












# 2024 NDPE Implementation Progress Summary


(As of April, 2025)


Implementation Commitment	Milestones	Progress Summary	Yearly progress
Policy, Systems and Management	Release Implementation Plan for the year 2024		<p>A time-bound implementation plan for the year 2024 was released in April, 2024.</p> <p>POSCO INTERNATIONAL web page link : <a href="http://www.poscointl.com/kor/esg/ndpe.do">http://www.poscointl.com/kor/esg/ndpe.do</a>  PT.BIA web page link : <a href="https://ptbia.co.id/sustainability/commitment/ndpepolicy/">https://ptbia.co.id/sustainability/commitment/ndpepolicy/</a></p>
	Establish an integrated internal system that can monitor compliance with NDPE policies among supply chains (plasma smallholders)		<p>PT.BIA has strengthened its internal management system to effectively implement the NDPE (No Deforestation, No Peat, No Exploitation) policy across the entire supply chain, ensuring sustainable palm business operations. <b>In 2024, to further strengthen compliance with PT.BIA's NDPE policy for new suppliers, the company established the 「NDPE Supplier Due Diligence」 framework to clearly set the criteria for supplier evaluations.</b> Additionally, PT.BIA thoroughly reviewed the current traceability operations within the supply chain (including plasma) and developed and implemented a dedicated monitoring tool to systematically assess policy compliance during internal audits. Furthermore, the company conducted training sessions for all employees on environmental protection, human rights, and grievance systems. The training, with full participation from the workforce, significantly contributed to enhancing the understanding of NDPE policy compliance. Going forward, PT.BIA will continue to drive the advancement of monitoring and management systems to ensure thorough adherence to the NDPE principles across its entire supply chain.</p>
	Establish direction for implementing NDPE policy from a mid-to long-term perspective.		<p>The company is working to establish a strategic, mid-to-long term implementation plan for its NDPE policy, covering the entire supply chain including downstream operations.</p> <p>This long-term roadmap is scheduled to be disclosed in the '2025 NDPE Implementation Report', which will be published in April 2026.</p>





Implementation Commitment	Milestones	Progress Summary	Yearly progress
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 adheres to the RSPO Best Management Practices (BMP) to ensure sustainable agricultural practices and has implemented various measures for environmental conservation. Notably, the company strictly limited the use of chemicals in riparian and waterway areas, continuously monitoring these areas and driving efforts to protect water quality. For instance, <b>regular monitoring of buffer zones was conducted monthly, and in collaboration with external specialized organizations, water quality tests covering both domestic and industrial water were carried out monthly across all plantation areas, thereby enhancing the water management system.</b></p> <p>Additionally, PT.BIA conducted water quality sampling tests in major rivers outside the plantation areas (Bian and Digoel) to closely monitor the water quality protection efforts beyond the plantation. The results of these tests were transparently shared with the neighboring local communities.</p> <p>Additionally, to prevent soil erosion in riparian areas, PT.BIA has planted Leguminous Cover Crops (LCC) within the riparian zones and is continuously managing the area through drone-assisted monitoring to prevent soil loss. The company also conducts soil erosion tests to assess soil health and has <b>installed eight new informational signboards around the wastewater ponds to raise environmental protection awareness.</b></p> <p>Furthermore, PT.BIA has conducted inspections on the wastewater pipelines and constructed temporary dams and trenches to prevent any potential risks, reinforcing preventive measures. PT.BIA will continue to rigorously adhere to the RSPO BMP, maintaining ongoing monitoring and improvement activities to preserve water quality and soil conservation.</p>
	Strengthen conservation efforts for biodiversity in the 6,718 ha of High Conservation Value (HCV) areas within the concession.		<p>In 2024, PT.BIA continued to carry out various activities to protect biodiversity within the High Conservation Value (HCV) areas, covering 6,718 hectares, while strengthening its sustainable environmental management system. <b>This year, approximately 38 additional informational signboards were installed within the HCV protection zones on the plantation to raise awareness.</b></p>


Implementation Commitment	Milestones	Progress Summary	Yearly progress
Environmental Conservation and Management	Strengthen conservation efforts for biodiversity in the 6,718 ha of High Conservation Value (HCV) areas within the concession.		<p>Furthermore, <b>PT.BIA reinforced ecosystem monitoring by reinstalling six camera traps in the HCV areas and other key regions.</b> Monitoring of native species (Teak Tree) planting within the estate B HCV area was also conducted, alongside management of native species (Teak Tree) and weed removal near the HCV and buffer zones.</p> <p>In collaboration with the Indonesian Land Authority, PT.BIA monitored the plantation land boundaries and constructed a nursery within the HCV zone for the cultivation of native species seedlings, laying the foundation for biodiversity conservation. As part of this initiative, a total of <b>400 native species seedlings were cultivated</b> in estate C.</p> <p>Additionally, PT.BIA monitored the hunting prohibition banners within the HCV region to protect wildlife, while continuing to implement management and awareness activities.</p> <p>PT.BIA will continue to strengthen its biodiversity conservation efforts within the HCV protection areas in the future.</p> <div>   </div> <div> <p>▲ Teak Tree planting activity within the HCV area</p> <p>▲ Nursery site for native species restoration</p> </div>




Implementation Commitment	Milestones	Progress Summary	Yearly progress
Environmental Conservation and Management	Support setting up and operating a wildlife rescue/rehabilitation facility beyond the concession.		<p>As part of PT.BIA's Bian River (BIAN) project, <b>the company has initiated support for the operation of the Danau Bian River Wildlife Protection Center to prevent the illegal trafficking of wildlife and to assist with the protection and rehabilitation of animals.</b> The establishment of the center is currently underway, with plans for its completion by the second half of 2025.</p> <p>In 2024, <b>PT.BIA successfully protected and rehabilitated several endangered species, including three parrots, one crocodile, a black papua snake, and a reticulated python, before releasing them back into the wild.</b> The company will continue to provide necessary support for the center's operations, actively contributing to biodiversity conservation efforts.</p>  <p>▲Release event of protected wildlife species (September 10, 2024)</p>
	Carry out activities to reduce greenhouse gas emissions within the concession.		<p>PT.BIA continues to make efforts to reduce greenhouse gas emissions and expand the use of eco-friendly energy. In 2024, <b>the company installed and began operating an eco-friendly boiler that utilizes Palm Kernel Shells (PKS) as a fuel source</b>, replacing traditional fossil fuels. PKS, a byproduct of the palm oil production process, is being used as a fuel to simultaneously reduce waste and lower carbon emissions. PT.BIA plans to continue exploring sustainable energy solutions and expanding initiatives to further reduce greenhouse gas emissions.</p>





Implementation Commitment	Milestones	Progress Summary	Yearly progress
Environmental Conservation and Management	Form a fire care community group (MPA) for fire prevention/management beyond the concession.		<p>PT.BIA is actively conducting various fire prevention activities in areas outside its plantations. To ensure systematic fire prevention, the company has established and is operating a Fire Management Team (MPA).</p> <p>In 2024, <b>PT.BIA completed the legal registration process for the fire management teams (MPA) in eight villages surrounding the plantation areas, in compliance with legal requirements.</b> The MPA consists of a total of 128 members, and the organizational structure for the fire management teams in each village was completed in 2024. Additionally, to enhance fire prevention monitoring, PT.BIA conducted Smart Patrols across all eight villages, and within the LBWR*, semi-annual Smart Patrols were carried out to proactively identify fire risks. Furthermore, regular fire monitoring using drones and satellite imagery was implemented to establish an early detection and rapid response system for fires. In collaboration with a specialized company, PT.BIA also conducted deforestation and fire monitoring across the entire plantation, including plasma plantations, incorporating an automatic alarm system to detect fire events in real-time. This monitoring system is expected to contribute significantly to the development of a more precise fire prevention framework.</p> <p>Moving forward, PT.BIA will continue to collaborate with local communities to promote systematic fire prevention activities and further enhance these efforts by leveraging smart technology for more advanced fire prevention initiatives.</p> <p>* LBWR : Lake Bian Wildlife Reserve</p>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Protection of, and Respect for, Human Rights	Continue to provide appropriate training for employees for their capacity development.		<p>PT.BIA is committed to enhancing the capabilities of its employees by providing a range of training programs aimed at improving expertise and ensuring sustainable operational practices. In 2024, <b>a total of 8 employees obtained environmental management certifications in areas such as water pollution, air pollution, and hazardous material handling.</b> Additionally, to raise awareness on waste management in employee living spaces, training sessions were conducted, and relevant information was displayed through posters.</p> <p>To strengthen employees' ethical awareness and compliance with regulations, <b>human rights and company policy training was conducted for 329 employees. Furthermore, 9 training sessions were held related to skills development in areas such as heavy machinery operation and vehicle driving, with 70 employees participating. In addition, 8 sessions were organized on topics such as safety management, sexual ethics, child labor laws, and waste management laws, with 33 employees attending.</b></p> <p>PT.BIA also actively participates in global discussions on sustainable management and supply chain practices. This includes engaging with stakeholders on topics such as the EU Deforestation Regulation (EUDR), No Deforestation, No Peat, No Exploitation (NDPE) principles, Human Rights Defenders (HRD), and supply chain management, ensuring active communication and collaboration in these critical areas.</p> <p>Additionally, to strengthen waste management and safety training, PT.BIA conducted education on the importance and methods of waste disposal for approximately 320 students on the plantation. Training on the risks of chemical and fertilizer application, maximum working hours, and post-treatment procedures was provided to 800 employees. Separate safety management training was held for 12 junior managers, and 4 employees participated in the online waste management program "Waste4Change" to acquire the latest knowledge in this field.</p> <p>Finally, 3 employees attended training related to Social Impact Assessment (SIA) and monitoring, further enhancing internal expertise in sustainable management practices. Moving forward, PT.BIA is committed to continuously offering systematic training to enhance employee capabilities, contributing to the company's sustainable growth and responsible management.</p>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
	Continue to provide appropriate training for employees for their capacity development.		<div data-bbox="909 172 1360 482">  <p>▲ Waste segregation training for students (September 14, 2024)</p> </div> <div data-bbox="1391 172 1841 482">  <p>▲ Waste segregation and environmental awareness training for employees (September 14, 2024)</p> </div>
Protection of, and Respect for, Human Rights	Strengthen safety and health management systems for plantation and mills.		<p>In 2024, PT.BIA continued to enhance its occupational health and safety (OHS) management systems across plantation and mill operations, implementing a range of measures to improve worker safety and working conditions.</p> <p>This year, <b>the company renewed operating permits for 44 heavy machinery units and conducted inspections to obtain operating permits for new boilers and tanks.</b> Through these actions, PT.BIA ensured compliance with legal requirements and established management systems for the safe operation of equipment.</p> <p>Additionally, <b>to raise safety awareness among workers and strengthen workplace management, PT.BIA conducted 'QSS (Quality, Safety, Sustainability)' training, with 973 employees participating to enhance their knowledge of safety protocols and efficient workplace operations.</b></p> <p>As part of its efforts to manage the working environment, PT.BIA reviewed key environmental factors such as noise, odors, lighting, and vibrations, and carried out inspections to create a safer and more comfortable work environment.</p> <p>Moving forward, PT.BIA will continue to improve its health and safety management systems, prioritizing the safety and well-being of its employees in its management practices.</p>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Protection of, and Respect for, Human Rights	Continue to implement an economy, health, and education program aimed at improving the quality of life of local residents.		<p>PT.BIA is committed to improving the quality of life of local communities and promoting the sustainable development of the residents through collaboration with local governments in the operation of the ECCDP (Environmental Conservation and Community Development Program), while also supporting economic, healthcare, and education programs.</p> <p><b>[Economic]</b> In 2024, PT.BIA established a village cooperative to assist local communities in achieving economic independence, while actively operating business opportunities in villages surrounding the plantation. For example, the company initiated the production and sale of NOKEN (traditional Papuan bags), coconut oil, and bakery products. The company assisted fish farming by offering drying facilities, salt-curing method training for aquaculture. Also offered agricultural facilities such as nurseries and seed storages to secure agricultural product sales opportunities. PT.BIA also conducted market assessments and demand surveys to ensure smooth sales, further contributing to regional economic activation.</p> <p><b>[Healthcare]</b> PT.BIA has been planning and implementing programs such as 'Posyandu' (a nutritional support program for mothers and children) and 'PMT' (a supplementary feeding program for adolescents) to improve the health of communities. In 2024, these programs contributed to some improvements in the nutritional status of mothers and children. Furthermore, PT.BIA improved the overall health of local communities by providing health education programs and medical services.</p> <p><b>[Education]</b> To reduce illiteracy rates and improve basic education levels among local children, PT.BIA launched and operated the 'Calistung Program' (a program aimed at improving reading, writing, and arithmetic skills). A class division system was established based on the local education level and the number of children, with after-school programs to support learning. As a result, <b>approximately 200 students participated in the program each quarter</b> in 2024. In addition, PT.BIA promoted the program to village representatives and stakeholders, encouraging active participation from children and sharing progress from the educational surveys. The company also plans to continuously improve the program based on feedback from local communities and by benchmarking practices from other educational institutions. PT.BIA will continue to develop and support tailored economic programs to help local communities achieve economic self-sufficiency and will actively support the systematic operation of healthcare and educational programs.</p>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Protection of, and Respect for, Human Rights	Establish a reward system for best practices in safety and health activities to strengthen safety and health awareness of employees.		PT.BIA has established a reward system to enhance the safety awareness of its employees. This reward system is designed to encourage employees to maintain a safe working environment and actively participate in accident prevention. It plays a crucial role in raising awareness about safety management. Through this system, PT.BIA aims to reinforce safety practices among its employees, prevent accidents, and cultivate a sustainable safety management culture.
	Push ahead with building a corporate culture of respect for DE&I (Diversity, Equity and Inclusion). - Review relevant regulations and the current situation survey.		In 2024, PT.BIA strengthened its corporate culture of Diversity, Equity, and Inclusion (DE&I) by reviewing relevant regulations, conducting status assessments, and laying the groundwork for policy implementation. Initially, a GAP Analysis was conducted to assess the differences between the current operational approach and global standards. Based on this, a checklist comprising 177 points was developed to guide improvements and ensure the company's policies meet international requirements. Additionally, PT.BIA is establishing a strategy for the effective integration of the DE&I policy into the organizational culture. To this end, the company is benchmarking best practices from leading organizations to explore optimal implementation strategies. PT.BIA is committed to continuously improving its systems and fostering a fair organizational environment, with a focus on building a corporate culture that respects diversity and inclusion.
Stakeholder Engagement and Communication	Actively respond to registered grievances and periodically disclose the resolution progress.		Since 2020, PT.BIA has been receiving internal reports and grievances through its grievance mechanism, ensuring that all submissions are addressed in accordance with relevant regulations. Detailed information on grievance handling is transparently disclosed through the Grievance Log available on the PT.BIA website. In 2024, PT.BIA continued to strengthen its grievance handling process to facilitate smooth communication with stakeholders. The company made efforts to publicly disclose received grievances and periodically update the outcomes. This year, PT.BIA held internal discussions to clarify and strengthen the grievance system.

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Stakeholder Engagement and Communication	Actively respond to registered grievances and periodically disclose the resolution progress.		<p>To enhance communication with local communities, PT.BIA hosted an informational session for 10 local and religious leaders to introduce the grievance process. Additionally, a public hearing was organized with the participation of over 100 indigenous community members, enabling the company to actively gather feedback. During this event, PT.BIA presented its environmental management and community development programs and actively engaged with stakeholders to gather insights for future improvements. Through these efforts, PT.BIA is committed to fostering transparent and proactive communication with its stakeholders.</p> <div>   </div> <div> <p>▲ Stakeholder consultation – Presentation on PT.BIA's policy implementation (August 27, 2024)</p> <p>▲ Stakeholder consultation – Community feedback and Q&amp;A session (August 27, 2024)</p> </div>
	Publish an annual activity report that includes the progress on NDPE implementation.		<p>PT.BIA has published its 2024 NDPE (No Deforestation, No Peat, No Exploitation) Implementation Report to enhance stakeholder communication and ensure transparent disclosure of its sustainability performance.</p>