

ANTAM melaksanakan Program Pascatambang berdasarkan pada Keputusan Menteri ESDM Nomor 1827/K/MEM/30/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik. Komitmen ANTAM untuk menyiapkan Rencana Pascatambang juga ditetapkan berdasarkan Keputusan Direksi Nomor: 644.K/026/ DAT/2017. Keputusan tersebut berisi tentang rencana penutupan tambang yang harus dilakukan semaksimal mungkin dan harus memberikan manfaat keberlanjutan baik ekonomi dan sosial bagi masyarakat sekitar.

Tanggung jawab tersebut ANTAM tuangkan dalam rencana strategis Perusahaan, yaitu Dokumen Rencana Pascatambang (RPT). Dokumen RPT juga menjadi panduan bagi ANTAM untuk memulihkan fungsi alam dan fungsi sosial di setiap wilayah operasional setelah kegiatan tambang berakhir. ANTAM memiliki kewajiban untuk mereklamasi lahan sesuai peruntukannya, sehingga lahan bekas tambang dapat berfungsi dan bermanfaat kembali.

Pada proses perencanaannya, ANTAM bersinergi dengan Pemerintah Daerah, Lembaga Swadaya Masyarakat (LSM), Lembaga Pendidikan dan pemangku kepentingan lainnya, termasuk masyarakat setempat. Sementara dalam pelaksanaannya, ANTAM memberikan perhatian khusus pada potensi sumber ekonomi di tiap daerah yang bisa dikembangkan. Beberapa di antaranya seperti di bidang pertanian, perikanan, peternakan, dan pengolahan hasil untuk meningkatkan nilai tambah agar bisa dikembangkan hingga mencapai hasil maksimal.

HAK ASASI MANUSIA

Dalam menjalankan setiap aktivitas operasional, ANTAM selalu menghormati prinsip-prinsip Hak Asasi Manusia (HAM). Hal tersebut Perusahaan terapkan sesuai dengan Deklarasi Universal Hak Asasi Manusia, Konvensi-konvensi utama Lembaga Buruh Internasional (ILO), serta Prinsip-prinsip Panduan Bisnis dan Hak Asasi Manusia Perserikatan Bangsa-Bangsa. Penghormatan terhadap hak asasi juga merupakan bagian dari budaya "AKHLAK" ANTAM.

Dalam melaksanakan kegiatan operasional, ANTAM berhubungan dengan masyarakat sekitar tambang, termasuk masyarakat adat. Penting bagi ANTAM untuk menjunjung tinggi hak-hak mereka melalui praktik usaha yang adil dan transparan, serta membangun hubungan yang konstruktif termasuk mendorong upaya-upaya penyelesaian *win-win solution*.

ANTAM carries out the Post-mining Program based on the Decree of the Minister of Energy and Mineral Resources Number 1827/K/MEM/30/2018 concerning Guidelines for the Implementation of Good Mining Engineering Principles. ANTAM's commitment to prepare a Post-mining Plan is also stipulated based on Board of Directors Decree Number: 644.K/026/ DAT/2017. The decision contains a mine closure plan that must be conducted to the maximum extent possible and must provide both economic and social sustainability benefits for the surrounding community.

ANTAM expresses this responsibility in the Company's strategic plan, namely the Post-Mining Plan (RPT) Document. The RPT document is also a guide for ANTAM to restore natural and social functions in each operational area after mining activities end. ANTAM has an obligation to reclaim land according to its designation, so that ex-mining land can function and be useful again.

In the planning process, ANTAM synergizes with Local Government, Non-Governmental Organizations (NGOs), Educational Institutions and other stakeholders, including local communities. While in its implementation, ANTAM pays special attention to the potential economic resources in each region that can be developed. Some of them are in the fields of agriculture, fisheries, livestock, and processing of products to increase added value so that they can be developed to achieve maximum results.

HUMAN RIGHTS

In carrying out every operational activity, ANTAM always respects the principles of human rights. This is implemented by the Company in accordance with the Universal Declaration of Human Rights, the main Conventions of the International Labor Organization (ILO), and the United Nations Guiding Principles on Business and Human Rights. Respect for human rights is also part of ANTAM's "AKHLAK" culture.

In carrying out operational activities, ANTAM comes into contact with communities around the mining area, including indigenous communities. It is important for ANTAM to uphold their rights through fair and transparent business practices, as well as building constructive relationships including encouraging win-win solution efforts.

Perlindungan Hak-hak Masyarakat Adat

ANTAM memahami, bahwa dalam menjalankan seluruh kegiatan operasional Perusahaan, keberadaan masyarakat menjadi bagian yang tidak dapat dipisahkan. Oleh karena itu, ANTAM senantiasa menghormati dan menjunjung tinggi perlindungan atas hak-hak masyarakat setempat, termasuk hak-hak ulayat masyarakat adat yang berada di lima area operasional Perusahaan, yaitu UBP Nikel Kolaka dan UBP Nikel Konawe Utara di Sulawesi Tenggara, UBP Nikel Maluku Utara di Maluku Utara, UBP Emas di Jawa Barat, serta UBP Bauksit Kalimantan Barat di Kalimantan Barat.

Dalam implementasinya, ANTAM secara rutin berupaya untuk menjalin komunikasi dua arah kepada seluruh pemangku kepentingan guna memahami dan menangkap aspirasi yang berkaitan dengan aspek sosial, ekonomi dan budaya lokal. Sehingga, di setiap lokasi penambangan, ANTAM mampu mengutamakan hak-hak adat masyarakat setempat, terlebih pada wilayah yang bersinggungan langsung dengan wilayah adat masyarakat setempat. Meskipun secara geografis wilayah operasional Perusahaan berdekatan dengan suku terasing seperti Dayak di Kalimantan Barat dan Togutil di Maluku Utara, namun ANTAM tidak melanggar hak-hak masyarakat adat setempat. Sepanjang tahun 2022, tidak terdapat insiden yang berkaitan dengan pelanggaran peraturan adat mereka. [GRI 411-1] [GRI 2-23]

Grievance Mechanism dan Penanganan Keluhan Terkait HAM

ANTAM selalu memastikan tidak adanya praktik diskriminasi dalam segala kegiatan usaha di seluruh wilayah operasional. Setiap pelanggaran yang terkait Hak Asasi Manusia (HAM) akan Perusahaan tindaklanjuti sesuai mekanisme pengaduan. Mekanisme ini bertujuan untuk memastikan pengaduan ditangani dengan itikad baik, melalui proses yang transparan dan tidak memihak, serta tetap dapat diterima dari aspek budayanya. Keluhan yang disampaikan dikelola melalui proses yang transparan, mudah diterima oleh semua segmen masyarakat yang terdampak serta pemangku kepentingan lainnya, dan dilakukan tanpa biaya.

RELOKASI, REMEDIASI, DAN KOMPENSASI KEPADA MASYARAKAT TERDAMPAK

[GRI 2-25]

Pada pembukaan wilayah operasional yang bersinggungan dengan wilayah adat istiadat maupun masyarakat sekitar yang bermukim di wilayah tersebut, ANTAM selalu mengedepankan prinsip kehati-hatian melalui pendekatan yang

Protection of Indigenous Peoples' Rights

ANTAM understands that in carrying out all of the Company's operational activities, the presence of the community is an inseparable part. Therefore, ANTAM always respects and upholds the protection of the rights of local communities, including the customary rights of indigenous communities located in five operational areas of the Company, namely Kolaka Nickel Mining Business Unit and North Konawe Nickel Mining Business Unit in Southeast Sulawesi, North Maluku Nickel Mining Business Unit in North Maluku, Gold Mining Business Unit in West Java, and also West Kalimantan Bauxite Mining Business Unit in West Kalimantan.

In its implementation, ANTAM continuously strives to establish two-way communication with all stakeholders to understand and capture aspirations related to local social, economic and cultural aspects. Thus, in every mining location, ANTAM is able to prioritize the customary rights of local communities, especially in areas that directly intersect with the customary territories of local communities. Although the Company's operational areas are geographically close to alienated tribes such as Dayak in West Kalimantan and Togutil in North Maluku, ANTAM does not violate the rights of local indigenous peoples. Throughout 2022, there were no incidents related to violations of their customary regulations. [GRI 411-1] [GRI 2-23]

Grievance Mechanism and Complaints Handling Related to Human Rights

ANTAM always ensures the absence of discriminatory practices in all business activities in all operational areas. Any violation related to human rights will be followed-up by the Company in accordance with the complaint mechanism. This mechanism aims to ensure that complaints are handled in good faith, through a transparent and impartial process, and remain culturally acceptable. Grievances are managed through a process that is transparent, accessible to all segments of the affected communities and other stakeholders, and conducted at no cost.

RELOCATION, REMEDIATION, AND COMPENSATION TO THE AFFECTED COMMUNITIES

[GRI 2-25]

In opening operational areas that intersect with customary areas and surrounding communities who live in the area, ANTAM always prioritizes the prudent principle through a good approach. For example, the Company will relocate settlements