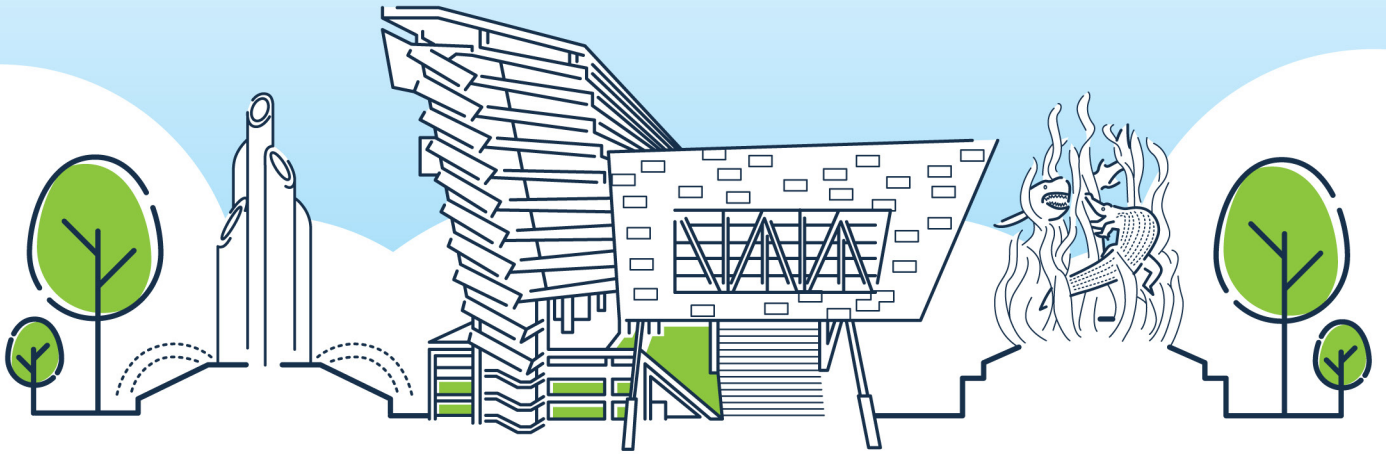




**pcu** PETRA  
CHRISTIAN  
UNIVERSITY



# Empowering Communities through Sustainable Innovation



**SUSTAINABILITY REPORT  
2024**

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# EVENT HIGHLIGHTS ON SUSTAINABILITY



**DIES WEB SEMINAR SERIES**

"Sustainability Management in Universities: Challenges and Opportunities"

Thursday, 5 December 2024 | 14:00 – 16:15 (CET)

**FEATURED SPEAKERS:**

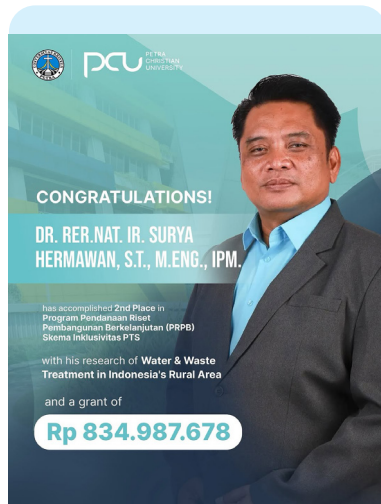
- Professor Dr. Tristan McCowan, University College London, United Kingdom
- Susan Margelita, Secondary Teacher, Vidor Regency, University of America, Indonesia
- Assoc. Prof. Dr. Anthony Amoh, University of Environment and Sustainable Development, Canada
- Assoc. Prof. Dr. Josua Tarigan, Petra Christian University, Indonesia

An engaging dialogue exploring the critical role of university leadership in advancing sustainability amidst global challenges

<https://dies-web-seminar.de/>

5 December 2024

Dr Josua Tarigan invited as speaker at DAAD seminar on "Sustainability Management in Universities".



**CONGRATULATIONS!**

**DR. RER. NAT. IR. SURYA HERMAWAN, S.T., M.ENG., IPM.**

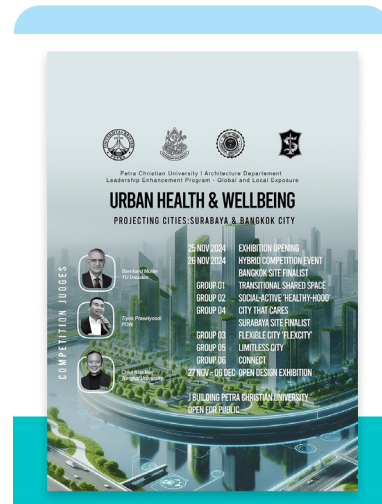
Has accomplished 2nd Place in Program Pondsanan Bersist Pembangunan Berkelanjutan (PRPB) Skema Inovativitas PIS

with his research of **Water & Waste Treatment in Indonesia's Rural Area** and a grant of

**Rp 834.987.678**

29 November 2024

Dr Surya Hermawan and the team received IDR 834,987,678 grant for rural water treatment.



**URBAN HEALTH & WELLBEING**

PROJECTING CITIES: SURABAYA & BANGKOK CITY

25 NOV 2024 EXHIBITION OPENING

28 NOV 2024 HYBRIDCOMPETITION EVENT

COMPETITION JUDGES:

- Group 01: TRANSITIONAL SHARED SPACE
- Group 02: SOCIAL-ACTIVE HEALTHY-HOOD
- Group 03: SURABAYA SITE FINALIST
- Group 04: FLEXIBLE CITY PLI ENJOY
- Group 05: LIMITLESS CITY
- Group 06: CONJECT

27 NOV - 30 DEC: OPEN DESIGN EXHIBITION

3 BUILDING PETRA CHRISTIAN UNIVERSITY

OPEN FOR PUBLIC

25-27 November 2024

An exhibition project, initiated by Architecture-PCU with Silpakorn University, Tung Hai University and Surabaya City Government, with the theme Urban Health and Wellbeing.



**TAX AND CUSTOMS 101**

BAGI WARGA NEGARA INDONESIA DI LUAR NEGERI

KETENTUAN PAJAK BAGI WNI DI LUAR NEGERI DAN PUNGUTAN BEA DAN CUKAI ATAS BARANG BAWAAN, BARANG KIRIMAN, DAN BARANG PINDAHAN DARI LUAR NEGERI

**Online Serial Webinar**

Meeting ID: 302 793 7428 / #hascode: pajak2024

Minggu | 29 Okt 2024 | 16:30 – 18:30 WIB

**Online Serial Webinar**

Meeting ID: 302 793 7428 / #hascode: pajak2024

Sabtu | 26 Okt 2024 | 21:00 – 22:30 WIB

**ONSITE: RUANG RAMAYANA KJRI HONGKONG (GMT+8 HongKong)**

Sabtu, 9 Nov 2024, 11:00–13:00 | Minggu, 10 Nov 2024, 14:00–17:00

10 November 2024

International Community Outreach Program (ICOP) held in Hong Kong.



**Hibah Program Peminan Industri Rumah Tangga dan Usaha Mikro Berbasis Kemitraan 2024**

Penguatan IRT-UM Batik Berbasis Kemitraan: Strategi Pemberdayaan Perempuan di Eks Lokalisasi Dolly Surabaya

Nilai Hibah Rp. 500.000.000,-

Hosts: Dr. Aniendya Christiana, S.Si., M.Med.Kom; Yuhani Guswanan, S.E., M.M., M.Ed.; Anggoro Mariana Ing Malabak, S.E., M.Si., M.Bach.; Anggoro Azealia Proboyo, S.E., M.Ed.

Members: Faridhan Dava, Leonard, Ruchel Christya H., Catherine Priscila T.

sbm@petra.ac.id | +62 612-3044-741 | linktr.ee/sbm.pcu

4 November 2024

Dr Aniendya and the team received Batik grant empowering Dolly women, IDR 500 million.



**Guest Lecture Series**

**Sustainable practices in construction through the use of biomass renewables and AI**

**28/10/24**

1-3PM

PCUCampus-PBuilding AVRoomP06

Open for limited seats

Mr. Tim Tan, CEO of Affable Abodes

28 October 2024

Sustainable Practice in Construction through Biomass and AI.

# EVENT HIGHLIGHTS ON SUSTAINABILITY



3 September 2024

Salzabila Musa (IBM student) wins Founder Academy, earning USD 25,000 & IDR 100 million.



22 August 2024

Falling Wall Labs Indonesia at PCU.



14 July 2024

International Community Outreach Program (ICOP) 2024, at Sumba & Mojokerto.



5 June 2024

Petra International Conference on Sustainable Cities and Regions.



1 March 2024

Dr. Pwee Leng receives award from government for supporting women's entrepreneurship in Surabaya.



3 February 2024

Community Outreach Program (COP) Dolly 2024.

# STATEMENT OF PCU'S RECTOR

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

## Empowering Communities through Sustainable Innovation



It is a privilege to present Petra Christian University's **Sustainability Report 2024**. This report reflects our shared journey toward becoming a university that not only pursues academic excellence and meaningful innovation but also seeks to contribute to the flourishing of communities and the care of creation through thoughtful and responsible action.

Our theme this year, *Empowering Communities through Sustainable Innovation*, resonates deeply with the identity and mission of Petra Christian University. As stated in our vision, we aspire "to be a world-leading Christian university that transforms society for the glory of God." This vision continues to inspire how we teach, learn, research, and serve—not for self-interest, but to bring lasting, positive change to the world around us.

We believe that sustainability is more than a strategy; it is an expression of our calling to be good stewards of all that has been entrusted to us—our environment, our resources, and our relationships. Innovation, when rooted in compassion and purpose, can empower communities to become more resilient, just, and inclusive. It is this kind of innovation we seek to nurture: innovation that is thoughtful, collaborative, and aligned with values that honor human dignity and the well-being of future generations.

This report showcases the collective work of our faculty, staff, students, and partners throughout the past year. Their dedication and perseverance are a testament to what can be achieved when we work together with a clear sense of purpose and shared responsibility. We also recognize that there is still much to be done, and we approach the future with both humility and determination.

As we move forward, we remain committed to integrating sustainability into every aspect of our institutional life. Let us continue to grow as a learning community that listens, innovates, and serves—empowering others and transforming society in ways that reflect our core values and bring glory to God.

I extend my sincere gratitude to all who have contributed to this report and to the initiatives it represents. May it encourage us all to keep working together toward a more sustainable and hopeful future.

**Soli Deo Gloria.**

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



# ABOUT THE SUSTAINABILITY REPORT

This Sustainability Report serves as a principle-based disclosure of Petra Christian University's (PCU) sustainability performance, aligned with the framework of Sustainable Development. As part of PCU's ongoing commitment to support the achievement of the Sustainable Development Goals (SDGs), this report presents our performance, policies, strategies, initiatives, and the broader impacts of our *Tri Dharma Perguruan Tinggi* (threefold mission of higher education) across economic, social, and environmental dimensions.

## **a. Reporting Period, Scope, Cycle, and Reporting Standards [GRI 2-23]**

The PCU Sustainability Report 2024 marks the University's inaugural report of its kind. It covers sustainability performance and related impacts for the period of January 1, 2024, to December 31, 2024. The report encompasses data and material information related to PCU's performance in the areas of economic, environmental, and social sustainability – collectively referred to as the *Triple Bottom Line*.

## **b. Determination of Report Content and Topic Boundaries [GRI 3-1]**

In defining the report's content and topic boundaries, PCU adheres to the three core principles set forth by the Global Reporting Initiative (GRI) Standards:

- **Stakeholder Inclusiveness:** The report reflects an inclusive approach that takes into account the views and interests of stakeholders affected by the university's activities.
- **Sustainability Context:** The report provides insight into PCU's broader economic, environmental, and social impacts.
- **Completeness:** The report aims to present all material sustainability aspects in a comprehensive manner, enabling stakeholders to evaluate the university's sustainability performance.

## **c. Legal Compliance [GRI 2-27]**

All *Tri Dharma Perguruan Tinggi* activities at PCU are conducted in accordance with the prevailing laws and regulations of the Republic of Indonesia. During the reporting period, there were no recorded instances of non-compliance in the economic, social, or environmental domains, nor were there any fines or sanctions imposed on the University.

## **d. Report Reliability [GRI 2-5]**


This report is prepared with reference to the disclosure requirements of the GRI Standards (Global Reporting Initiative), with a strong emphasis on ensuring the reliability, accuracy, and integrity of all information presented.

## **e. Feedback and Contact Information [GRI 2-3]**

PCU encourages all stakeholders to provide input to support the continual improvement of our sustainability reporting. Suggestions, questions, feedback, or concerns may be submitted through the Stakeholder Feedback Form provided at the end of this report, or by contacting us directly at:



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



UNIVERSITAS KRISTEN PETRA



GENERAL  
DISCLOSURE

## ORGANIZATIONAL PROFILE

[GRI 2-1]

ORGANIZATION NAME

**Universitas Kristen Petra**

ORGANIZATION NICKNAME

**Petra Christian University**

DATE OF ESTABLISHMENT

**22 September 1961**


OPERATIONAL AREA

**Siwalankerto Campus  
Fairway Nine Campus**

BUSINESS FIELD

**Education**

COMPANY'S ADDRESS

 **Jl. Siwalankerto No.121-131,  
Surabaya, Jawa Timur 60236,  
Indonesia.**

 **+62 31 843 9040**

 **+62 31 843 6418**

 **info@petra.ac.id**

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

SOCIAL MEDIA

 **@lifeatpcu**

 **@lifeatpcu**

## HISTORY

[GRI 2-1]

Petra Christian University (commonly referred to as PCU) is a nationally recognized private university located in Surabaya, East Java, Indonesia. Founded in 1961, the university was initiated by a group of founders from PPPK Petra, a Christian educational foundation established in 1951. The name 'Petra' derived from the Greek word for 'rock', reflects our foundation in Jesus Christ – the source of true Strength, Wisdom and Purpose. PPPK Petra was originally established with the vision of providing Christian-based education at the kindergarten to secondary school levels. Driven by a desire to expand educational opportunities to the tertiary level, the foundation's leadership began exploring the idea of founding a university as early as 1956. This vision gained further momentum in 1960, when two members of the PPPK Petra Board of Trustees—Tan Tjiauw Yong and Tan Gie Djien—met Brigadier General Prof. Dr. Moestopo, a prominent figure in the Indonesian Armed Forces, during the Congress of Dentists held in Bandung, West Java.

On September 22, 1961, the establishment of Petra Christian University was officially announced, marking the beginning of its academic journey with the Faculty of Letters as its first faculty. A year later, in 1962, the Faculty of Civil Engineering was established to meet the growing demand for engineering education. Recognizing the need for more structured governance as the university continued to grow, the PPPK Petra Board of Trustees formed a preparatory committee on July 18, 1964. The committee consisted of Jacob Elfinsus Sahetapy, Tan Tjiauw Yong, Mesach Wigjohoesodo, Kho Hong Pie, Raden Mas Soekardjo



The first PCU building was built in 1977 in Siwalankerto

Kertonadi, and Piet Hein Saroinsong. Their mandate was to oversee the formation of a dedicated university foundation. Within the same year, their efforts culminated in the establishment of the Petra Christian University Foundation (*Yayasan Perguruan Tinggi Kristen Petra* or YPTK Petra). The foundation consisted of representatives from PPPK Petra and seven churches in Surabaya, later reduced to six after *Gereja Gereformed Surabaya* (GGS) merged into *Gereja Kristen Indonesia* (GKI), a milestone that strengthened the university's long-term sustainability and its faith-based educational mission.

Petra Christian University (PCU) has grown significantly over the years to become one of the leading private universities in Indonesia. Thousands of students, primarily from across Indonesia and some from abroad, pursue their higher education at PCU, drawn by its commitment to academic excellence and holistic development. As of 2024, PCU has a total of 5,971 active students enrolled in various academic programs, ranging from Undergraduate (Bachelor) to Postgraduate (Master and Doctoral) levels. The university now comprises seven faculties, namely: The School of Business and Management, The Faculty of Humanities and Creative Industries, The Faculty of Industrial Technology, The Faculty of Civil Engineering and Planning, The Faculty of Teacher Education, The Faculty of Medicine, and The Faculty of Dentistry. In addition to its academic programs, PCU offers a range of professional and certification programs designed to equip participants with practical skills and competencies through workshops, trainings, and continuing education. PCU is home to a culturally diverse student body. Students come not only from Surabaya and other cities in East Java, but also from across Java Island, various regions in Indonesia, and a few from abroad, reflecting the university's growing reputation and expanding international outlook.



October 3, 1996, the first pillar of P Building was driven by Ferry Teguh Santosa, Chairman of the Board of Trustees of YPTK Petra

## VISION AND 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:

1<sup>st</sup>

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.

2<sup>nd</sup>

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.

3<sup>rd</sup>

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:

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

The foundation of PCU:

- a. In the spirit of the preamble, PCU is founded upon Pancasila.
- b. 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).
- c. The management paradigm of PCU is rooted in the Christian Worldview perspective and Christian Education Philosophy.
- d. Education at PCU is conducted and developed within the framework of integrating Christian Faith and Knowledge (faith and learning integration)
- e. The leadership model adopted is that of Christian Leadership characterized by servant leadership.

## GREEN CAMPUS COMMITMENT

Petra Christian University (PCU) has solidified its long-standing commitment to sustainability through its Green Campus initiative, officially declared on September 22, 2010. This vision was first realized with the establishment of a Smoke-Free Zone on January 1, 2011, followed by systematic waste segregation into four categories: organic, plastic, paper, and battery waste. From that point forward, the university continuously promoted environmental consciousness through programs such as the “Petra Berbunga” tree-planting movement and the digitalization of administrative processes, including paperless PRS submissions, electronic payslips, online official letters, and the encouragement of recycled paper use in thesis consultations.



In subsequent years, PCU advanced its environmental commitment through various efficiency campaigns, such as the “Efficient Water” program, which replaced conventional faucets with automatic water taps to prevent clean water wastage. This was accompanied by composting organic waste and promoting energy-saving behaviors. The vision was institutionalized through Rector’s Decree No. 251/2013, affirming PCU’s identity as a Green Campus with Christian values at its core. The decree also led to the appointment of Green Campus ambassadors, the introduction of food waste sorting into three categories—organic, inorganic, and liquid—and the inclusion of Environmental Studies as elective courses. Furthermore, employees were encouraged to reduce electricity, water, and paper usage, as well as minimize dependence on personal vehicles.

The Green Campus program has since been carried out in three stages: short-term, medium-term, and long-term programs, with five main areas of efficiency, including a waste efficiency program. Among the key policies implemented was the elimination of plastic bags and styrofoam in campus transactions, replaced with reusable alternatives. These actions were formalized in Rector’s Decree in 2016 and supported by infrastructure upgrades such as fingerprint-controlled electricity shut-off systems in classrooms, online thesis submissions, and shuttle buses to reduce vehicle emissions.

In the same year, PCU’s Library showcased the creative “Windmolen Kerstboom 2024,” an eco-friendly Christmas installation built from recycled windmill blades and repurposed materials. This initiative reflected both aesthetic creativity and environmental consciousness while promoting a culture of reuse and ecological awareness among students and staff. The integration of sustainability into academic practice was also visible in the Product Innovation Showcase 2024, hosted by the Branding and Digital Marketing program, which featured student-led campaigns that highlighted sustainability in branding and business ethics.

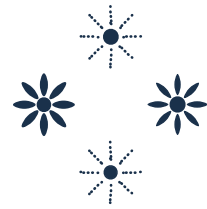
Moving into 2024, PCU reaffirmed and expanded its sustainable innovation efforts across academic, infrastructural, and community dimensions. One of the highlights was the Petra International Conference on Sustainable Cities and Regions (PICSCAR 2024), which brought together global scholars, students, and practitioners to explore interdisciplinary approaches to urban sustainability, resilience, and regeneration. This conference underscored PCU’s role as a leading knowledge hub for sustainability in higher education, especially in Southeast Asia.

Further student engagement in sustainability was demonstrated through interdisciplinary collaboration projects, such as the creation of urban farming prototypes using hydroponics and recycled materials. These prototypes were part of joint efforts between the Faculty of Civil Engineering and Planning Faculty, aiming to optimize limited urban spaces for sustainable food production and support food security in urban settings. Meanwhile, academic departments across disciplines continued integrating sustainability themes into their curricula and research projects. For instance, the Master of Architecture program emphasized sustainable design and green construction practices in both studio work and theoretical modules.

## GREEN CAMPUS COMMITMENT

These innovations in 2024 built upon existing PCU infrastructure such as the Sewage Treatment Plant (STP), water-saving toilet systems, and the “Nunut” ride-sharing app—developed by students to reduce carbon emissions through carpooling. The prohibition of bottled water in internal events, the implementation of digital submission systems, and increased investment in green open spaces and vertical gardens further highlighted PCU’s commitment to environmental stewardship.

All of these efforts reflect PCU’s long-term vision not just to comply with global trends, but to live out its Christian mission to be faithful stewards of the Earth. The Green Campus initiative is deeply rooted in faith-driven principles, encouraging every academic and operational element of the university to actively contribute to sustainable innovation and the preservation of God’s creation.



## GOOD UNIVERSITY GOVERNANCE COMMITMENT

[GRI 2-18; GRI 2-23]

One of the strong foundations that support Petra Christian University (PCU) in its continuous development toward becoming a globally recognized and sustainability-oriented university is its academic reputation. This reputation has been built through years of consistent commitment to academic excellence, and it continues to be strengthened by the university’s determination to provide innovative, relevant, and future-focused study programs that respond to global challenges and dynamic societal needs. These programs are carefully crafted to incorporate interdisciplinary perspectives, cutting-edge knowledge, and value-based education that aligns with PCU’s vision to develop competent, responsible, and ethical graduates who are prepared to lead in diverse professional environments.

As of 2024, Petra Christian University offers 19 departments encompassing more than 40 undergraduate and postgraduate programs, covering a broad spectrum of disciplines—from language, education, and communication to engineering, business, and creative industries. This academic diversity is strategically positioned to offer students a rich and holistic educational experience. The curriculum in each program is continuously updated to reflect current global trends and industrial expectations, while maintaining a strong emphasis on critical thinking, innovation, and social responsibility. Furthermore, in alignment with its strategic development plan, PCU has recently launched two new programs under the Faculty of Medicine: the Medicine Program and the Medical Doctor Professional Education Program. This development marks a significant expansion of its academic portfolio and responds to the growing demand for qualified professionals in the healthcare sector.

To ensure the academic quality and global competitiveness of its programs, PCU actively participates in both national and international accreditation processes. National accreditation is carried out by reputable Indonesian bodies such as BAN-PT, LAMDIK, LAM-PTKes, and LAM Teknik, which evaluate institutional and program-level quality through a rigorous set of standards. At the international level, PCU has successfully obtained recognitions from quality assurance agencies such as the ASEAN University

Network – Quality Assurance (AUN-QA), Agency for Quality Assurance through Accreditation of Study Programs (AQAS), and the Indonesian Accreditation Board for Engineering Education (IABEE). In addition, the Architecture program has proudly received international accreditation from the Korea Architectural Accrediting Board (KAAB), reaffirming PCU’s commitment to maintaining international quality benchmarks and global recognition.

In order to uphold accountability, transparency, and the continuous improvement of its academic and administrative processes, PCU adheres to the Regulation Policy (001/Per/YPTK/I/2022) of YPTK (Yayasan Perguruan Tinggi Kristen Petra), which serves as the university’s governing foundation. This policy framework ensures that the university’s strategic planning, implementation, and evaluation are aligned with ethical standards, institutional values, and national higher education regulations. Internally, quality assurance is consistently monitored and evaluated through structured mechanisms, such as the Academic Internal Audit (AMI), which reviews academic units and processes on a regular basis; the Institute of Research and Community Outreach (LPPM), which oversees the quality and impact of research and community service; and the Management Review Meeting (RTM), which functions as a platform for university leaders to evaluate institutional performance and make informed decisions based on audit findings and strategic goals.

Together, these comprehensive systems of accreditation, regulatory compliance, and internal quality assurance represent Petra Christian University’s unwavering dedication to delivering education that is not only academically excellent but also trustworthy, responsible, and globally attuned. Through such mechanisms, PCU ensures that every aspect of its academic delivery, from curriculum development and research output to institutional management and student development, meets the highest standards and contributes meaningfully to society. This structured and well-integrated approach continues to elevate PCU’s institutional credibility and affirms its reputation as a university that values quality, accountability, and innovation in all dimensions of its educational mission.

No	Department / Program	Accreditation (National & International)
1	English <ul style="list-style-type: none"> <li>• English for Creative Industry</li> <li>• English for Business</li> </ul>	Excellent (BAN-PT)
2	Chinese	B (BAN-PT)

## GOOD UNIVERSITY GOVERNANCE COMMITMENT

[GRI 2-18; GRI 2-23]

3	Civil Engineering	Excellent (LAM-Teknik) +GA (IABEE)
4	Architecture <ul style="list-style-type: none"> <li>• Architecture</li> <li>• Architecture of Sustainable Housing &amp; Real Estate</li> </ul>	Excellent (BAN-PT) + AUN QA
5	Electrical Engineering <ul style="list-style-type: none"> <li>• Electrical Engineering</li> <li>• Internet of Things</li> </ul>	Excellent (LAM-Teknik) +GA (IABEE)
6	Mechanical Engineering <ul style="list-style-type: none"> <li>• Sustainable Mechanical Engineering &amp; Design</li> <li>• Automotive</li> </ul>	A (BAN-PT) + GA (IABEE)
7	Industrial Engineering <ul style="list-style-type: none"> <li>• Industrial Engineering</li> <li>• International Business Engineering</li> <li>• Global Logistics &amp; Supply Chain</li> </ul>	A (BAN-PT) + GA (IABEE)
8	Informatics <ul style="list-style-type: none"> <li>• Informatics</li> <li>• Business Information System</li> <li>• Data Science &amp; Analytics</li> </ul>	A (BAN-PT) + GA (IABEE)
9	Management <ul style="list-style-type: none"> <li>• Creative Tourism</li> <li>• Hotel Management</li> <li>• Finance and Investment</li> <li>• Branding and Digital Marketing</li> <li>• Business Management</li> <li>• International Business Management</li> <li>• Culinary Business Management</li> <li>• Retail Business Management</li> <li>• Digital Business Management</li> <li>• Global Entrepreneurship and Innovation</li> </ul>	A (BAN-PT) + AUN QA
10	Accounting <ul style="list-style-type: none"> <li>• Business Accounting</li> <li>• Tax Accounting</li> <li>• International Trade and Finance</li> <li>• International Business Accounting</li> <li>• International Digital Accounting &amp; Fraud</li> </ul>	A (BAN-PT) + AUN QA
11	Visual Communication Design <ul style="list-style-type: none"> <li>• Visual Communication Design</li> <li>• International Program in Digital Media</li> <li>• Textile &amp; Fashion Design</li> </ul>	A (BAN-PT) + AQAS
12	Interior Design <ul style="list-style-type: none"> <li>• Interior Design &amp; Styling</li> <li>• Interior Product Design</li> </ul>	A (BAN-PT) + AQAS

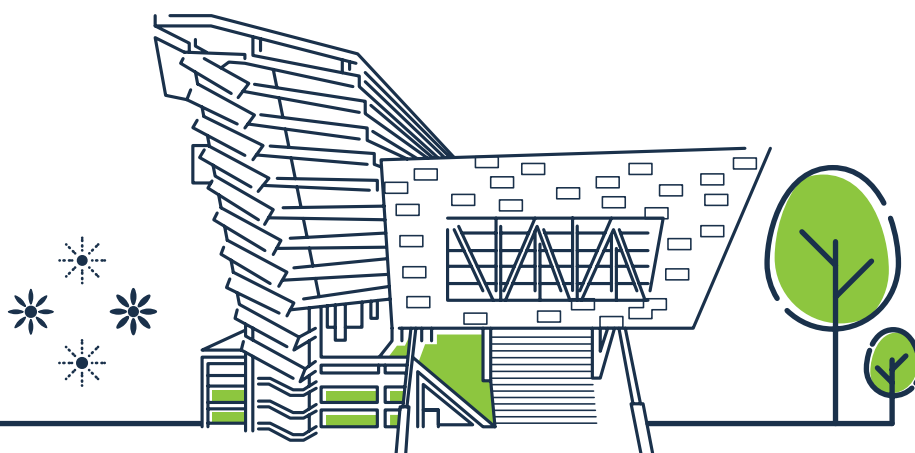
## GOOD UNIVERSITY GOVERNANCE COMMITMENT

[GRI 2-18; GRI 2-23]

13	Communication Science <ul style="list-style-type: none"> <li>• Strategic Communication</li> <li>• Creative Media Communication Program</li> </ul>	A (BAN-PT) + AUN QA
14	Elementary Teacher Education	Very Good (LAMDIK)
15	Early Childhood Teacher Education	Good (BAN-PT)
16	Medicine	Fulfils Minimum Accreditation Requirements (establishment 2024)
17	Medical Doctor Professional Education	Fulfils Minimum Accreditation Requirements (establishment 2024)
18	Engineering Profession Education Department	B (BAN-PT)
19	Master's Program in Civil Engineering	B (BAN-PT)
20	Master's Program in Management	Excellent (LAMEMBA)
21	Master's Program in Literature <ul style="list-style-type: none"> <li>• Applied Literature and Language</li> <li>• Scriptwriting and Copywriting</li> </ul>	Good (BAN-PT)
22	Master's Program in Industrial Engineering	Very Good (LAM-Technic)
23	Master's Program in Architecture	B (BAN-PT)
24	Master's Program in Design	Fulfils Minimum Accreditation Requirements (establishment 2024)
25	Doctoral Program in Civil Engineering	Very Good (BAN-PT)
26	Doctoral Program in Management	Fulfils Minimum Accreditation Requirements

Notes:

- GA (IABEE) : General Accreditation (Indonesian Accreditation Board of Engineering Education) – Washington Award
- 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]

In virtually all activities related to the *Tri Dharma Perguruan Tinggi*, PCU consistently supports the achievement of Sustainable Development Goals (SDGs), a global action plan endorsed 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 and social-ecological crises, in alignment with sustainability principles. Like many challenges faced by low-middle income countries, Indonesia grapples with issues such as poverty, inequality, and unemployment. These challenges are intertwined with extreme environmental conditions and disasters that directly or indirectly affect community well-being. As a higher education institution

with abundant competent resources, PCU assumes a significant 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 study programs in accordance with advancements in knowledge, technology, and the arts, while incorporating PCU’s vision, mission, objectives, and values, stakeholder input, and adherence to applicable National Higher Education Standards. The curriculum undergoes periodic evaluation, incorporating and considering feedback from stakeholders and global developments. Learning activities are conducted using the Semester Credit System (SKS/*Sistem Kredit Semester*), with study duration aligned with the educational program level. This Semester Credit System indicates 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. Course implementation methods encompass group discussions, simulations, case studies, collaborative learning, cooperative learning, project-based learning, problem-based learning, or other effective methodologies that facilitate the achievement of graduate learning outcomes.

#### 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.

## TRI DHARMA POLICY COMMITMENT

[GRI 2-23; GRI 205-2]

According to the Official Memo of the Vice-Rector for Academic Affairs No. 1750/UKP/2023 and in alignment with the spirit of MBKM (*Merdeka Belajar - Kampus Merdeka*), PCU's curriculum accommodates the Leadership Enhancement Program (LEAP) and Major Minor Programs to facilitate future workforce needs. The MBKM system for students also serves as a platform for applying knowledge and technology acquired during academic studies to support the achievement of Sustainable Development Goals through the LEAP-MBKM PCU scheme. The LEAP-MBKM policy provides students with the opportunity to pursue independent and autonomous learning 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. Four pathways are 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 or 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 or 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).

## TRI DHARMA POLICY COMMITMENT

[GRI 2-23; GRI 205-2]

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 KKNI 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"> <li>• Environmental Science</li> <li>• Sustainability Reporting</li> <li>• Sustainability Accounting</li> <li>• Sustainable Innovation In Hotel Industry</li> <li>• Basics Of Energy Conversion</li> <li>• Renewable Energy Conversion</li> <li>• Introduction To The Environment</li> </ul> | <ul style="list-style-type: none"> <li>• Health, Safety, And Environment</li> <li>• Occupational Health And Safety</li> <li>• Energy Conversion System</li> <li>• Sustainable Engineering</li> <li>• Fashion Aesthetic And Sustainability</li> <li>• Public Health And Community Medicine</li> </ul> |
|---|--|



## TRI DHARMA POLICY COMMITMENT

[GRI 2-23; GRI 205-2]

### 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 Institute of Research and Community Outreach (LPPM), Petra Christian University considers quality standards and the safety of researchers, society, and the environment in research activities. Research management is determined by the Institute of Research and Community Outreach (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 Research Strategic Plan 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 of Research and Community Outreach (LPPM) as the academic implementing element within the university. This is also stated in the Rector's Decree No. 04/Kept/UKP/I/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.

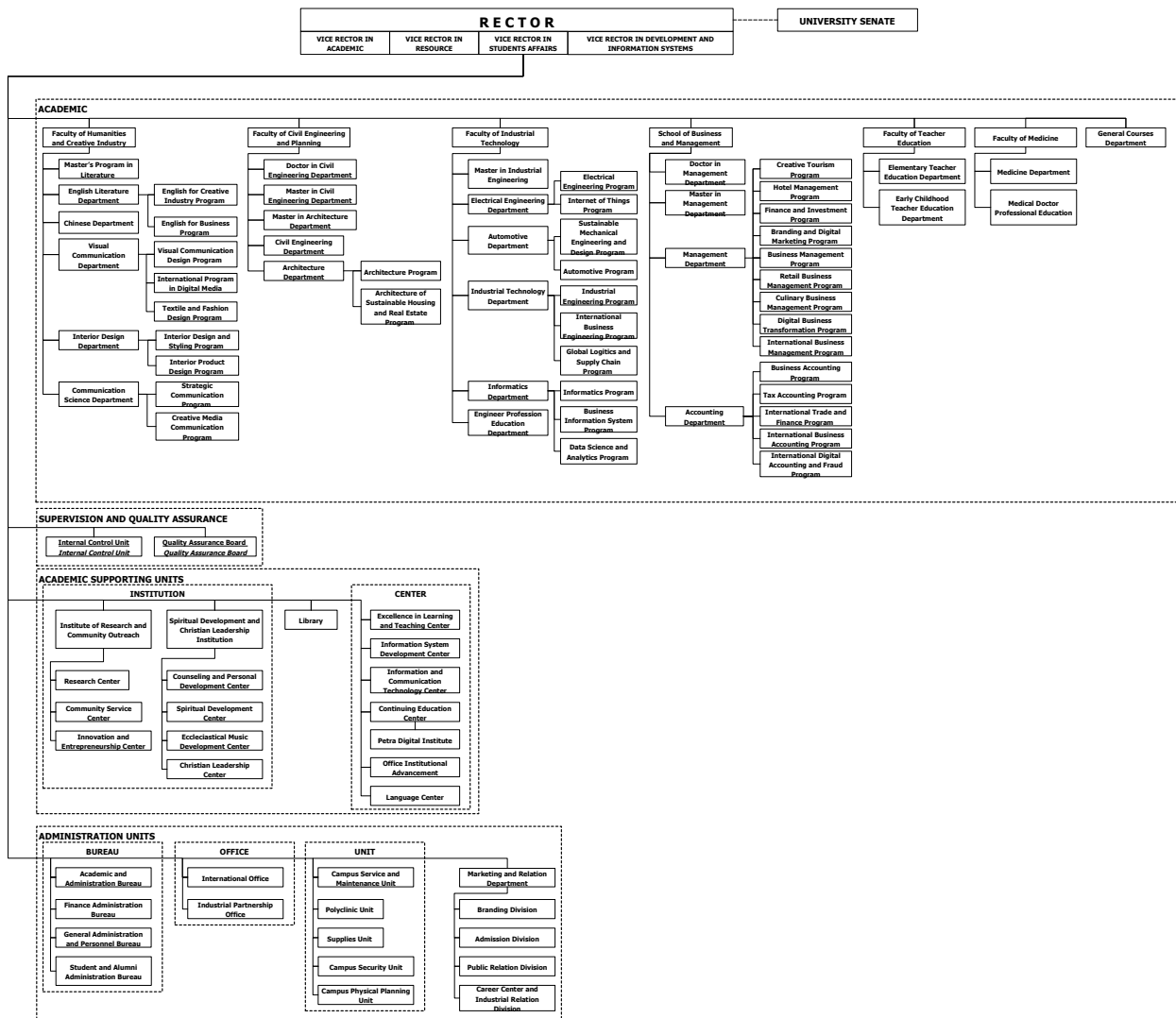
# GOVERNANCE & ORGANIZATIONAL STRUCTURE

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

The organizational structure serves as the cornerstone of PCU in ensuring quality policy-making, effective financial management, and maintaining achievement levels in national and international competition. PCU's organizational structure provides flexibility to support work programs based on the institution's vision, mission, and objectives. The management of PCU, in executing operational activities, consistently adheres to principles of transparency and accountability. This commitment receives full support from various elements including the Senate of PCU, the Rectorate, Deans, and the Administrative Team.

PCU's leadership, along with its supporting elements, exemplifies an educational institution that accommodates all aspects and inputs from all units based on democratic thinking, while collaborating with management to produce quality graduates. As a private university, PCU's organizational structure is designed based on institutional conditions and needs. However, the university ensures that the organizational structure and workflow fully support effective business management functions. Below is the organizational structure of PCU.

## PETRA CHRISTIAN UNIVERSITY



## GOVERNANCE & ORGANIZATIONAL STRUCTURE

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

### 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.

## GOVERNANCE & ORGANIZATIONAL STRUCTURE

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

### 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 nine 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
  - 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
  
- VI. Faculty of Medicine:
  - Medicine
  - Medical Doctor Professional Education

## ACTIVITIES, BRANDS, PRODUCTS, AND SERVICES

[GRI 2-2; GRI 2-6]

### **Tri Dharma: Education**

In the educational realm, both academic and professional education are offered. Academic education encompasses undergraduate, graduate, and doctoral programs. Professional education refers to higher education following undergraduate programs 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 course syllabi, which contain the core content studied as a means to fulfill graduate learning outcomes. These learning materials are communicated to students to ensure understanding of course content, enabling them to prepare appropriate learning patterns and strategies.

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

### **Tri Dharma: Research**

In achieving research quality, all research outcomes by lecturers and/or students are encouraged for publication, provided they are not confidential, do not disrupt or endanger public interests, and are beneficial to society. Research is oriented toward outputs that are useful for society, the business world, and/or industries. In line with PCU's vision and mission, research content conducted by faculty/students is expected to provide benefits, address current needs, and anticipate future requirements.

### **Tri Dharma: Community Service**

Community service is conducted as an implementation of expertise contribution, utilization of educational outcomes, and/or research in the fields of knowledge, technology, and/or arts, in an effort to meet demands and/or initiate improvements in the nation's quality of life. Therefore, research and community service programs need integration simultaneously and continuously in accordance with developments in science, technology, and socio-cultural aspects, providing solutions to various local, national, and global issues by utilizing expertise available in universities and involving various disciplines.

The community service carried out by lecturers originates from research results or the development of science and technology. Implementation involves engaging in community service activities aimed at improving societal welfare through the application of knowledge and technology. Community service initiatives led by lecturers are encouraged to involve students. Therefore, increasing both the quantity and competency of lecturers in carrying out community service activities remains a priority.

## SUPPLY CHAIN

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

### Admission of Prospective Students

The acceptance of new students represents 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 based on their achievements or socioeconomic conditions. To ensure new student quality, Standard Admission Criteria are established. PCU accepts new students graduating from Senior High Schools, Vocational

High Schools, and equivalent educational 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 based on the availability of facilities and infrastructure. PCU may admit foreign students according to criteria set by PCU and regulations established by the Government of the Republic of Indonesia.

### Graduate Users

Based on the graduate tracer study conducted, Petra Christian University (PCU) continues to demonstrate encouraging outcomes in terms of graduate employability. The data show that the average waiting time for graduates to secure their first job is 1.5 months, reflecting the effectiveness of the university's career preparation and industry engagement strategies. Moreover, 84.91% of PCU graduates obtained employment within less than three months after graduation, indicating a strong absorption rate by the job market. In terms of employment sectors, the majority of

graduates are employed in private companies, with a notable proportion—28.81% of those surveyed—working in international companies. This figure highlights the growing global reach and competitiveness of PCU graduates in international work environments. These results affirm PCU's ongoing commitment to equipping students with industry-relevant competencies, entrepreneurial mindsets, and global perspectives, ensuring that they are well-prepared to navigate diverse career paths shortly after graduation.

## MARKET SHARE

[GRI 2-1; GRI 2-6]

PCU is one of Indonesia's leading private universities, with students coming from various provinces throughout the country. The distribution of PCU's students represents a diverse range of perspectives, experiences, backgrounds, and cultures. The number of active student cohorts at PCU over the past five years has experienced fluctuating conditions. In 2024, the total number of active student cohorts at PCU was 1,190 students

## ORGANIZATION SCALE

[GRI 2-6]

Petra Christian University (PCU) remains steadfast in its efforts to continuously improve the quality and functionality of its academic and non-academic facilities. These facilities are thoughtfully managed and maximized to support the implementation of the university’s three core mandates—education, research, and community service—while also playing a vital role in sustaining the university’s business units and extending social services that are relevant to community needs. All developments in infrastructure are aligned with PCU’s long-term vision and mission, and they are guided by a commitment to meet and exceed national and international standards of educational excellence. With this in mind, PCU has consistently invested in the development of learning environments that are inclusive, accessible, technologically advanced, and environmentally sustainable. These include lecture halls, laboratories for various disciplines (including engineering, design, and computing), administrative offices, faculty lounges, libraries, reading areas, seminar and conference rooms, and auditoriums—all designed to facilitate dynamic teaching and learning experiences.

Among the most significant additions to PCU’s physical infrastructure is the Q Building, a green-certified facility occupying 10,930 square meters. Conceptualized under the principles of sustainable architecture, the Q Building exemplifies PCU’s commitment to environmental responsibility. The building was meticulously designed to incorporate eco-friendly practices at every stage, from its initial site selection and architectural planning to construction methodology and long-term operational systems. A defining feature of the Q Building is its V-shaped slanted façade, which strategically minimizes exposure to direct sunlight, significantly

reducing thermal buildup and reliance on air conditioning systems. This intelligent design contributes to substantial energy savings, with average consumption estimated between 60 to 65 kWh per square meter annually. In line with global sustainability standards, the Q Building also prioritizes efficient water use, effective land management, indoor air quality, responsible waste treatment, and the use of environmentally responsible materials—all contributing to the building’s reduced ecological footprint over its lifecycle.

In addition to the continued enhancement of facilities at the main campus, 2024 marked an important milestone with the official launch of the Petra Business School (PBS). Strategically located in western Surabaya within the Fairway-Nine Mall complex, PBS represents PCU’s forward-looking approach to business education and its ambition to expand academic outreach in growing urban regions. Designed as a modern hub for business learning, the PBS campus combines a corporate-style setting with cutting-edge academic infrastructure. It features digitally integrated classrooms, entrepreneurial incubation spaces, innovation labs, and flexible collaboration zones, all purposefully built to cultivate innovation, critical thinking, and strategic leadership. The establishment of PBS reflects PCU’s responsiveness to the changing dynamics of the business world, preparing students to navigate complex global challenges through experiential and values-driven education. Furthermore, it underscores PCU’s long-term commitment to green campus expansion, urban academic development, and the creation of impactful learning ecosystems beyond the main university grounds.



## ACADEMIC 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 Regulations of the PCU Rector.

### Lecturers

Lecturers serve as professional educators and scholars whose principal responsibilities encompass the advancement, dissemination, and application of knowledge, technology, and the arts through teaching, research, and community engagement. In 2024, Petra Christian University (PCU) employed a total of 325 lecturers, reflecting the institution’s sustained investment in academic excellence and human resource development. The quality of PCU’s academic staff continues to improve, particularly in terms of educational qualifications and academic ranks.

As of 2024, the majority of lecturers at PCU hold a master’s degree (S2), with 191 individuals, followed by doctoral degree (S3) holders totaling 117. This distribution highlights PCU’s ongoing efforts to support further education and academic advancement among its faculty members. In terms of academic rank, the largest proportion of lecturers hold the position of Assistant Professor, numbering 200 individuals, indicating a solid foundation of mid-level academic professionals who contribute significantly to the university’s core missions in education, research, and service.







The detailed composition of lecturers by academic rank and educational qualifications is presented in the following table:

ACADEMIC RANK	2024		2023		2022	
						
Lecturer	19	25	22	16	22	13
Assistant Professor	95	105	95	100	91	103
Associate Professor	46	17	45	18	43	17
Professor	12	7	11	5	10	3
<b>TOTAL</b>	<b>172</b>	<b>154</b>	<b>173</b>	<b>139</b>	<b>174</b>	<b>136</b>

## ACADEMIC STAFF

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

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

Age	2024		2023		2022	
						
20 - 25	1	0	2	0	2	0
26 - 30	4	6	8	4	6	7
31 - 35	15	12	11	13	16	14
36 - 40	15	26	14	27	11	26
41 - 45	19	34	23	28	27	31
46 - 50	35	26	35	24	31	21
51 - 55	23	17	28	15	28	12
56 - 60	21	15	15	12	15	10
61 - 65	14	7	13	7	12	7
66 - 70	8	8	9	7	9	7
≥71	17	3	17	1	17	1
<b>Total</b>	<b>172</b>	<b>154</b>	<b>173</b>	<b>139</b>	<b>174</b>	<b>136</b>

In addition to permanent lecturers, during 2024, PCU employed human resources with practitioner lecturer status 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. To enhance 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 expertise exchange between PCU and international higher education institutions or research organizations. Additionally, this program serves as a strategy for PCU to elevate graduate quality (capacity and competence) 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 knowledge fields with their fellow lecturers at PCU. Consequently, certain courses are taught not only by full-time lecturers but also by part-time practitioner lecturers competent in their respective fields, along with qualified Visiting Professors. In 2024, data indicates that PCU hosted 28 professors from various countries worldwide.

## Educational Staff

Play a crucial role; therefore, their quality and competence require enhancement through various development programs, both formal and informal, in managing PCU's bureaucracy and administration. As of 2024, the total number of educational staff at PCU reached 293 individuals, distributed across all faculties and university units. The

number of educational staff holding Master's degrees in 2024 amounted to 50 individuals. This represents a commendable improvement in human resource quality, expected to contribute to structural quality and competence.

## REMUNERATION POLICY

[GRI 2-19; 2-20]

The remuneration structure at Petra Christian University (PCU) is composed of three primary components: pay for people, pay for position, and pay for performance. The “pay for performance” element is operationalized through the Strategic Performance Management System (SPMS) developed specifically for lecturers. The development of the SPMS for lecturers was finalized in February 2023 and subsequently underwent a pilot implementation during the Even Semester of the 2022/2023 Academic Year. This trial phase concluded with a comprehensive evaluation at the end of Semester Even 2022/2023, which provided the basis for its initial transition period in the Odd Semester of 2023/2024.

As for the educational staff, the development of their version of the SPMS has already been initiated and is being aligned with institutional needs and capacity. Its full implementation is planned for the 2025/2026 Academic Year, ensuring adequate preparation and integration with existing human resource management systems. The overarching goal of the SPMS—both for lecturers and education staff—is to foster a culture of continuous improvement, aligning individual performance with the strategic direction of the university and reinforcing PCU’s Vision and Mission.

## STAKEHOLDER ENGAGEMENT APPROACH

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

PCU’s stakeholder engagement approach focuses on addressing important issues with sustainable economic, global climate, and societal impacts that substantially affect stakeholder assessments and decisions. 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 engaged in teaching and learning activities or not, to enhance graduate employment rates, partnerships with graduate.

## 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, and several other prestigious organizations.



# ECONOMIC PERFORMANCE



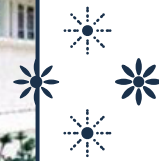
## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

As a higher education institution committed to sustainability, Petra Christian University (PCU) not only plays a role in developing students' knowledge and character, but also in creating sustainable economic value. This report reflects the institution's transparency in managing resources, while also showing PCU's real contribution to the welfare of internal and external stakeholders, including students, educators (lecturers), employees, work partners, government, and the wider community.

The entire teaching and learning process and university activities are held in an area of 101,782 m<sup>2</sup>, located on Jalan Siwalankerto 103-105, 121-131, and 142-144 Surabaya, which is easily accessible by various means of transportation. In 2013, PCU began building a new building which is the first environmentally friendly university building in Surabaya. In this area there are 3 campus locations known to be divided into the Radius Prawiro Building, T Building, P Building and Q Building. The total area of PCU buildings in these four locations is 81,652.13 m<sup>2</sup>. The available open green area is 27,138,459 m<sup>2</sup> and the parking area is 9,643.56 m<sup>2</sup>.

In August 2024, PCU has opened the Petra Business School at Fairway Nine (formerly Lenmarc Mall).



P Building



Radius Prawiro Building

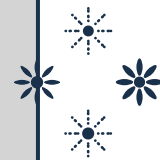


T Building



## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]



Q Building

Petra Business School  
at Fairway Nine Mall



## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

### Royal Campus

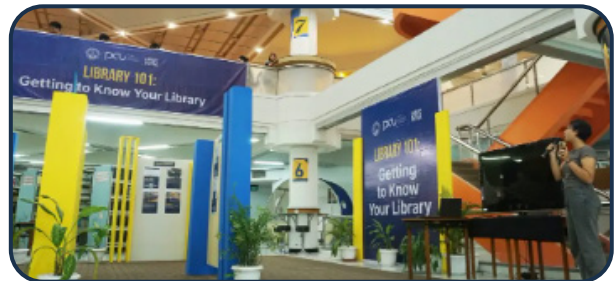
PCU also owns 10.4 hectares of land in Royal Residence Housing which will be used for the establishment of the Royal Campus. In this location, PCU will provide other additional educational facilities to establish its vision as a world-leading Christian university.



PCU also have several facilities available to provide services for the public, including:

- **Library**

Since 1992, PCU Library has integrated technology with the establishment of SPEKTRA, a library automation system. Embracing the digital era and adopting the concept of “Library Without Walls” Petra Library has expanded its network globally. Beyond physical boundaries, PCU Library has become a learning companion, offering internet access, online search, reference services, and more.



Petra Christian University Library hosted an engaging event titled “Old but New: Kota Lama Surabaya”. This event featured a talk show and an exhibition that celebrated the history and ongoing development of Surabaya’s old town. The exhibition showcased a fascinating collection of photographs comparing the past and present of Surabaya. Visitors could see images of iconic buildings and landmarks, showing how they have changed over the years. The display also included creative works from our architecture students, who presented their ideas about various buildings in Kota Lama Surabaya.



Attendees had the chance to join in lively discussions, share ideas, and gain new insights into the importance of blending tradition with innovation. The event highlighted the university’s dedication to appreciating local history while embracing future advancements.

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

- Polyclinic



The Polyclinic at PCU is a Pratama clinic that offers medical services to both the local population and the PCU academic community.

PCU provides general and dental health services. To ensure the surrounding environment is safe from medical waste, PCU has stated its capability through the Environmental Management and Monitoring Capability (SPPL) statement. The goal is that the medical waste generated from the PCU Clinic does not pollute the environment.

The PCU Polyclinic routinely, twice a year, holds free eye health checks for the PCU academic community.

**SKRINING & PEMERIKSAAN MATA**

**FREE**

15 - 17 Oktober 2024  
08:00 - 11:00 WIB  
Klinik Pratama PCU - Gd T  
50 - 60 Pasien/ Hari  
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**FREE EYES EXAM**  
For all Petranesian

May 06-08, 2024  
08:00 - 11:00  
Klinik Pratama PCU

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## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

PCU's income does not only come from student tuition fees, but also from the utilization of facilities through industrial cooperation. Financial income through joint industrial projects is academically beneficial for lecturers and students. Lecturers remain updated with industrial needs, on the other hand, students can develop entrepreneurial skills. Every year, PCU's income can cover its expenses.

The number of PCU students based on data from the Higher Education Office is:

Study Program	Year Academic 2024/2025
Accounting (Undergraduate)	543
Architecture (Undergraduate)	286
Architecture (Master)	12
Mandarin (Undergraduate)	105
Interior Design (Undergraduate)	301
Visual Communication Design (Undergraduate)	812
Communication Science (Undergraduate)	289
Science Management (Doctoral)	20
Informatics (Undergraduate)	865
Medicine (Undergraduate)	27
Management (Undergraduate)	1519
Master of Management	94
Early Childhood Teacher Education (Undergraduate)	44
Primary School Teacher Education (Undergraduate)	75
Literature (Master)	23
English Literature (Undergraduate)	201
Electrical Engineering (Undergraduate)	88
Industrial Engineering (Undergraduate)	176
Industrial Engineering (Master)	17
Mechanical Engineering (Undergraduate)	143
Civil Engineering (Doctoral)	12
Civil Engineering (Master)	33
Civil Engineering (Undergraduate)	200
<b>Total</b>	<b>5885</b>

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

The opening of the PCU Faculty of Medicine is expected to help meet the needs of doctors in Indonesia, especially in remote areas. To welcome developments in the digitalization era, PCU is also committed to producing doctors who have skills in the field of health informatics. This commitment is realized by focusing on adolescent health. This issue is considered very crucial in Indonesia. The reason is, adolescence is considered important because of the transition of children to adulthood. The PCU Faculty of Medicine also targets graduates of medical personnel to serve the community in Eastern Indonesia. Such as Kaimana Regency in Papua, Central Maluku Regency, West Sumba Regency, Central Sumba Regency, East Sumba Regency, and Southwest Sumba Regency.



The following are some of the laboratories at PCU which are also utilized by industry.

- **Structure Laboratory**

Equipped with Strong Floor and Strong Wall, this laboratory allows students to conduct direct testing on structural elements such as beams, columns, and slabs. This facility supports research related to earthquake-resistant building design and is open to collaboration with industry.

- **Concrete Laboratory**

Located in the Basement of Q Building, this laboratory is used for concrete strength testing and other construction material experiments.

- **Soil Laboratory**

Also located in the Basement of Q Building, this laboratory is used for soil mechanics studies and testing of soil properties relevant to construction projects.

- **Road Pavement Engineering Laboratory**

This facility supports learning and research related to road pavement design and testing.



- **IoT (Smart Home Prototype) Laboratory**

A collaboration with PT Handyman Smart Teknologi, this laboratory is in the form of a smart home mock-up that includes a living room, bedroom, kitchen, and others. Students can learn the implementation of IoT technology directly in the context of a smart home.

PCU officially launched the Smart System Laboratory at the Faculty of Industrial Technology (FTI) in December 2024. This facility is designed to support student learning with advanced technology simulations focused on the manufacturing and packaging sectors.

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

### ● Public Relations (PR) Laboratory

Facilities for training press conferences, campaigns, and public communication skills.

### ● Media Laboratory

Equipped with computers, internet network, and media library to support journalistic research and production.

### ● Radio Laboratory

Designed to resemble a professional radio station with equipment such as microphones, digital audio mixers, and cameras.

### ● Television Laboratory

Offers television production experience with 4K visual facilities, digital mixer touch screen, and full HD house production.

### ● Accounting Information System Laboratory

This laboratory is equipped with the latest accounting software that allows students to practice recording financial transactions, preparing financial reports, and analyzing financial data directly. This facility is also used as a test-center for the ACCA profession from the UK which is used for PCU accounting students and accounting students from outside PCU, both domestic and international.

### ● Management and Entrepreneurship Laboratory

This facility is designed to support learning in the field of business management and entrepreneurship development. Students can access business simulations, case studies, and entrepreneurship projects that allow them to develop business ideas, design business models, and manage business operations practically.

### ● Hotel Simulation Facilities

Front Office Lab: This lab simulates a hotel reception area, allowing students to practice guest service and front office administration skills.

Hotel Room 301 Lab: This is a simulated hotel room used for housekeeping and room service training, providing hands-on experience in managing hotel room operations.

### ● Food & Beverage (F&B) Facilities

F&B Service Basic Practice Laboratory: This facility is used for training in serving food and beverages, including restaurant and bar service techniques.

Bartending Lab: A special laboratory for training in beverage mixing and bar service skills, equipped with modern equipment.

### ● Food and Pastry Production Facilities

Food Production Lab: This laboratory is equipped with 12 sets of worktables, each with two induction stove burners, a two-door chiller, a single-door freezer, and a seven-deck combi oven. This facility supports training in primary food production.

Pastry & Bakery Lab: Equipped with nine worktables, each with a table mixer, induction stove, and proofing cabinet, this laboratory is used for training in bread and pastry making.

Chocolate Room Lab: A dedicated facility for training in chocolate making and confectionery, allowing students to develop skills in chocolate art.

# DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

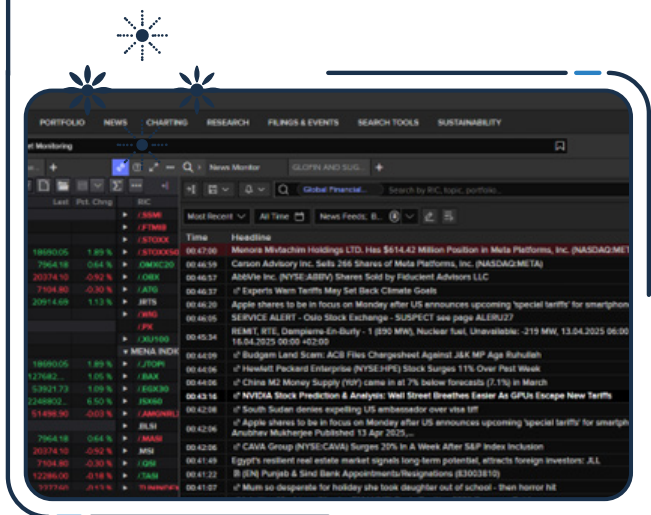
[GRI 201-1]

- **Data Center Laboratory and SIM Investment Gallery**

This Investment Gallery is the result of a strategic collaboration between PCU, the Indonesia Stock Exchange (IDX), the Financial Services Authority (OJK), and PT Sinarmas Securitas, inaugurated on November 29, 2024, to support the financial literacy ecosystem. In this gallery, students not only learn the mechanisms of stock trading. They also enjoy real-time market data and Instagram Live sessions from the PT Sinarmas Securitas research team every morning. A real simulation designed to instill the courage to invest from an early age.



The Data Center Lab is a School of Business and Management laboratory that collaborates with Refinitiv Data Center to present real financial data.



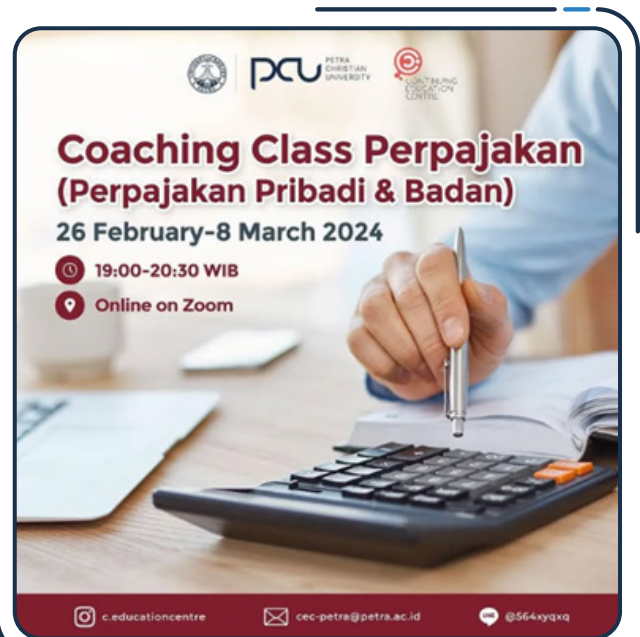
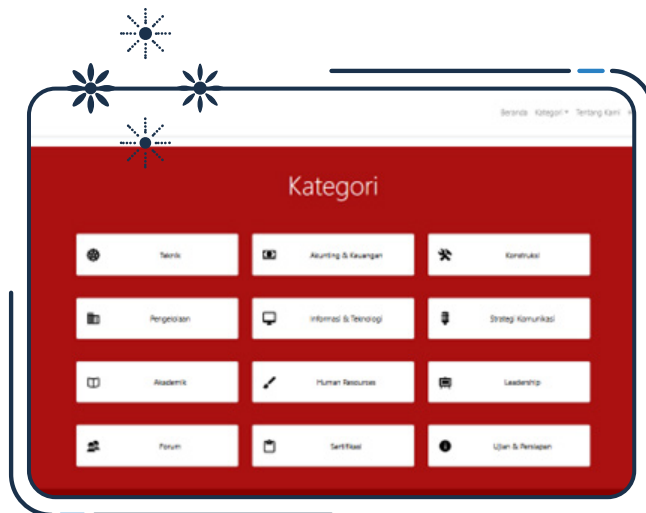
# DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

## Source of Income from the Continuing Education Center

The Continuing Education Center (CEC) is presented by PCU in order to answer the needs of the wider community for quality continuing education in various programs. Through CEC, users 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 services from CEC.

The types of workshops and certifications that are routinely provided include tax brevity education, IELTS and TOEIC exams, CMA certification and Financial Planner certification. The following are various professional activities carried out by CEC during 2024:



# DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

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PCU PETRA CHRISTIAN UNIVERSITY  
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# IELTS PREPARATION

18-29 November, 2024 | 17.00-18.30 | 10 Online Meetings  
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PCU PETRA CHRISTIAN UNIVERSITY  
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SDM Project Management Institute

International Certification

# Project Management Professional (PMP)

by PMI USA

29 April-10 May, 2024 | 18.00-21.00 | 10 Online Meetings

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## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

### Revenue from Legal Entity Business Unit and Fund-Raising Center

During the pandemic, precisely in 2021, the “embryo” of this innovative AI-based educational ecosystem had begun to be designed. PCU has started using AI technology for its learning system. At that time, it was called Petraverse, a form of seriousness in preparing educational methods that are intertwined with technology. So, it can be said that eJourney which is under the auspices of PT. Lentera Edukasi Global, which was launched in December 2024, is a

development of Petraverse. eJourney is the development of a new business unit in the form of an educational ecosystem, specifically designed to support learning of relevant skills in the world of education and work. The eJourney innovation is an innovative educational ecosystem based on AI (Artificial Intelligence) designed to transform learning in Indonesia, this technology offers practical solutions for teachers in creating interesting and effective learning materials.

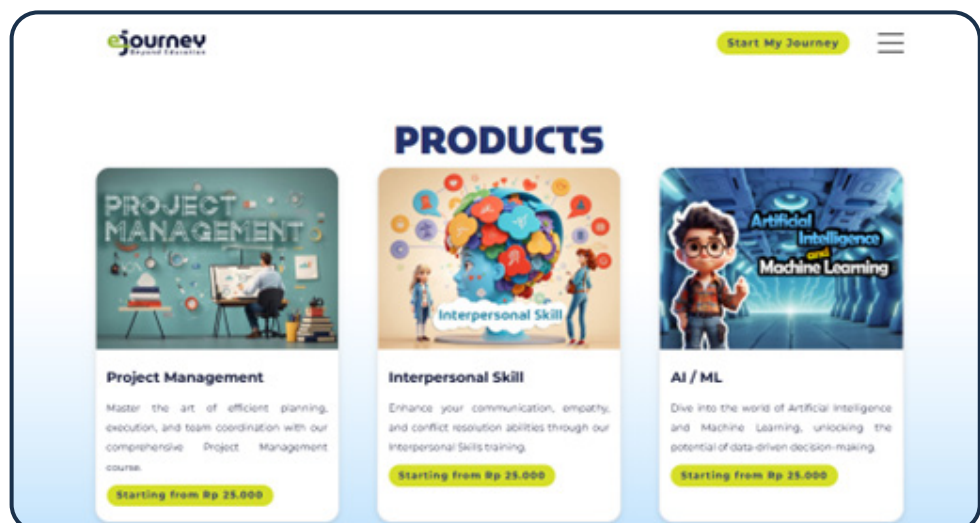
It is known that AI in eJourney is able to change learning materials in the form of PDF or PPT presented in a short video format lasting two to three minutes, even equipped with AI avatars in interactive assessments to test student understanding (<https://ejourney.id/products/>).



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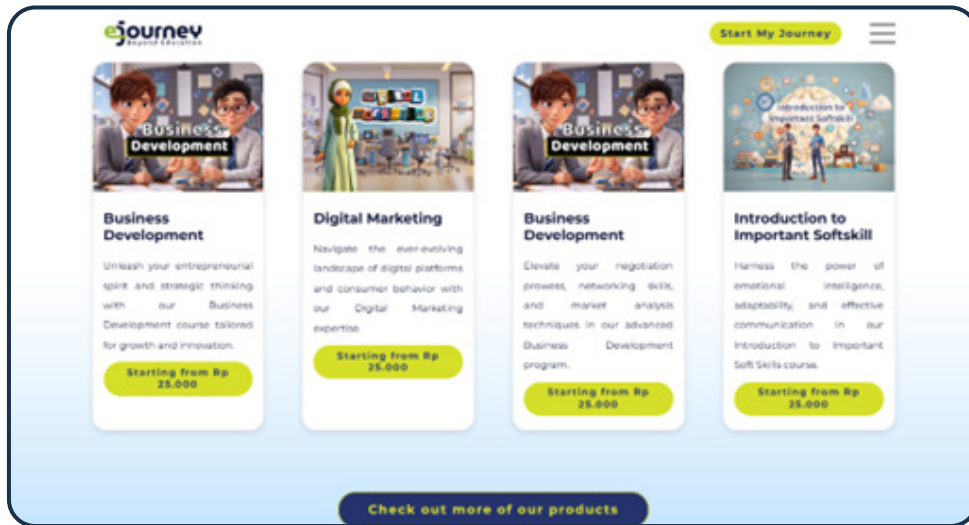
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## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED [GRI 201-1]



In addition to the legal 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. In addition to income in the form of cash funds, PCU also receives donations in the form of buildings, goods and services from partners.

OIA is tasked with handling alumni relations with the university, 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).

Various alumni engagement activities were carried out, including holding Homecoming 2024, expanding publications about the Petranesian Alumni Card and its various benefits, facilitating alumni pre-wedding events on campus, Alumni Stories coverage and Alumni Profile Videos. A total of 8,809 alumni were reconnected with PCU through participation in various alumni activities.

Some of OIA’s activities in the 2023/2024 academic year are Homecoming, Lo Kheng Hong Scholarship, Charity Concert for Relieving Hunger, Childhood Cancer and Stunting, sponsorship of the Mechanical Engineering Cooperation Agency (BKSTM) event, Petraponik’s First Harvest and Auction, Sponsorship of PCU Choir Goes to Singapore International Choral Festival, and the UKP I-Care Program. OIA also continuously seeks to obtain grants, from within and outside the country, to increase financial support for learning activities and facilities at PCU. Grant from the United Board Designated Grant from Ricky Cheng, International Accreditation Grant, and lecturer consultation work.



## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

The following are some forms of funding obtained and managed by OIA as a result of collaboration with Faculties and Departments at PCU in 2024.

### Petra International Conference on Sustainable Cities and Regions (PICSCAR) 2024



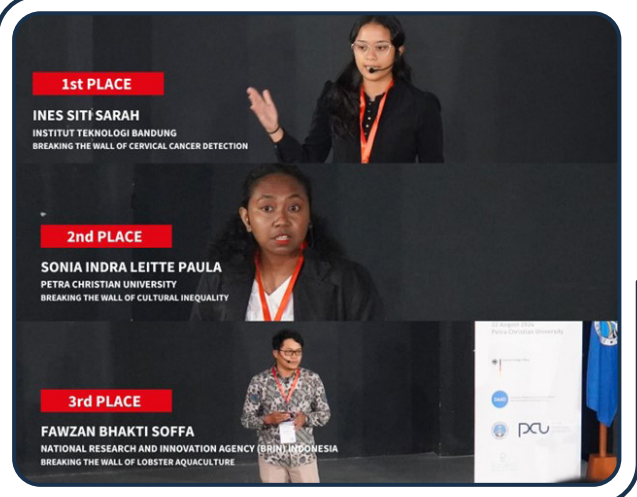
Held on 4–6 June 2024 at the PCU campus, the conference was attended by 52 delegates from 12 countries, including Germany, Australia, Egypt, and Nigeria. Carrying the theme “Towards Sustainable Cities and Regions: Growth – Regeneration – Innovation,” the event was a collaboration with Technische Universität Dresden and supported by the Alexander von Humboldt Foundation. In addition to academic sessions, participants also took part in field visits to various SDGs implementation locations in Surabaya.

### Indonesian International Student Mobility Awards (IISMA) 2024

A total of 23 PCU students have successfully received full scholarships from the IISMA 2024 program. They studied for one semester at 17 leading universities spread across 13 countries, including Australia, Germany, and Japan. This is a significant increase compared to previous years, demonstrating PCU’s commitment to supporting the internationalization of education.

### Falling Walls Lab Indonesia 2024

In August 2024, PCU hosted the national final of this international science competition, in collaboration with DAAD (German Academic Exchange Service). The winner of this competition represented Indonesia in the global final in Berlin, Germany, in November 2024.



## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

### Collaboration with Udayana University and NUNI

In the annual forum of the Nationwide University Network in Indonesia (NUNI) held in August 2024, PCU together with Maranatha University offered a short course and summer camp program collaboration to Udayana University for 2025. This initiative aims to strengthen student mobility and global reputation among universities in Indonesia.

Here are some other activities in picture form:

**Hadirilah!**  
**PANEN & LELANG IKAN NILA Perdana**  
 XP YLA 2023  
 Tim Akuaponik Petra

Kontak:  
 OIA UK Petra  
 +62 821 31731380

Kamis, 27 Juni 2024, 8:30-9:30 WIB.  
 UK Petra- Belakang Kantin W

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## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

### [GRI 201-1]

The increase in income is certainly used to fund the needs of PCU development. PCU expenditure is mostly on salary and remuneration payments for employees, development of campus buildings and facilities including educational equipment and office equipment, student activities and development activities for lecturers and employees.

Routine PCU 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 Administration and Finance. The references used in preparing the procedure are ISO 90001:2015 and the Decree of the Petra Christian College Foundation on the Revenue and Expenditure Budget. Every year all academic and supporting units.

The responsibilities and authorities of the elements involved in preparing the budget are as follows:

Table. Responsibilities in the PCU Routine Budget

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

The expenditure of salaries for lecturers and academic staff and PCU employees is 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 188/656/KPTS/013/2023, which was announced on November 30, 2023, concerning the Minimum Wage for Regency/City in East Java 2024. The minimum salary received by lecturers and academic staff at PCU is above IDR 4.7 million per month. In 2024, the number of staff and lecturers at PCU was 618.

Salaries and remuneration for lecturers are adjusted according to their level of education and academic position. The higher the level of education and academic position, the higher the salary they receive.

In the remuneration system, employee performance evaluation is regulated in PM02-BAUK-UK which has been updated in 2021. This employee assessment is carried out for PCU academic staff (or employees) under the supervision of the General Administration and Personnel Bureau (BAUK). The following is the number of lecturers and academic staff at PCU in 2024.

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

Education Level	Lecturers		Staffs	
	2024	2023	2024	2023
Doctoral	134	130		
Master	191	194	50	47
Undergraduate			143	149
Diploma 4			1	1
Diploma 3			29	29
Diploma 2			2	2
Diploma 1			1	1
Highschool			67	73
Total	325	324	293	302

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 Student Affairs. As a form of concern, over the last 3 years the number of students receiving PCU external and internal scholarships has increased. The following is the information on scholarship recipients at PCU from 2021 to 2023.

Table. PCU's Scholarship Recipients

Faculty	2024	2023
1.  Faculty of Civil Engineering and Planning	52 	44 
2.  Faculty of Industrial Technology	192 	175 
3.  School of Business and Management	251 	192 
4.  Faculty of Teacher Education	75 	63 
5.  Faculty of Humanities and Creative Industries	244 	217 
<b>Total</b>	<b>814 </b>	<b>691 </b>

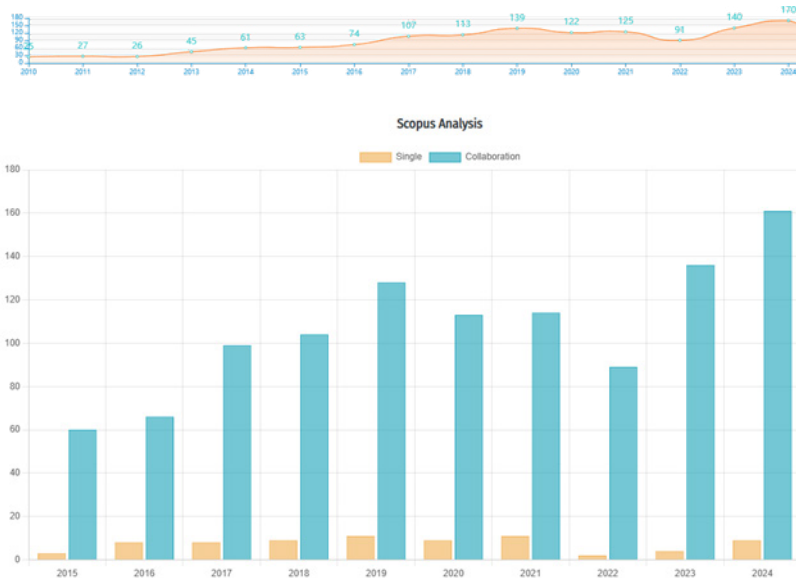
Procurement of goods and services is carried out through the PCU Supplies Unit. The quality standards for procurement of goods and services are regulated in PMI01-PBKL-UKP which was updated in 2022 based on references to PCU Leadership Policy, Organization and Work Procedures of PCU 1998, Republic of 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.

As part of the university's Tri-Dharma duties, PCU pays high attention to research and community service activities, both from internal and external funding. Based on community service report data submitted to the PCU community service institution, the number of community service activities in 2024 is 211 activities funded internally and externally.

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

[GRI 201-1]

PCU provides financial awards to lecturers who have successfully published articles in Scopus-indexed journals. The number of PCU Scopus-indexed articles recorded on the SINTA Dikti website in 2024 is 170 articles and in 2023 it was 140 articles. The increase in the publication of Scopus-indexed articles in 2024, both as single authors and in collaboration with domestic and foreign institutions, leverages PCU’s international reputation among academics and shows PCU’s real contribution globally through research results.



By 2024, PCU has 18 scientific journals registered in the Science and Technology Index (SINTA) of the Ministry of Education, Culture, Research, and Technology of the Republic of Indonesia. These journals cover various fields of science, from engineering, design, and business and economics to the humanities, and they are an important forum for lecturers and researchers to publish their scientific works.

Journal	Level
Civil Engineering Dimension	Accredited Sinta 1 Scopus Indexed
Accounting and Finance Journal	Accredited Sinta 2
Journal of Management and Entrepreneurship	Accredited Sinta 2
Journal of Industrial Engineering: Research and Application	Accredited Sinta 2
Dimensi: Journal of Architecture and Built Environment	Accredited Sinta 2
K@TA	Accredited Sinta 2
Petra International Journal of Business Studies (IJBS)	Accredited Sinta 3
Marketing Management Journal	Accredited Sinta 4
Scriptura: Jurnal Ilmiah Komunikasi	Accredited Sinta 4
Jurnal Desain Komunikasi Visual Nirmana	Accredited Sinta 4
International Journal of Financial and Investment Studies	Accredited Sinta 4
Jurnal Teknik Mesin	Accredited Sinta 4
Share Journal of Service Learning	Accredited Sinta 4
Jurnal Informatika	Accredited Sinta 4
Dimensi Utama Teknik Sipil	Accredited Sinta 4
Hotel Management Journal	Accredited Sinta 5
Kata Kita: Journal of Language, Literature and Teaching	Accredited Sinta 5
Century: Journal of Chinese Language, Literature and Culture	Accredited Sinta 6

## FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE [GRI 201-2]

PCU recognizes that climate change has a significant impact on all sectors, including higher education. In 2024, PCU took strategic steps to identify and manage risks and opportunities arising from climate change, both in terms of operations and financing.

### Identified Risks



#### **Increased energy and water operational costs**

Extreme temperature fluctuations and dry seasons can increase energy consumption for cooling and water use, which has an impact on increasing campus utility costs.



#### **Infrastructure vulnerability**

Physical campus facilities, such as drainage channels and green open areas, are vulnerable to flooding or extreme weather due to climate change.



#### **Disruption to academic activities and mobility**

Extreme climate change can affect lecture schedules, outdoor activities, and campus accessibility for academics.

### Opportunities Created



#### **Learning and research innovation**

PCU integrates sustainability and climate change topics into the curriculum across study programs, and encourages research related to climate mitigation and adaptation.



#### **Green building and energy efficiency implementation**

The campus development project adopts green building principles, including the use of energy-efficient lighting, rainwater management systems, and green open spaces.



#### **External collaboration and access to green funding**

PCU explores potential collaborations with international institutions and environmental donors to support sustainability-based projects, including access to grants or green financing.

The COVID-19 pandemic in 2020 to 2021 has become one of the biggest causes of global disruption in the last decade. Changes in learning styles from those accustomed to face-to-face learning to hybrid learning. The need for this hybrid learning has triggered PCU to improve the technology and soft skills of lecturers so that learning becomes interesting for students.

The Excellence in Learning and Teaching Center (ELTC) was established by PCU in 2019. The purpose of establishing ELTC is to develop the teaching capabilities of lecturers at PCU and to ensure the success of the Outcome-based education (OBE) curriculum. Until 2024, PCU built a Virtual Teaching Booth (VTB) to hold online teaching and learning

activities, including podcast activities. ELTC strives for lecturers to have competence in the use of learning resources and technology to enrich the teaching and learning process. VTBs are small rooms that are relatively soundproof and equipped with various equipment or technology needed by lecturers in carrying out online class teaching.

After the COVID-19 pandemic subsides in 2022 to 2024, hybrid learning has become familiar in the PCU environment. Hybrid learning activities, seminars and training, including non-formal activities such as live streaming talk shows and content creation have become routine activities at PCU. Until 2024, PCU had 7 VTBs and several smart room classes.

## FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE [GRI 201-2]

PCU through ELTC provides teaching grants to encourage lecturers to improve learning innovation. In 2024, the theme raised in the Teaching Innovation Grant is Collaborative Teaching Learning. The maximum grant fund provided is IDR 10 million per proposal.

### Grant Scheme

- |          |  |  |
|----------|--|--|
| <b>1</b> | <p><b>Creation of Digital Learning Modules MOOC (self-contained and self-paced learning materials) to be offered on the ICE Institute platform.</b> ICE Institute (Indonesia Cyber Education Institute/ICEI) is a marketplace for online lecture modules accredited by the Ministry of Education and Culture. ICEI provides various online lecture modules from various universities and online learning providers throughout Indonesia (website: <a href="https://info.icei.ac.id">https://info.icei.ac.id</a>)</p> | <p>The maximum grant fund<br/><b>IDR 10,000,000</b><br/>per proposal</p> |
| <b>2</b> | <p><b>Creation of Multimedia Modules with e-Journey (in collaboration with Lentera Edukasi Global).</b> E-journey is an online tool that can help lecturers create multimedia learning materials easily. The resulting modules can be used in Lentera or Story Journey, a multimedia educational module marketplace that focuses on bite-sized learning and interactive AI-based learning (website: <a href="https://ejourney.id">https://ejourney.id</a>)</p>   | <p>The maximum grant fund<br/><b>IDR 5,000,000</b><br/>per proposal</p>  |
| <b>3</b> | <p><b>Utilization of Technology to Support Participatory and Collaborative Classes.</b></p>  | <p>The maximum grant fund<br/><b>IDR 10,000,000</b><br/>per proposal</p> |

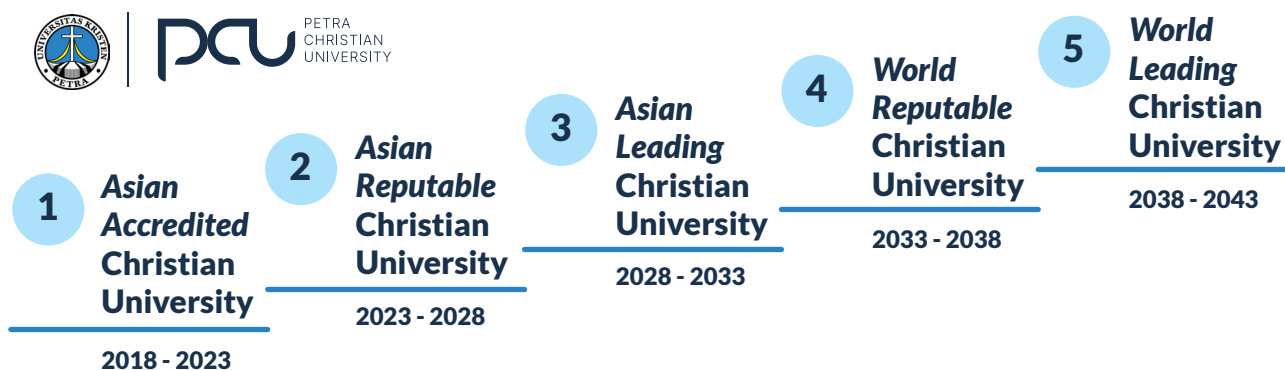
In 2024, the teaching innovation grant distributed from proposals collected in 2023 were 9 proposal teams. The selection of TIG proposals in 2024 to be distributed in 2025 has increased, which was finally won by 10 proposals.

The following are the proposal topics that passed the selection:

No.	Title	Scheme	Team members
1	Utilization of AI eJourney to Improve Student Creativity in Making Mathematics Learning Videos	Scheme 2	Iman Subekti
2	MODUL DIGITAL: Creative Presentation With AI	Scheme 1	Vanessa Yusuf Cindy Muljosumarto Mendy H. Malkisedek
3	Digital Module: Creative Industry Business Innovation Design For Gen Z in the Industrial Era 5.0	Scheme 1	Ani Wijayanti Suhartono Mega Ekklesia Putrihadi
4	Learning bamboo architecture using computational design technology and virtual reality	Scheme 3	Esti Asih Nurdiah
5	Development of Digital Fashion Illustration Digital Learning Module (MOOC) for Fashion Design Visualization	Scheme 1	Luri Renaningtyas
6	Utilization of Technology in Visual Presentation Courses to Land Applied Concepts of Participatory Design Collaboration Concepts	Scheme 3	Purnama Esa Dora Tedjokoesoemo Grace Setiati Kattu Luri Renaningtyas
7	Adopting AI, Laser Cutting and 3D Printing for Rapid Prototyping for Universal Design in High-Rise Buildings	Scheme 3	Gunawan Tanuwidjaja
8	Implementation of STEM-Coding Learning Tools for the Development of Modern and Traditional Children's Games	Scheme 3	Franky Boentolo
9	Project-Based Collaborative Learning in the Utilization of Simple Coding Technology (plugged and unplugged) for Learning in PAUD	Scheme 3	Yulia Setia
10	Creating a MOOC Digital Learning Module for MK Industrial IoT	Scheme 1	Handy Wicaksono

## FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE [GRI 201-2]

The risks faced due to climate change after the Covid-19 pandemic are very rapid technological developments and increasingly boundless competition. In facing this dynamic environment, PCU has conducted 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." The PCU development master plan sets out five milestone stages to achieve the vision, namely



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

1. Realizing Good Corporate Governance based on Servant Leadership in an integrated Management System
2. Achieving human resources with integrity and credibility
3. Achieving students and graduates with academic, spiritual and emotional excellence through education and learning based on an integrated and international curriculum
4. Implementation of quality research and community service that has an impact on community welfare
5. Realization of relations and cooperation with various institutions in the context of internationalization
6. Availability of funding sources for university sustainability
7. Availability of effective and efficient facilities and infrastructure
8. Achievement of increasing the university's brand image

As an impact of climate change and economic dynamics, PCU also provides scholarships for outstanding students who have economic problems. Internal scholarships provided in the 2023/2024 budget year were received by 1,190 students. The number of students receiving scholarships increased by 23.1% compared to the previous budget year. This increase is also due to the addition of the Petra Academic Achievement scholarship scheme for students who have very prominent academic achievements and achievements in the fields of sports and arts.

External scholarships were successfully received by 260 students in the 2023/24 fiscal year. The number of recipient students is exactly the same as the previous year. External scholarships are divided into two groups, namely those from the Government (Kemdikbudristek/LLDikti) through the Indonesian Education Scholarship scheme, the Smart Indonesia Card (KIP), and the *Unggulan* Scholarship. Other sources come from industry, alumni and other donors, namely scholarships from Scranton, PT. Adaro, BGA Civil Engineering Scholarship, Everbest G&I, I-Care, Alumni Sipil 93 Scholarship, and Donors for FKIP Students.

## OBLIGATIONS OF DEFINED BENEFIT PENSION PLANS AND OTHER 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 Indonesia 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:
  - a. Stopped working and have transferred their rights to another Pension Fund
  - b. Pension; including accelerated retirement, normal retirement, disability pension
  - c. Passed away
  - d. Stop working before reaching an 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 to pay contributions to the Pension Fund

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 (Academics); And
3. 60 (sixty) years for Education Personnel (Staff)
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 scholarship from the Indonesian Government is the Smart Indonesia Card (Kartu Indonesia Pintar – KIP) which was awarded to 43 PCU students in 2024.

In 2024, PCU received research and community service grants from the Indonesian government and foreign governments through their institutions in Indonesia. The number of grants received in 2024 increased compared to 2023.

Tabel. PCU research and community service data for 2024 and 2023



**PCU** PETRA CHRISTIAN UNIVERSITY

### RESEARCH AND COMMUNITY SERVICE DATA

The number of proposals that successfully obtained the grants

2024

2023



#### RESEARCH

	2024	2023
<b>Kemdikbudristek Research Grant Program</b>	<b>28</b>	<b>19</b>
<b>BRIN Research Grant Program</b>	<b>1</b>	<b>1</b>
<b>Education Fund Management Institute (LPDP) Program</b>	<b>1</b>	<b>0</b>
<b>Regional Studies Association</b>	<b>1</b>	<b>0</b>
<b>Alexander von Humboldt Foundation</b>	<b>1</b>	<b>0</b>
<b>DAAD</b>	<b>1</b>	<b>0</b>



#### COMMUNITY SERVICES

<b>P2M Kemendikbudristek</b>	<b>5</b>	<b>17</b>
<b>Australia - Indonesia Awards</b>	<b>2</b>	<b>1</b>







## RATIO OF STANDARD ENTRY-LEVEL EMPLOYEE WAGES BY GENDER TO REGIONAL MINIMUM WAGES [GRI 202-1]

Regarding remuneration for lecturer performance awards, PCU has a Strategic Performance Management System (SPMS), which is a performance assessment system that applies to all permanent lecturers 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 criterion 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). The roles consist of Leader, Scholar, Practitioner. The leader is lecturer who has a structural position as unit leader. Scholars are lecturers who do not hold structural positions, or lecturers who hold structural positions but are not unit leaders (example: Head of Division at BPM which is held by a lecturer). Leaders and scholars must make 100% active commitment. Practitioners A and B are lecturers who choose not to be full-time permanent lecturers at PCU and take on an active commitment equal to 70% and 50% of that of a full-time permanent lecturer.

Basic Table for Determining Points for Each Criteria

Criteria	Workload	Performance	Additional Points
 <b>Teaching</b>	Referring to lecturing (SKS), Final Assignment Advisory (thesis, dissertation, RPL) and LEAP/others	Lecturer’s Performance index in lecturing and advising	Lecturing Grants Lecturing Modules
 <b>Research</b>	Referring to Rubrik PO BKD 2021	Publication dan HKI produced	Research Grants
 <b>Community Service</b>	Referring to Rubrik Community Services SPMS	Reports & Community Services Letter from LPPM	Publication dan Community Services Grants
 <b>University Service</b>	Referring to credits to Assignment Letter	Scoring from supervision	Grants

The remuneration policy above does not discriminate between religion, gender and race, thereby avoiding discrimination. Receiving maximum and minimum basic salaries (per month) for employees aims to improve work performance based on level, length of service, workload and performance achievements of PCU employees.

## PROPORTION OF SENIOR MANAGEMENT FROM LOCAL COMMUNITIES [GRI 202-2]

PCU is continuously developing its human resources, both lecturers and educational staff from within the country. Up until 2024, 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 203-1]

In the 2023/2024 budget year, the university's information and communication technology infrastructure facilities have been upgraded, both to support academic and administrative activities and to improve information and communication technology services in general.

The Information and Communication Technology Center (PTIK) upgraded the computer specifications of 42 computers in the TD Laboratory. Computing software infrastructure for active employees and students is provided by utilizing Google for Education services and Microsoft products through the Microsoft Campus Agreement (MSCA) scheme. Other software available at PTIK can be seen at the link <https://ptik.petra.ac.id/layanan-layanan/laboratorium-komputer>. To support the smooth running of online exams in the AVT room of Building T, PTIK has upgraded the Wifi in the room. PTIK also

supports the infrastructure for Petra Business School (PBS) at Fairwaynine Mall by preparing a Metro Ethernet network which is an infrastructure extension of the central campus.

To support the Information System Development Center (PPSI) in developing information systems, PTIK has strengthened server computing and increased data storage by upgrading Nutanix and Dell servers. Rejuvenation of computer network infrastructure was carried out in Building P facilities to support internet access via Local Area Network (LAN) and Wi-Fi to be more reliable. Internet bandwidth did not increase, which was 4.15 Gbps, but there was an increase in Wi-Fi coverage from 95% to 100%. The reliability of the campus Wi-Fi and LAN network connections with a Wi-Fi network SLA (Service Level Agreement) value of 99.8% and a LAN network SLA of 99.74% (target 99.2%).

The number of students served by the **PCU Polyclinic** in 2024 is 3,045 people. This number increased by 30.6% compared to the previous year. 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.

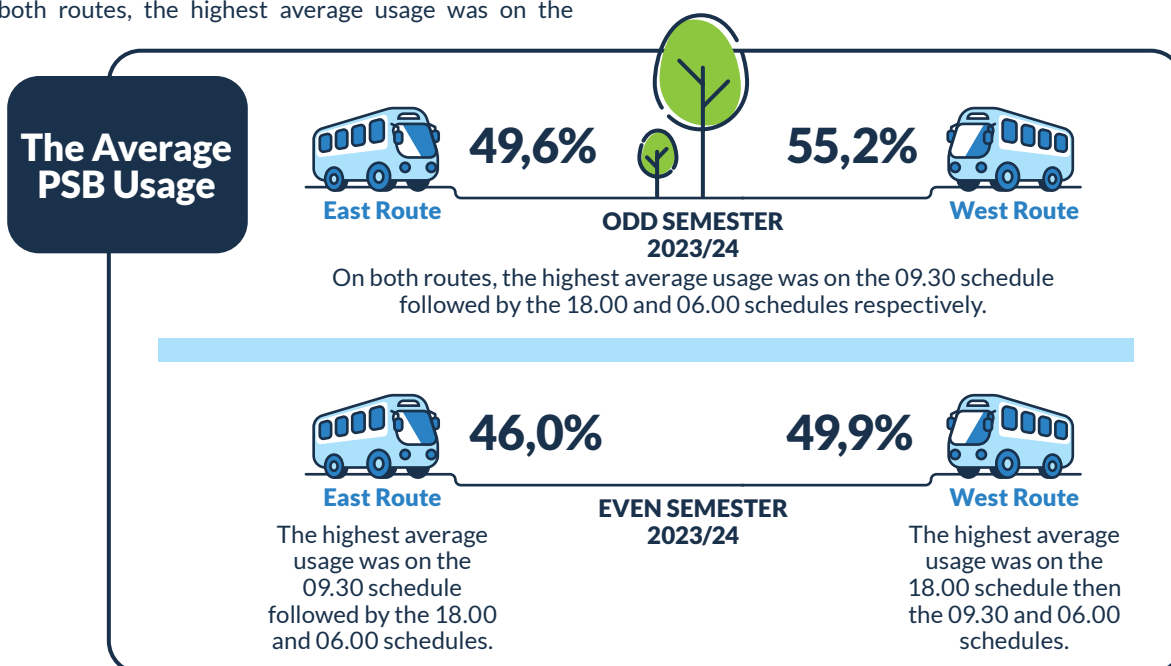
**SKYFIT@PCU.** The use of gym facilities in 2024 is relatively constant with the highest number of users on Tuesday and Wednesday. For cardio and muscle training, the gym also provides gym facilities to support group exercise activities.

**PETRA SHUTTLE BUS (PSB).** Starting February 26, 2024, the PSB pick-up location for the West Surabaya route has moved from Pakuwon Mall to Fairway9, while also supporting the operations of Petra Business School. The current PSB fleet consists of 4 units with a capacity of 25 passengers each.

09.30 schedule followed by the 18.00 and 06.00 schedules respectively.

The average PSB usage in Even Semester 2023/24 was 46.0% for the East route, and 49.9% for the West route. On the East route, the highest average usage was on the 09.30 schedule followed by the 18.00 and 06.00 schedules, while for the West route, the highest usage was on the 18.00 schedule then the 09.30 and 06.00 schedules.

The average PSB usage in Odd Semester 2023/24 was 49.6% for the East route, and 55.2% for the West route. On both routes, the highest average usage was on the

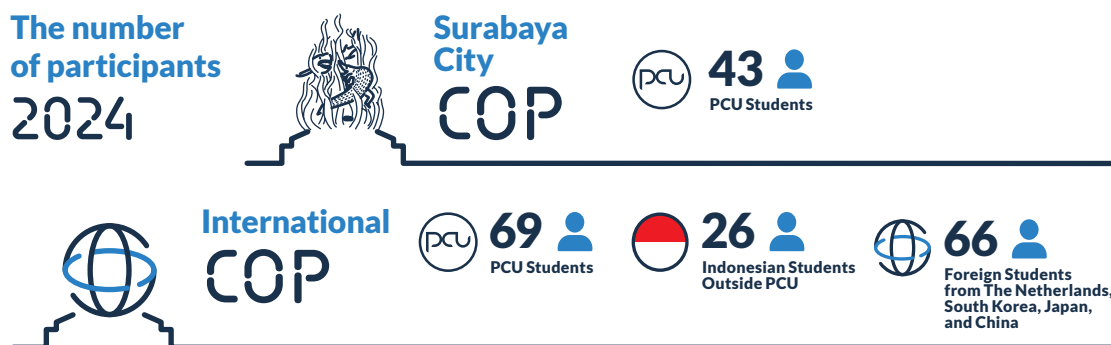


## INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT [GRI 203-1]

PCU has an **Intellectual Property Center (SKI)** under the coordination of the Innovation and Entrepreneurship Center. This unit handles HKI application files for PCU lecturers, students, and even the public. In the future, the KI Center has the potential to be developed into a separate business unit for KI management services, both internal and external. The number of Intellectual Property (IP) successfully registered in 2024 was 35, consisting of: 7 patents, 12 industrial product designs, 15 copyrights, 1 trademark.



PCU has a **Community Outreach Program (COP)**. In 2024 COP was held in 2 categories: Surabaya City COP and International COP. The number of participants in COP Surabaya was 43 PCU students, while the number of participants in COP International was 69 PCU students, 26 Indonesian students outside PCU, and 66 foreign students from the Netherlands, South Korea, Japan and China.



**The Institute for Christian Spirituality and Leadership Development (LPK3)** is an institution established in 2021 to integrate the spirituality and leadership development of lecturers, education staff, and students within the PCU environment. LPK3 consists of 4 centers, namely the Counseling and Personal Development Center (PKPP), the Spirituality Development Center (Pusroh), the Church Music Development Center (PPMG), and the Christian Leadership Center (Puspim). Of these 4 centers, Puspim is the only new unit, while the other 3 centers have been formed previously.

**The Counseling and Personal Development Center (PKPP)** provides services not only in the field of counseling and psychological tests, but also in the field of soft skills development, both to employees (lecturers and education staff) and to students.

The coaching service for PCU employees aims to improve performance in unit services, both academic and supporting units, through various activities, namely: Recharge Series: Cross-Gen Collaboration-Building Harmony and Productivity Between Generations, Group Dynamics in collaboration with Pusroh taking the theme Relieving Stress, Recharging Strength, Basic Counseling Training for Lecturers with the theme "Empowering Faculty to Address Student Demotivation", also through the PKPP YouTube Channel holding a Discussion on Actual Topics (Actual Tips), and Self-Assessment Test (about DISC) in 2024.

## INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT [GRI 203-1]

Not only services to the internal PCU campus, PKPP also provides services to stakeholders, especially to Guidance and Counseling (BK) Teachers of partner high schools, in the form of a Short Course with the theme "Post-Traumatic Growth: Overcoming Trauma Using Play and Creative Art"

Following up on Permendikbudristek Number 30 of 2021 concerning the Prevention and Handling of Sexual Violence (PPKS) in Higher Education Environments, PCU has formed a PPKS PCU Selection Committee (Pansel) team tasked with preparing the formation of the PPKS Task Force (Satgas) at PCU. The Pansel Team and PPKS Task Force involve elements of lecturers, education personnel and students. In the Odd Semester of 2023/24, the Pansel Team has conducted a selection of the Task Force Team in accordance with existing provisions. The Task Force Team consisting of 9 people was inaugurated on February 5, 2024.



As an initial activity, the Task Force Team has held a socialization for lecturers and education staff on April 26, 2024, at 08.30 in each building, namely Building T, Building I, and Building Q. The Task Force Team assisted by the Campus Resilience Unit (UKK) has also handled 4 reported cases. In addition, as a preventive measure, the Task Force Team has conducted observations of rooms/buildings that are considered vulnerable to sexual violence, and the results of this observation have been reported to the University leadership.

Other services provided are in the form of choir and ensemble services managed by **the Center for Church Music Development (PPMG)**. The choir services include training, choir services for both University events and

services in churches, as well as participation in choir competitions, both nationally and internationally.

Both the PCU Choir and the PCU Orchestra participate in serving several internal University activities, namely University Service, Dies Natalis, Graduation, Flag Ceremony, Student Organization Anniversary, 2024 Christmas Concert, Professor Inauguration Service, PCU Edu Fair, SPARK, Bharatika, Retired Employees ceremony, Accounting Birthday Celebration, and Welcome Grateful Generation 2024. In 2024, PPMG formed 1 Employee Choir team that has a regular practice schedule every Thursday afternoon for service at the 2024 Easter and Christmas Services.



PCU Choir Service at Graduation on March 1-2, 2024



Staff Choir Service at Easter Service 2024

## INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT [GRI 203-1]

**The Christian Leadership Center (Puspim)** is responsible for providing leadership services to students, lecturers, and education personnel in order to develop the quality of Christian leadership so that they can grow into leaders who honor God and the leadership cadre process in the campus environment can run well. In carrying out its functions, Puspim also supervises and mentors the Petra Sinergi Team (TPS).

Some of its activities in 2024:

Life Enrichment Grace (LE Grace). This activity is a mandatory briefing every Friday from 10.30-12.30 for all new students in small groups led by one or two senior students called Astor (tutorial assistants). LE Grace is part of the Religion and Meaningful Life (AHB) course.



Life Enrichment Grace  
(LE Grace)

New Lecturer Development,  
4-5 July 2024 at K-Gallery Hotel  
Pandaan

In addition to providing guidance for students, in the 2023/24 academic year, Puspim in collaboration with the counseling and human resources departments also held guidance for new lecturers on July 4-5, 2024, at the K-Gallery Hotel Pandaan.

## 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 KTI
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

## SIGNIFICANT INDIRECT ECONOMIC IMPACT [GRI 203-2]

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.

Urban COP Surabaya 2024 is an empowerment program aimed at the urban community of Surabaya. This program is located in Kampung Gang Dolly, is one of the realizations of the MoU between the Surabaya City Government and PCU, especially for the mentoring program for Kampung Gang Dolly to become a leading Tourism Village.

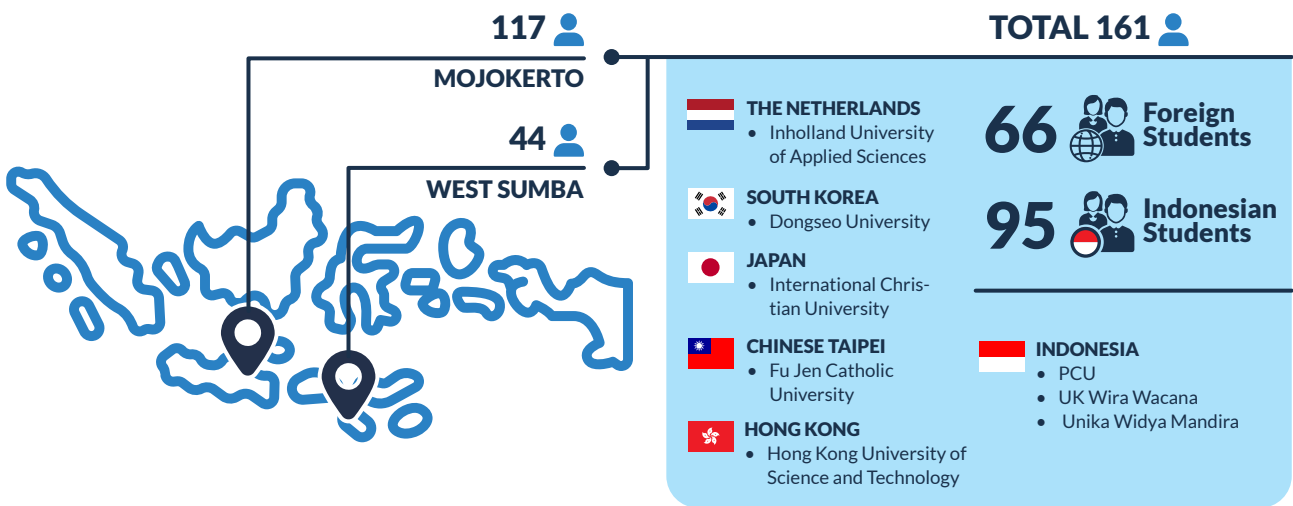
The programs carried out in the Urban COP 2024 activities include physical programs: Arrangement of the "Mbah Kapiludin" Religious Tourism Object (SDGs 8), Development of a Vineyard Showcase (SDGs 13), and Village Greening through Orchid Plants (SDGs 13).

While non-physical programs include: MSME Licensing Assistance (SDGs 8), MSME Product Marketing Training (SDGs 8), Product Photography Training for Karang Taruna (SDGs 8), Anti-Bullying Socialization and Traditional Dance Training for early childhood (SDGs 4). As the closing of the program, participants collaborated with the community to organize a Cultural Arts Festival and MSMEs Bazaar in the Gang Dolly Tourism Village (SDGs 8).

Orchid Cultivation Training Activities RW 06 (left) and Anti-Bullying Teaching through Puppet Stage RW 12 (right).



### International COP 2024 Participants



## SIGNIFICANT INDIRECT ECONOMIC IMPACT

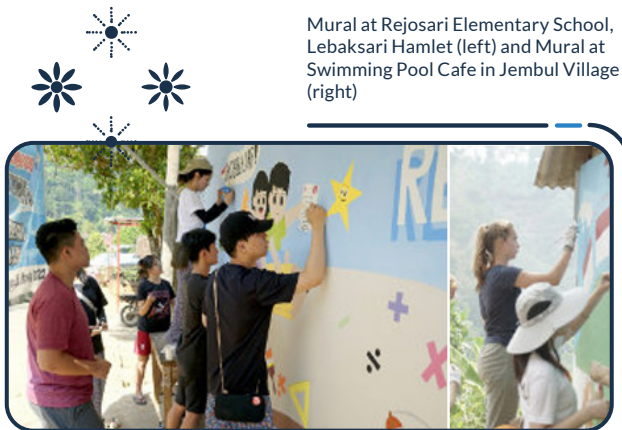
[GRI 203-2]

The International COP (iCOP) was held in two different provinces, namely in East Java (Mojokerto Regency) and in East Nusa Tenggara (West Sumba Regency). The International COP participants consisted of 161 people with the following details: Mojokerto Regency had 117 students and West Sumba Regency had 44 students. There were 66 foreign students from 5 countries, namely: the Netherlands (Inholland University of Applied Sciences), South Korea (Dongseo University), Japan (International Christian University), Chinese Taipei (Fu Jen Catholic University), and Hong Kong (Hong Kong University of Science and Technology). Meanwhile, there were 95 participants from Indonesia consisting of students from PCU, UK Wira Wacana, and Unika Widya Mandira.

iCOP in Mojokerto Regency was implemented in 3 villages, namely: Sumberjati, Rejosari and Jembul, Jatirejo District. The number of participants in this COP was 117 students, consisting of 63 foreign participants and 54 Indonesian participants. This program is one of the realizations of the MoU between the Mojokerto Regency Government and PCU. The implementation of the program is not only focused on physical development but also non-physical programs. Physical programs include making clean water filters and cleaning clean water reservoirs (SDGs 6); infrastructure repair, road paving, educational facilities and infrastructure (SDGs 9), as well as non-physical programs in the form of village tourism development, village branding and SME development (SDGs 8), cultural learning, foreign languages (SDGs 4).



Development of Pioneering Area for River Touring in Petung Hamlet



Mural at Rejosari Elementary School, Lebaksari Hamlet (left) and Mural at Swimming Pool Cafe in Jembul Village (right)

iCOP in West Sumba Regency was held in 2 villages, namely: Weihura and Bali Loku villages, Wanukaka District. The number of participants was 44 students consisting of 3 foreign participants from Hong Kong University of Science and Technology (HKUST), 41 Indonesian participants (PCU, Unkriswina East Sumba and Unwira Kupang). This program is one of the implementations of the MoU between PCU and the West Sumba Regency Government for the second year. The programs aim to answer problems in the

community such as physical programs were: Making Spiral Water Pumps for agricultural land (SDGs 1), Arrangement of Reading Posts and PAUD (SDGs 4), and Development of Clean Water Sanitation (SDGs 6). Meanwhile, non-physical programs were Socialization of Clean and Healthy Lifestyle Patterns (PHBS) for children (SDGs 3), Teachers at Reading Posts (SDGs 4), Complementary Food Training for Posyandu mothers (SDGs 2), and Training in Making Fertilizer from Horse Manure for farmer groups (SDGs 11).



Making Spiral Water Pumps for Agricultural Irrigation Systems



Training in Making Complementary Breast Milk Food for Posyandu Mothers

## SIGNIFICANT INDIRECT ECONOMIC IMPACT

[GRI 203-2]

The PCU campus is located in the middle of an urban village with diverse social, cultural, economic, and religious life. PCU's concern for the community around the campus is manifested through a program to eradicate the issue of stunting for the people of Siwalankerto, Wonocolo District, Surabaya. PCU collaborates with the Siwalankerto Village, Siwalankerto Health Center, and PKK Siwalankerto to develop the School for Great Parents (*Sekolah Orang Tua Hebat - SOTH*) program, which is the main priority of the Surabaya City Government. In this program, training and mentoring classes are held for 30 mothers who have babies with stunting and pre-stunting cases. PCU actively participates in providing training speakers, providing classroom infrastructure, and distributing milk for children. Through the Green Festival, PCU also provides Aquaponic Cultivation Training and holds training in making fish-based Complementary Foods (aquaponic products). The expected result is that the community is able to be independent in meeting the needs of healthy food for their children and families (SDGs 2).

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. The One Idea One Company Community program is a follow-up to the Idea Challenge program which is held every semester. In this program, new ideas have been submitted that are in the process of being incubated by the Innovation and Entrepreneurship Center (SIK). In the 2023/24 academic year, there were 40 proposals in the Idea Challenge program in the selection process to become pre-startups. Meanwhile, 5 incubated start-ups, namely Seabening, Hypercool, Logic Academia, Urotech, and Edu-Batt have participated in the start-up competition in the program.



Young on Top 2024: Speed dating with investors at Balai Kartini



Five PCU lecturers from the Faculty of Industrial Engineering collaborated to carry out community service activities in Dusun Turi, Geger Village, Sendang District, Tulungagung Regency. They created an innovation in the form of a solar-powered chopper for the cattle and goat farming community. This activity was carried out with a grant from the Australia Awards in Indonesia.



## 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 procurement of goods and services. This evaluation activity involves various parties, starting with leaders, lecturers, academic staff, and other working units, to ensure that there are no corruption cases involving PCU during the 2024 reporting period.

## POLICY COMMITMENTS

[GRI 2-23; GRI 205-2]

In every Tridharma of Higher Education activity, PCU always supports the achievement of sustainable development (SDGs), which is a global action plan agreed upon by world leaders to end poverty, reduce inequality and protect the environment. PCU actively and continuously contributes to solving various national problems, especially those related to sustainable development (SDGs) and the social-ecological crisis in line with the principles of sustainability. Like the problems commonly faced by low-middle income countries, Indonesia also faces problems of poverty, inequality and unemployment. This problem is also related to extreme natural conditions and disasters that affect people's welfare, both directly and indirectly.

PCU as a higher education institution with a wealth of competent resources plays a greater role in enriching empirical solutions in various fields as an alternative solution to problems in an increasingly complex society.

The solutions offered by PCU always paying attention to environmental preservation, friendly to children and the elderly, disabled groups, energy saving, and other considerations. The principles of prevention and prudence in PCU management are carried out by implementing ISO 9001 quality management regarding anti-corruption practices.

To strengthen campus cybersecurity, the PCU Computer Security Incident Response Team (CSIRT) was formed in September 2023. This team has been registered and is under the guidance of the National Cyber and Crypto Agency (BSSN). The team continuously strives to strengthen server security by patching server security gaps regularly and conducting weekly reviews. PTIK has also upgraded the HCI Simplivity server firmware to improve the security and reliability of the server. The Cyber Security Incident Handling Maturity Level (TMPI) has reached Level 2.



In an effort to provide cybersecurity insight to all campus residents, the Center for Information and Communication Technology (PTIK) PCU has held several security awareness socialization activities, including Security Awareness; Tips for Overcoming Computer Malware; Android Mobile Security.

### 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 course that discusses cases of corruption and fraud in Indonesia and globally. Since 2024, PCU has also had an International Digital Accounting and Fraud Program that will teach students to detect, handle, and anticipate fraud cases.

## POLICY COMMITMENTS

[GRI 2-23; GRI 205-2]

As a form of anticipation of fraud, PCU through the International Digital Accounting and Fraud Program held a seminar with Ms. Wani Sabu in June 2024. She is the executive vice president of the digital center of Bank Central Asia, Indonesia.

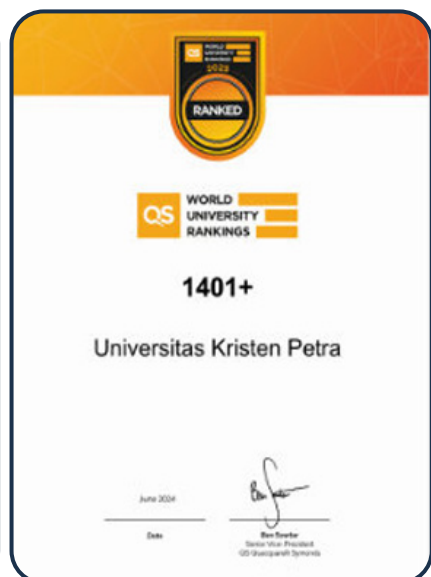


PCU as an education provider took the initiative to collaborate with the Regional Advocacy Committee (KAD) of East Java (Jatim), holding an Anti-Corruption Discussion Forum. Carrying the theme "Strong Integrity, We Will Eradicate Corruption" at the Platinum Tunjungan Hotel in the heart of Surabaya on Saturday-Sunday, May 4-5, 2024.

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

[GRI 206-1]

PCU has successfully achieved a proud achievement by entering the Top 100 Universities in Southeast Asia or the top 100 in Southeast Asia and ranked 581-600 in Asia based on Quacquarelli Symonds (QS) Asia University Rankings (AUR)-2025. This achievement was announced in the QS Higher Education Summit: Asia Pacific 2024 agenda, on November 6, 2024 in Macau. Compared to 2023, PCU has successfully risen 70 ranks, from position 651+ to 581-600 at the Asian level.

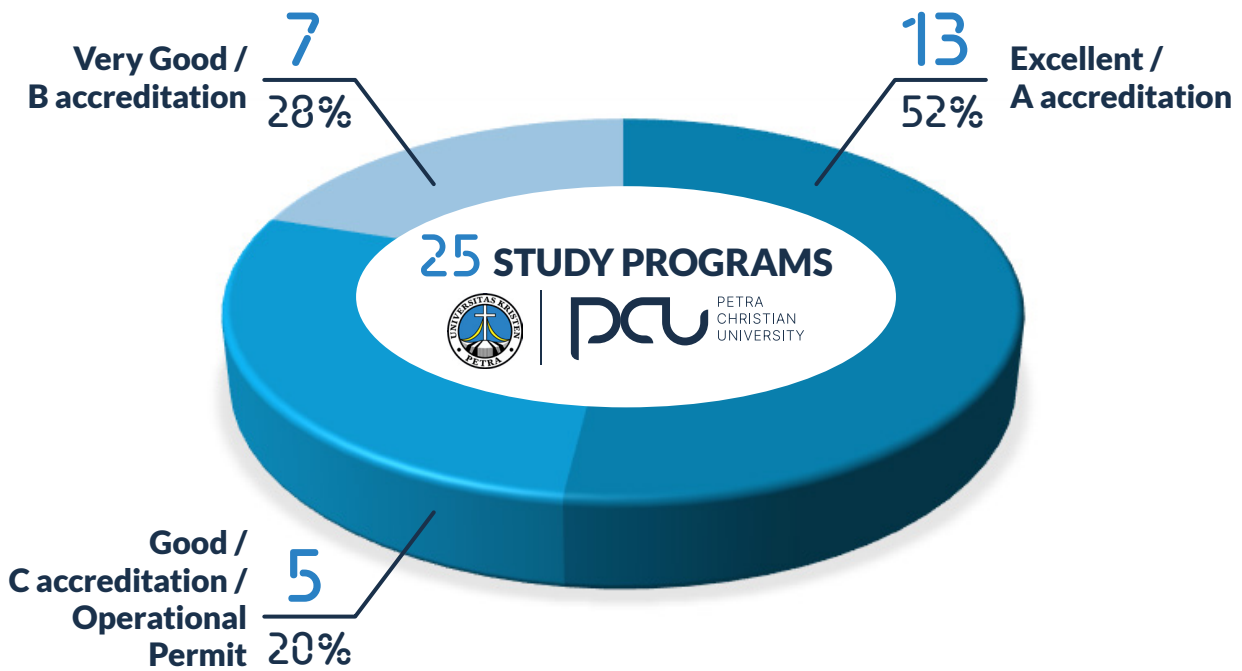


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According to the report from Quacquarelli Symonds (QS) World University Ranking 2025 published in June 2024, PCU was ranked 1401+ in the world, making PCU the only PTS in East Java included in the QS-WUR 2025 ranking. UniRank (<https://www.4icu.org/id/>) places PCU at 37<sup>th</sup> nationally in The-2024 Indonesian University Ranking, and 2789<sup>th</sup> in the world. EduRank (<https://edurank.org/uni/petra-christian-university/rankings/>) places PCU at 52<sup>nd</sup> out of 562 universities in Indonesia, 966<sup>th</sup> in Asia, and 3015<sup>th</sup> in the world. Meanwhile, in the Webometric ranking (Source: <https://www.webometrics.info/en/asia/indonesia%20>) PCU is ranked 69<sup>th</sup> in Indonesia and 4317<sup>th</sup> in the world.

In total, out of the 25 study programs at PCU, 13 of them have Excellent or A accreditation status (52%), seven study programs have Very Good or B accreditation status (28%), five study programs have Good or C/Operational Permit accreditation status (20%).



### Accreditation Ranking of Undergraduate Study Programs

Accreditation	Total
A/ Excellent	12
B/ Very Good	2
C/ Good/ Operational Permit	2
<b>TOTAL</b>	<b>16</b>

### Accreditation Rankings for Masters, Doctoral, and Professional Study Programs

Accreditation	Total
A/ Excellent	1
B/ Very Good	5
C/ Good/ Operational Permit	3
<b>TOTAL</b>	<b>9</b>

## LEGAL MEASURES FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST AND MONOPOLY PRACTICES [GRI 206-1]

On March 31, 2024, three study programs successfully achieved international accreditation status Accredited from IABEE, namely Informatics Study Program, Industrial Engineering Study Program, and Mechanical Engineering Study Program. IABEE accreditation status is recognized as international accreditation by the Indonesian Ministry of Education, Culture, Research and Technology.



PCU received an award as one of the Jawa Pos 7 Most Popular Brands on September 3, 2024. This proves that PCU is one of the brands that has received public attention in the special category of educational institutions in the East Java area. The selection for this award was carried out through research and surveys in 20 provinces, involving 19 thousand respondents.

## 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 (SSP Typing).
- Cross check with the cashier for expenses/SPJ 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 carried out as a form of fostering relations between PCU and the Tax Authority. PCU views that the Tax Authority has a very 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 service related to tax issues. PCU's Tax Center provides services and education to wider community by collaborating with the Regional Office of DJP East Java I as a collaboration partner. PCU's Tax Center is committed to support 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 SPT 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 SPT via e-Filing.

The implementation started from the recruitment process to the evaluation of the implementation of tax volunteers from October 14, 2023, to December 2024, but Tax Volunteers work to serve the community starting from February to December 2024. The location of the activity is all KPPs under the auspices of the East Java 1 Directorate General of Taxes (DJP) Regional Office.

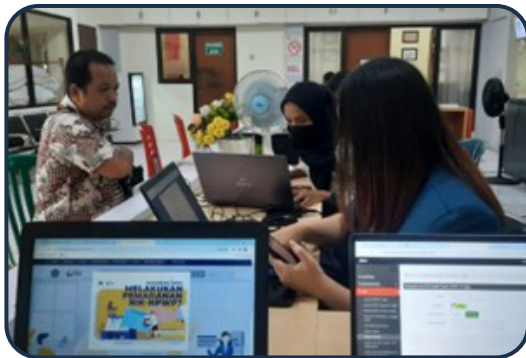
## STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED CONCERNS [GRI 207-3]



Tax Volunteers from PCU Tax Accounting Students



Assistance in filling out e-SPT by Tax Accounting PCU and the Directorate General of Taxes East Java 1.



Tax Volunteers from PCU Tax Accounting Students



Assistance Team in filling out e-SPT by Tax Accounting PCU and the Directorate General of Taxes East Java 1

## STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED CONCERNS [GRI 207-3]

As part of its commitment to sustainable knowledge sharing at the global level, the PCU Accounting Study Program held an international community service activity entitled "Tax and Customs 101 for Indonesian Citizens Abroad" in Hong Kong. This activity is a collaboration with the Indonesian Diaspora Network (IDN) Hong Kong - Macau and supported by the Consulate General of the Republic of Indonesia (KJRI) Hong Kong, with a total participation of 165 participants, consisting of 61 online participants and 104 onsite participants. Participants consisted of Indonesian Migrant Workers (PMI) and Indonesian diaspora professionals, who participated in a series of activities in the form of two online webinar sessions (October 20 and 26, 2024) and offline workshop and seminar (November 9 and 10, 2024) at the Indonesian Consulate General in Hong Kong. This activity emphasized PCU's active role in supporting the improvement of tax and customs literacy among the Indonesian diaspora, as well as strengthening the institution's contribution in disseminating knowledge sustainably at the international level.



Tax and Customs 101 for Indonesian Citizens Abroad – day 1



Tax and Customs 101 for Indonesian Citizens Abroad – day 2



# ENVIRONMENTAL PERFORMANCE



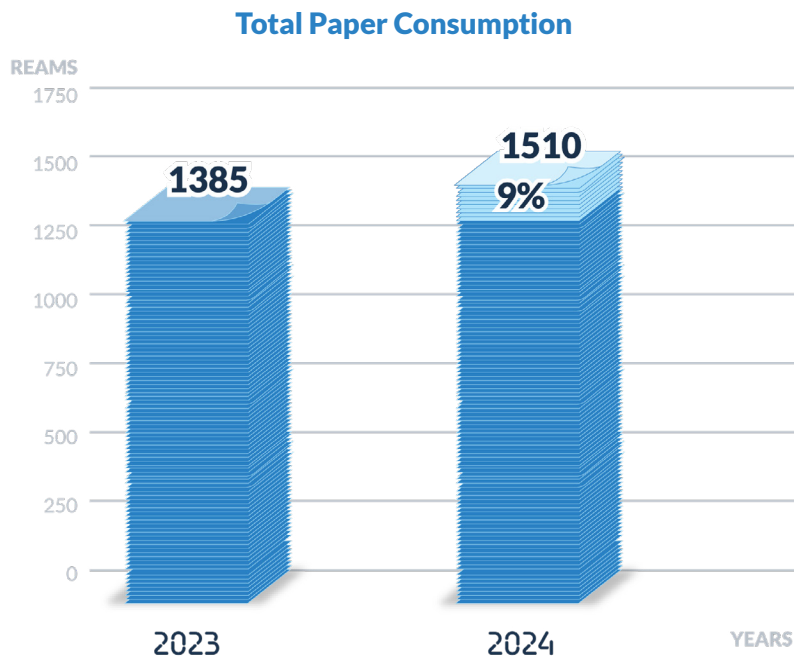
## MATERIALS USED BY WEIGHT OR VOLUME

[GRI 301-1]

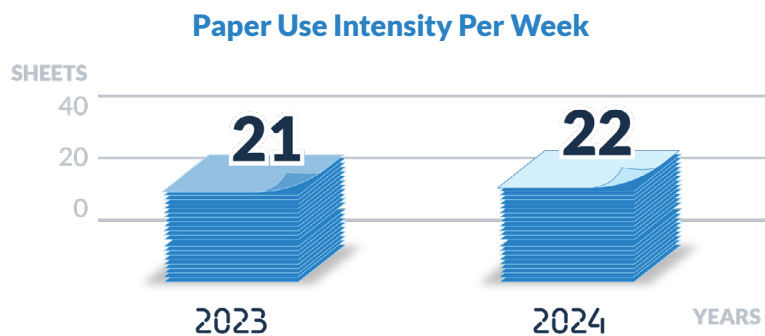
PCU’s commitment to becoming a green campus continues into 2024. Since the implementation of sustainability-oriented policies outlined in Rector’s Decree No. 251/Kept/PCU/2013 and subsequently updated through Rector’s Decree No. 103/Kept/PCU/2016, various initiatives have been undertaken to optimize the use of digital technology across campus operations. Over time, these policies have yielded tangible outcomes in realizing an environmentally friendly campus.

Paper consumption is one of the areas regulated under the green campus policy. As previously reported, paper use experienced a significant decline during the pandemic period (2020–2021), followed by a gradual increase as on-site academic and administrative activities resumed between 2022 and 2023. PCU’s paper usage has remained lower than pre-pandemic levels despite this increase.

In 2024, total paper consumption was recorded at **1,510 reams**, showing a slight increase of **9%** from the previous year (**1,385 reams**). This increase is attributable to the establishment of new faculty—the **Faculty of Medicine**—requiring substantial document printing for academic and administrative purposes.



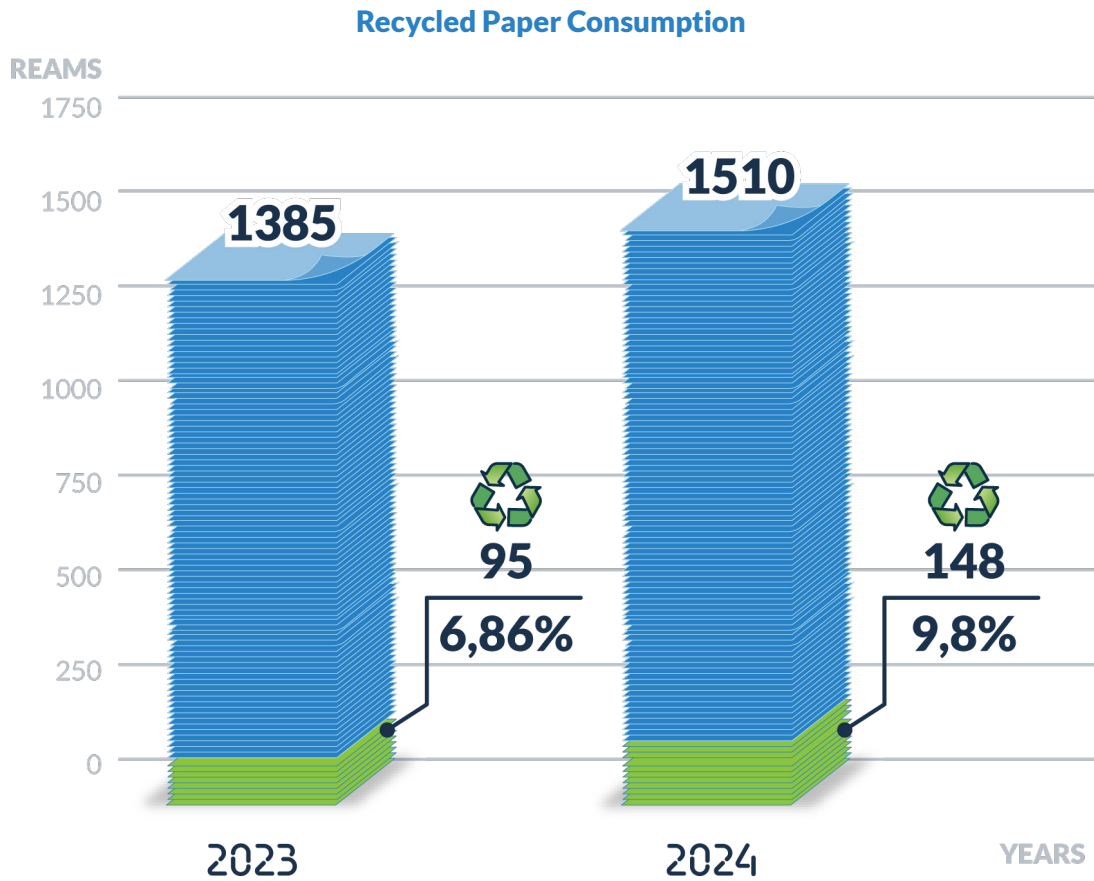
Compared to employee numbers, the difference in paper use is minimal, with an increase of only **one sheet per week per employee** – from **21 sheets per week in 2023 to 22 sheets per week in 2024**. Despite this marginal increase, the current consumption level remains far below the pre-pandemic figure of **4,093 reams in 2019**, reflecting the university’s continued success in reducing paper consumption. This ongoing trend highlights PCU’s sustained commitment to implementing sustainability principles, even amidst institutional expansion and evolving operational needs.



## RECYCLED INPUT MATERIALS USED

[GRI 301-2]

As part of its sustainability agenda, PCU continues to increase the use of recycled materials in its operations. In 2024, of the total **1,510 reams** of paper used, **148 reams (9.80%)** were made from recycled materials. This marks an improvement from 2023, when only **95 reams out of 1,385 (6.86%)** were recycled paper.



Although overall paper consumption has increased due to heightened academic and administrative demands, the growing proportion of the use of recycled paper reflects the university's commitment to sustainable practices and promoting environmentally friendly materials.

Going forward, the university aims to increase the proportion of recycled paper further to reduce its dependence on conventional paper and support the creation of a more sustainable and eco-conscious campus.

## RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS

[GRI 301-3]

In addition to using recycled paper, PCU actively promotes reusing unused or discarded items to minimize waste and improve resource efficiency. In renovation projects or requests for new furniture, the university consistently considers opportunities to refurbish and repurpose existing unused items.



Cabinet before refurbish



Cabinet after refurbish

Through a process of repair and refinishing, many items are restored to optimal condition, allowing them to function as though new. This practice not only reduces the need to purchase new furniture but also significantly minimizes waste generation, aligning with PCU's sustainability principles.

A noteworthy initiative in this area involved recycling unused desk drawers into document storage cabinets, which were then distributed to administrative units in need—demonstrating the university's innovative and responsible approach to resource management.

## ENERGY CONSUMPTION WITHIN THE ORGANIZATION

[GRI 302-1]

PCU continues to strive toward increasing energy efficiency across its campus operations. This includes the replacement of older electronic equipment with more environmentally friendly alternatives, the implementation of smart systems in classrooms, and the integration of renewable energy sources. These efforts are being carried out gradually over the coming years, with priority given to replacing damaged equipment, while functional equipment will remain in use temporarily.

In 2023, total electricity consumption reached 5,536,696 kWh, equivalent to **19,932 gigajoules (GJ)**, representing a 53% increase compared to the previous year (2022). This increase was primarily due to the full resumption of on-campus academic and administrative activities post-pandemic.

In 2024, electricity consumption increased further to **5,765,048 kWh (20,754.18 GJ)**, showing a 6% rise from 2023. Unlike the previous year, where the normalization of campus activities drove the increase, the 2024 rise is attributed to the addition of new faculty—the Faculty of Medicine. The faculty requires higher energy consumption, particularly for laboratory operations and medical equipment.

Despite the increase in electricity use, PCU remains committed to optimizing energy efficiency through sustainable strategies that aim to reduce long-term environmental impacts.

In addition to electricity consumption, PCU also calculates energy use from its campus transportation system. Currently, PCU operates four diesel-fueled shuttle buses, completing 2,078 trips throughout 2024, carrying 41,267 passengers, with an average travel distance of 16.5 km per trip. Additionally, PCU operates thirteen diesel-powered and six gasoline-powered operational vehicles. The total energy consumption from these vehicles is as follows:

Fuel Type	Fuel Consumption (Liters)	Energy Intensity (MJ/L)	Total Energy (MJ)
Gasoline—RON 90	5,006.5	33.01	165,271.57
Gasoline—RON 92	1,052	33.01	34,727.99
Diesel—CN 48 (cars)	15,793.1	36.13	570,611.81
Diesel—CN 51 (cars)	2,372.7	36.26	86,043.71
Diesel—CN 48 (buses)	19,793.3	36.13	715,140.84
Diesel—CN 51 (buses)	8,424	36.26	305,488.36
<b>Total</b>			<b>1,877,284.28 MJ</b>

Energy values calculated using NCV values from Pertamina and fuel density assumptions: diesel = 0.835 kg/L; gasoline = 0.74 kg/L

The total energy consumption from campus transportation is **1,877.28 GJ**. When combined with electricity consumption (**20,754.18 GJ**), the total organizational energy consumption for 2024 is **22,631.46 GJ**.

### Renewable Energy Use and Its Proportion

PCU has implemented renewable energy sources through the use of solar-powered streetlights. Currently, 80 units are installed:

- 32 units × 60 watts = 1,920 watts
- 48 units × 90 watts = 4,320 watts
- Total power: 6,240 watts = 6.24 kW

10 operational hours per day (using auto switch on and off timer):

- Daily energy generation: 6.24 kW × 10 hours = 62.4 kWh
- Annual energy generation: 62.4 × 365 = **22,776 kWh/year**
- In GJ: 22,776 × 0.0036 = **81.99 GJ/year**

Compared to PCU's total energy from electricity consumption (**20,754.18 GJ**), the share of renewable energy from solar lighting is approximately:

- $81.99 / 20,754.18 \times 100\% = 0.40\%$

Although still small, this initiative represents a concrete step toward the university's transition to sustainable energy and is expected to grow in the coming years.

# ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

## [GRI 302-2]

PCU also estimates energy consumption from private and public transportation used by students, lecturers and academic staff. The calculation includes private vehicles parked on campus and shuttle buses operated throughout the year.

### 1. Energy Consumption from Private Vehicles

Based on data of campus parking over the year, a total of 641,794 cars and 190,645 motorcycles entered campus. Assuming an average travel distance of 10 km per vehicle per day and standard fuel efficiencies, estimated energy consumption is as follows:

**Total car travel:**  $641,794 \times 10 \text{ km} = 6,417,940 \text{ km/year}$

#### A. Energy Consumption from Cars

Since data on fuel type per vehicle is unavailable, the breakdown is estimated based on Indonesia's 2024 vehicle sales proportions from Statista\*. Applying these percentages to the total number of cars entering campus (641,794), the estimated distribution is as follows: :

- 83% gasoline: 532,689 cars
- 7% diesel: 44,926 cars
- 7% hybrid: 44,926 cars
- 2% electric: 12,836 cars

\*Statista. (October 23, 2024). Most common car propulsion systems by type in Indonesia as of June 2024 [Graph]. In Statista. <https://statista.com/forecasts/1348206/most-common-car-propulsion-systems-by-type-in-indonesia>

##### Gasoline Cars:

- Travel:  $532,689 \times 10 \text{ km} = 5,326,890 \text{ km}$
- Fuel efficiency: 15 km/L → Consumption: 355,126 L
- Energy:  $355,126 \times 33.01 \text{ MJ/L} = 11,722.71 \text{ GJ}$

##### Diesel Cars:

- Travel:  $44,926 \times 10 \text{ km} = 449,260 \text{ km}$
- Fuel efficiency: 12 km/L → Consumption: 37,438 L
- Energy:  $37,438 \times 36.13 \text{ MJ/L} = 1,352.63 \text{ GJ}$

##### Hybrid Cars (65% gasoline, 35% electricity):

- Travel: 449,260 km
- Fuel:  $(449,260 \times 65\%) \div 20 \text{ km/L} = 14,600.95 \text{ L} \rightarrow 14,600.95 \times 33.01 = 481.98 \text{ GJ}$
- Electricity:  $449,260 \times 35\% \times 0.2 \text{ kWh/km} = 31,448 \text{ kWh} \rightarrow 31,448 \times 3.6 = 113.21 \text{ GJ}$
- Total hybrid energy = 595.19 GJ

##### Electric Cars:

- Travel:  $12,836 \times 10 \text{ km} = 128,360 \text{ km}$
- Electricity use:  $128,360 \times 0.2 \text{ kWh/km}^* = 25,672 \text{ kWh} \rightarrow 25,672 \times 3.6 = 92.42 \text{ GJ}$

(\*<https://otomotif.antaranews.com/berita/4330639/berapa-konsumsi-daya-mobil-listrik-per-kilometer>)

#### B. Energy Consumption from Motorcycles

- Total:  $190,645 \text{ units} \times 10 \text{ km} = 1,906,450 \text{ km}$
- Efficiency: 45 km/L → Consumption: 42,366 L
- Energy:  $42,366 \times 33.01 = 1,398.5 \text{ GJ}$

## ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

[GRI 302-2]

### 2. Summary – Energy Consumption from Off-Campus Transportation

Vehicle Type	Distance (km)	Fuel Consumption	Energy (GJ)
Gasoline Cars	5,326,890	355,126 L	11,722.71
Diesel Cars	449,260	37,438 L	1,352.63
Hybrid Cars	449,260	14,601 L + 31,448 kWh	595.19
Electric Cars	128,360	25,672 kWh	92.42
Motorcycles	1,906,450	42,366 L	1,398.5
<b>Total</b>	<b>8,260,220</b>		<b>15,161.45 GJ</b>

Thus, total estimated off-campus transportation energy consumption amounts to 15,161.45 GJ, with the largest contributions coming from gasoline-powered vehicles and motorcycles.

## ENERGY INTENSITY

[GRI 302-3]

As part of its commitment to energy efficiency, PCU began measuring electricity intensity in 2024 based on the total campus population and the physical area of the campus. This approach aims to better understand energy usage patterns within the university environment and to assess energy consumption relative to both the number of academic community members and the size of the facilities in use. Through this data, PCU gains clearer insight into annual energy needs and usage trends over time.

In 2024, PCU's total electricity consumption was recorded at **5,765,048 kWh**, equivalent to **20,754.18 GJ**. The total campus population consisted of **6,603 individuals**, including **325 lecturers**, **307 academic staff**, and **5,971 students**, while the total campus area was **133,139.42 m<sup>2</sup>**.

Based on this data, electricity intensity was calculated as follows:

- **Electricity intensity per person:**  
5,765,048 kWh ÷ 6,603 people = **873 kWh/person**, or approximately **3.14 GJ/person per year**
- **Electricity intensity per square meter of campus area:**  
5,765,048 kWh ÷ 133,139.42 m<sup>2</sup> = **43.3 kWh/m<sup>2</sup>**, or approximately **0.156 GJ/m<sup>2</sup> per year**

This measurement enables PCU to monitor electricity consumption annually and track changes over time. It also provides a basis for understanding how energy is utilized within the campus environment.

## ENERGY REDUCTION INITIATIVES AND REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES [GRI 302-4; GRI 302-5]

Energy efficiency remains one of the main focuses of PCU in realizing a Green Campus. Various programs and initiatives previously implemented have continued, with adjustments to the scale of implementation according to actual needs. This year, the replacement of electrical equipment with more environmentally friendly alternatives was carried out as needed, prioritizing damaged or malfunctioning equipment. Equipment that remains in good working condition continues to be used temporarily.

The energy-saving strategies currently in place include the following:

### A. Installation of access-key systems in classrooms

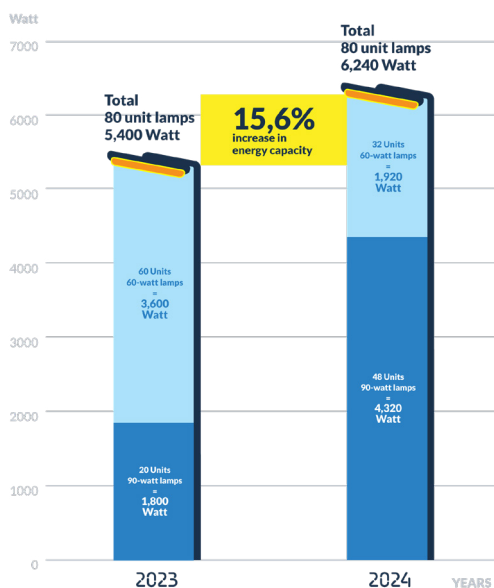
At the beginning of the year, **108 out of 141 classrooms** were equipped with access-key systems. As renovation work progressed, the total number of classrooms adjusted to **138**, of which **105 have access keys**, while **33 are without access key**. Renovation efforts present an opportunity to ensure all classrooms will eventually be equipped with this energy-saving technology.

### B. Replacement of conventional lighting with LED

Out of a total of **10,103 lighting units**, **3,591 units (approximately 35.54%)** have been replaced with energy-efficient LED lighting.

### C. Replacement of air conditioning units with more efficient technology

The number of air conditioning units increased from **1,337 to 1,377**. Latest inventory records show that **1,010 units (about 73.34%)** now use inverter technology or VRV systems that are more energy-efficient and environmentally friendly—up significantly from just **254 units** in previous records. This improvement results from both the replacement of outdated units and more accurate equipment documentation through a detailed inventory process.



### D. Use of solar-powered street lighting

PCU currently operates 80 solar-powered streetlamps, constituting 56.77% of its total street lighting infrastructure. The system comprises 32 units of 60-watt lamps (1,920 watts) and 48 units of 90-watt lamps (4,320 watts), yielding a combined capacity of 6,240 watts (6.24 kW). Compared to the previous year’s configuration—**which retained the same number of 80 solar streetlights** but with a lower total output of 5,400 watts (5.4 kW) via 60 units of 60-watt lamps (3,600 watts) and 20 units of 90-watt lamps (1,800 watts)—the upgraded infrastructure reflects a 15.6% increase in energy capacity. This enhancement prioritizes higher-wattage units, improving illumination efficacy within the solar-powered lighting network.

### E. Green Campus Awareness Campaign

Awareness campaigns promoting the Green Campus initiative are ongoing, encouraging the entire academic community to participate actively in energy conservation efforts.

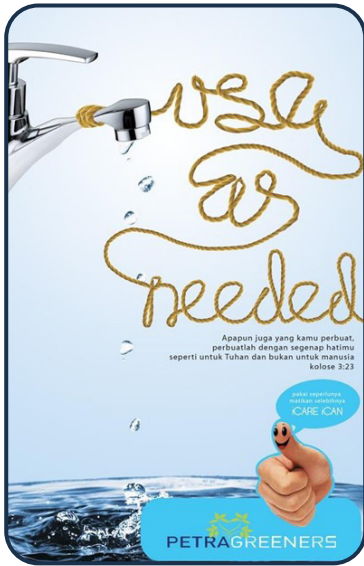
Through this integrated approach, PCU ensures that energy efficiency remains a priority while maximizing the sustainable use of available resources.

### F. Green Building Concept Implementation

Implementation of green building design principles as a policy applied during the planning, construction, and renovation phases of campus buildings.

## INTERACTIONS WITH WATER AS A SHARED RESOURCE

[GRI 303-1]



PCU remains committed to the sustainable management of water resources by utilizing multiple sources for daily operations. The primary source of water comes from the Surabaya municipal water supply (PDAM), complemented by rainwater collection channels and the treatment of domestic wastewater—collected from urinals, sinks, floor drains, and toilets—through the Sewage Treatment Plant (STP) system.

In periods of extremely low rainfall, groundwater may be used as an additional water source, which is subsequently treated together with domestic wastewater via the STP. However, such conditions are rare, as the volume of recycled toilet wastewater generally suffices to meet non-potable water needs, including landscape irrigation and toilet flushing.

Through this integrated system, PCU consistently reduces its dependency on groundwater sources, contributing to more efficient and sustainable water management.

## MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS

[GRI 303-2]

In its operations, PCU is committed to ensuring that discharged wastewater does not pose an environmental threat. One of the core measures involves strict monitoring of wastewater generated by the university's polyclinic services (both general and dental) and the Faculty of Medicine. Before being discharged into the public sewage system, this wastewater undergoes filtration, with quality parameters continuously monitored to prevent contamination.

As part of its quality control strategy, the filtered water is regularly tested in a certified laboratory—Mitrilab Buana Surabaya, which is accredited by the National Accreditation Committee (KAN). Laboratory testing is conducted four times annually to ensure compliance with local environmental standards. In addition, PT Bersama Inti Karya Utama maintains filtration equipment monthly to ensure optimal system performance.

This combination of equipment maintenance and regular laboratory testing forms the foundation of PCU's preventive strategy for responsible wastewater management. By doing so, PCU ensures that discharged water meets regulatory standards and avoids negative impacts on the surrounding ecosystem.

NO.	URAIAN PEKERJAAN	JULI		AGUSTUS		SEPTEMBER		OKTOBER		NOVEMBER		DESEMBER	
		1	2	1	2	1	2	1	2	1	2	1	2
<b>A. Bak Ekuivalensi</b>													
1	Pompa celup	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Otomatisasi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Kebersihan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>B. Panel Kontrol</b>													
1	Elektrikal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	System kontrol IPAL	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Kebersihan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>C. Bak Tahapan IPAL</b>													
1	Proses spray & blower	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Proses aerasi 1 & 2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Proses pengendapan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	Proses filtrisasi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5	Hasil proses	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	Pompa sumur	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	Kebersihan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>D. Kolam Indikator</b>													
1	Kondisi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Kebersihan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Flow Meter	66	67	67	67	68	68	68	68	68	68	68	68
	Paraf Pemeriksa	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
	Paraf Pengawas	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>

Kondisi : V= baik/normal X = bermasalah/lada catatan

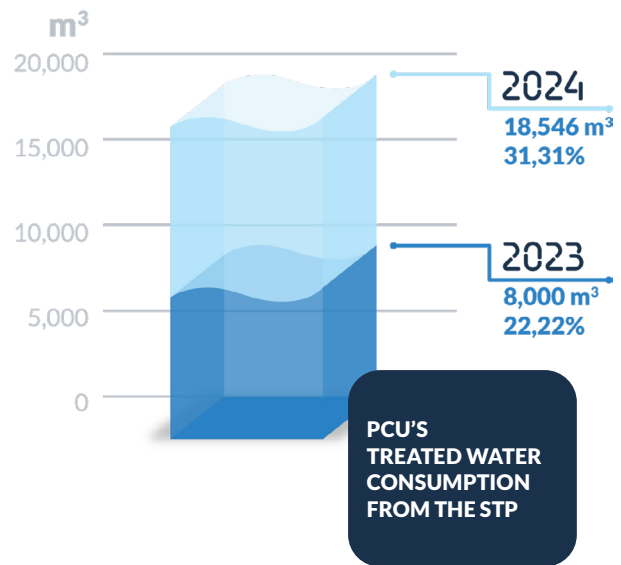
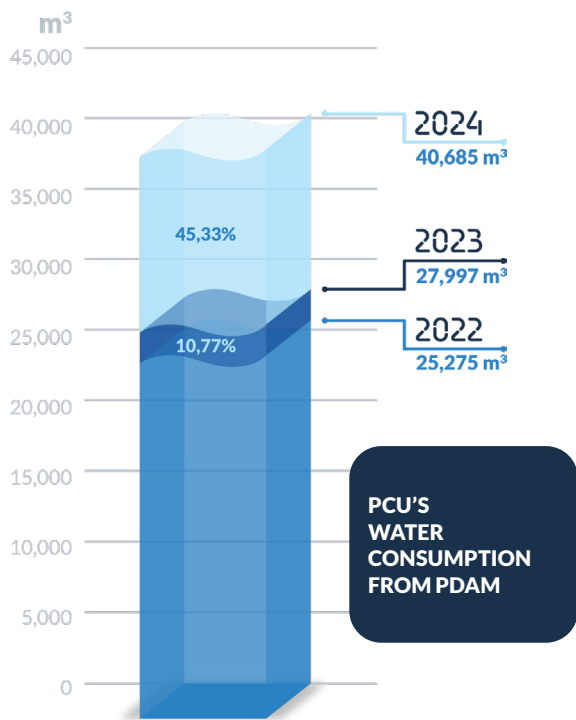
No.	PARAMETER	SATUAN	HASIL UJI	KADAR MAKSIMUM <sup>1)</sup>	SPESIFIKASI METODE
1	Suhu	°C	29,7	30	SNI 06-6989 23-2005
2	pH	-	7,43	6 – 9	SNI 6989.11:2019
3	BOD <sub>5</sub>	mg/L	3,70	30	SNI 6989.72:2009
4	COD	mg/L	6,76	80	SNI 6989.2:2019
5	TSS	mg/L	3,05	30	SM APHA 23 <sup>rd</sup> Ed, 2540 D, 2017
6	NH <sub>4</sub> -N Bebas	mg/L	<0,00178	0,1	IKM7.2.4-92/MBS (Perhitungan)
7	PO <sub>4</sub>	mg/L	2,95	2	SNI 6989.31:2021
8	MPN-Kuman Golongan Koliform	MPN/100 ml	8200	10000	SM APHA 24 <sup>th</sup> Ed, 9221 B, 2023

<sup>1)</sup> Parameter belum akreditasi  
<sup>2)</sup> Peraturan Gubernur Jawa Timur Nomor 72 Tahun 2013 Tentang Baku Mutu Air Limbah Bagi Industri dan/atau Kegiatan Usaha Lainnya Lampiran III Nomor 6 Baku Mutu Air Limbah Bagi Usaha dan/atau Kegiatan Rumah Sakit  
<sup>3)</sup> \*Menunjukkan nilai terkecil dari pengukuran yang didapatkan berdasarkan metode yang digunakan  
<sup>4)</sup> \*Angka Bold\* Menunjukkan nilai hasil uji belum memenuhi baku mutu  
 Catatan : pH Lapangan

## WATER WITHDRAWAL [GRI 303-3]

In 2024, PCU's water consumption from PDAM reached **40,685 m<sup>3</sup>**, representing a **45.33%** increase from the previous year, which recorded **27,997 m<sup>3</sup>**. This followed a **10.77%** increase from **25,275 m<sup>3</sup>** in 2022 to 2023. While the 2023 increase was driven by the resumption of academic and administrative activities post-pandemic, the 2024 rise is primarily due to the establishment of the new Faculty of Medicine, which requires additional laboratory, clinical, and sanitation facilities.

On the other hand, the use of treated water from the STP has also significantly increased. In 2023, STP-treated water was estimated at approximately **8,000 m<sup>3</sup>**, covering **22.22%** of the campus's total water needs. By 2024, this figure more than doubled to **18,546 m<sup>3</sup>**, enabling the university to save **31.31%** of its total water consumption. This increase reflects the growing effectiveness of the wastewater treatment system in supporting campus sustainability while reducing dependency on external water sources.



## WATER DISCHARGE [GRI 303-4]

In 2024, the total volume of water discharged was recorded at **22,139 m<sup>3</sup>**, marking a slight decrease of approximately **2.69%** compared to **22,752 m<sup>3</sup>** in 2023. This figure remains well within the threshold established by the Surabaya Environmental Agency, as per the discharge permit No. 660.31/1722/436.7.12/2019, which allows for a maximum discharge of **76 m<sup>3</sup>/day** or **27,740 m<sup>3</sup>/year**.

To ensure that discharged wastewater does not harm the environment, PCU routinely conducts laboratory testing. In December 2024, lab results confirmed that the university's medical wastewater met quality standards for several key parameters, including temperature, pH, BOD<sub>5</sub>, COD, TSS, NH<sub>3</sub>-N (free ammonia), and MPN of coliform bacteria. However, one parameter exceeded the limit: phosphate (PO<sub>4</sub>) concentration was measured at **2.95 mg/L**, slightly above the regulatory threshold of **2 mg/L**.

As a follow-up, this finding will be addressed through enhancements to the Wastewater Treatment Plant (WWTP) filtration system in 2025, ensuring its continued effectiveness and compliance with environmental regulations.

## WATER CONSUMPTION [GRI 303-5]

The difference between total PDAM water usage (40,685 m<sup>3</sup>) and total water discharge (22,139 m<sup>3</sup>) in 2024 indicates that 18,546 m<sup>3</sup> was reused—particularly through the STP system.

Compared to the previous year’s total water use of 5,245 m<sup>3</sup>, this year saw a **significant increase** in water consumption. This growth aligns with the expansion of operational activities driven by the opening of a new faculty, resulting in greater water demand across campus.

Nevertheless, this increased usage was balanced by enhanced efficiency measures, particularly through the reuse of treated wastewater. In 2023, STP-recycled water accounted for only 22% of total non-potable usage; by 2024, this figure had increased to 31%, supporting uses such as plant watering and toilet flushing.

As part of its water conservation strategy, PCU has also replaced various types of faucets across its facilities—not only those that were damaged but also as part of a broader efficiency initiative. Emphasis has been placed on the use of **self-closing faucets**, which are designed to save water, are more durable, and do not require electrical power (unlike sensor-operated models). The faucet type distribution has changed as follows:

	2023	2024
<b>Manual Rotary Faucet</b>	<b>284</b> 47,33 %	<b>121</b> 18,06%
<b>Self-Closing Faucet</b>	<b>278</b> 46,33 %	<b>457</b> 68,24 %
<b>Sensor Faucet</b>	<b>38</b> 6,33 %	<b>16</b> 2,39 %
<b>Total</b>	<b>600</b>	<b>594</b>

The decline in the number of sensor faucets is attributed to their lower durability and higher maintenance complexity and costs. Consequently, damaged sensor faucets have been replaced with more efficient and practical self-closing alternatives.

PCU remains committed to continuously improving water efficiency and integrating sustainability principles into all aspects of campus infrastructure planning and development.

## OPERATIONAL SITES AND BIODIVERSITY [GRI 304-1]

Regarding its operations, PCU is neither located within nor adjacent to any legally protected areas nor does it exert negative impacts on areas of high biodiversity value. The university campus is situated in an urban area surrounded by densely populated residential neighbourhoods. Nevertheless, PCU remains committed to environmental sustainability as part of its institutional responsibility to support biodiversity conservation.

As a tangible manifestation of this commitment, PCU actively maintains and nurtures trees and gardens established through various greening initiatives, such as previous tree-planting campaigns. Campus gardens have also been revitalized and designed using green landscaping concepts to create open spaces that are both pleasant and accessible to all members of the academic community. These efforts contribute to a cooler, greener campus environment.



Currently, a total of **9,434.1 m<sup>2</sup>** of the campus area—out of **133,139.42 m<sup>2</sup>**—is covered by vegetation, representing approximately **7.9%** of the total campus area, comprising **42 different plant species**. These efforts support the development of a local micro-ecosystem and help improve air quality. In parallel, PCU’s buildings and infrastructure are designed according to green building principles, emphasizing the use of natural lighting, designs that promote natural air circulation, the use of energy-efficient equipment, and the maximization of green open spaces. Despite being located in an urban setting, PCU continues to place biodiversity and environmental sustainability at the core of its campus development strategy.

### Vegetation

SONOKEMBANG	MURBAI	SUKO
MAHONI	GLODOKAN	MELATI
BISBOL	TABEBUYA MERAH	LEE KWAN YU
KENITU	TABEBUYA KUNING	LIDAH MERTUA
GAYAM	KAMBOJA	SIRIH GADING
BERINGIN	PALEM MARAH	BANBU JEPANG
BERINGIN DOLAR	PALEM WEREGU	KENCANA UNGGU
PULE	PALEM PUTRI	SRI GADING
SEPATU DEA	PALEM HIJAU	BROMOLIA
FLAMBOYAN	PALEM KUNING	AGAVE
WARU	PINANG SEPULUH	TALES SENTHE
MANGGA	BOUGENFIL	KANA
JAMBU AIR	SERUT	BUNGA SEPATU
SALAM	BERINGIN DOLAR	SRI REJEKI BERAS KUTA

## SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY [GRI 304-2]

During the reporting year, PCU’s operational activities had no direct or significant negative impacts on local biodiversity or surrounding ecosystems. The well-maintained campus gardens and trees have provided a habitat for various living organisms, including birds, which continue to thrive and reproduce on campus—indicating a preserved ecosystem.

Furthermore, PCU has developed an **aquaponics** system that integrates fish farming and plant cultivation into a single sustainable unit. This system yields approximately 500 fish per harvest cycle (spanning 5–6 months) and cultivates nutrient-rich crops such as mustard greens, water spinach, curly lettuce, and curly mustard greens. These plants reach harvest maturity within 3 weeks to 3 months. This initiative supports on-campus food sustainability and serves as an educational and practical tool for environmentally friendly agriculture for the academic community.



Aquaponics



In addition, the management of wastewater—particularly from laboratories and the campus polyclinic—is conducted under strict filtration standards. All wastewater is safely filtered before being released outside the campus, ensuring that no harmful waste contaminates the surrounding environment, including aquatic ecosystems.

## HABITATS PROTECTED OR RESTORED

[GRI 304-3]

Although PCU's operations are not located within protected or endangered habitats, the institution actively engages in environmental restoration activities. One example is PCU's involvement in cleaning the Buntung River in the Waru subdistrict, an area previously heavily polluted by household waste. Through this initiative, PCU not only removed waste from the river but also conducted environmental education campaigns for local residents to discourage further pollution. These efforts were reinforced by the distribution of waste bins placed in strategic locations to support sustainable behavioral change.



Cleaning activity in Buntung River

Source: genta.petra.ac.id



Mangrove restoration in Surabaya and Sidoarjo

In addition, PCU has carried out mangrove planting in coastal areas. This initiative, conducted in collaboration with international students from Josai International University, Japan, took place in Kedung Pandan Village, Tlocor, Jabon - Sidoarjo. The aim was to mitigate coastal erosion and restore marine ecosystems. Similar mangrove planting activities have been carried out by Civil Engineering students at PCU in the Gunung Anyar mangrove conservation area in Surabaya. Through student involvement and international collaboration, these activities serve both as learning opportunities and as PCU's real contribution to environmental conservation.

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

[GRI 304-4]

In the execution of campus development and operational activities, PCU ensures that no flora or fauna listed in the IUCN Red List or the national list of protected species are directly or indirectly affected. The university's location in a densely populated urban area, coupled with its ongoing commitment to sustainable environmental management, helps prevent any disturbance to protected species habitats.

Nonetheless, through various restoration programs—such as mangrove planting and the maintenance of green spaces on campus—PCU actively supports environmental balance and biodiversity preservation.

## DIRECT (SCOPE 1) GHG EMISSIONS [GRI 305-1]

In the current reporting year, PCU owned and operated a vehicle comprising four campus shuttle buses, thirteen diesel-powered operational vehicles, and six gasoline-fueled vehicles. These vehicles are utilized to support both academic and daily operational activities on campus.

Based on actual fuel consumption data, the total volume of fuel used was as follows:

- RON 90 gasoline: 5,006.5 liters
- RON 92 gasoline: 1,052 liters
- Diesel CN 48 (vehicles): 15,793.1 liters
- Diesel CN 51 (vehicles): 2,372.7 liters
- Diesel CN 48 (buses): 19,793.3 liters
- Diesel CN 51 (buses): 8,424 liters

No.	Fuel Type	Volume Used (liters)	Emission Factor (kg CO <sub>2</sub> /L)	CO <sub>2</sub> Emissions (kg)
1	RON 90 Gasoline	5,006.5	2.29	11,464.89
2	RON 92 Gasoline	1,052.0	2.28	2,398.56
3	Diesel CN 48 (vehicles)	15,793.1	2.65	41,851.72
4	Diesel CN 51 (vehicles)	2,372.7	2.64	6,263.93
5	Diesel CN 48 (buses)	19,793.3	2.65	52,452.25
6	Diesel CN 51 (buses)	8,424.0	2.64	22,239.36
<b>Total</b>		—	—	<b>136,670.69</b>

Using nationally standardized emission factors for each fuel type, the total Scope 1 direct greenhouse gas (GHG) emissions are calculated to be 136.67 tonnes of CO<sub>2</sub>.

### Comparison with Previous Year and Justification for Emission Reduction

In the previous reporting period, total reported Scope 1 emissions amounted to **2,272 tonnes of CO<sub>2</sub>**, indicating a significant reduction in the current year. However, this decrease does not necessarily reflect a reduction in operational activities or a drastically improvements in energy efficiency. Rather, it results from the adoption of a more accurate, data-driven calculation methodology.

Previously, emissions were estimated based on:

- Assumed average annual vehicle mileage,
- Estimated fuel efficiency by vehicle type (liters/km),
- Multiplication by the number of vehicles.

This methodology often resulted in overestimated emissions, especially in cases where vehicles were not used consistently throughout the year or were utilized unevenly.

Conversely, this year’s calculations were based on actual recorded fuel consumption, derived from:

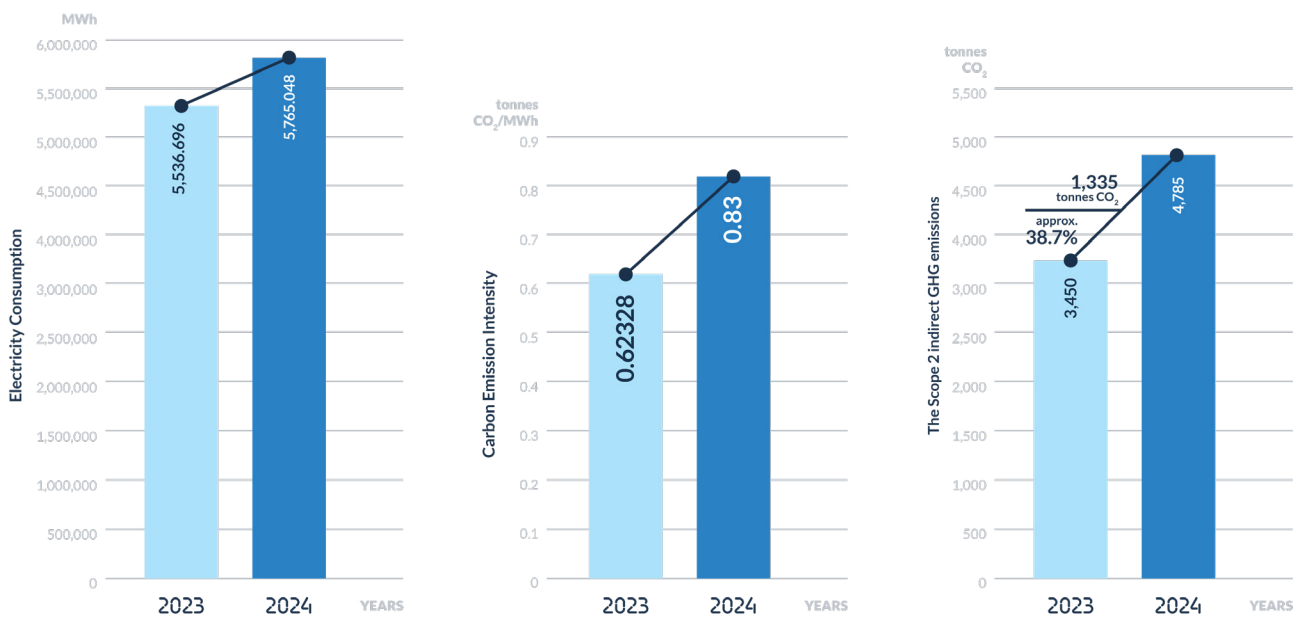
- Fuel purchase summaries in financial records,
- Operational logs of each vehicle.

Therefore, the reported emissions more accurately reflect real conditions, despite the numerical decrease. This highlights the critical importance of using actual data for precise sustainability reporting and future climate change mitigation planning.

## ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS [GRI 305-2]

PCU continues to monitor indirect emissions resulting from energy consumption, particularly electricity supplied by Indonesia’s state-owned electricity company (PLN). In 2024, total electricity consumption at PCU was recorded at **5,765,048 kWh** or **5,765.048 MWh**. Using Indonesia’s 2024 carbon emission intensity for electricity generation in the **Java-Madura-Bali** grid (0.83 metric ton CO<sub>2</sub>/MWh), the Scope 2 indirect GHG emissions from electricity use are estimated at **4,785 tonnes of CO<sub>2</sub>**.

As a comparison, in the previous reporting year, PCU consumed **5,536.696 MWh** of electricity. Using the national emission intensity at that time of **0.62328 tonnes CO<sub>2</sub>/MWh**, the total Scope 2 emissions were approximately **3,450 tonnes CO<sub>2</sub>**. The increase to **4,785 tonnes CO<sub>2</sub>** in 2024 represents a rise of **1,335 tonnes CO<sub>2</sub>** or **approximately 38.7%**. This rise is attributed to increased operational activities and infrastructure development—such as new faculty buildings—as well as a **33.16% increase in emission intensity** due to the use of a more specific regional emission factor for **Java-Madura-Bali** instead of the previously used national average.



## OTHER INDIRECT (SCOPE 3) GHG EMISSIONS [GRI 305-3]

Although this part is not mandatory, as part of its efforts to calculate GHG emissions from transportation activities on campus, PCU has estimated energy consumption and carbon emissions associated with private vehicles and campus transport used by students, lecturers and academic staff in their daily routines. The estimate includes vehicles parked on campus throughout the year, as recorded under GRI 302-2.

Vehicle Type	Distance (km)	Fuel Consumption	Energy (GJ)
Gasoline Cars	5,326,890	355,126 L	11,722.71
Diesel Cars	449,260	37,438 L	1,352.63
Hybrid Cars	449,260	14,601 L + 31,448 kWh	595.19
Electric Cars	128,360	25,672 kWh	92.42
Motorcycles	1,906,450	42,366 L	1,398.5
<b>Total</b>	<b>8,260,220</b>		<b>15,161.45 GJ</b>

### 1. Energy Use and Emissions from Private Vehicles

- **Gasoline Cars:**
  - ▷ 355,126 liters × 2.29 kg CO<sub>2</sub>/liter = **813,238.54 kg CO<sub>2</sub>** (813.24 tons CO<sub>2</sub>)
- **Diesel Cars:**
  - ▷ 37,438 liters × 2.65 kg CO<sub>2</sub>/liter = **99,210.7 kg CO<sub>2</sub>** (99.21 tons CO<sub>2</sub>)
- **Hybrid Cars:**
  - ▷ Gasoline: 14,601 liters × 2.29 kg CO<sub>2</sub>/liter = 33,436.29 kg CO<sub>2</sub>
  - ▷ Electricity: 31,448 kWh × 0.83 kg CO<sub>2</sub>/kWh = 26,101.84 kg CO<sub>2</sub>
  - ▷ Total: **59,538.13 kg CO<sub>2</sub>** (59.54 tons CO<sub>2</sub>)
- **Electric Cars:**
  - ▷ 25,672 kWh × 0.83 kg CO<sub>2</sub>/kWh = **21,307.76 kg CO<sub>2</sub>** (21.31 tons CO<sub>2</sub>)
- **Motorcycles:**
  - ▷ 42,366 liters × 2.29 kg CO<sub>2</sub>/liter = **97,018.14 kg CO<sub>2</sub>** (97.02 tons CO<sub>2</sub>)

### 2. Total Scope 3 Emissions from On-Campus Vehicles (2024)

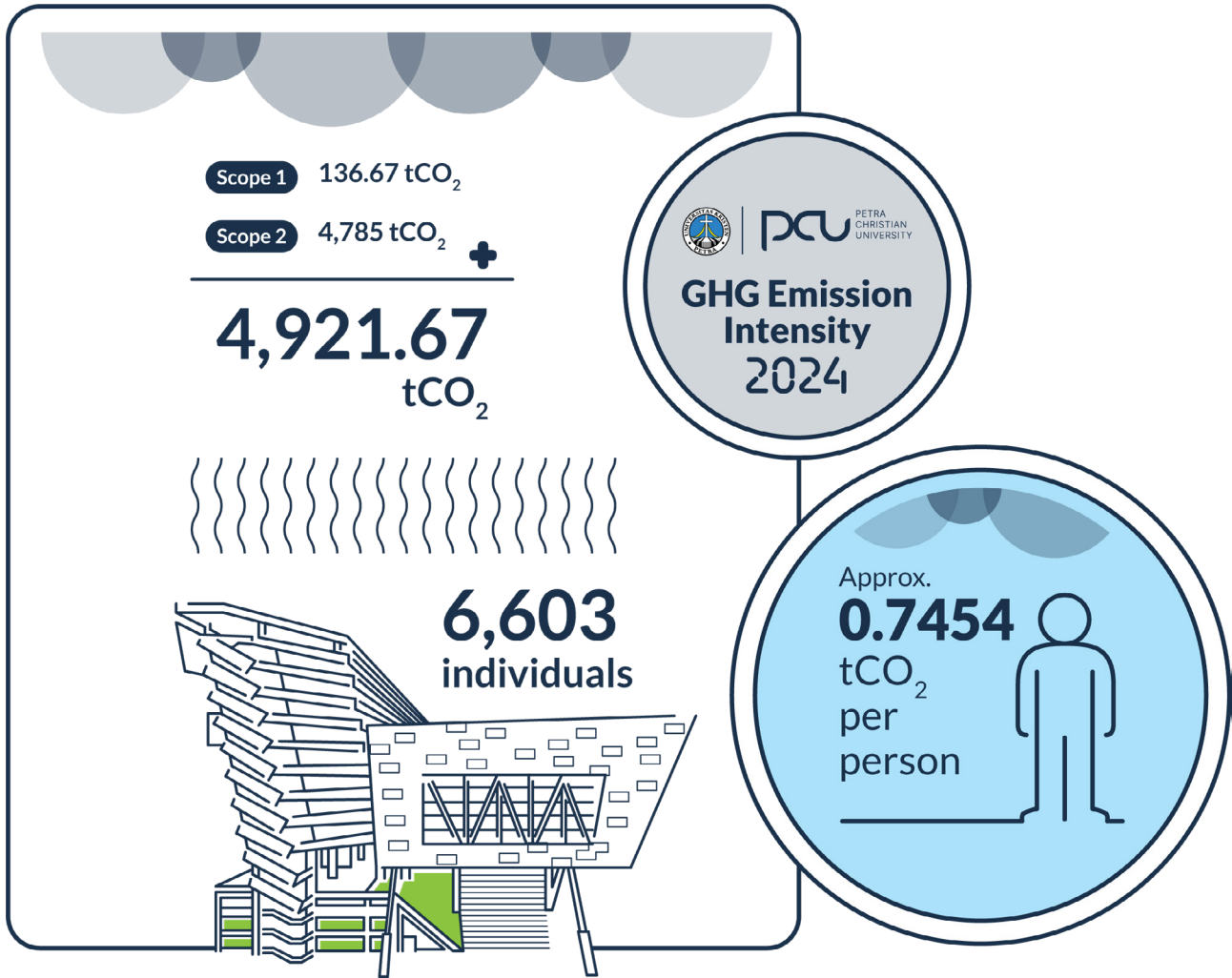
Vehicle Type	Emissions (tons CO <sub>2</sub> )
Gasoline Cars	813.24
Diesel Cars	99.21
Hybrid Cars	59.54
Electric Cars	21.31
Motorcycles	97.02
<b>Total</b>	<b>1,090.32</b>

## GHG EMISSIONS INTENSITY [GRI 305-4]

In the current reporting year, GHG emissions intensity at Petra Christian University was calculated based on total Scope 1 and Scope 2 emissions, amounting to **4,921.67 tonnes CO<sub>2</sub>**, comprised of:

- Scope 1: 136.67 tCO<sub>2</sub>
- Scope 2: 4,785 tCO<sub>2</sub>

With a total campus population of 6,603 individuals, the per capita GHG emissions intensity is approximately **0.7454 tCO<sub>2</sub> per person**. This metric reflects the institution's efforts in monitoring and managing its contribution to climate change and provides a baseline for further emission reduction strategies.



# REDUCTION OF GHG EMISSIONS

[GRI 305-5]

Throughout the reporting year, PCU has continued its carbon emission reduction initiatives, including:

- Operation of four shuttle buses with designated pickup points in West and East Surabaya to reduce private vehicle use among students.
- Provision of the *Nunut* carpooling app, enabling shared transportation among students with similar travel routes.
- Installation of secure bicycle parking to encourage cycling as a sustainable transport option.
- Campaigns promoting the use of stairs over elevators to reduce electricity consumption.
- Gradual replacement of conventional lighting with energy-efficient LED alternatives, especially for broken fixtures.
- Replacement and addition of more eco-friendly air conditioning units.
- Installation of solar-powered lighting for campus pathways to decrease reliance on conventional energy sources.
- Renovation of campus gardens through tree planting initiatives, contributing to a greener and cooler campus environment.
- Gradual installation of Access Key Classroom systems, with priority given to newly constructed classrooms, to ensure that electrical equipment is not left running unnecessarily due to user oversight.
- Implementation of green building design principles as a policy applied during the planning, construction, and renovation phases of campus buildings.

While no new carbon reduction programs were introduced this year, existing initiatives were strengthened to reinforce the university's commitment to a sustainable and environmentally friendly campus.



**HEMAT ENERGI**

1. Kurangi penggunaan listrik pada waktu belajar puncak pada jam 18.00-22.00
2. Gunakan Pralamban Listrik Hemat Energi
3. Matikan lampu/lampiran bila tidak diperlukan untuk hemat energi
4. Menghentikan penggunaan alat elektronik yang tidak diperlukan
5. Bila peralatan listrik yang menggunakan sistem remote control (stand by), tetap matikan alat tersebut on/off bila diperlukan untuk hemat energi

**HEMAT ENERGI PADA PENCAHAYAAAN**

1. Pastikan lampu tidak menyala bila tidak diperlukan
2. Alur kerja pemakai agar tidak meninggalkan cahaya lampu dalam ruangan
3. Menyalakan lampu hanya ketika benar-benar dibutuhkan
4. Matikan lampu halaman/ruangan bila hari sudah mulai terang kembali

**HEMAT ENERGI PADA TATA UDARA (AC)**

1. Matikan AC hemat energi saat daya yang keluar dengan hemat ruangan
2. Gunakan pengatur waktu (timer) agar AC beroperasi hanya pada saat dibutuhkan
3. Kontrol temperatur dengan thermostat
4. Gunakan pendingin udara dengan pendingin yang berkekuatan rendah
5. Gunakan pendingin udara dengan pendingin yang berkekuatan rendah
6. Menutupkan AC kembali ruangan yang dipakai (ruang) dengan bahan pendingin hemat listrik (hydrocarbon refrigerant), sehingga bisa menurunkan listrik saat 20% dari AC
7. Matikan AC bila ruangan kosong dalam jangka waktu relatif lama

**HEMAT ENERGI PADA POMPA AIR**

1. Gunakan alat pemampungan air dengan pengatur air di posisi atas
2. Gunakan pelampung air di pemampungan

**HEMAT ENERGI PADA MESIN CUCI**

1. Gunakan pengering hanya pada cuaca cerah/mendung/hujan. Bila cuaca cerah, sebaiknya menggunakan sinar matahari

**HEMAT ENERGI PADA LEMARI PENDINGIN**

1. Pastikan lemari es tidak menutupi hingga seluruh terutupi rapat
2. Bila lemari es harus ditutup dengan kawat/kawat (dengan lembaran plastik)
3. Tempatkan lemari es jauh dari sumber panas (kompor, sinar matahari langsung)
4. Tempatkan lemari es min. 15 cm dari tembok, agar sirkulasi udara ke kondensator baik
5. Hindari penggunaan bahan makanan / minuman yang mudah meleleh panas
6. Ganti filter udara pada pendingin / kipas secara teratur apabila rusak
7. Memeriksa kondensator / filternya dibersihkan (lemari es) secara teratur dan bila tidak teratur, agar proses pendinginan panas berjalan dengan baik

**TEMAN, AYO SELAMATKAN BUMI DENGAN HEMAT ENERGI**

PETRA GREENERS



## EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS) [GRI 305-6]

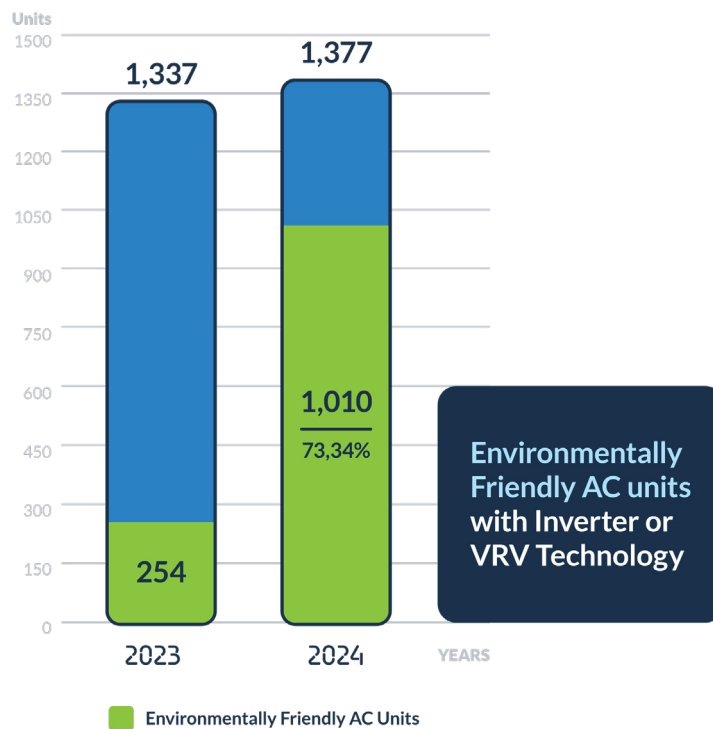
The use of air conditioning (AC) systems can be a source of greenhouse gas (GHG) emissions beyond carbon dioxide (CO<sub>2</sub>), particularly due to the refrigerants employed in these systems. Certain types of refrigerants, such as chlorofluorocarbons (CFCs), possess high Global Warming Potential (GWP) if released due to leakage.

As part of its efforts to reduce GHG emissions in this category, PCU has been actively increasing the proportion of environmentally friendly AC units utilizing inverter technology or Variable Refrigerant Volume (VRV) systems. These systems currently employ **refrigerants with lower Global Warming Potential (GWP)**, are more enclosed (thus reducing the risk of leakage), and offer improved energy efficiency.

In 2023, records indicated a total of **1,337** AC units installed across campus, with 254 of them already employing environmentally friendly technology. However, a re-inventory conducted in 2024 revealed an increase in the total number of AC units to **1,377**, of which **1,010** units (approximately **73.34%**) now utilize inverter or VRV technology. This represents a significant improvement both in absolute numbers and in proportion.

This increase is not solely attributed to the replacement of outdated or malfunctioning units with more efficient and environmentally friendly technologies, but also to enhanced accuracy in facility inventory data collection, which was conducted more comprehensively during the reporting year.

These efforts demonstrate PCU's commitment to reducing potential GHG emissions from refrigerants and supporting the university's broader sustainability goals in managing the environmental impacts of its campus operations.



## NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS [GRI 305-7]

PCU's operations generate only carbon dioxide (CO<sub>2</sub>) emissions, primarily from electricity consumption. There are no other significant emissions, including other greenhouse gases such as methane (CH<sub>4</sub>) or nitrous oxide (N<sub>2</sub>O). Accordingly, only CO<sub>2</sub> emissions from electricity consumption and limited direct sources are reported in this disclosure in compliance with **GRI 305-1, GRI 305-2, GRI 305-4.**

## WASTE MANAGEMENT

### [GRI 306]

As part of PCU's commitment to implementing a green campus and promoting environmental sustainability, continuous efforts have been made to manage waste and minimize its ecological impact. These efforts encompass the management of both organic and inorganic waste, including the optimization of recyclable organic waste utilization, and the fostering of environmental awareness and education among the university community. **(GRI 306-2)**

### 1. Organic Waste Management

Organic waste, such as food scraps from the cafeteria, leaves, and other biodegradable materials, is regularly collected and processed through two primary methods **(GRI 306-4)**:

- Composting:** A total of 4,984 kg of compost was produced and used to fertilize campus gardens and was also distributed free of charge to the surrounding community.
- Maggot Cultivation:** Recognizing the dual benefits of waste reduction and resource creation, the PCU actively supports maggot farming initiatives. This process not only facilitates the efficient decomposition of organic waste materials but also provides a valuable protein source that can significantly contribute to aquaponic systems. Remarkably, under optimal conditions, a single batch of these larvae can be potentially harvested within a short 40-day cycle, resulting in a substantial yield of approximately 30 kg of nutrient-rich maggots.



Although the precise proportion of organic material allocated to composting versus maggot feed is not available, the compost production data (4,984 kg) reflects a significant decrease from the previous year (22,988 kg). Upon evaluation, this reduction is attributed to a decline in food waste, which had been the primary input for composting alongside dry leaves. Despite the decrease in compost volume, this indicates a positive trend in reducing food waste generation. **(GRI 306-3)**

Building on its waste reduction efforts, in 2024 PCU continued the implementation of its aquaponic program—first initiated in 2023—which is integrated with maggot-based organic waste processing. Managed collaboratively by students and lecturers, the program supports efficient organic waste management while contributing to sustainable freshwater fish farming. **(GRI 306-2)**

### 2. Inorganic Waste Segregation and Reduction

PCU has implemented a waste segregation system at the source to optimize inorganic waste management.

- In 2024, **54,240 kg** of inorganic waste was sent to the final disposal site, marking a decrease from 74,400 kg in the previous year. **(GRI 306-5)**
- This reduction is attributed to increased campus community awareness and improved waste sorting at the unit level. Recyclable plastic and cardboard waste were diverted to recycling collectors or industries, thereby reducing landfill contributions and providing additional income opportunities for third-party cleaning staff. However, precise data on the weight of recycled plastic and cardboard is currently unavailable, and improved tracking is recommended for future reporting. **(GRI 306-4)**

## WASTE MANAGEMENT [GRI 306]

### 3. Medical Waste Management

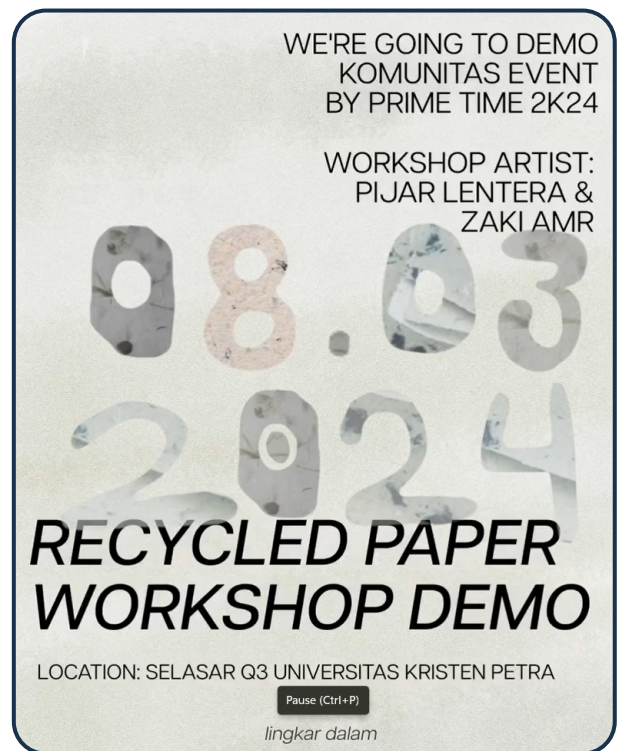
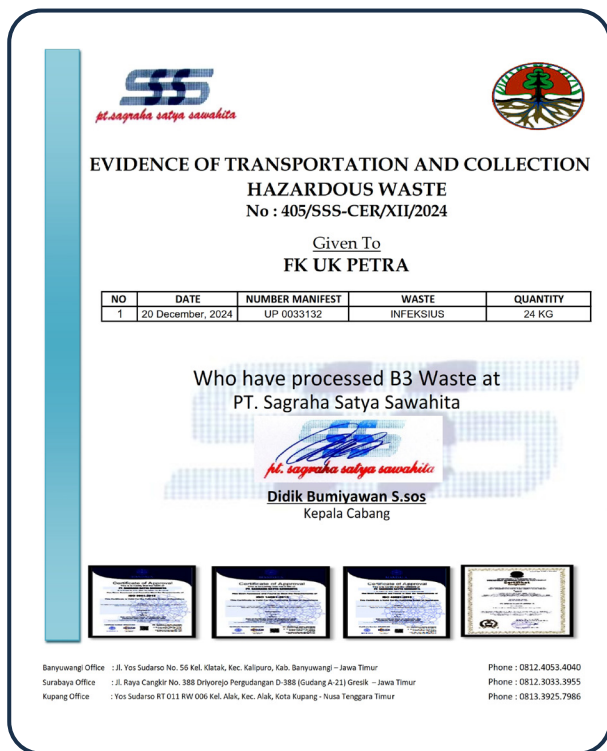
Medical waste from the PCU clinic and laboratories is managed in accordance with applicable health and environmental standards: (GRI 306-2)

- **Policlinic-generated medical waste:** 120 kg, all collected by PT. Triata Mulia Indonesia and handled by a licensed third-party hazardous waste (B3) management service PT. Artama Sentosa Indonesia.
- **Hazardous waste from the medical laboratory:** 24 kg, also processed by a licensed third-party service PT Sagraha Satya Sawahita to ensure safe and environmentally compliant handling

### 4. Environmental Education and Awareness

PCU actively educates students, lecturers, academic staff, and surrounding communities on the importance of sustainable waste management. One of its recurring initiatives is compost-making workshops, where participants learn how to compost using dry leaves or leftover rice. These workshops are open to the public free of charge, providing an opportunity for anyone—both from within the campus community and the wider society—empowering individuals to adopt sustainable practices in their daily lives. (GRI 306-1)

Additionally, PCU collaborates with the *Lingkardalam* community to conduct recycled paper workshops, where participants repurpose used paper into creative products such as greeting cards and notebooks—aiming to foster environmental awareness and promote waste reduction through creative reuse. (GRI 306-1)



### 5. Sustainable Innovation: Integration of Aquaponics and Maggot Cultivation

In 2024, Petra Christian University (PCU) continued the implementation of its aquaponic program, which had been initiated in 2023, and is integrated with maggot-based organic waste processing. This innovation extends beyond campus boundaries through community training and support, reinforcing PCU's commitment to a zero-waste future. It also introduces simple, replicable sustainable agriculture models aimed at enhancing community food security. (GRI 306-2)

## WASTE MANAGEMENT [GRI 306]

### Summary of PCU Waste Management in 2024

Type of Waste	Quantity (kg)	Primary Handling Method
Organic	8,136	Composting and maggot feed
Inorganic	54,240	Sent to landfill (with initial segregation)
Medical – Polyclinic	120	Managed by third-party hazardous waste services
Hazardous waste – Laboratory	24	Managed by third-party hazardous waste services

PCU also integrates sustainability principles into its research and community engagement activities, as reflected in the following programs:

- Student-Led Community Development (Kampung Binaan Mahasiswa-KBM) in Simomulyo:** Through community service initiatives, PCU students assist residents in managing organic waste using the 5R (Refuse, Reduce, Reuse, Repurpose, Recycle) approach. Activities include eco-enzyme production, composting kitchen waste, and cultivating family medicinal gardens (TOGA) in limited spaces. These efforts foster environmental awareness and encourage community involvement in daily sustainable practices.
- Mentorship Program – “Enhancing Competitiveness through Mentorship”:** PCU provides continuous support to local communities and small industries to enhance their competitiveness through sustainability. Faculty and students from various disciplines offer mentorship in areas such as recycling training, production process efficiency, sustainable branding strategies, and waste utilization. This initiative fosters real-world collaboration between academia and society, serving as a living lab for implementing green innovation and circular economy principles.



Through these diverse initiatives, PCU continues to reduce the environmental impact of its waste generation and promote sustainable waste management practices both within the campus and in surrounding communities.

## NEW SUPPLIERS SCREENED USING ENVIRONMENTAL CRITERIA

[GRI 308-1]

Currently, PCU has not established a quantitative system to measure or track the proportion of new suppliers screened using environmental criteria. However, the institution has adopted general procurement policies that reflect environmental considerations, as stipulated in Rector Decree No. 357/Kept/UKP/2024 concerning Petra Christian University as a Sustainable Campus. These policies include:

- **Priority for Local and Sustainable Products:** PCU prioritizes procurement from local producers to reduce carbon emissions from transportation and support local economic growth. Resource sustainability and energy efficiency in production processes are also considered in procurement decisions.
- **Environmentally Friendly Vendor Selection:** Vendor selection incorporates environmental criteria such as the use of renewable energy, responsible waste management practices, and the use of eco-friendly raw materials. Vendors with certifications or formal recognition for sustainable practices are given priority.

Although no formal system currently exists to track or evaluate supplier compliance with these environmental criteria, PCU recognizes the importance of establishing robust monitoring mechanisms to ensure that its supply chain aligns with its environmental sustainability commitments in the future.

## NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

[GRI 308-2]

PCU currently does not have a formal system to identify and evaluate significant negative environmental impacts associated with suppliers or contractors in its supply chain. No structured environmental audits or assessments of supplier activities have been conducted to date.

Nevertheless, through vendor selection policies emphasizing sustainability and prioritizing eco-friendly local products, PCU has taken initial steps to prevent and mitigate potential negative environmental impacts. Going forward, the university is committed to developing more systematic evaluation and monitoring mechanisms to assess suppliers' environmental performance as part of its broader institutional sustainability strategy.



Dengan puji-pujian Yesus Kristus,  
Universitas Kristen Petra  
mengharapkan  
anda mengabdikan tulus ikhlas  
kepada Gereja, Nusa dan Bangsa  
serta  
kepada Almamater



# PEOPLE PERFORMANCE

## EMPLOYEE RECRUITMENT AND REPLACEMENT

[GRI 2-7; GRI 401-1]

PCU demonstrates a strong commitment to its human resource practices by implementing a rigorous and consistent recruitment process for lecturers and staff across all units. This approach is an integral part of PCU's efforts to uphold excellence in academic and operational quality management.

The recruitment of lecturers and staff follows clearly defined mechanisms, including a comprehensive evaluation and selection process that ensures all new hires meet the academic and professional qualifications as stipulated in Rectorate's Decree No. 079/Kept/UKP/2003 concerning the Recruitment Process for New Employees. These standards aim to attract highly competent individuals who align with the university's values and long-term vision.

		New Employee Table	
		2024	2023
	<b>Male</b>	<b>14</b>	<b>21</b>
	<b>Female</b>	<b>29</b>	<b>31</b>
<b>Total</b>		<b>43</b>	<b>52</b>

PCU is committed to equal employment opportunities, ensuring that the recruitment process is transparent, merit-based, and inclusive. Individuals from all backgrounds are encouraged to apply and are considered equally, without discrimination based on gender, race, religion, or other personal characteristics, in alignment with [GRI 406-1]. In 2024, PCU hired 43 new employees, consists of 14 male and 29 female, a significant decrease from 2023's total of 52 new hires.

In accordance with [GRI 408-1], PCU strictly prohibits the employment of individuals under the age of 18. This policy reflects the university's commitment to upholding human rights, as well as adherence to international standards set by the International Labour Organization (ILO) regarding the elimination of child labour.

The overall recruitment process and employment policies at PCU are grounded in national regulations and internal institutional frameworks, including:

- 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/YPTK/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 to 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

[GRI 401-1]

In 2024, PCU recorded a total of 41 employee departures, showing an increase compared to 21 employees in 2023. The main causes of turnover in 2024 were retirement (23 employees) and resignations (15 employees). Other departures included 3 cases due to death, while there were no terminations due to indiscipline violations reported in either 2023 or 2024. The employee turnover ratio in 2024 was 6.63%, nearly doubling from the 3.44% recorded in 2023. This increase is primarily attributed to a higher number of retirements and voluntary resignations during the year.

Employee Turnover table

Cause	2024	2023
Resignation	15	9
Pension	23	8
Death	3	4
<b>TOTAL</b>	<b>41</b>	<b>21</b>
<b>Turnover Ratio</b>	<b>6.63%</b>	<b>3,44%</b>

PCU continues to monitor employee turnover trends as part of its workforce planning and employee retention strategy, aiming to maintain organizational stability and ensure knowledge continuity.

## EMPLOYEE REMUNERATION SYSTEM

[GRI 401-2]

PCU provides a comprehensive and structured remuneration system that supports the well-being and motivation of its academic staff. Based on Decree Number 006/Per/YPTK/XII/2023 on university salary regulations and Decree Number 16/Kept/YPTK/II/2006 on benefits for lecturers and administrative staff, remuneration components are categorized into three groups: structural officials, lecturers, and staff.

To recognize and reward employee contributions, PCU has established multiple benefit schemes. These include:

- A monthly performance-based incentive, aligned with an employee's salary classification and workload group. For lecturers in Group I, additional bonuses are awarded if their credit points exceed the minimum of 12, encouraging academic excellence and productivity.
- Annual holiday bonuses, distributed at the end of each year (Christmas), and a 13th-month salary, granted each April, provide additional financial support during key periods.
- A performance-based salary enhancement program known as the Balanced Scorecard (BSC) Performance initiative, which evaluates, and rewards employees based on annual performance targets.

These benefits are provided to full-time academic and support staff and serve not only as financial incentives but also as part of PCU's broader efforts to attract, retain, and motivate highly qualified personnel.

## MATERNITY LEAVE

[GRI 401-3; GRI 406-1]

PCU supports the rights of its employees to take parental leave as part of its commitment to work-life balance and employee well-being. Maternity leave and other parental leave entitlements are regulated under the Petra Christian University Board of Trustees Decree No. 480/Kept/UKP/99 on Employee Leave. All eligible employees are granted access to parental leave benefits, with no discrimination between academic and non-academic staff [406-1].

Leave applications are facilitated through PCU's integrated online system (<https://sim.petra.ac.id>), allowing for efficient and transparent processing, including digital approval by supervisors.

In 2024, three female employees at PCU took maternity leave, following five who did so in 2023. PCU actively monitors return-to-work and retention rates after parental leave to ensure that employees feel supported and can continue contributing meaningfully to the university community. These practices reflect PCU's commitment to inclusive employment policies and the development of a family-friendly workplace environment, where both career growth and personal well-being are respected and accommodated.

## WORK HEALTH AND SAFETY (K3/ OHS) MANAGEMENT SYSTEM

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

The University is committed to maintaining a safe and healthy working and learning environments for all employees, faculty members, and students. The university has established an Occupational Health and Safety (OHS) management system aligned with national regulations and in reference to international good practices. The OHS management system applies to all employees, students, contract workers, and activities within the university premises, including teaching, research, administration, and maintenance operations. No workers or activities are currently excluded from the coverage.

The system covers risk identification, hazard reporting, emergency response planning, and training programs, with a focus on preventive measures and continuous improvement. Regular safety drills, fire evacuation exercises, and health awareness programs are conducted throughout the academic year. In laboratories and high-risk areas, standard operating procedures (SOPs) are implemented, and staff assistants receive specialized training.

The OHS management system is developed in accordance with response to national legal requirements and recognized standards and guidelines, as follows:

- Law Number 1 of 1970 on Occupational Safety
- Government Regulation No. 50 of 2012, Implementation of Occupational Health and Safety Management System (SMK3)
- Guidelines from DIKTI on the Implementation of Occupational Safety and Health and Environmental Management Systems (SMK3L) in Higher Education
- ISO 45001: 2018 on Occupational Health and Safety Management System

## OCCUPATIONAL HEALTH AND SAFETY (OHS) ORGANIZATION

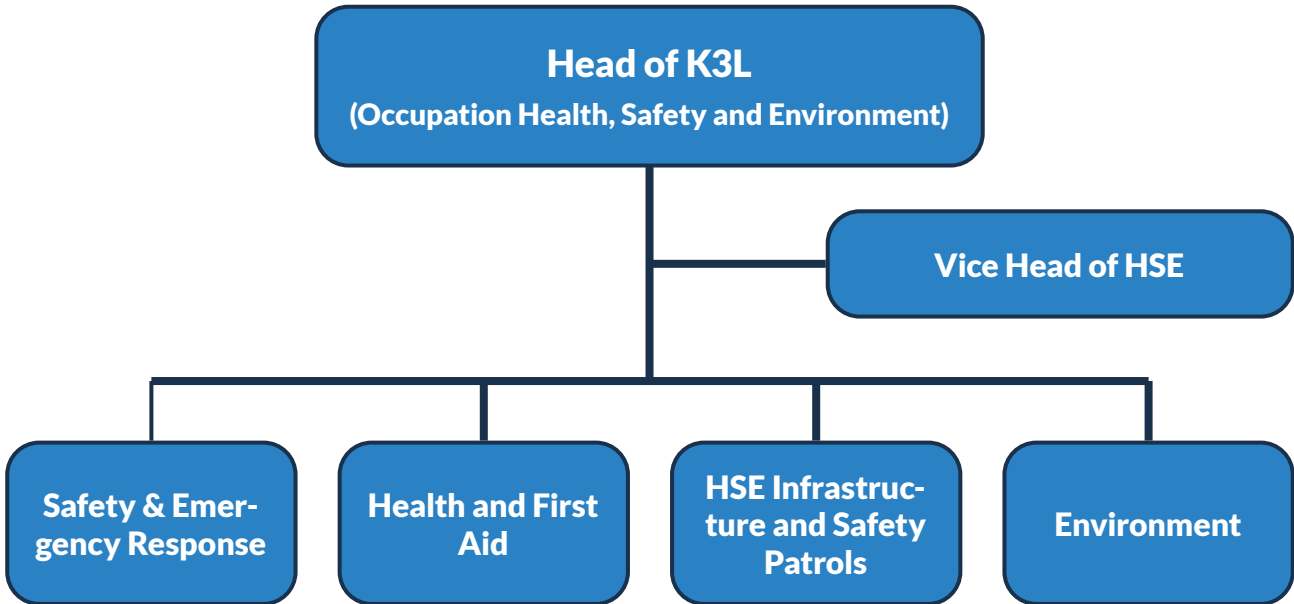
[GRI 403-1; GRI 403-7]

The university's OHS framework is coordinated by the Campus Service and Maintenance Unit (UPPK), Campus Security Unit (UKK) and Pratama / Primary Clinic, which is responsible for the development, implementation, and monitoring of health and safety policies and procedures. The K3L (Occupational Health, Safety, and Environment)

Team oversees the OHS management system and is organized into four sub-sectors:

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

PCU's K3L Management Organizational Structure



## RISK MITIGATION SOP

### [GRI 403-2; GRI 403-7]

PCU has implemented procedures to proactively identify potential hazards, assess associated risks, and investigate incidents that could impact the health and safety of its academic community. These procedures align with applicable national occupational health and safety regulations, as well as PCU’s internal policies and standards.

As part of its commitment to maintaining a safe campus and working environment, PCU applies stringent safety requirements to third-party vendors and contractors. For example, any external personnel required to work at heights exceeding a specified threshold must obtain a special permit, which includes a preliminary inspection of the physical site. Additionally, these individuals are mandated to use appropriate personal protective equipment (PPE), such as safety helmets and harnesses, in accordance with safety protocols.

This systematic and preventive approach underscores PCU’s dedication to continuous improvement in occupational health and safety management and reinforces its goal of creating a secure and hazard-aware campus environment for all stakeholders.

Type of Standard Operating Procedure (SOP)	Risk Mitigation
<b>Emergency Service Quality Procedures Document No. PM03-UKK-UKP</b>	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.
<b>Work Instructions for Using Hydrant Fire Extinguisher Document No. IK2</b>	Instructions for Using Hydrant Fire Extinguisher. Risk mitigation: preventing small fires from escalating into larger, more dangerous incidents.
<b>Quality procedures for B3 Solid Medical Waste Processing (Hazardous and Toxic Materials)</b>	<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.</p>
<b>First Aid Implementation Guidebook</b>	<p>This book contains simple guidelines and essential knowledge on the implementation of First Aid (P3K).</p> <p>Risks mitigation: delayed medical response, worsening of injuries, and potential fatalities.</p>
<b>Procedures for Campus Entry and Activities During the Christmas and New Year Holidays</b>	Access and activities on campus are restricted during the Christmas and New Year holiday period. Risk mitigation: reducing potential risks such as unauthorized access, theft, vandalism, fire hazards, and accidents that may occur when staffing levels are low.

## OCCUPATIONAL HEALTH SERVICES

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

PCU is committed to safeguarding the health and safety of its entire academic community, including employees and students. This commitment is reflected through the implementation of comprehensive OHS policies, the provision of health insurance for all academic members, and the availability of accessible healthcare facilities on campus. PCU ensures that OHS services are in place to prevent work-related injuries and illnesses and to promote overall well-being.

PCU always prioritizes OHS for all employees by adhering to established Standard Operating Procedures (SOP). The university's work schedule, outlined in Decree 1281/UKP/2017 on the Use of Attendance Data as the Basis for Salary Realization, is consistently aligned with applicable labour regulations. Provisions for work conducted beyond standard hours have been mutually agreed upon by both PCU management and employee representatives, ensuring the fulfilment of OHS excellence. [GRI 409-1]

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 administrative staff, 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, on-campus pharmacy, medical consultations and medical education. [GRI 403-6; GRI 403-8]

**LAYANAN KESEHATAN**  
Klinik Pratama Gedung T PCU

**Layanan Ambulans\***  
Weekdays: 07:30 - 15:30 WIB  
\*Waktu berangkat dan pelayanan aktif PCU, dalam kondisi kegawatdaruratan di lingkungan kampus.

**Jam Layanan**  
Senin-Jumat | 07:30 - 20:00 WIB  
Harus melalui pendaftaran on-site

07:30 - 15:30	15:30 - 20:00
Layanan: • Dokter umum • Dokter gigi • Farmasi • Apoteker	Layanan umum & perawatan @I • Dokter umum • On-site, terbatas • Tidak melayani on-call, penderita yang datang ke klinik • Tidak ada layanan ambulans dan pendampingan kegawatdaruratan ke Fasilitas Layanan Kesehatan terdekat

**Jam Istirahat**  
12:00 - 13:00

**MEDICAL SERVICE**  
LAYANAN ONSITE Klinik Pratama PCU  
Senin - Jumat, 07:30 - 19:00 (Hari & jam Kerja)

**\*LAYANAN ONLINE DI TIADAKAN\***

**\* JAM ISTIRAHAT 12:00 - 13:00**  
**\*\* Kebaktian Universitas : TUTUP**  
**( SETIAP SENIN 10:45 - 12:00 )**

INFORMASI LEBIH LANJUT HUB:  
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EXT : 3303 - 3304  
T Building Petra Christian University

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For all Petranesia  
May 06-08, 2024  
08:00 - 11:00  
Klinik Pratama PCU

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- Berbeda sehat(tidak sakit)
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- Tidur minimal 6 Jam
- Sudah makan min 2 Jam sebelumnya
- Tidak mengonsumsi obat dan jamu H-3 donor darah
- Minimal berusia 17 tahun
- Wajib membawa KTP

**KEUNTUNGAN**

- Bahan pangan untuk masyarakat
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- RS BHAYANGKARA SURABAYA**  
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SEGERA KE FASKES TERDEKAT :  
PUSKESMAS SIWALANKERTO - 24 JAM!  
( SEBERANG ENTRANCE HALL PCU )

## OCCUPATIONAL HEALTH SERVICES

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

### Centre for Counselling and Personal Development (PKPP)

PCU is committed to the holistic development and well-being of its academic community. As part of its broader Occupational Health (OH) services, PCU prioritizes not only physical health—discussed in other sections—but also the mental and emotional well-being of its students and employees.

A central pillar of this commitment is the Centre for Counselling and Personal Development (PKPP), which provides accessible, confidential counselling and mental health services to both students and employees, free of charge. For students, PKPP offers support for a range of academic and non-academic challenges through personal, academic, social, family, and interest/talent counselling. These services are available online or in person by appointment, and students may initiate consultations themselves or be referred by their academic programs.

PKPP also plays a key role in supporting the emotional and psychological needs of employees—including lecturers and education staff—through counselling services and targeted capacity-building initiatives. These efforts help ensure that faculty and staff have the emotional tools and support systems necessary to thrive personally and professionally, as well as to support others in need within the university.

As part of its ongoing competency development and peer-support empowerment, PKPP conducted the “Lay

Counsellor Enrichment: Psychological First Aid (PFA) for Panic Attacks” workshop on 22 November 2024. This mental health training was designed to equip faculty and staff with practical skills to recognize and respond to signs of psychological distress in themselves and others, fostering a more empathetic and supportive workplace culture.

To further promote a safe, inclusive, and violence-free academic environment, PCU organized the Week of Prevention and Handling of Violence in Higher Education Environments (PPKPT Week) from 11–15 November 2024, with the theme “Building a Violence-Free Campus: A Collective Mission for Safety.” This event brought together students, lecturers, and staff for a series of educational activities aimed at raising awareness, building shared responsibility, and cultivating a zero-tolerance culture toward all forms of violence, harassment, and discrimination. Through seminars, lectures, and training sessions, PPKPT Week encouraged open dialogue and equipped participants with knowledge and strategies to uphold personal safety, ethical conduct, and psychological resilience across the campus community.

These initiatives demonstrate PCU’s proactive approach to ensuring that every member of its academic community—whether student or employee—feels safe, supported, and valued.



## WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY [GRI 403-4]

PCU ensures that campus safety is maintained by engaging trained and certified personnel within its Campus Security Unit (UKK). UKK is a crucial pillar of OHS, as it often acts as the first responder during crises (e.g., fires, medical emergencies). It is mandatory for all operational (organic) members of UKK to obtain Gada Pratama certification, and for all *Kepala Regu* (team leaders) to hold Gada Madya (intermediate level) certification, which are accredited by the Regional Police Department (Polda).

These requirements reflect PCU's structured approach to building internal safety capacity and ensuring that personnel involved in campus security are properly qualified. In addition, one member of the Environment, Health, and Safety (K3L) team holds a certification in Supervision Development of Occupational Safety and Health Norms, issued by the Directorate General of Labour Inspection Development and Occupational Safety and Health. This further supports PCU's commitment to involving skilled personnel in the planning, implementation, and oversight of occupational health and safety initiatives.

## EMPLOYEE COMPETENCY EDUCATION AND TRAINING [GRI 403-5; 404-1; GRI 404-2]

PCU is committed to fostering a culture of continuous learning and safety awareness for its employees. In line with this commitment, PCU regularly organizes training programs to enhance employee competencies, particularly in occupational health and safety, digital literacy, and psychological well-being.

On August 2, 2024, PCU conducted a First Aid (P3K) training and awareness session, attended by 30 employees from diverse units, including laboratory staff, nurses, and medical doctors. The session aimed to enhance first-response capabilities while fostering participant dialogue to identify safety risks and strengthen campus emergency preparedness.



**FIRST AID Training Session**

August 2, 2024

**30**   
**Employees**



**Laboratory Staff**



**Nurses**



**Medical Doctors**

Total OHS training hours in 2024 decreased significantly compared to 2023, when the university hosted intensive certification programs through *Gada Pratama* (232 hours, 80% OHS content) and *Gada Madya* (160 hours, 80% OHS content), attended by 17 and 4 security staff, respectively. [GRI 403-5; GRI 404-2]

Onboarding at PCU includes mandatory training designed to equip staff with essential knowledge and workplace safety protocols. In 2024, this training was attended by 14 male and 29 female employees, reflecting the university's proactive approach to ensuring that all personnel, regardless of gender or role, are well-prepared to contribute to a safe and efficient academic environment.

Beyond orientation for new employees, PCU also conducted a series of capacity-building workshops, and seminars for lecturers and academic staff [404-01]. These included:

- Faculty Development Forum (WPE & Artificial Intelligence) in August 2024
- "Tips on Avoiding and Cleaning Computer Malware" – an online security awareness workshop held on 21 November 2024.
- "Android Mobile Security" workshop on 24 April 2024, aimed at strengthening employees' knowledge in protecting personal and institutional data.
- Seminar and Mini Workshop "Creative Presentation Slide Design using Canva & AI" on 15 November 2024

## EMPLOYEE COMPETENCY EDUCATION AND TRAINING

[GRI 403-5; GRI 404-1; GRI 404-2]

- Business English consists of Business Writing and Business Conversation, conducted throughout 2024, was attended by 15 employees
- Throughout 2024, Intensive training for Admin Manager was attended by 8 Admin Manager with topics among others, change leadership, Team Leadership, Stress and Emotional Management, Analytical Thinking, Client Focus & Handling Complaint and Work Culture



These initiatives demonstrate PCU's integrated approach to employee development—one that values technical skills, digital competencies, emotional intelligence, and a shared commitment to safety and well-being within the workplace.

## IMPROVING EMPLOYEE COMPETENCY

[GRI 404-1]

To support continuous improvement in service quality and institutional governance, PCU is committed to enhancing employee competencies through structured training and development programs. All lecturers and educational staff are provided with equal opportunities to participate in competency development initiatives, regardless of their role or unit.

Number of Hours for Lecturer and Staff Competency Development in 2024 and 2023

Training	hours training					
	2024			2023		
	Male	Female	Total	Male	Female	Total
<b>New employee training</b>	196	406	602	70	108.5	178.5
<b>Competence improvement (lecturers)</b>			1,365	154	118	272
<b>Competence improvement (educational staff)</b>			844			3,169
<b>OHS training</b>			75			3,580

Throughout the 2024 reporting year, PCU implemented a variety of training activities aimed at strengthening the skills and capabilities of lecturers, educational staff, and security personnel. These efforts contribute not only to individual growth and career development, but also to organizational performance and the quality of education and services provided by the university.

## NUMBER OF WORK ACCIDENTS

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

Throughout 2024, PCU reported no work-related injuries, fatalities, or occupational illnesses among its academic and administrative personnel [403-9; 403-10]. This reflects the university's proactive approach in fostering a safe and healthy environment for all members of the academic community.

PCU continues to strengthen its occupational health and safety performance by promoting a culture of prevention and risk awareness. The university actively encourages the identification and reporting of potential hazards [403-

2], conducts routine monitoring of work environments, and facilitates safety briefings and awareness campaigns tailored to different roles across campus.

No cases required medical treatment, time off, or occupational health investigations during the reporting year [403-10]. This zero-incident record demonstrates PCU's commitment to maintaining workplace safety standards that align with national regulations and international best practices in the education sector.

## EMPLOYEE PERFORMANCE ASSESSMENT

[GRI 404-3]

PCU is committed to maintaining and enhancing the quality of its academic and administrative human resources through a robust and structured performance evaluation system. The performance of lecturers and staff is assessed regularly using a combination of digital tools and frameworks, ensuring fairness, objectivity, and alignment with institutional goals.

Evaluation methods include the Integrated Resource Information System (SISTER), the Performance Index for Research and Community Engagement (IKP2M), the Balanced Scorecard (BSC), the Strategic Performance Management System (SPMS), and the Employee Appraisal Scheme (DP3). These tools support continuous performance tracking and professional development by measuring key indicators related to teaching, research, service, and strategic contributions.

Each lecturer is provided with comprehensive guidance through manuals such as the Guidebook for Using SISTER, IKP2M Handbook, SPMS Manual, and DP3 Guidelines, which outline the rights, responsibilities, and evaluation criteria applicable to their roles. This ensures clarity, transparency, and accountability in the performance assessment process.

PCU's performance assessment system adheres to national regulations and academic standards, including:

- Regulation of the Minister of Research, Technology, and Higher Education No. 51 of 2017 on Lecturer Certification Programs
- Joint Regulation of the Minister of Education and Culture No. 4/VIII/PB/2014 and No. 24 of 2014 (Technical Guidelines on Lecturer Credit Score Evaluation)
- Minister of National Education Regulation No. 17 of 2010 (Plagiarism Prevention)
- Operational Guidelines for the Assessment of Academic Rank Credit Scores (PO PAK 2019) issued by the Directorate General of Human Resources, Ministry of Research, Technology, and Higher Education
- Supplementary Guidelines to PO PAK 2019 and related updates from Kemendikbud-DitjenDikti Circular No. 04/2021
- PCU Board of Trustees Decree No. 067/Kept/YPTK/VIII/2012 on Performance-Based Awards (BSC)
- Circular Letter of Petra Christian University No. 395/UKP/2023 on Implementation of Lecturer's SPMS for Academic Year 2023/2024

Through the integration of national standards and internal systems, PCU promotes a culture of merit-based advancement, continuous learning, and recognition. These practices support the long-term career growth of academic personnel, foster a performance-driven environment, and ensure the delivery of high-quality education and research in alignment with the university's mission.

## ANTI-DISCRIMINATION POLICY

[GRI 406-1]

PCU upholds a strict policy against discrimination in all academic and employment practices, including during student admissions, employee recruitment, performance evaluations, and compensation processes. All individuals are treated fairly and equitably, regardless of ethnicity, regional background, gender, or physical condition. As of the end of 2024, no incidents of discrimination were reported to PCU’s legal department, underscoring the university’s commitment to creating a safe, inclusive, and respectful environment.

PCU celebrates diversity within its academic community, which includes students and employees from various ethnicities and regions across Indonesia—from North Sumatra to Papua. Notably, PCU welcomes students and

staff from the Eastern Region of Indonesia (Kawasan Timur Indonesia), including areas such as West Nusa Tenggara, East Nusa Tenggara, Sulawesi, Maluku, and Papua. The university also actively promotes equal access to education for persons with disabilities, in line with national legislation and human rights principles. To support this, PCU has implemented a few inclusive infrastructure features, including wheelchair-accessible ramps, drop-off zones, disability-friendly restrooms, parking areas for persons with disabilities, classroom furniture for left-handed and special-needs students, and accessible public facilities, including in the cafeteria and library. The university’s library also offers a designated area specifically designed for students with disabilities, reinforcing PCU’s inclusive and accessible campus ethos.

Table Students with Disabilities by Faculty

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

Table Students based on Disabilities

Disability Type	Number
Blind	1
Deaf	1
Hyperactive	1

## SECURITY PRACTICES

[GRI 410-1]

PCU recognizes that a secure and orderly environment is essential for supporting a productive, inclusive, and safe academic atmosphere. To uphold this, PCU has implemented a comprehensive security strategy across its campus in Surabaya, aimed at safeguarding all members of the academic community—including students, lecturers, administrative staff, outsourced workers, contractors, and visitors. As part of its access control policy, all lecturers, administrative staff, outsourced workers, and contractor personnel are required to wear identification (ID) cards while on campus premises, ensuring clear identification and enhancing accountability.

A dedicated Security Unit operates 24 hours a day, conducting regular patrols and maintaining a constant presence across the campus. Security personnel are strategically stationed at multiple security posts located at key campus entry and exit points, including:

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

## SECURITY PRACTICES [GRI 410-1]

In addition to maintaining general security, PCU's security staff are also responsible for assisting students and faculty members in safely crossing roads, especially when moving between buildings, reflecting the university's focus on both proactive safety and accessibility.

PCU has implemented a controlled parking system throughout its campus, with assigned parking officers responsible for managing traffic flow and vehicle safety in designated parking areas. Exit procedures require that vehicles present either a parking ticket or employee ID card as part of a verification process before leaving campus premises.

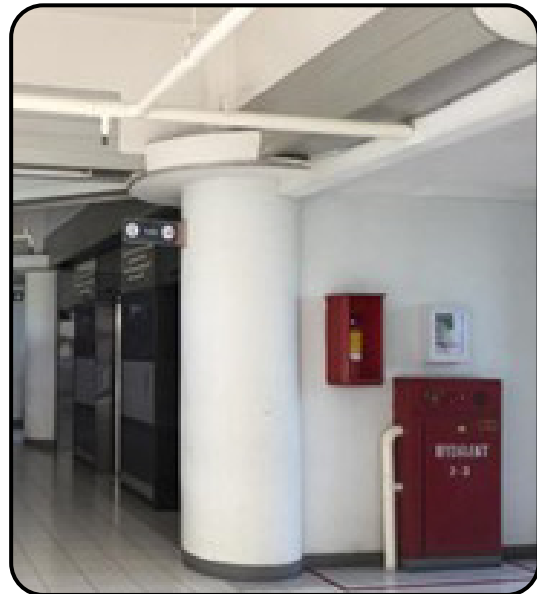
To further strengthen its campus security and emergency preparedness, PCU has installed a range of physical and technological safety infrastructure, including:

- Closed-Circuit Television (CCTV) surveillance systems
- Fire alarms and sprinkler systems
- Fire hydrants and portable fire extinguishers
- Emergency exits and exit signage on each floor
- Clearly marked Assembly Points for evacuation in case of fire or other emergencies
- First-Aid Kit at easily accessible locations

These features are part of an integrated approach to managing potential safety risks and ensuring swift response in emergency situations. While PCU is continuously improving its systems and procedures, the current measures reflect a commitment to maintaining a secure campus environment through a combination of trained personnel, policy enforcement, infrastructure, and preventive systems.



First Aid Box



Fire Hydrant

## RESPECT FOR THE RIGHTS OF LOCAL COMMUNITIES

[GRI 411-1, GRI 413-2; GRI 416-2; GRI 2-15]

PCU's commitment to respectful community engagement was evident throughout 2024, with no reported rights violations. The university's distinctive family-oriented approach has cultivated deep, mutually beneficial relationships with local communities. Through its Tridharma mission activities, PCU maintains open dialogue channels that proactively identify and resolve potential concerns - evidenced by strong partner satisfaction scores (3.70/4.00) in community development initiatives. This ongoing success stems from PCU's emphasis on informal but structured conflict prevention measures and its philosophy of seeing community members as partners in progress.

PCU also prioritizes feedback from internal stakeholders such as students, lecturers, and staff. In 2024, the Campustizen Satisfaction Index (CSI) survey recorded an average score of 95.52% increase from 2023 score 93.69%, demonstrating a high level of satisfaction with university services. This survey, conducted to monitor service quality and support continuous improvement, illustrates PCU's commitment to stakeholder engagement, transparency, and responsible governance, in line with sustainability reporting principles.

Table: Student satisfaction survey with PCU

No	Category	Satisfaction Index	
		2024	2023
1	Student Satisfaction with the University	96.55	94.34
2	Student Satisfaction with the Faculty	97.79	97.19
3	Student satisfaction with study programs/ programs	95.64	94.19
4	Student Satisfaction with University's services	97.73	95.69
5	Student Satisfaction with University's facilities	89.87	87.04
	<b>Average Satisfaction Index</b>	<b>95.52</b>	<b>93.69</b>

## LOCAL COMMUNITY DEVELOPMENT [GRI 413-1]

### Sustainability Theme Activities

Throughout 2024, PCU organized a range of activities centered on sustainability themes. These initiatives aimed to raise awareness and share knowledge on relevant sustainability issues with students, local communities, and other stakeholders. A total of 15 sustainability-focused events, including seminars and workshops, were conducted during the year. Below are some of the key activities held at PCU under the sustainability theme.

Table: Sustainability Theme Activities in 2024

No.	Activities
1	Petra International Conference on Sustainable Cities and Regions (PICSCAR) 2024: Towards Sustainable Cities and Regions: Growth-Regeneration-Innovation
2	Career Shaping in Entrepreneurial (CAPITAL): Learning Green Business from an Expert
3	Improving the Quality of Coffee Beans by Providing Sustainable Postharvest Machines for Coffee Farmer Groups in Sumberdem Village, Malang District
4	Petra-ponik: Sustainable Solutions for Waste and Food Security
5	Petra Accounting Competition (PAC) 2024: Charting Pathways to Sustainable Success (C.A.P.T.A.I.N.S)
6	Industrial Competition (IC) 2024: Surfing toward the Sustainability Waves
7	Joint Immersion Program 2024: Creating a Sustainable, Healthy Environment.
8	Recruiting Graduates with Leadership: Astra Credit Companies (ACC) on the Go Makes a Stop at PCU, by Petra Career Center (PCC PCU)
9	Corporate Social Responsibility (CSR) course: Sustainability Living Festival 2024
10	Business Logistic Competition: Importance of Supply Chain Sustainability
11	Seminar Afraid of megathrust earthquakes? Join and find the scientific answer at our seminar
12	Green House to Support Village Agriculture in Mojokerto
13	Student Final Project: Design of Innovative Design, Green Apartment as a Solution for Urban Heat Island in Surabaya
14	Student Final Project: FIOJEANS Displays Fashionable and Sustainable Artworks
15	Research: Implementation of Green Accounting in Supporting the Achievement of Sustainable Development Goals (SDGs)

### Education Improvement

From October to December 2024, English Department lecturer and 5 students provided English language tutoring as part of a community learning initiative at *Yayasan Pondok Kasih* in Keputih, Surabaya. This activity aimed to support language development and educational opportunities for residents.

Between February and June 2024, a lecturer and twenty students from Interior Design Program conducted art and design training sessions for teachers and students at Kings Kidz Kindergarten in Surabaya. This program enriched the creative skills of both educators and young learners.

Lecturer and students from various programs conducted several activities during Community Outreach Program (COP) in Weihura Village, West Sumba in July – August 2024. Some activities included setting Reading Park, *Kuali Unggul Anak Tangguh* (KUAT) which addressed malnutrition issues by providing food and created nutritional recipes under supervision of nutritionists,



Reading Park in Weihura Village, West Sumba

## LOCAL COMMUNITY DEVELOPMENT [GRI 413-1]

Elementary Teaching Education (PGSD) lecturer implemented an innovative teaching approach using Google Earth to enhance geographic literacy and interactive learning in February 2024. The activity took place at Jl. Jemur Andayani XXII No.4, Siwalankerto, Surabaya, engaging local learners through technology-driven education methods.

A team of lecturers and three students from the English Department conducted a workshop for teachers at Logos Christian School in Surabaya during March 2024. The training focused on improving teaching methodologies and classroom practices.

In December 2024, the Strategic Communication Program lecturer and two students organized a seminar in Tanah Kali Kedinding, Surabaya, to educate women on strategies for preventing and addressing cyberbullying. The event provided valuable knowledge and tools for online safety.



Cyber bullying seminar at Kedinding Surabaya

### Design

From February to June 2024, a team of lecturers and seven students from the Architecture Program assisted in designing the construction of a bridge in the Barongan Market area at Kali Gunting, Mojotrisno Village, Mojoagung District, Jombang Regency. This project approach sustainable by using bamboo materials which are widely available in the village.

A team of lecturer and nine students from the Interior Design Program provided consultation services for the design of the church building at GKKK Kupang Jaya in Surabaya. Their involvement, which spanned from February to October 2024, played a key role in shaping this important community religious space.

A team of lecturers Architecture Program, Elementary Teaching Education (PGSD) Program, General Education Department and Library staff collaborated on designing a library building and massage training facilities for Special Needs Schools (SLB) located at multiple sites in Surabaya, including Jl. Ploso IX No.12, Tambaksari; Jl. Ahmad Yani No.222-A, Gayungan; and Jl. Gebang Putih No. 5, Sukolilo. The initiative that was conducted from February to June 2024 sought to enhance educational and vocational opportunities for students with disabilities.

From April to September 2024, a lecturer and a student from the Visual Communication Design Program collaborated with Batik Sekar Buen, an MSME based in Ibu Kota Nusantara (IKN), East Kalimantan, to develop fashionable packaging designs.

A team of lecturers and five students from the Interior Design Program worked on designing the design for the MSMEs Corner in Kelurahan Jagir during October to December 2024. This program transformed an unused space at the Kelurahan Jagir office into a functional display and service area for local micro-business products through collaborative design with community representatives.

In June 2024, lecturers from the Visual Communication Design Program led a mural creation project in the youth commission room at GKI Jemursari Surabaya.

A year-long project from February 2024 involved Architecture Program lecturers and 2 students in creating Detailed Engineering Drawings (DED) for the renovation of the Blessed Sacrament Catholic Church in Pagesangan, Surabaya. This effort supported the improvement of public religious infrastructure in the area.

### Health

A health talk show program was conducted on December 3, 2024, by a lecturer and six students from the Faculty of Medicine at Kampung Arek Suroboyo Ramah Perempuan Anak Keputih, Surabaya. The event, attended by 32 participants, covered essential topics such as hand hygiene, diarrhoea prevention, and proper milk bottle cleaning techniques for urban women.

## LOCAL COMMUNITY DEVELOPMENT [GRI 413-1]

### Financial Literacy and Accounting

Between November 2024 and January 2025, lecturers and 2 students from the Accounting Department provided consultation services for the audit and presentation of financial reports for the East Java Region *Gereja Sidang Jemaat Allah* (GSJA) Church. This support helped ensure transparent and accurate financial management.

Lecturers and four students from the Informatics Program and Business Accounting Program collaborated to develop a user-friendly digital system for sales and inventory recording at UKM Tiara Handycraft in Surabaya. The activity that was conducted from May to December 2024, was specifically designed to be accessible for individuals with disabilities.

A training program was conducted from July to August 2024 by lecturers from Business Accounting, Architecture, Elementary Teaching Education (PGSD) programs and Library Unit and involving seventy-three students. This program served two Special Needs Schools (SLB), namely SLB Siswa Budhi, SMPLB-AYPAB, *Taman Bacaan Masyarakat Rusunawa Siwalankerto Selatan*, and *Yayasan Cinta Baca Kantor Wilayah Jawa Timur*. The activity which involved covered cash flow management, spending and savings simulations, and handling financial emergencies, benefiting 110 personnel.

### Socialization and SME's Quality Improvement

On July 25, 2024, lecturers from the Branding and Digital Marketing Program provided training on branding and marketing strategies to seventeen MSME actors in Siwalankerto Village, Wonocolo District, Surabaya. The session aimed to enhance their business competitiveness.

A digital marketing training session was held in June 2024 by the Branding and Digital Marketing Program for MSMEs in Kelurahan Siwalankerto, Surabaya. The workshop equipped small business owners with modern marketing techniques to expand their reach.

Between September and November 2024, lecturers and three students from the Visual Communication Design Program mentored the Community Information Group (KIM) in Kelurahan Jagir, Surabaya, on creative content development. This initiative empowered the group to better communicate local information.

A team of lecturers and thirty students from the Accounting Department conducted a strategic cost management mentoring program for MSMEs in collaboration with *Kelurahan Siwalankerto*, Surabaya in July 2024. The program provided practical financial management skills to local entrepreneurs.

On June 12, 2024, a lecturer and five students from the Hotel Management Program conducted a teaching session at *Toko Rajawali* on Jl. Gundih, Surabaya. The session covered organizational structure, job roles, and business cooperation to improve the store's operational efficiency.

Lecturers and four students from the Visual Communication Design; Finance and Investment; Branding and Digital Marketing Program supported the empowerment of home-based batik businesses in the former Dolly red-light district of Surabaya. The project that was conducted in between November and December 2024 focused on enhancing women's economic resilience through creative enterprise development.

In January 2024, lecturers and 22 students participated in Urban Community Outreach Program (COP) by conducting a training session for MSMEs in Kelurahan Putat Jaya, Surabaya. The event engaged 20 members of the Family Welfare Empowerment (PKK) group, covering essential topics such as: Food hygiene and safety standards; product durability and packaging presentation; effective marketing strategies. In addition to the training, the team provided hands-on assistance to several MSMEs in registering their Business Identification Numbers (NIB).

## LOCAL COMMUNITY DEVELOPMENT [GRI 413-1]

### Physical Asset Development

The Urban COP program implemented throughout January and February in Kelurahan Putat Jaya, Surabaya in RW 06, delivered sustainability outcomes through three physical projects. The initiative restored the tomb of 'Mbah Kapiludin', enhancing preservation of this important religious tourism site. Complementing this cultural preservation, the team implemented neighborhood greening through strategic orchid plant installations in *Kampung Gang Dolly*. These interconnected projects collectively advanced the program's environmental and socio-cultural objectives while engaging local communities. Another team of 21 students and Lecturers developing a Vineyard Village in RW 12 Putat Jaya, Surabaya, organizing a Night Market, hosting SME workshops, and providing anti-bullying education to promote community engagement and safety.

The International COP 2024 took place from March to August 2024 in Mojokerto Regency. Projects included creating clean water filters, cleaning water storage tanks (aligned with SDG 6: Clean Water and Sanitation), and improving infrastructure through road paving and educational facilities.

During July-August 2024, a multidisciplinary team from PCU, Widya Mandira Catholic University, Hong Kong University of Science and Technology, and Wira Wacana Christian University partnered with local government officials to conduct the COP in Baliloku village, West Sumba. This initiative delivered essential sustainable solutions, most notably through building drilled wells, implementing water filtration systems, and teaching effective composting methods using locally available horse manure - all designed to address the community's pressing needs.



COP Urban 2024 at Kampung Dolly Surabaya

### Other Local Community Empowerment

A team of lecturers and 4 students from the Informatics Program assisted in developing a web-based Eco Green tourist visit system application for Alam Sari Petra located in Kedungdoro, Kec. Tegalsari, Surabaya, Eastern Java. In this application that was developed during September 2023 to April 2024, visitors especially high school can propose field visit.

## NEGATIVE SOCIAL IMPACTS IN SUPPLY CHAINS

[GRI 414-2]

As a higher education institution, PCU operates a supply chain that primarily revolves around educational, research, and academic support services. The university's procurement and admissions practices are guided by principles of ethical conduct, transparency, and sustainability, with built-in controls to mitigate potential social and environmental impacts.

In its student admissions process, PCU has established procedures that promote fairness and integrity. Special admission tests, particularly those conducted in English, are held via secure online platforms equipped with anti-cheating features, ensuring applicants are evaluated solely on merit. To ensure transparency, information regarding such tests is disclosed on the university's website and communicated through the official admissions portal at [registration.petra.ac.id](https://registration.petra.ac.id), allowing all prospective students equal access to relevant details.

On the procurement side, PCU maintains a centralized procurement system, which facilitates consistent oversight

and compliance with internal policies and ethical standards. Procurement decisions are based not only on cost-effectiveness, but also on supplier proximity—a policy aimed at reducing transportation emissions and supporting local suppliers, thus lowering the university's carbon footprint and contributing to sustainable sourcing practices.

All financial transactions, including payments and cash receipts, are processed through the university's Finance Department, which ensures centralized control and strengthens internal accountability. Payments to suppliers are executed via bank transfers, safeguarding the integrity and traceability of financial operations and minimizing the risk of fraud.

In 2024, there were no reported incidents of fraud, bribery, or social misconduct related to either procurement or student selection. As such, no corrective actions were deemed necessary. These outcomes reflect PCU's consistent commitment to upholding responsible and ethical practices across its supply chain and academic processes.

## POLITICAL CONTRIBUTIONS

[GRI 415-1]

As a higher education institution, PCU maintains a position of neutrality and is not affiliated with any political party or group. In accordance with applicable regulations and institutional policies, PCU prohibits the use of its resources for political purposes and does not participate in any form of political activity. Throughout 2024, there were no political events, such as general elections, conducted within the university, and no financial or in-kind contributions were made directly or indirectly to political parties, politicians, or related organizations.

## CUSTOMER TRUST

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

Customer satisfaction surveys conducted by PCU indicate a high level of satisfaction and trust in both academic and non-academic products and services. In 2024, PCU carried out the Campustizen Satisfaction Index (CSI) survey to evaluate service performance. The survey yielded a score of 90.19 overall, and a higher satisfaction score of 95.69 from students, who are the primary recipients of PCU’s service offerings.

Several service components received consistently high ratings, including campus security, efficiency and clarity of service procedures, responsiveness of administrative services, and staff attentiveness toward the academic community. Services provided by the Career Centre, polyclinic, General Subject Department (DMU), and support units outside of faculties and departments were commended for their performance and accessibility. [GRI 416-1]

In addition to internal evaluations, PCU also conducted a survey of graduate users (employers of alumni) in 2024. The results demonstrated a positive perception of PCU graduates’ competencies, particularly in terms of integrity (ethics and morality), collaboration and teamwork, and willingness for continuous self-development. These attributes reflect PCU’s commitment to producing graduates who are not only academically competent but also well-prepared for professional environments.

Table: Sustainability Theme Activities in 2024

Dimensions	2024	2023
Integrity (Ethics and Morals)	3.62	3.66
Teamwork	3.36	3.52
Self-Improvement	3.26	3.40
Information Technology savvy	3.47	3.38
Expertise on the field (Professionalism)	3.33	3.32
Communication Skill	3.50	3.29
English proficiency	3.41	3.17

### Product and Impact Assessment

PCU offers a variety of academic and non-academic products. The academic products include highly competent graduates in their respective fields, as well as innovative outputs generated through research and academic collaboration. In terms of non-academic products, PCU—through its business unit, PT Lentera Edukasi Global—offers Ejourney (<https://ejourney.id/>), a personalized, future-ready educational and career development platform that leverages advanced digital technologies such as artificial intelligence (AI) and gamified learning. This platform is designed to support PCU’s internal academic ecosystem while also providing value to external stakeholders.

Graduates of PCU are professionally prepared to work in fields relevant to their academic training—whether from undergraduate, master’s, or doctoral programs. To enhance employability and professional readiness, PCU

provides certification programs through its Continuing Education Centre (CEC). These programs cover a wide range of competencies that support graduate qualifications and improve their competitiveness at both national and international levels. In addition, PCU’s academic community actively produces innovations that benefit society and industry. A notable example is QAConnect, a quality assurance system that has been implemented by several university partners. [GRI 417-1; GRI 417-2]

Throughout 2024, there were no reported complaints or claims concerning PCU’s academic or non-academic products. Graduates and university-developed innovations have received positive feedback from stakeholders, reflecting PCU’s commitment to quality and relevance in all its offerings. [GRI 416-2]

## MARKETING COMMUNICATIONS

### [GRI 417-3]

In 2024, PCU continued to ensure that all marketing communications – both for academic and non-academic offerings—were conducted transparently and in accordance with applicable regulations and ethical standards. Academic marketing communications primarily targeted prospective students, their parents, and school representatives, providing detailed information about the admission process, scholarship opportunities, and academic programs.

All admission-related information—including pathways, entrance test schedules and types, tuition fees, requirements, and registration procedures—was made publicly accessible through PCU's official admission website (<https://www.petra.ac.id/admission>). Prospective students could register and manage applications via the dedicated online portal (<https://registration.petra.ac.id/login>), which required account creation for secure access. Detailed study program information was also available at <https://petra.ac.id/program>, ensuring transparency about academic offerings. To further enhance accessibility, PCU implemented a centralized digital communication channel via WhatsApp, enabling prospective students, parents, and other stakeholders to directly inquire about programs and admission processes.

Throughout the reporting year, no incidents of non-compliance with regulations or voluntary codes concerning marketing communications were recorded.

# GRI STANDARDS COMPREHENSIVE DISCLOSURE CROSS REFERENCE

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# GRI STANDARDS COMPREHENSIVE DISCLOSURE CROSS REFERENCE

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# GRI STANDARDS COMPREHENSIVE DISCLOSURE CROSS REFERENCE

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# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>1 NO POVERTY</b></p> <p><b>End poverty in all its forms everywhere</b></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.
	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 2024, the PCU held a Business Matching event that brought together investors with five 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 2024, PCU consistently provides community service to the community in Gang Dolly, a former prostitution area in Surabaya. Community development is provided through women's empowerment training, and education for children and teenagers.  As a regular annual program, COP activities in 2024 have been carried out in the areas of Surabaya, Mojokerto and Sumba. Activities in the form of economic development including assisted several MSMEs in registering their Business Identification Numbers (NIB).
	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 2024, PCU had students with disabilities in several programs: Creative Learning Program Activities for Disabilities; Accessible Learning Materials for Students with Disabilities; Accessible and Sustainable Design.
	5	Agricultural irrigation (Spiral Water Pump)	GRI 203-1, GRI 203-2: Infrastructure Investments and Significant Indirect Economic Impacts	203	PCU students built spiral water pumps to help rural communities improve irrigation systems and farming yields.


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>2</b> ZERO HUNGER</p> <p>End hunger, achieve food security and better nutrition and support sustainable agriculture</p>	1	<p>Fulfilling the need for nutritious food for campus residents.</p> <hr/> <p>Food security in villages / town.</p>	<p>GRI 413: Local Communities</p> <p>GRI 406: Non-Discrimination</p>	413	<p>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.</p> <hr/> <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>PCU constructed a Greenhouse as a Modular Drying Unit for the "Bina Warga" Forest Farmer Group in Dusun Lebaksari, Mojokerto Regency.</p> <p>PCU Urban COP conducted a food hygiene training for MSMEs in Kelurahan Putat Jaya, Surabaya help improve nutritional outcomes and food safety.</p> <p>PCU addressed malnutrition issues by providing food and created nutritional recipes under supervision of nutritionists at West Sumba.</p> <p>PCU students developed urban farming technology based on Internet of Things (IoT) in Tambakrejo's Sustainable Reserve Food Garden (KRPL) Area.</p>
	2	Complementary feeding training; Aquaponic farming	<p>GRI 203-1: Infrastructure Investments</p> <p>GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT</p>	203-1 203-2	<p>PCU provided nutrition education and sustainable aquaponics training. PCU also did Complementary Food Training for Posyandu mothers</p>


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>3</b> 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, on-campus pharmacy 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 twice during 2024.</p> <p>PCU's Centre for Counselling and Personal Development (PKPP) offers accessible, confidential counselling and mental health services to both students and employees, free of charge.</p> <p>In the aftermath of COVID-19, the PCU's pre-emptive clinic organized free eye examinations, which were considered important due to the change in the patterns of more intensive use of communication devices and laptops.</p>
	3		GRI 303: Water and effluents; GRI 306: Waste Management	303-2 303-4 306-2	<ul style="list-style-type: none"> <li>• Safe management and disposal of medical and hazardous laboratory waste.</li> <li>• Monitoring and filtration of wastewater from polyclinic and Faculty of Medicine operations to prevent contamination.</li> </ul>
	4	Clean and Healthy Lifestyle	GRI 201: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT	201 203-2	The PCU Polyclinic routinely, twice a year, holds free eye health checks for the PCU academic community. As part of its community services (COP). PCU did the Socialization of Clean and Healthy Lifestyle Patterns (PHBS) for children


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>4</b> QUALITY EDUCATION</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</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>Outcome-Based Education (OBE). The curriculum is designed to shape graduates as Global Socioleaders, with a strong emphasis on the Sustainable Development Goals (SDGs) in both content and learning methods—through SDG-related topics, case simulations, and project-based activities.</p> <p>Students may choose between the Leadership Enhancement Program (LEAP) (minimum 20 credits over one or two consecutive semesters) or a Minor Curriculum.</p> <p>The program promotes integration between academic learning and student activities. It also applies the Service-Learning (S-L) method to foster leadership, empathy, and real-world engagement.</p>
	2	Providing free courses to children	GRI 203-2: Significant Indirect Economic Impact	203-2	Community service activities carried out in rural areas include forms of teaching culture and foreign languages. PCU built reading group and early childhood education post in West Sumba. PCU did Anti-Bullying Socialization and Traditional Dance Training for early childhood for urban community in Surabaya
	3	Increase knowledge for Indonesian Migran Worker in Hongkong	GRI 203-7: STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED CONCERNS	203-7	PCU delivered Tax and Customs 101 for Indonesian migran worker in Hongkong
	4	PCU ensures that the quality of education provided to its students is reliable.	GRI 206-1: LEGAL MEASURES FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST AND MONOPOLY PRACTICES	206-1	PCU has successfully achieved a proud achievement by entering the Top 100 Universities in Southeast Asia or the top 100 in Southeast Asia and ranked 581-600 in Asia based on Quacquarelli Symonds (QS) Asia University Rankings (AUR)-2025
			GRI 304: Biodiversity; GRI 306: Waste Management	304-3 306-2	<ul style="list-style-type: none"> <li>Involving students in environmental projects like mangrove planting and community waste management development.</li> <li>Utilizing aquaponics initiatives as educational tools.</li> </ul>


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>5 GENDER EQUALITY</b></p> <p><b>Achieve gender equality and empower all women and girls</b></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 is no gender-based distinction in the recruitment of faculty and educational staff at PCU.
			GRI 201: Economic Performance	201	The university's remuneration system is also applied equally, without gender bias.
			GRI 203: Indirect Economic Impacts	203	To support women in the workplace, PCU established a childcare facility. The Early Childhood Education program (PGPAUD) launched Petra Blessing Childcare (PBCC) – a center serving children aged 3 to 7, specifically for permanent lecturers, part-time lecturers (LB), and permanent staff. PBCC has since expanded its services to include children of teachers and staff from PCU's partner schools.
			GRI 413: Local Communities	413	
	2	Cyberbullying Prevention Workshop	GRI 413-1: LOCAL COMMUNITY DEVELOPMENT	413-1	PCU empowered women in Tanah Kali Kedinding, Surabaya, through digital safety education. Moreover, health talk show program was conducted in December 2024 for urban women at Kampung Arek Suroboyo Ramah Perempuan Anak Keputih, Surabaya.


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>6</b> CLEAN WATER AND SANITATION</p> <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; GRI 304: Biodiversity	303-1 304-3	<ul style="list-style-type: none"> <li>Implementing sustainable water management practices, by utilizing rainwater, and treated wastewater for non-potable use.</li> <li>Participating in river cleaning initiatives to address pollution</li> </ul>
			GRI 306: Waste	306	<ul style="list-style-type: none"> <li>Treating and monitoring wastewater from clinic before discharge, including laboratory testing.</li> </ul>
	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	303-5	Implementing water conservation, by installing self-closing faucets 68,24% and sensor faucet 2,39%.
	3	Water Sanitation Systems	GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT	203-2	PCU improved community access to clean water in Sumba and Mojokerto



# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></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>Petra Christian University (PCU) has demonstrated its commitment to becoming a Green Campus since September 22, 2010. This began with the launch of a Smoke-Free Zone in early 2011 and the “Petra Berbunga” tree-planting initiative. PCU also promoted a paperless culture through digital PRS submissions, e-payslips, online correspondence, and the use of recycled paper for final project consultations.</p> <p>Through the “Efficient Water” campaign, all faucets on campus were replaced with automatic ones to reduce water waste. Additionally, PCU began converting organic waste into compost to support sustainable waste management.</p>
			GRI 302 Energy	302-5	Utilizing renewable energy sources through solar-powered streetlights which 15,6% increase compared to last year in energy capacity.
	2	Ensuring the rate of improvement of energy efficiency.	GRI 2: General Disclosures	2-22	<p>in 2024 built upon existing PCU infrastructure such as the Sewage Treatment Plant (STP), water-saving toilet systems, and the “Nunut” ride-sharing app—developed by students to reduce carbon emissions through carpooling. The prohibition of bottled water in internal events, the implementation of digital submission systems, and increased investment in green open spaces and vertical gardens further highlighted PCU’s commitment to environmental stewardship</p>
			GRI 302: Energy	302-4 302-5	Improving energy efficiency across campus operations: 73,34% AC using environmental-friendly technology, 35,54% LED lighting.


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> <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>COP in 2024 was held in East Java and East Nusa Tenggara in order to enhance the capabilities of MSMEs and SMEs in those locations.</p> <p>Through a process of repair and refinishing, many items are restored to optimal condition, allowing them to function as though new. This practice not only reduces the need to purchase new furniture but also significantly minimizes waste generation, aligning with PCU's sustainability principles. A noteworthy initiative in this area involved recycling unused desk drawers into document storage cabinets, which were then distributed to administrative units in need— demonstrating the university's innovative and responsible approach to resource management.</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>In 2024, the average waiting time for S1 graduates to get their first job was 1.5 months.</p> <p>In 2024, the percentage of S1 graduates getting their first job in less than 3 months was 84.91%.</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	
			GRI 308	308-1	Prioritizing procurement from local producers
	4	SME Development & Village Branding	GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT	203-2	PCU enhanced rural entrepreneurship through SME training, such as village tourism branding in Mojokerto, "Mbah Kapiludin" Religious Tourism Object, Product Photography Training for Karang Taruna, Cultural Arts Festival and MSMEs Bazaar in the Gang Dolly Tourism Village


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>Build resilient infrastructure, support inclusive and sustainable industrialization and foster innovation</b></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 GRI 203-1: INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT	201; 203	<p>PCU gave 10 teaching grants to use opportunities from technological developments, including the use of artificial intelligence in producing both innovative products and teaching.</p> <p>PCU received 33 grants from the Ministry of Education and Culture to finance research and innovation for society.</p> <p>PCU has an Innovation and Entrepreneurship Center that incubates potential start-ups into new start-ups originating from PCU students' business ideas.</p> <p>PCU's intellectual property in 2024 consisting of 7 Patents, 12 Industrial Product Designs, 15 Copyrights, and 1 Trademark.</p> <p>PCU received international grant to created an innovation in the form of a solar-powered chopper for the cattle and goat farming community at Dusun Turi, Tulungagung.</p>
	2	Infrastructure support for schools and roads	GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT	203-2	PCU's COP program served infrastructure repair, road paving, educational facilities and infrastructure to three villages in Mojokerto
			GRI 302 Energy	302-4 302-5	Applying green building principles in campus construction and renovation
 <p><b>Reduce inequality within and among countries</b></p> <p><b>industrialization and foster innovation</b></p>	1	Promotes equality and inclusion within the campus community through fair access to education, support for marginalized groups, and inclusive academic and social policies	GRI 2: General Disclosures; GRI 406: Non-Discrimination	203; 406	<p>There is no discrimination based on gender, race, or physical ability in the assessment of employee performance or in the provision of work opportunities at Petra Christian University (PCU). PCU is also committed to providing facilities and support for both employees and students with physical disabilities.</p> <p>As of 2024, PCU had three students with disabilities: one student with visual impairment (blind), one student with hearing impairment (deaf), and one student with hyperactivity disorder.</p> <p>PCU provided scholarship for marginalized groups especially to students from Eastern Indonesia Region (KTI).</p>



# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p> <p><b>Build city and settlement inclusive, safe, tough and sustainable</b></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; 302-4, 302-5, 304-1, 305-5, 306-2, 306-3, 306-4, 306-5; 413	<ul style="list-style-type: none"> <li>Developing and promoting a Green Campus environment.</li> <li>Creating and maintaining green open spaces and landscaping on campus.</li> <li>Providing sustainable transportation options (shuttle buses, carpooling app, bicycle parking).</li> <li>Implementing comprehensive waste management systems.</li> <li>Engaging with the local community through environmental initiatives.</li> <li>Improving local air quality through campus vegetation.</li> <li>Making clean water filters and cleaning clean water reservoirs in village in East Java.</li> </ul>
	2	Village Tourism and Fertilizer from Waste	GRI 203-1: Infrastructure Investments GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT	GRI 203	PCU developed eco-tourism and waste recycling projects. At Sumba, PCU did training in making fertilizer from horse manure for farmer groups.



# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p><b>Ensuring consumption patterns and sustainable production</b></p>	1	Implement sustainable management and substantially reduce consumption or waste production through prevention, reduction, recycling and reuse.	GRI 306: Waste	306-1 306-2 306-3 306-4 306-5	Implementing waste reduction strategies and management: producing 4984 kg compost, 52,240 kg solid waste sent to disposal, and integration of aquaponics and maggot cultivation.
	2	Support sustainable procurement of public goods in accordance with national policies and priorities	GRI 301: Materials	301-1 301-2 301-3	<ul style="list-style-type: none"> <li>Reducing material consumption, specifically paper use.</li> <li>Increasing the use of recycled input materials, such as recycled paper.</li> <li>Reclaiming and repurposing items like furniture to extend product life.</li> </ul>
	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 306: Waste	306-2	144 kg hazardous waste sent to accredited third party.

# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>13</b> CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts</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	<ul style="list-style-type: none"> <li>Scope 1 emissions in 2024: 136.67 tonnes of CO2(tCO2).</li> <li>Scope 2 emissions in 2024: 4,785 tCO2</li> <li>Scope 3 emissions estimated in 2024: 1,090.32 tCO2.</li> <li>GHG emissions intensity in 2024: 0.7454 tCO2 per person</li> <li>Total Scope 1 and 2 emissions: 4,921.67 tCO2.</li> </ul>
	2	Green Project	GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACT		PCU carries out greening programs in every village or area served in the COP program.
 <p><b>14</b> LIFE BELOW WATER</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 Communities	413	<ul style="list-style-type: none"> <li>Petra-Ponic: combination of maggot farming and aquaponics as an alternative of organic waste management</li> <li>Plastic use reduction on campus where students, lecturers and staff are encouraged to bring their own tumbler</li> <li>Student Final Project of design of Innovative Design, Green Apartment as a Solution for Urban Heat Island in Surabaya</li> </ul>
			GRI 303: Water & Effluents	303-2 303-4	<ul style="list-style-type: none"> <li>Protecting aquatic ecosystems by treating wastewater and monitoring discharge quality.</li> </ul>
			GRI 304: Biodiversity	304-3	<ul style="list-style-type: none"> <li>Participating in river cleanup activities.</li> <li>Restoring coastal ecosystems through mangrove planting.</li> </ul>


# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>15</b> LIFE ON LAND</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 totalling 133,139,416 square meters, with approximately 30,300.977 square meters, comprising about 22.76%, designated as green open spaces and 9,434.1 m2 comprising about 7,9% are covered with vegetation . The inclusion of these green areas significantly enhances the campus environment, fostering a cool and environmentally pristine atmosphere.</p> <p>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. PCU also implementing sustainable agricultural practices like aquaponics.</p>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <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 upholds strong corporate governance through clear organizational values and structures that support effective decision-making, sound financial management, and the achievement of institutional goals. Leadership appointments are made without regard to race or gender, and the university also provides support for lecturers, staff, and students with disabilities.</p> <p>The remuneration system is implemented fairly through the SPMS program, which was introduced as part of ongoing reforms.</p> <p>Student talent is nurtured through various student activity units, and PCU empowers students to participate in university oversight through the student council.</p> <p>All faculty members are free to join academic clusters that align with their educational backgrounds and PCU's development plan. Within these clusters, they hold the right and responsibility to engage in teaching, research, and community service.</p>

# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
			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, for example Professional Ethics course delivered by General Courses Department for all the PCU's students; Business Crimes and Ethics course organized by the Department of Accounting that address fraud cases in Indonesia and globally. The principles of prevention and prudence in PCU management are carried out by implementing ISO 9001 quality management regarding anti-corruption practices.</p> <p>PCU has also had an International Digital Accounting and Fraud Program that will teach students to detect, handle, and anticipate fraud cases.</p> <p>PCU held seminar about Cybercrime, collaborated with Ms Wani Sabu as the executive vice president of the digital center of Bank Central Asia, Indonesia PCU collaborated with the Regional Advocacy Committee (KAD) of East Java holding an Anti-Corruption Discussion Forum, carrying the theme "Strong Integrity, We Will Eradicate Corruption"</p>
			GRI 206: Anti-Competitive Behaviour	206	<p>Start from 2023, PCU successfully achieving the Top 100 Universities in Southeast Asia and ranked 581-600 in Asia based on Quacquarelli Symonds (QS) Asia University Rankings (AUR)-2025. In addition, PCU received an award as one of the Jawa Pos 7 Most Popular Brands</p>

# SDG AND GRI MAPPING

SDGs Goals	SDGs Targets		Standard Relevance GRI 2021	GRI 2021 Indicators	Programs/Activities
	No	GRI 2021 Indicators			
 <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p> <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 socioleader, 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>PCU organizes free eye checks for communities around campus.</p> <p>In collaboration with the Surabaya city goverment, PCU conducted a building damage assessment at Medokan Asri Barat, Surabaya.</p> <p>Petra Christian University (PCU) collaborated with the Indonesian Red Cross to organize a blood donation drive, demonstrating the university's commitment to community health and social responsibility.</p> <p>The Community Outreach Programme (COP) is a biannual event organized by the PCU. By 2024, PCU contributed to the economic progress of villages in East Java and East Nusa Tenggara. The COP activities collaborate with local governments, churches, international and local universities, and local tribes.</p>
			GRI 304: Biodiversity	304-3	Collaborating with international universities on environmental projects
			GRI 306: Waste Management	306-1	Engaging with local communities for workshops, training, and development projects: composting workshop, recycled paper workshop, kampung binaan mahasiswa and mentorship program.