

BERSINERGI MENCIPTAKAN LINGKUNGAN KERJA TERBAIK

SYNERGY TO CREATE THE BEST WORK ENVIRONMENT

KOMITMEN WSBP TERHADAP KESELAMATAN DAN KESEHATAN KERJA (K3) [GRI 3-3]

Penciptaan lingkungan kerja yang layak dan aman sesuai kaidah Keselamatan dan Kesehatan Kerja (K3) akan berbanding lurus dengan tingkat kinerja karyawan. Oleh karena itu, WSBP berupaya semaksimal mungkin untuk mewujudkan lingkungan kerja terbaik dengan mematuhi regulasi yang berlaku, baik yang berkaitan dengan keselamatan kerja, kesehatan, maupun penyakit akibat kerja. Melalui berbagai upaya tersebut, WSBP optimis akan berdampak positif dengan meningkatnya kinerja karyawan, yang bermuara pada meningkatnya kinerja perusahaan secara keseluruhan. Kesungguhan dalam menerapkan K3 sekaligus merupakan cerminan dan tanggung jawab WSBP terhadap karyawan dan pemangku kepentingan lain yang berada di kantor, *plant*, maupun di proyek-proyek yang sedang dikerjakan WSBP.

Kesehatan kerja menjadi fokus WSBP sebagai bentuk kepatuhan terhadap Pasal 23, Undang-Undang Republik Indonesia Nomor 23 Tahun 1992 tentang Kesehatan yang mengatur bahwa setiap tempat kerja wajib menyelenggarakan kesehatan kerja. Kesehatan kerja meliputi pelayanan kesehatan kerja, pencegahan penyakit akibat kerja, dan syarat kesehatan kerja; dan, kesehatan kerja diselenggarakan untuk mewujudkan produktivitas kerja yang optimal.

Sejalan dengan itu, keselamatan kerja juga mendapat perhatian WSBP karena hal tersebut sesuai dengan spirit Undang-Undang Republik Indonesia Nomor 1 Tahun 1970 tentang Keselamatan Kerja, yaitu setiap tenaga kerja berhak mendapat perlindungan atas keselamatannya dalam melakukan pekerjaan untuk kesejahteraan hidup dan meningkatkan produksi serta produktivitas nasional, dan setiap orang lainnya yang berada di tempat kerja perlu terjamin pula keselamatannya.

Berkaitan dengan implementasi K3, penyakit akibat kerja juga tidak diabaikan oleh WSBP. Dalam hal ini, WSBP merujuk pada Peraturan Presiden Republik Indonesia Nomor 7 Tahun 2019 tentang Penyakit Akibat Kerja, yang mendefinisikan penyakit akibat kerja sebagai penyakit yang disebabkan oleh pekerjaan dan/atau lingkungan Kerja. Lampiran peraturan tersebut menyebutkan beragam penyakit akibat kerja antara lain kerusakan pendengaran yang disebabkan oleh kebisingan, dan penyakit paru obstruktif kronik yang disebabkan akibat menghirup debu dari tambang batu.

WSBP'S COMMITMENT TO OCCUPATIONAL HEALTH AND SAFETY (OHS) [GRI 3-3]

Creating a decent and safe work environment in accordance with Occupational Health and Safety (OHS) principles will directly correlate with the level of employee performance. Therefore, WSBP makes every effort to create the best working environment by complying with applicable regulations, both relating to occupational safety, health and work-related diseases. Through these various efforts, WSBP is optimistic to bring about positive impact, which is increasing employee performance and will lead to increasing overall company performance. The earnestness in applying OHS also reflects the responsibility of WSBP towards its employees and other stakeholders in the office, plants and projects being worked on by WSBP.

Occupational health becomes the focus of WSBP as a form of compliance with Article 23, Law of the Republic of Indonesia Number 23 of 1992 concerning Health, which regulates that every workplace is obliged to provide occupational health. Occupational health includes occupational health services, prevention of occupational diseases, and occupational health requirements; and, occupational health is organized to realize optimum work productivity.

In line with that, WSBP also pays attention to occupational safety, because it is in accordance with the spirit of Law of the Republic of Indonesia Number 1 of 1970 concerning Work Safety, reads that every worker has the right to protection for their safety in carrying out work for the welfare of life and increasing national production and productivity, and the safety of everyone else in the workplace also needs to be guaranteed.

In connection with the implementation of OHS, occupational diseases are also not overlooked by WSBP. In this case, WSBP refers to the Presidential Regulation of the Republic of Indonesia Number 7 of 2019 concerning Occupational Diseases, which defines occupational diseases as diseases caused by work and/or working environment. The attachment to the regulation mentions various occupational diseases, including hearing damage caused by noise, and chronic obstructive pulmonary disease caused by inhaling dust from stone quarries.

Upaya mewujudkan lingkungan kerja terbaik sesuai kaidah K3 tidak sebatas mengadopsi regulasi, tapi insan WSBP berkomitmen untuk bersama-sama menerapkan regulasi tersebut sehingga tercipta budaya K3 di lingkungan perusahaan. Melalui penerapan budaya K3, WSBP optimis akan dapat menekan angka kecelakaan kerja menuju *zero accident*, sekaligus tidak terdapat penyakit akibat kerja.

LANDASAN KEBIJAKAN

WSBP mewujudkan lingkungan kerja yang layak dan aman sesuai kaidah K3 dengan merujuk pada sejumlah regulasi di antaranya: **[GRI 3-3]**

1. Undang-undang No. 1 Tahun 1970 tentang Keselamatan Kerja
2. Undang-undang Nomor 23 tahun 1992 tentang Kesehatan
3. Undang-undang No. 13 Tahun 2003 tentang Ketenagakerjaan
4. Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang
5. Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)
6. Peraturan Presiden Republik Indonesia Nomor 7 Tahun 2019 tentang Penyakit Akibat Kerja
7. Peraturan Menteri Tenaga Kerja Nomor 4 Tahun 1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3)
8. Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 26 Tahun 2014 tentang Penyelenggaraan Penilaian Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja

Merujuk berbagai regulasi di atas, WSBP menerbitkan berbagai kebijakan internal di antaranya Surat Keputusan Direksi No. 21/SK/WBP/PEN/2022 tentang Kebijakan Perusahaan PT Waskita Beton Precast Tbk. Selanjutnya, surat tersebut menjadi dasar terbitnya Kebijakan Mutu, Keselamatan & Kesehatan Kerja, dan Lingkungan Hidup yang saat ini berlaku.

SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA (SMK3)

WSBP wajib menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) karena memenuhi kualifikasi sebagaimana diatur dalam Peraturan Pemerintah tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja, serta Peraturan Menteri Ketenagakerjaan Republik Indonesia tentang Penyelenggaraan Penilaian Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja. Kualifikasi tersebut adalah mempekerjakan pekerja/buruh paling sedikit 100 (seratus) orang; atau mempunyai tingkat potensi bahaya tinggi.

The efforts made to create the best work environment in accordance with OHS principles are not limited to adopting regulations, but WSBP employees are committed to jointly applying these regulations so as to create an OHS culture in the Company environment. By applying an OHS culture, WSBP is optimistic that it will be able to reduce the number of workplace accidents towards zero accidents and zero work-related illnesses.

POLICY BASIS

WSBP creates a decent and safe work environment in accordance with OHS principles by referring to a number of regulations as follows: **[GRI 3-3]**

1. Law No. 1 of 1970 concerning Work Safety
2. Law No. 23 of 1992 concerning Health
3. Law No. 13 of 2003 concerning Manpower
4. Law No. 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law
5. Regulation of the Government of the Republic of Indonesia No. 50 of 2012 concerning the Implementation of Occupational Health and Safety Management System (OHSMS)
6. Presidential Decree of the Republic of Indonesia No. 22/1993 concerning Work Related-Diseases
7. Regulation of the Minister of Manpower No.4 of 1987 concerning the Advisory Committee of Occupational Health and Safety (OHS Committee)
8. Regulation of the Minister of Manpower of the Republic of Indonesia No. 26 of 2014 concerning Assessment of the Occupational Safety and Health Management System

Referring to the regulations above, WSBP issued various internal policies including Board of Directors' Decree No. 21/SK/WBP/PEN/2022 concerning PT Waskita Beton Precast Tbk Company Policy. Furthermore, this decree became the basis for the publication of the Quality, Occupational Safety & Health and Environmental Policy, which is currently in effect.

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM (OHSMS)

WSBP is obliged to apply an Occupational Safety and Health Management System (OHSMS) because it meets the qualifications as stipulated in Government Regulation concerning the Implementation of Occupational Safety and Health Management System, as well as Regulation of the Minister of Manpower of the Republic of Indonesia concerning the Assessment of the Occupational Safety and Health Management System. The qualifications are to employ at least 100 (one hundred) workers/laborers; or has a high level of potential danger.

SMK3 diterapkan secara menyeluruh di lingkungan WBSB sehingga semua karyawan (100%) tercakup dalam sistem ini. Adapun penerapan SMK3 bertujuan untuk: [GRI 3-3, 403-1, 403-8]

1. Meningkatkan efektivitas perlindungan keselamatan dan kesehatan kerja yang terencana, terukur, terstruktur, dan terintegrasi;
2. Mencegah dan mengurangi kecelakaan kerja dan penyakit akibat kerja dengan melibatkan unsur manajemen, pekerja/buruh, dan/atau serikat pekerja/serikat buruh; serta
3. Menciptakan tempat kerja yang aman, nyaman, dan efisien untuk mendorong produktivitas.

Untuk mendukung penerapan penerapan SMK3, WSBP telah membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) sebagai penanggung jawab di bidang K3. P2K3 adalah badan pembantu di Perseroan yang merupakan wadah kerjasama antara pengusaha dan tenaga kerja atau pekerja/buruh untuk mengembangkan kerjasama saling pengertian dan partisipasi efektif dalam penerapan keselamatan dan kesehatan kerja. Keberadaan P2K3 diatur dalam SK Direksi No.113/SK/WSBP/PEN/2022 tentang Penetapan Panitia Pembina Keselamatan dan Kesehatan Kerja PT Waskita Beton Precast Tbk. Melalui P2K3, karyawan dan manajemen dapat mengoptimalkan partisipasi, konsultasi, dan komunikasi tentang keselamatan dan kesehatan kerja. [GRI 3-3, 403-4]

Keanggotaan P2K3 terdiri dari unsur pengusaha dan karyawan yang susunannya terdiri dari Ketua, Sekretaris dan Anggota. Organisasi ini mempunyai tugas memberikan saran dan pertimbangan baik diminta maupun tidak kepada pengusaha atau pengurus mengenai masalah keselamatan dan kesehatan kerja. Di WSBP, kedudukan P2K3 berada di bawah wewenang President, yang sekaligus menjadi Ketua P2K3. Struktur organisasi P2K3 selengkapnya sebagai berikut: [GRI 3-3]

1. Ketua P2K3 : President Director
2. Wakil Ketua P2K3: Director of Business Development
3. Pelaksana Harian : Director of Operation
4. Sekretaris P2K3 : VP of QHSE
5. Anggota : Para Vice President dan Wakil Karyawan.

Adapun fungsi P2K3 di WSBP adalah:

1. Menghimpun dan mengolah data mengenai Keselamatan dan Kesehatan Kerja (K3) di tempat kerja.
2. Membantu menunjukkan dan menjelaskan kepada setiap tenaga kerja mengenai:
 - a. Berbagai faktor bahaya di tempat kerja yang dapat menimbulkan gangguan K3 termasuk bahaya kebakaran dan peledakan serta cara menanggulangnya.
 - b. Faktor-faktor yang dapat mempengaruhi efisiensi dan produktivitas kerja.

OHSMS is applied thoroughly within WBSB, hence all employees (100%) are covered by this system. The objectives of OHSMS are: [GRI 3-3, 403-1, 403-8]

1. to improve the effectiveness of occupational health and safety protection which are planned, measurable, structured, and integrated;
2. to prevent and reduce work accidents and occupational related-diseases by involving the elements of management, employees/workers, and/or trade union/labor union; as well as
3. to create a safe, comfortable and efficient workplace so then to boost productivity.

To support the implementation of OHSMS, WSBP has formed an Occupational Health and Safety Supervisory Committee (OHS Committee) as the unit in charge of OHS. OHS Committee is a supporting body in the Company and act as a forum for cooperation between employer and manpower or employees/workers to develop mutual understanding and effective participation in the implementation of occupational health and safety. The existence of OHS Committee is regulated in the Decree of Board of Directors No. 113/SK/WSBP/PEN/2022 concerning the Establishment of Occupational Health and Safety of PT Waskita Beton Precast Tbk. The OHS Committee facilitate employees and management to optimize participation, consultation, and communication related to occupational health and safety. [GRI 3-3, 403-4]

OHS Committee members include the elements of employer and employees, consists of Chairman, Secretary and Members. This organization has the task to provide advice and considerations whether requested or not to employer or management regarding occupational health and safety issues. At WSBP, OHS Committee is under the authority of President Director, who is also the Chairman. The complete organizational structure of the OHS Committee is as follows: [GRI 3-3]

1. Chairman : President Director
2. Deputy Chairman: Director of Business Development
3. Daily Executor : Director of Operations
4. Secretary : VP of QHSE
5. Members : Vice Presidents and Employee Representatives

The functions of OHS Committee in WSBP are:

1. Collect and process data on Occupational Health and Safety (OHS) at workplace.
2. Help to demonstrate and explain to each worker, regarding:
 - a. Various hazard factors in the workplace that can cause OHS disturbances, including fire hazards and blasting and how to deal with them.
 - b. Factors that may affect work efficiency and productivity.

- c. Alat Pelindung Diri (APD) bagi tenaga kerja yang bersangkutan.
 - d. Cara dan sikap yang benar dan aman dalam melaksanakan pekerjaannya.
3. Membantu Pengusaha/Pengurus dalam :
- a. Menentukan tindakan koreksi dengan alternatif terbaik.
 - b. Mengembangkan sistem pengendalian bahaya terhadap Keselamatan dan Kesehatan Kerja.
 - c. Mengevaluasi penyebab timbulnya kecelakaan, penyakit akibat kerja (PAK) serta mengambil langkah-langkah yang diperlukan.
 - d. Mengembangkan penyuluhan dan penelitian di bidang keselamatan kerja, higiene perusahaan, kesehatan kerja dan ergonomi.
 - e. Melaksanakan pemantauan terhadap gizi kerja dan menyelenggarakan makanan di perusahaan.
 - f. Memeriksa kelengkapan peralatan keselamatan kerja.
 - g. Mengembangkan pelayanan kesehatan tenaga kerja.
 - h. Mengembangkan laboratorium Keselamatan dan Kesehatan Kerja, melakukan pemeriksaan laboratorium dan melaksanakan interpretasi hasil pemeriksaan.
 - i. Menyelenggarakan administrasi keselamatan kerja, higiene perusahaan dan kesehatan kerja.
 - j. Membantu pimpinan perusahaan menyusun kebijaksanaan manajemen dan pedoman kerja dalam rangka upaya meningkatkan keselamatan kerja, higiene perusahaan, kesehatan kerja, ergonomi dan gizi kerja. (berdasarkan pasal 4 (empat) Permenaker RI Nomor PER.04/MEN/1987).

- c. Personal protective equipment (PPE) for the worker concerned.
 - d. The right and safe of way and attitude in carrying out their work.
3. Assist the Employer/Management in:
- a. Determine corrective actions with the best alternatives.
 - b. Develop a hazard control system on the Occupational Health and Safety.
 - c. Evaluate the causes of accidents, work-related illnesses (PAK) and take the necessary steps.
 - d. Develop counseling and research in the areas of work safety, company hygiene, occupational health and ergonomics.
 - e. Check the completeness of work safety equipment.
 - f. Develop worker health services.
 - g. Develop Occupational Health and Safety laboratory, conducting laboratory examinations and carrying out interpretations of the examination results.
 - i. Organize occupational safety administration, company hygiene and occupational health.
 - j. Assist the company's leaders to formulate management policies and work guidelines in an effort to improve work safety, company hygiene, occupational health, ergonomics and work nutrition. (based on article 4 (four) of the Regulation of Indonesian Minister of Manpower no.PER.04/MEN/1987).

PEMETAAN RISIKO KERJA

WSBP melakukan pemetaan risiko kerja sebagai upaya untuk mengetahui tingkat risiko terjadinya kecelakaan kerja di lingkungan perusahaan. Pemetaan dilakukan karena kegiatan usaha di seluruh area kerja WSBP, khususnya di Unit Produksi & Proyek, memiliki risiko terjadinya kecelakaan kerja. Dalam hal ini, sekecil apapun risiko terjadinya kecelakaan kerja harus diantisipasi. Selain menimbulkan kerugian secara langsung bagi korban, kecelakaan kerja juga berpotensi menimbulkan dampak yang jauh lebih besar, seperti menurunnya reputasi perusahaan, hilangnya jam dan hari kerja, menimbulkan tuntutan hukum dan sebagainya.

Selanjutnya, berdasarkan pemetaan tersebut, WSBP menyusun perencanaan program K3 yang sesuai sehingga kecelakaan kerja bisa dihindari. Pemetaan risiko kerja selengkapnya disampaikan dalam tabel berikut: [\[GRI 403-2\]](#)

WORK RISK MAPPING

WSBP carries out work risk mapping as an effort to determine the level of risk of work accidents occurring within the Company. The mapping is carried out because business activities in all WSBP working areas, especially in the Production & Project Unit, have a risk of work accidents. In this case, no matter how small the risk of a work accident occurring, it must be anticipated. Apart from causing direct losses for victims, work accidents also have the potential to cause much greater impacts, such as decreasing the Company's reputation, loss of working hours and days, giving rise to lawsuits and so on.

Furthermore, based on this mapping, WSBP prepares an appropriate OHS program plan so that work accidents can be avoided. Complete work risk mapping is presented in the following table: [\[GRI 403-2\]](#)

Tabel Pemetaan Risiko K3 berdasarkan Wilayah Kerja Unit Produksi & Proyek Perusahaan
OHS Risk Mapping based on Work Area of Production Units & Projects

| Wilayah kerja (Unit Produksi & Proyek) Work Area (Production Units & Projects) | Potensi risiko K3 Potential OHS Risks |
|---|---|
| Plant | <ol style="list-style-type: none"> 1. Kecelakaan kerja akibat alat berat dan peralatan produksi. 2. Kecelakaan kerja akibat kelistrikan, pekerjaan di ketinggian dan ruang terbatas. 3. Kebakaran dan ledakan. 4. Penyakit akibat kerja. 5. Keluhan kesehatan dan ergonomi. 6. Kecelakaan lalu lintas saat pengiriman produk. <ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment. 2. Work accidents due to electricity, work at heights and confined spaces. 3. Fire and explosion. 4. Work-related diseases. 5. Health and ergonomic complaints. 6. Traffic accidents during product delivery. |
| Batching Plant | <ol style="list-style-type: none"> 1. Kecelakaan kerja akibat alat berat dan peralatan produksi. 2. Kecelakaan kerja akibat kelistrikan, pekerjaan di ketinggian, dan ruang terbatas. 3. Kebakaran. 4. Penyakit akibat kerja. 5. Keluhan kesehatan dan ergonomi. 6. Kecelakaan lalu lintas saat pengiriman beton readymix. <ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment. 2. Work accidents due to electricity, work at heights and confined spaces. 3. Fire. 4. Work-related diseases. 5. Health and ergonomic complaints. 6. Traffic accidents when delivering readymix concrete. |
| Proyek Project | <ol style="list-style-type: none"> 1. Kecelakaan kerja akibat alat berat. 2. Kecelakaan kerja akibat kelistrikan, pekerjaan di ketinggian, dan ruang terbatas. 3. Kebakaran dan ledakan. 4. Penyakit akibat kerja. 5. Keluhan kesehatan dan ergonomi. 6. Kecelakaan lalu lintas saat pekerjaan pada area high traffic. 7. Kegagalan konstruksi. 8. Kerusakan utilitas eksisting. <ol style="list-style-type: none"> 1. Work accidents due to heavy equipment. 2. Work accidents due to electricity, work at heights and confined spaces. 3. Fire and explosion. 4. Work-related diseases. 5. Health and ergonomic complaints. 6. Traffic accidents while working in high traffic areas. 7. Construction failure. 8. Damage to existing utilities. |
| Quarry | <ol style="list-style-type: none"> 1. Kecelakaan kerja akibat alat berat dan peralatan produksi. 2. Kecelakaan kerja akibat kelistrikan, pekerjaan di ketinggian, dan ruang terbatas. 3. Kebakaran dan ledakan. 4. Penyakit akibat kerja. 5. Keluhan kesehatan dan ergonomi. 6. Kecelakaan lalu lintas saat pengiriman produk. 7. Tanah longsor. <ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment. 2. Work accidents due to electricity, work at heights and confined spaces. 3. Fire and explosion. 4. Work-related diseases. 5. Health and ergonomic complaints. 6. Traffic accidents during product delivery. 7. Landslide. |
| Workshop | <ol style="list-style-type: none"> 1. Kecelakaan kerja akibat alat berat dan peralatan produksi. 2. Kecelakaan kerja akibat kelistrikan, pekerjaan di ketinggian, dan ruang terbatas. 3. Kebakaran dan ledakan. 4. Penyakit akibat kerja. 5. Keluhan kesehatan dan ergonomi. <ol style="list-style-type: none"> 1. Work accidents due to heavy equipment and production equipment. 2. Work accidents due to electricity, work at heights and confined spaces. 3. Fire and explosion. 4. Work-related diseases. 5. Health and ergonomic complaints. |

Tabel Pemetaan Risiko K3 berdasarkan Wilayah Kerja Unit Produksi & Proyek Perusahaan OHS Risk Mapping based on Work Area of Production Units & Projects

| Wilayah kerja (Unit Produksi & Proyek) Work Area (Production Units & Projects) | Potensi risiko K3 Potential OHS Risks |
|---|---|
| <p>Post Tension</p> | <ol style="list-style-type: none"> 1. Kecelakaan kerja akibat peralatan posttension. 2. Kecelakaan kerja akibat <i>proses stressing</i> dan pekerjaan di ketinggian. 3. Kebakaran dan ledakan. 4. Penyakit akibat kerja. 5. Keluhan kesehatan dan ergonomi. <ol style="list-style-type: none"> 1. Work accidents due to posttension equipment. 2. Work accidents due to stressing process and work at heights. 3. Fire and explosion. 4. Work-related diseases. 5. Health and ergonomic complaints. |

PENYUSUNAN RENCANA PROGRAM KESELAMATAN DAN KESEHATAN KERJA

Berdasarkan hasil pemetaan risiko di setiap wilayah kerja di atas, selanjutnya WSBP menyusun rencana program K3 yang terdiri dari 5 sektor program yaitu: **[GRI 403-7]**

- 1. People development**
Mapping personel HSE, melakukan pelatihan atau *awareness* kepada personel
- 2. Improvement;**
Pelaporan dari unit bisnis secara *real time* dengan digitalisasi, *awareness* dan pengembangan kompetensi pegawai
- 3. Compliance & Implementation;**
Workshop & refreshment, serta pemenuhan dan *monitoring* legislasi yang ada.
- 4. Monitoring;**
Monitoring program-program HSE pada unit bisnis, Implementasi kesesuaian dan *monitoring* kinerja HSE pada unit bisnis.
- 5. Reporting**
Reporting ketidaksesuaian dan pelaporan P2K3 ke dinas terkait.

PROGRAM PENGELOLAAN KESELAMATAN DAN KESEHATAN KERJA (K3)

Selama tahun 2023, WSBP telah menyelenggarakan berbagai kegiatan untuk mendukung implementasi K3 secara optimal, baik kegiatan berkala maupun kegiatan rutin. Kegiatan K3 tersebut adalah sebagai berikut :

1. Pengukuran lingkungan kerja;
2. Pelatihan dan sertifikasi bidang *Health, Safety, and Environment* (HSE);
3. Program *Contractor Quality Safety Management System* (CQSMS);
4. Bulan K3 Nasional;
5. *Management Walkthrough*;
6. Inspeksi HSE;
7. Kampanye HSE & 3R (*Reduce, Reuse, Recycle*);
8. Pelatihan HSE;
9. Program P2K3;
10. Audit internal
11. Audit eksternal;

PREPARATION OF OCCUPATIONAL SAFETY AND HEALTH PROGRAM PLANS

Based on the results of risk mapping in each work area above, WSBP prepared OHS program plans consisting of 5 program sectors: **[GRI 403-7]**

- 1. People development**
Mapping HSE personnel, conducting training or *awareness* for personnel
- 2. Improvement;**
Reporting from business units in *real time* with digitalization, *awareness* and competency development of employees
- 3. Compliance & Implementation;**
Workshop & refreshment, as well as compliance and *monitoring* of existing legislation.
- 4. Monitoring;**
Monitoring HSE programs in business units, implementing conformity and *monitoring* HSE performance in business units.
- 5. Reporting**
Reporting non-conformities and reporting of OHSMS to related agencies.

OCCUPATIONAL SAFETY AND HEALTH (OHS) MANAGEMENT PROGRAM

During 2023, WSBP has organized various activities to support optimal OHS implementation, both periodic and routine activities. The OHS activities are as follows:

1. Measurement of work environment;
2. Training and certification in the field of *Health, Safety and Environment* (HSE);
3. *Contractor Quality Safety Management System* CQSMS Program;
4. National OHS Month;
5. *Management Walkthrough*;
6. HSE Inspection;
7. HSE & 3R (*Reduce, Reuse, Recycle*) Campaign;
8. HSE Training;
9. OHSMS Program;
10. Internal audit
11. External audit;

12. Mengikuti penghargaan bidang HSE;
13. Kajian *Health Risk Assessment* (HRA)
14. Sarasehan QHSE
15. HSE award (Internal)

PROGRAM PENINGKATAN KESELAMATAN KERJA

Untuk mendukung terwujudnya keselamatan kerja, WBSB melengkapi kantor dan area operasi dengan berbagai sarana dan sarana kelengkapan kerja, serta mengecek fungsi sarana dan prasarana tersebut secara berkala. Untuk beberapa sarana dan prasarana kerja, WBSB melakukan pengecekan dan pemeliharaan dalam jangka waktu tertentu. *Gantry crane* dan *crawler crane* misalnya, Perusahaan rutin melakukan *preventive maintenance* setiap 250 jam agar kualitas alat-alat yang digunakan tetap terjaga dan aman untuk dioperasikan.

Seiring dengan itu, WBSB juga menyiapkan sarana dan prasarana keselamatan kerja antara lain Alat Pelindung Diri (APD), kotak Pertolongan Pertama pada Kecelakaan (P3K), *emergency box*, Alat Pemadam Api Ringan (APAR), sarana dan prasarana pencegahan penyebaran COVID-19, dan sebagainya. Selain penyediaan sarana dan prasarana, WBSB secara berkala juga melakukan simulasi menghadapi kondisi atau kegawatan tertentu, seperti adalah tanggap gawat darurat kebakaran, gempa bumi dan tumpahan B3. [GRI 403-5]

PROGRAM PENINGKATAN KESEHATAN KERJA

Kesungguhan WBSB mewujudkan lingkungan kerja terbaik tak hanya dilakukan dengan menyediakan sarana dan sarana fisik, tetapi juga dilengkapi dengan penyediaan pemeriksaan kesehatan (*medical check up*) secara berkala untuk karyawan. Program ini dilakukan sebagai upaya preventif/mencegah terjadinya penyakit akibat kerja.

WBSB juga memberikan perlindungan kerja dengan mengikutsertakan seluruh karyawan pada asuransi jiwa yang ditunjuk dengan nilai pertanggungan yang ditetapkan perusahaan. Selama tahun 2023, sebanyak 640 karyawan mengikuti program peningkatan kesehatan yang dijalankan WBSB melalui kegiatan berikut: [GRI 3-3, 403-3, 403-6]

1. *Medical check up* karyawan;
2. Kepesertaan Program BPJS Kesehatan;
3. Kepesertaan Program BPJS Ketenagakerjaan;
4. Program penyuluhan kesehatan;
5. Pemeriksaan *screening* COVID-19;
6. Sosialisasi Perilaku Hidup Bersih dan Sehat (PHBS) dan Pencegahan COVID-19;
7. Webinar Kesehatan;
8. Pemeriksaan *Fit to Work* di *Business Unit*.

Komitmen WBSB terhadap kesehatan karyawan juga diwujudkan dengan menyediakan dokter perusahaan yang bertugas di kantor pusat serta menjalin kerjasama berupa *Memorandum of Understanding* (MoU) dengan fasilitas kesehatan terdekat di masing-masing *Business Unit*.

12. Participate in HSE awards;
13. Health Risk Assessment (HRA) study
14. QHSE Workshop
15. HSE award (Internal)

WORK SAFETY IMPROVEMENT PROGRAM

To support the realization of work safety, WBSB equips its offices and operational areas with a variety of work facilities and equipment, and checks the function of these facilities and infrastructure periodically. For several work facilities and infrastructure, WBSB carries out checks and maintenance within a certain period. For example, the Company routinely carries out preventive maintenance every 250 hours so that the quality of the equipment used is maintained and safe to operate.

Along with that, WBSB also prepared work safety facilities and infrastructure, including Personal Protective Equipment (PPE), First Aid box for Accidents (P3K), emergency box, Light Fire Extinguisher (APAR), facilities and infrastructure to prevent the spread of COVID-19, etc. Apart from providing facilities and infrastructure, WBSB also periodically carries out simulations to deal with certain conditions or emergencies, such as emergency response to fires, earthquakes and B3 spills. [GRI 403-5]

OCCUPATIONAL HEALTH IMPROVEMENT PROGRAM

WBSB's seriousness in creating the best working environment is not only carried out by providing physical facilities and infrastructure, but is also equipped with the provision of regular medical check-ups for employees. This program is a preventive effort to prevent work-related diseases.

WBSB also provides work protection by including all employees in designated life insurance with a coverage value determined by the company. During 2023, a total of 640 employees participated in the health improvement program run by WBSB through the following activities: [GRI 3-3, 403-3, 403-6]

1. Medical check up of employees;
2. Participation in BPJS Health Program;
3. Participation in BPJS Employment Program;
4. Health education program;
5. COVID-19 screening examination;
6. Socialization of Clean and Healthy Living Behavior (PHBS) and Prevention of COVID-19;
7. Health Webinar;
8. Fit to Work checks in business units.

WBSB's commitment to employee health is also realized by providing a company doctor who is always on standby at the head office. Meanwhile, WBSB business unit has established an MOU collaboration with the nearest health facility.

PROGRAM PELATIHAN K3

WSBP menyelenggarakan program pelatihan K3 untuk meningkatkan pengetahuan, ketrampilan, dan kesiapsiagaan insan WSBP dalam menghadapi situasi kedaruratan terkait K3. Selama tahun 2023, pelatihan K3 yang diselenggarakan WSBP adalah sebagai berikut: [\[GRI 403-5\]](#)

1. Sertifikasi Damkar Kelas D
2. *Awareness Emergency Preparedness*
3. Sertifikasi Ahli K3 Umum

ALOKASI DANA UNTUK PELAKSANAAN PROGRAM K3

Per 31 Desember 2023, WSBP mengeluarkan dana untuk pelaksanaan program K3 sebesar Rp1.967.193.984 turun dibandingkan tahun 2022, yang mencapai Rp6.247.308.357. Rincian anggaran selengkapnya disajikan dalam tabel berikut: [\[GRI 3-3\]](#)

OHS TRAINING PROGRAM

WSBP organizes OHS training programs to increase knowledge, skills and preparedness of WSBP People in dealing with emergency situations related to OHS. In 2023, OHS training organized by WSBP is as follows: [\[GRI 403-5\]](#)

1. Class D Firefighter Certification
2. *Awareness Emergency Preparedness*
3. General OHS Expert Certification

ALLOCATION OF FUNDS FOR IMPLEMENTATION OF OHS PROGRAM

As of December 31, 2023, WSBP spent Rp1,967,193,984 for the implementation of OHS programs, a decrease compared to 2022, which reached Rp6,247,308,357. Complete budget details are presented in the following table: [\[GRI 3-3\]](#)

Alokasi Dana Pelaksanaan Program K3 Tahun 2021-2023
Allocation of Funds for the Implementation of OHS Program in 2021-2023

| Nama Kegiatan Name of Activity | Alokasi Dana (Rp) Funds Allocation (Rp) | | |
|---|--|---------------|---------------|
| | 2023 | 2022 | 2021 |
| Pembelian alat keselamatan kerja Purchase of work safety equipment | 899.792.391 | 2.030.974.039 | 481.718.000 |
| Pelatihan dan sertifikasi di bidang K3 Training and certification in the field of OHS | 608.886.750 | 884.097.290 | 261.547.048 |
| Pelaksanaan program peningkatan keselamatan kerja Implementation of work safety improvement programs | 395.605.237 | 1.813.735.846 | 4.082.943.277 |
| Pelaksanaan program peningkatan kesehatan kerja Implementation of occupational health improvement programs | 62.909.606 | 1.518.501.182 | 2.190.672.550 |

PENGADUAN MASALAH K3 DAN TINDAK LANJUT

WSBP menghargai hak karyawan untuk mendapatkan layanan terbaik terkait K3. Sebab itu, WSBP memberi kesempatan kepada karyawan juga pemangku kepentingan yang lain untuk menyampaikan pengaduan apabila ada layanan K3 yang tidak sesuai dengan harapan mereka. Pengaduan bisa disampaikan kepada *Business Unit* hingga *Corporate Office*, baik melalui tertulis dengan melengkapi form kartu temuan atau email yang dikirimkan kepada Tim HSE di *Business Unit* dan *Corporate Office*.

Per 31 Desember 2023, WSBP menerima pengaduan terkait K3 sebanyak 41 laporan. Dari jumlah itu, sebanyak 41 (100%) laporan sudah diselesaikan atau tidak ada kasus dalam masa penanganan dan proses penyelesaian. [\[GRI 3-3\]](#)

OHS COMPLAINTS AND FOLLOW-UP

WSBP respects employees' rights to receive the best services related to OHS. For this reason, WSBP gives employees as well as other stakeholders the opportunity to submit complaints if there are OHS services that do not meet their expectations. Complaints can be submitted to Business Unit up to the Head Office, either in writing by completing the finding card form or by email sent to the HSE Team at Business Unit and Head Office.

As of December 31, 2023, WSBP received 41 complaints related to OHS. Of that number, 41 (100%) reports have been completed or there are no ongoing cases in the handling and resolution process. [\[GRI 3-3\]](#)

KINERJA K3 TAHUN 2023

Selama tahun pelaporan, insan WSBP telah menerapkan budaya K3 secara konsisten guna meraih kinerja K3 terbaik antara lain tidak terjadi kasus kecelakaan kerja yang berakibat fatal (kematian) melanjutkan keberhasilan tahun-tahun sebelumnya. Upaya tersebut membuahkan hasil kinerja K3 sebagai berikut: [\[GRI 403-9\]](#)

OHS PERFORMANCE IN 2023

During the reporting year, WSBP people have applied the OHS culture consistently in order to achieve the best OHS performance, including no cases of fatal work accidents (deaths), continuing the success of previous years. These efforts generated the following OHS performance results: [\[GRI 403-9\]](#)

Tingkat Kecelakaan Kerja di Unit Produksi & Proyek Perusahaan Tahun 2021-2023
Work Accident Rate in Production Units and Projects in 2021-2023

| Wilayah kerja Work Area | Ringan Mild | | | Sedang Medium | | | Berat Severe | | | Fatal Fatal | | |
|----------------------------|----------------|-----------|-----------|------------------|----------|----------|-----------------|----------|----------|----------------|----------|----------|
| | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 |
| Plant | 9 | 2 | 6 | 2 | 3 | 2 | 0 | 1 | 3 | 0 | 0 | 0 |
| Batching Plant & Quarry | 25 | 10 | 3 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Proyek Project | 0 | 3 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Total | 34 | 15 | 10 | 6 | 7 | 3 | 1 | 1 | 3 | 0 | 0 | 0 |

Adapun kinerja keselamatan kerja WSBP dalam tiga tahun terakhir disampaikan dalam tabel berikut ini: [\[GRI 403-9\]](#)

WSBP work safety performance in the last three years is presented in the following table: [\[GRI 403-9\]](#)

Kinerja Keselamatan Kerja Tahun 2021-2023
Work Safety Performance in 2021-2023

| Wilayah kerja Work Area | Lost Time Injury Rate (LTIR) | | | Jam Selamat Safe Hours | | | Kecelakaan Accidents | | | Kerja Hari Kerja Hilang Lost Working Days | | |
|-------------------------------|---------------------------------|------------|------------|---------------------------|------------------|------------------|-------------------------|-----------|-----------|--|-----------|----------|
| | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 |
| Plant | 0 | 2,5 | 0,0 | 1.606.764 | 2.994.647 | 2.109.380 | 12 | 6 | 11 | 0 | 53 | 0 |
| Batching Plant & Quarry | 0,67 | 0 | 0,0 | 1.493.309 | 3.158.247 | 1.681.543 | 29 | 11 | 4 | 2 | 0 | 0 |
| Proyek Project | 0 | 0 | 0,0 | 968.241 | 2.339.573 | 677.349 | 0 | 6 | 1 | 0 | 0 | 0 |
| Jumlah Total | 0,67 | 2,5 | 0,0 | 4.068.314 | 8.492.467 | 4.714.459 | 41 | 23 | 16 | 2 | 53 | 0 |

Khusus mengenai penyakit akibat kerja, pada tahun pelaporan, WSBP tidak menerima laporan adanya karyawan yang mengalami penyakit akibat kerja dengan jenis penyakit sebagaimana diatur dalam Peraturan Presiden Republik Indonesia Nomor 7 Tahun 2019 tentang Penyakit Akibat Kerja. [\[GRI 403-10\]](#)

Specifically regarding occupational diseases, in the reporting year, WSBP did not receive reports of any employees experiencing occupational diseases of the type as regulated in Presidential Regulation of the Republic of Indonesia Number 7 of 2019 concerning Occupational Diseases. [\[GRI 403-10\]](#)

HASIL AUDIT SMK3 TAHUN 2023

WSBP melakukan audit SMK3 sebagai bentuk kepatuhan terhadap berbagai regulasi, terkhusus Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 26 Tahun 2014 tentang Penyelenggaraan Penilaian Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja. Audit dilakukan

2023 OHSMS AUDIT RESULTS

WSBP conducts OHSMS audit as a form of compliance with various regulations, especially Regulation of the Minister of Manpower of the Republic of Indonesia Number 26 of 2014 concerning Assessment of Occupational Safety and Health Management Systems. Audit is conducted to measure the

untuk mengukur hasil kegiatan yang telah direncanakan dan dilaksanakan dalam penerapan SMK3 di WSBP. Audit SMK3 dilakukan oleh PT Sucofindo, dan hasilnya menjadi bahan pertimbangan Unit Kerja dan Unit Bisnis dalam melaksanakan perbaikan dan penyempurnaan implementasi K3.

Audit SMK3 Tahun 2023 menggunakan 166 kriteria dengan hasil sebagai berikut:

| | |
|-----------------|-------------|
| Kategori Kritis | : 0 temuan |
| Kategori Mayor | : 0 temuan |
| Kategori Minor | : 47 temuan |

Sesuai hasil audit SMK3 tersebut, WSBP telah melakukan tindak lanjut dan koreksi sesuai dengan masing-masing kriteria dan dalam kurun waktu sesuai dengan regulasi yang berlaku.

results of activities that have been planned and carried out in implementing OHSMS at WSBP. The OHSMS audit was conducted by PT Sucofindo, and the results were taken into consideration by Work Unit and Business Unit in carrying out improvements and enhancements to the implementation of OHS.

The 2023 OHSMS audit used 166 criteria with the following results:

| | |
|-------------------|---------------|
| Critical Category | : 0 findings |
| Major Category | : 0 findings |
| Minor Category | : 47 findings |

Based on the results of the OHSMS audit, WSBP has performed follow-up and corrections in accordance with each criterion and within the time period in accordance with applicable regulations.