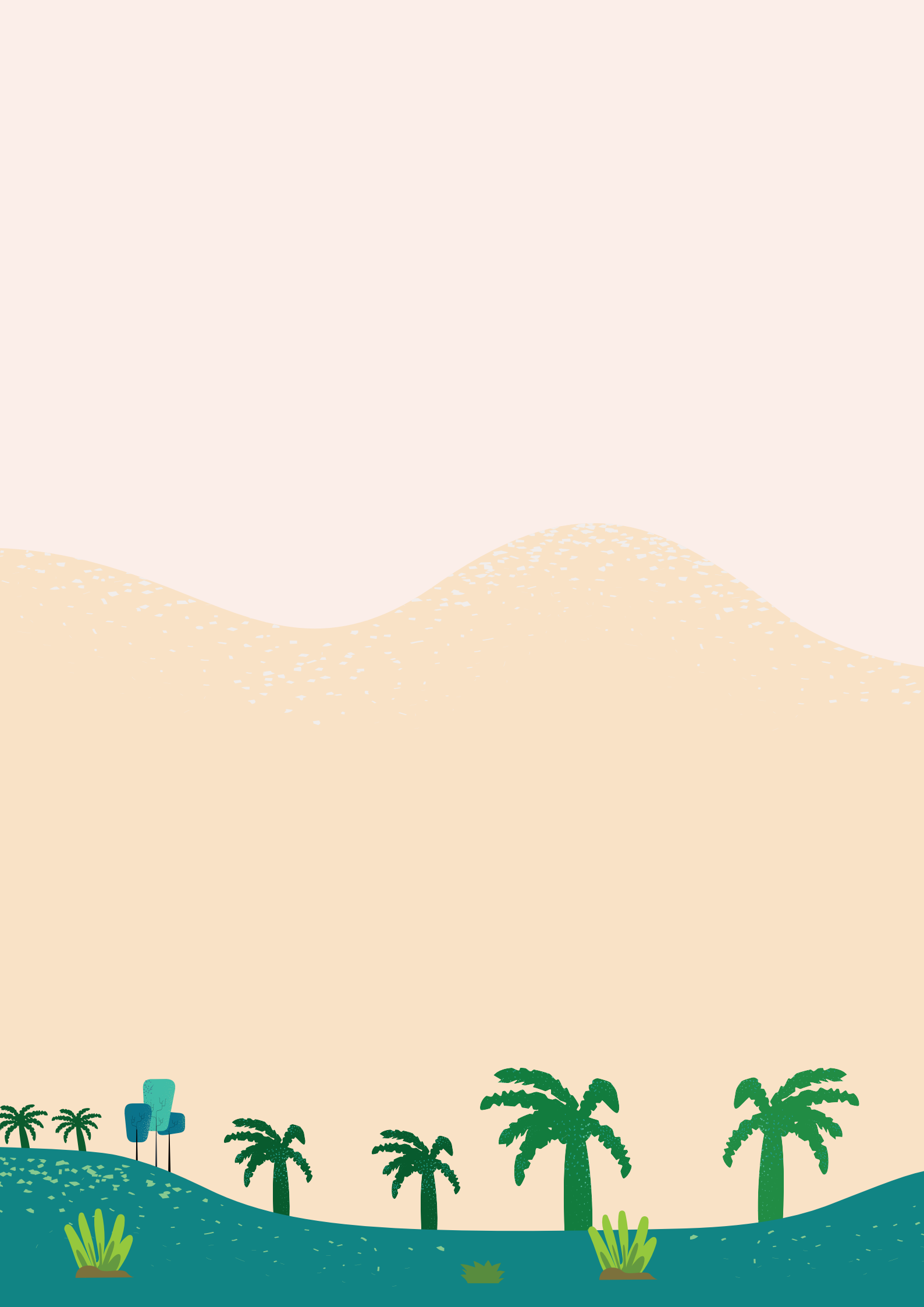
2021

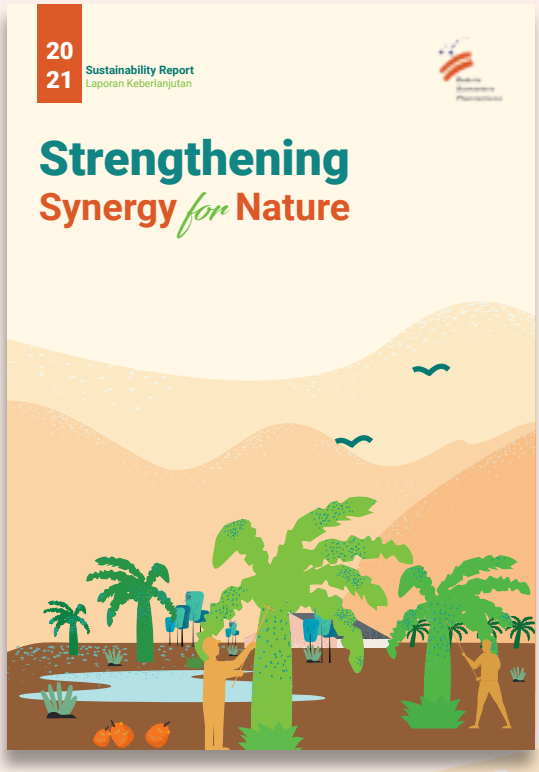
Sustainability Report
Laporan Keberlanjutan

Bakrie Sumatera Plantations

Strengthening Synergy *for* Nature







Penjelasan Tema
Theme Explanation

Sejalan dengan tema Laporan Tahunan 2021 BSP yakni Perseroan berhasil bangkit dari sisi ekonomi dengan membukukan penghasilan neto positif. Tema Laporan Keberlanjutan mencoba untuk menyampaikan bahwa keberhasilan BSP dapat terjadi karena Perseroan juga memperkuat sinergi dan strategi dari sisi keberlanjutan. Tema ini juga menjelaskan bentuk tanggung jawab Perseroan untuk menyampaikan bahwa kegiatan bisnis yang dijalankan BSP tetap menerapkan kebijakan sustainable palm oil yang berlaku baik secara nasional maupun internasional dengan inovasi yang dikembangakan untuk mendukung keseimbangan lingkungan, sosial dan tata kelola yang baik.

The theme of BSP's 2021 Annual Report aligns with the Company's achievement in the rise of our economic aspect by posting a positive net income. This Sustainability Report theme describes that BSP earned this achievement through our efforts in strengthening our sustainability synergies and strategies. This theme also explains the Company carries out responsible business operations by continuously implementing national and international sustainable palm oil policies, with the development of innovations to support the balance between environment, social, and good governance.



Daftar Isi
Table of Contents

Pesan Direksi — Message from Director — 6

Sekilas Perseroan — The Company at a Glance — 11

- Visi, Misi, Nilai Inti, dan Kebijakan Keberlanjutan — Vision, Mission, Core Values, and Sustainability Policy — 12
- Ikhtisar Keberlanjutan — Sustainability Overview — 14
- Skala Organisasi — Organization Scale — 16
- Keanggotaan Asosiasi — Association Membership — 18
- Kapasitas Produksi — Production Capacity — 18
- Profil dan Komposisi Karyawan — Employees Composition and Profile — 19
- Kegiatan Usaha dan Rantai Pasokan — Business Activity and Supply Chain — 20
- Tata Kelola Perseroan — Company Governance — 24
- Tentang Laporan Keberlanjutan dan Pelibatan Pemangku Kepentingan — About Sustainability Report and Stakeholder Engagement — 29
- Referensi POJK 51 dan Standar GRI — POJK 51 and GRI Standard Reference — 83
- Lembar Umpan Balik — Feedback Form — 90

Benefit — B — 34

- Nilai Ekonomi yang Dihasilkan dan Didistribusikan — Generated and Distributed Economic Value — 35
- Tanggung Jawab Produk — Products Responsibility — 37

Sosial — Social — S — 41

- Kesehatan dan Keselamatan Kerja (K3) dan Pengendalian COVID-19 — Occupational Health and Safety (OHS) and Control of COVID-19 — 42
- Kesetaraan Kesempatan Kerja — Equal Employment Opportunity — 48
- Kewajiban Perseroan atas Program Pensiun Karyawan — The Company's Obligations for the Employee Pension Plans — 51
- Pemberdayaan Masyarakat — Community Empowerments — 52
- Mekanisme Pengaduan Masyarakat/Lingkungan Masyarakat — Complaint Mechanism for the Community/Environment — 60

Planet — P — 61

- Keanekaragaman Hayati — Biodiversity — 62
- Emisi — Emission — 65
- Energi — Energy — 67
- Air dan Efluen — Water and Effluent — 69
- Limbah — Waste — 73



Pesan Direksi
Message from Director



Bayu Irianto
Direktur Utama
President Director

Perseroan memiliki Kebijakan Keberlanjutan yang dirumuskan menjadi "BSP", singkatan dari Benefit, Social, dan Planet sebagai landasan Komitmen Keberlanjutan dan "NDPE", singkatan dari *No Deforestation No Peat No Exploitation* dan *Transparancy* sebagai landasan Kebijakan Keberlanjutan.
The Company formulates our Sustainability Policy into "BSP", an abbreviation of Benefit, Social and Planet, as the basis for our Sustainability Commitment and adopts "NDPE", an abbreviation of No Deforestation No Peat No Exploitation and Transparency, as the basis of the Sustainability Policy.

Pemangku kepentingan yang terhormat,
Perseroan senantiasa berkomitmen untuk menjalankan seluruh kegiatan operasional sesuai Visi, Misi dan Nilai Inti Perseroan dengan mengutamakan prinsip keberlanjutan yang dituangkan dalam Komitmen dan Kebijakan Keberlanjutan. Komitmen dan Kebijakan Keberlanjutan ini dirumuskan menjadi "BSP", singkatan dari *Benefit, Social dan Planet* sebagai landasan Komitmen Keberlanjutan dan "NDPE", singkatan dari *No Deforestation No Peat No Exploitation dan Transparancy* sebagai landasan Kebijakan Keberlanjutan. Keduanya direalisasikan dengan inovasi yang dikembangkan untuk mendukung keseimbangan kinerja ekonomi, sosial, lingkungan dan tata kelola yang baik, dengan tetap mengacu kepada peraturan dan standar yang berlaku pada tataran lokal maupun global.

Sebagai manifestasi komitmen tersebut, pada tahun 2021 Perseroan menyampaikan tema ***"Strengthening Synergy to Nature"*** untuk menjelaskan bahwa keberhasilan Perseroan diperoleh dengan memperkuat Sinergi dan Strategi dari sisi keberlanjutan.

Dear Distinguished Stakeholders,
The Company is always committed to carrying out all operational activities per the Company's Vision, Mission, and Core Values by prioritizing sustainability principles as outlined in the Sustainability Commitment and Policy. This Sustainability Commitment and Policy is formulated into "BSP", an abbreviation of Benefit, Social and Planet, as the basis for our Sustainability Commitment and adopts "NDPE", an abbreviation of No Deforestation No Peat No Exploitation and Transparency, as the basis of the Sustainability Policy. Both are realized with innovations developed to support a balance of economic, social, environmental, and good governance performance while still referring to regulations and standards that apply at the local and global levels.

In 2021, the Company carried the theme **"Strengthening Synergy to Nature"** as the realization of this commitment, to explain that the Company earned its success by strengthening our sustainability synergy and strategy.

Kebijakan untuk Merespon Tantangan
Policy for Responding the Challenges

Pada tahun 2021, pandemi COVID-19 memasuki tahun ketiga. Perseroan masih menerapkan produktivitas berkelanjutan sebagai kebijakan strategis yang telah ditetapkan, dengan fokus pada upaya peningkatan produktivitas lahan, peningkatan kualitas hasil lahan, serta optimalisasi pendayagunaan fasilitas pengolahan dan fasilitas pendukung lainnya.

In 2021, the COVID-19 pandemic entered its third year. The Company still implements sustainable productivity as a predetermined strategic policy, focusing on efforts to increase land productivity, increase the quality of land products, and optimize the utilization of processing facilities and other supporting facilities.

Perseroan juga memberikan perhatian khusus pada produksi dan penggunaan benih unggul sawit untuk meningkatkan produktivitas kebun inti dan lahan plasma, sejalan dengan proses peremajaan tanaman (replanting) yang saat ini masih berada pada tahap awal program jangka panjang. Perseroan menggunakan benih unggul yang telah dikembangkan di fasilitas pembibitan Seed Garden, bekerja sama dengan ASD Costa Rica. Benih unggul ini memungkinkan peningkatan produktivitas kebun sawit tanpa adanya ekspansi lahan, dan mampu mencapai 38-40 ton per hektar dan tingkat ekstraksi *Crude Palm Oil* (CPO) mencapai sekitar 25%. Selain itu Perseroan juga melanjutkan kebijakan proses pengembangan fungsi lahan karet terkait tanaman karet yang sudah melampaui usia produktif.

The Company also pays special attention to the production and use of superior oil palm seeds to increase the productivity of its nucleus estates and plasma land, in line with the replanting process, which is currently still in the early stages of its long-term program. The Company uses superior seeds developed at the Seed Garden nursery facility in collaboration with ASD Costa Rica. These superior seeds allow for increased productivity of oil palm plantations without land expansion and can reach 38-40 tons per hectare, and Crude Palm Oil (CPO) extraction rates reach around 25%. In addition, the Company continues developing the function of rubber land related to rubber plantations that have exceeded their productive age.

Penerapan Kinerja Keberlanjutan
Implementation of Sustainability

Benefit

Pada tahun 2021 Perseroan berhasil membukukan laba neto sebesar Rp 128,7 miliar. Laba neto mengalami pertumbuhan 116,75% dibandingkan tahun 2020 yang mencatat rugi neto sebesar Rp 768,3 miliar. Perseroan juga mencatat penjualan neto sebesar Rp 3,9 triliun atau 18,61% lebih tinggi dari target. Penjualan neto juga mengalami pertumbuhan 58,42% dibandingkan tahun 2020 yang sebesar Rp 2,5 triliun.

Benefit

In 2021 the Company managed to record a net profit of IDR 128.7 billion. Net profit experienced a growth of 116.75% compared to 2020 which recorded a net loss of IDR 768.3 billion. The company also recorded net sales of IDR 3.9 trillion or 18.61% higher than the target. Net sales also grew by 58.42% compared to 2020 which amounted to IDR 2.5 trillion.

Perseroan terus memaksimalkan dampak positif dengan melaksanakan digitalisasi dalam proses bisnisnya dalam rangka meningkatkan pengendalian internal untuk mencapai efektivitas dan efisiensi operasi melalui penerapan *Enterprise Resource Planning* (ERP) *dan Whistleblowing System* (WBS).

The Company continues to maximize the positive impact by implementing digitization in its business processes in order to improve internal control to achieve operational effectiveness and efficiency through the implementation of Enterprise Resource Planning (ERP) and a Whistleblowing System (WBS).



Perencanan proses implementasi ERP dilakukan Perseroan melalui kegiatan standarisasi proses bisnis dengan nama program *"System & Process Improvement"* dan dilanjutkan dengan implementasi ERP mulai dari proses *Field Operation, Back Office* dan *Financials*.

Dalam upaya peningkatan Tata Kelola dan Anti Korupsi, pada tahun 2021 Perseroan telah menyelesaikan pengembangan aplikasi Whistleblowing System (WBS) yaitu sebuah mekanisme yang disediakan oleh Perseroan bagi pihak terkait untuk menyampaikan informasi atau laporan indikasi pelanggaran oleh segenap tingkatan pegawai dan jajaran manajemen. Secara berkelanjutan, Perseroan juga senantiasa melakukan pemutakhiran dan sosialisasi atas dokumen Pakta Integritas (*integrity pact*) dan Pedoman Perilaku (*code of conduct*) sebagai landasan komitmen yang menjunjung nilai-nilai etika dalam bekerja oleh segenap karyawan.

Social

Salah satu nilai inti sebagai dasar pengembangan budaya Perseroan adalah "BISA", singkatan dari: BSP Rumah Kita (B), Inisiatif dan Pemberdayaan yang Bertanggung jawab (I), Semangat Membawa Misi (S), Adaptabilitas terhadap Perubahan dan Kemampuan Menciptakan Kemajuan (A). Untuk mewujudkan nilai tersebut, Perseroan berkomitmen untuk mewujudkan pemberdayaan, kesejahteraan, keselamatan dan kesehatan kerja bagi pekerja dan masyarakat melalui indikator keberhasilan kinerja yang telah ditetapkan.

Planning for the ERP implementation process is carried out by the Company through business process standardization activities under the name of the "System & Process Improvement" program and continued with ERP implementation starting from the Field Operation, Back Office, and Financials processes.

In an effort to improve Governance and Anti-Corruption implementation in 2021 the Company has completed the development of the Whistleblowing System (WBS) application, which is a mechanism provided by the Company for related parties to submit information or report indications of violations by all levels of employees and management. On an ongoing basis, the Company also regularly updates and socializes the integrity pact and code of conduct as a basis for commitment to upholding ethical values at work by all employees.

Social

One of the core values as the basis for the development of the Company's culture is "BISA", an abbreviation of: BSP Rumah Kita (B), Responsible Initiative and Empowerment (I), Passion for Carrying Mission (S), Adaptability to Change and Ability to Create Progress (A). To realize this value, the Company is committed to realizing empowerment, welfare, occupational safety, and health for workers and the community through predetermined performance success indicators.

Selain itu, Perseroan mendukung penuh upaya Pemerintah untuk memutus rantai penyebaran COVID-19 dengan berbagai tindakan yang bersifat pencegahan dan pengendalian. Perseroan melaksanakan sosialisasi berkala pencegahan COVID-19, menerapkan protokol kesehatan secara ketat, pembatasan kegiatan, dukungan penuh pengobatan bagi karyawan beserta keluarga karyawan yang terdampak dan melakukan program vaksinasi COVID-19 untuk karyawan beserta keluarga dan masyarakat sekitar.

In addition, the Company fully supports the Government's efforts to break the chain of transmission of COVID-19 with various preventive and control measures. The Company carries out regular socialization on prevention of COVID-19, implements strict health protocols, limits activities, provides full medical support for employees and their families who are affected and conducts a COVID-19 vaccination program for employees and their families and the surrounding community.

Untuk mendukung masyarakat yang lebih mandiri, secara berkelanjutan Perseroan telah melaksanakan kegiatan pemberdayaan dengan fokus pengembangan pada sembilan bidang yakni pendidikan, ekonomi, kesehatan, keagamaan, kepemudaan, lingkungan, infrastruktur, tanggap bencana serta donasi/publikasi. Total realisasi anggaran program pemberdayaan masyarakat tahun 2021 sebesar Rp 7.3 Milyar.

To support a more independent community, the Company has carried out empowerment activities on an ongoing basis with a focus on development in nine areas, namely education, economy, health, religion, youth, environment, infrastructure, disaster response and donations/ publications. The total realized budget for the community empowerment program in 2021 is IDR 7,3 billion.

Planet

Hingga akhir tahun 2021, Perseroan mengelola lahan seluas 31.141 Ha yang telah tersertifikasi ISPO dan 19.117 Ha yang tersertifikasi RSPO. Perseroan melestarikan keanekaragaman hayati dengan mengalokasikan lahan seluas 63,45 Ha sebagai area konservasi flora dan fauna langka, area penyerapan air, serta kawasan pendidikan. Selain mengembangkan dan menjaga areal konservasi yang sebelumnya sudah kaya akan keanekaragaman hayati, Perseroan juga melakukan identifikasi dan pemantauan secara berkala atas kawasan bernilai konservasi tinggi (*High Conservation Value* - HCV).

Planet

Until the end of 2021, the Company manages 31,141 Ha of land which has been ISPO certified, and 19,117 Ha which is RSPO certified. The Company conserves biodiversity by allocating 63.45 hectares of land as a conservation area for rare flora and fauna, a water absorption area, and an educational area. In addition to developing and maintaining conservation areas that were previously rich in biodiversity, the Company also conducts periodic identification and monitoring of high conservation value (HCV) areas.

Perseroan juga berkomitmen dalam mencegah kebakaran hutan dan lahan (karhutla). Upaya yang dilakukan, antara lain melalui kerja sama multipihak untuk memperkuat kolaborasi dalam mengimplementasikan program-program pencegahan kebakaran, pemenuhan sumberdaya (SDM, sistem kerja, sarana dan prasarana serta kompetensi) dan upaya pencegahan terpadu dalam bentuk sistem peringatan dan deteksi dini.

The Company is also committed to preventing forest and land fires (Karhutla). Efforts are made, among others, through multi-stakeholder cooperation to strengthen collaboration in implementing fire prevention programs, fulfillment of resources (HR, work systems, facilities and infrastructure, and competence), and integrated prevention efforts in the form of warning systems and early detection.

Perseroan juga turut berkontribusi dalam upaya pengendalian perubahan iklim. Pada tahun 2021, total emisi GRK yang dihasilkan Perseroan adalah 27.710,11 Ton CO_2eq, naik/turun 1,03% dibandingkan tahun 2020. Sementara itu, jumlah penggunaan energi adalah sebesar 111.988 Gj.

The Company also contributes to efforts to control climate change. In 2021, the total GHG emissions produced by the Company are 27,710.11 tons of CO_2eq, up/down 1.03% compared to 2020. Meanwhile, total energy use is 111,988 Gj.

Strategi Mencapai Target
Strategy to Reach the Target

Perumusan target dan strategi dilaksanakan dengan memperhatikan kondisi pasar global dan kebijakan Pemerintah. Peran sawit sebagai sumber energi terbarukan terus meningkat dan menjadi peluang bagi BSP.

The formulation of targets and strategies is carried out by taking into account global market conditions and government policies. The role of oil palm as a source of renewable energy continues to increase and is an opportunity for BSP.

Pemerintah menerapkan program mandatori biodiesel B30 (campuran 30% *fatty acid methyl ester*/FAME dengan 70% bahan bakar solar). Selanjutnya, Pemerintah menargetkan penggunaan biodiesel B40, dimulai pada Oktober 2022.

The Government implements a mandatory B30 biodiesel program (a mixture of 30% fatty acid methyl ester/FAME with 70% diesel fuel). Furthermore, the Government is targeting the use of B40 biodiesel, starting in October 2022.

Selain itu, Pemerintah juga berkomitmen untuk melakukan peremajaan (*replanting*) seluas 180 ribu hektar kebun kelapa sawit milik petani dengan penggunaan benih unggul. Hal ini menjadi prospek usaha yang positif bagi Perseroan, sejalan dengan strategi pemanfaatan benih unggul. Diharapkan semua strategi ini menjadi langkah efektif untuk mencapai target kinerja keberlanjutan.

In addition, the Government is also committed to replanting 180 thousand hectares of oil palm plantations owned by farmers using superior seeds. This is a positive business prospect for the Company, in line with the strategy of utilizing superior seeds. It is hoped that all of these strategies will become effective steps to achieve sustainability performance targets.

Apresiasi
Appreciation

Perseroan menyadari bahwa keberhasilan Perseroan tidak terlepas dari dukungan, kerja sama, dan kepercayaan dari pemangku kepentingan. Oleh sebab itu, Perseroan memberikan apresiasi dan mengucapkan terima kasih atas dukungan, kerja sama, dan kepercayaan yang telah diberikan kepada Perseroan.

The Company realizes that the success of the Company is inseparable from the support, cooperation and trust of stakeholders. Therefore, the Company appreciates and expresses gratitude for the support, cooperation and trust that has been given to the Company.

Jakarta, Desember 2022
Jakarta, December 2022



Bayu Irianto
Direktur Utama
President Director

Sekilas Perseroan
The Company at a Glance

PT Bakrie Sumatera Plantations Tbk (selanjutnya disebut Perseroan atau BSP) adalah Perseroan Terbatas yang terdaftar di Bursa Efek Indonesia (BEI) pada 6 Maret 1990, dengan kode saham UNSP. BSP bergerak di bidang perkebunan, pengolahan, dan perdagangan hasil tanaman dan industri. Informasi terkait entitas anak disampaikan pada Laporan Tahunan 2021. [102-1]

PT Bakrie Sumatera Plantations Tbk (hereinafter referred to as the Company or BSP) is a Limited Liability Company listed on the Indonesia Stock Exchange (IDX) on March 6, 1990, with the stock code of UNSP. BSP is engaged in plantation, processing, as well as trading of plant products and industrial products. Information related to our subsidiaries is conveyed in the Annual Report of 2021. [102-1]

Kontak Pelaporan [102-3, 102-53]
Reporting Contact
Irham Noval
QHSE & Sustainability Head

PT Bakrie Sumatera Plantations Tbk

Head Office/Plantation
Jl. Ir. H. Juanda
Kisaran, Kabupaten Asahan 21202
Sumatera Utara, Indonesia
Tel : +62-623 414 34
Fax : +62-623 410 66

Corporate Center - Jakarta
Komplek Rasuna Epicentrum
Bakrie Tower 19th Floor
Jl. H.R. Rasuna Said
Jakarta 12960, Indonesia
Telp : +62-21 2994 1286-87
Fax : +62-21 2994 1752

Situs | Website: www.bakriesumatera.com
E-mail : sr.csr@bakriesumatera.com



Visi, Misi, Nilai Inti, dan Kebijakan Keberlanjutan [102-16]
Vision, Mission, Core Values, and Sustainability Policy

Perseroan telah menyusun rencana strategis kedepan dalam menjalankan kegiatan operasional yang secara bertahap mendukung kegiatan proses bisnis berkelanjutan melalui penerapan keseimbangan kinerja ekonomi, sosial, lingkungan dan tata kelola yang baik. Dalam upaya mendukung hal tersebut, Perseroan telah menetapkan Komitmen dan Kebijakan Keberlanjutan.

The Company has prepared strategic intent to gradually carry out sustainable operations by maintaining a balance in the economic performance, social, environmental, and good governance aspects. Therefore, the Company has issued a Sustainability Commitment and Policy to support the strategic intent.

Rencana Strategis
Strategic Intent

GREAT
GO! AND REACH EXTRAORDINARY ACHIEVEMENT THROUGH TRANSFORMATION

Operational Excellence Driven by Standardization
Pencapaian Keunggulan Operasional melalui Strandarisasi

Focus Strategies: Palm & Rubber

1. Develop Right Land with Suitable Climate
2. Nurture the Right Organization and Talent Pool
3. Build & Maintain Right Infrastructure
4. Attain High Yield and Lowest Competitive Cost Position
5. Partner with Reputable Funding Resources
6. Leverage and Expand Sizeable Land Bank
7. Adapt Applied Technology (R&D)

Focus Strategies: OLEO

1. Develop & Sustain Operational Exellence
2. Nurture the Right Organization and Talent Pool
3. Extend Strategic Sourcing Partners & Alternatives
4. Deliver Promised Service Rate
5. Consistently Comply with Industry Standard
6. Partner with Reputable Funding Resources (in line with Long Range Financial Road Map)
7. Retain and Acquire Global Brand Endorser(s)

Strategy → **Result**

What business are we in:
Integrated Sustainable Agro-Business and Related Services

Vision
"To Be the Number One and Most Admired Integrated Agro-Business Company in Indonesia"

Mission
"Nurture and Sustain the Wealth of Our Community by Extracting the Optimum Value Creation through Environmentally Friendly Operation and Leveraging CORE Expertise in Multi Crops and Global Operations"

Core Values
- BSP is Our Home
- Initiative and Empowerment with Accountability
- Sense of Mission
- Adaptive to and Driving Change

Informasi lebih lengkap terkait Nilai Inti Perseroan dapat dilihat pada Laporan Tahunan dan Situs

More complete information regarding the Company's Core Values can be seen in the Annual Report and website

Perseroan merumuskan Komitmen Keberlanjutan ini menjadi "BSP", singkatan dari Benefit (kinerja ekonomi), Social (kinerja sosial), Planet (kinerja lingkungan) meliputi :

1. Benefit
   a. Mengembangkan keberlanjutan Perusahaan dan pemangku kepentingan.
   b. Menciptakan nilai optimal melalui kegiatan operasional dan memanfaatkan keahlian kunci.
2. Social
   a. Menumbuhkan dan meningkatkan kesejahteraan internal dan eksternal.
   b. Mengembangkan hubungan saling menguntungkan antara Perusahaan dan pemangku kepentingan.
3. Planet
   a. Memenuhi peraturan dan standar pengelolaan perkebunan dan industri secara lestari.
   b. Mengoptimalisasi kegiatan operasional yang ramah lingkungan.

Selanjutnya, Komitmen Keberlanjutan Perseroan diturunkan menjadi sebuah Kebijakan Keberlanjutan. Perseroan merumuskan Kebijakan Keberlanjutan menjadi "NDPE", singkatan dari *No Deforestation No Peat No Exploitation* dan *Transparancy* meliputi :

1. Tidak Ada Deforestasi.
2. Tidak Ada Pembangunan di Lahan Gambut.
3. Tidak Ada Eksploitasi Orang atau Masyarakat.
4. Transparansi.

The Company formulates this Sustainability Commitment into "BSP", stands for Benefit (economic performance), Social (social performance), and Planet (environmental performance) which encompasses:

1. Benefit
   a. Developing the sustainability of the Company and the stakeholders.
   b. Creating optimal value through operational activities and leveraging key expertises
2. Social
   a. Fostering as well as enhancing internal and external well-being
   b. Establishing mutually beneficial relationships between the Company and the stakeholders
3. Planet
   a. Complying with the regulations and standards for sustainable plantation and industrial management
   b. Optimizing environmentally friendly operational activities

The Company's Sustainability Commitment is further translated into a Sustainability Policy and formulated to become "NDPE", an abbreviation of No Deforestation No Peat No Exploitation and Transparency, advocating:

1. No Deforestation.
2. No Development on Peatlands.
3. No Exploitation of People or Community.
4. Transparency.

Ikhtisar Keberlanjutan
Sustainability Overview

Benefit

Penjualan Neto (Rp Juta) — 58,42%
Net Sales (Idr Milion)

2021	2020	2019
3.971.114	2.506.717	1.984.017

Laba (rugi) - Neto (Rp Juta) — 116,75%
Net Profit (loss) (Idr Milion)

2021	2020	2019
128.686	(768.300)	(4.458.517)

Sawit (Ton)
Oil Palm (Tonnes)

Tandan Buah Segar (TBS) yang Dipanen — (1,39%)
Harvested Fresh Fruit Bunch (FFB)

2021	2020	2019
377.447	382.757	403.569

Minyak Sawit — 12,21%
Crude Palm Oil (CPO)

2021	2020	2019
125.980	112.274	122.820

Inti Sawit — 21,17%
Palm Kernel (PK)

2021	2020	2019
29.361	24.230	26.631

Karet (Ton)
Rubber (Tonnes)

Getah (lateks) yang Dipanen — (8,98%)
Harvested Latex

2021	2020	2019
15.242	16.746	16.174

Oleokimia (Ton)
Oleochemical (Tonnes)

Fatty Acid — 6,47%
Fatty Acid

2021	2020	2019
84.750	79.600	60.800

Fatty Alcohol — 5,66%
Fatty Alcohol

2021	2020	2019
28.950	27.400	19.200

Glycerin — 6,12%
Glycerin

2021	2020	2019
10.400	9.800	7.780

Sosial
Social

Petani Mitra Inti-Plasma
Nucleus -Plasma Smallholder Farmers

2021	2020	2019
14.975 Ha	14.975 Ha	14.975 Ha
10.539 Orang People	10.539 Orang People	10.539 Orang People

Petani Mitra Peremajaan Sawit Rakyat (PSR)/Non PSR
Palm Replanting (PSR)/Non PSR smallholder farmers

2021	2020	2019
1.620 Ha	616 Ha	- Ha
260 Orang People	561 Orang People	- Orang People

Realisasi Anggaran Program Comdev
Comdev program budget realization

2021	2020	2019
7.361 Rp juta IDR million	6.256 Rp juta IDR million	6.663 Rp juta IDR million

Planet

Pengurangan Konsumsi Energi
Energy Consumption Reduction

2021	2020	2019
111.988 Gigajoule	103.201 Gigajoule	94.162 Gigajoule

Pengurangan Emisi Gas Rumah Kaca
Greenhouse Gas Emission Reduction

2021	2020	2019
27.710 Ton CO2eq	27.426 Ton CO2eq	29.612 Ton CO2eq

Pengurangan Limbah
Waste Reduction

Padat | Solid

2021	2020	2019
234.844 Ton	216.615 Ton	237.958 Ton

Cair | Liquid

534.910 m3	524.582 m3	466.277 m3

B3 | Hazardous

135 Ton	132 Ton	126 Ton

Area HCV
HCV Area

2021	2020	2019
1.130 Ha	1.130 Ha	1.130 Ha

Area Konservasi
Conservation Area

2021	2020	2019
63 Ha	63 Ha	63 Ha

Skala Organisasi [102-4, 102-7]
Organization Scale

Uraian Description	Satuan Unit	2021	2020	2019
Jumlah karyawan Total employees	Orang People	10.223	10.645	10.878
Jumlah pabrik Number plants				
• Minyak kelapa sawit Palm Oil	Pabrik Plants	5	5	5
• Karet alam Natural Rubber		3	3	3
• Oleokimia Oleochemicals		4	4	4
Penjualan neto Net sales	Rp juta Million IDR	3.971.114	2.506.717	1.984.017
Total Kapitalisasi Total Capitalization				
- Total Liabilitas - Total Liabilities	Rp juta Million IDR	15.151.341	14.586.549	13.846.273
- Total Ekuitas (Defisiensi Modal) - Total Equity (Capital Deficiency)		(6.892.884)	(7.010.459)	(5.446.411)
Total Aset Total Assets		8.258.457	7.576.090	8.399.862
Sawit Palm				
Tandan Buah Segar (TBS) yang Dipanen Harvested Fresh Fruit Bunches (FFB)	Ton Tonnes	377.447	382.757	403.569
Minyak Sawit Crude Palm Oil (CPO)		125.980	112.274	122.820
Inti Sawit Palm Kernel (PK)		29.361	24.230	26.631
Karet Rubber				
Getah (lateks) yang Dipanen Harvested Latex (FFB)	Ton Tonnes	15.242	16.746	16.174
Oleokimia Oleochemicals				
Fatty Acid	Ton Tonnes	84.750	79.600	60.800
Fatty Alcohol		28.950	27.400	19.200
Glycerin		10.400	9.800	7.780



- 60,08% Publik di bawah 5% / Public below 5%
- 13,88% Steven Barry John Simpson
- 10,96% Ernawati Ali
- 9,21% Lie Leonard Djajali
- 5,87% Paradiso Resources Ltd

Sertifikasi [102-12]
Certifications

Sertifikasi Certifications	Unit Usaha Business Unit	Pemberi Sertifikasi Certifier	Periode Berlaku Validity Period
ISPO	Sumut 1 (BSP)	TUV Nord	18-12-2021 s.d 16-05-2025
	Jambi 1 (AMM)	Bureau Veritas Indonesia	19-08-2020 s.d 18-08-2025
	Jambi 1 (AGW)	Bureau Veritas Indonesia	10-09-2020 s.d 09-09-2025
	Sumbar (BPP)	TUV Nord	25-10-2021 s.d 16-06-2025
	Jambi 2 (SNP)	TUV Nord	19-07-2022 s.d 18-07-2026
RSPO	Sumut 1 (BSP)	TUV Rheinland Indonesia	30-10-2021 s.d 13-06-2026
	Jambi 1 (AGW/AMM)	Control Union	28-08-2017 s.d 27-08-2022
	Oleo (DAP)	Control Union	28-04-2020 s.d 27-04-2025
	Oleo (DSIP)	Control Union	28-04-2020 s.d 27-04-2025
SMK3	Sumut 1 (BSP)	Kemnaker RI	29-03-2019 s.d 28-03-2022
	Jambi 1 (AGW/AMM)	Kemnaker RI	29-03-2019 s.d 28-03-2022
ISO 9001:2015 (SNI ISO 9001:2015)	Sumut 1 (BSP)	TUV Rheinland Indonesia	18-08-2021 s.d 14-08-2024
	Oleo (DAP)	TUV Rheinland Indonesia	16-09-2021 s.d 17-07-2024
	Oleo (DSIP)	TUV Rheinland Indonesia	11-12-2021 s.d 10-12-2024
ISO 14001:2015	Sumut 1 (BSP)	TUV Rheinland Indonesia	22-04-2020 s.d 21-04-2023
SPPT SNI (SIR dan RSS)	Sumut 1 (BSP)	Balai Sertifikasi Indonesia	04-01-2018 s.d 03-01-2022
	Bengkulu (AM)	Badan Standarisasi Nasional	31-10-2019 s.d 30-10-2022
PROPER Biru Blue PROPER	Sumut 1 (BSP)	KLHK	2020 - 2021
	Sumbar (BPP)	KLHK	2020 - 2021
	Jambi 1 (AMM)	KLHK	2020 - 2021
	Jambi 2 (SNP)	KLHK	2020 - 2021
	Bengkulu (AM)	KLHK	2020 - 2021
	Oleo (SIP)	KLHK	2020 - 2021
ISO 22000:2018	Oleo (DAP)	TUV Nord	31-12-2019 s.d 30-12-2022
Hazard Analysis and Critical Control Points (HACCP)	Oleo (DAP)	TUV Nord	31-12-2019 s.d 30-12-2022
	Oleo (DSIP)	TSI	10-01-2022 s.d 09-01-2025
Good Manufacturing Practice (GMP)	Oleo (DAP)	TUV Nord	31-12-2019 s.d 30-12-2022
GMP +B2 Produksi Bahan Pakan	Oleo (DAP)	Sucofindo	08-03-2021 s.d 07-03-2024
	Oleo (DSIP)	Sucofindo	15-10-2021 s.d 30-09-2024
Halal	Oleo (DAP)	LPPOM MUI	08-06-2022 s.d 07-06-2026
FDA Certificate of Registration	Oleo (DAP)	Registrar Corp	Jan 2020 s.d Des 2023
Kosher	Oleo (DAP)	Orthodox Union	19-09-2022 s.d 31-08-2023
	Oleo (DSIP)	Orthodox Union	19-09-2022 s.d 31-08-2023

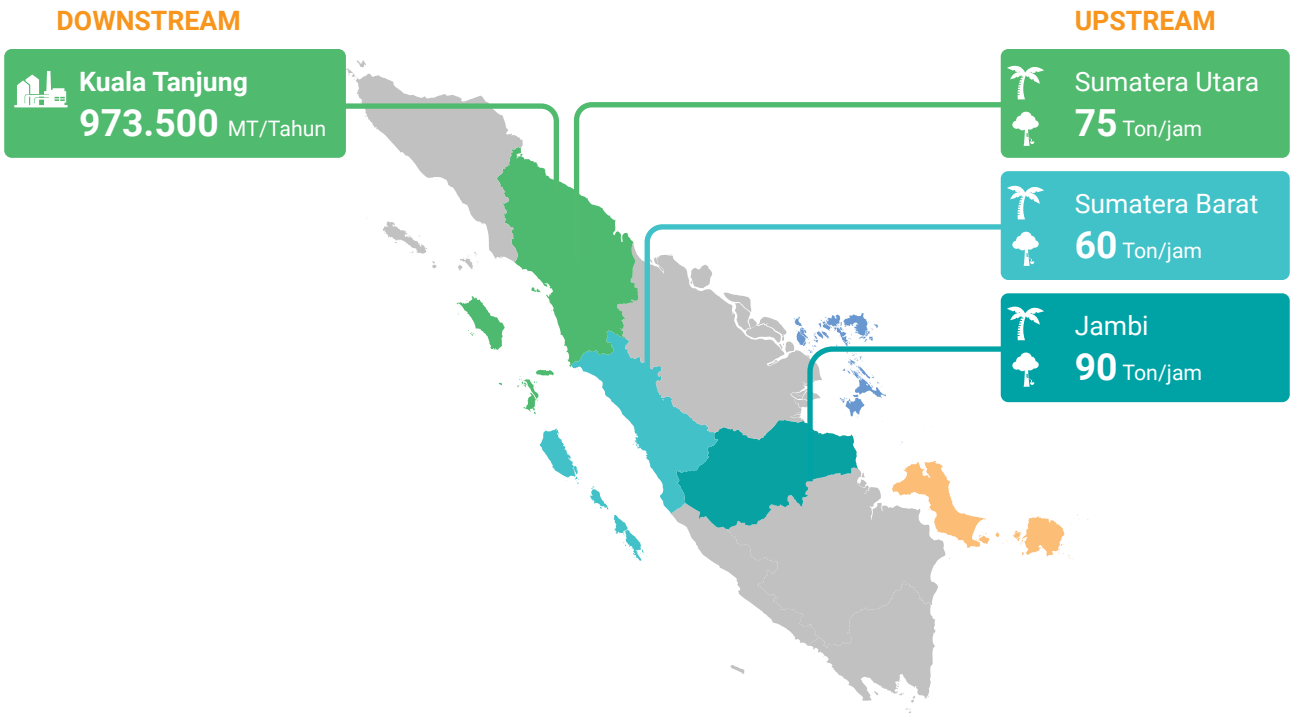
Keanggotaan Asosiasi [102-13]
Association Membership

Nama Asosiasi Association Name	Posisi Position
Nasional | National	
Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI) Indonesian Palm Oil Association	**Anggota** Member
Gabungan Pengusaha Karet Indonesia (GAPKINDO) Rubber Association of Indonesia	**Anggota** Member
Asosiasi Produsen Oleochemical Indonesia (APOLIN) Indonesian Oleochemical Manufacturer Association (IOMA)	**Anggota** Member
Asosiasi Emiten Indonesia (AEI) Indonesia Public Listed Companies Association	**Anggota** Member
Asosiasi Pengusaha Indonesia (APINDO) The Employers' Association of Indonesia	**Anggota** Member
Internasional | International	
Roundtable on Sustainable Palm Oil (RSPO)	**Anggota**
The ASEAN Oleochemical Manufacturers Group (AOMG)	Member

Kapasitas Produksi [102-4] [102-7]
Production Capacity

Lokasi tempat Perseroan beroperasi berada di Indonesia, dengan cakupan 8 perkebunan sawit dan 5 pabrik CPO, 3 perkebunan dan pabrik pengolahan karet, 4 pabrik pengolahan oleokimia, satu pabrik penyulingan dan satu pabrik pengolahan inti sawit (*Kernel Crushing Plant* - KCP).

The Company's operations are located in Indonesia, covering eight oil palm plantations and five CPO mills, three rubber plantations and rubber processing plants, and one palm kernel crushing plant (KCP).



Area Tertanam Kebun Kelapa Sawit (Ha) [102-7, 102-10]
Planted Area of Oil Palm Estates (Ha)

Lokasi Location	2021	2020	2019
Inti | Nucleus			
Sumatera Utara | North Sumatra	17.850	17.862	17.832
Sumatera Barat | West Sumatra	10.906	10.906	10.799
Jambi	7.175	7.180	7.180
Kalimantan Selatan | South Kalimantan	411	657	657
Bengkulu	128	-	-
Total Inti | Total Nucleus	**36.470**	**36.605**	**36.468**
Plasma			
Sumatera Barat | West Sumatra	6.347	6.347	6.347
Jambi	8.628	8.628	8.628
Total Plasma	**14.975**	**14.975**	**14.975**
Total Area Tertanam | Total Planted Area	**51.445**	**51.580**	**51.443**

Keterangan:
Luas area tertanam inti kebun sawit pada tahun 2021 mengalami penurunan 0,37% yang merupakan net movement terutama disebabkan oleh penambahan areal karena konversi dari tanaman karet ke tanaman sawit dan penurunan karena adanya reklasifikasi dari areal tertanam ke areal tidak tertanam.
Note:
The total planted area of oil palm nucleus estates in 2021 decreased by 0.37% which was a net movement mainly due to the additional area resulted from the conversion from rubber to oil palm and the reclassification from planted area to non-planted area.

Area Tertanam Kebun Karet (Ha) [102-7, 102-10]
Planted Area of Rubber Estates (Ha)

Lokasi Location	2021	2020	2019
Sumatera Utara | North Sumatra	10.561	10.561	10.561
Bengkulu	2.466	2.610	2.610
Lampung	3.243	3.331	3.331
Total	**16.270**	**16.502**	**16.502**

Keterangan:
Luas area tertanam kebun karet mengalami penurunan 1,41% dibandingkan tahun 2020 yang disebabkan karena adanya konversi peruntukan lahan untuk sawit dan padi gogo.
Note:
The total planted area of rubber estates decreased by 1.41% compared to 2020 due to the conversion of land use for oil palm and upland rice

Profil dan Komposisi Karyawan
Employees Composition and Profile

Pada tahun 2021, Perseroan memiliki karyawan sebanyak 10.223, yang mencakup 521 staf, serta 9.702 non-staff termasuk buruh harian lepas (BHL). Pengungkapan informasi lain mengenai jumlah karyawan berdasarkan komposisi karyawan, umur, jenjang pendidikan disampaikan pada Laporan Tahunan 2021 Perseroan.

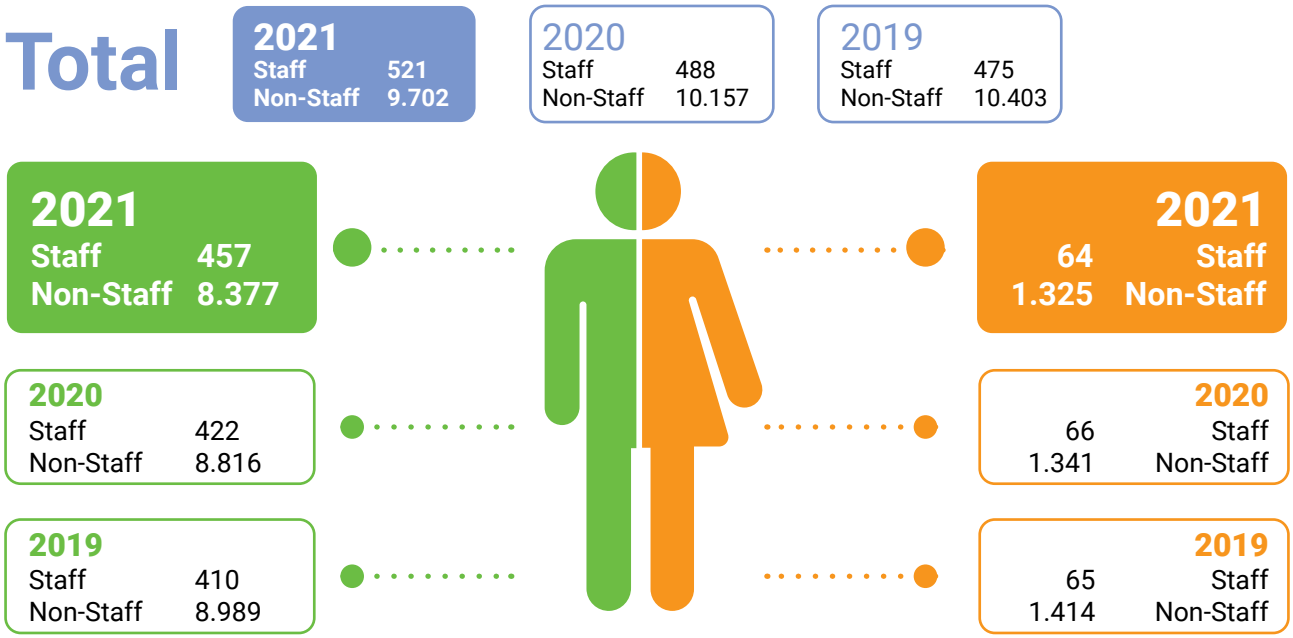
In 2021, the Company retains 10,223 employees, comprises of 521 staff and 9,702 non-staff including casual workers. Disclosures of other information on the number of employees based on composition, age, or education level is presented in the Company's 2021 Annual Report.

Komposisi Karyawan berdasarkan Wilayah [102-7, 102-8]
Employees Composition Based on Region

Lokasi Location	2021	2020	2019
Sumatera Utara | North Sumatera	4.693	4.922	4.965
Sumatera Barat | West Sumatera	2.041	1.965	1.960
Bengkulu	855	909	921
Lampung	1.013	1.119	1.176
Jambi	1.416	1.498	1.621
Kalimantan Selatan | South Kalimantan	113	141	145
Jakarta	92	91	90
Total	**10.223**	**10.645**	**10.878**

Keterangan:
Jumlah karyawan mencakup karyawan upstream dan downstream
Note:
The number of employees included upstream and downstream employees.

Komposisi Karyawan berdasarkan Gender [102-7, 102-8]
Employees Composition Based on Gender



Kegiatan Usaha dan Rantai Pasokan [102-2, 102-6, 102-9]
Business Activity and Supply Chain

Segmen usaha Perseroan terdiri dari sawit, oleokimia, dan karet. Produksi dari segmen usaha sawit terdiri dari minyak sawit (CPO), inti sawit (PK), dan minyak inti sawit (PKO) yang ditargetkan untuk domestik. Sementara itu, dari segmen oleokimia meliputi pengolahan produk *fatty acid, fatty alcohol* dan *glycerin* yang ditargetkan untuk permintaan pasar bebas. Perseroan juga memiliki pabrik penyulingan yang dapat memproduksi *olein, stearin dan palm fatty acid distillate* (PFAD). Pada segmen karet, Perseroan memproduksi rangkaian lengkap produk karet alam, mulai dari *lateks* sampai *block skim rubber* (BSR), dengan pasar yang terlayani sebanyak 75,27% pasar domestik, dan 24,73% ekspor.

The Company's business segments consist of palm oil, oleochemicals, and rubber. Production from the palm oil business segment comprises of crude palm oil (CPO), palm kernel (PK), and palm kernel oil (PKO) which are targeted for domestic use. Meanwhile, the oleochemicals segment comprises of the processing of fatty acids, fatty alcohols and glycerin targeted for free market demand. The company also has a refinery that can produce olein, stearin and palm fatty acid distillate (PFAD). In the rubber segment, the Company produces a complete set of natural rubber products, ranging from latex to block skim rubber (BSR), with 75.27% of which served the domestic market and the 24.73% for exports.



Oleokimia adalah produk kimia berbasis sumber terbarukan dari minyak nabati dan lemak hewani yang menjadi produk alternatif petrokimia. CPO dan PKO adalah alternatif bahan baku yang umum digunakan untuk diolah menjadi produk turunan oleokimia, seperti margarin, es krim, sabun, bahan bakar, deterjen, dan sebagainya.

Oleochemicals are chemical products based on renewable sources from vegetable oils and animal fats as alternatives of petrochemical products. CPO and PKO are alternative raw materials which are commonly used to be processed into oleochemical derivative products, such as margarines, ice creams, soaps, fuels, detergents, etc.

Rantai Pasok Kelapa Sawit dan Oleokimia
The Oil Palm and Oleochemicals Supply Chain

Segmen Usaha Hulu

1. Riset dan pengembangan (R&D) benih kelapa sawit oleh ASD Costa Rica dan Bakrie Agricultural Research Institute (BARI)
2. Penyediaan benih di fasilitas pembibitan *Seed Processing Unit* (SPU)
3. Perkebunan inti-plasma
4. Pemrosesan buah di pabrik untuk menghasilkan minyak sawit (*Crude Palm Oil* /CPO), inti sawit (*Palm Kernel*/PK) dan minyak inti sawit (*Palm Kernel Oil* / PKO)

Upstream Business Segment

1. Research and Development (R&D) of oil palm seeds by ASD Costa Rica and Bakrie Agricultural Research Institute (BARI)
2. The supply of seeds in nursery facilities of Seed Processing Unit (SPU)
3. Nucleus-plasma plantation.
4. Fruits processing in mills to produce Crude Palm Oil/ CPO, Palm Kernel and Palm Kernel Oil

Segmen Usaha Hilir

5. Pengolahan produk *refinery, glycerin, fatty acids, fatty alcohols*
6. Penjualan ke pasar domestik dan luar negeri

Downstream Business Segment

5. The processing of refinery products such as glycerin, fatty acid, and fatty alcohol
6. Sales to domestic and overseas markets

Rantai Pasok Karet

1. Riset dan Pengembangan (R&D) karet oleh Bakrie Agricultural Research Institute (BARI)
2. Perkebunan karet
3. Penyadapan getah karet
4. Pengolahan karet alam di pabrik menjadi Centrifuge Latex, RSS-1, SIR 3 CV, SIR 10/20 dan BSR
5. Penjualan ke pasar domestik dan luar negeri

The Rubber Supply Chain

1. Research and Development (R&D) of rubber by Bakrie Agricultural Research Insitute (BARI)
2. Rubber plantation
3. Rubber latex tapping
4. The processing of natural rubber into Centrifuge Latex, RSS-1, SIR 3 CV, SIR 10/20 and BSR
5. The selling to the domestic and overseas markets

Perseroan menyadari bahwa kegiatan usahanya dapat memberikan dampak bagi masyarakat setempat. Perseroan mengutamakan menggunakan pemasok dan tenaga kerja lokal. Perseroan mendefinisikan lokal sebagai penduduk setempat atau penduduk yang sudah lama menetap di sekitar wilayah operasional Perseroan. Pengelolaan rantai pasok dari hulu hingga hilir menjadi tanggung jawab Departemen Operasional (kebun dan pabrik) dan Support (Procurement dan Commerce) yang dikoordinasikan oleh Departemen QHSE & Sustainability. Evaluasi dan pemantauan kegiatan rantai pasok dilakukan secara berkala dan dilaporkan kepada Direksi Perseroan [103-1, 103-2, 103-3]

The Company realizes that our business activities can have an impact on the local community. The company prioritizes local suppliers and workers. The company defines locals as the community or residents around the BSP operational area. Supply chain management from upstream to downstream is the responsibility of the Operations (plantations and factories) and Support (Procurement and Commerce) Departments which are coordinated by the QHSE & Sustainability Department. Evaluation and monitoring of supply chain activities is carried out regularly and is reported to the Company's Board of Directors. [103-1, 103-2, 103-3]

CPO, PK, dan PKO dihasilkan dari pasokan Tandan Buah Segar (TBS) berasal dari kebun inti, kebun plasma, serta pembelian dari pemasok lokal. Sementara itu, karet dihasilkan dari getah karet berasal dari kebun milik Perseroan (inti) dan pembelian dari pihak ketiga/pemasok lokal. Pada tahun 2021, realisasi nilai kontrak pengadaan bahan baku bagi pemasok lokal mencapai Rp 2 Triliun atau 67% dari nilai pengadaan.

CPO, PK and PKO are produced from supplies of Fresh Fruit Bunches (FFB) of nucleus estates, plasma estates, as well as purchases from local suppliers. Meanwhile, rubber is produced from natural rubber latex originating from the Company's nucleus estates as well as purchases from third parties/local suppliers. In 2021, the realized contract value of raw material procurements for local suppliers reached IDR 2 trillion or 67% of the total procurement value.

Merujuk kepada Kebijakan Pengadaan Minyak Kelapa Sawit Berkelanjutan Perseroan yang mengatur mengenai prinsip keberlanjutan dalam proses pengadaan minyak kelapa sawit:
Referring to the Company's Sustainable Palm Oil Procurement Policy stipulating the principle of sustainability in the palm oil procurement process:



- **Tidak Ada Deforestasi** | No Deforestation
- **Tidak Ada Lahan Gambut** | No Peat
- **Tidak Ada Eksploitasi** | No Exploitation
- **Transparansi** | Transparency



Penjelasan rinci Kebijakan Pengadaan Minyak Sawit Berkelanjutan disampaikan pada Laporan Tahunan 2021 dan situs Perseroan.
A detailed explanation of the Sustainable Palm Oil Procurement Policy is presented in the 2021 Annual Report and on the Company's website.

Kebijakan ini bertujuan untuk mendorong perubahan yang dibutuhkan dalam rantai pasokan kelapa sawit Perseroan yang berlaku untuk semua minyak kelapa sawit yang dibeli oleh Perusahaan, termasuk TBS, minyak sawit mentah, inti sawit, minyak inti sawit dan turunannya. Kebijakan ini berlaku di seluruh kegiatan operasional Perusahaan dan untuk semua pemasok dan seluruh kegiatan operasi mereka, termasuk pedagang dan pihak ketiga mereka.

Perseroan mensyaratkan pemasok untuk menaati Kebijakan Pengadaan Minyak Kelapa Sawit Berkelanjutan. Perseroan berkomitmen untuk melakukan keterlacakan hingga 100% untuk semua minyak sawit mentah dan turunannya yang dibeli Perseroan serta melakukan penilaian risiko lingkungan dan sosial atas setiap pasokan bahan bakunya. Selain itu, untuk pemasok yang sumbernya dianggap berisiko tinggi, Perseroan mewajibkan pemasok untuk memberikan verifikasi pihak ketiga yang independen bahwa minyak sawit yang dipasok sesuai dengan Kebijakan Minyak Kelapa Sawit Berkelanjutan Perseroan.

This policy aims to support the necessary transformation in the Company's palm oil supply chain which applies to all palm oil purchases of the Company, including FFBs, crude palm oils, palm kernels, palm kernel oils, and their derivatives. This policy applies throughout the Company's operational activities as well as all suppliers and their entire operations, including their third parties and traders.

The Company requires suppliers to comply with the Sustainable Palm Oil Procurement Policy. The Company is committed to carrying out up to 100% traceability of all crude palm oil and its derivatives purchased by the Company as well as conducting environmental and social risk assessments for each supply source of raw materials. In addition, for suppliers whose sourcing is considered at high risk, the Company requires them to provide independent third party verification in that the palm oil supplied is in accordance with the Company's Sustainable Palm Oil Policy.

Jumlah Pemasok Lokal dan Nilai Pengadaan [204-1]
Number of Local Suppliers and Procurement

Lokasi Location	2021		2020		2019	
	Jumlah Pemasok Total Suppliers	**Nilai Pengadaan (Rp juta)** Procurement Value (million IDR)	**Jumlah Pemasok** Total Suppliers	**Nilai Pengadaan (Rp juta)** Procurement Value (million IDR)	**Jumlah Pemasok** Total Suppliers	**Nilai Pengadaan (Rp juta)** Procurement Value (million IDR)
Sumatera Utara | North Sumatera	577	2.255.701	512	1.413.380	501	830.548
Sumatera Barat | West Sumatera	213	306.548	169	160.253	208	105.997
Bengkulu	47	11.687	20	3.800	20	3.534
Lampung	63	5.572	37	3.082	52	4.840
Jambi	295	409.820	250	177.061	238	114.827
Kalimantan Selatan | South Kalimantan	68	1.139	54	1.600	45	694
Jakarta	25	3.061	23	2.216	38	2.621
Total	1.288	2.993.527	1.065	1.761.392	1.102	1.063.061

* perusahaan, institusi, perorangan | company, institution, people

Ketelusuran Getah Karet tahun 2021
Natural Rubber Latex Traceability in 2021

(dalam ton)
(in tonnes)

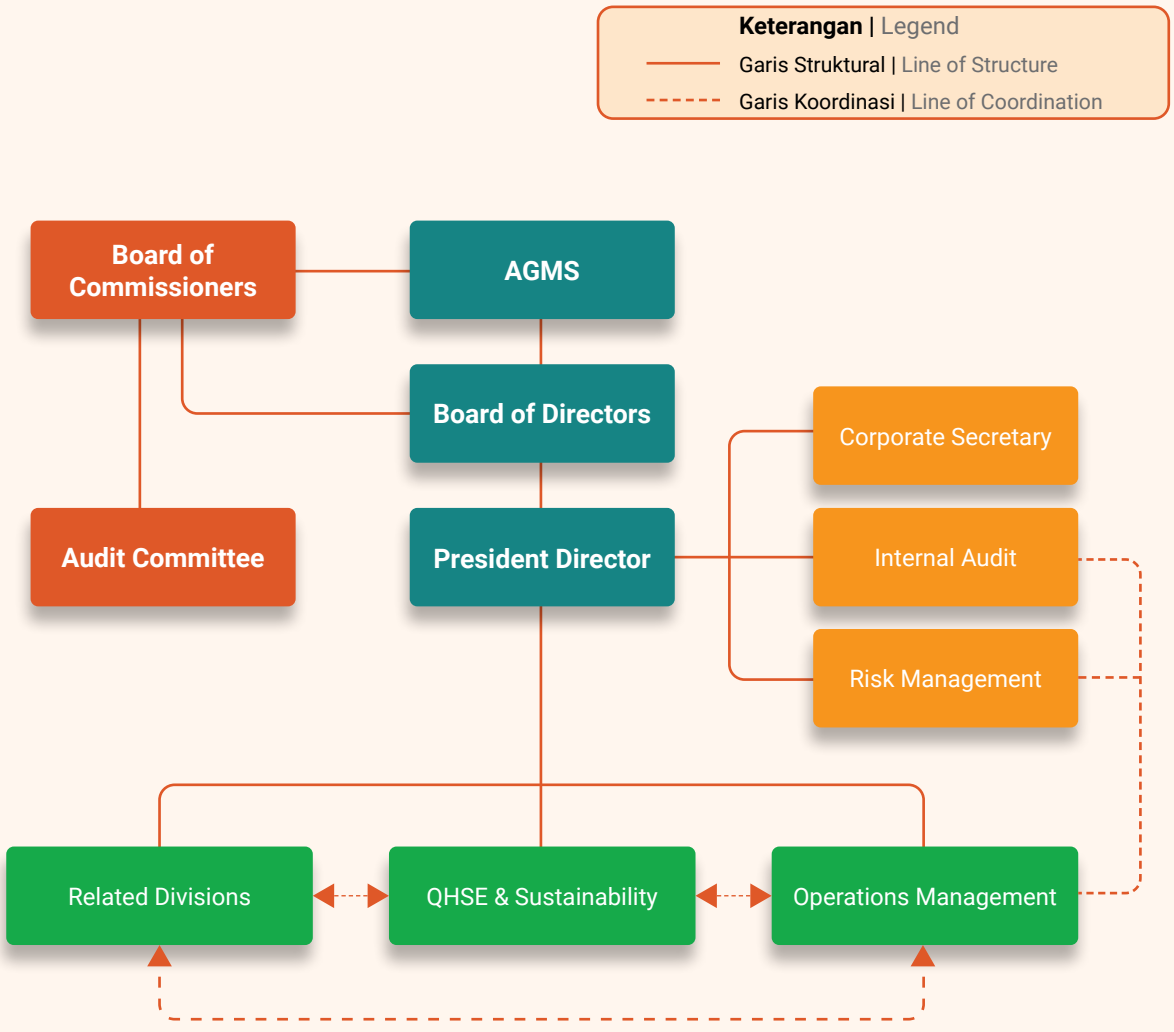
Jenis Pemasok Supplier Type	Volume Total Total Volume	Hasil Ketelusuran Tracing Result	
		Volume Terlacak Traced Volume	**% Ketelusuran** % Traceability
Kebun inti Nucleus plantations	15.242	15.242	100%
Pihak ketiga Third parties	-	-	-
Total	**15.242**	**15.242**	**100%**

Ketelusuran TBS tahun 2021
FFB Traceability in 2021

(dalam ton)
(in tonnes)

Jenis Pemasok Supplier Type	Volume Total Total Volume	Hasil Ketelusuran Tracing Result	
		Volume Terlacak Traced Volume	% Ketelusuran % Traceability
Kebun inti Nucleus estates	377.447	377.447	100%
Kebun plasma Plasma estates	77.088	77.088	100%
Pihak ketiga Third parties	**186.371**	**186.371**	**100%**
Total	**640.906**	**640.906**	**100%**

Tata Kelola Perseroan
Corporate Governance



Struktur tata kelola keberlanjutan Perseroan berpedoman pada Undang-Undang No. 40/2007 tentang Perseroan Terbatas, terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris yang memiliki komite pendukung yaitu Komite Audit dan Komite Nominasi dan Remunerasi, Direksi, Sekretaris Perusahaan serta Internal Audit dan Risk Management. Pelaksanaan tata kelola keberlanjutan dilaksanakan secara kolektif oleh setiap fungsi. Informasi terkait susunan organisasi, tugas dan tanggung jawab Dewan Komisaris dan Direksi Perseroan dapat dilihat pada Laporan Tahunan 2021.

The structure of the Company's sustainability governance is guided by Law no. 40/2007 concerning Limited Liability Companies, consisting of the General Meeting of Shareholders (GMS), the Board of Commissioners which has supporting committees namely the Audit Committee and the Nomination and Remuneration Committee, Directors, Corporate Secretary and Internal Audit and Risk Management. Implementation of sustainability governance is carried out collectively by each function. Information regarding the organizational structure, duties and responsibilities of the Company's Board of Commissioners and Directors can be seen in the Annual Report.

Selama tahun 2021, Perseroan telah melaksanakan pelatihan berkaitan dengan keberlanjutan yang diikuti oleh seluruh karyawan, diantaranya:

During 2021, the Company has carried out trainings related to sustainability which was attended by all employees

- **Pelatihan Dasar Nilai Konservasi Tinggi (NKT)/Stok Karbon Tinggi (SKT) Terintegrasi.**
- **Penilaian Dampak Sosial.**
- **Pengelolaan Limbah (padat, cair, emisi dan B3).**
- **Auditor Internal ISPO.**
- **Tanggap Darurat dan Simulasi Penanganan Karhutla.**
- **Pestisida Terbatas.**
- **Ahli K3 Umum, Listrik & Spesialis Kebakaran.**
- **Standar Kesehatan Kerja (alat angkat dan angkut).**
- **Pencegahan COVID-19.**
- **Hiperkes.**
- **Perlindungan Pekerja melalui Jaminan Sosial Ketenagakerjaan dan Aspek Akuntansi Iuran bagi Perusahaan.**

- Integrated Basic Training of High Conservation Value (HCV)/High Carbon Stock (HCS).
- Social Impacts Assessment.
- Waste Management (solid, effluent, emissions, and hazardous)
- The ISPO Internal Auditor
- Emergency Response and the Handling Simulation of Forest and Land Fires.
- Limited Pesticides.
- General OHS Expert, Electrician & Fire Specialist.
- Occupational Health Standards (lifting and transporting equipment).
- COVID-19 Prevention.
- Company Hygiene and Occupational Health
- Employees Protection through the Employment Social Security and Contribution Accounting Aspects for the Company.

Pengelolaan Risiko terkait Aspek Keberlanjutan [102-11]
Risks Management related to Sustainability Aspects

Perseroan telah mengimplementasi Sistem Manajemen Risiko (SMR) Korporasi. Aktivitas implementasi Sistem Manajemen Risiko Korporasi yang dilakukan berupa:

1. Penilaian risiko operasional (kebun, pabrik dan fungsi pendukung).
2. Penilaian risiko proyek.
3. Inisiasi penyusunan pedoman kerja penilaian risiko mutu, lingkungan dan K3 dengan merujuk kepada standar ISO mutu, lingkungan dan K3 berbasis risiko.
4. Pengembangan kompetensi bagi analis risiko.
5. Peningkatan proses bisnis internal meliputi namun penyusunan rencana kerja dan anggaran tahunan, pemutakhiran pedoman kerja SMR dan evaluasi kinerja.

Dalam proses penilaian risiko, seluruh kejadian yang berpotensi menghambat pencapaian sasaran Perseroan dilakukan proses identifikasi, penilaian dan mitigasi risiko secara berkala. Hasil dari penilaian risiko berupa Profil Risiko Perseroan. Informasi lebih lengkap terkait Profil Risiko Perseroan disampaikan pada Laporan Tahunan 2021.

The Company has implemented a Corporate Risks Management System (SMR). Implementation activities of this System were carried out in the form of:

1. Operational risks evaluation (plantations, mills, and supporting functions);
2. Project risks evaluation;
3. Initiation of the establishment of quality risks, environmental risks, and OHS risks evaluation work guidelines, with reference to ISO standards for quality, environment, and risk based OHS;
4. Competency development for risk analysts;
5. Improvement of internal business processes includes preparing annual work plans and budgets, updating SMR work guidelines as well as performance evaluations.

In the risk evaluation process, all events which potentially hinder the accomplishment of the Company's goals are subject to a process of risks identification, assessment, and mitigation on a regular basis. The results of the risks assessment are in the form of a Company's Risk Profile. Further information regarding the Company's Risk Profile is presented in the Annual Report of 2021.

Digitalisasi
Digitization

Pada tahun 2021, Perseroan melakukan beberapa program digitalisasi dalam proses bisnisnya dalam rangka meningkatkan pengendalian internal untuk mencapai efektivitas dan efisiensi operasi melalui penerapan *Enterprise Resource Planning* (ERP) *dan Whistleblowing System* (WBS).

Perencanan proses implementasi ERP telah dilakukan Perseroan melalui kegiatan standarisasi proses bisnis dengan nama program *"System & Process Improvement"*, setelah itu dilanjutkan dengan implementasi ERP mulai dari proses *Field Operation, Back Office* dan *Financials*. Pelaksanaan implementasi ERP dilakukan dengan menggunakan metode *Pilot Project* yang kemudian dilanjutkan dengan *Roll Out* ke Unit Usaha lainnya. ERP dirancang untuk memberikan informasi yang akurat dan memadai terkait kinerja Perseroan, serta merupakan infrastruktur bagi peningkatan efektivitas dan efisiensi proses pengendalian dan pengawasan internal.

In 2021, the Company carried out several digitization programs within our business processes in order to improve internal control in achieving operational effectiveness and efficiency through the implementation of Enterprise Resource Planning (ERP) and Whistleblowing System (WBS).

Planning for the ERP implementation process has been carried out by the Company through business process standardization activities under the name of the "System & Process Improvement" program, after which it is continued with ERP implementation starting from the Field Operation, Back Office and Financials processes. Implementation of ERP implementation is carried out using the Pilot Project method which is then followed by a Roll Out to other Business Units. ERP is designed to provide accurate and adequate information regarding the Company's performance, as well as being an infrastructure for increasing the effectiveness and efficiency of internal control and supervision processes.

Perseroan telah menyelesaikan pengembangan aplikasi Whistleblowing System (WBS), dilanjutkan dengan proses sosialisasi dan penerapan awal atas implementasi WBS. WBS merupakan mekanisme yang disediakan oleh Perseroan bagi pihak terkait untuk menyampaikan informasi atau laporan indikasi pelanggaran oleh segenap tingkatan pegawai dan jajaran manajemen yang terjadi di lingkungan Perusahaan. Aplikasi WBS menggunakan mekanisme enkripsi untuk proteksi data sehingga dapat menjamin kerahasiaan data identitas pengguna. Selain itu, mekanisme enkripsi memberikan kemudahan dalam melacak perkembangan proses laporan.

The Company has finalized the development of the Whistleblowing System (WBS) application, followed by the dissemination and initial process of the WBS implementation. WBS is a mechanism provided by the Company for related parties to disclose information or reports on indications of committed violations by all levels of employees and management within the Company. The WBS application uses an encryption mechanism for data protection to guarantee the data confidentiality of users' identity. In addition, the encryption mechanism makes it easy to track the reporting process.

Etika Bisnis [103-1, 103-2, 103-3]
Business Ethics

Perseroan berkomitmen untuk menerapkan prinsip tata kelola yang baik dan menjalankan bisnis yang etis. Perseroan telah memiliki Kode Etik melalui dokumen Pedoman Perilaku dan Pakta Integritas sebagai panduan Etika Bisnis dan Etika Kerja. Kode Etik berlaku bagi semua Direksi dan karyawan, tanpa memandang jabatan dan kedudukan, termasuk seluruh Direksi dan karyawan dari Entitas Anak Usaha. Secara berkelanjutan, Kode Etik Perseroan senantiasa dilakukan proses pemutakhiran, sosialisasi dan publikasi melalui sistem informasi digital "BSP Portal" dan situs Perseroan yang dapat diakses oleh seluruh karyawan dan para pemangku kepentingan lainnya.

The Company is committed to implementing the principles of good governance and conducting an ethical business. The Company already has a Code of Ethics within the Code of Conduct document and the Integrity Pact as a guideline for Business Ethics and Work Ethics. The Code of Ethics applies to all Directors and employees, regardless of position and privilege, including all Directors and employees of Subsidiary Entities. On an ongoing basis, the Company's Code of Conduct is always updated, disseminated, and published through our digital information system "BSP Portal" and the Company's website which can be accessed by all employees and other stakeholders.

Pokok-pokok Etika Bisnis dan Etika Kerja
Business Ethics and Work Ethics

- Compliance
- Conflict Of Interest
- Gratification
- Company Confidentiality
- Occupational Health and Safety
- Relation With State Regulators
- Sustainable Environmental Preservation
- Work Equality and Fairness
- Intellectual Property Rights

Sebagai bentuk upaya penegakan Kode Etik bisnis, Perseroan mewajibkan seluruh karyawan untuk menandatangani Pakta Integritas sebagai bentuk komitmen yang menjunjung nilai-nilai etika dalam bekerja. Pakta Integritas merupakan pernyataan komitmen karyawan untuk melaksanakan tugas, fungsi dan tanggung jawab sesuai peraturan perundangan serta komitmen untuk tidak melakukan korupsi, kolusi dan nepotisme. Selama tahun 2021, terjadi 1 kasus korupsi. [205-2, 205-3]

As an effort to enforce the Code of Business Ethics, the Company requires all employees to sign the Integrity Pact as a form of commitment to uphold ethical values at work. The Integrity Pact is a statement of employees' commitment to carry out their duties, functions, and responsibilities in accordance with laws and regulations as well as a commitment not to engage in corruption, collusion, and nepotism. During 2021, there was 1 corruption case. [205-2, 205-3]

Penyelesaian Kasus Korupsi [205-3]
Corruption Cases Settlement

Uraian | Description	2021	2020	2019
Jumlah kasus korupsi yang terbukti. Number of proven corruption cases	-	2	-
Jumlah kasus korupsi yang melibatkan karyawan diberhentikan atau dihukum. Number of corruption cases in which employees were laid off or punished	-	2	-
Jumlah kasus korupsi yang mengakibatkan kontrak dengan pemasok atau pihak ketiga diakhiri atau tidak diperbarui. Number of corruption cases resulting in contracts with suppliers or third parties being terminated or not renewed	-	2	-

Perseroan telah melaksanakan berbagai upaya pengendalian korupsi secara berkala baik bersifat pencegahan maupun perbaikan meliputi namun tidak terbatas pada: edukasi dan kampanye anti korupsi, sosialisasi dan diseminasi dokumen kode etik Perseroan, pemutakhiran pengisian pakta integritas, perbaikan sistem kinerja dan pengawasan internal, implementasi *Whistleblowing System* (WBS), pemberian sanksi yang tegas terhadap pelaku korupsi termasuk penyelesaian melalui jalur hukum serta memperkuat fungsi internal audit didalam mendeteksi tindak korupsi.

The Company has carried out various efforts to control corruption on a regular basis, both preventive and corrective, including but not limited to: anti-corruption education and campaigns, dissemination and dissemination of the Company's code of ethics documents, updating integrity pact filling, improving performance and internal control systems, implementing the Whistleblowing System (WBS), giving strict sanctions against perpetrators of corruption including settlement through legal channels and strengthening the internal audit function in detecting acts of corruption.

Perseroan juga tidak memberikan toleransi perilaku anti-persaingan, praktik *anti-trust*, dan monopoli. Selama tahun 2021 tidak terjadi kasus hukum terkait perilaku anti-persaingan, praktik *anti-trust*, dan monopoli. [206-1]

The Company does not tolerate anti-competitive behavior as well as anti-trust practices and monopoly. During 2021 there were no legal cases related to anti-competitive behavior, anti-trust practices, as well as monopoly. [206-1]

Tentang Laporan Keberlanjutan dan Pelibatan Pemangku Kepentingan

About Sustainability Report and Stakeholder Engagement

Laporan Keberlanjutan 2021 menyajikan kinerja keberlanjutan ekonomi, lingkungan, sosial dan tata kelola Perseroan untuk periode 1 Januari hingga 31 Desember 2021. Laporan Keberlanjutan terakhir yang dipublikasikan pada tahun 2016 di situs Perseroan adalah Laporan Keberlanjutan tahun 2015. Kedepannya, Perseroan berkomitmen untuk menerbitkan Laporan Keberlanjutan setiap tahunnya sebagaimana diamanahkan dalam aturan OJK No. POJK No.51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. [102-50, 102-51, 102-52]

Terdapat perubahan topik material yang disajikan pada Laporan Keberlanjutan tahun 2021 dengan Laporan Keberlanjutan tahun sebelumnya. Pada tahun 2021, topik material yang digunakan adalah kinerja ekonomi, energi, rantai pasokan, komunitas lokal, keselamatan dan kesehatan kerja (K3), keanekaragaman hayati, etika bisnis, air dan efluen, emisi, dan limbah. [102-49]

Semua data dan informasi yang disampaikan pada laporan ini bersumber dari kinerja internal Perseroan dan entitas anak usaha. Informasi dan data mengenai kinerja keuangan berasal dari Laporan Keuangan Konsolidasi Perseroan dan entitas anak usaha. Tidak terdapat penyajian kembali data dan informasi pada laporan ini. Perseroan belum melakukan proses verifikasi (*assurance*), namun demikian, pihak manajemen dan Direksi telah melakukan verifikasi atas seluruh data dan informasi yang disampaikan pada laporan ini. [102-45, 102-48, 102-56]

Laporan Keberlanjutan ini disusun dengan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 dan Standar Global Reporting Initiative (GRI): opsi inti. Laporan ini menggunakan 2 prinsip pelaporan dalam penyusunannya. Prinsip pertama, yaitu isi laporan dengan memperhatikan inklusivitas pemangku kepentingan, konteks keberlanjutan, materialitas, dan kelengkapan. Prinsip kedua, yaitu kualitas laporan dengan memperhatikan akurasi, keseimbangan, kejelasan, keterbandingan, kehandalan, dan ketepatan waktu. [102-54, 102-46]

This Sustainability Report of 2021 presents the Company's sustainability performance in economic, environmental, social, and governance aspects for the period of January 1 to December 31, 2021. The last Sustainability Report that was published in 2016 on the Company's website was the Sustainability Report of 2015. Henceforth, the Company is committed to publishing a Sustainability Report annually as mandated in OJK regulation of POJK No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. [102-50, 102-51, 102-52]

There were changes to the material topics presented in the 2021 Sustainability Report with the previous Sustainability Report. In 2021, the material topics used are the economic performance, energy, supply chain, local communities, occupational health and safety (OHS), biodiversity, business ethics, water and effluents, emissions and waste. [102-49]

All data and information presented in this report were gathered from the internal performance of the Company and its subsidiaries. Information and data regarding the financial performance were recorded from the Consolidated Financial Statements of the Company and its subsidiaries. There is no restatement of data and information in this report. The company has not yet carried out the verification process (assurance), however, the management and the Board of Directors have verified all data and information presented in this report. [102-45, 102-48, 102-56]

This Sustainability Report was written with reference to the Regulation of Financial Services Authority (POJK) No. 51/POJK.03/2017 and Global Reporting Initiative (GRI) Standards: core option. This report uses 2 reporting principles in its preparation. The first principle was that the contents of the report is considering the inclusiveness of stakeholders, the context of sustainability, materiality, and comprehensiveness. The second principle was that the quality of reports is paying attention to accuracy, balance, clarity, comparability, reliability, and timeliness. [102-54, 102-46]

Topik Material dan Batasannya [102-46, 102-47]
Material Topics and Their Boundaries

Perseroan menentukan topik material dengan mempertimbangkan signifikansi topik terhadap pengaruh dan dampaknya pada aspek ekonomi, sosial, lingkungan dan tata kelola.

The Company determined material topics by considering the topics' significance to their influence and impact on the economic, social, environmental, and governance aspects.

Identifikasi Topik Material dan Batasannya
Identification of Material Topics and Their Boundaries

Kinerja Ekonomi

Isu Keberlanjutan:
- Nilai ekonomi yang dihasilkan dan didistribusikan
- Kewajiban program pensiun manfaat pasti dan program pensiun lainnya
- Bantuan keuangan yang diterima dari Pemerintah

Dampak pada Pemangku Kepentingan
Internal: Pemegang Saham, Karyawan
Eksternal: Pemerintah, Masyarakat, Media

Economic Performance

Sustainability Issues:
- Generated and distributed economic values
- Obligations of defined benefit pension plans and other pension plans
- Financial aid from the Government

Impacts on Stakeholders:
Internal: Shareholders, Employees
External: Government, Community, Media

Limbah, Air dan Efluen, Energi, Emisi, serta Keanekaragaman Hayati

Isu Keberlanjutan
- Dampak signifikan dan pengelolaannya terkait limbah
- Timbulan limbah
- Pengambilan, pembuangan, dan konsumsi air
- Upaya pengelolaan efluen
- Konsumsi energi dan intensitas energi
- Upaya efisiensi energi
- Penggunaan energi terbarukan
- Intensitas emisi
- Upaya pengurangan emisi
- Mencegah kebakaran hutan dan lahan
- Menjaga lokasi perkebunan yang memiliki nilai konservasi tinggi

Dampak pada Pemangku Kepentingan:
Internal: Karyawan
Eksternal: Masyarakat, Lembaga Swadaya Masyarakat, Pemerintah, Media

Waste, Water and Effluents, Energy, Emissions, and Biodiversity

Sustainability Issues:
- Significant impacts and the management regarding wastes
- Waste generation
- Water withdrawal, disposal, and consumption
- Effluents management procedures
- Energy consumption and intensity
- Energy efficiency measures
- Renewable energy utilizations
- Emission intensity
- Emission reduction efforts
- Preventing forest and land fires
- Preserving plantation areas with high conservation value

Impacts on Stakeholders:
Internal: Employees
External: Communities, Non-governmental Organization, Government, Media

Kesehatan dan Keselamatan Kerja (K3) serta Komunitas Lokal

Isu Keberlanjutan:
- Dampak operasional terhadap masyarakat sekitar
- Program pengembangan masyarakat lokal
- Proses pengaduan keluhan masyarakat

Dampak pada Pemangku Kepentingan:
Internal: Karyawan
Eksternal: Masyarakat, Lembaga Swadaya Masyarakat, Pemerintah, Media

Occupational Health and Safety (OHS) and Local Communities

Sustainability Issues:
- Operational impact on surrounding local communities
- Local community development program
- Public complaints procedures

Impacts on Stakeholders:
Internal: Employees
External: Communities, Non-governmental Organization, Government, Media

Rantai Pasokan dan Etika Bisnis

Isu Keberlanjutan:
- Kualitas dan kuantitas produksi
- Jumlah pemasok lokal dan nilai pengadaan
- Kebijakan antikorupsi dan pelatihan/ sosialisasi antikorupsi
- Tindak lanjut terhadap pengaduan kasus korupsi
- Kebijakan terkait anti-persaingan, praktik anti-trust, dan monopoli

Dampak pada Pemangku Kepentingan:
Internal: Karyawan
Eksternal: Masyarakat, Lembaga Swadaya Masyarakat, Pemerintah, Media, Mitra Bisnis/ Pemasok

Supply Chains and Business Ethics

Sustainability Issues:
- Production quality and quantity
- Number of local suppliers and procurement value
- Anti-corruption policy and training/ dissemination
- Follow-ups on complaints of corruption cases
- Policies concerning anti-competition, anti-trust practices, and monopoly

Impacts on Stakeholders:
Internal: Employees
External: Communities, Non-governmental Organization, Government, Media, Business Partners/Suppliers

Pelibatan Pemangku Kepentingan [102-40, 102-42, 102-43, 102-44]
Stakeholders Engagement

Perseroan mendefinisikan pemangku kepentingan sebagai pihak yang berhubungan atau berkepentingan dengan kegiatan Perseroan. Pengelolaan pemangku kepentingan menjadi tanggung jawab dari Departemen Investor Relations.

The Company defines stakeholders as parties which are interconnected with or interested in the Company's operational activities. Stakeholders management is the responsibility of the Investor Relations Department.

Pemangku Kepentingan Stakeholders	Topik Kunci dan Isu Signifikan Key Topics and Significant Issues	Metode dan Frekuensi Pelibatan Engagement Methods and Frequency	Respons dan Tindak Lanjut Perseroan Company Response and Follow-Ups
Pemegang Saham Shareholders	• Kinerja Perseroan Company Performance • Penerapan tata kelola Perseroan Implementation of corporate governance	• Rapat Umum Pemegang Saham (RUPS) minimal satu tahun sekali General Meeting of Shareholders (GMS) at least once a year • *Public expose* minimal satu tahun sekali Public expose at least once a year	• Penyampaian laporan kinerja secara berkala Periodic performance reports • Membuat Laporan Tahunan, Laporan Keuangan, dan Laporan Keberlanjutan Preparing Annual Reports, Financial Reports, and Sustainability Reports • Menyelenggarakan RUPS dan *public expose* Organizing GMS and public expose • Menerapkan GCG dan melakukan *assessment* GCG Implementing and assessing GCG
Karyawan Employees	• Pengembangan karier Career development • Pendidikan dan pelatihan Education and trainings • Perjanjian Kerja Bersama (PKB) Collective labor agreement • Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS) • Kesejahteraan karyawan Employees well-being	• Komunikasi dengan serikat pekerja minimal satu bulan sekali Monthly conferencing with the trade union • *Gathering* karyawan sesuai kebutuhan Employees gathering as necessary • Survei kepuasan karyawan setiap tahun Annual employees satisfaction survey • Penilaian kinerja karyawan setiap tahun Annual assessment of the employees' performance	• Pertemuan serikat pekerja Trade union forums • Analisis saluran pengaduan Complaint channel analysis • Menyelenggarakan program pendidikan dan pelatihan bagi karyawan Organizing education and training programs for employees • Penerapan protokol kesehatan selama masa pandemi COVID-19 Exercising health protocols during the COVID-19 pandemic • Melakukan sosialisasi kebijakan K3 OHS policy dissemination
Pemerintah Government	• Kinerja Perseroan Company Performance • Ketaatan pada regulasi yang berlaku Compliance with applicable regulations • Pembayaran pajak Tax payments • Melaporkan laporan keuangan, tahunan dan laporan lainnya Financial reports, annual reports, and other reports	• Pelaporan sesuai peraturan perundangan Reports submission in accordance with laws and regulations • Keterbukaan informasi melalui sistem pelaporan OJK-IDX, sesuai peraturan Disclosure of information through the OJK-IDX reporting system, in accordance with regulations	• Mematuhi peraturan Complying with the regulations • Membuat laporan keuangan, tahunan dan laporan lainnya Preparing financial reports, annual reports, and other reports

Pemangku Kepentingan Stakeholders	Topik Kunci dan Isu Signifikan Key Topics and Significant Issues	Metode dan Frekuensi Pelibatan Engagement Methods and Frequency	Respons dan Tindak Lanjut Perseroan Company Response and Follow-Ups
Masyarakat Community	• Pelaksanaan program tanggung jawab sosial dan lingkungan Implementation of environmental and social responsibility programs • Kepatuhan dalam pengelolaan dampak dari kegiatan operasional Operational activity impact management compliance	• Musyawarah dengan masyarakat di sekitar wilayah kegiatan operasional sesuai kebutuhan Talks forum as needed with the community around the area of operational activities • Mendapatkan dan memperbaharui sertifikasi terkait lingkungan Obtain and renew environmental certifications	• Melaksanakan program TJSL di sekitar wilayah kegiatan operasional Carry out ESR program in the surrounding operational activity area • Mematuhi peraturan yang berlaku Complying with applicable regulations • Mendapatkan PROPER Biru di Unit Sumut 1 (BSP), Sumbar (BPP), Jambi 1 (AMM), Jambi 2 (SNP), dan Bengkulu (AM) Obtaining Blue PROPER in Sumut 1 (BSP), Sumbar (BPP), Jambi 1 (AMM), Jambi 2 (SNP), and Bengkulu (AM) Units
Media Media	• Kinerja Perseroan Company Performance • Informasi kegiatan Perseroan Company activities information	• Siaran pers dan *media relation* sesuai kebutuhan Press releases and media relations as necessary	• Meningkatkan kinerja Perseroan Improving Company performances
Pemasok Suppliers	• Praktik pengadaan Procurement practices • Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	• Pertemuan untuk membahas kerja sama yang adil dan transparan Meetings to discuss fair and transparent cooperation • Melaksanakan komunikasi melalui FGD, pertemuan formal, email, sesuai kebutuhan Conducting communication through FGDs, formal meetings, emails, as needed	• Menjaga komunikasi yang efektif Maintains effective communication • Sistem pengadaan yang handal dan transparan Reliable and transparent procurement system
Lembaga Swadaya Masyarakat (LSM) Non-Governmental Organization (NGO)	• Dampak kegiatan operasional Perseroan Impacts of the Company's operational activities	• Melakukan dialog dengan perwakilan masyarakat sesuai kebutuhan Conducting dialogues with community representatives as needed • Program kemasyarakatan sesuai kebutuhan Community programs as needed	• Menjaga hubungan baik dengan LSM Maintains good relationships with NGOs • Analisis saluran pengaduan Complaint channel analysis



Benefit

Nilai Ekonomi yang Dihasilkan dan Didistribusikan

[103-1, 103-2, 103-3, 201-1, 201-4]

Generated and Distributed Economic Value



Kinerja ekonomi menggambarkan kontribusi Perseroan dalam menerapkan strategi bisnis berkelanjutan, baik langsung maupun tidak langsung. Pengelolaan kinerja ekonomi mengacu kepada regulasi dan peraturan yang berlaku. Kinerja ekonomi menjadi tanggung jawab Divisi Operasional dan Support (Commerce dan Finance). Evaluasi dan pemantauan kinerja ekonomi dilakukan secara berkala oleh Divisi Corporate Finance dan Corporate Internal Audit serta dilaporkan kepada Direksi dan pihak-pihak terkait. Dalam RUPS Tahunan, kinerja ekonomi dan kinerja Perseroan akan disampaikan kepada pemegang saham.

Pada tahun 2021, Perseroan berhasil membukukan penjualan neto sebesar Rp3,9 triliun miliar atau 119% dari target. Penjualan oleokimia menjadi penyumbang terbesar penjualan Perseroan, yaitu 46,25%. Selama tahun 2021, Perseroan menerima bantuan finansial dari Pemerintah berupa fasilitas penurunan tarif Pajak Penghasilan (PPh) Badan yang disebabkan adanya pandemi COVID-19, hal ini merujuk kepada Peraturan Pemerintah No. 1/2020 terkait kebijakan keuangan negara dan stabilitas sistem keuangan untuk penanganan pandemi Coronavirus Disease ("COVID-19").

Economic performance elucidates the Company's contribution in implementing sustainable business strategies, both directly and indirectly. The management of economic performance refers to the applicable rules and regulations. Economic performance is the responsibility of the Operational Division and Support (Commerce and Finance). Evaluation and monitoring of economic performance is carried out regularly by the Corporate Finance Division and Corporate Internal Audit Division for reported to the Board of Directors as well as to related parties. In the Annual General Meeting of Shareholders, the economic performance and the Company performance as a whole will be presented to shareholders.

In 2021, we managed to record net sales of IDR 3.9 trillion or 119% of the target. Sales of oleochemicals became the largest contributor to the Company's sales, which was 46.25%. During 2021, the Company received financial assistance from the Government in the form of income tax rate relief according to Government Regulation No.1/2020 concerning the State Financial Policies and Financial System Stability for Handling the Corona Virus Disease (COVID-19) Pandemic.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan [201-1]
Generated and Distributed Economic Value

(dalam Juta Rupiah)
(in million IDR)

Uraian | Description	2021	2020	2019
Nilai Ekonomi Langsung Diterima | Direct Economic Value Gained			
Penjualan neto Net sales	3.971.114	2.506.717	1.984.017
Jumlah Nilai Ekonomi Langsung yang Diterima Direct Economic Value Gained	**3.971.114**	**2.506.717**	**1.984.017**
Nilai Ekonomi Langsung Didistribusikan | Direct Economic Value Distributed			
Gaji, upah, dan kesejahteraan karyawan Salaries, wages, and employees welfares	172.034	184.975	180.364
Pembayaran dividen Dividend payments	-	-	-
Pembayaran pajak kepada Pemerintah: Manfaat (Beban) Pajak Penghasilan Tax Payments to the Government: Income Tax Benefits (Expenses)	118.610	96.037	96.064
Pengeluaran untuk TJSL Community Development Expenditures	7.361	6.256	6.663
Jumlah Nilai Ekonomi Langsung Didistribusikan Direct Economic Value Distributed	**298.005**	**287.268**	**283.091**
Nilai Ekonomi Langsung yang Ditahan | Retained Direct Economic Value	**3.673.109**	**2.219.449**	**1.700.926**

Realisasi dan Target Penjualan Produk
Products Sales Target and Realization

Uraian Description	2021		2020		2019	
	Realisasi Realization	Target Target	Realisasi Realization	Target Target	Realisasi Realization	Target Target
Sawit | Palm Oil						
CPO	1.463.487	1.244.887	955.979	961.040	858.467	988.914
PK	208.932	145.163	118.413	121.020	103.676	158.538
TBS | FFB	47.434	39.446	30.004	27.271	25.416	29.451
Karet | Natural Rubber						
Rubber	414.441	397.530	354.450	394.138	333.245	385.768
Oleokimia | Oleochemicals						
Fatty Acid	957.928	742.019	527.693	500.099	363.305	628.670
Fatty Alcohol	721.344	688.071	449.011	578.037	250.816	468.090
Glycerin	157.548	90.790	71.167	70.447	49.093	75.972

Realisasi Kinerja Keuangan Perseroan
Realization of Company Financial Performance

(Rp Juta)
(in million IDR)

Uraian Description	2021	2020	2019
Penjualan neto Net sales	3.971.114	2.506.717	1.984.017
Laba (rugi) neto Net profit (loss)	128.686	(768.300)	(4.458.517)

Tanggung Jawab Produk
Product Responsibility

Layanan Setara kepada Konsumen
Equal Services to Consumers



Perseroan berkomitmen untuk memberikan pelayanan terbaik yang setara kepada konsumen. Salah satu upaya yang dilakukan adalah dengan menerapkan standar kesehatan dan keamanan produk . Standar yang digunakan sesuai dengan standar bagi produsen *Fast Moving Consumer Goods* (FMCG). Selain itu, Perseroan juga memperoleh sertifikat terkait pengelolaan mutu, lingkungan dan sosial antara lain Indonesian Sustainable Palm Oil (ISPO), Roundtable on Sustainable Palm Oil (RSPO), ISO 9001:2015, ISO 14001:2015, SMK3, SPPT SNI (SIR dan RSS), ISO 22000:2018, HACCP, GMP dan GMP +B2, sertifikat Jaminan Halal, sertifikat Kosher, dan sertifikat Food and Drug Administration (FDA). Ketentuan standar kualitas dan keamanan produk juga tertuang dalam perjanjian antara Perseroan dan konsumen.

The Company is committed to providing the best services equally to consumers. One of the efforts is to implement product health and safety standards in accordance with the standards for Fast Moving Consumer Goods (FMCG) producers. In addition, the Company has also obtained certifications related to quality, environmental and social management, such as the Indonesian Sustainable Palm Oil (ISPO), Roundtable on Sustainable Palm Oil (RSPO), ISO 9001:2015, ISO 14001:2015, SMK3, SPPT SNI (SIR and RSS), ISO 22000:2018, HACCP, GMP and GMP +B2, Halal Assurance and Kosher certificate, as well as the Food and Drug Administration (FDA) certificate. Provisions for product quality and safety standards are also contained in the agreement between the Company and consumers.

Persentase Area Milik Perseroan dengan Sertifikasi RSPO dan ISPO

Percentage of Areas Owned by the Company with RSPO and ISPO Certification

Total luas area yang telah memiliki izin
Total licensed area:

58.972Ha



Persentase Area Milik Perseroan dengan Sertifikasi ISPO
Percentage of Area with ISPO Certification Owned by the Company

Area dengan Sertifikasi
Certified area:

31.141 Ha

2021	53%
2020	53%
2019	53%

Persentase Area Milik Perseroan dengan Sertifikasi RSPO
Percentage of Area with RSPO Certification Owned by the Company

Area dengan Sertifikasi
Certified area:

19.117 Ha

2021	32%
2020	32%
2019	32%

Inovasi dan Pengembangan Produk
Product Innovation and Development

Pada tahun 2021, Perseroan telah melaksanakan proses inovasi dan pengembangan produk dalam lingkup kebun dan pabrik.

Dalam pengembangan teknik perkebunan maupun pengolahan komoditi karet, melalui dukungan fasilitas Bakrie Agricultural Research Institute (BARI), Perseroan telah menerapkan teknik penyadapan getah karet upward tapping yang dapat meningkatkan produktivitas. Perseroan juga telah melakukan kerjasama dengan lembaga riset agronomi internasional untuk menghasilkan terobosan-terobosan baru di bidang teknologi guna meningkatkan nutrisi tanaman karet, aplikasi pemupukan, manajemen perkebunan, serta pelestarian lingkungan.

Perseroan bersama ASD-Costa Rica telah mengembangkan fasilitas pembibitan Seed Garden berlokasi di Kisaran, Sumatera Utara. Dari kerjasama ini telah dihasilkan sejumlah bibit unggul kelapa sawit, seperti DxP Themba, DxP Spring, DxP CR Supreme dan DxP CR Ovane, dengan ekspektasi usia tanaman sampai 30 tahun serta potensi produktivitas hingga mencapai 40 ton TBS per hektar, lebih tinggi dari bibit biasa yang menghasilkan 25-30 ton TBS per hektar.

Terkait pengelolaan pabrik, Perseroan telah melakukan revitalisasi dan peningkatan kapasitas pabrik kelapa sawit di Unit Usaha Sumut 2 (GLP). Selain itu, dalam upaya meningkatkan fasilitas penunjang dan infrastruktur pengolahan oleokimia, Perseroan saat ini menggunakan teknologi terbaik dalam industri terkait antara lain Lurgi Technology (Jerman) untuk Fatty Acid Plant dan Fatty Alcohol Plant; serta JJ Lurgi Engineering untuk Palm Oil Refinery. Hasil produksi dari fasilitas pengolahan oleokimia Perseroan digunakan sebagai bahan baku bagi produsen Fast Moving Consumer Goods (FMCG). Perseroan melanjutkan proses upgrade untuk pabrik pengolahan inti sawit yang saat ini dalam tahap produksi non-komersial. Selain itu, Perseroan juga melakukan proses peningkatan utilisasi kapasitas fasilitas pengolahan *Line* 1 (*Fatty Acid Plant 1* dan *Fatty Alcohol Plant 1*) dan mempersiapkan penyelesaian fasilitas Line 2 (*Fatty Acid Plant 2* dan *Fatty Alcohol Plant 2*).

In 2021, the Company has performed product development and innovation processes within the plantations and factories scope.

In the development of plantation techniques as well as the processing of rubber commodities, through the support of the Bakrie Agricultural Research Institute (BARI) facilities, the Company has implemented upward tapping techniques for tapping rubber sap which can increase productivity. The company has also collaborated with international agronomic research institutes in inventing new breakthroughs in technologies to improve rubber plants nutrition, fertilization applications, plantations management, as well as environmental preservation.

The Company together with ASD-Costa Rica have developed a Seed Garden nursery facility located in Kisaran, North Sumatra. This collaboration has resulted in a number of high-yielding oil palm seeds, such as DxP Themba, DxP Spring, DxP CR Supreme and DxP CR Ovane, with expected plant age of up to 30 years and potential productivity of up to 40 tonnes of FFB per hectare, which is higher than ordinary seeds that produce 25-30 tonnes of FFB per hectare.

On factories management, the Company has revitalized and improved the capacity of the palm oil mills in the Sumut 2 (GLP) Business Unit. In addition, in an effort to develop supporting facilities and infrastructures for oleochemicals processing, the Company is currently using the best technology in related industries, for example the Lurgi Technology (Germany) for Fatty Acid Plants as well as for Fatty Alcohol Plants; and the JJ Lurgi Engineering for Palm Oil Refineries. Production results from the Company's oleochemicals processing facilities are used as raw materials by Fast Moving Consumer Goods (FMCG) producers. The company is continuing the upgrade process for the palm kernel processing plants which is currently in the non-commercial production stage. In addition, the Company is also carrying out the process of improving the capacity utilization in the Line 1 processing facilities (Fatty Acid Plant 1 and Fatty Alcohol Plant 1) as well as preparing for the finalization of the Line 2 facilities (Fatty Acid Plant 2 and Fatty Alcohol Plant 2).

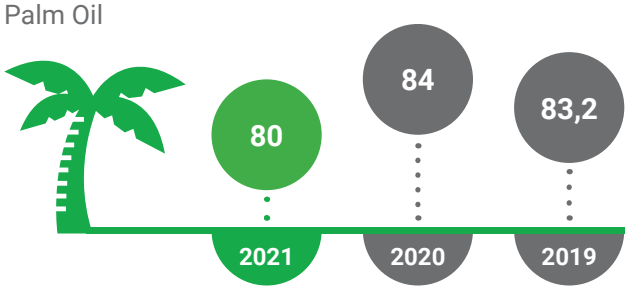
Survei Kepuasan Konsumen
Customer Satisfaction Survey

Setiap tahun, Perseroan melakukan survei kepuasan konsumen yang dilakukan oleh Divisi Commerce. Berdasarkan survei yang dilakukan pada tahun 2021, mengindikasikan bahwa kepuasan pelanggan untuk segmen sawit 'Good dan untuk karet 'Excellent'.

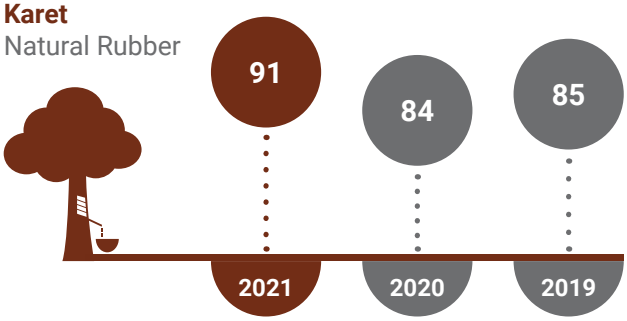
The Company, through the Commerce Division, conducts a consumer satisfaction survey annually. Results of the 2021 survey indicated that customer satisfaction for the palm oil segment is 'Good' and is 'Excellent' for the natural rubber.

Nilai Rata-rata Survei Kepuasan Konsumen
Average Score of Customer Satisfaction Survey

Sawit
Palm Oil

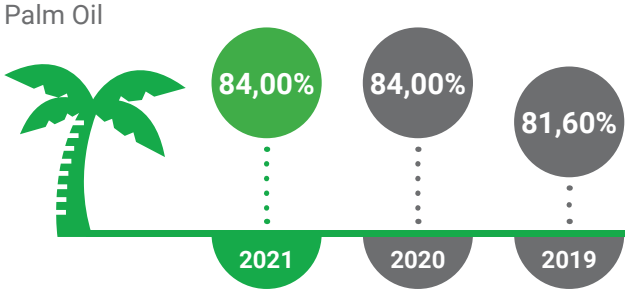


Karet
Natural Rubber

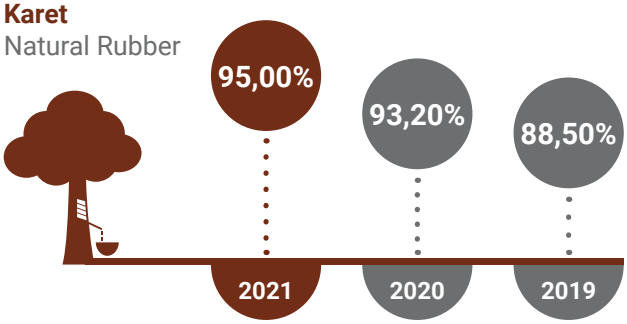


Rata-rata Customer Satisfaction Index Karet (CSI)
Average of Customer Satisfaction Index

Sawit
Palm Oil



Karet
Natural Rubber



Mekanisme Pengaduan Keluhan Konsumen
Consumer Complaint Mechanism

Perseroan menyediakan akses bagi konsumen untuk menyampaikan keluhan terkait produk dan layanan. Keluhan konsumen dapat disampaikan melalui email. Pengelolaan keluhan konsumen menjadi tanggung jawab Divisi Commerce. Pada tahun 2021, tidak terdapat keluhan dari konsumen terkait produk karet. Sementara itu, terdapat keluhan terkait mutu dari konsumen produk sawit yang disebabkan oleh gangguan proses produksi di pabrik. Perseroan telah melakukan mitigasi berupa pengadaan dan pemeliharaan berkala atas mesin produksi, peningkatan kompetensi petugas operasional dan pemantauan, inspeksi dan tinjauan berkala.

The Company provides access for consumers to submit any complaint related with our products and services. Consumer complaints can be submitted via email. The management of consumer complaints is the responsibility of the Commerce Division. In 2021, there were no complaints from consumers regarding the rubber products. Meanwhile, there were complaints regarding the quality of palm products due to disruptions in the production process at the factory. The Company has performed mitigations in the form of regular procurement and maintenance of production machineries, improving the competency of operational and monitoring staff, as well as periodic inspections and reviews.



Sosial
Social

Kesehatan dan Keselamatan Kerja (K3) dan Pengendalian COVID-19 [103-1, 103-2, 103-3, 403-1, 403-7]

Occupational Health and Safety (OHS) and Control of COVID-19

"BSP Rumah Kita" adalah salah satu Nilai Inti Perseroan. Perseroan menyadari bahwa semua pihak yang terlibat dalam kegiatan operasional Perseroan secara langsung maupun tidak langsung, berkontribusi untuk mencapai visi dan misi Perseroan. Perseroan berupaya untuk mengembangkan rasa nyaman seperti di rumah sendiri, rasa memiliki yang kuat, senantiasa menjunjung kerja sama tim, sikap saling menghargai, komunikasi terbuka, merawat perusahaan layaknya rumah sendiri, bertenggang rasa dan memperjuangkan harmoni menuju arah yang sama. Oleh sebab itu, Perseroan menerapkan SMK3 yang mengacu ke Peraturan Pemerintah No. 50 tahun 2012. Perseroan mewajibkan untuk seluruh karyawan, pemasok, serta individu lainnya yang bekerja dan berada di wilayah Perseoran untuk mematuhi ketentuan K3 yang berlaku.

"BSP Rumah Kita" is one of the Company's Core Values. The Company realizes that all parties involved in the Company's operational activities is directly or indirectly contributing to the accomplishment of the Company's vision and mission. The Company strives to develop a convenient feeling like at home, a strong sense of belonging, an always upholding teamwork, mutual respect, open communication, a company care as if own home, tolerance, and an endeavor for harmony towards the same direction. Therefore, the Company implements SMK3 which refers to the Government Regulation No. 50 of 2012. The Company requires all employees, suppliers, and other individuals who work and are within the Company's area to comply with the applicable OHS provisions.

Perseroan dan anak usahanya berkomitmen untuk mewujudkan *zero accident* dan meminimalkan penyakit akibat kerja. Pengelolaan K3 menjadi tanggung jawab Departemen QHSE & Sustainability. Evaluasi dan pemantauan kinerja K3 dilakukan secara berkala dan dilaporkan kepada Direksi. Selama tahun 2021, Perseroan mendapatkan Penghargaan Kecelakaan Kerja Nihil (*Zero Accident Award*) dari Kementerian Ketenagakerjaan Republik Indonesia serta Penghargaan atas Pencegahan dan Penanggulangan COVID-19 di Tempat Kerja Kategori Silver dari Gubernur Sumatera Barat.

The company and its subsidiaries are committed to attaining zero accident and minimizing work-related illnesses. OHS management is the responsibility of the QHSE & Sustainability Department. OHS performance evaluation and monitoring are carried out periodically and reported to the Board of Directors. During 2021, the Company was awarded the Zero Accident Award from the Ministry of Manpower of the Republic of Indonesia and also a Silver Category award for the Prevention and Management of COVID-19 in the Workplace, given by the Governor of West Sumatra.

Zero Accident Awards 2021

Penghargaan Kecelakaan Kerja Nihil (*Zero Accident Award*) diperoleh Perseroan melalui Unit Usaha Sumut 1 (BSP), Unit Usaha Sumbar (BPP dan CCI) dan Unit Usaha Oleokimia (DAP).

The Zero Accident Award was obtained by the Company through the Sumut 1 Business Unit (BSP), West Sumatra Business Unit (BPP and CCI) and the Oleochemical Business Unit (DAP).

Kinerja Pengelolaan Keselamatan Kerja Segmen Sawit [403-9]
Occupational Safety Management Performance in the Palm Oil Segment

Uraian | Description	2021	2020	2019
Severity rate	2,46	2,93	3,53
Frequency rate	5,70	9,98	11,78
Total jam kerja Total working hours	1.135.159,33	1.134.488,17	1.143.149,33
Total jam kerja hilang Total working hours lost	56,00	119,00	140,00
Kecelakaan kerja fatal Fatal work accidents	-	-	-
Entitas anak nihil kecelakaan kerja Zero work accident within subsidiaries	-	-	-

Kinerja Pengelolaan Keselamatan Kerja Segmen Oleokimia [403-9]
Occupational Safety Management Performance in the Oleochemicals Segment

Uraian | Description	2021	2020	2019
Severity rate	-	-	-
Frequency rate	-	-	-
Total jam kerja Total working hours	1.111.378,50	1.129.472,00	1.338.070,00
Total jam kerja hilang Total working hours lost	-	-	-
Kecelakaan kerja fatal Fatal work accidents	-	-	-
Entitas anak nihil kecelakaan kerja Zero work accident within subsidiaries	-	-	-

Kinerja Pengelolaan Keselamatan Kerja Segmen Karet [403-9]
Occupational Safety Management Performance in the Natural Rubber Segment

Uraian | Description	2021	2020	2019
Severity rate	24,54	12,03	121,85
Frequency rate	57,01	58,15	15,51
Total jam kerja Total working hours	684.584,33	723.069,67	787.938,00
Total jam kerja hilang Total working hours lost	134,00	143,00	201,50
Kecelakaan kerja fatal Fatal work accidents	-	-	2,00
Entitas anak nihil kecelakaan kerja Zero work accident within subsidiaries	1,00	-	-

Perseroan melakukan penerapan SMK3 melalui kegiatan: [403-2]

- Penyusunan kebijakan dan prosedur SMK3.
- Pelatihan dan simulasi tanggap darurat.
- Pelatihan K3.
- Penyediaan Alat Pelindung Diri (APD).

The Company implements SMK3 through the following activities: [403-2]

- Preparation of SMK3 policies and procedures;
- Emergency response trainings and simulations;
- OHS trainings;
- Personal Protective Equipment (PPE) supplies;

- Pemasangan rambu K3.
- Kampanye dan patroli K3.
- Sosialisasi dan pengarahan keamanan bagi pekerja dan pihak ketiga di lokasi usaha.
- Identifikasi bahaya dan risiko.
- Analisa keselamatan pekerja dan nearmiss.
- Pelaksanaan penilaian dan pengendalian risiko K3.
- Proses audit internal dan eksternal.
- Pemberian sanksi terkait perilaku tidak aman dan perbaikan kondisi tidak aman.

- Installation of OHS signs;
- OHS campaigns and patrols;
- Safety briefing and dissemination for workers and third parties at business locations;
- Hazards and risks identification;
- Workers safety and nearmiss analysis;
- Implementation of OHS risks assessment and control;
- Internal and external audit processes;
- Imposing sanctions for any unsafe behavior and rectifying unsafe conditions.

Pengelolaan Pekerjaan dengan Risiko Kecelakaan Kerja [403-2]
Management of Activities with Work Accident Risks

Risiko	Pengelolaan
Penyemprotan tanaman sawit dengan bahan kimia (pestisida) Spraying oil palm plants with chemicals (pesticides)	• Penyusunan SOP penyemprotan pestisida Implements SOP for spraying pesticides • Melakukan sosialisasi cara penyemprotan yang sesuai prosedur Trainings on how to spray according to the procedure • Melakukan *medical checkup* minimal 1 tahun sekali Medical checkup at least once a year • Memberikan *extra fooding* (susu) Extra fooding (milk) • Menyediakan Alat Pelindung Diri (APD) seperti apron, sarung tangan karet, masker, dan sepatu boot Personal Protective Equipment (PPE) supplies such as aprons, rubber gloves, masks, and boots • Melakukan pencucian tubuh, pakaian dan alat kerja setelah bekerja Body washing, clothing and working tools cleaning after work • Jika terjadi kontaminasi, segera lepaskan pakaian yang terkontaminasi, kemudian cucilah seluruh bagian yang terkena dengan air yang banyak Upon contaminations, remove contaminated clothing immediately, then wash all affected areas with water • Pemantauan dan inspeksi berkala (sebelum, saat dan setelah) Periodic monitoring and inspection (before, during and after)
Panen tandan buah segar dan getah karet Fresh fruit bunches and rubber latex harvesting	• Penyusunan SOP panen Implements SOP for harvesting • Melakukan sosialisasi cara panen yang sesuai prosedur Trainings on how to harvest according to the procedure • Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3 Personal Protective Equipment (PPE) supplies and installation of OHS props • Pemantauan dan inspeksi berkala (sebelum, saat dan setelah) Periodic monitoring and inspection (before, during and after) • Pemeriksaan kelayakan alat Equipment feasibility check

Risiko	Pengelolaan
Pengoperasian alat berat saat pembukaan lahan dan fase operasional Heavy equipment operation during land clearing as well as during operational	• Perijinan SIA dan SIO SIA and SIO licensing • Pelatihan penggunaan alat angkut dan angkat Trainings on freights and lifting equipments • Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3 Personal Protective Equipment (PPE) supplies and installation of OHS props • Pemantauan dan inspeksi berkala (sebelum, saat dan setelah) Periodic monitoring and inspection (before, during and after) • Pemeriksaan kelayakan alat Equipment feasibility check • Penyusunan SOP penggunaan alat berat Implements SOP for heavy equipment utilization • Melakukan sosialisasi operasional alat berat yang sesuai prosedur Trainings on how to operate heavy equipments according to the procedure
pengangkutan buah sawit ke tempat penampungan hasil (TPH) Transportation of palm fruits to the yield collection site	• Penyusunan SOP transportasi Implements SOP for transportations • Melakukan sosialisasi pengangkutan yang sesuai prosedur Trainings on transporting according to the procedure • Pemeriksaan kelayakan alat transportasi Transporting vehicles feasibility check • Pemantauan dan inspeksi berkala (sebelum, saat dan setelah) Periodic monitoring and inspection (before, during and after) • Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3 Personal Protective Equipment (PPE) supplies and installation of OHS props
Proses produksi pabrik ex. Stasiun sortasi/loading ramp, stasiun rebusan Factory production processes e.g., Sorting station/loading ramp, boiling station	• Penyusunan SOP proses produksi Implements SOP for production processes • Melakukan sosialisasi operasional yang sesuai prosedur Operational trainings according to the procedure • Pemeriksaan kelayakan alat produksi Production equipments feasibility check • Pemantauan dan inspeksi berkala (sebelum, saat dan setelah) Periodic monitoring and inspection (before, during and after) • Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3 Personal Protective Equipment (PPE) supplies and installation of OHS props

Perseroan menyediakan fasilitas di area kebun dan pabrik berupa Balai Pengobatan, Pos Pelayanan Terpadu (Posyandu), dan Rumah Sakit Umum Ibu Kartini yang juga terbuka bagi masyarakat sekitar. Perseroan melakukan *Medical Check-Up* (MCU) secara rutin untuk seluruh karyawan. Selama tahun 2021, terdapat 980 karyawan yang telah melakukan MCU. Berdasarkan hasil MCU, tercatat Penyakit Akibat Kerja (PAK) antara lain Suspect NIHL (Noise Induced Hearing Loss), Restriksi Ringan, Obstruksi Ringan, Keracunan Ringan, dll. Selain itu, Perseroan juga mengikutsertakan seluruh karyawan pada program Jaminan Kesehatan Nasional (JKN) yang diselenggarakan oleh BPJS Kesehatan. Perseroan memberikan dukungan biaya pengobatan untuk karyawan golongan staf melalui mekanisme penggantian biaya pengobatan *(medical reimburse)*. [403-3, 403-6, 403-10]

The Company provide facilities in the plantations and factory areas in the form of a clinic and integrated health service (Posyandu), as well as the General Public Hospital Ibu Kartini which is also open to the local community. The Company conducts routine medical check-ups (MCU) for all employees. During 2021, there were 980 employees who have undertaken MCU. Based on the MCU, the dominant Occupational Diseases as recorded Suspect NIHL (Noise Induced Hearing Loss), Mild Restriction, Mild Obstruction, Mild Toxicity etc. . In addition, the Company also enrolled all employees in the Jaminan Kesehatan Nasional (JKN) program administered by BPJS Kesehatan. The Company provides support for medical expenses for staff class employees through a medical reimbursement mechanism. [403-3, 403-6, 403-10]

Pada tahun 2021, pandemi COVID-19 masih berlangsung. Perseroan menerapkan prosedur operasional yang disesuaikan dengan protokol kesehatan dan keamanan yang disyaratkan terkait pandemi COVID-19. Perseroan juga mendukung upaya Pemerintah untuk memutus rantai penyebaran COVID-19 dengan:

- Pengembangan prosedur operasional yang disesuaikan dengan protokol kesehatan dan keamanan yang disyaratkan.
- Program peningkatan kesadaran dan sosialisasi berkala pencegahan COVID-19.
- Penerapan protokol kesehatan secara ketat: penggunaan masker, pemeriksaan suhu tubuh, menjaga jarak, desinfektan sarana dan prasarana kerja.
- Pemeriksaan berkala swab antigen dan PCR.
- Pembatasan kegiatan dan perjalanan dinas.
- Kewajiban vaksinasi COVID-19 untuk seluruh karyawan.
- Dukungan pengobatan.

In 2021, the COVID-19 pandemic was still ongoing. The company implemented operational procedures adjusted to the health and safety protocols as required concerning the COVID-19 pandemic. The company also supports the Government's efforts to break the virus transmission chain by:

- Development of operational procedures adapted to the required health and safety protocols
- Program peningkatan kesadaran dan sosialisasi berkala pencegahan COVID 19.
- Strict implementation of health protocols: wearing masks, body temperature checks, keeping safe distance, disinfecting work facilities and infrastructures
- Periodic antigen swabs and PCR
- Restrictions on business travels and activities through the WFH-WFO mechanism
- Mandatory vaccinations for all employees
- Medical support

Pemeriksaan Kesehatan [403-3, 403-6, 403-8]
Medical examination

Deskripsi | Description	**Satuan** | Unit	2021	2020	2019
Jumlah karyawan yang melakukan *Medical Check-Up* Number of employees participate in Medical Check-Up	Orang People	980	455	543
Jumlah karyawan yang melakukan test antigen Perseroan Number of employees participate in the Company Antigen test	Orang People	896	660	-
Jumlah karyawan yang divaksin (lengkap, 2 kali) Number of employees vaccinated (complete, 2 times)	Orang People	5.892	1.189	-

Deskripsi | Description	Satuan | Unit	2021	2020	2019
Jumlah karyawan terpapar COVID-19 Number of employees exposed to COVID-19	Orang People	159	76	-
Persentase karyawan yang tercakup dalam SMK3 Percentage of employees covered by OHS Management System	%	100	100	100
Persentase karyawan ikut dalam BPJS Kesehatan Percentage of employees participate in BPJS Health	%	100	100	100

Secara rutin, Perseroan melalui Departemen QHSE & Sustainability melakukan kampanye dan pelatihan terkait K3. Perseroan melakukan komunikasi dengan karyawan dalam pengelolaan K3 melalui: [403-4]

- Pengenalan dan pelatihan dasar-dasar keselamatan dan kesehatan di sekitar lingkungan kerja (K3) bagi karyawan baru (Safety induction).
- Pertemuan-pertemuan berkala dengan karyawan untuk mengingatkan pentingnya keselamatan dan kesehatan di sekitar lingkungan kerja (K3) (Safety talk atau safety meeting).
- Inspeksi berkala untuk menjamin terlaksananya sistem manajemen K3 dalam kegiatan operasional Perseroan (Safety patrol).

Selama tahun 2021, Perseroan memberikan pelatihan K3 bagi karyawan. Pelatihan K3 dilakukan secara *online* maupun *offline* dengan memperhatikan protokol Kesehatan.

Regularly, the Company through the QHSE & Sustainability Department conducts OHS-related campaigns and trainings. The Company communicates with employees in the management of OHS through the following: [403-4]

- Introduction and training on the basics of safety and health around the work environment (K3) for new employees (Safety induction).
- Periodic meetings with employees to remind the importance of safety and health around the work environment (K3) (Safety talk or safety meeting).
- Periodic inspections to ensure the implementation of the K3 management system in the Company's operational activities (Safety patrol).

During 2021, the Company provided OHS trainings for employees. OHS trainings were carried out both online and offline with due observance of health protocols.

Pelatihan terkait K3 [403-5]

Pelatihan terkait K3

No	Kegiatan | Activities	Jumlah Peserta Participants	Keterangan Type
1.	Pelatihan Simulasi Kebakaran Lahan | Landfires Simulation Trainings	151	Offline
2.	Pelatihan Simulasi Kebakaran Pabrik | Fire Simulation Trainings	32	Offline
3.	Sosialisasi pencegahan dan pengendalian COVID-19 | COVID-19 Control and Prevention Lessons	2.739	Offline/Online
4.	Pelatihan Hyperkes | Hyperkes Trainings	2	Offline
5.	Pelatihan AK3 Spesialis Kebakaran | OHS Expert of Fire Specialist Trainings	1	Offline
6.	Pelatihan Ahli K3 Listrik | OHS Expert of Electricity Trainings	16	Offline
7.	Pelatihan Ahli K3 Umum | General OHS Expert Training	1	Offline
8.	Pelatihan Pengelolaan Limbah B3 | Hazardous Waste Management Trainings	22	Offline
9.	Pelatihan Pestisida Terbatas | Restricted Pesticides Trainings	60	Offline
10.	Pelatihan Alat Angkat Angkut dengan PJK3 | Transport and Lifting Equipment Trainings with PJK3	11	Offline
11.	Pelatihan P2K3 | P2K3 Trainings	3	Offline
12.	Pelatihan SMK3 | SMK3 Trainings	1	Offline
13.	*Fire Alarm System Test Commissioning & Training* | Fire Alarm System Test Commissioning & Training	12	Offline

No	Kegiatan | Activities	Jumlah Peserta Participants	Keterangan Type
14.	Higiene Karyawan | Employees Hygiene	10	Offline
15.	*Emergency Response Team*	30	Offline
16.	Pemakaian APD dengan benar dan *House keeping* | PPE Training and Housekeeping	9	Offline
17.	Workshop Incident *Investigation Technique and Reporting*	3	Offline
18.	Pengisian Chemical Nalco | Chemical Nalco Replenishment	5	Offline
19.	5S (Seiri, Seiton, Seiso, Seiketsu, Shitsuke)/*House keeping*	28	Offline
20.	*Permit to Work*	8	Offline
21.	*Basic Fire Safety*	40	Offline
22.	*Handling Chemicals*	7	Offline
23.	*Hazard Identification Risk*	9	Offline

Kesetaraan Kesempatan Kerja
Equal Employment Opportunity

Perseroan menghormati hak asasi seluruh karyawan Perseroan dalam menjalankan kegiatan operasionalnya. Perseroan memastikan tidak melakukan praktik kerja paksa, mempekerjakan pekerja anak/pekerja di bawah umur, buruh migran, dan terlibat dalam perdagangan orang. Selain itu, upaya untuk menciptakan lingkungan dan budaya yang bebas dari diskriminasi dan pelecehan, baik dengan sesama rekan kerja maupun dengan pihak lain juga terus dilakukan.

The Company respects the human rights of all Company employees in carrying out its operational activities. The company ensures that we do not practice forced labours, employs child/underage workers, migrant workers, and do not engage in human trafficking. In addition, actions to create a discrimination free and harassment free environment and culture, both with co-workers as well as with other parties, are also taken continously.

Perseroan juga menjamin kesetaraan kesempatan bagi seluruh karyawan, baik ketika proses perekrutan, evaluasi kinerja, peningkatan kompetensi, maupun kesempatan kenaikan jenjang jabatan. Pada tahun 2021, total karyawan termasuk BHL sebanyak 10.223 orang yang mencakup 521 perempuan atau 5% dan 9.702 laki-laki atau 95%. Sementara itu, terdapat 65 karyawan yang menduduki jabatan di tingkat senior manajemen, yang terdiri dari 62 karyawan pria dan 3 karyawan Wanita.

The Company also guarantees equal opportunities for all employees, during the recruitment process, performance evaluation, competency development, as well as opportunities for promotion. In 2021, there were a total of 10,223 BHL employees, consisting of 521 women or 5% and 9,702 men or 95%. Meanwhile, there were 65 employees at the senior management level, consisting of 62 male employees and 3 female employees.

Perseroan berkomitmen untuk mempekerjakan penduduk lokal, yaitu penduduk setempat atau penduduk yang sudah lama menetap di sekitar wilayah operasionalnya. Pada tahun 2021, Perseroan memiliki karyawan yang merupakan penduduk lokal sebanyak 9.702 orang atau 100%. Perseroan memiliki Perjanjian Kerja Bersama yang mengacu pada konvensi Organisasi Buruh Internasional (ILO) dan regulasi yang berlaku. Seluruh (100%) karyawan telah dilindungi dalam Perjanjian Kerja Bersama (PKB). [102-41]

The company is committed to employing locals, namely local residents or those who have long lived around our operational areas. In 2021, the Company employed locals as many as 9.702 people or 100%. BSP has a Collective Labor Agreement that refers to International Labor Organization (ILO) conventions and applicable regulations. All (100%) employees are protected in the Collective Labor Agreement. [102-41]

Jumlah Dewan Direksi berdasarkan Kelompok Usia dan Gender
Number of Board of Directors based on Age Group and Gender

Uraian | Age Group	2021		2020		2019	
	Pria Men	Wanita Women	Pria Men	Wanita Women	Pria Men	Wanita Women
< 30 tahun | years old	-	-	-	-	-	-
30-50 tahun | years old	2	-	2	-	2	-
> 50 tahun | years old	3	-	3	-	3	-
Total	5	-	**5**	**-**	**5**	**-**

Jumlah Manajemen Senior berdasarkan Kelompok Usia dan Gender
Senior Managers Composition Based on Age Group and Gender

Uraian | Age Group	2021		2020		2019	
	Pria Men	Wanita Women	Pria Men	Wanita Women	Pria Men	Wanita Women
< 30 tahun | years old	-	-	-	-	-	-
30-50 tahun | years old	38	3	37	3	30	3
> 50 tahun | years old	24	-	25	1	33	1
Total	**62**	**3**	**62**	**4**	**63**	**4**

Kesetaraan kesempatan juga Perseroan berikan kepada karyawan untuk menerima pendidikan dan pelatihan. Ruang lingkup kegiatan pelatihan dan pendidikan yang diberikan Perseroan mencakup aspek mutu, lingkungan, sosial dan tata Kelola antara lain nilai konservasi tinggi/stok karbon tinggi, penilaian dampak sosial, pengelolaan limbah, K3, CIA review, *risk based auditing*, *new employee orientation program* (NEOP), pelatihan kepemimpinan, dan program pengembangan *soft skill* antara lain *communication skill, creative problem solving technique*.

The Company also provides equal opportunities for employees to receive education and training. The scope of training and education activities provided by the Company covers quality, environmental, social and governance aspects including high conservation value/high carbon stock, social impact assessment, waste management, OHS, CIA review, risk-based auditing, new employee orientation program (NEOP), leadership training, and soft skill development programs including communication skills, creative problem-solving techniques.



Jumlah dan Rerata Jam Pelatihan
Total and Average Training Hours

	2021	2020	2019
Jumlah jam pelatihan Total training hours	8.126	3.481	5.648
Jumlah karyawan yang mengikuti pelatihan Total participating employees	880	737	138
Rerata jam pelatihan per karyawan per tahun Training hours average per employee per year	16,20	12,78	32,90

Jumlah dan Rerata Jam Pelatihan berdasarkan Gender
Total and Average Training Hours Based on Gender

	PRIA	WANITA
Jumlah karyawan yang mengikuti pelatihan Employees participating in trainings		
2021	856	24
2020	353	20
2019	112	6
Rerata jam pelatihan per karyawan per tahun Training hours average per employee per year		
2021	9,44	2
2020	16,8	15,9
2019	44,4	40,5

Baik karyawan laki-laki maupun perempuan mendapatkan hak normatif yang sama. Adanya perbedaan jumlah remunerasi dipengaruhi oleh level jabatan, jenis pekerjaan, maupun latar belakang pendidikan. Remunerasi yang diberikan oleh Perseroan telah disesuaikan dengan ketentuan dan aturan standar Upah Minimum Provinsi (UMP).

Both male and female employees receive the same normative rights. The difference in the amount of remuneration is influenced by the level of position, type of works, and educational background. The remuneration provided by the Company has been adjusted to the stipulations and regulations of the provincial minimum wage.

Perbandingan Gaji Pokok Karyawan dengan Upah Minimum Provinsi (UMP)
Comparison of Base Salaries with Provincial Minimum Wage

Lokasi Location	Gaji Pokok di Level Terendah (Rp) Base Salary at the Lowest Level (IDR) (a)	Upah Minimum Provinsi 2021 (Rp) Provincial Minimum Wage 2021 (IDR) (b)	Persentase Percentage (c=a/b)
Sumatera Utara | North Sumatra	3.007.235	3.007.235	100%
Sumatera Barat | West Sumatra	2.484.041	2.484.041	100%
Bengkulu	2.215.000	2.215.000	100%
Lampung	2.472.144	2.472.144	100%
Jambi	2.769.040	2.769.040	100%
Kalimantan Selatan | South Kalimantan	2.877.450	2.877.450	100%
Total Rata-Rata | Total Average	**2.637.485**	**2.637.485**	**100%**

Kewajiban Perseroan atas Program Pensiun Karyawan

[201-3]

The Company's Obligations for the Employee Pension Plans

Perseroan menyelenggarakan program manfaat pasti untuk seluruh karyawan tetap yang berusia 55 tahun ke atas. Pengelolaan dana pensiun dikelola oleh Dana Pensiun Bakrie. Selain itu, Perseroan juga mengikutsertakan karyawan dalam program pensiun melalui BPJS Ketenagakerjaan, yaitu Program Jaminan Hari Tua (JHT) dan Program Jaminan Pensiun (JPP). Untuk program JHT, karyawan setiap bulan berkontribusi sebesar 2% dari gajinya, sedangkan Perseroan berkontribusi sebesar 3,7%. Sementara itu, untuk program JPP, karyawan setiap bulan berkontirbusi 1% dari gajinya, sedangkan Perseroan berkontribusi sebesar 2%. Selama tahun 2021, sebanyak 226 karyawan (golongan staf dan non staf) dinyatakan pensiun. Perseroan telah mendistribusikan dana pensiun sebesar Rp 23,5 milyar.

The Company administers an assured benefits program for all permanent employees aged 55 years and older. The management of pension funds is managed by the Dana Pensiun Bakrie. In addition, the Company also enrolls employees in pension programs by BPJS Ketenagakerjaan, namely the Jaminan Hari Tua (JHT) and the Program Jaminan Pensiun (JPP). For the JHT program, employees are contributing 2% of their salary every month, while the Company contributes 3.7%. Meanwhile, for the JPP program, employees are contributing 1% of their salary every month, while the Company contributes 2%. During 2021, 26 employees (staff and non-staff group)were retired. The company has distributed pension funds of IDR23,5 billion.

Perseroan juga memberikan pembekalan kepada karyawan golongan staf yang akan memasuki masa pensiun dengan memberikan pelatihan persiapan pensiun. Selama tahun 2021, pelatihan persiapan pensiun dilakukan oleh Humanis Grup dan Synergi dengan total peserta sebanyak 24 karyawan dengan rincian 11 karyawan pensiun tahun 2021 dan 13 karyawan pensiun tahun 2022.

The company also provides supports to staff class employees who are about to retire by providing retirement preparation trainings. During 2021, retirement preparation trainings were carried out by Humanis Group and Synergi with a total of 24 employees were participating, consisting of 11 employees retiring in 2021 and 13 employees retiring in 2022.



Sebanyak 24 karyawan telah mengikuti pelatihan persiapan pensiun.
A total of 24 employees have attended retirement preparation training.

Pemberdayaan Masyarakat [103-1, 103-2, 103-3, 413-1]
Community Empowerments

Kegiatan operasional Perseroan banyak berhubungan langsung dengan petani plasma maupun Usaha Mikro, Kecil, dan Menengah (UMKM). Pandemi COVID-19 yang telah berlangsung selama 2 tahun berdampak negatif pada petani plasma dan UMKM karena mereka harus beradaptasi dengan menurunkan produksi barang/jasa, mengurangi jumlah/jam kerja karyawan serta jumlah saluran penjualan/pemasaran. Oleh sebab itu, Perseroan akan memaksimalkan peran dan partisipasi dalam mengelola masalah sosial dan lingkungan dengan mengutamakan pemberdayaan petani, UMKM, dan kelompok rentan lainnya. Program pemberdayaan menjadi tanggung jawab Departemen CSR. Secara berkala Departemen CSR membuat laporan CSR yang dilaporkan kepada Direksi.

Perseroan memiliki program pemberdayaan masyarakat yang terbagi ke dalam program jangka pendek dan jangka panjang. Program pemberdayaan masyarakat jangka pendek meliputi pemetaan potensi dan kebutuhan, perumusan sinergi dan publikasi program secara berkesinambungan. Sementara itu, program pemberdayaan masyarakat jangka panjang memiliki fokus pengembangan pada sembilan bidang, yaitu pendidikan, ekonomi, kesehatan, keagamaan, kepemudaan, lingkungan, infrastruktur, tanggap bencana, serta donasi/publikasi. Perseroan juga ikut serta dalam program Bakrie Infaq Club (Koin Meja) yang dihimpun oleh Yayasan Bakrie Amanah. Selama tahun 2021, Perseroan memanfaatkan dana sebesar Rp 7,36 miliar untuk program pemberdayaan masyarakat (mencakup upstream dan downstream).

The Company's operational activities are dealing directly with smallholders as well as Micro, Small and Medium Enterprises (MSMEs). The COVID-19 pandemic which has been going on for 2 years has had a negative impact on smallholders and MSMEs because they have had to adapt by reducing the production of goods/services, reducing the number/hours of employees working and also the number of sales/marketing channels. Therefore, the Company will maximize its role and participation in managing social and environmental issues by prioritizing the empowerment of farmers, MSMEs and other vulnerable groups. The empowerment programs are the responsibility of the CSR Department. Periodically the CSR Department prepares a CSR report which is then reported to the Board of Directors.

The company organizes community empowerment programs which are divided into short term and long term. Short-term programs include mapping potentials and needs, formulating continual synergies and program publications. Meanwhile, the long-term programs have a development focus on Nine areas, namely education, economy, health, religion, youth, environment, infrastructure, disaster response, and donations/publications. The Company also participates in the Bakrie Infaq Club (Koin Meja) program which is organized by the Yayasan Bakrie Amanah. During 2021, the Company spent IDR 7.36 billion of funds for community empowerment programs (include upstream and downstream).

Program PERKASA adalah program yang bertujuan untuk:
The PERKASA program is a community empowerment program aimed at:

Program Pemberdayaan Masyarakat Kebun Karet, Sawit, dan Oleokimia
The PERKASA (Oleochemicals, Natural Rubber and Palm Oil Plantations Community Empowerment) Program
(PERKASA)

- **Partisipasi dalam pengembangan kemampuan daerah untuk meningkatkan Produk Domestik Regional Bruto (PDRB).**
  Participating in the regional capacity building to increase Gross Regional Domestic Product (GRDP).

- **Peningkatan status sosial ekonomi komunitas miskin untuk kemandirian jangka Panjang yang berkesinambungan, melalui pemberdayaan institusi masyarakat lokal; serta**
  Improving the socio-economic status of poor communities to be sustainably long-term self-sufficient, by empowering local community institutions; as well as

Tahapan Implementasi Program Perkasa
PERKASA Program Implementation Stages

1. Pemeriksaan ulang desa sasaran
   Further inspection of target villages
2. Sosialisasi program
   Disseminations
3. Pemetaan sosial
   Social mapping
4. Pemberdayaan Lembaga keuangan
   Financial Institutions empowerment
5. Penyusunan program dan anggaran
   Program and budgeting preparations
6. Pembentukan Kelompok Usaha PERKASA
   PERKASA Business Group formation
7. Pengembangan Forum PERKASA
   Development of PERKASA Forums
8. Implementasi program
   Programs implementations
9. Pengembangan program unggulan berbasis Tujuan Pembangunan Berkelanjutan (TPB)
   Development of core programs based on Sustainable Development Goals (SDGs)

Forum PERKASA didirikan di seluruh Unit Usaha untuk menguatkan dan menjembatani komunikasi antara manajemen di Unit Usaha dan karyawan dengan masyarakat setempat dan tokoh-tokoh masyarakat, khususnya yang berkaitan dengan kegiatan pemberdayaan masyarakat.

PERKASA Forums are established in all Business Units to strengthen and bridge communication between the management in Business Units and the employees with the local community and community figures, especially those related to community empowerment activities.

Pendidikan
Education

Perseroan mengembangkan yayasan pendidikan di masing Unit Usaha. Hingga akhir tahun 2021, Perseroan telah memiliki 5 yayasan pendidikan, pada Unit Usaha:

- Sumbar (BPP), Yayasan Pendidikan Bakrie Pasaman Plantations, Kabupaten Pasaman Barat. Berdiri sejak tahun 2003.
- Jambi 1 (AGW), Yayasan Pendidikan Putri Ayu, Kabupaten Tungkal Ulu. Berdiri sejak tahun 2003.
- Sumut 2 (GLP), Yayasan SD Swasta Grahadura Leidongprima, Kabupaten Labuhanbatu Utara. Berdiri sejak tahun 2004.
- Jambi 2 (SNP), Yayasan Nusa Cerdas Pertiwi Bakrie, Kabupaten Muaro Jambi. Berdiri sejak tahun 2012.
- Lampung (HIM), Yayasan Pendidikan Bina Desa, Kabupaten Tulang Bawang. Berdiri sejak tahun 1988.

The Company develops educational foundations at each Business Unit area. Until the end of 2021, the Company has 5 educational foundations, on Business Unit:

- West Sumatra (BPP), Yayasan Pendidikan Bakrie Pasaman Plantations, West Pasaman Regency. Established since 2003.
- Jambi 1 (AGW), Yayasan Pendidikan Putri Ayu, Tungkal Ulu Regency. Established since 2003.
- Sumut 2 (GLP), Yayasan SD Swasta Grahadura Leidongprima, North Labuhanbatu Regency. Established since 2004.
- Jambi 2 (SNP), Yayasan Nusa Cerdas Pertiwi Bakrie, Muaro Jambi Regency. Established since 2012.
- Lampung (HIM), Yayasan Pendidikan Bina Desa, Tulang Bawang Regency. Established since 1988.

Di bawah naungan Yayasan Bakrie Pasaman Plantations, pada tahun 2003 didirikan Sekolah Dasar (SD) Bakrie Utama Sungai Aur yang berada di lingkungan Perkebunan Unit Usaha Sumbar (BPP). SD Bakrie Utama Sungai Aur merupakan Sekolah Adiwiyata, yaitu sekolah yang memiliki kurikulum berbasis lingkungan.

Under the auspices of the Yayasan Bakrie Pasaman Plantations, in 2003 the Sekolah Dasar (SD) Bakrie Utama Sungai Alur elementary school was established which is in the vicinity of Perkebunan Unit Usaha Sumbar (BPP). SD Bakrie Utama Sungai Alur is an Adiwiyata School, which is a school with an environment-based curriculum.

Selain itu, Perseroan juga bekerja sama dengan Yayasan Bakrie Amanah memberikan beasiswa dalam program Beasiswa Cerdas untuk Negeri. Penerima beasiswa pada tahun 2021, sebanyak 324 peserta. Perseroan juga menyelenggarakan sekolah gratis dan memberikan apresiasi kepada guru-guru di sekolah yang berada di lingkungan unit usahanya dengan memberikan penghargaan kepada guru teladan. Secara berkala, Perseroan melakukan rehabilitasi dan pengembangan sarana pendidikan dan penunjang. Perseroan mengalokasikan dana untuk program pendidikan sebesar Rp 5,50 miliar.

In addition, the Company also cooperates with the Yayasan Bakrie Amanah to grant scholarships in the Beasiswa Cerdas Untuk Negeri program. Scholarship awardees in 2021, were 324 participants. The Company also organizes free schools and gives appreciation to teachers at schools within our business units by awarding exemplary teachers. Periodically, the Company carries out rehabilitation and development of educational and supporting facilities. The Company allocates 5.50 billion IDR for educational programs.

Kesehatan
Health

Perseroan menyediakan fasilitas kesehatan bagi karyawan maupun masyarakat sekitar antara lain Balai Pengobatan, Pos Pelayanan Terpadu (Posyandu), serta Rumah Sakit Umum Ibu Kartini di Kisaran.

Perseroan mendukung program Pemerintah untuk memutus rantai penyebaran COVID-19 dengan melaksanakan program vaksinasi COVID-19 bagi karyawan dan keluarga, serta masyarakat sekitar di seluruh Unit Usaha. Selama tahun 2021, Perseroan mendistribusikan 3.989 dosis vaksin COVID-19 untuk masyarakat sekitar. Melalui Unit Usaha Sumut 1 (BSP) bekerjasama dengan pemerintah daerah, Perseroan membantu biaya akomodasi kegiatan vaksinasi untuk masyarakat, Perseroan juga memberikan bantuan kepada masyarakat dalam pengamanan pandemi isoman melalui Unit Usaha Jambi 1 (AGW). Sementara itu, melalui Unit Usaha Sumbar (BPP), Perseroan membantu biaya akomodasi dan konsumsi Program Gempur Vaksin.

Selain program pemutusan rantai penyebaran COVID-19, Perseroan juga melakukan program Khitanan Untuk Negeri di 3 Unit Usaha, yaitu Sumut 1 (BSP), Sumut 2 (GLP), dan Jambi 1 (AGW/AMM). Perseroan mengalokasikan dana untuk program kesehatan sebesar Rp 131,68 juta.

The company provides health facilities for employees as well as the surrounding community, including Medical Center, Integrated Service Post (Posyandu), and General Public Hospital Ibu Kartini in Kisaran.

The Company supports the Government's program to break the transmission chain of COVID-19 by organizing vaccination programs for employees and their families, as well as for the surrounding community in all Business Units. During 2021, the Company distributed 3.989 doses of COVID-19 vaccines for the surrounding community. Through the Sumut 1 Business Unit (BSP) in collaboration with the local government, the Company helps with accommodation costs for vaccination activities for the community, the Company also helps the community in protecting the isoman pandemic through Jambi 1 Business Unit (AGW). Meanwhile, through the Sumbar Business Unit (BPP), the Company aids with accommodation and consumption costs for the Gempur Vaksin program.

In addition to the program dealing with COVID-19, the Company also carried out the Khitanan Untuk Negeri program in 3 Business Units, namely Sumut 1 (BSP), Sumut 2 (GLP), and Jambi 1 (AGW/AMM). The company allocates 131.68 million IDR for health programs.

Keagamaan
Religions

Perseroan mengalokasikan dana untuk program keagamaan sebesar Rp 569,89 juta. Kegiatan program keagamaan yang dilakukan Perseroan melalui Unit Usaha mencakup:

- Pemberian tali asih ataupun pemberian paket lebaran bagi masyarakat sekitar kebun untuk >4.600 penerima manfaat/kepala keluarga;
- Santunan pelaksanaan acara keagamaan, baik untuk bulan Ramadhan maupun Natal; serta
- Sumbangan tempat ibadah maupun bantuan material untuk perbaikan atau pembangunan tempat ibadah.

The company allocates 569.89 million IDR for religious programs. Religious program activities carried out by the Company through its Business Units which includes:

- Distribution of Eid packages to communities around the plantations for more than 4,600 beneficiaries/families;
- Allowance for religious events, both for Ramadan and Christmas; as well as
- Donations for religious places and assistance in the repair or construction of religious places.

Ekonomi
Economy

Perseroan mengalokasikan dana untuk program ekonomi sebesar Rp 75,97 juta. Kegiatan program ekonomi yang dilakukan oleh Perseroan antara lain :

Pengembangan UMKM.

Perseroan melakukan pembinaan koperasi dan pengembangan UMKM. Fokus kegiatan ini adalah pembinaan, bantuan sarana dan prasarana kerja, dan bantuan modal kerja. Hingga akhir tahun 2021, tercatat terdapat 23 koperasi binaan di masyarakat, termasuk 8 di antaranya merupakan koperasi karyawan.

Pada tahun 2021, melalui Unit Usaha Jambi 1 (AGW dan AMM), Perseroan mendukung UMKM dengan memberikan bantuan berupa:

- Bantuan pembuatan serbuk jahe merah;
- Bantuan bahan baku pembuatan tempe, tahu, dan pecel;
- Bantuan bibit ikan;
- Bantuan bibit tanaman dan buah;
- Bantuan pupuk organik jangkos untuk tanaman; serta
- Bantuan pengadaan mesin *Robin*.

Program Kemitraan Inti-Plasma

Fokus dari kegiatan kemitraan inti-plasma adalah pemberian kredit modal, pembinaan tata cara berkebun yang profesional dan sesuai standar Perseroan, pembelian hasil kebun pada harga pasar, pelatihan teknis perkebunan serta program studi banding pembuatan bibit sawit.

Perseroan mengembangkan 2 bentuk pola kemitraan plasma, yaitu:

- Perkebunan Inti Rakyat Transmigrasi (PIR-Trans) untuk masyarakat transmigrasi; dan
- Kredit Koperasi Primer Anggota (KKPA) untuk masyarakat lokal yang dihimpun dalam wadah koperasi untuk efektivitas pembinaan.

Program Kemitraan Non-Plasma

Pada tahun 2021, Perseroan telah melakukan beberapa program kemitraan non plasma. Melalui Unit Usaha Lampung (HIM), Perseroan melakukan pelatihan teknis

The company allocates 75.97 million IDR for economic programs. The economic program activities by the Company includes:

MSMEs Development

The company conducts coaching for cooperatives and MSMEs development. The focus of these activities is coaching, assistance with work facilities and infrastructure, and providing working capital assistance. Until the end of 2021, there were 23 fostered cooperatives in the community, including 8 of which were employee cooperatives.

In 2021, through the Jambi 1 Business Unit (AGW and AMM), the Company supported MSMEs by providing assistances in the forms of:

- Red ginger grinding;
- Raw materials for making tempeh, tofu, and pecel;
- Fish seeds;
- Plants and fruits seeds;
- EFB organic fertilizer for plants; and
- Robin engine procurement.

Nucleus-Plasma Partnership Program

The focus of the nucleus-plasma partnership activities is the provision of capital credit, professional and company-standard gardening coaching, the purchase of garden products at market prices, plantation technical training and a comparative study program for making oil palm seeds.

The company developed 2 forms of plasma partnership patterns, namely:

- Perkebunan Inti Rakyat Transmigrasi (PIR-Trans) for transmigrated communities; and
- Kredit Koperasi Primer Anggota (KKPA) for local communities who are within a cooperative for the coaching effectiveness.

Non-Plasma Partnership Program

In 2021, the Company has carried out several non-plasma partnership programs. Through the Lampung (HIM) Business Unit, the Company conducted technical training

budidaya tanaman dan pemberian benih unggul tanaman kepada kelompok petani karet. Melalui Unit Usaha Sumut 1 (BSP) dan Sumbar (BPP), Perseroan melakukan pendampingan proses penanaman kembali atas lahan sawit masyarakat yang telah melampaui usia produktif melalui program Peremajaan Sawit Rakyat (PSR) dan program kemitraan non PSR. Adapun lingkup kemitraan non plasma yang dilakukan meliputi bantuan penyediaan benih unggul tanaman sebanyak 103.596 bibit, pendampingan dan pelatihan manajemen tekhnik perkebunan, bantuan perawatan atau perbaikan infrastruktur, bantuan penyediaan alat kerja serta pemantauan dan evaluasi.

on plant cultivations and provided superior seeds to rubber farmer groups. Through the Sumut 1 (BSP) and Sumbar (BPP) Business Units, the Company helps in the process of replanting the community palm land that has passed productive age through the Peremajaan Sawit Rakyat (PSR) program and the non-PSR. The scope of the non-plasma partnership includes helping the provision of superior plant seeds as many as 103,596 seedlings, assistance and training in plantation technical management, assistance in maintenance or infrastructural repair, in providing work tools as well as in monitoring and evaluation.

Kepemudaan
Youth

Perseroan mengalokasikan dana untuk program kepemudaan sebesar Rp 122 juta. Kegiatan program kepemudaan yang dilakukan Perseroan antara lain:

Sekolah Sepak Bola (SSB) Bakrie Asahan

Pada tahun 2009 Perseroan mendirikan Sekolah Sepak Bola (SSB) Bakrie Asahan di dekat pabrik Bunut dan Kisaran milik Unit Usaha Sumut 1 (BSP). Pada akhir tahun 2021, tim SSB Bakrie Asahan untuk anak usia di bawah 13 tahun (U-13) menjadi perwakilan dari Sumatera Utara dan memenangi kompetisi *Fossbolindo Junior League* (FJL) tingkat nasional. Dua pemain dari tim SSB juga memperoleh penghargaan sebagai kipper dan pemain terbaik.

Pramuka Gugus Depan (Gudep) 007-008

Perseroan mengembangkan kegiatan pramuka tingkat penggalang melalui Gugus Depan (Gudep) 007-008 di pabrik karet Sumut 1 (BSP). Kegiatan ini menggalang anak-anak usia 11-17 tahun dengan total peserta sebesar 35 peserta. Sebanyak 75% peserta merupakan anak karyawan dan 25% merupakan anak masyarakat sekitar pabrik. Sementara itu, untuk pembina pramuka, 50% merupakan karyawan dan 50% guru SD setempat.

Pembinaan Karang Taruna/Kepemudaan

Melalui Unit Usaha Sumbar (BPP), Perseroan melakukan pembinaan karang taruna/kepemudaan dengan fokus kegiatan berupa sosialisasi bahaya narkoba serta pengadaan sarana dan prasarana olah raga.

The company allocates IDR 122 million for youth programs. Youth program activities carried out by the Company including:

Bakrie Asahan Football School (SSB)

In 2009, the Company established a Sekolah Sepak Bola (SSB) Bakrie Asahan near the Bunut and Kisaran factories belonging to the Sumut 1 Business Unit (BSP). At the end of 2021, the SSB Bakrie Asahan team for children under 13 years old (U-13) became the representative team of Sumatra Utara and won the national-level Fossbolindo Junior League (FJL) competition. Two players from the SSB team also won the awards for the best goalkeeper and player.

Scouting Gugus Depan (Gudep) 007-008

The company organizes scouting level activities through Gugus Depan (Gudep) 007-008 at the Sumut 1 (BSP) rubber factory. This activity invited children aged 11-17 years with a total of 35 participants. As many as 75% of the participants were employees' children and 25% were of the locals. Meanwhile, for scout coaches, 50% are employees and 50% are local elementary school teachers.

Karang Taruna / Youth Development

Through the West Sumatra Business Unit (BPP), the Company conducts youth/youth coaching with a focus on activities in the form of socializing the dangers of drugs and procuring sports facilities and infrastructure.

Lingkungan
Environment

Perseroan mengalokasikan dana untuk program lingkungan sebesar Rp 29,5 juta. Pada tahun 2021, kegiatan program lingkungan yang dilakukan Perseroan adalah

- Normalisasi parit aliran sungai sekitar kebun Bunut dan pengembangan kawasan wisata *mangrove* pada Unit Usaha Sumut 1 (BSP);
- Bantuan 2.000 bibit ikan gurami dan 6.000 bibit lele untuk dilepas di sungai pada Unit Usaha Jambi 1 (AGW/AMM) dalam rangka memperingati Hari Lingkungan Hidup Sedunia;
- Bantuan dana pembelian bibit buah-buahan; dan
- Pelestarian air dan lingkungan di sekitar Unit Usaha Jambi 2 (SNP).

The company allocates IDR 29.5 million for environmental programs. In 2021, the environmental program activities carried out by the Company were:

- Normalization of river flow ditches around the Bunut plantation and development of a mangrove tourism area at the Sumut 1 Business Unit (BSP);
- Assistance of 2,000 carp seeds and 6,000 catfish seeds to be released into the river at the Jambi Business Unit 1 (AGW/AMM) in celebration of the World Environment Day;
- Funding for the purchase of fruit seeds; and
- Conservation of water and the environment around the Jambi 2 Business Unit (SNP).

Infrastruktur
Infrastructures

Perseroan mengalokasikan dana untuk program infrastruktur sebesar Rp 216,86 juta. Pada tahun 2021, kegiatan program infrastruktur yang dilakukan Perseroan antara lain:

- Perbaikan jaringan jalan dan jembatan di Unit Usaha Sumut 2 (GLP) dan Jambi 2 (SNP);
- Melalui Unit Usaha Sumbar (CCI), memberikan bantuan pembuatan dan perbaikan jalan obyek wisata Telun Berasap di Nagari Bukit Buai Tapan, Sumatra Barat; serta
- Melalui Unit Usaha Bengkulu (AM), berpatisipasi dalam pengerasan lahan parkir Desa Suka Makmur, Marga Sakti Sebelat, Bengkulu Utara.

The company allocates IDR 216.86 million for infrastructure programs. In 2021, the Company's infrastructure program activities were:

- Repaired road networks and bridges in the Sumut 2 (GLP) and Jambi 2 (SNP) Business Units;
- Through the Sumbar Business Unit (CCI), assisted the construction and repair of roads for the Telun Berasap tourist attraction in Nagari Bukit Buai Tapan, West Sumatra; as well as
- Through the Bengkulu Business Unit (AM), contributed in paving the parking lot for Suka Makmur Village, Marga Sakti Sebelat, North Bengkulu.

Tanggap Bencana
Disaster Response

Perseroan mengalokasikan dana untuk program tanggap bencana sebesar Rp118,45 juta. Pada tahun 2021, Perseroan melakukan program tanggap bencana berupa:

- Program Rendang Kaleng dari Qurban untuk Negeri, merupakan program penyaluran makanan siap saji kornet rendang sapi untuk masyarakat korban erupsi Gunung Semeru serta penyintas COVID-19 di sekitar Unit Usaha;
- Penyaluran dana tanggap bencana melalui Unit Usaha Kalsel (MIB), Jambi 1 (AGW/AMM), dan Sumbar (CCI) untuk korban bencana banjir di sekitar Unit Usaha; dan
- Melalui Unit Usaha Sumbar (CCI), melakukan penyaluran bantuan sosial untuk lansia yang terdampak COVID-19.

The company allocated IDR118.45 million for disaster response programs. In 2021, the Company carried out disaster response programs in the forms of:

- The Canned Rendang program from Qurban Untuk Negeri, is a program of distributing ready-to-eat corned beef rendang for victims of the Mount Semeru eruption and COVID-19 survivors around Business Units;
- Distribution of disaster response funds through the Kalsel Business Unit (MIB), Jambi 1 (AGW/AMM), and Sumbar (CCI) for flood victims around the Business Units; and
- Through the Sumbar Business Unit (CCI), distributing social assistance to the elderlies affected by COVID-19.

Donasi/Publikasi
Donations/Publications

Perseroan mengalokasikan dana untuk program donasi/publikasi sebesar Rp473,41 juta. Pada tahun 2021, dana ini digunakan untuk:

- Pembangunan daerah tempatan maupun bantuan dana pratisipasi berbagai proposal/kegiatan di lingkungan masyarakat sekitar pabrik dan kebun di Unit Usaha Sumut 2 (GLP), Jambi 1 (AGW/AMM), dan Sumbar (BPP); serta
- Bantuan dana untuk melakukan sinergi kegiatan CSR dengan Pemerintah Daerah di Unit Usaha Sumbar (BPP).

The company allocated IDR473.41 million for donation/publication programs. In 2021, these funds were utilized for:

- Development of the local area as well as funding assistance in participation of various proposals/activities within the communities around the factories and plantations at the Sumut 2 (GLP), Jambi 1 (AGW/AMM) and Sumbar (BPP) Business Units;
- Funding assistance to synergize CSR activities with the Regional Government in the Sumbar Business Unit (BPP).

Mekanisme Pengaduan Masyarakat/Lingkungan Masyarakat [413-1]

Complaint Mechanism for the Community/Environment



Perseroan memberikan akses kepada masyarakat maupun pemangku kepentingan lainnya terkait dampak kegiatan operasional dan tanggung jawab lingkungan yang diterapkan melalui kotak pengaduan dan email. Laporan pengaduan beserta dengan bukti pendukung yang masuk akan diproses dan dikaji oleh Unit Penanganan Keluhan (UPK). Kemudian, Tim Verifikasi akan melakukan verifikasi lapangan jika terdapat bukti yang cukup. Hasil dari verifikasi lapangan akan dilaporkan langsung ke Direksi. Selanjutnya, Direksi akan mengambil keputusan tindak lanjut berdasarkan laporan hasil verifikasi lapangan yang diserahkan ke unit terkait. Selama tahun 2021, Perseroan tidak menerima pengaduan keluhan dari masyarakat terkait aspek sosial maupun lingkungan.

The company provides access to the public and other stakeholders regarding the impact of operational activities and environmental responsibility which is implemented via a complaint box and email. Complaint reports along with supporting evidence will be processed and reviewed by the Complaint Handling Unit. Then, the Verification Team will conduct field verification for sufficient evidence. The results of the field verification will be reported directly to the Board of Directors. Afterwards, the Board of Directors will make a follow-up decision based on the field verification report submitted to the relevant unit. During 2021, the Company did not receive any complaints from the public regarding social and environmental aspects.



Planet

Biaya Lingkungan Hidup
Environmental Costs

2021: Rp **8,56** miliar million IDR
2020: Rp **7,34** miliar million IDR
2019: Rp **7,78** miliar million IDR

Biaya Lingkungan Hidup mencakup upstream dan downstream
Environmental costs included upstream dan downstream

Keanekaragaman Hayati [103-1, 103-2, 103-3]
Biodiversity

Hingga akhir tahun 2021, Perseroan mengelola lahan seluas 67.714 Ha untuk perkebunan sawit dan karet. Terlepas dari kegiatan utama bisnis, Perseroan memiliki komitmen untuk menjaga keanekaragaman hayati di lokasi operasi, dengan mengalokasikan lahan seluas 63,45 Ha sebagai area konservasi flora dan fauna langka, penyerapan air, serta untuk kepentingan pendidikan. Area konservasi tersebut berada di Unit Usaha Sumbar (BPP), Sumut 1 (BSP), dan Jambi 1 (AGW) dengan masing-masing luas area konservasi sebesar 30 Ha, 19,10 Ha, dan 14,35 Ha. Perseroan bekerja sama dengan Dinas Kehutanan untuk mengelola area konservasi tersebut. Program perlindungan keanekaragaman hayati menjadi tanggung jawab Departemen QHSE & Sustainability. Secara berkala Departemen QHSE & Sustainability membuat laporan kegiatan yang dilaporkan kepada Direksi.

Until the end of 2021, the Company manages 67,714 Ha of land for oil palm and rubber plantations. Apart from the main business activities, the Company is committed to maintaining biodiversity in its operating locations, by allocating 63.45 Ha of land as a conservation area for rare floras and faunas, water absorptions, as well as for educational purposes. The conservation areas are located in the Sumbar (BPP), Sumut 1 (BSP), and Jambi (AGW) Business Units with a conservation area of 30 Ha, 19.10 Ha and 14.35 Ha respectively. The company cooperates with the Forestry Agency to manage the conservation area. The biodiversity protection program is the responsibility of the QHSE & Sustainability Department. Periodically the QHSE & Sustainability Department prepares activity reports which are then reported to the Board of Directors.

Pada tahun 2021, Perseroan telah melakukan Penilaian Kembali *(re-assessment)* atas kawasan dengan Nilai Konservasi Tinggi (NKT)/Stok Karbon Tinggi (SKT) dalam rangka pemutakhiran proses identifikasi keanekaragaman hayati yang dikelola Perseroan dan pemenuhan standar sertifikasi keberlanjutan (ISPO dan RSPO). Secara berkala, Perseroan juga melakukan pemantauan terhadap jenis flora dan fauna yang dilindungi yang terkena dampak kegiatan operasional Perseroan. [304-1, 304-4]

In 2021, the Company has carried out a re-assessment of areas with High Conservation Value (HCV)/High Carbon Stock (HCS) in order to update the process of identifying biodiversity managed by the Company and fulfilling sustainability certification standards (ISPO and RSPO). Periodically, the Company also monitors the types of protected flora and fauna affected by the Company's operational activities. [304-1, 304-4]

Hasil Penilaian HCV [304-1]
HCV Assessments Result

Unit Usaha Business Units	Area Konsesi (Ha) Concession Area (Ha)	Area Penilaian (Ha) Assessment Area (Ha)	%	Hasil Identifikasi HCV HCV Identification Result
Sumut 1 (BSP)	18.556	11,51	0,06	HCV 1, HCV 4, dan HCV 6 HCV 1, HCV 4, and HCV 6
Sumbar (BPP)	9.720	507,6	5,22	HCV 1, HCV 3, dan HCV 4. Ditemukan juga HCV 6 di luar areal HGU, tetapi berbatasan langsung HCV 1, HCV 3, and HCV 4. HCV 6 was also found outside the HGU area, but directly adjacent.
Jambi (AGW)	4.686	611,27	13,04	HCV 1, HCV 2, dan HCV4 HCV 1, HCV 2, and HCV 4
Total	32.962	1.130,38		



Data terkait nama spesies fauna dan flora, serta status perlindungan berdasarkan IUCN Red List dapat dilihat pada Lampiran
Name of protected fauna and flora species, as well as protection status based on IUCN Red List can be seen in the Appendix

Miniatur Hutan Konservasi [304-3]

Sejak tahun 2011 Perseroan mengembangkan Miniatur Hutan Konservasi di Unit Usaha Jambi 1 (AGW). Miniatur Hutan Konservasi ini berlokasi di tengah perkebunan sawit dengan luas 17 Ha, dan berada dekat dengan lingkungan masyarakat. Miniatur Hutan Konservasi bertujuan untuk menjaga dan mengembangkan keanekaragaman hayati dan mengelola ekosistem sekitarnya. Selain itu, Miniatur Hutan Konservasi juga menjadi area resapan air, area yang memproduksi O_2 dan menyerap CO_2, sumber makanan hewan, serta sebagai area wisata bagi masyarakat dan karyawan.

Miniature Conservation Forest [304-3]

Since 2011 the Company has developed a Miniature Conservation Forest in the Jambi 1 (AGW) Business Unit. This Miniature Conservation Forest is located in the middle of a palm plantation with an area of 17 Ha and is close to the community environment. Miniature Conservation Forest aims to maintain and develop biodiversity and manage the surrounding ecosystem. Apart from that, the Miniature Conservation Forest is also a water absorption area, an area that produces O_2 and absorbs CO_2, a source of food for animals, as well as a tourism area for the community and employees.

Hutan Vegetasi [304-3]

Sejak tahun 2011, melalui Unit Usaha Jambi 1 (AGW), Perseroan mengembangkan kawasan hutan vegetasi di beberapa lokasi kebun. Hutan vegetasi ini bertujuan untuk mempertahankan kelestarian lingkungan khususnya habitat hewan dan tumbuhan, sebagai upaya untuk mengembalikan dan meningkatkan kualitas lingkungan, serta memperbaiki keseimbangan ekosistem. Hutan vegetasi dan habitat yang ada di dalamnya berjalan secara alami. Perseroan tidak melakukan pemantauan khusus terhadap habitat hewan dan tumbuhan yang ada di kawasan hutan vegetasi.

Vegetation Forest [304-3]

Since 2011, through the Jambi 1 (AGW) Business Unit, the Company has developed vegetation forest areas in several plantation locations. This vegetation forest aims to maintain environmental sustainability, especially animal and plant habitats, as an effort to restore and improve environment quality, as well as to improve ecosystem balance. Forest vegetation and the habitats within are functioning naturally. The company does not carry out special monitoring of animals and plant habitats in the vegetation forest area.

Pengelolaan Lahan Gambut

Dalam pengelolaan lahan gambut, Perseroan senantiasa menerapkan praktek-praktek terbaik berdasarkan peraturan perundangan yang berlaku termasuk melakukan kerjasama dengan para ahli dalam melakukan kajian dan mendapatkan masukan terbaik dalam pengelolaan lahan gambut. Perseroan juga aktif melakukan pembinaan kepada desa-desa di sekitar anak usaha untuk menjadi desa yang peduli terhadap pengelolaan gambut dalam rangka mencegah terjadinya kebakaran hutan dan lahan (karhutla). Diantara praktek terbaik pengelolaan gambut yang dilakukan Perseroan antara lain optimalisasi tata Kelola air *(water management)* dalam rangka menjaga Tinggi Muka Air Tanah (TMAT) sesuai kondisi optimal (40 cm dibawah permukaan tanah), pemantauan berkala TMAT (manual dan logger) dan penurunan lahan gambut (subsidensi).

Peatland Management

In managing peatlands, the Company always applies best practices based on applicable laws and regulations, including collaborating with experts in conducting studies and obtaining the best input on peatland management. The company is also actively provides guidance to villages around its subsidiaries to become villages that care about peat management in order to prevent forest and land fires (karhutla). Among the best practices in peat management carried out by the Company were optimizing water management in order to maintain the Ground Water Level according to optimal conditions (40 cm below the ground surface), periodic monitoring of Ground Water Level (manual and logger) and peat land subsidence.

Pencegahan Kebakaran Hutan dan Lahan (Karhutla)

Perseroan berkomitmen dalam mencegah kebakaran hutan dan lahan (karhutla) dengan mengembangkan dan memperkuat sistem pencegahan dan penanggulangan Karhutla. Pengendalian yang sudah dilakukan Perseroan antara lain:

- Kerjasama multipihak untuk memperkuat kolaborasi dalam mengimplementasikan program-program pencegahan kebakaran
- Pemasangan alat peraga peringatan dini
- Identifikasi dan pemetaan areal areal yang rawan kebakaran
- Patroli terintegrasi dan pengamatan insiden kebakaran oleh tim patroli kebakaran;
- Pelatihan pencegahan kebakaran secara rutin, khususnya di area perkebunan yang berisiko tinggi;
- pemantauan cuaca dan titik panas berdasarkan data dari satelit
- Pemeliharaan sarana dan prasarana pencegahan kebakaran.
- Pembangunan menara pemantauan kebakaran.
- Pemetaan sumber-sumber air.
- Pengamanan kebakaran dan komunikasi rutin kepada pemangku kepentingan utama mengenai Kebijakan Keberlanjutan Perseroan, khususnya terkait larangan pembakaran lahan.

Forest and Land Fires (Karhutla) Prevention

The Company is committed to preventing forest and land fires (karhutla) by developing and strengthening a Karhutla prevention and control system. The actions that have been carried out by the Company include:

- Multi-parties cooperation to strengthen collaboration in implementing fire prevention programs;
- Installation of early warning props;
- Identification and mapping of fire-prone areas;
- Integrated patrol and observation of fire incidents by the fire patrol team;
- Regular fire prevention training, especially in high risk plantation areas;
- Weather monitoring and hot spots based on data from satellites;
- Maintenance of fire fighting apparatus;
- Construction of fire monitoring towers;
- Water sources mapping;
- Fire safety measures and routine communication to key stakeholders concerning the Company's Sustainability Policy, particularly regarding the prohibition of land burning.

Pengendalian Hama [304-2]
Pest Control

Perseroan mengendalikan hama perkebunan secara biologis untuk mendukung upayanya dalam mengurangi penggunaan paraquat dan pestisida lainnya. Pengendalian secara biologis atau yang disebut juga dengan pengendalian hayati dilakukan dengan cara memanfaatkan tanaman bunga pukul delapan *(Turnera ulmifolia dan Turnera subulate)* sebagai inang bagi serangga pemangsa hama Ulat Api *(Setothosea asigna),* serta penangkaran Burung Hantu *(Tyto alba)* sebagai pemangsa hama tikus.

The Company controls plantation pests biologically to support its efforts in reducing the use of paraquat and other pesticides. Biological control is carried out by utilizing bunga pukul delapan plants *(Turnera ulmifolia and Turnera subulate)* as hosts for caterpillar pest predators *(Setothosea asigna),* as well as owls *(Tyto alba)* as rat predators.

Informasi terkait daftar pestisida dan bahan kimia yang digunakan dapat dilihat di Lampiran.
Information regarding the list of pesticides and chemicals used can be seen in the Appendix.

Emisi [103-1, 103-2, 103-3]
Emission

Perseroan membutuhkan energi seperti BBM dan listrik untuk kegiatan operasionalnya. Dari penggunaan energi tersebut, Perseroan menghasikan emisi Gas Rumah Kaca (GRK). Salah satu faktor utama pemanasan global adalah emisi GRK. Perseroan berkomitmen untuk melakukan pengendalian emisi dan turut berkontribusi dalam upaya bersama penanganan perubahan iklim. Pengendalian emisi menjadi tanggung jawab Departemen Operasional (kebun dan pabrik) yang dikoordinasikan oleh Departemen QHSE & Sustainability. Secara berkala, kinerja pengendalian emisi dipantau dan dilaporkan kepada Direksi dan pihak-pihak berwenang.

The Company requires energy such as fuel and electricity for its operational activities. From this energy use, BSP generates greenhouse gas (GHG) emissions. One of the main factors of global warming is GHG emissions. The Company is committed to controlling emissions and contributing to joint efforts to address climate change. Emission control is the responsibility of the Operational Department (plantations and mills, which is coordinated by the QHSE & Sustainability Department. Periodically, emission control performance is monitored and reported to the Board of Directors and the authorities.

Pengendalian emisi yang dilakukan Perseroan dengan melakukan beberapa kegiatan yang bersifat pencegahan antara lain: inventarisasi sumber emisi, sosialisasi upaya-upaya pengurangan emisi, efisiensi penggunaan material sumber emisi dan perhitungan emisi GRK. Perseroan melakukan inventarisasi emisi mengacu pada perhitungan emisi GRK berdasarkan standar RSPO dan ISPO dengan satuan Ton CO_2 ekuivalen (Ton CO_2eq). Sumber emisi GRK yang dihasilkan oleh Perseroan berasal dari kegiatan operasional di kebun maupun pabrik.

The emission control carried out by the Company is by carrying out several preventative activities including: inventory of emission sources, socialization of emission reduction efforts, efficient use of emission source materials and calculation of GHG emissions. The company conducts an emission inventory referring to the calculation of GHG emissions based on the RSPO and ISPO standard emission calculations in Ton CO_2 equivalent (Ton CO_2eq). The source of GHG emissions produced by the Company comes from operational activities in plantations and plants.

Volume Emisi GRK (Ton CO_2eq) [305-1]
GHG Emissions Volume

Sumber Emisi Emissions Source	2021	2020	2019
Cakupan 1 | Scope 1			
Pabrik kelapa sawit | Palm oil mills	8.854,00	8.886,20	12.804,40
Pabrik oleokimia | Oleochemicals plants	16.924,48	16.018,10	14.247,59
Pabrik karet | Rubber plants	1.079,96	1.722,16	1.626,86
Pengangkutan TBS | FFB transportations	851,67	799,82	932,67
Total Emisi Cakupan 1 | Total Scope 1 Emissions	**27.710,11**	**27.426,28**	**29.611,52**

Intensitas Emisi GRK [305-4]
GHG Emission Intensity

Sumber Emisi Emissions Source	2021	2020	2019
Pabrik kelapa sawit | Palm oil mills	0,24	0,20	0,22
Pabrik oleokimia | Oleochemicals plants	0,01	0,02	0,02
Pabrik karet | Rubber plants	0,54	0,60	0,80
Pengangkutan TBS | FFB transportations	0,02	0,02	0,02

Pada tahun 2021, total emisi mengalami kenaikan sebesar 1,03% atau 283,83 Ton CO_2eq yang disebabkan oleh proses produksi dan pengangkutan. Perseroan terus berupaya untuk mengurangi emisi yang dihasilkan dengan cara:

[305-5]

- Implementasi praktek budidaya tanaman dan pengolahan yang baik berdasarkan SOP
- Sosialisasi upaya upaya pengurangan emisi GRK
- Efisiensi penggunaan material sumber emisi
- Perawatan kendaraan dan mesin secara berkala
- Pengaturan pemanfaatan transportasi secara efektif dan efisien
- Pemupukan secara efektif sesuai dengan dosis dalam rekomendasi pemupukan
- Melakukan penyemprotan sesuai dengan dosis dalam rekomendasi penyemprotan pestisida
- Menggunakan bahan bakar nabati (cangkang, fiber) untuk mengurangi penggunaan bahan bakar fosil
- Uji berkala untuk emisi boiler, mesin diesel dan generator
- Pemanfaatan *Palm Oil Mill Effluent* (POME) untuk *Land Application*.
- Pemantauan dan perawatan berkala POME.

In 2021, total emissions increased by 1.03% or 283.83 Tons of CO_2eq caused by production and distribution process. The company continues to endeavor in reducing the generated emissions by:

[305-5]

- Implementation of good plant cultivations and processing practices based on SOP
- Dissemination of efforts to reduce GHG emissions
- Efficient use of emission source materials
- Periodic maintenance of vehicles and machineries
- Regulating the use of transportation effectively and efficiently
- Effective fertilization according to the fertilization's recommended dosage
- Spraying according to the dosage in the recommendations for spraying pesticides
- Using biofuels (shells, fiber) to reduce the use of fossil fuels
- Periodic tests for boilers, diesel engines, and generators emissions
- Utilization of Palm Oil Mill Effluent (POME) for Land Application
- Monitoring and regular maintenance of POME



Energi [103-1, 103-2, 103-3]
Energy

Perseroan membutuhkan energi seperti listrik dan BBM untuk menjalankan kegiatan operasionalnya. Energi yang dibutuhkan antara lain untuk pengangkutan bahan mentah dan proses produksi.

Upaya yang dilakukan Perseroan untuk mengurangi konsumsi energi adalah dengan:

- Modifikasi boiler dari tipe SFPO menjadi tipe membrane yang memiliki tingkat efisiensi tinggi;
- Menggunakan sumber energi alternatif biomassa sebagai bahan bakar boiler;

Program konservasi energi menjadi tanggung jawab Departemen Operasional (kebun dan pabrik) yang dikoordinasikan oleh Departemen QHSE & Sustainability. Semua Unit Usaha melakukan program konservasi energi. Secara berkala, program konservasi energi di semua Unit Usaha diaudit oleh lembaga sertifikasi terkait melalui kegiatan pemeriksaan lapangan.

The company needs energy such as electricity and fuel to carry out its operational activities. The energy needed, among others, is for the transportation of raw materials and production processes.

Efforts made by the Company to reduce energy consumption includes the following:

- Boiler modification from SFPO type to membrane type with a highier efficiency level;
- Utilizing alternative energy sources of biomass as boiler fuel;

The energy conservation program is the responsibility of the Operational Department (plantations and mills), which is coordinated by the QHSE & Sustainability Department. All Business Units carry out energy conservation programs. Periodically, the energy conservation program in all Business Units is audited by the relevant certification body through on-site assessments.



Volume Total Pemakaian Energi di dalam Perseroan (dalam Gigajoule) [302-1]

Total Volume of Energy Usage within the Company (in Gigajoules)

Pabrik
Mill

2020	103.201,16
2021	111.988,05
2019	94.161,60

Intensitas Energi [302-3]

Energy Intensity

2020	3.877 kWh /produksi kWh/production
2021	3.317 kWh/produksi kWh/production
2019	3.828 Kwh/produksi kWh/production

Pemanfaatan Energi Terbarukan

Utilization of Renewable Energy

2021
konsumsi energi yang digunakan dari biomassa
energy consumption from biomass
12.398 kWh.

Sejak tahun 2008, Perseroan telah mengembangkan *biomassa*. Selain sebagai komitmen Perseroan untuk memanfaatkan energi terbarukan, *biomassa* juga merupakan komitmen Perseroan untuk meningkatkan pemakaian material ramah lingkungan dengan mengolah cangkang dan *fiber* menjadi bahan bakar *boiler*. Pada tahun 2021, konsumsi energi yang digunakan dari biomassa adalah sebesar 12.398 kWh.

Since 2008, the Company has been developing biomasses. Aside from being the Company's commitment to utilizing renewable energy, biomass is also the Company's commitment to increase the use of environmentally friendly materials for example by processing shells and fiber into boiler fuel. In 2021, the energy consumption from biomass was 12,398 kWh.

Air dan Efluen [103-1, 103-2, 103-3]
Water and Effluent

Perseroan membutuhkan air untuk kegiatan operasionalnya, baik di pabrik maupun di perkebunan. Sumber air yang digunakan berasal dari air tanah dan air permukaan. Perseroan menggunakan air permukaan untuk proses pembersihan alat-alat kerja. Sementara itu, untuk air tanah digunakan Perseroan untuk proses produksi. Perseroan berupaya untuk melakukan pengelolaan air dengan efisien meliputi penggunaan air, pengelolaan air bekas pakai hingga proses pembuangannya. Pengelolaan air menjadi tanggung jawab Departemen Operasional (kebun dan pabrik) yang dikoordinasikan oleh Departemen QHSE & Sustainability. Evaluasi dan pemantauan kinerja pengelolaan air dilakukan secara berkala dan dilaporkan kepada Direksi [303-1]

The company needs water for its operational activities, both in factories and plantations. The source of water used comes from ground water and surface water. The Company uses surface water for the process of cleaning work tools. Meanwhile, groundwater is used by the Company for the production process. The company strives to manage water efficiently, limiting water use, used water management, and its disposal process. Water management is the responsibility of the Plantations and Mills Department, which is coordinated by the QHSE & Sustainability Department. Evaluation and monitoring of waste management performance is carried out periodically and reported to the Board of Directors. [303-1]

Pada perkebunan sawit, Perseroan menerapkan penggunaan parit, baik parit buatan maupun alami. Perseroan menggunakan parit untuk menjaga kelembaban tanah pada lahan gambut dengan perbandingan 1 parit untuk setiap 4 baris tanaman sawit. Secara berkala, Perseroan akan melakukan pengawasan ketinggian air dalam parit sehingga kebutuhan air tanaman sawit tetap terjaga, yaitu dapat digunakan sebagai penampung air saat musim hujan dan sebagai cadangan air *slow release* saat musim kemarau.

In palm oil plantations, the Company implements the use of ditches, both man-made and natural ditches. The company uses ditches to maintain soil moisture on peatlands with a ratio of 1 ditch for every 4 rows of oil palm trees. Periodically, the Company will monitor the water level in the ditches so that the water needs of the plants are maintained, which can also be used as a water reservoir during the rainy season and as a slow release water reserve during the dry season.

Upaya efisiensi penggunaan air yang dilakukan Perseroan antara lain:

- Sosialisasi rutin kepada karyawan terkait pentingnya penggunaan air yang efisien;
- Pemantauan tingkat efisiensi penggunaan air;
- Melakukan perawatan instalasi air;
- Melakukan perbaikan instalasi air jika terjadi kebocoran;
- Menjaga daerah tangkapan air di dalam wilayah operasional dengan melakukan penghijauan sepanjang daerah aliran sungai;

Water usage efficiency efforts by the Company include:

- Routine dissemination to employees concerning the importance of efficient water usage;
- Monitoring the efficiency level of water usage;
- Performing water installation maintenance;
- Carrying out repairs to water installations in the event of a leakage;
- Maintain the water catchment area within the operational area by carrying out reforestation along the watershed.;

Selain efisiensi air, Perseroan juga memanfaatkan hasil daur ulang olahan limbah cair yang dikelola dalam kolam Instalasi Pengolahan Air Limbah (IPAL) untuk pemenuhan kebutuhan air. Perseroan telah dilengkapi dengan kolam Instalasi Pengolahan Air Limbah (IPAL). Perseroan

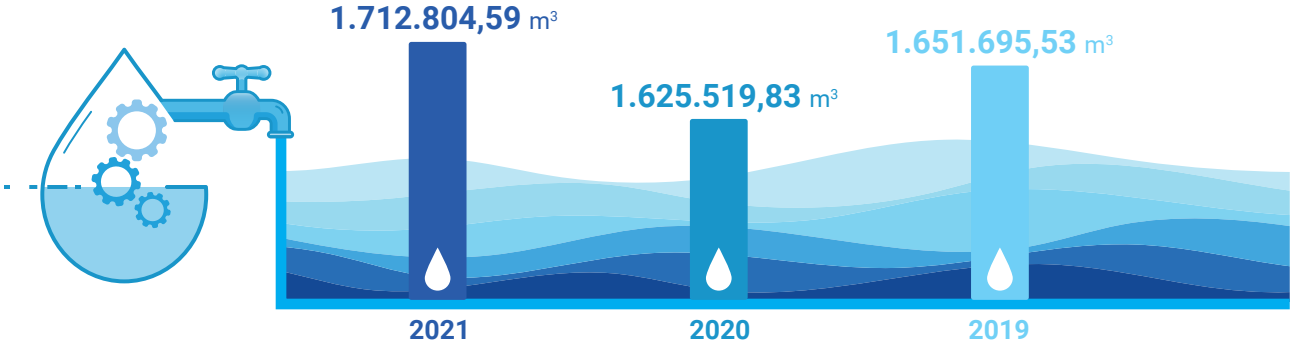
In addition to water efficiency, the Company also utilizing the results of recycled processed liquid waste that is managed in a Wastewater Treatment Plant (WWTP) pool to meet water needs. The Company has 6 processing ponds in the Sumut 1 (BSP), 7 processing ponds in the Sumbar

memiliki 6 kolam pengolahan di Unit Usaha Sumut 1 (BSP), 7 kolam pengolahan di Unit Usaha Sumbar (BPP), 8 kolam pengolahan di Unit Usaha Jambi 1 (AGW/AMM), 11 kolam pengolahan di Unit Usaha Jambi 2 (SNP) dan 12 kolam pengolahan di Unit Usaha Sumut 2 (GLP).

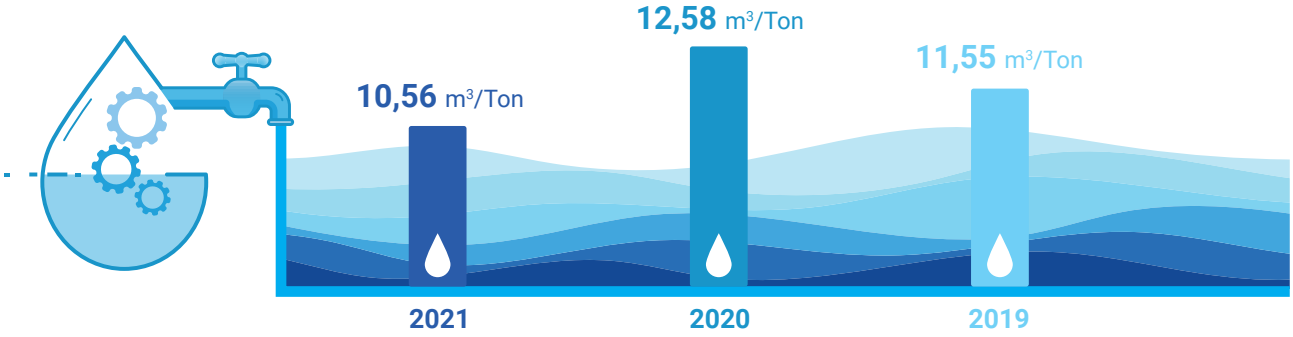
(BPP) Business Unit, processing ponds in the Sumbar (SPP Air Balam) Business Units, 8 processing ponds in the Jambi 1 (AGW/AMM), 11 processing ponds in the Jambi 2 (SNP) Business Unit, and 12 processing ponds in the Sumut 2 (GLP) Business Units.

Pemakaian Air [303-5]
Water Usage

Total Pemakaian Air
Total Water Usage



Intensitas Pemakaian Air
Water Usage Intensity



Volume Total Penarikan Air berdasarkan Sumber (m^3) [303-3]
Total Volume of Water Withdrawal by Source (in m^3)

Sumber Air Water Sources	Satuan Unit	2021	2020	2019
Sawit Palm				
Air permukaan - APU (sungai) Surface water – APU (rivers)	m^3	1.167.337,87	1.053.450,23	1.154.328,93
Air tanah - Air Bawah Tanah (sumur bor) Groundwater - Underground Water (drilled wells)	m^3	243.025,80	306.107,62	330.393,34
Total		**1.410.363,67**	**1.359.557,85**	**1.484.722,27**
Oleokimia Oleochemicals				
Air permukaan Surface water	m^3	345.180	331.690	274.950
Total		**345.180**	**331.690**	**274.950**
Karet Natural Rubber				
Air permukaan - APU (sungai) Surface water – APU (rivers)	m^3	65.688,00	105.874,50	93.410,40
Air tanah - Air Bawah Tanah (sumur bor) Groundwater - Underground Water (drilled wells)	m^3	197.979,50	199.446,60	258.200,60
Total		**263.667,50**	**305.321,10**	**351.611,00**

Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Sawit - Izin Land Application (LA) [303-2]
Results of Processed Wastewater Quality Assessment in Palm Segment – Land Application Permit (IPLC)

Parameter	Baku Mutu Standards Threshold	2021	2020	2019
Biological Oxygen Demand (BOD)	5.000 mg/L	1.729,29	1.875,44	2.285,80
Chemical Oxygen Demand (COD)	-	5.463,72	4.696,23	5.081,55
Tingkat Keasaman (ph) Acidity (pH)	6-9	7,67	7,53	7,78
Minyak dan Lemak Oils and Fats	-	31,24	52,50	71,49
Timbal (Pb) Lead (Pb)	-	0,07	0,01	0,02
Tembaga (Cu) Copper (Cu)	-	0,11	0,05	0,19
Cadmium (Cd)	-	0,01	0,01	0,00
Seng (Zn) Zinc (Zn)	-	0,20	0,15	68,19

Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Sawit - Izin Pembuangan Limbah Cair (IPLC) [303-2]
Results of Processed Wastewater Quality Assessment in Palm Segment - Liquid Waste Disposal Permit (IPLC)

Parameter	Baku Mutu Standards Threshold	2021	2020	2019
Biological Oxygen Demand (BOD)	100 mg/L	30,27	70,37	100,15
Chemical Oxygen Demand (COD)	350 mg/L	110,16	187,46	250,79
Tingkat Keasaman (ph) Acidity (pH)	6-9	7,33	7,79	7,98
Minyak dan Lemak Oils and Fats	25 mg/L	1,94	1,21	1,64
N-Total	50 mg/L	6,85	14,31	17,84
TSS	250 mg/L	19,58	52,69	27,32

Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Karet [303-2]
Results of Processed Wastewater Quality Assessment in Rubber Segment

Parameter	Baku Mutu Standards Threshold	2021	2020	2019
Biological Oxygen Demand (BOD)	60 mg/L	30,86	33,71	42,76
Chemical Oxygen Demand (COD)	200 mg/L	104,11	97,65	112,09
TSS	100 mg/L	42,08	43,59	34,10
Amonia (sebagai NH3-N) Ammonia (NH3-N)	5 mg/L	2,76	2,73	2,44
Total Nitrogen (sbg N) Total Nitrogen (N)	10 mg/L	5,02	4,73	4,50
Tingkat Keasaman (ph) Acidity Level (ph)	6 - 9	6,93	7,11	71,2

Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Oleokimia [303-2]
Results of Processed Wastewater Quality Assessment in Oleochemicals Segment

Parameter	Baku Mutu Standards Threshold	2021	2020	2019
Padatan Tersuspensi Total (TSS) Total Suspended Solids (TSS)	150 mg/L	6,51	6,89	6,72
Derajat Keasaman (pH+) Acidity (pH+)	6 - 9	7,80	7,9	8,3
Biological Oxygen Demand (BOD)	125 mg/L	24,30	27,8	33,9
Chemical Oxygen Demand (COD)	250 mg/L	58,10	59,6	68,5
Fosfat (PO4) Phosphate (PO4)	5 mg/L	0,03	0,05	0,07
Amoniak (NH3-N) Ammonia (NH3-N)	10 mg/L	0,14	0,13	0,14
Minyak dan Lemak Oils and Fats	15 mg/L	1,40	1,4	1,4
Total Coliform	3000, Jumlah Amount 100 mL	150	370	460

Limbah [103-1, 103-2, 103-3, 306-1]
Waste

Kegiatan operasional Perseroan menghasilkan limbah, baik limbah yang mengandung bahan beracun dan berbahaya (B3) maupun non-B3, baik berbentuk padat maupun cair. Perseroan berupaya untuk mengurangi dan mengelola limbah tersebut berdasarkan jenisnya. Pengelolaan limbah menjadi tanggung jawab dari Departemen Operasional (kebun dan pabrik) yang dikoordinasikan oleh Departemen QHSE & Sustainability. Evaluasi dan pemantauan kinerja pengelolaan limbah dilakukan secara berkala dan dilaporkan kepada Direksi.

The Company's operational activities generate waste, both hazardous and non-hazardous material and also both in solid and liquid forms. The Company seeks to reduce and manage waste based on its type. Waste management is the responsibility of the Operational Department (plantation and mills) which is coordinated by the QHSE & Sustainability Department. Evaluation and monitoring of waste management performance is carried out periodically and reported to the Board of Directors.

Jenis dan Volume Limbah Padatan (Ton) [306-3]
Type and Volume of Solid Waste (in Tonnes)

Jenis Limbah | Type of Waste	Satuan | Unit	2021	2020	2019
Sawit Palm Oil				
Tandan Kosong Empty Bunches	Ton | Tonnes	117.950,32	112.718,37	126.376,19
Cangkang Shells	Ton | Tonnes	38.647,31	33.363,03	35.546,90
Serat Fibers	Ton | Tonnes	78.246,46	70.533,65	76.035,41
Total		234.844,09	216.615,04	237.958,50

Jenis dan Volume Limbah Cair [306-3]
Type and Volume of Liquid Waste (in Tonnes)

Jenis Limbah | Type of Waste	Satuan | Unit	2021	2020	2019
POME	m^3	299.883,71	267.907,20	315.504,12
Limbah Cair Karet	m^3	210.072,20	235.156,40	133.935,40
Wastewater Oleo	m^3	24.953,62	21.518,61	16.837,33

Jenis dan Volume Limbah B3 (Ton) [306-3]
Type and Volume of B3 Waste (in Tonnes)

Jenis Limbah | Type of Waste	Satuan | Unit	2021	2020	2019
Sawit Palm Oil				
Oli bekas Used oils	Ton Tonnes	3,40	3,76	3,68
Aki bekas Used batteries		0,04	0,02	0,21
Bola lampu bekas Used light bulbs		0,01	0,01	0,02
Toner bekas Used toner		0,04	-	0,02
Filter bekas Used filter		0,29	0,24	1,57
Majun bekas Used rags		0,15	0,45	0,10
Jerigen/ember/karung bekas Used jerrycans/buckets/sacks		0,51	0,11	2,05
Kemasan terkontaminasi B3 B3 contaminated packagings		1,31	1,30	1,79
Total		**5,75**	**5,89**	**9,44**

Jenis Limbah | Type of Waste	Satuan | Unit	2021	2020	2019
Oleokimia Oleochemicals				
Spent Catalyst	Ton Tonnes	3,16	-	-
Baterai bekas Used batteries		-	0,01	-
Pelumas bekas Used lubricants		3,56	3,33	2,51
Kain majun & sarung tangan terkontaminasi B3 Rags and gloves contaminated with hazardous waste		0.27	0,01	0,20
Limbah elektronik/cartridge toner bekas, lampu TL bekas, oil filter bekas Electronic waste/used toner cartridges, used TL lamps, used oil filters		0.20	0,02	-
Limbah kimia dari laboratorium Chemical waste from the laboratory		2,01	1,88	1,42
Bekas kemasan bahan B3 Used B3 material packaging		0,20	0,10	-
Glycerin Pitch		72,80	78,40	77,80
Residu Filtrasi (Spent Cake) Filtration Residue (Spent Cake)		27,63	25,83	19,52
Sludge IPAL		8,48	7,93	5,99
Karbon Aktif Bekas Used Activated Carbon		6,11	5,72	4,32
Total		**123,95**	**123,21**	**111,77**
Karet Natural Rubber				
Oli bekas Used oils	Ton Tonnes	1,30	0,89	2,28
Oli Filter Bekas Used filter oils		0,05	0,07	0,08
Aki bekas Used batteries		0,69	0,43	0,22
Majun Rags		-	-	0,01
Kemasan terkontaminasi B3 Packagings contaminated with hazardous material		2,98	1,76	2,06
Toner Bekas Used toner		-	-	0,02
Total		**5,02**	**3,15**	**4,67**

Perseroan memanfaatkan limbah padat, yaitu: [306-2]

- Cangkang dan serat menjadi sumber energi alternatif untuk bahan bakar boiler, sebagai mulsa dan pembibitan kelapa sawit, serta sebagai material konstruksi pengerasan jalan sekitara wilayah usaha.
- Tandan kosong untuk kompos dan penghambat pertumbuhan gulma.

Sementara itu, untuk limbah cair dimanfaatkan Perseroan sebagai bahan pupuk organik untuk meningkatkan produksi Tandan Buah Segar (TBS). Pengelolaan limbah cair menggunakan sistem *anaerobic* yang selanjutnya akan dimanfaatkan melalui sistem *land application*. [306-2]

Limbah B3 yang dihasilkan Perseroan berupa pelumas (oli) bekas dari proses produksi dalam jumlah yang signifikan yang berasal dari mesin genset, turbin, kendaraan bermotor, *gear box* mesin-mesin produksi dan aktivitas bengkel. Selain itu, limbah B3 yang dihasilkan Perseroan berupa aki bekas, filter oli bekas, lampu neon/merkuri, toner bekas, kain maupun bekas dan kemasan bahan kimia yang digunakan dalam operasional perkebunan. Tahapan pengelolaan limbah B3 Perseroan antara lain: [306-2]

- Meminta izin penyimpanan sementara limbah B3 yang dikeluarkan oleh Kementerian Lingkungan Hidup dan Kehutanan (KLHK) di Jakarta yang berlaku selama 5 tahun.
- Menyimpan limbah B3 selama 180-365 hari sesuai Peraturan Pemerintah yang berlaku.
- Mengirim seluruh limbah B3 ke tempat pengumpulan dan pemusnahan limbah B3 yang sudah mempunyai izin dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK).

Perseroan berkomitmen untuk memantau penggunaan limbah, khususnya B3, mulai dari proses pengangkutan dari rantai pasokan, penyimpanan di gudang, penggunaan, hingga pengelolaan bekas pakai. Selama tahun 2021, tidak terdapat tumpahan limbah B3.

The Company utilizes solid waste, for instances: [306-2]

- Shells and fibers as an alternative energy source for boiler fuel, as mulch and oil palm nurseries, as well as road paving construction materials around the business area.
- Empty bunches for compost and weed growth inhibitors.

Meanwhile, liquid waste is utilized as an organic fertilizer to increase Fresh Fruit Bunches (FFB) production. Liquid waste management uses an anaerobic system which will then be utilized through a land application system. [306-2]

The hazardous waste generated by the Company is in the form of used lubricants (oil) from the production process in significant quantities originating from generator engines, turbines, vehicles, gear boxes of production machines and workshop activities. In addition, the hazardous waste produced by the Company is also in the form of used batteries, used oil filters, neon/mercury lamps, used toner, used cloth and chemicals and their packaging used in plantation operations. Stages of the Company's hazardous waste management, are the following: [306-2]

- Request a permit for temporary storage of hazardous waste issued by Minister of Environment and Forestry in Jakarta which is valid for 5 years;
- Store hazardous waste for 180-365 days in accordance with applicable government regulations;
- Transport all hazardous waste to a hazardous waste collection and destruction site as permitted by the Ministry of Environment and Forestry.

The company is committed to monitor the use of waste, especially hazardous, starting from the transportation process at the suppliers chain, storage in warehouses, utilization, up to the after use management. During 2021, there were no hazardous waste spills.

Lampiran
Appendix

Nama Spesies Fauna Dilindungi dan Status Perlindungan berdasarkan IUCN Red List [304-4]
Name of Protected Fauna Species and Protection Status based on IUCN Red List

No	Nama Lokal Local Name	Nama Ilmiah Scientific name	Status Perlindungan Protection Status	Unit Usaha Business Unit
1	Burung Prenjak	Orthotomus atrogularis	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
2	Burung Kutilang	Pycnonotus cafer	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
3	Burung Emprit	Orthotomus atrogularis	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
4	Burung Tengkek	Halcyon Pileata	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
5	Burung Kacer	Enicurus velatus	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
6	Burung Pipit	Lonchura leucogastrooides	Tidak Dilindungi	Sumut 1 (BSP)
7	Burung Elang	Haliastur indus	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
8	Burung Balam	Streptopelia chinensis	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
9	Burung Terocok	Pycnonotus goiavier	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
10	Burung Perkutut	Geopelia striata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
11	Burung Hantu	Ketupa ketupu dan Tyto alba	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
12	Burung ruak-ruak	Pycnonotus sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
13	Burung pelatuk	Picus miniaceus	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
14	Burung Bu but	Macropygia unchall	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
15	Burung bangau putih kecil	Bubulcus ibis	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
16	Burung encit		Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
17	Burung cicirok		Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
18	Kuntul	Egretta garzetta	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
19	Bangau putih	Bubulcus ibis	Tidak Dilindungi |Not Protected	Sumut 1 (BSP)
20	Burung Tiong	Gracula sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
21	Burung Srigunting	Dicrurus hottentotus	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
22	Burung Elang Ruyuk	Spilornis cheela	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
23	Burung Murai Batu	Monticola solitarius	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
24	Burung belibis	Dendrocygna javanica	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
25	Biawak	Varanus salvator	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
26	Ular belang	Bungarus fasciatus	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
27	Ular Sawah Tikus	Elaphe floavolineata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
28	Ular Sendok	Oloigodon purpurascens	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
29	Ular Tanah	Xenopeltis unicolor	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
30	Ular Cobra	Naja naja	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
31	Kupu Kupu (putih)	OrdoLepidoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
32	Kupu Kupu (hitam)	OrdoLepidoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
33	Kupu Kupu (coklat)	OrdoLepidoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
34	Kupu Kupu (kuning)	OrdoLepidoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
35	Capung (hitam)	Ordo Odonata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
36	Capung (hijau)	Ordo Odonata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
37	Capung (coklat)	Ordo Odonata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
38	Capung (merah)	Ordo Odonata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
39	Laba Laba (hitam)	Ordo Arachnida	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
40	Laba Laba (orange)	Ordo Arachnida	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
41	Belalang (coklat)	Ordo Orthoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
42	Belalang kadung	Ordo Orthoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)

No	Nama Lokal Local Name	Nama Ilmiah Scientific name	Status Perlindungan Protection Status	Unit Usaha Business Unit
43	Belalang daun	Ordo Orthoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
44	Ulat bulu	Ordo Coleoptera	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
45	Kumbang		Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
46	Kodok	Bufo melanostictus	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
47	Katak air	Rana cancrivora	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
48	Bengkarung/Kadal	Mabouja multifasciata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
49	Kodok/Bekicot	Rana cancrivora	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
50	Monyet	Macaca fascicularis	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
51	Ayam hutan	Gallus gallus varius	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
52	Musang	Paradoxurus hermaphroditus	D: IUCN,Cit es Apdx II	Sumut 1 (BSP)
53	Babi Hutan	Sus scrofa	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
54	Bunglon/kadal kecil	Mabouja multifasciata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
55	Tikus	Rattus rattus	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
56	Macan Akar	Neofelis nebulosa	D: IUCN,Cites Apdx II	Sumut 1 (BSP)
57	Cangak laut	Ardea Sumaterana	D: IUCN	Jambi 1 (AGW)
58	Cangak merah	Ardea purpurea	D: IUCN	Jambi 1 (AGW)
59	Blekok Cina	Ardeola bacchus	D: IUCN	Jambi 1 (AGW)
60	Itik alis-putih	Anas querquedula	D: IUCN	Jambi 1 (AGW)
61	Baza hitam	Aviceda leuphotes	D: IUCN	Jambi 1 (AGW)
62	Elang tikus	Elanus caeruleus	D: IUCN	Jambi 1 (AGW)
63	Elang-laut perut-putih	Haliaeetus leucogaster	D: IUCN	Jambi 1 (AGW)
64	Elang hitam	Ictinaetus malayensis	D: IUCN	Jambi 1 (AGW)
65	Ayam-hutan merah	Gallus gallus	D: IUCN	Jambi 1 (AGW)
66	Gemak loreng	Turnix suscitator	D: IUCN	Jambi 1 (AGW)
67	Kareo padi	Amaurornis phoenicurus	D: IUCN	Jambi 1 (AGW)
68	Punai salung	Treron oxyura	D: IUCN	Jambi 1 (AGW)
69	Uncal kouran	Macropygia ruficeps	D: IUCN	Jambi 1 (AGW)
70	Tekukur biasa	Streptopelia chinensis	D: IUCN	Jambi 1 (AGW)
71	Perkutut Jawa	Geopelia striata	D: IUCN	Jambi 1 (AGW)
72	Betet ekor-panjang	Psittacula longicauda	D: IUCN	Jambi 1 (AGW)
73	Bubut besar	Centropus sinensis	D: IUCN	Jambi 1 (AGW)
74	Bubut alang-alang	Centropus bengalensis	D: IUCN	Jambi 1 (AGW)
75	SerakJawa	Tyto alba	D: IUCN	Jambi 1 (AGW)
76	Celepuk merab	Otus rufescens	D: IUCN	Jambi 1 (AGW)
77	Kapinis rumah	Apus affinis	D: IUCN	Jambi 1 (AGW)
78	Pekaka emas	Pelargopsis capensis	D: IUCN	Jambi 1 (AGW)
79	Cekakak belukar	Halcyon smyrnensis	D: IUCN	Jambi 1 (AGW)
80	Cekakak Cina	Halcyon pileata	D: IUCN	Jambi 1 (AGW)
81	Cekakak sungai	Todirhamphus chloris	D: IUCN	Jambi 1 (AGW)
82	Pelatuk besi	Dinopium javanense	D: IUCN	Jambi 1 (AGW)
83	Cipoh kacat	Aegithina tiphia	D: IUCN	Jambi 1 (AGW)
84	Cica-daun besar	Chloropsis sonnerati	D: IUCN	Jambi 1 (AGW)
85	Cucak kutilang	Pycnonotus aurigaster	D: IUCN	Jambi 1 (AGW)

No	Nama Lokal Local Name	Nama Ilmiah Scientific name	Status Perlindungan Protection Status	Unit Usaha Business Unit
86	Cucak rumbai-tungging	Pycnonotus eutilotus	D: IUCN	Jambi 1 (AGW)
87	Merbah corok-corok	Pycnonotus simplex	D: IUCN	Jambi 1 (AGW)
88	Srigunting hitam	Dicrurus macrocercus	D: IUCN	Jambi 1 (AGW)
89	Kepudang kuduk-hitam	Oriolus chinensis	D: IUCN	Jambi 1 (AGW)
90	Gagak hutan	Corvus enca	D: IUCN	Jambi 1 (AGW)
91	Kucica kampung	Copsychus saularis	D: IUCN	Jambi 1 (AGW)
92	Cikrak muda	Seicercus grammiceps	D: IUCN	Jambi 1 (AGW)
93	Cinenen kelabu	Orthotomus ruficeps	D: IUCN	Jambi 1 (AGW)
94	Perenjak rawa	Prinia flaviventris	D: IUCN	Jambi 1 (AGW)
95	Sikatan-rimba dada-kelabu	Rhinomyias umbratilis	D: IUCN	Jambi 1 (AGW)
96	Kipasan mutiara	Rhipidura perlata	D: IUCN	Jambi 1 (AGW)
97	Kerak kerbau	Acridotheres javanicus	D: IUCN	Jambi 1 (AGW)
98	Tiong emas	Gracula religiosa	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
99	Burung-madu polos	Anthreptes simplex	D: IUCN	Jambi 1 (AGW)
100	Burung-madu bakau	Nectarinia calcostetha	D: IUCN	Jambi 1 (AGW)
101	Pijantung tasmak	Arachnothera flavigaster	D: IUCN	Jambi 1 (AGW)
102	Kacamata biasa	Zosterops palpebrosus	D: IUCN	Jambi 1 (AGW)
103	Burung-gereja Erasia	Passer montanus	D: IUCN	Jambi 1 (AGW)
104	Bondol tunggir-putih	Lonchura striata	D: IUCN	Jambi 1 (AGW)
105	Bondol Jawa	Lonchura leucogastroides	D: IUCN	Jambi 1 (AGW)
106	Codot krawar	Cynopterus brachyotis	D: IUCN	Jambi 1 (AGW)
107	Kucing Kuwuk	Felis bengalensis	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
108	Landak Butun	Hystrix crassispinis	D: IUCN	Jambi 1 (AGW)
109	Lutra	Lutra lutra	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
110	Bajing Kelapa	Callosciurus notatus	D: IUCN	Jambi 1 (AGW)
111	Lutung Simpai	Presbytis melalphos	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
112	Monyet Beruk	Macaca nemestrina	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
113	Monyet Ekor panjang	Macaca fascicularis	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
114	Musang luwak	Paradoxurus hermaphroditus	D: IUCN	Jambi 1 (AGW)
115	Napu	Tragulus napu	D: IUCN	Jambi 1 (AGW)
116	Sigung	Mydaus javanensis	D: IUCN	Jambi 1 (AGW)
117	Tikus Belukar	Rattus tiomanicus	D: IUCN	Jambi 1 (AGW)
118	Babi	Sus scrofa	D: IUCN	Jambi 1 (AGW)
119	Sanca bodo	Python molurus	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
120	Sanca Kembang	Python reticulatus	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
121	Biawak	Varanus salvator	D: IUCN,Cites Apdx II	Jambi 1 (AGW)
122	Kobra Hitam	Naja Sumaterana	D: IUCN	Jambi 1 (AGW)
123	Kobra Coklat	Ophiophagus hannah	D: IUCN	Jambi 1 (AGW)
124	Kadal	Eutropis multifasciata	D: IUCN	Jambi 1 (AGW)
125	Rana	Rana sp	D: IUCN	Jambi 1 (AGW)
126	Kongkang Jangkrik	Rana nicobariensis	D: IUCN	Jambi 1 (AGW)
127	Harimau	Panthera tigris Sumaterae	D: IUCN	Sumbar (BPP)
128	Siamang	Symphalangus syndactylus	D: IUCN	Sumbar (BPP)
129	Ungko	Hylobates agilis	D: IUCN	Sumbar (BPP)
130	Cipan	Tapirus indicus	D: IUCN	Sumbar (BPP)
131	Trenggiling	Manis javanica	D: IUCN,Cites Apdx II	Sumbar (BPP)

No	Nama Lokal Local Name	Nama Ilmiah Scientific name	Status Perlindungan Protection Status	Unit Usaha Business Unit
132	Beruk	Macaca nemestrina	D: IUCN,Cites Apdx II	Sumbar (BPP)
133	Kukang	Nycticebus coucang	D: IUCN,Cites Apdx II	Sumbar (BPP)
134	Beruang madu	Helarctos malayanus	D: IUCN	Sumbar (BPP)
135	Berang-berang	Aonyx cinerea	D: IUCN,Cites Apdx II	Sumbar (BPP)
135	Simpai	Presbytis melalophos	D: IUCN	Sumbar (BPP)
137	Cingkua	Trachypithecus cristatus	D: IUCN,Cites Apdx II	Sumbar (BPP)
138	Kera	Macaca fascicularis	D: IUCN,Cites Apdx II	Sumbar (BPP)
139	Macan akar	Prionailurus bengalensis	D: IUCN,Cites Apdx II	Sumbar (BPP)
140	Landak	Hystrix Sumaterae	D: IUCN	Sumbar (BPP)
141	Babi	Sus scrofa	D: IUCN	Sumbar (BPP)
142	Tupai	Callosciurus notatus	D: IUCN	Sumbar (BPP)
143	Tupai	Callosciurus nigrovittatus	D: IUCN	Sumbar (BPP)
144	pelanduk	Tragulus javanicus	D: IUCN	Sumbar (BPP)
145	Kijang	Tragulus napu	D: IUCN	Sumbar (BPP)
146	Musang palem	Paradoxurus hemaphroditus	D: IUCN	Sumbar (BPP)
147	musang kuning	Mustela nudipes	D: IUCN	Sumbar (BPP)
148	Kura-kura	Cyclemys dentata	D: IUCN,Cites Apdx II	Sumbar (BPP)
149	Labi-labi	Dogania subplana	D: IUCN,Cites Apdx II	Sumbar (BPP)
150	Buaya Muara	Crocodylus porosus	D: IUCN	Sumbar (BPP)
151	Biawak	Varanus salvator	D: IUCN	Sumbar (BPP)
152	Ular sawah	Python reticulatus	D: IUCN,Cites Apdx II	Sumbar (BPP)
153	Ular Tikus	Elaphe flavolineata	D: IUCN,Cites Apdx II	Sumbar (BPP)
154	Ular cincin	Boiga dendrophila	D: IUCN,Cites Apdx II	Sumbar (BPP)
155	Ular kadut	Enhydris plumbea	D: IUCN	Sumbar (BPP)
156	Kobra	Ophiophagus hannah	D: IUCN,Cites Apdx II	Sumbar (BPP)
157	Kobra	Naja Sumaterana	D: IUCN	Sumbar (BPP)
158	Ular pohon	Dendrelaphis sp.	D: IUCN	Sumbar (BPP)
159	Pecukular Asia	Anhinga melanogaster	D: IUCN	Sumbar (BPP)
160	Bangau Tongtong	Leptoptilos javanicus	D: Cites Apdx II	Sumbar (BPP)
161	Sikepmadu Asia	Pernis ptilorhynchus	D: Cites Apdx II	Sumbar (BPP)
162	Elang Tikus	Elanus caeruleus	D: Cites Apdx II	Sumbar (BPP)
163	Elangular Bido	Spilornis cheela	D: Cites Apdx II	Sumbar (BPP)
164	Elang Brontok	Spizaetus cirrhatus	D: Cites Apdx II	Sumbar (BPP)
165	Alapalap Capung	Microhierax fringillarius	D: Cites Apdx II	Sumbar (BPP)
166	Betet Ekor-panjang	Psittacula longicauda	D: Cites Apdx II	Sumbar (BPP)
167	Serindit Melayu	Loriculus galgulus	D: Cites Apdx II	Sumbar (BPP)
168	Serak Jawa	Tyto alba	D: Cites Apdx II	Sumbar (BPP)
169	Rajaudang Meninting	Alcedo meninting	Tidak Dilindungi | Not Protected	Sumbar (BPP)
170	Pekaka Emas	Pelargopsis capensis	Tidak Dilindungi | Not Protected	Sumbar (BPP)
171	Cekakak Belukar	Halcyon smyrnensis	Tidak Dilindungi | Not Protected	Sumbar (BPP)
172	Cekakak Sungai	Halcyon chloris	Tidak Dilindungi | Not Protected	Sumbar (BPP)
173	Kangkareng Perut-putih	Anthracoceros albirostris	D: Cites Apdx II	Sumbar (BPP)
174	Kipasan Belang	Rhipidura javanica	Tidak Dilindungi | Not Protected	Sumbar (BPP)
175	Burungmadu Kelapa	Anthreptes malacensis	Tidak Dilindungi | Not Protected	Sumbar (BPP)
176	Burungmadu Sepah-raja	Aethopyga siparaja	Tidak Dilindungi | Not Protected	Sumbar (BPP)
177	Tiong Emas	Gracula religiosa	D: Cites Apdx II	Sumbar (BPP)

Nama Spesies Flora Dilindungi dan Status Perlindungan berdasarkan IUCN Red List [304-4]
Name of Protected Flora Species and Protection Status based on IUCN Red List

No	Nama Lokal Local Name	Nama Ilmiah Scientific name	Status Perlindungan Protection Status	Unit Usaha Business Unit
1	Luwingan	Mikania sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
2	Senggani	Selaginella sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
3	Pakis Udang	Todea sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
4	Pakis Kecil	Todea sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
5	Pakis Raksasa	Todea sp	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
6	Lompong Rambat	Panicum maximum	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
7	Rumput Gajah	Mucuna brachiata	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
8	Teki	Killinga brevifolia	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
9	Jarong	Stachytarpheta jamaicensis	Tidak Dilindungi | Not Protected	Sumut 1 (BSP)
10	Ficus retusiformis	Ara	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
11	Artocarpus integra	Cempedak hutan	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
12	Durio carinatus	Durian Hutan	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
13	Eugenia spp	Jambu-jambu	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
14	Dyera costulata	Jelutung	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
15	Koompassia malaccensis	Kempas	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
16	Scorodocarpus borneensis	Kulim	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
17	Macarangar pruinosa	Mahang Daun Kecil	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
18	Macaranga semiglobosa	Mahang Daun Lebar	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
19	Cinnamomum iners	Medang	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
20	Shorea scollaris	Meranti Merah	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
21	Shorea virescens	Meranti Putih	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
22	Dipterocarpus crinitus	Mersawa	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
23	Aglaia rubiginosa	Parak	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
24	Alistonia cuneata	Pulai	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
25	Tetramerista glabra	Punak	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)
26	Gluta aptera	Rengas	Tidak Dilindungi | Not Protected	Jambi 1 (AGW)

Daftar Pestisida dan Bahan Kimia yang Digunakan
List of Pesticides and Chemicals Used

Jenis Pestisida Types of Pesticides	2021	2020	2019
Supremo	1.500	1.942	2.004
Supretox / Primaxone	23.603	11.980	13.709
Pilar Up	118.943	3.246	-
Meta Prima	239.914	188.540	271.064
Elang	174.325	6.055	-
Starane	24	-	-
Nara	31	-	-
Basta	5.005	-	-
Metsulindo	-	11.265	-
Metafuron	-	1	-
Bravoxone	-	23	-

Jenis Pestisida Types of Pesticides	2021	2020	2019
Dithane	29	17	44
Antrakol	15	9	2
Manzate	-	3	19
Belerang	901	824	185
Caolter	-	70	-
Bestox 50 EC	10	8	18
Naichi	15	-	-
Thuricide HP	-	-	1
Marshall 5G	6.152	7.885	3.950
Decis	36	9	23
Starthene 75 WG	13	-	-
Klerat RMB	87	-	15
Sime ebor baite	-	-	8
Glifosat	11.101	9.754	751
Metsulfuron	544	446	33
Parakuat diklorida	7.643	7.004	529
Insektisida	54	10	15
Aluminium sulfate	37.400	30.750	27.800
Armenian alchemist 101p	3.980	4.120	2.100
Armenian alchemist 302b	1.992	1.410	1.090
Caustic soda flake	2.148	2.046	1.332
Soda ash light	20.410	16.840	12.690
Armenian alchemist 301b	1.965	1.410	1.060
Calcium carbonat mesh 800	64.800	18.800	7.750
Garam industri	1.500	2.050	2.200
Isopropanol	70	100	225
N-hexane	320	255	50
Metsulindo 20 wp 250 gr	22	88	-
Sevin 85s 500 gr	74	-	-
Trendy 20 wg	20	-	-
Garlon 480 ec	3	3	-
Pillar up 480 sl	407	265	499
Dithane m-45 1 kg	49	-	-
Weedroll 866 sl 20 ltr	20	-	-
Herbisida glyphosate amiphosate 460 as	-	-	107
Paratop 276 sl 20 ltr	-	2.200	107
Decis	232	-	-
Regent @ 5 Ltr/Pail	2	2	1
Klerat	41	30	-
Marshal 5 G	11.848	3.508	1.401

Jenis Pestisida Types of Pesticides	2021	2020	2019
Bestox 50 EC	-	56	24
Paratop 276 SL	8.865	2.007	-
Bio Up 490 SL	-	-	431
Bravoxone 276 SL	-	3	3.562
Metsul 24 WP	-	-	179.389
Starthene 75 WG	15.000	32.000	-
Winson	-	-	474
Metsulindo 20 WP	350.651	244.382	-
CBA-6 865 SL	679	389	45
Trendy 20 WP	-	-	5.175
Kreslon 480 EC	-	-	30
Dikamin 720 SL	-	-	70
Prima Up 480 SL (Isopropil amina glifosat 480)	281	275	384
Centalon 480 EC (Triclopir)	764	259	86
Touchdown Neo 480 SL	38	-	-
Alkohol	30	120	200
Aluminium Sulfat	8.350	13.250	25.300
Calcium Carbonate Mesh 800 (@ 50 kg)	-	-	175.000
Garam Non Yodium	-	-	3.600
Hexane	-	120	200
Soda Ash LIGHT N.W (@ 40 kg)	-	320	960
Amoflok 72 H1 (25 Kg/Packaging)	13.800	45.500	66.300
Calcium Carbonate Mesh 400	39.000	268.000	265.000
Trandy	7	38	18
Lindomin	-	-	-
Sintas	6.000	8.100	6.000
Talk Powder	800	1.300	1.475
New Tex	2.000	3.000	4.000
Specta	-	-	224
soda ash	500	1.200	200
Herbisida - Methyl Metsulfuron	75	69	42
Herbisida - Glyphosate	127	129	72
Herbisida - Paraquat	1.749	1.746	919
NH3	45.897	55.146	51.006
LA	1.993	2.310	2.155
TMTD	1.233	1.448	1.356
H2SO4	21.989	15.590	12.219
DAP	1.561	1.847	2.753
Formalin	-	314	381
Tamol	35	41	38

Referensi POJK 51 dan Standar GRI
POJK 51 and GRI Standard Reference

POJK 51

No Indeks No Index	Nama Indeks Index Name	Halaman Page
	Strategi Keberlanjutan Sustainability Strategy	12-13
A.1	Penjelasan Strategi Keberlanjutan Elaboration on Sustainability Strategy	
	Ikhtisar Kinerja Aspek Keberlanjutan Summary of Sustainability Aspect Performance	
B.1	Aspek Ekonomi Economic Aspects	14
B.2	Aspek Lingkungan Hidup Environmental Aspects	15
B.3	Aspek Sosial Social Aspects	15
	Profil Perusahaan Company Profile	
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Values of Sustainability	12-13
C.2	Alamat Perusahaan Company's Address	11
C.3	Skala Usaha Enterprise Scale	16-17, 19-20
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities	20-24
C.5	Keanggotaan pada Asosiasi Membership in Association	18
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes in Issuers and Public Companies	19
	Penjelasan Direksi The Board of Directors' Explanation	
D.1	Penjelasan Direksi The Board of Directors' Explanation	6-10
	Tata Kelola Keberlanjutan Sustainability Governance	
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Responsible for Implementing Sustainable Finance	24-25
E.2	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan Competency Development Related to Sustainable Finance	25
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment of the Implementation of Sustainable Finance	26
E.4	Hubungan dengan Pemangku Kepentingan Relations with Stakeholders	31-33
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan Problems with the Implementation of Sustainable Finance	-
	Kinerja Keberlanjutan Sustainability Performance	
F.1	Kegiatan Membangun Budaya Keberlanjutan Sustainable Culture Development Activities	12-13
	Kinerja Ekonomi Economic Performance	

No Indeks No Index	Nama Indeks Index Name	Halaman Page
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of targets to performance of production, portfolio, financing targets, or investments, revenue as well as profit and loss	36
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of target to performance of portfolio, financing target, or investments in financial instruments or projects in line with the implementation of Sustainable Finance	-
	Kinerja Lingkungan Hidup Environmental Performance	
	Aspek Umum General Aspect	
F.4	Biaya Lingkungan Hidup Environmental Costs That Incur	61
	Aspek Material Material Aspect	
F.5	Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials	64
	Aspek Energi Energy Aspect	
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	67-68
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	67-68
	Aspek Air Water Aspect	
F.8	Penggunaan Air Water usage	76-79
	Aspek Keanekaragaman Hayati Aspects of Biodiversity	
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impacts from Operational Areas that are Near or Located in Conservation Areas or Have Biodiversity	62-64
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	62-64
	Aspek Emisi Emission Aspect	
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Total and Intensity of Emissions Generated by Type	65-66
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievements of Emission Reduction Made	65-66
	Aspek Limbah dan Efluen Waste and Effluent Aspects	
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Type	69-75
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	69-75
F.15	Tumpahan yang Terjadi (jika ada) Occurring Spills (if any)	-

No Indeks No Index	Nama Indeks Index Name	Halaman Page
	Aspek Pengaduan Terkait Lingkungan Hidup Complaint Aspects Related to the Environment	
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	69-75
	Kinerja Sosial Social Performance	
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Provide Services on Equal Products and/or Services to Consumers	37-40
	Aspek Ketenagakerjaan Employment Aspect	
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	48-51
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	48
F.20	Upah Minimum Regional Regional Minimum Wage	51
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Work Environment	42-48
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Capability Training and Development	50
	Aspek Masyarakat Community Aspect	
F.23	Dampak Operasi terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	52-60
F.24	Pengaduan Masyarakat Community Complaints	60
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Corporate Social Responsibility (CSR)	52-59
	Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development	
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	39
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services That Have Been Evaluated for Safety for Customers	37
F.28	Dampak Produk/Jasa Product/Service Impact	37-40
F.29	Jumlah Produk yang Ditarik Kembali Number of Product Recalls	37
F.30	Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey on Sustainable Financial Products and/or Services	40
	Lain-lain Others	
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from Independent Party (if any)	29
G.2	Lembar Umpan Balik Feedback Sheet	90
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Responses to Feedback on the Previous Year's Sustainability Report	-

GRI Standar
Standard GRI

Indeks Standar Index Standard	Pengungkapan Disclosure	Halaman Page
GRI 101: Dasar 2016 GRI 101: Foundation 2016		
Pengungkapan Umum General Disclosures		
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	**102-1** Nama organisasi Name of the organization	11
	102-2 Kegiatan, merek, produk, dan jasa Activities, brands, products, & services	20-24
	102-3 Lokasi kantor pusat Location of headquarters	11
	102-4 Lokasi operasi Location of operations	16, 18
	102-5 Kepemilikan dan bentuk hukum Ownership and legal form	17
	102-6 Pasar yang dilayani Markets served	20-24
	102-7 Skala organisasi Scale of the organization	16, 18-20
	102-8 Informasi mengenai karyawan Information on employees	20
	102-9 Rantai pasokan Supply chain	20-24
	102-10 Perubahan signifikan Significant changes	19
	102-11 Pendekatan atau Prinsip Pencegahan Precautionary Principle or approach	26
	102-12 Inisiatif eksternal External initiatives	17
	102-13 Keanggotaan asosiasi Membership of associations	18
	102-14 Pernyataan dari pembuat keputusan senior Statement from senior decision-maker	6-10
	102-16 Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	12-13, 27-28
	102-18 Struktur tata kelola Governance structure	24-25
	102-40 Daftar kelompok pemangku kepentingan List of stakeholder groups	31-33
	102-41 Perjanjian perundingan kolektif Collective bargaining agreements	48
	102-42 Mengidentifikasi dan memilih pemangku kepentingan Identifying and selecting stakeholders	31-33
	102-43 Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	31-33

Indeks Standar Index Standard	Pengungkapan Disclosure	Halaman Page
	102-44 Topik utama dan masalah Key topics and concerns	31-33
	102-45 Entitas yang termasuk dalam laporan keuangan dikonsolidasi Entities included in the consolidated financial statements	29
	102-46 Menetapkan isi laporan dan Batasan topik Defining report content and Boundaries	29-31
	102-47 Daftar topik material List of material topics	30-31
	102-48 Penyajian kembali informasi Restatements of information	29
	102-49 Perubahan dalam pelaporan Changes in reporting	29
	102-50 Periode pelaporan Reporting period	29
	102-51 Tanggal laporan terbaru Date of most recent report	29
	102-52 Siklus pelaporan Reporting cycle	29
	102-53 Kontak Contact	11
	102-54 Kesesuaian dengan Standar GRI In accordance with the GRI Standards	29
	102-55 Indeks isi GRI GRI content index	86-89
	102-56 *Assurance* oleh pihak eksternal External assurance	29
Topik Material Material Topic		
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1** Penjelasan topik material dan Batasannya Explanation of the material topics	22, 27, 35, 42, 52, 62, 65, 67, 69, 73
	103-2 Pendekatan manajemen dan komponennya The management approach and its components	22, 27, 35, 42, 52, 62, 65, 67, 69, 73
	103-3 Evaluasi pendekatan manajemen Evaluation of the management approach	22, 27, 35, 42, 52, 62, 65, 67, 69, 73
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	**201-1** Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	35-36
	201-3 Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	51-52
	201-4 Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	35
GRI 205: Antikorupsi 2016 GRI 205: Anti-Corruption 2016	**205-2** Komunikasi dan pelatihan tentang kebijakan dan prosedur ant-korupsi Communication and training about anti-corruption policies and procedures	28
	205-3 Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	28

Indeks Standar Index Standard	Pengungkapan Disclosure	Halaman Page
GRI 206: Perilaku Anti-Persaingan 2016 GRI 206: Anti-competitive Behavior 2016	**206-1** Langkah-langkah hukum untuk perilaku anti-persaingan, praktik anti-trust dan monopoli Legal actions for anti-competitive behavior, antri-trust, and monopoly practices	28
GRI 302: Energi 2016 GRI 302: Energy 2016	**302-1** Konsumsi energi dalam organisasi Energy consumption within the organization	67-68
	302-3 Intensitas energi Energy intensity	67-68
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluent 2018	**303-1** Interaksi dengan air sebagai sumber daya bersama Interaction with water as a shared resources	69
	303-2 Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	71-72
	303-3 Pengambilan air Water withdrawal	71
	303-5 Konsumsi air Water consumption	70
GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016	**304-1** Lokasi operasional yang dimiliki, disewa, dikelola, atau berdekatan dengan kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	62
	304-2 Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products, and services on biodiversity	62-64, 76-82
	304-3 Habitat yang dilindungi atau direstorasi Habitats protected or restored	63
	304-4 Spesies Daftar Merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi IUCN Red List species and national conservation list species with habitats in areas affected by operations	76-80
GRI 305: Emisi 2016 GRI 305: Emission 2016	**305-1** Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	65
	305-4 Intensitas emisi GRK GHG emissions intensity	65
	305-5 Pengurangan emisi GRK Reduction of GHG emissions	67
GRI 306: Limbah 2020 GRI 306: Waste 2020	**306-1** Timbulan limbah dan dampak yang signifikan terkait limbah Waste generation and significant waste-related impacts	73-75
	306-2 Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	75
	306-3 Timbulan limbah Waste generated	73-74

Indeks Standar Index Standard	Pengungkapan Disclosure	Halaman Page
GRI 403: Kesehatan dan Keselamatan Kerja 2016 GRI 403: Occupational Health & Safety 2016	**403-1** Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	42
	403-2 Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment and incident investigation	43-45
	403-3 Layanan kesehatan kerja Occupational health services	46-47
	403-4 Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	47
	403-5 Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	47-48
	403-6 Peningkatan kualitas kesehatan pekerja Promotion on worker health	46-47
	403-7 Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42
	403-8 Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	47
	403-9 Kecelakaan kerja Work-related injuries	43
	403-10 Penyakit akibat kerja Work-related ill health	46
GRI 413: Komunitas Lokal 2016 GRI 413: Local Community 2016	**413-1** Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	52-60

Lembar Umpan Balik
Feedback Form

Laporan Keberlanjutan 2021 PT Bakrie Sumatera Plantations Tbk merupakan laporan yang memuat informasi aspek keberlanjutan. Kami berharap Bapak/Ibu/Saudara setelah membaca laporan ini dapat memberikan masukan, kritik, dan saran.
The 2021 Sustainability Report of PT Bakrie Sumatera Plantations Tbk is a report that contains information on sustainability aspects. After reading this report, we welcome your input, criticism, and suggestions.

Profil Anda | Your Identity

Nama (bila berkenan) : .....
Name (If you please)
Institusi | Institution : .....
Surel | E-mail : .....
Telp/Hp : .....
Telephone/Mobile

Golongan Pemangku Kepentingan | Stakeholder Group

- ☐ Pemegang Saham | Shareholders
- ☐ Karyawan | Employees
- ☐ Pemerintah | Government
- ☐ Masyarakat| Community
- ☐ Media| Media
- ☐ Pemasok | Suppliers
- ☐ Lembaga Swadaya Masyarakat (LSM)
  Non-Governmental Organization (NGO)

Mohon Pilih Jawaban yang Paling Sesuai | Please choose the most appropriate answer

1. Isi laporan mudah dipahami.
   The content of the report is easy to understand.
   Setuju | Agree ☐ Netral | Neutral ☐ Tidak Setuju | Disagree ☐

2. Laporan ini sudah menggambarkan kinerja Perseroan dalam mendukung pembangunan berkelanjutan.
   This report describes Company's performance in supporting sustainability development goals.
   Setuju | Agree ☐ Netral | Neutral ☐ Tidak Setuju | Disagree ☐

3. Dari topik material yang disampaikan, topik manakah yang menurut Anda perlu dilaporkan secara mendalam?
   Based on the material topics delivered, which topic do you think that requires more detailed reporting?

Kinerja Ekonom Economic Performance	☐	Limbah Waste	☐
Air dan Efluen Water and Effluents	☐	Emisi Emissions	☐
Energi Energy	☐	Keanekaragaman Hayati Biodiversity	☐
Kesehatan dan Keselamatan Kerja Occupational Health and Safety (OHS)	☐	Rantai Pasokan Supply Chain	☐
Etika Bisnis Business Ethics	☐	Lainnya menurut Anda Other, please specify	☐

Mohon berikan saran/usul/komentrar Anda atas laporan ini.
Please give your advice/suggestions/comments on this report.
.....
.....

Terima kasih atas partisipasi Anda. Mohon agar hasil lembar umpan balik ini dikirimkan kembali ke:
Thank you for your participation. Please send the results of this feedback form back to:

QHSE & Sustainability Head
PT Bakrie Sumatera Plantations Tbk
Surel | E-mail : sr.csr@bakriesumatera.com

Laporan Keberlanjutan 2021
Sustainability Report

PT Bakrie Sumatera Plantations Tbk
Head Office / Plantation
Jl. Ir. H. Juanda
Kisaran, Kabupaten Asahan 21202
Sumatera Utara, Indonesia
Tel. +62-623 414 34
Fax. +62-623 410 66

Representative Office - Medan
Jl. Wolter Monginsidi No.20/20A
Medan 20157
Sumatera Utara, Indonesia
Tel. +62-61 453 8100
Fax. +62-61 453 8050

Corporate Center - Jakarta
Kompleks Rasuna Epicentrum
Bakrie Tower 18th-19th Floor
Jl. H.R. Rasuna Said
Jakarta 12960, Indonesia
Tel. +62-21 2994 1286-87
Fax. +62-21 2994 1752

www.bakriesumatera.com

