

Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility

Realisasi Biaya

Per 31 Desember 2017, Perseroan mengeluarkan Rp3.068.949.845 untuk seluruh program CSR yang dijalankan di bidang lingkungan, K3, sosial dan kemasyarakatan, serta yang terkait dengan konsumen.

Tanggung Jawab Terhadap Lingkungan

Rencana Kegiatan

Saat menyambut hari-hari besar seperti Hari Kemerdekaan dan hari besar keagamaan, Perseroan melalui unit bisnis Town Management Division (TMD) di masing-masing lokasi akan mendekorasi area kerja mereka guna memeriahkan hari besar tersebut. Berbagai dekorasi tersebut selalu dibuat dengan memanfaatkan sampah-sampah plastik, khususnya yang berasal dari sisa-sisa botol minuman plastik. Selain untuk memeriahkan hari besar, kegiatan ini juga dimaksudkan untuk meningkatkan kepedulian terhadap lingkungan dan mengoptimalkan penggunaan bahan-bahan yang kurang ramah lingkungan. Hal ini sudah dan akan terus dilaksanakan setiap tahunnya.

Selain itu, seiring dengan bertambahnya jumlah penghuni Lippo Village, TMD juga mengembangkan sumber air tambahan guna menjamin kualitas dan kuantitas pasokan air yang disalurkan melalui Water Treatment Facility (WTP) di wilayah Lippo Village. Diharapkan hasil dari pengembangan ini sudah akan nampak pada pertengahan tahun 2018 guna mengantisipasi ketersediaan pasokan air di Lippo Village.

Kegiatan yang Dilakukan

Selain hal-hal yang telah direncanakan tersebut, Perseroan juga telah memiliki program terkait tanggung jawab terhadap lingkungan hidup yang berhubungan dengan kegiatan operasional perusahaan, seperti penggunaan material dan energi yang ramah lingkungan dan dapat didaur ulang, sistem pengolahan air dan limbah yang dapat mempengaruhi aspek kesehatan dan kebersihan, serta mengimplementasikan mekanisme pengaduan masalah lingkungan yang dikelola oleh TMD Customer Complaint.

Pada 25 Maret 2017, Perseroan menyelenggarakan program Earth Hour sebagai bentuk kepedulian terhadap kelestarian alam dan lingkungan di berbagai lokasi Perseroan. Acara tersebut dimeriahkan dengan beberapa tarian daerah, dan pertunjukkan seni lainnya, contohnya yang dilakukan oleh Mal Palembang Square.

Cost Realization

As of December 31, 2017, the Company spent Rp3,068,949,845 on CSR programs carried out in sectors such as environment, HSE (Health, Safety, and Environment), social and community, and consumer-related.

Responsibility to the Environment

Activity Plan

When celebrating national holidays, such as Independence Day and religious holidays, the Company through its Town Management Division (TMD) business unit in each location will decorate their work areas to celebrate those national holidays. Decorations in those areas and events always utilize plastic waste, primarily originated from drinking bottles. Apart from to celebrating holidays, this activity is also aimed to raise awareness of the environment and to minimize the use of environmentally hazardous materials. This activity is done annually, with plans to hold annually in the future.

Moreover, along with increasing numbers of Lippo Village's residents, TMD is also developing an extra water source to guarantee the quality and quantity of water supply that is distributed through Water Treatment Facility (WTP) of Lippo Village area. The result of this development is expected to be seen in the middle of 2018 to anticipate water supply availability in Lippo Village.

Implemented Activities

Other than the planned activities described above, the Company has also programs which act on its environmental responsibilities; all linked to the Company's operational activities, such as the use of materials and energy that are environmentally-friendly and recyclable, waste processing system (sanitation) that are influential to health and hygiene as well as mechanisms which are put in place to address complaints pertaining environmental problems that is managed directly by TMD Customer Complaints.

On March 25th 2017, the Company arranged for the Earth Hour Program to express concern regarding natural and environmental preservation at various Company's sites. The event was celebrated with ethnic dances and other art performances, such as those held at Palembang Square Mall.

Kegiatan Earth Hour

Melestarikan lingkungan hidup

Kegiatan Earth Hour diselenggarakan setiap tahun oleh manajemen mal Palembang Square yang bertujuan untuk melestarikan lingkungan hidup dengan menjalankan program Hemat Energi. Program dilakukan dengan memadamkan lampu selama satu jam mulai pukul 20.30 hingga 21.30 WIB. Pemadaman dilakukan pada beberapa titik koridor di area selasar ruko/kantor dan diiringi beberapa *performance* tanpa menggunakan alat listrik seperti tari, lagu, puisi, pertunjukan teatral.

Tanggung Jawab Terhadap Kesehatan dan Keselamatan Kerja

Rencana Kegiatan

Seiring perjalanan bisnisnya, Perseroan sangat mengutamakan kesetaraan gender dan kesempatan kerja, serta kesehatan dan keselamatan kerja karyawannya. Karena itu, Perseroan terus berupaya untuk menjadi perusahaan yang patuh pada semua peraturan perundang-undangan terkait bidang ketenagakerjaan. Hal ini dipandang sebagai bagian penting dari tanggung jawab Perseroan sekaligus menjadi apresiasi bagi para pemangku kepentingan.

Pada 2017 dalam bidang ketenagakerjaan, kesehatan, dan keselamatan kerja, Perseroan merencanakan beberapa kegiatan seperti:

- Memastikan bahwa prosedur operasi standar (*Standard Operating Procedure/ SOP*) telah diterapkan dengan baik di setiap proyek-proyek yang sedang berkembang
- Melakukan pengecekan dan pengujian secara berkala pada sarana dan prasarana yang digunakan oleh Perseroan termasuk terhadap mesin-mesin produksi dan pendukung pekerjaan.
- Melakukan penggantian alat-alat kerja yang telah sampai pada akhir masa pakainya.

Ketenagakerjaan

Perseroan memberi perhatian dan komitmen yang tinggi dalam kesetaraan gender dan kesempatan kerja dengan memberikan kesempatan yang sama kepada semua karyawan untuk bekerja, berkreasi, dan berkembang tanpa memandang etnis, agama, ras, gender, ataupun kelas sosial mereka. Seleksi dan pengangkatan calon pegawai didasarkan atas hasil seleksi dan evaluasi oleh pegawai pengawas melalui mekanisme perekrutan, masa percobaan, dan orientasi pekerja.

Karyawan juga memiliki hak untuk mendapatkan remunerasi yang memadai. Perseroan telah menerapkan sistem remunerasi normatif di seluruh unit bisnis yang telah mengacu kepada ketentuan Pemerintah, yang

Earth Hour Activity

Preserving Living Environment

Earth Hour Activity is held annually by Palembang Square's management. Its goal is to preserve the living environment by implementing Energy Saving program. Participation of the program included turning off the light for an hour from 20:30 to 21:30 Western Indonesian Time. The blackout was done on several corridor points in the hallway areas of shops/offices accompanied by art performances carried out without electricity such as dance, songs, poetry, and theatrical performances.

Responsibility of Occupational Health and Safety

Activity Plan

Along with its business journey, the Company emphasizes the importance in equality of gender and work opportunity, as well as in health and safety of its employees. Therefore, the Company drives a continuous effort to be a responsible company in complying with all government regulations regarding employment matters. This is considered a key part of Company's responsibility as well as an appreciation piece to the stakeholders.

In 2017, with regards to employment, health, and work safety, the Company had planned several activities described below:

- Ensuring that Standard Operating Procedures (SOP) are implemented properly in every project in a development stage.
- Performing periodical checks and tests on facilities and infrastructure used by the Company including production machines and work support.
- Renewing work equipment that had reached expiration period.

Employment

The Company pays special attention and high commitment in equality of gender and work opportunity by providing equal chance to work, create and grow without discrimination against his/her ethnic difference, religion, race, gender, or social class. Selection and promotion of new candidates are based upon selection result and evaluation by their supervisors, who oversee the recruitment mechanism, probation period, and employee orientation.

Employees also retain the rights to obtain suitable remuneration. The Company has implemented a normative remuneration system for all business units that