



# UPAYA PERTAMINA DALAM MENINGKATKAN PRAKTIK CORPORATE ETHICS

## **PERTAMINA'S EFFORTS TO ENHANCE THE PRACTICE OF CORPORATE ETHICS**

**P**ada September 2021, lembaga ESG Rating Sustainalytics menerbitkan ESG Risk Rating atas Pertamina.

Salah satu temuannya, Sustainalytics menilai bahwa ESG Risk Management Pertamina untuk aspek *Corporate Governance* dan *Business Ethics* telah mencapai kategori *Strong*, dengan skor masing-masing yaitu 75/100 dan 78.1/100.

Pencapaian tersebut adalah hasil dari implementasi kebijakan, program dan sistem manajemen kinerja di bidang tata kelola perusahaan yang menyeluruh dan komprehensif. Pertamina telah menetapkan Kebijakan Keberlanjutan yang memayungi komitmen Pertamina untuk menjadi perusahaan yang menjunjung *Good Corporate Governance*.

Kebijakan ini diperkuat dengan prosedur internal terkait seperti larangan suap dan

**I**n September 2021, the ESG Rating agency namely Sustainalytics had assessed and issued an ESG Risk Rating for Pertamina.

One of its findings, Sustainalytics sees that Pertamina's ESG Risk Management for *Corporate Governance* and *Business Ethics* aspects are considered *Strong*, with each scored 75/100 and 78.1/100, respectively.

This achievement is the result of a comprehensive implementation of policies, programs, and performance management systems in the corporate governance.

Pertamina has set a Sustainability Policy that covers Pertamina's commitment to becoming a company that upholds *Good Corporate Governance*.



korupsi, larangan keterlibatan dalam politik praktis, dan perlindungan terhadap *whistle-blower*.

Sebagai turunan dari Kebijakan Keberlanjutan, Pertamina telah menetapkan Strategi Keberlanjutan yang dituangkan dalam 10 fokus keberlanjutan beserta targetnya. Salahsatunya adalah *Corporate Ethics* dengan target utama yaitu *Zero tolerance on fraud & corruption* dan *Zero incidents unethical conduct of business*. Fokus *Corporate Ethics* ini merupakan salah satu bentuk aplikasi SDG ke-16 – *Peace, Justice and Strong Institution*.

Hal ini diimplementasikan dalam bentuk program kerja antara lain implementasi ISO 37001:2016 tentang *Anti-Bribery Management System, Whistleblowing System, New Pertamina Clean Charter*, kerja sama dengan KPK untuk pelaporan LHKPN, kewajiban pelaporan gratifikasi dan lain-lain. Dari sisi pengawasan, Pertamina diawasi oleh 3 Komisar Independen dari total 7 anggota Dewan Komisar.

### **PENGUATAN KE DEPAN**

Meski telah mencapai kategori *Strong*, Pertamina tetap berupaya meningkatkan praktik *Corporate Ethics* untuk mencapai target yang ditetapkan.

Karena itu Pertamina telah menetapkan

*This policy is strengthened by related internal procedures such as the prohibition of bribery and corruption, prohibition of involvement in practical politics, and protection of whistleblowers.*

*As a derivative of the Sustainability Policy, Pertamina has established a Sustainability Strategy which is outlined into 10 sustainability focuses. One of them is Corporate Ethics, with the main target being Zero tolerance on fraud & corruption and Zero incidents of unethical conduct of business. Corporate Ethics focus applies the principle of the 16th SDG – Peace, Justice, and Strong Institution.*

*The focus is implemented through work programs such as the implementation of ISO 37001:2016 concerning Anti-Bribery Management System, Whistleblowing System, New Pertamina Clean Charter, cooperating with Commission of Corruption Eradication for mandatory wealth reporting, obligation to reporting gratuities, and others. In terms of supervision, Pertamina is supervised by 3 Independent Commissioners as the Board of Commissioners that consist of 7 members as a whole.*

### **STRENGTHENING FORWARD ACTION**

*Even though it has reached the Strong category in Corporate Ethics practices, Pertamina is still trying to make improvement to achieve the set targets.*



inisiatif prioritas yaitu **Enhance GCG Management System** untuk tahun 2022 dengan fokus pada:

### 1. Pembaruan Prosedur GCG and Fraud Prevention & Anti Bribery

Yang mencakup pembaruan prosedur LHKPN, Gratifikasi, Kode etik, Pedoman Tata Kelola Perusahaan, serta Unit Pengendalian Gratifikasi. Inisiatif ini juga akan diiringi dengan pelatihan dan sosialisasi mengenai GCG & anti-bribery kepada seluruh pekerja.

### 2. Peningkatan Kualitas dan Kuantitas Program Sosialisasi GCG,

Termasuk melalui kerja sama dan koordinasi dengan pihak internal terkait di *Holding* maupun *Sub-Holding*. Tidak hanya itu, para pekerja akan difasilitasi dengan materi pembelajaran terkait GCG & anti-bribery yang dapat diakses melalui *online* atau *mobile learning system*. Akan adanya survei GCG sebagai bentuk peninjauan dan pemantauan apakah terlaksananya kegiatan ini sesuai target.

### 3. Sertifikasi Anti-Bribery Management System ISO37001:2016 di Seluruh Group Pertamina.

Pertamina mendorong agar seluruh anak perusahaan atau *Sub-Holding* ikut tersertifikasi dan memiliki standar ISO 37001:16 ABSM.

Penerapan tata kelola perusahaan & etika bisnis yang baik sudah menjadi sebuah keharusan sebagai bentuk tanggung jawab dalam menjaga transparansi dan akuntabilitas pengelolaan dan pengembangan keberlanjutan bisnis Pertamina kedepannya. ▀

Therefore, Pertamina has set a priority initiative, namely Enhance GCG Management System for 2022 with a focus on:

### 1. Updating GCG and fraud prevention & anti-bribery procedures.

It includes updating mandatory wealth reporting procedures, Gratification, Code of ethics, Corporate Governance Guidelines, and Gratification Control Unit. This initiative will also be accompanied by training and socialization regarding GCG & anti-bribery to all employees.

### 2. Increasing the quality and quantity of the GCG socialization program

Including through cooperation and coordination with relevant internal parties in *Holding* and *Sub-Holding*. Not only that, workers will be facilitated with learning materials related to GCG & Anti-bribery that can be accessed via *online* or *mobile learning systems*. There will be a GCG survey as a form of review and monitoring whether the implementation of this activity is on target.

### 3. Certification of Anti-Bribery Management System ISO37001:2016 across Pertamina Group

Pertamina encourages all subsidiaries or *Sub-Holding* to be certified and have the ISO 37001:16 ABSM standard.

The proper implementation of corporate governance & business ethics has become a must as a form of responsibility in maintaining transparency and accountability in managing and developing Pertamina's business sustainability ahead. ▀



# PERTAMINA'S EFFORTS TO ENHANCE THE PRACTICE OF CORPORATE ETHICS



Pertamina has implemented Corporate Ethics practices that are in line with global best practices. This practice is strengthened by the relevant internal procedures, as can be seen in the following Key Corp Ethic Aspects:



## Prohibition of Bribery & Corruption

### Policy / Procedures

- Gratification Control Procedures
- Conflict of Interest Procedures
- Anti-Bribery Management System



## Prohibition of Political Involvement

### Policy / Procedures

- Code of Conduct



## Non-Retaliation for Whistle-Blower

### Policy / Procedures

- Whistle Blowing System procedures



# Enhancing GCG Management System 2022



Updating policy on GCG and fraud prevention & anti bribery.



Improvement of quality & quantity of GCG Socialization program.



Expansion of certification and surveillance of Anti-Bribery Management System ISO 37001:2016

