

KINERJA KESELAMATAN DAN KESEHATAN KERJA (K3)

Occupational Safety and Health Performance (K3)



Keselamatan dan Kesehatan Kerja (K3) merupakan aspek penting dalam operasional PT Pupuk Sriwidjaja Palembang (PUSRI). Kami berkomitmen untuk menciptakan lingkungan kerja yang aman dan sehat bagi seluruh karyawan dan *stakeholders* guna mendukung produktivitas dan kesejahteraan perusahaan.

Occupational Safety and Health (K3) is an important aspect in the operations of PT Pupuk Sriwidjaja Palembang (PUSRI). We are committed to creating a safe and healthy work environment for all employees and stakeholders to support company productivity and prosperity.

SASARAN, RENCANA DAN TARGET

Komitmen PUSRI untuk menjalin antara Perusahaan dan karyawan menjadi salah satu tanggung jawab yang harus dilaksanakan seutuhnya melalui penyediaan beragam sarana dan prasarana bagi karyawan serta fasilitas lainnya. Melalui pengelolaan K3 yang baik dan terencana, kegiatan K3 menjadi salah satu agenda Perusahaan dalam rangka meningkatkan loyalitas karyawan serta kepuasan karyawan. Berikut rencana dan target kegiatan aspek K3 yang dilakukan Perusahaan.

PUSRI telah menetapkan beberapa target pencapaian praktik K3 antara lain: [OJK F.21]

1. Terpenuhinya hak-hak karyawan;
2. Terjaminnya kesejahteraan karyawan;
3. Terjaminnya kesetaraan gender dalam kesempatan kerja, maupun kesetaraan dalam kesempatan memperoleh pelatihan bagi seluruh karyawan;
4. Mewujudkan tempat kerja yang layak dan aman;
5. Tumbuhnya loyalitas dan produktivitas terbaik; dan;
6. Terciptanya kondisi kerja *zero accident* dan *zero* penyakit akibat kerja.

GOALS, PLANS AND TARGETS

PUSRI's commitment to establishing relationships between the Company and employees is one of the responsibilities that must be carried out fully through the provision of various facilities and infrastructure for employees as well as other facilities. Through good and planned K3 management, K3 activities become one of the Company's agendas in order to increase employee loyalty and employee satisfaction. The following are plans and targets for K3 aspect activities carried out by the Company.

PUSRI has set several targets for achieving K3 practices, including: [OJK F.21]

1. Fulfillment of employee rights;
2. Guaranteed employee welfare;
3. Guarantee gender equality in employment opportunities, as well as equality in opportunities to obtain training for all employees;
4. Creating a decent and safe workplace;
5. Growing loyalty and best productivity; And;
6. Creating working conditions with zero accidents and zero work-related illnesses.

Target Pengelolaan Aspek K3 PUSRI

PUSRI K3 Aspect Management Target

No	Indikator Pencatatan	2021	2022	2023	Logging Indicator
1	Kecelakaan Kerja P3K Medical Treatment (MT) Restricted Work Duty Day Case (RWDC) Lost Work Day Case (LWDC) Kematian	Nihil	Nihil		Work accident First Aid Medical Treatment (MT) Restricted Work Duty Day Case (RWDC) Lost Work Day Case (LWDC) Death
2	Lost Time Injury Frequency Rate (LTIFR)	Nihil	Nihil		Lost Time Injury Frequency Rate (LTIFR)
3	Total Recordable Incident Rate (TRIR)	Nihil	Nihil		Total Recordable Incident Rate (TRIR)
4	Property Damage	Nihil	Nihil		Property Damage
5	Kebakaran	Nihil	Nihil		Fire
6	Kebocoran B3	Nihil	Nihil		B3 leak

Untuk mencapai target kinerja K3 di atas, selama tahun 2023, PUSRI telah menyusun rencana K3 dan menerapkannya selama tahun pelaporan sebagaimana tabel berikut:

Tabel Rencana dan Implementasi Kegiatan K3

No	Kegiatan	Target	Realisasi	Activity
1	Pelaksanaan <i>Safety Management Walk Through</i> (SMWT)	12 Kali	11 Kali	Implementation of Safety Management Walk Through (SMWT)
2	Pelaksanaan Audit Internal SMK3	2 Kali	2 Kali	Implementation of SMK3 Internal Audit
3	Rapat P2K3	12 Kali	11 Kali	P2K3 meeting
4	Penerapan <i>Contractor Safety Management System</i> (CSMS)	100%	100%	Implementation of the Contractor Safety Management System (CSMS)
5	Razia K3	24 Kali	28 Kali	K3 raid
6	Revisi dokumen SMK3	100%	100%	Revision of SMK3 documents
7	Uji kelayakan kendaraan dinas	2 Kali	2 Kali	Test the suitability of official vehicles
8	Tindak lanjut hasil audit SMK3 internal dan eksternal	100%	100%	Follow up on internal and external SMK3 audit results
9	Pemeriksaan peralatan K3	100%	100%	K3 equipment inspection
10	Simulasi penanggulangan keadaan darurat (PKD)	1 Kali	1 Kali	Emergency response simulation (PKD)

To achieve the K3 performance targets above, during 2023, PUSRI has prepared an K3 plan and implemented it during the reporting year as shown in the following table:

Table of Planning and Implementation of K3 Activities

Penerapan pengelolaan dampak pada aspek Kesehatan Masyarakat dan Pekerja dilakukan oleh PUSRI melalui berbagai cara sebagai berikut:

1. Bekerjasama dengan Rumah Sakit/Puskemas setempat untuk melakukan upaya pencegahan dan penularan penyakit.
2. Memberikan bantuan pemeriksaan kesehatan bagi masyarakat dan pekerja secara rutin berkoordinasi dengan Rumah Sakit/Puskesmas setempat.
3. Membuat peraturan dan menyediakan Alat Pelindung Diri (APD) selama bekerja.
4. Mengelola lingkungan sekitar agar tidak mengalami pencemaran.
5. Memberikan jaminan kesehatan bagi para pekerja.
6. Mendukung ketersediaan fasilitas kesehatan untuk pekerja dan masyarakat sekitar.

Implementation of impact management on aspects of Public and Worker Health is carried out by PUSRI through various methods as follows:

1. Collaborate with local hospitals/health centers to make efforts to prevent and spread disease.
2. Provide health check-up assistance to the community and workers on a regular basis in coordination with the local Hospital/Puskesmas.
3. Make regulations and provide Personal Protective Equipment (PPE) during work.
4. Manage the surrounding environment so that it does not experience pollution.
5. Provide health insurance for workers.
6. Support the availability of health facilities for workers and the surrounding community.

PENERAPAN SMK3 [GRI 3-3]

Penerapan SMK3 di PUSRI merupakan tanggung jawab Departemen K3 dengan didukung oleh seluruh karyawan. Dalam menjalankan SMK3, Departemen K3 memiliki sejumlah tenaga ahli yang kompeten dan bersertifikat, antara lain:

1. Sertifikat Ahli K3 Umum dari Kementerian Tenaga Kerja.
2. Sertifikat Ahli K3 *Lift* dari Kementerian Tenaga Kerja.
3. Sertifikat Ahli K3 Boiler dari Kementerian Tenaga Kerja.
4. Sertifikat Teknisi Listrik dari Kementerian Tenaga Kerja.
5. Sertifikat Teknisi *Lift* dan Eskalator dari Kementerian Tenaga Kerja.
6. Sertifikat Teknisi K3 Angkat Angkut dari Kementerian Tenaga Kerja.
7. Sertifikat Pengawas K3 *Scaffolding* dari Kementerian Tenaga Kerja.
8. Sertifikat Ahli K3 Lingkungan Kerja dari Kementerian Tenaga Kerja.
9. Sertifikat petugas P3K dari Kementerian Tenaga Kerja.
10. Sertifikat pelatihan dokter hiperkes dari Kementerian Tenaga Kerja.
11. Sertifikat pelatihan paramedis hiperkes dari Kementerian Tenaga Kerja.
12. Sertifikat Petugas Proteksi Radiasi dari Badan Pengawas Tenaga Nuklir (BAPETEN).
13. Sertifikat Pemadam Kebakaran A, B, C dan D dari Kementerian Tenaga Kerja.
14. Sertifikat Pelatihan HACCP (*Hazard Analysis and Critical Control Points*)
15. Sertifikat pelatihan audit internal ISO 9001:2008, 14001:2004 dan SMK3 dari SGS.

IMPLEMENTATION OF SMK3

[GRI 3-3]

The implementation of SMK3 at PUSRI is the responsibility of the K3 Department, supported by all employees. In running SMK3, the K3 Department has a number of competent and certified experts, including:

1. General K3 Expert Certificate from the Ministry of Manpower.
2. K3 Elevator Expert Certificate from the Ministry of Manpower.
3. Boiler K3 Expert Certificate from the Ministry of Manpower.
4. Electrical Technician Certificate from the Ministry of Manpower.
5. Elevator and Escalator Technician Certificate from the Ministry of Manpower.
6. K3 Lift and Transport Technician Certificate from the Ministry of Manpower.
7. K3 Scaffolding Supervisor Certificate from the Ministry of Manpower.
8. Work Environment K3 Expert Certificate from the Ministry of Manpower.
9. First aid officer certificate from the Ministry of Manpower.
10. Hyperkes doctor training certificate from the Ministry of Manpower.
11. Hyperkes paramedic training certificate from the Ministry of Manpower.
12. Radiation Protection Officer Certificate from the Nuclear Energy Supervisory Agency (BAPETEN).
13. Firefighter Certificates A, B, C and D from the Ministry of Manpower.
14. HACCP (*Hazard Analysis and Critical Control Points*) Training Certificate
15. ISO 9001:2008, 14001:2004 and SMK3 internal audit training certificate from SGS.

16. Sertifikat Ahli K3 Kimia dan Petugas K3 Kimia dari Kementerian Tenaga Kerja.
17. Sertifikat Petugas K3 Madya dan Utama ruang terbatas dari Kementerian Tenaga Kerja.

KOMITE KESELAMATAN DAN KESEHATAN KERJA [GRI

403-1, 403-4]

Untuk menunjukkan komitmennya dalam menaati peraturan perundang-undangan Indonesia terkait keselamatan dan kesehatan kerja, perusahaan membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3). Peraturan Menteri Tenaga Kerja Nomor PER.04/MEN/1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja dan Tata Cara Penunjukan Tenaga Ahli Keselamatan Kerja dikutip dalam pembentukan organisasi. P2K3 merupakan wadah dimana pekerja dan perusahaan dapat bekerja sama dalam melaksanakan keselamatan dan kesehatan kerja.

Perusahaan senantiasa menyesuaikan struktur P2K3 agar dapat berfungsi secara efektif dan efisien. Pada tahun 2021, PUSRI telah menyesuaikan kembali struktur P2K3 sebagaimana tercantum pada SK Direksi No. SK/DIR/257/2021 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja PT Pusri Palembang.

16. Certificate of Chemical K3 Expert and Chemical K3 Officer from the Ministry of Manpower.
17. Certificate for Middle and Main K3 Officers in confined spaces from the Ministry of Manpower.

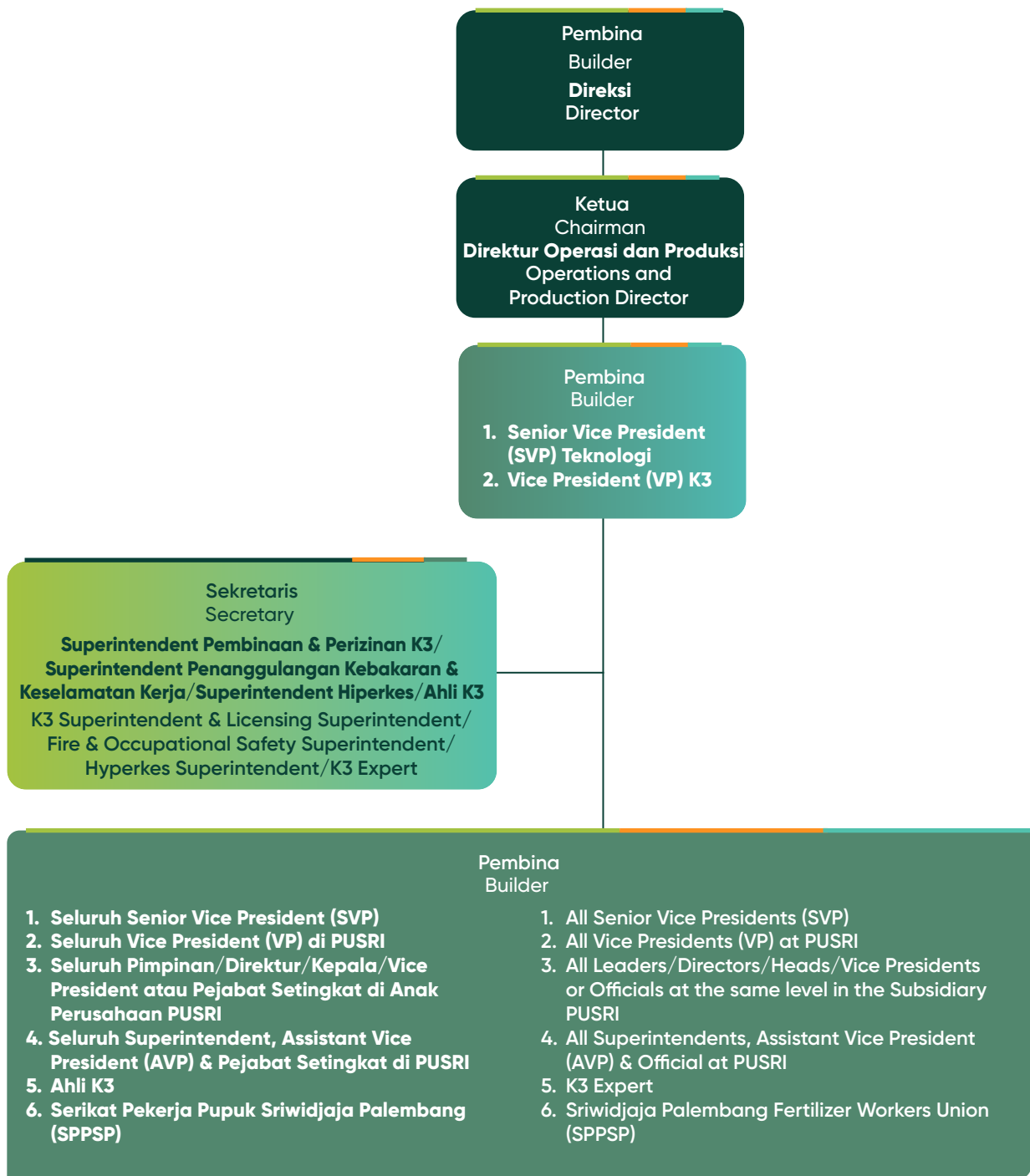
SAFETY COMMITTEE AND OCCUPATIONAL HEALTH

[GRI 403-1, 403-4]

To show its commitment to complying with Indonesian laws and regulations regarding occupational safety and health, the company formed an Occupational Safety and Health Advisory Committee (P2K3). Minister of Manpower Regulation Number PER.04/MEN/1987 concerning the Occupational Safety and Health Advisory Committee and Procedures for Appointing Occupational Safety Experts was quoted in the formation of the organization. P2K3 is a forum where workers and companies can work together in implementing occupational safety and health.

The company always adjusts the P2K3 structure so that it can function effectively and efficiently. In 2021, PUSRI has readjusted the P2K3 structure as stated in Directors' Decree No. SK/DIR/257/2021 concerning the PT Pusri Palembang Occupational Health and Safety Advisory Committee.





Struktur Organisasi P2K3 PUSRI dipimpin oleh Direktur Operasi dan Produksi yang dalam pelaksanaan tugasnya dibantu oleh Wakil Ketua, Sekretaris, dan anggota P2K3. Sekretaris P2K3 merupakan seorang ahli K3 yang telah ditunjuk dan memiliki sertifikat Ahli K3 Umum, sedangkan anggota P2K3 terdiri dari seluruh *Senior Vice President* (SVP) di PUSRI, seluruh Vice

PUSRI P2K3 Organizational Structure is led by the Director of Operations and Production who in carrying out his duties is assisted by the Deputy Chairman, Secretary and members of P2K3. The P2K3 Secretary is an K3 expert who has been appointed and has a General K3 Expert certificate, while P2K3 members consist of all Senior Vice Presidents (SVP) at PUSRI, all

President di PUSRI dan seluruh Pimpinan/Direktur/*Vice President* atau pejabat setingkat di anak Perusahaan PUSRI, seluruh *Assistance Vice President* & pejabat setingkat di PUSRI, ahli K3 serta Serikat Pekerja PUSRI (SPPSP).

Untuk tingkat Divisi, pertemuan P2K3 dilakukan sebulan sekali; untuk tingkat Direksi terjadi setiap tiga bulan sekali. Pertemuan tersebut membahas penerapan, kendala, dan potensi solusi SMK3. PUSRI menyadari bahwa partisipasi penuh pegawai diperlukan untuk keberhasilan pelaksanaan SMK3.

Untuk mencapai hasil yang optimal, P2K3 mengedepankan keterlibatan pegawai dalam K3, namun diperlukan keterlibatan yang lebih besar pada level operasional sehari-hari. PUSRI melalui Departemen K3 menunjuk Perwakilan K3 di setiap unit kerja untuk membantu mengawal penerapan SMK3 di tempat kerja. Perwakilan tersebut antara lain:

1. Representatif K3 sebagai perwakilan K3 di masing-masing unit kerja sebanyak 72 orang.
2. Penyelam sebanyak 12 orang untuk membantu penyelamatan yang berhubungan dengan penyelaman.
3. Petugas P3K di tempat kerja sebanyak 40 orang untuk membantu melakukan kegiatan P3K

Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) [GRI 403-6]

PUSRI menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) untuk mendukung pengembangan budaya sadar risiko K3 di lingkungan kerja yang akan mendukung peningkatan kinerja aspek K3. Fokus SMK3 adalah:

1. Mencegah dan mengurangi kecelakaan dan penyakit akibat kerja
2. Menjaga kesehatan karyawan, kontraktor atau tamu yang berada di lingkungan PUSRI.
3. Mencegah timbulnya kebakaran dan/atau peledakan pada sarana & prasarana pabrik.
4. Menciptakan tempat kerja yang aman, efisien dan produktif.

Vice Presidents at PUSRI and all *Leaders/Directors/Vice Presidents* or officials of the same level in subsidiaries. PUSRI, all *Assistance Vice Presidents* & officials at PUSRI level, K3 experts and the PUSRI Workers Union (SPPSP).

At the Division level, P2K3 meetings are held once a month; for the Board of Directors level occurs once every three months. The meeting discussed the implementation, obstacles and potential of SMK3 solutions. PUSRI realizes that full employee participation is necessary for the successful implementation of SMK3.

To achieve optimal results, P2K3 prioritizes employee involvement in K3, but greater involvement is needed at the daily operational level. PUSRI through the K3 Department appoints K3 Representatives in each work unit to help oversee the implementation of SMK3 at workplace. These representatives include:

1. K3 representatives as K3 representatives in each work unit are 72 people.
2. 12 divers to assist with diving-related rescues.
3. 40 first aid officers at the workplace to help carry out first aid activities

Occupational Safety and Health Management System (SMK3) [GRI 403-6]

PUSRI implements an Occupational Safety and Health Management System (SMK3) to support the development of a culture of awareness of K3 risks in the work environment which will support increased performance in K3 aspects. The focus of SMK3 is:

1. Prevent and reduce work-related accidents and illnesses
2. Maintain the health of employees, contractors or guests within the PUSRI environment.
3. Prevent the occurrence of fires and/or explosions in factory facilities & infrastructure.
4. Create a safe, efficient and productive workplace.

5. Memenuhi ketentuan peraturan dan undang-undang.

5. Fulfill regulatory and legal requirements.

Selain itu, guna meningkatkan status kesehatan karyawan serta lingkungan kerja Perusahaan, PUSRI melakukan beberapa hal sebagai berikut:

Apart from that, in order to improve the health status of employees and the Company's work environment, PUSRI does several things as follows:

1. Pemeriksaan kesehatan berkala dan pemberian rekomendasi kesehatan.
2. Penyuluhan kesehatan ke seluruh unit kerja secara bergantian.
3. Pengukuran faktor bahaya di lingkungan kerja dan memberikan rekomendasi berdasarkan hasil pengukuran.
4. Pemeriksaan hygiene sanitasi makanan, kalori makanan serta pihak pemasok makanan.
5. Monitoring pemberantasan hama (pest control).
6. Monitoring kelengkapan isi kotak P3K di tiap unit kerja.

1. Regular health checks and providing health recommendations.
2. Health education to all work units alternately.
3. Measurement of hazard factors in the work environment and providing recommendations based on the measurement results.
4. Inspection of food sanitation hygiene, food calories and food suppliers.
5. Monitoring pest eradication (pest control).
6. Monitor the completeness of the contents of the first aid kit in each work unit.

ASPEK K3 DALAM PERJANJIAN KERJA BERSAMA (PKB) [GRI 403-8]

Pasal-pasal terkait topik K3 berikut ini dituangkan dalam Perjanjian Kerja Bersama (PKB) karena PUSRI meyakini bahwa penerapan K3 merupakan kewajiban dan tanggung jawab bersama antara manajemen dan karyawan PUSRI.

K3 ASPECTS IN COLLECTIVE WORK AGREEMENTS (PKB)

[GRI 403-8]

The following articles related to the K3 topic are stated in the Collective Labor Agreement (PKB) because PUSRI believes that implementing K3 is a joint obligation and responsibility between PUSRI management and employees.

Pasal	Topik	Topic
Pasal 51 (Umum)	<ul style="list-style-type: none"> • Untuk menjamin keselamatan dan kesehatan kerja, perusahaan menaati dan memperhatikan peraturan K3 sesuai dengan peraturan perundang-undangan yang berlaku. • Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) terdiri dari unsur perusahaan dan Serikat Pekerja yang bertugas menyusun, menetapkan, memantau serta menyempurnakan peraturan mengenai K3 di Perusahaan. • Setiap pekerja diwajibkan mentaati peraturan K3 di perusahaan, termasuk menjaga dan memelihara alat-alat keselamatan kerja yang menjadi tanggung jawabnya. 	<ul style="list-style-type: none"> • To ensure occupational safety and health, the company complies with and pays attention to K3 regulations in accordance with applicable laws and regulations. • The Occupational Safety and Health Advisory Committee (P2K3) consists of company elements and workers' unions who are tasked with compiling, establishing, monitoring and improving regulations regarding K3 in the Company. • Every worker is required to comply with K3 regulations in the company, including maintaining and maintaining work safety equipment for which they are responsible.
Pasal 52 (Pakaian Kerja)	<ul style="list-style-type: none"> • Pengusaha memberikan fasilitas pakaian kerja dan kelengkapannya setiap tahun dengan kualitas yang baik. • Ketentuan lebih rinci tentang fasilitas pakaian kerja diatur dalam surat keputusan Direksi. 	<ul style="list-style-type: none"> • Entrepreneurs provide work clothing facilities and accessories every year with good quality. • More detailed provisions regarding work clothing facilities are regulated in the Board of Directors' decision letter.

Pasal	Topik	Topic
Pasal 53 (Peralatan Kerja)	<ul style="list-style-type: none"> Pengusaha menyediakan alat-alat kerja bagi pekerja menurut macam dan jenis yang telah ditentukan untuk masing-masing pekerjaan. Pekerja diwajibkan menjaga dan memelihara alat-alat kerja tersebut dan menyimpannya pada tempat yang telah ditentukan. Dalam hal terjadi kerusakan pada alat-alat kerja dan karenanya perlu dilakukan penukaran, pekerja diwajibkan menunjukkan alat-alat kerja yang lama atau rusak tersebut kepada atasannya atau pejabat yang ditunjuk oleh Perusahaan. Dalam hal terjadi kehilangan pada alat-alat kerja, pekerja wajib melaporkannya kepada atasannya dan mengisi formulir kehilangan, dan kepada pekerja yang bersangkutan dapat dikenakan sanksi atas kelalaiannya tersebut. 	<ul style="list-style-type: none"> Employers provide work tools for workers according to the kinds and types that have been determined for each job. Workers are required to maintain and maintain these work tools and store them in a designated place. In the event that work tools are damaged and therefore need to be replaced, workers are required to show the old or damaged work tools to their superiors or officials appointed by the Company. In the event that work equipment is lost, the worker is obliged to report it to his superior and fill in the loss formula, and the worker concerned may be subject to sanctions for his negligence.
Pasal 54 (APD)	<ul style="list-style-type: none"> Pengusaha menyediakan alat pelindung keselamatan dan kesehatan kerja menurut macam dan jenis yang telah ditetapkan untuk masing-masing pekerjaan dengan tingkat bahayanya, sesuai dengan perkembangan teknologi. Bentuk alat pelindung keselamatan dan kesehatan kerja ditetapkan oleh Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) sesuai peraturan K3 di Perusahaan. Pekerja diwajibkan menggunakan, memelihara alat-alat pelindung keselamatan dan kesehatan kerja, baik yang diperlukan dalam rangka menyelesaikan pekerjaan maupun yang berada di lingkungan tempat kerjanya. 	<ul style="list-style-type: none"> Employers provide occupational safety and health protective equipment according to the types and types that have been determined for each job with its level of danger, in accordance with technological developments. The form of occupational safety and health protective equipment is determined by the Occupational Safety and Health Advisory Committee (P2K3) in accordance with K3 regulations in the Company. Workers are required to use and maintain occupational safety and health protective equipment, both those needed to complete the work and those in the work environment.
Pasal 55 (Pemeriksaan APD)	<ul style="list-style-type: none"> Pengusaha menetapkan dan menyelenggarakan pemeriksaan dan pemeliharaan secara berkala atas APD di lingkungan Perusahaan. Dalam hal terdapat ketidaksesuaian pada alat-alat pelindung keselamatan dan kesehatan kerja, maka pengusaha wajib mengadakannya. 	<ul style="list-style-type: none"> Employers determine and carry out regular inspection and maintenance of PPE within the Company. In the event that there is a discrepancy in occupational safety and health protective equipment, the employer is obliged to provide it.
Pasal 56 (Kesehatan Kerja)	<ul style="list-style-type: none"> Pengusaha selalu berusaha mengatur tempat kerja dan lingkungan kerja dengan memperhatikan aspek kebersihan dan kesehatan, ventilasi yang memadai, penerangan yang cukup dan lain-lain sesuai peraturan kesehatan yang berlaku. Sebagai tindakan pencegahan penyakit, unit kesehatan Perusahaan selalu melakukan pemeriksaan Kesehatan kepada semua pekerja secara berkala setiap tahun, dalam rangka menjamin agar kesehatan pekerja memenuhi syarat-syarat yang ditentukan menurut keperluan dan kemampuan perusahaan. 	<ul style="list-style-type: none"> Employers always try to organize the workplace and work environment by paying attention to aspects of cleanliness and health, adequate ventilation, sufficient lighting, etc. in accordance with applicable health regulations. As a disease prevention measure, the Company's health unit always carries out health checks on all workers periodically every year, in order to ensure that workers' health meets the requirements determined according to the company's needs and capabilities.

FASILITAS K3

Dalam menerapkan SMK3, PUSRI menyediakan berbagai sarana penunjang yang memadai, antara lain: ^[GRI 403-7]

- Kendaraan:** *Rescue, Ambulance, Fire Truck Ladder, Fire Truck Multi Agent dan Fire Truck Water Tender*
 - Fire Truck Water: 4 Unit*
 - Fire Truck Twin Agent: 2 Unit*
 - Fire Truck Triple Agent: 1 Unit*

K3 FACILITIES

In implementing SMK3, PUSRI provides various adequate supporting facilities, including: ^[GRI 403-7]

- Vehicles:** *Rescue, Ambulance, Fire Truck Ladder, Fire Truck Multi Agent and Fire Truck Water Tender*
 - Fire Truck Water: 4 Units*
 - Fire Truck Twin Agent: 2 Units*
 - Fire Truck Triple Agent: 1 Unit*

- d. *Fire Truck Ladder (37 Meter): 1 Unit*
 - e. *Rescue: 1 Unit*
 - f. *Ambulance: 1 Unit*
 - g. *Komando: 1 Unit*
2. **Sarana evakuasi di gedung bertingkat:** *air cushion, chute escape dan descending escape).*
 3. **Alat-alat evakuasi:** *aluminium scoop stretcher, aluminium folding stretcher, extrication device, basket stretcher, dan spine board.*
 4. **Alat-alat pengukur kondisi lingkungan kerja:** *sound level meter, noise dosimeter, gas detector, dust detector, lux meter, environment heat stress monitor, infrared thermometer, hygrometer, explosimeter, dan survey meter.*
 5. **Sarana untuk mengantisipasi kebakaran:** *Alat Pemadam Api Ringan (APAR), Fire Hydrant, dan Fire Alarm System.*
 6. **Perlengkapan dan sarana pertolongan pertama:** *Basic Life Support, kotak P3K di setiap unit kerja, Breathing Apparatus, Airline Respirator, dan Poliklinik di lingkungan pabrik.*

Saat ini PUSRI memiliki Pusat Latihan K3 dengan berbagai fasilitas penunjang guna meningkatkan pengetahuan dan kompetensi K3 pegawai melalui berbagai kegiatan pelatihan dan sertifikasi

AUDIT SMK3

Sebagai bagian dari kegiatan evaluasi kesesuaian dalam penerapan Sistem Manajemen K3 (SMK3), PUSRI melaksanakan program audit secara berkala, baik berupa audit SMK3 eksternal maupun internal. Audit SMK3 yang dilakukan pada tahun 2023 adalah sebagai berikut:

1. **Audit Internal:** Dilakukan setiap 6 bulan sekali oleh auditor internal SMK3 yang kompeten dan telah memiliki sertifikasi sebagai auditor internal oleh Kementerian Ketenagakerjaan.
2. **Audit Eksternal:** Dilakukan secara berkala setiap 3 tahun, pada tahun 2023 diadakan audit *surveillance* ISO 45001 serta *Verifikasi Responsible Care Award*.

- d. *Fire Truck Ladder (37 Meters): 1 Unit*
 - e. *Rescue: 1 Unit*
 - f. *Ambulance: 1 Unit*
 - g. *Command: 1 Unit*
2. *Evacuation facilities in multi-storey buildings: air cushion, chute escape and descending escape).*
 3. *Evacuation tools: aluminum scoop stretcher, aluminum folding stretcher, extrication device, basket stretcher, and spine board.*
 4. *Tools for measuring working environment conditions: sound level meter, noise dosimeter, gas detector, dust detector, lux meter, environmental heat stress monitor, infrared thermometer, hygrometer, explosimeter, and survey meter.*
 5. *Means for anticipating fire: Light Fire Extinguisher (APAR), Fire Hydrant, and Fire Alarm System.*
 6. *First aid equipment and facilities: Basic Life Support, First Aid box in each work unit, Breathing Apparatus, Airline Respirator, and Polyclinic in the factory environment.*

Currently, PUSRI has an K3 Training Center with various supporting facilities to increase employee K3 knowledge and competence through various training and certification activities.

SMK3 AUDIT

As part of the conformity evaluation activities in implementing the K3 Management System (SMK3), PUSRI carries out regular audit programs, both in the form of external and internal SMK3 audits. The SMK3 audit carried out in 2023 is as follows:

1. **Internal Audit:** Carried out every 6 months by a competent SMK3 internal auditor who has been certified as an internal auditor by the Ministry of Manpower.
2. **External Audit:** Carried out periodically every 3 years, in 2023 an ISO 45001 surveillance audit and Responsible Care Award Verification will be held.

Audit eksternal SMK3 terakhir dilakukan pada tahun 2022 dan berlaku hingga tahun 2025 oleh Kementerian Ketenagakerjaan dengan nilai pencapaian sebesar 95,18%, termasuk kategori "Bendera Emas" ^[GRI 3-3]

PENGHARGAAN K3

Berbagai upaya yang dijalankan dan prestasi yang diraih berkat konsistensinya dalam meningkatkan kinerja aspek K3, membuat PUSRI menerima berbagai penghargaan dari berbagai institusi terkait, sebagai berikut:

1. Penghargaan dari *The Health, Safety and Environment Indonesia Award 2023*
 - a. *The Best Company Concerned HSE 2023*
 - b. *The Best Campaign Safety 2023*
 - c. *The Best CEO for HSE Corporate Excellence of The Year 2023*
2. Penghargaan Inovasi K3 tingkat nasional dan internasional
 - a. Nasional
Penghargaan kategori 4 Star dan 3 Star pada ajang *Indonesian Conference and Competition Occupational Safety and Health (ICCOSH) 2023*
 - b. Internasional
Penghargaan kategori *excellence* pada ajang *International Quality and Productivity Convention (IQPC) 2023*.
3. *Indonesia Responsible Care Award (IRCA) 2023* kategori *Gold*

SERTIFIKASI K3 ^[GRI 403-4, 403-5]

Selama tahun pelaporan, PUSRI memiliki sertifikat terkait dengan Keselamatan dan Kesehatan Kerja seperti disajikan dalam tabel berikut:

The last SMK3 external audit was carried out in 2022 and is valid until 2025 by the Ministry of Manpower with an achievement score of 95.18%, including the "Gold Flag" category [GRI 3-3]

K3 AWARD

The various efforts carried out and the achievements achieved thanks to its consistency in improving the performance of K3 aspects, have resulted in PUSRI receiving various awards from various related institutions, as follows:

1. Award from *The Health, Safety and Environment Indonesia Award 2023*
 - a. *The Best Company Concerned HSE 2023*
 - b. *The Best Campaign Safety 2023*
 - c. *The Best CEO for HSE Corporate Excellence of the Year 2023*
2. National and international K3 Innovation Awards
 - a. National
4 Star and 3 Star category awards at the 2023 *Indonesian Conference and Competition Occupational Safety and Health (ICCOSH)*
 - b. International
Excellence category award at the 2023 *International Quality and Productivity Convention (IQPC)*.
3. *Indonesia Responsible Care Award (IRCA) 2023* Gold category

K3 CERTIFICATION ^[GRI 403-4, 403-5]

During the reporting year, PUSRI had certificates related to Occupational Safety and Health as shown in the following table:

Judul Sertifikasi	Jumlah Peserta Number of participants	Training title
Sertifikasi Ahli K3 Umum	1	General K3 Expert Certification
Sertifikasi IRRATA Rope Acces Level 1	2	Certification of Irata Rope Access Level 1
Sertifikasi Teknisi K3 Deteksi Gas	9	K3 Gas Detection Technician Certification
Sertifikasi HACCP	1	HACCP Certification
Sertifikasi Ahli K3 Muda Lingkungan Kerja	1	Certification of Young K3 Expert Work Environment

Selain sertifikasi personil, PUSRI juga telah mendapatkan sertifikasi dalam bidang keselamatan kerja seperti berikut ini:

Apart from personnel certification, PUSRI has also received certification in the field of work safety as follows:

No	Sertifikasi Certification	Waktu Time
1	ISO 45001:2018	10 September 2021-10 September 2024 10 September 2021-10 September 2024
2	SMK3	13 Mei 2022-13 Mei 2025 13 Mei 2022-13 Mei 2025

INVESTASI DALAM K3

PUSRI meyakini bahwa kegiatan K3 memiliki dampak positif bagi operasional perusahaan sehingga pada tahun 2023, perusahaan mengeluarkan uang senilai Rp 2,06 miliar sebagai investasi dalam bidang K3 dengan rincian sebagai berikut:

Table Besaran Investasi dalam K3 (dalam Juta Rupiah)

Uraian	2023	2022	Description
Emergency Drill	70	50	Emergency Drill
Jasa konsultan	55	466	Consulting services
Pelatihan K3	816	729	Pelatihan K3
Kampanye K3	636	779	K3 Campaign
Pest Control	490	112	Pest Control
Jumlah	2.068	2.136	Total

INVESTMENT IN K3

PUSRI believes that K3 activities have a positive impact on company operations so that in 2023, the company will spend IDR 2.06 billion as investment in the K3 sector with the following details:

Table of Investment Amount in K3 (in Million Rupiah)

KINERJA K3

Pada akhir tahun 2023 jam kerja aman di Perusahaan mencapai 97.396.433,5 jam, meningkat dibandingkan tahun 2022 sebanyak 89.985.516,1 jam. Kinerja K3 pada tahun 2023 disampaikan dalam tabel berikut:

Case	2023	2022	2021	Caset
First Aid Case	Nihil	Nihil	5	First Aid Case
Perawatan Medis	Nihil	Nihil	2	Perawatan Medis
Fatality	Nihil	Nihil	Nihil	Fatality
Jumlah	Nihil	Nihil	7	Jumlah

KEGIATAN K3 TAHUN 2023

Pemeriksaan K3

Inspeksi K3 dilakukan secara berkala untuk mengidentifikasi perilaku yang tidak aman (*unsafe action*) dan lingkungan yang tidak aman (*unsafe condition*) agar dapat segera dilakukan tindakan perbaikan untuk mencegah terjadinya kecelakaan dan penyakit akibat kerja di tempat kerja.

Pencegahan Insiden K3 [GRI 403-2, 403-7]

Untuk mencegah terjadinya insiden kecelakaan kerja, PUSRI menetapkan beberapa ketentuan sebagai berikut.

- PUSRI menerapkan program CSMS (*Contractor Safety Management System*) untuk menyeleksi dan mengevaluasi kinerja K3 kontraktor yang akan bekerja di PUSRI.
- PUSRI melakukan pengukuran faktor risiko lingkungan kerja yaitu kebisingan, gas amoniak, debu, pencahayaan, kelembaban dan temperatur, minimal satu kali setahun.
- PUSRI secara rutin melakukan razia K3 untuk melihat kelengkapan pemakaian alat pelindung diri saat bekerja di pabrik.
- Setiap 1 bulan sekali, Direktur Produksi, para General Manager dan Manager secara bersama-sama melakukan *Safety Management WalkThrough* (SMWT) di area Pabrik untuk melihat kondisi dan kepatuhan K3 di area pabrik.

K3 PERFORMANCE

At the end of 2023, safe working hours at the Company reached 97,396,433.5 hours, an increase compared to 2022 of 89,985,516.1 hours. K3 performance in 2023 is presented in the following table:

K3 ACTIVITIES IN 2023

K3 inspection

K3 inspections are carried out periodically to identify unsafe behavior (*unsafe actions*) and unsafe environments (*unsafe conditions*) so that corrective action can be taken immediately to prevent accidents and work-related illnesses in the workplace.

Prevention of K3 Incidents [GRI 403-7]

To prevent work accident incidents, PUSRI has established several provisions as follows.

- PUSRI implements the CSMS (*Contractor Safety Management System*) program to select and evaluate the K3 performance of contractors who will work at PUSRI.
- PUSRI measures work environment risk factors, namely noise, ammonia gas, dust, lighting, humidity and temperature, at least once a year.
- PUSRI routinely carries out K3 raids to see the complete use of personal protective equipment when working in factories.
- Once a month, the Production Director, General Managers and Managers together carry out a *Safety Management WalkThrough* (SMWT) in the Factory area to see the condition and K3 compliance in the factory area.

- Setiap 1 tahun sekali, PUSRI mengadakan *Housekeeping and Safety Contest* di area perkantoran, pabrik, bengkel dan pergudangan.
- Menerapkan sistem reward antara lain dengan mengadakan Pemilihan Karyawan Peduli K3 yang dilaksanakan bersamaan dengan Bulan K3 dan pemberian suvenir bagi karyawan yang memberikan saran perbaikan K3.
- Melakukan pelatihan refreshing K3 dan penunjukan representatif K3, FFG (*Fire Fighting Group*) dan P3K.
- Menerapkan *Process Safety Management (PSM)*.

- Once a year, PUSRI holds a *Housekeeping and Safety Contest* in office areas, factories, workshops and warehouses.
- Implementing a reward system, among others, by holding an Election for K3 Concerned Employees which is held in conjunction with K3 Month and providing souvenirs for employees who provide suggestions for improving K3.
- Carrying out K3 refreshing training and appointing K3, FFG (*Fire Fighting Group*) and P3K representatives.
- Implement *Process Safety Management (PSM)*.

PELATIHAN K3 [GRI 403-4, 403-5]

Pelatihan yang telah dilaksanakan selama tahun 2023 adalah sebagai berikut:

K3 TRAINING [GRI 403-4, 403-5]

The training that has been implemented during 2023 is as follows:

No	Pelatihan	Jumlah Peserta Number of participants	Training
1	Pelatihan HAZOP	7	HAZOP Training
2	Penyusunan <i>Health Risk Assessment</i>	2	Preparation of Health Risk Assessment
3	Petugas Proteksi Radiasi	2	Radiation Protection Officer
4	Uji kompetensi dokter Perusahaan	1	Competency test of Company doctors
5	Investigasi keracunan makanan	1	Food poisoning investigation

Kinerja dan Evaluasi Aspek Kecelakaan Kerja [GRI 403-2, 403-9, 403-10]

Melalui berbagai kegiatan yang telah dilaksanakan tersebut memberikan dampak pada penurunan angka kecelakaan kerja dan bertambahnya jumlah jam kerja aman. Pada akhir tahun 2023 jam kerja aman di Perusahaan mencapai 97.396.433,5 jam, meningkat dibandingkan tahun 2022 sebanyak 89.985.516,1 jam.

Performance and Evaluation of Work Accident Aspects [GRI 403-2, 403-9, 403-10]

The various activities that have been implemented have had an impact on reducing the number of work accidents and increasing the number of safe working hours. At the end of 2023, safe working hours at the Company reached 97,396,433.5 hours, an increase compared to 2022 of 89,985,516.1 hours.

Mitigasi Risiko Kecelakaan Kerja dan Kesehatan Akibat Kerja [GRI

403-3]

Untuk meminimalisasi risiko kecelakaan kerja serta penyakit akibat kerja, PUSRI telah melakukan pemetaan area kerja serta menyusun perencanaan program terbaik, sebagaimana tabel berikut:

Mitigation of the Risk of Work Accidents and Occupational Health [GRI 403-3]

To minimize the risk of work accidents and work-related diseases, PUSRI has mapped work areas and prepared the best program plans, as in the following table:

Lokasi/Unit Kerja Location/Work Unit	Jenis Risiko Kecelakaan Kerja atau Penyakit Akibat Kerja Types of Work Accident or Disease Risks Work Consequences	Mitigasi Risiko yang Dijalankan Executed Risk Mitigation
Plant Area (Amonia, Urea, Utilitas, NPK, STG & BB) Plant Area (Ammonia, Urea, Utilities, NPK, STG & BB)	Jatuh dari ketinggian, terpapar B3 atau kekurangan O2 di <i>confined space</i> , tersengat listrik, terpapar B3, kontak dengan peralatan berputar, tertimpa benda dari ketinggian, tertabrak Pesawat Angkat Angkut/kendaraan plant use, terpapar kebisingan/suhu ekstrem, gangguan penglihatan akibat kurangnya pencahayaan, gangguan pernapasan, risiko kejadian ledakan, kebakaran dan kebocoran B3, low back pain, stress kerja, dan lain-lain. Falling from a height, exposure to B3 or lack of O2 in a confined space, electric shock, exposure to B3, contact with rotating equipment, being hit by an object from a height, being hit by a lift-transport aircraft/plant use vehicle, exposure to noise/extreme temperatures, visual impairment due to lack of lighting, respiratory problems, risk of explosions, fires and B3 leaks, low back pain, work stress, etc	Pelaksanaan program-program K3 antara lain: 1. Pemasangan sistem pengaman K3 pada peralatan (<i>safety valve, silencer, dll</i>). 2. Penerapan SMK3 dan prosedur kerja aman di ketinggian, <i>confined space</i> , listrik, penanganan B3, pemeriksaan dan pengoperasian peralatan angkat angkut, dll. 3. Penerapan <i>Life Saving Rules</i> (LSR). 4. Pelatihan kompetensi K3 bagi karyawan (sertifikasi dan non-sertifikasi). 5. Penerapan sistem izin kerja (<i>work permit</i>). 6. Penyediaan fasilitas K3 (hidran, APAR, <i>Eye Wash Fountain, dll</i>). 7. Inspeksi dan Razia K3.
Bengkel Workshop	Tertimpa benda/peralatan, kontak dengan peralatan kerja (gerinda, mesin las, dll), terpapar B3, tertabrak Pesawat Angkat Angkut/, tersengat listrik, gangguan penglihatan akibat kurangnya pencahayaan, gangguan pernapasan, <i>low back pain, stress</i> kerja, dan lain-lain. Being crushed by objects/equipment, contact with work equipment (grinders, welding machines, etc.), exposure to B3, hit by a lift/transport aircraft, electric shock, vision problems due to lack of lighting, respiratory problems, low back pain, work stress, etc.	8. Penerapan sistem pelaporan temuan K3 oleh karyawan melalui <i>Safety Awareness Card</i> (SAC). 9. Pengukuran aspek lingkungan kerja secara rutin. 10. Pemeriksaan kesehatan karyawan secara berkala (<i>Medical Check-up</i>). 11. Fasilitas konsultasi dengan Dokter Perusahaan. 12. Pelaksanaan simulasi penanggulangan keadaan darurat setiap tahun. 13. Penyediaan APD bagi pekerja.




Lokasi/Unit Kerja Location/Work Unit	Jenis Risiko Kecelakaan Kerja atau Penyakit Akibat Kerja Types of Work Accident or Disease Risks Work Consequences	Mitigasi Risiko yang Dijalankan Executed Risk Mitigation
Pergudangan Warehousing	Tertimpa benda yang jatuh, terpapar B3, tersengat listrik, tertabrak <i>forklift</i> , jatuh dari ketinggian, <i>low back pain</i> , <i>stress</i> kerja, dan lain-lain. Being hit by a falling object, exposed to B3, electric shock, hit by a forklift, falling from a height, low back pain, work stress, etc.	Implementation of K3 programs includes: 1. Installation of K3 safety systems on equipment (safety valves, silencers, etc.) 2. Implementation of SMK3 and safe work procedures at heights, confined spaces, electricity, B3 handling, inspection and operation of lifting and lifting equipment, etc. 3. Implementation of Life Saving Rules (LSR) 4. K3 competency training for employees (certification and non-certification) 5. Implementation of the work permit system (work permit) 6. Provision of K3 facilities (hydrants, APAR, Eye Wash Fountain, etc.) 7. K3 Inspections and Raids 8. Implementation of a system for reporting K3 findings by employees through the Safety Awareness Card (SAC) 9. Routinely measure aspects of the work environment 10. Regular employee health checks (Medical Check-up) 11. Consultation facility with Company Doctor 12. Implementation of emergency management simulations every year 13. Providing PPE for workers.
Pengantongan Bagging	Kontak dengan peralatan berputar, tertabrak <i>forklift</i> /truk, tertimpa karung pupuk, <i>low back pain</i> , <i>stress</i> kerja, dan lain-lain. Contact with rotating equipment, being hit by a forklift/truck, being crushed by fertilizer sacks, low back pain, work stress, etc.	
Non-Pabrik Non-Factory	Tersengat listrik, jatuh dari ketinggian, tertabrak kendaraan, tertimpa barang, <i>low back pain</i> , <i>stress</i> kerja, dan lain-lain. Electric shock, falling from a height, being hit by a vehicle, being crushed by objects, low back pain, work stress, etc.	

Adapun inisiatif pencegahan yang dilakukan antara lain:

1. Mencegah potensi penyakit umum dan penyakit akibat kerja dengan melakukan pemeriksaan kesehatan setiap tahun kepada seluruh karyawan. Kemungkinan penyakit ditemukan biasanya berkorelasi dengan pilihan gaya hidup dan rata-rata usia karyawan di atas 40 tahun.
2. Mengukur dan menilai potensi dampak kesehatan terhadap pekerja dari kebisingan, gas amonia, debu, pencahayaan, kelembapan, dan suhu. Kegiatan ini dilakukan minimal setahun sekali dan hasilnya berupa rekomendasi perbaikan dari manajemen.

The prevention initiatives undertaken include:

1. Prevent the potential for common illnesses and work-related illnesses by conducting annual health checks for all employees. The likelihood of a disease being discovered usually correlates with lifestyle choices and the average employee age is over 40 years.
2. Measure and assess potential health impacts on workers from noise, ammonia gas, dust, lighting, humidity and temperature. This activity is carried out at least once a year and the results are recommendations for improvement from management.

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3. Mengelola nutrisi dan asupan makanan karyawan dengan memberi mereka makanan saat lembur dan mengelilingi pabrik, seperti susu, telur, atau roti. Karyawan yang bekerja di lokasi yang diduga rentan terhadap risiko penyakit juga diperhatikan nutrisinya.
 4. Mengawasi kualitas dan keamanan makanan yang disediakan pemasok kepada karyawan.
 5. Menggunakan teknik pengasapan (*fogging*) di lingkungan perumahan PUSRI untuk mencegah penyebaran penyakit seperti demam berdarah dan lainnya yang disebabkan oleh gigitan nyamuk.

PUSRI juga rutin melakukan sejumlah kegiatan kampanye peduli kesehatan. Tidak hanya karyawan yang menjadi target audiens kampanye, tetapi juga keluarga karyawan, masyarakat sekitar, dan khususnya anak-anak. Tema kegiatan kampanye bermacam-macam, di antaranya adalah mengenai HIV/AIDS, donor darah, penggunaan obat-obat terlarang, COVID-19, ergonomi dan pola hidup sehat.

3. Manage employees' nutrition and food intake by giving them food during overtime and around the factory, such as milk, eggs or bread. Employees who work in locations that are thought to be susceptible to the risk of disease also pay attention to their nutrition.
4. Monitor the quality and safety of food provided by suppliers to employees.
5. Using fogging techniques in the PUSRI residential area to prevent the spread of diseases such as dengue fever and others caused by mosquito bites.

PUSRI also routinely carries out a number of health care campaign activities. Not only employees are the target audience for the campaign, but also employees' families, the surrounding community, and especially children. There are various themes for campaign activities, including HIV/AIDS, blood donation, use of illegal drugs, COVID-19, ergonomics and healthy lifestyles.





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