

Coal Unloading at Jetty	
Unloading and Loading Company Permit	a Contractor is an official Loading and Unloading Company (PBM) approved by KSOP Kendari which has the capabilities, experience and/or equipment required to carry out the Work.
	b Contractor is responsible for the costs incurred for the unloading process (coordination of KSOP, Muspika, security and agencies related to the coal loading and unloading process).
Facility	a Contractor is obliged to provide offices, workshops and operator's mess in the Company's area.
	b The office can be a container or a permanent office built by a contractor.
	c Contractor is responsible for all costs for Contractor's facilities provided.
Diesel tank	a Contractor is obliged to provide diesel fuel tank (minimum tank @5000L) for operational needs of Contractor. The diesel fuel tank must have bundwall in its surround in order to be diesel fuel is spilled does not pollute the environment and is suitable with the rule of HSE. Regulations of Minister of the Manpower, the Republic of Indonesia, Number 37 Years 2016 on Safety, Healty, Pressure Vessel and Storage Tank
	b Diesel tank owned must have a calibration table for accuracy of the storage tank volume.
	c Contractors are required to maintain the availability of operational fuel by measuring the volume of the diesel tank contents at the end of each month.
	d Contractor releases the Company from any claims or lawsuits and any responsibility in connection with environmental pollution caused by Contractor's failure to comply with these provisions.
Fuel	a The use of High Speed Diesel (HSD) as fuel provided by Contractor for vehicle fuel and supporting purposes must utilize Non-Subsidized HSD which has been confirmed as legal in accordance with the applicable laws of the Republic of Indonesia, and is equipped with supporting documents in accordance with the necessary legal requirements.
Handy Talky (HT)	a Contractor is obliged to provide HT as a communication tool for each personnel on duty, each DT and heavy equipment, including HSE and Supervisors.
	b Contactors are required to have a radio frequency permit from Kominfo
Heavy equipment units & Dump trucks	a Registration year of dump trucks and heavy equipment used in this work must be at least 2022 or later (2022, 2023, 2024, 2025, 2026).
	b All heavy equipment must be equipped with an SIA issued by the authorized agency or authority which must remain valid for the duration of this contract.
	c All dump trucks must be equipped with STNK and KIR or a Certificate of Suitability for Use issued by the authorized agency or authority which must remain valid for the duration of this contract.
Coal Unloading	a Contractor must carry out the work of unloading coal from the barge, to then be transported to coal storage in the area around the Company's location according to the barge arrival schedule.
	b Contractor is obliged to be responsible for the permits (Permit) before and after the ship berths, including: <ul style="list-style-type: none"> - Unloading permit 1 x 24 hours to be issued by Kantor Kesyahbandaran dan Otoritas Pelabuhan (KSOP) Kendari - Unloading permit for dangerous goods to be issued by KSOP Kendari - Permit to Work from Internal DSSP - Application Letter of Unloading - Application Letter of Unloading finishing - Payment proof of non-tax revenue (PNBP, Penerimaan Negara Bukan Pajak)
	c Contractor is obliged to complete the coal unloading/unloading work until all the coal has been unloaded from the barge, including cleaning the barge until the barge door can be closed.
	d Unloading coal must be completed by Contractor within a time limit of no later than 48 hours or 2x24 (two times twenty four) hours starting from when the barge docks at the Company's dock with a maximum barge load of 10,000 MT until the barge door is closed.
	e The unloading process can be carried out using 2 (two) methods, namely conveyor jetty and/or long hauling of trucks if problems arise in the operation of the conveyor jetty or at the request of the Company.
	f Contractor may submit a request for long hauling of trucks to the Company a maximum of 1 (one) time per month with acceptable reasons accompanied by a written submission to the Company's management.
	g Contractor is required to carry out P2H (Harlan Inspection & Check) on all heavy equipment before the unloading process begins, accompanied by evidence in the form of a written report signed by the Company's HSE.
	h Contractor is required to provide an office in the jetty area that can also function as a means of supporting administration and storing tools to facilitate coordination with the Company's Jetty team.
	i Contractor is obliged to prevent and minimize the impact of pollution on the environment as a result of coal unloading work or other work in this contract and based on applicable standards and laws and regulations.
	j Contractors are required to conduct a Safety Briefing (TBM) at the start of each shift.
	k Contractor is required to make an activity report and submit it to the Company, a maximum of 2 (two) days after completion of unloading.
Cleaning	a Contractor must tidy up and clean the barge after the unloading process and clean up any coal that has been spilled along the journey from the dock to the coal storage.
	b Contractor is obliged to collect the scattered coal at a location determined by the Company and then move it to coal storage.
	c Contractor is responsible for the cleanliness of the Work Site, including the following: <ul style="list-style-type: none"> - Contractor is obliged to maintain the cleanliness of his work area and avoid spills and leaks of oil, fuel, and other chemicals. - Contractor is obliged to clean the jetty & Trestle area until clean once a week or after the last unloading process (if 2 or more unloading barges are continuing) - Contractor is obliged to clean the roads around the coal storage. - Contractor is obliged to provide trash cans in the work area and employee mess.
Other Jobs	a Coal Stock Opname: <ul style="list-style-type: none"> - The Company will conduct routine Coal stock opname 2 (two) times a month. - All coal unloading and transfer activities are stopped while the stock opname activity is taking place, and Contractor is obliged to assist in this activity by arranging heavy equipment such as excavators or wheel loaders for coal tidying work and coal density collection activities according to the Company's direction.

	b Contractor is obliged to lift and move equipment and materials from within the Company's premises.
Job Report	a Contractor is required to make routine Work reports during the Contract Term, namely: 1. Monthly reports, to be submitted every first week of the following month. 2. Unloading reports, for each unloading completion, a maximum of 2 (two) days after completion of unloading. 3. Monthly HSE Report.
Manpower requirements	a Contractor employees are required to have an ID card b Heavy equipment operators are required to have a SIO. c Dump truck operators are required to have a B2 driving license. d HSE personnel are personnel who have a general K3 certificate.
Working hours	a Coal unloading is carried out depending on the barge's arrival time and in two shifts, each consisting of 12 working hours. The first shift begins when the barge docks at the pier. b Contractor employees are required to record attendance according to working hours and report once a week to the Company c First shift employees are not allowed to continue overtime in the next shift unless they receive approval from the Company's HSE.
HSE Regulations	a Contractors are required to provide management policies that cover K3 and the Environment. b Contractor employees are required to be included in the BPJS Health and BPJS Employment programs. c Contractor employees are required to wear uniforms and identification cards or ID cards. d When employees are first placed, Contractors are required to undergo a Medical Check Up and are required to undergo regular health checks at least once a year. e Each personnel must be equipped with PPE such as safety helmets, safety shoes, safety vests, safety glasses and a minimum N95 mask. f Contractors are required to create SOPs and JSAs for all work. Contractors are required to provide for the storage and management of the hazardous waste generated. g Safety induction before barge unloading, transfer, feeding, and FABAs unloading activities h Completeness of KTP, SIO, SIA, SIM B2, NPWP, STNK according to their respective purposes. i Vehicle emission inspections must be carried out routinely by Contractor every year, and the vehicle must be equipped with a certification issued by an Environmental Laboratory accredited by the Ministry of Environment and Forestry (KLHK). j Personnel age must be 18-55 years k Must have an Emergency Response Procedure l A first aid kit and fire extinguisher must be provided in accordance with applicable regulations. m Contractor is required to provide a spill kit in the work area. n Contractor is obliged to maintain cleanliness in his work area and must provide a trash can. o Contractor HSE personnel are required to make monthly reports regarding K3 and report them to the Company's HSE.
Other Provisions	a Contractor is required to park dump trucks and other heavy equipment in designated areas near the Company. All costs incurred in providing these facilities are Contractor's responsibility. b Contractor is obliged to repair facilities if there is damage or a decrease in the function of the facility caused by Contractor's error or negligence. c Contractor is obliged to provide temporary replacement heavy equipment or dump trucks if equipment damage cannot be handled within 2 x 24 hours. d - In the event that Contractor cannot fulfill the Company's terms and conditions under this Contract and does not pay the fine, the Company will provide a written warning letter to Contractor. - The warning letter is in the form of the 1st, 2nd, and 3rd warning letters. - After the 3rd warning letter, if Contractor does not improve the performance and quality of the work or does not pay the fine, the Company may deduct the bill in the amount of the fine that is Contractor's responsibility and / or terminate the Contract unilaterally.

PR - Coal Transfer & Feeding	
Facility	a Contractor is obliged to provide offices, workshops and operator's mess in the Company's area. b The office can be a container or a permanent office built by a contractor. c Contractor is responsible for all costs for Contractor's facilities provided.
Diesel tank	a Contractor is obliged to provide diesel fuel tank (minimum tank @5000L) for operational needs of Contractor. The diesel fuel tank must have bundwall in its surround in order to be diesel fuel is spilled does not pollute the environment and is suitable with the rule of HSE. Regulations of Minister of the Manpower, the Republic of Indonesia, Number 37 Years 2016 on Safety, Healthy, Pressure Vessel and Storage Tank b Diesel tank owned must have a calibration table for accuracy of the storage tank volume. c Contractors are required to maintain the availability of operational fuel by measuring the volume of the diesel tank contents at the end of each month. d Contractor releases the Company from any claims or lawsuits and any responsibility in connection with environmental pollution caused by Contractor's failure to comply with these provisions.
Fuel	a The use of High Speed Diesel (HSD) as fuel provided by Contractor for vehicle fuel and supporting purposes must utilize Non-Subsidized HSD which has been confirmed as legal in accordance with the applicable laws of the Republic of Indonesia, and is equipped with supporting documents in accordance with the necessary legal requirements.
Handy Talky (HT)	a Contractor is obliged to provide HT as a communication tool for each personnel on duty, each DT and heavy equipment, including HSE and Supervisors. b Contractors are required to have a radio frequency permit from Kominfo
Heavy equipment units & Dump trucks	a Registration year of dump trucks and heavy equipment used in this work must be at least 2022 or later (2022, 2023, 2024, 2025, 2026). b All heavy equipment must be equipped with an SIA issued by the authorized agency or authority which must remain valid for the duration of this contract.

	c All dump trucks must be equipped with STNK and KIR or a Certificate of Suitability for Use issued by the authorized agency or authority which must remain valid for the duration of this contract.
Coal Transfer	a Contractor is obliged to carry out routine daily transfers of coal from coal storage to the coal shed at the Company's location in accordance with FIFO (First In First Out) regulations and in accordance with the schedule determined by the Company Representative.
	b Contractor is required to transfer coal to the coal shed until the coal stock in the coal shed is in the range of 12,000 MT - 18,000 MT of coal, with a maximum coal stacking height in the coal shed area of 5 meters.
	c Contractors are required to carry out P2H (Daily Inspection & Check) on heavy equipment at the start of each shift accompanied by written evidence & submitted to the Company's HSE team.
	d Contractors are required to conduct a Safety Briefing (TBM) at the start of each shift.
	e Contractors are required to make daily reports on coal transfer activities.
Coal Feeding	a Contractor is obliged to carry out the coal feeding process from the coal shed to the boiler hopper at the Company's location.
	b Contractor must carry out this Work in accordance with the schedule set by the Company Representative.
	c Contractors are required to carry out P2H (Harlan Inspection & Check) on heavy equipment at the start of each shift accompanied by written evidence & submitted to the Company's HSE team.
	d Contractors are required to conduct a Safety Briefing (TBM) at the start of each shift.
	e Contractors are required to make weekly reports on coal feeding activities.
Coal Management in Coal Yard & Coal Shed	a Contractor is obliged to tidy up the coal in the coal storage after the unloading process is complete according to the Company's instructions.
	b Contractor is required to tidy up the coal piles in the coal storage before the shift change according to the Company's instructions.
	c Contractor is obliged to handle self-combustion coal in the coal storage area according to the Company's directions.
Cleaning	a Contractor is responsible for the cleanliness of the Work Site, including the following: - Contractor is obliged to maintain the cleanliness of his work area and avoid spills and leaks of oil, fuel, and other chemicals. - Contractor is obliged to clean the roads around the coal storage. - Contractor is obliged to provide trash cans in the work area and employee mess.
Other Jobs	a Coal Stock Opname: - The Company will conduct routine Coal stock opname 2 (two) times a month. - All coal unloading and transfer activities are stopped while the stock opname activity is taking place, and Contractor is obliged to assist in this activity by arranging heavy equipment such as excavators or wheel loaders for coal tidying work and coal density collection activities according to the Company's direction.
	b Contractor is obliged to lift and move equipment and materials from within the Company's premises.
Job Report	a Contractor is required to make routine Work reports during the Contract Term, namely: 1. Monthly reports, to be submitted every first week of the following month. 2. Weekly feeding and handling work reports, to be submitted every Monday of the following week. 3. Monthly HSE Report.
Manpower requirements	a Contractor employees are required to have an ID card
	b Heavy equipment operators are required to have a SIO.
	c Dump truck operators are required to have a B2 driving license.
	d HSE personnel are personnel who have a general K3 certificate.
Working hours	a Moving/Transfer and Feeding is carried out every day in 2 (two) shifts: - Shift 1: 08.00 — 20.00 - Shift 2: 20.00 — 08.00
	b Contractor employees are required to record attendance according to working hours and report once a week to the Company
	c First shift employees are not allowed to continue overtime in the next shift unless they receive approval from the Company's HSE.
HSE Regulations	a Contractors are required to provide management policies that cover K3 and the Environment.
	b Contractor employees are required to be included in the BPJS Health and BPJS Employment programs.
	c Contractor employees are required to wear uniforms and identification cards or ID cards.
	d When employees are first placed, Contractors are required to undergo a Medical Check Up and are required to undergo regular health checks at least once a year.
	e Each personnel must be equipped with PPE such as safety helmets, safety shoes, safety vests, safety glasses and a minimum N95 mask.
	f Contractors are required to create SOPs and JSAs for all work. Contractors are required to provide for the storage and management of the hazardous waste generated.
	g Safety induction before barge unloading, transfer, feeding, and FABA unloading activities
	h Completeness of KTP, SIO, SIA, SIM B2, NPWP, STNK according to their respective purposes.
	i Vehicle emission inspections must be carried out routinely by Contractor every year, and the vehicle must be equipped with a certification issued by an Environmental Laboratory accredited by the Ministry of Environment and Forestry (KLHK).
	j Personnel age must be 18-55 years
	k Must have an Emergency Response Procedure
	l A first aid kit and fire extinguisher must be provided in accordance with applicable regulations.
	m Contractor is required to provide a spill kit in the work area.
	n Contractor is obliged to maintain cleanliness in his work area and must provide a trash can.
	o Contractor HSE personnel are required to make monthly reports regarding K3 and report them to the Company's HSE.
	a Contractor is required to park dump trucks and other heavy equipment in designated areas near the Company. All costs incurred in providing these facilities are Contractor's responsibility.

Other Provisions	b Contractor is obliged to repair facilities if there is damage or a decrease in the function of the facility caused by Contractor's error or negligence.
	c Contractor is obliged to provide temporary replacement heavy equipment or dump trucks if equipment damage cannot be handled within 2 x 24 hours.
	d - In the event that Contractor cannot fulfill the Company's terms and conditions under this Contract and does not pay the fine, the Company will provide a written warning letter to Contractor. - The warning letter is in the form of the 1st, 2nd, and 3rd warning letters. - After the 3rd warning letter, if Contractor does not improve the performance and quality of the work or does not pay the fine, the Company may deduct the bill in the amount of the fine that is Contractor's responsibility and / or terminate the Contract unilaterally.

PR - FAB A Transfer	
Facility	a Contractor is obliged to provide offices, workshops and operator's mess in the Company's area.
	b The office can be a container or a permanent office built by a contractor.
	c Contractor is responsible for all costs for Contractor's facilities provided.
Diesel tank	a Contractor is obliged to provide diesel fuel tank (minimum tank @5000L) for operational needs of Contractor. The diesel fuel tank must have bundwall in its surround in order to be diesel fuel is spilled does not pollute the environment and is suitable with the rule of HSE. Regulations of Minister of the Manpower, the Republic of Indonesia, Number 37 Years 2016 on Safety, Healty, Pressure Vessel and Storage Tank
	b Diesel tank owned must have a calibration table for accuracy of the storage tank volume.
	c Contractors are required to maintain the availability of operational fuel by measuring the volume of the diesel tank contents at the end of each month.
	d Contractor releases the Company from any claims or lawsuits and any responsibility in connection with environmental pollution caused by Contractor's failure to comply with these provisions.
Fuel	a The use of High Speed Diesel (HSD) as fuel provided by Contractor for vehicle fuel and supporting purposes must utilize Non-Subsidized HSD which has been confirmed as legal in accordance with the applicable laws of the Republic of Indonesia, and is equipped with supporting documents in accordance with the necessary legal requirements.
Handy Talky (HT)	a Contractor is obliged to provide HT as a communication tool for each personnel on duty, each DT and heavy equipment, including HSE and Supervisors.
	b Contactors are required to have a radio frequency permit from Kominfo
Heavy equipment units & Dump trucks	a Registration year of dump trucks and heavy equipment used in this work must be at least 2022 or later (2022, 2023, 2024, 2025, 2026).
	b All heavy equipment must be equipped with an SIA issued by the authorized agency or authority which must remain valid for the duration of this contract.
	c All dump trucks must be equipped with STNK and KIR or a Certificate of Suitability for Use issued by the authorized agency or authority which must remain valid for the duration of this contract.
FABA transfer	a Contractor shall carry out the transportation and disposal of FAB A from the silo to the ash yard based on the Company's schedule and instructions.
	b Contractor is obliged to transport FAB A to the ash storage area or certain areas within the Company's premises according to the Company's schedule and directions.
	c Contractor is obliged to avoid spills along the FAB A discharge route & is obliged to clean up if a spill occurs.
	d Contractor is required to tidy up the disposal in the Ash Yard according to the Company's directions.
	e Contractors are required to make daily FAB A unloading reports.
	f Contractors are required to carry out P2H (Harlan Inspection & Check) on heavy equipment at the start of each shift accompanied by written evidence & submitted to the Company's HSE team.
	g Contractors are required to conduct a Safety Briefing (TBM) at the start of each shift.
	h Contractors are required to make weekly reports on FAB A transfer activities.
Cleanliness	a Contractor is responsible for the cleanliness of the Work Site, including the following: - Contractor is obliged to maintain the cleanliness of his work area and avoid spills and leaks of oil, fuel, and other chemicals. - Contractor is obliged to clean the roads in the FAB A unloading area. - Contractor is obliged to provide trash cans in the work area and employee mess.
Other Jobs	a Coal Stock Opname: - The Company will conduct routine Coal stock opname 2 (two) times a month. - All coal unloading and transfer activities are stopped while the stock opname activity is taking place, and Contractor is obliged to assist in this activity by arranging heavy equipment such as excavators or wheel loaders for coal tidying work and coal density collection activities according to the Company's direction.
	b Contractor is obliged to lift and move equipment and materials from within the Company's premises.
Job Report	a Contractor is required to make routine Work reports during the Contract Term, namely: 1. Monthly reports, to be submitted every first week of the following month. 2.. Weekly FAB A transfer work reports, to be submitted every Monday of the following week. 3. Monthly HSE Report.
Manpower requirements	a Contractor employees are required to have an ID card
	b Heavy equipment operators are required to have a SIO.
	c Dump truck operators are required to have a B2 driving license.
	d HSE personnel are personnel who have a general K3 certificate.
Working hours	a Unloading of Fly Ash, Bottom Ash and cleaning activities are carried out during working hours 08.00 - 17.00
	b Contractor employees are required to record attendance according to working hours and report once a week to the Company
	c First shift employees are not allowed to continue overtime in the next shift unless they receive approval from the Company's HSE.

HSE Regulations	a Contractors are required to provide management policies that cover K3 and the Environment.
	b Contractor employees are required to be included in the BPJS Health and BPJS Employment programs.
	c Contractor employees are required to wear uniforms and identification cards or ID cards.
	d When employees are first placed, Contractors are required to undergo a Medical Check Up and are required to undergo regular health checks at least once a year.
	e Each personnel must be equipped with PPE such as safety helmets, safety shoes, safety vests, safety glasses and a minimum N95 mask.
	f Contractors are required to create SOPs and JSAs for all work. Contractors are required to provide for the storage and management of the hazardous waste generated.
	g Safety induction before barge unloading, transfer, feeding, and FABA unloading activities
	h Completeness of KTP, SIO, SIA, SIM B2, NPWP, STNK according to their respective purposes.
	i Vehicle emission inspections must be carried out routinely by Contractor every year, and the vehicle must be equipped with a certification issued by an Environmental Laboratory accredited by the Ministry of Environment and Forestry (KLHK).
	j Personnel age must be 18-55 years
	k Must have an Emergency Response Procedure
	l A first aid kit and fire extinguisher must be provided in accordance with applicable regulations.
	m Contractor is required to provide a spill kit in the work area.
	n Contractor is obliged to maintain cleanliness in his work area and must provide a trash can.
	o Contractor HSE personnel are required to make monthly reports regarding K3 and report them to the Company's HSE.
Other Provisions	a Contractor is required to park dump trucks and other heavy equipment in designated areas near the Company. All costs incurred in providing these facilities are Contractor's responsibility.
	b Contractor is obliged to repair facilities if there is damage or a decrease in the function of the facility caused by Contractor's error or negligence.
	c Contractor is obliged to provide temporary replacement heavy equipment or dump trucks if equipment damage cannot be handled within 2 x 24 hours.
	d - In the event that Contractor cannot fulfill the Company's terms and conditions under this Contract and does not pay the fine, the Company will provide a written warning letter to Contractor. - The warning letter is in the form of the 1st, 2nd, and 3rd warning letters. - After the 3rd warning letter, if Contractor does not improve the performance and quality of the work or does not pay the fine, the Company may deduct the bill in the amount of the fine that is Contractor's responsibility and / or terminate the Contract unilaterally.