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ACTIVITY / POLICY / MILESTONE	STATUS as of 31 December 2020	2018	2019				2020				2021				2022				2023					
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
I. Policy : Stop Work Order																								
1	Biweekly Monitoring by EarthEquilizer	To date, there have been no land clearing activities and / or land cover changes	D								OG													
2	Independent 3rd party monitoring by The Foresthint	Nonewident of breach found in PT GAN (Kubu Raya - West Kalimantan and PT ACP & PT APM - Papua)	D																					
II. Policy : Forest Protection																								
1	HCV & HCS assessment as defined and integrated approach defined by the HCV Resource and HCS Approach Steering Group	a. PT ACP & PT APM - Papua by PT Ecology	- Initial scoping (17 to 25 June 2019)																					
			- FPIC & Participatory Mapping				P	P																
			- Full assessment & Approval by HCRN							P	P													
			b. PT GAN - West Kalimantan by PT Kyara	- MOU & Agreement																				
				- FPIC & Participatory Mapping, Preliminary Assessment							P	P												
				- Full assessment & Submission to HCRN									P	P										
2	Review the integrated HCV area management and monitoring program with carbon stock assessments using the HCV Resource approach and HCS Approach Steering, especially for PTs that have conducted HCV studies before 2015 and have potential areas for HCS (Forest Vegetation & Regeneration)	a. PT BSU - Jambi																						
			b. PT PTW - West Kalimantan																					
3	Scoping & Establish a Recovery - Remediation Program integrated with the Conservation Area Program (CAP). Areas to be remediated are HCV-4 and degraded peat after December 2015. Based on Aidenvironment calculation, the non compliance area after December 2015 are 11,900 Ha	Using aerial photographs, GIS is conducting a land cover analysis to determine HCV-HCS area (referring to HCV Assessment report) and the potential areas for concession not yet HCV-HCS assessment.	On Going																					
4	Conservation Area Program (CAP) in line to Recovery program	a. Conservation Area Finalization																						
		b. Conservation Area Pilot Project - PT BSU, Jambi - Tiger Landscape	- SOPs Revision																					
			- Development of Field Technical Guide																					
			- Natural Nursery Regeneration																					
			- Installation of Camera Trap to monitor wildlife																					
			- Wildlife monitoring																					
			- Signing of the MOU & Co-management of Conservative Area: > Jambi University - CRS on 7th January 2020, and > PT REKI (Rehabilitation of Indonesian Ecosystem) on 14th August 2020																					
		c. Conservation Area Pilot Project - PT GAN, West Kalimantan - Delta Kapuas landscape	- SOPs Revision																					
			- Development of Field Technical Guide																					
			- Natural Nursery Regeneration																					
			- Collaboration a with BKSDA West Kalimantan on Orangutan Protection																					
			- Socialization of Orangutan Protection to the village of Re'es and Muara Baru																					
			- Collaboration with IAR on Orangutan Protection monitoring																					
		d. Mangrove Ecosystem Conservation Area Pilot Project - PT THIP Riau	- Signing MOU and Co-management with Kalibandung & Muara Baru																					
			- Collaboration of Conservative Area with Weatland International																					
			- Develop conservation education for bird watching & mangrove ecosystem																					
			- Installation of Camera Trap to monitor wildlife																					
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5 Recovery Program, Community Empowerment & Social Forestry	Recovery Plan will support communities to develop appropriate economic activities (other than palm oil). As a first step, we brought together 21 community representative from 5 villages in Sambas & Kubu Raya (West Kalimantan) and Merauke (Papua) in Nov 2018 to discuss options for co-management of remaining peat and forest	D																					
	Together Aidenvironment conducted a Workshop "Sustainable Landscape Developmentn Based on Social Forestry" in Kubu Raya on May 7th, 2019			D																			
	Collaboration with local NGO in developing model of alternative economic income for the community around PT GAN - West Kalimantan through the development of forest product and agroforestry (Proposal on Planting Caliandra - C. calothyrsus woodspeciesfor Wood Pellet product and Cymbopogon nardus for citronella oil)			D					P														
	Field Study to IDH Honey Bee farming project in Kubu Raya - West Kalimantan for possibility developing the same model of alternative economic income for the community around the PT GAN - West Kalimantan			D																			
	Initiate and kick start Honey Bee, Chicken Egg Farming, Agroforestry (Coffee and Lemongrass), Freshwater Farming and Holtyculture Farm project in Muara Baru and Teluk Bakung Village, Kubu Raya - West Kalimantan for possibility developing the same model of alternative economic income for the community around the PT GAN - West Kalimantan																						
	Support the initiative of Social Forestry Program in Kalibandung village in Kubu Raya - West Kalimantan by Kubu Raya Regency. Signing of the MOU with Kalibandung Village on 19th Nov 2020																						
	Support the initiative of AgroForestry Program in Muara Baru village in Kubu Raya - West Kalimantan by Kubu Raya Regency. Signing of the MOU with Muara Baru Village, on 18th Nov 2020																						
	Support the initiative of Social Forestry Program in Bukit Sigoler and Semanga village in Sambas - West Kalimantan by Aidenvironment																						
	The first project supported is taking off in Papua where the company will assist the community to develop Integration farming (oil palm with cattle and pig)																						
	Development of non-timber forest products in Papua 1. Develop ecotourism in Conservation area – riparian Buffer Zone : Mini Demplot - Orchid Species, Arboretum, Birdwaching, Photo Spot 2. Assist the community to develop sagoo processing collaborate with Dinas Perkebunan & Tanaman Pangan - Merauke 3. Assist the community to develop Fresh Water Fish Cages																						
6 Remediation Program	Removal of planted Palm Areal Statement from the area of river buffer zone (riparian area)																						
	a. PT ACP and PT APM - Papua		D																				
	b. PT GAN - West Kalimantan				D																		
	Re-Forestation of degraded riparian & degrade peat areas																						
	a. PT ACP and PT APM - Papua																						
b. PT GAN - Kubu Raya, West Kalimantan																							
III. Policy : Peat Management & Protection																							
1 Recovery and protection of remaining natural vegetation forests on peat I in the company's concession	Together with BKSDA and KPH, carried out yearly socialization on peat protection to the community in Muara baru Village (18th Nov 2020) and Kalibandung (19th Nov 2020) Kubu Raya West Kalimantan			D								D		P								P	
	SOP Revision for Peat Cultivation and Water Management			D																			
2 Maintaining the level of the ground water level maximum of 40 cm at the point of compliance in accordance with Regulatory Requirements	Restoration of the Hydrological Function of Peat Ecosystems : submission of Peat Ecosystem Recovery Plan to KLHK as part of regulation compliance																						
	a. PT THIP - Riau		D																				
	b. PT JJP - Riau		D																				
	c. PT GAN - Kubu Raya, West Kalimantan		D																				
	d. PT SUM - Kubu Raya, West Kalimantan				D																		
	e. PT AAN - Kubu Raya, West Kalimantan				D																		
	f. PT PTW - Bengkayang, West Kalimantan				D																		

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	g. PT SUM - Bengkayang, West Kalimantan			D																		
	h. PT SAM - Sambas, West Kalimantan			D																		
	i. PT BAS - Kubu Raya, West Kalimantan				D																	
	j. PT PLD - Kubu Raya, West Kalimantan				D																	
	k. PT WKN - Bengkayang, West Kalimantan				D																	
3	Co-management Water Management Program	Landscape-based Kapuas Delta management in a KHG - Peat Hydrology Area																				
		On 7 May 2019, GAMA together with Aidenvironment held a Workshop (Discussion and Socialization) "Sustainable Forestry Development Based on Social Forestry with related key stakeholders in Kubu Raya West Kalimantan			D																	
4	Peat hydrological function recovery program	Program to close 642 canals in areas that have been cleared but not cultivated at PT. GAN																				
IV. Policy : Social Justice																						
1	Respect and recognition of the rights of all workers, including temporary workers	Develop Employees Grievance mechanism				D																
2	Providing health insurance for local community members in the vicinity of our estates who live below the poverty line	Collaboration with BPJS to provide National Health Insurance coverage to local community around estate as part of CSR program																				
3	Embrace Independent Smallholders Program	Provide support & assistance to Independent Smallholders around estate																				
		PT TSB - East Kalimantan (418 families with 1.591,87 Ha)																				
		a. Facilitate the certificate of land ownership from BPN																				
		b. Apply for ISPO Certification																				
		PT BSU - Jambi (193 families with 541,10 Ha)																				
		- Facilitate capacity building of Cooperation (improve human resource capacity in terms of managing cooperatives)																				
		PT KAMU - Pasaman, West Sumatera (Target ± 545 ha)																				
		- Sign MOU and verify community land ownership																				
		PT PANP - Agam, West Sumatera (Target ± 540 ha)																				
		- Sign MOU and verify community land ownership																				
V. Policy : Fire Prevention																						
1	Equipping all plantations with fire prevention & firefighting tools in the event of fire outbreak	All plantations / estates had all the firefighting equipments & tools	D																			
2	Actively engaging local communities in initiatives of fire and haze prevention through the Desa Siaga Api (D-SIGAP) program	APEL Siaga as a part of fire mitigation was conducted yearly in collaboration with related stakeholder namely Local Gov., Kesatuan Pemangku Hutan (KPH), Manggala Agni, Police and Head of Village around plantations in Kubu Raya West Kalimantan PT. GAN conducted a workshop on "Multi-stakeholder Collaboration to Prevent Land Fires in Kubu Raya with all related stakeholders				D																
						D																
3	Fire Free Alliance membership	Obtain membership for in August 2019				D																
4	Fire monitoring program (Hot Spot Monitoring & Fire Danger Rating) and immediate vicinity	Continuous Review & Improvement Fire Prevention mechanism																				
VI. Policy : Legal Compliance																						
1	Liquidation of inactive companies in Group	List of liquidated inactive plantation companies that are under our control																				
		a. PT IPP - East Kalimantan in Feb 2019				D																
		b. PT JT - Jambi in 2019				D																
		c. PT MPS - Jambi ini 2019				D																
		d. PT Patiware Satu - West Kalimantan in Apr 2019				D																
2	IUP Revision to exclude areas that are not cultivated	List of revised IUP plantations																				
		a. PT PLD - West Kalimantan in Dec 2018				D																
		b. PT SUM - West Kalimantan in Dec 2018				D																

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	c. PT AAN - West Kalimantan in Dec 2018	D																					
	d. PT NJP - West Kalimantan in July 2019				D																		
	e. PT BAS - West Kalimantan in July 2019				D																		
	f. PT WKSM - West Sulawesi,																						
	g. PT PANP - Landak, West Kalimantan, Regent Degree No. 525/613/DISBUN/2020, dated on 28th September 2020				D																		
3	The process of returning the ex-release area to the HPK area that was not planted due to No Peat Policy.																						
4	HGU Revision to exclude areas that are not cultivated																						
5	Group Consolidation																						
VII. Policy : Plantation - Mill - Environment																							
1	Stop the use of Paraquat																						
2	Reduction of greenhouse gas (GHG) emissions from all operations																						
3	Reduction of emissions of dust particles from mills																						
VIII. Policy : Traceability																							
1	Tracking and tracing FFB supply to mills																						
	Implementation Data Capture / Collecting Program of all FFB suppliers data consist of :																						
	a. Owner info (98.73 %)																						
	b. Location coordinate (98.73 %)																						
	c. Land status (76.72 %)																						
	d. Legality (76.72 %)																						
	e. Land area - Ha (98.73 %)																						
IX. Policy : Transparency and Accountability																							
1	ISPO Certification																						
	ISPO Certification Progress																						
	8 Plantations have obtained ISPO Certificate : PT PTW, PTPANP (West Sumatera), PTBSU, PT SIP, PTJJP, PT CRS, PT THIP and PT TSB																						
	4 PTs have passed Stage 1 Audit and preparing to submit for Stage 2 Audit process : PTGAN, PTWKN, PT AJP and PTWKSM																						
	3 PT are preparing to submit for Stage 1 Audit process : PT CMA, PT ACP and KAMU																						
2	ISCC Certification																						
	ISCC Certification Progress																						
	a, PT BSU - Jambi obtained ISCC Certificate																						
	b. PT THIP (8 estate) - Riau obtained ISCC Certificate																						
	c. PT THIP (9 estate) - Riau obtained ISCC Certificate																						
3	Grievance mechanism for conflicting land claims and other complaints & grievances																						
	Transparent grievance mechanism have been developed and will be launched by end of Aug 2019																						
4	Social, Economic and Sustainability Impact Dashboard																						
	Development of the Dashboard to be launched via company website																						