



**THE CHARTERED OF INDONESIAN ENVIRONMENT FUND ON  
ENVIRONMENTAL AND SOCIAL PROTECTION  
DIRECTORATE GENERAL OF TREASURY  
MINISTRY OF FINANCE  
YEAR 2022  
NUMBER: 03/BPDLH/2022**

In the context of environmental and social protection, the Indonesian Environment Fund (IEF) is committed in the protection of:

1. environmental and social;
2. health, safety, and security (HSS);
3. gender and vulnerable groups; dan
4. Indigenous people.

Each commitment is defined, as follows:

**A. Environmental and Social Protection**

The IEF is committed in implementing the following environmental and social protective actions:

1. Comply with the Indonesian environmental and social laws and regulations.
2. Implement good environmental and social governance within the IEF operation in accordance with the sustainable development goals.
3. Promote and encourage the implementation of good environmental and social safeguards to avoid and/or minimize the potential impact and risks generated by the programs/activities operation funded by the IEF to achieve optimum environmental and social positive impact.
4. Promote and increase awareness of environmental and social safeguards as well as good practices through the designed training and initiatives to mitigate the environmental and social risks and impacts.
5. Periodically evaluate the IEF's environmental and social policies and implementation performance, and continuously improve its performance through new approaches and technologies to reduce environmental and social risks and impacts in order to support environmental and social sustainability.

## **B. The Protection of Occupational Health, Safety and Security**

The IEF is committed in promoting and implementing occupational health, safety, and security (OHSS) for all IEF employees and its partners who operate the program and/or activities supported by the IEF, through the following actions:

1. Implement:
  - a. Compliance with the applicable laws and regulations on health, safety, and security;
  - b. Integrated HSS protection in the IEF internal organizations and business operations; and
  - c. Raising the OHSS awareness to all IEF's employees.
2. Responsible for the IEF's OHSS implementation for all its employees and partners.
3. Provide a safe and healthy work environment for all employees, deliver OHSS management guidelines, as well as ensure the employees attended the OHSS inductions and orientation.
4. Implement sustainable OHSS management to minimize the risks and to avoid occupational incident events within the IEF operation and projects funded by the IEF.
5. Assign the Project Manager/ Program Manager/ Team Leader/ Site Manager to be responsible with:
  - a. health, safety, and security of all team members worked for program/activities supported/funded by the IEF; and
  - b. the preparation, implementation, supervision, and evaluation of OHSS throughout the implementation of programs/activities supported/funded by the IEF.
6. Encourage all team members involved in the projects/programs that are operated or funded by the IEF to:
  - a. be responsible for their own OHSS by working in accordance with the provisions and applicable IEF's OHSS procedures.
  - b. be responsible to report all unsafe and/or unhealthy working environments; and
  - c. have a right to refuse or stop their work in unsafe and/or unhealthy working environments.
7. Implement the health protocols to prevent and/or control the spread of pandemics/plagues/diseases through the implementation of office work policy protocols, office cleaning, and disinfection; implementation of mitigation plans; implement daily online health screening of staff and visitors in the IEF's offices; tracking the spread of pandemics/outbreaks/disease, and various protocols or other



applicable laws and regulations to minimize the spread of pandemics/epidemics/disease.

### **C. The Protection of Gender and Vulnerable Groups**

The IEF is committed to protecting and treating the community with dignity, and respect, and implementing non-discriminative principles on the basis of race, color, ancestry, place of origin, sex, age, physical or mental disability, religion, sexual orientation, marital status, family status, political belief, or conviction and others. In order to implement these commitments, the IEF will:

1. Comply with laws and regulations regarding the protection of gender regulations.
2. Implement a minimum age limit for the IEF's candidate employees and/or program/activity staff funded/supported by the IEF.
3. Recognizing and affirming that acts of harassment, bullying, discrimination, or related retaliation, sexual or otherwise, involving the IEF's employee or other individual associated with IEF business will be not accepted nor tolerated.
4. Be responsible to ensure all IEF's employees or other individuals associated with IEF business are protected from discrimination, verbal and physical harassment, bullying, violence, intimidation, or related retaliation, sexual or otherwise.
5. Take any actions against discrimination, verbal and physical harassment, bullying, violence, intimidation, or related retaliation, sexual or otherwise, involving the IEF's employee or other individual associated with the IEF business.
6. Ensure the information disclosure, equal opportunity, and non-discriminatory treatment of all BPDH employees and the IEF applicants to work and contribute to BPDH
7. Protect anyone who in good faith: (i) reports harassment, bullying, or discrimination; or (ii) provides information in an investigation.

### **D. The Protection of Indigenous Peoples**

The IEF is committed to protecting and treating indigenous peoples with protecting and treating indigenous peoples with dignity and respect, by:

1. Recognize and respect the legal and constitutional rights of Indigenous Peoples.
2. Support the indigenous people to fight for their legal and constitutional rights.
3. Build high respect and dignity for the indigenous people through inclusive and collaborative dialogue.
4. Recognize and respect the importance of the relationship between Indigenous Peoples and their traditional lands and resources.

5. Support the indigenous people to seek access and have mutual benefit through the IEF operational activities and/or programs/activities supports/funded by the IEF.
6. Foster an understanding of the history and culture of Indigenous Peoples among the IEF's employees and all partners worked for the programs/activities supported/funded by IEF to improve the IEF's relationships with Indigenous communities

Jakarta, 9 September 2022

EXECUTIVE DIRECTOR OF  
INDONESIAN ENVIRONMENT FUND,



DJOKO HENDRATTO