

POLICY
HEALTH, SAFETY, SECURITY & ENVIRONMENT (HSSE)
PT PERTAMINA HULU ENERGI
SUBHOLDING UPSTREAM

PT Pertamina Hulu Energi, as the Upstream Subholding, is committed to conducting its Operations while considering the aspects of Occupational Health and Safety, Security, Environmental & Community Protection, as well as Process Safety and Asset Integrity continuously as the Company's top priorities in accordance with the Company's core values of AKHLAK (Amanah, Competent, Harmonious, Loyal, Adaptive, and Collaborative) to support the achievement of the Company's Goals, Vision, and Mission by means of:

1. Comply with all Legal Regulations, Standards, Work System, and Stakeholder Requirements, while prioritizing HSSE aspects in making all business and operational decisions that support increased production and the sustainability of the Company's business.
2. Manage HSSE aspect risks to ensure occupational health and safety, process safety, security, environmental, asset, and company reputation aspects are safeguarded.
3. Foster good and professional relationships and cooperation in managing HSSE aspects with all stakeholders, as well as;
4. Integrating the Company's strategies and activities within the context of Environmental Social Governance (ESG) to achieve operational excellence that contributes to the goals of sustainable development and the Sustainable Development Goals (SDGs).

The above commitment is realized through the implementation of HSSE Programs that encompass and aim to:

1. Preventing and mitigating the risks of incidents and work-related accidents through the implementation of Corporate Life Saving Rules (CLSR) and SUPREME (Sustainability Pertamina Expectations For Management Excellence), utilizing the process of learning from incidents (Lessons Learned) as an effort to prevent similar occurrences, implementing the Contractor Safety Management System (CSMS) as an HSSE requirement in Contract Work to be executed, ensuring the readiness of Emergency Response Plans and Medical Emergency Response to be an integral part of Emergency Handling and Crisis Management, and conducting HSSE Risk Management.
2. Preventing major accidents and achieving superior, safe, and reliable operations through the implementation of Process Safety & Asset Integrity Management System (PSAIMS).
3. Preventing environmental pollution and protecting the environment through the implementation of environmental governance, social aspects, waste and hazardous waste management using the principles of Refuse, Reduce, Reuse, Recycle, Recovery (5R), biodiversity protection to achieve a Net Positive Impact, prevention of oil spills, and sustainable community development.
4. Preventing security disruptions and reducing the likelihood of security incidents as well as the adverse impacts of any security incidents across the Company's Operating Areas and National Vital Objects, while still considering human rights principles through the implementation of Voluntary Principles on Security and Human Rights (VPSHR).
5. Management and monitoring of workers' conditions through the Fit to Work program, daily health check-ups, Fit for Task assessments, workplace environment monitoring, availability of health facilities, and quality medical services.
6. Enhancing workers' awareness and competence through HSSE Mandatory Training and Technical Competencies.
7. Implementation of good governance, particularly in the environmental field, through the application of Environmental Management System (EMS) and Life Cycle Assessment (LCA) with energy efficiency programs, emission reduction, reduction of water pollution loads, and water conservation.
8. Comprehensive and integrated digitalization of HSSE technologies and work facilities to support reliable analysis and accurate decision-making processes.

This policy is established to be implemented by every Employee, Working Partners, Contractors, and Guests within the operational areas of the Upstream Subholding, upholding the Pertamina HSSE Golden Rules: **Patuh - Intervensi - Peduli**.

This policy is effective upon signing and will be periodically reviewed.

Jakarta, 16 May 2023

President Director

SIGNED

Wiko Migantoro

