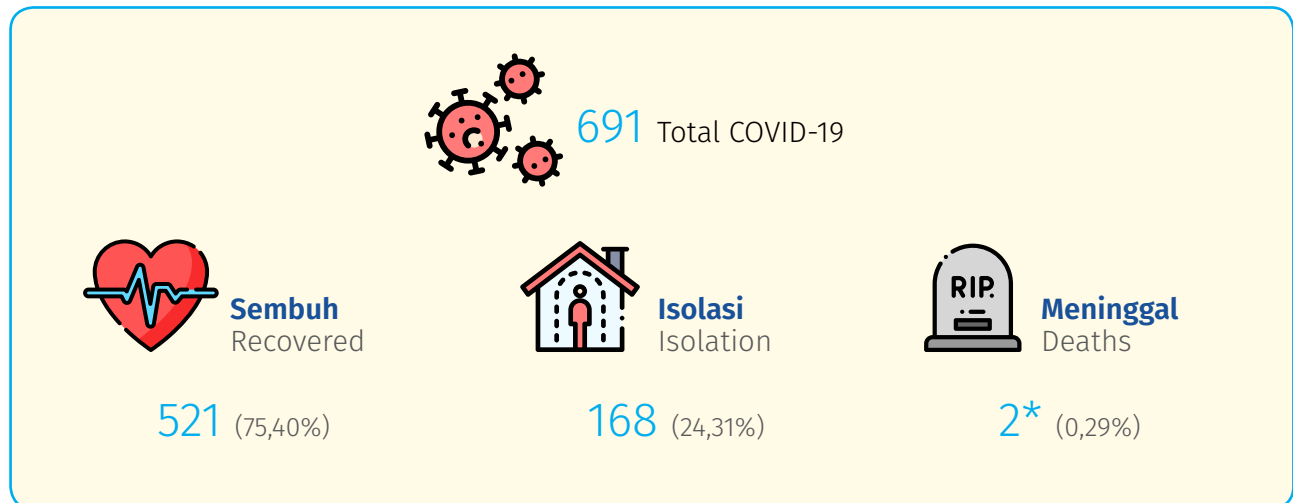
Uraian Description	2020	2019	2018
Indonesia			
Severity rate	0,38	0,49	0,88
NLTI rate	1,68	2,28	1,46
LTI rate	0,08	0,19	0,32
Luar Negeri Overseas			
Severity rate	0,00	0,16	0,00
NLTI rate	2,97	4,45	0,44
LTI rate	0,00	0,16	0,00

Keterangan | Note:

- Severity rate: Indikator hilangnya hari kerja akibat kecelakaan kerja untuk per sejuta jam kerja
- Lost Time Injury (LTI) rate: Tingkat kekerapan hari kerja hilang akibat cedera
- Non Lost Time Injury (NLTI) rate: Tingkat kekerapan insiden yang tidak menyebabkan kehilangan hari kerja
- Data severity rate dan tingkat kekerapan tidak dapat dipisahkan berdasarkan golongan karyawan WIKA, pekerja mitra kerja dan subkontraktor, karena hal ini berkaitan dengan kebijakan perusahaan.
- Severity rate: Indicator of loss of workdays due to work accidents for per million work hours
- Lost Time Injury (LTI) rate: The rate at which workdays are lost due to injury
- Non Lost Time Injury (NLTI) rate: The incident frequency rate that does not cause loss of workday
- Data of severity rate and frequency cannot be separated based on WIKA employee rank, partners and subcontractors' workers, because this relates to company policy

WIKA memonitor penyebaran COVID-19 dan mitigasinya pada jangkauan yang luas. Kami tidak hanya menjaga Insan WIKA, namun juga pekerja alihdaya, serta pihak-pihak terkait yang berada di lingkungan internal WIKA Grup hingga di seluruh proyek baik di dalam negeri maupun luar negeri. [403-10]

WIKA extensively monitors the spread of COVID-19 and its mitigation. We do not only look after WIKA personnel, but also outsourced workers, as well as related parties within the WIKA Group's internal environment as well as all projects both domestic and abroad. [403-10]



*) Bukan merupakan karyawan WIKA namun bekerja di area WIKA | Non-employee of WIKA but working in WIKA area

Pengecekan Suhu Tubuh dan pemberian Hand Sanitizer bagi Karyawan

Pengecekan Suhu tubuh pada karyawan konsistensi dilakukan bagi setiap karyawan maupun pekerja proyek yang *Work from Office* (WFO). Setiap karyawan wajib menggunakan masker dan mematuhi protokol kesehatan di lokasi kerja baik di kantor maupun proyek.

WIKA konsisten melakukan himbauan, sosialisasi, patroli penegakan protokol kesehatan yang bersifat pencegahan. Bagi pengunjung proyek, wajib pula menggunakan masker, mencuci tangan sebelum dan sesudah melakukan aktivitas, serta wajib *scanning* menggunakan *thermogun*. Apabila ditemukan karyawan ataupun pengunjung dalam keadaan kurang sehat, suhu tubuh lebih daripada 38°C maka karyawan atau pengunjung tersebut dipulangkan, diperintahkan istirahat dan periksa kesehatan ke klinik terdekat untuk mengantisipasi dari pada penyebaran COVID-19.

Checking Body Temperature and providing Hand Sanitizers for Employees

Body temperature checks are consistently carried out for every employee and project worker who is conducting *Work from Office* (WFO). Every employee is required to wear a mask and complies with health protocols at work sites both in the office and project site.

WIKA consistently conducts campaigns, dissemination, and patrols to enforce preventive health protocols. For project visitors, they must also wear a mask, wash their hands before and after carrying out activities, and must be scanned with a *thermogun*. If an employee or visitor is found to be unwell with a body temperature of more than 38° C, the employee or visitor is sent home, ordered to rest and have a health check at the nearest clinic to anticipate the transmission of COVID-19.

Pengaruh Dampak K3 terhadap Bisnis WIKA [403-7,

403-10]

WIKI berupaya untuk meraih predikat *zero fatality* secara berkelanjutan. Selain berfungsi untuk melindungi seluruh pekerja yang terlibat dalam proyek, pemenuhan K3 dapat memberikan dampak positif berupa kepercayaan pelanggan dalam menggunakan jasa WIKI. Jaminan keamanan kerja tidak hanya diberikan kepada karyawan internal, WIKI juga memastikan K3 menjadi tanggung jawab perseroan di manapun proyek dikerjakan dan saat bekerja dengan mitra manapun. Dalam setiap proyek yang dilaksanakan, WIKI telah menempatkan petugas *Safety Officer* dengan rasio perbandingan 1:50 dengan pekerja proyek.

WIKI juga turut memperhatikan dan memastikan pelaksanaan K3 oleh vendor. Untuk memastikan hal ini, vendor seluruh pekerjaan telah dievaluasi pelaksanaan K3 di setiap proyek secara rutin. Kinerja K3 dari vendor akan dilaporkan ke kantor pusat, dan sebagai salah satu syarat pembayaran kontrak pekerjaan. Bagi vendor yang memiliki nilai kinerja K3 di bawah skor 800, maka pembayaran kontrak pekerjaan akan ditunda.

Skenario 'The New Normal'

WIKI mematuhi dan mendukung arahan Kementerian BUMN dengan membentuk protokol praktis sebagai antisipasi skenario *The New Normal* di lingkungan BUMN. Telah dibentuk *task force* untuk menyusun skenario *The New Normal* dan mengawasi pelaksanaannya di lapangan. Skenario yang disusun akan menjadi panduan bagi seluruh karyawan, para mitra, dan seluruh pemangku kepentingan. Skenario yang akan diterapkan antara lain:

1. Protokol Kesehatan Ketat

Perseroan secara konsisten melaksanakan protokol kesehatan secara ketat, dan membatasi tamu yang berkunjung ke kantor maupun proyek. Dilakukan pemeriksaan suhu tubuh kepada siapa saja yang memasuki area kerja WIKI. Sterilisasi dilakukan melalui penyemprotan cairan desinfektan secara berkala dilakukan di kantor maupun proyek.

The OHS Impact on WIKI's Business [403-7, 403-10]

WIKI strives to achieve zero fatality in a sustainable manner. Aside from the function to protect all workers involved in the project, OHS compliance can have a positive impact in the form of customer trust in using WIKI's services. WIKI does not only guarantee work security to internal employees, but also ensures that OHS is the company's responsibility wherever the project is carried out and when working with any partners. In executing every project, WIKI has assigned a Safety Officer with a ratio of 1:50 with project workers.

WIKI also pays attention to and ensures the OHS implementation by vendors. To ensure this, the OHS implementation by vendors in the entire works has been evaluated in each project regularly. The vendors' OHS performance will be reported to the head office, and as a condition of payment for the work contract. For vendors whose OHS performance score is below 800, the payment of the work contract will be postponed.

'The New Normal' Scenario

WIKI complies with and supports the direction from the Ministry of SOEs by establishing a practical protocol in anticipation of the New Normal scenario in the SOE environment. A task force has been formed to prepare the New Normal scenario and oversees its implementation in the field. The following are scenarios that will be implemented and serve as guidelines for all employees, partners and all stakeholders:

1. Strict Health Protocols

The Company consistently implements strict health protocols, and limits guests who visit offices and projects. Body temperature checks are carried out on anyone who enters WIKI work areas. Sterilization is carried out by regularly spraying disinfectant in offices and project sites.



Dari sisi karyawan, Perseroan mewajibkan untuk melaporkan kondisi kesehatannya secara berkala. Bagi mereka yang harus bekerja di kantor, diberikan akses transportasi, fasilitas makan, alat perlindungan diri (APD) seperti masker, *hand sanitizer*, dan vitamin. Selain itu, mereka juga harus melaksanakan *social distancing* dan mengurangi pertemuan yang melibatkan banyak orang.

2. Protokol Interaksi Kerja dan Pelanggan

Perseroan menerapkan pengaturan jam kerja dari kantor (*Work from Office/WFO*) dan jadwal *Work from Home* (WFH) atau bekerja dari rumah. *Work from Home* diterapkan di beberapa bagian dengan menerapkan *split team* dan koordinasi menggunakan *platform* aplikasi *mobile* untuk mentransformasi aktivitas proses Perusahaan (*WIKa Zone*), *digital meeting*, webinar (*web seminar/seminar online*) serta komunikasi digital tanpa bertemu tatap muka langsung.

In addition, the Company requires the employees to report their health conditions regularly. Those who have to work in an office are given access to transportation, food facilities, personal protective equipment (PPE) such as masks, hand sanitizers, and vitamins. They must also carry out social distancing and reduce meetings that involve large numbers of people.

2. Work and Customer Interaction Protocol

The Company implements Work from Office (WFO) and Work from Home (WFH) schedule arrangement. Work from Home is implemented in several divisions through split teams and coordination using a mobile application platform to transform Company process activities (WIKa Zone), digital meetings, webinars (web seminars/online seminars) and digital communication without meeting face-to-face.

Penerapan pola kerja WFO didasarkan dengan pertimbangan adanya kepentingan mendesak yang tidak dapat diwakilkan atau dilakukan secara virtual (tidak sedang sakit/Orang dalam Pemantauan (ODP)/ Pasien dalam Pengawasan (PDP)/ Orang Tanpa Gejala (OTG)/ Positif COVID-19). Walau demikian, penerapan protokol kesehatan tetap diwajibkan dengan memenuhi persyaratan teknis lain seperti memiliki kartu sehat COVID-19, menggunakan APD, dan mengisi *log book* kegiatan. Untuk interaksi dengan pelanggan, pemasok, mitra usaha, dan para pemangku kepentingan lain, tetap dilakukan namun dibatasi dan wajib menerapkan protokol kesehatan.

Dalam implementasinya, protokol ini mengatur tata cara interaksi dan komunikasi antara perseroan dengan para pihak terkait, melalui: penerapan Perilaku Hidup Bersih dan Sehat (PHBS), dan menghindari kontak fisik langsung. Selain itu, optimasi *electronic Supply Chain Management* (eSCM) berperan penting dalam komunikasi dan interaksi yang dengan mitra kerja.

3. Digitalisasi Teknologi Konstruksi

Berkenaan dengan aktivitas riil di proyek pada masa pandemi COVID-19, WIKA mengoptimalkan peran dan fungsi teknologi untuk pembangunan dan pemantauan proyek secara terintegrasi dan terpadu. Beberapa aktivitas yang semula membutuhkan kehadiran fisik di lapangan, seperti rapat koordinasi rutin, rapat eksternal, QHSE *Patrol*, QHSE *Morning Talk*, inspeksi lapangan rutin, *training*, seremonial, hingga pelaporan, saat ini disesuaikan dengan melakukannya secara *online*. Dalam skenario *The New Normal*, WIKA akan mengoptimalkan peran dan fungsi komputer jinjing berkamera, telepon pintar (tablet), *drone*, CCTV yang difasilitasi oleh *platform* perangkat lunak seperti *video conference online* untuk memfasilitasi pekerjaan agar tetap efektif.

The WFO application is based on the consideration of urgency that cannot be represented or done virtually (not being sick/ suspect/ probable/ confirmed positive COVID-19). However, the implementation of health protocols is still required by meeting other technical requirements such as having a health card for COVID-19, wearing PPE, and filling in the activity log book. Interactions with customers, suppliers, business partners and other stakeholders are still carried out but are limited and are required to apply health protocols.

In its implementation, this protocol regulates the procedures for interaction and communication between the company and related parties, through the application of Clean and Healthy Behavior (PHBS), and avoiding direct physical contact. In addition, optimization of electronic supply chain management (eSCM) plays an important role in communication and interaction with partners.

3. Digitalization of Construction Technology

With regard to real activities in projects during the COVID-19 pandemic, WIKA optimizes the role and function of technology for integrated and cohesive project development and monitoring. Some activities that previously required physical presence in the field, such as regular coordination meetings, external meetings, QHSE *Patrol*, QHSE *Morning Talk*, routine field inspections, training, ceremonies, and reporting, are now being adjusted to be applied online. In the New Normal scenario, WIKA will optimize the role and function of portable computers with cameras, smartphones (tablets), drones, CCTV which are facilitated by software platforms such as online video conference to facilitate work to remain effective.

Pengelolaan Lingkungan [307-1]

Environmental Management

Dalam menjalankan kegiatan usahanya, WIKA menjalankan prinsip-prinsip yang mendukung kelestarian lingkungan hidup. Sebelum melakukan konstruksi di setiap proyek, WIKA menjalankan sistem manajemen lingkungan. Dilakukan pula pengukuran terhadap aspek-aspek lingkungan yang mencakup penggunaan air dan energi, pengelolaan limbah, serta pengukuran emisi yang dihasilkan. Selama tahun 2020, tidak terdapat sanksi dan denda yang diberikan kepada WIKA terkait pelanggaran terhadap hukum dan peraturan lingkungan.

Mengingat lokasi operasi WIKA yang tersebar luas, kami belum dapat melaporkan hasil absolut kinerja lingkungan dari seluruh kegiatan operasional WIKA dan anak perusahaan. Keterbatasan metode pengumpulan data juga masih menjadi pertimbangan untuk terus meningkatkan laporan terkait aspek-aspek lingkungan. Dalam laporan ini, kinerja lingkungan proyek Pembangkit Listrik Tenaga Surya (PLTS) Institut Teknologi Sumatera (Itera) di Lampung dan PLTU Sulsel Barru menjadi salah satu bukti adanya pemantauan lingkungan di proyek yang dikerjakan WIKA.

In carrying out its business activities, WIKA implements principles that support environmental sustainability. WIKA applies an environmental management system before carrying out construction on each project. Environmental aspects are also measured including water and energy use, waste management, and measurement of the resulting emissions. During 2020, there were no sanctions and fines imposed on WIKA over violations of environmental laws and regulations.

Given the widespread location of WIKA's operations, we were not able to report the absolute results of environmental performance from all operational activities of WIKA and its subsidiaries. Limited data collection methods were considered as rooms for improvement in reporting environmental aspects. In this report, the environmental performance of Solar Power Plant (PLTS) project of Institute of Technology Sumatra (Itera) in Lampung and the South Sulawesi Barru PLTU were proof of the environmental monitoring in the project conducted by WIKA.



Pengelolaan Aspek Lingkungan di Kantor Pusat [CRE8]

Environmental Management at Head Office

Komitmen WIKA mendukung SDGs terutama dalam mengurangi dampak pemanasan global diwujudkan dengan mengelola bangunan berkonsep hijau (*green building*). Kantor pusat WIKA berada di WIKA Tower II yang merupakan *green building*, yang telah mendapatkan sertifikasi dari Green Building Council Indonesia (GBCI). Secara berkala WIKA melakukan evaluasi terhadap implementasi standar *green building* dan mempertahankan capaiannya. Saat ini Kantor Pusat WIKA Tower II memegang sertifikasi *green building* level Gold WIKA terus berupaya meningkatkan level *green building*, dengan cara meningkatkan efisiensi penggunaan listrik.

Pemakaian Listrik [302-1, 302-2]

Pasokan listrik utama dalam gedung berasal dari PT PLN. Namun demikian, WIKA mulai memanfaatkan energi terbarukan dengan memasang *solar cell*. Sebanyak 120 unit *solar cell* telah terpasang, dengan total kapasitas energi listrik 24 kWh. Aliran energi listrik yang berasal dari *solar cell* dimanfaatkan untuk *power* listrik penerangan dan stop kontak. Kami juga memanfaatkan penggunaan lampu LED dan *inverter* dalam upaya konservasi energi. Adapun perhitungan yang digunakan untuk menghitung intensitas penggunaan energi listrik adalah total konsumsi energi listrik dari PLN dibagi dengan total luasan lantai. WIKA belum dapat melaporkan jumlah pemakaian energi di luar organisasi seperti kegiatan pemasok di area kerja WIKA dan perjalanan bisnis karyawan.

WIKA's commitment to support the SDGs, especially in reducing the impact of global warming, is manifested by managing green building concepts. WIKA's head office is located at WIKA Tower II which is a green building, which has received certification from the Green Building Council Indonesia (GBCI). WIKA periodically evaluates the implementation of green building standards and maintains its achievements. Currently the Head Office at WIKA Tower II is rated Gold level of green building certification. WIKA continues to strive to increase the level of green building, by increasing the efficiency of electricity use.

Electricity Consumption [302-1, 302-2]

The main electricity supply in the building comes from PT PLN. However, WIKA has begun to utilize renewable energy by installing solar cells. A total of 120 solar cell units have been installed, with a total electrical energy capacity of 24 kWh. The electrical energy that comes from solar cells is used to power lighting and sockets. We also utilize LED lights and inverters to conserve energy. The calculation of electricity use intensity is the total consumption of power from PLN divided by the total floor area. WIKA has not been able to report the amount of energy consumption outside the organization such as supplier activities in the WIKA work area and employee business trips.

Konsumsi Energi di Kantor Pusat [302-1]

Energy Consumption at Head Office

Sumber Energi Source of Energy	2020	2019	2018
	Besaran (kWh) Wattage (kWh)		
Listrik dari PLN Electricity from PLN	2.176.220	2.548.020	2.363.007
<i>Solar Cell</i>	23.180	N/A	N/A
Total Konsumsi energi dalam organisasi Total energy consumption in the organization	2.199.400	2.548.020	2.363.007

Intensitas Energi [302-3]

Energy Intensity

Uraian Description	Satuan Unit	2020	2019	2018
Total konsumsi energi listrik Total electrical energy consumption	kWh	2.176.220	2.548.020	2.363.007
Luas area Area	m2	36.023	36.023	36.023
Intensitas Energi Energy Intensity	kWh/m2	60,5	70,7	65,6

WIKA telah melakukan inisiatif-inisiatif yang dilakukan WIKA untuk menjaga kelanjutan performa *green* di WIKA Tower II, antara lain: [302-4]

- Pelaksanaan himbauan hemat listrik dengan menempel stiker hemat energi di kantor;
- melakukan patroli (teknisi dan satpam) setiap malam setiap 3 jam sekali;
- Di tahun 2020, Gedung WIKA sudah dilengkapi dengan *solar cell (photovoltaic cell)* sebagai sumber energi alternatif kedepannya;
- Penggunaan lampu LED;
- Penggunaan AC *inverter*;
- Melakukan *grouping* ulang lampu berdasarkan sinar matahari;
- Pemakaian sensor gerak untuk lampu;
- *Fan exhaust* dan *intake* menggunakan inverter;
- *Lift mode sleeping*.

WIKA has carried out initiatives to maintain the continuation of green performance at WIKA Tower II, including: [302-4]

- Implementing the appeal for saving electricity by sticking energy-saving stickers in the office;
- conduct patrols (technicians and security guards) every night every 3 hours;
- In 2020, the WIKA Building will be equipped with a solar cell (photovoltaic cell) as an alternative energy source in the future;
- Use of LED lights;
- Use of inverter air conditioners;
- Re-group lights based on sunlight;
- Use of motion sensors for the lights;
- Fan exhaust and intake using an inverter;
- Lift sleeping mode.

Pengurangan Konsumsi Energi [302-4]

Energy Consumption Reduction

Wilayah Kerja Work Area	Satuan Unit	Hasil Absolut Pengurangan Konsumsi Energi Absolute Result of a Reduction in Energy Consumption (kWh)		
		2020	2019	2018
Kantor Pusat Head Office	kWh	394.980	185.013	-

Secara internal, WIKA telah melakukan efisiensi energi pada operasional gedung kantor pusat. Namun demikian, saat ini kami belum dapat menghitung efisiensi pada produk maupun jasa konstruksi yang kami sediakan. [302-5]

Internally, WIKA has carried out energy efficiency in the operations of the head office building. However, currently we have not been able to calculate the efficiency of the construction products and services we offer. [302-5]



Pengendalian Emisi

Dari energi listrik yang digunakan, maka akan menghasilkan emisi gas rumah kaca (GRK). Secara terbatas WIKA mengukur jumlah emisi GRK yang dihasilkan dari pemakaian listrik di WIKA Tower II. WIKA juga memantau emisi GRK yang berasal dari kendaraan. Sebelum dioperasikan, WIKA melakukan uji emisi pada kendaraan operasional kantor sehingga memudahkan pemantauan emisi yang dikeluarkan. Selama masa pandemi, intensitas pemakaian kendaraan berkurang sehingga mendukung reduksi emisi GRK. Kami juga melakukan perawatan kendaraan dan mesin secara rutin dan berkala agar mesin dalam keadaan baik dan tidak banyak mengeluarkan emisi. WIKA belum dapat mengungkapkan konversi emisi GRK yang dihasilkan dari kendaraan operasional maupun alat-alat berat di proyek, karena belum adanya catatan yang terintegrasi. [305-5]

Kami belum mengukur jumlah emisi GRK yang dihasilkan dari kegiatan operasional di kantor pusat. Namun demikian, setiap enam bulan sekali dilakukan pemantauan emisi dan debu dari penggunaan genset di kantor pusat.

Emission Control

The electrical energy used will produce greenhouse gas (GHG) emissions. On a limited scale, WIKA measures the amount of GHG emissions resulting from electricity consumption in WIKA Tower II. WIKA also monitors GHG emissions from vehicles. Before being operated, WIKA performs emission tests on company operational vehicles to make it easier in monitoring emissions released. During the pandemic, the intensity of vehicle use has decreased, which contributed to the reduction of GHG emissions. We also carried out vehicle and engine maintenance regularly and periodically to keep the engine in good condition and did not emit a lot. WIKA has not been able to disclose the conversion of GHG emissions resulting from operational vehicles or heavy equipment in the project, because there were no integrated records. [305-5]

We have not measured the amount of GHG emissions resulting from operational activities at the head office. However, every six months, emissions and dust from generators at the head office are monitored.



Pemantauan Emisi dan Debu dari Genset Tahun 2020 [305-7]

Monitoring of Emissions and Dust from Generators 2020

Parameter	Baku Mutu Quality Standard	Satuan Unit	Semester 1		Semester 2	
			Genset 1	Genset 2	Genset 1	Genset 2
Nitrogen Dioksida (NO ₂) Nitrogen Dioxide (NO ₂)	1.200*	mg/Nm ³	359	349	323	361
Sulfur Dioksida (SO ₂) Sulfur Dioxide (SO ₂)	600*	mg/Nm ³	118	130	118	131
Karbon Monoksida Carbon monoxide	540*	mg/Nm ³	193	180	197	215
TSP (Debu) TSP (Dust)	150**	mg/Nm ³	23	22	22,3	25,7
Velocity	-	m/s	-	-	-	-

Keterangan | Note:

Sumber data dari PT Nusa Laboratorium Indonesia, 2020 | Data source from PT Nusa Laboratorium Indonesia, 2020

*) Permen LH No. 13 tahun 2009 lampiran la No.1 | Regulation of Minister of Environment No. 13 of 2009 appendix la No.1

**) Permen LHK No. 15 Tahun 2019 Lampiran IX | Regulation of Minister of Environment and Forestry No. 15 of 2019 appendix IX

Di WIKA Tower II, dilakukan pengaturan pada penggunaan pendingin udara atau *air conditioner* (AC). Pendingin udara yang terpasang di gedung dipastikan tidak mengandung bahan yang merusak lapisan ozon seperti *Chlorofluorocarbons* (CFCs). Bahan yang terkandung dalam semua AC di WIKA Tower II adalah R 32 & R 410A yang merupakan bahan ramah lingkungan. [305-6]

At WIKA Tower II, we make arrangements for the air conditioner (AC) use. We ensure the air conditioners installed in the building do not contain ozone depleting substances such as chlorofluorocarbons (CFCs). All air conditioners in WIKA Tower II use environmentally friendly materials of R 32 & R 410A. [305-6]

Motor GESITS, Salah Satu Pilihan Motor Listrik Ramah Lingkungan

PT WIKA Industri Manufaktur (WIMA) telah sukses memproduksi motor listrik GESITS. Diketahui, WIMA adalah perusahaan *joint venture* antara PT Wijaya Karya Industri & Konstruksi (Anak Perusahaan WIKA) dengan PT GESITS Technologies Indo. Awalnya, sepeda motor listrik GESITS diciptakan dan dikembangkan oleh kelompok mahasiswa ITS Surabaya dengan didampingi Garansindo Group yang berpengalaman di bidang otomotif. Produk ini didukung oleh pemerintah, dengan mempertimbangkan manfaatnya sebagai alat mobilitas yang andal selaras dengan kebutuhan dan perkembangan global, termasuk di antaranya aspek kehematan energi serta keramahan lingkungan bagi masyarakat luas.

GESITS Motorcycle, An Option For Environmentally Friendly Electric Motorcycle

PT WIKA Industri Manufaktur (WIMA) has successfully produced GESITS electric motorcycle. WIMA is a joint venture company between PT Wijaya Karya Industri & Konstruksi (a subsidiary of WIKA) and PT GESITS Technologies Indo. Initially, the GESITS electric motorcycle was created and developed by a group of students from Technology Institute of Surabaya (ITS), along with the Garansindo Group who is experienced in the automotive field. This product is supported by the government, taking into account its benefits as a reliable means of mobility in line with global needs and developments, including aspects of energy saving and environmentally friendly for the wider community.



“Mengapa Lebih Ramah Lingkungan?” **“Why Is It More Environmentally Friendly?”**

Melalui GESITS, Pemerintah mendorong percepatan program kendaraan bermotor listrik berbasis baterai untuk transportasi jalan dalam rangka ketahanan energi, peningkatan efisiensi energi, konservasi energi sektor transportasi, dan terwujudnya energi bersih, kualitas udara bersih dan ramah lingkungan, serta komitmen Indonesia menurunkan emisi GRK.

Through GESITS, the Government is encouraging the acceleration of the battery electric motor vehicle program for road transportation in the context of energy security, increasing energy efficiency, energy conservation in the transportation sector, and the realization of clean energy, clean air quality and environmentally friendly, as well as Indonesia’s commitment to reduce GHG emissions.

GESITS menggunakan mesin bertenaga listrik dengan daya motor sebesar 5 KW. Terkait performa, motor listrik ini mampu berakselerasi dengan kecepatan 100km/jam. Keunggulannya, mesin listrik dari motor ini sama sekali tidak mengeluarkan emisi gas buang karena

GESITS uses an electric powered engine with a motor power of 5 KW. Regarding performance, this electric motorbike can accelerate to a speed of 100km/hour. The advantage is that the electric engine of this motorbike does not emit exhaust gas at all because it relies on

mengandalkan teknologi mesin yang dikenal ramah lingkungan. Dari pengamatan yang dilakukan pada unit terjual GESITS, sebanyak 1.903 unit terjual di tahun 2020 saja dengan total jarak tempuh 5.776.550 km. Total energi listrik yang digunakan oleh unit terpantau sebesar 166.365 kWh, dengan emisi karbon yang dihasilkan sebanyak 148,65 Ton CO₂/kWh. Emisi yang dihasilkan oleh GESITS jelas lebih rendah dari pada motor berbahan bakar fosil yang akan menghasilkan emisi gas buang lebih banyak pada setiap pemakaiannya.

GESITS sudah lulus uji Sertifikat Uji Tipe (SUT) dari Kementerian Perhubungan, sehingga, motor yang memiliki *performance* setara dengan *scooter matic* 150 cc ini sudah layak jalan.

engine technology that is known to be environmentally friendly. The monitoring on GESITS units sold, showed a total 1,903 units were sold in 2020 alone with a total mileage of 5,776,550 km. The total electrical energy used by the monitored unit was 166,365 kWh, with carbon emissions generated as much as 148.65 tons of CO₂/kWh. The emissions generated by GESITS were apparently lower than fossil fuel motorcycles which produce more exhaust emissions per usage.

GESITS has passed the Type Test Certificate (SUT) from the Ministry of Transportation, so that the motorcycle that has the same performance as a 150 cc automatic scooter is already roadworthy.

Pemakaian Air

Water Usage

Volume Pemakaian Air [102-48, 303-5]

Water Usage Volume

Sumber Air Water Sources	2020	2019	2018
	Volume (m³)		
WIKA (Persero)			
Kantor Pusat Head Office *)	12.477	20.081	21.511
Anak Perusahaan - WIKA Realty Subsidiary - WIKA Realty			
Taman Sari Hive Office	11.467	14.908	14.000
Taman Sari Hive Apartemen Taman Sari Hive Apartment	53.663	58.338	54.596

Keterangan | Note:

*) Data tahun 2018 dinyatakan kembali | Data in 2018 was restated

Air yang digunakan di kantor pusat bersumber dari PDAM. Jumlah pemakaian air tahun 2020 lebih rendah dari tahun lalu karena intensitas pemakaian air dikurangi sebagai upaya efisiensi air, WIKA melakukan kampanye hemat air dan pengolahan air limbah menggunakan fasilitas Instalasi Pengelolaan Air Limbah (IPAL). Air bekas pakai seperti air wudhu, *janitor*, *pantry*, serta air hujan, dan air *drain* AC diolah kembali untuk dapat digunakan sebagai *flushing toilet*. Sementara itu, limbah cair dari toilet akan

The water used at the head office is supplied from PDAM. The volume of water use in 2020 was lower than the previous year because the intensity of water use was reduced as an effort of water efficiency. WIKA has been carrying out a water-saving campaign and wastewater treatment in Wastewater Treatment Plant (WWTP). Grey water such as water from ablution, janitor, pantry, as well as rainwater, and AC drain water is treated to be reused to flush toilets. Meanwhile, the liquid waste from the toilet

diolah kembali sesuai dengan standar baku mutu yang ditentukan sebelum dibuang ke saluran tata kota.

Di sisi lain, guna mendukung konservasi air, WIKA membuat sumur resapan di sekitar kantor. Semakin banyaknya tanah yang diaspal akan menahan air hujan jatuh ke tanah. melalui inisiatif ini, WIKA menunjukkan dukungannya pada kelestarian alam. Jumlah sumur resapan yang dibuat sebanyak 16 titik.

will be reprocessed in accordance with the established quality standards before being discharged into the urban drainage system.

In addition, to support water conservation, WIKA has built infiltration wells around the office. The more land area being paved, the more it will hold rainwater from being absorbed into the ground. Therefore this initiative shows WIKA's support for nature preservation. The number of infiltration wells was 16 points.

Pengelolaan Aspek Lingkungan di Proyek PLTU Sulsel Barru 2

Environmental Management in PLTU South Sulawesi Barru 2 Project

Proyek PLTU Sulsel Barru 2 merupakan salah satu proyek infrastruktur kelistrikan WIKA di Kabupaten Barru, Sulawesi Selatan. Proyek ini merupakan lanjutan dari PLTU Sulsel Barru 1 yang telah beroperasi sejak tahun 2015. PLTU Sulsel Barru 2 mengadopsi teknologi dari Jepang dan Eropa guna menyiasati tantangan keterbatasan lahan. Proyek ini diproyeksikan akan menjadi pembangkit listrik yang *reliable* dan ramah lingkungan. Melalui kontribusi dalam proyek PLTU Sulsel Barru 2, WIKA juga turut mewujudkan dukungan pada tujuan 9 dan 11 dari SDGs.

Lingkup pekerjaan WIKA dalam proyek PLTU Sulsel Barru 2 yaitu pemancangan, struktur beton dan baja, *chimney*, serta pekerjaan arsitektural seperti pengelolaan *nominated subcontractor* (NSC) untuk pekerjaan instalasi mekanikal, elektrikal, dan kontrol. PLTU Sulsel Barru II akan meningkatkan keandalan sistem daya jaringan 150 kV di Sulawesi Selatan, Tenggara, dan Barat.

Selama proyek berlangsung, pengelolaan aspek lingkungan dilaksanakan dan dicatat dengan baik. Pemantauan lingkungan yang ada di sekitar lokasi proyek setiap sebulan sekali, yang dilakukan mandiri dari tim HSE proyek, dan 6 bulan sekali bekerja sama dengan pihak ke tiga yaitu PT Environesia Global Saraya melalui unit kerjanya laboratorium GreenLab.

The coal-fired power plant (PLTU) South Sulawesi Barru 2 project is one of WIKA's electricity infrastructure projects in Barru Regency, South Sulawesi. This project is a continuation of PLTU South Sulawesi Barru 1 which has been operating since 2015. PLTU South Sulawesi Barru 2 adopts technology from Japan and Europe to deal with the challenges of limited land. This project is projected to become a reliable and environmentally friendly power plant. By contributing to the South Sulawesi Barru 2 PLTU project, WIKA has also contributed to realizing support for goals 9 and 11 of the SDGs.

WIKA's scope of work in the PLTU Sulsel Barru 2 project is erection, concrete and steel structures, chimneys, as well as architectural work such as management of nominated subcontractors (NSCs) for mechanical, electrical, and control installation work. PLTU Sulsel Barru II will increase the reliability of the 150 kV network power system in South, Southeast and West Sulawesi.

During the project, the environmental management was implemented and recorded properly. Environmental monitoring around the project site is carried out independently once a month by the project's SHE team, and once every 6 months in collaboration with a third party, PT Environesia Global Saraya through its GreenLab laboratory work unit.

Konsumsi Energi [302-1, 302-2]

Energy Consumption

Uraian Description	Pemanfaatan Uses	Satuan Unit	2020	2019	2018
Kegiatan utama (konstruksi PLTU Sulsel Barru II) Main activities (construction of PLTU South Sulawesi Barru II)					
Listrik (Dipasok dari PT PLN) Electricity (Supplied by PT PLN)	Pengoperasian peralatan konstruksi Operation of construction equipment	kWh	90.522,00	159.499,37	19.720,80
BBM Oil Fuel	Pengoperasian alat berat <i>crane, excavator, forklift, manlift, trailer, compressor</i> , dll. The operation of heavy equipment cranes, excavators, forklifts, manlifts, trailers, compressors, etc.	Liter	40.000	60.000	15.000
Kegiatan pendukung (kantor di proyek, transportasi lokal dll) Supporting activities (site office, local transportation etc.)					
Listrik (Dipasok dari PT PLN) Electricity (Supplied by PT PLN)	Pengoperasian listrik kantor, penerangan dan menyalakan perangkat elektronik, aktivitas konstruksi, penerangan lapangan, dll. Office electricity operation, lighting and powering of electronic devices, construction activities, field lighting, etc.	kWh	60.348,00	106.333,09	13.147,20
BBM Oil Fuel	Transportasi lokal Local transportation	Liter	11.040	16.560	13.800

Pengurangan Konsumsi Energi [302-4]

Energy Consumption Reduction

Wilayah Kerja Wilayah Kerja	Hasil Absolut Pengurangan Konsumsi Energi (GJ) Absolute Result of Energy Consumption Reduction (GJ)		
	2020	2019	2018
PLTU Sulsel Barru-2, 1x100 MW PLTU South Sulawesi Barru-2, 1x100 MW	114.962,73	-232.964,73	-

Emisi GRK yang Dihasilkan (scope 2) [305-2]

Generated GHG Emissions (scope 2)

Sumber Emisi GRK GHG Emission Source	2020	2019	2018
	Satuan Ton CO ₂ eq Unit in Ton CO ₂ eq		
Pemakaian Listrik Proyek (<i>Site Office dan Site</i>) Project Electricity Consumption (Site Office and Site)	134,43	236,86	29,28



Konsumsi Air (Liter)

Water Consumption (Liter)

Sumber Source	2020	2019	2018
Sumur bor Drilled wells	48.000	96.000	24.000
Tampungan tadah hujan Rainwater harvesting	396.000	693.000	198.000
Sumber alam Natural sources	129.000	1.651.200	1.143.800
Jumlah Total	573.000	2.440.200	1.365.800

Sumber air dari sumur bor digunakan untuk aktivitas domestik perkantoran seperti toilet, tempat cuci tangan dan wastafel, serta dimanfaatkan untuk aktivitas penyiraman tanaman di musim kemarau. Tampungan air hujan dimanfaatkan bersama antara pihak proyek dan warga untuk aktivitas domestik, penyiraman tanaman, dan penyiraman akses jalan warga yang digunakan sebagai akses proyek agar tidak berdebu. Selain itu, kami juga memanfaatkan sumur bor yang digunakan untuk kegiatan domestik seperti toilet serta air sungai gunung yang digunakan untuk keperluan wudhu, *batching plant*, dan aktivitas *mixing concrete* dengan 215 liter untuk satu kubik concrete. Perbedaan angka pada penggunaan air di tiap tahunnya dipengaruhi oleh aktivitas pekerjaan di lingkungan proyek dan panjangnya musim kemarau terutama di wilayah Kabupaten Barru serta kubikasi beton yang digunakan.

The water source from the drilled well is used for domestic office activities such as toilets, hand washing stations and sinks, and is used for watering plants during the dry season. Water from natural sources, namely rainwater used for domestic activities, watering plants, and watering community road access which is used as project access so that it is not dusty. In addition, we also utilize bore wells that are used for domestic activities such as toilets and mountain river water for ablution purposes, batching plant and concrete mixing activities with 215 liters per one cubic concrete. The difference in numbers on water use in each year is due to work activities in the project and the length of the dry season, especially in Barru Regency area as well as the cubic of the concrete used.

Jenis Limbah dan Metode Pengelolaannya

Types of Waste and Management Methods

Bentuk Limbah Waste Form	Metode Pengelolaan Management Method	2020	2019
Oli bekas Used oil	Dikirim ke pihak ketiga Transported to third parties	120 Liter Liters	480 Liter Liters
Cat Paint	Dikirim ke pihak ketiga Transported to third parties	80 Kaleng Cans	150 Kaleng Cans
Plastik Plastic	Dikirim ke TPA Transported to final disposal site	21 m ³	47 m ³
Kertas Paper	Dikirim ke TPA Transported to final disposal site	Penghematan 570% 570% Saving	Penghematan 270% 270% Saving
Kayu Wood	3R	17 m ³	39 m ³
Besi Iron	3R	0,2% dari Total/Tahun = 2,2 Ton 0.2% of Total/Year = 2.2 Tons	0,3% dari Total/Tahun = 5,4 Ton 0.3% df Total/Year = 5.4 Tons
Kain majun Rags	Dikirim ke pihak ketiga Transported to third parties	7 Karung Sacks	13 Karung Sacks
Elektroda/Kawat las Electrodes/Welding wire	Dikirim ke pihak ketiga Transported to third parties	12 Ember Buckets	20 Ember Buckets

Oli bekas didapatkan dari aktivitas *maintenance* alat angkat dan angkut di lingkungan proyek, yang setiap bulan diserahkan kepada PT Indonesia Power untuk dapat disimpan dan diangkut pihak ketiga. Demikian juga dengan kaleng cat dan tiner, serta kain majun bekas pembersih oli dan beton, diserahkan kepada PT Indonesia Power. Limbah padatan berupa besi, diperoleh dari sisa material fabrikasi setiap tahunnya, di mana total besi yang digunakan mencapai 3.800 ton di luar *steel structure*, sementara potongan-potongan besi akan digunakan kembali untuk penutup saluran drainase dan fasilitas *smoking area (reduce)* di lingkungan proyek, serta digunakan sebagai kerangka *sign board* di seluruh lingkungan proyek.

Used oil is generated from maintenance activities for lifting and transport equipment in the project environment, which is sent to PT Indonesia Power every month to be stored and transported by third parties. Likewise, paint and thinner cans, as well as rags used for cleaning oil and concrete, are sent to PT Indonesia Power. Solid waste in the form of iron, is from the remaining fabrication materials every year, where the total iron used reached 3,800 tons outside the steel structure, while the scrap metal will be reused to cover the drainage channel and smoking area (reduce) facilities in the project environment, as well as being used as a sign board framework throughout the project environment.

Pengelolaan Aspek Lingkungan di Proyek PLTS on Grid 1 MWP

Environmental Management in PLTS on Grid 1 MWP Project

WIKA, melalui Anak perusahaannya yaitu PT Wijaya Karya Industri Energi (WIKA Industri Energi) dipercaya untuk mengerjakan pembangunan Pembangkit Listrik Tenaga Surya (PLTS), dengan spesifikasi daya listrik sebesar 1 megawatt peak (MWp) di Institut Teknologi Sumatera, Institut Teknologi Sumatera (ITERA) Lampung. Pengerjaan proyek ini menjadi salah satu bukti komitmen WIKA dalam mendukung pengembangan energi terbarukan dan mendukung tujuan 7 dari SDGs.

PLTS yang dibangun di atas lahan seluas 1Ha tersebut menjadi laboratorium PLTS terbesar di Indonesia yang akan dimanfaatkan untuk berbagai penelitian tentang energi terbarukan. Jika sudah berfungsi, maka ITERA akan menjadi kampus mandiri dalam bidang energi dan tidak lagi bergantung pada pasokan dari perusahaan listrik negara (PLN).

Pengerjaan proyek berlangsung dari bulan September 2020 hingga Desember 2020 dan diresmikan pada tanggal 7 Januari 2021. WIKA Industri Energi memastikan kepatuhan lingkungan. Setiap 1 bulan sekali dilakukan pemantauan di proyek.

WIKA, through its subsidiary PT Wijaya Karya Industri Energi (WIKA Industri Energi) is entrusted to work on the construction of a solar power plant (PLTS), with an electric power specification of 1 megawatt peak (MWp) at the Sumatra Institute of Technology (ITERA) Lampung. The work on this project is a proof of WIKA's commitment to supporting renewable energy development and supporting SDG 7.

The PLTS which was built on an area of 1 hectare is Indonesia's largest PLTS laboratory for various researches on renewable energy. After functioning, ITERA will become an independent campus in the energy sector and no longer depend on supplies from the state power company PLN.

The project took place from September 2020 to December 2020 and was inaugurated on January 7, 2021. WIKA Industri Energi ensures environmental compliance, with monitoring carried out once a month on the project.

Konsumsi Energi [302-1, 302-2]

Energy Consumption

Uraian Description	Pemanfaatan Utilization	Satuan Unit	2020
Genset Generator	Penerangan dan menyalakan perangkat elektronik, aktivitas konstruksi, penerangan lapangan, dll. Lighting and powering of electronic devices, construction activities, field lighting, etc.	kWh	1.500
Listrik (Dipasok dari PT PLN) <i>Electricity</i> (Supplied from PT PLN)	Monitor, penerangan, elektronik Monitor, lighting, electronic	kWh	500
Solar Diesel Fuel	Genset dan mesin bor tanah Generators and ground drilling machines	Liter	250
BBM Fuel	Transportasi Transportation	Liter	120

Konsumsi Air (Liter)

Water Consumption (Liter)

Sumber Source	Penggunaan Use	Satuan Unit	2020
Sumur Bor Artesian well	Pengecoran, mandi, cuci dan kakus (MCK), <i>Cleaning</i> Foundry, public washing, bathing & toilet facility (MCK), Cleaning	Liter	25.000

Jenis Limbah dan Metode Pengelolaannya (Ton)

Types of Waste and Management Methods (Tons)

Bentuk Limbah Types of Waste	Metode Pengelolaan Management Method	2020
Plastik Plastic	Dikirim ke TPA Sent to landfill	75
Kayu Wood	Dikirim ke TPA Sent to landfill	70
Kertas Paper	Dikirim ke TPA Sent to landfill	30
Besi Iron	Dikirim ke TPA Sent to landfill	10



Mekanisme Pengaduan di Lokasi Proyek

Grievance Mechanisms at Project Sites

WIKA menghormati kepentingan semua pihak dan membuka kesempatan bagi pemangku kepentingan maupun masyarakat luas untuk melaporkan pengaduan, termasuk pengaduan mengenai dampak negatif lingkungan dari proyek-proyek WIKA. Setiap pengaduan di lokasi proyek akan ditindaklanjuti.

Pengaduan yang diterima dicatat dalam Catatan Peluang Perbaikan dan Permintaan Tindakan Korektif dan Preventif yang telah diketahui oleh penanggung jawab proyek dan verifikator. Keluhan dan pengaduan yang diterima kemudian disampaikan kepada Departemen Representatif, Kepala Divisi, dan General Manajer yang ditembuskan kepada Manajemen Representatif paling lambat tiga jam setelah keluhan diterima. Penyelesaian pengaduan ditargetkan maksimal dua bulan.

WIKA honors the interests of all parties and opens opportunities for stakeholders and the wider community to file complaints, including complaints about the negative environmental impacts of WIKA projects. Any complaints at the project site will be followed up.

Complaints received are recorded in the Remedial Opportunity Record and Corrective and Preventive Action Requests that are acknowledged by the project manager and the verifier. Complaints and grievances received are then submitted to the Representative Department, Head Division, and General Manager which will be copied to Representative Management no later than three hours after the complaint is received. Complaint is targeted to be resolved for a maximum of two months.

Insan WIKA

WIKA People



Selama masa pandemi COVID-19, WIKA Mempertahankan 100% sumber daya manusianya, karena memahami arti penting human capital yang unggul akan merupakan kunci sukses bisnis.

During the COVID-19 pandemic, WIKA maintains 100% of its human resources, because understanding the importance of excellent human capital will be the key to successful business.

Manajemen Human Capital ^[102-8]

Human Capital Management

Bagi WIKA, *human capital* merupakan mitra yang penting yang dapat menjadi andalan dalam seluruh penyelesaian pekerjaan. Pembangunan *human capital* terus dilakukan dengan menyelaraskan antara keseimbangan kompetensi, kesehatan fisik, kesehatan mental, gaya hidup, serta pertumbuhan finansial dan kesejahteraan Insan WIKA. Selama tahun 2020 tidak terdapat karyawan magang maupun *part-time* di lingkungan kerja WIKA.

For WIKA, human capital is an important partner to relied on in the completion of all works. Human capital development continues to be carried out by harmonizing the balance of competence, physical health, mental health, lifestyle, as well as financial growth and the well-being of WIKA's personnel. During 2020 there will be no intern or part-time employees in WIKA's work environment.

Profil Karyawan

Employee Profile

Jumlah Karyawan Tetap Berdasarkan Gender dan Status Kepegawaian

Permanent Employees by Gender and Employment Status

Status Kepegawaian Employment Status	2020			2019			2018		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Organik Organic	2.049	212	2.261	2.038	200	2.238	1.947	166	2.113
Terampil Skilled	517	56	573	488	41	529	445	37	482
Jumlah Total		2.834			2.767			2.595	

Jumlah Karyawan Tetap Berdasarkan Gender dan Penempatan Kerja ^[102-8]

Permanent Employees by Gender and Job Placement

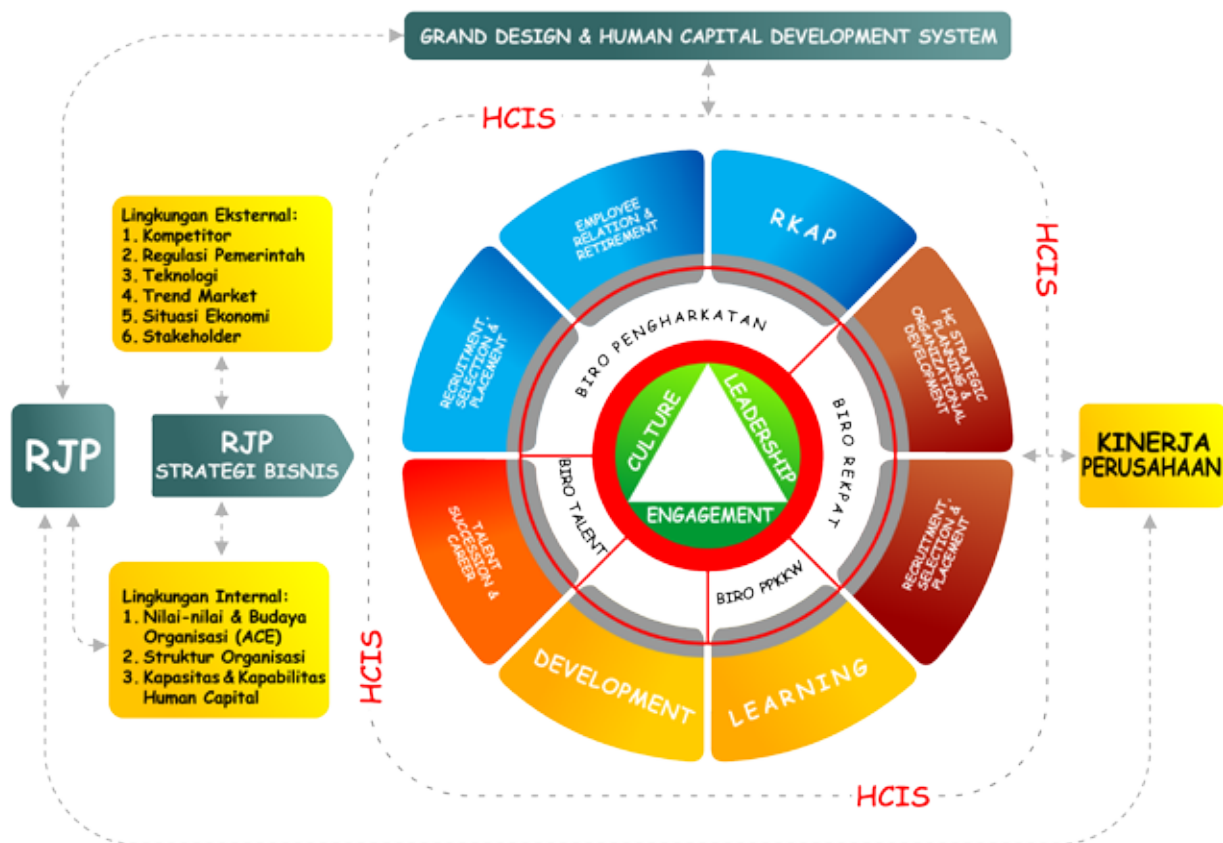
Penempatan Kerja Job Placement	2020		2019		2018	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Kantor Pusat Head Office	1.084	198	929	170	907	148
Kantor Divisi/Proyek Division/Project Offices	1.389	65	1.497	65	1.404	53
Perwakilan Aljazair Algeria Representative	32	1	34	1	30	1
Perwakilan Malaysia Malaysia Representative	12	1	21	1	8	0
Perwakilan Myanmar Myanmar Representative	5	1	3	1	1	0
Perwakilan Timor Leste Timor Leste Representative	8	0	12	0	42	1
Perwakilan Filipina Philippines Representative	5	0	3	0		
Perwakilan Niger Nigeria Representative	10	1	10	2		
Perwakilan Taiwan Taiwan Representative	10	1	11	1		
Perwakilan Senegal Senegal Representative	0	0	1	0		
Perwakilan Arab Saudi Saudi Arabia Representative	0	0	1	0		
Perwakilan Dubai Dubai Representative	4	0	4	0		
Perwakilan Kepulauan Solomon Solomon Islands Representative	6	0				
Jumlah Total		2.834		2.767		2.595

Perjanjian Kerja Bersama (PKB)

Untuk mewujudkan hubungan kerja yang harmonis dan dinamis antara perusahaan dan karyawan serta menjamin kepastian antara hak dan kewajiban masing-masing pihak, maka WIKA dan serikat karyawan telah menyusun Perjanjian Kerja Bersama (PKB). PKB Periode 2018-2020, adalah PKB yang berlaku saat ini. Seluruh karyawan tetap telah terjamin dan dilindungi oleh PKB. [102-41]

Collective Labor Agreement (PKB)

To create a harmonious and dynamic working relationship between the company and employees and to ensure certainty between the rights and obligations of each party, WIKA and the employee union have prepared a Collective Labor Agreement (CLA). The CLA for the 2018-2020 period is currently in effect. All permanent employees have been covered and protected by the CLA. [102-41]



Dalam rangka mencapai target bisnis dan keberlanjutan usaha, manajemen *human capital* dilakukan sesuai dengan *Grand Design Human Capital Development System*. Seluruh insan WIKA berhak mendapatkan kesempatan yang sama dalam pengembangan kompetensi dan karir guna memenuhi standar *human capital* untuk mengisi posisi-posisi kritis baik di Kantor Pusat dan Entitas Anak Perusahaan. Pengembangan *human capital* juga mengacu pada arahan yang diberikan dan memperhatikan komposisi karyawan secara fungsional sesuai kebutuhan organisasi.

In order to achieve business targets and business sustainability, human capital management is carried out based on the Grand Design of Human Capital Development System. All WIKA employees are entitled to equal opportunities in competency and career development in order to meet human capital standards to fill critical positions at both the Head Office and subsidiaries. Human capital development also refers to the direction given and takes into account the composition of employees functionally according to organizational needs.

Strategi *human capital* yang dilakukan mencakup pengembangan kapasitas dan kapabilitas, *Attract-Retain-Engagement*, dan beberapa program pendorong utama. Departemen Human Capital bertanggung jawab atas manajemen *human capital* dan telah menyusun program kerja yang terbagi atas rencana jangka panjang, menengah, dan pendek yang disusun berdasarkan arah pengembangan strategi perusahaan.

The human capital strategy that is carried out covering capacity and capability development, *Attract-Retain-Engagement*, and several major driving programs. The Human Capital Department is responsible for human capital management and has prepared work program that is divided into long, medium, and short term plans based on the direction of the company's strategy development.

Praktik Kesetaraan Gender [405-1]

WIKA mendukung Hak Asasi Manusia (HAM) yang salah satunya merangkul keberagaman. Kami telah menerapkan praktik kesetaraan gender dalam perekrutan karyawan, meskipun kami menyadari bahwa pekerjaan di bidang konstruksi lebih banyak diminati oleh kaum pria. Perseroan menjamin kesetaraan gender dalam rekrutmen, evaluasi kinerja, sistem remunerasi, maupun pengembangan kompetensi.

Gender Equality Practices [405-1]

WIKA supports Human Rights, one of which is embracing diversity. We have implemented gender equality practices in employee recruitment, although we recognize that jobs in the construction sector are more attractive to men. The Company guarantees gender equality in recruitment, performance evaluation, remuneration system, and competency development.



WIKA memiliki 11% karyawan wanita, dan sebanyak 1% karyawan wanita menempati posisi level manajerial. [405-1]

WIKA has 11% female employees, and 1% of them occupy managerial level positions. [405-1]

Keberagaman Karyawan [405-1]

Employees Diversity

Level Jabatan Level of Position	Gender		Kelompok Usia Age Group		
	Pria Male	Wanita Female	<30	31-50	>51
Direktur Director	7	0	0	4	3
Senior Management	19	2	0	11	10
Middle Management	117	5	0	84	38
Junior Management	306	21	16	260	51
Supervisor	724	63	220	526	41
Officer/Staff	862	126	586	355	47
Jumlah Total	2.035	217	822	1.240	190

Praktik Rekrutmen [401-1]

Proses rekrutmen menjadi langkah awal untuk mendapatkan calon-calon karyawan yang menjadi bagian dari *human capital* berkualitas. Metode perekrutan karyawan dilakukan melalui kerja sama dengan perguruan tinggi (*University Career Center*) di seluruh Indonesia, iklan, *job fair*, lamaran umum, serta kerja sama dengan lembaga rekrutmen. WIKA juga melakukan perekrutan karyawan melalui program beasiswa untuk mahasiswa yang berprestasi. Di tahun 2020, WIKA menerima 82 orang karyawan baru. WIKA memastikan bahwa tidak ada karyawan baru yang di bawah umur.

Recruitment Practices [401-1]

The recruitment process is the first step to garner prospective employees who are part of quality human capital. Employee recruitment methods are carried out through cooperation with universities (*University Career Centers*) all over Indonesia, advertisements, job fairs, general applications, and cooperation with recruitment agencies. WIKA also recruits employees through a scholarship program for outstanding students. In 2020, WIKA hired 82 new employees. WIKA ensures that there are no new employees who are underage.

Jumlah Karyawan Baru Berdasarkan Kelompok Usia dan Gender [401-1]

Number of New Employees by Age Group and Gender

Kelompok Usia Age Group	2020		2019		2018	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
21-30	58	19	164	39	122	17
31-40	1	2	35	6	3	2
41-50	2	0	25	1	2	0
>50	0	0	1	0	0	0
Jumlah Total	61	21	225	46	127	19

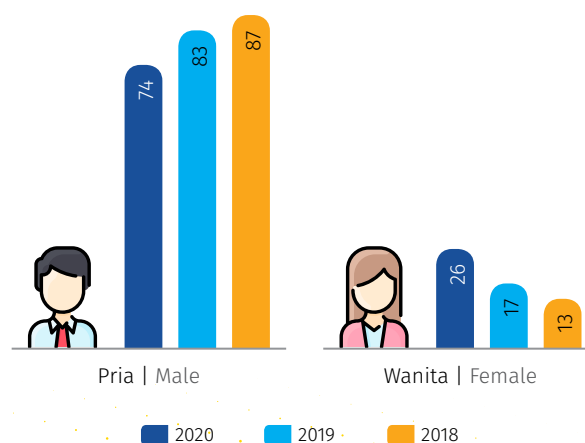
Jumlah Karyawan Baru Berdasarkan Wilayah [401-1]

Number of New Employees by Region

Wilayah Region	2020	
	Pria Male	Wanita Female
Jabodetabek	6	-
Pulau Jawa di luar Jabodetabek Java Island exclude Jabodetabek	45	15
Luar Jawa Other Java Island	10	6
Luar negeri Overseas	-	-
Jumlah Total	61	21

Persentase Jumlah Karyawan Baru (%)

Percentage of New Employees (%)



Tingkat Perputaran Karyawan [401-1]

Sinergi antara manajemen *human capital* yang baik serta suasana kerja yang aman, dan kondusif dapat memperkecil tingkat perputaran (*turnover*) karyawan yang rendah. Kondisi pandemi COVID-19 mempengaruhi perekrutan jumlah karyawan. Hal ini sejalan dengan kebijakan perseroan untuk menghentikan Sebagian program rekrutmen guna mendukung efisiensi biaya dan mengoptimalkan sumber daya yang sudah ada. Sementara itu, di tahun 2020 terdapat 89 orang yang meninggalkan perseroan, sehingga tingkat perputaran karyawan sebesar 3,95%.

Employee Turnover Rate [401-1]

The synergy between good human capital management and a safe, conducive working atmosphere can minimize the employee turnover rate. The COVID-19 pandemic has affected the number of employees recruited. This was in line with the company's policy to terminate some of the recruitment programs in order to support cost efficiency and optimize existing resources. Meanwhile, in 2020 there were 89 people who left the company, bringing the employee turnover rate to 3.95%.

Perputaran Karyawan Berdasarkan Gender [401-1]

Employee Turnover by Gender

Keterangan Description	2020		2019		2018	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Karyawan masuk karena rekrutmen Employee hired through recruitment	61	21	225	46	127	19
Karyawan keluar, karena Reasons of employees leaving:						
• Mengundurkan diri Resign	23	8	37	6	25	5
• Pensiun Retire	51	3	28	2	16	1
• Meninggal Pass away	3	1	5	0	0	0

Perputaran Karyawan Berdasarkan Kelompok Usia [401-1]

Employee Turnover by Age Group

Keterangan Description	2019				2020			
	21-30	31-40	40-50	>50	21-30	31-40	40-50	>50
Karyawan masuk karena rekrutmen Employee hired through recruitment	203	41	26	1	25	5	1	-
Karyawan keluar, karena Reasons of employees leaving:								
• Mengundurkan diri Resign	28	13	2	0	25	5	1	-
• Pensiun Retire	0	0	2	28	0	0	4	50
• Meninggal Pass away	0	0	2	3	0	0	2	2

Perputaran Karyawan Berdasarkan Wilayah [401-1]

Employee Turnover by Region

Keterangan Description	2020	
	Indonesia	Luar Negeri Overseas
Karyawan masuk karena rekrutmen Employee hired through recruitment	82	-
Karyawan keluar, karena Reasons of employees leaving:		
• Mengundurkan diri Resign	31	-
• Pensiun Retire	54	-
• Meninggal Pass away	4	-

Peningkatan Kompetensi Karyawan [404-1, 404-2]

Employee Competency Improvement



Penerapan prinsip '*more for more*' dalam pengembangan *human capital* merupakan salah satu strategi WIKA. Dalam prinsip '*more for more*', WIKA menjalankan kebijakan pengharkatan dan peningkatan kompetensi secara sinergis.

Bagi WIKA, peningkatan kompetensi merupakan kunci dalam mencapai strategi jangka menengah, dan jangka panjang. Pelaksanaan pengembangan kompetensi telah disempurnakan dengan memaksimalkannya fungsi Wikapratama Learning Centre dan Wikasatrian Leadership Center. Melalui kedua fasilitas tersebut, WIKA telah banyak menciptakan sumber daya manusia unggul.

Selain metode pelatihan tatap muka, metode yang digunakan untuk meningkatkan kompetensi karyawan yaitu melalui *on job training*, *coaching*, dan *mentoring* secara langsung. Pada setiap kesempatan, WIKA juga mengirimkan karyawannya untuk mengikuti jenis pelatihan, seminar, maupun *workshop* eksternal sesuai dengan kebutuhan di bidang pekerjaan mereka.

Selama pandemi COVID-19, terdapat perubahan signifikan dalam sistem pengembangan kompetensi *human capital*. Kami membuat kebijakan baru yaitu menyelenggarakan pelatihan dan pembelajaran secara *online* melalui *Learning Management System* (LMS) yang dikembangkan di WIKA. LMS dapat diakses oleh penerima pelatihan dimana saja serta proses pembelajaran dapat dilakukan secara interaktif.

The application of the “more for more” principle in human capital development is one of WIKA’s strategies. In the principle of ‘more for more’, WIKA implements rating policy and competence enhancement as synergy.

For WIKA, enhancing competencies is the key to achieve medium and long term strategies. The implementation of competency development has been perfected by maximizing the functions of the Wikapratama Learning Center and the Wikasatrian Leadership Center Through these two facilities, WIKA has created many excellent human resources.

In addition to face-to-face training methods, employee competence development uses methods of on-job training, coaching, and mentoring directly. On every occasion, WIKA also sends its employees to participate in various types of training, seminars, and external workshops according to the needs in their field of work.

During the COVID-19 pandemic, there were significant changes in the human capital competency development system. We made a new policy by organizing online training and learning through the Learning Management System (LMS) developed at WIKA. LMS can be accessed by training participants anywhere and the learning process can be done interactively.

Realisasi Pelatihan dan Pendidikan [404-1, 404-2]

Realization of Training and Education

2020		
Jenis Pelatihan & Pendidikan Type of Training & Education	Jumlah Karyawan Number of employees	Jam Pelatihan & Pendidikan per Karyawan Hours of Training & Education per Employee
Soft skill	27	24
Manajerial Managerial	96	24
Teknis / hard skill Technical/hard skills	5.870	24
Jumlah Total	5.897	24

2019		
Jenis Pelatihan & Pendidikan Type of Training & Education	Jumlah Karyawan Number of employees	Jam Pelatihan & Pendidikan per Karyawan Hours of Training & Education per Employee
Soft skill	345	24
Manajerial Managerial	193	24
Teknis / hard skill Technical/hard skills	1.589	24
Jumlah Total	2.127	24

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

Average Employee Training Hours by Gender

2020		
Gender	Jumlah Total	Jam Pelatihan Per Karyawan Training Hours per Employee
Wanita Female	139	24
Pria Male	1.181	24
Jumlah Total	1.320	24

2019		
Gender	Jumlah Total	Jam Pelatihan Per Karyawan Training Hours per Employee
Wanita Female	568	24
Pria Male	1.334	24
Jumlah Total	1.902	24

Rata-Rata Jam Pelatihan Karyawan Berdasarkan Level Jabatan [404-1]

Average Employee Training Hours by Level of Position

2020		
Level Jabatan Level of Position	Jumlah Total	Jam Pelatihan Per Karyawan Training Hours per Employee
Direksi Director	11	24
Senior Management	211	24
Middle Management	324	24
Junior Management	744	24
Supervisor	574	24
Staf Staff	1.702	24
Jumlah Total	3.566	24

2019		
Level Jabatan Level of Position	Jumlah Total	Jam Pelatihan Per Karyawan Training Hours per Employee
Direksi Director	11	24
Senior Management	211	24
Middle Management	324	24
Junior Management	744	24
Supervisor	574	24
Staf Staff	1.702	24
Jumlah Total	3.566	24

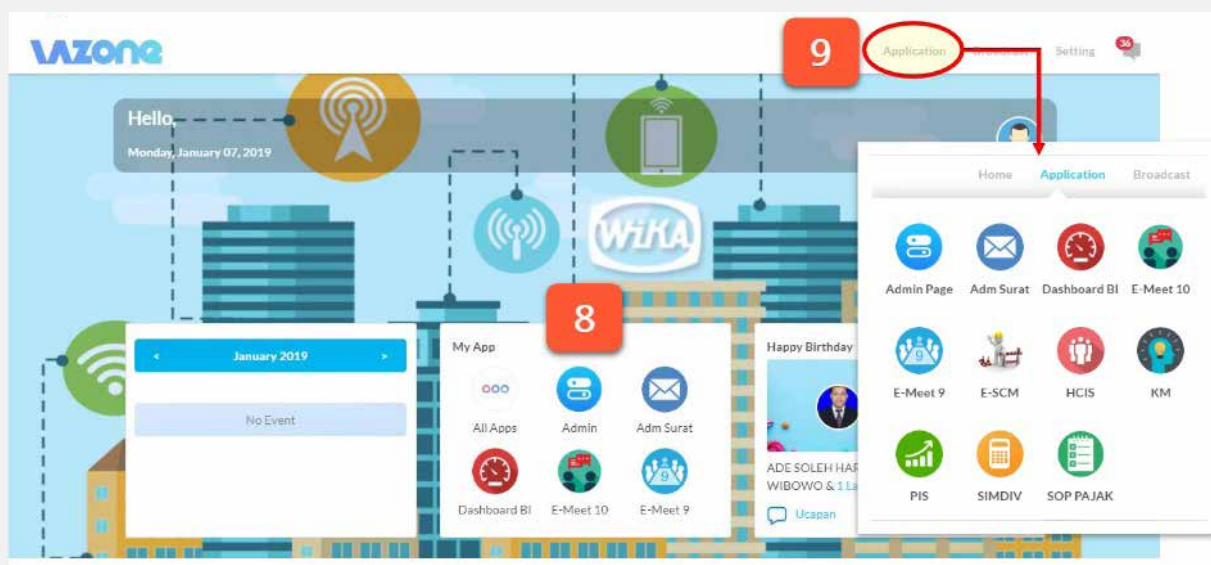
Pengembangan kompetensi tidak hanya bagi karyawan tetap WIKA, namun juga karyawan kontrak, dan pekerja dari mitra kerja dan kontraktor. Dana yang dikeluarkan WIKA untuk pengembangan kompetensi di tahun 2020 sebesar Rp149,4 miliar.

Competency development is not only for WIKA's permanent employees, but also for contract employees, and workers of partners and contractors. The funds spent by WIKA for competency development in 2020 amounted to Rp149.4 billion.

WIKa Zone (WZONE) Meningkatkan Budaya IT Bagi Karyawan WIKa Zone (WZONE) Improves IT Culture for Employees

WIKa Zone adalah portal baru yang bertujuan untuk mentransformasi aktivitas perusahaan ke dalam format digital dan meningkatkan budaya IT bagi karyawan WIKA. Sistem ini dapat dioperasikan via *web* dan *mobile*. WZONE telah terintegrasi seperti ERP, dan didalamnya memuat *Human Capital Integrated System* (HCIS), Layanan Mandiri Personalia Digital, WIKa *Performance Information System* (PIS) *Monitoring Performa* Proyek-Proyek WIKa, *Knowledge Management* (KM), perpustakaan karya-karya inovasi dan Prosedur-Prosedur WIKa, QIS, e-SCM, WIKa *Learning Management System* (LMS) Sistem Pendidikan/Pelatihan WIKa Secara terpusat, dan Sistem Informasi Manajemen Proyek (SIMPro). WIKa sendiri merupakan salah satu perusahaan pertama yang melakukan digitalisasi QIS. Melalui WZONE, WIKa dapat memperpendek proses pelaporan dari lapangan, sehingga memudahkan kantor pusat untuk mengevaluasi hal-hal perbaikan apa saja yang akan dilakukan untuk meningkatkan kinerja di lapangan.

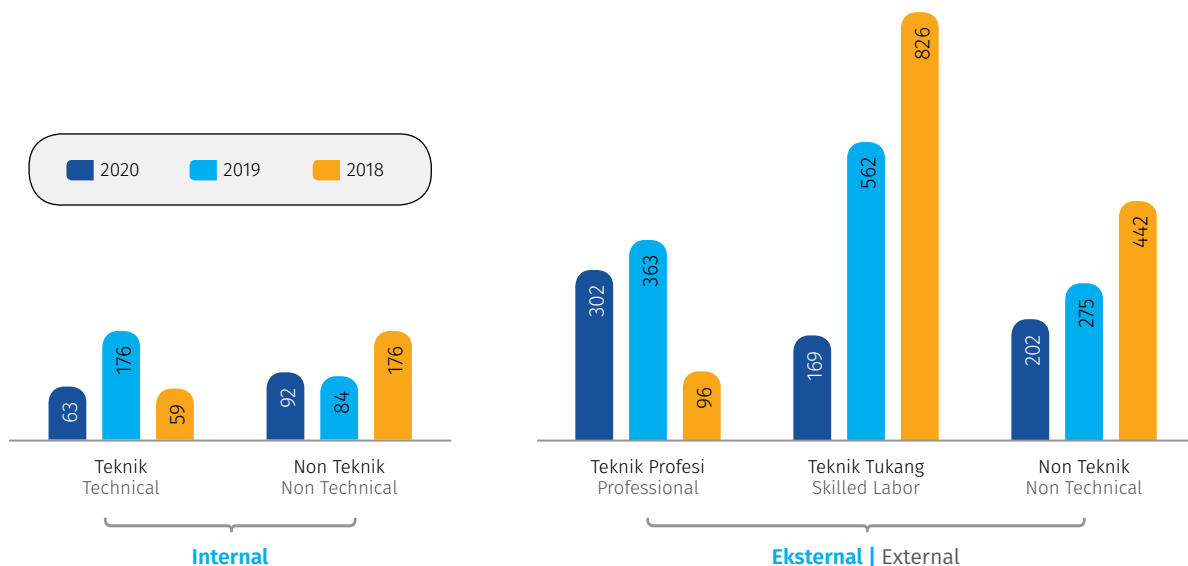
WIKa Zone is a new portal that aims to transform company activities into digital format and improve IT culture for WIKa employees. This system can be operated via web and mobile. WZONE has been integrated like ERP, and contains Human Capital Integrated System (HCIS), Digital Personnel Self-Services, Personal Information System (WIKa PIS), Monitoring the Performance of WIKa Projects, Knowledge Management (KM), Library of Innovation, Works, and Procedures, Quality Information System (QIS), e-SCM, WIKa Learning Management System (LMS), a Centralized Education/Learning System, and Project Management Information System (SIMPro). WIKa is one of the first companies to digitize QIS. Through WZONE, WIKa can shorten the reporting process from the field, making it easier for the head office to evaluate what improvements to be made in the field.



Sertifikasi Pekerjaan Job Certification

Human capital yang berkualitas juga mencakup karyawan dengan sertifikasi pekerjaan di bidangnya. Kami percaya bahwa semakin banyak karyawan yang memiliki sertifikasi pekerjaan, berarti kemampuannya sudah teruji dan mendukung kualitas pekerjaan. Selain itu, sertifikasi pekerjaan juga menjadi salah satu strategi WIKA untuk dapat bersaing dengan kompetitor. WIKA memfasilitasi dan mendukung karyawan untuk memiliki sertifikasi pekerjaan.

Quality human capital also includes employees with job certificates in their fields. We believe that the more employees who have job certification, indicating that their abilities have been tested and support the quality of work. In addition, job certification is also one of WIKA's strategies to be able to compete with competitors. WIKA facilitates and supports employees to have job certifications.



Evaluasi Kompetensi dan Penilaian Karya (EK & PK) [404-3]

Competency Evaluation and Performance Assessment (EK & PK)

Setiap tahunnya, seluruh karyawan WIKA (100%) menerima *review* kinerja tanpa terkecuali. Proses EK & PK dilakukan secara mandiri (*self assessment*) oleh karyawan melalui *Human Capital Information System* (HCIS). Hasil *self assessment* dilaporkan kepada atasan langsung dan atasan tidak langsung untuk direview. Melalui EK & PK, kami memperhatikan *gap* kebutuhan pengembangan setiap karyawan, kemudian mengidentifikasi kebutuhan pelatihan sesuai kondisi operasional di lapangan.

Every year, 100% of WIKA employees' performance are assessed without exception. The EK & PK process is carried out independently (*self-assessment*) by employees through the Human Capital Information System (HCIS). Results of the self-assessment are reported to direct and indirect supervisors for review. Through EK & PK, we take into account the needs gap in the development of each employee, then identify required training according to operational conditions in the field.

Remunerasi dan Kesejahteraan Karyawan [401-2, 405-2, 401-3]

Employee Remuneration and Welfare

Remunerasi karyawan sangat dipengaruhi oleh hasil penilaian EK & PK. Pencapaian hasil kinerja dari target KPI yang ditetapkan akan dinilai dalam Penilaian Karya (PK) setiap akhir tahun dan digunakan sebagai bahan peninjauan remunerasi. Selain pencapaian target *Key Performance Indicator* (KPI), peninjauan remunerasi juga mempertimbangkan hasil Evaluasi Kinerja (EK) dan *assessment* psikologis karyawan.

Selain remunerasi, karyawan juga berhak atas bonus, tunjangan, dan asuransi. Tidak ada diskriminasi gender dalam pemberian remunerasi. Adanya perbedaan besaran remunerasi karena status kepegawaian, jenjang jabatan, prestasi kerja dan lamanya bekerja. Di level manajerial, WIKA menerapkan pemberian bonus kepada karyawan di level manajer proyek hingga Kepala Divisi. Penerapannya berdasarkan *reward & punishment*, dimana besaran bonus di level ini dipengaruhi oleh capaian ukuran kinerja (KPI) masing-masing pejabat. [102-35]

Employee remuneration is significantly subject to the results of EK & PK assessment. Achievement of performance r from the KPI targets will be assessed in Performance Assessment (PK) at the end of each year and used as a remuneration review material. In addition to achieving KPI targets, remuneration review also considers the results of the Performance Evaluation (EK) and employee psychological assessments.

Aside from remuneration, employees are also entitled to bonuses, benefits and insurance. There is no gender discrimination in providing remuneration. Differences in the remuneration amount are due to employment status, level of position, work performance and years of service. At the managerial level, WIKA provides bonuses to employees at the project manager to Head Division levels. Its application is based on reward & punishment, in which the amount of bonus at this level is based on the achievement of the key performance indicator (KPI) of each officer. [102-35]

Fasilitas yang Diterima Karyawan Berdasarkan Status Kepegawaian [401-2]

Facilities Received by Employees by Employment Status

Bentuk Manfaat Type of Benefit	Karyawan Tetap Permanent Employee	Karyawan Kontrak Contract Employee
Gaji pokok Basic salary	Ada Available	Ada Available
Asuransi jiwa Life insurance	Ada Available	Ada Available
Tunjangan Kesehatan Health allowance	Ada Available	Ada Available
Tunjangan disabilitas Disability benefits	Ada Available	Tidak Ada Not Available
Tunjangan kelahiran Maternity allowance	Ada Available	Ada Available
Tunjangan kecelakaan kerja Work accident benefit	Ada Available	Ada Available
Tunjangan pensiun Pension benefit	Ada Available	Ada Available
Kesempatan memiliki saham Stock option	Ada Available	Tidak Ada Not Available
Tunjangan hari raya Religious holiday allowance	Ada Available	Ada Available
Tunjangan cuti Leave allowance	Ada Available	Ada Available

Perbandingan Gaji Pokok Karyawan dengan Upah Minimum Provinsi

WIKa mematuhi peraturan pemerintah terkait pemberian gaji pokok. Seluruh karyawan WIKa menerima gaji pokok diatas standar Upah Minimum Provinsi (UMP). Gaji pokok per bulan yang diterima karyawan dengan tingkat jabatan terendah, masih lebih besar dari upah minimum yang berlakukan oleh pemerintah pada masing-masing wilayah kerja. Pada periode pelaporan, tercatat bahwa gaji pokok di level terendah dari karyawan yang ditempatkan di kantor pusat, wilayah Regional, dan wilayah perwakilan masih lebih tinggi dari UMP DKI Jakarta 2020.

Kebijakan Cuti Melahirkan dan Perjalanan Ibadah Haji [401-3]

Kebijakan cuti melahirkan diatur dalam Perjanjian Kerja Bersama (PKB). Bagi karyawan wanita yang akan melahirkan berhak atas cuti 1,5 bulan sebelum melahirkan dan 2 bulan setelah melahirkan. Jumlah karyawan wanita yang menjalani cuti melahirkan di tahun 2020 sebanyak 21 orang, dan 13 orang di antaranya telah kembali bekerja dan mendapatkan haknya kembali. Selain pemberian manfaat cuti melahirkan bagi karyawan wanita, karyawan pria juga mendapatkan manfaat izin penting untuk mendampingi istri yang melahirkan. Adapun jumlah karyawan pria yang mengambil izin penting mendampingi istri melahirkan sebanyak 25 orang.

Bagi karyawan yang ingin menunaikan ibadah haji, perseroan memberikan hak cuti 3 hari kerja sebelum berangkat, ditambah waktu pelaksanaan, dan tambahan 5 hari kerja setelah kembali. Tidak ada pengurangan hak atas remunerasi dan tunjangan bagi mereka yang menjalani cuti ibadah haji.

Remunerasi Bagi Direksi [102-39]

Kebijakan remunerasi bagi Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri Negara BUMN Nomor: PER-06/MBU/06/2018 Jo. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN. Remunerasi ditentukan oleh Pemegang Saham saat Rapat Umum Pemegang Saham, dengan mempertimbangkan arahan

Comparison of Employee Basic Salary and Provincial Minimum Wage

WIKa complies with government regulations regarding the provision of basic salaries. All WIKa employees receive a basic salary above the Provincial Minimum Wage standard. The basic monthly salary received by employees with the lowest level of position is still higher than the minimum wage imposed by the government in each work area. In the reporting period, it was noted that the basic salary at the lowest level of employees placed at the head office, regional areas, and representative areas was still higher than the Jakarta Provincial Minimum Wage 2020.

Maternity Leave and Hajj Trip Policy [401-3]

The maternity leave policy is regulated in a Collective Labor Agreement (CLA). For female employees who are going to give birth are entitled to leave 1.5 months before giving birth and 2 months after giving birth. The number of female employees who took maternity leave in 2020 was 21, and 13 of them have returned to work and regained their rights. In addition to providing maternity leave benefits for female employees, male employees also benefit from important permits to accompany their wives who give birth. As for the number of male employees who took important permits to accompany their wives to give birth as many as 25 people.

For employees who wish to perform the hajj pilgrimage, the company provides the right to take leave of 3 working days before leaving, plus implementation time, and an additional 5 working days upon return. There is no reduction in the right to remuneration and benefit for those who take Hajj leave.

Remuneration for Board of Directors [102-39]

The remuneration policy for the Board of Commissioners and Board of Directors refers to the Regulation of the State Minister for SOEs Number: PER-06/MBU/06/2018 Jo. PER-04/MBU/2014 concerning Guidelines for Determining the Remuneration of the Board of Directors, the Board of Commissioners and the Supervisory Board of SOEs. Remuneration is determined by the Shareholders at the

Komite Nominasi, Remunerasi & GCG. Sebelumnya konsultan independen akan menyusun beberapa faktor utama dalam mengusulkan dan menentukan besaran remunerasi Dewan Komisaris dan Direksi untuk kemudian disampaikan ke Komite Nominasi, Remunerasi & GCG. Kebijakan dan proses penetapan remunerasi Direksi dapat diakses dalam Laporan Tahunan Bab Kebijakan Remunerasi Dewan Komisaris dan Direksi, halaman 535-541. [102-35, 102-36, 102-37]

Penetapan remunerasi Direksi dipengaruhi oleh target pencapaian profit, kemampuan menjaga keberlangsungan dan pengembangan usaha. Selain itu, remunerasi *top management* juga dipengaruhi oleh faktor pencapaian target sesuai dengan KPI masing-masing Direksi dalam mengelola perseroan. Terkait rasio total kompensasi tahunan dari remunerasi tertinggi dengan remunerasi terendah, data tersebut bersifat rahasia dan WIKA belum dapat melaporkannya. [102-35, 102-38, 102-39]

General Meeting of Shareholders, taking into account the direction from the Nomination, Remuneration & GCG Committee. Previously, an independent consultant would formulate several main factors in proposing and determining the amount of remuneration for the Board of Commissioners and Board of Directors to be submitted to the Nomination, Remuneration & GCG Committee. The policies and process for determining the remuneration of the Board of Directors can be found in the Annual Report on Remuneration Policy for the Board of Commissioners and the Board of Directors, pages 535-541. [102-35, 102-36, 102-37]

The remuneration of the Board of Directors is determined based on the target for achieving profit, the ability to maintain business sustainability and development. In addition, top management remuneration is also subject to the KPI target achievement factor of each member of Board of Directors in managing the company. Regarding the ratio of total annual compensation from the highest to the lowest remuneration, the data is confidential and WIKA has not been able to disclose it in the report. [102-35, 102-38, 102-39]



Direksi dan Komisaris WIKA Sisihkan THR untuk Penanggulangan COVID-19

Kepedulian manajemen WIKA dalam memutus rantai COVID-19 dilakukan dalam berbagai aksi. salah satunya, WIKA menyalurkan bantuan dari tunjangan hari raya Direksi dan Dewan Komisaris untuk penanggulangan COVID-19. Dana tersebut diserahkan kepada Walikota Jakarta Timur.

Bantuan dimanfaatkan oleh Pemerintah Daerah Jakarta Timur untuk pembelian suplemen herbal, maupun pendukung percepatan penyembuhan pasien COVID-19 lainnya. Bantuan ini merupakan lanjutan dari aktivitas WIKA yang selama ini aktif dalam penanggulangan COVID-19 di wilayah Jakarta Timur. Semenjak awal penyebaran, WIKA telah terlibat dengan melaksanakan penyemprotan desinfektan dan penyediaan sarana cuci tangan di berbagai lokasi di Jakarta Timur serta penyaluran bantuan berupa masker, APD dan sembako. WIKA juga bersama BUMN lain turut membuka dapur umum di Jakarta Timur untuk menyalurkan nasi bungkus hingga 2.000 nasi bungkus setiap harinya.

WIKA's Directors and Commissioners Earmark THR for COVID-19 Handling

WIKA management's awareness of breaking the COVID-19 transmission has been carried out in various actions. One of them is WIKA's assistance from the Board of Directors and the Board of Commissioners' religious holiday allowances for the prevention of COVID-19. The funds were handed over to the Mayor of East Jakarta.

The assistance was used by the East Jakarta Regional Government to purchase herbal supplements, as well as to support the acceleration of COVID-19 patients' recovery. This assistance was a continuation of WIKA's active participation in the COVID-19 response in East Jakarta area. Since the beginning of the distribution, WIKA has been involved by spraying disinfectants and providing hand washing facilities in various locations in East Jakarta as well as distributing aid in the form of masks, PPE and basic foodstuff packages. WIKA, together with other SOEs, also opened an emergency kitchen in East Jakarta to distribute up to 2,000 meal packages every day.

Promosi, Rotasi, Mutasi

Dalam sistem manajemen *human capital*, seluruh karyawan berkesempatan untuk melangkah ke jenjang karir yang lebih tinggi. Karyawan juga berkesempatan untuk merasakan pengalaman kerja baru melalui proses rotasi dan mutasi pekerjaan. Karyawan akan dialihfungsikan dari satu fungsi ke fungsi lainnya, maupun dari satu wilayah kerja ke wilayah lainnya sesuai kebutuhan. Metode *transfer knowledge* melalui cara ini dilakukan untuk mendukung percepatan *human development*.

Promotion, Rotation, Transfer

In the human capital management system, all employees have the opportunity to pursue a higher career path. Employees also have the opportunity to experience new work experiences through job rotation and transfer processes. Employees will be transferred from one function to another, as well as from one work area to another as needed. This method of transferring knowledge is used to support the acceleration of human development.

Promosi, Rotasi, Mutasi, dan Demosi Karyawan Berdasarkan Gender

Employee Promotion, Rotation, Transfer and Demotion by Gender

Uraian Description	2020		2019		2018	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Promosi Promotion	362	18	330	30	260	14
Rotasi dan Mutasi Rotation and Transfer	1.216	130	1.307	109	1.021	116
Demosi Demotion	1	0	0	0	0	0
Jumlah Total	1.727		1.776		1.411	

Promosi, Rotasi, Mutasi Karyawan Berdasarkan Posisi

Employee Promotion, Rotation, Transfer by Position

Posisi Position	2020		2019		2018	
	Promosi Promotion	Rotasi & Mutasi Rotation & Transfer	Promosi Promotion	Rotasi & Mutasi Rotation & Transfer	Promosi Promotion	Rotasi & Mutasi Rotation & Transfer
Direksi Directors	5	0	1	0	1	0
Kepala Divisi/ Ahli Utama 1 Division Manager	8	3	8	9	5	3
General Manager/ Ahli Utama 2 General Manager	13	7	12	3	2	2
Manajer/Ahli Madya 1 Manager	27	57	38	57	19	76
Manager Proyek Project Manager	46	35	47	38	29	41
Manager Konstruksi/Ahli Madya 2/ Manajer Bidang Proyek Construction Manager	54	74	57	65	55	37
Kepala Seksi/ Pelaksana Utama/ Koordinator/Ahli Muda Section Head/Coordinator	227	457	195	424	163	313
Staf/Pelaksana Staff	0	714	2	820	0	665
Jumlah Total	1.727		1.776		1.411	

Keterangan | Note:

- Data promosi: Data yang disajikan dalam tabel adalah jumlah karyawan yang telah dipromosi untuk menempati posisi tersebut.
Promotion data: The data presented in the table is the number of employees who have been promoted to occupy the position.
- Data rotasi dan mutasi: Data yang disajikan dalam tabel adalah jumlah karyawan yang telah dirotasikan dan dimutasikan.
Rotation and transfer data: The data presented in the table is the number of employees that have been rotated and transferred.

Pengaturan Waktu Kerja

Working Time Arrangement

WIKa memastikan bahwa waktu kerja dan istirahat telah berjalan sesuai ketentuan, serta tidak ada kerja paksa. Demikian juga berlaku bagi pekerja dari mitra atau kontraktor telah berjalan sesuai dengan ketentuan yang berlaku dan tidak ada kerja paksa.

Terdapat perbedaan sistem jam kerja yang berlaku di kantor operasional dan wilayah proyek. Waktu kerja di kantor operasional yaitu 40 jam seminggu, untuk 5 hari kerja dalam seminggu, dengan waktu istirahat 1 jam untuk setiap periode kerja selama 8 jam. Sementara di proyek berlaku jam kerja sesuai PKB. Di luar jam kerja yang diatur dalam PKB, WIKa menetapkan sistem kerja *shift* untuk karyawan di proyek. Jam kerja *shift* adalah 8 jam untuk *shift* siang dan 7 jam untuk *shift* malam.

Di sisi lain, pandemi COVID-19 telah mempengaruhi tata waktu kerja. WIKa menetapkan kebijakan WFH dan WFO dengan ketentuan sebagai berikut:

1. Pegawai yang melakukan WFO dibatasi 20% dari total jumlah Pegawai, sisanya sebanyak 80% WFH;
2. Jam kerja yang ditetapkan pukul 08.00 – 16.00 dan tidak diperkenankan bekerja lembur.

WIKa ensures that the work and rest times are implemented according to the regulations, thus there is no forced labor. This also applies to workers from partners or contractors.

There are differences in the working hours system that applies in the operational office and in the project site. Operational offices have 40 working hours a week, for 5 working days a week, with a break of 1 hour for each work period of 8 hours. Meanwhile, working hours in the project sites are applied according to the CLA. Aside from the working hours stipulated in the CLA, WIKa applies a shift work system for project employees. The working hours of shift system are 8 hours for day shift and 7 hours for night shift.

On the other hand, the COVID-19 pandemic has affected working timelines. WIKa has established WFH and WFO policies with the following conditions:

1. Employees who carry out WFO are limited to 20% of the total number of employees, while the remaining 80% are WFH;
2. Working hours are set at 08.00 - 16.00 and are not allowed to work overtime.



Kebebasan Berpendapat dan Berserikat Freedom of Expression and Association

Salah satu aspek HAM yang dijunjung WIKA adalah kebebasan berpendapat dan berserikat. Kami percaya dengan menjalin komunikasi intensif akan menciptakan hubungan saling menghormati dan mampu menciptakan keseimbangan antara pemenuhan hak dan pelaksanaan kewajiban.

Melalui rapat bipartit, WIKA melibatkan pihak serikat karyawan dan perwakilan manajemen untuk menjalin komunikasi. Selain itu, terdapat Serikat Karyawan WIKA (Sekar WIKA) dan Serikat Pekerja (SP) KORPRI PRABU sebagai wadah bagi karyawan untuk menyampaikan aspirasinya.

One of the human rights aspects that WIKA upholds is freedom of expression and association. We believe that establishing intensive communication will create a relationship of mutual respect and be able to create a balance between rights and obligations.

Through bipartite meetings, WIKA involves employee unions and management representatives to establish communication. In addition, there are the WIKA Employee Union (Sekar WIKA) and the KORPRI PRABU Workers Union (SP) that serve as employees' forum to express their aspirations.

Program Wellbeing Wellbeing Program

WIKA peduli terhadap kondisi jasmani dan rohani seluruh karyawannya. Karyawan didorong untuk memiliki *mindset* gaya hidup sehat dan seimbang dengan mengikuti Program *Wellbeing*. Program ini juga merupakan bagian dari strategi WIKA dalam meningkatkan semangat karyawan untuk menjadi lebih baik, termasuk untuk mempertahankan loyalitas karyawan. Program *Wellbeing* menekankan tiga sasaran utama hidup seimbang dalam pola makan, pola pikir, dan pola hidup.

Pola pikir yang sehat adalah bagaimana kami menciptakan lingkungan kerja yang kondusif sehingga karyawan dapat terus bersemangat dan memiliki pikiran positif di tempat kerja. Pola hidup sehat adalah bagaimana kami menciptakan keseimbangan antara bekerja dan beristirahat, dengan cara menyediakan fasilitas ruang dan peralatan olahraga, ruang laktasi, serta kegiatan *gathering* karyawan. Pola makan sehat adalah bagaimana kami mendukung gaya hidup dan makan sehat.

WIKA cares about the physical and spiritual conditions of all its employees. Employees are encouraged to have a healthy and balanced lifestyle mindset by joining the Wellbeing Program. This program is also part of WIKA's strategy in raising employees' morale to be better, including to maintain employee loyalty. The Wellbeing program emphasizes the three main goals of a balanced life in diet, mindset, and lifestyle.

A healthy mindset is how we create a conducive work environment so that employees can continue to be eager and have positive thoughts at work. A healthy lifestyle is how we create a balance between work and rest, by providing room facilities and sports equipment, lactation rooms, and employee gathering activities. A healthy diet is how we support a healthy lifestyle and eating.

Tabungan untuk Hari Tua [201-3]

Old Age Savings

Seluruh karyawan tetap diikutsertakan dalam program pensiun. Program pensiun bagi karyawan yang telah dilaksanakan, yaitu:

1. Dana Pensiun yang diselenggarakan perseroan melalui Program Pensiun Manfaat Pasti (PPMP) dan Program Pensiun Iuran Pasti (PIIP);
2. Program Jaminan Sosial Ketenagakerjaan BPJS Ketenagakerjaan yang terdiri dari Jaminan Hari Tua (JHT), Jaminan Pensiun (JP), Jaminan Kecelakaan Kerja (JKK), dan Jaminan Kematian (JKM).
3. Program imbalan pasca kerja, yang diberikan hanya kepada karyawan yang masuk bekerja sebelum 1 Januari 2014, sesuai dengan kesepakatan dengan Serikat Pekerja yang tertuang dalam PKB tahun 2018-2020.

Karyawan yang diikutsertakan dalam Program JHT wajib membayar iuran bulanan. Iuran bulanan yang dibayarkan, nilainya ditanggung bersama antara karyawan dan perusahaan sesuai ketentuan yang berlaku, yakni 3,7% x *fixed pay* ditanggung perusahaan dan 2% x *fixed pay* ditanggung oleh karyawan. Iuran yang dibayarkan untuk Program Manfaat Pasti sebesar 19,2% x Penghasilan Dasar Pensiun (PhDP) ditanggung Perusahaan dan 5% x PhDP menjadi beban karyawan, sedangkan untuk Program Pensiun Iuran Pasti iuran yang dibayarkan sebesar 12,5% x PhDP ditanggung perusahaan dan 5% x PhDP menjadi beban karyawan.

All permanent employees are included in the pension program. Pension programs for employees that have been implemented, namely:

1. Pension funds organized by the company through Defined Benefit Pension Program (PPMP) and Defined Contribution Pension Program (PIIP);
2. BPJS Ketenagakerjaan's Social Security Program, which consists of Old Age Insurance (JHT), Pension Benefit (JP), Work Accident Benefit (JKK), and Death Benefit (JKM).
3. Post-employment benefits program, which is provided only to employees who were hired before January 1 2014, in accordance with the agreement with the Employee Unions as stated in the CLA of 2018-2020.

Employees who participate in the JHT Program are required to pay monthly contributions. The value of monthly contribution is shared between the employee and the company in accordance with applicable regulations, which is 3.7% x *fixed pay* paid by the company and 2% x *fixed pay* paid by the employee. Contribution for the Defined Benefit Plan is 19.2% x Basic Pension Income (PhDP) paid by the Company and 5% x PhDP is paid by the employees, while for the Defined Contribution Pension Program's contribution is 12.5% x PhDP paid by the company and 5% x PhDP paid by employees.

Jumlah Karyawan yang Diikutsertakan dalam Program Pensiun [201-3]

Number of Employees Participate in Pension Program

Program	2020	2019	2018
Program Pensiun Manfaat Pasti Defined Benefit Pension Program	552	583	608
Program Pensiun Iuran Pasti Defined Contribution Pension Program	2.282	2.182	2.054
Program Jaminan Hari Tua Old Age Insurance Program	2.834	2.767	2.662

Keterangan: Setiap karyawan berkesempatan untuk diikutsertakan dalam lebih dari satu jenis program pensiun.
Note: Each employee has an opportunity to participate in more than one type of pension program.

Terdapat 55 orang karyawan telah pensiun di tahun 2020. Manfaat pensiun dibayarkan secara bulanan maupun sekaligus. Total dana pensiun yang dibayarkan di tahun 2020 sebesar Rp28,6 miliar (Dapen PPMP) dan Rp7,8 miliar (Dapen PPIP).

A total of 55 employees have retired in 2020. Pension benefits are paid monthly as well as in lump sum. The total pension fund paid in 2020 was Rp28.6 billion (PPMP) and Rp7.8 billion (PIIP).

Karyawan Purna Bakti ^[404-2]

Retired Employees

WIKA memiliki program pelatihan bagi karyawan yang memasuki masa purna bakti/pensiun. Terdapat program *assessment* masa persiapan pensiun dan pelatihan Masa Persiapan Pensiun (MPP). Dalam pelatihan MPP, peserta diajak untuk lebih mengetahui mengenai manfaat pensiun baik secara psikologis, kesehatan, ataupun lainnya. Di samping itu, terdapat pula pelatihan tentang bagaimana mengatur keuangan keluarga setelah pensiun, kegiatan pasca pensiun, serta potensi wirausaha atau bisnis lainnya. Di tahun 2020, terdapat 40 orang karyawan yang mengikuti MPP.

WIKA has a training program for employees who are entering their retirement, as well as pre-retirement assessment program and pre-retirement period (MPP) training. In the MPP training, participants are invited to know more about pension benefits, both in psychological, health, and other aspects. In addition, there is also training on how to manage family finances after retirement, post-retirement activities, and potentials in entrepreneurship or other businesses. In 2020, there were 40 employees participating in the MPP training.

Employee Engagement Survey

Employee Engagement Survey

Setiap 2 tahun sekali WIKA melakukan *employee engagement survey*. WIKA menargetkan *engagement level* karyawan ditetapkan 10% di atas rata-rata *engagement level* perusahaan di Indonesia. Hasil survei digunakan sebagai *feedback* terhadap program-program yang telah dilakukan perusahaan, serta input untuk penyusunan program-program berikutnya.

Every 2 years WIKA conducts an employee engagement survey. WIKA set 10% target of employee engagement levels, which is above the average engagement level of companies in Indonesia. The survey results are used as feedback on programs that have been carried out by the company, as well as input for the preparation of the following programs.

Berbagi Nilai di Tengah Pandemi COVID-19

Sharing Value Amid COVID-19 Pandemic



Tak dapat dipungkiri, sepanjang 2020 kehidupan manusia terancam oleh virus COVID-19 dan kita memerlukan motor penggerak dalam penanggulangan COVID-19. Oleh sebab itu, WIKA konsisten memberikan bantuan untuk penanggulangan COVID-19 baik untuk mendukung aspek ekonomi maupun sosial masyarakat yang terhambat.

It is undeniable that throughout 2020 people's lives were threatened by the COVID-19 virus and we needed a driver in handling COVID-19. Therefore, WIKA consistently provides assistance for COVID-19 mitigation both to support the community's economic and social aspects that have been disrupted.



WIKA Berdayakan UMKM Saat Pandemi COVID-19 ^[203-2]

WIKA Empowers MSMEs During COVID-19 Pandemic

Selama ini, WIKA banyak bekerja sama dan melibatkan UMKM dalam proses bisnisnya seperti pada pasokan makanan, material alam, material lokal, pekerja, dan mandor dan lainnya. Kami memahami bahwa UMKM begitu terdampak COVID-19. dengan melibatkan UMKM dalam proses bisnisnya, maka WIKA turut berkontribusi dalam membantu mereka di masa sulit dan mendukung Pemulihan Ekonomi Nasional (PEN).

Saat pandemi COVID-19, sektor konstruksi masuk pengecualian dalam PSBB sehingga WIKA masih bisa beroperasi dengan menjalankan protokol COVID-19. Untuk itu, kemampuan kami untuk memberdayakan UMKM terus berjalan. Per akhir 2020, kami memiliki 375 kontrak dengan UMKM senilai Rp329 miliar.

Selain itu, kami juga memiliki hubungan intens terutama dengan UMKM yang menjadi mitra binaan WIKA melalui Program Kemitraan (PK). Hubungan yang terjalin adalah *sharing value* baik ke UMKM maupun ke perusahaan sebagai penyelenggara. Dengan demikian, hubungan yang saling menguntungkan ini, akan mendorong pemulihan bisnis mitra binaan.

So far, WIKA has made many collaborations and involved MSMEs in its business processes such as supply of food, natural materials, local materials, workers, as well as foremen and others. We understand that MSMEs are severely affected by COVID-19. By involving MSMEs in its business processes, WIKA also contributes to help them during difficult times and supporting the National Economic Recovery (PEN).

During the COVID-19 pandemic, the construction sector was included in the exemption from the Large Scale Social Restriction (PSBB) so that WIKA could still operate by implementing the COVID-19 protocol. Therefore, we were able to continue empowering MSMEs. As of the end of 2020, we had 375 contracts with MSMEs worth Rp329 billion.

In addition, we also have an intensive relationship, especially with MSMEs, which are WIKA's fostered partners through the Partnership Program (PK). The relationship is the value sharing both to MSMEs and to the company as organizer. Therefore, this mutually beneficial relationship will drive the recovery of the foster partners' businesses.



Bantuan untuk Menanggulangi COVID-19 dan Dampaknya

Assistance to Tackle COVID-19 and Its Impact

Cepat Tanggap COVID-19

Pada saat awal diumumkan penetrasi COVID-19 ke publik, WIKA bergerak cepat pada lokasi-lokasi yang memang membutuhkan pemenuhan kebutuhan medis darurat. WIKA telah menyalurkan bantuan berupa tiga buah tabung sprayer beserta cairan disinfektan kepada masyarakat Kelurahan Cipinang Cempedak yang merupakan area di mana kami menjalankan aktivitas kegiatan perkantoran sehari-hari. Kepada berbagai rumah sakit, kami menyalurkan masker, hazmat, sarung tangan medis, kacamata *google*, hingga peralatan medis. Bahkan, wastafel *portable* pun dibangun pada banyak titik di DKI Jakarta sebagai bentuk jemput bola preventif bantuan pencegahan virus COVID-19.

Kami menjangkau wilayah lebih luas lagi dengan mendistribusikan sembako untuk masyarakat Jakarta Timur yang terdampak dari adanya pembatasan sosial berskala besar (PSBB) tahap 1 saat itu. WIKA bersama Yayasan Nusantara Membangun Bangsa akan menyalurkan sembako ini dengan mekanisme *door to door* ke masyarakat ekonomi lemah. Dengan data yang valid, mekanisme ini diambil untuk memastikan bantuannya sampai ke mereka yang membutuhkan sekaligus menghindari terjadinya kerumunan massa yang hendak menerima bantuan. Sebagai bagian dari Satgas BUMN Jakarta Timur, langkah ini menegaskan komitmen WIKA untuk terus hadir di tengah-tengah masyarakat yang selama ini telah menjadi bagian yang tidak terpisahkan dari pertumbuhan perseroan.

COVID-19 Quick Response

At the beginning of COVID-19 penetration was first announced to the public, WIKA moved quickly to locations that needed emergency medical supplies. WIKA has distributed aid in the form of three sprayer tubes along with disinfectant liquid to the residents of Cipinang Cempedak sub-district, which is an area where we carry out our daily office activities. We also distributed masks, hazmat, medical gloves, goggles, as well as medical equipment to various hospitals. In fact, portable sinks were built at many places in Jakarta as a form of preventive measures for the prevention of the COVID-19 virus.

We also expanded to wider area by distributing basic foodstuff packages to the residents of East Jakarta who were affected by the large-scale social restrictions (PSBB) phase 1 at that time. WIKA together with the Nusantara Membangun Bangsa Foundation distributed these basic foodstuff packages door-to-door to the lower income residents. With valid data, this mechanism was taken to ensure that assistance delivered to those in need while at the same time avoiding crowds who wanted to get the assistance. As part of the East Jakarta SOE Task Force, this step emphasized WIKA's commitment to continue to be present for the community who has been an integral part of the company's growth.

Kontribusi dalam Menyiapkan RS Darurat COVID-19

Langkah tanggap WIKA dalam penanganan korban COVID-19 dilakukan dengan berkontribusi menyiapkan Wisma Atlet Kemayoran menjadi RS Darurat COVID-19 hanya dalam kurun waktu 4 hari saja. Pengerjaan RS Darurat dan fasilitas pendukungnya dilaksanakan oleh sinergi bersama BUMN Karya lain. WIKA dipercaya oleh Direktorat Jenderal Perumahan Rakyat Kementerian PUPR untuk melaksanakan perbaikan dan pembersihan di Tower 7 yang masuk Zona Merah. Dalam tempo yang terbilang singkat, tim proyek melaksanakan pekerjaan secara paralel mulai dari membersihkan, perbaikan hingga merubah *layout*.

Rumah Sakit Penanganan Darurat COVID-19 dibagi dalam 3 zona, yaitu Zona Hijau adalah Tower 1 yang diisi oleh Gugus Tugas Percepatan Penanganan virus. Hanya orang yang berkepentingan yang bisa memasuki daerah ini. Zona Kuning adalah Tower 3 yang diisi oleh dokter, perawat dan petugas paramedis lainnya, dan Zona Merah adalah Tower 6-7, yaitu RS Darurat Penanganan COVID-19.

Selain berkontribusi dalam pembangunan RS Darurat COVID-19 Wisma Atlet Kemayoran, WIKA Grup juga membangun berbagai fasilitas kesehatan, di antaranya, fasilitas observasi dan karantina di Pulau Galang, Batam, dan pembangunan serta renovasi sejumlah fasilitas Kesehatan di DKI Jakarta maupun daerah lainnya di Indonesia.

In addition to contributing to the construction of the COVID-19 Emergency Hospital at Athlete Village Kemayoran, WIKA Group has also built various health facilities, including observation and quarantine facilities on Galang Island, Batam, and the construction and renovation of a number of health facilities in Jakarta and other areas in Indonesia.

Contribution in Preparing a COVID-19 Emergency Hospital

WIKA's responsiveness in handling COVID-19 patients were carried out by contributing to the preparation of converting the Kemayoran Athlete Village into a COVID-19 Emergency Hospital in just 4 days. The work of the Emergency Hospital and its supporting facilities was carried out in a synergy with other Construction SOEs (BUMN Karya). WIKA was trusted by the Directorate General of Public Housing of the Ministry of Public Works & Public Housing to carry out repairs and cleaning at Tower 7 which was the Red Zone. In a fairly short time, the project team carried out work in parallel, starting from cleaning, repairing to changing the layout.

The COVID-19 Emergency Handling Hospital is divided into 3 zones, namely the Green Zone in Tower 1 which is occupied by the Task Force for the Acceleration of COVID 19 Handling. Only authorized people can enter this area. The Yellow Zone in Tower 3 which is occupied by doctors, nurses and other paramedics, and the Red Zone in Tower 6-7, which is the Emergency Hospital for Handling COVID-19.



Penyaluran Bantuan kepada Tenaga Medis

WIKI ditunjuk sebagai Koordinator Satuan Gugus Tugas (Satgas) BUMN Jakarta Timur untuk menanggulangi COVID-19. Berbagai jenis bantuan disalurkan, terutama alat pelindung diri yaitu hazmat suit, masker beserta peralatan kesehatan lainnya. Bantuan disalurkan kepada para tenaga medis di sejumlah RS di DKI Jakarta termasuk Rumah Sakit Pusat Otak Nasional, Rumah Sakit Columbia Pulomas, Rumah Sakit Islam Pondok Kopi, dan RSUD Fatmawati.

Selain itu, sebanyak 5.000 *tube* vitamin dibagikan kepada tenaga medis yang bertugas di tujuh Puskesmas dan RSU Kelas D yang tersebar di Kecamatan Makasar, Kramat Jati, Cipayung dan Duren Sawit, Jakarta Timur. Dengan menyalurkan vitamin, WIKI berharap bantuan ini dapat menjaga stabilitas kesehatan tim medis sebagai garda depan penanganan COVID-19.

WIKI juga telah memberikan bantuan berupa bahan pokok makanan untuk para pekerja harian dan bantuan berupa 4.000 botol air mineral yang disalurkan ke RS Darurat COVID-19 Wisma Atlet Kemayoran.

Mendorong Gaya Hidup Bersih dan Sehat

WIKI turut mendorong gaya hidup bersih dan sehat melalui penyemprotan disinfektan dan menyediakan sarana cuci tangan yang dapat dijumpai di sejumlah titik strategis Jakarta. Bagi masyarakat terdampak, WIKI turut serta mendukung beroperasinya Posko Masak di Utan Kayu, Matraman, Jakarta Timur. Posko ini mampu memproduksi sampai 2.000 paket nasi setiap harinya untuk didistribusikan kepada masyarakat yang membutuhkan. Penyaluran bantuan pun menjangkau berbagai titik baik di luar DKI Jakarta, Jawa Barat, Sumatera Barat, Sumatera Utara, NTB, dan Kalimantan Timur.

Distribution of Aid to Medical workers

WIKI was appointed as Coordinator of the East Jakarta SOE Task Force to tackle COVID-19. Various types of assistance were distributed, especially personal protective equipment in the form of hazmat suits, masks and other medical equipment. Assistance was distributed to medical workers in a number of hospitals in Jakarta including the National Brain Center Hospital, Columbia Hospital in Pulomas, Islamic Hospital in Pondok Kopi, and Fatmawati Hospital.

In addition, as many as 5,000 tubes of vitamins were distributed to medical workers on duty at seven community health centers (Puskesmas) and D Class General Hospitals spread across Makasar, Kramat Jati, Cipayung and Duren Sawit districts, East Jakarta. WIKI expected the distribution of vitamins would maintain the medical team's health as the frontliners in handling COVID-19.

WIKI has also provided assistance in the form of basic foodstuffs for daily workers and assistance in the form of 4,000 bottles of mineral water which were distributed to the COVID-19 Emergency Hospital at Athlete Village, Kemayoran.

Promoting Hygienic and Healthy Lifestyle

WIKI also promoted hygienic and healthy lifestyle by spraying disinfectants and providing hand washing facilities that can be found in a number of strategic points in Jakarta. For the affected community, WIKI also supported the operation of the kitchen coordinating post in Utan Kayu, Matraman, East Jakarta. This post is capable of providing up to 2,000 meal packages per day to be distributed to people in need. The distribution of aid also covered various places outside Jakarta, West Java, West Sumatra, North Sumatra, West Nusa Tenggara and East Kalimantan.

Berbagi Nilai Bagi Sesama

Sharing Value with Others

Tahun 2020 WIKA berkomitmen untuk memutus mata rantai penyebaran COVID-19 di lingkungan perusahaan. Meskipun fokus utama WIKA di tahun 2020 adalah kontribusi penanggulangan COVID-19, WIKA tetap melaksanakan kegiatan CSR berdasarkan 4 pilar utama CSR WIKA, antara lain:

WIKI Pintar

WIKI memberikan dukungan bagi pembangunan yang berkelanjutan dengan membantu masyarakat dalam meningkatkan kualitas sumber daya manusia dengan berfokus pada pemberian dukungan pendidikan bagi anak bangsa. Kegiatan yang dilaksanakan antara lain:

1. Taman Bacaan WIKI

WIKI turut mendukung upaya Kementerian BUMN dalam pembangunan 1.000 Taman Bacaan Masyarakat (TBM) melalui program Gerakan Cinta Baca Nasional yang telah dilaksanakan sejak tahun 2016. TBM didirikan di daerah Tertinggal, Terdepan, dan Terluar (3T). WIKI telah mendirikan 9 Taman Bacaan Masyarakat yang tersebar di berbagai provinsi di Indonesia, yaitu:

- Taman Bacaan Embun Bening Pandeglang – Banten;
- Taman Bacaan SD Robatal Sampang, Madura – Jawa Timur;
- Taman Bacaan Kampung Sagu Sorong – Papua;
- Taman Bacaan IPNI Nias – Sumatera Utara;
- Taman Bacaan Babah Alun – Tanjung Priok, Jakarta Utara;
- Perpustakaan Terapung Situbondo – Jawa Timur;
- SDN Cibarengkok, Ciloa, Nyalindung, Kec. Cipatat, Bandung Barat
- SDN Cipadasari, Ciloa, Nyalindung, Kec. Cipatat, Bandung Barat
- SDN Tirtayasa, Kec. Cibiru, Bandung Barat

In 2020 WIKI has committed to stop the transmission of COVID-19 within the company environment. Even though WIKI's main focus in 2020 was to contribute in COVID-19 handling, we continued to carry out CSR activities based on the 4 main pillars of WIKI's CSR, namely:

WIKI Pintar

WIKI provides support for sustainable development by assisting the community in improving the quality of human resources by focusing on providing educational support for children of this nation. The activities include:

1. WIKI Community Library

WIKI also supports the efforts of the Ministry of SOEs in the construction of 1,000 Community Libraries through the National Reading Movement program which has been running since 2016. The community libraries were established in disadvantaged, frontier, and outermost (3T) areas. WIKI has established 9 community libraries spread across various provinces in Indonesia, namely:

- Embun Bening Community Library, Pandeglang – Banten;
- SD Robatal Sampang Community Library, Madura – East Java;
- Sagu Village Community Library, Sorong – Papua;
- IPNI Nias Community Library – North Sumatra;
- Babah Alun Community Library – Tanjung Priok, North Jakarta;
- Situbondo Floating Library – East Java;
- SDN Cibarengkok elementary school, Ciloa, Nyalindung, Cipatat District, West Bandung
- SDN Cipadasari elementary school, Ciloa, Nyalindung, Cipatat District, West Bandung
- SDN Tirtayasa elementary school, Cibiru District, West Bandung



2. Wika Mengajar

Memperingati HUT Wika ke-60, program Wika mengajar dilaksanakan di 60 titik proyek Wika yang tersebar di seluruh Nusantara. Secara langsung jajaran direksi, manajemen, dan anak perusahaan terlibat dalam program Wika mengajar sebagai pemateri. Dengan terlaksananya program Wika Mengajar, perusahaan berharap dapat memberikan dampak positif bagi seluruh siswa dan siswi dalam mengembangkan pola pikir dan pola belajar yang selaras dengan perkembangan teknologi.

3. Membangun Karakter Anak Pesisir

Wika mendukung Rumah Anak Sholeh (RAS) untuk membangun karakter anak. Rumah Anak Sholeh atau Rumah Karakter yakin akan membawa manfaat yang semakin luas dalam proses pendampingan karakter anak-anak negeri. Salah satu nilai yang ingin dihidupkan pada diri anak-anak di Rumah Anak Sholeh adalah Nilai Damai, yang dilatarbelakangi oleh anak-anak yang sulit untuk bersikap tenang. Nilai-nilai yang ditanamkan antara lain, kejujuran, kasih sayang, perbedaan, tenggang rasa dan tanggung jawab.

2. Wika Mengajar

Commemorating Wika's 60th Anniversary, the Wika Mengajar, the company's teaching program, was carried out in 60 project sites of Wika across the archipelago. The Board of Directors, management, and subsidiaries are directly involved in the Wika Mengajar program as instructors. The Wika Mengajar program is expected to give a positive impact on all students in expanding their mindset and way of learning that are in line with technological developments.

3. Building the Character of Coastal Children

Wika supports the Rumah Anak Sholeh (RAS) to build children's character. The RAS or Character Building Center believes to be able to bring wider benefits in the process of mentoring in shaping the character of the nation's children. One of the values to be ingrained to the children at RAS is the value of peace, which is inspired by children who find it difficult to be calm. The values instilled include honesty, compassion, diversity, tolerance and responsibility.

4. Program Beasiswa Perguruan Tinggi bagi Putra-Putri Terbaik

WIKA bersinergi dengan BUMN lainnya menyalurkan Beasiswa Perguruan Tinggi bagi Putra-Putri anggota TNI dan POLRI di Provinsi Bali. WIKA memberikan beasiswa berupa tabungan pendidikan dengan total Rp11 miliar, kepada mahasiswa-mahasiswi berprestasi Indonesia, termasuk 2.200 putra-putri anggota TNI dan POLRI. Mereka yang mendapat beasiswa terutama putra-putri dari anggota TNI dan POLRI di tingkat perwira pertama ke bawah yang tersebar di tiap Provinsi Indonesia. Masing-masing pelajar akan menerima beasiswa sebesar Rp5 juta dan program ini akan berlangsung hingga tahun 2024 mendatang.

5. NGORBIT (Ngobrol Bareng Bisnis Digital)

WIKA mengadakan Pelatihan bertajuk NGORBIT (Ngobrol Bisnis Digital) merupakan kegiatan pengembangan Mitra Binaan WIKA dan pelaku UMKM umum secara gratis. Peserta pelatihan disugahi bagaimana pelaksanaan digital marketing seperti, *branding*, *packaging*, dan marketing melalui sosial media dan masih banyak lagi.

6. WIKA Fasilitasi Digital School di 5 Provinsi

Guna menjawab kebutuhan sarana dan prasarana pendidikan di masa pandemi COVID-19, WIKA memberikan bantuan pemasangan jaringan internal gratis dalam tajuk 'WIKA Digital School' bagi 5 sekolah di 5 Provinsi. Bantuan jaringan internal berupa pemasangan *router wifi* jenis ZTE 609/ZTE 660 dengan lebih dari 200 pengguna, telah terealisasi atas kerja sama WIKA dengan Telkom Indonesia. Selain itu, WIKA juga memberikan alat bantu *notebook* bagi guru dan penyedia media konten *e-learning* bagi siswa dan guru melalui aplikasi "Pijar Sekolah". Perkembangan penggunaan internet di masa pandemi COVID-19 saat ini sudah menjadi hal yang penting dan menjadi sebuah sistem belajar yang baru. WIKA berharap dengan adanya fasilitas jaringan internal, maka kegiatan belajar mengajar dapat lebih lancar.

4. University Scholarship Program for Outstanding Youth

WIKA synergized with other SOEs to distribute University Scholarships for the sons and daughters of members of the Armed Forces (TNI) and National Police (POLRI) in Bali Province. WIKA provided scholarships in the form of education savings with a total of Rp11 billion, to outstanding students in Indonesia, including 2,200 sons and daughters of members of the TNI and POLRI. The majority of scholarship recipients were the sons and daughters of members of TNI and POLRI at the first officer level and below in each province of Indonesia. Each student receives a scholarship of Rp5 million and this program will last until 2024.

5. NGORBIT (Digital Business Talk)

WIKA held a training program titled NGORBIT (Digital Business Talk), which is a free development activity for WIKA's fostered partners and MSMEs. The participants were trained on how to implement digital marketing such as branding, packaging, and marketing through social media and many more.

6. WIKA Facilitates Digital Schools in 5 Provinces

In order to fulfill the needs for educational facilities and infrastructure during the COVID-19 pandemic, WIKA provided assistance to install a free internal network under the theme "WIKA Digital School" for 5 schools in 5 Provinces. Internal network assistance in the form of installation of wi-fi routers type ZTE 609/ZTE 660 with more than 200 users, has been realized through the collaboration between WIKA and Telkom Indonesia. In addition, WIKA also distributed notebooks for teachers and e-learning content media providers for students and teachers through the "Pijar Sekolah" application. The development of internet use during the COVID-19 pandemic has now become important and has become a new learning system. WIKA expected that with an internal network facility, the teaching and learning activities to run smoothly.



WIKI Hijau

1. Revitalisasi Taman Kota dan Ruang Taman Hijau di Jakarta Timur

WIKI telah melaksanakan revitalisasi taman kota di sekitar Jl. DI Panjaitan dan Ruang Taman Hijau (RTH) di Jl. Madrasah Cawang, Jakarta Timur. Pada RTH seluas 900m² ini, WIKI membangun fasilitas olahraga *outdoor*, balai warga khas Betawi, taman *hydroponic*, lapangan olahraga serta taman bermain anak.

2. Pembangunan Ruang Terbuka Hijau Taman Pangrango

WIKI telah membangun Ruang Publik Taman Pangrango di Desa Dayeuh, Kecamatan Cileungsi, Kabupaten Bogor. Pembangunan Ruang Publik Taman Pangrango bertujuan untuk meningkatkan layanan kesehatan bagi balita dengan pendirian posyandu, meningkatkan akses air bersih dan sanitasi melalui sumur dan MCK, kolaborasi dan kerja partisipatif melalui pembuatan ruang publik. Selain itu, dampak

WIKI Hijau

1. Revitalizing City Park and Green Park in East Jakarta

WIKI has revitalized the city park around Jl. DI Panjaitan and Green Open Space (RTH) on Jl. Madrasah, Cawang, East Jakarta. In this 900m² RTH, WIKI has built an outdoor sports facility, a Betawi community hall, a hydroponic garden, a sports field and a children's playground.

2. Development of Pangrango Park Green Open Space

WIKI has built Pangrango Park Public Space in Dayeuh Village, Cileungsi District, Bogor Regency. The development of Pangrango Park Public Spaces aimed to improve health services for toddlers by establishing integrated health post (posyandu), increasing access to clean water and sanitation through wells and toilets, collaboration and participatory work through the creation of public spaces. In addition, the positive



positif dari pembangunan Ruang Publik ini yaitu menumbuhkan usaha produktif komunitas warga melalui pelatihan pembuatan kompos. Ruang Terbuka Hijau ini juga menjadi fasilitas berkebun untuk tanaman apotek hidup, meliputi jahe merah, kunyit, temulawak, kumis kucing, dan lempuyangan.

3. Pembangunan Ruang Terbuka Hijau Lembah Teratai

WKA bersama Kereta Cepat Indonesia – China (KCIC) bersinergi menghadirkan Ruang Terbuka Hijau (RTH) Lembah Teratai di Desa Gadobangkong, Kecamatan Ngamprah, Kabupaten Bandung Barat. Pembangunan Fasilitas Umum RTH Lembah Teratai terbagi menjadi sejumlah titik mulai dari pembangunan dan perwajahan baru untuk lapangan utama interaksi warga, lapangan gazebo, area pengembangan Usaha Mikro Kecil dan Menengah (UMKM) warga, serta Gapura Komplek Perum Lembah Teratai.

impact of the this public space construction was the emergence of productive community businesses through composting training. This Green Open Space also provides gardening facility for medicinal plants, including red ginger, turmeric, ginger, cat whiskers, and bitter ginger.

3. Development of Lembah Teratai Green Open Space

WKA together with the Indonesia - China Fast Train (KCIC) synergized to present the Lembah Teratai Green Open Space (RTH) in Gadobangkong Village, Ngamprah District, West Bandung Regency. The construction of public facilities for RTH Lembah Teratai was divided into a number of points starting from the construction and new features for the main field of citizen interaction, gazebo fields, community development areas for Micro, Small and Medium Enterprises (MSMEs), and Lembah Teratai Residential Complex Gate.

4. Program Program Lingkungan Berkelanjutan Desa Pesisir Tangguh WIKA

Kegiatan pengembangan masyarakat yang dilakukan oleh WIKA salah satunya adalah Desa Pesisir Tangguh, yang dilaksanakan di Desa Tanjung Burung, Teluknaga. Kegiatan difokuskan pada pengelolaan sampah organik dan anorganik. Pengumpulan sampah organik mulai dilakukan sebagai tahap 1 untuk pengolahan pupuk kompos atau kandang. Percobaan membuat pupuk kandang telah dilakukan dan jumlah pupuk yang dihasilkan per Agustus 2020 yaitu 4.287 kg.

Sementara itu, sampah anorganik yang dikelola adalah sampah plastik dengan didukung oleh pembangunan *torent* untuk pencucian cacahan plastik dan pembangunan panggung sebagai sarana pelengkap pencacahan plastik. Di samping itu, bank sampah Tanjung Burung juga berinisiatif memberikan edukasi lingkungan dan praktik pembuatan *ecobrick*.

WIKA Peduli

1. Penyediaan Air Bersih untuk Desa Tertinggal, Ropoh, Wonosobo

Warga Desa Ropoh, Kecamatan Kepil, Kabupaten Wonosobo, Jawa Tengah, kesulitan untuk mendapatkan air bersih. Desa Ropoh, termasuk dalam wilayah tertinggal sehingga akses air bersih cukup sulit diperoleh. Dari latar belakang ini, WIKA bersama dengan Departemen Teknik Sipil dan Lingkungan, Fakultas Teknik Universitas Gadjah Mada, Yogyakarta, bersinergi membangun sarana dan prasarana air bersih bagi warga Desa Ropoh. Sinergi ini didukung sepenuhnya oleh Balai Pengelolaan Sumber Daya Air Progo Bogowonto Luk Ulo, Dinas Pekerjaan Umum Sumber Daya Air dan Penataan Ruang, Pemerintah Provinsi Jawa Tengah. Kegiatan telah diimplementasikan melalui pembangunan bangunan sadap yang berfungsi sebagai pembagi air dari saluran primer ke saluran sekunder atau tersier, pembuatan instalasi pengolahan air sederhana, pekerjaan pipa, dan pembuatan *hydrant* umum sebagai bak penampung yang dilengkapi kran untuk pengambilan air.

4. Sustainable Environment Program WIKA's Tangguh Coastal Village

One of the community development activities performed by WIKA is manifested by Desa Pesisir Tangguh which carried out in Tanjung Burung Village, Teluknaga. Activities focused on organic and inorganic waste management. The collection of organic waste began as stage 1 for compost or manure processing. Experiments on making manure have been carried out with a manure produced as of August 2020 is 4,287 kg.

Meanwhile, the other activity is manage plastic waste, which equipped by the construction of a *torent* for washing up the plastic shredded and the construction of a stage for complementing the shredding of plastic. In addition, the Tanjung Burung waste bank also took the initiative to provide environmental education and the practice of making *ecobricks*.

WIKA Peduli

1. Provision of Clean Water for Disadvantaged Village Ropoh, Wonosobo

Residents of Ropoh Village, Kepil District, Wonosobo Regency, Central Java, had been finding it difficult to get clean water. Ropoh Village is located in an underdeveloped area, which is difficult to have access to clean water. With this background, WIKA together with the Department of Civil and Environmental Engineering, Faculty of Engineering, Gadjah Mada University, Yogyakarta, worked together to build clean water facilities and infrastructure for residents of Ropoh Village. This synergy was fully supported by Progo Bogowonto Luk Ulo Water Resources Management Center, Public Works of Water Resources and Spatial Planning Agency, Central Java Provincial Government. Activities have been implemented through the construction of a tapping building that functions as a water divider from the primary channel to the secondary or tertiary channel, the construction of a simple water treatment installation, pipe work, and the construction of a public hydrant as a reservoir equipped with taps for water withdrawal.

2. Bantuan untuk Korban Banjir Jakarta Timur

WIKA selaku Koordinator Tanggap Bencana wilayah Jakarta Timur, telah mengirim tim untuk memberikan bantuan kepada masyarakat di kawasan yang terkena banjir pada Februari 2020. Bantuan berupa bahan konsumsi dan kebutuhan lainnya telah disalurkan ke sejumlah titik pengungsian di wilayah Jakarta Timur, diantaranya Tanjung Lengkong, Cipinang Melayu, Kalimalang dan posko Universitas Borobudur. Anak Perusahaan WIKA, yakni WIKA Gedung, dalam aksi tanggap darurat ini juga menyediakan dua buah perahu karet sebagai sarana evakuasi warga yang terjebak banjir.

3. Penyaluran Paket Sembako

WIKA menyalurkan 10.000 paket sembako senilai Rp500 juta selama masa pandemi COVID-19 kepada masyarakat di DKI Jakarta. Bantuan yang diberikan bertepatan dengan bulan Ramadhan ini diharapkan mampu memenuhi kebutuhan hidup masyarakat yang terdampak dari pandemi.

4. Penyaluran Hewan Kurban di 6 Provinsi di Indonesia

Menyambut Hari Raya Idul Adha 1441 H, WIKA menyalurkan hewan kurban untuk warga di sekitar Banten, DKI Jakarta, Jawa Barat, Jawa Tengah, Yogyakarta dan Jawa Timur. Kegiatan penyaluran hewan kurban ini, selain merupakan syariat Islam juga merupakan wujud kepedulian WIKA untuk selalu hadir dan berbagi kepada masyarakat yang membutuhkan, terlebih di masa pandemi COVID-19.

5. Bantuan 5.000 Paket Sembako dan 12.500 New Normal Starter Kit di Tengah Pandemi

WIKA menyalurkan bantuan hasil penyisihan dari penghasilan jajaran Direksi kepada masyarakat. Pada tahap awal, penyaluran dilaksanakan kepada para pekerja yang membantu aktivitas perkantoran di lingkungan WIKA Tower dan akan berlanjut kepada masyarakat DKI Jakarta secara bertahap. Penyerahan bantuan berupa 5.000 paket sembako dan 12.500 *new normal starter kit*.

2. Assistance for East Jakarta Flood Victims

WIKA as the East Jakarta Disaster Response Coordinator, has sent a team to provide assistance to communities in areas hit by floods in February 2020. The assistance in the form of groceries and other basic necessities has been distributed to a number of refugee shelters in the East Jakarta area, including Tanjung Lengkong, Cipinang Melayu, Kalimalang and the University of Borobudur coordinating post. WIKA's subsidiary, WIKA Gedung, in this emergency response action also provided two rubber boats to evacuate residents who were trapped in the floods.

3. Distribution of Grocery Packages

WIKA distributed 10,000 grocery packages worth Rp500 million during the COVID-19 pandemic to the residents in Jakarta. The assistance was distributed in the month of Ramadan which was expected to meet the needs of the people affected by the pandemic.

4. Distribution of Sacrificial Animals in 6 Provinces in Indonesia

In welcoming Eid al-Adha 1441 H, WIKA distributed sacrificial animals to residents around Banten, Jakarta, West Java, Central Java, Yogyakarta and East Java. The distribution of sacrificial animals, apart from being Islamic law, is also a form of WIKA's contribution to always be present and share with people in need, especially during the COVID-19 pandemic.

5. Assistance of 5,000 Grocery Packages and 12,500 New Normal Starter Kits Amid the Pandemic

WIKA distributed assistance from the allocation of the Board of Directors' income to the community. In the early stages, the assistance was distributed to workers who helped office activities in the environment of WIKA Tower and would continue to the residents of Jakarta Province in stages. The assistance was in the form of 5,000 grocery packages and 12,500 new normal starter kits.



6. Gerobak UMKM bagi Warga Jakarta Timur

WIKA menyalurkan bantuan berupa gerobak dagang UMKM kepada warga kurang mampu di Kelurahan Cipinang Cempedak, Jakarta Timur. Puluhan gerobak ini diserahkan kepada warga dan disaksikan oleh Walikota Jakarta Timur di Kantor Kelurahan Cipinang Cempedak. Penyaluran bantuan berupa gerobak UMKM ini merupakan salah satu rangkaian kegiatan dari Pekan CSR WIKA untuk memperingati HUT ke-75 Kemerdekaan RI. Selain penyerahan gerobak, acara juga diisi oleh Lomba Virtual Cipta Jingle CSR dan kampanye Pencegahan COVID-19, Lomba Virtual Desain *Recycled Goodiebag* CSR WIKA, sosialisasi Bahaya Penyalahgunaan Narkotika, dan beberapa perlombaan lainnya.

7. Kampung Milenial

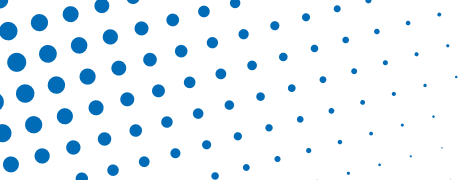
Kampung Milenial merupakan kegiatan CSR yang berkelanjutan dengan memfokuskan pada tiga aspek yaitu lingkungan, ekonomi, dan edukasi. Kegiatan ini dilaksanakan di RW 09 Kelurahan Cawang, Kecamatan Kramat Jati, Jakarta Timur. Adapun kegiatan-kegiatan yang meliputi aspek lingkungan adalah, pengecatan, penyediaan tempat sampah tiga pilah, pengadaan sarana cuci tangan, mural, paket benih tanaman

6. MSME cart for East Jakarta residents

WIKA distributed assistance in the form of MSME hawker carts to underprivileged residents in Cipinang Cempedak Village, East Jakarta. Dozens of carts were handed over to residents and witnessed by the Mayor of East Jakarta at the Cipinang Cempedak Village Office. The distribution of assistance in the form of MSME carts is part of a series of activities from the WIKA CSR Week to commemorate the 75th Anniversary of Indonesian Independence. In addition to the handover of the carts, the event also held the Virtual CSR Jingle Competition and the COVID-19 Prevention campaign, WIKA's CSR Recycled Goodie bag Virtual Design Competition, dissemination of the Dangers of Drugs Abuse, and several other competitions.

7. Millennial Village

The Millennial Village is a sustainable CSR activity by focusing on three aspects, namely the environment, economy, and education. This activity was carried out in community unit (RW) 09, Cawang sub-district, Kramat Jati District, East Jakarta. The activities in environmental aspects are painting, providing three compartment trash cans, providing hand washing facilities, murals, packages of ornamental plants seeds,



hias, dan gapura Kampung Milenial. Selanjutnya dari aspek ekonomi terdapat pelatihan budidaya ikan dalam ember (budikdamber), kelas memasak, serta kegiatan digital marketing. Dari sisi aspek pendidikan, diadakan kelas untuk meningkatkan pembelajaran, pengembangan, pengetahuan, kemampuan, dan kreativitas anak-anak dan milenial di lingkungan RW 09. Kegiatan ini merupakan sinergi WIKA bersama ASABRI, Nindya Karya, Waskita Karya, Hutama Karya, Perumnas, dan Brantas Abipraya.

WIKA Sehat

1. Bantuan Fasilitas Disinfektan untuk Masyarakat

WIKA menyalurkan bantuan berupa 3 buah tabung *sprayer* beserta cairan disinfektan kepada masyarakat Kelurahan Cipinang Cempedak. Pada kesempatan yang sama juga dilaksanakan *trial* untuk memastikan alat disinfektan dapat dipergunakan dengan baik. Bantuan ini diberikan untuk mendukung lingkungan tempat tinggal warga di Jakarta Timur agar tetap sehat di saat penularan virus COVID-19 yang terus mengalami peningkatan.

2. Penyaluran APD bagi Tenaga Medis di DKI Jakarta

WIKA menyalurkan Alat Pengaman Diri (APD) untuk Tim Medis di beberapa Rumah Sakit di DKI Jakarta, yaitu Rumah Sakit Pusat Otak Nasional, Rumah Sakit Columbia Pulomas dan Rumah Sakit Islam Pondok Kopi. Pada hari sebelumnya, WIKA melalui Posko BUMN DKI Jakarta juga telah menyalurkan perangkat APD kepada Rumah Sakit Pelni, Jakarta Barat dan juga melaksanakan pembangunan fasilitas cuci tangan di 16 titik di Jakarta Timur sebagai bagian dari Satgas BUMN Jakarta Timur. Momen ini menjadi bentuk kepedulian WIKA sejalan dengan kebutuhan APD oleh tenaga medis yang terus meningkat dan mendukung masyarakat untuk hidup bersih dan sehat.

3. Pendistribusian 1.000 Masker Kain bagi Masyarakat

WIKA yang tergabung dalam Satuan Tugas Bencana BUMN DKI Jakarta, mendistribusikan 1.000 masker kain bagi masyarakat di Jakarta. Penyerahan ini dilaksanakan di dua titik berbeda, yaitu sekitar Velodrome Rawamangun dan Pasar Balimester.

and the gate of the Millennial Village. In the economic aspect, there were training activities on bucket fish farming (budikdamber), cooking classes, and digital marketing. In the educational aspect, classes were held to improve learning, development, knowledge, abilities, and creativity of children and millennials in RW 09. This activity was a synergy between WIKA and ASABRI, Nindya Karya, Waskita Karya, Hutama Karya, Perumnas, and Brantas Abipraya.

WIKA Sehat

1. Disinfectant Facility Assistance for the Community

WIKA distributed assistance in the form of 3 sprayer tubes along with disinfectant liquid to the residents of Cipinang Cempedak sub-district. On the same occasion, a trial was also conducted to ensure that the disinfectant equipment can be used properly. This assistance was aimed at maintaining healthy living environment for residents in East Jakarta when the transmission of the COVID-19 virus continued to increase.

2. Distribution of PPE for Medical Workers in Jakarta Province

WIKA distributed Personal Safety Equipment (PPE) for Medical Teams in several hospitals in Jakarta Province, including the National Brain Center Hospital, Columbia Asia Hospital in Pulomas and Islamic Hospital in Pondok Kopi. On the previous day, WIKA through Jakarta Province SOE Coordinating Post had also distributed PPE gears to Pelni Hospital, West Jakarta and also carried out the construction of hand washing facilities at 16 points in East Jakarta as part of the East Jakarta SOE Task Force. This moment is a form of WIKA's concern in line with the increasing need for PPE by medical workers and supporting people to live hygienic and healthy.

3. Distribution of 1,000 cloth masks for the community

WIKA, which is part of the Jakarta Province SOE Disaster Task Force, distributed 1,000 cloth masks to Jakarta residents. The masks were handed over at two different places, around Rawamangun Velodrome and Balimester Market.

4. Penyaluran Bantuan Kesehatan bagi Masyarakat Kuta, Lombok NTB

Mendukung percepatan penanganan COVID-19, WIKA melalui program CSR menyerahkan bantuan 3.000 masker dan uang tunai kepada Puskesmas Kuta, serta pembangunan sarana dan prasarana sebesar Rp40 juta kepada masyarakat Desa Kuta, Kecamatan Pujut, Kabupaten Lombok, Nusa Tenggara Barat.

4. Distribution of Health Assistance for Residents of Kuta, Lombok, West Nusa Tenggara

Supporting the acceleration of the COVID-19 handling, WIKA through its CSR program distributed over 3,000 masks and cash assistance to Kuta Community Health Center, as well as the construction of facilities and infrastructure worth Rp40 million to the people of Kuta Village, Pujut District, Lombok Regency, West Nusa Tenggara.



Capaian-Capaian CSR CSR Achievements

- Top CSR Awards 2020 dengan predikat 'sangat baik' dari Majalah Top Business;
- Top Leader on CSR Commitment 2020 diberikan kepada Direktur Utama WIKA, Agung Budi Waskito, oleh Majalah Top Business;
- Padmamitra Award 2020 kategori Pengentasan Kemiskinan, dari Kementerian Sosial RI yang bekerjasama dengan Forum CSR Nasional;
- Penghargaan Iconomic CSR Award 2020 sebagai perusahaan dengan Inisiatif Tanggap Darurat Covid-19 – Infrastruktur Medis kategori konstruksi.
- Top CSR Awards 2020 with 'very good' predicate from Top Business Magazine;
- Top Leader on CSR Commitment 2020 for President Director of WIKA, Agung Budi Waskito, by Top Business Magazine;
- Padmamitra Award 2020 for Poverty Alleviation category, from the Indonesian Ministry of Social Affairs in collaboration with the National CSR Forum;
- Iconomic CSR Award 2020 as a company with the Covid-19 Emergency Response Initiative - Medical Infrastructure in the construction category.

Anggaran Program CSR CSR Program Budget

WIKA telah menyediakan anggaran khusus untuk pelaksanaan program bina lingkungan, yang penetapan besarnya ditentukan dalam penyusunan RKAP Perseroan. Dalam pencatatan Laporan Keuangan Perseroan, anggaran program bina lingkungan dicatat sebagai bagian dari beban usaha Perseroan. Di tahun 2020, jumlah anggaran program bina lingkungan adalah sebesar Rp42 miliar yang kemudian direalisasikan senilai Rp41,83 miliar.

WIKA has allocated a special budget for community development program implementation, which is determined in the preparation of the Company's WP&B. In recording the Company's Financial Statements, the community development program budget is recorded as part of the Company's operating expenses. In 2020, the total community development budget was Rp42 billion which then realized at Rp41.83 billion.

Lembar Persetujuan Dewan Komisaris dan Direksi atas Laporan Keberlanjutan tahun 2020 PT Wijaya Karya (Persero) Tbk.

Approval Sheet of Board of Commissioner and Directors on Sustainability Report of PT Wijaya Karya (Persero) Tbk. 2020

Kami yang bertanda tangan di bawah ini menyatakan bahwa seluruh informasi dalam Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk. tahun buku 2020 telah disampaikan secara lengkap dan bertanggung jawab penuh atas kebenaran Isi Laporan Keberlanjutan sesuai dengan POJK No. 51/POJK.03/2017.

Demikian lembar persetujuan ini dibuat dengan sebenarnya.

Jakarta, Mei 2021

Dewan Komisaris

Board of Commissioner



Jarot Widyoko

Komisaris Utama

President Commissioner



Suryo Hapsoro Tri Utomo

Komisaris Independen

Independent Commissioner



Adityawarman

Komisaris Independen

Independent Commissioner



Harris Arthur Hedar

Komisaris Independen

Independent Commissioner



Edy Sudarmanto

Komisaris

Commissioner



Firdaus Ali

Komisaris

Commissioner



Satya Bhakti Parikesit

Komisaris

Commissioner

We, the undersigned, testify that all information in PT Wijaya Karya (Persero) Tbk. fiscal year 2020 is presented in its entirety and we are fully responsible for contents accuracy in the Company's Sustainability Report based on POJK No.15/POJK.03/2017.

This statement is hereby made in all truthfulness.

Jakarta, May 2021

Direksi

Board of Directors



Agung Budi Waskito

Direktur Utama

President Director



Hananto Aji

Direktur Operasi I

Director of Operations I



Harum Akhmad Zuhdi

Direktur Operasi II

Director of Operations II



Sugeng Rochadi

Direktur Operasi III

Director of Operations III



Ade Wahyu

Direktur Keuangan

Director of Finance



Mursyid

Direktur Human Capital dan

Pengembangan

Director of Human Capital and

Development



Rudy Hartono

Direktur QHSE

Director QHSE

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	6.b.2	Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada instrumen keuangan atau proyek yang sejalan dengan penerapan Keuangan Berkelanjutan Comparison between portfolio target and performance, funding or investment target on financial instruments or projects in line with the implementation of Sustainable Finance	Informasi terdapat di Laporan Tahunan The Information available in Annual Report
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Lembar Umpan Balik

Feedback Form

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan PT Wijaya Karya (Persero) Tbk dengan mengirim email atau mengirim formulir ini melalui fax/pos.

We would like to ask all stakeholders to kindly provide feedback after reading the Sustainability Report of PT Wijaya Karya (Persero) Tbk by sending email or this form by fax/mail.

1. Laporan ini sudah menggambarkan kinerja perusahaan mencakup aspek ekonomi, sosial, dan lingkungan

This report describe company's performance in economic, social, and environment aspects

☐ Tidak Setuju | Disagree ☐ Netral | Neutral ☐ Setuju | Agree

2. Laporan ini menyajikan informasi yang seimbang, yang mencakup informasi 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 perusahaan

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) ()
- Pengelolaan Human Capital & Pengembangan Kompetensi ()
Human Capital Management & Competency Development
- Kinerja Ekonomi | Economic Performance ()
- Anti Korupsi | Anti Corruption ()
- Penanganan Perubahan Iklim | Climate Action ()
- Kepuasan Pelanggan | Customer Satisfaction ()

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

Please advice/suggestion/comments on this report statements

.....

.....

.....

PROFIL ANDA

☐ Pemegang Saham
Stakeholder

☐ Pelanggan
Customer

☐ Pegawai
Employee

☐ Masyarakat
Community

☐ Media
Media

☐ Mitra Kerja
Partner

☐ Pelaku usaha sejenis &
asosiasi
Similar business Entity &
Association

☐ Lain-lain, mohon sebutkan
Other, please state
.....

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

Institusi/Perusahaan :
Institution/Company:
.....

Surel :
Email:
.....

Telp/HP :
Phone/Mobile:
.....

Terima kasih atas partisipasi Anda.

Mohon agar lembar umpan balik ini dikirimkan kembali ke alamat:

Thank you for Your participation.

Kindly send this feedback form to address follows:

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