



Integrasi Inovasi Berbasis Teknologi Informasi







Integrasi Inovasi Berbasis Teknologi Informasi

Dalam komitmennya menjadi *concrete expert* di Indonesia, WIKA Beton memastikan setiap langkah operasional bisnisnya berada pada arah yang tepat dan strategis. Sebagai produsen beton pracetak terbesar di Asia Tenggara, WIKA Beton terus berkembang dan mengambil peluang. WIKA Beton akan terus menerus berinovasi, baik dalam produk, jasa, maupun sistem Informasi dan Teknologi (IT).

Sistem Informasi dan Teknologi (IT) terus dikembangkan dan diaplikasikan untuk kemudahan dan efisiensi operasional secara umum. Melalui “Integrasi Inovasi Berbasis Teknologi Informasi”, WIKA Beton siap menjadi *leader* yang mengedepankan penggunaan IT demi meningkatkan efisiensi, menurunkan biaya produksi, memudahkan sistem pengawasan, serta secara tidak langsung turut melestarikan lingkungan dengan berkurangnya pemakaian kertas dan pengurangan konsumsi energi yang mendukung reduksi emisi. Melalui inovasi-inovasi berbasis IT yang telah diluncurkan dan diterapkan, Perseroan juga mendukung bisnis berbasis *Environment, Social, & Governance* (ESG), serta akan terus berupaya mewujudkan pembangunan yang berkelanjutan di Indonesia.



Pencapaian 2019

Kinerja Ekonomi

Laba Tahun Berjalan

4,95% ↑

Pendapatan usaha

2,20% ↑

ROE

18,63%

Jumlah pasokan barang dan jasa domestik

Rp2.370,45 miliar

Inovasi di 2019

Penerapan *Building Information Modelling* (BIM)

Electronic Quality Control (e-QC)

Aplikasi pantau mutu beton jarak jauh berbasis *website* dan *android*

WTON Audit

Digitalisasi sistem manajemen WIKA Beton melalui sistem audit internal *online*



Kinerja Lingkungan

Pemakaian listrik

22,78% ↓

Pemakaian BBM

7,00% ↓

3R limbah padat di PPB



Kinerja Sosial dan Kemasyarakatan

Perseroan menerima 5 Bendera Emas dari Kementerian Ketenagakerjaan atas kesuksesan penerapan SMK3 di PPB Bogor, PPB Lampung Selatan, PPB Karawang, PPB Majalengka, dan PPB Boyolali.

Kecelakaan kerja ringan

17% ↓

Realisasi dana Program WTON Peduli

Rp1,86 miliar

Jam kerja selamat

18.411.897

Realisasi dana CSR

Rp2,33 miliar



Penghargaan di Bidang C-SR



Masuk dalam Index Sri Kehati
Periode November 2018-April 2019,
dan Mei 2019-Oktobre 2019



IICD - *Best Equitable Treatment
of Shareholders 2019*





*The Most Innovative &
Affordable for Mass Building
Material Award
26 September 2019*



*Top 5 Social Business
Innovation Company 2019
Kategori Beton*



SNI Award 2019



Daftar Isi

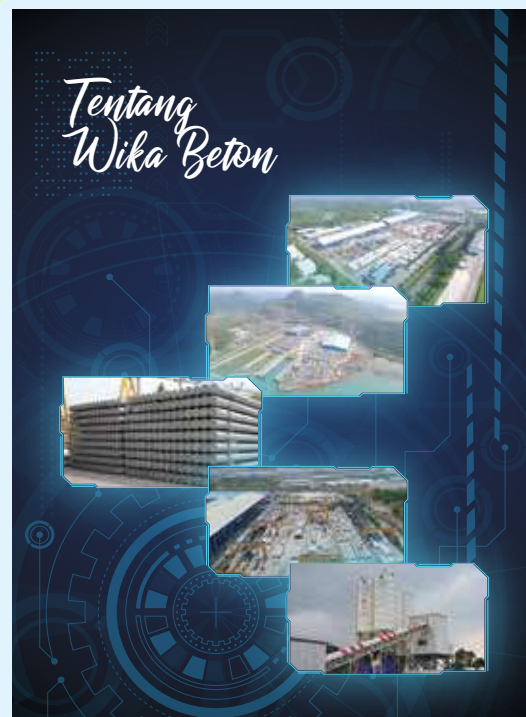
Pesan Direksi	10
Ikhtisar Kinerja Keberlanjutan	14

01



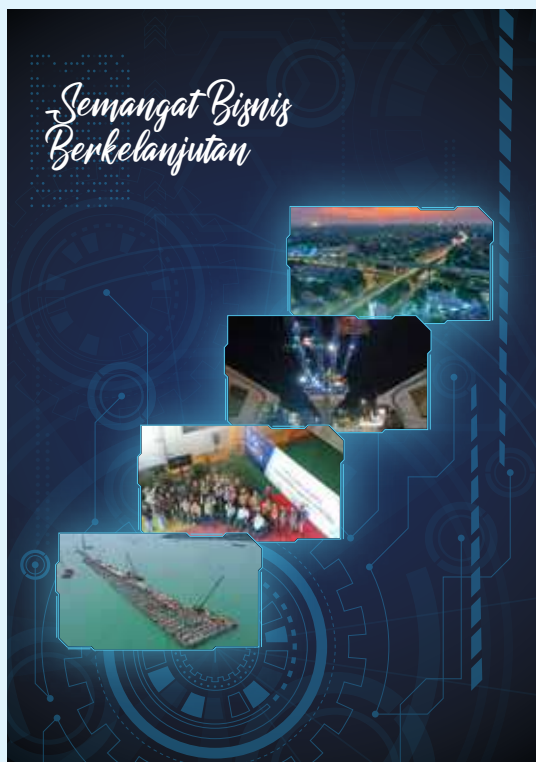
Profil laporan Keberlanjutan	17
Isi Laporan	18
Pendekatan Manajemen pada Topik Material	23
Pelibatan Pemangku Kepentingan	25

02



Selayang Pandang	30
Keberlanjutan di WIKa Beton	35
Tata Kelola Keberlanjutan	44

03



Kinerja WIKA Beton	49
Memperkuat Rantai Pasokan	52
Sistem Informasi dan Teknologi (IT) untuk Proses Bisnis Berkelanjutan	54
Riset dan Inovasi	57
Operasi yang Berwawasan Lingkungan	60

04



Human Capital	67
Memperkuat QSHE	72
Berbagi Nilai Sosial pada Sekitar	76

83	Daftar Singkatan
84	Indeks Isi GRI Standards
87	Referensi POJK No.51/POJK.03/2017
89	Lembar Umpan Balik

“Integrasi Inovasi Berbasis Teknologi Informasi”

WIKA Beton optimis dapat mempertahankan posisi saat ini yang merupakan *leader* di pasar beton pracetak.



Para Pemangku Kepentingan yang terhormat,

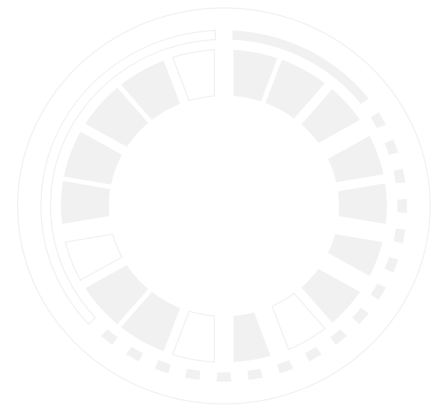
Selamat datang di laporan keberlanjutan (*sustainability report*) tahun 2019 PT Wijaya Karya Beton Tbk atau WIKA Beton. Jajaran Direksi, mengucapkan puji syukur kepada Tuhan Yang Maha Esa, atas berkat dan rahmat-Nya sehingga WIKA Beton dapat mencapai hasil kinerja keberlanjutan yang baik dan melaporkannya tepat waktu. Sebagai produsen beton pracetak terbesar di Asia Tenggara, WIKA Beton berkomitmen untuk menjadi *concrete expert*, yang menjalankan bisnis berbasis 5P yaitu *Prosperity, People, Planet, Peace, & Partnership*.

Strategi Keberlanjutan

Seiring perkembangan teknologi dan industri, para pelaku bisnis didorong untuk tidak hanya mencari profit, namun juga memperhatikan aspek tata kelola perusahaan, sosial, dan lingkungan dalam menjalankan bisnisnya. Lebih dari itu, risiko perubahan iklim (*climate change*) menjadi perhatian dunia sehingga diperlukan upaya-upaya untuk

mengurangi dampak negatif dari perubahan iklim. WIKA Beton berkomitmen untuk menghadirkan sebuah keberlanjutan, melalui keselarasan penerapan proses bisnis yang terintegrasi.

WIKA Beton memiliki tujuan untuk terus berkembang dan memanfaatkan peluang bisnis, serta bertahan



dalam segala kondisi. WIKA Beton mendukung keberlanjutan melalui proses bisnis, dengan cara menerapkan sistem manajemen terpadu, meliputi sistem manajemen risiko, sistem manajemen mutu, sistem manajemen lingkungan, sistem manajemen K3, sistem manajemen keamanan, berinovasi dalam produksi dengan material ramah lingkungan, mendukung praktik ketenagakerjaan yang baik, serta memberikan dampak positif bagi masyarakat dan lingkungan hidup.

WIKA Beton juga mulai mengintegrasikan proses bisnis yang selaras untuk mendukung *Sustainable Development Goals* (SDGs). Agar lebih terarah, Perseroan telah membuat *roadmap* keberlanjutan berbasis ISO 26000 dan SDGs. Terdapat empat prioritas SDGs yang didukung oleh WIKA Beton, yaitu SDG3, SDG6, SDG8, dan SDG12. Selain prioritas tersebut, Perseroan tetap berupaya mendukung SDGs secara keseluruhan melalui sinergi kegiatan bisnisnya maupun kegiatan Tanggung Jawab Sosial Perusahaan.

Kebijakan untuk Merespon Tantangan Keberlanjutan

Tantangan keberlanjutan untuk menghadapi era Revolusi Industri 4.0 antara lain kualitas Sumber Daya Manusia (SDM), serta pengembangan sistem Informasi dan Teknologi (IT) untuk meningkatkan produktivitas, kecepatan pengerjaan, dan kualitas produk. Melihat hal ini, WIKA Beton terus mendorong riset dan pengembangan inovasi dalam menciptakan platform IT untuk mendukung operasional sektor konstruksi dan produksi beton pracetak. Selain itu, Perseroan juga terus mengembangkan kemampuan SDM agar dapat bersaing dan memenuhi harapan *stakeholder*.

Kebijakan untuk merespon tantangan keberlanjutan yaitu salah satunya, Perseroan harus memastikan *Supply Chain Management* (SCM) yang baik demi kelancaran operasional perusahaan. WIKA Beton

mencanangkan melakukan penyesuaian biro dari Biro Pengadaan menjadi Biro *Supply Chain Management* (SCM), kemudian merombak sistem manajemen di dalamnya dengan meletakkan dasar SCM yang terintegrasi berbasis IT. Dengan adanya perbaikan di SCM, maka diharapkan SCM dapat menjadi salah satu strategi *cost leadership*, dimana yang sebelumnya *cost center* diubah menjadi *profit center*. Kebijakan lainnya yang diterapkan yaitu optimalisasi *platform* IT secara umum dalam kegiatan operasional. Aplikasi IT seperti penerapan *Building Information Modelling* (BIM) pada proyek yang akan dikerjakan. WIKA Beton juga menjalin kerja sama dengan Penelitian dan Pengembangan Center for Infrastructure and Built Environment (CIBE), Institut Teknologi Bandung (ITB) dalam mengembangkan inovasi-inovasi untuk produk beton dan teknologi konstruksi.

Capaian Kinerja Keberlanjutan

Capaian dari aspek ekonomi dipengaruhi oleh kondisi pasar dan performa pemasaran di tahun 2019 yang tidak terlalu baik. Namun demikian, kinerja keuangan WIKA Beton masih lebih baik dibandingkan tahun 2018, terutama dari sisi *cashflow*. Jumlah kontrak baru di 2019 menurun, sehingga menyebabkan kinerja keuangan di bawah target RKAP 2019 meskipun masih di atas capaian 2018. Tercatat penjualan bersih tahun 2019 sebesar Rp7,08 triliun atau 89,05% dari target 2019, namun masih lebih besar 2,20% dari penjualan bersih tahun 2018. Sementara itu, laba tahun berjalan tahun 2019 sebesar Rp510,71 miliar atau 91,19% dari target, meningkat 4,95% dibandingkan tahun sebelumnya.

Dari nilai ekonomi yang dihasilkan, Perseroan mengatur distribusi nilai ekonomi bagi pemangku kepentingan melalui pengeluaran non-operasional. Didistribusikan nilai ekonomi kepada pemangku kepentingan antara lain melalui pembayaran gaji dan tunjangan karyawan, pajak dan retribusi kepada pemerintah, biaya pelatihan dan pendidikan karyawan, serta untuk kegiatan sosial dan kemasyarakatan. Pengeluaran untuk pemasok lokal mencapai Rp2.370,45 miliar.

Dalam penerapan *Good Corporate Governance* (GCG), PT Wijaya Karya Beton Tbk selalu mengikuti perkembangan tata kelola yang baik di Perusahaan. Perseroan telah melaksanakan pemukhrian pedoman GCG yaitu *Board Manual*, *Code of Conduct*, dan *Code of Corporate Governance* dan dilaksanakannya *Assessment* penerapan GCG Perseroan periode 2019 oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) dengan hasil skor penilaian 88,936 atau predikat 'SANGAT BAIK'.

Assessment ini mengacu pada kriteria dan metodologi yang ditetapkan oleh Kementerian Badan Usaha Milik Negara (BUMN) Nomor SK-16/S.MBU/2012 tanggal 6 Juni 2012 serta Surat Edaran Otoritas Jasa Keuangan Nomor 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. WIKA Beton juga memperoleh penghargaan dalam The 11th IICD Corporate Governance Conference and Award sebagai 'Top 50 Emiten Mid Cap' dan 'Best Equitable Treatment of Shareholders' atas penerapan GCG Perseroan berdasarkan kriteria ASEAN Good Corporate Scorecard untuk tahun buku 2018 dengan capaian skor 80,41 atau predikat 'GOOD'.

Dari sisi kinerja Keselamatan, Kesehatan Kerja, & Lingkungan (K3L), selama tahun 2019 WIKA Beton mencapai 18.411.897 jam kerja selamat. Tidak ada kecelakaan fatal (*zero fatality*) di seluruh operasi WIKA Beton. Penerapan sistem manajemen Keselamatan, Kesehatan Kerja, & Lingkungan (K3L) telah sesuai dengan standar internasional dan peraturan yang berlaku dengan menerapkan standar sertifikasi ISO 9001:2015; sertifikasi ISO 14001: 2015; dan sertifikasi OHSAS 18001:2007. Guna mencegah insiden kecelakaan dan memastikan seluruh insan WIKA Beton bekerja sesuai prosedur dan mematuhi standar K3L, *QSHE patrol* dilakukan secara terus-menerus.

Dari aspek kualitas, WIKA Beton senantiasa menjaga kualitas produk sesuai Standar Nasional Indonesia (SNI). Selain itu, proses produksi juga dipantau dan dipastikan telah memenuhi kepatuhan lingkungan, tidak mencemari lingkungan, dan sebagian sudah menggunakan material yang ramah lingkungan. Penggunaan material tambahan seperti *nikel slag* dan *fly ash*, terus diteliti dan dipantau supaya tidak mencemari lingkungan. Perseroan juga sedang meneliti penggunaan *bottom ash* yang dapat digunakan sebagai pengganti agregat kasar/*split*.

Pada aspek lingkungan, pemantauan lingkungan disekitar Kantor pusat, Wilayah Penjualan (WP), Pabrik Produk Beton (PBB), dan Crushing Plant (CP) telah terlaksana dengan baik. Aspek lingkungan yang dikelola antara lain konsumsi energi, konsumsi air, serta pengelolaan limbah dan efluen. WIKA Beton dijamin selalu mematuhi peraturan lingkungan hidup yang berlaku. Seluruh PPB telah menerapkan Instalasi Pengolahan Air Limbah (IPAL) sehingga pengelolaan air dan air limbah berjalan efektif dan efisien. Selain sebagai bentuk kepedulian perusahaan pada lingkungan, hal tersebut juga menunjang keberlanjutan usaha perusahaan di masa depan (*business sustainability*).

Risiko, Peluang, dan Prospek

Risiko, peluang, dan prospek terkait dengan isu keberlanjutan diupayakan telah dikelola dengan baik. Perubahan iklim telah berdampak pada lingkungan seperti adanya gempa, banjir, dan longsor. Risiko tersebut, tidak berdampak langsung bagi Perseroan, namun menjadi peluang bagi WIKA Beton untuk dapat menyediakan produk dan jasa yang mampu bertahan dalam kondisi tersebut. Untuk mewujudkan hal tersebut, WIKA Beton bekerja sama dengan universitas maupun pihak lainnya dan meresmikan laboratorium penelitian di Bogor, untuk mengembangkan inovasi pada teknologi konstruksi maupun produk beton.

Peluang lainnya, di Indonesia masih banyak pangsa pasar yang akan menyerap jasa konstruksi dan produk beton pracetak, seperti di Kalimantan, dan daerah Indonesia Timur. Untuk itu, di 2020 Perseroan menambah pabrik baru di tiga lokasi yaitu Pekanbaru, Boyolali, dan Kalimantan Timur. Di sisi lain, WIKA Beton juga sadar dengan semakin banyaknya pesaing, sehingga mulai mengaktifkan di Wilayah Penjualan (WP) di Kalimantan Timur, dan menguasai material-material alam. Tahun 2020, Perseroan juga merencanakan untuk meluncurkan beberapa inovasi baru yang dapat menunjang operasional dan pemasaran.

Sepanjang tahun 2019, WIKA Beton masih fokus untuk meningkatkan kapasitas, baik dari segi produksi maupun sumber daya. Ke depan, Perseroan memiliki tujuan untuk memperkuat bisnis *backward forward*, sehingga dapat memperlebar sayap untuk dapat lebih banyak menyerap pasar di dalam negeri dan luar negeri.



Apresiasi

Kami menyakini bahwa risiko, peluang, prospek, tantangan sekaligus makna keberlanjutan bagi Perseroan adalah bagaimana upaya WIKA Beton untuk memastikan seluruh pemangku kepentingan dapat menikmati manfaat yang berkelanjutan sebagaimana komitmen, kontribusi dan peran WIKA Beton sebagai perusahaan *Engineering, Production and Installation* (EPI) industri beton pracetak dalam pembangunan berkelanjutan sesuai pedoman ISO 26000 dan SDGs. Dampak positif yang diupayakan antara lain meningkatkan kualitas kehidupan dan lingkungan yang bermanfaat baik bagi perusahaan, komunitas setempat, maupun masyarakat pada umumnya. Lebih dari itu, sebagai bagian dari masyarakat dunia, WIKA Beton turut mendukung Pemerintah Indonesia dalam upaya pencapaian Pembangunan Berkelanjutan sesuai Peraturan Presiden No. 59 Tahun 2017 tentang Pelaksanaan Pencapaian Pembangunan Berkelanjutan secara partisipatif dan melibatkan berbagai Pihak.

Seluruh capaian kinerja keberlanjutan dapat dicapai atas sinergi antara sistem manajemen serta komitmen dan upaya dari seluruh Insan WIKA Beton. Capaian ini juga tak luput dari kerjasama dan dukungan dari pemangku kepentingan. Atas nama seluruh jajaran Direksi WIKA Beton, kami mengucapkan terima kasih dan apresiasi kepada seluruh pemangku kepentingan, terutama Insan WIKA beton.

Sejalan dengan kemajuan teknologi dan perkembangan industri, kami percaya capaian kinerja keberlanjutan dapat terus ditingkatkan. Melalui **“Integrasi Inovasi Berbasis Teknologi Informasi”**, WIKA Beton optimis dapat memertahankan posisi saat ini yang merupakan *leader* di pasar beton pracetak, dan akan terus berkembang untuk menghadapi era konstruksi baru. Namun demikian, kami juga menyadari bahwa dukungan dari Pemegang Saham dan seluruh Pemangku Kepentingan merupakan hal terpenting bagi kelangsungan bisnis perusahaan. Untuk itu, kami mengharapkan adanya kerja sama yang baik dan berkelanjutan dari seluruh Pemangku Kepentingan. Akhir kata, selamat membaca laporan ini.

Jakarta, Maret 2020
Atas Nama Direksi

Hadian Pramudita
Direktur Utama

Ikhtisar Kinerja Keberlanjutan

Kinerja Aspek Ekonomi

Uraian	Satuan	2019	2018	2017
Kinerja Keuangan				
Pendapatan usaha	Rp miliar	7.083,38	6.930,63	5.362,26
Laba tahun berjalan	Rp miliar	510,71	486,64	340,46
Beban usaha	Rp miliar	(155,31)	(149,88)	(136,28)
Jumlah aset	Rp miliar	10.337,89	8.881,78	7.067,98
Jumlah ekuitas	Rp miliar	3.508,44	3.136,81	2.747,93
ROA	%	4,94	5,48	4,77
ROE	%	18,63	20,01	17,82
Kinerja Operasi				
Jumlah proyek selesai	kontrak	2.469	2.444	2.549
Nilai proyek yang diterima	Rp miliar	7.776,92	7.292,72	7.044,46

Kinerja Aspek Sosial

Uraian	Satuan	2019	2018 *)	2017 *)
Kinerja Internal				
Persentase jumlah pegawai perempuan dibanding total pegawai	%	5,19	4,66	4,51
Jumlah pegawai yang menerima pelatihan	Orang	901	1.260	585
Jumlah jam pelatihan dalam setahun	Jam	4.150	29.758	9.300
Biaya pelatihan dan pengembangan pegawai	Rp miliar	4,43	2,66	2,04
Employee engagement survey	%	87	N/A **)	88
Indeks kepuasan pelanggan	Skala 5	4.29	4.27	4.28
Kegiatan Tanggung Jawab Sosial				
Realisasi dana kegiatan tanggung jawab sosial	Rp miliar	2,33	3,72	0,50

Keterangan:

*) Restatement

**) Survei dilakukan setiap dua tahun sekali

Kinerja Aspek Lingkungan

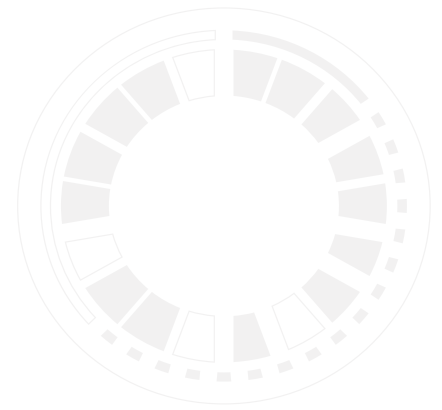
Uraian	Satuan	2019	2018 *)	2017 *)
Kinerja Internal				
Intensitas penggunaan listrik	GJ/ton	0,022	0,031	0,021
Intensitas penggunaan solar	Liter/ton	0,375	0,503	0,553
Intensitas penggunaan gas alam	m ³ /ton	0,078	0,070	0,075
Intensitas penggunaan MFO	m ³ /ton	0,132	0,125	0,097
Volume pemakaian air	m ³	319.430	264.944	252.785
Limbah padat yang dihasilkan	m ³	83.156	51.797	45.209
Kegiatan Tanggung Jawab Lingkungan				
Biaya lingkungan hidup	Rp juta	106,58	0,93	105,78
Jumlah bibit pohon yang ditanam	Bibit	5.060	0	0

Keterangan: *) Restatement

Tentang Laporan Keberlanjutan



Profil Laporan Keberlanjutan



WIKA Beton konsisten melaporkan kinerja keberlanjutan setiap tahunnya sejak enam tahun yang lalu. Laporan ini dibuat dalam periode tahunan, berisi informasi dan data kinerja ekonomi, sosial, dan lingkungan. Tujuan WIKA Beton membuat laporan keberlanjutan adalah sebagai salah satu alat untuk mengukur dan mengevaluasi kinerja perusahaan atas pengelolaan dampak operasi bagi pemangku kepentingan, serta kinerja keberlanjutan yang mencakup aspek ekonomi, sosial, dan lingkungan. [102-50, 102-52]

Penyusunan laporan ini menggunakan standar yang dikeluarkan oleh Global Sustainability Standards Board (GSSB) yaitu Global Reporting Initiatives (GRI) Standard yang mengacu pada opsi 'core'. Selain itu, untuk memenuhi kepatuhan pada regulator, laporan ini juga menyertakan kinerja keberlanjutan perusahaan dengan mengacu POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. [102-54]

Belum dilakukan penjaminan (*assurance*) oleh pihak independen atas Laporan Keberlanjutan WIKA Beton tahun 2019. Namun demikian, WIKA Beton menjamin seluruh data dan informasi yang disampaikan dalam laporan ini. Proses penyusunan laporan mulai dari *kickoff meeting* tanggal 2 Desember 2019, pengumpulan data melibatkan seluruh biro terkait dan Sekretariat Perusahaan, serta wawancara dengan Direksi tanggal 23 Desember 2019. Demikian juga validasi, dan persetujuan final atas laporan ini diketahui dan disetujui oleh Direksi. [102-56]

Evaluasi dan perbaikan terhadap isi dan kualitas laporan keberlanjutan terus dilakukan. WIKA Beton menerima saran dan kritik, sebagai keterlibatan dari pemangku kepentingan untuk pelaporan berikutnya. Saran dan kritik dari pemangku kepentingan dapat disalurkan melalui lembar umpan balik yang terdapat pada akhir laporan ini. Saran dan kritik yang terhimpun akan digunakan sebagai pertimbangan untuk meningkatkan kualitas laporan keberlanjutan periode berikutnya. Terkait umpan balik laporan tahun sebelumnya, manajemen belum dapat memberikan tanggapan, karena belum ada pemangku kepentingan yang menyampaikan umpan balik.



Kontak Terkait Laporan [102-3, 102-53]

Yuherni Sisdwi Rachmiyati

Sekretaris Perusahaan

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Isi Laporan

Kinerja keberlanjutan yang dilaporkan mencakup aspek 5P yakni *Prosperity, People, Planet, Peace, and Partnership*. Selain itu, Isi laporan juga menyampaikan tantangan bisnis di industri beton dan konstruksi sepanjang tahun 2019, serta respon WIKA Beton dalam menghadapinya.

Data dan informasi bersifat narasi dan numerik, tersaji dalam dua bahasa yakni bahasa Indonesia dan bahasa Inggris. Pada tabel dan grafik disajikan dengan perbandingan kinerja dua tahun sebelumnya. Beberapa data dan informasi yang disampaikan, merupakan kesinambungan dari data dan informasi dari laporan keberlanjutan yang diterbitkan tahun lalu, tepatnya pada Maret 2019. [102-51]

Lingkup pelaporan data dan informasi yang disajikan berasal dari WIKA Beton, namun demikian data terkait jumlah pegawai yang disajikan berasal dari WIKA Beton dan entitas anak. Untuk data keuangan pada tabel nilai ekonomi yang dihasilkan dan didistribusikan, seluruhnya berasal dari angka keuangan konsolidasi dari kinerja WIKA Beton dan entitas anak yaitu PT Wijaya Karya Komponen Beton, PT Wijaya Karya Krakatau Beton, PT Wijaya Karya Pracetak Gedung, dan PT Citra Lautan Teduh. [102-45]

Dari berbagai topik yang relevan dengan industri bisnis WIKA Beton, telah ditentukan prioritas topik yang akan disampaikan dalam laporan ini. Prioritas

topik material ditentukan melalui proses diskusi antara pihak internal yang diwakili oleh masing-masing Biro, Sekretariat Perusahaan dan pihak eksternal diwakili oleh akademisi dan konsultan pengamat laporan keberlanjutan. Topik-topik tersebut yakni, Kinerja Ekonomi; Rantai Pasokan; Quality, Safety, Health, & Environment (QSHE); Material Produksi; Pengelolaan Limbah dan Efluen; Pengembangan Kompetensi Pegawai. Topik yang diungkapkan juga mengalami perubahan seiring dengan isu-isu keberlanjutan di tahun 2019 dan mempertimbangkan harapan pemangku kepentingan. Oleh sebab itu, terdapat perubahan signifikan pada penyampaian batasan (*boundary*) topik. [102-46, 102-49]

Dalam penyusunan laporan keberlanjutan, perusahaan memperhatikan prinsip-prinsip penentuan isi laporan yang mencakup materialitas, konteks keberlanjutan, keterlibatan pemangku kepentingan, dan kelengkapan. Di samping itu, untuk memenuhi prinsip kualitas laporan, WIKA Beton juga mempertimbangkan aspek keseimbangan, komparabilitas, akurasi, ketepatan waktu, kejelasan, dan keandalan.

Dalam laporan ini, terdapat data dan informasi yang dinyatakan ulang (*restated*), yang bersifat memperbaiki data dan informasi pada laporan terdahulu. Adanya *restatement* karena penambahan sumber data. [102-48]



Daftar Topik Material [102-47]

Topik Material

Pemenuhan Indikator GRI Standard

Mendukung SDG

Kinerja Ekonomi

201 - Kinerja Ekonomi



Rantai Pasokan

204 - Praktik Pengadaan



Quality, Safety, Health, & Environment (QSHE)

307 - Kepatuhan Lingkungan
403 - Keselamatan dan Kesehatan Kerja (K3)



Material

301 - Material



Pengelolaan Limbah dan Efluen

306 - Limbah dan Efluen



Pengembangan Kompetensi Pegawai

404 - Pendidikan dan Pelatihan



Topik

Kinerja Ekonomi [102-46, 102-47, 103-1]

Pentingnya Topik dan Pengembangannya

Kinerja ekonomi yang baik akan memberikan dampak positif bagi pemangku kepentingan dan menjamin keberlangsungan perusahaan. Keterbukaan informasi kinerja ekonomi dalam laporan ini dibagi menjadi tiga yaitu nilai ekonomi yang dihasilkan, nilai ekonomi yang didistribusikan, dan nilai ekonomi yang ditahan.

Dampak Kinerja Ekonomi bagi WIKA Beton dan Pemangku Kepentingan

Pengelolaan kinerja ekonomi yang baik berdampak positif bagi perusahaan (menjalankan kegiatan operasi) dan pemangku kepentingan (manfaat bagi pegawai, masyarakat melalui CSR, dan pendapatan pajak bagi pemerintah).

Keterlibatan WIKA Beton dalam Pengelolaan Dampak

1. Penyusun target-target keuangan;
2. Membuat Laporan Keuangan;
3. Menyusun strategi bisnis;
4. Melakukan audit internal dan eksternal atas kinerja keuangan perusahaan.

Topik

Rantai Pasokan [102-46, 102-47, 103-1]

Pentingnya Topik dan Pengembangannya

Manajemen rantai pasokan merupakan aspek signifikan untuk mendukung keberlanjutan usaha perusahaan. Untuk menjaga rantai pasokan tetap berjalan, WIKA Beton membenahi fungsi internal dan memperkuat *Supply Chain Management* (SCM) dengan membentuk Biro Supply Chain Management. Dalam rangka memperkuat SCM, Perseroan akan menyesuaikan beberapa biro yang sebelumnya berbasis *cost center* menjadi biro berbasis *profit center*.

Dampak Rantai Pasokan bagi WIKA Beton dan Pemangku Kepentingan

Dalam rantai pasokan, WIKA Beton mengikat kontrak dengan sejumlah pemasok, baik untuk keperluan barang maupun jasa. Seleksi ketat diterapkan pada pemasok karena praktik dan cara pengelolaan bisnis mereka akan berpengaruh terhadap citra dan reputasi WIKA Beton. Manajemen rantai pasokan yang kuat akan menjamin produktifitas.

Keterlibatan WIKA Beton dalam Pengelolaan Dampak

1. Melakukan *monitoring* dan evaluasi pada rantai pasokan;
2. Menjaga relasi dengan para pemasok;
3. Membentuk Biro Supply Chain management;
4. Mengembangkan sistem berbasis teknologi informasi untuk mendukung SCM.

Topik

Quality, Safety, Health, & Environment (QSHE) [102-46, 102-47, 103-1]

Pentingnya Topik dan Pengembangannya

Mutu produk yang baik akan menjamin kepuasan pelanggan dan penguasaan pasar. Penerapan Keselamatan dan Kesehatan Kerja (K3) berlaku bagi seluruh insan yang ada di lingkungan kerja WIKA Beton, demi mewujudkan operasi yang aman dan berkualitas. Pengelolaan lingkungan menjadi bagian yang wajib dilakukan karena kegiatan operasi WIKA Beton menghasilkan limbah produksi dan melakukan penambangan.

Dampak QSHE bagi WIKA Beton dan Pemangku Kepentingan

Implementasi QSHE yang optimal akan mendorong kualitas dan produktivitas produk yang dihasilkan, yang akan berdampak positif peningkatan pendapatan, keamanan proses produksi, mencegah pencemaran lingkungan, dan memperkuat *brand*.

Keterlibatan WIKA Beton dalam Pengelolaan Dampak

1. Menyediakan peralatan dan perlengkapan untuk mendukung keselamatan pegawai;
2. Melakukan kesehatan dan keselamatan pegawai;
3. Memberikan pelatihan dan sosialisasi terkait K3 pada seluruh pegawai;
4. Menerapkan Sistem Manajemen K3L sesuai peraturan yang berlaku;
5. Melakukan sertifikasi jaminan mutu ISO 9001:2015;
6. Melakukan sertifikasi sistem manajemen lingkungan ISO 14001:2015;
7. Melakukan sertifikasi Sistem Manajemen K3 di tempat kerja, OHSAS 18001:2007;
8. Menyediakan fasilitas kesehatan dan pemeriksaan kesehatan bagi pegawai.

Topik

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

Pentingnya Topik dan Pengembangannya

Material produk yang digunakan akan berpengaruh terhadap kualitas produk. Oleh sebab itu, pasokan bahan baku dan bahan pendukung harus dipastikan memenuhi standar kualitas. WIKA Beton berencana untuk menambah penguasaan sumber material alam guna mereduksi pasokan dari pihak luar.

Dampak Material Produksi bagi WIKA Beton dan Pemangku Kepentingan

Pemilihan dan penggunaan material yang baik (memenuhi standar) dapat menghasilkan produk yang berkualitas baik. Perseroan memberikan kepuasan kualitas produk kepada pemangku kepentingan (pembeli dan pemerintah).

Keterlibatan WIKA Beton dalam Pengelolaan Dampak

1. Melakukan riset dan inovasi untuk penggunaan bahan pendukung;
2. Berelasi dengan mitra pemasok bahan baku dan bahan pendukung yang kualitasnya telah memenuhi standar yang ditetapkan;
3. Merencanakan penambahan penguasaan sumber material alam.

Topik

Pengelolaan Limbah dan Efluen [102-46, 102-47, 103-1]

Pentingnya Topik dan Pengembangannya

Limbah dan efluen yang dihasilkan Pabrik Produk Beton (PBB) tidak mengandung Bahan Berbahaya dan Beracun (B3). Sebelum keluar pabrik limbah dikelola supaya tidak mencemari lingkungan. WIKA Beton telah menerapkan pengelolaan limbah dan efluen sesuai peraturan dan melaporkannya ke pihak-pihak yang berkepentingan.

Dampak Limbah dan Efluen bagi WIKA Beton dan Pemangku Kepentingan

Pengelolaan limbah dan efluen yang dilakukan di PBB sudah berjalan dengan baik. Keberhasilan WIKA Beton dalam mengelola limbah dan efluen berdampak positif bagi reputasi perusahaan, kepercayaan investor, dan pemeliharaan lingkungan. Di sisi lain, limbah padat berupa endapan lumpur yang semen bisa dimanfaatkan oleh masyarakat sekitar untuk pengerasan infrastruktur jalan.

Keterlibatan WIKA Beton dalam Pengelolaan Dampak

1. Tersedianya sistem pengelolaan air limbah di setiap pabrik yang terstandar;
2. Memenuhi kinerja pengelolaan limbah dan efluen sesuai peraturan baku mutu limbah bagi kegiatan industri;
3. Menempatkan personil untuk memantau IPAL dan beserta meteran (*flow meter*).

Topik

Pengembangan Kompetensi Pegawai [102-46, 102-47, 103-1]

Pentingnya Topik dan Pengembangannya

Pegawai merupakan salah satu modal yang signifikan bagi Perseroan. WIKA Beton terus berupaya untuk meningkatkan keahlian dan kompetensi pegawai guna menunjang tuntutan pekerjaan yang dihadapi, jenjang karir pegawai, dan meningkatkan daya saing perusahaan.

Dampak Pengembangan Kompetensi Pegawai bagi WIKA Beton dan Pemangku Kepentingan

Pegawai yang kompeten diharapkan dapat meningkatkan daya saing dan berdaya guna bagi Perseroan. Pengembangan kompetensi secara menyeluruh bermanfaat bagi pegawai dan perusahaan guna mendukung kelangsungan usaha, yang pada akhirnya berujung pada laba perusahaan sehingga memberikan manfaat pada pemangku kepentingan

Keterlibatan WIKA Beton dalam Pengelolaan Dampak

1. Penyusunan *design training*;
2. Melakukan *Training Need Analysis* (TNA);
3. Melaksanakan asesmen kompetensi pegawai serta *feedforward* dan penilaian prestasi kerja.

Pendekatan Manajemen pada Topik Material



Topik: Kinerja Ekonomi [103-2, 103-3]

Kinerja operasional tahun 2019 secara keseluruhan lebih baik dari tahun sebelumnya, meskipun di bawah target. Hal tersebut dipengaruhi oleh kondisi pasar yang tidak terlalu baik, sehingga capaian lebih rendah dari RKAP namun masih di atas capaian tahun 2018. Perolehan pendapatan sebagian besar berasal dari sektor swasta dengan nilai kontrak Rp5.504 miliar atau 42,50% dan disusul sektor kontrak dari WIKA sebesar Rp4.275 miliar atau sebesar 33,01%. Dari sisi kinerja keuangan, WIKA Beton mencatat pendapatan usaha Rp7,08 triliun, dengan laba bersih Rp510,71 miliar naik 4,95% dari tahun lalu.

Guna menjaga kinerja ekonomi yang stabil bahkan meningkat, Perseroan menargetkan peningkatan omzet penjualan dan laba bersih ke depannya. Selain itu, untuk meningkatkan daya saing, WIKA Beton juga menerapkan teknologi informasi secara menyeluruh pada seluruh proses bisnis, terus menggali inovasi, dan menghasilkan kualitas produk terbaik.

Topik: Rantai Pasokan [103-2, 103-3]

Salah satu strategi Perseroan di tahun ini adalah memperkuat rantai pasokan dengan tujuan menjamin ketersediaan bahan baku dan bahan penunjang lainnya, melalui akuisisi maupun penyertaan pada perusahaan-perusahaan pemasok. Strategi tersebut dilakukan untuk capai target produksi dan mendukung tujuan WIKA Beton menjadi *concrete expert* dan *market leader* di Indonesia dan Asia Tenggara.

Di tahun 2019, manajemen rantai pasokan berada di bawah tanggung jawab Biro Pengadaan. Melalui Biro Pengadaan, WIKA Beton menerapkan seleksi ketat atas spesifikasi barang dan jasa yang akan dipasok dari vendor. Kebijakan tersebut diterapkan guna menunjang mutu produk beton serta memperkuat *brand* dan reputasi perusahaan. Pasokan barang dan jasa di tahun 2019, 98,61% berasal dari pemasok domestik, dengan nilai Rp2.370,45 miliar. Selebihnya Rp29,06 miliar atau 1,39% dipenuhi oleh pemasok internasional.

Topik: Quality, Safety, Health, & Environment (QSHE) [103-2, 103-3]

Untuk mencapai kinerja QSHE yang optimal diperlukan komitmen bersama dari seluruh insan WIKA Beton. Implementasi QSHE ada di bawah tanggung jawab Biro QSHE. Sistem Manajemen K3 telah diterapkan sesuai dengan PP No. 50 tahun 2012 yang mengatur tentang SMK3, Sistem Manajemen Mutu telah diterapkan sesuai dengan ISO 9001:2015, sedangkan Sistem Manajemen Lingkungan telah diterapkan sesuai dengan ISO 14001:2015 dan Sistem Manajemen K3 di tempat kerja melalui OHSAS 18001:2007.

Secara internal, WIKA Beton telah memiliki kebijakan-kebijakan untuk mengoptimalkan pelaksanaan QSHE yaitu melalui Kebijakan K3L dan Lingkungan PT Wijaya Karya Beton Tbk. Pada praktiknya, setiap pegawai pada semua tingkatan, termasuk kontraktor di lingkungan kerja WIKA Beton mempunyai peran dan tanggung jawab untuk menjaga mutu, mencegah insiden, bahaya kesehatan, insiden sosial, kejadian keamanan, dan kerusakan lingkungan yang diakibatkan oleh kegiatan proses produksi.

Melalui upaya bersama dalam memberikan hasil kinerja QSHE yang baik di tahun 2019, maka WIKA Beton dapat mencapai 18.411.897 jam kerja selamat, mencapai target *zero fatality*, dan capaian lainnya. Sebanyak lima PPB menerima “Bendera Emas”. Pelaksanaan QSHE patrol berjalan lancar, dan Tim Penilai memberikan evaluasi QSHE dan rekomendasi untuk meningkatkan kinerja QSHE pada CP Cigudeg, Proyek Balikpapan-Samarinda, Proyek Pettarani, Ready-mix Pettarani, Ready-mix High Speed Rail Concrete (HSR), Proyek Kijing & EDMP Concrete, PPB Sumatera Utara, PPB Karawang, dan PPB Pasuruan.

Topik: Material [103-2, 103-3]

Material produksi terdiri atas bahan baku dan bahan pembantu. Ketersediaan material sangat memengaruhi produktifitas beton. Target WIKA Beton terkait pengadaan material ke depannya yaitu menambah penambangan sumber material alam untuk memenuhi kebutuhan internal. Dengan demikian, Perseroan dapat mengurangi pasokan dari luar dan mendukung efisiensi.

Pengelolaan pasokan material ada di bawah tanggung jawab Biro Produksi Korporasi. Manajemen memiliki kebijakan terkait mutu dan spesifikasi material yang dibeli dan digunakan, guna menjaga komitmen WIKA Beton terhadap mutu produk beton.

Di tahun 2019, seluruh material yang dibeli dan digunakan telah dievaluasi dan hasilnya tidak ada yang ada di bawah standar spesifikasi. Pemanfaatan *fly ash* sudah digunakan pada hampir semua PPB. Pemanfaatan tersebut termasuk manajemen pengelolaan limbah B3. Sementara itu, kapasitas pengelolaan quarry dan CP di tahun 2019 meningkat 53,70% dari kapasitas tahun 2018. Hal tersebut disebabkan oleh adanya peningkatan utilitas CP Lampung Selatan, serta peningkatan produksi di CP Donggala dan CP Bogor dalam rangka mendukung penyediaan bahan baku beton *ready mix*.

Topik: Pengelolaan Limbah dan Efluen [103-2, 103-3]

WIKA Beton berkomitmen untuk mengelola limbah dan efluen dari hasil PBB dan *Crushing Plant* sesuai dengan kebijakan yang berlaku. Kebijakan yang diterapkan antara lain, sistem pengelolaan air limbah pabrik, 3R limbah padat, serta upaya eliminasi limbah debu melalui penghijauan di sekitar pabrik dan pemantauannya sesuai ketentuan ambang batas Badan Pengendalian Dampak Lingkungan (BAPEDAL). Penerapan pengelolaan limbah dan efluen ada di bawah tanggung jawab Biro QSHE & SM.

Monitoring dan evaluasi penerapan pengelolaan limbah (pH dan *Total Dissolved Solids*/TDS) dan efluen dilakukan setiap bulannya dan dilaporkan ke Dinas Lingkungan Hidup dan selanjutnya dilaporkan ke UKL/UPL setiap enam bulan. Laporan hasil kinerja lingkungan dilaporkan oleh PPB ke Dinas Lingkungan Hidup baru akan dilaksanakan mulai tahun 2020.

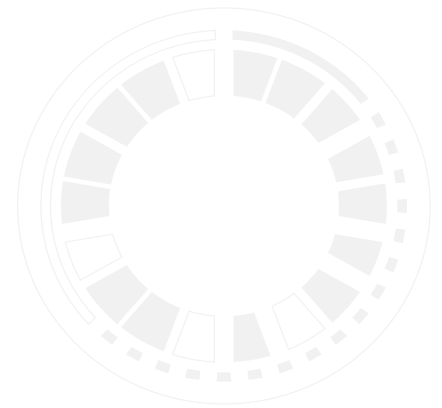
Topik: Pengembangan Kompetensi Pegawai

[103-2, 103-3]

Tujuan dilakukannya pengembangan kompetensi pegawai adalah untuk menciptakan *human capital* yang unggul dan berdaya saing. Pengembangan kompetensi pegawai menjadi bagian dari pengelolaan SDM dan berada di bawah tanggung jawab Biro Human Capital. WIKA Beton berkomitmen memberikan kesempatan pada seluruh pegawai untuk mengembangkan kompetensinya, mendapatkan pendidikan dan pelatihan secara adil.

Manajemen WIKA Beton telah membuat *design training* untuk diterapkan setiap tahunnya. Pengembangan kompetensi direalisasikan dalam bentuk pelatihan internal maupun eksternal; kaderisasi melalui *coaching*, *mentoring*, dan konseling; pendidikan lanjutan ke jenjang S2 maupun S3. Di tahun 2019, kegiatan pengembangan kompetensi pegawai telah terlaksana dengan lancar. Jumlah jam pelatihan dalam setahun tercatat 4.150 jam, dengan jumlah pegawai yang mengikuti pelatihan sebanyak 901 orang yang terbagi atas 91,79% pegawai pria dan 8,21% pegawai wanita. Sebanyak tujuh orang pegawai difasilitasi untuk menempuh pendidikan lanjutan.

Pelibatan Pemangku Kepentingan



Pemangku kepentingan yang terlibat dalam kegiatan usaha perusahaan sangat mempengaruhi keberlanjutan WIKA Beton secara signifikan. Oleh sebab itu, perusahaan mengelola hubungan dengan pemangku kepentingan melalui seluruh Biro. Hubungan yang profesional dengan pemangku kepentingan senantiasa dibangun guna mendapatkan kerjasama bisnis yang baik, masukan, dan saran yang berharga untuk meningkatkan kinerja WIKA Beton. Melalui pendekatan pada pemangku kepentingan, maka diharapkan dapat meningkatkan pemahaman WIKA Beton dalam menyediakan produk dan jasa yang berkualitas, serta memberikan hubungan kerja sama yang menguntungkan kepada seluruh pemangku kepentingan. [102-42]

Perseroan melakukan identifikasi pemangku kepentingan dengan merujuk pada AA1000 Stakeholder Engagement Standard versi tahun 2015. Ada enam atribut yang digunakan untuk menentukan pemangku kepentingan, yaitu: [102-42]

1. *Dependency* (D): Jika WIKA Beton memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya.
2. *Responsibility* (R): Jika WIKA Beton memiliki tanggung jawab legal, komersial atau etika terhadap seseorang atau sebuah organisasi.
3. *Tension* (T): Jika seseorang atau sebuah organisasi membutuhkan perhatian WIKA Beton terkait isu ekonomi, sosial atau lingkungan tertentu.
4. *Influence* (I): Jika seseorang atau sebuah organisasi memiliki pengaruh terhadap WIKA Beton atau strategi atau kebijakan pemangku kepentingan lain.
5. *Diverse Perspective* (DP): Jika seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya.
6. *Proximity* (P): Jika seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan WIKA Beton.

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



Jenis Pemangku Kepentingan

Pelanggan

Pertemuan/Sarana Pelibatan dan Frekuensinya

1. *Website* dan *frontline information* dengan frekuensi sewaktu-waktu sesuai kebutuhan atau insidental;
2. Kunjungan langsung, dengan frekuensi minimal setahun sekali;
3. Layanan *call center*;
4. Survei kepuasan pelanggan setiap setahun sekali.

Topik Signifikan Pertemuan dan Kebutuhan

1. Informasi beragam produk dan jasa;
2. Informasi mengenai proses dan pengolahan produk;
3. Koordinasi kebutuhan pelanggan setiap bulan;
4. Metode pembayaran tagihan;
5. Layanan pengaduan/keluhan dan solusi;
6. Mendapatkan kepuasan layanan.

Upaya Pemenuhan Kebutuhan

1. Menyediakan dan meningkatkan akses informasi produk dan jasa;
2. Biro Penjualan aktif berkoordinasi dengan pelanggan;
3. Menyediakan akses pengaduan dan keluhan pelanggan;
4. Menindaklanjuti dan memberikan solusi atas pengaduan/keluhan pelanggan.



Jenis Pemangku Kepentingan

Pemegang Saham

Pertemuan/Sarana Pelibatan dan Frekuensinya

Pelaporan kinerja, setiap kuartal.

Topik Signifikan Pertemuan dan Kebutuhan

1. Kinerja keuangan;
2. Kinerja non-keuangan;
3. Kinerja sepanjang tahun tentang tata kelola, kinerja keuangan, non-keuangan, dan lain-lain.

Upaya Pemenuhan Kebutuhan

1. Membuat laporan keuangan konsolidasian;
2. Membuat Laporan Tahunan;
3. Membuat Laporan Keberlanjutan;
4. Menyelenggarakan Rapat Umum Pemegang Saham (RUPS) Tahunan dan Luar Biasa.



Jenis Pemangku Kepentingan

Pemerintah

Pertemuan/Sarana Pelibatan dan Frekuensinya

Rapat dengar pendapat.

Topik Signifikan Pertemuan dan Kebutuhan

1. Pengurusan izin usaha dan regulasi;
2. Koordinasi terkait tata niaga, ekspor/impor.

Upaya Pemenuhan Kebutuhan

1. Mengikuti kegiatan yang dijadwalkan pemerintah;
2. Kepatuhan pada peraturan;
3. Memberikan laporan kinerja secara berkala.



Jenis Pemangku Kepentingan

Otoritas Jasa Keuangan

Pertemuan/Sarana Pelibatan dan Frekuensinya

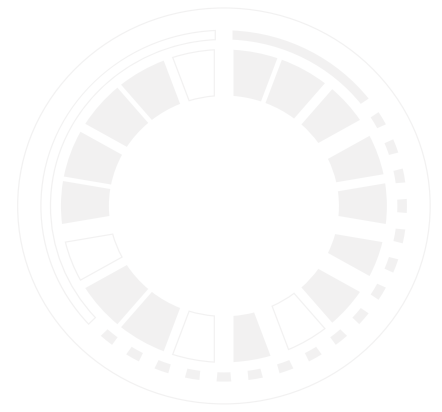
1. Pelaporan pelaksanaan;
2. Kepatuhan dan notifikasi pada Otoritas Jasa Keuangan (OJK).

Topik Signifikan Pertemuan dan Kebutuhan

Informasi tentang kepatuhan terhadap ketentuan perundang-undangan yang berlaku.

Upaya Pemenuhan Kebutuhan

1. Memenuhi peraturan OJK;
2. Membuat laporan tahunan dan laporan keberlanjutan.



Jenis Pemangku Kepentingan

Perbankan

Pertemuan/Sarana Pelibatan dan Frekuensinya

1. *Letter of Credit* (LC);
2. Perjanjian akad kredit.

Topik Signifikan Pertemuan dan Kebutuhan

1. Tata cara, syarat dan ketentuan LC, atau akad kredit;
2. Metode dan pembayaran LC atau kredit;
3. Sanksi apabila terjadi wanprestasi.

Upaya Pemenuhan Kebutuhan

1. Memenuhi persyaratan bank;
2. Melakukan pembayaran kredit sesuai jatuh tempo.



Jenis Pemangku Kepentingan

Pegawai

Pertemuan/Sarana Pelibatan dan Frekuensinya

Media internal, setiap dua bulan

Topik Signifikan Pertemuan dan Kebutuhan

1. Sosialisasi kebijakan dan strategi yang berkaitan dengan kepegawaian;
2. Kesetaraan kesempatan kerja dan jenjang karir;
3. Pengembangan karir, pelatihan dan lain-lain;
4. Jaminan kesehatan dan keselamatan kerja.

Upaya Pemenuhan Kebutuhan

1. Memenuhi hak-hak normatif pegawai;
2. Menyelenggarakan pelatihan dan pengembangan kompetensi;
3. Melakukan penilaian kinerja pegawai;
4. Memberikan tunjangan kesehatan dan pensiun.



Jenis Pemangku Kepentingan

Mitra Kerja

Pertemuan/Sarana Pelibatan dan Frekuensinya

1. Kontrak kerja, frekuensi *incidental* dalam setahun;
2. Seminar dan *workshop*, minimal sekali dalam setahun.

Topik Signifikan Pertemuan dan Kebutuhan

1. Proses pengadaan yang obyektif
2. Kerjasama saling menguntungkan, transparan dan adil;
3. Penjelasan lingkup pekerjaan;
4. Ketentuan tentang penagihan biaya pekerjaan;
5. Strategi dan pemetaan dasar.

Upaya Pemenuhan Kebutuhan

1. Memberikan informasi yang jelas pada saat proses tender berlangsung;
2. Melakukan kerja sama sesuai kontrak yang disepakati dengan mitra;
3. Melakukan pembayaran tepat waktu.



Jenis Pemangku Kepentingan

Pelaku Usaha Sejenis dan Asosiasi

Pertemuan/Sarana Pelibatan dan Frekuensinya

Pertemuan dan kegiatan, baik skala nasional, regional maupun internasional

Topik Signifikan Pertemuan dan Kebutuhan

1. Bagaimana meningkatkan tata kelola Perusahaan, termasuk menjaring kebaruan-kebaruan ihwal tata kelola;
2. Strategi bisnis dalam menghadapi masalah dan tantangan.

Upaya Pemenuhan Kebutuhan

Melakukan diskusi bersama dalam setiap pertemuan.



Jenis Pemangku Kepentingan

Organisasi Kemasyarakatan/Masyarakat sekitar

Pertemuan/Sarana Pelibatan dan Frekuensinya

1. Kerjasama strategis untuk menjalankan program-program Tanggung Jawab Sosial Perusahaan, baik di bidang ekonomi, sosial maupun lingkungan;
2. Pertemuan dengan ormas, organisasi sosial, masyarakat sekitar dan kampus.

Topik Signifikan Pertemuan dan Kebutuhan

1. Sosialisasi program CSR;
2. Pelaksanaan program CSR;
3. Cara mengoptimalkan pencapaian program CSR;
4. Informasi tentang kegiatan perusahaan.

Upaya Pemenuhan Kebutuhan

1. Melakukan kegiatan CSR yang tepat sasaran;
2. Membuat *roadmap* CSR;
3. Membuat *roadmap* keberlanjutan.



Jenis Pemangku Kepentingan

Media

Pertemuan/Sarana Pelibatan dan Frekuensinya

Press release

Topik Signifikan Pertemuan dan Kebutuhan

Kinerja keuangan

Upaya Pemenuhan Kebutuhan

1. Mengunggah berita dan laporan kinerja keuangan di *website* perusahaan;
2. Memberikan informasi kinerja keuangan pada media.

Tentang Wika Beton



Selayang Pandang

Visi, Misi, dan Nilai-nilai [102-16]

Visi

Menjadi perusahaan terkemuka dalam bidang Engineering, Production, Installation (EPI) industri beton di Asia Tenggara

Nilai



AGILITY

Change, Focus, Fast

CARING

*Accountable, Respect,
Safety Oriented*

EXCELLENCE

Commitment, Innovation, Professional

Misi

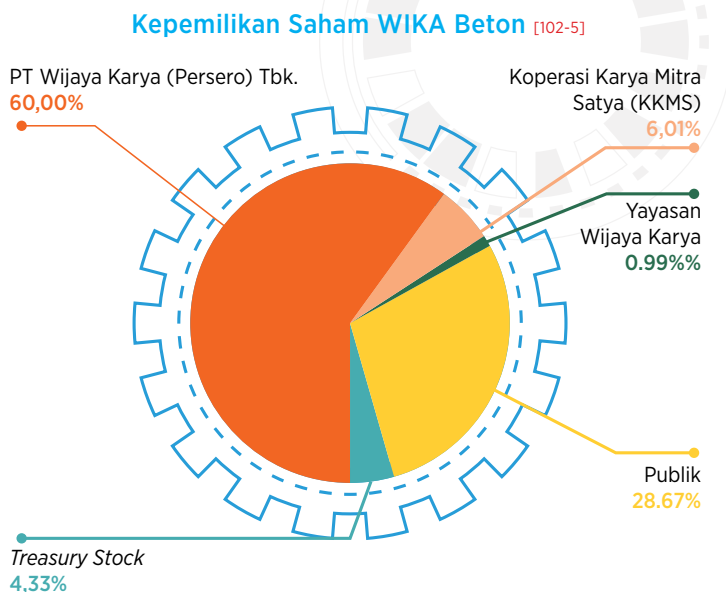
1. Menyediakan produk dan jasa yang berdaya saing dan memenuhi harapan pelanggan;
2. Memberikan nilai lebih melalui proses bisnis yang sesuai dengan persyaratan dan harapan pemangku kepentingan;
3. Menjalankan sistem manajemen dan teknologi yang tepat guna untuk meningkatkan efisiensi, konsistensi mutu, keselamatan dan kesehatan kerja yang berwawasan lingkungan;
4. Tumbuh dan berkembang bersama mitra kerja secara sehat dan berkelanjutan;
5. Mengembangkan kompetensi dan kesejahteraan pegawai.

Paradigma

1. Perubahan adalah tuntutan;
2. Pasar mendasari pengembangan bisnis perusahaan;
3. Pelanggan adalah penentu keberhasilan perusahaan;
4. Kepemimpinan mendorong kinerja ekselen;
5. Kompetensi adalah aset andalan perusahaan;
6. Setiap aktivitas wajib memberikan nilai tambah;
7. Kecepatan sangat esensial;
8. Teknologi menjadi pendorong pertumbuhan usaha.

Profil Perusahaan

PT Wijaya Karya Beton Tbk (WIKABETON) didirikan pada tahun 1997, merupakan salah satu entitas anak dari Badan Usaha Milik Negara (BUMN) PT Wijaya Karya (Persero) Tbk. Berdasarkan Anggaran Dasar Perseroan, maksud dan tujuan usaha WIKABETON yaitu berusaha dalam bidang perdagangan dan industri beton, jasa, konstruksi dan bidang usaha lain yang terkait. Pengembangan bisnis WIKABETON telah memperluas kapasitasnya pada penambahan produk dan jasa, hingga perluasan pangsa pasar. [102-1]



WIKABETON telah memiliki tiga entitas anak yakni PT Wijaya Karya Komponen Beton (WIKAKOBETON), PT Wijaya Karya Krakatau Beton, dan PT Citra Lautan Teduh, serta satu perusahaan asosiasi yakni PT Wijaya Karya Pracetak Gedung Tbk. Bersama dengan entitas anak, WIKABETON optimis dapat terus menjadi *concrete expert* di Indonesia bahkan di Asia Tenggara.

Skala Organisasi [102-7]

Uraian	Satuan	2019	2018	2017
Entitas anak	Unit	3	3	3
Entitas asosiasi	Unit	1	1	1
Jumlah pabrik (termasuk pabrik yang dikelola oleh entitas anak)	Unit	14	14	10
Lokasi <i>quarry</i>	Unit	3	3	3
Jasa instalasi	Unit	5	5	4
Jumlah pegawai *)	Orang	1.492	1.450	1.311
Nilai proyek yang dikerjakan	Rp miliar	6.712	5.841	7.108
Jumlah proyek selesai	Kontrak	2.469	2.444	2.549
Kapasitas produksi beton pracetak	Ton	4.051.000	3.644.000	3.065.000
Kapasitas produksi <i>ready-mix</i>	Ton	1.279.800	1.185.000	N/A
Pendapatan usaha	Rp miliar	7.083,38	6.930,63	5.362,26
Laba tahun berjalan	Rp miliar	510,71	486,64	340,46
Jumlah kapitalisasi:				
- Jumlah liabilitas	Rp miliar	6.829,45	5.744,97	4.320,04
- Jumlah ekuitas		3.508,45	3.136,81	2.747,93
Jumlah aset	Rp miliar	10.337,89	8.881,78	7.067,98

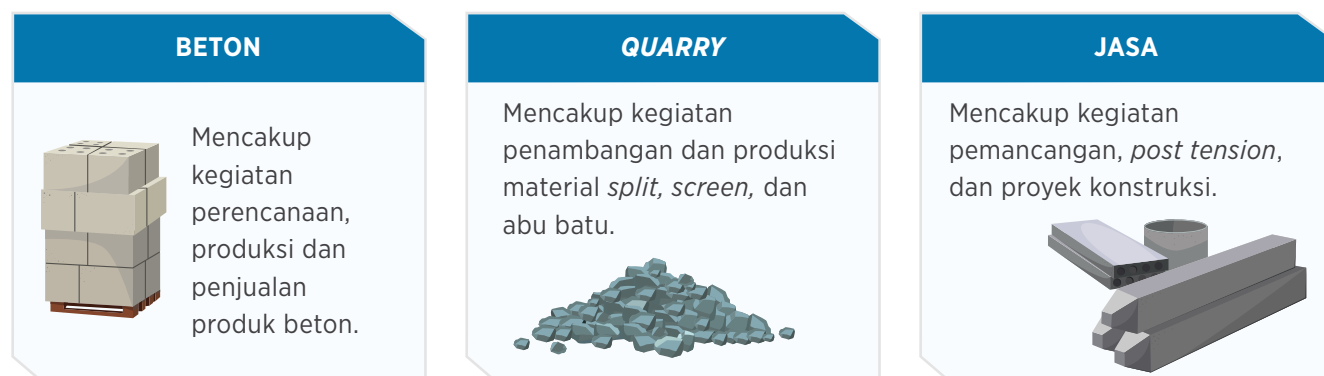
Keterangan: *) Termasuk pegawai honorer

WIKABETON memaksimalkan seluruh sumber daya, teknologi, dan integrasi dengan pemangku kepentingan dan entitas anak untuk mencapai visi dan misi perusahaan. Hingga akhir 2019, WIKABETON dan entitas anak telah memiliki 14 pabrik yang aktif beroperasi dan tersebar di Indonesia. Dua belas pabrik dikelola oleh WIKABETON, sedangkan dua lainnya dikelola oleh entitas anak. Seluruh pabrik yang dimiliki telah menerapkan pola *Precast Engineering-Production Installation* (EPI).



Produk dan Jasa [102-2]

Kegiatan usaha yang dilakukan WIKA Beton sesuai maksud dan tujuan Anggaran Dasar Perseroan yakni perdagangan dan industri beton, jasa, konstruksi, dan bidang usaha lain yang terkait. Secara garis besar, perusahaan membagi segmen usaha menjadi tiga yaitu:



Segmen usaha Beton merupakan bisnis inti WIKA Beton. Pada segmen ini, WIKA Beton fokus pada perencanaan hingga produksi produk beton pracetak dengan berbagai jenis seperti tiang pancang, bantalan jalan rel, tiang transmisi, pipa, serta produk beton untuk jembatan, dinding penahan tanah, bangunan gedung, bangunan maritim, dan lainnya.

Pada segmen usaha *Quarry*, WIKA Beton melakukan kegiatan penambangan dan produksi material *split*, *screen*, dan abu batu. Segmen ini merupakan bagian

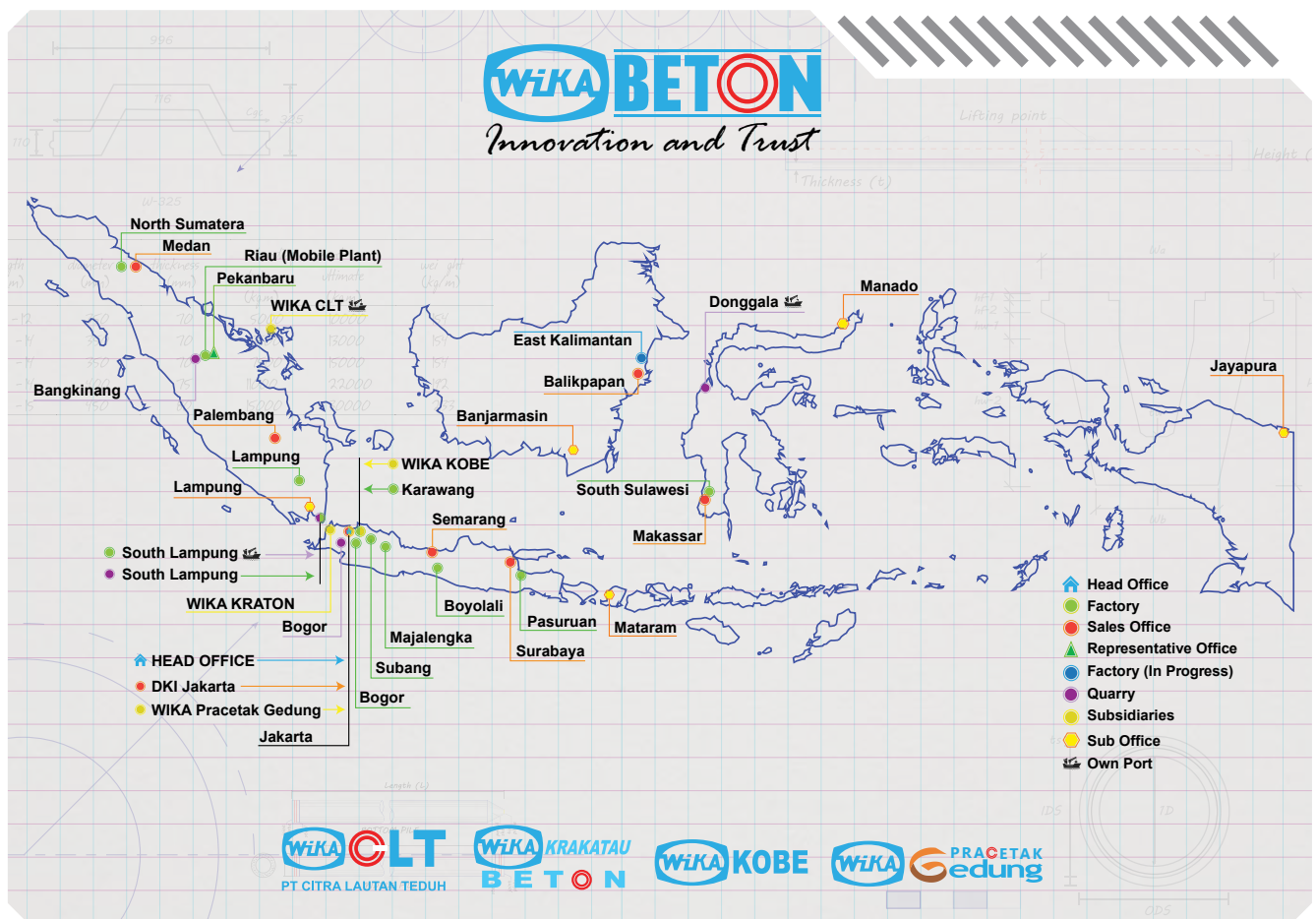
dari proses produksi beton. Hingga saat ini WIKA Beton telah memiliki tiga *crushing plant* sebagai lokasi penambangan yang menghasilkan empat produk yaitu *split* 1-2, *screen*, abu batu, dan *split* 2-3.

Di sisi lain, untuk melengkapi produk yang ditawarkan, WIKA Beton juga menyediakan jasa yang mencakup kegiatan pemancangan dengan *inner bore/pre bore system*, *post tension*, dan proyek konstruksi. Segmen usaha jasa ini merupakan bagian dari proses inovasi bisnis WIKA Beton.

Wilayah Operasi [102-4]

Di tahun 2019, WIKA Beton memperluas pangsa pasarnya ke luar negeri. Wilayah operasi WIKA Beton meliputi Indonesia dan telah berekspansi ke Filipina. Di Filipina, WIKA Beton melakukan kegiatan penjualan/pengerjaan ekspor Bantalan Jalan Rel (BJR). Sementara di Indonesia, terdapat wilayah kerja yang meliputi kantor pusat, pabrik, kantor cabang, *quarry*, entitas anak, *sub office*, dan pelabuhan, serta wilayah penjualan yang meliputi lokasi kantor penjualan, serta persebaran penyerapan pasar dari Sabang sampai ke Merauke.

Peta Wilayah Operasi WIKA Beton [102-4]



Keanggotaan Asosiasi dan Inisiatif Eksternal yang Diikuti

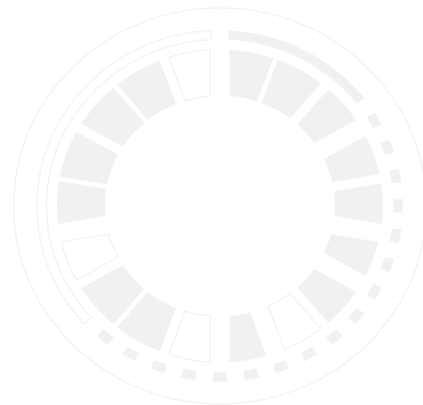
Sertifikasi yang Dimiliki [102-12]

No.	Sertifikasi	Masa berlaku
1	ISO 9001: 2015 Sistem Manajemen Mutu Ruang lingkup sertifikasi: PPB Sumatera Utara, PPB Lampung, PPB Lampung Selatan, PPB Bogor, PPB Karawang, PPB Subang, PPB Majalengka, PPB Boyolali, PPB Pasuruan, PPB Sulawesi Selatan, CP Lampung Selatan, CP Bogor, CP Donggala.	10 Juli 2019 - 31 Juli 2022
2	ISO 14001: 2015 Sistem Manajemen Lingkungan Ruang lingkup sertifikasi: Desain, manufaktur dan instalasi produk beton, <i>Prestressing dan Crushing Plant (CP)</i> .	25 Februari 2019 - 24 Februari 2022
3	OHSAS 18001: 2007 Sistem Manajemen Keselamatan dan Kesehatan Kerja Ruang lingkup sertifikasi: Desain, manufaktur dan instalasi produk beton, <i>Prestressing dan Crushing Plant (CP)</i>	27 September 2019 - 11 Maret 2021
4	Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) PP 50 Tahun 2012 untuk:	
	- Pabrik Produk Beton Lampung	14 Juli 2017 - 14 Juli 2020
	- Pabrik Produk Beton Sumatera Utara	30 Juli 2018 - 30 Juli 2021
	- Pabrik Produk Beton Majalengka	29 Maret 2019 - 29 Maret 2022
	- Pabrik Produk Beton Boyolali	29 Maret 2019 - 29 Maret 2022
	- Pabrik Produk Beton Karawang	29 Maret 2019 - 29 Maret 2022
	- Pabrik Produk Beton Bogor	29 Maret 2019 - 29 Maret 2022
	- Pabrik Produk Beton Sulawesi Selatan	14 Juli 2017 - 14 Juli 2020
	- Pabrik Produk Beton Pasuruan	30 Juli 2018 - 30 Juli 2021
	- Pabrik Produk Beton Lampung Selatan	29 Maret 2019 - 29 Maret 2022

Keanggotaan Asosiasi [102-13]

No.	Nama asosiasi	Posisi keikutsertaan	Jatuh tempo keanggotaan
1	Kamar Dagang dan Industri Indonesia (KADIN)	Anggota	31 Maret 2021
2	Asosiasi Perusahaan Pracetak dan Prategang Indonesia (AP3I)	Anggota	16 Mei 2020
3	Asosiasi Produsen Tiang Beton Pratekan Indonesia (APTI)	Anggota	29 April 2021
4	Asosiasi Perusahaan Perdagangan Barang Distributor, Keagenan dan Industri Indonesia (ARDIN)	Anggota	26 Februari 2021
5	Asosiasi Kontraktor Mekanikal Elektrikal Indonesia (Akmelindo)	Anggota	9 Oktober 2020
6	Asosiasi Emiten Indonesia (AEI)	Anggota	Keanggotaan sejak 30 Oktober 2014 - Sekarang

Keberlanjutan di WIKABeton



Visi WIKABeton untuk menjadi perusahaan terkemuka dalam bidang *Engineering, Production, Installation* (EPI) industri beton di Asia Tenggara, diwujudkan dengan komitmen dan integritas dalam menyediakan produk dan jasa yang berdaya saing. Demi memenuhi harapan pelanggan bahkan lebih, WIKABeton menjalankan proses bisnis yang sesuai dengan persyaratan dan harapan pemangku kepentingan, dengan tetap memerhatikan lingkungan hidup.

Sinergi antara sistem, sumber daya, proses, dan penggunaan teknologi tepat guna, senantiasa dikelola dengan baik untuk meningkatkan efisiensi, konsistensi mutu, keselamatan dan kesehatan

kerja, serta operasi yang berwawasan lingkungan. WIKABeton berharap kinerja keberlanjutan perusahaan dapat memberikan dampak positif bagi lingkungan, pemangku kepentingan, dan mendukung pembangunan berkelanjutan saat ini maupun di kemudian hari.

Strategi Keberlanjutan

Dalam menjalankan strategi keberlanjutan, WIKABeton telah mengadopsi *ISO 26000 Guidance on Social Responsibility* dan mengintegrasikan implementasi *Corporate Social Responsibility* (CSR) dengan *Sustainable Development Goals* (SDGs).

Roadmap Keberlanjutan WIKABeton 2020-2022



Tanggung jawab sosial atau *Corporate Social Responsibility* (CSR) berbasis ISO 26000 mencakup tujuh aspek utama yakni tata kelola perusahaan, Hak Asasi Manusia (HAM), praktik ketenagakerjaan, lingkungan, prosedur operasi yang wajar, isu konsumen, serta pelibatan dan pengembangan masyarakat. Tanggung jawab sosial perusahaan berbasis ISO 26000 tidak dapat dipisahkan dari proses operasi perusahaan, karena enam dari tujuh aspek utama telah diterapkan di dalam internal perusahaan.

Komitmen WIKABeton untuk memberikan dampak positif kepada masyarakat diwujudkan melalui pelibatan dan pengembangan masyarakat (*Community Involvement Development/CID*) yang strategis. Pilar utama program CID dalam CSR yaitu WTON Peduli, WTON Pintar, WTON Sehat, WTON 3R (*Reduce, Reuse, Recycle*).

Rencana dan Program CSR WIKA Beton

Roadmap WTON 2020-2022

- 2023** CSR menuju Kualitas Dunia
- 2022** Kinerja Unggul Keberlanjutan
- 2021** Penguatan & Pengembangan Keberlanjutan
- 2020** Peletakan Dasar Keberlanjutan

Alokasi Biaya

Pengajuan Biaya
CSR 2020
Rp 2,3M

Pilar Program CSR

- WTON PEDULI
- WTON PINTAR
- WTON SEHAT
- WTON 3R (*REDUCE, REUSE, RECYCLE*)

Program CSR

- Filantropi
- CID
- Non CID

Materialitas



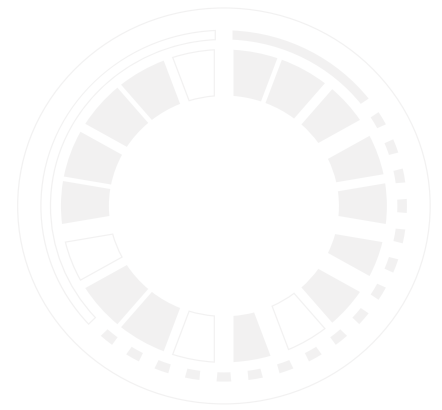
- People
- Planet
- Prosperity
- Peace
- Partnership

Sponsorship, sumbangan, santunan, acara amal dan perayaan hari besar agama dan HUT Kemerdekaan RI; Beasiswa; Bencana Alam; Donor darah; WIKA Beton Goes to Campus; CSR Day HUT WB.

Program Unggul WTON 2020:

- 1 Pemanfaatan Sisa Limbah dan Sampah seperti ban bekas, drum oli bekas, sepatu *safety* bekas, dan lainnya.
- 2 Pengelolaan Sisa Beton *Hollow Core Slab*, Limbah Cair Beton Jalur Putar dan Limbah Plastik Rafia menjadi batako, paving block sebagai program *community development* WTON 2020.
- 1 Standarisasi Instalasi Pengolahan Air Limbah di PBB;
- 2 Penanaman Pohon for *Zero Emission Program*;
- 3 Pelatihan dan pendampingan calon vendor dan *vendor gathering*;
- 4 Program pemanfaatan *fly-ash* sebagai bahan *additional* beton & Program beton ramah lingkungan;
- 5 Pelaksanaan *Workshop* & FGD tentang 3R dan CSR;
- 6 Penyusunan Laporan Keberlanjutan 2019

Unit Kerja	Anggaran (Rp)
Kantor Pusat	500.000.000
Wilayah	600.000.000
Penjualan	
Pabrik Produk Beton	1.150.000.000
<i>Crushing Plant</i>	50.000.000
Total	2.300.000.000



Berdasarkan pemetaan indikator SDGs dan ISO 26000, maka dirumuskan *Action Plan Roadmap Sustainability* WTON 2020-2022, dalam tahapan pengembangan CSR sebagai berikut:

Peletakan Dasar CSR 2020	Penguatan & Pengembangan CSR 2021	Kinerja Excellent 2022
Proses (<i>Input</i>)		
• <i>Workshop</i> Internal/Eksternal Penyelarasan Pemahaman CSR sesuai standar. • Studi Persepsi, <i>Social mapping</i>, <i>Workshop</i> Penyusunan <i>Roadmap</i> CSR, Strategi CSR, Program Prioritas/tematis CSR, Instrumen Program, <i>Standard Operating Procedure</i> (SOP), Alokasi Anggaran. • <i>Study</i>/FGD dan penyusunan Komite CSR.	• Upaya Penyelarasan & integrasi Struktur Organisasi CSR di Korporasi (Komite CSR). • Penguatan Sistem <i>Monitoring</i> Evaluasi/Komunikasi/Informasi CSR. • Penguatan Manajemen Forum CSR Desa/Kelurahan (Pelatihan & Pendampingan). • Pelaksanaan program terpilih dan tertib administrasi/tata kelola sesuai ISO 26000. • Dialog & <i>Workshop</i> Penguatan <i>Stakeholder</i>	• Optimasi Program & Kebijakan CSR. • Pengembangan Sistem CSR yang terintegrasi dengan kinerja perusahaan. • Pengembangan Sistem Informasi Manajemen (MIS) CSR dan KPI setiap program serta evaluasi dampak program CSR. • Internalisasi Budaya Korporasi berbasis nilai ISO 26000.
↓	↓	↓
Peletakan Dasar CSR 2020	Penguatan & Pengembangan CSR 2021	Kinerja Excellent 2022
Hasil Kerja (<i>Outcomes & Expectations</i>)		
• Adanya <i>Roadmap</i> CSR, Strategi CSR, Program Prioritas/tematis CSR, Instrumen Program, <i>Standard Operating Procedure</i> (SOP), Alokasi Anggaran. • Adanya Komite CSR. • Adanya program <i>Community Development</i>. • Satu Program Skala Prioritas yaitu WTON 3R di seluruh Unit Kerja. • Rencana IPAL di Seluruh Pabrik. • Penanaman pohon mendukung penurunan emisi Gas Rumah Kaca. • Sustainability Report sesuai GRI Standards, SDGs, ISO 26000.	• Adanya Pencitraan yang lebih baik (<i>excellent program implementation</i>). • Terciptanya harmonisasi yang lebih baik dengan <i>stakeholder/stakeholder enegement</i> (tidak ada demonstrasi). • Terlaksananya Program CSR dengan skala prioritas PILAR WTON yang berbasis ISO 26000. • Adanya Sistem Informasi yang terintegrasi dengan CSR. • Berjalan lancarnya kegiatan dan <i>monitoring Community Development</i> serta pelatihan dan pendampingannya. • <i>Sustainability Report</i> (SR) dengan akurasi data & informasi optimal.	• Membentuk Budaya Perusahaan berbasis kinerja terkait CSR. • Menjadi perusahaan unggul dalam praktik CSR berbasis ISO 26000. • Melakukan studi banding dalam praktik CSR. • Memperoleh CSR Awards dan masuk nominasi ASRA. • Menindaklanjuti evaluasi dan dampak <i>Community Development</i> /CSR kepada penerima manfaat & perusahaan. • Terlaksananya satu program prioritas dalam <i>Community Development</i> CSR pada setiap Pilar WTON. • Sistem informasi CSR terintegrasi yang berisikan informasi & penilaian kinerja CSR. • <i>Sustainable report excellent</i>.

Komite Keberlanjutan WIKA Beton

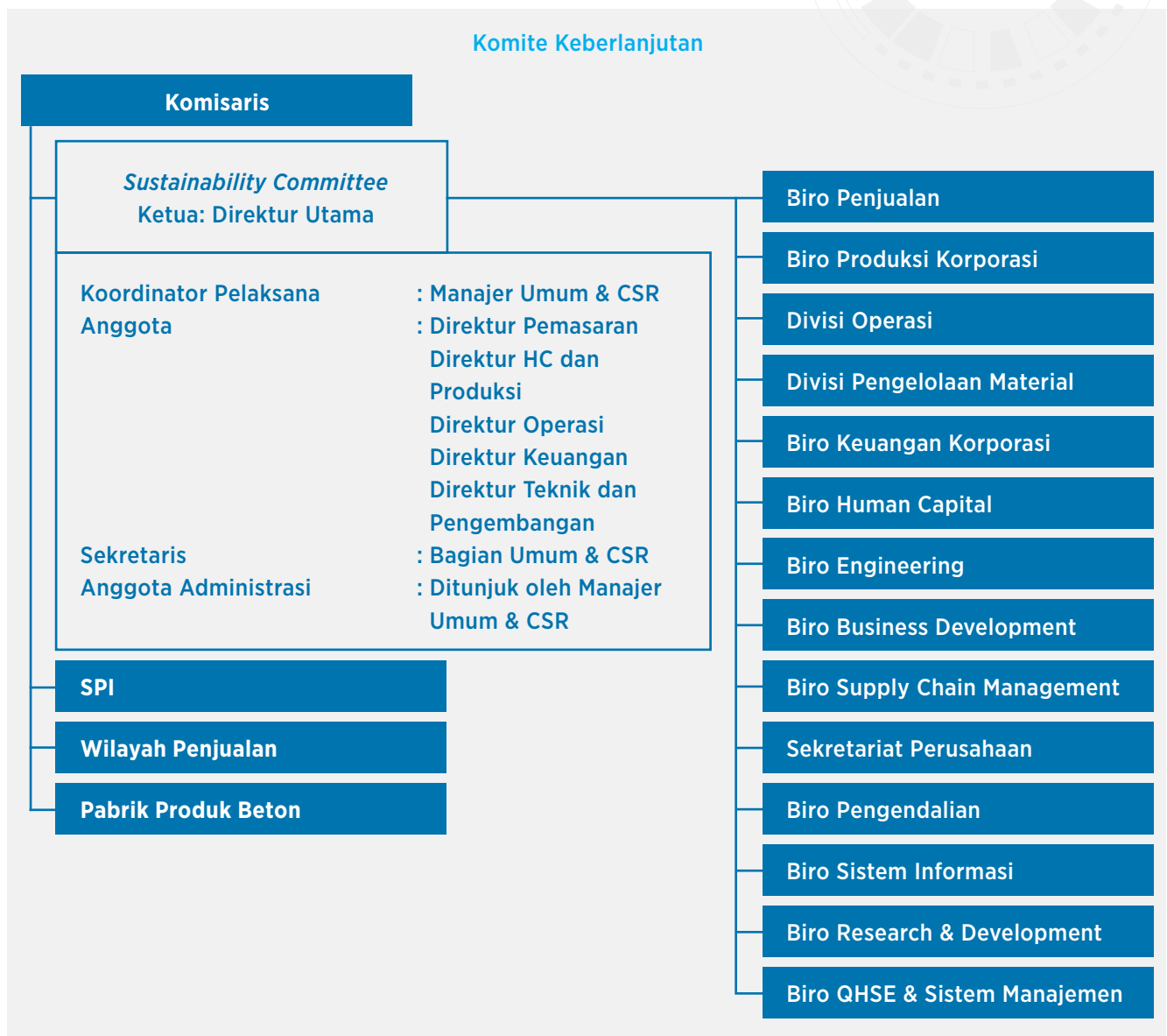
Corporate Social Responsibility (CSR) adalah tanggung jawab bersama seluruh Unit Kerja di WIKA Beton. Pelaksanaan CSR secara holistik akan mendorong keberhasilan Perseroan dalam mencapai kinerja keberlanjutan. WIKA Beton telah memetakan delegasi dan tanggung jawab implementasi CSR secara holistik di internal perusahaan.

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

Aspek	Penanggung jawab di Lingkup WIKA Beton
Tata kelola perusahaan	Sekretaris perusahaan (Bagian Legal dan GCG)
Praktik ketenagakerjaan	Biro Human Capital
HAM	Biro Human Capital
Lingkungan	Biro QSHE & Sistem Manajemen
Prosedur operasi yang wajar	Biro Pengendalian
Isu konsumen	Biro Penjualan, Biro Engineering, Sekretaris Perusahaan (Bagian Umum dan CSR)
Pelibatan dan pengembangan masyarakat	Sekretaris Perusahaan (Bagian Umum dan CSR)



Dengan harapan kegiatan CSR dapat terkoordinir dengan baik secara holistik dan strategis, maka Perseroan membentuk Komite Keberlanjutan (*Sustainability Committee*), dengan anggota sebagai berikut:



Uraian mengenai tugas bagi Direksi dan Dewan Komisaris, pegawai, pejabat dan/atau unit kerja selaku Komite Keberlanjutan, yaitu:

1. Merumuskan isu-isu keberlanjutan yang material dikaitkan dengan risiko bisnis dan rencana strategis bisnis.
2. Masing-masing Biro mengidentifikasi isu-isu yang dapat menghambat dan mempercepat pencapaian prioritas SDGs.
3. Masing-masing Biro merumuskan risiko yang dapat mempengaruhi pencapaian strategi bisnis perusahaan serta keberlanjutan perusahaan.
4. Masing-masing Biro merumuskan tindakan yang dapat diambil untuk mengatasi isu yang terjadi.
5. Masing-masing Biro merumuskan tindakan-tindakan sebagai mitigasi risiko untuk keberlanjutan bisnis.
6. Seluruh anggota komite merumuskan *key indicator of success* masing-masing Biro dalam berkontribusi mencapai SDGs.
7. Masing-masing Biro melakukan monitoring atas pelaksanaan tindakan yang telah dirumuskan sebelumnya untuk mengatasi isu, risiko bisnis, dan mitigasi bisnis.
8. Masing-masing Biro melakukan evaluasi atas kinerja kontribusi Bironya kepada pencapaian fokus SDGs.

9. Seluruh anggota komite memberikan laporan atas kinerja pencapaian fokus SDGs.
10. Di dalam laporan perlu dirumuskan pembelajaran (*lesson learned*) dan rekomendasi untuk *improvement* di tahun yang akan datang.
11. Komite Keberlanjutan memberikan penghargaan kepada pencapaian kinerja terbaik.



Adapun lingkup kegiatan Komite Keberlanjutan, antara lain mengidentifikasi, mengukur, memantau, dan mengendalikan risiko atas penerapan CSR terkait aspek ekonomi, sosial, dan lingkungan hidup. Direksi dan Dewan Komisaris turut berperan dalam mengelola, melakukan telaah berkala, dan meninjau efektivitas proses manajemen risiko dari pelaksanaan CSR.

1. Rapat Komite Keberlanjutan dilakukan setiap tiga bulan sekali.
2. Undangan dan agenda rapat disampaikan kepada anggota komite selambat-lambatnya tujuh hari sebelum pelaksanaan rapat Komite Keberlanjutan.
3. Dalam rapat, masing-masing biro memberikan laporan atas identifikasi:
 - Issue yang dapat mengganggu operasi perusahaan;
 - Risiko yang dapat menghambat kelancaran produksi;
 - Strategi tindakan mengatasi isu;
 - Strategi mitigasi risiko.
4. Notulen rapat harus dipersiapkan oleh Sekretaris Komite.
5. Hasil notulen rapat harus disetujui oleh Direktur Utama sebagai Ketua Komite. Notulen rapat harus didistribusikan kepada seluruh anggota Komite Keberlanjutan.
6. Hasil pelaksanaan kegiatan CSR oleh masing-masing biro & *progress* pencapaian kinerja oleh masing-masing biro disampaikan pada rapat akhir tahun.

Penilaian atas akuntabilitas dan transparansi Komite Keberlanjutan akan dipantau melalui:

1. Hasil kinerja pencapaian kinerja SDGs yang diaudit oleh Internal Audit.
2. Laporan kegiatan Komite Keberlanjutan disampaikan kepada seluruh anggota Komite Keberlanjutan dan Komisaris.
3. Hasil laporan audit disampaikan kepada jajaran Direksi dan Komisaris.

Dukungan pada SDGs

Kinerja keberlanjutan WIKA Beton juga diarahkan untuk mendukung Tujuan Pembangunan Berkelanjutan atau *Sustainable Development Goals* (SDGs). Tujuan pembangunan berkelanjutan terdiri dari 17 tujuan yang dicanangkan oleh Perserikatan Bangsa Bangsa (PBB) dan setiap negara dapat meratifikasi tujuan tersebut sesuai dengan kondisinya. Indonesia, salah satu negara yang mendukung pencapaian SDGs ini.

Melalui kegiatan bisnis dan tanggung jawab sosial perusahaan, WIKA Beton juga menunjukkan komitmen untuk mendukung target pencapaian SDGs. Perseroan telah melakukan SDGs *mapping* yang diintegrasikan dengan implementasi ISO 26000 *Social Responsibility* untuk menentukan arah SDGs (*SDGs compass*). Terdapat empat fokus SDG, yaitu SDG 3, SDG 6, SDG 8, dan SDG 12. Selain keempat fokus SDG tersebut, WIKA Beton tetap berupaya melaksanakan CSR yang sejalan untuk mendukung tujuan-tujuan lain dari SDG, di antaranya SDG 1, SDG 4, SDG 10, SDG 16, dan SDG 17.

	Kegiatan Penanaman pohon
Core subject ISO 26000 <i>The environment</i>	Strategi
<i>Issue 1 : Prevention of pollution</i>	• Melaksanakan penanaman pohon setiap tahun. • Melaksanakan penanaman pohon sekitar Kantor Pusat, Wilayah Penjualan (WP), Pabrik Produk Beton (PPB), <i>Quarry</i>, Divisi dan Proyek. • Bekerjasama dengan pihak ketiga untuk mendapatkan bibit pohon dan pelaksanaan penanaman pohon. • Bekerjasama dengan masyarakat sekitar lokasi pohon untuk proses perawatan pohon. • Melakukan <i>monitoring</i> dan evaluasi kegiatan.
Target	
Penanaman pohon di area sekitar Kantor Pusat, Wilayah Penjualan (WP), Pabrik Produk Beton (PPB), <i>Quarry</i> , Divisi dan Proyek sebanyak ± 1.500 pohon.	
	Kegiatan Pengelolaan sampah, limbah sisa hasil produksi beton serta limbah padat dan limbah air
Core subject ISO 26000 <i>The environment</i>	Strategi
<i>Issue 2 : Sustainable resource use</i>	• Mengolah kembali sampah serta pemanfaatan produk sisa sampah dan limbah untuk dijadikan barang daur ulang seperti tempat sampah, pot bunga, bingkai foto, gazebo, bak sampah yang dapat disumbangkan di taman kota, taman sekolah, area hijau sekitar unit kerja. • Pemanfaatan limbah/sisa hasil produksi beton untuk di produksi ulang menjadi barang bernilai ekonomis seperti batako, <i>paving block</i>. Dan menjadikan ini sebagai salah satu program unggulan <i>Community Development</i> WIKA Beton.
Target	
• Pengelolaan sampah/barang bekas seperti sisa kayu, sepatu <i>boots</i>, ban, dan drum yang dikelola menggunakan prinsip 3R. Dilaksanakan di 2 PPB yaitu PPB Majalengka dan PPB Subang. Selanjutnya akan diterapkan di seluruh PPB.	



Kegiatan

Pengelolaan sampah, limbah sisa hasil produksi beton serta limbah padat dan limbah air

Target

- Pengelolaan limbah/sisa hasil produksi beton yang gagal. Pada tahun 2020, diimplementasikan sebagai program *community development* di PPB Bogor.
- Pemanfaatan limbah padat yang dihasilkan $\pm 80.000 \text{ m}^3/\text{tahun}$.
- Pemanfaatan limbah air yang dihasilkan $\pm 17.000 \text{ m}^3/\text{tahun}$.

Strategi

- Pemanfaatan limbah padat untuk menimbunan jalan di area sekitar unit kerja dan jalan di sekitar rumah warga masyarakat.
- Pengelolaan dan pemanfaatan limbah air untuk digunakan kembali menyiram jalan di area unit kerja untuk mengurangi polusi debu dan untuk digunakan dalam pembersihan alat cetakan.
- Melakukan *monitoring* dan evaluasi kegiatan.



Kegiatan

Donor Darah

Core subject ISO 26000

Community involvement and development

Issue 6: Health

Target

- Peserta setiap pelaksanaan per unit kerja: ± 100 orang.
- Pelaksanaan dilakukan diseluruh unit usaha: kantor pusat, WP, PPB, Proyek dan Divisi ditambah Masyarakat Umum.
- Dilaksanakan $\pm$ dua kali dalam setahun.

Strategi

- Melibatkan masyarakat umum dengan menyampaikan pengumuman beberapa hari sebelum kegiatan.
- Pelaksanaan donor darah dilaksanakan di tempat yang mudah di jangkau minimal di Kantor Unit Kerja
- Melakukan kerja sama dengan PMI, UTD, dan pihak lain untuk berkolaborasi.
- Melakukan *monitoring* dan evaluasi kegiatan.



Kegiatan

Instalasi Pengelolaan Air Limbah (IPAL)

Core subject ISO 26000

The environment

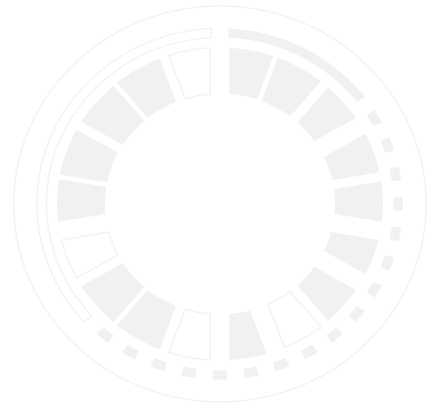
Issue 1: Prevention of pollution

Target

- Standardisasi Instalasi Pengelolaan Air Limbah di 14 lokasi Pabrik Produk Beton (PPB).

Strategi

- Standardisasi saluran limbah (IPAL) sesuai ketentuan dan peraturan yang berlaku.
- Menambah jumlah *flow meter*.
- Mempekerjakan petugas khusus untuk menangani IPAL.
- Melakukan *monitoring* dan evaluasi pelaksanaan IPAL oleh Biro QSHE dan Biro Produksi.



Kegiatan

- Kerjasama dengan pemasok lokal
- Pelatihan dan pendampingan calon vendor

Core subject ISO 26000

Consumer issues

Issue 7 : Education and awareness

Target

- Pencapaian KPI Penagihan 100%.
- Pemasok lokal sebagai prioritas utama dengan komposisi besaran $\geq 60\%$.
- Pelatihan dan pendampingan vendor $\pm$ dua kali setahun.
- Vendor gathering $\pm$ satu kali setahun.

Strategi

- Biro Keuangan Korporasi, WP melakukan kekerja sama dengan Bagian Legal dalam memperbaiki sistem administrasi kontrak.
- Mereview sistem *monitoring* penagihan dan pencapaian KPI penagihan
- Memberikan pelatihan dan pendampingan kepada masyarakat sekitar agar memenuhi persyaratan menjadi vendor WIKA Beton khususnya bagi pemasok lokal.
- Melakukan *monitoring* dan evaluasi kegiatan.



Kegiatan

Program Beasiswa

Core subject ISO 26000

Community involvement and development

Issue 2 : Education and culture

Target

- Memberikan bantuan beasiswa kepada anak pegawai purna WIKA Beton ± 10 orang selama setahun.
- Melaksanakan program beasiswa ikatan dinas.

Strategi

- Menyalurkan beasiswa kepada anak pegawai atau anak pegawai purna WIKA Beton kurang mampu, berprestasi selama 1 tahun.
- Melaksanakan proses seleksi program beasiswa ikatan dinas sesuai target dan standar penilaiannya.
- Melakukan *monitoring* dan evaluasi kegiatan.



Kegiatan

Memanfaatkan bahan tambahan untuk produksi beton yang dapat menghasilkan produk akhir yang lebih ramah lingkungan

Core subject ISO 26000

The environment

Issue 1 : Prevention of pollution

Issue 2 : Sustainable resource use

Target

Pemanfaatan *fly ash* untuk produksi beton

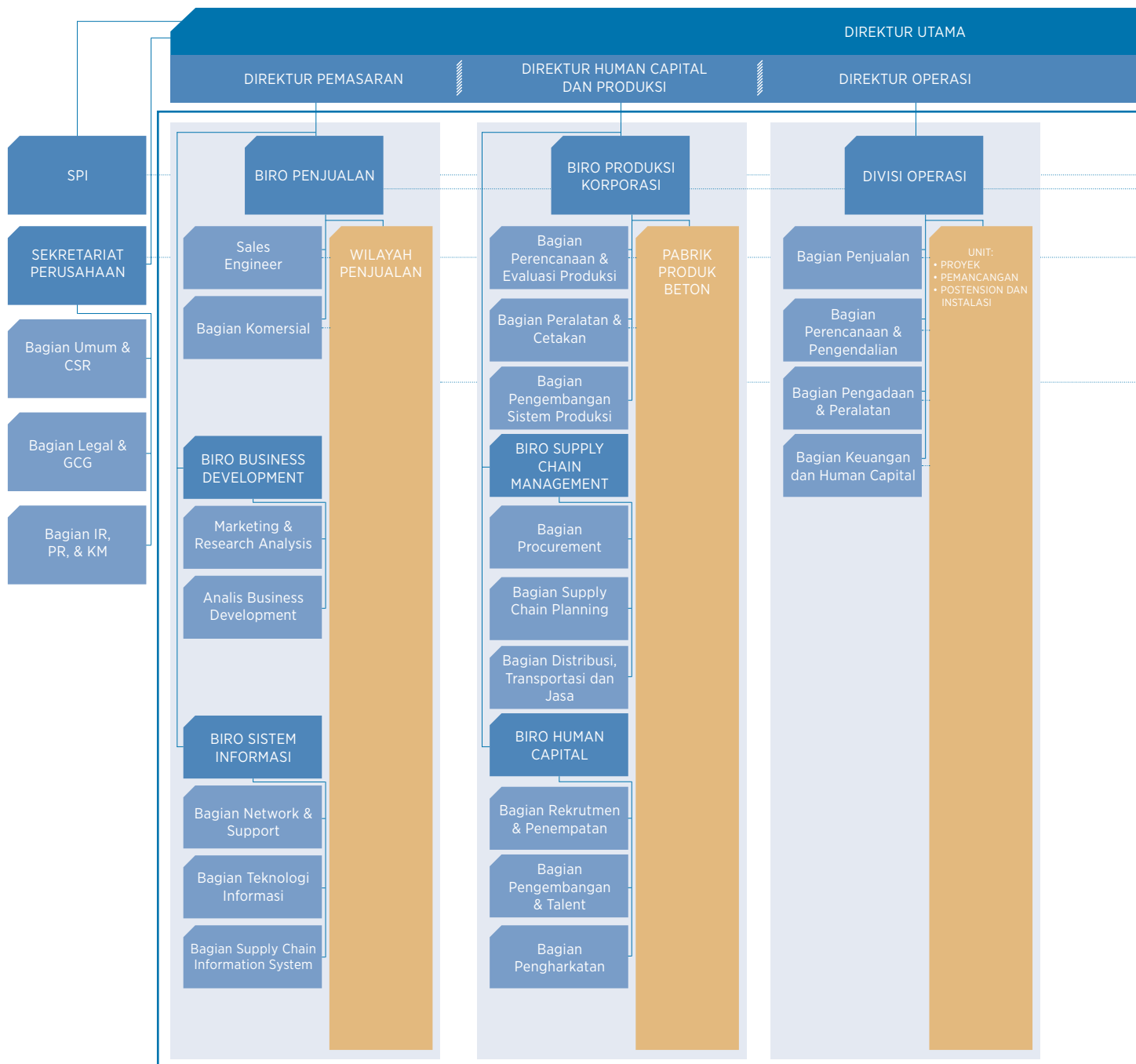
Strategi

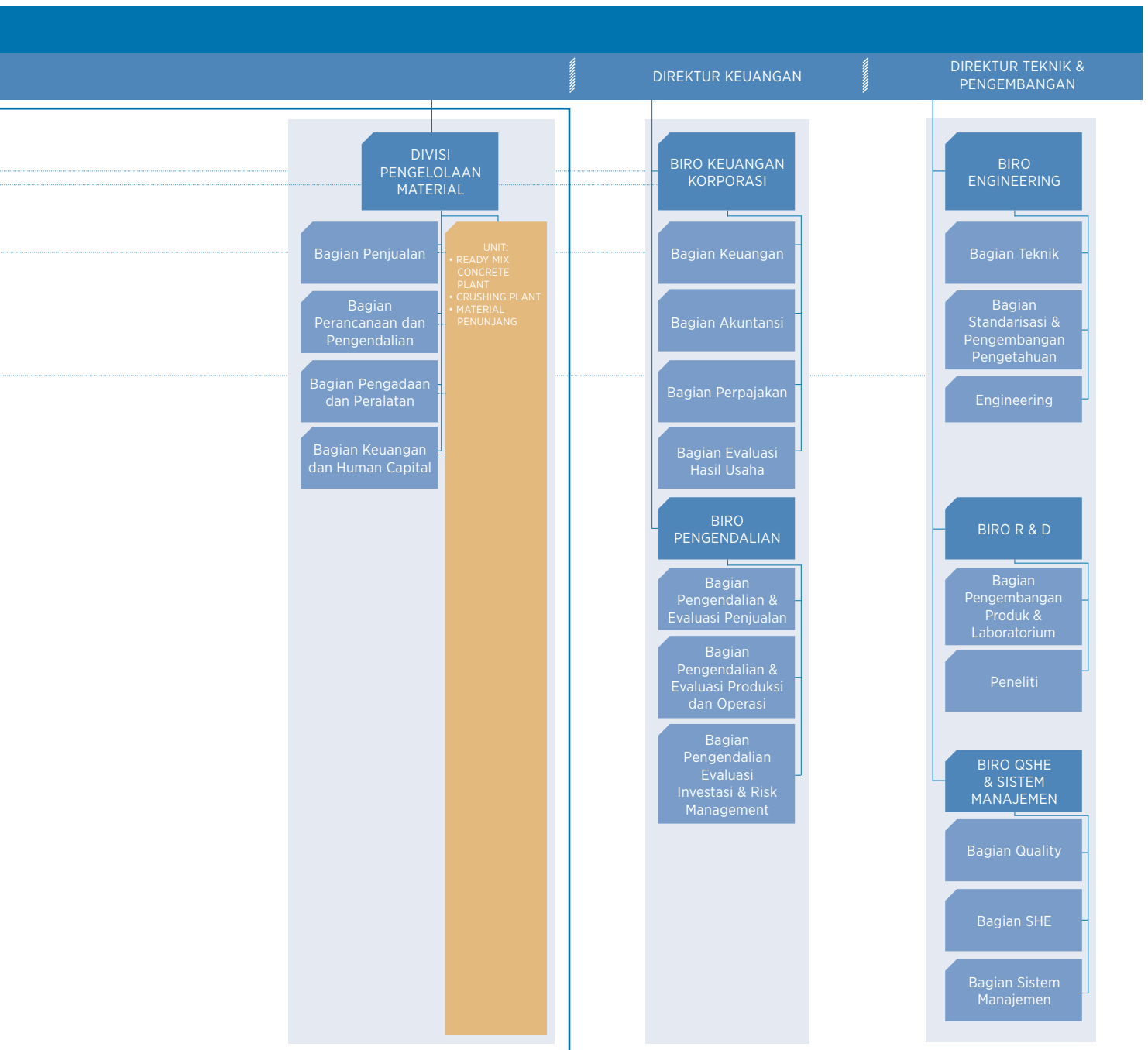
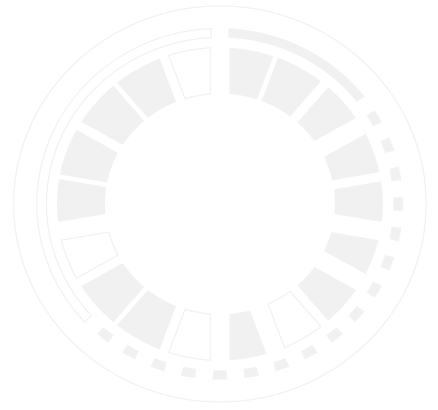
- Memanfaatkan *fly ash* untuk bahan baku tambahan dalam produksi beton pracetak.
- Memperdalam pemetaan dan memperinci pengumpulan informasi dan data pemanfaatan *fly ash* dan *bottom ash* di WIKA Beton.
- Melakukan *monitoring* dan evaluasi kegiatan.

Tata Kelola Keberlanjutan

Perusahaan dijalankan dan dipimpin oleh Direksi, diawasi oleh Dewan Komisaris, dan didukung oleh seluruh fungsi dan biro yang dibentuk perusahaan. Tata kelola perusahaan telah berjalan dengan baik sesuai dengan prinsip *Good Corporate Governance* (GCG). Informasi struktur tata kelola diungkapkan secara komprehensif dalam Laporan Tahunan 2019.

Struktur Organisasi [102-18]





Perubahan Signifikan pada Tata Kelola Perusahaan [102-10]

Tidak ada perubahan pada Perseroan yang bersifat signifikan. Namun Perseroan telah merencanakan perombakan pada beberapa fungsi yang memiliki dampak signifikan bagi perusahaan. Hal tersebut dilakukan karena Perseroan sedang mengarahkan kinerja perusahaan untuk lebih efisien. Biro yang sebelumnya merupakan *cost center*, diubah untuk diarahkan pada *profit center*. Pada tahun 2019, Biro Pengadaan bertransformasi menjadi Biro Supply Chain Management (SCM), dan keputusan tersebut akan diterapkan mulai Januari 2020. Transformasi tersebut bertujuan agar Biro SCM dapat menganalisa peluang rantai pasokan dari hulu hingga hilir guna meningkatkan efisiensi. Informasi struktur tata kelola diungkapkan secara komprehensif dalam Laporan Tahunan 2019.

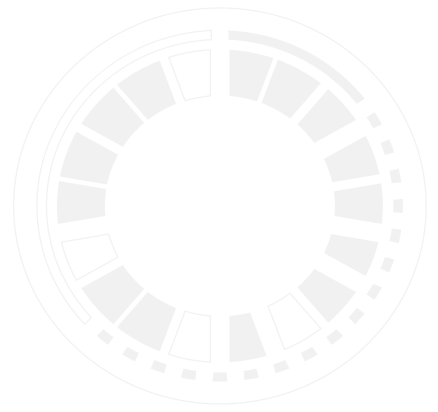
Delegasi Tanggung Jawab Pemenuhan Kinerja Ekonomi, Sosial, dan Lingkungan

Pada tata kelola keberlanjutan, WIKA Beton tidak hanya mengelola kinerja bisnis dan ekonomi saja, namun juga mengelola dan melaporkan kinerja sosial dan lingkungan. Pendelegasian tugas dan tanggung jawab pemenuhan kinerja aspek ekonomi, sosial, dan lingkungan kepada masing-masing biro telah dipetakan.

Setiap biro dipimpin oleh pejabat setingkat Manajer, yang dapat mewakili WIKA Beton dalam berkonsultasi dengan masing-masing pemangku kepentingan sesuai tugas dan tanggung jawab masing-masing. Setiap tahunnya, kinerja keberlanjutan WIKA Beton dilaporkan dalam Laporan Keberlanjutan, yang berisi kinerja yang mencerminkan hasil *monitoring* dan evaluasi manajemen atas pemenuhan tanggung jawab biro terkait topik ekonomi, sosial, dan lingkungan.

Pendelegasian Tanggung Jawab Terkait Topik Ekonomi, Sosial, & Lingkungan

Biro	Tanggung jawab mencakup topik
Biro Penjualan	Ekonomi
Biro Produksi Korporasi	Ekonomi, Sosial, Lingkungan
Divisi Operasi	Ekonomi, Sosial, Lingkungan
Divisi Pengelolaan Material	Lingkungan
Biro Business Development	Ekonomi
Biro Supply Chain Management	Ekonomi, Sosial
Biro Keuangan Korporasi	Ekonomi
Sekretariat Perusahaan	Ekonomi, Sosial, Lingkungan
Biro Pengendalian	Ekonomi
Biro Human Capital	Sosial
Biro Sistem Informasi	Ekonomi, Sosial
Biro Engineering	Ekonomi, Lingkungan
Biro R & D	Ekonomi, Lingkungan
Biro QHSE & Sistem Manajemen	Sosial, Lingkungan



Praktik Pencegahan dan Pengelolaan Risiko [102-11]

Manajemen risiko di WIKA Beton telah berjalan dengan baik. Informasi profil risiko perusahaan secara lengkap terdapat dalam laporan tahunan yang terpisah dari laporan ini. Selain risiko bisnis, Perseroan juga memperhatikan dan mengelola risiko sosial dan lingkungan.

Perseroan menanamkan budaya sadar risiko kepada seluruh insan WIKA Beton dengan memberikan pemahaman yang memadai mengenai faktor-faktor risiko yang terkait dengan pekerjaan atau fungsinya sehari-hari. Dalam berbagai rapat evaluasi dari tingkat paling rendah sampai dengan tingkat Direksi, dibahas pula peluang risiko yang berpotensi mengganggu

hasil akhir. Dari risiko-risiko yang teridentifikasi, perusahaan membuat rencana pengendalian/mitigasi untuk setiap jenis risiko.

Sistem manajemen risiko yang diterapkan, dipantau dan dievaluasi hingga potensi dampak negatif dari kegiatan operasi dapat diminimalkan. Pengelolaan risiko dimulai dari identifikasi risiko, pengukuran tingkat/besarnya risiko, analisis dan evaluasi risiko, mitigasi risiko, hingga melakukan komunikasi, konsultasi, *review* dan pemantauan risiko secara terus menerus. Secara berkala, hasil monitoring dan evaluasi manajemen risiko disampaikan kepada *top management*.

Semangat Bisnis Berkelanjutan



Kinerja WKA Beton



Ekspansi Untuk Memperkuat Posisi

Dalam perjalanan menjadi leader di industri beton, WKA Beton melebarkan sayap ke luar negeri. Harapan kontrak kerja di antaranya datang dari Filipina dan Singapura. Di Filipina, WKA Beton turut andil dalam revitalisasi jalur kereta api, dengan mendapatkan proyek bantalan beton kereta api. Telah dilakukan *test track work* untuk pekerjaan rel ketera api tahap pertama sepanjang 150 km dengan hasil lulus *test track project*. Perseroan optimis terhadap kualitas produk dan kepercayaan pelanggan.

Wika Beton juga mengincar proyek Bandara Changi yang akan diperpanjang di Singapura, serta proyek *elevated*. Perseroan masih dalam proses tender konstruksi. Wika Beton berencana menyalurkan produk *box girder* dan lainnya dengan mengandalkan entitas anak yang beroperasi di Batam dalam mengikuti tender.

Sebelumnya, Perseroan sudah beberapa kali menggarap proyek di luar negeri di antaranya di Timor Leste dan Aljazair. Akan tetapi, dua proyek itu merupakan milik induk usaha, PT Wijaya Karya (Persero) Tbk. Adapun proyek di Singapura dan Filipina, merupakan dua proyek luar negeri pertama

yang tendernya diikuti sendiri oleh Perseroan. Mengikuti jejak induk usaha, WKA Beton selaku entitas anak juga sedang melakukan ekspansi bisnis ke Afrika, yakni Maroko. Perseroan berencana untuk membuka pabrik beton *precast* di negara bagian Afrika Utara tersebut.

Selain ekspansi ke luar negeri, ekspansi juga dilakukan dengan masuk ke segmen jasa konstruksi. Di tahun 2019, segmen konstruksi telah memberikan kontribusi 10,30% terhadap total pendapatan usaha. Hal tersebut merupakan langkah awal yang baik, dan Perseroan yakin terhadap penjualan jasa konstruksi akan tumbuh.

Pangsa Pasar dan Pengembangan Pabrik Dalam Negeri

Di tahun 2019, WKA Beton merealisasikan utilisasi sebanyak 98% dari kapasitas produksi. WKA Beton yakin mampu lebih banyak menyerap pasar untuk tahun-tahun mendatang. Untuk merealisasikan hal tersebut, Perseroan memilih membangun *mobile plant* dibandingkan dengan memperbesar pabrik eksistingnya. Sementara itu, di 2020 Perseroan akan menambah pabrik baru di tiga lokasi yaitu Pekanbaru, Boyolali, dan Kalimantan Timur.

Pasar Terlayani Berdasarkan Segmen Produk dan Jasa [102-6]

Segmen Produk	Total Nilai Kontrak (Rp miliar)	%
Beton	8.314	64,20
Quarry	173	1,34
Jasa	1.714	13,24
Ready-mix	2.748	21,22
Jumlah	12.949	100

Pasar Terlayani Berdasarkan Jenis Pelanggan [102-6]

Segmen Produk	Total Nilai Kontrak (Rp miliar)	%
WIKA Grup	4.275	33,01
Pemerintah	207	1,60
BUMN	1.702	13,15
Swasta	5.504	42,50
Kerjasama operasi	1.261	9,74
Jumlah	12.949	100

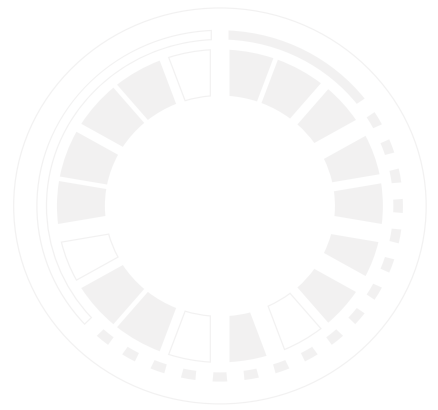
Perolehan Nilai Ekonomi

Industri beton mengalami penurunan di tahun 2019, namun capaian kinerja WIKA Beton masih lebih baik jika dibandingkan dengan capaian 2018. Tantangan yang dihadapi Perseroan, perolehan kontrak baru lebih kecil dibanding tahun lalu. Sementara itu, beberapa proyek mundur dari target pada triwulan pertama karena pengaruh kegiatan Pemilihan Umum, sehingga omzet proyek akan mundur ke 2020.

Kinerja ekonomi Perseroan dipantau oleh Biro Keuangan di bawah Direktur Keuangan. Sumber-sumber pendanaan untuk kegiatan operasi Perseroan bersumber dari pembiayaan mandiri. Kinerja keuangan yang baik tetap berhasil dicapai oleh Perseroan meskipun tidak ada bantuan keuangan dari Pemerintah di tahun 2019. Pendapatan yang diperoleh di tahun 2019 sebesar Rp7,08 triliun, naik dari tahun lalu yang sebesar Rp6,93 triliun. Sementara, WIKA Beton mencatat laba bersih 2019 sebesar Rp510,71

miliar, atau naik 4,95% dari laba bersih 2018. Hal tersebut berdampak positif bagi negara karena turut meningkat pula kontribusi Perseroan baik dalam bentuk pembayaran Dividen kepada Pemegang Saham, maupun melalui pembayaran kewajiban Pajak maupun Penerimaan Bukan Pajak (PNBP). Selama periode pelaporan Perseroan tidak memberikan dana terkait dengan kegiatan politik. [201-4]

Nilai ekonomi yang diperoleh Perseroan juga dikelola sebagai pembiayaan operasional perseroan, serta didistribusikan kepada pemangku kepentingan termasuk karyawan dan masyarakat melalui kegiatan tanggung jawab sosial perusahaan. Dengan demikian masyarakat turut merasakan manfaat tidak langsung dari keberadaan perusahaan.



Nilai Ekonomi yang Dihasilkan dan Didistribusikan [201-1]

Dalam Rp juta

Uraian	2019	2018	2017*)
I. Nilai Ekonomi Langsung yang Dihasilkan			
Pendapatan usaha	7.083.384	6.930.628	5.362.263
Penerimaan bunga bank	9.184	6.151	5.056
Keuntungan (kerugian) selisih kurs	1.378	(363)	(1.404)
Jumlah nilai ekonomi langsung yang dihasilkan	7.093.091	6.936.416	5.365.915
II. Nilai Ekonomi Langsung yang Didistribusikan			
Beban pokok pendapatan	(6.132.667)	(6.048.206)	(4.695.624)
Beban usaha, termasuk di dalamnya beban personalia (gaji dan tunjangan karyawan)	(155.311)	(149.876)	(136.281)
Pembayaran kepada penyandang dan berupa dividen	(145.920)	(101.144)	(81.715)
Pengeluaran untuk pemerintah berupa pajak penghasilan	(115.558)	(132.611)	(79.043)
Pengeluaran untuk masyarakat, berupa realisasi dana CSR	(2.335)	(3.716)	(449)
Jumlah nilai ekonomi langsung yang didistribusikan	(6.551.791)	(6.435.553)	(4.993.112)
III. Nilai Ekonomi Langsung yang Ditahan			
Selisih antara nilai ekonomi langsung yang diperoleh dan yang didistribusikan	541.300	500.863	372.803

Keterangan: *) Restatement

Selama periode palaporan, Perseroan juga telah mengidentifikasi bahwa tidak ada risiko, peluang, maupun implikasi keuangan, yang terjadi karena faktor perubahan iklim global. [201-2]



Memperkuat Rantai Pasokan



Manajemen Rantai Pasokan

Manajemen rantai pasokan (*supply chain management*) berdampak besar dalam rantai nilai, yang pada akhirnya akan berpengaruh pada mutu dari sebuah produk dan jasa yang dijual. WIKA Beton berkomitmen memperkuat rantai pasokan guna menjamin ketersediaan bahan baku dan bahan penunjang lainnya, namun tetap dapat menciptakan efisiensi. Di tahun 2020, Biro Pengadaan diubah menjadi Biro Supply Chain Management (SCM) untuk memperkuat dasar SCM di WIKA Beton.

Di tahun 2019, Perseroan melalui Biro Pengadaan bertanggung jawab untuk menganalisa peluang dari hulu sampai hilir, serta meningkatkan efisiensi dari proses pengadaan barang dan jasa guna menjadi salah satu dari strategi *cost leadership* yang diterapkan WIKA Beton. Biro Pengadaan memastikan pengadaan barang dan jasa yang berkualitas dan tepat waktu, pemilihan vendor sesuai dengan syarat yang ditetapkan, mutu, waktu, pelayanan, dan K3 terpenuhi dengan optimal. Kemampuan pemasok atau vendor dalam memenuhi barang atau jasa yang dibutuhkan perusahaan akan mempengaruhi kualitas output perusahaan. Dalam menentukan vendor, Perseroan telah menerapkan kebijakan tentang seleksi pemasok atau vendor, yang bermanfaat untuk memastikan perolehan barang atau jasa dengan harga yang kompetitif dan kualitas yang baik. Terdapat pula kebijakan peningkatan kemampuan pemasok atau vendor, yang bermanfaat untuk memastikan bahwa rantai pasokan berjalan dengan efisien dan efektif.

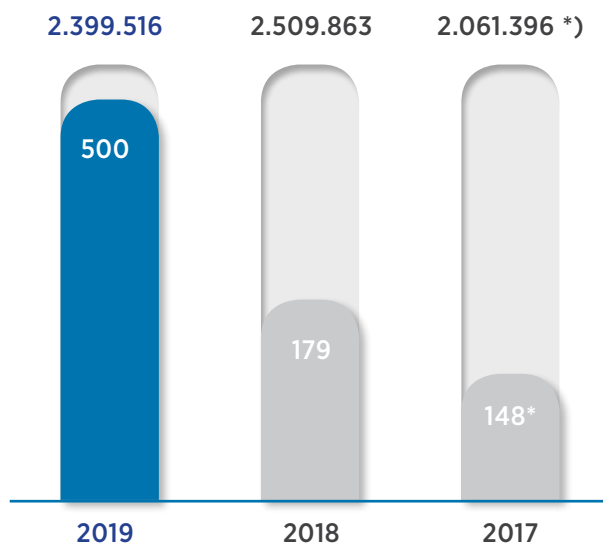
Memperkuat Relasi dengan Mitra

Salah satu upaya untuk memperkuat relasi dengan mitra bisnis yakni mengadakan *vendor gathering*. *Vendor gathering* yang diadakan WIKA Beton di tahun 2019 juga terlaksana untuk menjalankan misi Perseroan, yakni Tumbuh dan Berkembang bersama Mitra Kerja.

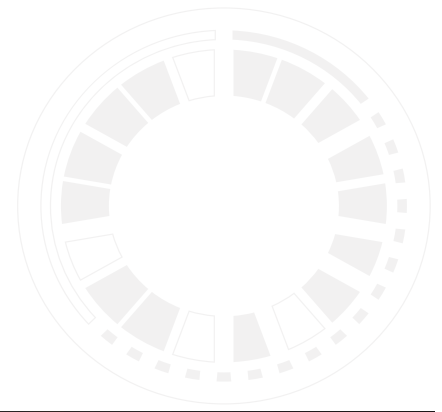
Vendor gathering dikemas dengan konsep talkshow yang interaktif, berisi penyampaian perkembangan terkini operasi WIKA Beton, arti penting K3L bagi Perusahaan dan mitra kerja, serta kinerja keuangan perusahaan.

Dalam acara *vendor gathering*, juga dipaparkan mengenai upaya untuk meningkatkan profitabilitas perusahaan maupun mitra melalui SCM yang baik. *Supply Chain Management* merupakan sistem terintegrasi yang mengkoordinasikan seluruh proses di perusahaan dalam menyampaikan produk atau jasa kepada pelanggan, mulai dari pemasok hingga ke pelanggan.

Pasokan Barang dan Jasa (Rp Juta) [102-9]



Keterangan: *) Untuk tahun 2017 angka yang tersaji berasal dari pemasok barang di Biro Pengadaan, belum termasuk data pemasok jasa dari Biro Penjualan



WIK A Beton memiliki beberapa jenis vendor dalam memenuhi pasokan barang maupun jasa. Pelibatan pihak lokal atau pemasok domestik yaitu pemasok berdasarkan pendekatan geografis dari unit kerja berada di area unit kerja WIK A Beton yang tersebar di seluruh Indonesia. Pemasok nasional, yaitu pemasok yang tergolong kategori material strategis yang dapat memenuhi kebutuhan untuk seluruh unit kerja WIK A Beton. Pemasok internasional, yaitu pemasok yang berdomisili di luar Negara Indonesia, yang memasok material dan alat-alat yang tidak dapat dipasok oleh vendor di Indonesia. [204-1]

Jumlah Pemasok dan Nilai Kontrak Pekerjaan Pengadaan Barang [204-1]

Jenis Pemasok	2019		2018	
	Jumlah Pemasok	Nilai (Rp juta)	Jumlah Pemasok	Nilai (Rp juta)
Perusahaan domestik	498	2.370.453	152	2.063.629
Perusahaan internasional	7	29.063	9	37.380
Jumlah	505	2.399.516	161	2.101.009

Jumlah Pemasok dan Nilai Kontrak Pekerjaan Pengadaan Jasa [204-1]

Jenis Pemasok	2019		2018	
	Jumlah Pemasok	Nilai (Rp juta)	Jumlah Pemasok	Nilai (Rp juta)
Perusahaan domestik	15	82.246	18	408.854
Perusahaan internasional	0	0	0	0
Jumlah	15	82.246	18	408.854

Sistem Informasi dan Teknologi (IT) untuk Proses Bisnis Berkelanjutan



Tantangan keberlanjutan bagi pelaku bisnis salah satunya pengembangan integrasi proses bisnis, yang tidak hanya dapat meningkatkan *profit* dan efisiensi namun juga secara tidak langsung dapat mendukung perbaikan lingkungan hidup. Salah satu cara untuk menghadapi tantangan keberlanjutan adalah pengembangan sistem Informasi dan Teknologi (IT) untuk meningkatkan produktivitas, kecepatan pengerjaan, dan efisiensi. Penggunaan teknologi dapat mendukung efisiensi biaya, efisiensi waktu kerja, pengurangan pemakaian kertas, juga turut mengurangi emisi karbon melalui pengurangan energi.

WIKA Beton telah menyiapkan rencana strategi infrastruktur sistem informasi dan teknologi yang terintegrasi. Sejak tahun 2018, WIKA Beton telah menyusun *roadmap* infrastruktur IT yang mengarah pada integrasi untuk mendukung pencapaian *profit*. Di tahun 2019, Perseroan memulai tahap signifikan dalam penguatan infrastruktur IT (*backbone*) yang akan terus dikembangkan. WIKA Beton juga mendorong perubahan paradigma karyawan melalui IT *culture*, dimana IT tidak hanya berperan sebagai *support* namun juga dapat berperan sebagai *enabler* dalam proses bisnis.



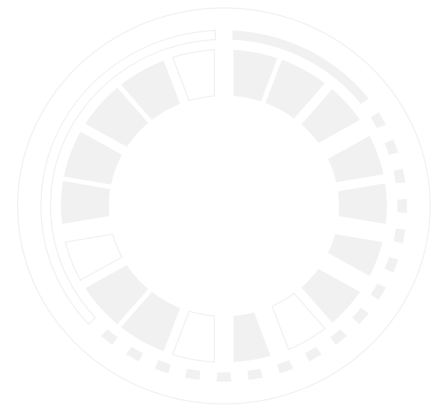
Realiasi pengembangan bidang teknologi dan informasi di 2019.

- *Digital marketing*, peningkatan *brand awareness* melalui akun-akun sosial media;
- Implementasi Sistem Audit, yaitu WTON Audit;
- Implementasi *meeting server*, yaitu *tools* komunikasi internal dan eksternal perusahaan;
- *Upgrade* kapasitas *server production*;
- Implementasi *Data Recovery Center* (DRC).



Dalam menerapkan transformasi digital, terdapat dua strategi yang diterapkan yaitu:

1. Defensif, yaitu strategi dalam upaya perbaikan pada proses bisnis perusahaan sehingga memberikan efektifitas dan optimalisasi pada proses bisnis.
2. Ofensif, yaitu strategi dalam implementasi teknologi dengan pendekatan solusi sistem yang menyentuh langsung pada upaya meningkatkan *profit*.



Implementasi strategi defensif mencakup:

1. Supply Chain Management (SCM) pada proses bisnis.

Perusahaan berinvestasi dalam hal peningkatan kompetensi pegawai khususnya pada implementasi SCM. Pada tahapan ini, SDM yang dipersiapkan akan berperan sebagai *System Analyst* dalam mengidentifikasi potensi improvement pada proses bisnis eksisting WIKA Beton. Diharapkan melalui pemanfaatan sistem SCM yang diimplementasikan oleh sistem IT, maka proses bisnis perusahaan akan menjadi semakin efektif dan optimal melalui aplikasi ERP eksisting.

2. Aplikasi sistem audit.

Aplikasi Audit mencakup sistem manajemen mutu, sistem manajemen lingkungan, sistem manajemen K3, sistem manajemen IT, sistem manajemen risiko, dan GCG. Untuk memudahkan proses audit yang *realtime* dan terintegrasi, WIKA Beton telah membuat *tools* yaitu WTON Audit. Penggunaan aplikasi WTON Audit ini menambah efektifitas dan produktivitas dalam proses audit yang terintegrasi dan berbasis digital.

Implementasi strategi ofensif, mencakup:

1. Digital marketing.

Digital marketing telah dipersiapkan sejak 2019, dengan cara mengelola akun-akun sosial media dengan strategi meningkatkan brand WIKA Beton di sosial media. Perusahaan aktif mengunggah informasi dan inovasi produk-produk beton, instalasi, konstruksi, serta informasi penting lainnya. Ke depan, target perusahaan adalah para pelanggan dapat mengakses informasi pesannya melalui aplikasi CRM (secara mandiri dan *paperless*), sehingga meningkatkan efisiensi waktu dan SDM.

2. Building Information Modeling (BIM).

Penerapan BIM di WIKA Beton untuk merencanakan, mendesain, produk-produk proyek infrastruktur dan bangunan dengan lebih efisien. Desain model secara digital ini memberikan manfaat dalam perencanaan desain dan proses kolaborasi *engineering*, sehingga memberikan efisiensi pada proses manufaktur.

3. Structural Health Monitoring System (SHMS).

Pengembangan *tools* SHMS di WIKA Beton merupakan salah satu jasa layanan bagi industri konstruksi untuk menilai dan memonitor secara langsung kesehatan struktur/konstruksi dengan menggunakan instrumen bantuan seperti sensor, data, dan lainnya.



Rencana pengembangan bidang teknologi dan informasi di 2020.

- Pengembangan *digital marketing* fase dua;
- Pengembangan sistem informasi infrastruktur CCMS pabrik;
- Pengembangan sistem informasi divisi;
- Implementasi SCM sebagai *tools improvement* dan *reengineering* pada proses bisnis.

Optimalisasi Platform IT untuk Operasional

Untuk mendukung *supply chain management*, Perseroan terus berinovasi dan mengembangkan *platform* IT untuk kemudahan operasional. WIKA Beton meluncurkan aplikasi *electronic Quality Control* (e-QC) berbasis *web* dan *android*. Aplikasi tersebut merupakan sistem informasi berbasis data digital yang digunakan sebagai kontrol terhadap kualitas mutu beton yang dihasilkan oleh pabrikasi beton atau *ready-mix*.

Sistem e-QC dikembangkan sebagai bagian dari ERP (*Enterprise Resource Planning*) WIKA Beton yang terintegrasi. Pengembangan aplikasi e-QC telah dimulai sejak tahun lalu. Penggunaan e-QC akan terus dikembangkan bukan hanya di Pabrik produk Beton lain, melainkan juga unit RMC, *mobile plant*, serta fasilitas produksi beton lainnya. Melalui system e-QC ini diharapkan nantinya dapat mengontrol seluruh aktifitas *batching plant*, mesin produksi yang ada diseluruh fasilitas produksi yang terhubung dalam jaringan secara *real-time*.

Secara bertahap, WIKA beton berencana untuk menerapkan teknologi informasi secara menyeluruh di semua proses bisnis Perseroan. Upaya ini juga menjadi bentuk dari kesiapan WIKA Beton dalam menghadapi era konstruksi baru. Dengan kesiapan yang sudah digenggam, harapannya WIKA Beton akan semakin berkembang dalam Era Industri 4.0 guna terus menjadi *#ConcretExpert* di Indonesia bahkan Asia Tenggara.

Electronic Quality Control (E-QC)

Pada Maret 2019, Perseroan telah meluncurkan program *electronic Quality Control* (e-QC) untuk diimplementasikan di seluruh Pabrik Produk Beton. Tujuan dari sistem e-QC adalah untuk pengendalian kualitas beton secara digital.

Digital Marketing

Selain itu, WIKA Beton juga memanfaatkan *digital marketing* seiring dengan transformasi *digital*. Pengembangan IT untuk digital marketing diharapkan akan dapat memperluas akses pemasaran, mempermudah sistem informasi, dan meningkatkan efisiensi SCM. Optimalisasi platform IT dan tranformasi digital pada operasional Perseroan diharapkan dapat meningkatkan produktivitas.

Program *digital marketing* tahun 2019 pada platform media sosial antara lain Instagram, LinkedIn, dan Facebook telah berjalan dengan baik. Persentase *followers* Instagram meningkat sebesar 33,3k *followers* atau naik 144%; persentase *followers* LinkedIn meningkat sebesar 42,9k *followers* atau naik 109%; dan persentase *followers* Facebook meningkat sebesar 43k *followers* atau naik 1.075%.



Dalam rangka mencapai visi perseroan, WIKA Beton telah merumuskan Rencana Jangka Panjang Perusahaan (RJPP) 2017-2021. Rencana tersebut diharapkan akan membawa perseroan ke arah pengembangan *Strategic Business Unit* (SBU) produk dan jasa berdasarkan kebutuhan segmentasi pasar potensial dan dukungan aksi korporasi sebagai penunjang, dengan mempertimbangkan kemampuan dalam memperoleh laba dan menjaga pertumbuhan yang berkelanjutan.

WIK A Beton dikenal sebagai produsen beton pracetak yang mempunyai inovasi dan teknologi terdepan. Inovasi dilakukan melalui pengembangan produk untuk selalu mampu memenuhi kebutuhan pelanggan dan sejalan dengan kemajuan teknologi. Perseroan terus melakukan riset dan pengembangan untuk menunjang inovasi produk, yang terkait dengan beton pracetak yang mempunyai kandungan teknologi tinggi serta memperkuat produk yang ada.

Riset dan Pengembangan Bangunan Beton Pracetak Tingkat Tinggi Tahan Gempa

Dalam upaya menghasilkan produk berkualitas dan memiliki kandungan teknologi tinggi, WIK A Beton melakukan riset, bekerjasama dengan Institut Teknologi Bandung (ITB). Kerjasama tersebut adalah kegiatan Penelitian dan Pengembangan Center for Infrastructure and Built Environment (CIBE) ITB.

Dalam kolaborasi tersebut, secara khusus WIK A Beton akan fokus pada Inovasi Teknologi Bangunan Beton Pracetak Tingkat Tinggi Tahan Gempa pada Daerah Gempa Kuat dengan Sistem Isolasi Dasar pada bangunan tingkat mencapai 30 lantai. Riset dan pengembangan inovasi tersebut dilakukan untuk menjawab tantangan dari masifnya pembangunan infrastruktur dan tingginya kebutuhan bangunan gedung bertingkat tinggi, termasuk kebutuhan terhadap rumah susun di Kalimantan Timur.

Selain itu, inovasi ini dilatarbelakangi oleh kondisi geografis Indonesia yang tergolong rawan terhadap gempa yang sulit diprediksi. Untuk itu, WIK A Beton optimistis bahwa inovasi yang dilahirkan oleh insan WIK A Beton mampu hadir menjawab kebutuhan konstruksi bertingkat tinggi yang tahan terhadap gempa.

Pemanfaatan Fly Ash untuk Bahan Baku Tambahan (*Additional*)

WIK A Beton berkomitmen untuk mengarahkan kegiatan bisnisnya untuk mendukung SDGs dan mencapai kinerja keberlanjutan yang optimal. Salah satu fokus Perseroan yaitu SDG 12 Konsumsi dan Produksi yang Bertanggung Jawab. Dari latar belakang banyaknya limbah FABA dari produksi batubara, maka Perseroan bekerjasama dengan pihak-pihak terkait untuk memanfaatkan *fly ash* untuk bahan baku tambahan (*additional*).

Fly ash digunakan sebagai material tambahan untuk menghemat semen pada produksi beton karena memiliki kemampuan mengikat sama kuatnya dengan semen. Pengelolaan dan penggunaan *fly ash* di lingkungan pabrik beton telah dilakukan sesuai izin Kementerian Lingkungan Hidup dan Kehutanan (KLHK). WIK A Beton memiliki tempat penyimpanan *fly ash* yang juga telah mendapatkan izin dari KLHK. Pembelian *fly ash* dari pihak asing, melalui proses pengiriman dan menggunakan transportasi dari vendor yang telah memiliki izin.

Keuntungan dari penggunaan *fly ash*:

- Memanfaatkan limbah batu bara yang jumlah timbunannya hingga ribuan ton, berarti mengurangi limbah B3;
- Proses produksi menjadi lebih ekonomis karena harga beli *fly ash* lebih rendah dari bahan lainnya;
- Tidak mempengaruhi mutu beton dan beton yang menggunakan *fly ash* hanya terlihat berbeda warna.

Penelitian terkait material di sepanjang tahun 2019, antara lain:

- Pengujian kimia dan fisika terhadap material *Artificial Light-Weight Aggregate (ALWA)*, yang berasal dari material *Fly Ash* dan *Bottom Ash* sebagai bahan dasar pembentuk;
- Aplikasi *Water Repellent and micro surface crack repair*;
- Penelitian lanjutan *Self Compacting Concrete (SCC)*;
- Penelitian material *Reactive Powder Concrete (RPC)*.

Penelitian dan pengembangan untuk produk existing dan produk baru yang telah dicapai oleh sepanjang tahun 2019, antara lain:

- Pengembangan Rumah WIKA Beton (RWB01);
- Penelitian sistem rumah cepat bangun dengan aluminium *formwork*;
- Pengembangan *channel girder*;
- Penelitian *WTON Splice Sleeve*;
- Penelitian mengenai Daktilitas Tiang Pancang Bulat Berongga;
- Penelitian kolom-balok menggunakan material *Engineering Cementitious Concrete (ECC)*.

Penggunaan *fly ash* yang merupakan limbah B3 sebagai bahan tambahan, masih terus dikembangkan dan dikelola sesuai peraturan perundang-undangan sektor industri. Saat ini WIKA Beton sedang melakukan proses uji coba pada beton dengan campuran menggunakan standar SNI untuk uji solidifikasi dan kelindian.

Selain *fly ash*, Perseroan juga sedang meneliti penggunaan *bottom ash*, yang dapat digunakan sebagai pengganti agregat kasar/*split*. WIKA Beton saat ini sedang dalam tahap pengembangan penelitian bersama PT Indonesia Power dan PT Mahadaya Mitra Mandiri terkait dengan penggunaan limbah *bottom ash*.

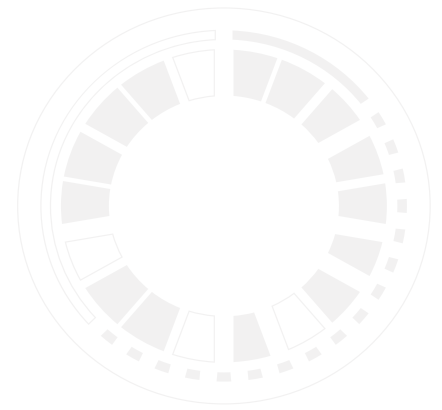
WIKA Beton telah mengembangkan **Structural Health Monitoring System (SHMS)**, yaitu sebuah aplikasi yang dapat digunakan pada struktur jembatan khusus, dan diimplementasikan pada jembatan di kawasan industri WIKA Beton.

Pemanfaatan *Nikel Slag* pada Campuran Beton

Pabrik Karawang WIKA Beton melakukan riset untuk meningkatkan kualitas produk dengan penggunaan material nikel slag sebagai material campuran beton. *Nikel slag* berfungsi sebagai material *cementitious* pada campuran beton. Material ini bersifat *pozzolan* sehingga ketika digunakan pada campuran beton,

dengan ukuran partikelnya yang lebih halus dari pada semen, maka dapat meningkatkan kepadatan beton dan meningkatkan kekuatan tekan beton.

Penggunaan *nikel slag* dalam campuran beton dengan persentase penggunaan hingga 7,5% per 1



m³ telah dapat menghemat penggunaan semen. Sisi positifnya, material ini tidak termasuk dalam limbah B3, karena sebelum digunakan material telah melalui proses pengolahan yang disebut dengan *semen slag*. Dengan demikian, penggunaannya tidak memerlukan izin khusus. Produk-produk pracetak WIKA Beton yang menggunakan material ini, di antaranya balok jembatan seperti *Box Girder*, *PC I-Girder*, *PC U-Girder*, dan produk-produk pracetak non-putar lainnya.

Self Healing Concrete

Pengembangan inovasi-inovasi pada produk diarahkan pada konsep kepedulian terhadap isu lingkungan dan *green building* pada setiap proyek pembangunannya. WIKA Beton tengah mengembangkan sebuah inovasi baru yaitu *Self Healing Concrete*. Inovasi ini berupa komponen beton yang digunakan untuk menghasilkan beton pracetak, yang nantinya diharapkan mampu memperbaiki dirinya sendiri dari proses degradasi.

Produk beton ini dapat digunakan sebagai material yang dapat mendukung konsep *green construction* dan *green building* pada sebuah infrastruktur.

Proses *self healing* bisa terjadi karena adanya bantuan bakteri yang dimasukkan pada saat proses pembuatan. Menurut hasil penelitian, bakteri yang digunakan adalah bakteri yang mampu bereaksi ketika timbulnya *micro-crack* pada beton. Bakteri yang digunakan merupakan bakteri yang memiliki sensitivitas yang tinggi terhadap udara maupun unsur CaCO₃ atau kalsium. Bakteri tersebut juga merupakan salah satu unsur atau senyawa kimia yang ada pada beton, sehingga ketika terdapat *micro-crack*, bakteri ini akan aktif dan menutup *crack* tersebut.

Inovasi ini masih dalam tahap pengembangan, dimana perlu dibuktikan hingga beton bisa memperbaiki diri sendiri atau *Self Healing Concrete*. Diharapkan dalam beberapa tahun ke depan, inovasi WIKA Beton ini sudah siap diaplikasikan dalam proyek pembangunan.

Inovasi Teknologi *Formwork* Produk *Pier Head*

WIKA Beton menerapkan teknologi *Building Information Modeling* (BIM) implementasi *Job Safety Analysis* (JSA), hingga inovasi teknologi *formwork Pier Head* di proyek Tol Layang A.P. Pettarani Makassar. Inovasi teknologi *formwork Pier Head* menjadi salah satu perhatian positif bagi manajemen.

Sistem *Plate Girder* (Aluma) pada *formwork Pier Head* di Proyek Tol Layang A.P. Pettarani Makassar memiliki nilai unggul dibandingkan sistem cetakan lainnya pada produk *Pier Head* yang terpasang di proyek pembangunan lainnya. Keunggulan yakni pada waktu penyelesaian pekerjaan instalasi yang dua kali lebih cepat dibanding menggunakan Sistem *Shoring* maupun *Bracket*, serta memudahkan pekerjaan pembongkaran bekisting.

Inovasi teknologi *formwork Pier Head* yang diterapkan di proyek Tol Layang A.P. Pettarani Makassar, merupakan penerapannya pertama kali di Indonesia. Melihat keberhasilan performa sistem *formwork* ini, jajaran Komisaris WIKA (Persero) meminta WIKA Beton mengajukan paten teknologi *formwork* produk *Pier Head*, sesuai yang telah diterapkan di Proyek Tol Layang A.P. Pettarani, dan mengimplementasikannya di berbagai proyek sejenis yang ditangani oleh WIKA Group.

Penggunaan Material

Beberapa material untuk membuat beton selama ini masih dipasok dari mitra. Bahan baku yang dikelola sendiri yaitu: *split* 1-2, *split* 2-3, *split* 3-5, *screen*, abu batu, abu cuci, pasir, dan sirdam. Untuk tahun 2019, *Quarry* dan CP memproduksi *split* 1-2, *split* 2-3, *split* 3-5, abu batu, dan abu cuci. Rencana jangka panjang WIKA Beton, salah satunya adalah penguasaan material alam, yang sekaligus juga menjadi bagian dari strategi efisiensi.

Material yang Digunakan [301-1]

Uraian	2019	2018	2017
Volume dalam Ton			
Material utama			
Split	749.584	658.217	714.621
Besi prategang	12.164.753	40.173	36.384
Besi beton	9.204.346	23.419	39.143
Pasir	605.390	437.182	484.181
Air	464.727	107.337	54.144
Semen	121.605.346	415.093	439.580
Zat aditif beton	2.697.985	4.737	5.393
Material pendukung			
Fly ash	196.041	10.853	11.578
Silika fume	2.146.363	1.074	332

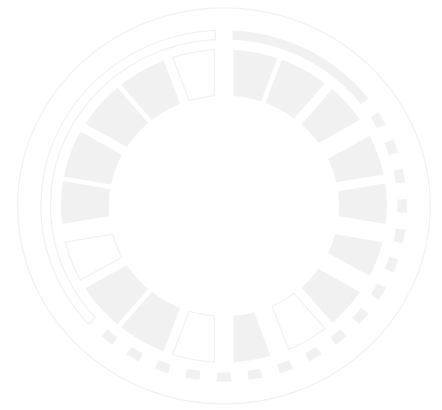
Untuk memproduksi beton berkualitas, campuran bahan baku yang digunakan harus memenuhi standar spesifikasi produk. Bahan baku produksi beton seluruhnya merupakan jenis material *non-renewable* di antaranya *split*, besi prategang, besi beton, pasir, air, semen, dan zat aditif, sedangkan bahan baku pendukungnya berupa *fly ash* dan *silika fume*. Selain itu, tidak ada material bahan baku yang sifatnya merupakan material daur ulang dalam produksi beton. [301-1, 301-2]

Namun demikian, penggunaan *fly ash* sebagai bahan baku pendukung adalah salah satu upaya WIKA Beton untuk berkontribusi dalam mengurangi pencemaran lingkungan, karena *fly ash* merupakan jenis Bahan Berbahaya dan Beracun (B3). *Fly ash* dibeli dari pihak lain, yang kemudian dikirim oleh vendor yang memiliki izin pengangkutan B3. Pengelolaan dan penggunaan *fly ash* di lingkungan pabrik beton telah dilakukan seizin Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Secara tidak langsung, Perseroan turut mengurangi jumlah *fly ash* atau B3 yang dihasilkan oleh sektor industri lain. [306-4]

Batching Plant System

Sebagai komitmen WIKA Beton pada inovasi, WIKA Beton mulai menggunakan sistem otomatisasi pada proses produksi unit terbarunya, unit *Ready-mix* proyek *High Speed Railway* (HSR). WIKA Beton, melalui *Unit Ready-mix Concrete-High Speed Railway* (RMC-HSR) turut mengambil bagian dalam pekerjaan Proyek Strategis Nasional Kereta Cepat Jakarta – Bandung.

Saat ini, WIKA Beton dipercaya untuk memasok beton dan material alam ke proyek tersebut. Demi menunjang performa yang jauh lebih baik, WIKA Beton pun menggunakan sistem *batching plant* terbaru di sini.



Pengelolaan Limbah dan Efluen

Operasi di pabrik menghasilkan limbah dan efluen. Pengelolaan limbah yang diterapkan di WIKA Beton dibedakan dari bentuk dan jenisnya, yaitu limbah padat B3, limbah padat non-B3, dan limbah cair. Kebijakan pengelolaan limbah dilaksanakan sesuai dengan Kebijakan K3L, dan dilaporkan ke Biro QSHE & Sistem Manajemen.

Jenis Limbah dan Metode Pengelolaannya [306-2, 306-3]

Jenis Limbah	Limbah yang Dihasilkan	Metode Pengelolaannya
Non-B3 padat	Botol minum plastik	Mengurangi (<i>reduce</i>) penggunaan botol plastik dengan menyediakan gelas minum di setiap ruang rapat dan dapur.
	Kertas	Mengurangi cetakan dokumen, memanfaatkan dokumen digital (<i>softfile</i>), menggunakan kerta bekas untuk mencetak dokumen.
	Sisa makanan	<i>Reduce</i> , atau sisa makanan catering kembali ke pihak catering.
	Sisa beton	Dimanfaatkan kembali (<i>reuse</i>) untuk pembuatan <i>conblock</i> dan urugan warga sekitar pabrik.
	Timbulan tanah	Dimanfaatkan (<i>reuse</i>) sebagai tanah urug untuk kepentingan warga sekitar pabrik.
Non-B3 cair	Air limbah domestik/RT	Reduksi air limbah domestik/RT, diolah di IPAL dan sanitasi untuk menyiram debu dan tanaman.
	Air dan timbulan limbah sisa produksi	Dimanfaatkan kembali (<i>reuse</i>) untuk memproduksi paving, timbunan perumahan, dan jalan.
B3	Filter dan oli bekas	Diserahkan di pihak ketiga (Bank Sampah Indonesia).
	Cartridge/tinta	Diserahkan ke pihak pengelola limbah B3 yang memiliki izin.
Gas dan partikel	CO ₂ , debu	Reduksi (<i>reduce</i>) dengan penyiraman dan pengurangan penggunaan BBM.

Keterangan: Pengangkutan limbah dan efluen yang mengandung B3 dilaksanakan oleh vendor berizin, dan selama pengangkutan tidak ada tumpahan signifikan di area operasi.

Untuk jenis limbah padat yang dihasilkan dari pabrik Produk beton, berupa timbulan *coor*, dimanfaatkan kembali untuk memproduksi *paving block*. *Paving block* digunakan untuk pemadatan jalan, timbulan *coor* digunakan untuk pondasi rumah warga. Sementara itu, timbulan tanah digunakan untuk pengurugan jalan, sawah, lahan kosong, dan pondasi bangunan.

Limbah Padat yang Dihasilkan (m³) [306-2]

83.156	51.797	45.209
2019	2018	2017



Di PPB, dihasilkan limbah cair yang tidak mengandung B3. Perseroan mengelola efluen dalam proses pembuatan beton supaya lingkungan tidak tercemar, sesuai dengan peraturan lingkungan. Di masing-masing pabrik, telah terpasang sistem pengelolaan air limbah. Proses pengelolaannya, limbah cair akan dialirkan ke dalam penampung untuk dibersihkan dari endapan lumpur sebelum keluar dari pabrik. Selanjutnya, air limbah dialirkan ke bak penyangran, sedangkan endapan lumpurnya dapat dimanfaatkan oleh masyarakat sekitar untuk pengerasan jalan dan tanggul. [306-1]

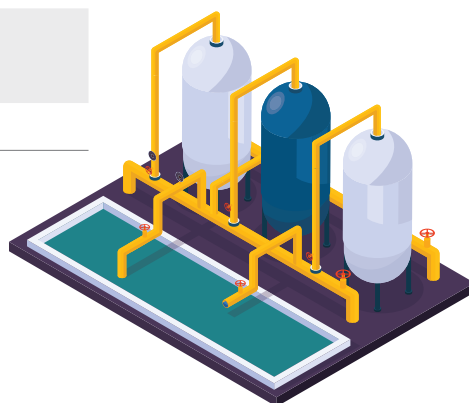
Sementara itu, air limbah hasil produksi diendapkan dan disaring di Instalasi Pengolahan Air Limbah (IPAL) untuk digunakan kembali sebagai air untuk proses cuci alat produksi dan material atau air siraman tanaman dan *stockyard*. Air limbah telah dikelola

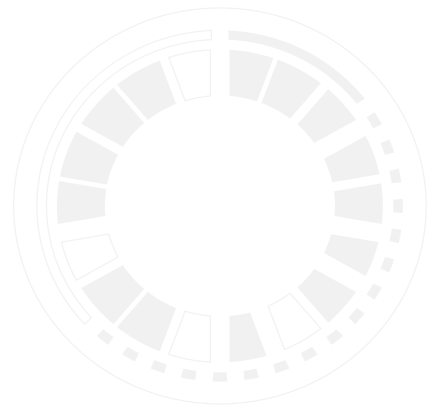
secara maksimal menggunakan IPAL, namun dalam jumlah yang tidak signifikan masih ada air limbah yang dialirkan ke sungai. Hal ini berisiko sisa air limbah cair akan membentuk sedimen di sungai karena tidak dibersihkan. Oleh sebab itu, WIKA Beton berupaya memperbaiki saluran limbah dengan menambah jumlah *flow meter* dan akan mempekerjakan petugas khusus untuk menangani IPAL. Di tahun 2020, Perseroan secara bertahap melakukan standardisasi IPAL untuk seluruh PPB. [306-1]

Air limbah yang dialirkan ke badan air telah melalui proses penyangran dan pengendapan, serta memenuhi standar baku mutu yang ditetapkan pemerintah. Hal tersebut untuk memastikan bahwa tidak ada badan air ataupun habitat yang tercemari oleh kontaminan. [306-1, 306-5]

Air Limbah yang Dihasilkan (m³) [306-1]

17.748	19.789	18.261
2019	2018	2017





Penerapan 3R di Pabrik Produk Beton (PPB) [306-2]

Dalam keseriusannya memperhatikan isu lingkungan, Tim *Quality, Safety, Health and Environment* (QSHE) WIKA Beton giat mendorong pabrik untuk menerapkan *Reduce, Reuse, Recycle* (3R). Beberapa unit kerja WIKA Beton sudah menggunakan gelas kaca untuk menyuguhkan minuman, sehingga tidak menimbulkan sampah plastik. Upaya lain yang dapat dilakukan untuk mengurangi timbulnya sampah, antara lain, menggunakan email untuk berkirim surat, hemat dalam penggunaan air, mencetak dokumen seperlunya saja, bila perlu cukup menggunakan *softfile* dokumen.

Di beberapa PPB, penerapan 3R diarahkan pada daya guna produk daur ulang. Realisasi 3R limbah padat menjadi barang-barang berdaya guna, di antaranya:

1. Pemanfaatan kembali ban bekas untuk alas *trostel recycle*;
2. Pemanfaatan sepatu *safety* menjadi pot tanaman;
3. Menggunakan drum bekas sebagai tempat penyimpanan pasir kontaminasi untuk mengatasi tumpahan cairan minyak atau oli (sebagai *spill kit*);
4. Mengubah bentuk drum bekas oli menjadi kursi dan meja untuk pegawai bersantai;
5. Mendaur ulang sisa *PC Bar* untuk menjadi rak penyimpanan alat kerja atau rak pot bunga;
6. Kayu palet bekas didaur ulang menjadi meja atau lemari;
7. Sampah organik diolah menjadi pupuk kompos;
8. Sisa *sludge* proses produksi beton putar dapat diolah menjadi *paving block*;
9. Memanfaatkan *pin connector* sebagai pengikat antara satu segmen dengan segmen lainnya pada produk balok segmental.



Mengurangi Penggunaan Energi

Penggunaan energi dari berbagai sumber digunakan untuk menunjang kegiatan operasional perusahaan. Sebagai bagian dari kinerja QSHE, maka penggunaan energi diawasi oleh Biro QSHE & SM.



Konsumsi Energi Langsung Berdasarkan Sumber [301-1]

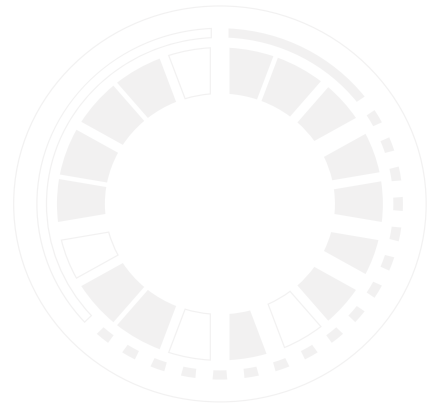
Sumber Energi	Satuan	Tujuan Penggunaan	2019	2018 *)	2017 *)
Listrik PLN	GJ	Kegiatan Operasional	46.994	60.862	42.871
Diesel	GJ	Kegiatan Operasional	5.071	1.797	1.677
Bahan Bakar Minyak (Solar)	Liter	Kegiatan Operasional, Kendaraan, Alat Berat	795.741	967.472	1.064.940
Bahan Bakar Minyak (Bensin/Pertalite/Pertamax)	Liter	Kendaraan	257.998	165.591	158.323
Gas Alam	m ³	Kegiatan Operasional	166.240	135.557	154.131
Marine Fuel Oil (MFO)	m ³	Kegiatan Operasional	280.260	242.071	198.697

Keterangan:

*) Data tahun 2017 dan 2018 dinyatakan kembali, karena cakupan sumber data disesuaikan dengan cakupan data yang dilaporkan untuk tahun 2019 yaitu Kantor Pusat, WP, dan PPB.

WIK Beton mengelola penggunaan energi secara efektif dan efisien, sehingga pemanfaatannya optimal sekaligus dapat berkontribusi pada reduksi emisi. Upaya-upaya efisiensi energi yang sudah diterapkan di lingkungan kerja, antara lain:

- Secara bertahap memaksimalkan penggunaan lampu hemat energi dalam lingkungan kantor;
- Melakukan efisiensi terhadap penggunaan Bahan Bakar Minyak (BBM) untuk mobil operasional.



Intensitas Energi

Uraian	Satuan	2019	2018 *)	2017 *)
Intensitas penggunaan energi listrik	GJ/Ton	0,022	0,031	0,021
Intensitas penggunaan energi solar	Liter/Ton	0,375	0,503	0,553
Intensitas penggunaan energi gas alam	m ³ /Ton	0,078	0,070	0,075
Intensitas penggunaan energi MFO	m ³ /Ton	0,132	0,125	0,097

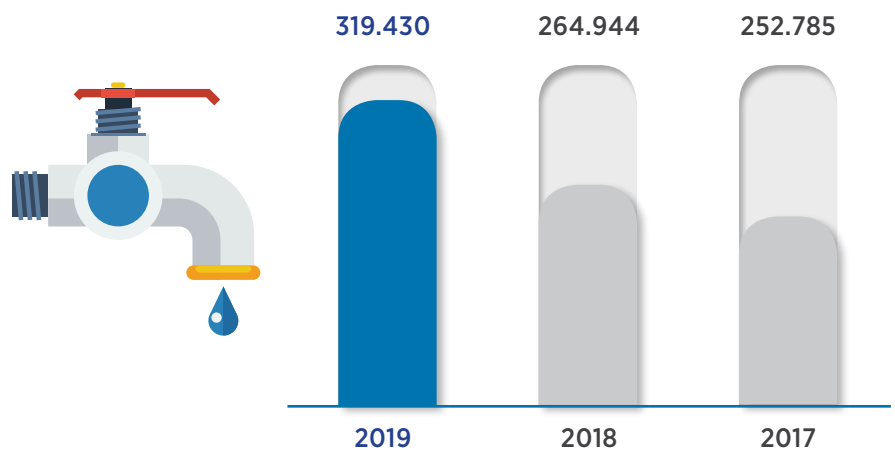
Keterangan:

*) Data tahun 2017 dan 2018 dinyatakan kembali, karena cakupan sumber data disesuaikan dengan cakupan data yang dilaporkan untuk tahun 2019 yaitu Kantor Pusat, WP, dan PPB

Penggunaan Air

Pada produksi beton, air merupakan salah satu material utamanya. Selain digunakan untuk produksi beton, air juga dimanfaatkan untuk pemenuhan domestik kantor dan pabrik. Selama ini, kecukupan air di WIKA Beton diperoleh dari air tanah melalui sumur dan PAM.

Volume Air yang Digunakan (m³)



Semangat Bekerja Bersama dan Berbagi



Human Capital



Manajemen Human Capital

Manajemen *human capital* di WIKA Beton dikelola oleh Biro *Human Capital*. Di bawah biro ini, WIKA Beton memastikan tersedianya pegawai yang berkualitas serta mampu bekerja sesuai nilai-nilai perusahaan. Perseroan juga memastikan bahwa pegawai yang direkrut, maupun pegawai alih daya dan juga honorer telah memenuhi batas usia minimum, sehingga tidak ada pegawai anak-anak.

Manajemen *human capital* mencakup proses rekrutmen yang adil, menghargai Hak Asasi Manusia (HAM), remunerasi, pengembangan keahlian dan kompetensi, penilaian kerja, pembekalan bagi pegawai yang memasuki masa purnabakti, serta kesempatan jenjang karier. Selain itu, praktik manajemen human capital juga dilakukan berdasarkan prinsip-prinsip ISO 26000 tentang *Social Responsibility* pada *core subject* Hak Asasi Manusia (HAM) dan Praktik Ketenagakerjaan.

Pegawai Berdasarkan Gender dan Status Kepegawaian [102-8]

Status Kepegawaian	2019		2018		2017	
	♂ Pria	♀ Wanita	♂ Pria	♀ Wanita	♂ Pria	♀ Wanita
Pegawai Perseroan						
Pegawai organik	307	33	279	33	248	20
Pegawai terampil	1.074	43	1.065	40	980	38
Pegawai honorer*	0	0	5	0	6	0
Sub-jumlah pegawai perseroan	1.381	76	1.349	73	1.234	58
Pegawai Entitas Anak						
Pengurus (masih pegawai perseroan)	6	0	5	0	4	0
Pegawai organik	18	0	14	0	11	0
Pegawai terampil	11	0	9	0	4	0
Sub-jumlah pegawai entitas anak	35	0	28	0	19	0
Jumlah	1.416	76	1.377	73	1.253	58
	1.492		1.450		1.311	

Keterangan:

*) Pegawai honorer merupakan pegawai tidak tetap yang bekerja pada waktu tertentu

Profil pegawai Perseroan dan entitas anak selengkapnya, yang dibedakan berdasarkan usia, level jabatan, dan tingkat pendidikan lebih lengkap disajikan dalam Laporan Tahunan PT Wijaya Karya Beton Tbk tahun 2019, yang dibuat terpisah dari laporan ini.

Sementara itu, di tahun 2019 Perseroan juga menerima pemegang. Terdapat sebanyak 24 orang pemegang (1,60% dari jumlah pegawai) yang ditempatkan di fungsi-fungsi Kantor Pusat di Fungsi Sekretaris Perusahaan dan Human Capital, di Pabrik Produk Beton. Jumlah pemegang pria sebanyak 14 orang, sedangkan yang wanita sebanyak 10 orang.

Kurang lebih 65% pegawai di WIKA Beton merupakan *millennials*. *Gap* usia maupun kompetensi pada pegawai telah dikelola dengan baik. Untuk mendorong motivasi pegawai dalam bekerja, Perseroan akan terus mengembangkan IT dalam kegiatan operasional, mengingat generasi *millennial* erat kaitannya dengan teknologi dan kemudahan.

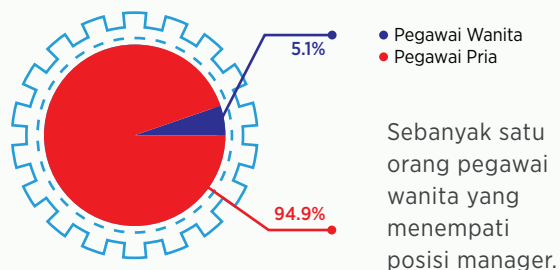
Perputaran Pegawai

Keterangan	2019	2018	Kenaikkan (Penurunan)	
			Jumlah (Orang)	Persentase
Pegawai Masuk	104	143	(39)	(27,27)%
Meninggal Dunia	4	4	0	0%
Pengunduran Diri	14	11	3	27,27%
Pemutusan Hubungan Kerja	0	0	0	0%
Pensiun	36	1	35	3.500%
Keputusan Perusahaan	5	2	3	150%
Jumlah	163	161	2	1,24%

Menghargai Hak Asasi Manusia

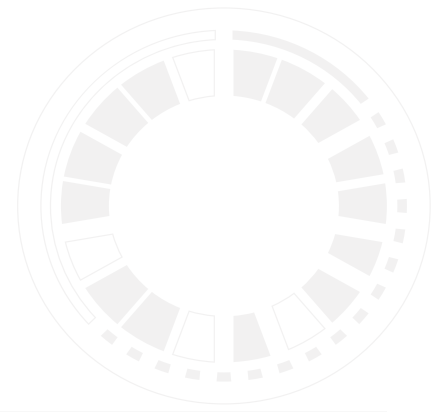
WIK A Beton menghargai Hak Asasi Manusia dalam menjalankan praktik manajemen *human capital*, maupun berelasi dengan mitra.

Kesetaraan gender



Lingkungan kerja yang layak dan aman

WIK A Beton menjamin tempat kerja yang layak dan aman, baik di kantor, pabrik, maupun di proyek dengan segala fasilitas pendukungnya.



Kebebasan berorganisasi dan menyatakan pendapat

Terdapat Serikat Pegawai PPWB (Perhimpunan Pegawai WIKA Beton) dengan anggota 1.492 orang.

Kebebasan untuk beribadah

- WIKA beton menyediakan masjid/mushola di tempat kerja.
- WIKA Beton memberikan kesempatan kepada pegawai untuk cuti dalam rangka ibadah haji/umroh.

Hak untuk dilindungi

- Dibuat Perjanjian Kerja Bersama (PKB) yang berlaku selama dua tahun, dan terus diperbaharui periodenya. Seluruh pegawai terlindungi PKB. [102-41]
- Tersedia Alat Pelindung Diri (APD) dan fasilitas keselamatan lainnya yang dapat digunakan sewaktu-waktu.
- Seluruh pegawai diikutsertakan dalam asuransi jiwa/BPJS kesehatan dan BPJS Ketenagakerjaan.

Hak mendapatkan pekerjaan yang layak

- WIKA Beton mengatur jam kerja dan jam istirahat dengan jelas, sehingga tidak ada praktik kerja paksa. Hal tersebut tertuang dalam PKB Bab VIII Pasal 33 dan PKB Bab XI Pasal 59 dan 60.
- WIKA Beton memastikan seluruh pegawainya telah dikelola untuk menempati posisi yang sesuai dengan posisi yang ditawarkan saat proses rekrutmen, serta sesuai dengan kompetensi dan keahliannya

Hak mendapatkan pendidikan

Kesempatan bagi pegawai untuk menempuh pendidikan lanjutan S2 dan atau S3 yang dibiayai oleh perusahaan.

Remunerasi Pegawai

WIKA Beton mendistribusikan nilai ekonomi yang diperoleh kepada pegawai dalam bentuk remunerasi. Dalam memberikan imbal jasa kepada pegawai, perusahaan berlaku adil sesuai dengan jabatan masing-masing pegawai dan jumlah yang ditetapkan oleh Biro Human Capital. Perusahaan memberikan imbal jasa pegawai tetap di tingkat terendah sebesar

Rp3.956.899, dan jumlah tersebut masih lebih tinggi 0,40% dari upah minimum provinsi yang ditetapkan pemerintah sebesar Rp3.940.972. Selain berupa imbal jasa/gaji pokok yang diberikan kepada seluruh pegawai, perusahaan juga memberikan tunjangan dan bonus, serta manfaat lain sesuai dengan jenjang jabatan dan masa kerja.

Alokasi Dana Pensiun untuk Pegawai [201-3]

Salah satu kewajiban yang harus dipenuhi perusahaan adalah memberikan jaminan hari tua kepada pegawainya, sesuai Undang-Undang yang berlaku di Republik Indonesia. Jaminan hari tua berupa dana pensiun telah direncanakan sejak pegawai diterima bekerja.

Seluruh pegawai tetap diikutsertakan dalam program Pensiun yang dikelola oleh BPJS Ketenagakerjaan. Kontribusi perusahaan untuk dana pensiun, berupa iuran bulanan sebanyak 5,7% dari gaji pegawai, sedangkan kontribusi pegawai masing-masing 2% dari gaji. Pada akhir tahun 2019, jumlah dana pensiun

tercatat Rp21,39 miliar, setelah dikurangi jumlah yang didistribusikan bagi pegawai yang pensiun di tahun ini sebesar Rp659.214.515.

Pengembangan Kompetensi Pegawai

Kompetensi *human capital* senantiasa dikembangkan setiap tahunnya. Hal ini dilaksanakan guna membentuk pegawai profesional dan berkualitas. Bagi WIKA Beton, pegawai memiliki peran penting dalam integrasi pekerjaan. Pengembangan kompetensi pegawai dilaksanakan melalui pendidikan dan pelatihan internal, kaderisasi melalui *coaching*, *mentoring*, konseling, mengikutsertakan pegawai dalam pelatihan, hingga mendapatkan sertifikasi keahlian.

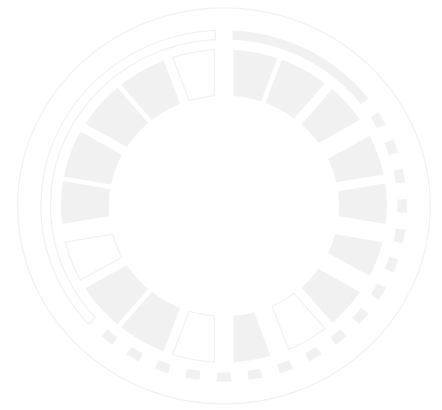
Rata-Rata Jam Pelatihan Berdasarkan Gender [404-1]

Jenis kelamin	Jumlah peserta (a)	Total jam pelatihan (b)	Total jam pelatihan per peserta (b) : (a)
Pria	827	3.210	3,88
Wanita	74	940	12,70
Jumlah	901	4.150	4,60

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

Level jabatan	Jumlah peserta (a)	Total jam pelatihan (b)	Total jam pelatihan per peserta (b) : (a)
Direksi	10	70	7,00
Manajer Biro	79	720	9,11
Manajer PPU	62	170	2,74
Manajer Bagian	75	580	7,73
Manajer Seksi	214	725	3,39
Staf	461	1.885	4,09
Jumlah	901	4.150	4,60

Bagi pegawai yang pada tahun laporan dialihfungsikan pekerjaannya, Perseroan memberikan pembekalan dan pelatihan selama masa transisi untuk memahami jenis pekerjaan barunya. Setiap dua minggu sekali dalam empat bulan pegawai akan dimentor/disupervisi. Di tahun 2019, pembekalan ini dilaksanakan untuk Tim SCM sebanyak 17 orang. [404-2]



Jumlah Pegawai Penerima Promosi, Rotasi, dan Mutasi

Uraian	2019		2018		2017	
	Pria	Wanita	Pria	Wanita	Pria	Wanita
Promosi	159	8	67	5	47	0
Rotasi dan Mutasi	47	1	86	6	76	3

Bagi pegawai yang karirnya akan berakhir di WIKA Beton akibat memasuki pensiun, baginya akan diberikan pembekalan selambat-lambatnya dilaksanakan dua tahun sebelum memasuki Masa Persiapan Pensiun (MPP). Pembekalan berupa kegiatan/*gathering*/pelatihan: di bidang kewirausahaan, di bidang kesehatan dan di bidang psikologi. Di tahun 2019, terdapat 35 orang yang memasuki masa pensiun. [404-2]

Tinjauan Kinerja dan Pengembangan Karir Pegawai [404-3]

Untuk tetap dapat mempertahankan posisi sebagai *market leader*, WIKA Beton memerlukan *human capital* yang berkualitas dan dapat bersaing. Oleh sebab itu, pengembangan kompetensi *human capital* menjadi perhatian penting *supply chain management* agar manajemen terus dapat memasok pegawai berkualitas secara internal.

Pengembangan kompetensi pegawai yang dilaksanakan di sepanjang tahun 2019 telah dimonitor dan dievaluasi oleh manajemen. Hal tersebut telah mendorong kinerja pegawai dan perusahaan. Hasilnya, terdapat peningkatan capaian *key performance indikator* rata-rata sekitar 10,25%. (Target nilai KPI tahun 2019: 800; Tercapai: 882).

Sebagai salah satu bentuk apresiasi perusahaan terhadap kinerja pegawai, WIKA Beton juga mendukung pengembangan karir pegawai. Bagi beberapa pegawai yang hasil tinjauan kinerjanya maksimal, mereka akan diberi kesempatan untuk menempuh pendidikan lanjut ke jenjang S2 ataupun S3. Hal tersebut juga nantinya akan menentukan karir dan pertimbangan kenaikan jabatan mereka di perusahaan. Di tahun 2019, terdapat tujuh orang pegawai pria (0,47% dari seluruh jumlah pegawai tetap) yang mendapatkan kesempatan menempuh pendidikan lanjutan. Sebanyak enam orang pegawai melanjutkan ke jenjang S2, dan satu orang ke jenjang S3.

Penilaian Key Behavior Indicator (KBI) secara online

Sistem penilaian kinerja yang transparan dianggap mampu meningkatkan motivasi pegawai dan dapat dijadikan acuan program pengembangan pegawai. Saat ini WIKA Beton telah menerapkan sistem penilaian yakni *Key Performance Indicator* (KPI) yang sebelumnya adalah Penilaian Karya (PK), serta *Key Behavior Indicator* (KBI) yang menggantikan sistem Evaluasi Kompetensi (EK). Di antara keduanya, penilaian KBI telah berhasil diluncurkan secara *online* melalui aplikasi WTON *Mobile*, sementara KPI masih dalam tahap uji coba *online*.

Memperkuat Q-SHE



Continuous Improvement

Untuk memimpin pasar, satu hal yang harus dilakukan WIKA Beton adalah peningkatan mutu secara berkesinambungan atau *continuous improvement*, tidak lagi cukup hanya dengan mempertahankan mutu produk dan jasa. Peningkatan mutu yang dimaksud mencakup mutu produk beton pracetak maupun *ready-mix*, proses pengiriman tepat waktu, serta mutu terkait jasa instalasi dan konstruksi di lapangan. Kesinambungan peningkatan mutu yang akan melahirkan Inovasi dan gebrakan baru yang sulit diduplikasi pesaing manapun, meningkatkan nilai WIKA Beton di mata pelanggan, yang pada akhirnya akan memperkuat *brand*.

Aspek mutu dan produk juga menjadi komponen penting dalam rangka menjamin produk yang WIKA Beton siapkan untuk seluruh proyek pembangunan dalam negeri. Harapannya, seluruh proyek yang dikerjakan dapat terjamin kualitasnya dan bermutu

tinggi. Manajemen mutu senantiasa dievaluasi setiap tahunnya, dan dinilai oleh badan sertifikasi yang independen yaitu Lloyd's Register Quality Assurance (LRQA). Evaluasi standar mutu di WIKA Beton dilaksanakan sesuai ISO 9001:2015, dan mencakup fokus terhadap pelanggan, kepemimpinan, keterlibatan setiap individu, pendekatan proses, upaya peningkatan, pengambilan keputusan berbasis bukti, dan manajemen hubungan.

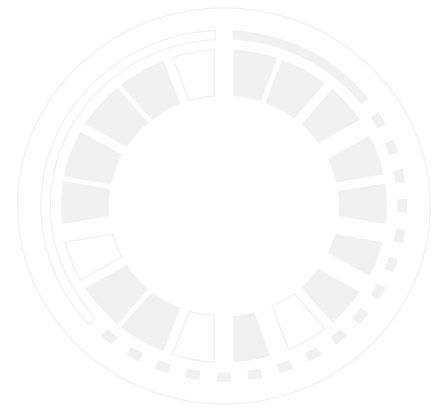
Untuk menjaga kepercayaan pelanggannya, Perseroan memberi informasi secara komprehensif terkait produk dan jasa yang dijual, serta menjaga komunikasi dengan pelanggan. Pada saat penyerahan produk, disertakan sertifikat produk. Sertifikat produk beton pracetak berisi informasi tentang bahan, berat, spesifikasi dimensi dan mutu sesuai standar nasional maupun internasional.

Peningkatan mutu juga dilakukan dari sisi teknologi informasi. Ke depannya, penggunaan *barcode* dan RFID pada seluruh produk beton akan direalisasikan guna mendukung efisiensi dan *realtime quality control*.

Sistem Manajemen K3L [403-1, 403-7, 403-8]

WIKI Beton memiliki Biro QSHE & SM yang bertanggung jawab dalam pelaksanaan QSHE yang optimal. Pemantauan dan pencatatan kinerja K3L di lingkungan kerja WIKI Beton, ada di bawah pengawasan Biro QSHE & SM. Pelaksanaan K3L berlaku bagi seluruh pegawai tanpa terkecuali pegawai mitra maupun honorer. Seluruhnya, termasuk jajaran top manajemen wajib mendukung implementasi K3L, serta mengupayakan tercapainya target *zero fatality*.

Penerapan K3L di lingkungan PBB, dinilai oleh pihak independen yaitu PT Sucofindo untuk mendapatkan sertifikat SMK3 yang diterbitkan oleh Kementerian Ketenagakerjaan Republik Indonesia. Sistem manajemen K3L yang diterapkan di lingkungan WIKI Beton telah mengacu pada PP No. 50 tahun 2012 tentang Sistem Manajemen Keselamatan dan OHSAS 18001:2007.



Penerapan K3L

Kejadian kecelakaan tidak dapat dihindari, namun dapat dicegah. Dalam sistem manajemen K3L yang diterapkan, WIKA Beton mengidentifikasi bahaya dari jenis pekerjaan maupun lokasi pekerjaan. Lebih dalam, setiap kali terdapat kecelakaan akan langsung diinvestigasi di bawah pengawasan Sekretaris P2K3 tiap unit dalam kurun waktu tidak lebih dari 2x24 jam. WIKA Beton telah memiliki prosedur pelaporan/ penanganan kecelakaan, penyakit akibat kerja, insiden, dan keadaan tidak aman yang berlaku bagi seluruh pegawai, baik pegawai tetap, tidak tetap, maupun honorer. [403-2]

Semua jenis pekerjaan yang dilakukan di lingkungan kerja WIKA Beton telah melalui *risk assessment*. Perseroan mengidentifikasi pekerjaan berisiko tinggi, dan telah meningkatkan fasilitas keselamatan, mitigasi, serta pengawasan. Jenis pekerjaan berisiko tinggi, antaranya lain: [403-2, 403-7]

1. Bekerja di tempat panas, yang mencakup penggunaan alat berat, kendaraan, maupun mesin-mesin motor bakar lainnya;
2. Pekerjaan elektrik, yang mencakup pekerjaan proses produksi, berhubungan dengan arus listrik seperti stop kontak, *power supply*, panel listrik, instrumen panel dan lainnya;
3. Bekerja di ruang terbatas, yaitu bekerja di lokasi tangki, *vessel*, *tower*, *manhole*, bak, lubang galian dan lainnya;
4. Bekerja di atas ketinggian, yang mencakup pekerjaan pemasangan perancah, *erection* dan *stressing*, serta pekerjaan pengangkatan.

Dalam upaya meningkatkan kesadaran terhadap pentingnya sebuah keselamatan kerja, WIKA Beton menerapkan komunikasi, konsultasi, dan melibatkan pegawai dalam topik K3L secara terus menerus. Bagi pegawai baru ataupun pengunjung/tamu

selalu diberikan *SHE Induction* sebagai bentuk komunikasi K3L untuk menginformasikan kebijakan K3L di perusahaan, aturan dan tata tertib terkait K3L, prosedur penanganan keadaan darurat, dan bahaya-bahaya yang mungkin terjadi di tempat kerja. Komunikasi K3L yang melibatkan seluruh pegawai sebelum mengawali pekerjaan diantaranya melalui *toolbox meeting* setiap harinya dan *SHE talk* setiap satu minggu sekali. Selain itu, secara berkala setiap satu bulan sekali diadakan *SHE Meeting* yang diikuti oleh manajemen dan subkontraktor/vendor untuk membahas program K3L, hasil inspeksi K3L, permasalahan K3L dan tindak lanjutnya. Untuk meningkatkan kinerja K3L, juga dilaksanakan beberapa program seperti Penilaian 5R, *Safety Culture*, Gerakan Hidup Sehat, Donor Darah, *Safety Award*, Kampanye SHE, dan Seminar K3L. Seluruh kegiatan K3L dan laporan kinerjanya, diawasi oleh Panitia Pembina Keselamatan, Kesehatan Kerja, dan Lingkungan (P2K3) unit terkait dan Biro QSHE & SM Kantor Pusat. [403-4]

Pegawai juga dibekali dengan pelatihan terkait pengetahuan K3L, guna meningkatkan keahliannya dalam menyelesaikan permasalahan K3L. Beberapa jenis pelatihan yang diberikan kepada pegawai diantaranya: [403-5]

1. Pelatihan Ahli K3 Umum;
2. Pelatihan Ahli K3 Konstruksi;
3. Pelatihan Ahli K3 Lingkungan Kerja;
4. Pelatihan Ahli Kebakaran Kelas A, B, C, D;
5. Pelatihan Petugas Pertolongan Pertama (PPP);
6. Pelatihan Operator K3 Angkat Angkut.

Salah satu bentuk pengawasan dan penilaian K3L tiap Pelaksana Pengelolaan Usaha (PPU) dan proyek dilakukan melalui QSHE *Patrol* yang dilaksanakan oleh Direksi dan Manajer Biro di sembilan PPU dalam setahun. Tim Penilai akan meninjau implementasi aspek K3L secara langsung di tiap PPU.

Data Kejadian Kecelakaan Kerja [403-9]

Kategori	2019	2018	2017
<i>Non Lost Time Injury</i> (NLTi)	0	0	0
Ringan	5	6	8
Sementara Tidak Mampu Bekerja (SMTB)	0	0	0
Berat	0	0	0
Fatal/Meninggal	0	0	0

Non Lost Time Injury (NLTi): Kecelakaan yang tidak menyebabkan kehilangan hari kerja, pekerja yang mengalami kecelakaan (P3K) dapat langsung kembali bekerja pada hari itu juga

Kecelakaan ringan: Kecelakaan yang mengakibatkan pekerja kehilangan 1 hari kerja

Sementara Tidak Mampu Bekerja (SMTB): Kecelakaan yang mengakibatkan pekerja kehilangan 2 sampai 35 hari kerja

Kecelakaan Berat: Kecelakaan yang menyebabkan pekerja kehilangan hari kerja lebih dari 35 hari kerja atau pekerja mengalami cacat tetap

Fatal/Meninggal: Kecelakaan yang menyebabkan pekerja meninggal dunia atau setara dengan kehilangan 6.000 hari kerja

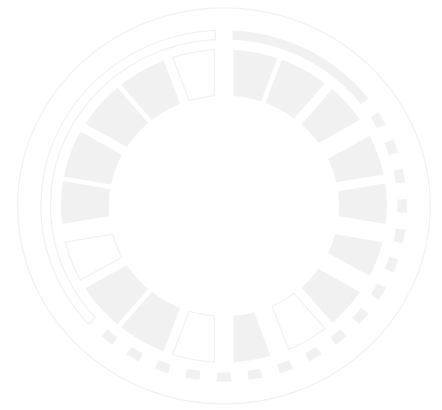
Saverity Rate, Frequency Rate, LTI, dan Jam Kerja Selamat [403-9]

Uraian	2019	2018	2017
<i>Severity Rate</i>	0	1,03	0,14
<i>Frequency Rate</i>	0,39	0,44	0,54
<i>Loss time injury</i> (LTI)	0	0	2
Jam kerja selamat	18.411.897	13.632.012	14.717.952

Fasilitas Kesehatan bagi Pegawai [403-3, 403-6]

Perseroan mewajibkan seluruh kantor, PPU dan proyek menyediakan fasilitas dan sarana kesehatan dan keselamatan kerja. Fasilitas dan sarana kesehatan dan keselamatan kerja yang berkualitas dan mudah dijangkau merupakan bentuk tanggung jawab sosial perusahaan terhadap pekerja. Di seluruh PPU dan proyek difasilitasi ruang Pertolongan Pertama dan perlengkapannya, sarana pemadam kebakaran, klinik kesehatan, dan dokter perusahaan. Perseroan memberikan asuransi kesehatan untuk setiap pegawai dan menerapkan *emergency drill* sebagai upaya kesiapsiagaan dalam penanganan keadaan darurat. Di samping itu, setiap setahun sekali dilakukan *Safety Patrol* di seluruh unit kerja PPB dan proyek WIKA Beton sesuai jadwal yang sudah dibuat oleh Biro QSHE & SM.

Sesuai Peraturan perundangan, yaitu Undang-Undang No. 13 tahun 2003, Peraturan Menteri Tenaga Kerja dan Transmigrasi No: Per.02/Men/1980 Pasal 3 Ayat 2 dan Peraturan Menteri Tenaga Kerja dan Transmigrasi No: Per.03/Men/1982. Pemeriksaan kesehatan berkala yang baik, memegang peranan penting bagi terjaganya kesehatan tenaga kerja, dan berpengaruh besar terhadap kesinambungan jalannya perusahaan. Untuk itu, Perseroan juga memberikan fasilitas kesehatan berupa kegiatan *Medical Check Up* (MCU). Di tahun 2019, seluruh pegawai WIKA Beton di PPB telah melakukan *medical check up*, dan nantinya di tahun 2020, untuk pegawai di kantor pusat. Pemeriksaan kesehatan diikuti oleh seluruh pegawai.



Kepatuhan Lingkungan [307-1]

Biro Human Capital mencatat dan melaporkan data MCU karyawan tetap, sedangkan MCU untuk pekerja di lapangan dikelola oleh masing-masing *site* proyek. Selain MCU, Perseroan juga secara rutin melakukan kegiatan donor darah bekerja sama dengan Entitas Anak WIKA. Di tahun 2019, WIKA Beton telah melaksanakan dua kali kegiatan donor darah, yaitu pada bulan Mei 2019 dan bulan November 2019.

Selain itu, WIKA Beton turut melakukan upaya kampanye kesehatan melalui Program Gerakan Hidup Sehat dan kegiatan Donor Darah. Di luar mitigasi terhadap penyakit akibat pekerjaan, Perseroan juga peduli terhadap gaya hidup sehat pegawainya. Hal ini diwujudkan dalam bentuk sosialisasi bahaya HIV/AIDS dan pemakaian narkoba.

Proses bisnis inti WIKA Beton berlangsung di PPB. Dalam pengoperasian pabrik, Perseroan patuh pada kebijakan dan regulasi, termasuk dalam mencegah terjadinya kerusakan lingkungan hidup. Tahun 2019 WIKA Beton telah berhasil memperoleh sertifikasi Sistem Manajemen Lingkungan ISO 14001:2015. WIKA Beton melaporkan kegiatan pengelolaan lingkungan setiap 6 bulan sekali pada Dinas Lingkungan Hidup Pemerintah Daerah setempat.

Di sisi lain, kegiatan di lokasi tambang terbuka (*quarry*) dan batu-batuan (*split*) yang dikelola WIKA Beton, telah memenuhi syarat dan kebijakan lingkungan yang berlaku. Atas upaya-upaya tersebut, WIKA Beton tidak mendapat denda maupun sanksi atas ketidakpatuhan terhadap hukum dan peraturan lingkungan di sepanjang tahun 2019.



Berbagi Nilai Sosial pada Sekitar



Perseroan berkomitmen untuk menjaga kelestarian lingkungan, mendukung pembangunan berkelanjutan, serta memberikan dampak positif dalam setiap kegiatan bisnisnya hingga mewujudkan bisnis yang berkelanjutan. Perseroan telah memiliki *roadmap* dan kebijakan strategis CSR berbasis SDGs dan ISO 26000. Selain itu, WIKA Beton memiliki kebijakan strategis Tanggung Jawab Sosial Perusahaan dan Prosedur Tanggung Jawab Sosial Perusahaan: WB-

CSH-PS-05 Prosedur Pengelolaan Kegiatan Tanggung Jawab Sosial Rev 02. Implementasi CSR diharapkan tidak hanya berdampak positif terhadap lingkungan dan masyarakat di sekitar unit kerja, namun juga dapat memitigasi risiko-risiko bisnis yang muncul.

Biaya yang dikeluarkan Perseroan tahun 2019 untuk menyelenggarakan kegiatan CSR, yaitu sebagai berikut:

Rekap Alokasi Dana CSR Per Unit Kerja

Unit Kerja	Total Biaya CSR (Rp)
Kantor Pusat	604.246.557
Wilayah Penjualan	444.502.500
Pabrik Produk Beton	1.168.814.657
Proyek	117.598.000
Jumlah	2.335.161.714

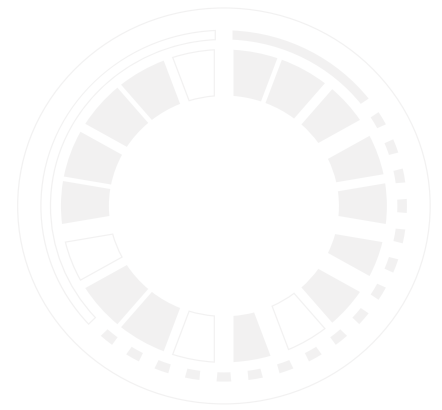
Rekap Alokasi Dana CSR Per Kegiatan

Unit Kerja	Filantropi CID (Rp)	Non-CID (Rp)
Kantor Pusat	583.246.557	21.000.000
Wilayah Penjualan	318.186.900	126.315.600
Pabrik Produk Beton	1.015.447.697	153.366.960
Proyek	97.797.000	19.801.000
Jumlah	2.014.678.154	320.483.560

Di sepanjang tahun 2019, WIKA Beton belum melaksanakan Program *Community Involvement & Development* (CID), karena sejalan dengan penyusunan Roadmap CSR 2020-2022 bahwa Program CID akan dilaksanakan di tahun 2020.

Rekap Alokasi Dana CSR Per Pilar CSR

Unit Kerja	WTON Peduli	WTON Pintar	WTON Sehat	WTON 3R
Kantor Pusat	569.832.557	21.000.000	13.414.000	-
Wilayah Penjualan	329.136.900	110.365.600	5.000.000	-
Pabrik Produk Beton	890.705.731	207.273.626	67.335.300	3.500.000
Proyek	87.321.000	4.777.000	5.500.000	20.000.000
Jumlah	1.876.996.188	343.416.226	91.249.300	23.500.000



Realisasi Kegiatan

Di tahun 2019, WIKA Beton telah melaksanakan berbagai kegiatan Tanggung Jawab Sosial Perusahaan melalui empat pilar, yaitu:

1. WTON Peduli

Program ini merupakan wujud kepedulian Perseroan terhadap masyarakat di sekitar wilayah operasi, sesuai dengan ISO 26000 *core subject: Community involvement and development* dengan isu *community involvement* dan *social investment*, serta sesuai dengan SDGs: SDG1- *No Poverty*, SDG2-*No Hunger*, SDG10 *Reduced Inequalities*, SDG11-*Sustainable Cities and Communities*, dan SDG17-*Partnership for the Goals*. Adapun kegiatan yang telah dilaksanakan yaitu:

1. Santunan panti asuhan, pesantren, dan anak yatim di Kantor Pusat dan wilayah operasi;
2. Bantuan sarana umum untuk masyarakat seperti sarana ibadah, lampu lalu lintas, dan lampu penerangan jalan di sekitar wilayah operasi;
3. Kegiatan sosial keagamaan dalam memperingati Idul Fitri, Idul Adha dan Hari Natal;
4. Bantuan untuk bencana alam seperti gempa bumi.

2. WTON Pintar

Program ini bertujuan untuk memberikan bantuan kepada sekolah ataupun perguruan tinggi, dalam rangka meningkatkan kualitas pendidikan sesuai dengan ISO 26000 *core subject Community involvement and development* dengan isu *education and culture*, sesuai dengan SDGs: SDG4-*Quality Education*, dan SDG17-*Partnership for the Goals*. Adapun kegiatan yang telah dilaksanakan yaitu:

1. Berkolaborasi dengan PT Wijaya Karya (Persero) Tbk., melaksanakan kegiatan 'WIKa Mengajar' bersama di daerah 3T (tertinggal, terdepan dan terluar) Indonesia;

2. Memberian bantuan buku sekolah dan sarana perpustakaan melalui kegiatan 'CSR Day WTON';
3. Melaksanakan kegiatan 'WTON goes to campus' dan kunjungan lapangan pemangku kepentingan ke Unit Kerja PPB;
4. Membantu dalam perbaikan sarana dan prasarana sekolah seperti perbaikan toilet sekolah.

3. WTON Sehat

Program ini bertujuan untuk membantu menjaga dan meningkatkan kualitas hidup dan kesehatan masyarakat di lingkungan sekitar daerah operasi WIKa Beton sesuai dengan ISO 26000 *core subject Community involvement and development* dengan isu kesehatan; dan sesuai dengan SDGs: SDG3-*Good Health*, SDG6-*Clean Water and Sanitation*, dan SDG17-*Partnership for the Goals*. Adapun kegiatan yang telah dilaksanakan yaitu:

1. Melaksanakan kegiatan donor darah di Kantor Pusat dan Unit Kerja WIKa Beton;
2. Sumbangan kegiatan Posyandu di Unit Kerja WIKa Beton;
3. Bantuan sarana kesehatan seperti toilet di sekolah di daerah 3T dan di sekolah di sekitar area Unit Kerja WIKa Beton;
4. Melaksanakan kegiatan khitan massal di sekitar wilayah Unit Kerja WIKa Beton.

4. WTON 3R (*Reduce, Reuse, Recycle*).

Program ini bertujuan untuk mengurangi, memanfaatkan ulang dan menggunakan material sisa kegiatan produksi sesuai dengan ISO 26000 *core subject Community involvement and development* dengan isu *health* dan *core subject the environment* dengan isu *Prevention of pollution* dan isu *Sustainable resource use*, serta sesuai dengan SDGs: SDG3-*Good Health*, SDG6-*Clean Water and Sanitation*, SDG7-*Affordable and Clean Energy*, SDG12-*Responsible Consumption and Production*, SDG13-*Climate Action*, SDG14-*Life Below Water*, SDG15-*Life on Land*, SDG17-

Partnership for the Goals. Adapun kegiatan yang telah dilaksanakan yaitu:

1. Pemanfaatan sisa kegiatan produksi industri digunakan untuk pemadatan jalan, pengurukan area masjid, dan pengurukan di rumah warga disekitar daerah operasi WIKA Beton;
2. Pemanfaatan oli bekas untuk digunakan sebagai pelumas mesin dan cetakan;
3. Penanaman pohon disekitar wilayah operasi WIKA Beton;
4. Penghematan energi bahan bakar, energi listrik, gas dan air bersih di seluruh wilayah operasi WIKA Beton;
5. Pemanfaatan air sisa kegiatan produksi untuk kegiatan pencucian material dalam penyiraman produk;
6. Melakukan pengelolaan dan pengawasan pada instalasi pengelolaan air limbah (IPAL) di seluruh PPB;
7. Melakukan kegiatan penghematan dan pemanfaatan kembali kertas bekas dan barang bekas lainnya di seluruh unit kerja WIKA Beton.

Pembenahan Infrastruktur Pasca Bencana Alam

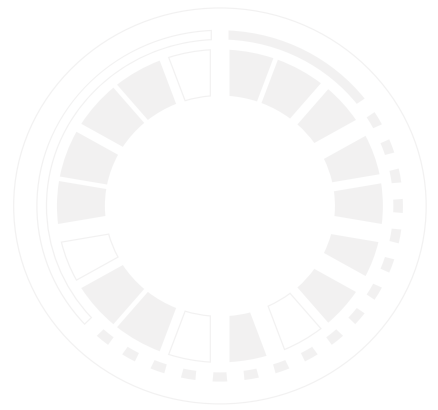
Peran WIKA Beton untuk pembangunan berkelanjutan di Indonesia, salah satunya diwujudkan dalam sinergi dengan Pemerintah Provinsi Sulawesi Tengah dalam memperbaiki infrastruktur pasca bencana gempa dan tsunami. Pada kerja sama ini, WIKA Beton menempatkan dirinya sebagai badan usaha yang bergerak di bidang industri dan perdagangan beton pracetak, konstruksi dan material alam termasuk bidang usaha terkait guna memenuhi kebutuhan pembangunan dan/atau pemulihan di Sulawesi Tengah.

Perseroan telah berpengalaman mengerjakan proyek-proyek pembangunan perumahan di Lombok pasca gempa tahun 2018 dan proyek pembangunan pengaman pantai utara di Jakarta. WIKA Beton optimistis dalam kerjasama ini untuk dapat membawa Sulawesi Tengah kembali bangkit, baik melalui pemulihan perumahan, penataan kembali kawasan pesisir pantai, dan berbagai pembangunan serta pemulihan infrastruktur lainnya.

Sinergi Lingkungan dan Sosial di Sekitar Proyek

Dari kegiatan proyek Tol Layang A.P. Pettarani Makassar dihasilkan limbah *coor*. Manajemen proyek memanfaatkan limbah *coor* bekas uji untuk pembangunan Mushollah dan Pendopo Bedeng. Hasil *coor* akan menjadi lantai dasar yang kemudian dilapisi dengan tripleks.





Limbah besi dari proyek tol layang dimanfaatkan untuk membuat struktur rangka bangunan pos keamanan.



Perbaikan Sarana dan Prasarana Umum

Pemasangan Lampu Lalu Lintas

Lampu lalu lintas sangat penting untuk mengatur pengendara kendaraan dan menghindarkan pengendara dari kecelakaan lalu lintas. WIKA Beton melakukan pemasangan tiga lampu lalu lintas dan berbagai sarana pendukungnya di persimpangan dekat area Pabrik Produk Beton (PPB) Boyolali WIKA Beton.

Pemasangan lampu lalu lintas ini merupakan hasil koordinasi antara WIKA Beton dengan Kepolisian Resor Boyolali dan Dinas Perhubungan Boyolali. Lokasi pemasangan lampu lalu lintas merupakan lokasi rawan kecelakaan lalu lintas.



Penerangan Jalan Umum

Di sekitar PPB Boyolali, WIKA beton melaksanakan pembangunan sarana dan prasarana umum berupa penerangan jalan. Penerangan jalan yang dipasang menggunakan energi terbarukan, melalui empat unit panel surya. Terdapat dua manfaat penting dalam kegiatan ini yaitu pemanfaatan energi terbarukan yaitu tenaga surya dan penerangan jalan raya untuk mencegah dan mengurangi kecelakaan di malam hari.

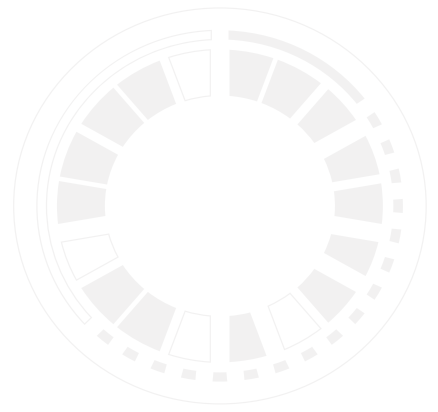
Pembangunan Lapangan Bulutangkis

Di lokasi PPB Bogor, WIKA Beton melakukan aksi sosial dengan membuat lapangan bulutangkis. Pembuatan lapangan bulutangkis diharapkan dapat meningkatkan minat pemuda setempat untuk berolahraga dan berprestasi di bidang bulutangkis.

Pembangunan Tanggul Kali Raos

Untuk menanggulangi banjir, WIKA Beton memberikan bantuan perbaikan infrastruktur di sekitar PPB Pasuruan. Bantuan berupa pembangunan tanggul Kali Raos. Selain itu, WIKA Beton juga memberikan dana untuk mengelola kebersihan Kali Raos. Diharapkan, melalui bantuan tersebut, risiko kesehatan dan kerugian akibat banjir dapat teratasi.





Bantuan Material Bangunan

Dalam melakukan aksi berbagi nilai sosial dengan masyarakat, tidak seluruhnya dapat berpartisipasi secara langsung. Secara tidak langsung WIKA Beton membantu pembangunan sarana dan prasarana publik dengan cara memberikan bantuan material bangunan berupa pasir dan *split*. Di tahun 2019, bantuan diberikan untuk masyarakat di sekitar PPB Lampung, PPB Bogor, dan PPB Makassar.

WIKa Beton Peduli Pendidikan

Kepedulian WIKa Beton terhadap generasi penerus, direalisasikan dalam salah satu pilar CSR yaitu WTON Pintar. Sepanjang tahun 2019, Perseroan memberikan bantuan buku-buku pendidikan untuk Sekolah Dasar, Madrasah Ibtidaiyah (MI), dan pondok pesantren yang ada di sekitar PPB, WP, dan lokasi proyek. Pemberian buku yang diharapkan dapat memperluas pengetahuan dan mempermudah siswa memperoleh referensi.



Aksi Donor Darah

Di bidang kesehatan, Perseroan bekerjasama dengan Palang Merah Indonesia aktif melakukan aksi donor darah setiap tahun. Kegiatan donor darah dilakukan di seluruh unit kerja WIKA Beton. Kegiatan donor darah menjadi bagian dari pilar WTON Sehat untuk meningkatkan kepedulian terhadap sesama dan membantu ketersediaan darah di PMI. Dampak positif dari kegiatan ini yaitu akan meningkatkan kesehatan pendonor, serta memberikan kemudahan dalam mendapatkan darah untuk pertolongan bagi masyarakat yang membutuhkan.

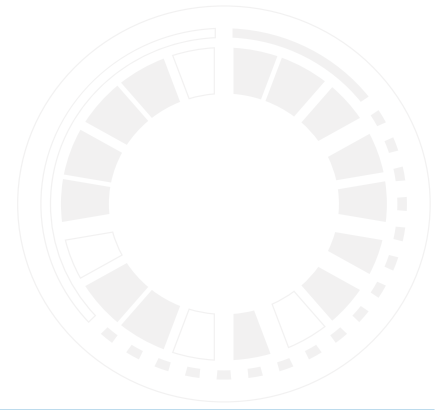
Donasi Sosial

Aksi sosial lainnya yang dilaksanakan di sepanjang tahun 2019 yaitu pemberian sumbangan kepada pihak-pihak yang membutuhkan. Donasi sosial yang disalurkan oleh WIKA Beton antara lain:

1. Sembako ke panti asuhan;
2. Sumbangan dana untuk masjid;
3. Santunan kepada panti asuhan;
4. Sumbangan hewan qurban;
5. Sumbangan dana untuk peringatan HUT RI;
6. Donasi untuk korban bencana alam;
7. Sumbangan dana untuk acara keagamaan;
8. Sumbangan untuk kegiatan karang taruna;
9. Bantuan dana kegiatan sosialisasi narkoba dan perekrutan relawan anti-narkoba;
10. Bantuan dana untuk kegiatan pendidikan dan kemanusiaan lainnya.



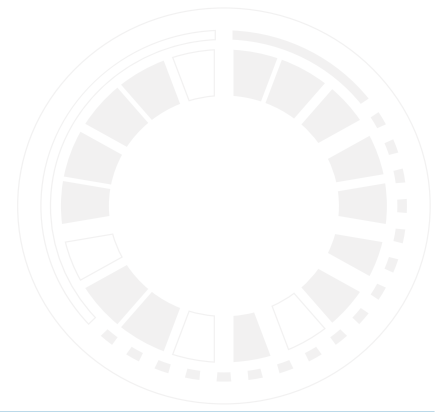
Daftar Singkatan



ALWA	<i>Artificial Light-Weight Aggregate</i>
BIM	<i>Building Information Modelling</i>
BJR	Bantalan Jalan Rel
CCMS	<i>Computer Control Machining System</i>
CID	<i>Community Involvement and Development</i>
CP	<i>Crushing Plant</i>
CRM	<i>Customer Relationship Management</i>
e-QC	<i>Electronic Quality Control</i>
EPI	<i>Engineering, Production, Installation</i>
HSR	<i>High Speed Railway</i>
IPAL	Instalasi Pengolahan Air Limbah
LRQA	<i>Lloyd's Register Quality Assurance</i>
KBI	<i>Key Behavior Indicator</i>
MPP	Masa Persiapan Pensiun
PPB	Pabrik Produk Beton
PPU	Pelaksana Pengelolaan Usaha
PPWB	Perhimpunan Pegawai WIKA Beton
RPC	<i>Reactive Powder Concrete</i>
SBU	<i>Strategic Business Unit</i>
SCC	<i>Self Compacting Concrete</i>
SCM	<i>Supply Chain Management</i>
SHMS	<i>Structural Health Monitoring System</i>
TDS	<i>Total Dissolve Solid</i>
TNA	<i>Training Need Analysis</i>
WP	Wilayah Penjualan

Indeks Isi GRI Standard ^[102-55]

GRI Standards	Pengungkapan	Halaman
Pengungkapan Umum		
GRI 102: Pengungkapan Umum 2016	102-1 Nama organisasi	31
	102-2 Kegiatan, merek, produk, dan jasa	32
	102-3 Lokasi kantor pusat	17
	102-4 Lokasi operasi	33
	102-5 Kepemilikan dan bentuk hukum	31
	102-6 Pasar yang dilayani	49-50
	102-7 Skala organisasi	31
	102-8 Informasi pegawai	67-68
	102-9 Rantai pasokan	52-53
	102-10 Perubahan signifikan pada organisasi	46
	102-11 Pendekatan atau prinsip pencegahan	47
	102-12 Inisiatif eksternal	34
	102-13 Keanggotaan asosiasi	34
	102-14 Pernyataan dari pembuat keputusan senior	10-13
	102-16 Nilai, prinsip, standar, dan norma perilaku	30
	102-18 Struktur tata kelola	44-45
	102-40 Daftar kelompok pemangku kepentingan	25-28
	102-41 Perjanjian perundingan kolektif	69
	102-42 Mengidentifikasi dan memilih pemangku kepentingan	25
	102-43 Pendekatan pelibatan pemangku kepentingan	25-28
	102-44 Topik utama dan masalah	25-28
	102-45 Entitas yang termasuk dalam laporan keuangan dikonsolidasi	18
	102-46 Menetapkan isi laporan dan batasan topik	18-22
	102-47 Daftar topik material	19
	102-48 Penyajian kembali informasi	18
	102-49 Perubahan dalam pelaporan	18
	102-50 Periode pelaporan	17
	102-51 Tanggal laporan terbaru	18
	102-52 Siklus pelaporan	17
	102-53 Kontak	17
	102-54 Kesesuaian dengan GRI Standard	17
	102-55 Indeks isi GRI	84-86
	102-56 Assurance oleh pihak eksternal	17



GRI Standards		Pengungkapan	Halaman
Pengungkapan Khusus			
Topik Material: Kinerja Ekonomi			
GRI 103: Pendekatan Manajemen 2016	103-1	Penjelasan topik material dan batasannya	20
	103-2	Pendekatan manajemen dan komponennya	23
	103-3	Evaluasi pendekatan manajemen	23
GRI 201: Kinerja Ekonomi 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan	51
	201-2	Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim	51
	201-3	Kewajiban pada program imbalan pasti dan program pensiun lainnya	70
	201-4	Bantuan finansial dari pemerintah	50
Topik Material: Rantai Pasokan			
GRI 103: Pendekatan Manajemen 2016	103-1	Penjelasan topik material dan batasannya	20
	103-2	Pendekatan manajemen dan komponennya	23
	103-3	Evaluasi pendekatan manajemen	23
GRI 204: Praktik Pengadaan 2016	204-1	Proporsi pengeluaran untuk pemasok lokal	53
Topik Material: <i>Quality, Safety, Health, & Environment</i> (QSHE)			
GRI 103: Pendekatan Manajemen 2016	103-1	Penjelasan topik material dan batasannya	21
	103-2	Pendekatan manajemen dan komponennya	23
	103-3	Evaluasi pendekatan manajemen	23
GRI 307: Kepatuhan Lingkungan 2016	307-1	Ketidakpatuhan terhadap peraturan dan kebijakan lingkungan	75
GRI 403: Keselamatan dan Kesehatan Kerja 2018	403-1	Sistem manajemen keselamatan dan kesehatan kerja	72
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi	73
	403-3	Pelayanan kesehatan kerja	74-75
	403-4	Konsultasi dan komunikasi keselamatan dan kesehatan kerja	73
	403-5	Pelatihan terkait keselamatan dan kesehatan kerja	73
	403-6	Promosi kesehatan pekerja	74-75
	403-7	Pencegahan dan mitigasi atas dampak K3 secara langsung terhadap hubungan bisnis	72
	403-8	Pekerja terlindungi oleh sistem manajemen keselamatan dan kesehatan kerja	72-73
	403-9	Kecelakaan kerja	74
Topik Material: Material			
GRI 103: Pendekatan Manajemen 2016	103-1	Penjelasan topik material dan batasannya	21
	103-2	Pendekatan manajemen dan komponennya	24
	103-3	Evaluasi pendekatan manajemen	24
GRI 301: Material 2016	301-1	Material yang diguhnakan berdasarkan berat atau volume	60
	301-2	Penggunaan material daur ulang	60

GRI Standards		Pengungkapan	Halaman
Topik Material: Pengelolaan Limbah dan Efluen			
GRI 103: Pendekatan Manajemen 2016	103-1	Penjelasan topik material dan batasannya	22
	103-2	Pendekatan manajemen dan komponennya	24
	103-3	Evaluasi pendekatan manajemen	24
GRI 306: Limbah dan Efluen 2016	306-1	Air terbuang berdasarkan kualitas dan tujuan	62
	306-2	Limbah berdasarkan jenis dan metode pengelolaannya	61
	306-3	Tumpahan yang signifikan	61
	306-4	Pengangkutan limbah B3	60
	306-5	Badan air tercemar oleh air limbah	62
Topik Material: Pengembangan Kompetensi Pegawai			
GRI 103: Pendekatan Manajemen 2016	103-1	Penjelasan topik material dan batasannya	22
	103-2	Pendekatan manajemen dan komponennya	24
	103-3	Evaluasi pendekatan manajemen	24
GRI 403: Pelatihan dan Pendidikan 2016	404-1	Rata-rata jam pelatihan per tahun per pegawai	70
	404-2	Program pengembangan kompetensi	70-71
	404-3	Persentase pegawai menerima evaluasi kinerja dan pengembangan karir	71

Referensi POJK No.51/POJK/03/2017

POJK No.51/ POJK.03/2017	Pengungkapan	Halaman
1	Penjelasan strategi keberlanjutan	35-37
2	Ikhtisar kinerja aspek keberlanjutan	14-15
3	Profil singkat perusahaan	31-34
3.a	Visi, misi, dan nilai keberlanjutan	30
3.b	Nama, alamat, nomor telepon, nomor faksimil, alamat surat elektronik (e-mail), dan situs web, serta kantor cabang	17
3.c	Skala usaha	31
3.c.1	Total aset atau kapitalisasi aset, dan total kewajiban	31
3.c.2	Jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan	67-68
3.c.3	Persentase kepemilikan saham	31
3.c.4	Wilayah operasional	33
3.d	Produk, layanan, dan kegiatan usaha	32
3.e	Keanggotaan pada asosiasi	34
3.f	Perubahan LJK, Emiten, dan Perusahaan Publik yang bersifat signifikan	46
4	Penjelasan Direksi	10-13
4.a	Kebijakan untuk merespon tantangan dalam pemenuhan strategi keberlanjutan	11
4.b	Penerapan Keuangan Berkelanjutan	Tidak relevan
4.c	Strategi pencapaian target	11-12
5	Tata kelola keberlanjutan	44-47
5.a	Tugas bagi Direksi dan Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab kinerja keberlanjutan	38-40
5.b	Pengembangan kompetensi yang dilaksanakan terhadap anggota Direksi, anggota Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan.	Tidak relevan
5.c	Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan	12-13
6	Kinerja keberlanjutan, antara lain memuat:	
6.a	Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik	37
6.b	6.b.1 Perbandingan target dan kinerja produksi, portofolio, target pembiayaan, atau investasi, pendapatan dan laba rugi	Informasi terdapat di Laporan Tahunan
	6.b.2 Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada instrumen keuangan atau proyek yang sejalan dengan penerapan Keuangan Berkelanjutan	Tidak relevan
6.c	6.c.1 Komitmen LJK, Emiten, atau Perusahaan Publik untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen	Tidak relevan
	6.c.2.a Kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak	67-69
	6.c.2.b Persentase remunerasi karyawan tetap di tingkat terendah terhadap upah minimum regional	69
	6.c.2.c Lingkungan bekerja yang layak dan aman	68
	6.c.2.d Pelatihan dan pengembangan kemampuan pegawai	70-71
	6.c.3.a Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar termasuk literasi dan inklusi keuangan	Tidak relevan
	6.c.3.b Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti	Tidak ada
	6.c.3.c TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat	76-80

POJK No.51/ POJK.03/2017		Pengungkapan	Halaman
6.d	6.d.1	Biaya lingkungan hidup yang dikeluarkan	15
	6.d.2	Penggunaan material yang ramah lingkungan	12, 57-58
	6.d.3	Penggunaan energi paling sedikit memuat: a) jumlah dan intensitas energi yang digunakan b) upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan	64-65
6.e	6.e.1	kinerja sebagaimana dimaksud dalam huruf d	12, 15, 57-58, 64-65
	6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup	24, 75
	6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi	Tidak ada
	6.e.3.b	Upaya konservasi keanekaragaman hayati	Tidak ada
	6.e.4.a	Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya	Tidak ada
	6.e.4.b	Upaya dan pencapaian pengurangan emisi yang dilakukan	Tidak ada
	6.e.5.a	Limbah dan efluen yang dihasilkan berdasarkan jenis	61
	6.e.5.b	Mekanisme pengelolaan limbah dan efluen	61-62
	6.e.5.c	Tumpahan yang terjadi (jika ada)	62
	6.e.6	Jumlah dan materi pengaduan lingkungan hidup yang diterima dan diselesaikan	Tidak ada
6.f	6.f.1	Inovasi dan pengembangan produk berkelanjutan	Tidak relevan
	6.f.2	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan	Tidak relevan
	6.f.3	Dampak positif dan dampak negatif yang ditimbulkan dari produk dan/atau Jasa dan proses distribusi	Tidak relevan
	6.f.4	Jumlah produk yang ditarik kembali dan alasannya	Tidak relevan
	6.f.5	Survei kepuasan pelanggan	14
7		Verifikasi tertulis dari pihak independen (jika ada)	17

Lembar Umpan Balik



Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan PT Wijaya Karya Beton Tbk dengan mengirim email atau mengirim formulir ini melalui fax/pos.

Profil Anda

Nama (bila berkenan) :
Institusi/Perusahaan :
Surel :
Telp/Hp :

Anda termasuk dalam golongan pemangku kepentingan:

- | | | | |
|---|------------------------------------|--|--|
| ☐ Pemegang Saham | ☐ Pelanggan | ☐ Pegawai | ☐ Mitra Kerja |
| ☐ Masyarakat | ☐ Media | ☐ Pelaku usaha Sejenis & asosiasi | ☐ Lain-lain, mohon sebutkan |

Mohon pilih jawaban yang paling sesuai:

1. Laporan ini sudah menggambarkan kinerja perusahaan mencakup aspek ekonomi, sosial, dan lingkungan

☐ Tidak setuju ☐ Netral ☐ Setuju

2. Laporan ini menyajikan informasi yang seimbang, yang mencakup informasi positif dan negatif

☐ Tidak setuju ☐ Netral ☐ Setuju

3. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan perusahaan

☐ Tidak setuju ☐ Netral ☐ Setuju

4. Urutkan topik material yang menjadi prioritas Anda:

- Kinerja Ekonomi ()
- Rantai Pasokan ()
- QSHE ()
- Material ()
- Pengelolaan limbah dan efluen ()
- Pengembangan Kompetensi Pegawai ()

5. Mohon berikan saran/usul/komentar Anda atas laporan ini.

.....
.....
.....

Terima kasih atas partisipasi Anda.

Mohon agar lembar umpan balik ini dikirimkan kembali ke alamat

PT Wijaya Karya Beton Tbk.

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Innovation Integration, Information Technology-based







Innovation Integration, Information Technology-based

In its commitment to be the concrete expert in Indonesia, WIKA Beton ensures that every step of its business operations is in the right and strategic direction. As the largest precast concrete manufacturers in Southeast Asia, WIKA Beton continues to grow and take opportunities. WIKA Beton will continue to innovate, in products, services, as well as in Information and Technology (IT) systems.

Information and Technology system (IT) continues to be developed and applied for efficient and ergonomics operations in general. Through “Innovation Integration, Information Technology-based“, WIKA Beton is ready to become a leader who prioritizes the use of IT in order to increase efficiency, reduce production costs, facilitate monitoring systems, and indirectly participate in preserving the environment by reducing paper usage and reducing energy consumption that supports emissions reductions. Through IT-based innovations that have been launched and implemented, the Company supports Environment, Social, and Governance (ESG)-based business, and will keep striving to realize sustainable development in Indonesia.



2019 Achievements

Economic Performance

Profit for the Year

4.95% ↑

Revenue

2.20% ↑

ROE

18.63%

Total supply of domestic goods and services

IDR2,370.45 billion

Innovations in 2019

Building Information Modelling (BIM) Implementation

Electronic Quality Control (e-QC)

Remote application to monitor the concrete quality from website and android

Audit of WTON

Digitizing the WIKA Beton management system through an online internal audit system



Environmental Performance

Electricity consumption

22.78% ↓

Fuel consumption

7.00% ↓

3R of solid waste in
Concrete Product Plant
(CPP)



Social/Societal Performance

WIK A Beton received 5 Golden Flag from Ministry of Manpower for a successful implementation of OHS Management System at Bogor CPP, South Lampung CPP, Karawang CPP, Majalengka CPP, and Boyolali CPP.

Minor work accidents

17% ↓

Realization of WTON Peduli Programme funds

IDR1.86 billion

Safe Man-hours

18,411,897

Realization of CSR funds

IDR2.33 billion



Awards in C-SR Sector



Listed in the Sri Kehati Index
November 2018-April 2019, and
May 2019-October 2019



IICD - Best Equitable Treatment
of Shareholders 2019





The Most Innovative &
Affordable for Mass Building
Material Award
26 September 2019



Top 5 Social Business
Innovation Company 2019 in
Cement Category



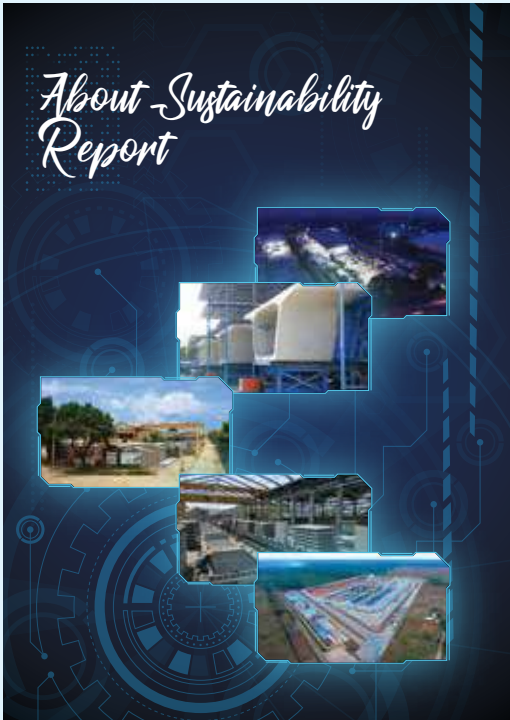
SNI Award 2019



Table of Content

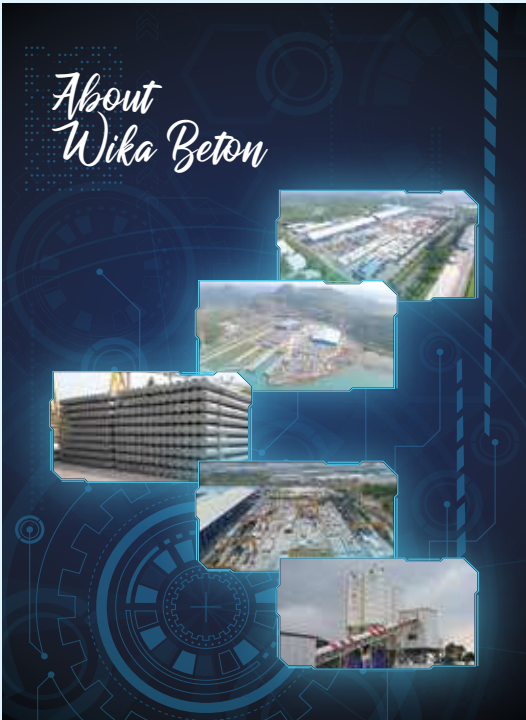
Message from the Board of Directors	10
Overview of Sustainability Performance	14

01



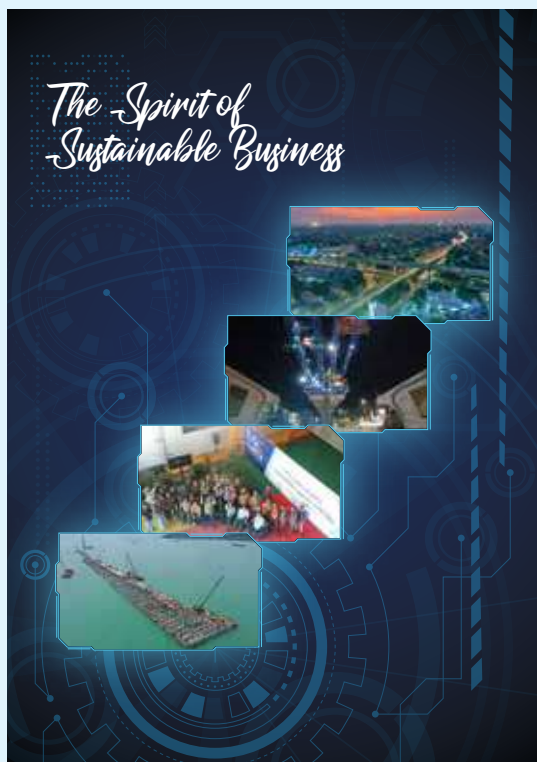
Sustainability Report Profile	17
Report Content	18
Management Approach on Material Topics	23
Stakeholder Involvement	25

02



An Overview	30
Sustainability at WIKA Beton	35
Sustainability Governance	44

03



WIKa Beton Performance	49
Strengthening Supply Chain	52
Information and Technology (IT)	54
System for Sustainable Business Processes	
Research and Innovation	57
Environmentally Friendly Operations	60

04



Human Capital	67
Strengthening QSHE	72
Delivering Social Values to the Community	76

83	List of Abbreviations
84	GRI Standards Content Index
87	Reference of Financial Service Authority Regulation (POJK) No.51/POJK.03/2017
89	Feedback Form

Message from the Board of Directors [102-14]

“Innovation Integration, Information Technology-based”

WIKA Beton is optimistic that it can maintain its current position as a leader in the precast concrete market.



Dear Respected Stakeholders,

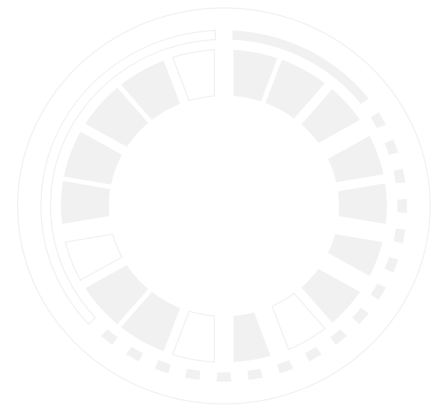
Welcome to PT Wijaya Karya Beton (Tbk) or WIKA Beton 2019 sustainability report. The Board of Directors, are grateful to God Almighty, for the blessings and grace so that WIKA Beton may achieve excellent sustainability performance and report it on time. As the largest precast concrete manufacturer in Southeast Asia, WIKA Beton is committed to become a concrete expert, which runs a 5P-based business namely Prosperity, People, Planet, Peace, & Partnership.

Sustainability Strategy

As technology and industry develop, the business players are encouraged to not only seek profit, but also pay attention to the aspects of governance, social, and environment in conducting their business. Moreover, the risk of climate change is a global concern, so efforts are needed to reduce the negative impacts of climate change. WIKA Beton is committed

to presenting sustainability, through the harmonized application of integrated business processes.

WIKA Beton has a goal to continue to grow and take advantage of business opportunities, as well as surviving in all conditions. WIKA Beton support sustainability through business processes, by



implementing integrated management systems, quality management systems, environmental management systems, occupational health and safety management systems, security management systems, innovating in production with environmentally friendly materials, supporting good labor practices, and impacting the community and the environment positively.

WIK A Beton also began to integrate harmonized business processes to support Sustainable Development Goals (SDGs). The Company has made an ISO 26000 and Sustainable Development Goals (SDGs)-based sustainability roadmap to ensure that it is progressing towards the right direction. There are four priorities SDGs supported by WIK A Beton, namely SDG3, SDG6, SDG8, and SDG12. In addition to these priorities, the Company continues to support the whole SDGs through the synergy of its business activities and Corporate Social Responsibility activities.

Policies to Respond the Challenges of Sustainability

Sustainability challenges to face the era of the Industrial Revolution 4.0 include the quality of Human Resources (HR), as well as the development of information and technology (IT) systems to increase productivity, work speed, and product quality. Seeing this, WIK A Beton continues to encourage research and development of innovation in creating IT platforms to support the precast concrete construction and production operations. Besides, the Company continues to develop the competency of human resources to increase competitiveness and meet stakeholder expectations.

One of the policies to respond to the challenges of sustainability are, namely, that the Company must ensure good supply chain management (SCM) for the continuous operations of the company. WIK A Beton adjusts the Procurement Bureau to the Supply Chain Management (SCM) Bureau, then re-develop the management system in it by setting up

an integrated IT-based SCM. With the improvement in SCM, it is expected that SCM can become one of the cost leadership strategies, where previously the cost center was converted into a profit center. Other policies implemented are optimizing IT platforms for operational activities in a comprehensive manner. Application of IT such as the implementation of Building Information Modelling (BIM) on projects that will be worked on. WIK A Beton also collaborates with the Research and Development - Center for Infrastructure and Built Environment (CIBE), Bandung Institute of Technology (ITB), in developing innovations for concrete products and construction technology.

Sustainability Performance Achievements

Achievements from the economic aspect are influenced by market conditions and marketing performance in 2019 which is not very satisfying. However, WIK A Beton's financial performance is consistently better compared to 2018, especially in terms of cash flow. As the number of new contracts in 2019 decreased, the financial performance did not reach the 2019 Company Work Plan and Budget target although exceeded 2018 achievements. Net sales in 2019 were recorded at IDR7.08 trillion or 89.05% of the 2019 target, but still 2.20% greater than net sales in 2018. Meanwhile, profit for the year in 2019 was IDR510.71 billion or 91.19% of the target, increased by 4.95% from the previous year.

From the economic value generated, the Company regulates the distribution of economic value to stakeholders through non-operational expenses. The distribution of economic values to stakeholders is carried out through the payment of salaries and employee benefits, taxes and levies to the government, training and education costs for employees, as well as for social and community activities. Expenditures for local suppliers reached IDR2,370.45 billion.

In implementing Good Corporate Governance (GCG), PT Wijaya Karya Beton Tbk always follows the development of good governance in the Company. The Company has implemented updated GCG guideline, namely Board Manual, Code of Conduct, and Code of Corporate Governance, as well as the implementation of the GCG Implementation Assessment for 2019 by the Financial and Development Supervisory Agency (BPKP) with an assessment score of 88.936 or 'VERY GOOD'.

This assessment refers to the criteria and methodology set by the Ministry of State-Owned Enterprises (SOEs) Number SK-16 /S.MBU/2012 dated June 6, 2012 and the Financial Services Authority Circular Letter Number 32/SEOJK.04/2015 regarding Governance Guidelines for Public Company. WIKA Beton also received an award from The 11th IICD Corporate Governance Conference and Award as 'Top 50 Mid Cap Issuers' and 'Best Equitable Treatment of Shareholders' for the GCG implementation based on ASEAN Good Corporate Governance Scorecard criteria for the 2018 fiscal year with a score of 80.41 or 'GOOD'.

In terms of Safety, Health, and Environmental (SHE) performance, WIKA Beton reached 18,411,897 of safe man hours in 2019. There was no fatal accident (zero fatality) in all WIKA Beton operations. The application of SHE management system is in accordance with the international standards and regulations in Indonesia, including ISO 9001:2015 certification; ISO 14001:2015 certification; and OHSAS 18001:2007 certification. In order to prevent accidental incidents and ensure that all WIKA Beton people work in compliance with the procedures and SHE standards, QSHE patrol is carried out continuously.

From the quality aspect, WIKA Beton always maintains product quality in accordance with the Indonesian National Standard (Standar Nasional Indonesia - SNI). Moreover, the production process is also monitored and confirmed to have met environmental compliance, does not pollute the environment, and some have utilized environmental friendly materials. The use of additional materials, such as nickel slag and fly ash, are continuously inspected and monitored to prevent them from polluting the environment. The Company is also researching the use of bottom ash which can be utilized as the substitute for coarse/split aggregate.

On the environmental aspect, environmental monitoring around the Head Office, Sales Area (SA), Concrete Product Plant (CPP), and Crushing Plant (CP) have been carried out properly. Environmental aspects that are managed include energy consumption, water consumption, emissions measurement, as well as waste and effluent management. WIKA Beton is guaranteed to always comply with the applicable environmental regulations. All CPP have implemented Wastewater Treatment Plants (WWTP) so that water and wastewater management works effectively and efficiently. Other than as a form of corporate concern for the environment, it also supports the company's business sustainability in the future.

Risks, Opportunities, and Prospects

Efforts have been made to manage risks, opportunities, and prospects related to sustainability issues. Climate change has impacted the environment as the existence of earthquakes, floods, and landslides. Those risks do not have a direct impact on the Company, but is an opportunity for WIKA Beton to be able to provide products and services that are able to survive in those conditions. To realize this, WIKA Beton collaborated with universities and other parties, to inaugurate a research laboratory in Bogor, to develop innovations in construction technology and concrete products.

Speaking of other opportunities, there are still many market shares that will absorb construction services and precast concrete products in Indonesia, such as in Kalimantan and other eastern districts of Indonesia. To that end, in 2020 the Company added new factories in three locations, namely, Pekanbaru, Boyolali, and East Kalimantan. On the other hand, WIKA Beton is aware of the increasing number of competitors, therefore it has begun to activate the Sales Area in Kalimantan, and to gain control of natural materials. In 2020, the Company also plans to launch several new innovations that can support operations and marketing.

Throughout 2019, WIKA Beton has been keeping its focus to increase capacity, both in terms of production and resources. In the future, the Company has a goal to strengthen the business backward forward, so that it will be able to widen market outreach in both the domestic and international market.



Appreciation

We believe that the risks, opportunities, prospects, challenges, as well as sustainability meaning for the Company is how WIKA Beton ensures all stakeholders receive sustainable benefits as WIKA Beton's commitment, contribution and role as an Engineering, Production and Installation (EPI) company in the concrete industry precast in sustainable development according to ISO 26000 and SDGs guidelines. The positive impacts include improving the quality of life and the environment, which is beneficial to the company, the local community, and society in general. Further, as part of the global community, WIKA Beton also supports the Indonesia Government to achieve Sustainable Development in accordance with the Presidential Regulation No.59/2017 regarding the Implementation of Sustainable Development, which involving various parties with participatory.

The entire achievement of sustainability performance can be achieved on the synergy between the management system and the commitment, as well as efforts from all employees of WIKA Beton. This achievement is not inseparable with the cooperation and support from all of the stakeholders. On behalf of the entire Board of Directors of WIKA Beton, we express our highest gratitude and appreciation to all stakeholders, especially the employees of WIKA Beton.

In line with technology advancements and industrial developments, we believe that the achievements of sustainability performance can be improved continuously. Through "Integration of Information Technology-Based Innovations", WIKA Beton is optimistic that it can maintain its current position as the leader in the precast concrete market, and will continue to grow to deal with the new construction era. However, we also realize that the support of the Shareholders and all stakeholders is the most important thing for the company's business continuity. For this reason, we expect good and continuous cooperation from all shareholders and stakeholders. Lastly, enjoy your time reading this report.

Jakarta, March, 2020
On behalf of the Boards of Directors

Hadian Pramudita
President Director

Overview of Sustainability Performance

Economic Aspect Performance

Description	Unit	2019	2018	2017
Financial Performance				
Revenue	IDR billion	7,083.38	6,930.63	5,362.26
Profit of the year	IDR billion	510.71	486.64	340.46
Operating expense	IDR billion	(155.31)	(149.88)	(136.28)
Total assets	IDR billion	10,337.89	8,881.78	7,067.98
Total equity	IDR billion	3,508.44	3,136.81	2,747.93
ROA	%	4.94	5.48	4.77
ROE	%	18.63	20.01	17.82
Operation Performance				
Number of projects completed	contract	2,469	2,444	2,549
Value of projects received	IDR billion	7,776.92	7,292.72	7,044.46

Social Aspect Performance

Description	Unit	2019	2018 *)	2017 *)
Internal Performance				
Percentage of female employees compared to total employees	%	5.19	4.66	4.51
Number of trainees in a year	People	901	1,260	585
Number of training hours in a year	Hour	4,150	29,758	9,300
Employees training and education funds	IDR billion	4.43	2.66	2.04
Employee engagement index	%	87	N/A **)	88
Customer satisfaction index	Scale of 5	4.29	4.27	4.28
Social responsibility activities				
Realization of social responsibility activities funds	IDR billion	2.33	3.72	0.50

Notes:

*) Restatement

**) Survey conducted every two years

Environmental Aspect Performance

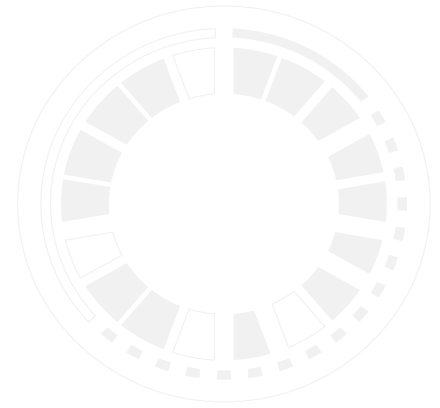
Description	Unit	2019	2018 *)	2017 *)
Internal Performance				
Intensity of electricity use	GJ/ton	0.022	0.031	0.021
Intensity of fuel use	Liter/ton	0.375	0.503	0.553
Intensity of gas use	m ³ /ton	0.078	0.070	0.075
Intensity of MFO use	m ³ /ton	0.132	0.125	0.097
Water consumption volume	m ³	319,430	264,944	252,785
Solid waste produced	m ³	83,156	51,797	45,209
Environmental Responsibility Activities				
Investment in environment	IDR million	106.58	0.93	105.78
Number of trees seedlings planted	Seeds	5,060	0	0

Note: *) Restatement

About Sustainability Report



Sustainability Report Profile



WIKA Beton has consistently reported annual sustainability performance since six years ago. This report is produced in an annual period, containing information and data on economic, social, and environmental performance. The purpose of WIKA Beton in developing a sustainability report is to utilize it as one of the tools to measure and evaluate the company's performance in managing operation impacts for stakeholders, as well as sustainability performance that covers economic, social and environmental aspects. [102-50, 102-52]

This sustainability report development used standards issued by the Global Sustainability Standards Board (GSSB), namely Global Reporting Initiatives (GRI) Standar with reference to the 'core' option. Other than that, to fulfill compliance with the regulator, this report also provided company's sustainability performance with reference to Reference of Financial Service Authority Regulation (Peraturan Otoritas Jasa Keuangan - POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies. [102-54]

There has not been an assurance by an independent party on the 2019 WIKA Sustainability Report. However, WIKA Beton holds the credibility of all the data and information presented in this report. The process of preparing the report started from the kickoff meeting on 2 December 2019, data collection involving all relevant agencies and the Secretariat of the Company, as well as interviews with the Board of Directors on 23 December 2019. Likewise, validation and final approval of this report are acknowledged and approved by the Directors. [102-56]

Evaluation and improvement of the content and quality of the sustainability report will be continued. WIKA Beton accepts suggestions and criticisms, as the involvement of stakeholders for the subsequent reporting. Suggestions and criticisms from stakeholders can be channeled through the feedback form at the end of this report. Suggestions and criticisms collected will be taken into consideration for the improvement of the next sustainability report. In relation to feedback from the previous report, the management has not been able to respond as there is no stakeholder submitting any feedback.



Contact Person for The Sustainability Report [102-3, 102-53]

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Report Content

The sustainability performance reported includes 5P aspects, namely Prosperity, People, Planet, Peace, & Partnership. Moreover, the contents of the report also conveyed business challenges in the concrete and construction industry throughout 2019, as well as WIKA Beton's response in dealing with them.

Data and information provided are narrative and numerical in nature, presented in two languages namely Indonesian and English. Furthermore, the tables and graphs provide comparison of performance of the current year with two previous years. Some of the data and information presented is the continuity of data and information from the sustainability report published last year, precisely in March 2019. [102-51]

Regarding the reporting scope, the data and information reported were sourced from WIKA Beton, however, data related to the number of employees presented were taken from WIKA Beton and its subsidiaries. The financial data in the table of economic value generated and distributed, were all taken from consolidated financial performance figures of WIKA Beton and its subsidiaries, namely PT Wijaya Karya Komponen Beton, PT Wijaya Karya Krakatau Beton, PT Wijaya Karya Pracetak Gedung, and PT Citra Lautan Teduh. [102-45]

From the various relevant topics to WIKA Beton's industry, priority topics will be specified in this report. The material topics priority was determined through a discussion process between internal parties represented by each Bureau, the Corporate Secretariat and external parties represented by academics and sustainability reports observers. These topics namely, Economic Performance; Supply chain; Quality, Safety, Health, & Environment (QSHE); Production Materials; Waste and Effluent Management; and Employee Competency Development. The topics disclosed were also changed in line with the sustainability issues in 2019 and considering the stakeholder expectations. Hence, there are significant changes in topics boundary. [102-46, 102-49]

In preparing sustainability report, the Company considered principles in defining report content including materiality, sustainability context, stakeholder inclusiveness, and completeness. Besides, WIKA Beton also took into account the aspects of balance, comparability, accuracy, timeliness, clarity, and reliability to comply with the principles of report quality.

There is restated data and information in this report, which intends to improve the data and information on the previous report. The presence of restatement is due to several additional data sources. [102-48]



List of Material Topics [102-47]

Material Topics

GRI Standards Indicator

Fulfilled

SDG Supported

Economic Performance

201 - Economic Performance



Supply Chain

204 - Procurement Practices



Quality, Safety, Health, & Environment (QSHE)

307 - Environmental Compliance
403 - Occupational Health and Safety (OHS)



Material

301 - Material



Waste and Effluent Management

306 - Waste and Effluents



Employee Competency Development

404 - Education and Training



Topic

Economic Performance [102-46, 102-47, 103-1]

Importance of The Topic and Its Development

Good economic performance will have a positive impact on stakeholders and ensure the sustainability of the company. The disclosure of economic performance information in this report is divided into three, namely economic value generated, economic value distributed, and economic value retained.

The Impact of Economic Performance for WIKA Beton and its Stakeholders

Management of good economic performance has a positive impact for the company (in executing its operations) and stakeholders (benefits for the employees, society through CSR, and tax revenues for the government).

The Involvement of WIKA Beton in Impact Management

1. Setting of financial targets;
2. Preparing financial statements;
3. Developing business strategies;
4. Performing internal and external audits on the company's financial performance.

Topic

Supply Chain [102-46, 102-47, 103-1]

Importance of The Topic and Its Development

Supply chain management is a significant aspect to support the company's business sustainability. To keep the supply chain running, WIKA Beton fixes internal functions and strengthens supply chain management (SCM) by forming a Supply Chain Management Bureau. In order to strengthen SCM, the Company will adjust several bureaus that were previously based on cost centers to profit center-based bureaus.

The Impact of Supply Chain for WIKA Beton and its Stakeholders

In the supply chain, WIKA Beton signs contracts with a number of suppliers, both for goods and services. Rigorous selection is applied to suppliers because their business management and practices will affect the image and reputation of WIKA Beton. Strong supply chain management will guarantee productivity.

The Involvement of WIKA Beton in Impact Management

1. Monitoring and evaluation on the supply chain;
2. Maintaining relationship with suppliers;
3. Forming a Supply Chain management Bureau;
4. Develop information technology-based systems to support SCM.

Topic

Quality, Safety, Health, & Environment (QSHE) [102-46, 102-47, 103-1]

Importance of The Topic and Its Development

Good product quality will guarantee customer satisfaction and market control. The implementation of Occupational Health and Safety (OHS) applies to all people in the work environment of WIKA Beton, in order to realize safe and quality operations. Environmental management is a vital part that must be done as the operations of WIKA Beton produces waste products and perform mining.

The Impact of QSHE for WIKA Beton and its Stakeholders

The optimal implementation of QSHE will drive the quality and productivity of the products produced, which will have a positive impact on increasing revenue, safety of the production process, prevention of environmental pollution, and the brand power.

The Involvement of WIKA Beton in Impact Management

1. Provide equipment and supplies to support employee safety;
2. Conduct QSHE Patrol;
3. Providing training and socialization related to OHS to all employees;
4. Applying Safety, Health, and Environment (SHE) Management System that comply to applicable regulations;
5. Carry out quality assurance certification based on ISO 9001:2015;
6. Conduct ISO 14001: 2015 certification related to environmental management systems;
7. Perform OHS Management System certification in the workplace, based on OHSAS 18001: 2007;
8. Providing health facilities and health check up for employees.

Topic

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

Importance of The Topic and Its Development

The product material used will affect the quality of the product. Therefore, the supply of raw materials and supporting materials must be ensured to meet the quality standards. WIKA Beton is planning to gain more control of the source of natural materials in order to reduce supplies from outside parties.

The Impact of Material for WIKA Beton and its Stakeholders

Good material selection and utilization which meet the given standards can result in good quality products. The company provides satisfaction in product quality to stakeholders (customers and government).

The Involvement of WIKA Beton in Impact Management

1. Conduct research and innovation for the utilization of supporting materials;
2. Maintain relationship with suppliers of raw materials and supporting materials which quality has met the specified standards;
3. Plan to gain more control of natural material resources.

Topic

Waste and Effluent Management [102-46, 102-47, 103-1]

Importance of The Topic and Its Development

Waste and effluents produced by the Concrete Production Plant (CPP) does not contain hazardous and toxic materials. Before leaving the factory the waste is managed to prevent it from polluting the environment. WIKA Beton has implemented waste and effluent management according to regulations and reported it to the concerned parties.

The Impact of Waste and Effluent Management for WIKA Beton and its Stakeholders

Waste and effluent management carried out at the CPP has been going well. WIKA Beton's success in managing waste and effluents has a positive impact on the company's reputation, investor confidence, and environment preservation. On the other hand, solid waste in the form of cement sludge can be utilized by the surrounding community as hardening materials for the infrastructure of roads.

The Involvement of WIKA Beton in Impact Management

1. Availability of standardized WWTP in all CPP;
2. Meet the performance of waste and effluent management in accordance with the waste quality standard regulations for industrial activities;
3. Placing personnel to monitor the WWTP and its flow meters.

Topic

Employee Competency Development [102-46, 102-47, 103-1]

Importance of The Topic and Its Development

Employees are one of the significant capital for the company. WIKA Beton strives continuously in improving employee's skills and competencies to support them respond to job demand, career path, and enhance the competitiveness of the Company.

The Impact of Employee Competency Development for WIKA Beton and its Stakeholders

Competent employees are expected to increase the competitiveness and efficiency of the Company. Overall competency development is beneficial for employees and companies to support business continuity, which ultimately results in corporate profits so that it provides benefits to stakeholders.

The Involvement of WIKA Beton in Impact Management

1. Preparing training design;
2. Performing Training Need Analysis (TNA);
3. Performing competence assessment of employees as well as feedforward and job achievement assessment.

Management Approach on Material Topics



Topic: Economic Performance [103-2, 103-3]

The overall operations performance of 2019 was better than the previous year, although it was below the target. This was influenced by market conditions that were not great so that the achievement was lower than the Company Work Plan and Budget but still exceeded the achievements in 2018. Most of the revenue came from the private sector with a contract value of IDR5,504 billion or 42.50% and followed by the contract sector from WIKA with amount up to IDR4,275 billion or 33.01%. In terms of financial performance, WIKA Beton recorded operating revenues of IDR7.08 trillion, with a net profit of IDR510.71 billion, increasing 4.95% from the previous year.

The Company targets to increase sales turnover and net profit in the future to maintain and even increase economic performance. In addition, to improve competitiveness, WIKA Beton also applies information technology to business processes comprehensively, continues to explore innovation, and produces the best quality products.

Topic: Supply Chain [103-2, 103-3]

One of the Company's strategies this year is to strengthen the supply chain to ensure the availability of raw materials and other supporting materials, through the acquisition and participation of supplier companies. The strategy is carried out to achieve production targets and support the goal of WIKA Beton to become a concrete expert and market leader in Indonesia and Southeast Asia.

In 2019, supply chain management is under the responsibility of the Procurement Bureau. Through the Procurement Bureau, WIKA Beton applies a strict selection of goods and services specifications that will be supplied from vendors. The policy is applied to support the quality of concrete products and strengthen the company's brand and reputation. The supply of goods and services in 2019 comes from local suppliers by 98.61%, with a value of IDR2,370.45 billion. The rest of IDR29.06 billion or 1.39% was filled by international suppliers.

Topic: Quality, Safety, Health, & Environment (QSHE) [103-2, 103-3]

To achieve optimal QSHE performance, a joint commitment from all employees of WIKA Beton is required. The implementation of QSHE is under the responsibility of the QSHE Bureau. The Occupational Health and Safety Management System has been implemented in accordance with PP No. 50 of the year 2012 governing Occupational Health and Safety Management System. Meanwhile the Quality Management System has been implemented in accordance with ISO 9001:2015, whereas the Environmental Management System has been implemented in accordance with ISO 14001:2015 and Occupational Health & Safety Management System based on OHSAS 18001:2007.

Internally, WIKA Beton has policies to optimize the implementation of QSHE, through the Policy of Occupational Health, & Safety and Environment. In practice, every employee at all levels, including contractors has a role and responsibility to maintain quality, prevent incidents, health hazards, social incidents, safety accidents, and environmental damage caused by production process activities.

Through joint efforts in delivering good QSHE performance results in 2019, WIKA Beton is able to achieve 18,411,897 safe man-hours, achieve the zero accident target, and other achievements. As much as five Concrete Production Plant received the "Golden Flag" for the continuous implementation of QSHE patrol, and the Assessment Team provided QSHE evaluations and recommendations to improve QSHE performance at the CP Cigudeg, Balikpapan-Samarinda Project, Pettarani Project, Ready-mix Pettarani, Ready-mix concrete High-Speed Rail (HSR) Concrete, Kijing & EDMP Project, South Sumatera CPP, Karawang CPP, and Pasuruan CPP.

Topic: Material [103-2, 103-3]

Production materials consist of raw materials and auxiliary materials. The availability of material greatly influences the productivity of concrete. The target of WIKA Beton related to material procurement in the future is to increase the mining of natural material resources to meet internal needs. In this way, the Company can reduce supply from outside and support efficiency.

Material supply management is under the responsibility of the Corporate Production Bureau. The management has policies regarding the quality and specifications of the materials purchased and used, in order to maintain WIKA Beton's commitment to the quality of concrete products.

In 2019, all materials purchased and used have been evaluated and nothing was under the standard specifications. The utilization of fly ash has been implemented in almost all CPP. The utilization includes hazardous and toxic material waste management. Meanwhile, the capacity of quarry and CP in 2019 increased 53.70% from 2018 capacity. This caused by the increment of South Lampung CP utility, as well as the productivity increment of Donggala CPP and Bogor CPP in order to support ready mix raw material supply.

Topic: Waste and Effluent Management [103-2, 103-3]

WIK A Beton is committed to managing waste and effluents from the results of CPP and CP in accordance with the applicable policies. The policies implemented include the factory wastewater management system, 3R solid waste, as well as efforts to eliminate dust waste through reforestation around the factory and monitor it according to the threshold of the Environmental Impact Management Agency (BAPEDAL). The application of waste and effluent management is under the responsibility of the QSHE & Management System Bureau.

Monitoring and evaluation of the implementation of waste (pH and Total Dissolved Solids/TDS), and effluent management is carried out every month to be reported to the Regional Environmental Office and reported every 6 months to Environmental Management Efforts and Environmental Monitoring Efforts (UKL/UPL). Reports on the results of environmental performance that will be reported by CPP to the Regional Environmental Office will be carried out starting in 2020.

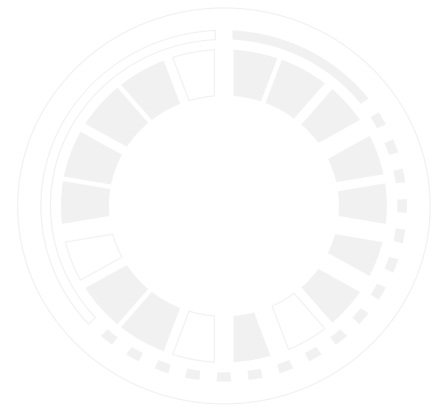
Topic: Employee Competency Development

[103-2, 103-3]

The purpose of developing employee competencies is to create excellent and competitive human capital. Employee competency development is part of HR management and is under the responsibility of the Human Capital Bureau. WIK A Beton is committed to providing opportunities for all employees to develop their competencies, by accessing education and training in a fair manner.

WIK A Beton management has made design training to be implemented every year. Competency development is realized in the form of internal and external training; regeneration through coaching, mentoring, and counseling; advanced education to master and doctoral degree. In 2019, employee competency development activities have been carried out smoothly. The number of training hours in a year was recorded at 4,150 hours, with the number of employees attending the training as many as 901 people, which was 91.79% male employees and 8.21% female employees. Seven staff members are facilitated to pursue advanced education.

Stakeholders Involvement



Stakeholders involved in the company's business activities greatly affect the sustainability of WIKA Beton significantly. Therefore, the company maintains the relationship with stakeholders through all Bureaus. Professional relationships with stakeholders are always built in order to get good business cooperation, input, and valuable suggestions to improve the performance of WIKA Beton. Through approaching the stakeholders, it is expected to increase the understanding of WIKA Beton in providing quality products and services, as well as providing a beneficial cooperative relationship to all stakeholders. [102-42]

The Company identifies stakeholders by referring to the 2015 version of AA1000 Stakeholder Engagement Standard. There are six attributes used to determine stakeholders, namely: [102-42]

1. Dependency (D): If WIKA Beton has a dependency on a person or an organization, or vice versa.
2. Responsibility (R): If WIKA Beton has legal, commercial or ethical responsibilities towards a person or an organization.
3. Tension (T): If a person or organization needs WIKA BETON's concern regarding certain economic, social or environmental issues.
4. Influence (I): If a person or an organization has an influence on WIKA Beton or other stakeholder strategies or policies.
5. Diverse Perspective (DP): If a person or an organization has different views that can influence the situation and encourage activities that does not exist before.
6. Proximity (F): If a person or an organization has geographical and operational proximity to WIKA Beton.

Stakeholders Involvement [102-40, 102-43, 102-44]



Types of Stakeholders

Customers

Meeting/Mean of Engagement and Frequency

1. Website and frontline information at any time as needed or incidental;
2. Direct visits, with a minimum frequency of once a year.
3. Call center services;
4. Customer satisfaction survey once a year.

Significant Topic of the Meeting and Needs

1. Information on various products and services;
2. Information about product processing and cultivation;
3. Coordination of customer needs every month;
4. Bill payment method;
5. Complaint services, grievance, and solutions;
6. Get service satisfaction.

Efforts to fulfill the needs

1. Provide and improve access to information on products and services;
2. Sales Bureau actively coordinates with customers;
3. Provides access to customer complaints and complaints;
4. Follow up and provide solutions to customer complaints or grievances.



Types of Stakeholders

Shareholders

Meeting/Mean of Engagement and Frequency

Performance reporting quarterly.

Significant Topic of the Meeting and Needs

1. Financial performance;
2. Non-financial performance;
3. Year- round performance on governance, financial, non - financial performance and others.

Efforts to fulfill the needs

1. Making consolidated financial statements;
2. Make an Annual Report;
3. Make a Sustainability Report;
4. Hold an Annual and Extraordinary General Meeting of Shareholders.



Types of Stakeholders

Government

Meeting/Mean of Engagement and Frequency

Hearing meeting.

Significant Topic of the Meeting and Needs

1. Management of business licenses and regulations;
2. Coordination related to trade, export/import.

Efforts to fulfill the needs

1. Following government scheduled activities;
2. Compliance with regulations;
3. Provide periodic performance reports.



Types of Stakeholders

The Financial Services Authority

Meeting/Mean of Engagement and Frequency

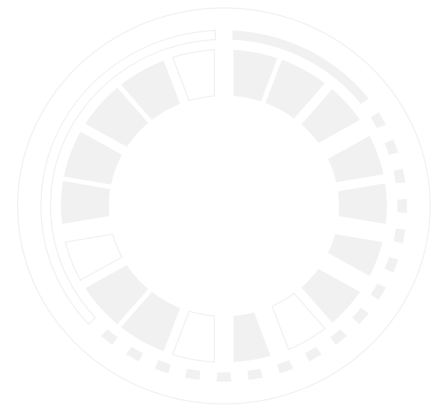
1. Reporting on implementation;
2. Compliance and notification to the Financial Services Authority.

Significant Topic of the Meeting and Needs

Information about compliance with applicable statutory provisions.

Efforts to fulfill the needs

1. Comply to Financial Services Authority regulations;
2. Make annual reports and sustainability reports.



Types of Stakeholders

Banking

Meeting/Mean of Engagement and Frequency

1. Letter of Credit (LC);
2. Credit agreement.

Significant Topic of the Meeting and Needs

1. The procedures, terms and conditions of LC, or credit agreement;
2. LC and credit methods and payments;
3. Sanctions if there is a default.

Efforts to fulfill the needs

1. Meet bank requirements;
2. Make credit payments as they fall due.



Types of Stakeholders

Employee

Meeting/Mean of Engagement and Frequency

Internal media bimonthly.

Significant Topic of the Meeting and Needs

1. Policy and strategy socialization related to staffing;
2. Equal employment opportunities and career paths;
3. Career development, training, and others;
4. Health and safety insurance.

Efforts to fulfill the needs

1. Fulfill employee normative rights;
2. Organize training and competency development;
3. Assess employee performance;
4. Provide health benefits and pensions.



Types of Stakeholders

Partner

Meeting/Mean of Engagement and Frequency

1. Work contract, incidental frequency in a year;
2. Seminars and workshops, at least once a year.

Significant Topic of the Meeting and Needs

1. An objective procurement process
2. Mutual profitable, transparent, and fair cooperation
3. Explanation of scope of work;
4. Clauses regarding the billing of work costs;
5. Basic strategy and mapping.

Efforts to fulfill the needs

1. Provide clear information during the tender process;
2. Cooperate according to the contract agreed with the partner;
3. Make payments on time.



Types of Stakeholders

Similar Business Entities and Associations

Meeting/Mean of Engagement and Frequency

Meetings and activities, whether on a national, regional, or international level.

Significant Topic of the Meeting and Needs

1. How to improve corporate governance, including capturing renewals of governance issues;
2. Business strategies in dealing with problems and challenges.

Efforts to fulfill the needs

Hold discussions during meeting.



Types of Stakeholders

Community/Community Based Organizations

Meeting/Mean of Engagement and Frequency

1. Strategic cooperation to implement programs of Corporate Social Responsibility, whether in the economic, social, and environmental sectors;
2. Meeting with community-based organizations, civil society organization, communities around, and universities.

Significant Topic of the Meeting and Needs

1. CSR program socialization;
2. Implementation of CSR programs;
3. Strategies to optimize the achievement of CSR programs;
4. Information about the company activities.

Efforts to fulfill the needs

1. Carryout CSR activities that effective and efficient;
2. Make CSR roadmap;
3. Make sustainability roadmap.



Types of Stakeholders

Media

Meeting/Mean of Engagement and Frequency

Press release.

Significant Topic of the Meeting and Needs

Economic Performance.

Efforts to fulfill the needs

1. Upload news and financial performance reports on the company's website;
2. Providing financial performance information to the media.

About Wika Beton



An Overview

Vision, Missions, and Core Values [102-16]

Vision

To be a leading company engaged in the business of providing Engineering, Production, and Installation (EPI) in the concrete industry in Southeast Asia

Values



AGILITY

Change, Focus, Fast

CARING

Accountable, Respect,
Safety Oriented

EXCELLENCE

Commitment, Innovation, Professional

Mission

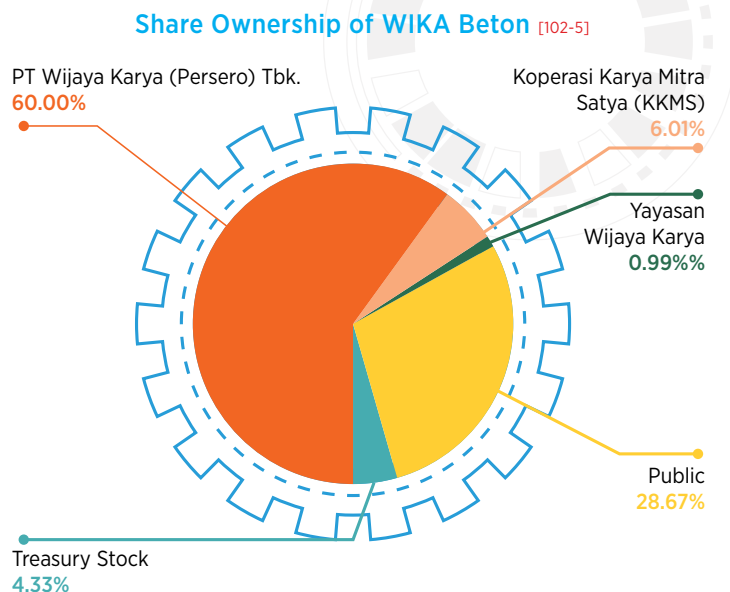
1. Providing competitive products and services and meeting customer expectations;
2. Providing more values through business processes that meet and fulfill the requirements and expectations of stakeholders;
3. Carrying out appropriate management and technology system to improve the efficiency and consistency of quality, occupational safety and health with environmental awareness;
4. Growing and developing together with working partners in a healthy and sustainable manner;
5. Developing competence and welfare of employees.

Paradigm

1. Change is a necessity;
2. The market is the foundation for the Company's business development;
3. Customer is the main factor in the Company's success;
4. Leadership encourages excellent performance;
5. Competency is the main asset of the Company
6. Every activity conducted has to provide added values;
7. Speed is very essential;
8. Technology becomes the leverage for business development.

Company Profile

PT Wijaya Karya Beton Tbk (WIKABETON) was established in 1997, is one of the subsidiaries of a State-Owned Enterprises (SOEs) PT Wijaya Karya (Persero) Tbk. According to the Articles of Association of the Company, business aims and objectives of WIKABETON are to engage in concrete trade and industry, services, construction, and other related business fields. The business development of WIKABETON has expanded its capacities in addition to products and services, until the expansion of the market. [102-1]



WIKABETON has three subsidiaries, namely PT Wijaya Karya Komponen Beton (WIKAKOBE), PT Wijaya Karya Krakatau Beton, and PT Citra Lautan Teduh, as well as one associate company, PT Wijaya Karya Pracetak Gedung Tbk. With these subsidiaries entities, WIKABETON is optimistic that the Company is able to continue to be the concrete expert in Indonesia and even Southeast Asia.

Scale of the organization [102-7]

Description	Unit	2019	2018	2017
Subsidiary	Unit	3	3	3
Associate company	Unit	1	1	1
Number of factories (including factories managed by subsidiaries)	Unit	14	14	10
Quarry location	Unit	3	3	3
Installation service	Unit	5	5	4
Number of employees *)	People	1,492	1,450	1,311
Value of projects completed	IDR Billion	6,712	5,841	7,108
Number of projects completed	Contracts	2,469	2,444	2,549
Production capacity of precast concrete	Ton	4,051,000	3,644,000	3,065,000
Production capacity of ready mix concrete	Ton	1,279,800	1,185,000	N/A
Revenues	IDR Billion	7,083.38	6,930.63	5,362.26
Profit for the year	IDR Billion	510.71	486.64	340.46
Total capitalization :				
- Total liability	IDR Billion	6,829.45	5,744.97	4,320.04
- Total equity		3,508.45	3,136.81	2,747.93
Total asset	IDR Billion	10,337.89	8,881.78	7,067.98

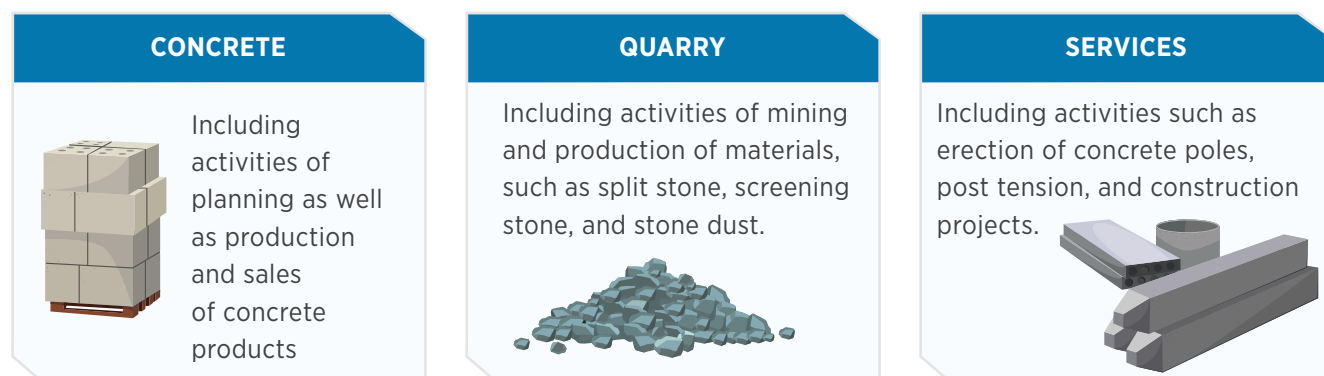
Note: *) including honorary employee

WIKABETON maximizes all resources, technology, and integration with stakeholders and subsidiaries. Until the end of 2019, WIKABETON and its subsidiaries have fourteen factories that are actively operating and spread across Indonesia. Twelve factories are managed by WIKABETON, meanwhile, two others are managed by its subsidiaries. All factories owned have been implementing the Precast-Engineering Production Installation (EPI) pattern.



Products and Services [102-2]

The business that has been conducted by WIKA Beton are according to the business aims and objectives of Articles of Association of the Company, which are concrete trade and industry, services, construction, and other related business fields. In general, the company divides its business into three segments:



The Concrete business segment is the core business of WIKA Beton. In this Segment, WIKA Beton focuses on planning until the production of precast concrete products with various types such as piles, railroad bearings, transmission poles, pipes, and concrete products for bridges, retaining walls, land buildings, maritime structures, and others.

In Quarry business segment, WIKA Beton conducts mining and production of materials such as split stone, screening stone, and stone dust. This segment

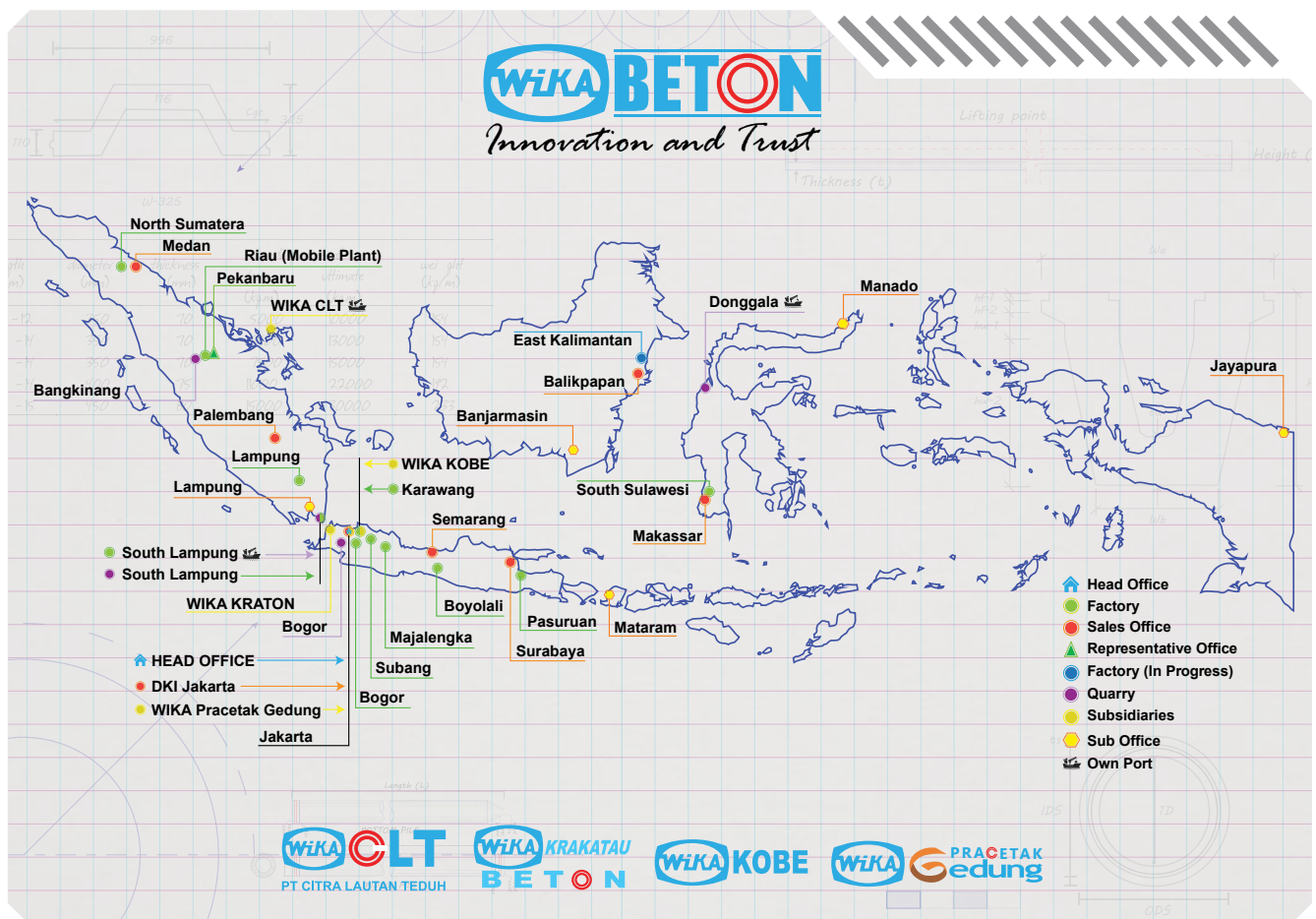
is part of the concrete production process. Until now, WIKA Beton has three crushing plants as quarries or mining sites which produce four products, namely split 1-2, screen, stone dust, and split 2-3.

On the other side, to complete the products offered, Wika Beton is also provided services that include erection activities with inner bore/pre-bore system, post-tension, and construction project. This Service Business segment is a part of the business innovation process of WIKA Beton.

Operating Area [102-4]

In 2019, WIK A Beton expanded its market abroad. The operating area of WIK A Beton includes Indonesia and has expanded to The Philippines. In the Philippines, WIK A Beton has conducted sales and export of railroad bearings. Meanwhile in Indonesia, the Company has working areas that include head office, factories, branch offices, quarry, subsidiaries, sub-office, ports, as well as sales areas that include the location of the sales office, and the distribution of market absorption from Sabang to Merauke.

Operating Area Map of WIK A Beton [102-4]



Association Membership and External Initiatives that Followed

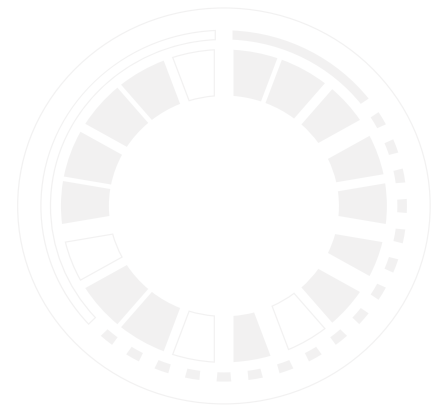
Certification Held [102-12]

No.	Certification	Validity Period
1	ISO 9001: 2015 Quality Management System Scope of Certification: North Sumatera Concrete Product Plant (CPP), South Lampung CPP, Bogor CPP, Karawang CPP, Subang CPP, Majalengka CPP, Boyolali CPP, Pasuruan CPP, South Sulawesi CPP, Crushing Plant (CP) South Lampung, Bogor CP, Donggala CP.	July 10, 2019 - July 31, 2022
2	ISO 14001: 2015 Environmental Management System Scope of Certification: Design, Manufacture, and concrete product installation, Prestressing and Crushing Plant (CP).	February 25, 2019 - February 24, 2022
3	OHSAS 18001: 2007 Occupational Health & Safety Management System Scope of Certification: Design, Manufacture, and concrete product installation, Prestressing and Crushing Plant (CP)	September 27, 2019 - 11 March, 2021
4	Occupational Health & Safety Management System based on Government Regulations no. 50 of 2012 for:	
	- Lampung CPP	July 14, 2017 - July 14, 2020
	- North Sumatera CPP	July 30, 2018 - July 30, 2021
	- Majalengka CPP	March 29, 2019 - March 29, 2022
	- Boyolali CPP	March 29, 2019 - March 29, 2022
	- Karawang CPP	March 29, 2019 - March 29, 2022
	- Bogor CPP	March 29, 2019 - March 29, 2022
	- South Sulawesi CPP	July 14, 2017 - July 14, 2020
	- Pasuruan CPP	July 30, 2018 - July 30, 2021
	- South Lampung CPP	March 29, 2019 - March 29, 2022

Membership of Association [102-13]

No.	Name of Association	Status of Participation	Due Date of Membership
1	Indonesian Chamber of Commerce and Industry (KADIN)	Member	March 31, 2021
2	Indonesian Association of Precast and Prestressed Company (AP3I)	Member	May 16, 2020
3	Indonesian Association of Concrete Pole Producer (APTI)	Member	April 29, 2021
4	Indonesian Association of Procurement and Distribution Company (ARDIN)	Member	February 26, 2021
5	Indonesian Association of Mechanical Electrical Contractor (Akmelindo)	Member	October 09, 2020
6	Indonesian Stock-Issuer Association (AEI)	Member	as a member since October 30, 2014 - Now

Sustainability at Wika Beton



The vision of WIKA Beton to be the leading company engaged in the business of providing Engineering, Production, and Installation (EPI) in the concrete industry in Southeast Asia, has been implemented with commitment and integrity to provide competitive products and services. In order to meet customer expectations and even more, WIKA Beton has been carrying out appropriate business processes that meet the requirements and expectations of the stakeholders, while still paying attention to the environment.

The synergy between the systems, resources, process, and the uses of appropriate technology, are constantly being managed well to improve efficiency,

consistency of quality, occupational safety and health, as well as operation with environmental awareness. WIKA Beton hopes the Company's sustainable performance would bring a positive impact to the environment, stakeholders, and current and later sustainable development.

Sustainability Strategy

During the implementation of the sustainability strategy, WIKA Beton has adopted ISO 26000 Guidance on Social Responsibility and integrate the implementation of Corporate Social Responsibility with Sustainable Development Goals (SDGs).

Sustainability Roadmap of WIKA Beton 2020-2022



The ISO 26000-based social responsibilities or corporate social responsibility (CSR) includes seven core subjects, including organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement and development. ISO 26000-based Corporate social responsibility can't be separated from the operational process of the Company, because of six out of the seven core subjects have been implemented internally in the Company.

The commitment of WIKA Beton to bring positive impacts to the local community has been implemented through strategic community involvement development (CID). The main pillar of CID program in the CSR are WTON Peduli, WTON Pintar, WTON Sehat, and WTON 3R (Reduce, Reuse, Recycle).

Planning and CSR Programs of WIKA Beton

Roadmap WTON 2020-2022

- 2023** CSR Towards World Class Quality
- 2022** Excellent Performance Sustainability
- 2021** Sustainability Affirmation & Development
- 2020** The Laying of the Foundation of Sustainability

Budget Allocation

Realization of CSR fund of 2020
IDR2.3 billion

CSR Program Pillars

- WTON PEDULI
- WTON PINTAR
- WTON SEHAT
- WTON 3R (REDUCE, REUSE, RECYCLE)

CSR Program

- Philanthropy
- CID
- Non CID

Materiality



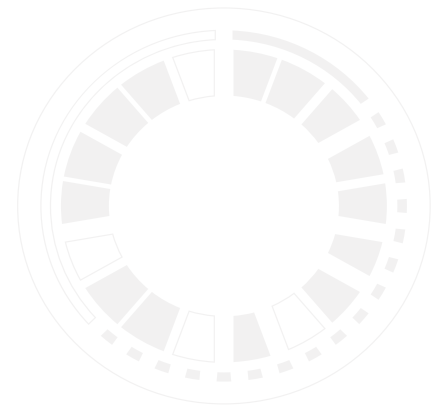
- People
- Planet
- Prosperity
- Peace
- Partnership

Sponsorship, donation, fund aid, financial support, charity, religious events and commemoration of Indonesia's Independence Day; Scholarship; Natural Disaster Aid; Blood donation; WIKA Beton Goes to Campus; CSR Day at WIKA Beton.

Prime Program of WTON 2020:

- 1 The uses of residual wastes and other wastes such as used tires, used oil drums, used safety shoes, etc.
- 2 Hollow Core Slab Concrete residual management, Liquid Waste of Centrifugal Concrete and Raffia Plastics Wastes processed to be concrete brick, paving block as community development program WTON 2020.
- 1 Standardizing Water Waste Management Installation at CPP;
- 2 Tree Planting for Zero Emission Program; Training and Assistance of potential vendors and vendor gathering;
- 3 Utilization of fly-ash as concrete admixture
- 4 materials & environmental-friendly concrete program;
- 5 Development of Sustainability Report 2019.

Working Unit	Budget (IDR)
Head Office	500,000,000
Sales Area	600,000,000
Concrete Product Plant	1,150,000,000
Crushing Plant	50,000,000
Total	2,300,000,000



Based on the SDGs indicator mapping and ISO 26000, the Action Plan Roadmap Sustainability WTON 2020-2022 has been formulated, and in the stages of CSR developments as follows:

The Laying of CSR Basic 2020	CSR Affirmation & Development 2021	Excellent Performance 2022
Process (Input)		
- Internal/External Workshop to Align the Standard Understanding of the CSR. - The Study of Perception, Social Mapping, CSR Roadmap Development Workshop, CSR Strategy, CSR Priority/thematic Program, Standard Operating Procedure (SOP), Budget Allocation. - Study/FGD and development of CSR Committee.	- The Process of Alignment and Integration of CSR Organizational Structure in the Corporation (CSR Committee). - Strengthening Monev System/ Communication/Information of CSR. - Strengthening the Forum CSR in the Village/Village Office (Training & Assistance). - The implementation of the selected program and good administration/governance based on ISO 26000. - Stakeholder Strengthening through Dialogs and Workshops.	- Optimizing The Program and Policies of CSR. - Development of CSR System, integrated with the Company performance. - Development of Management Information System (MIS) of the CSR and KPI for every program, as well as impact evaluation of CSR program. - Internalizing Corporate Culture based on the value of ISO 26000.
↓	↓	↓
The Laying of CSR Basic 2020	CSR Affirmation & Development 2021	Excellent Performance 2022
The Work Result (Outcomes & Expectations)		
- Establishes CSR Roadmap, CSR Strategy, Priority/thematic Program, Program Instrument, Standard Operating Procedure (SOP), and Budget Allocation. - Establishing CSR Committee. - Establishing Comdev. Program. - One priority-scale program, WTON 3R, in all the work units. - Wastewater Treatment Plants (WWTP) Planning at all factories. - Planting trees to support the reduction of greenhouse gas emissions. - Sustainability Report according to GRI Standards, SDGS, and ISO 26000.	- Establishing Better Image (excellent program implementation). - Establishing better harmony with stakeholder/stakeholders engagement (eliminating demonstrations). - Implementation of priority-scale CSR Program, WTON Pillars, based on ISO 26000. - Establishing Information System integrated with CSR. - Well-conducted activities and Comdev Monitoring, as well as training and its assistance. - SR with accurate data and optimum information.	- Developing Company Culture based on performance related to CSR. - To be eminent company in the practice of CSR based on ISO 26000. - Conducting comparative study in the practice of CSR. - Obtaining CSR awards and nominated on ASRA. - Follow up the evaluation and Community Development/CSR impact to beneficiaries and the Company. - Conducting one priority program in CSR Community Development, in every WTON Pillar. - Integrated CSR Information System contains information and performance review of the CSR. - Sustainable report excellent.

Sustainability Committee of WIKA Beton

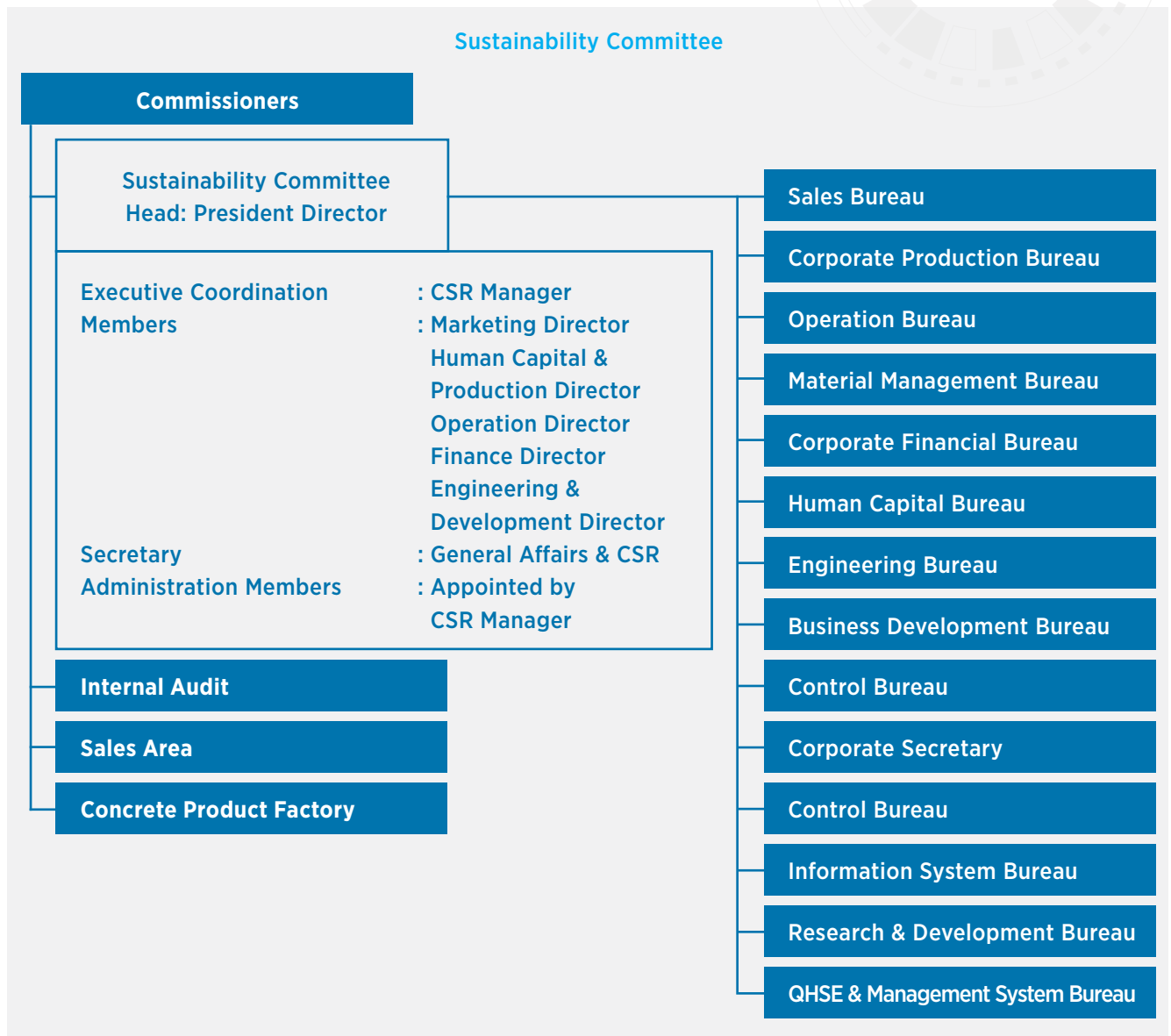
Corporate Social Responsibility (CSR) becomes responsibility for all Business Unit in WIKA Beton. Holistic CSR implementation will drive the success of the Company in achieving sustainable performance. WIKA Beton has mapped the holistic delegation and responsibility in CSR implementation internally.

Identification of responsible department for ISO 26000-based Corporate Social Responsibility implementation:

Aspects	Responsible Department
Organizational governance	Company Secretary (Legal and GCG Section)
Labour Practices	Human Capital Bureau
Human rights	Human Capital Bureau
The Environment	QSHE and Management System Bureau
Fair operating practices	Control Bureau
Consumer issues	Sales Bureau, Engineering Bureau, Company Secretary (General and CSR Section)
Community involvement and development	Company Secretary (General and CSR Section)



In hope for holistically and strategically coordinated CSR activities, the Company has formed a Sustainability Committee, with members as follows:



Description of duties for the Board of Directors and the Board of Commissioners, employees, officers and/or work units as the Sustainability Committee:

1. Formulating materiality sustainability issues related to business risk and strategic business plan.
2. Each Bureau identified issues that potentially inhibit and encourage the accomplishment of SDGs priority.
3. Each Bureau formulates risks that could impact the achievement of business strategy and sustainability of the Company.
4. Each Bureau formulates responses that could be taken to address potential issues.
5. Each Bureau formulates responses as risk mitigation for business sustainability.
6. All committee members shall formulate key indicators of the success of each Bureau to contribute to achieve SDGs.
7. Each Bureau monitors the implementation of actions formulated to address issues, business risks, and business mitigation.
8. Each Bureau evaluates its own contribution performance in the process to achieving the focuses of SDGs.

9. All committee members shall report the SDGs-focus achievement.
10. Reports need to formulate learnings (lessons learned) and recommendations to improve the upcoming year.
11. The sustainability committee awards the best performance achievement.



The scope of the activity of the Sustainable Committee is to identify, measure, monitor, and control the risk of CSR implementation related to economy, social, and environmental aspects. Directors and Board of Commissioners actively involved in management, periodical assessment, and reviewing the effectiveness of the risk management process of CSR implementation.

1. Sustainability Committee meeting conducted every three months.
2. Invitation and meeting agenda will be delivered to the committee members no later than seven days before the Sustainability Committee meeting.
3. During the meeting, every bureau will deliver report on the identification of:
 - Issues that could potentially disrupt the operation of the company;
 - Risks that could obstruct the production process;
 - Issue responding strategy;
 - Risk mitigation strategy.
4. Meeting notes shall be prepared by Committee Secretary.
5. Meeting notes shall be approved by the President Director as the Head of the Committee Meeting notes shall be distributed to every member of Sustainability Committee.
6. Result of CSR activity implementation by and the performance achievement progress by each bureau will be delivered during the end-of-year meeting.

Assessment on accountability and transparency of Sustainability Committee will be monitored through:

1. The result SDGs performance achievement that will be audited by Internal Auditor.
2. Activity Report from the Sustainability Committee delivered to every member of the Sustainability Committee and Commissioners.
3. The result of the audit report shall be delivered to the Board of Directors and Commissioners.

Support to SDGs

The sustainability performance of WIKA Beton is also directed to support the Sustainable Development Goals (SDGs). These Sustainable Development Goals consist of 17 goals set out by the United Nations (UN) and each country can ratify these goals according to their conditions. Indonesia is one of the countries that supports the achievement of SDGs.

Through business activities and corporate social responsibility, WIKA Beton also exhibits a commitment to support the achievement of SDGs. The Company has carried out SDGs mapping integrated with the implementation of ISO 26000 Social Responsibility to determine the direction of SDGs (SDGs compass). The four SDGs that have become the focus are SDG 3, SDG 6, SDG 8, and SDG12. In addition to the four SDGs focuses, WIKA Beton continues to implement CSR in line to support the other goals of SDGs, including SDG 1, SDG 4, SDG 10, SDG 16 and SDG 17.

3 GOOD HEALTH AND WELL-BEING



Activity

Tree planting

Core subject ISO 26000

The environment

Issue 1 : Prevention of pollution

Target

Planting trees around Head Office, Sales Area, Concrete Product Plant (CPP), Quarry, Divisions and Projects around ± 1,500 trees.

Strategy

- Carried out annual tree planting.
- Carried out tree planting around the Head Office, Sales Area, Concrete Product Plant (CPP), Quarry, Divisions, and Projects.
- Collaborate with third party to obtain trees seeds and conducting tree planting.
- Collaborate with community around the tree planting location to maintain the trees.
- Conducting monitoring and evaluation of activities.

3 GOOD HEALTH AND WELL-BEING



Activity

Management of concrete production residual waste, and solid and liquid waste.

Core subject ISO 26000

The environment

Issue 2 : Sustainable resource use

Target

- Management of wastes/used materials such as residual wood, used boots, tires, drums, that were managed with the 3R principle. This process is conducted at two CPP, specifically Majalengka CPP and Subang CPP. In the future, this will be implemented in all CPP.

Strategy

- Reprocess the waste and utilize the residual products and waste into recycling goods such as waste bin, flower pot, photo frame, gazebo, garbage can that can be donated to the city park, school park, and green area surrounding the working unit.
- Utilization of waste/residue of concrete production results for reproduction into economically-valued goods such as concrete bricks and paving blocks. This activity is in the process to be one of the WIKA Beton Community Development priority programs.

3 GOOD HEALTH AND WELL-BEING



Activity

Management of concrete production residual waste, and solid and liquid waste.

Target

- Managements of wastes/failed concrete production residuals. In 2020, this process will be implemented as Community Development program at Bogor CPP.
- Utilization of solid waste that was produced $\pm 80,000 \text{ m}^3/\text{year}$.

Strategi

- Utilization of solid waste to pile and patch the road around the working unit and road around the housing of the local communities.
- Management and utilization of water waste to be re-used to water the road at working unit area to decrease dust pollution
- Conducting monitoring and evaluation of activities.

3 GOOD HEALTH AND WELL-BEING



Activity

Blood Donation

Core subject ISO 26000

Community involvement and development

Issue 6: Health

Target

- Participants for each implementation per working unit: ± 100 person.
- The implementation was done at every working unit: Head Office, Sales Area, CPP, Projects, and Division, and also public citizens.
- Conducted twice a year.

Strategy

- Involving public citizens through an announcement a few days before the day of the activity.
- Blood donation conducted at accessible places, at least at the Office of Working Units.
- Conducted collaboration with Red Cross Indonesia, UTD, etc.
- Conducting monitoring and evaluation of activities.

6 CLEAN WATER AND SANITATION



Activity

Wastewater Treatment Plants (WWTP)

Core subject ISO 26000

The environment

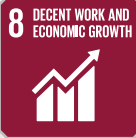
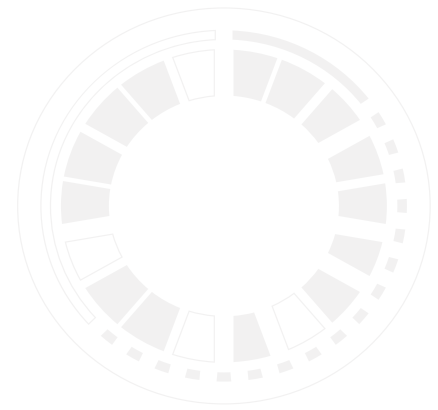
Issue 1 : Prevention of pollution

Target

- Standardizing the installation of wastewater management at 14 location of Concrete Product Plant (CPP).

Strategy

- Standardizing Wastewater Treatment Plants (WWTP) based on the requirements and regulations applies.
- Increase the number of flow meter.
- Recruits special staff to handle WWTP.
- Conducting monitoring and evaluation of WWTP by the QSHE & Management System Bureau and Production Bureau.



Activity

- Collaboration with local suppliers
- Training and assistance for potential vendors

Core subject ISO 26000

Consumer issues

Issue 7 : Education and awareness

Target

- Achieves the receivables KPI of 100%.
- Local suppliers as the main priority, with a composition of $\geq 60\%$.
- Training and assistance for vendor ± 2 times per year.
- Vendor gathering ± 1 time per year.

Strategy

- Corporate Financial Bureau, Sales Area carried out a collaboration with the Legal Division to improve contract administration system.
- The review monitoring system of receivables and achievement of receivable KPI.
- Delivering training and assistance to the local community to fulfill requirements to be the vendor of WIKA Beton, especially local suppliers.
- Conducting monitoring and evaluation.



Activity

Scholarship Program

Core subject ISO 26000

Community involvement and development

Issue 2 : Education and culture

Target

- Provides scholarship support to the children of full-time employees of WIKA Beton ± 10 people per year.
- Providing employment-related scholarship programs.

Strategy

- Channel scholarships to the less-fortunate children of employees or children of full-time employees of WIKA Beton, and have achievement for one year.
- Conducted selection process for employment-related scholarship appropriate to the target and scoring standard.
- Conducting monitoring and evaluation of activities.



Activity

Utilizing additional materials to produce concrete that could lead to more environmental friendly end-product

Core subject ISO 26000

The environment

Issue 1 : Prevention of pollution

Issue 2 : Sustainable resource use

Target

Utilization of fly ash for concrete products.

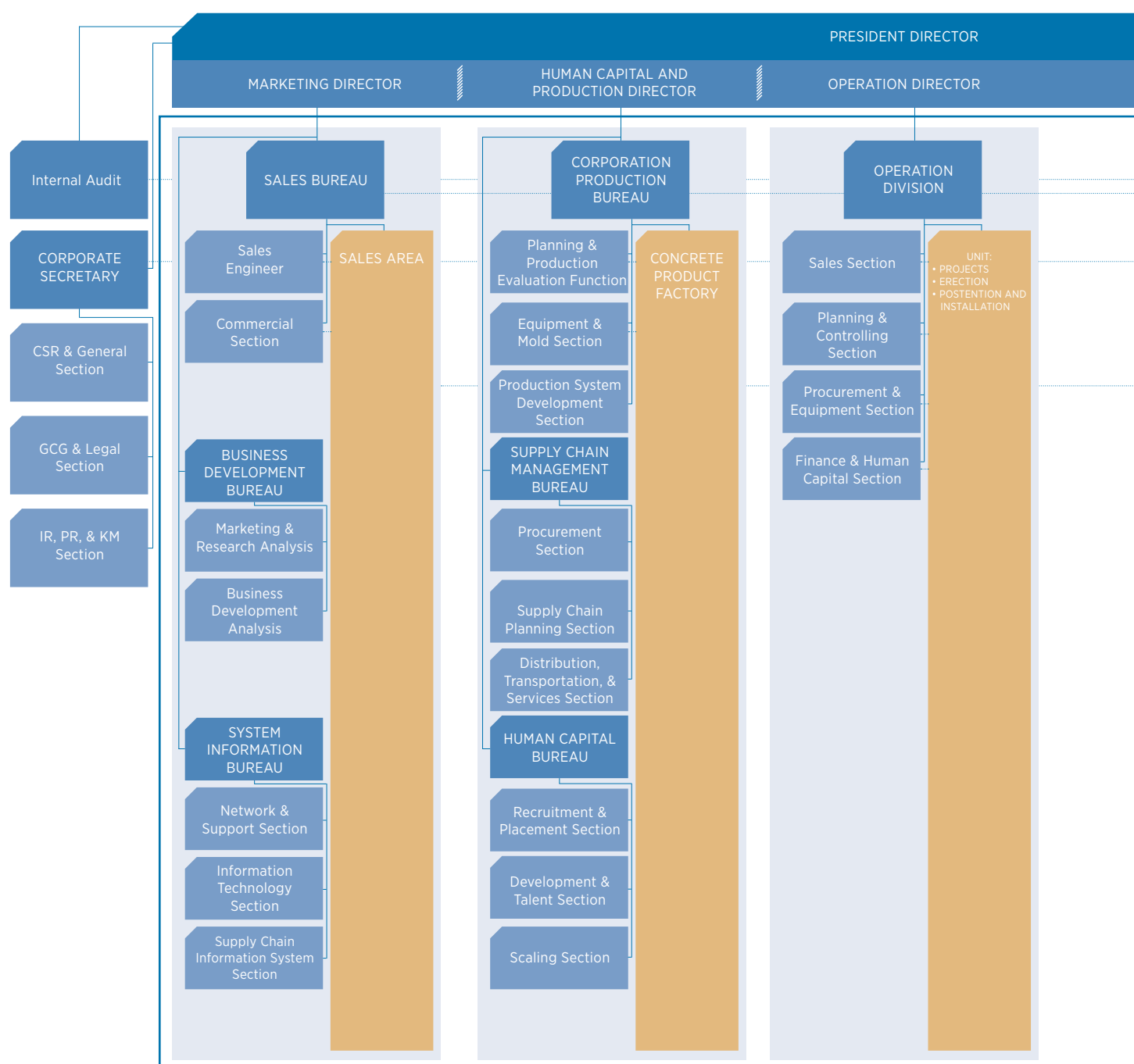
Strategy

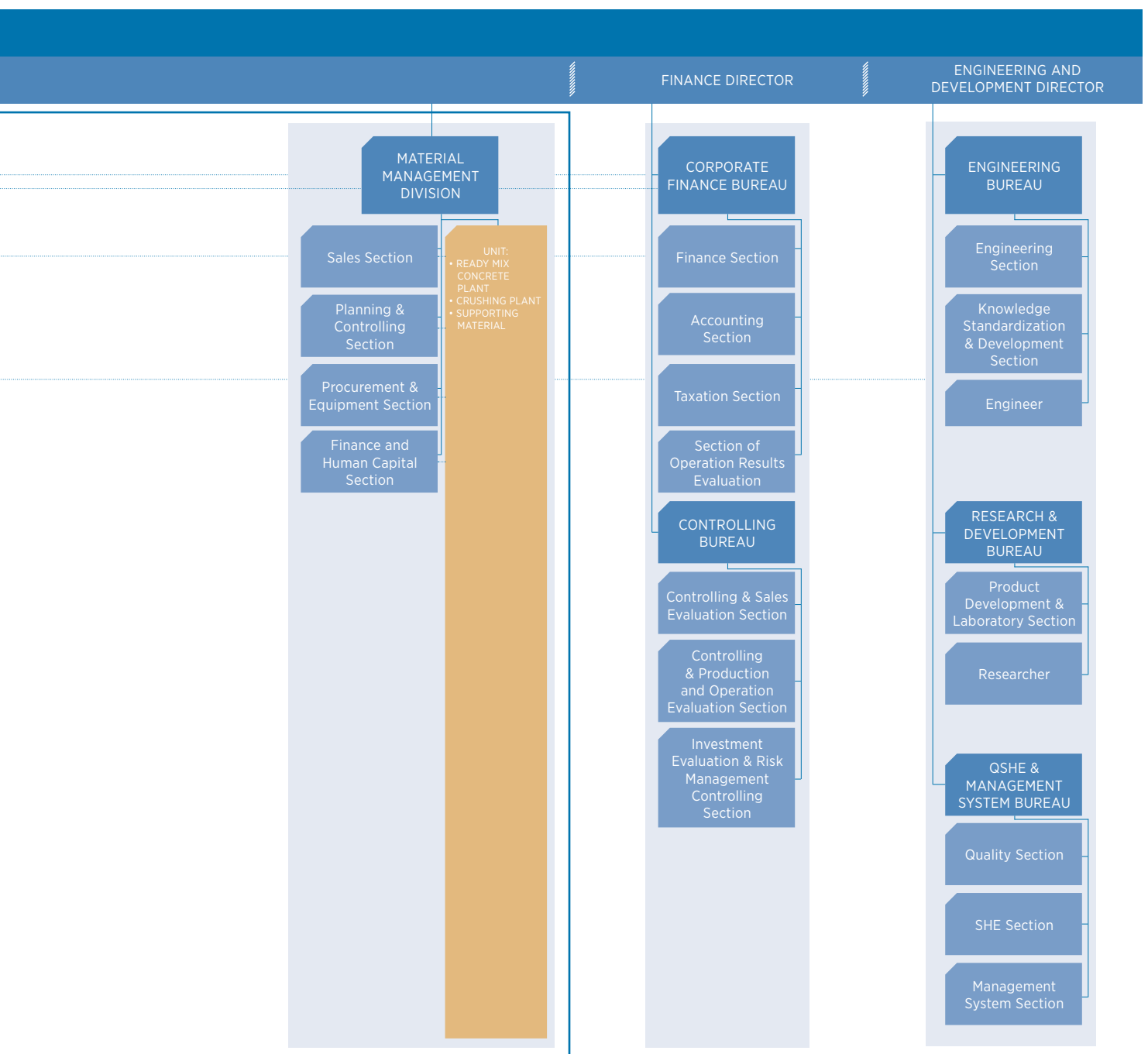
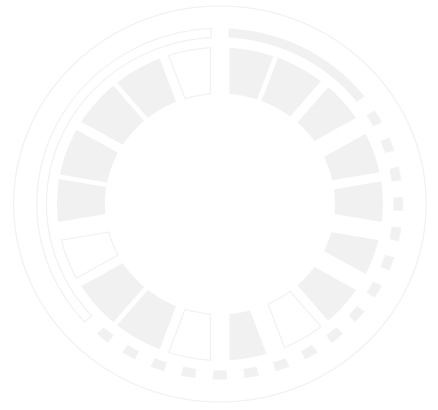
- Utilizing fly ash as the raw materials (additional) in the precast production unit.
- Deepen the mapping and detailed the information collection and the data of fly-ash and bottom ash utilization at WIKA Beton.
- Conducting monitoring and evaluation of activities.

Sustainability Governance

The Company is managed and led by the Board of Directors, overseen by the Board of Commissioners, and supported by all functions and bureau that were established by the Company. The Company's governance has been going well in accordance with the principle of Good Corporate Governance (GCG). The information on governance structures is comprehensively disclosed in the 2019 Annual Report.

Organizational Structure [102-18]





Significant Changes in The Corporate Governance ^[102-10]

There are no significant changes in The Company. However, the Company has been revamping several functions that led to significant changes to the Company. This was done because the Company is working on a more efficient working performance. The Bureaus that are initially cost centers changes into a more profit center. In 2019, Procurement Bureau transformed into Supply Chain Management (SCM) Bureau, and this decision has been effective since January of 2020. That transformation expects SCM Bureau to analyze the opportunity of the supply chain from the upstream to the downstream, to enhance efficiency.

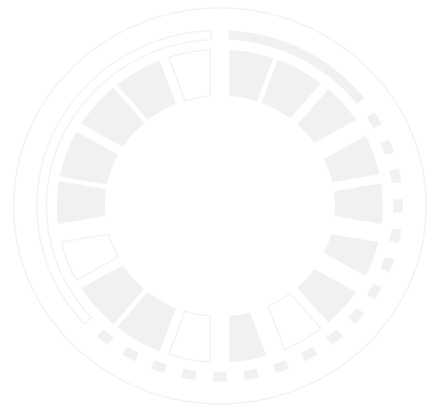
Delegation of Responsibility regarding Economic, Social, and Environmental Performances

With Sustainable Governance, WIKA Beton not only manages the business and economic performances but also manages and reports social and environmental performances. The delegation of work and responsibilities to fulfill the economic, social, and environmental performances to every bureau that were mapped beforehand.

Each Bureau was led by the officer in the level of Manager and represented by WIKA Beton to consult with each stakeholder according to their duties and responsibilities. Every year, WIKA beton reports sustainability performance which covered monitoring and management evaluation of responsibility each bureaus relater economic, social, and environmental topics.

Delegation of Responsibility regarding Economic, Social, and Environmental Performances

Biro	Responsible covers the topic
Sales Bureau	Economy
Corporate Production Bureau	Economy, Social, Environment
Operation Bureau	Economy, Social, Environment
Material Handling Bureau	Environment
Business Development Bureau	Economy
Supply Chain Management Bureau	Economy, Social
Corporate Finance Bureau	Economy
Corporate Secretary	Economy, Social, Environment
Control Bureau	Economy
Human Capital Bureau	Social
Information Technology Bureau	Economy, Social
Engineering Bureau	Economy, Environment
R & D Bureau	Economy, Environment
QHSE and Management System Bureau	Social, Environment



Practices of Risk Prevention and Management [102-11]

Risk management at WIKA Beton has been working well. Complete information on the Company's risk profile can be found in a separate Annual Report. Aside from business risk, the Company also observes and manages social and environmental risks.

The Company embeds a risk awareness culture in all employees of WIKA Beton by providing an understanding of risk factors related to their daily works and functions. In various evaluations from the lowest level to the level of Board of Directors, the possibility for any risk which may potentially disrupt the results of work is also discussed. Based on the risks identified, the Company establishes a control/mitigation plan for each type of risks.

Risk management systems are being implemented, monitored, and evaluated until the negative impact of operational works can be minimized. The risk management starts from identification, measuring the level/extent of risk, analysis and evaluation of risks, risks mitigation, followed by communication, consultation, and continuous review and monitoring. Periodically, the result of the monitoring and evaluation of risk management will be delivered to the top management.

The Spirit of Sustainable Business



WIK A Beton Performance



Expansion to Strengthen Position

On the journey of becoming the leader of the concrete industry, WIK A Beton spreads its wings abroad. The expected working contract came from The Philippines and Singapore. In The Philippines, WIK A Beton contributes to revitalizing railway, through obtaining concrete railroad bearings project. The test track work for the first phase of the railway projects with a length of 150 kilometres has been done and passed. The Company optimists of the product quality and customers' trust.

WIK A Beton also aims for Changi Airport Projects that will be extended in Singapore, also an elevated project. The Company is still in the process of construction tender. WIK A Beton also plans to distribute the girder box product and others and relies on the subsidiaries that operate in Batam and follows the tender process.

Previously, the Company has worked several projects abroad, namely in Timor Leste and Aljazair. However, these two projects were owned by the parent company, PT Wijaya Karya (Persero) Tbk. Meanwhile, the projects in Singapore and The Philippines were the first two projects abroad that the tender was being entered independently by the Company. Following

the journey of the parent company, WIK A Beton as one of the subsidiaries will expand the business to Africa, specifically Morocco. The Company was planning to establish a precast concrete plant in that Northern Africa state.

Aside from expansion abroad, expansion was also done through participation in the construction services segment. In 2019, the construction segment has been contributing to 10.30% to the income total. This is a good starting point and the Company is confident that the construction services sales will grow.

Market Share and Developing Factories Abroad

In 2019, WIK A Beton realizes the utilization of 98% of the production capacity. WIK A Beton confidence in its ability in absorbing the market in the following years. To realize this, the Company chooses to build mobile plants rather than increase the existing factories. Meanwhile in 2020, the Company will add unit plants in three new locations, Pekanbaru, Boyolali, and East Kalimantan.

Markets Served Based on Products and Services Segment [102-6]

Product Segment	Total of Contract Value (IDR billion)	%
Concrete	8,314	64.20
Quarry	173	1.34
Services	1,714	13.24
Ready-mix	2,748	21.22
Total	12,949	100

Markets Served based on the Customer Type ^[102-6]

Market Segment	Total of Contract Value (IDR billion)	%
WIKA Group	4,275	33.01
Government	207	1.60
State-Owned Enterprises (SOEs)	1,702	13.15
Private Company	5,504	42.50
Joint Operation	1,261	9.74
Total	12,949	100

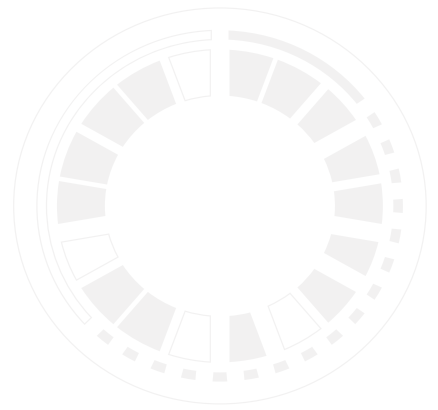
Acquisition of Economic Value

The concrete industry went through the derivation in 2019, however, the performance of WIKA Beton is still better than its 2018 achievement. The challenge faced by the Company is new contracts have smaller values than last year. Meanwhile, several projects were being delayed from the target of the first quarter, mainly because of the presidential election, resulting in the project's turnover being carried over to 2020.

Economic Performance of the Company was monitored by the Finance Bureau under the Finance Director. Funding resources for the operational activity of the Company were sourced from independent funding. Good financial performances can still be achieved by the Company, although there was no financial aid from the government in 2019. The total revenue in 2019 was IDR7.8 trillion, an increase from last year's IDR6.93 trillion. Meanwhile, WIKA Beton recorded a

net profit of IDR510.71 billion in 2019 or an increase of 4.95% from the net worth of 2018. This brought a positive impact for the Country due to the increase of the Company's contribution, whether in the form of Dividend to Shareholders, and also in the form of tax-paying responsibilities and Non-Tax Income. During this reporting period, the Company did not contribute to funding related to political activities. ^[201-4]

Economic value achieved by the Company were also managed as a part of operational funding of the company and also distributed to all stakeholders, including employees and community through Corporate Social Responsibility activities. Through this scheme, the community could also receive indirect impacts from the Company's existence.



Economic Value Generated and Distributed [201-1]

In IDR million

Description	2019	2018	2017*)
I. Direct Economic Value Generated			
Revenue	7,083,384	6,930,628	5,362,263
Revenue from bank interest	9,184	6,151	5,056
Profit (loss) of exchange rate gap	1,378	(363)	(1,404)
Total direct economic value generated	7,093,091	6,936,416	5,365,915
II. Direct Economic Value Distributed			
Cost of goods revenue	(6,132,667)	(6,048,206)	(4,695,624)
Operating cost, including HR expense (employee salary and allowance)	(155,311)	(149,876)	(136,281)
Payment of dividends	(145,920)	(101,144)	(81,715)
Income tax (expense to the government)	(115,558)	(132,611)	(79,043)
Expense to the community	(2,335)	(3,716)	(449)
Total direct economic value distributed	(6,551,791)	(6,435,553)	(4,993,112)
III. Direct Economic Value Retained			
Difference between direct economic value generated and direct economic value distributed	541,300	500,863	372,803

Note: *) Restatement

During the reporting period, the Company also identifies no risks, opportunities, and also any financial implication that happens related to global climate changes factors. [201-2]



Strengthening Supply Chain



Supply Chain Management

Supply chain management has a major impact on the value chain, which in turn will affect the quality of the products and services sold. WIKA Beton is committed to strengthening the supply chain to ensure the availability of raw materials and other supporting materials while maintaining efficiency. In 2020, the Procurement Bureau transforms into the Supply Chain Management (SCM) Bureau to strengthen the basis of SCM in WIKA Beton.

In 2019, the Company through Procurement Bureau was responsible for analyzing opportunities from upstream to downstream, as well as increasing the efficiency of goods and services procurement to become one of the cost leadership strategies implemented by WIKA Beton. Procurement Bureau ensures the target of quality and timely procurement of goods and services is met by conducting vendor selection by the specified conditions, as well as its quality, time, service, and OHS are optimally met. The ability of suppliers or vendors to meet the goods or services needed by the company will affect the quality of the company's output. In determining vendors, the Company has implemented a policy on supplier or vendor selection, which is intended to ensure the acquisition of goods or services at competitive prices and excellent quality. There is also a policy of increasing the ability of suppliers or vendors, which is useful to ensure that the supply chain runs efficiently and effectively.

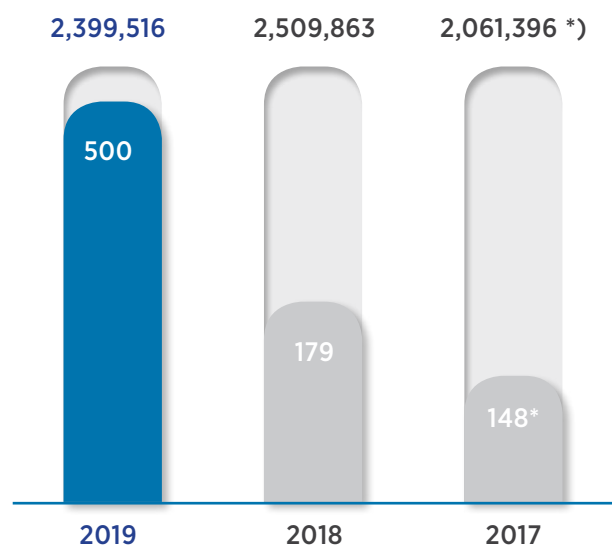
Strengthening Relationship with Partners

One of the efforts to strengthen relationships with business partners is by conducting vendor gathering. A vendor gathering held by WIKA Beton in 2019 was also carried out to the Company's mission, which is to Grow and Develop with Partners.

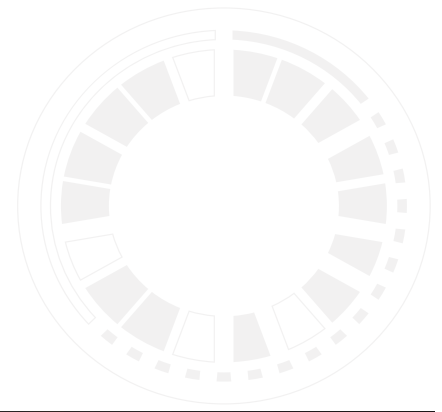
The vendor gathering was organized with an interactive talk show concept, delivering the latest developments in the operation of WIKA Beton, the importance of SHE for the Company and its partners, and the company's financial performance.

In the vendor gathering event, it was also explained about efforts to increase the profitability of companies and partners through a good SCM. Supply Chain Management is an integrated system that coordinates all processes in the company in delivering products or services to customers, from suppliers to customers.

Supply of Goods and Services (IDR million) [102-9]



Note: *) For 2017 the displayed number was supplied by goods supplier in the Procurement Bureau, data of services supplier from the Sales Bureau was not included



WIK A Beton has several types of vendors in meeting the supply of goods and services. Involvement of local parties, namely local suppliers based on the geographical approach of each working unit, which is located around the WIK A Beton operating area throughout Indonesia. National suppliers, which are suppliers of strategic material which can fulfill the needs of the entire working units of WIK A Beton. International suppliers, which are suppliers domiciled in foreign countries which supply materials and tools that cannot be supplied by vendors in Indonesia. [204-1]

Number of Suppliers and Goods Procurement Work Contract Value [204-1]

Types of Supplier	2019		2018	
	Number of Supplier	Value (IDR million)	Number of Supplier	Value (IDR million)
Domestic Company	498	2,370,453	152	2,063,629
International Company	7	29,063	9	37,380
Total	505	2,399,516	161	2,101,009

Number of Suppliers and Services Procurement Work Contract Value [204-1]

Types of Supplier	2019		2018	
	Number of Supplier	Value (IDR million)	Number of Supplier	Value (IDR million)
Domestic Company	15	82,246	18	408,854
International Company	0	0	0	0
Total	15	82,246	18	408,854

Information and Technology (IT) System for Sustainable Business Processes



One of the challenges of sustainability for business practitioners is the development of business process integration, which not only can increase profits and efficiency, but also indirectly can support environmental improvement. One way to meet the challenges of sustainability is the development of information systems and technology (IT) to increase productivity, speed of work, and efficiency. The use of technology can support cost efficiency, work time efficiency, reduce paper usage, as well as reduce carbon emissions through energy reduction.

WIKI Beton has prepared an integrated information system and technology infrastructure strategy plan. Since 2018, WIKI Beton has developed an IT infrastructure roadmap that leads to integration in order to maximize profit achievement. In 2019, the Company will begin a significant phase in strengthening the IT infrastructure (backbone) that will continue to be developed. WIKI Beton also encourage the change of employee paradigm through IT culture, where IT not only acts as a supporter but also can act as an enabler in business processes.



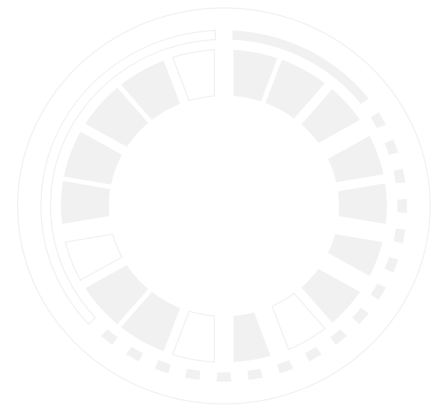
Realization of the development of technology and information in 2019.

- Digital marketing, increased brand awareness through social media accounts.
- Audit System Implementation, namely WTON Audit;
- Implementation of meeting servers, which is an internal and external corporate communication tool;
- Upgrade server production capacity;
- Implementation of Data Recovery Center (DRC).



In implementing digital transformation, there are two strategies implemented, namely:

1. Defensive, which is a strategy in an effort to improve the company's business processes to provide effectiveness and optimization of business processes.
2. Offensive, which is a strategy in implementing technology with a system solution approach that directly facilitates efforts to increase profits.



Implementation of a defensive strategy includes:

1. Supply Chain Management (SCM) in business processes.

The company invests in terms of improving employee competency, especially in the implementation of SCM. At this stage, the prepared HR will act as a System Analyst in identifying potential improvements in the existing WIKA Beton business process. It is expected that through the utilization of the SCM system implemented by the IT system, the company's business processes will become more effective and optimal through the existing ERP application.

2. Audit system application.

Audit applications include quality management systems, environmental management systems, OHS management systems, IT management systems, risk management systems, and GCG. To facilitate a realtime and integrated audit process, WIKA Beton has created tools namely WTON Audit. The utilization of the WTON Audit application increases effectiveness and productivity in an integrated and digital-based audit process.

Implementation of offensive strategies, including:

1. Digital marketing.

Digital marketing has been prepared since 2019, by managing social media accounts with strategies to enhance the WIKA Beton branding on social media. The company actively uploads information and innovation on concrete products, installations, construction, and other important information. In the future, the company's target is customers can access their order information through the CRM application (independently and paperless), thereby increasing time and HR efficiency.

2. Building Information Modeling (BIM).

Implementation of BIM at WIKA Beton to plan and design infrastructure project products and buildings more efficiently. This digital design model provides benefits in the design planning and engineering collaboration process, thus providing efficiency in the manufacturing process.

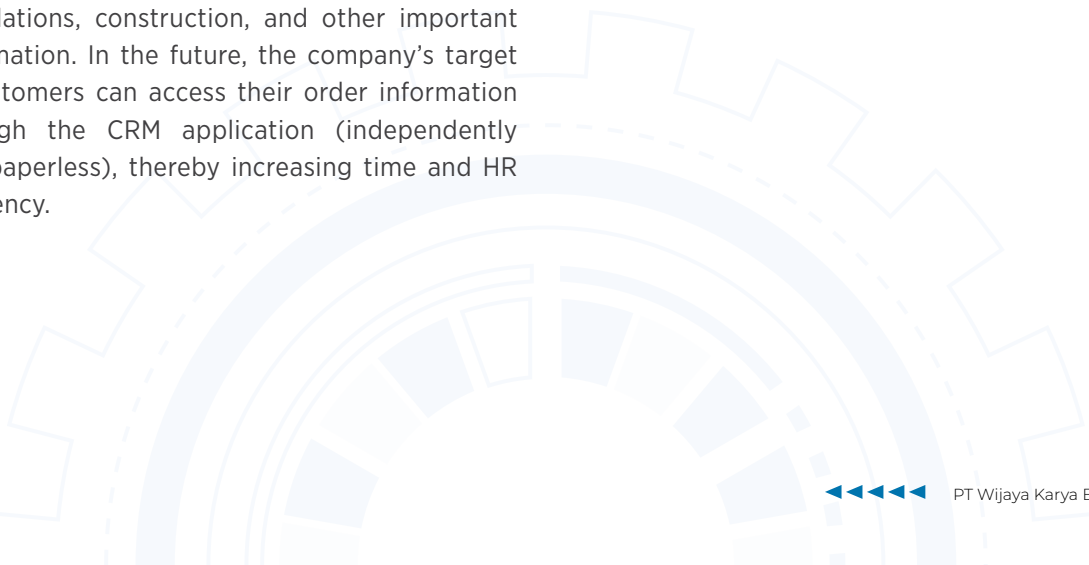
3. Structural Health Monitoring System (SHMS).

The development of SHMS tools at WIKA Beton is one of the services for the construction industry to directly assess and monitor the health of structures/construction using aid instruments such as sensors, data, and others.



Development plans for technology and information aspect in 2020.

- Phase two of digital marketing development;
- Development of factory CCMS infrastructure information systems;
- Development of information systems division;
- Implementation of SCM as improvement and reengineering tools in business processes.



IT Platform Optimization for Operations

To support supply chain management, the Company continues to innovate and develop IT platforms for operational ergonomics. WIKA Beton launches web and android-based electronic Quality Control (e-QC) applications. The application is a digital data-based information system that is used as a control against the quality of concrete produced by concrete fabrication or ready mix.

The e-QC system is developed as part of an integrated WIKA Beton ERP (Enterprise Resource Planning). The development of e-QC application has started since last year. The utilization of e-QC will continue to be developed not only in other Concrete Production Factories, but also in RMC units, mobile plants, and other concrete production facilities. Through this e-QC system, it is expected in the future that it will be able to control all activities of the batching plant, the existing production machines in all production facilities that are connected by the network in real-time.

Gradually, WIKA Beton plans to implement information technology comprehensively in all of the Company's business processes. This effort is also a form of WIKA Beton's readiness in facing the new construction era. With the readiness in hand, it is hoped that WIKA Beton will further develop in the Industry 4.0 Era in order to continue to become the #ConcreteExpert in Indonesia and even Southeast Asia.

Electronic Quality Control (E-QC)

In March 2019, the Company launched an Electronic Quality Control (E-QC) program to be implemented in all Concrete Product Plant. The purpose of the E-QC system is to control the quality of concrete in digital manner.

Digital Marketing

Other than that, WIKA Beton also utilizes digital marketing along with the digital transformation. IT development for digital marketing is expected to be able to expand marketing access, simplify information systems, and improve SCM efficiency. Optimization of IT platforms and digital transformation in the Company's operations is expected to increase productivity.

The digital marketing program in 2019 performs in social media platform such as Instagram, LinkedIn, and Facebook has been running well. The percentage of Instagram followers increased by 33.3k followers or 144%; the percentage of LinkedIn followers increased by 42.9k followers or 109%; and the percentage of Facebook followers increased by 43k followers or 1,075%.

Research and Innovation



In order to achieve the company's vision, WIKA Beton has formulated 2017-2021 Company's Long Term Plans (RJPP). The plan is expected to direct the Company towards the development of products and services Strategic Business Unit (SBU) based on the needs of potential market segmentation and supportive corporate action, taking into account the ability to earn profits and maintain sustainable growth.

WIKA Beton is known as a precast concrete producer that has the latest innovation and technology. Innovation is done through product development to always be able to meet customer needs and align with technological advancements. The Company continues to conduct research and development to support product innovation, that is relevant to precast concrete of high technology content and strengthens existing products.

Research and Development of High Quality Earthquake Resistant Precast Concrete Buildings

In an effort to produce high quality products with high technology content, WIKA Beton conducts research, in collaboration with the Institut Teknologi Bandung (ITB). The collaboration is part of ITB Research and Development Center for Infrastructure and Built Environment (CIBE) activities.

In the collaboration, WIKA Beton will specifically focus on the Innovation of Earthquake Resistant High Quality Precast Concrete Building Technology Innovations in earthquake-prone areas with a Basic Isolation System at 30 storeys. The research and innovation development was carried out to answer the challenges of the massive infrastructure development and high demand for high-rise buildings, including the need for flats in East Kalimantan.

Besides, this innovation is driven by Indonesia's geographical conditions which are relatively prone to earthquakes that are difficult to predict. For this reason, WIKA Beton is optimistic that the innovations created by WIKA Beton team will be able to respond to the needs of earthquake resistant high-rise buildings.

Utilization of Fly Ash for Additional Raw Materials (Additional)

WIKA Beton is committed to directing its business activities to support SDGs and achieve optimal sustainability performance. One of the Company's focuses is SDG 12 Responsible Consumption and Production. Driven by the large amount of FABA waste from coal production, the Company cooperates with relevant parties to utilize fly ash for additional raw materials (additional).

Fly ash is utilized as additional material to reduce the usage of cement in concrete production as it has the same binding ability. Management and utilization of fly ash in a concrete factory environment has been carried out according to the permission of the Ministry of Environment and Forestry (KLHK). WIKA Beton has a fly ash storage area which has also obtained permission from KLHK. Purchasing fly ash from a foreign party has been done through the shipping process with transportation from a licensed vendor.

The advantages of fly ash utilization:

- Utilizing thousands of tons accumulated coal waste, means reducing hazardous and toxic materials waste;
- The production process becomes more economical because the purchase price of fly ash is lower than other materials;
- Does not affect the quality of concrete. Concrete manufactured with fly ash only looks different in color.



Material related research throughout 2019 includes:

- a. Chemical and physical testing of Artificial Light-Weight Aggregate (ALWA) material, which is derived from Fly Ash and Bottom Ash material as forming material;
- b. Water Repellent and micro surface crack repair applications;
- c. Advanced Self Compacting Concrete (SCC) research;
- d. Research on Reactive Powder Concrete (RPC) material.

Research and development for existing products and new products that have been achieved by 2019 include:

- a. Wika Beton House Development (RWB01);
- b. Research on fast build-up house systems with aluminum formwork;
- c. Development of channel girders;
- d. WTON Splice Sleeve research;
- e. Research on Hollow Round Pile Ductility;
- f. Column-beam research uses Engineering Cementitious Concrete (ECC) material.

The utilization of fly ash, which is hazardous and toxic materials waste as additional material is continuously being developed and managed in accordance with the industry sector regulations. Currently, WIKA Beton is conducting a trial process on concrete with SNI standards mixture for solidification and leachability test.

Other than fly ash, the Company is also researching the use of bottom ash, which can be utilized as a substitute for coarse/split aggregate. WIKA Beton is currently in the stage of developing research with PT Indonesia Power and PT Mahadaya Mitra Mandiri regarding the utilization of bottom ash waste.



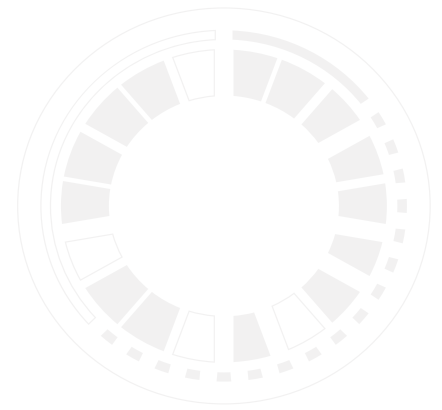
WIKA Beton has developed a Structural Health Monitoring System (SHMS), which is an application that can be used on special bridge structures, and implemented on bridges in the Wika Beton industrial area.

Utilization of Nickel Slag in Concrete Mixtures

The Karawang WIKA Beton factory conducts research to improve product quality by utilizing nickel slag material as a concrete mixture material. Nickel slag functions as a cementitious material in the concrete mixture. This material is pozzolan so that when used in concrete mixtures, with finer particle size

than cement, it can increase concrete density and compressive strength.

The utilization of nickel slag in concrete mixture with a percentage up to 7.5% every 1 m³ has been able to reduce the usage of cement. The positive side is this



material is not included in the hazardous and toxic waste, because before it is utilized the material has gone through a processing process called cement slag. In such a condition, its utilization does not require special permission. WIKA precast concrete products that use this material, including bridge beams such as Box Girder, PC I-Girder, PC U-Girder, and other non-rotary precast products.

Self Healing Concrete

The development of innovations in products is directed by concerns for environmental issues and green building in each development project. WIKA Beton is developing a new innovation, namely Self Healing Concrete. This innovation is in the form of concrete components that are used to produce precast concrete, which is expected to be able to heal itself from the degradation process. This concrete

product can be used as a material that can support the concept of green construction and green building in an infrastructure.

The self-healing process can occur with the help of bacteria that are included during the manufacturing process. According to research results, the bacteria used are able to react when micro-cracks occur in the concrete. The bacteria used have high sensitivity to air or the element CaCO_3 or calcium. The bacteria is also one of the elements or chemical compounds that exist in concrete, so when micro-crack occurs the bacteria will be active and close the crack.

This innovation is still in the development stage, which needs to be proven until the concrete can improve itself or Self Healing Concrete. It is hoped that in the next few years, this WIKA Beton innovation is ready to be applied in development projects.

Pier Head Product Formwork Technology Innovation

WIKA Beton applies the Building Information Modeling (BIM) technology for Job Safety Analysis (JSA) implementation, to the innovation of the Pier Head formwork technology in the A.P. Pettarani Makassar elevated toll road project. Pier Head formwork technology innovation is one of the focuses of management.

Plate Girder (Aluma) system on the Pier Head formwork in the A.P. Pettarani Makassar elevated toll road project has a superior value compared to other mold systems on Pier Head products installed in other construction projects. The superiority is the installation work finishing hours are twice as fast as using the Shoring and Bracket System, and facilitates the dismantlement of formwork.

Pier Head formwork technology innovation implemented in the A.P. Pettarani Makassar elevated toll road project, is the first-ever application in Indonesia. Seeing the success of the performance of the formwork system, the boards of WIKA commissioners (Persero) requested WIKA Beton to submit a Pier Head product formwork technology patent, as applied in the A.P. Pettarani Makassar elevated toll road project, and implement it in various similar projects handled by the WIKA Group.

Environmentally Friendly Operations



Material Usage

Some materials for concrete manufacturing have been supplied by partners. The Company managed raw materials namely Split 1-2, Split 2-3, Split 3-5, Screen, Stone Ash, Washing Ash, Sand, and Sirdam. For 2019, Quarry and CP produce Split 1-2, Split 2-3, Split 3-5, Stone Ash, and Washing Ash. One of the long-term plans for WIKA Beton is the control of natural materials, which is a part of an efficiency strategy.

Material Used [301-1]

Materials	2019	2018	2017
Volume in Ton			
Main materials			
Split stones	749,584	658,217	714,621
Prestressed steel	12,164,753	40,173	36,384
Concrete steel	9,204,346	23,419	39,143
Sand	605,390	437,182	484,181
Water	464,727	107,337	54,144
Cement	121,605,346	415,093	439,580
Additives for concrete	2,697,985	4,737	5,393
Supporting materials			
Fly ash	196,041	10,853	11,578
Silika fume	2,146,363	1,074	332

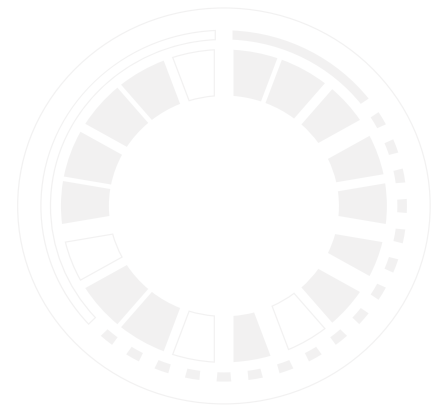
To produce high quality concrete, the mixture of raw materials used must meet product specifications standards. Concrete production raw materials are all non-renewable materials including split, prestressed steel, concrete steel, sand, water, cement, and additives, while the supporting raw materials are fly ash and silica fume. Other than that, there are no recyclable raw materials in the production of concrete. [301-1, 301-2]

However, the utilization of fly ash as supporting raw material is one of WIKA Concrete's efforts to contribute to reducing environmental pollution, as fly ash is a type of hazardous and toxic material. Fly ash is purchased from other parties, which are then sent by vendors with transportation permits for hazardous and toxic material. The management and utilization of fly ash in concrete production factories have been carried out with the permission of the Ministry of Environment and Forestry (KLHK). Indirectly, the Company contributes to reducing the amount of fly ash or hazardous and toxic material produced by other industrial sectors. [306-4]

Batching Plant System

As a commitment of WIKA Beton to innovation, WIKA Beton began using an automation system in the production process of its latest unit, the ready mix unit of the High Speed Railway (HSR) project. WIKA Beton, through the Ready Mix Concrete-High Speed Railway (RMC-HSR) Unit, took part in the Construction of Jakarta-Bandung High Speed Railway.

Currently, WIKA Beton is trusted to supply concrete and natural materials to the project. In order to facilitate better performance, WIKA Beton uses the latest batching plant system in the project.



Waste and Effluent Management

Operations at the factory produce waste and effluents. Waste management implemented in WIKA Beton is classified by shape and type, namely hazardous and toxic solid waste, non hazardous and toxic solid waste, and effluent. The waste management policy is carried out in accordance with the HSE Policy and is reported to the QSHE & Management System Bureau.

Types of Waste and Management Methods [306-2, 306-3]

Type of Waste	Waste Generated	Management Methods
Non hazardous and toxic solid waste	Plastic drinking bottle	Reduce the use of plastic bottles by providing drinking glasses in every meeting room and kitchen.
	Paper	Reducing document printing, utilizing digital documents (soft files), using used paper to print documents.
	Leftovers	Reduce or return the leftovers back to the catering party.
	Residual concrete	Reuse for the manufacture of conblock and as landfill for residents around the factories.
	Land pile	Reuse as landfill for residents around the factories.
Non hazardous and toxic effluent	Domestic/RT wastewater	Reduction of domestic/RT wastewater, treated at Wastewater Treatment Plants (WWTP) and sanitation to water dust and plants.
	Water and pile of production residual	Reused for paving block production, residents landfilling, and road infrastructure.
Hazardous and toxic waste	Used filters and oil	Handed over to the 3rd party (Indonesian Garbage Bank).
	Cartridge/ink	Handed over to party with permit to manage hazardous and toxic waste.
Gas and particles	CO ₂ , dust	Reduce with watering and reducing fuel consumption.

Note: Transportation of waste and effluents containing B3 is carried out by licensed vendors, and during transportation, there are no significant spills in the operation area.

The type of solid waste generated from the precast production unit, in the form of cast pile, is reused to produce paving blocks. Paving blocks are used for road compaction, piles of cast are used as foundations for residents' houses. Meanwhile, land deposits are used to fill roads, rice fields, vacant land, and building foundations.

Solid Waste Produced (m³) [306-2]

83,156	51,797	45,209
2019	2018	2017



At the Concrete Product Plant, liquid waste that does not contain hazardous and toxic material is produced. The Company manages effluents since the process of making concrete to ensure that the environment will not be polluted, in accordance with the environmental regulations. In every factory, a wastewater management system has been installed. In the management process, liquid waste will be transferred to a reservoir where it will be separated with sludge before leaving the factory. Furthermore, wastewater is flowed into a filtering basin, while the sludge can be utilized by the community to fill in roads and build dikes. [306-1]

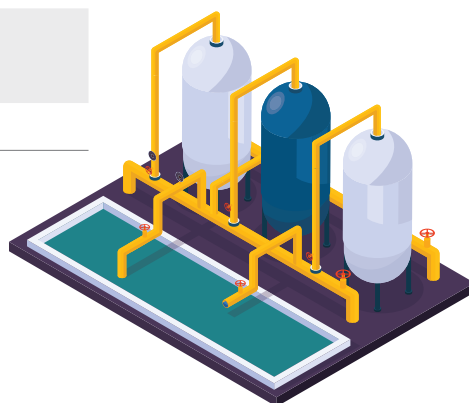
Meanwhile, the produced wastewater is deposited and filtered in the Wastewater Treatment Plants (WWTP) to be reused as washing water for production

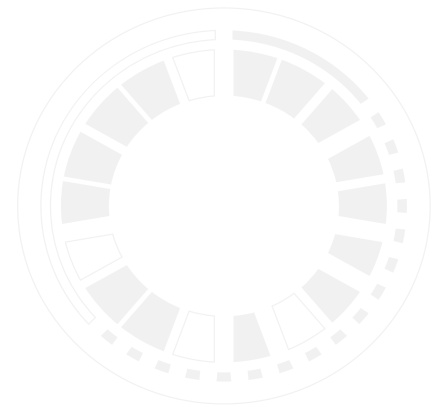
equipment and materials or water for plants and stockyards. Wastewater has been maximally managed using WWTP. But there are insignificant amounts of wastewater that still flowed into the river. This causes a certain risk in which the wastewater will form sediment in the river as it is not cleaned. Therefore, WIKA Beton seeks to improve sewerage by increasing the number of flow meters and will employ special officers to handle the WWTP. In 2020, the Company will gradually standardize WWTP for all CPP. [306-1]

Wastewater that is transferred into water bodies has been through the process of filtering and settling, as well as meeting the quality standards set by the government. This is to ensure that no body of water or habitat is polluted with contaminants. [306-1, 306-5]

Wastewater Produced (m³) [306-1]

17,748	19,789	18,261
2019	2018	2017





Application of 3R in Concrete Product Plant (CPP) [306-2]

In its commitment to pay attention to environmental issues, the WIKA Beton Quality, Safety, Health and Environment (QSHE) Team is actively encouraging production units to implement reduce, reuse, recycle (3R). Some WIKA Beton work units have used glasses to serve drinks, so as not to produce plastic waste. Other efforts that can be made to reduce waste including using e-mail to send letters, reduce water consumption, limit printing documents, encourage usage of documents soft file when necessary.

In some CPP, the application of 3R is directed at the utilization of recycled products. Realization of 3R solid waste into useful goods, including:

1. Reuse of used tires for trostel recycle pads;
2. Utilization of safety shoes into potted plants;
3. Using used drum as a storage area for contaminated sand to deal with oil or oil liquid spills (as a spill kit);
4. Turning used oil drums into chairs and tables for employees to relax;
5. Recycle the rest of the PC Bar to become a working tool storage rack or flower pot rack;
6. Used pallets are recycled into tables or cabinets;
7. Organic waste is processed into compost;
8. The rest of the rotary concrete production process sludge can be processed into paving blocks;
9. Utilizing the pin connector as fastener between one segment with other segments in segmental beam products.



Reducing Energy Consumption

Energy from various sources is used to support the company's operations. As part of QSHE's performance, energy usage is monitored by the QSHE & Management System Bureau.



Direct Energy Consumption Based by Source [301-1]

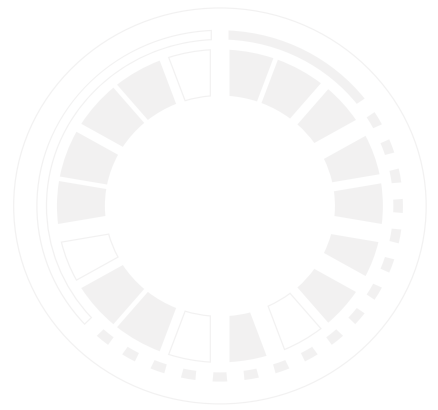
Energy Source	Unit	Purpose	2019	2018 *)	2017 *)
Electricity from PLN	GJ	Operation Activities	46,994	60,862	42,871
Diesel	GJ	Operation Activities	5,071	1,797	1,677
Oil Fuel (BBM-Solar)	Liter	Operation Activities, Vehicles, Heavy Machineries	795,741	967,472	1,064,940
Oil Fuel (BBM-Pertalite/ Pertamina)	Liter	Vehicles	257,998	165,591	158,323
Natural Gas	m ³	Operation Activities	166,240	135,557	154,131
Marine Fuel Oil (MFO)	m ³	Operation Activities	280,260	242,071	198,697

Note:

*) Data for 2017 and 2018 are restated, because the coverage of the data source is adjusted to the coverage of the data reported for 2019, namely the Head Office, Sales Area, and CPP.

WIK A Beton manages energy consumption effectively and efficiently so that its utilization is optimal while contributing to emissions reduction. Energy efficiency efforts that have been implemented in the work environment include:

- Gradually maximize the use of energy-saving lamps in office environments;
- Efficiency of oil fuel consumption for operational cars.



Energy Intensity

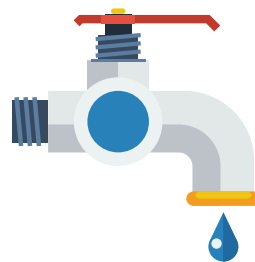
Description	Unit	2019	2018 *)	2017 *)
Electricity consumption intensity	GJ/Ton	0.022	0.031	0.021
Diesel fuel consumption intensity	Liter/Ton	0.375	0.503	0.553
Natural gas consumption intensity	m ³ /Ton	0.078	0.070	0.075
MFO energy consumption intensity	m ³ /Ton	0.132	0.125	0.097

Note:

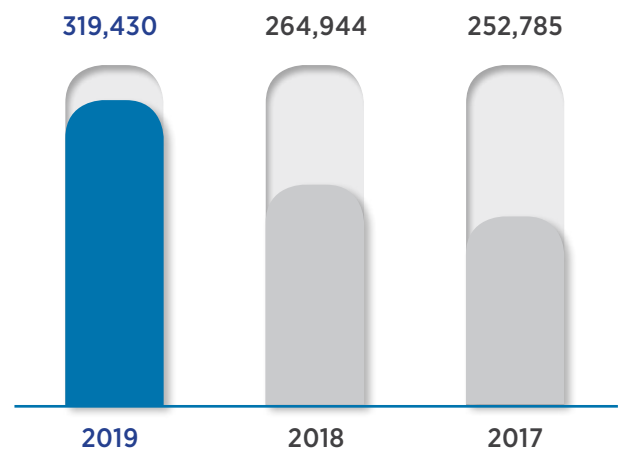
*) Data for 2017 and 2018 are restated, because the coverage of the data source is adjusted to the coverage of the data reported for 2019, namely the Head Office, Sales Area, CPP.

Water Consumption

In concrete production, water is one of the main materials. Besides being used for the production of concrete, water is also used for the fulfillment of domestic offices and factories. So far, the adequacy of water in WIKa Beton is obtained from ground water through wells and PAM.



Volume of Water Consumed (m³)



The Spirit of Working Together And Sharing



Human Capital Management

Human capital management at WIKA Beton is managed by the Human Capital Bureau. Under this bureau, WIKA Beton ensures the availability of qualified employees who are able to work according to company values. The Company also ensures that recruited employees, as well as outsourced and honorary employees have met the minimum age limit so that there are no child employees.

Human capital management includes a fair recruitment process, respects human rights, remuneration, skills and competency development, performance appraisal, training for employees entering retirement, and prospective career opportunities. Also, the practice of human capital management is also carried out based on the principles of ISO 26000 on Social Responsibility in the core subject of Human Rights and Labor Practices.

Employees Based on Gender dan Occupational Status [102-8]

Occupational Status	2019		2018		2017	
	♂ Male	♀ Female	♂ Male	♀ Female	♂ Male	♀ Female
Employees of the parent company						
Organic workers	307	33	279	33	248	20
Skilled workers	1,074	43	1,065	40	980	38
Honorary workers*	0	0	5	0	6	0
Sub-jumlah pegawai perseroan	1,381	76	1,349	73	1,234	58
Employees of subsidiaries						
Officers	6	0	5	0	4	0
Organic workers	18	0	14	0	11	0
Skilled workers	11	0	9	0	4	0
Sub-total employee of subsidiaries	35	0	28	0	19	0
Total	1,416	76	1,377	73	1,253	58
	1,492		1,450		1,311	

Note:

*) Honorary workers are workers who work temporarily within a certain period.

Full employees profiles of the Company and subsidiaries, which are classified by age, position level and level of education are presented comprehensively in the 2019 Annual Report of PT Wijaya Karya Beton Tbk, which was written separately from this report.

Meanwhile, the Company hired interns in 2019. There are 24 interns (1.60% of the total number of employees) who were placed in the Head Office, specifically in the Corporate Secretary and Human Capital Functions, in the Concrete Product Plant. The number of male interns was 14, while there were 10 female interns.

Approximately 65% of employees at WIKA Beton are millennials. The age gap and competency of employees have been well managed. To encourage employee's motivation in working, the Company will continue to develop IT in operational activities, highlighting that the millennial generation is closely related to technology and convenience.

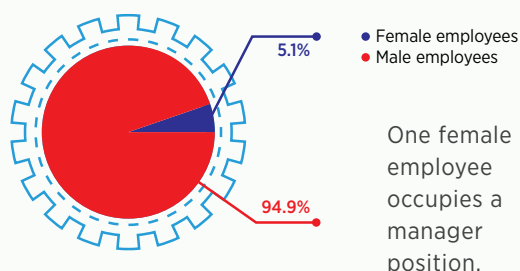
Employee Turnover

Description	2019	2018	Increase (Decrease)	
			Total (People)	Percentage
Recruited Employees	104	143	(39)	(27.27)%
Passed away	4	4	0	0%
Resignation	14	11	3	27.27%
Work termination	0	0	0	0%
Retired	36	1	35	3,500%
The Company's decision	5	2	3	150%
Total	163	161	2	1.24%

Respecting Human Rights

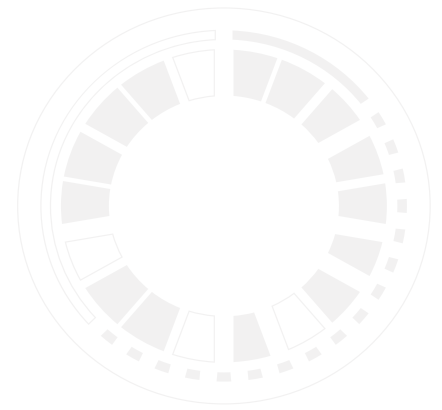
WIKA Beton values human rights in carrying out human capital management practices, as well as maintaining relationships with partners.

Gender equality



A decent and safe work environment

WIKA Beton guarantees a decent and safe workplace, in offices, factories, as well as in project sites with all the supporting facilities.



Freedom to organize and express opinions

There is a PPWB Employees Union (WIKA Beton Employees Union) with 1,492 members.

Freedom to worship

- WIKA concrete provides a mosque or Islamic Prayer Room at work.
- WIKA Beton allows employees to take leave for the purpose of the Hajj/Umrah pilgrimage.

The right to be protected

- Collective Labor Agreement (CLA) is established and valid for two years, and the validity period is continuously updated. All employees are protected by CLA. [102-41]
- There are Personal Protective Equipment (PPE) and other safety facilities that can be used at any time.
- All employees are included in life insurance/ Health BPJS and Employment BPJS.

The right to get a decent job

- WIKA Concrete regulates working hours and rest hours clearly, so there is no forced labor practice. This is stated in CLA Chapter VIII articles 33 and Chapter XI articles 59 and 60.
- WIKA Beton ensures that all of its employees have been managed to occupy positions in accordance with the positions offered during the recruitment process, as well as in accordance with their competencies and expertise.

The Right to education

Opportunities for employees to pursue master and/or doctoral education which is funded by the company.

Employee Remuneration

WIKA Beton distributes economic value obtained to employees in the form of remuneration. In determining salaries for employees, the company acts fairly in accordance with each employee's position and the amount determined by the Human Capital Bureau. The company provided the lowest permanent position salaries with IDR3,956,899, and the amount was still

0.40% higher than the provincial minimum wage set by the government at IDR3,940,972. In addition to the main salaries given to all employees, the company also provides allowance and bonuses, as well as other benefits in accordance with their position levels and years of service.

Pension Fund Allocation for Employee

[201-3]

One of the responsibilities of the Company is to provide retirement benefits for the employee, in accordance with the law of Indonesia. The retirement benefits are a pension fund that was planned since the employee was recruited.

All permanent employees were included in the Pension Program managed by Employment Social Security Administration Body (BPJS Ketenagakerjaan). The Company's contribution for this pension fund is a monthly contribution to 5.7% of the employee's salaries, meanwhile the employee's contribution is

2% of their own salary. By the end of 2019, the total pension funds are IDR21.39 billion, after deducting the amount distributed to employees who retired this year at IDR659,214,515.

Competencies Development of Employee

Human capital competencies are constantly being developed each year. These were conducted to shape professional and qualified employees. For WIKA Beton, employees have important roles in integrating the works. Development of employees competencies conducted through education and internal training, regeneration through coaching, mentoring, counseling, as well as engaging employees in training and obtaining certification of competence.

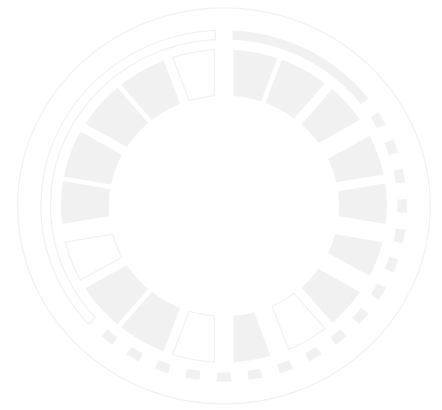
Average Hours of Training based on Gender [404-1]

Gender	Number of Participants (a)	Total of training hours (b)	Total of training hours per participants (b) : (a)
Male	827	3,210	3.88
Female	74	940	12.70
Total	901	4,150	4.60

Average Hours of Training based on Occupational Level [404-1]

Occupational Level	Number of Participants (a)	Total of training hours (b)	Total of training hours per participants (b) : (a)
Directors	10	70	7.00
Bureau Manager	79	720	9.11
BSM Manager	62	170	2.74
Division Manager	75	580	7.73
Section Manager	214	725	3.39
Staff	461	1,885	4.09
Total	901	4,150	4.60

For the employees that were converted to another position during the reporting year, the Company provides briefing and training during the transition period to understand their new working positions. Every two weeks in four month, employee will be supervised. In 2019, this briefing was delivered to 17 people of SCM Team. [404-2]



Number of Employees Receives Promotion, Rotation, and Mutation

Description	2019		2018		2017	
	Male	Female	Male	Female	Male	Female
Promotion	159	8	67	5	47	0
Rotation dan Mutation	47	1	86	6	76	3

For employees whose career at WIKA Beton will be ended due to retirement, a briefing will be delivered no later than two years before the Pension Preparation Period. The briefing was in the form of activities/gathering/training: in the topics of entrepreneurship, health, and psychology. In 2019, there was 35 people starting their retirement. [404-2]

Performance Review and Career Development of Employees [404-3]

To be able to keep the position as the market leader, WIKA Beton needs to be qualified and competitive human capital. Therefore, the competencies development on human capital become focus attention of supply chain management in order for management to be able to supply qualified employees internally.

Employees competencies development in 2019 were monitored and evaluated by the management. That encouraged employees and the Company, hence there were around 10.25% increase of achievements from key performance indicators (the Target of KPI points of 2019 were 2019, the points reached were 882).

As a form of appreciation for the employees performances, WIKA Beton also supports employees career development. For several employees who have maximum performance review results, they will be given the opportunity to take further education to master's degree or doctorate degree. It will also impact their career and promotion in the Company. In 2019, there were seven male employees (0.47% of all the permanent employees) that received the opportunity to take further education. Six of them were pursuing master's degrees, while one other was pursuing a doctoral degree.

Online Key Behavior Indicator Appraisal

Transparent performance appraisal is considered to be able to increase employee's motivation, and can be used as a reference for development program for the employee's. WIKA Beton currently implements an appraisal system with Key Performance Indicator (KPI), which previously are Work Assessment (Penilaian Karya/PK), and Key Behavior Indicator (KBI) which replaced the Competency Evaluation (Evaluasi Kompetensi/EK) System. The KBI assessment has been launched online through WTON Mobile application, while KPI assessment is still in the process of online try out.

Strengthening Q-SHE



Continuous Improvement

To lead the market, one thing that needs to be done by WIKA Beton is continuous improvement of the quality, that is no longer enough to only maintain the quality of products and services. Quality improvement in this context includes the quality of precast concrete products as well as ready mix, on-time delivery process, also quality related to installation and field construction. Continuous improvement of the quality will lead to new innovations and breakthroughs which will be difficult for any competitors to duplicate, also increase the value of WIKA Beton to the customers, that will lead to brand strengthening.

Quality and product aspects are also important components in order to guarantee the products that WIKA Beton prepares for all the domestic development projects. We hope every project in progress will be guaranteed and high quality. Quality management are being evaluated annually, assessed

by an independent certification body, namely Lloyd's Register Quality Assurance (LRQA). Quality Standard Evaluation at WIKA Beton will be conducted based on ISO 9001:2015, and it will include the focus on customer leadership, the involvement of each individual, process approach, improvement efforts, evidence-based decision making, and relationship management.

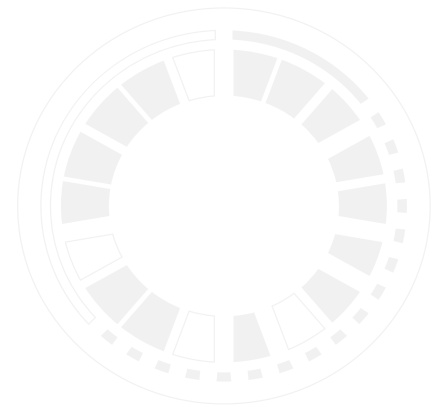
To maintain customers' trust, the Company provides comprehensive information related to products and services sold, as well as maintain communication with the customer. During product delivery, information sheets and product certificates are included. Information sheets on precast concrete contain information related to the materials, weights, dimension specification, and quality specification according to national and international standards.

Quality improvements were also carried out in accordance with information technology. In the future, the uses of barcodes and RFID on all the concrete products will be done in order to support efficient and real-time quality control.

SHE Management System [403-1, 403-7, 403-8]

WIKA Beton has its own QSHE & Management System Bureau that responsible to conducting optimum QSHE. The observation and reporting of SHE's performance in the working environment of WIKA Beton is supervised by QSHE & Management System Bureau. The implementation of SHE applies to all employees without any exception for partners or honorary employee's. All of them, including top managements, are required to support the implementation of SHE, as well as support the zero fatality target.

The implementation of SHE at the environment of Concrete Production Plant, was reviewed by an independent institution, namely PT. Sucofindo, to obtain SMK3 (Occupational Health and Safety Management System) certification issued by the Ministry of Manpower of Indonesia. The SHE Management System implemented in WIKA Beton refers to Government Regulation no. 50 of 2012 about Safety Management System and OHSAS 18001:2007.



Implementation of SHE

Accidents can not be avoided, but it can be prevented. In the applied SHE management system, WIKA Beton identified the hazards from each type of work and location of work. In a deeper sense, each accident will be investigated immediately under the supervision of P2K3 Secretary of each unit, no later than 2 x 24 hours. WIKA Beton has reporting and accident-handling procedures, occupational diseases, incidents, and unsafe conditions that applies to all employees; permanent, non-permanent, and honorary. [403-2]

All types of work carried out at the working environment of WIKA Beton have been through risk assessment. The Company identifies high-risk work, and has improved the security facility, mitigation, and supervision. The high-risk work are: [403-2, 403-7]

1. Work in hot areas, includes heavy equipment, vehicles, and other combustion engines;
2. Electrical work, includes production process work, works related to power outlet, power supply, electrical panel and instrumental panel;
3. Working in confined spaces, for example working at location of tanks, vessel, tower, manhole, tub, dug holes, and others;
4. Work on high places, includes scaffolding installation, erection, and stressing, and elevation work.

In an effort to increase the awareness towards the importance of occupational safety, WIKA Beton continuously applies communication, consultation, and involving employees on the topic of SHE. New employees or visitors/guests are always given an induction on SHE as a form of communication of safety, health, and environment to inform SHE policies at the Company, rules, and code of conduct. During this process, the Company also informs the procedure to handle emergency situations and other

hazards that are possibly occurred in working areas. Communication on SHE topics involving all employees before starts working including through daily toolbox meeting and weekly SHE talk. Aside from that, every once a month, SHE meetings were taken place and followed by management and subcontractor/vendor to discuss SHE program, SHE inspection result, issues related to SHE and follow up action. To improve SHE performance, the Company also conducts several programs such as 5R Assessment, Safety Culture, Healthy Life Movement, Blood Donation, Safety Award, SHE Campaign, and Seminary on SHE. All SHE activities and its performance report, supervised by Advisory Committee of Safety, Occupational Health, and Environment of the related unit and QSHE & Management System Bureau of head office. [403-4]

Employees are also provided with training related to SHE, to improve their expertise in SHE. Several types of training will be given to employees, including: [403-5]

1. General SHE Expert Training;
2. Constructional SHE Expert Training;
3. Occupational Environment SHE Expert Training;
4. Fire Expert Training Class A, B, C, D;
5. First Aid Staff Training;
6. Operator of Lifts and Transport SHE Training.

One of the supervision and assessment of SHE of each Business Management Section (BMS) and projects is conducted through Patrol QSHE by Directors and Bureau Managers, where has implemented at nine BMS this year. The Assessor team will review the implementation of SHE aspects directly at each BMS.

Data of Occupational Accidents [403-9]

Category	2019	2018	2017
Non Lost Time Injury (NLTi)	0	0	0
Minor Injury	5	6	8
Temporary Loss of Physical Work Ability	0	0	0
Serious Injury	0	0	0
Fatal/Deadly Injury	0	0	0

Non-Lost Time Injury (NLTi): Accident do not cause loss of workdays, employees who have an accident can return to work on that day immediately.

Minor Injury: Accident causes employees losing 1 working day

Temporary Loss of Physical Work Ability: Accidents causes employees to loss two to 35 working days

Serious Injury: Accident causes employees to lose more than 35 working days of employees experiencing permanent disabilities

Fatal/Meninggal: Accident causes the death of employees or equal to the loss of 6000 working days

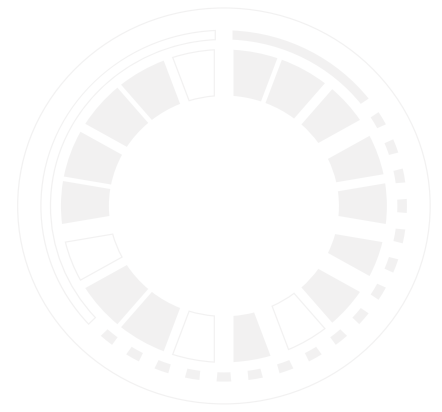
Severity Rate, Frequency Rate, LTI, and Safe Man-hours [403-9]

Description	2019	2018	2017
Severity Rate	0	1.03	0.14
Frequency Rate	0.39	0.44	0.54
Loss Time Injury (LTI)	0	0	2
Safe Man-hours	18,411,897	13,632,012	14,717,952

Health Facility for Employees [403-3, 403-6]

The Company obliges all offices, BMS, and projects to provide occupational health and safety facilities. Qualified and accessible occupational health and safety facilities are the social responsibilities of the Company for its employees. At all BMS and projects, a First Aid room and all its equipment, fire extinguisher, health clinic, and company doctor were provided. The Company gives health insurance to every employee and applies emergency drills as a preparation effort in handling emergencies. Aside from that, Safety Patrol is carried out every year in all BMS work units and WIKA Beton projects according to the schedule made by the QSHE & Management System Bureau.

Based on Statutory Regulations, namely Law no. 13 of 2003, Regulations of Ministry of Manpower and Transmigration No.: Per.02/Men/1980 Article 3 Paragraph 2 and Regulations of Ministry of Manpower and Transmigration No: Per.03/Men/1982. A good periodical health check-up plays an important role in maintaining the health of the workforce, and significantly impacts the sustainability of the Company. For this reason, the Company also provides health facilities in the form of Medical Check-Up (MCU). In 2019, all employees of WIKA Beton at the CPP was doing their medical check up, and later in 2020, for employees at the Head Office. The medical check-up will be done by all employees.



Environmental Compliance [307-1]

The Human Capital Bureau recorded and reported permanent employee MCU data, meanwhile MCU for field employees were managed by each project site. Aside from MCU, the Company was also conducting a routine blood donation, in collaboration with Entitas Anak WIKA. In 2019, WIKA Beton conducted two blood donations, in May 2019 and November 2019.

In addition, WIKA Beton also conducted a health campaign through Healthy Lifestyle Movement Program and Blood Donation activity. Aside from the mitigation of work-related diseases, the Company also cares about the healthy lifestyle of the employees. This is manifested in the form of socialization of the harm of HIV/AIDS and drug abuse.

The core business of WIKA Beton takes place at the CPP. In the plant operations, The Company complies with policies and regulations, including in the prevention of environmental damage. In 2019, WIKA Beton has reported reports on environmental management activities to the Local Government Environmental Agency every 6 months.

On the other hand, activities at the quarry and split, managed by WIKA Beton, have met the applicable environmental policies and requirements. For these efforts, WIKA Beton received no fines and sanctions for non-compliance to the laws and regulations related to the environment throughout 2019.



Delivering Social Values to the Community



The Company commits to preserving the environment, supports sustainable development, and brings positive impact in each business activities to create sustainable business. The Company has a roadmap and CSR strategic policies based on SDGs and ISO 26000. Besides of that, WIKA Beton has a strategic policy about Corporate Social Responsibility (CSR) and it's

procedure: WB-CSH-PS-05 Procedure of CSR Activity Management - Revision 02. The implementation of CSR is expected, not only to bring positive impact to the environment and community around the work unit, but also to mitigates any potential business risk.

The CSR costs in 2019 are as follows:

Summary of CSR Fund Allocation Based on Working Unit

Working Unit	Total CSR Cost (IDR)
Head office	604,246,557
Sales Area	444,502,500
Concrete Product Plant	1,168,814,657
Project	117,598,000
Total	2,335,161,714

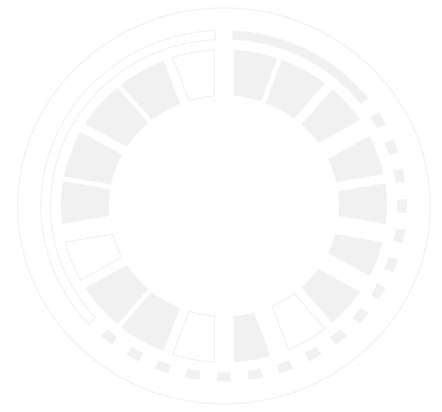
Summary of CSR Fund Allocation Based on Activities

Working Unit	CID Philanthropy (IDR)	Non-CID (IDR)
Head office	583,246,557	21,000,000
Sales Area	318,186,900	126,315,600
Concrete Product Plant	1,015,447,697	153,366,960
Project	97,797,000	19,801,000
Total	2,014,678,154	320,483,560

During 2019, WIKA Beton has not yet implemented Community Involvement & Development (CID) Program, as it is in line with the 2020-2022 CSR Roadmap preparation of CID Program which will be implemented in 2020.

Summary of CSR Fund Allocation Based on CSR Pillar

Working Unit	WTON Peduli	WTON Pintar	WTON Sehat	WTON 3R
Head office	569,832,557	21,000,000	13,414,000	-
Sales Area	329,136,900	110,365,600	5,000,000	-
Concrete Product Plant	890,705,731	207,273,626	67,335,300	3,500,000
Project	87,321,000	4,777,000	5,500,000	20,000,000
Total	1,876,996,188	343,416,226	91,249,300	23,500,000



Activities realization

In 2019, WIKA Beton has conducted various Corporate Social Responsibility activities through four pillars, namely:

1. WTON Peduli

This program is a Company's concern for the community surrounding the operational area, in accordance with ISO 26000 core subject: Community involvement and development, with community involvement and social investment issues, and in accordance with SDGs: SDG1-No Poverty, SDG2-No Hunger, SDG-10 Reduced Inequalities, SDG11-Sustainable Cities and Communities, and SDG17-Partnership for the Goals. The activities conducted were:

1. Compensation for orphanages, boarding schools, and orphans in the Head Office and operating areas;
2. Assistance with public facilities, such as religious facilities, traffic lights, and street lighting around the operational area;
3. Religious social activities in commemoration of Eid al-Fitr, Eid al-Adha and Christmas Day;
4. Assistance for natural disasters, such as earthquakes.

2. WTON Pintar

This program aims to provide assistance to schools or colleges, in order to improve the quality of education in accordance with ISO 26000 core subject Community involvement and development with issues of education and culture, in accordance with SDGs: SDG4-Quality Education, and SDG17-Partnership for the Goals. The activities conducted were:

1. Collaborating with PT Wijaya Karya (Persero) Tbk in teaching activities together for: 'WIKA Mengajar' program in the 3T areas (left behind, out front and outermost) of Indonesia;
2. Providing assistance for school books and library facilities through 'CSR Day WTON' activities;

3. Conducting 'WTON goes to campus' activities and stakeholder site visit to the CPP Work Unit;

4. Improving school facilities and infrastructure, such as repairing schools toilet.

3. WTON Sehat

This program aims to maintain and improve the quality of life and public health in surrounding WIKA Beton operating area in accordance with ISO 26000 core subject Community involvement and development with health issues; and in accordance with SDGs: SDG3-Good Health, SDG6-Clean Water and Sanitation, and SDG17-Partnership for the Goals. The activities conducted were:

1. Carrying out blood donor activities at the Head Office and WIKA Beton Working Unit;
2. Contributing to Posyandu activities in WIKA Beton Working Unit;
3. Assisting for health facilities, such as schools toilets in the 3T areas and in the schools around WIKA Beton Working Unit;
4. Conducting mass circumcision activities around WIKA Beton Working Unit area.

4. WTON 3R (Reduce, Reuse, Recycle).

This program aims to reduce, reuse and recycle the remaining production materials in accordance with ISO 26000 core subject Community involvement and development with the issue of health and core subject the environment with the issue of Prevention of pollution and Sustainable resource use issues, as well as in accordance with SDGs: SDG3-Good Health, SDG6-Clean Water and Sanitation, SDG7-Affordable and Clean Energy, SDG12-Responsible Consumption and Production, SDG13-Climate Action, SDG14-Life Below Water, SDG15-Life on Land, SDG17- Partnership for the Goals. The activities conducted were:

1. Utilization of the remaining industrial production activities used for road compaction, backfilling of

- the mosque area, and backfill in the residential around WIKA Beton operations area;
2. Utilization of used oil for re-use as engine oil and molds;
 3. Planting trees around WIKA Beton operations area;
 4. Conservation of fuel energy, electricity, gas and clean water in all WIKA Beton operations areas;
 5. Utilization of the residual water of production activities for material washing in watering products;
 6. Managing and supervising wastewater management installations throughout all CPP;
 7. Savings and reusing of used paper and other used goods throughout WIKA Beton working unit areas.

Post-Disaster Infrastructure Revamp

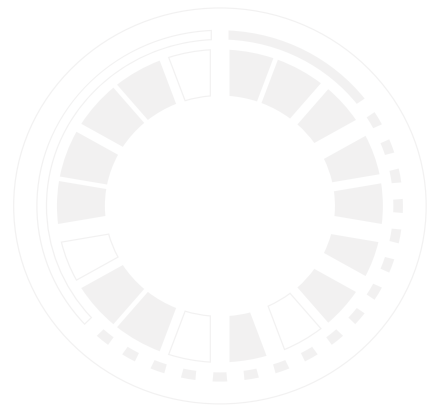
One of the roles of WIKA Beton in the sustainable development of Indonesia is manifested in the synergy with the Central Sulawesi Provincial Government in improving infrastructure after the earthquake and tsunami. During this collaboration, WIKA Beton places itself as a business entity that works in the industry and sales of precast concrete, construction and natural materials, including related business in order to fulfill the development and/or the recovery process in Central Sulawesi.

The Company is experienced in working on development projects of housing in Lombok after the 2018 earthquake and the construction of Coastal Guard of Northern Coast in Jakarta. WIKA Beton optimists with this collaboration to empower Central Sulawesi to recover, whether it is through housing recovery, revamping the coastal area, and other developmental and infrastructure recovery.

Environmental and Social Synergy Around The Project

From the elevated toll road project at A.P. Pettarani Makassar, an amount of road-casting wastes were being produced. The project management uses the wastes of the try-out residual to build Musholla, and Plywood Pavilion. The result of the road-casting will be the ground floor that will be covered by with plywood.





Iron wastes from the elevated toll road projects are used to create security post building frame structure.



Repairing Public Facilities and Infrastructure

Installation of traffic lights

Traffic lights are essential to arrange road users and to avoid road users from traffic accidents. WIKA Beton has installed three traffic lights and other supporting public facilities in the crossing road near WIKA Beton's CPP at Boyolali.

The installation of traffic lights is the result of coordination between WIKA Beton with Resort Police of Boyolali and Department of Transportation of Boyolali. The location of the traffic lights installation is prone to traffic accidents.



Public Street Lighting

Around Boyolali, WIKA Beton has built public facilities and public infrastructures in a form of street lights. The street lights installed use renewable energy, through four units of solar panels. There are two important benefits of this installation, which is to utilize the renewable energy which is solar power, and also public road illumination to prevent and reduce accidents at night.

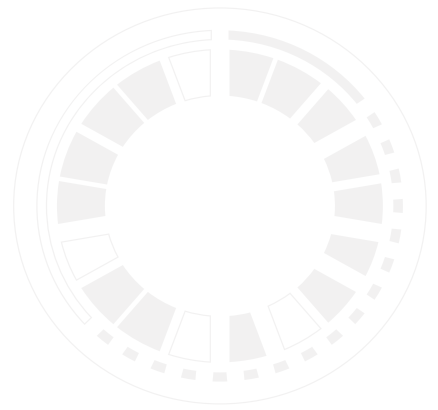
Construction of Badminton Field

At Bogor CPP, WIKA Beton has implemented social action through building badminton fields. This construction of the badminton field was expected to raise the interest of local youth in sport and to achieve awards in Badminton.

Construction of Raos River Dikes

To overcome the flood, WIKA Beton supports the infrastructure improvement around Pasuruan CPP. Support was in the form of the construction of Raos River dikes, Aside from that, WIKA Beton also provides funds to maintain the cleanliness of the Raos River. This support is expected to be able to resolve the health risks and losses due to flooding.





Construction Material Supports

All of the parties may not be able to directly participate in the actions in sharing social values to the community. Indirectly, WIKa Beton supports the construction of public facilities and public infrastructures by providing construction material such as sand and split. In 2019, the support was given to local communities around Lampung CPP, Bogor CPP, and Makassar CPP.

WIKa Beton Care for Education

One of the concerns of WIKa Beton towards the next generation, is realized through one of the CSR pillars, which is WTON Pintar. Throughout 2019, the Company provided educational books support to Elementary Schools, MI, and Islamic Boarding School around CPP, Sales Area, and project locations. The book provisions are expected to broaden the knowledge and facilitate students to obtain references.



Blood Donation

In the health sector, the Company collaborates with Red Cross Indonesia to actively conduct annual blood donation. This blood donation activity is conducted at all working units of WIKA Beton. The blood donation becomes part of WTON Sehat pillar to increase the awareness for others and help the availability of blood at the Red Cross Indonesia. Another positive impact of this activity is to raise the health of the donors, as well as providing convenience and access to obtain blood for people in need.

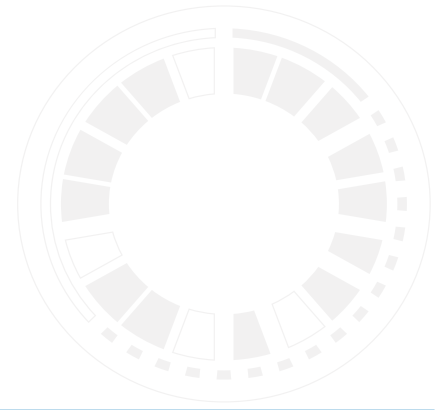
Social Donation

Other social activities through 2019 includes the distribution of donations to those in need. Social donations distributed by WIKA Beton are:

1. Staple foods to orphanages;
2. Fund aid to mosques
3. Donations to the orphanages;
4. Donations of sacrificial animals;
5. Fund aid for Independence Day Commemoration;
6. Donations for the victim of natural disasters;
7. Fund aid for religious events;
8. Fund aid for youth community activities;
9. Financial support for drug socialization and recruitment of anti-drug volunteers;
10. Financial support for other education and humanitarian activities.



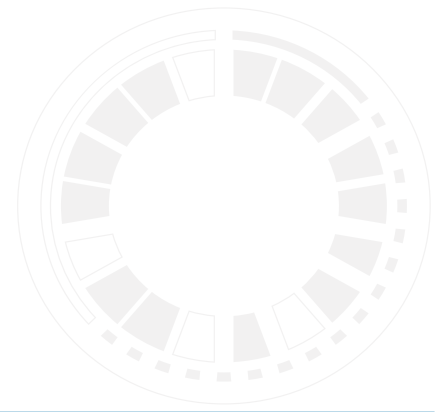
List of Abbreviations



ALWA	Artificial Light-Weight Aggregate
BIM	Building Information Modelling
BMS	Business Management Section
CCMS	Computer Control Machining System
CID	Community Involvement Development
CP	Crushing Plant
CPP	Concrete Product Plant
CLA	Collective Labor Agreement
CRM	Customer Relationship Management
e-QC	Electronic Quality Control
EPI	Engineering, Production, Installation
HSR	High Speed Railway
LRQA	Lloyd's Register Quality Assurance
KBI	Key Behavior Indicator
RPC	Reactive Powder Concrete
SBU	Strategic Business Unit
SCC	Self Compacting Concrete
SCM	Supply Chain Management
SHMS	Self Compacting Concrete
TDS	Total Dissolve Solid
TNA	Training Need Analysis
WWTP	Wastewater Treatment Plants

GRI-Standard Content Index [102-55]

GRI Standards		Disclosures	Page numbers
General Disclosures			
GRI 102: General Disclosures 2016	102-1	Name of the organization	31
	102-2	Activities, brands, products, and services	32
	102-3	Location of headquarters	17
	102-4	Location of operations	33
	102-5	Ownership and legal form	31
	102-6	Markets served	49-50
	102-7	Scale of the organization	31
	102-8	Information on employees	67-68
	102-9	Supply chain	52-53
	102-10	Significant changes to the organisation	46
	102-11	Precautionary principle or approach	47
	102-12	External initiatives	34
	102-13	Membership of associations	34
	102-14	Statement from senior decision-maker	10-13
	102-16	Values, principles, standards, and norms of behavior	30
	102-18	Governance structure	44-45
	102-40	List of stakeholder groups	25-28
	102-41	Collective bargaining agreements	69
	102-42	Identifying and selecting stakeholders	25
	102-43	Approach to stakeholder engagement	25-28
	102-44	Key topics and concerns	25-28
	102-45	Entities included in the consolidated financial statements	18
	102-46	Defining report content and topic boundaries	18-22
	102-47	List of material topics	19
	102-48	Restatements of information	18
	102-49	Changes in reporting	18
	102-50	Reporting period	17
	102-51	Date of most recent report	18
	102-52	Reporting cycle	17
	102-53	Contact	17
	102-54	In accordance with the GRI Standards	17
	102-55	GRI content index	84-86
	102-56	External assurance	17



GRI Standards		Disclosures	Page numbers
Specific Disclosure			
Material Topic: Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	20
	103-2	The management approach and its components	23
	103-3	Evaluation of the management approach	23
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	51
	201-2	Financial implications due to climate change	51
	201-3	Defined benefit plan obligations and other retirement plans	70
	201-4	Financial assistance received from government	50
Material Topic: Supply Chain			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	20
	103-2	The management approach and its components	23
	103-3	Evaluation of the management approach	23
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	53
Material Topic: Quality, Safety, Health, & Environment (QSHE)			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	21
	103-2	The management approach and its components	23
	103-3	Evaluation of the management approach	23
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	75
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	72
	403-2	Hazard identification, risk assessment, and incident investigation	73
	403-3	Occupational health service	74-75
	403-4	Worker participation, consultation, and communication on occupational health and safety	73
	403-5	Worker training on occupational health and safety	73
	403-6	Promotion of worker health	74-75
	403-7	Prevention and mitigation of OHS impacts directly linked by business relationships	72
	403-8	Workers covered by an occupational health and safety management system	72-73
	403-9	Work-related injuries	74
Material Topic: Material			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	21
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 301: Material 2016	301-1	Material used by weight or volume	60
	301-2	Recycled input materials used	60

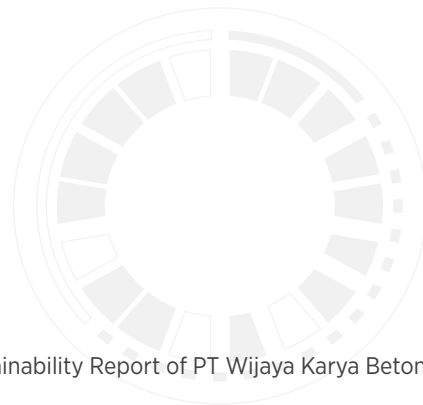
GRI Standards		Disclosures	Page numbers
Material Topic: Waste and Effluent Management			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	22
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 306: Limbah dan Efluen 2016	306-1	Water discharge by quality and destination	62
	306-2	Waste by type and disposal method	61
	306-3	Significant spills	61
	306-4	Transport of hazardous and toxic waste	60
	306-5	Water bodies effected by water discharges	62
Material Topic: Employee Competency Development			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	22
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 403: Pelatihan dan Pendidikan 2016	404-1	Average hours of training per year per employee	70
	404-2	Program for upgrading employee skills	70-71
	404-3	Percentage of employees receiving regular performance and career development reviews	71

Reference of Financial Service Authority Regulation (POJK No.51/POJK/03/2017)

POJK No.51/ POJK.03/2017		Disclosure	Page numbers
1		Explanation on Sustainability Strategy	35-37
2		An overview of the sustainability performance aspect	14-15
3		Brief profile of the Company	31-34
3.a		Vision, Mission, and sustainability value	30
3.b		Name, address, phone number, faximile numbers, electronic mail address (e-mail), website and branch office	17
3.c		Working scale	31
	3.c.1	Assets total or asset capitalization and total responsibilities	31
	3.c.2	The number of employees based on the gender, occupational level, ages, educational background, and employment status	67-68
	3.c.3	Percentage of Share ownership	31
	3.c.4	Operational Area	33
3.d		Products, services, and business activities	32
3.e		Membership in Association	34
3.f		Changes in LJK, Emiten, and public company changes that are significant	46
4		Directional explanation	10-13
4.a		Policies to responds to challenges in fulfilling the sustainable strategy	11
4.b		Implementation of sustainable financing	Irrelevant
4.c		Business target	11-12
5		Sustainable Governance	44-47
5.a		Directors, Board Member, officer, government representative works to become responsible to manage sustainable financing.	38-40
5.b		Development of competency, delivered to Directors, board of Commisioners, employees, and working unit that responsible to sustainable financing.	Irrelevant
5.c		Company procedures in controlling the risk of sustainability	12-13
6		Sustainable performance	
6.a		Activities to build a sustainability culture in the internal Public Company	37
6.b	6.b.1	Comparison between production target and performance, portfolio, funding or investment target, revenue and profit/loss	The Information available in Annual Report
	6.b.2	Comparison between portfolio target and performance, funding or investment target on financial instruments or projects in line with the implementation of Sustainable Finance	Irrelevant
6.c	6.c.1	Commitment of financial service institution, emiten, or public company to providing product and / or service equally to customers	Irrelevant
	6.c.2.a	Equality of employment opportunities and the presence or absence of forced labor and child labor	67-69
	6.c.2.b	Percentage of permanent employee remuneration at the lowest level against the regional minimum wage	69
	6.c.2.c	Safe and suitable working environment	68
	6.c.2.d	Training and capacity building for employee	70-71
	6.c.3.a	Information on activities or operational areas that give positive and negative impacts to the surrounding community, including financial literacy and inclusion	Irrelevant
	6.c.3.b	The mechanism and number of public complaints received and acted upon	Unavailable
	6.c.3.c	Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities	76-80

POJK No.51/ POJK.03/2017		Disclosure	Page numbers
6.d	6.d.1	Environmental costs incurred	15
	6.d.2	Use of environmentally friendly materials	12, 57-58
	6.d.3	Energy uses, at least contains: a) Total and intensity of energy used b) Work and achievement to use energy efficiently, including renewable energy resources	64-65
6.e	6.e.1	Performance as meant in letter d	12, 15, 57-58, 64-65
	6.e.2	Activities or operational areas that have an impact to the surrounding environment	24, 75
	6.e.3.a	Impacts of operational areas that are near or in conservation area	Unavailable
	6.e.3.b	Efforts to conserve biodiversity	Unavailable
	6.e.4.a	Total and intensity of emission produced, based on its type	Unavailable
	6.e.4.b	Efforts and achievement to reduce emission	Unavailable
	6.e.5.a	Wastes and effluent produced, based on its type	61
	6.e.5.b	Mechanism of waste and effluent management	61-62
	6.e.5.c	Spilling, if any	62
	6.e.6	The number and topic of environmental complaints received and resolved	Unavailable
6.f	6.f.1	Innovation and development of sustainable products	Irrelevant
	6.f.2	Number and percentage of products and services that have been evaluated for the customer's safety	Irrelevant
	6.f.3	Positive and negative impact of product and / or services and distribution process	Irrelevant
	6.f.4	Number of products withdrawn and the reason	Irrelevant
	6.f.5	Survey of customer satisfaction	14
7		Written Verification from independent parties (if any)	17

Feedback Form



We would like to ask all stakeholders to kindly provide feedback after reading the Sustainability Report of PT Wijaya Karya Beton Tbk by sending email or this form by fax/mail.

Your profile

Name (if you please) :
Institution/Company :
Email :
Phone/Mobile :

You are belong to the stakeholders group of:

- ☐ Stakeholder ☐ Customer ☐ Employee ☐ Partner
☐ Community ☐ Media ☐ Similar business Entity & Association ☐ Lain-lain, mohon Other, please state.....

Please choose the most appropriate answer:

- This report describe company's performance in economic, social, and environment aspects
☐ Disagree ☐ Neutral ☐ Agree
- This report shows balanced information, which is included positive and negative information
☐ Disagree ☐ Neutral ☐ Agree
- This report increase Your trust to the Company's sustainability
☐ Disagree ☐ Neutral ☐ Agree
- Sort the priority of material topic, which is the most important to you:
 - Economic Performance ()
 - Supply Chain ()
 - QSHE ()
 - Material ()
 - Waste and Effluent Management ()
 - Employee Competency Development ()

- Please advice/suggestion/comments on this report statements.

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Thank you for Your participation.

Kindly send this feedback form to address follows:

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