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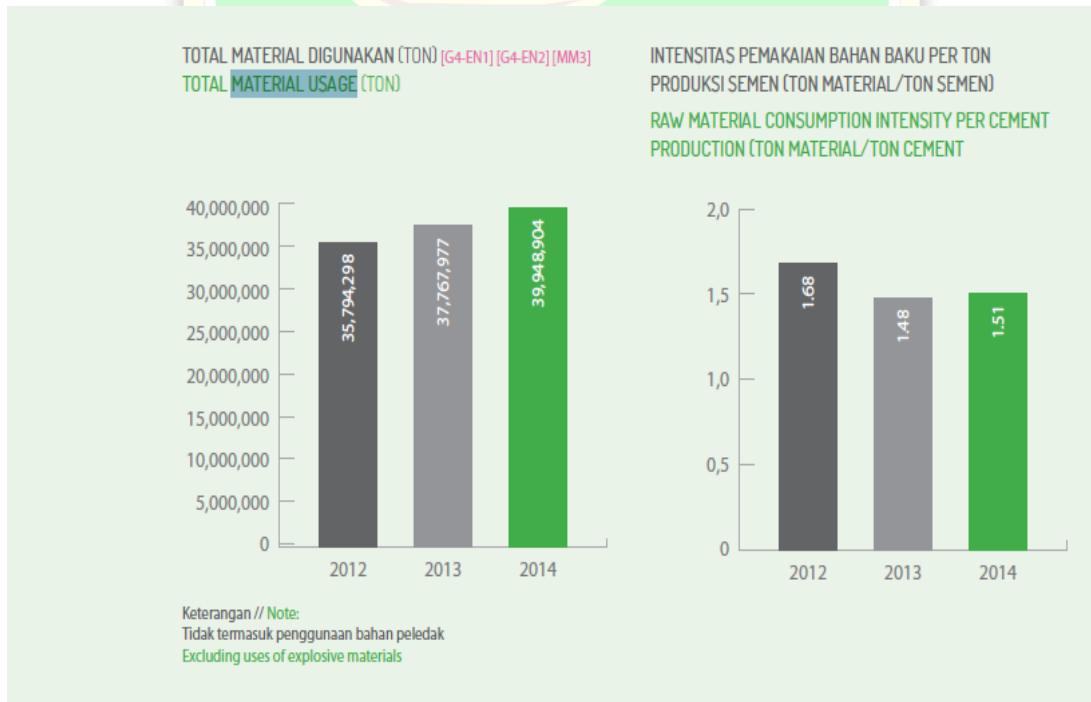
APPENDIXES

1. Procurement Practices – Semen Indonesia

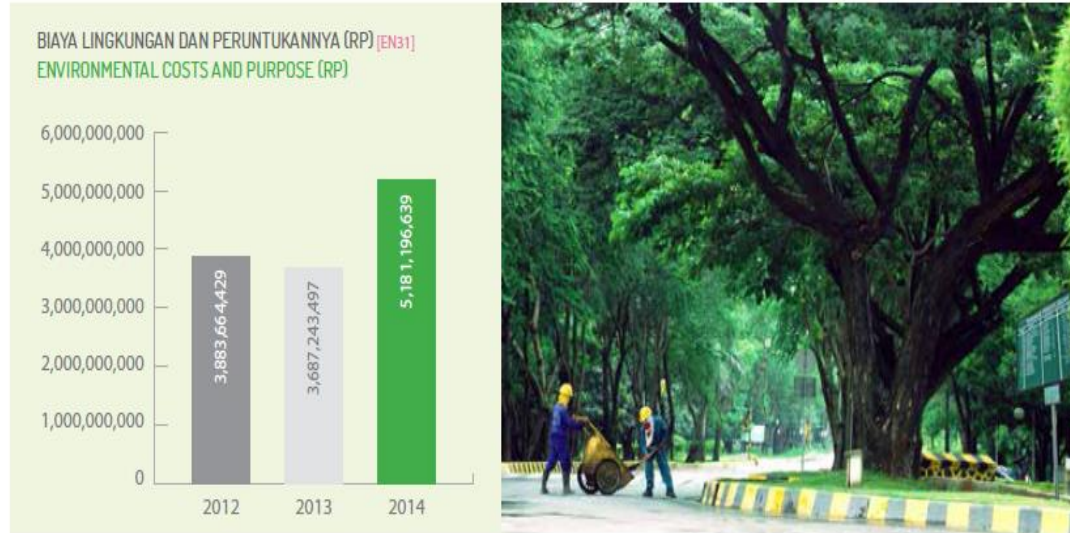
Jumlah Pemasok Semen Indonesia dan Nilai Kontrak Pekerjaan (G4-EC9)
Number of Semen Indonesia Suppliers and Work Contract Value

Unit Bisnis Business Unit	Pengadaan Barang Goods Procurement				Pengadaan Jasa Services Procurement			
	Jumlah Pemasok Number of Suppliers		Nilai Kontrak Pekerjaan (RP dalam juta) Working Contract Values (Million IDR)		Jumlah Pemasok Number of Suppliers		Nilai Kontrak Pekerjaan (RP dalam juta) Working Contract Values (Million IDR)	
	2015	2014	2015	2014	2015	2014	2015	2014
Perusahaan Lokal/Nasional Local Company	313	362	2,487,322.90	2,752,039.21	243	299	2,511,830.65	1,885,223.21
Perusahaan Internasional International Company	27	32	564,937.71	1,227,416.52	6	11	14,101.38	16,437.58
Total	340	394	3,052,260.61	3,979,455.73	249	310	2,525,932.03	1,901,660.79

2. Materials – Semen Indonesia



3. Overall – Semen Indonesia



4. Employment – Semen Indonesia

FASILITAS KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN [G4-LA2]
EMPLOYEE FACILITIES BASED ON EMPLOYMENT STATUS

Jenis Fasilitas Type of Facilities	Pegawai Tetap Permanent Employee	Pegawai Tidak Tetap Non-permanent Employee
PT SEMEN INDONESIA (PERSERO) TBK		
Gaji Pokok // Basic salary	Ada // Available	Ada // Available
Tunjangan Kesehatan // Health Benefit	Ada // Available	Ada // Available
Asuransi Jiwa // Life Insurance	Ada: JHT & BPJS Available: JHT & BPJS	Ada: JHT & BPJS Available: JHT & BPJS
Tunjangan Kecelakaan Kerja // Injury Allowance	Ada: BPJS Available: BPJS	Ada: BPJS Available: BPJS
Tunjangan Kelahiran // Maternity Allowance	Ada // Available	Ada // Available
Tunjangan Pensiun // Pension Benefit	Ada: Dana Pensiun Karyawan Available: Employee Pension Fund	Tidak ada // Not Available
Tunjangan Hari Raya // Religious Holiday Allowance	Ada // Available	Ada // Available
Opsi Kepemilikan Saham // Stock Option	Tidak // No	Tidak // No

5. Market Presence – Indocement

Lokasi Location	Upah Terendah The Lowest Wage (Rp)	Upah Minimum 2014 Minimum Wage 2014 (Rp)	Selisih Difference (%)
Kantor Pusat Jakarta Jakarta Head Office	3.316.575	2.441.301	35,85
Kompleks Pabrik Citeureup Citeureup Factory	3.316.575	2.242.240	47,91
Kompleks Pabrik Palimanan Palimanan Factory	3.316.575	1.212.750	173,48
Kompleks Pabrik Tarjun Tarjun Factory	3.316.575	1.620.000	104,73

6. Materials - Indocement

Pemanfaatan Limbah B3 sebagai Bahan Baku Alternatif [G4-EN2]

B3 Waste Utilization as Alternative Raw Material

Bahan Baku Alternatif Alternative Raw Material	Bahan Baku yang Disubstitusikan Substituted Raw Material	2014	2013	2012
<ul style="list-style-type: none"> Limestone Trass Fly ash 	Clinker	24,8%	22,8%	19,42%
<ul style="list-style-type: none"> Copper slag Dust FAF Iron concentrate Iron scale 	Iron sand	53,1%	58,8%	92,1%
<ul style="list-style-type: none"> Bottom ash WWT sludge Dross aluminium 	Silica sand	14,1%	13,3%	16,6%

7. Employment – Indocement

Perputaran Karyawan [G4-LA1]

Employee Turnover

No	Uraian Description	2014	2013	2012
2	Jumlah Karyawan Baru Total New Employees	317	308	215
	Apprentice	100	173	89
	Trainee	7	35	32
	Management Trainee	66	66	34
	Tenaga Ahli Specialist	24	34	60
	Lainnya Other	120*	n/a	n/a
3	Tingkat Perputaran Turnover Rate	0,92	0,96	0,98

Keterangan* : Pemberlakuan ketentuan PKB yang baru tentang usia pensiun (55+1)

Note* : Implementation of new CLA regulations on retirement age (55Y + 1Y)

8. Procurement Practices - Holcim

GRI	Keterangan	Halaman	Penjelasan	2013	2014	2015
Pengadaan						
G4-EC9	Porsi dana yang dikeluarkan untuk pemasok di daerah (Rp miliar)					
	- Kantor Pusat			1.924	3.440	2.867
	- Narogong			353	581	1.679
	- Cilacap			349	640	974
	- Tuban			3	118	511
	Total			2.629	4.779	6.032
	Jumlah pemasok asal daerah menurut unit kerja					
	- Kantor Pusat			2.056	699	674
	- Narogong			214	82	268
	- Cilacap			225	79	119
	- Tuban			56	73	152
	Total			2.251	933	1.213

