

PT Wismilak Inti Makmur Tbk

Laporan Keberlanjutan 2020 Sustainability Report



WISMILAK

MELANGKAH MENUJU KEBERLANJUTAN

STEPPING TOWARDS SUSTAINABILITY





Melangkah Menuju Keberlanjutan Stepping Towards Sustainability

PT Wismilak Inti Makmur Tbk (Wismilak) melanjutkan perjalanan menuju keberlanjutan bersama semua Entitas Anak dan pemangku kepentingan. Penerapan praktik keberlanjutan di Perseroan didukung oleh keberadaan Tim Keberlanjutan Wismilak. Dalam melangkah, Wismilak memahami bahwa perlu adanya sinergi antara bisnis, pengelolaan dampak sosial dan lingkungan, serta dukungan pada pencapaian Tujuan Pembangunan Berkelanjutan di Indonesia. Untuk itu, Wismilak mulai melangkah untuk memperkuat komitmen dan penerapan praktik keberlanjutan melalui pembangunan kapasitas, memanfaatkan peluang, memaksimalkan sumber daya, serta menerapkan kebijakan yang mendukung keberlanjutan.

PT Wismilak Inti Makmur Tbk (Wismilak) continues the journey towards sustainability together with all its Subsidiaries and stakeholders. Sustainability practices that are implemented in the Company are supported by Wismilak Sustainability Team. Each of its step, Wismilak understands the necessity of energizing business, social and environmental impact management, as well supports for Sustainable Development Goals in Indonesia. Hence, Wismilak starts to strengthening the commitment and sustainable practices implementation through capacity building, opportunities, resources optimization, and policies that promote sustainability.

Sanggahan dan Batasan Tanggung Jawab

Laporan Keberlanjutan ini diterbitkan oleh PT Wismilak Inti Makmur Tbk atau selanjutnya disebut "Wismilak" dan/atau "Perseroan", yang menjalankan usaha di bidang produksi dan pemasaran rokok kretek premium. Laporan ini memuat pernyataan posisi keuangan dan hasil operasi, serta proyeksi, rencana, strategi, kebijakan, dan tujuan Perseroan, yang digolongkan sebagai pernyataan ke depan dalam pelaksanaan peraturan perundang-undangan yang berlaku, kecuali hal-hal yang bersifat historis. Pernyataan-pernyataan tersebut memiliki prospek risiko, ketidakpastian, serta dapat mengakibatkan perkembangan aktual secara material berbeda dari yang dilaporkan.

Pernyataan-pernyataan prospektif dalam laporan ini dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan kondisi mendatang serta lingkungan bisnis, di mana Perseroan menjalankan kegiatan usaha. Perseroan tidak menjamin bahwa dokumen-dokumen yang telah dipastikan keabsahannya akan membawa hasil-hasil tertentu sesuai harapan.

Disclaimer

This Sustainability Report is published by PT Wismilak Inti Makmur Tbk, hereinafter referred to as "Wismilak", that runs business in the production and marketing of premium rolled cigarettes. This report contains financial conditions, operations results, as well as projections, plans, strategies, policies and the Company's objectives, which are classified as forward-looking statements in the implementation of the applicable laws, excluding historical matters. Such forward-looking statements are subject to known and unknown risks (prospective), uncertainties, and other factors that could cause actual results to differ materially from expected results.

Prospective statements in this report are prepared based on numerous assumptions concerning current conditions and future events, as well as the business environment where the Company conducts business. The Company shall have no obligation to guarantee that all the valid documents presented will bring specific results as expected.

Melangkah Menuju Keberlanjutan

Stepping Towards Sustainability



Daftar Isi

Table of Contents

- 03 **Ikhtisar Kinerja Keberlanjutan**
Sustainability Performance Highlights
- 05 **Pesan Direktur Utama**
Message from President Director
- 10 **Profil Laporan**
Report Profile
- 20 **Keberlanjutan di Wismilak**
Sustainability in Wismilak
- 32 **Sekilas Wismilak**
Wismilak at a Glance
- 39 **Kinerja Keberlanjutan**
Sustainability Performance
 - 40 **Capaian Kinerja Operasi dan Ekonomi**
Operational and Economic
Performance Achievements
 - 48 **Tanggung Jawab dan Pengembangan Produk**
Product Responsibility and Development
 - 53 **Mengelola Isu Sosial, Berbagi Nilai Bersama**
Managing Social Issues, Having Shared Values
 - 78 **Menjaga Lingkungan Hidup**
Preserving the Environment
- 90 **Referensi POJK 51 dan Indeks Isi Standar GRI**
References of POJK 51 and Index of GRI Standards
- 97 **Lembar Umpan Balik**
Feedback Form

Ikhtisar Kinerja Keberlanjutan

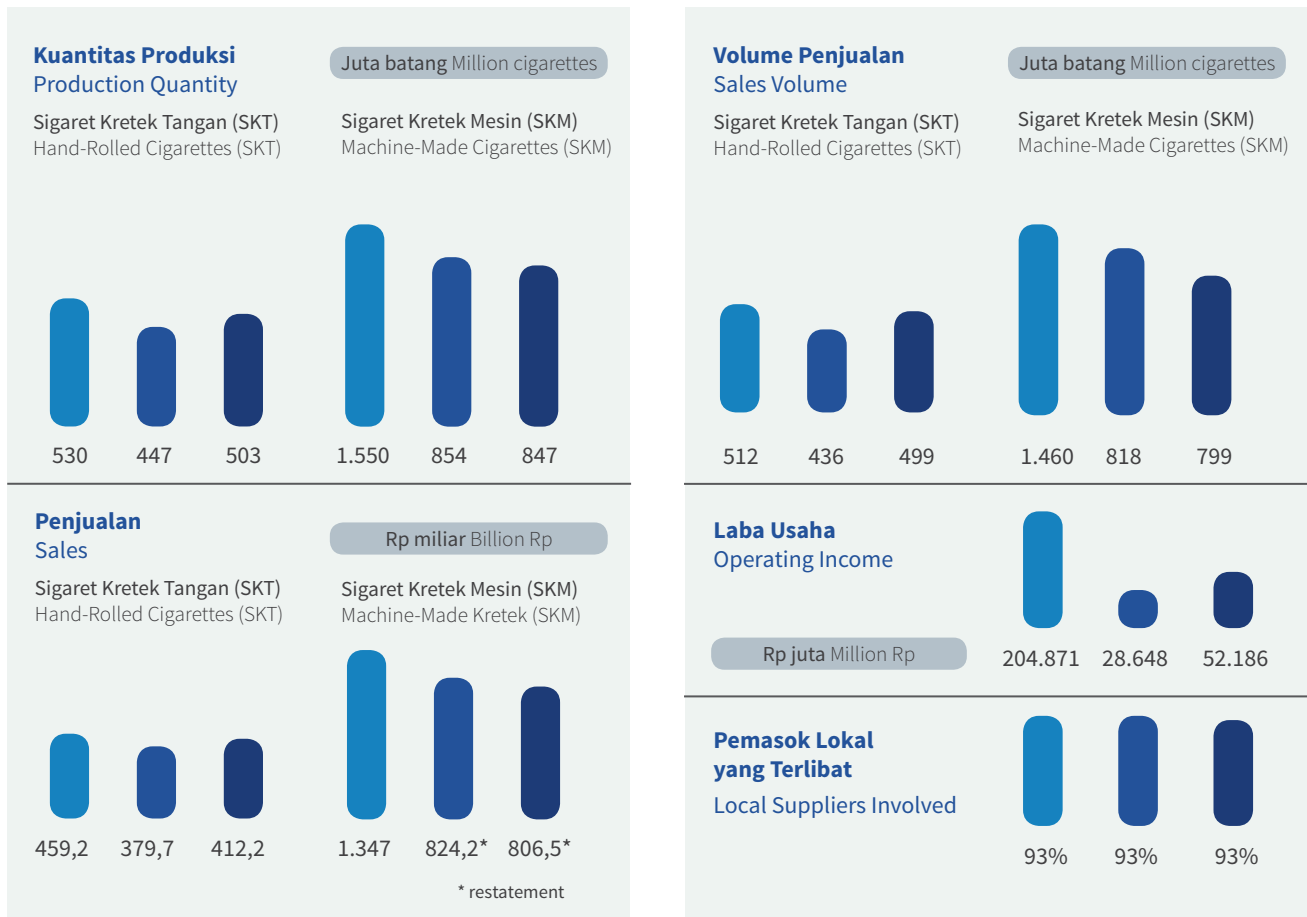
Sustainability Performance Highlights



Aspek Ekonomi

Economic Aspect

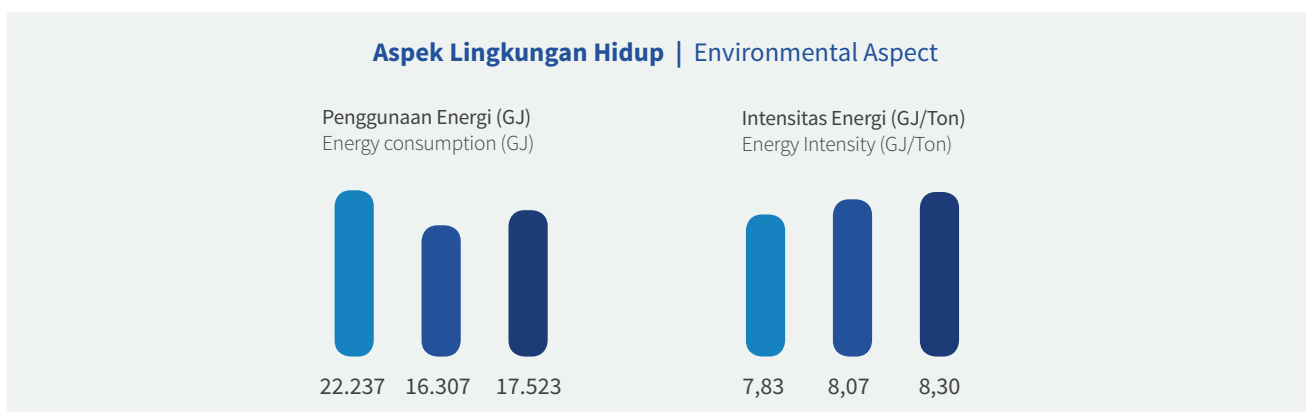
2020 2019 2018



Aspek Lingkungan Hidup

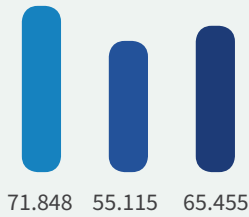
Environmental Aspect

2020 2019 2018

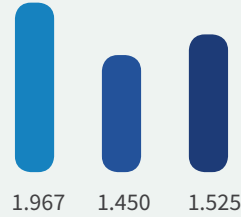


2020 2019 2018

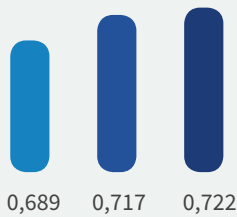
Penggunaan Air (m³)
Water use (m³)



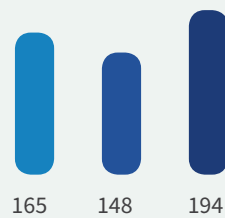
Emisi yang Dihasilkan (Ton CO₂ eq)
Emission Generated (Ton CO₂ eq)



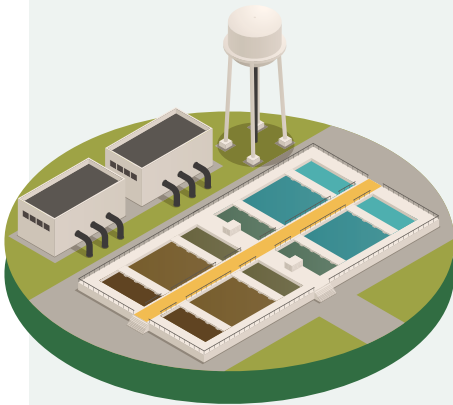
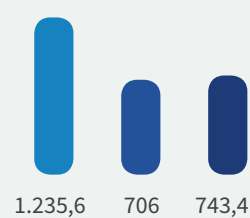
Intensitas Emisi (Ton CO₂ eq)
Emissions Intensity (Ton CO₂ eq)



Total Limbah yang Dihasilkan (Ton)
Emission Generated (Ton)



Biaya Lingkungan Hidup (Rp Juta)
Environmental Cost (Million Rp)



Pelestarian Keanekaragaman Hayati | Biodiversity Conservation



Penanaman pohon
Tree planting

4,141 batang | trunk

17.612 m²

17,157 batang | branches



Potensi Serapan Emisi CO₂ oleh Tanaman
Potential CO₂ Emission Absorption by Plants

3.075 Ton | Tons CO₂

39 Ton | Tons CO₂

1.152 Ton | Tons CO₂

- Pohon Trees
- Semak Bushes
- Perdu Shrubs



Aspek Sosial Social Aspect

>15.000
orang | people

Peserta Program Kewirausahaan Diplomat Success Challenge (DSC) 2020

Participants of the 2020 Diplomat Success Challenge (DSC) Entrepreneurship Program

Aspek Sosial Social Aspect	Satuan Unit	2020	2019	2018
Jumlah jam kerja selamat Total safe working hours	Jam Hour	5.015.238	4.692.935	5.012.528
Lost time injury (LTI)	%	0,004	0,017	0,018
Jumlah jam pelatihan dalam setahun Training hours in a year	Jam Hour	15.422	20.345	25.661
Rata-rata jam pelatihan per karyawan per tahun Average training hours per employee per year	Jam Hour	4,5	6,7	7,2
Survei kepuasan karyawan tahun 2019 2019 Employee satisfaction survey				
Management effectiveness index			89,76	
Employee engagement index	%		92,03	
Persentase tenaga kerja lokal Local manpower percentage	%	45	44	46
Komposisi karyawan Employee composition				
Karyawan perempuan Female employee	%	48	47	44
Karyawan laki-laki Male employee	%	52	53	56
Realisasi dana program WISMILAK BERBAGI Realization of WISMILAK BERBAGI (Wismilak Sharing) fund program	Rp miliar Billion Rp	28,2	34	35,3

Pesan Direktur Utama

Message from President Director

[102-14]



“Tahun ini, Wismilak meningkatkan keterlibatan dan inisiatif *environmental, social, & governance* (ESG). Langkah Perseroan dalam mengelola ESG secara berkesinambungan diharapkan dapat meningkatkan kinerja keberlanjutan dan dampak positif bagi seluruh pemangku kepentingan.”

“This year, Wismilak increased the involvement and initiatives in environmental, social, and governance (ESG). Steps taken continuously by the Company in managing ESG are expected to strengthen the sustainability performance and positive impacts for all stakeholders.”

Pemangku kepentingan yang terhormat,

Tahun 2020 menjadi tahun yang penuh tantangan karena dampak pandemi COVID-19. Namun, Wismilak optimis dalam menghadapi tantangan yang ada, mengambil langkah hati-hati, dan menaati protokol kesehatan sehingga tetap beroperasi dengan lancar dan mencatat kinerja yang baik. Tahun ini, Perseroan semakin menguatkan langkah dalam meningkatkan kinerja keberlanjutan untuk mengelola masa depan yang lebih baik. Dalam **“Melangkah Menuju Keberlanjutan”**, Wismilak meningkatkan kapasitas internal serta melaksanakan inisiatif-inisiatif keberlanjutan yang akan memberikan dampak positif dan nilai tambah bagi pelanggan, karyawan, masyarakat, dan pemangku kepentingan lainnya.

Dear respected stakeholders,

2020 came as a year full of challenges because of the COVID-19 pandemic impacts. However, Wismilak was optimistic in dealing with such challenges, taking precautionary measures, and following safety protocol that the company was able to function well and achieve good performance. This year the Company solidify its steps further in increasing the sustainability performance for a better management in the future. In **“Stepping Towards Sustainability”**, Wismilak increases internal capacity as well as sustainable initiatives, which will contribute to positive impacts and added values for consumers, employees, public, and other stakeholders.

Strategi Implementasi Inisiatif Keberlanjutan

Di tahun 2020, Perseroan secara konsisten berfokus pada inisiatif kunci dengan memanfaatkan peluang untuk meningkatkan kinerja yang mendukung keberlanjutan. Untuk mengoptimalkan implementasi inisiatif-inisiatif keberlanjutan, Perseroan membentuk Satuan Tugas Keberlanjutan Wismilak, yang berlaku mulai 1 November 2020. Satuan Tugas tersebut diketuai oleh Sekretaris Perusahaan dan beranggotakan perwakilan Perseroan yang terdiri dari karyawan lintas departemen. Satuan Tugas Keberlanjutan Wismilak akan berperan dalam memfasilitasi kegiatan, inisiatif, program, serta pelaporan keberlanjutan Perseroan dalam bentuk Laporan Keberlanjutan.

Perseroan memanfaatkan peluang yang ada untuk lebih dekat dan memahami pemangku kepentingan, dengan konsisten melakukan paparan publik. Dari sinilah, Perseroan dapat mendengar langsung masukan maupun pernyataan terkait bisnis Wismilak termasuk aspek ESG. Inisiatif keberlanjutan yang dijalankan Perseroan telah mempertimbangkan topik-topik yang menjadi perhatian pemangku kepentingan.

Strategi Wismilak dalam menjalankan inisiatif keberlanjutan, di antaranya:

- Meningkatkan kerja sama dengan pemasok lokal dan menggunakan sumber daya domestik;
- Meningkatkan kesehatan dan keselamatan kerja;
- Menurunkan material limbah produksi;
- Mengurangi konsumsi energi dan mengendalikan emisi;
- Mengurangi kesenjangan masyarakat dengan cara mendukung perekonomian lokal melalui program-program pemberdayaan masyarakat.

Hingga saat ini, Wismilak telah mencatat perkembangan yang baik dalam pengelolaan keberlanjutan.

Capaian Kinerja Keberlanjutan

Dari sisi kinerja ekonomi, Perseroan berhasil meningkatkan pendapatan dibandingkan tahun sebelumnya. Capaian kinerja ekonomi antara lain peningkatan penjualan bersih sebesar 43,1% menjadi Rp1.994,1 miliar, peningkatan laba usaha

Strategies in Sustainability Initiatives Implementation

In 2020, the Company consistently focused on key initiatives by benefiting from any opportunities to increase performances that support sustainability. To optimize the implementation of sustainability initiatives, the Company established Wismilak Sustainability Task Force that was effective 1 November 2020. The Task Force is chaired by Corporate Secretary and holds the Company's representatives that consists of interdepartmental employees. Wismilak Sustainability Task Force is in charge of facilitating activities, initiatives, programs, and sustainability reporting of the Company in the form of Sustainability Report.

The Company uses all opportunities given to further understand stakeholders by consistently performing public exposure. Through this approach, the Company can be aware of direct feedback and statement related to Wismilak business, including the ESG aspect. The sustainability initiatives run by the Company have considered topics that may attract the stakeholders' attention.

Wismilak's strategies in performing the sustainability initiatives among which are:

- To expand cooperation with local suppliers and use domestic resources;
- To increase occupational health and safety;
- To reduce materials from production waste;
- To reduce energy consumption and control emission;
- To narrow the inequality in society by supporting local economy through programs of community development.

As of now, Wismilak has recorded a respectable progress in sustainability management.

Sustainability Performance Achievements

In economic performance, the Company boosted the income, which contrasted with the previous year. The economic performance achievements included net sales increase by 43.1% to Rp1,994.1 billion, operating income by 615.1% to Rp204.9

sebesar 615,1% menjadi Rp204,9 miliar, dan peningkatan laba tahun berjalan sebesar 531,2% menjadi Rp172,5 miliar. Pencapaian ini disumbangkan oleh penjualan segmen SKT yang naik 21% menjadi Rp459,2 miliar dan SKM yang naik 63,4% menjadi Rp1.347 miliar.

Dari sisi kinerja sosial, kesehatan dan keselamatan kerja (K3) menjadi salah satu fokus utama Perseroan. Wismilak menerapkan protokol kesehatan ketat dalam upayanya melindungi karyawan. Tidak hanya karyawan, Perseroan tetap mengupayakan mitigasi dan pemutusan rantai penyebaran COVID-19 di semua lini rantai pasokan, termasuk saat berhubungan dengan mitra kerja. Sejumlah standar prosedur operasional (SOP) baru terkait antisipasi COVID-19 juga telah diterapkan oleh Fasilitas Produksi Surabaya dan Bojonegoro. Melalui penerapan prinsip dan manajemen K3, Wismilak juga berhasil mendapatkan penghargaan Penghargaan K3 dari Pemerintah Provinsi Jawa Timur serta Zero Accident Award dari Kementerian Ketenagakerjaan.

Perseroan memastikan kelayakan pemenuhan hak karyawan dengan memastikan kesetaraan kesempatan kerja, peningkatan kualitas dan kapasitas karyawan, perlindungan di tempat kerja, serta upaya lainnya untuk memenuhi hak dan kewajiban sesuai perundangan dan peraturan yang berlaku. Pada tahun 2020, Perseroan juga telah mengikutsertakan 3.429 karyawan dalam 15.422 jam pelatihan untuk meningkatkan kapasitas dan kompetensi karyawan dalam mendukung keberlanjutan Perseroan.

Meskipun dihadapkan dengan tantangan pandemi, Perseroan terus menjalankan komitmen untuk berbagi nilai dengan masyarakat luas. Wismilak berhasil merealisasikan program kewirausahaan Diplomat Success Challenge (DSC) XI untuk memajukan kewirausahaan di Indonesia dengan menerima lebih dari 15.000 proposal bisnis. Selain itu, Perseroan juga merealisasikan hibah berupa modal usaha, pendampingan, peningkatan kompetensi wirausaha.

Dari sisi kinerja lingkungan, Perseroan berupaya mengurangi jejak lingkungan dengan cara mengurangi penggunaan gas alam cair untuk bahan bakar boiler, menggunakan SPHT pengganti *shrinkage tunnel* sebagai integrasi dari efisiensi energi

billion, and income for the year by 531.2% to Rp172.5 billion. These achievements were donated by SKT segment sales that experienced 21% increase to Rp459.2 billion, and SKM that increased by 63.4% to Rp1,347 billion.

In social performance, occupational health and safety (OHS) became one of the main focuses of the Company. Wismilak implements strict safety protocol to protect employees. Aside from the employees, the Company continues striving for mitigation and breaking the chain of the COVID-19 spread across the supply chain, including when dealing with work partners. New standard operational procedures (SOP) on the COVID-19 anticipation have also been enforced by Surabaya and Bojonegoro Production Facilities. By way of implementing OHS principles and management, Wismilak was also awarded with OHS award from the East Java Provincial Government and Zero Accident Award from the Ministry of Manpower.

The Company ensures fairness in fulfilling employees' rights by providing equality in employment opportunities, better employee quality and capacity, protection in workplace, as well as other efforts to comply with rights and responsibilities in accordance with prevailing laws and regulations. In 2020, the Company also had 3,429 employees participated in 15,422 training hours to increase employees' capacity and competency for the Company's sustainability.

Despite being challenged by the pandemic, the Company continues to embody the commitment to share values with the public. Wismilak successfully realized the Diplomat Success Challenge (DSC) XI entrepreneurship program to make progress with entrepreneurship in Indonesia by receiving more than 15,000 business proposals. Moreover, the Company realized grants in the form of venture capital, mentoring, and entrepreneurs' competency increase.

In environmental performance, the Company makes efforts in reducing ecological footprint by cutting the use of liquefied gas to fuel boiler, using SPHT as a substitute to shrinkage tunnel as an integration of energy efficiency and emission control. These

dan pengendalian emisi. Inisiatif lingkungan ini tidak hanya terbatas dilakukan di internal Perseroan, namun mencakup pengelolaan dan penghijauan di lingkungan sekitar pabrik.

environmental initiatives are not limited to the Company's internals, as they also include management and greening around the factory.

“Kami percaya, melalui komitmen dan penerapan strategi keberlanjutan, maka kita akan dapat mengelola sumber daya dengan lebih bijak lagi dan mendukung aspek-aspek keberlanjutan di masa mendatang.”

“We believe that through commitment and implementation of sustainability strategy we shall be able to manage resources more prudent and support sustainability aspects in the future.”

Rekognisi dan Apresiasi

Kami berupaya terus memperkuat strategi untuk meningkatkan kinerja keberlanjutan, terutama dengan adanya Satuan Tugas Keberlanjutan Wismilak. Setiap tantangan ini kami hadapi dengan memanfaatkan setiap peluang dari berbagai sisi. Perseroan terus berinovasi untuk mengembangkan bisnis yang berkualitas, berbagi dampak positif serta nilai bagi masyarakat dan lingkungan sekitar.

Kami mengucapkan terima kasih atas kerja keras dan loyalitas seluruh karyawan, serta kerja sama dan dukungan dari seluruh pemangku kepentingan. Kami percaya, dengan melangkah bersama menuju keberlanjutan, maka akan tercipta masa depan yang lebih baik.

Recognition and Appreciation

We strive for strengthening strategies to increase sustainability performance, mainly with Wismilak Sustainability Task Force. We address every challenge by seizing every opportunity from different directions. The Company continues to create innovation to develop quality business, share positive impacts as well as values with the public and surrounding environment.

We would like to express our gratitude for the hard work and loyalty demonstrated by all employees, as well as cooperation and supports from all stakeholders. We are confident that by stepping towards sustainability together, a better future shall be created.

Jakarta, November | November 2020

Ronald Walla
Direktur Utama
President Director



Profil Laporan

Report Profile



Wismilak menerbitkan Laporan Keberlanjutan setiap satu tahun sekali sebagai bentuk keterbukaan atas pengelolaan dampak keberlanjutan dan capaian kinerja keberlanjutan kepada pemangku kepentingan. Laporan ini merupakan kesinambungan dari Laporan Keberlanjutan sebelumnya yang diterbitkan pada 23 November 2020. Isi laporan ini mencakup data dan informasi selama periode 1 Januari hingga 31 Desember 2020, serta beberapa data yang disajikan dengan tren data tiga tahun terakhir. Laporan ini disusun sesuai dengan Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 dan telah disiapkan sesuai dengan Standar Global Reporting Initiative: pilihan Inti. [102-50] [102-51] [102-52] [102-54]

Kontak Pelaporan dan Pengaduan (termasuk aspek sosial dan lingkungan): [102-53]

Wismilak publishes Sustainability Report once every year as a form of transparency over the management of sustainability impacts and sustainability performance achievements to stakeholders. This report is a continuance from the previous Sustainability Report, which was published on 23 November 2020. The content of this Report contains data and information from the period of 1 January to 31 December 2020, and data that was in trend in the last three years. This Report was prepared in accordance with the Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 and complied with the Global Reporting Initiative Standards: core option. [102-50] [102-51] [102-52] [102-54]

Contact for Reporting and Complaint (including social and environmental aspects): [102-53]

Tim Keberlanjutan Wismilak
Wismilak Sustainability Team

Grha Wismilak
Jl. Dr. Soetomo No. 27
Surabaya 60264, Jawa Timur
Surabaya 60264, East Java
Tel: +6231 2952 899
Fax: +6231 2952 800

Surel | Email : information@wismilak.com
Situs | Website : www.wismilak.com

Penentuan Isi dan Kualitas Laporan

[102-46] [102-56]

Proses penentuan topik material mengikuti prinsip pelibatan pemangku kepentingan, konteks keberlanjutan, materialitas, dan kelengkapan. Sementara itu, kualitas isi laporan memenuhi prinsip keseimbangan, komparabilitas, akurasi, ketepatan waktu, kejelasan, dan keandalan.

Proses penentuan topik material, batasan topik, dan isi laporan melibatkan pihak manajemen Wismilak, Tim Keberlanjutan, tim penyusunan laporan keberlanjutan, pengamat independen, serta akademisi. Manajemen telah mengkaji dan mempertimbangkan bahwa topik material yang disampaikan pada laporan sebelumnya masih relevan dan menjadi isu signifikan untuk disampaikan dalam Laporan Keberlanjutan 2020.

Wismilak belum melibatkan pihak eksternal independen untuk melakukan verifikasi maupun penjaminan (*assurance*) terhadap Laporan Keberlanjutan. Meskipun demikian, manajemen, kontributor data, serta Tim Keberlanjutan Wismilak memastikan kualitas isi laporan melalui sumber data yang relevan dan dapat dipertanggungjawabkan. Selain itu, laporan ini telah diketahui dan disetujui oleh Direksi.

Determining Content and Report Quality

[102-46] [102-56]

The process of determining material topics adheres to the principles of stakeholders, sustainability context, materiality, and completeness. The quality content of the report meets the principles of balance, comparability, accuracy, promptness, clarity, and reliability.

The process of determining material topics, topic boundaries, and report content involves Wismilak management, the Sustainability Team, the sustainability report preparation team, independent observers, and academics. Management has reviewed and considered that the material topics presented in the previous report are still relevant and become a significant issue to be submitted in the 2020 Sustainability Report.

Wismilak has yet involved any independent external parties to perform verification and assurance to Sustainability Report. Nevertheless, the management, data contributor, as well as Wismilak Sustainability Team ensure the quality of the report content through relevant and accountable data sources. This Report has also been acknowledged and approved by the Board of Directors.

Lingkup Pelaporan

Scope of Reporting

ASPEK
ASPECT



EKONOMI:

- Nilai ekonomi dihasilkan
- Nilai ekonomi didistribusikan
- Rantai pasokan dan pelibatan pemasok lokal
- Dampak ekonomi tidak langsung bagi pemangku kepentingan
- Pengembangan produk
- Ketersediaan bahan baku

ECONOMIC:

- Generated economic value
- Distributed economic value
- Supply chain and local suppliers engagement
- Indirect economic impacts for stakeholders
- Product development
- Raw materials availability

SOSIAL:

- Ketenagakerjaan dan kesejahteraan karyawan
- Kesetaraan dan keberagaman
- Kesehatan dan keselamatan kerja (K3)
- Tanggung jawab produk
- Penanganan keluhan konsumen
- Penanganan keluhan karyawan
- Pemberdayaan masyarakat

SOCIAL:

- Employment and employee welfare
- Equality and diversity
- Occupational health and safety
- Product responsibility
- Consumer complaint management
- Employee complaint management
- Community empowerment



Lingkup Pelaporan Scope of Reporting



ASPEK ASPECT



LINGKUNGAN:

- Pengelolaan limbah
- Pengelolaan energi dan emisi
- Pengelolaan air dan efluen
- Upaya pelestarian keanekaragaman hayati

ENVIRONMENTAL:

- Waste management
- Energy and emission management
- Water and effluent management
- Biodiversity preservation efforts

TATA KELOLA KEBERLANJUTAN:

- Strategi keberlanjutan yang diterapkan
- Tata laksana keberlanjutan
- Delegasi tugas dan tanggung jawab terhadap kinerja keberlanjutan

SUSTAINABILITY GOVERNANCE:

- Sustainability strategies implemented
- Sustainability procedure
- Duties and responsibilities delegation against sustainability performance

Ruang Lingkup Data dan Informasi Scope of Data and Information

- PT Wisnilak Inti Makmur Tbk (Entitas Induk)
PT Wisnilak Inti Makmur Tbk (Parent Entity)
- PT Gelora Djaja (Entitas Anak)
PT Gelora Djaja (Subsidiary)
- PT Gawih Jaya (Entitas Anak)
PT Gawih Jaya (Subsidiary)



Data keuangan yang diungkapkan dalam laporan ini berasal dari Laporan Keuangan Konsolidasi mencakup Entitas Induk, yaitu PT Wisnilak Inti Makmur Tbk, serta Entitas Anak yaitu PT Gelora Djaja dan PT Gawih Jaya. [102-45]

The financial data disclosed in this report derives from the Consolidated Financial Report that includes Parent Entity, PT Wisnilak Inti Makmur Tbk, as well as Subsidiaries, which are PT Gelora Djaja and PT Gawih Jaya. [102-45]



Topik Material

Topik material telah yang disampaikan telah diidentifikasi pengaruhnya dari dua sisi yaitu secara internal (Perseroan) dan eksternal (pemangku kepentingan). Dari sisi internal, topik material telah diidentifikasi signifikansinya terhadap capaian kinerja aspek ekonomi, sosial, dan lingkungan. Dari sisi eksternal, topik material yang dilaporkan telah mempertimbangkan isu signifikan dan dampak lainnya yang menjadi perhatian pemangku kepentingan. Selain itu, Perseroan juga mengidentifikasi dan menyinergikan pengelolaan topik-topik material untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Pada laporan ini, terdapat perubahan topik material dan batasannya dari periode pelaporan sebelumnya. Selain itu, terdapat data dan informasi yang disajikan ulang (*restated*) yang bersifat memperbaiki data dan informasi tahun sebelumnya. [102-48] [102-49]

Material Topics

The material topics presented have been identified for their influence both internally (Company) and externally (stakeholders). Internally, the significance of the material topics has been identified against performance achievements in economic, social, and environmental aspects. Externally, the material topics reported have considered significant issues and other impacts that became the concern of the stakeholders. The Company also identified and synergized the management of material topics to support Sustainable Development Goals (SDGs).

In this report, there are changes in the material topics and their boundaries from the previous reporting period. There are restated data and information that are able to correct the previous data and information. [102-48] [102-49]

Topik Material, Isu Keberlanjutan, dan Pengaruh pada Pemangku Kepentingan [102-47] Material Topics, Sustainability Issues, and Impact to the Stakeholder

Topik Material Material Topic	TPB SDG	Isu Keberlanjutan Sustainability Issues	Pemangku Kepentingan Stakeholder	
			Internal Internal	Eksternal External
Kinerja Ekonomi Economic Performance		<p>Memperhatikan pertumbuhan kinerja ekonomi Perseroan dan distribusi manfaatnya kepada pemangku kepentingan terkait.</p> <p>Observing the growth of the Company's economic performance and distributing the benefits to relevant stakeholders.</p>	<ul style="list-style-type: none"> • Pemegang saham • Investor • Karyawan • Shareholder • Investor • Employee 	<ul style="list-style-type: none"> • Masyarakat • Pemerintah • Media • Community • Government • Media
Praktik Pengadaan Procurement Practices		<p>Perseroan mengutamakan pengadaan barang dan jasa lokal untuk keperluan produksi dan operasional, sehingga kualitas barang dan jasa tetap terjamin serta mendorong distribusi manfaat ekonomi.</p> <p>Prioritizing local goods and services procurement for production and operational needs that the quality of the goods and services is guaranteed, and boosting the distribution of the economic benefits.</p>	<ul style="list-style-type: none"> • Pemegang saham • Karyawan • Shareholder • Employee 	<ul style="list-style-type: none"> • Mitra Kerja • Pemasok • Masyarakat • Asosiasi • Business Partner • Supplier • Community • Association
Masyarakat Lokal Local Community		<p>Perseroan melibatkan masyarakat lokal dalam kegiatan operasi, yakni melalui perekrutan tenaga kerja lokal sesuai dengan kebutuhan dan kapabilitas sumber daya manusia (SDM), untuk mendorong pertumbuhan ekonomi daerah.</p> <p>Engaging local community in operations through local manpower recruitment as per needs and capabilities of human resources (HR) to promote local economic growth.</p>	<ul style="list-style-type: none"> • Masyarakat • Karyawan • Community • Employee 	<ul style="list-style-type: none"> • Masyarakat • Pemerintah • Media • Community • Government • Media
Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)		<p>Perseroan berkomitmen untuk menciptakan lingkungan kerja yang aman bagi seluruh Insan Wismilak dan mencegah terjadinya kecelakaan kerja. Selain itu, fokus K3 di tahun 2020 mencakup memastikan kesehatan karyawan agar terhindar dari virus COVID-19.</p> <p>Committing to create safe work environment for all Wismilak employees and preventing any work accidents. Furthermore, the OHS focus in 2020 encompassed ensuring employee health so that they could be protected from the COVID-19.</p>	<ul style="list-style-type: none"> • Karyawan • Employee 	<ul style="list-style-type: none"> • Pemerintah, • Pemasok • Mitra Kerja • Government • Supplier • Business Partner
Pendidikan dan Pelatihan Education and Training		<p>Memberikan kesempatan setara dan mendorong pengembangan kemampuan karyawan di berbagai aspek demi menunjang kinerja karyawan.</p> <p>Providing equal opportunities and encouraging skills development in various aspects for employees to support their performance.</p>	<ul style="list-style-type: none"> • Karyawan • Employee 	<ul style="list-style-type: none"> • Masyarakat • Pemerintah • Community • Government

Topik Material Material Topic	TPB SDG	Isu Keberlanjutan Sustainability Issues	Pemangku Kepentingan Stakeholder	
			Internal Internal	Eksternal External
Pemasaran dan Pelabelan Marketing and Labeling		<p>Memenuhi kepatuhan pada peraturan dan kebijakan, serta menyediakan informasi produk bagi pemangku kepentingan.</p> <p>Complying to applicable laws and regulations, as well as providing product information for stakeholders.</p>	<ul style="list-style-type: none"> • Pemegang Saham • Karyawan • Shareholder • Employee 	<ul style="list-style-type: none"> • Masyarakat • Konsumen • Pemerintah • Mitra Kerja • Community • Consumer • Government • Business Partner
Bahan Baku Raw Material		<p>Ketersediaan dan kualitas material (bahan baku dan bahan pendukung) maupun material untuk kemasan produk yang dipasok berdampak signifikan bagi proses produksi.</p> <p>Materials availability and quality (raw and supporting materials), as well as materials for product packaging supplied have significant impacts for the production process.</p>	<ul style="list-style-type: none"> • Karyawan • Employee 	<ul style="list-style-type: none"> • Konsumen • Pemasok • Consumer • Supplier
Energi Energy		<p>Menciptakan dan melaksanakan berbagai inovasi untuk efisiensi energi dalam rangka mendukung kepedulian terhadap lingkungan dan mendorong efektivitas produksi.</p> <p>Creating and performing various innovations for energy efficiency to support environmental awareness and boost production effectivity.</p>	<ul style="list-style-type: none"> • Pemegang Saham • Karyawan • Shareholder • Employee 	<ul style="list-style-type: none"> • Masyarakat • Pemerintah • Mitra Kerja • Community • Government • Business Partner

Pelibatan Pemangku Kepentingan

Kinerja keberlanjutan Wismilak dipengaruhi dan memengaruhi para pemangku kepentingan. Wismilak telah mengidentifikasi pemangku kepentingan internal dan eksternal berdasarkan penilaian dan pertimbangan faktor peran, kebutuhan, pengaruh, dan dampak. Hubungan profesional, harmonis, dan strategis merupakan kunci utama Wismilak membangun kepercayaan dan interaksi dengan seluruh pemangku kepentingannya.

Stakeholder Engagement

Wismilak's sustainability performance is influenced and affects stakeholders. The Company has identified internal and external stakeholders based on the assessment and consideration of role, need, influence, and impact factors. Professional, harmonious, and strategic relationships are the main key for Wismilak in building trust and interaction with the entire stakeholders.

Pelibatan Pemangku Kepentingan Stakeholder Engagement [102-40] [102-42] [102-43] [102-44]



Pelibatan Pemangku Kepentingan

Stakeholder Engagement [102-40] [102-42] [102-43] [102-44]

Konsumen Consumer

- Komitmen untuk kualitas produk dan jasa
- Layanan Pelanggan
- Commitment for products and services quality
- Customer services

Kualitas produk Products quality

Setiap Hari:

- Inspeksi kualitas mulai dari material datang, proses produksi hingga produk yang dihasilkan

Minimal satu kali dalam seminggu:

- Evaluasi terhadap pencapaian kualitas produk

Sesuai Kebutuhan:

- Penanganan pengaduan
- Kegiatan promosi produk dengan pelibatan pelanggan

Every day:

- Quality inspection starting from incoming materials, production process to the resulting product

At least once a week

- Evaluation of product quality achievement

On an as-needed basis:

- The handling of complaints
- Product promotion activities with customer involvement

Asosiasi Association

- Peran sektor penunjang untuk memperkuat pengetahuan, regulasi dan praktik usaha Perseroan

The role of supporting sector is to strengthen the Company's insights, regulations, and business practices

Sumber berbagi informasi terkait industri Sources of sharing industry-related information

Sources of sharing industry-related information

Minimal satu kali dalam setahun:

- Sumber daya sebagai dukungan terhadap asosiasi
- Memberikan masukan
- Keterlibatan dalam aktivitas asosiasi

At a minimum once a year:

- Giving resources as a support to associations
- Providing feedback
- Involvement in the association activities

- Dasar Pemilihan Pemangku Kepentingan
Bases for Selecting Stakeholders

- Isu Signifikan & Perhatian
Significant Issues & Concerns

- Metode, Respon, dan Frekuensi Pelibatan
Methods, Responses, and Frequency of Engagement

Karyawan Employee

- Kesehatan, keselamatan, dan keamanan kerja
- Kesetaraan dalam jenjang karir, pengembangan kompetensi, dan penilaian kerja
- Occupational health, safety, and security
- Equality in career path, competence development, and work evaluation

- Jaminan K3
- Jaminan kesejahteraan karyawan
- Program pengembangan kompetensi
- Peluang kenaikan jenjang karir
- OHS guarantee
- Employee welfare guarantee
- Competence development program
- Potentials of promotion throughout the career path

Sesuai Kebutuhan:

- Survei karyawan
- Program apresiasi karyawan
- Pendidikan dan pengembangan kompetensi karyawan

On an as-needed basis:

- Employee survey
- Employee appreciation program
- Education and competence development for employees

KETERBUKAAN PADA PEMANGKU KEPENTINGAN

TRANSPARENCY TOWARDS STAKEHOLDERS

Setiap tahun Wismilak secara konsisten melakukan kegiatan pemaparan publik. Dalam kegiatan tersebut, Wismilak akan mendapatkan pertanyaan atau masukan dari masyarakat, dan melibatkan perwakilan dari manajemen untuk menjawab pertanyaan-pertanyaan tersebut, kemudian dirangkum dalam sebuah laporan. Kegiatan ini menjadi salah satu bentuk keterbukaan dan pelibatan pemangku kepentingan. Di tahun 2020, pemaparan terhadap publik dilaksanakan pada 3 November.

Every year Wismilak consistently performs public exposure activities. In such occasions, the Company will receive questions or feedback from the public, and have representatives from the management responded the questions, which are then summarized in a report. This activity became one of the forms of transparency and stakeholder engagement. In 2020, public exposure took place on 3 November.

Pelibatan Pemangku Kepentingan

Stakeholder Engagement [102-40] [102-42] [102-43] [102-44]

Pemerintah Government

Penerapan peraturan
Implementation of regulations

Ketaatan dan kepatuhan terhadap perundang-undangan

Conformity and compliance with laws and regulations

Minimal satu kali dalam setahun:

- Pelaporan kinerja dan keuangan Perseroan
- Penerapan program tanggung jawab Perseroan dan pelaporan
- Pelaksanaan audit internal maupun eksternal

At a minimum once a year:

- Company's performance and financial reporting
- Implementation and reporting of corporate social responsibility program
- Implementation of internal and external audits

Sesuai Kebutuhan:

- Pemenuhan informasi atau pelaporan yang diminta

On an as-needed basis:

- Fulfillment of requested information or reporting

Media Media

Penyalur informasi dari Perseroan kepada publik

Disseminating information from the Company to the public

- Informasi kinerja ekonomi
- Informasi kegiatan CSR
- Informasi program Perusahaan
- Information on economic performance
- Information on CSR activities
- Information on Company program

Minimal satu kali dalam setahun:

- Konferensi media untuk sosialisasi program/kegiatan korporasi
- Distribusi dan publikasi rilis melalui website perusahaan

At a minimum once a year:

- Holding media conference for socializing corporate programs/activities
- Distributing and publishing releases through company's website

Sesuai kebutuhan:

Pemenuhan permintaan wawancara maupun pemberian informasi yang diminta

On an as-needed basis:

Fulfilling interview requests and providing requested information

Mitra Kerja Business Partner

Hubungan kerja sama pekerjaan yang saling menguntungkan

Mutually-benefited work cooperation relationship

- Kerja sama yang berkelanjutan
- Ketepatan kuantitas dan kualitas barang/jasa, pada saat pengiriman dilakukan
- Jangka waktu pembayaran
- Legalitas mitra kerja/vendor
- Continuous cooperation
- Accuracy of quantity and quality of goods/services, at the time of delivery
- Term of payment
- Legality of partners/vendors

Minimal satu kali dalam setahun:

- Evaluasi vendor
- Kunjungan vendor

At a minimum once a year:

- Vendor evaluation
- Vendor visits

Sesuai Kebutuhan:

Sharing knowledge terkait produk/jasa

On an as-needed basis:

Sharing knowledge related to products/services

● Dasar Pemilihan Pemangku Kepentingan
Bases for Selecting Stakeholders

● Isu Signifikan & Perhatian
Significant Issues & Concerns

● Metode, Respon, dan Frekuensi Pelibatan
Methods, Responses, and Frequency of Engagement



Keberlanjutan di Wismilak

Sustainability in Wismilak

Strategi Keberlanjutan dan Dukungan pada TPB

Setiap kegiatan Perseroan telah sejalan dengan strategi keberlanjutan yang dikembangkan berdasarkan visi, misi, dan nilai perusahaan. Strategi keberlanjutan Wismilak telah sejalan dengan prinsip 5P keberlanjutan, yakni manusia (*people*), lingkungan (*planet*), kesejahteraan (*prosperity*), perdamaian (*peace*), dan kemitraan (*partnership*). Wismilak mengembangkan usaha yang berkelanjutan dan menghasilkan produk yang berkualitas dengan mengintegrasikan aspek ekonomi, sosial, dan lingkungan. Upaya tersebut juga tidak lepas dari dukungan dan kerja sama dengan para pemangku kepentingan, serta pelaksanaan tanggung jawab dan komitmen Perseroan terhadap lingkungan dan masyarakat. Strategi keberlanjutan Perseroan diimplementasikan dalam berbagai inisiatif maupun kegiatan untuk mendukung Tujuan Pembangunan Berkelanjutan (TPB) di Indonesia.


Sustainability Strategy and Supports for SDGs


All activities performed by the Company are in line with the sustainability strategies that are developed according to the vision, mission, and corporate values. Wismilak's sustainability strategies are in accordance with the 5P principles of sustainability, namely people, planet, prosperity, peace, and partnership. The Company cultivates sustainable business and creates quality products by integrating the economic, social, and environmental aspects. These initiatives are possible due to the supports and cooperation given by stakeholders, as well as the Company's responsibilities and commitments towards the environment and public. The sustainability strategies are implemented in various initiatives and activities to support the Sustainable Development Goals (SDGs) in Indonesia.


Dukungan Terhadap Tujuan Pembangunan Berkelanjutan


Supports in Sustainable Development Goals

 3 GOOD HEALTH AND WELL-BEING	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
	<ul style="list-style-type: none"> • Penerapan prinsip dan manajemen kesehatan dan keselamatan kerja (K3) • Memiliki program pelatihan keselamatan dan simulasi tanggap darurat bagi karyawan yang dilakukan rutin tiap enam bulan sekali • Program kesehatan seluruh karyawan, meliputi pemeriksaan (<i>medical check-up/MCU</i>), pemberian suplemen kesehatan, edukasi, dan fasilitas kesehatan • Melengkapi alat keamanan pada fasilitas pabrik dan menyediakan lingkungan kerja yang layak • <i>Contingency Plan</i> • Implementing the principles and management of occupational health and safety (OHS) • Having routine safety training and emergency response program for employees once every six months • Providing health program for all employees, including medical check-up (MCU), health supplements, education, and healthcare facilities • Equipping the factory facilities with safety tools and providing decent working environment • Contingency plan 	<ul style="list-style-type: none"> • Nihil kecelakaan kerja fatal • Penghargaan atas penerapan Pencegahan dan Penanggulangan (P2) COVID-19 di tempat kerja • Penghargaan Nihil Kecelakaan Kerja untuk unit Bojonegoro 1 yang diberikan oleh Gubernur Provinsi Jawa Timur dan Menteri Ketenagakerjaan Republik Indonesia • Penghargaan Nihil Kecelakaan Kerja untuk unit Bojonegoro 2 yang diberikan oleh Gubernur Provinsi Jawa Timur • Zero fatal work accidents • Awarded for implementing Prevention and Management of the COVID-19 at workplace • Zero Work Accident Award for Bojonegoro 1 unit by the Governor of East Java Province and Minister of Manpower of the Republic of Indonesia • Zero Work Accident Award for Bojonegoro unit 2 by the Governor of East Java Province 	<ul style="list-style-type: none"> • Pelatihan "Bekerja Aman di Ketinggian" untuk mencapai nihil kecelakaan kerja secara terus-menerus • Pelaksanaan pelatihan P3K • Nihil kecelakaan kerja di Unit Bojonegoro 1 dan Unit Bojonegoro 2 • To hold a training on "Working Safely at Height" to maintain zero work accident • To organize a First Aid training • Zero work accidents at Bojonegoro Unit 1 and Bojonegoro Unit 2
 4 QUALITY EDUCATION	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
	<ul style="list-style-type: none"> • Melakukan inisiasi pendalaman pembangunan berkelanjutan melalui proyek Wismilak's Sustainability Journey • Mengikuti kegiatan peningkatan kompetensi berupa pendidikan, lokakarya, maupun seminar secara berkala pada bidang keberlanjutan • Dalam WISMILAK BERBAGI, terdapat pilar Pendidikan yang membantu meningkatkan kapasitas pendidikan anak negeri • Perumusan Program Masa Persiapan Pensiun (MPP) untuk dilaksanakan di tahun 2021 • Initiating explorations into sustainable development through Wismilak's Sustainability Journey • Performing competence development activities in the form of education, workshops, seminars regularly in the sustainability sector • In WISMILAK BERBAGI, there is Education Pilar that helps elevating the educational capacity for the country's youth • Designing the 2021 Retirement Preparation Plan Program 	<ul style="list-style-type: none"> • Pemenuhan jam pelatihan karyawan • Pencatatan pelaksanaan pelatihan karyawan dan indikator kinerja utama (<i>key performance indicator/KPI</i>) • Pelatihan keberlanjutan sesuai dengan standar Global Reporting Initiative (GRI) • Terjangkaunya 15.589 wirausaha di Indonesia dalam Program Kewirausahaan Diplomat Success Challenge (DSC) • Realisasi hibah berupa modal usaha, pendampingan, peningkatan kompetensi wirausaha sebesar Rp2 miliar dalam Program Kewirausahaan Diplomat Success Challenge (DSC) • Met employee training hours • Documented employee training and key performance indicator (KPI) • Had sustainability training adhered to the Global Reporting Initiative (GRI) • Reached 15,589 entrepreneurs in Indonesia in the Diplomat Success Challenge (DSC) Entrepreneurship Program • Realized grants, such as venture capital, mentoring, competence development for entrepreneurs which were worth Rp2 billion in the Diplomat Success Challenge (DSC) Entrepreneurship Program 	<ul style="list-style-type: none"> • Pelaksanaan Program MPP • Terpenuhinya target jam pelatihan karyawan 16.000 jam/tahun • Terjangkaunya 16.500 wirausaha di Indonesia dalam Program Kewirausahaan Diplomat Success Challenge (DSC) • Pemberian edukasi kewirausahaan kepada mahasiswa dan para pelaku rintisan wirausaha di Indonesia melalui Program Kewirausahaan Diplomat Success Challenge (DSC) • Hibah dalam bentuk modal usaha, pendampingan, peningkatan kompetensi wirausaha • To implement MPP Program • To complete the targeted 16,000 hours of employee training per year • To reach 16,500 entrepreneurs in Indonesia in the Diplomat Success Challenge (DSC) Entrepreneurship Program • To deliver entrepreneurial education to university students and new entrepreneurs in Indonesia through Diplomat Success Challenge (DSC) Entrepreneurship Program • To have grants in the form of venture capital, mentoring, and competence development for entrepreneurs

 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
	<ul style="list-style-type: none"> • Mendukung inklusi ekonomi lokal dengan mengutamakan kemitraan dengan pemasok dan petani lokal • Mengadakan pelatihan dan pendidikan setiap tahun • Bekerja sama dengan masyarakat luas dalam bentuk program kerja sama <i>outlet</i> melalui program Wismilak Success Partner, sehingga mendukung pertumbuhan perekonomian lokal 	<ul style="list-style-type: none"> • 93% pemasok lokal • Terdapat penambahan jumlah <i>outlet</i> Wismilak Success Partner menjadi 10.299 unit • Reached 93% local suppliers • Gained more Wismilak Success Partner outlets to 10,299 units 	<ul style="list-style-type: none"> • Mencapai jumlah target <i>outlet</i> Wismilak Success Partner di atas 11.000 unit • To achieve the targeted number of Wismilak Success Partner, over 11,000 units

 <p>10 REDUCED INEQUALITIES</p>	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
	<ul style="list-style-type: none"> • Wismilak membuka lowongan bagi pekerja lokal • Pemberian remunerasi sesuai dan di atas batas minimum upah regional (UMR) • Dalam WISMILAK BERBAGI, terdapat pilar Peduli Wirausaha melalui program Diplomat Success Challenge untuk memberi peluang kepada kaum muda untuk menjadi wirausaha yang sukses • Wismilak membuka kesempatan kerja seluas-luasnya, tanpa mencantumkan gender tertentu pada kualifikasi lowongan kerja dan deskripsi pekerjaan • Melaksanakan kegiatan sukarela yang melibatkan karyawan-karyawan Wismilak dalam rangka kontribusi terhadap perekonomian lokal 	<ul style="list-style-type: none"> • Rekrutmen karyawan baru di 2020 memprioritaskan untuk menerima pekerja dari masyarakat lokal (cakupan kotamadya) • Seluruh karyawan (100%), baik laki-laki maupun perempuan, mendapatkan remunerasi di atas ketentuan UMR dan memiliki kesempatan karir yang setara • Karyawan telah mengikuti pelatihan mengenai <i>gender equality</i> • Realisasi Program Kewirausahaan Diplomat Success Challenge (DSC) XI 	<ul style="list-style-type: none"> • Jumlah serapan tenaga kerja lokal meningkat dibandingkan tahun sebelumnya • Pelatihan berkaitan dengan disabilitas dan <i>gender equality</i> • Kontinuitas Program Kewirausahaan Diplomat Success Challenge (DSC)

12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
<ul style="list-style-type: none"> Menurunkan material limbah Sigaret Kretek Tangan (SKT) dengan metode pengawasan menggunakan <i>objective key result</i> (OKR) Reducing waste material from Hand-Rolled Cigarettes (SKT) using objective key result (OKR) method 		0,70%	0,69%

13 CLIMATE ACTION 	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
<ul style="list-style-type: none"> Mempertahankan penggunaan gas alam cair sebagai bahan bakar <i>boiler</i> dengan cara mensinkronisasi jadwal operasional <i>boiler</i> dengan jadwal operasional mesin produksi Inisiatif efisiensi energi mulai dari himbauan hemat energi, penggantian lampu dengan lampu ramah lingkungan, hingga penggunaan SPHT pengganti <i>Shrinkage Tunnel</i> Integrasi pengendalian emisi dengan efisiensi energi Maintaining liquified gas use for boiler fuel by synchronizing the operational schedule of both boiler and production machine Performing energy efficiency initiative starting from saving energy, replacing lights with eco-friendly lights, and using SPHT to replace Shrinkage Tunnel The integration of emission control with energy efficiency 		7% ----- 1.516 GJ ----- 200 ton CO₂ 200 tons CO₂	7% ----- 1.740 GJ ----- 297 ton CO₂ 297 tons CO₂



	Inisiatif Initiatives	Capaian 2020 2020 Achievements	Target ke Depan Future Targets
	<ul style="list-style-type: none"> Memiliki kebijakan Antikorupsi <i>Whistleblowing system</i> berjalan maksimal Tidak ada kasus benturan kepentingan maupun korupsi selama 2020 Memiliki Kode Etik yang mengatur etika dalam bisnis, termasuk persaingan secara sehat dan menghindari praktik monopoli pasar Patuh pada peraturan terkait pemasaran, pelabelan, tanggung jawab konsumen, pelestarian lingkungan, dan lainnya Patuh terhadap peraturan terkait kewajiban pelaporan kinerja keuangan Perseroan kepada pemerintah dalam sistem <i>Extensible Business Reporting Language (XBRL)</i> Running anticorruption policy Optimizing whistleblowing system Ensuring zero conflict interest and corruption cases throughout 2020 Practicing Code of Conducts that regulate business ethics, including healthy competition and avoiding monopolistic market practices Being compliant with regulations on marketing, labeling, consumer responsibility, environmental preservation, and others Being compliant with regulations on the obligation of reporting Company's financial performance to the government in Extensible Business Reporting Language (XBRL) system 	<ul style="list-style-type: none"> Tidak ada kasus yang berkaitan dengan kebijakan, kasus benturan kepentingan, dan kode etik Tidak ada insiden mengenai ketidakpatuhan terhadap peraturan No cases related to policies, conflict of interests, and code of conducts No incidents related to non-compliance with regulations 	<ul style="list-style-type: none"> Tetap menjalankan kebijakan terkait dengan tata kelola, kode etik, serta patuh terhadap peraturan yang terkait To continue enforcing policies related to governance, code of conducts, as well as conforming with relevant regulations



Tantangan dalam Pengelolaan Aspek Keberlanjutan

Pada tahun 2020, dunia dihadapkan pada situasi pandemi COVID-19 yang berdampak bagi masyarakat maupun pelaku bisnis, termasuk Wismilak. Situasi ini menghadirkan tantangan tersendiri bagi Perseroan yang bergerak di industri padat karya, dan memiliki jumlah karyawan yang banyak serta tersebar di berbagai unit operasional. Aspek kesehatan dan keselamatan kerja karyawan kemudian menjadi prioritas utama Perseroan karena penyebaran COVID-19 sangat berdampak pada kesehatan setiap individu karyawan, dan akan berpengaruh terhadap keberlanjutan usaha Perseroan. Wismilak menerapkan serangkaian *Business Contingency Plan (BCP)* sebagai upaya penanganan/penanggulangan COVID-19 di area Perseroan. Penerapan BCP salah satunya mencakup protokol kesehatan yang ketat dan melakukan penyesuaian

Challenges in Managing the Sustainability Aspect

In 2020, the world dealt with the COVID-19 pandemic that affected the public and business players, including Wismilak. This situation created certain challenges for the Company, which business operates in labor-intensive industry and has a large number of employees widely spread in various operational units. The occupational health and safety aspect of the employees became the Company's main priority, as the COVID-19 infection deeply affects the health of each employee and will influence the Company's business sustainability. Wismilak practices a series of Business Contingency Plan (BCP) as an attempt to manage the COVID-19 around the Company. Implementing BCP includes strict safety protocol and adjustments in work premises and working hours. Not only the employees, but Wismilak also continues its endeavors in

pada tempat dan jam kerja. Tidak hanya karyawan, Wismilak tetap mengupayakan mitigasi dan pemutusan rantai penyebaran COVID-19 di semua lini rantai pasokan termasuk saat berhubungan dengan mitra kerja.

Situasi pandemi tidak menghalangi Perseroan untuk tetap melaksanakan kegiatan bisnis dan operasional yang peduli terhadap lingkungan. Kegiatan bisnis dan operasional dalam skala besar tidak terhindar dari besarnya konsumsi energi. Oleh sebab itu, kami terus berupaya untuk dapat melaksanakan kegiatan produksi yang efisien tanpa mengorbankan kualitas produk kami.

Pandemi juga berdampak pada stabilitas perekonomian di Indonesia. Wismilak tidak lepas dari risiko tekanan pasar dan kenaikan tarif cukai SKT yang mengharuskan adanya efisiensi untuk menekan biaya operasional. Selama tahun 2020, tidak ada pemutusan hubungan kerja yang dilakukan Perseroan. Di sisi lain, kami tetap memperhatikan kesejahteraan dan kesehatan konsumen dengan terus menjalankan inovasi dalam menghasilkan produk, adaptasi metode pemasaran, dan pendekatan kepada konsumen, sekaligus menjaga kelangsungan usaha yang wajar, bertanggung jawab, dan mematuhi peraturan dan perundang-undangan yang berlaku.

mitigating and breaking the COVID-19 chain of infection across all lines of supply chain, including anytime the interaction with business partners occurs.

The pandemic does not deter the Company from performing the business and operational activities that are oriented towards the environment. The large-scale business and operational activities also require large amounts of energy. Therefore, we continue to carry out efficient production without risking our product quality.

The pandemic also affects Indonesia's economic stability. Wismilak experiences market pressure risk and SKT excise rate increase that necessitate efficiency to suppress the operational cost. During 2020, there were no layoffs by the Company. On the other hand, we are attentive to consumers' welfare and health by continuously creating innovations in products, marketing method adaptation, and approach to consumers, as well as maintaining fair and responsible business continuity, and adhering to prevailing laws and regulations.



Tata Kelola Keberlanjutan Sustainability Governance

Tata Laksana

Struktur tata kelola Wismilak dapat diakses dalam Laporan Tahunan 2020. Dalam tata laksana keberlanjutan, Wismilak telah mempertimbangkan dan mencantumkan aspek ekonomi, sosial, dan lingkungan pada rencana jangka pendek dan panjang Perseroan. Tanggung jawab tata kelola keberlanjutan Wismilak dilaksanakan secara kolektif oleh setiap fungsi dalam organisasi. Dewan Komisaris dan Direksi memiliki posisi yang setara dalam mendukung perencanaan, pelaksanaan, pengawasan, dan evaluasi tata kelola keberlanjutan. Dewan Komisaris berperan dalam mengawasi dan memberi nasihat maupun rekomendasi kepada Direksi terkait tata kelola keberlanjutan. [102-18]

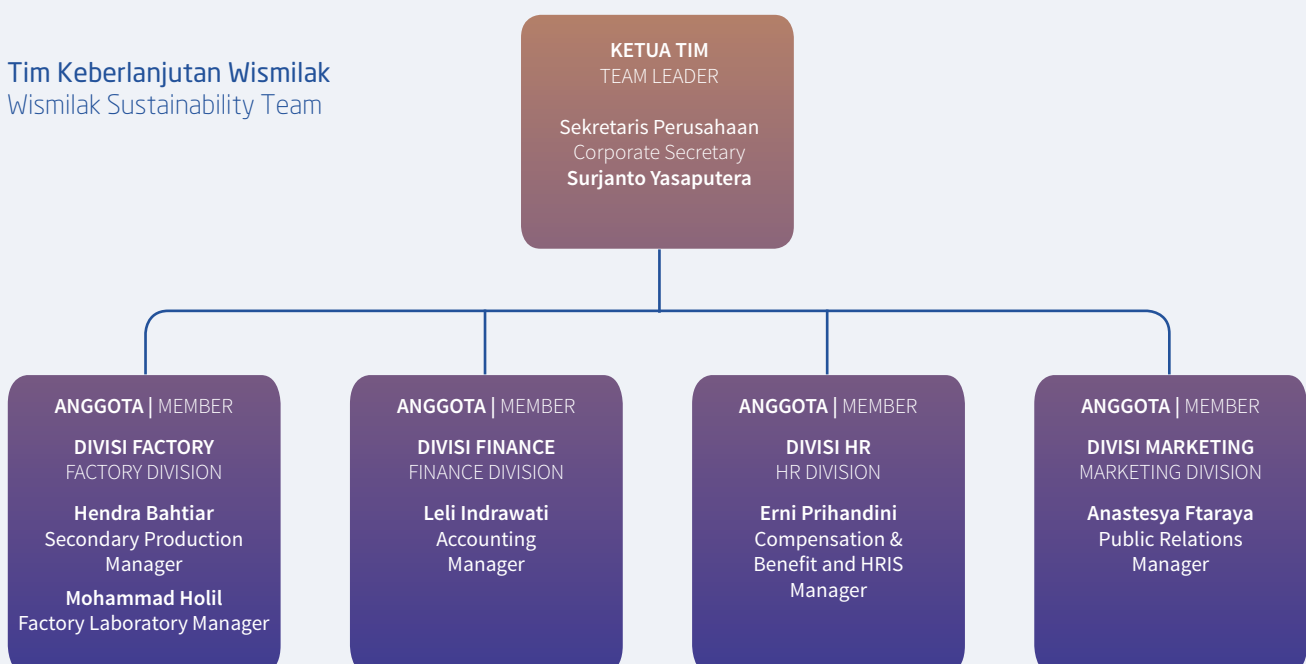
Pada tahun 2020, Wismilak membentuk Satuan Tugas Keberlanjutan yang melengkapi dan meningkatkan fungsi Tim Keberlanjutan dalam menjalankan praktik keberlanjutan. Satuan tugas ini terdiri dari karyawan lintas divisi yang dapat mempermudah komunikasi dan implementasi aspek keberlanjutan ke seluruh jajaran. Tim Keberlanjutan Wismilak diketuai oleh Sekretaris Perusahaan dan bertanggung jawab langsung kepada Direktur Utama.

Procedure

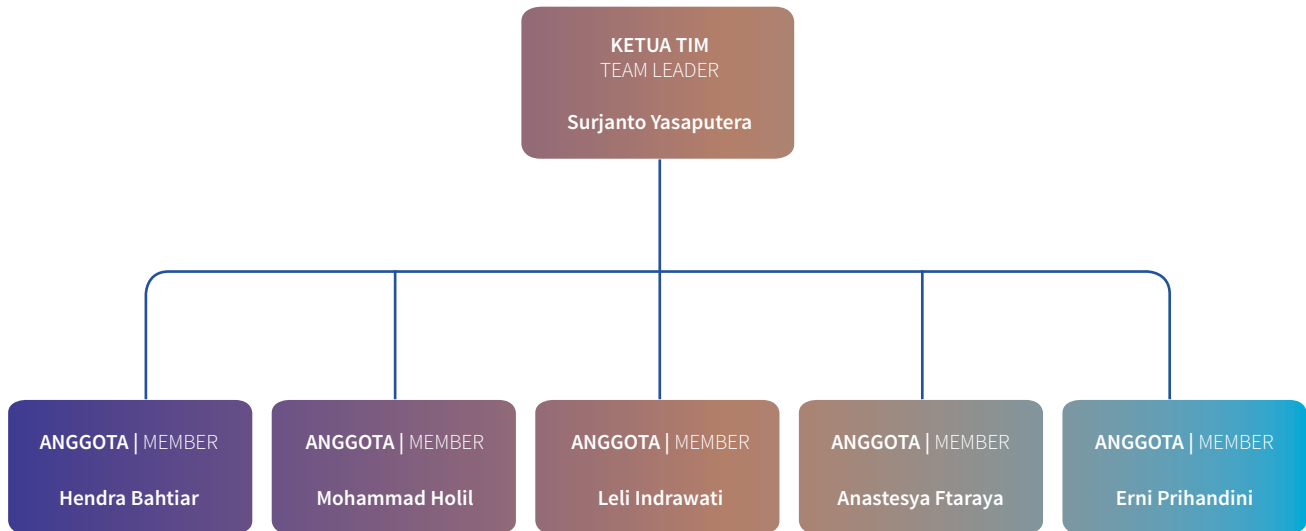
Wismilak's governance structure can be accessed in the 2020 Annual Report. In sustainability governance, Wismilak has considered and included the Company's aspects of economy, social, and environment both short and long term. Responsibilities in Wismilak's sustainability governance are carried out collectively by each function in the organization. The Board of Commissioners and Board of Directors have equal position in supporting the planning, implementation, supervision, and evaluation of sustainability governance. The Board of Commissioners is in charge of supervising and advising the Board of Directors on sustainability governance. [102-18]

In 2020, Wismilak established the Sustainability Task Force which complements and increases the function of the Sustainability Team in performing their sustainability practices. The task force consists of cross-division employees who are able to ease the communication and implementation of sustainability aspect across levels. Wismilak Sustainability Team is chaired by Corporate Secretary and directly answers to President Director.

Tim Keberlanjutan Wismilak Wismilak Sustainability Team



Satuan Tugas Keberlanjutan Sustainability Task Force



Sebagai upaya untuk meningkatkan pengelolaan kinerja keberlanjutan, Perseroan memberikan kesempatan pengembangan kompetensi karyawan berupa pendidikan, lokakarya, maupun seminar terkait topik ekonomi, lingkungan, dan sosial.

To amplify the sustainability performance management, the Company offers an opportunity of employee competence development in the form of education, workshop, and seminars on topics related to economy, environment, and social.

Kegiatan Peningkatan Kompetensi di Bidang Keberlanjutan Competency Improvement Activities in the Field of Sustainability

Seminar atau Workshop Seminar or Workshop	Tempat Venue	Tanggal Date	Penyelenggara Organizing Body
Seminar Pendalaman POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik, serta sharing session terkait Implementasi POJK No. 51/POJK.03/2017 Seminar Dissemination of POJK Number 51/POJK.03/2017 on the Implementation of Sustainable Finance, Issuers, and Public Companies, as well as sharing session on the Implementation of POJK Number 51/POJK.03/2017.	Bursa Efek Indonesia Indonesia Stock Exchange	4 Februari 2020 4 February 2020	<ul style="list-style-type: none"> Bursa Efek Indonesia Indonesia Stock Exchange (IDX) Indonesian Corporate Secretary Association (ICSA) Indonesian Corporate Secretary Association (ICSA)

Seminar atau Workshop Seminar or Workshop	Tempat Venue	Tanggal Date	Penyelenggara Organizing Body
<p>Kelas Pelatihan Wismilak's Sustainability Journey' Diikuti oleh Direksi Wismilak dan Satuan Tugas Keberlanjutan</p> <p>Training Session Wismilak's Sustainability Journey' Participated by the Directors of Wismilak and Sustainability Task Force</p>	<p>Kantor Pusat Wismilak Grha Wismilak Surabaya</p> <p>Head Office of Wismilak Grha Wismilak Surabaya</p> <p>Pelatihan Daring Online Training</p>	<ul style="list-style-type: none"> • 5-7 Februari 2020 (Batch 1) • 27-28 Februari 2020 (Batch 2) • 16 Maret 2020 (Batch 3) • 19 Mei 2020 (Batch 4) <ul style="list-style-type: none"> • 5-7 February 2020 (1st Batch) • 27 - 28 February 2020 (2nd Batch) • 16 March 2020 (3rd Batch) • 19 May 2020 (4th Batch) 	<p>Wismilak Fasilitator: Global Reporting Initiative (GRI)</p> <p>Wismilak Faciliator: Global Reporting Initiative (GRI)</p>
<p>Webinar 'Reporting on Emission and Climate Risk' Webinar Reporting on Emission and Climate Risk</p>	<p>Daring Online</p>	<p>3 Juli 2020 3 July 2020</p>	<ul style="list-style-type: none"> • Bursa Efek Indonesia Indonesia Stock Exchange (IDX) • Global Reporting Initiative (GRI)
<p>Webinar 'Reporting on Waste with Circular Economy Perspective' Webinar 'Reporting on Waste with Circular Economy Perspective'</p>	<p>Daring Online</p>	<p>9 Juli 2020 9 July 2020</p>	<ul style="list-style-type: none"> • Bursa Efek Indonesia Indonesia Stock Exchange (IDX) • Global Reporting Initiative (GRI)
<p>Webinar 'Planet 50:50 – Kontribusi Bisnis pada Pencapaian SDG 5' Webinar 'Planet 50:50 – Business Contribution to Achieving SDG 5'</p>	<p>Daring Online</p>	<p>16 Desember 2020 16 December 2020</p>	<ul style="list-style-type: none"> • Indonesia Business Coalition for Women Empowerment (IBCWE) • Global Reporting Initiative (GRI) • Bursa Efek Indonesia Indonesia Stock Exchange (IDX) • Katadata.id

Pengelolaan dan Mitigasi Risiko Keberlanjutan [102-11]

Identifikasi dan evaluasi risiko pada tiap proses bisnis dilakukan secara rutin oleh masing-masing departemen. Pengelolaan risiko dilakukan oleh Direksi, Unit Audit Internal, dan Dewan Komisaris diwakili oleh Komite Audit. Secara khusus, Dewan Komisaris berperan mengawasi pelaksanaan aktivitas manajemen risiko dan memberikan wewenang penuh kepada manajemen untuk mengelola risiko yang ada, termasuk risiko lingkungan, sosial, dan tata kelola (LST).

Sustainability Risk Management and Mitigation [102-11]

Risk identification and evaluation in each business process are routinely performed by respective department. Risk management is led by the Board of Directors, Internal Audit Unit, and Board of Commissioners, which is represented by the Audit Committee. The Board of Commissioners is specifically in charge of supervising risk management activities and giving full authorization to the management to maintain the existing risks, including environmental, social, and governance risks (ESG).

Upaya pengendalian risiko mencakup pengelolaan sumber daya manusia terkait rekrutmen talenta-talenta baru, dilaksanakan dengan persiapan infrastruktur *website* Perseroan untuk keperluan rekrutmen secara daring selama pandemi COVID-19. Risiko terkait *gap* kompetensi antara manajemen dan karyawan generasi milenial diatasi dengan melaksanakan berbagai program untuk mempersiapkan talenta-talenta khusus yang siap menempati posisi manajerial Perseroan.

Selain itu, Perseroan mengelola efektivitas kerja di masa pandemi COVID-19 dan risiko K3 melalui penerapan BCP yang antara lain mencakup protokol kesehatan ketat, pembatasan perjalanan dinas, pemberlakuan bekerja dari rumah, pemberlakuan jam kerja fleksibel, membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja, melakukan pelacakan kontak (*tracing*) bagi karyawan yang kontak dengan individu positif COVID-19, serta membentuk pusat data daring terkait informasi COVID-19 yang dapat diakses karyawan. Sebagai bentuk dukungan kegiatan kerja karyawan dari rumah, Wismilak juga meluncurkan panduan "Bekerja dari Rumah" dan program "Digital Learning".

Pengelolaan risiko rantai pasokan dan persediaan bahan baku, risiko keuangan, kredit, likuiditas, tingkat bunga, dan mata uang asing dilaksanakan dengan mematuhi perundang-undangan yang berlaku, meningkatkan pemantauan yang melibatkan Direksi, serta pertimbangan reputasi dan rekam jejak pelanggan.

Pengendalian risiko oleh juga Wismilak diwujudkan dalam penerapan tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*). Wismilak menjalankan sistem pengendalian internal yang mengawasi kegiatan operasional, keuangan, dan kepatuhan terhadap peraturan perundang-undangan. Secara berkala, manajemen mengevaluasi efektivitas pengelolaan risiko dan pengendalian internal.

Menerapkan Etika Bisnis

Upaya dalam mempertahankan dan memperkuat perusahaan menjadi bagian dari perjalanan keberlanjutan Wismilak. Perseroan menerapkan sistem tata kelola sesuai dengan

Risk control encompasses human resources management that is related on new talents recruitment, which is conducted by preparing the Company's website infrastructure to accommodate the needs of online recruitment during the COVID-19 pandemic. Any risks that concern competence gap between the management and millennial employees are addressed by means of various programs that prepare special talents, who are ready to occupy the Company's managerial position.

The Company also manages work effectiveness amidst the COVID-19 pandemic and OHS risks through BCP implementation, among which includes tight safety protocol, business trip restriction, working from home, flexible work hours, establishment of Occupational Health and Safety Committee, tracing for employees who have recent contact with COVID-19 positive individuals, as well as establishing online data center for the COVID-19 information that is accessible for employees. To support the working-from-home condition, Wismilak also launches a "Working from Home" guideline and "Digital Learning" program.

Risk management in supply chain and raw material stock, financial risk, credit, liquidity, interest rate, and foreign currency is carried out by complying with prevailing laws and regulations, increasing monitoring that involves the Board of Directors, as well as taking into account customers' reputation and track records.

Risk control is also found in the implementation of Good Corporate Governance (GCG). Wismilak runs internal control system that oversees operations, finance, and compliance with laws and regulations. The management periodically evaluates the effectiveness of risk management and internal control.

Implementing Business Ethics

Efforts in maintaining and strengthening the company are a part of Wismilak's sustainability journey. The Company implements governance system as per national and international best

praktik terbaik dan standar etika bisnis, baik dari nasional maupun internasional. Hal ini menjadi tugas seluruh insan Wismilak untuk mematuhi undang-undang, peraturan, ketentuan, dan kode etik guna mewujudkan integritas etika dan keadilan.

Dalam memasarkan produknya, Wismilak menghindari praktik monopoli pasar dan mengatur persaingan yang sehat dengan kompetitor. Perseroan melakukan kegiatan promosi, *brand awareness*, *brand positioning*, dan *brand experience* sesuai dengan prinsip-prinsip etika bisnis yang sehat. Implementasi ini telah selaras dengan moto pemasaran Perseroan yaitu “Melayani dengan Hati”.

Memerangi Korupsi dan Penerapan WBS

Kebijakan antikorupsi dan antikecurangan tercantum dalam *Board Manual* Dewan Komisaris dan Direksi. Standar Perilaku Perusahaan mengatur nilai-nilai kejujuran, integritas, dan antikorupsi yang wajib dipatuhi oleh seluruh Insan Wismilak. Secara berkala, Perseroan melakukan sosialisasi kode etik dan standar perilaku melalui berbagai media komunikasi yang menjangkau seluruh Insan Wismilak. [102-16]

Upaya antikorupsi juga didukung oleh keberadaan sistem pelaporan pelanggaran (*whistleblowing system/WBS*) yang dikelola oleh Sekretaris Perusahaan. Keberadaan WBS berguna untuk mendapatkan informasi terkait pelanggaran terhadap peraturan Wismilak, kode etik, maupun pelanggaran hukum dan kegiatan ilegal lain yang berpotensi menimbulkan kerugian bagi Perseroan di masa depan. Setiap pelapor WBS dijamin perlindungannya atas kerahasiaan identitasnya. Laporan yang diterima akan diselidiki dan ditindaklanjuti sesuai dengan hasil temuan penyelidikan. Pada tahun 2020, tidak ada pelaporan WBS yang diterima Perseroan. Wismilak senantiasa menghimbau setiap karyawan untuk berperan menjaga integritas pribadi maupun organisasi.

practices and business ethics standards. This has become the obligation of all Wismilak’s employees in conforming with laws, regulations, provisions, and code of conducts to realize the integrity of ethics and fairness.

To market the products, Wismilak refrains from practicing market monopoly and establishes healthy competition with competitors. The Company performs promotional activities, brand awareness, brand positioning, and brand experience that align with sound business ethics principles. This implementation is in line with the Company’s marketing motto, “Serve with Heart”.

Combating Corruption and Implementing WBS

Anti-corruption and anti-fraud policies are stated in the Board Manual of Board of Commissioners and Board of Directors. The Company’s Standards of Behavior regulates the values of candor, integrity, and anti-corruption, which embodiment is mandatory for all Wismilak employees. The Company regularly socializes the code of conducts and standards of behavior through various communication media that can be accessed by all Wismilak’s employees. [102-16]

Activities in anti-corruption has the backing of whistleblowing system (WBS), which is managed by Corporate Secretary. The existence of WBS functions to solicit information on breaches against Wismilak’s regulations, code of conduct, as well as other legal and illegal activities that potentially could cause harm to the Company in the future. All whistleblowers are guaranteed protection on confidential identity. Received reports will be investigated and followed up in accordance with the investigation findings. In 2020, there were zero WBS reporting submitted to the Company. Wismilak continuously urges each employee to participate in safeguarding the integrity of one self and the organization.laws and regulations.



Sekilas Wismilak

Wismilak at a Glance



Visi, Misi, dan Nilai Keberlanjutan

Vision, Mission, and Sustainability Values [102-16]

Visi Vision

Menjadi pelaku industri kelas dunia dengan keunggulan kualitas produk dan jasa yang dihasilkan dengan pertumbuhan berkesinambungan yang diperoleh melalui integritas, kerja sama tim, pengembangan yang berkelanjutan, serta inovasi.

Becoming a world-class industrial player with premium quality products and services through continuous improvement driven by integrity, teamwork, continuous development and innovation.

Misi Mission

Bersama meraih sukses melalui kerja sama dengan semua pemangku kepentingan (konsumen, pemegang saham, karyawan, distributor, pemasok, dan masyarakat)

Achieving success together through cooperation with all stakeholders (customers, shareholders, employees, distributors, suppliers and the public)

Menghasilkan produk dan jasa dengan kualitas terbaik
Providing products and services with the highest quality

Bertanggung jawab dan berkomitmen terhadap lingkungan dan komunitas
Being responsible and committed towards the community and surroundings

Nilai keberlanjutan Wismilak terdapat dalam Standar Perilaku Perusahaan yang mengatur tentang etika Perseroan pada aspek bisnis, sosial, maupun lingkungan. Setiap insan Wismilak wajib mematuhi dan menerapkan standar perilaku tersebut dengan menandatangani Pakta Integritas.

Nilai dan Perilaku Perseroan Company Values and Behaviour



Nilai-Nilai WISMILAK WISMILAK Values

Bersama Meraih Sukses
Achieving Success Together (BMS)

Memiliki Integritas Tinggi
Possessing High Integrity

Semangat *Continuous Improvement*
The spirit of Continuous Improvement (CI)



Perilaku WISMILAK WISMILAK Behaviour

"Empati – Menjadi Duta Wismilak
– Efektif dan Efisien
– Bicara berdasarkan Data
– Kolaboratif – Tegas
– Berpikiran Terbuka"

"Empathy – Be a Wismilak Ambassador
– Effective & Efficient – Speak with Data
– Collaborative – Decisive
– Open Mind"

Wismilak's sustainability values are affirmed in the Company's Code of Conduct which govern the Company's ethics in business, social, and environmental aspects. Every Wismilak employee is obliged to comply with and implement these standards of behavior by signing the Integrity Pact.

Profil Perusahaan

Company Profile

Nama Perusahaan

Name of the Company [102-1]

PT Wismilak Inti Makmur Tbk

Tanggal Pendirian

Established

14 Desember 1994

December 14, 1994

Dasar Hukum Pendirian

Legal Basis for Establishment

[102-5] [102-10]

Akta Pendirian No. 22 tanggal 14 Desember 1994 yang dibuat di hadapan Bagio Atmadja, S.H., notaris di Sidoarjo, yang telah mendapatkan pengesahan dari Menteri Kehakiman Republik Indonesia berdasarkan Surat Keputusan No. C2-18.481 HT.01.01. Th.94. tanggal 19 Desember 1994, telah didaftarkan dalam buku register pada Kepaniteraan Pengadilan Negeri Surabaya dengan No. 2736/1994 pada tanggal 21 Desember 1994, serta telah diumumkan dalam Berita Negara Republik Indonesia No. 4 tanggal 13 Januari 1995, Tambahan Berita Negara No. 339.

Deed of Establishment No. 22 dated December 14, 1994, drawn up before Bagio Atmadja, SH., Notary in Sidoarjo, which had gained approval of the Minister of Justice of the Republic of Indonesia by virtue of Decree No. C2-18.481HT.01.01.Th.94. dated December 19, 1994, which was registered in the Company Registration Office in the District Court of Surabaya No. 2736/1994 on December 21, 1994, and announced in the Supplement No. 339 of the State Gazette of the Republic of Indonesia No. 4 on January 13, 1995.

Bidang Usaha

Line of Business [102-2]

Produksi bumbu rokok, *filter*, dan kelengkapan rokok lainnya; pemasaran dan penjualan produk rokok dan kelengkapannya; serta penyertaan pada produsen rokok kretek.

Cigarette flavoring and manufacture of regular/mild cigarette filters; marketing and selling cigarette flavored products and the manufacture of regular/mild cigarettes filter; investing in other rolled cigarette companies.

Kepemilikan Saham

Share Ownership [102-5]

- Masyarakat | Community (37,28%)
- Indahtati Widjajadi (16,14%)
- Stephen Walla (14,97%)
- Ronald Walla (14,97%)
- Gaby Widjajadi (9,34%)
- Ir. Sugito Winarko (7,30%)

Kode Saham

Share Code

WIIM

Kantor Pusat

Head Office [102-3]

Grha Wismilak, Jl. Dr. Soetomo 27 Surabaya, Indonesia 60264

Telepon | Phone : +6231 2952 899

Faksimili | Facsimile : +6231 2952 800

Surel | E-mail: information@wismilak.com

Situs Web | Website : www.wismilak.com

Kantor Perwakilan

Representative Office

Gedung Menara Jamsostek

Menara Selatan, Lantai 23

Jamsostek Tower Building,

South Tower, 23rd floors

Jl. Gatot Subroto 38, Jakarta,

Indonesia 12710

Telepon | Phone: +6221 5296 3901/02

Faksimili | Facsimile: +6221 5296 3909

Wilayah Operasional

Operational Area [102-4]

Wismilak beroperasi di satu negara, yakni Indonesia. Secara spesifik, Wismilak memiliki 20 area distribusi, 5 fasilitas produksi, 4 sentra logistik regional, dan 30 agen di 30 kota di seluruh wilayah Indonesia.

Wismilak operates in one country, namely Indonesia. Specifically, Wismilak has 20 distribution offices, 5 production facilities, 4 regional logistics centers, and 30 agents in 30 cities throughout Indonesia.

Wismilak belum mengadopsi ataupun mendukung inisiatif secara terikat terkait prinsip-prinsip keberlanjutan yang dikembangkan oleh pihak eksternal. Namun demikian, Perseroan mulai menerapkan prinsip-prinsip keberlanjutan dalam menjalankan kegiatan usahanya. [102-12]

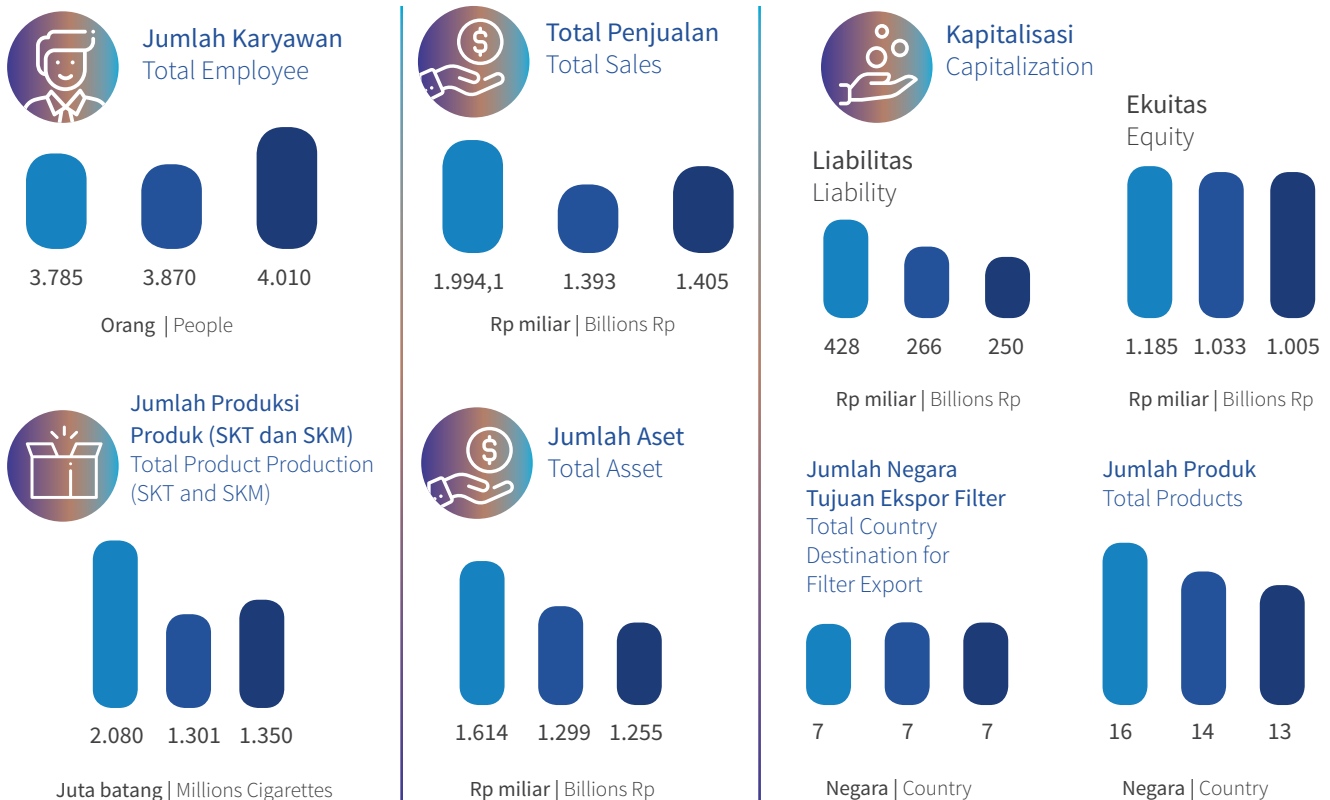
Kegiatan usaha Wismilak dari hulu ke hilir dijalankan bersama dengan dua Entitas Anak, yakni PT Gelora Djaja yang mengelola produksi Sigaret Kretek Tangan (SKT) dan Sigaret Kretek Mesin (SKM), PT Gawih Jaya di bidang distribusi pemasaran SKT dan SKM. Perseroan memproduksi rokok, *filter*, dan bahan pendukung rokok lainnya; memasarkan dan menjual produk rokok beserta kelengkapannya; serta menjalankan penyertaan pada produsen rokok kretek. Jenis produk Wismilak terdiri atas Sigaret Kretek Tangan, Sigaret Kretek Mesin, Cerutu, dan Filter Rods. Pada tahun 2020, tidak ada perubahan signifikan terkait bidang usaha, skala usaha, struktur tata kelola, maupun rantai pasokan Perseroan. [102-10]

Wismilak has yet adopted or supported any binding initiatives concerning sustainability principles, which are cultivated by an external party. However, the Company started implementing the sustainability principles in their business activities. [102-12]

Wismilak's upstream and downstream business activities are run simultaneously with the two Subsidiaries, namely PT Gelora Djaja, which manages Hand-Rolled Cigarettes (SKT) production, Machine-Made Cigarettes (SKM), PT Gawih Jaya in SKT and SKM marketing. The Company produces cigarettes, filter, and other cigarettes secondary materials; markets and sells cigarettes products along with their complement; as well as invests in hand-rolled cigarettes manufacturers. Wismilak's types of products consist of Hand-Rolled Cigarettes, Machine-Made Cigarettes, Cigars, and Filter Rods. In 2020, there were no significant changes in line of business, scale of organization, governance structure, and supply chain of the Company. [102-10]

Skala Organisasi [102-7] Organizational Scale

2020 2019 2018



Proses Bisnis dan Rantai Pasokan [102-9]

Business Process and Supply Chain [102-9]

Perseroan berkomitmen untuk menjaga kualitas produk yang memenuhi kebutuhan pasar dengan serangkaian proses bisnis dan pengawasan yang sangat ketat.

The Company is committed to maintaining products quality that cater the market needs with a series of business process and firm supervision.

1 Bahan Mentah
Raw Material



Bahan dasar yang baik untuk menghasilkan kualitas yang memuaskan.
Good materials to produce satisfactory results.

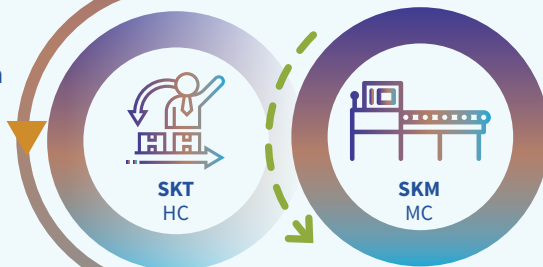


2 Pengelolaan Tahap Awal
Primary Processing



Pengelolaan tahap pertama terdiri atas perajangan tembakau, cengkeh dan gagang, dilanjutkan dengan pencampuran menggunakan perisa.
Primary processing which consists of lamina, clove and stem cutting, followed by blending process with flavours.

3 Pengelolaan Tahap Kedua
Secondary Processing



Pengelolaan tahap kedua terdiri atas (i) penggilingan tembakau dan (ii) pelapisan rokok dengan kertas pembungkus. Untuk produk SKM, filter ditambahkan pada rokok setelah proses pelapisan. Setelah itu, produk dikemas dalam berbagai kemasan.
Secondary processing consists of (i) the rolling of the tobacco and (ii) the wrapping of the tobacco with cigarette paper. For the MC products, filter rods are added to the cigarettes after the wrapping. Lastly, the products are packed in various packaging.

4 Penyimpanan Produk Akhir
Finished Good Warehouse



Proses terakhir merupakan pengudangan produk akhir, yang langsung dikirim dari area pengelolaan tahap kedua ke gudang produk akhir.
The final process is the warehousing of finished goods, sent directly from the secondary processing area to the finished goods warehouses.



“Perseroan selalu mematuhi peraturan perundang-undangan di setiap lini usahanya dari hulu ke hilir, serta menerapkan prinsip *good manufacturing practices*; kesehatan dan keselamatan kerja, keamanan, dan lingkungan; tata kelola perusahaan; dan kebijakan lainnya.”

“The Company continuously abides by the laws and regulations in its every line of business, both upstream and downstream, as well as implements good manufacturing practices principles; occupational health and safety, security, and environment; corporate governance; and other policies.”



Wilayah Operasi dan Pasar Terlayani

[102-4] [102-6]

Kegiatan operasi Wismilak dilakukan di Indonesia dan Perseroan memiliki lima fasilitas kegiatan produksi yang terletak di wilayah Surabaya dan Bojonegoro. Keseluruhan proses produksi, distribusi, dan pemasaran produk dikerjakan bersama dengan Entitas Anak. Saat ini, pemasaran produk telah menjangkau pasar domestik utama yaitu Indonesia, serta melakukan ekspor untuk produk filter rods yang menjangkau 5 negara, antara lain China, Myanmar, Malaysia, Taiwan, dan Mozambik. Wismilak telah merencanakan adanya penambahan wilayah operasional di tahun depan. Penambahan wilayah operasional guna mendukung jaringan produksi, distribusi, serta pemasaran produk.

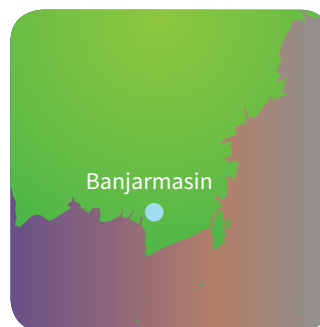
Operational Areas and Market Served

[102-4] [102-6]

Operational activities in Wismilak are carried out in Indonesia and the Company has five production facilities, which are situated in Surabaya and Bojonegoro. The entire process of production, distribution and marketing of products is carried out together with the Subsidiaries. Currently, product marketing has reached the main domestic market, namely Indonesia, as well as exporting filter rods to 5 countries, including China, Myanmar, Malaysia, Taiwan, and Mozambique. Wismilak has planned to add operational areas next year, which aimed to support production, distribution, and product marketing networks.

Area Distribusi Wismilak Wismilak Distribution Areas

- Fasilitas Produksi
Production Facilities
- Sentra Logistik Regional
Regional Logistic Center
- Area Distribusi
Distribution Area



4

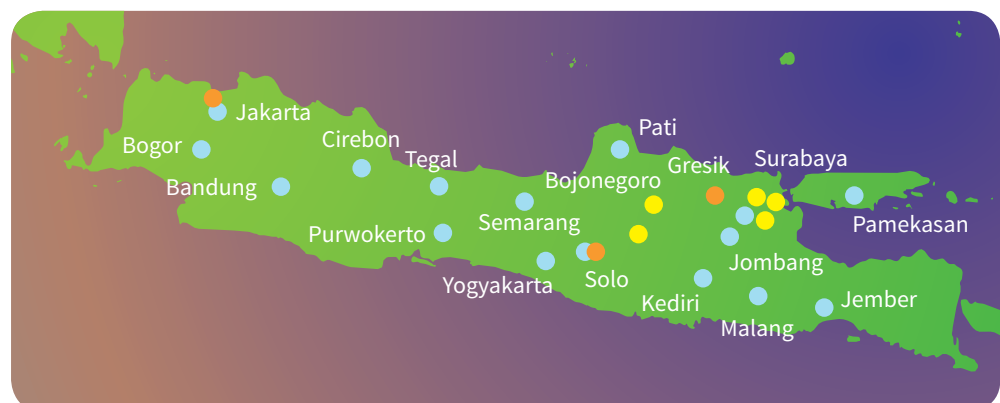
Sentra Logistik Regional
Regional Logistic Center

5

Fasilitas Produksi
Production Facilities

20

Area Distribusi
Distribution Area



Sertifikasi dan Akreditasi Certification and Accreditation



ISO/IEC 17025:2017

Standar Kompetensi Laboratorium Pengujian dan Kalibrasi

Standard Competencies for Testing and
Calibration Laboratories

28 Januari 2019 - 27 Januari 2023

January 28, 2019 - January 27, 2023

Komite Akreditasi Nasional

National Accreditation Committee

ISO 9001:2015

Manufacturing of Filter Rods for Cigarette

28 Februari 2018 - 27 Februari 2021

February 28, 2018 - February 27, 2021

Bureau Veritas Certification

Holding SAS - UK Branch

Keanggotaan Asosiasi [102-13]

Sebagai upaya untuk memperoleh dan melakukan dukungan serta menciptakan iklim bisnis yang kondusif, Wismilak menjalin dan menjaga kemitraan strategis dengan bergabung dalam keanggotaan asosiasi.

Membership Associations [102-13]

In order to obtain and provide supports, as well as developing conducive business climate, Wismilak establishes and maintains strategic partnership by joining membership associations.

RONALD WALLA	HENRY NAJOAN	EDRIC CHANDRA	ANASTESYA FTARAYA
Direktur Utama Wismilak President Director of Wismilak	Chief Personnel	Community & Event Manager of Wismilak	Public Relations Manager of Wismilak
Organisasi/Asosiasi Organization/Association	Organisasi/Asosiasi Organization/Association	Organisasi/Asosiasi Organization/Association	Organisasi/Asosiasi Organization/Association
Asosiasi Pengusaha Indonesia (APINDO) The Employers' Association of Indonesia (APINDO):	Gabungan Perserikatan Pabrik Rokok Indonesia (GAPRI) Indonesian Cigarette Manufacturers Association	Asosiasi Pengusaha Indonesia (APINDO) The Employers' Association of Indonesia (APINDO)	Asosiasi Pengusaha Indonesia (APINDO) The Employers' Association of Indonesia (APINDO)
Anggota Dewan Pimpinan Harian APINDO Member of Organization Management of The Employers' Association of Indonesia (APINDO)	Ketua Gabungan Perserikatan Pabrik Rokok Indonesia (GAPRI) Chairman of Indonesian Cigarette Manufacturers Association	Anggota Bidang Kemitraan Member of Partnership Division	Anggota Bidang Pengembangan Kewirausahaan Member of Entrepreneurship Development Division
Ketua Bidang UKM IKM Head of Small and Medium Enterprises and Industry			
2018 - 2023	2019 - 2022	2018 - 2023	2018 - 2023

Penghargaan Kinerja Tahun 2020 2020 Performance Award

Penghargaan Kesehatan dan Keselamatan Kerja (K3) dan Kecelakaan Nihil

Pada 13 Januari 2020, Wismilak, melalui PT Gelora Djaja, menerima penghargaan K3 yang diserahkan oleh Gubernur Jawa Timur, Khofifah Indar Parawangsa. Kemudian, penghargaan Kecelakaan Nihil juga diraih sebab PT Gelora Djaja telah mencapai 9.400.095 jam kerja orang tanpa kecelakaan kerja atas pelaksanaan program kesehatan dan keselamatan kerja, terhitung sejak 1 November 2013 sampai dengan 31 Oktober 2019.



Occupational Health and Safety (K3) and Zero Accident Awards

On January 13, 2020, Wismilak, through PT Gelora Djaja, received the K3 award presented by the Governor of East Java, Khofifah Indar Parawangsa. Then, the Zero Accident award was also won because PT Gelora Djaja has achieved 9,400,095 working hours of zero accidents for the implementation of the occupational health and safety program from 1 November 2013 to 31 October 2019.



Penghargaan CSR PKBL Award 2020

Wismilak menerima penghargaan Top 3 CSR for Indonesia CSR x PKBL Award 2020 untuk kategori *Consumer Goods and Industry, Subsector Tobacco Manufacturers*. Penghargaan diserahkan kepada Wismilak secara daring pada 23 September 2020 oleh Chief Editor Warta Ekonomi. Acara pemberian penghargaan ini juga didukung oleh Menteri Sosial, Bapak Juliari P. Batubara, yang memberikan sambutan.

CSR PKBL Award 2020

Wismilak received the Top 3 CSR for Indonesia CSR x PKBL Award 2020 for the category of Consumer Goods and Industry, Subsector Tobacco Manufacturers. The award was presented to Wismilak online on 23 September 2020 by the Chief Editor of Warta Ekonomi. The award ceremony was also supported by the Minister of Social Affairs, Mr. Juliari P. Batubara, who gave a speech.



Marketeers OMNI Brands of the Year 2020

Pada akhir tahun 2020, Wismilak memperoleh apresiasi atas pelaksanaan program Diplomat Success Challenge sebagai salah satu Marketeers OMNI Brands of the Year 2020. Program ini dinilai berhasil menyinergikan kegiatan daring dan luring yang mampu menjaga keberlanjutan mereknya.

Marketeers OMNI Brands of the Year 2020

At the end of 2020, Wismilak received an appreciation for the implementation of the Diplomat Success Challenge program as one of the OMNI Brands Marketeers of the Year 2020. This program is considered successful in synergizing online and offline activities that are able to maintain the sustainability of its brand.

Kinerja Keberlanjutan Sustainability Performance



Di tahun yang penuh tantangan ini, Wismilak berhasil bertahan dan terus melangkah ke depan. Perseroan optimis dapat menghadapi tantangan-tantangan di masa depan melalui pemeliharaan keberlanjutan usaha, peningkatan kualitas sumber daya manusia, dan implementasi inisiatif-inisiatif strategis yang dinamis. Perseroan berkomitmen menjalankan usaha sesuai praktik terbaik dan strategi keberlanjutan yang mengedepankan prinsip tata kelola perusahaan yang baik, inisiatif ramah lingkungan, manajemen sumber daya manusia (SDM) yang adil, menerapkan sistem kesehatan dan keselamatan kerja (K3), serta menjalankan pemberdayaan SDM dan masyarakat.”

“In this challenging year, Wismilak managed to survive and keep moving forward. The Company is optimistic that it can face challenges in the future by maintaining business sustainability, improving the quality of human resources, and implementing dynamic strategic initiatives. The Company is committed to running a business according to best practices and sustainability strategies that put forward the principles of good corporate governance, environmentally-friendly initiatives, fair human resource management (HR), implementing an occupational health and safety (K3) system, as well as implementing human and community empowerment.”





CAPAIAN KINERJA OPERASI DAN EKONOMI

OPERATIONAL PERFORMANCE AND ECONOMIC ACHIEVEMENTS



Menciptakan Nilai Ekonomi melalui Produk

Creating Economic Value through Products



Penjualan bersih Wismilak mencapai Rp1.994,1 miliar, yang berasal dari penjualan berbagai jenis rokok, filter, maupun kelengkapan lainnya. Angka ini meningkat 43,1% dibandingkan pendapatan tahun lalu.”

“Wismilak’s net sales reached Rp1,994.1 billion, which came from the sale of various types of cigarettes, filters, and other accessories. This figure is an increase of 43.1% compared to last year’s revenue.”

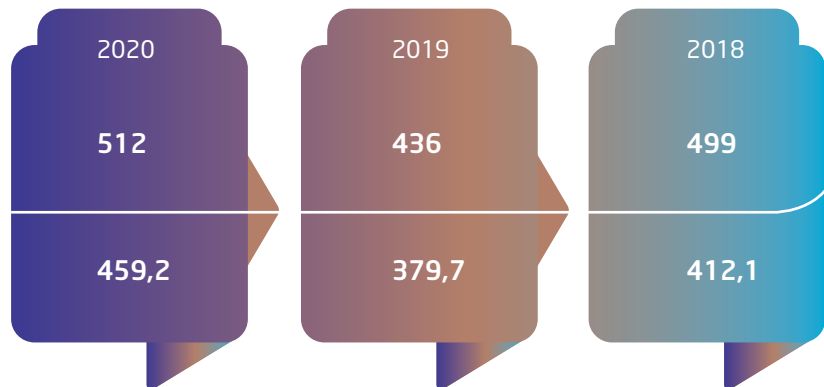


Penjualan SKT

Sales of SKT

Volume Penjualan SKT (Juta batang)
 Sales Volume of SKT (Million cigarettes)

Pendapatan SKT (Rp Miliar)
 Revenue of SKT (Billion Rp)

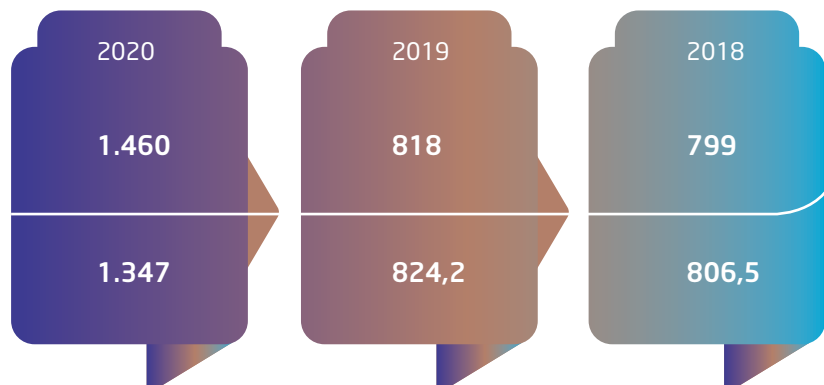


Penjualan SKM

Sales of SKM

Volume Penjualan SKM (Juta batang)
 Sales Volume of SKM (Million cigarettes)

Pendapatan SKM (Rp Miliar)
 Revenue of SKM (Billion Rp)





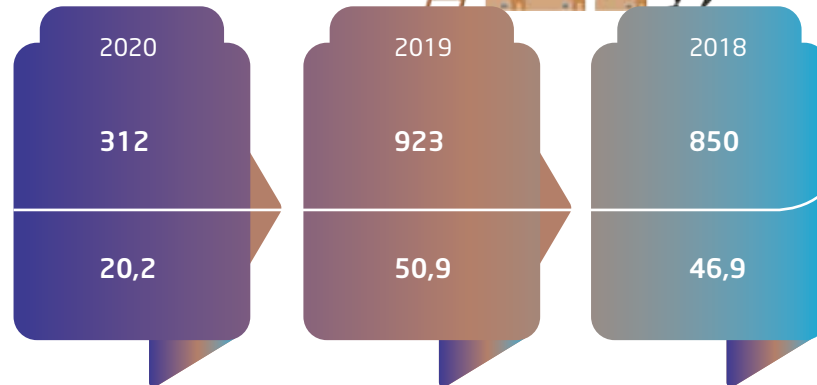
Ekspor Produk Filter Export Filter Products

Volume Ekspor Filter (Juta batang)

Volume Export of Filter
(Million cigarettes)

Pendapatan Ekspor Filter (Rp miliar)

Revenue of Filter
Export (Billion Rp)



Tantangan

Produksi rokok membutuhkan sumber daya alam di antaranya tembakau, cengkeh, dan bahan pendukung lainnya. Sebagai produsen, Wismilak memiliki tanggung jawab untuk menghasilkan produk yang berkualitas, menjalankan manufaktur produksi yang ramah lingkungan, dan menggunakan material dengan efisiensi, untuk memberikan produk dan layanan yang mempertimbangkan dampak pada masyarakat dan lingkungan di setiap tahap produksi. Terdapat tantangan yang berdampak pada kinerja operasional dan ekonomi, yang dikelola Wismilak selama tahun 2020, di antaranya:

- Adanya Pembatasan Sosial Berskala Besar (PSBB) mempengaruhi distribusi produk dan masuknya pasokan bahan baku sehingga mempengaruhi proses produksi pabrik rokok;
- Adanya pandemi COVID-19, diberlakukan kebijakan dan penerapan protokol kesehatan yang dapat mempengaruhi kondisi dan keselamatan karyawan;
- Adaptasi dengan new normal di pasar, hingga berbagai regulasi baru dari Pemerintah yang dijalankan oleh Perseroan;
- Upaya Perseroan dalam menjaga optimisme dan semangat positif karyawan terutama saat menghadapi tantangan dengan mentalitas yang ulet, inovatif, dan loyal;
- Kenaikan tarif cukai, yang dihadapi Wismilak dengan tetap optimis karena telah memiliki inisiatif strategis mengoptimalkan peluang untuk mendorong pertumbuhan organik dan menjaga keberlanjutan usaha.

Challenges

Cigarette production requires natural resources including tobacco, cloves, and other supporting materials. As a manufacturer, Wismilak has a responsibility to produce quality products, carry out environmentally-friendly production manufacturing, and use materials efficiently, to provide products and services that consider the impact on society and the environment at every stage of production. There were challenges that impacted operational and economic performance, which was managed by Wismilak during 2020, including:

- The existence of Large-Scale Social Restrictions (PSBB) that affected product distribution and the entry of raw material supplies so that it changed the production process of cigarette factories;
- Due to the COVID-19 pandemic, policies and implementation of health protocols that might affect the condition and safety of employees were enforced;
- Adaptation to the new normal in the market to various new regulations from the Government implemented by the Company;
- The Company's efforts to maintain the optimism and positive spirit of employees, especially when facing challenges with a tenacious, innovative, and loyal mentality;
- The increase in excise tariffs, which Wismilak faced by remaining optimistic because it has had strategic initiatives to optimize opportunities to encourage organic growth and maintain business sustainability.

Pendekatan Kami [103-1] [103-2] [103-3]

Situasi pandemi COVID-19 membawa ketidakpastian telah berpengaruh pada kinerja ekonomi banyak pelaku usaha, tidak terkecuali bagi Wismilak. Meskipun demikian, Perseroan berupaya untuk tetap mengutamakan capaian kinerja ekonomi yang baik dan memproduksi secara maksimal. Dalam situasi tersebut, Perseroan memperhatikan ketersediaan material produksi, menjalankan rantai pasokan dengan protokol kesehatan yang ketat, serta tetap dapat menjalankan sistem pemasaran produk yang baik, sehingga dapat berpengaruh pada capaian kinerja ekonomi yang baik di tahun 2020.

Secara keseluruhan, Perseroan dapat menjaga keseimbangan antara konsolidasi internal dengan kinerja usaha. Hal ini terbukti dari adanya peningkatan pendapatan Perseroan di tahun 2020. Pengelolaan kinerja ekonomi berada di bawah tanggung jawab Direktur Keuangan. Pengawasan dan evaluasi kinerja keuangan dilaksanakan secara berkala disertai dengan audit laporan keuangan rutin setiap tahunnya sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Capaian Kinerja

Operasional pabrik tetap berjalan seperti biasa, namun disertai dengan protokol kesehatan yang ketat guna menekan penyebaran virus COVID-19, mempertahankan kinerja operasi, dan mendukung pemulihan ekonomi nasional. Namun, berkenaan dengan situasi pandemi, setiap bulannya manajemen Wismilak harus melaporkan kegiatan bisnisnya ke Bursa Efek Indonesia (BEI).

Permintaan terhadap produk secara domestik tidak terpengaruh oleh kondisi pandemi. Kekuatan pasar domestik ini telah mendorong peningkatan pendapatan. Dibandingkan tahun 2019, penjualan bersih meningkat 43,1% atau tercatat Rp1.994,1 miliar di 2020 dari volume penjualan sebanyak 1.972 juta batang rokok. Laba usaha naik 615,1%, laba tahun berjalan naik 531,2%, dan laba komprehensif tahun berjalan naik 382,2%.

Our Approach [103-1] [103-2] [103-3]

The COVID-19 pandemic situation brings uncertainty and has affected the economic performance of many business actors, including Wismilak. Nevertheless, the Company strives to continue to prioritize the achievement of good economic performance and maximum production. In this situation, the Company pays attention to the availability of production materials, runs a supply chain with strict health protocols, and is still able to run a good product marketing system, so that it can affect the achievement of good economic performance in 2020.

Overall, the Company was able to maintain a balance between internal consolidation and business performance. This is evident from the increase in the Company's revenue in 2020. The management of economic performance is under the responsibility of the Director of Finance. Monitoring and evaluation of financial performance is carried out on a regular basis accompanied by regular audits of financial statements every year in accordance with Indonesian Financial Accounting Standards.

Performance Achievement

Factory operations continue as usual, but are accompanied by strict health protocols to suppress the spread of the COVID-19 virus, maintain operational performance, and support the national economic recovery. However, regarding the pandemic situation, every month Wismilak's management must report its business activities to the Indonesia Stock Exchange (IDX).

Domestic demand for products is not affected by the pandemic conditions. The strength of this domestic market has driven an increase in income. Compared to 2019, net sales increased by 43.1% or recorded Rp1,994.1 billion in 2020 from sales volume of 1,972 million cigarettes. Operating profit rose 615.1%, profit for the year rose 531.2%, and comprehensive income for the year rose 382.2%.

Nilai Ekonomi Dihilaskan dan Didistribusikan [201-1] Direct Economic Value Generated and Distributed

(dalam Jutaan Rupiah) (in Million Rupiah)

Uraian Description	2020	2019	2018
Nilai Ekonomi Dihilaskan Economic Value Generated			
Penjualan Neto Net Sales	1.994.067	1.393.574	1.405.384
Pendapatan Lain-lain (Neto) Other Income (Net)	10.343	14.225	18.544
Jumlah Nilai Ekonomi Dihilaskan Total Economic Value Generated	2.004.410	1.407.799	1.423.928
Nilai Ekonomi Didistribusikan Economic Value Distributed			
Beban Operasional (beban administrasi + beban penjualan yang tidak termasuk imbal jasa karyawan) Operating Expenses (administrative expenses + selling expenses excluding employee benefits)	230.465	226.541	221.289
Imbal Jasa Karyawan (Gaji, Honor, Tunjangan Hari Raya, Jamsostek, Tunjangan Lainnya) Employee Fees (Salary, honorarium, holiday allowances, social security, and other benefits)	190.105	176.344	168.057
Pembayaran Dividen Kas kepada Pemilik Modal Entitas Induk dan Kepentingan Non-Pengendali Payment of Cash Dividends to Parent Company Capital Owners and Non-Controlling Interests	7.396	5.261	0
Pembayaran Pajak kepada Pemerintah Tax Payments	1.098.722	500.847	562.346
Dana Tanggung Jawab Sosial Perusahaan (CSR) Community Empowerment Program Funds	28.194	33.973	35.341
Jumlah Nilai Ekonomi Didistribusikan Total Economic Value Distributed	1.554.882	942.966	987.033
Nilai Ekonomi Ditahan Economic Value Retained	449.528	464.833	436.895

Keterangan: Sumber data dari Audit Laporan Keuangan Konsolidasian dan Laporan Tahunan
Note: Source from the Audited Consolidated Financial Report and Annual Report

Dari nilai ekonomi yang dihasilkan, Wismilak mendistribusikan kembali nilai ekonomi untuk pemangku kepentingan, di antaranya melalui pembayaran remunerasi dan tunjangan karyawan, pembayaran pajak kepada pemerintah, serta menjalankan program pemberdayaan masyarakat.

Realisasi dana WISMILAK BERBAGI tercatat sebesar Rp28,2 miliar. Wismilak juga turut memberikan manfaat secara tidak langsung kepada perekonomian lokal melalui pasokan dari pihak lokal untuk memenuhi kebutuhan usaha. Sebesar 93% pasokan bahan baku dan bahan pembantu produksi Wismilak berasal dari mitra lokal, dengan rata-rata 87% materialnya berasal dari material lokal. [201-4]

Distribusi nilai ekonomi kepada karyawan direalisasikan melalui beban gaji sebesar Rp53,2 miliar dan beban pelatihan karyawan Rp98,7 miliar. Selain itu, manfaat lain diberikan melalui Program Jaminan Pensiun yang diselenggarakan oleh Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan. Kepesertaan program jaminan pensiun tersebut diberikan kepada seluruh karyawan. Sesuai dengan peraturan pemerintah, besarnya iuran pensiun sebesar 3% dari total gaji pokok, yang per bulannya dibayarkan dengan metode 2% merupakan kontribusi Perseroan dan 1% dari gaji pokok karyawan. [201-3]

From the economic value generated, Wismilak redistributes economic value to stakeholders, including through payment of employee remuneration and allowances, payment of taxes to the government, as well as implementing community empowerment programs.

The realization of WISMILAK BERBAGI funds was recorded at Rp28.2 billion. Wismilak also provides indirect benefits to the local economy through supplies from local parties to meet business needs. 93% of Wismilak's supply of raw materials and auxiliary materials comes from local partners, with an average of 87% of the materials coming from local materials. [201-4]

The distribution of economic value to employees was realized through salary expenses of Rp53.2 billion and employee training expenses of Rp98.7 billion. In addition, other benefits are provided through the Pension Security Program organized by the Employment Social Security Administering Agency (BPJS). Participation in the pension insurance program is provided to all employees. In accordance with government regulations, the pension contribution is 3% of the total basic salary, which is paid monthly using the 2% method as the Company's contribution and 1% of the employee's basic salary. [201-3]

Rantai Pasokan yang Mendukung Pertumbuhan Ekonomi Lokal A Supply Chain that Supports Local Economic Growth

Tantangan

Selama periode pelaporan, pengelolaan rantai pasokan tidak terpengaruh oleh dampak pandemi COVID-19. Meski terdapat penerapan Pembatasan Sosial Berskala Besar (PSBB) yang membatasi pergerakan dan kegiatan masyarakat, namun tidak ada keterlambatan dalam pengiriman pasokan Perseroan. Kami memastikan keamanan pasokan pada tiap bahan baku dari masing-masing vendor dengan cara mengatur jadwal pengiriman, sehingga pasokan tetap terjaga dan pabrik dapat terus beroperasi.

Pendekatan Kami [103-1] [103-2] [103-3]

Wismilak memperhatikan manajemen rantai pasokan guna mencapai kinerja yang efisien dengan tetap menerapkan protokol kesehatan yang ketat. Seluruh pemasok maupun vendor lainnya yang bekerja sama dengan Perseroan telah dipilih melalui proses seleksi yang ketat. Seleksi pemasok mengacu pada Kebijakan dan Prosedur Pengelolaan Pembelian dengan Pemasok yang dikelola oleh Departemen Procurement untuk memastikan kontrol kualitas pasokan. Untuk mendukung pemulihan perekonomian nasional di masa pandemi COVID-19, Wismilak menjalin kemitraan dengan pemasok lokal untuk memasok bahan baku tembakau dan cengkeh, serta bahan pendukung untuk *flavour*.

Praktik Pengadaan Barang dan Jasa

Kegiatan usaha Wismilak yang melibatkan pemasok lokal dapat membawa dampak positif terhadap pertumbuhan ekonomi lokal. Sebagai upaya pemenuhan kebutuhan bahan baku utama produksi, sebagian besar pasokan, seperti tembakau dan cengkeh, diperoleh dari perkebunan lokal di Madura, Gresik, dan Bojonegoro yang masih dekat dengan lokasi fasilitas produksi Wismilak. Pelibatan mitra lokal dalam rantai pasokan bertujuan untuk mendorong pertumbuhan, distribusi, dan inklusivitas ekonomi di daerah.

Challenges

During the reporting period, supply chain management was not affected by the impact of the COVID-19 pandemic. Although there is the implementation of Large-Scale Social Restrictions (PSBB) which limits the movement and activities of the community, there is no delay in the delivery of the Company's supplies. We ensure the security of supply for each raw material from each vendor by arranging delivery schedules, so that supply is maintained and the factory can continue to operate.

Our Approach [103-1] [103-2] [103-3]

Wismilak pays attention to supply chain management in order to achieve efficient performance while still implementing strict health protocols. All suppliers and other vendors working with the Company have been selected through a rigorous selection process. Supplier selection refers to the Expenditure Management Policy and Procedure with Suppliers which is managed by the Procurement Department to ensure supply quality control. To support the recovery of the national economy during the COVID-19 pandemic, Wismilak formed partnerships with local suppliers to supply raw materials for tobacco and cloves, as well as supporting ingredients for *flavour*.

Procurement Practices of Goods and Services

Wismilak's business activities involving local suppliers can have a positive impact on local economic growth. In an effort to meet the needs of the main raw materials for production, most of the supplies, such as tobacco and cloves, are obtained from local plantations in Madura, Gresik, and Bojonegoro which are still close to the location of Wismilak's production facilities. The involvement of local partners in the supply chain aims to encourage economic growth, distribution and inclusiveness in the region.

67%

Pemasok tembakau adalah pemasok lokal

Tobacco suppliers are local suppliers

100%

Pemasok cengkeh adalah pemasok lokal

Clove suppliers are local suppliers



93%

Pemasok lokal dari seluruh jumlah pemasok

Local suppliers from all suppliers

Pengadaan Jasa [102-9] [204-1] Procurement of Services

Jenis Mitra Type of Partner	Jumlah Pemasok Number of Suppliers			Nilai Kontrak Pekerjaan (Rp Miliar) Contract Value (Billion Rupiah)		
	2020	2019	2018	2020	2019	2018
Perusahaan lokal *) Local companies *)	65	31	45	1.190	3.369	13.321
Perusahaan nasional **) National companies **)	13	18	13	217	299	299
Jumlah Total	78	49	58	1.407	3.668	13.620

Keterangan:

*) Pemasok yang berkantor pusat di wilayah Provinsi Jawa Timur.

**) Pemasok yang berkantor pusat di luar wilayah Provinsi Jawa Timur.

Note:

*) Suppliers headquartered in East Java Province.

**) Suppliers headquartered outside East Java Province.

Pengadaan Barang [102-9] [204-1] Procurement of Goods

Jenis Mitra Type of Partner	Jumlah Pemasok Number of Suppliers			Nilai Kontrak Pekerjaan (Rp Miliar) Contract Value (Billion Rupiah)		
	2020	2019	2018	2020	2019	2018
Perusahaan lokal *) Local companies *)	1.102	1.603	1.535	62.412	45.575	33.910
Perusahaan nasional **) National companies **)	641	761	754	99.148	104.851	105.476
Perusahaan Asing Foreign companies	23	44	40	9.538	16.908	12.342
Jumlah Total	1.766	2.408	2.329	171.098	167.334	151.728

Keterangan:

*) Pemasok yang berkantor pusat di wilayah Provinsi Jawa Timur.

**) Pemasok yang berkantor pusat di luar wilayah Provinsi Jawa Timur.

Note:

*) Suppliers headquartered in East Java Province.

**) Suppliers headquartered outside East Java Province.

Ketersediaan Bahan Baku Raw Material Availability

Tantangan

Bahan baku maupun pendukung dalam produksi rokok premium di antaranya tembakau, cengkeh, dan bahan pendukung untuk *flavour*. Tembakau dan bahan pendukung lainnya harus diperiksa kualitasnya sebelum diproses. Sebagai produsen, Wismilak memiliki tanggung jawab untuk menghasilkan produk yang berkualitas, sehingga pengelolaan pasokan terkait kualitas dan volume persediaan bahan baku menjadi isu penting untuk dikelola.

Pendekatan Kami [103-1] [103-2] [103-3]

Wismilak mengelola seleksi pemasok bahan baku utama dan bahan baku penyerta produk yang mana telah diatur dalam Kebijakan dan Prosedur Pengelolaan Pembelian dengan Pemasok Luar. Wismilak melakukan inspeksi kelayakan terhadap sampel bahan baku yang akan digunakan dalam produksi. Untuk menjaga keberlanjutan produksi, Wismilak menerapkan sistem pembelian bahan baku dalam volume tertentu sesuai ketersediaan tembakau pada musim tertentu. Ketersediaan persediaan bahan baku dipastikan selalu dapat memenuhi kebutuhan 12 hingga 14 bulan ke depan, sebagai bentuk mitigasi risiko ketidaktersediaan tembakau dari pemasok.

Perubahan Iklim dan Dampaknya pada Pasokan Bahan Baku

Secara umum, aktivitas operasional Wismilak juga tidak terlalu berdampak secara signifikan oleh risiko perubahan iklim. Namun demikian, pasokan material bahan baku berkaitan dengan masa panen tembakau dan cengkeh dipengaruhi oleh iklim. [201-2]

Di tahun 2020 tidak terjadi iklim ekstrem yang mengganggu pasokan material. Namun demikian, Perseroan mempertimbangkan fluktuasi cuaca dan perubahan musim yang sulit diprediksi akan berpengaruh terhadap kualitas tembakau yang dipasok. Wismilak menerapkan strategi untuk memitigasi dampak perubahan iklim dengan membina relasi yang baik kepada pemasok tembakau, sehingga kebutuhan pasokan dapat tetap terjaga.

Challenges

Raw and supporting materials in the production of premium cigarettes include tobacco, cloves, and supporting materials for flavour. Tobacco and other supporting materials must be quality checked before processing. As a producer, Wismilak has the responsibility to produce quality products, so supply management related to the quality and volume of raw material inventory is an important issue to manage.

Our Approach [103-1] [103-2] [103-3]

Wismilak manages the selection of suppliers of main raw materials and raw materials for accompanying products which has been regulated in the Policies and Procedures for Management of Expenditures with External Suppliers. Wismilak conducts feasibility inspections on samples of raw materials to be used in production. To maintain sustainable production, Wismilak implements a system of purchasing raw materials in certain volumes according to the availability of tobacco in certain seasons. The availability of raw material supplies is guaranteed to always meet the needs of the next 12 to 14 months, as a form of mitigating the risk of unavailability of tobacco from suppliers.

Climate Change and Its Impact on Raw Material Supply

In general, Wismilak's operational activities are also not significantly impacted by the risk of climate change. However, the supply of raw materials related to the harvesting period of tobacco and cloves is influenced by climate. [201-2]

In 2020, there will be no climate extremes that disrupt the supply of materials. However, the Company considers that weather fluctuations and seasonal changes that are difficult to predict will affect the quality of the tobacco supplied. Wismilak implements a strategy to mitigate the impact of climate change by fostering good relations with tobacco suppliers, so that supply needs can be maintained.

Pemakaian Bahan Baku [301-1]

Dalam produksi rokok premium, tidak ada material daur ulang yang digunakan. Seluruh bahan baku maupun pendukung yang digunakan merupakan jenis sumber daya alam.

Raw Material Usage [301-1]

In the production of premium cigarettes, no recycled materials are used. All raw and supporting materials used are natural resources.

Pemakaian Bahan Baku dan Pendukung Produk [301-1] Use of Raw Materials and Product Support

Jenis Mitra Type of Partner	Jumlah (Ton) Total (Tons)		
	2020	2019	2018
Bahan Baku Material			
Tembakau Tobacco	2.095	1.360	1.436
Cengkeh Clove	755	509	519
Bahan pendukung Supporting materials			
Jumlah bahan pendukung Total of supporting materials	1.010	663	609





TANGGUNG JAWAB DAN PENGEMBANGAN PRODUK PRODUCT RESPONSIBILITY AND DEVELOPMENT



Pemasaran dan Pelabelan Marketing and Labeling

Tantangan

Pada 2020, tantangan dari sisi pemasaran yaitu adanya penerapan pembatasan kontak langsung sehubungan dengan protokol kesehatan. Hal ini sempat menghentikan beberapa program pemasaran selama beberapa bulan, terutama pada kegiatan yang sifatnya memungkinkan terjadinya kontak langsung.

Pendekatan Kami [103-1] [103-2] [103-3]

Pengelolaan kualitas produk dan ketentuan kandungan produk berada di bawah tanggung jawab Departemen Primary Production, Secondary Production, dan Quality Assurance. Sementara itu, pengaturan terkait pemasaran dan pelabelan produk-produk Wismilak diawasi oleh Divisi Pemasaran, Quality Assurance, serta Sales & Field Marketing.

Setiap produk Wismilak selalu dipastikan kualitas dan keamanannya sesuai dengan industri rokok dan produk tembakau lainnya. Pelabelan pada kemasan produk telah memenuhi standar dan ketentuan yang berlaku sehingga produk dapat diterima konsumen dalam kondisi baik dan sesuai dengan permintaan pasar. Sebagai upaya evaluasi, Wismilak menyediakan kanal survei kepuasan pelanggan untuk mengetahui penilaian kinerja tanggung jawab Perseroan kepada konsumen.

Dalam menjalankan tanggung jawab kepada konsumen terkait produk, Wismilak telah mengeluarkan dana sebesar Rp178,4 juta. Biaya yang dikeluarkan mencakup biaya untuk melakukan penambahan label peringatan penggunaan atau *graphic health warning* terhadap produk baru Wismilak, dan juga pemeliharaan kanal Suara Konsumen Wismilak.

Challenges

In 2020, the challenge from the marketing side is the implementation of direct contact restrictions in relation to health protocols. This had stopped several marketing programs for several months, especially in activities that allowed direct contact.

Our Approach [103-1] [103-2] [103-3]

The control of product quality and stipulations for product content is under the responsibility of the Primary Production, Secondary Production, and Quality Assurance Department. Whereas regulations pertaining to marketing and labeling of Wismilak products are monitored by the Marketing, Quality Assurance as well as Sales & Field Marketing Divisions.

The quality and safety of every Wismilak product are always assured in accordance with the cigarette and other tobacco products industry. The labeling of product packaging has met the prevailing standards and stipulations for the products to be received by consumers in a good condition and according to market demands. As an evaluation endeavor, Wismilak provides the customer satisfaction channel to ascertain the performance assessment of the Company's accountability to consumers.

In performing accountability to consumers relevant to products, Wismilak disbursed a fund of Rp178.4 millions. The disbursed fund included the cost of adding the warning label or graphic health warning for new Wismilak products and maintenance of the Suara Konsumen Wismilak (Wismilak Consumer Feedback) channel.



“Tanggung jawab Wismilak pada produk dan pengembangannya berfokus pada pemenuhan kewajiban peraturan pemerintah serta kebutuhan konsumen. Upaya Perseroan untuk memenuhi tanggung jawab dan pengembangan produk di antaranya melalui diversifikasi produk, pelabelan sesuai peraturan pemerintah, memperhatikan kualitas bahan baku produk, evaluasi produk sebelum dipasarkan, serta komunikasi pemasaran yang strategis.”

“The responsibility of Wismilak over products and their developments focuses on fulfilling the obligations dictated by government regulations as well as consumer needs. The endeavors of the Company to fulfil responsibilities and product development, among which, are through product diversification, labeling in accordance with government regulations, focusing on the quality of raw materials for products, evaluating products prior to distribution, as well as strategic marketing communication.”



Pelabelan dan Informasi Produk

Pemberian label pada kemasan produk menjadi bagian dari metode komunikasi Wismilak kepada konsumen. Label informasi produk mengomunikasikan kepada masyarakat atau pelanggan agar dapat mengonsumsi produk secara aman dan bertanggung jawab. Usia konsumen yang boleh mengonsumsi produk minimal adalah 18 tahun ke atas. Strategi pemasaran dan pelabelan ini didukung oleh kegiatan penyuluhan tentang konsumsi rokok yang wajar dan toleransi terhadap orang yang tidak merokok. Melalui strategi ini, Wismilak telah mematuhi peraturan perundang-undangan yang berlaku, yakni mencantumkan peringatan kesehatan pada kemasan produk berupa gambar dan tulisan sesuai peraturan yang berlaku di Indonesia.

Seluruh atau 100% produk Wismilak telah dinilai kepatuhannya terhadap prosedur pelabelan dan pencantuman kandungan substansi seperti kadar tar dan nikotin pada kemasan sesuai dengan peraturan yang berlaku. Atas kepatuhan tersebut, Perseroan terhindar dari ketidakpatuhan terhadap informasi dan pelabelan produk. Wismilak juga tidak menerima pengaduan terkait ketidakpatuhan terhadap peraturan komunikasi pemasaran. Demikian pula, tidak ada sanksi maupun denda yang ditujukan ke Perseroan. [417-1] [417-2] [417-3]

Product Labeling and Information

Labeling product packaging is part of the Wismilak method of communication to consumers. Product information label communicates to the public or consumers on how to consume the products safely and responsibly. The legal product consumption age is 18 years upwards. The marketing strategy and labeling are supported by counseling activities on the normal cigarette consumption and tolerance of non-smokers. Through this strategy, Wismilak has complied with prevailing regulatory laws by including health warning on product packaging in the form of pictures and writings in accordance with prevailing regulations in Indonesia.

All or 100% of Wismilak products have been assessed in terms of compliance with the procedure for the labeling and inclusion of substance content, such as tar and nicotine levels on the packaging in accordance with prevailing regulations. Due to the compliance, Wismilak is exempt from noncompliance of product information and labeling. Wismilak has not received complaints pertaining to noncompliance with marketing communication regulations. Similarly, there has been no sanctions or fines imposed on the Company. [417-1] [417-2] [417-3]



Wismilak terbuka kepada seluruh konsumennya untuk memberikan penilaian pada produk yang dipasarkan. Pada kemasan tercantum informasi suara konsumen, yang berfungsi sebagai kanal untuk menyampaikan keluhan, aduan, kritik maupun masukan lainnya.”

“Wismilak is open to all consumers giving assessments on the marketed products. On the packaging is listed the consumer feedback information, which functions as a channel to file complaints, reports, critiques, or other inputs.




Pengawasan Produk Jadi dan Kepuasan Konsumen Finished Product Oversight and Consumer Satisfaction

Kualitas produk Wismilak selalu diawasi mulai dari proses produksi dan distribusi dari hulu ke hilir. Melalui serangkaian pengawasan tersebut, produk yang beredar di pasaran dipastikan tidak melewati tanggal kedaluwarsa. Setiap produk jadi akan melalui proses evaluasi terhadap sampel produk guna memastikan rasa produk telah sesuai dengan panel. Selanjutnya, sampel rokok yang telah dikemas diperiksa keamanan dan kelayakannya. Sebelum produk rokok didistribusikan dari pabrik, Wismilak kembali melakukan inspeksi final hingga sampel produk dipastikan telah sesuai spesifikasi. Proses ini dilaksanakan terhadap keseluruhan (100%) produk.

The quality of Wismilak products is always monitored from the production to distribution process from upstream to downstream. Through a series of monitoring, the products circulating on the market are ensured to not pass the expiration date. All finished products undergo the evaluation process of product samples to guarantee the taste of the products is in accordance with the panel. Furthermore, the packaged cigarette samples are inspected for safety and adequacy. Before the cigarette products are distributed from the factory, Wismilak conducts a final inspection until product samples are ensured to be in accordance with specifications. This process is implemented on the entirety (100%) of the products.

Produk yang *fresh* dan berkualitas akan berpengaruh pada kepuasan dan loyalitas konsumen. Oleh sebab itu, Wismilak terbuka terhadap seluruh keluhan, aduan, dan masukan yang dapat disampaikan melalui Suara Konsumen. Seluruh umpan balik dari konsumen akan ditindak lanjuti sesuai dengan standar layanan, yaitu maksimal tujuh hari kerja.

Fresh and quality products affect consumer satisfaction and loyalty. Hence, Wismilak is open to all complaints, reports, and inputs conveyed via Suara Konsumen. All feedback from consumers will be followed up in accordance with the service standard of a maximum of seven workdays.

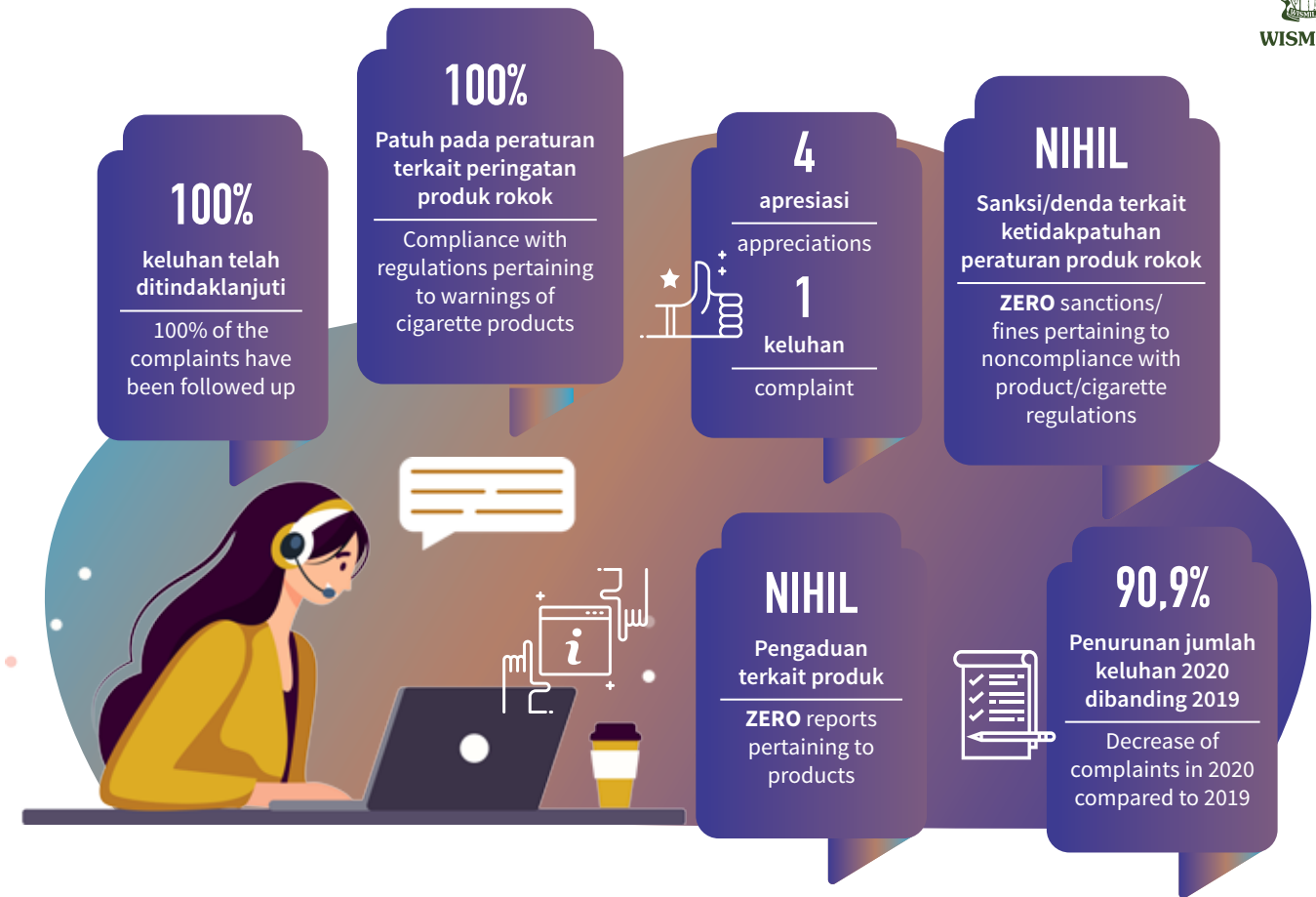


SALURAN PENGADUAN KONSUMEN:
Consumer Complaint Line:

SUARA KONSUMEN
PO BOX Wismilak Jakarta
suara.konsumen@wismilak.com

Consumer Care
PO BOX Wismilak Jakarta
suara.konsumen@wismilak.com

SUARA KONSUMEN
suarakonsumen@wismilak.com



Inovasi dan Pengembangan Produk Product Innovation and Development

Dalam rangka meningkatkan produktivitas dan mengoptimalkan kapasitas, Wismilak melakukan inovasi produk yang dipadu dengan peningkatan teknologi. Perseroan telah mengembangkan produk Diplomat EVO serta uji pasar untuk dua merek baru Wismilak, yaitu Wismilak Satya dan Wismilak Filter di 2020. Perseroan juga melihat peluang untuk pengembangan produk dengan harga yang terjangkau, kualitas yang baik, dan rasa yang disukai konsumen.

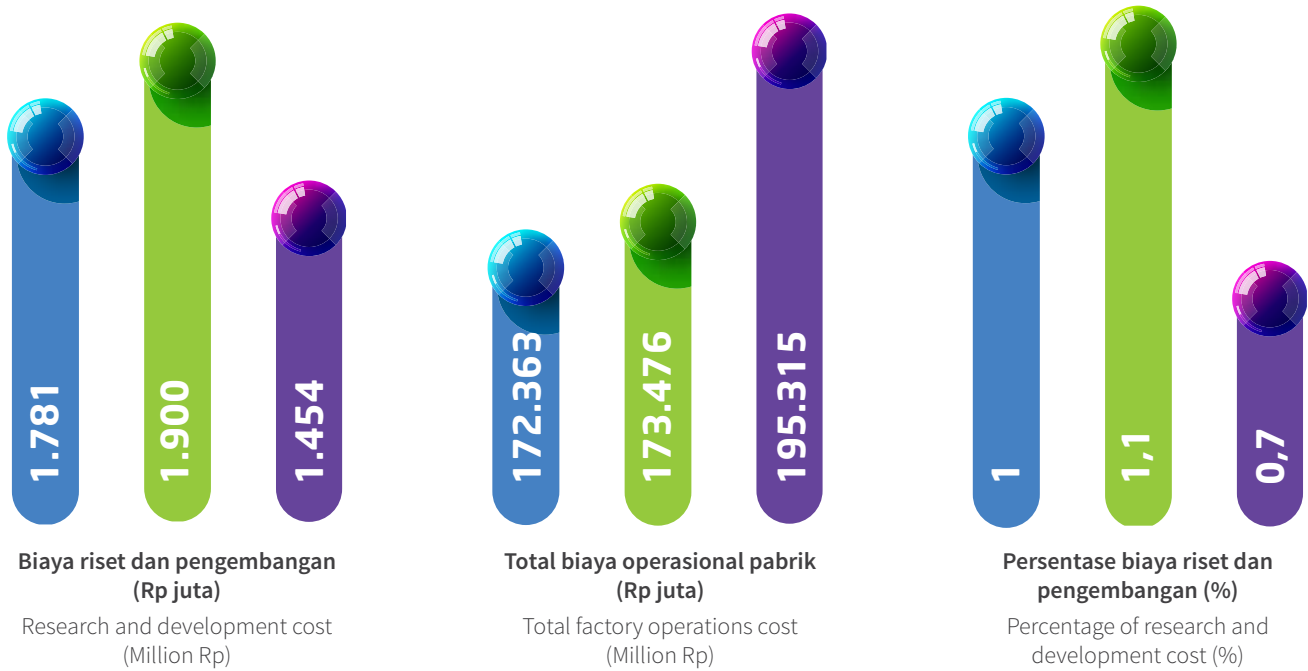
Pengembangan produk mencakup proses penelitian dan pengujian sampel agar kandungan tar dan nikotin pada produk tetap berada di ambang batas peraturan yang berlaku. Proses inovasi dan pengembangan produk yang dilakukan juga diarahkan untuk meningkatkan efisiensi produksi. Salah satunya dengan melakukan variasi material yang bertujuan mereduksi biaya produk, sehingga produk baru nantinya dapat menjangkau seluruh segmen pasar. Perseroan juga memanfaatkan teknologi yang dapat mendukung proses produksi yang ramah lingkungan.

To increase productivity and optimize capacity, Wismilak conducts product innovations combined with technological improvements. The Company developed the Diplomat EVO product and market testing for two new Wismilak brands, the Wismilak Satya and Wismilak Filter in 2020. The Company also recognizes the opportunity for the development of products which are affordable, good quality, and popular with consumers.

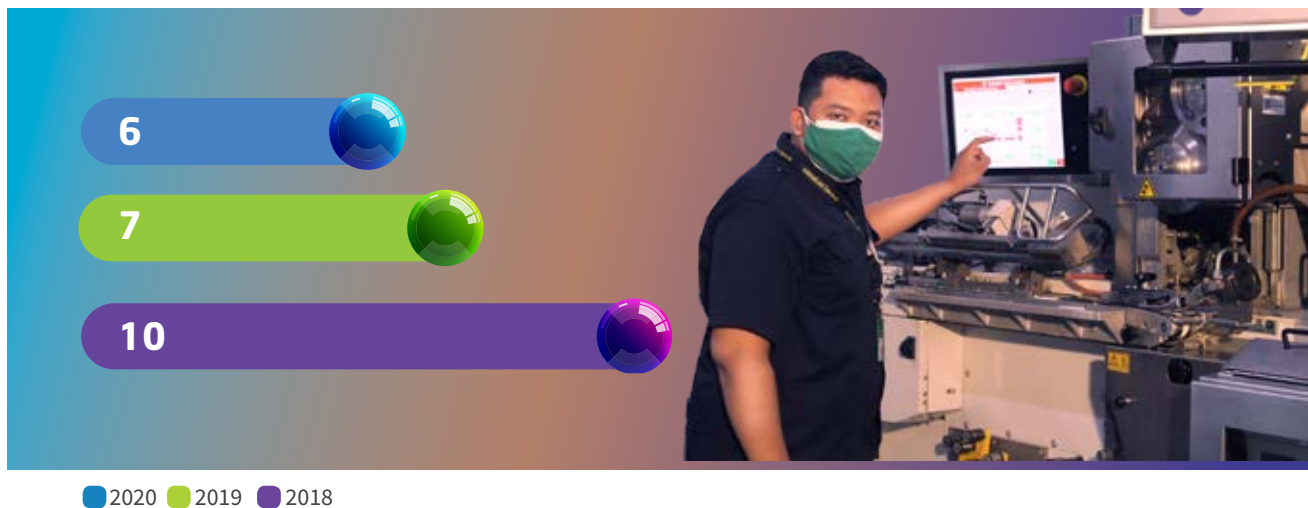
Product development includes the processes of research and sample testing for the tar and nicotine contents to be within the limits of prevailing regulations. The conducted product innovation and development process are aimed to increase product efficiency. One of which is by performing material variation with the purpose of reducing product cost, so new products are affordable for all market segments. The Company also utilizes technology that can support an environmentally friendly production process.

2020 2019 2018

Biaya Riset dan Pengembangan Research and Development Cost



Produk Baru New Products



2020 2019 2018



MENGELOLA ISU SOSIAL, BERBAGI NILAI BERSAMA

MANAGING SOCIAL ISSUES, HAVING SHARED VALUES



Profil Karyawan ^[102-8] Employee Profile

Data karyawan pada laporan keberlanjutan mencakup data dari Entitas Induk dan dua Entitas Anak, dan diolah dari data Divisi Human Resource (HR). Di 2020, Wismilak merekrut 1.090 karyawan baru, di sisi lain terdapat 1.175 karyawan yang telah berakhir hubungan kerjanya dengan berbagai alasan, yang didominasi oleh berakhirnya kontrak maupun pengunduran diri. Jumlah total karyawan Perseroan beserta entitas anak perusahaan pada 2020 mencapai 3.785 karyawan.

Untuk menjaga keseimbangan operasional, Wismilak memiliki kebijakan terkait pengunduran diri dan perputaran karyawan. Metode rekrutmen dilakukan secara transparan dan non-diskriminasi, sesuai dengan level organisasi. Perekrutan tenaga kerja di tingkat Manajer dilakukan melalui program Management Trainee dan *professional hiring*, sedangkan perekrutan posisi pelaksana kerja melalui rekrutmen fungsional.

Program Management Trainee diberikan kepada lulusan baru (*fresh graduate*) agar siap untuk mengisi posisi-posisi manajerial khusus. Management Trainee terdiri atas tiga jenis, yakni Program Pendidikan Area Sales Manager (PPASM) untuk mengisi posisi manajer di bidang sales dan marketing, pendidikan Graduate Challenge Program (GCP) untuk mengisi posisi Brand Manager (BM), serta Program Pendidikan Sales and Marketing Supervisor (PPSMS) untuk mengisi posisi supervisor di bidang sales dan marketing.

Wismilak juga memiliki beberapa program lain untuk mempersiapkan karyawan dalam mengatasi *gap* kompetensi antara jajaran manajemen dengan karyawan generasi milenial muda. Terdapat mekanisme evaluasi kompetensi

Employee profile in the sustainability report includes the Parent Entity and two Subsidiary Entities and processed from the Human Resources Division (HR) data. In 2020, Wismilak recruited 1,090 new employees and terminated 1,175 employees with various reasons, dominated by end of contract and resignation. The total employees of the Company and subsidiary entities in 2020 were 3,785 employees.

To maintain operational balance, Wismilak has policies relevant to employee resignation and turnover. The recruitment method is conducted in a transparent and non-discriminatory manner in accordance with the level in the organization. Workforce recruitment on the Manager level is performed through the Management Trainee program and professional hiring, while recruitment for workers is via functional recruitment.

The Management Trainee program is given to fresh graduates to be ready to fill specific managerial positions. The Management Trainee consists of three types, which are the Area Sales Manager Sales Education Program (PPASM) to fill the manager position in sales and marketing, the Graduate Challenge Program (GCP) education to fill the Brand Manager (BM) position, as well as the Sales and Marketing Supervisor Education Program (PPSMS) to fill the position of supervisor in sales and marketing.

Wismilak also has several other programs to prepare employees to overcome the competency gap between the management level and young millennial employees. There is a mechanism for the evaluation of employee competency using the 9-Box

karyawan menggunakan *tool* 9-Box untuk melihat kesesuaian kompetensi karyawan dengan posisi yang kosong. Evaluasi talenta secara berkala juga dilakukan melalui program Individual Development Plan (IDP) untuk memastikan kesiapan (*fit and proper*) talenta-talenta yang ada dalam mengisi kekosongan posisi.

tool to assess the compatibility of employee competency and vacant positions. Periodic talent evaluation is also conducted via the Individual Development Plan (IDP) program to ensure the readiness (*fit and proper*) of existing talents in filling position vacancies.

Komposisi Karyawan Berdasarkan Jenis Kelamin Composition of Employee Based on Gender

Jenis Kelamin Gender	2020			2019			2018		
	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya
Laki-laki Male	596	84	1.131	626	73	1.138	647	80	1.037
Perempuan Female	1.820	20	134	1.884	17	132	2.087	16	143
Sub Jumlah Subtotal	2.416	104	1.265	2.510	90	1.270	2.734	96	1.180
Jumlah Total	3.785			3.870			4.010		

Komposisi Karyawan Berdasarkan Status Kepegawaian Composition of Employee Based on Employment Status

Status Kepegawaian Employment Status	2020			2019*			2018		
	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya
Karyawan Tetap Permanent Employee	2.387	100	910	2.486	86	861	2.710	92	927
Karyawan Kontrak Contract Employee	18	4	53	24	4	131	24	4	239
Project (Launching) Project (Launching)	11	0	302	0	0	278	0	0	14
Sub Jumlah Subtotal	2.416	104	1.265	2.510	90	1.270	2.734	96	1.180
Jumlah Total	3.785			3.870			4.010		

Keterangan | Note:

* Restatement

Komposisi Karyawan Berdasarkan Level Organisasi

Composition of Employee Based on Organizational Level

Level Organisasi Organizational Level	2020			2019			2018		
	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya
Manager ke atas (termasuk Kepala Divisi dan Direktur) Manager and up (including Division Head and Director)	43	4	43	43	3	43	41	4	49
Staf Staff	202	28	489	200	21	504	199	23	483
Non-Staf Non-Staff	2.171	72	733	2.267	66	723	2.494	69	648
Sub Jumlah Subtotal	2.416	104	1.265	2.510	90	1.270	2.734	96	1.180
Jumlah Total	3.785			3.870			4.010		

Komposisi Manajer Berdasarkan Jenis Kelamin

Composition of Manager Based on Gender

Jenis Kelamin Gender	2020	2019	2018
Laki-Laki Male	75	74	80
Perempuan Female	15	15	14
Jumlah Total	90	89	94



Komposisi Karyawan Berdasarkan Usia

Composition of Employee Based on Age

Rentang Usia Age Range	2020			2019			2018		
	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya
>50 tahun >50 years old	28	2	52	39	3	58	35	2	52
41-50 tahun 41-50 years old	409	23	217	430	19	233	374	14	232
31-40 tahun 31-40 years old	1.148	36	555	1.209	32	580	1.145	27	468
<31 tahun <31 years old	831	43	441	832	36	399	1.180	53	428
Sub Jumlah Subtotal	2.416	104	1.265	2.510	90	1.270	2.734	96	1.180
Jumlah Total	3.785			3.870			4.010		

Komposisi Karyawan Berdasarkan Pendidikan Composition of Employee Based on Education

Pendidikan Education	2020			2019			2018		
	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya	PT Gelora Djaja	PT Wismilak Inti Makmur	PT Gawih Jaya
Doktor Doctorate	2	0	0	2	0	0	0	0	0
Pascasarjana Postgraduate	6	2	3	4	2	2	6	2	3
Sarjana Bachelor	174	25	379	178	19	402	170	24	399
Diploma Diploma	55	8	68	60	7	53	65	7	81
Sekolah Menengah Atas (SMA) High School	1.052	58	664	1.168	56	779	1.258	57	672
<SMA < Senior High School	1.127	11	151	1.098	6	34	1.235	6	25
Sub Jumlah Subtotal	2.416	104	1.265	2.510	90	1.270	2.734	96	1.180
Jumlah Total		3.785			3.870			4.010	

Pemenuhan Hak Karyawan Employee Rights Fulfilment



Wismilak senantiasa menjaga hubungan industrial yang baik dengan karyawannya. Oleh sebab itu, Perseroan memenuhi hak-hak normatif karyawan sesuai kebijakan yang berlaku, menghormati Hak Asasi Manusia (HAM), serta menyediakan lingkungan kerja yang membangun, setara, dan aman bagi seluruh karyawan.”

“Wismilak always maintains good industrial relations with its employees. Therefore, the Company fulfils the normative rights of employees in accordance with prevailing regulations, respects Human Rights (HAM), as well as provides a nurturing, equal, and safe work environment for all employees.”



Manajemen Ketenagakerjaan

Wismilak mengelola sumber daya manusia (SDM) dengan memastikan kesetaraan kesempatan kerja, peningkatan kualitas dan kapasitas karyawan, perlindungan di tempat kerja, serta upaya lainnya untuk memenuhi hak dan kewajiban sesuai perundangan dan peraturan yang berlaku. Wismilak memiliki Peraturan Perusahaan (PP) dan Perjanjian Kerja

Labor Management

Wismilak manages human resources (HR) by ensuring equality in job opportunities, improving employee quality and capacity, providing protection in the workplace, as well as other efforts to fulfil the rights and obligations in accordance with prevailing laws and regulations. Wismilak has Company Regulations (PP) and Collective Labor Agreement (PKB) to ensure the balance between

Bersama (PKB) untuk memastikan keseimbangan hak dan kewajiban antara Perseroan dan karyawan serta menjaga hubungan kerja yang harmonis.

the rights and responsibilities of the Company and employees as well as maintain harmonious work relations.

Wismilak mendukung pembentukan Serikat Pekerja sebagai sarana penyalur aspirasi dalam memperjuangkan hak dan kepentingan yang mewakili seluruh karyawan. Serikat Pekerja terlibat dalam penyusunan PKB. PP berlaku untuk seluruh karyawan di PT Gawih Jaya, sedangkan PKB mencakup 100% karyawan non-staf atau operasional dengan status karyawan tetap dan kontrak, seperti buruh linding dan operator di PT Gelora Djaja selaku entitas anak. [102-41]

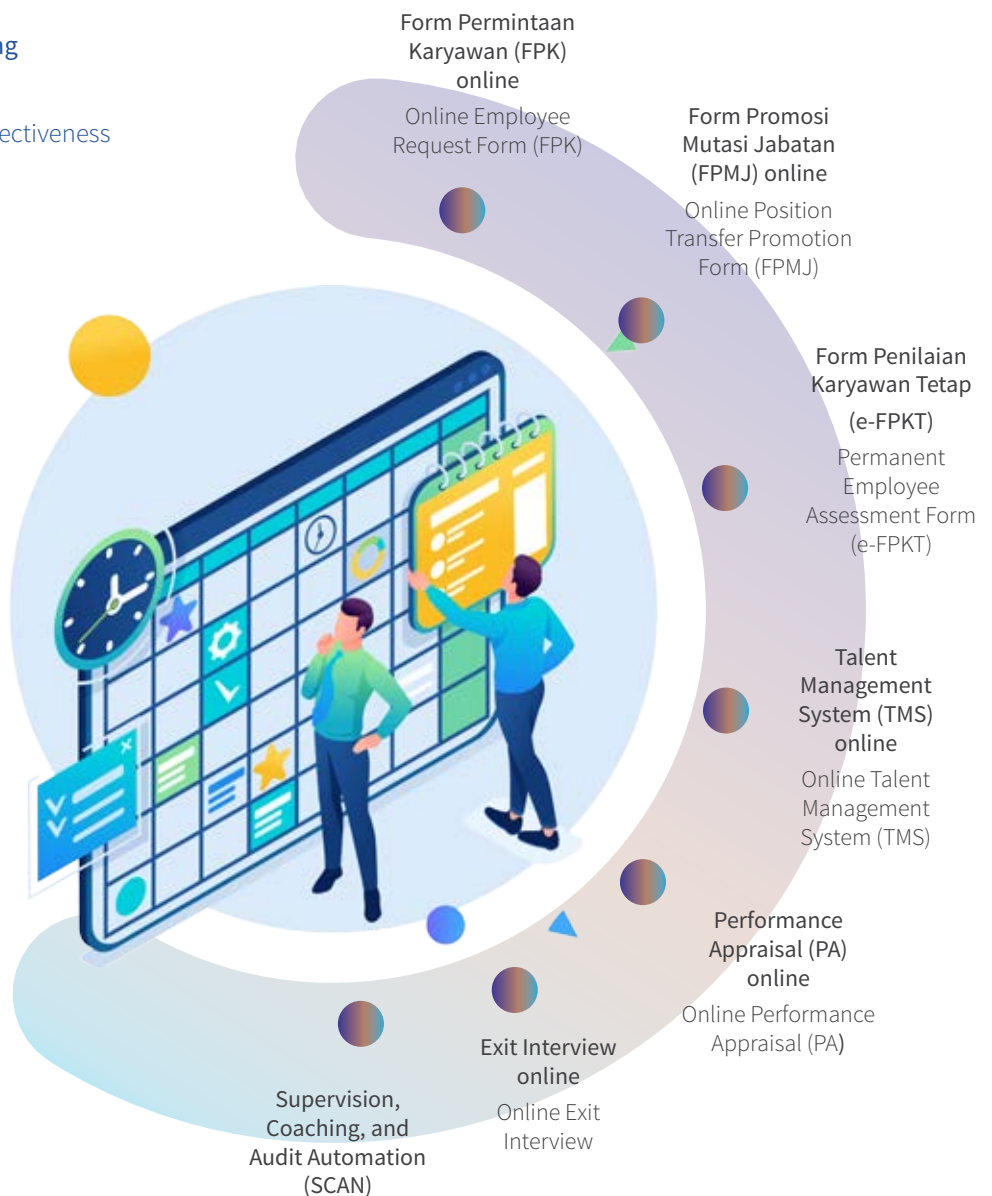
Wismilak supports the establishment of the Workers' Union as a means of channeling aspirations in fighting for the rights and interests that represent all employees. The Workers' Union is involved in the composition of PP and PKB. PP applies to all employees in Wismilak as the Parent Entity and PT Gawih Jaya as the Subsidiary Entity, while PKB covers 100% of non-staff or operational employees with permanent and contract status, such as hand-rolled workers and operators at PT Gelora Djaja a subsidiary entity. [102-41]

Digitalisasi untuk mendukung efektivitas manajemen ketenagakerjaan:

Digitization to support the effectiveness of labor management:

Ke depannya, aplikasi akan dikembangkan lebih luas untuk menunjang proses administrasi SDM, seperti pembaharuan data karyawan, pengajuan pengunduran diri, pemantauan target *on job training*, cuti, dan presensi melalui HR Self Service. Digitalisasi juga akan dikembangkan lebih luas pada tahun 2021 melalui peluncuran program daring untuk rekrutmen, *payroll*, serta *continuous improvement*.

In the future, the application will be developed more extensively to support the HR administration process, such as employee data update, resignation submission, monitoring of on-the-job training targets, leaves, and presence via HR Self Service. Digitization will also be more extensively developed in 2021 through the launching of the online program for recruitment, payroll, as well as continuous improvement.



Kesempatan yang Setara dan Keberagaman

Perseroan menghargai kesetaraan dan keberagaman dalam manajemen SDM. Kesempatan kerja terbuka bagi siapa saja yang lolos seleksi, dengan batas usia minimum 19 tahun bagi karyawan baru, guna memastikan tidak adanya tenaga kerja anak. Setiap karyawan berhak atas pengembangan kompetensi dan karir tanpa membedakan agama, ras, dan gender. Jenjang karir lebih mempertimbangkan keterampilan, kemampuan, pengalaman, dan kinerja tiap individu yang sesuai dengan kebutuhan Perseroan.

Untuk mendukung kesetaraan dan keberagaman, Wismilak berinisiatif mengikuti sosialisasi dan pelatihan, salah satunya program workforce inclusive development untuk membahas kesetaraan disabilitas di tempat kerja. Program ini diinisiasi oleh Asosiasi Pengusaha Indonesia (APINDO) bekerja sama dengan berbagai pihak seperti USAID, Pelopor Peduli Disabilitas Situbondo, dan lembaga lainnya. Melalui keikutsertaan ini, Wismilak mendapatkan wawasan untuk mendukung dan memberdayakan kaum disabilitas, serta menjajaki infrastruktur untuk mengembangkan topik-topik terkait peluang bagi kaum disabilitas.

Equal Opportunity and Diversity

The Company respects equality and diversity in HR management. Job opportunities are open for anyone who passes the selection, with the minimum age of 19 years for new employees to ensure that there is no child labor. All employees are entitled to competency and career development without discriminating against religion, race, ethnicity, and gender. The career path takes into consideration skills, capabilities, experience, and performance of each individual that fits the needs of the Company.

To support equality and diversity, Wismilak took the initiative to participate in socialization and training, one of which was the workforce inclusive development program to discuss disability equality in the workplace. This program was initiated by the Indonesian Employers' Association (APINDO) in collaboration with various parties such as USAID, Situbondo Disability Care Pioneers, and other institutions. Through this participation, Wismilak gains insight into supporting and empowering people with disabilities, as well as exploring infrastructure to develop topics related to opportunities for people with disabilities.



Penghargaan dan Kesejahteraan Karyawan Rewards and Employee Welfare



POIN | POINT

Remunerasi Remuneration

SUB POIN | SUB-POINT

Pay for Performance

Kebijakan remunerasi didasarkan pada evaluasi kinerja periodik seseorang. Perseroan berkomitmen bahwa semua karyawan mendapatkan upah yang sesuai untuk pekerjaan mereka. Upah yang dibayarkan kepada pekerja tidak di bawah standar Upah Minimum Provinsi (UMP) yang ditetapkan oleh pemerintah.

Remuneration policies are based on a person's periodic performance evaluation. The Company has a commitment that all employees receive the appropriate remuneration for their work. The wage paid to employees is not below the Provincial Minimum Wage (UMP) standards established by the government.

Asuransi Pendamping Supplementary Insurance

Asuransi kesehatan bagi karyawan dan keluarga melengkapi program Jaminan Kesehatan Pemerintah.

Health insurance for employees and their families that supplements the Government Health Insurance.



POIN | POINT

Work Fun Hour's Playbook

SUB POIN | SUB-POINT

Perseroan menyediakan *Electronic Book* sebagai panduan budaya dan kebiasaan kerja baru bagi karyawan untuk tetap bekerja fokus dan produktif selama pandemi COVID-19.

The Company provides an Electronic Book as a guide for the new work culture and habit for employees to focus on work and stay productive during the COVID-19 pandemic.

..... Karyawan dapat mengunduh *Electronic Book* di mana saja dan kapan saja pada masa pandemi untuk mendorong produktivitas dalam bekerja.

..... The employees can download the Electronic Book anywhere and anytime during the pandemic to boost productivity at work.



POIN | POINT

Fasilitas Relokasi Relocation Facility

SUB POIN | SUB-POINT



Perseroan mengatur mekanisme bagi karyawan yang ditugaskan untuk bekerja di luar *homebase* dalam rangka pemenuhan kebutuhan organisasi, baik yang bersifat permanen atau berdurasi lebih dari 6 bulan, serta fasilitas yang menyertai di dalamnya.

The Company regulates a mechanism for employees assigned to work outside of the homebase to fulfil the needs of the organization, whether permanent or with a duration of over 6 months, as well as the accompanying facilities.

..... Diberikan kepada seluruh karyawan tetap maupun karyawan baru yang sedang dalam masa percobaan.

..... Given to permanent employees and new employees in the probation period.

Penghargaan dan Kesejahteraan Karyawan Rewards and Employee Welfare

		
<p>POIN POINT</p> <p>Jaminan Pensiun [201-3] Retirement Plan</p> <p>SUB POIN SUB-POINT</p> <p>Kepesertaan karyawan dalam Program Jaminan Pensiun yang diselenggarakan oleh Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan.</p> <p>The participation of employees in the Retirement Plan Program held by the Workers' Social Security Administrator (BPJS Ketenagakerjaan).</p> <ul style="list-style-type: none"> Diberikan bagi seluruh karyawan, untuk memberikan kehidupan layak bagi karyawan dan ahli waris melalui penghasilan setelah memasuki usia pensiun. Given to all employees in order to provide decent living for employees and their inheritors via income after entering retirement age. 	<p>POIN POINT</p> <p>Program Masa Persiapan Pensiun (MPP) [404-2] Retirement Preparation Period Program (MPP)</p> <p>SUB POIN SUB-POINT</p> <p>Rangkaian program bagi karyawan yang memasuki usia pensiun (>50 tahun).</p> <p>A series of programs for employees entering the retirement age (>50 years).</p> <ul style="list-style-type: none"> Perseroan mempersiapkan program MPP kepada karyawan perempuan dan laki-laki, dengan ketentuan usia pensiun yang sama, yakni 55 tahun. Karyawan yang memasuki usia pensiun dapat memilih peminatan program MPP yang tersedia, sesuai dengan minat dan kebutuhan masing-masing. Program MPP akan diimplementasikan pada tahun 2021. The Company prepares the MPP for female and male employees with the same retirement age stipulation of 55 years. Employees entering the retirement age can choose from the available MPP concentration in accordance with their interests and needs. The MPP will be implemented in 2021. 	<p>POIN POINT</p> <p>Penghargaan Karyawan dan Rekonisi Employee Awards and Recognition</p> <p>SUB POIN SUB-POINT</p> <p>Penghargaan masa bakti karyawan Employee tenure award</p> <ul style="list-style-type: none"> Diberikan kepada seluruh karyawan dengan masa bakti 20 & 25 tahun, dalam bentuk cinderamata dan diberikan bersamaan dengan acara Wismilak Awarding. Given to all employees with a tenure of 20 & 25 years in the form of a souvenir and given simultaneously with the Wismilak Awarding event.

POIN | POINT

Penghargaan Karyawan dan Rekognisi

Employee Awards and Recognition

SUB POIN | SUB-POINT

100% Achiever

Penghargaan bagi karyawan di divisi Sales Field & Marketing yang bisa mencapai target penjualan dengan baik, terutama bagi *supervisor, salesman*, dan promotor yang mampu mempertahankan capaian kinerjanya.

An award for employees in Sales Field & Marketing division who are able to achieve their sales target well, particularly for supervisors, salespeople, and promoters capable of maintaining their performance achievements.

SUB POIN | SUB-POINT

Penghargaan *Continuous Improvement*

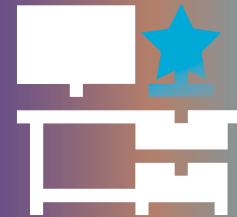
1. Sumbang Saran (SS)
2. Quality Control Circle (QCC)

Continuous Improvement Award

1. Suggestion Contribution (SS)
2. Quality Control Circle (QCC)

Penghargaan diberikan kepada karyawan atas ide-ide perbaikan yang berkelanjutan dan telah memberikan dampak positif bagi Perseroan. Penghargaan ini diberikan dalam bentuk cinderamata.

This award is given to employees for ideas for continuous improvement and who have brought a positive impact to the Company. This award is given in the form of a souvenir.



POIN | POINT

Penghargaan Karyawan dan Rekognisi

Employee Awards and Recognition

SUB POIN | SUB-POINT

Value & Behaviors Recognition

Penghargaan bagi karyawan yang dinilai mampu menerapkan nilai-nilai dan perilaku Wismilak. Kandidat dipilih dari peserta program QCC.

An award for employees who are judged to be capable of implementing Wismilak values and behavior. The candidates are selected from QCC program participants.

POIN | POINT

Lingkungan Layak bagi Perempuan

Decent Environment for Women

SUB POIN | SUB-POINT

- Ruang laktasi bagi ibu menyusui
Lactation room for breastfeeding mothers
- Kebijakan cuti hamil sesuai peraturan perundangan yang berlaku
Maternity leave policy in accordance with applicable laws and regulations

POIN | POINT

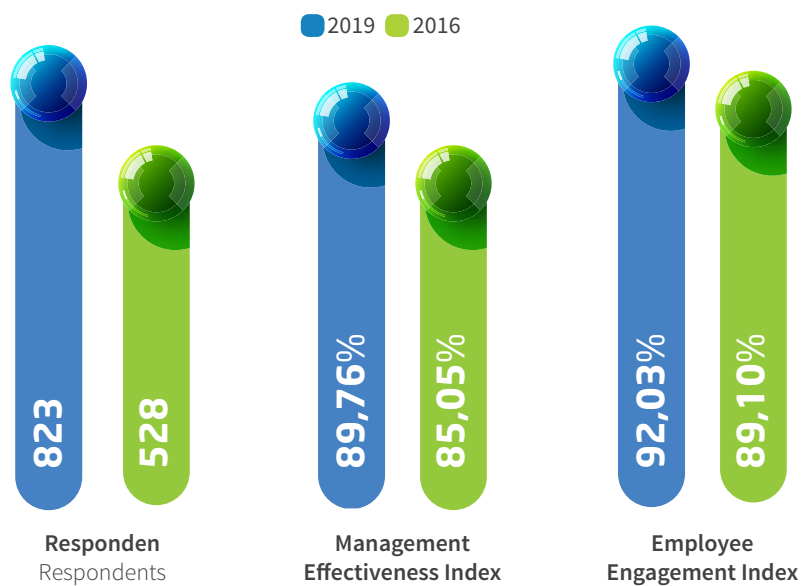
Pelatihan dan Pengembangan
Training and Development

SUB POIN | SUB-POINT

- Pembahasan terpisah pada sub-bab Pelatihan dan Pengembangan Kompetensi Karyawan
Separate discussion in the Employee Competency Training and Development sub-chapter

Survei Kepuasan Karyawan

Wismilak mengadakan survei untuk menilai kepuasan karyawan terhadap efektivitas manajemen (*Management Effectiveness Index*) dan keterikatan karyawan (*Employee Engagement Index*) setiap tiga tahun sekali. Hasil survei terbaru diperoleh dari 823 responden pada tahun 2019 dengan rincian:



Terdapat peningkatan hasil survei kepuasan karyawan tahun 2019 dibandingkan survei di tahun 2016. Peningkatan indeks keterikatan karyawan dan keefektifan manajemen disebabkan oleh rekognisi karyawan atas kompensasi, *benefit*, serta pengembangan karir yang sesuai dengan ekspektasi karyawan, sehingga karyawan merasa puas. Peningkatan kepuasan melalui OKR, karyawan akan dapat lebih memahami strategi bisnis Perseroan dan dapat bekerja lebih efektif.

Equal Opportunity and Diversity

Wismilak holds a survey to assess employee satisfaction with management effectiveness (*Management Effectiveness Index*) and employee engagement (*Employee Engagement Index*) every three years. The latest survey result was obtained from 823 respondents in 2019 with the following details:

There was an increase in the result of the employee satisfaction survey in 2019 compared to the 2016 survey. The increase in employee engagement index and management effectiveness index was caused by employee recognition of the compensation, benefits, and career development which meet the employees' expectations, therefore the employees felt satisfied. Via the OKR, employees are able to understand the business strategies of the Company and can work more effectively.

Pelatihan dan Pengembangan Training and Development

Tantangan

Pengembangan kompetensi tetap dilaksanakan di sepanjang 2020, meskipun harus ada penyesuaian *physical distancing* yang menyebabkan beberapa pelatihan dilakukan secara daring. Dari penyesuaian ini, ditemui beberapa kendala di antaranya ketidakstabilan jaringan internet peserta pelatihan serta kendala teknis lainnya yang mungkin muncul. Pada pelatihan yang dilakukan secara tatap muka, manajemen dan seluruh peserta wajib menerapkan protokol kesehatan.

Pendekatan Kami [103-1] [103-2] [103-3]

Perseroan percaya jika keberadaan karyawan yang berkualitas akan dapat meningkatkan daya saing dan keberlanjutan bisnis Perseroan. Wismilak berupaya meningkatkan kompetensi SDM dengan memfasilitasi pelatihan dan pengembangan bagi seluruh karyawan. Jenis pelatihan yang diberikan berupa *softskill*, *technical*, dan *leadership*. Perseroan beradaptasi dalam menghadapi situasi pandemi melalui digitalisasi dengan melaksanakan pelatihan berbasis daring yang dapat diakses melalui aplikasi KELAS. Karyawan dapat mengakses aplikasi ini dari mana saja sehingga dapat meminimalkan mobilitas dan kontak langsung dengan peserta lain untuk mencegah penyebaran COVID-19.

Pelaksanaan pengembangan kompetensi karyawan berada di bawah tanggung jawab Divisi HR dan dievaluasi oleh manajemen dengan mekanisme evaluasi pencapaian indikator kinerja utama (*key performance indicator/KPI*) pelatihan. Adapun mekanisme pengaduan terkait pelatihan dan pendidikan karyawan dilakukan melalui HR-Helpdesk untuk kemudian disampaikan dan ditindaklanjuti oleh Departemen Management Organization Development.

Pelaksanaan Pelatihan dan Pengembangan Kompetensi

Sepanjang tahun 2020, Wismilak telah merealisasikan dana pengembangan karyawan sebesar Rp98,7 juta, menurun 29,3% dibandingkan dana tahun 2019 sebesar Rp139,7 juta. Perseroan juga mengikutsertakan 3.429 karyawan dalam

Challenges

Competency development continued to be implemented in 2020, despite an adjustment to physical distancing that caused some trainings to be held online. In the adjustments, some obstacles were found, among which were the internet network instability of training participants and other potentially occurring technical issues. In the trainings held face-to-face, the management and all participants were obligated to implement health protocols.

Our Approach [103-1] [103-2] [103-3]

The Company believes that the presence of quality employees will increase the competitiveness and business sustainability of the Company. Wismilak endeavors to improve the competency of human resources by facilitating training and development for all employees. The types of training given are softskill, technical, and leadership. The Company adapts in facing the pandemic through digitization by conducting online based training that can be accessed independently. Employees can access online training from wherever, which is able to minimize mobility and direct contact with other participants to prevent the spread of COVID-19.

The implementation of employee competency development is under the responsibility of the HR Division and assessed by management with the mechanism of evaluating the achievement of the key performance indicators (KPI) of training. Whereas the mechanism for reporting pertaining to employee training and education is conducted via the Organization Development Management Department.

Implementation of Training and Competency Development

In 2020, Wismilak has realized an employee development fund of Rp98.7 million, a 29.3% decrease compared to Rp139.7 million in 2019. The Company also included 3,429 employees in 15,422 hours of training. Employee training is given according to levels,

15.422 jam pelatihan. Pelatihan karyawan diberikan secara berjenjang, meliputi seluruh karyawan, baik karyawan tetap maupun karyawan tidak tetap. Realisasi pelatihan terdiri dari pelatihan tingkat *basic* untuk non-staf dan staf, tingkat entry management untuk *Supervisor* dan *Junior Manager*, tingkat manajemen menengah untuk *Middle Manager*, tingkat manajemen senior untuk *Senior Manager* dan Kepala Divisi, serta pelatihan dan pengembangan untuk tingkat eksekutif, yaitu Direksi.

which includes all employees, whether permanent or temporary employees. The realization of training consists of the basic level training for non-staff and staff, entry management level for Supervisor and Junior Manager, mid-management level for Middle Manager, senior management level for Senior Manager and Division Head, as well as training and development for executive level, the Board of Directors.

Peserta Pelatihan Berdasarkan Area Kerja Training Participants Based on Work Area

Area Kerja Work Area	Peserta Participants		Jam Pelatihan Training Hours	
	2020	2019	2020	2019
Pabrik Factory	662	1.966	1.833	5.731
Human Resources	717	106	2.173	683
Penjualan & Pemasaran Lapangan Sales Field & Marketing	1.244	800	4.190	11.360
IT	131	36	378	1.845
Marketing	481	49	1.687	174
WIM Filter	188	63	5.131	504
Internal Audit*	-	6	-	48
Manajemen** Management**	6	-	30	-
Jumlah Total	3.429	3.026	15.422	20.345

* Jumlah peserta pelatihan Internal Audit di tahun 2020 menjadi satu dengan jumlah peserta pelatihan Penjualan & Pemasaran Lapangan.
The total Internal Audit training participants in 2020 was combined with the total Sales Field & Marketing training participants.

** Terdapat penambahan pelatihan bagi Manajemen di tahun 2020.
There was additional training for Management in 2020.

Rata-rata Jam Pelatihan Karyawan Berdasarkan Jenjang Average Hours of Employee Training Based on Level [404-1]

Jenjang Level	Rata-rata Jam Pelatihan Karyawan Berdasarkan Jenjang (Rata-rata jam/tahun/karyawan)* The Average Employee Training Hours Based on Level (Average of Hours/year/employee)*		
	2020	2019	2018
Eksekutif Executive	5	4	4
Senior	3	12,1	11,7
Middle	4	11,2	11,2
Entry	3	9,2	9,1

* Terdapat penurunan angka rata-rata jam pelatihan dikarenakan adanya pembatasan kuota peserta pelatihan luring maupun daring pada saat pandemi COVID-19.
There was a decrease in the average training hours due to online and offline training participant quota limitation during the COVID-19 pandemic.



Ke depannya, Divisi HR akan mengembangkan dan menerapkan budaya “*Giving & Receiving Feedback*”. Penerapan ini dimulai dari berbagi pengetahuan melalui materi *training* dan *workshop*, lalu akan dikembangkan hingga terbentuk sebuah Sistem 360. Sistem 360 bermanfaat dalam menjaga dan menilai performa karyawan dari berbagai sisi karena melibatkan atasan langsung, rekan satu level, dan bawahan langsung.”

“In the future, the HR Division will develop and implement the “Giving & Receiving Feedback” culture. The implementation begins with sharing knowledge via the training and workshop material, then continues to be developed until the establishment of the 360 System. The 360 System functions to maintain and assess employee performance from various angles because it involves direct superiors, colleagues of the same level, and direct subordinate.



Jam Pelatihan Karyawan

Employee Training Hours

Area Kerja Work Area	Level Level	2020	2019	2018
Pabrik Factory	Non Staf Non-Staff	1.318	1.325	1.631
	Staf Staff	191	254	111
	Supervisor	255	297	97
	Junior Manager	56	79	23
	Middle Manager	9	9	9
	Senior Manager	4	2	1
	Jumlah Total		1.833	1.966

Area Kerja Work Area	Level Level	2020	2019	2018
HRD	Non Staf Non-Staff	270	44	60
	Staf Staff	685	12	19
	Supervisor	960	21	26
	Junior Manager	136	15	3
	Middle Manager	85	9	5
	Senior Manager	37	5	1
	Jumlah Total		2.173	106

Area Kerja Work Area	Level Level	2020	2019	2018
IT	Non Staf Non-Staff	3	1	1
	Staf Staff	60	15	19
	Supervisor	214	13	20
	Junior Manager	75	5	21
	Middle Manager	20	1	7
	Senior Manager	6	1	3
	Jumlah Total		378	36

Area Kerja Work Area	Level Level	2020	2019	2018*	
Marketing	Staf Staff	239	12	62	
	Supervisor	1.247	30	109	
	Junior Manager	85	2	0	
	Middle Manager	31,5	4	25	
	Senior Manager	84	1	6	
	Jumlah Total		1.686,5	49	202

Keterangan | Note:
* Restatement

Area Kerja Work Area	Level Level	2020	2019	2018
Penjualan & Pemasaran Lapangan Sales Field & Marketing	Non Staf Non-Staff	2.544,5	633	857
	Staf Staff	313	9	19
	Supervisor	1.162	125	151
	Junior Manager	128	12	50
	Middle Manager	26	16	23
	Senior Manager	16	5	4
	Jumlah Total	4.189,5	800	1.104

Area Kerja Work Area	Level Level	2020	2019	2018
WIM Filter	Non Staf Non-Staff	3.738,5	32	30
	Staf Staff	464	8	14
	Supervisor	574	17	26
	Junior Manager	136	5	6
	Middle Manager	218	1	4
	Senior Manager	0	0	1
	Jumlah Total	5.130,5	63	81

Area Kerja Work Area	Level Level	2019	2018
Audit Internal*	Non Staf Non-Staff	0	0
	Staf Staff	3	2
	Supervisor	1	6
	Junior Manager	2	1
	Middle Manager	0	0
	Senior Manager	0	0
	Jumlah Total	6	9

Area Kerja Work Area	Level Level	2020	2019	2018
MaM's	Executive	5	0	0

Jumlah Peserta Pelatihan Number of Training Participants

Deskripsi Description	2020	2019	2018
Jumlah Partisipan Number of Participants	3.429	3.026	3.453

* Data pelatihan Audit Internal tahun 2020 digabung dengan data pelatihan Penjualan & Pemasaran Lapangan
The 2020 Internal Audit training data was combines with the Sales Field & Marketing training data

Rata-rata Jam Pelatihan per Tahun per Karyawan Berdasarkan Gender Average Training Hours per Year per Employee Based on Gender

Average Training Hours per Year per Employee Based on Gender

Deskripsi Description	2020	2019	2018
Laki – Laki Male	5,23	7,36	7,40
Perempuan Female	2,96	4,88	4,90

Wismilak juga memberikan program pengembangan kompetensi pada masa transisi karyawan, baik transisi karyawan baru, transisi jenjang jabatan, dan pengalihan fungsi pekerjaan dengan metode *in-class*, *on-the-job training*, *off-the-job training*, maupun *e-learning*. Bagi karyawan baru, Perseroan melaksanakan program orientasi karyawan baru, *I'm In Program* untuk mengenalkan visi, misi, *core* bisnis, dan nilai-nilai Perseroan. Untuk Manager yang baru bergabung, Wismilak juga menyiapkan program pembekalan *HR Knowledge for New*

Wismilak also provides competency development programs for the transition period of employees, whether for new employee transition, position level transition, and job function transfer with the *in-class*, *on-the-job training*, and *e-learning* methods. For new employees, the Company implements the new employee orientation program, the *I'm In Program*, to introduce the Company vision, mission, core business, and values. For newly joined Managers, Wismilak has also prepared a *HR Knowledge for New Manager* debriefing program. The program also introduces

Manager. Program tersebut turut mengenalkan karyawan baru terhadap Peraturan Perusahaan dan budaya organisasi, serta area yang menjadi tanggung jawab pekerjaan mereka sesuai dengan fungsi, peran, dan kedudukannya masing-masing.

new employees to Company Regulations and organizational culture as well as areas which are the scope of responsibility of their work in accordance with their respective function, role, and position.

Evaluasi dan Penilaian Kinerja [404-3] Performance Evaluation

Evaluasi dan penilaian kinerja berlaku bagi seluruh karyawan. Penilaian kinerja dilakukan secara berkala menggunakan portal daring e-KPI. Hasil penilaian KPI dapat menjadi dasar Perseroan untuk memberikan *reward* dan *punishment* kepada karyawan. Selain itu, karyawan juga diberikan umpan balik oleh atasan dalam bentuk pengarahan, bimbingan, dan evaluasi.

Performance evaluation and assessment are applicable to all employees. Performance assessment is conducted periodically using the e-KPI online portal. Results of KPI assessment can be used as basis for the Company to give rewards and punishments to employees. Moreover, employees are also given feedback by their superiors in the forms of direction, guidance, and evaluation.

Evaluasi juga dilakukan untuk mengetahui kebutuhan pengembangan karyawan sesuai kondisi operasional, yang dapat teridentifikasi setelah karyawan mendapatkan hasil *talent review & performance appraisal*. Peninjauan potensi dan evaluasi kinerja dilakukan berdasarkan sistem 9-Box dan *performance appraisal*, yang dilakukan oleh atasan dan dikaji ulang bersama oleh Kepala Divisi dan Direksi. Evaluasi kinerja karyawan akan ditinjau dan dirumuskan setiap dua kali dalam setahun, sedangkan penilaian potensi karyawan dengan masa kerja minimal 6 bulan setelah pengangkatan, ditinjau setiap satu kali dalam setahun. Per akhir 2020, terdapat 49% karyawan Wismilak telah menerima evaluasi kerja dan 10% telah menerima evaluasi potensi.

Evaluation is also implemented to ascertain the needs of employee development in accordance with operational conditions, which can be identified after employees obtain the talent review & performance appraisal results. Potential review and performance evaluation are conducted based on the 9-Box and performance appraisal system, performed by superiors and reviewed collectively with Division Heads and the Board of Directors. Employee performance evaluation will be reviewed and formulated twice a year, while the potential review of employees with the minimum work period of 6 months after appointment is performed once a year. As per the end of 2020, 49% of Wismilak employees have received work evaluation and 10% have received potential evaluation.

Kesehatan dan Keselamatan Kerja Occupational Health and Safety

Tantangan

Pandemi COVID-19 menjadi tantangan bagi kesehatan dan keselamatan karyawan maupun mitra kerja dalam rantai pasokan di lingkungan Perseroan. Pemeliharaan kebersihan di tempat kerja setiap harinya wajib diupayakan, karena potensi penyebaran virus COVID-19 dapat terjadi ketika karyawan maupun pemangku kepentingan lainnya memasuki lingkungan kerja Wismilak.

Challenges

The COVID-19 pandemic is a challenge to the health and safety of employees and business partners within the supply chain in the environment of the Company. The daily maintenance of hygiene and sanitation in the workplace is a must because the spread of the COVID-19 virus may occur when employees or other stakeholders enter the Wismilak work environment.

Pendekatan Kami [103-1] [103-2] [103-3]

Pengelolaan Kesehatan dan Keselamatan Kerja (K3) Wismilak berada di bawah tanggung jawab Safety Sub-department. Kami berkomitmen untuk menyediakan lingkungan kerja yang layak dan aman bagi seluruh karyawan di lokasi kantor, pabrik, maupun lokasi operasional lainnya. Perseroan secara periodik menerbitkan dan menerapkan Standar Prosedur Operasional (SOP) terkait protokol kesehatan dalam rangka pencegahan maupun penanggulangan COVID-19. Pada tahun 2020, Wismilak merealisasikan dana Rp19,4 miliar sebagai biaya kesejahteraan karyawan dan program K3.

Wismilak menerapkan Sistem Manajemen K3 (SMK3) yang wajib dipatuhi oleh seluruh karyawan (100%). Efektivitas penerapan K3 dan capaiannya ada di bawah tanggung jawab Safety Sub-department. Perseroan terus mengupayakan terwujudnya *zero accident* dalam operasional sehari-hari. Untuk mencapai kinerja K3, Perseroan meningkatkan kesadaran seluruh karyawan terhadap risiko kecelakaan kerja, melaksanakan pelatihan K3, menyediakan fasilitas kesehatan dan keselamatan, serta investasi untuk keamanan. [403-1] [403-8]

Tempat Kerja yang Aman dan Layak

Wismilak mendorong terbentuknya budaya kerja aman dan budaya sadar risiko dalam diri tiap karyawan, serta menciptakan lingkungan kerja yang layak dan aman sesuai dengan prinsip-prinsip K3. Perseroan juga memiliki kebijakan anti pelecehan seksual dan diskriminasi SARA yang tercantum pada Kode Etik Wismilak untuk menciptakan lingkungan kerja yang kondusif.

Melindungi Karyawan

Wismilak mengidentifikasi bahaya terkait pekerjaan dan menilai risiko secara rutin dan non-rutin, serta melibatkan karyawan untuk melaporkan situasi bahaya pekerjaan sesuai dengan SOP K3. Kesadaran terhadap prinsip-prinsip K3 kepada karyawan selalu disosialisasikan di setiap kesempatan, antara lain melalui kegiatan Pelatihan K3, *Training Safety Riding*, *Training PMK*, *Training Emergency Response*, Inspeksi Alat Pemadam Api, dan Inspeksi Lingkungan Kerja. Kegiatan-kegiatan tersebut dilakukan untuk memastikan lingkungan kerja bebas dari faktor-faktor penyebab kecelakaan kerja. [403-2] [403-4] [403-5]

Our Approach [103-1] [103-2] [103-3]

The management of Occupational Health and Safety (OHS) is under the responsibility of the Safety Sub-department. We are committed to providing a decent and safe work environment for all employees on location, in offices, factories, and other operational locations. The Company periodically publishes and implements the Standard Operating Procedure (SOP) pertaining to health protocols in the prevention and mitigation of COVID-19. In 2020, Wismilak realized a fund of Rp19.4 billion as the employee welfare and OHS program costs.

Wismilak implements the OHS Management System (SMK3), which is obligatory for compliance by all employees (100%). The effectiveness and achievement of OHS implementation are under the responsibility of the Safety Sub-department. The Company continuously endeavors for the materialization of zero accident in daily operations. To achieve OHS performance, the Company improves the awareness of all employees toward work accident risks, conducts OHS training, provides healthcare and safety facilities, and invests in security. [403-1] [403-8]

A Safe and Decent Workplace

Wismilak encourages the cultivation of a safe work culture and risk aware culture in every employee as well as creates a decent and safe work environment in accordance with OHS principles. The Company also has anti sexual harassment and SARA (ethnicity, religion, race, and inter-group relations) discrimination policies, which are formulated in the Wismilak Code of Conduct to create a conducive work environment.

Protecting Employees

Wismilak identifies hazards pertaining to work and assesses risks routinely and non-routinely as well as engages employees to report the situation of work hazards in accordance with OHS SOP. The awareness of OHS principles is always socialized to employees in every opportunity, such as the OHS Training, Safety Riding Training, PMK Training, Emergency Response Training, Fire Extinguisher Inspection, and Work Environment Inspection activities. The activities are conducted to ensure the work environment is free from factors that cause work accidents. [403-2] [403-4] [403-5]

Untuk meningkatkan kesadaran karyawan terhadap K3, mereka dilibatkan dalam program pelatihan dan simulasi tanggap darurat yang dilakukan secara berkala. Program rutin ini terdiri atas pelatihan Pertolongan Pertama pada Kecelakaan (P3K) dan pelatihan proses evakuasi bencana alam, kebakaran, dan situasi darurat lainnya. Di sisi lain, Perseroan melengkapi alat keamanan pada fasilitas pabrik, seperti alat pemadam kebakaran, sistem *alarm*, *hydrant*, *sprinkler*, tabung oksigen, peralatan P3K, dan tandu, serta memastikan keamanan fasilitas pabrik dan arahan penggunaan mesin sesuai SOP. [403-4] [403-5]

To improve employee awareness of OHS, they are engaged in periodically conducted training programs and emergency response simulations. The routine programs consist of First Aid (P3K) training and the evacuation process training for natural disasters, fire, and other emergency situations. The Company also equips safety equipment as factory facilities, such as fire extinguishers, alarm system, hydrant, sprinklers, oxygen tanks, First Aid equipment, and stretchers, as well as ensures that the safety of factory facilities and directions of machine use are in accordance with SOP. [403-4] [403-5]

2.698

karyawan telah mendapatkan MCU

employees have received MCU

Fasilitas *medical check-up* (MCU) diberikan secara berkala bagi seluruh karyawan untuk memastikan kesehatan dan kondisi fisik yang layak untuk bekerja. Pabrik dilengkapi dengan klinik dan dokter. [403-3] [403-6]

The medical check-up (MCU) facility is given periodically to all employees to ensure their health and physical condition are decent for work. The factory is equipped with a clinic and doctors. [403-3] [403-6]



Tidak ada penyakit yang ditimbulkan akibat kerja. Namun, Perseroan tetap mengidentifikasi pekerjaan berisiko tinggi dan telah menyediakan alat pelindung diri (APD) sesuai dengan kebutuhan dan tingkat risiko pekerjaan. Perseroan melakukan penilaian terhadap pekerjaan berisiko tinggi dilakukan menggunakan metode *Failure Mode and Effect Analysis* (FMEA). Pada 2020, *hazard* yang teridentifikasi bersifat minor dan tidak menjadi penyebab *fatality*. Di samping itu, Wismilak mencatat sebanyak 76 kejadian kecelakaan kerja karyawan yang terdiri atas 63 kasus kecelakaan lalu lintas di luar lingkungan Perseroan, 11 kasus akibat *unsafe action*, dan 2 kasus akibat *unsafe condition*. [403-9] [403-10]

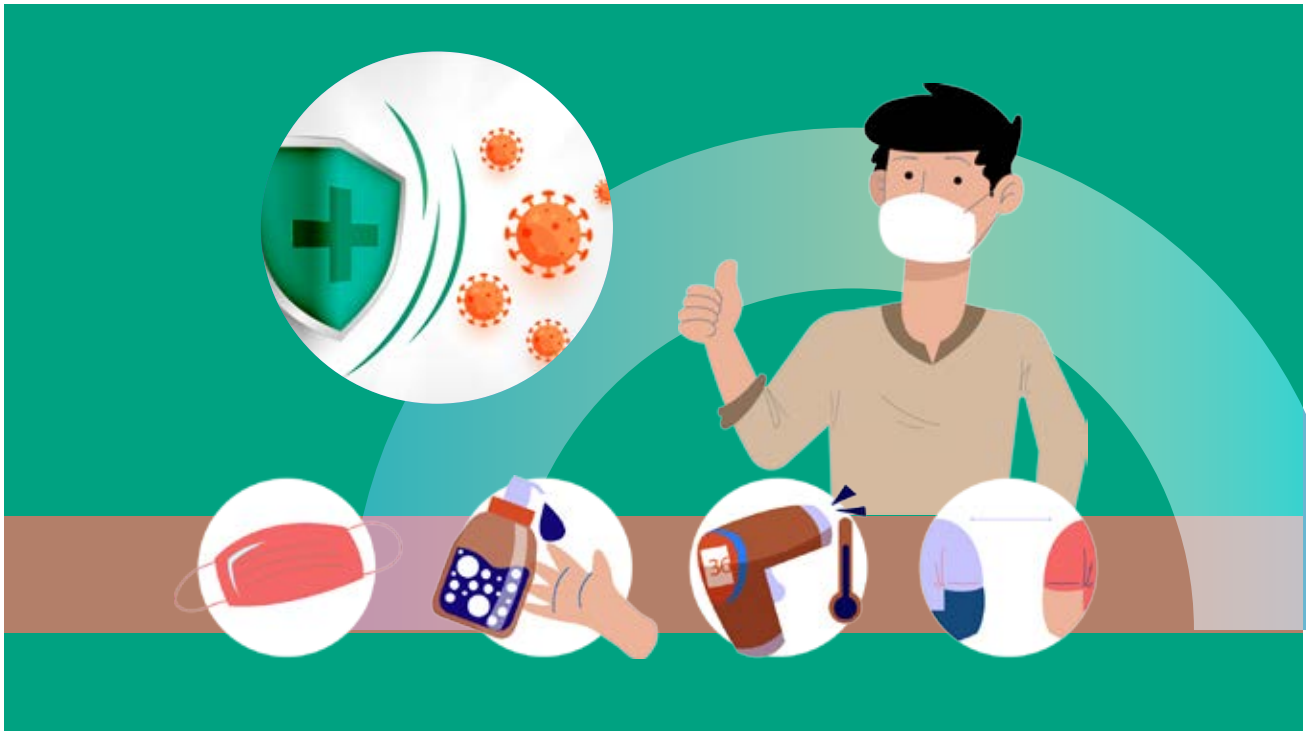
There are work related diseases. However, the Company continues to identify high-risk jobs and has provided personal protective equipment (PPE) in accordance with the needs and risk level of jobs. The Company assesses high-risk jobs with the Failure Mode and Effect Analysis (FMEA) method. In 2020, the identified hazard was minor and did not cause fatality. Wismilak recorded 76 employee work accidents consisting of 63 traffic accidents outside of Company environment, 11 cases due to unsafe action, and 2 cases due to unsafe condition. [403-9] [403-10]

Tingkat dan Jumlah Kecelakaan Kerja [403-9]

Total and Rate of Work Accidents

Kecelakaan Kerja Work Accidents	Satuan Unit	Tahun Year		
		2020	2019	2018
Kegiatan Operasi Wismilak (Entitas Anak - PT Gelora Djaja) Wismilak Operational Activities (Subsidiaries - PT Gelora Djaja)				
Ringan Mild	Orang People	7	12	10
Sedang Moderate	Orang People	6	18	28
Berat Serious	Orang People	0	1	0
Fatal (Meninggal) Fatal (Death)	Orang People	0	0	0
Lost Time Injury (LTI)	%	0,0043	0,017	0,018
Injury Frequency Rate (IFR)	Orang/juta jam kerja Person/million working hours	2,8	6,8	6,9
Kegiatan Operasi Perusahaan Mitra Kerja Partners' Operational Activities				
Ringan Mild	Orang People	0	0	0
Sedang Moderate	Orang People	0	0	1
Berat Severe	Orang People	1	0	0
Fatal (Meninggal) Fatal (Death)	Orang People	0	0	0
Lost Time Injury (LTI)	%	0,0047	0,00	0,04
Injury Frequency Rate (IFR)	Orang/juta jam kerja Person/million working hours	0	0	25,2





Mitigasi COVID-19

Perseroan mengimplementasikan *Business Contingency Plan (BCP)* di tengah situasi pandemi untuk memitigasi penyebaran COVID-19 di lingkungan kerja. Upaya penanganan COVID-19 meliputi:

- Penerapan kebijakan bekerja dari rumah (*work from home/WFH*) dan pengaturan *work flexible arrangement (WFA)*.
- Penerapan protokol kesehatan secara ketat di semua aspek rantai pasokan mengacu pada ketentuan Pemerintah Indonesia melalui Gugus Tugas Wismilak Percepatan Penanganan COVID-19.
- Menyediakan fasilitas *screening test (rapid test)* atau PCR (*polymerase chain reaction*) test terhadap karyawan yang terindikasi atau kemungkinan terpapar virus COVID-19.
- Menerapkan kebijakan protokol 3T (*Tracing, Testing, dan Treatment*) dan isolasi mandiri bagi pekerja yang menunjukkan hasil pemeriksaan positif COVID-19.
- Menyediakan fasilitas masker dan vitamin untuk seluruh karyawan, termasuk karyawan *outsourcing*.

COVID-19 Mitigation

The Company implements the *Business Contingency Plan (BCP)* amid the pandemic to mitigate the spread of COVID-19 in the workplace. COVID-19 mitigation efforts include:

- Implementation of work from home (*WFH*) policy and coordination of work flexible arrangement (*WFA*).
- Implementation of strict health protocol in all supply chain aspects by referring to Indonesian Government regulations via the Acceleration Wismilak Task Force for the Acceleration of Handling COVID-19.
- Providing a screening test (*rapid test*) or PCR (*polymerase chain reaction*) test facility for employees who are indicated to be or potentially exposed to the COVID-19 virus.
- Implementing the 3T (*Tracing, Testing, dan Treatment*) protocol policy and self-isolation for employees who show a positive COVID-19 test result.
- Providing masks and vitamins for all employees, including outsourced employees.

Berbagi Nilai Bersama Masyarakat Sharing Values with Community

Tantangan

Selama periode pelaporan, tantangan yang dihadapi dalam menjalankan tanggung jawab sosial perusahaan yaitu keterbatasan dalam bertemu dan berinteraksi secara langsung karena pandemi COVID-19. Dengan demikian, Wismilak mengurangi pertemuan secara langsung dan menjalankan program-program secara daring. Wismilak sudah menyiapkan infrastruktur untuk mendukung kesuksesan jalannya program lewat daring.

Pendekatan Kami [103-1] [103-2] [103-3]

Kegiatan operasional Wismilak tidak lepas dari dampak terhadap masyarakat di sekitar wilayah operasi Perseroan. Sejalan dengan salah satu nilai Wismilak, yaitu “Bersama meraih Sukses”, Perseroan melaksanakan tanggung jawab sosial untuk meningkatkan potensi masyarakat dan mendukung kesejahteraan hidup mereka. Di tengah tantangan pandemi COVID-19, Wismilak tetap dapat melaksanakan program-program pemberdayaan masyarakat, namun tetap melakukan penyesuaian terkait protokol kesehatan dalam pelaksanaannya. Tanggung jawab pelaksanaan tanggung jawab sosial berada di bawah Departemen Hubungan Masyarakat. Total dana yang direalisasikan untuk kegiatan tanggung jawab sosial sebesar Rp28,2 miliar.

Evaluasi Dampak Operasional bagi Masyarakat Sekitar [413-1] [413-2]

Sebagai pelaku usaha yang taat dengan kebijakan, Wismilak mengidentifikasi potensi dampak operasi terhadap lingkungan di sekitarnya dan menjaga hubungan baik dengan masyarakat. Lokasi operasional Perseroan tersebar di beberapa daerah dan berdekatan dengan kawasan tinggal penduduk. Potensi dampak bagi masyarakat sekitar lokasi operasi di antaranya kebisingan, dan berbagai jenis material luaran atau limbah dari proses produksi. Tindakan mitigasi yang telah dilakukan selama ini di antaranya mengelola limbah pabrik sesuai prosedur operasional dan ketentuan yang berlaku serta mengelola aspek lingkungan lainnya.

Challenges

In the reporting period, the challenge faced in implementing the corporate social responsibility was the limitation in directly meeting and interacting due to the COVID-19 pandemic. Hence, Wismilak reduced direct meetings and implemented online programs. Wismilak has prepared the infrastructure to support successful online program implementation.

Our Approach [103-1] [103-2] [103-3]

Wismilak operations are inseparable from impacts on communities around the Company's areas of operations. In line with one of Wismilak values, “Achieving Success Together”, the Company implements social responsibility to improve the potential of communities and support their welfare. Amid challenges of the COVID-19 pandemic, Wismilak continues to implement community empowerment programs with adjustments in their implementation pertaining to health protocols. The responsibility of social responsibility implementation falls under the Public Relations Department. The total fund realized for social responsibility activities was Rp28.2 billion.

Evaluation of the Impact of Operations on Surrounding Communities [413-1] [413-2]

As a policy compliant business, Wismilak identifies potential impacts of operations on surrounding environment and maintains good relations with the communities. The operational locations of the Company are spread in several regions and are adjacent to community residences. The potential impacts on communities around the operational locations are, among which, noise pollution, as well as various types of output material or waste from the production process. The mitigation actions that have been taken are, among which, processing the factory waste in accordance with operational procedures and prevailing regulations as well as managing other environmental aspects.

Guna membangun hubungan baik dengan masyarakat sekitar wilayah operasi maupun masyarakat luas, Perseroan menjalankan program pemberdayaan masyarakat dan program bantuan lainnya yang memberikan manfaat langsung. Secara khusus, Perseroan belum melakukan studi penilaian dampak program dari kegiatan pengembangan masyarakat yang telah dilakukan. Namun demikian, Perseroan telah mempertimbangkan kebutuhan masyarakat dan melibatkan lembaga/kelompok masyarakat dalam perencanaan dan pengembangan program. Secara berkala, Wismilak akan melakukan pemantauan kepada para penerima manfaat program. Pemantauan dilakukan dengan mengadakan survei kepada penerima manfaat minimal satu kali dalam setahun, serta menerima masukan dan saran bagi program berjalan maupun program selanjutnya dari instansi terkait.

To build good relations with communities around the areas of operations as well as the general public, the Company implements community empowerment programs and other assistance programs with direct benefits. The Company has yet to conduct a particular study to assess the impacts of implemented community empowerment programs. However, the Company has taken into account the needs of the communities and engages community organizations/groups in program planning and development. Periodically, Wismilak will monitor program beneficiaries. Monitoring is performed by holding a survey for beneficiaries at least once a year as well as by receiving inputs and suggestions for ongoing programs or future programs from relevant institutions.



Perseroan mengembangkan program pemberdayaan berdasarkan kebutuhan masyarakat sekitar. Keberadaan Perseroan juga telah memberikan manfaat kepada masyarakat sekitar melalui perekrutan tenaga kerja lokal, yang terlaksana sesuai dengan kebutuhan Perseroan dan pertimbangan kapabilitas calon tenaga kerja.”

“The Company develops empowerment programs in accordance with the needs of surrounding communities. The presence of the Company has also brought benefit to surrounding communities through local manpower recruitment, which is conducted according to the needs of the Company and consideration of potential manpower capabilities.



WISMILAK BERBAGI

Rp28,2 miliar

Rp28.2 billion

Realisasi dana untuk kegiatan pemberdayaan masyarakat.

Realization of the fund for community empowerment activities.





"WISMILAK BERBAGI" WISMILAK BERSAMA MEMBANGUN NEGERI

WISMILAK BERBAGI (Building Our Nation Together)

"Wismilak Bersama Membangun Negeri (WISMILAK BERBAGI)" memiliki lima pilar, yaitu Peduli Budaya, Peduli Sosial, Peduli Olahraga, Peduli Pendidikan, dan Peduli Wirausaha. Pelaksanaan WISMILAK BERBAGI turut melibatkan seluruh entitas anak, yakni PT Gelora Djaja dan PT Gawih Jaya."

Pada tahun 2020, Wismilak tidak dapat menjalankan program Peduli Pendidikan dan Peduli Olahraga demi mengurangi kegiatan yang melibatkan kontak langsung selama pandemi COVID-19. Namun, kedua program tersebut dialihkan pada literasi kewirausahaan sebagai bentuk komitmen Wismilak untuk mendukung kewirausahaan di Indonesia.

"Wismilak Builds the Country Together (WISMILAK BERBAGI)" has five pillars, which are *Peduli Budaya* (Care for Culture), *Peduli Sosial* (Social Care), *Peduli Olahraga* (Care for Sports), *Peduli Pendidikan* (Care for Education), and *Peduli Wirausaha* (Care for Entrepreneurs). The Implementation of WISMILAK BERBAGI involves all subsidiary entities, which are PT Gelora Djaja dan PT Gawih Jaya.

In 2020, Wismilak was unable to implement the Care for Education and Care for Sports programs in order to reduce activities that involved direct contact during the COVID-19 pandemic. Nevertheless, both of the programs were redirected to entrepreneurship literacy as a form of Wismilak's commitment to supporting entrepreneurship in Indonesia.



PEDULI BUDAYA

Caring for Culture



GRHA Wismilak yang berdiri sejak tahun 1920 telah ditetapkan sebagai bangunan cagar budaya oleh Pemerintah Kota Surabaya sejak tahun 1996. Dana yang direalisasikan untuk pemeliharaan GRHA Wismilak pada 2020 senilai Rp286,9 juta.

Dukungan Wismilak terhadap kelestarian budaya di Indonesia juga diwujudkan melalui dukungannya pada perayaan Cap Go Meh. Dukungan diberikan setiap tahunnya kepada Komunitas Sinar Surya di Pontianak sebagai salah satu kota dengan perayaan Cap Go Meh terbesar di Asia Tenggara.

GRHA Wismilak, established since 1920, was appointed as a cultural heritage building by the Surabaya City Government in 1996. The fund realized for the maintenance of GRHA Wismilak in 2020 was Rp286.9 juta.

Wismilak's support for cultural preservation in Indonesia is also manifested through its support for the Cap Go Meh celebration. Support is given annually to the Sinar Surya Community in Pontianak as one of the cities with the largest Cap Go Meh celebration in Southeast Asia.



PEDULI SOSIAL

Caring for Social

Pandemi COVID-19 mendorong empati karyawan Wismilak untuk berbagi kepada sesama yang terdampak. Program ‘Dari Wismilak Untuk Sesama’ diinisiasi oleh karyawan secara mandiri dan mendapatkan dukungan penuh dari Perseroan.

Bantuan berupa kebutuhan pokok dan masker diberikan kepada karyawan Wismilak dan masyarakat di sekitar area operasional. Sementara itu bagi tim medis rumah sakit sebagai tim garda terdepan COVID-19 diberikan alat pelindung diri, masker, dan hand sanitizer. Bantuan kebutuhan pokok juga diberikan kepada masyarakat Surabaya yang diserahkan kepada Wali Kota Surabaya.



The COVID-19 pandemic moved the empathy of Wismilak employees to share with those who are impacted. The ‘From Wismilak to Fellow Man’ program was independently initiated by employees and received full support from the Company.

Assistance in the form of basic needs and masks was given to Wismilak employees and communities around the areas of operations. Whereas hospital medical teams as the frontliner guard against COVID-19 were given personal protective equipment, masks, and hand sanitizer. Basic needs assistance was also given to communities in Surabaya, which has handed to the Mayor of Surabaya.



PEDULI WIRAUSAHA

Care for Entrepreneurs

Pada 2020, Wismilak berhasil menyelenggarakan program kewirausahaan Diplomat Success Challenge (DSC) XI secara daring guna mematuhi protokol kesehatan yang diwajibkan pemerintah. Tema yang diusung program kewirausahaan DSC XI adalah #BIKINGEBRAKAN, yang bertujuan untuk menunjukkan peran nyata program kewirausahaan DSC XI dalam memberikan semangat dan solusi bagi wirausaha. Hal ini membuktikan bahwa Wismilak ingin terus berkontribusi pada ekosistem wirausaha di Indonesia dan berbagi solusi kepada mereka di tengah situasi pandemi COVID-19.



In 2020, Wismilak successfully held the Diplomat Success Challenge (DSC) XI entrepreneurship program via online to meet the health protocols established by the government. The theme for the DSC XI entrepreneurship program was #BIKINGEBRAKAN (#MAKINGABREAKTHROUGH), with the purpose of exhibiting the actual role of DSC XI in giving the spirit and solutions to entrepreneurs. This proves that Wismilak wishes to continue contributing to the entrepreneur ecosystem in Indonesia and sharing solutions to those in the midst of the COVID-19 pandemic situation.

PEMENANG
WINNERS



5 penerima hibah modal usaha
business capital beneficiaries

3 penerima hibah apresiasi
appreciation grant beneficiaries



Jumlah pendaftar program kewirausahaan DSC XI mencapai 15.589 orang yang terdiri 60% laki-laki dan 40% perempuan. Angka ini mengalami peningkatan dari tahun sebelumnya sebesar 25%. Dari total jumlah peserta program kewirausahaan DSC XI, sebesar 57% bisnisnya sudah berjalan dan 43% masih merupakan konsep bisnis.

Penyelenggaraan program kewirausahaan DSC XI didukung oleh kolaborasi dengan berbagai pihak, di antaranya Coworking Indonesia (CID), MarkPlus Institute, Brodo, Dagadu Djokdja, hingga pihak pemerintah seperti Pemerintah Kota Blitar, Pemerintah Provinsi Jawa Timur, serta Kementerian Pariwisata dan Ekonomi Kreatif dan Kementerian BUMN.

Berikut dengan bangga, kami persembahkan para pemenang dalam program kewirausahaan DSC XI yang mendapatkan hibah modal usaha serta mendapat mendapatkan pelatihan dan mentoring selama 2 tahun:

The number of DSC XI entrepreneurship program registrants reached 15,589 people, consisting of 60% males and 40% females. The number increased by 25% from the previous year. From the total DSC XI entrepreneurship program registrants, 57% of the business were running and 43% were still business concepts.

Organization of the DSC XI entrepreneurship program was supported by collaboration with various parties, such as Coworking Indonesia (CID), MarkPlus Institute, Brodo, Dagadu Djokdja, to governments such as the Blitar City Government, East Java Province Government, to the Ministry of Tourism and Creative Economy and the Ministry of SOE.

We hereby proudly present the winners in DSCXI entrepreneurship program who received the business capital grant as well as 2 years of training and mentoring:



1

Arlin Chondro sebagai Top 3 Winner dan Best of the Best DSC XI dengan bisnis Peek.Me Naturals, yang menyediakan produk natural remedy berbasis aroma terapi untuk menjaga kesehatan secara preventif.

Arlin Chondro as the Top 3 Winner and Best of the Best DSC XI with the Peek.Me Naturals business, which provides aromatherapy-based natural remedy products for preventive healthcare.



2

Anisa Azizah sebagai Top 3 Winner dengan bisnis Tech Prom Lab, yang berfokus pada inovasi material bangunan dengan produk beton dalam bentuk *paving block* berpori yang dapat meresapkan air dan mengurangi potensi banjir.

Anisa Azizah as the Top 3 Winner with the Tech Prom Lab business, which focuses on the innovation of construction materials with concrete products in the form of porous paving block capable of absorbing water and reducing flood potential.



3

Lidya Angelina Rinaldi sebagai Top 3 Winner dengan bisnis La Dame in Vanilla, yaitu pengolahan hasil vanilla di Indonesia.

Lidya Angelina Rinaldi as the Top 3 Winner with the La Dame in Vanilla business, which is the processing of vanilla cultivation in Indonesia.



4

Adam Abdulah sebagai Grand Finalist dengan bisnis retail pakaian jadi khusus laki-laki bertubuh besar (*plus size*) yang bernama Wah Gede Banget (WGB).

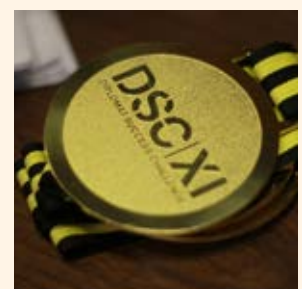
Adam Abdulah as the Grand Finalist with the clothing retail business for plus size men with the name Wah Gede Banget (WGB).



5

Dedhy Bharoto sebagai Grand Finalis dengan bisnis Lumbung Alum, yang menghasilkan produk makanan sehat dari bahan baku buah dan sayur *ugly produce*.

Dedhy Bharoto as the Grand Finalist with the Lumbung Alum business, which produces healthy food from the raw materials of ugly produce fruit and vegetables.



Layanan Pengaduan Masyarakat

Pada 2020, Wisnilak menerima satu pengaduan atau mendapatkan masalah yang terkait dampak keberadaan dan kegiatan operasional Wisnilak terhadap masyarakat. Meskipun demikian, Wisnilak menyediakan kanal komunikasi yang terbuka sebagai bentuk layanan kepada masyarakat umum yang dapat diakses setiap waktu, melalui suara.konsumen@wismilak.com dan P.O. Box WISMILAK JAKARTA. Berbagai bentuk pengaduan akan diproses oleh Departemen Public Relations dan ditindaklanjuti sesuai dengan jenis dan kebutuhan.

Public Complaint Service

In 2020, Wisnilak received one complaint or significant issue pertaining to the impact of the presence and operational activities of Wisnilak on communities. Wisnilak provides an open communication channel as a form of service to the general public that can be accessed at anytime via suara.konsumen@wismilak.com and WISMILAK JAKARTA P.O. Box. All forms of complaints will be processed by the Public Relations Department and followed-up in accordance with the type and needs.



MENJAGA LINGKUNGAN HIDUP PRESERVING THE ENVIRONMENT

Mengelola Penggunaan Energi, Mereduksi Emisi Maintaining Energy Use, Reducing Emission

Tantangan

Tantangan yang dihadapi Perseroan dalam pengelolaan energi salah satunya adalah sumber utama energi masih berasal dari energi tidak terbarukan, namun Perseroan sudah mulai berinvestasi dalam mengelola energi alternatif dengan membangun Tempat Penyimpanan Sementara (TPS) untuk limbah B3 Perseroan di Fasilitas Produksi Surabaya dan Kantor Pusat Wismilak agar dapat diolah menjadi sumber listrik di LPA Benowo. Pengelolaan dan pengurangan energi tidak terbarukan dapat mendorong penurunan emisi gas rumah kaca (GRK) yang dihasilkan.

Pendekatan Kami [103-1] [103-2] [103-3]

Pengelolaan dan pengurangan penggunaan energi menjadi topik material karena selain penting bagi kelancaran operasional kantor dan pabrik, juga sebagai upaya mengurangi emisi GRK yang dihasilkan. Sejauh ini, Wismilak telah berupaya untuk menggunakan energi dengan efektif guna mereduksi emisi, serta menjalankan berbagai kegiatan dan inisiatif pengurangan energi. *Monitoring* terhadap penggunaan energi ada di bawah tanggung jawab Satuan Tugas Keberlanjutan yang terdiri dari 6 orang karyawan lintas departemen. Setiap tahunnya, Perseroan berupaya menurunkan nilai intensitas penggunaan energi tanpa mengurangi kinerja operasional dan produksi. Intensitas energi di 2020, tercatat 7,83 GJ/Ton, turun dibandingkan tahun lalu yang sebesar 8,07 GJ/Ton.

Challenges

A challenge faced by the Company in energy management is the use of non-renewable energy as energy source; however, the Company has begun investing in managing alternative energy by building a Temporary Storing Site (TPS) for the processing of B3 waste of the Company from the Surabaya Production Facility and Wismilak Head Office as a source of electricity at LPA Benowo. The management and reduction of non-renewable energy can prompt the decrease of generated greenhouse emissions (GRK).

Our Approach [103-1] [103-2] [103-3]

The management and reduction of energy use is a material topic because aside from their significance on the smooth operations of offices and factories, they are a part of the effort to decrease generated greenhouse emissions. Hitherto, Wismilak has endeavored to use energy effectively to reduce emissions as well as implement multiple energy reducing activities and initiatives. The monitoring of energy use falls under the responsibility of the Sustainability Taskforce, which consists of 6 cross-departmental employees. Annually, the Company attempts to reduce the energy use intensity value without decreasing the operational and production performance. Energy intensity in 2020 was recorded at 7.83 GJ/Ton, a decrease compared to 8.07 GJ/Ton in the previous year.

Penggunaan Energi

Dalam menjalankan operasional dan produksi, Wismilak menggunakan energi listrik, bahan bakar gas, dan bahan bakar solar yang telah disediakan oleh pihak ketiga. Berdasarkan perhitungan, konsumsi energi di tahun 2020 mengalami peningkatan sebesar 36,37% dari tahun sebelumnya akibat peningkatan produksi. Namun, jika dilihat dari intensitasnya, Wismilak berhasil menurunkan tingkat intensitas energi di tahun 2020 sebesar 7,83 GJ/Ton dibandingkan tahun sebelumnya yang mencapai 8,07 GJ/Ton.

Energy Use

In running operations and production, Wismilak uses electricity, gas fuel, and diesel fuel provided by third parties. Based on calculations, energy consumption in 2020 increased by 36.37% from the previous year due to production growth. However, if viewed from the intensity, Wismilak managed to decrease the energy intensity rate in 2020 to 7.83 GJ/Ton compared to 8.07 GJ/Ton in the previous year.

Penggunaan Energi untuk Kegiatan Operasional dan Produksi di Fasilitas Produksi PT Gelora Djaja

Energy Consumption for Operational and Production Activity at the Production Facility of PT Gelora Djaja [302-1]

Sumber Energi Energy Resource	Satuan Unit	2020	2019	2018
Listrik Electricity	GJ	10.923	8.798	8.019
Gas	GJ	11.087	7.067	9.244
Solar Diesel Fuel	GJ	227	442	260
Jumlah Total	GJ	22.237	16.307	17.523

Intensitas Energi dalam Kegiatan Produksi di Fasilitas Produksi PT Gelora Djaja

Energy Intensity of Production Activities in Production Facility of PT Gelora Djaja [302-3]

Perhitungan Intensitas Energi Energy Intensity Calculation	Satuan Unit	2020	2019	2018
Konsumsi Energi pada Proses Produksi Energy Consumption during Production Process	GJ	22.237	16.307	17.523
Volume Produksi per Tahun Production Volume per Year	Ton	2.841	2.021	2.112
Intensitas Energi Energy Intensity	GJ/Ton	7,83	8,07	8,30

Inisiatif Efisiensi Energi [302-4]

Adanya penurunan intensitas energi di tahun 2020 dikarenakan Wismilak menggunakan pendekatan *low cost* hingga *high cost* dalam penerapan efisiensi energi. Pendekatan efisiensi energi yang diterapkan:

Energy Efficiency Initiative [302-4]

The decrease in energy intensity in 2020 was due to Wismilak using the low cost to high-cost approaches in energy efficiency implementation. The implemented energy efficiency approaches were:

Pendekatan Inisiatif Efisiensi Energi Energy Efficiency Initiative Approaches

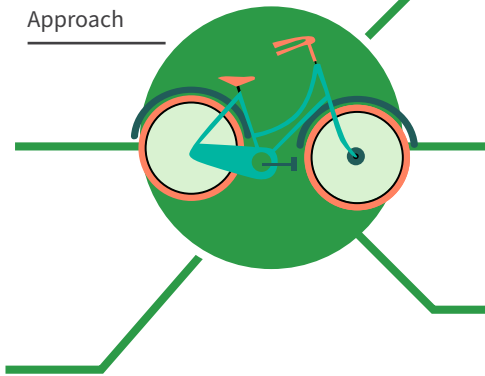


Sosialisasi mematikan lampu dan pendingin ruangan ketika aktivitas operasional telah selesai
Disseminating the information to turn off the lights and air conditioner upon completion of operational activities

Pemasangan atap transparan untuk pencahayaan *natural* di siang hari
Installation of transparent roofing for natural lighting during the day

► Pendekatan *Low Cost*

Low Cost Approach



Penggunaan sepeda sebagai sarana pengiriman dokumen antar departemen
The usage of bicycles to send documents between departments

Perawatan alat produksi dan utilitas secara berkala
Periodic maintenance of equipment and utilities for production

Himbauan hemat energi melalui pemasangan stiker hemat air dan listrik
Put on water and electricity saving stickers as a campaign to save energy

Pendekatan Inisiatif Efisiensi Energi Energy Efficiency Initiative Approaches



Pemasangan *inverter* pada motor listrik
Installation of inverter on the electric motor

► Pendekatan *Medium Cost*

Medium Cost Approach



Penggantian lampu TL-40W dan TL-20W dengan LED 19 dan LED 9
Substitution of TL-40W and TL-20W lamps with LED 19 and LED 9

Penggantian bahan bakar *boiler* dari solar menjadi LNG
Substitution of the fuel for boiler from diesel to LNG

Pendekatan Inisiatif Efisiensi Energi Energy Efficiency Initiative Approaches



► Pendekatan *High Cost*

High Cost Approach



Penggantian *Shrinkage Tunnel* menjadi *Single Packet Heating Tunnel* (SPHT)
Substitution of Shrinkage Tunnel with Single Packet Heating Tunnel (SPHT)

Rasio efisiensi energi
Energy efficiency ratio



■ 2020 ■ 2019 ■ 2018

Hasil Absolut Efisiensi Energi

Absolute Results of Energy Efficiency [302-4]

Efisiensi Energi Energy Efficiency Activity	Hasil Absolut Efisiensi Energi (GJ) Absolute Energy Efficiency Result (GJ)		
	2020	2019	2018
Proses Produksi Production Process			
Penggunaan SPHT pengganti <i>Shrinkage Tunnel</i> Substitution of Shrinkage Tunnel with SPHT	864	608	525
Fasilitas Pendukung & Utilitas Supporting Facility & Utilities			
Penggantian lampu TL dengan LED Replacement of TL lamps with LED	652	470	285
Penggunaan <i>alsinet</i> /atap transparan The usage of alsynite/transparent roofing	203	203	198
Penggantian bahan bakar <i>boiler</i> dari solar ke gas alam cair (<i>Liquified Natural Gas/LNG</i>) Substitution of fuel for boilers from diesel to Liquified Natural Gas/LNG	0	117	62
Jumlah Total	1.719	1.398	1.070

* 2018 & 2019 Restatement

Pengelolaan Emisi GRK

Dari penggunaan energi dalam proses produksi maupun operasional kantor, Wismilak menghasilkan emisi GRK. Secara berkala, Wismilak melakukan pemantauan emisi sesuai dengan ketentuan pemerintah. Perseroan menjalankan program-program untuk menurunkan emisi kemudian melaporkan hasilnya kepada KLHK setiap tahunnya. Emisi GRK yang dicatat dan dilaporkan yaitu CH₄, N₂O, CO₂ berasal dari pemantauan pembakaran bahan bakar *boiler* yang memanfaatkan energi dari solar dan LNG, CO₂ dari kendaraan bermotor, serta CO₂ dari konsumsi listrik.

Management of Greenhouse Emissions

From energy use in the production process and office operations, Wismilak generates greenhouse emissions. Periodically, Wismilak monitors emissions in accordance with government regulations. The Company implements programs to reduce emissions and reports the results to the Ministry of Environment and Forestry every year. The recorded and reported greenhouse emissions are CH₄, N₂O, CO₂ from the consumption of boiler fuel that utilizes energy from diesel fuel and LNG, CO₂ from motor vehicles, as well as CO₂ from electricity consumption.

Emisi yang Dihasilkan dan Intensitas Emisi GRK Emissions Generated from Greenhouse Emissions Intensity

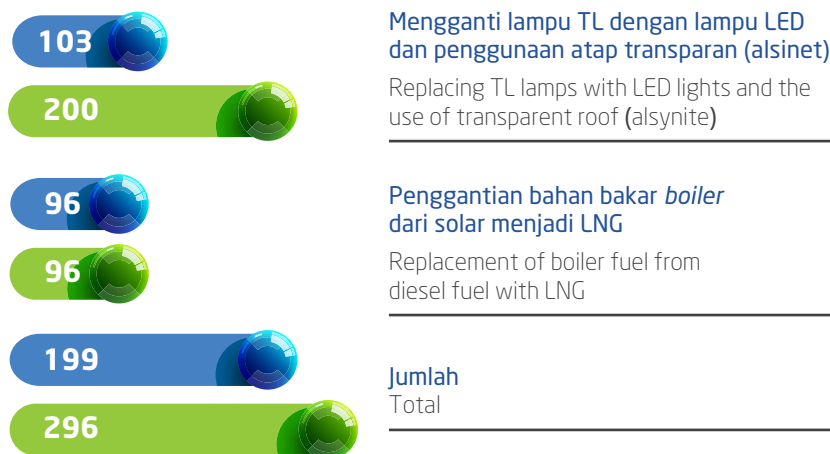
Perhitungan Intensitas Emisi Emission Intensity Calculation	Satuan Unit	2020	2019	2018
Luaran Emisi Emission Output				
CO ₂	Ton CO ₂ eq	1.967	1.450	1.525
CH ₄	Ton	0,013	0,008	0,011
N ₂ O	Ton	0,010	0,007	0,009
Volume Produksi per tahun Production Volume per year	Ton	2.855	2.021	2.112
Intensitas Emisi Emission Intensity				
Intensitas Emisi CO ₂ per Volume Produksi CO ₂ Emissions Intensity per Production Volume	Ton CO ₂ eq /Ton	0,689	0,717	0,722
Intensitas Emisi CH ₄ per Volume Produksi CH ₄ Emissions Intensity per Production Volume	-	0,000004	0,000004	0,000005
Intensitas Emisi N ₂ O per Volume Produksi N ₂ O Emissions Intensity per Production Volume	-	0,000004	0,000003	0,000004

Inisiatif Pengurangan Emisi GRK dan Hasilnya

Atas berbagai inisiatif pengurangan emisi GRK, Wismilak mencatat pengurangan emisi sebesar 296 ton CO₂eq per tahun.

Initiative for Greenhouse Emissions Reduction and the Results

Due to various greenhouse emissions reduction initiatives, Wismilak recorded an emissions reduction of 296 tons of CO₂eq per year.



- Target Pengurangan Emisi GRK (Ton CO₂)
Greenhouse Emissions Reduction Target (Tons of CO₂)
- Hasil Absolut Pengurangan Emisi GRK (Ton CO₂)
Absolute Results of Greenhouse Emissions Reduction (Tons of CO₂)

Mengelola dan Mengurangi Limbah

Perseroan mengelola limbah sesuai dengan peraturan yang berlaku dan mengacu pada prosedur operasional dan instruksi kerja dengan memilah berdasarkan jenis-jenis limbah. Wismilak membagi jenis limbahnya menjadi limbah padat, limbah cair, dan limbah bahan berbahaya dan beracun (B3). Perseroan berusaha untuk mengurangi dampak limbah terhadap lingkungan dengan mendaur ulang limbah menjadi bahan baku dan sumber energi untuk mendukung bisnis kami dan dengan bekerja sama dengan pihak ketiga yang berwenang untuk pembuangan limbah B3.

Pengelolaan Limbah Padat

Limbah padat yang dihasilkan di antaranya sampah organik, limbah kertas, dan debu pengolahan tembakau yang merupakan limbah non B3. Upaya Wismilak dalam mengurangi timbunan limbah kertas dengan cara mengolah kembali limbah kertas melalui proses *shredder* dan *baller* menjadi kertas cacah. Kertas cacah tersebut dipadatkan lalu digunakan kembali sebagai bahan baku kertas daur ulang.

Processing and Reducing Waste

The Company processes waste in accordance with prevailing regulations and by referring to operational procedures and work instructions by sorting the types of waste. Wismilak sorts the types of waste to solid waste, liquid waste, and hazardous and toxic waste (B3). The Company endeavors to reduce the impact of waste on the environment by recycling waste into raw material and energy source to support our business and by cooperating with an authorized third party for B3 waste disposal.

Processing of Solid Waste

The generated solid waste are organic waste, paper waste, and tobacco processing dust, which are non-B3 waste. Wismilak's effort in reducing the paper waste pile is by reprocessing the paper waste through the shredder and baller process into shredded paper. The shredded paper is then compressed and reused as the raw material for recycled paper.



Pengolahan Limbah Debu Tembakau

Debu tembakau yang dihasilkan selama proses produksi didaur ulang menjadi butiran (*granule*) dan digunakan sebagai campuran pada tembakau. Dengan mengolah debu tembakau, Perseroan dapat mengurangi produksi debu tembakau hingga 70 ton per tahun. Wismilak juga bekerja sama dengan pihak ketiga, yaitu Majapahit Agro Lestari untuk mengubah limbah debu tembakau dan sekam menjadi media tanam. Menurut penelitian ilmiah, debu tembakau mengandung unsur hara yang dapat digunakan untuk meningkatkan kesuburan tanah. Selain itu, senyawa antibakteri yang dikandungnya dapat digunakan sebagai insektisida. Setelah diolah, campuran media tanam dan insektisida ini digunakan untuk menumbuhkan dan memelihara tanaman di lingkungan Wismilak.

Pengelolaan Limbah Bahan Berbahaya dan Beracun (B3)

Proses produksi di pabrik Wismilak menghasilkan limbah B3 yang umumnya tergolong padat dan jumlahnya tidak terlalu besar. Masing-masing unit penghasil limbah B3 akan mengemas dan mencatat volume limbah untuk kemudian dikirim tempat penampungan sementara (TPS) milik pihak ketiga. Pihak ketiga pengelola limbah yang bekerja sama dengan Perseroan dipastikan telah memiliki izin resmi pengelolaan limbah B3 dari Kementerian Lingkungan Hidup dan Kehutanan. Selama pengangkutan dan pembuangan limbah B3 oleh pihak ketiga, Wismilak memastikan proses dilakukan sesuai prosedur. Wismilak belum mendapat informasi kecelakaan kerja akibat pembuangan limbah B3 oleh pihak ketiga selama tiga tahun.

Processing of Tobacco Dust Waste

The tobacco waste generated in the production process is recycled into granules and used as a mixture in the tobacco. By processing the tobacco dust, the Company is able to reduce tobacco dust production to 70 tons per year. Wismilak also cooperates with a third party, Majapahit Agro Lestari, to turn tobacco dust waste and chaff into growing media. According to scientific research, tobacco dust contains nutrients that can be used to increase soil fertility. Furthermore, the contained antibacterial compound can be used as insecticide. After processing, a mixture of the growing media and insecticide is used to grow and keep plants in the Wismilak environment.

Processing of Hazardous and Toxic Waste B3)

The production process at the Wismilak factory generates B3 waste which in general is solid and not in high volume. Each B3 waste generating unit will package and record the waste volume to be transported to the Temporary Storing Site (TPS) owned by a third party. The waste processing third party in cooperation with the Company is ensured to own an official B3 waste processing license from the Ministry of Environment and Forestry. Throughout the B3 waste transporting and disposal by a third party, Wismilak ensures that the process is conducted in accordance with procedure. Wismilak has not received information on work accident due to B3 waste disposal by a third party for three years.

Volume Limbah B3 Padat

Solid B3 Waste Volume

Uraian Description	Jumlah (Ton) Volume (Tons)		
	2020	2019	2018
Filter / kompresor oli bekas Used lubricating oil filter/compressor	0,000	0,417	0,119
Roll dan kuas bekas cat Used paint roll and brush	-	0,000	0,002
Lead scrap Scrap lead	0,000	0,000	0,007
Sarung tangan, majun, dan spon bekas Used gloves, cloths, and sponges	0,001	0,045	0,139
Kaleng bekas dan kaleng bertekanan Used cans and pressurized cans	0,037	0,051	0,191
Kemasan terkontaminasi Contaminated packaging	0,021	0,050	0,100
Cartridge bekas Used cartridges	0,009	0,000	0,021
Kertas filter bekas Used filter paper	-	0,000	0,001
Lampu bekas Used lamps	0,020	0,016	0,002
Resin bekas Used resin	0,000	0,000	0,294
Baterai bekas Used batteries	0,043	0,036	0,096
Residu fumigant Fumigant residue	0,334	0,477	1,114
Masker bekas Used masks	-	0,096	0,101
Karbon aktif Activated carbon	-	0,063	0,065
Limbah medis Medical waste	0,006	0,015	0,024
Peralatan laboratorium terkontaminasi B3 B3 contaminated laboratory equipment	0,000	-	-
Sludge IPAL (Klinik) IPAL sludge (Clinic)	0,000	-	-
Limbah elektronik (selain lampu TL) Electronic waste (aside from TL lamps)	0,046	-	-
Sisa proses blasting Blasting process residue	0,000	-	-
Refrigerant bekas dari peralatan elektronik Used refrigerant from electronic equipment	0,000	-	-
Aki bekas Used accu (rechargeable batteries)	0,000	-	-
Jumlah Total	0,517	1.266	2.276

* 2018 Restatement

Volume Limbah B3 Cair Solid B3 Waste Volume

Jumlah Limbah B3 Cair Amount of Liquid B3 Waste	Jumlah (m ³) Volume (m ³)		
	2020	2019	2018
Bahan kimia kedaluwarsa Expired chemicals	0,000	0,000	0,001
Limbah hasil uji laboratorium Laboratory testing waste	0,000	0,000	0,400
Limbah cair bekas cucian Liquid waste from washing	0,000	0,000	0,200
Lem kadaluarsa Expired adhesive	0,000	0,000	0,003
Oli bekas Used lubricating oil	0,475	1,441	1,478
Jumlah Total	0,475	1,441	2,082

Pengelolaan Air Limbah

Air bekas pakai atau air limbah berasal dari proses produksi dan limbah domestik. Perseroan mengolahnya melalui Instalasi Pengolahan Air Limbah (IPAL), yang berkapasitas 50 m³ per hari, sebelum dilepaskan agar dapat mengurangi pencemaran lingkungan. Wismilak memastikan limbah cair dan efluen yang dilepaskan langsung ke badan air (sungai) maupun selokan, telah mematuhi baku mutu air industri tembakau dan cerutu sesuai dengan peraturan pemerintah. Air limbah olahan dari IPAL dipantau secara berkala dan diukur kualitasnya di laboratorium pabrik, untuk memastikan bahwa telah memenuhi baku mutu.

Processing of Wastewater

The used water or wastewater originates from the production process and domestic waste. The Company processes the water through the Wastewater Processing Installation (IPAL) with the capacity of 50 m³ per day prior to disposal in order to reduce environmental pollution. Wismilak ensures that the liquid waste and effluent directly disposed into the water body (river) and gutters have met the quality standard for the tobacco and cigar industry in accordance with government regulations. The wastewater processed through IPAL is monitored periodically and the quality is measured at the factory laboratory to ensure that it has met the quality standard.

Baku Mutu Air Hasil Pengolahan IPAL

Quality Standard of
Water Resulting from
IPAL Processing

Parameter Parameter	Satuan Unit	Baku Mutu Quality Standard	Hasil Result
pH		6-9	7,28
Amonia Ammonia	mg/L	10	0,18
Fenol Phenol	mg/L	0,5	0,14
BOD	mg/L	60	38,70
COD	mg/L	120	62,75
Minyak Lemak Grease	mg/L	5	4,65
TSS	mg/L	100	14,60

Keterangan: Baku mutu yang digunakan mengacu pada Peraturan Gubernur Jawa Timur No. 72 Tahun 2013 tentang Baku Mutu Air Limbah Industri (Industri Rokok dan Cerutu Kategori 4)

Information: The quality standard used refers to the Regulation of the East Java Governor No. 72 of 2013 on the Quality Standard for Industrial Wastewater (Category 4 Cigarette and Cigar Industry)

Pada 2020, Wismilak menghasilkan limbah cair sebesar 462 m³, jumlah ini meningkat dibandingkan tahun 2019 yang mencapai 227 m³. Intensitas air limbah yang dikeluarkan Wismilak tercatat sebesar 0,16 m³/ton. Jumlah intensitas air limbah tahun 2020 menurun jika dibanding tahun 2019 dan 2018 yang mencapai 0,00000017 m³/ton dan 0,00000038 m³/ton.

In 2020, Wismilak generated 462 m³ of liquid waste, an increase compared to 227 m³ in 2019. The intensity of wastewater generated by Wismilak was recorded at 0.16 m³/ton. The amount of wastewater intensity in 2020 decreased compared to 2019 and 2018, which reached 0.00000017 m³/ton and 0.00000038 m³/ton.



Tidak ada pengaduan terkait masalah pencemaran lingkungan ataupun masalah aspek lingkungan lainnya.”

“There have been no reports pertaining to environmental pollution issues or other environmental aspect issues.



Inisiatif Pengelolaan Efluen

Sebagai upaya efisiensi pelepasan efluen, Wismilak telah melakukan berbagai inisiatif sebagai berikut:

<p>Pendekatan <i>Low Cost</i></p> <hr/> <p>Low Cost Approach</p>	▶	<p>Menggunakan air tadah hujan dan pengelolaan air limbah menjadi air siram tanaman</p> <p>Using rainwater reservoir and processed wastewater for plant watering</p>
---	---	---

Effluent Processing Initiative

As an effort in effluent emission efficiency, Wismilak has performed the following initiatives:

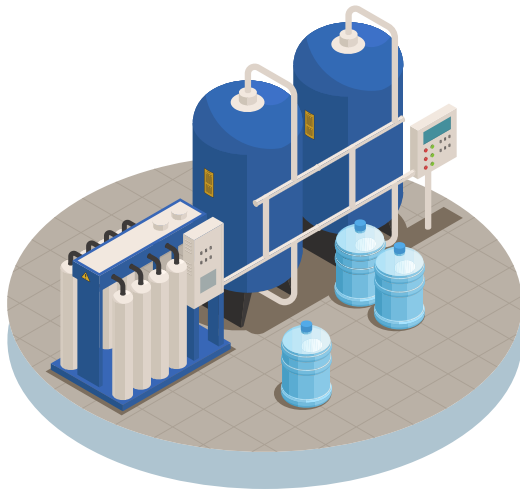
<p>Pendekatan <i>High Cost</i></p> <hr/> <p>High Cost Approach</p>	▶	<p>Menggunakan air kondensat sebagai air umpan boiler</p> <p>Using the condensate water as boiler feedwater</p>
---	---	--

Menggunakan Air dengan Bijak

Air merupakan komponen pendukung yang tidak terpisahkan dalam pelaksanaan produksi di pabrik maupun keperluan domestik di kantor. Air yang digunakan untuk proses produksi PT Gelora Djaja adalah air tanah yang diambil melalui sumur bor dan air yang dibeli dari Perusahaan Daerah Air Minum (PDAM) Kota Surabaya. Pada tahun 2020, terdapat peningkatan jumlah pengambilan dan penggunaan air menjadi 71.848 m³. Peningkatan ini terjadi karena adanya penghematan penggunaan air di Perseroan dan kondisi industri rokok yang secara umum menggunakan air lebih sedikit dibandingkan industri manufaktur lainnya.

Using Water Prudently

Water is a supporting component inseparable from production at the factories or domestic needs at the offices. The water used for the production process of PT Gelora Djaja is groundwater taken through the drilled well and water bought from the Local Government-Owned Drinking Water Utility (PDAM) of Surabaya City. In 2020, there was an increase in the water intake and use to 71,848 m³. This increase occurred due to the saving of water use at the Company and conditions of the cigarette industry, which generally uses less water compared to other manufacturing industries.



Penggunaan Air di Fasilitas Produksi PT Gelora Djaja Water Consumption at Production Facility of PT Gelora Djaja

Parameter Parameter	Satuan Unit	2020	2019	2018
Air dari Tanah Groundwater	m ³	62.665	48.000	56.864
Air dari PDAM Water from PDAM	m ³	9.183	6.990	7.416
Air Tangki *) Tank Water *)	m ³	0	125	1.175
Jumlah Total	m³	71.848	55.115	65.455

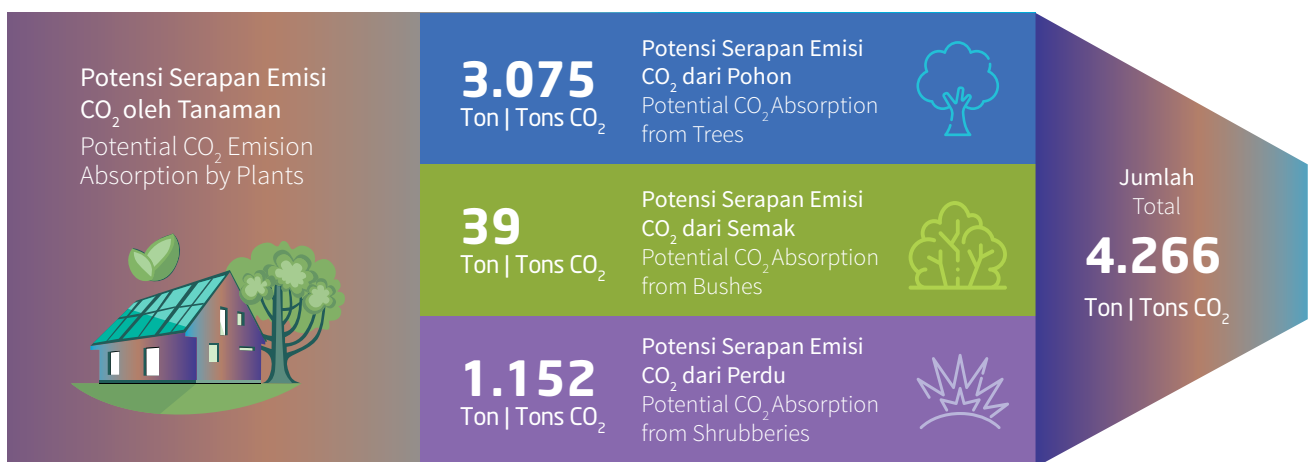
Keterangan : Sebelumnya Perseroan membeli air dari PDAM yang dikirimkan melalui moda angkutan tangki sehingga kurang efektif dan menimbulkan emisi.
 Information: The Company previously purchased water from PDAM that was delivered by tank transport, making it less effective and caused emission

Penghijauan di Area Pabrik

Lokasi fasilitas produksi maupun kantor Wismilak dan Entitas Anak tidak terletak dan atau berdekatan dengan area konservasi keanekaragaman hayati maupun area yang tercatat memiliki tingkat keanekaragaman hayati tinggi. Namun demikian, sebagai bagian dari tanggung jawab lingkungan, Wismilak menjalankan program penanaman pohon. Perseroan memiliki *green house* yang berfungsi sebagai sarana pembibitan tanaman, tempat karantina tanaman, dan tempat pembudidayaan tanaman tertentu. Saat ini, Wismilak memiliki 4.141 pohon, 17.157 tanaman perdu, dan semak seluas 17.612 m² di kawasan pabrik.

Greening the Factories

The locations of the production facilities and offices of Wismilak and the Subsidiary entities are not located and/or adjacent to biodiversity conservation areas or areas listed as having high biodiversity. However, as part of the environmental responsibility, Wismilak implements the greening program. The Company has a green house, which functions as a plant nursery facility, plant quarantine site, and cultivation of particular plants. Currently, Wismilak has 4,141 trees, 17,157 shrubberies, and bushes with an area of 17,612 m² in the factory area.





Referensi POJK 51/2017 dan Indeks Standar GRI [102-55]

POJK 51/2017 Reference and Index of GRI Standards

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description	Halaman Page numbers	
GRI 101: Dasar 2016 Foundation 2016			
PENGUNGKAPAN UMUM GENERAL DISCLOSURES			
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-1	Nama organisasi Name of the organization	33
	102-2	Kegiatan, merek, produk, dan jasa Activities, brands, products, & services	33
	102-3	Lokasi Kantor Pusat Location of Headquarter	33
	102-4	Lokasi operasi Location of operations	33, 36
	102-5	Kepemilikan saham dan bentuk hukum Ownership and legal form	33
	102-6	Pasar yang dilayani Markets Served	36
	102-7	Skala usaha Scale of the organization	34
	102-8	Informasi mengenai karyawan dan pekerja lain Information on employees and other workers	53 - 56
	102-9	Rantai pasokan Supply chain	35, 45
	102-10	Perubahan signifikan dalam organisasi rantai pasokan Significant changes to the supply chain organization	33, 34
	102-11	Pendekatan atau Prinsip Pencegahan Precautionary Approach or Principle	28 - 29
	102-12	Inisiatif Eksternal External Initiative	34
	102-13	Keanggotaan asosiasi Membership of associations	37
	102-14	Pernyataan dari pembuat keputusan senior Statement from senior decision-maker	5 - 8
	102-16	Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	30, 32
	102-18	Struktur tata kelola Governance structure	26
	102-40	Daftar kelompok pemangku kepentingan List of stakeholder groups	16 - 18
	102-41	Perjanjian perundingan kolektif Collective bargaining agreements	57
102-42	Mengidentifikasi dan memilih pemangku kepentingan Identifying and selecting stakeholders	16 - 18	
102-43	Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	16 - 18	

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description		Halaman Page numbers
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-44	Topik utama dan masalah yang dikemukakan Key topics and concerns raised	16 - 18
	102-45	Entitas yang termasuk dalam laporan keuangan dikonsolidasi Entities included in the consolidated financial statements	12
	102-46	Menetapkan isi laporan dan Batasan topik Defining report content and topic Boundaries	11
	102-47	Daftar topik material List of material topics	14 - 15
	102-48	Penyajian kembali informasi Restatements of information	13
	102-49	Perubahan dalam pelaporan Changes in reporting	13
	102-50	Periode pelaporan Reporting period	10
	102-51	Tanggal laporan terbaru Date of most recent report	10
	102-52	Siklus pelaporan Reporting cycle	10
	102-53	Kontak Contact point	10
	102-54	Kesesuaian dengan Standar GRI In accordance with the GRI Standard	10
	102-55	Indeks isi GRI GRI content index	90 - 95
	102-56	Assurance oleh pihak eksternal External assurance	11
	POJK 51/OJK.03/2017 POJK 51/OJK.03/2017	2	Ikhtisar kinerja aspek keberlanjutan An overview of the sustainability performance aspect
3.a		Visi, misi, dan nilai keberlanjutan LJK, Emiten, dan Perusahaan Publik Vision, mission, and values of sustainability values	32
3.b		Nama, alamat, nomor telepon, nomor faksimil, alamat surat elektronik (e-mail), dan situs web LJK, Emiten, dan Perusahaan Publik, serta kantor cabang dan/atau kantor perwakilan LJK, Emiten, dan Perusahaan Publik Name, address, telephone number, fax number, e-mail address, and website/web, as well as branch and/or representative offices	33
3.c		Skala usaha LJK, Emiten, dan Perusahaan Publik secara singkat Brief business scale of FSI, issuers and public companies	34
3.e		Penjelasan singkat mengenai produk, layanan, dan kegiatan usaha yang dijalankan Products, services, and business activities	33
3.e		Keanggotaan pada asosiasi Membership in association	37
3.f		Perubahan LJK, Emiten, dan Perusahaan Publik yang bersifat signifikan, antara lain terkait dengan penutupan atau pembukaan cabang, dan struktur kepemilikan. Significant changes in FSI, Issuer and Publicly Listed Company such as those relating to branch office closure or opening and ownership structure.	34
4.a		Kebijakan untuk merespon tantangan dalam pemenuhan strategi keberlanjutan Policy to respond challenges in keeping up with the sustainability strategy	5-6
4.b		Penerapan Keuangan Berkelanjutan Application of Sustainable Finance	6-8
4.c		Strategi pencapaian target Target achievement strategy	

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description		Halaman Page numbers
POJK 51/OJK.03/2017 POJK 51/OJK.03/2017	5.a	Tugas bagi Direksi dan Dewan Komisaris terkait kinerja keberlanjutan Board of Directors and Board of Commissioners duties on sustainability performance	26-27
	5.b	Pengembangan kompetensi anggota Direksi terkait kinerja keberlanjutan Competencies development for sustainability on members of the Board of Directors	27-28
	5.c	Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan Company procedures in controlling the risk of sustainability	28-30
	5.e	Permasalahan terkait kinerja keberlanjutan Issues related to sustainability performance	16-18
	6.a	Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik Activities to build a sustainability culture in the internal Public Company	6-8
	6.c.2.a	Kesetaraan kesempatan bekerja, tenaga kerja paksa dan tenaga kerja anak Equality of employment opportunities, forced labor and child labor	56-59
	6.c.2.b	Persentase remunerasi Percentage of remuneration	22
	6.c.2.c	Lingkungan bekerja yang layak dan aman Decent and safe working environment	68
	6.c.2.d	Pelatihan dan pengembangan kemampuan pegawai Training and capacity building for employees	63-65
TOPIK MATERIAL MATERIAL TOPICS			
Kinerja Ekonomi Economic Performance			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	42
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	43
	201-2	Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities due to climate change	46
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	60
	201-4	Bantuan finansial yang diterima dari Pemerintah Financial assistance received from Government	43

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description		Halaman Page numbers
POJK 51/OJK.03/2017	6.b.1	Perbandingan target dan kinerja produksi, portofolio, pembiayaan, pendapatan dan laba rugi Comparison of targets and performance of production, portfolio, financing, income and profit and loss	Tidak Relevan Not Applicable
	6.b.2	Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada proyek yang sejalan dengan Keuangan Berkelanjutan Comparison of portfolio targets and performance, financing targets, or investments in projects in line with Sustainable Finance.	Tidak Relevan Not Applicable
	6.c.1	Komitmen Perusahaan untuk memberikan produk dan/atau jasa yang setara kepada konsumen Company's commitment to provide equal products and/or services for consumers	41-42
	6.f.1	Inovasi dan pengembangan Produk Berkelanjutan Innovation and development of Sustainable Products	51
	6.f.2	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan Number and percentage of products and services that have been evaluated for the customer's safety	48-49
	6.f.3	Dampak positif dan dampak negatif yang ditimbulkan dari produk dan/atau jasa dan proses distribusi Positive and negative impact of product and/or service and distribution process	49
	6.f.4	Jumlah produk yang ditarik kembali dan alasannya Number of products withdrawn and the reason	-
	6.f.5	Survei kepuasan pelanggan Customer satisfaction survey	48
Praktik Pengadaan Procurement Practices			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	44
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	45
Masyarakat Lokal Local Community			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	72
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 413: Masyarakat Lokal 2016 GRI 413 Local Community 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	72

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description	Halaman Page numbers
POJK 51/OJK.03/2017	6.c.3.a Kegiatan yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat serta pengembangan wilayah operasional di daerah tertinggal Activities with positive and negative impacts on the community and the development of operational areas in disadvantaged areas	72-73
	6.c.3.b Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti The mechanism and number of public complaints received and acted upon	49-50, 87
Kesehatan dan Keselamatan Kerja Occupational Health & Safety		
GRI 103: Pendekatan Manajemen 2018 GRI 103: Management Approach 2018	103-1 Penjelasan topik material dan batasannya Explanation of the material topics	68
	103-2 Pendekatan manajemen dan komponennya The management approach and its components	
	103-3 Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health & Safety 2018	403-1 Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	68
	403-2 Identifikasi bahaya dan pengelolaan K3 Hazard identification and OHS Management	68
	403-3 Layanan kesehatan kerja Occupational health services	69
	403-4 Partisipasi pekerja dalam penerapan K3 Worker participation, consultation, and communication on occupational health and safety	68-69
	403-5 Pelatihan pekerja tentang kesehatan dan keselamatan kerja Worker training on occupational health and safety	68-69
	403-6 Promosi kesehatan pekerja Promotion of worker health	69
	403-8 Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	68
	403-9 Cedera terkait pekerjaan Work-related injuries	69
	403-10 Penyakit akibat kerja Work-related ill health	69
	POJK 51/OJK.03/2017	6.c.2.a Kesetaraan kesempatan bekerja, tenaga kerja paksa dan tenaga kerja anak Equality of employment opportunities, forced labor and child labor
6.c.2.b Persentase remunerasi Percentage of remuneration		59

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description		Halaman Page numbers
Pendidikan dan Pelatihan Training and Education			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	63
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 404: Pelatihan dan Pendidikan 2016 GRI 204: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	64
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	60
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	67
Pemasaran dan Pelabelan Marketing and Labeling			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	48
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 417: Pemasaran dan Pelabelan 2016 GRI 417: Marketing and Labeling 2016	417-1	Persyaratan untuk pelabelan dan informasi produk dan jasa Requirements for product and service information and labeling	49
	417-2	Insiden ketidakpatuhan terkait pelabelan dan informasi produk dan jasa Incidents of non-compliance concerning product and service information and labeling	49
	417-3	Insiden ketidakpatuhan terkait komunikasi pemasaran Incidents of non-compliance concerning marketing communications	49
MATERIAL MATERIALS			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	46
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 301: Material 2016 GRI 301: Materials 2016	301-1	Material yang digunakan berdasarkan berat atau volume Materials used by weight or volume	47

Referensi silang GRI Standard & POJK GRI Standard & POJK Cross References	Pengungkapan Description		Halaman Page numbers
Energi Energy			
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan batasannya Explanation of the material topics	78
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	79
	302-3	Intensitas energi Energy intensity	79
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	79-80
POJK 51/OJK.03/2017	6.d.3.b	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	79-81
	6.d.1	Biaya lingkungan hidup yang dikeluarkan Environmental cost	4
	6.d.2	Penggunaan material yang ramah lingkungan Use of environmentally friendly materials	46-47
	6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap lingkungan hidup Activities or operational areas with positive impacts and negative impacts on the environment	78
	6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi atau memiliki keanekaragaman hayati The impact of operational areas that are close to or are in conservation or biodiversity areas	88
	6.e.3.b	Usaha konservasi keanekaragaman hayati Conservation of biodiversity	88
	6.e.4.a	Jumlah dan intensitas emisi Amount and emissions intensity	81-82
	6.e.4.b	Upaya dan pencapaian pengurangan emisi Reduction of emissions	
	6.e.5.a	Jumlah limbah dan efluen Total waste and effluent generated	85-86
	6.e.5.b	Pengelolaan limbah dan efluen Waste and effluent management	83-87
	6.e.5.c	Tumpahan Spill	Tidak Relevan Not Applicable
	6.e.6	Jumlah dan materi pengaduan lingkungan hidup Number and material of the environmental complaints	87
	7	Verifikasi tertulis dari pihak independen, jika ada Written verification from independent party, if any	11

Lembar Umpan Balik

Feedback Form

Laporan Keberlanjutan tahun 2020 PT Wismilak Inti Makmur Tbk berisi gambaran kinerja keberlanjutan Perseroan. Kami mengharapkan masukan dari Bapak/Ibu/Saudara atas laporan ini dengan mengisi lembar umpan balik dan mengirimkan melalui *e-mail* yang tertera pada lembar ini.

The 2020 Sustainability Report of PT Wismilak Inti Makmur Tbk provides an overview of the Company's sustainability performance. We look forward to receiving any inputs from you on this Sustainability Report by e-mail by the end of this form.

Mohon pilih jawaban yang paling sesuai

Please select an answer that best represent your opinions

1 Laporan ini mudah dimengerti.

The report is comprehensible.

Setuju Agree

Tidak Setuju Disagree

2 Laporan ini sudah menggambarkan kinerja Perseroan dalam mendukung pembangunan berkelanjutan.

The report describes the Company's performance in supporting sustainable development.

Setuju Agree

Tidak Setuju Disagree

3 Penilaian terhadap aspek material PT Wismilak Inti Makmur Tbk

Appraisal on material aspects of PT Wismilak Inti Makmur Tbk

(Mohon berikan nilai 1= paling tidak penting hingga 3= paling penting)

(Please give score 1 for the least important to 3 for the most important)

- Kinerja Ekonomi Economic Performance []
- Praktik Pengadaan Procurement Practices []
- Masyarakat Lokal Local Community []
- Kesehatan & Keselamatan Kerja Occupational Health & Safety []
- Pendidikan dan Pelatihan Education and Training []
- Pemasaran dan Pelabelan Marketing and Labeling []
- Bahan Baku Raw Material []
- Energi Energy []

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

Please provide other suggestions or information related to the report:

.....

.....

Profil Anda Your Profile

Nama (bila berkenan) Name (if you please) :

Institusi/Perusahaan Institution/Company :

Surel E-mail:

Golongan Pemangku Kepentingan Stakeholders Group:

Pemegang Saham Shareholder

Investor Investor

Masyarakat Community

Pemasok Suppliers

Konsumen Customer

Asosiasi Association

Karyawan Employee

Pemerintah Government

Media Media

Mitra Kerja Business Partner

Terima kasih atas partisipasi Anda. Mohon dapat mengirimkan kembali lembar umpan balik ini melalui:

Thank you for your feedback. Please kindly send this feedback form to:

Departemen Public Relations
Public Relations Department

Surel E-mail:
information@wismilak.com





WISMILAK

PT Wismilak Inti Makmur Tbk

Kantor Pusat
Head Office

Grha Wismilak
Jl. Dr. Sutomo No.27 Surabaya, Indonesia
Tel : +62 31 295 2898
Fax : +62 31 295 2800