








# 2022 NDPE Implementation Progress Summary





(As of March, 2023)

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Policy, Systems and Management	Release Implementation Plan for the year 2022		A time-bound implementation plan for the year 2022 was released in April, 2022. POSCO INTERNATIONAL web page link : <a href="http://www.poscointl.com/kor/esp/ndpe.do">http://www.poscointl.com/kor/esp/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>
	Analyze and update our NDPE policy to be more coherent to the global palm oil sustainability initiatives		POSCO INTERNATIONAL has updated its NDPE policy as of October 2022. Updated policy is available on PT.BIA’s website. PT.BIA web page link : <a href="https://ptbia.co.id/sustainability/commitment/ndpepolicy/">https://ptbia.co.id/sustainability/commitment/ndpepolicy/</a>
	Continue to socialize the NDPE policy to plasma smallholders and oil palm outgrowers		PT.BIA conducted an integrated socialization session in February 2022 to help all employees, FFB suppliers, small holders, and the general public to better understand the company's policies. The session covered the NDPE policy, commitments, human resources, environment, HCV, and safety. A total of 1,073 people, including employees and small holders, attended this session. In September 2022, PT.BIA conducted additional socialization with suppliers during the due diligence and stakeholder engagement process. RSPO Indonesia also participated in this sustainability workshop refreshment. <div style="display: flex; justify-content: space-around;">   </div>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
---------------------------	------------	------------------	-----------------

Environmental Conservation and Management	Organize a project execution team for the off-site environmental conservation program and conduct baseline studies by surveying and analyzing the current environmental and social status of the area		<p>To properly manage the water quality of the local river, the sustainability team collaborated with local government and representatives of the local community (VMT) to conduct water samplings. The test results were shared transparently with the local community during a village gathering. (Usually, village gatherings are conducted twice a year, but due to the spread of Covid virus, there was only one village gathering in August 2022.)</p> <p>In accordance with the company's commitment to its NDPE Policy as well as its compliance with RSPO's P&amp;C 2018, PT.BIA supported the off-site environment and conservation program activities as well as the empowerment of the Conservation Village Community. The first step of the activity began with a baseline study in three surrounding villages. Social baseline studies were carried out in November 2022 in collaboration with the local government, social experts, and local NGOs.</p> <p>* Village Monitoring Team (VMT) is a group of people consists of Local villages. There are total 22 active members.</p>
---	---	---	---

Protection of, and Respect for, Human Rights	Continue to assess needs and provide appropriate training for employees for their capacity development		<p>PT.BIA is always aware of the needs of its employees. Therefore, the company strives to provide appropriate capacity-building programs. In 2022, PT.BIA offered 46 training sessions, which included programs aimed at empowering employees to understand safety, health, environment management, and other related topics. (A detailed example list of the training sessions is provided below.)</p> <p>PT.BIA will continue to prioritize the needs of its employees and strive to provide a variety of training sessions in the future.</p> <table border="1" data-bbox="869 928 1874 1385"> <thead> <tr> <th data-bbox="869 928 1690 963">Training Name</th> <th data-bbox="1690 928 1874 963">Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 963 1690 992">Wastewater Management in Palm Oil Mills</td> <td data-bbox="1690 963 1874 992">22-Jan-22</td> </tr> <tr> <td data-bbox="869 992 1690 1021">The role of governments and the business world in stabilizing cooking oil prices</td> <td data-bbox="1690 992 1874 1021">09-Feb-22</td> </tr> <tr> <td data-bbox="869 1021 1690 1049">Responsible for Wastewater Treatment Operations Training</td> <td data-bbox="1690 1021 1874 1049">01-Mar-22</td> </tr> <tr> <td data-bbox="869 1049 1690 1078">Update Workforce Law</td> <td data-bbox="1690 1049 1874 1078">15~16-Mar-22</td> </tr> <tr> <td data-bbox="869 1078 1690 1106">Driver Training</td> <td data-bbox="1690 1078 1874 1106">19-May-22</td> </tr> <tr> <td data-bbox="869 1106 1690 1135">Capacity Building for a Sustainable Supply Chains</td> <td data-bbox="1690 1106 1874 1135">16-Jun-22</td> </tr> <tr> <td data-bbox="869 1135 1690 1163">Acting Officer (regiment) for Class D Fires</td> <td data-bbox="1690 1135 1874 1163">11-Jul-22</td> </tr> <tr> <td data-bbox="869 1163 1690 1192">SCCS RSPO</td> <td data-bbox="1690 1163 1874 1192">11~12-Aug-22</td> </tr> <tr> <td data-bbox="869 1192 1690 1220">Basics of Fire Management in the Workplace</td> <td data-bbox="1690 1192 1874 1220">01-Sep-22</td> </tr> <tr> <td data-bbox="869 1220 1690 1249">Awareness of ISO 45001 Training</td> <td data-bbox="1690 1220 1874 1249">12~16-Sep-22</td> </tr> <tr> <td data-bbox="869 1249 1690 1278">Fire Management Team in the Workplace</td> <td data-bbox="1690 1249 1874 1278">01-Oct-22</td> </tr> <tr> <td data-bbox="869 1278 1690 1306">Internal Auditor ISO 9001 and ISO 14001 Training</td> <td data-bbox="1690 1278 1874 1306">13~15-Oct-22</td> </tr> <tr> <td data-bbox="869 1306 1690 1335">Indonesia Palm Oil Conference 2022</td> <td data-bbox="1690 1306 1874 1335">03~04-Nov-22</td> </tr> <tr> <td data-bbox="869 1335 1690 1363">New RSPO P&amp;C for 2023</td> <td data-bbox="1690 1335 1874 1363">05-Dec-22</td> </tr> </tbody> </table>	Training Name	Date	Wastewater Management in Palm Oil Mills	22-Jan-22	The role of governments and the business world in stabilizing cooking oil prices	09-Feb-22	Responsible for Wastewater Treatment Operations Training	01-Mar-22	Update Workforce Law	15~16-Mar-22	Driver Training	19-May-22	Capacity Building for a Sustainable Supply Chains	16-Jun-22	Acting Officer (regiment) for Class D Fires	11-Jul-22	SCCS RSPO	11~12-Aug-22	Basics of Fire Management in the Workplace	01-Sep-22	Awareness of ISO 45001 Training	12~16-Sep-22	Fire Management Team in the Workplace	01-Oct-22	Internal Auditor ISO 9001 and ISO 14001 Training	13~15-Oct-22	Indonesia Palm Oil Conference 2022	03~04-Nov-22	New RSPO P&C for 2023	05-Dec-22
Training Name	Date																																
Wastewater Management in Palm Oil Mills	22-Jan-22																																
The role of governments and the business world in stabilizing cooking oil prices	09-Feb-22																																
Responsible for Wastewater Treatment Operations Training	01-Mar-22																																
Update Workforce Law	15~16-Mar-22																																
Driver Training	19-May-22																																
Capacity Building for a Sustainable Supply Chains	16-Jun-22																																
Acting Officer (regiment) for Class D Fires	11-Jul-22																																
SCCS RSPO	11~12-Aug-22																																
Basics of Fire Management in the Workplace	01-Sep-22																																
Awareness of ISO 45001 Training	12~16-Sep-22																																
Fire Management Team in the Workplace	01-Oct-22																																
Internal Auditor ISO 9001 and ISO 14001 Training	13~15-Oct-22																																
Indonesia Palm Oil Conference 2022	03~04-Nov-22																																
New RSPO P&C for 2023	05-Dec-22																																

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Environmental Conservation and Management	Continue to adopt RSPO Best Management Practices (BMP) for the application of agrochemicals in the oil palm plantation area and restrict the use of agrochemicals in the riparian areas		<p>PT.BIA is continuously adopting RSPO Best Management Practices (BMP) by following two restrictions. Firstly, the company strictly prohibits the application of agrochemicals conforming to WHO class 1 in the oil palm plantation area. Secondly, PT.BIA follows BMP that include strict exclusion on the use of agrochemicals near riparian area. This has been implemented through delineation and demarcation by allocating information signboards around riparian areas. Nearly 90% of the estate has already been equipped with these signboards, and this area is under strict surveillance to ensure that our BMP are met.</p> 
	Prevent the erosion of riverside and riparian buffers in the concession area by measuring the level of erosion and implementing measures such as planting Legume Cover Crops and other erosion control practices		<p>As commitment to the best management practices, PT.BIA is carrying out diverse actions to prevent the erosion around river side including riparian buffers. PT.BIA has planted legume cover crops around remediation area such as Pueraria Javanica (PJ), Calopogonium Mucunoides (CM), Centrosema Pubescens (CP) in order to prevent loss of sediments. More than 90% of the remediation area has been covered with these legume cover crops, and reforestation will be continued on rest of the base land.</p> <p>Also, PT.BIA is offering nurseries to native tree spices growing around Issau river at riparian area. Nearly 50% of the trees are currently being managed, and rest will be continuously conducted in future. Furthermore, PT.BIA is conducting soil erosion measurement through USLE method. The erosion level is directly measured by taking on-site plots of vegetation and plants, and the monitoring is executed by monthly basis.</p>
	Continue to conserve the HCV area (6,718 ha) inside the concession and disclose its management progress		<p>In order to successfully manage our HCV management programs, PT.BIA has established an HCV team consisting of staff members who are properly trained to fulfill the requirements for operating conservation-related programs. The HCV team has participated in training courses with Remark Asia concerning HCV management and monitoring, lead assessor training, Integrated Fire Training, and first aid training for field staff.</p> <p>To support their monitoring activities, the HCV team has been provided with all the necessary equipment, including binoculars and camera traps for observing wildlife species, drones and satellite imagery to track or prevent damage to the HCV area.</p> <p>The progress of these management programs has been disclosed and socialized to the public through an integrated socialization session held in September.</p>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
---------------------------	------------	------------------	-----------------

Protection of, and Respect for, Human Rights

Set clear performance indicators for employees' occupational health and safety management to ensure that appropriate actions are taken to mitigate OHS risks



PT.BIA is making every effort to improve the working environment by providing a safe workplace and eliminating any hazards. As part of this effort, PT.BIA has decided to gain certification in occupational health and safety (OHS). To achieve this, PT.BIA provided training sessions to all staff members, prepared safety protocols, and necessary documentation to pass the inspection process. Through these efforts, PT.BIA gained ISO 45001:2018 certification on July 25th, 2022. This is a significant milestone for PT.BIA as it brings the company closer to developing a stronger NDPE management system.






Additionally, PT.BIA held OHS training sessions to ensure that staff members fully understand what OHS entails and the responsibilities that come with being an OHS officer. From January to August 2022, PT.BIA held numerous OHS training courses with 3,340 participants. These training courses included activities such as workplace accident evaluations, socialization on the use of personal protective equipment (PPE), maintaining environmental integrity, online seminars on national working laws, socialization on MSDS\* chemicals, general OHS training in the workplace, machine operations training, and fire mitigation training.







In addition to the OHS training courses, meetings among the Occupational Safety and Health Committee (P2K3) were held to report on the committee's activities and inform the board of the committee's progress. Furthermore, PT.BIA organize diverse training courses to increase the competitiveness of firefighting teams. The firefighting teams were taught the fundamentals of utilizing fire mitigation equipment (such as fire extinguishers, hydrants, hoses, and the operation of fire trucks), handling of injured personnel, and proper handling of fires by holding a firefighting simulation.

As a result of these efforts, PT.BIA is proud to announce that the company achieved zero operational accidents in 2022.



Implementation Commitment	Milestones	Progress Summary	Yearly progress
---------------------------	------------	------------------	-----------------

Protection of, and Respect for, Human Rights	<p>Set clear performance indicators for employees' occupational health and safety management to ensure that appropriate actions are taken to mitigate OHS risks</p>		 <p>* MSDS : Material Safety Data Sheet</p>
	<p>Implement adequate community engagement processes to ensure local residents in off-site conservation area to be fully informed of the conservation plan</p>		<p>In order to communicate and encourage engagement of local residents in the conservation plan, PT.BIA periodically visited the off-site conservation area (village) from November 2021 to December 2022. During these visits, PT.BIA informed local residents about the conservation programs and initiatives, aiming to raise awareness and encourage participation in the conservation efforts.</p>
	<p>Address the local communities' social-economic issues based on cultural context</p>		<p>PT.BIA established a NOKEN program to strengthen livelihood of indigenous people. The company not only advised the village women on strategies to sell their products at the local market such as supporting promotion NOKEN at exhibition and outlet in Merauke airport, but also provided assistance in managing the finances of the NOKEN group.</p> <p>The company also assisted indigenous people by supporting merchandising their NOKEN product on online store such as TOKOPEDIA.</p> 

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Protection of, and Respect for, Human Rights	Address the local communities' social-economic issues based on cultural context		  <p data-bbox="865 446 1547 472">Online store web page link : <a href="https://www.tokopedia.com/galleryissau">https://www.tokopedia.com/galleryissau</a></p>
Stakeholder Engagement and Communication	Continue to provide information about the grievance mechanism and the resolution progress		<p data-bbox="865 508 1798 608">PT.BIA has been implementing an SOP for grievance management since 2020. The company accept complaints from internal sources (within the company), external sources (third party sources), and the local communities.</p> <p data-bbox="865 625 1875 686">Grievances are handled immediately once has been received, and further grievances will be shared transparently on the 'Grievance Log'.</p>
	Increase collaboration with local stakeholders to minimize negative environmental or social impacts associated with palm oil production		<p data-bbox="865 729 1889 1029">PT.BIA has established a Village Monitoring Team (VMT) composed of members recruited from the indigenous communities surrounding the company's concession. The objective of the VMT is to foster transparent information sharing and encourage local participation in environmental conservation. The VMT comprises two groups and has a total of 22 active members, all of whom have received training from PT.BIA and its third-party consultant Ekologika. The VMT cooperates with PT.BIA's HCV team, conducting vegetation transects in the animal corridor area once a year, socializing with employees and the local community, and conducting routine patrols in the HCV area.</p> <p data-bbox="865 1051 1850 1215">Furthermore, in June 2022, PT.BIA held a stakeholder meeting with the local government, which was attended by 14 local agencies in Merauke. The purpose of this meeting was to foster collaboration on social, economic, and educational programs, and to minimize negative impacts on the environment and social outcomes.</p>
	Publish annual progress report		<p data-bbox="865 1260 1837 1322">PT.BIA will publish progress report for 2022 on its NDPE Policy implementation to improve transparency and promote communication with various stakeholders.</p>