



**Bakrie
Sumatera
Plantations**

Aligning Sustainable Innovation

LAPORAN
KEBERLANJUTAN

2015 |

SUSTAINABILITY
REPORT

PT BAKRIE SUMATERA PLANTATIONS TBK

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MENYELARASKAN INOVASI BERKELANJUTAN

ALIGNING SUSTAINABLE INNOVATION

PT Bakrie Sumatera Plantations Tbk (“Perseroan” atau “Kami”) meyakini bahwa inovasi mampu menciptakan peluang menguntungkan pada masa depan. Kami berusaha memacu peningkatan produksi dan volume penjualan dengan menerapkan inovasi dari kegiatan riset dan pengembangan (R&D).

Kolaborasi R&D Perseroan dengan ASD Costa Rica sejak tahun 2005 hingga 2015 menghasilkan empat varietas benih unggul kelapa sawit, yaitu Spring, Themba, CR Ovane dan CR Supreme. Keempat varietas dapat meningkatkan 25%-37,5% Tandan Buah Segar (TBS) per hektar per tahun dibandingkan hasil normal benih biasa, yaitu 25-30 ton TBS per hektar per tahun.

Kami juga melakukan R&D teknik perkebunan dan pengolahan komoditi karet yang didukung fasilitas Bakrie Agricultural Research Institute (BARI). Teknik penyadapan getah karet *upward tapping* dapat meningkatkan produktivitas dibandingkan cara tradisional.

Inovasi lingkungan atas penggunaan sumber energi terbarukan dari limbah padat kelapa sawit memberikan efisiensi dibandingkan penggunaan bahan bakar solar. Inisiatif ini juga dapat mengurangi emisi gas rumah kaca (GRK) karena bahan bakar biomassa dianggap sebagai CO₂-neutral.

Kami juga menerapkan inovasi pembangunan tanggul yang berfungsi mengendalikan banjir saat curah hujan tinggi dan mengatur pasokan air (*water management*) yang dibutuhkan perkebunan sawit. Penerapan kontrol biologi merupakan upaya kami memberikan perlindungan tanaman sawit dari serangan hama.

Inovasi sosial “Forum PERKASA” yang menghubungkan komunikasi antara pemangku kepentingan mampu mengoptimalkan program pemberdayaan masyarakat. Program kemitraan inti-plasma telah membangun ekonomi masyarakat secara mandiri. Pencapaian program ini antara lain terbentuknya koperasi plasma di beberapa area, peningkatan kesejahteraan petani dan perbaikan infrastruktur desa.

Inovasi dari kegiatan R&D tersebut semakin memantapkan kami untuk terus “Menyelaraskan Inovasi Berkelanjutan” pada seluruh lini usaha agro terpadu. Penerapan inovasi merupakan bagian dari fokus strategis “GREAT” (*Go and Reach Extraordinary Achievement through Transformation*) segmen usaha kelapa sawit dan karet yang diterapkan Perseroan sejak 2010 hingga sekarang.

PT Bakrie Sumatera Plantations Tbk, referred in this report as “Company or We”, believes that innovation can create profitable opportunity in the future. We endeavor to increase production and sale volume by applying innovation from research and development (R&D) activities.

Collaboration of Company’s R&D with ASD Costa Rica from 2005 to 2015 had produced such four varieties of oil palm seeds as Spring, Themba, CR, Ovane and CR Supreme. These four varieties can increase Fresh Fruit Bunch (FFB) by 25% to 37.5% per hectare annually compared to the normal result of common seeds, which is 25 to 30 ton of Fresh Fruit Bunch per hectare annually.

We also perform R&D of planting technique and rubber commodity processing supported by facilities of Bakrie Agricultural Research Institute. Upward latex tapping technique can increase productivity compared to the conventional technique.

Environmental innovation by using renewable energy from solid waste of oil palm emits efficiency compared to the using of solar fuels. This initiative can reduce the emission of greenhouse gases, for biomass fuel is considered as CO₂-neutral.

We also built dike construction functioning to manage flood whenever high level of rainfall occurs and to manage water supply needed by oil palm plantation. Biological control practice is our attempt to preserve oil palm plant against pest.

Social innovation of “Forum PERKASA” bridging communication among stakeholders can optimize community empowerment program. Core-Plasma partnership program independently has built the economy of communities. The achievements of this program are establishment of plasma cooperative union in several areas, welfare improvement of oil palm farmers, and betterment of village infrastructure.

The innovation of R&D activities has persistently alleviate us to “Align the Sustainable Innovation” in the entire line of integrated agribusiness. This innovation practice is part of strategic focus of GREAT (*Go and Reach Extraordinary Achievement through Transformation*) from oil palm and rubber business applied by BSP from 2010 to the present time.



Pengendalian Kualitas Kecambah
Seed Quality Control

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PENCAPAIAN KINERJA KEBERLANJUTAN

ACHIEVEMENT OF SUSTAINABILITY PERFORMANCE



25%-37,5%

**Peningkatan TBS
Per Hektar Per Tahun dari Benih Baru**
The Improvement of Fresh Fruit Bunch from Hybrid
Seeds Per Hectare Annually



49,87 Ha

**Total Luas Wilayah yang Dilindungi di
area Sumbar, Jambi 1 dan Jambi 2**
The Total of Conserved Areas in
Sumbar, Jambi 1 and Jambi 2 areas



5.123,52 Ha

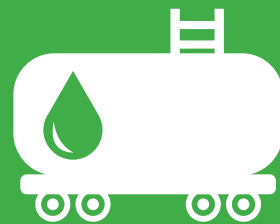
**Total Pengendalian Hama Terpadu
dengan Tanaman Bunga Pukul
Delapan di Perkebunan Kelapa Sawit**

The Total of Integrated Pest Controlling with
Turnera ulmifolia dan *Turnera subulata* in Oil
Palm Plantation



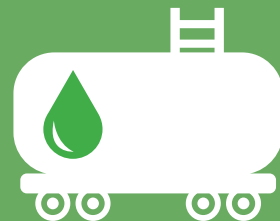
100.963.000 Kg

Total Penggunaan Bahan Bakar Alternatif Fiber
The Total Use of Fiber Alternative Fuel



25.134.000 Kg

Total Penggunaan Bahan Bakar Alternatif Cangkang
The Total Use of Shell Alternative Fuel



15
Koperasi Plasma

Binaan Perseroan
Plasma Cooperative Union



PESAN DIREKTUR UTAMA [G4-1] [G4-2] MESSAGE FROM PRESIDENT DIRECTOR



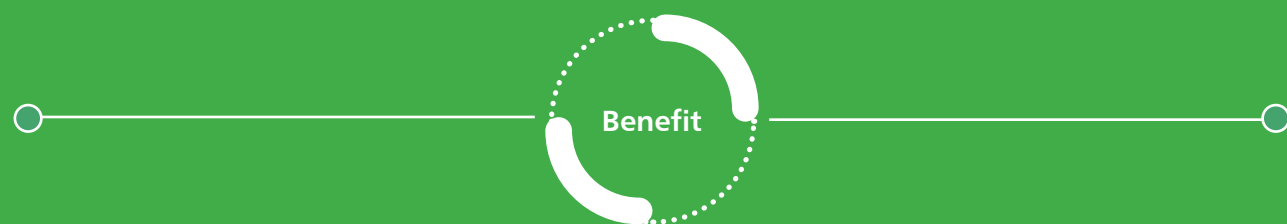
M. Iqbal Zainuddin
Direktur Utama
President Director

Para pemangku kepentingan yang kami hormati,

Kami bersyukur bahwa, di tahun 2015, kami mampu menghadapi berbagai macam tantangan seperti penurunan harga komoditas, musim kering berkepanjangan, dan kebakaran masif. Ketiga tantangan ini kami hadapi dengan tetap memegang teguh prinsip keberlanjutan “BSP” yang dilandasi budaya perusahaan “BISA”. Kami menjaga keselarasan aspek **Benefit** (kinerja ekonomi), **Social** (kinerja sosial), **Planet** (kinerja lingkungan) sesuai peraturan dan standar yang berlaku pada tataran lokal maupun global. Pelaksanaan komitmen ini bertujuan untuk menciptakan nilai tambah bagi seluruh pemangku kepentingan. Kami akan terus meningkatkannya dengan “Menyelaraskan Inovasi Berkelanjutan” pada seluruh lini usaha agro terpadu dari hulu hingga hilir.

Dear Our Respected Stakeholders,

We were grateful that in 2015, we were able to face such various challenges as low commodity price, prolonged dry season, and massive forest fire. We faced these three challenges by persistently maintaining BSP’s sustainability principles based on the company culture “BISA”. We determinedly maintain balance among Benefit aspect (economic performance), Social aspect (social performance), and Planet aspect (environmental performance) by compliance with globally and locally applied regulations and standards. This commitment implementation aims at creating added values for the stakeholders. We will constantly improve added values by “Aligning Sustainable Innovation” in the entire line of integrated agribusiness from upstream to downstream.



Benefit

Kami berupaya mempertahankan kinerja ekonomi tahun 2015 dengan menerapkan skala prioritas dengan cara melaksanakan kegiatan operasional yang berdaya guna dan menurunkan nilai belanja modal atau *capital expenditure* (*capex*). Langkah strategis lainnya adalah melakukan revitalisasi struktur keuangan melalui serangkaian komunikasi dan negosiasi dengan para kreditur.

Untuk menjaga kelancaran proses produksi, kami menetapkan target volume produksi dengan cermat di setiap pabrik. Efektivitas operasi produksi dilakukan melalui pemeliharaan sarana infrastruktur perkebunan guna menjamin kelancaran proses perawatan dan menghasilkan panen yang baik.

Kami telah menggunakan semua strategi tersebut untuk merespons penurunan harga produk kelapa sawit (CPO) dan karet dalam lima tahun terakhir (2011-2015). Harga produk kelapa sawit sempat berada pada kisaran USD400 per metrik ton pada tahun 2015. Harga ini turun signifikan dari USD1.250 per metrik ton pada tahun 2011. Penurunan harga juga berlaku pada produk karet yang mencapai USD110 per ton pada tahun 2015, dimana harga produk karet pada tahun 2011 adalah USD580 per ton.

Penurunan harga komoditas perkebunan dipicu perekonomian global yang belum pulih dan rendahnya harga minyak bumi dalam beberapa tahun terakhir.

Benefit

We endeavored to maintain economic performance in 2015 by implementing priority scale through efficient operational activities and reducing capital expenditure values. Another strategic policy was financial structure revitalization by series of communication and negotiation with creditors.

To maintain continuity of production process, we established accurate target of production volume in each plant. The effectivity of operational production was performed through plantation infrastructure maintenance aiming at assuring the continuity of maintenance process and producing qualified harvest.

We had implemented the entire strategies in response to price decreasing of oil palm and rubber products within the last five years (2011-2015). The price of oil palm products was around USD400 per ton metric in 2015. This price decreased significantly from USD1,250 ton in 2011. This price decreasing also applied to rubber product tumbling at USD110 per ton in 2015, of which the price of rubber product in 2011 was USD580 per ton.

The decrease of plantation commodities price was triggered by the deceleration of global economy and low price of crude oil in latest years.

Perekonomian Cina sebagai pengimpor produk perkebunan terbesar hanya tumbuh 6,9% pada tahun 2015, dan turun 7,3% setahun sebelumnya. Kondisi ini menyebabkan penurunan volume pembelian CPO dari pihak ketiga dan penumpukan persediaan produk sawit di negara-negara pengekspor. Pada akhirnya, harga CPO tahun 2015 berada pada titik terendah dalam lima tahun terakhir.

Penurunan permintaan CPO juga dipicu rendahnya harga minyak dunia hingga USD32 per barel pada 2015. Sejumlah negara Eropa, Amerika dan Asia yang sebelumnya memenuhi kebutuhan energi sektor otomotif menggunakan bahan bakar nabati, mengalihkan konsumsi energi ke bahan bakar berbasis minyak bumi karena harga lebih murah. Rendahnya harga minyak juga mendorong produksi karet sintetis beralih menggunakan minyak bumi kembali.

Beberapa faktor eksternal tersebut menimbulkan efek tidak langsung terhadap penjualan neto Perseroan yang mengalami penurunan 23,33% pada tahun 2015, dibandingkan tahun sebelumnya sebesar Rp2.636,70 miliar. Penurunan penjualan tahun ini dipengaruhi oleh penurunan volume penjualan CPO sebesar 11,02%, PK sebesar 2,95%, dan karet sebesar 0,04%.

Penurunan hasil penjualan kelapa sawit sangat mempengaruhi nilai EBITDA Perseroan. Kondisi ini terjadi karena hasil tanam kelapa sawit di atas lahan 45.867 Ha berkontribusi terhadap penjualan tiga kali lebih besar dibandingkan penjualan karet yang ditanam di atas lahan seluas 15.613 Ha. Oleh karenanya, penjualan kelapa sawit terkait erat dengan kinerja keuangan Perseroan.

Tantangan ekonomi lain yang dihadapi Perseroan adalah musim kemarau berkepanjangan akibat El-Nino 2015. Imbas dari faktor eksternal ini diprediksi menyebabkan penurunan tingkat produktivitas industri perkebunan kelapa sawit maupun karet pada tahun depan. Tahun ini tingkat produktivitas CPO mengalami penurunan 10,64% dari 215.364 MT pada 2014. Demikian pula produktivitas PK turun 10,31% dari 46.727 MT pada 2014. Produktivitas karet juga mengalami penurunan 1,02% dari 26.615 MT pada 2014.

China's economy as the biggest importer of plantation products developed only by 6.9% in 2015, and decreased by 7.3% in the previous year. This circumstance decreased the purchasing volume of CPO by the third party and cumulation supply of oil palm products in the exporter countries. It resulted in the sinking of CPO price in 2015 at its lowest point within the last five years.

The decreasing demand of CPO was also triggered by low price of crude oil globally crushing into USD32 per barrel in 2015. Several European countries, United States of America and Asia that initially supplied the energy demands of automotive sector using biofuels altered energy consumption to crude oil-based fuels due to its less expensive price. The low price of crude oil also caused the using of petroleum for the production of synthetic rubber.

Those external factors generated indirect effects over BSP net sale, decreasing by 23.33% in 2015 compared to the previous year sale by IDR2,636.70 billion. The net sale decreasing was caused by the decreasing sale volume of CPO by 11.02%, PK by 2.95%, and rubber by 0.04%.

The lowering of oil palm sale effects BSP's EPITDA values. This circumstance was due to oil palm yield on 45,867 hectares land contributed three times greater sale compared to sale of rubber plants planted on 15,613 hectares land. Consequently, the sale of oil palmis inextricably linked to the financial performace of BSP.

Another economic challenge faced by BSP was prolonged dry season caused by El-Nino in 2015. The impact of this external factor was predicted to cause the productivity level decreasing of rubber and oil palm plantation industries in the following year. This year, the CPO productivity level decreased by 10.31% from 215,364 MT in 2014. Meanwhile, the PK productivity also decreased by 1.02% from 26,615 MT in 2014.



Social

Social

Selain tantangan ekonomi, pada tahun 2015 Perseroan harus menghadapi isu sosial dan lingkungan terkait kasus kebakaran hutan dan lahan gambut di kawasan Sumatera dan Kalimantan. Kampanye negatif telah membentuk persepsi publik bahwa perusahaan-perusahaan perkebunan harus bertanggungjawab atas kebakaran yang terjadi. Isu ini sangat merugikan citra perusahaan perkebunan, termasuk Perseroan yang selama ini berhasil menciptakan kawasan “zero burning” di seluruh area perkebunan.

Perseroan melakukan tindakan pencegahan kebakaran dengan memberikan pelatihan penanganan kebakaran kepada sumber daya manusia internal dan mengedukasi masyarakat melalui kegiatan tanggung jawab sosial dan pemberdayaan komunitas. Kami juga mengarahkan sumber daya manusia yang kompeten agar dapat berkontribusi dalam upaya penanganan kabut asap yang telah menjadi bencana nasional.

Kami terus meningkatkan kompetensi karyawan melalui pendidikan dan pelatihan. Kami pun telah melakukan pemetaan kompetensi staf (*competence mapping staff*) dengan menggunakan indikator sembilan kompetensi inti (*core competence*) pada tahun 2015. Kajian kompetensi dilaksanakan untuk 552 karyawan, dan hasilnya dijadikan sebagai dasar untuk analisis atas kebutuhan pelatihan guna mengoptimalkan produktivitas karyawan yang ada.

Kami juga memiliki program *management trainee* untuk mempersiapkan regenerasi 320 karyawan yang diperkirakan masuk usia pensiun dalam lima tahun ke depan. Kami memastikan semua karyawan yang pensiun tahun ini telah mendapatkan seluruh haknya. Terkait kesejahteraan karyawan usia produktif, kami memberikan imbal jasa pekerjaan lebih tinggi dari upah minimum yang ditetapkan pemerintah daerah (Pemda) di masing-masing wilayah area.

Pengelolaan kesehatan dan keselamatan kerja (K3) karyawan juga menjadi prioritas utama Perseroan. Seluruh area Perseroan, termasuk tingkat korporasi, telah menyelesaikan proses sertifikasi *Occupational Health and Safety Assessment Series* (OHSAS) 18001:2007.

Social

Besides economic challenge, in 2015, the Company had to face social and environmental issues related to the forest and peatland fire cases in Sumatera and Kalimantan. Negative campaign shaped public perception that plantation companies must be responsible for the fire. This issue maligns the image of plantation companies including the Company that consistently successes in preserving “zero burning” areas in all plantation areas.

The Company performed fire preventive action by providing training on fire treatment to internal human resource, educating communities through social responsibility activities, and communities empowerment. We also recruited competent human resources to manage haze which had become national disaster.

We strive to develop employee competence through education and training. We had also performed staff competence mapping using corecompetence in 2015. The competence study was conducted for 552 employees, and its result became analysis base for training needs aiming at optimizing employee productivity.

We also have management trainee program to prepare regeneration of 320 employees estimated to retire in five years ahead. We ensured had that all of the employees who retire in this year have received their rights. Regarding to the welfare of productive employees, we give higher remuneration than minimum wage set by local government in each areas.

The management of occupational health and safety for employees also becomes main priority for the Company. The entire areas of the Company, including corporate level, has completed certification process of Occupational Health and Safety Assessment Series (OHSAS) 18001:2007.



Planet

Perolehan sertifikasi Perseroan pada bidang lingkungan merupakan pengakuan dari pihak ketiga atas pencapaian kinerja keberlanjutan secara nasional, regional dan internasional. Perolehan sertifikat RSPO dan ISPO beberapa area menjadi salah satu bukti kepatuhan Perseroan terhadap peraturan dan standar lingkungan yang berlaku. Hingga 2015, area Perseroan yang telah mendapatkan RSPO adalah Sumut 1 dan Jambi 1. Sedangkan Sumut 1, Sumbar and Jambi 1 memperoleh ISPO.

Pada tahun 2015, pengelolaan air menjadi fokus utama kinerja lingkungan sehubungan dengan musim kemarau berkepanjangan akibat fenomena El-Nino. Upaya peningkatan efektivitas pengelolaan air (*water management*) dilakukan dengan membangun tanggul di berbagai lokasi perkebunan kelapa sawit. Selain bertujuan mengendalikan banjir saat curah hujan tinggi, pembangunan tanggul dipakai untuk mengatur pasokan air yang dibutuhkan perkebunan sawit.

Perseroan juga terus meningkatkan pengelolaan limbah agar memberikan nilai tambah optimal bagi Perseroan. Kami memanfaatkan limbah padat kelapa sawit berupa tandan kosong menjadi kompos yang dapat menyuburkan tanah. Selain itu, cangkang dan serat kelapa sawit digunakan sebagai bahan bakar boiler, mulsa pembibitan kelapa sawit, dan material konstruksi pengerasan jalan. Kegiatan pengelolaan limbah tersebut memberikan nilai tambah bagi Perseroan, antara lain penghematan biaya operasional berupa pemupukan, energi dan pembibitan.

Inovasi Berkelanjutan

Dibalik berbagai tantangan yang dihadapi, kami berupaya menciptakan peluang menguntungkan melalui inovasi yang berkelanjutan. Kami memacu peningkatan produksi dan volume penjualan pada masa mendatang dengan menerapkan hasil riset dan pengembangan (R&D) pembibitan kelapa sawit. Kami menerapkan hasil inovasi empat varietas benih unggul dari kegiatan R&D Perseroan dengan ASD Costa Rica. Keempat varietas baru menghasilkan 40 ton Tandan Buah Segar (TBS) per hektar per tahun. Produksi ini lebih tinggi dari produksi normal 25-30 ton TBS per hektar per tahun.

Planet

The accomplishment of the Company certification in environmental sector is an acknowledgment from third party on the achievement of sustainability performance nationally, regionally and internationally. The achievements of RSPO and ISPO certificates in several areas become evidence of the Company's compliance with applied environmental regulation and standard. Until 2015, the areas of the Company that had accomplished RSPO are Sumut 1 and Jambi 1. Meanwhile, Sumut 1, Sumbar, and Jambi 1 accomplish ISPO

In 2015, water management became the main focus of environmental performance relating to the long-period of dry season caused by El-Nino phenomenon. The attempt to improve water-management effectiveness was performed by building dike in various locations of oil palm plantation. Besides, the dike construction aims at controlling flood whenever high rain-fall occurs and managing water supply needed by oil palm plantation.

The Company constantly improves waste management; therefore, it gives optimum added values to the Company. We process the solid waste of oil palm such as empty fruit bunches into compost fertilizing soil. Besides, the fibers and shells of oil palm are used as boiler fuel, mulch in oil palm seeding, and street paving construction material. Those waste management activities give the Company added values such as operational cost efficiencies covering fertilization, energy and nursery.

Sustainable Innovation

Over various challenges we faced, we strive to create profitable opportunities through sustainable innovation. We accelerate the increasing of production and sale volume in the future by implementing the result of R&D of oil palm nursery. We implement the innovation result of four varieties of qualified seeds from the Company's R&D activities with ASD Costa Rica. Those four new varieties produced 40 ton of Fresh Fruit Bunch (FFB) per hectare annually. This production was higher than the normal production of 20-35 ton of Fresh Fruit Bunch per hectare annually.

Sejalan dengan penerapan inovasi varietas baru, kami membutuhkan dukungan dan bantuan pemerintah untuk menstabilkan harga komoditas dan menciptakan pasar baru. Pemerintah diharapkan dapat turut serta mengembalikan citra perusahaan perkebunan atas kampanye negatif deforestasi yang berakibat menurunnya harga komoditas. Pemerintah harus tegas menegakkan peraturan tata ruang yang telah ada. Peraturan tata ruang dapat memberi informasi mengenai perbedaan perkebunan legal dan illegal kepada publik. Perkebunan legal dimiliki oleh perusahaan yang memiliki perizinan lengkap atas penggunaan lahan, sedangkan perkebunan illegal tidak memiliki perizinan lengkap sehingga menyalahi peraturan tata ruang.

Pemerintah juga dapat membantu penciptaan pasar baru produk turunan kelapa sawit. Pembentukan Badan Pengelola Perkebunan Kelapa Sawit pada tahun 2015 diharapkan dapat mendorong prioritas penerapan program mandatori biodiesel B20. Per Desember 2015, program mandatori B15 telah efektif terlaksana sehingga ke depan penyerapan CPO oleh pasar dalam negeri diprediksi akan meningkat. Program ini juga diharapkan dapat menstabilkan harga CPO pada tingkat yang lebih tinggi. Di sisi lain, pemerintah diharapkan dapat mempertimbangkan kembali kebijakan peraturan pajak ekspor CPO sebesar USD50 per ton. Meskipun kebijakan ini bertujuan mensubsidi pengembangan produksi biodiesel dari CPO, kebijakan ini akan menjadi beban bagi petani sawit yang memiliki luas lahan 45% dari total areal lahan perkebunan di Indonesia.

Penutup

Terlepas dari tantangan tahun 2015, kami berkeyakinan bahwa prospek usaha agro masih sangat menjanjikan pada masa mendatang. Kami akan terus mempertahankan dan meningkatkan segala pencapaian dengan menerapkan tata kelola perusahaan yang baik (GCG) di setiap tingkat usaha. Kami menghaturkan penghargaan yang setinggi-tingginya kepada karyawan atas kerja keras dan dedikasi mereka selama ini. Terima kasih kepada para pemegang saham dan pemangku kepentingan atas kepercayaan yang diberikan kepada kami. Kami mengharapakan Perseroan semakin berjaya dan penuh berkah pada masa depan.

In line with the innovation practice of new varieties, we require support from the government to stabilize commodities price and create new market. It is expected that the government can participate restoring the image of plantation company over the negative campaign of deforestation lowering commodities price. The government has to firmly set the existing spatial regulation. This spatial regulation can provide information on the differences of legal and illegal plantations to public. The legal plantation is owned by company having complete license over land use. Meanwhile, the illegal plantation has no complete license; therefore, it violates the spatial regulation.

The government can also help creating new market for the derivative products of oil palm. It is expected that the forming of Board Administrator of Oil Palm Plantation in 2015 can prioritize the implementation of mandatory program of biodiesel B20. Per December 2015, the B15 mandatory program has been effectively performing. It is predicted that the CPO permeation in domestic market will increase. It is also expected that this B15 mandatory program can stabilize CPO price in the higher level. On the other side, it is expected that the government can reconsider the tax regulation policy of CPO export by USD50 per ton. Although this policy aims at subsidizing the development of biodiesel production from CPO, this policy will be burden for oil palm farmers having land area by 45% from the total area of plantation land in Indonesia.

Closing

Apart from the challenges in 2015, we believe that the prospect of agribusiness is still promising in the future. We will persistently maintain and improve all achievements by implementing Good Corporate Governance in ever business level. We bestow highest appreciation for all employees for their hard working and dedication all this time. I thank to the shareholders and stakeholders for the trust given to us. We hope that the Company will be more successful and blessed in the future.

Jakarta, Mei 2016
Jakarta, May 2016

Untuk dan atas nama Direksi
For and on behalf of the Board of Directors


M. Iqbal Zainuddin
Direktur Utama
President Director

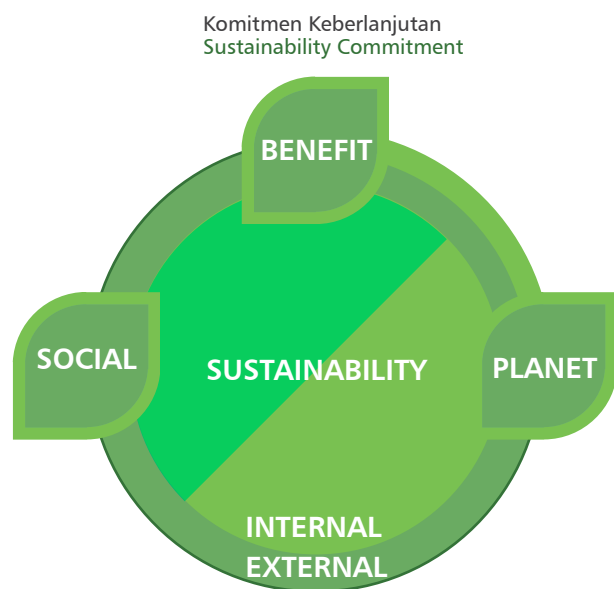
KOMITMEN KEBERLANJUTAN [G4-1] SUSTAINABILITY COMMITMENT

Komitmen keberlanjutan kami adalah menjalankan seluruh kegiatan operasional sesuai misi dan visi Perseroan dengan mengutamakan prinsip keberlanjutan. Kami selalu menjaga keselarasan dan meningkatkan kinerja ekonomi, sosial dan lingkungan di setiap lini usaha agro terpadu dari hulu hingga hilir.

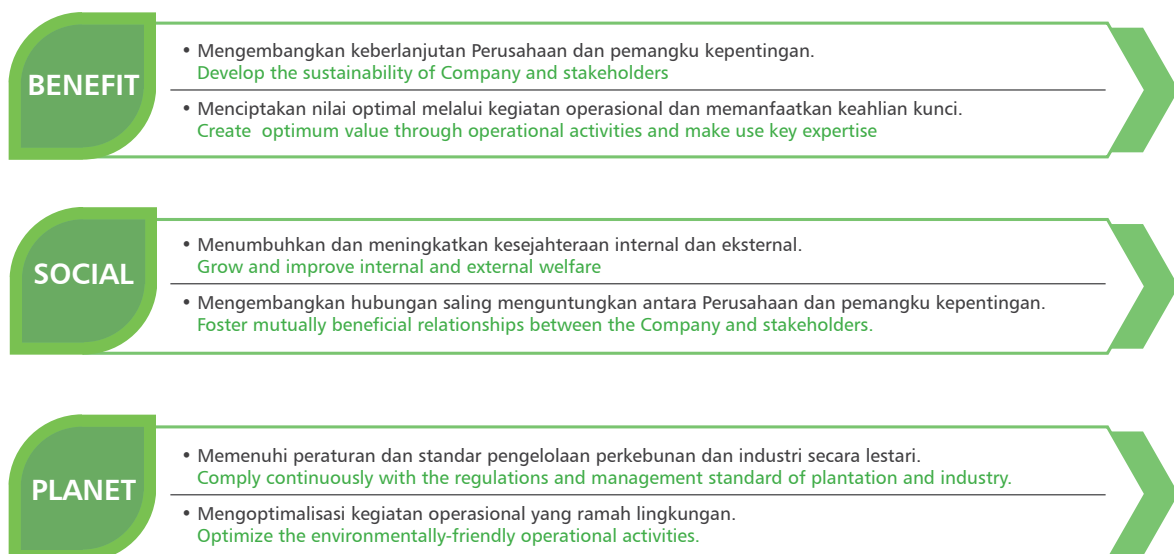
Prinsip keberlanjutan ini menjadi kunci keberlanjutan Perseroan secara menyeluruh, baik dalam lingkungan internal maupun eksternal. Kami merumuskan komitmen keberlanjutan ini menjadi “BSP”, singkatan dari *Benefit* (kinerja ekonomi), *Social* (kinerja sosial), *Planet* (kinerja lingkungan):

Our sustainability commitment is running all operational activities in compliance with mission and vision of the Company by prioritizing sustainability principle. We always maintain harmony and improving the economic, social, and environmental performance in every integrated agribusiness line from upstream to downstream.

This sustainability principle becomes comprehensive sustainability key for the Company, both in internal and external environment. We formulate this sustainability commitment into “BSP” that is abbreviation of Benefit (economic performance), Social (social performance), and Planet (environmental performance):



Kebijakan BSP BSP Policies



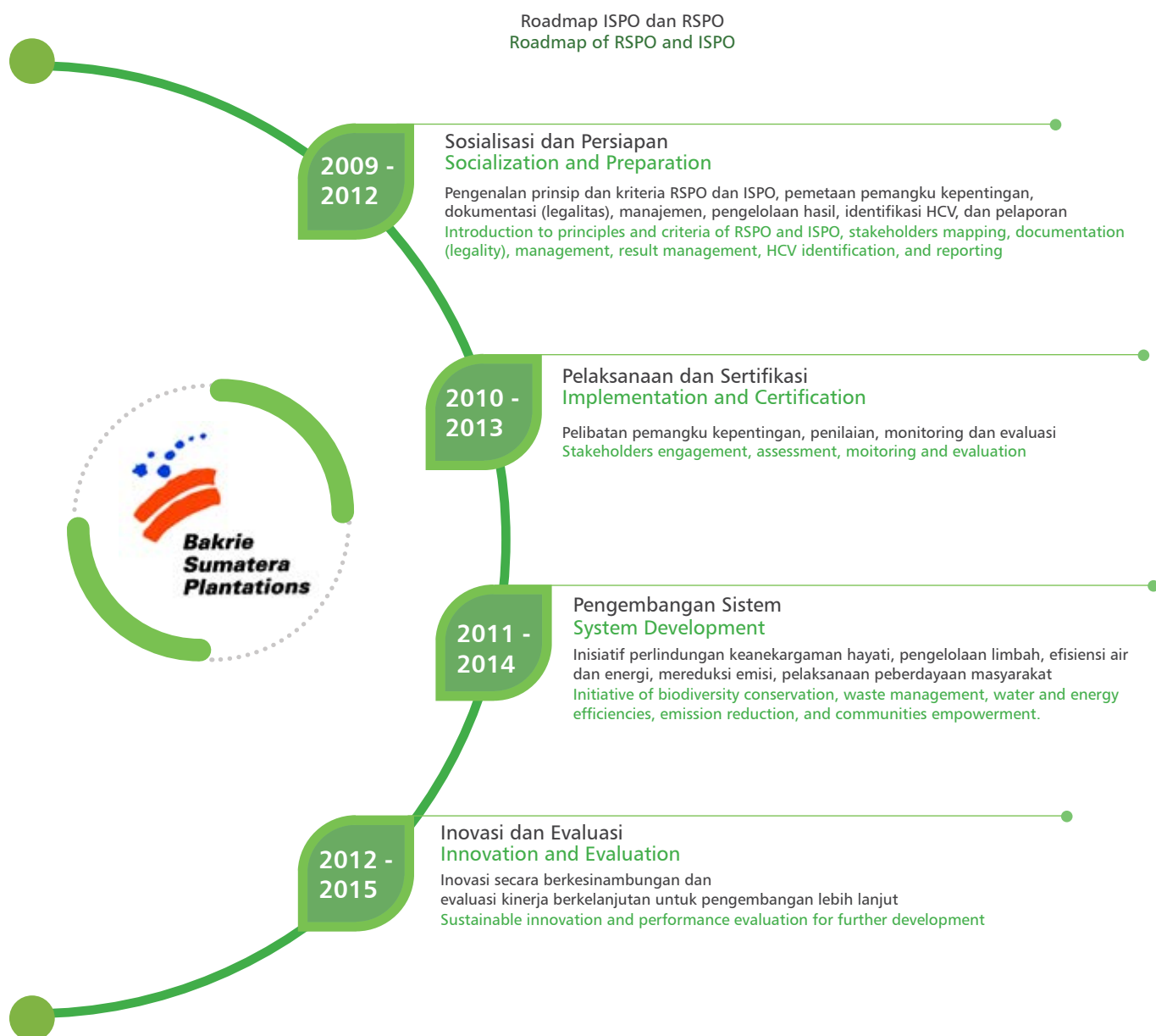
SERTIFIKASI KEBERLANJUTAN [G4-15] SUSTAINABILITY CERTIFICATION

Perseroan telah melaksanakan proses sertifikasi yang terkait dengan bidang usaha perkebunan sebagai upaya memenuhi persyaratan untuk kelangsungan operasional. Sertifikasi memberikan standar kelayakan operasi yang terukur, sehingga dapat menjadi panduan bagi kami meningkatkan kinerja keberlanjutan.

The Company has performed certification process related to the plantation business sector as an attempt to fulfill the requirement of operational sustainability. Certification gives measured operational properness standard; thus, it can be guideline for us to improve sustainability performance.

Perseroan telah memperoleh beberapa sertifikasi keberlanjutan dari lembaga independen yang terpercaya. Sertifikasi keberlanjutan tersebut merupakan pengakuan pencapaian kinerja keberlanjutan secara nasional, regional dan internasional.

The Company has accomplished several sustainability certifications from reliable independent institution. These sustainability certifications are the acknowledgment of sustainability performance nationally, regionally, and internationally.



Hingga akhir tahun 2015, seluruh perkebunan kelapa sawit Perseroan telah memenuhi prinsip dan kriteria yang menjadi syarat untuk mendapatkan sertifikasi RSPO maupun ISPO. Kepatuhan ini mulai dari aspek perizinan sampai dengan standar pengelolaan aspek lingkungan dan sosial-ekonomi wilayah.

Area Perseroan yang telah mendapatkan sertifikasi RSPO hingga 2015, antara lain Sumut 1 dan Jambi 1, sedangkan sertifikasi ISPO telah diperoleh oleh Sumut 1, Sumbar, dan Jambi 1. Area yang belum memperoleh sertifikasi RSPO dan ISPO karena masih menunggu proses audit dari lembaga sertifikasi.

Until the end of 2015, all oil palm plantations owned by the Company had completed the required principles and criterias to obtain RSPO and ISPO certifications. This compliance is started from licensing aspect, management standard of environmental aspect to social-economic regions.

The Company areas that had accomplished RSPO certification until 2015 are Sumut 1 and Jambi 1. Meanwhile, ISPO certification had been accomplished by Sumut 1, Sumbar, and Jambi 1. Due to the audit process from certification institution, several areas have not accomplished RSPO and ISPO certifications.

Perkembangan Perolehan Sertifikasi RSPO Hingga 2015
The Accomplishment Development of RSPO Certification Until 2015

Area Area	Keterangan Information	Luas Area (Ha) Area (Hectare)	Tanggal Dikeluarkan Issued Date	Tanggal Berakhir Expired Date
Sumut 1	Telah Disertifikasi Certified	9.259	03/11/2015	02/11/2020
Sumut 2	Proses Sertifikasi Certification Process	8.323	N/A	N/A
Sumbar	Proses Sertifikasi Certification Process	9.720	N/A	N/A
Jambi 1	Telah Disertifikasi Certified	4.417	28/08/2012	27/08/2017

*N/A : Not Available

Perkembangan Pencapaian Sertifikasi ISPO Hingga 2015
The Accomplishment Development of ISPO Certification Until 2015

Area Area	Keterangan Information	Luas Area (Ha) Area (Hectare)	Tanggal Dikeluarkan Issued Date	Tanggal Berakhir Expired Date
Sumut 1	Telah Disertifikasi Certified	9.259	17/06/2015	16/06/2020
Sumut 2	Proses Sertifikasi Certification Process	8.323	N/A	N/A
Sumbar	Telah Disertifikasi Certified	9.720	17/06/2015	17/06/2020
Jambi 1	Telah Disertifikasi Certified	4.417	16/01/2014	15/01/2019
Jambi 2	Proses Sertifikasi Certification Process	7.299	N/A	N/A

*N/A : Not Available

Inisiatif Eksternal [G4-15]
External Initiative

Nomor Number	Penerima Sertifikat Certificate Recipient	Nama Sertifikat Certificate	Pemberi Sertifikat Certificate Issuers	Periode Period
1	Sumut 1	RSPO	Tuv Rheinland	November November 2020
		ISPO	Tuv Nord	Juni June 2020
		ISO 9001:2008	Tuv Rheinland	April April 2018
		SNI ISO 9001:2008	Tuv Rheinland	April April 2018
		ISO 14001:2004	Tuv Rheinland	April April 2017
		OHSAS 18001:2007	Tuv Rheinland	Januari January 2015
		SCCS	Tuv Rheinland	Februari February 2020
		SNI	LSPro Pustan Kementerian Perindustrian Ministry of Industry	September September 2017
		SMK3	Kementerian Tenaga Kerja dan Transmigrasi (Sucofindo) Ministry of Manpower and Transmigration (Sucofindo)	Agustus August 2018
		Sertifikat Jaminan Halal	LPPOM MUI	Juli July 2015
2	Sumut 2	PROPER BIRU	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	November November 2015
		ISO 9001 : 2008	Tuv Rheinland	November November 2014*
		ISO 14001:2004	Tuv Nord	Desember December 2014*
		OHSAS 18001:2007	Tuv Nord	Desember December 2014*
3	Sumbar	SJH	LPPOM MUI	Juli July 2015
		RSPO	Tuv Nord	*
		ISPO	Tuv Nord	Juni June 2020
		ISO 9001: 2008	Tuv Rheinland	Oktober October 2017
		ISO 14001: 2004	Tuv Rheinland	September September 2018
		OHSAS 18001:2007	Tuv Nord	April April 2014*
		Sertifikat Jaminan Halal	LPPOM MUI	Juli July 2015
4	Jambi 1	PROPER BIRU	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	Juni June 2015
		SCCS	Tuv Rheinland	Agustus August 2017
		Zero Accident	Kementerian Tenaga Kerja dan Transmigrasi Ministry of Manpower and Transmigration	Desember December 2015
		RSPO	Tuv Rheinland	Agustus August 2017
		ISPO	Sai Global	Agustus August 2015*
		ISO 9001:2008	Tuv Nord	Agustus August 2015*
		ISO 14001:2004	Tuv Nord	Agustus August 2015*
		OHSAS 18001:2007	Tuv Nord	April April 2017
5	Jambi 2	Sertifikat Jaminan Halal	LPPOM MUI	Juli July 2015
		ISO 9001:2008	Tuv Nord	Desember December 2015
		ISO 14001: 2004	Tuv Nord	Agustus August 2017
		OHSAS 18001:2007	Tuv Nord	Desember December 2015
6	Bengkulu 1	ISO 9001: 2008	Tuv Nord	Oktober October 2015
		ISO 14001: 2004	Tuv Nord	Oktober October 2015
		OHSAS 18001:2007	Tuv Nord	Oktober October 2015
		SNI 06-0001-1987	LSPro BIPA Palembang	Agustus August 2014*
7	Bengkulu 2	ISO 9001: 2008	Tuv Nord	Desember December 2013*
		ISO 14001: 2004	Tuv Nord	Agustus August 2014*
		OHSAS 18001:2007	Tuv Nord	Desember December 2018
		SNI 06-1930-2000	LSPro BIPA Palembang	Mei May 2018
8	Lampung	ISO 9001:2008	Tuv Nord	Mei May 2018
		ISO 14001:2004	Tuv Nord	Mei May 2018
		OHSAS 18001:2007	Tuv Nord	Mei May 2018
		PROPER BIRU	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	Maret March 2017
		ISO 9001-2008	Tuv Nord	Juni June 2017
		ISO 14001-2004	Tuv Nord	Maret March 2017
		OHSAS 18001-2007	Tuv Nord	Juni June 2017
		PROPER BIRU	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	Desember December 2015

Keterangan : *) Sertifikat dalam Proses
Note : *) Certificate in Progress

KESINAMBUNGAN LAPORAN REPORT CONTINUITY

[G4-17] [G4-22] [G4-28] [G4-29] [G4-30] [G4-33]

Laporan Keberlanjutan 2015 ini merupakan kesinambungan dari pelaporan tahun sebelumnya yang diterbitkan pada Desember 2015. Penerbitan laporan setiap tahun merupakan wujud dari komitmen kami menyampaikan informasi secara transparan kepada pemangku kepentingan.

Laporan ini berisi kinerja keberlanjutan selama 1 Januari hingga 31 Desember 2015 dan informasi keuangan bersifat konsolidasi bagi seluruh area Perseroan.

This 2015 Sustainability Report is a continuity of prior reporting, published on December 2015. The annual report publishing is the embodiment of our commitment to provide transparent information to the stakeholders.

This report covers the sustainability performance from January 1 to December 31, 2015 and consolidated financial information to all areas of the Company.

Penentuan Isi dan Kualitas Laporan [G4-18] Content Determination and Report Quality

Proses penentuan isi laporan ini memperhatikan empat prinsip dalam pedoman G4:

1. Keterlibatan Pemangku Kepentingan
Perseroan mengumpulkan informasi dengan melibatkan pemangku kepentingan internal dan eksternal. Pelibatan pemangku kepentingan juga dilakukan untuk menentukan topik materialitas dan ruang lingkup melalui *Focus Group Discussion* (FGD) dan wawancara.
2. Konteks Keberlanjutan
Informasi terkait kinerja keberlanjutan dalam laporan ini mencakup komitmen, perencanaan, pelaksanaan, tantangan, strategi dan evaluasi kinerja. Konteks keberlanjutan bisnis kami, khususnya kelapa sawit telah disesuaikan dengan prinsip dan kriteria dalam RSPO dan ISPO.
3. Materialitas
Informasi dalam laporan ini telah melalui uji material yang menitikberatkan pada kinerja keberlanjutan pada tahun 2015. Informasi yang disajikan memiliki dampak signifikan bagi pemangku kepentingan Perseroan.
4. Kelengkapan
Laporan ini menyajikan hasil kinerja yang memberikan representasi wajar dan seimbang mengenai aspek keberlanjutan yang material. Batasan ruang lingkup laporan ini mencakup delapan area Sumut 1, Sumut 2, Sumbar, Jambi 1, Jambi 2, Bengkulu 1, Bengkulu 2, dan Lampung yang dinilai telah memiliki dokumen pencatatan kinerja keberlanjutan memadai selama periode pelaporan 2015.

The process in determining the content of this report complays with four principles in G4 guideline.

1. Stakeholder Engagement
The Company collects information by engaging the internal and external stakeholders. The stakeholders engagement is performed to determine scope and materiality topic through Focus Group Discussion and interview.
2. Sustainability Context
The information related to the sustainability performance in this report covers commitment, planning, implementation, challenges, strategies, and performance evaluation. The context of our sustainability business, particularly oil palm, has been adjusted with the principles and criteria of RSPO and ISPO.
3. Materiality
Information in this report has undergone material test emphasizing on sustainability performance in 2015. The presented information has significant impact for the Company's stakeholders.
4. Comprehensiveness
This report presents performance result, providing prudent and balanced representation on the material sustainability aspects. The scope boundaries of this report cover eight areas such as Sumut 1, Sumut 2, Sumbar, Jambi 1, Jambi 2, Bengkulu 1, Bengkulu 2, and Lampung considered to have adequate sustainability performance recording document during reporting period of 2015.

Laporan ini merupakan satu kesatuan dengan Laporan Tahunan 2015 yang informasinya saling melengkapi antara satu dengan yang lain. Tidak ada pernyataan kembali (*restatement*) atas penyajian informasi pada laporan sebelumnya.

Kami belum menunjuk lembaga eksternal *assurance* untuk melakukan penjaminan atas Laporan Keberlanjutan 2015 karena kami masih terus berupaya meningkatkan kualitas dokumentasi data melalui koordinasi dengan seluruh area. Kendati demikian, kami menjamin kebenaran dan keabsahan semua informasi dalam laporan ini.

This report is a unity with 2015 Annual Report of which information is complementary. There is no restatement on the information publication on the prior report.

We have not yet appointed eksternal assurance agency to perform underwriting over 2015 Sustainability Report, as we still attempt to improve the quality of data documentation through coordination with the entire area. Nevertheless, we assure the authenticity and validity of all information written on this report.

Penentuan Isi dan Kualitas Laporan [G4-18] Content Determination and Report Quality

Laporan ini juga menerapkan prinsip penentuan kualitas laporan sesuai G4, yaitu;

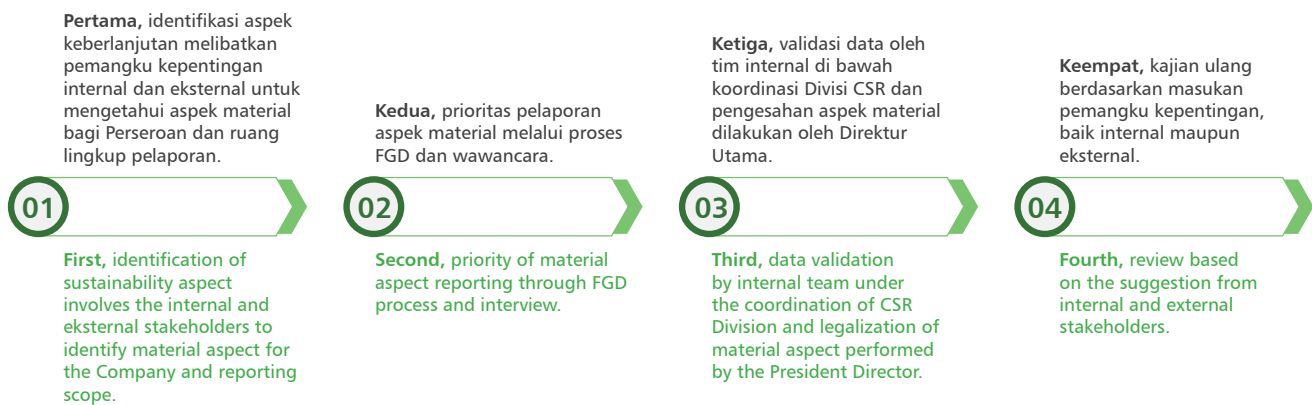
1. Keseimbangan
Kami menyampaikan laporan ini secara transparan dengan menyajikan aspek kinerja keberlanjutan, baik berupa capaian maupun tantangan.
2. Komparabilitas
Kami menyajikan sebagian informasi material pada periode 2013, 2014, dan 2015 sebagai pembandingan kinerja keberlanjutan dalam tiga tahun terakhir.
3. Akurasi
Laporan ini menyajikan data-data kuantitatif maupun kualitatif yang sudah diverifikasi secara internal dan eksternal. Kami menggunakan metode atau standar yang akurasinya dapat dipertanggungjawabkan.
4. Ketepatan waktu
Penerbitan laporan ini bersamaan dengan RUPS agar informasi di dalamnya dapat menjadi acuan untuk mengambil keputusan strategis.
5. Kejelasan
Laporan ini merupakan satu kesatuan informasi dengan Laporan Tahunan. Data kuantitatif dan kualitatif dalam laporan ini disajikan melalui narasi, tabel, dan gambar untuk mempermudah pemahaman pembaca.
6. Keandalan
Pimpinan Perseroan telah memberikan persetujuan semua informasi dalam laporan ini, namun kami belum melakukan verifikasi secara eksternal melalui *assurance process*.

This report also applies the determining principles of report qualities according to G4, as following:

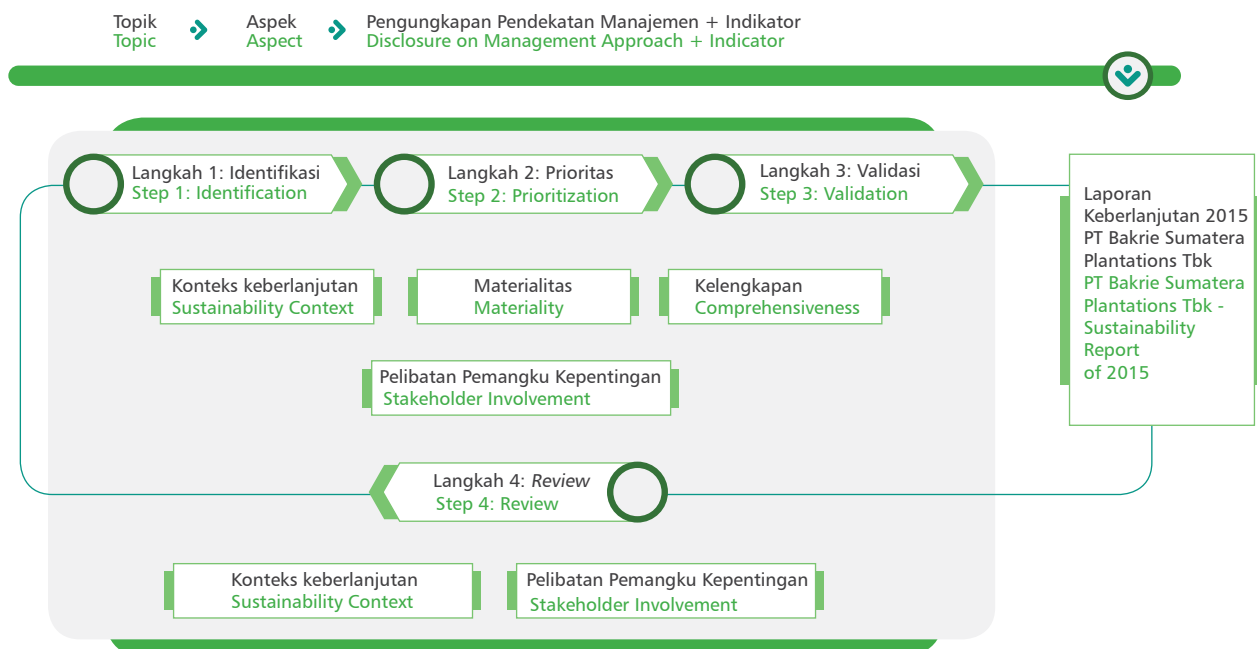
1. Balance
We present this report transparently by providing sustainability performance aspects, either achievements or challenges.
2. Comparability
We provide several material information in the period of 2013, 2014, and 2015 as the comparison of sustainability performance within the last three years.
3. Accuracy
This report provides qualitative and quantitative data which has been verified internally and externally. We use method or standard with accountable accuracy.
4. Timeliness
This report publishing corresponds with RUPS. Therefore, the contained information can be reference for taking strategic decision.
5. Clarity
This report is complements to the information contained in the Annual Report. The qualitative and quantitative data in this report are presented with narration, table, and picture to ease reader's insight.
6. Reliability
The Company's director has given approval for all information in this report; nevertheless, we have not verified externally through assurance process.

Berikut ini ringkasan alur menentukan aspek material dan batasan laporan:

The following is summary of material aspect determining flow and report boundaries



Alur Penetapan Aspek Material dan Batasan Laporan [G4-18]
Determination Flow of Material Aspect and Report Boundary





FGD untuk Menentukan Aspek Material
FGD to Determine Material Aspects

Laporan Materialitas [G4-19]

Kami menentukan aspek material laporan melalui FGD pertama pada Rabu, 24 Juni 2015 di kantor *Corporate Center*, Jakarta. Kegiatan ini dihadiri 35 orang perwakilan yang memegang jabatan manajemen tingkat menengah ke atas. Perwakilan peserta, antara lain Direktur Upstream, Direktur Human Resource, tujuh pimpinan area, 26 orang kepala divisi dan perwakilan departemen di kantor *Corporate Center*, Jakarta.

Kami juga melibatkan 16 pemangku kepentingan untuk memberikan pendapat dalam penentuan aspek materialitas. Mereka berasal dari pelanggan, masyarakat, akademisi, wartawan, dan pengamat industri perkebunan.

Untuk mendapatkan informasi lebih mendalam tentang aspek material sepanjang tahun 2015, kami kembali menyelenggarakan kegiatan FGD kedua pada Rabu, 4 Mei 2016 di kantor *Corporate Center*, Jakarta.

Kegiatan FGD ini dihadiri oleh dua orang perwakilan dari Divisi CSR, satu orang perwakilan dari Divisi Lingkungan, dan dua fasilitator sebagai pihak independen. Kegiatan FGD difokuskan pada identifikasi isu-isu keberlanjutan (*sustainability context*) sebagai dasar penentuan prioritas aspek material untuk Laporan Keberlanjutan 2015.

Perubahan Aspek Material [G4-19]

Perolehan tes material dari FGD kedua memiliki perbedaan dengan hasil kegiatan serupa sebelumnya, baik dalam aspek material “tingkat tinggi” maupun “tingkat sedang”.

Perubahan aspek material mempertimbangkan isu utama yang dinilai penting dan berdampak bagi Perseroan maupun pemangku kepentingan selama tahun 2015.

Selain itu, perubahan aspek material mempertimbangkan ketersediaan data kuantitatif maupun kualitatif yang dimiliki oleh masing-masing area.

Materiality Report [G4-19]

We determined the report material aspect through first FGD on Wednesday, June 24, 2015 in the Corporate Center office, Jakarta. This FGD was participated by 35 representatives holding position of middle to upper management levels. The representatives were Upstream Director, Human Resource Director, seven area leaders, 26 heads of division, and department representatives at Corporate Center, Jakarta.

We also involved 16 stakeholders to give opinion determining material aspect. The involved stakeholders are customers, public, academicians, reporters, and observers of plantation industries.

To obtain insightful information on the material aspect during 2015, we re-organized the second FGD activity on Wednesday, May 4 2016 at Corporate Center office in Jakarta.

This FGD activity was participated by two representatives from CSR Division, one representative of Environmental Division, and two facilitator as independent party. This FGD activity was focused on the identification of sustainability contexts as basis determining basis of material aspect priority for 2015 Sustainability Report.

Material Aspect Revision [G4-19]

The result of material test from the second FGD activity had differences from the initial FGD activity, either in high and middle levels of material aspect.

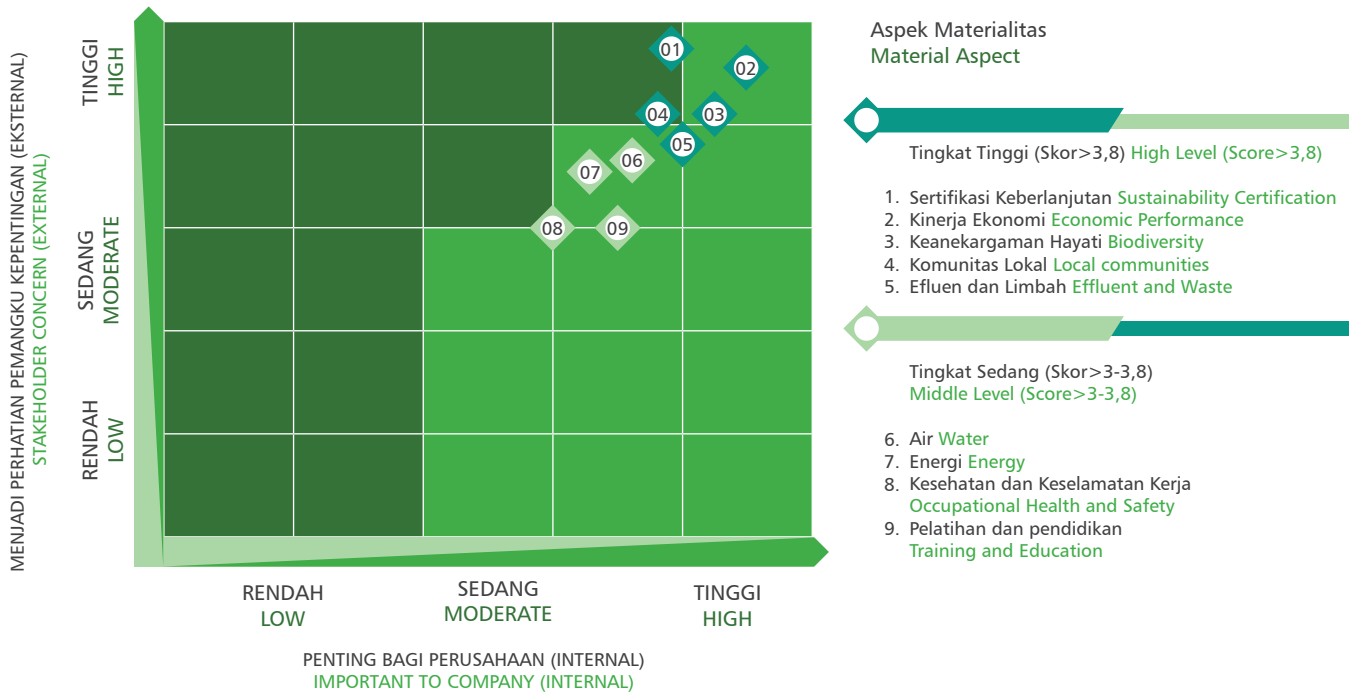
The revision of material aspect considered major issue valued as important and having impacts to the Company or stakeholders during 2015.

Besides, the revision of material aspect considered the availability of quantitative and qualitative owned by each area.

Perubahan Aspek Material [G4-19]
The Material Aspect Revision

Kategori Category	Aspek Material Materiality Aspect 2014	Aspek Material Materiality Aspect 2015	Tingkat Tinggi (Skor 3-8) High Level (Score 3-8)
Tanggung Jawab Produk Product Responsibility	1. Sertifikasi Keberlanjutan Sustainability Certification	1. Sertifikasi Keberlanjutan Sustainability Certification	
Ekonomi Economy	2. Kinerja Ekonomi Economic Performance	2. Kinerja Ekonomi Economic Performance	
Lingkungan Environment	3. Effluen dan Limbah Effluent and Waste	3. Effluen dan Limbah Effluent and Waste	
	4. Keanekaragaman Hayati (Pest Management) Biodiversity (Pest Management)	4. Keanekaragaman Hayati Biodiversity	
Ketenagakerjaan Employment	5. Kesehatan dan Keselamatan Kerja Occupational Health and Safety		
Kemasyarakatan Social	6. Komunitas Lokal Local communities	5. Komunitas Lokal Local communities	
	7. Mekanisme Pengaduan Dampak Sosial Grievance Mechanism of Social Impacts		
Ekonomi Economy	1. Dampak Tidak Langsung Ekonomi Indirect Economic Impact		
Lingkungan Environment	2. Kepatuhan (Lingkungan) Compliance (Environment)	1. Air Water	
	3. Air Water	2. Energi Energy	
	4. Energi Energy		
	5. Emisi Emission		
	6. Mekanisme Pengaduan Dampak Lingkungan Grievance Mechanism of Environmental Impacts		
Ketenagakerjaan Employment	7. Pelatihan dan Pendidikan Training and Education	3. Kesehatan dan Keselamatan Kerja Occupational Health and Safety	
	8. Kepegawaian Employment	4. Pelatihan dan Pendidikan Training and Education	
Kemasyarakatan Social	9. Anti-korupsi Anti-Corruption		
Hak Asasi Manusia Human Rights	10. Masyarakat Adat Tradition in a community		
	11. Kebebasan Berserikat dan Perjanjian Kerja Bersama Freedom to Associate and Mutual Work Agreement		

Matrik Hasil Uji Materialitas [G4-19]
Matrix of Materiality Test Result



Hasil tes materialitas kemudian didiskusikan dengan tim internal Perseroan dan disetujui oleh pimpinan Perseroan.

The result of materiality test, then, was discussed with the internal team of the Company and agreed by the President Director of the Company.

Proses persetujuan ini dilakukan untuk memastikan ketersediaan data dan informasi yang signifikan bagi pemangku kepentingan.

The agreement process was performed to ensure the availability of significant data and information for the stakeholders.

Batasan dan Ruang Lingkup [G4-20] [G4-21] [G4-23]

Pada tahun 2015, batasan ruang lingkup laporan kinerja keberlanjutan mencakup delapan area, diantaranya Sumut 1 (PT Bakrie Sumatera Plantations Tbk, unit Kisaran/BSP), Sumut 2 (PT Grahadura Leidong Prima/GLP), Sumbar (PT Bakrie Pasaman Plantations/BPP), Jambi 1 (PT Agrowiyana/AGW dan PT Agro Mitra Madani/AMM), Jambi 2 (PT Sumbertama Nusa Pertiwi/SNP), Bengkulu 1 (PT Air Muring/AM), Bengkulu 2 (Julang Oca Permana/JOP) dan Lampung (PT Huma Indah Mekar/HIM). Penentuan ruang lingkup ini mempertimbangkan ketersediaan data kinerja keberlanjutan pada masing-masing entitas anak usaha.

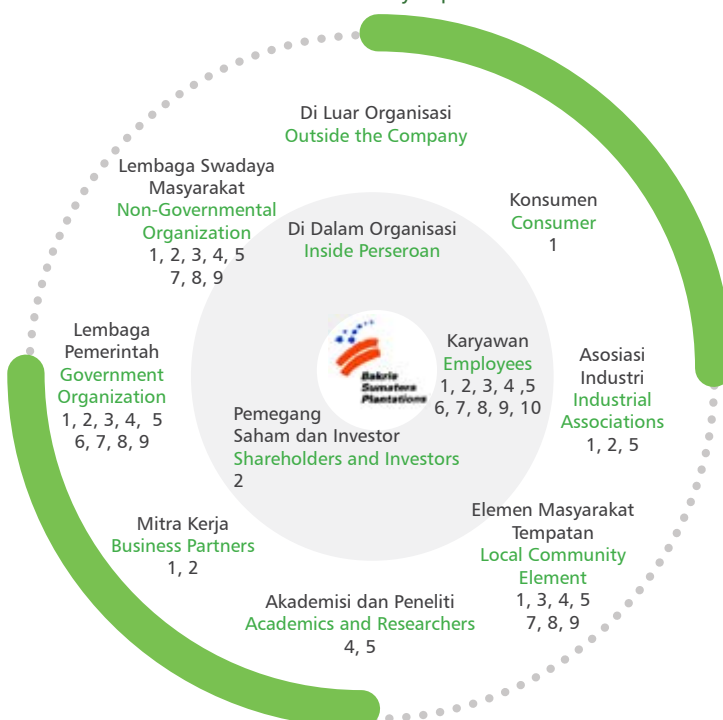
Scope and Boundaries [G4-20] [G4-21] [G4-23]

In 2015, the scope boundaries of sustainability performance report covered eight areas: Sumut 1 (PT Bakrie Sumatera Plantations Tbk, Kisaran Unit/BSP), Sumut 2 (PT Grahadura Leidong Prima/GLP), Sumbar (PT Bakrie Pasaman Plantations/BPP), Jambi 1 (PT Agrowiyana/AGW and PT Agro Mitra Madani/AMM), Jambi 2 (PT Sumbertama Nusa Pertiwi/SNP), Bengkulu 1 (PT Air Muring/AM), Bengkulu 2 (Julang Oca Permana/JOP) and Lampung (PT Huma Indah Mekar/HIM). This determination of scope considered the availability of sustainability performance data in each subsidiary's entity.

Batasan Aspek Material [G4-19] [G4-20] [G4-21]
Material Aspect Boundaries

No	Aspek Material Material Aspect	Ruang Lingkup Pelaporan Reporting Scope							
		Sumut 1	Sumut 2	Sumbar	Jambi 1	Jambi 2	Bengkulu 1	Bengkulu 2	Lampung
Tingkat Tinggi (Skor 3,8) High Level (Score 3.8)									
1	Sertifikasi Keberlanjutan Sustainability Certification	V	-	V	V	-	-	-	-
2	Kinerja Ekonomi Economic Performance	V	V	V	V	V	V	V	V
3	Effluen dan Limbah Effluent and Waste	V	V	V	V	V	V	V	-
4	Keanekaragaman Hayati Biodiversity	V	-	V	V	V	-	-	V
5	Komunitas Lokal Local Community	V	V	V	V	V	V	V	V
Tingkat Sedang (Skor 3-3,8) Middle Level (Score 3-3.8)									
6	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	V	V	V	V	V	V	-	V
7	Air Water	V	V	V	V	-	V	V	V
8	Energi Energy	V	V	V	V	V	V	V	V
9	Pelatihan dan Pendidikan Training and Education	V	V	V	V	V	V	V	V

Batasan Aspek Materialitas di Dalam dan di Luar Perseroan [G4-20] [G4-21]
Materiality Aspect Boundaries Inside and Outside the Company



Kontak Terkait Laporan [G4-31]
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PROFIL PERSEROAN

COMPANY PROFILE

VISI VISSION



Menjadi perusahaan agrobisnis terintegrasi nomor satu dan paling dikagumi di Indonesia.

To be the number one and most admired integrated agribusiness company in Indonesia

MISI MISSION



Mengembangkan dan menjaga kesinambungan kesejahteraan komunitas dengan melakukan ekstraksi penciptaan nilai optimal melalui kegiatan operasional yang ramah lingkungan dan memanfaatkan keahlian kunci dalam operasi multi tanaman dan operasi global.

Develop and maintain the continuity of community wealth by extracting the optimum value creation through environmentally friendly operations and leveraging core expertise in multi-crops and global operations.

NILAI INTI "BISA"

"BISA" CORE VALUES



BSP Rumah Kita
BSP, Our Home



Semangat Membawa Misi
Sense of Mission



Inisiatif dan Pemberdayaan yang Bertanggungjawab
Accountable Initiative and Empowerment



Adaptabilitas terhadap Perubahan dan Kemampuan Menciptakan Kemajuan
Adaptability to Changes and Ability to Create Progress

Sekilas Perseroan [G4-3] [G4-4] [G4-9]

Perseroan ini didirikan dengan nama “NV Hollandsch Amerikanse Plantage Maatschappij” di Kisaran, Sumatera Utara. Kami adalah produsen karet alam tertua dan terbesar di Indonesia dan telah beroperasi secara komersial sejak tahun 1911 hingga sekarang. Kami memproduksi rangkaian produk karet alam dari lateks sampai dengan *Block Skim Rubber* (BSR).

Pada tahun 1992, kami melakukan konversi sebagian lahan perkebunan karet menjadi perkebunan kelapa sawit. Momen ini bertepatan dengan penggunaan nama resmi Perseroan menjadi PT Bakrie Sumatera Plantations Tbk. Kami mulai menekuni usaha kelapa sawit yang menghasilkan minyak sawit (*crude palm oil/CPO*), inti sawit (*palm kernel/PK*) dan minyak inti sawit (*palm kernel oil/PKO*).

Bidang usaha kami terus bertumbuh, dari industri hulu perkebunan sampai dengan industri hilir pengolahan oleokimia pada 2010. Kami melakukan pengolahan produk *fatty acid*, *fatty alcohol* dan *glycerin*. Selain itu, kami berencana mengoperasikan pabrik penyulingan yang memproduksi *olein*, *stearin* dan *palm fatty acid distillate* (PFAD).

Industri hulu hingga hilir yang terintegrasi ini semakin memantapkan kami menciptakan nilai tambah dalam bidang usaha agro terpadu. Saat ini, kami memiliki dan mengelola perkebunan sawit dan karet dengan total luas lahan tertanam 94.807 Ha. Kami memiliki lima pabrik minyak sawit, empat pabrik pengolahan produk karet alam dan tujuh pabrik pengolahan oleokimia.

Company at a Glance [G4-3] [G4-4] [G4-9]

The Company was initially established with name “NV Hollandsch Amerikanse Plantage Maatschappij” in Kisaran, North of Sumatera. We are the pioneer of rubber producer in Indonesia and have been operating commercially from 1911 to the present time. We produce series of natural rubber products from latex to Block Skim Rubber (BSR).

In 1992, we converted half of rubber plantation areas into oil palm plantation. This moment coincided with the use of the Company's official name: PT Bakrie Sumatera Plantations Tbk. We have performed business of oil palm producing crude palm oil/CPO, palm kernel/PK and palm kernel oil/PKO

Our business sector is continuously developing, from upstream industry of plantation to downstream industry of oleochemicals processing in 2010. We perform the processing of fatty acid, fatty alcohol and glycerin products. Besides, we plan to operate distillation manufacture producing olein, stearin, and palm fatty acid distillate (PFAD).

This integrated industries from downstream to upstream encourage us to create added-values in the integrated agribusiness sector. Now, we have and manage oil palm and rubber plantations with the total of planted areas by 94,807 hectare. We have five oil palm mills, four processing mills of natural rubber products, and seven processing mills of oleochemical.

Rantai Pasok [G4-12]

Kami berupaya meminimalkan dampak negatif sosial maupun lingkungan yang ditimbulkan dari kegiatan rantai pasok segmen usaha kelapa sawit, karet, dan pengolahan oleokima melalui proses sertifikasi yang terkait dengan bidang usaha.

Supply Chain [G4-12]

We endeavor to minimize social and environmental negative impacts resulted from supply chain activities of oil palm, rubber, and oleochemicals processing business segments through certification process related to the business sector.

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

Segmen Usaha Hulu

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

Segmen Usaha Hilir

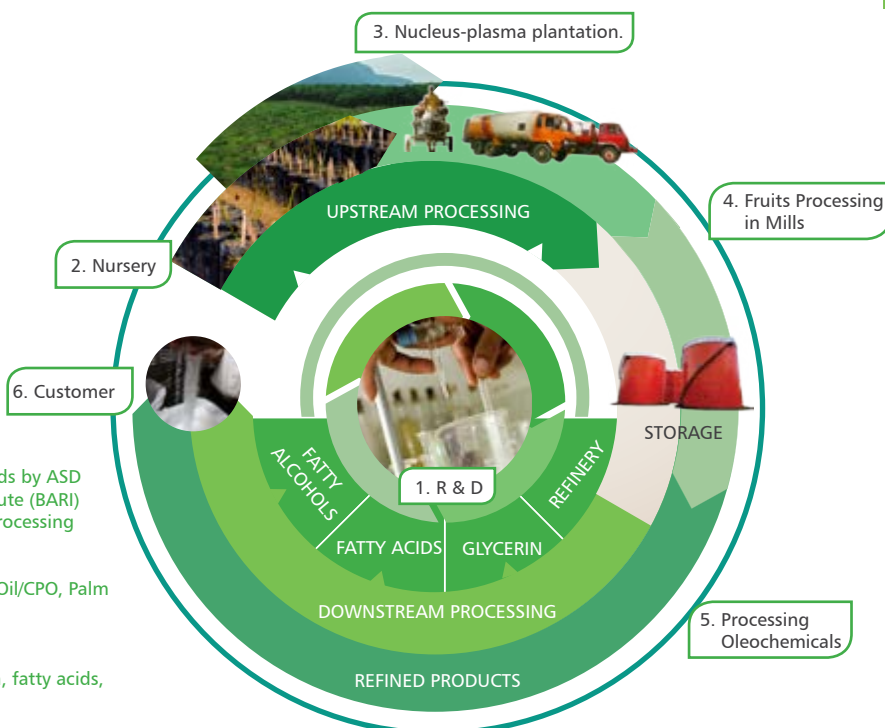
- 5 Pengolahan produk *refinery, glycerin, fatty acids, fatty alcohols*
- 6 Penjualan ke pasar domestik dan luar negeri

Upstream Business Segment

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

Downstream Business Segment

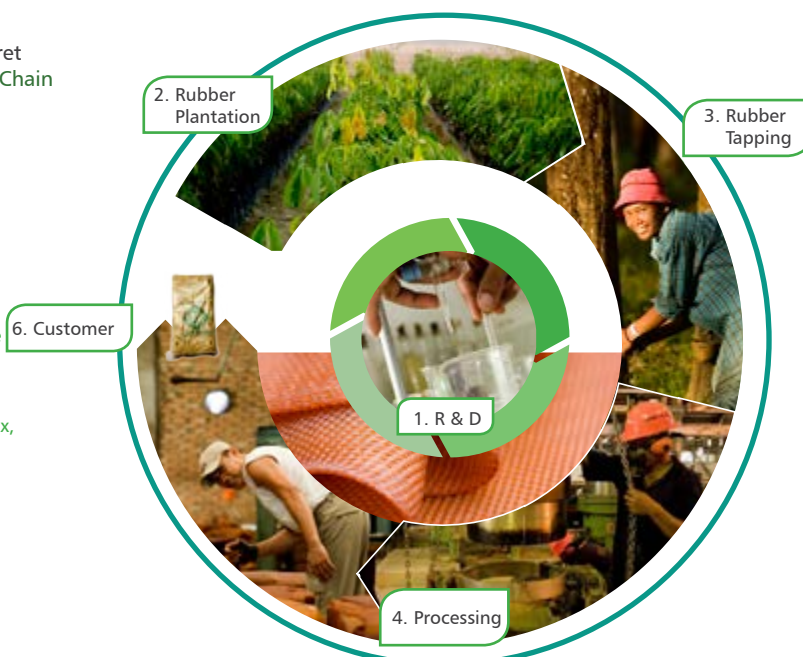
- 5 The processing such products as *refinery, glycerin, fatty acids, fatty alcohols*
- 6 The selling to domestic and overseas markets



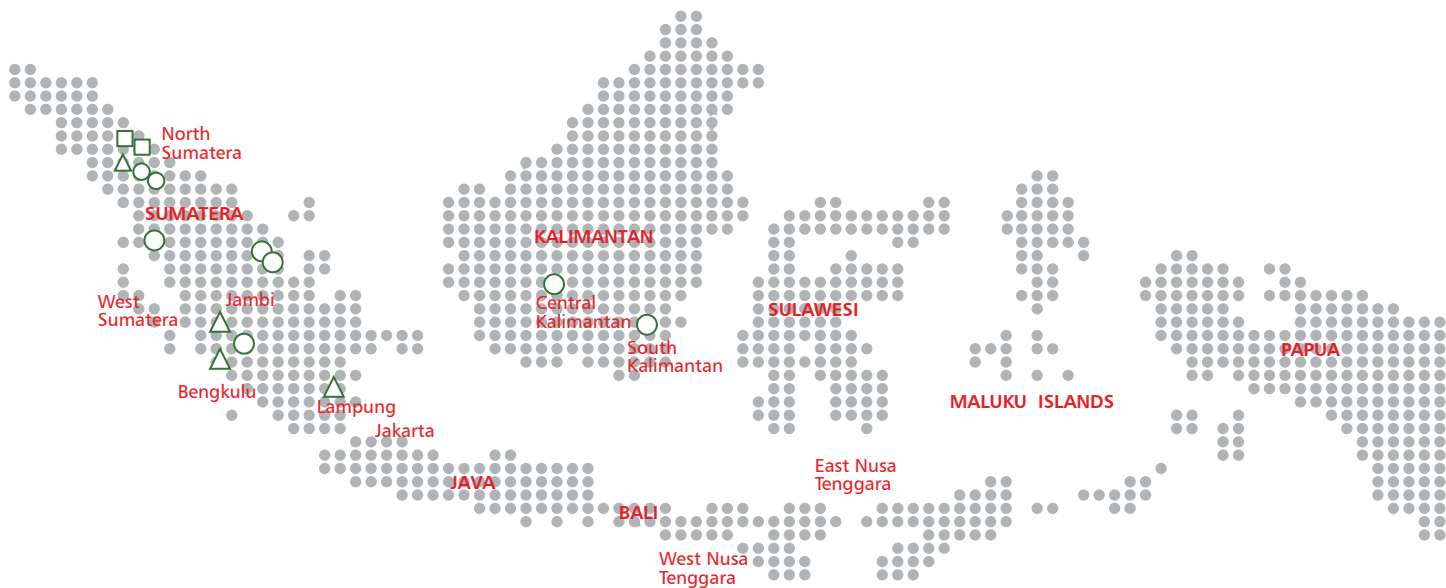
Rantai Pasok Karet
The Rubber Supply Chain

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

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



Area Operasi [G4-5] [G4-6] Operational Areas



Catatan:

Note:

- Per 31 Desember 2015
- The presented information per December 31, 2015
- Luas lahan merupakan area tertanam
- Land area coverage implies planted area
- Angka luas lahan menggunakan notasi Indonesia
- Numbers of land area coverage are denoted in Indonesian language

○ Perkebunan Sawit/Pabrik CPO
Oil Palm Plantation/CPO Mills

△ Perkebunan/Pengolahan Karet
Plantation/Rubber Processing

□ Kompleks Oleokimia
Oleochemicals Mills Complex



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AREA OPERASI | AREA OF OPERATIONS
SEGMENT USAHA HULU | UPSTREAM BUSINESS UNIT

SEGMENT USAHA HULU 1
UPSTREAM 1 BUSINESS UNIT

Area Sumbar West Sumatra Area	Entitas anak Subsidiaries BPP, CCI
Lokasi Location :	
• BPP	Pasaman
• CCI	Pesisir Selatan
Luas Lahan Field Area :	
• Sawit Oil Palm	10.773Ha
• Plasma Sawit Oil Palm Plasma	6.304Ha
Area Sumut 2 North Sumatra 2 Area	Entitas anak Subsidiaries GLP
Lokasi Location :	Labuhan Batu
Luas Lahan Field Area :	
• Sawit Oil Palm	7.728Ha
Area Bengkulu 1 Bengkulu 1 Area	Entitas anak Subsidiaries AM
Lokasi Location :	
• AM	Ketahun
Luas Lahan Field Area :	
• Karet Rubber	2.610Ha
Area Bengkulu 2 Bengkulu 2 Area	Entitas anak Subsidiaries JOP
Lokasi Location :	
• JOP	Bengkulu Utara
Luas Lahan Field Area :	
• Karet Rubber	2.298Ha
Area Lampung Lampung Area	Entitas anak Subsidiaries HIM
Lokasi Location :	Tulang Bawang
Luas Lahan Field Area :	
• Karet Rubber	3.529Ha

SEGMENT USAHA HULU 2
UPSTREAM 2 BUSINESS UNIT

Area Sumut 1 North Sumatra 1 Area	Entitas anak Subsidiaries BSP
Lokasi Location :	Asahan
Luas Lahan Field Area :	
• Sawit Oil Palm	9.897Ha
• Karet Rubber	10.858Ha
Area Jambi 1 Jambi 1 Area	Entitas anak Subsidiaries AGW/AMM
Lokasi Location :	
• AGW/AMM	Tanjung Jabung Barat
Luas Lahan Field Area :	
• Sawit Oil Palm	4.418Ha
• Plasma Sawit Oil Palm Plasma	7.701Ha
Area Jambi 2 Jambi 2 Area	Entitas anak Subsidiaries SNP
Lokasi Location :	
• SNP	Muaro Jambi
Luas Lahan Field Area :	
• Sawit Oil Palm	7.039Ha
Area Kalsel South Kalimantan Area	Entitas anak Subsidiaries MIB
Lokasi Location :	Banjarnegara
Luas Lahan Field Area :	
• Sawit Oil Palm	6.054Ha
	Entitas anak Subsidiaries EMAL, JAW*
Luas Lahan Field Area :	
• Sawit Oil Palm	9.457Ha

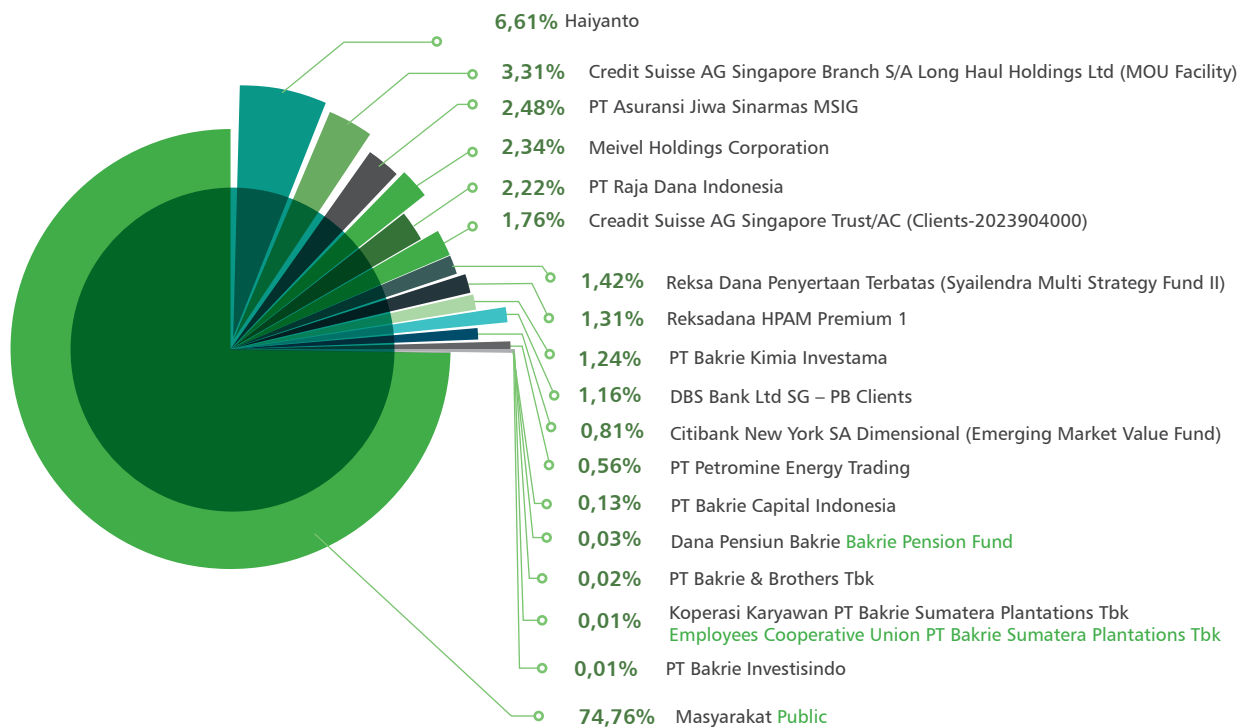
* diklasifikasikan sebagai aset yang tersedia untuk dijual
* classified as assets which are available for sale

AREA OPERASI | AREA OF OPERATIONS
SEGMENT USAHA HILIR | DOWNSTREAM BUSINESS UNIT

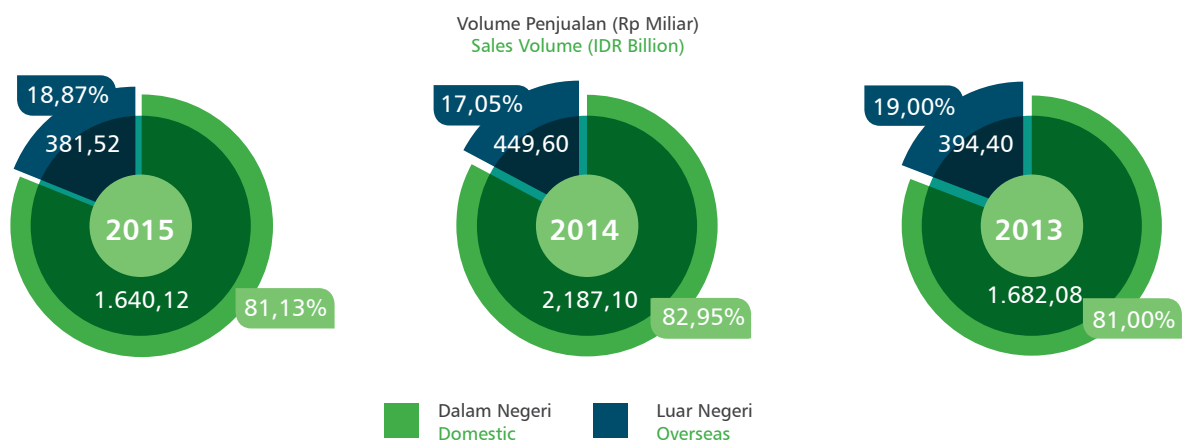
SEGMENT USAHA HILIR
DOWNSTREAM STREAM BUSINESS UNIT

Tanjung Morawa : Fatty Acid Plant	Entitas anak Subsidiaries FSC
Lokasi Location :	Tanjung Morawa
Luas Area Area :	
Manufacturing and Facilities :	7Ha
Kuala Tanjung : Oleochemical Complex	
Lokasi Location :	Kuala Tanjung
Luas Area Area :	
Manufacturing and Facilities :	113,4Ha

Kepemilikan Saham [G4-7] Shares Ownership



Jangkauan Pasar [G4-8] Market Scope



*Uraian mengenai jangkauan pasar kami berdasarkan pengelompokan geografis, sektor, dan jenis pelanggan disajikan lebih lengkap dalam Laporan Tahunan 2015.

*Description of our market scope is based on geographical classification, sector, and customer characteristics is more comprehensively presented in 2015 Annual Report.

Skala Perusahaan [G4-9]
Company Scale

Uraian Description	Satuan Unit	Periode Pelaporan Reporting Period		
		2015	2014	2013
Jumlah Karyawan Tetap Numbers of Permanent Employee	Orang Person	14.471	17.668	17.244
Total Penjualan Total Sales	Rp Miliar IDR Billion	2.021,65	2.636,70	2.076,49
Total Kapitalisasi Total Capital				
Liabilitas Liability	Rp Miliar IDR Billion	13.569,81	13.329,94	13.175,07
Ekuitas Equity	Rp Miliar IDR Billion	3.356,80	4.120,45	4.845,57
Kuantitas Produk Terjual Sold Product Quantity				
Produksi Sawit Oil Palm Production	MT	CPO: 192.460/ PK: 41.910	CPO: 215.364/ PK: 46.727	CPO: 196.599/ PK: 43.753
Produksi Karet Rubber Production	MT	26.344	26.615	21.167
Aset Asset	Rp Miliar IDR Billion	16.926,62	17.450,39	18.020,64

Keanggotaan Asosiasi [G4-16]
Association Membership





Rapat Umum Pemegang Saham
General Meeting of Shareholders

TATA KELOLA PERSEROAN

COMPANY GOVERNANCE

Penerapan Tata Kelola Perusahaan yang baik (*Good Corporate Governance/ GCG*) menjadi salah satu kunci keberlanjutan usaha Perseroan. Kami berkomitmen:

- Mematuhi peraturan perundang-undangan, anggaran dasar dan peraturan Perseroan.
- Mengelola secara independen, tidak terpengaruh oleh kepentingan tertentu, terbebas dari benturan kepentingan dan tekanan, sehingga pengambilan keputusan dapat dilakukan secara obyektif.
- Berpegang pada etika bisnis dan standar prosedur operasional dalam mengelola Perseroan.
- Memberikan informasi yang akurat dan memadai untuk memenuhi kebutuhan pihak yang berkepentingan.

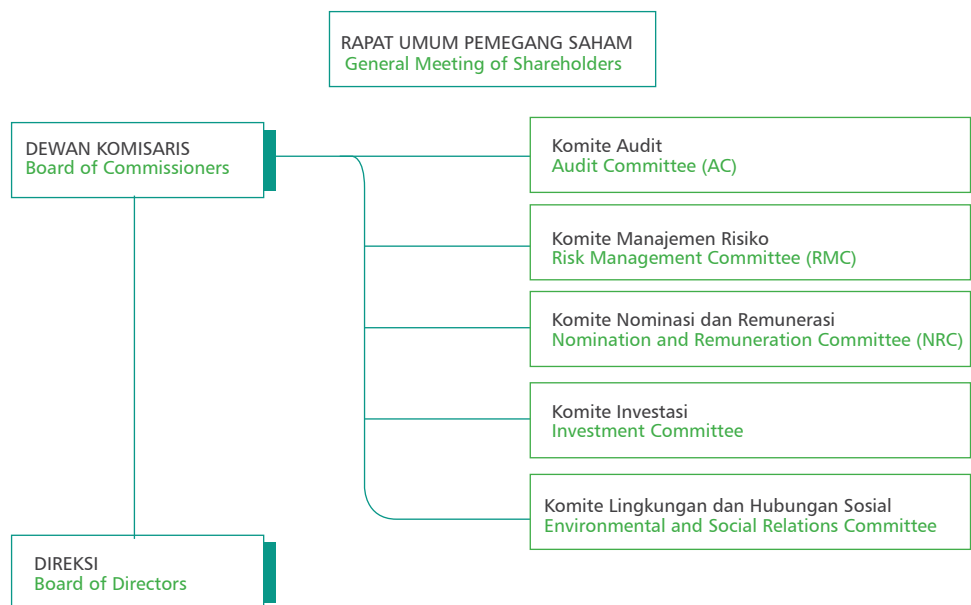
Pelaksanaan GCG Perseroan merujuk pada Undang-Undang No 40 Tahun 2007 Tentang Perseroan Terbatas, dengan struktur badan tata kelola yang mencakup Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, Dewan Direksi serta Komite-Komite Pendukung Dewan Komisaris. Divisi Sekretaris Perusahaan bertanggung jawab memastikan pelaksanaan tata kelola yang baik Perseroan.

The implementation of Good Corporate Governance/ GCG becomes key success of the Company's business sustainability. We commit to:

- Comply with law regulations, basic budget and the Company's regulations.
- Manage independently, not being influenced by certain interest, free from conflicts of interest and pressure; therefore, decision making can be performed objectively.
- Retain on business ethic and standard operational procedure in managing the Company.
- Provide accurate and adequate information for the related parties.

The implementation of the Company's GCG refers to Law No. 40 of the Year 2007 on Limited Liability Company, with the governance board structure covering General Meeting of Shareholders, Board of Commissioner, Board of Directors, and Board of Commissioner Supporting Committees. Company Secretary Division is responsible to ensure the implementation of good governance of the Company.

Struktur Tata Kelola Perseroan [G4-34]
Company Governance Structure



Pengangkatan Direksi Baru [G4-13]

Rapat Umum Pemegang Saham Tahunan (RUPST) pada 25 Juni 2015 telah menetapkan jajaran Direksi Perseroan dengan pengangkatan dua direktur baru, yaitu Boey Chee Weng dan Adhika Andrayudha Bakrie.

Boey Chee Weng sebelumnya adalah Chief Operational Officer Upstream, sedangkan Adhika Andrayudha Bakrie sebelumnya adalah sebagai Direktur PT Bakrie Capital Indonesia (sejak 2013) dan VP Business & Strategic Development di PT Bumi Resources Minerals Tbk (sejak 2010).

Appointment of New Director [G4-13]

Annual General Meeting of Shareholders (AGMS) conducted on June 25, 2015 had elected Company Directors by appointing two new directors: Boey Chee Weng and Adhika Andrayudha Bakrie.

Boe Chee Weng used to be Upstream Chief Operational Officer, meanwhile Adhika Andrayudha Bakrie used to be the Director of Bakrie Capital Indonesia since 2013 and Vice President of Business and Strategic Development at Bumi Resource Minerals Tbk since 2010.

Susunan Direksi Perseroan
The Structure of Company Director

 Nama Name	 Jabatan Position	 Masa Jabatan Period
M. Iqbal Zainuddin,	Direktur Utama President Director	2014-2017
Rudi Sarwono	Direktur Independen Independent Director	2014-2017
Andi W. Setianto	Direktur Director	2014-2017
B. Chandrasekaran	Direktur Director	2014-2017
C.S. Seshadri	Direktur Director	2014-2017
Boey Chee Weng	Direktur Director	2014-2018
Adhika Andrayudha Bakrie	Direktur Director	2014-2018

Prinsip Pencegahan [G4-14]

Kami mengutamakan prinsip pencegahan risiko melalui penerapan sistem *Enterprise Resource Program* (ERP). Pengembangan sistem ERP menjadi fokus utama Perseroan untuk meningkatkan kualitas proses tata kelola Perseroan pada tahun 2015.

Sistem ERP dapat meningkatkan efektivitas sistem pengendalian internal dan memungkinkan perolehan informasi akurat dan memadai terkait kondisi dan perkembangan Perseroan.

Prevention Principle [G4-14]

We prioritize the risk prevention principles through the implementation of Enterprise Resource Program system. The development of Enterprise Resource Program became the Company main focus to improve the process quality of Company governance in 2015.

The Enterprise Resource Program (ERP) system can improve the effectiveness of internal controlling system and enable the gaining of accurate and adequate information related to the condition and development of the Company.

* Informasi lebih lengkap mengenai tata kelola Perseroan disajikan secara rinci dalam Laporan Tahunan 2015
* The complete information on the Company governance is presented in detail in the 2015 Annual Report



Kecambah ASD Bakrie
ASD Bakrie Seed

INVESTASI HIJAU

GREEN INVESTMENT

MENCIPTAKAN PELUANG EKONOMI [G4-DMA]

Melalui inovasi, kami berupaya menciptakan peluang yang menguntungkan dibalik berbagai tantangan yang dihadapi industri perkebunan dalam lima tahun terakhir ini. Pada tahun 2015, salah satu faktor eksternal diluar kendali Perseroan adalah musim kemarau panjang akibat El Nino yang menyebabkan penurunan tingkat produktivitas industri perkebunan kelapa sawit maupun karet.

Kami berusaha bangkit dengan menerapkan inovasi hasil kegiatan riset dan pengembangan (R&D) yang bekerjasama dengan ASD Costa Rica sejak tahun 2005 hingga sekarang. Kolaborasi ini telah menghasilkan empat varietas benih unggul kelapa sawit, yaitu Spring, Themba, CR Ovane dan CR Supreme. Keempat varietas ini mampu menghasilkan buah sawit 40 ton Tandan Buah Segar (TBS) per hektar per tahun. Jumlah ini lebih tinggi dari produksi normal 25-30 ton TBS per hektar per tahun.

Kami juga melakukan R&D teknik perkebunan dan pengolahan komoditi karet yang didukung fasilitas Bakrie Agricultural Research Institute (BARI). Inovasi teknik penyadapan getah karet *upward tapping* dapat meningkatkan produktivitas. Kami juga mampu memproduksi rangkaian lengkap produk karet alam dari lateks sampai *Block Skim Rubber* (BSR).

Kegiatan operasional kami selalu memperhatikan peraturan yang berlaku dan kaidah-kaidah yang menjadi ketentuan industri kelapa sawit maupun karet. Kami juga terus berupaya melakukan optimalisasi pemanfaatan aset dan sumber daya manusia yang ada, guna meningkatkan efektivitas dan efisiensi operasional.

"Investasi hijau" kami pada segmen usaha kelapa sawit dan karet melalui R&D diharapkan dapat memacu peningkatan produksi dan volume penjualan pada masa mendatang. Pengelolaan perkebunan kelapa sawit dan karet pada tingkat operasional berada dibawah Direktorat Upstream.

CREATING ECONOMIC OPPORTUNITIES [G4-DMA]

Through innovation, we endeavor to create profitable opportunities regardless various challenges faced by plantation industries within the last five years. In 2015, long period of dry season caused by El-Nino became external challenge causing the decreasing of productivity level of rubber and oil palm plantation industries.

We strive to revive by implementing innovation resulted from the research activities and the development of R&D collaborating with ASD Costa Rica from 2005 to the present time. This collaboration has produced four qualified oil palm seed varieties namely Spring, Themba, CR Ovane and CR Supreme. These four varieties are capable to produce palm fruit by 40 ton of Fresh Fruit Bunch per hectare annually. This amount is higher than the normal production of 25-30 ton of Fresh Fruit Bunch per hectare annually.

We also perform R&D of plantation technique and rubber commodity processing supported by the facilities of Bakrie Agricultural Research Institute. The innovation of upward tapping can improve productivity. We are also capable to produce complete series of natural rubber products from latex to Block Skim Rubber.

Our operational activities always comply with the applied regulations and conventions which are prerequisites of oil palm and rubber industries. We also persistently strive to optimize the utilization of available asset and human resources in order to improve operational effectivities and efficiencies.

Our "Green Investment" at the rubber and oil palm business segment through R&D is expected to increase the production and sale volume in the future. The management of oil palm and rubber plantations at the operational level is under the Upstream Directorate.

PRODUKTIVITAS PERKEBUNAN [G4-14] [G4-EC2]

Kemarau panjang akibat El-Nino, kebakaran hutan dan lahan gambut di berbagai wilayah Sumatera dan Kalimantan merupakan tantangan utama Perseroan pada tahun 2015. Meskipun tidak ada area operasi Perseroan yang mengalami kebakaran, namun dampak negatif tebalnya kabut asap mengganggu proses penyerbukan bunga tanaman kelapa sawit.

Fenomena El-Nino memberikan dampak negatif terhadap produktivitas karet dan kelapa sawit karena kemarau yang berkepanjangan mempengaruhi pertumbuhan dan proses pembesaran buah mengecil.

Tindak lanjut Perseroan terkait dampak El-Nino 2015 di antaranya melakukan tindakan pencegahan kebakaran lahan, termasuk melalui upaya edukasi bagi masyarakat di sekitar wilayah operasional. Kami juga melakukan kegiatan tanggap bencana melalui upaya penanganan kabut asap yang telah menjadi bencana nasional. Kami mengalokasikan dana sebesar Rp249.574.000. Jumlah ini sebesar 10-15% dari anggaran tahunan investasi sosial untuk tanggap bencana.

Fenomena El-Nino 2015 menyebabkan tingkat produksi CPO mengalami penurunan 10,64% dari 215.364 MT pada 2014. Demikian pula produktivitas PK turun 10,31% dari 46.727 MT pada 2014. Produktivitas karet juga mengalami penurunan 1,02% dari 26.615 MT pada 2014.

PLANTATION PRODUCTIVITIES [G4-14] [G4-EC2]

Long dry season caused by El Nino, forest and peat-lands fire in various areas of Sumatera and Kalimantan were the major challenges for Company in 2015. Although no Company's operational area suffered from fire, the negative impacts caused by thick haze disturbed the pollination process of oil palms' flowers.

El-Nino phenomenon gave negative impacts over rubber and oil palm production because the long period of dry season waned the growth process of oil palm fruit.

The Company response relating to the El-Nino impacts in 2015 were performing prevention actions of land fire through educational training for communities living around operational areas. We also conducted disaster response activities through attempts to handle haze that had become national disaster. We allocated donation by IDR249,574,000. This amount was equal to 10-15% of annual budget of social investment for disaster response.

The El-Nino phenomenon in 2015 decreased the CPO production level by 10.64% of 215,364 MT in 2014. The PK productivity also decreased by 10.31% of 46.727 MT in 2014. The rubber productivity also decreased by 1.02% of 26,615 MT in 2014.

Produksi Sawit dan Karet Rubber and Oil Palm Production

Uraian Description	Satuan Unit	2015	2014	2013
Jumlah Produksi Sawit Total of Oil Palm Production	MT	CPO: 192.460/ PK: 41.910	CPO: 215.364/ PK: 46.727	CPO: 196.599/ PK: 43.753
Jumlah Produksi Karet Total of Rubber Production	MT	26.344	26.615	21.167

Kinerja Ekonomi [G4-EC1]

Kinerja ekonomi Perseroan pada tahun 2015 dipengaruhi oleh dampak kemarau panjang akibat fenomena El-Nino, perlambatan pertumbuhan ekonomi dunia, jatuhnya nilai Rupiah, dan tren penurunan harga minyak bumi. Jumlah pendapatan pada 2015 turun 23,33% dari Rp2,64 triliun pada 2014. Demikian pula nilai ekonomi yang didistribusikan pada 2015 turun 19,74% dari Rp2.07 triliun pada 2014.

Economic Performance [G4-EC1]

The economic performance of the Company in 2015 was influenced by the impact of long-period of dry season caused by El-Nino phenomenon, deceleration of global economy growth, declining values of IDR, and trend of crude oil price declining. The total revenue in 2015 decreased by 23.33% from IDR2.64 trillion in 2014. This declining also applied to the economic value distributed in 2015 decreasing by 19.74% from IDR2.07 trillion in 2014.

Nilai Ekonomi Langsung Didapat dan Didistribusikan [G4-EC1] Directly Distributed and Earned Economic Value

No	Uraian Explanation	Periode Pelaporan dan Besaran Nilai Reporting Period and Value Amount (dalam Ribuan Rupiah) (in Thousand of IDR)		
		2015	2014	2013
		Nilai Ekonomi Langsung Direct Economic Value		
1	Pendapatan Revenue	2.021.646.748	2.636.703.408	2.076.486.069
		Nilai Ekonomi Didistribusikan Distributed Economic Value		
2	Beban Pokok Penjualan dan beban langsung lainnya Cost of Goods Sales and Other Direct Cost	1.508.031.054	1.906.053.721	1.485.599.280
3	Biaya karyawan Employee Cost	199.680.016	199.536.455	162.360.321
4	Jumlah pembayaran kepada penyandang dana The amount of payment to lenders			
	Pengeluaran Untuk Pemerintah (Pajak) Expenditure for Government (Tax Payment)	(51.452.125)	(40.167.470)	(49.155.123)
5	Pengeluaran kepada Masyarakat Expenditure to the Community	3.812.545	3.055.073	2.922.055
	Total	1.660.071.490	2.068.477.743	1.601.726.533
		Nilai Ekonomi Ditahan Retained Economic Value		
6	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	(517.534.093)	(682.944.002)	(2.766.719.041)

Inovasi Benih Unggul

Kami berupaya memacu peningkatan produksi dan volume penjualan produk perkebunan pada masa mendatang dengan menerapkan inovasi hasil riset dan pengembangan (R&D). Kerjasama kegiatan R&D Perseroan dengan ASD Costa Rica sejak tahun 2005 menghasilkan empat varietas benih unggul kelapa sawit, yaitu Spring, Themba, CR Ovane dan CR Supreme. Pelaksanaan R&D menggunakan fasilitas pengembangan benih Seed Garden di Kisaran, Sumatera Utara.

Keempat varietas baru mampu menghasilkan 40 ton Tandan Buah Segar (TBS) per hektar per tahun. Produksi ini lebih tinggi 25%-37,5% dari produksi normal sebesar 25-30 ton TBS per hektar per tahun. Keempat varietas benih unggul tersebut hanya membutuhkan dua tahun masa panen. Sedangkan benih biasa membutuhkan masa panen hingga tiga tahun. Pada tahun 2015, keempat varietas telah memperoleh Surat Keputusan pelepasan varietas dari Menteri Pertanian pada tahun 2015.

Kami berencana menerapkan hasil inovasi empat varietas benih unggul melalui program penanaman dan re-planting di sejumlah area. Pelaksanaan program ini akan sangat memperhatikan peraturan dan kaidah RSPO dan ISPO.

Innovation of Qualified Seeds

We endeavor to improve production and sale volume of plantation products years ahead by implementing innovation resulted from R&D. The collaboration of the Company's R&D activities with ASD Costa Rica since 2005 had produced four qualified varieties of oil palm seeds, namely Spring, Themba, CR Ovane and CR Supreme. The R&D activities utilizes the facility of seed development, Seed Garden in Kisaran, North of Sumatera.

Those four new varieties are capable to produce 40 ton of Fresh Fruit Bunch (FFB) per hectare annually. This production is higher 25%-37.5% from the normal production of 25-30 ton of Fresh Fruit Bunch per hectare annually. These four qualified varieties of seeds need only two years of harvest time. Meanwhile, common seeds need three years of harvest time. In 2015, these four qualified seeds had obtained decree of varieties use from Ministry of Agriculture in 2015.

We plan to implement the innovation result of four qualified seed varieties through planting and re-planting program in several areas. The practice of this program will carefully comply with the applied regulations and principles of RSPO and ISPO.

Sumber Daya Manusia [G4-10] [G4-11]

Kami memahami sumber daya manusia yang kompeten dan inovatif memiliki peran penting untuk mencapai pertumbuhan yang berkelanjutan bagi Perseroan. Sebagai penggerak roda kegiatan Perseroan, jumlah karyawan hingga Desember 2015 sebanyak 14.471 orang. Jumlah ini berkurang 18,09% dari tahun sebelumnya.

Hal ini karena selesainya kontrak karyawan non-staf dengan perusahaan penyedia tenaga kerja harian lepas. Kebijakan terkait ketenagakerjaan ini telah diatur dalam Perjanjian Kerja Bersama (PKB) yang diperbarui tiga tahun sekali bagi seluruh pegawai non-staf di seluruh area Perseroan. Kebijakan sumber daya manusia dalam PKB juga diterapkan bagi seluruh pegawai staf.

Human Resources [G4-10] [G4-11]

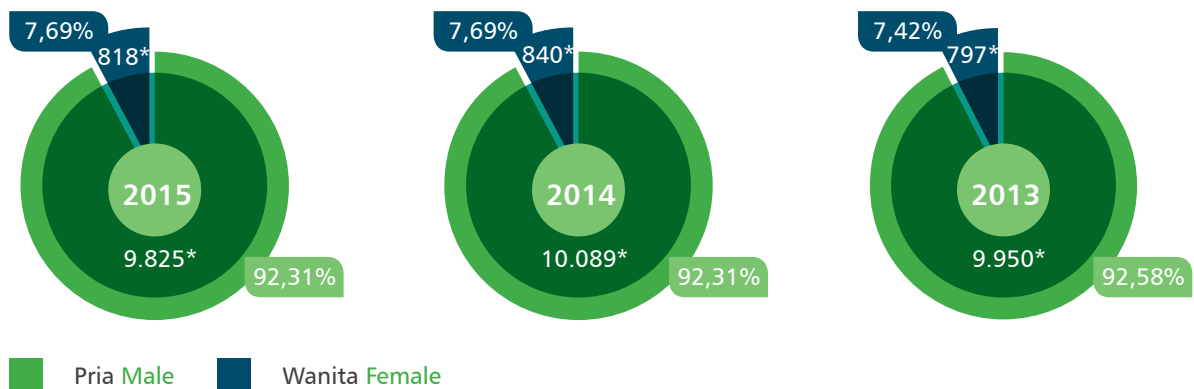
We are aware that competent and innovative human resources have significant role to accomplish sustainable growth for the Company. As a driving wheel of the Company activities, the total employees until December 2015 were 14,471 people. This number decreased by 18.09% from the previous year.

This employees decreasing occurred due to the contract termination of non-staff employees with man-power Company. The policy related to workforce has been regulated in Mutual Employment Agreement which is renewed every three years for all non-staff employees in all Company's areas. The policy of human resources in Mutual Employment Agreement is also applied for all employees.

Komposisi Karyawan [G4-10] [G4-LA12]
Employee Composition

Keterangan	2015	2014	2013	Description
Berdasarkan Status Kepegawaian By Employment Status				
Komisaris	6	6	7	Commissioners
Direksi	7	5	6	Directors
Staf	663	630	675	Staff
EVP/SVP	7	7	8	EVP/SVP
VP	15	13	14	VP
Senior Manajer	23	26	27	Senior Manager
Manajer	77	74	78	Manager
Asisten Manajer	48	51	50	Assistant Manager
Senior Asisten	83	71	68	Senior Assistant
Asisten/Staf	410	388	430	Assistant/Staff
Management Trainee/ Trainee	4	47	5	Management Trainee / Trainee
Management Trainee	-	44	1	Management Trainee
Trainee	4	3	4	Trainee
Non-Staf	13.791	16.980	16.551	Non-Staff
Jumlah	14.471	17.668	17.244	Total

Jumlah Karyawan Berdasarkan Gender [G4-10] [G4-LA12]
Total Number of Employees Based on Gender



* Tanpa Buruh Harian Lepas (BHL) | Excluding Day Laborers

Pelatihan dan Pendidikan [G4-LA9] [G4-LA10]

Perseroan menerapkan model kompetensi pengembangan sumber daya manusia yang terdiri dari tiga kelompok, yaitu: Kompetensi Inti, Kompetensi Kepemimpinan dan Kompetensi Profesional. Model ini memiliki lima tingkatan pada setiap kelompok.



Perseroan mendapatkan penghargaan internasional "Best Global Employers Brand 2015" dari Employer Branding Institute, Mumbai-India, atas konsistensi dalam penerapan dan internalisasi nilai-nilai perusahaan "BSP in Our Home". Perseroan juga meraih penghargaan skala nasional "HR Excellence Awards 2016" atas praktik pengembangan sumber daya manusia sepanjang tahun 2015. Dari 48 perusahaan yang mendaftar, Perseroan berada di peringkat ke-9 untuk kategori "People Development" dengan nilai *moderate*. Kegiatan ini diselenggarakan Lembaga Management Fakultas Ekonomi Universitas Indonesia (LM FEUI) bersama majalah SWA didukung Perhimpunan Manajemen Sumber Daya Manusia (PMSM).

Sepanjang tahun 2015, jumlah peserta pelatihan program pengembangan karir berdasarkan jenjang/level organisasi sebanyak 538 karyawan. Sedangkan, jumlah peserta pelatihan program pengembangan karir yang diselenggarakan di tahun 2014 sebanyak 496 karyawan. Peningkatan jumlah peserta dikarenakan pelatihan dilakukan secara internal, sehingga membuka kesempatan besar bagi karyawan untuk mengikutinya.

Namun demikian, waktu pelatihan mengalami penurunan dari 80,77 jam per karyawan pada 2014 menjadi 18,08 jam per karyawan pada 2015. Disamping itu, biaya pengembangan kompetensi juga mengalami penurunan, dari Rp368.163.600 pada 2014 menjadi Rp314.997.054 tahun 2015. Penurunan biaya dimaksudkan untuk efisiensi dengan lebih fokus pada pelatihan yang difasilitasi oleh pihak internal.

Training and Education [G4-LA9] [G4-LA10]

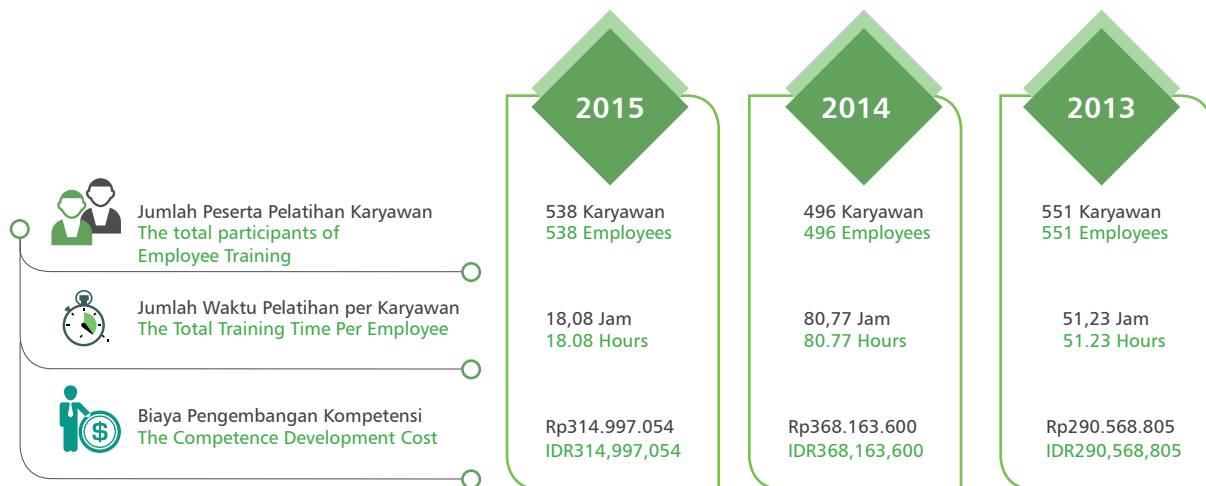
The Company applies competence model of human resources development consisting of three categories, namely Core Competence, Leadership Competence, and Professional Competence. This competence model has five levels in every category.

The Company achieved international awards of "Best Global Employers Brand 2015" from Employer Branding Institute, Mumbai, India, for its consistency in implementation and internalization of company's values, "BSP in Our Home". The company also achieved 2016 HR Excellence Awards for its practice of human resources development in 2015. Out of 48 registering companies, BSP was in ranked ninth for People Development category with moderate mark. This activity was held by Management Institution of Faculty of Economy of University of Indonesia in collaboration with SWA Magazine dan supported by the Management Association of Human Resources.

During 2015, the total participants in career development program based on organizational level were 538 employees. Meanwhile, the total participants in career development program held in 2014 were 496 employees. The increasing number of participants was because the training was performed internally. Therefore, it gave the employees the opportunities to participate.

Nevertheless, the training time decreased from 80.77 hours per employee in 2014 to 18.08 hours per employee in 2015. Besides, the budget for competence development also decreased from IDR368,163,600 in 2014 to IDR314,997,054 in 2015. The budget reduction was aimed at efficiency by focusing more on trainings facilitated by internal parties.

Jumlah Peserta, Waktu, dan Biaya Pelatihan [G4-LA9] [G4-LA10]
The Total Participants, Time, and Training Cost



Program Jumat Ceria

Perseroan menyelenggarakan pelatihan internal (*in-house training*) bagi karyawan internal setiap bulan pada Jumat ke-2 dan ke-4 di kantor *Corporate Center* Jakarta. Rata-rata waktu pelatihan yang disebut "Jumat Ceria" ini adalah 2 jam. Pelatihan ini dimulai pukul 09.00 WIB hingga selesai. Kegiatan ini diikuti oleh semua karyawan mulai dari level *assistant* hingga *vice president*. Mereka diberikan kesempatan menyampaikan presentasi dengan tema yang disesuaikan keahlian dan pengalaman dibidangnya.

Tujuan program Jumat Ceria adalah pemanfaatan dan peningkatan kompetensi karyawan dengan cara berbagi pengetahuan dan keterampilan, pembentukan budaya *learning organization* dan efisiensi biaya pelatihan. Program ini diharapkan dapat dilakukan di seluruh area Perseroan dalam waktu dekat.

Jumat Ceria Program

The Company conducts internal training (*in-house training*) for the employees. The internal *in-house training* is conducted every month on the second and fourth Friday at the *Corporate Center* office in Jakarta. The average of training time named as "Jumat Ceria" is 2 hours. This training is started from 09.00 am to finish. This *in-house training* is participated by all employees from assistant level to vice president level. They are given opportunities to deliver presentation with topics adjusted to their skills and experiences.

The objective of Jumat Ceria program is utilization and improvement of employees competences by sharing knowledge and skills, creation of learning and organization culture, and training cost efficiency. It is expected that this program can be conducted in all Company's areas at the earliest.



Pensiun Karyawan [G4-EC3]

Perseroan memiliki program manfaat pasti pensiun bagi karyawan tetap yang memenuhi syarat. Pendanaan program dari Perseroan, terdiri dari iuran yang dihitung secara aktuarial dan biaya jasa lalu yang diamortisasi selama taksiran kerja karyawan.

Kami memastikan 119 karyawan yang pensiun pada tahun 2015 telah mendapatkan seluruh haknya atau manfaat pasti yang telah diatur dalam Perjanjian Kerja Bersama (PKB). Hingga tahun 2015, total kekayaan dana pensiun Perseroan yang dikelola Dana Pensiun Bakrie dari area Sumut 1, Sumbar, Jambi 1, dan Lampung sebesar Rp10.7.812.385.682.

Employee Pension [G4-EC3]

The Company has definit beneficial pension program for permanent employees who meet the requirement. The funding program from the Company consists of dues counted actuarially and past service cost amortized during the employee employment appraisal.

We ensured that 119 employees who retired in 2015 had obtained their rights or definit benefit regulated in the Mutual Employment Agreement. Until 2015, the total assets of Company's pension fund managed by Bakrie Pension Fund from Sumut 1, Sumbar, Jambi 1, and Lampung areas was IDR107,812,385,682.



Kewajiban Perusahaan Terhadap Penyediaan Pensiun [G4-EC3] Company Liabilities on Pension Provision

Area Area	Jumlah Karyawan Pensiun Number of Retiring Employee		Besaran Pensiun Dibayarkan (Rp dalam Ribuan) Amount of Allocated Budget for Pension (in thousands IDR)	
	2015	2014	2015	2014
Sumut 1	84	145	6.161.375.400	9.835.718.400
Sumut 2	7	0	365.566.584	0
Sumbar	17	15	816.650.557	307.452.400
Jambi 1	7	6	380.014.914	287.639.565
Jambi 2	2	3	92.589.375	121.714.548
Bengkulu 1	1	2	44.872.200	89.323.288
Bengkulu 2	1	0	29.568.000	0
Lampung	7	9	412.721.549	563.281.263
Total	126	180	8.303.358.579	11.205.129.464



Pengambilan Abu dari Ruang Bakar Boiler
Ash Taking from Boiler Burning Chamber

Kesehatan dan Keselamatan Kerja [G4-LA6]

Pelaksanaan pengelolaan Kesehatan dan Keselamatan Kerja (K3) Perseroan merujuk Peraturan Menteri Tenaga Kerja No. 05/MEN/1966 dan standar yang berlaku. Pengelolaan K3 sesuai standar diharapkan dapat meningkatkan produktivitas kerja karyawan.

Occupational Health and Safety [G4-LA6]

The Company's management implementation of occupational health and safety refers to the regulation of Minister of Manpower No. 05/MEN/1966 and the applied standard of occupational health and safety management. It is expected that the management of occupational health and safety complying with the regulation can improve the working productivity of the employees.

Kecelakaan Kerja di Area [G4-LA6] Accidents in the Area

Area Area	Kecelakaan Ringan Minor Accidents			Kecelakaan Berat Severe Accidents			Kematian Fatality		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Sumut 1	48	33	30	30	39	48	0	0	0
Sumut 2	18	19	36	0	0	0	0	1	1
Sumbar	19	16	23	1	1	3	1	0	0
Jambi 1	40	12	21	23	21	19	0	0	0
Jambi 2	33	112	209	0	0	0	0	0	0
Bengkulu 1	21	39	35	0	2	5	0	1	1
Bengkulu 2	6	N/A	N/A	0	N/A	N/A	0	N/A	N/A
Lampung	4	13	20	0	0	0	1	0	0
Total	189	244	374	54	63	75	2	2	2

*N/A : Not Available



Pembibitan Karet
Rubber Nursery

LINGKUNGAN HIJAU

GREEN ENVIRONMENT

NILAI TAMBAH LINGKUNGAN [G4-DMA]

Pengelolaan lingkungan hidup dilakukan dengan patuh pada seluruh peraturan yang berlaku dan tunduk pada sistem manajemen lingkungan hidup.

Komitmen ini memberikan nilai tambah, di antaranya:

- Menurunkan potensi dampak negatif terhadap lingkungan hidup
- Meningkatkan kinerja lingkungan hidup
- Mematuhi peraturan lingkungan hidup
- Menurunkan risiko pertanggungjawaban lingkungan hidup
- Meningkatkan citra Perseroan

Pengelolaan lingkungan hidup pada tingkat operasional menjadi tugas Divisi Lingkungan, Kualitas, Keselamatan dan Kesehatan Kerja. Kepala divisi bertanggung jawab langsung kepada Departemen Upstream.

MENJAGA KEANEKARAGAMAN HAYATI [G4-EN11]

Perseroan berupaya melindungi dan menjaga keanekaragaman hayati dengan melakukan kajian terhadap luasan kebun secara keseluruhan.

Kami menentukan status lahan perkebunan kelapa sawit di setiap area Perseroan dengan memperhatikan kriteria Kawasan Bernilai Konservasi Tinggi (*High Conservation Value/HCV*) dan RSPO.

ENVIRONMENTAL-ADDED VALUES [G4-DMA]

The management of natural environment is conducted by compliance with all applied regulation and management system of living environment.

This commitment gives added values as following:

- Reduce the negative impact potential to the natural environment
- Improve the performance of living environment
- Complay with the regulation on living environment
- Decrease the responsibility risk on living environment
- Improve the Company image

The management on natural environment in operational level is the responsibility of Environmental, Quality, Occupational Health and Safety Division. The head of this division is directly responsible to the Upstream Department.

MAINTAINING BIODIVERSITY [G4-EN11]

The Company strives to preserve and maintain biodiversity by studying the entire plantation areas.

We determine land status of oil palm plantation in every Company's area by compliance with the criteria of High Conservation Value and RSPO.

Kriteria HCV dan RSPO HCV and RSPO Criteria

HCV 1	Area yang mempunyai tingkat keanekaragaman hayati penting, yaitu dilindungi, memiliki spesies <i>Critically Endangered</i> , konsentrasi spesies terancam punah atau endemik, dan konsentrasi yang digunakan spesies secara sementara. <i>Area with high level diversity, critically endangered species concentration or edemic, and concentration used temporarily by species.</i>	RSPO
HCV 2	Area bentang alam yang penting bagi dinamika ekologi secara alami, yaitu memiliki kapasitas untuk menjaga proses dan dinamika ekologi, lansekap yang lebih dari dua ekosistem dengan garis berkesinambungan, serta mengandung populasi dari perwakilan spesies alami. <i>Natural landscape, which is important for natural ecological dynamic, is a natural landscape area having capacity to conserve ecological dynamic process, consisting more than two ecosystems with a continuous line, and cointaining population of natural species representative.</i>	• Prinsip 5 / kriteria 5.2 • Principle 5 / kriteria 5.2 • Prinsip 7 / kriteria 7.3 • Principle 7 / kriteria 7.3
HCV 3	Area yang mempunyai ekosistem langka atau terancam punah, seperti hutan kerangas, hutan awan, dan sebagainya. <i>Area having endangered or rare ecosystem such as heat forest, cloud forest, etc.</i>	RSPO
HCV 4	Area yang menyediakan jasa-jasa lingkungan alami, seperti penyedia air dan pengendalian bagi masyarakat di hilir, pengendalian erosi, pencegah kebakaran, serta memberi dampak penting bagi pertanian. <i>Area providing natural environmental services such as water supply and control for communities in downstream, erosion control, fire suppression, and giving important impact for agriculture.</i>	• Prinsip 4 / kriteria 4.3 kriteria 4.4 • Principle 4 / kriteria 4.3 kriteria 4.4 • Prinsip 7 / kriteria 7.4 • Principle 7 / kriteria 7.4
HCV 5	Area yang mempunyai fungsi penting untuk pemenuhan kebutuhan dasar masyarakat lokal. <i>Area having significant function to fulfill basic needs of the local communities.</i>	RSPO
HCV 6	Area yang mempunyai fungsi penting untuk identitas budaya tradisional masyarakat lokal. <i>Area having important function for traditional cultural identities of the local communities.</i>	• Prinsip 6 / kriteria 6.1 kriteria 6.2, kriteria 6.4 • Principle 6 / kriteria 6.1 kriteria 6.2, kriteria 6.4 • Prinsip 7 / kriteria 7.5 kriteria 7.6 • Principle 7 / kriteria 7.5 kriteria 7.6

Status Lahan di Perkebunan Sawit [G4-EN11] Land Status at Oil Palm Plantations

Status Lahan di Perkebunan Karet [G4-EN11] Land Status at Rubber Plantations

Area Area	Identifikasi HCV HCV Identification	Luas Area Area Width (Ha)		
		Operasional Operational	Dilindungi Conserved	Persentase Percentage
Sumut 1	HCV 1, HCV 4, HCV 6	7.330	11,51	0,15
Sumut 2	HCV 1, HCV 4	8.323	33,60	0,40
Sumbar	HCV 1, HCV 3, HCV 4	9.720	507,60	5,20
Jambi 1	HCV 1, HCV 2, HCV 4	4.708	611,27	12,98
Jambi 2	HCV 4 (HCV 4.1 dan 4.3)	7.229	2,87	0,04
Total	-	37.380	1.166,85	18,77

Area Area	Luas Area Area Width (Ha)		
	Operasional Operational	Dilindungi Conserved	Persentase Percentage
Sumut 1	10.752	0	0
Bengkulu 1	2.610	0	0
Lampung	3.529	0	0
Total	16.891	0	0

Pengendalian Hama Terpadu [G4-EN12]

Perseroan melakukan Pengendalian Hama Terpadu (*Integrated Pest Management/*IPM) dengan menggunakan kontrol biologi. Kami menggunakan tanaman bunga pukul delapan (*Turnera ulmifolia* dan *Turnera subulata*) sebagai inang bagi serangga pemangsa hama ulat api (*Setothosea asigna*). Kami juga melakukan penangkaran burung hantu (*Tyto alba*) sebagai pemangsa hama tikus.

Inisiatif pengendalian hama terpadu dengan kontrol biologi diterapkan di perkebunan sawit yang berada area Sumut 1, Sumbar, Jambi 1, dan Jambi 2. Pada tahun 2015, jumlah lahan yang digunakan untuk penanaman bunga pukul delapan mengalami perluasan. Namun, jumlah burung hantu mengalami penurunan dibandingkan dengan jumlah burung hantu pada tahun 2014. Meskipun demikian kami akan terus berupaya melindungi keanekaragaman hayati dengan mengembangkan pengendalian hama terpadu dengan kontrol biologi.

Integrated Pest Control [G4-EN12]

The Company performs Integrated Pest Management using biological control. We make use *Turnera ulmifolia* and *Turnera subulata* as host for the insect predator of fire caterpillar pest (*Setothosea asigna*). We also breed *Tyto alba* as rat predator.

The initiative of integrated pest controlling with biological control is implemented in the oil palm plantation located in Sumut 1, Sumbar, Jambi1 and Jambi 2. In the 2015, the number of land used for planting *Turnera ulmifolia* and *Turnera subulata* was increasing. Meanwhile, the number *Tyto alba* was decreasing compared to its number in the 2014. Nevertheless, we will continuously attempt to conserve biodiversity with biological control.

Bunga Pukul Delapan
Turnera ulmifolia



Burung Hantu
Owl (*Tyto alba*)



Pengendalian Hama Terpadu dengan Kontrol Biologi di Perkebunan Sawit [G4-EN12] The Integrated Pests Controlling with Biological Control in Oil Palm Plantations

2015			2014			2013		
Area Area	Bunga Pukul Delapan (Ha) <i>Turnera ulmifolia</i> and <i>Turnera subulata</i> (Ha)			Bunga Pukul Delapan (Ha) <i>Turnera ulmifolia</i> and <i>Turnera subulata</i> (Ha)			Bunga Pukul Delapan (a) <i>Turnera ulmifolia</i> and <i>Turnera subulata</i> (Ha)	
	Burung Hantu Owl (<i>Tyto alba</i>)			Burung Hantu Owl (<i>Tyto alba</i>)			Burung Hantu Owl (<i>Tyto alba</i>)	
Sumut 1	4.736	N/A		4.736	N/A		1.330,60	N/A
Sumbar	370,15	350		366,15	48		359,96	42
Jambi 1	7,87	358		7,87	375		6,53	219
Jambi 2	9,5	N/A		9,5	N/A		8	N/A
Total	5.123,52	708		5.119,52	423		1.705,09	261

*N/A : Not Available

Perlindungan Habitat [G4-EN13]

Kami berupaya menyediakan kawasan konservasi di setiap Perkebunan Kelapa Sawit. Sampai dengan tahun 2015, area kami yang telah memiliki kawasan konservasi, yaitu Sumbar, Jambi 1, dan Jambi 2.

Habitat Conservation [G4-EN13]

We endeavor to providing conservation areas in every Oil Palm Plantation. Until 2015, our areas having conservation areas are Sumbar, Jambi 1, and Jambi 2.

Habitat Dilindungi [G4-EN13]
Conserved Habitat

Area Area	Program Program	Luas Wilayah yang Dilindungi (hektar) The Width of Conserved Areas (hectare)
		2015
Sumbar	Hutan Konservasi Conserved Forest	30
Jambi 1	Hutan Konservasi Conserved Forest	17
Jambi 2	Hutan Konservasi Conserved Forest	2,87
Total		49,87

Hutan Konservasi [G4-EN13] [G4-EN14]

Pengelolaan keanekaragaman hayati yang dikembangkan oleh Perseroan merujuk pada Undang-Undang No 5 tahun 1990 tentang Pengelolaan Sumber Daya Hayati dan Ekosistemnya, dan Peraturan Menteri Lingkungan Hidup No 3 tahun 2011 tentang Taman Keanekaragaman Hayati. Kami mematuhi peraturan tersebut dengan menyediakan dan mempertahankan sebagian lahan perkebunan sawit untuk hutan konservasi.

Kami telah menetapkan hutan konservasi seluas 17 Ha di area Jambi 1 sesuai dengan ketentuan yang berlaku. Lokasi hutan telah disesuaikan dengan kebutuhan lahan, pertimbangan adat setempat, mata air, dan pertimbangan masyarakat di sekitar kebun.

Hutan konservasi ini memberikan ruang kehidupan berbagai jenis flora dan fauna di dalam satu habitat. Kami berhasil mengidentifikasi 68 fauna liar yang memerlukan pelestarian. Kami juga mencatat keberadaan 373 jenis tanaman yang dapat dimakan (*edible*) dan 1.582 tanaman yang tidak dapat dimakan (*nonedible*).

Conserved Forest [G4-EN13] [G4-EN14]

The biodiversity management developed by the Company refers to the Law No 5 Year of 1990 on the management of biological resource and its ecosystem and the Regulation of Minister of Environment No 3 Year of 2011 on biodiversity. We comply with those regulations by providing and maintaining some of areas of oil palm plantation for the conserved forest.

We have set conserved forest by 17 Hectares in the Jambi 1 area according to the applied regulation. The forest location has been adjusted to the land demand, the consideration on the local customs, the water source, and the communities living around the oil palm plantations.

The conserved forests provide living environment for various species of flora and fauna in a habitat. We succeeded to identify 68 wild fauna needing conservation. We also registered the existence of 373 species of edible plantations and 1,582 species of nonedible plantations.

Inventarisasi Flora dan Fauna [G4-EN14]

Kami berupaya untuk melakukan pemantauan keberadaan fauna dan flora yang masuk dalam daftar spesies dilindungi di setiap wilayah operasional area. Hasil inventarisasi di area Sumbar menunjukkan peningkatan jumlah spesies fauna, dari 3.564 spesies pada 2014 menjadi 3.665 pada 2015. Hasil inventarisasi di area Jambi menunjukkan penurunan jumlah spesies fauna, dari 230 spesies pada 2014 menjadi 138 spesies pada 2015.

Area Sumut 1 belum melakukan inventarisasi fauna dan flora karena belum memiliki sumber daya manusia yang khusus melakukan pemantauan atau perhitungan. Namun demikian, area Sumut 1 memiliki data keberadaan fauna dari hasil studi penilaian HCV.

Flora and Fauna Inventory [G4-EN14]

We endeavored to monitor the existence of flora and fauna listed as conserved species in every operational area. The inventory result in Sumbar area presented the increasing number of fauna species from 3,564 species in 2014 to 3,665 species in 2015. The inventory result in Jambi area presented the decreasing number of fauna species from 230 species in 2014 to 138 species in 2015

Sumut 1 area has not yet performed flora and fauna inventory because this business unit has not had human resources who specifically have capability to monitor or calculate the flora and fauna inventory. However, Sumut 1 area has data fauna existence obtained from the study result of HCV assessment.

Jumlah Fauna dan Flora yang Dilindungi [G4-EN14]
The Total of Conserved Flora and Fauna

Area Area	Nama Spesies (Lokal dan Ilmiah) Species Name (Local and Scientific)	Status IUCN IUCN Status	2015	2014	2013
Sumbar	Siamang (<i>Symphalangus syndactylus</i>)	Endangered	450	420	400
	Ungko (<i>Hylobates agilis</i>)	Endangered	30	28	27
	Beruk (<i>Macaca nemestrina</i>)	Endangered	275	270	265
	Beruang madu (<i>Helarctos malayanu</i>)	Vulnerable	10	9	8
	Simpai (<i>Presbytis melalophos</i>)	Vulnerable	60	58	56
	Kera (<i>Macaca fascicularis</i>)	Vulnerable	2.500	2.450	2.400
	Macan akar (<i>Prionailurus bengalensis</i>)	Vulnerable	270	265	260
	Buaya Muara (<i>Crocodylus porosus</i>)	Least Concern	60	55	50
	Tiong Emas (<i>Gracula religiosa</i>)	Near Threatened	10	9	8
Total			3.665	3.564	3.474

PENGELOLAAN LIMBAH

[G4-EN23] [G4-EN24] [G4-EN25] [G4-EN26]

Kegiatan operasional perkebunan sawit dan karet menghasilkan limbah yang mengandung bahan berbahaya dan beracun (B3) ataupun non-B3, baik dalam wujud cair maupun padat. Pemantauan limbah dilakukan mulai dari proses pengangkutan rantai pasokan, penyimpanan di gudang, penggunaan, hingga pengelolaan bekas pakai.

Limbah B3

Kami mengelola limbah B3 sesuai dengan peraturan dan standar yang berlaku. Tahapan pengelolaan limbah B3 adalah permintaan izin kepada otoritas yang berwenang, penyimpanan selama 90-180 hari, dan penyerahan kepada pihak ketiga yang sudah mempunyai izin.

Selama proses pengelolaan, kami memastikan tidak ada tumpahan limbah B3 di permukaan tanah atau air yang membahayakan bagi lingkungan hidup. Kami juga mencegah pencemaran tanah akibat tumpahan dengan menyimpan solar di dalam tangki timbun, dan membuat tampungan dan lantai kedap air.

WASTE MANAGEMENT

[G4-EN23] [G4-EN24] [G4-EN25] [G4-EN26]

The operational activities of oil palm and rubber plantations produce solid or liquid waste containing hazardous and toxic waste substances (B3) or non-hazardous and toxic waste substances (non-B3), either in liquid form or solid form. The waste monitoring is conducted from the process of supply chain transport, storage in the warehouse, using to second hand processing.

B3 Waste

We manage B3 waste according to the applied regulation and standard. The stages of B3 management are inquiring license to the authorities, storage for 90-180 days, and distributing to the third party that has got license.

During the management process, we ensure that there is no spill of B3 waste in soil or water surface endangering living environment. We also attempt to prevent soil pollution caused by diesel fuel spill by storing diesel fuel into the tanks, and building storage as well as waterproof floor.

Volume Limbah B3 [G4-EN23]
Volume of Hazardous and Toxic Waste Substances (B3)

Area Area	Satuan Unit	Volume Volume			Dikelola Pihak Ketiga Managed by Third Party		
		2015	2014	2013	2015	2014	2013
Sumut 1	Ton	2,31	2,52	8,96	1,99	2,52	8,96
Sumut 2	Ton	0,8	N/A	N/A	0,8	N/A	N/A
Sumbar	Ton	3,26	4,21	5,03	3,26	3,42	4,62
Jambi 1	Ton	7,4	2,87	1,69	0,10	2,25	4,78
Bengkulu 1	Ton	0,50	0,22	N/A	0	N/A	N/A
Bengkulu 2	Ton	5,5	N/A	N/A	0	N/A	N/A
Lampung	Ton	1,15	1,30	1,60	1,20	1,10	1,60
Total	Ton	20,92	10,58	17,28	7,35	9,29	19,96

* N/A : Not Available

Limbah Non-B3

Kami mengelola limbah non-B3 dengan mekanisme tertentu agar dapat memberikan nilai tambah bagi Perseroan. Limbah padat tandan kosong diolah menjadi kompos untuk kegiatan penanaman pohon sawit serta untuk menghambat pertumbuhan gulma.

Kami juga memanfaatkan cangkang dan serat sebagai bahan bakar *boiler*, mulsa pembibitan kelapa sawit, dan material konstruksi pengerasan jalan. Selain itu, kami memanfaatkan sampah anorganik untuk mencegah pencemaran tanah dan air.

Non-Hazardous and Toxic Waste Substances (Non-B3)

We manage non-B3 Waste in order to give added-values to the Company. Solid waste of empty fruit bunch is processed into compost used for planting oil palm and reducing the weeds growth.

We also make use oil palm shells and fibers as boiler fuel, a mulch in oil palm seeding, a street paving construction material. Besides, we also make use anorganic waste to prevent soil and water pollution.

Dari hasil pemantauan lima area, yaitu Sumut 1, Sumut 2, Sumbar, Jambi 1, dan Jambi 2, area yang banyak menghasilkan limbah non-B3 adalah Jambi 1. Secara keseluruhan volume limbah tahun 2015 mengalami peningkatan dibandingkan tahun sebelumnya.

From the monitoring result of the five areas, which are Sumut 1, Sumut 2, Sumbar, Jambi 1, and Jambi 2, the area producing more non-B3 is Jambi 1. The overall waste volume in the 2015 was increasing compared to the waste volume in the previous year.

Volume Limbah Non-B3 [G4-EN23]
The volume of Non-Hazardous and Toxic Waste Substance (Non-B3)

Area Area	Satuan Unit	Volume Volume			Dikelola Pihak Ketiga Managed by Third Party		
		2015	2014	2013	2015	2014	2013
Sumut 1	Ton	54.780	33.040	15.630	N/A	N/A	N/A
Sumut 2	Ton	24.000	24.000	24.000	N/A	N/A	N/A
Sumbar	Ton	45.495	62.310	57.838	33.450	53.177	55.264
Jambi 1	Ton	100.836	105.396	98.244	21.577	6.133	3.163
Jambi 2	Pcs	26.792	22.329	N/A	4.497	1.946	N/A
Bengkulu 2	Ton	1,2	N/A	N/A	N/A	N/A	N/A
Total	Ton	251.904,2	247.075	195.712	59.542	61.256	58.409

* N/A : Not Available

PEMANFAATAN AIR [G4-EN8]

Sumber air untuk kegiatan operasional Perseroan secara umum berasal dari permukaan tanah dan bawah tanah. Air dari sumber permukaan tanah digunakan untuk proses pengelolaan kebun dan pembibitan, sedangkan air bawah tanah untuk proses produksi pabrik sawit maupun karet.

Untuk menghemat penggunaan air dari kedua sumber tersebut, kami memanfaatkan kembali air bekas yang telah diolah di Instalasi Pengolahan Air Limbah (IPAL). Dari hasil pemantauan, penggunaan air paling banyak pada tahun 2015 berada di area Jambi 1, meskipun demikian penggunaan air pada tahun 2015 turun signifikan jika dibandingkan dengan tahun 2014 dan 2013.

WATER USAGE [G4-EN8]

Water source for Company's operational activity generally comes from ground level and underground. Water source from ground level is used for plantation managing process and seeding; meanwhile, the underground water is used for the production process of oil palm and rubber plantation.

To reduce the water use from those two sources, we make use of recycled water processed in Wastewater Treatment Plant. From the result of monitoring, the use of water for the most in the 2015 was in the Jambi 1 area, yet the water use in the 2015 was decreasing significantly compared to the water use in the 2014 and 2013.

Jumlah Pengambilan Air (m³) [G4-EN8]
The Amount of Water Intake (m³)

Area Area	2015		2014		2013	
	Air Sungai River Water	Air Bawah Tanah Underground Water	Air Sungai River Water	Air Bawah Tanah Underground Water	Air Sungai River Water	Air Bawah Tanah Underground Water
Sumut 1	399.930	74.146	483.372	502.504	421.766	477.729
Sumut 2	162.000	36.720	162.000	36.720	162.000	36.720
Sumbar	384.284	74.407	379.909	78.852	419.955	48.356
Jambi 1	604.480	54.309	832.684	97.531	689.249	73.846
Jambi 2	345.515	N/A	318.641	N/A	319.229	N/A
Bengkulu 1	276.548	N/A	304.614	N/A	290.108	N/A
Bengkulu 2	291,27	105,47	N/A	N/A	N/A	N/A
Lampung	N/A	28.263	N/A	28.064	N/A	40.769

* N/A : Not Available

Pengendalian Effluen [G4-EN22]

Kami berupaya meminimalkan risiko kontaminasi air dengan mengolah limbah cair dalam kolam IPAL. Area Perseroan yang telah memiliki IPAL antara lain: 6 kolam Sumut 1, tujuh kolam di Sumbar, delapan kolam di Jambi 1, dan 11 kolam di Jambi 2.

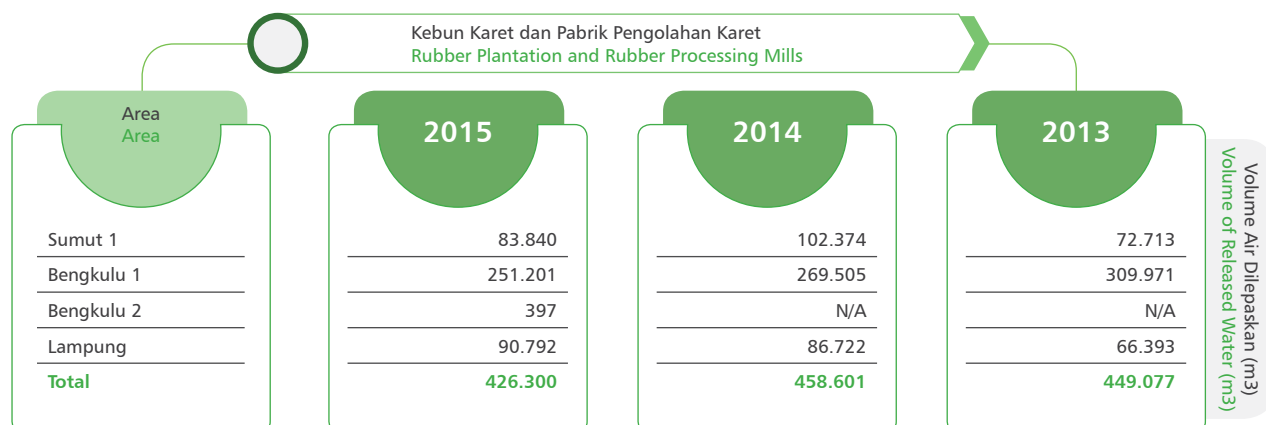
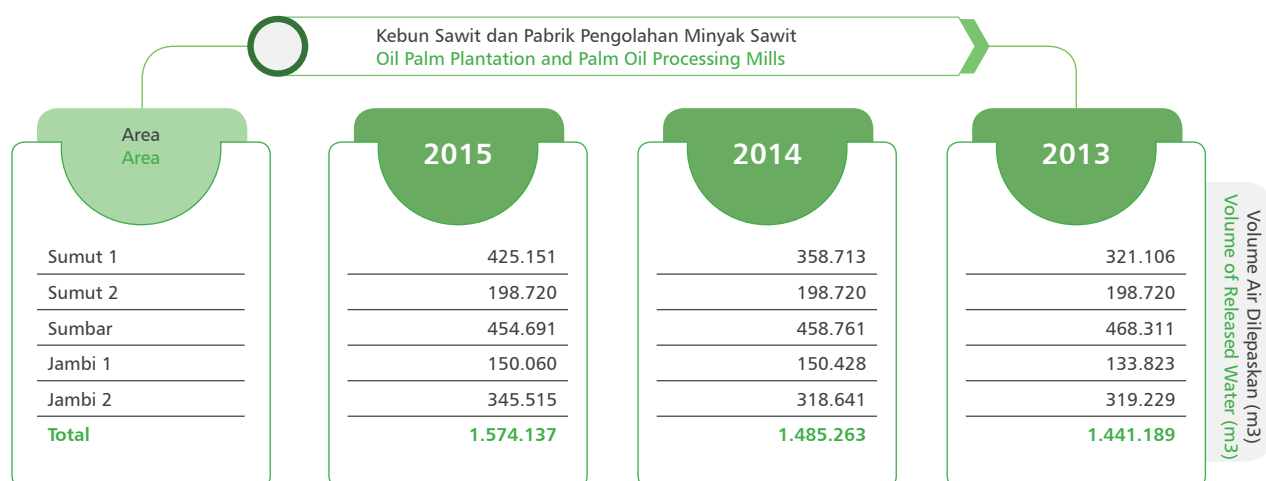
Kami juga melakukan pengolahan limbah cair pabrik kelapa sawit menggunakan sistem *land application* untuk mengurangi tingkat pencemaran air sungai. Selain itu, kami memanfaatkan limbah cair dari pabrik kelapa sawit sebagai bahan pupuk organik untuk meningkatkan produksi Tandan Buah Segar (TBS).

Effluent Control [G4-EN22]

We strive to minimize water contamination risk by processing liquid waste in Wastewater Treatment Plant reservoir. The Company's area having Wastewater Treatment Plant are 6 WTP reservoir Sumut 1, seven WTP reservoir in Sumbar, eight reservoir in Jambi1, and 11 WTP reservoir in Jambi 2.

We also manage the processing of liquid waste of oil palm manufacture using land application system reducing the level of river water pollution. Besides, we make use liquid waste from oil palm mill as material of organic fertilizer increasing the production of Fresh Fruit Bunch.

Jumlah Air Dilepaskan [G4-EN22] The Total of Released Water



* N/A : Not Available

Kami memastikan kualitas air yang dilepaskan untuk aplikasi lahan telah memenuhi baku mutu yang telah ditentukan dalam peraturan KepMen LH No. 28 Tahun 2003 tentang Pedoman Teknis Pengkajian Pemanfaatan Air Limbah Dari Industri Minyak Sawit Pada Tanah Di Perkebunan Kelapa Sawit.

We ensure the quality of released water for land application has completed the quality standard set in the regulation of Ministerial Decree of Environment no 28 Year of 2003 on Technical Guidance on the Utilization Study of Waste Water from Palm Oil Industry in the Soil of Oil Palm Plantation.

Hasil Pengukuran Kualitas Air Dilepaskan untuk Aplikasi Lahan [G4-EN22]
The Measurement Result of Released Water Quality for Land Application

Pabrik Pengolahan Minyak Sawit Palm Oil Processing Mills							
Area Area	pH Baku Mutu Quality Standard	Hasil Ukur Measuring Result		BOD(ppm) Baku Mutu Quality Standard	Hasil Ukur Measuring Result		
		2015	2014		2015	2014	
Sumut 1	6-9	7,1	7,2	≤5000	4.405	3.338	
Sumbar	6-9	7,1	7,4	≤5000	639	648	
Jambi 1	6-9	7,1	7,0	≤5000	1.610	3.426	

Kebun Karet dan Pabrik Pengolahan Karet Rubber Plantation and Rubber Processing Mills							
Area Area	pH Baku Mutu Quality Standard	Hasil Ukur Measuring Result		BOD(ppm) Baku Mutu Quality Standard	Hasil Ukur Measuring Result		
		2015	2014		2015	2014	
Lampung	6-9	7,12	6,61	50	16,19	16,73	

Hasil Pengukuran Kualitas Air Dilepaskan ke Badan Sungai [G4-EN22]
Measurement Result of the Quality of Released Water to the River Body

Pabrik Pengolahan Minyak Sawit
Palm Oil Processing Mills

pH		Hasil Ukur Measuring Result		BOD(ppm)		Hasil Ukur Measuring Result	
Area Area	Baku Mutu Quality Standard	2015	2014	Baku Mutu Quality Standard	2015	2014	
Sumbar	6-9	N/A	N/A	100	N/A	N/A	
Jambi 2	6-9	6,7	7,4	100	60,75	47,01	

TSS		Hasil Ukur Measuring Result		COD(ppm)		Hasil Ukur Measuring Result	
Area Area	Baku Mutu Quality Standard	2015	2014	Baku Mutu Quality Standard	2015	2014	
Sumbar	250	N/A	N/A	350	N/A	N/A	
Jambi 2	250	24,92	48,45	350	125,75	140,55	

NH3-N (ppm)		Hasil Ukur Measuring Result		N-Total(ppm)		Hasil Ukur Measuring Result	
Area Area	Baku Mutu Quality Standard	2015	2014	Baku Mutu Quality Standard	2015	2014	
Sumbar	N/A	N/A	N/A	50	46	N/A	
Jambi 2	N/A	N/A	N/A	50	11,75	7,0	

Pabrik Pengolahan Karet
Rubber Processing Mills

pH		Hasil Ukur Measuring Result		BOD(ppm)		Hasil Ukur Measuring Result	
Area Area	Baku Mutu Quality Standard	2015	2014	Baku Mutu Quality Standard	2015	2014	
Sumut 1	6-9	6,99	7,08	60	37,19	49,42	
Bengkulu 1	6-9	7,1	6,37	100	38,9	17,6	
Bengkulu 2	6-9	6,94	N/A	60	28,8	N/A	

TSS		Hasil Ukur Measuring Result		COD(ppm)		Hasil Ukur Measuring Result	
Area Area	Baku Mutu Quality Standard	2015	2014	Baku Mutu Quality Standard	2015	2014	
Sumut 1	100	61,87	73,83	200	70,79	93,33	
Bengkulu 1	250	34,5	5	350	47,1	60,92	
Bengkulu 2	100	7,44	N/A	200	91,7	N/A	

NH3-N (ppm)		Hasil Ukur Measuring Result		N-Total(ppm)		Hasil Ukur Measuring Result	
Area Area	Baku Mutu Quality Standard	2015	2014	Baku Mutu Quality Standard	2015	2014	
Sumut 1	5	4,00	4,22	10	7,16	6,73	
Bengkulu 1	5	<0,01	2,7	40	0,2	4,1	
Bengkulu 2	5	0,02	N/A	10	7,44	N/A	

* N/A : Not Available

EFISIENSI ENERGI [G4-EN3] [G4-EN6]

Kami berupaya mengurangi penggunaan bahan bakar fosil solar dengan memanfaatkan sumber energi terbarukan dari limbah padat kelapa sawit. Beberapa area telah memodifikasi *boiler* berbahan bakar cangkang dan serat kelapa sawit dari tipe SFPO menjadi tipe Membrane. Konversi energi ini bertujuan meningkatkan efisiensi.

Konsumsi energi tertinggi dari tujuh area, yaitu Sumbar. Peningkatan konsumsi energi di area Sumbar sejalan dengan tingkat produksi sawit yang juga mengalami peningkatan.

ENERGY EFFICIENCY [G4-EN3] [G4-EN6]

We strive to reduce the use of diesel fuel by making use of oil palm waste as renewable source of energy. Several areas have modified boiler made of oil palm shells and fibers from SFPO type to Membrane type. This energy conversion aims at improving efficiency.

The highest energy consumption from seven areas is Sumbar. The increasing of energy consumption in Sumbar area is in line with the increasing production of oil palm.

Konsumsi Energi [G4-EN3] [G4-EN6]
The Energy Consumption

Area Area	Jenis dan Satuan Type and Unit	Volume		
		2015	2014	2013
Sumut 1	Solar (L)	66.730	69.403	82.497
	Diesel fuel			
	Cangkang ('000kg) Oil palm shell ('000kg)	11.319	11.011	9.350
Sumbar	Fiber ('000kg) Oil Palm Fiber ('000kg)	26.411	25.692	21.816
	Solar (L)	933.267	770.614	358.923
	Diesel fuel			
Jambi 1	Cangkang ('000kg) Oil palm shell ('000kg)	10.801	14.793	13.732
	Fiber ('000kg) Oil Palm Fiber ('000kg)	28.083	38.463	35.703
	Solar (L)	473.807	501.070	494.710
Jambi 2	Diesel fuel			
	Cangkang ('000kg) Oil palm shell ('000kg)	7.442	5.210	8.844
	Fiber ('000kg) Oil Palm Fiber ('000kg)	32.643	34.203	29.607
Bengkulu 1	Solar (L)	88.235	117.870	113.800
	Diesel fuel			
	Cangkang ('000kg) Oil palm shell ('000kg)	3.682	5.572	4.146
Bengkulu 2	Fiber ('000kg) Oil Palm Fiber ('000kg)	18.694	14.759	17.109
	Solar (L)	151.361	161.169	148.250
	Diesel fuel			
Lampung	Cangkang ('000kg) Oil palm shell ('000kg)	705.139	N/A	N/A
	Fiber ('000kg) Oil Palm Fiber ('000kg)	26.884	30.159	32.658
	Solar (L)			
	Diesel fuel			

* N/A : Not Available

PENGURANGAN EMISI [G4-EN19]

Sejalan dengan upaya menghemat energi, kami dapat mengurangi emisi gas rumah kaca (GRK) yang dihasilkan oleh kegiatan operasional di pabrik kelapa sawit dengan penggunaan bahan bakar biomassa yang dianggap sebagai CO₂-neutral.

EMISSION REDUCTION [G4-EN19]

In consistency with the attempt to save energy, we were able to reduce the emission of greenhouse gasses resulted from the operational activities in oil palm mills using biomass fuel considered as CO₂-neutral



Pendidikan Spiritual
Spiritual Education

KEMITRAAN HIJAU

GREEN PARTNERSHIP

MENGOPTIMALKAN DAMPAK POSITIF [G4-DMA]

Pelaksanaan tanggung jawab sosial (*corporate social responsibility/CSR*) Perseroan merujuk pada ISO 26000 *Social Responsibility*. Kami menekankan perspektif yang holistik pada aspek komunitas eksternal, aspek internal, dan etika bisnis. Dalam pelaksanaannya, kami fokus pada tujuh subyek inti CSR yang mencakup: tata kelola organisasional, hak asasi manusia, praktek ketenagakerjaan, lingkungan, praktek usaha yang adil, hal-hal terkait konsumen, serta pengembangan dan pelibatan masyarakat.

Pada tahun 2015, kami telah mengembangkan dan melaksanakan program koordinasi, monitoring, dan evaluasi di setiap area sebagai bagian dari proses internalisasi pemahaman CSR berbasis ISO 26000 *Social Responsibility*.

Kegiatan ini bertujuan untuk mengoptimalkan dampak positif pelaksanaan program CSR dengan sumber dana yang disisihkan 1,5% dari keuntungan bersih Perseroan setiap tahun. Meskipun tahun ini realisasi dana CSR turun 19,71% dibandingkan tahun sebelumnya, Perseroan tidak hanya berkomitmen untuk melaksanakan CSR sesuai dengan kebijakan yang ada tetapi juga berfokus pada program-program yang tidak mengeluarkan banyak biaya.

Pengelolaan kegiatan CSR Perseroan berada dibawah tanggung jawab unit (satuan) kerja khusus CSR, dalam divisi, yang berfungsi sebagai koordinator dan penentu kebijakan. Sebagian besar Implementasi kegiatan CSR dilaksanakan pada tingkat area.

OPTIMIZING POSITIVE IMPACT [G4-DMA]

The practice of the Company corporate social responsibility refers to ISO 26000 on Social Responsibility. We emphasize holistic perspective in external community aspect, internal aspect, and business ethic aspect. In its practice, we focus on the seven CSR core subject covering organizational governance, human rights, employment practice, environment, fair business practice, issues related to the consumers, and community development and involvement.

In 2015, we had developed and performed coordinating, monitoring, and evaluation program in every area as part of internalization process of CSR understanding based on ISO 26000 on Social Responsibility.

This activity aims at optimizing the positive impact of the practice of CSR program with the set aside budget by 1.5% of Company's annual net profit. Although the realization of CSR budget in this year decreased by 19.71% compared to CSR budget in the prior year, the Company continuously not only commits to conduct CSR according to the applied policy but also focuses on programs needing less budget.

The management of Company's CSR activities is under the responsibility particular work team of CSR in division functioning as coordinator and policy determinant. Most of CSR activities are conducted in the area level.

PELIBATAN PEMANGKU KEPENTINGAN

[G4-24] [G4-25] [G4-26] [G4-27]

Kami menetapkan sembilan kelompok pemangku kepentingan di setiap area melalui kegiatan *Focus Group Discussion* (FGD) internal.

THE INVOLVEMENT OF STAKEHOLDERS

[G4-24] [G4-25] [G4-26] [G4-27]

We determine nine groups of stakeholders in every areas through internal Focus Group Discussion activities.

This stakeholder's group arrangement considers

Pelibatan Pemangku Kepentingan [G4-24] [G4-26] [G4-27] The Involvement of Stakeholders

Metode Pelibatan dan Frekuensi Involvement Method and Frequency

Isu Utama Major Issue

Elemen Masyarakat Tempatan The Element of Communities living around the Company's operational business areas

- Mengidentifikasi dampak sosial dengan metode *social impact assessment* (SIA) dan lingkungan melalui Forum stakeholder (PERKASA dan Musrenbang) di semua area secara rutin (minimal setiap satu tahun sekali)
- Mengimplementasi pemberdayaan masyarakat dan perlindungan lingkungan, serta kontribusi sosial sesuai kebutuhan
- Routine identification both on social impact using social impact assessment and environmental impact through stakeholder forums: PERKASA and Musrenbang in all areas (at least once in a year)
- Perform community empowerment and environmental conservation

- Dampak operasional terhadap masyarakat dan lingkungan
- Keberadaan perusahaan memberi manfaat kepada masyarakat di sekitar wilayah operasi
- Melestarikan lingkungan
- Memberdayakan masyarakat
- Operational impacts to the communities and environment
- The company existence gives benefit to the communities living around operationl areas
- Conserve the environment
- Empower the communities

Karyawan Employees

- Dialog dengan Serikat Pekerja Perkebunan di setiap area secara rutin
- Keterlibatan dalam Koperasi Karyawan sesuai kebutuhan
- Routine Dialogue with the Plantation Employee Union in every area
- Involvement on Employee Cooperative Union

- Mencegah diskriminasi
- Meningkatkan kesejahteraan keluarga karyawan
- Menjamin keamanan, keselamatan, dan kesehatan kerja
- Prevent discrimination
- Improve the welfare of employees' families
- Assure occupational health and safety

Mitra kerja Partnership

- Mengidentifikasi kebutuhan bersama melalui forum diskusi perusahaan dan pemasok secara rutin
- Menilai dan mengelola pemasok secara rutin
- Membina dan sosialisasi spesifikasi dan persyaratan kualitas secara rutin
- Identifiy routinely the mutual needs through discussion forum between company and supplier
- Routinely assess and supervise suppliers
- Train and socialize routinely the specification and quality requirement.

- Proses pembelian yang adil
- Menilai dan mengevaluasi secara obyektif dalam pemilihan mitra
- Membayar tepat waktu
- Sistem dan prosedur yang baku di setiap area
- Fair purchasing process
- Assess and evaluate business partners objectively.
- On-time payment
- Standarized system and procedur in every area

Penetapan mempertimbangkan aspek ketergantungan (*dependency*), tanggungjawab (*responsibility*), tekanan (*tension*), pengaruh (*influence*), dan keberagaman perspektif (*diverse perspective*).

dependency aspect, responsibility aspect, tension aspect, influence aspect, and diverse perspective aspect.



Metode Pelibatan dan Frekuensi Engagement Method and Frequency

Isu Utama Major Issue

Lembaga pemerintah (pusat dan daerah)
Governmental Organization (central government and local government)

- Konsultasi atas pelaporan data operasional setiap area secara rutin sesuai aturan yang berlaku
- Advokasi bersama regulasi internasional sesuai kebutuhan
- Routine consultation of the operational data reporting in each areas according to the applied regulations
- Mutual advocacy of international regulation according to the requirement

- Menjalin hubungan yang harmonis dan konstruktif dengan regulator
- Memastikan perusahaan selalu mematuhi hukum, perundangan, dan peraturan bisnis yang berlaku
- Memberikan pelaporan secara rutin kepada pemerintah sebagai regulator
- Maintain harmonious and constructive collaboration with the government as regulator
- Assure that the company always complies with the applied laws, and business regulation
- Provide routine reporting to the government as the regulator

Lembaga Swadaya Masyarakat
Non-Governmental Organization

- Menyampaikan informasi mengenai komitmen perusahaan untuk beroperasi secara ramah lingkungan dan sosial sesuai kebutuhan
- Kolaborasi penelitian atau pelaksanaan pendampingan dalam program pengembangan masyarakat sesuai kebutuhan
- Convey information about the company's commitment to perform socially and environmentally-friendly business operation according to the requirement.
- Research collaboration or training practices in the program of community development according to the requirement

- Keterbukaan dan kemudahan akses informasi mengenai operasional perusahaan
- Transparency and Easiness of informational access about company's operational activities.

Akademisi dan Peneliti
Academician and Researcher

- Konsultasi publik dalam operasional perusahaan sesuai kebutuhan
- Penelitian mengenai Area Nilai Konservasi-Tinggi dan Keanekaragaman Hayati di perkebunan sesuai kebutuhan
- Penyampaian informasi mengenai operasional perusahaan sesuai kebutuhan
- Public consultation in the company's operational activities according to the requirement
- Research on the High Values of Conservational Areas and Biodiversities in the plantation according to the requirement
- Distributing information about the company's operational activities according to the requirement

- Kerjasama pelaksanaan penelitian bersama atau mandiri
- Kesempatan untuk magang dan praktik kerja untuk mahasiswa
- Mutual or independent research collaboration
- Internship opportunities for the college students



Peduli Pendidikan
Concern on Education

BERSINERGI DAN BERBAGI [G4-SO1] SYNERGY AND SHARING

Visi CSR

Terciptanya lingkungan yang kondusif dan harmonis antara perusahaan dengan masyarakat setempat dengan mengembangkan pola kemitraan dan pemberdayaan yang bertujuan mewujudkan masyarakat yang sejahtera, mandiri, dan berkelanjutan, yang didukung oleh praktik bisnis yang adil, sikap peduli terhadap konsumen, dan tindakan tata kelola yang baik guna tercapainya Visi dan Misi Perusahaan.

The creation of conducive and harmonious environment between company and local communities living around the company's operational areas by developing partnership and empowerment scheme aiming at creating prosperous, independent, and sustainable societies, supported by fair business practices, caring acts to the consumers, and good governance to achieve Company's Vision and Mission.

Misi CSR

Melibatkan peran serta masyarakat di sekitar wilayah operasi perusahaan dalam pengembangan kerja sama kemitraan dan kegiatan pemberdayaan masyarakat tempatan.

Involve the locals living around the company's operational areas in the development of partnership programs and local community's empowerment activities.

Menciptakan dan mengembangkan lapangan kerja, transformasi teknologi, dan peningkatan aset masyarakat tempatan.

Create and develop employment opportunities, technological transformation, and improvement of local communities' assets.

Meningkatkan kualitas pendidikan dan keterampilan bagi masyarakat tempatan dan pelaku CSR perusahaan sebagai manifestasi dari hak untuk belajar dan sebagai fondasi bagi pembangunan sosial dan ekonomi.

Develop the educational quality and skill for both the local communities and Company's CSR practitioners as a manifestation of the right to learn and as a basis for socio-economic development.

Meningkatkan kualitas kesehatan bagi masyarakat tempatan, baik secara jasmani maupun secara rohani untuk menerapkan nilai-nilai hak asasi manusia dan moral.

Improve the physical and spiritual health quality of the local communities as a means to implement human rights values and moral values

Mengembangkan investasi sosial dalam kegiatan lingkungan dan infrastruktur yang bermanfaat dan bertanggung jawab serta berpartisipasi secara aktif dalam kegiatan kemanusiaan dan peningkatan kapasitas kelembagaan sosial ekonomi masyarakat yang memberikan akses terhadap sumber daya pembangunan.

Develop social investment in the environmental and infrastructural activities which are beneficial and accountable, as well as, actively participate in both humanitarian activities and capacity improvement of communities' social-economic institution providing access to resource establishment.

Struktur Organisasi CSR

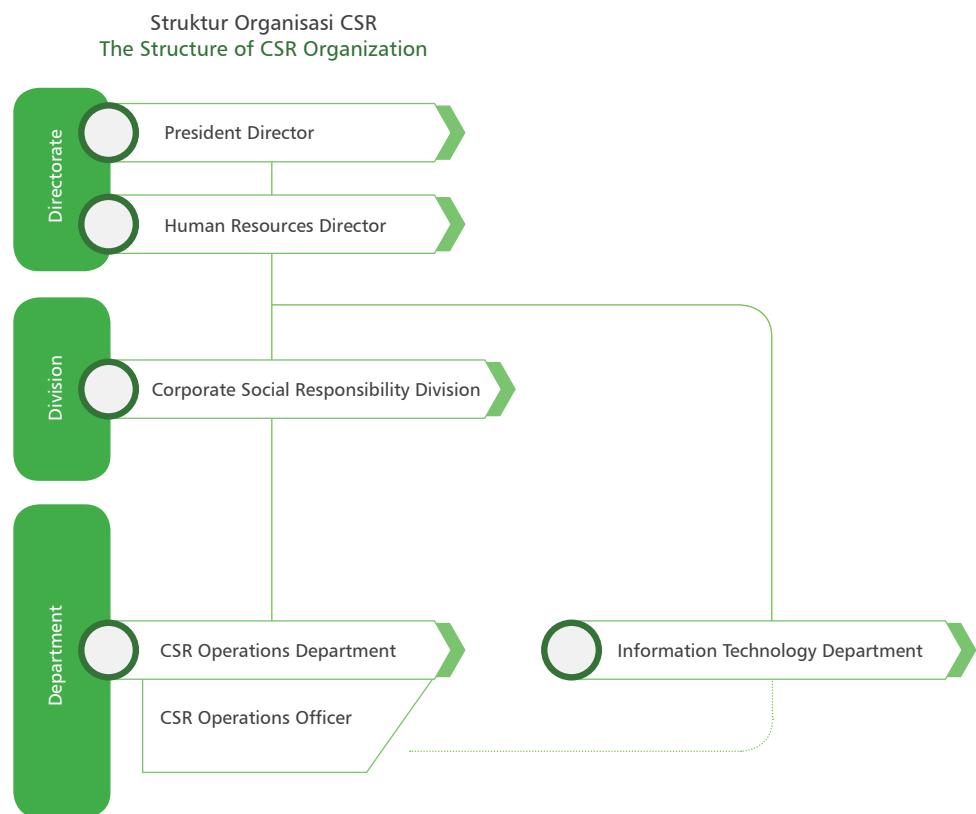
Divisi CSR bekerjasama dengan tim CSR area yang berada dibawah Departemen Sumber Daya Manusia (SDM)/Legal/ Hubungan Eksternal di masing-masing area.

Dengan demikian, para staf CSR area bertanggungjawab kepada pimpinan area usaha masing-masing dan berkoordinasi dengan Divisi CSR.

The Structure of CSR Organization

CSR division collaborates with area CSR team that is under Human Resources /Legal/ External Relations Department in each area.

Therefore, the CSR staffs in area are responsible to each business area leader and coordinate with CSR Division.



Fokus Program [G4-SO1]

Berdasarkan visi dan misi CSR, kami melibatkan pemangku kepentingan dalam menyusun kegiatan CSR berbasis standar ISO 26000 *Social Responsibility* melalui beberapa tahapan yang meliputi pemetaan sosial, analisis kebutuhan, perencanaan, pelaksanaan kegiatan, penyusunan dan penerapan anggaran, pengawasan dan evaluasi, serta pelaporan.

The Program Focus [G4-SO1]

Based on CSR vision and mission, we involve stakeholders in programming CSR activities based on ISO 26000 standard on Social Responsibility through several stages covering social mapping, demands analysis, planning, arrangement and budgeting, monitoring and evaluation, as well as reporting.

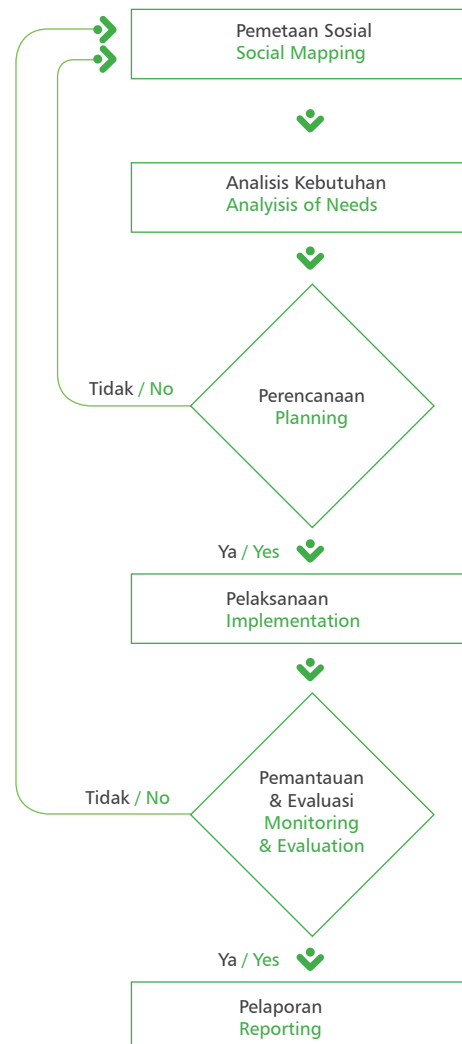
Kegiatan dalam setiap tahap CSR menghasilkan program jangka pendek dan jangka panjang. Program jangka pendek meliputi pemetaan potensi dan kebutuhan, perumusan sinergi, dan publikasi program secara berkesinambungan.

Program jangka panjang memiliki delapan fokus pengembangan, mencakup tujuh bidang yang berkaitan dengan pemberdayaan masyarakat, yakni: pendidikan, ekonomi, kesehatan, keagamaan, kepemudaan, infrastruktur, dan tanggap bencana, serta sektor lingkungan.

Activities in each stage of CSR produce short-term programs and long-term programs. The short-term programs subsume potential mapping and demands, synergy formulation and continuous program publication.

The long-term program has eight development focus, covering seven fields related to the community empowerment which are education, economy, health, religious activities, youth affairs, infrastructure, and disaster response, as well as the environment sector.

Tahapan Kegiatan CSR CSR Activities Stages



Pendidikan Hal Utama untuk Masa Depan
Education is Major Factor for the Future

Hasil Analisis Kegiatan Pemetaan Sosial [G4-SO1] The Analysis Result of Social Mapping Activities

Identifikasi Kebutuhan Prerequisite Identification

- Minimnya pengetahuan dan keterampilan masyarakat di sekitar wilayah operasional tentang bisnis kelapa sawit dan karet.
 - Minimnya fasilitas dan rendahnya tingkat pendidikan masyarakat di sekitar wilayah operasional perusahaan.
 - The locals have minimum knowledge and skill on oil palm and rubber business
 - The locals have minimum facilities and low educational level
-
- Kelangkaan bibit kelapa sawit dan karet yang unggul dan bersertifikat.
 - Rendahnya pengelolaan kelembagaan ekonomi.
 - Tingkat kemiskinan di daerah perkebunan.
 - The scarcity of superior and certified oil palm and rubber seeds.
 - The low management of economic institutions
 - The poverty level in the plantation area
-
- Rendahnya pengetahuan kesehatan
 - Kebutuhan fasilitas berserta tenaga kesehatan
 - The low knowledge on health
 - The needs of facilities and paramedic
-
- Tingginya semangat pemenuhan kebutuhan nilai-nilai spiritual.
 - Tingginya kebutuhan penyandang masalah kesejahteraan sosial (lansia, fakir miskin, yatim)
 - High spirit on the needs of spiritual values
 - High needs from the elderly, poor and orphaned people
-
- Kebutuhan wadah berorganisasi, berolahraga dan berkreasi.
 - The need for an institution to associate, exercise, and express creativity.
-
- Kebutuhan perbaikan infrastruktur.
 - The need of infrastructural improvement
-
- Tingginya potensi kebencanaan di Indonesia.
 - High disaster potency in Indonesia
-
- Kepedulian lingkungan
 - Environmental Conservation

Program CSR CSR Program

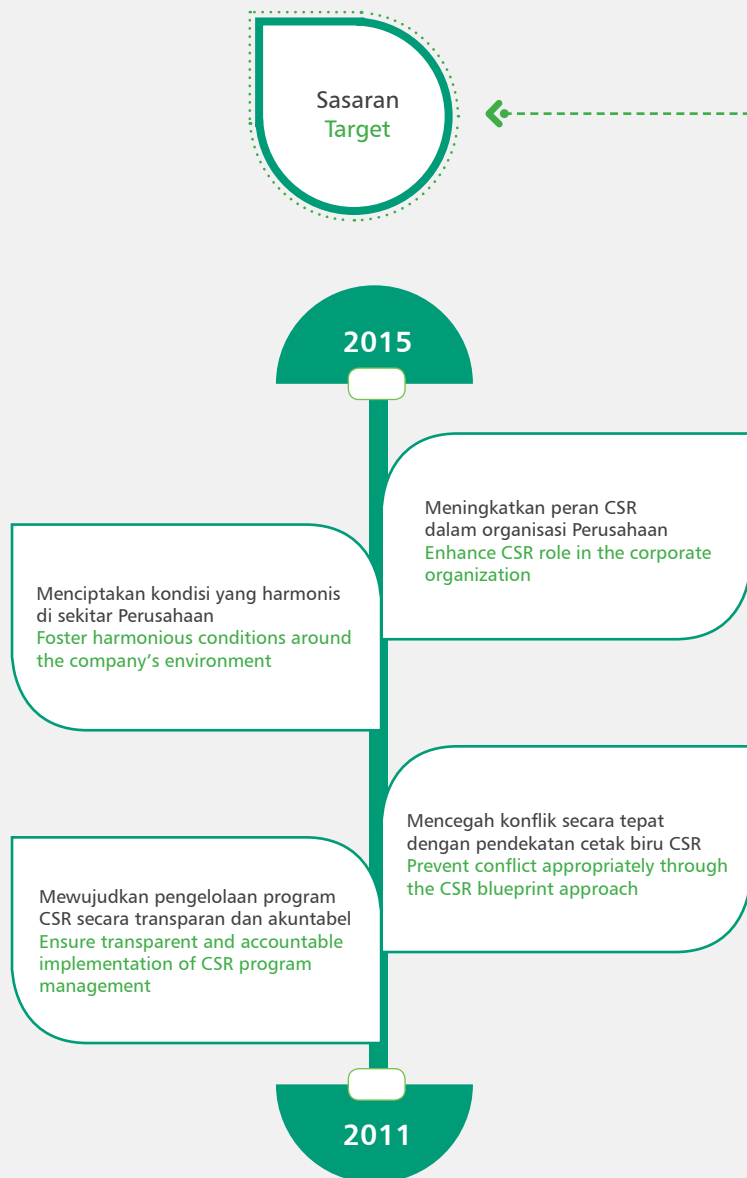
- 1. Bidang Pendidikan:**
Beasiswa (TK, SD, dan SMP), studi banding, magang, renovasi sarana sekolah, pembinaan Sekolah Adiwiyata, dan penghargaan guru teladan.
Educational Sector:
Kindergarten, Elementary School, and Junior High School scholarship. Internship, renovation of school facilities, Adiwiyata School, and awards for the talented teacher.
- 2. Bidang Ekonomi:**
Pembinaan koperasi dan pengembangan UMKM, optimalisasi lahan terlantar melalui penanaman sayur-mayur, kemitraan inti plasma dan non-plasma, pemberian bibit sawit dan karet, pelatihan budidaya kelapa sawit dan karet, peternakan rakyat, Gema Mitra.
Economic Sector:
Cooperative union training, UMKM development, optimization of abandoned areas through vegetables farming, nucleus-plasma and non-plasma partnership, distribution of oil palm and rubber seeds, training on oil palm and rubber cultivation, community's husbandry: Gema Mitra
- 3. Bidang Kesehatan:**
Penyuluhan dan pengobatan, donor darah, pelayanan Posyandu, layanan klinik dan rumah sakit (Rumah Sakit Umum Ibu Kartini di Kisaran), bantuan Puskesmas.
Health Sector:
Counseling and medication, blood donors, Posyandu service, clinic service and hospital (General Hospital "Ibu Kartini" in Kisaran), Puskesmas aid
- 4. Bidang Keagamaan:**
Pengembangan spiritual karyawan dan anggota komunitas, perayaan hari besar, tunjangan dan paket tali asih, perbaikan tempat ibadah.
Religious Sector:
Spiritual development of the employees and community member, holiday celebration, allowance, and ex-gratia parcel, renovation of religious facilities
- 5. Bidang Kepemudaan:**
Sekolah Sepak Bola Bakrie, Pramuka, karang taruna, turnamen olahraga
Youth Sector:
Bakrie Soccer School, Scout, Karang Taruna, Sports Tournament
- 6. Bidang Infrastruktur:**
Perawatan jalan, jembatan, dan irigasi.
Infrastructural Sector:
Road and bridge maintenance, as well as irrigation
- 7. Bidang Tanggap Bencana:**
Donasi, pemulihan pasca bencana, bantuan sembako.
Disaster Response Sector:
Donation, post-disaster recovery, food aid
- 8. Bidang Lingkungan:**
Penghijauan, hutan konservasi, pendidikan sekolah berwawasan lingkungan, lomba sanitasi
Environmental Sector:
Replanting, forest conservation, education with environmental orientation, sanitation contest.

Kami bermitra bersama seluruh pemangku kepentingan dalam melaksanakan program jangka pendek maupun panjang sesuai *roadmap* CSR 2011-2015. Kami juga telah merancang *roadmap* CSR 2016-2020 agar pelaksanaan kegiatan CSR terus berkesinambungan hingga mencapai target yang ditetapkan.

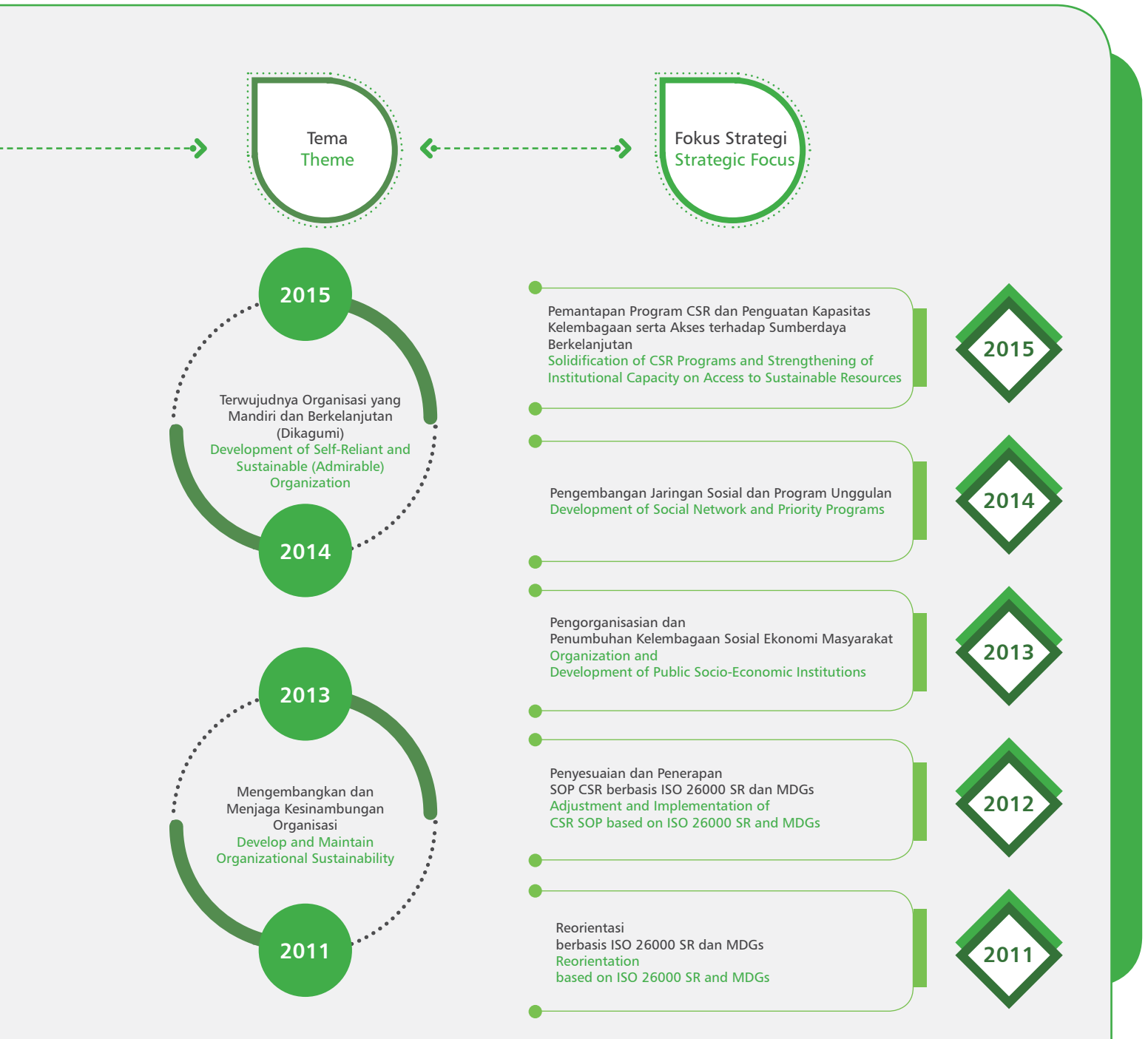
Pelaksanaan kegiatan CSR pada prinsipnya bersifat proaktif untuk mengantisipasi kepentingan, berbagi manfaat, kerjasama, serta musyawarah untuk menetapkan prioritas kegiatan CSR.

We were cooperating with all stakeholders in performing short-term programs and long-term programs that are according to the roadmap of 2011-2015 CSR. We also have planned CSR 2016-2020 road-map; therefore, the implementation of CSR activities is always sustainable until achieve set target.

The practice of CSR activities have proactive quality as a means to anticipate interest, share benefit, collaboration, and mutual discussion for determining the priority of CSR activities



Roadmap CSR 2011-2015



Mekanisme Pemberdayaan Masyarakat G4-SO1

Pelaksanaan *roadmap* CSR melalui kegiatan pemberdayaan masyarakat di setiap area tidak hanya dilakukan oleh CSR/CD Officer dari pihak Perusahaan, namun juga melibatkan para pemangku kepentingan di sekitar wilayah operasional. Kolaborasi *multi-stakeholder* ini kami beri nama “PERKASA”, singkatan dari Pemberdayaan Masyarakat Kebun Karet, Kelapa Sawit, dan Oleokimia.

Forum PERKASA merupakan wadah berkumpulnya pemangku kepentingan seperti institusi pemerintah, Lembaga Sosial Kemasyarakatan (LSK), Lembaga Keuangan Pembiayaan (LKP), dan Koperasi Unit Desa.

Mekanisme pemberdayaan masyarakat oleh Forum Perkasa melalui sembilan tahapan yang mencakup pemeriksaan ulang desa sasaran, sosialisasi program, pemetaan sosial, pemberdayaan lembaga keuangan, penyusunan program dan anggaran, pembentukan kelompok, implementasi program, monitoring evaluasi program dan pengembangan/replikasi program unggulan berbasis MDGs.

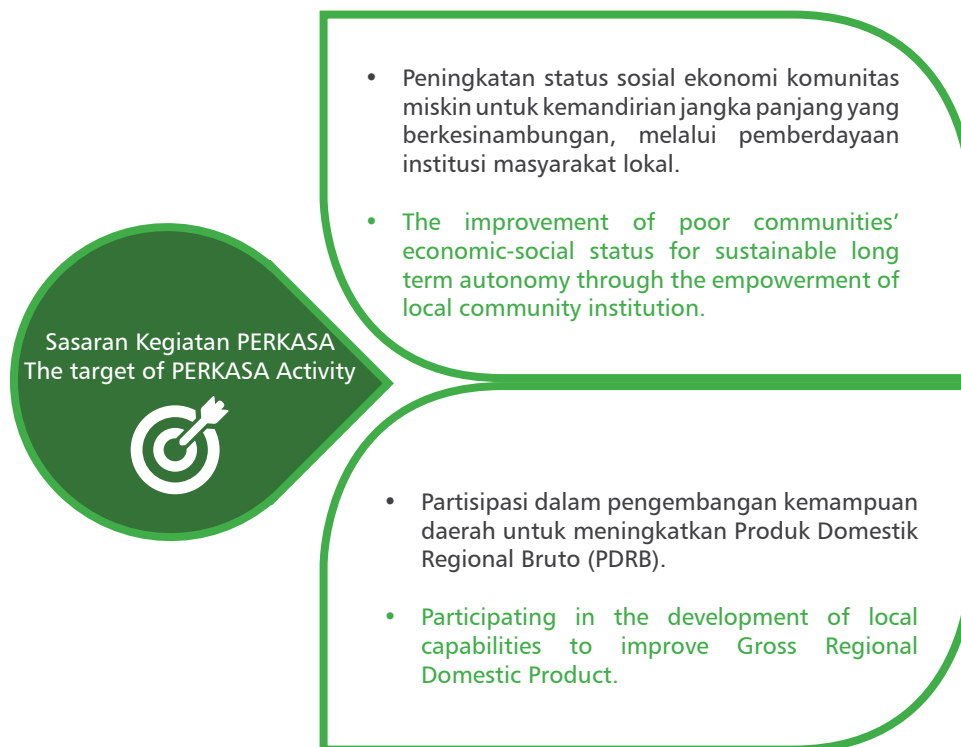
Mechanism of Community Empowerment

G4-SO1

The implementation of CSR roadmap through the community empowerment activities in every area is not only conducted by CSR/SC Officer from the company, but also involving the stakeholders living around the operational areas. We name the collaboration of multi-stakeholders “PERKASA”, which is the abbreviation of Pemberdayaan Masyarakat Kebun Karet, Kelapa Sawit, dan Oleokimia (The Empowerment of Oleochemical, Oil Palm, and Rubber Plantations’ Communities).

PERKASA forum is the association in which the stakeholders such as governmental institution, Social Institution, Financing Institution, and Village Cooperative Unit.

The mechanism of community empowerment by Perkasa Forum through nine phases covering re-examination of target villages, program socialization, social mapping, financial institution empowerment, program and budget setting, group establishment, program implementation, program evaluation monitoring and development/replication of advanced program based on MDGs.



Struktur Kelembagaan PERKASA PERKASA Organizational Structure



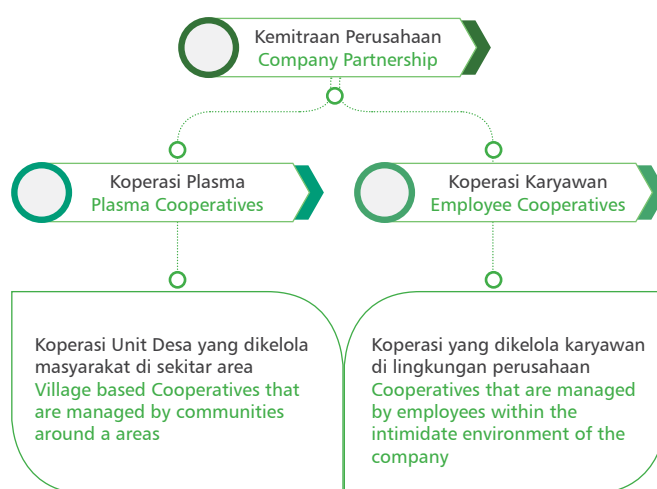
JPJK	: Penanggung Jawab Pendampingan Kegiatan Administrator of Activities Accompaniment		BPD	: Badan Permusyawaratan Desa Board of Village Deliberation
CSRO	: Corporate Social Responsibility Officer		LSK	: Lembaga Sosial Kemasyarakatan Institution of Social Communities
BAPPEDA	: Badan Perencanaan Pembangunan Daerah Board of Regional Development Planning		LKP	: Lembaga Keuangan dan Pembiayaan Financial and Financing Institution
KKL	: Kader Komunikasi Lokal Local Communication Cadre		KUD	: Koperasi Unit Desa Village Unit Cooperative Union

Program Kemitraan [G4-SO1] [G4-EC8]

Kami membangun dan mengembangkan kemitraan bersama para pemangku kepentingan melalui wadah koperasi masyarakat dan koperasi karyawan. Hingga tahun 2015, kami telah membina 15 koperasi di masyarakat dan delapan koperasi karyawan.

Partnership Program [G4-SO1] [G4-EC8]

We establish and develop mutual partnership together with the stakeholders through community cooperative union and employee cooperative union. Until 2015, we had trained 15 cooperative union in the communities and eight employee cooperative union.



Kami membina koperasi masyarakat, khususnya petani kelapa sawit melalui skema kerjasama inti-plasma. Sebagai pihak inti, Perseoran melalui entitas anak membina petani plasma yang mengelola perkebunan rakyat melalui pelatihan tata cara berkebun secara profesional, serta membeli hasil tani sesuai harga pasar.

Manfaat kemitraan inti-plasma bagi Perseroan dapat meningkatkan produksi kelapa sawit, sedangkan bagi petani dapat meningkatkan pendapatan dan pemerataan pembangunan di sekitar wilayah operasional.

We train community cooperative union, particularly oil palm farmers through nucleus-plasma partnership scheme. As the main party, the Company through its subsidiary entitites train the plasma farmers managing communities plantations through the training on the technique of professional farming and purchase crops according to the market price.

The benefit of nucleus-plasma partnership for the Company is increasing the productivity of oil palm. Meanwhile, the nucleus-plasma partnership can improve the farmers' income and develop the infrastructure around the operational areas.

Luas Perkebunan Inti-Plasma
The Width of Nucleus-Plasma Plantation

Inti Nucleus		2015	2014
Sumbar	Hektar Hectare	10.773	10.773
Jambi		16.937*	23.710*
Total		27.710	34.483

Plasma Plasma		2015	2014
Sumbar	Hektar Hectare	6.304	6.298
Jambi		7.701	7.701
Total		14.005	13.999

* Termasuk lahan yang diklasifikasikan sebagai aset yang tersedia untuk dijual
* Including land classified as asset which is available to sale

Pengembangan koperasi karyawan di setiap area atas pertimbangan bahwa karyawan beserta keluarganya merupakan pemangku kepentingan utama Perseroan juga memiliki kesempatan yang sama untuk menjadi sasaran kegiatan pemberdayaan.

Program koperasi karyawan di Unit Korporasi Jakarta memperoleh penghargaan dalam kegiatan tiga-tahunan CSR Awards 2014.

The development of employee cooperative union in every area is implemented with the consideration that the employees together with their families are the main stakeholders of the Company. They also have the same opportunity to be the target of empowerment activity.

The program of employee cooperative union in Corporation Unit in Jakarta accomplished award in the three-year activity of 2014 CSR Awards

Sekolah Sepak Bola [G4-SO1] [G4-EC8]

Sekolah Sepak Bola Kerukunan Keluarga Kisaran (SSB K3 Bakrie) didirikan Perseroan untuk merespons kebutuhan sarana olahraga bagi remaja di sekitar area Sumut 1. Kegiatan pemberdayaan masyarakat di bidang kepemudaan ini memberikan peluang kepada remaja untuk meraih kesuksesan di bidang olahraga sepak bola.

Tim SSB K3 berlatih setiap minggu di lapangan bola Pabrik Bunut Bakrie. Mereka dibimbing oleh Sabirin, karyawan perusahaan di area Sumut 1. Para remaja belajar teknik bermain sepak bola, nilai kerjasama, *fair play*, dan sportivitas. Nilai-nilai ini menjadi bekal berharga bagi remaja yang nantinya akan menjalankan peran di tengah-tengah masyarakat.

Pada tahun 2015, tim SSB K3 berhasil menjadi juara ketiga kompetisi Aqua Danone National Cup 2015 regional Sumatera Utara. Sebelumnya, tim SSB K3 masuk dalam 10 besar Tim terbaik dalam Aqua Danone Nations Cup tahun 2012.



Tim Sekolah Sepak Bola Kerukunan Keluarga Kisaran (SSB K3) Bakrie
Soccer school team of Kerukunan Keluarga Kisaran (SSB K3) Bakrie

Soccer School [G4-SO1] [G4-EC8]

Kerukunan Keluarga Kisaran Soccer School Bakrie was established by the Company to respond the requirement of sports facility for teenagers living around Sumut 1 area. The activity of communities' empowerment in youth sector gives the teenagers an opportunity to accomplish success in soccer.

The team of Kerukunan Keluarga Kisaran Soccer School practices weekly in soccer field of Bunut Bakrie Mill. The team is coached by Sabirin, the employee of the Company in the Sumut 1 area. The teenagers learn the soccer technique, the coolaboration value, fair play and sportivity. These values become the valuabe learning for the teenagers who will play their roles in the communities.

In 2015, Kerukunan Keluarga Kisaran Soccer School succeeded to be the third winner on the 2015 Aqua Danone National Cup Competition. Priorly, the team belonged to top ten of best Team in Aqua Danone Nations Cup in 2012.

Dana Pemberdayaan Masyarakat 2015 [G4-EC1]
Fund for Community Empowerment in 2015

Program Program	Dana Pemberdayaan Masyarakat (RP) Fund for Community Empowerment (IDR)		
	2015	2014	2013
Pendidikan Education	520.534.680	717.865.231	1.369.950.000
Ekonomi Economy	126.000.000	166.945.402	278.872.000
Kesehatan Health	31.100.000	100.167.241	157.958.000
Keagamaan Religious Activities	698.065.000	417.363.506	570.023.240
Kepemudaan Youth Sector	10.970.000	50.083.621	78.818.000
Lingkungan Environment	12.500.000	33.389.080	40.100.000
Infrastruktur Infrastructure	53.521.464	133.556.322	208.708.001
Tanggap Bencana & Donasi Disaster Response & Donation	249.574.000	500.836.212	35.022.340
Total	1.702.265.144	2.120.206.615	2.739.451.581

Investasi kegiatan CSR dalam tiga tahun terakhir cenderung mengalami penurunan. Hal ini terjadi sejalan dengan pendapatan Perseroan yang juga terus mengalami penurunan, sehingga Perseroan melakukan efisiensi dana untuk investasi pada kegiatan CSR.

Investment on CSR activities within the last three years was decreasing. This decreasing occurred because the Company's revenue also decreased. Thus, the Company performed budget efficiency for the investment in the CSR activities.

Pengaduan dari Masyarakat [G4-SO11] [G4-EN34]

Perseroan bekerjasama dengan Forum Komunikasi PERKASA untuk menampung pengaduan masyarakat atas dampak sosial dan lingkungan yang dihasilkan oleh kegiatan operasional di semua area, mulai dari tingkat kecamatan.

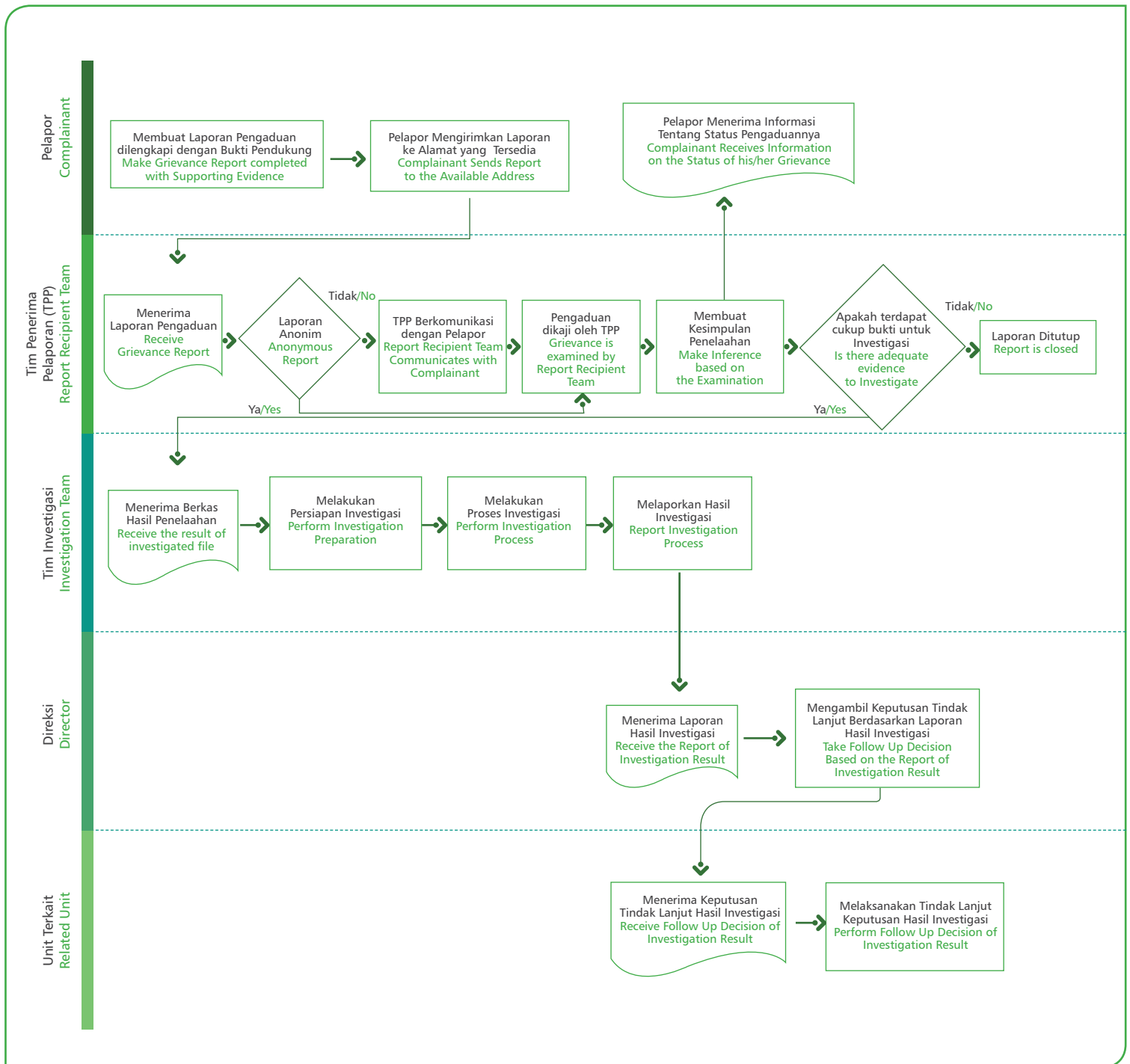
Forum Komunikasi PERKASA berfungsi sebagai mediator untuk menyampaikan pengaduan masyarakat dan menangani permasalahan dengan pihak terkait. Pada tahun 2015, tidak ada pengaduan dari masyarakat yang berpotensi mengganggu berjalannya operasional perkebunan.

Community Grievance [G4-SO11] [G4-EN34]

The Company collaborates with Communication Forum, PERKASA to accommodate communities' grievance on the social and environmental impacts resulted by operational activities in all areas, starting from district level.

Communication Forum PERKASA functions as mediator for conveying communities' grievance and handling issues with related parties. In 2015, there was no communities' grievance which disturbed the plantation's operational activities.

Alur Proses Sistem Pengaduan dan Tindak Lanjut
Flowchart of Grievance Mechanism and Follow Up



DAFTAR ISTILAH DAN SINGKATAN

GLOSSARY AND ABBREVIATION

A

AGW	PT Agrowiyana
AM	PT Air Muring
AMM	PT Agro Mitra Madani
ASD	PT ASD Bakrie Oil Palm Seed Indonesia

B

B3	Bahan Berbahaya dan Beracun
BARI	Bakrie Agricultural Research Institute
BHL	Buruh Harian Lepas
BKSPPS	Badan Kerja Sama Perusahaan Perkebunan Sumatera
BPP	PT Bakrie Pasaman Plantations
BSP	PT Bakrie Sumatera Plantations Tbk
BSR	Block Skim Rubber

C

Capex	Capital Expenditure
CCI	PT Citalaras Cipta Indonesia
CD	Community Development
CFCD	Corporate Forum for Community Development
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility

D

DMI	Dewan Minyak Indonesia
DPN APINDO	Dewan Pimpinan Nasional Asosiasi Pengusaha Indonesia

E

EMAL	PT Eramitra Agrolestari
ERP	Enterprise Resource Program

F

FGD	Focus Group Discussion
FSC	PT Flora Sawita Chemindo

G

GAPKI	Gabungan Perusahaan Kelapa Sawit Indonesia
GAPKINDO	Gabungan Perusahaan Karet Indonesia
GCG	Good Corporate Governance
GLP	PT Grahadura Leidongprima
GREAT	Go and Reach Extraordinary Achievement through Transformation
GRI	Global Reporting Institute
GRK/GHG	Gas Rumah Kaca/ Green House Gases

H

HCV	High Conservation Value
HIM	PT Huma Indah Mekar

I

IPAL	Instalasi Pengolahan Air Limbah
IPM	Integrated Pest Management
ISO	International Organization for Standardization
ISPO	Indonesian Sustainable Palm Oil

J

JAW	PT Jambi Agro Wijaya
JOP	PT Julang Oca Permana

K

K3	Kesehatan dan Keselamatan Kerja
KADIN	Kamar Dagang dan Industri Indonesia
KepMen	Keputusan Menteri

L

LH	Lingkungan Hidup
LKP	Laba Kena Pajak
LM FEUI	Lembaga Management Fakultas Ekonomi Universitas Indonesia
LPPOM	Lembaga Pengkajian Pangan, Obat-obatan, dan Kosmetika
LSK	Lembaga Sosial Kemasyarakatan
LSPro	Lembaga Sertifikasi Produk
LSPro BIPA	Lembaga Sertifikasi Produk Baristand Industri Palembang

M

MDGs	Millenium Development Goals
MIB	PT Monrad Intan Barakat
MoU	Memorandum of Understanding
MT	Metrik Ton
MUI	Majelis Ulama Indonesia

O

OHSAS	Occupational Health and Safety Advisory Services
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P

PDRB	Produk Domestik Regional Bruto
PERKASA	Pemberdayaan Masyarakat Kebun Karet, Sawit, dan Oleokimia
PFAD	Palm Fatty Acid Distillate
PII	Persatuan Insinyur Indonesia
PK	Palm Kernel
PKB	Perjanjian Kerja Bersama
PKO	Palm Kernel Oil
POSYANDU	Pos Pelayanan Terpadu
PROPER	Program Peringkat Kinerja Perusahaan
Pustan	Pusat Standardisasi

R

RSPO	Roundtable Sustainable Palm Oil
RUPST/AGMS	Rapat Umum Pemegang Saham Tahunan/Annual General Meeting of Shareholders

S

SDM	Sumber Daya Manusia
SMK3	Sistem Manajemen Kesehatan dan Keselamatan Kerja
SNI	Standar Nasional Indonesia
SNP	PT Sumbertama Nusapratwi
Solegna	Solegna Invesment B.V.
SPU	Seed Processing Unit
SPV	Supervisor
Sumbar	Sumatera Barat
Sumut	Sumatera Utara

T

TBS/ FFB	Tandan Buah Segar/Fresh Fruit Bunch
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U

UMKM	Usaha Mikro Kecil Menengah
UU	Undang-Undang

V

VP	Vice President
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INDEKS ISI GRI G4 [G4-32]

GRI G4 CONTENT INDEX

Laporan Keberlanjutan ini mengacu pada pedoman Global Reporting Initiative (GRI) versi 4 atau disingkat menjadi GRI G4, dengan opsi: *in accordance-core*.

Dengan demikian, penyampaian informasi akan menitikberatkan pada indikator dibawah aspek material yang penting, yang dapat mempengaruhi keputusan pemangku kepentingan.

This Sustainability Report refers to guideline of Global Reporting Initiative (GRI) fourth version of abbreviated into GRI G4, with option: *in accordance-core*.

Thus, the information conveying will emphasize on the indicator under significant material aspect that is capable to influence the decision of stakeholder.

PENJELASAN HAL UMUM GENERAL STANDARD DISCLOSURES

INDIKATOR INDICATORS	URAIAN DESCRIPTION	ISO 26000	HALAMAN PAGE(S)	Halaman Pada Laporan Tahunan Page on The Annual Report
STRATEGI DAN ANALISIS STRATEGY AND ANALYSIS		6.2		
G4-1	Pernyataan dari Direksi Statement from BOD		6,12	28-35
G4-2	Uraian Dampak, Risiko dan Peluang Description of Key Impacts, Risks, and Opportunities		6	28-35
PROFIL ORGANISASI ORGANIZATION PROFILE		6.2		
G4-3	Nama Organisasi Name of The Organization		25	14
G4-4	Merek, Produk, dan Layanan Jasa Primary Brands, Products and Services		25	38-50
G4-5	Lokasi Kantor Pusat Location of Headquarter		27	18
G4-6	Jumlah Negara Tempat Beroperasi Number of Countries Operation		27	18
G4-7	Kepemilikan Saham dan Bentuk Hukum Shares Ownership and Legal Form		29	20
G4-8	Pasar Terlayani Served Markets		29	54
G4-9	Skala Organisasi Organizational Scale		25,30	6
G4-10	Jumlah dan Komposisi Pegawai Number and Composition of Employees		38,39	138-139
G4-11	Pekerja Terlindungi Perjanjian Kerja Bersama (PKB) Employees Covered by Collective Bargaining Agreements		38	138
G4-12	Rantai Pasokan Organisasi Organizational Supply Chain		26	N/A
G4-13	Perubahan Signifikan Organisasi Significant Changes of Organization		33	16
G4-14	Pendekatan Pencegahan Melalui Manajemen Risiko Precautionary Approach Through Risk Management		33, 36	121
G4-15	Kepatuhan Pada Prinsip-prinsip dan Inisiatif Eksternal Compliance with Principles and External Initiatives		13,15	15
G4-16	Keanggotaan Dalam Asosiasi Memberships in Associations		30	N/A

INDIKATOR INDICATORS	URAIAN DESCRIPTION	ISO 26000	HALAMAN PAGE(S)	Halaman Pada Laporan Tahunan Page on The Annual Report
ASPEK MATERIAL DAN PEMBATASAN MATERIAL ASPECTS AND BOUNDARIES		6.6.6		
G4-17	Daftar Entitas List of Entities		16	193
G4-18	Proses Menentukan Isi Laporan dan Pembatasan Process for Defining The Report Content and Boundaries		16,17,18	N/A
G4-19	Daftar Aspek Material List of Material Aspects		20,21,22,23	N/A
G4-20	Batasan Aspek Material di dalam Organisasi Aspect Boundaries inside Organization		22,23	N/A
G4-21	Batasan Aspek Material di Luar Organisasi Aspect Boundaries outside Organization		22,23	N/A
G4-22	Pernyataan Kembali Restatement		16	N/A
G4-23	Perubahan Pelaporan Bersifat Signifikan Significant Reporting Changes		22	N/A
PELIBATAN PEMANGKU KEPENTINGAN STAKEHOLDERS ENGAGEMENT		6.2,6.8.3		
G4-24	Daftar Pemangku Kepentingan Stakeholders List		58	N/A
G4-25	Dasar Identifikasi dan Seleksi Pemangku Kepentingan Basis for Identification and Selection of Stakeholders		58	N/A
G4-26	Proses Pendekatan pada Pemangku Kepentingan Approach to Stakeholders' Engagement		58	N/A
G4-27	Topik Kunci dan Respon Organisasi Key Topics and Organization Response		58	N/A
PROFIL PELAPORAN REPORTING PROFILE		6.6.6,75.3		
G4-28	Periode Pelaporan Reporting Period		16	N/A
G4-29	Tanggal Penerbitan Laporan Terdahulu Publication Date of Prior Report		16	N/A
G4-30	Siklus Pelaporan Reporting Cycle		16	N/A
G4-31	Kontak Contact Point		23	N/A
G4-32	Indeks Isi GRI GRI Content Index		76	N/A
G4-33	Penjaminan Assurance		16	N/A
TATA KELOLA PERUSAHAAN CORPORATE GOVERNANCE		6.2		
G4-34	Struktur Tata Kelola Governance Structure		32	84
ETIKA DAN INTEGRITAS ETHICS AND INTEGRITY		6.2		
G4-56	Nilai-nilai, Prinsip, dan Norma Organisasi Organizational Values, Principles and Norms		24	85-87

PENGUNGKAPAN STANDAR KHUSUS - ASPEK MATERIAL
SPECIFIC STANDARD DISCLOSURES – MATERIAL ASPECTS

ASPEK MATERIAL MATERIAL ASPECT	DMA* DAN INDIKATOR DMA AND INDICATOR	URAIAN DESCRIPTION	HALAMAN PAGE	PENGECUALIAN EXCEPTION
KINERJA EKONOMI ECONOMIC PERFORMANCE				
Ekonomi Economy	G4-DMA	Menciptakan Peluang Ekonomi Create Economic Opportunities	35	Sudah dijelaskan Has been disclosed
Kinerja Ekonomi Economic Performance	G4-EC1	Nilai Ekonomi Langsung Dihasilkan dan Didistribusikan Direct Economic Value Generated and Distributed	37,72	Sudah dijelaskan Has been disclosed
	G4-EC2	Implikasi Finansial Akibat Perubahan Iklim Financial Implications due to Climate Change	36	Sudah dijelaskan Have been disclosed
	G4-EC3	Kewajiban Perusahaan Terhadap Penyediaan Pensiun Organization's Defined Benefit Plan Obligations	42	Persentase gaji yang disumbangkan oleh karyawan belum dijelaskan Salary percentage contributed by the employees has not been disclosed
LINGKUNGAN ENVIRONMENT				
Lingkungan Environment	G4-DMA	Nilai Tambah Lingkungan Company Added Values	45	Sudah dijelaskan Has been disclosed
Keanekaragaman Hayati Biodiversity	G4-EN11	Lahan Operasi di Dalam atau Sekitar Kawasan Dilindungi Operation Site in or adjacent to Protected Area	45,46	Sudah dijelaskan lima lokasi, karena tiga lokasi tidak memiliki Kawasan Dilindungi Five locations have been disclosed as three locations have no Conserved Areas.
	G4-EN12	Dampak Signifikan Terhadap Keanekaragaman Hayati Significant Impacts on Biodiversity	47	Sudah dijelaskan Have been disclosed
	G4-EN13	Perlindungan Atau Restorasi Habitat Habitat Protected or Restored	48	Sudah dijelaskan dua lokasi, yaitu Jambi 1 dan Jambi 2, namun area lain data belum selesai Two locations namely Jambi 1 and Jambi 2 have been disclosed, but the date of other areas have not yet been completed
	G4-EN14	Jumlah Spesies Dilindungi Number of Protected Species	48,49	Sudah dijelaskan untuk area Jambi 1 dan Sumut 1, namun area lain data belum selesai The areas of Jambi 1 and Sumut 1 have been disclosed, but the data of other areas have not yet been completed

ASPEK MATERIAL MATERIAL ASPECT	DMA* DAN INDIKATOR DMA AND INDICATOR	URAIAN DESCRIPTION	HALAMAN PAGE	PENGECUALIAN EXCEPTION
Efluen dan Limbah Effluent and Waste	G4-EN22	Total Air Terbuang Berdasar Kualitas dan Tujuan Total Water Discharge by Quality and Destination	52,53,54	Sudah dijelaskan Has been disclosed
	G4-EN23	Jenis Limbah dan Metode Pengolahannya Types of Waste and Disposal Method	50,51	Sudah dijelaskan Have been disclosed
	G4-EN24	Pengelolaan Tumpahan Cairan Berbahaya Total Number and Volume of Spills	50	Sudah dijelaskan Have been disclosed
	G4-EN25	Pengangkutan Limbah B3 Hazardous Waste Transportation	50	Sudah dijelaskan Has been disclosed
	G4-EN26	Pengaruh Pembuangan Air Limbah Pada Keanekaragaman Hayati Impacts of Waste Water Discharge on Biodiversity	50	Sudah dijelaskan Have been disclosed
KEMASYARAKATAN SOCIETY				
Kemasyarakatan Society	G4-DMA	Kontribusi Terhadap Masyarakat Contribution to the Communities	57	Sudah dijelaskan Has been disclosed
Masyarakat Lokal Local Communities	G4-SO1	Operasional Perusahaan dan Pengembangan Masyarakat Lokal Company Operation and Local Community Development Program	62, 63, 65, 68, 70, 71	Sudah dijelaskan Have been disclosed

PENGUNGKAPAN STANDAR KHUSUS - BUKAN ASPEK MATERIAL
SPECIFIC STANDARD DISCLOSURES – NON MATERIAL ASPECTS

ASPEK MATERIAL MATERIAL ASPECT	DMA* DAN INDIKATOR DMA * AND INDICATOR	URAIAN DESCRIPTION	HALAMAN PAGE
KINERJA EKONOMI ECONOMIC PERFORMANCE			
Dampak Ekonomi Tak Langsung Indirect Economic Impacts	G4-EC8	Dampak Ekonomi Tak Langsung Indirect Economic Impacts	70, 71
SUMBER DAYA MANUSIA HUMAN RESOURCES			
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	G4-LA6	Jenis dan Tingkat Kecelakaan Kerja Types and Rates of Injury	43
Pelatihan dan Pendidikan Training and Education	G4-LA9	Rerata Jam Pelatihan Per Pegawai Per Tahun Average of Training Hours per Year per Employee	40, 41
	G4-LA10	Program Pelatihan Keterampilan Penunjang Akhir Karir Program for Skills Management That Support Managing Career Endings	40, 41
Keberagaman dan Kesenjangan Kesempatan Diversity and Equal Opportunity	G4-LA12	Keberagaman Pejabat Tata Kelola Diversity Composition of Governance Bodies	39
LINGKUNGAN ENVIRONMENT			
Energi Energy	G4-EN3	Energi Terkonsumsi di Dalam Perusahaan Energy Consumption within The Organization	55
	G4-EN6	Pengurangan Konsumsi Energi Reduction of Energy Consumption	55
Air Water	G4-EN8	Total Pengambilan Air Berdasarkan Sumber Total Water Intake by Source	51
Emisi Emissions	G4-EN19	Penurunan Emisi Gas Rumah Kaca (GRK) Reduction on Greenhouse Gas (GHG) Emissions	55
Penanganan Keluhan Masalah Lingkungan Handling of Environmental Grievance	G4-EN34	Penanganan Keluhan Masalah Lingkungan Handling of Environmental Grievance	72
KEMASYARAKATAN SOCIETY			
Mekanisme Pengaduan Terkait Dampak Sosial Grievance Mechanism Related to Society Impacts	G4-SO11	Mekanisme Pengaduan Terkait Dampak Sosial Grievance Mechanism Related to Society Impacts	72

LEMBAR UMPAN BALIK FEEDBACK SHEET

Terima kasih telah membaca Laporan Keberlanjutan PT Bakrie Sumatera Plantations Tbk 2015. Guna meningkatkan kinerja Keberlanjutan PT Bakrie Sumatera Plantations Tbk, kami mengharapkan masukan, kritik dan saran dari para pemangku kepentingan untuk laporan ini dengan mengirim email atau formulir ini melalui fax atau pos.

Thank you for reading 2015 Sustainability Report of PT Bakrie Sumatera Plantations Tbk. To improve the sustainable performance of PT Bakrie Sumatera Plantations Tbk, we sincerely inquire the stakeholders to give feedbacks, critics and suggestions regarding to this report by sending the email or this form via fax or mail.

Profil Anda Your Profile

Nama (bila berkenan) | Name (if you please) :

Institusi/Perusahaan | Institution/Company :

Surel | Email :

Telp/Hp | Phone/Mobile :

Golongan Pemangku Kepentingan Stakeholders Category

- | | | | |
|---|---|--|--|
| ☐ Pemerintah
Government | ☐ Industri
Industry | ☐ Media
Media | ☐ LSM
NGO |
| ☐ Masyarakat
Community | ☐ Lembaga Pendidikan
Academic Group | ☐ Perusahaan
Corporate | ☐ Lain-lain, mohon sebutkan.....
Others, please mention..... |

Mohon Pilih Jawaban Yang Paling Sesuai Select the Most Appropriate Answer

1. Laporan ini bermanfaat bagi Anda
This report is useful to you

☐ Sangat Setuju
Strongly Disagree

☐ Setuju
Agree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Tidak Setuju
Strongly Disagree

2. Laporan ini menggambarkan kinerja Perseroan dalam pembangunan keberlanjutan
This report describes Company's performance in sustainability development

☐ Sangat Setuju
Strongly Disagree

☐ Setuju
Agree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Tidak Setuju
Strongly Disagree

3. Laporan ini mudah dimengerti
This report is comprehensible :

☐ Sangat Setuju
Strongly Disagree

☐ Setuju
Agree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Tidak Setuju
Strongly Disagree

4. Laporan ini menarik
This report is noteworthy:

☐ Sangat Setuju
Strongly Disagree

☐ Setuju
Agree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Tidak Setuju
Strongly Disagree

5. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan:
This report intensifies your reliance on Company's Sustainability:

☐ Sangat Setuju
Strongly Disagree

☐ Setuju
Agree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Tidak Setuju
Strongly Disagree

MOHON BERKENAN MENGISI
Please Provide Feedback

Penilaian terhadap kegiatan manajemen keberlanjutan PT Bakrie Sumatera Plantations Tbk
Assessment on Bakrie Sumatera Plantations Sustainability Management Activities

1. Aspek material apa yang paling penting bagi anda?
(Mohon berikan nilai 1=paling penting, hingga 7=paling kurang penting)
What is the most important material aspect for you?
(Please give mark 1= the most important, to 7=the least important)

• Kinerja Ekonomi Economic Performance	(...)
• Efluen dan Limbah Effluents and Waste	(...)
• Keanekaragaman Hayati Biodiversity	(...)
• Sertifikasi Keberlanjutan (RSPO/ISPO) Sustainability Certification (RSPO/ISPO)	(...)
• Kesehatan dan Keselamatan Kerja Occupational Health and Safety	(...)
• Masyarakat Lokal Local Community	(...)

2. Mohon berikan saran/usul/komentar anda atas laporan ini:
Please provide suggestion or comment on this report:

.....

.....

.....

.....

Terima kasih atas partisipasi Anda.
Mohon agar lembar umpan balik ini dikirim
kembali ke:

Thank you for your participation.
Please send this feedback sheet to:

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Suasana Pagi di Kebun Karet
Morning Scenery in Rubber Plantations



Laporan Keberlanjutan 2015
Sustainability Report

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