

SCM SURYA
CITRA
MEDIA

PT SURYA CITRA MEDIA TBK



2020

Laporan Keberlanjutan
Sustainability Report

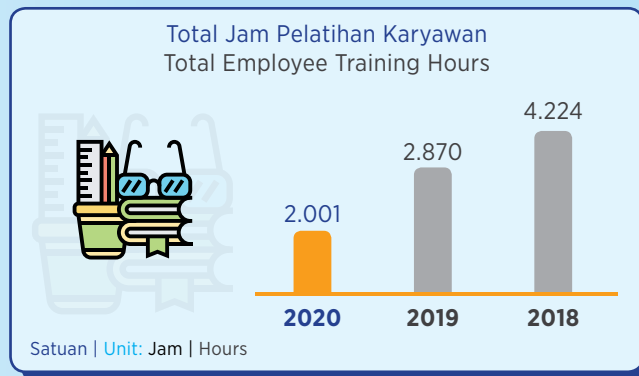
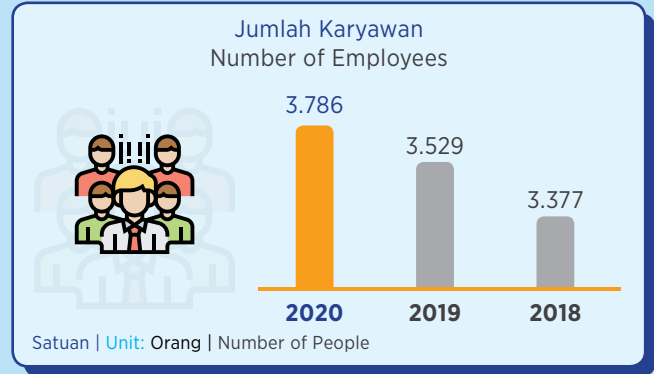
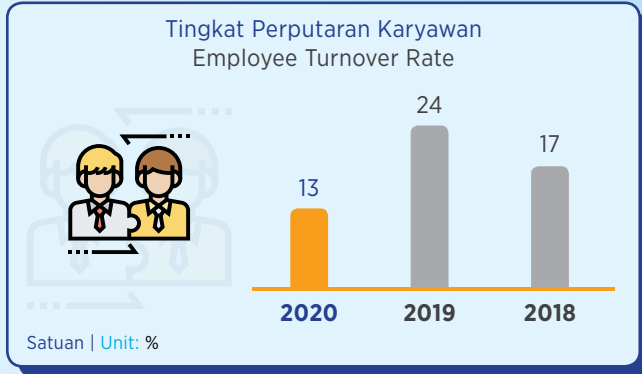


Daftar Isi

Table of Contents

Penjelasan Direksi Board of Director's Message	7
Dukungan Kami pada Keberlanjutan Our Support to Sustainability	11
Topik Keberlanjutan Our Sustainability Topics	12
Kinerja Lingkungan Environmental Performance	15
Pengendalian Emisi dan Efisiensi Energi Emission Control and Energy Efficiency	16
Kinerja Sosial Social Performance	19
Ketenagakerjaan Employment	19
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	25
Pendidikan dan Pelatihan Karyawan Employee Education and Training	28
Perilaku Kompetitif Competitive Behavior	29
Etika Media Media Ethics	30
Tanggung Jawab Sosial Perusahaan Corporate Social Responsibility	32
Tata Kelola Keberlanjutan dan Kinerja Ekonomi Sustainability Governance and Economic Performance	34
Tata Kelola Keberlanjutan Sustainability Governance	35
Kebijakan Standar Perilaku, Antikorupsi, dan Pelaporan Pelanggaran Policy on Code of Conduct, Anti-Corruption, and Whistleblowing	39
Pelibatan Pemangku Kepentingan Stakeholder Engagement	41
Kinerja Ekonomi Economic Performance	45

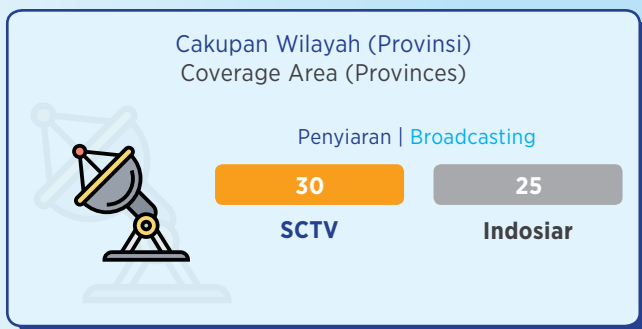
Ikhtisar Highlight



Tingkat Kepemirsaaan Tahun 2020
Viewership Rate in 2020

Penyiaran Broadcasting	2020		2019		2018	
	TVR	Share*	TVR	Share*	TVR	Share*
SCTV	1,7	15,8	1,7	16,5	1,9	17,1
Indosiar	1,8	16,0	1,6	14,7	1,7	15,7

*) Keterangan | Note: Annual Share All Time - 16 Channels All Demographics 5+



Uraian Description	Satuan Unit	2020	2019	2018
Rata-rata Pangsa Pemirsa Semua Waktu Bulanan Konsolidasi Monthly Average Consolidated of All Time Audience Share	%	31,80	31,20	32,80
Luas Bangunan Building Area	Miliar Rupiah Billion Rupiah	5.101,11	5.523,36	5.276,79
Luas Bangunan Building Area	Miliar Rupiah Billion Rupiah	1.459,48	1.330,57	1.824,11
Total Kapitalisasi Total Capitalization				
Total Liabilitas Total Liabilities	Miliar Rupiah Billion Rupiah	2.870,32	1.228,13	1.138,59
Total Ekuitas Total Equity	Miliar Rupiah Billion Rupiah	3.896,59	5.488,59	5.451,25
Total Aset Total Assets	Miliar Rupiah Billion Rupiah	6.766,90	6.716,72	6.589,84



Penghargaan Awards

Nama Penerima | Recipient:
PT SURYA CITRA MEDIA TBK



Penghargaan | Award

Digital Marketing And Human Capital Awards
2020 Kategori The Best Overall For Corporate In
Digital Marketing 2020 (Digital Media Industries)

Pemberi Penghargaan | Appreciator

Businessnews Indonesia

Waktu Penerimaan | Date Received

25 November 2020



Penghargaan | Award

Top Digital Implementation 2020
on Broadcasting Sector

Pemberi Penghargaan | Appreciator
Majalah IT Works

Waktu Penerimaan | Date Received

22 Desember | December 2020

Nama Penerima | Recipient:
PT SURYA CITRA TELEVISI



Penghargaan | Award

The 2nd for the Top Company
in Sharing Session Contribution

Pemberi Penghargaan | Appreciator

Telkom University

Waktu Penerimaan | Date Received

25 November 2020



Penghargaan | Award

SSJ SCTV Banjarmasin "Pemberitaan Pilkada 2020
di Kalimantan Selatan yang Menjaga Netralitas"

Pemberi Penghargaan | Appreciator

KPID Kalimantan Selatan

Waktu Penerimaan | Date Received

29 Desember | December 2020



Nama Penerima | Recipient:
PT INDOSIAR VISUAL MANDIRI

Penghargaan | Award

SSJ Indosiar Banjarmasin “Pemberitaan Pilkada 2020 di Kalimantan Selatan yang menjaga netralitas”

Pemberi Penghargaan | Appreciator
KPID Kalimantan Selatan

Waktu Penerimaan | Date Received
29 Desember | December 2020



Nama Penerima | Recipient:
KLY

Penghargaan | Award

Liputan 6.com “Coronavirus Fact-Checking Grant”
(8 negara pemenang – Indonesia, Australia, Perancis, Canada, Yordania, Kenya, Taiwan, Ukraina)

Pemberi Penghargaan | Appreciator
IFCN dan Facebook

Waktu Penerimaan | Date Received
Mei | May 2020

Nama Penerima | Recipient: KLY

Penghargaan Award	Pemberi Penghargaan Appreciator	Waktu Penerimaan Date Received
Liputan6.com (Health) Juara I menulis “Bicara Baik”	Otsuka dan Perhumas	November 2020
Liputan6.com (Cek Fakta) Juara Lomba Indonesia Periksa Fakta kategori Jurnalis	MAFINDO (Majalah Anti Fitnah Indonesia)	Desember 2020 December 2020
Liputan6.com (Global) Juara Lomba Indonesia Periksa Fakta kategori Jurnalis	MAFINDO (Majalah Anti Fitnah Indonesia)	Desember 2020 December 2020
Nominasi lomba foto lingkungan Yayasan Kehati-Mongabay	Yayasan Kehati	2020





Kami menjaga kepercayaan semua pemirsa kami dengan mengelola informasi yang kredibel.
We maintain our viewers' trust by managing credible information.



Penjelasan Direksi

Board of Directors' Message

Para pemangku kepentingan yang terhormat, Tahun 2020 telah membawa banyak perubahan, tak terkecuali pada bisnis media, baik dari sisi kegiatan usaha, maupun strategi keberlanjutan. Pada awal terjadinya pandemi COVID-19 yang diikuti pembatasan sosial berskala besar, kami segera mengatur strategi baru untuk tetap dapat hadir menemani masyarakat Indonesia. Dengan segala upaya, kami tetap berkomitmen menghadirkan tayangan yang menghibur dan mendidik, serta informasi yang akurat, faktual, berimbang dan terpercaya bagi pemirsa.

Kami menjaga kepercayaan semua pemirsa kami dengan mengelola informasi yang kredibel. Kami senantiasa bersikap independen serta berimbang. Selain itu, media kami: Liputan6.com, juga telah bergabung dalam Jaringan Periksa Fakta Internasional (*International Fact Checking network* atau IFC), dan menjadi partner Facebook. Langkah ini merupakan salah satu upaya kami bermitra dengan Pemerintah untuk mengedukasi masyarakat dan memerangi hoaks atau berita bohonyang kerap beredar.

Strategi Kami dalam Merespon Tantangan

Dalam menerapkan strategi baru untuk menghadapi tantangan pandemi sepanjang 2020, kami mengatur proses produksi konten, termasuk pembuatan sinetron, film layar lebar, serta berbagai jenis pertunjukan hiburan lain. Kami juga memanfaatkan penggunaan teknologi dan platform yang tepat untuk tetap dapat menjangkau semua lapisan masyarakat, terlebih di saat mereka harus banyak beraktivitas di rumah.

Dear stakeholders, 2020 has brought many changes to business activities and sustainability strategies, including in the media business. At the start of the COVID-19 pandemic, which was followed by large-scale social restrictions, we immediately set up a new strategy to remain able to be present for people in Indonesia. We tried our best to remain committed to delivering entertaining and educational shows, as well as delivering accurate, factual, balanced and reliable information for the viewers.

We maintain our viewers' trust by managing credible information. We are always independent and balanced. Our media, Liputan6.com, has also joined the International Fact Checking Network (IFC), and has become a Facebook partner. This move is one of our efforts to partner with the Government in educating the public and combat the hoaxes or fake news that frequently circulate.

Our Strategy in Responding to Challenges

In implementing a new strategy to deal with the challenges of the pandemic during 2020, we have arranged the content production process, including the production of soap operas, feature films, and various other types of entertainment shows. We also take advantage of the right technology and platform to still be able to reach people from all walks of life, especially when they have to do their activities from home.

Di sisi lain, kami menyadari adanya risiko perubahan iklim yang ekstrem, yang dapat memengaruhi semua aspek kehidupan manusia, termasuk dunia usaha. Maka, sebagai perusahaan yang bergerak di bidang media, risiko perubahan iklim yang menjadi tantangan bersama, kami ubah menjadi kesempatan untuk berinovasi dengan berbagai teknologi. Kesempatan ini kami implementasikan melalui cara kami melayani pemirsa dan juga cara kami dalam menghemat energi, serta mengelola limbah produksi.

Dalam melayani masyarakat, kami merespon tantangan perubahan iklim dengan mengembangkan berbagai *platform* digital. *Publishing business* kami di bawah naungan KapanLagi Youniverse yang meliputi Liputan6.com, Merdeka.com, Kapanlagi.com, Bola.com, mengalami peningkatan pengunjung sebanyak 28% selama 2020. Bahkan melalui kampanye Vidio Bebas Nonton yang diluncurkan pada bulan April 2020, layanan over the top (OTT) Vidio kami menjadi aplikasi yang paling banyak di unduh di App Store and Playstore Indonesia, dan menurut *Media Partner Asia* menjadi yang terbesar ketiga di Asia Tenggara.

Kami terus melakukan berbagai inovasi untuk menghadirkan beragam konten dan hiburan ke masyarakat, di antaranya memelopori konsep *live streaming event*. Melalui konsep tersebut, *event-event* yang biasanya dilakukan secara on the ground, diubah menjadi virtual. Sepanjang 2020 kami menyelenggarakan beberapa *live streaming event*, yakni Nusantara Fashion Festival, Future Financial Festival, Ideafest, dan SoundLiveFest yang ditonton oleh 7,7 juta pemirsa dengan 11,7 juta *views*. Melalui tayangan virtual ini, ternyata kami dapat menjangkau lebih banyak pemirsa, dibandingkan sebelumnya, sehingga secara tidak langsung membantu mengurangi kesenjangan masyarakat dalam mengakses tayangan hiburan dan informasi.

Selain itu, dalam memproduksi konten kami menghadirkan konser *virtual* menggunakan *virtual set* untuk terus dapat memuaskan penonton karena tidak adanya *on the ground event* selama pandemi. Inovasi teknologi *extended reality* akan menjadi masa depan *live event production*. Kami juga mampu menghadirkan *mixed reality* yang menggabungkan *virtual* dan *augmented reality*.

Selain layanan kepada pemirsa, kami juga menerapkan berbagai penyesuaian kondisi kerja selama pandemi, di antaranya kebijakan bekerja dari rumah. Kami juga melakukan berbagai investasi untuk mendapatkan berbagai *platform* teknologi, yang memungkinkan kolaborasi dan

On the other hand, we are aware of the risks of extreme climate change, which can affect all aspects of human life, including the business world. Therefore, as a company engaged in the media sector, we turn the risk of climate change, which is a common challenge, into an opportunity to innovate with various technologies. We took this opportunity through the way we serve our audience as well as the way we save energy and manage production waste.

In serving the community, we respond to the challenges of climate change by developing various digital platforms. Our publishing business under KapanLagi Youniverse, which includes Liputan6.com, Merdeka.com, Kapanlagi.com, Bola.com, has seen a 28% increase in visitors throughout 2020. Even through the Vidio Bebas Nonton (Watch for Free) campaign launched in April 2020, our over the top (OTT) Vidio has been the most downloaded application on the App Store and Playstore Indonesia, and was the third largest in Southeast Asia according to Media Partner Asia.

We continue to make various innovations to deliver a variety of content and entertainment to the public, including pioneering the concept of live streaming events. Through this concept, events that are usually carried out on the ground are held virtually. Throughout 2020 we held several live streaming events, namely Nusantara Fashion Festival, Future Financial Festival, Ideafest, and SoundLiveFest which garnered 7.7 million viewers with 11.7 million views. Through this virtual broadcast, it turns out that we are able to reach more viewers than before, thus indirectly help reduce the gap in the community in accessing entertainment and information programs.

In producing content, we presented virtual concerts with virtual sets to continue to satisfy audiences due to the absence of on-ground events during the pandemic. Extended reality technology innovation will be the future of live event production. We are also able to present mixed reality that combines virtual and augmented reality.

In addition to services to viewers, we have made various adjustments to working conditions during the pandemic, including the work from home policy. We also made a number of investments to acquire various technology platforms, which enable collaboration and the execution of

pelaksanaan berbagai kegiatan dapat berjalan secara “seamless”. Bagi tim yang harus tetap bekerja di kantor, studio, maupun fasilitas teknik, kami mengadopsi protokol kesehatan yang ketat. *Screening test* COVID-19 berupa antigen dan *swab* PCR juga kami lakukan secara berkala bagi karyawan yang Hal ini juga menjadi bentuk tanggung jawab sosial kami dalam menjamin keselamatan dan kesehatan kerja (K3) para karyawan maupun pemangku kepentingan yang lain.

Pencapaian Kinerja Keberlanjutan

Pada kinerja ekonomi, kami mencatatkan beberapa pencapaian selama periode pelaporan. Stasiun televisi SCTV dan Indosiar yang dikelola Perusahaan, tetap menjadi yang teratas di Indonesia, berdasarkan survei tingkat kepemirsaaan yang dilakukan pihak independen.

Selama tahun 2020, jumlah pengguna *platform* Vidio sebagai layanan OTT naik pesat. Kondisi tersebut kami imbangi dengan terus menyajikan konten-konten berkualitas untuk menghibur penonton setia di rumah, di antaranya merilis 14 judul *original series* dalam rentang waktu dua tahun. Delapan judul diantaranya dirilis dalam masal awal pandemi di bulan Maret 2020. Kami juga mengembangkan berbagai rumah produksi sendiri, seperti Screenplay, Sinemart, dan VIP, yang kembali berproduksi seiring kian terkendalinya pandemi. Melalui rumah produksi, kami menayangkan kembali berbagai program, seperti sinetron, *reality/talent search show*, serta *original series* untuk OTT.

Pada kinerja lingkungan, kami terus berupaya mengendalikan pemakaian energi, baik di kantor pusat, studio, maupun unit pendukung operasional lain. Secara bertahap, kami menerapkan konsep perkantoran hijau, dengan mendorong karyawan melakukan penghematan energi dan penggunaan air, serta mengurangi timbulan limbah dari kegiatan di lingkungan kantor. Kami juga menggunakan kembali limbah yang memang dapat dimanfaatkan lagi untuk kegiatan produksi.

Selain aspek K3, pencapaian kami dalam menerapkan kinerja keberlanjutan di bidang sosial adalah mempertahankan seluruh pekerja yang ada. Kami tetap memberikan seluruh imbal jasa pekerjaan yang menjadi hak karyawan. Perseroan juga memfasilitasi donasi dari pemirsa untuk beberapa kegiatan tanggung jawab sosial.

various activities held “seamlessly”. For teams that have to keep working in offices, studios or technical facilities, we adopt strict health protocols. We also carry out screening tests for COVID-19 in the form of antigen and PCR swabs regularly for employees. This is also a form of our social responsibility in ensuring the occupational health and safety (OHS) of employees and other stakeholders.

Sustainability Performance Achievement

In economic performance, we recorded several achievements during the reporting period. The Company’s FTA TV channel SCTV and Indosiar remained the top television stations in Indonesia, according to an independent viewership survey.

During 2020, the number of users of Vidio platform as an OTT service increased rapidly. We commensurate this by continuing to present quality content to entertain loyal viewers at home, including releasing 14 titles of original series in a span of two years. Eight titles were released in the early pandemic in March 2020. We also have been developing our own production houses, such as Screenplay, Sinemart, and VIP, which resumed their production as the pandemic is under control. Through the production houses, we also resumed the broadcast of various programs, such as soap operas, reality/talent search shows, and original series for OTT.

In environmental performance, we continued the efforts to control energy consumption, both at the head office, studios and other operational support units. We have been gradually implementing the green office concept, by encouraging employees to save energy and use of water, as well as reduce waste generation from activities in the office environment. We also reused recyclable waste for production activities.

Aside from OHS aspect, our achievement in social sustainability performance was our ability to retain all existing employees. We continued to pay remuneration to employees. The Company also facilitated donations from viewers, as well as from the Company, to be distributed in a number of social responsibility activities.

Strategi Mencapai Target

Kami menyadari situasi penuh tantangan masih akan terus dihadapi dalam beberapa tahun mendatang. Tidak hanya pandemi COVID-19 yang secara bertahap dapat dikendalikan, tapi juga tantangan terkait dinamika pengelolaan lingkungan, sosial, dan tata kelola (LST) yang menjadi perhatian para investor.

Untuk mendukung pengelolaan usaha yang ramah lingkungan, kami terus menetapkan target untuk menggunakan teknologi, baik untuk mengurangi pemakaian kertas atau meningkatkan penerapan teknologi terkini yang lebih hemat energi. Kami juga berusaha menggunakan material ramah lingkungan dalam kegiatan produksi, termasuk mengurangi penggunaan plastik dan menggunakan kembali semua material yang dapat dipakai ulang.

Pada pengelolaan sosial, kami menyadari pentingnya pelaksanaan tanggung jawab sosial dan lingkungan (TJSL). Kami telah memiliki Pedoman Pelaksanaan TJSL yang menjadi panduan dalam melakukan kegiatan. Pemenuhan TJSL juga menjadi bentuk dukungan Perusahaan pada pencapaian Tujuan Pembangunan Berkelanjutan, yang mencakup tanggung jawab di bidang kemanusiaan, sosial, pendidikan, lingkungan, komunitas, ketenagakerjaan, kesehatan dan keselamatan kerja, konsumen, serta pemirsa.

Praktik Keberlanjutan untuk Masa Depan

Kami yakin bahwa penerapan praktik-praktik keberlanjutan akan menciptakan bisnis yang berkelanjutan, yang bermanfaat untuk kehidupan yang lebih baik. Melalui pemberitaan yang seimbang, pemberian informasi yang tepat dan independen, maka kami berperan untuk mendidik generasi yang akan datang.

Peran ini menjadi tanggung jawab kita bersama karena kami tidak dapat berjalan sendirian. Maka, marilah kita menapaki berbagai tantangan dan menjawabnya dengan kesempatan. Dengan demikian, keberadaan kami tidak hanya dirasakan manfaatnya untuk saat sekarang, tapi juga di masa mendatang.

Strategy to Meet the Target

We are fully aware that we will continue to face challenging situations in the next few years. Not only the COVID-19 pandemic, which has been gradually brought under control, but also challenges due to the dynamics of environmental, social and governance (ESG) issues that have become increasingly important to investors.

To support environmentally friendly business management, we continued to set targets for technology application, either to reduce paper usage or increase the adoption of the latest technology that is more energy efficient. We also strive to use environmentally friendly materials in our production activities, including reducing the use of plastics and reusing all reusable materials.

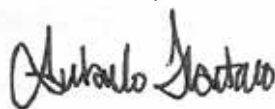
In social management, we recognized the importance of implementing social and environmental responsibility (CSR). We already have the CSR Implementation Guidelines which serve as a guide in carrying out activities. The CSR fulfillment is also a form of the Company's support in achieving the Sustainable Development Goals, which include responsibilities in the fields of humanity, social, education, environment, community, employment, occupational health and safety, consumers and viewers.

Sustainable Practices for the Future

We believe that implementing sustainable practices will create a sustainable business for a better life. Through balanced reporting, accurate and independent information, we have a role to play in educating future generations.

This role is our collective responsibility because we cannot walk alone. So, let us go through various challenges and answer them with opportunities. Thus, our existence is not only beneficial at present, but also in the future.

Jakarta, April 2021



Sutanto Hartono

Direktur Utama | President Director



Dukungan Kami pada Keberlanjutan

Our Support to Sustainability

PT Surya Citra Media Tbk (SCM) memberikan tayangan, program, konten, dan layanan di bidang media, yang bermakna, mengedukasi dan memberi informasi kepada pemirsanya. Kami terus beradaptasi dengan teknologi informasi dan komunikasi yang berkembang cepat, untuk memberikan layanan terbaik serta perlindungan maksimal kepada pemirsa sebagai pemangku kepentingan utama. Melalui strategi kegiatan usaha tersebut, SCM dapat menjaga tingkat kepemirsaaan, menjamin bisnis berkelanjutan, dan mendukung Tujuan Pembangunan Berkelanjutan (TPB).

Direktur Utama SCM, Sutanto Hartono, juga turut mengawasi tanggung jawab kinerja Perusahaan terkait ekonomi, sosial, dan lingkungan, termasuk perubahan iklim.

PT Surya Citra Media Tbk (SCM) is engaged in media sector which provides meaningful, educational and informative shows, programs, content and services to its viewers. We continue to adapt to the rapid development of information and communication technology, in order to provide the best service and maximum protection to the viewers as main stakeholders. Through this business activity strategy, SCM can maintain the viewership rate, ensure a sustainable business, and support the Sustainable Development Goals (SDGs).

The President Director of SCM, Sutanto Hartono, also oversees the Company's performance responsibilities related to the economy, social and environment, including climate change.

Dukungan pada kinerja keberlanjutan juga tercermin di dalam strategi Perseroan, sebagai berikut:
Our sustainability support is also indicated in our Company's strategy:



Terus berkembang dan meningkatkan produktivitas tim serta berkomitmen untuk berinvestasi dalam program pelatihan dan pendidikan di dalam perusahaan.
Continuously enhancing our team's development and productivity, SCM is committed to invest in training and education programs within the company.



Fokus mendukung setiap anak perusahaan dalam menciptakan fasilitas dan program-program barunya, termasuk mempromosikan konten ke luar Indonesia.
Focusing and assisting our subsidiaries in developing its new facilities and programs, as well as promoting our content outside of Indonesia.



Memanfaatkan peluang-peluang baru yang ada di Indonesia maupun negara-negara sekitar untuk selalu bisa meningkatkan nilai dan manfaat pada pemegang saham.
Exploring new opportunities in Indonesia and around the region utilizing the companies' core competence to enhance shareholder value.



Berfokus pada industri televisi *free-to-air* (FTA); produksi konten dan inisiatif media digital, termasuk layanan *over-the-top* (OTT), daring, dan *out-of-home* (OOH); dan meningkatkan kemampuan untuk terus mengembangkan bisnis media yang lebih luas.
Focusing on the free-to-air (FTA) television industry; content production and various digital media initiatives, including over-the-top (OTT), online, and out-of-home (OOH) services; and the ability to develop a broader mass media business.



Kami juga memiliki komitmen untuk memberikan arti kehadiran di tengah masyarakat melalui kepedulian, semangat berbagi, dan berbagai kontribusi untuk mewujudkan kesejahteraan sosial, melalui tanggung jawab sosial perusahaan (CSR). Bagi SCM, masyarakat memiliki keterkaitan erat dengan tumbuh kembang Perseroan. Masyarakat yang sejahtera akan menjamin keberlanjutan Perseroan, sehingga kami dapat terus memberikan nilai dan manfaat kepada pemegang saham, investor, pemerintah dan regulator, maupun pemangku kepentingan lainnya.

Pada tahun 2020, kami memberikan perhatian untuk bersama-sama menangani pandemi COVID-19. Melalui kebijakan bekerja dari rumah dan penerapan protokol kesehatan yang ketat, kami berupaya melindungi kesehatan karyawan dan pihak-pihak lain yang terlibat kegiatan produksi dan bisnis. Kami juga turut berkontribusi dalam penanganan pandemi COVID-19 yang dilakukan pemerintah, dengan memberikan berbagai bantuan melalui pelaksanaan CSR.

We are also committed to make our presence noteworthy to the community, through our awareness, the spirit of sharing, and various contributions to social well-being, by carrying out corporate social responsibility (CSR). For SCM, the community is closely related to the Company's growth and development. A prosperous society will ensure the sustainability of the Company, in order to be able to continue providing value and benefits to shareholders, investors, government and regulators, as well as other stakeholders.

In 2020, we paid attention to joint efforts in COVID-19 pandemic handling. We continuously strived to protect the health of employees and others involved in production and business activities through our work from home policy and the implementation of strict health protocols. We have also contributed to the handling of the COVID-19 pandemic by the government, by providing various assistance through CSR implementation.

Topik Keberlanjutan Our Sustainability Topics



Kinerja Ekonomi
Economic Performance

Topik Keberlanjutan
Ketahanan kinerja ekonomi di tengah pandemi COVID-19 dan distribusi manfaatnya kepada pemangku kepentingan.

Sustainability Topics
Robust economic performance amid the COVID-19 pandemic and distribution of benefits to stakeholders.

Dukungan pada TPB Support to SDGs



Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Batasan Dampak | Boundary

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Energi Energy

Topik Keberlanjutan

Inovasi dan efisiensi energi dalam proses produksi dan mendukung kepedulian lingkungan.

Sustainability Topics

Innovation and energy efficiency in the production process and support for environmental stewardship.

Dukungan pada TPB Support to SDGs



Batasan Dampak | Boundary

Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Karyawan Employment

Topik Keberlanjutan

Perseroan menghormati kesetaraan kesempatan dan HAM bagi seluruh karyawan maupun calon karyawan.

Sustainability Topics

The Company respects equal opportunity and human rights for all employees and prospective employees.

Dukungan pada TPB Support to SDGs



Batasan Dampak | Boundary

Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Pelatihan dan Pendidikan Training and Education

Topik Keberlanjutan

Pengembangan kompetensi karyawan selalu menjadi fokus utama di industri media.

Sustainability Topics

Employee competency development has always been the main focus in the media industry.

Dukungan pada TPB Support to SDGs



Batasan Dampak | Boundary

Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Perilaku Kompetitif Competitive Behavior

Dukungan pada TPB
Support to SDGs



Topik Keberlanjutan

Perseroan terus mengembangkan keunggulan program, konten, dan layanan untuk dapat bersaing secara sehat dalam industri media. Perseroan juga menghargai hak kekayaan intelektual yang mencerminkan perilaku kompetitif yang sehat.

Sustainability Topics

The Company continues to develop the best program, content and service to be able to compete fairly in the media industry. The Company also respects intellectual property rights that reflect fair competitive behavior.

Batasan Dampak | Boundary

Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Antikorupsi Anti-corruption

Dukungan pada TPB
Support to SDGs



Topik Keberlanjutan

Perseroan melaksanakan strategi antikorupsi sebagai bagian dari tata kelola perusahaan yang baik.

Sustainability Topics

The Company implements an anti-corruption strategy as part of good corporate governance.

Batasan Dampak | Boundary

Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Etika Media Media Ethics

Dukungan pada TPB
Support to SDGs



Topik Keberlanjutan

Perseroan menghormati etika media yang berlaku, termasuk menghormati keamanan data para pemangku kepentingan, baik pengiklan maupun pemirsa.

Sustainability Topics

The Company respects the prevailing media ethics, including respecting the data security of its stakeholders, both advertisers and viewers.

Batasan Dampak | Boundary

Internal | Internal

- Pemegang Saham | Shareholders
- Karyawan | Employee

Eksternal | External

- Pemerintah dan Regulator
Government and Regulator
- Investor
- Pelanggan | Customers
- Agensi Iklan | Advertising Agency
- Pengisi Acara | Talents
- Pemasok | Suppliers



Kinerja Lingkungan

Environmental Performance

PT Surya Citra Media Tbk (SCM) memiliki komitmen untuk berkontribusi pada pelestarian lingkungan dan mengurangi dampak perubahan iklim. Sepanjang tahun 2020, Perseroan selalu mematuhi regulasi dan tidak menerima pengaduan terkait lingkungan hidup.

Sebagai perusahaan di industri jasa penyiaran dan multimedia, kegiatan usaha dan operasi SCM secara tidak langsung memberi dampak terhadap lingkungan. Perseroan memahami bahwa dalam proses produksi konten acara televisi atau *platform* lainnya, dibutuhkan material-material dari bahan plastik atau styrofoam dan penggunaan energi yang berpotensi berdampak negatif terhadap lingkungan jika tidak dikelola dengan baik. Hingga saat ini, Perseroan mengupayakan untuk memanfaatkan material-material produksi untuk mengurangi tumpukan sampah yang tidak dapat didaur ulang. Penghematan energi juga telah dilakukan dengan berbagai upaya.

Perseroan menyadari bahwa keberlanjutan bumi merupakan masa depan bagi generasi yang akan datang. Kondisi lingkungan yang terjaga (*planet*) akan mempengaruhi kesejahteraan masyarakat (*people*), dengan demikian mereka tetap mendapatkan kebutuhan akan tayangan maupun konten hiburan serta informasi, sehingga menjamin keberlanjutan Perseroan di masa depan (*profit*).

PT Surya Citra Media Tbk (SCM) is committed to contributing to environmental preservation and reducing the impact of climate change. Throughout 2020, the Company always complied with all regulations and did not receive any complaint regarding environmental issues.

As a company in the broadcasting and multimedia services industry, SCM's business activities and operations do not directly impact the environment. The Company is aware of the use of materials from plastic or styrofoam, as well as energy consumption that are needed in the production process of content for television program or other platforms, which have the potential to cause negative impact on the environment if not managed properly. Until now, the Company has made efforts to reuse production materials to reduce non-recyclable waste, as well as efforts in energy saving.

The Company is aware that sustainability of the earth is the future for the next generation. The maintained environmental conditions (*planet*) will affect the welfare of the community (*people*) who could meet their needs for entertainment and information content and shows, which can ensure the sustainability of the Company in the future (*profit*).



(06/05/2019) Ketua Pelaksana YPP, Dewi Yudho Miranti, bersama dengan Kepala Dinas Potensi Maritim Markas Besar Angkatan Laut melakukan penanaman bakau di Lampung Selatan pascabencana Tsunami Selat Sunda.

(06/05/2019) YPP's Chief Executive, Dewi Yudho Miranti, together with Head of Marine Potential Service Headquarters Navy planted mangrove in Lampung Selatan after the Tsunami in the Sunda Strait.

Pendekatan Manajemen

Management Approach

Energi dibutuhkan untuk mendukung kegiatan operasi dan usaha Perseroan, sehingga menjadi topik material. Pengungkapan informasi mencakup pengelolaan penggunaan energi di Kantor Pusat SCM di Jakarta dan unit pendukungnya. Pengelolaan energi dijalankan dengan pendekatan efisiensi energi. Realisasi pemakaian energi tahun 2020 mencapai 1.561.839 GigaJoule (GJ), berkurang 59.767 GJ, turun 3,6% dibanding tahun 2019. Pengelolaan energi menjadi bagian dari tugas dan tanggung jawab Unit Pemeliharaan Gedung (*Building Management*). Kinerja pengelolaan energi dievaluasi Direksi melalui mekanisme penilaian pelaporan berkala. Dari hasil penilaian diketahui upaya penghematan energi masih dapat dimaksimalkan pada masa mendatang.

Energy is deemed as a material topic because it is needed to support the Company's operations and business activities. Disclosure of information on the energy management covers the use at SCM Head Office in Jakarta and its supporting units. Energy management is carried out with an energy efficiency approach. Realization of energy use in 2020 reached 1,561,839 GigaJoule (GJ), decreased by 59,767 GJ, or 3.6% compared to 2019. Energy management is part of the duties and responsibilities of the Building Management Unit. The energy management performance is evaluated by the Board of Directors through a periodic reporting assessment mechanism. The results of the assessment are used to identify the energy saving efforts that can still be maximized in the future.

Pengendalian Emisi dan Efisiensi Energi

Emission Control and Energy Efficiency

Perseroan memberikan dukungan pada kebijakan Pemerintah Indonesia untuk menurunkan emisi gas rumah kaca (GRK) sebanyak 26% pada tahun 2020 dan 29% pada tahun 2030 sesuai kesepakatan konvensi perubahan iklim.

The Company supports the Government of Indonesia's policies to reduce greenhouse gas (GHG) emissions by 26% in 2020 and 29% in 2030 based on the climate change convention agreement.

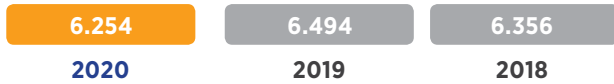
Berdasarkan sumbernya, emisi GRK yang ditimbulkan berasal dari penggunaan energi yang bersumber dari pemakaian bahan bakar minyak (BBM) untuk kendaraan operasional, serta pemakaian listrik untuk kantor dan studio, atau *Scope 1*. Perseroan berkomitmen menekan emisi GRK melalui penerapan kebijakan efisiensi energi.

Based on the sources, the GHG emissions are generated from the use of energy from fuel used for operational vehicles, as well as the use of electricity for offices and studios or *Scope 1*. The company is committed to reduce GHG emissions through the implementation of energy efficiency policies.



Emisi GRK (metric tons CO₂eq) GHG Emissions

Estimasi Emisi Cakupan 1
Scope 1 Estimated



Intensitas Emisi GRK GHG Emissions Intensity

Metric Tons CO₂eq/GJ/Energy Content



Selain itu, kinerja penghematan energi dihitung dengan mengukur volume pemakaian BBM dalam satuan liter serta listrik dalam satuan kWh, lalu dikonversi menjadi satuan energi (GigaJoule) sesuai Standar Protokol GRK untuk Perusahaan. Hasil penghitungan kemudian dibandingkan sesuai periode pelaporan (year-on-year). Penghitungan energi dalam Laporan ini hanya mencakup di dalam organisasi, dan belum di luar organisasi.

Energy saving performance is calculated by measuring the volume of fuel consumption in liters and electricity in kWh, then converted into energy units (GigaJoule) according to GHG Protocol Standards for Corporation. The calculation results are then compared based on reporting period (year-on-year). The energy calculations in this Report only cover within the organization.

Kebutuhan BBM diperoleh dengan cara membeli di stasiun pengisian bahan bakar umum (SPBU). Total volume pemakaian BBM tahun 2020 mencapai 154.042 liter atau setara 6.192.123 GJ.

Fuel supply was met by purchasing at gas stations (SPBU). The total volume of fuel consumption in 2020 reached 154,042 liters or equivalent 6,192,123 GJ.

Kebutuhan listrik diperoleh dari PT PLN (Persero). Total pemakaian listrik pada tahun 2020 mencapai 9.769 kWh atau setara 2.140 GJ. Jumlah tersebut berkurang 374 kWh atau setara 1.346 GJ.

Meanwhile, electricity needs were supplied by PT PLN (Persero). Total electricity consumption in 2020 reached 9,769 kWh or equivalent to 2,140 GJ. The volume decreased by 374 kWh or equivalent 1,346 GJ.



Pemakaian BBM Fuel Use

Sumber Energi Energy Sources	Satuan Unit	2020
BBM Fuel	Liter	154.042
	GigaJoule	6.192.123



Pemakaian Energi Listrik Electricity Use

Sumber Energi Energy Sources	Satuan Unit	2020	2019	2018
Listrik Electricity	KWh	9.769	10.143	9.929
	GigaJoule	1.561.839	1.621.606	1.587.305

Pencapaian penghematan energi juga diketahui dari nilai Intensitas Konsumsi Energi (IKE), yang dihitung sebagai besaran energi yang digunakan per satuan luas tempat dan dinyatakan dalam satuan GJ/m². Besaran IKE tahun 2020 adalah 111 GJ/m², lebih rendah dibanding tahun 2019 sebesar 116 GJ/m².

The energy saving achievement is shown by Energy Consumption Intensity (ECI) which is measured as the volume of energy used per unit area and expressed in GJ/m². The ECI value in 2020 was 111 GJ/m², lower than that in 2019 of 116 GJ/m².



**Penghitungan
Intensitas
Konsumsi
Energi**
Energy
Consumption
Intensity
Calculation

Sumber Energi Energy Sources	Satuan Unit	2020	2019	2018
Konsumsi Energi Energy Consumption	GigaJoule	1.561.839	1.621.606	1.587.305
Luas Bangunan Building Area	m ²	14.025	14.025	14.025
IKE ECI	GJ/m ²	111	116	113

Selama tahun 2020 Perseroan telah melakukan berbagai langkah penghematan energi, di antaranya:

- Seiring pemberlakuan pembatasan sosial berskala besar (PSBB) oleh Pemerintah, SCM menerapkan kebijakan bekerja dari rumah (WFH) dan membatasi kegiatan di kantor hanya pada unit-unit produksi dan penyiaran.
- Perseroan menggunakan tim kecil untuk kegiatan produksi program, sehingga mengurangi pemakaian jumlah kendaraan operasional.
- Mengganti lampu tungsten dengan lampu LED untuk perlengkapan produksi di studio yang membantu meningkatkan efisiensi penggunaan listrik. Pada akhir 2020, penggunaan teknologi ramah lingkungan ini mendukung efisiensi energi hingga mengurangi konsumsi energi sebesar 0,5 juta kWh.
- Menggunakan sistem otomasi untuk mengontrol pendingin ruangan (AC) di beberapa area kantor.
- Mengganti kabel listrik berbahan aluminium menjadi tembaga yang mampu mengurangi hambatan arus listrik, sehingga tagihan listrik dapat berkurang.

During 2020 the Company has taken various energy saving measures, including:

- With the imposition of large-scale social restrictions (PSBB) by the Government, SCM applied a work from home policy (WFH) and limited activities in the office to production and broadcasting units.
- The Company used small teams for program production activities, in order to reduce the use of operational vehicles.
- Replacing tungsten lighting with LED lighting for our production studios to increase efficiency in electrical consumption. By 2020, the use of these environmental-friendly technologies provide efficiency in electrical resources reductions about 0.5 million kWh.
- Utilizing automation system to control and monitor air conditioning (AC) system for particular area at the office.
- Changing the aluminum electricity cable to copper electricity cable to reduce the resistance and loses of electricity, so the electricity bill is reduced.

Pengelolaan dan Pengolahan Limbah

Waste Management and Treatment

Pada area kantor di Daan Mogot, kami memiliki Instalasi Pengolahan Air Limbah (IPAL) yang berfungsi mengolah limbah air agar dapat digunakan kembali untuk menyiram tanaman di area kantor. Upaya ini bermanfaat untuk mengurangi penggunaan air bersih.

At Daan Mogot office, we make an Waste Water Treatment Installation (IPAL) to treat the waste water with several treatments, so we can reuse it for watering the plantations in the surrounding of office area. This action helps reducing clean water utilization.

SCM juga telah lama menerapkan praktik mengurangi penggunaan kertas dengan meningkatkan penggunaan aplikasi dan koneksi daring pada kegiatan kantor. Seiring dengan kemajuan teknologi, ditambah dengan situasi pandemi saat ini, terdapat banyak kegiatan yang beralih menggunakan koneksi daring, seperti untuk berbagi dokumen, praktik pengadaan, rapat, kegiatan manajemen, dan lainnya.

SCM has also been practicing to reduce paper usage and become paperless by developing applications and using online connection for office activities. Along with the improvement of technology, as well as the pandemic situation, a lot of office activities shift to use online connection, for instance for file sharing, procurement practices, meetings, asset management, etc



Kinerja Sosial

Social Performance

Perseroan mengelola isu-isu sosial melalui pendekatan kebutuhan masing-masing pemangku kepentingan. Sepanjang tahun 2020, Perseroan juga turut berkontribusi pada penanganan pandemi COVID-19.

The Company manages social issues through stakeholder approach to meet their needs. During 2020, the Company has also contributed to handling the COVID-19 pandemic.

Ketenagakerjaan

Employment

Pendekatan Manajemen

Karyawan merupakan pemangku kepentingan strategis sehingga ketenagakerjaan menjadi topik material Laporan. Pengungkapan informasi mencakup pengelolaan sumber daya manusia (SDM) yang dilakukan dengan mengedepankan kesetaraan, keberagaman, dan kepatuhan terhadap regulasi yang berlaku. Selama pandemi COVID-19, Perseroan menerapkan *Business Continuity and Contingency Plan* dan tetap memenuhi kesejahteraan karyawan, termasuk remunerasi. Pengelolaan SDM dilakukan oleh Divisi Human Resources, dan dievaluasi Direksi melalui mekanisme penilaian kinerja berdasarkan *key performance indicators* (KPI). Dari hasil evaluasi tahun 2020 diketahui, pengelolaan SDM telah berjalan dengan baik.

Management Approach

Employees are strategic stakeholders and therefore, employment is a material topic of the Report. Disclosure of information includes the management of human resources (HR) which is carried out by promoting equality, diversity, and compliance with applicable regulations. During the COVID-19 pandemic, the Company implemented a Business Continuity and Contingency Plan, and continues to fulfill employee welfare, including remuneration. HR management is carried out by the Human Resources Division, and evaluated by the Board of Directors through a performance assessment mechanism based on the key performance indicators (KPI). The results of evaluation in 2020 showed that HR management has been implemented properly.



Kebijakan Bekerja dari Rumah

Kinerja Perseroan selama tahun 2020 turut dipengaruhi pandemi COVID-19. Namun Perseroan tetap berkomitmen memenuhi kesejahteraan karyawan, termasuk mengutamakan kesehatan dan keselamatan mereka. Sesuai imbauan Pemerintah, Perseroan memberlakukan kebijakan WFH untuk pekerjaan tertentu. Total jumlah karyawan yang bekerja dari rumah mencapai 2.272 orang atau 60% dari total jumlah karyawan sebanyak 3.786 orang.

Penyesuaian pada Masa Pandemi COVID-19

Dampak pandemi COVID-19 terhadap kinerja keuangan disikapi Perseroan dengan berbagai kebijakan, di antaranya kebijakan efisiensi. Meski demikian, Perseroan tetap memberikan remunerasi karyawan sesuai dengan ketentuan yang berlaku.

Informasi Karyawan dan Pekerja Lain

Jumlah karyawan SCM per 31 Desember 2020 ada 3.625 orang, terdiri atas 2.598 orang atau 71,7% laki-laki dan 1.027 orang atau 28,3% perempuan. Berdasarkan status kepegawaian, jumlah karyawan tetap ada 3.168 orang atau 87,4%, sementara karyawan tidak tetap/kontrak berjumlah 457 orang atau 12,6%. Perseroan mengutamakan untuk merekrut sumber daya manusia (SDM) lokal, atau yang berasal dari Indonesia, sesuai dengan ketentuan yang tercantum dalam Pasal 6 Peraturan Perusahaan terkait Syarat Umum Penerimaan Pekerja.

Work from Home Policy

The Company's performance during 2020 was also affected by the COVID-19 pandemic. However, the Company remained committed to fulfilling the welfare of employees, including prioritizing their health and safety. In accordance with the Government's decision, the Company enforced a WFH policy for certain jobs. The total number of employees working from home reached 2,272 people or 60% of the total 3,786 people.

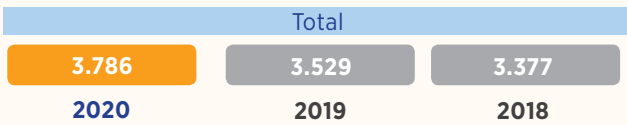
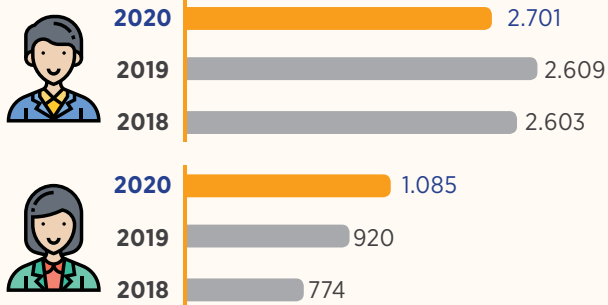
Adjustments during the COVID-19 Pandemic

The Company addressed the impact of COVID-19 pandemic on financial performance with various policy, including on efficiency. However, the Company still provided the remuneration for employees in compliance with applicable regulations.

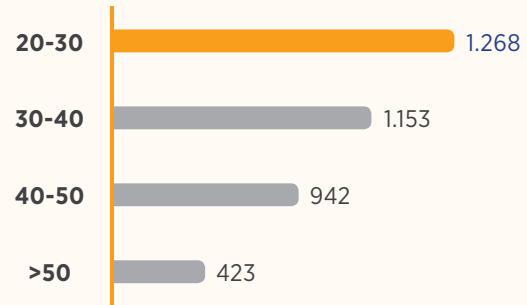
Information on Employees and Other Workers

The number of SCM employees as of December 31, 2020 was 3,625 people, consisting of 2,598 or 71.7% male and 1,027 or 28.3% female. Based on employment status, the number of permanent employees were 3,168 people or 87.4%, while the number of contract employees were 457 people or 12.6%. The Company prioritizes recruiting local human resources (HR), or those from Indonesia, in accordance with the provisions contained in Clause 6 of the Company Regulation about General Requirements for Employee Recruitment.

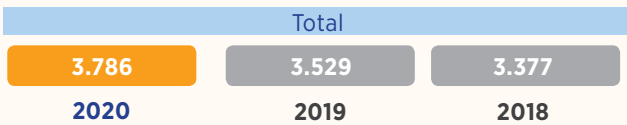
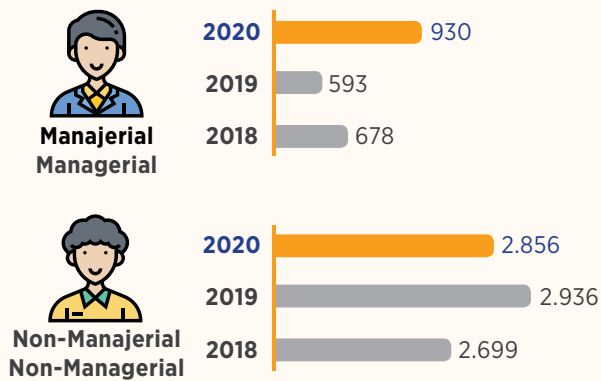
Karyawan Berdasarkan Jenis Kelamin
Employees by Gender



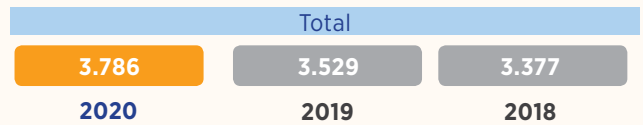
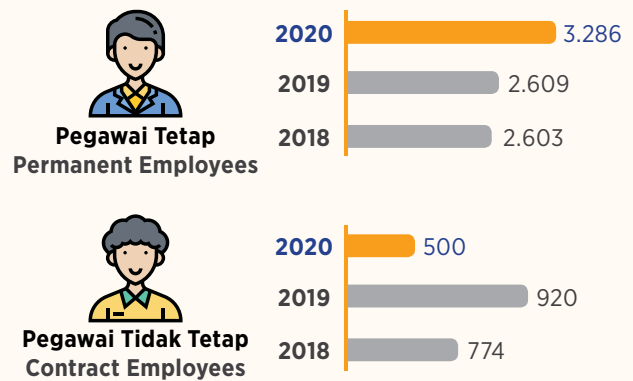
Karyawan Berdasarkan Kelompok Usia
Employees by Age Group



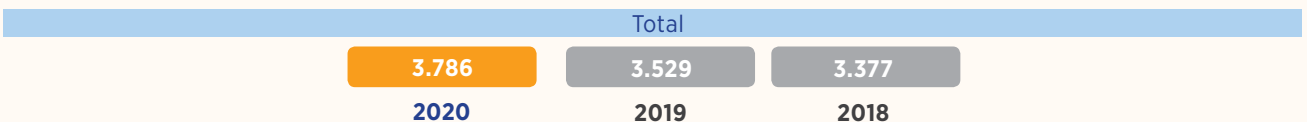
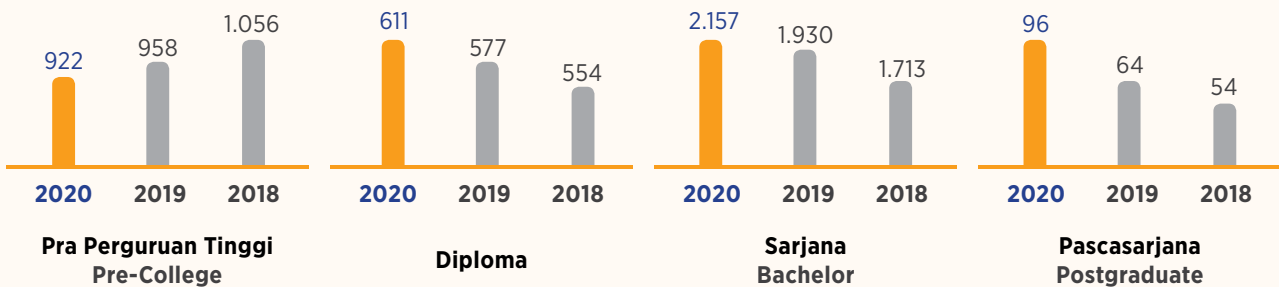
Karyawan Berdasarkan Jabatan
Employees by Position



Karyawan Berdasarkan Status Ketenagakerjaan
Employees by Employment Status



Karyawan Berdasarkan Tingkat Pendidikan
Employees by Education Level



Kesetaraan Kesempatan Bekerja

Perseroan menghormati prinsip hak asasi manusia (HAM) dalam mengelola ketenagakerjaan, sesuai dengan Undang-undang RI No.13 Tahun 2003 tentang Ketenagakerjaan dan tercantum dalam Peraturan Perusahaan. Secara prinsip, SCM memberikan kesempatan setara kepada setiap warga negara Indonesia yang telah memasuki usia kerja untuk bekerja di Perseroan, melalui proses rekrutmen yang terbuka. Rekrutmen menganut prinsip non-diskriminasi dan tidak membedakan latar belakang suku, agama, ras dan golongan, warna kulit, gender, afiliasi politik, kewarganegaraan, maupun hal-hal lain yang bertentangan dengan keberagaman.

SCM memberikan kesempatan yang sama bagi setiap karyawan untuk menduduki berbagai posisi di Perseroan sesuai dengan kemampuan dan kebutuhan. Pada jajaran manajemen, jumlah Direktur laki-laki dan perempuan adalah sama, yakni masing-masing tiga. Perseroan mendukung dan memberi kesempatan kerja yang sama bagi tenaga kerja berkebutuhan khusus. Saat ini SCM memiliki 18 karyawan berkebutuhan khusus di berbagai posisi. Perseroan juga berkomitmen untuk menghindari praktik kerja paksa.

Selama tahun 2020, Perseroan melakukan rekrutmen karyawan baru. Total karyawan baru berjumlah 443 orang, terdiri 238 atau 54% laki-laki dan 205 atau 46% perempuan. Rekrutmen karyawan baru ditujukan antara lain untuk menggantikan karyawan yang meninggalkan perusahaan karena berbagai alasan. Selama tahun 2020, jumlah karyawan yang meninggalkan Perseroan sebanyak 520 orang, atau 14,34% dari total karyawan. Berdasarkan data tersebut, Perseroan mencatat tingkat perputaran karyawan (*turnover rate*) di tahun 2020 adalah 13%.

Equal Opportunity at Work

The Company respects the principles of human rights in managing manpower, in accordance with the Republic of Indonesia Law No.13 of 2003 on Manpower and included in the Company Regulations. In principle, SCM provides equal opportunities for every Indonesian citizen who has entered the working age to work at the Company, through an open recruitment process. The recruitment complies with the principle of non-discrimination and does not differentiate between ethnic backgrounds, religions, races and groups, skin color, gender, political affiliations, nationality, or other matters that are contrary to diversity.

SCM provides equal opportunities for every employee to hold various positions in the Company based on their skills and the Company's needs. On the managerial level, the number of male and female Directors are equal, each has three Directors. The Company supports and provides equal work opportunities for employees with special needs. At the moment SCM has 18 disable employees in various roles. The company is also committed to avoid forced labor practices.

During 2020, the Company recruited a total of 443 new employees, consisting of 238 or 54% male and 205 or 46% female. New employee recruitment aimed to replace employees who left the company due to various reasons. During 2020, the number of employees leaving the Company was 520 people, or 14.34% of total employees. The Company recorded employee turnover rate in 2020 of 13%.

Jumlah dan Persentase Latar Belakang Karyawan yang Meninggalkan Perusahaan Tahun 2020

Number and Percentage of Employees Reasons for Leaving the Company in 2020

Sumber Energi Energy Sources	Jumlah Number	Jumlah Karyawan Number of Employees	Persentase Percentage
Pensiun Retire	39	3.786	1,03%
Mengundurkan Diri Resign	261	3.786	6,97%
Meninggal Dunia Passed away	13	3.786	0,34%
Lainnya Others	167	3.786	4,41%
Jumlah Total	480	3.786	12,76%



Kepatuhan pada Peraturan Ketenagakerjaan

Umur minimal calon karyawan SCM sesuai Peraturan Perusahaan adalah 18 tahun. Perusahaan memastikan tidak ada karyawan di bawah umur, dan tidak ada kegiatan usaha yang berisiko terhadap pelibatan pekerja anak.

Perseroan mematuhi ketentuan jam kerja berdasarkan Peraturan Perusahaan Pasal 26 & 29 tentang hari dan jam kerja, serta Peraturan Pemerintah, Pasal 21, 22, 26, 27, dan 28. Kegiatan Perseroan dilaksanakan dalam sistem *shift* atau giliran kerja. Jam kerja satu *shift* adalah delapan jam. Perseroan memberikan kompensasi bagi setiap kelebihan jam kerja berupa upah lembur, sesuai ketentuan UU Ketenagakerjaan dan Peraturan Perusahaan. Karyawan dapat menolak melakukan lembur dengan memberikan alasan keberatan. Dengan demikian, tidak ada bentuk-bentuk pemaksaan kerja. Berdasarkan praktik pengelolaan ketenagakerjaan yang baik ini, Perseroan tidak mengalami adanya pemogokan kerja karyawan yang terjadi selama sepuluh tahun terakhir.

Remunerasi Karyawan dan Program Kepemilikan Saham

Perseroan memberikan imbal jasa pekerjaan tanpa membedakan antara karyawan laki-laki dengan perempuan, atau perbandingan 1:1 untuk tingkat jabatan yang sama. Total besaran remunerasi yang dibayarkan dapat lebih besar satu sama lain, karena mempertimbangkan pemberian tunjangan maupun fasilitas pendukung.

Secara umum, remunerasi minimum yang diterima oleh karyawan telah sesuai (100%) dengan ketentuan Upah Minimum Provinsi DKI Jakarta, yakni Rp4.276.500. Ketentuan remunerasi minimum juga tercantum dalam Peraturan Perusahaan Pasal 15.



Compliance with Regulations on Manpower

The minimum age for SCM's employee candidates according to Company Regulations is 18 years old. The company ensures that there are no underage employees, and that there are no operational activities risks that employ child labor.

The Company complies to regulation on working hours based on Company Regulation Clause 26 & 29 regarding working days and hours, as well as Government Regulation, Clause 21, 22, 26, 27, and 28. The Company's activities are carried out in shift system. The working hours for one shift are eight hours. The Company provides compensation for any extra working hours in the form of overtime pay, in accordance with the provisions of the Manpower Law and Company Regulation. Employees can refuse to do overtime by providing reasons for objections, and thus, there is no forced labor. These good manpower management practices have resulted in the absence of employee strike in the last ten years.

Employee Remuneration and Share Ownership Program

The Company provides remuneration to the employees regardless of gender or a 1: 1 ratio for the same level of position. The higher total amount of remuneration paid may be due to the provision of allowances and supporting facilities.

In general, the minimum remuneration received by employees is in accordance (100%) with the DKI Jakarta Provincial Minimum Wage, which is Rp4,276,500. This minimum remuneration provision is also stated in Clause 15 of the Company Regulation.

Perusahaan juga menyediakan tunjangan berupa bantuan biaya bersalin, kedukaan, pernikahan, penggantian kacamata, rawat jalan, asuransi rawat inap dan BPJS Kesehatan, subsidi parkir, tunjangan hari raya (THR), dan bonus kepada karyawan tetap. Sementara karyawan kontrak menerima tunjangan berupa reimbursement biaya rawat jalan dan BPJS Kesehatan.

The company also provides benefits in the form of assistance with maternity costs, grief, marriage, replacement of glasses, outpatient care, inpatient insurance and BPJS Kesehatan, parking subsidies, holiday allowances (THR), and bonuses for permanent employees. Meanwhile, contract employees receive benefits in the form of reimbursement of outpatient costs and BPJS Kesehatan.



Pada tahun 2020, Perusahaan menerbitkan 4.419.000 saham melalui Program Kepemilikan Saham Manajemen dan Karyawan (*Management Employee Stock Option Program/MESOP*).
In 2020, the Company issued 4,419,000 stocks through a Management Employee Stock Option Program (MESOP).



Kebebasan Berserikat dan Perjanjian Kerja Bersama

Perseroan tidak memiliki Perjanjian Kerja Bersama (PKB) dengan karyawan. Seluruh hak dan kewajiban karyawan diatur oleh Perseroan melalui Peraturan Perusahaan. Berdasarkan UUD 1945, Pasal 28E, Ketentuan UU Ketenagakerjaan 104, Pasal 1 (UU No. 13/2003); dan Ketentuan Serikat Pekerja Pasal 29 (UU No. 21/2000), karyawan memiliki kebebasan dalam menyampaikan pemikiran dan pendapatnya, serta berkumpul untuk perundingan bersama.

Jaminan Bekerja Kembali Pasca Cuti Melahirkan

Perseroan memberikan hak cuti melahirkan kepada karyawan perempuan. Lama cuti melahirkan sesuai Peraturan Perusahaan adalah 90 hari kalender. Perseroan memberikan jaminan bagi karyawan perempuan yang telah selesai menjalani cuti melahirkan, untuk diterima bekerja kembali pada posisi yang sama dengan sebelum cuti. Selama tahun 2020, tercatat terdapat 58 karyawan yang telah menjalani cuti melahirkan dan semuanya bekerja kembali pada jabatan semula.

Freedom of Association and Collective Bargaining Agreement

The company does not have a Collective Labor Agreement (CLA) with employees. All rights and obligations of employees are regulated by the Company through Company Regulations. In accordance with 1945 Constitution, Clause 28E; Provisions of Manpower Law 104, Clause 1 (UU No. 13/2003); and Provisions of Labor Union, Clause 29 (UU No. 21/2000), employee has freedom in conveying their thought and opinion, as well as assembling for collective bargaining.

Return to Work Guarantee after Maternity Leave

The company provides maternity leave rights to female employees. The length of maternity leave according to the Company Regulations is 90 calendar days. The Company provides guarantees for female employees who have completed maternity leave, to return to work again in the same position as before the leave. During 2020, there were 58 employees who had taken maternity leave and all of them have returned to their original positions.

Keselamatan dan Kesehatan Kerja (K3)

Occupational Health and Safety (OHS)

Pendekatan Manajemen

Keselamatan dan kesehatan kerja (K3) menjadi topik material terkait kondisi pandemi COVID-19. Perseroan berkomitmen menjaga kesehatan dan keselamatan karyawan dari transmisi virus COVID-19. Realisasi tindakan yang dilaksanakan adalah pembentukan Gugus Tugas COVID-19, menyebarkan informasi kesehatan untuk meningkatkan *awareness* terkait mitigasi COVID-19, penerapan protokol kesehatan di kantor dan lingkungan kerja, kebijakan WFH, dan *rapid test* berkala. Pengelolaan K3 menjadi bagian dari tugas dan tanggung jawab Divisi Human Resources dan General Services dan dievaluasi Direksi. Dari hasil evaluasi tahun 2020 diketahui, Perseroan telah dapat merealisasikan target-target pengelolaan K3 dan melindungi karyawan dari dampak pandemi COVID-19.

Management Approach

Occupational health and safety (OHS) is a material topic related to the COVID-19 pandemic. The company is committed to maintaining the health and safety of employees from the COVID-19 virus transmission. The Company's actions are realized through forming "Gugus Tugas COVID-19", circulating health information to increase the awareness about COVID-19 mitigation, the implementation of health protocols in the office and work environment, WFH policy, and regular rapid tests. OHS management is part of the duties and responsibilities of the Human Resources and General Services Division, and is evaluated by the Board of Directors. The results of evaluation in 2020 showed that the Company has been able to realize OHS management targets and protect employees from the impact of the COVID-19 pandemic.

Tempat Kerja Layak dan Aman

Selama periode pelaporan, Perseroan menciptakan lingkungan kerja yang layak dan aman, dengan menerapkan kebijakan K3 yang berlaku untuk seluruh karyawan. Perseroan juga menyertakan karyawan pada jaminan sosial ketenagakerjaan dan jaminan sosial kesehatan.

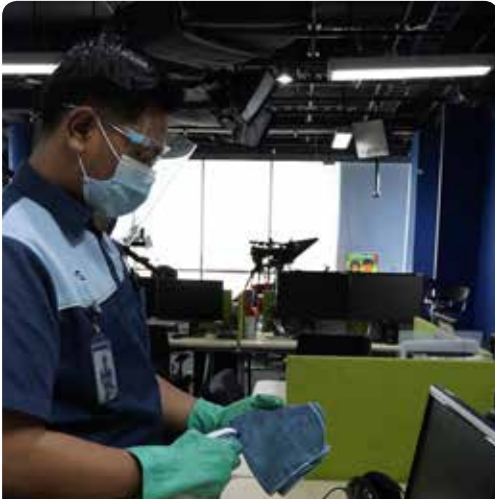
Decent and Safe Workplace

During the reporting period, the Company created a decent and safe work environment, by implementing the OHS policy that applies to all employees. The Company also enrolled employees into social security of employment and social security of health.

Salah satu kondisi terkait K3 yang berpotensi menimbulkan risiko bagi kegiatan Perseroan pada periode pelaporan adalah pandemi COVID-19. Mitigasi yang dilakukan meliputi kebijakan protokol kesehatan yang ketat terhadap karyawan, kantor, dan lingkungan kerja. Perseroan menyesuaikan waktu kerja karyawan yang lebih singkat agar mengurangi waktu kontak dengan publik lebih sedikit, sehingga karyawan dapat menjaga kesehatan lebih baik dan menghindari potensi penularan virus.

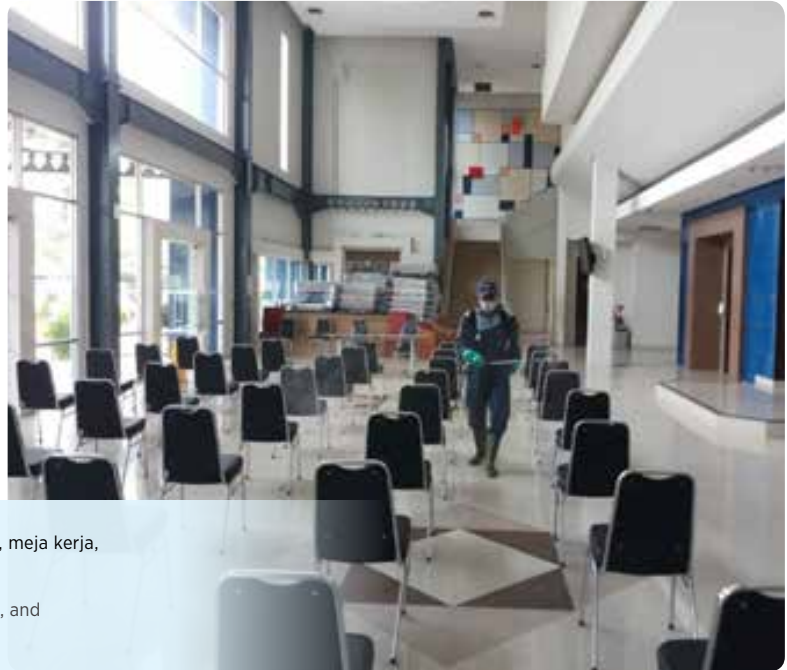
One of the OHS conditions that could potentially pose a risk to the Company's activities during the reporting period was the COVID-19 pandemic. The mitigation measures include strict health protocol policies for employees, offices and work environment. The company has adjusted for shorter working hours in order to reduce time of contact with the public in order to all employees to be able to maintain health better and avoid potential transmission of the virus.





Staf sanitasi dan kesehatan melakukan sterilisasi area studio TV, meja kerja, dan ruang rapat.

Health and sanitation staffs sterilizing TV studios, work stations, and meeting rooms.



Tempat Kerja Layak dan Aman

Decent and Safe Workplace

Karyawan yang tetap diharuskan bekerja di kantor harus dalam keadaan sehat, suhu tubuh tidak melebihi 37,4°C, menjaga jarak fisik, rutin mencuci tangan, menggunakan masker, dan mengurangi kegiatan rapat tatap muka dengan orang lain. Perseroan secara berkala menjaga kesehatan lingkungan kantor dan studio dengan menyemprotkan cairan disinfektan, menggunakan cahaya *ultraviolet* (UVC), dan menggunakan *High Efficiency Particulate Absorbing* (HEPA) *filter* untuk membersihkan udara dari virus dan partikel berbahaya lainnya. Kami juga menjaga sanitasi mobil setelah digunakan.

Demi menunjang protokol kesehatan di kantor, kami juga memasang keran dan *hand sanitizer* yang dapat digunakan karyawan tanpa harus disentuh serta menyediakan *thermal camera* untuk mengetahui suhu tubuh. Kami juga menyebarkan informasi survei kesehatan terkait kondisi kesehatan, komorbiditas, dan gejala infeksi COVID-19 kepada seluruh karyawan. SCM menyediakan fasilitas tes *swab* PCR COVID-19 secara berkala bagi karyawan, setiap dua minggu bagi karyawan operasional berat dan setiap bulan bagi karyawan operasional ringan. Sebagai upaya meminimalkan penularan, kami juga melacak penyebaran COVID-19 di lingkungan kantor. Karyawan juga dapat mengakses fasilitas kesehatan terkait COVID-19, antara lain konsultasi dokter dan pemeriksaan lab.

Employees who are still required to work in the office must be in good health, body temperature does not exceed 37.4°C, maintain physical distance, wash their hands regularly, wear masks, and reduce face-to-face activities with other people. The Company regularly maintains the healthy office and studio environment by spraying disinfectant, using ultraviolet (UVC) lamp, installing High Efficiency Particulate Absorbing (HEPA) filter to clean the air from viruses and harmful particles. We also sanitize the cars after use.

To support health protocols at the office, we installed touchless faucets and hand sanitizer that can be used by employees and provided thermal camera to monitor the body temperature. We circulate health survey information on health condition, comorbidity, and COVID-19 symptoms for all employees. SCM provides PCR swab test COVID-19 regularly for employees, every two weeks for employees in heavy operational and every month for employees in non-heavy operational. As an attempt to minimize the spread, we practice COVID-19 spread tracing in our office environment. Employees can also access health facilities regarding COVID-19, among others are doctor consultation and lab check.

Perseroan mengambil langkah pencegahan dengan menghentikan sementara proses produksi sinetron selama penerapan Pembatasan Sosial Berskala Besar (PSBB) di seluruh Indonesia pada bulan April 2020. Ketika PSBB sedikit dilonggarkan, Perseroan kembali melaksanakan produksi dengan menerapkan protokol kesehatan yang ketat dan hanya melibatkan sedikit kru produksi. Pada tahun 2020, sempat terdapat kasus penularan COVID-19 lokal di salah satu studio Perseroan. Menyikapi kejadian tersebut, Perseroan segera menyediakan fasilitas PCR (*polymerase chain reaction*) Swab Test kepada 1.454 karyawan untuk mendeteksi dan mencegah penularan lainnya. Karyawan yang positif COVID-19 diberikan fasilitas kesehatan dan pengobatan. Selain itu, Perseroan memberikan asupan vitamin C kepada seluruh karyawan untuk menjaga daya tahan tubuh.

Perseroan menerapkan ketentuan lain untuk menjamin keselamatan dan kesehatan lingkungan kerja, serta keselamatan dan kesehatan karyawan. Kami memberlakukan ketentuan yang melarang kegiatan merokok, konsumsi alkohol maupun obat-obatan terlarang. Perseroan menyediakan asuransi kesehatan terintegrasi yang memungkinkan seluruh karyawan untuk mendapatkan fasilitas pengobatan rawat inap, dan tidak harus terkait dengan penyakit akibat kerja.

Partisipasi, Konsultasi, dan Pelatihan Karyawan Terkait K3

Selama periode pelaporan, pelaksanaan dan bentuk kegiatan disesuaikan dengan kondisi pandemi COVID-19, dengan meminimalkan tatap muka. Pada kondisi normal, setiap tahun Perseroan menyelenggarakan pelatihan terkait K3. Sepanjang tahun 2020, kegiatan pelatihan terkait K3 yang diselenggarakan, di antaranya:

- Sosialisasi pencegahan dan penanggulangan;
- Pelatihan evakuasi bahaya gempa bumi; dan
- Pelatihan pemadaman kebakaran.

Perseroan juga melakukan kegiatan-kegiatan untuk mempromosikan K3, di antaranya memberikan biaya rawat jalan dan asuransi kesehatan kepada karyawan tetap. Pada lingkungan kantor, Perseroan menyediakan klinik kesehatan yang dilengkapi dengan dokter dan perawat dengan jam kerja sesuai dengan jam kerja kantor.

Kinerja Pengelolaan K3

Secara umum kinerja pengelolaan K3 tahun 2020 cukup baik. Perseroan mencatatkan kejadian dua kecelakaan kerja, tanpa kejadian berakibat fatal. Berdasarkan kejadian

The Company took precautionary measures by temporarily halting the production process of soap opera during the implementation of Large-Scale Social Restrictions (PSBB) across Indonesia in April 2020. When the PSBB was slightly relaxed, the Company resumed production by strictly implementing health protocols and employ only a few production crews. In 2020, there was a local case of COVID-19 transmission in one of the Company's studios. In response to this incident, the Company immediately provided a PCR (polymerase chain reaction) Swab Test facility to 1,454 employees to detect and prevent other transmissions. Employees who were positive for COVID-19 have been provided with health and medical facilities. In addition, the Company provided vitamin C supplements to all employees to maintain their immunity.

The Company has implemented other provisions to ensure the safety and health of the work environment and employees. We have regulations that prohibit smoking, consumption of alcohol or illicit drugs. The Company provides integrated health insurance program for all employees for in-patient hospital treatment, and not limited to occupational diseases.

Participation, Consultation, and Training for Employees on OHS

During the reporting period, the implementation and form of activities were adjusted to the COVID-19 pandemic conditions, by minimizing face to face events. Usually, in normal conditions, the Company conducts OHS training every year. Several OHS training programs that have been carried out in 2020 included:

- Dissemination regarding COVID-19 prevention and handling;
- Earthquake evacuation training; and
- Fire-fighting training.

The Company also carried out activities to promote OHS, including outpatient fee and health insurance for permanent employees. In the office area, the Company provides health clinic along with the doctor and nurse who have the same operational hours as the office.

OHS Management Performance

In general, the OHS management performance in 2020 was fairly good. The company recorded two cases of work accidents, without any fatalities. Based on these incidents,

tersebut, Perseroan mencatat terdapat jumlah hari kerja hilang (LTI) akibat cedera kerja sebanyak 30 hari.

the Company recorded Lost Time Injuries (LTI) due to work accident at 30 days.

Pendidikan dan Pelatihan Karyawan

Employee Education and Training

Pendekatan Manajemen

Pekerja unggul menjadi salah satu kunci meraih kesuksesan dan menjaga kesinambungan Perseroan, sehingga menjadi topik material Laporan. SCM terus mendorong karyawan untuk meningkatkan kompetensi melalui kebijakan pendidikan dan pelatihan. Setiap karyawan memiliki kesempatan setara mengikuti pendidikan dan pelatihan, sesuai kebutuhan organisasi.

Pada tahun 2020 Perseroan merealisasikan biaya pelatihan sebesar Rp99.645.755, dengan 2.001 jam pelatihan dan 386 karyawan sebagai peserta. Pengelolaan pendidikan dan pelatihan karyawan menjadi tanggung jawab Divisi Human Resources dan dievaluasi Direksi melalui mekanisme penilaian pencapaian *key performance indicators* (KPI). Dari hasil evaluasi diketahui, Perseroan telah dapat merealisasikan target-target pendidikan dan pelatihan karyawan meski dihadapkan pada pandemi COVID-19.

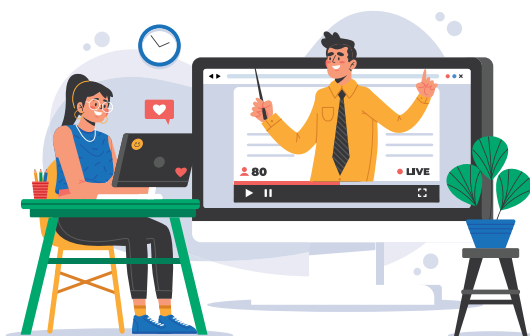
Management Approach

Excellent employees are one of the keys to achieving success and maintaining the sustainability of the Company, and is therefore a material topic of the Report. SCM continues to encourage employees to improve competence through education and training policies. Every employee has equal opportunities to attend education and training, according to the organization's needs.

In 2020, the Company realized training funds of Rp99,645,755, with 2,001 training hours and 386 employees as participants. The employee education and training performance is the responsibility of the Human Resources Division, and is evaluated by the Board of Directors through a mechanism to assess the achievement of key performance indicators (KPI). The evaluation results showed that the Company has been able to realize employee education and training targets even though faced with the COVID-19 pandemic.

Kondisi pandemi COVID-19 menjadikan Perseroan menyesuaikan kegiatan pendidikan dan pelatihan bagi karyawan, dengan mengedepankan daring. Realisasi pelaksanaan pelatihan karyawan di tahun 2020 adalah sebagai berikut:

The Company adjusted the education and training activities for employees due to the conditions of the COVID-19 pandemic, by using online. Employees training program realization in 2020 is as follows:



Pelatihan Karyawan
Employees Training

Uraian Description	2020	2019	2018
Jumlah pelatihan Training sessions	30	38	24
Jumlah jam pelatihan Number of training hours	2.001	2.870	3.720
Rata-rata jam pelatihan Average training hours	67	76	155

Penilaian Kinerja Karyawan

Setiap karyawan memiliki kesempatan setara untuk mengembangkan karir, yang ditentukan berdasar mekanisme penilaian kinerja. Hasil penilaian kinerja menjadi salah satu pertimbangan dalam menentukan jenjang karir karyawan, termasuk promosi jabatan. Perseroan telah menilai kinerja 100% karyawan dan karyawan telah menerima penghargaan sesuai dengan kinerja dan penilaian masing-masing.

Berdasarkan hasil penilaian kinerja pada tahun 2020 ada 282 pekerja yang mendapatkan promosi jabatan, terdiri dari 112 atau 3,1% perempuan dan 170 atau 4,7% laki-laki. Jumlah tersebut mencapai 7,8 % dari total pekerja yang telah dinilai.

Employee Performance Assessment

Every employee has an equal opportunity to develop a career, which is determined based on the performance assessment mechanism. The performance assessment results are one of the considerations in determining an employee's career path, including promotion. The Company has assessed 100% of employees and the employees have received rewards based on performance and grading.

Based on the results of the performance appraisal in 2020, there were 282 workers who received promotion, consisting of 112 or 3.1% women and 170 or 4.7% men. This amount reaches 7.8% of the total workers who have been assessed.

Perilaku Kompetitif

Competitive Behavior

Pendekatan Manajemen

Perseroan berkomitmen menerapkan persaingan sehat dan layanan setara kepada pemirsa dan pengiklan dalam setiap aspek bisnis yang dijalankan, sehingga informasi ini penting disampaikan. Kami mengedepankan pendekatan keunggulan program, konten dan layanan, sehingga stasiun televisi dan *platform* digital Perseroan menjadi yang terkemuka di Indonesia selama tahun 2020.

Penerapan persaingan usaha sehat menjadi tanggung jawab Direksi dan dijalankan dengan pengawasan Dewan Komisaris. Selama tahun 2020, Perseroan tidak pernah mendapatkan sanksi dari pihak-pihak berwenang di Indonesia termasuk Komisi Pengawas Persaingan Usaha (KPPU).

Management Approach

The Company is committed to implementing fair competition and services for all viewers and advertisers in every aspect of its business, therefore it is important to disclose this information. We prioritized a program, content and service excellence approach, in order to remain a leading television broadcaster and digital platforms in Indonesia during 2020.

The implementation of fair business competition is the responsibility of the Board of Directors and is carried out under the supervision of the Board of Commissioners. During 2020, the Company has not received any sanctions from any Indonesian authorities, including the Business Competition Supervisory Commission (KPPU).

SCM bergerak di industri jasa penyiaran, konten, dan layanan multimedia. Sampai dengan akhir periode pelaporan, Perseroan memiliki beberapa bidang usaha yakni dua stasiun televisi *free-to-air* (FTA): SCTV dan Indosiar; siaran berlangganan televisi satelit (Nex Parabola); *content & talent*; serta bisnis digital di antaranya KLY dan Vidio yang merupakan *platform* video daring, sekaligus EYE, yakni layanan OOH bisnis pengiklanan digital.

Perseroan berkomitmen melakukan persaingan usaha sehat dalam upaya meraih pemirsa. Perseroan mendorong entitas

SCM is engaged in the broadcasting, content, and multimedia services industry. As of the end of the reporting period, the Company has several lines of business, namely two free-to-air (FTA) television stations: SCTV and Indosiar; satellite television subscription broadcast (Nex Parabola); content & talent; and digital businesses including KLY and Vidio which are online video platforms, as well as an OOH digital billboard business, EYE.

The Company is committed to conducting fair business competition in its effort to gain viewers. The Company

anak untuk mengedepankan program, konten maupun layanan bermutu sebagai keunggulan dibanding kompetitor.

Selama periode pelaporan, Perseroan berhasil mempertahankan entitas bisnisnya sebagai yang terkemuka di Indonesia. Stasiun televisi SCTV dan Indosiar menjadi yang teratas berdasarkan survei tingkat kepemirsaaan yang dilakukan pihak independen. Vidio tercatat sebagai layanan *over the top* (OTT) lokal teratas dan salah satu aplikasi terbanyak diunduh di Indonesia, dengan jumlah pengunjung yang terus bertambah.

Pencapaian tersebut tak terlepas dari strategi Perseroan membangun sinergi dan integrasi di antara entitas anak. Dalam produksi konten, Perseroan membentuk Indonesia Entertainment Group (IEG). Selain itu, Perseroan menerapkan strategi produksi konten yang menyesuaikan dengan arus dan kecenderungan yang berkembang. Perseroan juga memiliki produk Nex Parabola yang bisa memperluas jangkauan siar ke kawasan rural dan *remote area*.

Komitmen pada persaingan usaha sehat, membuat Perseroan selama tahun 2020 tidak mendapatkan sanksi dari pihak-pihak berwenang termasuk KPPU.

encourages its subsidiaries to prioritize quality programs, content and services as a competitive advantage.

During the reporting period, the Company managed to maintain its position as a leading business entity in Indonesia. SCTV and Indosiar television stations were rated the top 2 FTA television stations based on the viewership survey conducted by an independent party. Vidio is listed as the top local over the top (OTT) service and one of the most downloaded applications in Indonesia, with a growing number of visitors.

This achievement was due to the Company's strategy to build synergy and integration among subsidiaries. In content production, the Company formed the Indonesia Entertainment Group (IEG). In addition, the Company has implemented a content production strategy that adapted to the current and developing trends. The company also has Nex Parabola products that can expand broadcast coverage to rural and remote areas.

Commitment to fair business competition has enabled the Company, during 2020, to avoid receiving sanctions from the authorities, including the KPPU.

Etika Media

Media Ethics

Pendekatan Manajemen

Perseroan menjaga etika dan integritas dalam menjalankan bisnisnya. Komitmen tersebut antara lain diwujudkan dengan menghindari praktik-praktik yang dapat menciderai hak kepemilikan, serta melindungi data pengiklan dan pemirsa. Cakupan informasi penting ini meliputi seluruh entitas anak Perseroan. Direksi, dengan pengawasan Dewan Komisaris, memastikan Perseroan telah menerapkan etika dan membangun integritas dalam menjalankan bisnisnya, serta melindungi pemirsa melalui program, konten, dan layanan bermutu.

Management Approach

The Company maintains ethics and integrity in running its business. This commitment is realized, among others, by avoiding practices that could violate property rights and protecting advertisers and viewers' data. The scope of this information covers all subsidiaries of the Company. The Board of Directors, under the supervision of the Board of Commissioners, ensures that the Company has implemented ethics and built integrity in running its business, as well as protects viewers through quality programs, content and services.

Bidang usaha SCM merupakan perusahaan di bidang jasa multimedia dan penyiaran di Indonesia, sehingga secara langsung memberikan dampak penting pada edukasi masyarakat. Perseroan menyadari bahwa media memiliki

SCM is a company engaged in the multimedia and broadcasting services in Indonesia, therefore its impact is important for the society education. In addition, the Company acknowledges that media plays an important role

peran besar untuk melakukan seleksi informasi dan pemberitaan untuk disampaikan agar mengedepankan pendidikan dan menghindari penyebaran informasi yang menyesatkan atau tidak benar.

SCM menjalankan kegiatan bisnisnya secara beretika dan integritas tinggi. Selain untuk memastikan keunggulan program, konten dan layanan, Perseroan terus berupaya melindungi pengiklan dan pemirsa dari praktik-praktik penyalahgunaan data pribadi mereka, serta menghormati hak-hak kepemilikan.

Perseroan menunjuk Divisi IT untuk mengelola serta melindungi data pengiklan dan pemirsa dengan strategi:

- Memberikan akses kepada pelanggan untuk membarui data pribadi mereka, sehingga meminimalkan peluang pihak lain yang tidak bertanggung jawab untuk melakukan tindakan penyalahgunaan data;
- Melakukan pemeriksaan sistem pengamanan data sehingga setiap upaya penyalahgunaan data dapat cepat diketahui dan ditindaklanjuti. Pemeriksaan dapat melibatkan pihak lain disertai perjanjian kerahasiaan data;
- Memberikan pelatihan dan peningkatan kompetensi karyawan yang bertanggung jawab pada pengolahan dan pengamanan data, khususnya dari Divisi IT, sehingga dapat mengikuti perkembangan teknologi informasi dan komunikasi;

Penghargaan Hak Kekayaan Intelektual dan Perlindungan Pemirsa

SCM menghargai hak kekayaan intelektual dan keamanan data pemirsa maupun mitra kerja lainnya. Kami memastikan penayangan program maupun konten dari luar entitas anak sendiri dan telah mendapatkan legalitas dari pihak-pihak yang memegang hak kepemilikan. Selama periode pelaporan, Perseroan tidak dihadapkan pada sanksi terkait dugaan pelanggaran hak kekayaan intelektual atas penayangan program, konten, maupun pelanggaran privasi pemangku kepentingan.

Perseroan juga berkomitmen memberikan tayangan informasi, program, konten, maupun produk multimedia lain yang menghibur, mendidik, serta memberikan manfaat bagi pemirsa. Sesuai Undang-Undang No.32 Tahun 2002 tentang Penyiaran, materi tayangan informasi, program, konten maupun produk multimedia lain harus memenuhi kriteria:

in selecting information which is prioritize in education and avoid the spread of misleading or false information.

SCM carries out its business activities with ethics and high integrity. In addition to ensuring the excellence of programs, content and services, the Company continues to strive to protect advertisers and viewers from misuse of their personal data, and respect property rights.

The Company appointed IT Division to manage and protect advertisers and viewers' data with the following strategy:

- Provide access to customers to update their personal data, in order to minimize the opportunity for unauthorized parties to misuse the data;
- Evaluate the data security system so that any attempts to misuse data can be quickly identified and followed up. The inspection may involve other parties accompanied by a data confidentiality agreement;
- Provide training and enhancing the competence of employees who are responsible for data processing and security, especially from IT Division, in order to keep updated with developments in information and communication technology.

Respect for Intellectual Property Rights and Viewer Protection

SCM respects intellectual property rights and data security of viewers and other partners. We ensure broadcasting programs and content from outside its own subsidiaries and are obtained legally from the parties who hold property rights. During the reporting period, the Company was not faced with any sanctions over alleged violation of intellectual property rights for broadcasting programs, content, or violations of stakeholder privacy.

The Company is also committed to providing information, programs, content and other multimedia products that are entertaining, educational, and beneficial to viewers. In accordance with Law No.32 of 2002 concerning Broadcasting, information broadcast materials, programs, content and other multimedia products must meet the following criteria:

- Tidak bersifat fitnah, menghasut, menyesatkan dan/ atau bohong;
- Tidak menonjolkan unsur kekerasan, pornografi/ pornoaksi, perjudian, penyalahgunaan narkoba dan obat terlarang termasuk rokok;
- Tidak mempertentangkan suku, agama, ras, dan antargolongan;
- Tidak memperolokkan, merendahkan, melecehkan, dan/ atau mengabaikan nilai-nilai agama, martabat manusia Indonesia, atau merusak hubungan internasional.
- Shall not contain slanderous, inciting, misleading and/ or false materials;
- Shall not contain elements of violence, obscenity, gambling, abuse of narcotics and illicit drugs, including cigarettes;
- Shall not polarize ethnicity, religion, race, and inter-group relations;
- Shall not denigrate, demean, harass, and/or ignore religious values and dignity of Indonesian citizen or harm international relations.

Untuk memastikan pemenuhan kriteria tersebut, konten maupun produk multimedia lain telah melalui proses sensor oleh lembaga berwenang. Kami juga menerapkan mekanisme sensor mandiri, dan berkoordinasi dengan Komisi Penyiaran Indonesia serta Kementerian Komunikasi dan Informasi (Kominfo). Selama periode pelaporan, tidak ada tayangan program, konten, maupun produk multimedia lain yang dihentikan penyiarannya.

To ensure the fulfillment of these criteria, content and other multimedia products have been censored by authorized institutions. We also implement an independent censorship mechanism, and coordinate with the Indonesian Broadcasting Commission and the Ministry of Communication and Information Technology. During the reporting period, no broadcast of programs, content, or other multimedia products were halted.

Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility

Pelaksanaan tanggung jawab sosial perusahaan (CSR) diselenggarakan dengan visi dan misi Perseroan dan dilaksanakan secara terarah, terstruktur, dan berkelanjutan. Pelaksanaan CSR merupakan sebuah kebutuhan bagi Perseroan untuk menciptakan sinergi dan upaya pembangunan yang berimplikasi pada peningkatan kualitas hidup masyarakat secara luas.

The implementation of corporate social responsibility (CSR) is aligned with the Company's vision and mission and is carried out in a focused, structured, and sustainable manner. The CSR implementation is a necessity for the Company to create synergies and development efforts that have implications for the quality of life improvement of the wider society.

Pelaksanaan program CSR dijalankan oleh Pundi Amal SCTV dan Peduli Kasih Indosiar, yang dikelola Yayasan Pundi Amal Peduli Kasih (YPP). Seperti perusahaan media lainnya di Indonesia, SCM membuka akses kepada masyarakat untuk memberikan donasi mereka pada kegiatan sosial kemasyarakatan. Total biaya CSR tahun 2020 dari Perseroan mencapai Rp9,42 miliar, dan sebesar Rp33,47 miliar dari dana pemirsa yang dikumpulkan oleh YPP. Dana tersebut diperuntukkan bagi berbagai program CSR.

The implementation of CSR program has been carried out by Pundi Amal SCTV and Peduli Kasih Indosiar, which are managed by the Pundi Amal Peduli Kasih Foundation (YPP). Similar with other media companies in Indonesia, SCM provides a means for the society to contribute in donating to social and community activities. Total of CSR costs in 2020 from the Company reached Rp9.42 billion, and Rp33.47 billion of viewers donation collected by YPP. The funds were allocated for various CSR programs.

Total Biaya CSR 2020 (dalam juta Rupiah)
Total of CSR Costs 2020 (in million Rupiah)

Uraian Description	Biaya Cost
Biaya CSR – SCM CSR Costs – SCM	9.427,74
Donasi Pemirsa – YPP Viewers Donation - YPP	33.474,97
Sumbangan/Donasi Lainnya Other Donations	
Sumbangan Penanganan COVID-19 Donations for COVID-19 Handling	8.948,18
Donasi kepada Museum & Galeri Seni Donations for Museum & Art Gallery	2.500,00
Donasi kepada ITB Donations for ITB	2.000,00
Donasi kepada Padepokan ASA Donations for Padepokan ASA	5,00
Donasi Pengurusan Masjid Al-Ihsan DM Donations for Al-Ihsan DM Mosque Maintenance	6,29

Salah satu prioritas tahun 2020 adalah bantuan kesehatan, di antaranya program bantuan penanganan pandemi COVID-19. SCM melalui YPP dan Habitat for Humanity Indonesia telah menyalurkan bantuan berupa alat pelindung diri (APD), ventilator, dan alat tes *swab* PCR dan reaktornya kepada sejumlah fasilitas kesehatan di Bandung, Gresik, Gunung Kidul, Jakarta, Kendal, dan Palembang. Selain itu, SCM juga membantu menyediakan tempat istirahat sementara bagi 173 tenaga medis di tiga rumah sakit Jakarta dan Surabaya.

Pada Mei 2020, Emtex Holding, induk perusahaan SCM, mengadakan malam penggalangan dana bertajuk “Konser Amal Satu Indonesia” dan berhasil mengumpulkan dana sebesar Rp9,15 miliar yang berasal dari pendapatan iklan dan dana pemirsa. Seluruh hasil penggalangan dana tersebut diserahkan kepada YPP untuk disalurkan dalam berbagai bentuk bantuan mitigasi COVID-19. Selain itu, SCM juga menyediakan ruang untuk Iklan Layanan Masyarakat (ILM) secara gratis untuk mendukung program pemerintah dalam meningkatkan kesadaran masyarakat terhadap kesehatan di tengah pandemi COVID-19. Secara keseluruhan, di tahun 2020 SCM mengalokasikan 22.238 slot ILM dengan total 162 jam tayang. Selain itu, SCM juga memproduksi sendiri 258 versi ILM di berbagai aspek.

One of the priorities for 2020 was health assistance, including the assistance program for handling the COVID-19 pandemic. Through YPP and Habitat for Humanity Indonesia, SCM delivered health aid consisting of personal protective equipment, ventilators, and PCR swab test equipment and reagent for a number of health facilities in Bandung, Gresik, Gunung Kidul, Jakarta, Kendal, and Palembang. Additionally, SCM also provided temporary resting place for 173 medical personnel at three hospitals in Jakarta and Surabaya.

On May 2020, Emtex Holding, the parent company of SCM, conducted a charity night “Konser Amal Satu Indonesia” and raised IDR9.15 billion from advertisement earnings and viewers donation. All of the earnings were handed to YPP to be distributed in various forms of COVID-19 mitigation assistance. Additionally, SCM provided free advertising slot for Public Service Announcement (PSA) to support the government’s program in increasing public awareness of health amid the COVID-19 pandemic. In total, during 2020 SCM allocated 22,238 slots for PSA with a total of 162 hours screen time. SCM also self-produced 258 different versions of PSA in various aspects.



Penggalangan Dana “Konser Amal Satu Indonesia”
Charity Night “Konser Amal Satu Indonesia”

Pendapatan Iklan
Advertisement Earnings

Rp6,35 miliar

Dana Pemirsa
Viewers Donation

Rp2,80 miliar



Tata Kelola Keberlanjutan dan Kinerja Ekonomi

Sustainability Governance and Economic Performance

Perseroan terus berkomitmen memberikan tayangan, program, konten, dan layanan di bidang media, yang bermakna dan memperkaya kehidupan pemirsanya.

The Company is committed to providing meaningful shows, programs, contents and services for media industry, that enrich the lives of its viewers.

Tata Kelola Keberlanjutan

Sustainability Governance

Perseroan menerapkan praktik-praktik tata kelola perusahaan yang baik (GCG) untuk meningkatkan kinerja yang berkelanjutan. Penerapan GCG didasari pada kepatuhan terhadap regulasi yang berlaku, serta prinsip-prinsip GCG, yaitu transparansi, akuntabilitas, tanggung jawab, kemandirian, kewajaran, dan kesetaraan.

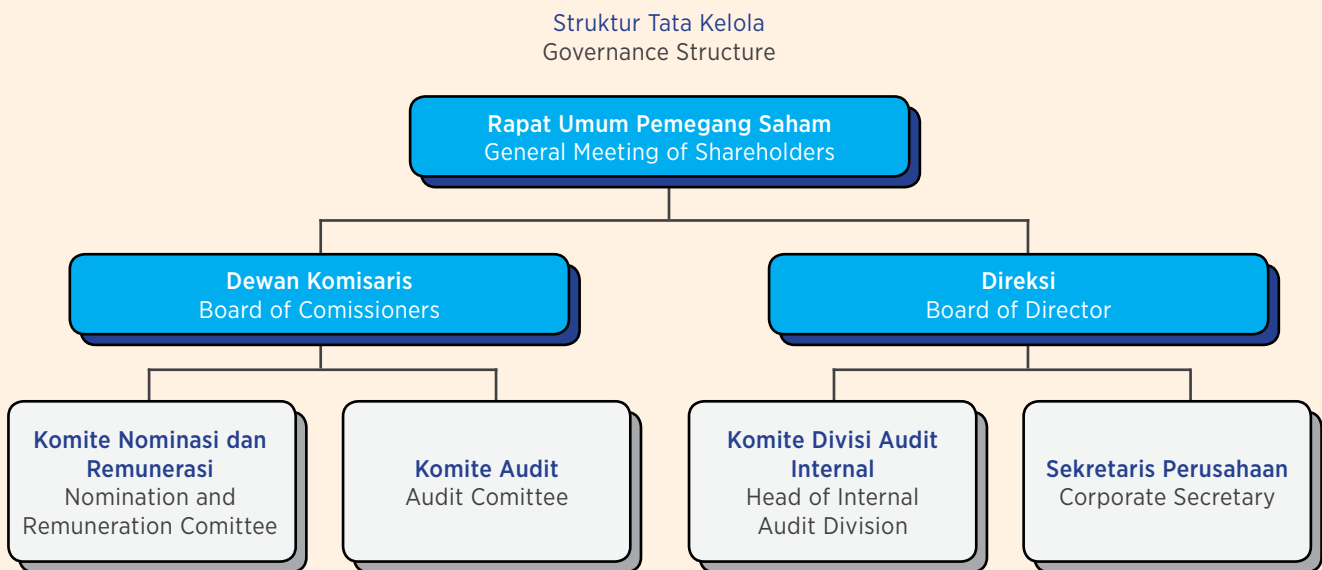
Struktur Tata Kelola Perusahaan

Struktur tata kelola Perusahaan terdiri dari organ utama yaitu RUPS, Dewan Komisaris, dan Direksi serta organ pendukung yang meliputi Satuan Pengawasan Intern, Sekretaris Perusahaan, Manajemen Risiko, Sistem Pengendalian Internal, serta Komite-Komite di bawah Dewan Komisaris.

The Company implements good corporate governance (GCG) practices, to improve sustainable performance. The GCG is implemented as a compliance with applicable regulations, as well as the transparency, accountability, responsibility, independence, fairness, and equality principles.

Corporate Governance Structure

The corporate governance structure consists of the main organs, namely the GMS, the Board of Commissioners and the Board of Directors as well as supporting organs comprising the Internal Audit Unit, the Corporate Secretary, Risk Management, Internal Control System, and Committees under the Board of Commissioners.



Rapat Umum Pemegang Saham

Rapat Umum Pemegang Saham (RUPS) adalah organ Perseroan yang mempunyai wewenang yang tidak diberikan kepada Direksi atau Dewan Komisaris, sebagaimana dimaksud dalam Undang-Undang tentang Perseroan Terbatas dan/atau anggaran dasar Perusahaan Terbuka. Sesuai POJK No.32/POJK.04/2014 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham

General Meeting of Shareholders

The General Meeting of Shareholders (GMS) is an organ of the Company which has the authority that is undelegated to the Board of Directors or the Board of Commissioners, as referred to in the Law on Limited Liability Companies and/or the articles of association of a Public Company. In accordance with Financial Services Authority regulation (POJK) No.32/POJK.04/2014 concerning the Planning

Perseroan, RUPS terdiri atas RUPS tahunan yang wajib diselenggarakan dalam jangka waktu paling lambat 6 bulan setelah tahun buku berakhir dan RUPS lainnya yang dapat diselenggarakan pada setiap waktu berdasarkan kebutuhan.

Dewan Komisaris

Dewan Komisaris merupakan organ Perseroan yang mempunyai tugas melakukan pengawasan dan pemantauan efektivitas pelaksanaan GCG di Perseroan, berdasarkan POJK No. 33/POJK.04/2014. Dewan Komisaris mewakili Pemegang Saham dan mempunyai kedudukan independen, bertugas melakukan pengawasan atas kebijakan dan pengurusan pada umumnya serta memberikan nasihat kepada Direksi dalam menjalankan kegiatan Perseroan, termasuk memantau dan memastikan bahwa GCG diterapkan secara efektif dan berkelanjutan. Dewan Komisaris bertugas dan bertanggung jawab secara kolektif dan kolegal.

Selama tahun 2020 ada perubahan susunan keanggotaan Dewan Komisaris. Sampai dengan akhir periode pelaporan, komposisi keanggotaan Dewan Komisaris terdiri dari empat orang. Jumlah Komisaris Independen adalah dua orang atau 50%, dan jumlah perempuan anggota Dewan Komisaris ada satu orang atau 25%.

Direksi

Direksi adalah organ Perseroan yang berwenang dan bertanggung jawab penuh atas pengurusan Perseroan, serta bertindak untuk kepentingan dan tujuan Perseroan sesuai dengan maksud dan tujuan Perseroan serta strategi yang ditetapkan dalam RUPS dan Anggaran Dasar. Direksi bertugas dan bertanggung jawab secara kolektif dalam mengelola Perseroan. Direksi bertanggung jawab terhadap pengelolaan Perseroan agar dapat menghasilkan nilai tambah dan memastikan kesinambungan usaha.

Masing-masing anggota Direksi melaksanakan tugas dan mengambil keputusan sesuai dengan pembagian tugas dan wewenang. Tugas, wewenang, dan hal-hal lain yang terkait dengan Direksi telah sesuai dengan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.

Hingga akhir Desember 2020, komposisi Direksi terdiri dari enam orang, dengan seorang di antaranya atau 16,67% adalah Direktur Independen. Jumlah perempuan anggota Direksi ada tiga orang atau 50%.

and Implementation of the Company's General Meeting of Shareholders. GMS consists of an Annual GMS which must be held within 6 months after the fiscal year ends and other GMS which can be held at any time required.

Board of Commissioners

The Board of Commissioners is an organ of the Company that has the task of overseeing and monitoring the effectiveness of GCG implementation in the Company, based on POJK No. 33/POJK.04/2014. The Board of Commissioners represents the Shareholders and has an independent position, is tasked with overseeing policies and management in general as well as providing advice to the Board of Directors in carrying out the Company's activities, including monitoring and ensuring that GCG is implemented effectively and sustainably. The Board of Commissioners has duties and responsibilities collectively and collegially.

During 2020 there was a change in the membership composition of the Board of Commissioners. Until the end of the reporting period, the composition of the Board of Commissioners' membership consists of four people. There were two Independent Commissioners or 50% of total members, and one female member of the Board of Commissioners or 25%.

Board of Directors

The Board of Directors is an organ of the Company that is authorized and fully responsible for the management of the Company, and acts for the interests and objectives of the Company in accordance with the aims and objectives of the Company as well as the strategies set out in the GMS and the Articles of Association. The Board of Directors has a collective duty and responsibility in managing the Company. The Board of Directors is responsible for managing the Company in order to generate added value and ensure business continuity.

Each member of the Board of Directors carries out his/her duties and makes decisions according to their respective duties and authorities. Duties, authorities and other matters related to the Board of Directors are in accordance with the Articles of Association and the applicable laws and regulations.

Until the end of December 2020, the composition of the Board of Directors consisted of six people, one of whom or 16.67% was an Independent Director. There were three female members of the Board of Directors or 50%.

Kegiatan CSR menjadi tugas dan tanggung jawab Departemen CSR yang menyampaikan kinerjanya kepada Direksi. Fungsi tersebut mewakili Perseroan melakukan komunikasi dan konsultasi dengan para pemangku kepentingan terkait pelaksanaan CSR. Berdasar komunikasi dan konsultasi yang dilakukan, salah satu bentuk CSR pada tahun 2020 adalah bantuan penanganan pandemi COVID-19.

Evaluasi Kinerja Tata Kelola Keberlanjutan

Secara berkala, Perseroan melakukan sendiri penilaian penerapan GCG. Penilaian dilakukan dengan metode komprehensif yang berpedoman pada Piagam Dewan Komisaris dan Direksi. Penilaian dimaksudkan untuk memantau dan mengevaluasi pelaksanaan GCG, serta memiliki fungsi pengembangan dan perbaikan tata kelola perusahaan yang berkelanjutan.

Penjelasan Mengenai Pengembangan Kompetensi Direksi, Dewan Komisaris, dan Pejabat Penanggung Jawab Keberlanjutan

Penjelasan terkait pengembangan kompetensi Direksi, Dewan Komisaris, serta Pejabat yang bertanggung jawab terhadap keberlanjutan Perusahaan, lihat **Laporan Tahunan 2020 PT Surya Citra Media Tbk.**

Department of CSR has duties and responsibilities in implementing CSR activities and reports the performance to the Board of Directors. This function represents the Company in communicating and consulting with stakeholders regarding CSR implementation. Based on the communication and consultation that had been carried out, one form of CSR in 2020 was assistance in handling the COVID-19 pandemic.

Sustainability Governance Performance Evaluation

The Company periodically conducts its own assessment of the GCG implementation. The assessment is carried out using a comprehensive method based on the Board of Commissioners and Board of Directors' Charter. The assessment is intended to monitor and evaluate the GCG implementation, as well as to have the function of developing and improving corporate governance in a sustainable manner.

Explanation Regarding Competency Development for the Board of Directors, Board of Commissioners and Officer in Charge of Sustainability

The explanation regarding the competency development of the Company's Board of Directors, Board of Commissioners, and officers in Charge of Sustainability, see the **Annual Report 2020 of PT Surya Citra Media Tbk.**

Pelatihan Kompetensi Pejabat Perusahaan terkait Keberlanjutan
Competency Training for Company Officials Related to Sustainability

Nama Name	Jabatan Position	Pelatihan Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Strategi Pemanfaatan Kebijakan Pajak dan Akuntansi dalam Ketidakpastian Bisnis di Era <i>New Normal</i> Strategies for Using Tax and Accounting Policies in Business Uncertainty in the New Normal Era	Virtual, 13 Juni 2020 Virtual, 13 June 2020	In-Core Tax - MAKSI Trisakti
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Pengelolaan dan Penyajian Laporan Keuangan Holding Company Management and Presentation of Holding Company Financial Statements	Virtual, 4 Juli 2020 Virtual, 4 July 2020	Ikatan Akuntan Indonesia Indonesian Accountant Association
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Penyelesaian Sengketa Perpajakan Tax Dispute Settlement	Virtual, 31 Oktober 2020 Virtual, 31 October 2020	Ikatan Akuntan Indonesia Indonesian Accountant Association

Nama Name	Jabatan Position	Pelatihan Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Training Pph Pasal 21/26 Income Tax Training Article 21/26	Virtual, 7 November 2020	Ikatan Konsultan Pajak Indonesia Indonesian Tax Consultant Association
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Peranan Audit Report dalam Tax Audit & SP2DK Role of Audit Report in Tax Audit & SP2DK	Virtual, 14 November 2020	Ikatan Konsultan Pajak Indonesia Indonesian Tax Consultant Association
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Tax Treaty dalam Perencanaan Pajak Internasional Tax Treaty in International Tax Planning	Virtual, 17 November 2020	Ikatan Akuntan Indonesia Indonesian Accountant Association
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Regular Sharia Accounting Discussion (RASHID) "Outlook Keuangan dan Akuntansi Syariah 2021" Regular Sharia Accounting Discussion (RASHID) "Outlook on Islamic Finance and Accounting 2021"	Virtual, 21 Desember 2020 Virtual, 21 December 2020	Ikatan Akuntan Indonesia Indonesian Accountant Association
Rusmiyati Djajaseputra	Direktur Keuangan Director of Finance	Overview Perpajakan Internasional Overview of International Taxation	Virtual 28 November 2020	Ikatan Konsultan Pajak Indonesia Indonesian Tax Consultant Association

Pengelolaan Risiko dan Efektivitas Penerapan Manajemen Risiko LST

Perseroan secara berkelanjutan mengembangkan dan meningkatkan kerangka sistem pengelolaan risiko, termasuk risiko lingkungan, sosial, dan tata kelola (LST). Sistem Manajemen Risiko LST dilaksanakan oleh Divisi Audit Internal, yang didukung fungsi manajemen risiko pada setiap unit dan hasil kinerjanya disampaikan pada Direksi.

Risk Management and Effectiveness of ESG Risk Management Implementation

The Company continuously develops and improves the risk management system framework, including environmental, social, and governance (ESG) risks. The Company's ESG Risk Management System is implemented by the Internal Audit Division, which is supported by the risk management function in each unit and its performance results are reported to the Board of Directors.

Kebijakan Standar Perilaku, Antikorupsi, dan Pelaporan Pelanggaran

Policy on Code of Conduct, Anti-Corruption, and Whistleblowing

Pendekatan Manajemen

Perseroan memiliki Kebijakan Standar Perilaku yang ditetapkan pada tanggal 18 Mei 2016. Kebijakan ini mengharuskan kepatuhan pada semua hukum, peraturan, dan ketentuan yang berlaku. Salah satu prinsip perilaku yang harus dijunjung tinggi oleh tiap insan Perseroan adalah antikorupsi dalam berbagai bentuk, salah satunya terkait hubungan dengan pemangku kepentingan. Kebijakan mengenai antikorupsi juga tercantum dalam Pedoman Tata Kelola Perusahaan, yang mengacu pada regulasi yang berlaku di Indonesia. Direksi atau Komite Audit dan Departemen Corporate Legal menjadi pihak penanggung jawab yang senantiasa mengevaluasi aspek kepatuhan antikorupsi.

Management Approach

The Company has a Policy on Code of Conduct which was ratified on May 18, 2016. This policy requires compliance with all applicable laws, regulations and provisions. One of the principles of conduct that must be adhered by every employee of the Company is anti-corruption in any forms, including in relations with stakeholders. Anti-corruption policies are also contained in the Corporate Governance Guidelines, which refer to applicable regulations in Indonesia. The Board of Directors or Audit Committee and Corporate Legal Department are the parties in charge that regularly evaluate the anti-corruption compliance aspects.

Kebijakan Standar Perilaku menjadi bentuk dukungan Perseroan pada antikorupsi, melalui ketentuan tentang "Penyuapan dan Sumbangan Ilegal". Ketentuan dimaksud menyebut:

- Pemberian dan penerimaan segala bentuk penyuapan atau penyuapan lainnya merupakan pelanggaran keras. Hal ini berlaku pada segala bentuk pembayaran rahasia, dengan tidak ada pengecualian siapapun penerimanya.
- Perseroan juga melarang keras pemberian atau penawaran uang, biaya, komisi, kredit, hadiah, benda berharga, atau kompensasi dalam bentuk apapun, langsung ataupun tak langsung, kepada badan pemerintah, pejabat, kontraktor atau subkontraktor untuk memperoleh suatu kontrak atau perlakuan khusus.

Ketentuan ini disosialisasikan kepada para karyawan melalui pelatihan terkait kode etik, yang mencakup aspek antikorupsi dan antipenyuapan.

Perseroan berupaya meningkatkan komitmen pada antikorupsi, dengan secara bertahap menerapkan standar, norma, maupun ketentuan global tentang antikorupsi. SCM mencegah adanya kemungkinan tindakan kecurangan berupa korupsi maupun penyuapan yang berisiko terhadap kinerja Perseroan yang tidak baik dan berpengaruh terhadap kepercayaan pemangku kepentingan. Oleh karena itu, setiap insan Perseroan dibekali dengan prinsip-prinsip antikorupsi melalui perjanjian kerja agar meminimalkan terjadinya pelanggaran. Selain itu, prinsip antikorupsi diterapkan terhadap mitra kerja yang tercantum dalam kode etik

The Policy on Code of Conduct is a form of Company's support for anti-corruption, through the provisions on "Bribery and Illegal Contributions". The provision states:

- Giving and receiving any form of bribery or other bribery is a serious violation. This applies to all forms of kickbacks, with no exception who the recipient is.
- The Company strictly prohibits the giving or offering of money, fees, commissions, credit, gifts, valuables, or compensation of any kind, directly or indirectly, to government agencies, officials, contractors or subcontractors to gain a contract or special treatment.

This provision is communicated to employees through training related to code of ethics, which covers anti-corruption and anti-bribery aspects.

The Company strives to increase its commitment to anti-corruption, by gradually implementing anti-corruption standards, norms and international conventions. SCM prevents the possible fraudulent acts in the form of corruption or bribery which carry a risk of causing poor performance at the Company and affects the stakeholders' trust. Therefore, every employee of the Company is embedded with anti-corruption principles through work agreements in order to minimize violations. In addition, the anti-corruption principles are also applied to partners as stipulated in the Company's code of conduct to prevent

Perseroan untuk mencegah adanya benturan kepentingan dan pelanggaran lainnya. SCM tidak bekerja sama dengan mitra kerja yang terlibat dalam praktik korupsi maupun suap.

Sebagai upaya jaminan kepatuhan terhadap prinsip antikorupsi, Perseroan menyelenggarakan evaluasi dan monitoring setiap proses dan prosedur transaksi jual-beli barang dan jasa oleh Audit Internal, sesuai dengan standar operasional prosedur. Audit internal juga menilai efisiensi operasional pada bidang keuangan, akuntansi, operasional, sumber daya manusia, pemasaran, dan teknologi. Hasil dari audit ini dilaporkan kepada Direksi, Komite Audit, dan Dewan Komisaris.

Perseroan juga memiliki mekanisme pelaporan pelanggaran termasuk pelaporan terkait dugaan perbuatan korupsi, yang diatur dalam kebijakan pelaporan pelanggaran. Kebijakan ini merupakan salah satu bentuk penerapan Pedoman Tata Kelola Perusahaan yang Baik. Perseroan memberikan jaminan perlindungan bagi pelapor dengan merahasiakan identitas pelapor serta isi dari laporan.

conflicts of interest and other violations. SCM does not cooperate with partners who are involved in corrupt or bribery practices.

As an effort to ensure compliance with anti-corruption principles, the Company performs evaluation and monitoring of every process and procedure of purchasing and selling goods and services by Internal Audit division, in accordance with standard operating procedures. Internal audit division also performs assessment of operational efficiency in the areas of finance, accounting, operations, human resources, marketing and technology. The results of this audit are reported to the Board of Directors, the Audit Committee and the Board of Commissioners.

The Company also has a whistleblowing mechanism including violations on alleged corruption, which is stipulated in the whistleblowing policy. This policy is implementation of Code of Good Corporate Governance. The Company guarantees protection for whistleblowers, to keep their identity and the contents of the report confidential.



Sepanjang tahun 2020, Perseroan tidak memiliki insiden korupsi. Kanal pengaduan dapat disampaikan melalui email: whistleblowing@scm.co.id.

Throughout 2020, the Company did not have any corruption incident. The complaints channel can be accessed via email: whistleblowing@scm.co.id.

(16/06/2020) Ketua Umum YPP, Imam Sudjarwo, menandatangani nota kesepahaman YPP dengan pemerintah dalam program pembelian ventilator buatan dalam negeri, disaksikan oleh Menteri Riset dan Teknologi, Bambang Brodjonegoro. YPP membeli 25 ventilator dan 900 PCR test kit senilai Rp3,5 miliar.

(16/06/2020) YPP's Chairman, Imam Sudjarwo, signed a memorandum of understanding between YPP and the government on a program to purchase domestically made ventilators, witnessed by the Minister of Research and Technology, Bambang Brodjonegoro. YPP purchased 25 ventilators and 900 PCR test kits worth IDR3.5 billion.



Pelibatan Pemangku Kepentingan

Stakeholder Engagement

Salah satu hal penting pelaksanaan tata kelola keberlanjutan adalah pelibatan pemangku kepentingan. Identifikasi pemangku kepentingan dilakukan berdasarkan bentuk relasi yang terbangun dengan pihak-pihak yang saling mempengaruhi dan dipengaruhi.

One of the important factors in implementing sustainable governance is the stakeholder engagement. Stakeholder identification was carried out based on the relationships built with the parties that influence and are influenced.

Respon pada Kebutuhan Pemangku Kepentingan Response to Stakeholders' Needs



Pemegang Saham Shareholders

Topik Utama | Main Concern
Kinerja Perusahaan dan pengembangan usaha
Company performance and business development

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Minimal satu kali dalam setahun:

- Rapat Umum Pemegang Saham (RUPS)

Sesuai kebutuhan:

- Korespondensi melalui surat-menyurat atau pengumuman melalui media massa
- Penyampaian informasi termasuk *public expose*
- Pertemuan dengan investor

Respon dan Tindak Lanjut

- Menyediakan informasi terkini atas kinerja keuangan, aksi korporasi signifikan, dan hal lainnya
- Menerbitkan laporan keuangan, menyediakan *press release* atau publikasi di *website*

Stakeholder Engagement Method and Frequency

At least once a year:

- General Meeting of Shareholders (GMS)

As and when needed:

- Correspondence via mail or announcements on the mass media
- Delivery of information including public expose
- Meetings with investors

Response and Follow Up

- Provide up-to-date information on financial performance, significant corporate actions, and other matters
- Publish financial statements, provide press releases or publications on the website



Karyawan Employees

Topik Utama | Main Concern
Perlindungan hubungan ketenagakerjaan; pemenuhan kesejahteraan dan hak-hak normatif; serta pengembangan kompetensi dan karir
Protection of employment relations; fulfillment of welfare and normative rights; as well as competency and career development

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Pertemuan berkala antara manajemen dengan karyawan
- Pelatihan, penilaian kinerja, dan promosi jabatan

Setiap dua tahun:

- Penyusunan dan pembaruan Peraturan Perusahaan

Respon dan Tindak Lanjut

- Melaksanakan survei karyawan
- Mengedarkan dan sosialisasi kebijakan terbaru kepada karyawan, termasuk karyawan baru
- Melaksanakan pelatihan karyawan setiap tahunnya

Stakeholder Engagement Method and Frequency

As and when needed:

- Regular meetings between management and employees
- Training, performance assessment, and promotion

Every two years:

- Preparation and renewal of Company Regulation

Response and Follow Up

- Conduct employee surveys
- Circulate and disseminate the latest policies to employees, including new employees
- Carry out employee training every year



**Pemerintah/
Regulator**
Government/
Regulator

Topik Utama | Main Concern

Kepatuhan terhadap hukum dan koordinasi rutin mengenai kegiatan perusahaan
Compliance with laws and regular coordination regarding company activities

**Metode dan Frekuensi
Pelibatan Pemangku Kepentingan**

Sesuai kebutuhan:

- Pertemuan dengan regulator/otoritas
- Pelaporan berkala kegiatan dan kinerja perusahaan

Respon dan Tindak Lanjut

- Melaporkan rencana dan capaian Perseroan melalui laporan tahunan, laporan keberlanjutan, maupun laporan lainnya sesuai dengan peraturan

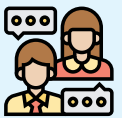
**Stakeholder Engagement
Method and Frequency**

As and when needed:

- Meetings with regulators/ authorities
- Periodic reporting of company activities and performance

Response and Follow Up

- Disclose the Company's plans and achievements through annual report, sustainability report, and other reports in compliance with regulations



**Pemirsa
Viewers**

Topik Utama | Main Concern

Layanan program dan konten penyiaran
Broadcasting program and content services

**Metode dan Frekuensi
Pelibatan Pemangku Kepentingan**

Sesuai kebutuhan:

- Informasi dan promosi melalui *website*, media sosial, iklan, dan promosi
- Survei kepuasan pelanggan

Respon dan Tindak Lanjut

- Mengevaluasi dan menindaklanjuti hasil survei kepuasan pelanggan
- Meningkatkan kualitas program dan layanan media
- Menyampaikan program-program baru maupun perubahan Perseroan melalui berbagai platform yang mudah diakses

**Stakeholder Engagement
Method and Frequency**

According to the needs:

- Information and promotion through websites, social media, advertisements and promotions
- Customer satisfaction survey

Response and Follow Up

- Evaluate and follow up on customer satisfaction survey results
- Improve the quality of media programs and services
- Deliver new programs and changes to the Company through various accessible platforms



**Agensi Iklan
Advertising
Agencies**

Topik Utama | Main Concern

Kinerja perusahaan
Company performance

**Metode dan Frekuensi
Pelibatan Pemangku Kepentingan**

Sesuai kebutuhan:

- Penyampaian informasi termasuk *public expose*
- Pertemuan dengan agensi iklan

Respon dan Tindak Lanjut

- Menyampaikan program-program baru dan perubahan Perseroan secara langsung maupun melalui *platform* yang mudah diakses
- Melakukan diskusi untuk meningkatkan kerja sama dan mengakomodasi kebutuhan masing-masing

**Stakeholder Engagement
Method and Frequency**

According to the needs:

- Delivery of information including public expose
- Meeting with advertising agencies

Response and Follow Up

- Deliver new programs and changes to the Company directly or through accessible platform
- Hold discussions to increase cooperation and accommodate each other's needs



Pengisi Acara Performers

Topik Utama | Main Concern
Transparansi kontrak kerja dan pelaksanaannya
Transparency of work contracts and their implementation

Metode dan Frekuensi **Pelibatan Pemangku Kepentingan**

Sesuai kebutuhan:

- Informasi kerja sama produksi dan pertemuan berkala

Respon dan Tindak Lanjut

- Melakukan sosialisasi kebijakan Perseroan secara langsung
- Memberitahukan perubahan jadwal, kontrak, maupun hal lainnya secara efisien
- Melakukan diskusi untuk meningkatkan kualitas program berdasarkan hasil survei kepuasan pemirsa

Stakeholder Engagement **Method and Frequency**

According to the needs:

- Information on production cooperation and regular meetings

Response and Follow Up

- Conduct direct dissemination of Company policies
- Notify changes to schedules, contracts, and other things efficiently
- Conduct discussions to improve program quality based on the results of the viewer satisfaction survey



Pemasok Suppliers

Topik Utama | Main Concern
Transparansi tender, kontrak kerja, dan pelaksanaannya
Transparency of tenders, work contracts and their implementation

Metode dan Frekuensi **Pelibatan Pemangku Kepentingan**

Sesuai kebutuhan:

- Informasi tender dan kontrak kerja sebagai dasar pelaksanaan kerja
- Peremuan berkala dengan pemasok

Respon dan Tindak Lanjut

- Mendiskusikan kebutuhan Perseroan jauh-jauh hari
- Menyampaikan rencana program dan perubahan Perseroan yang terkait dengan kebutuhan pasokan barang dan jasa

Stakeholder Engagement **Method and Frequency**

According to the needs:

- Information on tenders and work contracts as a basis for implementation of work
- Regular meetings with suppliers

Response and Follow Up

- Discuss the needs of the Company in advance
- Deliver the Company's program plans and changes related to the supply of goods and services

Sampai dengan akhir periode pelaporan, kami aktif menjadi anggota sejumlah asosiasi. Pada Asosiasi Televisi Swasta Indonesia (ATVSI), salah satu perwakilan SCM menjabat sebagai Sekretaris Jenderal yang aktif memberikan masukan dan tanggapan terkait penyusunan kebijakan penyiaran dan media oleh pemerintah. Selain itu, sebagai anggota aktif Asosiasi Telematika Indonesia (MASTEL), SCM juga terlibat dalam penyusunan peraturan terkait penyiaran oleh pemerintah dan Dewan Perwakilan Rakyat (DPR).

As of the end of the reporting period, the Company has actively engaged as a member of several associations. In Indonesia Private Television Association (ATVSI), one of the SCM representatives acts as a Secretary General to provide inputs and responses to broadcasting or media policy drafts from the government. Additionally, as an active member of Indonesian Telematics Association (MASTEL), SCM has also been involved in arrangement of broadcasting regulation by the government and parliament.



Nama Asosiasi | Association Name



**Asosiasi Televisi Swasta Indonesia
(ATVSI)**
Indonesian Private Television
Association
Sekretaris Jenderal
Secretary General



Asosiasi Emiten Indonesia
Indonesian Issuer Association
Anggota
Member



Asosiasi Telematika Indonesia
Indonesian Telematics Association
Anggota
Member

Tantangan dan Peluang Keberlanjutan

Pulihnya ekonomi dunia pasca-penerapan vaksinasi untuk mengatasi pandemi COVID-19, pada akhir tahun 2020 dan awal tahun 2021, diyakini akan berpengaruh positif pada industri media di masa mendatang. Seiring berkembangnya teknologi, industri media mengalami perubahan dari bentuk konvensional menjadi digital dengan berbagai platform maupun format.

Kondisi ini menjadi tantangan dan peluang bagi Perseroan untuk mengelola bisnis yang berkelanjutan. Tantangan terutama berkaitan dengan pemilihan teknologi dan kemampuan sumber daya manusia (SDM). Tantangan terkait persaingan juga muncul akibat adanya berbagai bentuk tayangan, termasuk jaringan televisi baru berbasis digital. Namun demikian, berkembangnya teknologi informasi dan komunikasi juga membuka peluang pengembangan bisnis yang terintegrasi.

Terjaganya bisnis yang berkelanjutan akan meningkatkan penerapan keberlanjutan dalam setiap aspek kegiatan yang dijalankan. Perseroan juga mampu mengelola isu lingkungan, sosial, dan tata kelola (LST) yang menjadi perhatian investor, sehingga meningkatkan dukungan bagi upaya Perseroan membangun bisnis yang berkelanjutan.

Berdasarkan pemetaan risiko LST tersebut, Perseroan memahami bahwa perubahan iklim memengaruhi tiap industri. Kami membutuhkan strategi khusus untuk memitigasi potensi dari dampak risiko LST tersebut. Meski industri media bukan merupakan industri yang terdampak langsung perubahan iklim dan SCM belum melaksanakan studi lebih lanjut terkait implikasi finansial terkait perubahan iklim, namun kami memiliki skema *Business Continuity and Contingency Plan* yang dapat disesuaikan dengan kebutuhan setiap tahunnya.

Sustainability Sustainability Challenges and Opportunities

The recovery of world economy after the vaccination implementation to overcome the COVID-19 pandemic, at the end of 2020 and early 2021, is believed to have a positive effect on the media industry in the future. Along with the development of technology, the media industry has experienced a change from conventional to digital with various platforms and formats.

This condition is a challenge and an opportunity for the Company to manage a sustainable business. The challenge mainly related to the selection of technology and the competencies of human resources (HR). Challenges related to competition also arise due to various forms of broadcast, including new digital-based television networks. However, the development of information and communication technology also provides opportunities for integrated and sustainable business development.

Maintaining a sustainable business will increase the sustainability implementation in every aspect of the activities. The Company has also able to manage environmental, social, and governance (ESG) issues that concern investors, which increased support for the Company's efforts to build a sustainable business.

Based on the ESG risk mapping, the Company recognized that climate change affects every industry. We need special strategies to mitigate the potential impact of ESG risk. Although the media industry is not an industry that is directly affected by climate change and SCM has not conducted further studies regarding the financial implications of climate change, we have a Business Continuity and Contingency Plan that can be adjusted to the needs of each year.

Kinerja Ekonomi

Economic Performance

Turunnya kegiatan ekonomi akibat pandemi COVID-19 membuat nilai belanja iklan televisi pada tahun 2020 mengalami penurunan dibanding periode sebelumnya, sehingga mempengaruhi perolehan pendapatan SCM. Tantangan lain yang dihadapi adalah perkembangan masif penggunaan media sosial untuk kepentingan hiburan maupun informasi.

Kami melakukan perubahan strategi dalam memaksimalkan pendapatan periklanan, pengendalian biaya program dan operasional, termasuk memanfaatkan konten dari pustaka untuk tayangan ulang program, serta mengembangkan *platform digital over the top* (OTT) Vidio dan KLY. SCM banyak melaksanakan acara siaran secara daring (*live streaming online*) yang turut memberi ruang kepada para seniman agar tetap dapat berkarya di tengah hambatan pandemi.

Langkah yang dilakukan mampu mengoptimalkan kinerja keuangan Perseroan selama tahun 2020. Meski mengalami penurunan dibandingkan periode tahun sebelumnya (yoy), namun SCM mencatat Pendapatan Usaha yang positif. Sebagian dari perolehan Pendapatan Usaha, didistribusikan kepada pemangku kepentingan, sesuai kebutuhan masing-masing.

Nilai Ekonomi Diperoleh dan Didistribusikan

Sebagian dari Pendapatan Usaha didistribusikan kepada para pemangku kepentingan. Distribusi selama tahun 2020 mencakup pembayaran gaji dan kesejahteraan karyawan, pembayaran dividen kepada pemegang saham, pembayaran pajak kepada pemerintah, dan investasi masyarakat dalam bentuk pelaksanaan tanggung jawab sosial perusahaan (CSR).

The decline in economic activities due to the COVID-19 pandemic had caused the decrease in value of television advertising spending in 2020 compared to the previous period, thus affecting SCM's revenue. Another challenge faced was the massive development of the use of social media for the benefit of entertainment and information.

We made strategic changes in maximizing advertising revenue, controlling program and operational costs, including utilizing content from libraries for program reruns, as well as developing Vidio and KLY's over the top (OTT) digital platforms. SCM has carried out many online broadcast events (live streaming online) which also provide opportunities for artists to work in the midst of challenges due to the pandemic.

The actions taken were able to optimize the Company's financial performance during 2020. Even though it decreased compared to the previous year (yoy), SCM recorded positive Operating Revenue. A portion of the earned Operating Revenue, was distributed to stakeholders, according to their respective needs.

Economic Value Generated and Distributed

A portion of the Operating Revenue is distributed to stakeholders. Distribution during 2020 this included payment of salaries and employee welfare, payment of dividends to shareholders, payment of taxes to the government, and community investment in the implementation of corporate social responsibility (CSR).

Nilai Ekonomi Langsung dan Didistribusikan (dalam juta Rupiah)
Direct and Distributed Economic Value (in million Rupiah)

Uraian Description	Periode Pelaporan Reporting Period		
	2020	2019	2018
Nilai Ekonomi Langsung Diterima Direct Economic Value Generated and Distributed			
I Pendapatan Revenue	5.135.260	5.536.371	5.294.309
Jumlah Nilai Ekonomi Langsung yang Diterima Total Direct Economic Value Generated	5.135.260	5.536.371	5.294.309

Uraian Description	Periode Pelaporan Reporting Period		
	2020	2019	2018
Nilai Ekonomi Langsung Didistribusikan Direct Economic Value Distributed			
I Biaya Operasional Operating Costs	2.491.630	2.862.897	2.358.399
II Gaji dan Tunjangan Karyawan Employee Wages and Benefits	657.852	624.670	556.727
III Pembayaran Dividen kepada Pemegang Saham Payments to Providers of Capital	0	820.266	804.175
IV Pembayaran kepada Pemerintah (Pajak) Payments to Government (Tax)	338.036	401.447	465.833
V Investasi kepada Komunitas (CSR) Community Investment (CSR)	20.753	15.965	16.543
Jumlah Nilai Ekonomi Langsung Didistribusikan Total Direct Economic Value Distributed	3.508.271	4.725.245	4.201.677
Nilai Ekonomi Langsung yang Ditahan Direct Economic Value Retained	1.626.989	811.126	1.092.632

Kebijakan Terkait Pajak

Kebijakan perpajakan Perseroan sesuai dengan setiap ketentuan perpajakan yang berlaku di Indonesia. Pembayaran pajak dilakukan melalui kantor pelayanan pajak, baik di tingkat pusat maupun daerah, sesuai jenis pajak yang menjadi kewajiban Perseroan dan entitas anak, karyawan, kontraktor/pemasok, maupun pihak-pihak lain sebagai wajib pajak.

Secara berkala, Perseroan melakukan sosialisasi maupun konsultasi terkait Surat Pemberitahuan Pajak (SPT) kepada para wajib pajak. Sosialisasi dan konsultasi pada periode pelaporan dilakukan secara daring karena pandemi COVID-19. Sosialisasi dan konsultasi dapat melibatkan kantor pelayanan pajak, serta dapat digunakan untuk menyampaikan pelaporan terkait perpajakan.

Rantai Pasokan Terintegrasi di Masa Pandemi

Selama periode pelaporan tidak ada perubahan signifikan terkait rantai pasok dan pengelolannya. Perseroan hanya melakukan penyesuaian pada pengelolaan rantai pasok terkait pandemi COVID-19.

Perseroan memastikan perjanjian atau kontrak tertulis terkait antikorupsi dan anti-penyuapan dengan tiap pemasok dan mitra kerja. Perseroan berkomitmen melibatkan pemasok nasional dan lokal, sehingga dapat menyediakan lapangan

Policies on Tax

The Company's tax policy is in accordance with any taxation provisions applicable in Indonesia. Tax payments are made through tax service offices, both at the central and regional levels, according to the types of taxes that are the obligation of the Company and its subsidiaries, employees, contractors/suppliers, and other parties as taxpayers.

Periodically, the Company conducts dissemination and consultation regarding tax returns (SPT) to taxpayers. The dissemination and consultation during the reporting period was held online due to the COVID-19 pandemic. The dissemination and consultation can involve the tax service office, and can be used to submit tax-related reporting.

Integrated Supply Chain During the Pandemic

During the reporting period there were no significant changes in the supply chain and its management. The company only made adjustments to supply chain management due to the COVID-19 pandemic.

The Company ensures written agreements or contracts related to anti-corruption and anti-bribery with each supplier and partner. The company is committed to involving national and local suppliers to provide jobs for the community. As

kerja bagi masyarakat. Sampai dengan 31 Desember 2020, tercatat ada 192 perusahaan lokal dan nasional yang menjadi bagian rantai pasok SCM, dengan nilai total kontrak mencapai Rp590,44 miliar.

Kebijakan Terkait Pajak

Kebijakan perpajakan Perseroan sesuai dengan setiap ketentuan perpajakan yang berlaku di Indonesia. Pembayaran pajak dilakukan melalui kantor pelayanan pajak, baik di tingkat pusat maupun daerah, sesuai jenis pajak yang menjadi kewajiban Perseroan dan entitas anak, karyawan, kontraktor/pemasok, maupun pihak-pihak lain sebagai wajib pajak.

Secara berkala, Perseroan melakukan sosialisasi maupun konsultasi terkait Surat Pemberitahuan Pajak (SPT) kepada para wajib pajak. Sosialisasi dan konsultasi pada periode pelaporan dilakukan secara daring karena pandemi COVID-19. Sosialisasi dan konsultasi dapat melibatkan kantor pelayanan pajak, serta dapat digunakan untuk menyampaikan pelaporan terkait perpajakan.

Rantai Pasokan Terintegrasi di Masa Pandemi

Selama periode pelaporan tidak ada perubahan signifikan terkait rantai pasok dan pengelolaannya. Perseroan hanya melakukan penyesuaian pada pengelolaan rantai pasok terkait pandemi COVID-19.

Perseroan memastikan perjanjian atau kontrak tertulis terkait antikorupsi dan anti-penyuapan dengan tiap pemasok dan mitra kerja. Perseroan berkomitmen melibatkan pemasok nasional dan lokal, sehingga dapat menyediakan lapangan kerja bagi masyarakat. Sampai dengan 31 Desember 2020, tercatat ada 192 perusahaan lokal dan nasional yang menjadi bagian rantai pasok SCM, dengan nilai total kontrak mencapai Rp590,44 miliar.

of December 31, 2020, there were 192 local and national companies that were part of SCM's supply chain, with a total contract value reaching Rp590.44 billion.

Policies on Tax

The Company's tax policy is in accordance with any taxation provisions applicable in Indonesia. Tax payments are made through tax service offices, both at the central and regional levels, according to the types of taxes that are the obligation of the Company and its subsidiaries, employees, contractors/suppliers, and other parties as taxpayers.

Periodically, the Company conducts dissemination and consultation regarding tax returns (SPT) to taxpayers. The dissemination and consultation during the reporting period was held online due to the COVID-19 pandemic. The dissemination and consultation can involve the tax service office, and can be used to submit tax-related reporting.

Integrated Supply Chain During the Pandemic

During the reporting period there were no significant changes in the supply chain and its management. The company only made adjustments to supply chain management due to the COVID-19 pandemic.

The Company ensures written agreements or contracts related to anti-corruption and anti-bribery with each supplier and partner. The company is committed to involving national and local suppliers to provide jobs for the community. As of December 31, 2020, there were 192 local and national companies that were part of SCM's supply chain, with a total contract value reaching Rp590.44 billion.

Jumlah Pemasok
Number of Suppliers

Uraian Description	2020	2019	2018
Pemasok Nasional Local Supplier	192	204	131
Pemasok Luar Negeri Overseas Supplier	8	9	14
Total Pemasok Total Supplier	200	213	145

Nilai Kontrak Pengadaan (dalam miliar Rupiah)
Procurement Contract Value (in billion Rupiah)

Uraian Description	2020	2019	2018
Pemasok Nasional Local Supplier	590,44	794,99	689,91
Pemasok Luar Negeri Overseas Supplier	80,17	104,64	59,38
Total Nilai Kontrak Pengadaan Total Value of the Procurement Contract	670.618,52	899.634,35	749.292,72



Umpan Balik

Feedback Form

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan ini.
We would like to ask all stakeholders to kindly provide feedback after reading this Sustainability Report.

Profil Anda | Your profile

Nama (bila berkenan) | Name (if you please) :

Institusi/Perusahaan | Institution/Company :

Surel | Email :

Telp/Hp | Phone/Mobile :

Mohon berikan saran/usul/komentar Anda atas laporan ini
Please advice/suggestion/comments on this report statements

.....

.....

.....

Terima kasih atas partisipasi Anda.
Thank you for Your participation.

Pertanyaan dan input terkait Laporan Keberlanjutan:
Inquiry about Sustainability Report:

Imam Sudjarwo
Kepala Departemen CSR | Head of CSR Department

SCTV Tower - Senayan City
Jalan Asia Afrika Lot 19, Jakarta 10270 Indonesia
T: (021) 2793 5599
F: (021) 2793 5598
E: ypp@scm.co.id



Referensi POJK 51/2017 dan Indeks Standar GRI

Reference of POJK 51/2017 and GRI Standards Index

POJK No.51/ POJK.03/2017	Pengungkapan Disclosure	Halaman Page numbers
1	Penjelasan strategi keberlanjutan Explanation on Sustainability Strategy	11
2	Ikhtisar kinerja aspek keberlanjutan An overview of the sustainability performance aspect	3-4
3	Profil singkat perusahaan Brief profile of the Company	11, 48
3.a	Visi, misi, dan nilai keberlanjutan Vision, Mission, and sustainability value	11
3.b	Nama, alamat, nomor telepon, nomor faksimil, alamat surat elektronik (e-mail), dan situs web, serta kantor cabang Name, address, phone number, faximile numbers, electronic mail address (e-mail), website and branch office	48
3.c	Skala usaha Working scale	3-4, 20-22
3.c.1	Total aset atau kapitalisasi aset, dan total kewajiban Assets total or asset capitalization and total responsibilities	4
3.c.2	Jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan The number of employees based on the gender, occupational level, ages, educational background, and employment status	20-21
3.c.3	Persentase kepemilikan saham Percentage of Share ownership	-
3.c.4	Wilayah operasional Operational Area	3
3.d	Produk, layanan, dan kegiatan usaha Products, services, and business activities	29
3.e	Keanggotaan pada asosiasi Membership in Association	43-44
3.f	Perubahan LJK, Emiten, dan Perusahaan Publik yang bersifat signifikan Changes in LJK, Emiten, and public company changes that are significant	46
5	Tata kelola keberlanjutan Sustainable Governance	34-44
5.a	Tugas bagi Direksi dan Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab kinerja keberlanjutan Directors, Board Member, officer, government representative works to become responsible to manage sustainable financing.	37-38
5.b	Pengembangan kompetensi yang dilaksanakan terhadap anggota Direksi, anggota Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan Development of competency, delivered to Directors, board of Commisioners, employees, and working unit that responsible to sustainable financing.	37
5.c	Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan Company procedures in controlling the risk of sustainability	37
5.d	Penjelasan mengenai pemangku kepentingan Description on stakeholders	41-43

POJK No.51/ POJK.03/2017	Pengungkapan Disclosure	Halaman Page numbers
5.d.1	Keterlibatan pemangku kepentingan berdasarkan hasil penilaian (assessment) manajemen, RUPS, surat keputusan atau lainnya Stakeholders engagement based on management assessment result, GMS, decree or other	41
5.d.2	Pendekatan yang digunakan LJK, Emiten, dan Perusahaan Publik dalam melibatkan pemangku kepentingan dalam penerapan Keuangan Berkelanjutan, antara lain dalam bentuk dialog, survei, dan seminar Stakeholders engagement in the implementation of company's Sustainable Finance	41-43
5.e	Permasalahan yang dihadapi, perkembangan, dan pengaruh terhadap penerapan Keuangan Berkelanjutan Problems faced, progress and influence to the application of Sustainable Finance	44
6	Kinerja keberlanjutan, antara lain memuat: Sustainable performance	15-48
6.a	Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik Activities to build a sustainability culture in the internal Public Company	-
6.b	6.b.1 Perbandingan target dan kinerja produksi, portofolio, target pembiayaan, atau investasi, pendapatan dan laba rugi Comparison between production target and performance, portfolio, funding or investment target, revenue and profit/loss	-
	6.b.2 Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada instrumen keuangan atau proyek yang sejalan dengan penerapan Keuangan Berkelanjutan Comparison between portfolio target and performance, funding or investment target on financial instruments or projects in line with the implementation of Sustainable Finance	Tidak Relevan Irrelevant
6.c	Kinerja sosial dalam 3 (tiga) tahun terakhir: Social performance within 3 (three) years:	19-34
	6.c.1 Komitmen LJK, Emiten, atau Perusahaan Publik untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen Commitment of financial service institution, emiten, or public company to providing product and / or service equally to customers	29
	6.c.2 Ketenagakerjaan, paling sedikit memuat: Employment, at least contains:	19-24
	6.c.2.a Kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak Equality of employment opportunities and the presence or absence of forced labor and child labor	22
	6.c.2.b Persentase remunerasi karyawan tetap di tingkat terendah terhadap upah minimum regional Percentage of permanent employee remuneration at the lowest level against the regional minimum wage	23
	6.c.2.c Lingkungan bekerja yang layak dan aman Safe and suitable working environment	25
	6.c.2.d Pelatihan dan pengembangan kemampuan pegawai Training and capacity building for employee	27-28
	6.c.3 Masyarakat, paling sedikit memuat: Community, at least contains:	30-34
	6.c.3.a Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar termasuk literasi dan inklusi keuangan Information on activities or operational areas that give positive and negative impacts to the surrounding community, including financial literacy and inclusion	30-31
	6.c.3.b Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti The mechanism and number of public complaints received and acted upon	-

POJK No.51/ POJK.03/2017	Pengungkapan Disclosure	Halaman Page numbers
6.c.3.c	TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities	32-34
6.d	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik, paling sedikit memuat: Environmental performance of LJK, Issuers, Public Company, at least contains:	17-18
6.d.1	Biaya lingkungan hidup yang dikeluarkan Environmental costs incurred	-
6.d.2	Penggunaan material yang ramah lingkungan Use of environmentally friendly materials	-
6.d.3	Penggunaan energi paling sedikit memuat: Energy uses, at least contains: a) jumlah dan intensitas energi yang digunakan Total and intensity of energy used b) upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan Work and achievement to use energy efficiently, including renewable energy resources	17-18
6.e	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup paling sedikit memuat: Environmental performance of LJK, Issuers, Public Company that it's business process related to the environment, at least contains:	-
6.e.1	kinerja sebagaimana dimaksud dalam huruf d Performance as meant in letter d	17-18
6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup Activities or operational areas that have an impact to the surrounding environment	15
6.e.3	Keanekaragaman hayati, paling sedikit memuat: Biodiversity, at least contains:	-
6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi Impacts of operational areas that are near or in conservation area	-
6.e.3.b	Upaya konservasi keanekaragaman hayati Efforts to conserve biodiversity	-
6.e.4	Emisi, paling sedikit memuat: Emission, at least contains:	16-18
6.e.4.a	Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya Total and intensity of emission produced, based on its type	16-17
6.e.4.b	Upaya dan pencapaian pengurangan emisi yang dilakukan Efforts and achievement to reduce emission	16, 18
6.e.5	Limbah dan efluen, paling sedikit memuat: Waste and effluent, at least contains:	18
6.e.5.a	Limbah dan efluen yang dihasilkan berdasarkan jenis Wastes and effluent produced, based on its type	-
6.e.5.b	Mekanisme pengelolaan limbah dan efluen Mechanism of waste and effluent management	18
6.e.5.c	Tumpahan yang terjadi (jika ada) Spilling, if any	-
6.e.6	Jumlah dan materi pengaduan lingkungan hidup yang diterima dan diselesaikan The number and topic of environmental complaints received and resolved	15

Pengungkapan Disclosures		Halaman Page numbers
GRI 102: Pengungkapan Umum General Disclosure		
102-2	Kegiatan, merek, produk, dan jasa Activities, brands, products, and services	29
102-3	Lokasi kantor pusat Location of headquarters	48
102-4	Lokasi operasi Location of operations	3
102-6	Pasar yang dilayani Markets served	3
102-7	Skala organisasi Scale of the organization	3-4, 20-22
102-8	Informasi pegawai Information on employees	20-22
102-9	Rantai pasokan Supply chain	46
102-10	Perubahan signifikan pada organisasi Significant changes to the organisation	46
102-11	Pendekatan atau prinsip pencegahan Precautionary principle or approach	38
102-13	Keanggotaan asosiasi Membership of associations	43-44
102-14	Pernyataan dari pembuat keputusan senior Statement from senior decision-maker	7-10
102-15	Dampak utama, risiko, dan peluang Key impacts, risks, and opportunities	44
102-16	Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	11
102-17	Mekanisme nasihat dan perhatian tentang etika Mechanisms for advice and concerns about ethics	40
102-18	Struktur tata kelola Governance structure	35
102-19	Mendelegasikan wewenang Delegating authority	37
102-20	Tanggung jawab tingkat eksekutif untuk topik ekonomi, lingkungan, dan sosial Executive-level responsibility for economic, environmental, and social topics	37, 38
102-21	Berkonsultasi dengan pemangku kepentingan pada topik ekonomi, lingkungan, dan sosial Consulting stakeholders on economic, environmental, and social topics	41
102-23	Ketua badan tata kelola tertinggi Chair of the highest governance body	35-36
102-27	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of highest governance body	37
102-29	Mengidentifikasi dan mengelola dampak ekonomi, lingkungan, dan sosial Identifying and managing economic, environmental, and social impacts	44
102-30	Keefektifan proses manajemen risiko Effectiveness of risk management processes	38
102-33	Mengomunikasikan hal-hal kritis Communicating critical concerns	40
102-40	Daftar kelompok pemangku kepentingan List of stakeholder groups	41-43
102-41	Perjanjian perundingan kolektif Collective bargaining agreements	24

Pengungkapan Disclosures		Halaman Page numbers
102-42	Mengidentifikasi dan memilih pemangku kepentingan Identifying and selecting stakeholders	41
102-43	Pendekatan pelibatan pemangku kepentingan Approach to stakeholder engagement	41-43
102-44	Topik utama dan masalah Key topics and concerns	41-43
102-46	Menetapkan isi laporan dan batasan topik Defining report content and topic boundaries	12-14
102-47	Daftar topik material List of material topics	12-14
102-53	Kontak Contact	48
102-55	Indeks isi GRI GRI content index	52-56
GRI 201: Kinerja Ekonomi Economic Performance		
201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	45-46
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	16
103-2	Pendekatan manajemen dan komponennya The management approach and its components	16
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	16
GRI 302: Energi Energy		
302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	17
302-3	Intensitas energi Energy intensity	18
302-4	Pengurangan konsumsi energi Reduction of energy consumption	18
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	19
103-2	Pendekatan manajemen dan komponennya The management approach and its components	19
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	19
GRI 401: Kepegawaian Employment		
401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	22
401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	24
401-3	Cuti melahirkan Parental leave	24

Pengungkapan Disclosures		Halaman Page numbers
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	25
103-2	Pendekatan manajemen dan komponennya The management approach and its components	25
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	25
GRI 403: Kesehatan dan Keselamatan Kerja Occupational Health and Safety		
403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	25
403-2	Identifikasi bahaya, penilaian risiko, dan investigasi Hazard identification, risk assessment, and incident investigation	25
403-3	Pelayanan kesehatan kerja Occupational health service	25
403-4	Konsultasi dan komunikasi keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	27
403-5	Pelatihan terkait keselamatan dan kesehatan kerja Worker training on occupational health and safety	27
403-6	Promosi kesehatan pekerja Promotion of worker health	27
403-7	Pencegahan dan mitigasi atas dampak K3 secara langsung terhadap hubungan bisnis Prevention and mitigation of OHS impacts directly linked by business relationships	26-27
403-8	Pekerja terlindungi oleh sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	25
403-9	Kecelakaan kerja Work-related injuries	27-28
403-10	Kesehatan yang buruk terkait pekerjaan Work-related ill health	27-28
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	28
103-2	Pendekatan manajemen dan komponennya The management approach and its components	28
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	28
GRI 404: Pelatihan dan Pendidikan Training and Education		
404-1	Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee	28
404-3	Persentase pegawai menerima evaluasi kinerja dan pengembangan karir Percentage of employees receiving regular performance and career development reviews	29
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	29
103-2	Pendekatan manajemen dan komponennya The management approach and its components	29
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	29

Pengungkapan Disclosures		Halaman Page numbers
GRI 206: Perilaku Anti-kompetitif Anti-competitive Behavior		
206-1	Tindakan hukum untuk perilaku anti-kompetitif, anti-trust, dan praktik monopoli Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	39
103-2	Pendekatan manajemen dan komponennya The management approach and its components	39
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	39
GRI 205: Anti-Korupsi Anti-corruption		
205-1	Operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	39-40
205-2	Komunikasi dan pelatihan tentang kebijakan anti korupsi dan prosedur Communication and training about anti-corruption policies and procedures	39-40
205-3	Insiden korupsi yang dikonfirmasi dan tindakan yang diambil Confirmed incidents of corruption and actions taken	40
GRI 103: Pendekatan Manajemen Management Approach		
103-1	Penjelasan topik material dan batasannya Explanation of the material topics	30
103-2	Pendekatan manajemen dan komponennya The management approach and its components	30
103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	30
GRI G4-56 Sector Disclosure: Etika dan Integritas Ethics and Integrity		
102-16	Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	30-32
102-17	Mekanisme untuk saran dan kekhawatiran tentang etika Mechanisms for advice and concerns about ethics	32



Poster with a cross symbol and text: "KEMENTERIAN KESEHATAN RI" and "PUSAT PENYAKIT MENULAR"

Label on the leftmost box: "KEMENTERIAN KESEHATAN RI" and "PUSAT PENYAKIT MENULAR"

Label on the second box from the left: "KEMENTERIAN KESEHATAN RI" and "PUSAT PENYAKIT MENULAR"

Label on the third box from the left: "KEMENTERIAN KESEHATAN RI" and "PUSAT PENYAKIT MENULAR"

Label on the rightmost box: "YPP" and "BANTUAN"

2020
Laporan Keberlanjutan
Sustainability Report



PT Surya Citra Media Tbk.

SCTV Tower - Senayan City

Jl. Asia Afrika Lot. 19

Jakarta 10270

Phone : +62 21 2793 5599

Fax : +62 21 2793 5598

www.scm.co.id