

Rencana Berjangka NDPE/NDPE Time Bound Plan (2021-2023)
Derivasi dari Kebijakan NDPE/NDPE Policy Derivation

Phase	Category	No	Activity	Description	2021	2022				2023			
					Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4
Phase 1	Policy	1	Merumuskan ulang kebijakan NDPE/ <i>Reformulate NDPE Policy</i>	Kebijakan NDPE secara komprehensif/ <i>Comprehensive NDPE Policy</i>									
Phase 1	Organization	2	Membangun struktur organisasi sustainability yang solid dan berkompeten/ <i>Form a solid ESG organizational structure</i>	Melaunching struktur organisasi sustainability/ <i>Publish an ESG organizational structure</i>									
Phase 1	Policy	3	Sosialisasi Kebijakan NDPE/ <i>Socialization of NDPE policy</i>	Menginformasikan kebijakan NDPE kepada stakeholder/ <i>Inform NDPE policy to stakeholders</i>									
Phase 1	Policy	3a	Internal/ <i>Internal Socialization</i>	Seluruh elemen organisasi dan anak perusahaan/ <i>Socialization to all elements of organization</i>									
Phase 1	Policy	3b	Eksternal/ <i>External Socialization</i>	Seluruh para pihak yang terkait dan relevan seperti buyer, NGO, pemerintah, masyarakat (melalui website/one on one meeting/tele conference/workshop)/ <i>Socialization to all relevant stakeholders, such as buyer, NGO, government, local community (via website, one on one meeting, teleconference, workshop, etc.)</i>									
Phase 1	Dashboard	4	Mempersiapkan struktur dashboard sustainability/ <i>Update sustainability dashboard</i>	Review elemen dashboard sustainability di website perusahaan/ <i>Evaluate framework and structure of sustainability dashboard</i>									
Phase 1	Traceability	5	Desain mekanisme ketelusuran/ <i>Manage traceability mechanism</i>	Mendesain konsep dan mekanisme ketelusuran hingga sektor hulu/ <i>Develop traceability to plantation mechanism</i>									
Phase 1	Stakeholder	6	Tinjauan menyeluruh terhadap praktek kemitraan dengan petani mandiri/ <i>Comprehensive review of existing smallholder partnership</i>	Melaksanakan review secara komprehensif skema kemitraan dengan petani mandiri dan plasma/ <i>Perform comprehensive review of existing smallholder partnership</i>									
Phase 1	Grievance	7	Desain mekanisme grievance/ <i>Organize grievance mechanism</i>	Membuat skema dan mekanisme grievance serta grievance tracker/ <i>Develop grievance mechanism and tracker</i>									
Phase 1	Stakeholder	8	Hubungan para pihak/ <i>Stakeholder engagement</i>	Desain presentasi untuk engagement/ <i>Prepare presentation materials for engagement purpose</i>									
Phase 2	Risk Mapping	1	Membangun Penilaian Resiko Anak Perusahaan/ <i>Establish Subsidiary Risk Mapping</i>	Analisa resiko terhadap seluruh anak perusahaan/ <i>Perform risk analysis to all subsidiaries</i>									
Phase 2	C-ESG-S	2	Membangun Standard Sustainability yang Komprehensif/ <i>Develop Comprehensive ESG Standard (C-ESG-S)</i>	Instrumen penilaian mandiri yang mencakup keseluruhan aspek dalam kebijakan NDPE dan diintegrasikan dengan standar sertifikasi ISPO, RSPO, ISCC, CGF-FPCA, serta SDG/A <i>self-assessment tools that covers NDPE policy and integrated with ISPO, RSPO, ISCC, CGF-FPCA, and SDG's standards</i>									

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					Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	
Phase 2	Dashboard	3	Dasbor keberlanjutan/ <i>Sustainability dashboard</i>	Review tanggapan publik terhadap sustainability dashboard/ <i>Evaluate sustainability dashboard effectiveness and feedback</i>										
Phase 2	Stakeholder	4	Engagement para pihak/ <i>Multi-stakeholder engagement</i>	Melakukan hubungan sustainability & komersial secara intensif dengan para pihak seperti buyer, NGO, dan perbankan/ <i>Perform sustainability and commercial engagement intensively with buyer, NGO, and bank institution</i>										
Phase 2	Liability	5	Penilaian Liability/ <i>Liability assessment</i>	Kajian Liability dilaksanakan dan direview oleh akademisi yang berkompeten/ <i>Liability assessment conducted & reviewed by competent experts/professors</i>										
Phase 2	Liability	6	Rencana pemulihan dan strateginya/ <i>Recovery plan & strategy</i>	Mengembangkan rencana pemulihan secara komprehensif, sistematis, terukur, dan berkemanfaatan/ <i>Develop comprehensive, systematic, measurable, and beneficial recovery plan</i>										
Phase 2	Report	7	Template laporan sustainability-Laporan sustainability 2021/ <i>Sustainability report based on the Global Reporting Initiative's (GRI) 2021 Sustainability Report</i>	Membangun web-based program sustainability report template dan membangun Laporan yang mencakup seluruh program sustainability yang telah dilaksanakan pada tahun 2021/ <i>Develop a web-based report template based on GRI standard for the 2021 sustainability report that covers all sustainability programme completed in 2021</i>										
Phase 3	C-ESG-S	1	Uji coba Comprehensive ESG Standard (C-ESG-S)/ <i>Comprehensive ESG Standard (C-ESG-S) trial</i>	Trial dilaksanakan terhadap 2 anak perusahaan yang telah teridentifikasi sebagai <i>high risk</i> dalam CRM/ <i>Trial conducted at two subsidiaries reported to have highest risk</i>										
Phase 3	C-ESG-S	2	Tinjauan C-ESG-S berdasarkan hasil uji coba/ <i>C-ESG-S review based on trial results</i>	Review standar C-ESG-S/ <i>Evaluate C-ESG-S standard</i>										
Phase 3	C-ESG-S	3	Penggunaan C-ESG-S secara menyeluruh/ <i>C-ESG-S full implementation</i>	Melaksanakan asesmen mempergunakan C-ESG-S/Conduct C-ESG-S digital tools assessment to all subsidiaries										
Phase 3	C-ESG-S	4	Rencana aksi berdasarkan hasil C-ESG-S/ <i>C-ESG-S action plan</i>	Rencana aksi dari setiap entitas disusun berdasarkan <i>gaps</i> dari hasil asesmen C-ESG-S/ <i>Create a C-ESG-S action plan based on the gaps found</i>										
Phase 3	C-ESG-S	5	Implementasi rencana aksi/ <i>Action plan implementation</i>	Closing semua gaps secara bertahap (termasuk jika harus melakukan studi HCV-HCS-SIA-EIA)/ <i>Fill up gaps gradually (including to perform necessary action, such as conducting HCV-HCS-SIA-EIA assessments)</i>										
Phase 3	Traceability	6	Implementasi ketelusuran/ <i>Implement traceability to plantation account tracker</i>	Melaksanakan program ketelusuran hingga hulu 100%/ <i>Fully implement traceability to plantation</i>										
Phase 3	Grievance	7	Implementasi mekanisme keluhan/ <i>Grievance mechanism & tracker</i>	Membangun database dan tracker dari grievance yang terjadi/ <i>Develop and update grievance database and tracker</i>										

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Phase 3	Liability	8	Implementasi rencana pemulihan/ <i>Recovery plan implementation</i>	Implementasi setiap rencana yang ada di dokumen rencana pemulihan/ <i>Implement recovery plan</i>									
Phase 3	Report	9	Laporan sustainability 2022/ <i>2022 Sustainability Report</i>	Laporan yang mencakup seluruh program sustainability yang telah dilaksanakan pada tahun 2022/ <i>The report covers all sustainability programmes performed in 2022</i>									
Phase 4	C-ESG-S	1	Monitoring implementasi rencana aksi/ <i>Action plan implementation monitoring</i>	Monitoring dilaksanakan menggunakan C-ESG-S/ <i>The monitoring is performed by using the C-ESG-S tools</i>									
Phase 4	Traceability	2	Monitoring implementasi ketelusuran/ <i>Traceability to plantation monitoring</i>	Monitoring pelaksanaan program ketelusuran/ <i>Traceability to plantation monitoring and evaluation</i>									
Phase 4	Grievance	3	Implementasi mekanisme keluhan/ <i>Implement grievance mechanism & tracker</i>	Pelaksanaan seluruh mekanisme keluhan/ <i>Grievance mechanism full implementation</i>									
Phase 4	Liability	4	Monitoring realisasi implementasi rencana pemulihan/ <i>Monitor the recovery plan implementation</i>	Monitoring pelaksanaan rencana pemulihan/ <i>Recovery plan implementation monitoring</i>									
Phase 4	Report	5	Laporan sustainability 2023/ <i>2023 Sustainability Report</i>	Laporan yang mencakup seluruh program sustainability yang telah dilaksanakan di tahun 2023/ <i>The report covers all sustainability programmes performed in 2023</i>									