



pcu PETRA
CHRISTIAN
UNIVERSITY

SUSTAINABILITY REPORT 2023

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EVENT HIGHLIGHTS ON SUSTAINABILITY

1 - 28 May 2023



Surabaya Community Outreach (COP) for Community Empowerment

16 May 2023



NUNUT: Ridesharing Platform for Carbon Emission Reduction

19 May 2023



Create Works with Recycled Waste Project

19 May 2023



Memorandum of Understanding (MoU) with Sumba Barat Government for Education Empowerment

28 June 2023



PCU student Rank 2 for Epicentrum 2023 event with cyberbullying theme

3 - 13 July 2023



PCU and Surabaya City Government, launched Sewing incubation program for SMEs

**13 July -
3 August 2023**



**International
Community Outreach
(COP) involving 68
international
students**

**19 - 20
September 2023**



**PCU Green Festival:
Collaboration
for Greener**

3 October 2023



**PCU & Lions Club:
charity concert for
relieving hunger,
childhood cancer &
stunting**

**16 - 20
October 2023**



**International Con-
ference on Empathic
Architecture (ICEA):
"Architecture, Health
& Wellbeing"
Conference**

**20 - 21
November 2023**



**Petra International
Business and
Accounting:
Saving the Planet**

**3 November 2023 -
3 February 2024**



**Surabaya Community
Outreach (COP) for
Dolly Tourism
Community**

STATEMENT OF PCU'S RECTOR

[GRI 2-12, GRI 2-14, GRI 2-22]



I am deeply grateful to present this foreword for Petra Christian University's Sustainability Report 2023. This report stands as a testament to our institution's unwavering commitment as stewards of God's creation, fostering a community dedicated to sustainability, demonstrating respect and care for all that we have been entrusted with by God, for His glory.

Reflecting on the extensive path we have travelled and the numerous achievements we have attained, we draw motivation in Petra Christian University's steadfast dedication to delivering excellence in education. Our graduates, equipped with the knowledge and skills needed to navigate an ever-evolving world, stand ready to contribute as global responsible citizens, entrepreneurs, and leaders, or we term Global Socioleaders. This dedication spans diverse areas, encompassing economic advancement, human capital development, whole person education, and the promotion of sustainable community practices.

At Petra Christian University, sustainability is not merely a goal; it is a strong commitment that derives directly from our vision, 'to be a world-leading Christian university that transforms society for the glory of God'. It permeates our operations, academic pursuits, and community engagement. We believe that as a leading private institution of higher learning in Indonesia, we have a responsibility to cultivate a culture of sustainability, instill environmental stewardship in our students, and contribute to building a more just and sustainable world, within the framework of the Sustainable Development Goals (SDGs).

This Sustainability Report reflects the collective efforts of our university community over the past year. It showcases our achievements, progress, and areas for improvement across various dimensions of sustainability, including envi-

ronmental conservation, social responsibility, and economic resilience. While we have achieved significant milestones, we also recognize that there is much work to be done to address pressing global issues such as climate change, social inequality, and environmental degradation.

I am immensely proud of the dedication and commitment demonstrated by our faculty, staff, and students in advancing sustainability initiatives at Petra Christian University. Their passion, creativity, and perseverance have been instrumental in driving our sustainability agenda forward, and I commend all of the tireless efforts they have made.

Moving forward, I urge all members of our university to redouble our efforts and continue to prioritize sustainability in everything we do. Let us harness the power of collaboration, innovation, and collective action to a more sustainable and resilient future for generations to come.

I extend my sincere gratitude to everyone who has contributed to the development of this Sustainability Report, including our partners, stakeholders, and supporters. Your collaboration and support are invaluable as we work together to make a meaningful difference in the world.

In closing, I invite you to join me in celebrating the achievements outlined in this report and recommitting ourselves to the pursuit of sustainability in all its dimensions. Together, we can create a brighter, more sustainable future for Petra Christian University and beyond, for the glory of God.

Sincerely,

Prof. Djwantoro Hardjito, Ph.D.
Rector, Petra Christian University

ABOUT THE SUSTAINABILITY REPORT

The Sustainability Report is a type of principle-based report used to disclose the sustainability performance of an organization within the framework of Sustainable Development. As an implementation of PCU's contribution to supporting the achievement of Sustainable Development Goals, this report includes performance reports, policies, strategies, initiatives, and various impacts of PCU's *Tri Dharma* activities on sustainability aspects, namely economic, social, and environmental.

- a. **Period, Scope, Cycle, and Reporting Standard [GRI 2-23]**
The Sustainability Report of PCU 2023 is the first report issued by PCU. The reporting scope includes the sustainability performance and impacts of PCU recorded from January 1, 2023, to December 31, 2023. The reporting coverage includes data and material information related to the performance of PCU in the economic, environmental, and social fields (triple bottom line).
- b. **Determination of Report Content and Topic Boundaries [GRI 3-1].**
In determining the content and topic boundaries of the sustainability report, PCU refers to 3 (three) elements as set out in the GRI Standards. These elements are as follows:
 - **Stakeholders Inclusiveness:** This involves inclusively assessing the sustainability of a company by considering the interests of each stakeholder with the organization's activities.
 - **Sustainability Context:** This includes the impacts of economic, environmental, and social aspects.
 - **Completeness:** It involves disclosing all material sustainability aspects so that stakeholders can evaluate the sustainability value.
- c. **Legal Compliance [GRI 2-27]**
Tri Dharma Perguruan Tinggi activities done by PCU always comply with the regulations of the Republic of Indonesia government. During the reporting period, there were no cases of non-compliance with applicable regulations in the economic, social, and environmental fields, nor were there fines to be borne by PCU.

- d. **Reliability Reports [GRI 2-5]**
The Sustainability Report of PCU for 2023 is prepared with reference to the disclosure aspects of GRI Standards (Global Reporting Initiative), prioritizing the reliability and accuracy of the information disclosed in this report.
- e. **Feedback and Personal Contact [GRI 2-3]**
PCU provides opportunities and access for all stakeholders to provide suggestions, questions, ideas, criticisms, and responses in order to improve the quality of reporting in the future. Feedback can be submitted by contacting:

Petra Christian University

Siwalankerto Street No.121-131, Surabaya, East Java
60236.

T: +6231-8439040.

F: +62 31 8436418.

E: info@petra.ac.id.

<http://www.petra.ac.id/>



UNIVERSITAS KRISTEN PETRA



GENERAL DISCLOSURE

ORGANIZATIONAL PROFILE

[GR 2-1]

Organization Name	Universitas Kristen Petra
Organization Nickname	Petra Christian University
Date of Establishment	22 September 1961
Operational Area	Siwalankerto Campus, Fairwaynine Campus
Business Field	Education
Company's Address	Jl. Siwalankerto No.121-131, Siwalankerto, Kec. Wonocolo, Surabaya, Jawa Timur 60236. T:+6231-8439040 F:+62 31 8436418 E:info@petra.ac.id http://www.petra.ac.id/
Social Media	Facebook: @pcusurabaya Instagram: @lifeatpcu

HISTORY

[GR 2-1]

Petra Christian University (often abbreviated as PCU) is a national private university located in Surabaya, East Java, Indonesia. Established in 1961, the university was initiated by several founders of PPPK Petra, a Christian educational foundation in Surabaya established in 1951. The name “Petra” originates from the Greek language, meaning “Rock” or “Stone”. PPPK Petra is an association of Christian education founded in 1951 with the aim of providing education from kindergarten to secondary education levels. The desire to provide broader opportunities for higher education prompted the association’s executives to establish a university. The idea was conceived in 1956 and was revisited in 1960 when the members of the Board of Trustees of PPPK Petra, Tan Tjiauw Yong and Tan Gie Djien, met Brigadier of the Indonesian National Armed Forces, Prof. Dr. Moestopo during the Congress of Dentists in Bandung, West Java. On September 22, 1961, the establishment of Petra Christian University was officially announced, with the Faculty of Literature as the first faculty, and one year later in 1962, the Faculty of Civil Engineering was established. Observing the developments at the university, the Board of Trustees of PPPK Petra established a small committee on July 18, 1964, comprising Jacob Elfinus Sahetapy, Tan Tjiauw Yong, Mesach Wigjohoesodo, Kho Hong Pie, Raden Mas Soekardjo Kertonadi, and Piet Hein Saroinsong. The committee’s task was to prepare for the establishment of the university affairs foundation. In

a relatively short period, in 1964, the establishment of the Petra Christian University Foundation (YPTK Petra) was agreed upon, consisting of representatives from PPPK Petra, Christian figures, and supported by 6 Protestant churches in Surabaya.

At present, Petra Christian University has grown rapidly to become one of the renowned universities in Indonesia, with thousands of students from both domestic and international backgrounds pursuing their education at this university. Currently, PCU has around 7,304 students from various regions in Indonesia and abroad. The education provided includes Postgraduate (Master/Doctoral) and Undergraduate (Bachelor) programs, consisting of five faculties: the School of Business and Management, the Faculty of Humanities and Creative Industries, the Faculty of Industrial Technology, the Faculty of Civil Engineering & Planning, and the Faculty of Teacher Education. In addition to academic programs, PCU also offers several professional programs that provide practical knowledge and skills for professionals through professional classes, certifications, and training. Currently, students at Petra Christian University come from diverse cultural backgrounds. They hail not only from East Java but also from other provinces in Java Island and regions in eastern Indonesia, as well as from abroad.



▶ 1978 - Building B and Building C PCU, both three-story buildings which were the first buildings built on the Siwalankerto campus.



◀ 1988 - flag ceremony commemorating the 43rd Independence Day of the Republic of Indonesia which was attended by the UK Petra community on the Green Field of the Siwalankerto campus

VISION & MISSION

[GRI 2-24]

Vision: "To be a World Leading Christian University that transforms society for the glory of God". The mission of PCU consists of three strategic steps to accomplish its vision:

1st

Maintaining PCU's INTEGRITY as a Christian university.

- a. Embracing the Christian faith calling, namely fellowship (koinonia), proclamation of the Gospel (marturia), and service (diakonia).
- b. Grounding the university's management paradigm in the Christian Worldview and Christian Education Philosophy.

- c. Implementing Christian Leadership model characterized by Servant Leadership.
- d. Organizing and developing education and teaching within the framework of integrating Christian faith and knowledge (Faith and Learning Integration).
- e. Preparing students and graduates to possess a Christian Worldview, Christian Values, and Christian Character built through the process of Christian Education.

2nd

Increasing PCU's CREDIBILITY to be a world-class university.

- a. Providing and developing credible Human Resources (lecturers and educational staff).
- b. Offering effective and efficient facilities and infrastructure at an international standard.
- c. Implementing the *Tri Dharma Perguruan Tinggi* (the university's three main responsibilities of education, research, and community service) with an international quality.
- d. Maintaining and improving the accreditation and ranking of PCU nationally and internationally.

3rd

Building the CIVILITY of the people and state in PCU to form, develop, and strengthen Civil Society.

- a. Upholding and practicing the four pillars of nationalism: Pancasila (the Five Principles), the 1945 Constitution, the Unitary State of the Republic of Indonesia (NKRI), and Unity in Diversity (*Bhinneka Tunggal Ika*).
- b. Building relationships and cooperation with various institutions based on the principles of non-discrimination, mutual respect, and mutual benefit, grounded in principles of justice and truth.



THE PURPOSE OF PCU

- a. Producing graduates who have integrity (fear of God), are credible (able to compete and contribute in the global era), and possess the civility of national life and statehood, which is part of civil society.
- b. Generating and disseminating research and community service activities of international standard and contributing to the enhancement of community welfare.
- c. Obtaining accreditation and recognition as one of the top universities nationally and internationally by credible accreditation and ranking institutions.

THE PHILOSOPHY AND MEANING OF THE PCU LOGO

The logo of PCU consists of a white cross standing on a black rock base with an arch soaring upwards to a golden yellow base, and on a blue background consisting of a logogram and logotype. The PCU's symbol is shown in the following picture:



The symbol holds the following meanings:

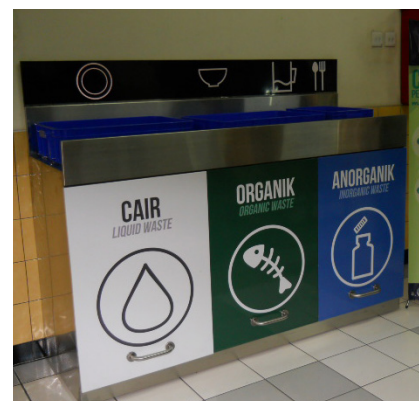
- The white cross symbolizes divine love;
- The arch reaching upwards to the golden yellow base signifies the majesty and glory of God;
- The black rock base represents firm faith;
- The blue background of the cross symbolizes the power of God

The foundation of PCU:

- In the spirit of the preamble, PCU is founded upon Pancasila.
- PCU serves as a higher education institution that recognizes the Christian Faith calling, which involves fellowship (koinonia), proclamation of the Gospel (marturia), and service (diakonia).
- The management paradigm of PCU is rooted in the Christian Worldview perspective and Christian Education Philosophy.
- Education at PCU is conducted and developed within the framework of integrating Christian Faith and Knowledge (faith and learning integration)
- The leadership model adopted is that of Christian Leadership characterized by servant leadership.

GREEN CAMPUS COMMITMENT

Petra Christian University (PCU) has solidified its commitment to becoming a Green Campus since September 22, 2010. This commitment was realized through the establishment of a Smoke-Free Zone on January 1, 2011. Before the implementation of the Smoke-Free Zone on campus, Petra Christian University had sorted waste into four categories. The waste is divided into organic waste, plastic waste, paper waste, and battery waste. Since becoming a Smoke-Free Zone in 2011, Petra Christian University has continuously contributed to a healthier environment. One of the initiatives was the "Petra Berbunga" movement, involving tree planting. Moreover, Petra Christian University ran a paperless movement by starting online PRS filling activities, providing electronic payslips, making letters online, and encouraging the use of recycled paper during final assignment consultations.



In the following year, Petra Christian University campaigned for the “Efficient Water” program. This campaign was followed by the replacement of all water taps on campus with automatic faucets. Hence, the use of clean water is not wasted. Simultaneously, Petra Christian University started converting waste into compost.



The Rector’s Decree Number 251 of 2013 stipulates Petra Christian University as a Green Campus with a vision of caring and committing to Christian values. Consequently, Petra Christian University actively participates in preserving the earth and the environment created by God. With this designation, PCU also appointed Green Campus ambassadors. Furthermore, PCU started sorting food waste into three categories: organic waste, inorganic waste, and liquid waste. This Green Campus policy is carried out in academic areas which are demonstrated through several programs related to environmental preservation to raise student awareness and concern. In addition, this Green Campus provision is also accommodated through the offer of Elective Courses on the Environmental Studies.

A notable model for waste efficiency is not using plastic bags in any sales transactions. Instead, reusable bags that can be purchased are provided at all selling points. Additionally, the use of styrofoam and plastic packaging for food is prohibited. This policy was established in the Rector’s Decree in 2016, but its implementation started since 2014.

In other areas, this policy is also implemented by raising the awareness among all employees on environmental preservation. For example, it involves reducing electricity consumption, water usage, personal vehicle use, and paper usage.

In 2015 and 2016, the paper and energy efficiency programs were implemented. Used paper is used for non-formal purposes. In terms of energy efficiency, the classrooms are automatically locked and the electricity is turned off with the use of fingerprints when not in use. In addition, Rector’s decree also campaigned for the use of stairs over elevators.

The implementation of the Green Campus program is carried out in three stages: short-term programs, medium-term programs, and long-term programs. Furthermore, the implementation of Green Campus in the medium-term program is implemented in five efficiency programs. One of them is the waste efficiency program.

From 2017 to the present, several initiatives have been implemented in the Green Campus program. Firstly, the use of bottled drinking water for internal activities is not allowed. Theses and final assignments are submitted online. Furthermore, the university provides shuttle buses to reduce private vehicle usage. The campus also implements a Sewage Treatment Plant (STP) and the establishment of gardens and water-saving toilets.

The latest addition is the “Nunut” application initiated by students. This application facilitates ride-sharing. This is done to reduce private vehicle usage and its impact on the environment. The Green Campus initiative is not a mere trend but a sincere effort rooted in Christian faith, with the goal of preserving God’s creation, the Earth.



GUG IMPLEMENTATION COMMITMENT

[GRI 2-18; GRI 2-23]

One of the strong foundations for implementing Good University Governance (GUG) is contained in the Statute of Petra Christian University, as stipulated in the Regulation of *Yayasan Perguruan Tinggi Kristen Petra* (YPTK / the Petra Christian University Foundation) No 001/Per/YPTK/I/2022. The management of higher education institutions is currently required to overcome various global-scale demands, which are not only focused on students and graduates but also on society and industry, especially on technology and innovation. This aligns with PCU's latest vision in the context of "transforming society."

In addition, the achievement of Good University Governance is one of the strategic objectives outlined in the *Renstra (Rencana Strategis / Strategic Plans)* of PCU 2018-2023. PCU is always committed to realizing accountable, purposeful, efficient, up-to-date, and integrated governance of the university to compete effectively at both national and international levels. Monitoring, evaluating the achievement of *Renstra*, and subsequent actions are part of the Internal Quality Audit (AMI / *Audit Mutu Internal*) process. The implementation of Internal Quality Audit (AMI) is coordinated by the Quality Assurance Office (BPM / *Badan Penjaminan Mutu*). AMI is conducted periodically every year after the academic year ends. Before the audit takes place, each unit is assigned to measure, analyze, and present data on the

achievement of each *Renstra* through SIMutu (<https://sim.petra.ac.id>); for instance, academic achievement data is presented by the Academic Administration Bureau, while data on research, community service, and innovation achievements are presented by the Research and Community Service Institute (LPPM / *Lembaga Penelitian dan Pengabdian kepada Masyarakat*).

The internal audit procedure begins with a directive from the Rector to conduct AMI to the Head of the BPM and concludes with a Management Review Meeting (RTM / *Rapat Tinjauan Manajemen*) led by university and faculty leaders, so that achieved and exceeded standards are continually improved upon, and any standards not yet met are controlled to ensure achievement in the following year.

The accountability and quality of business processes in implementing the *Tri Dharma Perguruan Tinggi* have been demonstrated in the performance of PCU by implementing national and international standards and certifications. This achievement was realized in achieving award certificates or certification from several national and international institutions, including BAN PT, IABEE, AUN-QA, AQAS, ISO 9001. The table below shows the distribution of National/ International Accreditation for Study Programs at Petra Christian University.

No.	Department / Program	Accreditation (National & International)
1	English Literature <ul style="list-style-type: none"> English for Creative Industry English for Business 	Excellent (BAN-PT)
2	Chinese	B (BAN-PT)
3	Civil Engineering	Excellent (LAM-Teknik) +GA (IABEE)
4	Architecture <ul style="list-style-type: none"> Architecture Architecture of Sustainable Housing & Real Estate 	Excellent (BAN-PT) + AUN QA
5	Electrical Engineering <ul style="list-style-type: none"> Electrical Engineering Internet of Things 	Excellent (LAM-Teknik) +GA (IABEE)
6	Mechanical Engineering <ul style="list-style-type: none"> Sustainable Mechanical Engineering & Design Automotive 	A (BAN-PT) + PA (IABEE)

No.	Department / Program	Accreditation (National & International)
7	Industrial Engineering <ul style="list-style-type: none"> Industrial Engineering International Business Engineering 	A (BAN-PT) + PA (IABEE)
8	Informatics <ul style="list-style-type: none"> Informatics Business Information System Data Science & Analytics 	A (BAN-PT) + PA (IABEE)
9	Management <ul style="list-style-type: none"> Creative Tourism Hotel Management Finance & Investment Marketing Management Business Management International Business Management 	A (BAN-PT) + AUN QA
10	Accounting <ul style="list-style-type: none"> Business Accounting Tax Accounting International Business Accounting 	A (BAN-PT) + AUN QA
11	Visual Communication Design <ul style="list-style-type: none"> Visual Communication Design International Program in Digital Media Textile & Fashion Design 	A (BAN-PT) + AQAS
12	Interior Design <ul style="list-style-type: none"> Interior Design & Styling Interior Product Design 	A (BAN-PT) + AQAS
13	Communication <ul style="list-style-type: none"> Strategic Communication Broadcast & Journalism 	A (BAN-PT) + AUN QA
14	Elementary Teacher Education	Very Good (Kependidikan LAM)
15	Early Childhood Teacher Education	Good (BAN-PT)
16	Master's Program in Civil Engineering	B (BAN-PT)
17	Master's Program in Management	B (BAN-PT)
18	Master's Program in Literature	Good (BAN-PT)
19	Master's Program in Industrial Engineering	Very Good (LAM-Teknik)
20	Master's Program in Architecture	B (BAN-PT)
21	Engineering Profession Education Department	B (BAN-PT)
22	Doctoral Program in Civil Engineering	Very Good (BAN-PT)
23	Doctoral Program in Management	Fulfills Minimum Accreditation Requirements (Established in 2023)

Notes:

- GA (IABEE) : General Accreditation (Indonesian Accreditation Board of Engineering Education) – Washington Accord
- PA (IABEE) : Provisional Accreditation (Indonesian Accreditation Board of Engineering Education)
- AUN QA : ASEAN University Network – Quality Assurance (International)
- AQAS : Agency for Quality Assurance through Accreditation of Study Programs - Germany

TRI DHARMA POLICY COMMITMENT

[GRI 2-23, GRI 205-2]

Almost all activities related to the *Tri Dharma Perguruan Tinggi*, PCU consistently supports the achievement of Sustainable Development Goals (SDGs), which is a global action plan agreed upon by world leaders to eradicate poverty, reduce inequalities, and protect the environment. PCU actively and continuously contributes to addressing various national issues, particularly those related to sustainable development (SDGs) and social-ecological crises, in line with sustainability principles. Like many challenges faced by low-middle income countries, Indonesia also grapples with issues such as poverty, inequality, and unemployment. These issues are intertwined with extreme environmental conditions and disasters that directly or indirectly affect the well-being of communities. As a higher education insti-

tution with a wealth of competent resources, PCU plays a larger role in enriching empirical solutions across various fields as alternative approaches to addressing increasingly complex societal issues. Solutions offered by PCU consistently prioritize environmental preservation, child-friendly and elderly-friendly initiatives, support for persons with disabilities, energy efficiency, and other considerations. PCU's policy related to sexual violence: The establishment of the Prospective Selection Committee for the Prevention and Handling of Sexual Violence Task Force (PPKS / *Pencegahan dan Penanganan Kekerasan Seksual*) on November 27, 2023, involving student representatives. According to Rector's Decree No. 0309/PCU/2024, this committee became active on February 5, 2024.

EDUCATION POLICY

The curriculum is developed and designed by the study programs in accordance with advancements in knowledge, technology, and the arts, while taking into account the vision, mission, objectives, and values of PCU, stakeholder input, and adhering to applicable National Higher Education Standards. The curriculum is periodically evaluated by incorporating and considering feedback from stakeholders and global developments. Learning activities are conducted using the Semester Credit System (SKS / Sistem Kredit Semester), with the duration of study aligned with the educational program level. Learning activities are organized using the Semester Credit System (SKS) to indicate the workload for students, lecturers, learning experiences, and program administration. Learning methods may include lectures, review sessions, tutorials, seminars, practicums, workshops, laboratory work, fieldwork, or other relevant formats. Learning methods for course implementation include group discussions, simulations, case studies, collaborative learning, cooperative learning, project-based learning, problem-based learning, or other effective learning methods that facilitate the achievement of learning outcomes for graduates.

Curriculum policy at PCU



Outcome-Based Education (OBE) Curriculum that shapes the profile of graduates as "Global Socioleaders."



The curriculum emphasizes Sustainable Development Goals (SDGs) in both content and learning processes, such as introducing SDGs topics, simulating case resolutions related to SDGs, implementing SDGs-related projects, etc.



Students can choose between Leadership Enhancement Program (LEAP) with a minimum weight of 20 credits (in 1 semester or 2 consecutive semesters) or Minor Curriculum.



Integration between academic fields and student activities.



Implementation of the Service-Learning (S-L) method.

According to the Office Memo of the Vice Rector for Academic Affairs No. 1750/UKP/2023 and in line with the spirit of MBKM (*Merdeka Belajar - Kampus Merdeka*), the curriculum at PCU accommodates the Leadership Enhancement Program (LEAP) and Major Minor Programs to facilitate future workforce needs. The MBKM system for students also serves as a means for the application of knowledge and technology acquired during their academic studies to support the achievement of Sustainable Development Goals (SDGs) through the LEAP-MBKM PCU scheme. The LEAP-MBKM policy provides students with the opportunity to be independent and autonomous in their learning process according to their respective talents and callings, fostering the development of Global Socioleadership spirit. This program prepares students to become resilient and relevant scholars, while also increasing their awareness of emerging societal issues. There are four pathways offered within LEAP-MBKM: Research & Innovation, Glocal Exposure, Industrial Experience, and Community Engagement.



Research & Innovation

The Research & Innovation pathway is a research program within the scope of various fields of study and interdisciplinary areas aimed at producing, among others, scientific publications/intellectual property rights (IPRs)/innovative products. Research activities can be conducted in the following forms:

- Collaborative research with lecturers on campus.
- Research at external institutions, both domestically and internationally. External institutions may include companies, research institutions, consultants, and partner universities.
- Research aimed at producing innovative products followed by the establishment of business start-ups conducted through the Innovation and Entrepreneurship Center.



Glocal Exposure

The Glocal Exposure pathway consists of higher education programs organized by both domestic and international educational institutions that are partners of PCU. This educational program can be of medium-term (semester exchange) or long-term (degree-awarding program) nature. The domestic Glocal Exposure pathway involves Student Exchange within the context of the *Merdeka Belajar-Kampus Merdeka* (MBKM) program by DIKTI. The international Glocal Exposure pathway comprises Degree-awarding programs, which may include joint/dual degree, double degree, and accelerated degree programs, with a minimum program duration of 2 semesters.

- Joint/dual degree = One degree recognized by two institutions or one study completion resulting in two of the same degrees.
- Double degree = Two degrees in two different fields of study.
- Accelerated degree = Two degrees with different academic levels.



Industrial Exposure

The Industrial Experience pathway is a program that provides opportunities to gain professional work experience in the industry, both domestically and internationally.



Community Engagement

The Community Engagement pathway is a program focused on the application of knowledge and skills for the empowerment and improvement of community welfare. Funding and partnerships may come from both profit and non-profit organizations, such as City Government, Provincial Government, church networks, Community-Based Organizations (CBOs), and Non-Governmental Organizations (NGOs).

In addition to LEAP-MBKM, PCU, through its faculties and study programmes, has initiated new competencies through minor programmes across the faculties and study programmes. These cross-study program specializations are aimed at addressing the challenges of the Industrial Revolution 4.0 and Society 5.0, which involve the synergy of various fields of knowledge. Therefore, curriculum changes in higher education institutions are routine activities that must be undertaken in response to advancements in science, technology, and the arts (scientific vision), societal needs, and stakeholder needs. In the context of PCU, curriculum development is carried out with attention to and consideration of the following:

- Law No. 12 of 2012 concerning Higher Education.
- Presidential Regulation No. 8 of 2012 concerning the Indonesian National Qualifications Framework.
- Minister of Education and Culture Regulation No. 73 of 2013 concerning the Implementation of KKNl in Higher Education.
- Minister of Education, Culture, Research, and Technology Regulation No. 53 of 2023 concerning Quality Assurance of Higher Education.
- Minister of Education and Culture Decree No. 754/P/2020 concerning Key Performance Indicators of State Universities and Higher Education Service Institutions within the Ministry of Education and Culture.
- Minister of Education and Culture Decree No. 210/M/2023 concerning Key Performance Indicators of Higher Education Institutions and Higher Education Service Institutions in the Ministry of Education, Culture, Research, and Technology.
- Guidelines for the Development of Higher Education Curricula in the Era of Industrial Revolution 4.0 to Support Merdeka Belajar - Kampus Merdeka, Directorate General of Higher Education, Ministry of Education and Culture, 2020.
- Merdeka Belajar - Kampus Merdeka guidebook, Directorate General of Higher Education, Ministry of Education and Culture, 2020.
- Regulation of the Rector of Petra Christian University No. 4 of 2022 Regarding the Academic Regulations of Petra Christian University.
- Memorandum from the Vice Rector for Academic Affairs No. 1750/UKP/2023 regarding the Development of the Flex-OBE-LEAP 2024 Curriculum.
- Curriculum Guidelines from Professional Associations, meetings with graduate users, tracer studies, meetings with the Advisory Board, and Industrial gatherings.

PCU also offers a number of courses that support the achievement of Sustainable Development Goals (SDGs) within the curriculum, such as the following:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Sustainable Fashion • Sustainable Design Eco Design • Environmental Science • Energy Conversion • Renewable Energy Conversion • Architecture and Environment • Green-Solar-Bioclimate Architecture • Eco-Architecture • Sustainable Built Environment • Sustainable Housing Theory • Energy-Saving Architecture • Sustainability of Building Plumbing | <ul style="list-style-type: none"> • Environmental and Sustainability Accounting • Economic Sustainability & Carbon Tax • Tourism Destination Planning & Development: Sustainable tourism • Sustainability in Hotel Management • Sustainable Architecture • Green Technology • Energy Efficient in Tall Building • Natural Daylighting • Sustainable Construction and Green Technology • Geoenvironmental Engineering |
|--|---|

RESEARCH POLICY

Petra Christian University ensures that the research outcomes of its academic community undergo a process comprising planning, implementing, and reporting. PCU guarantees that each lecturer has scientific autonomy in developing something beneficial for society. Through the Head of the Research and Community Service Institute (LPPM / Lembaga Penelitian dan Pengabdian Masyarakat), Petra Christian University considers quality standards and the safety of researchers, society, and the environment in research activities. Research management is determined by the Research and Community Service Institute (LPPM) of PCU by establishing continuous research strategic plans and setting research guidelines. This aims to ensure that research management at Petra Christian University runs smoothly and systematically, resulting in recognized research outcomes in various fields of knowledge. Additionally, PCU, through its study programs and faculties, conducts research activities

carried out by students as part of their final projects, theses, or dissertations, to fulfill graduate learning outcomes by possessing knowledge, attitudes, skills, competencies, and work experience accumulation.

PCU is earnestly engaged in research activities that support the achievement of Sustainable Development Goals (SDGs) based on local resources and values for sustainable community welfare. This commitment is part of PCU's efforts to provide solutions to global challenges and address topical and relevant issues.

PCU researchers have also been productive in producing Intellectual Property Rights (HKI / Hak Kekayaan Intelektual) as outputs of their research. These include patents, trademarks, trade secrets, copyrights, or industrial designs.

COMMUNITY SERVICE POLICY

To support the university's vision and mission, the policy and management system for community service are regulated in the Academic Regulation of PCU (Rector's Regulation of PCU No. 4, 2022) and PCU P2M Renstra for 2023–2028. Additionally, the operational implementation is equipped with the Guidebook for Implementing Research and Community Service in 2015. The administrative management of community service has already met the ISO 9001:2008 standards.

Similar to research activities, to manage community service activities, the Statute of PCU in 2022 mandates the Institute for Research and Community Service (LPPM) as the academic implementing element within the university. This is also stated in the Rector's Decree No. 04/Kept/UKP/1/1995, which mandates that community service activities at PCU are coordinated and managed by the LPPM, within which the Community Service Center (PPM / Pusat Pengabdian kepada Masyarakat) operates. From the definition in the Statute, it is clear that Petra Christian University requires continuous quality improvement in the management of community service. Community service at PCU is focused on empowering communities to improve their welfare. The focus of PCU's community service is realized in accordance with the Direction in the PCU Community Service Implementation Guidelines as follows:

- a. Community service must be oriented towards achieving the university's vision and mission and be based on Christian values demonstrated through excellence in expertise, research, and service that aim to improve

community welfare, supporting government programs, and empowering small industries.

- b. Community service is conducted as the application of scholarly knowledge possessed by the academic community, whether it is mono-disciplinary or interdisciplinary in nature, and it can be both inter- and multi-disciplinary.
- c. Community service is carried out contextually, applicatively, creatively, innovatively, and is academically relevant based on mastery of science, technology, and arts (IPTEKS).
- d. PCU also directs that community service can be integrated into the curriculum of study programs, known as Service-Learning. Service-Learning is essentially a two-way learning method that aims to enable students to apply their knowledge directly to society and also learn from the target community or partners.

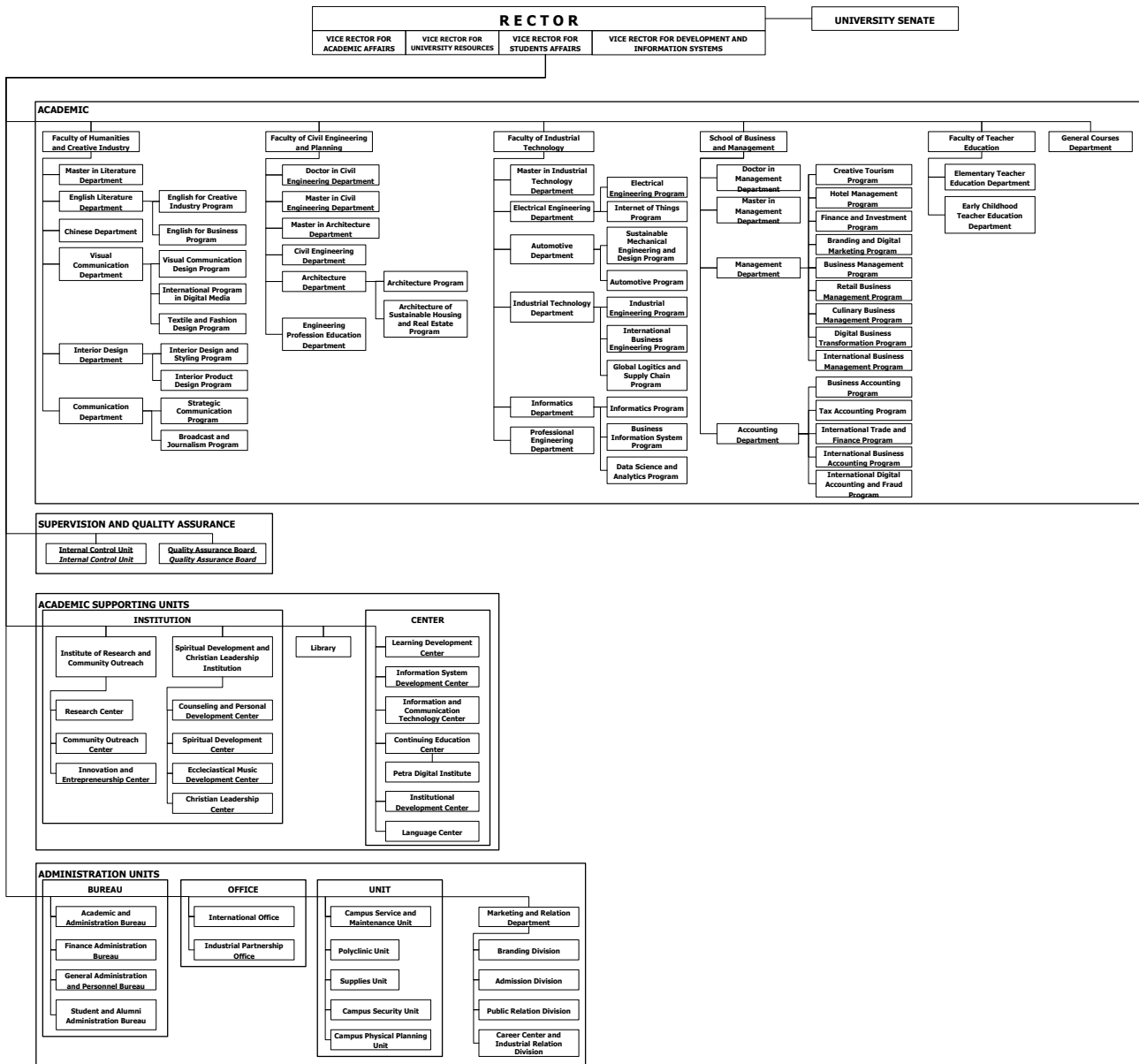
Community service and empowerment activities are expressions of concern from the academic community of PCU to actively contribute to enlightenment, welfare improvement, and empowerment of the wider community. The community service and empowerment programs at PCU are designed in accordance with the SDGs, considering the objectives and targets that are deemed most comprehensive in reflecting the situation and conditions desired to be achieved in Indonesia.

GOVERNANCE & ORGANIZATIONAL STRUCTURE

[GRI 2-1, GRI 2-2, 2-9, 2-13; GRI 2-14]

The organizational structure is the cornerstone of PCU in ensuring the quality of policy-making, financial management, and maintaining achievement levels in national and international competition. The organizational structure of PCU provides flexibility to support work programs based on the PCU's vision, mission, and objectives of PCU. The management of PCU, in carrying out its operational activities, always adheres to the principles of transparency and accountability. This commitment is fully supported by various elements such as the Senate of PCU, the Rectorate, the Deans, and the Administrative Team. The leadership of PCU,

along with its supporting elements, exemplifies an educational institution that strives to accommodate all aspects and inputs from all of its units based on democratic thinking, while also working in tandem with management to produce quality graduates. As a private university, the organizational structure of PCU is designed based on the conditions and needs of Petra Christian University. However, the university must ensure that the organizational structure and workflow are fully available to support effective management functions. Below is the organizational structure of PCU.



The Rector

The Rector is the organ responsible for carrying out academic and non-academic policy functions and managing PCU. In executing these functions, the Rector has responsibilities and authorities as follows:

- a. Drafting the Statute to be proposed and approved by the Petra Christian University Foundation (YPTK);
- b. Developing the 25-year Master Development Plan (Renip) for PCU in collaboration with YPTK Petra;
- c. Formulating the 5-year Strategic Plan (Renstra) and the 1-year Operational Plan (Renop) for PCU;
- d. Compiling the Income and Expenditure Budget Plan (RAPB / Rencana Anggaran Pendapatan dan Belanja) for PCU each year;
- e. Managing education, research, and community service, general administration and finance, student affairs and alumni, cooperation and institutional development in accordance with the Renstra and Renop;
- f. Overseeing the educational facilities and infrastructure at PCU;
- g. Appointing and/or dismissing unit leaders under the Rector based on the regulations of YPTK Petra and the applicable Rectoral Regulations;
- h. Nurturing the academic community and educational staff;
- i. Creating a conducive academic environment to support the implementation of the *Tri Dharma Perguruan Tinggi* (three pillars of higher education);
- j. Developing a harmonious campus life based on the values of PCU;
- k. Cultivating relationships and collaborations with PCU alumni, industries, universities, governments, and various stakeholders both domestically and internationally to enhance the implementation of the *Tri Dharma Perguruan Tinggi*, in accordance with applicable regulations;
- l. Preparing for the establishment of new study programs after approval by YPTK Petra;
- m. Proposing organizational unit changes at PCU for approval by YPTK Petra;
- n. Maintaining campus security, safety, health, order, and comfort for the smooth conduct of the *Tri Dharma Perguruan Tinggi* activities.

The University Senate

The PCU Senate carries out the function of formulating academic policies and providing considerations for the implementation of academic policies. The PCU Senate consists of the Rector, Vice-Rectors, Deans, Head of the Research and Community Service Institute, Head of the Spiritual and Christian Leadership Development Institute, Chair of the General Course Department, representatives of professors, and representatives of faculty members. In carrying out its duties, the Senate of PCU has responsibilities and authorities as follows:

- a. Formulating academic policies;
- b. Formulating policies for assessing academic achievements, skills, and the character of the academic community;
- c. Formulating Academic Ethics, Student Code of Ethics, and Faculty Code of Ethics;
- d. Formulating regulations for the implementation of academic freedom, freedom of the academic podium, and academic autonomy at PCU;
- e. Overseeing the implementation of Academic Ethics, Student Code of Ethics, and Lecturer Code of Ethics;
- f. Providing recommendations to YPTK Petra regarding candidates to be appointed as Rector, Vice-Rectors, and Heads of Institutes;
- g. Providing recommendations for lecturers applying for academic promotion to associate professor;
- h. Approving lecturers nominated for the position of Professor;
- i. Providing recommendations to the Rector regarding the improvement of the quality of the implementation of the *Tri Dharma Perguruan Tinggi*.
- j. Providing recommendations to the Rector regarding the granting and revocation of academic degrees and honors;
- k. Providing recommendations to the Rector regarding the opening and closure of study programs.

Deans

A faculty is led by a Dean who is accountable to the Rector. The Dean has the following responsibilities:

- a. Formulating the Renop within the faculty;
- b. Developing the RAPB within the faculty;
- c. Managing education, research, community service, and faculty development in accordance with the Renop;
- d. Establishing relationships and collaborations with PCU alumni, industries, other universities, governments, and various parties domestically and internationally to enhance the implementation of the *Tri Dharma Perguruan Tinggi* within the faculty, in accordance with applicable regulations;
- e. Managing the educational facilities and infrastructure within the faculty;
- f. Nurturing the academic community and educational staff within the faculty;
- g. Creating a conducive academic environment to support the implementation of the *Tri Dharma Perguruan Tinggi* within the faculty;
- h. Developing a harmonious campus life based on PCU's values;
- i. Proposing the establishment of new study programs to the Rector.

Faculty Senate

The Faculty Senate is responsible for formulating academic policies and providing considerations for the implementation of academic policies within the faculty. In carrying out its duties, the Faculty Senate has the following responsibilities and authorities:

- a. Formulating curriculum development policies within the faculty;
- b. Formulating policies for assessing academic performance, skills, and personalities of academic community members;
- c. Supervising the implementation of Academic Ethics, Student Code of Ethics, and Faculty Code of Ethics within the faculty;
- d. Providing considerations to the Rector regarding candidates for appointment as Dean, Vice Dean, Head of Study Program, and Study Program Secretary;
- e. Providing considerations regarding candidates for academic positions as Lecturers and Assistant Professors.
- f. Providing considerations to the Dean regarding the enhancement of the quality of implementing the *Tri Dharma Perguruan Tinggi* within the faculty.

The responsibility for achieving performance targets at PCU through the application of sustainability principles (profit, people, and planet) generally falls on the senior leadership of PCU in carrying out the *Tri Dharma Perguruan Tinggi*. The consistency of this commitment is manifested by PCU through the delegation of tasks and authorities to organs under the Rector to realize the synergy of economic performance, environmental responsibility, and social responsibility.

UNIVERSITY LEADERS

[GRI 2-9; GRI 2-11]

Officials at PCU consist of the Rectorate, which is the organ responsible for leading the organization and management of PCU. The Rectorate, as the governing body of PCU, consists of the Rector and Vice Rector. The election steps of Rector and University Academic Senate as the following: [GRI 2-10]

- a. The Rector, Vice Rector, Deans, and Heads of Institutes are appointed and dismissed by the YPTK Petra.
- b. The University Senate and Faculty Senates are appointed and dismissed by the YPTK Petra.
- c. Vice Deans, Program Chairs, Program Heads, Heads of General Course Departments, Heads of Spiritual Development Centers, Heads of Counseling and Personal Development Centers, Heads of Christian Leadership Centers, Heads of Boards, Heads of Bureaus, and Heads of Offices are appointed and dismissed by the Rector.
- d. Other officials at PCU are appointed and dismissed by the Rector.
- e. Officials at PCU are required to implement the Preamble, Vision, Mission, Objectives, and Values of PCU in carrying out their duties.
- f. Deviations from the provisions must first obtain the approval of the YPTK Petra.
- g. The term of office for the Rector is 4 (four) years.

RECTOR'S PERFORMANCE ASSESSMENT

[GRI 2-18]

PCU is an organic unit led by the Rector who is authorized by and accountable to YPTK Petra. The Rector is obliged to submit financial and non-financial accountability reports to YPTK Petra. Non-financial reports are submitted by the Rector to YPTK and the academic community coinciding with PCU's Anniversary celebration in September. Specifically, the financial report is audited by a public accountant appointed by YPTK Petra. Financial and non-financial reports are part of the performance measurement conducted

by YPTK to assess the success or failure of activities outlined in the Renstra and Renop. On the other hand, these reports serve as control tools and drivers for improving the performance of each organizational unit within PCU, as well as a means to obtain input from stakeholders for PCU's performance improvement. The Rector's accountability report is based on the Statute of Petra Christian University, as outlined in the Regulations of Petra Christian University Foundation (YPTK) No 001/Per/YPTK/I/2022.

ACTIVITIES, BRANDS, PRODUCTS, AND SERVICES

[GRI 2-2, GRI 2-6]

In accordance with its Statute, PCU conducts the *Tri Dharma Perguruan Tinggi* through five faculties.

I. School of Business and Management:

- Bachelor's Program in Management
- Bachelor's Program in Accounting
- Master's Program in Management
- Doctoral Program in Management

II. Faculty of Humanities and Creative Industries:

- Bachelor's Program in English Literature
- Bachelor's Program in Chinese
- Bachelor's Program in Interior Design
- Bachelor's Program in Visual Communication Design
- Bachelor's Program in Science Communication
- Master's Program in Literature

III. Faculty of Industrial Technology:

- Bachelor's Program in Electrical Engineering
- Bachelor's Program in Mechanical Engineering
- Bachelor's Program in Industrial Engineering
- Bachelor's Program in Informatics
- Master's Program in Industrial Engineering
- Professional Program in Engineer Profession Education

IV. Faculty of Civil Engineering and Planning:

- Bachelor's Program in Civil Engineering
- Bachelor's Program in Architecture
- Master's Program in Civil Engineering
- Master's Program in Architecture
- Doctoral Program in Civil Engineering

V. Faculty of Teacher Education:

- Bachelor's Program in Elementary Teacher Education
- Bachelor's Program in Early Childhood Teacher Education

Tri Dharma: Education

In the realm of education, there are both academic and professional education. Academic education encompasses undergraduate, graduate, and doctoral programs. Professional education refers to higher education after the undergraduate program that prepares students for occupations requiring specialized skills. To support the teaching and learning process according to the applicable curriculum, each learning material in every course at PCU is systematically planned and updated. Learning materials are outlined in the course syllabus. The syllabus contains the core content studied as a means to fulfill the learning outcomes for graduates. These learning materials are socialized to students so that they understand what is being studied in each course, allowing them

to prepare learning patterns and strategies. The learning process at PCU begins with thorough planning to support the teaching and learning process according to the applicable curriculum. Each learning material in every course must be systematically planned and updated. The planning of the learning process is designed based on the formed course syllabus. The planning of the learning process is outlined in the Semester Learning Plan (RPS / *Rencana Pembelajaran Semester*). The planning of the learning process is socialized to students at the beginning of the meeting so that they understand what will be studied in each course, allowing them to prepare learning patterns and strategies.

Tri Dharma: Research

In achieving research quality, all research outcomes by lecturers and/or students are encouraged to be published, as long as they are not confidential, do not disrupt and/or endanger public interests, and are beneficial to society. Research is oriented towards research outputs that are useful

for society, the business world, and/or industries. In line with PCU's vision and mission, the content of research conducted by faculty/students is expected to provide benefits, up-to-dateness, and anticipation of future needs.

Tri Dharma: Community Service

Community service is carried out as an implementation of expertise contribution, utilization of educational results, and/or research in the fields of knowledge, technology, and/or arts, in an effort to meet demands and/or initiate the improvement of the nation's quality of life. Therefore, research and community service programs need to be integrated simultaneously and continuously in accordance with the development of science, technology, and socio-cultural aspects, and should provide solutions to various local, national, and global issues by utilizing expertise available in various universities and involving various disciplines.

The community service carried out by lecturers originates from research results or the development of science and technology. The implementation involves engaging in community service activities with the aim of improving the welfare of society through the application of knowledge and technology mastery. The community service led by lecturers' initiatives are encouraged to involve students. Therefore, there is a need to increase both the quantity and competency of lecturers in carrying out community service activities.

SUPPLY CHAIN

[GRI 2-1, GRI 2-6, GRI 414-1]

Admission of Prospective Students

The acceptance of new students is an annual activity at PCU conducted with sustainable planning. The student admission process involves selection to determine the eligibility of prospective students to enroll in their desired study programs. Various channels for admitting new students are implemented to provide accessibility for prospective students to enter the university based on their achievements or socioeconomic conditions. To ensure the quality of new students, Standard Admission Criteria are established.

PCU accepts new students graduating from Senior High Schools, Vocational High Schools, and equivalent education-

al institutions. The admission of new students is conducted through achievement-based pathways, collaboration pathways, and general pathways. The admission process does not discriminate based on gender, ethnicity, religion, race, nationality, or socioeconomic status. PCU provides opportunities for students with special needs to become students based on the availability of facilities and infrastructure. PCU may admit foreign students according to the criteria set by PCU and the regulations established by the Government of the Republic of Indonesia.

Graduate Users

In the survey conducted in 2023, the percentage of bachelor graduates from PCU who successfully obtained employment, continued their studies, or became entrepreneurs showed an increase in target figures compared to the previous year. This assessment encompasses sub-indicators such as graduates who secured employment within less than 6 months, which was 96.6%. Additionally, there are 70.11%

of graduates working in professional roles, 15.21% as entrepreneurs, and the remainder pursuing further education at a higher level. The top five cities chosen for employment are Surabaya, Jakarta, Sidoarjo, Denpasar, and Tangerang. The selected type of company chosen is private companies, with 73.44% of alumni employed in this sector.

MARKET SHARE

[GRI 2-1, GRI 2-6]

PCU is one of the leading private universities in Indonesia, with students coming from various provinces in Indonesia. The distribution of PCU's students represents a diverse range of perspectives, experiences, backgrounds, and cultures. In 2022 and 2023, there were 374 students from Eastern Indonesia. The number of active student cohorts at PCU over the past five years has experienced fluctuating conditions. In 2023, the total number of active student cohorts at PCU was 1351 students.



ORGANIZATION SCALE

[GRI 2-6]

PCU continuously strives to enhance its academic and non-academic facilities. The facilities owned by PCU are managed and utilized optimally for the implementation of the *Tri Dharma Perguruan Tinggi*, academic support activities, business units, and relevant social services to achieve PCU's vision and mission. PCU makes intensive efforts to meet educational facility standards in accordance with contemporary and international standards. Significant development in building assets is an implementation of PCU's efforts to improve facilities, infrastructure, and support for the *Tri Dharma Perguruan Tinggi*, including classrooms, laboratory spaces (for practical work, workshops, computers), administrative spaces, faculty rooms/waiting areas, libraries/reading rooms, and seminar spaces (conference rooms, auditoriums, discussion rooms). The Q building with a green campus concept is the latest building at PCU, with a land area of 10,930 m². Becoming the green building makes

the construction process of the Q Building pay attention to meticulous details ranging from site selection, construction design, architectural and technological solutions, operational maintenance, and more. For example, the building's slanted V-shaped design is intended to reduce direct sunlight exposure, thereby decreasing heat exposure and reducing the need for air conditioning. It is estimated to save energy consumption to around 60-65 kwh/square meter/year. The building's life cycle also emphasizes global environmental preservation and resource efficiency, including electricity and water conservation, proper land use, environmental quality maintenance (such as water disposal and waste recycling) indoor air quality, and material and resource efficiency. In addition to buildings, new facilities are soon to be established, such as the Petra Business School (PBS) campus in the western Surabaya area, located at the FairwayNine Mall, which will be inaugurated in mid-2024.



LECTURER & STAFF





[GRI 2-7; GRI 2-8; GRI 405-1]

The staff at PCU consists of lecturers and educational staff. Career progression, rights and obligations, as well as equality aspects included in human resources management, are regulated and implemented at the technical level through the Regulation of PCU Rector.

Lecturers

Lecturers are professional educators and scholars whose main task is to transform, develop, and disseminate knowledge, technology, and arts through education, research, and community service. Throughout 2023, PCU had a total of 312 lecturers. The quality of PCU’s lecturers has gradually improved in terms of education. It is observed that in 2023, the highest level of education attained by lecturers was pre-

dominantly at the master’s (S2) level, with 193 individuals, followed by doctoral (S3) level with 117 individuals. Additionally, it is evident that the academic ranks of PCU lecturers until 2023 are still predominantly occupied by assistant lecturers, totaling 101 individuals. The number of lecturers along with their academic ranks is presented in the following table:

ACADEMIC RANK	2023		2022	
				
Lecturer	22	16	22	13
Assistant Professor	95	100	91	103
Associate Professor	45	18	43	17
Professor	11	5	10	3
TOTAL	173	139	174	136

The diversity in the profiles of lecturers at PCU is not only evident in terms of gender but also in the distribution of age, ranging from the youngest to the most senior, as illustrated in the table below:

AGE	2023		2022	
				
20-25	2	0	2	0
26-30	8	4	6	7
31-35	11	13	16	14
36-40	14	27	11	26
41-45	23	28	27	31
46-50	35	24	31	21
51-55	28	15	28	12
56-60	15	12	15	10
61-65	13	7	12	7
66-70	7	7	9	7
≥71	17	2	17	1
TOTAL	173	139	174	136

In addition to permanent lecturers, during the period of 2023, PCU had human resources with the status of practitioner lecturers and Visiting Professors from international partners. Visiting Professors and Practitioner Lecturers are international scholars who are either currently active or have previously worked at universities, reputable foreign research institutions, or multinational corporations interested in developing effective long-term cooperation with PCU.

In order to enhance the capacity for knowledge and technological innovation, PCU considers the presence of International Visiting Professors crucial. These professors are invited from abroad to engage in teaching, research development, and/or community service activities. This initiative also aims to enhance cooperation and the exchange of exper-

tise between PCU and international higher education institutions or research organizations. Additionally, this program serves as a strategy for PCU to elevate the quality (capacity and competence) of graduates to compete at the international level and to facilitate technology-based learning involving both local and international experts. Visiting Professors and practitioner lecturers must have similar or aligned fields of knowledge with their fellow lecturers at PCU. Consequently, certain courses are taught not only by full-time lecturers but also by part-time practitioner lecturers who are competent in their respective fields, along with qualified Visiting Professors at PCU. In 2023, the data indicates that PCU had 14 professors from various countries worldwide.

Educational Staff

Educational staff play a crucial role; therefore, their quality and competence need to be enhanced through various development programs, both formal and informal, in managing the bureaucracy and management of PCU. As of 2023, the total number of educational staff at PCU reached 315 individuals, distributed across all faculties and units within the univer-

sity. Meanwhile, the number of educational staff holding a Master’s degree in 2023 amounted to 44 individuals. This represents a commendable improvement in human resources quality, expected to contribute to structural quality and competence.

REMUNERATION POLICY

[GRI 2-19; 2-20]

The remuneration components of PCU include pay for people, pay for position, and pay for performance. Pay for performance is encapsulated in a system called SPMS (Strategic Performance Management System) for lecturers. The development of the SPMS for lecturers was completed in February 2023 and underwent a trial period during the Even Semester of 2022/2023. Evaluation of this trial period was completed at the end of September 2022/2023 to serve as a

reference for the first transition period in the Odd Semester of 2023/2024. The development of the SPMS for Education Staff has commenced and will be completed in the Academic Year 2023/2024. The SPMS is designed to encourage lecturers and education staff to continually improve their performance, ensuring that the outcomes align with the University's Vision and Mission.

STAKEHOLDER ENGAGEMENT APPROACH

[GRI 2-12; GRI 2-16; GRI 2-29; GRI 2-30]

The stakeholder engagement approach of PCU is focused on addressing various important issues with sustainable economic, global climate, and societal impacts, which substantially affect the assessments and decisions of stakeholders. Stakeholders at PCU comprise diverse groups, including students, staff and faculty, alumni, local communities, government, businesses, other universities, and both domestic and international societies. PCU actively involves stakeholders, whether directly involved in teaching and learning activities or not, to enhance the graduate employment rate, partnerships with graduate users, reputation among graduate users, student-to-graduate users connections, and alumni outcomes. It is recognized that there has been a shift in service patterns in the education service provider market due to technological disruptions. Consequently, societal and industrial expectations now focus more on graduate competencies rather than diplomas. Given this situation, PCU collaborates academically and/or non-academically with stakeholders to determine important topics and issues for the *Tri Dharma Perguruan Tinggi*. The selection of topics is carried out through continuous communication with stakeholders and prioritization based on influence, responsibility, and proximity. Continuous communication with stakeholders is conducted to gain relevant insights for the sustainability practices of PCU.

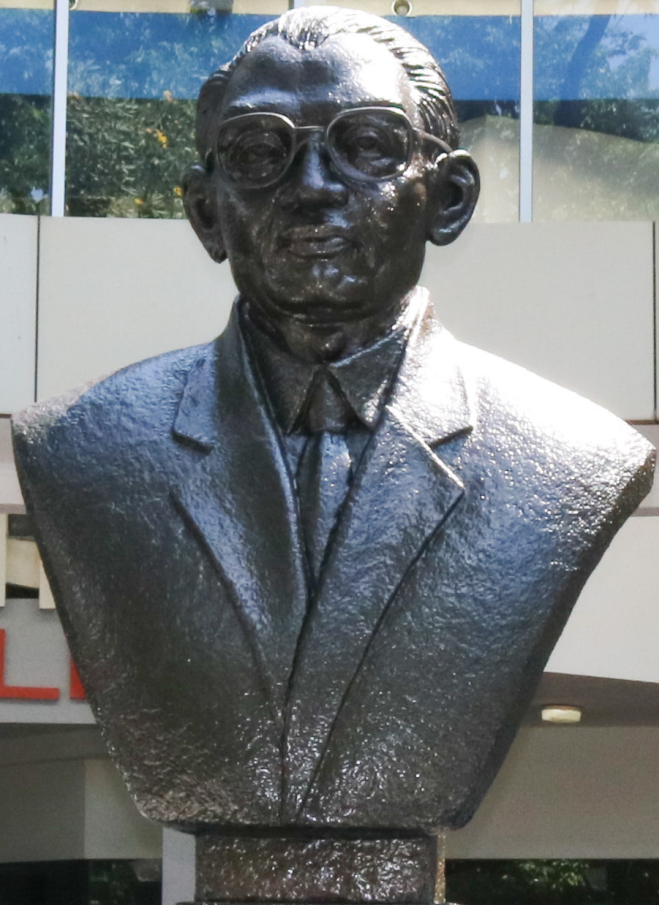
As a university with the vision "To be a world-leading Christian University that transforms society for the glory of God," the university requires students to grow into independent individuals, serving as agents of change capable of confronting cultural shocks and cultural disparities. One way to equip graduates with these abilities is by providing opportunities for students to gain international experience through studying at partner institutions abroad, including credit transfer programs. In addition to international experience, students also need opportunities to interact with local communities, institutions, and industries, such as through internships or participating in domestic international programs.

The university should also provide opportunities for lecturers and staff to gain international experience, including faculty/staff exchanges, staff internships, and collaborative research with professors from foreign universities. Through international experiences, it is expected that faculty and staff will gain broader insights. In addition to international experience, lecturers are also expected to interact with domestic institutions and local communities through the implementation of the *Tri Dharma Perguruan Tinggi* activities.

ORGANIZATIONAL MEMBERSHIP ASSOCIATION

[GRI 2-28]

PCU has also been a member of the Asean University Network – Quality Assurance (AUN-QA) since 2021, NUNI (Nationwide University Network in Indonesia), APAIE (Asia-Pacific Association for International Education), Association of Christian Universities and Colleges (ACUCA), United Board for Christian Higher Education in Asia (UBCHEA), Asian University Presidents Forum (AUPF), and several other prestigious organisations.



Dengan pertolongan Yesus Kristus,
Universitas Kristen Petra
mengharapkan
anda mengabdikan dengan tulus ikhlas
kepada Gereja, Nusa dan Bangsa
serta
kepada Almamater

drg. Tan Tjianw Yong
Rektor Pertama
Universitas Kristen Petra



**ECONOMIC
PERFORMANCE**

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

Petra Christian University (PCU) plays an active role in developing national education in Indonesia by producing graduates, sciences, and technology products with national and international competitiveness. PCU's academic and non-academic performance over the last five years shows its commitment to increasing stakeholder trust. As a service provider organization, PCU's quality improvement is demonstrated through various facilities and infrastructure that meet BAN-PT standards. Lecture rooms, classrooms and laboratory equipment, library facilities, and other supporting facilities are the main focus of PCU.

PCU's main assets are lands and buildings containing lecture halls and various other facilities in those buildings. Those buildings, which are the center of PCU's academic activities, are situated on Jalan Siwalankerto nos. 121-131 and Jalan Siwalankerto nos. 142-144 Surabaya. We have four known campus locations: the Radius Prawiro Building, the T Building, the P Building, and the Q Building.

The grand total of PCU's buildings in those four locations is 81,652.13 m², with a total of 101,782 m² of land area. The available open green land area is 27,138,459 m², and there is a 9,643.56 m² parking area.

Q Building

Q building is the latest building with a Green Building concept with details as follows:

- +/- 39,365 m² Land area
- Number of floors: 12 and 10 floors
- Length (west to east) 200 m
- Width (north to south) 65 m
- Facilities: Cars and motorcycles parking area, Laboratories, Fitness Room, Canteens, Cafe, Reflecting Pool, Exhibition Hall, Stationery Shop, Retail Store, ATM, Banks, Theater Room, Auditorium, Lecturer Rooms, Administration Rooms, Work Gallery, Drawing Studio, Work Storage Rooms, Roof Garden.

This building has been operating since 2019 and has five green criteria: electricity saving, water saving, having land or land that is suitable for use, maintaining environmental quality such as water drainage and waste recycling, healthy and comfortable breathable air, as well as materials and resources.



PCU's Q Building

Royal Campus

PCU also owns 10.4 hectares of land in Royal Residence Housing which will be used to establish the Royal Campus. In this location, PCU will provide other additional educational facilities to establish its vision as a world-leading Christian university.



PCU's Royal Campus

Apart from those existing buildings, PCU also has several facilities available to provide services for the public, including:

Library

PCU's Library is known as one of the largest libraries in Indonesia. PCU Library carries a caring learning zone theme, which provides library facilities not only for the PCU academic community but also for general public.



PCU's Library, A Caring Learning Zone



PCU's Library Gallery is open to the public

PCU's library is the only Higher Education Library in Surabaya to receive a Contributor to Indonesia One Search (IOS) award from the National Library of the Republic of Indonesia (Perpusnas RI) in 2023.

In 2023, PCU's Library was actively involved as a means of providing knowledge for the community, especially in Surabaya. PCU's Library collaborates with the Surabaya Government to be the main organizer of Surabaya Memory 2023. PCU's Library hosted Surabaya Memory 2023, "Care for SMEs". This activity is one of the steps to preserve Surabaya's heritage and raise concern, awareness, and pride among the

people of Surabaya for its heritage. This activity was also filled with workshop activities for monitored SMEs, consisting of three different materials: Branding, Packaging and Social Media Marketing. Meanwhile, a Character and Competency Education through Digital Literacy workshop was also held for PAUD teachers.



PCU's Library Surabaya Memory 2023

Primary Healthcare Clinic

PCU's Clinic is a Pratama clinic which provides health facilities for PCU academic community but also surrounding community.



Here, PCU provides common health and dental services. To ensure that the surrounding environment is safe for Pratama Clinic opening in terms of the type of waste, PCU must declare its capability by an Environmental Management and Monitoring Capability (SPPL) statement, the aim of which is that the medical waste produced from this Pratama clinic will not pollute the environment.

On March 26th-31st 2021, PCU had the opportunity to host the second group of COVID-19 vaccinations. In collaboration with the Siwalankerto Community Health Center, our Pratama Clinic helped carry out vaccinations for 580 people consisting of PCU lecturers, education staff, and teachers around Siwalankerto area.



REVENUE

[GRI 201-1]

Every faculty at PCU has at least one laboratory, a source of external income. The Data Center Lab at the School of Business and Management (SBM) serves orders for accounting, management, and business research data. The Accounting Information Systems Lab at SBM is the Indonesian chapter of the ACCA exam center, which holds the ACCA certification exam for all participants from various countries. Hotel and Tourism Laboratory also offers hotel, restaurant, and tour and travel packages. The Language Center Laboratory, owned by the Faculty of Humanities and Creative Industries, provides translation and proofreading services in English and Mandarin. Still, in the same faculty, there is a visual communication design lab which provides product packaging design services. There is also a Public Relations (PR) Laboratory, Media Laboratory, Radio Laboratory and Television Laboratory which provide media and telecommunications services to the public.



PCU's Basic Practice Laboratory for F&B Service, Bartending, Food Production and Pastry & Bakery



PCU's Media Laboratory



PCU's Laboratory for Logistic

The Faculty of Industrial Technology has a logistics laboratory as a result of collaboration with PT. Salam Pacific Indonesia Lines (SPIL) provides logistics services, especially to new businesses built by students. The faculty of Civil Engineering and Planning even has a new laboratory in 2021. PCU is the only university in East Java that has a Structure Laboratory. This Structural Laboratory is used as a learning center for testing beams, columns, plates, walls and beam-column test specimens. This laboratory is also ready to serve the industry by testing structures such as piles, U-Ditch, box culverts, precast panels, and many others. There are many other laboratory facilities in these faculties, as well as in the Faculty of Teacher Education, that provide services to external parties.

Source of Admission from Continuing Education Centre

The Continuing Education Center (CEC) was established by PCU in order to answer the needs of the wider community to become a center for quality continuing education in various programs. Through CEC, the community can gain additional knowledge and build relationships with other professionals. The services provided by CEC are in the form of training and certification education by charging professional service fees. Various companies in Indonesia have used professional ser-

vices from CEC. Various types of partners work together to provide services to the community.

The types of workshops and certifications which are provided regularly include Tax Education, IELTS and TOEIC exams, CMA certification and Financial Planner certification. The following are several various professional activities conducted by CEC during 2023:



CESA
Certified Environmental and Sustainability Analyst

18th November, 2023 | 09.00 - 17.00
Harris Hotel Satelit Surabaya

The Certified Environmental and Sustainability Analyst (CESA) certification is ideal for those who wish to combine analytical skills with a passion for making a difference in the world. They will have problem-solving skills that are essential for finding solutions to environmental issues, such as the impact of climate change, plastic pollution, and energy usage on the environment and society.

Certified Environmental and Sustainability Analysts will help organisations meet their environmental and sustainability goals. They will structure ambiguous problems and take action to develop and implement tailored sustainability requirements. This may include creating and implementing environmental and sustainability programs that suit specific organisational needs and making recommendations for follow-up action.

INVESTMENT

- EARLY BIRD (until 18 Oct 2023) Rp 3.800.000,-/participant
- LATE BIRD (19 Oct-12 Nov 2023) Rp 4.500.000,-/participant
- NORMAL PRICE Rp 5.000.000,-/participant

REGISTRATION LINK
<https://petra.id/cecdaftar>

Prof. Jank Ratnanga, MBA, Ph.D., Dip. M. FCA., CPA., CMA
Course Facilitator

CESA Certification Image in collaboration with AFMA Australia



CPS
CERTIFIED PRICING SPECIALIST

COURSE FACILITATOR:

Saarec Elsaye Hatane, S.E., MBA, CA, AK, CMA

Pwee Leng, SE, SH, M.Kom., CFP®, Dipl.IFF

Serli Wijaya, Ph.D

The Certified Pricing Specialist (CPS) certification is ideal for those who wish to establish, maintain and analyse price reference documentation, and to make recommendations that will facilitate optimal pricing decisions to be made by Pricing, Marketing and Sales team.

The CPS is trained to:

- 1 Provide regular and ad hoc pricing analysis and reporting for management
- 2 Work with Product Management to develop and implement product price strategies including segment strategies for the various markets and channels
- 3 Coordinate proposal development with the sales team and management
- 4 Align revenue management practices with the business context
- 5 Create customer loyalty and retention programs
- 6 Take initiative in identifying and resolving issues around pricing and margin
- 7 Conduct ad-hoc analysis on methods to optimize price through market and pricing strategies

INVESTMENT

Book your seat early and get special price IDR. 4,500,000,- until 15 March 2023

Get an extra 5% discount for group with min. 5 participants.

CPS Certification Image in collaboration with AFMA Australia



Microsoft Office Specialist Program
Exam Training and Testing
13 April - 9 Juni 2023

Excel Associate (Exam MO-202021)
Kams, 3, 12 April & 4 Mei 2023, Pk. 16.30

Word Associate (Exam MO-100)
Jumat, 5, 12, 19 Mei 2023 Pk. 14.30

PowerPoint Associate (Exam MO-300)
Jumat, 26 Mei, 2, 9 Juni 2023 Pk. 14.30

MICROSOFT EXCEL - BASIC
Kams, 3, 12 April & 4 Mei 2023, Pk. 16.30

MICROSOFT EXCEL - ADVANCED
Sabtu, 23, 30 Mei, Pk. 16.30 & 4 Mei 2023, Pk. 16.30

Manage charts, tables, table data, worksheet, workbook, data ranges & data cells

Formula & functions

MICROSOFT WORD - BASIC
Jumat, 5, 12, 19 Mei 2023 Pk. 14.30

Manage documents, document collaboration, tables, lists, references.

Insert format text, graphic & paragraph

MICROSOFT POWERPOINT - BASIC
Jumat, 26 Mei, 2, 9 Juni 2023 Pk. 14.30

Manage presentations, slides, insert text, images, shape, charts, transitions, and animations

PENDATARAN:
CONTINUING EDUCATION CENTRE UNIVERSITAS PETRA
WIL. 402015 SATLIT SURABAYA
Telp. +62811 75474434
<https://petra.id/cecdaftar>
contact: cec-petra@petra.ac.id

Biaya Training & Ujian Sertifikasi
Rp. 1.750.000

Biaya sudah termasuk training persiapan ujian & ujian sertifikasi Microsoft International untuk 3 program EXCEL, WORD, dan PowerPoint

Jika Peserta hanya mengikuti salah satu program saja
Rp. 850.000

Microsoft Application Certification



PCU
"Project manager role is highly needed in every sector."
CAREER HEADS UP 2023

THE SIGNIFICANCE OF PROJECT MANAGEMENT IN AGILE INDUSTRY ENVIRONMENT

PT Furachem

Yong Boon Kok
Partner and Product Development Manager

PT Sinergi Daya Mitra

Project Management Institute

Amerio Budi Utomo
Managing Director & Consultant

Karolina Meliana
Associate Trainer & Consultant

dsc software

Day Spring Care

Hengki Widjaja
CEO

Yool Andreas
Lead Full Stack Engineer

Dianlella Dwi
Full Stack Engineer

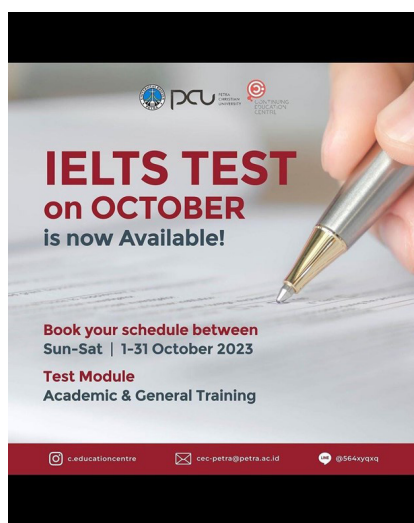
SATURDAY 19 AUGUST 2023
09.00-17.00 WIB
AT HARRIS Hotel & Conventions Bundaran Satelit

YOU WILL GET:

- Knowledge about project management and skills needed to manage a project
- Distinguished guest speakers
- Hands-on experience

Info and Registration: petra.id/CHU-PM | +62819-0478-4634

Project Management Workshop



PCU
IELTS TEST
on OCTOBER
is now Available!

Book your schedule between Sun-Sat | 1-31 October 2023

Test Module Academic & General Training

educationcentre | cec-petra@petra.ac.id | @554kyqk

IELTS Test



Project Management Professional (PMP)
Certification Preparation & Implementation

Our 10-day exam preparation class will give a clear overview of all knowledge and skills you need to successfully pass the PMP exam.

PMP certification validates that you are highly skilled in:

- **People:** Recognizing you have the skills to effectively lead and motivate a project team throughout a project.
- **Process:** Using predictive, agile and hybrid approaches to determine which way of working is best for each project.
- **Business Environment:** Highlighting the success of a project and its impact on overall strategic organizational goals.

PMP Certification requirements:

- Four-Year Degree
- 36 months of experience leading projects within the past eight years
- 35 hours of project management education/training or CAPM certification

High School Diploma or Associates Degree
or
60 months of experience leading projects within the past eight years
• 35 hours of project management education/training or CAPM certification

3-9
May
June

Wed (18.00-19.00)
Fri (14.30-18.30)
*Only Saturday weekend

IDR. 8,500,000,-
(Berkas PMP & Ujian Sertifikasi)

PMP EXAM: \$ 389.00

For Further Information:
educationcentre
cec-petra@petra.ac.id
08504784634

Dr. KC. Chan
42 years of integrated Project Management experience in the strategic and operational strategies of multinational enterprises
• 118 000+ hours of experience
Course Instructor

Project Management Certification

GLOBAL BUSINESS INSIGHT SESSION

Key steps to successfully export processed food products to Singapore & Malaysia

Tips dan trik bagaimana produk olahan makanan UMKM Indonesia berhasil dan sukses memasuki pasar Singapura dan Malaysia. Jangan lewatkan kesempatan berharga ini, Anda berpotensi mengembangkan usaha Anda di pasar global. Sesi ini juga membahas tentang dokumen apa saja yang harus dipersiapkan, serta persiapan teknis lainnya.

SERI 1

📅 **Senin, 27 November 2023**

🕒 **12.00-16.00**

Narasumber: Ibu Atiek Rahayu, *Professional Freight Forwarding Company*

Umum: Rp. 350.000

Harga sesi 1 untuk Alumni UKP: Rp. 250.000

Mahasiswa UKP: Rp. 150.000

SERI 2

📅 **Rabu, 29 November 2023**

🕒 **12.00-16.00**

Seri bimbingan teknis bersama Dinas Perindustrian dan Perdagangan Provinsi Jatim

Umum: Rp. 350.000

Harga sesi 2 untuk Alumni UKP: Rp. 250.000

Mahasiswa UKP: Rp. 150.000

Global Business Workshop

Tempat terbatas hanya 15 org

DIGITAL FASHION WORKSHOP

Jelajahi Era Baru Mode dengan Kelas Jahit Digital Inovatif memanfaatkan teknologi 3D terbaru dalam 10 pertemuan selama periode

31 Agustus - 31 November 2023

Pk. 15.00-17.00

Biaya Rp. 650.000

Harga group lebih murah (min 3 org) Rp. 350.000/org

The XTRA ORDINARY Gen Z Program in collaboration with CLO

Online Fashion Show

PDP CRISIS COMMUNICATION MANAGEMENT SERIES

SERI 1

Golden Rules for Protecting Organization's Reputation

Sept 22, 2023
13.30-16.30

Charles R. Vorst, M.M., CERC, CCGO, CGOP, ERMCP, QCRQ, QRCP
Chairman of Indonesia Risk Management Professional Association, Member of National Master Committee for ISO/TC 262, ISO/TC 309

SERI 2

Getting the Right Start of Understanding a Potential Reputation Crisis Better: Reputational Risk Assessment

Sept 26, 2023
09.00-12.00

Yenny Koestijani
Board Member IRMAPA

SERI 3

Boost Organization Reputation Through Storytelling

Sept 27, 2023
09.00-12.00

Melinda, M. A.
Story Teller, Acting Coach, Lecturer in English for Creative Industry, Office of Institutional Advancement Director

SERI 4

Protecting Your Organization Reputation During Crisis Through Communication

Sept 29, 2023
13.30-16.30

Felicia Goenawan, SE, M. SI
Human Communication Expert, Lecturer in Communication and Certified Behavior Analyst

SERI 5

The Ultimate Guide for Online Media Monitoring

Oct 3, 2023
09.00-12.00

Joanne Tjahjaya, S. Kom., MMM
Multimedia Consultant, Analyst, and Developer, Lecturer in Communication & New Media Studies

SERI 6

Effective Strategy in Handling Negative Publicity in Media

Oct 6, 2023
13.30-16.30

Dr. Fanny Lesmana
Senior Journalist, Book Author and Public Relation Trainer, Lecturer in Communication and Journalism Studies

HARGA PAKET
Umum: Rp. 3.510.000 (disc 10%)
Anggota: Rp. 3.159.000 (disc 20%)
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sekretariat@irmapa.org
CECPetra
irmapa.org

Communication Workshop

TRAINING & CERTIFIED MANAGEMENT ACCOUNTANT

Modul 1 - STRATEGIC COST MANAGEMENT

- Topic 1 Management Control Systems
- Topic 2 Lean Manufacturing and Quality Control
- Topic 3 Cost Accounting and Cost Management in a Lean Environment
- Topic 4 Life Cycle Costing Systems
- Topic 5 Benchmarking
- Topic 6 Activity-Based Cost Allocation Systems
- Topic 7 Customer Profitability Analysis
- Topic 8 Process Control and Activity-Based Management
- Topic 9 Implementing Cost Analysis and Control Systems
- Topic 10 Strategic Performance Management Systems
- Topic 11 Environmental and Social Management Accounting
- Topic 12 Strategic Governance and the Strategic Audit
- Topic 13 Review & Revision

Modul 2 - STRATEGIC BUSINESS ANALYSIS

- Topic 1 Strategic Thinking
- Topic 2 Strategic Marketing Analysis and Budgeting
- Topic 3 Financial Analysis in Product Portfolio Management
- Topic 4 Pricing Methods and Strategies
- Topic 5 Financial Dimensions of Pricing in International Business Strategies
- Topic 6 Promotion: Push Strategy and Human Resource Management
- Topic 7 Promotion: Pull Strategy and Integrated Marketing Communication
- Topic 8 Supply Chain Management and the Place-Distribution Decision
- Topic 9 Performance Valuation and Strategic Financial Structures
- Topic 10 Strategic Value Analysis
- Topic 11 Risk Management - Corporate Radar and Early Warning Systems
- Topic 12 Strategic Scorecards
- Topic 13 Review & Revision

Professional CLASS

Biaya Training Rp. 12.500.000,-

Biaya Ujian Sertifikasi: Rp. 3.500.000,-

Biaya joining fee & annual membership CMA (peserta langsung membayarkan ke CMA) AUD 418

Continuing Education Centre
Petra Christian University
Entrance Hall Building 205
Jl. Siwalankerto 121-131 Surabaya
Phone: 031-2983136
WA: 0821 4141 9565
E-mail: cec-petra@petra.ac.id
Website: cec.petra.ac.id

Jadwal pelaksanaan akan diumumkan pada setiap periode

CMA Certification in collaboration with ICMA ANZ

Income Through Legal Entity Business Units

PCU has a business unit called PT Lentera Edukasi Global which supports external income apart from students. One of the products from this business unit is managed by the Petra Digital Institute (<https://petraverse.id/>) which offers digital teaching and training products using “Petraverse” product

name. Petraverse is an Immersive virtual education platform with Gamification. The creation of digital learning modules in the form of gamification, including workshop modules are our professional service provided. For example, work safety workshops.



Petra Digital Institute Web Page Display



Petra Digital Institute Program

Our Partners



Petra Digital Institute Service User Partner

Apart from our legal entities business units, PCU also has units that generate income outside of tuition fees, such as the Office of Institutional Advancement (OIA) which was established in 2018. Apart from cash income, PCU also receives donations in the form of buildings, goods, and services

from cooperation partners. OIA is tasked with handling alumni relations with universities, as well as grants for PCU's strategic development and fundraising. With support from the United Board, PCU has become a member of the Council for Advancement and Support of Education (CASE).



Flash Sale!

T-Shirt I'm Petranesian
~~Rp 115.000~~
Rp 95.000

Notebook Planner
~~Rp 310.000~~
Rp 300.000

Bucket Hat LIGHT
~~Rp 95.000~~
Rp 80.000

Crewneck
~~Rp 250.000~~
Rp 235.000

Polo I'm Petranesian
~~Rp 180.000~~
Rp 135.000

**Grab it Fast,
 While it Last**

Merchandise Sales

+62 821 31731380 | oia.pcu | alumni.petra.ac.id

OIA sells merchandise with the aim of obtaining funds from PCU internally, from lecturers, staff, and students. These funds are used to provide tuition scholarships and several PCU community service activities. When the COVID-19 pandemic broke out in 2020 and 2021, sales of this merchandise could be used to provide COVID scholarships for PCU students whose parents died, or their business went bankrupt

due to COVID. As the economy improves after COVID-19, sales of this merchandise are then focused on funding PCU's community service, such as purchasing musical instruments for the Putat Jaya sub-district, which was previously known as Gang Dolly. This area used to be a prostitution area which was later closed by the Surabaya Government. PCU is actively involved in the community transformation process there.

Another fundraising activity is through charity concerts. During the COVID-19 pandemic in 2020 to 2021, this charity concert has helped many PCU students who were affected by COVID. In 2023, charity concerts still be held to help PCU students who are experiencing financial problems in paying school fees and funding other activities at PCU.



OIA as a funding bureau receives funds from both companies and individuals. These individuals can come from community leaders, PCU alumni and lecturers. The funds collected are distributed for scholarships to students, lecturer education funds, and student entrepreneurship development.



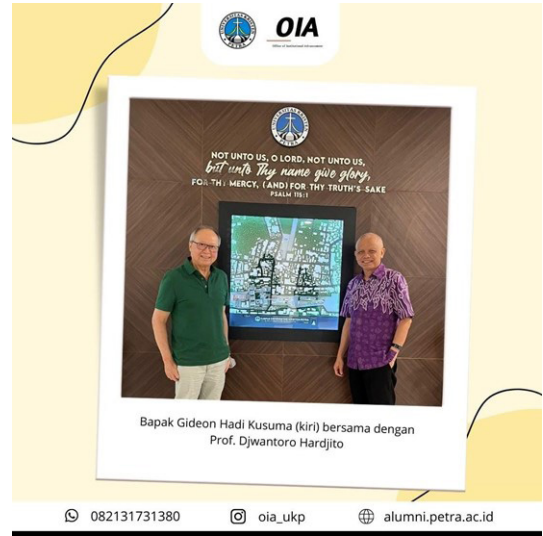
Distribution of Maruarar Sirait Fund Assistance for Lecturer Education Fund



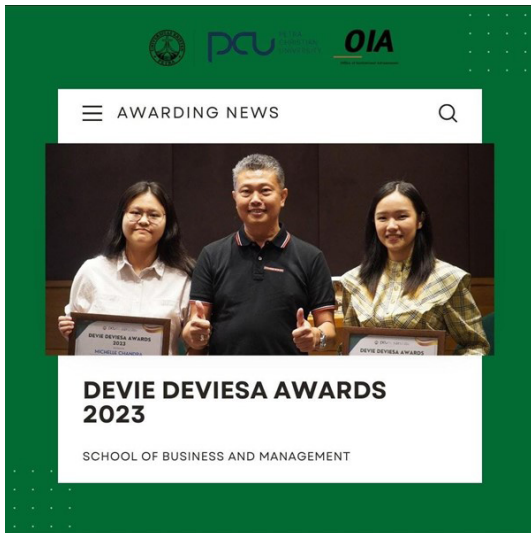
Distribution of Maruarar Sirait Fund Assistance for Student Education Funds



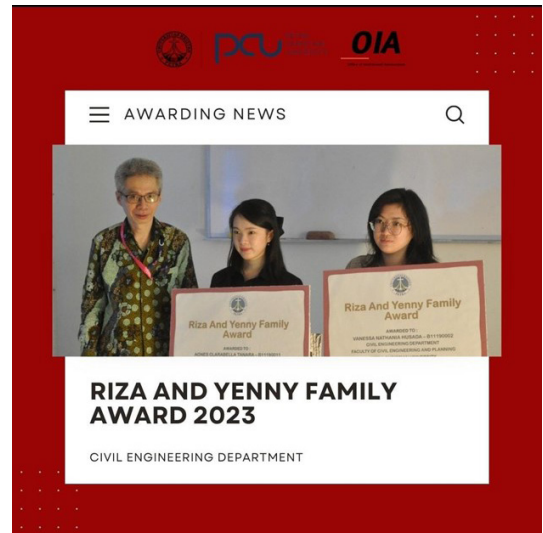
Maruarar Sirait Fund Distribution for Student Business Fund Assistance



Alumni involved in Fundraising



Lecturers involved in providing scholarships



Scholarship Awarding from Alumni to Students



OIA together with BAKA held the XP Leader Awards

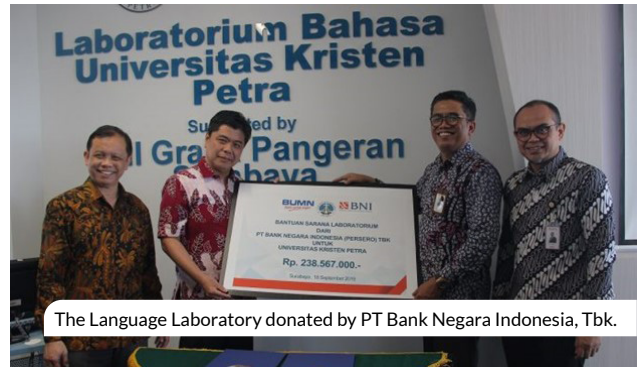


Establishment of the Kanitra Foundation (Petra Christian University Alumni Family)

OIA is also actively seeking donors for funding to support the provision of PCU supporting facilities.



Logistics Laboratory by PT Spil at PCU



The Language Laboratory donated by PT Bank Negara Indonesia, Tbk.

In order to reduce traffic and air pollution due to motor vehicle fumes in Surabaya, PCU provides buses as a means of transportation used for the academic community to commute to PCU campus. Since 2021, these buses have been

provided for students, lecturers and staff who live in West Surabaya and East Surabaya. We received a donation of two busses from Bank BNI and two busses from Bank Mayapada.



Two bus units donated by PT Bank BNI



Receiving Shuttle Bus Donation from PT. Mayapada Bank

There is an application available that can be used to use PCU buses. To be able to enjoy this bus facility for free, students and staff must first download the Petra Shuttle Bus application on Google Play Store for Android users and the App Store for iOS users also for free. This application was created by our Informatics Department students Kevin Jonathan and Michelle Christiana Chandra under the guidance of Prof. Dr. (HC) Rolly Intan.

EXPENSES

[GRI 201-1]

The increasing income is of course used to fund the needs for PCU’s development. The majority of PCU ‘s expenditure is on the payment of employees’ salaries and remuneration, campus buildings, and facilities development, including educational equipment and office equipment, student activities, lectures, and staff development activities.

PCU ‘s routine expenditure is regulated through the PCU budget preparation procedure, namely in the PM5-BAK-UKP document through the Financial Administration Bureau under the supervision of the Vice Rector for University Resources. The references used in preparing procedures are ISO 90001:2015 and the Petra Christian Higher Education Foundation Decree concerning the Revenue and Expenditure Budget annually for all academic and supporting units. The responsibilities and authority of the elements involved in preparing the budget are as follows:

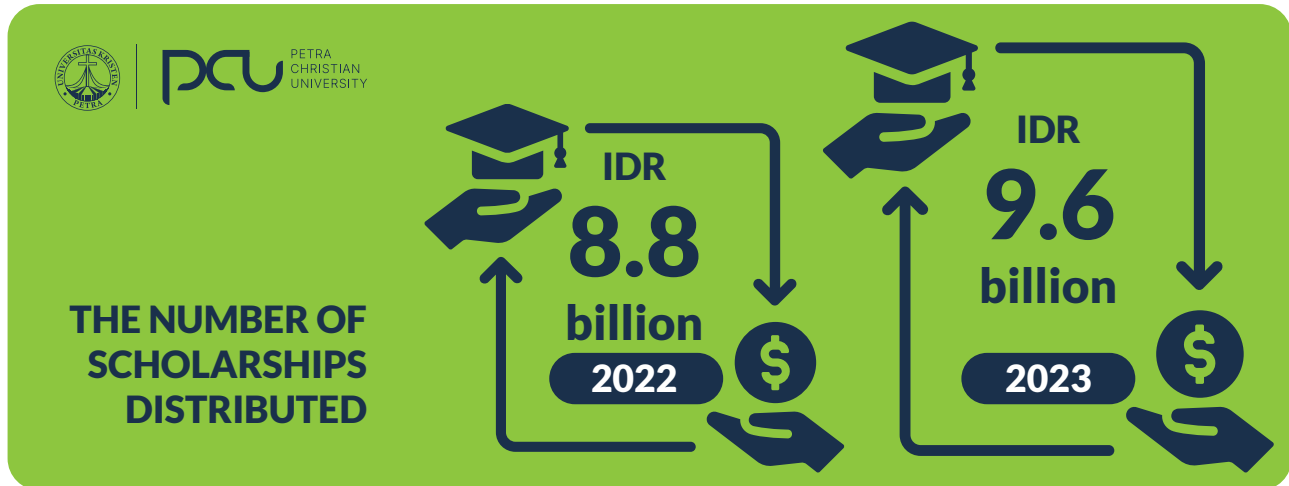
No.	Position	Job Description and Responsibility
1.	Leaders	<ul style="list-style-type: none"> • Socialization of Budget Preparation is held during Leaders Annual Meeting / LAM • Budget Approval • Budget Clarification and Negotiation • Propose a Revenue and Expenditure Budget Plan (Rencana Anggaran Pendapatan dan Belanja/RAPB) to the Petra Christian Higher Education Foundation (YPTK)
2.	Head of Financial Admission Bureau (Ka.BAK)	<ul style="list-style-type: none"> • Check and approve revenue predictions, salary routines and non-salary routines as a basis for determining Activity and Budget Development • Record and seek approval from Leaders
3.	Finance Head Division (Kabag.)	<ul style="list-style-type: none"> • The process of making University Admissions predictions • The process of making routine salary predictions • Receive, process data, recapitulate and prepare data to review budget proposals from academic units and support units • Correction of budget proposal
4.	Related Unit	<ul style="list-style-type: none"> • The process of calculating non-salary routine expenses • Propose and correct non-salary routine budgets • The unit details the working program (progja) and coordinates with its coordinating unit and with other units and finalizes and synchronizes outcome-based programs
5.	YPTK	RAPB approval

Expenditures for the salaries of lecturers and academic staff and PCU employees are part of the annual routine budget. PCU has met the minimum wage standards determined by the Governor of East Java in accordance with the Decree of the Governor of East Java Number 188/189/KPTS/013/2022, concerning Regency/City Minimum Wages in East Java 2023. In the remuneration system, employee performance evaluation is regulated in PM02-BAUK-UK which has been updated in 2021. This employee assessment is conducted for PCU academic staff (or employees) under the supervision of the General Administration and Personnel Bureau (BAUK). Procurement of goods and services is carried out through the PCU Supplies Unit. The quality standards for procurement of goods and services are regulated in PMI01-PBKL-UKP which will be updated in 2022 based
























on references to PCU Leadership Policy, Organization and Work Procedures of PCU 1998, Republic of Indonesia Presidential Regulation on Government Procurement of Goods/Services No. 54 of 2010, and ISO 9001:2015 Clause 8.4.1. This procedure applies to the purchasing section related to the procurement of goods/services and the procurement of services and lab equipment originating from the routine budget and development budget whose nominal value is <= Rp. 50 million. This procedure also applies to the Goods/Services Procurement Team and procurement of development budget services whose nominal value is >= Rp. 50 million includes computers (including peripherals, software, licenses), furniture (ordered furniture and fabricated furniture, LCD, AC, CCTV), renovation, bandwidth, cleaning service, security, parking and gardens.

Providing scholarships for students, both from PCU's external and internal source, managed by the Student and Alumni Administration Bureau (BAKA). Standard procedures for the distribution of external scholarships are regulated in PM17-BAKA-UKP which was updated on July 31st, 2023, and internal scholarships are regulated in PM18-BAKA-UKP dated

June 27th, 2019. These two documents use references from the PCU leaders' policy and ISO 9001:2015 Clause 8.2, 8.3, 8.5 and 8.6.1. BAKA works under the supervision of the Vice Rector for Students Affairs. As a form of concern, over the last 3 years the number of students receiving PCU external and internal scholarships has increased.



The number of scholarships distributed in 2023 is IDR. 9.6 billion, an increase compared to 2022 which distributed IDR. 8.8 billion. The following is the information on scholarship recipients at PCU from 2021 to 2023.

Faculty	2023	2022	2021
1.  Faculty of Civil Engineering and Planning	44 	42 	94 
2.  Faculty of Industrial Technology	175 	139 	181 
3.  School of Business and Management	192 	175 	266 
4.  Faculty of Teacher Education	63 	59 	66 
5.  Faculty of Humanities and Creative Industries	217 	161 	240 
Total	691 	576 	847 

RESEARCH AND COMMUNITY SERVICE FUND

[GRI 201-1]






As part of the university's Tridharma duties, PCU pays high attention to research activities and community service, both from internal funding and external funding. The number of government grants for research and community service in

2023 increased compared to 2022. The decrease in research and service proposals was compensated by the increasing number of publications by PCU lecturers in 2023. The following is PCU research and community service data for 2023.



PCU PETRA CHRISTIAN UNIVERSITY

RESEARCH AND COMMUNITY SERVICE DATA

Research and Community Service	2023		2022	
	 Government Grants	 Internal Grants	 Government Grants	 Internal Grants
 Research Proposal Funded	18	32	16	34
 Community Service Proposal Funded	9	11	1	15

FINANCIAL IMPLICATIONS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE

[GRI 201-2]

The COVID-19 pandemic in 2020 to 2021 has been one of the causes of the biggest global disruption in the last decade. Changes in learning styles from accustomed face-to-face learning into online learning. The existence of online learning has triggered PCU to improve the technology and soft skills of lecturers so that online learning remains attractive for students.

PCU established the Excellence in Learning and Teaching Center (ELTC) in 2019. The aim of establishing this ELTC is to develop the teaching capabilities of lecturers at PCU and make implementing the Outcome-based education (OBE) curriculum successful. When the government policy related to learning from home was released, PCU, through ELTC, swiftly provided online teaching training on March 17th, 2020. In 2022, when health conditions in Indonesia stabilized, PCU built a Virtual Teaching Booth (VTB) to hold learning activities teaching online, including podcast activities. ELTC strives for lecturers to be competent in using learning resources and technology to enrich the teaching and learn-

ing process. VTBs are small rooms that are relatively soundproof and equipped with various equipment or technology needed for lecturers to carry out online class teaching. Post Covid-19 pandemic subsided in 2022; online learning remains at PCU. Online learning activities, seminars, and training, including non-formal activities such as livestreaming talk shows and content creation, have become routine activities at PCU which utilizes VTB. VTB is a solution amidst the many obstacles faced during distance learning. Apart from being soundproof, VTB is also equipped with a stable internet connection (LAN), laptop, headphones, professional web camera, tablet pen (writing/drawing pad), document camera, green screen, ring light and additional monitor (second screen) so that lecturers can observe participants online at any time. Until 2023, PCU have 7 VTBs. PCU equips classrooms and auditoriums with hybrid technology; by 2023, more and more classrooms will be equipped with the latest learning technology tools.

Through ELTC, PCU provides teaching grants to encourage lecturers to improve learning innovation. In 2023, Collaborative Teaching Learning is the theme raised for the Teaching Innovation Grant (TIG). Subthemes that can be proposed include:

- Dual-mode learning innovation
- Utilization of VR/AR technology for learning
- Application of gamification learning methods
- Innovation to increase student engagement

TIG’s proposal selection in 2023 increased in number, ultimately winning 9 proposals. The following are the proposal topics that passed the selection:

2023 Teaching Innovation Grant (TIG)

No.	Proposal Title	Team Name
1.	AI Adoption to Increase Universal Creativity Design based on Design Trends TEACHING INNOVATION GRANT (TIG) 2024	Gunawan Tanuwidjaja
2.	Utilization of Llama Code to Help Embedded Device Programming	Indar Sugiarto
3.	Search Engine Optimizer (SEO) Innovation Development by Utilizing Artificial Intelligence (AI) to Increase Group Study Engagement	<ul style="list-style-type: none"> • Trixie Nova Bella Tandijaya • Arini Sidik
4.	Artificial Intelligence Utilization in the Food Visualization Process in Culinary Operations Courses	<ul style="list-style-type: none"> • David Kristianto • Hanjaya Siaputra
5.	Artificial Intelligence Utilization for Balanced Nutrition in Culinary and Gastronomic Trends Courses	<ul style="list-style-type: none"> • Hanjaya Siaputra • Amelia Sidik
6.	Utilizing AI to Create Fashion Brand Communication Products (Resort Wear)	<ul style="list-style-type: none"> • Diblya Adipranata Hody • Felicia Goenawan • Amelia Sidik
7.	Utilizing AI for Copywriting for Communication Products	<ul style="list-style-type: none"> • Felicia Goenawan • Amelia Sidik
8.	Artificial Intelligence Exploration as a Property Value Prediction	<ul style="list-style-type: none"> • Doddy Prayogo • Njo Anastasia
9.	Project-based Learning in Artificial Intelligence in Robotics and Automation Subject	Handy Wicaksono

As can be seen from the topics above, PCU captures opportunities from technological developments, including the use of artificial intelligence in producing both innovative products and teaching.

After the Covid-19 pandemic, this is an opportunity for young scholars to gain adaptive organizational management skills. PCU is taking advantage of opportunities from current issues in the development of digitalization and global trade by opening five new programs under the School of Business and Management. The five innovative programs are Culinary Business Management (CBM), Retail Business Management (RBM), International Trade & Finance (ITF), Digital Business Transformation (DBT), and International Digital Accounting & Fraud (IDAF). The programs offered to students must become more specific and diverse, so that they can respond precisely to society’s needs. In addition to opening a new undergraduate program, the PCU School of Business Management also opened a Management Doctoral Program with Doctor in Leadership and Management specification.



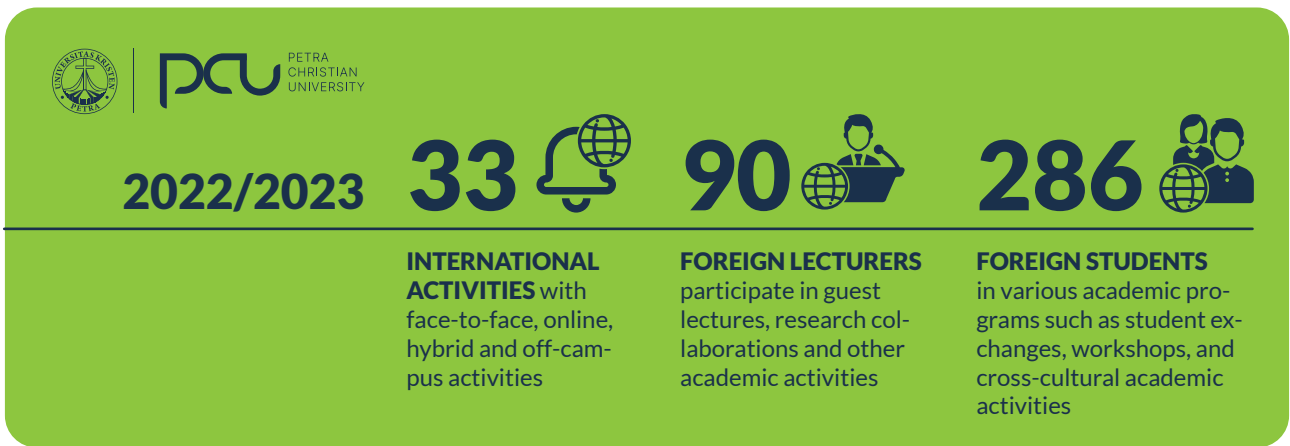
The Launching of Doctor in Leadership and Management



The Launching of Five New Undergraduate Programs under School of Business and Management

After the COVID-19 pandemic, this has become an opportunity for international mobility. PCU takes advantage of this enthusiastic collaboration and international mobility both domestically and abroad. In 2022/2023 PCU hold a total of 33 international activities with face-to-face, online, hybrid

and off-campus activities. 90 foreign lecturers participate in guest lectures, research collaborations and other academic activities. PCU also succeeded in involving 286 foreign students in various academic programs such as student exchanges, workshops, and cross-cultural academic activities.



At the beginning of 2023, the Mandarin Language Department and the English Literature Department became pioneers, accepting groups of foreign students in the post-pandemic era. A total of 14 students from National Central University, Taiwan, visited PCU to conduct field studies related to their research on Indonesia's Chinese on January 30th – February 12th 2023, while 12 students from Josai International University, Japan, came to take part in the Short Course held by English Literature Study Program on February 13th–25th 2023. 2023 Petra Summer Program (PSP) activities held online, in the form of a Short Course on Chi-

nese Indonesian Studies (SCIS) held by the Department of General Subjects (DMU), in collaboration with the Center for Chinese Indonesian Studies (CCIS) with seven foreign participants from England, the Netherlands, Thailand and China. Apart from taking part in discussions in class, participants also took part in various activities related to interesting cultural introductions, including culinary workshops on Peranakan food, the Chinatown trail – exploring old buildings in Surabaya's Chinatown, as well as field trips to Mojokerto and Lasem during 3rd–15th of July 2023.

The Architecture Department successfully held a Joint International Studio with Silpakorn University, Thailand in 2022/2023 Odd Semester, attended by 62 participants: 5 foreign lecturers, 55 foreign students, and 2 foreign guests. This Joint International Studio was held in a hybrid manner,

online and onsite to Silpakorn University and vice versa, so it was an interesting activity for both PCU students who had the opportunity to visit Thailand on 7th-12th of July 2023, and Silpakorn University students who had the opportunity to come to Surabaya.



A collaborative studio
Petra Christian University INDONESIA
Silpakorn University THAILAND
Tunghai University TAIWAN

ARCHITECTURE EXHIBITION

PROJECTING CITIES

BANGKOK
exhibition
SURABAYA
PCU GALLERY J01
Nov 27 - Dec 12

TIMELINE

- Nov, 27th 2023, 10 am
Opening, Book Launching, Project Presentation
- Dec, 1st 2023, 2 pm
Alumni Sharing: Wijaya Yapeter, MAUD
- Dec, 06th 2023, 10:30 am
Alumni Sharing: Diah Indawatie, MA-DSI
- Dec, 08th 2023, 2 pm
Alumni Sharing: Susanto Soenjoyo, M.Arts
- Dec, 12th 2023, 2 pm
Closing

insta-architecture.petra web-arsitektur.petra.ac.id

Architecture Department and Silpakorn University, Thailand

Apart from these inbound activities, in 2022/2023 academic year, PCU also supports outbound activities for its students. The number of PCU students participating in international activities/programs abroad was recorded at 379 students; spread across various programs/activities, such as joint/double degree, student exchange, internship, short programs, workshops, conferences, competitions, and others. Meanwhile, there were 109 students participating in international activities/programs conducted online, in the form of Online Exchange Program, Virtual Intercultural Program, Learning Chinese with Joy, Joint International Studio, including Kemendikbudristek – Indonesia Cyber Education (ICE) Institute scholarships. The number of outbound students increased by 30% compared to 2021/2022 academic year.

Konsep Ngagel Masa Depan, Kolaborasi Mahasiswa Tiga Negara



DESAIN MASA DEPAN: Dekan Fakultas Teknik Sipil dan Perencanaan UK Petra Rully Damayanti (dua dari kiri) berdiskusi dengan mahasiswa perihal maket arsitektur kawasan Ngagel karya mahasiswa UK Petra, Thailand, dan Taiwan kemarin (27/11).

SURABAYA – Sejumlah wilayah di metropolis memiliki potensi yang layak untuk dikembangkan. Universitas Kristen (UK) Petra berkolaborasi dengan dua perguruan tinggi asing merancang desain arsitektur area Ngagel. Dua kampus asing tersebut adalah Silpakorn University, Thailand, dan Tunghai University, Taiwan.

Mereka menghelat pameran bentajuk *Projecting Cities: Bangkok and Surabaya*. Dekan Fakultas Teknik Sipil dan Perencanaan UK Petra Rully Damayanti mengatakan, kawasan Ngagel dipilih lantaran memiliki sejarah sebagai bekas kawasan industri. Banyak bangunan yang terbengkalai, padahal berada di pusat kota. "Sebenarnya banyak potensi yang bisa dikembangkan di area itu," jelas dia.

Acara yang berlangsung sejak kemarin (27/11) hingga (12/12) itu mengusung tema *urban gentrification*. Peserta harus merancang masterplan sebuah wilayah untuk 30 tahun ke depan. Tujuannya, kawasan tersebut menjadi lebih hidup, terutama dalam hal aktivitas ekonomi. Rully mengungkapkan, total ada 160 mahasiswa dari tiga kampus dengan dukungan 18 dosen pendamping. "Project kolaborasi tiga negara ini

disebut Immersion Studio," ujarnya.

Menurut dia, kolaborasi itu juga memamerkan desain di daerah Silom, Bangkok. Para mahasiswa telah merancang setiap bangunan dari dua kawasan tersebut. Hal itu telah dilakukan selama satu semester. "Total ada 12 desain kawasan dalam bentuk maket berukuran 2x3 meter," paparnya.

Salah satu karya dibuat seorang mahasiswa arsitektur UK Petra Yoan Riza Nataya. Bersama timnya, dia membuat preservasi bangunan AJBS Home Center. Yakni, mengusung konsep *adaptive reuse building* dalam desain rancangannya. Mereka mengubah bangunan itu menjadi Museum of Ngagel yang berkonsep interaktif. Setiap zona dimuseumkan memiliki *soundscape* dan *projection mapping* yang memanfaatkan teknologi digital. "Tidak hanya visual, tapi juga dari aspek suara, tekstur, atau aroma," jelasnya.

Selain itu, ada yang mengusung konsep *green infrastructure*. Ide tersebut muncul lantaran banyak kesenian dan pelaku seni di Surabaya. Tapi, ruang untuk berkesenian masih terbilang minim. Terlebih, area Ngagel memiliki banyak sekali *green open space* dan bangunan terbengkalai. (dho/c7/ai)

Project Academic Collaboration: Indonesia, Thailand, and Taiwan

Apart from collaborating with educational institutions, PCU also strengthens cooperation with both domestic and foreign industry. During 2022/2023 academic year, PCU successfully signed 12 Memoranda of Understanding (MoU) and 28 new Cooperation Agreements (MoA) with 32 foreign institutions from 12 countries in Asia, Australia, Europe and America. This collaboration includes various activities, such as dou-

ble degree programs, student and lecturer mobility, abroad study scheme, internships, joint research, as well as academic support cooperation, such as exam preparation courses and fashion design software programs. Apart from that, PCU also succeeded in signing 143 new cooperation agreements with 119 domestic institutions during 2022/2023 academic year.



12 MoU + 28 MoA
with 32 Institutions
from 12 Countries

2022/2023

Facing this dynamic environment, PCU has carried out internal and external analysis to determine itself to achieve the vision “to be a world leading Christian University that transforms the society for the glory of God”. PCU’s master development plan sets out five milestone stages to achieve this vision:



1 Asian Accredited Christian University
2018 - 2023

2 Asian Reputable Christian University
2023 - 2028

3 Asian Leading Christian University
2028 - 2033

4 World Reputable Christian University
2033 - 2038

5 World Leading Christian University
2038 - 2043

The direction for mission developing implementation to achieve 2043 vision is outlined in the following strategic targets that must be met:

1. Realization of Good Corporate Governance based on Servant Leadership in an integrated Management System
2. Achieving integrated and credible human resources
3. Achieving students and graduates with academic performance, spiritual and emotional excellence through education and learning based on an integrated and international standard curriculum.
4. Implementation of quality research and community service that has an impact on community welfare.
5. Establishing relationships and cooperation with various institutions in internationalization context.
6. Funding resource availability for university’s sustainability
7. Effective and efficient facilities and infrastructure Availability
8. Achieved university’s brand image increase.

OBLIGATIONS OF DEFINED BENEFIT PENSION PLANS

[GRI 201-3]

Pension policy for the entire PCU community is regulated by the Governing Board of the Petra Christian Education and Teaching Association. In June 2023, changes to the pension fund regulations of the Petra Christian education and

teaching association pension fund were ratified by the Board of Commissioners of the Financial Services Authority with number Kep-34/D.05/2023.

Pension funds were established with the aim of administering a Defined Contribution Pension Program as stipulated in the Regulations. Requirements for pension fund participants are:

1. Every employee who has been appointed as a Permanent Employee and is at least eighteen years old or married.
2. Participants cannot resign or claim their rights from the Pension Fund if the participant concerned still meets the eligibility member requirements in accordance with the Regulations, provisions of the PPSK Law and its implementing regulations.
3. Employee participation in the Pension Fund begins when the Employee is registered as a Participant and ends when the Participant:
 - Stopped working and have transferred their rights to another Pension Fund
 - Pension; including accelerated retirement, normal retirement, disability pension.
 - Die
 - Stop working before reaching accelerated retirement age and have a membership period of less than three years.
4. To become a participant, employees are required to register and express their willingness to have their wages deducted

The normal retirement age for all PCU employees is set as follows:

1. 70 (seventy) years for Lecturers / Educators (Academics) who hold the Professor academic position.
2. 65 (sixty-five years) for Lecturers / Educator Staff (Academy); And
3. 60 (sixty) years for Education Personnel (TenDik)
4. The accelerated retirement age is set at least 5 (five) years before the normal retirement age

The amount of PCU employee pension contributions is regulated as follows:

1. Pension contributions are recorded in the name of each participant and are borne jointly by PCU and the Participant
2. PCU is required to pay contributions of 8% (eight percent) of the Basic Pension Income

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT

[GRI 201-4]

PCU receives educational scholarships from the Central Government through the Directorate General of Higher Education, Ministry of National Education for its students. Scholarships are given to students and/or prospective students from economically disadvantaged families who have

outstanding achievements, both in the academic/curricular, co-curricular and extracurricular fields. The following data shows scholarship receipts from the government for the last three years



PCU PETRA CHRISTIAN UNIVERSITY

Number of Students Receiving Scholarships from the Government

Received Scholarship	Year 2023	Year 2022	Year 2021
Bidikmisi	1	4	5
KIP (Kartu Indonesia Pintar)	43	33	26
Total	44	37	31

PCU students receive subsidies from the Indonesian International Student Mobility Awards (IISMA) scholarship program. Through the IISMA program, PCU undergraduate students are selected to take part in mobility programs at leading universities abroad. In 2023, 15 students succeeded in receiving IISMA program scholarships from the Ministry of Education and Culture. This number increased from the previous year (12 students). The destination countries chosen by PCU students include UK, Netherlands, Australia, New Zealand, Canada, US, Singapore, and South Korea.

Apart from that, in the same year, the Ministry of Education and Culture launched IISMA Co-Funding which is part of the Independent Campus Program using a joint funding scheme between the government and students to provide greater opportunities to Indonesian people. The Co-Funding Scheme of the IISMA Program was initiated in response to significant increase of student's enthusiasm, educational institutions and IISMA partner institutions abroad. For this scheme, PCU only have 1 student registered and succeeded in getting it.

IISMA Scholarship Recipients in 2023

No.	Name	Program	Destination
1	Gabriella Fernanda	IBM	University of Waterloo, Canada
2	Thalia Angelica	IBM	University of Melbourne, Australia
3	Kristopher Widjaja	IBM	Vrije Universiteit Amsterdam, The Netherlands
4	Leticia Theophillia	IBM	Nanyang Technological University, Singapore
5	Gladys Shelvany	IBM	University of Queensland, Australia
6	Hansen Wellianto	IBM	University of Canterbury, New Zealand
7	Celine Prastia Gunawan	IBM	Boston University, USA
8	Shienly Angela Jie	IBM	University of California, Davis, USA
9	Kenny Lawrence	IBM	University of Liverpool, England
10	Elaine Stacey Halim	IBM	Korea Univeristy, South Korea
11	Josephine Stephani Widya	IBAcc	University of Leeds, England
12	Tamara Regina Darmawan	IBE	Univeristy of New South Wales, Australia
13	Feliciya Yanson Widio	IBE	University of Otago, New Zealand
14	Natasha Wisheilla	VCD	University of Sydney, Australia
15	Christabella Thalia	Interior Design	University of Warwick, England
IISMA Co-Funding			
1	Jason Philip Purwojuwono	Interior Design	Hanyang Univeristy, South Korea

Apart from receiving educational scholarships for its students, PCU also receives grants from Dikti related to research and community service. The topics raised in research

grants funded by Dikti are also relevant to the current needs of Indonesian society.

Recipients of Research Grant from DIKTI in 2023

No.	Researcher	Title	Faculty
1	Josua Tarigan, S.E., MBA., Ph.D., Elisa Tjondro, S.E., M.A. Retnaningtyas Widuri, S.Sos., M.M.	Impact of Crypto-currency Legality, Risk Perception, Demographics and Herding Behavior towards Ownership or Intention to Purchase Crypto-assets in Indonesia	SBM
2	Dr.Ing. Indar Sugiarto, S.T., M.Sc. Henry Novianus Palit, S.Kom., M.Kom., Ph.D. Doddy Prayogo, S.T., M.T., M.Sc., Ph.D.	Multi-Objective Optimization Algorithms Study and Implementation in High-Performance Modular Computing Devices	FTI, FTSP
3	Dr. Zeplin Jiwa Husada Tarigan, S.T., M.M.T. Dr. Drs. Ribut Basuki, M.A. Dr. Ir. Hotlan Siagian, M.Sc.	The role of the Internet of Things in Social Media in influencing Consumer Behavior Engagement in Indonesian Films	SBM, FHIK
4	Ir. Resmana, M.Eng. Ir. Gunawan Budi Wijaya, S.T., M.T., M.Eng. Dr. Daniel Tjandra, S.T., M.Eng.	IMPRESSED CURRENT CATHODIC PROTECTION IN REINFORCED CONCRETE WITH THE USE OF CARBON FRP LAMINATE AS ANODE	FTI, FTSP
5	Handy Wicaksono, S.T., M.T., Ph.D. Dr.Ing. Indar Sugiarto, S.T., M.Sc. Petrus Santoso, S.T., M.Sc.	Integrated Smart System to Support Home Care Services for the Elderly	FTI
6	Drs. Gatut Priyowidodo, M.Si., Ph.D. Dr. Inri Inggrit Indrayani, S.I.P., M.Si. Astri Yogatama, S.Sos., M.Si.	CONSERVATIVE CONTROL THEORY AND THE ROLE OF DIGITAL BUREAUCRACY TRANSFORMATION IN BUILDING SMART GOVERNMENT BASED GOVERNANCE IN INDONESIA	FHIK
7	Prof. Ir. Hanny Hosiana Tumbelaka, M.Sc., Ph.D. Thiang, S.T., M.Eng. Handry Khoswanto, S.T., M.T. Stephanus A. Ananda, S.T., M.Sc. Ph.D.	SOLID STATE TRANSFORMERS PLANNING FOR CONNECTING SOLAR POWER PLANT TO THE ELECTRIC NETWORK	FTI
8	Dr. Ir. Hotlan Siagian, M.Sc. Dr. Zeplin Jiwa Husada Tarigan, S.T., M.M.T. Yonathan Palumian, S.M.B., M.S.M. Bryan Young Hartono Enny Novijanti	THE IMPACT OF HUMAN MACHINE INTERFACE ON THE OPERATIONAL PERFORMANCE OF MANUFACTURING COMPANIES THROUGH SUPPLY CHAIN AGILE, SUPPLY CHAIN FLEXIBILITY AND SUPPLY CHAIN INTEGRATION	SBM
9	Jandy Edipson Luik, S.T., M.A.Comms., Ph.D. Ronald Hasudungan Irianto Sitinjak, S.Sn., M.Sn. Dwi Setiawan, S.S., MA-ELT., Ph.D.	ASSEMBLAGE COMMUNICATION PREVIEW STAGE ON INSPIRATIONAL CONTENT DEVELOPMENT BASED ON PERSUASION AND ADAPTATION	FHIK
10	Dr. Sautma Ronni Basana, S.E., M.E. Drs. Widjojo Suprpto, M.Sc. Mariana Ing Malelak, S.E., M.SM., M.RECH.	THE EFFECT OF SUPPLY CHAIN QUALITY INTEGRATION ON FIRM PERFORMANCE THROUGH SUPPLY CHAIN RESILIENCE MANUFACTURING COMPANIES IN EAST JAVA	SBM
11	Yusak Tanoto, S.T., M.Eng., Ph.D. Dr. Gregorius Satia Budhi, S.T., M.T.	FRAMEWORK DEVELOPMENT AND SOLAR PHOTO-VOLTAIC TEMPORAL AND SPATIAL DATA ANALYSIS METHODS	FTI
12	Dr. Sienny Thio, S.E., M.Bus. Monika Kristanti, S.E., M.A. Michael Ricky Sondak	INDONESIAN CULINARY TOURISM: THE CONTRIBUTION OF FOOD CONSUMPTION VALUE AND SOCIAL MEDIA INFLUENCER IN SHAPING DESTINATION IMAGES AND TOURIST BEHAVIOR INTENTIONS	SBM

No.	Researcher	Title	Faculty
13	Dr. Ir. Hotlan Siagian, M.Sc. Enny Novijanti	THE INFLUENCE OF SUPPLY CHAIN COLLABORATION ON SUPPLY CHAIN PERFORMANCE THROUGH PRODUCTION TECHNOLOGY, NEW PRODUCT DEVELOPMENT, AND PRODUCT KNOWLEDGE	SBM
14	Dr. Sautma Ronni Basana, S.E., M.E. Dr. Yohanes Sondang Kunto, S.Si., M.Sc. Nathania Melissa Yuliani	THE MEDIATING ROLE OF ENTREPRENEURIAL ORIENTATION & FINANCIAL INCLUSION ON FINANCIAL LITERACY TOWARDS BUSINESS PERFORMANCE: A STUDY OF FOOD AND BEVERAGE SMES (WOMEN)	SBM
15	Dr. Zeplin Jiwa Husada Tarigan, S.T., M.M.T. Hendry Sugianto Setiawan	DIGITALIZATION AND INTEGRATION OF ENVIRONMENTALLY FRIENDLY SUPPLY CHAINS TO BUILD SUPPLY CHAIN RESILIENCE TOWARDS COMPETITIVE ADVANTAGE	SBM
16	Serli Wijaya, S.E., M.Bus., Ph.D. Dr. Ferry Jaolis, S.E., M.SM., M.RECH. Maria Alicia Clairine	A PHENOMENOLOGICAL STUDY OF SELF-CONCEPT, MOTIVATION, AND CUSTOMER EXPERIENCE OF NON-SURGICAL COSMETIC PROCEDURES AMONG INDONESIAN YOUNG WOMEN	SBM
17	Dr. Zeplin Jiwa Husada Tarigan, S.T., M.M.T. Rosalia Maria Da Silva	THE INFLUENCE OF SUPPLIER COMPETENCY ON BUSINESS PERFORMANCE THROUGH SUPPLIER INTEGRATION, VENDOR MANAGED INVENTORY AND SUPPLY CHAIN COLLABORATION	SBM
18	Handy Wicaksono (WCP)	Quality Research Improvement and International Scale Learning in the Electrical Engineering Department - Petra Christian University	FTI

Likewise, with community service grants, the topics are very relevant to community needs.

Grant Recipients of Community Service KEMENDIKBUDRISTEK 2023

No.	Team	Title	Scheme
1	Jandy E. Luik, Ph.D. Dwi Setiawan, Ph.D. Jacobus Wiwin Kuswinardi, M.Kom Ridhotama Shanti Darsih Ottemoesoe, Ph.D.	Scripting Campus Business Development based on Creative Script Production and Talent Pool Monetization	PUK
2	Drs. Widjojo Suprpto, M.Sc Sesilya Kempa, SE., MM Nony Kezia Marchyta, SE., MM	Establishment of the Guyub Rukun PPA Shikar Malang Micro Business Ecosystem	PKM
3	Amelia, S.T., M.T. Dr. Njo Anastasia, S.E., M.T Drs. Jani Rahardjo, MBA., Ph.D	Sifter Machine Construction for Shredded Waste Products to Increase Compost Fertilizer Productivity in Mojotrisno-Jombang Village	PKM
4	Anik Juniwati, S.T., M.T Erwan Aristyanto, S.E., M. SEI Elvina S. Wijaya, S.T., M.T	Cross-Village Tourism Development in Distance Village, Wonosalam, Jombang	PMM
5	Dewi Pertiwi., S.E., M.M Dani Puspitasari, S.Pd., MA., Ph.D Mega Ekklesia Putrihadi, S.Sn., MM	Surabaya's Sungai Gunung Anyar Tambak School Service Quality Improvement	PKM
6	Dr Ir Lintu Tulistyantoro, M.Ds Mari Nala., S.Sn., M.MT Purnama Isadora, S.Sn., M. Sc	Design Diversification to Increase Production Capacity at the Penggaron Jombang Weaving Center	PKM
7	Yusak Tanoto, S.T., M.Eng., Ph.D. Prof. Dr Willyanto, S.T, M. Sc. Handry Khoswanto, S.T., M.T.	Mini Hydroponic Based on Renewable Energy and IoT in the Context of Empowering OSIS at Adventist High School Surabaya (1)	PKM

No.	Team	Title	Scheme
8	Ian Hardianto Siahaan, ST, MT Ir. Ninuk Jonoadji, M.T. Dr. Ir. Suratno Lourentius, MS., IPM.	Organic Waste Processing Machines Construction for Making Compost Fertilizer to Support Food Security in the Mojotrisno Village Government	PKM
9	Dr.-Ing., Indar Sugiarto, S.T., M.Sc Dr. Ir. Setyono Yudo Tyasmoro, M.S. Astri Yotama, S.Sos., M.Si.	Smart Urban Farming Based on IoT and Artificial Intelligence to Support Urban Community Empowerment in Tambakrejo Subdistrict, Surabaya	PKM

List of Partnership Based SME Development Grant Recipient (MF-UMKM) 2023

No.	Team	Title	Scheme
1	Prof. Dr. Juniarti, M.Si., Ak., CA., CMA Dr. Pwee Leng, S.E., S.H., M.Kom Dr. Herry Christian Palit, S.T., M.T Dr. Sienny Thio, S.E., M.Bus Monika Kristanti, S.E., M.A Mariana Ing Malelak, S.E., M.SM., M. Rech Dr. Dhyah Harjanti, S.E., M.Si. Dr. rer. nat. Ir., Surya Hermawan, S.T., MT Ir. Resmana Lim, M.EngNony Kezia Marchyta, SE., MM Deddi Duto Hartanto, S.Sn, M.Si	Scripting Campus Business Development based on Creative Script Production and Talent Pool Monetization	MF-UMKM

In 2023, PCU obtained an external innovation-entrepreneurship grant from the Ministry of Education and Culture through the Kedai Reka Matching Fund program to finance 3 innovation-entrepreneurship activities selected from a total of 15 proposals submitted. In addition, commitment partners grant from Industry (Dunia Usaha Dunia Industri - DUDI) through the Kedai Reka 2023 Matching Fund which finances 3 innovation-entrepreneurship activities according to the results of the Kemendikbudristek feasibility verification.

STANDARD ENTRY-LEVEL EMPLOYEE WAGES BY GENDER TO REGIONAL MINIMUM WAGES

[GRI 202-1]

PCU has entry wages standards for prospective lecturers and educational staff. For prospective lecturers, if they join PCU with a master's degree education level, they will be rewarded with rank III/b. If the prospective lecturer has a doctoral degree level of education, he will be valued at rank III/d. For prospective lecturers who have transferred from another university and already have an academic position, the rank will be adjusted to their last academic position. Regarding the recognition of a lecturer's work experience, the work experience that can be recognized is teaching experience as a lecturer and work experience as a practitioner, which is still in line with the lecturer's field of knowledge. The determination of salaries for educational staff is adjusted to the position/job where they are placed. Levels vary from Level 1 to Level 9. The HRD department determines levels according to education level, test results and interviews. The minimum salary received by all education staff is the salary according to the minimum wage for the city of Surabaya. PCU has no differences in remuneration based on gender. In fact, since 2021, through YPTK Petra Management Regulation No. 001/Per/YPTK/III/2021, concerning Wages/Salaries for University Employees, PCU determines the provision of

spousal allowances (husband/wife) for both male and female employees.

PCU has a Strategic Performance Management System (SPMS), a performance assessment system that applies to all permanent and initial PCU contract lecturers. Lecturer SPMS is designed based on the achievement of targets performance according to the level/class of each lecturer, with reference to PO BKD 2021, provisions on credit figures for functional lecturer positions, and the university's mission metrics/Critical Success Factor (CSF). In lecturer's SPMS, performance assessment uses a points system, where points are calculated each semester based on the lecturer's workload and performance for each criteria set by PCU leaders. Lecturer performance assessment criteria include Teaching (education & teaching); Research (research output); Community Service (output from community service); University Service (managerial related activities within PCU as well as activities related to lecturer expertise outside PCU which have an impact on PCU's reputation); and Grand total (minimum points that each lecturer must achieve according to their level).

PROPORTION OF SENIOR MANAGEMENT FROM LOCAL COMMUNITIES

[GRI 202-2]

PCU continuously developing its human resources, both lecturers and educational staff from within the country. Up until 2023, PCU's workforce (including management level) will all be the nation's best sons and daughters from all regions

of Indonesia. The involvement of foreign lecturers who are PCU's professional teaching and research staff from various countries in the world is only 90 people, around 28% of PCU total lecturers.

INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT

[GRI 202-2; GRI 203-1]

Apart from existing Pratama Clinic facilities who serve the wider community, PCU plays an active role in community development services investment including helping to provide infrastructure for the community. PCU has an Intellectual Property Center (SKI) under the coordination of the Innovation and Entrepreneurship Center. This unit handles Intellectual Property Rights application files for PCU lecturers, students, and even the general public. In the future, the Intellectual Property Center has the potential to be developed into a separate business unit for Intellectual Property man-

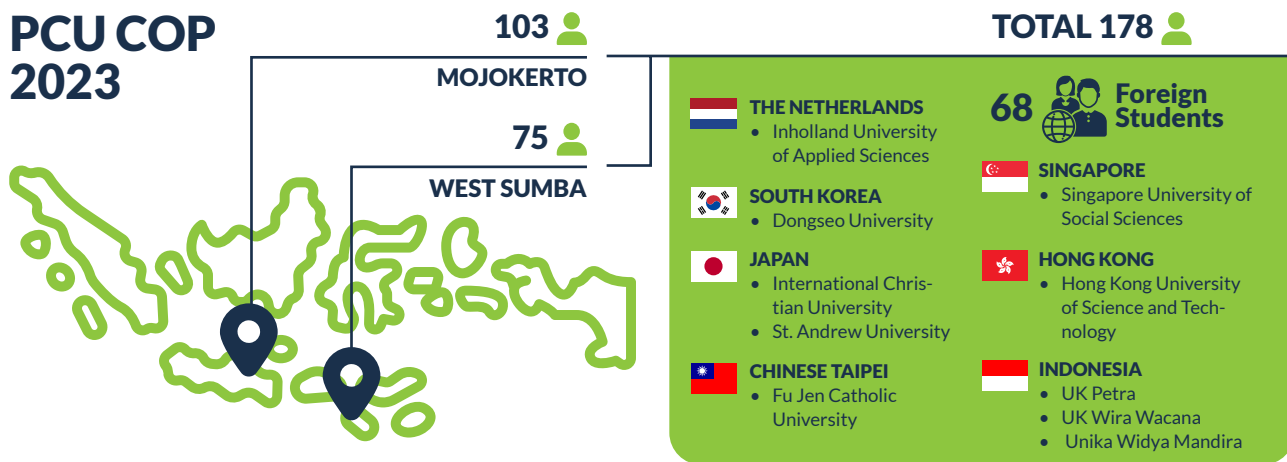
agement services, both internal and external.

PCU has a Community Outreach Program (COP), in 2023 CPO was held in 2 categories: Surabaya City COP and International COP. Surabaya COP was held within the city of Surabaya, which was oriented towards community empowerment efforts, attended by 64 PCU students. This program has been able to expand the Community Service program for lecturers and students, as well as providing an entry point to the Surabaya City community through various Community Service programs.

The 2023 Surabaya City COP Program is located in RW-5, Siwalankerto Village; Joss Garden, Jemur Wonosari Village; Sustainable Food House Area (KRPL) Jemur Wonosari Village, Wonocolo District; and in RW-6 and RW-12 Dolly, Putat Jaya Village, Sawahan District. This program is one of the implementations of the MoU between the Surabaya City

Government and PCU. The program carried out includes physical work: paving, murals, making product catalogues, improving cafe facilities. Meanwhile, non-physical programs include English language training, cafe menu training, social media training for marketing, and screen-printing design workshops.

The International COP was held in two different provinces, one in East Java (in Mojokerto Regency) and one in East Nusa Tenggara (in West Sumba Regency).



The East Java COP was held in Mojokerto which includes several villages: Kebon Tunggul, Dilem, Gondang District, and Rejosari, Jatirejo District. The number of participants in this COP was 103 students, consisting of 63 foreign participants and 40 Indonesian participants. This program is one of the implementations of the MoU between the Mojokerto Government and PCU. The program orientation emphasizes community empowerment to answer real-life problems, such as physical and non-physical development. Physical programs include road paving, infrastructure improvements, clean water needs, educational facilities and infrastructure, and places of worship, as well as non-physical programs in the form of developing village tourism, developing SMEs, learning culture, foreign languages, and also village branding.

The West Sumba COP was held in Weihura and Rua villages, Wanukaka District, as well as in Patiala Bawa village, Lambuya District, West Sumba Regency. The number of participants was 75 students consisting of 5 foreign participants (Hong Kong and Chinese Taipei) and 70 Indonesian participants. This program is one of the implementations of the MoU between PCU and the West Sumba Regency Government, which will be implemented for the first time in 2023. The orientation of the program carried out is to answer problems in the community, such as training in making food menus with balanced nutrition to support stunting management, teaching in traditional villages where many children do not have access to education, making toilets in tourist locations where there are no public toilets, making signs, directions to potential tourist locations in the village, and training in creating social media content for village youth to promote village tourism.



COP Activities in West Sumba: Learning Process with Local Residents and Repairing the Stand

PCU has provided infrastructure for students with disabilities. To support the disabled community at large in the city of Surabaya and in Indonesia, PCU actively provides services for the disabled community. Mr. Gunawan Tanuwidjaja, S.T.,

M.Sc., IAI. Ph.D. is a lecturer in our Architecture program who is active in teaching, research, and service to the disability community.



Creative Learning Program Activities for Disabilities



Sharing Accessible Learning Materials for Students with Disabilities



Seminar on Accessible and Sustainable Design

SIGNIFICANT INDIRECT ECONOMIC IMPACT

[GRI 203-2]

PCU as an educational institution that organizes the Tridharma of Higher Education carries out activities that support increasing sustainable development (SDGs) achievement in Indonesia. PCU obtains grant funds from the government and various domestic cooperation partner institutions and abroad for Tridharma activities whose aims are in line with the needs Indonesian people and state. PCU's strategic role as an institution that improves the quality of Indonesian people has been regulated in PCU's long-term development master plan:

1. As a university, PCU plays a role in developing, using, and disseminating knowledge, technology, and arts, both basic and applied for the welfare of society.
2. As one of the private universities in Indonesia, PCU participates in maintaining the four pillars of nationality, Pancasila, the 1945 Constitution, the Republic of Indonesia, and Bhinneka Tunggal Ika in order to build national and state life.
3. As a Christian university, PCU has a strategic role to influence global society in terms of presenting a young generation who have a Christian Worldview, Christian Values and Christian Character which are built through the Christian Education process.
4. As a university that is supported and trusted by church members from various denominations, PCU has a strategic

role in building a Christian community with an ecumenical spirit and a spirit of unity as members of the body of Christ together to build a prosperous society that requires care and love, as a Christian witness to the global community.

5. As one of the leading universities in Indonesia which since 1984 has paid attention to the development of Human Resources in the Eastern Region of Indonesia through scholarship programs, PCU has a strategic role as an institution that educates and produces cadres/potential leaders to advance and prosper the people of Eastern Region of Indonesia.
6. As a university that has a collaborative network with industry and universities internationally, PCU has a strategic role as a gateway to enter and play a role in the era of globalization.
7. As a university that has graduates spread throughout the country and abroad, PCU has a strategic role in building a wide network that provides opportunities for students and new graduates for practical work, internships, and work. PCU alumni network with full support from the alma mater will have a positive influence on the process of transforming values and lifestyles in accordance with God's Word.

The implementation of research and community service activities within PCU has been supported by several documents and regulations, including:

- Research and Community Service Guide XIII edition 2021.
- PCU Strategic Plan (RENSTRA) 2023-2028.
- PCU SPMS Guide 2023.
- Community Service Quality Procedure PM01-LPPM-UKP
- Research Services Quality Procedure PM02-LPPM-UKP
- Presidential Decree No.16 of 2018.

The number of Intellectual Property (KI) achievements in 2023 is 136, consisting of 23 Patents, 67 Industrial Product Designs, 45 Copyrights, and 1 Brand. Thus, the cumulative total of intellectual property registrations in 2021-2023 is 354. The latest program that the Centre for Innovation and Entrepreneurship (SIK - Sentra Inovasi dan Kewirausahaan) launched is One Idea One Company Community. This program is a follow-up to the Idea Challenge program which is held every semester. There are nine new business ideas that have been submitted and have been prepared to take part

in Business Matching on August 19th, 2023, at VASA Hotel Surabaya, inviting 15 entrepreneurs and 5 venture capitals from Surabaya and Jakarta. Business Matching is a program to match startup inventors/tenants with related investors/business partners. Through this process, startup tenants introduce their business products through pitching mechanisms, discussions, and prototype exhibitions/demos.

Innovation products are goods/services resulting from innovation produced through thought, research, development, application and/or engineering that contain elements of novelty and have been implemented and provide economic and/or socio-cultural benefits. There are eleven products included in the list of innovation products. Furthermore, SIK assisted in developing it into a business startup with ten products. In 2022/2023 academic year, there are four startup businesses currently in the mentoring process, 5 pre-startups, and 4 pre-startup candidates who have participated in Business Matching.

PCU's Innovation Work for Society in 2023

No.	Innovation Product
1	Solarboat: Fishing Boat with Graphene Solar Cell Technology
2	Solarboat: Electric Development of Boats for Fishermen using Eva Rubber material and Electrical energy as the main energy source to support the Fuel to Electricity conversion program
3	Logic Academia: Board game platform for training logic with Artificial Reality (AR) technology with user segmentation for teachers and kindergarten, elementary and middle school students
4	Hypercool: Gaming laptop heat elimination tool up to 20°C which can be used by gaming laptop to maintain optimal laptop performance for 7-8 hours of use
5	Seabening: A tool to purify sea water into fresh water with a mobile machine concept. The target users are coastal communities who have difficulty getting clean water.
6	NgeScript: A service platform for creating scripts and can also be used as script writing training. The aim is to help young people to be more creative and faster in exploring creative ideas for writing scripts. Target users are the social media industry, production houses, and/or branding agencies
7	Trashpoint: A trash can that can sort battery and plastic waste based on AI-renewable energy. Target users are battery factories and offices.
8	Urotech: A urinal with health detection sensors. Target users are offices, schools, hospitals, and health clinics.
9	Ergonomic Gallon Lid: with maximum grip, easy to open without using tools. The target users are drinking water companies and households
10	VR Lab: An educational platform integrated with VR technology, created with the aim of making the learning process a more 'fun' experience. The product is a VR-based educational module to help teachers increase students' interest in learning. Target users are teachers and middle school-high school students.
11	Smart Live audio sensors: Live audio filtering for inappropriate words. The target use is livestreaming platforms, such as YouTube Live, Instagram Live, Twitch. Apart from that, it can also be used for video conference and business platforms

Apart from those on those list above, a team of students from PCU, Monica Subijanto (Ikom 2019), Grace Natasha (SIB 2020), Bryan Elmer Cahyadi (Informatics 2019), Felice Sukintjo (Tax Accounting 2020), and Petra Thefani (ECI 2020), assisted by IT team of Informatics students, succeeded in launching a Ridesharing platform called "Nunut" to reduce traffic jams in Siwalankerto. Ridesharing or riding together is an alternative mode of transportation for students to and from PCU campus.

OPERATIONS ASSESSED AS HAVING RISKS RELATED TO CORRUPTION

[GRI 205-1]

Continuously, PCU evaluates and supervises programs aimed at preventing acts of corruption in the entire series of operational activities or business processes for implementing Tri Dharma. These various activities include education, teaching, research, community empowerment, and procure-

ment of goods and services. This evaluation activity involves various parties, starting from leaders, lecturers, university education staff, faculties, and other working units to ensure that there are no corruption cases involving PCU during the 2023 reporting period.

POLICY COMMITMENTS

[GRI 2-17, GRI 2-23, GRI 205-2]

Anti-Corruption

Anti-corruption strategy is an important topic for PCU. Various actions have been taken as preventive, corrective, and curative steps to minimize the occurrence of acts of corruption in PCU's internal and external environment. PCU has developed anti-corruption practices by implementing ISO 9001 quality management.



The spirit of anti-corruption has been instilled in students through the delivery of professional ethics in various courses. Some study programs even have special courses that discuss cases of fraud that occur and how students respond professionally. For example, in the Accounting Department, there is a Business Crimes subject/course that discusses cases of corruption and fraud in Indonesia and globally.

On August 2023, PCU 's OIA held an anti-corruption discussion forum, "Sturdy Integrity: We Fight Corruption." The anti-corruption discussion forum with the theme Solid Integrity: Corruption We Fight is intended as a forum for Surabaya youth to dialogue and exchange ideas, in order to support actions to prevent corruption from an early age. In this event, selected students from A-accredited universities in Surabaya will provide outreach regarding the importance of understanding anti-corruption from an early age to junior high school students in Surabaya. Before the counseling, students will first be given briefings by the Corruption Eradication Commission and PCU regarding the issue of corruption at an early age. Apart from counseling, there will be a Focus Group Discussion (FGD), which invites students to gather views, perceptions, and understanding of the socialization that has been conducted previously.

Discussion Forum Activities: Strong Integrity: We've Killed Corruption

LEGAL MEASURES FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST AND MONOPOLY PRACTICES

[GRI 206-1]

With the development and advancement of technology and globalization, competition for higher education in Indonesia and the world is becoming increasingly fierce and transparent. This inescapable competition is clearly visible through well-known global ranking systems such as the Higher Education Ranking System and QS World University Rankings (QS WUR), which compare universities in a comprehensive and easy to understand way. This ranking is often used as a reference by various stakeholders to assess the quality and reputation of higher education institutions.

International University Rankings are a type of international assessment of the quality of the implementation of the Tri Dharma of Higher Education. PCU basically believes that this ranking reflects the quality of the implementation of Tri Dharma at PCU. It is hoped that these reflections can become a reliable reference for improving various processes and policies to improve PCU quality.

Throughout 2023, PCU has no legal problems related to anti-competitive behavior and antitrust and monopoly regulations. Healthy business competition is one of the principles that underlies PCU in conducting its business activities. Therefore, PCU always pays attention to its position in both national and international rankings.



PCU's Accreditation Certificate

As of August 11th 2023, the number of universities in Indonesia, both state and private universities, according to data available in the Higher Education Data Base (PD-Dikti) is 4,478 universities (source: <https://pddikti.kemdikbud.go.id/>). Of this number, 65 universities have achieved a Superior Accreditation ranking (Source: www.banpt.or.id).

Apart from that, for the first time, PCU was successfully included in the international ranking of universities according to the Quacquarelli Symonds (QS)-Asia University Rankings (QS-AUR) 2023, one of the ranking institutions whose credibility is recognized, in November 2022. For the first time, PCU also managed to rank 601-650 among all universities in Asia, and 93rd among all universities in the South Eastern Asia region, and 23rd nationally (<https://www.topuniversities.com/universities/petrachristian-university>).



QS Asia University Rankings | 2023

qs.com

Universitas Kristen Petra

#601-650

in QS Asia University Rankings 2023

November 2022

Ben Sowter, Senior Vice-President,
QS Quacquarelli Symonds

PCU ranked #601-650 in the Quacquarelli Symonds (QS) Asia University Rankings 2023

Apart from that, the 2024 Quacquarelli Symonds (QS)-World University Rankings (QS-WUR) ranking results, which were released in June 2023, also placed PCU as one of 1,500 world-class universities. PCU is ranked 1401+ (<https://www.topuniversities.com/universities/petra-christianuniversity>).



QS Asia University Rankings | 2023

qs.com

Universitas Kristen Petra

#93

in QS Asia University Rankings 2023: South-Eastern Asia

November 2022

Ben Sowter, Senior Vice-President,
QS Quacquarelli Symonds

PCU ranked #93 in the QS Asia University Rankings 2023
South-Eastern Asia

TAX APPROACH

[GRI 207-1]

PCU always upholds ethics and integrity to fulfill tax obligations. PCU realizes that taxes are a manifestation of state obligations as well as PCU's contribution to sustainable national development through reporting and paying taxes on time. Therefore, PCU has developed a tax approach that is based on the provisions of applicable tax regulations by establishing Accounting, Reporting and Taxation.

The activities of collecting and depositing taxes into the state treasury are carried out by officers within PCU Financial Administration Bureau with the following tax duties:

- Record taxes that have been collected and prepare supporting data that will be deposited to the Bank (Tax Payment Slip Typing).
- Cross check with the cashier for expenses/Withholding Tax Slip for which tax has been collected.
- Cross check with the general cash book officer for expenses containing tax objects.
- Assist the cashier to type receipts for expenses paid.
- Receive report files and their supporting documents (receipts) from work units/sections and verify the validity of the report.

GOVERNANCE, CONTROL AND TAX RISK MANAGEMENT

[GRI 207-2]

In order to minimize the risk of imposition of tax sanctions which could impact PCU's reputation as a taxpayer and maximize PCU's contribution to state revenues, PCU always complies with and obey the following laws and regulations:

- PP no 58/2023 PPh 21 PP regulates tariff rates based on Article 17 paragraph (1) letter and Average Effective Tariff (TER)
- PMK 66 of 2023 Rewards in connection with work or services received or obtained in the form of kind and/or enjoyment.
- PP 55 of 2022 Income Tax Adjustments
- Law Number 11 of 2020 Job Creation Law
- Law Number 7 of 2021 concerning Tax Regulations Harmonization.
- Government Regulation Number 23 of 2018 concerning Income Tax on Income from Businesses Received or Obtained by Taxpayers Who Have Certain Gross Turnover.
- Ministry of Finance Regulation Number 68/PMK.03/2010 concerning Value Added Tax Limits for Small Entrepreneurs.
- Ministry of Finance Regulation Number 68/PMK.03/2020 concerning Income Tax Treatment for Scholarships that Meet Certain Requirements and Any Surplus Remaining Received or Obtained by Non-Profit Entities or Institutions Engaged in the Education Sector and/or Research and Development Sector.
- Regulation of the Director General of Taxes Number PER44/PJ./2009 concerning Implementation of Recognition of Excess Remaining Received or Obtained by Non-Profit Entities or Institutions Engaged in the Education Sector and/or Research and Development Sector which are Excluded from Income Tax Objects.

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED CONCERNS

[GRI 207-3]

PCU is fully committed to comprehensively managing taxation and collaborating with Stakeholders. Given the dynamic nature of tax regulations, PCU regularly collaborates with the Directorate General of Taxes (DJP) in fulfilling tax obligations. The collaboration was conducted as a form of fostering relations between PCU and the Tax Authority. PCU views that the Tax Authority has an especially important role in helping PCU exercise its rights and fulfill its tax obligations in accordance with the provisions of the applicable tax laws and regulations.

PCU also maximizes the function of the Tax Center Laboratory, a laboratory unit in Tax Accounting Program under Accounting Department. PCU's Tax Center operates in the fields of education, training, research, and community ser-

vice related to tax issues. PCU's Tax Center provides services and education to a wider community by collaborating with the Regional Office of DJP East Java I as a collaboration partner. PCU's Tax Center is committed to supporting the Directorate General of Taxes in increasing taxpayer compliance.

Annually PCU's Tax Accounting Program sends students as tax volunteers, collaborating with the Regional Office of the Directorate General of Taxes for East Java I (Kanwil DJP Jatim I) in Surabaya. Tax volunteers provide assistance and help Individual Taxpayers who use the Annual Tax Return form 1770 (specifically for taxpayers who carry out tax obligations in accordance with Government Regulation Number 23 of 2018), 1770 S and 1770 SS who report Tax Return via e-Filing.

Annually, Tax Accounting Program provides assistance in filling out Tax Return for the entire PCU academic community, and is also open to the general public who wish to receive guidance on filling out e-Tax Return Form. The activity was conducted in PCU's Tax Center room, Tax Accounting. PCU's Tax Accounting Program is preparing socialization & assistance activities for filling out Tax Return and reporting within PCU environment since early January 2023. Apart from preparation in terms of material from Tax Accounting Lecturer, coordination with Tax Office Wonocolo, which is the Tax Office where PCU is registered as a WP, is also held, Tax Office Wonocolo provides support both in terms of materials and officers on duty at PCU in this series of activities. Apart from support from the Wonocolo Tax Office, Tax Accounting is also supported by the East Java 1 DJP Regional Office.



Tax Accounting Program students who were confirmed as tax volunteers by the Head of the East Java 1 DJP Regional Office, Prof. John Hutagaol

The series of community service activities in 2023 will be held over approximately 1 week, from March 12th – March 17th. The activities details are as follows:

1. Services opened for the entire community to provide consultations on filling out and reporting Tax Return on March 12th – March 17th, 2023. This activity took place in PCU's Tax Center Room. The officers on duty are Tax Volunteers together with Tax Accounting Lecturers.
2. A NIK - NPWP SOCIALIZATION Seminar was held in AVT Room 501 with participants from the entire PCU community on March 14th, 2023, and also inviting Tax Center Representatives who also a member of Surabaya Tax Center Forum.
3. Assistance service was held in filling out and reporting OP Annual Tax Return for the 2022 Fiscal Year on March 15th – 16th 2023. This activity was accommodated by Tax Accounting Lecturers, Tax Volunteers and Wonocolo Tax Office Officers. Apart from onsite activities, online assistance is also provided.



Flyer for the Socialization of NIK-NPWP Integration at PCU with DJP East Java 1

3/29/24, 3:40 PM Petra Christian University Mail - [PCU] Sosialisasi Integrasi NIK NPWP dan Pengisian SPT Tahunan Tahun Pajak 2022



Josua Tarigan <josuat@petra.ac.id>

[PCU] Sosialisasi Integrasi NIK NPWP dan Pengisian SPT Tahunan Tahun Pajak 2022

1 message

Sekretaris_Program_Tax_Accounting <vicehead-taxacc@petra.ac.id> Thu, Mar 2, 2023 at 2:20 PM
To: pcu@petra.ac.id

Civitas Akademika yang berbahagia,

Salam sejahtera,

Tax Centre UK Petra bekerja sama dengan KPP Wonocolo mengadakan Sosialisasi NIK menjadi NPWP dan Pendampingan Pengisian e-filing untuk SPT Tahunan.

Berikut jadwal pelaksanaan rangkaian kegiatan tersebut:

Hari : Selasa, 14 Maret 2023
Waktu : 09.00 - 12.00
Tempat : WIT 502, Gedung T Lantai 5
Acara : Kupas Tuntas "Integrasi NIK - NPWP"

Hari : Rabu - Kamis
Tanggal : 15-16 Maret 2023
Waktu : 09.00 - 12.00
Tempat : Ruang Tax Centre, Gedung T Lantai 3 (onsite)
- zoom dengan link akan diinformasikan kemudian

Catatan: WAJIB MEMPUNYAI E-FIN

Bagi Bapak Ibu yang akan mengikuti kegiatan ini pada tanggal 15 Maret atau 16 Maret, wajib membawa

1. kartu NPWP
2. Password DJP online
3. Bukti Potong 1721 A1,
4. bukti potong Serdos (untuk dosen)
5. Kartu Susunan Keluarga (KSK/KK)
6. Informasi tambahan lain terkait penambahan harta dan kewajiban sepanjang tahun 2022 (digunakan sebagai sumber informasi Wajib Pajak pada SPT)

Bagi Bapak Ibu yang belum memiliki E-FIN namun ingin mengikuti kegiatan ini dapat terlebih dahulu untuk membuat E-FIN di Kantor Pelayanan Pajak terdekat.

Pendampingan akan dilakukan secara online dan onsite. Mengingat terbatasnya kapasitas Tax Centre maka Bapak Ibu yang berminat dapat mendaftar pada link petra.id/SPT2022 paling lambat Senin 12 Maret 2023.

Untuk diketahui bersama, Pasal 3 ayat 3 Undang-Undang Ketentuan Umum dan Tata Cara Perpajakan Nomor 16 Tahun 2009 mengatur mengenai batas waktu penyampaian Surat Pemberitahuan adalah untuk Surat Pemberitahuan Tahunan Pajak Penghasilan Wajib Pajak orang pribadi, paling lama 3 (tiga) bulan setelah akhir Tahun Pajak, yang artinya paling lambat 31 Maret 2022 untuk tahun pajak 2021. Pasal 7 Undang-Undang yang sama mengatur jika Surat Pemberitahuan tersebut tidak disampaikan dalam jangka waktu sebagaimana dimaksud dalam Pasal 3 ayat (3) maka dikenai sanksi administrasi berupa denda sebesar Rp100.000.000 (seratus ribu rupiah) untuk Surat Pemberitahuan Tahunan Pajak Penghasilan Wajib Pajak orang pribadi.

Gunakan e-filing dan lapor lebih awal demi kenyamanan bersama

Demikian informasi kami. Terima kasih atas perhatian yang diberikan.

Salam,

Retnaningtyas Widuri, S.Sos., Ak.M., BKP., CMA.
Vice head of Tax Accounting Program
Tax Accounting - Petra Christian University
Surabaya - Indonesia

Invitation to activities via email to the entire PCU academic community



PCU's Tax Center provide routine tax education to all Indonesian people. The following are several online activities that the general public can participate in, and it is free of charge.



Tax Center Tax Strategy Seminar on Nature and Enjoyment



DJP New Technology Online Seminar



Wife's NPWP-NIK Integration Online Seminar

COUNTRY-BY-COUNTRY REPORTING [GRI 207-4]

PCU is a private university founded in the jurisdiction of Indonesia and is subject to the tax regulations applied in Indonesia. PCU has no tax obligations other than within the Indonesian jurisdiction with a 2023 tax payment report.



TUHAN
PERLINDUNGANKU
THE LORD IS MY REFUGE



ENVIRONMENTAL PERFORMANCE

MATERIALS USED BY WEIGHT OR VOLUME

[GRI 301-1]

Since committing to become a green campus in 2010, PCU has continuously improved itself to be an environmentally friendly campus, including in the use of paper and plastic materials in campus operational activities.



REDUCTION OF PAPER AND PLASTIC USAGE

Decree 251/Kept/PCU/2013 and further refined in Decree 103/Kept/PCU/2016



Implementation of electronic payslips



Prohibition of the use of plastic bags for transactions on campus, including in canteens, cooperatives, bookstores, cafes, replaced with environmentally friendly reusable bags



Online course registration



Prohibition of the use of styrofoam and/or mica plastic or food packaging sold in canteens



Online letter system within the Management Information System (SIM / *Sistem Informasi Manajemen*) platform




Use of tumblers in every meeting and elimination of the budget for purchasing bottled drinking water (AMDK / Air Minum Dalam Kemasan)



Use of recycled paper or double-sided printing in proposal/thesis assistance activities

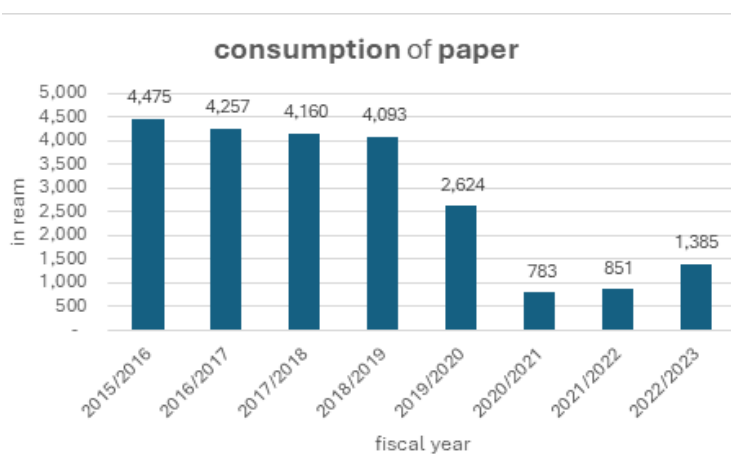


Prohibition of printing brochures and pamphlets for internal campus activity promotion and replacing them with electronic formats through Desa Informasi teleVision (DIVo)



Submission of final assignments (final projects, thesis, dissertations) in electronic format to the library

In terms of paper usage, PCU is fully committed to ensuring that green campus policies are implemented and monitored, resulting in a decrease in consumption levels in operational activities from year to year. This can be observed in the trend of paper usage since the fiscal year 2015/2016, which has experienced a decline until the year 2022/2023. A significant decrease occurred during the pandemic years of 2020/2021 and 2021/2022. Subsequently, there was a slight increase since in-person teaching activities resumed in the year 2022/2023. However, the data for that year still remained lower compared to pre-pandemic usage (2019/2020).



RECYCLED INPUT MATERIALS USED

[GRI 301-2]



PCU's organic waste bin

Organic Waste Management

In terms of waste segregation, since 2010, PCU has provided waste bins categorized into organic waste, batteries, plastics, and metal & glass waste. Furthermore, in 2013, this policy was refined specifically for canteen waste, which was divided into three categories: liquid waste, organic waste, and inorganic waste. The management of organic waste, whether from the canteen or fallen leaves on campus grounds, is handled independently by PCU's compost processing center to produce compost for use as fertilizer in campus plantations.

Inorganic Waste Management

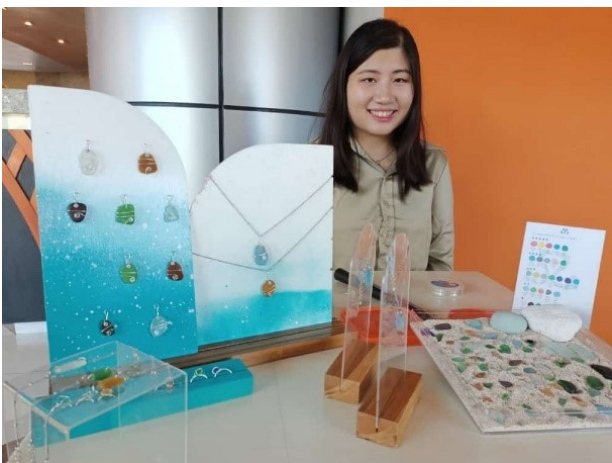
PCU does not currently have a unit for processing inorganic waste. This waste is sent to the final disposal site. Some types of inorganic waste that can still be recycled, such as plastic bottles and glass, are separated by campus cleaning staff and handed over to plastic waste management authorities.



PCU's waste bin

Products from Reclaimed Materials and Their Packaging

PCU has a 'Compost House' where organic waste collected is processed into compost fertilizer. In addition to fertilizing plants at PCU, this compost fertilizer is distributed free of charge to those in need. In fulfilling its commitment as a green campus, PCU integrates sustainability principles into research and community service. Some examples include:



- Utilization of glass waste for jewellery. Above is an image of interior design students managing glass waste found on beaches to process into jewellery such as necklaces, bracelets, and rings.



- Utilization of mask waste for furniture. Above is an image of interior design students managing used mask waste in accordance with mask management standards, to be used in making decorative bedside lamps and stools (seating that can also serve as a table).

- Utilization of solid waste for furniture. PCU lecturers and interior design students repurpose university solid waste into furniture (reuse), such as display racks, cabinets, chairs, and benches. These products have been distributed free of charge to 21 schools in Surabaya. Below is an example of solid waste utilization for furniture.



- Utilization of coffee grounds waste as natural textile dye. Below is an image of PCU Visual Communication Design students utilizing coffee grounds waste to create natural textile dyes by dividing them into three types: pure coffee grounds, coffee grounds mixed with secang (caesalpinia sappan wood fibers), and coffee grounds mixed with turmeric.

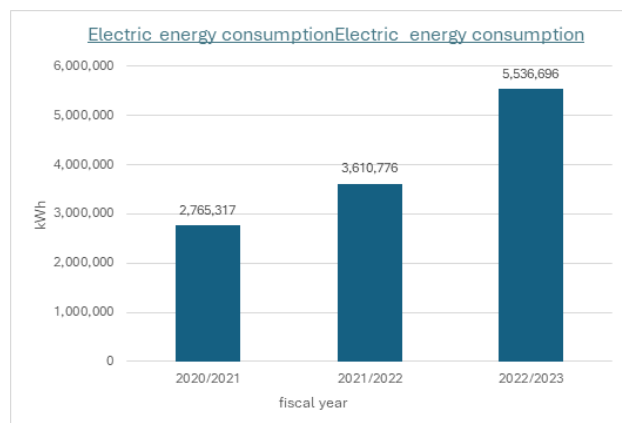


- Utilization of HDPE plastic waste for handicrafts. PCU Visual Communication Design students recycle HDPE plastic waste with wood material to create eco-friendly handicrafts such as pencil cases, small drawers, wooden frames, and desk organizers.



ENERGY CONSUMPTION WITHIN THE ORGANIZATION [GRI 302-1]

PCU has made several efforts to improve the efficiency of electricity use in campus operations. This includes replacing environmentally friendly electronic equipment and classrooms with smart systems. The replacement is being done gradually over the coming years. The total electricity consumption in 2022/2023 was 5,536,696 kWh or 19,932 Gigajoules for lighting, electronic equipment, cooling, and laboratory equipment. The efficiency measures taken have not yet had a significant impact on electricity use in 2022/2023. This is evident in the gradual increase in kWh by 31% in 2021/2022 and 53% in 2022/2023. However, this increase is due to administrative and academic activities returning to campus after the pandemic. [GRI 302-3, GRI 302-1].



ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

[GRI 302-2]

Direct measurement of energy used by suppliers or partner companies has never been conducted by PCU. Only the energy usage generated by public transportation used by campus residents is calculated.

REDUCTION OF ENERGY CONSUMPTION & REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES





[GRI 302-4] [GRI 302-5]

Currently, energy efficiency is one of the crucial aspects for PCU in solidifying its steps towards becoming a 'Green Campus.' Several programs, activities, and campaigns have been carried out, as listed below:

- Installation of fingerprint access key for classrooms at PCU. Through these access-key, all electrical equipment will turn on if activated by the lecturer at the start of lectures and will automatically turn off when no longer in use. This is to ensure that no energy is wasted due to negligence in turning off electrical equipment.
- Replacement of old light bulbs with environmentally friendly LED bulbs periodically in all rooms.
- Replacement of old air conditioners with VRV (Variable Refrigerant Volume) and inverter AC systems, which can save electricity consumption and are more environmentally friendly.
- Street lights with solar cells to reduce electricity usage.
- Green campus campaign to raise awareness among all campus residents about the importance of taking action to save the earth through small impactful actions, one of which is energy conservation.

Below are the achievements towards the replacement of environmentally friendly electronic devices.

Achievement of Equipment Conversion for Energy Efficiency/Saving at PCU 2022/2023

EQUIPMENT	Total Count Before Conversion	Total Count After Conversion	Conversion Percentage (%)
 Classroom Access Key	141	108	76.60
 Light Bulbs	10710	5185	48.81
 Air Conditioning	1337	254	19.00
 Street Lights	141	80	56.77

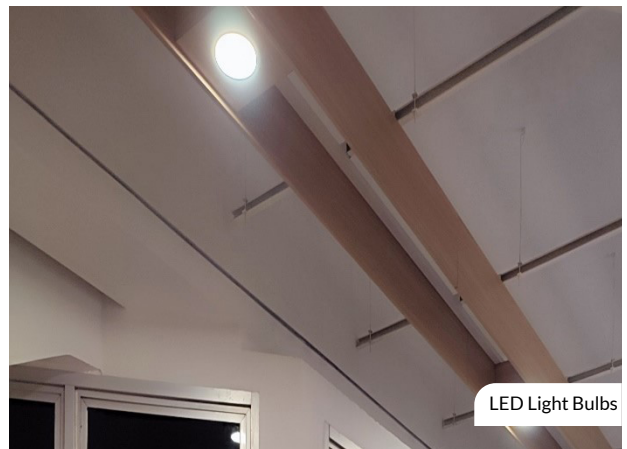
PCU remains committed to achieving completion in the coming years.



Classroom access key



Solar-Powered Street Light



LED Light Bulbs

INTERACTIONS WITH WATER AS A SHARED [GRI 303-1]

In its daily operational activities, PCU uses three water sources: tap water (PDAM), rainwater, and treated water from the Sewage Treatment Plant (STP). This is done to reduce the use of groundwater. Rainwater is collected through channels placed on the roofs of buildings and then directed to water treatment tanks (STP), along with water from toilets. The water produced by the STP is reused for non-potable uses, such as watering plants, toilets, and urinal flushing. Currently, PCU has two special rainwater storage tanks, each with a capacity of 7.5 m³. To further increase efficiency in water use, PCU pays attention to the types of faucets used.

Manual rotary faucets are gradually being replaced with automatic faucets. Currently, PCU uses two types of automatic faucets: those with infrared sensors and press/self-closing faucets. PCU is aware that replacing 100% of the manual rotary faucets is not feasible. This is due to the persisting need for manual rotary faucets in some locations, especially for taking water with a larger and more consistent flow, such as for watering plants by janitorial staff. However, PCU remains committed to minimizing the number of manual rotary faucets and controlling their presence in specific locations, while using automatic faucets elsewhere.

PCU Water Faucets Conversion 2022/2023

	Conversion Amount
Manual Rotary Faucet	284 47,33 %
Self-Closing Faucet	278 46,33 %
Sensor Faucet	38 6,33 %
Total	600



MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS

[GRI 303-2]

The Sewage Treatment Plant (STP) owned by PCU uses an ozone system, where wastewater from toilets, urinals, cafeteria sinks, and rainwater is converted into water suitable for reuse for non-potable use such as watering plants, handwashing, and flushing toilets. In fact, the water is safe to be discharged back into the surrounding environment.



Water treatment is not only carried out on water used for operational activities but also on water specifically used by the clinic [306-2]. The wastewater produced is treated with a Water Treatment System provided and regularly maintained by PT. Bersama Inti Karya, a registered company, to prevent water from polluting the environment when discharged into the drainage system.

WATER WITHDRAWAL

[GRI 303-3]

PCU uses 3 water sources for its operational activities: tap water (PDAM), rainwater, and treated water from the STP. In 2022/2023, a total of 27,997 m³ of water from PDAM was used by PCU. This amount represents an increase of 10.77% from the previous budget year, which was 25,275 m³. This increase is due to administrative and academic activities

being fully active again after the Covid-19 pandemic. The amount of treated water used from the STP varies each year. On average, it ranges between 6000-8000 m³ each year. The amount of water treated by the STP has saved 17%-25% of the total water requirement each year.

WATER DISCHARGE

[GRI 303-4]

The total water discharged into the drainage system in 2022/2023 was 22,752 m³. Regarding water discharge, PCU has obtained a permit to discharge water into the water channel from the Surabaya City Environmental Agency with letter number 660.31/1722/436.7.12/2019, with a maximum amount of 76 m³/day or 27,740 m³/year.

Wastewater Quality Standards for Domestic Wastewater

Parameter	Unit	Maximum Concentration
pH		6,0 - 9,0
BOD	mg/L	30
COD	mg/L	100
TSS	mg/L	30
Oil and Grease	mg/L	5
Ammoniac	mg/L	10
Total Coliform	Total/ 100 mL	3000

WATER CONSUMPTION

[GRI 303-5]

The total water consumed in the UK Petra environment in 2022/2023 was 27,997 m³ - 22,752 m³ = 5,245 m³.

OPERATIONAL SITES THAT ARE OWNED, RENTED, MANAGED, OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

[GRI 304-1]

The commitment as a green campus has driven PCU to preserve biodiversity through tree planting actions that have been ongoing since 2011. PCU also utilizes open land to create gardens with several trees. These trees are well-maintained, and currently, there are 41 tree species greening the campus area. These trees include:

No.	Name of Trees and Flowers
1	Sono
2	Mauni
3	Bisbol
4	Kenitu
5	Gayam
6	Beringin
7	Beringin Dolar
8	Pule
9	Sepatu Dea
10	Flamboyan
11	Waru
12	Mangga
13	Jambu Air
14	Salam
15	Murbai
16	Glodokan
17	Tabebuya Merah
18	Tabebuya Kuning
19	Kamboja
20	Palem Merah
21	Palem Weregu

No.	Name of Trees and Flowers
22	Palem Putri
23	Palem Hijau
24	Palem Kuning
25	Pinang Sepuluh
26	Bougenfil
27	Serut
28	Suko
29	Melati
30	Lee Kwan Yu
31	Lidah Mertua
32	Sirih Gading
33	Bambu Jepang
34	Kencana Ungu
35	Sri Gading
36	Bromolia
37	Agave
38	Tales Senthe
39	Kana
40	Bunga Sepatu
41	Sri Rejeki Beras Kuta

Not only providing shade, these trees also serve as homes for animals such as birds living around the campus. Some PCU buildings also provide a safe home for these animals without any disturbance. In addition to the gardens, PCU also has ponds inhabited with various types of fish and turtles.



PCU Commenced Tree Planting Initiative in 2011



Turtles and Fish at University Pond

SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY

[GRI 304-2]

There are no campus operational activities that have a negative impact on biodiversity, which has habitats both inside and outside the campus.

PROTECTED OR RESTORED HABITAT

[GRI 304-3]

There are no campus operational activities that have a negative impact on biodiversity, which has habitats both inside and outside the campus.

IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

[GRI 304-3]

The bird habitats in the trees and buildings at PCU are formed naturally without any intent to make these animals pets. Many of the birds nesting around the campus are of the species *Passer domesticus*, which is classified as least concern (LC), as are the Common Mud Turtles in the PCU ponds. None of the plants or animals are classified as vulnerable or endangered.

DIRECT (SCOPE 1) GHG EMISSIONS & GHG EMISSION REDUCTION

[GRI 305-1] [GRI 305-5]

PCU has recently begun calculating the emissions generated by vehicles entering the campus. This falls under GHG scope 1. Recognizing the impact of vehicle emissions on the campus, PCU provides buses operating at several pickup points in West and East Surabaya to reduce the use of vehicles and consequently decrease carbon dioxide emissions and traffic congestion. In addition, UK Petra also offers the “nunut” application, facilitating students to share one vehicle for multiple individuals, both to and from the campus. These measures are necessary due to the currently limited parking capacity.



NUNUT application launching

Parking Lot Occupancy

	Parking Capacity for Cars	Parking Capacity for Motorcycles	Occupancy Rate for Cars (%)	Occupancy Rate for Motorcycles (%)	Occupancy for Cars	Occupancy for Motorcycles
January	546	1564	61,67	74	337	1157
February	546	1564	61,67	74	337	1157
March	546	1564	76,25	96,67	416	1512
April	546	1564	76,25	96,67	416	1512
May	546	1564	76,25	96,67	416	1512
June	546	1564	76,25	96,67	416	1512
July	546	1564	61,67	74	337	1157
August	546	1564	61,67	74	337	1157
September	546	1564	76,25	96,67	416	1512
October	546	1564	76,25	96,67	416	1512
November	546	1564	76,25	96,67	416	1512
December	546	1564	32	40	175	626
Total					4436	15838

During semester breaks, the vehicle occupancy rate decreases significantly, and student buses are not operational. The carbon gas emissions generated by vehicles entering the campus in 2022/2023 amounted to 2,272,159.97 KG of CO₂, equivalent to 2,272.16 metric tons of CO₂.

CO₂ Carbon Emissions from Vehicle Usage at PCU

No.	Type of Vehicle	Number of Unit	Carbon footprint per year	Carbon Emission KG CO ₂	Scenario
1	Car	4436	146,33	649.119,88	Distance: 10 km Capacity: 4 people Working days: 5 / week
2	Motorcycle	15838	102,43	1.622.286,34	Distance: 10 km Capacity: 2 people Working days: 5 / week
3	Bus	2	251,25	502,5	Distance: 50 km Capacity: 32 people Working days: 5 / week
4	New bus (It has only been operating for 4 months)	2	83,76	167,52	Distance: 50 km Capacity: 32 people Working days: 5 / week
Total				2.272.076,24	

Calculation Source: lindungihutan.com

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

[GRI 305-2]

The calculation of emissions generated by the electricity consumption of electronic products used by the university is 3,450,911.88 KgCO₂, obtained from the following calculation:

Total kWh in 2022/2023 = 5,536,696 kWh

Carbon intensity of Indonesia in 2022* = 0.62328 KgCO₂/kWh

Total emissions = 5,536,696 x 0.62328 = 3,450,911.88 KgCO₂

*Source: <https://ourworldindata.org/>

ENERGY OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

[GRI 305-3]

Calculation of greenhouse gas emissions indirectly produced by suppliers or partners has not been conducted.

GHG EMISSION INTENSITY

[GRI 305-4]

The calculation of greenhouse gas emission intensity per unit of revenue has not been conducted.

GHG EMISSION REDUCTION

[GRI 305-5]

Some of the measures undertaken by PCU to reduce carbon emissions include:

- Providing buses in West and East Surabaya to transport students to campus, reducing the use of private vehicles.
- Providing the "nunut" application for students. Through this application, students can share the use of a vehicle with more than one person, who have the same destination both to and from campus. This reduces the number of vehicles entering the campus.
- Providing safe bicycle parking spaces to encourage students and staff to use bicycles as a mode of transportation to campus.
- Campaigning for the use of stairs instead of elevators to promote energy efficiency.
- Replacing regular lights with LED lights, which are more environmentally friendly.

EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

[GRI 305-6]

Measurement of emissions of ozone-depleting substances resulting from operational activities has not been conducted.

NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

[GRI 305-7]

PCU conducted measurements of Nitrogen Oxides (N₂O) and Methane (CH₄) emissions resulting from the use of electricity in electronic equipment over one year, as follows:

N₂O:

Total kWh in 2022/2023 = 5,536,696 kWh
Emission factor KGN₂O/kWh = 0.00000876813
GWP (Global Warming Potential based on IPCC) = 273
Total N₂O emissions resulting from electricity use:
 $5,536,696 \times 0.00000876813 \times 273 = \mathbf{13,253.19 \text{ kgCO}_2\text{eq}}$

CH₄:

Total kWh for the year 2022/2023 = 5,536,696 kWh
Emission factor KgCH₄/kWh = 0.00001594341 kgCH₄/kWh
GWP (Global Warming Potential based on IPCC) = 28
Total CH₄ emissions resulting from electricity use:
 $5,536,696 \times 0.00001594341 \times 28 = \mathbf{2,741.67 \text{ kgCO}_2\text{eq}}$

WASTE AND MANAGEMENT OF WASTE-RELATED IMPACTS

[GRI 306-1 and 306-2]

The waste generated by PCU in its operational activities does not pollute the environment. Non-hazardous waste (Non-B3) is processed independently through the 'Compost House' to produce compost for campus plants and the surrounding community. Plastic waste is segregated by cleaning staff for recycling. Hazardous waste (B3) generated by PCU comes from the solid waste of the PCU clinic and mask

waste produced during the pandemic. A total of 120 kg of solid waste was generated in 2022/2023, which was handed over to PT. Triata for proper management to prevent environmental pollution. Wastewater from the clinic is regularly monitored through lab tests to ensure that the Wastewater Treatment Plant outlet functions properly and does not pollute the environment.

WASTE GENERATION AND WASTE DIVERTED FROM AND TO DISPOSAL

[GRI 306-3] [GRI 306-4 and 306-5]



PCU Compost House

Specific calculations of the composition of non-hazardous (Non-B3) and hazardous (B3) waste in kilograms have not been conducted. Waste calculations are based on volume or waste transportation to final disposal or composting facilities. In 2022/2023, the average amount of non-recyclable waste distributed to final disposal was 976 m3. Additionally, 180m3 of organic waste were recycled independently and processed into 22,988 kilograms of compost, divided into 3,284 bags. These compost bags were distributed free of charge to surrounding campus residents in need and for fertilization within the campus area.



Fertilizing plants using compost

SELECTION OF NEW SUPPLIERS USING ENVIRONMENTAL CRITERIA AND IMPACTS IN THE SUPPLY CHAIN

[GRI 308-1] [GRI 308-2]

In determining and evaluating suppliers, PCU does not currently have specific criteria assessing environmental impacts or the extent of pollution generated by the business activities of these suppliers. Although there are currently no reports regarding environmental pollution, PCU will carefully consider this aspect in the future.



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EMPLOYEE RECRUITMENT AND REPLACEMENT

[GRI 2-7; GRI 401-1]

The development of Human Resources (HR) at PCU is carried out seriously through a consistent recruitment process for lecturers, education staff, laboratory staff and technicians in each work unit, as an effort to implement optimal quality management. The recruitment process for lecturers and educational staff at PCU is carried out in accordance with established mechanisms, including a strict and comprehensive evaluation process, to ensure that the lecturers and teaching staff recruited are of good quality and meet the qualifications set out in Rectorate's Decree No. 079/Kept/UKP/2003 concerning the Recruitment Process for New Employees at Petra Christian University.











In the employee selection process, PCU provides same and equal opportunities to the best individuals from all backgrounds to contribute and work at PCU, regardless of gender, race or other discrimination factors [GRI 406-1]. In its operations, PCU does not employ individuals under 18 years of age (child labour). This is in order to uphold human rights and to comply with the established convention by the International Labor Organization (ILO) regarding Human Resources in eliminating underage labour [GRI 408-1].

PCU's employee recruitment done in a transparent and fair manner, with reference to the following regulations:

- Law on Higher Education No. 12 of 2012
- PERMENDIKNAS RI no. 19 of 2011 concerning Guidelines for Determining the Equivalence of Foreign University Diplomas with Indonesian University Diplomas and Degrees.
- Regulation of the Minister for Empowerment of State Apparatus and Bureaucratic Reform Number 17 of 2013 concerning Academic Level of Lecturers and Their Credit Points.

- Petra Christian University Statute No. 001/Per/YPT-K/I/2022
- Decree of the Petra Christian University Board of Trustees No. 05/Kept/YPTK/II/98 concerning University Organization and Work Procedures
- Rector's Decree No. 079/Kept/UKP/2003 concerning the Recruitment Process for New Employees at Petra Christian University
- Decree of the Petra Christian University Board of Trustees No. 35/Kept/YPTK/X/85 concerning Basic Regulations for Petra Christian University Personnel yo Petra Christian University Board of Trustees Decree No. 62/Kept/YPTK/VII/2004 concerning Addendum to Changes to the Basic Civil Service Regulations at Petra Christian University [GRI 408-1]
- Decree of the Rector of Petra Christian University No. 53/Kept/UKP/1998 concerning Rank Regulations for Petra Christian University Employees
- Petra Christian University Board of Trustees Regulation No. 006/Per/YPTK/XII/2023 concerning University Staff Salaries
- Petra Christian University Employee Handbook year 2023
- Petra Christian University Board of Trustees Decree No.127/Kept/YPTK/IX/2014 concerning Petra Christian University Doctoral Program Study Regulations
- Petra Christian University Board of Trustees Decree No. 002/Kept/YPTK/I/2011 concerning Educational Allowances
- Rector's Decree No. 211/Kept/UKP/1986 concerning Regulations for Dismissal of Petra Christian University Employees

Employee Turnover Table

Cause	2023	2022
Resignation	9 	11 
Pension	8 	10 
Death	4 	3 
Indiscipline Violation	0 	0 
Total	21 	24 
Turnover Ratio	6,73%	7,74%

EMPLOYEE TURNOVER

[GRI 401-1]

During 2023, there are 21 PCU education staff and lecturer's turnover, with 8 people entering retirement age, 9 people resigning and 4 people passing away in details. Based on this data, the overall employee turnover ratio of PCU in 2023 is 6.73%.

EMPLOYEE REMUNERATION SYSTEM

[GRI 401-2]

Based on Decree Number 006/Per/YPTK/XII/2023 on university salary regulations, Decree Number 16/Kept/YPTK/II/2006 on lecturer benefits as well as administrative or support staff benefits, the calculation of remuneration components is grouped into structural officials, lecturers and educational staff. PCU has numerous schemes to reward its academic staff for their job performance. First, there is a

monthly reward that corresponds to the staff's salary status and workload group status, where lecturers in Group I will additionally receive overload if their credit points exceed the minimum 12. Second, holiday overload, given out at the end of each year (Christmas) and the thirteenth salary which is given every April. Third, there is also the annual performance-based salary, called Bonus Indeks Kinerja Pegawai.

MATERNITY LEAVE

[GRI 401-3]

Regulations regarding working time and the provision of leave facilities for PCU employees have been determined in Circular Letter of Petra Christian University No. 1281/UKP/2017 concerning The Usage of Attendance Data as a Base of Salary Realization. These regulations state that PCU employees are required to work for at least 40 hours per week for educational staff, and for lecturers the required at-

tendance hours are according to the lecturer category. PCU employees receive maternity leave facilities as regulated by Petra Christian University Board of Trustee Decree No. 480/Kept/UKP/99 concerning Employee Leaves. Employees can apply their leave online via <https://sim.petra.ac.id>. The approval process by superiors is also carried out online.

WORK HEALTH AND SAFETY (K3) MANAGEMENT SYSTEM

[GRI 403-1; GRI 403-2; GRI 403-7; GRI 409-1]

PCU is committed in ensuring the health and safety of the entire PCU academic community. It is done through several efforts, such as implementing various regulations governing occupational health and safety aspects at PCU, providing health insurance for all academic members, as well as providing accessible health facilities to the entire academic community.

PCU always prioritizes Work Health and Safety (K3) aspects for all employees by referring to the Standard Operating

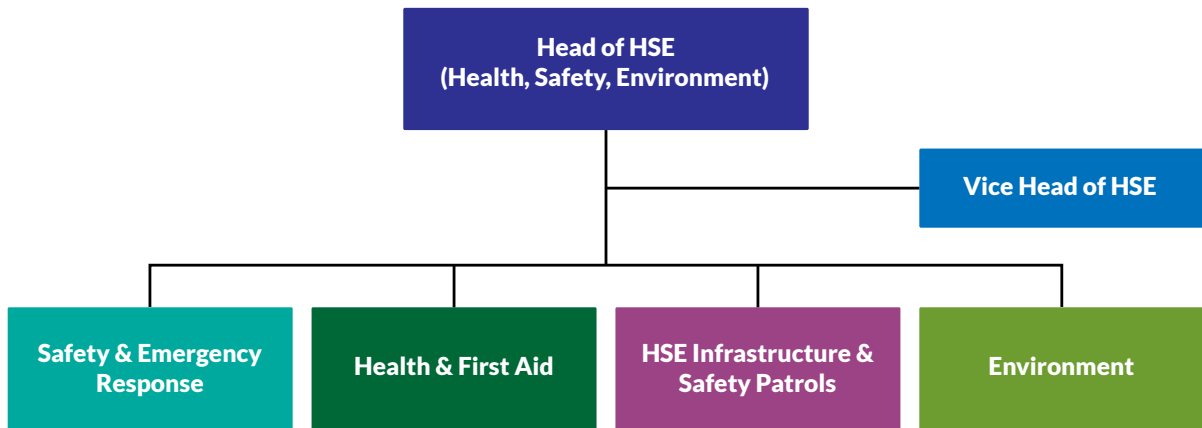
Procedure (SOP). PCU's working schedule based on 1281/UKP/2017 concerning The Usage of Attendance Data as a Base of Salary Realization, always referring to and aligning with applicable employment regulations. As for regulations regarding employees who work outside normal working hours, this has been agreed upon by PCU management and employee representatives in order to fulfil Health, Safety, Environmental Excellence. [GRI 409-1]

OCCUPATIONAL HEALTH AND SAFETY (OHS) ORGANIZATION

[GRI 403-1; GRI 403-7]

Academics and employees are very important for PCU. PCU implements an OHS management system to prevent work-related injuries. This activity is managed by the Campus Service and Maintenance Unit (UPPK), Campus Security Unit (UKK) and Pratama / Primary Clinic. PCU through the Campus Service and Maintenance Unit (UPPK) ensures that the campus environment is safe and healthy for all civitas.

PCU's K3L Management Organizational Structure



One of HSE staff already participated in Occupational Safety and Health Norms training held by Director General of Labour Inspection Development and Occupational Safety. K3L at PCU is organized into 4 (four) areas:

- Safety and Emergency Response Sub-Sector
- Health and First Aid Sub-Sector
- HSE Infrastructure and Safety Patrols Sub-Sector
- Environment Sub-Sector

PCU's Campus Service and Maintenance Unit (UPPK) provides several supporting facilities inside campus environment. In correlation with the Covid-19 pandemic, the university supports prevention efforts by providing hand washing facilities and providing sanitation in several places on campus.



hand washing sink facilities to prevent Covid



Hand sanitizer

RISK MITIGATION SOP

[GRI 403-1; GRI 403-7]

Type of Standard Operating Procedure (SOP)	Risk Mitigation
Emergency Service Quality Procedures Document No. PM03-UKK-UKP	This provides guidance on what needs to do during abnormal events (for example accidents, loss, theft, fights, unsafe conditions/actions) and emergencies, for example terror bombs, threats of infiltration and sabotage, fires, natural disasters, riots/demonstrations. This guide follows the ISO 9001:2015 standard.
Work Instructions for Using Hydrant Fire Extinguisher Document No. IK2	Instructions for Using Hydrant Fire Extinguisher. Risk mitigation prevents fires from getting bigger
Quality procedures for B3 Solid Medical Waste Processing (Hazardous and Toxic Materials)	<p>Instructions regarding permanent procedures for collecting, storing and processing medical waste at Pratama / primary clinics. This procedure is prepared by following Republic of Indonesia Regulation Number 18 of 1999 and ISO 9001:2015 Clauses 8.1, 8.5.1</p> <p>Risk mitigation: Prevent the accumulation of solid medical waste in the Pratama / primary clinic area for more than 3 months</p>

OCCUPATIONAL HEALTH SERVICES

[GRI 403-3; GRI 403-6; GRI 403-8]

Based on Petra Christian University Board of Trustee Circular Letter No. 312/YPTK/VII/2017 yo 738/YPTK/XI/2018 concerning Employees Health Fund, PCU employees are provided with protection through Health Insurance and Employment Guarantee. The occupational health is provided through the Social Security Administering Agency (BPJS) Health and BPJS Employment. PCU is responsible for paying Health Insurance and Employment Security contributions as an employer, in line with the provisions of applicable laws and regulations. [GRI 403-8].

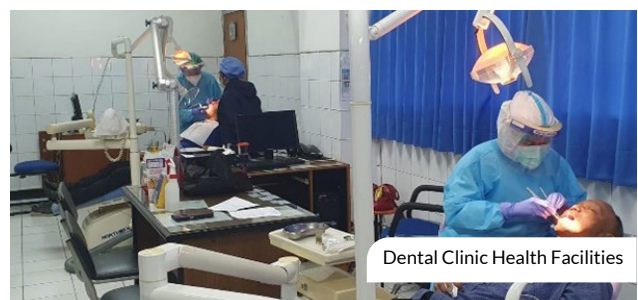
Apart from health insurance, PCU also provides Health Fund which guarantees the funds needed when the health services received by employees are not covered by BPJS. PCU subscri-

bes 80% of the Health Fund, while the rest is borne by employees.

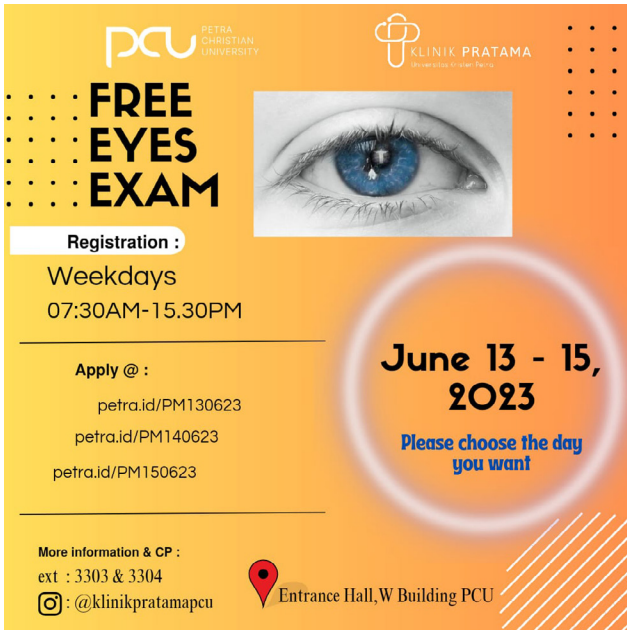
In addition, PCU provides Pratama / Primary Clinic health services in the campus environment which can be accessed by all students, lecturers, employees and the surrounding community. Members of the civitas or the academic community of PCU who suffer from health problems can receive medical treatment, free of charge. Community members and employees can also access General Clinic and Dental Clinic health services onsite by registering online first. Lecturers and employees can register service requests via <https://sim.petra.ac.id>. Moreover, there are health consultations via <https://poliklinik.petra.ac.id/> [GRI 403-3]



PCU Pratama Clinic



Dental Clinic Health Facilities



Free Eye Health Examination Service for PCU Academic Community



Free Eye Health Examination Service for PCU Academic Community

In order to improve community and employee access to health services, PCU carries out health service outreach through various media. Health service information is delivered via email to PCU students, lecturers and employees, as well as via the website <https://poliklinik.petra.ac.id/> and Instagram @klinikpratamapcu . Basic health services provided to the community and community include: general clinic, dental clinic, medicine services, medical consultations and medical education. [GRI 403-6; GRI 403-8]



Health Socialization for PCU Academic Community

WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

[GRI 403-4]

PCU provides consulting services for all academics and employees. Those services include student counselling services through the Personal Counselling and Development Centre (PKPP) and career counselling service managed by the Career Centre.

Centre for Counselling and Personal Development (PKPP)

Centre for Counselling and Personal Development (PKPP) is a unit which provides students consultations for issues regarding their studies, both academic and non-academic. Students may come directly to PKPP on their own will, or they may be directed to do so by the program in which they majoring in. The counselling service can be accessed online or onsite by appointment in advance. Depending on the counselling result, the first appointment could be followed by sub-

sequent meetings. Services provided include:

- Personal Counselling
- Academic Counselling
- Social Counselling
- Family Counselling
- Interest Talent Counselling

Apart from counselling activities, PKPP also facilitates improving students' mental health by providing lecturers/employee through workshops with the theme "What should I do when they cry for help - training in skills to help students with mental health issues and special needs".

Additionally, PCU provides daycare to accommodate staff and faculty who are working mothers, so they can leave their children in safe hands while they work on campus.

EMPLOYEE COMPETENCY EDUCATION AND TRAINING

[GRI 403-5; GRI 404-2]

As an Educational Institution, PCU always strives to improve employee productivity by involving them in occupational health and safety (K3) training. In 2023, K3 training can also be accessed online and interactively via PetraVerse <https://student.petraverse.id/login/>. In general, this training is provided to employees at no cost and is mostly carried out on working days and hours. Training materials are delivered in Indonesian.

In 2023, PCU held a workshop on ALKES Sterilization Management according to Accreditation standards. This activity, which aims to enhance staff's knowledge and ability in carrying out medical equipment maintenance actions, was attended by 12 PCU employees.

PCU also held a "Eye Health Tips in the Digital Era" webinar in the increasingly widespread use of electronic devices in multiple occasions. This activity aims to maintain the health of the academic community's eye, was attended by 37 employees and 214 students.

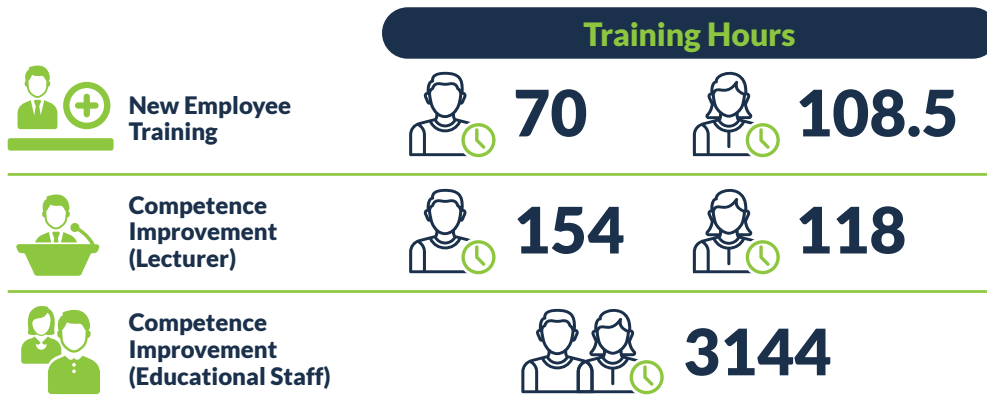
IMPROVING EMPLOYEE COMPETENCY

[GRI 404-1]

In order to improve service quality and establish organizational governance, PCU provides training to improve employee's competency. Every lecturer and educational staff have the same opportunity to access competency development training.

In the 2023 reporting year, there are competency development activities for PCU employees reported. This allows employees to provide better services and improve organizational performance.

Number of Hours for Lecturer and Staff Competency Development in 2023



NUMBER OF WORK ACCIDENTS

[GRI 403-2; GRI 403-9; GRI 403-10]

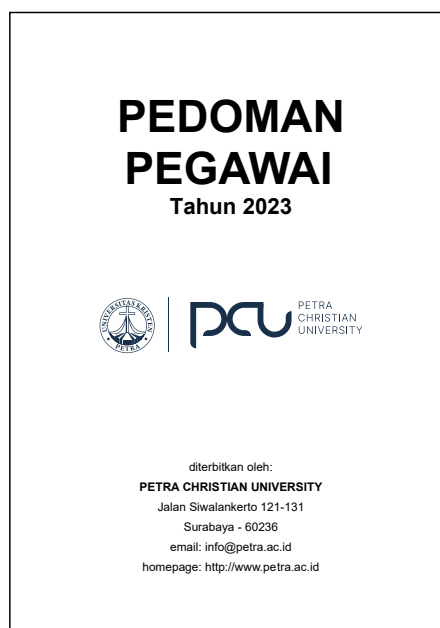
During 2023, PCU noted that there were no work accidents in the entire academic community. In order to mitigate the risk of work accidents, PCU has SOPs that provide guidance to reduce the risk of work accidents to zero accidents or to a tolerable risk level.

EMPLOYEE PERFORMANCE ASSESSMENT

[GRI 404-3]

Performance assessment of PCU lecturers and educational staff is carried out using the Integrated Resource Information System (SISTER), Performance Index of Research and Community Service (IKP2M), Balance Score Card (BSC), Strategic Performance Management System (SPMS) and Employee Appraisal Scheme (DP3). Each lecturer is given a Guidebook for Using SISTER, IKP2M, DP3 and SPMS guidelines which contain the duties, rights and obligations of lecturers. The performance assessment for PCU employees adheres to the basic provisions applied, including:

- Minister of Research and Technology Regulation no. 51 of 2017 concerning government's Lecturer Certification program
- Joint Minister of Education and Culture Regulation Number 4/VIII/PB/2014 and Number 24 of 2014 (Technical Instructions for Implementing Lecturer Credit Score Assessment).
- Minister of National Education Regulation Number 17 of 2010 (Prevention of Plagiarism)
- Guidance for Operational on Assessment of Credit Points for Academic Level Promotion / Lecture Rank, Directorate General Human Resource IPTEK and DIKTI, Ministry of Research, Technology, and Higher Education year 2019 (PO PAK 2019)
- Supplementary in Addition to Changes of Guidance for Operational on Assessment of Credit Points for Academic Level Promotion year 2019 (PO PAK 2019)
- Circular of Kemendikbud-DitjenDikti no. 04 year 2021 concerning Guidance for Operational on Assessment of Credit Points for Academic Level Promotion / Lecturer Rank year 2019
- Petra Christian University Board of Trustees Decree No. 067/Kept/YPTK/VIII/2012 concerning Performance-Based Awards



Employee Guidance for Lecturers and Education Personnel

ANTI-DISCRIMINATION POLICY [GRI 406-1]

PCU prohibits acts of discrimination in the registration and acceptance process of students and employees on campus. This treatment without distinction is treated in terms of recruitment methods, employee performance assessment, and compensation.

Students and employees have diverse ethnicities and regions of origin, including North Sumatra to Papua. PCU also has employees and students from the Eastern Region of Indonesia (KTI), for example West Nusa Tenggara, East Nusa Tenggara, North Sulawesi, Gorontalo, Central Sulawesi, West Sulawesi, South Sulawesi, Southeast Sulawesi, North Maluku, Maluku, West Papua, Southwest Papua, Mountain Papua, Central Papua, South Papua and Papua. By the end of 2023, there were no incidents of discrimination in the campus environment that were reported to the legal department.

PCU realizes that education is also a right of people with disabilities which is protected by law, therefore the PCU tries to accommodate people with disabilities within its campus. This is done by designing facilities that are friendly to people with disabilities fulfilling the shape criteria and room interior design and furniture to be accessible to all, including those with special needs. Some of the facilities provided by PCU for people with special needs include special chairs in classrooms for left-handed students, ramps for people with special needs and people on wheelchairs, a safe dropping area at each building, a parking space for those with disabilities, a map with height details that can be accessed by wheelchair users, and facilities for people with special needs in public areas such as the cafeteria. Apart from that, PCU's Library also has a special corner for the disabled.

Students with Disabilities by Faculty

Faculty	Number
School of Business and Management	2
Faculty of Civil Engineering & Planning	1

Students based on Disabilities

Disability Type	Number
Blind	1
Deaf	1
Hyperactive	1

SECURITY PRACTICES

[GRI 410-1]

In order to ensure the safety of the entire academic community, PCU has a Security Unit working 24 hours throughout the campus area. PCU assigned security staffs to patrol across areas on campus 24 hours, provides support to assist Students and lecturers to cross streets in accessing between Building. Security Unit Posts can be found at several vehicle entry and exit points, namely:

- T Building entrance
- W Building entrance
- P Building entrance
- Q Building entrance

This security effort is supported by a parking system spread across several PCU campus parking areas. Parking officers help control and maintain security in their respective parking areas. There are procedures to ensure vehicles leaving

the PCU area have parking ticket/ID card for employees. As a security measurement, PCU installed CCTV, fire alarms, fire sprinklers, fire hydrants and fire extinguishers in various corners of the campus. On top of that, there are several emergency doors on each floor that provide access to exit the building if an emergency occurs, for example when a fire occurs. PCU assigns several Exit signage to navigate students, lecturers and staffs in the emergency event, which will lead them to several Assembly Points provided. Moreover, PCU presents a safety video prior to campus events, such as graduations, conferences, and similar occasions, to instruct participants on disaster mitigation procedures. Additionally, PCU assigns numerous exit signs to guide students, lecturers, and staff during emergencies, leading them to designated assembly points.



RESPECT FOR THE RIGHTS OF LOCAL COMMUNITIES

[GRI 410-1]

During 2023 there were no incidents of PCU's non-compliance with the rights of local communities reported [GRI 411-1]. Apart from the community, other stakeholders are students, lecturers & staffs. The community satisfaction survey with PCU showed an average score of 90.19% on the Campustizen Satisfaction Index (CSI) survey involving students, lecturers and staff. The satisfaction survey was conducted to evaluate services and improve service quality to PCU stakeholders [GRI 416-2]

Category	SATISFACTION INDEX
Student Satisfaction with the University	94.34
Employee Satisfaction with the University	84.37
Student Satisfaction with the Faculty	97.19
Employee Satisfaction with the Faculty	85.26
Student satisfaction with study programs/programs	94.19
Employee satisfaction with study programs/programs	87.48
AVERAGE SATISFACTION INDEX	90.19

The Tridharma activities carried out by PCU Education community went well and did not cause any turmoil with the surrounding community. There has been a good communication mechanism in the event of a negative impact from educational, research and community service activities. PCU has good and harmonious relations with the surrounding community using family approach. **[GRI 413-2]**.

LOCAL COMMUNITY DEVELOPMENT **[GRI 413-1]**

Field of education

During 2023, PCU hold various activities with sustainability theme. This activity provides knowledge to local communities and other parties regarding related issues. There are 9 (nine) sustainability themed activities carried out in 2023 (for example seminars and workshops). The following are several activities at PCU carrying the theme:

Sustainability Theme Activities in 2023

No.	Activities
1	Sustainable Infrastructure and Business Practice for Better Future
2	Transformational Leadership in Design for Social Innovation & Sustainability
3	The 5th International Conference on Empathic Architecture
4	International Management Accounting Conference 2023 "Saving the Planet" (IMAC)
5	Boosting Company Performance Through Environmental Sustainability: The Nexus of Data Analysis, ESG and Carbon Management
6	Asian Contest of Architectural Rookie's Award (ACARA) 2023: "Naturally Circular: Circularity is the Key Step to Sustainability"
7	Circular Economy and the Emerging Opportunities
8	Petra International Business and Accounting Conference (PIBACC): Sustainability and Business Agility for Circular Economy
9	Short Course Sustainable City Destination Application

Health

To support health, PCU has sports facilities that can be accessed by the general public. For example, volleyball, basketball and football fields at Anta Field. Apart from that, general public can also take advantage of health services, for example counselling units, public clinics and the PCU dental clinic. On April and May 2023 PCU held community service activities entitled Born to Care in the form of eye examinations

and health outreach. Eye examination activities were carried out in five different locations in Surabaya, namely Medokan Semampir, Kalidami, Jemursari, Siwalankerto, and Kendangsari. Meanwhile, health outreach was attended by participants from SDN Siwalankerto 1, SDN Siwalankerto 2, and SDN Margorejo 6.

Education Improvement

In terms of education, PCU also provides support to the community. On September 5th 2023, PCU held a mini workshop entitled “Smart Mothers of Happy Children: Creating an Enjoyable Pre-school /PAUD to primary /SD Transition”. This activity, which was initiated by the PCU Library and LPPM (Institute for Research and Community Service), was held in collaboration with Tegalsari District.

Lecturers and 15 Architecture Department students creatively taught at the SMP-LB A YPAB Special School, Surabaya, Indonesia. And they also perfected the Wayfinding and SLB design for people with disabilities at tourism spot.

A team of lecturers and 34 students from Indonesian language course/subject held an anti-verbal bullying educational project assistance activity for SD Nurul Anwar, Surabaya, East Java, Indonesia.

Problem Project based Learning in learning 4 anti (anti-tolerance, anti-bullying, anti-corruption, anti-sexual violence) by lecturers and 33 students with CSR partners in the business Education sector, located at the North Surabaya State School, East Java.

Lecturers and 53 students held anti-corruption learning activities located at elementary schools in North Surabaya (Al Ihsan Elementary School, MI Mutiara Bunda, Al Istiqomah Elementary School, Triguna Bhakti Elementary School) through Indonesia Sejahtera Barokah Foundation (YISB), North Surabaya, East Java.

Lecturers and 15 Architecture Department students creatively taught at the SMP-LB A YPAB Special School, Surabaya, Indonesia. And they also perfected the Wayfinding and SLB design for people with disabilities at tourism spot.



PCU supports a joyful transition from pre-school to primary school

Nature Conservation Assistance

PCU also takes part in environmental preservation by holding the 2023 Green Festival. This activity is in collaboration with Siwalankerto Sector, PKK Siwalankerto and Siwalankerto Community Health Centre. In this activity, participants, who are members of the Siwalankerto community were given training in aquaponic cultivation and a green exhibition.

Basic Services Improvement Access

PCU through its Community Outreach Development (COP) program involves lecturers and students to carry out community service activities. This activity, carried out together with foreign students from the International Christian University in Japan, supports the community in obtaining basic services by:

- Building toilets at the Dilem village office
- purifying water from the main tank and improving the storage tank in Kebontungul Village

Disadvantaged Students' Admission

PCU has a policy in supporting disadvantaged students in student admissions by providing scholarships. This scholarship is awarded based on family's economic background criteria in accordance with applicable regulations.

Lecturers and 25 students of Civil Engineering Department empowered communities during the clean water crisis that hit during 2023 El Nino period in remote areas, the coast of Tegal Sari Dukuh Kupang, Jabon District, Sidoarjo Regency, East Java. This activity is carried out for Nurul Ismiati SME community with seaweed, fish, shrimp & crab cultivating business sector.

Socialization and SME's Quality Improvement

A team of Accounting students and lecturers provided support in preparing a financial reporting system for one SME car workshop / automotive garage in Surabaya using Ms Excel.

A team of lecturers and 62 students from the Business Accounting Program implemented the Accounting Information System for SMEs and Churches in various locations. This activity is a concrete manifestation of the Business Information Systems course/subject.

Information management systems implementation activities for forecasting in The Amor Bakery community, guided

by lecturers and attended by 6 students from the Management Information Systems course/subject from International Business Management program. The target is productive partners (IRT/SMEs) in culinary business sector in Jemursari, Pasar Atom and ITC, Surabaya, East Java.

Mini Inventory Management System activities held by International Business Management program run by lecturer and 6 students who focused on cake ingredient trading business sector in the CV Tirta Lestari community located on Jalan Kenjeran, Surabaya, Indonesia.

Other Local Community Empowerment

The team of lecturers and 150 students have carried out activities to improve Community Performance through social media held by the Department of General Studies Department, especially in Digital Leadership course which was conducted for various communities in East Java.

The Architecture Department has carried out art planning in Mojotrisno Village. This activity is in collaboration with local government partners (agencies) in the mentoring business sector.

Basic Chinese language and Chinese culture assistance for Dorkas Porong Orphanage in 2023 located in, Juwet, Juwetkenongo, Porong district, Sidoarjo Regency, East Java by a team of lecturers and 40 Chinese Department students.

Lecturers and 4 Electrical Engineering students assisted in making electrical drawings for Church at GKT Nirwana which is located on Jl. Raya Wonorejo Permai, Surabaya.

The team of lecturers and 47 students from the Fashion and Textile Design program provided training and created innovative woven fashion products at the Wastra Center located in Mojotrisno Village, Mojoagung, Jombang, East Java.

Lecturers and 7 students from the Interior Design Department developed a moveable display located in Putat Jaya Village, Kampung Dolly, Surabaya, East Java.

A team of lecturers and 90 students from the Interior Design Department carried out branding implementation in the interior design and local brand commercial spaces O, Sukolilo, Surabaya.

Lecturers and 10 Architecture Department students have held a Cultural and Chess literacy studio design development activities for the Lentera Kasih Institute community located in Petak Pacet Village, Mojokerto district, East Java, Indonesia.

NEGATIVE SOCIAL IMPACTS IN SUPPLY CHAINS**[GRI 414-2]**

PCU is an institution that operates in higher education services which produces graduates (experts). Thus, PCU's supply chain consists of educational and research activities. In holding new student admission selection, PCU implements efforts to prevent cheating during the admission test. The special admission test in which uses English is carried out online via software equipped with cheating prevention features.

Procurement of goods and services at PCU is centralized, this makes it easier to control. The procurement follows applicable provisions and procedures designed to prevent fraud or gratification from suppliers. Payment to suppliers is made via bank transfer. In 2023, there are no fraud or bribery related for procuring goods and services or selecting new students process. Thus, there were no corrective actions that had a negative social impact in the PCU supply chain in this reporting year **[GRI 414-2]**

POLITICAL CONTRIBUTIONS [GRI 415-1]

As a Higher Educational Organization, PCU is obliged to be neutral and not to take sides or be affiliated with any particular political party. During 2023, there are no political activities, for example general elections, and no financial or in-kind donations will be distributed directly or indirectly to related parties.

CUSTOMER TRUST [GRI 416-1; GRI 416-2; GRI 417-1; 417-2; GRI 417-3]

Customer satisfaction surveys for PCU products show that people are satisfied and confident with the products provided. In 2023, PCU conducted a Campustizen Satisfaction Index (CSI) survey on service products showing a score of 90.19. Meanwhile, the score is 95.69 when viewed from students as service customers. Service components that received good ratings were campus security; ease of procedures/service procedures; speed of service time; Concern for the entire academic community, Speed of service from administrative staff, apart from TU/laboratory staff from Pro-

grams/Department/Faculty, General Subject Department (DMU) Services, Career Centre Services, Polyclinic Services also included. [GRI 416-1]

Apart from that, a survey of graduate users conducted in 2023 also showed satisfactory results. Aspects that received a good assessment were integrity (ethics and morals), teamwork, self-improvement, this can be seen in the following figure:



PCU PETRA CHRISTIAN UNIVERSITY

Graduate User Survey 2023 (0-4 Scale)



**INTEGRITY
(ETHICS AND
MORALS)**

SCORE
3.66



TEAMWORK

SCORE
3.52



**SELF-
IMPROVEMENT**

SCORE
3.40



**INFORMATION
TECHNOLOGY
SAVVY**

SCORE
3.38



**EXPERTISE
ON THE FIELD
(PROFESSIONALISM)**

SCORE
3.32



**COMMUNICATION
SKILL**

SCORE
3.29



**ENGLISH
PROFICIENCY**

SCORE
3.17

Product and Impact Assessment

PCU's product consist of academic and non-academic products. Academic products are graduates (experts) and innovative work. Meanwhile, non-academic products consist of the PCU business unit PT Lentera Edukasi Global, Petraverse products which are used to support PCU's internal academic activities and external parties.

PCU's graduate products (experts) work in accordance with the field of science pursued in undergraduate, master's or doctoral programs. PCU graduates are also supported by professional certification education to improve quality and prepare them to enter the world of work. This educational certification is carried out by the Continuing Education Cen-

tre (CEC) by covering various areas of expertise that can support graduate competencies to be able to compete at national and international levels. **[GRI 417-1; GRI 417-2]**

The innovative work of every PCU community provides benefits for society and industry in resolving social, economic and environmental situations. For example, QAConnect is a system for Quality Assurance. This product has been used by university partners. **[GRI 417-1; GRI 417-2]**.

Throughout 2023, there are no complaints or claims regarding PCU's academic or non-academic products. Both graduates and PCU's innovative work received positive responses from the community **[GRI 416-2]**.

MARKETING COMMUNICATIONS

[GRI 417-3]

PCU communicates the marketing of its products, both academic and non-academic, through online media. Academic communication regarding academic products includes selection phase & process for student admissions, scholarship information, aimed at the community which has prospective new students, parents, and school officials. Information on admission routes, types of entrance selection tests and schedules, study fees, requirements and procedures for reg-

istering new students can be accessed on the official PCU website at the link <https://www.petra.ac.id/admission> while <https://registration.petra.ac.id/login> is a registration site for prospective students where they need to create a new user to be able to login / access it. Public can also access information about their intended study program at <https://petra.ac.id/program>.

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SDG and GRI MAPPING

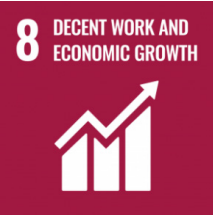
SDGs Goals	Target SDGs		Standard Relevance GRI	GRI Indicators	Programs/Activities
	No.	GRI Indicator			
 <p>End poverty in all its forms everywhere</p>	1	Access to quality education for the poor (economically disadvantaged).	GRI2: General Disclosure; GRI 413: Local Communities	201; 413	PCU provides scholarships for students from economically weak families. In addition, without distinction of economic ability, PCU also gives appreciation to successful students. The number of scholarships distributed in 2023 is IDR. 9.6 billion.
	2	University business innovation program for students	GRI2: General Disclosure; GRI 413: Local Communities	201; 413	PCU has an innovation centre that helps develop students' innovative business ideas that can benefit students economically. In 2023, the PCU held a Business Matching event that brought together investors with nine groups of potential start-ups from PCU students.
	3	University community service to improve economic scale of communities	GRI2: General Disclosure; GRI 413: Local Communities	201; 413	In 2023, the PCU undertook public reconstruction in the Dolly area, a former prostitution area in Surabaya. The program includes physical work: paving, mural, product cataloguing, and improvement of cafe facilities. The non-physical program includes English language training, menu cafe training, social media training for marketing, and template design workshops. The 2023 Community Outreach Program (COP) will be held in Mojokerto district. The program includes paving roads, infrastructure improvements, clean water needs, educational facilities and facilities, and places of worship, as well as non-physical programmes such as rural tourism development, SME building, cultural learning, foreign languages, and also village branding. COP in Sumba, East Nusa Southeast Province. The orientation of the program is to address problems in the community, such as training to make a nutritionally balanced cooking menu to support the handling of stunts, teaching in indigenous villages where many children lack access to education, building toilets in tourist sites where there are no public toilets, making directions to potential tourist locations in the village, and training to create social media content for village youth to promote village tourism.
	4	Access to education for persons with disabilities who are poor (economically disadvantaged).	GRI2: General Disclosure; GRI 406: Non-Discrimination	203; 406	PCU has provided infrastructure for students with disabilities. To support the disabled community at large in the city of Surabaya and in Indonesia, PCU actively provides services for the disabled community. In 2023, PCU had several programs: Creative Learning Program Activities for Disabilities; Accessible Learning Materials for Students with Disabilities; Accessible and Sustainable Design.




SDGs Goals	Target SDGs		Standard Relevance GRI	GRI Indicators	Programs/Activities
	No.	GRI Indicator			
 <p>End hunger, achieve food security and better nutrition and support sustainable agriculture</p>	1	Fulfilling the need for nutritious food for campus residents.	GRI 413: Local Communities GRI 406: Non-Discrimination	413	The PCU has three canteen locations that provide food and beverages for the entire civitas of the PCU. The conditions must be clean, healthy, and affordable food and beverages. The PCU also handles the garbage and waste generated by the canteen.
		Food security in villages.			<p>PCU's concern for the community around the campus was realized through a program of care for stunting for the Siwalankerto community, Wonocolo district, Surabaya.</p> <p>The adjacent areas closest to the campus, in the district of Wonocolo in the form of adjoining and developing the potential of the area, in particular related to the development of Joss Gardens and Serpis into a culinary tourist area through the creation of garden cafes. This cafe transforms garden products into healthy products.</p> <p>PCU (Petra Christian University) has collaborated with Lions Club Surabaya Shining and Lions club Surabaya Stellar to hold a charity concert entitled "Charity Concert for Relieving the Hunger, Childhood Cancer & Stunting.</p> <p>PCU students developed urban farming technology based on Internet of Things (IoT) in the Serpis Women's Sustainable Food Home (KRPL) Area</p>


SDGs Goals	Target SDGs		Standard Relevance GRI	GRI Indicators	Programs/Activities
	No.	GRI Indicator			
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensuring a healthy and supportive lifewell-being for all ages</p>	1	Ensuring universal access to health services.	GRI 2: General Disclosures; GRI 413: Local Communities	201;413	PCU's Polyclinic is a Pratama clinic which provides health facilities for PCU academic community but also surrounding community. It provides general health and dental services.
	2	Medical service pasca COVID-19	GRI 2: General Disclosures; GRI 413: Local Communities	413	<p>PCU Clinic holds free eye checks every three months throughout 2023.</p> <p>Clinic Pratama PCU held a medical webinar on the theme "The impact of Covid-19 on the development of teeth of children and families."</p> <p>In the aftermath of COVID-19, the PCU's pre-emptive clinic organized webinars and eye examinations, which were considered important due to the change in the patterns of more intensive use of communication devices and laptops.</p>
 <p>4 QUALITY EDUCATION</p> <p>Ensuring a healthy and supportive lifewell-beingfor all ages</p>	1	Build access to and improve the quality of quality, affordable education and provide a safe, non-violent, inclusive and effective learning environment for all.	GRI 2: General Disclosures	2-6	<p>Curriculum that shapes the profile of graduates as "Global Socioleaders".</p> <ol style="list-style-type: none"> 1. The curriculum emphasizes Sustainable Development Goals (SDGs) in both content and learning processes, such as introducing SDGs topics, simulating case resolutions related to SDGs, implementing SDGs-related projects, etc. In addition students can choose between Leadership Enhancement Program (LEAP) with a minimum weight of 20 credits (in 1 semester or 2 consecutive semesters) or Minor Curriculum. 2. The Integration between academic fields and student activities. 3. The Implementation of the Service-Learning (S-L) method. 4. Outcome-Based Education (OBE) curriculum




SDGs Goals	Target SDGs		Standard Relevance GRI	GRI Indicators	Programs/Activities
	No.	GRI Indicator			
 <p>Achieve gender equality and empower all women and girls</p>	1	Eliminating gender disparities and ensure that all women have equal opportunities in education, leadership at all levels of decision-making in political, economic and public life.	GRI 2: General Disclosures	2-1 3-3 2-9	There are no gender differences at the time of admission of faculty and educational staff at the PCU.
			GRI 201: Economic Performance	201	The PCU's remuneration program also doesn't make a gender distinction.
			GRI 203: Indirect Economic Impacts	203	To support the women working in PCU, PCU opened a childcare facility. In 2023, Prodi Education Teachers Early Childhood Education (PGPAUD) opened Petra Blessing Childcare (PBCC). Petra Blessing Childcare is a childcare facility for 3-7-year-olds of permanent lecturers, LB, and permanent staff in PCU. However, PBCC now opens the opportunity for children of teachers or staff of partner schools.
			GRI 413: Local Communities	413	
 <p>Ensure availability and sustainable management of clean water and sanitation for all</p>	1	Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	GRI 303: Water & Effulents	303	PCU collects rainwater and wastewater as an additional source of water for non-potable use. -. PCU has implemented Sewage Treatment Plant (STP) for non-potable water reuse
			GRI 306: Waste	306	PCU regularly maintain water treatment system for filtering wastewater from PCU's clinic to prevent water from polluting the environment when discharged into the drainage system
	2	substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	GRI 303: Water & Effulents	303	PCU gradually replaced manual rotary faucet to sensor (6,33%) and self-closing (46,33%) faucet.


SDGs Goals	Target SDGs		Standard Relevance GRI	GRI Indicators	Programs/Activities
	No.	GRI Indicator			
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	1	Substantively increase the proportion of service supply quality to access to renewable energy, more advanced and cleaner fossil fuel technologies.	GRI 2: General Disclosures	2-22	<p>PCU has solidified its commitment to becoming a Green Campus since September 22, 2010. This commitment was realized through the establishment of a Smoke-Free Zone on January 1, 2011. One of the initiatives was the “Petra Berbunga” movement, involving tree planting. Moreover, Petra Christian University ran a paperless movement by starting online PRS filling activities, providing electronic payslips, making letters online, and encouraging the use of recycled paper during final assignment consultations.</p> <p>Petra Christian University campaigned for the “Efficient Water” program. This campaign was followed by the replacement of all water taps on campus with automatic faucets. Hence, the use of clean water is not wasted. Simultaneously, Petra Christian University started converting waste into compos.</p>
			GRI 302 Energy	302	In 2023, PCU started using solar-powered lighting for street lighting. About 56,77% street lighting are solar-powered.
	2	Ensuring the rate of improvement of energy efficiency.	GRI 2: General Disclosures	2-22	The latest green program in 2023 is the “Nunut” application initiated by students. This application facilitates ridesharing. This is done to reduce private vehicle usage and its impact on the environment.
			GRI 301: Materials	301	PCU have installed about 76,6% classroom with access-key to avoid energy-waste; 48,81% LED light bulb and 19% of VRV-Inverter AC to save the energy.


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	No.	GRI Indicator			
 <p>Support inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	1	Encouraging development-oriented policies that support productive activities, job creation, entrepreneurship, creativity and innovation, and encourage the establishment and growth of MSMEs.	GRI 2: General Disclosures	2-7; 201	<p>Petra has a career center that helps students and alumni to get employment and career development.</p> <p>PCU's Library hosted Surabaya Memory 2023, "Care for SMEs". This activity was also filled with workshop activities for monitored SMEs, consisting of three materials: Branding, Packaging and Social Media Marketing.</p>
	2	Improve progressively, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead	GRI 301-Materials	301-3	<p>COP in 2023 was held in East Java and East Nusa Tenggara in order to enhance the capabilities of MSMEs and SMEs in those locations.</p> <p>Five lecturers of the Faculty of Industrial Technology of the PCU (Petra Christian University) collaborated to perform community service in Dusun Turi, Geger village, Sendang district, Tulungagung district. They're making an innovation of a solar-powered livestock feeding chopper for the cattle and goat farming community there.</p> <p>PCU integrates sustainability principles into research and community service, such as utilization of glass waste for jewellery, utilization of mask waste for furniture, utilization of solid waste for furniture, utilization of coffee grounds waste as natural textile dye, utilization of HDPE plastic waste for handicrafts</p>
	3	achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	GRI 2 Activities and Workers	2-7 2-8	<p>In 2023, the average waiting time for S1 graduates to get their first job was 1.3 months.</p> <p>In 2023, the percentage of S1 graduates getting their first job in less than 3 months was 86.62%.</p>

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 <p>Build resilient infrastructure, support inclusive and sustainable industrialization and foster innovation</p>	1	Drive innovation infrastructure through increased scientific research, quality, reliable, sustainable technological creations to support economic development and human well-being, focusing on affordable and equitable access for all.	GRI 201: Economic Performance	201; 203	<p>In 2023, PCU gave 9 teaching grants to use opportunities from technological developments, including the use of artificial intelligence in producing both innovative products and teaching.</p> <p>In 2023, PCU obtained an external innovation-entrepreneurship grant from the Ministry of Education and Culture through the Kedai Reka Matching Fund program to finance 3 innovation-entrepreneurship activities.</p> <p>In 2023, PCU received 9 community service grants and 18 research grants from Ministry of Education and Culture Indonesia.</p> <p>The PCU Innovation Centre helps students develop creative ideas. By 2023, there are 11 innovative products produced and economically valuable.</p> <p>The number of Intellectual Property (KI) achievements in 2023 is 136, consisting of 23 Patents, 67 Industrial Product Designs, 45 Copyrights, and 1 Brand.</p>
 <p>Build resilient infrastructure, support inclusive and sustainable industrialization and foster innovation</p>	1	Drive innovation infrastructure through increased scientific research, quality, reliable, sustainable technological creations to support economic development and human well-being, focusing on affordable and equitable access	GRI 2: General Disclosures; GRI 406: Non-Discrimination	203; 406	<p>There is no gender, race or other physical weaknesses in the process of assessing the performance of employees and giving work performance at PCU. PCU also provides facilities for employees and students of PCU who have physical disabilities.</p> <p>By 2023, the PCU had three students with disabilities, consisting of one blind student, one deaf student, and one hyperactive student.</p>
 <p>Build city and settlement inclusive, safe, tough and sustainable</p>	1	Reinforce efforts to protect and reduce adverse effects to environment, including give special attention to quality air and waste management other.	GRI 2: General Disclosures; GRI 306: Waste; GRI 413: Local Communities	2.2; 306; 413	<p>A total of 120 kg hazardous waste (B3) generated from the solid waste of the UKP clinic and mask ware handed over to PT. Triata for proper management to prevent environmental pollution. 180m3 of organic waste were recycled independently and processed into 22,988 kilograms of compost, divided into 3,284 bags. The compost bags were distributed free of charge to surrounding campus residents in need and for fertilization within the campus area</p>

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 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensuring consumption patterns and sustainable production</p>	1	Implement sustainable management and substantially reduce consumption or waste production through prevention, reduction, recycling and reuse.	GRI 306: Limbah Waste	306-1 306-2	180m ³ of organic waste were recycled independently and processed into 22,988 kilograms of compost, divided into 3,284 bags. The compost bags were distributed free of charge to surrounding campus residents in need and for fertilization within the campus area.
	2	Support sustainable procurement of public goods in accordance with national policies and priorities	GRI 301: Materials	301-1 301-2	PCU also prohibit of the use of plastic bags for transactions on campus, including in canteens, cooperatives, bookstores, cafes, replaced with environmentally friendly reusable bags. PCU implements measures to regulate paper usage, which include prohibiting the printing of brochures and pamphlets for internal campus activity promotion; using recycled paper or double-sided printing for proposal and thesis assistance activities; and submitting final assignments such as final projects, theses, and dissertations in electronic format. The university also facilitates communication through an online letter system within the Management Information System (SIM) platform and has implemented electronic payslips and online course registration.
	3	achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	GRI 305: Emissions	305-1 305-2 305-3 305-7	PCU calculate the GHG emissions in scope 1 and scope 2 as follows: <ul style="list-style-type: none"> • The carbon gas emissions generated by vehicles entering the campus in 2022/2023 amounted to 2,272,159.97 KG of CO₂, equivalent to 2,272.16 metric tons of CO₂. • The emissions generated by the electricity consumption of electronic products used by the university is 3,450,911.88 KgCO₂. • About 13,253.19 kgCO₂eq Nitrogen Oxides (N₂O) and 2,741.67 kg-CO₂eq Methane (CH₄) emissions resulting from the use of electricity in electronic equipment over one year.

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	No.	GRI Indicator			
 <p>Ensuring consumption patterns and sustainable production</p>	1	Supporting effective climate change-related planning and management mechanisms through improving public awareness capacity for climate-change mitigation, adaptation, impact reduction and early warning.	GRI 305: Emission	305-1; 305-2; 305-5; 305-7	<p>Every year, the PCU calculates the amount of CO2 generated by vehicles entering the campus site; and the number of CO2, N2O and CH4 from the electrical appliances used.</p> <p>The PCU has buildings with green building concepts, tree-planting programs, green land, and policies for saving electricity. By 2023, the PCU has four bus units as public vehicles for students, lecturers, and educators so that they do not need to use private vehicles. In addition, in 2023, the application “nunut” was launched so that all Civitas PCU can share vehicles. It will ultimately reduce CO2 emissions.</p>
 <p>Conserve and sustainably use resources from sea, oceans and maritime for sustainable development</p>	1	Enhance scientific knowledge, develop research capacity and transfer marine technology at every level.	GRI 413: Local Comms	413	<p>PCU also takes part in environmental preservation by holding the 2023 Green Festival. This activities is in collaboration with Siwalankerto Sector, PKK Siwalankerto and Siwalankerto Community Health Centre. In this activity, participants, who are members of the Siwalankerto community were given training in aquaponic cultivation and a green exhibition.</p> <p>Seminar “Sustainable Infrastructure and Business Practice for Better Future” on 24 March 2023</p>
 <p>Protect, restore and support the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and inhibit and reverse land degradation and halt the loss of biodiversity</p>	1	Support the implementation of sustainable management for all forest types, inhibit deforestation, restore degraded forests and substantially increase afforestation	GRI 301 : Materials 302 : Energy 303 : Water and Effluent 304 : Biodiversity 305 : Emissions 306 : Waste	301; 302; 303; 304; 305; 306	<p>PCU occupies a campus area totaling 133,139,416 square meters, with approximately 30,300.977 square meters, comprising about 22.76%, designated as green open spaces. The inclusion of these green areas significantly enhances the campus environment, fostering a cool and environmentally pristine atmosphere. The planting programs resulted 42 well-maintained species of tree in campus area. These trees also serve as homes for animals such as birds living around the campus. In addition, PCU also has ponds inhabited with various types of fish and turtles. There are no campus operational activities that have a negative impact on biodiversity, which has habitats both inside and outside the campus</p>

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 <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	1	Establish responsible and transparent organisations at every level and actively engage in efforts to mitigate corruption and bribery.	GRI 2: General Disclosures	2-1; 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-16; 2-18; 2-19; 2-20	<p>PCU has strong corporate governance through organizational value and organizational structure that can support decision-making, financial management, and the achievement of organizational goals. Leaders are elected without distinction of race and gender. In addition, it provides support for lecturers, educators, and students with disabilities.</p> <p>The remuneration system is carried out fairly through the SPMS program that starts in 2023.</p> <p>Student talent development is also supported through student activity units. PCU allows students to oversee the university through the student council.</p> <p>All PCU teachers are given the freedom to enter the science group in accordance with their education background that are also aligned with PCU development plan. In such a science group, the teachers have the rights and obligations to do teaching, research, and community service.</p>
			GRI 205: Anti-Corruption	205	<p>PCU has values and regulations that lead to anti-corruption. The entire faculty also integrates faith with science with the aim of producing integrated graduates. Examples of Business Crimes and Ethics courses organized by the Department of Accounting that address fraud cases in Indonesia and globally. On August 2023, PCU 's OIA held an anti-corruption discussion forum with the theme Solid Integrity: Corruption We Fight.</p>
			GRI 206: Anti-Competitive Behaviour	206	<p>In the 2022/2023 academic year, PCU achieved the highest accreditation rating of Superior Accreditation from the National Accreditation Board for Higher Education (BAN-PT). According to the Quacquarelli Symonds (QS)-Asia University Rankings (QS-AUR) 2023, PCU was successfully included in the international ranking of universities. PCU also managed to rank 601-650 among all universities in Asia, 93rd among all universities in the Southeastern Asia region, and 23rd nationally. the 2024 Quacquarelli Symonds (QS)-World University Rankings (QS-WUR) ranking results, released in June 2023, also placed PCU as one of 1401 world-class universities and the best private university in east of java.</p>

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 <p>Strengthen implementation measures and revitalize the global partnership for sustainable development</p>	1	Promote and support effective public, public-private, and civil society partnerships based on partnering experience and strategies.	GRI 2: General Disclosures	201-4; 203-1; 203-2	In achieving its vision as a global soci-leader, PCU partnered with partners from a wide range of stakeholders both in Indonesia and abroad, such as universities, enterprise world industries, community agencies, governments, church networks, and other institutions.
			GRI 413: Local Comms	413-1; 413-2	<p>Born to Care: PCU organizes free eye checks for communities around campus locations in collaboration with the government and schools in the areas.</p> <p>The Community Outreach Programme (COP) is a biannual event organized by the PCU. By 2023, PCU contributed to the economic progress of villages in East Java and East Nusa Tenggara. The COP activities collaborate with local governments, churches, and local tribes.</p>