

Pelibatan Pemangku Kepentingan ^[2-29]

Stakeholders Engagement

Perseroan telah melakukan identifikasi pemangku kepentingan di seluruh wilayah operasional berdasarkan metodologi identifikasi yang sesuai dengan AA100 Stakeholder Engagement Standard (AA100SES) dan ISO 26000. Dalam proses identifikasi ini, beberapa kelompok pemangku kepentingan yang memiliki pengaruh langsung terhadap keberlanjutan Perseroan. Pelibatan pemangku kepentingan dilakukan melalui metode beragam, dengan pendekatan pemenuhan kebutuhan untuk memberikan alternatif penyelesaian terhadap keluhan yang disampaikan oleh setiap pemangku kepentingan.

The Company has conducted stakeholders identification across all operational sites based on an identification methodology in line with the AA100 Stakeholder Engagement Standard (AA100SES) and ISO 26000. In this identification process, several stakeholder groups with direct influence on the sustainability of the Company were identified. Stakeholders engagement is carried out through various methods, with a need-based approach to provide alternative solutions to address concerns raised by each stakeholders.

Kelompok Pemangku Kepentingan Stakeholder Group	Basis Penetapan/Identifikasi Basis for Determination/Identification	Metode Pelibatan Engagement Method	Frekuensi Pertemuan Frequency of Meeting	Topik Pembahasan Topic of Discussion
Pemegang Saham Shareholders 	D, R, I, P	• Publikasi rutin • Rapat Umum Pemegang Saham (RUPS) • Kunjungan Lapangan (Site Visit) • Routine publication • General Meeting of Shareholders (GMS) • Site Visit	Periodik Periodic	• Penentuan RKAP • Pencapaian KPI • Pelaksanaan Hak-hak Pemegang Saham • Pertanggungjawaban kinerja ekonomi, lingkungan dan sosial Perseroan • Determination of RKAP • KPI Achievement • Implementation of Shareholders' Rights • Accountability for the Company's economic, environmental and social performance
Pemerintah Government 	D, R, T, I, DP, P	• Support event dan kegiatan • Stakeholders Engagement • Audiensi/Koordinasi • Supporting events and activities • Stakeholders Engagement • Audience/Coordination	Periodik Periodic	• Regulasi Regulation • Perijinan Licensing • Kebijakan Publik Public Policy • Legislasi Legislation • Kolaborasi dengan Pemerintahan Collaboration with the Government



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Masyarakat, Lembaga Swadaya Masyarakat Community, Non-Governmental Organizations 	D, R, T, I, DP, P	- Sarana Pengaduan Masyarakat - Stakeholders Engagement - Program CSR (TJSL, PPM, PUMK) - Community Complaint Media - Stakeholders Engagement - CSR Programs (TJSL, PPM, PUMK)	Periodik Periodic	- Pengelolaan Dampak Aktivitas Pertambangan - Sosialisasi Program CSR - Pemberdayaan Masyarakat - Mining Activity Impact Management - Socialization of CSR Programs - Community Empowerment
Karyawan Employees 	D, R, T, I, P	- Pertemuan Ikatan Karyawan Timah (IKT) dengan Manajemen - Survei Opini Karyawan - Meeting between ikatan Karyawan Timah (IKT) and the Management - Employee Opinion Survey	Periodik Periodic	- Hak-hak dan kewajiban karyawan - Kesetaraan kesempatan - Pengembangan karier - Penyelesaian Pengaduan dan pelanggaran - Jaminan pensiun - Perjanjian Kerja Bersama (PKB) - Keselamatan dan Kesehatan kerja (K3) - Employee rights and obligations - Equal opportunities - Recruitment process - Complaints and violations resolution - Pension Guarantee-Collective Labor Agreement (CLA) - Occupational Safety and Health (K3)
Pelanggan Customers 	D, R, I, P	- Survei Indeks Kepuasan Pelanggan - Customer Satisfaction Index Survey	Periodik Periodic	- Kualitas Produk - Kualitas Layanan - Jaminan atas standar produk - Ekspektasi Pelanggan - Produk yang Bertanggung Jawab - Product Quality - Service Quality - Insurance of product standards - Customer Satisfaction - Responsible Products
Pemasok Supplier 	D, R, T, P	- Proses Pengadaan Barang/Jasa - Pertemuan dengan pemasok lain - Goods/Procurement Process - Meeting with other suppliers	Insidental Incidental	- Peningkatan keikutsertaan pemasok lokal - Penjagaan terhadap komitmen bisnis - Increasing the participation of local suppliers - Maintaining business commitment

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Regulator 	D, R, T, I, DP	• Pertemuan Bipartit • Pertemuan Tripartit • Kunjungan Lapangan • Bipartite meeting • Tripartite meeting • Site Visit	Insidental Incidental	• Pengelolaan dampak ekonomi, lingkungan dan sosial • Sosialisasi dan penyaluran bantuan • Pendampingan dan Pemberdayaan Masyarakat • Kolaborasi dan konsultasi • Evaluasi dan pemantauan kebijakan • Management of economic, environment and social impacts • Socialization and distribution of assistance • Community Empowerment • Collaboration and Consultation • Policy Evaluation and Monitoring
Media 	T, I, DP	• Media Monitoring Harian • Media Gathering • Siaran Pers • Daily monitoring media • Media Gathering • Press Release	Insidental Incidental	• Menyampaikan informasi terkait kinerja Perseroan ke masyarakat luas • Hubungan harmonis seluruh pihak • Sosialisasi dan penyaluran dana CSR • Kepatuhan terhadap Regulasi • Reputasi Perseroan • Submitting information related to the Company's performance to the public • Harmonious relations with all parties • Dissemnation and disbursement of CSR funds • Compliance with the Regulations • Company Reputation
Akademisi Academics 	T, I, DP	• Dukungan Penyelenggaraan • Event dan Kegiatan • Stakeholders Engagement • Supporting the organization of events and activities • Stakeholders Engagement	Insidental Incidental	• Kajian dan penelitian terkait aktivitas pertambangan • Pendidikan dan pelatihan • Studies and Research on Mining activities • Education and Training

Catatan | Notes: Dependency (D); Responsibility (R); Tension (T); Influence (I); Diverse Perspective (DP); Proximity (P).