

**PT Vale Indonesia, Tbk.**

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Makassar, South Sulawesi 90001



**Peluang Untuk Bertumbuh**  
Opportunity To Grow



#### **Catatan untuk pembaca laporan**

Tabel dan grafik pada laporan ini memaparkan data numerik dengan standar bahasa Inggris. Sedangkan pemaparan numerik dalam teks menggunakan standar bahasa Inggris dan Indonesia sesuai dengan konteksnya.

Semua satuan ukuran nikel dalam matte dan mineral lainnya dalam laporan ini adalah metrik ton, di mana satu metrik ton sama dengan 2.204,62 pon dan disajikan sebagai "ton".

#### **Peringatan atas pernyataan-pernyataan mengenai masa depan**

Dalam dokumen ini mungkin terdapat rencana, proyeksi, strategi dan tujuan Perseroan tertentu, yang bukan merupakan pernyataan fakta historis dan perlu dipahami sebagai pernyataan mengenai masa depan berdasarkan hukum yang berlaku. Pernyataan mengenai masa depan tergantung pada risiko dan ketidakpastian yang dapat menyebabkan keadaan dan hasil aktual Perseroan di masa depan berbeda dari yang diharapkan atau diindikasikan. Tidak ada jaminan bahwa hasil-hasil yang diantisipasi oleh Perseroan, atau diindikasikan oleh pernyataan-pernyataan mengenai masa depan, akan tercapai.

#### **Note to Readers of the Report**

In all Tables and graphs presenting numeric data, the English standard is used. Where numerical values are presented in text format, English and Indonesian standards are used respectively.

All measurements of nikel in matte and other mined materials are reported in metric tons, which one metric ton being equal to 2,204.62 pounds, and represented as "tons".

#### **Caution regarding forward-looking statements**

This document may contain certain plans, projections, strategies and objectives of the Company that are not statements of historical fact and would be treated as forward-looking statements under applicable law. Forward-looking statements are subject to risks and uncertainties that may cause actual events, and the Company's future result, to be different than expected or indicated by such statements. No Assurance can be given that the result anticipated by the Company, or indicated by such forward-looking statements, will be achieved.

# Sekilas PT Vale Indonesia

## PT Vale Indonesia at A Glance



Karyawan PT Vale Indonesia  
Employees of PT Vale Indonesia

### Jakarta

Location of the Company headquarters in Indonesia

3,161

Karyawan tetap  
Permanent employees

104.9  
Million tons

Cadangan bijih terbukti & terduga  
Mineral reserves proven & probable

2,333  
Million USD

Total aset  
Total Asset

1968

Tahun pendirian  
Year of incorporation

4,234

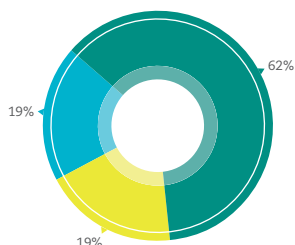
Karyawan kontrak  
Contractor employees

70,717 tons

Penjualan nikel  
Sales of nickels

190,510 Ha

Wilayah operasional  
Operational areas



- Sulawesi Selatan South Sulawesi
- Sulawesi Tengah Central Sulawesi
- Sulawesi Tenggara Southeast Sulawesi

### Kepemilikan Saham [2.6] Shareholders Ownership

#### PEMILIK SAHAM SHAREHOLDERS

#### PERSENTASE PERCENTAGE

Vale Canada Limited	58.73
Sumitomo Metal Mining Co. Ltd	20.09
Publik	20.49
Vale Japan Limited	0.55
Sumitomo Corporation	0.14

Jumlah produksi pada tahun 2012 mewakili sekitar 3% dari produksi nikel dunia, dan dijual kepada dua pemegang saham utama yakni Vale Canada Limited dan Sumitomo Metal Mining Co.Ltd, berdasarkan perjanjian penjualan jangka panjang. [2.7]

Total production in 2012 was accounted for approximately 3% of world nickel productions, and sold to two major shareholders, Vale Canada Limited and Sumitomo Metal Mining Co.Ltd, based on long-term sales agreements. [2.7]





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# Laporan Kami

## Our Report

Laporan Keberlanjutan 2012 PT Vale Indonesia Tbk. – selanjutnya disebut sebagai PT Vale, Perseroan dan/atau Kami - menyajikan informasi terkait pemenuhan prinsip-prinsip keberlanjutan dan pelaksanaan tanggung jawab sosial perusahaan, dalam kurun waktu 1 Januari - 31 Desember 2012. Kami menerbitkan laporan ini secara berkala setiap tahun dan menjadi kesinambungan dari laporan terdahulu yang terbit pada November 2012. [3.1] [3.2] [3.3]

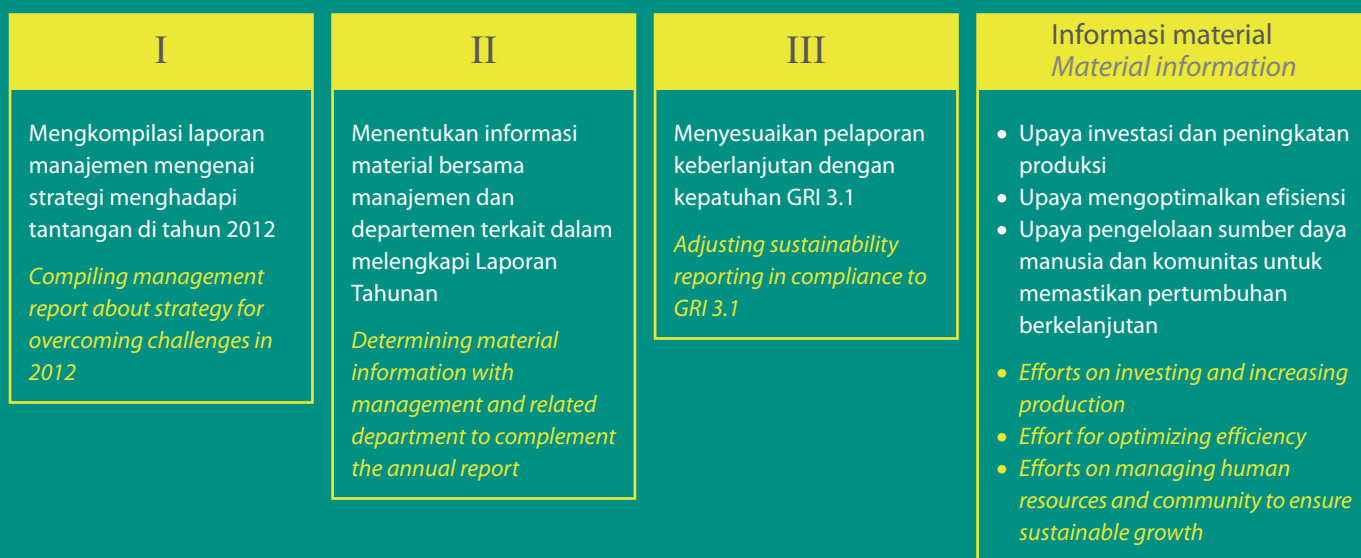
The 2012 Sustainability Report of PT Vale Indonesia Tbk. - hereinafter also referred to as PT Vale, the Company and/or We - presents information related to compliance with the sustainability principles and the implementation of corporate social responsibility, during the period January 1 to December 31, 2012. We publish the report annually as a continuation of the previous report that has been published in November 2012. [3.1] [3.2] [3.3]

Proses penentuan informasi tahun ini, terbatas dari hasil wawancara manajemen terkait strategi menghadapi perubahan pasar, karyawan dan masyarakat. Selain itu, penentuan informasi mempertimbangkan keberadaan laporan tahunan yang saling melengkapi dengan laporan keberlanjutan ini. Melalui lembar umpan balik yang terlampir di bagian belakang laporan, kami mengharapkan adanya masukan yang membangun, sehingga laporan keberlanjutan ini akan semakin memenuhi harapan pemangku kepentingan di tahun mendatang. [3.5]

The defining process of this year's information is limited to interview results with the management regarding strategies to overcome changes in the market, employees and the community. In addition, the information is also defined with regard to the annual report, which is complementary to this sustainability report. Through a feedback form attached at the later part of this report, we are looking forward to constructive feedback, so that this sustainability report will meet stakeholder's expectations in the coming years. [3.5]

### Proses Penetapan Informasi Material:

### Material Information Determination Process:



Informasi dalam laporan ini disajikan dengan mempertimbangkan prinsip materialitas dan relevansinya terhadap keberlanjutan Perseroan, terutama menghadapi tantangan ekonomi di tahun 2012, yakni: [3.5]

The information in this report is presented by considering the materiality principle and its relevance to the Company's sustainability, particularly overcoming economic challenges in 2012, namely: [3.5]

- Upaya investasi dan peningkatan produksi, meliputi tinjauan pasar, pengelolaan risiko, investasi keberlanjutan, tanggung jawab produk dan ketersediaan pasokan lokal.
- Upaya mengoptimalkan efisiensi, mencakup kinerja lingkungan.
- Upaya pengelolaan sumber daya manusia dan komunitas, meliputi kepatuhan pada baku mutu lingkungan, peningkatan ketrampilan/kompetensi tenaga kerja, dan pertumbuhan kesejahteraan masyarakat.
- *Efforts in investing and increasing production, including market review, risk management, sustainable investment, product responsibility and availability of local supplies.*
- *Efforts in optimizing efficiency, including environmental performance.*
- *Efforts in managing human resources and community, including compliance with environmental quality standards, increased workforce skills/competencies, and the growth of community welfare.*



Seluruh informasi dalam laporan ini berasal dari wilayah operasi Tambang Sorowako di Sulawesi Selatan, mengingat kegiatan di wilayah Tambang Bahodopi, Sulawesi Tengah dan Tambang Pomalaa di Sulawesi Tenggara masih belum memasuki tahap operasional produksi. Kami tidak menyertakan informasi dari laporan sejenis yang diterbitkan entitas bisnis lain dalam kelompok Vale Canada Limited, selaku perusahaan induk sekaligus pemegang saham. [3.6] [3.7] [3.8] [MM10]

Pengukuran data dan analisis dalam laporan ini mengacu pada metode maupun standar yang berlaku di Indonesia. Adapun indikator pelaporan disusun menggunakan protokol indikator dalam *Sustainability Reporting Guidelines* (SRG) versi 3.1 dan *Mining and Metals Sector Supplement* (MMSS) yang diterbitkan oleh Global Reporting Initiative (GRI). Khusus informasi yang bersifat tabulasi data kuantitatif, ditampilkan berdasarkan standar penulisan internasional. [3.9]

Pada beberapa bagian tertentu laporan ini, disertakan pula pernyataan kembali terkait informasi yang telah disampaikan dalam laporan terdahulu. Hal ini merupakan upaya kami untuk memberikan data yang berlanjut sehingga tren kinerja dapat lebih mudah dipahami. Secara prinsip tidak ada perubahan signifikan terkait materi dalam pelaporan. [3.10] [3.11]

## INDEKS GRI DAN KEBIJAKAN PENJAMINAN

Setiap informasi yang telah memenuhi indikator dalam GRI maupun MMSS, ditampilkan berupa huruf dan/atau angka di dalam tanda kurung dengan warna hijau. Tingkat aplikasi laporan ini juga telah diverifikasi pihak independen: National Center for Sustainability Reporting (NCSR), dengan pernyataan bahwa Laporan Keberlanjutan 2012 berada pada level A. [3.12] [3.13]

## KONTAK

Kami mempersilakan siapa saja yang berkepentingan untuk menghubungi alamat berikut, terkait atas laporan ini: [3.4]

All information in this report was collected from Sorowako Mine area of operations in South Sulawesi, given the activities at Bahodopi Mine, Central Sulawesi and Pomalaa Mine, Southeast Sulawesi, had yet entered the operational phase of production. We did not include information from similar report issued by other business entities under Vale Canada Limited, as the parent company and shareholder. [3.6] [3.7] [3.8] [MM10]

Data measurement and analysis that accompany the information in this report, refers to the applicable methods and standards in Indonesia. The reporting indicators were composed according to indicator protocol in the Sustainability Reporting Guidelines (SRG) version 3.1 and Mining and Metals Sector Supplement (MMSS) issued by the Global Reporting Initiative (GRI). Quantitative data information in the form of tabulation is particularly displayed in the international writing standards. [3.9]

Certain parts of this report also included restatements of information that has been presented in the previous report. This is our effort to provide continuous data to understand performance trends more easily. In principle there is no significant change in the reporting material. [3.10] [3.11]

## GRI INDEX AND ASSURANCE POLICY

Any information in compliance with the GRI and MMSS indicators is displayed in the form of green letters and/or numbers between square brackets. Application level of the report has also been verified by an independent party, National Center for Sustainability Reporting (NCSR), which declared the 2012 Sustainability Report at the A level. [3.12] [3.13]

## CONTACT

We invite any parties to contact the following address, regarding this report: [3.4]

*Corporate Communications*

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# Strategi Kami Menghadapi Tantangan

[1.2] [4.11]

## Our Strategy to Overcome Challenges

### 1. Production

Memaksimalkan potensi pendapatan melalui peningkatan produksi

*Maximize revenue potential by increasing production*

**21,306 tons**

Produksi triwulan tertinggi melalui beroperasinya tanur listrik 2

*The highest quarterly production through the operation of electric furnace 2*

**15 MW**

Peningkatan kapasitas tanur listrik 2  
*Capacity increase of electric furnace 2*

**10%**

Peningkatan produksi di tahun 2013  
*Production increase in 2013*

**90 MW**

Kapasitas tanur listrik 1 melalui peningkatan

*Capacity of electric furnace 1 through upgrade*

**90MW**

Penambahan tanur baru untuk lini produksi ke 5

*Additional new furnace for the 5th production line*

### 2. Efficiency

Mengoptimalkan efisiensi melalui inovasi dan kebersamaan

*Optimize efficiency through innovation and engagement*

**1%**

Peningkatan produksi yang aman melalui Program Peningkatan Operasi dan Pemeliharaan (OMIP)  
*Safe production increase through Operation and Maintenance Improvement Program (OMIP) Efficiency*

**5 Programs**

OMIP terkait improvisasi pada peralatan dan teknik pengendalian telah dijadwalkan

*OMIP covering retrofitting of equipment and engineering have been scheduled*

### 3. Margin

Mengelola biaya untuk meningkatkan margin

*Managing costs to improve margin*

**35 %**

Pengurangan konsumsi High Speed Diesel (HSD) dalam pembangkit listrik termal melalui sumber energy alternative PLTA Karebbe

*High Speed Diesel (HSD) consumption reduction at thermal power plant through alternative energy sources of Karebbe hydroelectric power plant*

**8%**

Pengurangan konsumsi High Sulfur Fuel Oil (HSFO) per ton produksi melalui peningkatan produksi.

*High Sulfur Fuel Oil (HSFO) consumption reduction for production furnace through improved control process*

Pengoperasian Coal Conversion Project 1 dan penelitian lebih lanjut untuk mengkonversi pemakaian HSFO dengan energi alternative  
*Commissioning of Coal Conversion Project 1 and continuing research for converting HSFO with alternative energy*



## 4. Sustainable Investment

Berinvestasi pada proses, sumber daya manusia, dan komunitas untuk memastikan pertumbuhan berkelanjutan

*Invest in our processes, people and communities to ensure sustainable growth*

**US\$186.2 million**

Investasi untuk belanja modal dan riset pengembangan  
*Investment for capital expenditure and development research*

**0.91 kgSO<sub>2</sub>/kg nickel**

Rata-rata emisi yang dihasilkan berada dibawah ambang batas yang ditentukan. Pencapaian ini dimonitor melalui PT Vale Sustainability Action Plan

*Average generated emissions below the specified threshold. This achievement is monitored through PT Vale Sustainability Action Plan*

Perencanaan kontrak karya melalui diskusi proaktif dan kolaboratif dengan perwakilan pemerintahan pusat dan daerah untuk pertumbuhan di Indonesia. [SO5]

*Contract of work planning through proactive and collaborative discussions with representatives of central and local governments for growth in Indonesia. [SO5]*

**US\$216 million**

Investasi untuk inisiatif pertumbuhan bisnis, belanja modal, dan pengembangan proyek  
*Investment for business growth initiatives, capital expenditures, and project development*

Melanjutkan program kepatuhan emisi SO<sub>2</sub> dan menerapkan teknologi baru untuk pengurangan suspense padatan di badan air ketika curah hujan tinggi

*Continuing SO<sub>2</sub> emission compliance program and applying new technologies for suspended solids reduction in water bodies during high rainfall*

**US\$2 trillion**

Penambahan investasi selama lima tahun kedepan melalui implementasi Indonesian Growth Project  
*Additional investment over the next five years through the implementation of the Indonesian Growth Project*

# Visi, Misi, dan Nilai-nilai <sup>[4.8]</sup>

## Vision, Mission, and Values

Pengamatan area tambang  
Mine area monitoring



## MISI | MISSION

Mengubah sumber daya alam menjadi sumber kemakmuran dan pembangunan yang berkelanjutan.

To transform natural resources into prosperity and sustainable development.

## VISI | VISION

Menjadi perusahaan sumber daya alam nomor satu di Indonesia, yang menggunakan standar global dalam menciptakan nilai jangka panjang, melalui keunggulan kinerja dan kepedulian terhadap manusia dan alam.

To be Indonesia's number one natural resources company in creating long-term value, through excellence and passion for people and the planet, according to global standards.

# NILAI-NILAI | VALUES

## KEPEDULIAN TERHADAP MANUSIA | PASSION FOR PEOPLE

- **Kehidupan adalah hal yang terpenting | Life matters most**  
Keselamatan jiwa lebih penting daripada keuntungan semata.  
*Life is more important than results and material goods.*
- **Menghargai karyawan | Value our people**  
Membimbing dan membuka peluang bagi perkembangan individu, memberikan penghargaan kepada seseorang tanpa memandang latar belakang mereka, mendukung keberagaman, mengakui aspirasi serta kebutuhan individu.  
*Nurture and enable personal growth, reward accomplishments regardless of individual background, promote diversity, recognize individual aspirations and needs.*
- **Menjaga kelestarian bumi | Prize our planet**  
Komitmen terhadap perkembangan masyarakat, lingkungan dan ekonomi dalam berbagai keputusan bisnis.  
*Commitment to social, the environmental and economic development business decisions.*

## KESEMPURNAAN | EXCELLENCE

- **Melakukan hal yang benar | Do what is right**  
Mendukung kepercayaan yang didasarkan pada komunikasi yang terbuka dan jelas, bertindak adil, penuh integritas dan tunduk terhadap aturan hukum.  
*Promote trust-based, open and clear communication, acting fairly, with integrity and in compliance with the law.*
- **Bersama-sama menjadi lebih baik | Improve together**  
Berjuang untuk terjadinya kerjasama, peningkatan dan inovasi yang terus menerus, penegakkan disiplin kerja untuk meningkatkan nilai-nilai jangka panjang.  
*Strive for collaboration, continuous improvement, innovation and discipline in the way we work to generate long-term value.*
- **Mewujudkan tujuan | Make it happen**  
Suka tantangan, kemampuan beradaptasi, bangga atas prestasi dan apa yang telah dilakukan dalam membentuk dunia.  
*Thrill for challenges, ability to adapt, pride in results and shaping the world.*

# Sambutan Direktur Utama [1.1] [1.2] President Director's Message

**Kami mengoptimalkan cost efficiency agar aktivitas operasional dapat terus berjalan dengan baik**

We are optimizing the cost efficiency to continue running operational activities properly

Tahun 2012 merupakan tahun penuh kerja keras bagi PT Vale Indonesia Tbk., untuk tetap bertahan dalam menghadapi berbagai faktor eksternal. Menjadi tantangan bagi kami berada di tengah kondisi ketidakpastian, untuk tetap fokus memberikan hasil terbaik bagi para pemegang saham, karyawan maupun masyarakat sekitar, dan juga pemangku kepentingan lainnya.

Di tahun 2012, harga nikel mengalami penurunan sebesar 23%, dibandingkan dengan tahun 2011. Hal ini tentu saja menjadi kurang menguntungkan bagi kami. Tak ada jalan lain, kami harus melakukan *cost efficiency* dan *increase activity*, demi mempertahankan pencapaian selama ini.

Kami mengoptimalkan *cost efficiency* agar aktivitas operasional dapat terus berjalan dengan baik, serta produktivitas terus ditingkatkan dengan *world class operation*. Untuk di masa yang akan datang, *mineral world company* akan menjadi *concern* kami dengan transparansi dan tetap berfokus terhadap produktivitas, sehingga PT Vale Indonesia Tbk., bisa menjadi *the most efficient nickel producers*.

Upaya *cost efficiency* yang dilakukan, tetap disertai komitmen untuk menjaga kelestarian. Perusahaan harus terus memaksimalkan teknologi agar dapat membantu mengurangi dampak lingkungan. *Cost of compliance* harus ditingkatkan kepada para pemangku kepentingan, sehingga dampaknya mampu diminimalisasikan.

PT Vale Indonesia Tbk., merupakan *mining company* yang sudah sepatutnya menjaga keberlanjutan segenap sumber daya yang ada di sekitar area tambang. Termasuk tentu saja keberadaan sumber air, sebagai salah satu sumber daya alam yang penting.



Direktur Utama: Nico Kanter  
President Director: Nico Kanter

The year 2012 was a year full of hard work for PT Vale Indonesia Tbk., to survive in the face of various external factors. Our challenge is, in the midst of uncertainty, to stay focus on providing the best results for our shareholders, employees, the communities, and other stakeholders.

In 2012, nickel prices declined by 23%, compared to that in 2011. This was an unfavorable condition for us. We could not avoid but to apply cost efficiency and increase the activity, in order to maintain our achievements so far.

We are optimizing the cost efficiency in order to continue running our operational activities properly, and keep improving productivity to become a world-class operation. In the future, a mineral world company will be our concern with transparency and focus on productivity, so that PT Vale Indonesia Tbk., will be the most efficient nickel producer.

We undertake our cost efficiency efforts with commitment to preserve nature. The company will continue to maximize the use of technology in order to help reduce the environmental impact. The compliance with regulations must be improved to minimize risks of violations.

PT Vale Indonesia Tbk., is a mining company that has the obligation to maintain the sustainability of all the existing resources around its mine area. This includes water source, as one of vital natural resources.



Untuk itulah kami memberikan perhatian kepada danau-danau yang ada di area tambang. Upaya yang telah dilakukan adalah dengan mempelajari ekosistemnya, agar kondisi danau tetap terjaga dengan baik. Kami juga memastikan efektifitas pemanfaatan air danau sebagai salah satu sumber air dalam kegiatan operasional, sehingga keseimbangannya tidak terganggu. Hal ini sesuai dengan nilai perusahaan kami, yaitu "Kepedulian terhadap manusia", yang didalamnya terdapat aspek "Menjaga kelestarian bumi".

Kami juga melakukan kerja sama dengan Indonesia Business Council Sustainable Development (IBCSD), termasuk di dalam hal pengelolaan air. Tujuannya agar semua pihak di internal PT Vale Indonesia Tbk., tetap konsisten untuk terus tumbuh secara berkelanjutan.

Tahun 2012 juga menjadi tantangan bagi kami, untuk mengubah paradigma sejumlah pihak yang selama ini memiliki ekspektasi berlebihan terhadap PT Vale Indonesia Tbk., terutama dalam hal pemberdayaan masyarakat atau *community development* (*comdev*). Harapan yang terlalu besar tak jarang berujung pada dinamika di masyarakat dalam bentuk aksi unjukrasa, menuntut agar Perusahaan memberikan dana kepada mereka dengan dalih untuk program dan kegiatan *comdev*.

Tentu saja Perusahaan tidak menafikan pentingnya pemberdayaan masyarakat. Namun kami juga memiliki pertimbangan lain, agar seyogyanya pemberdayaan masyarakat diantisipasi dan dilaksanakan dengan *local business compliance* yang berintikan pada pelibatan segenap pemangku kepentingan di tingkat lokal. Bukan pada pihak-pihak tertentu saja.

Kami berkeyakinan, Perusahaan akan mampu bertahan dengan partisipasi segenap pemangku kepentingan di tingkat lokal, termasuk di dalamnya masyarakat lokal, pelaku bisnis lokal. Dengan partisipasi segenap pemangku kepentingan di tingkat lokal, maka akan tercipta sinergi sehingga nantinya berujung pada keberlanjutan produksi dan keberlanjutan Perusahaan.

Semua itu menjadi catatan bagi kami, untuk menghadapi tahun-tahun mendatang. Kami berkeyakinan, setiap masalah akan selalu dapat diatasi dengan mempelajari prosesnya. Bahkan dengan pengelolaan yang tepat, setiap masalah dan upaya penyelesaiannya akan dapat menjadi peluang untuk pertumbuhan Perusahaan, *opportunity for company growth*.

Dalam upaya pencapaian, kami berbangga menerima penghargaan pada *Indonesia Sustainable Business Awards 2012* untuk Kategori *Water Management* serta *Industry Champion Mining and Metals*. Hal ini akan menjadi semangat kami agar terus melangkah lebih positif lagi demi keberlanjutan dan perkembangan PT Vale Indonesia Tbk..

Akhir kata, kami menyampaikan terima kasih kepada segenap pemangku kepentingan, atas dukungan kepada PT Vale Indonesia Tbk., selama tahun 2012. Kami juga mengucapkan selamat membaca Laporan Keberlanjutan ini.

Therefore we pay attention to the lakes surrounding the mine area. The efforts that have been done include the study on ecosystem of the lakes to preserve their condition. We also ensure the effective utilization of lake water as a water source for our operations, to keep its balance from disturbance. This is in accordance with our corporate values, namely "Passion for people", which include the aspect of "Prize our planet".

We are also collaborating with the Indonesia Business Council for Sustainable Development (IBCSD), including in water management. The goal is that all parties in the PT Vale Indonesia Tbk., remain consistent to continue growing sustainably.

The year 2012 was also a challenge for us to change the paradigm of several parties who have had too much expectations of PT Vale Indonesia Tbk., especially regarding community development (*comdev*). Such expectations often lead to dynamics in the community in the form of demonstrations, demanding the company distribute funds to them for *comdev* programs and activities.

The company will not disregard the importance of community empowerment. However, we have other considerations that community empowerment is anticipated and implemented with local business compliance, which centers on the involvement of all local stakeholders and not limited to particular parties.

We believe the Company will be able to survive with the participation of all stakeholders, including the community and local businesses. With the participation of all local stakeholders, it will create a synergy that will lead to sustainable production and sustainable company.

We will make these as lessons for us to face the coming years. We believe every problem will always be solved by learning the process. With proper management, the effort for solution will be an opportunity for the Company's growth.

In efforts for achievement, we are proud to receive the awards at the *Indonesia Sustainable Business Awards 2012* for the category of *Water Management and Mining and Metals Industry Champion*. These encourage us to continue to move forward more optimistically for the sustainability and development of PT Vale Indonesia Tbk.

We would like to thank all stakeholders for their support to PT Vale Indonesia Tbk., during 2012. We hope you enjoy reading this Sustainability Report .

**Nico Kanter**

Presiden Direktur President Director

# Investasi dan Peningkatan Produksi Yang Berlanjut

Sustainable Investment and  
Production Increase



Pengangkutan tanah overburden  
ke area penyimpanan  
Transporting overburden to  
disposal area





Laporan Kami  
Our Report

Visi, Misi, dan  
Nilai-nilai  
Vision, Mission, and  
Values

Sambutan  
Direktur Utama  
President Director's  
Message

Investasi dan  
Peningkatan Produksi  
Yang Berlanjut  
Sustainable  
Investment and  
Production Increase

Menjaga Kelestarian  
Lingkungan  
Preserving The  
Environment

Pengembangan  
Sumber Daya Manusia  
Human Resources  
Development

Membangun  
Keselarasan Bersama  
Masyarakat  
Building Harmony  
With Community

Tata Kelola  
Berkelanjutan  
Sustainable  
Governance

Penghargaan dan  
Sertifikasi  
Awards and  
Certification

Indeks Gri &  
Suplemen Sektor  
Pertambangan  
Gri Index & Mining  
Sector Supplements

## Investasi Dan Peningkatan Produksi Yang Berlanjut

### Sustainable Investment And Production Increase

Sepanjang tahun 2012, Perseroan telah melaksanakan berbagai kebijakan maupun kegiatan, yang ditujukan untuk meningkatkan kinerja keberlanjutan pada aspek ekonomi. Pencapaian utama kami adalah kinerja operasional yang prima sehingga mampu meningkatkan produksi, dan keberhasilan pengelolaan biaya-biaya tetap sehingga efektif dalam menghadapi faktor eksternal, yakni penurunan harga nikel dalam *matte* dan tingginya biaya bahan bakar. Tinjauan lebih lanjut mengenai kinerja ekonomi dapat dibaca dalam laporan tahunan 2012.

#### TANTANGAN DALAM PERUBAHAN PASAR [EC2]

Pasar nikel adalah esensi dari prospek bisnis PT Vale, dengan potensi pendapatan yang berhubungan langsung dengan harga komoditas nikel di London Metal Exchange (LME). Dalam setiap kondisi pergerakan harga nikel, kami berusaha menjalankan operasi dengan efisien dan efektif agar dapat mengoptimalkan nilai perusahaan bagi pemangku kepentingan.

Ditahun 2012, harga tunai nikel di LME berada lebih rendah 23% dibandingkan 2011, dan merupakan penurunan rata-rata tahunan yang pertama sejak 2009. Walaupun permintaan terus meningkat, harga nikel mengalami tekanan akibat ketidakpastian ekonomi global maupun pasokan nikel yang terus meningkat di LME.

Throughout 2012, the Company has implemented various policies and activities aimed at improving the sustainability performance in economic aspect. Our main achievement is the excellent operational performance that managed to boost production, and the successful management of fixed costs that effectively managed to overcome external factors, including the decline in prices of nickel in *matte* and high fuel costs. Further review of the economic performance can be found in the 2012 annual report.

#### CHALLENGES IN MARKET CHANGES [EC2]

Nickel market is the essence of PT Vale's business prospects, with potential revenues directly related to nickel price on the London Metal Exchange (LME). In every condition of nickel price fluctuation, we strive to run our operations efficiently and effectively in order to optimize value for the company's stakeholders.

In 2012, the cash price for nickel on LME was 23% lower compared to that in 2011, and the first annual average decline in the of since 2009. Despite continuous rise in demand, the price of nickel has been under pressure due to uncertainty of global economy and increasing supply of nickel on the LME.

#### PENCAPAIAN PRODUKSI NIKEL

##### NICKEL PRODUCTION ACHIEVEMENT

Produksi Nikel Nickel Production	2011	2012
Produksi Nikel <i>Nickel Production</i>	66,900	70,717
Harga realisasi rata-rata per ton (Dollar per ton) <i>Realized average price per ton (Dollar per ton)</i>	18,296	13,552
Pendapatan <i>Revenues</i>	1,242,555	967,327





Walaupun saat ini tren peningkatan pasokan, pertumbuhan pasokan dalam jangka panjang masih merupakan tantangan, namun pada saat yang sama, permintaan akan nikel diperkirakan terus meningkat seiring pertumbuhan ekonomi dunia. Oleh karenanya fundamental pasar nikel dalam jangka panjang diperkirakan cukup baik.

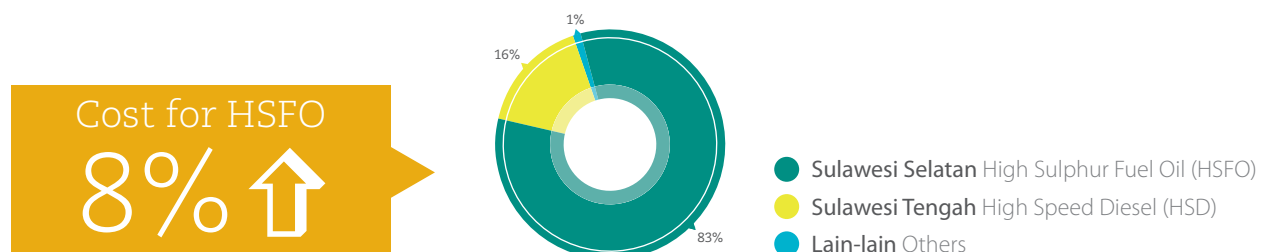
Despite the current trend of increased supply, supply growth in the long term is still a challenge, but at the same time, demand for nickel is expected to continue to increase in line with the growth of the world economy. Therefore nickel market long-term fundamentals are predicted to be fairly good.

**“Prospek pasar nikel tetap atraktif dan kami yakin bahwa aset pertambangan kami akan senantiasa mendukung tujuan produksi”**

**"The nickel market prospect remains attractive and we believe that our mining assets will always be able to support our production goals"**

Tantangan yang cukup berat juga diikuti dengan kenaikan harga minyak bumi yang mempengaruhi profitabilitas Perseroan. Bahan bakar minyak mewakili 38% biaya produksi dan digunakan untuk kegiatan pengolahan, alat berat pertambangan, dan pembangkit listrik termal. Penggunaan HSFO yang terkait dengan keseluruhan jumlah biaya juga menjadi tantangan tersendiri bagi Perusahaan untuk meningkatkan efisiensi dan mengembangkan sumber energi alternatif yang lebih ekonomis.

The tough challenge is also followed by a rise in oil prices, which affect the company's profitability. Fuel oil accounts for 38% of production costs and is used for processing activities, mining heavy equipment and thermal power plants. HSFO consumption associated with total costs is also a challenge for the company to improve efficiency and develop more economical alternative energy sources.

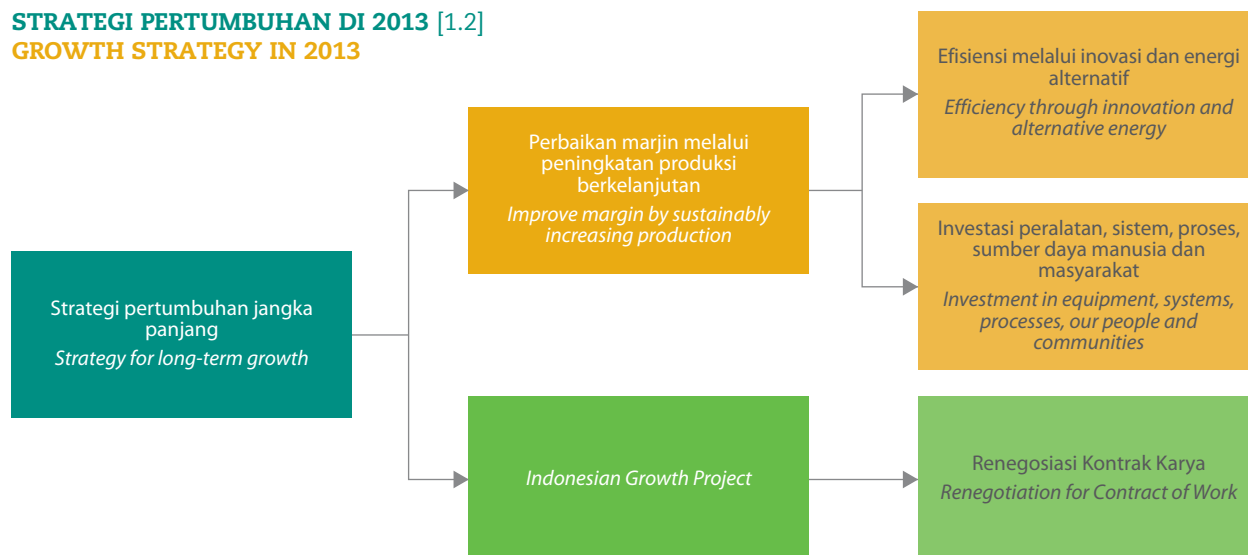


## Investasi Dan Peningkatan Produksi Yang Berlanjut

### Sustainable Investment And Production Increase

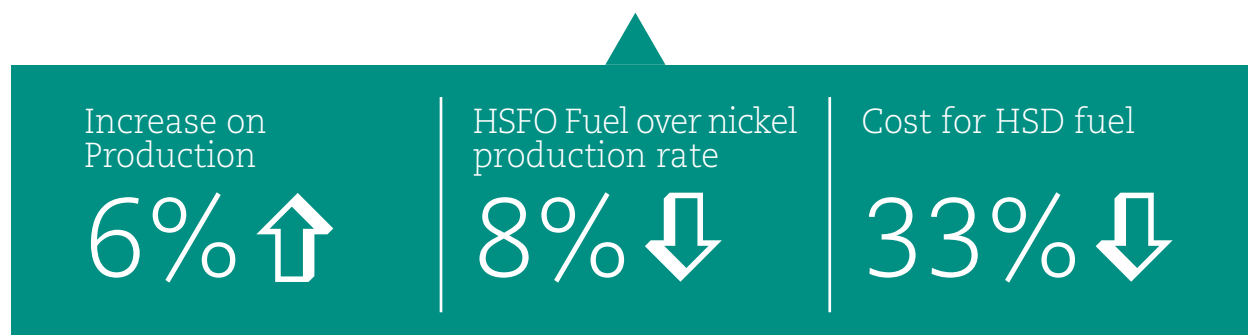
#### STRATEGI PERTUMBUHAN DI 2013 [1.2]

#### GROWTH STRATEGY IN 2013



Perseroan melakukan serangkaian inisiatif dengan hasil-hasil yang baik pada tahun 2012, seperti terlihat pada total produksi triwulanan tertinggi yang dicapai pada triwulan keempat dan mendorong peningkatan volume produksi tahun 2012 sebesar 6%. Peningkatan kapasitas produksi menjadi penting karena berpengaruh langsung pada peningkatan pendapatan ditengah kondisi harga pasar nikel yang masih rendah.

The Company conducted a series of initiatives with good results in 2012, as seen in the highest quarterly total production achieved in the fourth quarter and boost production volume in 2012 to 6%. Higher production capacity became important because it directly affected the revenue increase amidst the condition of nickel price that remained low in the market.



Upaya peningkatan kapasitas produksi disertai dengan keberhasilan upaya pengelolaan biaya-biaya tetap dan memperkuat keyakinan kami melaksanakan strategi pertumbuhan jangka panjang dengan efektif. Investasi infrastruktur operasional, seperti peningkatan kapasitas tanur listrik 2 dan energi alternatif PLTA Karebbe terbukti efektif meningkatkan efisiensi konsumsi HSFO dari 35,28 barel per ton produksi menjadi 32,38 barel per ton produksi dan mengurangi konsumsi HSD sebesar 35%. Investasi peningkatan ini akan terus dilanjutkan untuk tahun 2013, termasuk didalamnya proyek konversi bahan bakar batu bara, Program Peningkatan Operasional dan Pemeliharaan (OMIP) dan pengembangan proyek baru. Bersama kegiatan investasi dan efisiensi ini, Perseroan dapat mengurangi dampak harga pasar nikel dan memberikan nilai bagi pemegang saham.

Strategi pertumbuhan jangka panjang juga mencakup perluasan operasional wilayah kontrak karya yang disebut Indonesia Growth Project. Program ini melibatkan tambahan investasi sekitar USD2 miliar dalam waktu lima tahun, serta mencakup perluasan kegiatan operasional kami di Sorowako dan dimulainya kegiatan operasional di Bahodopi. Ini merupakan persiapan bagi investasi selanjutnya untuk mendukung rencana-rencana pengembangan operasi Perusahaan di Pomalaa, Sulawesi Selatan bekerja sama dengan Sumitomo Metal Mining.

Kami merupakan perusahaan tambang yang pertama melakukan hal ini, dengan mempersiapkan strategi pertumbuhan yang komprehensif, termasuk strategi pemberdayaan masyarakat. Namun demikian, implementasi Indonesia Growth Project bergantung pada keberhasilan renegotiasi Kontrak Karya di tahun 2013. Direksi bersama Presiden Komisaris PT Vale secara proaktif dan tepat waktu melakukan serangkaian diskusi dengan Menteri, Gubernur maupun Bupati terkait perolehan kesepakatan perpanjangan Kontrak Karya. Negosiasi-negosiasi tersebut diharapkan dapat tuntas pada paruh pertama tahun 2013. Sesuai komitmen kami, PT Vale akan terus menginformasikan perkembangan upaya tersebut kepada pemegang saham dan pemangku kepentingan lainnya. [S05]

Efforts to increase production capacity coupled with the success of efforts to manage fixed costs, strengthen our belief to implement long-term growth strategy effectively.

Operational infrastructure investments, such as increasing the capacity of the electric furnace 2 and alternative energy from Karebbe hydroelectric power plant proven effective in improving the efficiency of HSFO consumption from 35.28 barrels per ton of production to 32.38 barrels per ton of production and reduce consumption of HSD by 35%. Such investments will be continued in 2013, including the coal conversion project, Operations and Maintenance Improvement Program (OMIP) and the development of new projects. Along with these investment and efficiency efforts, the company manages to reduce the impact of market price of nickel and provide value to shareholders.

Long-term growth strategy also includes expanding the operational contract of work area called Indonesia Growth Project. This program involves an additional investment of approximately US\$2 billion over five years, and includes the expansion of our operations in Sorowako and the commencement of operations in Bahodopi. This is a preparation for further investment to support the Company's development plans of operations in Pomalaa, South Sulawesi, in collaboration with Sumitomo Metal Mining.

We are the first mining company to prepare a comprehensive growth strategy, including community empowerment strategy. However, Indonesia Growth Project implementation will subject to the result of Work of Contract renegotiation in 2013. PT Vale's Board of Directors and the President Commissioner proactively and timely held a series of discussions with the Minister, the Governor and Regents in bids to reach agreement on the CoW extension. The negotiations are expected to be completed in the first half of 2013. In line with our commitment, PT Vale will continue to inform the development of the efforts to shareholders and other stakeholders. [S05]

## Investasi Dan Peningkatan Produksi Yang Berlanjut

### Sustainable Investment And Production Increase

#### INVESTASI MODAL BERKELANJUTAN

Perseroan melakukan investasi modal berkelanjutan yang dinilai perlu untuk menjaga bisnis tetap tumbuh dan menjaga kesinambungan tingkat produksi. Upaya-upaya substitusi sumber energi dan efisiensi, pengurangan biaya dan perbaikan lingkungan adalah tujuan utama dari program investasi ini. Program investasi yang dijalankan dan dalam penyelesaian selama tahun 2012 mencapai nilai USD147,5 juta untuk aset tetap, beberapa diantaranya:

- Proyek konversi energi pengeringan bijih yang memungkinkan energi alternatif batubara. [EN6]
- Peningkatan tanur listrik. [EN5]
- Pemeliharaan integritas peralatan dan infrastruktur.
- Peningkatan jalan umum dan angkutan tambang Bahodopi. [EN6] [EN29]

#### SUSTAINABLE CAPITAL INVESTMENT

The Company makes sustainable capital investment considered necessary to keep the business growing and maintaining production levels. Efforts of energy sources substitution and efficiency, cost reduction and improvement of the environment are the main objective of the investment programs. Investment programs that have been conducted and in completion process during 2012 valued US\$ 147.5 million for fixed assets, some of which are:

- Energy conversion for ore drying project that enables the use of coal as alternative energy. [EN6]
- Electric furnace upgrade. [EN5]
- Maintenance of the integrity of equipment and infrastructure
- Upgrade of Bahodopi public and haul roads. [EN6] [EN29]



Kegiatan pengamatan pada fasilitas pembangkit listrik  
The activity of power plant facility monitoring



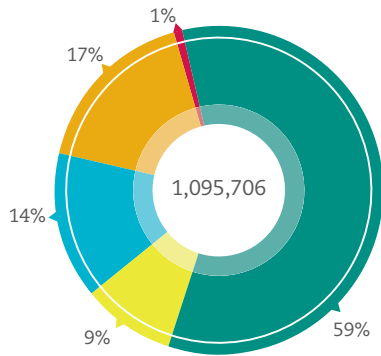
<b>PROYEK KONVERSI BATUBARA</b> <b>COAL CONVERSION PROJECT</b>	<b>PROYEK PENINGKATAN KAPASITAS TANUR LISTRIK</b> <b>ELECTRIC FURNACE UPGRADE PROJECT</b>	<b>PROYEK INTEGRITAS ASET</b> <b>ASSET INTEGRITY PROJECT</b>	<b>PENINGKATAN JALAN UMUM BAHODOPI DAN ANGKUTAN TAMBANG PETEA</b> <b>UPGRADE OF BAHODOPI PUBLIC ROAD AND PETEA HAUL ROAD</b>
<p>Perseroan telah memulai fase pertama dari dua fase yang menggantikan HSFO dengan batubara pada alat pengering dan meningkatkan infrastruktur penanganan material komoditas curah. Fase kedua meliputi konversi tanur produksi.</p> <p>The Company has initiated the first of two phases of HSFO to coal conversion for dryers and improve the handling infrastructure for bulk commodities. The second phase includes furnace production conversion.</p>	<ul style="list-style-type: none"> <li>▪ Pembangunan kembali dan peningkatan kapasitas nominal tanur listrik 2 dari 75 MW menjadi 90MW untuk mendukung peningkatan produksi.</li> <li>▪ Instalasi sistem prototipe stabilisasi permintaan tenaga listrik pada tanur listrik 2 sehingga dapat beroperasi pada kapasitas rata-rata secara terus menerus. Bila berjalan lancar pemasangan sistem serupa untuk tanur listrik lainnya akan direncanakan.</li> <li>▪ Rebuilding and upgrading of electric furnace 2 nominal capacity from 75 MW to 90 MW to support increased production.</li> <li>▪ Installation of power-demand stabilization system prototype on furnace 2 to enable operation at an average capacity continuously. If the installation runs smoothly, similar system will be planned for other electric furnaces.</li> </ul>	<p>Proyek integritas aset mencerminkan komitmen Perseroan terhadap keberlanjutan operasional dan keselamatan karyawan dan kontraktor. Proyek ini memperbaiki, mengganti suku cadang, menguatkan struktur, dan merenovasi kerangka bangunan dalam kawasan pabrik yang diklasifikasikan berbahaya.</p> <p>Asset integrity project reflects the Company's commitment to operational sustainability and safety of employees and contractors. This project is to repair, replace parts, strengthen the structure, and renovate the building frame within the plant area classified as hazardous.</p>	<p>Pembangunan jalan untuk umum dan menjadi penghubung yang tahan cuaca dari Bahodopi ke Sorowako. Sementara konstruksi jalan tambang Petea yang tahan cuaca akan membuka akses yang lebih baik ke cadangan mineral Bahodopi dan mengoptimalkan kualitas nikel.</p> <p>Construction of public all-weather road that connects Bahodopi and Sorowako. While all-weather haul road in Petea will open up better access to mineral reserves in Bahodopi and optimize nickel quality.</p>

## Investasi Dan Peningkatan Produksi Yang Berlanjut

### Sustainable Investment And Production Increase

#### NILAI EKONOMI YANG DIDISTRIBUSIKAN [EC1]

#### ECONOMIC VALUE DISTRIBUTED (US\$ 000)



- Biaya Operasi  
Operating Expenses
- Gaji Karyawan dan Manfaat  
Employee Wages and Benefits
- Pembayaran Kepada Penyandang Dana  
Payment to Providers of Capital
- Pembayaran Kepada Pemerintah  
Payment to Government
- Investasi Untuk Komunitas  
Community Investment

#### NILAI EKONOMI BAGI PEMANGKU KEPENTINGAN

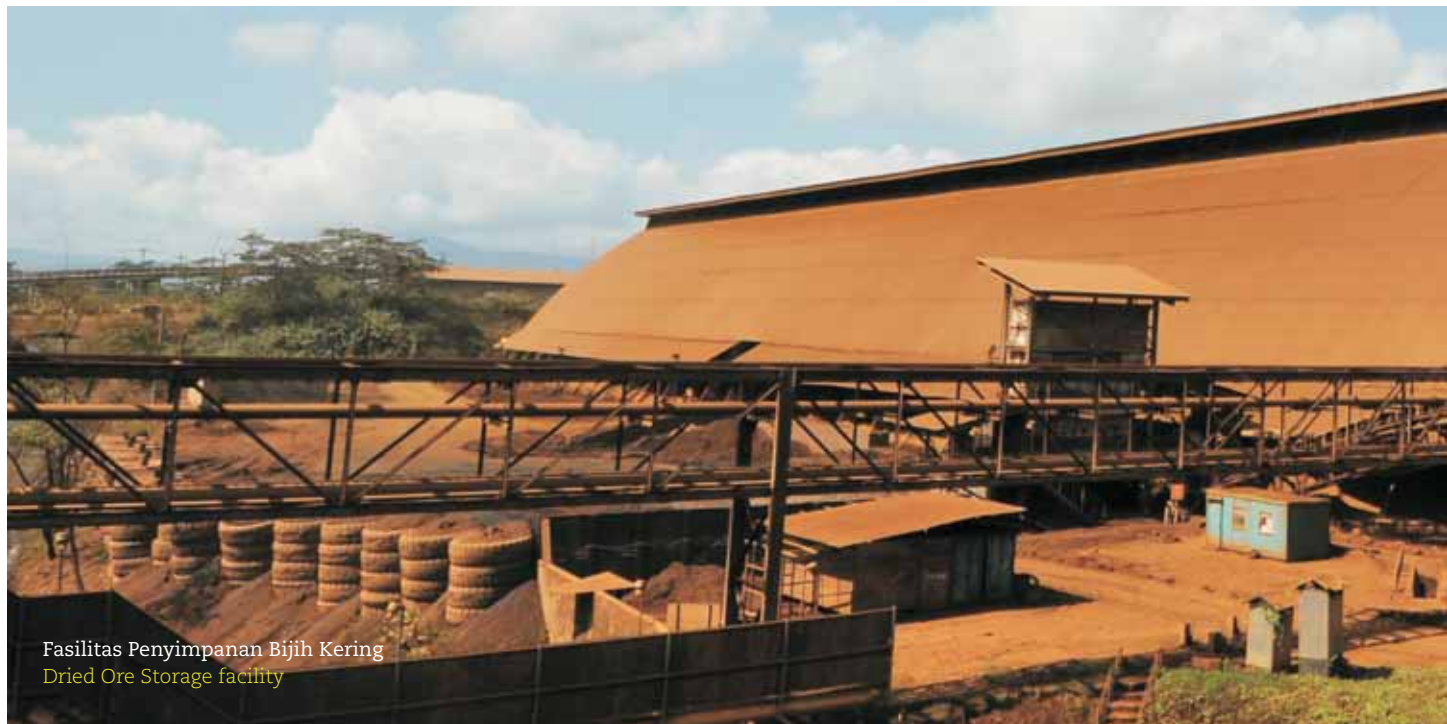
Tabel nilai ekonomi yang ditahan dan kontribusi terhadap negara tersaji dalam lampiran 1.

Selama kurun waktu periode pelaporan, kami tidak pernah dihadapkan pada kondisi pengeluaran finansial sebagai konsekuensi akibat gangguan kegiatan operasional, yang diakibatkan oleh perubahan iklim. [EC2]

#### ECONOMIC VALUE FOR STAKEHOLDERS

Table of retained economic value and contribution to the state is presented in Appendix 1.

During the reporting period, we never had to deal with any conditions that cost us financially as a consequence from operational activities disruption due to climate change. [EC2]



Fasilitas Penyimpanan Bijih Kering  
Dried Ore Storage facility

**KONTRIBUSI TERHADAP NEGARA [EC1]**  
**CONTRIBUTION TO THE STATE**



Seiring rencana pengembangan usaha, PT Vale telah menerima fasilitas bantuan finansial dari Pemerintah berupa keringanan pembayaran bea masuk atas tambahan barang modal. Fasilitas ini diberikan Pemerintah hingga tahun 2015, dan pemanfaatannya dapat dipertanggungjawabkan oleh Perseroan. [EC4]

In line with its business development plan, PT Vale has received financial assistance facility from the Government in the form of duty relief on additional capital goods. The facility provided by the Government is valid until 2015, and the Company is responsible for its use. [EC4]



## Investasi Dan Peningkatan Produksi Yang Berlanjut

### Sustainable Investment And Production Increase

#### PEMASARAN DAN KEPUASAN PELANGGAN

PT Vale menyediakan pasokan jangka panjang untuk memenuhi kebutuhan konsumen, yakni Vale Canada Limited (VCL) dan Sumitomo Metal Mining Co. Ltd (SMM). Sesuai dengan perjanjian penjualan maka 80% dari produksi kami dibeli oleh VCL dan 20% oleh SMM, berdasarkan atas formula harga pada London Metal Exchange. [2.7]

Keberadaan perjanjian penjualan dengan VCL dan SMM, menjadikan PT Vale tidak perlu melakukan komunikasi pemasaran termasuk promosi. Kekhususan pasar tersebut juga menjadikan Perseroan tidak menghadapi persaingan usaha dengan produsen nikel lain di Indonesia, meski secara prinsip kami menentang praktik persaingan usaha tidak sehat dan antikompetitif. [PR6] [PR7] [SO7]

Meski terikat pada perjanjian penjualan dan tidak melakukan survei khusus terkait kepuasan pelanggan, kami tetap memperhatikan kepuasan pelanggan atas produk yang dihasilkan dan pelayanan yang diberikan. Hal ini dipenuhi terutama melalui *Shared Service Organization* (SSO) yang berfungsi mengintegrasikan sistem kerja global Vale dan mempromosikan perencanaan permintaan layanan yang jelas, informasi produk dengan transparansi biaya dan kualitas, serta layanan hutang dan pembayaran gaji. Dalam hal transparansi produk, kami memastikan pemenuhan kualitas produk dengan standar mutu sertifikasi ISO 9001 dan ISO 17025, meliputi: [PR5]

1. Penyertaan informasi mengenai produk, yang tercantum pada label bagian luar kemasan, berisi nomor lot; identitas kantung; *major hazard standards* (MHS); kategori bahaya yang disebabkan produk; dan perlakuan pada kondisi bahaya. Informasi lebih lengkap tentang produk diberikan melalui *certificate of analysis* berisi komposisi kimia produk, dan sertifikat ini dibuat untuk setiap 1.000 ton produk yang dikirimkan kepada pelanggan. [PR3]
2. Perseroan menyediakan mekanisme keluhan/pengaduan terkait kesesuaian informasi yang disampaikan dengan kualitas produk, melalui bagian ekspor pada Departemen *Supply Chain Management* dan bagian pengolahan produk pada Departemen *Process Plant*. Selama tahun 2012 tidak ada keluhan yang diterima terkait kualitas produk dan kemasan peroduk, oleh karenanya tidak melakukan penarikan atas kemasan. [PR2] [PR4] [PR5] [EN27]

#### MARKETING AND CUSTOMER SATISFACTION

PT Vale provides a long-term supply to meet the needs of its consumers, Vale Canada Limited (VCL) and Sumitomo Metal Mining Co. Ltd (SMM). In accordance with the sales agreement, 80% of our production is purchased by VCL and 20% by SMM, based on the pricing formula on the London Metal Exchange. [2.7]

With the sales agreement with VCL and SMM, PT Vale do not need any marketing communications, including promotion. Its segmented market also makes the Company have no competition from other nickel producers in Indonesia, although in principle we are against unfair competition and anticompetitive practices. [PR6] [PR7] [SO7]

Although bound to the sale agreement and do not specifically conduct customer satisfaction surveys, we still pay attention to customer satisfaction of our products and services. We identify this primarily through Shared Service Organization (SSO) system that serves to integrate Vale's global working system and promote a clear demand planning services, product information with cost transparency and quality, as well as debt service and payroll. In terms of product transparency, we ensure compliance with product quality standards of ISO 9001 and ISO 17025 certification, include: [PR5]

1. Inclusion of product information, which is listed on the label of the outer packaging, containing the lot number; sack identity; major hazard standards (MHS); hazard category caused by product, and treatment in hazardous conditions. More information about the products is provided through the certificate of analysis containing the chemical composition of the product, and this certificate is made for every 1,000 tons of product shipped to the customer. [PR3]
2. The Company provides a mechanism for complaints/claims relating to the accuracy of information provided with the actual quality of the product, through the export division of Supply Chain Management Department and product processing division of Process Plant Department. During 2012, there were no complaints about the quality of product and product packaging, thus we did not reclaim them. [PR2] [PR4] [PR5] [EN27]



Kami memastikan terjaganya semua data pelanggan, sehingga tidak ada keluhan/komplain terkait dugaan penyalahgunaannya. Selama periode pelaporan, Perseroan juga tidak menerima sanksi denda maupun sanksi hukum akibat penyediaan dan penggunaan produk, serta dinamika penduduk. [PR8] [PR9] [SO8]

### TANGGUNG JAWAB PRODUK

Proses produksi nikel dalam *matte* dijalankan melalui mekanisme Sistem Produksi Vale atau *Vale Production System* (VPS). Mekanisme ini menjadikan produksi dilakukan dalam sistem terpadu yang merupakan standarisasi di empat bidang utama: karyawan, operasi, perawatan dan manajemen; serta tiga bidang pendukung: kesehatan, keselamatan serta lingkungan hidup.

Dengan demikian, setiap tahapan proses produksi dapat dipertanggungjawabkan terutama terkait aspek keselamatan dan kesehatan. Selama tahun 2012 PT Vale tidak pernah menerima keluhan mengenai gangguan kesehatan dan keselamatan terkait produksi maupun penggunaan produk nikel dalam *matte* yang dihasilkan. [PR1] [PR2]

We ensure the security of all customer data, to avoid any complaints regarding allegation of its abuse. During the reporting period, the Company did not receive any fines and other legal sanctions due to supply and use of products, also dynamic event in community. [PR8] [PR9] [SO8]

### PRODUCT RESPONSIBILITY

Nickel in matte production process is carried out through Vale Production System (VPS). Through this mechanism, the production is carried out in an integrated system that serves as standards in four main aspects: employee, operation, maintenance and management; as well as three supporting aspects: health, safety and environment.

Thus each stage of the production process can be accounted for mainly in safety and health aspects. During 2012 PT Vale never received any complaints regarding health and safety issues over use of its nickel in matte product. [PR1] [PR2]



Kemasan produk nikel  
Nickel product packaging

# Investasi Dan Peningkatan Produksi Yang Berlanjut

## Sustainable Investment And Production Increase

### MENGERAKKAN PEREKONOMIAN LOKAL

Pencapaian PT Vale tentu saja diharapkan akan menggerakkan perekonomian lokal, di antaranya melalui pelibatan perusahaan lokal maupun regional sebagai pemasok/kontraktor pelaksana pekerjaan melalui penerapan Kerangka Sistem Kontraktor Terpadu atau *Integrated Contract System Framework* (ICSF) dan Program Pengadaan *Global One Vale*. Peningkatan keterlibatan kontraktor lokal di tahun 2012 juga didukung dengan program *Local Business Initiative* (LBI) dan menjadikan prestasi tolak ukur KPI dengan meningkatkan distribusi ekonomi lokal sebesar 18.6%. Kami mendefinisikan perusahaan lokal sebagai perusahaan yang berkedudukan di Kabupaten Luwu Timur, sedang perusahaan regional adalah perusahaan yang berkedudukan di kabupaten/kota lainnya di wilayah Provinsi Sulawesi Selatan. [EC6]

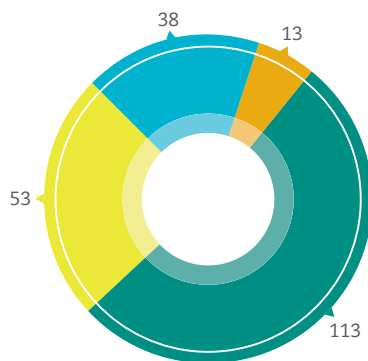
Pelibatan perusahaan lokal dan regional sebagai pemasok/kontraktor pelaksana pekerjaan, akan menimbulkan efek berantai berupa pembayaran pajak dan retribusi sebagai pendapatan asli daerah (PAD) bagi daerah masing-masing. Selain itu juga akan menambah ketersediaan lapangan pekerjaan bagi masyarakat setempat, sehingga mereka bisa merasakan manfaat tidak langsung dari keberadaan PT Vale. Jumlah dan nilai pemasok terdapat dalam lampiran 2 dan 3. [EC9]

### EMPOWERING LOCAL ECONOMY

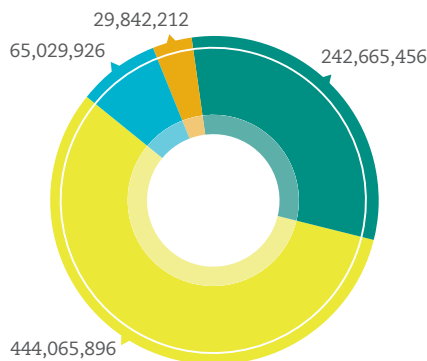
PT Vale's achievements are expected to drive local economy, including through the involvement of local and regional companies as suppliers/contractors through the implementation of the Integrated Contract System Framework (ICSF) and Global One Vale Procurement Program. Greater involvement of local contractors in 2012 is also supported by the Local Business Initiative (LBI) program and make the KPI benchmarks achievement to increase distribution of local economy by 18.6%. We define a local company as a company that is based in Luwu Timur, while a regional company is a company based in other regency/city in South Sulawesi Province. [EC6]

Involving local and regional companies as suppliers/contractors will cause multiplier effect in the form of payment of taxes and levies as regional revenue (PAD) for each area. It also will increase the availability of jobs for local people, so that they can benefit indirectly from the presence of PT Vale. Number and value of suppliers can be found in appendix 2 and 3. [EC9]

**JUMLAH PEMASOK /KONTRAKTOR TERDAFTAR (USD) [EC6]**  
NUMBER OF LISTED SUPPLIERS/CONTRACTORS



**NILAI PEMBAYARAN KONTRAK PEKERJAAN PEMASOK/KONTRAKTOR TERDAFTAR [EC6]**  
CONTRACT VALUE OF LISTED SUPPLIERS/CONTRACTORS



Number of local supplier  
**+ 24**

Economic contribution for local supplier  
**61% ↑**

- Perusahaan Nasional National Companies
- Perusahaan Lokal Local Companies
- Perusahaan Internasional International Companies
- Perusahaan Regional Regional Companies



**Andi Baso Makmur,**  
PT Bujaya Karya  
Makmur

"PT Vale tidak hanya memberikan peluang bagi pengusaha dan pekerja lokal untuk mendapatkan pekerjaan yang lebih baik dan jangka panjang melalui proyek-proyeknya. Namun juga mengakomodasi kebutuhan perusahaan dan pekerja lokal, agar dapat lebih berkembang dari segi manajerial maupun keahlian kerja. Hal itu dilakukan melalui training-training yang digelar PT Vale untuk kontraktor lokal"

*Kerjasama PT Bujaya Karya Makmur dengan PT Vale telah terjalin sejak 2005. Lingkup pekerjaan PT Bujaya Karya Makmur berupa cleaning service, kebersihan kota, dan pengelolaan sampah di perkantoran PT Vale. PT Bujaya Karya Makmur mempekerjakan 250 orang untuk pekerjaan-pekerjaan tersebut.*

"PT Vale not only provides opportunities for local entrepreneurs and workers to get better and long term jobs through its projects. But also accommodates the needs of local companies and workers to be more developed in terms of managerial and skills. This has been done through trainings held by PT Vale for local contractors"

*Cooperation between PT Bujaya Karya Makmur and PT Vale has established since 2005. Scope of work of PT Bujaya Karya Makmur includes cleaning service, city sanitation, and waste management in PT Vale's offices. PT Bujaya Karya Makmur has employed 250 people for these jobs.*



**Muswar,**  
Manager Lusiana Group  
Indonesia

"PT Vale menjalankan bisnis dan kemitraannya dengan kontraktor lokal didasari prinsip transparansi dan fair. Pekerjaan yang diberikan kepada kami juga tidak bersifat jangka pendek, namun berkelanjutan. Dengan demikian bisnis kami dapat berkembang dan tentunya hal itu berimbas pada kemampuan perusahaan untuk memberikan kesejahteraan yang lebih baik bagi karyawannya yang notabene adalah penduduk lokal."

*Sejak pertengahan tahun 1980, PT Lusiana Group Indonesia (LGI) telah dipercaya PT Vale untuk menjawab kebutuhan perusahaan di lingkup jasa akomodasi dan konstruksi. Sedikitnya ada 70 karyawan LGI yang dipekerjakan untuk PT Vale saat ini.*

"PT Vale does its business and partnerships with local contractors based on the principles of transparency and fairness. The works given to us are also not short term, but continuous. Thus our businesses can thrive and it certainly affected the company's ability to provide better welfare for its employees who are actually local residents."

*Since mid-1980, PT Lusiana Group Indonesia (LGI) has been appointed by PT Vale to meet the company's needs in accommodation and construction services. There are at least 70 LGI's employees currently work for PT Vale.*





# Menjaga Kelestarian Lingkungan

Preserving The  
Environment





Laporan Kami  
Our Report

Visi, Misi, dan  
Nilai-nilai  
Vision, Mission, and  
Values

Sambutan  
Direktur Utama  
President Director's  
Message

Investasi dan  
Peningkatan Produksi  
Yang Berlanjut  
Sustainable  
Investment and  
Production Increase

Menjaga Kelestarian  
Lingkungan  
Preserving The  
Environment

Pengembangan  
Sumber Daya Manusia  
Human Resources  
Development

Membangun  
Keselarasan Bersama  
Masyarakat  
Building Harmony  
With Community

Tata Kelola  
Berkelanjutan  
Sustainable  
Governance

Penghargaan dan  
Sertifikasi  
Awards and  
Certification

Indeks Gri &  
Suplemen Sektor  
Pertambangan  
Gri Index & Mining  
Sector Supplements



## Menjaga Kelestarian Lingkungan Preserving The Environment

PT Vale Indonesia Tbk., secara berkesinambungan berupaya meminimalkan penurunan kualitas (degradasi) lingkungan, melalui pelaksanaan praktik-praktik pengelolaan lingkungan yang didasarkan pada standar ISO 14001 dan terangkum dalam Vale *Environmental Management System* (EMS). [4.11] [4.12]

Melalui sistem ini, Perseroan mengintegrasikan seluruh tahapan kegiatan operasi dengan pengelolaan lingkungan, termasuk upaya pemulihan maupun pelestariannya. Tahapan ini dimulai dari eksplorasi, penambangan, pengolahan, hingga penutupan tambang.

Dalam pelaksanaannya, PT Vale mempertimbangkan kondisi yang dihadapi dalam menentukan prioritas kegiatan yang dilaksanakan. Untuk tahun 2012, kami melanjutkan berbagai upaya untuk memenuhi baku mutu emisi sulfur (SO<sub>2</sub>) di pabrik pengolahan, perbaikan dan penambahan kolam pengendapan untuk mengurangi padatan tersuspensi (TSS), perbaikan fasilitas penanganan chromium serta pelaksanaan reklamasi di area pascatambang. Perseroan juga tidak mengabaikan potensi ancaman lain terhadap lingkungan dan melakukan penanggulangan sesuai pemetaan yang sudah dilakukan.

### MENUJU KEPATUHAN BAKU MUTU EMISI SO<sub>2</sub>

Emisi sulfur menjadi salah satu perhatian, mengingat saat ini PT Vale menggunakan belerang dan *high sulfur fuel oil* (HSFO) dalam proses produksinya. Secara berkesinambungan, kami terus berupaya mematuhi ketentuan yang mengatur baku mutu emisi SO<sub>2</sub>, dengan meningkatkan efisiensi penggunaan belerang dan HSFO agar kadar emisi SO<sub>2</sub> yang dihasilkan selalu bisa memenuhi baku mutu yang telah ditetapkan Pemerintah.

Pelaksanaan proyek SO<sub>2</sub> pada tahun 2012 meliputi instalasi fasilitas injeksi sulfur padat di lokasi tanur reduksi, penyelesaian studi pola penyebaran SO<sub>2</sub> (*airsheld management*) serta pemantauan emisi SO<sub>2</sub> secara daring (*online*) udara sekitar (*ambient air monitoring*) di tiga lokasi meliputi pabrik pengolahan, kompleks perkantoran Enggano dan area pemukiman *old camp*. Sementara dalam program jangka panjang, proyek konversi bahan bakar di ketiga pengereng *rotary* kami dari HSFO menjadi batubara dijadwalkan selesai di tahun 2013 dan dapat membantu pemenuhan baku mutu emisi SO<sub>2</sub>.

PT Vale Indonesia Tbk. continuously strives to minimize the environmental degradation, through the implementation of environmental management practices based on ISO 14001 standards and is contained in the Vale Environmental Management System (EMS). [4.11] [4.12]

Through this system, the Company integrates all stages of operations with environmental management, including the restoration and preservation efforts. These stages begin with the exploration, mining, processing, up to mine closure.

In its implementation, PT Vale considers the conditions encountered in determining the priority activities to be carried out. In 2012, we continued our efforts to meet the quality standard of sulfur emissions (SO<sub>2</sub>) in the processing plant, repair and add settling ponds to reduce total suspended solids (TSS), improve chromium handling facility as well as reclamation in post-mining areas. The Company does not disregard other potential threats to the environment and manage them according to the mapping that has been done.

### COMPLIANCE WITH SO<sub>2</sub> EMISSION STANDARDS

Sulfur emission has become one of our concerns, as PT Vale currently uses sulfur and high sulfur fuel oil (HSFO) in the production process. We continuously strive to comply with the provisions stipulating SO<sub>2</sub> emission standards, by improving the efficient use of sulfur and HSFO to keep the generated emission of SO<sub>2</sub> level meet the quality standards established by the Government.

SO<sub>2</sub> project implementation in 2012 included the installation of solid sulfur injection facility on reduction kiln site, completion of SO<sub>2</sub> spread pattern study (*airsheld management*) as well as online monitoring of SO<sub>2</sub> emission ambient air (*ambient air monitoring*) at three sites including processing plants, Enggano office complex and old camp residential area. While in the long-term program, the HSFO to coal conversion project in our three rotary dryers is scheduled to end in 2013 and may help meet the SO<sub>2</sub> emission standards.

Secara berkesinambungan juga dilakukan pemantauan dan pengukuran emisi SO<sub>2</sub> pada cerobong asap pabrik pengolahan. Pengukuran dilaksanakan oleh pihak Laboratorium eksternal yang terakreditasi untuk semua parameter berdasarkan Keputusan Menteri Negara Lingkungan Hidup (Kepmen LH) No.13 Tahun 1995. Hasil pemantauan dilaporkan secara berkala kepada pemerintah, melalui laporan Rencana Pengelolaan Lingkungan - Rencana Pemantauan Lingkungan (RKL-RPL).

Kepmen LH No.13 Tahun 1995 hanya mengatur baku mutu emisi untuk industri besi dan baja, industri pulp dan kertas, PLTU, industri semen dan jenis kegiatan lain. Ketentuan tersebut belum mengatur secara khusus untuk untuk industri nikel, sehingga PT Vale masuk dalam kategori jenis kegiatan lain.

Adapun ketentuan mengenai emisi SO<sub>2</sub> untuk industri nikel diatur dalam Surat Edaran Kementerian Lingkungan Hidup No.B-8594/MENLH/09/2011. Dalam ketentuan tersebut diatur penghitungan emisi SO<sub>2</sub> dilakukan berdasarkan kgSO<sub>2</sub> per kgNi, dengan target kgSO<sub>2</sub> per kgNi terus menurun setiap tahunnya. Target emisi tahun 2012 adalah sebesar 0,97 kgSO<sub>2</sub> per kgNi.

Pemantauan emisi cerobong asap pada tahun 2012 yang telah dilakukan pihak Laboratorium PT Sucofindo memperlihatkan, untuk parameter partikulat, emisi NOx dan parameter logam lainnya pada semua cerobong asap dari pabrik pengolahan, telah memenuhi baku mutu emisi seperti ditetapkan dalam Keputusan Menteri Negara lingkungan Hidup No.13 Tahun 1995. Sedangkan parameter SO<sub>2</sub> belum bisa memenuhi baku mutu menurut KepMen LH No.13 Tahun 1995. [EN20]

Namun demikian bila didasarkan pada Surat Edaran Kementerian Lingkungan Hidup No.B-8594/MENLH/09/2011 maka hasil perhitungan rata-rata tahunan emisi kgSO<sub>2</sub> per kgNi sepanjang tahun 2012 adalah 0.91 kgSO<sub>2</sub> per kgNikel. Angka ini masih memenuhi target pemerintah sebesar 0.97 kgSO<sub>2</sub> per kgNi, sesuai surat edaran tersebut (lampiran 4). [EN20]

SO<sub>2</sub> emissions are also continuously monitored and measured at the processing plant stacks. The measurements are carried out by an external accredited laboratory for all parameters based on the Minister of Environment Decree (Kepmen LH) No. 13 of 1995. Monitoring results are reported regularly to the government, through the Environmental Management Plan - Environmental Monitoring Plan (RKL-RPL) reports.

Minister of Environment Decree No. 13 of 1995 only stipulates emission standards for the iron and steel industry, pulp and paper industry, coal-fired power plants, cement industry and other types of activities. The provisions for the for the nickel industry have not been established specifically, therefore PT Vale falls in the category of other types of activities .

The provisions regarding SO<sub>2</sub> emissions for nickel industry are stipulated in the Ministry of Environment Circular No.B-8594/MENLH/09/2011. The provisions regulate SO<sub>2</sub> emissions are calculated based on kgSO<sub>2</sub> per kgNi, with a target kgSO<sub>2</sub> per kgNi to decline constantly each year. Emission target in 2012 was at 0.97 kgSO<sub>2</sub> per kgNi.

Stack emission monitoring in 2012 which has been carried out by PT Sucofindo Laboratory showed that parameters for particulate, NOx emission and other metals at all stacks, were met the emission standards as stipulated in the Minister of Environment Decree No. 13 of 1995. Whereas SO<sub>2</sub> parameters have not been met according to the quality standards stipulated by the Minister of Environment Decree No. 13 of 1995. [EN20]

However, when based on the Ministry of Environment Circular No.B-8594/MENLH/09/2011 then the calculation of average annual emissions during 2012 was 0.91 kgSO<sub>2</sub> per kgNi. This figure still met the government's target of 0.97 kgSO<sub>2</sub> per kgNi, according to the circular (appendix 4). [EN20]

## Menjaga Kelestarian Lingkungan Preserving The Environment

### Hasil Pemantauan dan Pengukuran Emisi SO<sub>2</sub> Dari Cerobong [EN20] SO<sub>2</sub> Stack Emission Monitoring and Measurement Result (kgSO<sub>2</sub>/kgNi)

Target Target	Kuartal 1 Quarter 1	Kuartal 2 Quarter 2	Kuartal 3 Quarter 3	Kuartal 4 Quarter 4
0.97	1.01	0.86	0.98	0.80

Keterangan : Baku Mutu berdasarkan Surat Edaran Men.LH No.B-8594/MENLH/09/2011  
Notes : Quality Standard based on Ministry of Environment Circular No.B-8594/MENLH/09/2011

SO<sub>2</sub> emission per  
production rate

0.91

Kami tidak lagi menggunakan jenis *freon* berbasis *chlorofluorocarbon* atau CFC yang berpotensi menipiskan lapisan ozon. Sebagai gantinya digunakan *freon* tipe *Chlorodifluoromethane* (R22) dan R134a yang lebih ramah lingkungan. [EN19]

We are no longer using chlorofluorocarbon-based (CFC) freon that potentially depletes the ozone. As the substitute, we are using Chlorodifluoromethane (R22) freon and R134a freon which is more environmental friendly. [EN19]

Kami juga telah melengkapi cerobong asap di setiap unit pengolahan nikel dengan sistem penangkap debu, meliputi *electrostatic precipitator (ESP)* di tanur pengering dan tanur reduksi serta *baghouse system* di unit tanur peleburan. Partikel debu yang tertangkap unit penangkap debu selanjutnya dimanfaatkan kembali sebagai material dalam proses produksi. Selama tahun 2012 dihasilkan 1.740 metric ton partikel yang dapat dimanfaatkan kembali untuk proses produksi. [EN2] [EN29]

We also have equipped our stacks at every nickel processing unit with dust collector system, including electrostatic precipitator (ESP) in reduction and dryer kilns as well as baghouse system at smelting furnace units. Dust particles captured by dust collector will be reused as materials in the production process. During 2012, a total of 1,740 metric tons of particles generated to be reused in the production process. [EN2] [EN29]

Kegiatan karyawan di cerobong  
Employee activities at the stack



## PENGEMBANGAN ENERGI ALTERNATIF

Kebutuhan energi terutama yang bersumber dari bahan bakar minyak (BBM) meliputi *high sulfur fuel oil* (HSFO) untuk kegiatan produksi di pabrik pengolahan di antaranya tiga pengering *rotary*. Selain itu ada *high speed diesel* (HSD) untuk operasional alat berat pertambangan serta pembangkit listrik *thermal*. [EN3]

Energi lain yang dibutuhkan adalah listrik untuk proses produksi di pabrik pengolahan, yang bersumber dari tiga pembangkit listrik tenaga air (PLTA) milik sendiri: PLTA Larona, PLTA Balambano, serta PLTA Karebbe dengan kapasitas rata-rata 365 MegaWatt (MW), dan dari pembangkit *thermal* dengan kapasitas 77 MW. Selain itu juga ada pasokan listrik dari PT PLN (Persero) yang digunakan untuk keperluan fasilitas pendukung di Pelabuhan Balantang dan Mangkasa Point di Kecamatan Malili, Kabupaten Luwu Timur, serta untuk beberapa fasilitas umum lainnya. [EN4]

Tingginya kebutuhan BBM sebagai sumber energi, menjadikan kami terus berupaya melakukan efisiensi pemakaian BBM, dan saat bersamaan melakukan konversi sumber energi serta mengembangkan sumber energi terbarukan. Pengoperasian PLTA menegaskan komitmen PT Vale pada inisiatif pengembangan sumber-sumber energi terbarukan, dan mengurangi ketergantungan pada bahan bakar fosil. Keberadaan PLTA milik sendiri juga menjadi bentuk dukungan Perseroan pada program Pemerintah untuk mengurangi tingkat emisi karbon. Namun kami belum secara khusus melakukan pengukuran kadar CO<sub>2</sub> yang merupakan emisi gas rumah kaca. [EN5] [EN16] [EN17] [EN18]

Kami masih mengoperasikan unit pembangkit listrik *thermal* yang membutuhkan bahan bakar *high speed diesel* (HSD). Namun dengan penambahan unit PLTA Karebbe, secara bertahap pengoperasian pembangkit listrik *thermal* dapat dikurangi sehingga total pemakaian HSD menurun dibandingkan periode sebelumnya. [EN5]

## ALTERNATIVE ENERGY DEVELOPMENT

Energy requirements are sourced primarily from fuel oil, such as high sulfur fuel oil (HSFO) for production activities at the processing plant including three rotary dryers. In addition, high-speed diesel (HSD) is also used to operate mining heavy equipment and thermal power plant. [EN3]

Another energy need is electricity for production process at the processing plant, which is sourced from the Company's own three hydroelectric power plants in Larona, Balambano, and Karebbe with average capacity of 365 megawatts (MW), and from thermal power plants with a capacity of 77 MW. There is also power supply from PT PLN (Persero) used for supporting facilities at Balantang Port and Mangkasa Point in Malili District, Luwu Timur Regency, as well as for several other public facilities. [EN4]

High demand for fuel as an energy source, has made us continue the efforts to use fuel efficiently, and the same time carry out the conversion of energy sources as well as develop renewable energy sources. Hydroelectric power plant operation affirms PT Vale's commitment to the renewable energy sources development initiatives and reduce dependence on fossil fuels. The Company's own hydroelectric power plants are also a form of its support for the Government's program to reduce carbon emissions. However we have not specifically measured the CO<sub>2</sub> content which is categorized as greenhouse gas emission. [EN5] [EN16] [EN17] [EN18]

We still operate thermal power plants that require high-speed diesel (HSD) fuel. However, with the addition of Karebbe hydroelectric power plant units, the operation of thermal power plants can be reduced gradually so that total HSD consumption decreased compared to the previous period. [EN5]

## Menjaga Kelestarian Lingkungan Preserving The Environment

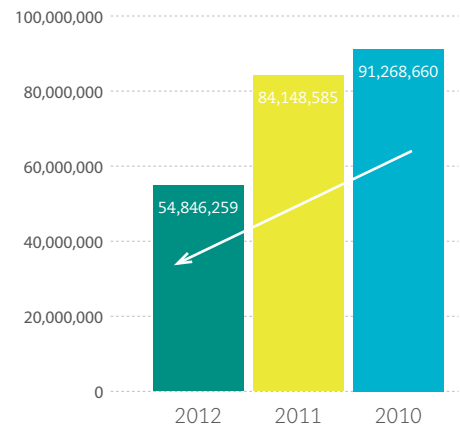
Perseroan melanjutkan proyek konversi sumber energi tahap pertama di ketiga pengering *rotary*, dari semula menggunakan HSFO menjadi memakai bubuk batubara. Proyek ini yang ditargetkan dapat mengurangi biaya keseluruhan sebesar 2-3% dan beroperasi pada triwulan kedua tahun 2013, dan selanjutnya bubuk batubara digunakan sebagai sumber energi tanur pengering. Pada tahap berikutnya, konversi tanur pereduksi kami ke sumber energi batubara akan dipersiapkan dan bila dapat terlaksana, maka Perusahaan dapat kembali mengoptimalkan biaya dan mengurangi dampak lingkungan. Lampiran 5 dan 6 menyajikan tabel konsumsi energi langsung dan tidak langsung dari sumber primer [EN5]

The Company continued the first phase of energy conversion project at the three rotary dryers, which originally used HSFO to pulverized coal. The project is targeted to reduce the overall cost by 2-3% and operating in the second quarter of 2013, while subsequently use pulverized coal as energy source for dryer kilns. In the next phase, the energy source conversion to coal for our reduction kilns will be prepared and when it is realized, then the Company may re-optimize costs and reduce environmental impact. Appendix 5 and 6 present tables of direct and indirect energy consumption from the primary sources. [EN5]

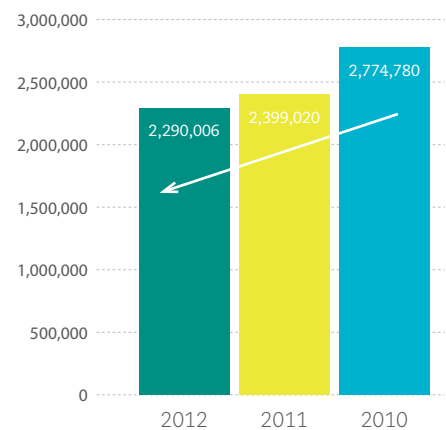
### Konsumsi Energi Langsung Dari Sumber Primer [EN3] Direct Energy Consumption from Primary Sources



#### HSD High-Speed Diesel (Liter)

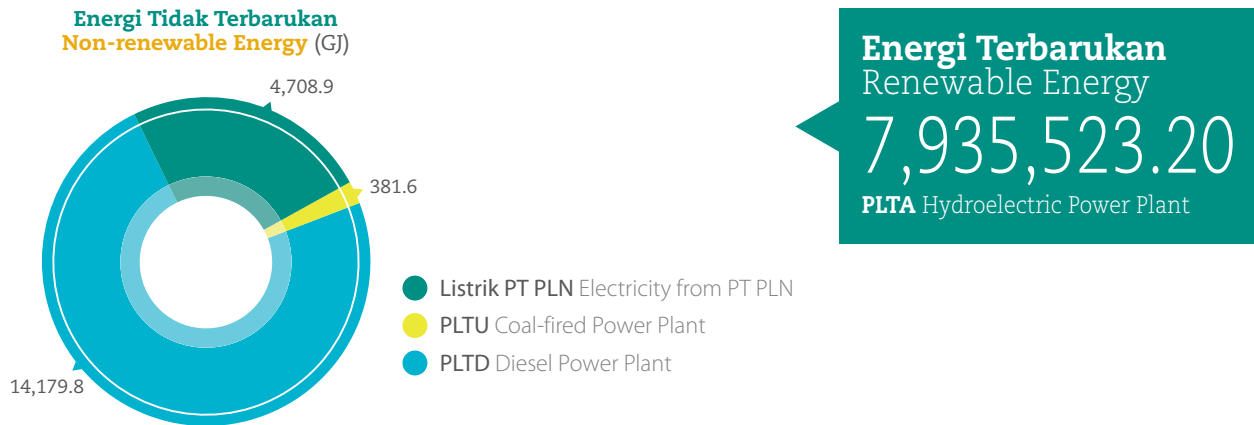


#### HSFO High Sulfur Fuel Oil (Barrel)





**KONSUMSI ENERGI TIDAK LANGSUNG DARI SUMBER PRIMER [EN4]**  
**INDIRECT ENERGY CONSUMPTION FROM PRIMARY SOURCES**



Kami juga meneruskan inisiatif penghematan energi melalui Program Peningkatan Operasional dan Pemeliharaan (OMIP) yang dilaksanakan selama tahun 2012, di antaranya:

1. Perbaikan proses control di tanur pereduksi yang dapat mengurangi konsumsi HSFO. [EN6]
2. Pengurangan penghentian operasi tanur karena pergeseran elektroda
3. Perbaikan pada *kiln feeds* untuk mengurangi penghentian operasi pelebur dan memperbaiki efisiensi bahan bakar. [EN6]
4. Perbaikan proses pemeliharaan *flow meter* sehingga mengurangi kesalahan alat yang dapat mengakibatkan *contact unit trips*
5. Perbaikan keutuhan seluruh sistem konveyor utama
6. Peran serta dalam *Earth Hour* 2012, yang mampu mengurangi pemakaian listrik sebanyak 400 KWH. [EN7]
7. Pembatasan penggunaan kendaraan operasional dan perjalanan bisnis. [EN7]

Pelaksanaan OMIP telah berkontribusi meningkatkan volume produksi sekitar 1%. Selain meningkatkan produksi, OMIP telah menjadi bagian dari aktivitas operasional sehari-hari dan menghasilkan kegiatan produksi yang lebih aman dari faktor bahaya.

We also continued energy saving initiatives through the Operational and Maintenance Improvement Program (OMIP) carried out during 2012, including:

1. Control process improvement at reduction kiln to reduce HSFO consumption. [EN6]
2. Reduction of furnace downtime due to electrode slippages
3. Improvement of kiln feeds to reduce smelter downtime and improve fuel efficiency. [EN6]
4. Improvement of a flow meter maintenance regime to reduce false readings that can cause contact unit trips
5. The restoration of the integrity of all major conveyor systems.
6. Participation in Earth Hour 2012, which was able to reduce power consumption of 400 KWH. [EN7]
7. Restrictions on the use of operational vehicles and business travel. [EN7]

OMIP implementation has contributed to production volume increase by about 1%. In addition to increased production, OMIP has become part of day-to-day operational activities and created safer production activities from the hazard factors.

## Menjaga Kelestarian Lingkungan Preserving The Environment



Pemantauan rutin kinerja PLTA  
Routine monitoring of hydroelectric  
power plant

### PENGUNAAN MATERIAL

Bahan baku proses produksi nikel dalam *matte* adalah bijih nikel yang diperoleh dari proses penambangan dan bersifat tidak bisa diperbarui. Selain itu juga digunakan beberapa bahan pendukung yang bersifat bisa diperbarui, dan material lain diperoleh dari hasil daur ulang limbah yang dihasilkan sehingga secara langsung juga dapat mengurangi potensi ancaman kerusakan lingkungan. Jenis dan volume material yang digunakan tersaji di Lampiran 7. [EN1] [EN2] [EN22]

Kami terus melakukan pencarian cadangan bijih nikel guna memastikan kesinambungan pasokan bahan baku. Hingga akhir periode pelaporan prakiraan cadangan mineral yang dimiliki adalah 68,5 juta ton cadangan bijih nikel terbukti berkadar nikel 1,85% dan 39,5 juta metrik ton cadangan bijih nikel terduga berkadar nikel 1,70%. Ketersediaan cadangan ini akan mendukung operasional PT Vale hingga 25 tahun mendatang pada tingkatan produksi saat ini. [MM11]

Khusus untuk material lapisan tanah atas (*top soil*) yang terangkat dalam proses penggalian material tambang, sepenuhnya dimanfaatkan kembali. Lapisan tanah atas yang terangkat dimanfaatkan untuk kepentingan reklamasi lahan tambang. Selama tahun 2012, ada 661.139 WMT lapisan tanah atas yang dimanfaatkan dalam proses reklamasi lahan tambang.

### MATERIAL USE

Raw material for production process of nickel in *matte* is nickel ore extracted from mining process, and is non-renewable. Some renewable supporting materials are also used, while some other materials are products of recycled waste that may directly reduce the potential threat to cause damage to the environment. The type and volume of materials used are presented in Appendix 7. [EN1] [EN2] [EN22]

We continue to search for nickel ore reserves in order to ensure continuity of raw material supply. Until the end of the reporting period the estimated mineral reserves were 68.5 million tons of nickel ore proven reserves with 1.85% of nickel content and 39.5 million metric tons of nickel ore probable reserves with 1.70% of nickel content. Availability of these reserves will support PT Vale's operation over the next 25 years at current production level. [MM11]

The topsoil material that was lifted during the process of mining material excavation, is entirely reused. The lifted topsoil is reused for mine land reclamation. During 2012, 661,139 WMT of topsoil was used in mine reclamation process.

## MENJAGA KELESTARIAN SUMBER AIR

Air memegang peranan penting dalam kegiatan operasional kami, karena digunakan dalam proses produksi dan untuk pembangkitan listrik. Sumber air yang digunakan PT Vale berasal dari Danau Matano, yang termasuk sumber air permukaan. [EN8]

Volume air yang digunakan selama tahun 2012 untuk keperluan operasional maupun pemukiman mencapai 11.163.860,19 meter kubik (m<sup>3</sup>), sedangkan volume air yang hanya dimanfaatkan untuk menghasilkan energi kinetik pengoperasian pembangkit listrik tenaga air (PLTA) sebanyak 8.744.842.760,19 m<sup>3</sup>. Pemanfaatan air untuk PLTA meningkat seiring meningkatkannya kebutuhan energi alternatif dalam mensubstitusi bahan bakar HSD. [EN8] [EN10]

Kami juga melaksanakan resirkulasi air untuk proses pendinginan mesin di *cooling tower* menggunakan air limbah. Meskipun kami belum menghitung berapa total volume air limbah yang digunakan kembali, namun diketahui bahwa volume air dalam *cooling tower* sebesar 72.800 galon. Tabel jenis sumber air dan volume pemakaian air tersaji dalam lampiran 8. [EN10]

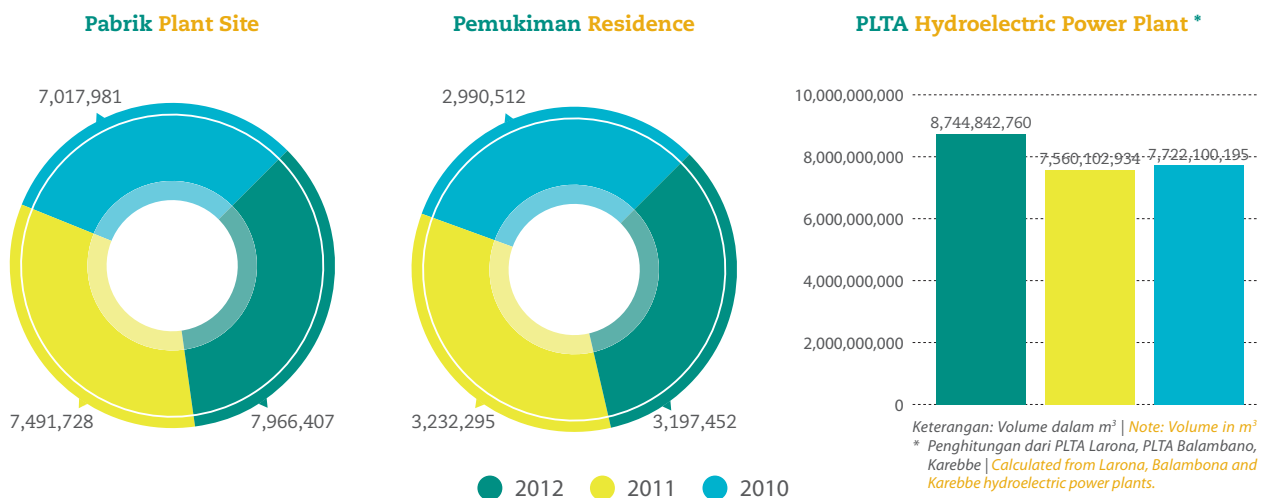
## PRESERVING WATER SOURCES

Water plays an important role in our operations, because it is used in the production process and for electricity generation. The water used by PT Vale is sourced from Lake Matano, which is a surface water source. [EN8]

The volume of water used during 2012 for operational and residential purposes reached 11,163,860.19 cubic meters (m<sup>3</sup>), while, the volume of water to generate kinetic energy for hydroelectric power plant operation was 8,744,842,760.19 m<sup>3</sup>. The use of water for hydroelectric power plants increased along with the increase in the need for alternative energy to substitute HSD fuel. [EN8] [EN10]

We also carry out water recirculation for engine cooling process using runoff water from the cooling tower. Although we have not calculated the total volume of runoff water being reused, but the volume of water in the cooling tower was recorded at 72,800 gallons. Tables of water source type and volume of water use are presented in Appendix 8. [EN10]

## JENIS SUMBER AIR DAN VOLUME PEMAKAIAN AIR [EN8] WATER SOURCES AND WATER USE VOLUME



## Menjaga Kelestarian Lingkungan Preserving The Environment

Menjadi penting bagi kami untuk menjaga kelestarian sumber air, mengingat fungsinya yang vital bagi Perseroan dan masyarakat setempat. Secara berkesinambungan, PT Vale berupaya meminimalkan dampak terhadap sumber air-sumber air sebagai akibat dari kegiatan operasional yang dijalankan. Salah satunya dengan pengendalian kualitas olahan air limbah terutama kandungan padatan yang terlarut di dalamnya, sebelum dialirkan kembali ke badan air.

Kami telah membangun 84 kolam sedimentasi berkapasitas 14,2 juta m<sup>3</sup>, yang berfungsi menampung air limbah dari kegiatan operasional dan mengendapkan padatan terlarut di dalamnya. Secara umum, air limbah dari wilayah tambang memiliki kandungan konsentrasi Cr6+, melalui kolam pengendapan maka air dapat dinetralkan dengan menambahkan *ferrous sulfat monohidrat*. Kemudian pengujian secara teratur dilaksanakan guna memastikan kualitas olahan air limbah tersebut telah memenuhi baku mutu yang ditetapkan Pemerintah (Lihat lampiran 9). Sebagian dari air di kolam pengendapan ini juga dimanfaatkan untuk penyiraman jalan di area tambang. [EN21]

Sejak tahun 2010, pemanfaatan air produksi ataupun domestik dari Danau Matano dibarengi pemantauan rutin dua kali setiap tahun, oleh Komite Kajian Ilmiah Danau, meliputi volume dan kualitas air danau. Melalui kebijakan ini maka penggunaan air danau selalu dalam pengawasan dan hingga akhir 2012, Perseroan tidak menerima laporan dari pihak berwenang mengenai adanya pengaruh penggunaan air terhadap volume air danau maupun pencemaran yang mempengaruhi keanekaragaman hayati di dalamnya. [EN9] [EN25]

Namun demikian PT Vale juga tidak menutup mata atas pengaduan warga kepada DPRD Kabupaten Luwu Timur, terkait dugaan pencemaran air limbah di Danau Mahalona dan Danau Towuti. Kami menyikapi hal ini dengan melakukan kunjungan ke lokasi dimaksud, bersama-sama dengan tim terpadu terdiri dari Bapedalda Luwu Timur, BLHD Makassar, KLH Regional Sulawesi-Maluku serta pihak yang menyampaikan pengaduan. Dengan demikian mereka bisa melihat langsung kondisi sebenarnya, serta upaya-upaya yang telah dilakukan PT Vale untuk pengelolaan limbah cair pertambangan.

PT Vale juga telah memberikan penjelasan kepada DPRD Kabupaten Luwu Timur. Dalam penjelasan tersebut, kami sampaikan bahwa air yang keluar ke Danau Matano dan Danau Mahalona semua masih berada pada ambang batas ketentuan pemerintah.

It is important for us to preserve water sources, given its vital function for the Company and local community. PT Vale continuously seeks to minimize the impact on water sources as a result of our operational activities. One of them is the quality control of treated waste water especially dissolved solids content in it, before it is discharged into water bodies.

We have built 84 sedimentation ponds with capacity of 14.2 million m<sup>3</sup>, which holds waste water from operations and settles the dissolved solids in it. In general, the waste water from the mines contains Cr6+ concentrate, through the settling pond water can be neutralized by adding ferrous sulfate monohydrate. Then testing is conducted regularly to ensure the treated waste water meets the quality standards set by the Government. Most of the water in settling ponds is also reused for watering the roads in mine sites. [EN21]

Since 2010, the use of water for production or domestic purposes from Lake Matano is regularly monitored twice a year, by the Lake Scientific Study Committee, covering volume and quality of lake water. Through this policy, the use of lake water is always in control and until the end of 2012, the Company did not receive any report from the authorities regarding the effect of the use of water to lake water volume and contamination affecting biodiversity in it. [EN9] [EN25]

However, PT Vale did not turn a blind eye to residents' report to Luwu Timur Regional House of Representatives concerning alleged contamination caused by waste water in Lake Mahalona and Lake Towuti. We addressed this by visiting the location, together with an integrated team consisting of the Luwu Regional Environmental Management Agency (Bapedalda), Makassar Regional Environment Agency (BLHD), Sulawesi-Maluku Regional Environment Office and the parties who submit the complaint. This way they could see first hand the actual conditions, and the efforts that have been made by PT Vale to manage mine liquid waste.

PT Vale also has explained the matter before the Luwu Timur Regional House of Representatives. In this explanation, we stated that the quality of water discharged to Lake Matano and Lake Mahalona still complied with the threshold established by the government.

## WASTE MANAGEMENT

### PENGELOLAAN LIMBAH

Selain air limbah, kegiatan operasional PT Vale juga menghasilkan limbah dalam bentuk lain baik yang mengandung bahan berbahaya dan beracun (B3) maupun limbah bukan B3. Jenis dan jumlah limbah ini disajikan dalam Lampiran 10.

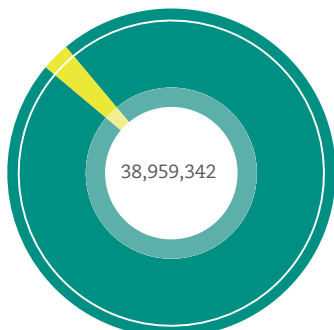
Besides waste water, PT Vale's operations also produce other forms of waste that contains hazardous and toxic substance, as well as non-hazardous and toxic waste. The types and amount of waste are presented in Appendix 10.

### PENGELOLAAN LIMBAH [EN22] [EN24] WASTE MANAGEMENT

Jenis Limbah Waste Type	Bentuk Limbah Waste Identified	Pengelolaan Management
Limbah Bukan B3 Non Hazardous and Toxic Waste	Limbah domestik Domestic waste	▪ Penimbunan di area bekas tambang Piling at post mining area
	Limbah scrap/logam Scrap/metal waste	▪ Dikelola dengan melibatkan pihak ketiga Managed by third party
	Oli bekas Lubricant waste	▪ Dimanfaatkan di tanur pengering Reused at dryer kiln
	Terak tanur listrik Electric furnace slag	▪ Dimanfaatkan sebagai jalan tambang Reused for haul road
Limbah B3 Hazardous and Toxic Waste	Filter, kain majun dan material terkontaminasi oli/minyak Filter, rags, and lubricant/oil contaminated material	▪ Dikirim ke Pusat Pengolahan Limbah Industri (PPLI) Sent to Industrial Waste Processing Center (PPLI)
	Bahan kimia kadaluwarsa Expired chemical reagent	▪ Dikirim ke Pusat Pengolahan Limbah Industri (PPLI) Sent to Industrial Waste Processing Center (PPLI)
	Aki bekas Used battery	▪ Dikirim ke Pusat Pengolahan Limbah Industri (PPLI) Sent to Industrial Waste Processing Center (PPLI)

Keterangan: Tabel jumlah pemanfaatan limbah tersaji dalam Lampiran 10 dan 11 | Notes: Table of waste utilization is presented in Appendix 10 and 11

### LIMBAH YANG DIMANFAATKAN (dalam ton) (EN22) WASTE REUSED (in tons)



**94%**  
Limbah Di Manfaatkan Kembali  
Waste Reused

Keterangan: Limbah mencakup sisa lapisan tanah, batuan reject station, terak, dan oli bekas.  
Notes: reused wastes covering overburden, top soil, reject station rock, slag, and used lubricants.



## Menjaga Kelestarian Lingkungan Preserving The Environment

Upaya lain yang dilakukan dalam pengelolaan dan pengolahan limbah yang dihasilkan, adalah: [3.10] [EN22]

### ▪ Limbah Cair

1. *Effluent* dari proses produksi di pabrik pengolahan (*slurry* dari *thickener*), dikelola dengan cara mencampurnya dengan debu dan dimanfaatkan kembali sebagai umpan di tanur pengering melalui mekanisme tertutup.
2. Minyak hasil dari bengkel perawatan, dikelola dengan cara memanfaatkan kembali sebagai bahan pembakaran di tanur pengering sehingga tidak mencemari lapisan permukaan tanah.
3. Air limbah cucian kendaraan operasional tambang mengandung konsentrasi  $Cr^{6+}$ , diatasi dengan menetralkan konsentrasi  $Cr^{6+}$  melalui kolam pengendapan dan pengolahan, serta menambahkan *ferrous sulfat monohidrat*.
4. Air limpasan dari penimbunan sulfur dan batubara dikelola melalui instalasi pengolahan air limbah (IPAL) yang ada di Pelabuhan Balintang, disertai pemantauan berkala untuk memastikan pembuangan air ini telah memenuhi standar baku mutu.

### ▪ Limbah Padatan

1. Terak (*slag*) merupakan limbah padat hasil dari tanur listrik yang bersuhu 1.500°C, ditampung dalam pot khusus dan diangkut menggunakan kendaraan *haul master* ke tempat penimbunan (*slag dump*). Selanjutnya slag ini dimanfaatkan oleh PT Vale sebagai material jalan tambang di lokasi penambangan
2. Ban bekas, sebagian dimanfaatkan kembali melalui proses vulkanisir dan digunakan sebagai penghalang jalan miring di lokasi tambang, dan sisanya diserahkan kepada pihak ketiga berizin untuk dikelola.
3. Limbah domestik, diolah dengan cara ditimbun pada lokasi yang telah ditetapkan. Volume limbah domestik yang dihasilkan selama tahun 2012 mencapai 13.538,40 ton, turun dibanding tahun 2011 sebesar 15.200 ton. Terdapat kesalahan penghitungan jumlah limbah domestik tahun 2011 dimana belum memasukkan *density factor* sebesar 0,4 sehingga di laporan sebelumnya PT Vale melaporkan jumlah limbah domestik yang dihasilkan adalah 38.000 ton.

Other efforts in the management and processing of generated waste, are: [EN22] [3.10]

### ▪ Liquid Waste

1. Effluent from the production process at the processing plant (*slurry* from *thickener*), is managed by mixing it with dust and reused as feeds at dryer kiln through a closed mechanism.
2. Oil generated from maintenance workshop, is managed by reusing it combustion in dryers that does not pollute the soil surface layer.
3. Waste water from mining operational vehicle wash containing  $Cr^{6+}$  concentration, overcome by neutralizing  $Cr^{6+}$  concentration in settling and treatment ponds, as well as adding ferrous sulfate monohydrate.
4. Runoff water from the accumulation of sulfur and coal is managed through the waste water treatment plant (WWTP) in Balintang Port, which is regularly monitored to ensure water discharge is in compliance with quality standards.

### ▪ Solid Waste

1. Slag is a solid waste generated from electric furnace with temperature of 1,500°C, contained in special pots and transported by haul master vehicles to slag dump. Then the slag is reused by PT Vale as haul road material at the mine site
2. Used tires, partially reused through vulcanizing process and used as roadblocks of slanted roads at the mine site, and the rest is sent to licensed third parties to be managed.
3. Domestic waste, processed by piling it at a designated location. The volume of generated domestic waste during 2012 reached 13,538.40 tons, lower than 15,200 tons in 2011. There was an error in calculating the number of domestic waste in 2011 which has not included density factor of 0.4 that resulted in PT Vale's previous report stated the total domestic generated waste was 38,000 tons.



Kegiatan penghijauan area purnatambang  
Revegetation activities of post-mining area

## PENGUNAAN LAHAN SESUAI KONTRAK KARYA

Luas wilayah Kontrak Karya PT Vale hingga akhir 2012 mencapai 190.510 hektar, dengan cakupan terbesar adalah wilayah tambang di Sorowako, Kabupaten Luwu Timur, Sulawesi Selatan, seluas 118.387,4 hektar. Dari luasan tersebut, 72.437 hektar merupakan kawasan hutan lindung dan 2.139,8 hektar adalah kawasan hutan konservasi, yang pemanfaatannya telah mendapat izin berdasarkan Keputusan Presiden (Keppres) No.41/2004 Tentang Perizinan Atau Perjanjian Di Bidang Pertambangan yang Berada di Kawasan Hutan. Dalam Keppres tersebut dikatakan, PT Vale dapat meneruskan kegiatan tambang dalam kawasan hutan lindung hingga akhir masa Kontrak Karya. [EN11]

Perseroan juga telah mendapatkan izin penggunaan kawasan hutan di Desa Karebbe, Kecamatan Malili, Kabupaten Luwu Timur untuk pembangunan pembangkit listrik tenaga air (PLTA), berdasarkan Surat Keputusan Menteri Kehutanan Nomor: SK. 299/Menhut-II/2007 tentang Izin Pinjam Pakai Kawasan Hutan untuk Pembangunan Bendungan dan PLTA Karebbe serta sarana pendukungnya. Selanjutnya kami memenuhi kewajiban seperti yang diatur dalam perizinan tersebut, meliputi rehabilitasi lahan kompensasi maupun pembayaran Penerimaan Negara Bukan Pajak (PNBP). [EN11]

## OPERATION AREA BASED ON CONTRACT OF WORK

The total CoW area of PT Vale until the end of 2012 reached 190,510 hectares, with the largest coverage area is the mine site in Sorowako, Luwu Timur Regency, South Sulawesi, with 118,387.4 hectares. Of the area, 72,437 hectares is protected forest and 2,139.8 hectares is conservation forest, and the company has received permit for its utilization according to the Presidential Decree No.41/2004 on Licensing or Agreement for Mining in Forest Areas. The decree stipulates that PT Vale may continue its mining activities in protected forest areas until the end of the Contract of Work. [EN11]

The Company also has received permit to utilize forest area in Karebbe Village, Malili District, Luwu Timur Regency for the construction of hydroelectric power plant, based on Minister of Forestry Decree No: SK.299/Menhut-II/2007 about Borrow and Use of Forest Area Permit for Construction of Dam and Karebbe hydroelectric power plant as well as their support facilities. We subsequently fulfill our obligations as stipulated in the permit, including rehabilitation of compensation land and Non-tax State Revenue payment. [EN11]

## Menjaga Kelestarian Lingkungan Preserving The Environment

Sebagian besar lahan digunakan untuk kegiatan penambangan terbuka atau *open cast*. Sesuai ketentuan Vale EMS, total luasan lahan tambang terbuka tidak boleh lebih dari 1.000 hektar. Pada akhir tahun 2012 ada 4.780 hektar lahan yang digunakan untuk penambangan, dan 3.820 hektar di antaranya telah direklamasi sehingga hanya ada 960 hektar lahan yang masih difungsikan sebagai area penambangan.

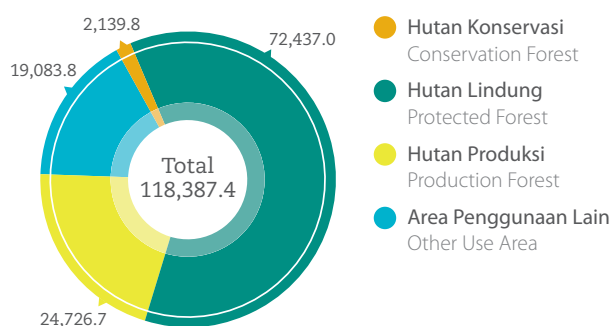
[EN13] [MM1] [MM10]

Untuk mendukung reklamasi yang dilakukan, Perseroan mengembangkan fasilitas pembibitan yang kini mencapai kapasitas 700.000 bibit per tahun. Selain itu kami melibatkan masyarakat di sekitar lokasi kegiatan operasional dalam pelaksanaan reklamasi lahan pascatambang, terutama untuk pemeliharaan tanaman sehingga kondisinya selalu dalam keadaan baik. Tabel luas status lahan beserta luas daratan, air tawar, rawa dan laut tersaji dalam lampiran 12, sedangkan Lampiran 13 menyajikan luas lahan yang terganggu dan direhabilitasi.

Most of the land is used for open pit mining. According to the Vale EMS provisions, total area of open pit mine site should not be more than 1,000 hectares. At the end of 2012, 4,780 hectares of land has been used for mining, and 3,820 hectares of which has been reclaimed so there are only 960 hectares of land that is still used as mining site. [EN13] [MM1] [MM10]

To support its reclamation efforts, the Company developed a nursery, which has now reached the capacity of 700,000 seedlings per year. We also engage the community surrounding the operational site to carry out post-mining land reclamation, especially to care for the trees to keep them in good condition. Table of land ownership and area of dryland, freshwater, wetland and sea is presented in Appendix 12, while Appendix 13 presents the area of degraded and rehabilitated land.

### LOKASI, LUAS DAN STATUS LAHAN (DARATAN, AIR TAWAR, RAWA DAN LAUT) LOCATION, AREA AND LAND OWNERSHIP (DRYLAND, FRESHWATER, WETLAND AND SEA)



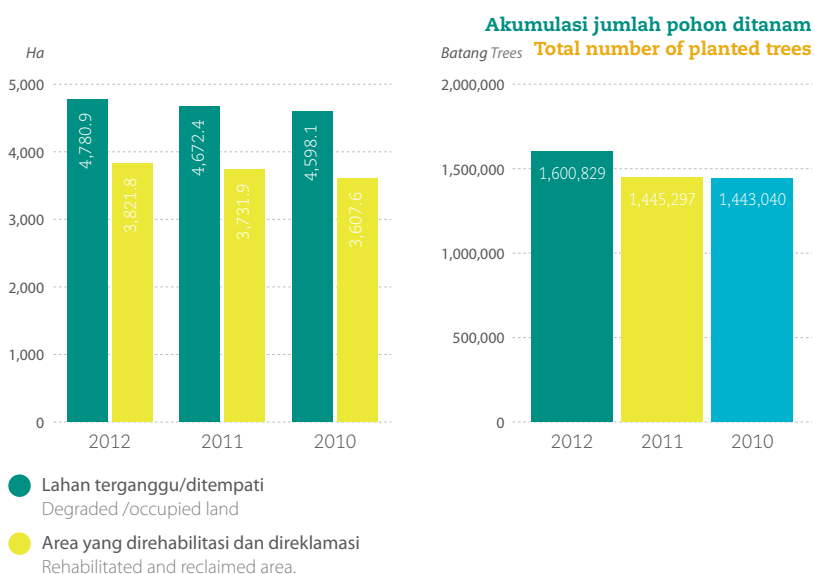
Tanaman lokal ditanam  
Planted local trees

62%

### LUAS LAHAN TERGANGGU DAN DIREHABILITASI AREA OF DEGRADED AND REHABILITATED LAND

[EN14] [MM1]

Pohon tumbuh baik  
Well grown trees  
85%



## KEANEKARAGAMAN HAYATI

Kegiatan penambangan terbuka secara langsung berdampak terhadap keanekaragaman hayati. Pengupasan lapisan tanah untuk mendapatkan material tambang, akan merusak lapisan tanah permukaan dan habitat tempat hidup flora maupun fauna. [EN12]

Kami menyikapi hal ini dengan melaksanakan kegiatan penambangan terintegrasi sejak dari perencanaan sampai kepada pascatambang. Pengupasan lapisan tanah permukaan selalu dibarengi berbagai kegiatan lain: [EN14]

- Pendataan dan studi terhadap keanekaragaman hayati yang ada.
- Penyiapan lokasi untuk menampung kupasan tanah permukaan.
- Reklamasi pada area pascatambang terpadu dengan program pengembangan masyarakat.
- Pemulihan habitat melalui penanaman penutup tanah (*cover crop*) dan konservasi flora maupun fauna endemik sehingga stabil terhadap erosi.

Perseroan telah membangun fasilitas area konservasi ex-situ yang terletak di area persemaian, dan secara terbatas memulai konservasi beberapa satwa endemik Sulawesi diantaranya rusa sebanyak 11 ekor dan anoa 2 ekor. Pelestarian tanaman lokal dilakukan dengan penanaman jenis tanaman endemik yang jumlahnya hingga akhir tahun 2012 mencapai 95.830 batang atau 62% dari total pohon yang ditanam di seluruh area reklamasi, dengan 23.210 di antaranya adalah kayu hitam dan 85% dalam kondisi tumbuh baik. [EN14]

Adapun jenis tanaman lokal meliputi agathis, dengen, bitti, uru, betao, bintangur, nyatoh, natoh, jambu-jambu, belulang, kaloju, dan manggis hutan. Kami memastikan tanaman-tanaman tersebut tumbuh baik, dengan melakukan pemeliharaan lanjutan seperti penyulaman tanaman mati, pembersihan gulma, dan pemupukan ulang.

Perseroan juga membagikan ribuan bibit tanaman kepada masyarakat dan pemerintah daerah. Adapun jenis bibit yang ditanam terdiri dari jenis sengon butoh, filisium, sapu tangan, kayu angin, trembesi, mangga, rambutan, durian, uru, bitti, jati putih, buri, jambu-jambu, betao, nyatoh, natoh, mahoni, belulang, sandru, dan lain-lain.

## BIODIVERSITY

Open pit mining activities have a direct impact on biodiversity. The soil stripping to extract mineral will damage top soil as well as flora and fauna living habitat. [EN12]

We address this by implementing an integrated mining activities from planning to post-mining. Top soil stripping is always followed by various other activities, such as: [EN14]

- Data collection and study of existing biodiversity.
- Preparation of location to accommodate overburden.
- Reclamation of the post-mining area integrated with community development programs.
- Habitat restoration by planting cover crop and conservation of endemic flora and fauna to become stable against erosion.

The Company has built ex-situ conservation area facility located in the nursery area, and in limited scale has begun the conservation of some Sulawesi endemic species, including 11 deers and 2 anoas. Meanwhile, the preservation of indigineous plants is conducted by planting endemic plant species whose numbers until the end of 2012 reached 95,830 trees or 62% of total planted trees in the entire reclamation area, with 23,210 of which were ebony and 85% of them grew well. [EN14]

The local plant species include agathis, dengen, bitti, uru, betao, bintangur, Nyatoh, natoh, jambu-jambu, belulang, kaloju, and wild mangosteen. We ensure the plants are growing well, with continuous care such as replanting dead plants, weeding, and refertilizing.

The Company also distributed thousands of seedlings to local communities and governments. The species of planted seeds consist of sengon butoh, filisium, sapu tangan, kayu angin, trembesi, mango, rambutan, durian, uru, bitti, white teak, buri, jambu-jambu, betao, nyatoh, natoh, mahogany, belulang, sandru, and others.



## Menjaga Kelestarian Lingkungan Preserving The Environment



Penangkaran rusa Sulawesi  
Sulawesi deer captive breeding

Sampai saat ini, baru tambang Sorowako yang aktif beroperasi dan memiliki rencana pengelolaan keanekaragaman hayati. Rencana pengelolaan ini masih merujuk pada rencana pengelolaan lingkungan dan hasil studi yang dilakukan bersama dengan Lembaga Ilmu Pengetahuan Indonesia (LIPI) dan Lembaga Citra Alam Towuti. Studi keanekaragaman hayati ini akan dilakukan lagi di tahun 2013, bermitra dengan perguruan tinggi dan instansi terkait. Lampiran 14 menampilkan daftar spesies yang terancam habitatnya dan Lampiran 15 menunjukkan dampak lingkungan dan mitigasi yang dilakukan oleh Perusahaan. [MM2]

Until now, only Sorowako mine that is actively operating and has a biodiversity management plan. This management plan still referred to the environmental management plan and the results of a study conducted jointly by the Indonesian Institute of Sciences (LIPI) and the Towuti Institute for Natural Image. Another biodiversity study will be conducted in 2013, partnering with universities and related institutions. Appendix 14 shows a list of species with threatened habitats and Appendix 15 shows the environmental impacts and mitigation measures undertaken by the Company. [MM2]

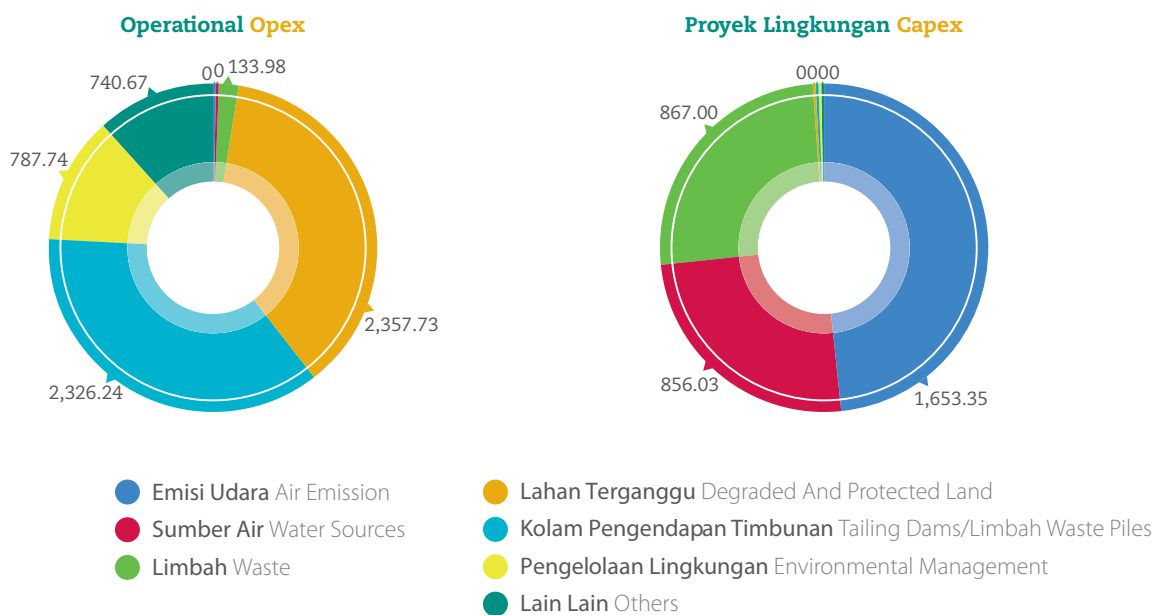
## INVESTASI LINGKUNGAN

Komitmen PT Vale dalam melestarikan lingkungan juga diwujudkan melalui penyediaan dana untuk mendukung setiap program maupun kegiatan pemeliharaan, perbaikan maupun pelestarian lingkungan. Komposisi biaya lingkungan tersaji dalam Lampiran 16. [EN30]

## ENVIRONMENTAL INVESTMENT

PT Vale's commitment to the environment preservation is also realized through the provision of funds to support every program as well as maintenance, rehabilitation and preservation of the environment. The composition of environmental expenditure is presented in Appendix 16. [EN30]

## BIAYA LINGKUNGAN [EN30] ENVIRONMENTAL EXPENDITURES



Perseroan melanjutkan penyediaan biaya proyek pengurangan emisi sulfur yang dilaksanakan sejak tahun 2009. Selama tahun 2012 memasuki tahap penyelesaian instalasi fasilitas injeksi sulfur padat di lokasi tanur reduksi dan studi pola penyebaran SO<sub>2</sub> (*Airshed Management*). Upaya ini disertai pemantauan emisi SO<sub>2</sub> secara online (*ambient air monitoring*) di tiga lokasi, yaitu pabrik pengolahan, kompleks perkantoran Enggano dan di area pemukiman *old camp*.

The Company continued to provide funds for sulfur emissions cost reduction project that has been carried out since 2009. During 2012, the project entered its completion phase of solid sulfur injection facilities installation at reduction kiln and SO<sub>2</sub> spread pattern (*Airshed Management*) study. These efforts were conducted along with online monitoring of SO<sub>2</sub> emissions in the ambient air (*ambient air monitoring*) at three locations: the processing plant, Enggano office complex and old camp residential areas.

## Menjaga Kelestarian Lingkungan Preserving The Environment

### KEBIJAKAN LINGKUNGAN

Kami juga menjaga kelestarian lingkungan di seluruh areal Kontrak Karya, dengan:

1. Mengembalikan fungsi dan daya dukung lingkungan pascatambang kepada fungsi dan daya dukung semula.
2. Mengimplementasikan tahapan proses penutupan tambang sesuai dengan peraturan.

### ENVIRONMENTAL POLICY

We also preserve the environment in all Contract of Work areas, through:

1. Restore the function and carrying capacity of post-mining environment to its original state.
2. Implement mine closure stages in accordance with the regulations.

Sumber Dampak Source of Impact	Rincian Dampak Impact Details	Keterangan Penanganan Action Description
Emisi ke Atmosfer ▪ Emisi bahan partikulat Emission to Atmosphere ▪ Particulate emission	Saat ini PT Vale memiliki 11 stack dan setiap stack menghasilkan emisi ke udara PT Vale currently has 11 stacks and each stack generates emission to the air	Memasang elektrostatis presipitator (ESP) pada kiln dan dryer stack, serta membangun baghouse pada stack Furnace Installed electrostatic precipitator (ESP) at the kiln and dryer stacks as well as built baghouse at Furnace stack.
Emisi ke Atmosfer ▪ Emisi gas buang (SO <sub>x</sub> , NO <sub>x</sub> , CO, CO <sub>2</sub> ) Emission to Atmosphere ▪ Exhaust gas emission (SO <sub>x</sub> , NO <sub>x</sub> , CO, CO <sub>2</sub> )	PT Vale menggunakan batubara dan sulfur di pabrik pengolahan, sehingga PT Vale menghasilkan emisi SO <sub>x</sub> , NO <sub>x</sub> , CO, CO <sub>2</sub> PT Vale uses coal and sulfur in the processing plant, which produces emissions of SO <sub>x</sub> , NO <sub>x</sub> , CO, CO <sub>2</sub>	Melaksanakan proyek fiksasi Sox Implement SO <sub>x</sub> fixation project
Sumberdaya Alam dan Energi ▪ Konsumsi bahan bakar fosil Natural Resources and Energy ▪ Fossil fuel consumption	PT Vale menggunakan bahan bakar fosil (HSFO, HSD & Bensin) hingga sekarang dan menimbulkan dampak terhadap sumberdaya alam dan energi PT Vale uses fossil fuels (HSFO, HSD & Gasoline) until now and caused impact on natural and energy resources	Membangun pembangkit listrik tenaga air baru (Proyek Karebbe) untuk mengurangi pemakaian bahan bakar. Saat ini 3 pembangkit listrik telah dimiliki untuk mendukung operasi di Sorowako. Build a new hydroelectric power plant (Karebbe Project) to reduce fuel consumption. Currently 3 power plants had been built to support operations in Sorowako.
Geomorfologi ▪ Pergerakan tanah Geomorphology ▪ Land movement	Penambangan terbuka menimbulkan dampak terhadap flora, fauna dan keanekaragaman hayati. Open pit mining have impact on flora, fauna and biodiversity.	Melakukan revegetasi/rehabilitasi, studi keanekaragaman hayati, pengendalian sedimentasi/erosi Conduct revegetation/rehabilitation, biodiversity studies, sedimentation/erosion control
Risiko ▪ Bendungan jebol Risk ▪ Burst dam	Risiko jebolnya bendungan dan menyebabkan banjir Risk of burst dam and resulting flood	Inspeksi rutin dan membuat rencana darurat Regular inspection and make contingency plans
Risiko ▪ Ledakan Risk ▪ Explosion	Berdebu dan dampak keselamatan Dust and health effect	Memberikan cukup rambu-rambu, pemberitahuan jadwal & lokasi serta mematuhi prosedur pelaksanaan standar Provide enough signs, notices of schedule and location, as well as comply with the schedule and location of standard operating procedures

3. Membantu dan mendukung masyarakat dan pemerintah setempat dalam mencari sumber daya yang dapat diperbarui guna menggantikan industri pertambangan nikel sebagai sumber utama perekonomian lokal.

Menyadari adanya potensi ancaman terhadap lingkungan, kami telah melakukan pemetaan dampak dan penanggulangannya. [EN26]

### KEPATUHAN PADA HUKUM

Sejak awal PT Vale memahami bahwa melaksanakan kebijakan lingkungan tidaklah mudah. Perseroan kerap dihadapkan pada berbagai kendala, sehingga tak jarang harus berhadapan dengan tuntutan hukum. [EN28]

Salah satunya adalah perkara di Pengadilan Negeri Malili, Kabupaten Luwu Timur, Sulawesi Selatan. Beberapa pejabat Perseroan dihadapkan pada dakwaan telah merambah hutan lindung di Dusun Seba-seba, Desa Mahalona, Kecamatan Towuti dan melanggar Undang-Undang (UU) No.41/1999 tentang Penggunaan Hutan Lindung serta UU No.23/1997 tentang Pengelolaan Lingkungan Hidup. Dakwaan terkait pengupasan atau pembukaan lahan seluas kurang lebih 4.000 meter persegi di Dusun Seba-seba. Adapun kawasan tersebut selama ini dikenal menjadi bagian dari jalur penghubung antara blok Sorowako di Sulawesi Selatan, dan Bahodopi di Sulawesi Tengah, yang termasuk dalam area Kontrak Karya Perseroan.

Pengadilan Negeri Malili dalam putusannya Nomor: 103/Pid.B/2011/PN.MLL, tanggal 3 Oktober 2011, menyatakan bahwa Para Terdakwa tidak terbukti secara sah dan meyakinkan melakukan tindak pidana sebagaimana dimaksud (putusan bebas) serta memulihkan hak dan kemampuan Para Terdakwa dalam kedudukan dan martabatnya semula. PT Vale menerima hasil putusan Pengadilan Negeri Malili tersebut, namun sebaliknya pihak Jaksa Penuntut Umum mengajukan Kasasi ke Mahkamah Agung RI dan hingga saat ini belum ada hasil putusan dari Mahkamah Agung RI.

3. Assist and support local community and government in finding renewable resources to replace nickel mining industry as the main source of local economy.

Recognizing the potential threat to the environment, we have been conducting impact mapping and its mitigation. [EN26]

### LEGAL COMPLIANCE

Since the beginning PT Vale understands that implementing environmental policy is not easy. The Company often faced with many obstacles that sometimes required us to deal with lawsuits. [EN28]

One of them is the case at Malili District Court, Luwu Timur Regency, South Sulawesi. Several Company officials faced charges of having encroached the protected forests in Seba-seba Hamlet, Mahalona Village, Towuti District and violated Law No.41/1999 on Use of Protected Forest and Law No.23/1997 on Environmental Management. The charges regarding land stripping or clearing on an area of approximately 4,000 square meters in Seba-seba Hamlet. The area has been known as part of the connecting line between Sorowako block in South Sulawesi and Bahodopi in Central Sulawesi, which is included in the Company's Contract of Work area.

Malili District Court in its verdict No.: 103/Pid.B/2011/PN.MLL, dated October 3, 2011, stated that the defendants were not proven legally and convincingly to have committed any offense as charged (acquittal) and to restore the rights and capacity of the defendants to their original position and dignity. PT Vale accepted the outcome of the Malili District Court's verdict, however the Prosecutors filed an appeal to the Supreme Court, and there has yet any verdict from the Supreme Court.



# Pengembangan Sumber Daya Manusia

## Human Resources Development







Laporan Kami  
Our Report

Visi, Misi, dan  
Nilai-nilai  
Vision, Mission, and  
Values

Sambutan  
Direktur Utama  
President Director's  
Message

Investasi dan  
Peningkatan Produksi  
Yang Berlanjut  
Sustainable  
Investment and  
Production Increase

Menjaga Kelestarian  
Lingkungan  
Preserving The  
Environment

Pengembangan  
Sumber Daya Manusia  
Human Resources  
Development

Membangun  
Keselarasan Bersama  
Masyarakat  
Building Harmony  
With Community

Tata Kelola  
Berkelanjutan  
Sustainable  
Governance

Penghargaan dan  
Sertifikasi  
Awards and  
Certification

Indeks Gri &  
Suplemen Sektor  
Pertambangan  
Gri Index & Mining  
Sector Supplements

## Pengembangan Sumber Daya Manusia Human Resources Development

Pencapaian PT Vale Indonesia Tbk. sepanjang tahun 2012, tak terlepas dari peran serta para pekerja. Satu hal yang membanggakan adalah sebagian besar pekerja merupakan penduduk setempat yang berasal dari daerah di sekitar lokasi kegiatan operasional Perseroan. [EC7]

Kami menyadari pentingnya keberadaan para karyawan. Secara berkesinambungan PT Vale terus melakukan berbagai upaya meningkatkan kompetensi dan juga kesejahteraan mereka, termasuk jaminan kesetaraan kesempatan berkarir bagi setiap pekerja. [LA13]

Sampai dengan akhir periode pelaporan, jumlah pekerja PT Vale ada 3.161 orang. Dari jumlah tersebut, 3.048 orang di antaranya adalah karyawan tetap dan sebagian besar ditempatkan di area penambangan maupun produksi di kawasan Sorowako, Kecamatan Nuha, Kabupaten Luwu Timur, Sulawesi Selatan. [LA1]

Secara lengkap, tabel komposisi karyawan tersaji di Lampiran 17 hingga 22.

Achievements of PT Vale Indonesia Tbk. during 2012, are due to the role of the workers. One thing that makes us proud is, most of the workers are local residents of the areas around the location of the Company's operational activities. [EC7]

We recognize the importance of the employees. PT Vale continues to make any efforts to improve their competence and well-being, including guarantee of equal opportunities to build a career for every worker. [LA13]

As of the end of the reporting period, the number of PT Vale's workers was 3,161 people. Of these, 3,048 were permanent employees and most of them were placed at mine and production facilities sites in Sorowako, Nuha District, Luwu Timur Regency, South Sulawesi. [LA1]

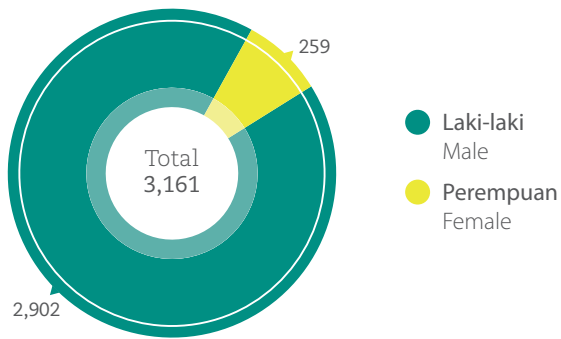
The tables of employee composition is presented in the Appendix 17 to 22.



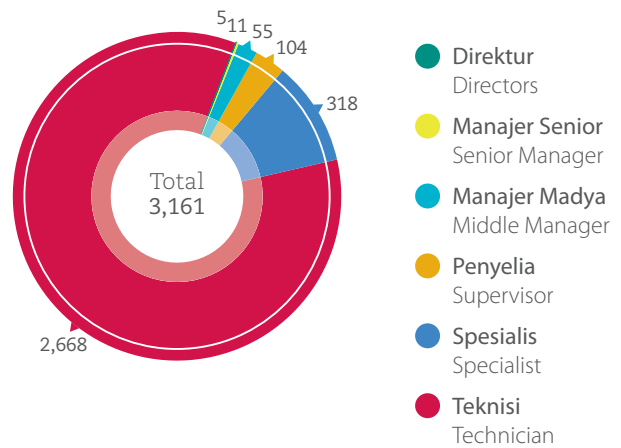
Pembahasan PKB dengan Serikat Pekerja  
Discussion of CLA with Labor Union



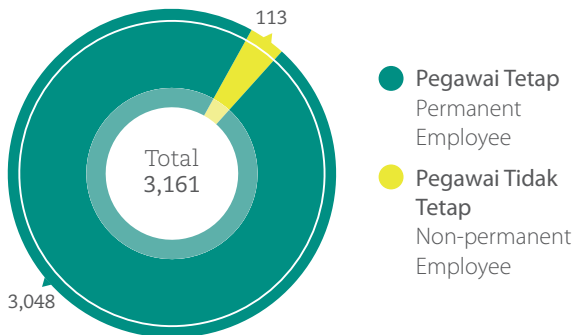
**JUMLAH KARYAWAN BERDASARKAN GENDER**  
**NUMBER OF EMPLOYEES BASED ON GENDER**  
 [LA1]



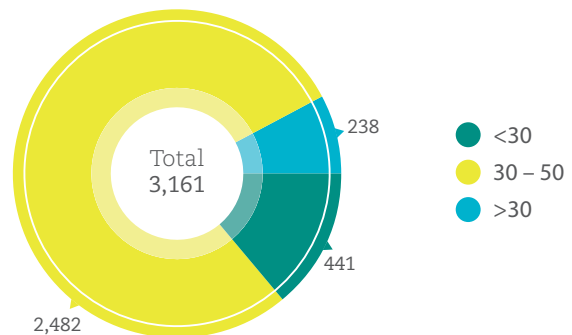
**JUMLAH KARYAWAN BERDASARKAN JABATAN**  
**NUMBER OF EMPLOYEES BASED ON POSITION**  
 [LA1] [LA13]



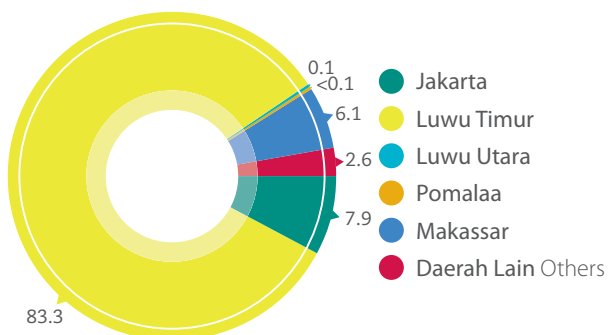
**JUMLAH KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN**  
**NUMBER OF EMPLOYEES BASED ON EMPLOYMENT STATUS**  
 [LA1] [3.10]



**JUMLAH KARYAWAN BERDASARKAN KELOMPOK USIA**  
**NUMBER OF EMPLOYEES BASED ON AGE GROUP**  
 [LA1]



**PERSENTASE KARYAWAN TETAP BERDASARKAN DAERAH ASAL**  
**PERCENTAGE OF PERMANENT EMPLOYEES BASED ON ORIGIN**  
 [EC7]



Local permanent employee  
**83%**



## Pengembangan Sumber Daya Manusia Human Resources Development

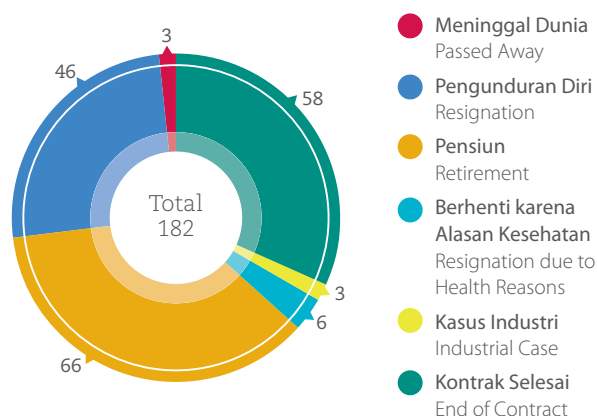
Pada prinsipnya kami memberikan kesempatan setara kepada siapa saja untuk bekerja di lingkungan PT Vale. Namun pada beberapa jenis pekerjaan tertentu, Perseroan memiliki kebijakan mendahulukan penduduk setempat, sehingga dengan demikian mereka dapat merasakan manfaat langsung dari keberadaan PT Vale.

Selama tahun 2012 ada 132 pekerja baru yang diterima sebagai karyawan, terdiri atas 7 pekerja perempuan dan 125 pekerja laki-laki. Sementara jumlah karyawan tetap yang meninggalkan Perseroan dalam kurun waktu periode pelaporan ada 182 orang atau 5,8% dari total karyawan, dengan jumlah terbanyak karena memasuki usia pensiun. [LA2]

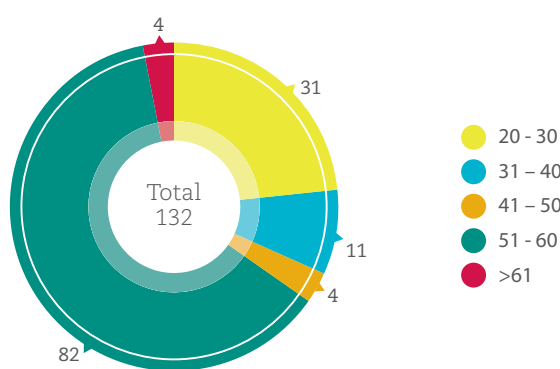
In principle, we provide equal opportunity to anyone to work at PT Vale. However, in some specific types of work, the Company has a policy prioritizing local people, so they can directly benefit from the presence of PT Vale.

During 2012 there were 132 new employees, consisting of 7 female workers and 125 male workers. While the number of permanent employees who left the Company during the reporting period was 182 people or 5.8% of total employees, mostly due to retirement. [LA2]

### JUMLAH KEPERGIAN KARYAWAN TETAP [LA2] TOTAL PERMANENT EMPLOYEE TURNOVER



### JUMLAH KARYAWAN BARU BERDASARKAN KELOMPOK USIA [LA2] NUMBER OF NEW EMPLOYEE BASED ON AGE GROUP



### PELATIHAN DAN PENGEMBANGAN KARYAWAN

Secara berkesinambungan PT Vale melaksanakan pengembangan kemampuan dan kompetensi para karyawan melalui penyelenggaraan pelatihan, sesuai standar kualifikasi profesional dan teknikal yang diakui dalam industri pertambangan. Kualifikasi didasarkan pada tolok ukur nasional yang dikelola Badan Nasional Sertifikasi Profesi (BNSP), serta tolok ukur internasional seperti kerangka kerja kualifikasi Australia.

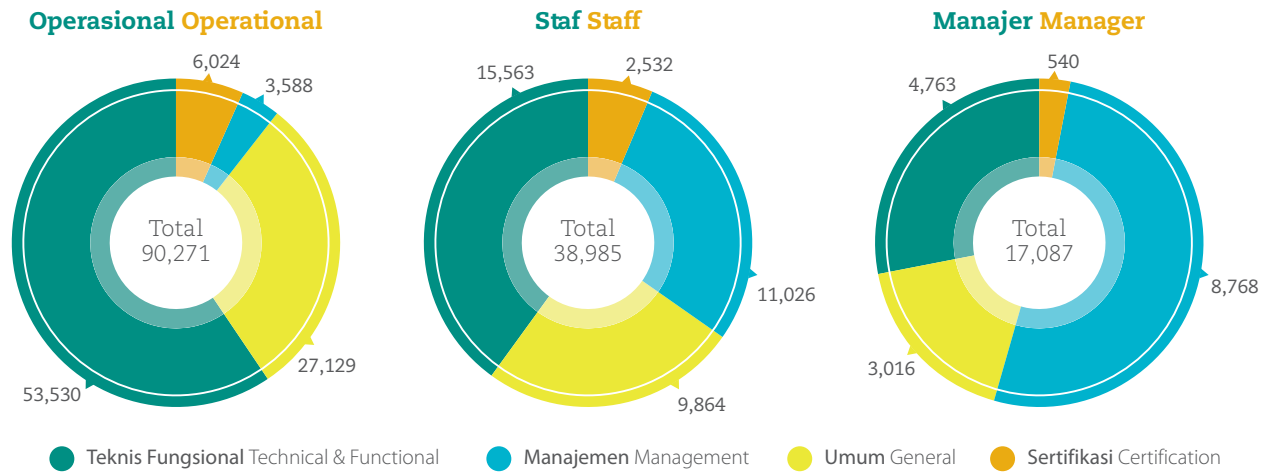
Pada tahun 2012 Perseroan telah menyelenggarakan 146.343 jam pelatihan bagi 15.160 peserta (karyawan), atau rata-rata 9,65 jam pelatihan per karyawan. (Lampiran 25). [LA10]

### TRAINING AND EMPLOYEE DEVELOPMENT

PT Vale continuously develops employees' skills and competencies through training, according to professional and technical qualification standards recognized in mining industry. These qualifications are based on national benchmarks established by the National Professional Certification Agency (BNSP), as well as international benchmarks such as the Australian Qualifications Framework.

In 2012 the Company has conducted a total of 146,343 training hours for 15,160 participants (employees), or an average of 9.65 training hours per employee. (Appendix 25). [LA10]

**JAM PELATIHAN KARYAWAN [LA10]**  
**EMPLOYEE TRAINING HOURS**

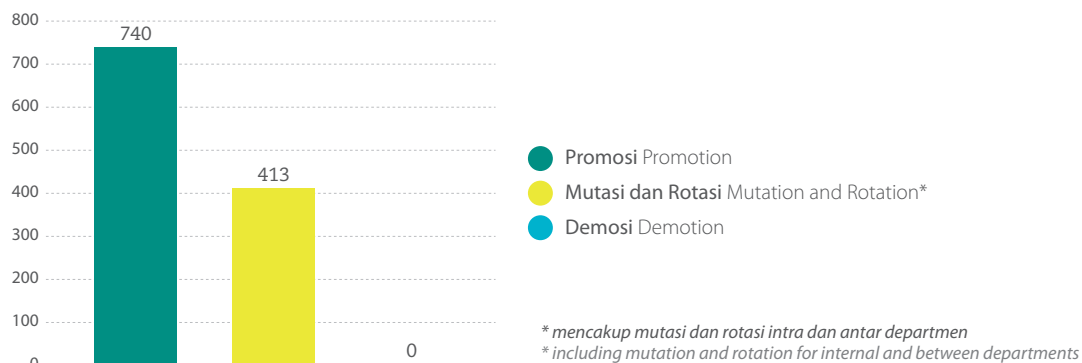


Pelatihan karyawan  
Employee Training

Pengembangan karir karyawan diselaraskan dengan penyelenggaraan manajemen bakat dan pengembangan karyawan yang menjadi prioritas Perseroan. Kami melakukan penilaian para pekerja yang berpotensi menjadi bagian dari program pengembangan dan perencanaan karir karyawan. [LA12]

Employee career development is aligned with the implementation of talent management and employee development as the Company's priorities. We perform assessment on workers who have potential to become part of the employee development and career planning. [LA12]

**JUMLAH KARYAWAN PENERIMA PENILAIAN KINERJA [LA12]**  
**NUMBER OF EMPLOYEE RECEIVING PERFORMANCE ASSESSMENT**



## Pengembangan Sumber Daya Manusia Human Resources Development

### IMBAL JASA PEKERJAAN DAN PENSIUN

Memahami bahwa harga nikel dan minyak bumi akan terus bergejolak di tahun 2013 sehingga akan memberikan tekanan pendapatan, maka karyawan PT Vale menyadari bahwa kebutuhan perlu diselaraskan untuk semua pemangku kepentingan demi tercapainya tujuan jangka panjang. Melalui proses dialog terbuka yang produktif, PT Vale telah mencapai kesepakatan dengan serikat pekerja untuk membatasi kenaikan upah sebesar 4%, lebih rendah dibandingkan dengan kenaikan 10% yang dibayarkan kepada karyawan di tahun sebelumnya. [2.9]

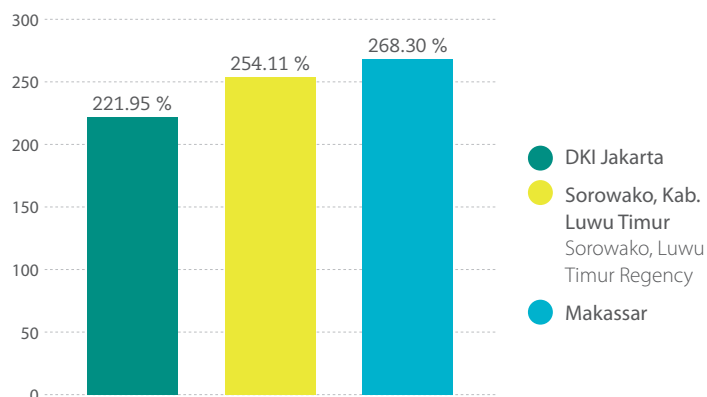
Kami sangat menghargai dukungan para karyawan dan tetap akan memberikan imbal jasa pekerjaan di atas ketentuan upah minimum yang berlaku, tanpa membedakan karyawan laki-laki dan perempuan dalam menentukan besaran imbal jasa pekerjaan. [EC5] [LA14] [HR4]

### COMPENSATION AND RETIREMENT

Aware that the price of nickel and oil will continue to fluctuate in 2013 that would put pressure on earnings, PT Vale's employees realized that needs should be aligned with all stakeholders' interests in order to achieve long-term goals. Through productive open dialogues, PT Vale has reached an agreement with labor unions to limit wage raise to 4%, lower than the 10% increase paid to employees in the previous year. [2.9]

We greatly appreciate the support of employees and will provide compensation above the current minimum wage, regardless of male or female in determining the amount of compensation. [EC5] [LA14] [HR4]

### PERBANDINGAN BESARAN IMBAL JASA PEKERJAAN [EC5] COMPARISON OF COMPENSATION AMOUNT



Kompensasi dan bantuan yang diberikan kepada karyawan dibedakan berdasarkan status kepegawaian. Secara umum fasilitas yang diberikan antara karyawan tetap dan karyawan kontrak adalah sama, hanya ada beberapa tunjangan yang membedakan, misalnya tunjangan hari raya (THR) yang tidak diberikan pada karyawan kontrak. Peraturan maupun semua daftar fasilitas tertulis dalam PKB. [LA3]



Fasilitas minimarket untuk karyawan  
Minimarket facility for employees

Compensation and assistance provided for employees are based on employment status. In general, the facilities provided both for permanent employees and contract employees are the same, there are only a few different benefits, such as religious holiday allowance (THR), which is not provided for contract employees. Regulations and list of facilities are stipulated in CLA. [LA3]

PT Vale tidak membedakan penyediaan fasilitas kerja maupun jenis pekerjaan terhadap karyawan perempuan dan laki-laki. Meski demikian, merujuk Pasal 76 Undang-Undang No.13 Tahun 2003 Tentang Ketenagakerjaan dan ketentuan dalam PKB, Perseroan memberikan beberapa kemudahan bagi karyawan perempuan/karyawati, di antaranya pemberian hak cuti haid dan cuti melahirkan disertai jaminan bekerja kembali pascacuti. Pada tahun 2012, semua karyawati telah kembali bekerja setelah cuti melahirkan. [LA14] [LA15]

Sesuai PKB, usia pensiun karyawan PT Vale adalah 55 tahun dengan masa persiapan pensiun (MPP) selama empat bulan. Kami menyelenggarakan program khusus untuk karyawan yang akan pensiun, dan ditujukan untuk melanjutkan kehidupan sehari-hari setelah pensiun. Selama tahun 2012 ada 66 karyawan tetap yang pensiun, dan mereka telah mengikuti kegiatan persiapan pensiun yang dilaksanakan, di antaranya *in-house training* dengan topik *health & psychological, finance management, small business, agriculture, animal & fish farming*. [LA11]

Untuk proyek dan pekerjaan yang bersifat khusus, karyawan tetap yang telah pensiun dapat dipekerjakan kembali setelah mendapatkan persetujuan dari *Chief Executive Officer* (CEO) atau *Chief Operating Officer* (COO). Pensiunan karyawan yang dipekerjakan kembali tidak akan ditempatkan pada posisi semula. Selama tahun 2012 ada 82 pensiunan karyawan yang dipekerjakan kembali. [LA11]

Perseroan mendirikan Dana Pensiun International Nickel Indonesia (DPI) sejak 1997. Pengelolaan dana pensiun ini dilakukan dengan membayar manfaat pasti atas pensiun, cacat, atau kematian kepada karyawan yang telah memenuhi masa kerja tertentu. Dana yang dianggarkan di tahun 2012 mencapai 46,1 juta dolar AS. Sesuai ketentuan yang berlaku, para karyawan juga disertakan dalam Jaminan Sosial Tenaga Kerja (Jamsostek). [EC3]

Kami juga menyelenggarakan dana pensiun sebagai program iuran manfaat pasti (*defined benefit*), bekerjasama dengan pihak ketiga. Pada November 2012, Perseroan memutuskan untuk membubarkan DPI dan telah mendapat persetujuan Menteri Keuangan Republik Indonesia pada 17 Desember 2012. Semua peserta aktif DPI dialihkan menjadi peserta Dana Pensiun Lembaga Keuangan (DPLK). Iuran Dana Pensiun yang dibayarkan perusahaan sebesar 10% dari Gaji Pokok karyawan, sementara karyawan membayar iuran sebesar 2%. [EC3]

PT Vale does not differentiate job facilities and types of work between female and male employees. However, referring to Article 76 of Law No.13 of 2003 on Employment and provisions of the CLA, the Company provides some facilities for female employees, such as menstrual leave and maternity leave with warranty of reemployment post maternity leave. In 2012, all female employees have returned to work after their maternity leave ended. [LA14] [LA15]

According to CLA, retirement age of PT Vale's employee is 55 years old with a retirement preparation period (MPP) for four months. We hold special programs for employees who will be retiring, and plan to continue the productive day-to-day life post retirement. During 2012 there were 66 permanent employees retired, and they have followed retirement preparation activities, including in-house training with topics on health & psychology, finance management, small business, agriculture, animal & fish farming. [LA11]

For special project and work, permanent employees who have retired may be reemployed upon approval of the Chief Executive Officer (CEO) or Chief Operating Officer (COO). Retirees who are reemployed will not be placed at their past position. During 2012 a total of 82 retirees were reemployed. [LA11]

The Company has established the Dana Pensiun International Nickel Indonesia (DPI) since 1997. The pension fund management through payment of defined benefits over retirement, disability, or death to employees who have served for certain years. The allocated funds reached US\$46.1 million in 2012. According to applicable regulations, employees are also covered by Workers Social Security (Jamsostek). [EC3]

We also manage a pension fund as defined benefit contribution program, in collaboration with third parties. In November 2012, the Company decided to liquidate DPI and has been approved by the Minister of Finance of the Republic of Indonesia on December 17, 2012. All active participants of DPI were transferred to Financial Institution Pension Fund (DPLK). The Company pays 10% of employee basic salary for the pension fund contributions, while the employee pays 2%. [EC3]



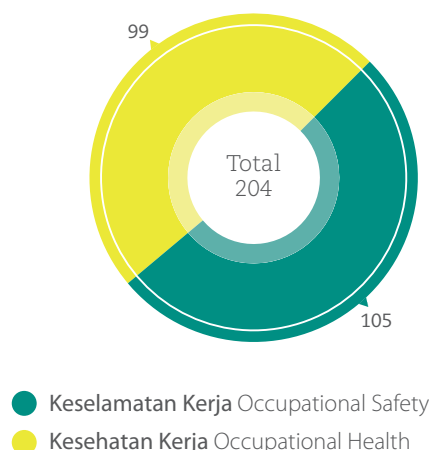
## Pengembangan Sumber Daya Manusia Human Resources Development

### KESEHATAN DAN KESELAMATAN KERJA (K3)

Sebagai perusahaan yang bergerak di sektor pertambangan, PT Vale senantiasa memperhatikan segala hal terkait aspek kesehatan dan keselamatan kerja (K3). Untuk itulah kami bergabung dengan Vale global *Day of Reflection* (DoR), yang dilaksanakan serentak di seluruh unit bisnis Vale di seluruh dunia.

Kami memperhatikan segala hal terkait aspek K3. Pendekatan yang dilakukan dimulai dengan menimbulkan kesadaran dan pentingnya mengurangi risiko tersebut, misalnya dengan membentuk Komite Peningkatan Kesehatan dan Keselamatan Lingkungan (EHS *Improvement Committee*) di tingkat Manajemen, Departemen Komite EHS (EHS *Committee*) dan P2K3 di tingkat Departemen, serta menyelenggarakan forum bulanan untuk kontraktor (EHS *Contractor forum*) dan pertemuan mingguan di Departemen (*Weekly Safety Talk*). Secara keseluruhan jumlah perwakilan karyawan yang terlibat dalam komite selama tahun 2012 ada 204 orang atau 6,58% dari seluruh karyawan tetap PT Vale. [LA6]

### JUMLAH PERWAKILAN KARYAWAN DALAM KEPENGURUSAN K3LH [LA6] NUMBER OF EMPLOYEE REPRESENTATIVES IN EHS COMMITTEE



### OCCUPATIONAL HEALTH AND SAFETY (OHS)

As a company engaged in the mining sector, PT Vale always pays attention to all matters related to occupational health and safety (OHS) aspects. Therefore we joined Vale global's Day of Reflection (DOR), which is held simultaneously at all Vale's business units worldwide.

We closely pay attention to all matters related to OHS aspects. The approach begins with raising the awareness and the importance of reducing the risk, including by forming the Environmental, Health and Safety Improvement Committee (EHS Improvement Committee) at the Management level, EHS Committee and P2K3 at the Department level, holds monthly forum for contractors (EHS Contractor forum) and weekly meetings in the Department (Weekly Safety Talk). The total number of employee representatives involved in the committee during 2012 was 204 people or 6.58% of total permanent employees of PT Vale. [LA6]



Latihan keselamatan oleh Fire & Emergency Service (FES) PT Vale Indonesia  
Safety training by Fire & Emergency Service (FES) of PT Vale Indonesia

Pemenuhan aspek K3 juga diatur dalam PKB tentang Keselamatan dan Perlindungan Kerja, diantaranya: [LA9]

- Penyediaan alat perlindungan diri (APD).
- Komite bersama pengelolaan K3.
- Partisipasi perwakilan pekerja dalam kegiatan inspeksi.
- Audit dan pemeriksaan kecelakaan kerja.
- Pendidikan dan pelatihan, mekanisme komplain.
- Hak untuk menolak bekerja pada kondisi tak aman.
- Pemeriksaan berkala.

Beberapa hal yang tidak masuk dalam PKB, telah menjadi kebijakan Perusahaan, diantaranya mengenai standar K3 untuk menjelaskan peranan tiap tingkat karyawan.

Compliance with OHS aspects is also specified in the CLA on Occupational Safety and Protection, including: [LA9]

- Personal protective equipment (PPE).
- OHS management joint committee.
- Participation of workers' representatives in the inspection activities.
- Audit and investigation of working accidents.
- Education and training, complaint handling mechanism.
- The right to refuse to work in unsafe conditions.
- Periodic checks.

Some matters that are not included in the CLA, have become the Company's policy, such as OHS standard to explain the role of each employee rank.

## KEBIJAKAN/PROSEDUR K3LH EHS POLICIES AND PROCEDURES

Kebijakan dan Prosedur Policy and Procedure	Uraian Description
Standar Bahaya Utama Major Hazard Standards (MHS)	Aturan dan panduan untuk mencegah kondisi bahaya di tempat kerja. Rules and guidelines to prevent hazardous conditions in the workplace.
Aturan Baku Golden Rules	10 aturan utama untuk mencegah kecelakaan fatal. Pelanggaran terhadap aturan ini dapat dikenai sanksi pemutusan hubungan kerja. 10 main rules to prevent fatal accidents. Violations of these rules may cause termination of employment.
Pengelolaan Insiden Incident Management	Semua insiden harus dikelola dengan baik sejak kejadian, pelaporan dari kecelakaan dan kondisi/ kejadian berbahaya, penyelidikan serta tindak lanjut yang mana akan berguna untuk meningkatkan kewaspadaan dan pematuhan terhadap aspek keselamatan serta mencegah terulang kembali. All incidents should be managed properly since their occurrence, reporting of accidents and hazardous conditions/incidents, investigation and follow up action which is useful to increase awareness and compliance with safety aspect and prevent the recurrence.
Kesepakatan Tindak lanjut Keselamatan Advanced Safety Agreement (ASA)	Sistem Pengawasan aspek perilaku keselamatan kerja meliputi manajer lini hingga manajemen perusahaan. Monitoring system of occupational safety behavior aspect from the company's line managers to top management.

## Pengembangan Sumber Daya Manusia Human Resources Development

Kesungguhan kami dalam memperhatikan aspek K3 di setiap kegiatan perusahaan membuahkan hasil menggembirakan. Salah satunya adalah pelaksanaan proyek pembangunan PLTA Karebbe yang menghasilkan 9,4 juta jam kerja tanpa kecelakaan. [LA7]

Selain itu kami juga mendapatkan penghargaan berupa: [2.10]

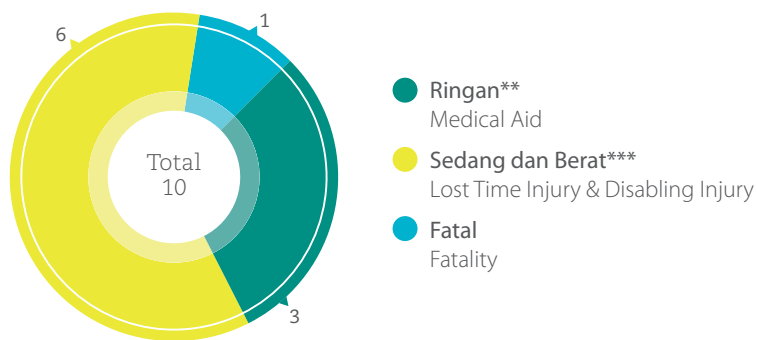
1. Penghargaan Utama (perak) dari Kementrian Energi dan Sumber Daya Mineral dalam hal Pengelolaan Keselamatan Pertambangan 2011/ 2012
2. Medali perak untuk kategori Penyelamatan di Ketinggian (*High Angle Rescue*) pada Indonesia *Fire and Rescue Challenge* ke 15 tahun 2012.
3. Medali perunggu untuk kategori Penyelamatan dalam Struktur Bangunan yang roboh pada Indonesia *Fire and Rescue Challenge* ke 15 tahun 2012.
4. Penghargaan dari Gubernur Sulawesi Selatan atas penerapan prinsip-prinsip SMK3.

Our seriousness in taking into account the OHS aspect in every activity of the company yielded encouraging results. One of them is the construction project implementation of Karebbe hydroelectric power plant that generates 9.4 million man-hours without any accidents. [LA7]

We also received the following awards: [2.10]

1. Silver medal from Ministry of Energy and Mineral Resources, for Mining Safety Management 2011/2012
2. Silver medal for the category of High Angle Rescue at the 15<sup>th</sup> Indonesia Fire and Rescue Challenge in 2012.
3. Bronze medal for the category Rescue in the collapsed structures at the 15<sup>th</sup> Indonesia Fire and Rescue Challenge in 2012.
4. Award from South Sulawesi Governor, on the application of the OHSMS principles.

### JUMLAH PERISTIWA KECELAKAAN KERJA\* [LA7] TOTAL WORK ACCIDENT\*



\* Jumlah tidak mencakup kontraktor | Total numbers do not include contractors  
 \*\* Ringan: Pengobatan medis dan bantuan pertama pada kecelakaan | Medical treatment and first aid care  
 \*\*\* Sedang dan berat: Pembatasan kerja dan kehilangan jam kerja | Restricted work case and Lost work case

1.25

Tingkat Kecelakaan Tercatat  
Recordable Injury Frequency Rate

0.09

Tingkat Kekerapan Kasus Kehilangan Kerja  
Lost Work Case Frequency Rate

6,010

Kehilangan Hari Kerja  
Lost Working Days

Beberapa strategi yang dilakukan untuk mengurangi kecelakaan kerja:

- Memastikan K3 masuk dalam hal yang dipertimbangkan/ perhitungkan dalam segala aspek usaha mulai dari perencanaan, pemeliharaan, pembangunan.
- Memastikan semua pekerja mempunyai sertifikat kesehatan dan sesuai dengan kebutuhan spesifik pekerjaan kritikal.
- Melakukan program sertifikasi kompetensi K3 bagi pekerja baik sertifikasi dari pemerintah maupun internal perusahaan.

Perseroan juga berkomitmen untuk memenuhi pelaksanaan kesehatan kerja, baik terkait dengan pekerjaan maupun tempat kerja. Secara keseluruhan ada dua kondisi yang menjadi perhatian kami, yakni: [LA8]

1. Potensi penyakit akibat kerja, di antaranya penyakit kulit karena paparan debu yang terus menerus, maupun gangguan pendengaran karena dampak suara yang melebihi ambang batas.
2. Potensi penyakit akibat lingkungan kerja dan bersifat endemik, seperti demam berdarah dan tuberculosis.

Kami telah memiliki fasilitas rumah sakit guna mendukung upaya dalam menjamin terjaganya kesehatan para karyawan. Secara berkala PT Vale melakukan pemeriksaan kesehatan para karyawan, terutama mereka yang dihadapkan pada risiko tinggi terganggu kondisi kesehatannya. Selanjutnya dilakukan tindakan medis yang diperlukan berdasarkan rekam medis mereka. [LA8]

Sepanjang tahun 2012, PT Vale juga melaksanakan berbagai kegiatan yang bersifat promotif dan preventif untuk mencegah penyakit berbahaya maupun penyakit akibat kerja. Kegiatan tersebut tidak hanya ditujukan untuk karyawan, tetapi juga bagi keluarga maupun masyarakat sekitar (Tabel terlampir dalam Lampiran 27). [LA8]

Some of the strategies undertaken to reduce work accidents:

- Ensure OHS issues being taken into account in all aspects of business from planning, maintenance, up to construction.
- Ensure all workers have health certificate and in accordance with the specific needs of critical work.
- Conduct OHS competency certification program for employees both certification from the government as well as of the company's internal certification.

The Company is also committed to the implementation of occupational health principles, both related to work and workplace. Overall there are two conditions that come to our attention, namely: [LA8]

1. Potential occupational diseases including skin diseases due to continuous exposure to dust, and the impact of hearing loss due to noise that exceeds the threshold.
2. Potential endemic workplace environment diseases, such as dengue fever and tuberculosis.

We own a hospital to support efforts in ensuring the health of employees. PT Vale periodically checks the the employees' health, especially those who have high risk of health problem condition. The necessary medical treatment will be performed based on their medical records. [LA8]

Throughout 2012, PT Vale also carried out various promotive and preventive activities to prevent dangerous diseases and occupational diseases. The activities were not only intended for employees, but also for families and surrounding communities. (Table can be found in Appendix 27). [LA8]

## Beneficiaries for Health Promotion, Prevention, Curative Activities





## Pengembangan Sumber Daya Manusia

### Human Resources Development



**Alfian Rauf,**  
Fire and Emergency  
Rescue

“Bagi saya IRFC bukan hanya sebuah lomba, melainkan tempat berbagi pengalaman. Di IRFC saya bertemu banyak tim Fire dari berbagai daerah dan kami saling berbagi ilmu,”

*Sebanyak 20 tim dari berbagai perusahaan tambang di seluruh Indonesia mengikuti ajang Indonesia Fire Rescue Challenges (IFRC) di Balikpapan, pada November 2012. Ajang tersebut sebagai pembuktian kemampuan dan ketepatan dalam melakukan aksi penyelamatan di lapangan. Dari penyelamatan korban saat bangunan runtuh, dari ketinggian, hingga kedalaman air. Tim Fire and Emergency Rescue (FES) PT Vale berangkat dengan 12 personel dan bertanding selama lima hari, berhasil menyabet juara umum kedua.*

*"For me IRFC is not just a competition, but rather a place to share experiences. In IRFC, I met many Fire teams from various regions and we share our knowledge, "*

*A total of 20 teams from various mining companies in Indonesia participated the Indonesia Fire Rescue Challenges (IFRC) in Balikpapan, in November 2012. This was an event to demonstrate the ability and accuracy in conducting field rescue. It showcased rescuing victims from collapsed buildings, from the height, and from depth of water. PT Vale's Fire and Emergency Rescue (FES) Team of 12 personnel was dispatched and competed for five days, and managed to snatch second place of overall champion.*



**Rahmat Syam,**  
Fire and Emergency  
Rescue

“Setiap saat keselamatan dan keamanan dalam bekerja menjadi tujuan kami. Sosialisasi dan aturan ketat mengenai K3 dari perusahaan menjadikan kami sadar akan potensi dan risiko kerja. Dengan itu setiap hari, saya menjadi hati-hati dalam bekerja.”

*Sejak pertama beroperasi tahun 1968, PT Vale menjunjung tinggi pedoman dan aturan Kesehatan dan Keselamatan Kerja (K3). Aturan ini menjadi budaya bagi setiap karyawan dan kontraktor yang menjadi rekanan perusahaan. Mengutamakan K3 merupakan ejawantah dari salah satu misi perusahaan yakni Life matters most: kehidupan adalah hal yang utama.*

*"Work safety and security are always our priority at all time. The company's OHS dissemination and rules make us aware of the potential risks while working. With it every day, I become more cautious at work."*

*Since the beginning of operation in 1968, PT Vale has been upholding the guidelines and rules of Occupational Health and Safety (OHS). The rules have become a culture for every employee and contractor who are the partners of the company. Prioritizing OHS aspect is a manifestation of one of the company's missions: Life matters most.*

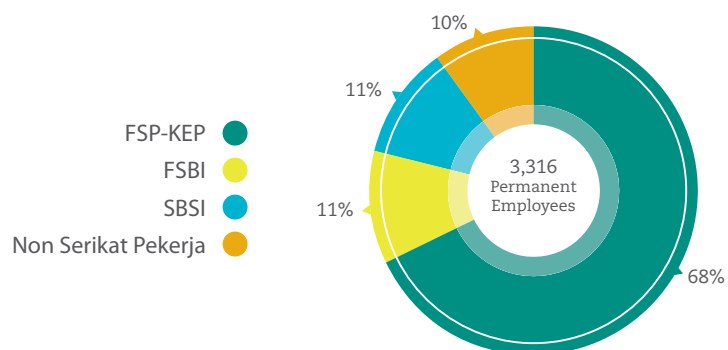
## HAK ASASI MANUSIA

Kami menempatkan nilai-nilai universal hak asasi manusia (HAM) dalam menjalankan kegiatan operasional serta perjanjian investasi dan kerjasama dengan investor maupun pemasok/kontraktor. Setiap perjanjian investasi dan kontrak kerjasama yang dibuat senantiasa memperhatikan kepatuhan pada prinsip-prinsip terkait pelaksanaan HAM, di antaranya ILO Convention No.111 dan Undang-Undang No.21/1999 tentang HAM, maupun ketentuan lain yang terkait. [4.12] [HR1] [HR2]

Dalam penerapan di bidang ketenagakerjaan, kepatuhan Perseroan pada nilai-nilai universal HAM juga diwujudkan antara lain melalui:

1. Dukungan terhadap pelaksanaan hak kebebasan berserikat dan keberadaan serikat pekerja, yakni Federasi Serikat Pekerja Kimia, Energi, Pertambangan, Minyak, Gas Bumi dan Umum (FSP-KEP) Unit Kerja PT Vale Sorowako; serta Federasi Serikat Perjuangan Buruh Indonesia (FSPBI). Perseroan tidak pernah menghalang-halangi karyawan menjadi anggota serikat pekerja, dan memberikan dispensasi bagi karyawan yang menjadi pengurus serikat pekerja, untuk menjalankan kegiatan organisasi sepanjang dilakukan sesuai mekanisme dan ketentuan yang berlaku. PT Vale juga memberikan bantuan fasilitas kepada serikat pekerja untuk menunjang kegiatan organisasi. [HR5]

## JUMLAH SERIKAT PEKERJA 2012 [LA4] NUMBER OF LABOR UNIONS 2012



Anggota serikat pekerja secara langsung dilindungi oleh Perjanjian Kerja Bersama (PKB). PKB yang berlaku saat ini adalah PKB ke 15 yang berlaku tahun 2012-2014 dan telah mendapatkan penetapan Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja, Kementerian Tenaga Kerja dan Transmigrasi Republik Indonesia melalui Surat Keputusan No.Kep. 40/PHIJSK-PKKAD/PKB/III/2013. [LA4]

## HUMAN RIGHTS

We uphold the universal values of human rights in our operational activities as well as investment and cooperation agreements with investors and suppliers/contractors. Every investment agreement and cooperation contract is always made with regards to compliance with the implementation of human rights principles, including ILO Convention No.111 and Law No.21/1999 on Human Rights, as well as other relevant provisions. [4.12] [HR1] [HR2]

In the employment aspect, the Company's compliance with the universal values of human rights is realized through:

1. Support to the implementation of the rights to freedom of association and the existence of labor unions, the Federation of Chemical, Energy, Mining, Oil, Gas and General Labor Unions (FSP-KEP) of PT Vale Sorowako Work Unit, as well as the Indonesian Federation of Labor Union of Struggle (FSPBI). The company never hinder employees to be labor union members, and provide dispensations for employees who serve as labor union officials, to carry out activities as long as it is in accordance with applicable mechanisms and regulations. PT Vale also provides facilities to the labor unions to support the organizations' activities. [HR5]

Labor union members are protected by Collective Labor Agreement (CLA). The CLA currently in place is the 15<sup>th</sup> CLA valid from 2012 to 2014 and has been authorized approved by by Directorate General of Industrial Relations and Workers Social Security, Ministry of Manpower and Transmigration of Republic of Indonesia through Decree No.Kep. 40/PHIJSK-PKKAD/PKB/III/2013. [LA4]

## Pengembangan Sumber Daya Manusia

### Human Resources Development

2. Melarang pelibatan pekerja di bawah umur atau pekerja anak sebagai setiap kegiatan yang dilakukan, termasuk oleh para pemasok maupun kontraktor. Sesuai Undang-Undang No.13 Tahun 2003 tentang Ketenagakerjaan, usia minimal pekerja di lingkungan PT Vale dan pemasok maupun kontraktor adalah 18 tahun. [HR6]

3. Menghindari segala bentuk pemaksaan bekerja dengan mengatur ketentuan mengenai jam kerja dan jam istirahat; kerja lembur dan prosedur pelaksanaan kerja lembur; hari libur resmi; serta izin meninggalkan pekerjaan (cuti), di dalam PKB. Namun demikian, dengan alasan operasional, Perusahaan dapat meminta karyawan bekerja lembur dengan hak atas perhitungan upah lembur, mengacu pada Keputusan Menteri Tenaga Kerja No.Kep 102/Men/VI/2004. [HR7]

4. Sesuai PKB, Perseroan berkewajiban memberitahukan minimum 14 hari kepada karyawan yang akan dipindahtugaskan baik bersifat rotasi maupun mutasi, guna memberikan waktu persiapan. Sedangkan untuk waktu minimum pemberitahuan terkait perubahan operasional yang bersifat signifikan, dilaksanakan dengan mengacu pada peraturan Bapepam-LK dan Anggaran Dasar Perseroan. [LA5]

Kesungguhan kami menghormati nilai-nilai universal HAM, membuahkan hasil dengan tidak adanya laporan terkait terjadinya dugaan pelanggaran HAM, terutama yang berhubungan dengan masyarakat setempat maupun karyawan. Demikian pula, selama tahun 2011 Perusahaan tidak dihadapkan pada situasi terjadinya aksi mogok karyawan, walaupun kami belum melakukan evaluasi khusus oleh pihak independen atau membuat prosedur khusus penyelesaian persoalan atas HAM. [HR4] [HR9] [HR10] [HR11] [MM4]

Hingga akhir periode pelaporan, Perseroan belum menyelenggarakan pelatihan khusus terkait HAM dan penerapannya. Khusus tenaga satuan pengamanan (satpam), Perseroan menerapkan persyaratan minimal bagi personel yang bertugas untuk memiliki sertifikat pendidikan dasar satpam dari Kepolisian. [HR3] [HR8]

2. Prohibit involvement of underage workers or child labor in any activity, including by the suppliers or contractors. According to Law No.13 of 2003 on Employment, the minimum age of worker at PT Vale as well as at its suppliers and contractors is 18 years old. [HR6]

3. Avoid any form of forced labor by stipulating working hours and rest; overtime and its procedures; public holidays; as well as permission to take leave, in CLA. However, for operational reasons, the Company may require employees to work overtime with the right to receive overtime fees, based on the Decree of the Minister of Manpower No.Kep 102/Men/VI/2004. [HR7]

4 According to CLA, the Company is required to give 14 days minimum notification to employees who will be relocated either on job rotation or transfer, in order to allow time for preparation. As for the minimum time notification regarding significant operational changes, is carried out with reference to Bapepam-LK regulations and the Company's Articles of Association. [LA5]

Our earnest to respect the universal values of human rights, has resulted in the absence of reports related to alleged human rights violations, particularly those associated with the local community and employees., As well as, during 2011 the Company was not faced with the situation of an employees strike, even though we have not been specifically evaluated by an independent party or make a special dispute settlement procedures on human rights. [HR4] [HR9] [HR10] [HR11] [MM4]

Until the end of the reporting period, the Company has not held any special training on human rights and its application. The Company applies minimum requirements particularly for security officers on duty to have a basic training certificate from the police. [HR3] [HR8]

Memasuki tahun 2013, secara bertahap kami akan melaksanakan pelatihan dengan materi mengenai *Voluntary Principles on Security and Human Rights* atau Prinsip-prinsip Sukarela Keamanan dan HAM (P2SKH). Pelatihan ini diperuntukkan bagi para personel satpam maupun karyawan lain. Melalui pelatihan ini diharapkan para personel satpam dapat menghindari bentuk-bentuk tindakan yang bisa digolongkan sebagai pelanggaran HAM ketika melaksanakan tugas-tugas mengamankan aset Perseroan.

In 2013, we will gradually conduct training with materials on the *Voluntary Principles on Security and Human Rights* (P2SKH). This training is intended for the security officers and other employees. Through this training, the security officers are expected to be able to avoid any forms of action that can be categorized as a violation of human rights when carrying out tasks in securing the Company's assets.



Fasilitas kesehatan untuk karyawan dan keluarga  
Health facilities for employees and families



A photograph of a workshop floor. In the foreground, a large, round, polished metal pot sits on a metal grill. The grill is made of several parallel metal rods. In the background, there are various tools and materials scattered on the floor, including a pair of orange-handled pliers, a metal square, and some wooden planks. A red plastic chair is visible in the upper right, and a box with the text 'Kamel Mas' is partially visible. The floor is made of concrete or a similar material.

# Membangun Keselarasan Bersama Masyarakat

Building Harmony With Community





Laporan Kami  
Our Report

Visi, Misi, dan  
Nilai-nilai  
Vision, Mission, and  
Values

Sambutan  
Direktur Utama  
President Director's  
Message

Investasi dan  
Peningkatan Produksi  
Yang Berlanjut  
Sustainable  
Investment and  
Production Increase

Menjaga Kelestarian  
Lingkungan  
Preserving The  
Environment

Pengembangan  
Sumber Daya Manusia  
Human Resources  
Development

Membangun  
Keselarasannya Bersama  
Masyarakat  
Building Harmony  
With Community

Tata Kelola  
Berkelanjutan  
Sustainable  
Governance

Penghargaan dan  
Sertifikasi  
Awards and  
Certification

Indeks Gri &  
Suplemen Sektor  
Pertambangan  
Gri Index & Mining  
Sector Supplements

## Membangun Keselarasan Bersama Masyarakat

### Building Harmony With Community

PT Vale Indonesia Tbk. memiliki komitmen untuk sungguh-sungguh membangun keselarasan dengan segenap pemangku kepentingan, termasuk masyarakat di sekitar Perseroan. Kami mewujudkannya antara lain melalui berbagai program dan kegiatan untuk meningkatkan kesejahteraan mereka, sekaligus dukungan pada prakarsa Millenium Development Goals (MDGs) yang dijalankan Pemerintah Indonesia.

Kami menyadari bahwa tidak mudah mewujudkan hal tersebut, mengingat dinamika yang berlangsung di masyarakat. Pada beberapa keadaan, dinamika yang terjadi berujung pada perbedaan pendapat sehingga menimbulkan kondisi yang dapat merugikan citra Perseroan.

Berbagai dinamika yang terjadi disikapi PT Vale melalui dialog guna mendapatkan solusi terbaik, dan sedapat mungkin menghindari bentuk-bentuk pemaksaan kehendak. Kami juga berkoordinasi dengan aparat penegak hukum, sehingga bentuk tindakan lanjut atas dinamika yang terjadi selalu dilaksanakan sesuai koridor hukum di Indonesia, dan tetap memperhatikan prinsip-prinsip internasional terutama nilai-nilai universal hak asasi manusia (HAM). Hal ini menjadikan Perseroan tidak pernah dihadapkan pada prosedur evaluasi dan mekanisme penyelesaian formal atas sangkaan telah melakukan tindakan yang bisa digolongkan sebagai bentuk pelanggaran HAM, baik terhadap penduduk asli maupun pihak-pihak lainnya. [HR9] [HR10] [HR11]

PT Vale Indonesia Tbk. has a commitment to build harmony with all stakeholders, including the Company's surrounding communities. We realize this through a variety of programs and activities to improve their welfare, as well as support to Millennium Development Goals (MDGs) initiative implemented by Government of Indonesia.

We are aware that it is not easy to achieve this, given the dynamics in the society. In some circumstances, the dynamics that lead to differences of opinion can lead to conditions that may damage the Company's image.

PT Vale addresses these dynamics through dialogues in order to reach the best solution, and wherever possible avoid any forms of coercion. We also coordinate with law enforcement agencies, so that the forms of action in handling these dynamics will always be implemented in the corridor of Indonesian laws, and with regard to international principles, especially the universal values of human rights. Therefore the Company was never faced with the evaluation procedures and formal resolution mechanism due to suspicion of having committed action that can be classified as a form of human rights violation, both to locals and other parties. [HR9] [HR10] [HR11]



Fasilitas perpustakaan di sekolah anak karyawan dan masyarakat  
Library facility at the school for employees and community



Kami bersyukur bahwa dinamika di masyarakat yang terjadi selama tahun 2012 tidak mengganggu kegiatan operasional Perseroan. Hal ini tidak terlepas dari kesungguhan PT Vale dalam upaya mencari penyelesaian terbaik bagi semua pihak. Secara umum dinamika di masyarakat yang terjadi selama kurun waktu periode pelaporan dapat dibedakan atas tuntutan yang disampaikan kepada Perseroan dan tersaji dalam lampiran 29. [SO8]

We are grateful that the dynamics in society occurred during 2012 did not disrupt the Company's operations. It is due to PT Vale's seriousness in its effort to find the best solution for all parties. In general, the dynamics in society that occurred during the reporting period can be distinguished on the demands conveyed to the Company and presented in appendix 29. [SO8]



Selama tahun 2012, PT Vale juga dihadapkan pada keberadaan praktik pertambangan rakyat dan pertambangan skala kecil, yang dilakukan di area operasi PT Vale. Ada sekitar 40 izin usaha pertambangan (IUP) yang diterbitkan pemerintah daerah, yang lokasinya berada pada area kontrak kerja PT Vale. Dalam proses negosiasi ulang pada tahun 2012-2013, PT Vale dan pemerintah pusat dan pemerintah daerah telah bersepakat untuk membuat langkah strategi menghentikan kegiatan pada IUP di lokasi milik Perseroan, dan menghindari penerbitan IUP lain pada masa mendatang. [MM8]

During 2012, PT Vale was also faced with artisanal mining and small-scale mining, in the operating area of PT Vale. There have been approximately 40 mining permits (Ijin Usaha Pertambangan/IUP) issued by the local government, with location within PT Vale's Contract of Work area. In the process of renegotiating during 2012-2013, PT Vale and the central and local governments have agreed to make a strategic measure to stop activity at IUPs within the Company's area, and avoiding the issuance of new IUPs in the future. [MM8]



## Membangun Keselarasan Bersama Masyarakat

### Building Harmony With Community

#### PENGEMBANGAN MASYARAKAT

Upaya kami untuk ikut meningkatkan kesejahteraan masyarakat antara lain dilaksanakan melalui hibah listrik 3 MegaWatt (MW) kepada Pemerintah Kabupaten Luwu Timur, sebagai sumber pendapatan asli daerah (PAD). Pelaksanaan hibah melalui mekanisme kerjasama program pendampingan badan usaha milik daerah (BUMD) yang selanjutnya bertindak selaku pengelola. Perseroan berharap, hibah ini dapat mendorong bertumbuhnya usaha mikro, kecil dan menengah (UMKM) sehingga akan memicu pertumbuhan ekonomi setempat. [SO1]

PT Vale juga pelaksanaan proyek peningkatan jalan umum Bahodopi dan jalan angkut tambang Petea, yang merupakan jalan penghubung dari Bahodopi ke Sorowako serta menghubungkan jalan Trans Sulawesi dengan jalan di Kabupaten Luwu Timur. Proyek ini merupakan bentuk komitmen kami kepada Pemerintah Indonesia sesuai Kontrak Karya, dan keberadaan jalan nantinya dapat digunakan oleh masyarakat. Pengerjaan pembangunan jalan ini sempat tertunda karena kendala penerbitan izin pinjam pakai kawasan hutan (IPPKH). [EC8] [SO5]

Langkah lain Perseroan adalah investasi sosial dalam bentuk berbagai program dan kegiatan pengembangan masyarakat. Secara keseluruhan besaran biaya investasi sosial selama tahun 2012 mencapai USD7,049 juta, meningkat dibandingkan tahun 2011 sebesar USD5,28 juta. Informasi lebih lanjut mengenai investasi sosial Perseroan dapat dibaca dalam laporan *community development* (Lampiran 28).

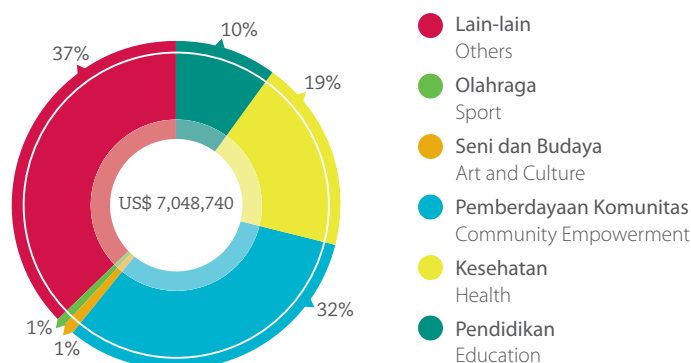
#### COMMUNITY DEVELOPMENT

One of our efforts to partake in improving the community's welfare was implemented by granting 3 Megawatt (MW) of electricity to the Government of East Luwu Regency, as a source of regional revenue (PAD). The grant was extended through regional owned enterprise (BUMD) assistance program cooperation, which acts as manager. The Company expects, this grant can boost the growth of micro, small and medium enterprises (MSMEs) that will trigger the growth of local economy. [SO1]

PT Vale also carried out improvement project of Bahodopi public road and Petea mining haul road, a connecting road from Bahodopi to Sorowako as well as connecting Trans Sulawesi highway in East Luwu Regency. The project is part of our commitment to the Government of Indonesia under the Contract of Work, and will be available for public use. The road construction work had been delayed due to problems of forest area utilization permit (IPPKH). [EC8] [SO5]

The Company's other contribution is social investment in the form of various community development programs and activities. Total amount of social investment during 2012 reached US\$7.049 million, an increase compared to US\$5.28 million in 2011. Further information about the Company's social investments can be found in community development report (Appendix 28).

#### DISTRIBUSI ANGGARAN PROGRAM PENGEMBANGAN MASYARAKAT [SO1] [EC8] BUDGET DISTRIBUTION OF COMMUNITY DEVELOPMENT PROGRAM



PT Vale bersama para pemuka masyarakat setempat membentuk Komite Pengembangan Masyarakat di tingkat desa, yang bertugas memilah prioritas program dan kegiatan, merancang pelaksanaan dan mengukur pencapaiannya. Pendekatan kolaboratif ini memastikan alokasi dana dilakukan secara tepat sasaran dan terkelola baik. Selama tahun 2012 ada beberapa program dan kegiatan pengembangan masyarakat yang telah dilaksanakan, meliputi: [SO1]

PT Vale together with community leaders formed village-scope Community Development Committees, which are in charge of sorting out priorities of activities and programs, designing implementation and measuring achievement. This collaborative approach ensures the allocation of funds is effective and properly managed. During 2012 there were several community development programs and activities that have been implemented, as follows: [SO1]



Kegiatan pengembangan masyarakat kerajinan daur ulang kertas  
The community development activity of recycled paper craft

## PROGRAM PEMBERDAYAAN MASYARAKAT 2012 [SO1] [EC8]

### PENDIDIKAN

1. Penyediaan bus sekolah untuk transportasi pelajar di Desa Balambano, Kecamatan Wasuponda, Kabupaten Luwu Timur.
2. Penyediaan perpustakaan sekolah dan dukungan bagi acara-acara sekolah untuk meningkatkan kualitas pembelajaran di Desa Sorowako, Kecamatan Nuha, Kabupaten Luwu Timur.
3. Pengembangan dan penyelenggaraan pelatihan ketrampilan mengajar untuk 593 guru SD, SMP dan SMA, di Kabupaten Luwu Timur.
4. Pemberian beasiswa senilai Rp2,9 miliar bagi pelajar berprestasi dari tingkat SD hingga perguruan tinggi.
5. Pemberian beasiswa senilai Rp640 juta bagi 114 mahasiswa di berbagai perguruan tinggi di Kabupaten Kolaka, Sulawesi Tenggara.
6. Perusahaan membantu program kerja praktek bagi siswa/mahasiswa dan program magang bagi lulusan S1/diploma.
7. Penyelenggaraan program guru magang.
8. Dukungan penyelenggaraan program "Kejar Paket C" bekerja sama dengan lembaga pendidikan lokal, serta program pelatihan pemuda lokal di kecamatan Towuti.
9. Penyelenggaraan "Kelas Hybrid" untuk para guru lokal.
10. Program kerjasama dengan lembaga INSTYD, agar semakin banyak putra/putri lokal yang berkesempatan menempuh pendidikan di universitas negeri.
11. Bantuan program pelatihan, antara lain: pelatihan untuk para pemuda lokal dan pelatihan untuk 593 guru-guru SD-SMP-SMA se-Kabupaten Luwu.
12. Pemberian beasiswa senilai Rp640 juta bagi 114 mahasiswa di berbagai perguruan tinggi di Kabupaten Kolaka, Sulawesi Tenggara.
13. Mendirikan fasilitas pendidikan bagi anak usia dini di Tamainusi, Kabupaten Morowali, Sulawesi Tengah

### KESEHATAN

1. Membangun beberapa pusat kesehatan masyarakat (puskesmas) yang kemudian disumbangkan kepada masyarakat. [EC8]
  - Puskesmas Bahomotefe, di Kecamatan Bahodopi, Kabupaten Morowali, Provinsi Sulawesi Tengah.
  - Pembangunan rumah dokter dan paramedis di Provinsi Sulawesi Tenggara, senilai Rp 235 juta
  - Puskesmas Samaturu di Kabupaten Kolaka, Provinsi Sulawesi Tenggara, senilai Rp1,3 miliar.
2. Membantu keringanan biaya pengobatan bagi 5.918 pasien rawat jalan bukan karyawan yang berobat ke RS Vale Indonesia dengan total bantuan Rp9,7 miliar.
3. Pihak perusahaan memberikan dukungan atas Program Desa Siaga yang dicanangkan oleh pemerintah. PT Vale Indonesia membantu penyiapan mobil Ambulans Program Desa Siaga Kecamatan Nuha.
4. Edukasi kesehatan dan pencegahan penyakit untuk memperbaiki tingkat kesehatan masyarakat, meliputi: [LA8]
  - Di Kecamatan Towuti, Kabupaten Luwu Timur, Sulawesi Selatan PT Vale membantu pelatihan terkait sanitasi di Desa Matompi, senilai Rp36 juta dan bantuan intervensi bidang kesehatan berupa penyuluhan di Desa Lioka, senilai Rp83 juta.
  - Di Kecamatan Wasuponda, Kabupaten Luwu Timur, PT Vale membantu program inisiasi edukasi kesehatan senilai Rp40 juta.



Kegiatan pengembangan masyarakat kerajinan batako  
The community development activity of brick production

## SENI DAN BUDAYA

PT Vale mendukung berbagai *event* yang berhubungan dengan preservasi budaya lokal (misalnya ritual pesta panen yang diselenggarakan oleh masyarakat lokal), kegiatan perayaan HUT RI, maupun kegiatan-kegiatan yang semakin menguatkan harmoni dalam kehidupan bermasyarakat, termasuk kegiatan-kegiatan yang melibatkan “Forum Kerukunan Umat Beragama”.

## PENANGANAN BENCANA ALAM

Pendirian posko kebakaran di Kecamatan Nuha dan Towuti

## OLAHRAGA

1. Untuk bidang olahraga, pihak perusahaan mendukung penyelenggaraan beberapa *events*, misalnya kegiatan olahraga bekerjasama dengan Ikatan Motor Indonesia serta *funbike*.
2. Dalam pengembangan bidang olahraga di Provinsi Sulawesi Selatan, PT Vale mendukung penyelenggaraan *events* maupun keikutsertaan tim pemuda lokal dalam beberapa kejuaraan berskala lokal, regional, nasional, maupun internasional, misalnya:
  - Kegiatan olahraga bekerjasama dengan Ikatan Motor Indonesia.
  - Penyelenggaraan kejuaraan volley di tingkat lokal.
  - Keikutsertaan tim lokal dalam kejuaraan *rugby* internasional di Bali yang diikuti oleh 44 negara.
  - Pengiriman kontingen Luwu Timur mengikuti kejuaraan nasional karate di Jakarta.
  - Pengiriman kontingen mengikuti kejuaraan taekwondo di tingkat regional Sulsel.
3. Di Provinsi Sulawesi Tengah, PT Vale mendukung pendirian pusat olahraga di Ululere.



## PROGRAM PEMBERDAYAAN MASYARAKAT 2012 [SO1] [EC8]

### PEMBERDAYAAN EKONOMI

1. Pertanian dan perkebunan.
  - Mendukung dan mengembangkan agribisnis di Kecamatan Nuha dan Towuti, termasuk pengembangan Jalan Petani.
  - Mendukung program pengembangan petani nilam dan kakao.
  - Meluncurkan 'Warung Tani' dan toko kerajinan kayu jabon di Kecamatan Malili.
  - Di Kecamatan Wasuponda, diberikan pula bantuan terkait budidaya tanaman merica, khususnya di desa Tabarano, Wasuponda, dan Balambano.
  - Di Kecamatan Towuti, dikururkan dana untuk berbagai program pertanian, antara lain: program pengembangan tanaman lada/merica di desa Bantilang, Mahalona, Langkea Raya, Pekaloea, dan Baruga.
2. Perikanan
  - Meluncurkan program pemberdayaan petani udang windu di Kecamatan Malili.
  - Mengembangkan tambak ikan di Kecamatan Towuti.
  - Bantuan alat tangkap/jaring dan pengadaan perahu untuk nelayan di desa Balantang, Baruga, Harapan serta Wewangriu Kecamatan Malili.
3. Peternakan ayam dan sapi
  - Pengembangan peternakan ayam dan bebek di kecamatan Wasuponda, Malili dan Nuha.
  - Pengembangan peternakan ayam dan sapi di Kecamatan Towuti.
4. Membantu pengembangan usaha kecil dan menengah (UKM) di Kecamatan Nuha, antara lain untuk usaha bengkel motor, perikanan, pembuatan mebel dan cendera mata. Berkembangnya kegiatan UKM akan menimbulkan efek berantai lain sebagai manfaat tidak langsung dari keberadaan PT Vale, yakni terbukanya kesempatan kerja bagi masyarakat setempat sehingga mereka akan menerima upah yang dapat digunakan untuk memenuhi kebutuhan sehari-hari. [EC9]

### PEMBANGUNAN INFRASTRUKTUR

1. Di Kecamatan Nuha:
  - Bantuan pembangunan fasilitas publik di Desa Nikkel.
  - Bantuan pembangunan fasilitas air bersih di desa Sorowako dan Tapuondau.
  - Renovasi aula pertemuan di Dusun Lamoare (Desa Sorowako) dan Dusun Landangi (Desa Matano).
  - Pengadaan tempat sampah di area Sumasang dan pengadaan motor pengangkut sampah.
  - Bantuan pengaspalan jalan dan pembuatan drainase jalan umum menuju fasilitas pekuburan Kopatea di Desa Sorowako.
2. Di kecamatan Towuti dan Wasuponda:
  - Bantuan pengadaan fasilitas listrik bagi masyarakat di desa Lioka, Tabarano, dan Ledu-ledu.
  - Bantuan pengadaan generator-set untuk masyarakat di desa Pekaloea, Matompi, dan Timampu.
3. Bantuan pembangunan berbagai sarana umum meliputi fasilitas air bersih, perbaikan sanitasi keluarga, tanggul pemecah ombak, jalan tani dan jembatan di sejumlah desa di Provinsi Sulawesi Tengah, dengan nilai total sekitar satu miliar rupiah.



Kegiatan pengembangan masyarakat daur ulang kertas  
The community development activity of paper recycling

## Membangun Keselarasan Bersama Masyarakat

### Building Harmony With Community

#### COMMUNITY DEVELOPMENT PROGRAM [SO1] [EC8]

##### EDUCATION

1. Provision of school buses for student transportation in Balambano Village, Wasuponda District, East Luwu.
2. Provision of school library and support for school events to improve learning quality in Sorowako Village, Nuha District, East Luwu Regency.
3. Development and implementation of skills training for 593 elementary, junior high and senior high school teachers, in East Luwu Regency.
4. Provided scholarships worth Rp2.9 billion for outstanding students from elementary school to college levels.
5. Provided scholarships worth Rp640 million for 114 students of various universities in Kolaka, Southeast Sulawesi.
6. The Company supports internship program for students and holders of Bachelor degree/diploma.
7. Implementation of teacher internship program.
8. Supported the implementation of "Kejar Paket C" program in collaboration with local educational institutions, as well as local youth training program in Towuti District.
9. Held "Hybrid Class" for local teachers.
10. Cooperation program with INSTYD institution, to provide more opportunities for local youths to pursue education at state universities.
11. Training program assistance, such as: training for local youth and training for 593 teachers of elementary and junior-senior high schools in Luwu Regency.
12. Provided scholarships worth Rp640 million for 114 students in various universities in Kolaka Regency, Southeast Sulawesi.
13. Established facilities for early childhood education in Tamainusi, Morowali Regency, Central Sulawesi

##### HEALTH

1. Built several community health centers (Puskesmas) to be donated to the community. [EC8]
  - Bahomotefe community health center, in Bahodopi District, Morowali Regency, Central Sulawesi
  - Construction of housing for doctors and paramedics in Southeast Sulawesi Province, worth Rp235 million
  - Samaturu community health center, Kolaka Regency, Southeast Sulawesi Province, worth Rp1.3 billion.
2. Provided medical expense relief for 5,918 non-employee outpatients who received treatment at Vale Indonesia Hospital with total assistance Rp9.7 billion.
3. The company provided support to the Alert Village Program, launched by the government. PT Vale Indonesia helped provide the vehicle for Alert Village Ambulance Program of Nuha District.
4. Health education and disease prevention to improve the community's health, including: [LA8]
  - In Towuti District, Luwu Timur Regency, PT Vale supported training on sanitation in Matompi Village, worth Rp36 million and health intervention assistance in Lioka Village, worth Rp83 million.
  - In Wasuponda District, Luwu Timur Regency, PT Vale supported initiation of health education program worth Rp40 million

## INFRASTRUCTURE DEVELOPMENT

1. In Nuha District:
  - Supported public facilities development in Nikkel Village.
  - Supported clean water facilities development in Sorowako and Tapuondau villages.
  - Renovated the assembly hall in Lamoare Hamlet (Sorowako Village) and Landangi Hamlet (Matano Village).
  - Provision of dumpster in Sumasang area and garbage hauler motorcycle.
  - Assistance for road paving and drainage building of public road heading to Kopatea village cemetery in Sorowako.
2. In Towuti and Wasuponda districts:
  - Supported the provision of electricity to residents in Lioka, Tabarano and Ledu-ledu villages.
  - Supported the provision of generator-set for residents in Pekaloea, Matompi, and Timampu villages.
3. Assistance for construction of various public facilities including clean water, family sanitation improvement, wave breakers, farmer's pathway and bridges in a number of villages in Central Sulawesi Province, with a total value of approximately Rp1 billion.

## SENI DAN BUDAYA

PT Vale supports various events related to the preservation of local culture (such as harvest feasts held by local people), the celebration of Indonesian Independence Day activities, as well as activities which strengthen harmony in social life, including activities involving Inter-religious Harmony Forum.

## NATURAL DISASTER RELIEF

Establishment of fire coordinating post in Nuha and Towuti districts.

## SPORT

1. In sports area, the company supported several events, such as sports activities in collaboration with the Indonesian Motor Association and funbike.
2. In sports development in South Sulawesi Province, PT Vale supported the events and participation of local youth teams in several local, regional, national, and international championships, among others:
  - Sports activities in collaboration with the Indonesian Motor Association.
  - Local volleyball championship.
  - Participation of local teams in international rugby championship in Bali, followed by 44 countries.
  - Sent East Luwu contingent for national karate championship in Jakarta.
  - Sent contingent for South Sulawesi regional taekwondo championship.
3. In Central Sulawesi Province, PT Vale supported the establishment of a sports center in Ululere.



**COMMUNITY DEVELOPMENT PROGRAM [SO1] [EC8]**

**ECONOMIC DEVELOPMENT**

1. Agriculture and plantation.

- Supported and developed agribusiness in Nuha and Towuti districts, including the development of Farm road.
- Supported the development program for patchouli and cocoa planters.
- Launched 'Farmers Kiosk' and jabon woodcraft shop in Malili District.
- In Wasuponda District, pepper cultivation assistance was distributed, particularly in Tabarano, Wasuponda, and Balambano villages.
- In Towuti District, funds for agricultural programs were disbursed, including pepper development program in Bantilang, Mahalona, Langkea Raya, Pekaloea, and Baruga villages.

2. Fishery

- Launched a shrimp farmers' empowerment program in Malili District.
- Developed fish farms in Towuti District.
- Fishing net assistance and provision of boats for fishermen in Balantang, Baruga, Hope and Wewangriu villages, Malili District.

3. Poultry and cattle farming

- Development of chicken and duck farms in Wasuponda, Malili and Nuha districts.
- Development of chicken and cattle farms in Towuti District.

4. Supported small and medium enterprises (SMEs) development in Nuha District, including motor repair shops, fisheries, furniture production and souvenir fabrication.

The growing SME activities will cause multiplier effect as indirect benefits from the presence of PT Vale, which is the extensive job opportunities for local people that enable them to receive wages that can be used to meet daily needs. [EC9]



Kegiatan pengembangan masyarakat  
budidaya rumput laut  
The community development activity of  
seaweed cultivation



**Arif,**  
Ketua kelompok  
Nelayan TPI Lama

“Kini kami tak lagi menumpang kapal orang lain. Kami melaut dengan kapal sendiri.”

*Dulu, delapan anggota Kelompok Nelayan Tempat Pelelangan Ikan (TPI) Lama, Malili, menumpang kapal nelayan lain setiap akan melaut. Mereka mendapat bantuan Comdev tahun 2012 sebesar Rp41 juta. Dana tersebut digunakan untuk pembuatan perahu bermesin 300 PK dengan kapasitas 3 ton, pembelian jaring, dan pembelian peralatan lain seperti pancing.*

"Now we no longer need to fish on others's boats. We go fishing on our own boats. "

**(Arif, Chairman of TPI Lama Fishermen Group).**

Eight members of Old Fish Auction Market (TPI) Fishermen Group, Malili, used to go fishing aboard other fishermen's boats all the time. They received ComDev assistance of Rp41 million in 2012. The funds were used to build a 300HP boat with capacity of 3 tons, fish nets and other equipment purchases, including fishing rods.



**Usman Daeng Nawa,**  
Warga Desa Parumpanai

“Dulu kami harus jalan kaki menuju pusat desa. Sekarang, Alhamdulillah, mobil dengan mudahnya lewat.”

*Terbukanya jalan tani sepanjang 3 km dan lebar 8 meter membuat rumah-rumah warga Desa Parumpanai, Kecamatan Wasuponda, mudah diakses oleh kendaraan roda dua dan roda empat. Sebelumnya, selama bertahun-tahun, baru ada jalan setapak yang sangat sulit dilewati, terutama saat musim hujan. Pembangunan jalan tani di desa Parumpanai merupakan bagian Program Comdev PT Vale.*

We used to have to walk to the village center. Now, Alhamdulillah, it can be easily accessed by car."

With the opening of the farmer's pathway along 3 km and 8 meters wide, the residents' homes in Parumpanai Village, Wasuponda District, can be easily accessed by motorcycles and cars. In the past years, there was only a path that was very difficult to pass, especially during the rainy season. Construction of farm road in Parumpanai village was part of PT Vale's ComDev Program.

# Tata Kelola Berkelanjutan

## Sustainable Governance



Pengamatan rutin pada fasilitas pembangkit listrik  
Regular monitoring at power plant facility

Memasuki Januari 2012 nama dan logo baru: PT Vale Indonesia Tbk., resmi diluncurkan serentak di seluruh lokasi operasi, sekaligus menandakan era baru Perseroan yang telah berdiri sejak Juli 1968. [2.1]

Kami memproduksi nikel dalam *matte*. [2.2]  
Jumlah produksi pada tahun 2012: 70.717 Metrik Ton (MT) mewakili sekitar 3% dari produksi nikel dunia, dan dijual kepada dua pemegang saham utama yakni Vale Canada Limited dan Sumitomo Metal Mining Co.Ltd, berdasarkan perjanjian penjualan jangka panjang. [2.7]

Early January 2012, the new name and logo: PT Vale Indonesia Tbk., was officially launched simultaneously at all operating sites, and signifies a new era of the Company which has been established since July 1968. [2.1]

We produce nickel in *matte*. [2.2]  
Total production in 2012 was 70,717 metric tons (MT) accounted for approximately 3% of world nickel productions, and sold to two major shareholders, Vale Canada Limited and Sumitomo Metal Mining Co.Ltd, based on long-term sales agreements. [2.7]



## KANTOR PUSAT DAN WILAYAH OPERASIONAL

Kantor pusat Perseroan di Ibukota Republik Indonesia, Jakarta. [2.4]

Wilayah operasional mencakup luas areal Kontrak Karya adalah 190.510 hektar, tersebar di Sulawesi Selatan, Sulawesi Tengah dan Sulawesi Tenggara. [2.5]

Selama kurun waktu periode pelaporan, tidak ada perubahan signifikan terkait organisasi maupun operasional Perseroan. Kegiatan utama operasional penambangan dan pengolahan berada di Sorowako dan sekitarnya, di Kecamatan Nuha, Kabupaten Luwu Timur, Sulawesi Selatan. [2.9]

## HEAD OFFICE AND OPERATIONAL AREA

The Company's head office is in the capital of Republic of Indonesia, Jakarta. [2.4]

Operational area within the Contract of Work area is 190,510 hectares, across South Sulawesi, Central Sulawesi and Southeast Sulawesi. [2.5]

During the reporting period, there were no significant changes regarding the Company's organization and operations. The main activities of mining and processing operations are in Sorowako and its surrounding areas, in Nuha District, Luwu Timur, South Sulawesi. [2.9]

## CAKUPAN KONTRAK KARYA PT VALE INDONESIA TBK. [2.5] SCOPE OF PT VALE INDONESIA TBK. CONTRACT OF WORK

Provinsi Province	Blok Konsesi Concession Block	Luas Lahan (Ha) Land Area (Ha)	
		Total & Persentase Total & Percentage	Rincian Detail
Sulawesi Tengah Central Sulawesi	Kolonodale	36,635.36	4,512.35
	Bahodopi	19.23%	32,123.01
Sulawesi Selatan South Sulawesi	Sorowako – Towuti	118,386.45	108,377.25
	Matano	62.14%	6,176.48
	Bulubalang		2,249.33
	Lingke		1,584.39
Sulawesi Tenggara Southeast Sulawesi	Latao	35,486.35	3,148.11
	Matarape	18.63%	1,679.87
	Pomalaa		20,286.19
	Suasua		10,372.68
<b>Jumlah Total</b>			<b>190,509.66</b>

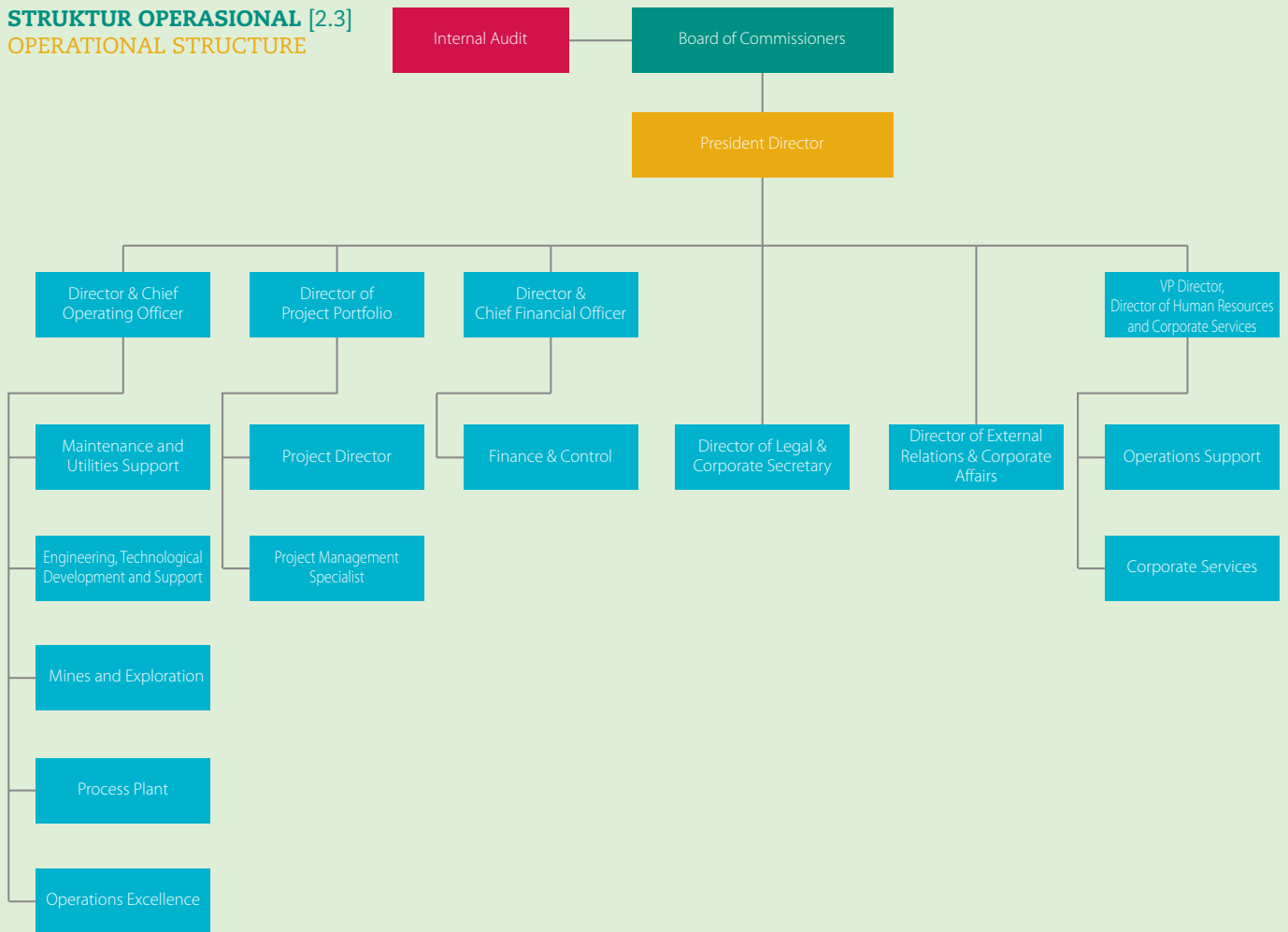


# Tata Kelola Berkelanjutan

## Sustainable Governance

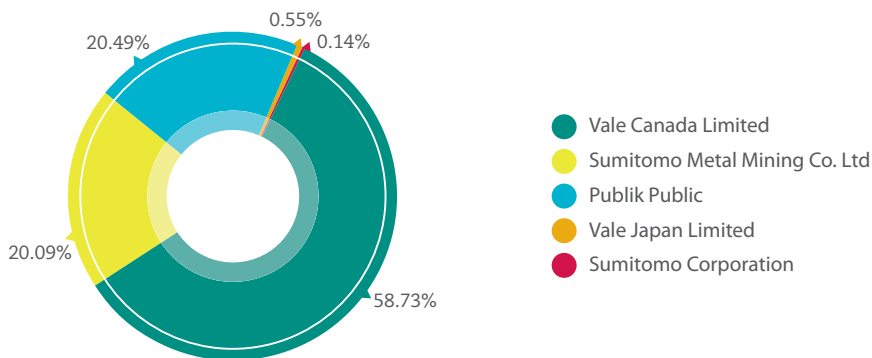
### STRUKTUR OPERASIONAL [2.3]

#### OPERATIONAL STRUCTURE



### KEPEMILIKAN SAHAM [2.6]

#### SHAREHOLDING



## SKALA PERUSAHAAN [2.8] COMPANY SCALE

Uraian Description	Satuan Unit	2012	2011	2010
Jumlah Karyawan Tetap Number of Permanent Employees	Orang People	3,161	3,210	3,136
Total Pendapatan Bersih Total Net Income	Ribu US\$ Thousand US\$	67,494	333,763	437,363
Total Kapitalisasi Total Capitalization	Ribu US\$ Thousand US\$			
▪ Utang   Debt		255,634	292,153	140,561
▪ Ekuitas   Equity		1,721,434	1,769,169	1,679,840
Kuantitas Produk Terjual Quantity of Sold Product	Metrik Ton	70,717	66,900	75,839
Aset Asset	Ribu US\$ Thousand US\$	2,333,080	2,421,362	2,027,556

PT Vale Indonesia Tbk. berkomitmen menerapkan praktik tata kelola perusahaan yang baik dan berkelanjutan, guna mendukung kesinambungan bisnis serta menjadi dasar dalam mengelola tata hubungan dengan pemangku kepentingan dilandasi keterbukaan, integritas, kepercayaan dan kepatuhan dalam setiap aktivitas Perseroan.

### RAPAT UMUM PEMEGANG SAHAM

Salah satu aspek penting penerapan tata kelola perusahaan yang baik dan berkelanjutan adalah keberadaan organ perusahaan. Merujuk pada Undang-Undang No.40 Tahun 2007 tentang Perseroan Terbatas, Perseroan memiliki organ perusahaan terdiri atas: Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi. [4.1]

RUPS merupakan organ perusahaan tertinggi dalam Perseroan, dan menjadi mekanisme bagi pemegang saham untuk meminta penjelasan maupun menyampaikan rekomendasi pada Dewan Komisaris dan/atau Direksi, terkait pelaksanaan tata kelola perusahaan. Setiap pemegang saham memiliki kesempatan dan hak yang setara di dalam penyelenggaraan RUPS. [4.4]

PT Vale Indonesia Tbk. is committed to the implementation of good and sustainable corporate governance, to support business continuity and become a foundation in managing relationships with stakeholders based on transparency, integrity, trust and compliance in all activities of the Company.

### GENERAL MEETINGS OF SHAREHOLDERS

One of the important aspects of good and sustainable corporate governance implementation is the existence of company organs. Referring to Law No. 40 of 2007 on Limited Liability Companies, the Company's corporate organs consist of General Meeting of Shareholders (GMS), the Board of Commissioners and Board of Directors. [4.1]

GMS is the supreme company organ in the Company, and a mechanism for shareholders to inquire and make recommendations to the Board of Commissioners and/or Directors, concerning corporate governance. Each shareholder has the equal opportunity and rights in the GMS. [4.4]

Penyelenggaraan RUPS juga menjadi mekanisme bagi Dewan Komisaris dan Direksi, untuk menyampaikan laporan pelaksanaan tata kelola perusahaan sesuai tanggung jawab masing-masing. Laporan disampaikan dalam Laporan Tahunan dan Laporan Keberlanjutan, yang meliputi pula pelaksanaan pemenuhan tanggung jawab sosial perusahaan atau *corporate social responsibility* (CSR). [4.10]

Penjelasan lain mengenai pelaksanaan RUPS tahun buku 2012 dan keputusan-keputusan yang dihasilkan, dapat disimak dalam Laporan Tahunan yang disusun terpisah dari laporan ini.

### DEWAN KOMISARIS

Dewan Komisaris bertanggung jawab mengawasi Direksi dan manajemen Perseroan dalam pengelolaan bisnis, dan pemantauan strategi Perseroan secara keseluruhan. Dewan Komisaris dibantu oleh Komite Audit dan Komite Tata Kelola. Sesuai Undang-Undang Perseroan Terbatas dan ketentuan Badan Pengawasan Pasar Modal–Lembaga Keuangan (Bapepam-LK), tidak ada Komisaris yang merangkap jabatan sebagai Direktur. Penunjukkan keanggotaan Dewan Komisaris ditentukan pemegang saham utama, untuk kemudian diusulkan dan ditetapkan dalam RUPS. [4.1] [4.2] [4.3] [4.7]

Kami memastikan tidak terdapat konflik kepentingan di antara Dewan Komisaris, serta antara anggota Dewan Komisaris dan Direksi. Hal ini dikarenakan tidak terdapat hubungan keluarga sedarah sampai derajat ketiga, baik ke atas maupun kesamping, ataupun hubungan karena perkawinan di antara mereka. [4.6]

### DEWAN KOMISARIS [2.5]

#### BOARD OF COMMISSIONERS

Nama Names	Jabatan Position	Kewarganegaraan Citizenship	Kelahiran Birth year
Ricardo de Carvalho	Presiden Komisaris President Commissioner	Brazil Brazilian	1957
Arief T Surowidjojo	Wakil Presiden Komisaris Vice President Commissioner Komisaris Independen Independent Commissioner	Indonesia Indonesian	1953
Peter Poppinga	Komisaris Commissioner	Brazil Brazilian	1959
Mark Travers	Komisaris Commissioner	Kanada Canadian	1966
Jennifer Maki	Komisaris Commissioner	Kanada Canadian	1970
Conor Spollen	Komisaris Commissioner	Irlandia Irish	1966
Harumasa Kurokawa	Komisaris Commissioner	Jepang Japanese	1957
Mikinobu Ogata	Komisaris Commissioner	Jepang Japanese	1954
Irwandy Arief	Komisaris Independen Independent Commissioner	Indonesia Indonesian	1951
Idrus A Paturusi	Komisaris Independen Independent Commissioner	Indonesia Indonesian	1950

The GMS is held as a mechanism for the Board of Commissioners and Board of Directors, to submit their reports on corporate governance according to their respective responsibilities. The reports are presented in the Annual Report and Sustainability Report, which include implementation of corporate social responsibility (CSR). [4.10]

More description on the GMS implementation for 2012 fiscal year and the resolutions that have been made, can be found in the Annual Report, which is prepared separately from this report.

### BOARD OF COMMISSIONERS

The Board of Commissioners is responsible for overseeing the Board of Directors and the Company's business management, as well as monitoring the Company's overall strategy. Board of Commissioners is assisted by the Audit Committee and the Governance Committee. According to Law on Limited Liability Companies and the provisions of the Capital Market Supervisory Agency and Financial Institution (Bapepam-LK), commissioner shall not concurrently serve as a director. The appointment of the Board of Commissioners membership is determined by major shareholders, to be proposed and approved in the GMS. [4.1] [4.2] [4.3] [4.7]

We ensure there is no conflict of interest among the Board of Commissioners, or between members of the Board of Commissioners and Board of Directors. This is because there is no blood relation up to the third degree, either upward or laterally, or related by marriage between them. [4.6]

PT Vale tidak memberikan kompensasi kepada anggota Dewan Komisaris, selain untuk Komisaris Independen yang ditetapkan oleh pemegang saham dalam RUPS. Adapun besaran kompensasi bagi anggota Dewan Komisaris untuk periode yang berakhir pada 31 Desember 2012 meliputi pembayaran gaji dan imbalan pekerjaan jangka pendek, sebesar 256.000 dolar AS. [4.5]

Penjelasan lain mengenai Dewan Komisaris, dapat disimak dalam Laporan Tahunan yang disusun terpisah dari laporan ini.

## DIREKSI

Direksi bertanggung jawab mengelola Perseroan secara efektif, efisien, dan berhati-hati. Penunjukan Direksi diusulkan oleh pemegang saham utama, dan ditetapkan melalui penyelenggaraan RUPS, dengan masa jabatan dua tahun. [4.1] [4.7]

Direksi berperan selaku pemimpin serta penentu profil risiko yang dapat diterima Perseroan, dalam hal berhubungan serta berkesepakatan dengan para pemangku kepentingan. Direksi juga bertanggung jawab memastikan keberlanjutan bisnis Perseroan dengan meminimalkan dampak operasional terhadap masyarakat dan lingkungan sekitar. [4.9]

## DIREKSI [2.5] BOARD OF DIRECTORS

Nama Names	Jabatan Position	Kewarganegaraan Citizenship	Kelahiran Birth year
Nico Kanter	Presiden Direktur President Director	Indonesia Indonesian	1958
Bernardus Irmanto	Wakil Presiden Direktur Vice President Director	Indonesia Indonesian	1975
Josimar Pires	Direktur Director	Brazil Brazilian	1961
Fabio Bechara	Direktur Director	Brazil Brazilian	1970

Besaran remunerasi bagi Direksi ditetapkan dalam RUPS, berdasarkan kajian dan rekomendasi Komite Tata Kelola. Besaran remunerasi bagi Direksi yang dibayarkan untuk periode yang berakhir pada 31 Desember 2012 sebesar 3.910.000 dolar AS, meliputi gaji dan imbalan pekerjaan jangka pendek, imbalan pascakerja, dan pembayaran berbasis saham. [4.5]

Penjelasan lain mengenai Direksi, dapat disimak dalam Laporan Tahunan yang disusun terpisah dari laporan ini.

PT Vale does not provide compensation to members of the Board of Commissioners, other than the Independent Commissioner approved by the shareholders at the GMS. The amount of compensation for the Board of Commissioners for the year ended December 31, 2012 include salaries and short-term employment benefits, amounting to US\$256,000. [4.5]

More description on the Board of Commissioners, can be found in the Annual Report, which is prepared separately from this report.

## BOARD OF DIRECTORS

Board of Directors is responsible for effective, efficient, and prudent management of the Company. The Directors are nominated by the major shareholder, and appointed through the GMS, with a two-year term of office. [4.1] [4.7]

Board of Directors plays as leadership role and in defining the risk appetite regarding the Company's dealings and relationships with its stakeholders. Board of Directors is also responsible for ensuring the Company's business sustainability by minimizing impact of its operations on surrounding community and environment. [4.9]

The remuneration amount for the Board of Directors is set at the GMS, based on Governance Committee's review and recommendations. The remuneration amount paid to the Directors for the year ended December 31, 2012 was US\$3.91 million, including salary and short-term employee benefits, post-employment benefits, and share-based payments. [4.5]

More description on the Board of Directors, can be found in the Annual Report, which is prepared separately from this report.



## ANTIKORUPSI

Kami menerapkan mekanisme pengendalian internal yang ketat sebagai pencegahan terjadinya benturan kepentingan dan pelanggaran terhadap tindak pidana korupsi. Sesuai *Section 404* dari Undang Undang Sarbanes Oxley tahun 2002, Perseroan mengimplementasikan kerangka pengendalian internal yang dikeluarkan *Committee of Sponsoring Organizations of the Treadway Commission (COSO)*. Kami berusaha memastikan setiap kegiatan bisnis perusahaan patuh pada *the Foreign Corrupt Practices Act (FCPA)* dan ketentuan hukum Indonesia tentang tindak pidana korupsi (*the Indonesian Anti-Corruption Law*). [4.6] [SO2] [SO4]

Sampai dengan akhir periode pelaporan, kami belum melakukan pelatihan khusus kepada para karyawan, dengan materi mengenai antikorupsi. PT Vale berkomitmen untuk meminimalkan peluang terjadinya praktik pelanggaran Kode Etik Perilaku, maupun pelanggaran tindak pidana korupsi. [SO3]

Selama tahun 2012 PT Vale tidak memberikan bantuan keuangan maupun kontribusi lain yang ditujukan kepada partai politik, politisi maupun kegiatan politik tertentu. Hal ini sejalan dengan penerapan prinsip-prinsip tata kelola perusahaan yang baik, dan kebijakan Perseroan tentang donasi kepada pihak luar [SO6]

## KOMITMEN PADA INISIATIF EKSTERNAL

Untuk memastikan pelaksanaan tanggung jawab sosial, sejak tahun 2012 Perseroan mulai melakukan pembenahan pada implementasi kegiatan pemberdayaan masyarakat. Implementasi ini menerapkan prinsip-prinsip kemitraan, partisipatif, akuntabel, sinergi dan transparan. Oleh karena itu mekanisme pemilihan program melibatkan partisipasi langsung dari masyarakat melalui forum komite desa, kecamatan dan kabupaten. Pola kemitraan tiga pilar ini melibatkan masyarakat, pemerintah dan perusahaan dalam penyiapan, pelaksanaan dan monitoring-evaluasi program pemberdayaan masyarakat. Diharapkan pada tahun 2013 telah terbentuk sebuah mekanisme pemberdayaan masyarakat terpadu dan mandiri. [4.10]

## ANTICORRUPTION

We apply strict internal control mechanisms as the prevention of conflicts of interest and corruption practices. In accordance with *Section 404* of the Sarbanes Oxley Act of 2002, the Company implements internal control framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). We strive to ensure every company's business activity comply with the Foreign Corrupt Practices Act (FCPA) and the provisions of Indonesian laws on the Indonesian Anti-Corruption Law. [4.6] [SO2] [SO4]

Until the end of the reporting period, we have not held any specific training on anti-corruption for employees. However, PT Vale is committed to minimizing the opportunities of practices violating the Code of Conduct, and corruption. [SO3]

During 2012 PT Vale did not provide financial assistance or other contributions for political parties, politicians and political activities. This is consistent with the application of good corporate governance principles, and the Company's policy on donations to external parties. [SO6]

## COMMITMENTS TO EXTERNAL INITIATIVES

To ensure the implementation of corporate social responsibility, since 2012 the Company has begun to make improvements on the implementation of community development activities. These activities are implemented according to principles of partnership, participatory, accountability, synergy and transparency. Therefore the program selection mechanism involves community's direct participation through forums of village, district and regency committees. This three pillars partnership engages community, government and the company in the preparation, implementation and monitoring-evaluation of community development programs. It In 2013, an integrated and independent community development mechanism is expected to have been established. [4:10]

PT Vale berkomitmen mencegah penurunan kualitas (degradasi) lingkungan, sejalan Artikel 15 Prinsip Prinsip Rio de Janeiro. Kami mewujudkannya antara lain melalui upaya kepatuhan terhadap ketentuan baku mutu emisi SO<sub>2</sub> dan pengendalian padatan tersuspensi yang mengalir ke badan air maupun sumber air permukaan. [4.11]

Kami juga menyadari pentingnya pengelolaan risiko di setiap aspek operasional dan telah memiliki sistem pengelolaan risiko strategis: *Framework for Integrated Risk Management* (FIRM) yang sesuai standar ISO 31000. Sistem FIRM digunakan untuk risiko-risiko bersifat strategis, yang berpengaruh pada keseluruhan organisasi dan berdampak negatif terhadap tujuan-tujuan usaha PT Vale. [4.11] [4.12]

Hingga akhir periode pelaporan, PT Vale aktif dalam keanggotaan asosiasi maupun organisasi, baik di tingkat nasional maupun regional, di antaranya: [4.13]

1. Indonesian Mining Association (IMA).
2. ASEAN Federation of Mining (AFMA).

PT Vale is committed to preventing environmental degradation, in accordance with Article 15 of Rio de Janeiro Principles. We materialize it through efforts such as compliance with regulations on SO<sub>2</sub> emissions quality standard and suspended solids control flowing into water bodies or surface water sources. [4.11]

We also recognize the importance of risk management in every operational aspect and have established a strategic risk management system: *Framework for Integrated Risk Management* (FIRM) in accordance with ISO 31000. FIRM system is used for strategic risks, which affect the entire organization and pose negative impact on PT Vale's goals. [4.11] [4.12]

Until the end of the reporting period, PT Vale is an active member of both national and regional associations and organizations, including: [4.13]

1. Indonesian Mining Association (IMA).
2. ASEAN Federation of Mining (AFMA).



Kegiatan pengembangan masyarakat kerajinan bingkai kayu  
The community development activity of wooden frame craft

**PEMANGKU KEPENTINGAN**

Perseroan belum secara khusus melakukan penelitian untuk mengidentifikasi pemangku kepentingan utama Perseroan, namun sudah merencanakannya di tahun 2012. Dari evaluasi internal yang dilakukan, saat ini kami menetapkan beberapa pemangku kepentingan yang secara langsung maupun tidak langsung, dapat mempengaruhi dan terpengaruh atas keberadaan PT Vale. [4.15]

**PELIBATAN PEMANGKU KEPENTINGAN**

Kami berupaya memenuhi kebutuhan masing-masing pemangku kepentingan dengan melakukan pendekatan berkesinambungan sesuai relasi dan interaksi yang terbangun. Ada beberapa pendekatan yang telah dilaksanakan PT Vale terhadap masing-masing pemangku kepentingan, yakni: pemberdayaan, kemitraan, komunikasi dan konsultasi. [4.15] [4.16]

**STAKEHOLDERS**

The Company has not specifically conduct a research to identify the key stakeholders of the Company, but it had been planned for 2012. Based on internal evaluation conducted, we have identified some stakeholders who directly or indirectly, may affect and be affected by the presence of PT Vale. [4.15]

**STAKEHOLDERS ENGAGEMENT**

We strive to meet the needs of each stakeholder by making continuous approach according to the established relationships and interactions. There are several approaches that have been conducted by PT Vale to each stakeholder, namely: empowerment, partnership, communication and consultation. [4.15] [4.16]

**PEMANGKU KEPENTINGAN DAN METODE PENDEKATAN [4.14] [4.16] [4.17]**  
**STAKEHOLDERS AND METHOD OF ENGAGEMENT**

No	Pemangku Kepentingan Stakeholders	Metode Pendekatan Approaches Method	Topik Kunci Key Topics
1	Pemegang Saham  Shareholders	Komunikasi Konsultasi  Communication Consultation	1. Laporan berkala kinerja Perusahaan, termasuk kinerja pemenuhan tanggung jawab sosial perusahaan (CSR). 2. RUPS minimal satu kali setahun. 1. Periodic report on Company's performance, including corporate social responsibility (CSR) performance. 2. GMS at least once a year.
2	Karyawan dan Serikat Pekerja  Employee and Labor Union	Komunikasi Kemitraan  Communication Partnership	1. Pemenuhan hak-hak normatif sesuai UU Ketenagakerjaan. 2. Kebebasan berserikat dan hak menyatakan pendapat. 3. Pertemuan berkala dalam forum bipartit dengan serikat pekerja. 4. Penyusunan kesepakatan kerja bersama. 1. Fulfillment of basic rights in accordance with Labor Law. 2. Freedom of association and the right to express opinions. 3. Regular meetings with labor unions in bipartite forums. 4. Preparation of collective labor agreements.
3	Pemasok dan Kontraktor  Supplier and Contractors	Kemitraan Pemberdayaan  Partnership Empowerment	1. Penerapan Kerangka Sistem Kontraktor Terpadu (ICSF). 2. Tender yang terbuka dan transparan. 3. Kontrak kerja sesuai panduan kerja dan etika bisnis 4. Evaluasi berkala pelaksanaan pekerjaan sesuai kontrak kerja. 1. Application of Integrated Contractor System Framework (ICSF). 2. Open and transparent tender. 3. Work contract in accordance with the work guidelines and business ethics 4. Periodic evaluation of the work implementation according to contract.

No	Pemangku Kepentingan Stakeholders	Metode Pendekatan Approaches Method	Topik Kunci Key Topics
4	Pemerintah Pusat dan Daerah  Government	Komunikasi Konsultasi  Communication Consultation	<ol style="list-style-type: none"> <li>1. Kepatuhan terhadap regulasi yang berlaku.</li> <li>2. Pembayaran pajak, royalti, retribusi dan penerimaan negara bukan pajak (PNBP) lain sesuai peraturan perundang-undangan.</li> <li>3. Pertemuan berkala terkait pemenuhan tanggung jawab sosial (CSR).</li> </ol> <ol style="list-style-type: none"> <li>1. Compliance with applicable regulations.</li> <li>2. Payment of taxes, royalties, levies and other non-tax state revenue according to laws and regulations.</li> <li>3. Periodic meetings related to the fulfillment of corporate social responsibility (CSR).</li> </ol>
5	Pengelola Bursa Saham  Stock Exchange Authority	Komunikasi Konsultasi  Communication Consultation	<ol style="list-style-type: none"> <li>1. Kepatuhan terhadap regulasi pasar modal dan investasi yang berlaku</li> <li>2. Keterbukaan informasi dan laporan berkala kinerja Perusahaan.</li> </ol> <ol style="list-style-type: none"> <li>1. Compliance with applicable capital market and investment regulations</li> <li>2. Information disclosure and periodic reports of the Company's performance.</li> </ol>
6	Masyarakat Lokal  Community	Pemberdayaan Kemitraan  Empowerment Partnership	<ol style="list-style-type: none"> <li>1. Program dan kegiatan pengembangan masyarakat (<i>community development</i>).</li> <li>2. Bantuan pembangunan infrastruktur.</li> </ol> <ol style="list-style-type: none"> <li>1. Community development programs and activities.</li> <li>2. Infrastructure development assistance.</li> </ol>
7	Kreditor  Creditors	Komunikasi Konsultasi  Communication Consultation	<ol style="list-style-type: none"> <li>1. Kepatuhan terhadap regulasi otoritas jasa keuangan.</li> <li>2. Keterbukaan informasi dan laporan berkala kinerja Perusahaan.</li> </ol> <ol style="list-style-type: none"> <li>1. Compliance with financial services authority regulations.</li> <li>2. Information disclosure and periodic reports of the Company's performance.</li> </ol>
8	Media Massa Mass Media	Komunikasi  Communication	<ol style="list-style-type: none"> <li>1. Keterbukaan informasi dan laporan berkala kinerja Perusahaan.</li> </ol> <ol style="list-style-type: none"> <li>1. Information disclosure and periodic reports of the Company's performance.</li> </ol>
9	Lembaga Swadaya Pemerintah  Non Government Organization	Kemitraan Komunikasi  Partnership Communication	<ol style="list-style-type: none"> <li>1. Keterbukaan informasi dan laporan berkala kinerja Perusahaan.</li> <li>2. Kerjasama pelaksanaan program dan kegiatan pengembangan masyarakat.</li> </ol> <ol style="list-style-type: none"> <li>1. Information disclosure and periodic reports of the Company's performance.</li> <li>2. Cooperation in implementation of programs and community development activities.</li> </ol>



# Penghargaan dan Sertifikasi [2.10] [4.12]

## Awards and Certification

### PENGHARGAAN DAN SERTIFIKASI [2.10] [4.12]

#### AWARDS AND CERTIFICATION

Nama Penghargaan Name Of Awards	Kategori Category	Lembaga Pemberi Awarding Body
The Sustainable Business Award	<ul style="list-style-type: none"> <li>▪ Best Mining and Metals Company in Indonesia.</li> <li>▪ Best Company for Water Management</li> </ul>	Kadin (Indonesia Chamber of Commerce and Industry) and Singapore-based Global Initiatives and Climate Business
Pekan Lingkungan Indonesia (PLI) XVI 2012	Stand Terbaik Kategori Lingkungan	Kementerian Lingkungan Hidup
Indonesia Environment Week XVI/2012	Best Booth for Environmet Category	Ministry of Environment
Annual Indonesia Fire Rescue Challenge (IFRC) XV	<ul style="list-style-type: none"> <li>▪ Medali Perak Penyelamatan Di Ketinggian</li> <li>▪ Medali Perunggu Kategori Penyelamatan Dalam Struktur Bangunan Rubuh</li> <li>▪ Silver Medal High Angle Rescue or Rescue at Height</li> <li>▪ Bronze Medal Collapsed Structure Search and Rescue Category</li> </ul>	Indonesia Fire Rescue Challenge
Program Penilaian Peringkat Kinerja Perusahaan	Biru	Kementerian Lingkungan Hidup
Company's Environmental Management Performance Rating Program	Blue	Ministry of Environment
Nama Sertifikasi Name Of Certification	Uraian Description	Lembaga Pemberi Awarding Body
ISO 9001:2000	Sistem Manajemen Mutu Quality Management System	Komite Akreditasi Nasional (KAN) National Accreditation Committee
ISO 17025	Standar Kompetensi Kalibrasi Competency Calibration Standard	Komite Akreditasi Nasional (KAN) National Accreditation Committee
ISO 14001	Sistem Manajemen Lingkungan Environmental Management System	



# Lampiran Appendix

## LAMPIRAN APPENDIX 1

### NILAI EKONOMI YANG DITAHAN [EC1] ECONOMIC VALUE RETAINED

Uraian Description	2012	2011	2010
<b>Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated (US\$ 000)</b>			
Penjualan Sales	920,700	1,300,603	1,276,323
Beban Lain-lain Other Expenses	(13,532)	(42,358)	(12,673)
Pendapatan Revenue	907,168	1,258,245	1,263,650
<b>Distribusi Nilai Ekonomi Economic Value Distributed (US\$ 000)</b>			
Biaya Operasi Operating Expenses	(644,843)	(587,387)	(547,066)
Gaji Karyawan dan Manfaat Employee Wages and Benefits	(100,130)	(98,964)	(76,092)
Pembayaran Kepada Penyandang Dana Payment to Providers of Capital	(158,553)	(242,606)	(338,829)
Pembayaran Kepada Pemerintah Payment to Government	(185,132)	(278,488)	(163,590)
Investasi Untuk Komunitas Community Investment	(7,048)	(5,280)	(6,400)
Total Distribusi Nilai Ekonomi Total Economic Value Distributed	1,095,706	1,212,725	1,131,977
<b>Nilai Ekonomi yang Ditahan Economic Value Retained (US\$ 000)</b>	<b>(188,088)</b>	45,520	131,673

## LAMPIRAN APPENDIX 2

### KONTRIBUSI TERHADAP NEGARA [EC1] CONTRIBUTION TO THE STATE

Uraian Description	2012	2011	2010
<b>Komponen Penerimaan Negara Bukan Pajak/PNBP Non-Tax State Revenue (PNBP) Components (US\$ 000)</b>			
Iuran Produksi Production Royalty	5,268.59	10,054.13	6,106
Iuran Tetap Kuasa Pertambangan Land Rent	285.77	285.77	328
Bea Masuk Duty	22.40	333.65	11
Jumlah Total	5,576.76	10,673.55	6,445
<b>Komponen Pajak Tax Component (US\$ 000)</b>			
Pajak Pertambahan Nilai Value Added Tax	7,712.21	1,476.07	799
Pajak Bumi dan Bangunan Land and Building Tax	2,780.50	3,000.80	2,323
Pajak Penghasilan Karyawan Employee Income Tax	16,191.60	14,432.21	10,303
Pajak Penghasilan Badan Corporate Income Tax	121,080.15	200,830.88	119,294
Pajak dan Retribusi Daerah Tax and Regional Retribution	16,995.49	15,130	13,247
Pajak IP royalty, deviden, interest, vendor IP royalty, dividend, Interest, suppliers' tax	14,795.68	32,893.97	11,178
Total Jumlah	179,555.63	267,814.88	157,145
<b>Jumlah PNBP + Pajak (US\$ 000) Total Non-tax State Revenue + Tax</b>	<b>185,132.39</b>	278,488.43	163,590

**JUMLAH PEMASOK/KONTRAKTOR TERDAFTAR (USD) [EC6]**  
**NUMBER OF LISTED SUPPLIERS/CONTRACTORS**

Kategori Category	2012	2011	2010
Perusahaan Lokal Local Companies	38	14	17
Perusahaan Regional Regional Companies	13	13	6
Perusahaan Nasional National Companies	113	126	78
Perusahaan Internasional International Companies	53	46	21
Jumlah Total	217	199	122

**NILAI PEMBAYARAN KONTRAK PEKERJAAN PEMASOK/KONTRAKTOR TERDAFTAR (USD) [EC6]**  
**PAYMENT VALUE OF LISTED SUPPLIER/CONTRACTOR WORK CONTRACT (US\$)**

Kategori Category	2012	2011	2010
Perusahaan Lokal Local Companies	65,029,926	40,233,969	47,533,490
Perusahaan Regional Regional Companies	29,842,212	16,453,085	11,922,351
Perusahaan Nasional National Companies	242,665,456	305,306,099	332,189,131
Perusahaan Internasional International Companies	444,065,896	378,189,127	391,307,997
Jumlah Total	781,603,490	740,182,280	782,952,969

**HASIL PEMANTAUAN DAN PENGUKURAN EMISI DARI CEROBONG [EN20]**  
**STACK EMISSION MONITORING AND MEASUREMENT RESULT**

Parameter Parameters	Satuan Unit	Baku Mutu Quality Standard	Tanur Reduksi Reduction Kiln		Tanur Peleburan Smelting Kiln		Pengeringan Produk Product Drying	
			Min.	Max.	Min.	Max.	Min.	Max.
NH <sub>3</sub>	mg/Nm <sup>3</sup>	1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1
Cl <sub>2</sub>	mg/Nm <sup>3</sup>	10	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1
HCl	mg/Nm <sup>3</sup>	5	<3	<3	<3	<3	<3	<3
HF	mg/Nm <sup>3</sup>	10	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1
NO <sub>2</sub>	mg/Nm <sup>3</sup>	1,000	28	86	3	23	1	8
Opacity	%	35	5	25	5	25	<5	5
Particulate	mg/Nm <sup>3</sup>	350	4.38	30.36	1.08	58.81	1.93	3.06
SO <sub>2</sub>	mg/Nm <sup>3</sup>	800	6,591	11,384	5	1,819	<1	3
H <sub>2</sub> S	mg/Nm <sup>3</sup>	35	<1	<1	<1	<1	<1	<1
Hg	mg/Nm <sup>3</sup>	5	<0.001	<0.001	<0.001	<0.001	<0.001	<0.001
As	mg/Nm <sup>3</sup>	8	<0.005	<0.005	<0.005	<0.005	<0.005	<0.005
Sb	mg/Nm <sup>3</sup>	8	<0.005	<0.005	<0.005	<0.005	<0.005	<0.005
Cd	mg/Nm <sup>3</sup>	8	<0.005	<0.005	<0.005	<0.005	<0.005	<0.005
Zn	mg/Nm <sup>3</sup>	50	<0.008	<0.008	<0.008	<0.008	<0.008	<0.008
Pb	mg/Nm <sup>3</sup>	12	<0.01	<0.01	<0.01	<0.01	<0.01	<0.01

Keterangan : Baku Mutu berdasarkan SK Men.LH No.13 Tahun 1995  
 Notes : Quality Standard based on Minister of Environment Decree No.13 Year of 1995



LAMPIRAN APPENDIX 5

**KONSUMSI ENERGI LANGSUNG DARI SUMBER PRIMER [EN3]**  
**DIRECT ENERGY CONSUMPTION FROM PRIMARY SOURCES**

Jenis Energi Type of Energy	Satuan Unit	Pemakaian Usage	2012	2011	2010
<b>Energi Tidak Terbarukan Non-renewable Energy</b>					
Batubara Coal	MT	Pembakar Furnace	<b>63,304.53</b>	138,232.33	144,762.04
HSD High Speed Diesel	Liter	▪ Pembakar Furnace ▪ Kendaraan Vehicle	<b>54,846,259</b>	84,148,585	91,268,660
HSFO High Sulfur Fuel Oil	Barrel	▪ Pembakar Furnace ▪ Pemanas Boiler ▪ Kendaraan Vehicle	<b>2,290,006</b>	2,399,020	2,774,780
Bensin Gasoline	Liter	Kendaraan Vehicle	<b>432,897</b>	473,039	398,668

LAMPIRAN APPENDIX 6

**KONSUMSI ENERGI TIDAK LANGSUNG DARI SUMBER PRIMER [EN4]**  
**INDIRECT ENERGY CONSUMPTION FROM PRIMARY SOURCES**

Sumber Energi Energy Sources	2012		2011		2010	
	MWH	GJ	MWH	GJ	MWH	GJ
<b>Energi Tidak Terbarukan Non-renewable Energy</b>						
Listrik PT PLN Electricity from PT PLN	<b>1,308.02</b>	<b>4,708.9</b>	1,338.13	4,816.8	2,542.86	9,151.20
PLTU Coal-fired Power Plant	<b>106</b>	<b>381.6</b>	22,482	80,935.20	98,788	355,636.80
PLTD Diesel Power Plant	<b>3,938.83</b>	<b>14,179.8</b>	117,312.47	422,323.20	137,542.22	495,151.20
<b>Energi Terbarukan Renewable Energy</b>						
PLTA Hydroelectric Power Plant	<b>2,204,312</b>	<b>7,935,523.20</b>	1,965,840	7,077,024	2,064,513	7,431,519.60

**JENIS DAN VOLUME MATERIAL DIGUNAKAN [3.10] [EN1] [EN2]**  
**TYPE AND VOLUME OF MATERIAL USED**

Material Material	Uraian Description	Satuan Unit	2012	2011	2010
Bijih Nikel Nickel Ore	Bahan baku. Tak bisa diperbarui. Raw material. Non renewable.	WMT	11,863,372	12,447,392	12,990,326
Amonium Nitrat Ammonium Nitrate	Bahan pendukung. Bisa diperbarui. Processing material. Renewable	Kg	236,150	227,325	200,350
Overburden Sisa lapisan tanah	Bahan tersisa. Digunakan kembali. Waste material. Reused.	WMT	31,368,502	26,998,572	28,686,843
Lapisan tanah atas Top soil	Bahan tersisa. Digunakan kembali. Waste material. Reused.	WMT	457,219	467,512	669,369
Silika Silica	Bahan pendukung. Bisa diperbarui. Processing material. Renewable	Ton	97,812	80,941	101,160
Sulfur Sulphur	Bahan pendukung. Bisa diperbarui. Processing material. Renewable	Ton	55,159	56,745	61,489
Debu Tanur Pereduksi Reduction Kiln Dust	Bahan pendukung. Hasil proses daur ulang. Processing material. Recycled material.	MT Ni	19,546	18,553	20,759
Debu Tanur Listrik (Kalsin) Electric Furnace Dust (Calcine)	Bahan pendukung. Hasil proses daur ulang. Processing material. Recycled material.	DMT Ni	743	716	698
Matte Dari Kolam Penampung Matte From Pond	Bahan pendukung. Hasil proses daur ulang. Processing material. Recycled material.	DMT Ni	354	368	404
Terak (Konversi) Slag (Converted)	Bahan pendukung. Hasil proses daur ulang. Processing material. Recycled material.	DMT Ni	187	386	-
Nikel Bekas Nickel Scrap	Bahan pendukung. Hasil proses daur ulang. Processing material. Recycled material.	DMT Ni	32,993	23,284	48,057

LAMPIRAN APPENDIX 8

**JENIS SUMBER AIR DAN VOLUME PEMAKAIAN AIR [EN8]**  
**WATER SOURCES AND WATER USE VOLUME**

Sumber Air Water Sources	Pergunaan Usage	2012	2011	2010
Air Permukaan Surface Water	Pabrik Plant Site	<b>7,966,407</b>	7,491,728	7,017,981
	Pemukiman Residence	<b>3,197,452</b>	3,232,295	2,990,512
	Jumlah air yang diambil dari badan air Total water withdrawal from source	<b>11,163,860</b>	10,724,024	10,008,494
	PLTA* Hydroelectric Power Plant	<b>8,744,842,760</b>	7,560,102,934	7,722,100,195

Keterangan: Volume dalam m<sup>3</sup> | Note: Volume in m<sup>3</sup>

\* Penghitungan dari PLTA Larona, PLTA Balambano, Karebbe

Calculated from Larona, Balambona and Karebbe hydroelectric power plants.

LAMPIRAN APPENDIX 9

**VOLUME OLAHAN AIR LIMBAH DAN TUJUAN PEMBUANGAN [EN21]**  
**VOLUME OF WASTE WATER TREATMENT AND DESTINATION**

Badan Air Water Body	Volume* Volume* (m <sup>3</sup> )	Pengelolaan Cr6+ Cr6+ Treatment				Tujuan Akhir Destination
		Total Padatan Tersuspensi Total Suspended Solid (mg/L)		Fe TERLARUT Fe DISOLVED (mg/L)		
		Baku Mutu Standard Quality	Rerata Average Measurement	Baku Mutu Standard Quality	Rerata Average Measurement	
Anak sungai Lamoare Lamoare Creek	5,386,058	200	22.68	5	0.08	Danau Matano Lake Matano
Lamangka	6,656,813	200	3.62	5	0.06	
Petea Timur East Petea	11,985,538	200	39.92	5	0.03	
Petea Barat West Petea	8,515,383	200	12.30	5	0.04	

\* Volume air olahan mencakup aliran air dari kegiatan area tambang

\* Water volume include the water discharged from mining operation area

**JENIS DAN JUMLAH LIMBAH B3 [EN22]**  
**TYPE AND VOLUME OF HAZARDOUS AND TOXIC WASTE**

Jenis Limbah B3 Type Of Hazardous And Toxic Waste	Satuan Unit	2012	2011	2010
Oli dan Gemuk Bekas Used Lubricants and Grease	Ton	1,172.64	1,705.65	1,142.27
Baterai dan Aki Bekas Used Battery and Accu	Ton	39.9	53.19	36.60
Asbes Asbestos	Ton	6.7	8.12	28.20
Limbah Medis Medical Waste	Ton	1.2	1.45	2.00
Bahan Terkontaminasi Oli dan Gemuk Lubricants and Grease Contaminated Materials	Ton	178.9	256.08	251.80
Cat dan Bahan Kimia Paints and Chemicals	Ton	7.4	0.08	2.20
Jumlah Total	Ton	1,406.74	2,024.57	1,463.07

**JUMLAH PEMANFAATAN LIMBAH [EN22] [MM3]**  
**AMOUNT OF REUSED WASTE**

Kategori Limbah Waste Category	Satuan Unit	Volume Dihasilkan Volume Created	Volume Dimanfaatkan Volume Reused	Persentase Percentage
Sisa Lapisan Tanah Overburden	Ton	31,429,040	31,429,040	100%
Lapisan Tanah Permukaan Top Soil	Ton	457,308	332,265	73%
Batuan Reject Station Reject Station Rock	Ton	3,124,013	1,540,766	49%
Terak Slag	Ton	3,947,808	3,481,780	88%
Oli Bekas Used Lubricants	Ton	1,172.64	1,172.64	100%
Ban Bekas Scrap Tires	Buah Piece(s)	3,593	274	7%

**LOKASI, LUAS DAN STATUS LAHAN (DARATAN, AIR TAWAR, RAWA DAN LAUT) [EN13]**  
**LOCATION, AREA AND LAND OWNERSHIP (DRYLAND, FRESHWATER, WETLAND AND SEA)**

Jenis Peruntukan Type Of Use	Luas (Ha) Area (Ha)	Persentase Percentage
Hutan Konservasi Conservation Forest	2,139.8	1.81
Hutan Lindung Protected Forest	72,437.0	61.19
Hutan Produksi Production Forest	24,726.7	20.89
Area Penggunaan Lain Other Usage Area	19,083.8	16.11
Jumlah Total	118,387.4	100.00



LAMPIRAN APPENDIX 13

**LUAS LAHAN TERGANGGU DAN DIREHABILITASI [EN14] [MM1]**  
**AREA OF DEGRADED AND REHABILITATED LAND**

Uraian Description	Satuan Unit	2012	2011	2010
Lahan terganggu/ditempati Degraded /occupied	Ha	<b>4,780.9</b>	4,672.4	4,598.1
Area yang direhabilitasi dan direklamasi Rehabilitated and reclaimed area	Ha	<b>3,821.8</b>	3,731.9	3,607.6
Area untuk penambangan Mining area	Ha	<b>960</b>	939.1	990.5
Akumulasi jumlah pohon ditanam Accumulated number of planted trees	Batang Trees	<b>1,600.829</b>	1,445,297	1,443,040
Persentase tanaman lokal ditanam Percentage of planted local trees	%	<b>62</b>	62	62
Persentase pohon tumbuh baik Percentage of well grown trees	%	<b>85</b>	85	85

LAMPIRAN APPENDIX 14

**DAFTAR SPESIES YANG TERANCAM HABITATNYA [EN15]**  
**LIST OF SPECIES WITH ENDANGERED HABITAT**

Nama Spesies Name of Species	Nama Lokal Local Name	Status IUCN IUCN Status
<i>Bubalus quarlesi</i>	Anoa gunung	Terancam punah Endangered
<i>Bubalus depressicornis</i>	Anoa daratan	Terancam punah Endangered
<i>Cervus timorensis</i>	Rusa sulawesi	Rentan diburu Vulnerable
<i>Ailurops ursinus</i>	Kuskus beruang	Rentan diburu Vulnerable
<i>Strigocuscus celebensis</i>	Kuskus sulawesi	Rentan diburu Vulnerable
<i>Macrogalidia musschenbroekii</i>	Musang sulawesi	Rentan diburu Vulnerable
<i>Sus celebensis</i>	Babi hutan sulawesi	Mendekati terancam Near threatened
<i>Anhinga melanogaster</i>	Burung pecuk-ular	Mendekati terancam Near threatened
<i>Ichthyophaga humilis</i>	Burung elang-ikan kecil	Mendekati terancam Near threatened
<i>Ceyx fallax</i>	Burung udang-merah sulawesi	Mendekati terancam Near threatened
<i>Cittura cyanotis</i>	Burung raja-udang pipi-ungu	Mendekati terancam Near threatened

**PENGENDALIAN DAMPAK LINGKUNGAN LAINNYA [EN26]**  
**MITIGATION FOR OTHER ENVIRONMENTAL IMPACTS**

Sumber Dampak Source Of Impact	Bentuk Dampak Impact	Mitigasi Mitigation
<ul style="list-style-type: none"> <li>Penggunaan bahan bakar.</li> <li>Fuel usage</li> </ul>	<ol style="list-style-type: none"> <li>Emisi gas rumah kaca. (CO<sub>2</sub>)</li> <li>Greenhouse gas emission (CO<sub>2</sub>).</li> </ol>	<ul style="list-style-type: none"> <li>Perseroan belum melakukan pengukuran untuk mengetahui volume emisi CO<sub>2</sub> yang dihasilkan. [EN16] [EN17]</li> <li>Melakukan penanaman pohon untuk mengurangi dampak keberadaan gas rumah kaca. [EN18]</li> <li>Melakukan pembangunan fasilitas penggantian bahan bakar minyak (HSFO) dengan batubara di tanur pengering. [EN5]</li> <li>The Company has not made measurements to determine the volume of CO<sub>2</sub> emissions. [EN16] [EN17]</li> <li>Conduct tree planting to reduce the impact of greenhouse gases. [EN18]</li> <li>Build facilities of high speed fuel oil (HSFO) conversion to coal at dryer kiln. [EN5]</li> </ul>
<ul style="list-style-type: none"> <li>Penggunaan pendingin udara (AC).</li> <li>Use of air conditioner</li> </ul>	<ol style="list-style-type: none"> <li>Penipisan lapisan ozon oleh oca dengan ocial <i>chlorofluorocarbon</i> (CFC).</li> <li>Ozone layer depletion by Freon containing chlorofluorocarbon (CFC)</li> </ol>	<ul style="list-style-type: none"> <li>Menggunakan <i>freon</i> tipe <i>Chlorodifluoromethane</i> (R22) dan R134a yang lebih ramah lingkungan. Estimasi penggunaan kedua freon ini pada tahun 2012 adalah 4,950.4 kg. [EN19]</li> <li>Use more environmentally friendly Chlorodifluoromethane (R22) and R134a types of Freon. Estimated use of these types of Freon in 2012 was 4,950.4 kg. [EN19]</li> </ul>
<p>Tumpahan cairan berbahaya.</p> <p>Hazardous fluid spill</p>	<p>Potensi pencemaran air dan tanah</p> <p>Possible water and soil contamination</p>	<ul style="list-style-type: none"> <li>Melakukan pelatihan terkait dengan penanganan hidrokarbon dan penyediaan fasilitas tanggap darurat bila terjadi tumpahan minyak. Pada tahun 2012 tidak terjadi tumpahan minyak besar yang berdampak terhadap lingkungan. [EN23]</li> <li>Conduct training on the handling of hydrocarbon and provision of emergency response facilities in the event of an oil spill. In 2012, there were no major oil spills that affected the environment. [EN23]</li> </ul>
<p>Pengangkutan nikel dalam <i>matte</i>.</p> <p>Transportation of nickel in <i>matte</i></p>	<p>Kantung bekas kemasan.</p> <p>Used packaging</p>	<ul style="list-style-type: none"> <li>Menggunakan bahan yang dapat digunakan berulang.</li> <li>Penarikan kemasan bekas pakai, penyimpanan dan pengelolaannya menjadi tanggung jawab pihak pembeli dalam hal ini Valey Canada Limited dan Sumitomo Mining and Metal Co.Ltd. [EN27]</li> <li>Using reusable materials.</li> <li>Withdrawal of used packaging, its storage and management is buyer's responsibility, namely Vale Canada Limited and Sumitomo Mining and Metal Co.Ltd. [EN27]</li> </ul>

**PENGENDALIAN DAMPAK LINGKUNGAN LAINNYA [EN26]**  
**MITIGATION FOR OTHER ENVIRONMENTAL IMPACTS**

Sumber Dampak Source Of Impact	Bentuk Dampak Impact	Mitigasi Mitigation
<ul style="list-style-type: none"> <li>Pengangkutan material tambang.</li> <li>Pengangkutan produk (nikel dalam matte).</li> </ul>	<ol style="list-style-type: none"> <li>Kebisingan.</li> <li>Perubahan kualitas udara social.</li> </ol>	<ul style="list-style-type: none"> <li>Mewajibkan kendaraan pengangkut melaju dengan kecepatan rendah.</li> <li>Secara rutin melakukan penyiraman jalan untuk mengurangi potensi debu maupun total partikulat tersuspensi pada kualitas udara ambien.</li> <li>Melakukan pemantauan dan pengukuran tiap bulan. Hasil pengukuran menunjukkan kualitas udara ambien telah memenuhi baku mutu sesuai Keputusan Gubernur No.69/2010, yakni sebesar 0,23 mg/Nm<sup>3</sup>. [EN29]</li> </ul>
<ul style="list-style-type: none"> <li>Transportation of mining material</li> <li>Transportation of product (nickel in matte)</li> </ul>	<ol style="list-style-type: none"> <li>Noise</li> <li>Change of ambient air quality</li> </ol>	<ul style="list-style-type: none"> <li>Require transport vehicle to drive at low speed.</li> <li>Regularly water the road to reduce dust potential and total suspended particulates in ambient air quality.</li> <li>Perform monthly monitoring and measurement. The measurement results showed ambient air quality meet the quality standards in accordance with Governor Decree No.69/2010 at 0.23 mg/Nm<sup>3</sup>. [EN29]</li> </ul>

LAMPIRAN APPENDIX 16

**BIAYA LINGKUNGAN [EN30]**  
**ENVIRONMENTAL EXPENDITURES**

Peruntukan Allocation	Tahun Year	Kategori Biaya Expenditures By Categories (US)							Biaya Lingkungan Environment Expenditures US\$ 000
		Emisi Udara Air Emission	Sumber Air Water Sources	Limbah Waste	Lahan Terganggu Degraded And Protected Land	Kolam Pengendapan Timbunan Tailing Dams/ Limbah Waste Piles	Pengelolaan Lingkungan Environment Management	Lain Lain Others	
OPERATIONAL / OPEX	2012	0	0	133.98	2,357.73	2,326.24	787.74	740.67	6,346.37
	2011	0	374.54	354.11	2,602.46	2,240.31	258.21	0	5,829.62
	2010	78.97	367.50	801.69	2,057.67	827.63	0	507.86	4,641.32
PROYEK LINGKUNGAN / CAPEX	2012	1,653.35	856.03	867.00	0	0	0	0	3,376.39
	2011	2,143.82	478.50	0	0	0	0	0	2,622.32
	2010	1,359.19	432.12	0	0	0	0	0	1,791.31

## LAMPIRAN APPENDIX 17

**JUMLAH KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN [LA1] [3.10]**  
**NUMBER OF EMPLOYEES BASED ON EMPLOYMENT STATUS**

Status Kepegawaian Employment Status	2012	2011	2010
Pegawai Tetap Permanent Employee	3,048	2,961	3,136
Pegawai Tidak Tetap Non-permanent Employee	113	249	3,006
Jumlah Total	3,161	3,210	6,142

## LAMPIRAN APPENDIX 18

**JUMLAH KARYAWAN BERDASARKAN KELOMPOK USIA [LA1]**  
**NUMBER OF EMPLOYEES BASED ON AGE GROUP**

Kelompok Umur Age Group	2012	2011	2010
<30	441	407	438
30 – 50	2,482	2,533	2,367
>30	238	270	331
Jumlah Total	3,161	3,210	3,136

## LAMPIRAN APPENDIX 19

**JUMLAH KARYAWAN BERDASARKAN GENDER [LA1]**  
**NUMBER OF EMPLOYEES BASED ON GENDER**

Gender Gender	2012	2011	2010
Perempuan Female	259	263	249
Laki-laki Male	2,902	2,947	2,887
Jumlah Total	3,161	3,210	3,136

## LAMPIRAN APPENDIX 20

**JUMLAH KARYAWAN BERDASARKAN JABATAN [LA1] [LA13]**  
**NUMBER OF EMPLOYEES BASED ON POSITION**

Jabatan Position	2012	2011	2010
Direktur Directors	5	5	3
Manajer Senior Senior Manager	11	8	10
Manajer Madya Middle Manager	55	42	41
Penyelia Supervisor	104	94	78
Spesialis Specialist	318	313	284
Teknisi Technician	2,668	2,748	2,720
Jumlah Total	3,161	3,210	3,136



LAMPIRAN APPENDIX 21

**KOMPOSISI JABATAN BERDASARKAN KELOMPOK USIA [LA1] [LA13]**  
**POSITION COMPOSITION BASED ON AGE GROUP**

Jabatan Position	>30	30-50	>50
Direktur Directors	0	2	3
Manajer Senior Senior Manager	0	11	0
Manajer Madya Middle Manager	0	47	8
Penyelia Supervisor	5	88	11
Spesialis Specialist	85	213	20
Teknisi Technician	351	2,121	196
Jumlah Total	441	2,482	238

LAMPIRAN APPENDIX 22

**PERSENTASE KARYAWAN TETAP BERDASARKAN DAERAH ASAL [EC7]**  
**PERCENTAGE OF PERMANENT EMPLOYEES BASED ON ORIGIN**

Jabatan Position	2012	2011	2010
Jakarta	7.9	7.5	7.5
Luwu Timur	83.3	82.8	80.2
Luwu Utara	0.1	<0.1	<0.1
Pomalaa	<0.1	<0.1	<0.1
Makassar	6.1	7.1	7.8
Daerah Lain Others	2.6	2.5	4.3

LAMPIRAN APPENDIX 23

**JUMLAH KEPERGIAN KARYAWAN TETAP [LA2]**  
**TOTAL PERMANENT EMPLOYEE TURNOVER**

Keterangan Remark	2012	2011	2010
Pensiun Dini Early Retirement	-	3	3
Kontrak Selesai End of Contract	58	42	53
Kasus Industri Industrial Case	3	11	4
Berhenti karena Alasan Kesehatan Termination due to Health Reasons	6	2	1
Pension Retirement	66	110	134
Pengunduran Diri Resignation	46	49	45
Permintaan Manajemen (Pindah Ke Grup Vale Lain) Management Requirement (Transfer to Other Vale)	-	1	0
Meninggal Dunia Passed Away	3	1	4
Jumlah Total	182	219	244

## LAMPIRAN APPENDIX 24

**JUMLAH KARYAWAN BARU BERDASARKAN KELOMPOK USIA [LA2]**  
**NUMBER OF NEW EMPLOYEE BASED ON AGE GROUP**

Kelompok Usia Age Group	2012	2011	2010
20 - 30	31	123	3
31 - 40	11	93	11
41 - 50	4	13	5
51 - 60	82	54	17
>61	4	1	0
Jumlah Total	132	284	36

## LAMPIRAN APPENDIX 25

**JAM PELATIHAN KARYAWAN [LA10]**  
**EMPLOYEE TRAINING HOURS**

Jenis Pelatihan Type Of Training	Operasional Operational		Staf Staff		Manajer Manager	
	Jumlah Peserta Number of Participants	Jam Pelatihan Training Hours	Jumlah Peserta Number of Participants	Jam Pelatihan Training Hours	Jumlah Peserta Number of Participants	Jam Pelatihan Training Hours
Sertifikasi Certification	347	6,024	102	2,532	18	540
Manajemen Management	152	3,588	439	11,026	386	8,768
Umum General	3,469	27,129	1,331	9,864	253	3,016
Teknis Fungsional Technical & Functional	6,631	53,530	1,711	15,563	321	4,763
Jumlah Total	10,599	90,271	3,583	38,985	978	17,087

## LAMPIRAN APPENDIX 26

**JUMLAH KARYAWAN PENERIMA PENILAIAN KINERJA [LA12]**  
**NUMBER OF EMPLOYEE RECEIVING PERFORMANCE ASSESSMENT**

Bentuk Akhir Penilaian Assessment Final Form	2012	2011	2010
Promosi Promotion	740	633	585
Mutasi dan Rotasi Transfer and Rotation	413	319	203
Demosi Demotion	0	0	0

**KEGIATAN KESEHATAN KERJA DAN KESEHATAN MASYARAKAT [LA8]  
OCCUPATIONAL HEALTH AND COMMUNITY HEALTH ACTIVITIES**

Kegiatan Activities	Kelompok Dan Jumlah Peserta Group And Number Of Participants		
	Karyawan Employee	Keluarga Karyawan Employee Family	Masyarakat Community
<b>Penyuluhan Promotif</b>			
Kesehatan reproduksi remaja Teen reproduction health			320 (Sekolah Schools)
Hari Gizi Nasional National Nutrition Day			1,198 (Sekolah Schools)
Dokter Kecil (SD Singkole) Little Doctor (SD Singkole elementary school)			30 (Sekolah Schools)
Kebutuhan manusia untuk makanan sehat People's needs for healthy food			124 (Sekolah Schools)
Pola hidup bersih dan sehat (PHBS) dan gizi anak sekolah (Bakti social Persatuan Dokter Gigi Indonesia Luwu Timur) Clean and healthy lifestyle and schoolchildren nutrition (Social Service of the Indonesian Dentists Association of Luwu Timur)			400 (Sekolah Schools)
Fatigue and sleep management	108		
LBP dan risiko kolesterol LBP and risk of cholesterol	159		
Hygien sanitasi makanan untuk catering Food hygiene and sanitation for catering	18		
Ergonomi Ergonomy	573		
Kesehatan gigi dan mulut untuk guru TK Dental and mouth health for Kindergarten teachers	21		
Kesehatan gigi dan mulut untuk guru SD Lawewu Dental and mouth health for SD Lawewu elementary school teachers	40		
Kesehatan gigi dan mulut untuk guru SD Singkole Dental and mouth health for SD Singkole elementary school teachers	24		
Kesehatan gigi dan mulut untuk guru SMP YPS Dental and mouth health for SMP YPS junior high school teachers	28		
Kesehatan gigi dan mulut untuk guru SMA YPS Dental and mouth health for SMA YPS senior high school teachers	28		
Kesehatan gigi dan mulut untuk staf ATS Dental and mouth health for ATS staff	63		
Edukasi untuk high risk employee Education for high risk employee	7		
Risiko penyakit jantung koroner The risk of coronary heart disease	46	179	
Kampanye pencegahan demam berdarah Dengue prevention campaign			1,589
Sosialisasi survei jentik pencegahan DBD Dissemination of larva survey for dengue prevention			170
<b>Pencegahan Preventive</b>			
Vaksinasi Hepatitis-B Hepatitis-B vaccination	69	13	
Vaksinasi Influenza Influenza vaccination	128	14	
Vaksinasi Thypoid Typhoid vaccination	1	1	
Lainnya Other		145	7
<b>Pengobatan Curative</b>			
Tuberkolosis Tuberculosis	5	10	55
Terapi ARV ARV therapy	5	5	10

**DISTRIBUSI ANGGARAN PROGRAM PENGEMBANGAN MASYARAKAT [SO1]**  
**DISTRIBUTION OF COMMUNITY DEVELOPMENT PROGRAM BUDGET**

Bidang Sectors	2012		2012	
	Biaya Budget US\$	Persentase Percentage (%)	Biaya Budget US\$	Persentase Percentage (%)
<b>Pendidikan</b> Education	710,747	10.0	942,197	18.0
<b>Kesehatan</b> Health	1,377,606	19.0	807,589	15.0
<b>Pemberdayaan Komunitas</b> Community Empowerment	2,266,764	32.0	2,996,328	57.0
<ul style="list-style-type: none"> <li>▪ Meliputi pertanian, peternakan, perikanan dan UMKM.</li> <li>▪ Consists of agriculture, farming, fisheries and MSME.</li> </ul>				
<b>Seni dan Budaya</b> Art and Culture	71,166	1.0	115,951	2.00
<b>Olahraga</b> Sport	49,883	1.0	113.807	2.0
<b>Lain-lain</b> Others	2,612,573	37.0	311,604	6.0
<ul style="list-style-type: none"> <li>▪ Terdiri atas pembiayaan infrastruktur dan realisasi komitmen manajemen.</li> <li>▪ This sector consists of infrastructure financing and management commitment realization.</li> </ul>				
<b>Jumlah</b> Total	7,048,740	100.0	5,280,000	100.0



No Bentuk Dinamika Di Masyarakat [SO9] [SO10]  
Form Of Dynamics In Society

**PERSELISIHAN LAHAN [MM5] [MM6] [MM7]**

1. Perselisihan lahan pada lokasi menara listrik No.5 di Balambano, Kecamatan Wasuponda, Kabupaten Luwu Timur, Provinsi Sulawesi Selatan. Lokasi lahan diklaim penduduk setempat sebagai milik mereka dan mengabaikan kepemilikan Hak Guna Usaha (HGU) yang diterbitkan Pemerintah untuk PT Vale, serta tak bersedia melepaskan kepemilikan kecuali ada pembayaran pada harga yang telah disepakati.

Land dispute at the site of electric tower No. 5 in Balambano, Wasuponda District, Luwu Timur Regency, South Sulawesi Province. The site was claimed by local residents as their land and refused to acknowledge the Land Utilization Certificate (HGU) issued by government for PT Vale, and unwilling to release the land unless there is compensation at agreed price.

2. Perselisihan lahan pada lokasi gardu PLTA Balambano, Kecamatan Wasuponda, Kabupaten Luwu Timur, Provinsi Sulawesi Selatan. Lahan telah digunakan PT Vale sejak tahun 1999, namun diklaim oleh petani setempat sebagai bekas lahan pertanian mereka berdasarkan pernyataan kepala desa dan tokoh masyarakat.

Land dispute at the site of Balambano Hydroelectric Power Plant switch yard, in Balambano, Wasuponda District, Luwu Timur Regency, South Sulawesi Province. The switch yard site has been used since 1999, but was claimed by local as their former farmland based on the statements of village head and community figures.

3. Klaim masyarakat setempat atas kepemilikan lahan gudang bahan peledak PT Vale, di Kecamatan Wasuponda, Kabupaten Luwu Timur, Provinsi Sulawesi Selatan. Masyarakat setempat menyatakan lahan adalah bekas lahan pertanian mereka, berdasarkan dokumen pembayaran yang dikeluarkan petugas pemerintahan di Kecamatan Wasuponda.

Claim from local residents to the land used as PT Vale's explosives warehouse, in Wasuponda District, Luwu Timur Regency, South Sulawesi Province. The local residents claimed the land used to be their farmland as proven by payment documents issued by government of Wasuponda District.

4. Perselisihan lahan ruas jalan *haul* pada jalur tambang Balonti – Petea milik PT Vale, yang diklaim sebagai milik masyarakat Desa Mahalona, Kecamatan Towuti, Kabupaten Luwu Timur, Provinsi Sulawesi Selatan. Mereka menuntut pemberian kompensasi lahan pengganti yang berlokasi di kawasan hutan lindung.

Land dispute on PT Vale's Balonti-Petea haul road, which was claimed to belong to local residents in Mahalona Village, Towuti District, Luwu Timur Regency, South Sulawesi Province. They demanded compensation for the land located in protected forest area.

5. Sebagai dampak dari pengelolaan air danau untuk mendukung pengoperasian PLTA milik PT Vale, sejumlah lahan pertanian pada tepian Danau Towuti menjadi tergenang selama musim penghujan. PT Vale melalui kesepakatan yang ditandatangani pada tahun 2000 dengan pemerintah dan masyarakat setempat, telah setuju memberikan kompensasi dengan mencetak 750 hektar sawah baru.

As an impact of PT Vale lake water management to support the operation of PT Vale's hydroelectric power plant, some farmlands on Lake Towuti shore were inundated during rainy season. PT Vale, through an agreement signed in 2000 with government and local community, had agreed to compensate by opening 750 hectares of new paddy fields.

6. Tuntutan warga Timampu, Kecamatan Towuti, Kabupaten Luwu Timur terkait ganti rugi lahan seluas 150 hektar, yang digunakan untuk pembangunan Bendung dan PLTA Larona, dengan nilai Rp153 miliar.

Demands of Timampu residents, Towuti District, Luwu Timur Regency regarding compensation for 150 hectares of land, which was used for the construction of weirs and Larona hydroelectric power plant, valued Rp153 billion.

**Upaya Penyelesaian**  
**Resolution Effort****LAND DISPUTE** [MM5] [MM6] [MM7]

PT Vale membayarkan sejumlah uang kepada masyarakat setempat sebagai bagian dari persetujuan pemakaian lahan mereka.

PT Vale paid a sum of money to the local residents as part of the agreement to utilize their land.

Dalam proses penyelesaian.

In the settlement process

Menyusul kesepakatan penjanjian pada tahun 1982 dan tahun 2000, tuntutan warga Timampu atas lahan tersebut sedang dalam proses penyelesaian saat ini. PT Vale sepakat membayarkan kompensasi Rp35juta per hektar. Dengan luasan lahan 144,43 hektar yang melibatkan 182 petani, total kompensasi yang akan dibayarkan pada tahun 2013 adalah sekitar Rp5 miliar.

Following agreements in 1982 and 2000, the demand of Timampu residents of the land is in the process of completion. PT Vale agreed to pay compensation of Rp35 million per hectare. With a land area of 144.43 hectares involving 182 farmers, the total compensation to be paid in 2013 was about Rp5 billion.

#### RELOKASI PENDUDUK ASLI [MM9]

1. Tahun 2010 dan 2011, PT Vale telah merelokasi 57 kepala keluarga dari suku Karunsie Dongi yang tinggal di lokasi operasi, ke tempat lain untuk mendapatkan kehidupan yang lebih baik.

In 2010 and 2011, PT Vale resettled 57 families of Karunsie Dongi tribe who live around its operation site, to other place for a better life.

#### LAINNYA [4.1] [EC6] [EC7] [EC8] [SO1]

1. Protes warga atas pengangkatan tiga Komisaris Independen karena dinilai mengabaikan aspirasi masyarakat.

Protest staged by residents over the appointment of three Independent Commissioners deemed as neglecting people's aspirations.

2. Aksi demonstrasi warga menuntut PT Vale mempertegas komitmen terhadap hak masyarakat lokal, termasuk rekrutmen tenaga kerja lokal.

Demonstrations staged by residents demanding PT Vale reaffirm commitment to the rights of local communities, including local workforce recruitment.

3. Unjukrasa warga terhadap hasil pengumuman tes masuk Program Pelatihan Industri (PPI) milik PT Vale, yang dinilai tidak transparan dan mengabaikan kesempatan bagi penduduk lokal.

Demonstrations staged by residents over the announcement of entrance test results of PT Vale Industrial Training Program (PPI), which is deemed not transparent and denying opportunities for local residents.

4. Unjukrasa warga menuntut supaya masyarakat tidak dibebani dengan biaya listrik atau digratiskan sebagai kompensasi atas pembangunan tiga PLTA.

Demonstrations staged by residents demanding free electricity charges as compensation for the construction of three hydroelectric power plants.

5. Unjuk rasa pekerja kontraktor lokal dengan tuntutan pemberdayaan kontraktor lokal.

Demonstration staged by local contractors' workers demanding the empowerment of local contractors.

6. Tuntutan sebagian warga Kecamatan Nuha agar PT Vale membuka akses menuju Pantai Salonsa di Danau Matano, yang ditutup selama dua tahun karena letaknya bersebelahan dengan kompleks perumahan pimpinan Perseroan.

Some of Nuha District residents demanded PT Vale open access to Salonsa Beach at Lake Matano, which was closed for two years due to its adjacent location to housing complex of the Company's executives.

7. Aksi warga menuntut transparansi dalam penyaluran dana *community developmen* (comdev) terutama untuk Kecamatan Wasuponda, Malili, Towuti dan Nuha.

Residents staged a protest demanding transparency in the disbursement of community development (comdev) funds, especially for Wasuponda, Malili, Towuti and Nuha districts.

## RESETTLEMENT INDIGENOUS PEOPLE [MM9]

PT Vale menyediakan infrastruktur dasar dan fasilitas pendukung, seperti perumahan, listrik, air bersih, jalan dan fasilitas umum lainnya.

PT Vale juga menyelenggarakan program pemberdayaan masyarakat untuk kelompok lokal guna memfasilitasi dan meningkatkan kesejahteraan hidup mereka setelah relokasi.

PT Vale provided basic infrastructures and facilities, such as housing, electricity, clean water, roads and other public facilities. PT Vale also carried out community development programs for local groups to facilitate and improve their livelihood after the relocation.

## OTHERS [4.1] [EC6] [EC7] [EC8] [SO1]

Perseroan memberikan penjelasan kepada masyarakat dan pemerintah tentang mekanisme pemilihan dan pengangkatan komisaris yang sudah sesuai dengan peraturan.

The Company provided an explanation to the people and government of the selection and appointment mechanisms of commissioners that has complied with the regulations.

Perseroan memberikan jawaban bahwa dalam melakukan rekrutmen tenaga kerja harus menaati prosedur pengutamaan tenaga kerja lokal. Proses rekrutmen dilakukan secara berjenjang mulai dari lingkup lokal, regional, nasional hingga internasional

The Company provided answers that worker recruitment must comply with the procedure of prioritizing local workforce. Recruitment is done in stages, starting from the local scope, regional, national to international scope.

Perseroan memberikan penjelasan bahwa mekanisme seleksi siswa PPI telah dilakukan dengan benar, melibatkan komunitas dan Pemerintah Kabupaten Luwu Timur.

The Company explained that the mechanism of PPI student selection has been done properly, involving the community and government Luwu Timur Regency.

Perseroan memberikan jawaban bahwa tidak ada bantuan listrik gratis yang diberikan. Sumbangan daya listrik sebesar 8 MW yang diberikan perusahaan kepada masyarakat Luwu Timur, dikelola langsung oleh PLN.

The Company provided an answer that there were never any assistance of free electricity. The 8 MW of electricity provided by the company to Luwu Timur residents was managed directly by PLN.

Perseroan memberikan penjelasan bahwa kontraktor lokal yang memenuhi kualifikasi memiliki kesempatan yang sama untuk bermitra dengan PT Vale. Namun seluruh persyaratan baik registrasi vendor, prakualifikasi, rencana keselamatan kerja, kompetensi teknis, finansial, dan lain-lain harus dipenuhi oleh kontraktor.

The Company explained that qualified local contractors have the same opportunity to partner with PT Vale. However, all requirements of both vendor registration, pre-qualification, safety plans, technical competence, financial, etc. must be fulfilled by the contractor.

Perseroan memberikan/membuka akses masyarakat umum ke area pemukiman karyawan dan fasilitas lainnya termasuk pantai Salonsa. Namun keamanan dan kenyamanan penghuni pemukiman karyawan harus mendapat jaminan melalui pemberlakuan peraturan keamanan dan keselamatan.

The Company opened public access to employee residential areas and other facilities including Salonsa Beach. However, the safety and comfort of occupants in the employee housing complex must be maintained through the application of security and safety regulations.

Perseroan memberikan penjelasan tentang implementasi kegiatan comdev beserta anggaran yang dialokasikan secara transparan. Protes dilakukan saat Perseroan sedang menyiapkan mekanisme baru implementasi comdev yang lebih transparan dan efektif.

The Company provided an explanation of the implementation of Comdev activities and their budget allocated transparently. The protest was staged when the Company was preparing new mechanism for more transparent and effective Comdev implementation.



# Daftar Istilah

## Glossary

A	
AFMA	ASEAN Federation of Mining Association
APD	Alat Perlindungan Diri   Personal Protective Equipment
ASA	Advanced Safety Agreement
B	
B3	Bahan Berbahaya dan Beracun   Hazardous and Toxic Material
Bapepam-LK	Badan Pengawasan Pasar Modal–Lembaga Keuangan   Capital Market and Financial Institution Supervisory Agency
Bijih/ Ore	Bagian dari endapan mineral yang diekstraksi   The economic portion of a mineral deposit that is extracted and processed
BBM	Bahan Bakar Minyak   Fuel Oil
BUMD	Badan Usaha Milik Daerah   Regional State Enterprise
C	
CEO	Chief Executive Officer
CFC	Chlorofluorocarbon
Comdev	Community Development
COO	Chief Operating Officer
Coso	Committee of Sponsoring Organizations of the Treadway Commission
CSR	Corporate Social Responsibility
D	
DoR	Day of Reflection
E	
EMS	Environmental Management System
F	
FCPA	Foreign Corrupt Practices Act
FIRM	Framework for Integrated Risk Management
FSPBI	Federasi Serikat Perjuangan Buruh Indonesia   Indonesian Federation of Labor Union of Struggle
FSP-KEP	Federasi Serikat Pekerja Kimia, Energi, Pertambangan, Minyak, Gas Bumi dan Umum   Federation of Chemical, Energy, Mining, Oil, Gas and General Labor Unions
G	
GRI	Global Reporting Initiative
H	
HAM	Hak Asasi Manusia   Human Rights
HSD	High Speed Diesel
HSFO	High Sulfur Fuel Oil

I	
ICSF	Integrated Contract System Framework
IMA	Indonesian Mining Association
IPAL	Instalasi Pengolahan Air Limbah   Water Treatment Plant
IPPKH	Izin Pinjam Pakai Kawasan Hutan   Forest Area Utilization Permit
K	
K3/ OHS	Kesehatan dan Keselamatan Kerja   Occupational Safety and Health
K3LH/ EHS	Kesehatan dan Keselamatan Kerja dan Lingkungan Hidup   Occupational Safety, Health and Environment
Kalsin	Produk yang dihasilkan tanur pereduksi dan berfungsi sebagai bahan untuk tanur peleburan listrik.   Calcine: The output of reduction kiln. Calcine serves as the feed material for our electric smelting furnaces.
KAN	Komite Akreditasi Nasional   National Accreditation Committee
Keppres	Keputusan Presiden   Presidential Decree
L	
Lapisan Sisa	Lapisan sisa bernilai rendah yang harus dibuang untuk mencapai bijih di daerah pertambangan.   Overburden: low-value waste layer that must be removed in order to access ore
LME	London Metal Exchange
LSM/ NGO	Lembaga Swadaya Masyarakat   Non-Governmental Organization
M	
MDGs	Millennium Development Goals
MHS	Major Hazard Standards
MMSS	Mining and Metals Sector Supplement
MPP	Masa Persiapan Pensiun   Retirement Preparation Period
MT	Metrik Ton/ Satuan yang digunakan dalam ukuran nikel dalam matte dan mineral lainnya, dimana satu metrik ton sama dengan 2.204,62 pon dan disajikan dalam ton.   Metric ton/unit is used to measure nickel in matte and other minerals, whereas 1 metric ton equals 2,204.62 pounds and displayed in ton.
MW	Mega Watt/ Satuan ukuran daya listrik 1.000.000 watt   Measure of power, 1,000,000 watts

N	
Nickel dalam matte	Produk setengah jadi yang dapat dijual secara komersial yang berasal dari bijih yang mengandung nikel. Nikel dalam matte merupakan produk utama.   An intermediate product in the production of commercially saleable nickel, made from nickel containing ores. Nickel in matte is our principal product.
O	
Ornop	Organisasi Non-Pemerintah   Non-governmental organization
P	
P2SKH	Prinsip-prinsip Sukarela Keamanan dan HAM/ Voluntary Principles on Security and Human Rights
PAD	Pendapatan Asli Daerah   Regional Revenue
Peleburan	Proses pengolahan kalsin, sebagai hasil dari tanur pereduksi, dilebur dengan tanur listrik untuk memisahkan terak dari campuran nikel-sulfur-besi yang terdapat dalam kalsin. Proses ini menghasilkan matte tanur listrik.   A process whereby calcine, the output of reduction kiln, is melted through the use of electric arc furnace, separating slag from the denser nickel-sulfur-iron mixture. This process produces electric furnace matte.
PKB/ CLA	Perjanjian Kerja Bersama   Collective Labor agreement
PLI	Pekan Lingkungan Indonesia   Indonesian Environment Week
PLTA	Pembangkit Listrik Tenaga Air   Hydroelectric Power Plant
PNBP	Penerimaan Negara Bukan Pajak   Non-tax State revenue
PPI	Program Pelatihan Industri   Industrial Training Program
R	
Rehabilitasi	Penanaman tanaman lokal di daerah revegetasi setelah satu sampai dua tahun untuk mengembalikan daerah ke bentuk alaminya.   Planting of native trees in revegetation areas after one to two years to restore each area to its original state
Reklamasi	Persiapan dan pembentukan permukaan tanah dari daerah purna tambang untuk mengatur erosi dan memungkinkan revegetasi.   Reclamation: The preparation and landscaping of mined-out areas in order to control erosion and allow revegetation

Revegetasi	Penanaman dengan tanaman penutup dan pelopor pada daerah pasca reklamasi.   Revegetation: the planting of cover crops and pioneer trees on post reclamation areas
RKL-RPL	Rencana Pengelolaan Lingkungan-Rencana Pemantauan Lingkungan   Environmental Management Plan-Environmental Monitoring Plan
RUPS/ GMS	Rapat Umum Pemegang Saham   General Meeting of Shareholders
S	
SMM	Sumitomo Metal Mining
SRG	Sustainability Reporting Guidelines
T	
Tambang	Jenis pertambangan di mana seluruh kegiatan penambangannya dilakukan di permukaan tanah.   Type of mining in which all mining activities carried out in the land surface.
Terbuka	Jenis pertambangan di mana seluruh kegiatan penambangannya dilakukan di permukaan tanah.   Type of mining in which all mining activities carried out in the land surface.
Tanur Pereduksi	Tabung panjang berputar dengan diameter besar yang digunakan untuk memanaskan bijih sampai 750 derajat celcius dan pada titik tersebut, bijih bereaksi secara kimiawi dan sudah siap untuk dimasukkan ke dalam tanur peleburan listrik.   Reduction Kiln: A long, large-diameter rotating cylinder that is used to heat ore to about 750 degrees Celcius. At this temperature the ore undergoes a chemical reaction, ready to be put into electric smelting furnace.
THR	Tunjangan Hari Raya   Religious Holiday Allowance
U	
UKM/ SME	Usaha Kecil dan Menengah   Small & Medium Enterprise
UU	Undang-Undang   Law
V	
VCL	Vale Canada Limited
VPA	Vectorial Project Analysis
VPS	Vale Production System



National  
Center for  
Sustainability  
Reporting

## Statement GRI Application Level Check Laporan Pengecekan Tingkat Aplikasi GRI

The National Center for Sustainability Reporting (NCSR) hereby states that PT VALE INDONESIA Tbk. has presented its 2012 Sustainability Report to NCSR Application Level Check Services, which have concluded that the report fulfills the requirement of Application Level A.

Application Levels communicate the extent to which the content of the GRI G3.1 guidelines and Mining and Metal Sector Supplement have been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines.

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Jakarta, 23 October 2013

Drs. Elmar Bouma, CSRA  
Director, NCSR

National Center for Sustainability Reporting (NCSR) dengan ini menyatakan bahwa PT VALE INDONESIA Tbk. telah menyampaikan Laporan Keberlanjutan 2012 kepada NCSR Application Level Check Services, yang menyimpulkan bahwa laporan telah memenuhi persyaratan Level Aplikasi A.

Tingkat Aplikasi memberi gambaran tentang sejauh mana pedoman GRI G3.1 dan Sektor Suplemen Pertambangan dan Metal telah diterapkan dalam laporan yang disampaikan. Kami menyatakan bahwa laporan tersebut telah memuat seperangkat pengungkapan yang disyaratkan dalam Level Aplikasi tersebut, dan indeks GRI telah disajikan dalam laporan tersebut secara memadai, sesuai dengan Pedoman GRI G3.1.

Tingkat Aplikasi ini bukan merupakan opini atas kinerja keberlanjutan maupun kualitas informasi yang dimuat dalam laporan tersebut.

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*The National Center for Sustainability Reporting (NCSR) is an independent and non-for profit organization, established in 2005 to promote sustainability reporting in Indonesia, Malaysia and Thailand. NCSR is registered as an organizational stakeholder member of the Global Reporting Initiative (GRI) since 2006.*

# Indeks GRI & Suplemen Sektor Pertambangan [3.12]

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<b>EN6</b>	Inisiatif untuk mengembangkan energi efisien atau energi terbarukan	20,35	Initiatives to provide energy efficient or renewable energy	<b>EN6</b>
<b>EN7</b>	Inisiatif untuk mengurangi konsumsi energi tidak langsung	35	Initiatives to reduce indirect energy consumption	<b>EN7</b>
<b>AIR</b>				<b>WATER</b>
<b>EN8</b>	Jumlah air terpakai	37,94	Total water withdrawal	<b>EN8</b>
<b>EN9</b>	Sumber air yang terpengaruh oleh pembuangan air	38	Water sources affected by withdrawal of water	<b>EN9</b>
<b>EN10</b>	Total volume air didaur ulang atau digunakan kembali	37	Total volume of water recycled or reused	<b>EN10</b>
<b>KEANEKARAGAMAN HAYATI</b>				<b>BIODIVERSITY</b>
<b>EN11</b>	Lokasi dan luas lahan yang berdekatan dengan area dilindungi	41	Location and size of land to protected areas	<b>EN11</b>
<b>EN12</b>	Dampak signifikan terhadap keanekaragaman hayati	43	Significant impacts on biodiversity	<b>EN12</b>
<b>EN13</b>	Habitat dilindungi atau direstorasi	42,95	Habitats protected or restored	<b>EN13</b>
<b>EN14</b>	Mengelola dampak terhadap keanekaragaman hayati	42,43,96	Future plans for managing impacts on biodiversity	<b>EN14</b>
<b>EN15</b>	Jumlah spesies terlindungi berdasarkan daftar merah IUCN	96	Number of IUCN Red List species	<b>EN15</b>
<b>EMISI, EFLUEN DAN LIMBAH</b>				<b>EMISSION, EFFLUENT AND WASTE</b>
<b>EN16</b>	Jumlah gas rumah kaca langsung dan tak langsung	97,33	Total direct and indirect greenhouse gas emissions	<b>EN16</b>
<b>EN17</b>	Gas rumah kaca lainnya	97,33	Other indirect greenhouse gas emissions	<b>EN17</b>
<b>EN18</b>	Inisiatif mengurangi emisi gas rumah kaca	33,97	Initiatives to reduce greenhouse gas emissions	<b>EN18</b>
<b>EN19</b>	Emisi penyebab penipisan lapisan ozon	97,32	Emissions of ozone-depleting substances	<b>EN19</b>
<b>EN20</b>	NOx, SOx dan emisi udara lain	31,32,91	NOx, SOx, and other significant air emissions	<b>EN20</b>
<b>EN21</b>	Jumlah air terbuang	38,94	Total water discharge	<b>EN21</b>
<b>EN22</b>	Pengolahan limbah	39,40,36,95	Disposal method	<b>EN22</b>
<b>EN23</b>	Jumlah dan volume tumpahan	97	Total number and volume of spills	<b>EN23</b>
<b>EN24</b>	Berat limbah B3 yang diangkut, diimpor, diekspor atau dikelola	39	Weight of transported, imported, exported, or treated hazardous waste	<b>EN24</b>
<b>EN25</b>	Keanekaragaman hayati di badan air	38	Water body biodiversity	<b>EN25</b>
<b>PRODUK DAN JASA</b>				<b>PRODUCTS AND SERVICES</b>
<b>EN26</b>	Inisiatif untuk mitigasi pengaruh produk dan jasa terhadap lingkungan	47,97,98	Initiatives to mitigate environmental impacts of products and services	<b>EN26</b>
<b>EN27</b>	Persentase produk terjual dan penarikan kemasan	97,24	Percentage of products sold and packaging reclaimed	<b>EN27</b>
<b>KEPATUHAN</b>				<b>COMPLIANCE</b>
<b>EN28</b>	Sanksi denda ketidakpatuhan pada peraturan lingkungan	47	Sanctions for non-compliance with environmental laws	<b>EN28</b>
<b>TRANSPORTASI</b>				<b>TRANSPORTATION</b>
<b>EN29</b>	Dampak lingkungan akibat transportasi produk	20,32,98	Environmental impacts of transporting products	<b>EN29</b>

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<b>LA2</b>	Tingkat perputaran karyawan	52,100,101	Employee turn over	<b>LA2</b>
<b>LA3</b>	Kompensasi bagi karyawan tetap dan tidak tetap	54	Compensation for permanent and temporary employee	<b>LA3</b>
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<b>LA5</b>	Waktu pemberitahuan minimum	62	Minimum notice period(s)	<b>LA5</b>
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<b>LA7</b>	Peristiwa kecelakaan kerja	58	Rates of work accident	<b>LA7</b>
<b>LA8</b>	Pendidikan, pelatihan, konseling, pencegahan dan pengendalian risiko penyakit serius	59,70,74,102	Education, training, counseling, prevention, and risk-control programs regarding serious diseases	<b>LA8</b>
<b>LA9</b>	Topik kesehatan dan keselamatan PKB	57	Health and safety topics covered in formal agreements with trade unions	<b>LA9</b>
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<b>HR2</b>	Persentase dari pemasok, kontraktor dan mitra bisnis yang telah mendapatkan pengawasan HAM	61	Percentage of significant suppliers, contractors, and other partners that have undergone human rights screening	<b>HR2</b>
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## INDIKATOR SUPLEMEN SEKTOR LOGAM DAN TAMBANG METALS AND MINING SECTOR SUPPLEMENT (MMSS) INDICATORS

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## LEMBAR UMPAN BALIK

### FEEDBACK FORM

Guna meningkatkan Laporan Keberlanjutan pada tahun-tahun mendatang, Perseroan berharap kesediaan Bapak/Ibu/Saudara untuk mengisi kuisoner yang telah disiapkan, dan mengirimkannya kembali kepada kami.

In our effort to improve the Sustainability Report in the coming years, please kindly answer this questionnaire and send it back to us.

1. Menurut Anda, Laporan Keberlanjutan ini telah memberikan informasi mengenai pelaksanaan pemenuhan tanggung jawab sosial perusahaan oleh PT Vale Indonesia Tbk.

This Sustainability Report has provided information regarding corporate social responsibility implementation by PT Vale Indonesia Tbk.

**SETUJU** AGREE       **TIDAK TAHU** DON'T KNOW       **TIDAK SETUJU** DISAGREE

2. Menurut Anda, materi dalam Laporan Keberlanjutan ini mudah dimengerti dan dipahami.

Materials in this Sustainability Report are easy to comprehend and understand.

**SETUJU** AGREE       **TIDAK TAHU** DON'T KNOW       **TIDAK SETUJU** DISAGREE

3. Menurut Anda, materi yang disajikan dalam Laporan Keberlanjutan ini sudah cukup lengkap.

Materials presented in this Sustainability Report are fairly complete.

**SETUJU** AGREE       **TIDAK TAHU** DON'T KNOW       **TIDAK SETUJU** DISAGREE

4. Menurut Anda, materi yang disajikan dalam Laporan Keberlanjutan ini dapat dipertanggungjawabkan kebenarannya.

Materials presented in this Sustainability Report are accountable.

**SETUJU** AGREE       **TIDAK TAHU** DON'T KNOW       **TIDAK SETUJU** DISAGREE

5. Menurut Anda, bagaimana tampilan Laporan Keberlanjutan ini, baik dari isi, desain dan tata letak, serta foto-foto yang disajikan?

What do you think about the presentation of this Sustainability Report, from content, design and layout, as well as accompanying photos?

- a. ....
- b. ....
- c. ....

6. Informasi apa saja yang dirasakan bermanfaat dari Laporan Keberlanjutan ini?

Which information that you find useful in this Sustainability Report?

- a. ....
- b. ....
- c. ....

7. Informasi apa saja yang dirasakan kurang bermanfaat dari Laporan Keberlanjutan ini?

Which information that you find less useful in this Sustainability Report?

- a. ....
- b. ....
- c. ....

8. Informasi apa saja yang dirasakan kurang dan harus dilengkapi dalam Laporan Keberlanjutan mendatang?

What information do you think is insufficient and need to be improved in the next Sustainability Report?

- a. ....
- b. ....
- c. ....

**PROFIL ANDA** YOUR PROFILE

Nama Lengkap : .....

Full Name

Pekerjaan : .....

Occupation

Nama Lembaga/Perusahaan : .....

Institution/Company

Jenis Kelembagaan/Perusahaan :  Pemerintah  Industri  Media  LSM  
Type of Institution/Company Government Industry Media NGO

Masyarakat  Pendidikan  Lain-lain  
Community Education Others

Mohon agar formulir ini dikirimkan kembali kepada:

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