

Tanggung Jawab Sosial

Corporate Social Responsibility

CITA & Entitas Anak

CSR (Corporate Social Responsibility) atau Program Pengembangan dan Pemberdayaan Masyarakat adalah bentuk kepedulian dan kontribusi perusahaan untuk mengembangkan dan memberdayakan masyarakat yang berada di sekitar lokasi kerja. Hal ini memberikan gambaran bahwa perusahaan tidak hanya mengambil keuntungan saja dari kegiatan operasionalnya namun juga membagi kebersamaan dengan cara memelihara lingkungan dan memberdayakan masyarakat. Kewajiban melaksanakan Program Pengembangan dan Pemberdayaan Masyarakat sudah termuat dalam peraturan perundangan, antara lain:

1. Peraturan Pemerintah (PP) No. 47 Tahun 2012 Tentang Perseroan terbatas dalam kewajibannya melakukan Tanggungjawab sosial dan lingkungan.
2. Surat Bupati Ketapang Nomor 540/3.269/ Distamben.C, tanggal 8 Desember 2010 tentang Laporan Rencana dan Biaya Program Pengembangan dan Pemberdayaan Masyarakat.
3. Surat Bupati Ketapang Nomor 500/2360/ Bappeda-B tanggal 16 Agustus 2011 perihal Pelaksanaan Program CSR.

Maksud dan tujuan dilaksanakannya program CSR adalah selain pemenuhan terhadap ketentuan hukum, masyarakat juga dapat menerima dampak positif dari keberadaan dan kegiatan perusahaan dan masyarakat dapat aktif dalam pengembangan kapasitas diri masuk dalam setiap program yang diprakarsai oleh perusahaan. Bagi Perseroan dan Entitas Anak, program CSR merupakan investasi demi pertumbuhan dan keberlanjutan (sustainability) dan bukan lagi dilihat sebagai sarana biaya (cost centre) melainkan sebagai sarana meraih keuntungan (profit centre). Program CSR merupakan komitmen Perseroan dan Entitas Anak untuk mendukung terciptanya pembangunan berkelanjutan (sustainable development).

Lokasi kegiatan pertambangan PT Cita Mineral Investindo Tbk dan Entitas Anak, berlokasi di Kabupaten Ketapang, Provinsi Kalimantan Barat. Masyarakat di sekitar lokasi kegiatan pada umumnya merupakan suku Dayak dan suku lain seperti suku Melayu, suku Jawa, suku Flores, suku Timor dan masyarakat dari belahan Indonesia lainnya. Kehidupan mereka di beberapa tempat sudah berasimilasi cukup lama

CITA & Subsidiaries

CSR (Corporate Social Responsibility) or Community Development and Empowerment Program is a form of awareness and contribution of the company to develop and empower the surrounding community. This gives an idea that the company does not only take benefit from its operational activities but also share the togetherness by maintaining the environment and empower the community. The obligation to implement Community Development and Empowerment Program is contained in legislation, among others:

1. Government Regulation (PP) no. 47 Year 2012 on Limited Liability Company in its obligation to carry out social and environmental responsibility.
2. Letter of the Regent of Ketapang Number 540/3.269/ Distamben.C, dated December 8, 2010 on Report of Plan and Budget of Community Development and Empowerment Program.
3. Letter of Regent of Ketapang Number 500/2360/ Bappeda-B dated August 16, 2011 regarding Implementation of CSR Program.

In addition to the fulfillment of legal provisions, the purpose and objective of CSR program implementation is to the extent that the public can also receive positive impacts from the existence and activities of the company and moreover, the community can be active in the development of any program initiated by the company. For the Company, Subsidiaries and Associate Entities, the CSR program is an investment for growth and sustainability where it is no longer perceived as a cost center but as a means of profit center. CSR program is a commitment of the Company and Entity Subsidiary to support the creation of sustainable development (sustainable development).

The location of PT Cita Mineral Investindo Tbk and Entity Subsidiary's mining activities is located in Ketapang District, West Kalimantan Province. Communities surrounding the operational site are generally Dayak tribes and other tribes such as the Malay, Javanese, Flores, Timorese and other Indonesian peoples. Their lives in some places have been assimilated for a long time just as transmigration programs and the

seiring program transmigrasi dan berkembangnya perkebunan kelapa sawit. Namun ada juga dusun atau desa tua yang penduduknya masih asli suku Dayak dan berkembang hingga kini. Dusun-dusun itu sudah seperti di tempat lainnya, memiliki bentuk kehidupan komunal yang mendirikan rumah berdekatan yang dekat dengan air.

Kehidupan masyarakat sekitar Perseroan areal penambangan Perseroan dan Entitas Anak pada umumnya bergantung pada hasil hutan seperti karet, kayu, rotan, berburu, ladang berpindah dan menangkap ikan. Masyarakat tradisional amat kuat ketergantungannya terhadap alam baik secara cuaca maupun perubahan fungsi lahan. Masyarakat pada umumnya memiliki hak wilayah tanah yang luas menurut adat baik secara turun temurun maupun karena proses ladang berpindah. Saat ini hak itu bisa berupa hutan Krangas yang kadang ditebang untuk diambil kayunya, kebun sawit dan karet yang luas yang dipanen rutin dari hari ke hari.

Seluruh kegiatan pertambangan dan turunannya pada areal Perseroan dan Entitas Anak sempat dihentikan pada periode 2013-2017 sebagai akibat kebijakan pelarangan ekspor mineral mentah oleh pemerintah melalui Permen ESDM No.1 Tahun 2014 tentang peningkatan nilai tambah mineral melalui kegiatan pengolahan dan pemurnian mineral di dalam negeri. Dampak dari peraturan tersebut berpengaruh terhadap aktivitas CSR yang dilakukan oleh Perseroan dan Entitas Anak. Secara garis besar, kegiatan CSR dilakukan melalui Entitas Anak yang operasionalnya masih berjalan dan masih fokus pada Program Pengembangan Sarana dan Prasarana, Program Peningkatan Pendidikan, Program Peningkatan Kesehatan, Pengembangan Sosial dan Budaya dan Program Solidaritas Keagamaan. Total Pengeluaran untuk kegiatan CSR yang telah dilakukan Perseroan melalui Entitas anak pada periode 2013-2017 secara garis besar disajikan sebagai berikut :

development of oil palm plantations. But there are also hamlets or old villages whose inhabitants are still native Dayak tribe and multiplying until to now. The hamlets are like everywhere else, have a communal life form that builds adjacent houses close to the water.

The livelihoods of the communities surrounding the Company's mining areas and Entity Subsidiary generally depend on forest products such as rubber, timber, rattan, hunting, shifting cultivation and fishing. Traditional societies are strongly dependent on nature both on the weather and on land function changes. Communities generally possess extensive land concessions according to their culture practice, both from patrimony and shifting farm cultivation. Currently, the concessions could be the forests of Krangas that are sometimes logged for timber, vast palm and rubber plantations which harvested routinely every day.

All mining activities and its derivatives in the Company and Entity Subsidiary site were ceased in the period 2013-2017 as a result of the raw minerals export banning policy by the government through the Ministerial Regulation No. 1 of 2014 on the increase of mineral added value through mineral processing and refining activities in the country. The impact of the regulation affects CSR activities conducted by the Company and Entity Subsidiary. Broadly speaking, CSR activities are conducted through Entity Subsidiary whose operations are still running and continuously focused on facilities and infrastructure of Program development, Education Improvement Program, Health Improvement Program, Social and Cultural Development and Religious Solidarity Program. Total Expenditures for CSR activities conducted by the Company through Entity Subsidiary in the period 2013-2017 are outlined as follows:

No	Bidang Program / Field Program	Biaya / Cost (Rp)
1	Pendidikan / Education	453.945.000
2	Kesehatan / Health	1.137.076.501
3	Keagamaan / Religious	135.675.000
4	Infrastruktur / Infrastructure	1.475.877.000
5	Adat & Budaya / Tradition & Culture	156.911.000
Jumlah / Total		3.359.484.501

Terbilang: Tiga miliar tiga ratus lima puluh sembilan juta empat ratus delapan puluh empat ribu lima ratus satu ribu Rupiah.

Program Pengembangan Pendidikan

Program CSR bidang pendidikan masih tetap pada tujuan utama yaitu untuk memperlancar kegiatan belajar mengajar serta mendukung kegiatan ekstra kurikuler sekolah untuk meningkatkan kualitas pendidikan anak, baik di luar maupun di sekolah, serta membantu meningkatkan taraf hidup guru di daerah tertinggal melalui pemberian honor pengajar agar keberlangsungan sekolah terjamin.

Hal ini dilakukan guna berpartisipasi dalam penguatan akses dalam bidang pendidikan. Berbagai hal telah dilakukan dalam bidang ini, antara lain memberikan bantuan operasional untuk sekolah dan guru tingkat SD seperti bantuan dana pendidikan yang bekerjasama dengan salah satu yayasan di Ketapang (Yayasan USABA), bantuan perbaikan sarana sekolah serta beberapa program lainnya.

Sort: Three billion three hundred fifty nine million four hundred eighty four thousand five hundred one thousand Rupiah.

Education Development Program

The CSR program in the area of education is still on the main objective which is to facilitate teaching and learning activities and to support the school extra-curricular activities in improving the quality of children's education, both outside and in school, as well as to help improving the lives of teachers in disadvantaged areas through the provision of honorariums for the sake of schools sustainability.

This is rendered in order to participate in strengthening access in education. Various things have been implemented in this area, including providing operational support for schools and elementary school teachers such as education funding in cooperation with one of the foundations in Ketapang (Yayasan USABA), providing school renovation and other program .



Program Peningkatan Kesehatan

Program CSR bidang kesehatan yang dilaksanakan lebih banyak ke arah pemenuhan kebutuhan dasar akan air bersih. Perseroan melalui Entitas Anak membangun fasilitas air bersih di berbagai lokasi di wilayah operasionalnya. Dalam hal ini, kepedulian ditunjukkan melalui bantuan pengobatan gratis yang dikhususkan di wilayah kegiatan operasional antara lain program pemberian makanan tambahan anak sekolah dasar, bantuan perbaikan fasilitas kesehatan seperti Polindes dan program lainnya yang mengarah kepada penguatan akses kesehatan masyarakat.



Health Improvement Program

CSR programs in the health sector are carried out towards fulfilling the basic needs of clean water. The Company through its Entity Subsidiary constructs clean water facilities in various locations in its operational areas. In this regard, caring is demonstrated through free medical assistance that is specialized in the area of operational activities such as additional primary school feeding programs, assistance for the improvement of health facilities such as the maternity hut and other programs that lead to the strengthening of public health access.



Program Kegiatan Keagamaan

Kegiatan keagamaan juga merupakan prioritas program, mengingat agama merupakan landasan utama sendi kehidupan masyarakat, dengan harapan peningkatan dukungan di bidang keagamaan ini, dapat terbentuk masyarakat yang bertaqwa, berbudi luhur serta memiliki kinerja dan kejujuran yang tinggi, yang pada akhirnya berdampak terhadap operasionalisasi Perseroan dan Entitas Anak. Perseroan dan Entitas Anak menghormati keberadaan keanekaragaman agama dalam komunitas dimana kegiatan usaha dilakukan, dalam partisipasinya Entitas Anak aktif dalam kegiatan perayaan kegiatan keagamaan, juga membantu dalam pembangunan dan perbaikan sarana dan prasarana rumah ibadah.

Religious Activity Program

Religious activities are also the priority of the program, since religion is the main foundation of the life of the community, with hope that this increasing support in religious area eventually can form a devoted community, virtuous and have high performance as well as honesty, which ultimately affects the operation of the Company and Entities Subsidiary. The Company and its Entity Subsidiary respect the existence of religious diversity in communities where business activities are conducted, in which the Subsidiary is active in religious celebration activities, as well as assisting in the construction and improvement of facilities and infrastructure of praying places.

Program Pengembangan Infrastruktur

Dilakukan sebagai upaya kepedulian terhadap komunitas dengan membantu mempermudah akses misalnya sarana penerangan desa, pembangunan dan perbaikan jalan untuk kemudahan akses mencapai tempat-tempat umum, kemudahan akses dalam penyediaan air bersih, dan penguatan akses lainnya di komunitas yang bersifat bantuan lainnya. Program bidang infrastruktur fokus pada penyediaan sarana penerangan listrik baik itu berupa penyediaan genset beserta bahan bakarnya atau BBM, perbaikan serta

Infrastructure Development Program

The program was carried out as an effort to care for the community by helping to facilitate access such as village lighting facilities, construction and repair of roads for easy access to public places, access to clean water supplies, and the strengthening of other access in other relief communities. Infrastructure program focuses on the provision of electricity lighting facilities such as the provision of generators and fuel or BBM, repair and maintenance. Besides this activity also focus on repair and maintenance of village road.



perawatannya. Selain itu kegiatan ini juga fokus pada perbaikan dan perawatan jalan desa. Beberapa dusun yang sudah menikmati program penyediaan sarana listrik ini adalah Dusun Manggungan, Dusun Batang Belian, Dusun Pesanggaran, Dusun Pelanjau Jaya, Dusun Benguk, Dusun Air Merah, Dusun Sedawak, Dusun Sebalakan.

Program Pembangunan Sosial dan Budaya

Keberadaan Perseroan dan Entitas Anak ditengah-tengah komunitas tentu harus menyesuaikan diri dengan budaya lokal, dalam hal ini, Entitas Anak menyadari bahwa kegiatannya juga harus memberikan dampak positif dalam kegiatan sosial di masyarakat khususnya pelestarian budaya dan penghormatan terhadap kearifan lokal.

Negara Indonesia sangat kaya akan adat istiadat dan budaya yang dimiliki masyarakatnya, termasuk di Kalimantan Barat, berpuh-puluh suku dengan adat istiadat masing-masing yang beragam. Perseroan dan Entitas Anak melihat bahwa adat istiadat masyarakat merupakan potensi lokal yang perlu dilestarikan. Upacara ritual adat dilakukan untuk pembukaan wilayah baru seperti untuk *tailing*, *washing plant*,

Some hamlets that have enjoyed this electricity supply program are Manggungan Hamlet, Batang Belian Hamlet, Pesanggaran Hamlet, Pelanjau Jaya Hamlet, Benguk Hamlet, Air Merah Hamlet, Sedawak Hamlet, Sebalakan Hamlet.

Social Development and Culture Program

The existence of the Company and Entity Subsidiary in the midst of the community certainly must adapt to the local culture, in this case, the Entity Subsidiary realize that their activities should also have a positive impact in social activities in the community, especially the preservation of culture and respect for local wisdom.

Indonesia is very rich in the customs and culture of its people, including in West Kalimantan, tens of tribes with different customs. The Company and Entity Subsidiary see that the customs of the community are local potentials that need to be preserved. Traditional ritual ceremonies are performed for the opening of new areas such as for tailings, washing plants, ports and mining areas; in addition there is a very interesting



port dan areal penambangan; selain itu ada hal yang sangat menarik bahwa kegiatan adat yang dilakukan, diantaranya berupa pelaksanaan ritual membayar denda adat karena dianggap melanggar sesuatu yang dilarang di lokasi setempat, apakah denda berupa ternak, uang atau tajau (tempat air minum) sesuai dengan aturan yang berlaku di masyarakat setempat. Ke depan, pasca diberlakukannya relaksasi ekspor atas mineral bauksit, Perseroan dan Entitas Anak akan terus mengupayakan pelaksanaan program CSR secara berkelanjutan.

Entitas Asosiasi

Seiring dengan beroperasinya pabrik pengolahan dan pemurnian SGA kegiatan CSR juga dilakukan di sekitar wilayah operasional Entitas Asosiasi PT Well Harvest Winning Alumina Refinery (WHW).

Semenjak awal berdiri, Entitas Asosiasi WHW berkomitmen untuk membangun hubungan yang harmonis dengan warga di sekitar area operasional perusahaan. Hal ini didorong oleh kesadaran bahwa sebagai perusahaan Penanaman Modal Asing (PMA) yang bergerak di bidang pengolahan *Smelter Grade Alumina* (SGA), kegiatan bisnis perusahaan banyak bersentuhan dengan warga masyarakat. Dengan demikian, hubungan yang harmonis dan saling mendukung antara perusahaan dan masyarakat menjadi kunci penting keberhasilan bisnis WHW.

thing that the customary activities undertaken, such as the implementation of the ritual paying customary fines for violating something that is prohibited in the local location, whether the fine in the form of livestock, money or tajau (drinking water equipment) in accordance with the rules that apply in the local community. In the future, after the implementation of export relieving on bauxite minerals, the Company and Entity Subsidiary will continue to pursue the ongoing implementation of CSR programs.

Associate

Along with the operation of the SGA Processing and refining plant and the mining prospects in the future, the Company has restarted CSR activities around the operational areas of the Associate Entity PT Well Harvest Winning Alumina Refinery (WHW).

Ever since its establishment, Associate Entity WHW is committed to build a harmonious relationship with the community surrounding the company's operational area. This is encouraged by the awareness that as a foreign investment company in the field of Smelter Grade Alumina (SGA) refining, the business activities of the company will largely be contact with the surrounding community. Therefore, a harmonious and supportive relationship between the company and the people will be the key to the business success of WHW.

Terbukti, kegiatan operasional selama tahun 2017 berjalan dengan baik berkat dukungan masyarakat sekitar area lokasi pabrik. WHW akan terus membina dan menumbuhkembangkan hubungan yang baik dengan warga sekitar ini demi keberlangsungan usahanya di masa mendatang.

Tanggung Jawab Sosial Perusahaan Terhadap Lingkungan Hidup

Sebagai perusahaan yang bergerak di industri pengolahan alumina, kegiatan bisnisnya terkait erat dengan lingkungan hidup penting untuk memastikan bahwa kegiatan operasional berjalan tanpa mengabaikan aspek-aspek keamanan lingkungan hidup.

WHW meyakini bahwa lingkungan hidup merupakan hal utama dalam menjalankan operasional perusahaan. Dalam waktu bersamaan, pengelolaan lingkungan hidup yang bertanggung jawab telah membuat WHW berhasil melakukan kegiatan ekspor barang produksi. Hingga Desember 2017, WHW telah mampu melakukan ekspor SGA hingga 1,1 juta ton ke Tiongkok.

Kemampuan WHW dalam mengelola lingkungan hidup secara bertanggung jawab telah mendapat pengakuan dari Kepala Dinas Perumahan Rakyat dan Lingkungan Hidup Kabupaten Ketapang, Ir H Sukirno, yang pada Desember 2017 lalu menyatakan bahwa aspek lingkungan hidup WHW tidak mengalami kendala. Sehingga dengan demikian, WHW dapat melakukan ekspor.

Dalam menjalankan proses produksi, WHW tetap bertanggungjawab terhadap kegiatan lingkungan yang ada di sekitar pabrik dan di masyarakat. Pihak perusahaan telah menyediakan gudang Tempat Pembuangan Sampah (TPS). Limbah B3 untuk menampung setiap limbah hasil produksi. WHW juga melakukan pengukuran kualitas udara, melakukan pemantauan flora dan fauna, serta pengambilan sampel air untuk diteliti.

Tanggung Jawab Sosial Perusahaan Terhadap Tenaga Kerja

WHW mengutamakan prinsip Ketenagakerjaan, Kesehatan, dan Keselamatan kerja (K3L) dengan memastikan bahwa setiap karyawan berkesempatan meniti karir sesuai kompetensi dan pilihan mereka. Salah satu wujud dukungan perusahaan terhadap karyawan dalam meniti karir ialah dengan menyediakan program pelatihan dan peningkatan kompetensi, serta jenjang karir yang terbuka bagi setiap karyawan kompeten. WHW juga membuka kesempatan yang luas untuk putra daerah untuk

As proof, the operational activities throughout 2017 has gone well thanks to the support of the society around the area of the plant. WHW will continue to foster and develop good relations with the surrounding people for the sake of the company's business perpetuity in the future.

Corporate Social Responsibility Toward the Environment

As a company that engages in the field of bauxite mining and alumina processing and refining, the Company's business activities are closely related with the environment where the Company operates. It is important for the Company to make sure that the operational activities run well without neglecting the aspects of environmental security.

WHW believes that the environment is the main issue in running its operations. At the same time, responsible environment management has enabled WHW to conduct production material export activities. Up until December 2017, WHW has been able to export up to 1.1 million tons of SGA to China.

The success of WHW in environmental management has received recognition from the Head of Public Housing and Environment Office of Ketapang, Ir H Sukirno, on December 2017 who states that there are no problems in the environmental aspect of WHW. WHW is able to do export this way.

In performing production processes, WHW is still responsible for the environmental activities around the plants and the society. The Company has provided a Final Disposal Area for harmful toxic waste to handle all the waste produced in production. WHW also perform Air Quality Measurements, conducts flora and fauna observations as well as taking water samples for research.

Corporate Social Responsibility Toward the Workforce

WHW prioritizes the principle of Employment, Health, and Safety (K3L) by ensuring that every employee has the opportunity to pursue a career according to their competence and preference. One form of corporate support to employees in the career path is to provide training programs and enhancement of competence, as well as an open career ladder to any competent employee. WHW also opens wide opportunities for young local people to join as employees. Thus, the presence of WHW provides employment for the local

turut berkarya menjadi karyawan. Dengan demikian, kehadiran WHW membuka lapangan kerja bagi daerah setempat dan berdampak positif pada pendapatan masyarakat sekitar.

1. Transfer ilmu dari tenaga kerja asing ke tenaga kerja lokal

WHW memahami bahwa pengoperasian teknologi pemurnian alumina membutuhkan keahlian khusus agar teknologi tersebut dapat membawa manfaat yang maksimal bagi masyarakat. Namun, jumlah tenaga profesional handal yang dapat mengoperasikan teknologi pemurnian alumina terbatas. Sebab, alumina merupakan hal baru bagi masyarakat Indonesia. Sehingga, untuk dapat mempraktikkan teknologi pemurnian alumina, seseorang harus melakukan praktik nyata. Bertolak pada pemahaman ini, WHW berkomitmen mengembangkan kompetensi tenaga kerja lokal dengan melakukan transfer ilmu dari tenaga kerja asing ke tenaga kerja lokal.

Agar dapat mengoperasikan semua sistem produksi yang ada di WHW, para pekerja yang di rekrut harus bisa menguasai teknologi pemurnian alumina. Mengantisipasi itu, WHW mendatangkan Tenaga Kerja Asing (TKA) ke Indonesia, agar dapat melakukan transfer teknologi. Dari sekitar 2.800 tenaga kerja yang ada di WHW saat ini, hanya sekitar 9% yang merupakan TKA. Mereka adalah tenaga ahli yang diperbantukan dari pemegang saham di Tiongkok untuk kebutuhan transfer teknologi. Pelaksanaan transfer teknologi tersebut dilakukan dengan seksama mengingat saat ini WHW merupakan perusahaan pengolahan pemurnian *Smelter Grade Alumina* pertama dan terbesar di Indonesia dan di Asia Tenggara. Dengan demikian, belum ada perusahaan lain di Indonesia dan Asia Tenggara yang menguasai teknologi ini.

Pada masa pra-rekonstruksi, WHW mengirim sekitar 124 tenaga lokal yang tergabung di program *management trainee* ke Tiongkok, khusus untuk belajar mengenai teknologi fasilitas pemurnian SGA. Kini, tenaga kerja lokal yang awalnya tidak memiliki keterampilan sama sekali mengenai masalah teknologi SGA, mampu ditempatkan di posisi-posisi strategis dalam proses produksi WHW.

Sebelum mengikuti pelatihan di Tiongkok, tenaga kerja lokal dibagi ke beberapa tim. Di Tiongkok, para tenaga kerja lokal berkesempatan belajar teknologi mesin dan dasar-dasar keselamatan. Sampai saat ini, kegiatan transfer teknologi masih terus berjalan di berbagai lini operasi produksi.

area and has a positive impact on the income of the surrounding community.

1. Transfer of knowledge from foreign workers of local employment

WHW understands that the operational of alumina refining technology requires special skills in order for the technology to bring maximum benefit for the community. However, the number of professional experts who can operate the alumina refining technology is limited. Since alumina is a new material for the Indonesian people. As a result, in order to perform alumina refining technologies, one would have to do actual practice work. Launching from this understanding, WHW is committed to develop the competence of local workforce by way of knowledge transfer from foreign workers to local workers.

In order to operate all the existing operation system, the workers recruited must be able to master the technology of alumina refining. To anticipate this, WHW is bringing Foreign Workers (TKA) to Indonesia to perform technological transfer. Out of the 2,800 workers WHW currently has, only 9% are foreign workers. They are experts brought in by the Chinese Shareholders for technological transfer purposes. untuk kebutuhan transfer teknologi. The technological transfer was conducted thoroughly considering that WHW is the first and largest Smelter Grade Alumina Refining company in Indonesia and South East Asia. Therefore, no other company in Indonesia and South East Asia possess the technology.

During the pre-construction period, WHW sent around 124 local workers to join the management trainee program in China, specifically to learn about SGA refining technology. No the local workers who originally did not possess any skill in SGA technology can be positioned in strategic position in the WHW production process.

Before attending training in China, the local workers were divided into several teams. In China the local workers had the opportunity to learn machine technology and safety basics. To this day, the technological transfer activity is still running in various lines of production operation line.

Melalui transfer teknologi, WHW turut berperan aktif dalam upaya menyejahterakan karyawan. Hal ini dapat dilihat dari posisi-posisi strategis pengambil keputusan di WHW yang diduduki oleh putera daerah yang berasal dari Kendawangan dan Ketapang.

Keberadaan pabrik SGA milik WHW juga telah membuka banyak lapangan pekerjaan bagi masyarakat setempat. Hal ini sejalan dengan harapan WHW untuk memberi dampak positif bagi area sekitar operasional pabrik.

Tanggung Jawab Sosial Perusahaan Terhadap Sosial dan Kemasyarakatan

- Kegiatan Keagamaan

1. Kegiatan keagamaan rutin

WHW mendukung setiap karyawan untuk melakukan kegiatan keagamaan secara rutin di lingkungan perusahaan. Hal ini dilakukan karena WHW memandang, kegiatan bisnis akan berhasil jika diawali dengan kegiatan rohani yang baik. Dukungan ini diberikan dalam bentuk izin dan fasilitas yang memadai seperti tersedianya masjid dan gereja. Berkat dukungan penuh tersebut, setiap karyawan WHW dapat merayakan hari besar keagamaan seperti Idul Fitri, Idul Adha, Natal, dan perayaan lainnya. Di samping itu, WHW juga memberikan kesempatan bagi karyawan untuk melakukan kegiatan rutin keagamaan. Bagi karyawan yang beragama Islam, WHW secara rutin mengadakan Safari Dakwah, yakni kegiatan kajian agama Islam setiap hari Jumat malam di masjid lingkungan perusahaan. Sementara bagi karyawan yang beragama Katolik, WHW mengakomodir kegiatan ibadah setiap Jumat malam. Adapun bagi karyawan yang beragama Kristen Protestan, WHW mendukung kegiatan ibadah setiap Minggu malam.

2. Perayaan Idul Fitri 1 Syawal 1438 Hijriah

Pada hari raya Idul Fitri 1 Syawal 1438 Hijriah yang jatuh pada 25 Juni 2017, WHW mengadakan perayaan Idul Fitri di internal pabrik. Acara yang diawali dengan Salat led bersama di halaman kantor WHW, yang dilanjutkan dengan jamuan makan bersama jajaran manajemen dengan para karyawan dan karyawan muslim. Pada malam harinya, jajaran manajemen juga mengadakan silaturahmi Idul Fitri dan jamuan makan malam dengan seluruh pimpinan departemen yang ada di WHW, bertempat di kantin utama.

Through this technological transfer, WHW is taking an active role in the effort to increase the wellbeing of the employees. This is evident from the strategic decision making position of WHW which are occupied by local talents from Kendawangan and Ketapang.

The presence of the WHW-owned SGA plant has also opened a number of working opportunities for the surrounding community. This is in harmony with WHW's intention to bring positive impact for the operational area around the plant.

Corporate Social Responsibility To Social And Society

- Religious Activities

1. Routine Religious Activities

WHW supports all employee to routinely perform religious activities in the company environment. This is due to WHW's view that business activities will succeed if it is started with good religious' activities. This support is given in the form of permission and adequate facilities such as mosque and churches. Thanks to the full support, every employee of WHW can celebrate religious holidays such as Eid Al-Fitr, Eid al-Adha, Christmas, and other celebration. In addition, WHW also provides opportunity for the employees to conduct routine religious activities. For employees who are moslem, WHW routinely holds a Safari Dakwah, which is an Islamic study activity every Friday night in the mosque within the company environment. While for employees who are Catholic, WHW accommodates Friday night worships. While for Protestant Christians, WHW supports through worships on Sunday evenings.

2. Eid Al-Fitr 1 Syawal 1438 Hijriah Celebration

For Eid Al-Fitr 1 Syawal 1438 Hijriah which fell on June 25 2017, WHW held an Eid Al-Fitr celebration internally. The event started with a communal led Prayer at the office yard of WHW, then followed with feast with all the management and the moslem employees. In the evening the Management also held a Eid Al-Fitr get together with all the department heads of WHW, at the main cafeteria.

3. Pembagian sembako

Dalam rangka memperingati Idul Fitri 1438 Hijriah, pada Juli 2017 WHW melakukan kegiatan WHW Berbagi. Dalam acara ini, WHW membagikan 200 paket bantuan sembilan bahan pokok (sembako) gratis kepada warga di sepuluh RT kurang mampu di empat dusun di Desa Mekar Utama, Kecamatan Kendawangan. Pembagian sembako ini merupakan wujud kepedulian dan komitmen WHW untuk memperhatikan kesejahteraan masyarakat di sekitar operasional pabrik, agar masyarakat tetap dapat memperoleh sembako dan merayakan hari raya dengan tentram di tengah kenaikan harga bahan pokok.

Sebelum menyerahkan bantuan, WHW telah lebih dulu mendata warga tidak mampu di wilayah operasional pabrik, menyiapkan paket yang berisi sejumlah barang-barang kebutuhan rumah tangga untuk menyambut Idul Fitri, untuk kemudian dibagikan kepada warga.

Selain menyerahkan bantuan sembako kepada warga di lokasi tersebut, WHW juga menyerahkan paket bantuan sembako kepada Pondok Pesantren Nurul Hidayah Azain Sungai Gayam. WHW berharap bantuan yang diberikan kepada warga dan pondok pesantren dapat bermanfaat. Selain itu, melalui kegiatan menjelang Idul Fitri ini WHW juga mendorong warga untuk meningkatkan dan memperkuat keimanan serta ketakwaan kepada Tuhan Yang Maha Esa. Di masa mendatang, WHW pun akan terus berkomitmen memberikan kontribusi positif kepada warga di sekitar area operasional pabrik.

4. Penyerahan hewan kurban

WHW berpartisipasi dalam perayaan Idul Adha 1438 Hijriah yang jatuh pada 1 September 2017 melalui penyerahan enam ekor hewan kurban kepada sejumlah pengurus masjid di lima dusun dan desa di sekitar perusahaan. Penyerahan hewan kurban dilakukan oleh perwakilan manajemen WHW yang diterima oleh masing-masing pengurus masjid. Enam ekor hewan kurban tersebut terdiri dari empat ekor sapi dan dua ekor kambing. Hewan kurban tersebut diserahkan pada 31 Agustus 2017 ke masjid-masjid yang terletak di Desa Harapan Baru, Pesaguan; Dusun Pagar Mentimun; Dusun Sungai Tengar; Dusun Sungai Gantang, Kelapa Enam; dan Desa Kendawangan Kiri.

3. Distribution of Basic Needs Donation

In commemoration of Eid Al-Fitr 1438 Hijriah, on July 2017 WHW conducts the WHW Berbagi activity. In this event, WHW handed 200 donation packages of free nine essential needs to the people in ten underprivileged neighborhoods in four villages in Mekar Utama village, Kendawangan district. This donation distribution is the realization of WHW's care and commitment to the well-being of the people around the plant operation, so that the people can still have the essential needs and celebrate the holiday in peace despite rising prices.

Before handing the donation, WHW has previously gathered data on underprivileged residents around the operational plant, prepare the packages with household needs to prepare for the Eid Al-Fitr, for distribution to the residents.

Besides handing the donation packages to the residents around the location, WHW also distributes donation packages to the Pondok Pesantren Nurul Hidayah Azain Sungai Gayam. WHW hopes that the donations handed to the residents and the Islamic boarding school can provide benefits. Aside from that, with the activities leading up to Eid Al-Fitr WHW also encourages its community to increase and strengthen their faith and piety to God. In the future, WHW will continue its commitment to bring positive contribution to the community around the plant's operational area.

4. Donation of sacrificial animals

WHW participated in the Eid al-Adha 1438 Hijriah celebration which fell on 1 September 2017 by donating six sacrificial animals to the mosque caretakers in five hamlets and villages around the company. Handover of the animals was conducted by representative of the WHW management which was received by each of the mosques' board of caretakers. The six sacrificial animals consisted of four cows and two goats. The sacrificial animals were handed over on 31 August 2017 to the mosques located in Harapan Baru Village, Pesaguan; Pagar Mentimun Hamlet; Sungai Tengar Hamlet; Sungai Gantang Hamlet, Kelapa Enam; and Kendawangan Kiri Village.

5. Perayaan Idul Adha 1438 Hijriah

Sementara saat pelaksanaan Idul Adha, WHW juga menggelar Salat Ied di Masjid Baiturrahman yang terletak di dalam area perusahaan. Tema Idul Adha 1438 Hijriah di WHW adalah "Kita Tingkatkan Ketaqwaan kepada Allah SWT dan Kepedulian Kepada Sesama". Selain Salat Ied, WHW juga mengadakan jamuan makan bersama yang dibuka oleh General Manager Site WHW Li Yuyong. Sore harinya, segenap manajemen WHW melakukan kunjungan silaturahmi Idul Adha ke beberapa tokoh masyarakat serta Kepala Desa Mekar Utama di Sungai Tengar. Melalui perayaan Idul Adha, WHW berharap agar semangat ketakwaan dan kepedulian dapat membawa WHW semakin berkembang sebagai penghasil SGA terbaik di Indonesia.

• Program Pengembangan dan Pemberdayaan Masyarakat (PPM)

1. *One Village One Product (OVOP)*

Pada Juni 2017, WHW menggandeng masyarakat sekitar lokasi dalam kegiatan pengembangan ekonomi warga desa dengan konsep *One Village One Product* (OVOP). WHW berharap, melalui konsep OVOP ini setiap desa dapat menghasilkan produk-produk unggulan yang memiliki nilai ekonomis, dapat mengembangkan agribisnis berbasis komunitas, serta meningkatkan kemampuan kewirausahaan masyarakat yang berada di sekitar lokasi operasional WHW. Program OVOP merupakan bagian dari program Pengembangan dan Pemberdayaan Masyarakat (PPM) yang bertujuan meningkatkan kemampuan ekonomi, meningkatkan daya beli masyarakat, sekaligus menjaga lingkungan. Program PPM merupakan bentuk komitmen Perusahaan untuk ikut serta menyejahterakan masyarakat. Berbagai macam jenis kegiatan PPM dapat diaplikasikan sesuai dengan kebutuhan dan potensi yang terdapat di masyarakat. Beberapa jenis kegiatan OVOP yang dilakukan untuk meningkatkan penghasilan masyarakat antara lain memberikan fasilitas kebun sayuran, keramba apung ikan kakap dan udang galah, peternakan hewan babi sistem kandang sehat, dan peternakan lebah madu hutan. Implementasi program OVOP ini sudah berjalan di beberapa dusun.

Dusun Sei Tengar misalnya, memiliki produk unggulan hasil laut seperti ikan dan udang yang dibudidayakan di keramba apung. Kemudian, Dusun Sei Gantang dengan

5. Eid al-Adha 1438 Hijriah Celebration

Meanwhile for Eid al-Adha celebration, WHW also held Ied prayers at the Baiturrahman mosque located in the company premises. The theme for Eid al-Adha 1438 Hijriah at WHW was "Let's increase our piety to God and our care towards others" Besides the Ied Prayers, WHW also held a feast which was opened by the WHW Site General Manager Li Yuyong. In the afternoon, the entire management of WHW conducted a courtesy Eid al-Adha courtesy visit to several public figure as well as the Head of the Mekar Utama Village at Sungai Tengar. With the Eid al-Adha festivities, WHW hopes that the spirit of piety and care may allow WHW to develop as the best SGA producer in Indonesia.

• Community Development and Empowerment Program (PPM)

1. *One Village One Product (OVOP)*

On June 2017, WHW Invite people from the surrounding community in an economic development activity with the concept of one village one product (OVOP). WHW hopes, with this OVOP concept Each village will be able to produce the best products with economic value, be able to develop a community based agribusiness, as well as increase the entrepreneurial ability of the people around the operational location of WHW. The OVOP is part of the community development and empowerment program (PPM) which aims to increase the economic ability, increase people's purchasing power, as well as preserve the environment. The PPM program as a form of the company's commitment improve the wellbeing of the society. These activities held by the PPM are applied in accordance to the needs and potentials present within the society. Several types of OVOP activities were conducted to increase the income of the community such as facilitating a vegetable garden, floating fish cages for snapper and prawns, pig farms using the healthy pen system, as well as wild honey bee farm. OVOP programs have been implemented in several hamlets.

The Sei Tengar hamlet for instance, has the featured product of seafood such as fish and prawns farmed using floating farms. Then the Sei Gantang hamlet with the featured product

produk unggulan lebah madu hutan oleh peternak dan tanaman pangan atau palawija dan buah-buahan yang dikembangkan oleh petani. Ada pula Dusun Kelukup Belantak yang menghasilkan produk unggulan berupa ayam pedaging dan ikan air tawar. Sementara Dusun Sukaria menghasilkan produk unggulan kebun sayuran dan rempah-rempah. Sebanyak 60% dari produk-produk unggulan tersebut digunakan untuk memasok kebutuhan internal WHW, sementara sisanya dipasarkan kepada masyarakat umum. Untuk menciptakan kemandirian ekonomi masyarakat, WHW melaksanakan kegiatan penguatan kelembagaan Kelompok Usaha Bersama (KUB), pendampingan UKM dan koperasi, serta pembangunan pasar kuliner desa.

Kemudian, program PPM WHW juga menjangkau aspek sosial dan budaya melalui kegiatan pengelolaan lingkungan hidup dengan pemanfaatan limbah organik perusahaan untuk diolah menjadi pakan ternak dan pupuk kompos. Di bidang kearifan lokal, PPM WHW mencakup penyediaan fasilitas Sekolah Adat dalam upaya transformasi pengetahuan asli, tradisi lisan, dan kearifan lokal. Tujuan dari PPM WHW adalah ikut serta mengentaskan kemiskinan warga masyarakat yang tinggal di sekitar perusahaan. Melalui kegiatan-kegiatan program PPM yang dilakukan sejak bulan Maret 2017, WHW berharap pendapatan masyarakat dapat meningkat dan masyarakat yang belum bekerja dapat terserap oleh lapangan kerja baru.

WHW melalui *Community Development Department* dalam program PPM ini berperan sebagai fasilitator, pendamping, dan penyuluh program pengembangan ekonomi masyarakat. Dalam memberikan penyuluhan teknis kepada masyarakat, WHW melibatkan Balai Penyuluh Pertanian Kendawangan Kabupaten Ketapang. WHW melakukan setiap program PPM secara sistematis dan bertahap. Melalui berbagai tahapan ini, WHW berharap setiap program PPM yang dilaksanakan dapat memenuhi target capaian yang diinginkan. Adapun tahapan yang dilalui antara lain:

1. Persiapan sosial atau perencanaan partisipatif melalui penyelenggaraan *Workshop* Perencanaan Komunitas.
2. Pembentukan kelembagaan Kelompok Usaha Bersama (KUB).

of wild honey by beekeepers and its crop and second crops as well as fruits from farmers. There is also the Kelukup Belantak hamlet which produces a featured product of broiler chicken and fresh water fish. While the Sukaria hamlet has the featured products of garden vegetables and spices. As many as 60% of the featured products are used to supply for WHW internal needs, while the rest are sold to the public. To create economic self-reliance in the community WHW holds activities to strengthen the Joint Venture Groups (KUB), SME and cooperative fostering program, as well as building a village culinary market.

Furthermore, the WHW PPM also covers the social and cultural aspects through environmental management activities such as utilization of the company's organic waste to be turned into animal feed and compost fertilizer. In local wisdom, the WHW PPM covers facilitating the establishment of a Tribal School as an effort to transform indigenous knowledge, non-verbal tradition, and local wisdom. The objective of the WHW PPM is to actively alleviate poverty for the people living around the company. Through the activities conducted by the PPM program since March 2017, WHW hopes that people's income may increase and those who have yet to have employment may benefit from the formation of new work opportunities.

WHW through its *Community Development Department* in the PPM program acts as a facilitator, guide, and mentor for the community development program. In providing technical support for the society, WHW collaborates with the Kendawangan Agriculture Counseling Agency of the Ketapang district. WHW conducts the PPM program systematically and gradually. Through these various stages, WHW hopes that the PPM programs conducted can achieve its expected targets. The stages that it goes through are:

1. Social preparation or participative planning through the community planning workshop held.
2. Formation of the Joint Venture Group (KUB) institution.

3. Pelatihan dasar bagi pengurus dan pengelola.
4. Pelaksanaan kegiatan.
5. *Monitoring*.
6. Evaluasi partisipatif
7. Warga Dusun Sukaria merupakan salah satu contoh masyarakat yang merasakan dampak positif program PPM WHW.
8. Mengolah sisa makanan dari kantin WHW untuk dijadikan pupuk kompos. Selanjutnya kompos tersebut dijadikan pupuk bagi tanaman sayuran.

2. Ketapang Expo

Pada 11 Juli 2017 hingga 18 Juli 2017, WHW ikut serta dalam acara Ketapang Expo 2017 yang diselenggarakan oleh Pemerintah Daerah (Pemda) Kabupaten Ketapang, bertempat di Ketapang, Kalimantan Barat.

WHW mengikuti kegiatan ini dalam rangka berpartisipasi memperkenalkan WHW dan kegiatan operasional perusahaan kepada masyarakat sekitar. Dengan demikian, masyarakat diharapkan dapat memperoleh pemahaman tentang kegiatan bisnis WHW sehingga hal ini dapat membina hubungan yang baik antara WHW dengan masyarakat sekitar.

Dalam acara ini, WHW menampilkan beberapa hal, di antaranya profil WHW, fasilitas WHW, proses produksi, K3 (Kesehatan dan Keselamatan Kerja), tanggung jawab terhadap lingkungan, kegiatan pengembangan dan pemberdayaan masyarakat, informasi kesempatan berkarir bersama WHW, dan video singkat tentang WHW.

• Kegiatan Olahraga

Pada Desember 2017, WHW memberikan bantuan alat-alat olahraga kepada masyarakat yang tinggal di Dusun Sukaria dan Kelukup Belantak Desa, Kec. Kendawangan Kab. Ketapang, Kalimantan Barat. Bantuan alat-alat olahraga ini diberikan untuk mendukung warga yang memiliki minat dan bakat pada olahraga seperti sepakbola dan voli tapi tidak bisa tersalurkan karena fasilitas yang minim.

• Kegiatan Kesehatan

Pada April 2017, WHW menggelar pelatihan kader Posyandu tingkat Desa Mekar Utama, Kecamatan Kendawangan, Kabupaten Ketapang. Kegiatan yang digelar di ruang pertemuan WHW itu diikuti oleh 37 peserta dari enam dusun yang ada di Desa Mekar Utama. WHW mengadakan kegiatan ini karena menyadari bahwa kader Posyandu

3. Basic training for managers and caretakers.
4. Implementation
5. Monitoring.
6. Participative Evaluation
7. The people of the Sukaria hamlet is one the examples of the people who benefited from the positive impact of the WHM PPM Program.
8. Processing food leftover from the WHW cafeteria to turn into compost fertilizer. The compost is then turned into fertilizer for the vegetable plants.

2. Ketapang Expo

Between 11 July 2017 to 18 July 2017, WHW participated in Ketapang Expo 2017 held by the Regional Government (Pemda) of the Ketapang district, in Ketapang, Kalimantan Barat.

WHW participated in the event in an effort to introduce WHW and the company's operational activities to the surrounding community. This way, the people will hopefully have good understanding about the business activities of WHW in order to develop good relations between WHW and the people around it.

In the event, WHW presented several things such as a profile of WHW, WHW facilities, its production process, Work Health and Safety Environment, environmental responsibility, community development and empowerment activities, information on career opportunities with WHW, and a short video on WHW.

• Sporting Activities

On December 2017, WHW handed a donation of sporting equipment's to the people living in the Sukaria hamlet and Kelukup Belantak village, of Kendawangan, Ketapang, West Kalimantan. The donation of sporting equipment's was given to encourage the people who have interest and talent in sports such as soccer and volleyball but were unable to play due to lack of facilities.

• Healthcare Activities

On April 2017, WHW held a training for cadres of the integrated healthcare post (Posyandu) of Mekar Utama village, Kendawangan, Ketapang. The event was held at the WHW meeting room, with 37 participants from the six hamlets in Mekar Utama village. WHW held the activity as

merupakan ujung tombak pelayanan kesehatan ibu dan anak. WHW memandang, pemberdayaan Posyandu diperlukan karena Posyandu berperan utama dalam memperbaiki kondisi kesehatan ibu dan anak. WHW berharap, kegiatan pelatihan kader Posyandu dapat meningkatkan pelayanan Posyandu, yang pada akhirnya dapat memperbaiki kesehatan ibu dan anak setempat.

- **Kegiatan Adat**

Pada 28 September 2017, WHW bekerjasama dengan Dewan Adat Dayak (DAD) Kecamatan Kendawangan menggelar upacara adat Dayak 'Bapalas Benua Bekasik' di Jarau Kota Mara (Gerbang Adat), di Desa Mekar Utama, Kecamatan Kendawangan, Kabupaten Ketapang, Provinsi Kalimantan Barat. Melalui Bapalas Benua Bekasik, WHW ingin mengungkapkan syukur atas konstruksi pabrik yang telah selesai, operasional yang lancar, memohon keselamatan bagi seluruh karyawan dan manajemen. WHW berharap upacara ini dapat senantiasa melestarikan budaya Dayak yang merupakan salah satu kebanggaan dari keanekaragaman bangsa Indonesia. Upacara Bapalas Benua Bekasik dimulai dengan prosesi pemasangan atribut kepada para peserta upacara, dilanjutkan dengan pemasangan Ancak dan Menara Tajau di area Gerbang Adat, serta ritual Bapalas yang dipimpin oleh Demong Adat. Upacara ini juga dimeriahkan dengan menampilkan tarian khas Dayak.

it understands that Posyandu cadres are the frontline for the health of mothers and children. WHW believes Posyandu utilization holds the main role in increasing the health of local mother and children. WHW hopes, the Posyandu cadre training can increase the services for mothers and children.

- **Cultural Activities**

On 28 September 2017, WHW in cooperation with the Dayak Culture Council (DAD) of Kendawangan held the Dayak cultural ceremony 'Bapalas Benua Bekasik' at Jarau Kota Mara (Gerbang Adat), at Mekar Utama village, Kendawangan, Ketapang district, West Kalimantan Province. Through the Bapalas Benua Bekasik, the WHW wants to express their gratitude for completing the factory construction, smooth operations, begging for safety for the whole employee and management of WHW, as well as hoping that the ceremony Culture Ritual Activities can always preserve the Dayak culture which is one of the pride of Indonesian's diversity. The Bapalas Benua Bekasik ceremony begins by the process of attribute donning for all the ceremony participants, continued with the placement of the Ancak and Menara Tajau in the Culture Gate area, as well as the Bapalas ritual lead by the Demong Adat. The ceremony was also enlivened by a performance of a Dayak dance.