

# 05

## **Tata Kelola Perusahaan *Good Corporate Governance***

Di tengah pergulatan dan tantangan, penerapan dan pengembangan tata kelola menjadi komitmen fundamental bagi Bio Farma dalam menciptakan operasi dan bisnis yang berkelanjutan.

*Among the struggles and challenges, the implementation and development of governance is a fundamental commitment for Bio Farma in creating sustainable operations and business.*





## Perkembangan Penerapan Prinsip-prinsip Tata Kelola Perusahaan yang Baik

Development of Good Corporate Governance Principles Implementation



Sebagai salah satu Badan Usaha Milik Negara (BUMN) yang memegang peranan penting dalam kesehatan nasional, Bio Farma menyadari bahwa penerapan Tata Kelola Perusahaan yang Baik atau *Good Corporate Governance* (GCG) adalah kunci untuk menjaga integritas Perusahaan serta melindungi hak-hak pemangku kepentingan. Untuk itu, Bio Farma senantiasa menerapkan praktik terbaik GCG yang selaras dengan dinamika bisnis.

As one of the State-Owned Enterprises (SOEs) which plays an important role in national health, Bio Farma realizes that implementing Good Corporate Governance (GCG) is the key to maintaining the Company's integrity and protecting the rights of stakeholders. For this reason, Bio Farma always applies GCG best practices that are in line with business dynamics.



### Tujuan Penerapan GCG

The Purpose of GCG Implementation

Penerapan GCG oleh Bio Farma bertujuan untuk memberikan nilai tambah kepada para Pemangku Kepentingan, termasuk Pemegang Saham. Bio Farma berkomitmen menerapkan prinsip-prinsip tata kelola secara konsisten dengan tujuan sebagai berikut:

1. Mengoptimalkan nilai Perusahaan agar memiliki daya saing yang kuat, baik secara nasional maupun internasional, sehingga mampu mempertahankan keberadaannya dan hidup berkelanjutan untuk mencapai maksud dan tujuan Perusahaan;

The Bio Farma's implementation of GCG aims to provide added value to Stakeholders, including Shareholders. Bio Farma is committed to implementing governance principles consistently with the following objectives:

1. To optimize the value of the Company so that it has strong competitiveness, both nationally and internationally, so that it is able to maintain its existence and live sustainably to achieve the Company's purpose and objectives;



2. Mendorong pengelolaan Perusahaan secara profesional, efisien, dan efektif, serta memberdayakan fungsi dan meningkatkan kemandirian Organ Perusahaan;
  3. Mendorong agar Organ Perusahaan dalam membuat keputusan dan menjalankan tindakan dilandasi nilai moral yang tinggi dan kepatuhan terhadap peraturan perundang-undangan, serta kesadaran akan adanya tanggung jawab sosial Perusahaan terhadap Pemangku Kepentingan maupun kelestarian lingkungan di sekitar Perusahaan;
  4. Meningkatkan kontribusi Perusahaan di lingkungan sekitar Perusahaan dan dalam perekonomian nasional; Meningkatkan iklim yang kondusif di lingkungan sekitar Perusahaan.
2. To encourage the management of the Company in a professional, efficient and effective manner, as well as empowering the functions and increasing the independence of the Company's Organs;
  3. To encourage Company's Organs to make decisions and carry out actions based on high moral values and compliance with laws and regulations, as well as awareness of the Company's social responsibility towards Stakeholders and environmental sustainability around the Company;
  4. To increase the Company's contribution to the environment around the Company and in the national economy; Increase a conducive climate in the environment around the Company.

Secara berkala, Bio Farma melakukan penilaian atas implementasi GCG melalui 2 (dua) pendekatan. Hal ini bertujuan untuk mengetahui serta menguji efektivitas penerapan GCG dan sekaligus untuk memastikan bahwa tujuan tersebut tercapai.

Periodically, Bio Farma assesses GCG implementation through 2 (two) approaches. This aims to determine and test the effectiveness of GCG implementation and at the same time to ensure that these objectives are achieved.



## Landasan dan Kebijakan Penerapan GCG Foundation and Policy for Implementing GCG

Bio Farma, dalam menerapkan *Good Corporate Governance* (GCG), merujuk pada berbagai peraturan perundang-undangan dan praktik terbaik. Perusahaan juga telah menetapkan kebijakan internal sebagai panduan operasional. Landasan penerapan GCG tersebut mencakup:

1. Undang-Undang No. 19 Tahun 2003 tanggal 19 Juni 2003 tentang Badan Usaha Milik Negara.
  2. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas.
  3. Peraturan Pemerintah No. 1 Tahun 1997 tentang Pengalihan Bentuk Perusahaan Umum Bio Farma menjadi Perusahaan Perseroan (Persero) (Lembaran Negara RI Tahun 1997 No. 4).
  4. Peraturan Pemerintah No. 45 Tahun 2005 tentang Pendirian, Pengurusan, Pengawasan dan Pembubaran BUMN.
  5. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
  6. Anggaran Dasar Bio Farma.
1. Law Number 19 of 2003 dated June 19, 2003 concerning State-Owned Enterprises.
  2. Law Number 40 of 2007 concerning Limited Liability Companies.
  3. Government Regulation Number 1 of 1997 concerning the Transfer of the Form of the Bio Farma Public Company to a Limited Liability Company (Persero) (State Gazette of the Republic of Indonesia of 1997 Number 4).
  4. Government Regulation Number 45 of 2005 concerning the Establishment, Management, Supervision and Dissolution of State-Owned Enterprises (SOEs/SOE).
  5. The Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 concerning Guidelines for the Governance and Significant Corporate Activities of State-Owned Enterprises.
  6. Bio Farma's Articles of Association.



## Komitmen dan Penerapan Prinsip-prinsip GCG Commitment and Implementation of GCG Principles

Bio Farma berkomitmen untuk meningkatkan penerapan *Good Corporate Governance* (GCG) dengan tekad yang kuat dari seluruh Karyawan Bio Farma. Komitmen ini menempatkan prinsip-prinsip GCG, dikenal sebagai TARIF (Transparansi, Akuntabilitas, Responsibilitas, Independensi, dan *Fairness*), sebagai landasan utama dalam menjalankan bisnis perusahaan. Dalam praktiknya, hal ini mencakup peningkatan transparansi informasi, pertanggungjawaban atas keputusan, komitmen terhadap tanggung jawab sosial, keberlanjutan, kemandirian dalam pengambilan keputusan, dan perlakuan yang adil terhadap semua pemangku kepentingan. Upaya ini tidak hanya membentuk dasar yang kokoh untuk tata kelola perusahaan, tetapi juga memastikan prinsip-prinsip etika dan keberlanjutan menjadi bagian integral dari setiap aspek operasional Bio Farma.

Dalam upaya untuk menggambarkan komitmen ini secara lebih rinci, berikut adalah uraian prinsip-prinsip GCG yang telah diimplementasikan di Bio Farma, yang tercantum dalam tabel di bawah ini.

Prinsip-prinsip GCG dan Penerapannya:

	Keterbukaan Transparency
<p>Keterbukaan dalam melaksanakan proses pengambilan keputusan dan keterbukaan dalam mengemukakan informasi material yang relevan, akurat, dan tepat waktu guna menjamin pemenuhan hak seluruh pemangku kepentingan. Pengungkapan informasi yang transparan dilakukan oleh Bio Farma dengan memenuhi peraturan perundang-undangan yang berlaku dan sesuai dengan prinsip-prinsip GCG. Transparansi juga mencakup hal-hal yang relevan dengan informasi yang dibutuhkan oleh publik berkaitan dengan produk dan aktivitas operasional Perusahaan yang secara potensial dapat mempengaruhi perilaku pemangku kepentingan.</p>	<p>Transparency in carrying out the decision-making process and openness in presenting relevant, accurate and timely material information to ensure the fulfilment of the rights of all stakeholders. Bio Farma carries out transparent information disclosure in compliance with applicable laws and regulations and in accordance with GCG principles. Transparency also includes matters relevant to the information required by the public regarding the Company's products and operational activities which can potentially influence stakeholder behavior.</p>
<p>Dalam penerapannya, Bio Farma melakukan:</p>	<p>In its implementation, Bio Farma carries out:</p>
<ol style="list-style-type: none"> <li>Memberikan informasi kepada pemangku kepentingan melalui situs web, majalah, media massa, media sosial (Instagram, Threads, Facebook), <i>gathering</i>, sosialisasi tatap muka, dan lain-lain.</li> <li>Laporan Tahunan Perusahaan.</li> </ol>	<ol style="list-style-type: none"> <li>To provide information to stakeholders through websites, magazines, mass media, social media (Instagram, Threads, Facebook), gatherings, face-to-face socialization, etc.</li> <li>Company Annual Report.</li> </ol>

Bio Farma is committed to improving the implementation of Good Corporate Governance (GCG) with the strong determination of all Bio Farma employees. This commitment places GCG principles, known as TARIF (Transparency, Accountability, Responsibility, Independence and Fairness), as the main foundation in running the company's business. In practice, this includes increasing transparency of information, accountability for decisions, commitment to social responsibility, sustainability, independence in decision making, and fair treatment of all stakeholders. These efforts not only form a solid foundation for corporate governance, but also ensure that ethical and sustainability principles become an integral part of every aspect of Bio Farma's operations.

In an effort to illustrate this commitment in more detail, the following is a description of the GCG principles that have been implemented at Bio Farma, which are listed in the table below principles.

GCG Principles and Its Implementation:



### Akuntabilitas Accountability

Akuntabilitas adalah kejelasan fungsi, pelaksanaan dan pertanggungjawaban organ Bio Farma sehingga pengelolaan Perusahaan terlaksana secara efektif. Bio Farma meyakini bahwa akuntabilitas berhubungan dengan keberadaan sistem yang mengendalikan hubungan antara individu dan/atau organ yang ada di Perusahaan maupun hubungan antara Perusahaan dengan pihak yang berkepentingan. Bio Farma menerapkan prinsip akuntabilitas sebagai salah satu solusi mengatasi *agency problem* yang timbul sebagai konsekuensi logis perbedaan kepentingan individu dengan kepentingan Bio Farma dengan pihak yang berkepentingan. Akuntabilitas dapat dicapai melalui pengawasan efektif yang didasarkan pada keseimbangan antar Organ Utama (RUPS, Dewan Komisaris dan Direksi). RUPS memegang semua kekuasaan yang tidak diberikan kepada organ lain. Dewan Komisaris melakukan tugas pengawasan dan pemberian nasehat. Direksi bertanggung jawab dalam pengurusan Bio Farma. Akuntabilitas seluruh jajaran Bio Farma berarti setiap orang bertanggung jawab atas setiap tugas yang diamanatkan kepadanya.

Accountability is the clarity of function, implementation and accountability of Bio Farma's organs so that the Company's management is carried out effectively. Bio Farma believes that accountability is related to the existence of a system that controls relationships between individuals and/or organs in the Company as well as relationships between the Company and interested parties. Bio Farma applies the principle of accountability as a solution to overcome agency problems that arise as a logical consequence of differences in individual interests and the interests of Bio Farma and interested parties. Accountability can be achieved through effective supervision based on balance between the Main Organs (GMS, Board of Commissioners and the Board of Directors). The GMS holds all powers that are not given to other organs. The Board of Commissioners carries out supervisory duties and provides advice. The Board of Directors is responsible for managing Bio Farma. Accountability for all levels of Bio Farma means that each person is responsible for every task assigned to them.

Bio Farma menerapkan akuntabilitas dengan mendorong seluruh individu dan/atau organ Perusahaan untuk menyadari hak dan kewajiban, tugas dan tanggung jawab serta kewenangannya. Implementasi prinsip akuntabilitas diwujudkan dengan pembagian tugas yang jelas antar organ Bio Farma, meliputi:

Bio Farma implements accountability by encouraging all individuals and/or Company organs to be aware of their rights and obligations, duties and responsibilities and authority. Implementation of the principle of accountability is realized by a clear division of tasks between Bio Farma organs, including:

- a. RUPS pengesahan RKAP;
- b. Direksi mengelola Perusahaan sesuai peraturan yang berlaku;
- c. Dewan Komisaris mengawasi dan memberikan nasihat kepada Direksi;
- d. Karyawan melaksanakan tugas dan fungsi sesuai deskripsi pekerjaan.

- a. RKAP ratification GMS;
- b. The Board of Directors manages the Company in accordance with the applicable regulations;
- c. The Board of Commissioners supervises and provides advice to the Board of Directors;
- d. Employees carry out duties and functions according to the job description.

### Pertanggungjawaban Accountability

Pertanggungjawaban yaitu kesesuaian di dalam pengelolaan Perusahaan dengan peraturan perundang-undangan dan prinsip-prinsip korporasi yang sehat. Bio Farma bertanggung jawab untuk mematuhi hukum dan perundang-undangan yang berlaku, termasuk ketentuan yang berhubungan dengan ketenagakerjaan, perpajakan, persaingan usaha, kesehatan dan keselamatan kerja, dan lain sebagainya.

Accountability means conformity in the management of the Company with statutory regulations and healthy corporate principles. Bio Farma is responsible for complying with the applicable laws and regulations, including provisions relating to employment, taxation, business competition, occupational health and safety, and so forth.

Implementasi pertanggungjawaban Perusahaan di antaranya kepatuhan terhadap pajak, kesehatan dan keselamatan kerja, pengelolaan lingkungan hidup, hubungan industrial, dan masyarakat.

The implementation of Company's responsibility includes compliance with taxes, occupational health and safety, environmental management, industrial and community relations.

- a. Mematuhi ketentuan Anggaran Dasar Bio Farma dan peraturan perundang-undangan yang berlaku pada pelaksanaan kegiatan Bio Farma;
- b. Melaksanakan kewajiban perpajakan;
- c. Melaksanakan tanggung jawab terhadap lingkungan, melaksanakan kemitraan dengan masyarakat serta bina lingkungan, misalnya dengan melakukan pembinaan usaha kecil dan koperasi.
- d. Bersikap netral dalam kegiatan golongan/partai politik tertentu;

- a. To comply with the provisions of Bio Farma's Articles of Association and the applicable laws and regulations in the implementation of Bio Farma activities;
- b. To carry out tax obligations;
- c. To carry out responsibility towards the environment, carry out partnerships with the community and develop the environment, for example by developing small businesses and cooperatives;
- d. Be neutral in the activities of certain political groups/parties;

### Kemandirian Independence

Bio Farma mengelola kegiatan usaha secara profesional tanpa benturan kepentingan dan pengaruh/tekanan dari pihak manapun yang tidak sesuai dengan peraturan perundang-undangan yang berlaku dan prinsip-prinsip korporasi yang sehat. Implementasi prinsip kemandirian oleh Perusahaan antara lain:

- Dalam pengambilan keputusan, karyawan Bio Farma selalu menghindari benturan kepentingan;
- Organ Perusahaan saling menghormati dan tidak mencampuri hak, kewajiban, tugas, wewenang, dan tanggung jawab masing-masing;
- Dewan Komisaris, Direksi serta pegawai Perusahaan dalam pengambilan keputusan selalu menghindari terjadinya benturan kepentingan;
- Kegiatan Perusahaan yang mempunyai benturan kepentingan harus memperoleh persetujuan terlebih dahulu dari Pemegang Saham Independen atau wakil mereka yang diberi wewenang untuk itu dalam Rapat Umum Pemegang Saham sebagaimana diatur dan mematuhi peraturan di bidang pasar modal yang mengatur tentang benturan kepentingan.

Bio Farma manages business activities professionally without the conflicts of interest and influence/pressure from any party that is not in accordance with the applicable laws and regulations and healthy corporate principles. Implementation of the principle of independence by the Company includes:

- In making decisions, Bio Farma employees always avoid the conflicts of interest;
- Company organs respect each other and do not interfere with each other's rights, obligations, duties, authority, and responsibilities;
- The Board of Commissioners, the Board of Directors, and Company's employees always avoid conflicts of interest in making decisions;
- Company activities that have a conflict of interest must obtain prior approval from the Independent Shareholders or their representatives authorized to do so at the General Meeting of Shareholders as regulated and comply with capital market regulations governing conflicts of interest.

### Keadilan/Kesetaraan Fairness

Bio Farma menjamin bahwa setiap pihak yang berkepentingan mendapatkan perlakuan yang adil sesuai ketentuan peraturan perundang-undangan yang berlaku. Perusahaan memperlakukan setiap pegawai secara adil dan bebas dengan tidak membedakan suku, agama, ras, asal-usul, jenis kelamin atau hal-hal lain yang tidak berkaitan dengan kinerja. Implementasi dari prinsip *fairness* antara lain:

- Perusahaan memperlakukan Pemangku Kepentingan secara adil;
- Pemegang saham berhak menghadiri dan memberikan suara dalam RUPS sesuai dengan peraturan yang berlaku;

Bio Farma guarantees that every interested party receives fair treatment in accordance with the provisions of the applicable laws and regulations. The company treats every employee fairly and freely without discriminating against ethnicity, religion, race, origin, gender, or other matters that are not related to performance. The implementation of the principle of fairness includes:

- The Company treats Stakeholders fairly;
- Shareholders have the right to attend and vote at the GMS in accordance with the applicable regulations;



## Peta Jalan Penerapan GCG GCG Implementation Roadmap

Untuk meningkatkan kualitas penerapan GCG sehingga menjadi semakin baik lagi, manajemen Bio Farma telah menetapkan *Roadmap* Kepatuhan tahun 2020–2024 yang terbagi atas 5 fase yang diselaraskan dengan Rencana Jangka Panjang Perusahaan (RJPP) 5 tahun. Sasaran akhir yang hendak dicapai adalah *Governance & ERM Excellence*.

To improve the quality of GCG implementation so that it becomes even better, Bio Farma management has established a Compliance Roadmap for 2020–2024 which is divided into 5 phases which are aligned with the Company's 5-year Long Term Plan atau Rencana Jangka Panjang Perusahaan (RJPP). The final target to be achieved is *Governance & ERM Excellence*.



### System & Policies

1. Tersedianya sistem dan kebijakan.
  2. Adanya *improvement* sistem atas implementasi kebijakan.
1. Availability of compliance system and policy.
  2. There is an improvement system for policy implementation.



### Reliable System

1. Menjadi pengendali kepatuhan yang dapat diandalkan.
  2. Tersedianya *governance* yang selaras dengan visi, misi, dan bisnis perusahaan.
1. Became a reliable compliance controller.
  2. Availability of governance that is in line with the company's vision, mission and business.



### Reliable Leader

1. Menjadi pengendali kepatuhan yang dapat diandalkan oleh *stakeholder*.
  2. Menjadi rujukan perusahaan lain di dalam tata kelola kepatuhan secara nasional.
1. Become a compliance controller that stakeholders can rely on.
  2. Become a reference for other companies in national compliance governance.



### Strategic Partner

1. Sebagai mitra strategis unit kerja dalam pengelolaan kepatuhan yang *comply* dengan regulasi nasional dan internasional.
  2. Menjadi pendorong perusahaan sehingga memiliki reputasi paling baik secara nasional.
1. As a strategic partner of work units in compliance management that complies with national and international regulations.
  2. To be a driving force for the company so that it has the best reputation nationally.



### Governance, Risk and Compliance Excellence

1. Menjadi unit yang unggul dalam tata kelola, risiko, dan manajemen kepatuhan.
2. Menjadi kekuatan pendorong perusahaan dengan reputasi internasional.



## Struktur serta Mekanisme Tata Kelola Governance Structure and Mechanisms

Pada prinsipnya, penerapan GCG di Bio Farma berjalan dengan baik dan dilaksanakan oleh Dewan Komisaris, Organ Pendukung Dewan Komisaris, Direksi, dan seluruh jajarannya dengan tujuan untuk melindungi kepentingan Bio Farma, *shareholders* dan *stakeholders*. Bio Farma senantiasa melakukan evaluasi penerapan GCG secara berkesinambungan, sehingga penerapan GCG akan selalu mengalami peningkatan.

In principle, the implementation of GCG at Bio Farma is running well and is carried out by the Board of Commissioners, the Supporting Organs of the Board of Commissioners, the Board of Directors and all staff with the aim of protecting the interests of Bio Farma, *shareholders* and *stakeholders*. Bio Farma always evaluates the implementation of GCG on an ongoing basis, so that the implementation of GCG will always increase.

Sesuai Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, struktur tata kelola Bio Farma terdiri atas 3 (tiga) organ utama yakni Pemegang

In accordance with Law Number 40 of 2007 concerning Limited Liability Companies, Bio Farma's governance structure consists of 3 (three) main organs, i.e.,

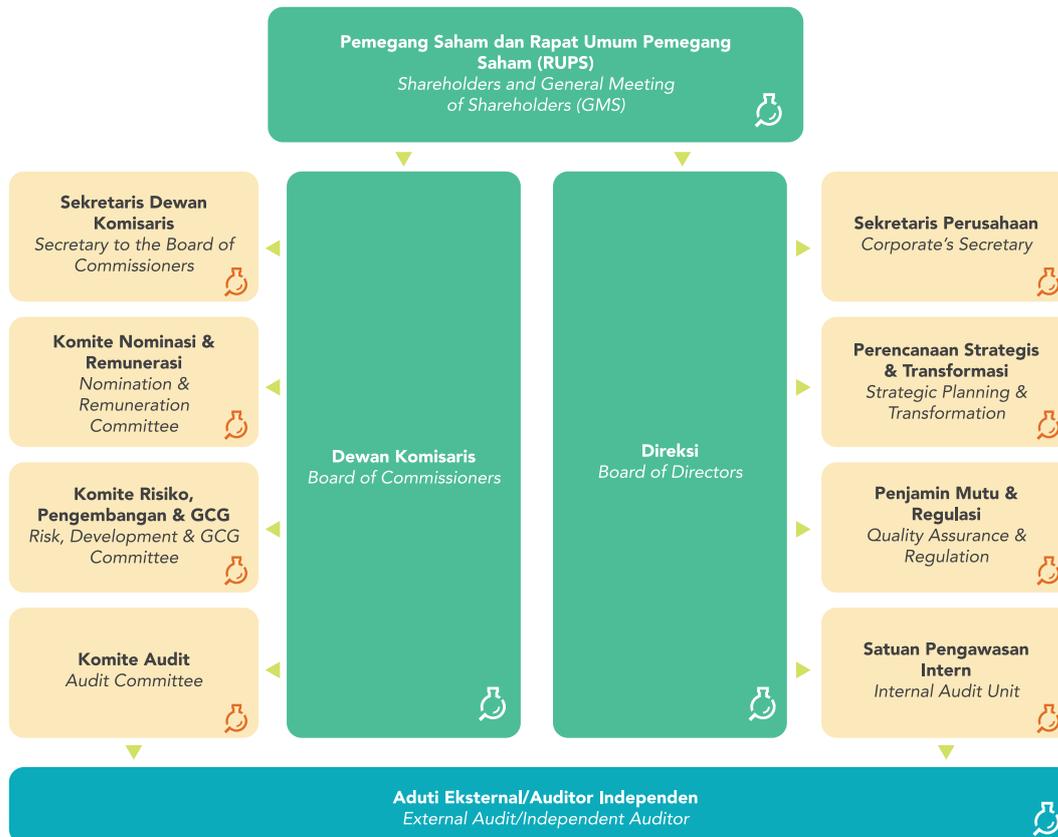
Saham melalui Rapat Umum Pemegang Saham (RUPS) sebagai forum pengambilan keputusan tertinggi bagi Pemegang Saham, Dewan Komisaris sebagai pengawas jalannya pengelolaan Perusahaan, dan Direksi sebagai pengelola Perusahaan.

Untuk mendukung organ utama tersebut, Dewan Komisaris Bio Farma telah membentuk organ-organ di bawah Komisaris, yaitu Komite Audit, Komite Risiko, Pengembangan & GCG, Komite Nominasi & Remunerasi, serta Sekretaris Dewan Komisaris. Terdapat juga organ pendukung GCG di bawah Direksi yang terdiri dari Sekretaris Perusahaan, Satuan Pengawasan Intern (SPI), fungsi Perencanaan Strategis & Transformasi, serta fungsi Penjamin Mutu & Regulasi.

Shareholders through the General Meeting of Shareholders (GMS) as the highest decision making forum for Shareholders, the Board of Commissioners as the supervisor of the management of the Company, and the Board of Directors as Company's manager.

To support these main organs, the Bio Farma's Board of Commissioners has formed organs under the Commissioner, i.e., the Audit Committee, Risk, Development & GCG Committee, Nomination & Remuneration Committee, and Secretary to the Board of Commissioners. There are also GCG supporting organs under the Board of Directors which consist of the Corporate's Secretary, Internal Monitoring Unit or Internal Audit Unit (SPI), Strategic Planning & Transformation function, and Quality Assurance & Regulation function.

### Struktur Tata Kelola Perusahaan Corporate's Governance Structure



Keterangan:  
Description:

■ Organ Utama  
Main Organs

■ Organ Pendukung Dewan Komisaris dan Direksi  
The Supporting Organs of the Board of Commissioners and the Board of Directors

■ Organ Eksternal  
External Organs



Agar struktur tata kelola di atas dapat berjalan dengan baik, Bio Farma menyusun sejumlah pedoman dan kebijakan yang memberikan batasan aturan main yang dapat memperjelas fungsi dan peran masing-masing organ. Pedoman dan kebijakan Bio Farma telah memperhatikan perkembangan regulasi dan bisnis Perusahaan. Kebijakan tersebut menjadi bagian yang tidak dapat terpisahkan dalam strategi Perusahaan yang sejalan dengan visi, misi, dan budaya Bio Farma serta dimutakhirkan secara berkala.

So that the above governance structure can run well, Bio Farma has prepared a number of guidelines and policies that provide game rules and regulations that can clarify the function and role of each organ. Bio Farma's guidelines and policies have taken into account developments in regulations and the Company's business. This policy is an inseparable part of the Company's strategy which is in line with Bio Farma's vision, mission, and culture and is updated regularly.

Nama Pedoman Guideline Name	Pengesahan dan Pemutakhiran Validation and Updating
<p>Pedoman GCG GCG Guidelines</p>	<p>Peraturan Bersama Dewan Komisaris dan Direksi Nomor: KEP-05/DK/BF/04/2021, Nomor: PER-002.01/DIR/IV/2021 tentang Perubahan Atas Peraturan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor PER-06/DK/BF/12/2018, Nomor PER-06963/DIR/XII/2018 tentang Pedoman Penerapan Tata Kelola Perusahaan yang Baik (<i>Good Corporate Governance</i>) di PT Bio Farma (Persero) tanggal 1 April 2021 Joint Regulation of the Board of Commissioners and Directors Number: KEP-05/DK/BF/04/2021, Number: PER-002.01/DIR/IV/2021 concerning Amendments to the Joint Regulation of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number PER-06/DK/BF/12/2018, Number PER-06963/DIR/XII/2018 concerning Guidelines for the Implementation of Good Corporate Governance at PT Bio Farma (Persero) dated April 1, 2021</p>
<p>Peraturan Bersama Dewan Komisaris dan Direksi tentang Penerapan Tata Kelola Perusahaan yang Baik Joint Regulation of the Board of Commissioners and Directors on the Implementation of Good Corporate Governance</p>	<p>Peraturan Bersama Dewan Komisaris dan Direksi Nomor: KEP-05/DK/BF/04/2021, Nomor: PER-002.01/DIR/IV/2021 tentang Perubahan Atas Peraturan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor PER-06/DK/BF/12/2018, Nomor PER-06963/DIR/XII/2018 tentang Pedoman Penerapan Tata Kelola Perusahaan yang Baik (<i>Good Corporate Governance</i>) di PT Bio Farma (Persero) tanggal 1 April 2021 Joint Regulation of the Board of Commissioners and Directors Number: KEP-05/DK/BF/04/2021, Number: PER-002.01/DIR/IV/2021 concerning Amendments to the Joint Regulation of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number PER-06/DK/BF/12/2018, Number PER-06963/DIR/XII/2018 concerning Guidelines for the Implementation of Good Corporate Governance at PT Bio Farma (Persero) dated April 1, 2021</p>
<p>Kode Etik Code of Conduct/COC</p>	<p>Peraturan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor: KEP-06/DK/BF/04/2021, Nomor: PER-003.01/DIR/IV/2021 tentang Pedoman Perilaku (<i>Code of Conduct</i>) tanggal 1 April 2021 Joint Regulation of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number: KEP-06/DK/BF/04/2021, Number: PER-003.01/DIR/IV/2021 concerning Code of Conduct dated April 1, 2021</p>
<p>Piagam Komite Audit Audit Committee Charter</p>	<p>1 Juli 2014 July 1, 2014</p>
<p>Piagam Komite Risiko, Pengembangan &amp; GCG Risk, Development &amp; GCG Committee Charter</p>	<p>Piagam Komite Risiko, Pengembangan, dan GCG PT Bio Farma (Persero) Februari 2014 Charter of the Risk, Development and GCG Committee of PT Bio Farma (Persero) February 2014</p>
<p>Piagam Komite Nominasi dan Remunerisasi Nomination and Remuneration Committee Charter</p>	<p>Keputusan Dewan Komisaris PT Bio Farma (Persero) Nomor: KEP-18/DK/BF/11/2021 tentang Penetapan Piagam Komite Nominasi dan Remunerisasi PT Bio Farma (Persero) tanggal 30 November 2021 Decree of the Board of Commissioners of PT Bio Farma (Persero) Number: KEP-18/DK/BF/11/2021 on the Determination of the Charter of the Nomination and Remuneration Committee of PT Bio Farma (Persero) dated November 30, 2021</p>

Nama Pedoman Guideline Name	Pengesahan dan Pemutakhiran Validation and Updating
<p>Piagam Audit Internal/Satuan Pengawasan Intern (SPI) Internal Audit Charter / Internal Audit Unit (SPI)</p>	<p>Keputusan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor: KEP-07/DK/BF/07/2023, Nomor: KEP-001.28/DIR/VII/2023 tentang Piagam Satuan Pengawasan Intern (<i>Internal Audit Charter</i>) di Holding BUMN Farmasi Dewan Komisaris dan Direksi PT Bio Farma (Persero) tanggal 28 Juli 2023 Joint Decree of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number: KEP-07/DK/BF/07/2023, Number: KEP-001.28/DIR/VII/2023 concerning the Charter of the Internal Audit Unit in the State-owned Pharmaceutical Holding Board of Commissioners and Directors of PT Bio Farma (Persero) dated July 28, 2023</p>
<p>Pedoman Manajemen Risiko Risk Management Guidelines</p>	<p>Peraturan Direksi PT Bio Farma (Persero) Nomor: PER-00067/DIR/VI/2020 tentang Pedoman Umum Penerapan Manajemen Risiko di PT Bio Farma (Persero) Direksi PT Bio Farma (Persero) tanggal 30 Juni 2020 Regulation of the Board of Directors of PT Bio Farma (Persero) Number: PER-00067/DIR/VI/2020 concerning General Guidelines for the Implementation of Risk Management at PT Bio Farma (Persero) Board of Directors of PT Bio Farma (Persero) dated June 30, 2020</p>
<p>Pedoman Pengendalian Internal Internal Control Guidelines</p>	<p>Keputusan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor: KEP-07/DK/BF/07/2023, Nomor: KEP-001.28/DIR/VII/2023 tentang Piagam Satuan Pengawasan Intern (<i>Internal Audit Charter</i>) di Holding BUMN Farmasi Dewan Komisaris dan Direksi PT Bio Farma (Persero) tanggal 28 Juli 2023 Joint Decree of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number: KEP-07/DK/BF/07/2023, Number: KEP-001.28/DIR/VII/2023 concerning the Charter of the Internal Audit Unit in the State-owned Pharmaceutical Holding Board of Commissioners and Directors of PT Bio Farma (Persero) dated July 28, 2023</p>
<p>Pedoman Sistem Pelaporan Pelanggaran Whistleblowing System Guidelines</p>	<p>Peraturan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor: KEP-06/DK/BF/04/2021, Nomor: PER-003.01/DIR/IV/2021 tentang Pedoman Perilaku (<i>Code of Conduct</i>) tanggal 1 April 2021 Joint Regulation of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number: KEP-06/DK/BF/04/2021, Number: PER-003.01/DIR/IV/2021 concerning Code of Conduct dated April 1, 2021</p>
<p>Pedoman Sistem Pengendalian <i>Fraud</i> (<i>Fraud Control System</i>) Fraud Control System Guidelines</p>	<p>Peraturan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor: KEP-06/DK/BF/04/2021, Nomor: PER-003.01/DIR/IV/2021 tentang Pedoman Perilaku (<i>Code of Conduct</i>) tanggal 1 April 2021 Joint Regulation of the Board of Commissioners and Directors of PT Bio Farma (Persero) Number: KEP-06/DK/BF/04/2021, Number: PER-003.01/DIR/IV/2021 concerning Code of Conduct dated April 1, 2021</p>
<p>Pedoman Sistem Manajemen Anti Suap (SMAP) Anti-Bribery Management System (ABMS) Guidelines</p>	<p>Peraturan Direksi PT Bio Farma (Persero) Nomor: PER-001.14/DIR/11/2022 tentang Perubahan Kedua Atas Peraturan Direksi PT Bio Farma (Persero) Nomor: PER-00020/DIR/IV/2020 tentang Sistem Manajemen Anti Penyuapan Direksi PT Bio Farma (Persero) tanggal 14 Februari 2022 Regulation of the Board of Directors of PT Bio Farma (Persero) Number: PER-001.14/DIR/11/2022 concerning the Second Amendment to the Regulation of the Board of Directors of PT Bio Farma (Persero) Number: PER-00020/DIR/IV/2020 concerning Anti-bribery Management System of the Board of Directors of PT Bio Farma (Persero) dated February 14, 2022</p>



Bio Farma secara berkala mengevaluasi dan memperbarui kebijakan GCG sebagai respon terhadap kebutuhan dan perkembangan perusahaan, perubahan peraturan perundang-undangan, serta praktik-praktik terbaik dalam penerapan GCG. Evaluasi ini mencakup pemutakhiran kebijakan yang diterapkan untuk memastikan kesesuaian dengan kondisi terkini dan mendorong praktik tata kelola yang optimal sesuai dengan standar industri. Seluruh *soft-structure* penerapan GCG tersebut dipublikasikan dalam situs web Bio Farma dengan alamat [www.biofarma.co.id](http://www.biofarma.co.id).

Bio Farma regularly evaluates and updates its GCG policy in response to company needs and developments, changes in statutory regulations, and best practices in implementing GCG. This evaluation includes updating implemented policies to ensure compliance with current conditions and encourage optimal governance practices in accordance with industry standards. The entire *soft-structure* for implementing GCG is published on the Bio Farma website at [www.biofarma.co.id](http://www.biofarma.co.id).



## Hasil Tata Kelola: Penilaian, Evaluasi, dan Pemantauan Penerapan GCG

### Governance Results: The Assessment, Evaluation and Monitoring of GCG Implementation

Untuk dapat memantau sejauh apa penerapan GCG dapat berjalan sesuai dengan harapan, Bio Farma melakukan penilaian penerapan GCG melalui pendekatan metode yang dikembangkan oleh Kementerian BUMN selaku kuasa pemegang saham Bio Farma. Metode penilaian penerapan GCG dilakukan dengan mengacu pada Salinan Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara. Metode penilaian dan evaluasi ini dilakukan dengan menggunakan alat ukur yang terdiri dari 6 (enam) aspek dengan bobot yang telah ditentukan sebagaimana diatur dalam Salinan Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012.

To be able to monitor the extent to which the implementation of GCG can run according to expectations, Bio Farma carries out an assessment of GCG implementation using a methodical approach developed by the Ministry of State-Owned Enterprises as the proxy shareholder of Bio Farma. The method for assessing GCG implementation is carried out by referring to the Copy of the Decision Letter of the Secretary of the Ministry of State-Owned Enterprises Number SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for the Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises. This assessment and evaluation method is carried out using a measuring instrument consisting of 6 (six) aspects with predetermined weights as regulated in the Copy of Decision Letter of the Secretary of the Ministry of State-Owned Enterprises Number SK-16/S.MBU/2012.

6 (enam) Aspek Assessment GCG  
(Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012)  
6 (six) GCG Assessment Aspects  
(Decision of the Secretary of the Ministry of State-Owned Enterprises Number SK-16/S.MBU/2012)



Hasil penilaian melalui metode ini menggunakan predikat dengan rentang skor sebagai berikut.

The assessment results using this method use predicates with the following score ranges.



Berdasarkan salinan Keputusan Sekretaris Kementerian BUMN No. SK-12/S.MBU/08/2023 tanggal 16 Agustus 2023 tentang Pencabutan Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2023 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara, pelaksanaan penilaian dan evaluasi GCG Perusahaan untuk tahun 2023 tidak lagi dilaksanakan oleh Bio Farma. Penilaian penerapan GCG atas metode yang dikembangkan Kementerian BUMN akan menunggu perkembangan selanjutnya.

Based on a copy of the Decision of the Secretary of the Ministry of State-Owned Enterprises Number SK-12/S.MBU/08/2023 dated August 16, 2023 concerning the Revocation of the Decision of the Secretary of the Ministry of SOEs Number SK-16/S.MBU/2023 concerning Indicators/Parameters for the Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises, the implementation of the assessment and evaluation of Company's GCG for 2023 will no longer be carried out by Bio Farma. The assessment of GCG implementation of the methods developed by the Ministry of State-Owned Enterprises will await further developments.



Untuk penilaian tahun 2022, berikut disampaikan rincian penilaian penerapan GCG tahun 2022 adalah sebagai berikut.

For the 2022 assessment, the details of the 2022 GCG implementation assessment are as follows.

Penilaian Penerapan GCG Tahun 2022 The Assessment of GCG Implementation in 2022	
Jenis Penilaian Type of Assessment	: Penilaian Assessment
Penilai Assessor	: PT Proxis Solusi Bisnis
Waktu Pengukuran Measurement Time	: 20 Maret 2023 s.d. 23 Mei 2023 March 20, 2023 to May 23, 2023
Waktu Terbit Laporan Report Publication Time	: Jakarta, 30 Juni 2023 Jakarta, June 30, 2023

Berikut disampaikan hasil penilaian penerapan GCG untuk tahun 2022 dan perbandingannya dengan tahun sebelumnya di mana penilaian dilakukan melalui metode evaluasi penilaian sendiri atau *self assessment*.

Below are the results of the assessment of GCG implementation for 2022 and the comparison with the previous year where the assessment was carried out through the self-assessment evaluation method.

Aspek Pengujian Testing Aspects	Bobot Weight	2022			2021		
		Skor Score	Capaian Achievement	Predikat Predicate	Skor Score	Capaian Achievement	Predikat Predicate
I Komitmen Commitment	7,000	6,689	95,56	"Sangat Baik" "Excellent"	6,892	98,46	"Sangat Baik" "Excellent"
II Pemegang Saham Shareholder	9,000	8,712	96,79	"Sangat Baik" "Excellent"	8,798	97,75	"Sangat Baik" "Excellent"
III Dewan Komisaris Board of Commissioners	35,000	34,597	98,85	"Sangat Baik" "Excellent"	32,191	91,97	"Sangat Baik" "Excellent"
IV Direksi Board of Directors	35,000	34,689	99,11	"Sangat Baik" "Excellent"	33,632	96,09	"Sangat Baik" "Excellent"
V Pengungkapan Informasi dan transparansi Information Disclosure and transparency	9,000	8,409	93,44	"Sangat Baik" "Excellent"	8,865	98,50	"Sangat Baik" "Excellent"
VI Aspek Lainnya Other Aspects	5,000	5,000	100,00	"Sangat Baik" "Excellent"	4,375	87,50	"Sangat Baik" "Excellent"
Skor Keseluruhan Overall Score	100,000	98,095	98,10	"Sangat Baik" "Excellent"	94,754	94,75	"Sangat Baik" "Excellent"

Berdasarkan penilaian penerapan GCG tahun buku 2022, terdapat beberapa rekomendasi yang menjadi dasar untuk melakukan perbaikan peningkatan GCG. Berikut adalah rekomendasi dari hasil penilaian penerapan GCG untuk tahun 2023 dan upaya Bio Farma untuk melakukan tindak lanjut atas setiap rekomendasi yang ada.

Based on the assessment of the implementation of GCG for the 2022 financial year, there are several recommendations which are the basis for making improvements to improve GCG. The following are recommendations from the results of the GCG implementation assessment for 2023 and Bio Farma's efforts to follow up on each existing recommendation.

No.	Rekomendasi Recommendation	Tindak Lanjut Hingga Akhir Tahun 2023 Follow-up until the end of 2023	
		Status Status	Bentuk Tindak Lanjut Form of Follow-up
Aspek I: Komitmen Terhadap Penerapan Tata Kelola Secara Berkelanjutan Aspect I: Commitment to Sustainable Governance Implementation			
1	<p>Bio Farma perlu meningkatkan pemahaman yang baik terhadap Pedoman Tata Kelola Perusahaan yang baik dan Pedoman Perilaku kepada Dewan Komisaris dan Organ Pendukungnya, Direksi dan Karyawan.</p> <p>Berdasarkan hasil <i>survey</i> yang ada masih terdapat insan Bio Farma yang belum mengetahui tentang Pedoman Tata Kelola Perusahaan yang baik dan Pedoman Perilaku.</p> <p>Bio Farma needs to improve a good understanding of the Good Corporate Governance Guidelines and Code of Conduct to the Board of Commissioners and its Supporting Organs, Directors and Employees.</p> <p>Based on the survey results, there are still Bio Farma employees who do not know about the Good Corporate Governance Guidelines and Code of Conduct.</p>	Sesuai Rekomendasi As Recommended	Hasil Sosialisasi Socialization Results
2	<p>Bio Farma perlu memastikan bahwa semua insan Bio Farma sudah memahami dan mendapatkan sosialisasi tentang pengendalian gratifikasi dengan cara mendapatkan <i>feedback</i> atas materi sosialisasi yang dikirimkan Bio Farma melalui <i>e-mail blast</i>.</p> <p>Bio Farma needs to ensure that all Bio Farma personnel have understood and received socialization on gratification control by obtaining feedback on the socialization material sent by Bio Farma via e-mail blast.</p>	Sesuai Rekomendasi As Recommended	<i>Feedback</i> Sosialisasi atas materi sosialisasi melalui email. Socialization Feedback on socialization materials via email.
Aspek II: Pemegang Saham Aspect II: Shareholders			
1	<p>Penyempurnaan dokumen Peraturan Bersama Dewan Komisaris dan Direksi Nomor: PER-07/DK/BF/12/2018 dengan menambahkan poin "Jika dalam komposisi terdapat mantan anggota Direksi, maka yang bersangkutan telah tidak menjabat sebagai anggota Direksi perusahaan yang bersangkutan sekurang-kurangnya 1 (satu) tahun".</p> <p>Improvement of the document of the Joint Regulation of the Board of Commissioners and Directors Number: PER-07/DK/BF/12/2018 by adding the point "If in the composition there is a former member of then the person concerned has not served as a member of the Board of Directors of the company concerned for at least 1 (one) year".</p>	Sesuai Rekomendasi As Recommended	Revisi Peraturan Bersama Dewan Komisaris dan Direksi Nomor: PER-07/DK/BF/12/2018 dengan menambahkan poin "Jika dalam komposisi terdapat mantan anggota Direksi, maka yang bersangkutan telah tidak menjabat sebagai anggota Direksi perusahaan yang bersangkutan sekurang-kurangnya 1 (satu) tahun". Revision of the Joint Regulation of the Board of Commissioners and Directors Number: PER-07/DK/BF/12/2018 by adding the point "If in the composition there are former members of the Board of Directors, then the person concerned has not served as a member of the Board of Directors of the company concerned for at least 1 (one) year".



No.	Rekomendasi Recommendation	Tindak Lanjut Hingga Akhir Tahun 2023 Follow-up until the end of 2023	
		Status Status	Bentuk Tindak Lanjut Form of Follow-up
2	Melaksanakan RUPS dengan pembahasan penggunaan laba bersih dan dicantumkan di dalam notulen RUPS terkait alokasi penggunaan laba bersih. Conduct GMS with discussion on the use of net profit and include in the GMS minutes related to the allocation of the use of net profit.	Sesuai Rekomendasi As Recommended	Notulen RUPS GMS Minutes
Aspek III: Dewan Komisaris Aspect III: Board of Commissioners			
1	Berdasarkan Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris PT Bio Farma (Persero) Semester 1 Tahun 2022 Nomor: S-30/DK/BF/2022 belum memuat hasil penilaian Direksi. Based on the Report on the Implementation of the Supervisory Duties of the Board of Commissioners of PT Bio Farma (Persero) for Semester 1 of 2022 Number: S-30/DK/BF/2022, it does not contain the results of the Board of Directors' assessment.	Sesuai Rekomendasi As Recommended	Laporan Semester Pelaksanaan Tugas Pengawasan Dewan Komisaris akan memuat hasil penilaian Direksi. The Semester Report on the Implementation of Board of Commissioners's Supervisory Duties will contain the results of the Board of Directors' assessment.
2	Perusahaan belum memberikan Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris PT Bio Farma (Persero) Tahunan. The Company has not yet provided the Annual Implementation Report of the Board of Commissioners of PT Bio Farma (Persero).	Sesuai Rekomendasi As Recommended	Laporan Pelaksanaan Tugas Pengawasan Dewan Komisaris PT Bio Farma (Persero) Triwulan I Tahun 2022. Report on the Implementation of the Supervisory Duties of the Board of Commissioners of PT Bio Farma (Persero) for the First Quarter of 2022.
3	Kehadiran seluruh anggota Dewan Komisaris dalam rapat Dewan Komisaris belum dapat dibuktikan. Dan bila ada anggota Dewan Komisaris yang berhalangan hadir dalam rapat Dewan Komisaris, agar membuat surat kuasa dan penjelasan ketidakhadirannya. The attendance of all members of the Board of Commissioners in the Board of Commissioners meeting cannot be proven. And if there is a member of the Board of Commissioners who is unable to attend the Board of Commissioners meeting, to make a letter of authorization and explanation of his/her absence.	Sesuai Rekomendasi As Recommended	Daftar hadir Rapat Dewan Komisaris Attendance list of the Board of Commissioners Meeting
Aspek IV: Direksi Aspect IV: Board of Directors			
1	Bio Farma perlu mensosialisasikan RJPP kepada seluruh karyawan perusahaan baik melalui <i>online</i> via <i>e-mail</i> maupun secara <i>offline</i> . Berdasarkan bukti dokumen yang diberikan oleh Bio Farma yaitu Materi <i>Kick off</i> dan sosialisasi RJPP yang dilaksanakan pada 18 Januari 2021 belum memenuhi persyaratan dari FUK karena belum mendapatkan bukti undangan sosialisasi RJPP atau bukti pemberitahuan kepada karyawan, foto kegiatan, dan bukti kehadiran. Bio Farma needs to socialize the RJPP to all company employees both online via email and offline. Based on documentary evidence provided by Bio Farma, namely the Kick off Material and RJPP socialization which was held on January 18, 2021, it does not meet the requirements of FUK because it has not received proof of RJPP socialization invitation or proof of notification to employees, photos of activities, and proof of attendance.	Sesuai Rekomendasi As Recommended	Update materi dan notulen <i>meeting</i> RJPP Update RJPP meeting materials and minutes

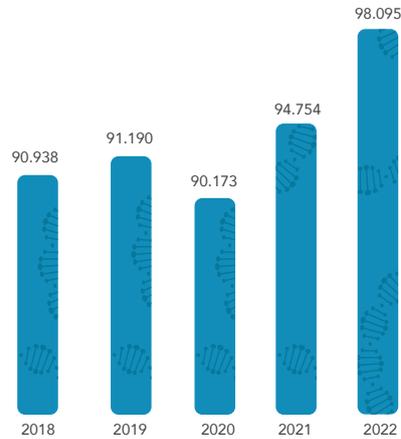
No.	Rekomendasi Recommendation	Tindak Lanjut Hingga Akhir Tahun 2023 Follow-up until the end of 2023	
		Status Status	Bentuk Tindak Lanjut Form of Follow-up
2	<p>Bio Farma telah melaksanakan survei secara sistematis dan dilakukan secara berkala untuk mengetahui tingkat kepuasan pelanggan/konsumen dan hasil indeks survei kepuasan. Berdasarkan bukti dokumen yang diberikan oleh Bio Farma rekomendasi hasil survei pada tahun 2022 belum ada tindak lanjut perbaikan atas <i>improvement</i> yang diberikan.</p> <p>Bio Farma has carried out surveys systematically and periodically to determine the level of customer/consumer satisfaction and the results of the satisfaction survey index. Based on documentary evidence provided by Bio Farma, the recommendations from the survey results in 2022 have not been followed up on the improvements provided.</p>	Sesuai Rekomendasi As Recommended	Hasil survei kepuasan pelanggan tahun 2022 Customer satisfaction survey results in 2022
Aspek V: Pengungkapan Informasi dan Transparansi Aspect V: Disclosure and Transparency			
1	<p>Laporan Tanggung Jawab Sosial Bio Farma Tahun 2022 belum memuat mengenai komitmen perusahaan terhadap perlindungan konsumen mencakup antara lain informasi tentang: (1) Pembentukan Pusat Pengaduan Konsumen; (2) Program peningkatan layanan kepada konsumen; (3) Biaya yang telah dikeluarkan.</p> <p>Bio Farma's Social Responsibility Report 2022 does not yet contain regarding the company's commitment to consumer protection, including information on: (1) Establishment of a Consumer Complaints Center; (2) Programs to improve services to consumers; (3) Costs that have been incurred.</p>	Sesuai Rekomendasi As Recommended	-
2	<p>Laporan Tanggung Jawab Sosial Bio Farma Tahun 2022 belum memuat mengenai Aktivitas dan biaya yang dikeluarkan berkaitan dengan Program pengembangan seni budaya.</p> <p>Bio Farma's Social Responsibility Report 2022 does not contain activities and costs incurred related to the cultural arts development program.</p>	Sesuai Rekomendasi As Recommended	Berita Acara Serah Terima Bantuan Program Tanggung Jawab Sosial dan Lingkungan Minutes of Handover of Social and Environmental Responsibility Program Assistance
3	<p>Laporan Tanggung Jawab Sosial Bio Farma Tahun 2022 belum memuat mengenai aktivitas dan biaya yang dikeluarkan berkaitan dengan tanggung jawab sosial perusahaan terutama aktivitas lingkungan, yaitu sertifikasi atas pengelolaan lingkungan.</p> <p>Bio Farma's Social Responsibility Report 2022 does not yet contain activities and costs incurred related to corporate social responsibility, especially environmental activities, namely certification of environmental management.</p>	Sesuai Rekomendasi As Recommended	Rapor Hasil Evaluasi Proper Pengelolaan Lingkungan Environmental Management Proper Evaluation Report Card
Aspek VI: Lainnya Aspect VI: Others			
1	-	-	-

Penilaian atas penerapan GCG dengan menggunakan model penilaian dari pemegang saham di lingkup Bio Farma terbukti memberikan metode pemantauan dan evaluasi yang cukup baik. Hal ini terlihat dari keberhasilan Bio Farma dalam menjaga kualitas penerapan GCG, yang tertuang dalam skor yang cukup stabil dalam 5 (lima) tahun terakhir.

The assessment of the implementation of GCG using the shareholder assessment model within Bio Farma has proven to provide a fairly good monitoring and evaluation method. This can be seen from Bio Farma's success in maintaining the quality of GCG implementation, which is reflected in a fairly stable score in the last 5 (five) years.



Penilaian GCG Bio Farma Periode 2018-2022  
Bio Farma GCG Assessment for the 2018-2022 Period



## Penguatan GCG Tahun 2023 Strengthening GCG in 2023

- |   |  |
|---|--|
| <ol style="list-style-type: none"> <li>1. Sosialisasi GCG kepada seluruh karyawan;</li> <li>2. Pengukuran tingkat pemahaman atas sosialisasi GCG;</li> <li>3. Audit Internal SMAP; dan</li> <li>4. Audit Eksternal SMAP.</li> </ol> | <ol style="list-style-type: none"> <li>1. Socialization of GCG to all employees;</li> <li>2. Measurement of the level of understanding of GCG socialization;</li> <li>3. SMAP Internal Audit; and</li> <li>4. External Audit of SMAP.</li> </ol> |
|---|--|



## Sosialisasi Penerapan GCG The Socialization of GCG Implementation

Untuk mengedukasi tentang implementasi *Good Corporate Governance* (GCG) dan sejauh mana perusahaan menerapkannya, Bio Farma telah menyelenggarakan sejumlah kegiatan sosialisasi, di antaranya:

To educate about the implementation of *Good Corporate Governance* (GCG) and the extent to which the company implements it, Bio Farma has held a number of outreach activities, including:

Sosialisasi Penerapan GCG Tahun 2023  
Socialization of GCG Implementation in 2023

No.	Tanggal Date	Program	Peserta Participant
1.	2 Februari 2023 February 2, 2023	Sosialisasi GCG, CoC, SMAP Socialization of GCG, CoC, SMAP	Seluruh karyawan PT Bio Farma (Persero) All employees of PT Bio Farma (Persero)

Bio Farma terus berupaya mengintegrasikan nilai-nilai *Good Corporate Governance* (GCG) melalui internalisasi yang proaktif. Pendekatan ini mencakup sosialisasi melalui *read only* dan kuesioner kepada seluruh karyawan, maupun publikasi pada *website* Perusahaan yang dapat dilihat dan diunduh dengan mudah oleh karyawan maupun Pemangku Kepentingan.

Bio Farma continues to strive to integrate Good Corporate Governance (GCG) values through proactive internalization. This approach includes outreach through *read only* and questionnaire to all employees, as well as publications on the Company's website which can be viewed and downloaded easily by employees and Stakeholders.



## **Penghargaan Aspek Tata Kelola Perusahaan** **Corporate Governance Aspect Award**

Penghargaan yang diterima oleh Perusahaan dari pihak eksternal menandai pengakuan terhadap kesuksesan implementasi *Good Corporate Governance* (GCG). Sepanjang tahun 2023, rincian penghargaan tersebut adalah:

1. *Certificate of Registration ISO 37001:2016* by CBQA Global (*Issued Date: 7 Agustus 2023*).

The awards received by the Company from external parties mark recognition of the successful implementation of *Good Corporate Governance* (GCG). Throughout 2023, the award details are:

1. *Certificate of Registration ISO 37001:2016* by CBQA Global (*Issued Date: August 7, 2023*).

