2022
SUSTAINABILITY REPORT
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ABOUT INDOAGRI, OUR VISION, MISSION AND VALUES
(GRI 2-1)

Indofood Agri Resources Ltd (IndoAgri) is listed on the Singapore Exchange (SGX) and headquartered in Singapore. IndoAgri and its subsidiaries operate plantation and processing facilities to produce palm oil, rubber, sugar, cocoa, and tea. The group also operates research & development, seed breeding, manufacturing and marketing of award-winning edible oils brands.

Our Vision is to become a leading integrated agribusiness and a world-class agricultural research and seed breeding company.

Our Mission drives us: to be a high-yield, low-cost producer that continuously improves its people, processes and technology to deliver at the highest standards of quality.

Our Values guide our work: with discipline as the basis of our way of life, we conduct our business with integrity, we treat our stakeholders with respect, and together we unite to strive for excellence and continuous innovation.

OUR POLICY

Our Sustainable Agriculture Policy (Policy) is approved at Board level and guides all our sustainability programmes. It is available on our website and applies to all our operations, including our plasma smallholders and other third-party suppliers from whom we purchase for our factories. Key policy commitments to deliver sustainably produced products are:

- No deforestation; conservation of High Conservation Value (HCV) and High Carbon Stock (HCS) areas
- No planting on peat regardless of depth
- No burning
- Respect for Labour and Human Rights, including Freedom of Association and non-discrimination
- Free Prior and Informed Consent (FPIC)

Read more online
IndoAgri is proud to present its 11th annual Sustainability Report for the calendar year 2022. This report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards and complies with the rules 711A and 711B of the Singapore Exchange Securities Trading (SGX-ST) Listing Manual and in line with the SGX-ST Listing Rules Practice Note 7.6 Sustainability Reporting Guide.

We have chosen the GRI reporting standards and principles to ensure stakeholder inclusiveness, accuracy, clarity, reliability, and comparability of the information presented in this report.

This report communicates our performance and progress against our Policy commitments and targets on material topics for the calendar year 2022. This report should be read alongside our Annual Report and website. Relevant links are provided in the report. IndoAgri has not commissioned any third-party assurance on this report.

We welcome your feedback or questions at sustainability@indofoodagri.com. The GRI Content Index and previous reports are available online.

**Reporting Scope**

The scope of this report covers our most dominant crop, oil palm, which occupies 83% of our total planted area, and our rubber operations, which occupy 5% of our total planted area. There have been no significant changes to the size, structure or ownership of our company compared to the previous report.

Our financial, employee, community and health & safety data constitute the whole Group (all operations in the scope of this report). Our responsible sourcing, and product data include only our downstream refinery operations.

Our environmental data includes the following sites in our palm oil and rubber operations:

- **63** out of 83 sites ISPO-certified/audited plantations
- **23** out of 27 sites ISPO and/or PROPER-certified/audited mills
- **5** out of 5 sites PROPER-certified/audited refineries
- **7** out of 7 sites Rubber plantations
- **3** out of 3 sites Rubber factories
Our 11th annual sustainability report on our Environmental, Social and Governance (ESG) performance is guided by a formal materiality process and has been approved by the IndoAgri Board.

While the effects of the COVID-19 pandemic continued to recede during 2022, the year presented us with a new set of challenges. Geopolitical conflict, supply chain disruption, rising global protectionism and increasingly erratic weather patterns resulted in volatile commodity prices and operational difficulties. Despite these headwinds, we remain resilient and ever more committed to our sustainability objectives.

As a responsible producer of palm oil and edible oil products, we strive to balance the economic benefits we bring to society with the environmental and social impact of our business practices. We consider the impact of all our business decisions on the environment and our stakeholders, including the smallholders with whom we work and the communities where we operate. Our inflexible commitment to No Deforestation, No Peat, No Exploitation remains, and continues to guide our judgement and activities.

We recognise the importance of minimising our greenhouse gas emissions. As a vertically integrated agribusiness group, we benefit from the oversight of the whole value chain and can optimise the use of materials throughout our production process – from plantation to final product. We have continued lowering methane emissions at three of our aerated bunker composters and have achieved emissions reductions of up to 80% compared with conventional anaerobic composting. Furthermore, we have completely switched from using coal to palm shell as an energy source at our Lubuk Pakam refinery and are in the process of implementing this change at two other refineries.

Innovation and evolution have enabled us to increase yields across our plantations. Through active crop management, nutrient analysis, improvements in fertiliser application, and increased mechanisation, we have been able to raise plantation productivity. We will continue to focus on cost control improvements and drive efficiency through digitalisation and streamlining of work processes.

Currently, 86% of our estates are ISPO certified, along with 20 of 27 mills and 84% of nucleus CPO production. We are close to achieving full transparency and traceability across our supply chain and are on track to achieve our goals of ISPO certification for all nucleus estates and mills by 2024, which has been extended by 1 year due to additional new planting. All FFB and palm kernels processed in our mills are traceable to their source estate, and 100% of CPO processed can be traced to the respective mills. Furthermore, our Tanjung Priok plant has obtained the “Good Manufacturing Practices” certification, which covers five areas: sanitation, hygiene, buildings, compliance, and pest control. We aim to achieve this certification for our remaining four plants during 2023.

We continue to focus on initiatives that benefit our smallholders. Our FFB Purchase Scheme provides price assurance to smallholders, and our Seedling Provision Program gives farmers access to high quality seeds at subsidised rates. Additionally, in 2022 our Rejuvenation Scheme (Peremajaan Sawit Rakyat, PSR) helped 51 farmers replant mature plantation areas across 123 hectares. IndoAgri is continuing to support and assist our smallholders to obtain ISPO certification. We resumed operation of our Posyandu healthcare facilities during the year, where we provided educational programmes for pregnant mothers and medical screening for babies and children. These facilities and services are available to all who live in the communities where we operate, as are our Rumpin education centres which provided tutoring and training to over 23,041 visitors in 2022.

We regret to report one fatality at our palm oil operations during the year. We have investigated this unfortunate incident and have implemented corrective actions to prevent reoccurrence. The safety and well-being of our employees are of paramount importance, and we strive to provide a comprehensively safe working environment. We have always aimed for the goal of zero fatalities, and we will continue to do so.

The nature of our agribusiness operations means we are particularly exposed to climate-related risks. While we have included such risks in our enterprise risk management (ERM) processes for many years, in 2022 we took steps to align our activities with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD). We are performing detailed scenario analyses and will be incorporating additional physical and transition risks into our ERM framework. The results will influence future strategic decisions and financial planning exercises, and we intend to provide more detail in our 2023 sustainability report.

I would like to thank all employees of IndoAgri for their support and engagement as we continue our journey in pursuit of our sustainability goals. Despite the challenges of 2022, we have made progress towards our targets thanks to the resilience, determination, and innovative attitude of our staff. I am confident that our joint endeavours will continue to benefit ourselves, our stakeholders, and the communities and environments in which we operate.

Mark Julian Wakeford
Chief Executive Officer and Executive Director
2022 AT A GLANCE

BUSINESS and PEOPLE

Vertically integrated agribusiness
294,488 hectares of nucleus planted area
83% under oil palm
17% other crops
27 mills
5 refineries
5 rubber processing
2 sugar factories

Preventing deforestation
Zero clearance of primary forest, degradation of HCV areas, new planting on peat regardless of depth, or burning
100% of sites have HCV Management and Rehabilitation plans

Energy and water
2% reduction of energy consumption intensity in mills (2021 baseline)
14% decrease in absolute energy consumption in refineries (2021 baseline)
No change in water intensity in mills (2021 baseline)
8% decrease in absolute water consumption in refineries (2021 baseline)
99% of fuel used in mills from renewable sources
100% of milling waste reused by our estates and mills

Climate Change & GHG Emissions
2% reduction in GHG emissions from estate and palm oil mill operations

People

Workforce representation
73% permanent operational employees are registered with a union
27% remainder are covered by Company Regulation

Labour conditions and safety
100% elimination of Paraquat (since Mar 2018)
100% SMK3 management system sites
60 sites with SMK3 gold rating

Child labour
No registered worker <18 years old

ENVIRONMENT

Health facilities
189 clinics
202 Posyandu
59 doctors
256 midwives / nurses
33 ambulances

Education facilities
145 day care centres
151 schools
728 teachers
15,460 students
20 Rumah Pintar
23,041 Rumah Pintar visitors

COMMUNITY

Quality
100% refineries completed annual audits on quality assurance

Food Safety / Quality Management System
80% certified with ISO 9001/ FSSC 22000
100% of food safety audits completed for 100% self assessment of non raw material suppliers

ISPO-certified production
86% of all estates' hectarage
84% of nucleus CPO production

Supply chain traceability and transparency
100% of FFB processed in mills traceable to estates
100% of CPO processed in refineries traceable to mills
100% of PK processed in kernel crushers traceable to estates
OUR APPROACH TO SUSTAINABILITY

04 Governance and Management

04 Sustainability Governance
- Board Statement
- Whistleblowing Policy and Grievance Mechanism
- Risk management, business continuity and supply chain resilience

06 Material Topics and Management

08 Our Approach on Key Sustainability Focus Areas
- Responsible Sourcing
- People
- Community Relations
- Product Integrity
Our Vision, Mission, Values, Code and Policies commit us to responsible business practices and the highest standards of quality and conduct. We use a set of policies, targets, certifications, standards and programmes to guide our approach to sustainability and manage the risks and opportunities relating to our material topics. Requirements for oil palm ISPO certification and the specifications associated with the Indonesian Government’s PROPER environmental initiative help us deliver on our commitments to good governance, no deforestation, no new planting on peatland regardless of depth, no burning, supporting smallholders, and ensuring land rights and human rights.

We ensure partners adhere to our standards and recognise the importance of engaging both internal and external stakeholders to translate our plans into action. Our sustainability data is recorded in an SAP enterprise information system that we use to track our progress against targets and our management approach is monitored through both internal and external audits, analysis of performance trends, and review of stakeholder feedback. Our regular internal audits, monitoring, and assessments are guided by the ISPO, ISO 14001 Environment Management System and the ISO 9001 Quality Management System, amongst other auditing frameworks and standards.
We are committed to preventing negative impacts on the environment, the economy and on the communities where we operate, including any negative impacts on people’s human rights. We apply the precautionary principle in managing our material ESG topics. Our Board is kept updated on our sustainability performance by our Sustainability Think Tank. Led by our CEO, the Sustainability Think Tank comprises Executive Directors, Chief Operating Officers, the ERM unit, the R&D team, and sustainability representatives from each business unit. Our Audit and Risk Management Committee also receives a quarterly update on material sustainability risks and related concerns.

**Whistleblowing Policy and Grievance Mechanism**

We are committed to ethical conduct and have zero tolerance for any form of corruption. These commitments are also demanded of our suppliers. All new hires receive induction training on our Code of Conduct, which prohibits bribery and gratification. Our whistleblowing policy enables employees to raise any concerns without fear of reprisal. More information on our whistleblowing policy can be found in our Annual Report.

To enable employee and community participation in the grievance process, we have internal and external grievance mechanisms in place. The process for raising internal grievances is available and is regularly socialised to our employees by email and through morning briefings. We share our external complaints procedure to village heads and communities where we operate. Our internal audit teams regularly review the input and output of our grievance mechanisms to ensure they are effective.

**Risk management, business continuity and supply chain resilience**

We collaborate closely with our suppliers to anticipate and plan for any potential disruptions in supply, and we monitor government regulations and other restrictions in order to minimise disruptions in delivering our products to customers. Additionally, we maintain a sufficient level of stock of our products on e-commerce platforms to ensure that they are always available to our customers.

Pandemic risks were added to our regular ERM framework in 2020. Our ERM function coordinates efforts across various departments to minimise the impact of pandemic risk on our business. We continue to remain alert and manage business risks posed by the pandemic. Automation, digitalisation and mechanisation within the Group accelerated as a result of the pandemic and we have updated our business continuity plans to include a more comprehensive scenario for future pandemics.
MATERIAL TOPICS AND MANAGEMENT (GRI 3-1, 3-2)

Our material topics are monitored by our Sustainability Think Tank and reviewed by our Board annually. This process ensures the topics remain relevant and are aligned with business and stakeholder expectations. With the help of an independent consultant, we conducted an in-depth, three-stage review:

1. **Identification of material topics**
   Benchmarking against peers and industry-specific ESG topics was performed through desktop research and compared with previously identified material topics. Through this process, we were able to identify potential emerging topics while considering our sustainability context and ESG ratings such as SPOTT, Sustainalytics and MSCI.

2. **Stakeholder engagement**
   The Sustainability Think Tank reviewed the list of 16 material topics. While no significant changes resulted from this stage of the review, minor refinements of the scope and names of some topics were made. For example, the proposed material topics of ‘Rights of indigenous peoples and communities’ and ‘Community empowerment and relations’ were combined into ‘Community rights and relations’.

3. **Validation**
   The final list of fifteen material topics was validated by the Board after presentation by the Sustainability Think Tank during a Board meeting.

Smallholders meeting in Musi Rawas, South Sumatra
All our material topics are managed under a set of six Sustainability Programmes, which conduct activities in compliance with our Policy. Through our Programmes, we contribute towards 15 UN Sustainable Development Goals (SDGs).

<table>
<thead>
<tr>
<th>Sustainability Programmes</th>
<th>Material topics governed by or indirectly influenced by the programme</th>
<th>Corresponding SDGs</th>
</tr>
</thead>
</table>
| Growing Responsibly                        | • Responsible Business Conduct (RBC)  
• Product Quality and Safety  
• Climate Change and GHG Emissions                                                                 | • Water, Waste and Effluents  
• Use of Fertilisers, Pesticides and Chemicals  
12 SDG: Climate action  
13 SDG: Climate action                                                                 |
| Sustainable Agriculture and Products       | • Protection of Forests, Peatlands and Biodiversity  
• Fire Control and Haze Prevention  
• Climate Change and GHG Emissions                                                                 | • Water, Waste and Effluents  
• Use of Fertilisers, Pesticides and Chemicals  
• Occupational Health and Safety (OHS)  
• Yield Resilience and Innovation  
2 SDG: Clean Water & Sanitation  
6 SDG: Clean Water & Sanitation  
7 SDG: Clean Water & Sanitation  
14 SDG: Life below water  
15 SDG: Life below water                                                                 |
| Safe and Traceable Products                | • Supply Chain Traceability and Transparency  
• Sustainability Certification                                                                 | • Product Quality and Safety  
• Yield Resilience and Innovation  
12 SDG: Climate action  
13 SDG: Climate action  
14 SDG: Life below water  
15 SDG: Life below water                                                                 |
| Smallholders                               | • Smallholder Engagement and Livelihoods  
• Community Rights and Relations  
• Water, Waste and Effluents  
• Use of Fertilisers, Pesticides and Chemicals  
• Yield Resilience and Innovation                                                                 | 2 SDG: Clean Water & Sanitation  
6 SDG: Clean Water & Sanitation  
7 SDG: Clean Water & Sanitation  
13 SDG: Climate action  
14 SDG: Life below water  
15 SDG: Life below water                                                                 |
| Work and Estate Living                     | • Human, Child and Labour Rights  
• Community Rights and Relations  
• Occupational Health and Safety (OHS)  
• Yield Resilience and Innovation  
• Pandemic Resilience  
• Protection of Forests, Peatlands and Biodiversity                                                                 | • Fire Control and Haze Prevention  
• Climate Change and GHG Emissions  
• Water, Waste and Effluents  
• Use of Fertilisers, Pesticides and Chemicals  
1 SDG: No poverty  
2 SDG: Clean Water & Sanitation  
3 SDG: Good health and well-being  
4 SDG: Quality education  
5 SDG: Quality education  
6 SDG: Clean Water & Sanitation  
7 SDG: Clean Water & Sanitation  
8 SDG: Clean water & sanitation  
9 SDG: Clean water & sanitation  
10 SDG: Clean water & sanitation  
11 SDG: Clean water & sanitation  
12 SDG: Climate action  
14 SDG: Life below water  
15 SDG: Life below water                                                                 |
| Solidarity                                 | Smallholder Engagement and Livelihoods  
Protection of Forests, Peatlands and Biodiversity  
Fire Control and Haze Prevention  
Climate Change and GHG Emissions  
Water, Waste and Effluents                                                                 | • Use of Fertilisers, Pesticides and Chemicals  
• Community Rights and Relations  
• Occupational Health and Safety (OHS)  
• Yield Resilience and Innovation  
• Human, Child and Labour Rights  
• Pandemic Resilience  
1 SDG: No poverty  
2 SDG: Clean Water & Sanitation  
3 SDG: Good health and well-being  
4 SDG: Quality education  
5 SDG: Quality education  
6 SDG: Clean Water & Sanitation  
7 SDG: Clean Water & Sanitation  
8 SDG: Clean water & sanitation  
9 SDG: Clean water & sanitation  
10 SDG: Clean water & sanitation  
11 SDG: Clean water & sanitation  
12 SDG: Climate action  
14 SDG: Life below water  
15 SDG: Life below water                                                                 |
OUR APPROACH ON KEY SUSTAINABILITY FOCUS AREAS

Environmental Protection (GRI 3-3)
Our Sustainable Agriculture Policy guides our commitment to environmental conservation. We understand that we have a responsibility to minimise negative impacts on the environment and that we must act sensibly in relation to our resource consumption. In protecting forests, peatlands and biodiversity, we regularly evaluate environmental risks and actively conserve HCV and HCS areas.

Forest fires and haze severely impact the health of local and global ecosystems and communities. We take a resolute approach by actively monitoring hotspots and engaging stakeholders on fire prevention.

Resource consumption and disposal of waste are performed in a responsible manner. All our actions related to water – including withdrawal, consumption, and discharge – are regulated by Indonesian government laws and regulations. We also reuse 100% of our milling waste, either as organic fertilizer or as a source of energy for our boilers. We are constantly working to find new and innovative ways to replace synthetic chemicals with natural, environmentally friendly alternatives. Our research aims to reduce the use of fertilizers, pesticides, and other chemicals in order to grow oil palms in a sustainable and environmentally responsible way.

Cooperation and collaboration across the value chain contributes greatly to environmental protection. Consequently, we expect our suppliers to comply with our sustainability standards, in line with our Sustainable Agriculture Policy. Our ERM framework and whistle-blowing mechanisms help to ensure compliance with relevant environmental regulations and mitigate associated risks.

IndoAgri understands that the climate crisis presents both risks and opportunities that are affecting the environment in which we operate; from the ecosystems our plantations rely on to the communities where we operate, and the people involved throughout our whole agribusiness value chain. To overcome climate change risks such as water scarcity and unpredictable weather patterns, we engage in both mitigation and adaption action. We are progressively increasing our use of renewable energy, improving energy efficiency, and reducing GHG emissions, while engaging in R&D to produce seeds resistant to extreme weather conditions. We have also begun to analyse our exposure to climate risk in line with the framework established by the Taskforce on Climate-Related Financial Disclosures and provide more details in the Climate Change and GHG Emissions section on page 21.
**Responsible Sourcing (GRI 3-3)**

It is important to our customers that we operate transparent supply chains and engage in responsible sourcing practices. Our commercial success relies on ensuring our customers have confidence in our products and their origins. We encourage our suppliers to adopt best practices by being transparent throughout their supply chains and responsible in their operations. We routinely assess and audit our suppliers to ensure standards are met. We also collaborate with smallholders to help them build capacity and improve the quantity and quality of yield.

To establish the traceability of each tonne of palm oil, we record the following:
- Name, parent company, address
- GeoCoordinates of plantation\(^1\) and mill
- Nucleus or plasma KUD / group farmers profile and data
- Refinery dispatch number
- Certification status

In the agribusiness industry, third-party sustainability certifications guide best practices and provide assurance to our stakeholders. The ISPO certification, developed and mandated by the Indonesian Government, is an integral component of delivering on our Policy and commitments. As part of our commitment to responsible sourcing, we aim to have 100% of our mills and nucleus estates ISPO certified by 2024.

Smallholders play a crucial role in the palm oil industry and account for more than 40% of all oil palm cultivated in Indonesia. Recognising the role played by this group, we support and engage our smallholders through various capacity building and training programs. We also support smallholders we work with in obtaining ISPO certification.

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\(1\) This includes batch barcodes for FFBs from our South Sumatra plasma estate.

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**People (GRI 3-3)**

The overall well-being of our employees is fundamental to our success. Our Sustainable Agriculture Policy and Labour Policy outline our commitment to respect and protect the rights of our workers, comply with Indonesian law, the UN Universal Declaration on Human Rights, and the International Labour Organisation (ILO) codes of practice ratified by the Republic of Indonesia\(^2\). We strive to provide our workers with stable incomes, safe working environments, and improved job opportunities. We strictly enforce measures to prevent forced labour or child labour at all our sites.

All IndoAgri employees are paid above the legal minimum wage of their respective regions, which differs based on the sector, cost of living in each province, and collective labour agreement in that region. To ensure a decent living wage, we provide additional benefits such as housing, healthcare

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\(2\) The nine “core” ILO Conventions ratified by Indonesia are:
- Forced Labour Convention, 1930 (No. 29)
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
and education to all permanent employees and their families. We support our employees’ rights to collective bargaining and they are free to register with their preferred labour union.

We are committed to providing safe workplaces for our employees. Our rigorous OHS management system aims to minimise negative health impacts and prevent accidents. All our sites are equipped with SMK3 (Indonesian OHS standard) management systems and undergo SMK3 refresher training every year to ensure operational compliance. In addition, workers are reminded and receive training relating to safety standards and operating procedures before they start work each morning.

Our Training and Development programmes provide professional development and career progression opportunities for our employees while meeting our needs for skilled, capable human resources.

Community Relations [GRI 3-3]
We recognise our ability, as a large palm oil company, to effect positive impacts on the lives of those living in and near the areas of our operations. We respect the rights of our communities, including the FPIC rights of indigenous people impacted by our operations. We make a conscious effort to maintain strong relations with these stakeholders and address their needs.

We comply with Indonesian law, the UN Universal Declaration on Human Rights and the ILO codes of practice ratified by the Republic of Indonesia.

We endeavour to empower local communities and improve socio-economic well-being. Under our Work and Estate Living Programme, we support communities and local governments in economic development, and also provide access to healthcare and education.

Product Integrity [GRI 3-3]
Product quality and safety are crucial to our commercial success. As palm oil is highly versatile and widely used across both edible and non-edible products, it is critical that we uphold high standards of product quality and process safety through food safety management systems and quality assurance at our refineries, as detailed in our Quality Policy and Sustainable Agriculture Policy. We are certified to local and international food safety standards such as Indonesia National Standard (SNI 5 refineries), ISO 9001 (4 refineries) and FSSC 22000 (1 refinery).

Our customers expect full product traceability while regulators require complete information on ingredients and nutritional content. We strive to meet these demands and the demands of all other stakeholders. We comply with all regulations on food safety, consumer protection, quality and nutrition, labelling, and advertising. Our batch coding system enables us to trace all supplied CPO to their source milling sites. Our products and refineries are certified by an approved Halal certification system, LPPOM MUI, The Assessment Institute for Foods, Drugs and Cosmetics, and the Indonesian Council of Ulama.
BUSINESS OVERVIEW

INTRODUCTION
We are a diversified and vertically integrated agribusiness. Our operations span the entire supply chain, from plantation management and crop production, to processing refining, branding and marketing of edible oil products. We operate processing facilities to produce palm oil, rubber, sugar, cocoa and tea.

In Indonesia, our oil palm estates are largely located in rural Sumatra and Kalimantan, while our refineries are mainly located in major cities including Jakarta, Medan, Surabaya, and Bitung.
CAPTURING VALUE ACROSS OUR OPERATIONS IN INDONESIA (GRI 2-6)

Seed breeding
At our R&D centres, we engineer more efficient, resilient seeds and planting materials.

Plantations
In nucleus and smallholders’ plantations, we grow oil palms, sugar cane, rubber, cocoa and tea in a responsible manner.

- 244,768 hectares of oil palm
- 16,074 hectares of rubber
- 14,056 hectares of sugar cane
- 19,590 hectares of timber, cocoa, tea
- 294,488 hectares of nucleus area covering all crops
- 90,551 hectares of plasma partnership for oil palm and rubber
- >50,000 plasma smallholders partnered

Mills
At our mills, we process FFB into CPO and CPKO, latex into crumb and sheet rubber, and sugar cane into sugar.

- FFB processing capacity
  - 27 palm oil mills
  - 7.2M tonnes FFB processed per year
  - 3.5M tonnes of FFB from our nucleus estates, plasma, and third parties milled into 736,000 tonnes of CPO and 180,000 tonnes of PK in 2022
  - 701,000 tonnes of CPO sold: 76% to IFAR refineries, 24% to external parties

- Rubber processing capacity
  - 5 (3 crumb and 2 sheet) rubber processing facilities
  - 33,000 tonnes crumb and sheet rubber per year

- Cane crushing capacity
  - 2 sugar cane mills
  - 2.2M tonnes sugar per year

Refineries
At our refineries, we refine CPO into higher value edible oil and fat (EOF) products.

- CPO processing capacity
  - 5 refineries
  - 1.7M tonnes CPO processed per year

Customers & consumers
Our EOF products are used by consumers for daily living and by customers as input for their products.

- 83% of EOF products serve domestic consumers

All our consumer pack cooking oil brands are fortified with Vitamin A
Our Agribusiness Group meets the evolving needs of our customers and stakeholders through our two seed breeding R&D centres: PT Sumatra Bioscience (Sumbio) in North Sumatra and PT Sarana Inti Pratama (SAIN) in Pekanbaru. Oil palm seeds developed at these centres use world renowned breeding populations from Southeast Asia and Africa and produce high-yielding seed material, free of genetically modified organisms.

As of 31 December 2022, 11% of our total planted oil palm estate areas of 244,768 hectares were immature estates. The average age of our oil palm trees is 18 years, of which 14% are under seven years old, a key indicator of our future CPO production.

Oil palm fruitlets in Sei Rumbya Estate, North Sumatra

Rubber

We have rubber operations in North and South Sumatra, East Kalimantan, and Sulawesi. In 2022, we produced 5,200 tonnes of sheet and cup lump rubber. 52% of rubber products, comprising sheet rubber and crumb rubber, were sold domestically, and the rest was exported.

Rubber tapping in Sei Rumbya Estate, North Sumatra

Employee statistics for IndoAgri can be found on page 56 in the Appendix.

Oil Palm: Our Principal Crop

Workforce Profile (GRI 2-7, 2-8)
Our Other Crops
In Indonesia, our other crop operations include sugar, cocoa and tea.

In Brazil, we have sugar operations through a 36.21% joint venture, CMAA. In 2022, CMAA produced 650,000 tonnes of raw sugar, 303,000 m³ of ethanol and 401,000 MWh of electricity for export and domestic markets. CMAA achieved Bonsucro certification for 3.5 million tonnes of sugar cane. This represents 90% of our own cane production in 2022.

Our Edible Oil Products
More than 83% of our branded EOF are sold in the Indonesian market. The remainder is exported.

In Indonesia, our cooking oils are sold under the leading brands Bimoli, Bimoli Spesial, Delima, and Happy. Our consumer margarine and shortening are marketed under the Palmia, Royal Palmia and Amanda brands, while their industrial equivalents are branded Palmia, Simas, Amanda, Malinda, and Delima.
INTRODUCTION
Indonesia is one of the most biodiverse regions in the world, but the environment and society have been impacted by increasingly extreme weather patterns and other effects of climate change. IndoAgri is committed to operating as a responsible agribusiness and protecting our ecosystems, promoting their resilience and our long-term sustainability.

In this section, we explain our commitments and progress on environmental protection, including fire control, climate change mitigation and adaptation, resource efficiency, waste management and chemical usage.

Aligned with SDGs

Material topics and focus areas:
1. Protection of forests, peatland and biodiversity
2. Fire control and haze prevention
3. Climate change and GHG emissions
4. Water, waste and effluents
5. Use of fertilisers, pesticides and chemicals

Scope of section
Palm oil and rubber operations

Breeding of natural pest control at Bah Lias Research Station, Simalungun, North Sumatra
##UPDATES FOR 2022

In this section

###Protection of forests, peatland and biodiversity
- **No** primary forest clearance on our sites
- **No** degradation of HCV areas
- **No** new planting on peatland since 2013
- **Maintained** healthy water levels

###Fire control and haze prevention
- **Zero** burning for land clearing and replanting
- **Trained** fire control team in every estate

###Climate change and GHG emissions
- **2%** reduction in GHG emissions from estate and palm oil mill operations
- **99%** of fuel used in palm oil mills is from renewable products

###Water, waste and effluents
- **No** increase of water consumption intensity for mills, remained the same as 2021
- **8%** decrease in refinery water consumption compared to 2021
- **100%** hazardous waste disposed by an accredited 3rd party
- **64%** of non-hazardous waste sent for recycling
- **100%** of milling waste reused by our estates and mills

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###Protecting our environment

<table>
<thead>
<tr>
<th>Material topics</th>
<th>Goal/target</th>
<th>Updates for 2022</th>
</tr>
</thead>
</table>
| **Climate Change and GHG Emissions**   | Reduce energy consumption ratio in palm oil mills and refineries | - 2% reduction of energy consumption per tonne of material processed in mills against our 2021 baseline  
- 14% decrease in absolute energy consumption in refineries against our 2021 baseline |
|                                        | Reduce GHG emissions from estate and palm oil mill operations    | 2% reduction in GHG emissions from estate and palm oil mill operations           |
| **Water, Waste and Effluents**         | Reduce water consumption intensity in mills and refineries       | - Water consumption intensity for mills remained the same as 2021 baseline      
- 8% decrease in absolute water consumption in refineries against our 2021 baseline |
|                                        | Maintain effluent levels to be within local regulation thresholds | All effluent levels within regulation thresholds                                  |
| **Fire Control and Haze Prevention**   | Continue to strengthen fire mitigation procedures               | Completed 32 fire control training days in 51 estates in 2022                    |
|                                        | Continue to engage local communities and villages on fire-fighting and prevention | Engaged 90 villages on fire prevention since 2016                                |
**PROTECTION OF FORESTS, PEATLAND AND BIODIVERSITY** *(GRI 3-3, 304-4)*

We recorded zero primary forest clearance and degradation of HCV areas in 2022.

Our Sustainable Agriculture Policy governs our operations and the way we execute our procedures and practices. We are committed to the preservation of areas of HCV and HCS.

The HCS Approach Toolkit helps us establish whether areas of land can be used for planting or should be conserved. Identification of HCV areas is performed through our internal and third-party accredited assessments. Our HCV areas include riparian areas, indigenous land, and habitats for endangered species.

**HCV Management and Rehabilitation Plans Across all IndoAgri sites**

We operate a strict zero-tolerance policy across all our operations and suppliers against logging, burning, and hunting of protected species and wildlife. To prevent these activities and restrict access, warning signs have been installed and boundary pits have been set up along the perimeters of HCV areas. Our HCV Management Plans have been assessed and accredited by licensed assessors. To deliver on our HCV Management Plans, 100% of our sites have HCV Rehabilitation Plans. The map shows the locations of our sites, all of which have HCV Management and Rehabilitation Plans.

<table>
<thead>
<tr>
<th>Material topics</th>
<th>Goal/target</th>
<th>Updates for 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protection of Forests, Peatlands and Biodiversity</td>
<td>Compliance with our policy of no deforestation and zero HCV loss</td>
<td>No primary forest or HCV areas was affected during new planting and replanting in 2022</td>
</tr>
<tr>
<td>Use of Fertilisers, Pesticides and Chemicals</td>
<td>To achieve 100% use of available organic fertiliser (EFBs) and POME from our mills</td>
<td>Achieved</td>
</tr>
<tr>
<td></td>
<td>Improve Integrated Pest Management to reduce reliance on chemical pesticide use</td>
<td>4% increase in pesticides used compared to 2021*</td>
</tr>
</tbody>
</table>

* Increase was due to enhancement of weed control during the prolonged rainy season, and for replanting activities requiring more herbicides/insecticides to support immature plant growth.
Bekantan Kahau (Nasalis Larvatus) in an oil palm plantation in Lupak Dalam, Central Kalimantan

Biodiverse ecosystems are critical to supporting life on Earth: healthy soil is dependent on microbes and invertebrates; trees and plants absorb carbon dioxide; and medicines have often originated from plants. IndoAgri understands that the nature of our business impacts biodiversity levels in our plantations. We are committed to reducing this impact and protecting biodiversity in our HCV areas. Our HCV assessments have enabled us to identify protected species that inhabit our concessions and surrounding areas. By performing biodiversity monitoring in estates, and conducting interviews with local communities, we track biodiversity indicators and the health of key species in HCV areas. We also use drones to observe the condition of these areas. We are required to submit compliance reports containing data analysis and monitoring results to the government conservation agency (BKSDA) on a regular basis. In 2022, we commenced a research project, in conjunction with universities and the government, to help conserve the protected Bekantan (Proboscis) monkey within an existing concession area. These efforts will involve understanding the locations in which the Bekantan live, determining the population of the species, and ensuring their habitat is preserved. We have also been voluntarily helping the Government in protecting Taman Nasional Meru Betiri in East Java, near one of our estates. We have been assisting this conservation program by supporting security patrols and by ensuring protection of our adjacent HCV areas which act as a buffer zone to the conservation area. This gives additional protection for wildlife habitat and provides additional water catchment space.

Since 2013, there has been no new planting on peatlands and water levels in peatlands under our control have been maintained.

A third of the world's soil carbon is stored in peatlands. If drained or burned, peatlands can emit a significant volume of carbon dioxide, the major greenhouse gas driving the climate crisis. IndoAgri prohibits development on peat regardless of depth and complies with related regulations of the Government of Indonesia. All nucleus planting programs must be approved at the IndoAgri Executive Board level.

Our HCV management approach also applies to peatland (see page 17). Additionally, we maintain a minimum water table depth for our existing cultivated peatland and work closely with various stakeholders, including the Ministry of Environment and Forestry, Ministry of Agriculture, and peat experts to ensure compliance. For more information on our commitments to peatland protection, please refer to our Sustainable Agriculture Policy on our website.

Our initiatives include monitoring of water levels on estates using peat subsidence measurement, GIS remote sensing, and 3D flood risk modelling. We apply canal engineering techniques to ensure sufficient water distribution during dry periods. We have also conducted hydrographic and topographic mapping of the peatland planting for submission to the Government.

IndoAgri holds annual meetings with local government, labour unions, local NGOs and community representatives. These discussions enable stakeholders to raise and address any individual environmental concerns they may have.

Peatland monitoring in Muara Merang Estate, Musi Banyuasin, South Sumatra
Meranti tree (*Shorea leprosula*) reforestation initiative

We have established forests in several plantations with the aim of regenerating and preserving the natural environment. Our intent is to create a habitat for animals and plants to restore the quality of the environment and improve the balance of the ecosystem. The first plantation forests were successfully developed at Begerpang and Turangie Estates, North Sumatra in 2001. We planted Meranti trees as conservation plants between the oil palm plantations. Cited forests have created a natural haven for a variety of indigenous flora and fauna. Monitoring activities are carried out periodically by trained officers.
FIRE CONTROL AND HAZE PREVENTION (GRI 3-3)

Forest fires cause significant negative impacts on the environment and on society.

The effects can be extreme and include loss of life, loss of biodiversity, and adverse health consequences for surrounding communities. Fires also incur long-term commercial, reputational, and financial costs to businesses. IndoAgri requires that all operations and suppliers comply with our zero-burning regulations as set out in our Policy. All land clearing – for example, of non-productive oil palms – must be performed mechanically, and good practices are shared with the communities.

In terms of implementing fire-prevention strategies, IndAgri takes a forthright approach to hotspot monitoring and stakeholder education. Our ERM team sets out our strategy in responding to fire risks and related scenarios. Satellite images from the National Oceanic and Atmospheric Administration (NOAA) and the National Aeronautics and Space Administration (NASA) are monitored daily and compared with IndoAgri’s concession maps to identify hotspots. On-the-ground checks are conducted by our estate managers and specialist fire teams to verify any potential hotspots. The ERM team, estate managers, and specialist fire teams are in constant contact, ensuring a swift and decisive response in the event of fire risk.

In 2022 we partially automated the satellite image monitoring process. Satellite images are now automatically downloaded from the government database and forwarded through email to the relevant estates for review. This has enabled more efficient use of resources which means staff can spend more time on analysis and investigation.

The number of fire incidents in 2022 was reduced from previous years, demonstrating the effectiveness of our proactive approach as well as more regular rainfall in 2022.

As of December 2022, we had a total of 207 fire towers across all our estates. We have plans to increase the number of fire towers, particularly in hotspot areas and on the boundaries we have with local communities. During the year, we continued with the implementation of our community collaboration programs to build local capacity and knowledge to prevent fires. Since the launch of the program in 2016, we have engaged 90 local villages.
Climate change poses a major threat to our environment and the well-being of future generations. As a large agribusiness, the most obvious impacts of climate change to our operations are clear: increasing temperatures result in a higher incidence of forest fires and drought, and increased severe and prolonged rainfall leads to more frequent flooding. We are in the process of analysing our exposure to climate risk in line with the TCFD framework (see boxed text, right). As we find ways to adapt to a changing climate, we also recognise our part in mitigating climate change.

Adapting to climate change
The biggest impacts that we face from climate change are rainfall-related – more frequent flooding at our plantations, especially in lowland areas. Natural water sources can be contaminated during flooding, and the raised water levels create difficulties in transporting clean water to operation sites. Flooding also affects operational activities in our plantations, causing damage to infrastructure, and resulting in delayed transportation of FFBs.

To mitigate the full effect of rainfall-related risks, our forecasting efforts have been improved. We use forecasts from the Meteorology Climatology and Geophysics Council (BMKG) as a basis for our planning, and map the typography of the land to fortify areas prone to flooding. We have also continued to develop other preventative initiatives such as increasing the efficiency of drainage systems, enhancing road accessibility in the wet seasons, and mobilising additional fire protection levels in the dry seasons.

We employ four key methods to reduce energy use and increase energy efficiency across our operations. Firstly, we have implemented ISO 50001 certified energy management systems (EnMS) in a number of our refineries and mills. Secondly, we have decreased the oxygen content in the combustion chambers of our boilers, leading to more efficient energy use. Thirdly, we have optimised the reuse of condensate water from our boilers meaning less water and energy is required for operation. Finally, we perform continuous review and maintenance of our boilers and optimisation of the operation parameters to ensure maximum efficiency. Our sustainability team continues working with colleagues from the Indofood Group to focus on best management practices.

As 99% of fuel used in all our mills comes from renewable energy, our efforts are primarily focused on increasing the percentage of renewable fuel used in our refineries. Since the beginning of 2018, the boilers in our Lubuk Pakam Refinery, North Sumatra have switched from using coal to palm shell entirely. We are in the process of replacing the coal used in our Surabaya and Bitung refineries with palm shell. In addition, we are reviewing proposals received for the implementation of solar panels at our refinery in Surabaya.
We have started to improve the quality of our data collection and have initiated a pilot project to measure the amount of energy we are using in our shell-powered boilers. Our engineering department designed and installed a meter at the Begerpang mill in 2022 and, after review and post-implementation testing has been completed in 2023, we intend to extend the application of this device to other mills.

Despite our mills comprising a small amount of our overall non-renewable energy consumption, we are evaluating the installation of solar panels at sites in more remote areas that are not connected to the Perusahaan Listrik Negara (PLN) state electricity grid. The project is commencing with a pilot implementation at a mill in West Kalimantan in 2023 and will be replicated across other locations if successful. We expect to reduce diesel use by at least one fifth at these sites after installation of the solar panels.

We have adopted and implemented best practices in our crop operations based on the success stories and achievements of our palm oil operations. We are pleased to report that two rubber factories, two sugar factories, one tea factory and one cocoa factory are using renewable energy from palm shells and sugarcane bagasse.

The energy consumption per tonne of FFB processed at our mills decreased by 2% from 2.18 GJ/tonne in 2021 to 2.13 GJ/tonne in 2022.

Energy consumption per tonne of material produced at our refineries increased by 27% from 0.96 GJ/tonne in 2021 to 1.22 GJ/tonne in 2022 due to fluctuations in our processing efficiency and the disrupted supply of raw materials.

Energy consumption per tonne of rubber produced in our rubber factories decreased by 1% from 26.08 GJ/tonne in 2021 to 25.92 GJ/tonne in 2022.

Detailed energy consumption data is on pages 53-54 in the Appendix.

**Greenhouse Gas Emissions**

Peat emissions make up 81% of our primary GHG emissions. These emissions are not a result of the disturbance of peat, but from naturally occurring, low-level methane emissions. As some of the estates included in our scope are in peat areas, peat accounts for the majority of our GHG emissions. While other sources of GHG emissions includes methane from POME, fuel usage in our mills and in the transport of FFB, chemical usage in mills and plantations, and nitrous oxide emission from fertilisers.

There was a decrease in total emissions from mills and estate operations by 2% from 2021 to 2022. This decrease is predominantly due to the implementation of an energy saving program at our palm oil factories which has optimized the efficiency of our boilers.

We are continuing to increase the number of facilities which have an energy management system certified to the ISO 50001 standard. Currently two refineries are certified, and we intend to certify at least two palm oil mills by the end of 2023.

We have reduced methane emissions at three of our aerated bunker composters by up to 80% compared with conventional anaerobic composting and we plan to install aerated bunker composters in additional mills to further reduce our GHG emissions.

Detailed emissions data is on page 54 in the Appendix.

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**GHG emission sources (%)**

- Peat emissions: 81%
- N₂O from fertiliser: 18%
- Methane from POME: 3%
- Fuel usage in the mills: 1%
- Fuel usage from transport of FFB: 11%

Note: Fuel usage in the estates, chemical usage in the mills and plantations, and electricity emissions are all 0%.
Water is integral to our operations, and our management of water is critical to the health of the environment and the communities where we operate. With the changing climate, global water availability risk is an increasingly important issue, even in tropical and subtropical regions. All our interactions with water (water withdrawal, consumption and discharge) are governed by Indonesian laws. We have acquired relevant permits that specify sources of water withdrawal, volume of water consumption, and discharge quality requirements. Prior to obtaining these permits, the authorities conduct an impact assessment relating to the water withdrawals of our operations. With such permits, we carefully draw water from rivers and the ground and manage our water interactions in line with government regulations. We also engage our suppliers to ensure they comply with water-related regulations, including those relating to wastewater treatment.

**Water use efficiency**
Water consumption is managed carefully at our estates, mills, and refineries.

- Our rubber and oil palm estates in tropical Indonesia are entirely watered by seasonal rainfall.
- 87% of mill water is from rivers. The rest is from groundwater and rain-harvest.
- 84% of water used in our refineries is from municipal sources while the remainder is from groundwater.
- 86% of water used in our rubber factories is from rivers, the rest is from groundwater.
- Water used in our offices and site accommodation in our plantations are from groundwater and rain-harvest.
At our mills and refineries, we reuse steam condensate for our boilers, which reduces both water and energy consumption.

- At our mills: we used 1.00 m³ of water per tonne of FFB processed in 2022. This is consistent with 2021.
- In refineries: absolute decrease in water consumption of 8% accomplished by a 36% increase in usage intensity per tonne of CPO processed. This increase was due to fluctuations in process performance and inconsistent supply of raw materials.
- At our rubber sites: we used 40.09 m³ of water per tonne of rubber processed. This represents a 7% decrease compared to 2021.

All our operation sites have been through a compulsory Environmental Impact Assessment (‘AMDAL’). This takes place during the initial development of a site. Water sources that are important to sustain the local biodiversity and surrounding communities are identified under during HCV assessments (please refer to pages 17-19 for more information). In 2022, we recorded no incidences of non-compliance in water use and wastewater management.

**Waste and effluent management** (GRI 306)

In order to improve process efficiency, lower cost, and reduce our impact on the environment, we adopt stringent measures for managing waste and effluent. All sites operate waste management systems compliant with Indonesian regulations, and are guided by PROPER and ISO 14001 (Our PROPER ratings and ISO 14001 certification data are on pages 55 & 58 in the Appendix).

- At our mills: we produced an average of 0.83 tonnes of hazardous waste in 2022 (2021: 1.19 tonnes).
- At our refineries: we produced a total of 21,215 tonnes of hazardous waste in 2022 (2021: 28,098 tonnes), 81% of which was spent bleaching earth. We also produced a total of 2,176 tonnes of non-hazardous waste in 2022 (2021: 2,980 tonnes); 64% of this waste was sent for recycling while the other 36% was sent to landfill.
- At our rubber factories: we produced an average of 0.59 tonnes of hazardous waste in 2022 (2021: 0.76 tonnes).

### Water consumption in palm oil mills (‘000 m³)

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption '000 m³</th>
<th>Ratio m³/tonne</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>3,318</td>
<td>1.00</td>
</tr>
<tr>
<td>2021</td>
<td>3,031</td>
<td>1.00</td>
</tr>
<tr>
<td>2020</td>
<td>3,336</td>
<td>1.00</td>
</tr>
</tbody>
</table>

Note: Data from ISPO- and PROPER certified/audited palm oil mills (23 out of 27 mills). Water consumption ratio covers industrial usage in each mill. Ratio is based on average consumption in m³ per tonne of FFB processed.

### Water consumption in refineries (‘000 m³)

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption '000 m³</th>
<th>Ratio m³/tonne</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>550.8</td>
<td>0.10</td>
</tr>
<tr>
<td>2021</td>
<td>600.8</td>
<td>0.07</td>
</tr>
<tr>
<td>2020</td>
<td>561.3</td>
<td>0.07</td>
</tr>
</tbody>
</table>

Note: Data from five refineries based on water consumption per tonne of material produced, in six processes: (i) tank yard (ii) refining CPO (iii) fractionation (iv) margarine (v) cooking oil filling and (vi) finished goods warehousing. Calculations are based on metered volumes. Water content of product is excluded.

### Water consumption in rubber factories (‘000 m³)

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption '000 m³</th>
<th>Ratio m³/tonne</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>208.87</td>
<td>40.09</td>
</tr>
<tr>
<td>2021</td>
<td>269.58</td>
<td>43.31</td>
</tr>
<tr>
<td>2020</td>
<td>339.96</td>
<td>43.34</td>
</tr>
</tbody>
</table>

Note: Data from 3 factories with 3 crumb rubber and 2 sheet rubber processing lines. Water consumption ratio covers industrial usage in each factor. Ratio is based on consumption in m³ per tonne of rubber produced.
Milling waste is solid non-hazardous waste consisting of EFBs, fibre, and shells. 100% of milling waste is reused by our estates and mills as organic fertiliser or fuel for our boilers. The total mass of milling waste produced in 2022 was 1,466,912 tonnes (2021: 1,148,274 tonnes).

Effluent from milling, known as POME, is generated during the processing of FFB into CPO. Our solid waste and POME are managed in compliance with regulatory controls. Mill wastewater, such as POME, is treated on site. POME undergoes composting in aerated bunker composted in three of our mills, resulting in GHG emissions reductions.

- Mill effluent volume: we produced 1,799,494 m$^3$ of wastewater from our 23 certified/audited mills, an increase of 6% from 2021 levels (2021: 1,697,113 m$^3$).
- Mill effluent quality: the median Biological Oxygen Demand (BOD) was 1,364 mg/l at the 23 mills (2021: 1,623 mg/l), while the median Chemical Oxygen Demand (COD) was 4,773 mg/l at the 23 mills (2021: 4,709 mg/l).

The quality of effluent remains in compliance with regulatory controls. All effluents are sent to wastewater treatment plants before being released into water courses or municipal sewers.

- Refinery effluent volume: we produced 268,781 m$^3$ of wastewater (2021: 328,190 m$^3$).
- Refinery effluent quality: the median BOD was 17 mg/l (2021: 16 mg/l), while the median COD was 51 mg/l (2021: 56 mg/l).

In 2022, there were no recorded spills of effluent, CPO, or diesel during harvesting, processing, or transportation. No fines or law enforcement sanctions related to environmental regulations were imposed on IndoAgri in 2022. No significant complaints relating to the environment were received from our stakeholders in 2022.

100% of hazardous waste is disposed according to national regulations and transported by an accredited third-party.
<table>
<thead>
<tr>
<th>Mill BOD effluents (mg/l)</th>
<th>Refinery BOD effluents (mg/l)</th>
<th>Rubber factories BOD effluents (mg/L)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>2022</td>
<td>2022</td>
</tr>
<tr>
<td>5,000</td>
<td>75.00</td>
<td>60.00</td>
</tr>
<tr>
<td>1,364</td>
<td>17.00</td>
<td>26.00</td>
</tr>
<tr>
<td>1,623</td>
<td>16.00</td>
<td>24.00</td>
</tr>
<tr>
<td>1,852</td>
<td>14.00</td>
<td>23.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mill COD effluents (mg/L)</th>
<th>Refinery COD effluents (mg/L)</th>
<th>Rubber factories COD effluents (mg/L)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>2022</td>
<td>2022</td>
</tr>
<tr>
<td>10,000</td>
<td>100.00</td>
<td>200.00</td>
</tr>
<tr>
<td>4,773</td>
<td>51.00</td>
<td>80.00</td>
</tr>
<tr>
<td>4,709</td>
<td>56.00</td>
<td>74.00</td>
</tr>
<tr>
<td>5,854</td>
<td>45.00</td>
<td>72.00</td>
</tr>
</tbody>
</table>

Note: Data from ISPO and/or PROPER audited and certified mills (23 mills). "Others" comprise rags, electric lamps, paint cans, clinical and laboratory waste, used cartridges, and contaminated goods.

Note: Data from 3 rubber factories. "Others" comprise used turpentine, rags, electric lamps, paint cans, clinical and laboratory waste, used cartridges, and contaminated goods.
USE OF FERTILISERS, PESTICIDES AND CHEMICALS (GRI 3-3, 301-1)

While oil palm is, per hectare of land used, the most efficient oilseed crop in the world\(^3\), we are constantly seeking opportunities to increase our palm oil yield without prompting a consequential increase our environmental impact (see page 33 for yield resilience and innovation).

Fertiliser Consumption
The use of fertiliser is critical to the growth of a healthy and high-yielding crop. We are committed to using organic fertilisers while minimising the use of chemical substitutes. We are continually evaluating alternative fertiliser options such as controlled-release fertilisers and those developed using palm fronds. We are also scaling up soil and water improvement technologies and considering other natural improvements.

The soil productivity and age of trees in each plantation block are key factors in tailoring the appropriate fertiliser dosage. Whilst we administer fertiliser during planting and replanting, we also use leguminous cover crops to manage atmospheric nitrogen and improve the soil. EFBs and POME are also recycled for use as a soil improver and compost. To avoid the dilution and depletion of fertilisers, we avoid application during heavy rain and apply them at appropriate intervals.

Integrated Pest Management (IPM)
To reduce the environmental and health impacts presented by chemical pesticides, IndoAgri applies IPM techniques. These techniques have allowed us to achieve greater cost savings, lower the risks to human life, and enhance the richness of biodiversity in our ecosystem. We deploy only natural, biological, and mechanical controls, with chemical pesticides only being used when other controls have failed. We are currently developing biopesticides to control plant diseases and to cure infected palms. We have eliminated Paraquat – a toxic chemical pesticide – from our operations since March 2018.

Some examples of controls from our IPM are:
- barn owls to control rat populations in our estates;
- leguminous cover crops to suppress weeds;
- encouraging natural habitats for predators and parasites of leaf-eating insects; and
- use of pathogens i.e. viruses and fungi to control leaf-eating insects.

We recorded a 4% increase in total pesticide consumption from 301,200 litres in 2021 to 313,000 litres in 2022. The increase was due to enhancement of weed control during the prolonged rainy season, and for replanting activities that require more herbicides and insecticides to support immature plant growth. We will continue to enhance our pest monitoring and detection capabilities in an effort to reduce the use of pesticides.

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Helping smallholders reduce pests without the use of harmful chemicals

IndoAgri’s research team is constantly considering alternative methods to protect our plantations and estates from pests. One avenue of development involves the production of bio-pesticides like Trichoderma, Cordyceps, Metarizhium and Beauveria, all of which belong to the fungus family. These fungi are effective against pests or pathogens found in our plantations and are considered much safer for both the environment and people.

In 2022, we partnered with smallholders in Mekar Sari Village, South Sumatra to train them on how to control the population of nettle caterpillars and bagworms. Training included a multi-step process beginning with an overview of these leaf-eating pests and an understanding of factors that contribute to their presence.

Participants were taught how to detect and perform a census of these pests, and then to determine their lifecycle stage. Information on population control was also provided. This covered the implementation of biological controls, the consideration of natural enemies, options offered by harmless chemicals, and the use of the primary oil-palm pollinating insect, Elaeidobius. Other pest control tools were also presented and included fogging machines, K22 Bio and trunk injection options.
RESPONSIBLE SOURCING

INTRODUCTION
We are committed to maintaining a traceable and transparent supply chain. To help achieve this, we work with our smallholders and suppliers to ensure they operate in line with our Policy. Through continuous innovation and R&D, we develop planting materials and agronomy techniques to build yield resilience and sustainability in our own operations, in those of our smallholders, and in the wider palm oil industry.

In this section, we report on our work with our estates and independent suppliers to comply with our Policy.

Aligned with SDGs

Material topics and focus areas:
1. Sustainability certification
2. Supply chain traceability and transparency
3. Yield resilience and innovation
4. Smallholder engagement and livelihoods

Scope of section
Palm oil operations

Smallholders meeting in KUD Damai, Lahat, South Sumatra
## Responsible sourcing

### Sustainability certification

<table>
<thead>
<tr>
<th>Material topics</th>
<th>Goal/target</th>
<th>Updates for 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sustainability Certification</strong></td>
<td>By end 2024: ISPO certification for all nucleus estates</td>
<td>Achieved 86% of targeted hectarage*</td>
</tr>
<tr>
<td></td>
<td>By end 2024: ISPO certification for all mills</td>
<td>Achieved certification for 20 out of 27 mills. Additional 2 mills have undergone first round audits and one has been through the second round of audit*</td>
</tr>
<tr>
<td></td>
<td>By 2025: 100% of CPO we refine is ISPO-certified</td>
<td>On track. 75% of CPO we refined in 2022 was ISPO-certified</td>
</tr>
<tr>
<td><strong>Supply Chain Traceability and Transparency</strong></td>
<td>Capacity-building for third-party CPO suppliers</td>
<td>Online stakeholder engagement in 2022 due to pandemic restrictions</td>
</tr>
<tr>
<td></td>
<td>By end 2025: 100% of our KUD will be ISPO certified</td>
<td>One KUD certified as of 2022, 10 are undergoing the ISPO audit process</td>
</tr>
<tr>
<td><strong>Yield Resilience and Innovation</strong></td>
<td>Annual replanting supplied by ganoderma-tolerant seeds since 2018</td>
<td>Achieved 100%</td>
</tr>
</tbody>
</table>

*Figures cover hectarage or number of mills that are already certified or have completed ISPO first stage audit. The certificate release date is subject to the accreditation period of the certifying body. Certified hectarages data performance compared to base year 2020.

### Supply chain traceability and transparency

- 100% of FFB processed in mills is traceable to estates
- 100% of CPO processed in refineries is traceable to mills
- 100% of PK processed in kernel crushers is traceable to estates
- 100% of mills audited to Policy requirements

### Yield resilience and innovation

- 3,933 hectares of replanted area monitored by drones
- 100% of plasma smallholders comply with our Policy

### Smallholder engagement and livelihoods

- Online stakeholder engagement in 2022 due to pandemic restrictions
- One KUD certified as of 2022, 10 are undergoing the ISPO audit process
SUSTAINABILITY CERTIFICATION (GRI 3-3, 308-1)

Created with the aim of cultivating a sustainable plantation industry, ISPO is a mandatory national certification applicable to all oil palm growers in Indonesia. To improve acceptance and competitiveness of Indonesian palm oil products in global markets, the Indonesian Government is working towards achieving international accreditation for ISPO.

All of our plantations have been registered for ISPO certification, with 86% having already been certified. We will continue to support our smallholders in achieving ISPO certification so that they can meet the compliance deadline of 2025 (see page 34).

SUPPLY CHAIN TRACEABILITY AND TRANSPARENCY (GRI 2-6, 308-1, 414-1)

IndoAgri’s palm oil supply chain traceability

Plantations → Mills → Refineries/ Crushers

Full traceability from plantations to IndoAgri mills:
100% of FFB processed in IndoAgri mills are from our nucleus and plasma estates

75% FFB
IndoAgri nucleus estates

25% FFB
IndoAgri plasma smallholders and third-party farmers

100% PK
IndoAgri kernel crushers (2 units)

77% CPO
IndoAgri refineries (5 units)

23% CPO
Third party mills (8 units)

Full traceability of PK to plantation:
100% of PK processed in our crushers is from IndoAgri mills

Full traceability of CPO to plantation:
100% of CPO processed in our refineries is traceable from palm oil mills
Plantations
We ensure 100% of our plantations, including plasma smallholders, comply with our Sustainable Agriculture Policy. We monitor compliance through annual audits, which include reviews of our key commitments around no deforestation, conservation of HCV and HCS areas, no planting on peat, no burning, respect for labour and human rights, and FPIC.

We expect smallholders to meet the same FFB quality criteria as our nucleus plantations, and support them in improving their agronomy practices and achieving ISPO certification (see page 34).

Mills
All IndoAgri mills and third-party suppliers must formally accept our Sustainable Agriculture Policy. We assess risk levels of all our own mills on an annual basis as part of our risk management and audit process. We track the names, parent companies, ownership, structure, scale of operations and location coordinates of all our third-party suppliers.

Supplier engagement and assessment
(GRI 308-1)
We recognise the positive impacts that sustainable supply chains and procurement practices can have on the environment, the economy, and on society, including people’s human rights. Our Policy and commitment to ISPO aligns with sustainable procurement practices that promote accountability, transparency, and fair opportunity. The scope of our Policy includes our nucleus and plasma estates, our mills, and all our third-party CPO suppliers.

We focus our Policy compliance audits on our internal supply chain as more than 77% of our CPO is produced by our own mills. In 2022 we conducted 710 visits, workshops, and audits on 100% of our mills and their supplying estates. In addition to an assessment of Policy compliance, our reviews also focus on:

- agronomy (good agricultural practices, yield, soil health, crop protection);
- responsible operations (safety, biodiversity, peatland, fire risk, human rights, community engagement, FPIC);
- efficiency of operations (energy and water consumption, GHG emissions, waste production); and
- compliance with Government regulations and ISPO certifications.

We regularly engage with our third-party CPO suppliers to ensure they remain aware of their obligations and to help plan mitigating measures and build capacity in the event of major audit findings. We cease sourcing from suppliers who are non-compliant.

Mills
We implement initiatives to improve the agricultural productivity and sustainability certification of our smallholders in order to achieve a more resilient supply chain (see page 34). We also run various community projects which aim to improve local socio-economic development and provide micro-enterprise opportunities (see page 45).

Human rights assessment in our supply chain
Our Sustainable Agriculture Policy, Labour Policy, ISPO certification, Indonesian government regulations and the ratified ILO conventions guide our human rights assessments. Our certified internal auditors conduct these audits annually and any findings of non-conformity are reported for follow-up action. There were zero breaches relating to human rights reported through our whistle-blowing mechanism in 2022.

Our ISPO-certified operation units undergo annual external audits by independent bodies. Consequently, 100% of our ISPO-certified units were formally assessed for labour and human rights risk in 2022.

ISPO audits also include criteria for assessing human rights risks for new suppliers. The competence developed through the ISPO certification process also informs and guides other IndoAgri sites which are preparing for ISPO certification.

More information on our commitment to respecting human rights can be found on page 09.
Use of Drones and UAV for monitoring of plantation operations

In East Kalimantan, the rainy season causes flooding in our estates that hinders harvesting activities and causes soil erosion. To mitigate such risks, we map out our estates to identify the lowest lying area which acts as a catch basin, as well as drainage route. We utilise drones and unmanned aerial vehicles (UAV) to conduct extensive ground surveys that produce detailed topographic data. These technologies overcome physical restrictions and speed up the mapping process. In South Sumatra, topographic data from the drones aid us in measuring and designing terraces, roads and drainages that maintain the area’s accessibility even during heavy rains.

In North Sumatra, we use drones and UAV to identify individual trees with Ganoderma disease. Aerial pictures speed up the process of identifying and replanting diseased trees to prevent the spread of Ganoderma.
SMALLHOLDER ENGAGEMENT AND LIVELIHOODS (GRI 3-3)

More than 40% of oil palm land in Indonesia is cultivated by smallholders. This livelihood has lifted millions of rural households out of poverty and reduced inequalities between urban and rural populations. Due to the impact these smallholders collectively have on the environment, and the impact the palm oil industry has on them, it is important that these farmers are included in sustainable palm oil production approaches.

Smallholders are required to achieve ISPO compliance by 2025. Consequently, IndoAgri is continuing to support and assist our smallholders to obtain certification. We provide training at zero cost to the farmers and help them build financial independence to overcome the high costs of compliance.

The ISPO certification covers a range of industry best practices such as HCV area maintenance and protection, plantation management procedures, labour regulations, and legal aspects relating to health and safety. Our training provides smallholders with knowledge to meet these requirements, such as how to manage riparian areas in HCV zones and maintain water availability in the fields; something that is vital during periods of drought. As a result of this knowledge transfer, our smallholders are able implement better cultivation and harvesting processes, leading to the twin benefits of reduced environmental impact and higher income.

As of 2022, one of our KUDs is ISPO-certified, and we are working with the rest of our smallholders to help them achieve compliance.

### Stories from Our Plasma Farmers: Increased Income, Improved Infrastructure

Becoming a plasma farmer with PT Riau Agrotama Plantation (RAP), a subsidiary of PT Salim Ivomas Pratama Tbk (PT SIMP), changed 50-year-old Sumari’s life. He has felt many positive benefits since joining in 2006. Not only has he seen an increase in his income, but the infrastructure in his village has also improved.

Sumari is a resident of Setunggul Village, Silat Hilir District, Kapuas Hulu Regency, West Kalimantan, a village that contains many transmigrants from Java Island.

“Previously the quality of the infrastructure here was very poor. There were roads but they were not maintained. Every rainy season it was difficult to pass. It was hard for us to go anywhere. As a result, daily necessities were expensive because getting here was difficult,” said Sumari.

Prior to cooperating with PT RAP, according to Sumari, the income of village residents came from farming rubber. But at that time, they had difficulties because the tapped rubber had to be taken to the factory which was quite far away. With the road conditions being poor, extra costs were incurred to transport their crops.

“But since PT RAP has been established, the road has been repaired and employment opportunities have become wider. Our income is also getting better. Young people here don’t need to migrate outside the village anymore,” he said.

During his time as an oil palm plantation plasma farmer, Sumari said that he has received many benefits, especially from the help provided by the company. The assistance relates not only to technical operational guidance but also to sustainable agricultural procedures.

“From our companions, we got a lot of knowledge, from best practices in plantation management to sustainable agriculture. This is also our capital when we open our plantations independently,” he said. He also hopes that the cooperation that has been built with the company will continue to grow and last for a long time.

Sumari, one of our plasma smallholders in Kapuas Hulu Regency, West Kalimantan.
Assisting smallholder farmers with sustainable farming

Over the last 26 years, IndoAgri has formed a strong partnership with KUD Damai, from Sukoharjo Village, Kikim Timur District, Lahat Regency, South Sumatra. IndoAgri’s guidance and advice has led to not only increased yields of high-quality fruit, but has also resulted in enhanced awareness of best practice palm oil management and an understanding of the benefits associated with sustainable farming.

“The assistance provided by Indoagri to us has been very good. We really feel the benefits. Not only about production, but also about sustainable palm oil.” said Suratman, the Head of KUD Damai.

“The training we get is practically complete. Starting from administrative matters to financial management. With the knowledge on best practices, we have been able to ensure good governance of our oil palm plantations.”

Suratman noted that IndoAgri’s mentoring program, which has been running for many years, allows KUD members to understand more about palm oil governance. In addition to regular meetings, administrators and members of KUD Damai are encouraged to consult with companions at any time to seek help and assistance.

Suratman hopes that the well-established relationship between IndoAgri and KUD Damai can continue.

“We have reaped the benefits. Hopefully it can be continued, for our children and grandchildren in the future,” he said.

IndoAgri coordinates a number of smallholder initiatives. The Rejuvenation Scheme (Peremajaan Sawit Rakyat, PSR) involves partnering with smallholders to replant areas where trees have already matured. This was a particular focus in Riau during 2022, where we helped 51 farmers replant 123 hectares of plantation. The FFB Purchase Scheme provides smallholders with price certainty in a market where prices can be volatile, and the Seedling Provision Program helps farmers obtain high quality oil palm seeds that we provide to them at subsidised rates.

Despite the challenges faced in engaging a significant number of smallholders across all of the provinces where we operate, the Company believes that our continued engagement efforts will result in benefits to both parties.

Another challenge faced in 2022 related to the rising cost of estate development and smallholder expectations. When IndoAgri initiates a partnership with a smallholder, financing assistance is provided to help with estate upgrading costs; upgrades that are necessary for efficient and environmentally friendly operations in line with ISPO requirements. Inflationary pressures have led to diverging expectations relating to these costs and difficulties in forming new partnerships with smallholders.
INTRODUCTION
Rural Indonesia is highly dependent on the agriculture sector as it is a key driver of economic growth. IndoAgri employed over 52,000 people in 2022, and sourced from approximately 50,000 plasma farmers. We are committed to creating safe and healthy workplaces where human rights are protected and employees are given opportunities for professional development. In this section, we report on our initiatives and progress in improving labour conditions and ensuring the safety and wellbeing of our workforce.

Aligned with SDGs
1. Occupational health and safety
2. Human, child and labour rights
3. Training and development

Material topics and focus areas:
1. Occupational health and safety
2. Human, child and labour rights
3. Training and development

Scope of section
All IndoAgri operations
IndoAgri recognises the responsibility we have for the health and safety of our employees and is committed to providing a safe working environment. All of IndoAgri’s operations, workers and workplaces are covered by our OHS management system.

Our OHS management system operates in accordance with the SMK3 (Sistem Manajemen Keselamatan dan Kesehatan Kerja), Indonesia’s national OHS management system and also complies with OHS requirements set out in ISPO, and other certification standards.

As of 2022, 60 of our sites have achieved SMK3 Gold Certification, up from 55 in 2021. To ensure compliance, we provide annual SMK3 refresher training for workers across all our sites. In instances of non-compliance, we impose penalties in the form of warnings.

As 52% of our rubber products are exported internationally, all our rubber operations are also certified to the international ISO 45001 standard. This standard provides a framework to identify, control, and decrease OHS risks while integrating other aspects of health and safety such as worker well-being.

Data on our units certified to SMK3, and ISO 45001 is on page 58 in the Appendix.
Each of IndoAgri's operational sites has an OHS committee, registered with the Ministry of Manpower, and consists of a committee head, OHS expert, security guard, and assistants. The OHS committee is responsible for ensuring that all sites comply with IndoAgri’s OHS management system, and is the first line of response in emergencies, accidents and near misses. All incidents, including near misses, are investigated thoroughly by the OHS expert and assistants, who identify the cause of the incident and recommend corrective action, in discussion with workers, to prevent reoccurrence of similar incidents. Implementation of the corrective actions and their effectiveness is monitored by the Supervision Division.

We regret to report one fatality in 2022, which occurred during a harvesting period at one of our estates. The incident was investigated, and corrective actions were implemented to prevent future reoccurrence. Our company supported the family of our employee from the time of the accident and ensured release of the dependant pension. We also helped our employee’s family to obtain compensation from the Indonesia’s social security system (BPJS).

Risk assessments are essential to identify risks and hazards that could affect the safety of our employees. Using the Hazard Identification and Risk Assessment Tool (HIRAT), risk assessments are carried out at each estate and reviewed monthly by the OHS committee. After hazards have been identified, they are assessed based on risk level where high-risk hazards are prioritised for monitoring and control. The OHS committee then engages the workers determine an appropriate response.

To further enhance our risk assessment process, internal and external safety audits are conducted against the HIRAT form. Follow-up actions are identified and monitored in subsequent audits to ensure continuous improvement of hazard- and risk- management. Workers have the autonomy to remove themselves from dangerous work situations, but if they are prevented from doing so, they can report such instances through IndoAgri’s grievance mechanism (see page 05 in Our Approach to Sustainability chapter) or their labour union. Workers can also directly express their concerns at daily safety briefings or monthly meetings with their respective OHS committees.

OHS training sessions, such as basic first aid delivery, are regularly conducted for our workers so that they are able to be the first responder and help perform any first aid if an accident occurs at our sites. Daily meetings and safety briefings are held for workers in our estates, mills, refineries, and factories to promote protection from hazards through appropriate use of Personal Protective Equipment (PPE) as well as to inculcate a safety mindset. Apart from trainings and briefings, warning signs of danger are also placed at various locations of our estates to serve as a reminder to our workers to be mindful of their surroundings.
A significant proportion of our operations take place outdoors, where exposure to climatic conditions is unavoidable. Consequently, it is important that our workers have access to good healthcare provisions. We ensure this by operating facilities such as first-aid posts and clinics where workers can receive medical care and attention. Additionally, our medical officers review the health condition of staff during daily morning briefings. To reduce the chance of injury when encountering dangerous wildlife, our workers receive training to help them recognise potential risks and understand the actions to take in such situations.

In the event of an accident, immediate analysis and first aid is provided by the onsite medical team. If the injury is serious, the medical team will assist with the transfer of the injured worker to the nearest trauma centre, or another care facility if a trauma centre is not accessible. Workers who have suffered injuries may only return to work once the appropriate documentation and clearance has been provided by the health care professionals.

For employees working in high-risk environments such as chemical sprayers and operators of generators in estates, welders and operators of boilers in mills, operators of heavy equipment, those working in engine rooms, workers handling effluent, or security officers across our operations, IndoAgri has developed and implemented SOPs which are in accordance with national regulations to safeguard their well-being. As there is an increased risk of chemical, respiratory, or audiometric-related health risks in the course of their work, these employees undergo yearly health check-ups regulated by SMK3 to identify potential health problems. Workers receive detailed test results and may also be asked to participate during health audits. Employees identified to be at risk of health conditions are transferred to other jobs until subsequent test results return to normal.

We recognise the importance of applying high OHS standards not only to our own operations but also throughout our value chain. In line with our contractual agreements, suppliers are expected to comply with IndoAgri’s OHS policies in addition to government regulations. We encourage our smallholders to comply as well, with the help of an appointed smallholder assistant in each KUD. As of 2022, seven out of 12 KUD have fulfilled SMK3 and ISPO requirements and passed the first stage of external audits by TUV Rheinland Indonesia. The remaining KUD are scheduled to do so within the next two years.

Detailed occupational health and safety data is on page 55 in the Appendix.

Post-pandemic employee health

While the most stringent COVID-19 regulations were relaxed in 2022, some restrictions remained in place. As the risks associated with the virus persist, we continue to actively monitor the health conditions of all our employees and provide PPE gear such as face masks and hand sanitizer where necessary. We also continue to encourage our employees to participate in the Indonesian government vaccination and booster programme.

Morning safety meeting at Pahu Makmur Estate, Kutai Barat, East Kalimantan
Security Guards (GRI 410-1)
The safety of our workers and their families are of paramount importance. For this reason, we employ security guards to ensure that our operational areas are safe, and provide a conducive working and living environment for our employees.

Our security officers are trained to handle non-criminal cases and respect basic human rights. The training is delivered via our training centre, in partnership with military commando units and local police, with a focus on mental and physical strength in order to deliver a professional and trustworthy security service in accordance with the law.

HUMAN, CHILD AND LABOUR RIGHTS (GRI 3-3, 406-1, 407-1, 408-1, 409-1)
No operations or suppliers were identified as having significant risk relating to collective bargaining, forced labour, or child labour in 2022.

We respect the rights of all our employees and we are committed to representing them fairly. We adhere to all national and local laws, including laws on employees’ freedom of association and collective bargaining, decent pay and working hours, non-discrimination and equal opportunities, and the elimination of forced and child labour as stated in our Labour Policy.

Seasonal contract workers (GRI 2-8)
To cope with seasonal workloads, we hire contract workers when needed. We usually hire these workers from the local communities and priority is given to family members of permanent employees. Due to the job flexibility offered by such a position, contract employment in seasonal agricultural work remains attractive in rural Indonesia, enabling workers to have time for other personal commitments such as household responsibilities, or other income generating activities such as cultivating their own crops and running small businesses.

As detailed in our Labour Policy, the terms of our employment contracts – which include terms relating to working conditions and wages – must comply with Government regulations, our Code of Conduct, our Policy, and the Principles and Criteria of ISPO. As non-registered persons are banned from working on our sites, all seasonal workers are registered in our fingerprint recognition system.
IndoAgri provides opportunities for deserving seasonal workers to be promoted to permanent employees, dependent on job availability. Job vacancies are announced during daily morning briefings. They will also be posted on the announcement boards of our estates, mills, and the offices of respective village heads. Having considered their skills and duration of service, IndoAgri hired 1,015 contract workers (including seasonal contract workers) as permanent staff.

**Child labour**

Strictly abiding by the Indonesian laws, we prohibit those below age 18 from working at our sites. Based on our employee database, no registered IndoAgri worker is under 18 years of age. Our Labour Policy describes the proactive measures we take to prevent child labour from arising. As education is critical in drawing children away from fields, we provide free education and day care facilities to the children of our employees in estates.

Along with conducting age and identity checks for each application, all employment contracts include a clause that forbids child labour in agricultural production. Signs across our plantation areas remind workers not to bring children and disciplinary action is taken against those who do not comply.

**Diversity and equal opportunity**

We are committed to upholding the principle of equal opportunity and supporting the inclusion of women across our operations, including addressing any barriers that may currently exist. Our Labour Policy sets out the role of Gender Committees in all our work units and how they champion the interests of women at work and home. We have zero tolerance for sexual harassment and conduct regular socialisation initiatives to ensure all our workers are aware of our gender policies. This involves organising routine activities for employees to voice their concerns regarding discrimination and sexual harassment. All estates complete an annual questionnaire to show that their operations comply with government regulations on diversity and discrimination.

In accordance with Indonesian labour laws, all permanent workers are entitled to maternity and menstrual leave. Jobs of new mothers are reserved while they are on maternity leave. In 2022, 210 women took maternity leave (2021: 229), 75% or 157 women returned to the same job position (2021: 88%). The rest remained on leave or chose to leave the company. In 2022, there were no incidents of discrimination or harassment reported via our whistle-blowing facility or to our Gender Committees.

**Freedom of association** *(GRI 2-30)*

We comply with the Indonesian law on freedom of association and regularly communicate to all employees their right and freedom to register with their preferred labour union and bargain collectively. We believe there are no sites where the right to freedom of association is at significant risk. At the end of 2022, 73% (2021: 72%) of our permanent operational employees were registered with a union. The remainder are covered by a company regulation known as Peraturan Perusahaan which complies with government labour regulations.

Our Labour Policy describes the collective bargaining process. To discuss labour issues, benefits and workloads of our employees, we regularly engage the labour unions through bipartite meetings. In turn, lawful collective labour agreements that are made available to all workers are established.
Ensuring Freedom of Association for All Employees

We continue to maintain our commitment to guarantee freedom of association for all employees. Every worker is given absolute freedom to join a labour union as regulated by law. In Lahat, South Sumatra, Yugi Supardi, the Chairperson of PUK SPSI Kencana Sari POM, concurred with this genuine commitment. He considered PT Lonsum’s attempts to fulfill this goal to be excellent.

As employees, we have complete freedom to join any labour union. “We are not faced with any obstacles, intimidation or discrimination. Currently, all workers at Kencana Sari POM have joined a union,” stated Yugi.

All company policies relating to the interests of workers are well communicated with the labour unions. Yugi appreciated the mode of communication established between the union and the company. “If there are issues related to workers, we will definitely be involved,” he added.

“We hope that the good communication between the company and the union will be maintained and continue to improve in the future,” said Yugi.

Fair wages and access to benefits

We commit to ensuring adequate compensation for all IndoAgri employees as disclosed in our Labour Policy. All workers receive a wage that is equal to or above the minimum wage set by their respective regional governments.

A myriad of initiatives to improve employee benefits, incentives and job satisfaction have been implemented by IndoAgri. In addition to our competitive remuneration, our Work and Estate Living Programme provides employees with housing, sports facilities, places of worship, educational institutions such as schools, and medical facilities. Please refer to page 44 for our section on Community Relations and page 46 for more information on healthcare and education facilities which employees and their dependants enjoy free of charge. IndoAgri employees also benefit from a government pension scheme, additional contributions from the company, and retirement packages (aligned with the Indonesian government’s BPJS insurance scheme).

Data on remuneration as a percentage of the minimum legal wage is on page 55 in the Appendix.
As our people are our greatest asset, we constantly seek out ways to better manage our human capital. We have a specific budget allocated for training programmes every year. Guided by the Total Quality Management principles, our modules and initiatives seek to improve the career development, job satisfaction, and welfare of our employees. Through training and development, our employees are able to enhance their knowledge and skillsets which will help them in the long run especially with transferable skills.

For aspiring employees interested in leadership positions and career advancement, a multitude of programmes are provided. These include Managerial Development and Administrative Development programmes for aspiring estate, mill, and refinery managers. In 2022, we continued with our hybrid training programmes, conducting some virtually and others in person. Training topics range from environmental sustainability and technical agricultural skills to soft skills such as conflict resolution, effective leadership and problem solving.

We report a 2% of permanent employee turnover in 2022, compared to 9% in 2021. Employee statistics and other data on training hours, turnover rate and new hires are in the Appendix, on pages 56-57.

All employees, staff-level and above, complete an annual performance and career development review. This appraisal process is an important milestone in our employees’ career as their performances, strengths and areas of improvement are evaluated objectively. This allows IndoAgri to reward and retain high performance employees with a competitive rewards package. It also helps implement the Balanced Scorecard for individual employees, which tracks their performance against individual targets. The scorecard focuses on crop, cost, condition and social practices, as well as culture change and learning.
COMMUNITY RELATIONS

INTRODUCTION
We take pride in maintaining good community relations as they form a key foundation to our continued success. We actively listen to any concerns voiced by local stakeholders, as we strive to foster inclusive growth for rural communities in Indonesia. As an agribusiness, we respect the land rights of indigenous people, and play our part in ensuring the safety, health and well-being of communities where we operate.

In this section, we explain our progress on maintaining good relations with our host communities, contributing to their positive development and ensuring their wellbeing.

Aligned with SDGs

Material topics and focus areas:
1. Community rights and relations

Scope of section
All IndoAgri operations
Land Rights

As stated in our Policy, IndoAgri is committed to the principles of FPIC. We remain steadfast in respecting the rights of communities and indigenous people who might face difficulties as a result of complex land tenure systems in rural Indonesia.

For all land transactions we are involved in, we ensure that we are in compliance with Indonesian law and our Policy. Before development at an estate can commence, we must conduct an Environmental Impact Assessment (AMDAL) and a Social Impact Assessment (SIA). The results of these assessments enable us to identify baseline conditions and likely social impacts of development. All of our operations have been subject to AMDAL and SIA, in accordance with Indonesian law. The local village government and community are provided with the assessment results along with our land development plans for their input and approval. Where there are cases involving land compensation, we have established certification and compliance with all Indonesian regulations on land rights and land management.

Health facilities and services

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Community projects

1. Award from the Ministry for Environment & Forestry in recognition of our support for PROKLIM projects
2. Rumah Pintar are financially self-sufficient

In this section

- Land Rights
- Health facilities and services
- Education facilities
- Community projects

Community relations

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COMMUNITY RIGHTS AND RELATIONS (GRI 3-3, 413-1)

We believe in positively contributing to the well-being of communities where we operate. As an agribusiness operating in rural Indonesia, we aim to improve the socioeconomic status of our employees and their families, and the communities living in the vicinity of our operations. Beyond providing employment to thousands living in remote areas, we contribute to the holistic development of communities through initiatives in education, health, infrastructure, microenterprise, farming, culture, and humanitarian living.

Land Rights

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Land Rights

As stated in our Policy, IndoAgri is committed to the principles of FPIC. We remain steadfast in respecting the rights of communities and indigenous people who might face difficulties as a result of complex land tenure systems in rural Indonesia.

For all land transactions we are involved in, we ensure that we are in compliance with Indonesian law and our Policy. Before development at an estate can commence, we must conduct an Environmental Impact Assessment (AMDAL) and a Social Impact Assessment (SIA). The results of these assessments enable us to identify baseline conditions and likely social impacts of development. All of our operations have been subject to AMDAL and SIA, in accordance with Indonesian law. The local village government and community are provided with the assessment results along with our land development plans for their input and approval. Where there are cases involving land compensation, we have established certification and compliance with all Indonesian regulations on land rights and land management.
Building Harmonious and Mutually Beneficial Cooperation with the Community

For more than 25 years, PT Lonsum has been working with residents and farmers in Sukoharjo Village, East Kikim District, Lahat Regency, South Sumatra. Puji Hayuni, 46 years old, a resident of Sukoharjo Village, still remembers the process of planting the first oil palm plantation in his village in 1996. It was his parents who handed over the land certificate to be managed as an oil palm plantation to PT Lonsum.

Puji, who is also the head of the Makin Maju Farmers Group, mentioned that at the time, there were no problems or coercions encountered when the certificates were handed to PT Lonsum. Residents of Sukoharjo Village voluntarily handed over their certificates and land to be managed as an oil palm plantation because they were aware of the benefits they would get.

“Alhamdulillah, since working with PT Lonsum there has been a significant improvement to the local economy. Previously, this area was only a transmigration area, the conditions were appalling. In the past, many residents did not have jobs. They had to join other people, and some were even forced to migrate out of their village to just work,” said Puji.

Puji Hayuni, resident of Sukoharjo Village, Kikim Timur District, Lahat regency, South Sumatra

He also hopes that in the future the collaboration with PT Lonsum will continue and provide even more benefits to local residents. “We are also grateful to the company for continuing to provide assistance to residents here. Now many residents who have migrated have returned home. Because there are jobs here too. That’s why we are very grateful,” he said.

Access to Healthcare

We continue to ensure access to healthcare for the employees at each of our operating sites. In each estate, we have set up clinics and first aid posts for employees and their families. On a wider community level, we operate Posyandu with the objective of providing monthly health check-ups for mothers and babies, immunisation, food and nutritional supplements, and counselling. Posyandu are also equipped with additional infrastructure to promote maternal and infant healthcare.

In 2022, after the easing of Covid-19 restrictions, we were able to resume operation of our Posyandu. We conducted socialisation programmes for pregnant mothers so that they can learn how to maintain a healthy lifestyle throughout their pregnancies. Through the programme, we offered them the opportunity to receive routine medical check-ups and, in collaboration with the District Health Center, we provided health screening services to the children of our employees. However, we faced several challenges such as the lack of Cadres to cope with the increased Posyandu activity. To overcome this difficulty, we sought potential candidates from the spouses of our employees. We are
When Kapuas Hulu Regency, West Kalimantan was affected by severe floods, PT RAP was able to provide support. One of the areas that was badly disrupted and damaged was Setia Usaha Hamlet, Sungai Sena Village, Silat Hilir District. At least 34 heads of families in the hamlet were victims of the direct impact of the flood. The Head of Setia Usaha Hamlet, Niko Demus, then thought of relocating the affected residents to a safer place. “Our residents already had a location on a higher ground, but we felt the need to prepare a house site. For this reason, we proposed cooperation with PT RAP which is located in our hamlet to help build the site for the house,” said Niko.

As evidence of PT RAP’s commitment to contribute to the livelihoods of rural communities in its operational areas, residents’ requests are fulfilled through the implementation of Corporate Social Responsibility (CSR) programs. PT RAP, in this case, prepared heavy equipment and experts to make house treads for flood-affected residents. “We feel tremendous benefits from the implementation of this program. Residents have been able to build houses on the new sites made by the company,” continued Niko.

Niko believes that continued cooperation will bring further benefits to an increased number of beneficiaries and expressed his appreciation to PT RAP for proactively addressing social issues in its service region.

Helping Victims of the National Flood Disaster in Kapuas Hulu

As of 2022, we have 189 medical clinics in our estates, 202 Posyandu and 33 ambulances, supported by 256 midwives/nurses and 59 doctors. Data on IndoAgri’s healthcare facilities across Indonesia is on page 55 in the Appendix.

Through our Cleft Lip Surgery Programme, we collaborate with hospitals and non-profit organisations to identify children born with a cleft lip or cleft palate, counsel their families, and provide examinations, surgery, as well as postoperative care and speech therapy.
Access to Education

To ensure that the community has access to education, we have Rumah Pintar (Rumpin) – which translates to ‘Smart Houses’ – situated in our oil palm plantations. Rumpin are typically equipped with books, children’s facilities, and a computer workstation. For students who require additional academic support on school subjects like Math and Physics, they can approach the Rumpin tutors. The Rumpin also promotes financial self-sufficiency by enabling members of the local community to sell artisanal products at these buildings. In 2022, one of the Rumpins - Rumpin Pulo Rambong collaborated with the village government by conducting freshwater fish farming socialisation. Participants were taught skills relating to farming of freshwater fish and how this could be conducted at their own homes without the need for a large space.

In 2022, 8 out of 20 Rumah Pintar were financially self-sufficient, and with the help of 19 tutors, have educated and upskilled 23,041 visitors. Data on IndoAgri’s education facilities across Indonesia is on page 59 in the Appendix.

Community resilience and food security

We recognise the impact the climate crisis is having on food production and supply chains and have developed our PROKLIM projects, part of Indonesia’s national programme to build community resilience and food security. These projects address the impacts of climate change through the implementation of mitigation measures and adaptation of existing processes and infrastructure in the areas of agriculture, waste and energy.

Through our PROKLIM projects, we help strengthen community resilience, contribute to a reduction in GHG emissions, improve local-level coordination to deliver climate change policies, and provide opportunities for local villages to adopt low-carbon technologies.

Examples of initiatives that have benefitted local communities include helping with crop diversification. This has generated additional income and has strengthened food security for households. The PROKLIM projects also provide assistance with water management and installation of facilities to protect against the impacts of floods, landslides and drought. We received one award from the Ministry for Environment & Forestry this year and have received 22 awards in total since the programme commenced in 2016. Introduction of the PROKLIM Principles and Criteria, which provide guidance on PROKLIM implementation, and have resulted in additional IndoAgri units taking part in the programme. Our aim is to continue to increase the number of participants, affording more of our communities an element of protection against the increasing impacts of climate change.

Inculcating sustainability in daily living

To encourage environmentally friendly habits beyond the work environment, we have established the IndoAgri Care & Ownership programme, led by the spouses of our local plantation employees. The programme aims to protect the environment and encourage sustainable behaviour among our employees and their families across our entire operating area – from plantations to factories and offices. It focuses on reducing paper and plastic use, managing waste, and saving water and energy.
PRODUCT INTEGRITY

INTRODUCTION
We are committed to delivering safe, healthy and high-quality products that our consumers can trust. We hold ourselves to high standards of food quality and safety, and market our products responsibly. In this section, we describe our safety standards, our contributions to consumer health, and consumer engagement efforts.

Aligned with SDGs

Material topics and focus areas:
1. Product quality and safety

Scope of section
EOF products

Our cooking oil brand, Bimoli
UPDATES FOR 2022

Product quality and safety

80% certified with ISO 9001/FSSC 22000
100% of non-raw material suppliers (packaging and ingredients) – self-assessment audits completed
100% of products and refineries are Halal-certified

<table>
<thead>
<tr>
<th>Material topics</th>
<th>Goal/target</th>
<th>Updates for 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Product Quality and Safety</td>
<td>Quality and safety: comply with FSSC 22000 food safety management system</td>
<td>Full compliance</td>
</tr>
<tr>
<td></td>
<td>Quality and safety: comply with Halal certification system</td>
<td>All products are Halal-certified</td>
</tr>
<tr>
<td></td>
<td>Quality: complete annual audit on quality assurance</td>
<td>Audit completed for all refineries</td>
</tr>
<tr>
<td></td>
<td>Quality: complete annual food safety audits for suppliers</td>
<td>97% Big Five* of supply tonnage to our refineries comes from sources that are audited annually** on food safety</td>
</tr>
<tr>
<td></td>
<td>Continue to meet and exceed nutritional requirements as per Indonesian law</td>
<td>Met and exceeded all nutritional requirements as per Indonesian law</td>
</tr>
</tbody>
</table>

* Big Five refers to the top five raw material suppliers based on raw material tonnage supplied to our refineries.
** During the pandemic, self-assessment audits were conducted.

PRODUCT QUALITY AND SAFETY (GRI 3-3, 416)

Food safety

We take pride in producing safe and high-quality products that are trusted by our consumers. Formal change management processes ensure that we adhere to high standards of production. Our Quality Control teams responsible for product quality assurance undergo regular training on hygiene, safety, and Halal risk and control to stay updated on the latest food safety standards. Our production sites and suppliers are also audited annually on hygiene, sanitation, and housekeeping.

In 2021 we implemented the additional standards required by FSSC 22000 (version 5.1) and obtained self-assessment evaluations from all vendors with an assurance against engaging in fraud. In 2022, three new packaging vendors also provided their written commitment to this principle. Further confirmation that we are implementing best-practice processes was received in 2022 when PT SIMP’s Refinery plant at Tanjung Priok was awarded the “Good Manufacturing Practices” certification. This voluntary certification facilitates product export and has a validity period of five years.
All IndoAgri product packaging meets the Indonesian National food safety standards. To meet the requirements of packaging standard Perka BPOM No.20 2019, all product packaging must pass ‘migration' testing standards to confirm that contamination of products does not occur during transit or storage. These tests must be conducted by an independent third party. At present, 69% of our packaging has been successfully tested. We aim to have all remaining packaging approved by December 2023 despite there currently being no official compliance date.

In 2022, we recorded zero incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products. We also experienced zero incidents of product recall.

**Nutrition**

More than 80% of our EOF products serve consumers in the domestic Indonesian market. Our cooking oils are marketed under our Bimoli, Bimoli Spesial, Delima and Happy brands, while our margarine and shortening consumer products are packed and sold under our Royal Palmia, Palmia, Simas and Amanda brands.

With the rise in diet-related illnesses such as undernutrition, micronutrient deficiencies and obesity, we are prioritising nutritional enhancement of our products, the elimination of partial hydrogenated fat and substituting it with interesterified (IE) oil. As partial hydrogenated fat contains trans-fat, we continue to develop our R&D capabilities in IE oil production, and we have successfully completed the trans-fat elimination from all our consumer products. We have also completed trans-fat elimination trials for our industrial products and aim to complete the substitution of partial hydrogenated fat with IE oil for the remaining eight industrial products by the end of 2023. Since January 2020, all of our consumer pack cooking oil brands have been fortified with Vitamin A in line with national requirements.

**Our products provide carotenoid (for vitamin A) and tocopherol (for vitamin E) to ensure consumers achieve a balanced diet and to mitigate risk of vitamin deficiency.**

**Our products are fortified with essential vitamins.** These vitamins strengthen the immune system, eyesight and the developing foetus in utero. These vitamins also improve cell development, and promote a healthy nervous system.

**We take vitamin fortification beyond compliance.** Whilst vitamins A and D are mandated by Indonesian law, as a manufacturer of high-quality food products, we aim to contribute to the healthy diet of Indonesians. For example, we have also added vitamins E, B1, B2, Niacin, Folic Acid and B12 in our table margarine.

**Our exported cooking oils to the Philippines are further enriched with vitamin A, as required by regulations in that market.**

**Palm oil contains the right sorts of fat (saturated and unsaturated fatty acids) which promote healthy growth, supple skin and energy storage.**

**Palm oil is free of cholesterol and trans-fat.**
PRODUCT INFORMATION, PACKAGING AND MARKETING (GRI 417)

Our marketing and communication of product information complies with all national and export market requirements as well as industry-specific regulations. To fulfil allergen management requirements by the National Agency for Drug and Food Control of Indonesia (BPOM), we are required to provide allergen information on the packaging of all our products.

In 2022, 99% of our domestic margarine and shortening packaging contained allergen information and 100% had been registered for packaging design changes. We expect to achieve a 100% allergen disclosure rate by mid-2023.

We recognise the important role we can play in contributing to the Indonesian government’s targets on plastic waste reduction. Our product packaging complies with the Indonesian policy on Extended Producer Responsibility and we are actively exploring options with our suppliers for packaging which is fully recyclable and will not degrade food quality. Testing of a recyclable, transparent, multi-layer standing pouch, the production of which would be a world-first, is currently ongoing. We aim to have a viable product by 2025. We are also preparing to phase out bagged oil, in anticipation of changes to regulations.

IndoAgri was proud to contribute cooking oil to the Ministry of Trade’s ‘MINYAKITA’ cooking oil brand in 2022. We consistently support and participate in fulfilling the needs of DMO (Domestic Market Obligation) packaged cooking oil in accordance with the volume allocation determined by the government.

With increasing digitalisation efforts and elements of COVID-19 restrictions persisting in 2022, we engaged our customers through social media channels. Our cooking demos were hosted weekly on our Instagram page, @Palmia_ID, and were well-received by individual consumers and SMEs. We continued to publish recipes on our website; an initiative that has also performed well.

CUSTOMER SERVICE AND SATISFACTION

The name of our brand is well known among all our customers and our products are also known for their high quality and price competitiveness. We regularly engage consumers to address their concerns on product quality, including communicating our sustainability progress and responsible supply chain practices, investigating areas of concern and making improvements based on feedback. We also conduct annual customer satisfaction surveys to obtain feedback on product and service quality. In 2022, we surveyed a total of 92 industrial customers and 97 distributors. We received a score of 111% for industrial customers and 120% for distributors.

Any consumer feedback relating to our products and services is addressed by Indofood Group’s centralised Customer Service Centre, which is accessible via toll-free lines or e-mail. A systematic process ensures that every comment is recorded in a Customer Complaint Form. We have also opened channels of communication through our website and social media – Instagram and Facebook – accounts. All feedback received was responded to within two weeks. In 2022, we received 19 pieces of feedback from customers, most of which were product enquiries.

5 Our target score for industrial customers in 2022 was 3.75. We achieved a score of 4.15, which translates into 111% of the target score.
6 Our target score for distributors in 2022 was 3.57. We achieved a score of 4.26, which translates into 120% of the target score.
### ENVIRONMENTAL DATA

**Energy Consumption in Mills** (GRI 302-1, 3, 4)

<table>
<thead>
<tr>
<th>Energy Consumption</th>
<th>2020</th>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gj ('000)</td>
<td>%</td>
<td>Gj ('000)</td>
<td>%</td>
<td>Gj ('000)</td>
<td>%</td>
</tr>
<tr>
<td>Fibre</td>
<td>4,573</td>
<td>62</td>
<td>4,194</td>
<td>64</td>
<td>4,458</td>
<td>63</td>
</tr>
<tr>
<td>Palm Shell</td>
<td>2,640</td>
<td>36</td>
<td>2,297</td>
<td>35</td>
<td>2,526</td>
<td>36</td>
</tr>
<tr>
<td>Total from renewable fuel</td>
<td>7,213</td>
<td>98</td>
<td>6,491</td>
<td>99</td>
<td>6,984</td>
<td>99</td>
</tr>
<tr>
<td>Diesel</td>
<td>101</td>
<td>1</td>
<td>86</td>
<td>1</td>
<td>91</td>
<td>1</td>
</tr>
<tr>
<td>Electricity</td>
<td>20</td>
<td>0</td>
<td>11</td>
<td>0</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Total from non renewable fuel</td>
<td>121</td>
<td>2</td>
<td>97</td>
<td>1</td>
<td>98</td>
<td>1</td>
</tr>
<tr>
<td>Total Energy Consumption</td>
<td>7,334</td>
<td>100</td>
<td>6,588</td>
<td>100</td>
<td>7,082</td>
<td>100</td>
</tr>
</tbody>
</table>

**GJ/Tonne of FFB Processed**

|                        | 2.20  |   | 2.18  |   | 2.13  |   |

Note: Our intensity figures refer to the energy types listed for mills and refineries as shown and are based on energy consumed within the organisation. Data are not currently available on the overall breakdown of electrical, heating, cooling, and steam energy consumed. We are reviewing the data on these. No energy is sold off site. Data from ISPO and PROPER certified/audited palm oil mills (23 out of 27 mills). Percentage figures are rounded off.

**Energy Consumption in Refineries** (GRI 302-1, 3, 4)

<table>
<thead>
<tr>
<th>Energy Consumption</th>
<th>2020</th>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gj ('000)</td>
<td>%</td>
<td>Gj ('000)</td>
<td>%</td>
<td>Gj ('000)</td>
<td>%</td>
</tr>
<tr>
<td>Palm Shell</td>
<td>137</td>
<td>2</td>
<td>110</td>
<td>1</td>
<td>80</td>
<td>1</td>
</tr>
<tr>
<td>Palm Olein</td>
<td>2</td>
<td>0</td>
<td>-</td>
<td>0</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
<td>Total from renewable fuel</td>
<td>139</td>
<td>2</td>
<td>110</td>
<td>1</td>
<td>80</td>
<td>1</td>
</tr>
<tr>
<td>Diesel*</td>
<td>48</td>
<td>1</td>
<td>56</td>
<td>1</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Coal</td>
<td>412</td>
<td>5</td>
<td>464</td>
<td>6</td>
<td>442</td>
<td>6</td>
</tr>
<tr>
<td>Gas**</td>
<td>7,144</td>
<td>91</td>
<td>7,479</td>
<td>90</td>
<td>6,398</td>
<td>90</td>
</tr>
<tr>
<td>Electricity</td>
<td>73</td>
<td>1</td>
<td>165</td>
<td>2</td>
<td>131</td>
<td>2</td>
</tr>
<tr>
<td>Total from non renewable fuel</td>
<td>7,677</td>
<td>98</td>
<td>8,164</td>
<td>99</td>
<td>6,988</td>
<td>99</td>
</tr>
<tr>
<td>Total Energy Consumption</td>
<td>7,816</td>
<td>100</td>
<td>8,274</td>
<td>100</td>
<td>7,078</td>
<td>100</td>
</tr>
</tbody>
</table>

**GJ/Tonne Material Processed**

|                        | 0.99  |   | 0.96  |   | 1.22  |   |

* Includes High Speed Diesel Oil and Marine Fuel Oil.
** Includes Liquefied Natural Gas (LNG) and Compressed Natural Gas (CNG).

Note: Data from five refineries (out of five) are based on consumption per tonne of material produced, in six processes: (i) tank yard (ii) refining CPO (iii) fractionation (iv) margarine (v) cooking oil filling and (vi) finished goods warehousing. Data are not currently available on the breakdown of electrical, heating, cooling and steam energy consumed. Percentage figures are rounded off.
### Energy Consumption in Rubber Factories (GRI 302-1, 3, 4)

<table>
<thead>
<tr>
<th>Energy Consumption In OC Mills</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gj ('000)</td>
<td>%</td>
<td>Gj ('000)</td>
</tr>
<tr>
<td>Palm Shell</td>
<td>14</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>Rubber Wood</td>
<td>181</td>
<td>88</td>
<td>182</td>
</tr>
<tr>
<td><strong>Total from renewable fuel</strong></td>
<td>195</td>
<td>95</td>
<td>156</td>
</tr>
<tr>
<td>Diesel</td>
<td>6</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Electricity</td>
<td>5</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total from non renewable fuel</strong></td>
<td>11</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total Energy Consumption ( GJ )</strong></td>
<td>206</td>
<td>100</td>
<td>162</td>
</tr>
</tbody>
</table>

**GJ/Tonne of Rubber Produced**
- 2020: 26.29
- 2021: 26.08
- 2022: 25.92

Note: Data from 3 factories with 3 crumb rubber and 2 sheet rubber processing lines. Percentage figures are rounded off.

### GHG emissions (GRI 305-1, 2, 3, 4)

<table>
<thead>
<tr>
<th>Emission Sources</th>
<th>Description</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Emission Estate Land Conversion</td>
<td>193</td>
<td>0.26</td>
<td>(122)</td>
<td>(0.18)</td>
</tr>
<tr>
<td>Direct Emission Estate Peat emissions</td>
<td>1,017</td>
<td>1.38</td>
<td>1,014</td>
<td>1.52</td>
</tr>
<tr>
<td>Direct Emission Estate N₂O from Fertiliser</td>
<td>74</td>
<td>0.10</td>
<td>108</td>
<td>0.16</td>
</tr>
<tr>
<td>Direct Emission Estate Fuel usage in the estates</td>
<td>-</td>
<td>-</td>
<td>0.00000428</td>
<td>0.00000001</td>
</tr>
<tr>
<td>Direct Emission Mill Methane from POME</td>
<td>211</td>
<td>0.29</td>
<td>190</td>
<td>0.29</td>
</tr>
<tr>
<td>Direct Emission Mill Fuel usage in the mills</td>
<td>8</td>
<td>0.01</td>
<td>6</td>
<td>0.01</td>
</tr>
<tr>
<td>Direct Emission Estate and Mill Chemical usage in the mills and plantations</td>
<td>3</td>
<td>0.00</td>
<td>3</td>
<td>0.00</td>
</tr>
<tr>
<td>Indirect Emission Mill (Scope 2) Electricity Emission</td>
<td>4</td>
<td>0.01</td>
<td>2</td>
<td>0.00</td>
</tr>
<tr>
<td>Transportation Emission (Scope 3) Fuel Usage from Transport of FFB</td>
<td>35</td>
<td>0.05</td>
<td>34</td>
<td>0.05</td>
</tr>
<tr>
<td><strong>Total Emissions from Mills and Estate Operations</strong></td>
<td>1,545</td>
<td>2.10</td>
<td>1,235</td>
<td>1.85</td>
</tr>
</tbody>
</table>

Note: Scope of data for 2022 covers 20 mills and 55 estates. Gases included in the calculations are carbon dioxide, nitrous oxide and methane. Calculations are based on site-specific data and published defaults (emissions factors and GWPs) using the ISPO GHG calculation method, which does not include carbon credits or carbon sinks. Peat emissions include only CO₂ emissions and are calculated following international guidelines. The calculation relates only to plantations and mill sites under our operational and financial control.
PROPER Evaluation and ISO 14001 Certification Status (GRI 2-27)

<table>
<thead>
<tr>
<th>Region</th>
<th>PROPER</th>
<th>ISO 14001 certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sumatra</td>
<td>10 mills, 2 factories and 1 refinery</td>
<td>17 mills and 1 refinery</td>
</tr>
<tr>
<td></td>
<td>2 mills</td>
<td></td>
</tr>
<tr>
<td>Kalimantan</td>
<td>7 mills</td>
<td>8 mills</td>
</tr>
<tr>
<td>Java</td>
<td>3 refineries and 2 factories</td>
<td>2 refineries</td>
</tr>
<tr>
<td>Sulawesi</td>
<td>1 refinery and 1 factory</td>
<td>Factory and refinery implemented ISO 14001 (yet to be certified)</td>
</tr>
</tbody>
</table>

PROPER is the Indonesian Government’s Environmental Management evaluation. Participation in the PROPER audit is subject to approval by the Indonesian Ministry of Environment and Forestry.

- Environmental management procedures are above the expected compliance level
- Environmental management procedures are in compliance with national regulatory standards
- Environmental management efforts are in place but do not fully comply with national regulatory standards

SOCIAL DATA

Health and Safety Data (GRI 403-9)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatalities</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Rate of fatalities as a result of work-related injury</td>
<td>0.008</td>
<td>0.019</td>
<td>0.008</td>
</tr>
<tr>
<td>Rate of high-consequence work-related injuries (excluding fatalities)</td>
<td>0.016</td>
<td>0.010</td>
<td>0.008</td>
</tr>
<tr>
<td>Rate of recordable work-related injuries</td>
<td>1.22</td>
<td>1.92</td>
<td>2.01</td>
</tr>
</tbody>
</table>

Lowest Monthly Remuneration and Minimum Legal Wage

<table>
<thead>
<tr>
<th>Region</th>
<th>Minimum legal wage (IDR)</th>
<th>IndoAgri lowest monthly remuneration (IDR) Male &amp; Female</th>
<th>IndoAgri lowest monthly remuneration as a percentage of minimum legal wage Male &amp; Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Java</td>
<td>1,968,339 - 4,641,854</td>
<td>1,968,375 - 4,642,000</td>
<td>100% - 100%</td>
</tr>
<tr>
<td>Sumatra</td>
<td>2,607,100 - 3,370,645</td>
<td>3,145,309 - 3,683,022</td>
<td>109% - 121%</td>
</tr>
<tr>
<td>Kalimantan</td>
<td>2,486,796 - 3,369,310</td>
<td>2,692,906 - 3,779,250</td>
<td>108% - 112%</td>
</tr>
<tr>
<td>Sulawesi</td>
<td>2,509,905 - 3,394,489</td>
<td>2,510,000 - 3,871,050</td>
<td>100% - 114%</td>
</tr>
</tbody>
</table>

7 Rate of fatalities as a result of work-related injury is calculated as follows: No. of fatalities as a result of work-related injury x 1,000,000 divided by Total Hours Worked.
8 Rate of high-consequence work-related injuries (excluding fatalities) is calculated as follows: No. of high-consequence work-related injuries (excluding fatalities) x 1,000,000 divided by Total Hours Worked.
9 Rate of recordable work-related injuries is calculated as follows: No. of recordable work-related injuries x 1,000,000 divided by Total Hours Worked.
### Employee Statistics (GRI 2-7, 2-8, 405-1)

<table>
<thead>
<tr>
<th>Education</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
<th>36 – 45 Years</th>
<th>≥ 46 Years</th>
<th>Total</th>
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<tbody>
<tr>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Academy and University (Strata 1, 2 and 3)</td>
<td>88</td>
<td>66</td>
<td>873</td>
<td>325</td>
<td>608</td>
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<tr>
<td>Diploma (D1-D4)</td>
<td>377</td>
<td>25</td>
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<td>285</td>
<td>1,661</td>
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<tr>
<td>Senior High School</td>
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<td>4,279</td>
<td>599</td>
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<tr>
<td>Junior High School</td>
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<td>2,889</td>
<td>582</td>
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<tr>
<td>Primary School</td>
<td>1,544</td>
<td>145</td>
<td>4,697</td>
<td>969</td>
<td>5,714</td>
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<tr>
<td>Total</td>
<td>4,532</td>
<td>452</td>
<td>14,666</td>
<td>2,760</td>
<td>14,583</td>
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</table>

<table>
<thead>
<tr>
<th>Level</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
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<th>Total</th>
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<tbody>
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<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Manager and Senior Manager</td>
<td>-</td>
<td>-</td>
<td>5</td>
<td>6</td>
<td>115</td>
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<tr>
<td>Supervisor</td>
<td>-</td>
<td>-</td>
<td>77</td>
<td>37</td>
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<td>Staff</td>
<td>72</td>
<td>42</td>
<td>645</td>
<td>103</td>
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<tr>
<td>Administrative / Operational</td>
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<td>410</td>
<td>14,165</td>
<td>2,788</td>
<td>13,913</td>
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<tr>
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<td>4,532</td>
<td>452</td>
<td>14,892</td>
<td>2,934</td>
<td>14,508</td>
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<table>
<thead>
<tr>
<th>Region</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
<th>36 – 45 Years</th>
<th>≥ 46 Years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Sumatra</td>
<td>3,029</td>
<td>183</td>
<td>9,806</td>
<td>1,557</td>
<td>9,578</td>
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<tr>
<td>Java</td>
<td>262</td>
<td>60</td>
<td>971</td>
<td>227</td>
<td>781</td>
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<tr>
<td>Sulawesi</td>
<td>32</td>
<td>12</td>
<td>234</td>
<td>43</td>
<td>568</td>
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<tr>
<td>Total</td>
<td>716</td>
<td>63</td>
<td>9,390</td>
<td>987</td>
<td>11,642</td>
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<table>
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<tr>
<th>Status</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
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<th>≥ 46 Years</th>
<th>Total</th>
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<tbody>
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<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Permanent Employee</td>
<td>716</td>
<td>63</td>
<td>9,390</td>
<td>987</td>
<td>11,642</td>
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<tr>
<td>Non Permanent Employee</td>
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<tr>
<td>Total</td>
<td>4,532</td>
<td>452</td>
<td>14,892</td>
<td>2,934</td>
<td>14,508</td>
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</table>
### New Hires (GRI 401-1)

<table>
<thead>
<tr>
<th>Region</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
<th>36 – 45 Years</th>
<th>≥ 46 Years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Sumatra</td>
<td>27</td>
<td>-</td>
<td>22</td>
<td>-</td>
<td>9</td>
</tr>
<tr>
<td>Kalimantan</td>
<td>6</td>
<td>-</td>
<td>4</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Java</td>
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<td>10</td>
<td>11</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Sulawesi</td>
<td>-</td>
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<td>-</td>
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<tr>
<td>Total</td>
<td>43</td>
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<td>38</td>
<td>5</td>
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### Resignations (Excluding Contract Workers)

<table>
<thead>
<tr>
<th>Region</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
<th>36 – 45 Years</th>
<th>≥ 46 Years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Sumatra</td>
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<td>Kalimantan</td>
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<td>108</td>
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<td>Java</td>
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<td>1</td>
<td>38</td>
<td>26</td>
<td>10</td>
</tr>
<tr>
<td>Sulawesi</td>
<td>1</td>
<td>-</td>
<td>6</td>
<td>-</td>
<td>2</td>
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<tr>
<td>Total</td>
<td>33</td>
<td>4</td>
<td>404</td>
<td>48</td>
<td>266</td>
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</table>

### Turnover Rate (GRI 401-1)

<table>
<thead>
<tr>
<th>Region</th>
<th>18 – 24 Years</th>
<th>25 – 35 Years</th>
<th>36 – 45 Years</th>
<th>≥ 46 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Sumatra</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Kalimantan</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Java</td>
<td>1%</td>
<td>2%</td>
<td>4%</td>
<td>11%</td>
</tr>
<tr>
<td>Sulawesi</td>
<td>3%</td>
<td>0%</td>
<td>3%</td>
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**Turnover Group** 2%
## Training Hours (GRI 404-1)

<table>
<thead>
<tr>
<th>Level</th>
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<th>Employee Training Hours</th>
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<td></td>
<td>Male</td>
<td>Female</td>
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<tr>
<td>Manager and Senior Manager</td>
<td>127</td>
<td>4</td>
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<tr>
<td>Supervisor</td>
<td>99</td>
<td>21</td>
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<tr>
<td>Staff</td>
<td>633</td>
<td>49</td>
</tr>
<tr>
<td>Administrative / Operational</td>
<td>1,678</td>
<td>96</td>
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<td><strong>Total</strong></td>
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<td><strong>170</strong></td>
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<table>
<thead>
<tr>
<th>Average Training Hours per Employee</th>
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<tbody>
<tr>
<td>Male</td>
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## SMK3 Certification

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<th>2022</th>
</tr>
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<tbody>
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<td>55</td>
<td>60</td>
</tr>
<tr>
<td>Palm Oil</td>
<td>39</td>
<td>41</td>
<td>45</td>
</tr>
<tr>
<td>Rubber</td>
<td>5</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Tea</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Cocoa</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Refinery</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
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<td>Research</td>
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<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Bulking</td>
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<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Silver Rating</td>
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<td>9</td>
<td>7</td>
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<tr>
<td>Palm Oil</td>
<td>7</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Rubber</td>
<td>1</td>
<td>1</td>
<td>1</td>
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</tbody>
</table>

## ISO 45001:2018 Certification

<table>
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<th>2022</th>
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<tbody>
<tr>
<td>Total Certified</td>
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<td>13</td>
<td>13</td>
</tr>
<tr>
<td>Refinery</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Rubber</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Tea</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Cocoa</td>
<td>2</td>
<td>2</td>
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<tr>
<td>Office</td>
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### COMMUNITY DATA

#### Medical Facilities

<table>
<thead>
<tr>
<th>Medical Facilities</th>
<th>North Sumatra</th>
<th>South Sumatra</th>
<th>Kalimantan</th>
<th>Riau</th>
<th>Java</th>
<th>Sulawesi</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division Clinic</td>
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<td>31</td>
<td>17</td>
<td>38</td>
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<td>1</td>
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<tr>
<td>Central Clinic</td>
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<td>15</td>
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<td>2</td>
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<td>Ambulances</td>
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<td>12</td>
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<td>1</td>
<td>0</td>
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<td>3</td>
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<td>0</td>
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<td>10</td>
<td>0</td>
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<td>1</td>
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</tr>
<tr>
<td>Midwives / Nurses</td>
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<td>63</td>
<td>42</td>
<td>81</td>
<td>4</td>
<td>5</td>
<td>256</td>
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<td>Posyandu</td>
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<td>41</td>
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</table>

#### Education Facilities

<table>
<thead>
<tr>
<th>School Facilities</th>
<th>North Sumatra</th>
<th>South Sumatra</th>
<th>Kalimantan</th>
<th>Riau</th>
<th>Java</th>
<th>Sulawesi</th>
<th>Total</th>
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<tr>
<td>Day Care Centres</td>
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<tr>
<td>Teachers</td>
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<td>21</td>
<td>428</td>
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<td>728</td>
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</table>
GLOSSARY

Analisis Dampak Lingkungan (AMDAL)
An environmental impact assessment which companies are required by law to undertake when starting a business or activity that will have an impact on the environment in Indonesia.

Badan Penyelenggara Jaminan Sosial (BPJSS)
An authorised body established by the Indonesian Government to provide medical coverage for Indonesian citizens and residents.

Biodiversity
The variety of life forms within a particular ecosystem, biome, or habitat.

Biological Oxygen Demand (BOD)
A measure of the degree of water pollution by the amount of dissolved oxygen needed by aerobic biological organisms in a body of water to break down organic materials.

Carbon Footprint
A measure of the total amount of greenhouse gases, including carbon dioxide, methane and nitrous oxides, emitted directly or indirectly by an organisation, event, product or person.

Child Labour
A person under 18 years of age, according to Indonesian law, who is engaged in work that is mentally, physically, socially or morally dangerous and harmful, and that interferes with that person's schooling.

Crude Palm Oil (CPO)
Oil produced from oil palm fruits in milling process.

Food Safety System Certification (FSSC) 22000
A food safety certification scheme based on the existing internationally recognised standard ISO 22000 and complemented by other technical standards. This certification aims to provide an effective framework for the development, implementation and continual improvement of a food safety management system (FSMS).

Forced Labour
A person who is coerced to work under the threat of violence, intimidation, or undue stress of penalty.

Free Prior Informed Consent (FPIC)
Consent which represents the rights of a community to give or withhold its consent to proposed projects that may affect the lands it customarily owns, occupies or uses.

Fresh Fruit Bunch (FFB)
The fruit bunch harvested from the oil palm tree.

Global Reporting Initiative (GRI)
A non-profit organisation that promotes economic sustainability and develops an international standard for sustainability reporting.

Greenhouse Gas (GHG)
Cases, such as carbon dioxide, methane and nitrous oxide, which trap solar radiation and contribute to climate change and ozone destruction.

High Carbon Stock (HCS)
An area of land with large amounts of carbon and high biodiversity value.

High Conservation Value (HCV)
HCV land comprises certain critical ecological or socio-cultural attributes. A key part of HCV management is ensuring activity in forests does not have a negative impact on the critical ecological and socio-cultural attributes, a process that aligns with ISPO's requirements.

High-consequence work-related injury
According to the GRI Standards, a high-consequence work-related injury (excluding fatalities) is defined as an injury from which the worker cannot or is not expected to recover fully to pre-injury health status within 6 months.

HCV Assessment
Recording ecological or sociocultural attributes is part of a process that aligns with ISPO's requirements. HCV assessments use accredited third-party assessors.

Integrated Pest Management
The use of ecological pest control techniques to reduce pest populations and replace pesticides and other harmful intervention to minimise risks to human health and the ecosystem.

Indonesian Sustainable Palm Oil (ISPO)
A government effort led by the Ministry of Agriculture to support sustainable palm oil agriculture in Indonesia.

ISO 14000 series
A family of international standards for addressing environmental management.

Koperasi Unit Desa (KUD)
Village unit cooperatives to improve the economic and social well-being of rural communities in relation to agricultural activities.

No Deforestation
No new development on HCV areas within IndeaAgri's operations and no primary forest clearance.

Nucleus
A system developed by the Indonesian Government for estates (nucleus) owned by plantation companies to develop oil palm plots (plasma) near their own plantation for smallholders.

Palm Kernel (PK)
Seed of the oil palm fruit, which is processed to extract crude palm kernel oil (CPKO) and other by-products.

Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3)
A health and safety committee responsible for monitoring IndoAgri's compliance to the SMK3 in the estates, mills and refineries.

Palm Oil Mill Effluent (POME)
Liquid waste or sewage produced from the palm oil milling process or refinery.

Plasma Partnership Scheme
Plasma smallholders are farmers who participated in the Plasma Transmigration Program (Perkebunan Inti Rakyat, also known as PIR-Trans), organised by the Indonesian government in 1987. Under the scheme, villagers from rural parts of Indonesia were relocated to oil palm growing areas and allocated with two hectares of farming land. The plasma farmers were partnered with local companies for initial financing of development and land preparation, planting materials, and technical knowledge. In return for this assistance, smallholders are committed to selling their crops to the company at a price set by the government.

Programme for Pollution Control, Evaluation and Rating (PROPER)
An Indonesian regulatory mechanism based on public disclosure of pollution records and environmental performance.

Recordable work-related injury
According to the GRI Standards, a recordable work-related injury is defined as any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, or significant injury or ill health diagnosed by a physician or licensed healthcare professional.

Sistem Keselamatan dan Kesehatan Kerja (SMK3)
Occupational health and safety management system according to Indonesia regulation.

Social Impact Assessment (SIA)
A methodology for analysing, monitoring and managing the social consequences of planned interventions and the social change processes arising from these interventions.

Stakeholders
A person, group, organisation, member or system that affects or can be affected by an organisation's actions.