



## Daftar Indikator Pengungkapan CSR oleh GRI

<b>Indikator Kinerja Ekonomi</b>	
<b>Kinerja Ekonomi</b>	
<b>EC 1</b>	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.
<b>EC 2</b>	Financial implications and other risks and opportunities for the organization's activities due to climate change.
<b>EC 3</b>	Coverage of the organization's defined benefit plan obligations.
<b>EC 4</b>	Significant financial assistance received from government.
<b>ASPECT: MARKET PRESENCE</b>	
<b>EC 5</b>	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.
<b>EC 6</b>	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.
<b>EC 7</b>	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.
<b>ASPECT: INDIRECT ECONOMIC IMPACTS</b>	
<b>EC 8</b>	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.
<b>EC 9</b>	Understanding and describing significant indirect economic impacts, including the extent of impacts.
<b>Environmental Performance Indicators</b>	
<b>ASPECT: MATERIALS</b>	
<b>EN 1</b>	Materials used by weight or volume.
<b>EN 2</b>	Percentage of materials used that are recycled input materials.
<b>ASPECT: ENERGY</b>	
<b>EN 3</b>	Direct energy consumption by primary energy source.
<b>EN 4</b>	Indirect energy consumption by primary source.
<b>EN 5</b>	Energy saved due to conservation and efficiency improvements.
<b>EN 6</b>	Initiatives to provide energy-efficient or renewable

	energy based products and services, and reductions in energy requirements as a result of these initiatives.
<b>EN 7</b>	Initiatives to reduce indirect energy consumption and reductions achieved.
<b>ASPECT: WATER</b>	
<b>EN 8</b>	Total water withdrawal by source.
<b>EN 9</b>	Water sources significantly affected by withdrawal of water.
<b>EN 10</b>	Percentage and total volume of water recycled and reused.
<b>ASPECT: BIODIVERSITY</b>	
<b>EN 11</b>	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
<b>EN 12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.
<b>EN 13</b>	Habitats protected or restored.
<b>EN 14</b>	Strategies, current actions, and future plans for managing impacts on biodiversity.
<b>EN 15</b>	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.
<b>ASPECT: EMISSIONS, EFFLUENTS, AND WASTE</b>	
<b>EN 16</b>	Total direct and indirect greenhouse gas emissions by weight.
<b>EN 17</b>	Other relevant indirect greenhouse gas emissions by weight.
<b>EN 18</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.
<b>EN 19</b>	Emissions of ozone-depleting substances by weight.
<b>EN 20</b>	NO, SO, and other significant air emissions by type and weight.
<b>EN 21</b>	Total water discharge by quality and destination.
<b>EN 22</b>	Total weight of waste by type and disposal method.
<b>EN 23</b>	Total number and volume of significant spills.
<b>EN 24</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.
<b>EN 25</b>	Identity, size, protected status, and biodiversity value

	of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.
<b>ASPECT: PRODUCTS AND SERVICES</b>	
<b>EN 26</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.
<b>EN 27</b>	Percentage of products sold and their packaging materials that are reclaimed by category.
<b>ASPECT: COMPLIANCE</b>	
<b>EN 28</b>	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.
<b>ASPECT: TRANSPORT</b>	
<b>EN 29</b>	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.
<b>ASPECT: OVERALL</b>	
<b>EN 30</b>	Total environmental protection expenditures and investments by type.
<b>Labor Practices and Decent Work Performance Indicators</b>	
<b>ASPECT: EMPLOYMENT</b>	
<b>LA 1</b>	Total workforce by employment type, employment contract, and region.
<b>LA 2</b>	Total number and rate of employee turnover by age group, gender, and region.
<b>LA 3</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.
<b>ASPECT: LABOR/MANAGEMENT RELATIONS</b>	
<b>LA 4</b>	Percentage of employees covered by collective bargaining agreements.
<b>LA 5</b>	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.
<b>ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>	
<b>LA 6</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.
<b>LA 7</b>	Rates of injury, occupational diseases, lost days, and absenteeism, and number of workrelated fatalities by region.

<b>LA 8</b>	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.
<b>LA 9</b>	Health and safety topics covered in formal agreements with trade unions.
<b>ASPECT: TRAINING AND EDUCATION</b>	
<b>LA 10</b>	Average hours of training per year per employee by employee category.
<b>LA 11</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.
<b>LA 12</b>	Percentage of employees receiving regular performance and career development reviews.
<b>ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>	
<b>LA 13</b>	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.
<b>LA 14</b>	Ratio of basic salary of men to women by employee category.
<b>Human Rights Performance Indicators</b>	
<b>ASPECT: INVESTMENT AND PROCUREMENT PRACTICES</b>	
<b>HR 1</b>	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.
<b>HR 2</b>	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.
<b>HR 3</b>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.
<b>ASPECT: NON-DISCRIMINATION</b>	
<b>HR 4</b>	Total number of incidents of discrimination and actions taken.
<b>ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	
<b>HR 5</b>	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.
<b>ASPECT: CHILD LABOR</b>	

<b>HR 6</b>	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.
<b>ASPECT: FORCED AND COMPULSORY LABOR</b>	
<b>HR 7</b>	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.
<b>ASPECT: SECURITY PRACTICES</b>	
<b>HR 8</b>	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
<b>ASPECT: INDIGENOUS RIGHTS</b>	
<b>HR 9</b>	Total number of incidents of violations involving rights of indigenous people and actions taken.
<b>Society Performance Indicators</b>	
<b>ASPECT: COMMUNITY</b>	
<b>SO 1</b>	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.
<b>ASPECT: CORRUPTION</b>	
<b>SO 2</b>	Percentage and total number of business units analyzed for risks related to corruption.
<b>SO 3</b>	Percentage of employees trained in organization's anti-corruption policies and procedures.
<b>SO 4</b>	Actions taken in response to incidents of corruption.
<b>ASPECT: PUBLIC POLICY</b>	
<b>SO 5</b>	Public policy positions and participation in public policy development and lobbying.
<b>SO 6</b>	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.
<b>ASPECT: ANTI-COMPETITIVE BEHAVIOR</b>	
<b>SO 7</b>	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.
<b>ASPECT: COMPLIANCE</b>	
<b>SO 8</b>	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.
<b>Product Responsibility Performance Indicators</b>	

<b>ASPECT: CUSTOMER HEALTH AND SAFETY</b>	
<b>PR 1</b>	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.
<b>PR 2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.
<b>ASPECT: PRODUCT AND SERVICE LABELING</b>	
<b>PR 3</b>	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.
<b>PR 4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.
<b>PR 5</b>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.
<b>ASPECT: MARKETING COMMUNICATIONS</b>	
<b>PR 6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.
<b>PR 7</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.
<b>ASPECT: CUSTOMER PRIVACY</b>	
<b>PR 8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.
<b>ASPECT: COMPLIANCE</b>	
<b>PR 9</b>	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.