

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM (OSHMS)

[403-1, 403-8]

To support the smooth running of operation, TelkomGroup is trying to create a decent and safe work environment. We apply Occupational Safety and Health Management System (OSHMS). The implementation of (OSHMS) refers to Regulation of the Board of Directors No. 37 Year 2010 regarding Company Security and Safety Management Policy on October 26, 2010 (KD No. 37/2010). OSH aspect is also regulated in PKB VIII Article 51 where there is a statement that "Telkom is required to carry out occupational safety and health program in accordance with applicable laws and regulation".

The application of OSH does not only apply to employee, but also for vendor or stakeholder in our work area. OSH is strictly implemented in all project location carried out by TelkomGroup. Every job is carried out both by TelkomGroup employee and partner must pay attention to various work safety procedure that apply in TelkomGroup.

HAZARD IDENTIFICATION AND INCIDENT REPORTING [403-2]

Every person must be responsible for their own safety and increase awareness of others' safety and work environment when they were. The incident reporting mechanism in TelkomGroup refers to KD No. 37/2010. The incident can be reported in security and safety unit in the regional office or at Telkom head office. We have identified several types of high-risk work, namely:

1. Work at height;
2. Work at risk of high voltage;
3. Work at ground tank;
4. Work at manhole; and
5. Work at optical splicing.

Periodically, monitoring and evaluating the potential hazard and OSH risk in TelkomGroup work environment to prepare risk mitigation.

OSH FACILITIES [403-3, 403-6]

To support employee health at the workplace, Telkom provides health facilities in accordance with Resolution of the Director of Human Capital & General Affairs of the Company's (Persero) KR.08/PS600/COP-B0012000/2008 regarding Guidelines for Implementation of Health Services for Employees and their families. The available health facilities namely:

1. General and dental polyclinic;
2. Gym;
3. Lactation room;
4. Basic life support simulation room; and
5. Midwifery check-up.

In addition, Telkom has *Yayasan Kesehatan* (YAKES) or health foundation to manage employee's health. YAKES is responsible for planning, controlling and maintaining employee's health, retirees and families, organizing polyclinics in head office, counseling, physical promotive, as well as company hygiene and work safety.

COMMUNICATION, SOCIALIZATION, AND CONSULTATION RELATED TO OSH [403-4]

To increase employee awareness and partner within TelkomGroup environment on the importance of OSH, we always communicate OSH aspect on various occasions. TelkomGroup also seeks to instill OSH into corporate culture. Communication, socialization, and OSH consultation activities are realized through the following programs:

1. Safety Talk;
2. Safety Risk Observation Round (SROT);
3. Check list for working readiness;
4. Management Visit;
5. HSE Patrol;
6. HSE Training;
7. Manufacture and Installation of HSE Signs;
8. HSE Team Meeting;
9. Basic Life Support (BLS); and
10. Formation of Emergency Response Team.

TRAINING RELATED TO OSH [403-5]

We hold various OSH training for employee with the aim of increasing their awareness and expertise in order to reduce the risk of work accident. There are some compulsory training and special training in accordance with certain jobs and the risk of their work.

OSH Training Data in 2022

Type of Training	Number of Employees	Number of Training Hours
General OSH Expert	568	4,797
OSH Firefighter Type D	12	100.6
OSHMS Auditor Certification	27	1,041
Total	607	5,938.6

OCCUPATIONAL DISEASES PREVENTION [403-10]

TelkomGroup identified several Occupational Diseases, including:

1. Physical: Electrocuted, noise, dim lighting and ergonomic factor that can cause physical fatigue, muscle pain, bone deformity, changes in shape due to the position of the chair and table when used do not meet ergonomic requirement.
2. Infection: Contracted from Corona virus through office or workplace.
3. Chemical: Daily chemicals (eg: floor cleaners) that can cause skin diseases such as dermatitis, common in GSD colleagues.
4. Psychological: Lack of work-life balance. Severe and continuous work demands can cause burnout or mentally exhausted.

As part of monitoring occupational health, every employee has the right to routine Medical Check Up (MCU).

OSH PERFORMANCE REPORT [403-9]

TelkomGroup implements OSHMS in accordance with industry best practices and international standard. Throughout 2022, we note that all areas of Regional Offices and Telecommunication Regional Offices (Witel) have received Golden Flag certification from the Ministry of Manpower of the Republic of Indonesia.

OSH PREVENTION AND MITIGATION THAT DIRECTLY IMPACT BUSINESS RELATIONSHIP [403-7]

In the operating value chain, Telkom always seeks OSH management system runs well so that it does not have a negative impact or hamper business relationship. We always take into account the risk of OSH to work partner or vendor. We will invest adequate resource to ensure that everyone who works in TelkomGroup environment remains safe, regardless of who is doing the work.

Telkom has procedure and safety guideline, as well as extensive operation with detailed guideline on safety protocol, especially at project location and tower. Some implementation is mandatory to reduce the accident incident, namely by running a Check List of safe work readiness and Safety Talk, also conduct direct supervision in the field through HSE Patrol and Management Visit. In addition, we also ensure vendor compliance with safety standard and certification.