



Purpose

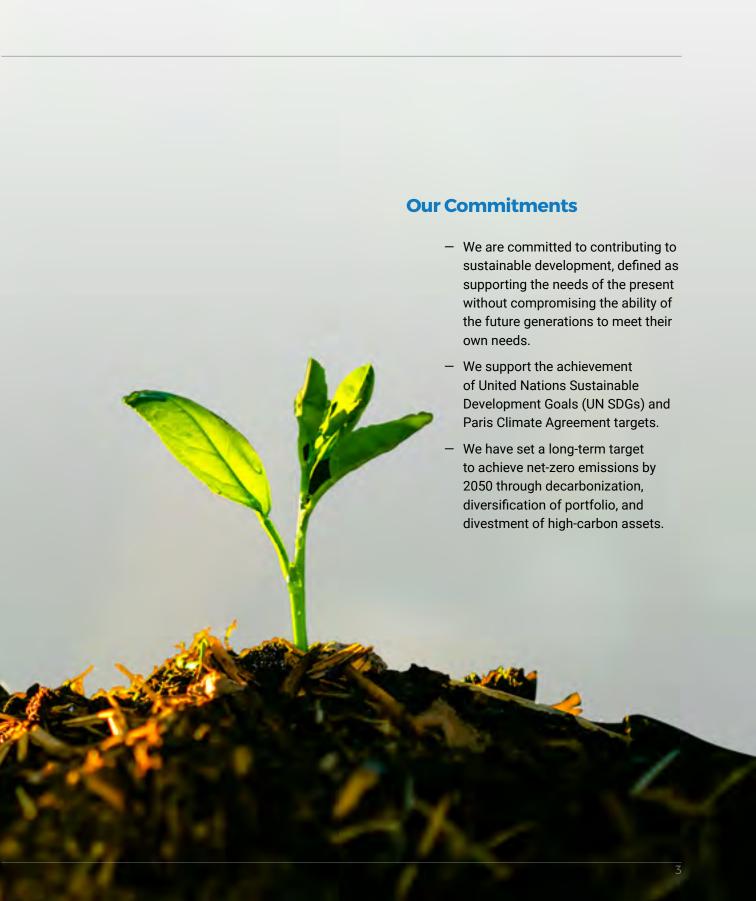
Indika Energy has always had a clear purpose: we energize Indonesia for a sustainable future. In this journey, we strive to continue contributing to economic development and improving the quality of life for millions of people. However, this journey can only be meaningful if it embraces responsible environmental, social, and governance (ESG) practices. We believe that ESG is an integral part of the way we do business and a guiding philosophy for the sustainable future we want to help build.

The Sustainability Policy sets out the key elements of our approach and commitments in mitigating ESG-related risks and establishing a positive social, economic, and environmental impact wherever we operate.

Scope

This Sustainability Policy is relevant to all employees of Indika Energy, Directors and management, as well as third parties including suppliers, vendors, and subcontractors under Indika Energy's direct supervision, working for Indika Energy office or operational sites directly or indirectly controlled or operated by Indika Energy. We assert our influence over joint ventures we do not control or operate, to encourage them to act in a manner consistent with the intent of this Policy.





Details

Sustainability at Indika Energy consists of the following aspects:

Environmental

At Indika Energy, we regularly assess and mitigate risks to minimize the negative impacts that our operations may have towards the environment. In doing so, we implement a robust environmental management system and comply with ISO 14001:2015. We find the most effective ways to manage and reduce our emissions, effluents, and waste.

We also commit to demonstrate stewardship of the commodities we extract and the natural resources that we use. We implement training and awareness programs to build capacity within our workforce, promoting environmental awareness and leadership. We transparently communicate our environmental performance and issues to stakeholders in order to raise their awareness and encourage their participation.

Social

Indika Energy's social commitments start with our employees. Our ambition is to be the best workplace for all of our workers. We help our employees grow and develop to become the best version of themselves. By promoting a healthy, and respectful environment, we ensure that our employees feel comfortable and are able to thrive at the workplace. We are committed to foster an environment that supports and encourages different backgrounds, cultures. beliefs, and we do not tolerate any form of discrimination.

At Indika Energy, we take very seriously our commitment as a responsible member of society to respect human rights. We remain vigilant to the fact that the potential for violations exists within our operations, which is why we adopt programs in line with the Universal Declaration of Human Rights to mitigate these risks. In addition to that, we fully recognize and respect indigenous peoples' relationship with land, water, and the environment.

Our social commitments extend to the communities where we operate, because we value them and want to see them thrive with us. Therefore, we regularly engage with community stakeholders to ensure all their needs are fulfilled and concerns addressed. We will continue to empower our local communities through a range of educational, health, economic empowerment, and social programs that do not only create jobs and livelihoods, but also promote entrepreneurship and selfsustainability. Whenever possible, we also support and prioritize the development and hiring of local workforce.

Governance

For Indika Energy, good corporate governance (GCG) is an important part of how we do business and how we ensure the continuity and sustainability of the Group. We comply with prevailing laws and regulations to uphold business integrity. We also maintain a robust, zero-tolerance stance on bribery and corruption, which is why we implement an anti-bribery management system (ABMS) in accordance with ISO 37001:2016. In addition to that, we operate with the highest standards of transparency and accountability at all times.

As a member of society, we recognize the importance of collaborating with all stakeholders to generate positive impacts on society. Therefore we continuously work with suppliers, customers, and communities to improve our systems and processes and to drive our performance.

Additional Resources
Environmental Policy
Health & Safety Policy
Anti-Bribery Policy
Indika Energy Code of Business Conduct

Issued by Sustainability Department

Issued on 01 April 2022 Version 1.0

This policy has been approved by the Board of Directors of Indika Energy.

