



**MINISTRY OF INVESTMENT/  
INDONESIA INVESTMENT COORDINATING BOARD**



# SUSTAINABLE INVESTMENT GUIDELINE

Version 1.0 2022

**Ministry of Investment/Indonesia  
Investment Coordinating Board (BKPM)  
Koalisi Ekonomi Membumi**

**Supported by:  
Indonesian Chamber of  
Commerce and Industry  
(KADIN Indonesia)**



# SUSTAINABLE INVESTMENT GUIDELINE



For IDN and ENG version

## FOREWORD

In the 26th Conference of Parties (COP) forum held last November 2021, Indonesia reaffirmed its commitment to reducing global carbon emissions, with the goal of reaching net zero emissions by 2060 or sooner. The targets are outlined in the Nationally Determined Contribution (NDC). Due to the limited capacity of the State Budget (APBN), direct investment plays a critical role in achieving this goal. The average government budget allocation for climate change mitigation programs in 2016-2021 was IDR100.4 trillion, or only 29.2 percent of total needs.



According to President's directive, the direct investment realization target for 2020-2024 has been raised from Rp 4,980 trillion to Rp 5,317 trillion (an increase of at least 57.2 percent compared to the realization for the 2015-2019 period). Direct investment is expected to be a key economic driver in the midst of a pandemic, as well as accelerating the national economy's transition to a more sustainable state. Sustainable investment has grown significantly over the last decade as more investors have now become concerned about sustainability challenges. Various environmental alliances have emerged, such as those committed to achieving the net-zero carbon target by 2040, as well as those committed to using 100% renewable energy in their operations.

In order to increase the realization value of direct investment in Indonesia in line with the global trend toward sustainability, the Ministry of Investment/Indonesia Investment Coordinating Board (BKPM) has developed Sustainable Investment Guideline in collaboration with the Indonesian Chamber of Commerce and Industry (KADIN) and the Grounded Economy Coalition (Koalisi Ekonomi Indonesia). This guideline is intended for use by all stakeholders, including business actors, investors, and, of course, government policymakers. The primary focus areas of this guideline: i) the concept of sustainable investment; ii) the investment framework; iii) sustainable indicators; and iv) procedures for implementing this sustainable investment guideline.

Essentially, the primary aim of this guideline is to stimulate sustainable businesses to grow more through both transformations and new initiatives. The Sustainable Investment Guideline is a living document' that serves as a starting point for innovation in response to business and consumer demands for more sustainable economic practices. We are committed to continuously improving this guideline in response to global and national dynamics.

Lastly, we would like to express our sincerest gratitude and appreciation to all stakeholders who helped us complete this Sustainable Investment Guideline document.

**Bahliil Lahadalia**  
Minister of Investment/Chairman of Indonesian Investment Coordinating Board

# SUMMARY OF CONTENTS AND HOW TO USE THE GUIDELINE

This sustainable investment guideline has been prepared and tailored to the level of business, including both companies and entrepreneurs. This guideline is easily accessible and usable as a foundation for investing in Indonesia by Micro, Small, and Medium-Sized Enterprises (MSMEs), corporate entities, investors, and the government. This guideline consists of four main pillars that are further subdivided into several indicators that must be followed gradually. The four main pillars are as follows:

1. Economic
2. Environment
3. Social
4. Governance

The following steps must be taken when using this Sustainable Investment Guideline:

1. Identify the economic, social, environmental, and governance impacts of operational activities and what needs to be improved in the future.
2. Determine and define the intended impacts. Impacts can be prioritized based on the type of business sector and contexts (among others, business size, company capacity, the technology used, and capital).
3. Select the most relevant indicators from the guideline for disclosing prioritized impact data and information.
4. Data or information refers to data and information from the previous year or the current, depending on the guidance in each indicator.
5. Describe the corrective measures for each impact. This information, along with a description of indicators deemed relevant for supporting the data presented in a table format, can be written in narrative form for each selected indicator.

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## GLOSSARY

5P	: People, Prosperity, Planet, Peace and Partnership
BKPM	: Indonesian Investment Coordinating Board (Badan Koordinasi Penanaman Modal)
CDP	: Formerly known as Carbon Disclosure Project
ESG	: Environment, Social, and Governance
FSC	: Forest Stewardship Council
GHG	: Greenhouse Gas
GRI	: Global Reporting Initiative
GSID	: Global Investor for Sustainable Development
HR	: Human Resources
ILO	: International Labor Organization
MSCI	: Morgan Stanley Capital Index
MSMEs	: Micro, Small, and Medium Enterprises
OECD	: The Organization for Economics Co-operation and Development
OJK	: Financial Service Authority (Otoritas Jasa Keuangan)
PRI	: Principle for Responsible Investment
SDGs	: Sustainable Development Goals
UBS	: The Union Bank of Switzerland
UN	: United Nations
UNGC	: United Nations Global Impact

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## SECTION I SUSTAINABLE INVESTMENT: A DEFINITION



## SECTION I

# SUSTAINABLE INVESTMENT: A DEFINITION

### 1.1. BACKGROUND

Sustainable investment has grown significantly over the last ten years as more investors have become concerned about sustainability issues such as the effects of climate change and companies' environmental, social, and governance (ESG) issues as well as increasing their understanding of the broader implications of their investments.

According to Global Sustainable Investment Alliance data, sustainable investments in five major markets (Europe, the United States, Japan, Canada, Australia, and New Zealand) reached USD 35.3 trillion in the first half of 2020.<sup>1</sup> This figure increased by 15% compared to the previous two years. In this report, sustainable investment refers to an investment that takes ESG factors into account when selecting and managing a portfolio of sustainable investments. The ESG criteria emerged as the most common sustainable investment strategy, followed by screening for negative investments (such as weapons or tobacco), companies' involvement and shareholders' actions, and norms-based investments (the United Nations/UN, International Labour Organization/ ILO, Organization for Economic Co-operation and Development/OECD, and Non-Governmental Organizations/NGOs), as well as sustainability-themed investments (sustainable agriculture, green building, low carbon portfolio, gender equality, and diversity).

In addition, according to Global Sustainable Fund Flows (Morningstar, 2022), global sustainable fund assets amounted to USD2.74 trillion in December 2021.<sup>2</sup> In comparison to the previous year, this figure increased by 53%. This global sustainable fund includes open-ended and exchange-traded funds that claim to have a sustainable investment objective and/or use ESG criteria in their investment selection. Although Europe (81%), which has been the most developed and diverse ESG market until now, and the United States (13%), still dominate, sustainable funds in the Asian region (Japan, China, Hong Kong, India, Indonesia, Malaysia, Singapore, Taiwan, Thailand, and South Korea) are on the rise. In the same period, sustainable funds in this region amounted to USD94.8 billion (3%).


The investment ecosystem is rapidly changing these days, and the Covid-19 pandemic has accelerated this process. Investors' behavior and preferences have also changed as a result of the global pandemic; therefore, they now reward companies that respond to a crisis by focusing on long-term goals rather than short-term profits.<sup>3</sup> According to MSCI's Investment Insight 2021, the Covid-19 pandemic has accelerated the incorporation of ESG into investment decisions (via main funds)<sup>4</sup> As many as 72% of 200 investors with an asset value of USD18 trillion (sovereign wealth

<sup>1</sup> Global Sustainable Investment Review 2020

<sup>2</sup> Global Sustainable Fund Flows – Q4 2021

<sup>3</sup> <https://www.cnn.com/2020/06/07/sustainable-investing-is-set-to-surge-in-the-wake-of-the-coronavirus-pandemic.html>

<sup>4</sup> Global institutional investor survey 2021



funds, insurance companies, endowments/foundations, and pension funds) believe companies with high ESG ratings had good continuity planning during the pandemic. In response to the pandemic, roughly one-third (36%) of investors plan to prioritize the social component of ESG in 2021.

In Indonesian, sustainability is defined as a 'sustainable' condition in which all economic, environmental, social, and governance dimensions are in balance. This can be accomplished by making efforts to manage resources that ensure environmental protection and functions while also improving community welfare and human rights protection. This business transformation in the spirit of sustainable development would thus balance investment and business goals for prosperity, people, planet, peace, and partnership (5P). In other words, the 5P, sustainability, and ESG concepts all share common points and objectives.

In line with this progress, Indonesian investment regulations, specifically Law No. 25 of 2007 on Investment and Presidential Regulation No.16/2012 on the General Plan of Investment (RUPM), support or align with sustainable investment. Because it is based on an Indonesian philosophy of sustainability, as well as the essence of global standards and sustainability principles, this guideline will be known as "Panduan Investasi Lestari" in Indonesia Term.

## 1.2. SUSTAINABLE INVESTMENT

Sustainable investment is defined in this guideline as ESG investing, in which investors consider not only financial returns but also the economic, social, and environmental impacts of their investments. Various parties' general definitions of sustainable investment essentially refer to the same thing, particularly in terms of impact elements. The following are some of the definitions of sustainable investment used in this guideline.

## Sustainable Investment Definitions

Definition	Reference
<p>ESG investing exists within a broader spectrum of investing based on financial and social returns. Within this spectrum, ESG investing focuses on maximizing financial returns and uses ESG factors to help assess ESG-related risks and opportunities, particularly over the medium to long term.</p>	<p>Boffo dan Patalano, 2020  <a href="http://www.oecd.org/finance/ESG-Investing-Practices-Progress-and-Challenges.pdf">www.oecd.org/finance/ESG-Investing-Practices-Progress-and-Challenges.pdf</a></p>
<p>Sustainable development investment refers to the mobilization of capital to generate positive contributions to sustainable development, whether in the form of products, services, or activities based on SDG parameters. This is achieved through the use of impact investing or ESG investing strategies.</p>	<p>GSID Alliance  <a href="https://www.un.org/development/desa/financing/sites/www.un.org.development.desa.financing/">https://www.un.org/development/desa/financing/sites/www.un.org.development.desa.financing/</a></p>
<p>Sustainable investment is a type of investment that is expected to generate a financial return while also becoming a manifestation of the investor's values. This investment is only made in companies or industries that reflect the investors' values, with the goal of increasing returns and reducing risks by incorporating ESG into the portfolio, and with the goal of creating measurable environmental and social impacts in addition to financial returns.</p>	<p>UBS Wealth Management – Global  <a href="https://www.ubs.com/global/en/wealth-management/sustainable-investing/education.html">https://www.ubs.com/global/en/wealth-management/sustainable-investing/education.html</a></p>



Figure 1.1. Investment Spectrum Mapping

	Philanthropy		Social Impact Investing		Sustainable and Responsible Investing <sup>b</sup>	Conventional financial investing
	Traditional Philanthropy	Venture Philanthropy	Social Investing	Impact investment	ESG investing	Fully commercial investment
Focus	Address societal challenges through the provision of grants	Address societal challenges with venture investment approaches	Investment with a focus on social and/or environmental outcome and some expected financial return	Investment with an intent to have a measurable environmental and/or social return	Enhance long-term value by using ESG factors to mitigate risks and identify growth opportunities.	Limited or no regard for environmental, social or governance practices
Return Expectation	Social return only	Social return focused	Use of ESG metrics and methodologies			Financial market return only
	Social impact		Social return and sub-market financial return	Social return and adequate financial market rate	Financial market return focused on long-term value	Financial market return only
		↔	↔		↔	

Source: stylised adaptation from OECD (2019), "Social Impact Investment, the Impact Imperative for Sustainable Development," based on earlier versions from various organisations; for illustrative purposes only.

Source: Boffo, R., and R. Patalano (2020), "ESG Investing: Practices, Progress and Challenges", OECD Paris, [www.oecd.org/finance/ESG-Investing-Practices-Progress-and-Challenges.pdf](http://www.oecd.org/finance/ESG-Investing-Practices-Progress-and-Challenges.pdf)

### 1.3. SUSTAINABLE BUSINESS

A sustainable business is one that consistently implements sustainable transformation with good ESG in order to have a positive impact on the environment (ecological approach) and community welfare (inclusive approach). Sustainable business practices can also contribute to the achievement of Sustainable Development Goals (SDGs).

To run a sustainable business, business actors must have a business strategy that provide project overall information about the business, as well as ESG aspects and preferred impacts. This business strategy is used as a reference for investors in determining how business actors can achieve their goals within a specific time frame, as well as describing whether the business feasible and capable of dealing with future business challenges and risks. A sustainable investment business strategy can be stated in a written document that includes all business information, company strategies, or steps in pursuing sustainable transformation throughout the value chain while still ensuring sound financial returns.

## Key Characteristic of Sustainable Business

Ecological	Contribute to climate change mitigation and/or adaptation, or implement broader environmental and social sustainability measures such as using sustainable production methods, contributing to efficient use of resources, managing waste, or conserving biodiversity.
Inclusive	Create local work opportunities, particularly for marginalized communities such as youths, women, and low-income households, while also integrating these communities into local and global value chains as suppliers, distributors, or customers.

Source: adopted from SEED, 2021

### 1.4. PRINCIPLES AND STANDARDS

This sustainable investment guide refers to national and international sustainable principles. These principles are based on the fundamental philosophy of human rights (inclusivity), sustainable environmental management, equitable economic distribution, and accountable and transparent governance to stakeholders, including the larger society. Furthermore, the standards used in this guideline, serve as a reference for “best practices” in business management in order to contribute to sustainable development and the SDGs. The following are some references for preparing sustainable investment guidelines:

- a) UN Global Compact Principles
- b) Principles for Responsible Investment (PRI)
- c) Sustainable Finance Principles (Financial Services Authority)
- d) Sustainable Development Goals (SDGs): <https://sdgs.bappenas.go.id/>
- e) GRI Standards: <https://www.globalreporting.org/standards/>
- f) SDG Impact Standards for Enterprises and Organizations: <https://sdgimpact.undp.org/enterprise.html>
- g) CDP Reporting Standards: <https://www.cdp.net/en/>

This guideline has been prepared by taking into account the development of investment patterns in Indonesia and it is aligned with international principles and standards.

## 1.5. THE OBJECTIVES OF SUSTAINABLE INVESTMENT GUIDELINE

This guideline applies to MSMEs, as well as larger businesses or industry players. The purposes of the guideline are as follows.

### For Companies or Business Actors

1. Serve as an instrument for transforming business operations into a sustainable business by incorporating economic, environmental, social, and good governance aspects into its business processes.
2. Identify to allow businesses to contribute more positively to the economy and ESG aspects.
3. Improve the company's image, reputation, and credibility in the eyes of stakeholders, particularly investors, funding institutions, government, and customers.

### For Investors:

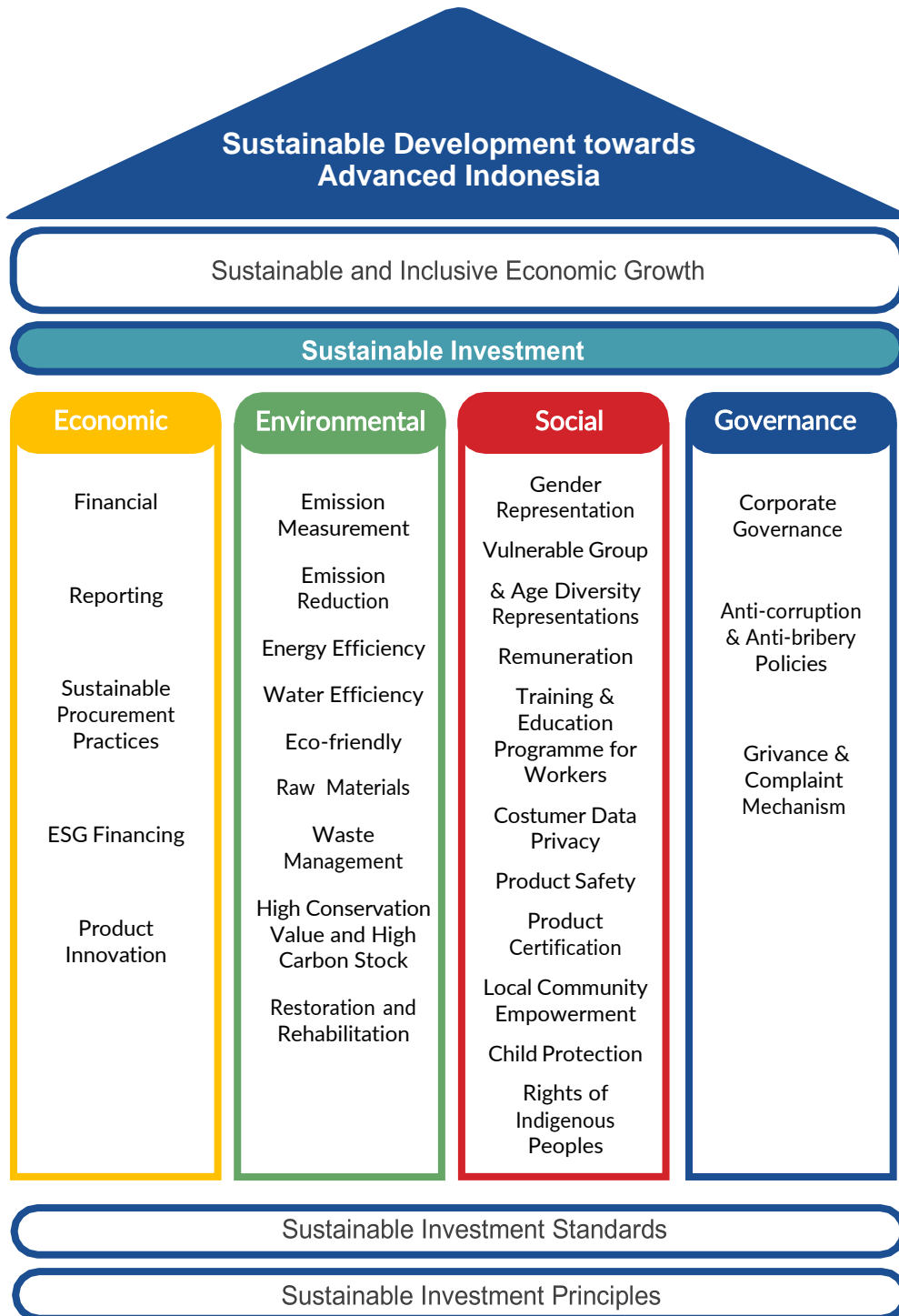
1. Provide a tool for identifying business actors who have sustainable business strategies and thus can potentially have a positive impact on the economy and ESG aspects.
2. Provide references for developing investment plans and portfolios.
3. Identify the level of potential risks related to ESG aspects and the economy that may arise from the business.

### For Government:

1. Create opportunities for increased investment in Indonesia, particularly sustainable domestic and foreign investments.
2. Improve Indonesia's business competitiveness against foreign countries, particularly in terms of sustainable business.
3. Increase the flow of funds to MSMEs that can contribute to sustainable and inclusive economic development.

## 1.6. SUSTAINABLE INVESTMENT FRAMEWORK

Figure 2.1 Sustainable Investment Framework



## A. ECONOMIC ASPECT

This includes indicators to ensure financial accountability and economic collaboration supporting ESG performance.

### Financial Accountability

- 1.1 Financial Statement
- 1.2 Balance Sheet
- 1.3 Income Statement

### Partners with Local Suppliers

- 2. Source of supply by supplier's geographic location

### 3. Corporate Financing to support ESG performance

- 3.1 Financing for Environmental Activities
- 3.2 Financing for Social Activities
- 3.3 Financing for Good Governance Activities

### Product innovations that support ESG

- 4. Product Innovation

## B. ENVIRONMENTAL ASPECT

This includes indicators such as energy efficiency, emission reduction, and good waste management to ensure positive business contribution and minimize negative environmental impacts

### The company's environmental actions are as follows

- 5. Emission Measurement
- 6. Emission Reduction
- 7. Energy Efficiency
- 8. Water Use Efficiency (WUE)
- 9. Eco-friendly Raw Materials
- 10. Waste Management
- 11. High Conservation Value and High Carbon Stock
- 12. Restoration and Rehabilitation

## C. SOCIAL ASPECT

This includes indicators to ensure that businesses make positive contributions while minimizing negative impacts on society, community and worker, and customer protection.

### Gender Equality, Diversity, and Inclusion

- 13. Gender Representation
- 14.1 Vulnerable Group Representation
- 14.2 Age Diversity Representation

### Decent Work

- 15. Remuneration
- 16. Training and Education Program for Workers



### **Consumer Protection**

- 17. Customer Data Privacy
- 18. Product Safety (labelling and information)
- 19. Product Certification

### **Community Empowerment and Protection of Human Rights**

- 20. Local Community Empowerment
- 21. Child Protection
- 22. Rights of Indigenous Peoples

## **D. GOOD GOVERNANCE**

This includes indicators to ensure that businesses have good governance in place and sustainability principles are incorporated into the business.

### **Sustainable Governance**

- 23.1 Organizational Structure
- 23.2 Sustainable Governance

### **Anti-corruption and Grievance Mechanism**

- 24. Anti-corruption and Anti-bribery
- 25. Grievance and Complaint Mechanism

## SECTION II

# HOW TO USE THE SUSTAINABLE INVESTMENT GUIDELINE



## SECTION II

# HOW TO USE THE SUSTAINABLE INVESTMENT GUIDELINE

### 2.1. STEPS FOR SUSTAINABLE BUSINESS

This section provides a guideline for companies/business actors in determining their position or condition in terms of sustainability. This enables companies/business actors to disclose data or information about 'what impacts' on the economy and ESG aspects that have been achieved , as well as 'what transformation' the business will make in the future. The process is as follows:

1. Determine the economic and ESG impacts of business operations, as well as those that should be improved in the future.
2. Determine and define the intended business impacts that will be prioritized. Impacts can be prioritized based on the type of business sector and contexts (among others: business size, company capacity, the technology used, and capital).
3. Select the most relevant indicators from the guideline for disclosing prioritized impact data and information.
4. Data or information refers to data and information from the previous year or the current, depending on the guidance in each indicator.
5. Describe the corrective measures for each prioritized impact. This information, along with a description of indicators deemed relevant for supporting the data presented in table format, can be written in narrative form for each selected indicator.

Note that indicators in this guideline can be fulfilled gradually.



## 2.2. SUSTAINABLE INVESTMENT INDICATORS

### A. ECONOMIC ASPECT

Business actors should consider financial performance to ensure their business's long-term viability. They are also expected to prepare any relevant financial statements to report their economic performance.

#### 1. Financial Reporting

##### 1.1 Financial Statement

Financial Report Type	Availability	Audit
Balance Sheet	Yes/No	Yes/No
Income Statement	Yes/No	Yes/No
Cash Flow Statement	Yes/No	Yes/No

##### 1.2 Balance Sheet

Asset	IDR ....
Capital	IDR ....
Debt/Loan	IDR ....
Asset	IDR ....

##### 1.3 Income Statement

Component	Amount from the previous year (Y-1)
Gross revenue	IDR ....
Raw materials procurement (from suppliers)	IDR ....
Operational costs	IDR ....
Wage and salary of workers/employees	IDR ....
Taxes	IDR ....
Net Profit After Tax	Rp. ....

### 2. Sustainable Procurement Practice

Business actors, particularly local MSMEs, collaborate with local suppliers to increase economic empowerment.

#### 2. Source of supply by supplier's geographic location

Sources of Supply	Numbers of Suppliers	Supplier's Province/City
Local	..... supplier(s)	
International	..... supplier(s)	
Total	..... supplier(s)	

### 3. Financing for ESG Activities

Business actors specifically contribute to activities that benefit the environment, society, and good governance.

#### 3.1 Financing Environmental Activities

Example of Activity	Location	Implementation Year	Financing Amount (IDR)
Use of sources of renewable energy in company operations, such as geothermal, water, wind, biogas, biomass, etc.			
Energy efficiency, such as financing for replacement of air conditioner chiller, energy-efficient textile machines, and building renovation to improve energy efficiency by replacing regular lights with energy-efficient lights.			
Eco-friendly activities, such as organic farming, good waste management, as well as conservation of natural resources and ecosystem services.			
Human resource capacity building on environmental management.			
Total			

#### 3.2 Financing for Social Activities

Example of Activity	Location	Implementation Year	Financing Amount (IDR)
Financing for employee empowerment programmes, e.g., training, and educational assistance/scholarship.			
Financing for employee facilities, such as daycare centre, lactation room, etc.			
Financing for stakeholders' protection, including local communities, consumers, suppliers, etc.			
Financing for Indigenous Peoples/local community empowerment.			
Total			

### 3.3 Financing for Good Governance Activities

Example of Activity	Location	Implementation Year	Financing Amount (IDR)
Financing for anti-corruption initiatives, such as anti-corruption and anti-bribery training at the supplier level.			
Financing for consumer service, such as grievance and complaint mechanisms.			
Financing for the preparation of company reports, such as annual reports, sustainability reports, etc.			
Total			

Note:

The financing amount is the cost already incurred (sunk costs) for the aforementioned activities.

### 4. Product Innovation (Research and Development)

Business actors can gradually conduct product research and development to support ESG aspects.

#### 4. Product Innovation

Sustainability-related product innovations that have been implemented	Progress	Future development plans
....		

## B. ENVIRONMENTAL ASPECT

### 5. Emission Measurement

Business actors should reduce carbon emissions from the usage of non-renewable energy.

#### 5. Emission Measurement Scope 1, 2, and 3

Scope of Emissions	Sources of Emission		Amount of Emissions	Unit (tCO <sub>2</sub> e)	Amount of Current Year Emissions
	Business Operation	Tools/Vehicles/ Equipment Producing Emission			
Scope 1		...		tCO <sub>2</sub> e	Scope 1
....		...		tCO <sub>2</sub> e	....
Scope 2		...		tCO <sub>2</sub> e	Scope 2
...		...		tCO <sub>2</sub> e	....
Scope 3				tCO <sub>2</sub> e	
	....			tCO <sub>2</sub> e	
Total of Scope 1, Scope 2, and Scope 3 Emissions				tCO <sub>2</sub> e	

<b>Scope 1: Direct GHG Emission</b>	Emissions produced directly by the company, such as those generated from power plant and processes of heating, cooling, and steam generations, as well as production-based emissions.
<b>Scope 2: Indirect GHG Emission</b>	Emissions resulting from the company's consumption but occurring at sources controlled/ owned by other entities, such as electrical energy purchased from Indonesia Electricity Company (PLN).
<b>Scope 3: Other Indirect GHG Emission (not included in Scope 2)</b>	Emissions produced by other stakeholders within the company's upstream and downstream supply chains, such as those from suppliers' activities and waste treatment by third parties.

The information sources listed below can be used as references for measuring emissions.

1. GreenHouse Gas Protocol, <https://ghgprotocol.org/>
2. IPCC, [https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc\\_wg3\\_ar5\\_annex-ii.pdf](https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc_wg3_ar5_annex-ii.pdf).
3. Aplikasi Kalkulator Bijak V.1.0

## 6. Emission Reduction

Business actors seek to reduce carbon emissions resulting from company activities

### 6. Emission Reduction

GHG Emission Scope to Reduce (Scope 1, 2, or 3)	Emission Reduction Target (tCO <sub>2</sub> e)	Target Year	Emission Reduction Activities	Calculation of Emission Reductions Made in Previous Years(Y-1)	Potential risk if the Target is not met

## 7. Energy Efficiency

Carbon emissions can be reduced by using less non-renewable energy, and business actors can report on their energy efficiency actions.

### 7. Energy Efficiency

Sources of Energy	Energy Efficiency Action	Total Energy Consumption Reduced in the Previous Year(Y-1)	Mitigated risk

## 8. Water Use Efficiency

Water use efficiency should be implemented by business actors because access to clean water remains a challenge for many community groups.

### 8. Water Use Efficiency

Sources of Water	Water Use Efficiency Action	Amount of Water Saved in the Previous Year (Y-1)	Mitigated Risk

### 9. Eco-friendly Raw Materials

Business actors consider using eco-friendly raw materials (such as recycled or reused materials) or certified eco-friendly raw materials to support sustainability goals.

#### 9. Eco-friendly Raw Materials

Finished Product	Raw Materials Used for Production (Products and Packaging)	The explanatory of eco-friendly raw materials	Quantity		Certificate (If any)
			The Amount of Eco-friendly Raw Material Used	The Amount of Conventional Materials Used	
			Example: 2,000 tonnes		

### 10. Waste Management

Business actors properly manage waste through various strategies such as recycling or reuse approach.

#### 10. Waste Management

Waste-generating Activities	Waste Data from the Previous Year (Y-1)		Waste Management Mechanism			Potential Risk
	The Amount of Waste	Total waste generated (tonne)	Waste treated for reuse (tonne)	Recycled Waste (Ton)	The Amount of Waste	Total waste generated (tonne)
Non-Hazardous Waste (e.g., paper, fabric, etc.)						
Hazardous and Toxic/B3 Waste (e.g., battery waste, chemical waste, etc.)						

## 11. High Conservation Value and High Carbon Stock (HCV/HCS)

Business actors properly manage waste through various strategies such as recycling or reuse approach.

### 11. High Conservation Value and High Carbon Stock

Business Operation	Type of Area (forest, sea, lake, river, settlement, etc.)	Area (ha/ km2) settlement, etc.)	Company Operational (District/ City and Province) Perusahaan	Area Description							Impact of Activities associated with point (a) to point (g)  Natural Ecological Landscape (b)
				Type of Area (forest, sea, lake, river, settlement, etc.)	Natural Ecological Landscape (b)	Ekosistem Langka atau Terancam Punah (c)	Jasa Lingkungan(d)	Pemenuhan Kebutuhan Dasar Masyarakat Setempat (e)	Budaya Tradisional Lokal (f)	Type of Area (forest, sea, lake, river, settlement, etc.)	

## 12. Restoration and Rehabilitation

Business actors restore and rehabilitate land affected by their operations.

### 12. Restorasi dan Rehabilitasi Kawasan

Restoration and rehabilitation related activities.	Type of Area (forest, sea, lake, river, settlement, etc.)	Implementation Period	Restored or rehabilitated area(ha) or (km2)	Location of restoration and rehabilitation activity (City/District and Province)	Impact of Activity				
					Biodiversity	Carbon Sequestration	Soil	Water	Others

## C. SOCIAL ASPECT

### 13. Gender Representation

Business actors encourage women's representation at all levels of management to ensure women's participation in business operations and decision-making.

### 13. Gender Representation

Proportion of management level by gender					
Management Level	Year:				
	Men		Women		Total
	Number	%	Number	%	
Board of Commissioners					
Board of Directors					
Executive Management					
Senior Management					
Middle Management					
Supervisory Management					
General Staff					

Note:

1. The company's management structure can be adapted to its actual position.
2. Additional gender identities, such as 'not disclosed,' can also be added to the table.

## 14. Vulnerable Group and Age Diversity Representation

Active business actors empower vulnerable groups by providing them with access to decent work.

### 14.1 Vulnerable Group Representation

Proportion of Vulnerable Group in the Company					
Management Level	Year:.... Vulnerable Group:..... (e.g.: Indigenous Peoples, People with Disabilities, or Other Vulnerable Groups)				
	Men		Women		Total
	Number	%	Number	%	
Board of Commissioners					
Board of Directors					
Executive Management					
Senior Management					
Middle Management					
Supervisory Management					
General Staff					

Note:

Vulnerable groups are people who are socially, economically and culturally marginalized. Companies/business actors seek to involve these vulnerable groups in order to empower and create tolerance, recognition, and fair treatment for them.

### 14.2 Age Diversity Representation

Age Diversity Representation in the Organization					
Age Group	Year:....				
	Men		Women		Total
	Number	%	Number	%	
Under 30					
Between 30 - 50					
Over 50					



## 15. Remuneration

Business actors ensure employee welfare by providing remuneration in accordance with applicable regulations.

### 15. Remuneration

Aspect	Remark
Wage ratio between the lowest-paid employee/worker and the Applicable Minimum Wage in the area	
Employee insurance (e.g., Indonesian National Health Insurance (BPJS) or private insurance)	(Available/Not Available)
List other remuneration provided to the employees/workers other than wage and insurance (e.g., allowance for transportation, accommodation, etc.)	....

## 16. Training and Education Program for Workers

Business actors provide ongoing training to internal employees/workers in order to improve their skills and ensure that they can find other decent jobs after they resign.

### 16. Training and Education Program

Management Level	Year:				Year:....	
	Men		Women		Total Employee/ Worker (Men & Women)	Total Employee/ Worker (Men & Women)
	Total Hours of Training	Average Hours of Training	Total Hours of Training	Average Hours of Training	Total Hours of Training (All Employees)	Total Hours of Training (All Employees)
Board of Commissioners						
Board of Directors						
Executive Management						
Senior Management						
Middle Management						
Supervisory Management						
General Staff						

Note:

1. Training and education for employees can refer, but are not limited, to:
  - a. All types of training provided by the company;
  - b. Training and education provided by external stakeholders and paid for in part or full by the company, or held in working hours (training does not include on-site coaching by a supervisor).
2. The company’s management structure can be adapted to its actual position.
3. Calculation formula can be used as a reference.

Average hours of training for woman employees	:	$\frac{\text{Total number of training provided for woman employees}}{\text{Total number of woman employees}}$
Average hours of training for man employees	:	$\frac{\text{Total number of training provided for man employees}}{\text{Total number of man employees}}$
Average hours of training per employee category	:	$\frac{\text{Total number of training for each category}}{\text{Total number of employees in the category}}$

4. If numerical data is not available, the company can provide a brief description of the types of training that have been provided to employees at each level or function. Describe the types of training, mandatory/non-mandatory, and to what extent the training helps improve employees competence.

**17. Customer Data Privacy**

Customers are stakeholders, and business actors understand that they must be protected from the risk of data leakage that may affect them.

**17. Customer Data Privacy**

Aspect	Amount
The total number of costumers, users, and account data the company owns	... (persons)
Number of reported complaints/reports on customer data privacy breaches	...(complaint /case)

## 18. Product Safety (labelling and information)

Business actors ensure that product information is complied with applicable regulations, reliable, and valid.

### 18. Product Safety (labelling and information)

Aspect	Number of Reported/Received Case	Number of Case Solved
Number of complaints on products, medical services, or product safety	... (cases)	... (cases)
Number of resolved complaints on marketing and labelling (e.g., validity information on packages)	... (cases)	... (cases)
Number of products withdraw from the market due to safety concerns or issues with product marketing and labelling	... (unit)	... (unit)

## 19. Product Certification

Untuk menjamin kualitas produk dan isu lestari yang diusungnya, pelaku usaha memiliki sertifikasi tertentu sesuai dengan kebutuhan produk.

### 19. Product Certification

Number of Product Certification	Certification Issuance Institution	Certification Aspects	Applied year (from...to...)

## 20. Empower the Local People

Business actors have program to empower local communities as part of the social aspect of sustainable principles.

### 20. Empower the Local People

Program	City/District	Implementation Date	Number of Recipients (data can be divided based on gender)	Expected or Achieved Impacts

Note:

Local community empowerment indicators can also include activities, support, or increased partnership with local entrepreneurs or MSMEs. This is in line with the goal of Indonesian Government through BKPM to empower local MSMEs.

## 21. Child Protection

Children are not exploit by business actors, and they are protected from hazardous work.

### 21. Child Protection

Number of Children under the age of 18 involved in operational activities	Average working hours per child per day	Type of Children's Work

## 22. Rights of Indigenous Peoples

Indigenous Peoples should be involved in decision-making if business operations affect or involve them.

### 22. Rights of Indigenous Peoples

Indigenous Peoples affected by business activities	City/District	Please describe direct or indirect impacts	Actions to reduce the risk of negative impacts or to create positive impacts on Indigenous Peoples

## D. GOOD GOVERNANCE

### 23. Good Corporate Governance

Business actors ensure that sustainable principles are implemented and monitored by the company's management.

#### 23.1 Organizational Structure

Businesses can provide their organizational structure in general.

#### 23.2 Sustainable Governance

Name of Individual (Employee)	Position and Terms of Condition	Roles and responsibilities for ensuring proper implementation of ESG and economic aspects

## 24. Anti Corruption and Bribery

Business actors ensure that all internals have thorough understanding of anti-corruption procedures.

### 24. Anti-Corruption and Anti-bribery

Component	Previous Years:	
	(Available/Not Available)	Please describe (if any additional relevant information)
Internal regulation on Anti-Corruption and Anti-bribery		
Information dissemination on anti-Corruption regulation		
Protection for those who report corruption and bribery		

## 25. Mechanism of Grievance and Complaint Supervision

### 25. Mechanism of Grievance and Complaint Supervision

Component	Previous year:...	
	(Available/Not Available)	Please describe (If any additional relevant information)
Regulations on grievance and complaint mechanism for internals and externals		
Dissemination on grievance and complaint mechanism for internals and externals		
Number of internal and external grievance/complaint received		
Number of internal and external grievance/ complaint solved		



## DISCLOSURE

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**MINISTRY OF INVESTMENT/  
INDONESIA INVESTMENT COORDINATING BOARD**

Jl. Jend. Gatot Subroto No. 44, Jakarta  
12190  
P. +6221 525 2008 (Hunting)  
F. +6221 525 4945  
C. 169 (Contact Center)

-  @bkpmindonesia
-  @bkpm
-  @bkpm\_id
-  BKPM TV-Invest Indonesia