

PT PLN (PERSERO)

KEBIJAKAN KESELAMATAN, KESEHATAN KERJA, KEAMANAN, DAN LINGKUNGAN

Dalam rangka mewujudkan visi dan misi perusahaan, PT PLN (Persero) berkomitmen untuk menerapkan prinsip bisnis berkelanjutan dalam menjalankan kegiatan usaha yang berkelanjutan secara sosial (people), ekonomi (profit) dan lingkungan (planet). Dalam menjalankan kegiatan usaha yang berkelanjutan tersebut, PT PLN (Persero) mengintegrasikan perlindungan keselamatan, kesehatan kerja dan lingkungan dalam menjalankan proses bisnisnya.

Komitmen:

PT PLN (Persero) berkomitmen:

1. Menjalankan kegiatan ketenagalistrikan secara aman dan berwawasan lingkungan dengan menerapkan standar tinggi terhadap aspek Keselamatan dan Kesehatan Kerja, Keamanan dan Lingkungan (K3L) yang sesuai dengan tata nilai AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif), tuntutan pasar, kebutuhan dan harapan pelanggan serta pemangku kepentingan untuk mendukung pencapaian tujuan, visi dan misi Perusahaan.
2. Bahwa tidak ada yang lebih penting dari jiwa manusia dan pengelolaan seluruh aset ketenagalistrikan akan mengutamakan aspek Keselamatan dan Kesehatan Kerja (K3), dengan tetap fokus pada keandalan sistem dan pelayanan kepada pelanggan.

Kebijakan:

Dalam upaya pencapaian hal tersebut dapat berjalan aman, efektif dan efisien maka PT PLN (Persero) berkomitmen:

1. Mengutamakan aspek keselamatan dan kesehatan kerja, keselamatan instalasi, keselamatan masyarakat umum, keamanan dan lingkungan dalam seluruh kegiatan proses bisnis PLN.
2. Mematuhi peraturan perundangan dan persyaratan lain yang berkaitan dengan keselamatan dan kesehatan kerja, keamanan dan lingkungan serta keselamatan ketenagalistrikan.
3. Melakukan tindakan perbaikan berkelanjutan terhadap Aspek K3L (Keselamatan, Kesehatan Kerja dan Lingkungan) melalui keterlibatan pekerja dalam pemantauan, evaluasi dan pelaporan dengan mempertimbangkan faktor teknologi, finansial, dan dampak terhadap proses bisnis perusahaan.
4. Menjamin ketersediaan dan kecukupan sumber daya, serta meningkatkan kompetensi aspek keselamatan dan kesehatan kerja, keamanan dan lingkungan serta keselamatan

ketenagalistrikan bagi pekerja dan mitra kerja untuk mendukung implementasi budaya K3L.

5. Memberikan *awareness* dan pelatihan kepada seluruh tenaga kerja dalam meningkatkan kepedulian terhadap aspek keselamatan, keamanan, lingkungan, dan menciptakan kesadaran lingkungan di kalangan pelanggan/masyarakat umum di Asset Keselamatan Ketenagalistrikan.
6. Melakukan identifikasi risiko bahaya K3, bahaya keamanan dan aspek dampak lingkungan untuk mencegah terjadinya insiden yang berdampak pada personil, aset, proses, keamanan, lingkungan, sosial dan reputasi perusahaan.
7. Menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) PP 50 Tahun 2012 dan ISO 45001 serta Sistem Manajemen Keselamatan Ketenagalistrikan (SMK2) di seluruh kegiatan Ketenagalistrikan PT PLN (Persero), serta didukung dengan implementasi Contractor Safety Management System (CSMS) dan Housekeeping Management di Lingkungan Kerja PT PLN (Persero).
8. Menerapkan Sistem Manajemen Pengamanan (SMP) di setiap kegiatan ketenagalistrikan PT PLN (Persero).
9. Menerapkan Sistem Manajemen Lingkungan (SML) melalui program pengelolaan limbah, efisiensi dan optimalisasi penggunaan sumber daya air serta bahan baku lainnya dan program pengurangan, penggunaan kembali/pemanfaatan, dan pendaur-ulangan limbah padat baik limbah B3 maupun limbah non B3 serta air limbah dari kegiatan usaha.
10. Mengurangi emisi Gas Rumah Kaca (GRK) dan non-GRK melalui program konservasi energi, peningkatan efisiensi dan rekayasa enjiniring yang sesuai dengan kemajuan teknologi dan praktik pengelolaan lingkungan terbaik.
11. Melakukan upaya pengendalian pencemaran dan perlindungan lingkungan serta pelestarian lingkungan melalui pengendalian pencemaran udara, pengendalian pencemaran tanah, pengendalian pencemaran air, pengelolaan limbah B3 dan pengelolaan limbah Non B3 termasuk konservasi sumber daya air, pemanfaatan sampah, pengendalian emisi dan perlindungan keanekaragaman hayati.
12. Membuat dan menyampaikan laporan pelaksanaan secara rutin terhadap persyaratan dan kewajiban dalam Persetujuan Lingkungan kepada Menteri, Gubernur, atau Bupati/Walikota dengan tembusan Instansi Lingkungan Hidup sesuai dengan periode waktu dan ketentuan yang berlaku.

13. Menerapkan manajemen krisis, tanggap darurat dan keberlanjutan bisnis, yang efektif untuk memastikan perusahaan dapat merespon dan pulih dari insiden yang mungkin terjadi.

PT PLN (Persero) bertanggung jawab menjamin implementasi kebijakan ini dan mengupayakan perbaikan secara berkelanjutan, serta menerapkan penghargaan dan konsekuensi terhadap pelaksanaan kebijakan ini.

Selanjutnya, pimpinan PT PLN (Persero) berkomitmen untuk mensosialisasikan dan memastikan agar kebijakan ini dilaksanakan sepenuhnya oleh seluruh manajemen, pegawai, sub-holding, anak Perusahaan, Perusahaan afiliasi, dan mitra kerja di lingkungan PT PLN (Persero).

Jakarta, 27 Maret 2024
Direktur Utama

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Darmawan Prasodjo

Kebijakan, standar, dan proses terkait:

- Peraturan Direksi PT PLN (Persero) Nomor 0110.P/DIR/2023 tentang Kebijakan Strategis Perlindungan dan Pengelolaan Lingkungan Hidup
- Peraturan Direksi PT PLN (Persero) Nomor 0314.P/DIR/2022 tentang Prinsip Pembangunan Berkelanjutan
- Peraturan Direksi PT PLN (Persero) Nomor 0183.P/DIR/2022 tentang Kebijakan Strategis Sistem Manajemen Pengamanan PT PLN (Persero)
- Peraturan Direksi PT PLN (Persero) Nomor 0182.P/DIR/2022 tentang Kebijakan Strategis Keselamatan dan Kesehatan Kerja, Keselamatan Instalasi, dan Keselamatan Masyarakat Umum
- Peraturan Direksi PT PLN (Persero) Nomor 0365.K/DIR/2014 tentang Pengelolaan Limbah Fly Ash, Bottom Ash dan Gypsum di PT PLN (Persero)
- Keputusan Direksi PT PLN (Persero) Nomor 0399.K/DIR/2023 tentang SPLN U2.007:2023 Pedoman Sistem Manajemen Pengamanan PT PLN (Persero)
- Keputusan Direksi PT PLN (Persero) Nomor 134.K/DIR/2007 tentang Kebijakan Lingkungan, Keselamatan dan Kesehatan Kerja (LK3)
- Keputusan Direksi PT PLN (Persero) Nomor 036.K/DIR/2009 tentang Pedoman Pengelolaan Limbah Padat dan Cair untuk Pembangkit Tenaga Listrik
- Keputusan Direksi PT PLN (Persero) Nomor 36.K/010/Dir/2000 tentang Pemberian Limbah kepada YPK PLN
- Keputusan Direksi PT PLN (Persero) Nomor 37.K/010/DIR/2000 tentang Pedoman Pelaksanaan Pembersihan Sampah di PT PLN (Persero)
- Edaran Direksi PT PLN (Persero) Nomor 0001.E/DIR/2023 tentang Standar Prosedur Pelaksanaan Sistem Manajemen Pengamanan PT PLN (Persero)
- Edaran Direksi PT PLN (Persero) Nomor 0013.E/DIR/2023 tentang Standar Prosedur Pengelolaan Keselamatan dan Kesehatan Kerja, Keselamatan Instalasi dan Keselamatan Masyarakat Umum di Lingkungan PT PLN (Persero)
- SPLN U1.006: 2021, Sistem Manajemen Keselamatan Kontraktor (Contractor Safety Management System / CSMS)
- SK Direksi PT PLN (Persero) Nomor 0114.K/DIR/2022 tentang Pembentukan Tim Gugus Tugas Percepatan Pengelolaan Fly Ash and Bottom Ash (FABA) Pembangkit Listrik Tenaga Batubara (Coal Fired Power Plant) Untuk Grup PLN
- Pengelolaan Interaksi Korporasi antara PT PLN (Persero) dengan Sub Holding_Corporate Charter
- Kebijakan Keselamatan, Kesehatan Kerja, Keamanan dan Lingkungan PT PLN (Persero) Tahun 2022

PT PLN (Persero)

SAFETY, OCCUPATIONAL HEALTH, SECURITY, AND ENVIRONMENT POLICY

In order to realize the company's vision and mission, PT PLN (Persero) is dedicated to the implementation of sustainable business principles in conducting its operations that are socially (people), economically (profit), and environmentally (planet) sustainable. In carrying out these sustainable business activities, PT PLN (Persero) integrates occupational safety, health, and environmental protection in carrying out its business processes.

Commitments:

PT PLN (Persero) is committed to:

1. Conducting electricity activities safely and environmentally conscious by adhering to high standards in Occupational Health, Safety, Security, and Environment (HSSE) aspects in line with the values of AKHLAK (Amanah/Integrity, Kompeten/Competency, Harmonis/Harmony, Loyal, Adaptif/ Adaptive, Kolaboratif/Colaborative), market demands, customer needs and expectations, as well as stakeholders' requirements to support the achievement of the company's goals, vision, and mission.
2. Being oriented to nothing more important than human life and managing all electricity assets will prioritize Health, Safety, Security (HSS) aspects while remaining focused on system reliability and customer service.

Policies:

In efforts to achieve the above safely, effectively, and efficiently, PT PLN (Persero) is committed to:

1. Prioritize aspects of occupational safety and health, installation safety, public safety, and environmental aspects in all of PLN's business processes.
2. Comply with laws and other requirements related to safety, occupational health, security, and environmental protection, as well as electricity safety.
3. Undertake continual improvement as corrective actions related to HSSE aspects (Occupational Health, Safety, Security, and Environment) through employee involvement in monitoring, evaluation, and reporting, considering technological, financial, and impact factors on the company's business processes.
4. Ensure the availability and adequacy of resources, as well as enhance competence related to HSSE aspects (Occupational Health, Safety, Security, and Environment) for workers and work partners to support the implementation of the HSSE culture.

5. Provide awareness and training to the entire workforce/employee in increasing concern for safety, security, and environmental aspects, and create environmental awareness among the customer or public about electricity security assets.
6. Identify K3 hazards, security hazards, and environmental impacts to prevent incidents that may affect personnel, assets, processes, security, environment, social aspects, and company reputation.
7. Implement the Occupational Safety and Health Management System (OSHMS) based on Government Regulation No.50/2012 including ISO 45001 and the Electrical Safety Management System (ESMS) in all electricity activities of PT PLN (Persero), supported by the Contractor Safety Management System (CSMS) and Housekeeping Management within the PT PLN (Persero) working environment.
8. Implement the Security Management System (SMS) in every electricity activity of PT PLN (Persero).
9. Implement the Environmental Management System (EMS) through waste management programs, efficiency and optimization of water resources and other raw materials and programs of reduce, reuse, and recycle of solid waste both hazardous waste and non-hazardous waste, as well as effluent from business activities.
10. Reduce greenhouse gas (GHG) and non-GHG emissions through energy conservation programs, increased efficiency, and engineering practices in line with technological advancements and best environmental management practices.
11. Implement measures to control pollution and protect the environment, including preserving it through air pollution control, effluent management, management of hazardous waste, non-hazardous waste, and waste disposal, as well as emission control and biodiversity management.
12. Prepare and submit a regular report on environmental issues as part of the implementation of the Environmental Agreement to the Minister, Governor, or Mayor/Chancellor as well as the environmental authority in accordance with the provisions for a certain period.
13. Implement effective crisis management, emergency response, and business continuity to ensure the company can respond to and recover from potential incidents.

PT PLN (Persero) is responsible for ensuring the implementation of this policy and strives for continuous improvement while applying rewards and consequences for policy implementation. Furthermore, the leadership of PT PLN (Persero) is committed to disseminating and ensuring the full implementation of this policy by all levels of management, employees, sub-holdings, subsidiaries, affiliated companies, and working partners within the PT PLN (Persero) environment.

Jakarta, 27 March 2024
President Director

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Darmawan Prasodjo

Policies, standards, and related processes:

- PT PLN (Persero) Board of Directors Regulation No. 0110.P/DIR/2023 on Strategic Policies for Environmental Protection and Management
- PT PLN (Persero) Board of Directors Regulation No. 0314.P/DIR/2022 on Sustainable Development Principles
- PT PLN (Persero) Board of Directors Regulation No. 0183.P/DIR/2022 on Strategic Policies for Security Management System
- PT PLN (Persero) Board of Directors Regulation No. 0182.P/DIR/2022 on Strategic Policies for Occupational Safety and Health, Installation Safety, and Public Safety
- PT PLN (Persero) Board of Directors Regulation No. 0365.K/DIR/2014 on Fly Ash, Bottom Ash, and Gypsum Waste Management at PT PLN (Persero)
- PT PLN (Persero) Board of Directors Regulation No. 0399.K/DIR/2014 on SPLN U2.007:2023 Security Management System Guideline at PT PLN (Persero)
- PT PLN (Persero) Board of Directors Decision No. 134.K/DIR/2007 on Environmental, Safety, and Occupational Health (LK3) Policies
- PT PLN (Persero) Board of Directors Decision No. 036.K/DIR/2009 on Solid and Liquid Waste Management Guidelines for Power Plant
- PT PLN (Persero) Board of Directors Decision No. 36.K/010/Dir/2000 on Waste Disposal to YPK PLN
- PT PLN (Persero) Board of Directors Decision No. 37.K/010/DIR/2000 on Waste Cleanup Guidelines at PT PLN (Persero)
- Circular of the Directors of PT PLN (Persero) No. 0001.E/DIR/2023 on Standard Procedures for Implementing the PT PLN (Persero) Security Management System
- Circular of the Directors of PT PLN (Persero) No. 0013.E/DIR/2023 on Standard Procedures for Management of Occupational Safety and Health, Installation Safety and General Public Safety within the PT PLN (Persero) Environment
- SPLN U1.006: 2021, Contractor Safety Management System (CSMS)
- PT PLN (Persero) Board of Directors' Circular Letter No. 0114.K/DIR/2022 on the Establishment of the Fly Ash and Bottom Ash Management Acceleration Task Force (FABA) for Coal-Fired Power Plants in the PLN Group
- Corporate Interaction Management between PT PLN (Persero) and Sub Holding Corporate Charter
- Occupational Safety, Health, Security, and Environmental Policy of PT PLN (Persero) 2022