

POWERING A SUSTAINABLE FUTURE

CIREBON
POWER

SUSTAINABILITY REPORT
2021



POWERING THE LIFE OF INDONESIA



As a company engaged in the electricity sector, Cirebon Power is committed to supporting Indonesia's sustainable future by ensuring the availability of safe, reliable, and clean electricity. This commitment is reflected in the construction of Unit II using Ultra-Supercritical technology, which is more efficient. This is also in line with the government's program to provide future energy solutions, namely electrical energy that is sustainable.

The supply of electricity plays a major role in improving the welfare of the community and national development. Cirebon Power supplies electricity to the Java, Madura, and Bali regions via the State Electricity Company (PLN). Through the implementation of sustainability values and initiatives, the Company fully supports the implementation of the Sustainable Development Goals, which are an important aspect in improving the quality of life from one generation to the next. We look forward to pioneering cleaner energy solutions to preserve the environment and support a sustainable future.



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SUSTAINABILITY PERFORMANCE HIGHLIGHT



Total energy consumption

2021 33,781,260 GJ

2020 55,110,816 GJ



Energy efficiency program reached 114,478 GJ



Preservation of 6 protected bird species, with a total of around 108 birds.



1,102

local community members attended training at Cirebon Power Vocational Training Center



0%

Lost Time Incident Rate (LTIR) in 2021



100%

Dissemination of anti-corruption and bribery materials to all employees and the entire supply chain



ISO 37001:2016 certification in 2021.



AWARDS AND CERTIFICATIONS

[GRI 102-12]



Awards

Green Rating
(Beyond Compliance)

PROPER (Public Disclosure Program for Environmental Compliance)

The Ministry of Environment and Forestry
Republic of Indonesia 2021



Association Membership

[GRI 102-13]



Indonesian Private Electricity Business Association (APLSI)



Indonesian Coal Power Plant Association (APLBI)



MASYARAKAT TENAGA LISTRIK INDONESIA

Indonesian Electricity Power Community (MKI)





Certifications

ISO 37001:2016 - Anti-Bribery Management System



ISO 50001:2018 - Energy Management System



ISO 14001:2015 - Environmental Management System



ISO 9001:2015 - Quality Management System



ISO 45001:2018 - Occupational Health and Safety Management System





MESSAGE FROM THE PRESIDENT DIRECTOR

[GRI 102-14]

Dear Our Valued Stakeholders,

Throughout 2021, Indonesia and the rest of the world was still faced with the significant challenge of the COVID-19 pandemic. The pandemic has had a significant impact on various aspects of life, including its impact on health, social life, and global economic conditions. However, in the midst of this situation, we responded to this challenge by adapting quickly and appropriately in carrying out COVID-19 management in every operational environment of the Company in order to protect the safety and health of all stakeholders, especially our employees. We implement strict health protocols and provide medical service facilities for all employees. With the implementation of adequate health protocols, the Company is able to carry out operations well even in limited conditions so that our commitments and obligations to customers can still be fulfilled.

In line with the company's vision, mission, and values, Cirebon Power formulates sustainability initiatives that focus on growing sustainability values through environmental, social and governance (ESG) management. The formulation of these sustainability initiatives is in line with the G20 discussion on tackling climate change with energy transitions towards the use of clean energy that is more environmentally friendly. We are committed to providing clean energy solutions for a better future for Indonesia by creating a reliable, clean and sustainable energy source management system.

Even though during the reporting period we were still in the midst of a pandemic, this condition did not become a barrier for us to work optimally in improving our ESG performance which is important for the sustainability of the company's business and is also very valuable for the stakeholders.

On the environmental front, we developed a 1x1,000 MW Ultra-Supercritical unit equipped with more efficient technology. The development of this Ultra-Supercritical unit is a part of our effort to innovate to produce cleaner energy.

In addition, we are always determined to carry out activities and initiatives that produce a positive impact on the surrounding environment, such as biodiversity conservation programs like planting mangrove trees in the surrounding ecosystem. Our effort to protect the environment is reflected in Cirebon Power's achievement in obtaining a Green PROPER rating from the Ministry of Environment and Forestry (KLHK) in three consecutive years from 2019 to 2021. The Green PROPER rating further motivates us to continue protecting and preserving the environment.

On the social front, we carry out Corporate Social Responsibility (CSR) programs through vocational training and development held throughout the year by involving the surrounding community as beneficiaries. We integrate CSR programs into business processes that are developed through strategic planning to optimize its utilization to maintain good relations with the surrounding community and increase the economic impact on the community. One of our focuses is the improvement of the living standards of the surrounding community through community empowerment activities, such as the development of small business programs and livelihood support programs. The implementation of the CSR programs is expected to provide optimal long-term benefits to the community in order to achieve a better quality of life.

On governance, in 2021 Cirebon Power took anticipatory steps by implementing ISO 37001:2016 - Anti-Bribery Management System within the company. The implementation of ISO 37001:2016 aims to increase the awareness of all employees regarding the importance of avoiding corruption and bribery. We routinely carry out training and socialization on the implementation of the Anti-Bribery Management System and gratification control to all Company Personnel. The implementation of this training and socialization is a form of our commitment to implementing Good Corporate Governance (GCG) to make Cirebon Power free from Corruption, Collusion and Nepotism (KKN). During the reporting period, we did not find any related incidents occurring in the company's operational activities.

In closing, we would like to thank and express our highest appreciation for the support of all employees and stakeholders. The excellent performance achieved in 2021 further encourages us to maintain sustainability values. Hopefully the sustainability values implemented in 2021 can motivate us to continue to innovate for a better life.

In 2021, Cirebon Power took anticipatory steps by implementing ISO 37001:2016 - Anti-Bribery Management System within the company. The implementation of ISO 37001:2016 aims to increase the awareness of all employees regarding the importance of avoiding corruption and bribery.



Hisahiro Takeuchi
President Director

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CIREBON POWER AT A GLANCE

[GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-45]
[EU1, EU2, EU3, EU4, EU10, G4-DMA (former EU6), G4-DMA (former EU8)]

Cirebon Power is a power generation company operating a 1x660 MW Supercritical coal-fired power plant. We are constructing another plant with a capacity of 1x1,000 MW and as of 2021, construction progress was at 99%.

This Ultra-Supercritical unit development project which will use more efficient technology is part of the 35,000 MW Program launched by the Indonesian government. This second unit is proof of Cirebon Power's real contribution to the government's strategic program to achieve energy self-sufficiency in Indonesia.



Jakarta Office

Pondok Indah Office 3rd Tower
23rd & 25th Floor
Jl. Sultan Iskandar Muda Kav. V/TA
Pondok Indah South Jakarta 12310
DKI Jakarta - Indonesia



PLTU 1 - 1 x 660 MW

Transmission line length : 1.5 km
Voltage level : 150 kV
Location: Kanci Kulon, Astanajapura District, Cirebon Regency, West Java 45181



PLTU 2 - 1 x 1,000 MW

Transmission line length : 18.5 km
Voltage level : 500 kV
Location: Kanci, Astanajapura District, Cirebon Regency, West Java 45181



[EU6]



Cirebon Power consists of two Steam Power Plants, namely PT Cirebon Electric Power (operated by PT Cirebon Power Services) and PT Cirebon Energi Prasarana.



PT Cirebon Electric Power (CEP)

Established in 2007, CEP is a multinational consortium company consisting of a number of companies, namely:

- Marubeni Corporation from Japan
- Korea Midland Power from South Korea
- Indika Energy from Indonesia
- ST International from South Korea

This multinational consortium is behind the construction and operation of the Unit 1 1x660 MW Power Plant in Kanci Kulon Village, Astanajapura District, Cirebon Regency, West Java. Since it began operating in July 2012, our first unit has generated 5 TWh of electricity per year through the Java-Madura-Bali (Jamali) interconnection system.



PT Cirebon Energi Prasarana (CEPR)

The multinational consortium (Marubeni Corporation, Indika Energy, Korea Midland Power, and ST International) began a new journey by adding JERA (Japan) to develop a 1x1,000 MW expansion project (PLTU 2). Not only will it have a larger capacity, this unit is also designed to operate with more advanced technology, namely the Ultra-Supercritical that can produce electrical energy with more efficient coal consumption and cleaner combustion results.



VISION, MISSION, AND COMPANY VALUES



Vision

We dream of a growing nation fueled by the power of energy. We produce energy to make things brighter and lives better

[GRI 102-16]



Mission

We want to power not only a nation, but each and every life in it. We want to light not only cities, but each and every home in it. We strive to deliver a smarter, cleaner, more reliable energy for everyone. That is our part in building a brighter Indonesia.

Values

Friendly:

- Be sincere
- Be open and adaptable
- Be friendly
- Show kindness

Impactful:

- Do things with a purpose
- Bring a positive impact

Trustworthy:

- Do the right thing
- Be ethical
- Be professional
- Show responsibility
- Respect others
- Get better everyday
- Strive for the best

Pioneer:

To be at the forefront technology in bringing clean energy and changing the lives of people in Indonesia through innovations.





OUR MILESTONES

23 October:
The signing of Unit II PPA

5 November:
Unit II Land Utilization Agreement signed with MOEF

7 December:
Unit II EPC contract signed

8 July:
Unit II began pre-construction (site preparation)

20 October:
Unit I declared as National Vital Object

9 November:
Issuance of Indonesian Government Guarantee Letter for Unit II (SKJU)

9 December:
· Unit II achieved financial close
· Issued Notice to Proceed (NTP) Unit II construction

22 January:
Received permanent electricity supply business license

9 November:
99% completion in Unit II construction

2015

2016

2017

2018

2021

2014

2012

2011

2008

2007

2014:
PT Cirebon Energy Prasarana (CEPR) was established

2 July:
Unit I first Net Dependable Capacity (NDC) test

27 July:
Unit I commercial operation date

26 September:
Unit I first coal firing

5 December:
First sync of Unit I

1 May:
Unit I started construction

2007:
PT Cirebon Electric Power (CEP) was established



OUR TECHNOLOGY

As a pioneer in clean energy generation, we produce high quality products by adopting more efficient technologies in our operations.

1. Supercritical Technology

With a generating efficiency of around 37%, the Supercritical technology can operate at critical pressure (24.1 MPa) in order to be able to:



Eliminate the boiling process



Improve cycle performance

2. Ultra-Supercritical (USC) Technology

USC is a technology with a high level of efficiency that can function as an affordable and reliable power source.



Generator efficiency at around **39.4%**



Reduces coal **consumption**



Reduces fuel **costs**



Ability to operate at a critical pressure of **25.0 MPa**



Reduces emissions by about **6%**

3. High Efficiency Low Emission (HELE) Technology

The HELE technology has the following advantages:



It can operate at much higher temperatures and pressures thereby achieving higher efficiency.



It can generate electricity from low-calorie coals

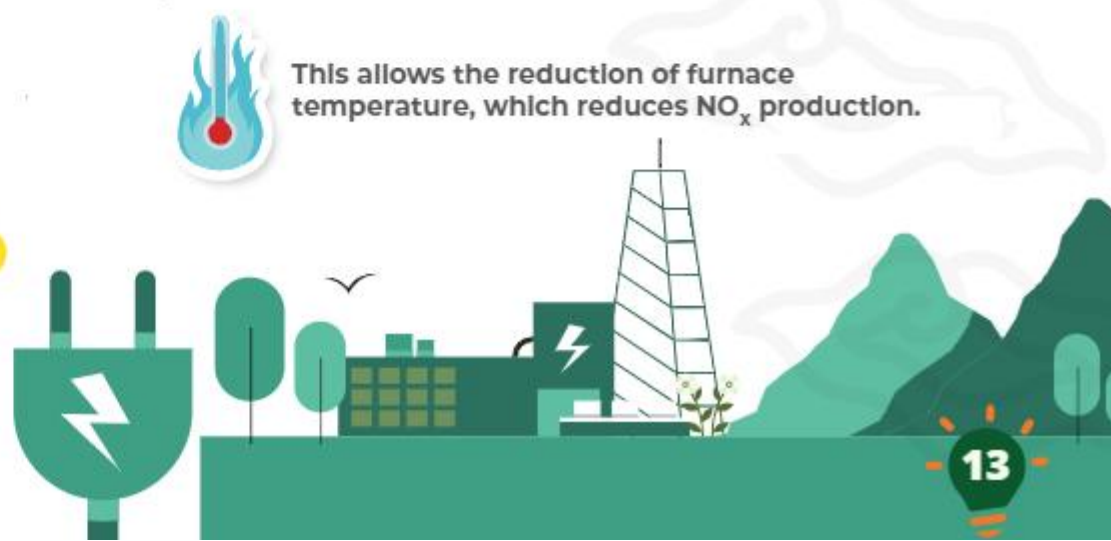
Impact: To help the government provide electricity at a low price.

4. Tangential Firing System and LO-NO_x Burners

The LO-NO_x tangential combustion and burner systems provide more effective fuel and air mixing through turbulence and diffusion, allowing sufficient time and composition for perfect fuel combustion.



This allows the reduction of furnace temperature, which reduces NO_x production.





LEGAL FORM AND SHARE OWNERSHIP

[GRI 102-5]



As Indonesia's leading diversified energy company, Indika Energy brings together Energy Resources, Energy Services, Energy Infrastructure and a Diversified Portfolio into a complete value chain that provides energy solutions to meet national and global needs. For decades, Indika Energy has helped drive Indonesia's economic growth and development. Indika Energy invests in renewable energy and other sustainable businesses as part of its diversification process as it transitions more into non-coal businesses.



Marubeni Corporation and its consolidated subsidiaries use their extensive business network, both in Japan and abroad, to carry out imports and exports (including third-country trade), as well as domestic businesses covering a wide range of business activities in various fields including lifestyle, business ICT & logistics, food, agribusiness, forest products, chemicals, metals & mineral resources, energy, electricity, infrastructure projects, aerospace & shipbuilding, finance, leasing & real estate business, construction, industrial machinery & mobility, next-generation business development and the development of next-generation enterprises. In addition, the Marubeni Group offers a wide range of services, makes internal and external investments, and is involved in resource development in all of the aforementioned industries.



Robustly built on world-class power generation construction and operation technology, Korea Midland Power (KOMIPO) supplies high quality and stable electricity through thermal power generation (i.e. coal, liquefied natural gas, heavy oil) as well as wind, photovoltaic, solid waste materials fuel, and fuel cell power plants. KOMIPO contributes to six percent of Java's electricity supply through various power plants including the Cirebon Thermal Power Plant, the Tanjung Jati Thermal Power Plant, the Wampu Hydroelectric Power Plant, and the Tanggamus Hydroelectric Power Plant by exporting the Korean standard coal-fired power model to Indonesia.



ST International was established in 1962 and has successfully grown for half a century in the production and sale of soft coal in Indonesia, coal-fired power generation and LPG gas businesses. As the energy paradigm shifts globally, ST International is laying the foundation for the company's 100 years by expanding renewable energy projects such as wind and solar power, power generation and energy infrastructure, and sourcing and logistics.



JERA was founded in April 2015 with the aim of creating a globally competitive energy company in Japan based on a comprehensive alliance between Tokyo Electric Power Company and Chubu Electric Power Company. Since then, Jera has been gradually consolidating its businesses and completed this process in April 2019 with the consolidation of the existing thermal power generation business. JERA establishes a sustainable integrated value chain from the upstream fuel and procurement business to power generation and sale of electricity and gas, earning its status as an energy company with a power generation capacity equivalent to half of Japan's thermal power generation output with the world's highest transaction volume of fuel.

SUPPLY CHAIN

[GRI 102-9]



Our business processes in providing electrical energy are:

We use low-sulfur coal supplied from Kalimantan;



We generate electricity using Supercritical and Ultra-Supercritical Power Generation technologies;



We supply electricity through PLN to power Java, Madura, and Bali.

SUSTAINABLE PROCUREMENT

[GRI 102-9, 102-10, 103-1, 103-2, 103-3, 204-1, 301-1, 308-1]

“ We apply sustainability aspects in our procurement activities with suppliers. We have developed a procedure for suppliers that contains environmental and social criteria that must be applied before cooperation can be carried out.



100% of Coal and Biodiesel comes from Local Suppliers.

Coal comes from East and South Kalimantan

The procedure for initiating cooperation with a supplier consists of:

- 1** Preparation of legal documents;
- 2** Compliance with quality management (ISO Standard);
- 3** Technical & commercial evaluation; and
- 4** Supplier performance evaluation.





Currently, electrical power in Indonesia is mainly generated through coal-fired power plants. We use the latest technology to increase the efficiency of coal use. One of the efforts to ensure cleaner operations is the use of coal with low sulfur content (below 0.2%) in order to meet emission standards.

Throughout 2021, we used **2,654,849** tons of coal and **1,887 kL** of biodiesel.

-  Sulfur Oxide (SO_x);
-  Nitrogen Oxide (NO_x);
-  Particulate; and
-  Mercury.



The use of low sulfur coal allows Cirebon Power to meet the emissions standards for sulfur oxide (SO_x)

 **Sulfur 0.1%**
 **Ash 4%**

In addition to ISO 14001, ISO 9001, and ISO 50001, in 2021 we added ISO 37001 as a requirement for all suppliers in every activity carried out.



In 2021, we developed an integrated procurement system covering all divisions of Cirebon Power. The development of this system supports the paperless campaign in the company's operations.



During the reporting period, there were no significant changes to the Company's size, structure, ownership or supply chain.

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COVID-19 MANAGEMENT

Throughout 2021, the COVID-19 pandemic was still impacting the entire world, including Indonesia and thus Cirebon Power's operational environment. With new variants of COVID-19 spreading, the Indonesian government and WHO continue to urge all people to continue to follow health protocols and be vigilant even though the COVID-19 vaccines are available. Therefore, in 2021 we continued to carry out COVID-19 Management in every Cirebon Power operational environment.

Cirebon Power has ensured that all (100%) of its employees have been vaccinated up to the third dose or booster.



To suppress the spread of COVID-19 in the work environment as much as possible

1



Employees Infected by COVID-19 are managed appropriately

2



Medical evacuation of employees with severe symptoms to referral hospitals is carried out appropriately, quickly, and under supervision

3



Employees consistently maintain health protocols

4



Vaccination program for all employees and family members

5



COVID-19 Management Strategy



1

Form a Crisis Management Team (COVID-19 Task Force) consisting of the QHSS, HR, and GA Divisions



2

Develop "COVID-19 Prevention and Control Guidelines Work Instructions" and disseminate it to all employees



3

Cooperation with medical service providers to provide quarantine places for employees and family members who test positive for COVID-19 with 24-hour supervision from the medical team



4

Cooperation with medical service providers to provide COVID-19 medicines and online consultations for employees and families who are self-isolating



5

Conduct health talks related to COVID-19 to all employees on an ongoing basis



6

Implement random antigen tests on employees from contractors on a weekly basis



7

Encouraging every contractor to implement strict health protocols



8

Encouraging every contractor to accelerate the vaccination program for their employees

In order to prevent the formation of a COVID-19 cluster and to break the chain of spreading, we have carried out the following programs:

- 1 **PCR test for all employees every three months**
- 2 **Compulsory antigen tests for all employees who wish to work in the office after taking a leave or returning from official travel**
- 3 **Compulsory PCR tests for symptomatic employees**

The uncertain condition in 2021 caused by the ongoing COVID-19 pandemic prompted Cirebon Power to maintain the Crisis Management Team. The Crisis Management Team consists of representatives from the QHSS, HR, and GA divisions, including doctors and medical personnel. In addition to ensuring the safety and health of employees, this measure is our effort to continue to serve customers.



Through the Crisis Management Team, Cirebon Power developed the COVID-19 P2 Work Instruction based on a study of the current situation and conditions at the national and regional levels. In 2021, the work instructions were updated three times and disseminated to all employees after being approved by the COVID-19 Task Force and the Board of Directors. The COVID-19 P2 Work Instructions were updated on the following dates:

- 1 First update on March 12, 2021
- 2 Second update on July 28, 2021
- 3 Third update on October 27, 2021



The Crisis Management Team (COVID-19 Task Force) has the following duties:

- 1 **Dissemination of the revised** Work Instruction Guidelines for the Prevention and Control of COVID-19 (P2 COVID-19 Work Instructions) to all employees
- 2 **Monthly education** related to COVID-19 to all employees
- 3 **Provide recommendations** to the Board of Directors regarding the technical prevention & control of COVID-19 in the workplace



In 2021, Cirebon Power in collaboration with Medika Plaza and RS Pertamina Cirebon provided Sinopharm Vaccination to all employees and family members. We carried out the vaccinations during the following periods: [GRI 403-6]



90%

of employees were vaccinated through Cirebon Power's vaccine service program

10%

of employees were vaccinated independently



- 1 The first vaccination dose in the period of May 2021
- 2 The second vaccination dose in the period of July 2021
- 3 The third vaccination dose (booster) in the period of October – December 2021


Cirebon Power has ensured that all (100%) of its employees have been vaccinated up to the third dose (booster). Thus, the PCR testing activities occurring every three months could cease by September 2021.





The Work From Home (WFH) policy continued to be implemented throughout 2021 based on the Circular Letter of the Minister of Home Affairs of the Republic of Indonesia regarding the maximum percentage of Work From Office (WFO) that is issued regularly (an average of 2-4 weeks).


The implementation of the WFH policy at the Cirebon Power Headquarters in Jakarta follows the DKI Provincial Government's policy, while the office in Cirebon adopts a capacity of 25-75% depending on the situation. Meanwhile, contractors implement 100% WFO based on the policy of the Indonesian government which allows vital industries to run 100% with the implementation of strict COVID-19 protocols.

Our provision of services and assistance in handling COVID-19 was also applied with the constant adherence to the COVID-19 protocol. For example, quarantine facilities have obtained licenses from the local government and follow the recommendations of the National COVID-19 Task Force and/or the Indonesian Ministry of Health. These quarantine facilities are available not just to employees and their families, but to the communities in the Company's operational environment. The quarantine facilities consist of: **[GRI 403-6]**

- 

1
26 quarantine rooms for employees and family members
- 


2
4 quarantine rooms for local people
- 

3
Medical personnel, nurses, and doctors
- 

4
Accommodation for quarantine patients





In addition to quarantine facilities, we complement our services in handling COVID-19 with other forms of assistance, namely: **[GRI 403-6]**

 Provision of healthcare for employees and their immediate family living in the same house

 Help refer patients to hospitals

 Online consultation with doctors for patients every day during the quarantine period

 Delivery of the Emergency Response Team to the homes of employees who need assistance

 Medicines and vitamins for all employees

CONTRIBUTION TO SOCIETY

[GRI 413-1]



The impact of the prolonged COVID-19 pandemic has also been felt by the entire community, including the communities around our operational areas. As part of the community, Cirebon Power continues to make a positive contribution in dealing with this pandemic through various kinds of assistance and activities, some of which are:

Cirebon Power continuously provides quarantine facilities for people exposed to the COVID-19 virus at the Cirebon Power Quarantine Center, where vitamins, masks for children, and other types of supplies are provided.

- 1 Donation of Rp200,000,000 through the Indika Foundation's COVID-19 Management Program.
- 2 Donation of 8,000 liters of disinfectant liquid to the Cirebon City Government.
- 3 Donation of 32,000 liters of disinfectant liquid to the Cirebon Regency Government.
- 4 Donation of Personal Protective Equipment (PPE) equipment consisting of hazmat suits, helmets, boots, masks, and gloves to three health facilities in surrounding villages.
- 5 Provision of equipment and spraying of disinfectant in 11 surrounding villages.
- 6 Donation of disinfectant liquid containers to three health facilities in surrounding villages.
- 7 Regular distribution of masks to the surrounding community.
- 8 Provision of medical PPE equipment to the Wisma Atlet Hospital through the PLN Program, in the form of:
 - 1,000 units of hazmat suits
 - N2000 gloves
 - Protective goggles



1,000 units of hazmat suits



N2000 gloves



Protective goggles



Disaster Response Community Engagement (ASTANA)

During the implementation of efforts to prevent the spread of COVID-19 in the community around the Company, Cirebon Power also collaborated with its volunteer group, the Disaster Response Community (ASTANA). This is in line with one of the objectives of the establishment of ASTANA, which is to assist government programs in dealing with disasters affecting the community.

Some of the activities carried out by the ASTANA group and Cirebon Power to prevent the spread of COVID-19 include:

1

Coordination and updating of Information directly from the community regarding the spread of COVID-19

2

Training and simulation of spraying of COVID-19 disinfectant

3

Spraying disinfectants in public and educational areas in TI villages around Cirebon Power

4

Distribution of masks and notifications regarding the use of masks to the public

5

Announcements about the handling and prevention of the spread of Covid-19 to the community

The ASTANA group carried out spraying of disinfectant and distribution of masks in:



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Our Approach:

The environment is one of the important aspects in realizing a sustainable business. We are committed to **protecting the integrity and sustainability of the environment and to comply with applicable regulations.** We are always determined to carry out activities and initiatives that have a positive impact on the surrounding environment.





ENVIRONMENTAL COMPLIANCE

[GRI 103-1, 103-2, 103-3, 307-1]

In 2021, we received the Green PROPER from the Ministry of Environment and Forestry of the Republic of Indonesia for the third time

To ensure environmental compliance, data validity is crucial and acts as a guideline in monitoring performance. All data that we present have been validated using the Objective, Target, Program (OTP) method which has been integrated with the International Environmental Management System (EMS) and ISO 14001, which includes:

- Environment Risk Assessment (ERA)
- Environmental Management Standard
- Internal Monitoring
- External Audit



We are currently developing a database as an application that is integrated with a monitoring system for material usage until discharge, water use, and others. In addition, Life Cycle Assessment is currently in the joint study stage with Gajah Mada University (UGM).

We conduct quality tests of water, air, waste and other environmental parameters in partner laboratories, which have been accredited to ISO 17025 by the National Accreditation Committee (KAN) and registered with the Ministry of Environment and Forestry.



All of Cirebon Power's operations are located on an area of 315 hectares in Cirebon Regency.

The Cirebon Power 2 operating unit is located on land owned by the Ministry of Environment and Forestry which was previously used by the State Forest Company (Perhutani). The construction of this unit is based on a land use cooperation agreement with the Ministry of Environment and Forestry and is supported by government policies to encourage national development and minimize the acquisition of state-owned land. Cirebon Power is the first company to undertake such a scheme.

In line with the efforts made, in 2021 there were no incidents of non-compliance with environmental regulations during the reporting year and thus Cirebon Power was not subjected to any fines and non-monetary sanctions.



ENERGY USAGE AND EFFICIENCY

[GRI 103-1, 103-2, 103-3, 302-1, 302-3, 302-4]



As a company that operates power plants, Cirebon Power plays a role in producing electricity and energy. We are always determined to maintain the efficiency of energy use in our operations. We have installed transformers to maintain stable energy consumption in the operational process.

The energy used in the operational process comes from coal and fuel oil. Total energy consumption for power generation is 50,950,956 GJ from coal and 67,887 GJ from fuel. [302-1]



Energy consumption to generate electricity (GJ)

2021	51,877,429
2020	71,644,061



Electricity sold (MWh)

2021	5,026,714
2020	4,280,371



Total energy consumption (GJ)

2021	33,781,260
2020	55,110,816

*There were several changes to the energy consumption data compared to the previous reporting period. [102-49]

Several aspects affecting the amount of electricity sales are:

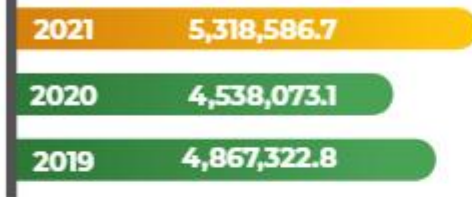
- ▶ **Planned Outage (PO) for Major Overhaul (MOH)**
- ▶ **Forced Outage (FO)**
- ▶ **Reserve Shutdown (RS)**
- ▶ **Outside Plant Management Control (OMC)**
- ▶ **Forced Derating**
- ▶ **Maintenance Derating**

Some of the programs carried out in order to improve energy efficiency are:

Energy Saving Program	Total Energy Consumption Reduction (GJ)
Cooling tower optimization	8,675
Optimizing the Use of Cooling Water Pump (CWP)	86,654
ESP Operation Optimization	12,649
Installation of Baby Cooling Pump during Forced Outage & MOH	1,614
Submerged Flight Conveyor Crusher Modification	3,999
Conversion of Volatile Treatment to Oxygenated Treatment	121
Replacement of fluorescent lamps with LEDs	113
Timer on cooling system	906
The use of Photoluminescent for exit sign lights	17



Energy efficiency calculations are carried out using the Electricity Emissions Calculation and Reporting Application (APPLE-GATRIK) developed by the Ministry of Energy and Mineral Resources. The following are the results of energy efficiency

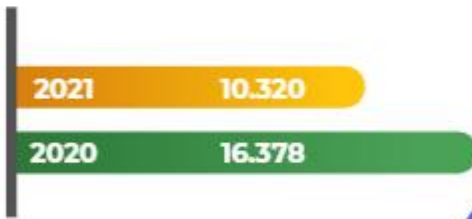


Energy intensity is a parameter used to assess energy efficiency. The calculation is based on the amount of energy per unit, the use of coal in tons and fuel in liters which is then converted into Giga Joule (GJ) energy units and divided by electricity sold in MWh.

The following shows the calculation of energy intensity:



GJ/MWh



Increase in Power Generation Rate Efficiency

[EU3, EU1, EU12]



In 2021, Cirebon Power succeeded in supplying 87.13% of electricity, exceeding the PPA target of 80%. This achievement was also higher than in the previous year due to an increase in demand.

Cirebon Power is the power plant in the Java-Bali region with the ability to supply coal in accordance with PLN's regulations. Therefore, Cirebon Power is able to maintain 25-30 days of production supply to the grid without any transmission loss. As determined by PLN, power plants must supply production to the grid for 30 days without stopping.

Cirebon Power succeeded in supplying

87.13%





Plant Modification Request (PMR)

In 2021, modification activities were carried out in several areas, focusing mainly on improving aspects of Quality, Safety and Environment.

The scope of PMR includes:

- Modification of existing systems and equipment
- Installation of additional equipment to increase efficiency
- Control system logic (PLC) adjustment

There were 19 successful PMR activities carried out in 2021. Some of which were:

- Protection of coal contamination protection to drainage system
- Modification of normal dose chlorine injection system
- Modification of seawater reverse osmosis absorption
- Installation of support access for Thermography inspection in LV Box 11kV UAT
- Painting the floors of temporary hazardous water building
- Modification of CO₂ nozzles of fire extinguishing system on EDG container and installation of exhaust damper
- Installation of bushing monitoring at generator transformer
- Installation of access way and canopy on safety container next to fire station



AIR EMISSIONS (GHG) MANAGEMENT

[GRI 103-1, 103-2, 103-3, 305-1, 305-4, 305-7]



As one of the coal-fired power plants that is currently operating and is one of the main sources of electricity in Indonesia, we always use air pollution control technology in our power generation units. Our air emission control includes extensive monitoring of Sulfur Oxide, Nitrogen Oxide and particulate emissions. All operational equipment performance has been tested by conducting a Major Overhaul on the pollution control equipment. Cirebon Power has not set a base year for emissions during the reporting period.

The APPLE-GATRIK guideline is used in calculating GHG emissions: Method 3 for CO₂ and Method 1 for CH₄ and N₂O calculations. The emission factors used are IPCC defaults for CH₄ and N₂O.

“During 2021, we produced 4,841,956.29 tons of CO₂ eq, 48.28 tons of methane (CH₄), and 72.26 tons of azanide (NH₂) in GHG emissions.”



All measurements recorded above have been verified by the Government through the APPLE-GATRIK, which is a web-based tool for calculating and reporting GHG emissions from generating units to the Directorate General of Electricity.

Some of the efforts made to reduce emissions are:

1 Continuous Emission Monitoring System and Ambient Air Monitoring System

The results of the Continuous Emission Monitoring System (CEMS) test have met the government requirements. Some of the parameters reviewed are particles, SO_x, NO_x, and opacity. Cirebon Power has installed an Ambient Air Monitoring Station (AAMS) around locations that have the potential to have high concentrations of SO_x and NO_x. The monitoring system in 2021 found that there were additional parameters in Hg and CO₂.

3 Synergy with Cement Factory for Ash Utilization

The ash storage has a capacity of 1,350 tons. The ash is stored before it is transferred by trucks to the cement plant as raw material. We also installed fly ash silos with a larger capacity to anticipate emergencies.



2 Windbreak around Coal Storage

The windbreak installed in this unit is 13 meters high and serves to prevent coal dust from escaping into the surrounding environment. We also then planted more than seven layers of *Acacia mangium* trees to maximize their function. During 2021, there were Acacia tree regeneration activities to increase the effectiveness.

4 Electrostatic Precipitator

This tool is installed to filter out large particles from emissions released by the Cirebon Power plant and to reduce particulate emissions released, which is at 25 mg/Nm³ (the threshold set by the government is 100 mg/Nm³ with a thickness of 10%). This tool manages emissions by capturing and removing fly ash in exhaust gases by up to 99.8%. The effectiveness of this tool is verified by the chimney emission parameters.



5 Dust Suppression System in Coal Fields

A dust suppression system is a device used to bind dust in order to reduce its spread. The binding is carried out by spraying water on the coal during loading and unloading activities in the dry season.

6 Chimney

We comply with the Good International Industrial Practice (GIIP) set by the International Finance Corporation by building a 215-meter high chimney. By meeting these standards, we can guarantee that the Highest Ground Level Concentration (HGLC) of flue gases meets regulatory standards.

Emission Intensity

Emission intensity is the amount of GHG emissions emitted per unit of electricity generated. The following shows the calculation of emission intensity:



CLEAN WATER MANAGEMENT

[GRI 103-1, 103-2, 103-3, 303-1, 303-2, 303-3, 303-4, 303-5]



The water that we use in our operational activities is derived from the nearest sea, the Java Sea, in accordance with the permit that has been granted by the Indonesian government. Java Sea is not included as a water stress area. All the water used is purified seawater and there is no use of groundwater.

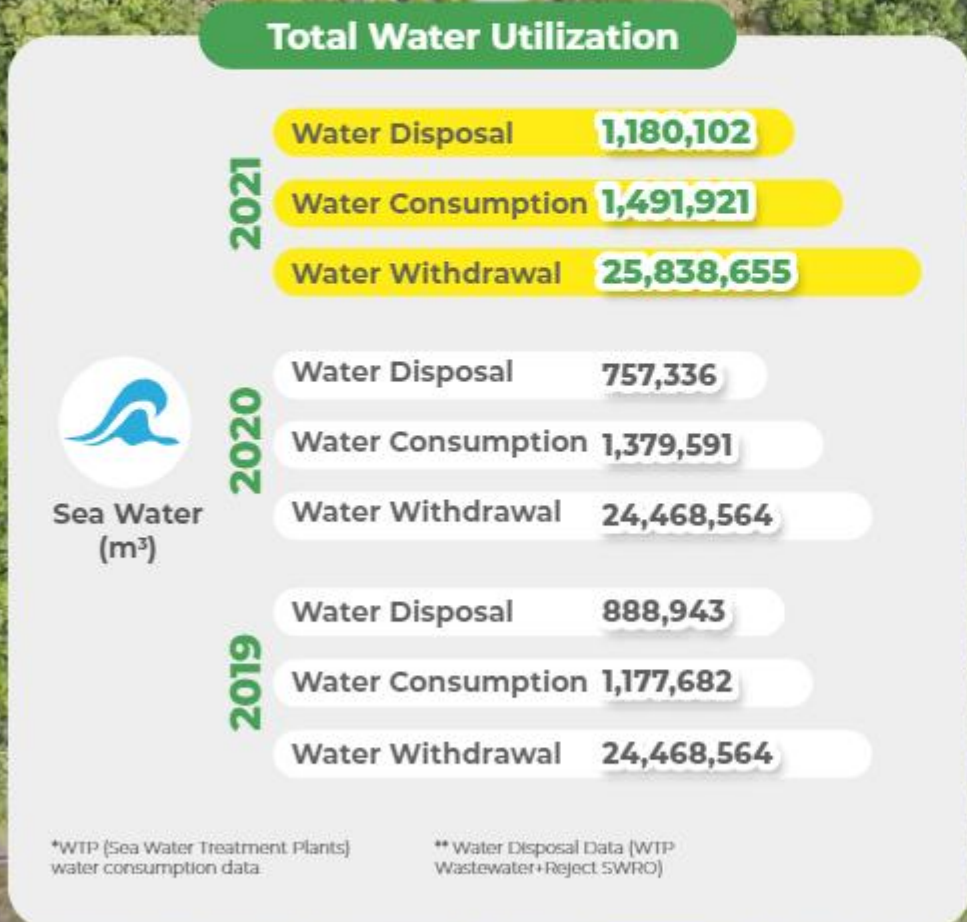
The Environmental Division uses Seawater Reverse Osmosis (SWRO) reject water as an electrolyte for salt water lamps that can save costs for fishermen. In addition to the economic benefits, the system offered is safe and does not produce hazardous waste.

In 2021, the water we used was derived from seawater. The total withdrawal of sea water in 2021 was 25,838,655 m³. The measurement of water use was done with a flow meter.

Sea water is purified into fresh water which is one of the raw materials for operational processes. After the water is used, the water is treated with a water management system before being reused or discharged into the Java Sea. The quality of the water discharged and absorbed is in accordance with the required government standards in order to prevent polluting the environment.



The following are the results of water quality tests discharged into water sources:



Parameter	Unit	Quality Standards	Results
Physical			
Color	TCU	50	< 0.6
Odor	-	Odorless	Odorless
Turbidity	NTU	25	0.19
Total Dissolved Solids (TDS)	mg/L	1,000	105
Temperature	C	Air Temp +3	30.3
Taste	-	Tasteless	Tasteless
Chemical			
pH	-	6.5-8.5	7.65
Iron	mg/L	1	<0.017
Fluoride	mg/L	15	<0.02
Hardness, CaCO ₃	mg/L	500	81.7
Manganese, Mn	mg/L	0.5	<0.007
Nitrogen, Nitrate	mg/L	10	0.35
Nitrogen, Nitrite	mg/L	1	0.001
Cyanide, CN	mg/L	0.1	<0.006
Surfactants, MBAS	mg/L	0.05	<0.008
Pesticides Total	mg/L	0.1	<0.002
Additional Parameters			
Mercury, Hg	mg/L	0.001	<0.0005
Arsenic, As	mg/L	0.05	<0.0006
Cadmium, Cd	mg/L	0.005	<0.001
Hexavalent Chromium, Cr ²⁺	mg/L	0.05	<0.002
Selenium, Se	mg/L	0.01	<0.002
Zinc, Zn	mg/L	15	<0.007
Sulfate, SO ₄	mg/L	400	10.651
Lead, Pb	mg/L	0.05	<0.003
Benzene	mg/L	0.01	<0.0019
Total Organic Matter, KMnO ₄	mg/L	10	0.9
Microbiology			
Total Coliform	CFU/100 ml	50	34
EColi	CFU/100 ml	0	0



We implement several strategies to reduce the impact of discharged wastewater on the purity of the environment. Some of the programs we carry out are:



Conversion of All Volatile Treatment (AVT) to Oxygenated Treatment (OT)



The AVT technology is a technique for purifying water thereby reducing rust in the boiler system. The OT system is a system to make passive oxygen a double protective layer against corrosion. With this innovation, we were able to reduce the use of ammonia by 60% and reduce ammonia packaging waste by 850 kg.

Waterproof Membrane



Membrane layers are used to line coal storage containers, pools, and ash storage. This membrane is made of High-Density Polyethylene (HDPE) which is useful for preventing waste or ash from polluting the environment. This membrane is used in coal storage units, Coal Stream Disposal Pools, and Ash Storage. This thick, tough plastic sheet prevents contamination of groundwater and soil by ensuring that no single drop of water contaminated with coal and ash seeps into the ground.

Utilization of AC Condensation Water



The AC condensation water that can be collected is used for watering plants and gardens around the admin building.

Groundwater Monitoring Well



This well is used to monitor the quality of groundwater before and after use by the PLTU operation process.



5

Water Quality Monitoring

The water quality around the power plant site is monitored every six months. Water quality monitoring is conducted on the following:



Sea Water

Seawater quality monitoring is carried out by a certified third party by testing several sampling points. The tested water quality must meet the standards of the Ministry of Environment and Forestry in Regulation Number 20 of 2020 concerning Amendments to the Regulation of the Minister of Environment and Forestry Number P.12/MENLHK/SETJEN/KUM.1/4/2018 concerning Requirements and Procedures for the Disposal of Waste



Groundwater

Groundwater quality is also monitored by a certified third party and in accordance with the standards set out in Regulation of the Minister of Environment and Forestry Number 68 of 2016 concerning Domestic Wastewater Quality Standards and Government Regulation Number 82 of 2001.

6

Flood Early Warning System

This flood early warning system is installed at the upstream and the downstream points of the Kanci River. This system is equipped with a detection device and a siren that will give out a signal if the water level has exceeded the normal limit. Every month, the communities in Kanci Kemis and Kanci Kulon Villages receive training on the use and utilization of this system.

7

Interceptor Hole

The interceptor hole serves to store rainwater, which is then filtered and deposited to produce clean water. The water is then channeled into the sea through the ditch. This hole serves to filter and settle the contaminated water, before it is then discharged into the sea through our disposal area.





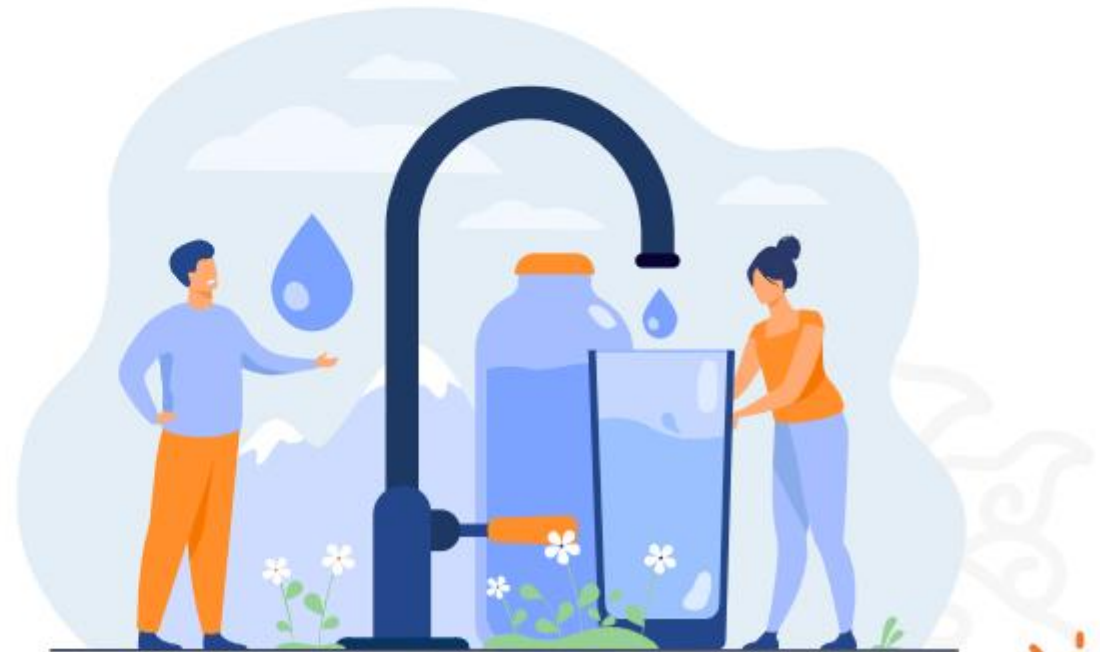
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Biopore Holes

Biopore holes are spread over four location points around the operational area of the plant, especially around office

The following table indicates to conservation in water use resulting from the programs:

Water Conservation Efforts	Water Efficiency (m ³)
Conversion of AVT to OT	27,900
Utilization of AC condensation water for domestic purposes	564
Biopore	35.66
Devices to save Wudhu water	260
Optimization of mixed bed polisher's lifetime	506



WASTEWATER TREATMENT

[GRI 103-1, 103-2, 103-3, 306-1, 306-3]



Cirebon Power pays continuous attention to water quality standards. During the reporting period, there were no incidents affecting the quality standards of the water discharge.

Wastewater is an unavoidable result of human activities. In order to maintain a sustainable business, we ensure that the wastewater discharged into water bodies meets the standards set by the Government of Indonesia.

In 2021, the wastewater produced met the standards permitted by the Ministry of Environment and Forestry. In addition, there were no spill incidents during the reporting period.



Water discharge destination
Sea Water (m³)





Several programs we carry out to treat wastewater:

1 Main Wastewater Treatment Plant

Wastewater resulting from operational activities from boilers, operations, and plant maintenance has a discharge and concentration that meets IPLC standards. Wastewater is monitored monthly by the OM team.

2 Cooling Tower

This tower serves to treat wastewater before it is released back into the sea. The water is treated in accordance with the regulation of the Ministry of the Environment which stipulates that the water discharged into the sea must not exceed 2° from the initial temperature. This prohibition aims to prevent potential damage to marine ecosystems. This indicates that our operations do not damage marine organisms and ecosystems by taking into account the temperature of the water discharged into the sea.

Below are the results of the water test at our Wastewater Treatment Plant (WWTP)

Water Quality	Unit	Quality Standards	Results
pH		6-9	8.01
TSS	mg/L	100	18.05
Oil and Fats	mg/L	10	<4
Chrome	mg/L	0.5	<0.04
Copper	mg/L	1	<0.01
Iron	mg/L	3	<0.04
Zinc	mg/L	1	<0.01
Phosphate	mg/L	10	<0.109



3 Ash Pond Wastewater Treatment Facility

Wastewater from the ash pond is treated using this conventional unit. The pond is used to ensure that the coal fine particles meet the required regulatory standards of 150 mg/L.

4 Coal Run Off Sedimentation Pool

The Runoff Sedimentation Pond treats leachate from coal heaps and other pollutants before being sent to the Wastewater Treatment Plant.



We measure wastewater quality by collecting water samples and having them tested by a certified third party. The data shows that we have complied with the requirements and standards set by the Ministry of Environment and Forestry.

Waste Treatment Effort

Pollutant Reduction (Ton)

Conversion of AVT to OT	0.0560
Optimization of mixed bed polisher's lifetime	0.0005
Periodic cleaning of sludge clarifier and sludge thickener	0.0558

5 Periodic Cleaning of Sludge Clarifier and Sludge Thickener

Cleaning the accumulation of sludge in the waste treatment unit, especially the sludge clarifier and sludge thickener unit optimizes the unit's functions in treating wastewater and extends its operational life.





HAZARDOUS AND NON-HAZARDOUS WASTE TREATMENT

[GRI 306-2, 306-4]

We adopt the principles of Good Mining Practice in a sustainable manner with the aim of reducing the negative impact on the environment.



Disposal Method	Total weight of non-hazardous waste (Tons)		
	2021	2020	2019
Landfills	4,841	4,756	4,566
Composting	1,059	1,138	972
Waste bank	278	289	256
Utilization as FABA	74,743	58,993	64,772

The non-hazardous waste produced by the Company is paper waste, leaves, lunch boxes, and other waste.

Disposal Method	Total weight of hazardous waste (Tons)		
	2021	2020	2019
Handed over to a third party with official government permit	252	312	219

The hazardous waste in this calculation includes several types of waste such as SWRO membranes, expired chemicals, WTP filter media, used batteries and car batteries, used drums and IBCs, sludge from WWT ponds, sludge from filter press ashpond, used oil, used resin, filters, rags, fine glass threads, paint cans, chemical residues, used lamps, and electronic waste.

HAZARDOUS WASTE

“
The management of all company hazardous (B3) waste is handled by a third party with official government permit. During the reporting period, Cirebon Power did not bring B3 waste into and out of Indonesia.

Some of our efforts to treat B3 waste are as follows:

1 Emergency Temporary Ash Pond

This temporary ash collection pond is only used in an emergency, i.e. when the silo is at overcapacity or when trucks are unable to transport the ash to the cement factory. Both are common during the holiday season. This unit is built separately from the Fly Ash Silo.

This facility is equipped with:

- ▶ Upstream monitoring system
- ▶ Downstream well monitoring system
- ▶ Leak detection wellbore to collect and transfer water to wastewater treatment plants



2 Hazardous Waste Temporary Storage Warehouse

Some hazardous wastes such as oil, light bulbs, cartridges, resins, plastic membranes, batteries, and chemicals are stored in warehouses before being shipped and processed by certified third parties.

4 Industrial Synergy with Cement Producers in Waste Utilization

Ash waste sent to the cement industry is collected in fly ash which has a capacity of 1,350 tons.



3 Chemical Secondary Containment

This containment takes the form of a reserve reservoir that can hold up to 110% of the chemicals. During 2021, as much as 100% of B3 waste was successfully handed over to the cement industry to be used as raw material.

We built our chemical tanks with 110% capacity of the secondary containment of concrete. In the event of a leak, secondary containment will prevent chemical contamination.



NON-HAZARDOUS WASTE

5 Utilization of Organic Waste

Organic waste from the cafeteria is collected with acacia leaf waste which is planted around the power plant for maggot cultivation.

6 Reuse of Wood Waste for Crafts

Wood waste from operational activities is given to local villages to be used to make miniature ships by craftsmen which are later sold to generate economic value.

7 Paper Waste Used as Noise Reducer

We work with a wood miniature crafts group to collect, crush, and process paper waste from the CEP admin building into molds. These paper waste molds are then applied to the engines of the fishing boats to reduce noise.

Environmentally-friendly fishing boats: these are boats that will be equipped with noise reducer and emission reduction equipment.

8 Utilization of Gypsum at C2

C2 uses limestone which can then be used to make gypsum.

9 Producing Compost from Acacia Leaf Waste



Collection of organic waste by third parties.



BIODIVERSITY CONSERVATION

[GRI 103-1, 103-2, 103-3, 304-1, 304-2, 304-3, 304-4] [EU13]



Cirebon Power aims to optimize its contribution to the preservation of biodiversity and ecosystems, which is a shared responsibility.

In order to preserve biodiversity, we have carried out annual mangrove planting in the surrounding rivers since 2009. Biodiversity conservation and community empowerment are managed specifically by the Community Development division. In addition, we have established a conservation area through a Memorandum of Understanding (MoU) with government agencies and the community.

Therefore, we are determined to carry out environmental conservation and preserve endemic species through several programs, namely:

Biodiversity Park

This park with an area size of 21.48 km² is located in an area belonging to Cirebon Power. This park is a form of biodiversity conservation in our work unit. The activities carried out are supervision, maintenance, and reforestation.

We have also partnered with external third parties in our commitments with the Taman Kehati and Pengengan Eco Tourism projects.



In 2021, the conservation program also include planting 13,000 mangroves in the Cirebon Power area.

1 Mapping fishermen's catches and analyzing the role of Cirebon Power on fishermen's catches.

2 We launched a soft opening for the Mangrove Ecotourism Program. Cirebon Power's operational area has the suitable environment to become a conservation area, where there are 6 protected rare birds.

3 Increasing mangrove diversity In 2021, especially around PLTU 2.





Mangrove, Coastal and Biodiversity Conservation Area (MATAHATI)

The MATAHATI conservation area is a tourist spot as well as a bird habitat that stretches from Mundu Village, across the entire coast, to Pengarengan Village. This program was initiated due to the difficulties faced by fishermen in finding catches, such as crabs, barramundi, and so on. The realization of the program began with a study of the social and environmental aspects as well as the role and benefits of the program for the welfare of fishermen. Now, the fishermen are finding it easier to harvest wildlife in the rivers in the area. MATAHATI covers an area of 57.77 km².





Mapping Fishermen's Catches

Mapping fishermen's catches, analyzing how Cirebon Power has impacted on fishermen's catches, and making efforts to increase mangrove diversity in 2021, especially around PLTU 2.



Environmental Care Community Forum (FORMAS-PL)

Mangrove planting around the MATAHATI area was carried out in July 2021 with the Deputy Regent of Cirebon and representatives from DLH and the Community Forum. PESPA became a new partner in 2021. This forum is also related to ecotourism by focusing on ecology and domestic waste management, as well as education on conservation.





Compilation of Biodiversity Data



Regular Monitoring of Aquatic Biota

In order to monitor the quality of water biota in rivers and coastal areas, we use a certified external laboratory to conduct sampling and testing of water and seawater sediments. We also use plankton samples as biological indicators.

The results of the studies show that we were in full compliance with environmental regulations throughout 2021. During the pandemic, we continue to monitor, supervise and take samples of geological indicators in collaboration with Gadjah Mada University.



Mangrove Diversity

In 2021, additional varieties of mangrove plants were planted in the Cirebon Power conservation area.

The addition of mangrove species diversity includes several new species, namely *Bruguiera gymnorrhiza* and *Bruguiera cylindrica* with a total of 50 plants each. The diversity of mangrove species that have been planted consists of:



Species	Carbon Stock (MgC/Ha)
<i>Rhizophora mucronata</i>	135,361
<i>Avicennia marina</i>	48,093
<i>Rhizophora mucronata</i>	160,069
<i>Avicennia marina</i>	
<i>Rhizophora mucronata</i>	82,931
<i>Sonneratia caseolaris</i>	
<i>Rhizophora mucronata</i>	157,825
<i>Avicennia alba</i>	
<i>Rhizophora mucronata</i>	32,466
<i>Nypa fruticans</i>	
<i>Avicennia marina</i>	65,104
<i>Avicennia alba</i>	
<i>Rhizophora mucronata</i>	171,954
<i>Avicennia marina</i>	
<i>Avicennia alba</i>	
<i>Rhizophora mucronata</i>	461,049
<i>Avicennia alba</i>	
<i>Nypa fruticans</i>	



Bird Species Monitoring

We are committed to protecting bird diversity as regulated in the Minister of Environment and Forestry Regulation Number 106/MENLHK/SETJEN/KUM.1/12/2018 and the IUCN red list of bird species. Based on the results of our monitoring efforts, there are 6 protected bird species and a total of about 108 birds living in the coastal and mangrove areas around us. The following table shows data on bird species that we have monitored:

Bird Type	Scientific Name	Number of Species	IUCN Status
Grey heron	<i>Ardea cinerea</i>	34	Least Concern
Javan plover	<i>Charadrius javanicus</i>	63	Vulnerable
White-winged tern	<i>Chlidonias leucopterus</i>	2	Least Concern
Eurasian whimbrel	<i>Numenius phaeopus</i>	2	Least Concern
Pied fantail	<i>Rhipidura javanica</i>	6	Least Concern
Milky stork	<i>Mycteria cinerea</i>	1	Endangered

Training for Employees

Training has been carried out since 2019 containing introductory materials on the concept of conservation and inventory of biodiversity types. For 2021, the employee training program raised the theme of understanding the technical aspects of biodiversity protection and methods, as well as analysis related to biodiversity.



04 OCCUPATIONAL HEALTH AND SAFETY

- 54 QHSS Goals and Targets in 2021
- 55 ISO Certification
- 56 Leading Indicator and Lagging Indicator
- 57 Occupational Health and Safety Committee
- 59 Risk Control Process
- 60 OHS Training
- 62 Safety Observation Card
- 63 Health Management at Work
- 64 Office Safety Management Program
- 65 Contractor Safety Management Program
- 66 QHSS Performance
- 67 Security Management System



QHSS GOALS AND TARGETS IN 2021

[GRI 103-1, 103-2, 103-3, 403-1, 403-2]

Cirebon Power is committed to ensuring the safety and health of employees as the main focus in every operational activity. The following are the Quality, Health, Safety, and Security (QHSS) Goals & Targets as well as strategies in implementing our commitments consistently in every operational activity.

QHSS Goals and Targets

- Ensuring more active involvement of employees in QHSS performance from every level by developing and implementing QHSS Leadership Programs, such as Weekly Safety Walkdown, Top Management Visibility Visit, and so on;
- Improving the safety culture of contractors and subcontractors to reduce "risky behavior" by conducting education and competency assessments for employees;
- Continuing to improve QHSS performance by implementing approved procedures to achieve zero Lost Time Injury (LTI), zero Total Recordable Injury Rate (TRIR), zero work related illnesses, and zero fire and security incidents; and
- Continuing the main priority training program as a result of competency assessment for QHSS Engineer.



By the end of 2021 we achieved 41 million man-hours of Without Lost Time Injury (WLTi).



ISO CERTIFICATION




In addition to benchmarking on the QHSS Management System, we also obtained ISO standard certifications, namely:



In 2021 Cirebon Power successfully renewed the ISO 9001, 14001, and 45001 certifications.

We carry out cross-departmental monitoring and internal audits every six months to ensure consistent implementation of ISO and readiness for annual certification. We also developed regulatory compliance lists to monitor our compliance with international and national regulations, such as:



-  Law Number 1 of 1970 concerning Work Safety
-  Government Regulation Number 50 of 2012 concerning Implementation of Occupational Health and Safety Management System
-  Government Regulation on Labor Number 5 of 2018 concerning Occupational Safety and Health

LEADING INDICATOR AND LAGGING INDICATOR

We have also set a leading indicator and a lagging indicator as an effort to achieve our QHSS Goal & Target.

Leading Indicator:

Leadership and Commitment: Management Site Visit

Communications:

- a. Weekly QHSS Bulletin;
- b. QHSS development weekly meeting;
- c. Monthly review of project progress by management; and
- d. Lender Technical Advisor (LTA) supervisory meeting every three months.

Training, Competency, and Exercise:

- a. QHSS Induction;
- b. Implementation of QHSS Training; and
- c. Emergency simulation exercises.

Lagging Indicator:

1. Zero Fatality, Disability, LTI, Restricted Work Cases (RWC), Medical Treatment Cases (MTC), Work Related Illnesses, Fire and Security Accidents
2. First Aid Cases (FAC): < 5
3. TRIR: 0
4. LTIR: 0

The QHSS Management System that we implement is based on ISO 45001. In the QHSS Management System, we have a level 1 document in the form of a OHS (Occupational Health and Safety) Manual Management System which is part of the Company's Integrated Management System (IMS).

“ In 2021, we developed a new **Permit To Work (PTW) system** to improve and maintain the levels of QHSS performance. The PTW system functions as an effective administrative control mechanism for high-risk work that is equipped with approved QHSS procedures, adequate control of competence and communication with other parties who are not directly involved in the operations.

Implementation and Monitoring:

- a. Medical Check-Up Review;
- b. Monthly PCR (swab) tests for employees;
- c. Rapid tests for employees, visitors, and clients;
- d. Medical supervision; and
- e. Identify near misses/ High Potential Incidents (HIPO).

Inspection and Audit:

- a. QHSS daily patrol rounds;
- b. Monthly walk downs;
- c. Hygiene and sanitation inspections;
- d. Inspection of equipment and supplies;
- e. Permit To Work (PTW) Audit;
- f. Personal Protective Equipment (PPE) Audit; and
- g. Work-in Progress Audit.

QHSS Performance Review

We also continue to develop several level 2 documents in the form of Standard Operating Procedures (SOP) to support and provide more detailed guidance in the administration and implementation of the QHSS Management System. In 2021, we developed the SOP which includes:

1. Hazard Identification Risk and Opportunity Assessment;
2. QHSS Competency Development Procedure;
3. Medical Check-Up Procedures; and
4. Medical Emergency Response Plan.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

[GRI 403-4]

Cirebon Power has established a Safety Committee throughout all units of the company. The Safety Committee regularly holds monthly discussion forums to communicate the expectations of the QHSS Committee and obtain input from employees in consultation for the development of the QHSS implementation. The Safety Committee consists of 5% of the total employees which is a combination of:

- Management level
- Engineers
- Supervisors
- Technician representatives from all sections
- Contractors and subcontractors.



STRUCTURE OF OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

The following is the structure of the Occupational Health and Safety Committee (P2K3) at Cirebon Power:



Duties of the Chairperson of P2K3

- ▶ **Lead P2K3** meetings or appoint other members to lead P2K3 meetings;
- ▶ **Determine** the policy of the OHS program;
- ▶ **Assist/provide** advice or assistance to all departments and members to ensure the success of the OSH program; and
- ▶ **Monitor and evaluate** P2K3 performance.



Duties of the P2K3 Secretary

- ▶ **Plan P2K3** meetings and taking meeting minutes;
- ▶ **Manage** the administration of P2K3 documents/paperwork;
- ▶ **Assist/provide** advice or assistance to all departments and members to ensure the success of the OSH program; and
- ▶ **Assist** the Chairperson in monitoring the implementation of the P2K3 programs and determining corrective actions.



Duties of the P2K3 Member

- ▶ **Implement** existing OHS programs; and
- ▶ **Report** to the Chairperson of the implementation of the OHS programs.



RISK CONTROL PROCESS

The following is a list of high-risk types of work in our operations and their risk control measures.

Types of High-Risk Work	Risk Control Measures
Working at height	<ul style="list-style-type: none"> Job Safety Analysis (JSA) PTW Construction scaffolding Use of a full body harness
Occupational loud noise exposure	Use of protective ear plugs/muffs
Working in hot environments	<ul style="list-style-type: none"> JSA PTW Personal protective equipment Fire extinguishers
Lifting heavy items	<ul style="list-style-type: none"> JSA PTW Lifting Plan Certified operators Employment of Signaling personnel Area barricades

Types of High-Risk Work	Risk Control Measures
-------------------------	-----------------------

Pressure testing work activities	<ul style="list-style-type: none"> JSA PTW Lock Out Tag Out (LOTO) Area barricades
Manual handling work activities	<ul style="list-style-type: none"> JSA Training on manual handling technique
Working in confined spaces	<ul style="list-style-type: none"> JSA PTW Gas testing Rescue team





OHS TRAINING

(GRI 403-5, EU18)

Cirebon Power strives to continue to optimize the attitude and understanding of employees regarding OHS. One form of implementation is the use of the QHSS training matrix as a guide for conducting training for employees. The basis for using this matrix has been stated in our QHSS Level 2 Competency Development Procedure (SOP). We also encourage all our contractors to conduct OSH training for their employees.

The following are our OHS training milestones in 2021:



External Training Hours:
1,520 Hours



Induction Hours:
353 Hours

Contractors were also engaged in the following training hours:



Internal training hours: 3,846 Hours



External training hours: 5,089 Hours



Induction hours: 714 Hours





OHS training attended by our employees during 2021:



January 26, 2021
First Aid Training (P3K)



February 8, 2021
Electrical OHS Training



March 8, 2021
Chemical OHS Officer Training



April 5, 2021
Electrical OHS Training



August 2, 2021
DCBA Fire OHS Expert Training



September 13, 2021
DCBA Fire OHS Expert Training



October 4, 2021
General OHS Expert



October 21 & 25, 2021
DCBA Fire OHS Expert Training



November 1, 2021
Work Environment OHS Expert



The QHSS team has in stages completed the certification of Electrical OHS Expert, DCBA Fire OHS Expert, and Environmental OHS Expert.





SAFETY OBSERVATION CARD



We also provide venues for employees and contractors to report findings of risks and hazards in operational areas or work activities. Reporting is done via online communication channels and groups consisting of all OHS personnel (both employees and contractors in the field). The report is then gathered via the Safety Observation Card. This is based on the SOP for Reporting Incidents and Hazards which also dictates our procedure in conducting investigations and assessments.

Employees cease all relevant work



Employees report to the Supervisor and the OHS Personnel



Hazard mitigation measures are discussed



Mitigations are implemented



Work is resumed



HEALTH MANAGEMENT AT WORK

[GRI 403-6]

Cirebon Power ensures that health is maintained and protected by conducting health management in the workplace for all employees, whether related or not related to operational activities. This is part of our commitment to ensuring the health of our employees. Health management is carried out in the form of:



Implementation of annual medical check-ups



Organizing health webinars by Company Doctors



Weekly QHSS bulletin publishing



COVID-19 Vaccination



24-hour clinical facilities and medical personnel



Health Insurance



Health fund assistance

We also ensure that every contractor company carries out their own health management programs for their workers such as through Covid-19 vaccinations, medical check-ups, and the provision of clinics and medical personnel in construction and commissioning areas.



OFFICE SAFETY MANAGEMENT PROGRAM

Amidst the uncertainty caused by the Covid-19 pandemic, Cirebon Power continues to implement the Covid-19 protocol as part of the Office Safety Management Program. The routine activities covered by this Program are:

- 1. Monitoring of fire detection and prevention equipment;
- 2. Monthly cross-departmental office inspections;
- 3. Random Inspection of vehicles;
- 4. Inspection of the completeness of the first aid kit; and
- 5. Publication of Weekly QHSS Bulletin.



Cirebon Power has carried out Ergonomic & Psychological Factor Surveys and Joint Hygiene and Sanitation Inspections with the EPC Consortium (Contractors) in 2021



EMERGENCY RESPONSE PLAN

The Emergency Response Plan Program aims to maintain the readiness of all personnel, both employees and contractors, in dealing with emergency situations and evaluate the competence of the Emergency Response Team (ERT) according to the assignments required in the Company's Emergency Response Plan. This program includes medical evacuation, disaster evacuation, and recovery training.

Along with contractors, we conducted 32 emergency response exercises in 2021.

The emergency response exercises consist of:



16 medical evacuation drills



5 firefighting & mustering drills



7 oil spill drills



4 rescue drills

CONTRACTOR SAFETY MANAGEMENT PROGRAM

[G4-DMA (former EU14)]

Cirebon Power firmly implements the Contractor Safety Management Program through monitoring and project development by verifying the implementation of the QHSSE Plan at every contractor activity. This program includes:



1. QHSS Inspection Program;
2. PTW Commissioning Audits; and
3. Walk-In Progress Audits.

Cirebon Power conducted **PTW Commissioning Audits** at 18 C2 project contractor companies in 2021. It found that **94% (17 companies)** had met the **PTW implementation standards** set by Cirebon Power. These results will continue to be reviewed periodically by each **Main Contractor** and monitored by the **Cirebon Power QHSS Department**.



QHSS PERFORMANCE

[GRI 403-9]



In 2021, Cirebon Power achieved 0 (zero) TRIR and LTIR.

Based on the results of the QHSS performance recapitulation that we have done, in 2021 Cirebon Power recorded no work accidents involving either employees or contractors.

Indicator	2021	2020
Fatality	0	0
Disability	0	0
LTI	0	0
RWC	0	0
MTC	0	0
FAC	0	0
Work Related Illnesses	0	0
Fire Accident Cases	0	0
Security Incidents	0	0
LTIR (Per 1,000,000 man hours)	0,00	0,00
TRIR (Per 1,000,000 man hours)	0,00	0,00



Our achievements cannot be separated from our persistence in managing work-related risks and hazards in accordance with the QHSS Management System that we implement. We have identified hazards and implemented a risk control hierarchy based on the Hazard Identification SOP for Risk and Opportunity Assessment.

SECURITY MANAGEMENT SYSTEM

[GRI 410-1]

The Security Management System at Cirebon Power aims to control potential hazards and risks in order to provide security protection for employees, company assets, and guests visiting the work area.

The security service company we employ is a licensed security provider in accordance with applicable government regulations, namely Regulation of the Head of the Indonesian National Police Number 24 of 2007 concerning Management Systems for Security Organizations, Companies and/or Government Agencies/Institutions.



All of our security personnel have attended training which is managed by the security provider as stipulated in the engagement letter (contract). Management of the Security Management System is carried out as follows:

- 1 The Jakarta Office is managed by the Company
- 2 The Project Work Area is managed by the main contractor

05 EMPLOYEE WELFARE

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EMPLOYMENT

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

Cirebon Power implements effective and innovative human resource management (HR) for the development of superior human resources and capabilities to compete in this dynamic era. In HR management, we focus on employee welfare and skills in order to provide optimal effort and creativity to the Company. We translate this into an approach that aligns with our values and the Sustainable Development Goals:

Our Approach:

HR System Implementation

Employee Welfare

3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Employee Training and Development

Employee Diversity

We value the insights of our employees and we welcome their feedback and opinions on the Company's Regulations and Policies

Protection for Employees

HR SYSTEM IMPLEMENTATION

[GRI 103-2, 103-3]

The significant growth in the number of employees in 2021 had made the implementation and the continuous understanding of the Human Resource Information System (HRIS) by the employees an important factor for the Company's success. The implementation of an efficient HRIS system will increase the effectiveness of the administrative management of employees and the Company. The implementation of the HRIS system includes:

- Online annual leave submission
- Employee database
- Business trips
- Attendance and hours of attendance

EMPLOYEE WELFARE

[GRI 102-41, 401-2, 409-1]

Employee welfare is one of the main focuses of Cirebon Power's HR management. This is realized through the fulfillment of employee rights in the form of remuneration, leave, and other rights as stipulated in the Company Regulations (PP).

Through the Company Regulations, we guarantee that every employee has the same rights without discrimination in accordance with the PP. This is in line with our efforts to ensure that there are no forced labor practices in Cirebon Power's HR management. To date, there is no risk of forced labor practices in our HR management.


Remuneration provided to employees includes:

Remuneration Type	Jakarta Office		PLTU 1	PLTU 2	
	Permanent Employees	Contract Employees	Permanent Employees	Permanent Employees	Contract Employees
Holiday allowance	✓	✓	✓	✓	✓
Life insurance	✓	✓	✓	✓	✓
Health insurance	✓	✓	✓	✓	✓
Disability insurance	✓	✓	✓	✓	✓
Parental leave	✓	✓	✓	✓	✓
Retirement and Old Age Program	✓	✓	✓	✓	✓
Other allowances	✓	✓	✓	✓	✓



In line with our commitment to implementing gender equality, we also provide parental leave rights to all of our employees in accordance with applicable regulations.

Number of Employees in Relation to Parental Leave [GRI 401-3]

Description	 Female
Number of employees entitled to parental leave	36
Total number of employees taking parental leave	1
Number of employees who returned to work during the reporting period after parental leave ended	1
Number of employees who returned to work after parental leave ended.	1
Number of employees taking parental leave who returned to work and were retained	100%

The company allows two days of leave (with full wages) for any married male employee whose spouse gives birth or suffers a miscarriage.



DIVERSITY AND EQUAL OPPORTUNITY

[GRI 102-8, 401-1, 405-1] [G4-LA1]

In HR management, we believe that diversity can provide diverse perspectives in decision making and optimize HR excellence. In line with this view, we are committed to upholding diversity and giving equal rights to all employees to develop within the Company regardless of ethnicity, religion, race, intergroup, and gender.

Number of New Employees and Employees Leaving by Gender

Gender	New Employees	Employees Leaving
Male	115	15
Female	6	2
TOTAL	121	17

Cirebon Power also firmly rejects the practice of child labor in HR management and ensures that there is no child labor employed at the Company. This is realized by setting a policy on the minimum age for employee recruitment in accordance with applicable regulations, which is 18 years.



Number of New Employees and Employees Leaving by Region in 2021

Region	New Employees	Employees Leaving
Jakarta Office	2	-
PLTU 1	-	9
PLTU 2	119	8
Total	121	17

Number of New Employees and Employees Leaving by Age Group in 2021

Age Group	New Employees	Employees Leaving
< 30 years old	51	5
30-50 years old	70	10
>50 years old	0	2
Total	121	17

We provide job opportunities for female employees. This is a form of implementing gender equality which is part of our commitment.

Employee Composition by Region



Employee Composition by Employment Status



Cirebon Power is implementing an Independent and Certified Study Internship Program (MSIB) for students which will start in 2022. This program is a collaboration with the Ministry of Education, Culture, Research, and Technology.

Employee Composition by Age Group and Organizational Level

Staff



Age	
<30 years old	: 116
30-50 years old	: 136
>50 years old	: 1
Male Total	: 253



Age	
<30 years old	: 9
30-50 years old	: 12
>50 years old	: 1
Female Total	: 22

Supervisor



Age	
<30 years old	: 4
30-50 years old	: 112
>50 years old	: 7
Male Total	: 123



Age	
<30 years old	: 2
30-50 years old	: 9
>50 years old	: 1
Female Total	: 12

Upper/Middle Management



Age	
<30 years old	: 0
30-50 years old	: 31
>50 years old	: 12
Male Total	: 43



Age	
<30 years old	: 0
30-50 years old	: 2
>50 years old	: 0
Female Total	: 2



EDUCATION AND TRAINING

[GRI 103-1, 103-2, 103-3, 404-2, 404-3] [EU14]

Human resource development through training and competency development programs is a very effective approach if it is carried out in a structured and sustainable manner. In addition to competency and expertise development, we prioritize HR development in a number of aspects such as improving the quality and welfare of employees in order to improve performance. This is reflected in the provision of performance bonuses for each employee at the beginning of the year, in accordance with the results of the previous year's performance review.

We consistently carry out training and competency development programs that aim to:



Improve technical skills



Improve employee qualifications



Employee Certification in certain skills and expertise

The training and competency development programs that we carry out are based on applicable government regulations in accordance with certain jobs and positions. Our training and competency development programs include:



- ▶ **Internal and External Training**
- ▶ **Off the Job Training**
- ▶ **Competency Certification**



EDUCATION AND TRAINING

[GRI 103-2, 103-3, 404-1, 404-2] [EU14]

In 2021, Cirebon Power implemented several training and certification programs for our employees at PLTU 1 and PLTU 2.

PLTU 1



Number of employees receiving training and certification:

542
people

Training provided to employees of PLTU 1

- ISO 50001 Awareness Online Training
- Occupational Health and Safety Management System Awareness Online Training
- Life Cycle Costing Analysis Training
- Fly Ash - Bottom Ash (FABA) Utilization Prospect Training
- Soil Testing and Soil Capacity Training;
- And so forth.

Technical education provided to PLTU 1 employees

- 150kV & Transformer Testing Training;
- Electrical Control Protection System training;
- Sea Water Make-Up Pump Maintenance Training;
- Chlorine Analyzer Maintenance Training;
- Boiler Tube Leak Detection System Maintenance Training;
- And so forth.

Certification programs provided to PLTU 1 employees

- Certification for Air Pollution Control personnel;
- Hazardous Waste Management Installation Operation Certification;
- Air Pollution Control Installation personnel;
- Certification of the Indonesian Electrical Engineering Experts Association;
- Heavy equipment certification;
- And so forth.

PLTU 2



Number of employees receiving training and certification:

218
people

Training and education provided to PLTU 2 employees

- Vibrator Analyst Category II Training;
- CCR Operator Simulation Training;
- Operation Training Program;
- And so forth.

Certification programs provided to PLTU 2 employees

- Certification for Air Pollution Control personnel;
- Hazardous Waste Management Certification;
- Electrical OHS Technician and Expert Certification;
- Electrical Engineering Competency Certification;
- OHS Chemistry Officer and Expert Certification;
- Heavy equipment operation certification;
- And so forth.

Hours of Training held in 2021

Internal Training



External Training



Induction



“
 In 2021, we offered some of our employees training on environmental sustainability and Anti-Bribery Management System in line with the implementation of ISO 37001.
”

06 EMPOWER THE COMMUNITY

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Cirebon Power is committed to developing with the community by providing long-term benefits towards sustainability. We strive to realize this commitment by implementing a CSR program that focuses on improving the living standards of the surrounding community through community empowerment activities. [GRI 103-1]



Our approach:



We have consistently developed various CSR programs since our establishment. We are fully aware that the community is an important part of the company's business sustainability. Therefore, long-term goals and benefits to the community are one of our main foundations in developing CSR programs.

THE GROWTH AND DEVELOPMENT OF CIREBON POWER'S CSR PROGRAM

[GRI 103-2, 103-3, 413-1]

2007-2010

Charity and donation to get community acceptance in the beginning of PLTU 1 project construction.

2011

Develop blueprint and short, medium, and long-term development plans for CSR programs, as well as studies and plans for sustainable development.

2012-Present

Focus on community economic empowerment (Community Small Business Development and Livelihood Restoration Program).



covered by life insurance and accidental death and disability insurance



trees planted



received scholarships



planted



from the local community took part in medical check-ups



received nutrition improvement assistance



members joined the SME Program



have joined the Livelihood Recovery Program activities



received Microfinance funding



122
Fishermen

have joined of the Livelihood Optimization Support Program



1,102
Local Community

members have attended training at our Vocational Training Center



20
Shops

provided & managed by local communities in the project area



2
Libraries

for local community and and Literacy Program



1
Public Park

for local community and SME activities



1
Sports Center

and a multi-purpose building for the community



1
Building

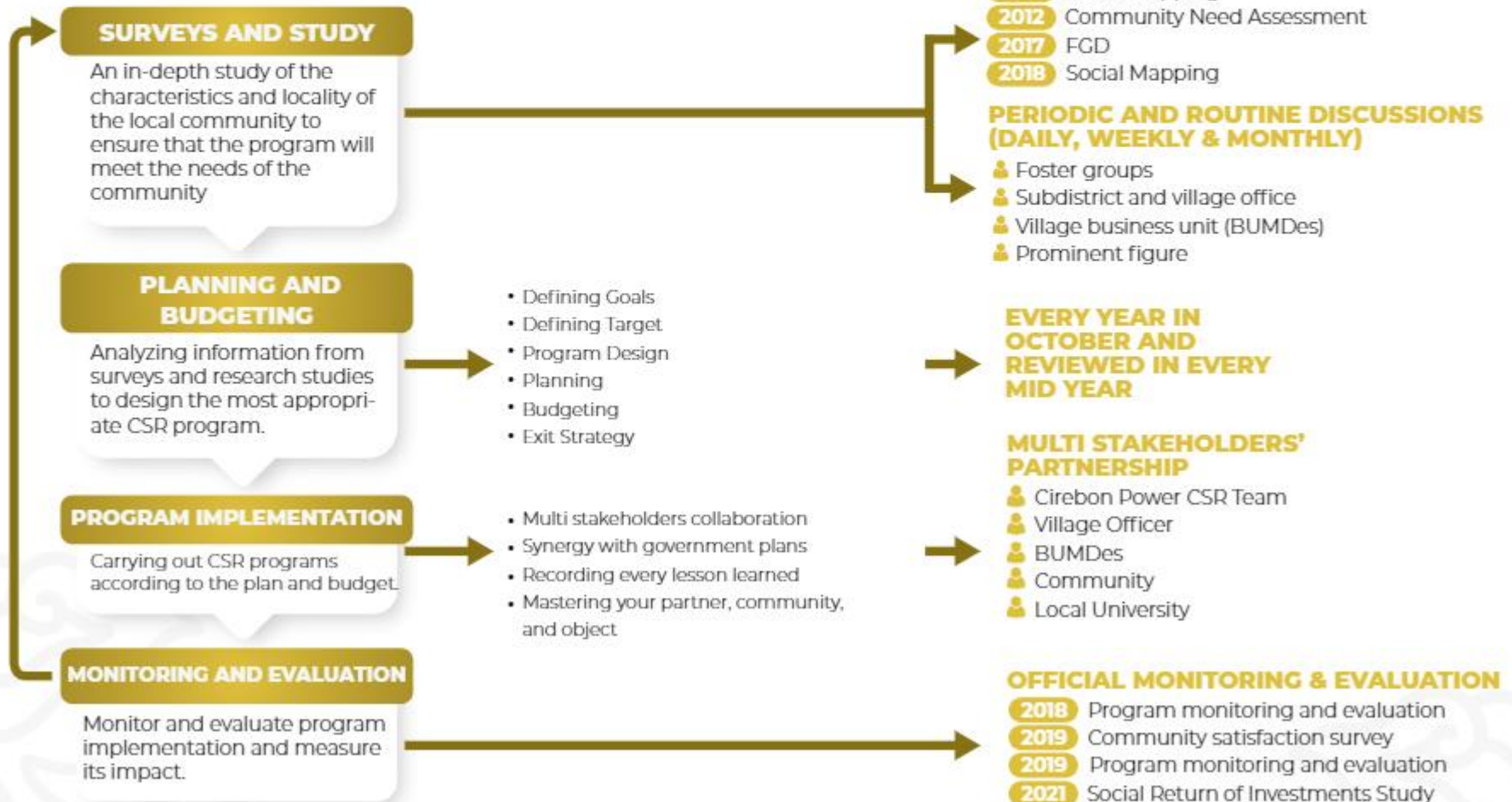
Vocational Training Center building and a training hall for the community

HOW WE CARRY OUT CSR PROGRAM

[GRI 103-2, 103-3, 413-1]

In order to ensure that the CSR program runs optimally and on target, we developed a strategic plan for the development of the CSR program which then became a guideline for its implementation.

Some of these guidelines include:



CSR PROGRAM TRANSPARENCY AND REPORTING

The following lists Cirebon Power's annual reporting and disclosure documents about its CSR program to its internal and external stakeholders:

CSR Report

- 2015
- 2016
- 2017
- 2018
- 2019
- 2020



Sustainability Report (CSR, Environment, QHSE, Operational)

- 2017
- 2018
- 2019
- 2020



PROPER Community Development Activity Program Documentation (Ministry of Environment and Forestry)

- 2017
- 2018
- 2019
- 2020

CSR PROGRAM STUDY AND DEVELOPMENT

[GRI 103-2, 103-3, 413-1]

In order to ensure that CSR programs can provide long-term and sustainable benefits, Cirebon Power evaluates its implemented CSR activities through impact monitoring and the measuring of community satisfaction. This resulted in the Community Satisfaction Index (IKM) document which was used for the study and development of the implementation of the CSR program.



Social Mapping
Conducted social mapping to update community demographic data in order to develop and modify programs more precisely.

2019



Community Satisfaction Index Survey
To measure the level of community satisfaction as beneficiaries in order to improve the quality of CSR program implementation

2020

Social Return of Investment Survey
Survey to measure and evaluate program impacts on stakeholders to identify ways to improve CSR program performance

2021



Environmental & Social Impact Assessment (ESIA)
was conducted at PLTU 1 and PLTU 2

2007

Social Mapping

Conducted social mapping on villages around the Cirebon Power project

2010

Focus Group Discussion
Conducted FGD and surveys with the community and identified the effectiveness of existing programs.

2017

Need Assessment Survey
Conducted a community needs survey to build the right program.

2013

CSR Blueprint
Formulated long, medium, and short-term plans for CSR programs based on three main pillars: economic empowerment, education, and health.

2011

ONGOING CSR PROGRAMS

[GRI 203-1, 403-1]



Livelihood Support

- Vocational trainings
- Life skills trainings
- Entrepreneurship
- Graduates Support Program
- School Certificate Graduates Support



Vocational Training

- Business Incubator for BUMDes
- Shrimp Farming (Segara Biru)
- 2 Catfish Farming (Rea Abadi & Saung Lele)
- Mushroom Farming (Agrotani)
- Catfish Spawning (Rea Abadi)
- Boat Miniature (Gopes)
- Fisherman Group Support (Jlombang Selar)
- Fisherman Forum (Forum Nelayan Mundu)
- Fish Market (Selo Pengantin)



Community Small Business Development

- Shrimp paste craftsman (Rumah Terasi Kanci)
- 3 Sewing Groups (Klambi Cirebon, Sae Kanci & Toga Kanci)
- Batik Craftsman (Batik Kanci)
- 2 Cook & Catering Group (Pawon Mimi & Pawon Eci)
- Fish and Crab Cracker (Rejeki Mundu)
- 2 wedding make-up groups (Ratu Cirebon & Estetika)
- Frozen food (Eca)
- Herbal/Jamu (Putri Ayu)

- 3,000 Fisherman Insurance
- Vitamins And Masks Distribution
- Community Forum for Covid Prevention (ASTANA)
- Free Ambulance



Health



Infrastructure

- Cirebon Power Park Community Center
- Environmental group / nursery and plantation (Formas PL)
- Pump house (Kanci Kemis)
- 2 Community libraries
- 1 Sport Hall for public
- Pengarengan Mangrove Center (PESPA)

IMPACT OF THE COMMUNITY SMALL BUSINESS DEVELOPMENT AND LIVELIHOOD SUPPORT PROGRAMS [GRI 203-1, 203-2]

No	Name of Business Group	Activity	Number of Members	Time Period	Cirebon Power's Support From the Beginning Until the Present	Positive Impact of Cirebon Power's Assistance and Support	Intangible Impact	Tangible Impact
1	Shrimp Paste	Production of local shrimp paste and crackers	25	2014 - Present	Rumah terasi, Capacity building: production, packaging, equipment support.	Skills improvement, organizational skills, Assets, self-help groups, marketing & sales skills.		Income from the harvests.
2	FORMAS-PL	Nurseries and maintenance (mangroves and trees), planting trees and mangroves on the coast, planting trees in villages around power plants, supervising planting activities, maintaining seeds, and cooperating in planting activities with the government.	17	2014 - Present	Support the provision of seeds, construction facilities for nurseries, pro-climate training at villages, benchmarking in Tuban, East Java, and planting costs	Cooperation with stakeholders (the Cirebon Regency Marine and Fisheries Service, PT Nusa Konstruksi Enjiniring, YAGASU Sumatran Elephant Foundation, etc.), equipment for nurseries, and assets.		Income from the sale of crops.
3	Batik Kanci	Batik production and sales	8	2015 - Present	Batik production training, equipment support, written & stamped batik training, benchmarking, and promotion	Skills improvement, organizational skills, assets, and self-help groups		Income from product sales
4	Micro Financing Program in collaboration with Unswagati Cirebon University	Loans for small home businesses and small business training	540	2015 - 2017	Loans, training and mentoring	<ul style="list-style-type: none"> •Capital to run a small business. In 2 years starting from 2015 provided a loan of IDR 540 million to 450 community members located in 4 surrounding villages •Capacity building 		Income from selling home products
5	Jelombang Selar Fishermen	Fishing; maggots cultivation; fishing stalls/kiosks, planting, maintenance, and nurseries of mangroves; and cooperation in the processing of catfish cultivation with the MASPELE group	49	2016 - Present	Support for fishing nets, crab cages, benchmarking for kiosk and equipment renovations, provision of mangrove seedlings, shelter for BSF maggots, underwater lighting, planting costs, and procurement of small wooden boats	This group has been recognized by the Department of Marine Affairs and Fisheries (DKP) of Cirebon Regency, receive boat engines from the government; group administration; and ability to build their own fishing stalls/kiosks.		Income from fishing and selling fishing small equipment
6	Micro Financing Program in Collaboration with the Dhuafa Partner	Loans for small home businesses and small business training	1702	2017 - 2020	Loans, training and mentoring	Capital to run a small business. In 3 years starting from 2017, the Mitra Dhuafa Cooperative provided a loan of IDR 6.4 billion to 1,702 community members in 4 surrounding villages.		Income from selling home products

No	Name of Business Group	Activity	Number of Members	Time Period	Cirebon Power's Support From the Beginning Until the Present	Positive Impact of Cirebon Power's Assistance and Support	
						Intangible Impact	Tangible Impact
7	Catfish Cultivation (Maspele)	Catfish cultivation, sale of catfish, and alternative feed for catfish	8	2017 - Present	Business development loans, comparative studies, alternative catfish feeds, and increasing catfish spawning capacity	The group receives facilities for catfish cultivation, skill improvement, and alternative feed innovation	Income from the harvests
8	Sewing Group Klambi Cirebon	Routine work on sewing orders	11	2017 - Present	Skills Capacity Development: cutting training, sewing training and sewing bag training; sewing machine procurement	Skills improvement, organizational skills, assets, and self-help groups	Income from sewing services
9	Boat Miniature	Creation of miniature boats and selling miniature boats at the kiosk	7	2017 - Present	Support equipment, workshop renovation and basic and advanced	Improved skills, open access and cooperative relationships with other parties, and innovative products	Income from selling miniature boats
10	Bridal	Bridal/wedding make-up, wedding dress rental, and accessories ordering	12	2017 - Present	Make up artist training, traditional & modern training, and supporting tools and equipment	Skills improvement, organizational skills, assets, and self-help groups	Income from providing services
11	Rejeki Mundu	Production of seafood crackers and milkfish snacks	12	2017 - Present	Cracker process training, finance, equipment support and packaging	Skills improvement, organizational skills, assets, and self-help groups	Income from selling fish and crab products
12	Pawon Mimi Catering	Regular catering service and food stalls	10	2018 - Present	Capacity building: Sanitation and hygiene training, Indonesian cake and food baking training, and catering equipment support	Improvement of skills, organizational skills, assets, local government partner self-help groups	Daily income from selling food and catering services
13	Selo Panganin Fish Market	Sales of fishermen's catch (offline and online)	14	2019 - Present	Fish market renovation, fish market facilities procurement, and fish market management capacity building	Fish sales facilities, improvement of fish market management skills, and collaboration with other stakeholders	Income from selling fish directly to customers
14	PESPA	Construction of visitor trails (pavements), determining location facilities	22	2019 - Present	Development of village tourism, comparative studies and capacity building, and construction of mangrove trails	Improve village economic potential, social cohesiveness, increase management skills, and knowledge of biodiversity transformation	Income from visitor admission
15	Segara Biru	Whiteleg shrimp farming	12	2019 - Present	Working capital assistance, mentoring, and capacity building	Reducing unemployment, increasing income and welfare of members, and utilizing unused land to create economic value	Income from shrimp harvests
16	Rea Abadi	Catfish farming, which began with 4 ponds now has 26 ponds including nursery ponds. This group becomes the nucleus-plasma program	10	2020 - Present	Working capital assistance, alternative feed training, and procurement of pellet molding machines	Increase in the income and welfare of members, generation of homegrown village income, and utilization of unused land to create economic value	Monthly income from harvests. This group keeps most of the profits to increase group assets instead of distributing profits to its members for monthly income.

No	Name of Business Group	Activity	Number of Members	Time Period	Cirebon Power's Support From the Beginning Until the Present	Positive Impact of Cirebon Power's Assistance and Support	Intangible Impact	Tangible Impact
17	ECA Frozen Food	Presto and BACI fish production	10	2021 - Present	Sanitation and hygiene training, training in making pressure cooker fish, training in making nuggets and meatballs, and equipment support & workshop repair	Skills improvement, organizational skills, assets, and self-help groups		Income from product sales
18	Agro Tani Sejahtera	Cultivation of oyster mushrooms, fertilizer for vermicompost It began on leased land, now has bought its own agricultural land from group savings and sales of diversified products. This group becomes the nucleus-plasma program	11	2021 - Present	Working capital assistance and production area expansion	Increase in the income and welfare of members, generation of homegrown village income, and utilization of unused land to create economic value		Daily and monthly income. This group keeps most of the profits to increase group assets instead of distributing profits to its members for monthly income.
19	Senopati Lele	Catfish Spawning	8	2021 - Present	Working capital assistance	Reducing unemployment, increasing income and welfare of members, and utilizing unused land to create economic value		Monthly income from harvests
20	BUMDes Waruduwur	Catfish cultivation, oyster mushroom cultivation trials	8	2021 - Present	Working capital assistance	Increase in the income and welfare of members, generation of homegrown village income, and utilization of unused land to create economic value		Income from sales of services and products
21	Cirebon Power Park Canteen	Canteen selling food and drinks	8	2021 - Present	A place and the necessary facilities for business	Increase in the income of members consisting of women living around the power plant and improvement of household welfare		Daily income
22	BUMDes Kanci	Providing general stationery and tools	12	2021 - Present	Business planning and assistance, bookkeeping and financial reporting	Business, bookkeeping, and financial reporting are more organized so that business effectiveness is properly		Income from sales of services and products
23	SEA Kanci Sewing Group	There are 11 housewives who are members of the sewing group and are given basic sewing training in collaboration with Juliana Jaya Cirebon	11	2021 - Present	Sewing training from Juliana Jaya	Sewing group members gain new skills for sewing clothes		Daily income
24	TOGA Kanci Sewing Group	There are 6 housewives with basic sewing skills who are provided with high-end sewing training and marketing support from Cirebon Power	6	2021 - Present	Trainer to assist in production	Sewing group members gain new skills for sewing clothes		Daily income

IMPACT OF HEALTH AND EDUCATION PROGRAMS [GRI 203-1, 203-2]

No	Name of Business Group	Activity	Positive Impact of Cirebon Power's Assistance and Support Intangible Impact	Tangible Impact
1	Insurance for 3,000 fishermen	Death & disability insurance due to accident	Awareness of health and safety work protection	Fisherman insurance premium coverage
2	Integrated Healthcare Center	Health improvement for toddlers	Health improvement for toddlers	Nutrition supplements, benchmarking for other similar programs, providing equipment & tools capacity building for healthcare personnel
3	Ambulance	Services for community members requiring urgent assistance	Protection and quick access to the medical center	3 ambulance units
4	Library - Community Reading Garden - Citemu Village	Children's reading activities in the garden, literacy programs, and knowledge improvement for teachers	Culture of reading and learning; capacity building	Literacy program, renovation of children's reading location, and volunteer capacity training
5	ASTANA Group	Disaster-response related activities	Covid-19 prevention	Procurement of uniforms for disaster management programs
6	Provision of Trash Collection Sites for Village Communities	Construction of trash collection sites in Karang Responsi Kanci Village	Better environmental cleanliness and better public health	Public trash disposal site
7	Library - Cirebon Park - Kanci Kulon Village	Student literacy program and teacher knowledge improvement program	Culture of reading and learning; capacity building	Literacy program, renovation of children's reading location, and volunteer capacity training
8	Al Mubin Mosque Renovation, Kanci Village	Renovation of the community's place of worship	A quiet and decent place of worship for the community	Materials for renovation and labor costs
9	Sport Center	Futsal, badminton, basketball, table tennis and light gymnastics	A sports facility for residents around the power plant to help improve public health and a place for recreation and sports	Construction of sports buildings; procurement of sports facilities & infrastructure



2021 EMPOWERMENT PROGRAM TARGETS AND STRATEGIES

[GRI 103-2, 103-3, 413-1]

Targets



Expanding the scope of CSR programs to support more community groups & individuals by replicating the best programs. To ensure the success of the program, we formed new groups with a nucleus-plasma system where the already successful groups would build the next new group.



Improve the skills and competencies of local communities through vocational training that focuses on skills that support communities in finding new jobs or the ability to develop small businesses.



Facilitating community members to obtain an official school diploma through the school standardization program to improve work skills for skilled people with a low level of education.



Strategies



Lesson & Learn: Reviewing learning points from previous development processes in order to develop more effective partnerships.



Continue to strive to increase the capacity of the assisted groups so that they can solve problems and develop the businesses run by the groups through training, mentoring, and assessment of activities.



Carry out business development and group-based cultivation.



Focus on several supporting activities for community members with the potential to develop a business or farming cultivation and with a background of personal, family or group experience.



Continuously carry out capacity building activities for the target groups in collaboration with vocational training centers, which include:

- Product development
- Digital marketing
- Finance and business accounting
- Computer



Assisting the development of BUMDes in three villages under the Business Incubation Program. One aspect of the program is the production of handicrafts using used ship timber. These handicraft items may carry a high potential economic value while also enhancing environmental cleanliness.



2021 EMPOWERMENT PROGRAM

[GRI 413-1]

The COVID-19 pandemic throughout 2021 had significant impacts on the community's economy, including those around the Cirebon Power operational area. Therefore, we strive to support the economy of the surrounding communities by focusing on community empowerment through the formation and cultivation of business groups within the communities. We believe that the empowerment program that has been implemented will have a long-term and sustainable impact as evidenced by our positive achievements in 2021.



Catfish Cultivation and Spawning

In 2020 Cirebon Power initiated a catfish cultivation group in Kanci Village, a group consisting of 15 local residents who are members of the Rea Abadi catfish group. In 2021, this group grew using the nucleus-plasma method in collaboration with Cirebon Power to form new groups. The first group from Rea Abadi became mentors and coaches for subsequent groups in training and monitoring development, providing a supply of catfish seeds and feed, and helping sales of harvested produce to be centralized in order to command a better selling price.

To support the new catfish farming groups, at the end of 2021 Cirebon Power formed a catfish nursery or spawning group so that superior fish seeds can be produced at low prices. The program is currently under development but in the early stages the hatchery is developing well and will continue to thrive. We aim for these groups to be able to provide superior and cheap seeds to other catfish cultivation fostered groups by early 2022.



15

people joined the first "Rea Abadi" catfish cultivation group in the Kanci Village

8

people joined the second "Rea Abadi" catfish cultivation group in the Kanci Village

8

people joined the "Mamat" catfish cultivation group in the Kanci Kulon Village



- ▶ **The first Rea Abadi group** had 15 ponds with 80,000 seeds per cultivation period
- ▶ **The first Rea Abadi group** managed to achieve a harvest of 13 tons per two months
- ▶ **Developed the second catfish** farming groups in Kanci and Kanci Kulon villages under the guidance of the first Rea Abadi group
- ▶ **Provided 4 fiberglass** pools for spawning
- ▶ **Provided 8 broodstock** packages obtained from the Cirebon Regency Freshwater Fishery Development Center



Mushroom Cultivation

The mushroom cultivation group started in early 2021 comprising 6 members from Kanci Village. We provided assistance in the form of initial capital for the procurement of facilities and infrastructure, planting media, and oyster mushroom seeds. The initial oyster mushroom seed stage was planted in 20,000 planting media (baglog). This mushroom cultivation group sells their harvest directly to the market and produces baglog to meet the demand and orders from other mushroom farmer groups.



- 1** **15** people joined the "Agro Tani Sejahtera" mushroom cultivation group. Yield capacity of 80 kg/day.
- 2**  Grew baglog from **28,000 to 70,000 baglogs**
- 3**  Expanded the baglog cultivation area from **300 m² to 600 m²**.

In 2021, the mushroom cultivation group in collaboration with the Waruduwur BUMDes formed a second group via the nucleus-plasma system as fostered by the first group, where the first group serves as the nucleus and the second group as the plasma. The first group carries out coaching, training, and supervising, followed by the procurement of baglog, seeds, and sales in order to maximize the success rate.



Business Incubation for SME and BUMDes Activists

The business incubation process starts with business training by consultants provided by Cirebon Power to increase the knowledge and capacity of the target group. The training materials cover production, marketing, business positioning, making business plans, entrepreneurship, business bookkeeping, and other topics. The training process ends with a simulation of a business proposal. After the training is over, several business plans are implemented by business groups supported in financing and development by Cirebon Power.



In the early stages in 2021, Cirebon Power in cooperation with BUMDes from the villages of Waruduwur, Kanci and Kanci Kulon pioneered two businesses:



General supplier (Office Stationery, small accessories, etc.)

In cooperation with BUMDes from the three villages, we again initiated three business units and a pilot program lasting two months.



The catfish farming group (BUMDes Kanci)



The sewing group (BUMDes Kanci)



The mushroom cultivation group (BUMDes Waruduwur)



Used wood boat crafts for home interior decoration



DEVELOPMENT OF FUTURE PROGRAMS

Through analysis and monitoring of the achievements achieved in 2021, Cirebon Power seeks to optimize the provision of long-term and sustainable benefits from its CSR programs that were initiated in 2021. On this basis, we are planning for the development of nucleus-plasma and replication of successful programs to new groups that will be established in the next period in 2022. In the nucleus-plasma mechanism, successful programs become mentors and supporters of the new group. The programs we are developing in 2022 are:



The third Rea Abadi **catfish farming group** – Kanci Village



Agrotani **mushroom cultivation group** – Kanci Village



DEVELOPMENT OF COMMUNITY ENGAGEMENT PROGRAMS AND INFRASTRUCTURE

[GRI 203-1]

Cirebon Power Park, with an area of around 2 hectares, contains SME kiosk facilities, Rumah Terasi, pump house, dining area, and a pavilion.



Throughout 2021, Cirebon Power Park was frequently used by the community for various activities such as Sanggar Kunci dance practice (Cirebon Mask Dance) which is attended by children and young women from Kanci Kulon Village twice a week in collaboration with the Kacirebonan Sultanate Dance Studio, and healthy exercise sessions for women about twice a week.

The Cirebon Power Park pavilion was also frequently used as a place for community development, such as training sessions on making miniature boats.





The library that Cirebon Power built in Citemu Village is operational and is providing benefits to the community. We carry out various activities at the library, such as:

Children's literacy programs In the form of:

- Journal writing
- Reading and coloring contest
- Quizzes for primary school children
- Basic English training
- Reading training

Teacher capacity building training In the form of:

- Library management training
- Use of google forms
- And others

In June 2021, the construction of a library located within the Cirebon Power Park area was completed and the library has begun to be used by employees and the surrounding community, including by schools around the library.



The libraries located in Citemu Village and Cirebon Power Park each has about 2,000 books each, some of which were provided by the company and some were donated by its employees.





In 2021, Cirebon Power planned to refurbish facilities for education and recreation for the community at Cirebon Power Park, the library, and sports facilities. We aimed for these facilities to be operational by July 2022 in order to boost activities involving the community, teachers, and students in the surrounding villages.



Along with the completion of the library in the Cirebon Power Park area, the construction of sports facilities will allow employees and the surrounding community to hold activities such as badminton matches between employees and so on.

The sports facilities built by Cirebon Power have an area of 800 m² which can be used as a multi-purpose building for various activities.

Available sports facilities



Badminton



Futsal



Basketball



Table tennis



Volleyball

VOCATIONAL TRAINING CENTER

In accordance with Cirebon Power's commitment to grow with the community by providing long-term and sustainable benefits, in 2021 the Vocational Training Center focused more on meeting the needs of the productive young generation through improving our vocational facilities and infrastructure.

In addition to improving the workshop units, we also provide business opportunities according to the fields and expertise of the vocational training graduates. Therefore, the Vocational Training Center has begun forming business units comprising graduates based on their field of training and expertise.

Since its inception in 2014 until 2021, the Vocational Training Center has trained 1,102 local people. Some of them are involved in the construction process of PLTU 1 and 2, while others have worked elsewhere and some have become entrepreneurs.



2021 TARGET AND STRATEGIES



Target:

To implement and develop additional skills other than vocational ones to increase graduate opportunities in getting jobs or starting their own businesses.

Strategies:

1

Developing and implementing a combination learning method which includes:



- Teaching of theory in class
- Field work practices and vocational workshops
- Internship program at industrial partners
- Supporting capabilities
- Mental development, work ethic and entrepreneurship

2

Vocational training which includes technical skills (hard skills) and non-technical skills (soft skills)

3

Continuous development and upgrades of the facilities at our Vocational Training Center.

4

Providing marketing assistance and information on job and business opportunities to training participants on a regular basis through social networks and Whatsapp groups, including on the Cirebon Power internal project.





The Vocational Training Center stands on an area of $\pm 5,000 \text{ m}^2$ with various supporting facilities for the Vocational Training Program. These facilities include:

- 2 classrooms
- 2 computer classrooms
- 1 auditorium for seminars
- 1 AC and refrigeration engineering workshop room
- 1 electrical engineering workshop room
- 1 welding engineering workshop room
- 1 motorcycle mechanic workshop room
- 1 meeting room
- 2 office spaces
- Mosque





Restrictions on face-to-face activities due to the Covid-19 pandemic were implemented throughout 2021. This has led us to limit the number of training programs and training participants.

The following are the Vocational Training Programs that we held in 2021 with the implementation of health protocols:



Training Program	Number of Participants
 SMAW 3G Welding Technician Training 2021	15 people
 Graphic Design and Printing Training 2021	15 people
 Operation and Maintenance (O&M) Training (Batch 2) 2021	20 people
 Refrigeration and Air Conditioning System Training 2021	21 people
 Motorcycle Engineering Training 2021	19 people

Training Program	Number of Participants
 Business Incubation Training 2021	19 people
 Design Graphic Training 2021	15 people
 Maintenance (RCM Tools) Training 2021	10 people
 Maintenance Basic Training 2021	12 people
 Operation English Test 2021	17 people
 Financial Training 2021	15 people



PHOTOS FROM VOCATIONAL TRAINING

Photos from the SMAW 3G Welding Technician Training in 2021



Photos from the Graphic Design and Printing Training in 2021



Welding Engineering Internship Program in 2021



07 ADVANCING GOVERNANCE RESILIENCY

- 106 Anti-Corruption and Anti-Bribery Policy
- 107 Sustainability Governance Structure
- 108 Prevention Principles
- 109 Code of Ethics



ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

[GRI 103-1, 103-2, 103-3, 205-1, 205-2, 205-3]



Cirebon Power adheres to its commitment in preventing acts of corruption by implementing good, clean and healthy corporate governance. We have an anti-corruption policy that applies to all stakeholders in order to create business practices that are free from bribery, corruption, and gratuities.

We strive to create good corporate governance that is free from corrupt practices, namely through the implementation of the Anti-Bribery Management System (SMAP). The implementation of SMAP is strengthened by obtaining the ISO 37001:2016 Certificate in 2021.

Guided by ISO 37001:2016, we have conducted anti-bribery risk mapping and assessment in all divisions and departments in Cirebon Power. Furthermore, we carry out various mitigation measures from the determined risks in the form of training programs, socialization, and the creation of Standard Operating Procedures (SOP) to minimize the risk of corruption. As a result, there were no related cases in all of Cirebon Power's business activities in 2021.



THERE WERE NO CONFIRMED CASES OF CORRUPTION AND BRIBERY

in all of Cirebon Power's business activities in 2021.

In 2021, we routinely carried out anti-corruption and anti-bribery socialization programs including:

- ▶ Internal socialization program regarding SMAP implementation and gratuity control with the objective to increase the awareness of all employees on the importance of avoiding fraudulent practices and criminal acts of corruption. At the end of the socialization, all employees were given a questionnaire to review their level of understanding. The results of the questionnaire show that all employees have understood the SMAP that has been implemented by the Company.
- ▶ External socialization program regarding SMAP implementation and gratuity control aimed at external partners, especially the company's business partners. External socialization is delivered in the form of materials sent via email.

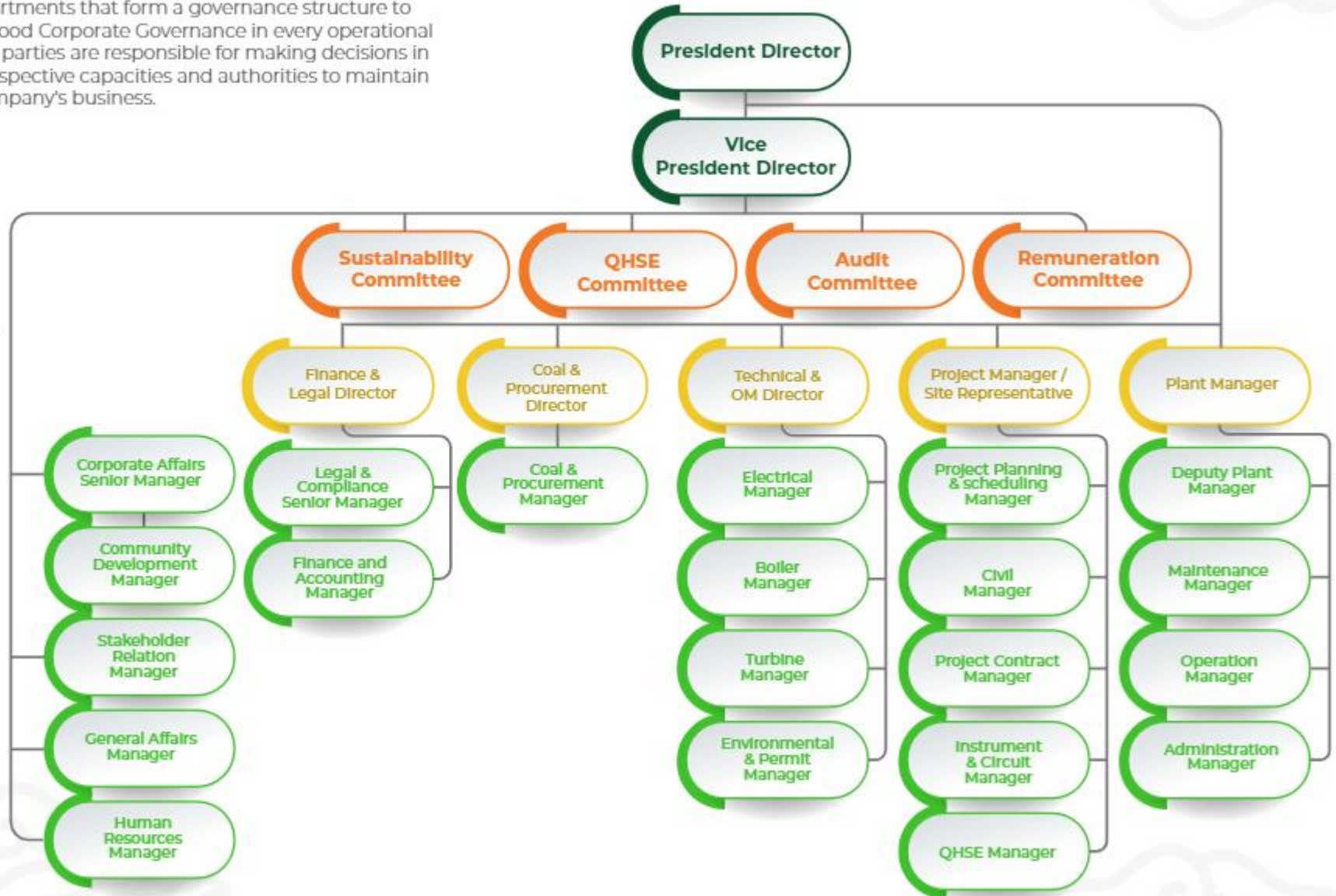


SUSTAINABILITY GOVERNANCE STRUCTURE

[GRI 102-18]

Cirebon Power has departments that form a governance structure to apply the principles of Good Corporate Governance in every operational and strategic activity. All parties are responsible for making decisions in accordance with their respective capacities and authorities to maintain the continuity of the company's business.

The governance structures of PT Cirebon Electric Power and PT Cirebon Energi Prasarana have similarities at the levels of the Board of Commissioners and the Board of Directors. The two boards set out procedures, values, and long-term plans to achieve the Company's mission. Within the Cirebon Power governance structure, there is a Sustainability Committee under the supervision of the Vice President Director. The Sustainability Committee functions to supervise and evaluate programs, initiatives, and performance related to the Company's Environmental, Social, and Sustainability Governance.



PREVENTION PRINCIPLES

[GRI 102-11]

Cirebon Power has implemented a risk management framework based on the Prevention Approach or Principles through a risk-based approach in every process that we carry out. This approach prioritizes preventive actions for any potential occurrence of each of the identified risks. Cirebon Power has compiled a risk mapping, scaling, and mitigation measures to reduce or prevent risks that may occur that could impact operational and safety activities.

We also implement ISO 45001:2018–Health and Safety Management System to mitigate occupational safety and health impacts that are directly related to the Company’s operations or services, and implement ISO 37001:2016–Anti-Bribery Management System to uphold the integrity of the Company by preventing fraudulent practices, paying of gratuities, and corruption, in order to maintain a company that upholds the principles of Good Corporate Governance.



The application of the principles of prevention of operational risks is reflected in the implementation of ISO 9001:2015–Quality Management System, ISO 14001:2015–Environmental Management System, and ISO 50001:2018–Energy Management System to ensure that the process and supply of electricity produced complies with the provisions and contributes to the energy efficiency and sustainable environmental management.









CODE OF ETHICS

[GRI 102-16]

Cirebon Power pays special attention to the implementation of the code of ethics within the Company. We view the importance of implementing the code of ethics as the basic principle of behavior of all Company personnel which guide all employees and members of the executive board in establishing relationships with stakeholders.

The code of ethics will shape the values, norms, and behavior of the Company's Personnel in accordance with the vision, mission, values, and regulations that apply within Cirebon Power. The consistent application of the code of ethics will enhance the integrity and credibility of the Company. In addition, the code of ethics also demonstrates the Company's compliance with the law in applying the principles of Good Corporate Governance.

Cirebon Power regulates the code of ethics in the Company Regulations as follows:

 <p>Conflict of Interest</p>	 <p>Anti-Bribery</p>	 <p>Gratification</p>	 <p>Donations and Gifts</p>
 <p>Employees' Personal Relationship</p>	 <p>Separation between work and personal life</p>	 <p>Sexual Harassment</p>	 <p>Bullying</p>

16 PEACE, JUSTICE AND STRONG INSTITUTIONS





Employee Integrity Pact



1. Tujuan (The Purpose)

Menyediakan kerangka acuan yang jelas, terukur, dan dapat diukur untuk memastikan bahwa seluruh karyawan dan mitra bisnis Cirebon Power bertindak secara jujur, adil, dan bertanggung jawab dalam menjalankan tugasnya.

2. Ruang Lingkup (Scope)

Terapan untuk seluruh karyawan dan mitra bisnis Cirebon Power yang berinteraksi dengan Cirebon Power dalam menjalankan tugasnya.

3. Dasar Hukum (Legal Basis)

Merupakan bagian integral dari Peraturan Perusahaan Cirebon Power yang berlaku.

4. Mekanisme Pelaksanaan (Implementation Mechanism)

Diawasi dan dikelola oleh Komite Integritas Cirebon Power yang beranggotakan perwakilan dari seluruh jajaran organisasi.

5. Peninjauan (Review)

Salah satu tujuan utama dari Integritas adalah memastikan bahwa seluruh karyawan dan mitra bisnis Cirebon Power bertindak secara jujur, adil, dan bertanggung jawab dalam menjalankan tugasnya.

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Disetujui oleh:

 Ketua Komite Integritas
 Cirebon Power

08 ABOUT THE SUSTAINABILITY REPORT

- 112 Determination of Report Content
- 113 Stakeholder Engagement
- 114 Determination of Materiality
- 115 Determination of Topic Boundaries





ABOUT THE SUSTAINABILITY REPORT

[GRI 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-56]

The preparation of this sustainability report is part of our efforts to communicate sustainability performance openly and transparently to stakeholders

The 2021 sustainability report presents data and company performance during the reporting period from January 1, 2021 to December 31, 2021. This report is published annually and is the fifth sustainability report that has been published by the company. The preparation of this report uses the GRI standards: Core Option and GRI G4 Electrical Utilities sector disclosures.

To expand the reach, we publish the report in two languages, namely Indonesian and English. In addition, the GRI standard disclosure numbers are included in the relevant section and a GRI Standard Content Index is available at the end of the report. This report has not undergone an external assurance process. However, all data and information presented have passed the internal validation process by the company.

In order to maintain communication and increase the quality of reports for the next periods, we receive feedback from stakeholders through:

Cirebon Power

Pondok Indah Office Tower 3, 23rd & 25th Floor
Jl. Sultan Iskandar Muda Kav. V/TA
Pondok Indah South Jakarta 12310
DKI Jakarta - Indonesia
Phone: (021) 29327990
www.cirebonpower.co.id 
[@cirebonpower_official](https://www.instagram.com/cirebonpower_official) 





DETERMINATION OF REPORT CONTENT

[GRI 102-46]

We use the GRI standard guideline for determining the content of reports. We apply the principles of stakeholder inclusiveness, sustainability context, materiality, and completeness.

In addition, we also apply other principles such as accuracy, balance, clarity, comparability, reliability and timeliness.



STAKEHOLDER ENGAGEMENT

[GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44]



Shareholders

We communicate with Shareholders through meetings or visits to discuss profit targets, project development, finance, regulations and others.

Investment Coordinating Board (BKPM)

We continuously communicate with BKPM regarding permits and compliance, **as needed**.

Port Authority and Harbormaster Office (KSOP)

Through **monthly** reports and visits, we continuously monitor the operation of the coal wharf on a regular basis.

Customer

Monthly, our customer (PT PLN Persero) visits the operational unit or conducts a meeting or to know the availability and supply of electricity.

Integrated Service and Investment Office (DPMP-TSP) Cirebon Regency

We continuously communicate with the Cirebon DPMP-TSP regarding permits and compliance, **as needed**.

Other Related Stakeholders

On a regular basis, we actively discuss CSR and Community Development programs with other related stakeholders.

Lenders

We communicate **regularly** with lenders through meetings or visits to discuss project development, finance, human resources and regulations.

The Government (Kemenaker, DPRD, Pemda)

We communicate **every month** with the Government to obtain information about the latest regulations and certifications, and to provide reports that must be submitted to the Government.

Local Universities

We work closely with Local Universities to support CSR, Training and Community Development programs through frequent discussions, **as needed**.

Local Community

CSR program activities involving training and development are carried out **throughout the year** with the surrounding communities as beneficiaries.



DETERMINATION OF MATERIALITY

[GRI 102-47]

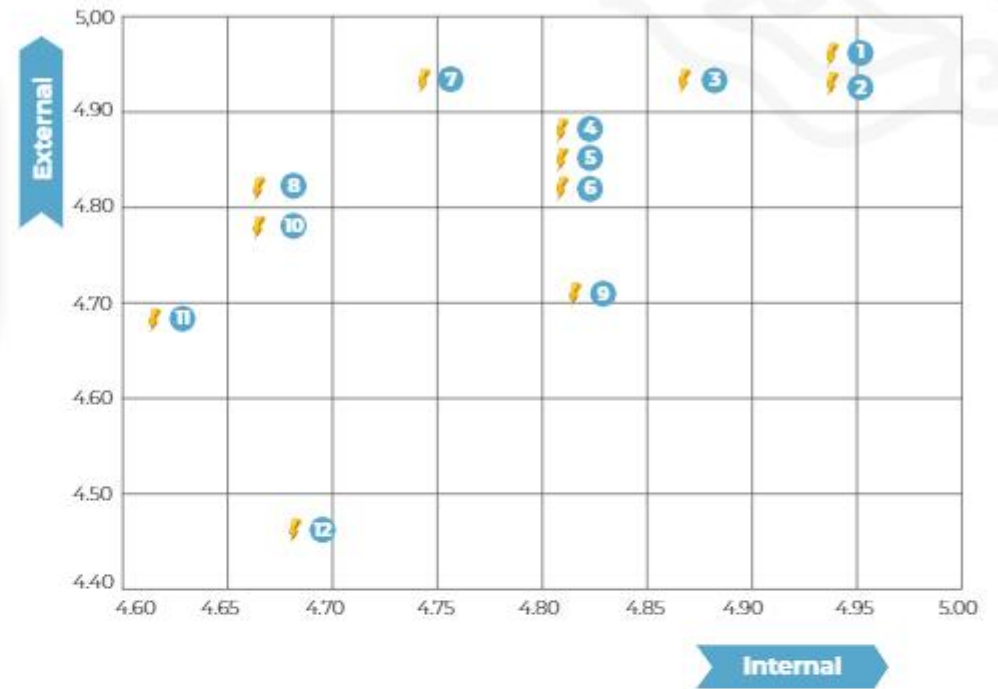
Topics are considered material if they have a significant impact on the decision making by stakeholders. Prior to determining materiality, we conducted a materiality assessment to analyze the relevance of sustainability issues to our activities.

The first step we took was to hold a discussion session with stakeholders. The results of the discussion then became input for us in determining material issues and presenting the data and information that would be important to the stakeholders.

Subsequently, we held meetings internally with the management to discuss material issues. We also conducted FGD with members from various departments. Our surveys and interviews were conducted with external stakeholders such as the customer (PLN), suppliers, local communities, and the local government.

There were 15 material topics that were assessed before being designated as material topics. Based on the results of the study and materiality survey, 12 topics were then selected. The material topics in this report contain several differences with the material topics selected during the preparation of the 2020 Sustainability Report, namely on the topics of security management, diversity and equal opportunity, staffing, biodiversity, and local communities. This consideration is based on our focus on achieving sustainability performance, namely on the ESG aspects.

In order to improve the quality of the report, there are several restatements of the previous year's information, namely the calculation of energy consumption.



- 1
Occupational Health and Safety
- 8
Protecting biodiversity
- 2
The importance of corruption prevention in the company
- 9
Diversity and equal opportunity
- 3
Compliance with environmental regulations
- 10
Company program for recruitment and rewards
- 4
Power generation efficiency rate
- 11
The benefits enjoyed by the communities through the company's CSR activities
- 5
Security management
- 12
Emissions generated by the company in its activities and emission reduction programs
- 6
Solid waste and hazardous waste management
- 7
Water and wastewater management

DETERMINATION OF TOPIC BOUNDARIES

[GRI 102-46, GRI 102-47]

As a second step, we align each materiality topic with a specific GRI standard index that is relevant to Cirebon Power's activities. Each topic has its own boundaries in our supply chain. The boundaries of this topic can define the impact of a material topic and the role of Cirebon Power.

Cirebon Power may be involved either through its operations or through its business relations with other organizations. The impacts we report may be caused, contributed to, or attributed through business relations with our activities.

This effect will not only affect Cirebon Power itself, but will also affect the supply chain, both upstream and downstream. The topic boundaries will provide insight into business-wide risk management and prevention principles.

Material Topic	GRI Topic	Supplier	Operational	Customer
Occupational Health and Safety	Occupational Health and Safety			
The importance of corruption prevention in the company	Anti-Corruption			
Compliance with environmental regulations	Environmental Compliance			
Power generation efficiency rate	Energy			
Security management	Security Practices			
Solid waste and hazardous waste management	Waste and effluents			
Water and wastewater management	Water			
Protecting biodiversity	Biodiversity			
Implementing Diversity and Equal Opportunity	Diversity and Equal Opportunity			
Company program for recruitment and rewards	Employment			
The benefits enjoyed by the communities through the company's CSR activities	Local Communities			
Emissions generated by the company in its activities and emission reduction programs	Emissions			

Contribute
Cause
Linked





SDGS MAPPING

The Livelihood Optimization Support Program supports the community in improving economic opportunities such as the cultivation and spawning of catfish, mushrooms, and shrimp, as well as business incubation for SME and BUMDes.

Community Small Business Development Programs such as shrimp paste SMEs, miniature boats, batik craftsmen, and so on.

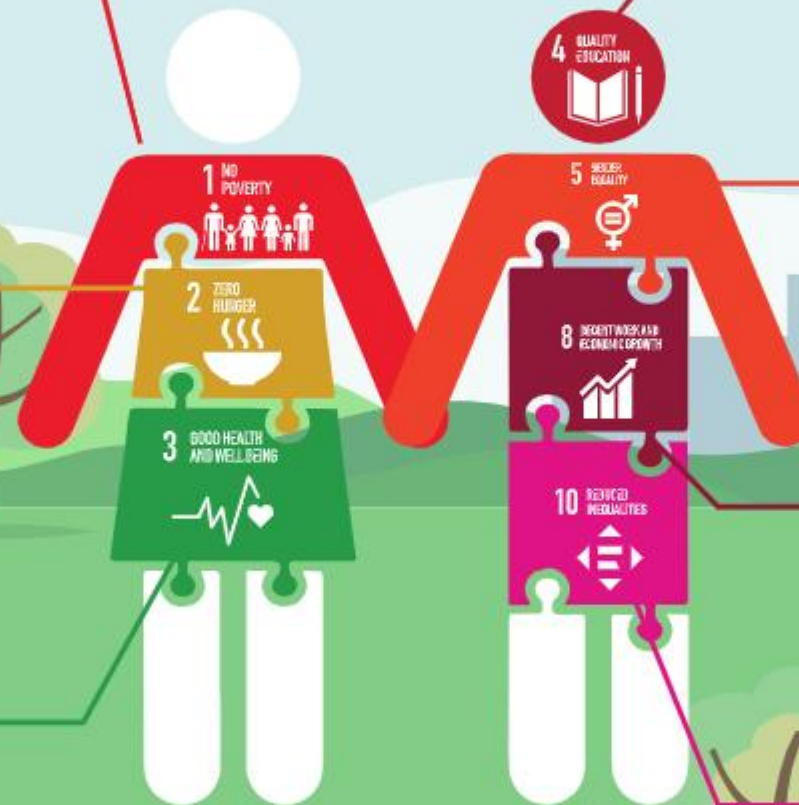
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Community Small Business Development Programs such as shrimp paste SMEs, miniature boats, batik craftsmen, and so on.

Cirebon Power ensured that all (100%) of its employees have been vaccinated up to the third dose or booster.

Cirebon Power continuously provides quarantine facilities for people exposed to the COVID-19 virus at the Cirebon Power Quarantine Center, where vitamins, masks for children, and other types of supplies are provided.

The Health Program under the CSR activities provides life insurance as well as death and disability insurance due to accidents to 24,000 local fishermen, health checks to 10,476 people, and nutritional improvement assistance to 3,400 infants and toddlers.



During 2021, the number of employees who received training was 542 PLTU 1 employees and 218 PLTU 2 employees.

Cirebon Power runs a Vocational Training Center which has trained 1,102 local people.

Cirebon Power provides job opportunities for female employees. In line with our commitment to implementing gender equality, we also provide training, remuneration, and parental leave rights to all of our employees, regardless of gender.

The Livelihood Optimization Support Program supports the community in improving economic opportunities such as the cultivation and spawning of catfish, mushrooms, and shrimp, as well as business incubation for SME and BUMDes.

Community Small Business Development Programs such as shrimp paste SMEs, miniature boats, batik craftsmen, and so on.

Cirebon Power supplies 100% of coal and biodiesel from local suppliers.



SDGS MAPPING



The water quality around the power plant site is monitored every six months. The Environmental Division uses Seawater Reverse Osmosis (SWRO) reuse water as an electrolyte for salt water lamps that can save costs for fishermen.

Deliverables in the Infrastructure Development Program, namely the Cirebon Power Park built for community activities and SME kiosks, sports center buildings, community libraries, shops managed by local communities, and so on.

Cirebon Power continuously monitors environmental performance by testing the quality of water, air, waste, and other parameters.

Cirebon Power conducts regular monitoring of aquatic biota

Cirebon Power implements ISO 50001:2018-Energy Management System to ensure that the process and supply of electricity produced complies with the provisions and contributes to the energy efficiency and sustainable environmental management.

Cirebon Power uses Ultra-Supercritical technology that can produce electrical energy with more efficient coal consumption and cleaner combustion results.

Cirebon Power has several environmental conservation programs, such as mangrove ecotourism program, MATAHATI conservation area, biodiversity park, protected bird species monitoring.

Cirebon Power has several environmental conservation programs, such as mangrove ecotourism program, biodiversity park, MATAHATI conservation area. There are 6 protected bird species.

SDGS MAPPING

Multinational consortium (Marubeni Corporation, Indika Energy, Korea Midland Power, ST International, and Jera) to develop 1x660 MW (PLTU 1) and 1x1,000 MW (PLTU 2) projects.

17 PARTNERSHIPS FOR THE GOALS



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Cirebon Power has implemented an Anti-Bribery Management System and is strengthened by obtaining the ISO 37001:2016 Certificate in 2021.



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CIREBON POWER

Cirebon Power

Pondok Indah Office Tower 3, Lantai 23 & 25
Jl. Sultan Iskandar Muda Kav. V/TA
Pondok Indah Jakarta Selatan 12310
DKI Jakarta - Indonesia
Phone: (021) 29327990

Jl. Raya Cirebon -Tegal Km 10.5
Desa Kanci- Kecamatan Astanajapura 45181
Jawa Barat - Indonesia