

Powering the Life of Indonesia

CIREBON
POWER



SUSTAINABILITY
REPORT
2020



Message from the President Director	02
Highlights	03

01

Clean Energy for the Nation's Future 04

Company Profile	05
Vision, Mission, and Company Values	07
Our Milestones	08
Supply Chain	09
Environmentally Friendly Technology	10
Continuous Improvement through Plant Modification Request (PMR)	12
Raw Materials and Suppliers	13
Our Shareholders	14
Organization Structure	15
Good Corporate Governance	16

02

Covid-19 Management 17

Protecting Our Employee	18
Community Service	21
Community Relation	22

03

Protecting Our People 23

HR System Implementation	25
Employee welfare	25
Employee Training and Development	26
Protection for Employees	28

04

Protecting Nature 33

Generation, Transmission and Efficiency of Energy	35
Environmental Compliance	36
Air Emissions Management	37
Biodiversity Conservation	38
Water Management	41
Wastewater Management	45
Management of Hazardous and Non-Hazardous Materials	47

05

Building Empowered Community 49

Community Business Development	51
Livelihood Recovery	53
Livelihood Optimization Support	56
Infrastructure and Facility	60

06

About Cirebon Power Sustainability Report 61

Determining Report Content	63
Stakeholder Engagement	64
Determining Materiality	65
Topic Boundaries	66
External Initiatives	67

Sustainability Development Goals	68
GRI Index	69





Message from the President Director

Dear Our Valued Stakeholders,

2020 is a very challenging year for Indonesia and all other countries worldwide. The novel coronavirus or Covid-19 virus causes a prolonged pandemic. However, for Cirebon Power, this unprecedented event is an excellent opportunity to improve and enhance our internal and external operations. These challenges do not weaken our enthusiasm to implement business strategies sustainably.

Cirebon Power and Sustainability Initiatives

Coal is an abundant natural resource in Indonesia. Our sustainability begins with a vision to pioneer cleaner coal-fired energy using advanced environmentally friendly technologies. We realize that if coal is not managed correctly, it will cause environmental impacts and other problems. We continuously strive to innovate in producing cleaner energy. Our efforts have been paid off. We received another GREEN PROPER award, a national environmental performance rating this year.

The success of our Company is realized through the support from all employees and all elements in Cirebon Power. We always treat the employees and workers within our operation fairly. During the pandemic, we respond and adapt quickly by prioritizing the health and safety of our employees. Health and safety is the most important thing for us. We protect all Cirebon Power employees by implementing strict health protocols and providing medical service, such as conducting regular PCR

tests, providing quarantine facilities for employees infected with Covid-19, and carried out contract tracing for infected employees.

The local community is an inseparable component in every aspect of our business. The support we provide to the community is financial support, training and mentoring program, and facilities to allow the community to thrive and develop. We continue to build good relationships and support the local communities to achieve a better quality of life by integrating Corporate Social Responsibility (CSR) into our business processes.

Amidst the pandemic, our focus is keeping the community productive, protecting their health, and maintaining their economic resilience by carrying out various social activities. One of the activities is improving the training facilities in our Vocational Development Center to adhere to the health protocols set by the government. We hope the

community can continue sharpening their skills and be easier for them in finding jobs. Our efforts to protect the community's health are also realized by providing groceries packages, hand sanitizers, and masks to encourage them strictly implement the health protocols. We believe that we can continue providing reliable electricity for sustainable development by maintaining harmonious relationships with the community.

Finally, through this Sustainability Report, Cirebon Power hopes to keep on moving towards sustainable growth and provide benefits to the people of Indonesia. We will continue to strive to improve ourselves by making the challenge our motivation to achieve our goal of providing clean energy to Indonesia.

“

This year, we again received the GREEN PROPER award, the national environmental performance rating



Takeuchi Hisahiro
President Director





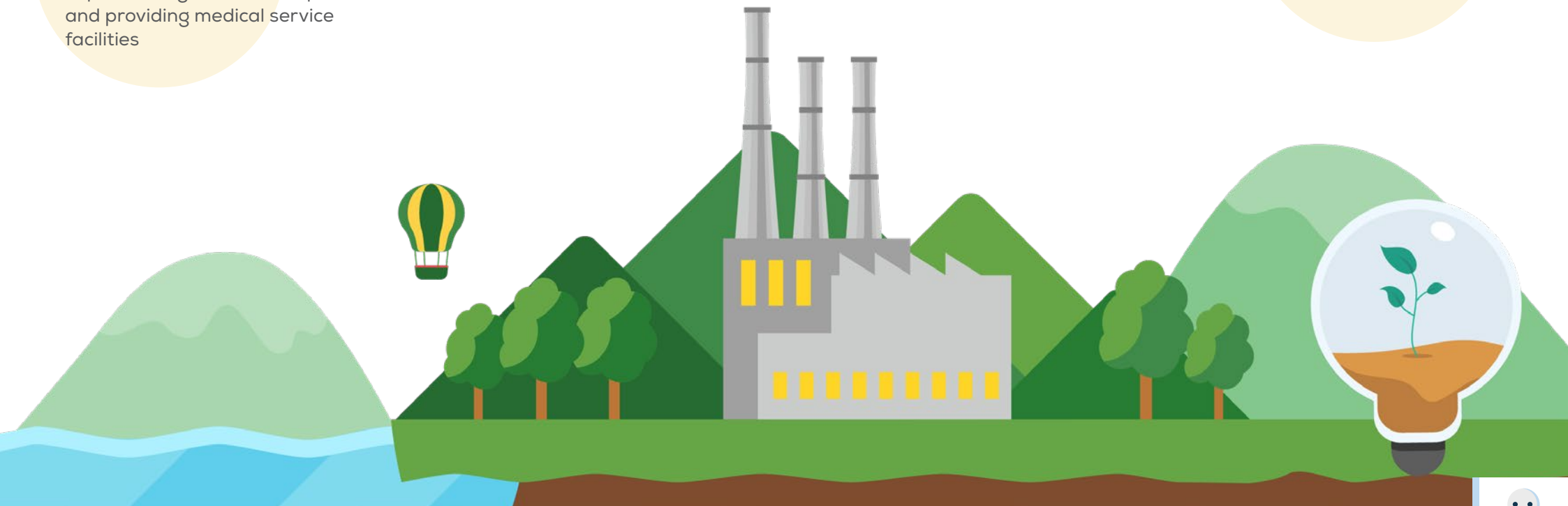
We received **GREEN PROPER**
environmental performance rating
award from Ministry of Environment
and Forestry (MoEF) for the second time

Contribute to Covid-19 Management by:

Ensuring our employees' safety by
implementing strict health protocols
and providing medical service
facilities

2020 Highlights

Our unit has reached
29 million hours Without
Lost Time Accident in 2020





Chapter

01

Clean Energy for the Nation's Future

- | | | | |
|-----------|---|-----------|-----------------------------|
| 05 | Company Profile | 13 | Raw Materials and Suppliers |
| 07 | Vision, Mission, and Company Values | 14 | Our Shareholders |
| 08 | Our Milestones | 15 | Organization Structure |
| 10 | Environmentally Friendly Technology | 16 | Good Corporate Governance |
| 12 | Continuous Improvement through Plant Modification Request (PMR) | | |

Safeguarding and taking Indonesia towards the direction of a better, healthier, and cleaner life in the future is our goal. Since its establishment, Cirebon Power has been designed to be a pioneer of cleaner energy solutions, which supports environmental conservation and contributes to the improvement of the life quality of Indonesian people.





Company Profile

[GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-8, GRI 102-45]

Headquartered in Jakarta, Cirebon Power is a power generation company that has a 1x660 MW Supercritical coal-fired power plant located in Kanci Kulon village.

Since 2017, we have developed a 1x1000 MW Ultra-supercritical unit with more efficient technology in Kanci Village. This unit is expected to be completed in 2022. Both units are located in the coastal area of Cirebon regency, West Java, Indonesia. The project is part of the Indonesian government's 35,000 MW program.

In line with the government development program, Cirebon Power continues to support the State Electricity Company (PLN) in providing electricity supply, especially in the Java-Bali region. We are committed to supplying 80% of the installed capacity to PLN, as stated in the Power Purchasing Agreement (PPA).





[EU6]

Cirebon Power consists of two companies, 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 several companies, namely Marubeni Corporation from Japan (32.5%), Indika Energy from Indonesia (20%), Korea Midland Power from South Korea (27.5%), and Samtan from South Korea (20%).

CEP operates our first coal fired steam power plant unit of 1x660 MW in Kanci Kulon village, Cirebon regency, West Java. Since operating in July 2012, the power plant has produced 5 TWh of electricity per year through the PLN Java-Madura-Bali (JAMALI) interconnection system.



PT Cirebon Energi Prasarana (CEPR)

The multinational consortium (Marubeni Corporation, Indika Energy, Korea Midland Power, and Samtan) started a new journey by adding JERA Japan to develop our second power plant unit which is expected to start operations in 2022.



Total electricity generated*:

2018	4,041,044 MWh
2019	4,592,568 MWh
2020	4,280,371 MWh

*) Based on electricity data sold





Vision, Mission, and Company Values [GRI 102-16]



Vision

We dream of a growing nation fueled by the power of energy.

We produce energy to make things brighter and lives better.



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 warm
- Be open and approachable
- Be a friend
- Show kindness

Impactful:

- Do things with 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

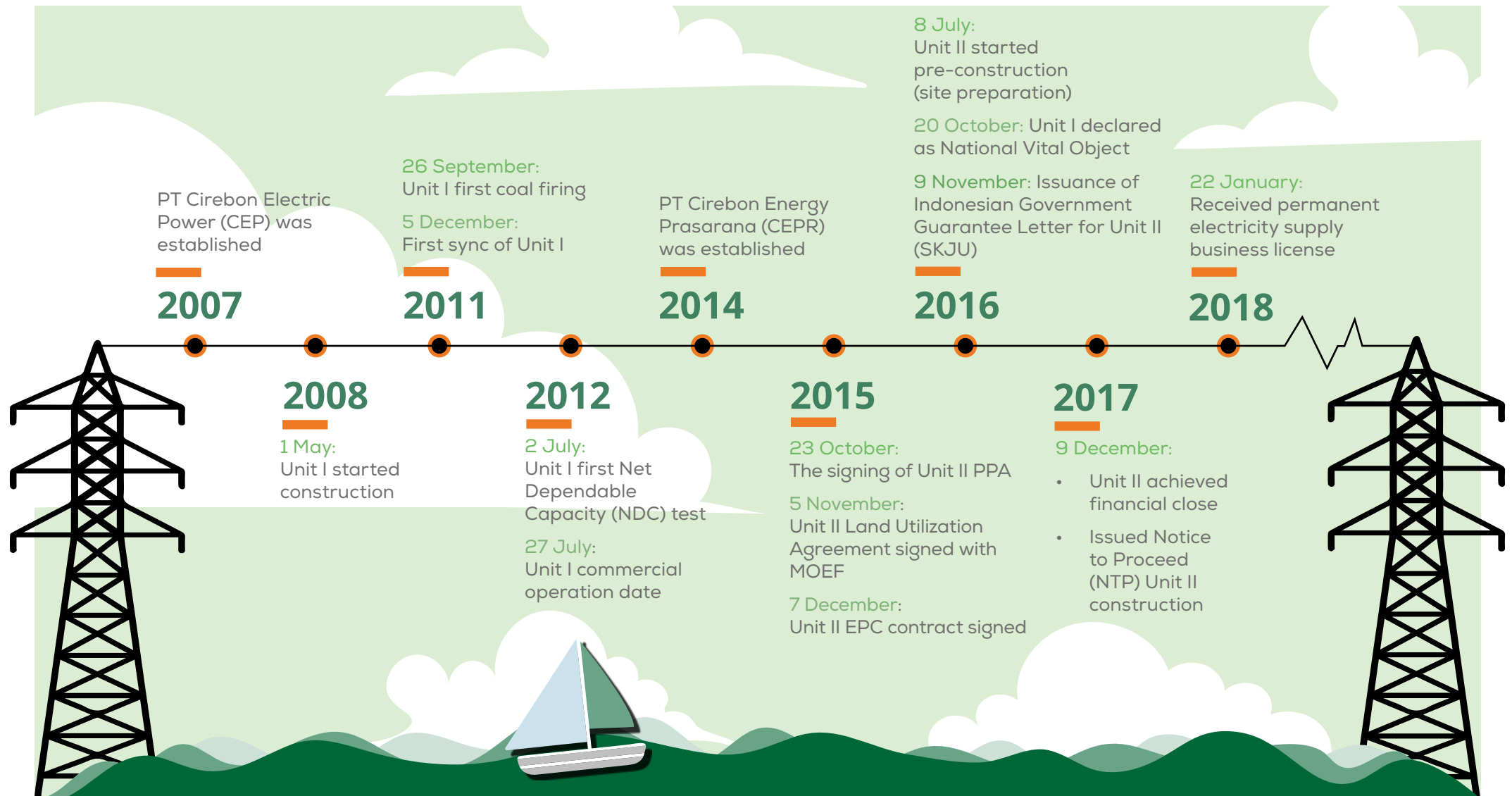
Pioneer:

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





Our Milestones





Supply Chain

[GRI 102-9]

1

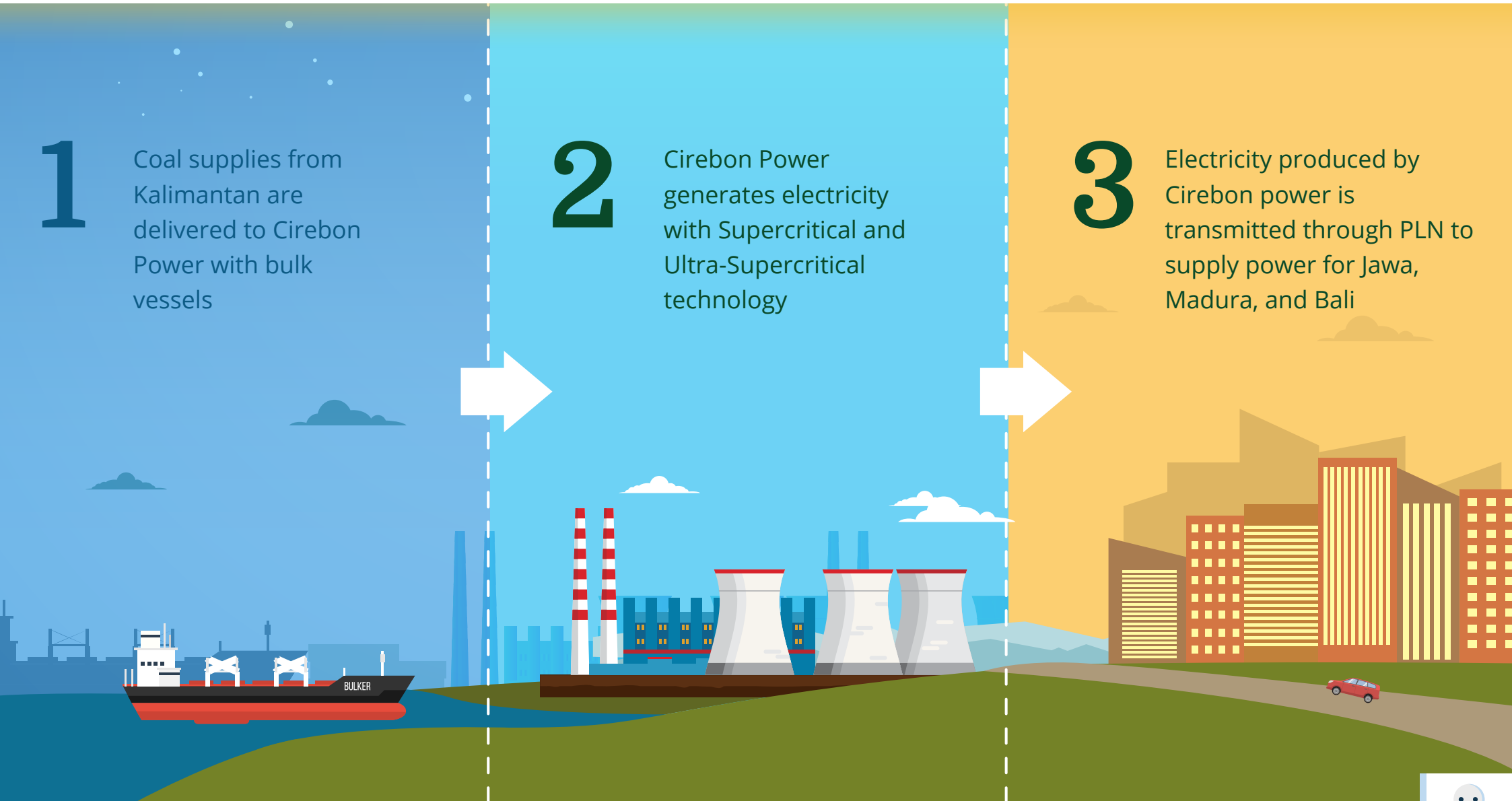
Coal supplies from Kalimantan are delivered to Cirebon Power with bulk vessels

2

Cirebon Power generates electricity with Supercritical and Ultra-Supercritical technology

3

Electricity produced by Cirebon power is transmitted through PLN to supply power for Jawa, Madura, and Bali





Clean Coal Technology

[GRI 102-16]

We are proud of our ability in producing high quality energy using environmentally friendly technology in our operation. The technology that we use are:

High Efficiency Low Emission Technology (HELE)

We use HELE coal-fired power plants that can operate at high temperatures and pressures, thus achieving higher efficiency. HELE technology can:

- Generate electricity from low-calorie coals
- Hence, it allows us to help the government providing electricity at a much lower price

Tangential Firing System and LO-NOx Burners

Our LO-NOx 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. The system also allows us to reduce furnace temperature, which reduces NOx production.



Supercritical and Ultra-Supercritical (USC) Technology

Supercritical

To increase and improve the efficiency of coal utilization, we use supercritical technology that can operate in critical pressure (22,064 MPa) so that it is able to:

- Eliminate the boiling process
- Improve cycle performance

Ultra-Supercritical (USC)

USC meets the existing high efficiency criteria to reduce fuel costs and emissions. It also acts as a reliable affordable power source. In addition, the technology is considered as environmentally friendly as comparable investments in renewable energy projects. Compared to older technology coal-based power plants, these power plants can reduce the fuel needed over the life of the plant and reduce emissions by about 20-30%.





Reliable Energy Generator

[EU1, EU10, G4-DMA (FORMER EU6)]

As stated in the 2019–2028 RUPTL, the projected electricity demand in Indonesia will increase by about 6.43% per year, with approximately 56 GW of power needs to be installed. As an Independent Power Producer (IPP), we contribute to this requirement by building a 1x1,000 MW coal-fired Ultra-Supercritical power plant.

Transmission and Distribution

[EU3, EU4, EU12]

The electricity generated from our power plants is purchased by the Government of Indonesia through the State Electricity Company (PLN). The power generated by PLTU 1 is transmitted through PLN Brebes (185 MW) and PLN Sunyaragi (475 MW) to the electricity grid of Java Madura Bali. PLTU 1 provides a transmission line of about 1.5 km with a voltage level of 150 kV, while PLTU 2 is designed with 18.2 km transmission line with a voltage level of 500 kV.

“

We are contributing to fulfill the electricity demand through the construction of a 1x1,000 MW Ultra-Supercritical coal-fired power plant





Continuous Improvement through Plant Modification Request (PMR)

Our performance is reported through Plant Modification Request (PMR), which order of modification is calculated based on predefined priorities.

The scope of PMR includes:

Modification of existing systems
and equipment

Installation of additional
equipment to increase
efficiency

Control system logic (PLC)
adjustment

In 2020, PMR activities at Cirebon Power focus on:



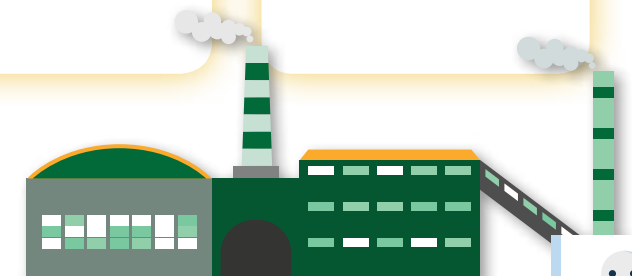
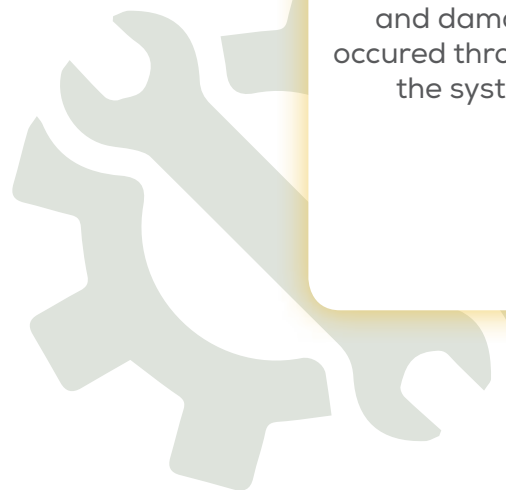
Installation of
monitoring tools
to detect all errors
and damages
occurred throughout
the system



Installation of
a monitoring
device in the
transformer
that serves to
monitor the
jump of sparks
in the insulator
and minimize
damage on the
transformer



Installation of a
fire suppression
system in
the diesel
generator room





Raw Materials and Suppliers

[GRI 102-6, GRI 204-1, GRI 301-1, GRI 308-1] [EU 1, EU2]

Coal is one of the most abundant energy resources in Indonesia. It is known as the most reliable and affordable energy. In addition to its affordable availability, coal has the advantage of being able to survive for a long period of time, stable, and safer compared to other energy sources.

As coal production increases in Indonesia, we are aware that the use of coal must be done wisely and appropriately. As a pioneer of clean energy generation, we are always innovating by using environmentally friendly technologies to improve the efficiency of coal use.



We develop procedures for suppliers and ensure the implementation of ISO 14001, ISO 9001, and ISO 50001 for all contractors at every activity

The use of coal with low sulfur levels (below 0.2%) adheres with emissions standards

- Sulfur Oxide (SOx)
- Nitrogen Oksida (NOx)
- Particulate
- Mercury

In addition, our supplier also includes independent contractors who assist us in conducting operations and maintenance activities for PLTU 1 and PLTU 2. To ensure the environmental impact and performance quality of the entire unit, we create procedures for suppliers.

- This procedure consists of:
- Legal documents
- Quality management (ISO Standard)
- Technical & commercial evaluation

100%

Locally sourced from East and South Kalimantan.

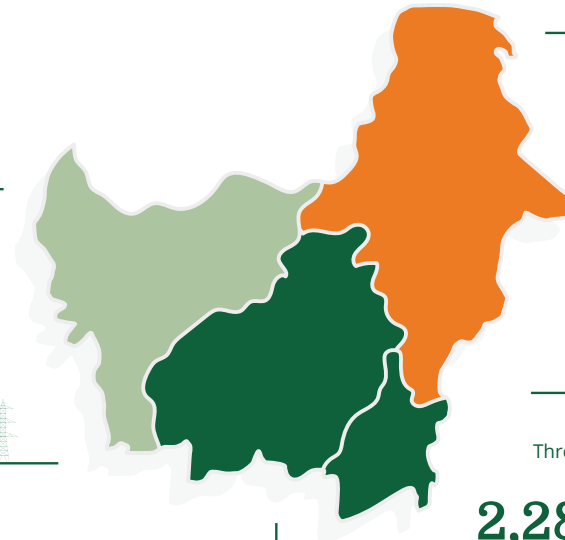
Reduced operating cost



The use of low sulfur coal

4,500 - 4,700 kcal/kg

allows Cirebon Power to meet the emissions standards for sulfur dioxide (SOx)



Biodiesel consumption

2,063 kL



Throughout 2020, we used

2,282,873 Millions

metric tonnes coal with

Sulfur
0.1%

Ash
4%





Our Shareholders [GRI 102-5]

MARUBENI

Marubeni is involved in the handling of products and provision of services in a broad range of sectors. These areas encompass importing and exporting, as well as transactions in the Japanese market, related to food materials, food products, textiles, materials, pulp and paper, chemicals, energy, metals and mineral resources, transportation machinery, and includes offshore trading.



SAMTAN

Samtan is one of the leading energy specialized companies in South Korea. Samtan has devoted to energy related industry. In 1982, Samtan was involved in a proactive resources development business from the beginning of unfolding the overseas energy development. Samtan has succeeded in developing their businesses in Indonesia through their own original capital and technology.



KOMIPO

Komipo is a power generation company spun off from Korea Electric Power Corporation on April 2, 2001, following the enactment of Electric Power Industry Restructuring. Komipo operates six power generation facilities, which supply 13% of all domestic electric power in South Korea and takes lead in developing and utilizing renewable energy as exemplified with Yang Yang pumped storage power plant and wind power plant, which are much esteemed for applying environment-friendly energy.



INDIKA ENERGY

Indika provides integrated energy solutions for its customers through its diversified investments in the areas of energy resources, energy services and energy infrastructure i.e., through its strategic investments in:

- Sector of coal production (PT Kideco Jaya Agung)
- Sector of engineering, procurement and construction services (Tripatra)
- Sector of engineering, mining and construction contractor & services (PT Petrosea Tbk)
- Sector of power generation project (Cirebon Power)



JERA

JERA Co., Inc. ("JERA") was established on April 30, 2015 based on the comprehensive alliance entered into between Tokyo Electric Power Company (since renamed and referred to herein as "TEPCO") and Chubu Electric Power Company ("Chubu") encompassing the entire energy supply chain from upstream fuel investment and fuel procurement through power generation. In July 2016, JERA succeeded its parent companies' fuel business and the overseas power generation business, and aims to become one of the world's leading energy firms.

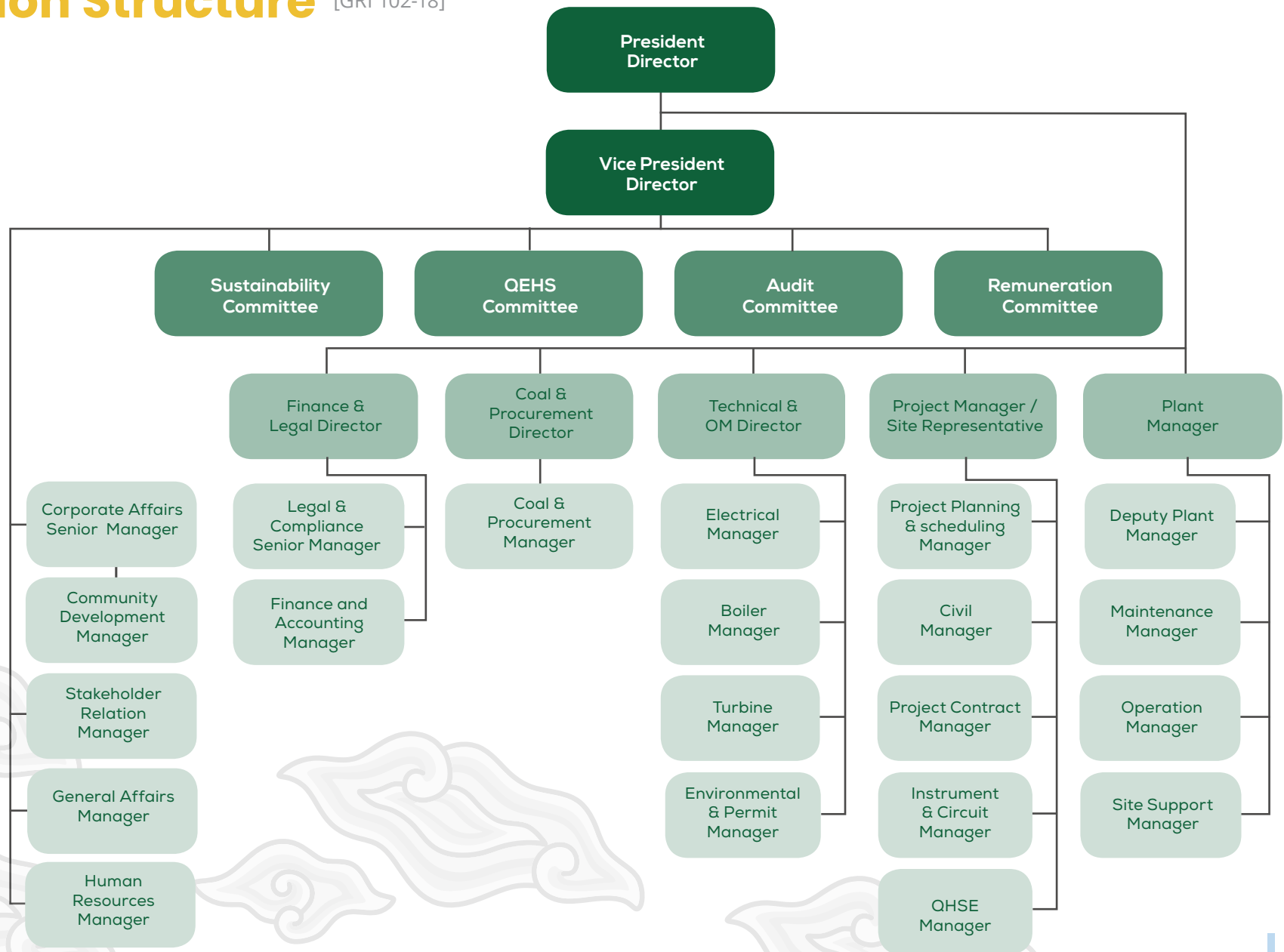




Organization Structure [GRI 102-18]

Cirebon Power consists of two companies, PT Cirebon Electric Power (operated by PT Cirebon Power Services) and PT Cirebon Energi Prasarana. The governance structure for the companies are similar, where Board of Directors and Boards of Commissioners define procedures, values, and long-term planning to meet the mission of Cirebon Power.

Board of Commissioners





Good Corporate Governance

As part of our commitment in preventing corruption, Cirebon Power has a policy that applies to all parties who are under the supervision of or related to our management, to not commit any form of corruption.

In general, all costs borne by Cirebon Power shall not be misused and must abide by applicable laws. During 2020, **there were no confirmed cases of corruption in all Cirebon Power business activities.**

Cirebon Power actively provides training/presentations to all Board of Directors, Board of Commissioners, and other stakeholders regarding Bribery and Gratification for approximately once every 2 (two) years. Our internal training is conducted once every 3 (three) years or every time an updated regulation is published.

“

Cirebon Power has conducted ISO 37001 training related to Anti-Bribery Management System to the management level





Chapter

02 Covid-19 Management

18 Protecting Our Employee

21 Community Service

22 Community Relation





Protecting Our Employee

1 When the COVID-19 pandemic started to spread, our top priority was to secure the health and safety of our stakeholders and staff. Cirebon Power responded by assembling a crisis management team to ensure our employees' safety and to sustain our operations. This group, which includes doctors and medical experts as well as members from the QHSS, HR, and GA divisions, is in charge of maintaining safe working conditions on all sites. As a result, most CP sites were able to operate safely.

2 We continuously observed the COVID-19 situation and develop "Work Instructions for COVID-19 Prevention and Control Guidelines" to protect our employees according to the government and WHO's (World Health Organization) guidelines.

3 Routine disinfection is carried out every 2 weeks, or a day after transmission case was discovered in the office. The company's support includes not only financial assistance, but also health kits such as hand sanitizer and masks in every facility of our main office and site office. We also conducted routine Polymerase Chain Reaction (PCR) test for our employees.



We updated our policies periodically following government recommendation. The policies were disseminated to employees:

- ①** The first time the policies are approved by management
- ②** The policies are being revised
- ③** For new employees, policies are communicated through webinars as part of the induction process





Sustaining Our Business

4

After the guidelines were compiled, we communicated it both at the Head Office and at the site office of Cirebon Power.

We go the extra mile to ensure that our employees are safe and protected from infection risk on our site. We conducted routine PCR tests for all employees every trimester, as well as coordinating with contractors and subcontractors to enforce health protocol and the contractor's program to all employees.

“

If our employees were infected, the crisis management team conducts tracing immediately.

5

The Work From Home (WFH) policy is implemented with monthly evaluations, particularly in site offices. This means that the WFH policy implementation depends on the transmission case. If it is a significant case with more than 50% of employees in close contact, we will implement 100% WFH. To reduce the number of contacts between employees, we divide the one-day shift into 2 shifts.

Construction projects supervised by the contractor are running 100% with careful adherence to the COVID-19 protocol.



Policies Applicable During Pandemic in Cirebon Power:

- ✓ Provisions for personnel who are prohibited from entering the work area
- ✓ General program for the prevention of Covid-19 and the promotion of healthy and clean living habits
- ✓ Prevention of Covid-19 during WFH
- ✓ Prevention of Covid-19 during WFO
- ✓ Prevention of Covid-19 for visitor
- ✓ Prevention of Covid-19 for traveler
- ✓ Prevention of Covid-19 for new employee
- ✓ Covid-19 protocol for personnel whose antigen test results are positive
- ✓ Covid-19 protocol for personnel whose PCRtest results are positive
- ✓ Covid-19 Emergency Response and flow chart
- ✓ Covid-19 vaccination



6

We also work together with a medical supplier to provide quarantine facilities for our employees and their families. These facilities have been approved by the local government. Our facilities consist of 26 rooms and are supervised by medical personnels, nurses, and doctors, as well as accommodations for patients' mobility. In addition to protecting our employees, we prevent further transmission and impact of COVID-19 in the surrounding communities. Our quarantine facilities are also opened for the communities with the capacity of 4 rooms.

We also extend our assistance by:

- Providing care for employees and their families who live in one house
- Referring impacted employees to the hospital
- Emergency Handling to the employees' house who need assistance
- Providing online consultation with a doctor for every patient, every day until the quarantine period is over
- Providing medicines and vitamins to employees





Community Service

C OVID-19 pandemic has affected the economic and social elements of society. As a form of solidarity with the community, Cirebon Power participates in overcoming the impact of the pandemic by distributing packages of staple foods and thousands of liters of disinfectants to the Municipality of Cirebon and the community.

Masks and hand sanitizers are also included in the food packages as a form of support for the community's adoption of health protocols. By doing so, we hope that the community will follow the health protocol by wearing the provided mask and using the hand sanitizer.

To help the medical personnel, we also distribute personal protective equipment through the PLN program as follows:



1,000 pcs
hazmat suits



100 boxes
or
5,000 pairs
of nitrile
gloves-Uves



200 unit
goggles



By providing aid, we hope to control the outbreak and help the community recover from the impacts of COVID-19.



Community Relation

Covid-19 prevention efforts are being carried out not only by the government, but also by volunteers, one of which is Astana (Disaster Response Society). Astana operates under the guidance of Cirebon Power, which consists of several groups that are assisted by Cirebon Power.

One of the Astana group's objectives is to assist government programs in dealing with disasters that occur in the community. The COVID-19 pandemic has made Astana more focused on helping government programs in preventing the spread of Covid-19.

Astana's activities include:



Spraying
disinfectant in
7 villages



Distribution
of masks



Raising
awareness
regarding the
health
protocols
implementation



Provision of
1,500 liters of
ready-to-use
disinfectant liquid





Chapter

03 Protecting Our Employee

25 HR System Implementation

25 Employee welfare

26 Employee Training and Development

28 Protection for Employees

2020 is a valuable opportunity for us to reflect and evaluate the performance of employees and existing programs. Our focus is to continue to look after and protect employees through the implementation of strict health protocols and the latest HR technology.



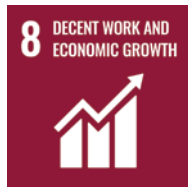


[GRI 102-41]

In this challenging era, Cirebon Power has recruited a large number of Operation & Maintenance Personnel by expanding job vacancies through the Company's social media. We also pay attention to the welfare of employees by providing full support to employees so that they can continue to contribute and maintain work productivity during the pandemic. Our efforts for our employees are in line with the company's values and the Sustainable Development Goals:



No.5:
Gender
Equality

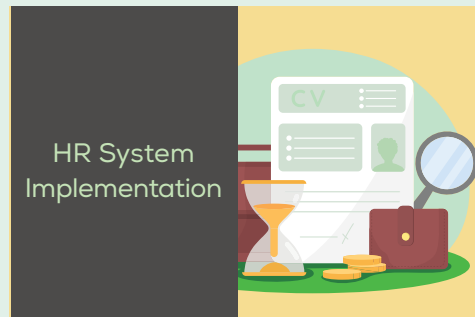


No.8:
Decent Work and
Economic Growth

“

We respect the various opinions of our employees by providing opportunities for joint discussions, formulating company regulations, and work agreements

Our Approach

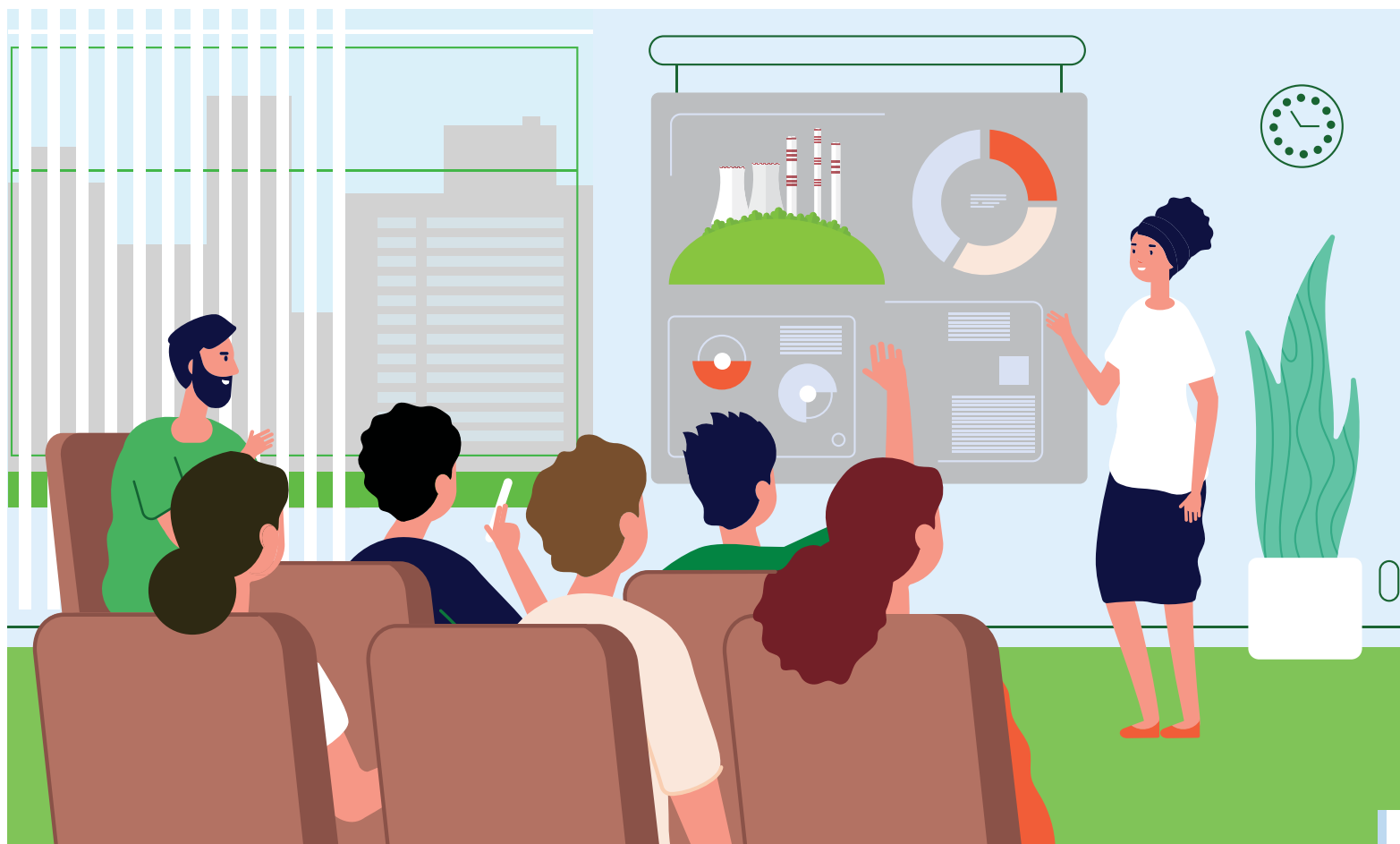




HR System Implementation

To improve operation efficiency, we digitaly transform our HR system to monitor employees' performance effectively. Using an environmentally friendly system is an effective way to increase efficiency and sustainability. In 2019, we used the HRIS system to assist the administrative needs of our employees and the Company. In 2020, we improved the functionality and efficiency of the system to manage various employee activities, such as:

- Annual submission
- Employee database
- Business trip
- Attendance and working hour
- Leave





Employee Training and Development

[GRI 404-2]

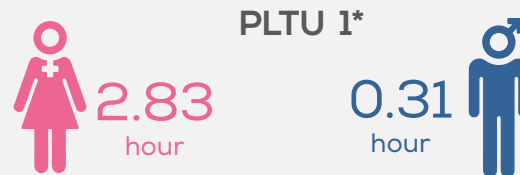
During the beginning of the year, we continued our training and program as per usual until the pandemic situation compelled us to temporarily stop all training activities. However, Cirebon Power adapted quickly and made all mandatory training online, allowing for the continuation of our training activities.

The programs that were conducted in 2020 were:

1. ISO Quality Management System Training
2. implementation anti-bribery training
3. Technical Training
4. Leadership & Managerial Training
5. Pre-retirement Training

Career and Internship

The Covid-19 pandemic has had an impact on workers, such as job loss, temporary layoffs, and salary reductions. Despite the challenging situation, Cirebon Power strives to keep the job opportunities open as wide as possible to support the construction and operation of PLTU 2.



*) This year, training data at PLTU 2 is unavailable due to the Covid-19 pandemic. The pandemic also caused the number of job training to decrease significantly.

“

This year we recruited 172 workers to support the operational construction of PLTU 2

Cirebon Power gives equal opportunities for talented prospective employees to join the Company regardless of ethnicity, religion, race, and between groups (SARA) and gender for qualification of position. As a concrete action of this commitment, Cirebon Power encourages female employment into the company in our office to compensate for the high supply of male engineers in the Company.

We created the Cirebon Power Internship Program (CPIP) to improve the capability of students. This internship program aimed specifically at first-year postgraduate students and students who have at least entered their last semester and have a good record of academic achievement.





Employee Diversity [GRI 405-1]



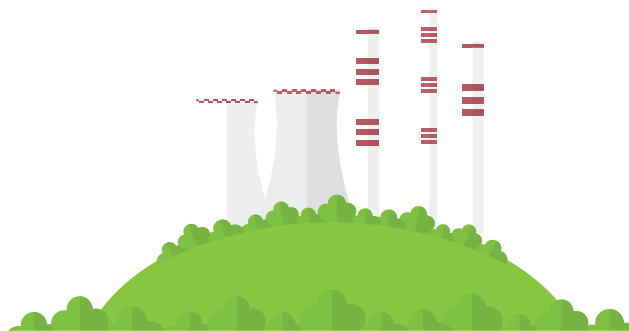
Year 2020

Age <30

Age 30-50

Age >50

		Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
PLTU1	Middle Management and above	0	0	0	3	0	3	0	0	0
	Supervisor	1	0	1	45	1	46	4	0	4
	Staff	44	3	47	90	4	94	1	0	1
	TOTAL	45	3	48	138	5	143	5	0	5
	%	22.96	1.53	24.49	70.41	2.55	72.96	2.55	0.00	2.55
PLTU2	Middle Management and above	0	0	0	18	-	18	6	-	6
	Supervisor	3	2	5	44	3	47	4	1	5
	Staff	12	3	15	19	5	24	-	1	1
	TOTAL	15	5	20	81	8	89	10	2	12
	%	12.40	4.13	16.53	66.94	6.61	73.55	8.26	1.65	9.92





Protecting Our Employees

[GRI 403-1, GRI 403-5]

Ensuring the safety of employees and workers is a top priority that we continue to maintain. For this reason, we strive to make it happen by continuing to develop the QHSS Goal & Target which is also our guideline to overcome the challenges by

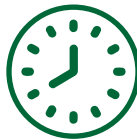
1. Increase the active involvement of QHSS employees from all levels
2. Develop and implement the QHSS Leadership Program
3. Improve the safety culture of contractors and subcontractors to reduce "Risk Behavior"
4. Improve QHSS performance
5. Continue the priority 1 training program as the result of the competency assessment for the QHSS Engineer

In the development of Quality Management System, company has established Key Performance Indicator and produced Level 2 QHSSE Management system procedure / Standard Operating Procedures (SOP).

Occupational Health and Safety (OHS) Training

To increase the awareness and knowledge of employees and workers regarding occupational health and safety, we continue to conduct various trainings and obtain certifications through internal and external safety training, while still implementing strict health protocols.

At the end of 2020, we have achieved:



Internal training hours:

15,434.5 hours

External training hours:

12,448 hours (16 classes)

Induction hours:

2020= 13,845.5 hours

Employee and worker competency assessments along with personal development competency matrix have also been carried out by the training delivery plans for:

- Forklift operator
- Electric engineer
- Boiler operator
- Welding engineer
- Crane operator
- Confined space operator

The training & development activities that have been carried out by all Cirebon Power employees by implementing the Covid-19 protocol, are as follows:

In- house Training

1. Hand & safety training
2. Working at height training
3. Confined space training
4. Permit To Work (PWT)
5. Supervisor Role and Responsibility

Training through Partnership:

1. First Aid training from the Ministry of Manpower
2. Electrical OHS expert

“
Our units have reached 29 million man-hours Without Lost Time Accident (WLTA) as of December 2020



Occupational Health and Safety Committee [GRI 403-4]

Cirebon Power has created Quality, Environment, Occupational Health & Safety (OHS) committees in all units of the Company, with members represented by 5% from the total employees.



Head of OHS Committee (President Director):

1. Lead OHS Committee meetings or appoint other members to lead OHS Committee meetings
2. Determine OHS program policies
3. Assist/provide advice or assistance to all departments and members for the success of the OHS program
4. Monitor and evaluate OHS Committee performance



OHS Committee Secretary (Management Representative):

1. Organize OHS Committee meetings and create minutes of meetings
2. Manage OHS Committee documents/letters
3. Assist / provide advice or assistance to all departments and members for the success of the OHS program
4. Assist the chairman in monitoring the implementation of the OHS program and determining corrective actions

Our committee members came from the management level, engineers, supervisors, and technician representatives from each department, contractor and subcontractor. This year, the OHS committee discussed important topics, including:

1. External and internal issues
2. Customer satisfaction and feedback
3. Needs and expectations of stakeholders and relevant parties
4. Compliance
5. Company policy
6. QHSS risks & opportunities and mitigation effectiveness
7. QHSS goals and objectives
8. External and internal audit
9. Product performance and suitability
10. NC, Incident and Corrective Action List
11. QHSS and External Provider Performance
12. Monitoring, Measurement and Analysis
13. Sufficiency of Resources
14. Competency, Awareness and Training

Members of OHS Committee (Director of Company Management and Internal Audit)

1. Run the existing OHS program
2. Report to the head of program implementation





Contractor Safety Management Program

In our effort to reduce injuries / illnesses, accidents, property losses and environmental incidents that occur during the activities of the Contractor and Subcontractor, we have created a preventive program in our company. We appointed experienced and competent Contractors and Subcontractors who have a positive attitude towards QHSS management, and an excellent track record of QHSS performance in the past.

In 2020, we conducted audits to meet the requirements of the Contractor Safety Management Program, including:

1. HOLCIM/SBI :Ash disposal
2. PPLI & WGI : Waste disposal
3. HDEC : EPC/Construction contractor
4. Covid-19 protocol audit to Main Contractor, JO & Sub-Contractor (included Covid-19 facilities inspection audit)
5. Permit To Work (PTW) & Personal Protective Equipment (PPE) audit to EPC (HDEC, TAPI and their Subcontractors)



Office Safety Management Program

Apart from the contractor programs, we have also created an Office Safety Management Program by implementing the Covid-19 protocol in every office activity. Ongoing activities include:

1. Monitoring of fire detection and prevention equipment
2. Cross-departmental monthly office inspection
3. Random vehicle inspection
4. Inspection of first aid kits
5. Publishing monthly safety bulletin



Emergency Response Plan

Evacuation, medical evacuation, disaster, and recovery training are conducted to evaluate the readiness of all personnel to face emergency situations and the competence of the Emergency Response Team (ERT) as assigned and as required in the Company's Emergency Response Plan. The readiness of employees to respond to emergencies has been improved through training programs and the development through the use of life saving devices, called the socialization of Automatic Electronic Defibrillator (AED).





Health Promotion at Work [GRI 403-6]

During the pandemic, it is important for us to protect and maintain the health of our employees. For this reason, we continue to promote health and safety measures in the workplace as part of our commitment to continue to protect employees by:

1. Organize online health webinars
2. Routinely conduct medical check-ups for employees
3. Weekly QHSS Bulletin Publishing



OHS Manual Management [GRI 403-1]

Cirebon Power has a manual OHS management system that functions as a Level 1 (one) QHSS document and is part of the Company's Integrated Management System (IMS). The QHSSE Level 2 (two) procedures were developed accordingly to support and provide more detailed guidance in the administration and implementation of the QHSS Management System.

Cirebon Power takes into consideration the applicable National and International QHSSE Regulations, Codes and Standards:

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- Occupational Health and Safety Management System (OHS-MS) GR No. 50 in 2012

The functions that have a positive effect on health and safety performance are carried out with various approaches such as the following:

- | | |
|------------------------------------|----------------------------------|
| 1. Leadership and Commitment | 4. Implementation and Monitoring |
| 2. Communication | 5. Inspection and Audit |
| 3. Training, Competence & Exercise | 6. Overview |





OHS Performance Indicator [GRI 403-9]

The Company sets QHSS Key Performance Indicators (KPI) at all levels and functions with considerations on:

- product conformity requirements
- increasing customer satisfaction
- QHSS policies
- The company's commitment to continuous improvements by considering the actual performance of QHSS in the previous year
- the results of the Risk Assessment & Risk Control (HIRARC) and Environmental Impact Assessment (EAIA) processes.
- QHSS Audit Results

KPI Indicator QHSS	
Fatality	0
Disability	0
Lost Time Incident (LTI)	0
Restricted Work Case (RWC)	0
Medical Treatment Case (MTC)	0
First Aid Case (FAC)	5
Work Related Illness	0
Fire Accident Case	0
Security Incident	0
LTIR (Per 1,000,000 manhours)	0,00
TRIR (Per 1,000,000 manhours)	0,00



Security Management System

We established a Security Management System to manage and control potential hazards and risk factors, in order to achieve safety protection for employees and guests visiting the work area.

In 2020, we continued to conduct training sessions for security teams managed by contractors and their security service companies in accordance with applicable government regulations (Regulation of the Head of the National Police of the Republic of Indonesia Number 24 of 2007 concerning Management Systems for

Security Organizations, Companies and/or Agencies/ Institutions Government).

Access Control Training was conducted in 2020 for EPC Security Personnel to support Commissioning work with the objectives of:

- Controlling worker access in Commissioning areas/ sections/workplaces
- Ensure that ONLY competent personnel are allowed to enter the Commissioning area.





Chapter

04 Menjaga Lingkungan Alam

- | | | | |
|----|--|----|---|
| 35 | Generation, Transmission, and Efficiency of Energy | 41 | Water Management |
| 36 | Environmental Compliance | 45 | Wastewater Management |
| 37 | Air Emission Management | 47 | Management of Hazardous and Non-Hazardous Materials |
| 38 | Biodiversity Conservation | | |

Cirebon Power is committed to always protect the environment proactively. We are driven by a desire to protect the earth for the sake of generations to come. Therefore, we are constantly innovating and implementing the most advanced technology in our power plant.





Cirebon Power believes that protecting the environment is an important aspect in maintaining sustainability for the future. We always ensure to take preventive measures with all the initiatives we do at our power plant. Additionally, all our environmental indicators have far exceeded the standard.

In line with the following Sustainable Development Goals:



No 7 - Ensure access to affordable, reliable, sustainable, and modern energy for all



No 12 - Ensure sustainable consumption and production patterns



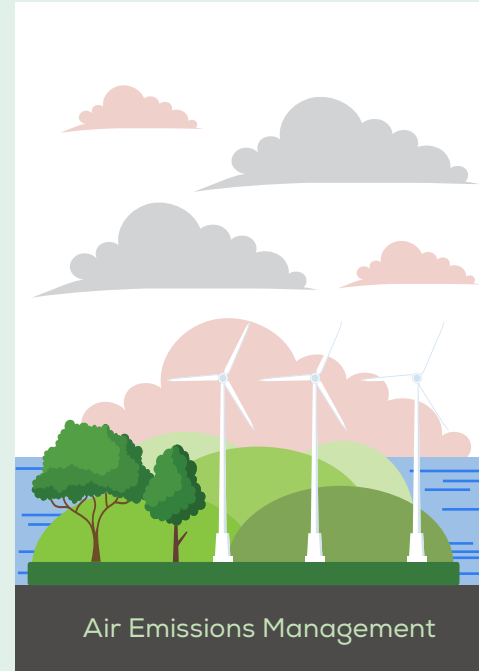
No 13 - Take urgent action to fight against climate change and its impacts

Our Approach

Generation, Transmission, and Efficiency of Energy



Environmental Compliance



Air Emissions Management



Biodiversity Conservation



Water Management



Wastewater Treatment



Hazardous and Non-Hazardous Materials Treatment



Generation, Transmission, and Efficiency of Energy

[GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-4]

Maintaining stability and increasing efficiency of the generator are both critically important to fulfill electricity needs based on energy regulation, policy, and energy perspective. In 2020, our generator's stability is monitored even more with the installation of a monitor on our transformer.

In terms of emission and energy in 2020, we used 2,282,873 tons of coal and 965 KL of fuel oil to start our power plant after maintenance or shut-down. In 2020, our energy intensity based on the energy consumed amounts to 12.70 Mj/kWh electricity produced, which equals to 0.97 kg CO2 emitted per kWh, a decrease of 0.01 kg from last year. The reduction in energy intensity this year is a result of increased efficiency in operating the power plant.

The amount of electricity sold is based on several aspects such as

- Planned Outage (PO) untuk Major Overhaul (MOH)
- Outside Plant Management Control (OMC)
- Forced Outager (FO)
- Forced Derating
- Reserve Shutdown (RS)
- Maintenance Derating.



“

Energy consumption for
electricity generation
71,644,061 GJ

Electricity sold
4,280,371 MWh

Net energy consumption
55,110,816 GJ

Power Plant Efficiency [EU 11]

Since Cirebon Power began operating, the efficiency of the power plant has always been at 37-38%. As part of our commitment to increase the efficiency of power plant, we are developing several programs for 2020 such as:

Technical Improvement

- Operation optimization
- Cooling tower optimization
- Modified vibrating screen for coal handling
- Conversion of All-Volatile Treatment into Oxygenated Treatment
- Installation of small cooler
- Electrostatic Precipitator optimization

Daily Activities

- On-site cycling
- Pick up and drop off services for workers

Utilities

- Replacing neon lamps with LEDs
- Timer on lighting system
- Timer on cooling system
- Mangrove planting





Environmental Compliance

[GRI 307-1]

Cirebon Power is situated on 315 hectares of land in Cirebon regency. Power plant 2 was built on government-owned land through a collaboration agreement for land use with the Ministry of Environment and Forestry of The Republic of Indonesia (KLHK).

This agreement was achieved with the help of the government's main policy that encourages acceleration of infrastructure development and minimizes land acquisition barriers by using state-owned land. We are the first company to conduct development based on said scheme. The Unit II Area is land owned by KLHK previously used by Perusahaan Hutan Negara (Perhutani).

We believe that data validity is an integral aspect and serves as a guide in monitoring environmental performance. Each target and program are documented in Objective, Target, Program (OTP) based on:

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

In the process, OTP has been integrated with the International Environmental Management System (EMS) ISO 14001. We consistently analyze samples of water quality, air quality, waste, and other environmental parameters in the laboratory. Our laboratorium has also been ISO 17025 certified by Indonesia's National Accreditation Body (BAN) and registered with the Ministry of Environment.

“

In 2020, we are proud to announce that we have achieved PROPER Hijau from the Ministry of Environment and Forestry of The Republic of Indonesia (KLHK). We are also in progress of preparing a Life Cycle Assessment in cooperation with Gajah Mada University.





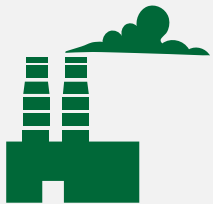
Air Emission Management

[GRI 305-7]

Coal Power Plants are the main power plant for electricity in Indonesia at the moment. By utilizing Indonesia's abundant coal supply, we ensure high performance in our pollution control system for our coal-powered unit.

Throughout 2020,
Cirebon Power emitted

- 4,175,796.95 ton eq CO₂
- 61,97 ton eq CH₄
- 41,44 ton eq NH₂



Ash Utilization Synergy with Cement Manufacturers

The fly ash container has a capacity of 1,350 ton and functions as a temporary container. The stored ash then moved onto trucks to be transported to the cement factory where they are used as material in cement production.



Coal Storage

The coal storage is equipped with a 13-meter-long windbreaker, capable of holding wind around the container and preventing coal dust from flying into the surrounding area. We have also planted more than 7 layers of Acacia mangium trees to reduce coal dust pollution.



Electrostatic Precipitator

Electrostatic Precipitator serves to reduce particulate emissions by filtering large particulates. Results are evident from emission parameters in which the total particulate emission produced amounts to roughly 25 mg/Nm³, far below the 100 mg/Nm³ threshold designated by the government, with a thickness of 10%, or only half of the maximum limit.



Dust Suppression

This power plant is also equipped with a dust reduction system, where water is sprayed on the coal during loading and unloading in the dry season to prevent the dust from being carried by the wind.



Continuous Emission Monitoring System and Ambient Air Monitoring System

Throughout 2020, the Continuous Emission Monitoring System (CEMS) assessment results show that we have complied with government rules. Cirebon Power has also installed Ambient Air Monitoring System (AAMS) about 4.5 km west of the chimney.





Biodiversity Conservation

[GRI 304-1, GRI 304-3, GRI 304-4, EU 13]

Biodiversity conservation is an important indicator of environmental health. The loss of a species in an ecosystem can have a domino effect and disrupt the entire system. Therefore, in pursuing our desire to conserve endemic species, we have developed several objectives and programs to address ecosystem and biodiversity issues.



1 The development of Biodiversity Conservation and Protection Plan

We developed a road map and have conducted the following activities according to our plans:

Biodiversity Park

Situated in an area/land owned by Cirebon Power, this park is a manifestation of our Company's conservation efforts towards biodiversity within the unit. We always monitor and maintain this park regularly.

Mangrove, Coastline, and Biodiversity Conservation (Matahati):

With the Provincial Conservation Institution West Java and the Cirebon Regency Environmental Service, we carry out biodiversity conservation in the mangrove and coastal areas around the power plant. We have been carrying out annual mangrove planting in the surrounding rivers since 2009. Together with environmental NGOs and local fishermen, mangrove tree planting has been carried out in various locations where the population is decreasing. In 2020, about 15000 mangrove trees were planted along with the Environmental Community Forum.

Ecotourism

In 2020, Cirebon Power is building a mangrove conservation-based ecotourism to conserve biodiversity in Pengarengan. In conservation-based ecotourism, we ensure that all the materials used in every single aspect of the development are eco-friendly. This development has also brought forth positive impacts for Pengarengan Village, in which a waste management system and weekly cleanliness workshops have been established to protect cleanliness in the ecotourism area.





2 Biodiversity Data Inventory

Aquatic Biota Regular Monitoring

Our external certified lab conducts routine monitoring of aquatic biotas around the river and coastal areas. Every three months, water and sediment samples from the river and the ocean are collected and tested. Plankton and benthos samples are also collected to provide an overview of biological indicators of ecosystem health. This year's results show that we have complied with environmental regulations of aquatic biotas

Bird Species Monitoring

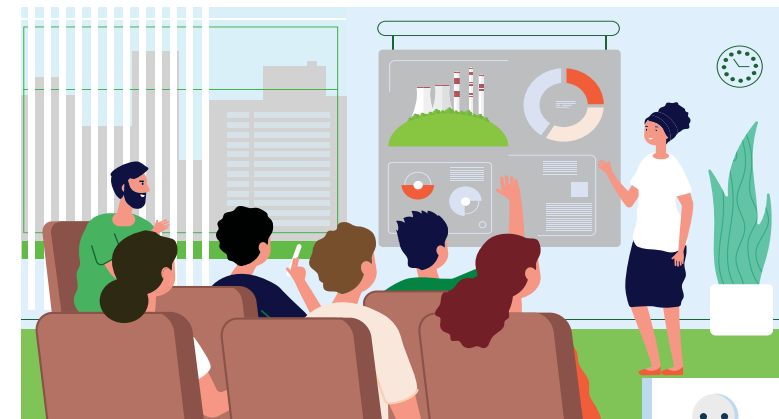
We are also committed to protecting bird species protected by the Ministerial Decree of the Ministry of Environment and Forestry (Permen LHK) Number. 106/MENLHK/SETJEN/KUM.1/12/2018 and those included in IUCN's Red List. According to biodiversity monitoring results, there are 6 protected species of birds and around 35 species of birds inhabiting the coastal and mangrove areas around us. The protected bird species include:

Name of Bird	Scientific Name	Total of Species	IUCN
Grey Heron	Ardea cinerea	9	Least concern
Javan Plover	Charadrius javanicus	9	Near threatened
White-whinged Tern	Chlidonias leucopterus	8	Least concern
Eurasian Whimbrel	Numenius phaeopus	3	Least concern
Malaysian Pled Fantail	Rhipidura javanica	7	Least concern
Milky Stork	Mycteria cinerea	1	Endangered



3 Training for Our Employees

We conducted training on biodiversity in 2020 to our employees. Our aim is to increase their concern for the unique flora and fauna around Cirebon Power's area.





Community Environment Forum

This community forum has partnered with Cirebon Power since 2015 and remains active throughout 2020. The forum consists of 17 cross-professional and cross-boundary participants dedicated to environmental issues. Their activities range from mangrove planting and restoration in the CP1/CP2 area to supplying mangrove seedlings.

Other activities encompass planting 20,000 trees of soursop, mango, mahony, terminalia catappa, longan, etc around Cirebon Power's area. With the support of Karang Taruna and other like-minded community forums, we prioritize the distribution of our plants to the empty land on sideways.

This community also supports Matahati activities conducted by Cirebon Power by carrying out activities related to community care for conservation and the environment. The awareness workshops conducted include:

- Bird Shooting hazard management
- Prohibition of littering
- Nursery park in conservation areas





Water Management

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

It is important for us not to undermine the severity of water crises across the world, especially in Indonesia. Cirebon Power recognizes this issue and has taken steps to sustainably manage this limited resource.

To allow for the operation of our power plant, we have been granted permission from the Indonesian Government to take nearby seawater from the Java Sea and use it as our main water source. The Java Sea is not considered a water stress area. All the water used for operations is freshwater that comes from purified seawater.

We use water for our operations, especially for the steam generator. After the water is used, various water management is done before the water is reused or disposed of in the Java Sea. Our disposals are monitored and sampled each year to ensure the waste is compliant with the mandated government standard and within the allowed temperature.

“

Throughout 2020, we used 4,158 Mega Liter of water with just 1,386 Mega liter sourced from the ocean, as noted in our data management system. As such, we recycle 99.9% of water in our power plant, highlighting our commitment to sustainability.

Parameter	Unit	Quality Standard*	Result
			October CB 08
PHYSICS			
Brightness	m	-	0.75
Odor	–	Natural	No Odor
Turbidity	NTU	<5	8.84
TSS	mg/L	80	14
Garbage	–	Null	Null
Temperature	oC	Natural (28-32)	30
Oil layer		Null	Null
CHEMISTRY			
pH	–	7 - 8.5	8.1
Salinity	‰	Natural (up to 34)	30.9
DO	mg/L	>5	4.95
BOD5	mg/L	20	5.64
Ammonia (NH3-N)	mg/L	0.3	0.142
Phosphate (PO4-P)	mg/L	0.015	0.004
Nitrate (NO3-)	mg/L	0.008	0.02
Cyanide (CN)	mg/L	0.5	<0.001
Sulfide (H2S)	mg/L	0.01	<0.002
Phenolic compound	mg/L	2	<0.001
Detergent	mg/L	1	<0.010
Oil and Fat	mg/L	1	<0.966
Polyaromatic Hydrocarbon (PAH)	mg/L	0.003	<0.0004
PCB total	mg/L	0.01	<0.008





Parameter	Unit	Quality Standard*	Result
			October CB 08
CHEMISTRY			
DDT	mg/L	0.01	<0.008
Endrin	mg/L	0.01	<0.008
Endosulfan	mg/L	0.01	<0.008
Heptachlor	mg/L	0.01	<0.008
TBT (tin tributyl)	mg/L	0.01	<0.008
Mercury (Hg)	mg/L	0.001	<0.001
Cr (VI)	mg/L	0.005	<0.001
Arsenic (As)	mg/L	0.012	<0.003
Cadmium (Cd)	mg/L	0.001	<0.001
Copper (Cu)	mg/L	0.008	<0.001
Lead (Pb)	mg/L	0.008	<0.003
Zinc (Zn)	mg/L	0.05	0.016
Nickel (Ni)	mg/L	0.05	<0.003
MICROBIOLOGY			
Total Coliform	MPN/100 ml	1000	4.5
Clostridium	Cell/100 mL	Null	Null
Salmonella	Cell/100 mL	Null	Null
Plankton	Cell/100 mL	Not Bloom	Not Bloom
RADIONUCLIDE			
Gross Alpha	Bq/L	4	0
Gross Beta	Bq/L	4	0





Through monitoring and implementing strategies to address air pollution and high temperatures of cooling waters that are disposed of, we continue to assess our potential impact towards water quality. The strategies we implement are as follows:

Impermeable Membrane

We use this membrane layer to coat coal, pool and ash container/storage. The layer is made of High-Density Polyethylene (HDPE) that serves to prevent waste/ash from polluting the surrounding unit.



Groundwater Monitoring Well

The well is located near the fly ash, bottom ash and coal storage area. The well was built as a vessel to monitor groundwater quality before and after use by the power plant. Our third-party verifier conducts monitoring every 3 months and results are reported according to standard.



Water Quality Monitoring

We periodically conduct monitoring on water quality once every six months, including:

- **Seawater**

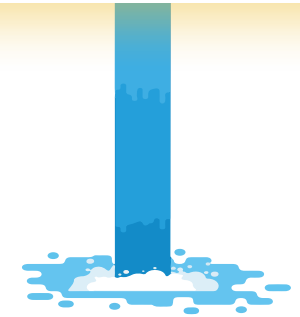
We have sample sea water in several locations and subsequently have a certified third party analyze the quality. In 2020, all parameters were proven to be at normal levels and in accordance with the standard set by the Ministry of Environment and Forestry

- **Ground Water**

The same procedure is applied for testing groundwater quality and the sample used is in accordance with the standard set by the Ministry of Health.

- **River Water**

In determining the river's water quality, we initiated a domestic waste management program with the CSR team. This program is conducted due to the fact that domestic waste is one of largest pollution sources.





Early Warning System (Flood)

In collaboration with the government, we developed this system to be used in both the upstream and downstream part of the Kanci River. Equipped with a detection tool and siren, this system will give an early warning to the community if the water height has surpassed the normal limit. This program is a proof of our commitment to produce more efficient and environmentally friendly energy. Thus far, we continue to use this system to ensure the safety of our employees and the surrounding community.

Additionally, a number of improvements in our operation have been conducted to reduce further water use. Reduction of water use from these programs are as follows:

Program	Reducing water usage (m ³)
Utilization of AC condensed water for reuse	564,00
Bio pore	35,66
Water saving mechanism for our ablution water	260,00
Optimization life time bed polisher	506,00
Periodic cleaning of sludge clarifier and sludge thickener	2,24



Interceptor Pit

This pit serves as a final storage/container for rainwater. Running water is filtered and deposited to produce clean water. The resulting clean water is then streamed to the sea through the drain we built.





Wastewater Management

[GRI 306-5]

We have implemented a strategy and approach to ensure that the wastewater we dispose of into the ocean and river has fulfilled quality requirements set by the Indonesian government. As part of the community, we believe that we have a responsibility to protect our water resources.

Here are the water standards in our wastewater treatment plant.

Parameter	Unit	Quality Standard*	Analysis Result		
			Aug	Oct	Nov
pH	–	6 - 9	8	8.48	7.9
TSS	mg/L	200	8	16	19
Oil and Fat	mg/L	10	<0.966	<0.966	2.44
Total Chrome (Cr)	mg/L	0.5	<0.010	<0.010	<0.010
Copper (Cu)	mg/L	2	<0.001	<0.001	<0.001
Iron (Fe)	mg/L	5	10.62	<0.020	<0.020
Zinc (Zn)	mg/L	5	0.032	<0.010	<0.010
Phosphate (PO4-P)	mg/L	10	0.001	0.001	0.002

The strategy that has helped us to manage wastewater encompass:



Installation of Main Wastewater Processing

Installation of this conventional water processor serves to process all waste water from the boiler to ensure the resulting water fulfills the required standard.



Cooling Tower

This technology has an important role in processing wastewater before being discharged to the ocean. The ministry of environment has determined a standard that mandates all water discharged into the ocean to never exceed 20°C from the initial temperature to prevent harmful effects to the ocean ecosystem. There has been no recorded decrease in seawater quality thus far, evident from our good wastewater quality parameters.



Wastewater Treatment Plant Ash Pond

This water treatment is specifically installed to handle all of the wastewater from the ash pond.



Run-Off Settling Pond

This pool is used to process leachate from coal piles and other pollutants to be deposited and sent to the waste water processing installation.





To measure our strategy's effectiveness, we monitor the quality of our wastewater regularly by collecting and analyzing samples in collaboration with a certified third-party laboratory.

“

Throughout 2020, results show that our water debit meets the permitted standard determined by the Ministry of Environment and Forestry. Results show that our operation is safe for the environment and in compliance with the rules.





Management of Hazardous and Non-Hazardous Materials

[GRI 306-2, GRI 306-4]

Preventative measures, such as Good Mining Practice and sustainable monitoring, are conducted to reduce the negative effects of coal burning towards the environment.

The environmental control strategy for B3 (Poisonous and Hazardous materials) waste consists of the following objectives and programs:



Emergency Temporary Ash Pond

The temporary ash pond was built separately from the fly ash silo. This is used only for emergencies in the event of overcapacity in the silo, especially during the holidays.

Temporary Storage Warehouse for Hazardous Waste

In addition to fly ash, Cirebon Power also processes other wastes labeled as hazardous and poisonous such as oil, lamp, cartridge, resin, plastic membrane, battery, and chemical material. This type of waste is stored in the warehouse before being sent and subsequently processed by a certified contractor.





Industrial Synergy in Cirebon Power

Chemical Secondary Containment

To prevent potential risk from our chemical waste, we prepared a backup reservoir capable of storing up to 110% of chemical materials. Throughout 2020, more than 99% of our hazardous waste is handed over to the cement industry and therefore preventing Hazardous waste from polluting the surrounding environment.



Industry synergy with Cement Producers in Utilizing Waste

Our ash waste is reused completely by cement factories as the main source material for making cement. We store our ash waste prior in our fly ash storage with a capacity of 1,350 tonnes.



Utilizing Organic Waste

Cirebon Power utilizes cafeteria waste combined with litter from acacia leaves around the power plant for maggot cultivation.



Reusing Wooden Litter for Craft

Wooden litter from Cirebon Power is given to the local village to be turned into miniature boats by craftsmen and subsequently sold.





Chapter

05

Building Empowered Community

51 Community Business Development

53 Livelihood Recovery

56 Livelihood Optimization Support

60 Infrastructure and Facility

Growing with the community has become Cirebon Power's commitment towards sustainability. Cirebon Power carries out social responsibility by integrating 3 main pillars: Small Community Business Development, Livelihood Support & Livelihood Restoration Program, supported by other activities, i.e. the Vocational Training Center where we provide training for senior high school students or equivalent to join the electricity industry.





Since 2010, we have started doing social mapping to support community development, especially in several villages around our units. Together with universities in Cirebon and external consultants who are experienced and experts in the CSR field, we carry out a number of stages starting from conducting surveys and studies, planning and implementing programs, providing assistance to the community, and implementing evaluation and monitoring of existing running programs.

In effort to combat the spread of Covid-19 in Cirebon, we work and synergize with the Regional Government, the Community, and various other parties to help restore the conditions of the affected communities during the pandemic through activities carried out by the Disaster Response Community (ASTANA) volunteer group.

The pandemic has reduced the local communities' access to earning income. Therefore, it is also our responsibility to help restore livelihoods that have not been running effectively, in order to increase opportunities to work during the pandemic. We innovate to create programs where communities can share new ideas and hone skills to restore their livelihoods.





Community Business Development

[GRI 203-1, GRI 203-2, GRI 413-1]

Rumah Terasi Kanci

In 2020, Cirebon Power keeps trying to help groups of traditional shrimp paste craftsmen to produce quality products. Seeing the increasing development of online sales, this year Rumah Terasi Kanci increased the number and types of processed products to be sold online.



Ratu Cirebon Makeup Artist

The Group continues to provide services to individuals, weddings, and school events to provide make-up services by implementing strict health protocols. They also continuously improve their skills for better customer satisfaction. Cirebon Power supports the spirit of the community around the power plant who wants to develop themselves, among others through skills training programs.



Cirebon Batik Group

Batik Kanci SMEs continue to grow with the increasing number of products and the community involved. This year, the craftsmen began to develop stamped batik, in addition to written batik. Even the results have been distributed to several hotels, as well as souvenir sales centers. In terms of sales, stamped batik is faster than written batik due to its faster turnover.





Processed Fish and Milkfish Cracker Production Group (Rejeki Mundu)

In 2020, some training activities were conducted with the provisions of health protocols, but the focus of the Group development this year is marketing. During the pandemic, Cirebon Power gave a solution by providing 15 wheelbarrows to increase sales by selling directly to consumers.



Cooking and Catering Group (Pawon Mimi)

This group continues to open its canteen in Taman Cirebon, providing catering, selling cakes, and many other foods that have the potential to increase the economy at various events such as Eid, New Year, and similar events. They also continue to improve their skills and capacity to produce better products.



Frozen Food



In the PLTU 1 Project area, we developed a group that has the potential to produce meatballs and fish fillets from the catch of their husbands as fishermen, to earn more income. We hold capacity building through training in making meatballs & fillets. The group supplies food and beverages at many of the project's events, both at PLTU 1 and PLTU 2.

Klambi Cirebon Sewing Group

Sewing group is one of the most profitable small businesses, despite the economic turmoil, this group continues to receive orders from projects, local organizations, schools, and individuals. Especially during the pandemic, they also received many orders for making non-medical masks.





Livelihood Recovery

Mitra Dhuafa Cooperative

The Microfinance Program continues until February. The total distribution for community small businesses and small home industries reached 1,722 in 4 (four) villages. The Memorandum of Understanding (MoU) with Mitra Dhuafa Cooperative ended in February and is in the process of extending it. In early 2020, we held training and socialization of the home industry.

Vocational Training Center

From March to September 2020, the Vocational Training Center had to postpone their activities due to the Covid-19 pandemic and follow government regulations regarding social activities, then in October 2020, several training sessions were held again.

In the off session, the center took this moment to upgrade our training facilities by building a dedicated workshop unit for motorcycles, air conditioning, and cooling systems.





During 2020 this center has conducted several trainings as follows:

Operation and Maintenance (O&M) Training

- This six-month training period is structured to combine in-class theory sessions and experiential sessions through on-the-job training (OJT). It is designed into 4 stages:
- 1 month of basic theory and awareness (OSH, and Basic Principles of Power Generation) delivered by KOMIPO and local experts from CPS. Combined with soft skill programs such as leading yourself and leading others.
- 1 month OJT to understand the flow of the power generation process. It's at CPS, trained and mentored by expert staff from CPS
- 1 month special training at CPS, where participants are divided into Operational or Maintenance based on their interests and educational background
- 3 months OJT according to their speciality.



Motorcycle Mechanic Training

The training follows the 3E scheme. All theoretical and basic practice sessions are conducted in Vocational for 20 days. OJT is carried out at several vehicle service vendors, including Yamaha, Honda, and other motorcycle services under the guidance of Eka Jaya Berrindo. During the pandemic, Cirebon Power is still able to carry out training with various challenges, following all the Covid-19 Health Protocols, and complete training with good results.



The training was attended by 19 participants and some of them had the opportunity to join vendors during the OJT period. Now, they can perform maintenance and service of their own vehicles and provide good service to their neighbors.



Welding Technician Training

Welding technician training has contributed successfully during the PLTU 2 construction process, as most of the trainees participated during the project. Some of them also opened their own private welding services or worked in several welding companies.

Considering the need for skills, 20 local candidates have been recruited to attend the training in 2020 and invited the Cirebon Regency BLK to become facilitators. Just like other trainings, in 2020, the 3E concept is used as a guideline to maintain the impact of the training so that it can make a significant contribution to the skills and abilities of the participants.

Basic English Job Interview Training

Communication using English is still an obstacle for local candidates to communicate, meanwhile, English proficiency is required to work in a project environment. The Vocational Center helps them to improve their skills by holding short English training, so that they can appear in English interviews and demonstrate their potential to attract companies..

Furthermore, the Vocational Training Center will work closely with the English Course in Cirebon to facilitate the improvement of all selected candidates, so that they can confidently go through the probationary period in English through a 3-month English Conversation and Comprehension Training. The Plant Team will conduct an assessment within 3 months to evaluate their progress to ensure that all candidates qualify as Cirebon Power employees who will act as field technicians.



Interview Training for Entry Level Employees

Operations and Maintenance (O&M) staff can become local talents. This is evident during the construction period where some of the workers and work can be carried out by the surrounding community. This is a great opportunity for local talent to demonstrate their ability to support the operation of the Power Plant. Most of them do not have the experience to follow the interview process even though they are potential enough, hence the vocational training center helps them to improve their interviewing skills.





Livelihood Optimization Support

[GRI 203-1, GRI 203-2, GRI 413-1]

Catfish Farmer 'Mas Lele'

In 2020, farmers continued to cultivate catfish and produce alternative pellets independently. In addition, farmers also work with Pengarengan Village in supplying raw materials. Because the feed production itself has been successful, now farmers are working with other SMEs, such as fisherman groups.

Wood Crafter "Gopes"

Wood craftsmen produce handicrafts and sell them to the market. They receive orders from the government and companies. We facilitate airbrush training for skill improvement & making miniature boats.

Fisherman Group 'Jelombang Selar'

The fishing group sustains their activities by growing mangroves, farming catfish, providing fishing materials for the members and producing a supply of fish feed (maggot) for other fishing groups. Cirebon Power supports fishermen to improve their catch rate by making Celukba (a lamp to "call" the fish). The outcome from using Celukba is good but it can be modified and improved. Moreover, we also support fishermen by facilitating a kiosk to sell fishing equipments

As a form of the fishermen's contribution in preserving the marine ecosystem, 2,000 mangrove seedlings were planted at the Kanci River estuary in 2020.





Fisherman Insurance

Initiated by Cirebon Power and the Polairud Directorate of West Java Police, a total of 3000 life insurances have been given to fishermen in 10 villages. This amount is the total compensation distributed throughout the program.

These insurance are provided due to the large number of accidents at sea. Hence with insurance, those who experienced accidents could claim compensation. The compensation can be claimed not only due to accident occurrences at sea, but also accidents on land or illness.



Fish Market "Kelompok Selo Pengantin"

To increase their income, we support local small fishermen to have a retail fish market so they can sell directly to customers at a better selling price without going through the middlemen. This fish market is located on the banks of the Selo Penganten River, and provides roughly 20 stalls for seafood traders. They sell various marine products, such as fish, squid, shellfish, or shrimp caught by local fishermen



Shrimp Farming

Since the beginning of 2020, the shrimp cultivation and harvest have been going very well, however since September, the extreme weather could not support the shrimp farming, so we are now diversifying our cultivation to milkfish and tilapia.

“

3 successful harvest results:

- Close to 1 tonne
- 600 quintals
- 500 quintals





Catfish Cultivation 'Rea Abadi'

The Rea Abadi catfish cultivation group is a community group from Cirebon established in December 2020. The group, which is located in Kanci village, initiated the cultivation using two land ponds and two tarpaulin ponds. They have grown that they now own 4 soil ponds and 4 tarpaulin ponds. Since the beginning, the catfish farming has been successful in 5 harvests and providing additional income to its 14 members of around 1.5 million Rupiah per month each. These groups managed to develop themselves and expand their activities.



Snack and Crackers

The KRIUK Jajanan group consists of housewives who produce simple snacks to be sold locally. We have conducted a preliminary Marketing survey to determine the right product for the group to develop. We provide assistance in:

- Socialization Program
- Mobilization of prospective members
- Organizational Strengthening
- Marketing Survey
- Internal Consolidation of
- Production & Marketing
- Financial Processes, Technical & Non-Technical Capacity Building
- Starting Production Activities
- Production Assistance
- Marketing Assistance
- Assistance for Administration and Supervision.





Mosque Renovation

Al Mubiin Mosque is the center of worship for Muslims in Kanci village. However, the building and road access is in poor condition for example damaged frames, shutters, and doors. We support the renovation so people can use the facilities comfortably.



Mushroom Cultivation

Agro Tani Sejahtera is an oyster mushroom cultivation group in Kanci Village which consists of 16 people, most of whom are local women.



Sewing Group

One of the potential incomes for the community's livelihood is tailoring services. Therefore, we foster and support a group of women to be trained by the Cirebon tailoring training provider (Penyedia Pelatihan Menjahit Cirebon). The skill training includes:

- Measuring Shirt Size
- Making Patterns
- Modifying Patterns
- Arranging Materials & Calculating Production Costs
- Cutting, and Understanding tailoring fabrics



The training is conducted intensively in 16 meetings of 100 hours of training. After completing the training, participants will receive a final assessment and a certificate upon graduation.

Maggot and Waste Management

Garbage and sanitation have always been a problem in Kanci village. Due to the lack of public waste disposal facilities, garbage is scattered around residential areas making the quality of life in the community worse. Cirebon Power helps provide public waste containment facilities for the community. Furthermore, initiated by an integrated waste managing community group, the collected waste is repurposed as a medium to cultivate black soldier fly maggots, compost, and recycled plastic waste.





Infrastructure and Facility



Cirebon Power Park

We continue to expand and build Cirebon Power Park for community activities. We have small business facilities for the local small business entrepreneurs to operate in. We plan to integrate Cirebon Power Park with the Mangrove Ecotourism.

Library

The library for the community and students is currently under development in Taman Cirebon, starting in November and completed in July 2021. As of 2020, the construction progress has reached 75%.



Sports Center

Aside from the crafts and activities facility, we are also building a sports center and multipurpose building for sports such as badminton, volleyball and futsal. Moreover, this infrastructure can also be used by the community to hold various events. The construction has started since November 2020 and completed in July 2021, both the library and the sports center are funded by KOMIPO.



Mangrove Ecotourism

To stimulate increased income and economic growth of the surrounding community, we are in the process of developing a mangrove ecotourism center across the Cirebon #1. The facilities include a mangrove trail (1,000 meters), a Floating Market on the banks of the Kanci Kulon River, a traditional market, and boat transportation to the center of the mangrove forest.



Mangrove Planting and Restoration

Mangrove is one of the essential plants with an important role for people in Cirebon, especially those who live on the coast. One of its functions is to protect the coastlines from damages caused by storms, hurricanes, tidal waves, and floods.

This program aims to rehabilitate the mangrove area in the hope that it will become an optimal place for crab cultivation and subsequently increase biodiversity.

This year, various activities were again carried out to achieve the goals of:

- Planting 2000 mangroves at the mouth of the Kanci river, in collaboration with Formas PL and the Kanci Kulon Fisherman Group
- Planting 150 trees in the Cirebon Park area by Formas PL
- Developing 10,000 mangrove seedlings



Chapter

06

About Cirebon Power Sustainability Report

63 Determining Report
Content

64 Stakeholder
Engagement

65 Determining Materiality

66 Topic Boundaries

67 External Initiatives

The 2020 Cirebon Power Sustainability Report was published to provide clear and transparent information on economic, social, and environmental performance that is considered important to our business and stakeholders.





[GRI 102-10, GRI 102-48, GRI 102-49, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54]



This year is the fourth year this report is published covering the reporting period of January 1st, 2020, to December 31st, 2020. This report has been prepared in accordance with the GRI Standards: Core option. We also use GRI's Electric Utilities Sector Guidelines for sector disclosure requirements.

To provide an easier understanding, we include GRI disclosure numbers in the relevant sections. The GRI Content Index is created at the end of the report by listing all statements included in the report. Assurance by external parties has not been done this year.

This bilingual report is published in Indonesian-English and can be downloaded on the Cirebon Power website. We receive feedback from stakeholders. Questions can be sent through:

Website

<https://www.cirebonpower.co.id>

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Determining Report Content

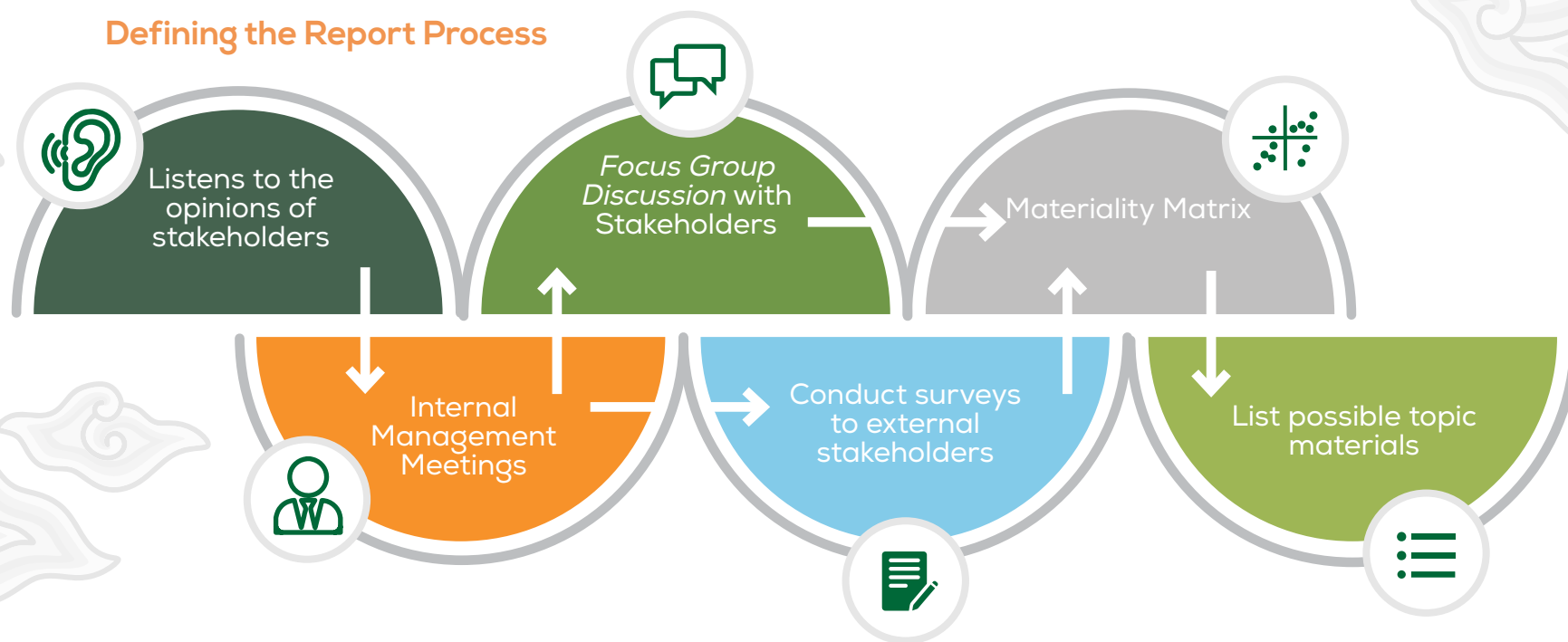
[GRI 102-46]

The GRI standard and the GRI G4 Electric Utility Sector Disclosure are standards for determining the content of reports. We apply the principles of stakeholder inclusiveness, materiality, sustainability context, and completeness.

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



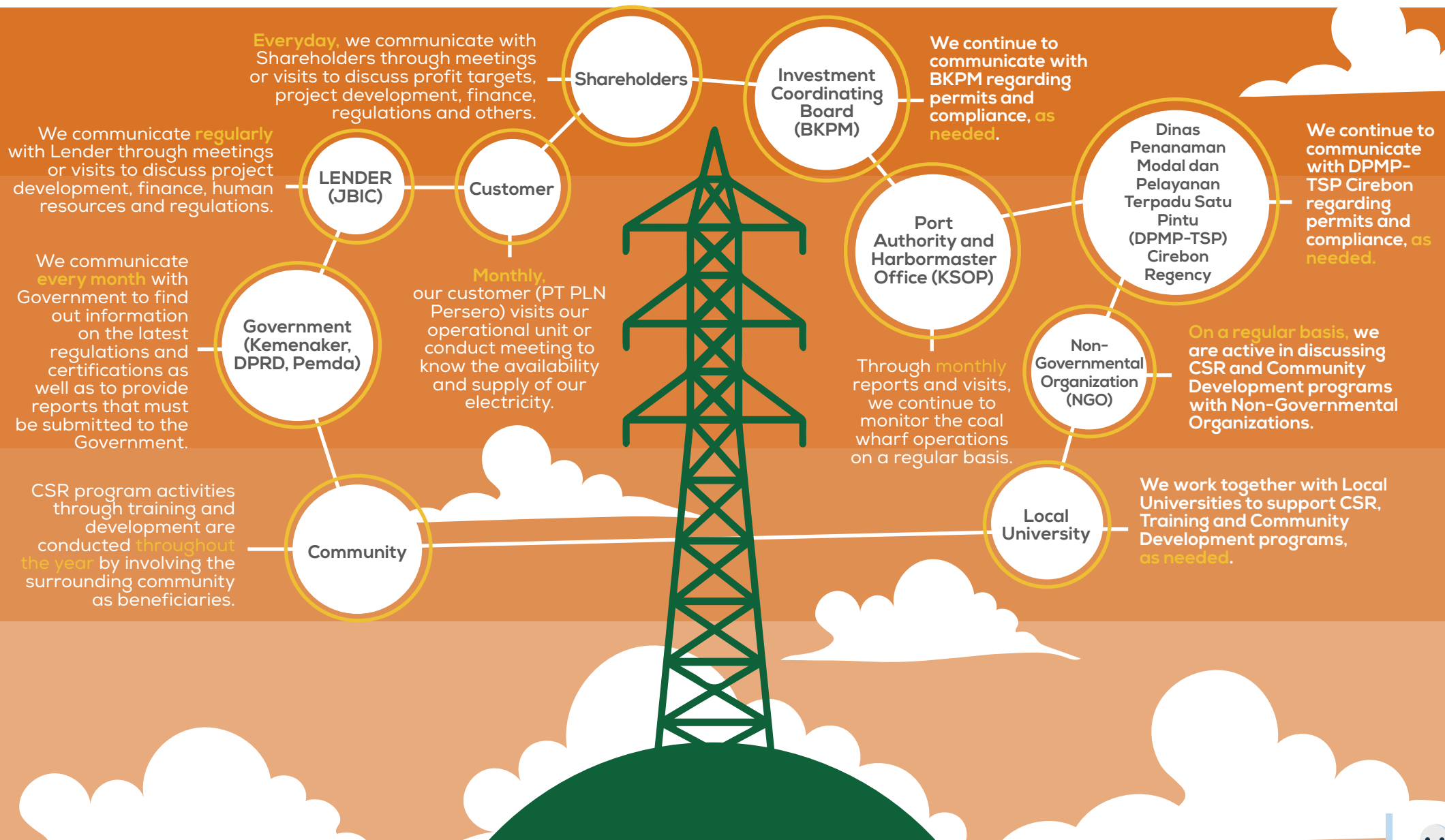
Defining the Report Process





Stakeholder Engagement

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





Determining Materiality

[GRI 102-47]

Materiality is a defining principle in the selection of report topics. Before writing this report, we asked stakeholders to be able to address their concerns.

We held a meeting with internal management to identify the materiality of the report. We also conduct Focus Group Discussions (FGD) with members from different departments. Our surveys and interviews are conducted with external parties such as customers (PLN), suppliers, local communities, governments, and Non-Governmental Organizations (NGOs).

We can conclude that this year we are concentrating on ten materialities for the Cirebon Power Sustainability Report 2020. We developed a matrix of materiality based on quantitative research. These topics can be seen in the following table:

10 Topik Terpilih

01 Kesehatan dan keselamatan kerja

02 Kepatuhan terhadap regulasi lingkungan

03 Program perusahaan dalam menjaga kualitas udara di sekitar area pabrik

04 Manajemen air dan limbah cair

05 Strategi perusahaan dalam menjamin keberlangsungan kegiatan produksi perusahaan

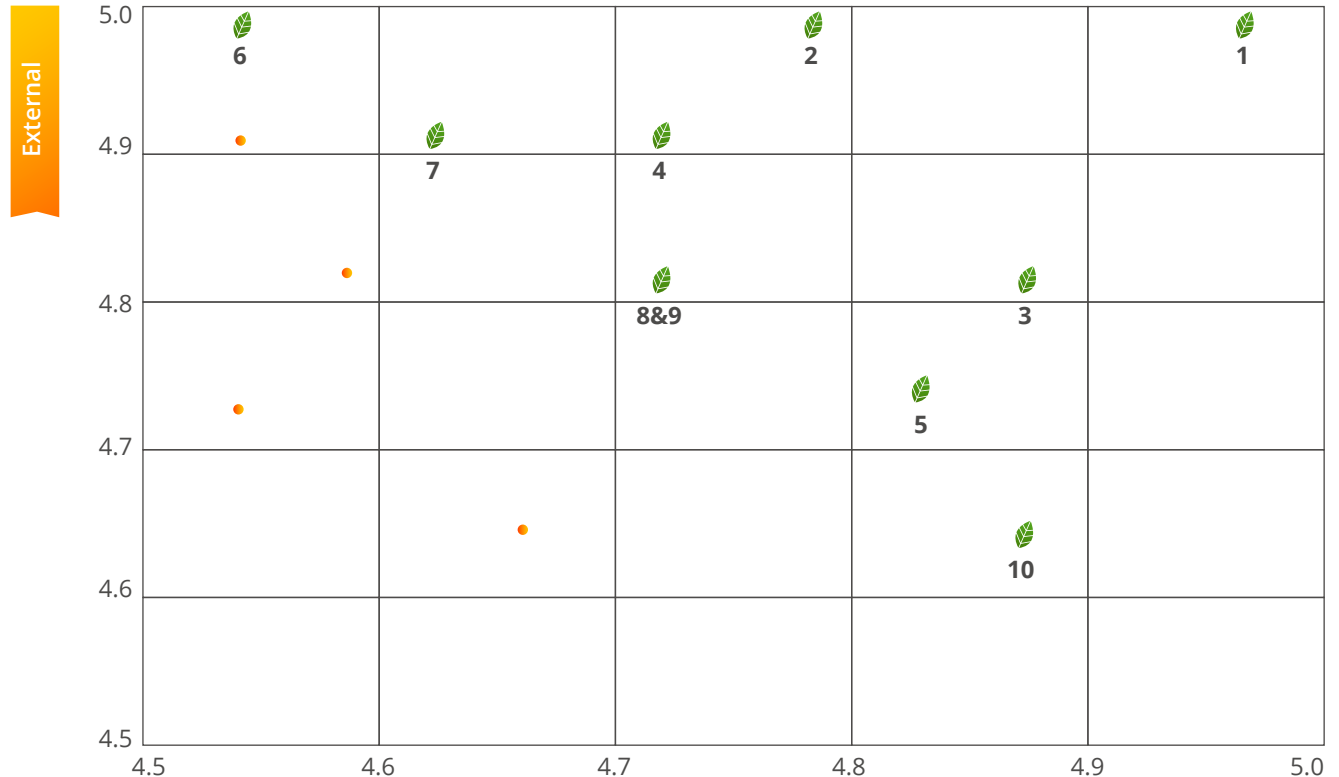
06 Kesehatan dan keselamatan masyarakat di lokasi sekitar perusahaan

07 Emisi yang dihasilkan oleh perusahaan dalam aktivitasnya dan program penurunan emisi

08 Tingkat efisiensi pembangkit listrik

09 Manajemen limbah padat dan B3

10 Pentingnya pencegahan korupsi di perusahaan





Topic Boundaries

[GRI 102-46, GRI 102-47]

As a second step, we align each materiality topic with the GRI Standard. Each topic has its own limitations in our supply chain. The limitations of this topic can determine the impact it has to a topic's material and Cirebon Power's role.

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.

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

Contribute



Cause



Linked



Material Topic	GRI Topic	Supplier	Operational	Customer
Occupational Health and Safety	Occupational Health and Safety			
Compliance with environmental regulations	Environmental Compliance			
Company program in maintaining air quality around power plant area	Emission			
Water and wastewater management	Water			
The company's strategy in ensuring the continuity of the company's production activities	Economic performance			
Public health and safety around the company	Customer health and safety			
Emissions generated by the company in its activities and emission reduction programs	Emission			
Power generation efficiency rate	Energy			
Solid waste management and B3	Waste and effluent			
The importance of preventing corruption in the company	Anti corruption			





External Initiatives

[GRI 102-12]



Achievement

Green Rating
(Beyond Compliance)
PROPER Ministry
of Environment and
Forestry Republic of
Indonesia 2020



Certification

ISO 9001 : 2015

ISO 9001:2015

ISO 14001: 2015

ISO 45001: 2018



Association Member

- APLSI (Asosiasi Pengusaha Listrik Swasta Indonesia)
- APLBI (Asosiasi Pembangkit Listrik Batu Bara Indonesia)
- MKI (Masyarakat Ketenagalistrikan Indonesia)





Sustainability Development Goals

01

Protecting Our People

Gender
Equality

Decent Work and
Economic Growth



02

Protecting Nature

Clean and
Affordable
Energy

Responsible
Consumption and
Production

Action to
Climate
Change



03

Building Empowered Community

★ Good Health and
Well-being

★ Quality
Education

★ Life on Land



GRI Index

(GRI 102-2, GRI 107-7)

GRI Standard	Disclosure	Page
General Disclosures		
GRI102: General Disclosures	102-1 Name of the organization	5
	102-2 Activities, brands, products, and services	5
	102-3 Location of headquarters	5
	102-4 Location of operations	5
	102-5 Ownership and legal form	5, 14
	102-6 Markets served	5, 13
	102-7 Scale of the organization	5
	102-8 Information on employees and other workers	5
	102-9 Supply chain	9
	102-10 Significant changes to the organization and its supply chain	62
	102-11 Precautionary principle or approach	34-48
	102-12 External initiatives	67
	102-13 Membership of associations	67
	102-14 Statement from senior decision-maker	2
	102-16 Values, principles, standards, and norms of behavior	7
	102-18 Governance structure	15
	102-40 List of stakeholder groups	64

GRI Standard	Disclosure	Page
General Disclosures		
GRI102: General Disclosures	102-41 Collective bargaining agreements	24
	102-42 Identifying and selecting stakeholders	64
	102-43 Approach to stakeholder engagement	64
	102-44 Key topics and concerns raised	64
	102-45 Entities included in the consolidated financial statements	5
	102-46 Defining report content and topic Boundaries	63, 66
	102-47 List of material topics	65-66
	102-48 Restatements of information	62
	102-49 Changes in reporting	62
	102-50 Reporting period	62
	102-51 Date of most recent report	62
	102-52 Reporting cycle	62
	102-53 Contact point for questions regarding the report	62
	102-54 Claims of reporting in accordance with the GRI Standards	62
	102-55 GRI content index	69



GRI Standard	Disclosure		Page
Economic			
Indirect Economic Impacts			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	51, 56
	103-2	The management approach and its components	51, 56
	103-3	Evaluation of the management approach	51, 56
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	51, 56
	203-2	Significant indirect economic impacts	51, 56
Procurement Practices			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	13
	103-2	The management approach and its components	13
	103-3	Evaluation of the management approach	13
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	13
Environment			
Materials			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	13
	103-2	The management approach and its components	13
	103-3	Evaluation of the management approach	13
GRI 301: Materials	301-1	Materials used by weight or volume	13

GRI Standard	Disclosure		Page
Environment			
Energy			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	35
	103-2	The management approach and its components	35
	103-3	Evaluation of the management approach	35
GRI 302: Energy	302-1	Energy consumption within the organization	35
	302-3	Energy intensity	35
Water and Effluents			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	41
	103-2	The management approach and its components	41
	103-3	Evaluation of the management approach	41
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	41
		Management of water discharge-related impacts	41
	303-3	Water withdrawal	41
	303-5	Water consumption	41
Biodiversity			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	38
		The management approach and its components	38
	103-3	Evaluation of the management approach	38
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	38
		Habitats protected or restored	38
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	38





GRI Standard	Disclosure	Page
Environment		
Emission		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries
	103-2	The management approach and its components
	103-3	Evaluation of the management approach
GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions
		GHG emissions intensity
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions
Effluents and Waste		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries
	103-2	The management approach and its components
	103-3	Evaluation of the management approach
GRI 306: Effluents and Waste	306-2	Waste by type and disposal method
	306-4	Transport of hazardous waste
	306-5	Water bodies affected by water discharges and/or runoff
Environmental Compliance		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries
	103-2	The management approach and its components
	103-3	Evaluation of the management approach
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations
Supplier Environmental Assessment		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries
	103-2	The management approach and its components
	103-3	Evaluation of the management approach
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria

GRI Standard	Disclosure	Page
Social		
Occupational Health and Safety		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries
	103-2	The management approach and its components
	103-3	Evaluation of the management approach
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system
	403-2	Hazard identification, risk assessment, and incident investigation
	403-4	Worker participation, consultation, and communication on occupational health and safety
		Worker training on occupational health and safety
	403-9	Work-related injuries
Training and Education		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries
	103-2	The management approach and its components
	103-3	Evaluation of the management approach
GRI 404: Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs





GRI Standard	Disclosure		Page
Social			
Diversity and Equal Opportunity			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	27
	103-2	The management approach and its components	27
	103-3	Evaluation of the management approach	27
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	27
Local Communities			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	51, 56
	103-2	The management approach and its components	51, 56
	103-3	Evaluation of the management approach	51, 56
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	51, 56

Sector Aspect	Sector Disclosure		Page
Sector Disclosure Energy Utilities (EU)			
General standard disclosures for the Electric Utility Sector			
Organizational Profile	EU1	Installed capacity, broken down by primary energy source and by regulatory regime	6
	EU2	Net energy output broken down by primary energy source and by regulatory regime	35
	EU3	Number of residential, industrial, institutional and commercial customer accounts	11
	EU4	Length of above and underground transmission and distribution lines by regulatory regime	11
Economic disclosures for the Electric Utility Sector			
Research and Development	EU-R&D	Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	12
Availability and Reliability	EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	11
System Efficiency	EU12	Transmission and distribution losses as a percentage of total energy	38
	EU13	The biodiversity of the habitat offsets is compared to the biodiversity in the affected area	50
Labor Practices and decent work disclosures for the Electric Utility Sector			
Occupational Health and Safety	EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	28
Employment	Former EU14	EU-Employment [G4-DMA] Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors	30





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