

Menguatkan Sinergi Mengoptimalkan Strategi

Strengthening Synergies, Optimizing Strategy



2017

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Tim Penyusun

Penanggung Jawab : Waris Budi Raharjo

Penulis : Achmad Wibowo
Rizaldy Rahadian
Andrina Rachmania Riyanto
Sonia Kartika Hapsari
Darojatun Fakhru Dzakirin

Editor : Achmad Wibowo
Rizaldy Rahadian
Andrina Rachmania Riyanto
Sonia Kartika Hapsari
Darojatun Fakhru Dzakirin

Layouter : Andrina Rachmania Riyanto
Rizaldy Rahadian

Hak Cipta dan
Penerbitan pada : JOB Pertamina-Medco E&P Tomori Sulawesi

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Diterbitkan oleh:
PT Panca Kreasi Selaras
Jl. Kalibata Selatan IA No. 11 D
Jakarta Selatan
Phone. 021 27532239
Fax. 021 27532239

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Achmad Wibowo
Rizaldy Rahadian
Andrina Rachmania Riyanto
Sonia Kartika Hapsari
Darajatun Fakhru Dzakin

Menguatkan Sinergi, Mengoptimalkan Strategi

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Joint Operating Body Pertamina–Medco E&P Tomori Sulawesi (selanjutnya disebut “JOB Tomori”, “Perusahaan”, atau “Kami”) bersinergi secara berkelanjutan untuk membangun negeri dengan terus memproduksi minyak, gas dan kondensat dari Blok Senoro-Toili di Sulawesi Tengah.

Seiring dengan kebangkitan perekonomian Indonesia dari sektor minyak dan gas, Kami berhasil memproduksi minyak pada tahun 2017 sebesar 2.728 Mbls, dan produksi gas 2017 sebesar 107.841 MMSCF. Peningkatan ini membuktikan keberhasilan kami melalui semangat “Menguatkan Sinergi, Mengoptimalkan Strategi” pada tahun 2017.

Upaya kami untuk terus meningkatkan pencapaian produksi demi menuju tercapainya produksi sebanyak 100.000 BOEPD, akan kami lakukan dengan memenuhi target yang telah ditetapkan perusahaan melalui “TAGLINE TAHUN INI”

Joint Operating Body Pertamina-Medco E&P Tomori Sulawesi (hereinafter referred to as “JOB Tomori”, “Company” or “We”) synergizes sustainably to build the country by continuously producing oil, gas and condensate from the Senoro-Toili Block in Central Sulawesi.

Along with the rising oh Indonesia’s economic from Oil & Gas sectors, we were succeed producing oil in 2017 in the amount of 2.7218 Mbls, and gas production of 2017 in the amount of 107.841 MMSFC. This enhancement proved our success through the spirit of “Strengthening Synergy, Optimizing Strategy” at the year of 2017.

Our efforts in order to improve the production target to achieve the production of 100.000 BOEPD, we will do everything to achieve that target by “TAGLINE”

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HIGHLIGHT

974 BCF

PENEMUAN CADANGAN HIDROKARBON
Hydrocarbon reserves discovery

ISO14001

LAPANGAN TIKA DAN SENORO
Tiaka and Senoro Fields

PLACED INTO SERVICE (PIS)

PROYEK SENORO
Senoro Project


ZERO


FATALITY
Fatality


4

IKHTISAR KINERJA KEBERLANJUTAN

Sustainability Performance Summary

 Ekonomi Economy	KINeRJa	ReaLisasi 2017 REALIZATION	PERFORMANCE
	Produksi Minyak	2.728 Mbls	Oil Production
	Produksi Gas	107.841 MMSCF	Gas Production
	Produksi Kondensat	3,044,350 BBLs	Condensate Production
	Penjualan minyak, gas dan kondensat	US\$425 juta	Oil, gas and condensate sales

 SoSial Social	KINeRJa	ReaLisasi 2017 REALIZATION	PERFORMANCE
	Number of Accident	0	Number of Accident
	Total Recordable Injury Rate	0	Total Recordable Injury Rate
	Pemberdayaan Perempuan Melalui Program Taman Sorga	375 orang People	Women Empowerment Through Taman Sorga Program
	Pemberdayaan Nelayan melalui Program Ekonomi Nelayan	466 orang People	Fishermen Empowerment through Fisherman Economy Program
	Pemberdayaan Petani melalui Program Budidaya Padi Organik	131 orang People	Farmers Empowerment through Organic Rice Cultivation Program

 Lingkungan Environment	KINeRJa	Realisasi 2017	REALIZATION	PERFORMANCE
	PROPER		Hijau	PROPER
	Efisiensi Energi		3.7%	Energy Efficiency
	Reduksi Emisi GRK		5.65%	GHG Emission Reduction
	Reduksi Limbah B3 Operasi		30.7%	B3 Waste from Operations Reduction
	Reduksi Limbah Non B3		25%	Non-B3 Waste Reduction
	Efisiensi Air		5%	Water Efficiency
	Transplantasi Karang		8,500 m ²	Coral Transplantation
	Konservasi Mangrove		2,800 m ²	Mangrove Conservation
	*Data Juli 2016-Juli 2017			*Data of July 2016-July 2017

PENGHARGAAN

Awards

- PROPER Hijau Tahun 2017 dari Kementerian Lingkungan Hidup dan Kehutanan
- Patra Nirbhaya Karya Utama Tahun 2017 dari Kementerian Energi dan Sumber Daya Mineral
- Pertamina Awards Pilar Cerdas 2017
- Pertamina FT-Prove Duren Nambo Platinum
- Bendera Emas Sistem Manajemen Pengamanan dari Kepala Kepolisian Republik Indonesia 2017
- Green PROPER 2017 from the Ministry of Environment and Forestry
- Patra Nirbhaya Karya Utama 2017 from the Ministry of Energy and Mineral Resources
- Pertamina Awards Pilar Cerdas 2017
- Pertamina FT-Prove Duren Nambo Platinum
- Bendera Emas Security Management System from Head of Kepolisian Republik Indonesia 2017

PESAN UNTUK PEMANGKU KEPENTINGAN

[G4-1]

Message For Stakeholders



Pemangku kepentingan yang kami hormati,

Implementasi filosofi triple bottom line menjadi strategi utama JOB Tomori menghadapi fluktuasi harga minyak dunia dan perlambatan ekonomi sepanjang tahun 2017. Kami berupaya menjaga keselarasan kinerja ekonomi (profit), lingkungan (planet), dan sosial (people) melalui program-program kerja yang terencana, terukur, dan terarah untuk mencapai visi JOB Tomori. Upaya ini juga menjadi kontribusi pencapaian Sustainable Development Goals (SDGs) 2030. Kami melaporkan kinerja keberlanjutan ini untuk pertama kalinya dalam Laporan Keberlanjutan 2017.

Dear our distinguished stakeholders,

Implementation of the triple bottom line philosophy became the main strategy of JOB Tomori to face fluctuating world oil prices and economic slowdown throughout 2017. We strived to maintain the harmony between economic (profit), environmental (planet), and social (people) performance through well-planned work programs, measurable, and focused on achieving JOB Tomori vision. This effort also contributed to the achievement of Sustainable Development Goals (SDGs) 2030. We presented on this sustainability performance for the first time in the Sustainability Report 2017.

MENCAPAI TARGET PENAMBAHAN CADANGAN DAN KINERJA PRODUKSI

Kesungguhan Kami dalam kinerja evaluasi pengembangan dan eksplorasi membuahkan hasil baik dengan pencapaian melebihi yang ditargetkan, bahkan terdapat penambahan cadangan hidrokarbon sebesar 974 BCF di Lapangan Senoro yang menjadi nilai tambahan untuk dapat dimonetisasi.

Kami melakukan kegiatan operasi secara profesional dengan inovasi yang terus berkelanjutan secara efektif dan efisien. Strategi utama kami untuk meningkatkan produksi migas sepanjang tahun 2017 adalah dengan memenuhi komitmen pembeli dan mengisi alokasi produksi lapangan blok lainnya yang belum berproduksi. Tantangan utama yang kami hadapi antara lain harga minyak yang masih belum stabil dan mempertahankan laju produksi di Lapangan Senoro.

ACHIEVING TARGET FOR ADDITIONAL RESERVES AND PRODUCTION PERFORMANCE

Our sincerity in the performance of development and exploration evaluation has resulted in the achievement that exceeded the initial target, and even the addition of 974 BCF of hydrocarbon reserves in Senoro Field which become added value to be monetized.

We operate professionally with continuous innovation effectively and efficiently. Our main strategy to increase oil & gas production during 2017 was to fulfill the our commitment with buyers and to fulfill the production allocation of other block fields that have not yet been produced. The main challenges that we faced were the unstable oil prices and maintaining the production rate at Senoro Field.



26,235.143

Jam kerja selamat dengan penghargaan tertinggi keselamatan operasi migas Patra Nirbhaya Karya Utama dari Kementerian Energi dan Sumber Daya Mineral (ESDM)

Safe man hours with the highest safety award in oil & gas operation, Patra Nirbhaya Karya Utama, from Ministry of Energy and Mineral Resources



62%

Peningkatan pendapatan dari tahun sebelumnya

Revenue increase from previous year



99%

Reduksi emisi oleh pemanfaatan panas dari proses acid gas conversion unit (AGCU).

Emission reduction by heat recovery from acid gas conversion unit process (AGCU)

Praktik terbaik operasi pada tahun 2017 menghasilkan produksi gas bumi 107,84 BCF, sedangkan produksi kondensat sebesar 2,728 MBBLs. Angka ini secara total melampaui target produksi yang ditetapkan SKK Migas sebesar 104,76 BCF untuk gas dan 2,612 MBBLs untuk kondensat. Lapangan Tiaka untuk sementara waktu ditutup (*temporary shut-in*) terkait alasan keekonomian.

Pencapaian target produksi dan peningkatan cadangan migas selaras dengan pertumbuhan kinerja ekonomi JOB Tomori. Pendapatan JOB Tomori dari penjualan minyak, gas, dan kondensat mencapai US\$523 juta, tumbuh 62% dibandingkan tahun sebelumnya. Kinerja ini ikut menghasilkan nilai kontribusi kepada negara, berupa pembayaran pajak sekitar US\$56 juta.

Pencapaian kinerja ekonomi didukung oleh sinergi keseluruhan pekerja dengan kompetensi masing-masing. Hasil pelatihan pekerja berupa peningkatan keterampilan atau keahlian, produktivitas, disiplin, sikap dan etos kerja mendukung pencapaian 26,235.143 jam kerja selamat terhitung dari tanggal LTI terakhir pada 30 Mei 2014. Kinerja K3 kami mendapatkan penghargaan tertinggi keselamatan operasi migas Patra Nirbhaya Karya Utama dari Kementerian Energi dan Sumber Daya Mineral (ESDM) tahun 2017.

NILAI TAMBAH LINGKUNGAN

Masih di tahun 2017, kami mendapatkan apresiasi PROPER Hijau dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) atas pengelolaan lingkungan hidup secara lestari. Kami memiliki program efisiensi energi yang sejalan dengan upaya mereduksi emisi, yaitu pengurangan beban kerja pembangkit listrik tenaga gas dengan penggunaan pembangkit listrik tenaga uap dari pemanfaatan panas yang dihasilkan proses acid gas conversion unit (AGCU).

The implementation of operational best practices in 2017 resulted natural gas production of 107,84BCF, while condensate production amounted to 2,728 MBBLs. These figures in total exceeded the production target set by SKK Migas of 104,76 BCF for gas and 2,612 MBBLs for condensate. Tiaka Field was temporarily shut-in for economic reasons.

The achievement of production targets and the increase of oil & gas reserves was in line with the growth of JOB Tomori's economic performance. JOB Tomori's revenue from oil, gas and condensate sales reached US\$523 million, up 62% from the previous year. This performance generated the value of the contribution to the state, in the form of tax payments of approximately US\$56 million.

The economic performance achievement was supported by the synergy of all employees with their respective competencies. The results of the employee training in the form of skills or competence enhancement, productivity, discipline, attitude and ethics of work supported the achievement of 26,235,143 safe man-hours from the last LTI date on May 30, 2014. Our OHS performance earned the highest award of safety of oil & gas operations, Patra Nirbhaya Karya Utama, from the Ministry of Energy and Mineral Resources in 2017.

ENVIRONMENTAL ADDED VALUE

Also in 2017, we received Green PROPER award from the Ministry of Environment and Forestry for sustainable environmental management. We have an energy efficiency program in line with efforts to reduce emissions, which is reducing the load of a gas-fired power plant by utilizing a steam power plant from heat utilization generated by the acid gas conversion unit (AGCU) process.

Program ini mampu mengurangi penggunaan *fuel gas* pada *gas turbine generator* (GTG) 3,5% dari total pemakaian energi dan mereduksi emisi 3,3% dari total emisi gas rumah kaca. Program ini juga mampu menghemat biaya sebesar Rp1,2 miliar. Di sisi lain, melalui proses AGCU kami berhasil memisahkan H₂S yang ikut terbawa gas bumi dan mengkonversinya menjadi asam sulfat (H₂SO₄) yang memiliki nilai guna. H₂SO₄ yang dihasilkan mencapai 6.551 ton dan menghasilkan nilai ekonomis sekitar Rp2 juta. Proses konversi ini berhasil menurunkan emisi SO₂ sebesar 99%.

Keberadaan operasi kami di Blok Senoro-Toili Sulawesi Tengah juga memberikan manfaat lingkungan. Melanjutkan sejak tahun 2016 hingga tahun 2017, JOB Tomori telah melakukan konservasi burung maleo sebanyak 20 pasang, transplantasi karang seluas 1.500 m² dan konservasi mangrove seluas 2.800 m². Inisiatif pelestarian keanekaragaman hayati ini mendapatkan penghargaan dari Bupati Morowali Utara.

The program managed to reduce the use of fuel gas in gas turbine generators (GTG) by 3.5% of total energy consumption and reduced emissions by 3.3% of total greenhouse gas emissions. This program also managed to save costs of Rp1.2 billion. On the other hand, through the AGCU process we succeeded in separating the H₂S which was carried by natural gas and converted it into sulfuric acid (H₂SO₄) which has a useful value. The H₂SO₄ production reached 6,551 tons and generated economic value of about Rp2 million. This conversion process successfully reduced SO₂ emissions by 99%.

The presence of our operations in the Senoro-Toili Block of Central Sulawesi also provides environmental benefits. Continue from 2016 until 2017, JOB Tomori has conserved 20 maleo birds, 1,500 m² coral transplants and mangrove conservation area of 2800 m². This biodiversity conservation initiative was awarded by the North Morowali Regent.

PEMBERDAYAAN MASYARAKAT [G4-34]

Dalam menjalankan kegiatan Tanggung Jawab Sosial, JOB Tomori terus berkomitmen untuk turut serta berperan dalam melaksanakan pembangunan melalui program pemberdayaan masyarakat, melalui peningkatan kapasitas masyarakat; seperti pelatihan, pembinaan dan pendampingan guna mendukung dan melaksanakan kegiatan-kegiatan yang bertujuan untuk mencapai masyarakat mandiri yang sejahtera dan cinta pada lingkungan.

Program-program utama yang dilaksanakan guna menumbuhkan kemandirian masyarakat mencakup kegiatan Pertanian ramah lingkungan berkelanjutan (PRLB) dengan peningkatan penggunaan pupuk organik dan eliminasi penggunaan pupuk kimia melalui sistem pertanian LEISA (*Low External Input Sustainable Agriculture*), Program pengembangan UMKM tanaman obat keluarga (TOGA), Program Kewirausahaan atau Usaha Mikro Kecil dan Menengah (UMKM) melalui produk olahan pangan, ramuan herbal dan kerajinan, Program pemberdayaan Masyarakat Pesisir melalui fasilitasi sarana alat tangkap teknologi ramah lingkungan dan pendampingan kelembagaan kelompok nelayan, Program Rumah Pemberdayaan Ibu dan Anak (RPIA),

COMMUNITY EMPOWERMENT [G4-34]

In order to implement the Corporate Social Responsibility programs, JOB Tomori keep committed to participate in welfare development, through community development progra, such as training, coaching, and assistency to support and do activities which aims to attain the self-sustain community and care with the environment.

The main programs are implemented in order to gain the autonomy of the community which includes the activity of Sustainable eco-friendly agriculture (PRLB) by increasing the use of organic fertilizers and eliminate the use of chemical fertilizers through LEISA (*Low External Input Sustainable Agriculture*) system, the Development of UMKM programs through TOGA (*Family Medical Plants*), the entrepreneurship or Micro Small and Medium Enterprises (UMKM) through processed food product, herbs and crafts, the community empowerment program through facilitate the environmentally friendly fishing gear and assistency of the fishermens groups, and the programs of empowering the mother and children (RPIA).

Desa Energi melalui pengembangan energi alternatif Biogas, *Capacity Building* melalui pelatihan-pelatihan keterampilan hidup (*life skill*) seperti Pelatihan Welder, Otomotif, Menjahit, Pemberdayaan masyarakat pada sektor peternakan, seperti budidaya itik dan ayam kampung super, Fasilitasi infrastruktur publik, yakni Pendidikan, kesehatan dan juga sarana keagamaan.

Dalam praktek pemberdayaan masyarakat, hampir semua elemen kelompok masyarakat telah diberdayakan oleh JOB Tomori dengan kategori usia maupun profesi seperti kelompok ibu-ibu, pemuda, pelajar serta anak-anak dan berdasarkan profesi seperti petani, nelayan, dan peternak. Sejak tahun 2013 hingga tahun 2017, terdapat 35.547 KK yang telah menerima manfaat dari program pemberdayaan masyarakat dalam bentuk pelatihan keterampilan, pendampingan dan penyuluhan fasilitas sarana produksi.

Atas semua pencapaian kinerja keberlanjutan tahun 2017, kami semakin termotivasi untuk terus berkontribusi kepada seluruh pemangku kepentingan pada masa mendatang. Bersama seluruh pemangku kepentingan pula, kami optimis menghadapi tantangan masa depan industri perminyakan yang dinamis dan mencapai kemajuan lebih baik dalam mewujudkan visi, misi dan tujuan JOB Tomori. Pada akhirnya, kami menyampaikan terima kasih kepada seluruh pemangku kepentingan, terutama para pekerja atas kerja keras dan dedikasinya kepada JOB Tomori.

The Energy village through the development of Biogas alternative energy, Capacity Building through trainings of life skill, such as welder, automotive, sewing, community development on farm, like cultivation of ducks and chickens, publik infrastructure, such as education, health and also the religion.

In the practice of community development, almost every elements of the community already been involved by JOB Tomori with the age range or professions such as the woman group, young people, student, fishermen, and farmer. Since 2013 until 2017, there are 35.547 Head of family which already received the benefit of community development programs through training, assistance, and workshop the production of farm, and other facilities.

With all sustainability performance achievements in 2017, we become more motivated to continue contributing to all stakeholders in the future. Together with all stakeholders, we are optimistic to face dynamic future challenges in the petroleum industry and achieve better progress in realizing the vision, mission and goals of JOB Tomori. We would like to thank all stakeholders, especially the employees for your hard work and dedication to JOB Tomori.

Jakarta, Juli | July 2018

ACHMAD ZAIDY
General Manager JOB Tomori

PROFIL LAPORAN

Report Profile

PENGANTAR LAPORAN

Penerbitan Laporan Keberlanjutan 2017 ini merupakan bukti komitmen JOB Tomori menerapkan prinsip-prinsip keberlanjutan. Arti keberlanjutan bagi JOB Tomori adalah kelangsungan kegiatan operasi minyak dan gas yang aman, optimum, efisien, dan ramah lingkungan. Isi laporan mencakup pelaksanaan kinerja keberlanjutan pada periode 1 Januari hingga 31 Desember 2017, yang meliputi aspek ekonomi, lingkungan dan sosial. Laporan kedua ini selanjutnya akan diterbitkan setiap tahun. [G4-28, G4-29, G4-30] [ISRS-15.3.1]

Laporan disusun sesuai dengan *core option* pada Sustainability Reporting Guidelines versi 4 yang diterbitkan Global Reporting Initiative (GRI G4). Laporan dilengkapi dengan pengungkapan sektor minyak dan gas bumi (Sector Disclosures For Oil And Gas/SDOG) dan International Sustainability Rating System (ISRS).

PENENTUAN ISI LAPORAN [G4-18]

JOB Tomori menentukan isi laporan melalui rapat internal yang dihadiri perwakilan setiap *section*. Selain itu, JOB Tomori melakukan *focused group discussion* (FGD) dengan para pemangku kepentingan eksternal melalui Forum Desa. Aspek material ditentukan berdasarkan hasil laporan tahunan, evaluasi dan monitoring dengan membandingkan antara *assessment* perencanaan tahunan dengan implementasi program. Penentuan aspek material laporan mempertimbangkan masukan dari pemangku kepentingan internal maupun eksternal. Aspek material juga ditentukan sesuai karakteristik industri migas (eksplorasi dan produksi) dengan mengacu pada Sustainability Accounting Standard Board (SASB), khususnya sektor sumber daya tidak terbarui.

REPORT INTRODUCTION

The publication of the Sustainability Report 2017 is a substantiation of JOB Tomori's commitment to implement sustainability principles. The meaning of sustainability for JOB Tomori is the safe and optimum, efficient and environmentally friendly oil and gas operation continuity. The contents of the report cover economic, environmental and social performance of the sustainability implementation in the period January 1 to December 31, 2017,. This report will be continued and be published annually. [G4-28, G4-29, G4-30] [ISRS-15.3.1]

The report was prepared in accordance with core options in Sustainability Reporting Guidelines version 4 published by the Global Reporting Initiative (GRI G4). The report is complemented with the Sector Disclosures For Oil And Gas (SDOG) and the International Sustainability Rating System (ISRS).

DEFINING REPORT CONTENT [G4-18]

JOB Tomori defined the contents of the report through internal meetings attended by representatives of each section. In addition, JOB Tomori held a Focus Group Discussion (FGD) with external stakeholders through the Village Forum. Material aspects were determined based on the annual reporting, evaluation and monitoring by comparing annual planning assessments with program implementation. The determination of material aspects of the report considered the feedbacks from internal and external stakeholders. The material aspects were also determined according to the characteristics of the oil and gas industry (exploration and production) with reference to the Sustainability Accounting Standard Board (SASB), particularly non-renewable resource sector.



Ruang lingkup isi laporan terkait semua informasi dan data berasal dari JOB Tomori, baik keuangan maupun non keuangan. Pelaporan data keuangan hanya mencakup JOB Tomori, tidak ada data keuangan konsolidasi karena JOB Tomori tidak memiliki entitas anak perusahaan. Khusus informasi kinerja lingkungan, yaitu aspek energi, emisi, limbah, dan air disampaikan untuk periode Januari-Juni 2017. Waktu penyampaian ini dipilih sesuai dengan perhitungan data yang mengacu pada periode pelaporan PROPER. [G4-17]

Proses penentuan isi laporan memperhatikan prinsip keterlibatan pemangku kepentingan, konteks berkelanjutan, materialitas, dan kelengkapan. Penyusunan laporan juga mempertimbangkan prinsip keseimbangan, komparabilitas, akurasi, ketepatan waktu, kejelasan, dan keandalan. [G4-18]

Penetapan isi laporan melalui 4 tahapan sebagai berikut: [G4-18]

1. Identifikasi aspek material yang sesuai dengan karakteristik perusahaan migas, khususnya yang relevan dengan kondisi JOB Tomori. Penentuan dampak aspek material (*boundary*) hanya terbatas pada area operasi yang mempengaruhi pemangku kepentingan.
2. Penetapan prioritas setiap topik material dilakukan dengan memperhatikan dampak keberlanjutan JOB Tomori dan pengaruhnya terhadap keputusan pemangku kepentingan.

As boundary of report contents, all information and data were collected from JOB Tomori, both financial and non financial. Financial data reporting only included JOB Tomori, and no consolidated financial data because JOB Tomori has no subsidiaries. Environmental performance information on energy, emissions, waste and water aspects were presented for the period from January to June 2017. The period of disclosure was selected in accordance with the data calculation referring to the PROPER reporting period. [G4-17]

The process of defining report content considered the principle of stakeholder inclusiveness, sustainability context, materiality, and completeness. The preparation of the report also considered the principles of balance, comparability, accuracy, timeliness, clarity, and reliability. [G4-18]

Report contents are defined through 4 steps as follows: [G4-18]

1. Identify material aspects according to the oil and gas company's characteristics, especially those relevant to JOB Tomori's condition. The boundary of the material aspect impact is limited to the area of operations affecting the stakeholders.
2. Prioritization of each material topic was conducted by taking into account the impact of JOB Tomori's sustainability and its impact on stakeholder decisions.

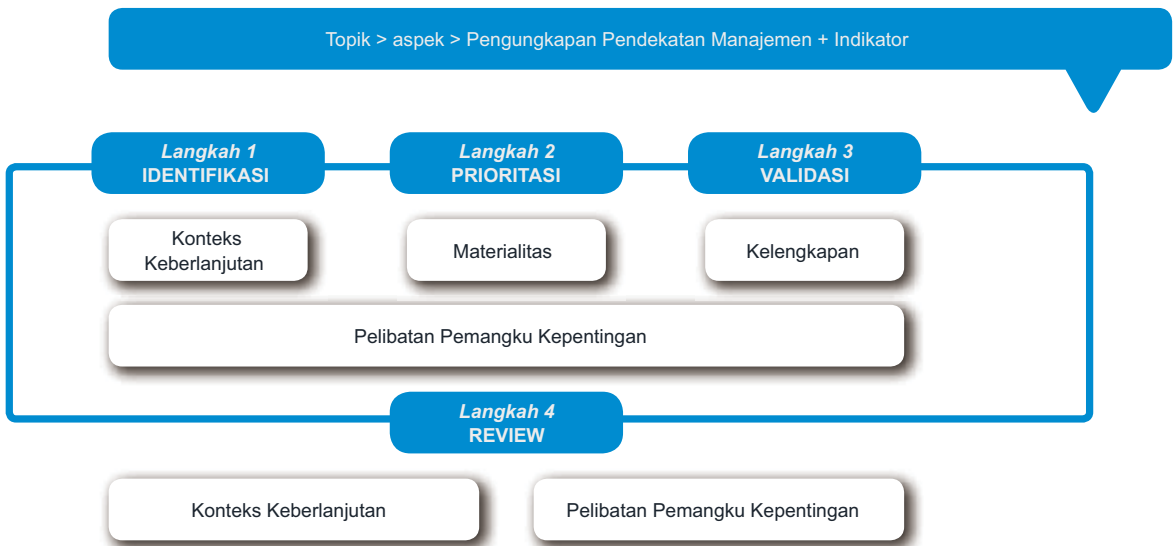
3. Validasi aspek material dan batasan ruang lingkup melibatkan pimpinan JOB Tomori. Hal ini untuk memastikan informasi dan data dalam laporan memiliki representasi yang wajar dan seimbang.

3. Validation of material aspects and boundary involved the leadership of JOB Tomori. This was to ensure the information and data in the report have a reasonable and balanced representation.

4. Tinjauan aspek material dilakukan pihak internal dan eksternal sebagai masukan bagi penyempurnaan laporan tahun berikutnya.

4. Review the material aspects of internal and external parties as input for the improvement of the next year's report.

Proses Penentuan Aspek Material
Material aspect Determination Process



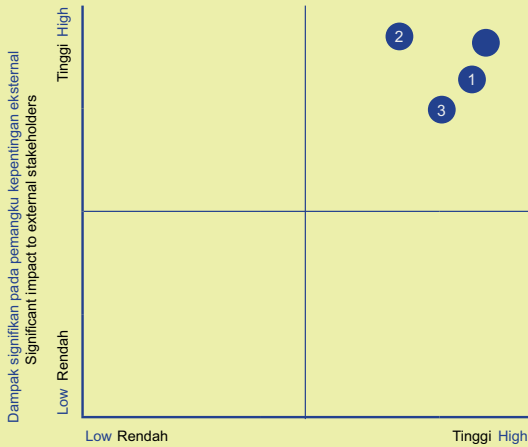
MATERIALITAS LAPORAN

Aspek material menunjukkan pentingnya informasi yang disampaikan dalam laporan ini karena dapat mempengaruhi pengambilan keputusan pemangku kepentingan.

REPORT MATERIALITY

The material aspects indicate the importance of the information presented in this report as it may influence decision-making of stakeholders.

Matriks Materialitas [G4-19]
Materiality Matrix



- 1 Kesehatan dan Keselamatan Kerja
Occupational health and safety (OHS)
- 2 Keanekaragaman Hayati
Biodiversity
- 3 Energi
Energy
- 4 Kinerja Ekonomi
Economic Performance

Dampak signifikan pada ekonomi, lingkungan dan sosial internal perusahaan
Significant impact to economic, environmental and social of internal company

BATASAN DAMPAK ASPEK MATERIAL

Setiap aspek material kategori 'tinggi' telah diidentifikasi dampaknya bagi pemangku kepentingan internal dan eksternal.

MATERIAL ASPECT IMPACT BOUNDARY

Every aspect of 'high' category material has been identified its impact on internal and external stakeholders.

Topik, Aspek, dan Batasan dalam Aspek Material
Topic, aspect and Boundary of Material aspects

[G4-18,G4-19, G4-20, G4-21]

No.	Topik Keberlanjutan Sustainability Topic	aspek Material GRI G4 GRI G4 Material Aspect	Dampak Pada Pemangku Kepentingan Impact on Stakeholders	
			Dalam JOB Tomori In JOB Tomori	Luar JoB tomori Outside JOB Tomori
1	Pencapaian target kinerja K3 Achievement of OHS performance targets	Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	Pekerja Employees	Kontraktor, SKK Migas Contractor, SKK Migas
2	Integrasi pengelolaan energi dengan upaya mereduksi emisi Integration of energy management with efforts to reduce emissions	Energi Energy	Pekerja Employees	Pemerintah Government
3	Perlindungan keanekaragaman hayati melalui konservasi burung Maleo, transplantasi karang dan konservasi mangrove Protection of biodiversity through the conservation of Maleo birds, coral transplants and mangrove conservation	Keanekaragaman Hayati Biodiversity	Pekerja Employees	LSM, masyarakat NGOs, communities
4	Bersinergi membangun negeri melalui pencapaian target produksi minyak dan gas Synergize to build the country through the achievement of oil and gas production targets	Kinerja Ekonomi Economic Performance	Pekerja, Pemegang Saham Employees, Shareholders	SKK Migas, pemasok, pelanggan, media, asosiasi, pemerintah SKK Migas, suppliers, customers, media, associations, government

Laporan keberlanjutan ini adalah laporan keberlanjutan pertama JOB Tomori. Oleh karena itu, tidak ada informasi mengenai penyajian kembali data (restatement) maupun perubahan cakupan dan batasan aspek material dari laporan sebelumnya. [G4-22, G4-23]

Di bagian akhir laporan, tersedia lembar umpan balik sebagai media bagi pemangku kepentingan untuk memberikan masukan kepada JOB Tomori terhadap laporan keberlanjutan ini. [ISRS-15.3.9]

This sustainability report is JOB Tomori's first sustainability report. Therefore, there is no information on restatement or changes in the scope and boundaries of material aspects of previous report. [G4-22, G4-23]

At the end of the report, there is a feedback form as a media for stakeholders to provide feedback to JOB Tomori on this sustainability report. [ISRS-15.3.9]

KONTAK LAPORAN | REPORT CONTACT [G4-31]

Nama | Name : Ruru Rudianto age Sartoko
Jabatan | Position : Relations Section head
Alamat | Address : Menara Bidakara Lt. 4 Jl. Jend. Gatot subroto kav 71-73 Jakarta 12870, indonesia
Telepon | Phone : +62(21) 2980 7000 , Fax: +62(21) 2980 7080
Email: relations.communication@job-tomori.com
Website: www.job-tomori.com



VISI, MISI, DAN NILAI JOB TOMORI [G4-56]

Vision, Mission and Values of JOB Tomori

VISI Vision [G4-56]

Menjadi operator perminyakan dan gas yang terbaik dan terpadang di Indonesia.

To be the best and most prominent oil and gas operator in Indonesia.

MISI Mission

Melakukan kegiatan operasi perminyakan secara profesional dengan inovasi yang terus berkelanjutan secara efektif dan efisien, untuk memberikan keuntungan yang sebesar-besarnya kepada pemegang saham dan bermanfaat bagi pemangku kepentingan.

Conducting professional petroleum operations with continuous innovation effectively and efficiency provide maximum profit to shareholders and benefit to stakeholders.

TATA NILAI PERUSAHAAN corporate core Values

Bersih clean:

Menjalankan bisnis dengan jujur, adil, standar etika tertinggi, menghindari benturan kepentingan, tidak menoleransi suap, menjunjung tinggi kepercayaan dan integritas serta selalu berpedoman pada asas-asas tata kelola korporasi yang baik.

Running business with honesty, fairness, highest ethical standards, avoiding conflicts of interest, zero tolerance to bribery, upholding trust and integrity, and always guided by good corporate governance principles.

Terbuka Open:

Mendorong informalitas dan keterbukaan dalam berkomunikasi, membangun rasa saling percaya, saling asah, asih, dan asuh di antara pekerja dan manajemen JOB Tomori maupun shareholders.

Promoting informality and openness in communicating, building mutual trust, mutual care, compassion, and nurturing among JOB Tomori employees and management as well as shareholders.

Berkemampuan capable:

Dikelola oleh pemimpin dan pekerja profesional, memiliki talenta serta penguasaan teknis tinggi, berkomitmen meningkatkan kemampuan diri setiap saat dan mengetahui batas kemampuan.

Managed by professional leaders and employees, possessing talents and high technical skills, committed to personal improvement at all times and aware of capability limitation.

Inovatif innovative:

Membangun budaya selalu ingin maju dan semangat menjadi yang terbaik serta senantiasa mencari terobosan demi tercapainya proses atau hasil yang lebih baik, lebih cepat dan lebih murah.

Building culture that strives for progress and spirit to be the best and always seek breakthrough to achieve better process or result, faster and cheaper.

TENTANG KAMI

About Us

SEKILAS JOB TOMORI

JOB Tomori merupakan badan operasi bersama antara PT Pertamina Hulu Energi Tomori Sulawesi, PT Medco E&P Tomori Sulawesi dan Tomori E&P Ltd. yang melakukan kegiatan operasi sektor hulu migas. Kegiatan operasional meliputi perizinan, eksplorasi, pengembangan, dan produksi, hingga kegiatan komersialitas. JOB Tomori tidak menjual minyak mentah langsung kepada pelanggan karena hasil produksi dikirim ke perusahaan induk. Namun, JOB Tomori tetap membantu *stakeholder* dan SKK Migas dalam penjualan gas dan kondensat.

Kegiatan eksplorasi dimulai pada tahun 1981 dengan aktivitas survei seismik yang dilanjutkan dengan pemboran pada tahun 1985-1989, pengembangan lapangan, perolehan POD pada tahun 2002, dan produksi pertama pada tahun 2005. [G4-3] [G4-4]

JOB TOMORI IN BRIEF

JOB Tomori is a joint operating body between PT Pertamina Hulu Energi Tomori Sulawesi, PT Medco E&P Tomori Sulawesi and Tomori E&P Ltd. which operates upstream oil & gas activities. The operations include licensing, exploration, development, and production, up to commercial activities. JOB Tomori does not sell crude oil directly to customers because the production is shipped to the parent company. However, JOB Tomori helps stakeholders and SKK Migas in gas and condensate sales.

Exploration activities began in 1981 with seismic survey activities followed by drilling in 1985-1989, field development, POD acquisition in 2002, and first production in 2005. [G4-3] [G4-4]

Skala Perusahaan [G4-9] Scale of company

Uraian Description	Satuan Unit	2017	2016	2015
Jumlah Pekerja Tetap (PWTT) Total Permanent Employees (PWTT)	Orang People	353	319	219
Jumlah Pendapatan Usaha (Penjualan minyak, gas, dan kondensat) Total Operating Revenues (Oil, gas and condensate sales)	Juta US\$ US\$ million	523	425	263
Jumlah Sumur yang Beroperasi Total operating wells	Sumur Well	10	15	15
Realisasi temuan Cadangan terbukti (2C) Proved Reserves (2C) Discovery Realization				
Minyak Oil	MMBO	0	0	0
Gas Gas	BCF	0	974	0
Kondensat Condensate	MMBO	0	0	0

Skala Perusahaan [G4-9]
Scale of company

Uraian Description	Satuan Unit	2017	2016	2015
Realisasi Produksi Production Realization				
Minyak Oil	BBLs	0	27,832	298,679
Gas Gas	BCF	107.84	117.24	49.2
Kondensat Condensate	BBLs	2,728,000	3,044,350	1,224.56
Realisasi Penjualan Sales Realization				
Minyak Oil	Juta US\$ US\$ million	0	2.06	17.41
Gas Gas	Juta US\$ US\$ million	378.20	290.93	196.21
Kondensat Condensate	Juta US\$ US\$ million	145.33	132.43	49.46

Sertifikasi [G4-15]
Certification

sertifikasi Certification	Penyelenggara Organizer	Periode berlaku Period of validity
iso 14001:2004 Sistem Manajemen Lingkungan Environmental Management System	Det Norske Veritas (DNV GL)	19 Desember 2016-15 September 2018 (Lapangan Senoro) 2 September 2014-2 September 2017 (Lapangan Tiaka) December 19, 2016- September 15, 2018 (Senoro Field)
ohsas 18001:2007 Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	Det Norske Veritas (DNV GL)	12 Januari 2016-12 Januari 2019 (Lapangan Tiaka) January 12, 2016- January 12, 2019 (Tiaka Field)

KEGIATAN OPERASI DI BLOK SENORO-TOILI

JOB Tomori mulai melakukan kegiatan operasi sektor hulu migas di Blok Senoro-Toili Sulawesi Tengah sejak tahun 1997 berdasarkan kontrak kerja sama Blok Senoro-Toili (*Joint Operating Body-Production Sharing Contract/JOB-PSC*) untuk jangka waktu hingga 2027. Blok ini terdiri dari Lapangan Tiaka, Lapangan Gas dan Kondensat Senoro, Struktur Terbukti Cendanapura dan Prospek Tiara yang belum dikembangkan.

Lapangan Tiaka di Kabupaten Morowali Utara memiliki kemampuan produksi minyak dengan rata-rata 300 BOPD. Puncak produksi dari Lapangan Tiaka mencapai 4.000 BOPD pada tahun 2005.

OPERATIONS ACTIVITIES IN SENORO-TOILI BLOCK

JOB Tomori started operations of the upstream oil and gas sector in Senoro-Toili block of Central Sulawesi since 1997 under the Joint Operating Body-Production Sharing Contract (JOB-PSC) for the period up to 2027. This block consists of Tiaka Field, Senoro Gas and Condensate Field, Cendanapura proved structure and Tiara prospect that has not been developed yet.

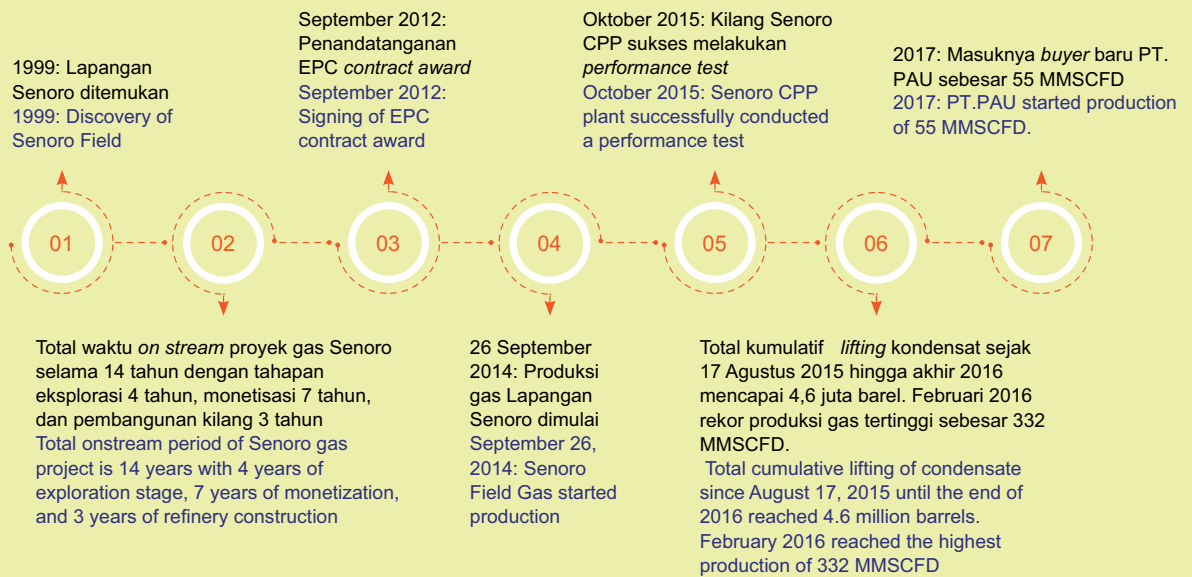
Tiaka Field in North Morowali Regency has an oil production capacity with an average of 300 BOPD. Peak production from Tiaka Field reached 4,000 BOPD in 2005.

Lapangan Senoro di Kabupaten Banggai memiliki kemampuan produksi gas dengan rata-rata 310 MMSCFD dan kondensat 9.000 BCPD. Total produksi minyak dan gas tertinggi JOB Tomori mencapai 63.625 BOEPD yang dicapai pada tahun 2017.

Senoro Field in Banggai Regency has a gas production capacity with an average of 310 MMSCFD and 9,000 BCPD of condensate. JOB Tomori's highest total production of oil and gas reached 63,625 BOEPD achieved in 2017.

Jejak Langkah Kegiatan Operasi di Lapangan Senoro

Milestones of Operations at Senoro field



WILAYAH OPERASI [G4-6]

Wilayah Kerja JOB Tomori terletak di Provinsi Sulawesi Tengah, tepatnya Lapangan Tiaka yang merupakan lapangan lepas pantai (*off shore*) di Kabupaten Morowali Utara, dan Lapangan Senoro yang terletak di daratan (*on shore*) di Kabupaten Banggai. Tidak ada wilayah operasi maupun kantor JOB Tomori yang berkedudukan di luar negeri.

AREA OF OPERATIONS [G4-6]

JOB Tomori Working Area is located in Central Sulawesi Province, specifically Tiaka Field which is offshore field in North Morowali Regency, and Senoro Field located onshore in Banggai Regency. There is no operating area or office of JOB Tomori domiciled abroad.

Peta Lokasi Operasi
operating Location Map



LOKASI KANTOR [G4-5]

Kantor Pusat
JOB Pertamina-Medco E&P Tomori Sulawesi
Alamat: Menara Bidakara 1 lantai 4
Jl. Jend. Gatot Subroto Kav. 71-73 Jakarta 12870
Jakarta DKI Jakarta, Indonesia
Telepon: +62 (21) 2980 7000
Fax: +62 (21) 2980 7080
Website: www.job-tomori.com

kantor operasional (site office)
JOB Pertamina-Medco E&P Tomori Sulawesi
Alamat: Lapangan Senoro
Desa Paisubololi, Kecamatan Batui Selatan
Kabupaten Banggai, Sulawesi Tengah
Telepon: +62 (21) 2980 7020 ext
Fax: +62 (21)2980 7081
Website: www.job-tomori.com

OFFICE LOCATION [G4-5]

head office
JOB Pertamina-Medco E&P Tomori Sulawesi
Address: Menara Bidakara 1, 4th floor
Jl. Jend. Gatot Subroto Kav.71-73 Jakarta 12870
Jakarta DKI Jakarta, Indonesia
Phone: +62 (21) 2980 7000
Fax: +62 (21) 2980 7080
Website: www.job-tomori.com

operational office (site office)
JOB Pertamina-Medco E&P Tomori Sulawesi
Address: Senoro Field
Paisubololi Village, South Batui District
Banggai Regency, Central Sulawesi
Phone: +62 (21) 2980 7020 ext
Fax: +62 (21) 2980 7081
Website: www.job-tomori.com

PARTICIPATING INTEREST [G4-7]

Mengacu pada komparasi amandemen PSC dan Surat BP Migas No.0850/BP00000/2010/SO Tgl. 31 Desember 2010, JOB Tomori dikelola oleh *participating interest* yang terdiri dari PT Pertamina Hulu Energi Tomori Sulawesi sebesar 50%, PT Medco E&P Tomori Sulawesi sebesar 30%, dan Tomori E&P Limited sebesar 20%.

PARTICIPATING INTEREST [G4-7]

Referring to the comparitie of PSC amendments and BP Migas Letter No.0850/BP00000/2010/SO dated December 31, 2010, JOB Tomori is managed with participating interests consisting of 50% by PT Pertamina Hulu Energi Tomori Sulawesi, 30% by PT Medco E&P Tomori Sulawesi, and 20% by Tomori E&P Limited.

PENDISTRIBUSIAN MINYAK MENTAH, GAS BUMI DAN KONDENSAT [G4-8]

Produksi minyak dan kondensat yang dihasilkan oleh JOB Tomori diserahkan dan dialirkan ke perusahaan induk dan SKK Migas, kemudian dikomersialkan ke dalam negeri dan/atau luar negeri sesuai dengan pasar pembeli. Gas bumi didistribusikan ke beberapa pelanggan yang berada di dalam negeri.

DISTRIBUTION OF CRUDE OIL, NATURAL GAS AND CONDENSATE [G4-8]

The oil and condensate production produced by JOB Tomori is delivered and distributed to the parent company and SKK Migas, then commercialized domestically and/or abroad according to the buyer's market. Natural gas is distributed to several customers in the country.

Distribusi Gas Bumi

Natural Gas Distribution

Jenis Produk Product Type	Negara Country	Pelanggan Customer	Industri Industry	Komposisi Penjualan Sales Composition
Gas Bumi Natural Gas	Indonesia	PT Donggi Senoro LNG	Gas alam cair Liquid natural gas	81.99%
		PT Panca Amara Utama	Ammonia	18.01%

PERUBAHAN SIGNIFIKAN [G4-13] [G4-OG11]

Proyek Pengembangan Lapangan Senoro telah mulai berproduksi pada bulan Oktober tahun 2014 dan mencapai produksi plateau pada tahun 2015. Proyek Senoro telah memenuhi syarat-syarat yang ditetapkan oleh badan pelaksana (SKK Migas) melalui mekanisme persetujuan '*placed into service*' (PIS) pada tahun 2016 dan peralatan terbangun dapat diasetisasi. Keberadaan Proyek Senoro berdampak positif terhadap keuangan JOB Tomori.

Selama tahun 2017, tidak ada perubahan signifikan pada JOB Tomori terkait struktur rantai pasok, struktur modal, dan lokasi. Namun demikian, Lapangan Senoro

SIGNIFICANT CHANGE [G4-13] [G4-OG11]

Senoro Field Development Project has begun production in October 2014 and reached plateau production in 2015. The Senoro project has met the requirements set by the implementing agency (SKK Migas) under a 'Placed Into Service' (PIS) approval mechanism in 2016 and the built equipment could be treated as assets. The Senoro Project had a positive impact on JOB Tomori's finances.

During 2017, there was no significant change in JOB Tomori related to supply chain structure, capital structure, and location. However, Senoro Field in

pada tahun 2017 dapat menambah produksinya untuk memenuhi alokasi penjualan gas dari lapangan blok perusahaan lainnya, sehingga berdampak positif untuk pendapatan JOB Tomori. Selain itu, sehubungan dengan pertimbangan evaluasi keekonomian Lapangan Tiaka terhadap penurunan harga minyak yang cukup signifikan, pada 1 April 2016 beberapa sumur dari Lapangan Tiaka untuk sementara tidak memproduksi dan selanjutnya dilakukan evaluasi agar dapat memproduksi kembali secepatnya. Namun, produksi minyak mentah tersebut dapat digantikan dengan produksi kondensat yang lebih besar yang dihasilkan dari Lapangan Senoro.

2017 managed to increase its production to meet the allocation of gas sales of the company's other block field, thus had a positive impact on JOB Tomori's revenue. In addition, due to Tiaka Field's economic evaluation of significant decline in oil prices, on April 1, 2016 some wells from Tiaka Field were temporarily halted production and subsequently evaluated to resume production as soon as possible. However, the production of crude oil could be replaced by larger condensate production generated from Senoro Field.

KEANGGOTAAN DALAM ASOSIASI [G4-16]

Keterlibatan PT Pertamina Hulu Energi sebagai *holding* dalam keanggotaan beberapa asosiasi telah membentuk jalinan hubungan yang harmonis antara JOB Tomori dan industri sejenis. Hubungan yang baik ini memudahkan JOB Tomori dalam berbagi informasi di industri migas dan bertukar saran kebijakan pengembangan daerah. Selain iuran keanggotaan, JOB Tomori juga memberikan *ponsorship* untuk beberapa acara yang diselenggarakan asosiasi IPA dan IATMI. Sepanjang tahun 2017, kami tidak terlibat dalam proyek asosiasi atau komite dalam asosiasi.

MEMBERSHIP IN ASSOCIATIONS [G4-16]

PT Pertamina Hulu Energi's involvement as a holding company as member in several associations has formed a harmonious relationship between JOB Tomori and similar industries. This good relationship enabled JOB Tomori to share information in the oil & gas industry and exchanging advices on regional development policy. In addition to membership dues, JOB Tomori also provided sponsorships for several events organized by IPA and IATMI associations. Throughout 2017, we were not involved in any projects or committees of the associations.

Nama Asosiasi dan Status Keanggotaan

association Name and Membership Status

Nama asosiasi Association Name	Status Keanggotaan Membership Status
Asosiasi Kontraktor Kontrak Kerja Sama Association of Cooperation Contract Contractors	Anggota Member
Indonesian Petroleum Association (IPA)	Anggota Member
Ikatan Ahli Teknik Perminyakan Indonesia (IATMI) Society of Indonesian Petroleum Engineers	Anggota Member
Himpunan Ahli Geofisika Indonesia (HAGI) Indonesian Association of Geophysicists	Anggota Member
Ikatan Akuntan Indonesia (IAI) Institute of Indonesia Chartered Accountants	Anggota Member
Ikatan Ahli Geologi Indonesia (IAGI) Indonesian Association of Geologists	Anggota Member

TATA KELOLA PERUSAHAAN

Corporate Governance

KOMITMEN TATA KELOLA PERUSAHAAN

Kami menerapkan prinsip tata kelola perusahaan yang baik (*good corporate governance*) dengan komitmen:

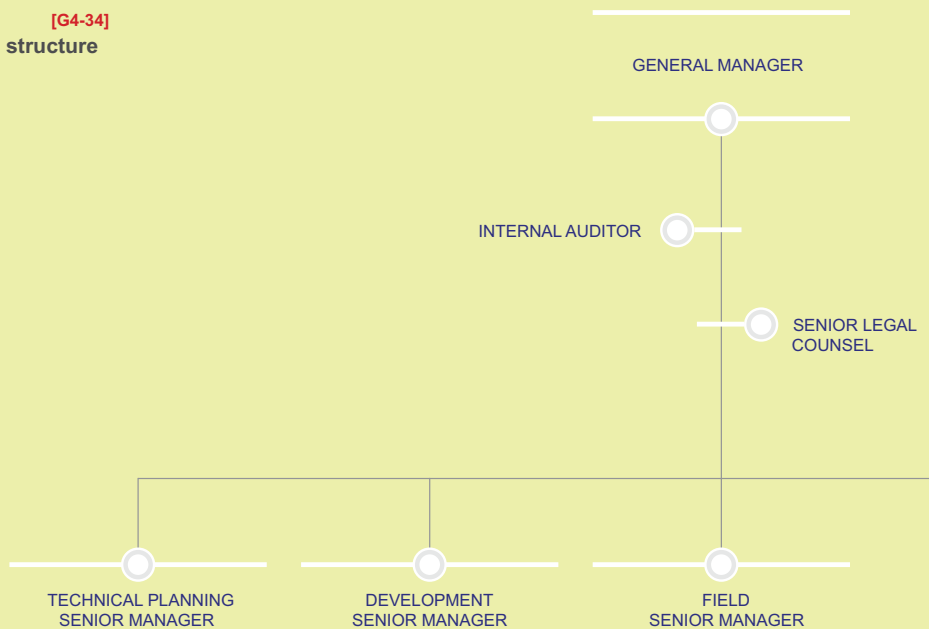
- Menghindari benturan kepentingan, baik proses maupun keputusan operasional;
- Menjaga citra JOB Tomori di hadapan *stakeholder*;
- Menjaga aturan perilaku pekerja;
- Berkomitmen melaksanakan praktik tata kelola sebagai pencapaian Visi dan Misi Perusahaan.

CORPORATE GOVERNANCE COMMITMENT

We apply the principle of good corporate governance with commitment as follows:

- Avoid conflicts of interest, both in operational process and decisions;
- Maintain the image of JOB Tomori in front of stakeholders;
- Uphold employee code of conduct;
- Committed to carry out the governance practices as the achievement of Vision and Mission of the Company.

Struktur tata Kelola [G4-34] Chart of Governance structure

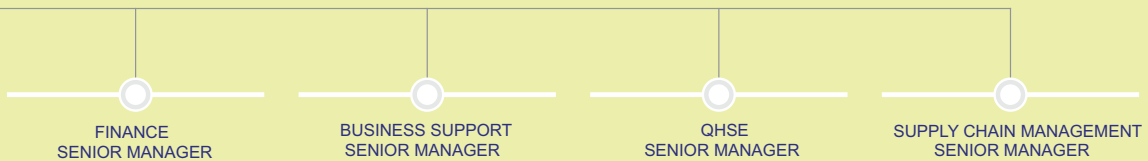


STRUKTUR TATA KELOLA [G4-34]

Struktur tata kelola JOB Tomori terdiri atas tujuh divisi yang dipimpin oleh Senior Manager dan Manager di bawah pengawasan General Manager. Setiap organ tata kelola menjalankan fungsi, tugas, dan tanggung jawabnya. Pembuatan keputusan terkait dengan dampak ekonomi, lingkungan, dan sosial menjadi tanggung jawab General Manager.

GOVERNANCE STRUCTURE [G4-34]

JOB Tomori's governance structure consists of eight departments headed by senior managers and managers under the supervision of the General Manager. Each governance organ performs its functions, duties, and responsibilities. Decision-making related to economic, environmental, and social impacts is the responsibility of the General





KODE ETIK PERUSAHAAN [G4-56]

Seluruh pekerja dan manajemen JOB Tomori mengimplementasikan Kode Etik (code of conduct/CoC) secara konsisten di lingkungan kerja maupun masyarakat di wilayah operasi. Hal ini bertujuan untuk:

- Mengidentifikasi nilai-nilai standar etika;
- Menjabarkan tata nilai standar etika;
- Menjadi acuan perilaku pekerja;
- Sebagai media pernyataan sikap JOB Tomori kepada pemangku kepentingan.

COMPANY CODE OF CONDUCT

[G4-56]

All employees and management of JOB Tomori consistently implement Code of Conduct (CoC) in the work environment and communities in the operating area. The CoC aims to:

- Identify the values of ethical standards;
- Describe the values of ethical standards;
- Being a reference of conduct to employees;
- As a media of JOB Tomori's statement of principle to stakeholders.

INISIATIF ANTI-KORUPSI

JOB Tomori memahami bahwa korupsi dapat menjadi risiko signifikan bagi reputasi dan bisnis JOB Tomori. Untuk itu, inisiatif untuk mencegah terjadinya tindak korupsi dilakukan melalui penandatanganan pakta integritas oleh seluruh pekerja. Sepanjang tahun 2017 kami menyelenggarakan sosialisasi dan pelatihan anti-korupsi kepada seluruh pekerja. Apabila ada kasus korupsi yang terbukti kebenarannya, maka tindak lanjut berupa pelepasan jabatan dan sanksi hukum akan dikenakan kepada yang bersangkutan. Selama tahun 2017, tidak ada insiden korupsi di JOB Tomori. [G4-SO4] [G4-SO5] [ISRS-15.3.6.2] [ISRS-15.3.6.3] [ISRS-15.3.6.4]

PARTISIPASI DALAM KEBIJAKAN PUBLIK

JOB Tomori bersedia untuk memberikan pandangan dan usulan terhadap rancangan regulasi migas yang akan dikeluarkan oleh Pemerintah. Namun, JOB Tomori tidak memberikan kontribusi secara finansial maupun non-finansial kepada prakarsa politik terkait perumusan kebijakan publik. Selama periode pelaporan, JOB Tomori tidak mendapatkan denda atau sanksi terkait ketidakpatuhan terhadap hukum dan peraturan. [G4-SO6] [ISRS-15.3.6.5] [ISRS-15.3.6.6]

JOB Tomori juga tidak mendapat bantuan finansial dari pemerintah untuk kegiatan operasional, baik itu berupa keringanan pajak, pemberian subsidi, hibah investasi, dan insentif keuangan. [G4-EC4] [ISRS 15.3.2.4]

PENDEKATAN PEMANGKU KEPENTINGAN

JOB Tomori mengidentifikasi pemangku kepentingan, baik individu maupun institusi, melalui proses pemetaan pemangku kepentingan. Pemangku kepentingan kemudian diklasifikasikan berdasarkan kekuatan dan kepentingan, cakupan, serta urgensi & konsultasi. Selain itu, setiap tahun JOB Tomori membuat *assessment Stakeholder Engagement Planning* yang merupakan rencana pelibatan pemangku kepentingan yang disesuaikan berdasarkan rencana kerja Perusahaan tahunan. [G4-25]

ANTI-CORRUPTION INITIATIVE

JOB Tomori understands that corruption can be a significant risk to the reputation and business of JOB Tomori. Therefore, initiatives to prevent the occurrence of corruption are done through the signing of integrity pact by all employees. Throughout 2017 we have conducted some dissemination and training on anti-corruption for all employees. In case of a proven case of corruption, follow-up in the form of dismissal and legal sanction will be imposed on the offender. During 2017, there was no corruption case at JOB Tomori. [G4-So4] [G4-SO5] [ISRS-15.3.6.2] [ISRS-15.3.6.3] [ISRS-15.3.6.4]

PARTICIPATION IN PUBLIC POLICY

JOB Tomori is willing to provide views and suggestions on the draft oil and gas regulation to be issued by the Government. However, JOB Tomori does not contribute financially or non-financially to political initiatives related to public policy formulation. During the reporting period, JOB Tomori received no penalties or sanctions over non-compliance with laws and regulations. [G4-SO6] [ISRS-15.3.6.5] [ISRS-15.3.6.6]

JOB Tomori did not receive any financial assistance from the government for operational activities, whether it be tax breaks, subsidies, investment grants, [G4-EC4] [ISRS 15.3.2.4]

STAKEHOLDER APPROACH

JOB Tomori identified stakeholders, both individuals or financial incentives. and institutions, through stakeholder mapping. Stakeholders were then classified by strength and importance, coverage, as well as urgency & consultation. In addition, each year JOB Tomori conducts Stakeholder Engagement Planning assessment, which is a stakeholder engagement plan based on the Company's annual work plan. [G4-25]



Identifikasi Kebutuhan dan Pendekatan Pemangku Kepentingan
Needs identification and stakeholder approach

[G4-24, G4-26, G4-27]

Pemangku Kepentingan Stakeholder	Topik Kunci Keberlanjutan Key Topic of Sustainability	Metode Pelibatan dan frekuensi Pendekatan Engagement Method and Approach Frequency	Respon dan tindak Lanjut JoB Tomori Response and Follow Up of JOB Tomori
Internal			
Shareholder/ Participating Interest	Informasi kinerja keberlanjutan dan pencapaian target yang ditetapkan Information on sustainability performance and achievement of target that has been set	<ul style="list-style-type: none"> Rapat formal, komunikasi langsung, sosialisasi, operasi bersama, laporan (setiap dibutuhkan) BOD <i>Management Walkthrough</i>, seminar, <i>gathering</i>, edukasi industri migas (minimal setahun sekali) Formal meetings, direct communication, dissemination, joint operations, reports (anytime necessary) BOD Management Walkthrough, seminar, gathering, education of oil & gas industry (minimum once a year) 	<p>Pelaksanaan sistem kerja, evaluasi kinerja perusahaan dan tindak lanjut kesepakatan yang dihasilkan dari MOM</p> <p>Implementation of work system, company performance evaluation and follow up of agreement resulting from MOM</p>
Pekerja Employee	<p>Pemenuhan hak dan kewajiban pekerja sesuai peraturan serta peningkatan kesejahteraan</p> <p>Fulfilling rights and obligations of employees according to regulations and welfare improvement</p>	<p>Rapat formal dan informal sesuai jadwal, komunikasi langsung, survei, rekreasi karyawan, sosialisasi, peningkatan pengetahuan sesuai kebutuhan</p> <p>Formal and informal meetings according to schedule, direct communication, surveys, employee recreation, dissemination, knowledge enhancement according to needs</p>	<p>Pelaksanaan peraturan perundangan-undangan pekerja</p> <p>Implementation of laws and regulations on manpower</p>

Identifikasi Kebutuhan dan Pendekatan Pemangku Kepentingan
Needs identification and stakeholder approach

[G4-24, G4-26, G4-27]

Pemangku Kepentingan Stakeholder	Topik Kunci Keberlanjutan Key Topic of Sustainability	Metode Pelibatan dan frekuensi Pendekatan Engagement Method and Approach Frequency	Respon dan tindak Lanjut JoB Tomori Response and Follow Up of JOB Tomori
Mitra Kerja (Kontraktor)	<ul style="list-style-type: none"> Informasi pengadaan barang dan jasa secara terbuka dan transparan Pemenuhan hak dan kewajiban serta penerapan Contractor Safety Management System (CSMS) Dukungan siklus bisnis 	Rapat formal, komunikasi langsung, sosialisasi, peningkatan pengetahuan setiap dibutuhkan	<ul style="list-style-type: none"> Pengumuman dan penyelenggaraan penawaran (tender) kontrak kerja sesuai kebutuhan JOB Tomori secara terbuka dan transparan Pengawasan dan evaluasi pelaksanaan kontrak kerja
Partners (Contractors)	<ul style="list-style-type: none"> Information on procurement of goods and services openly and transparently Fulfillment of rights and obligations and implementation of Contractor Safety Management System (CSMS) Business cycle support 	Formal meetings, direct communication, dissemination, knowledge improvement anytime necessary	<ul style="list-style-type: none"> Announcement and implementation of work contract tender openly and transparently according to JOB Tomori's needs Monitoring and evaluation of contract implementation
eksternal external			
Pemerintah (SKK Migas, Ditjen Migas, Pemda)	<ul style="list-style-type: none"> Pemenuhan/kepatuhan terhadap peraturan perundangan dan kontribusi terhadap pembangunan daerah Sinergi dengan Pemerintah 	Pertemuan, kunjungan dan koordinasi rutin, musrenbang serta pembuatan laporan minimal setiap satu tahun sekali	<ul style="list-style-type: none"> Pembuatan program kerja yang selaras dengan program pemerintah Pelaksanaan peraturan perundangan dan berkontribusi dalam pembangunan melalui kegiatan CSR
Government (SKK Migas, Directorate General of Oil & Gas, Regional Governments)	<ul style="list-style-type: none"> Fulfillment/ compliance with laws and regulations, contributions to regional development Synergy with the Government 	Regular meetings, visits and coordination, development planning forum (musrenbang) and reporting at least one a year	<ul style="list-style-type: none"> Making work programs that are in harmony with government programs Implementation of laws and regulation, contribute to development through CSR activities
Commercial	Keberlanjutan bisnis	Rapat formal, komunikasi langsung, kunjungan langsung, survei, forum, sosialisasi, <i>gathering</i> , setiap dibutuhkan	Operasi bersama
Commercial	Business sustainability	Formal meetings, direct communications, direct visits, surveys, forums, dissemination, gathering, anytime necessary	Joint operation

Identifikasi Kebutuhan dan Pendekatan Pemangku Kepentingan
Needs identification and stakeholder approach

[G4-24, G4-26, G4-27]

Pemangku Kepentingan Stakeholder	Topik Kunci Keberlanjutan Key Topic of Sustainability	Metode Pelibatan dan frekuensi Pendekatan Engagement Method and Approach Frequency	Respon dan tindak Lanjut JoB Tomori Response and Follow Up of JOB Tomori
Masyarakat Community	Peluang kerja, penanganan dampak negatif operasi, pemberdayaan masyarakat dan perlindungan lingkungan, pengembangan masyarakat Job opportunities, handling of negative impacts from operations, community empowerment and environmental protection, community development	Pertemuan rutin dengan masyarakat melalui forum komunikasi langsung, rapat formal dan informal, peningkatan pendukung bisnis, forum setiap dibutuhkan Regular meetings with the community through direct communication forums, formal and informal meetings, business support improvement, forum at anytime necessary	Pelibatan masyarakat dalam merencanakan, melaksanakan dan mengevaluasi program CSR Involving the community in planning, implementing and evaluating CSR programs
Media	Mitra industri migas	Komunikasi langsung setiap dibutuhkan, rapat informal setiap bulan, <i>gathering</i> dan kerja sama setiap satu tahun Direct communication anytime necessary, monthly informal meetings, gathering and cooperation every year	Penyampaian informasi melalui website dan <i>press release</i> , edukasi mengenai industri migas dan pemantauan berita Delivery of information through websites and press releases, education on oil & gas industry and news monitoring
Lembaga Swadaya Masyarakat Non-governmental organization	<ul style="list-style-type: none"> • Ketersediaan informasi kinerja JOB Tomori serta penanganan dampak negatif operasi terhadap aspek sosial dan lingkungan • Pelibatan kelompok non-pemerintah • Kontribusi kepada asosiasi untuk pengembangan industri migas 	Rapat formal dan informal, kerja sama program CSR, seminar, sosialisasi minimal satu tahun sekali Formal and informal meetings, CSR program cooperation, seminars, dissemination at least once a year	<ul style="list-style-type: none"> • Pelaksanaan kerja sama program CSR • Mendukung dan mengikuti keanggotaan asosiasi sesuai dengan bisnis migas
	<ul style="list-style-type: none"> • Availability of information on JOB Tomori's performance and handling of negative impacts from operations on social and environmental aspects • Involvement of non-governmental groups • Contributions to associations for oil and gas industry development 		<ul style="list-style-type: none"> • Implementation of CSR program cooperation • Support and participate in association membership in oil and gas business

**Identifikasi Kebutuhan dan Pendekatan Pemangku Kepentingan
needs identification and stakeholder approach**

[G4-24, G4-26, G4-27]

Pemangku Kepentingan Stakeholder	Topik Kunci Keberlanjutan Key Topic of Sustainability	Metode Pelibatan dan frekuensi Pendekatan Engagement Method and Approach Frequency	Respon dan tindak Lanjut JoB Tomori Response and Follow Up of JOB Tomori
TNI & POLRI	Kesadaran & Pembinaan Keamanan	Rapat formal setiap bulan, komunikasi langsung, dan kunjungan setiap tiga bulan	<ul style="list-style-type: none"> • Kerja sama PKS dengan POLRI dan kerja sama dengan TNI mengikuti kerja sama PT Pertamina (Persero) dengan TNI • Dilakukan evaluasi dalam laporan tahunan • PKS cooperation with POLRI and cooperation with TNI follow PT Pertamina (Persero)'s cooperation with TNI • Conduct evaluation in the annual report
Armed Forces (TNI) & National Police (POLRI)	Security Awareness & Management	Formal meetings every month, direct communication, and visits every three months	
Pengadilan & Kejaksaan	Ketaatan terhadap perundangan Republik Indonesia	Rapat formal yang dimaksud yaitu menghadiri panggilan dari pengadilan	Dilakukan pencatatan untuk tindak lanjut penyelesaian pekerjaan
Courts & Prosecutor's Office	Adherence to the laws of the Republic of Indonesia	Formal meetings in question are attending summonses from the court	Recording for follow-up work completion
Akademisi	Studi dan <i>assessment</i>	Rapat formal, komunikasi langsung setiap dibutuhkan; survei, seminar minimal setiap tahun sekali	Dilakukan evaluasi dalam laporan tahunan, survei dan pelaporan
Academics	Study and assessment	Formal meetings, edirect communication anytime necessary; surveys, seminars at least once a year	Conduct evaluation in annual report, surveys and reporting



BERSINERGI MENINGKATKAN PRODUKSI

Synergy to Increase Production



PENDEKATAN MANAJEMEN TERHADAP KINERJA EKONOMI DAN OPERASIONAL [G4-DMA]

target Utama: Pencapaian Target Produksi

Dasar Kebijakan & Sumber Daya:

- Visi Misi Perusahaan
- Prosedur Operational Expenditure & Capital Expenditure
- Work Program & Budget (WP&B)
- Financial Quarterly Report (FQR)
- Key Performance Indicator
- Peraturan Perusahaan Induk
- Perundangan-undangan yang berlaku

Manajemen yang bertanggung jawab: General Manager

MANAGEMENT APPROACH TO ECONOMIC AND OPERATIONAL PERFORMANCE [G4-DMA]

Main Target: Production Target Achievement

Policy & Resource foundation:

- Vision and Mission of Company
- Operational Expenditure & Capital Expenditure Procedures
- Work Program & Budget (WP & B)
- Financial Quarterly Report (FQR)
- Key Performance Indicator
- Parent Company Regulations
- Applicable laws and regulations

Management in charge: General Manager

AKTIVITAS EKSPLORASI DAN PENGEMBANGAN UNTUK MENEMUKAN CADANGAN BARU

Kegiatan eksplorasi dan pengembangan JOB Tomori terus dilaksanakan untuk menambah cadangan migas baru dan mengelolanya sebagai sumur produksi. Kegiatan eksplorasi kami awali dengan kegiatan geologi dan geofisika (G&G) dan kegiatan survei seismik 2D dan 3D, untuk pemetaan cadangan sumber daya migas di bawah tanah.

EXPLORATION AND DEVELOPMENT ACTIVITIES TO FIND NEW RESERVES

JOB Tomori's exploration and development activities are continuously implemented to add new oil and gas reserves and manage them as production wells. Our exploration activities begin with geological and geophysical activities (G & G) as well as 2D and 3D seismic survey activities, for subsurface mapping of oil and gas resource reserves.



Kegiatan eksplorasi di JOB Tomori masih terus dilaksanakan untuk mencari cadangan migas baru sebagai pengganti cadangan yang terproduksi (*reserve replacement*) yang akan menjadi tahap awal pengembangan lapangan migas berikutnya. Untuk mendukung kegiatan tersebut, JOB Tomori telah melakukan aktivitas eksplorasi diantaranya:

Exploration activities at JOB Tomori are still continuing to find new reserves of oil and gas as a replacement of reserve replacement which will be the initial stage of oil and gas field development. To support these activities, JOB Tomori has conducted exploration activities including:

1. Penentuan Status Eksplorasi (PSE) struktur Cendanapura untuk dilanjutkan ke tahap pengembangan lapangan (POD) dengan total cadangan (*contingent resources*) sebesar P(50)=15.144 MBO (minyak) dan 36,15 BCF (gas).
 2. Melakukan studi *upside* potensial pada Lapangan Senoro untuk selanjutnya dikembangkan dan dituangkan dalam POD revisi Lapangan Senoro dengan estimasi cadangan sebesar P=(50) 133 MMBO (*Inplace*).
 3. Pencarian potensi eksplorasi di area *offshore*:
 - Studi pematangan prospek struktur Grupa dan melakukan pemoran Grupa-1 di tahun 2014.
 - Melakukan evaluasi sumur Grupa-1 sebagai tindak lanjut potensi eksplorasi menjadi Grupa kompleks dengan estimasi cadangan sebesar P(50)=187 MMBO (*Inplace*).
 - Dengan melakukan studi analisis laboratorium dan petroleum system untuk mematangkan prospek di area *offshore*.
 - Mencari prospek dengan *play system* yang sama dengan Lapangan Tiaka (*existing field*) yaitu berupa *imbricated thrust fault* dengan hasil penemuan dan pematangan prospek Tiara dan South Tiara dengan estimasi cadangan sebesar :
 - Tiara : P(50)=312 MMBO (*Inplace*).
 - South Tiara : P(50)=157 MMBO (*Inplace*).
 - Kegiatan survei seismik 3D Tiaka-Tiara untuk mengonfirmasi dan memperjelas gambaran bawah permukaan sehingga kondisi geologi dan geometri reservoir tempat akumulasi hidrokarbon akan lebih pasti.
1. Determination of Exploration Status (PSE) of Cendanapura structure to be continued to field development (POD) stage with total contingent resources of P(50)=15.144 MBO (oil) and 36.15 BCF (gas).
 2. Conducting a potential upside study on Senoro Field to be further developed and included in the Senoro Field Revised POD with an estimated reserve of P=(50) 133 MMBO (*Inplace*).
 3. Search for exploration potential in the offshore area:
 - Study of prospect maturation of Grupa structure and conduct Grupa-1 drilling in 2014.
 - Evaluation of Grupa-1 well as a follow-up exploration potential into Grupa complex with an estimated reserve of P(50)=187 MMBO (*Inplace*).
 - Conduct laboratory analysis study and petroleum system for prospect maturation in the offshore area.
 - Search for prospects with the same play system with Tiaka Field (*existing field*) in the form of *imbricated thrust fault* with discovery result and maturation of Tiara and South Tiara prospects with estimated reserves of:
 - Tiara : P(50)=312 MMBO (*Inplace*).
 - South Tiara : P(50)=157 MMBO (*Inplace*).
 - Tiaka-Tiara 3D seismic survey activities to confirm and clarify the subsurface picture, to ascertain the conditions of geological and geometric reservoirs where hydrocarbon accumulated.

Kegiatan pengembangan di JOB Tomori masih terus dilaksanakan untuk mengembangkan dan memonetisasi potensi-potensi migas yang sudah ada, seperti:

- Studi pengembangan yang dapat menambah cadangan dan pengembangan lebih lanjut. Hasil studi pengembangan menemukan potensi hidrokarbon di Lapangan Senoro dengan tambahan cadangan gas terindikasi dan tereka sebesar 974 BCF. Jumlah ini telah diverifikasi oleh lembaga konsultan Lemigas melalui sertifikasi cadangan pada tahun 2017. Cadangan ini nantinya dapat dimonetisasi sehingga akan menambah pendapatan dari blok ini.
- Pengembangan fase II Lapangan Senoro.
- Pengembangan struktur Cendanapura.
- Pengembangan lanjutan Lapangan Tiaka.

Development activities at JOB Tomori are still being implemented to develop and monetize the existing oil and gas potentials, such as:

- A development study that can add reserves and further development. The development study results found potential hydrocarbons in Senoro Field with additional 974 BCF of indicated and inferred gas reserves. This amount has been verified by Lemigas through certificate of reserves in 2017. This reserve will be monetized to increase revenue from this block.
- Development of Senoro Field phase II.
- Development of Cendanapura structure.
- Enhanced development of Tiaka Field.

Realisasi Kinerja
Performance Realization

eksplorasi Exploration	Pengembangan Development	Produksi Production	Komersialitas Commerciality
Kegiatan Operasi			
1-8 tahun Studi, survei dan pemboran untuk pembuktian cadangan migas.	1-5 tahun Pembangunan fasilitas produksi dan aktivitas pemboran pengembangan	2-8 tahun Pemboran sumur minyak dan gas, kerja ulang, dan perawatan sumur	<ul style="list-style-type: none"> • Transportasi minyak/kondensat melalui kapal tanker/jaringan pipa. • Transportasi gas melalui jaringan pipa
1-8 years Study, survey and drilling for oil and gas reserves.	1-5 years Construction of production facilities and development drilling activities	2-8 years Drilling of oil and gas wells, reprocessing, and well maintenance	<ul style="list-style-type: none"> • Oil/condensate transportation by tankers/ pipelines. • Gas transportation through pipelines
Realisasi kinerja 2017 Performance Realization 2017			
survei eksplorasi Seismik 2D: 0 km Seismik 3D: 0 km ² survey of exploration 2D Seismic: 0 km 3D Seismic: 0 km ²	Pemboran Pengembangan On Going: 0 Selesai : 0 development drilling On Going: 0 Completed : 0	Produksi Gas: 107,84 BCF Kondensat: 2,728,000 BBLs Production Gas: 107.84 BCF Condensate: 2,728,000 BBLs	Penjualan Gas : US\$378,205,000 Kondensat:US\$145,328,000 Sales Gas: US\$378,205,000 Condensate: US\$145,328,000

PRODUKSI ENERGI BAGI NEGERI [G4-DMA] [ISRS-15.3.1]

Pada tahun 2017 Kami berhasil memproduksi gas bumi 107,84 BCF, dan kondensat sebesar 2.728.000 BBLs. Capaian ini melampaui target produksi yang ditetapkan SKK Migas sebesar 104,75 BCF untuk gas, dan 2.612.000 BBLs untuk kondensat.

Realisasi produksi minyak mentah yang rendah disebabkan oleh hanya berproduksinya Lapangan Tiaka sampai April 2017. Namun, hal itu dapat ditutupi oleh kinerja produksi kondensat yang cukup signifikan dan melampaui target sesuai dengan pencapaian produksi gas melalui pemenuhan penjualan gas. Kinerja tersebut juga mengisi alokasi lapangan Perusahaan lainnya yang belum berproduksi. Sementara itu, pencapaian realisasi produksi gas terhadap target merupakan hasil dari upaya optimalisasi produksi & pasokan ke PT Donggi Senoro LNG/DSLNG. Produksi gas ditargetkan akan terus meningkat seiring akan diperolehnya tambahan produksi gas dari pengembangan Lapangan Matindok yang belum *on stream*.

PRODUCING ENERGY FOR THE COUNTRY [G4-DMA] [ISRS-15.3.1]

In 2017 we succeeded in producing 107.84 BCF of natural gas, and 2,728,000 BBLs of condensate. This achievement exceeded the production target set by SKK Migas of 104.75 BCF for gas, and 2,612,000 BBLs for condensate.

The low realization of crude oil production was due to Tiaka Field that was only producing until April 2017. However, it could be covered by significant condensate production performance, which exceeded the target according to gas production achievement through the fulfillment of gas sales. The performance also fulfilled the allocation of Company's other field that has not been produced yet. Meanwhile, the achievement of gas production target was the result of optimizing production & supply to PT Donggi Senoro LNG/DSLNG. Gas production was targeted to continue to increase as additional gas production will be obtained from Matindok Field development that has not been on stream.

**Produksi dan Penjualan Minyak Mentah
crude Oil Production and Sales [15.3.2.9]**

Uraian Description	Target 2017 Target 2017	% Realisasi terhadap target 2017 % Realization of target 2017	Realisasi Realization		
			2017	2016	2015
Volume Produksi (BBLs) Production Volume (BBLs)	0	0	0	3,072.000	298,679
Volume Penjualan (BBLs) Sales Volume (BBLs)	0	0	0	3,124.000	392,724
Nilai Penjualan (Juta US\$) Sales Value (US\$ Million)	0	0	0	134,49	17,410

**Produksi dan Penjualan Gas Bumi
Natural Gas Production and Sales [15.3.2.9]**

Uraian Description	Target 2017 Target 2017	% Realisasi terhadap target 2017 % Realization of target 2017	Realisasi Realization		
			2017	2016	2015
Volume Produksi (BCF) Production Volume (BCF)	104,755	103	107,84	117,24	49,2
Volume Penjualan (BCF) Sales Volume (BCF)	100,010	103	103,23	111,13	42,3
Nilai Penjualan (Juta US\$) Sales Value (US\$ Million)	384,038	98	378,20	290,93	196,21

Produksi dan Penjualan Kondensat [15.3.2.9]
condensate Production and Sales

Uraian Description	target 2017 Target 2017	% Realisasi terhadap target 2017 % Realization of target 2017	Realisasi Realization		
			2017	2016	2015
Volume Produksi (BBLs) Production Volume (BBLs)	2,612,000	104	2,728,000	3,072,000	1,224.56
Volume Penjualan (BBLs) Sales Volume (BBLs)	2,612,000	105	2,737,000	3,124,000	1,133,077
Nilai Penjualan (Juta US\$) Sales Value (US\$ Million)	136,18	106	145,33	134,49	49,46

Seiring dengan pencapaian kinerja produksi, pada tahun 2017 kinerja penjualan (*lifting*) JOB Tomori juga melampaui target. JOB Tomori melakukan penjualan minyak mentah sebesar 0 BBLs atau senilai US \$0, gas sebesar 103,23 BCF atau senilai US \$378,205,000, dan kondensat sebesar 2.737.000 BBLs atau senilai US\$145,328,000 juta.

Along with the achievement of production performance, in 2017 sales performance (*lifting*) of JOB Tomori also exceeded the target. JOB Tomori sold 0 BBLs of crude oil worth US\$0, gas sales of 103.23 BCF or US\$378,205,000 and condensate sales of 2,737,000 BBLs or US\$ 145,328,000 million.

Pencapaian perolehan *lifting* ini sebagian besar diperoleh dari Perjanjian Jual Beli Gas (PJBG) dengan DSLNG yang telah ditandatangani sejak 2009 dan diamandemen pada tahun 2010. Kontrak yang diperjanjikan sebesar 250 MMSCFD dengan jumlah penyerahan harian 295 MMSCFD untuk tahun 2017. Jangka waktu perjanjian adalah 2009 hingga 2027. Keberadaan perjanjian jual beli gas ini menjadi salah satu strategi JOB Tomori dalam mengelola tantangan dan risiko perubahan harga komoditas, serta untuk menjamin kestabilan pasokan.

The *lifting* achievement was mostly derived from the Gas Sale and Purchase Agreement (PJBG) with DSLNG which has been signed since 2009 and amended in 2010. The contract agreement stated 250 MMSCFD with daily delivery of 295 MMSCFD for 2017. The term of the agreement was from 2009 to 2027. The gas sale and purchase agreement is one of JOB Tomori's strategies in managing the challenges and risks of commodity price changes, as well as to ensure supply stability.

Tantangan dan Strategi Produksi 2017
Production Challenges and strategies 2017

Tantangan Produksi Production Challenges	Strategi Produksi Production Strategies
Pemenuhan Produksi Gas kepada Pembeli Fulfillment of Gas Production to Buyer	<ul style="list-style-type: none"> Menjaga kinerja fasilitas produksi Mengoptimalkan produksi & pasokan ke PT Donggi Senoro LNG sesuai dengan perjanjian Maintain the performance of production facilities Optimize production & supply to PT Donggi Senoro LNG in accordance with the agreement
Pemenuhan kenaikan produksi gas karena pemenuhan alokasi dari lapangan lain Fulfillment of gas production increase due to fulfillment of allocations from other fields	<ul style="list-style-type: none"> Optimasi fasilitas produksi Menjaga <i>rate production</i> Optimization of production facilities Maintain production rate
Menjaga kinerja produksi minyak/kondensat Maintain oil/condensate production performance	<ul style="list-style-type: none"> Inisiatif peningkatan <i>condensate gas ratio</i> Senoro Membuat optimisasi <i>schedule lifting</i> minyak/kondensat Membuat evaluasi untuk memproduksi kembali Lapangan Tiaka Initiative of increasing Senoro condensate gas ratio Optimize oil/condensate <i>lifting</i> schedule Conduct evaluation to resume production of Tiaka Field

NILAI EKONOMI BAGI PEMANGKU KEPENTINGAN

JOB Tomori berusaha untuk meningkatkan produksi dan penjualan minyak, gas, dan kondensat yang secara langsung meningkatkan pendapatan usaha dan kontribusi ekonomi bagi pemangku kepentingan. Pendapatan JOB Tomori selama tahun 2017 tercatat sebesar US\$523,5 juta, yang berarti tumbuh sebesar 23% dibandingkan dengan tahun sebelumnya sebesar US\$425,4 juta.

ECONOMIC VALUE FOR STAKEHOLDERS

JOB Tomori seeks to increase the production and sale of oil, gas and condensate that directly increase business revenue and economic contribution to stakeholders. JOB Tomori's revenue during 2017 stood at US \$ 523,5 million, representing a growth of 23% compared to the previous year of US \$ 425,4 million.

Nilai Ekonomi Langsung Didapat dan Didistribusikan (Juta US\$)
direct economic Value Generated and distributed (Us\$ Million)

[G4-EC1][ISRS 15.3.2.1]

a	nilai ekonomi Langsung dihasilkan Direct economic Value Generated	2017
1	Pendapatan Usaha Penjualan minyak, gas, dan kondensat operating Revenues Sales of oil, gas and condensate	523,5
B	nilai ekonomi didistribusikan economic Value Distributed	
1	Pengeluaran Untuk Biaya operasi [ISRS 15.3.2.3] Sebagai bagian dari beban usaha, yakni dalam bentuk beban eksplorasi, beban produksi, biaya seluruh pengadaan bahan, barang dan jasa, beban umum dan administrasi lainnya guna menjamin kelangsungan produksi. Spending for Operating cost [ISRS 15.3.2.3] As part of the operating expenses, ie in the form of exploration expenses, production expenses, cost of all procurement of materials, goods and services, general and other administrative expenses to ensure continuity of production.	63,45
2	Pengeluaran Untuk seluruh Pekerja Dalam bentuk pembayaran gaji, pembiayaan pendidikan dan pelatihan, penyelenggaraan kesehatan, dana pensiun, dan manfaat lainnya guna meningkatkan kesejahteraan pekerja beserta keluarganya. expenditures for all employees In the form of salary payments, education and training financing, health care, pension funds, and other benefits to improve the welfare of employees and their families.	16,9
3	Pengeluaran Untuk Pemerintah Dalam bentuk pembayaran pajak, royalti, retribusi dan penerimaan negara bukan pajak (PNBP) lainnya. expenditures For Government In the form of tax payments, royalties, levies and other non-tax state revenue (PNBP).	112,88
4	Pembayaran Kepada Penyandang Dana Pembayaran dividen dilakukan kepada korporat PT Pertamina Hulu Energi Tomori Sulawesi, PT Medco E&P Tomori Sulawesi, dan Tomori E&P Ltd. Payment to Providers of Fund Dividend payments to PT Pertamina Hulu Energi Tomori Sulawesi, PT Medco E&P Tomori Sulawesi, dan Tomori E&P Ltd.	N/A
	nilai ekonomi yang ditahan economic Value Retained	330,27



MITIGASI PERUBAHAN IKLIM

Dalam mengantisipasi risiko perubahan iklim khususnya untuk kegiatan lepas pantai, JOB Tomori secara bertahap meningkatkan sarana dan prasarana observasi laut melalui kerja sama SKK Migas dan Badan Meteorologi, Klimatologi, dan Geofisika (BMKG). Untuk menjaga kelancaran dan keamanan operasi, data layanan MKG seperti curah hujan, kecepatan angin, suhu udara, tekanan udara, dan kecepatan arus permukaan laut telah menjadi dasar pertimbangan keamanan sejak dilaksanakannya survei pengeboran *lifting* lepas pantai.

Dengan instalasi migas lepas pantai yang handal, investasi atas sarana dan prasarana peralatan observasi laut serta layanan informasi MKG, JOB Tomori optimis mampu memitigasi tantangan perubahan iklim. [G4-EC2] [ISRS 15.3.2.2]

CLIMATE CHANGE MITIGATION

In anticipation of climate change risks, especially for offshore activities, JOB Tomori has gradually been improving sea observation facilities and infrastructure through the cooperation between SKK Migas and Meteorology, Climatology and Geophysics Agency (BMKG). To maintain the smooth operation and security of operations, Meteorology, Climatology and Geophysics (MKG) data such as rainfall, wind speed, air temperature, air pressure, and sea surface current velocity have been used as the basis of security considerations since the offshore lifting drilling survey was conducted.

With reliable offshore oil & gas installations, investments in facilities and infrastructure of marine observation equipment and MKG information services, JOB Tomori are optimistic to mitigate the challenges of climate change. [G4-EC2] [ISRS 15.3.2.2]

TINGKAT KOMPONEN DALAM NEGERI DI RANTAI PASOKAN

Dalam rangka mendukung kegiatan operasional, JOB Tomori melakukan kerja sama dengan penyedia barang/jasa baik lokal, nasional, dan internasional. Fungsi Supply Chain Management (SCM) mengelola kebutuhan rantai pasokan yang mencakup pengadaan barang dan jasa.

Berdasarkan Pedoman Tata Kerja (PTK) Pengelolaan Rantai Suplai Kontraktor Kontrak Kerja Sama SKK Migas Nomor PTK 007/SKKO0000/2015/S0, JOB Tomori mendayagunakan Produksi dan Kompetensi Dalam Negeri yang diwujudkan dalam standar Tingkat Komponen Dalam Negeri (TKDN) barang/jasa. Dengan demikian, JOB Tomori memberikan kesempatan kerja sama yang lebih besar kepada penyedia barang/jasa lokal, yaitu penyedia barang/jasa yang berasal dari wilayah operasi kerja JOB Tomori.

Di tahun 2017, tercatat total nilai pengadaan barang dan jasa JOB Tomori mencapai US\$21,91 juta dengan komitmen TKDN sebesar 70% untuk pengadaan jasa dan 45% untuk pengadaan barang.

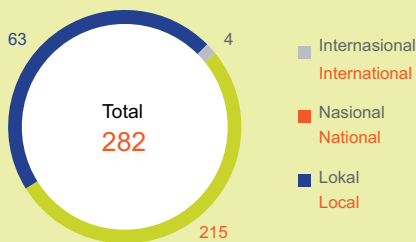
LEVEL OF DOMESTIC COMPONENTS IN SUPPLY CHAIN

In order to support operational activities, JOB Tomori cooperates with local, national, and international suppliers of goods/services. The Supply Chain Management (SCM) function manages the supply chain needs that includes the procurement of goods and services.

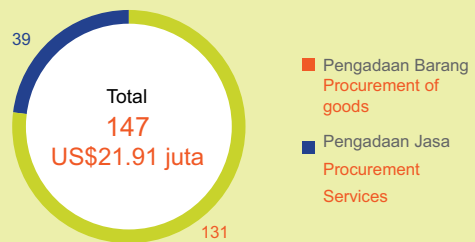
Based on the Working Procedure Guidelines (PTK) of Supply Chain Management of Cooperation Contract Contractor of SKK Migas Number PTK 007/ SKKO0000/2015/S0, JOB Tomori utilizes Domestic Production and Competencies embodied in the Domestic Component Level standard (TKDN) of goods/services. Thus, JOB Tomori provides greater cooperation opportunities to local suppliers of goods/ services, ie suppliers of goods/services originating from the operational area of JOB Tomori.

In 2017, total value of procurement of goods and services JOB Tomori reached US\$21,91 million with TKDN commitment of 70% for procurement of services and 45% for procurement of goods.

Jumlah Penyedia Barang dan Jasa
number of Goods and services Suppliers



Jumlah dan Nilai Kontrak Pengadaan Barang dan Jasa [G4-12]
Number and Value of contracts of Goods and services Procurement



JOB Tomori membayar kontrak pengadaan barang dan jasa sesuai dengan *term of payment*, yaitu 30 hari sejak dokumen kontrak diterima. Pada tahun 2017, sekitar 80% dari keseluruhan kontrak yang jatuh tempo pada 2017 telah dibayar tepat waktu.

[SRS 15.3.2.5]

JOB Tomori pays the contract of goods and services procurement in accordance with term of payment, which is 30 days since the contract documents received. In 2017, some 80% of total contracts due in 2017 have been paid on time.

[SRS 15.3.2.5]

MANAJEMEN MUTU

JOB Tomori menyediakan pasokan jangka panjang untuk memenuhi kebutuhan konsumen, baik dari domestik (pemegang saham dan SKK Migas) maupun luar negeri. Keberadaan perjanjian penjualan jangka panjang menjadi salah satu strategi JOB Tomori dalam mengelola risiko perubahan harga komoditas dan menjamin kestabilan pasokan. Di sisi lain, JOB Tomori bertanggung jawab dalam memenuhi kandungan unsur yang terproduksi dalam gas bumi, dan kondensat sesuai dengan *gas sales agreement* (GSA) dan *facility sharing agreement* (FSA).

JOB Tomori menjalankan manajemen mutu yang komprehensif dari tahap eksplorasi, pengembangan, produksi hingga tahap transportasi dari setiap produk yang dihasilkan. Pemenuhan mutu juga terbantu oleh karakteristik produksi gas serta kondensat yang berasal dari satu lapangan (Senoro), sehingga memiliki konsistensi mutu yang cukup terjaga. [G4-PR3]

[ISRS-15.3.7.2]

QUALITY MANAGEMENT

JOB Tomori provides long-term supply to meet the needs of consumers, both domestic (shareholders and SKK Migas) and overseas. The long-term sales agreement becomes one of JOB Tomori's strategies in managing the risk of changes in commodity prices and ensuring supply stability. On the other hand, JOB Tomori is responsible for fulfilling the content of the elements produced in natural gas and condensate in accordance with the Gas Sales Agreement (GSA) and Facility Sharing Agreement (FSA).

JOB Tomori runs a comprehensive quality management from the exploration, development, production up to transportation of each product. The quality standard compliance is also enabled by the characteristics of the production of gas and condensate coming from one field (Senoro), thus the consistency of quality is relatively maintained.

[G4-PR3][ISRS-15.3.7.2]



Manajemen Mutu di Setiap Tahapan Produksi
Quality Management in each production stage



EKSPLORASI
 Exploration

Mencari dan menemukan potensi-potensi cadangan baru pengganti cadangan yang telah diproduksi untuk menjaga kesinambungan ketersediaan cadangan
 Search and discover potential new reserves as substitute of reserves that have been produced to maintain continuity of reserves availability



PENGEMBANGAN
 Development

- Melakukan *update* data secara reguler
- Melakukan evaluasi studi dan sertifikasi cadangan untuk pengembangan
- Melakukan pengembangan potensi cadangan yang telah terbukti ditemukan dan sudah masuk dalam suatu *plan of development* (POD) untuk diproduksi
- Melaksanakan evaluasi dan *monitoring* POD bersama SKK Migas.
- Memproduksi gas dan minyak/kondensat sesuai dengan spesifikasi yang ditentukan
- Melakukan kegiatan operasi dan produksi yang optimum, efisien dan aman
- Menjaga *performance* fasilitas produksi



PRODUKSI
 Production

- Update data regularly
- Conduct evaluation of study and certification of reserves for development
- Develop proved reserve potential discovery and already included in the Plan of Development (POD) for production
- Conduct evaluation and monitoring of POD jointly with SKK Migas.
- Produce gas and oil/condensate in accordance with specified specifications
- Conduct optimum, efficient and safe operation and production activities
- Maintain the performance of production facilities



TRANSPORTASI & KOMERSIALITAS
 Transportation & Commerciality

- Memonitor proses penjualan gas bersama dengan para pembeli
- Membuat *schedule lifting* minyak/kondensat yang optimum bersama dengan pihak terkait
- Monitor gas sales process with buyers
- Create an optimum schedule of oil/condensate lifting together with related parties

JOB Tomori melakukan kontrol kualitas dan menjaga keamanan spesifikasi energi melalui pengecekan internal dan disepakati sesuai dengan perjanjian jual beli gas dan minyak/kondensat bersama pembeli. Kebijakan manajemen mutu yang diterapkan dengan tegas memastikan pelanggan memperoleh sampel yang disertai analisis sesuai dengan perjanjian bersama seluruh produk, baik penjualan gas maupun minyak/kondensat. Hasil analisis ini mencakup pengelolaan tingkat kandungan H₂S yang berada disekitar maksimum 3,5 ppm sesuai dengan perjanjian jual beli gas.

JOB Tomori carries out quality control and maintains the safety of energy specifications through internal checks and is agreed upon in accordance with the sale and purchase agreement of gas and oil/condensate with the buyer. A strictly applied quality management policy ensures customers to get samples and analysis in accordance with the agreement of all products, both gas and oil/ condensate sales. The results of this analysis include the management of H₂S content levels at a maximum of 3.5 ppm in accordance with the gas sale agreement.

Pelaksanaan manajemen mutu yang menyeluruh menjadikan JOB Tomori tidak dihadapkan oleh kasus pengklaiman kembali produk, maupun sanksi atau denda pelanggaran hukum terkait produk dan komunikasi pemasaran. [G4-PR1][ISRS-15.3.7.1] [ISRS-15.3.7.3] [ISRS-15.3.7.4] [ISRS-15.3.16]

Comprehensive quality management practices have prevented JOB Tomori from facing cases of product recall, sanctions or fines over violation of laws on products and marketing communications. [G4-PR1][ISRS-15.3.7.1] [ISRS-15.3.7.3] [ISRS-15.3.7.4] [ISRS-15.3.16]

PENGENDALIAN RISIKO TUMPAHAN BAHAN BERBAHAYA

JOB Tomori memiliki Pedoman Kesiagaan dan Penanggulangan Keadaan Darurat dan Krisis No. SPIRIT/TIAKA/HSSE/P-12-02, yang diantaranya mengatur pengendalian cecceran ataupun tumpahan minyak mentah dari kegiatan eksploitasi. Saat ini JOB Tomori telah memiliki Tim Tanggap Darurat untuk Penanggulangan Tumpahan Minyak yang selalu bersiaga menanggulangi tumpahan minyak apabila terjadi di wilayah perairan maupun daratan JOB Tomori. Dengan demikian, kondisi darurat dapat segera ditanggulangi sehingga tidak menimbulkan dampak yang lebih luas bagi lingkungan sekitar. Sepanjang tahun 2017, tidak ada peristiwa tumpahan minyak yang melebihi 15 BBLs. [G4-En24] [G4-EN27] [ISRS 15.3.3.14]

CONTROL OF HAZARDOUS MATERIAL SPILL RISK

JOB Tomori has Preparedness, Emergency and Crisis Mitigation Guidelines No. SPIRIT/TIAKA/HSSE/P-12-02, among which stipulates the control of spills or crude oil spills from exploitation activities. Currently JOB Tomori already has formed an Emergency Response Team for Oil Spill Mitigation which is always ready to handle oil spill if it occurs in the waters and onshore areas of JOB Tomori. Thus, the emergency conditions can be immediately mitigated so as not to cause a larger impact on the surrounding environment. Throughout 2017, there was no oil spill incident occurred that exceeded 15 BBLs [G4-EN24] [G4-EN27] [ISRS 15.3.3.14]



BERDIKARI PEKERJA

Berdikari Employee



PENDEKATAN MANAJEMEN TERHADAP KINERJA KETENAGAKERJAAN

target Utama:
Pencapaian Kinerja Tanpa Kecelakaan Kerja

Dasar Kebijakan & Sumber Daya:

- Visi Misi Perusahaan
- *Work Program & Budget (WP&B)*
- *Key Performance Indicator*
- Kebijakan Mutu, Kesehatan dan Keselamatan Kerja, Perlindungan Lingkungan serta Keamanan Perusahaan
- Peraturan Perusahaan Induk
- Perundangan-undangan yang berlaku

Manajemen yang bertanggung jawab: General Manager

MANAGEMENT APPROACH TO EMPLOYMENT PERFORMANCE

Main Targets:
Performance Achievement With Zero Accident

Policy & Resource Base:

- Vision and Mission of Company
- Work Program & Budget (WP & B)
- Key Performance Indicator
- Policy on Quality, Occupational Health and Safety, Environmental Protection and Security of the Company
- Parent Company Regulations
- Applicable laws

Management in charge: General Manager

PROFIL PEKERJA

Pekerja JOB Tomori dikategorikan berdasarkan tiga status kepekerjaan, yaitu Pertamina Hulu Energi *Secondee* (PS), Medco E&P Indonesia *Secondee* (MS) dan pekerja yang diangkat langsung oleh JOB Tomori. Pekerja yang diangkat oleh JOB Tomori terdiri dari Pekerja Waktu Tidak Tertentu (PWTT) dan Pekerja Waktu Tertentu (PWT).

EMPLOYEE PROFILE

JOB Tomori's employees are categorized under three employment statuses, namely Pertamina Hulu Energi *Secondee* (PS), Medco E&P Indonesia *Secondee* (MS) and employees directly hired by JOB Tomori. Employees hired by JOB Tomori consist of Unspecified Time Employees (PWTT) and Specified Time Employees (PWT).



Operasi di JOB Tomori didukung oleh pekerja PWTT sebanyak 353 orang dan pekerja kontrak (PWT) 24 orang. Dari jumlah pekerja PWTT, 22,88% diantaranya adalah masyarakat lokal yang di terima sesuai dengan prosedur kepegawaian berdasarkan lokasi penempatan (*home base*) yang memiliki identitas KTP setempat dan berdomisili di Kabupaten Banggai Morowali Utara dan sekitarnya. Saat ini tidak ada level Senior Manager yang berasal dari lokal. Sepanjang masa pelaporan, tidak ada tenaga ahli yang dikontrak JOB Tomori maupun pekerja musiman tertentu.

[G4-10][SRS-15.3.2.6]

Operations at JOB Tomori are supported by 319 PWTT employees and 60 contract employees (PWT). Of the total number of PWTT employees, 22.88% are locals which hired refer to the hiring procedure based on home base locations who have local ID and are domiciled in Banggai and North Morowali regencies and their surrounding areas. Recently there is no Senior Manager level from local hire. During the reporting period, no experts were contracted by JOB Tomori or certain seasonal workers.

[G4-10][SRS-15.3.2.6]

Komposisi Pekerja Berdasarkan Status dan Jenis Kelamin [G4-10] [ISRS 15.3.4.1]
employee composition by Status and Gender

Status Ketenagakerjaan Employment Status	2017		2016		2015	
	Perempuan	Laki-laki	Perempuan	Laki-laki	Perempuan	Laki-laki
	Female	Male	Female	Male	Female	Male
PWTT	48	305	0	0	32	187
PWTT						
PWT	9	15	0	0	15	151
PWT						
Jumlah	57	320	0	0	47	338
Total						

Komposisi Pekerja Magang/Percobaan Dalam Supervisi Berdasarkan Jenis Kelamin [G4-10]
Composition of internship/Probation under supervision employees by Gender

Status Ketenagakerjaan Employment Status	2017		2016		2015	
	Perempuan	Laki-laki	Perempuan	Laki-laki	Perempuan	Laki-laki
	Female	Male	Female	Male	Female	Male
Magang	10	15	13	22	5	3
Internship						
Percobaan	0	0	0	0	0	0
Probation						
Jumlah	10	15	13	22	5	3
Total						

Komposisi Pekerja Berdasarkan Region [G4-10] [ISRS 15.3.4.1]
Employee Composition by Relevant Region

Status Ketenagakerjaan Employment Status	2017				2016				2015			
	Perempuan		Laki-laki		Perempuan		Laki-laki		Perempuan		Laki-laki	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Jakarta	0	54	0	246	11	34	20	98	14	29	29	102
Luwuk (Kabupaten Banggai, Morowali Utara dan sekitarnya)	0	3	0	74	0	6	29	181	1	3	122	85
Luwuk (Banggai, North Morowali regencies and their surrounding areas)												
Subtotal	0	57	0	330	11	40	49	279	15	32	151	187
Jumlah total	57	330	51	328	47	338						

JOB Tomori memberikan kesempatan yang sama kepada seluruh pekerja untuk meningkatkan karir dan menduduki jabatan dalam manajemen. Kami melakukan penilaian pekerja secara berkala dan berkesinambungan berdasarkan parameter pencapaian kinerja pekerja. Hasil penilaian menjadi pertimbangan manajemen dalam menentukan karir pekerja sesuai kebutuhan JOB Tomori.

JOB Tomori provides equal opportunities to all employees to develop their careers and occupy positions in the management. We conduct regular and continuous employee assessments based on the parameters of employee performance achievement. The results of the assessment become considerations for the management in determining the employees' career path according to JOB Tomori's needs.

Komposisi Badan Tata Kelola [SRS 15.3.4.8]
Composition of Governance Body

Kelompok Jabatan Position Group	Usia Age			2017		2016		2015	
	<30	30-50	>50	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male
Manager	0	7	4	0	11	0	11	0	11
Section Head	0	28	0	2	26	3	24	2	27
Staff	30	309	14	48	305	46	147	42	147
Non-Staff	14	5	5	9	15	2	146	3	153
Jumlah Total	44	349	23	59	346	51	328	47	338

PEREKRUTAN PEKERJA

Perekrutan pekerja baru dikelola oleh JOB Tomori dengan mengedepankan kesetaraan gender, ras, suku, dan agama. Seluruh calon pekerja baru diberikan kesempatan yang sama, dan harus melalui tes masuk untuk dapat diterima. Sepanjang tahun 2017, kami tidak pernah mengalami insiden diskriminasi akibat dari kebijakan ketenagakerjaan. Selain itu saat ini belum ada serikat pekerja di JOB Tomori sehingga 0% pekerja ikut serta dalam serikat pekerja.

[SRS-15.3.5.3]

EMPLOYEE RECRUITMENT

The recruitment of new employees is managed by JOB Tomori by promoting equality of gender, race, ethnicity and religion. All new candidate employees are given equal opportunity, and must pass the entrance test to be hired. Throughout 2017, we have never experienced any discriminatory incidents resulting from employment policies. There is no trade union or similar organization in JOB Tomori so that 0% of workers participate in trade unions.

[SRS-15.3.5.3]

Jumlah Pekerja Baru Berdasarkan Area [SRS 15.3.4.1]
number of new employees Based on Region

	Gender		Usia		
	Laki-laki Male	Perempuan Female	<30	30-50	>50
Jakarta	3	14	10	4	3
Luwuk (Kabupaten Banggai, Morowali Utara dan sekitarnya) Luwuk (Banggai, North Morowali regencies and their surrounding areas)	0	0	0	0	0
Jumlah Total		17			17



PERPUTARAN PEKERJA

Sepanjang periode pelaporan, terdapat 32 pekerja yang meninggalkan JOB Tomori karena selesainya masa kerja atau pensiun. Dalam peraturan JOB Tomori, proses pengunduran diri pekerja disampaikan secara tertulis selambat-lambatnya 30 hari sebelum tanggal pengunduran diri efektif.

[ISRS 15.3.4.4]

EMPLOYEE TURNOVER

Throughout the reporting period, there was 32 employee who left JOB Tomori due to retirement. JOB Tomori's regulation stipulates that the process of employee resignation shall be submitted in writing no later than 30 days before the effective date of resignation. [ISRS 15.3.4.4]

Jumlah Pekerja Meninggalkan JOB Tomori number of employees Leaving JoB tomori [ISRS 15.3.4.1]

Wilayah kerja Work Location	Gender		Usia		
	Laki-laki Male	Perempuan Female	<30	30-50	>50
Jakarta	19	3	0	15	7
Luwuk (Kabupaten Banggai Morowali Utara dan sekitarnya) Luwuk (Banggai, North Morowali regencies and their surrounding areas)	10	0	1	7	2
Jumlah Total	29	3	1	22	9

Pada tahun 2017, tingkat perputaran (*turnover rate*) pekerja adalah sebesar 7,82% dengan perincian sebagai berikut:

In 2017, the employee turnover rate was 7.82% with the following details:

Perputaran Pekerja [ISRS 15.3.4.2]
employee turnover

Uraian Description	2017		Tingkat Perputaran Turnover Rate
	Perempuan Female	Laki-laki Male	
Pensiun Retired	0	3	0,73%
Mengundurkan diri Resigned	1	1	0,49%
Habis Kontrak Contract Expiration	0	12	2,93%
Selesai Penugasan (Kembali ke perusahaan induk) Completed Secondment (Return to parent company)	2	13	3,67%

IMBAL JASA PEKERJA

Skala upah pokok akan diatur JOB Tomori berdasarkan bobot jabatan yang ada di dalam JOB Tomori dan berlaku bagi setiap pekerja. Setiap pekerja diberikan penyesuaian upah pokok berdasarkan kinerja/prestasi setiap tahun. Selain itu, JOB Tomori menjamin kesetaraan upah antara pekerja laki-laki dan perempuan.

EMPLOYEE REMUNERATION

The scale of basic wage shall be formulated by JOB Tomori based on the job weight at JOB Tomori and applicable to each employee. Each employee is given a basic wage adjustment based on performance/achievement every year. In addition, JOB Tomori guarantees equality of wages between male and female employees.

Perbandingan Upah Pokok Laki-laki dan Perempuan [ISRS 15.3.4.9]
Comparison of Male and Female Basic Wages

Uraian Description	Perbandingan Upah Pokok Laki-laki dan Perempuan Comparison of Male and Female Basic Wages
PWTT	1:1
PWT	1:1

Perbandingan Upah Terendah Terhadap Upah Minimum 2017 [ISRS 15.3.4.11]

Comparison of Lowest Wages to Minimum Wage 2017

Jabatan terendah non staff Non Staff Lowest Position	Jakarta	Lapangan Field
Laki-laki Male	331%	332%
Perempuan Female	N/A*	374%

* Tidak ada pekerja non-staff di Jakarta | No non-staff employees in Jakarta



PROGRAM PENSIUN PEKERJA

Sesuai dengan Undang-Undang No. 11 tahun 1992 dan ketentuan dari SKK Migas, JOB Tomori menyelenggarakan Program Pensiun Bulanan bagi pekerja. Program ini dimaksudkan untuk meningkatkan kesejahteraan Pekerja serta keluarganya setelah pensiun. Program ini dikelola Dana Pensiun Lembaga Keuangan (DPLK) dengan sifat kepesertaan sukarela. Pekerja yang belum mencapai usia 56 (lima puluh enam) tahun berhak untuk ikut dalam program pensiun bulanan.

Besaran iuran pensiun adalah 8% dengan perincian kontribusi kerja 2% dari upah dan kontribusi JOB Tomori 6% dari upah. Adapun besaran biaya administrasi per tahun disesuaikan dengan persetujuan antara institusi DPLK dan JOB Tomori dan dibebankan kepada Peserta dengan ditarik langsung dari rekening Peserta setiap kuartal. Pada tahun 2016, pekerja yang memasuki usia pensiun sebanyak satu orang dengan pembayaran uang pensiun sesuai dengan tabel Pemutusan Hubungan Kerja (PHK). [ISRS 15.3.2.3]

EMPLOYEE PENSION PROGRAM

In accordance with the Law No. 11 of 1992 and the provisions of SKK Migas, JOB Tomori organizes Monthly Pension Program for employees. This program is intended to improve the welfare of Employees and their families after retirement. This program is managed by Financial Institution Pension Fund (DPLK) with voluntary membership. Employees who have not reached the age of 56 (fifty six) years are eligible to participate in the monthly pension plan.

The amount of pension contributions is 8% consisting of 2% of wage contribution paid by employee and 6% of wage contribution paid by JOB Tomori. The amount of administrative fee per year is adjusted with the agreement between DPLK and JOB Tomori and is charged to participants by withdrawing directly from the participants' accounts quarterly. In 2016, there was one employee reached the retirement age with pension payment in accordance with the Termination of Employment (PHK) table. [ISRS 15.3.2.3]

MENJUNJUNG HAM PEKERJA

Terdapat 2 kontrak (6%) yang signifikan pada tahun 2017 dalam rangka memastikan bahwa seluruh mitra kerja dan kontraktor yang bekerja sama dengan JOB Tomori mendukung praktik ketenagakerjaan dan Hak Asasi Manusia (HAM), JOB Tomori menyertakan klausul dan persyaratan tertentu dalam kontrak kerja meliputi pemenuhan upah minimum, jam kerja, tempat kerja aman, serta ketentuan tidak mempekerjakan pekerja anak dan tidak ada pekerja paksa. [G4-HR4, G4-LA14] [ISRS-15.3.5.1] [ISRS-15.3.5.2] [ISRS-15.3.5.5] [ISRS-15.3.5.6]

Berdasarkan laporan berkala dari Perusahaan Mitra Kerja, JOB Tomori menilai dan mengevaluasi manajemen yang dijalankan oleh mitra kerja. Pelanggaran atas klausul dalam kontrak kerja akan ditindak lanjuti dengan keras, diantaranya pemutusan kontrak. Di waktu yang sama, JOB Tomori juga memperoleh umpan balik untuk membina sinergi kemitraan yang lebih baik.

UPHOLDING EMPLOYEES' HUMAN RIGHTS

There is 2 significant contract (6%) in 2017 in order to ensure that all partners and contractors working with JOB Tomori support best practices of employment and human rights, JOB Tomori has included certain clauses and conditions in the work contract including the compliance with minimum wage, working hours, safe workplace, and the regulation not to employ child labor and no forced labor. [G4-HR4, G4-LA14] [ISRS-15.3.5.1] [ISRS-15.3.5.2] [ISRS-15.3.5.5] [ISRS-15.3.5.6]

Based on the regular reports from partner companies, JOB Tomori performed assessment and evaluation of the management carried out by the partners. Violations of clauses in the work contract would be followed up strictly, including termination of contract. At the same time, JOB Tomori also received feedback to foster better partnership synergy.

EVALUASI PERUSAHAAN MITRA KERJA [G4-12, G4-LA14]

Dalam kontrak dengan penyedia barang dan jasa, terdapat klausul wajib yang menyatakan bahwa penyedia barang dan jasa melakukan praktik ketenagakerjaan yang sesuai dengan UU No.13 Tahun 2003 Tentang Ketenagakerjaan serta ditandatangani oleh seluruh penyedia barang dan jasa.

Wujud lain kesungguhan JOB Tomori dalam menjunjung tinggi HAM pekerja adalah melalui penguatan LKS Bipartit yang menjadi forum komunikasi untuk mendengarkan aspirasi pekerja dan membahas masalah hubungan industrial. Komitmen ini tertuang dalam Peraturan Perusahaan pada Bab XXVI tentang Kegiatan Pendukung Operasional Perusahaan.

JOB Tomori juga turut mendorong kegiatan badan pembinaan olah raga & kesenian, forum keluarga besar pekerja, kegiatan kerohanian, kegiatan sosial dan donor darah, dan *team building*. Dengan demikian, tidak ada risiko terhadap kebebasan berorganisasi dan berkolaborasi. [ISRS-15.3.4.3] [ISRS-15.3.5.4]

PARTNER COMPANY EVALUATION [G4-12, G4-LA14]

In contracts with suppliers of goods and services, there is a mandatory clause stating that the suppliers of goods and services engage in employment practices that comply with Law No.13 of 2003 on Manpower, which is signed by all suppliers.

Another form of JOB Tomori's seriousness in upholding human rights of employees is by strengthening of Bipartite Cooperation Institution (LKS Bipartit) which is a communication forum to accomodate employees' aspirations and discuss industrial relations issues. This commitment is contained in Company Regulations Chapter XXVI on the Company's Operating Support Activities.

JOB Tomori also promotes sports & arts activities, employee communication forum (forum keluarga besar pekerja), spiritual activities, social activities and blood donations, as well as team building. Thus, there has been no risk to freedom of association and cooperation. [ISRS-15.3.4.3] [ISRS-15.3.5.4]

PERATURAN KETENAGAKERJAAN PERUSAHAAN

Saat ini Kami belum memiliki Perjanjian Kerja Bersama (PKB) dan serikat pekerja, sehingga tidak ada (0%) pekerja yang mengikuti serikat pekerja. Namun, Kami memiliki Peraturan Perusahaan dan LKS Bipartit yang dapat menyelesaikan masalah dan membangun hubungan industrial yang baik antara pihak pekerja dengan Perusahaan. Seluruh atau 100% pekerja terikat Perjanjian Kerja dan secara sadar melaksanakan tugasnya dengan penuh tanggung jawab. [G4-11] [ISRS-15.3.4.3]

COMPANY REGULATIONS

Currently we have not established Collective Labor Agreement (PKB) or had a labor union, therefore 0% of employee that in trade union. However, we have Company Regulations and Bipartite Cooperation Institution that can solve problems and build good industrial relations between employees and the Company. All or 100% of employees are bound by the Work Agreement and conscientiously perform their duties with full responsibility. [G4-11] [ISRS-15.3.4.3]

MEKANISME PENGADUAN PEKERJA

JOB Tomori mempunyai mekanisme pengaduan yang tertuang dalam Peraturan Perusahaan pada bab XXIII tentang Tata Cara Penyelesaian Keluhan. Selama tahun 2017, tidak ada pengaduan terkait ketenagakerjaan. [ISRS 15.3.4.12]

EMPLOYEE GRIEVANCE MECHANISM

JOB Tomori has a grievance mechanism stipulated in the Company Regulation chapter XXIII on Grievance Resolution Mechanism. During 2017, there were no employment related grievances. [ISRS 15.3.4.12]

KESELAMATAN KERJA [G4-OG13] [ISRS 15.3.4.5]

Aspek keselamatan kerja penting bagi JOB Tomori karena risiko operasi yang tinggi menuntut pelaksanaan operasi yang aman untuk mewujudkan nihil kecelakaan, operasional yang ramah lingkungan dan pengamanan aset JOB Tomori.

OCCUPATIONAL SAFETY [G4-OG13] [ISRS 15.3.4.5]

The safety aspect is important for JOB Tomori because of its high operating risks that require safe operation to realize zero accidents, environmentally friendly operations and security of JOB Tomori assets.

Kami berkomitmen memberikan perlindungan kepada pekerja yang memadai terhadap kecelakaan kerja. Untuk itu, Kami selalu melakukan perbaikan sistematis secara berkelanjutan dengan patuh terhadap kebijakan, standar, dan regulasi yang berlaku serta manajemen risiko yang efektif. Kebijakan terkait K3 JOB Tomori tertuang pada Kebijakan Mutu, Kesehatan dan Keselamatan Kerja, Perlindungan Lingkungan serta Keamanan Perusahaan. [G4-DMA]

We are committed to providing employees with adequate protection against workplace accidents. Therefore, we are constantly making systematic improvements in compliance with applicable policies, standards and regulations and effective risk management. Policy on OHS at JOB Tomori is stipulated on Quality, Health and Safety, Environmental Protection and Corporate Security Policy. [G4-DMA]

**Risiko Tinggi Kecelakaan Kerja dan Penyakit Serius
high Risk of Workplace accidents and epidemic diseases**

[G4-LA7] [ISRS 15.3.4.6]

Jenis Risiko Type of Risk	Risiko yang Ditimbulkan Arising Risk	Upaya dan tindak Lanjut JoB tomori JOB Tomori's Effort and Follow up
Pekerjaan <i>lifting</i> dan <i>rigging</i> di <i>rig/hoist</i> Lifting and rigging work on the <i>rig/hoist</i>	Terjatuh, tertimpa, terjepit, tertumbuk, ledakan, <i>blow out</i> , kebakaran	Menyediakan <i>lifting plan</i> , <i>inspection checklist</i> , JSA komprehensif, perawatan rutin Provide lifting plan, inspection checklist, comprehensive JSA, routine maintenance
Pengawasan pekerjaan panas (pengelasan) <i>trunkline</i> di SPU Supervision of hot work (welding) of <i>trunkline</i> in SPU	Kebakaran dan ledakan Fire and explosion	Menyediakan detektor gas, (APAR/APAB), <i>blower</i> , <i>windsock</i> , dan <i>barrier</i> Provide gas detector, fire extinguishers (APAR/APAB), blower, windsock, and barrier
Penyakit mewabah Epidemic Disease	timbulnya penyakit demam berdarah Appear of dengue fever	Melakukan sosialisasi, pelatihan, penyuluhan tentang pencegahan dan pengendalian risiko penyakit demam berdarah kepada pekerja, keluarga pekerja dan masyarakat sekitar. Conduct socialization, training, counseling on prevention and control of the risk of dengue fever to employee, family employee and communities.
Bekerja di area bising Working in noisy area	Penurunan pendengaran (NIHL) Noise Induced Hearing Loss (NIHL)	Menyediakan APD (<i>ear plug/ear muff</i>), Pemeriksaan MCU (audiometri, pembuatan <i>noise mapping</i> , penempatan peringatan kebisingan Provide PPE (<i>ear plug/ear muff</i>), MCU (audiometry, noise mapping, placing noise signs

Kinerja K3 hingga tahun 2017 tercapai dengan pencapaian 22.329.605 jam kerja selamat tanpa LTI. Untuk mencapai hasil *zero fatality*, Kami melakukan beberapa upaya, antara lain:

1. Melaporkan setiap kecelakaan secara transparan dan melakukan investigasi untuk mencari akar masalah sebagai upaya mencegah kejadian berulang.
2. Menerapkan sistem manajemen keselamatan kerja melalui program Keselamatan Proses dan Integritas Fasilitas, Control of Work (COW) dan Contractor Safety Management System (CSMS) serta memberikan dukungan penuh bagi semua pekerja untuk berani menghentikan tindakan dan kondisi tidak aman.

Pencapaian ini juga memperoleh apresiasi penghargaan tertinggi keselamatan operasi migas dari Kementerian ESDM, yaitu Patra Nirbhaya Karya Utama tahun 2017. JOB Tomori memiliki pengklasifikasian untuk menentukan tingkat kecelakaan kerja di wilayah kerja JOB Tomori.

OHS performance in 2017 was achieved by reaching 22,329,605 safe man hours without LTI. To achieve the result of zero fatality, we made several efforts, among others:

1. Report every accident transparently and conduct an investigation to find the root of the problem as an effort to prevent recurring events.
2. Implement a work safety management system through the Process Safety and Facility Integrity, Control of Work (COW) and Contractor Safety Management System (CSMS) programs and provide full support for all employees to dare to stop unsafe actions and conditions.

This achievement also gained the highest appreciation of oil & gas operation safety from the Ministry of Energy and Mineral Resources, namely Patra Nirbhaya Karya Utama in 2017. JOB Tomori has a classification to determine the level of work accidents in Tomori JOB work area.

Kinerja K3 JOB Tomori dan Kontraktor [G4-LA6] [ISRS 15.3.4.5]
OHS Performance of JOB Tomori and contractor

Uraian Description	2017	2016	2015
Jam Kerja Man Hours	26,235,143*	3,171,239*	10,198,664
Total Recordable Incident Rate (TRIR)	0.3	0	0.44
LTI	0	0	0
Frequency Rate	0	0	0
Fatality	0	0	0

Working hours 2017 decreased as several major projects have been completed.

Kecelakaan Kerja Berdasarkan Gender [G4-LA6]
Work accident By Gender

Jenis Kecelakaan Type of Accident	Laki-laki Male	Perempuan Female	
Nearmiss	0	0	Prosedur pelaporan kecelakaan dan penyakit merujuk pada: - UU No. 1 Tahun 1970 Bab VII pasal 11 tentang Keselamatan Kerja - Persyaratan ISO 9001:2015 klausul 8.7 - OHSAS 18001:2007 klausul 4.4.7 - OSHA 1940 tentang Recording and Reporting Occupational Injuries and Illness
First Aid Case (FAC)	1	0	
Restricted Work Day Case (RWDC)	0	0	
Medical Treatment Case (MTC)	1	0	
Fatality	0	0	

Accident and disease reporting procedures refer to:
 - Law No. 1 of 1970 Chapter VII article 11 on Occupational Safety
 - Requirements of ISO 9001: 2015 clause 8.7
 - OHSAS 18001: 2007 clause 4.4.7
 - OSHA 1940 on Recording and Reporting Occupational Injuries and Illness

KOMITE BERSAMA K3

JOB Tomori membentuk Organisasi Panitia Pembina Kesehatan dan Keselamatan Kerja (P2K3) yang dipimpin oleh Field Senior Manager. P2K3 beranggotakan 16 orang yang merupakan perwakilan dari departemen terkait dan dua orang sebagai sekretaris P2K3. Tugas dari organisasi P2K3 adalah memberikan saran dan pertimbangan, baik diminta maupun tidak.

[G4-LA5][ISRS-15.3.4.10]

OHS JOINT COMMITTEE

JOB Tomori has established the organization of Committee for Occupational Health and Safety (P2K3) headed by Field Senior Manager. P2K3 consists of 16 people who are representatives from related departments and two secretaries of P2K3. The task of the P2K3 is to provide advice and considerations, whether requested or not. [G4-LA5][ISRS-15.3.4.10]

Fungsi P2K3 adalah:

- Menghimpun dan mengolah data K3
- Melakukan sosialisasi kepada tenaga kerja tentang bahaya, risiko, pengendalian risiko, APD, dan cara kerja aman
- Melakukan evaluasi cara kerja, memberikan rekomendasi korektif, pengembangan sistem pengendalian bahaya, mengevaluasi penyebab timbulnya kecelakaan, dan lain-lain
- Membantu pimpinan menyusun kebijakan manajemen dan pedoman kerja dalam rangka peningkatan kinerja K3

The functions of P2K3 are:

- Collect and process OHS data
- Disseminating to workers about hazards, risks, risk control, PPE, and safe working methods
- Evaluate the work methods, provide corrective recommendations, develop hazard control system, evaluate the causes of accidents, and others
- Assist the management of developing management policies and work manual in order to improve OHS performance

KESEHATAN KERJA

Selain keselamatan kerja, Kami menerapkan upaya promotif, preventif, dan kuratif. Kegiatan promotif dilakukan dengan mengadakan penyuluhan kesadaran kesehatan (*health awareness*), *food session* dan informasi buletin kesehatan. Kegiatan preventif dilakukan dengan menyelenggarakan *medical check up* (MCU) setiap tahun untuk pekerja dan mitra kerja serta penerapan sistem manajemen kesehatan kerja dan higiene industri (*occupational health-industrial hygiene*). Sistem manajemen kesehatan kerja dan higiene industri meliputi program *fitness for work*, *pest control*, *industrial hygiene monitoring*, *food safety inspection*, *basic first aid training and inspection*, *health awareness*, program pencegahan penggunaan obat-

OCCUPATIONAL HEALTH

In addition to occupational safety, we apply promotive, preventive, and curative efforts for occupational health. Promotional activities are conducted by conducting activities in health awareness, food session, and health bulletin publication. Preventive activities are carried out by conducting annual medical check up (MCU) for employees and partners as well as implementation of occupational health and industrial hygiene systems. Occupational health and industrial hygiene management system includes fitness for work, pest control, industrial hygiene monitoring, food safety inspection, basic first aid training and inspection, health awareness, prevention programs of drug abuse and alcoholic beverages for employees

obatan terlarang serta minuman beralkohol bagi pekerja dan mitra kerja. JOB Tomori menyediakan klinik berobat sebagai upaya kuratif. Selain itu memberikan penyuluhan penyakit serius kepada masyarakat. [ISRS 15.3.4.6]

and partners. JOB Tomori also provides clinic for curative treatment. In addition to providing counseling of serious diseases to the community.

[ISRS 15.3.4.6]

A. KEGIATAN PROMOTIF | Promotive Activities

1. Health Awareness

Health Awareness membahas isu-isu terkini terkait kesehatan dan langkah-langkah atau kebiasaan sehat yang diperlukan sesuai kebutuhan di lapangan. Program ini diadakan untuk meningkatkan kesadaran pekerja mengenai kesehatan dan dilakukan secara bertahap dan rutin setiap minggu di masing-masing departemen dan mitra kerja.

JOB Tomori pada tahun 2017 mengadakan program donor darah dengan bekerja sama dengan PMI Kota/ Kabupaten/Daerah Luwuk Banggai sebanyak dua kali yang diikuti oleh para pekerja.

1. health awareness

Health Awareness discusses current issues on health and necessary steps or healthy habits as needed in the field. This program is held to raise health awareness of employees and is done gradually and regularly every week in each department and partners.

JOB Tomori in 2017 held blood donation program twice in collaboration with Indoensian Red Cross (PMI) of City/Regency/Region of Luwuk Banggai, which were participated by the employees.



- 1. Health Awareness - Bahaya Alkohol Januari 2017 di Workshop Lapangan
Health Awareness - Dangers of Alcohol January 2017 at the Field Workshop
- 2. Health Awareness - Bahaya Kebisingan di Tempat Kerja
Agustus 2017 di MCB Lapangan
Health Awareness - Noise Hazards in the Workplace
August 2017 at Field MCB
- 3. Health Awareness – Penggunaan Kotak P3K
September 2017 di MCB Lapangan
Health Awareness - Use of First Aid Kit
September 2017 at MCB Field
- 4. Health Awareness - Jalan Kaki Sehat
Oktober 2017 di Maintenance Lapangan
Health Awareness - Healthy Walk October 2017 at Field Maintenance



▲ Food Session
Agustus 2017 di Mess Hall Lapangan
Food Session
August 2017 at Field Mess Hall sion

3. Buletin kesehatan

JOB Tomori meningkatkan *health awareness* pemasangan buletin pada area-area tertentu di lapangan dan dikomunikasikan melalui email.

2. Food session

JOB Tomori mempromosikan kesadaran kebersihan makanan, seperti penyimpanan barang kering, suhu aman makanan, penyakit bawaan makanan, penyakit cacangan, *pest control*, kebersihan peralatan dapur, sanitasi dan kontaminasi, pola gizi seimbang, serta informasi *food safety* lainnya.

2. Food session

JOB Tomori promotes food hygiene awareness, such as dry goods storage, food safe temperature, foodborne diseases, worm disease, pest control, kitchen utensils, sanitation and contamination, balanced nutrition patterns, and other food safety information.

3. health Bulletin

JOB Tomori raises health awareness by posting bulletin in certain areas of the field and communicated via email.

B. KEGIATAN PREVENTIF | Preventive Activities

JOB Tomori menerapkan kebijakan pemeriksaan kesehatan rutin bagi pekerja sebagai upaya mencegah penyakit, antara lain program *fitness for work*, pemeriksaan kesehatan *incoming-outgoing personnel* dan program Senoro Sehat. Selain itu, terdapat beberapa upaya lain seperti inspeksi *food safety* pengendalian hama (*pest control*), *industrial hygiene monitoring* (pengukuran kebisingan dan *indoor air quality*), pelatihan dasar P3K, dan inspeksi peralatan P3K.

JOB Tomori implements a regular health check policy for employees as an effort to prevent disease, such as fitness for work program, incoming-outgoing personnel health check and Senoro Sehat (Senoro Health) program. In addition, there are other efforts such as food safety inspection, pest control, industrial hygiene monitoring (indoor and outdoor air quality measurements), basic first aid training, and first aid kit inspection.



- 1. Pengukuran Kebisingan di Lapangan Juni 2017
Noise Measurements in the Field June 2017
- 2&3. Pengendalian Hama di Lapangan Oktober 2017
Pest Control in the Field October 2017
- 4. Pelatihan dasar P3K Kepada Pekerja September 2017
Basic First Aid Training for Employees September 2017

C. KEGIATAN KURATIF | Curative Activities

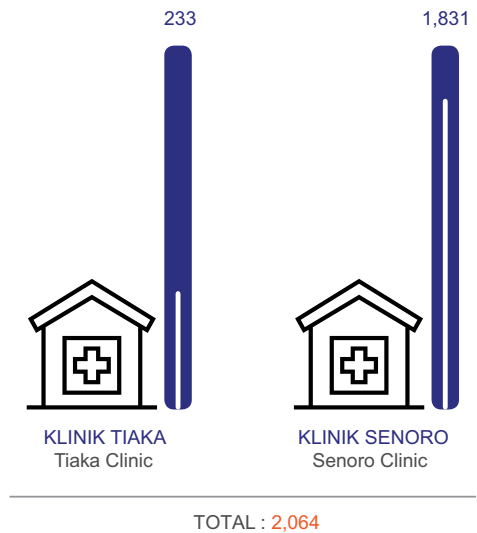
JOB Tomori menyediakan klinik kesehatan di Lapangan Senoro dan Lapangan Tiaka bagi pekerja yang memerlukan pengobatan.

Pada tahun 2017, terdapat 2.064 kunjungan klinik kesehatan yang terdiri dari kunjungan pertama dan kunjungan ulang (*follow up*) oleh pekerja JOB Tomori, kontraktor dan visitor.

JOB Tomori provides health clinics at Senoro Field and Tiaka Field for employees who need treatment.

In 2017, there were 2,064 visits to the health clinics that consisted of the first visit and follow up by JOB Tomori's employees, contractors and visitors.

Data Kunjungan klinik di Lapangan Tahun 2017
Data of Clinic Visits at the Fields 2017





BERDIKARI LINGKUNGAN

Berdikari Environment



PENGELOLAAN LINGKUNGAN HIDUP

JOB Tomori memastikan pengelolaan lingkungan telah dilakukan sesuai ketentuan perundang-undangan dan standar yang berlaku. Kami memiliki sistem manajemen lingkungan yang disusun berdasarkan standar internasional ISO 14001:2004 dan telah diaudit oleh Det Norske Varitas (DNV GL) untuk Lapangan Tiaka dan Senoro. [G4-14]

ENVIRONMENTAL MANAGEMENT

JOB Tomori ensures environmental management has been done in accordance with applicable laws and standards. We have an environmental management system established based on ISO 14001: 2004 international standard and have been audited by Det Norske Varitas (DNV GL) for Tiaka and Senoro Fields. [G4-14]



Pengelolaan lingkungan hidup mencakup efisiensi energi, implementasi 4R (*reduce, reuse, recycle and recover*) limbah B3 dan non-B3, pengurangan pencemaran udara, konservasi air dan penurunan beban pencemaran air. Selain itu, Kami melakukan perlindungan keanekaragaman hayati melalui integrasi aspek lingkungan dan sosial.

Environmental management includes energy efficiency, 4R (*reduce, reuse, recycle and recover*) implementation of hazardous and toxic (B3) and non-B3 wastes, air pollution reduction, water conservation and reduction of water pollution load. In addition, we are protecting biodiversity through the integration of environmental and social aspects.

Kesungguhan Kami mengelola lingkungan hidup mendapatkan apresiasi PROPER Hijau 2017. Sepanjang tahun 2016, Kami tidak pernah mendapatkan denda atau sanksi non-moneter akibat ketidakpatuhan terhadap hukum dan peraturan terkait lingkungan.

[ISRS-15.3.3.17]

Our seriousness in environmental management earned the Green PROPER 2017 award. Throughout 2016, We have never received any fines or non-monetary sanctions due to non-compliance with environmental laws and regulations. [ISRS-15.3.3.17]

Penanggulangan Dampak Lingkungan Akibat Kegiatan Produksi
Mitigation of environmental impacts from Production activities

[ISRS 15.3.3.15]

Sumber Source	Bentuk Dampak Form of Impact	Upaya antisipasi dan Pencapaian Anticipation Effort and Achievement
Kegiatan Produksi Production Activities	Perubahan kualitas air tanah Changes in groundwater quality	Melakukan kajian injeksi air terproduksi, pemantauan air tanah di sekitar lokasi injeksi dan pengoperasian <i>water disposal well</i> sesuai dengan desain laju alir dan tekanan Conducting study of produced water injection, groundwater monitoring around the injection area and operation of water disposal well according to flow rate design and pressure
	Perubahan kualitas udara Changes in air quality	Membuat <i>dispersion modelling</i> TOX (hanya beroperasi saat kondisi abnormal) dan memantau kualitas udara ambien Create dispersion modeling of TOX (only operate during abnormal conditions) and monitor ambient air quality
	Perubahan persepsi masyarakat terhadap JOB Tomori Changes in public perception of JOB Tomori	Membuat dan melakukan sosialisasi <i>Community Emergency Response Plan</i> (CERP) serta secara rutin melakukan observasi dan wawancara kepada masyarakat sekitar Create and disseminate Community Emergency Reponse Plan (CERP) and routinely conduct observations and interviews to surrounding communities
	Timbulnya limbah domestik Generation of domestic waste	Melakukan pemilahan sesuai dengan jenis sampah, program 3R, pemantauan neraca sampah, pemasangan <i>septic tank</i> dan pembuangan ke TPA yang telah memiliki izin Sorting according to type of waste, 3R program, monitoring waste balance, septic tank installation and disposal to licensed landfill (TPA)

BAHAN BAKU DALAM PROSES PRODUKSI

JOB Tomori menggunakan beberapa jenis bahan kimia untuk proses produksi, di antaranya amine dan TEG (triethylene glycol). Pada tahun 2017, penggunaan amine sebesar 64.000 liter dan TEG sebesar 56.000 liter. Kami melakukan daur ulang bahan kimia amine dan TEG dengan cara melakukan penampungan pada saat kegiatan *draining* (pengurasan) dan *skimming* (pemisahan amine dengan minyak atau dengan kondensat) di seluruh kolom sistem *acid gas removal unit* (AGRU) ke dalam *close drain vessel* Jumlah amine yang dapat didaur ulang sebanyak 1.000 m³ per tahun dengan konsentrasi 40%. [ISRS 15.3.3.1] [ISRS 15.3.3.2]

RAW MATERIAL IN PRODUCTION PROCESS

JOB Tomori uses several types of chemicals for the production process, such as amines and TEG (triethylene glycol). In 2017, the use of amine was 64,000 liters and TEG was 56,000 liters. We recycled amine and TEG chemicals by containing them during draining and skimming (separating amine from oil or condensate) in the entire Acid Gas Removal Unit (AGRU) column into the close drain vessel. The amount of amine that could be recycled was 1,000 m³ per year with a concentration of 40%. [ISRS 15.3.3.1] [ISRS 15.3.3.2]

Kami memastikan sepanjang tahun 2017 tidak ada kejadian tumpahan bahan kimia yang menimbulkan dampak negatif signifikan terhadap lingkungan, khususnya pencemaran terhadap tanah dan air. [ISRS 15.3.3.14]

We ensure that by 2017, there were no chemical spills occurred that have a significant negative impact on the environment, particularly soil and water contamination. [ISRS 15.3.3.14]

PENGELOLAAN ENERGI DAN PENGURANGAN EMISI

Aspek energi penting bagi JOB Tomori karena pengelolaan energi yang efisien mampu memberikan dampak penghematan biaya dan mereduksi emisi gas rumah kaca. Kami berkomitmen menjalankan program efisiensi energi sejalan dengan upaya mereduksi emisi sesuai kebijakan, standar, dan regulasi yang berlaku. Upaya penghematan energi dilakukan berdasarkan PP No. 70 Tahun 2009 tentang Konservasi Energi dan pelaksanaannya diawasi oleh fungsi Kementerian Energi dan Sumber Daya Mineral Republik Indonesia.

Strategi pengelolaan energi pada 2017 berfokus pada program efisiensi energi, yaitu *boat and car management 2/7* dan pengurangan beban kerja pembangkit listrik tenaga gas dengan pembangkit listrik tenaga uap. Kami mampu melakukan efisiensi energi sebesar 3,7% dari total konsumsi energi dan mereduksi emisi GRK 5,65% dari total emisi.

ENERGY MANAGEMENT AND EMISSION REDUCTION

Energy is an important aspect for JOB Tomori because efficient energy management can save cost and reduce greenhouse gas emissions. We are committed to implement an energy efficiency program in line with efforts to reduce emissions in accordance with applicable policies, standards and regulations. Energy saving effort is done based on Government Regulation No. 70 of 2009 on Energy Conservation and its implementation is supervised by the function of the Ministry of Energy and Mineral Resources of the Republic of Indonesia.

The energy management strategy in 2017 focused on energy efficiency programs, namely *boat and car management 2/7* and reduction of workload of gas power plants by steam power plants. We managed to achieve energy efficiency by 3.7% of total energy consumption and reduced GHG emissions by 5.65% of total emissions.

PEMAKAIAN ENERGI

JOB Tomori menggunakan energi untuk memenuhi kebutuhan operasional dari bahan bakar solar, gas dan listrik. Pemakaian energi kegiatan produksi digunakan untuk generator pembangkit, pompa dan kompresor, sedangkan pemakaian energi fasilitas pendukung digunakan untuk perkantoran dan transportasi.

Untuk memenuhi kebutuhan listrik di kilang, JOB Tomori tidak menggunakan sumber listrik dari luar (PLN). Kami memiliki unit pembangkit listrik dengan bahan bakar gas pada *gas turbine generator* (GTG). Kami juga memiliki pembangkit listrik berbahan bakar minyak pada *diesel engine generator* (DEG), dan pembangkit listrik tenaga uap pada *steam turbin generator* (STG).

Hingga akhir periode pelaporan, total pemakaian energi sebesar 1.851.592,3 GJ, naik jauh dibandingkan tahun sebelumnya sebesar 619.399,31 GJ. Kenaikan signifikan ini karena adanya lapangan dan aktivitas central processing plant (CPP). Pemakaian energi untuk fasilitas produksi sebesar 1.800.929,8 GJ naik dibandingkan tahun sebelumnya sebesar 612.466,75 GJ. Sementara itu, pemakaian energi untuk fasilitas pendukung mencapai 44.920,5 GJ, naik dibandingkan tahun sebelumnya sebesar 1.190,56 GJ.

ENERGY CONSUMPTION

JOB Tomori uses energy for operational needs from diesel fuel, gas and electricity. Energy consumption by production activities is for generators, pumps and compressors, while the energy consumption by support facilities is used for offices and transportation.

To meet the electricity needs at the refinery, JOB Tomori does not use external power source (PLN). We have a power plant unit with gas fuel in gas turbine generator (GTG). We also have fuel-fired power plant in diesel engine generator (DEG), and steam power plants in steam turbine generator (STG).

By the end of the reporting period, total energy consumption was 1,851,592.3 GJ, up significantly from the previous year of 619,399.31 GJ. This significant increase was due to the presence of field and activities of Central Processing Plant (CPP). Energy consumption for production facilities amounted to 1,180,929.8 GJ compared to the previous year of 612,466.75 GJ. Meanwhile, energy consumption for support facilities reached 44,920.5 GJ, up compared to the previous year of 1,190.56 GJ.

Pemakaian Energi Berdasarkan Sumber [G4-EN3] [ISRS 15.3.3.3] [ISRS 15.3.3.4] energy consumption by Source

Uraian Description	2017	2016	2015
	Gigajoule (GJ)		
Energi untuk Proses Produksi Energy for Production Process	1.851.592,3	1,188,463.05	43,638.15
Energi untuk Fasilitas Pendukung Energy for Support Facilities	44.920,5	43,729.94	10,910.33
Jumlah Total	1.896.512,8	1,232,192.99	54,547.42



ENERGI TERBARUKAN

Kami menggunakan panel surya (*solar cell*) sebagai sumber energi terbarukan untuk penerangan dan *wellhead control panel* (WHCP) di beberapa *well cluster* Senoro Gas Plant dengan voltase 24V DC. Pada tahun 2017, total pemakaian energi terbarukan dari panel surya mencapai 2.170 Watt.

RENEWABLE ENERGY

We use solar panels as a renewable energy source for lighting and wellhead control panels (WHCP) at some well clusters of Senoro Gas Plant with 24V DC voltage. In 2017, the total consumption of renewable energy from solar panels reached 2,170 Watts.

Sumber Energi Terbarukan [G4-OG2] [G4-OG3] [ISRS 15.3.3.18]
Renewable energy Source

Lokasi Location	Beban Load	kapasitas (Watt) Capacity (Watt)	Kuantitas Quantity	total (Watt)
Well Cluster #1	WHCP	500	1	500
	Penerangan Lighting	80	2	160
Well Cluster #2	WHCP	900	1	900
	Penerangan Lighting	80	2	160
Well Cluster #5	WHCP	450	1	450
	Penerangan Lighting	0	0	0
Jumlah Total				2,170

INTENSITAS PEMAKAIAN ENERGI

Rasio intensitas pemakaian energi dihitung dari total pemakaian energi dalam JOB Tomori dibandingkan dengan produksi migas. Total produksi migas sebanyak 11.744,51 BOE dan pemakaian energi mencapai 1.232.192,99 GJ menghasilkan intensitas pemakaian energi sebesar 104,92 GJ/BOE. Angka intensitas ini turun 42,39% dibandingkan tahun sebelumnya.

INTENSITY OF ENERGY CONSUMPTION

The ratio of energy consumption intensity is calculated from total energy consumption at JOB Tomori compared to oil & gas production. Total oil & gas production of 11,744.51 BOE and energy consumption of 1,232,192.99 GJ resulted in energy consumption intensity of 104.92 GJ/BOE. This intensity figure was down 42.39% compared to the previous year.

Intensitas Energi [G4-EN5] energy Intensity

Kriteria Criteria	Satuan Unit	2017	2016	2015
Total Pemakaian Energi Total Energy Consumption	GJ	925.756,2	1,232,192.99	54,547.42
Total Produksi Migas Total Oil & Gas Production	BOE	21,321	11,744.51	299.52
Intensitas Energi Energy Intensity	GJ/BOE	43,42	104,92	182,12

PROGRAM EFISIENSI ENERGI [G4-EN6]

Berbagai program efisiensi energi pada tahun 2017 mampu mereduksi konsumsi energi sebesar 59,684 GJ. Kontribusi terbesar reduksi konsumsi energi pada program pengurangan beban kerja GTG dengan penggunaan STG dari pemanfaatan panas proses AGCU, yaitu 59,684 GJ. Penambahan pasokan listrik dari STG untuk mengurangi penggunaan fuel gas pada GTG atau 3,5% dari total pemakaian energi. Program ini juga mampu menghemat biaya sebesar Rp1,2 miliar rupiah.

ENERGY EFFICIENCY PROGRAM [G4-EN6]

The energy efficiency programs in 2017 managed to reduce energy consumption by 59.684 GJ. The largest contribution to the reduction of energy consumption was from GTG workload reduction program with the use of STG by utilizing heat from the AGCU process, is 59.684 GJ. Additional power supply from STG was used to reduce GTG's fuel gas consumption by 3.5% of total energy consumption. This program also managed to save costs amounted to Rp1.2 billion rupiah.

Efisiensi Energi [G4-EN6]
energy efficiency

Kegiatan Activity	Satuan Unit	2017	2016	2015
Konversi <i>associated gas</i> menjadi <i>fuel gas</i> dengan pengaturan <i>air fuel module</i> (AFM) dan <i>engine sensor manager</i> (ESM) Conversion of <i>associated gas</i> into <i>fuel gas</i> by setting <i>air fuel module</i> (AFM) and <i>engine sensor manager</i> (ESM)	GJ	0	14,475.36	36,306
Penggantian lampu <i>high pressure sodium</i> dengan LED Replacement of <i>high pressure sodium</i> lights with LED	GJ	92.87	21,382.81	8.54
<i>Boat and car management 2/7</i>	GJ	3,796.42	1,760.89	107
<i>Control panel</i> dan penerangan bertenaga surya di area <i>wellhead</i> Control panel and solar-powered lighting in <i>wellhead</i> area	GJ	74.36	31.26	N/A
Pengurangan beban kerja pembangkit listrik tenaga gas dengan penggunaan pembangkit listrik tenaga uap dari pemanfaatan panas proses AGCU Reduction of gas-fired power plant workload by using a steam power plant from heat recovery from AGCU process	GJ	54,161.28	43.39	N/A
Jumlah Total	GJ	58,124.94	59,684	34,526

Kami juga menggunakan metodologi pelaksanaan audit energi melalui tiga langkah, yaitu:

1. Identifikasi area yang akan tercakup audit, identifikasi kebutuhan data, dan menetapkan indikator performa masing-masing.
2. Menghitung kebutuhan energi dari tiap sistem berdasarkan data analitis.
3. Analisis dari peralatan tiap-tiap sistem, lalu membandingkan dengan kinerja standar desain (*design sheet* dan hasil *performance test*).

Hasil audit energi menyatakan bahwa secara umum peralatan dan mesin-mesin yang digunakan masih dalam kondisi baik. Namun, terdapat beberapa rekomendasi yang dapat dilakukan JOB Tomori untuk menghemat energi, antara lain penggantian lampu biasa dengan lampu LED, konversi BBM ke BBG untuk keperluan transportasi, serta pemanfaatan potensi panas dari *flare* dan *exhaust gas*.

We also used the energy audit methodology through three steps:

1. Identification of the areas to be audited, identification of data requirements, and establish the individual performance indicators.
2. Calculating energy requirements of each system based on analytical data.
3. Analysis of the equipment of each system, then compare with the performance of design standards (*design sheet* and *performance test* results).

The results of the energy audit stated that in general the equipment and machines used were still in good condition. However, there are several recommendations that can be done by JOB Tomori to save energy, among others the replacement of ordinary lights with LED lights, fuel oil (BBM) to fuel gas (BBG) conversion for transportation, as well as the recovery of potential heat from flares and exhaust gas.

PENGENDALIAN EMISI GRK

Program efisiensi energi JOB Tomori terintegrasi dengan pengendalian emisi gas rumah kaca (GRK) dari kegiatan operasi. Emisi GRK kegiatan operasi berupa karbon monoksida (CO), nitrogen monoksida (NO) dan karbon dioksida (CO₂). Sumber emisi GRK internal JOB Tomori berasal dari genset *diesel* dan *gas engine*. Hingga akhir periode pelaporan, total emisi GRK mencapai 365,39 Ton CO₂eq, turun dari tahun sebelumnya sebesar 1,109.11 Ton CO₂eq karena adanya penurunan tingkat produksi dan aktivitas *central processing plant* (CPP). Kami melakukan perhitungan emisi GRK secara berkala menggunakan *emission calculation software* yang dikembangkan oleh Pertamina.

GHG EMISSION CONTROL

JOB Tomori's energy efficiency program is integrated with the control of greenhouse gas (GHG) emissions from operations. GHG emissions from operations are carbon monoxide (CO), nitrogen monoxide (NO) and carbon dioxide (CO₂) emissions. JOB Tomori's internal sources of GHG emissions are diesel generators and gas engines. By the end of the reporting period, total GHG emissions reached 365,39 tons CO₂eq, down from 1,109.11 tons CO₂eq in the previous year due to decrease production and central processing plant (CPP) activities. We calculated GHG emissions regularly using emission calculation software developed by Pertamina.

Emisi GRK Dihasilkan [ISRS-15.3.3.8] [ISRS-15.3.3.9] GhG emissions Generated

Uraian Description	2017	2016	2015
	Ton CO ₂ eq		
Total Emisi dari Proses Produksi Total Emissions from Production Process	292.31	1,056.82	276.60
Total Emisi dari Proses Penunjang Total Emissions from Support Process	73,08	52.29	69.15
Total Emisi Total Emissions	365,39	1,109.11	345.75

INTENSITAS EMISI GRK [G4-EN18]

Perhitungan intensitas emisi GRK menggunakan nilai total beban emisi GRK dihasilkan dibandingkan dengan total produksi migas. Intensitas emisi GRK hingga akhir Desember 2017 mencapai 0,08 Ton CO₂eq/BOE, atau turun sebesar 90% dari tahun sebelumnya.

GHG EMISSION INTENSITY [G4-EN18]

The calculation of GHG emission intensity using the total value of generated GHG emission load compared to total oil & gas production. GHG emission intensity by the end of December 2017 reached 0.08 tons CO₂eq/BOE, down 90% from the previous year.

Intensitas Emisi GRK [G4-EN18] GhG emissions Intensity

Uraian Description	Satuan Unit	2017	2016	2015
Total Emisi GRK Total GHG emissions	Ton CO ₂ eq	990,77	1,109.11	345.75
Total Produksi Migas Total Oil & Gas Production	BOE	10,432	11,744.51	299.52
Intensitas Emisi Emissions Intensity	Ton CO ₂ eq/BOE	0,08	0.09	1.15

PENGURANGAN EMISI GRK

Berbagai program efisiensi energi pada tahun 2017 mampu mengurangi emisi GRK 169,28 Ton CO₂ eq. Dasar yang digunakan untuk menghitung pengurangan emisi adalah *emission calculation software* yang dikembangkan oleh Pertamina.

GHG EMISSION REDUCTION

Various energy efficiency programs in 2017 managed to reduce GHG emissions by 169.28 tons CO₂eq. The emission reduction was calculated using the emission calculation software developed by Pertamina.

**Pengurangan Emisi GRK [G4-EN19] [ISRS 15.3.3.19]
GhG emission Reduction**

Kegiatan Activity	Satuan Unit	2017	2016	2015
Konversi <i>associated gas</i> menjadi <i>fuel gas</i> dengan pengaturan <i>air fuel module</i> (AFM) dan <i>engine sensor manager</i> (ESM) Associated gas conversion to fuel gas with setting of air fuel module (AFM) and engine sensor manager (ESM)	Ton CO ₂ eq	0	0.039	0.092
Penggantian lampu <i>high pressure sodium</i> dengan LED Replacement of high pressure sodium lamp with LED	Ton CO ₂ eq	0,011	0.0179	0.0068
<i>Boat and car management 2/7</i>	Ton CO ₂ eq	271.64	130.83	8,016
Pengurangan beban kerja pembangkit listrik tenaga gas dengan penggunaan pembangkit listrik tenaga uap dari pemanfaatan panas proses AGCU Reduction of gas-fired power plant workload by the use of a steam power plant from the AGCU process heat recovery	Ton CO ₂ eq	40.8	36.3	N/A
<i>Control panel</i> dan penerangan bertenaga surya di area <i>wellhead</i> Control panel and solar-powered lighting in wellhead area	Ton CO ₂ eq	4.72	2.07	N/A
Jumlah Ton CO ₂ eq	Total	317.17	169.28	8,016

REFRIGERANT RAMAH LINGKUNGAN

JOB Tomori melakukan inisiatif meminimalkan potensi emisi perusak ozon atau *ozone depleting substances* (ODS) melalui upaya penggantian *refrigerant*, dari menggunakan CFC menjadi *refrigerant* ramah lingkungan. [ISRS 15.3.3.10]

ENVIRONMENTALLY FRIENDLY REFRIGERANT

JOB Tomori undertakes an initiative to minimize the emission potential of ozone depleting substances (ODS) by replacing refrigerant using CFC with environmentally friendly refrigerants. [ISRS 15.3.3.10]

PENGENDALIAN EMISI LAIN

Emisi lain dari kegiatan operasi JOB Tomori meliputi SOx dan NOx. Hingga akhir tahun 2017, total emisi SOx mencapai 187.34 ton, atau naik dibanding tahun sebelumnya 75.88 ton. Total beban emisi NOx mencapai 0.90 ton, atau turun dibanding tahun sebelumnya sebesar 9.58 ton. Kenaikan SOx disebabkan oleh adanya lapangan dan aktivitas *central processing plant* (CPP). [ISRS 15.3.3.11]

CONTROL OF OTHER EMISSIONS

Other emissions from JOB Tomori operations include SOx and NOx. Until the end of 2017, total SOx emissions reached 187.34 tons, or an increase compared to the previous year at 75.88 tons. Total NOx emission load reached 0.90 tons, or down from the previous year of 9.58 tons. The increase in SOx was due to the presence of field and central processing plant (CPP) activities. [ISRS 15.3.3.11]

Jumlah Emisi lain [ISRS 15.3.3.11] Total Other emissions

Uraian Description	2017	2016	2015
	Ton		
total emisi dari proses produksi Total emissions from production process			
SOx	99.23	73.57	0.42
NOx	0.056	8.31	13.96
total emisi dari proses penunjang Total emissions from support process			
SOx	88.11	52.29	0.11
NOx	0.85	1.26	3.49
total emisi Total emissions			
SOx	187.34	75.88	0.53
NOx	0.90	9.58	17.45

MEREDUKSI PENCEMAR UDARA SO₂

JOB Tomori mengembangkan metode pemisahan sulfur pada gas bumi dengan mengonversi H₂S menjadi produk samping asam sulfat (H₂SO₄) melalui unit AGCU. Metode ini mampu mengurangi emisi SO₂ sebesar 99% dan menghasilkan produk H₂SO₄.

Kegiatan pengembangan dilakukan JOB Tomori bersama Haldor Topsoe sebagai *licensor* dari *Wet Gas Sulphuric Acid* (WSA) Plant dan diverifikasi oleh lembaga kompeten dan independen dari Institut Teknologi Sepuluh November (ITS).

REDUCING SO₂ AIR POLLUTION

JOB Tomori developed a sulfur separation method for natural gas by converting H₂S into sulfuric acid by-product (H₂SO₄) through an AGCU unit. This method managed to reduce SO₂.

The development was conducted by JOB Tomori with Haldor Topsoe as licensor of the Wet Gas Sulfuric Acid (WSA) Plant and verified by a competent and independent institution of the Sepuluh November Institute of Technology (ITS).

PENGELOLAAN LIMBAH [ISRS 15.3.3.12]

Kegiatan operasi JOB Tomori menghasilkan limbah non-B3 dan limbah B3. Limbah yang dikategorikan non-B3 merupakan limbah domestik (plastik, kayu, kertas, gelas dan limbah organik) berasal dari kantor dan dapur. Limbah B3 berasal dari kegiatan operasi yang terdiri dari oli bekas, bahan kimia kadaluarsa cair, bahan kimia kadaluarsa padat, filter bekas, cartridge bekas, baterai bekas, rags bekas, lampu TL, drum bekas, tanah terkontaminasi, dan limbah medis. Kami berupaya mengurangi limbah non-B3 maupun B3 dengan menerapkan konsep 3R (*reduce, reuse, recycle*).

Pada tahun 2017 total limbah padat non-B3 berjumlah 31,45 Ton, turun dibandingkan tahun sebelumnya sebanyak 169,75 Ton. Limbah padat non-B3 dominan berasal dari dapur. Sebanyak 7.595 Kg limbah padat non-B3 pada tahun 2017erhasil didaur ulang menjadi kompos, naik 604% dari tahun sebelumnya sebanyak 1.257 Kg. Pengurangan sampah kertas dari penggunaan smart id card pada tahun 2017ebanyak 226,24 Kg, naik 603% dari tahun sebelumnya sebanyak 37,49 Kg.

WASTE MANAGEMENT [ISRS 15.3.3.12]

JOB Tomori's operations generate non-B3 and B3 waste. Non-B3 waste is categorized as domestic waste (plastics, wood, paper, glass and organic waste) from offices and kitchens. B3 waste from operations includes used oil, expired liquid chemicals, expired solid chemicals, used filters, used cartridges, used batteries, used rags, fluorescent (TL) lamps, used drums, contaminated soil, and medical waste. We put in our effort to reduce non-B3 or B3 waste by applying the 3Rs (*reduce, reuse, recycle*) concept.

In 2017, total non-B3 solid waste was 31.45 tons, up from 169.75 tons in the previous year. The dominant non-B3 solid waste generated from the kitchen. A total of 7,595 kg of non-B3 solid waste in 2017 was successfully recycled to compost, up 604% from a year earlier of 1,257 Kg. The reduction of paper waste from smart id card use in 2017 was 226.24 kg, up 603% from the previous year as much as 37.49 kg.

Total Limbah non-B3 Dihasilkan dan Metode Pengelolaan [ISRS 15.3.3.12]
total non-B3 Wastes Generated and Management Methods

Jenis Limbah Type of Waste	Metode Pengelolaan Management Method	Volume dihasilkan Generated Volume (ton)		
		2017	2016	2015
Makanan Food	Pembuatan kompos dan MOL	16.54	10.33	3.43
Kertas Paper	Pembuatan kertas daur ulang Paper recycling	0.73	0.10	0.25
Botol gelas glass bottles	Dibawa ke TPA Brought to landfill	1,54	2.30	0.74
Kayu Wood	Dibawa ke TPA Brought to landfill	8.20	33.53	0.06
Plastik Plastic	Dibawa ke TPA Brought to landfill	1,60	1.04	0.57
Logam Metal	Dibawa ke TPA Brought to landfill	2,85	84.06	0
Tabung nitrogen Nitrogen tubes	Dikembalikan ke vendor Returned to vendor	0	9.78	0
Total		31.46	141.14	5.05

Pengelolaan limbah B3 dilakukan melalui kerja sama dengan pihak ke-tiga yang telah memenuhi seluruh persyaratan perizinan. Hingga pertengahan 2017 total volume limbah B3 yang dihasilkan 204,32 ton, yang seluruhnya dikelola oleh pihak ketiga. Limbah B3 paling dominan adalah bahan kimia cair dari proses operasi.

JOB Tomori juga melakukan beberapa langkah pengurangan limbah B3, diantaranya penggantian lampu *high pressure sodium* dengan LED, *safety stock for warehouse inventory*, dan perubahan periode *preventive maintenance*.

The management of B3 waste is conducted in cooperation with a third party who has met all the licensing requirements. Until mid-2017, total volume of B3 waste generated was 204.32 tons, entirely managed by a third party. The most dominant B3 waste is liquid chemicals from the operation process.

JOB Tomori also has taken several steps to reduce B3 waste, including replacement of high pressure sodium lamp with LED, safety stock for warehouse inventory, and change of preventive maintenance period.

Total Limbah B3 Dihasilkan dan Metode Pengelolaan [ISRS 15.3.3.12]
total B3 Wastes Generated and Management Methods

Jenis Limbah Type of Waste	Metode Pengelolaan Management Method	Volume dihasilkan Generated Volume (ton)		
		Juli 2017	Juli 2016	2015
Oli bekas Used oil		9.80	10.60	3.30
Bahan kimia kadaluarsa cair Expired liquid chemicals		80.97	70.50	2.00
Bahan kimia kadaluarsa padat Expired solid chemicals		109.31	0	0.000475
Filter bekas Used filters		2.40	0	0
Cartridge bekas Used cartridge	Dikirimkan ke pihak ketiga (PT PPLi)	0.16	0	0
Baterai bekas Used batteries	Sent to third party (PT PPLi)	0.70	0	0.0450
Rags bekas Used rags		0.70	0.20	0.047
Lampu TL Fluorescent lamps		0	0	0.000826
Drum bekas Used drums		0.22	0.81	1.06
Tanah terkontaminasi Contaminated soil		0	0	0.35
Limbah medis Medical waste		0.05	0.0014	0.01
Total		204.31	82.12	6.81

Pada tahun 2017, tidak ada limbah B3 yang berasal dari pengeboran karena Lapangan Tiaka untuk sementara waktu tidak beroperasi. [G4-OG7]

In 2017, no B3 waste generated from drilling because Tiaka Field temporarily halted operation. [G4-OG7]

PENGGUNAAN DAN KONSERVASI AIR

JOB Tomori menggunakan air tanah untuk memenuhi kebutuhan proses produksi dan kebutuhan fasilitas penunjang. Pengelolaan air di JOB Tomori mengacu pada kebijakan, standar, dan regulasi yang berlaku. Dalam pelaksanaannya, di Lapangan Senoro kami melakukan konservasi air dengan memanfaatkan air buangan dari proses treatment air demin (Low Pressure Reverse Osmosis/LPRO) untuk diumpungkan kembali ke proses air bersih yang mampu menghemat 30% dari total keseluruhan air yang digunakan untuk pengolahan air demin. Selain itu kami juga memanfaatkan air buangan dari proses air bersih (High Pressure Reverse Osmosis/HPRO) untuk kegiatan back wash unit filtration didalam proses pengolahan air bersih yang mampu menghemat 4% dari total air buangan HPRO.

WATER USE AND CONSERVATION

JOB Tomori manages water efficiently meet the needs of production process and supporting facilities. Water management at JOB Tomori refers to applicable policies, standards and regulations. At Senoro Field, we implement water conservation by using wastewater from demineralized water treatment process (low pressure reverse osmosis/LPRO) to be fed back to clean water process. This step can save 30% of the total water used for demin water treatment. In addition, we also use high pressure reverse osmosis (HPRO) wastewater for back wash filtration activities in the water treatment process and can save 4% of total HPRO wastewater.

**Volume Penggunaan air dari Sumber air tanah [ISRS 15.3.3.5]
Volume of Water Consumption from Ground Water Resources**

Uraian Description	Volume (m ³)		
	2017	2016	2014
Penggunaan Air untuk Proses Produksi Water Consumption for Production Process	20,200	12,461	0**
Penggunaan Air untuk Fasilitas Penunjang Water Consumption for Supporting Facilities	28,834	20,810	3,661
Total Penggunaan Air Total Water Consumption	49,034	33,271	3,661

* Data tahun 2017 hanya dari Lapangan Senoro karena Lapangan Tiaka untuk sementara tidak berproduksi
Data 2017 was only from Senoro Field because Tiaka Field temporarily halted production

** Data dari Lapangan Tiaka tidak menggunakan air dalam proses produksi
Data from Tiaka Field did not use water in the production process

JOB Tomori memanfaatkan air tanah untuk memenuhi kebutuhan proses produksi dan kebutuhan fasilitas penunjang. Metodologi yang digunakan adalah dengan pencatatan pengukuran oleh alat ukur alir di *display distributed control system* (DCS). Pada tahun 2017, total penggunaan air tanah sebanyak 33.271 m³, naik dibandingkan tahun 2016 sebanyak 3.661 m³ karena pada tahun 2015, air yang digunakan disediakan oleh kontraktor EPC.

JOB Tomori utilizes groundwater to meet the needs of the production process and supporting facilities. The calculation was conducted by recording measurements by the flow meter in the Distributed Control System (DCS) display. During 2017, total ground water consumption was 33,271 m³, up compared to 2016 of 3,661 m³, because in 2015 water used for consumption is provided by EPC contractor.

PENURUNAN BEBAN PENCEMARAN AIR

Kami memiliki IPAL di Lapangan Tiaka untuk mengolah air yang telah dimanfaatkan untuk memenuhi kebutuhan domestik atau fasilitas penunjang. Air dari hasil pengolahan IPAL dimanfaatkan lagi sebagai air penyiraman di area akomodasi. Inisiatif ini hingga akhir tahun 2017 mengurangi beban pencemaran air sebesar 4,09 ton dari total air limbah. Kami juga memastikan tidak ada spesies yang terganggu air limbah karena sistem pengelolaan air JOB Tomori telah sesuai dengan peraturan yang berlaku. [G4-EN12][ISRS 15.3.3.7]

DECREASE OF WATER POLLUTION LOAD

We have WWTP at Tiaka Field to process water that has been used to meet domestic or supporting facilities' needs. Water from the WWTP processing is reused for watering in the accommodation area. This initiative until the end of 2017 managed to reduce the water contamination load by 4.09 tons of total wastewater. We also ensure that no species was disturbed by wastewater because JOB Tomori water management system has complied with applicable regulations. [G4-EN12][ISRS 15.3.3.7]

Penurunan Beban Pencemaran Air decrease of Water Pollution Load [G4-EN22] [ISRS 15.3.3.13]

Uraian Uraian	Parameter	Satuan Unit	2017	2016	2015
Pemanfaatan air dari IPAL untuk menyiram taman di area akomodasi Utilization of water from WWTP to water the gardens in the accommodation area	Residu chlorine	Ton	N/A	N/A	0,000081
	BOD**	Ton	0,001075	0,001088	0
	TSS**	Ton	0,001024	0,000531	0
Pengolahan Air Terproduksi dengan WWTP Produced Water Treatment by WWTP	minyak & lemak** oil & fat **	Ton	0,000063	0,000032	0
	Minyak dan Lemak oil & fat	Ton	N/A	0,0024	0,047
	COD	Ton	11,26	3,950	
Zero Discharge Produced Water	Minyak dan Lemak oil & fat	Ton	0,010084	0,120	
	H2s	Ton	0,010849	0,0047	0
	Amonia Ammonia	Ton	0,001512	0,017	0
	Fenol	Ton	0,001308	0,00046	0
Total pengurangan beban Ton		Total load reduction	11,27	4,09	

Change parameters in permissions

PERLINDUNGAN KEANEKARAGAMAN HAYATI

Aspek keanekaragaman hayati penting bagi JOB Tomori karena wilayah operasi JOB Tomori bersinggungan dengan habitat hewan maupun tumbuhan sehingga berpotensi memberikan dampak negatif maupun positif terhadap keanekaragaman hayati. Selain itu, peran keanekaragaman hayati beserta ekosistemnya berfungsi untuk menjaga keseimbangan penyerapan karbon.

Perlindungan keanekaragaman hayati tertuang dalam Kebijakan Mutu, Kesehatan dan Keselamatan Kerja, Lindung Lingkungan serta Keamanan Perusahaan. Strategi pelestarian keanekaragaman hayati berfokus pada konservasi maleo, transplantasi karang, dan penanaman pohon bakau.

Hingga pertengahan tahun 2017, JOB Tomori telah melakukan konservasi 20 pasang maleo, transplantasi karang 8.500 m² dan konservasi mangrove 50 ha. Pelestarian keanekaragaman hayati didukung sumber daya berupa dana sesuai Work Program & Budget (WP&B) sebesar Rp1,8 miliar. Pelaksana dan pengambil keputusan pelestarian keanekaragaman hayati adalah Fungsi Environment yang menjadi bagian dari HSSE. [\[G4-DMA\]](#)

BIODIVERSITY PROTECTION

Biodiversity aspect is important for JOB Tomori because of our operations area is adjacent to the animal and plant habitats so it has the potential to have both negative and positive impacts on biodiversity. In addition, the role of biodiversity and its ecosystems serves to maintain the balance of carbon sequestration.

Biodiversity protection is contained in the Company's policy on Quality, Occupational Health and Safety, Environmental Protection and Security. Biodiversity conservation strategies focus on maleo conservation, coral transplantation, and mangrove planting.

Until mid-2017, JOB Tomori has conserved 20 pairs of maleo, 8,500 m² of coral transplantation and 50 ha of mangrove conservation. The biodiversity conservation of is supported by fund resources according to the Work Program & Budget (WP & B) amounted to Rp1.8 billion. The operator and decision maker of biodiversity conservation is the Environment Function which is part of HSSE. [\[G4-DMA\]](#)

STATUS AREA OPERASI

Total luas Wilayah Kuasa Pertambangan (WKP) JOB Tomori sekitar 451 Km². Pada area tersebut terdapat 2 lapangan, Lapangan Tiaka (*development*) di Kabupaten Morowali Utara dan Lapangan Senoro (*development*) di Kabupaten Banggai. Terdapat Cagar Alam Morowali di sebagian kecil area WKP, namun kegiatan operasional diutamakan di luar area tersebut. Dengan demikian, tidak ada kegiatan operasi yang menyebabkan rusaknya/hilangnya keanekaragaman hayati. [G4-EN11] [G4-OG4] [ISRS 15.3.3.6]

STATUS OF OPERATION AREA

Total area of Mining Concession Area (WKP) of JOB Tomori is about 451 Km². The area consists of 2 fields, Tiaka Field (*development*) in North Morowali and Senoro Field (*development*) in Banggai Regency. There is a Morowali Nature Reserve in a small part of WKP area, but operational activities are prioritized to be conducted outside the area. Thus, there were no operations that caused damage/loss of biodiversity. [G4-EN11] [G4-OG4] [ISRS 15.3.3.6]



INISIATIF PELESTARIAN KEANEKARAGAMAN HAYATI [G4-EN13][15.3.3.20]

Kami berperan aktif memelihara kelestarian dan perlindungan keanekaragaman hayati di sekitar lingkungan JOB Tomori melalui program konservasi maleo, transplantasi karang, dan penanaman pohon bakau.

Kami melakukan konservasi burung Maleo (*Macrocephalon maleo*) secara insitu di Cagar Alam Morowali berbasis observasi perilaku sejak tahun 2014 hingga sekarang. Kami menggunakan kamera pengintai untuk mengidentifikasi jenis predator yang paling memengaruhi eksistensi burung Maleo.

BIODIVERSITY CONSERVATION INITIATIVES [G4-EN13][15.3.3.20]

We play an active role in preserving and protecting biodiversity in the vicinity of JOB Tomori site through maleo conservation program, coral transplantation, and mangrove planting.

We have conducted conservation of Maleo birds (*Macrocephalon maleo*) in situ at Morowali Nature Reserve based on behavioral observations from 2014 up until now. We use surveillance cameras to identify the types of predators that most affect the existence of Maleo birds.

Pada tahun 2017, kami bekerja sama dengan Universitas Tompotika Luwuk dan BKSDA Sulawesi Tengah berhasil mengamati 20 pasang burung Maleo di Cagar Alam Morowali. Burung Maleo adalah spesies endemik Sulawesi Tengah yang dikategorikan terancam punah atau *Endangered* (EN) di dalam IUCN Red List. Spesies ini didaftarkan dalam CITES Appendix I. [G4-14, G4-EN14]

In 2017, we collaborated with Tompotika University, Luwuk, and Central Sulawesi Regional Center for Conservation and Natural Resources (BKSDA) managed to observe 20 pairs of Maleo birds in the Morowali Nature Reserve. Maleo birds are endemic species of Central Sulawesi that are categorized as Endangered (EN) on the IUCN Red List. This species is listed in CITES Appendix I. [G4-14, G4-EN14]

Daftar Spesies langka di area WKP [G4-EN14]
List of endangered species in WKP area

Nama Spesies Name of Species	nama Lokal Local Name	status iUCN IUCN Status
<i>Macrocephalon maleo</i>	Burung Maleo	<i>Endangered</i> (EN)
<i>Pterapogon kaudemi</i>	Banggai Cardinal Fish	<i>Endangered</i> (EN)

Inisiatif JOB Tomori dalam pelestarian keanekaragaman hayati lainnya adalah transplantasi terumbu karang di sekitar wilayah operasi Lapangan Tiaka sejak tahun 2010. Inisiatif ini bertujuan meningkatkan tutupan terumbu karang menggunakan sistem *nursery rack* dengan model *bio-reef* (kerucut) dan model *spider* sebagai ekosistem biota laut. Pada tahun 2017, total area konservasi karang mencapai 7.500 m² dengan keanekaragaman ikan sebanyak 199 jenis dan indeks kehati sebesar 6,16. Kami juga melakukan pengembangan Banggai Cardinal Fish (BCF) ke lokasi transplantasi karang, sebagai upaya pertama kali yang diterapkan di dunia.

JOB Tomori's initiative in other biodiversity conservation is coral reef transplantation around Tiaka Field operations area since 2010. This initiative aims to increase coral cover by using nursery rack system with bio-reef (cone) model and spider model as marine biota ecosystem. In 2017, total area of coral reef conservation reached 7,500 m² with 199 species of fish diversity and 6.16 for the biodiversity index. We are also developing Banggai Cardinal Fish (BCF) to coral transplantation site, as the first initiative applied in the world.

Selain transplantasi karang, kami bekerja sama dengan akademisi, LSM dan Dinas Kehutanan setempat melakukan konservasi mangrove di sekitar Lapangan Senoro. Tujuannya adalah meningkatkan keanekaragaman jenis dan populasi biota asosiasi hutan mangrove, seperti kepiting dan ikan. Inisiatif ini dilakukan di area Desa Paisubololi Kabupaten Banggai, Desa Uwedikan Kabupaten Luwuk, dan Desa Tohiti Sari Kabupaten Luwuk. Pada tahun 2017, total penanaman pohon bakau mencapai 70.000 pohon pada area seluas 50 ha.

In addition to coral transplantation, we collaborate with local academics, NGOs and Agencies to conserve mangroves around Senoro Field. The aim is to increase species diversity and mangrove forest associated biota population, such as crabs and fish. This initiative was carried out in Paisubololi Village area of Banggai Regency, Uwedikan Village of Luwuk Regency, and Tohiti Sari Village of Luwuk Regency. In 2017, total planting of mangrove trees reached 70,000 trees on an area of 50 ha.

BERDIKARI SOSIAL

Berdikari Social



MEMBANGUN MASYARAKAT MANDIRI DAN SEJAHTERA

JOB Tomori berkomitmen penuh melaksanakan tanggung jawab sosial (TJS) sesuai dengan perundang-undangan yang berlaku di Indonesia dengan memperhatikan ketentuan, norma, dan konvensi internasional. Kami memiliki kebijakan Perusahaan yang menyatakan pelaksanaan TJS harus terukur, berkelanjutan, ramah lingkungan, bersinergi dengan program pemerintah serta melibatkan pemangku kepentingan. Kebijakan yang diimplementasikan melalui beberapa program pemberdayaan masyarakat (*community development*) ini sesuai dengan kebutuhan masyarakat untuk menciptakan kesejahteraan dan kemandirian sosial masyarakat di wilayah operasi JOB Tomori.

BUILDING INDEPENDENT AND PROSPER COMMUNITY

JOB Tomori is fully committed to carrying out its social responsibility (TJS) in accordance with applicable laws and regulations in Indonesia with due regard to international rules, norms and conventions. We have a Company policy which states that TJS implementation should be measurable, sustainable, environmentally friendly, in synergy with government programs and involving stakeholders. The policy is implemented through several community development programs according to the community's needs to create welfare and social independence of the community in JOB Tomori's operations area.

VISI DAN MISI TANGGUNG JAWAB SOSIAL [G4-56]

visi

- Mewujudkan tata kelola tanggung jawab sosial yang berkelanjutan menuju masyarakat mandiri dan sejahtera

misi

- Mengembangkan ekonomi masyarakat secara berkesinambungan sehingga tercipta masyarakat yang mandiri dan sejahtera
- Berperan aktif menjaga kelestarian lingkungan di dalam setiap aktivitasnya
- Meningkatkan kualitas pendidikan setiap generasi masyarakat guna memberikan bekal untuk usaha mandiri
- Bertanggung jawab dalam pelaksanaan program
- Meningkatkan sinergi dengan para pemangku kepentingan

VISION AND MISSION OF SOCIAL RESPONSIBILITY [G4-56]

vision

- To achieve sustainable social responsibility governance towards an independent and prosperous community

mission

- To develop a sustainable community economy to create an independent and prosperous community
- To play an active role in preserving the environment in every activity
- To improve the quality of education for each generation of the community to prepare their independence in business
- To be responsible in the program implementation
- To increase synergies with stakeholders



5 PILAR TANGGUNG JAWAB SOSIAL
5 Pillars of Social Responsibility

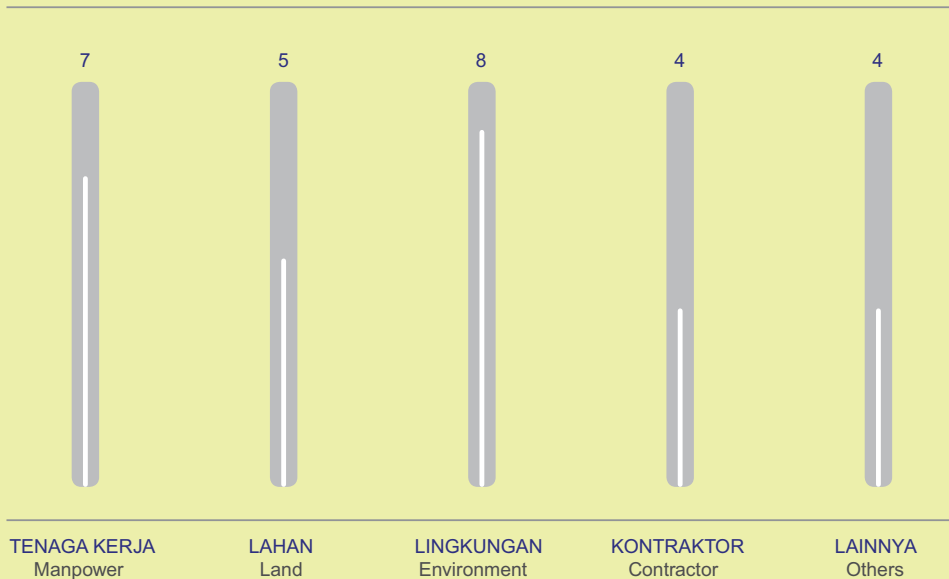
PEMBERDAYAAN MASYARAKAT [ISRS 15.3.6.1]

Masyarakat di sekitar wilayah operasi merupakan salah satu pemangku kepentingan JOB Tomori. Untuk memahami keberadaan mereka, JOB Tomori sudah melakukan AMDAL, *stakeholder mapping*, dan *social mapping*. Disamping itu, JOB Tomori menerapkan *grievance mechanism* (mekanisme pengelolaan keluhan) sesuai standar IFC PS (International Finance Corporation Performance Standard) yang dilakukan bersamaan dengan 4 *section* , yaitu Relations, Legal & Land Matters, Security, dan Community Development. Pada tahun 2017 tercatat ada 28 keluhan, dengan rincian per kategori sebagai berikut:

COMMUNITY EMPOWERMENT [ISRS 15.3.6.1]

The community around the operation area is one of JOB Tomori's stakeholders. To understand their existence, JOB Tomori has conducted Analysis on Environmental Impact (AMDAL), stakeholder mapping, and social mapping. In addition, JOB Tomori has applied grievance mechanism according to International Finance Corporation Performance Standard (IFCPS) in conjunction with 4 sections, namely Relations, Legal & Land Matters, Security, and Community Development. In 2017 there were 28 complaints, with details per category as follows:

Grafik Keluhan Berdasarkan Kategori
Graph of complaints by category



Kami berupaya mewujudkan tatanan masyarakat mandiri sejahtera (Mamasa) dan cinta lingkungan melalui program pemberdayaan masyarakat yang menjadi bagian dari tanggung jawab sosial perusahaan (*Corporate Social Responsibility/CSR*). Aktivitas program pemberdayaan masyarakat mengedepankan prinsip kehati-hatian dari aspek HSE serta diarahkan untuk peningkatan ekonomi, keharmonisan sosial, dan kelestarian lingkungan.

We strive to create independent and prosperous community (Mamasa) and environmentally friendly through a community empowerment program that is part of Corporate Social Responsibility (CSR). The community empowerment program activities prioritize the precautionary principle of HSE aspect as well as aimed to economic improvement, social harmony, and preservation of environment.

Pelaksanaan program dilakukan melalui tahapan yang linier, yaitu:

1. Pemetaan sosial (*social mapping*);
2. Penguatan kelembagaan melalui pendampingan dari sisi teknis (sarana prasarana) maupun teknis (organisasi);
3. Penguatan sarana dan fasilitas;
4. Penguatan jejaring dan kemitraan dengan pemangku kepentingan;
5. Monitoring dan evaluasi.

Pelaksanaan pemberdayaan masyarakat diawali *assessment* dampak sosial dan lingkungan dari kegiatan operasi melalui studi pemetaan sosial yang mencakup seluruh (100%) WKP seluas sekitar 451 Km ², meliputi Kabupaten Morowali Utara dan Kabupaten Banggai di Sulawesi Tengah.

Kami melibatkan seluruh pemangku kepentingan, terutama kaum perempuan dan kelompok rentan dalam kegiatan *assessment* dampak sosial dan lingkungan. JOB Tomori mengadopsi pengertian kelompok rentan menurut World Bank, yaitu penduduk yang memiliki beberapa karakteristik khusus yang membuatnya berisiko tinggi jatuh miskin daripada orang lain yang tinggal di daerah yang ditargetkan oleh suatu proyek.

Orang tua, anak-anak dan remaja, mantan kombatan, penderita HIV/AIDS individu dan rumah tangga, etnis minoritas, masyarakat asli, dan perempuan termasuk kelompok rentan. Untuk menentukan siapa saja yang termasuk kelompok rentan, dilakukan studi lebih lanjut melalui proses partisipatif berupa *focused group discussion* (FGD), wawancara mendalam, dan survei kuesioner. Dari hasil *assessment*, program pengembangan masyarakat diimplementasikan dalam lima pilar tanggung jawab sosial yang terbagi dalam empat kategori, yaitu *charity*, infrastruktur, *capacity building*, dan *empowerment*.

Implementation of the program is done through a linear stage, namely:

1. Social mapping;
2. Institutional strengthening through technical assistance (infrastructure and facilities) and technical (organization);
3. Strengthening of tools and facilities;
4. Strengthening networks and partnerships with stakeholders;
5. Monitoring and evaluation.

The implementation of community empowerment began with the assessment of social and environmental impacts of operations through a social mapping study at all (100%) WKP covering approximately 451 km ², including North Morowali and Banggai regencies in Central Sulawesi.

We involved all stakeholders, especially women and vulnerable groups in social and environmental impact assessment activities. JOB Tomori adopted the World Bank's conception of a vulnerable group, a population that has some special characteristics that pose higher risk of falling into poverty rather than others living in areas targeted by a project.

Seniors, children and adolescents, ex-combatants, individual and household HIV/AIDS patients, ethnic minorities, indigenous peoples, and women are categorized as vulnerable groups. To determine who belongs to the vulnerable group, further study has been done through a participatory process such as focused group discussion (FGD), in-depth interview, and questionnaire survey. Based on the assessment results, the community development programs are implemented in five pillars of social responsibility that are divided into four categories, namely charity, infrastructure, capacity building, and empowerment.

Program pemberdayaan masyarakat disosialisasikan kepada masyarakat yang terdampak kegiatan operasi JOB Tomori melalui forum desa yang dilakukan setiap bulan dengan lokasi yang berbeda dan dihadiri oleh unsur pemangku kepentingan terkait. Pengawasan dan evaluasi program pemberdayaan masyarakat dilakukan secara internal melalui monitoring dan evaluasi program setiap enam bulan, sedangkan eksternal melalui survei indeks kepuasan masyarakat (IKM) dan monitoring serta evaluasi setiap satu tahun.

[ISRS 15.3.6.6]

Hingga tahun 2017 fokus program pengembangan masyarakat yang telah memberikan kontribusi nyata bagi komunitas lokal yaitu:

1. Pemberdayaan perempuan melalui program tanaman sayuran organik dan obat keluarga (Taman Sorga);
2. Pemberdayaan masyarakat pesisir melalui aplikasi teknologi lampu pengumpul ikan (LEDikan);
3. Pemberdayaan petani melalui pertanian ramah lingkungan dengan *System Of Rice Intensification* (SRI) Organik.

MEKANISME PENGADUAN MASYARAKAT [ISRS 15.3.6.8]

JOB Tomori berkomitmen dalam menjaga hubungan baik dengan masyarakat dengan berbagai upaya. Kami mengadakan Forum Desa yang merupakan forum komunikasi langsung dengan masyarakat dengan agenda pembahasan program kehumasan. Forum Desa dilakukan setiap bulan di tempat berbeda dan dihadiri oleh unsur pemangku kepentingan terkait.

Selain itu, Kami juga mengadakan *joint patrol* yang merupakan program patroli aset JOB Tomori sekaligus mekanisme untuk mengetahui potensi keluhan, monitoring, dan sekaligus tindak lanjut penanganan keluhan dengan melakukan penemuan terhadap hal-hal yang berpotensi menjadi keluhan dari masyarakat. Rapat koordinasi rutin dilakukan setiap hari Sabtu dengan mengundang fungsi terkait guna tindak lanjut keluhan dan temuan pada saat *joint patrol*.

Community empowerment programs are disseminated to the communities affected by JOB Tomori's operations through village forums conducted monthly in different locations and attended by relevant stakeholder elements. Monitoring and evaluation of community empowerment program is conducted internally through program monitoring and evaluation every six months, while externally through survey of community satisfaction index (IKM) and monitoring and evaluation is conducted annually.

[ISRS 15.3.6.6]

Until 2017, the focus of community development programs that have made actual contribution to the local community are:

1. Empowerment of women through the program of organic vegetable crops and family medicine (Taman Sorga or Garden of Heaven);
2. Empowerment of coastal communities through the application of fish collecting lamp technology (LEDikan);
3. Empowerment of farmers through environmentally friendly farming with *System of Organic Rice Intensification* (SRI)

COMMUNITY GRIEVANCE MECHANISM [ISRS 15.3.6.8]

JOB Tomori is committed to maintaining good relations with the community with various efforts. We hold a Village Forum which is a direct communication forum with the community with the agenda to discuss public relations and community development programs. Village forums are conducted monthly in different locations and attended by relevant stakeholder elements.

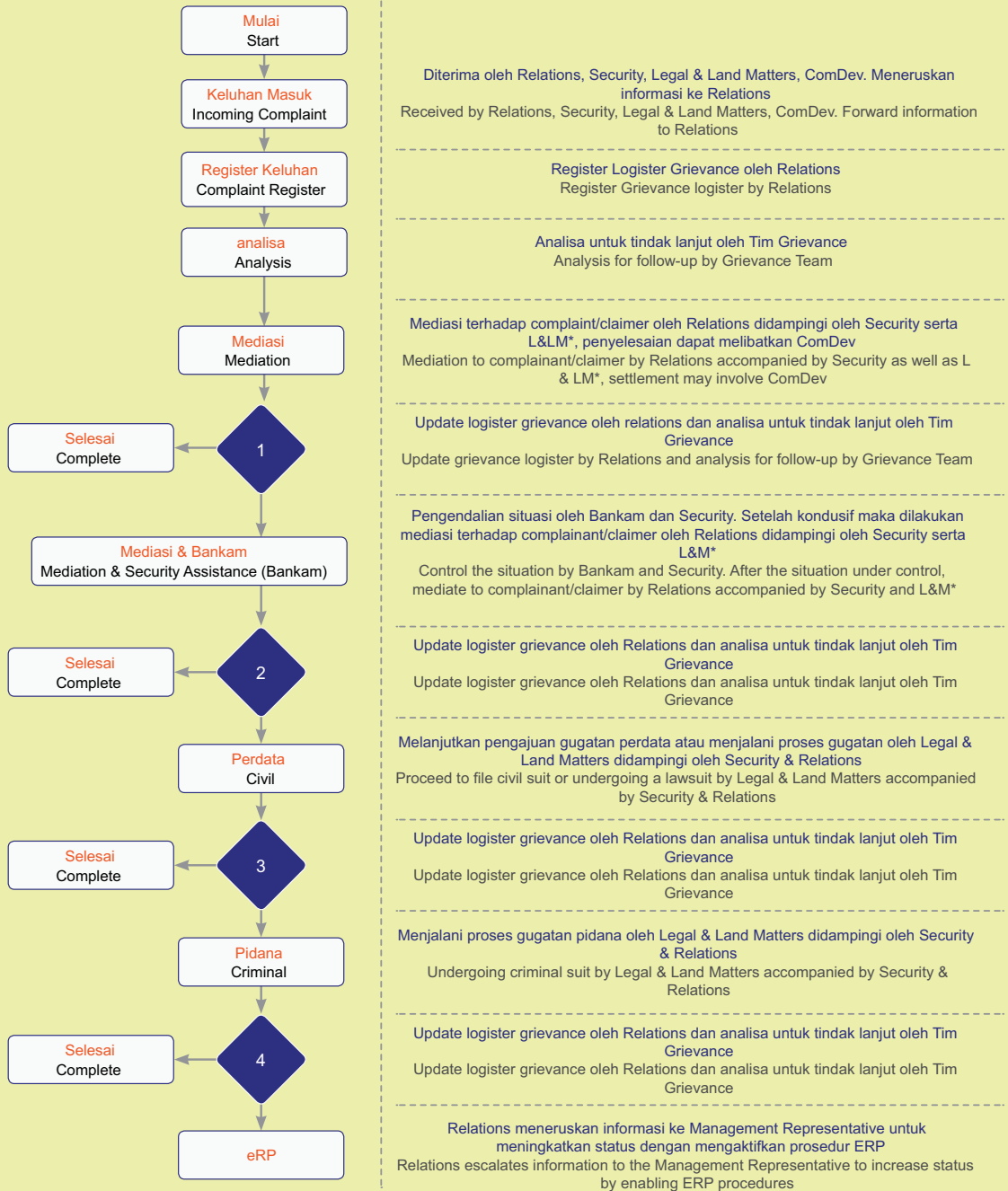
In addition, we also conduct *joint patrol* which is a patrol program of JOB Tomori's assets as well as mechanism to identify potential complaint, monitoring, and also follow-up of grievance handling by finding issues that potentially become the community's complaints. Regular coordination meetings are conducted every Saturday by inviting related functions to follow up complaints and findings during *joint patrol*.

Mekanisme pengaduan masyarakat JOB Tomori digambarkan dalam bagan berikut:

Community grievance mechanism of JOB Tomori is illustrated in the following chart:

Alur Mekanisme Pengelolaan Keluhan
Flow of Grievance Management Mechanism

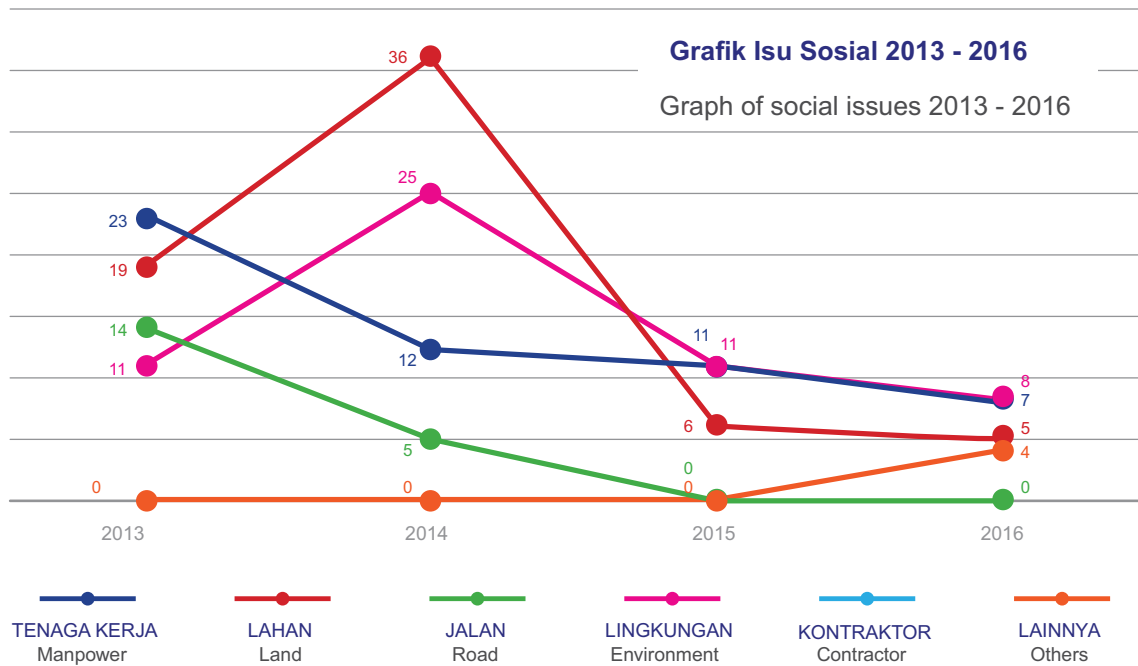
Section in charge



Pengaduan formal masyarakat atas dampak kegiatan operasi dikoordinasikan oleh Relations Section dan ditindaklanjuti bersama Security Section, Legal & Land Matters Section, Senoro Production Operation, Senoro Production Maintenance, Area HSSE, dan Community Development. Sepanjang periode pelaporan, JOB Tomori menerima 24 pengaduan dari masyarakat dan 94% berstatus *closed*. [G4-OG10]

Formal community grievances on the impact of operations are coordinated by the Relations Section and followed up by Security Section, Legal & Land Matters Section, Senoro Production Operation, Senoro Production Maintenance, Area HSSE, and Community Development. Throughout the reporting period, JOB Tomori received 28 grievances from communities and 94% were closed. [G4-OG10]

Jumlah Pengaduan Masyarakat
number of Community Grievances





TAMAN SORGA

Program tanaman sayuran organik dan obat keluarga (Taman Sorga) merupakan program pemberdayaan perempuan di wilayah operasi JOB Tomori, yaitu Kecamatan Batui Selatan, Moilong dan Toili Barat, Kabupaten Banggai serta Kecamatan Mamosalato dan Bungku Utara, Kabupaten Morowali Utara, Sulawesi Tengah. Program ini diharapkan turut berkontribusi terhadap Tujuan ke-5 Pembangunan Berkelanjutan, yaitu penyetaraan gender.

Pengembangan program ini didasari dari potensi masih adanya lahan tidur, tanaman obat yang tidak dimanfaatkan masyarakat dan sulitnya akses layanan kesehatan dasar. Tantangan pengembangan program adalah pembentukan karakter wirausaha, keterbatasan modal, dan waktu.

Untuk membentuk karakter wirausaha, JOB Tomori melakukan sosialisasi program, pelatihan peningkatan kapasitas tanaman toga, seleksi pelatihan pengobatan hingga pemasaran produk herbal. Kami melibatkan dan memberdayakan kelompok perempuan, yaitu Kelompok Herbal Kasih Sayang.

TAMAN SORGA

The program of planting organic vegetables and family medicine (Taman Sorga) is a women's empowerment program in JOB Tomori area of operations in South Batui, Moilong and West Toili districts, Banggai Regency and Mamosalato and North Bungku districts, North Morowali Regency, Central Sulawesi. This program is expected to contribute to the 5th Goal of Sustainable Development, namely gender equality.

The development of this program was based on the potential for idle land, medicinal plants that were taken for granted and the difficulty accessing basic health services. The challenges of this program development were entrepreneurial character building, capital and time constraints.

To establish entrepreneurial character, JOB Tomori disseminated the program, held capacity building training on family medicinal plants, selection of training of herbal product medication up to marketing. We involves and empowered a women group, the Herbal Kasih Sayang Group.

Pada awal program tahun 2014, JOB Tomori juga memfasilitasi pengembangan usaha kepada penerima manfaat. Hingga tahun 2017, jumlah penerima manfaat mencapai 375 orang perempuan di sebelas desa binaan. Program ini juga telah membantu sekitar 600 masyarakat di desa terpencil yang mengalami kesulitan mengakses layanan kesehatan. Selain itu, Taman Sorga mengantarkan Ibu Nurain Alwi Dania, ketua Kelompok Herbal Kasih Sayang mendapatkan penghargaan Local Hero 2016 Pertamina Sehat.

Produk herbal binaan telah mendapatkan sertifikasi produksi pangan industri rumah tangga (P-IRT) dari Dinas Kesehatan setempat. Program ini telah memberikan pendapatan tambahan para penerima manfaat berkisar Rp1.000.000-Rp5.000.000. Program Taman Sorga yang menggunakan pupuk organik mampu mengurangi 50% gas metana. Sebanyak 111 tanaman herbal telah dikembangkan menjadi obat herbal.

Hasil Indeks Kepuasan Masyarakat (IKM) Taman Sorga menunjukkan nilai 81,56 (dari skala 100) dengan kategori 'Sangat Baik'. Hal ini menunjukkan bahwa responden sangat puas dan menerima sangat baik manfaat program Taman Sorga.

TEKNOLOGI LEDIKAN

JOB Tomori berperan aktif mewujudkan cita-cita Indonesia sebagai poros maritim dunia melalui pemberdayaan masyarakat pesisir, salah satunya melalui program LEDikan. Nelayan di sekitar wilayah operasi JOB Tomori dibekali teknologi LED untuk mencari ikan. Inisiatif ini bertujuan untuk mengalihkan nelayan dari penggunaan bom ikan yang merusak terumbu karang.

At the beginning of the program in 2014, JOB Tomori also facilitated business development to the beneficiaries. Until 2017, the number of beneficiaries reached 375 women in 11 target villages. The program has also assisted approximately 600 people in remote villages who have difficulty accessing health services. In addition, through the Taman Sorga uprogram, Mrs Nurain Alwi Dania, the chief of the Herbal Kasih Sayang Group, was awarded Local Hero 2016 of Pertamina Sehat (Pertamina Health).

The herbal products of the target group have been certified for the home industry of food production (P-IRT) from the local Health Agency. This program has provided additional income to beneficiaries between Rp1,000,000 and Rp5,000,000. Taman Sorga program that used organic fertilizer managed to reduce 50% of methane gas. A total of 111 herbal plants have been developed into herbal medicines.

The results of the Community Satisfaction Index (IKM) of Taman Sorga showed 81.56 (from scale 100) under the category of 'Very Good'. This showed that respondents were very satisfied and received very good benefits from the Taman Sorga program.

LEDIKAN TECHNOLOGY

JOB Tomori plays an active role in realizing Indonesia's ambition as the world's maritime axis through the empowerment of coastal communities, one of them through LEDikan program. Fishermen around JOB Tomori's area of operations are equipped with LED technology for fishing. This initiative aims to replace the use of fish bombs by fishermen that damage coral reefs.



Penggunaan LEDikan juga menjadi antisipasi JOB Tomori terhadap potensi ledakan besar di area yang mengadung gas akibat aktivitas pengemboman ikan. JOB Tomori menetapkan area larangan masuk bagi nelayan di wilayah operasi sekitar 500 meter karena berbahaya.

Sebagai pelopor pengguna teknologi LEDikan dalam proses pemberdayaan masyarakat nelayan di sekitar area operasi JOB Tomori, JOB Tomori mendapatkan apresiasi dari Kementerian Kelautan dan Perikanan pada tahun 2016.

Selaras dengan penerapan teknologi LEDikan, JOB Tomori melakukan pemberdayaan istri nelayan melalui program pengolahan hasil perikanan dan gerakan menabung di bank yang menjadi mitra JOB Tomori. Program ini bertujuan membangun kemandirian keuangan keluarga nelayan dan melepaskan ketergantungan terhadap pihak yang menawarkan pinjaman uang berbunga tinggi. Hingga 2016, program ini telah memberikan manfaat bagi 13 kelompok istri nelayan.

The use of LEDikan also serves as an anticipation for JOB Tomori against the potential for large explosions in the areas that have gas deposit caused by fish bombing. JOB Tomori has established a no entry area for fishermen about 500 meters away from the area of operations because of the danger.

As a pioneer of LEDikan technology use in the process of empowering fishermen community around JOB Tomori operations area, JOB Tomori received appreciation from the Ministry of Marine Affairs and Fisheries in 2016.

Along with the application of LEDikan technology, JOB Tomori empowered the wives of the fishermen through fishery product processing and movement of saving in JOB Tomori's partner banks. The program aims to build the financial independence of the fishermen's family and relinquish the dependence on those who offer loans with high interest. Until 2016, this program has benefited 13 groups of fishermen's wives.



PADI SRI ORGANIK

Daerah operasi JOB Tomori berada di kawasan sawah seluas sekitar 10 ribu hektar. Program pertanian ramah lingkungan SRI Organik merupakan program pemberdayaan petani di ring satu dan dua wilayah JOB Tomori, yaitu Kabupaten Banggai dan Morowali Utara. Dasar pertanian SRI organik adalah pelaksanaan konsep ekosistem yang saling berkaitan antara semua sumber kehidupan yang dibutuhkan tanaman padi. Sumber kehidupan padi dimulai dari tanah dan pengolahan lahan, pemilihan dan pengolahan benih, pengendalian hama terpadu, perawatan dan persiapan panen.

Sejak 2014 hingga sekarang JOB Tomori melalui tim Community Development berupaya memberikan solusi program SRI Organik untuk permasalahan umum petani yang menerapkan sistem pertanian konvensional. Program ini berdasar pada hasil studi *need assessment* dan pemetaan potensial yang bersumber pada kearifan lokal.

SRI ORGANIC RICE

JOB Tomori's operation area is located in a rice field area of about 10,000 hectares. Environmentally friendly agriculture program of SRI Organic rice is a farmer empowerment program in JOB Tomori's ring one and two areas, which are Banggai and North Morowali regencies. The basis of SRI organic farming is the implementation of the interconnected ecosystem concept between all the sources of life needed by rice crops. Source of paddy life starts from soil and land treatment, seed selection and processing, integrated pest control, maintenance and harvest preparation.

Since 2014 until now, JOB Tomori through the Community Development team has been providing SRI Organic program as a solution for common problems faced by farmers applying conventional farming system. This program is based on the results of need assessment studies and potential mapping sourced from local wisdom.



Pada awal pengembangan program, kami melakukan sosialisasi program, identifikasi dan pemetaan lahan, pelatihan, aplikasi dan pendampingan, lokakarya, hingga monitoring serta evaluasi. Hingga 2017 jumlah penerima manfaat program sebanyak 131 petani. Sebagian petani yang telah menerapkan sistem pertanian padi SRI Organik dapat meningkatkan pendapatan antara Rp3.000.000-Rp5.000.000. Dari sisi lingkungan, program ini mampu mengurangi 50% kebutuhan air untuk tanam padi, 80% penggunaan pestisida, dan 50% emisi gas metana.

JOB Tomori merupakan pelopor pertama dalam Pemberdayaan Petani melalui Pertanian Ramah Lingkungan pada sektor MIGAS di Provinsi Sulawesi Tengah. Pada umumnya Petani di Sulawesi Tengah masih menggunakan pupuk kimia, membakar jerami sehingga menghasilkan emisi gas rumah kaca (CH₄ dan CO₂) berlebihan dan mematikan bakteri pengurai. [15.3.2.8]

At the beginning of program development, we conducted program dissemination, land identification and mapping, training, application and facilitation, workshops, up to monitoring and evaluation. Until 2017, the number of beneficiaries was 131 farmers. Some farmers who have implemented SRI Organic rice farming system have been able to increase income between Rp3,000,000-Rp5,000,000. In environmental aspect, the program can reduce 50% of the water requirement for rice planting, 80% pesticide use, and 50% of methane gas emissions.

JOB Tomori is the first pioneer in Farmer Empowerment through Green Agriculture in the Oil and Gas sector in Central Sulawesi Province. Commonly Farmers in Central Sulawesi still use chemical fertilizers and burn straw resulting in excessive greenhouse gas (CH₄ and CO₂) emissions and killing decomposers bacteria. [15.3.2.8]

PEMBANGUNAN DAERAH

JOB Tomori turut berkontribusi membangun daerah dengan menyediakan pembangunan infrastruktur yang menjadi kebutuhan masyarakat di sekitar wilayah operasional JOB Tomori. Pada tahun 2017, kami telah menyelesaikan beberapa pembangunan infrastruktur yang kesemuanya bersifat hibah.

REGIONAL DEVELOPMENT

JOB Tomori also contributed to regional development by providing infrastructure development needed by the community around the operational area of JOB Tomori. By 2017, we have completed several infrastructure developments, all of which are grants.

Pembangunan Infrastruktur 2017

[G4-EC7] [ISRS 15.3.2.7]

Infrastructure Development 2017

Pembangunan Infrastruktur infrastructure development	Durasi Pekerjaan Work Duration	dampak Pada komunitas dan ekonomi Lokal Impact on Local Community and Economy
Rehabilitasi TK Baturube Rehabilitation of Baturube Kindergarten	Januari-Maret January-March	Menyediakan fasilitas sekolah yang layak Providing adequate school facilities
Pembuatan lapangan olahraga di sekolah-sekolah se-kabupaten Morowali Utara (11 Desa) Building sports field in schools across North Morowali regency (11 villages)	Januari-Juli January-July	Meningkatkan mutu pendidikan di dalam kegiatan ekstrakurikuler Improving the quality of education in extracurricular activities
Perbaikan saluran irigasi Desa Kayoa Improvement of irrigation channel of Kayoa Village	Juni-Juli June-July	
Renovasi rumah ibadah Renovation of houses of worship	Juni-Agustus June-August	Meningkatkan kenyamanan fasilitas umum Improving the convenience of public facilities
Renovasi Masjid Gori-Gori Renovation of Gori-Gori Mosque	November-Desember November-December	
Renovasi Masjid Nurul Iman Renovation of Nurul Iman Mosque	November-Desember November-December	



INDEKS ISI GRI G4 DAN ISRS ^[G4-32]

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Program ini mampu mengurangi penggunaan *fuel gas* pada *gas turbine generator* (GTG) 3,5% dari total pemakaian energi dan mereduksi emisi 3,3% dari total emisi gas rumah kaca. Program ini juga mampu menghemat biaya sebesar Rp1,2 miliar. Di sisi lain, melalui proses AGCU kami berhasil memisahkan H₂S yang ikut terbawa gas bumi dan mengkonversinya menjadi asam sulfat (H₂SO₄) yang memiliki nilai guna. H₂SO₄ yang dihasilkan mencapai 6.551 ton dan menghasilkan nilai ekonomis sekitar Rp2 juta. Proses konversi ini berhasil menurunkan emisi SO₂ sebesar 99%.

Keberadaan operasi kami di Blok Senoro-Toili Sulawesi Tengah juga memberikan manfaat lingkungan. Melanjutkan sejak tahun 2016 hingga tahun 2017, JOB Tomori telah melakukan konservasi burung maleo sebanyak 20 pasang, transplantasi karang seluas 1.500 m² dan konservasi mangrove seluas 2.800 m². Inisiatif pelestarian keanekaragaman hayati ini mendapatkan penghargaan dari Bupati Morowali Utara.

The program managed to reduce the use of fuel gas in gas turbine generators (GTG) by 3.5% of total energy consumption and reduced emissions by 3.3% of total greenhouse gas emissions. This program also managed to save costs of Rp1.2 billion. On the other hand, through the AGCU process we succeeded in separating the H₂S which was carried by natural gas and converted it into sulfuric acid (H₂SO₄) which has a useful value. The H₂SO₄ production reached 6,551 tons and generated economic value of about Rp2 million. This conversion process successfully reduced SO₂ emissions by 99%.

The presence of our operations in the Senoro-Toili Block of Central Sulawesi also provides environmental benefits. Continue from 2016 until 2017, JOB Tomori has conserved 20 maleo birds, 1,500 m² coral transplants and mangrove conservation area of 2800 m². This biodiversity conservation initiative was awarded by the North Morowali Regent.

PEMBERDAYAAN MASYARAKAT [G4-34]

Dalam menjalankan kegiatan Tanggung Jawab Sosial, JOB Tomori terus berkomitmen untuk turut serta berperan dalam melaksanakan pembangunan melalui program pemberdayaan masyarakat, melalui peningkatan kapasitas masyarakat; seperti pelatihan, pembinaan dan pendampingan guna mendukung dan melaksanakan kegiatan-kegiatan yang bertujuan untuk mencapai masyarakat mandiri yang sejahtera dan cinta pada lingkungan.

Program-program utama yang dilaksanakan guna menumbuhkan kemandirian masyarakat mencakup kegiatan Pertanian ramah lingkungan berkelanjutan (PRLB) dengan peningkatan penggunaan pupuk organik dan eliminasi penggunaan pupuk kimia melalui sistem pertanian LEISA (*Low External Input Sustainable Agriculture*), Program pengembangan UMKM tanaman obat keluarga (TOGA), Program Kewirausahaan atau Usaha Mikro Kecil dan Menengah (UMKM) melalui produk olahan pangan, ramuan herbal dan kerajinan, Program pemberdayaan Masyarakat Pesisir melalui fasilitasi sarana alat tangkap teknologi ramah lingkungan dan pendampingan kelembagaan kelompok nelayan, Program Rumah Pemberdayaan Ibu dan Anak (RPIA),

COMMUNITY EMPOWERMENT [G4-34]

In order to implement the Corporate Social Responsibility programs, JOB Tomori keep committed to participate in welfare development, through community development progra, such as training, coaching, and assistency to support and do activities which aims to attain the self-sustain community and care with the environment.

The main programs are implemented in order to gain the autonomy of the community which includes the activity of Sustainable eco-friendly agriculture (PRLB) by increasing the use of organic fertilizers and eliminate the use of chemical fertilizers through LEISA (*Low External Input Sustainable Agriculture*) system, the Development of UMKM programs through TOGA (*Family Medical Plants*), the entrepreneurship or Micro Small and Medium Enterprises (UMKM) through processed food product, herbs and crafts, the community empowerment program through facilitate the environmentally friendly fishing gear and assistency of the fishermens groups, and the programs of empowering the mother and children (RPIA).

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* DMA = Pengungkapan Pendekatan oleh Manajemen | Disclosure on Management Approach

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Glossary and Abbreviations

AGCU	Acid Gas Conversion Unit
BBLs	Barrels
BCF	Billion Cubic Feet
BOE	Barrels of Oil Equivalent
BOEPD	Barrels of Oil Equivalent Per Day
BOPD	Barrels of Oil per Day
CPP	Central Processing Plant
CSR	Corporate Social Responsibility
DPLK	Dana Pensiun Lembaga Keuangan
GJ	Giga Joule
GRK	Gas Rumah Kaca
GTG	Gas Turbin Generator
IUCN	International Union for the Conservation of Nature
K3	Kesehatan dan Keselamatan Kerja
MMBO	Million Barrels of Oil
MMSCFD	Million Standard Cubic Feet per Day
P2K3	Panitia Pembina Kesehatan dan Keselamatan Kerja
POD	Plan of Development
SDGs	Sustainability Development Goals
STG	Steam Turbin Generator
TJS	Tanggung Jawab Sosial
TKDN	Tingkat Komponen Dalam Negeri
WKP	Wilayah Kerja Pertambangan

LEMBAR UMPAN BALIK [ISRS 15.3.9]

Feedback Form

Laporan Keberlanjutan 2017 JOB Tomori merupakan laporan keberlanjutan pertama yang memberikan gambaran kinerja keuangan, operasional, dan komitmen keberlanjutan. Oleh karena itu, kami mengharapkan masukan, kritik dan saran dari Bapak/Ibu/Saudara. [ISRS-15.3.6]

JOB Tomori 2017 Sustainability Report is the first sustainability report that reports are open to suggestion, critics, and advice from you. [ISRS-15.3.6]

1. Laporan ini mudah dimengerti. **This Report is easily understood**

- Setuju **Agree** Netral **Neutral** Tidak Setuju **Not Agree**

2. Laporan ini sudah menggambarkan informasi aspek material Perusahaan, baik dari sisi positif dan negatif.

This report has stated complete material aspect information, both from positive and negative perspective

- Setuju **Agree** Netral **Neutral** Tidak Setuju **Not Agree**

3. Aspek material apa yang paling penting bagi anda: (nilai 1=paling penting s/d 4=paling tidak penting).

Most important material aspect according to you (1=most important, 4=least important)

- Kesehatan dan Keselamatan Kerja **Occupational Health & Safety** ()
- Energi **Energy** ()
- Keanekaragaman Hayati **Biodiversity** ()
- Kinerja Ekonomi **Economic Performance** ()

4. Mohon berikan saran/usul/komentar anda atas laporan ini.

Your suggestion/advice/comment for this report:

.....

PROFIL ANDA YOUR PROFILE

Nama Lengkap **Full Name** :

Pekerjaan **Occupation** :

Nama Lembaga/
Perusahaan **Institution /
Company** :

Golongan Pemangku
Kepentingan **Stakeholders
group**:
 Masyarakat **Public** Industri **Industry**
 Perusahaan **Company** LSM **Public Social Institution**
 Pemerintah **Government** Lainnya, mohon sebutkan... **Others, Please State...**

Mohon kirimkan kembali lembar umpan balik kepada: **Please send back this feedback form to:**

JOB TOMORI

Menara Bidakara Lt. 4 Jl. Jend. Gatot Subroto Kav 71-73 Jakarta 12870, Indonesia
Phone: +62(21) 2980 7000
Fax: +62(21) 2980 7080
Email: relations.communication@job-tomori.com
Website: www.job-tomori.com



JOB Pertamina-Medco E&P Tomori Sulawesi
Menara Bidakara I, 4th Floor
Jl. Jend. Gatot Subroto Kav.71-73,
DKI Jakarta, Indonesia, 12870
Telp. (+62 21) 2980 7000
Fax. (+62 21) 2980 7080
www.job-tomori.com

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