










2023 NDPE Implementation Progress Summary




(As of April, 2024)



Implementation Commitment	Milestones	Progress Summary	Yearly progress
<p>Policy, Systems and Management</p>	<p>Release Implementation Plan for the year 2023</p>		<p>A time-bound implementation plan for the year 2023 was released in April, 2023.</p> <p>POSCO INTERNATIONAL web page link : http://www.poscointl.com/kor/esg/ndpe.do PT.BIA web page link : https://ptbia.co.id/sustainability/commitment/ndpepolicy/</p>
	<p>Pursue continuous awareness-raising activities to ensure compliance with NDPE policy among plasma smallholders and out-growers. (Update the supply chain check list and monitor external supply chains)</p>		<p>PT.BIA is continuously striving to enhance understanding of company policies among smallholders and out-growers. As a result of these efforts, external fruit suppliers declared an NDPE policy in 2022, and announced a sustainable policy in 2023.</p> <p>PT.BIA monitors its supply chain to ensure that its operations are carried out in a sustainable manner. PT BIA has started to distribute TTP (Traceability to Plantation) forms to suppliers to monitor external supply chains starting from January 2023. These forms applies to plasma smallholders and out-growers. Also, updating checklist and socialization will be conducted every year.</p> <p>Furthermore, PT.BIA has conducted regular monitoring on deforestation and fire occurrence toward supply chain in 2023.</p>
	<p>Establish direction for implementing NDPE policy from a mid-to long-term perspective.</p>		<p>PT.BIA is making efforts on establishing NDPE policies from medium to long-term perspectives. These policies are scheduled to be disclosed in 2024 report, releasing in March to April, 2025.</p>




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Environmental Conservation and Management	Continue compliance with RSPO Best Management Practices (BMP) for sustainable agriculture management and prohibition of chemical usage in riparian zones.		<p>PT.BIA has devised programs that will ensure business to be operated in a sustainable manner, with prevention and minimization of the negative impacts on environment.</p> <p>Significantly, PT.BIA has adopted RSPO BMP (Best Management Practices) for sustainable agriculture management and the prohibition of chemical usage in riparian buffer zone. In particular, the company updated the delineation of riparian areas through GPS tracking and analysis of satellite/aerial images, strengthening the zoning of riparian buffer zones in 2023.</p> <p>Moreover, PT BIA has conducted monitoring of environmental conservation activities in the riparian buffer zones, including the prohibition of chemical usage, by utilizing drones.</p>
	Strengthen conservation efforts for biodiversity in the 6,718 hectares of High Conservation Value (HCV) areas within the concession.		<p>PT.BIA has adopted FIAT (Forest Integrity Assessment Tools) for biodiversity conservation, utilizing it to conduct monitoring on High Conservation Value (HCV) areas within its concession. Through utilizing digital methods (drones) and patrol conducted with Village Monitoring Team (VMT), assessments on biodiversity and vegetation status were carried out. From July 20th to 24th, 2023, a total of 25 participants (HCV teams (including plasma team), VMT, and representatives from various regions) underwent training to enhance their understanding of HCV area conservation methods.</p> <p>In addition, throughout the year 2023, 37 signboards and 64 banners were replaced and installed within the HCV areas to strengthen activities prohibiting illegal capture of flora and fauna, along with conducting training sessions for incumbent staff members.</p>

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	<p>Continue implementing environmental conservation program beyond the concession.</p>		<p>In October 2023, PT.BIA signed an agreement with the Papua Natural Resources Conservation Center (BBKSDA). Based on this agreement, PT.BIA will engage in activities aimed at strengthening conservation efforts and promote biodiversity within the Lake Bian Wildlife Reserve (LBWR) located in Papua. Furthermore, PT.BIA plans to strengthen collaboration with local communities through the operation of Indonesia Forest Rangers Community Partnership (MMP) or Fire Awareness Community (MPA).</p>
<p>Environmental Conservation and Management</p>	<p>Establish a systematic water management system. (Conduct periodic water quality inspections and audits, and disclose the results to stakeholders, Continue to disclose and monitor water usage and POME treatment processes related to palm oil production)</p>		<p>To protect water quality, PT.BIA conducts bi-annual water quality analysis of the rivers surrounding the concession through a third-party verification agency, sharing the results with local community and stakeholders. The transparency of water quality analysis is emphasized through the participation of local residents, including the Village Monitoring Team (VMT), starting from the sampling stage. In 2023, socialization on sharing water quality test results was conducted to approximately 40 participants including indigenous people, religious leaders, and government officials.</p> <p>Furthermore, PT.BIA regularly monitors the discharge of palm oil mill effluent (POME). The wastewater generated during the fruit extraction process undergoes natural purification in ponds before being sent back to the plantation for reuse as an organic nutrient source.</p> <p>* POME : The residual water generated during the process of extracting palm oil.</p>

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Environmental Conservation and Management	Waste disposal and management		<p>PT.BIA is conducting waste management monitoring every month to ensure the safety of the environment and employees. In 2023, PT BIA has put particular emphasis on strengthening the inspection of hazardous waste disposal. Wastes generated from the plantation and mills are collected bimonthly, totaling 24 tons of waste were processed in 2023.</p> <p>Additionally, PT.BIA conducted waste management such as recycling plastics and installing over 300 additional recycling facilities. Collaboration with indigenous communities is also being pursued to recycle plastic and glass generated on the plantation.</p>
	Strengthen pre-emptive measures such as employee and community education/training to prevent fire incidents.		<p>In line with our NDPE Policy, preventing fires is pivotal for upholding 'No Deforestation' across our operations. PT.BIA has established a 24-hour hotline managed by a certified and well-equipped emergency response team, ready to respond at a moment's notice.</p> <p>In August 2023, an emergency fire response simulation was conducted across the entire area. This included firefighting team response training, inspection of firefighting equipment usage, and emergency evacuation drills involving plasma.</p> <p>Also, the company has educated and socialized the basics of combating fires to local schools, including children and teachers. PT.BIA extended this education to housewives as well, providing guidance on how to handle fire incidents in the house.</p>

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Protection of, and Respect for, Human Rights	Continue providing training programs to enhance the capacity of employees.		<p>PT.BIA supports various training programs tailored to different fields (management, cultivation, harvesting, safety, etc.) to enhance the professional competencies of all employees. Particularly in 2023, the company collaborated with educational institutions to develop a staff development strategy aligned with the company's medium to long-term goals. This involved establishing diagnostic criteria to assess the current level of staff competence and developing training programs along with detailed implementation plans.</p>
	Continue communication activities aimed at providing local communities information on environmental conservation programs beyond the concession area.		<p>At the end of 2022, PT.BIA conducted a pre-explanatory session for indigenous peoples within the Lake Bian Wildlife Reserve (LBWR) to initiate environmental conservation and community development programs within LBWR. Following this, in June 2023, a public hearing was held for stakeholders, including local residents, to share the progress and future plans of the multi-faceted programs covering environmental conservation, healthcare, education, and economic development. Discussions also took place regarding the participation and collaboration of stakeholders from each sector.</p>
	Enhance the capacity of the industrial safety and health management team and maintain ISO 45001 certification.		<p>PT.BIA operates various training programs related to occupational health and safety (OHS). In 2023, the company focused on strengthening management of potential workplace hazards and educating workers. This included workplace accident assessments, enhancement of safety officer competencies, training for chemical safety data MSDS (Material Safety Data Sheets), and safety inspection meetings (Tool Box Meeting, TBM).</p> <p>Additionally, an annual regular health check-up for all employees was conducted, with a special emphasis on conducting specific health examinations for high-risk workers.</p>

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Protection of, and Respect for, Human Rights	Implement community programs aimed at improving the quality of life of local residents.		<p>[Economy] – Comprising village-owned enterprise (BUMK) and launch economic program PT.BIA is dedicated to its primary goal of alleviating poverty in local Papuan communities and fostering self-reliance. In 2023, the company has comprised village-owned enterprise also called BUMK (Bada Usaha Milik Kampung). This enterprise is consisted of local villagers (Selil, Kindiki, Muting), functioning as entities in charge of providing training and assistance to community members on how to achieve sustainable financial independence.</p> <p>[Education] – Strengthening literacy of students in local villages In December 2023, PT.BIA conducted checkups regarding literacy status of students in local villages. Based on the results, the company organized a workshop inviting many village heads and community leaders to discuss the essentials of educational assistance and specific implementation methods of educational programs. In the second half of 2023, PT.BIA has launched full assistance program for elementary school students in three villages (Selil, Kindiki, and Muting).</p>
	Encourage women's participation in various committees to establish a culture of social equality and respect for diversity.		<p>PT.BIA places a high priority on protecting and respecting gender equality in the workplace. To ensure that all of employees are treated fairly and equally, PT.BIA operates an Gender Equality Committee to ensure equal rights without discrimination, prejudice, ridicule, or violence based on gender within the workplace.</p> <p>In 2023, two sessions of education on human rights, sexual harassment, and sexual violence prevention were conducted. Furthermore, ongoing support is planned to ensure that the Gender Equality Committee operates fairly and effectively to eliminate harassment and violence in the workplace.</p>

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Stakeholder Engagement and Communication	Actively respond to registered grievances and disclose the resolution progress.		Since 2020, PT.BIA has been receiving internal reports and complaints through its grievance handling mechanism. All complaints received are processed according to relevant regulations. Detailed records of grievance handling are transparently disclosed through the Grievance Log on the PT.BIA website.
	Continue to strengthen collaboration with stakeholders to minimize negative environmental or social impacts of palm oil production. (Implement new programs to enhance economic self-sufficiency among local communities)		<p>[Social Impact Assessments(SIAs)] PT.BIA monitors the implementation of Social Impact Assessments (SIAs) annually to minimize the social impact resulting from plantation operations. Through this process, PT.BIA continuously strives to minimize any possible negative impacts that might be caused, by soliciting feedback from employees, local communities, and stakeholders.</p> <p>[Public consultation in Merauke] PT.BIA conducted baseline studies on social-economy, education, and health, within local villages and held a public hearing in June 2023 to share the results. Approximately 90 attendees have been participated, (this included government officials, religious leaders, and local community stakeholders) providing their opinions and suggestions regarding the operation of community economic development programs.</p> <p>[2023 RSPO Roundtable forum] PT.BIA has attended to annual forum of RSPO (Roundtable on Sustainable Palm Oil) which took place from November 20th to 22nd, 2023 in Jakarta, Indonesia. During the RSPO Roundtable 2023, PT.BIA played a significant role as a key contributor. This event served as a crucial platform for PT.BIA to showcase its achievements in environmental management and corporate social responsibility. It marked a milestone for our company, providing an important stage for international visitors to learn about PT.BIA's programs acknowledged by the RSPO.</p>
	Publish an annual activity report that includes the progress on NDPE implementation.		PT.BIA published progress report for 2023 on its NDPE Policy implementation to improve transparency and promote communication with various stakeholders.