

Pupuk Indonesia memiliki struktur tim pengembangan dan implementasi Environmental, Social, Proses-dan-Perkembangan-Pemasaran Governance (ESG) yang dilegalisir oleh Direktur Utama PT Pupuk Indonesia. Tim ESG terdiri dari Direktur di tingkat divisi dan Wakil direktur utama sebagai orang yang bertanggung jawab dalam menjaga aspek kesinambungan berdasarkan bidangnya masing-masing. Direktur Utama berperan dalam memberikan pengarahan dan melakukan pengawasan atas kegiatan keberlanjutan yang dilakukan.

Susunan Tim Implementasi ESG

Pengarah	Direktur Utama PT Pupuk Indonesia (Persero)
Penanggung Jawab	Wakil Direktur Utama Direktur Operasi & Produksi Direktur Keuangan Direktur Transformasi Bisnis Direktur SDM Direktur Pemasaran Direktur Pengembangan Usaha Direktur Manajemen Risiko
Penasihat Tim ESG	SVP Sekretaris Perusahaan

Lingkup tanggung jawab

Pejabat	Aspek Keberlanjutan
Ketua Tim ESG SPM Green Energy, Blue & Green Ammonia	Roadmap dan strategi jangka panjang
Ketua Bidang Environmental SVP Operasi & K3LH SVP IFRI VP K3LH VP Sinergi Teknologi & Operasi (Koordinator Bidang Environmental)	Lingkungan, iklim, Biodiversitas, kesehatan dan keselamatan kerja, Pencegahan kecelakaan, air, limbah, pengelolaan limbah, tanggap darurat, rehabilitasi
Ketua Bidang Sosial SVP TJSL Koordinator Bidang Sosial VP Pengelolaan TJSL & VP Pengelolaan CSV	Standar pemasok sosial, Keterlibatan & pengembangan masyarakat
Ketua Bidang Governance SVP Tata Kelola & Kepatuhan Koordinator Bidang Governance & Manajemen Risiko	Tata kelola perusahaan, etika perusahaan, hubungan pemangku kepentingan, strategi komunikasi

VP Tata Kelola & VP Kepatuhan	
Koordinator Bidang SDM dan Budaya SPV Manajemen Pengembangan SDM	Keragaman, hak asasi manusia, inklusivitas, perekrutan karyawan, retensi & pengembangan
koordinator Bidang Pengembang Startegis VP Perencanaan & Pengelolaan Investasi VP Perencanaan Strategis	Green Investment
Koordinator Bidang Keuangan VP Pendanaan Investasi & Pasar Modal	Sustainable financing
Koordinator Bidang Sistem Manajemen & Teknologi Informasi VP Sistem Manajemen & VP Teknologi Informasi	Keamanan siber
Koordinator Bidang Pengadaan & Pemasaran VP Strategi & Evaluasi Pengadaan	Green Procurement

Pupuk Indonesia has a team structure for the development and implementation of Environmental, Social, Governance (ESG) which is legalized by the President Director of PT Pupuk Indonesia. The ESG team consists of Directors at the division level and Deputy President Directors as the person responsible for maintaining sustainability aspects based on their respective fields. The President Director plays a role in providing direction and supervising the sustainability activities carried out.

ESG Implementation Team Composition

Steering Committee	President Director of Pupuk Indonesia (Persero)
Person in Charge	Deputy President Director Director of Operations & Production Director of Finance Director of Business Transformation Director of Human Resources Director of Marketing Director of Business Development Director of Risk Management
ESG Team Advisor	SVP Corporate Secretary

Scope of Responsibilities

Officials	Sustainability Aspects
ESG Team Leader SPM Green Energy, Blue & Green Ammonia	Roadmap and Long-Term Strategy
Head of Environmental Division SVP Operations & HSE Environmental Coordinator SVP IFRI, VP HSE, VP Technology & Operations Synergy	Environment, climate, biodiversity, occupational health and safety, accident prevention, water, waste management, emergency response, and rehabilitation.
Head of Social Division SVP Social Responsibility & Sustainability (TJSL) Social Coordinator VP TJSL Management & VP CSV Management	Social standards and promoting community engagement and development.
Head of Governance Division SVP Governance & Compliance Governance and Risk Management Coordinator VP Governance & VP Compliance	Corporate governance, corporate ethics, stakeholder relations, and communication strategy.

<p>HR and Culture Coordinator SPV Human Resources Development Management</p>	<p>Diversity, human rights, inclusivity, employee recruitment, retention, and development.</p>
<p>Strategic Development Coordinator VP Investment Planning & Management VP Strategic Planning</p>	<p>Green Investment</p>
<p>Finance Coordinator VP Investment Funding & Capital Market</p>	<p>Sustainable financing</p>
<p>Management Systems & IT Coordinator VP Management Systems & VP Information Technology</p>	<p>Cybersecurity</p>
<p>Procurement & Marketing Coordinator VP Procurement Strategy & Evaluation</p>	<p>Green Procurement</p>