



CONTINUE SUSTAINABLE INITIATIVE

LAPORAN
KEBERLANJUTAN **2014** | SUSTAINABILITY
REPORT



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Meneruskan Inisiatif Keberlanjutan

Continue Sustainable Initiative



Tahun 2014 menjadi momen penuh tantangan bagi PT Bakrie Sumatera Plantation Tbk, yang dalam laporan ini disebut “BSP” atau “Kami.” Namun, BSP konsisten melanjutkan berbagai inisiatif mencapai keberlanjutan bisnis di tengah penurunan permintaan produk akibat kondisi ekonomi Eropa dan Amerika yang belum pulih. Berbagai inisiatif tersebut meliputi penerapan berbagai inovasi teknologi dari *Bakrie Research Institute* (BARI) seperti perbaikan kultur teknis untuk pengelolaan perkebunan sawit maupun karet.

Produktivitas yang tinggi dan efisiensi biaya menjadi prioritas, dengan tetap menjaga prinsip, regulasi dan inisiatif yang sudah menjadi komitmen kami dalam pencapaian keberlanjutan. Bagi kami, keberlanjutan adalah keseimbangan antara kinerja ekonomi, lingkungan, dan sosial. Ketiga aspek ini menjadi kunci keberlanjutan yang menyeluruh baik dalam lingkungan internal maupun eksternal. Kami mencapai keberlanjutan menyeluruh ini dengan menerapkan rumusan fokus strategis, yang telah diterapkan dari 2010 sampai 2014. Rumusan fokus strategis ini bertujuan untuk mencapai keunggulan operasional melalui standardisasi pada segmen bisnis sawit, karet, dan oleo. Fokus strategis “GREAT” (*Go and Reach Extraordinary Achievement through Transformation*) telah disesuaikan dengan visi, misi, dan nilai inti BSP.

The year of 2014 was a moment full of challenges for PT Bakrie Sumatera Plantations Tbk, referred in this report as “BSP” or “We/Us/Our”. However, BSP retains consistency in maintaining diverse initiatives to achieve business sustainability amid of decreasing of product demand due to Europe and America economic deficits. The diverse initiatives cover application of technological innovations of Bakrie Research Institute (BARI) such as technical culture for managing oil palm and rubber plantation.

High productivity and cost efficiency are priority. Meanwhile, we keeps maintaining regulation and initiative principles, which are part of our commitment in achieving sustainability. For us, sustainability is balance among economic performance, environment, and social. These three aspects become as holistic key sustainability in internal and external environment. We achive this holistic sustainability by applying strategic focus formula, implemented from 2010 to 2014. This formula of strategic focus aims at achieving operational excellence by standardization of oleo, rubber, and oil palm business segments. Strategic focus, “GREAT” (*Go and Reach Extraordinary Achievement through Transformation*) has been adjusted to vision, mission, and BSP’s core value.

GREAT

Operational Excellence Driven by Standardization

Pencapaian Keunggulan Operasional
melalui Standarisasi

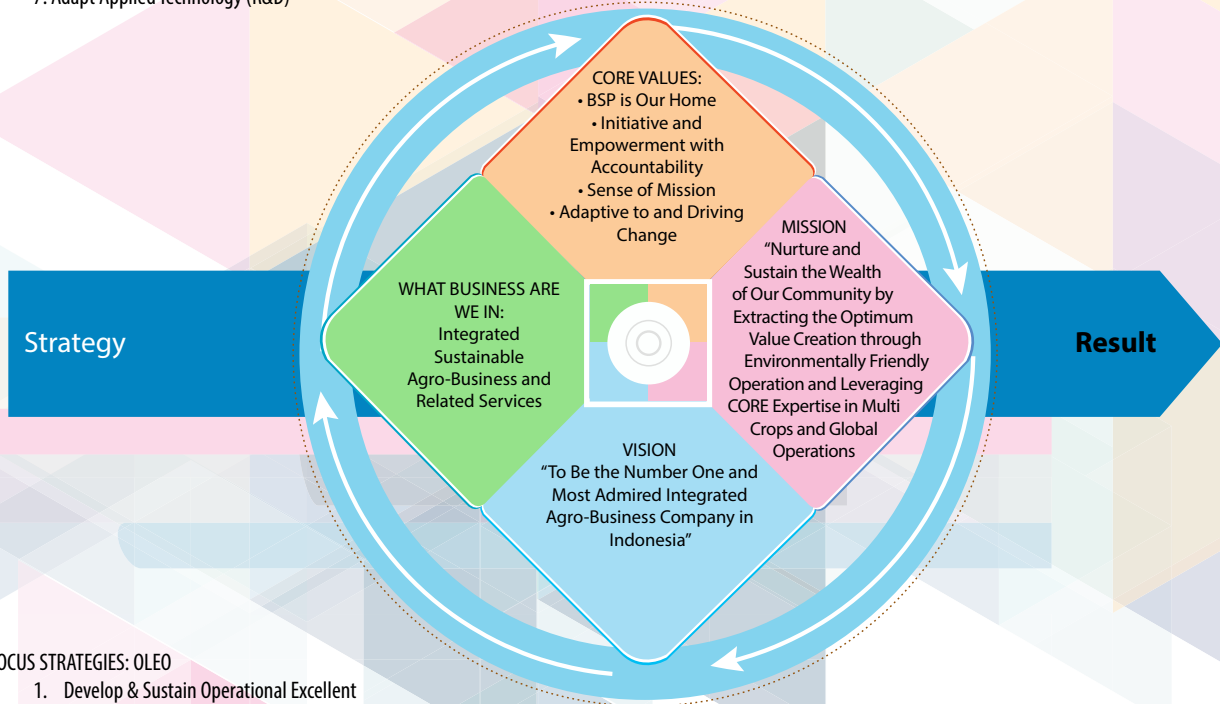
Go! and Reach Extraordinary Achievement through Transformation

FOCUS STRATEGIES: OIL PALM & RUBBER

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

FOCUS STRATEGIES: OLEO

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



Daftar Isi

Contents

01

- 01 JUDUL
TITLE
- 02 Penjelasan judul
Title explanation
- 04 Kinerja Keberlanjutan
Sustainability Performance
- 06 Pesan Direktur Utama
Message from President Director
- 12 Komitmen Keberlanjutan
Sustainability Commitment
- 14 Sertifikasi dan Penghargaan
Awards and Certifications
- 16 Kesenambungan Pelaporan
Report Continuity
- 26 Profil Perusahaan
Company Profile

36

- 36 INVESTASI HIJAU
GREEN INVESTMENT
- 38 Peningkatan Produktivitas
Productivity Development

40

- 40 PELESTARIAN LINGKUNGAN
ENVIRONMENTAL
CONSERVATION
- 42 Pengurangan
Limbah dan Emisi
Emission and
Waste Reduction
- 50 Perlindungan
Keanekaragaman Hayati
Biodiversity
Conservation
- 53 Peningkatan
Efisiensi Air dan Energi
Improvement of
Energy and Water Efficiency

56

- 56 BERKONTRIBUSI
KEPADA MASYARAKAT
CONTRIBUTION TO COMMUNITIES
- 58 Pelibatan
Pemangku Kepentingan
Stakeholder Engagement
- 62 Pemenuhan
Kebutuhan Masyarakat
The Fulfillment of
Communities Needs
- 77 Mekanisme Pengaduan
Dampak terhadap
Masyarakat dan Lingkungan
Grievance Mechanism towards
Communities and Environment
- 78 Inisiatif Pengakuan
Hak Adat
Recognition of Indigenous
Rights Initiative

80

- 80 PENGEMBANGAN
SUMBER DAYA MANUSIA
HUMAN RESOURCES
DEVELOPMENT
- 88 Kepatuhan pada Tata Kelola
Compliance with Governance

90

- 90 DAFTAR ISTILAH DAN SINGKATAN
GLOSSARY AND ABBREVIATIONS

94

- 94 INDEKS ISI GRI 4
GRI 4 CONTENT INDEX

99

- 99 LEMBAR UMPAN BALIK
FEEDBACK SHEET

Kinerja Keberlanjutan

Sustainability Performance



"Kami senantiasa berupaya meningkatkan produktivitas yang tinggi dan efisiensi biaya dengan tetap melaksanakan prinsip dan standar RSPO, ISPO, dan PROPER"

"Total pendapatan tahun 2014 sebesar Rp2.636,70 miliar, atau naik 26,98% menjadikan Kami mampu melakukan *green investment*"

"Kami menerapkan standar ISO 14001 dan mematuhi Peraturan Pemerintah (PP) 101 Tahun 2014 tentang Pengelolaan Limbah B3 untuk mengelola dan memantau penggunaan limbah, mulai dari proses pengangkutan dari rantai pasokan, penyimpanan di gudang, penggunaan, hingga pengelolaan bekas pakai"

"Kami mendukung inisiatif perlindungan kawasan bernilai konservasi tinggi (*High Conservation Value/HCV*) sesuai prinsip dan kriteria RSPO dengan menggunakan pendekatan kehati-hatian (*Precautionary Approach*) untuk melakukan kajian terhadap luasan kebun secara keseluruhan"

"Program pemberdayaan masyarakat, yang berbasis standar ISO 26000 *Social Responsibility*, disusun oleh Divisi CSR dan mendukung program pemerintah dalam menyongsong *Sustainable Development Goals* (SDGs)"

"Kami mendapatkan apresiasi dari 'Employer Branding Institute', Mumbai-India, berupa penghargaan Best Global Employers Brand"

“We continuously strive to increase high productivity and cost efficiency by maintaining PROPER, ISPO, and RSPO standards”

“Total revenue in 2014 was IDR 2,636.70 billion, or increased by 26.98%. It makes us capable to conduct green investment.”

“We apply ISO 14001 standard and comply with Government Regulation of 101 Year 2014 on The Management of Hazardous and Toxic Waste Substances: B3 Waste for managing and monitoring waste usage, from supply chain transport process, warehouse storage, usage, to secondhand management.”

“We endorse conservation initiative on High Conservation Value/HCV area. This initiative is in accordance with RSPO standard and uses precautionary approach to conduct analysis on the whole plantations area.”

“The program of community empowerment , based on ISO 26000 standard on Social Responsibility, is set up by CSR Division and endorses government program in facing Sustainable Development Goals (SDGs).”

“We accomplish appreciation from ‘Employer Branding Institute’, Mumbai-India, in form of Best Global Employers Brand” award.

Pesan Direktur Utama [G4-1] [G4-2]

President Director Message



M. Iqbal Zainuddin



Direktur Utama
President Director

Para Pemangku Kepentingan Yang Terhormat,

Bagi BSP, komitmen untuk mengimplementasikan konsep pembangunan keberlanjutan (*sustainable development*) merupakan kunci keberlanjutan yang menyeluruh, baik dalam lingkungan internal maupun eksternal. Kami melakukan berbagai inisiatif untuk meningkatkan kinerja ekonomi, lingkungan dan sosial secara seimbang untuk menghadapi tantangan, yang sebagian besar juga dihadapi industri kelapa sawit dan karet sepanjang tahun 2014. Maka bagi kami, "BSP" secara berkelanjutan adalah melakukan kinerja secara seimbang antara "*Benefit, Social dan Planet*".

Tantangan Kami

Tantangan Kami, di antaranya adalah perlambatan perekonomian dunia yang sedang terjadi saat ini, harga sawit dan karet sedang berada pada tingkat terendahnya dalam enam tahun terakhir ini.

Dear Respected Stakeholders,

For BSP, commitment to implement sustainable development concept is a holistic sustainability key for either external or internal environment. We conduct various initiatives for improving economic performance, environment, and social in balanced way as a means to face challenges, mostly faced by oil palm and rubber industries during 2014. Thus, for us, sustainability "BSP" is maintaining a balanced performance of "*Benefit, Social and Planet*".

Our Challenges

Our challenges are current deceleration of global economy and the lowest-level of oil palm and rubber prices in the last six years.

Kendati mata uang dolar Amerika Serikat menguat pada tahun 2014, hal ini belum diikuti dengan peningkatan permintaan atas sawit dan karet yang signifikan dari negara Amerika Serikat, Tiongkok dan India. Stagnansi permintaan sawit juga dipicu oleh kondisi ekonomi Eropa yang belum pulih dan inkonsistensi mandatori penggunaan biodiesel berbahan baku minyak sawit di Uni Eropa.

Walaupun telah dilakukan pembebasan pajak ekspor CPO oleh Indonesia dan penghapusan kuota ekspor CPO oleh Malaysia, kampanye negatif terhadap minyak kelapa sawit masih lebih mengemuka, sehingga permintaan masih bergerak di bawah USD750 per MT pada akhir tahun 2014. Demikian pula harga karet di bursa Tokyo Commodity Exchange yang turun ke 173,8 Yen per kilogram (USD1.621 per ton) pada 3 Oktober 2014, yang merupakan titik terendah sejak Juli 2009.

Selain itu, sebagai perusahaan yang memproduksi CPO dan karet, permasalahan lahan menjadi faktor yang sangat penting. Pada tahun 2014 lahan yang tertanam berkurang dari 19.381 Ha menjadi 19.175 Ha. Hal ini terjadi karena semakin sulitnya mencari lahan untuk bertanam. Di samping itu, faktor perubahan iklim yang cukup ekstrim dari kemarau yang panjang dan hujan di atas normal menjadi hambatan laju peningkatan produksi Tandan Buah Segar (TBS) dan getah karet. Kami menyikapi hal ini dengan penggunaan teknologi dan memaksimalkan masa panen.

Strategi Kami

Dalam menghadapi tantangan ini, Kami berusaha meningkatkan kompetensi inti pada usaha perkebunan sebagai landasan yang kokoh bagi pertumbuhan yang berkelanjutan. Kami menjaga keberlanjutan melalui penciptaan nilai (*value creation*) bagi para pemangku kepentingan. Hal ini kami lakukan dengan fokus pada upaya menjaga tingkat produktivitas yang tinggi, efisiensi biaya, pemanfaatan inovasi teknologi, serta perbaikan pengelolaan keuangan terkait upaya mereduksi beban keuangan non-operasional.

Strategi dan topik utama keberlanjutan kami di antaranya adalah restrukturisasi manajemen keuangan, pemenuhan sertifikasi *Indonesian Sustainable*

Although the exchange rate of US Dollar strengthened in 2014, yet it has not been followed by significant demand of oil palm and rubber from US, Tiongkok and India. Stagnation of oil palm demand is also triggered by Europe economic loss and mandatory inconsistency of the European Union on the use of biodiesel made from palm oil.

Although the exemption of CPO export tax has been enacted by Indonesian government and the elimination of CPO export quota has been passed by Malaysian government, negative campaign on palm oil is still prominent. Accordingly, the palm oil demand still moved under USD750 per MT in the end of 2014. Similarly, on October 3, 2014, the price of rubber in Tokyo Commodity Exchange was sliding down to 173.8 Yen per kilogram (USD1,621 per ton). It was the lowest point since July 2009.

Besides, as the company producing CPO and rubber, problem on land becomes the most significant factor. During 2014, planted area reduced from 19,381 hectares to 19,175 hectares. This occurred due to difficulty in finding land for farming oil palm. Furthermore, extreme climate change factors such as long dry season and heavy rain are obstacles to the production increasing rate of Fresh Fruit Bunch (FFB) and latex. We address these problems by implementing technology and maximizing harvest time.

Our Strategies

To face these challenges, We strive to improve core competencies on the plantation business as a solid foundation for sustainable growth. We maintain sustainability through value creation for stakeholders. We conduct these strategies by focusing on maintaining high level productivity, cost efficiency, utilization of technological innovation, and improvement of financial management related to efforts in reducing non-operational financial cost.

Strategies and major topic of our sustainability are financial management restructuring, accomplishment of Indonesian Sustainable Palm Oil (ISPO)

Palm Oil (ISPO) dan Roundtable on Sustainable Palm Oil (RSPO), inovasi melalui Bakrie Research Institute (BARI), menjalin mitra atau investor untuk sektor hilir, pe-remajaan tanaman untuk petani, serta peningkatan hubungan sosial dengan masyarakat setempat.

Kami berupaya meningkatkan produktivitas yang tinggi dan efisiensi biaya tanpa mengabaikan prinsip dan kriteria RSPO maupun ISPO. Lebih lanjut, kami bertekad mendapatkan sertifikasi RSPO dan ISPO di semua perkebunan sawit, serta berkomitmen memenuhi sertifikasi tersebut sesuai dengan ketentuan yang berlaku.

Kami juga senantiasa menerapkan prinsip dan praktik terbaik pengelolaan perkebunan lestari untuk industri perkebunan karet dan oleokimia. Selain itu, kegiatan operasional kami di perkebunan maupun pabrik selalu memperhatikan aspek-aspek lingkungan, sosial, dan ketenagakerjaan yang menjadi dasar Program Penilaian Peringkat Kinerja Perusahaan (PROPER) serta kelayakan perolehan sertifikasi ISO 14001, ISO 9001, dan OHSAS 18001.

Inisiatif Kami

Penerapan semua strategi tersebut tentunya menjadi tantangan tersendiri bagi kami. Untuk itu, kami melakukan berbagai inisiatif inovasi teknologi dari BARI dalam pengelolaan perkebunan sawit maupun karet di lapangan. Inovasi teknologi yang dimaksud di antaranya adalah perbaikan kultur teknis (perbaikan cara budidaya), penyesuaian jadwal tanam dan panen. Beberapa inovasi teknologi ini diharapkan dapat terus meningkatkan produktivitas perkebunan sawit dari 14 ton per hektar saat ini hingga mencapai 24 hingga 25 ton per hektar. Demikian pula, produktivitas perkebunan karet saat ini di tingkat 1,6 ton per hektar akan terus dipertahankan dan dioptimalisasi.

Tidak berhenti sampai disitu, Kami meneruskan inisiatif terkait pelestarian lingkungan melalui upaya mengurangi limbah cair ke badan air dengan penerapan sistem Instalasi Pengolahan Air Limbah (IPAL). Inisiatif kami lainnya adalah membangun "Hutan Konservasi" di Area Usaha Jambi 1 dan Sumbar yang berfungsi menyerap CO₂ dan memproduksi oksigen

certification and Roundtable on Sustainable Palm Oil (RSPO), innovation of Bakrie Research Institute (BARI), building partner or investor for downstream sector, replanting for farmers, and developing the social relations with local communities.

We attempt increasing high productivity and cost efficiency without undermining RSPO and ISPO standards. Furthermore, we determine to accomplish RSPO and ISPO certifications in all oil palm plantations, and commit to complete the certification based on regulation.

We also constantly perform the best practices of sustainable plantation management for oleochemical and rubber plantation industries. Additionally, our operational activities in plantations or mills always comply with environmental, social, and employment aspects. Our compliance with these three aspects become the foundation of Program for Pollution Control, Evaluation and Rating (PROPER) and accomplishment properness of ISO 14001, ISO 9001, and OHSAS 18001 certifications.

Our Initiatives

The implementation of all those strategies certainly becomes certain challenge for us. Thus, we perform varied initiatives of BARI technological innovation in managing oil palm and rubber plantations. The implemented technological innovations are improvement on cultivation techniques, adjustment of planting and harvesting schedules. These technological innovations are aimed at improving the productivity of oil palm plantations from 14 ton per hectare to 24 up to 25 ton per hectare. Similarly, the productivity of rubber plantations, which now is at the level of 1.6 tonnes per hectare, will be constantly maintained and optimized.

Furthermore, We continue initiatives related to the environmental preservation through an effort of reducing liquid waste flowing into the water body by applying Wastewater Treatment Plant (WWTP) system. Our another initiative is the creation of "Conservation Forest" in Jambi 1 and West Sumatera Business Area. This "Conservation Forest"

serta melindungi keanekaragaman hayati berupa flora dan fauna langka. Masih terkait upaya menjaga keanekaragaman hayati, kami melakukan identifikasi atas kawasan bernilai konservasi tinggi (*High Conservation Value/HCV*). Di samping itu, kami menerapkan pengendalian hama terpadu (*Integrated Pest Management/IPM*) di perkebunan sawit dengan menggunakan Bunga Pukul Delapan (*Turnera ulmifolia* dan *Turnera subulata*) sebagai inang bagi serangga pemangsa hama Ulat Api (*Setothosea asigna*), serta penangkaran Burung Hantu (*Tyto alba*) sebagai pemangsa hama tikus.

Selain inisiatif pelestarian lingkungan, strategi dan topik utama keberlanjutan penting lainnya adalah membina hubungan sosial dengan masyarakat di sekitar wilayah operasional perusahaan melalui program pemberdayaan masyarakat yang dikenal dengan istilah PERKASA (Program Pemberdayaan Masyarakat Kebun Karet, Sawit dan Oleokimia). Program PERKASA merupakan bagian dari program tanggung jawab sosial perusahaan (*Corporate Social Responsibility/CSR*) yang dilaksanakan sesuai dengan *roadmap* CSR 2011-2015 untuk mendukung pencapaian *Millennium Development Goals (MDGs)*, dan menyongsong *Sustainable Development Goals (SDGs)* di akhir 2015.

Kami memiliki komitmen menyisihkan 1,5% dari keuntungan bersih perusahaan setiap tahun untuk mendanai pelaksanaan investasi sosial, baik program jangka pendek maupun jangka panjang yang tertuang dalam *roadmap* CSR 2011-2015. Total realisasi dana program CSR dan donasi pada 2014 adalah sebesar Rp3.055.073.000, lebih besar dari tahun sebelumnya sebesar Rp2.922.055.000.

Kami berusaha mengoptimalkan dana program CSR 2014 untuk meningkatkan kerja sama dengan masyarakat lokal, terutama pada bidang pendidikan, lingkungan dan pemberdayaan masyarakat kebun sawit, serta karet, yang terkait program peremajaan tanaman untuk petani. Program CSR pada bidang pendidikan dan lingkungan ini mendapat apresiasi Indonesian CSR Awards 2014 dari Kementerian Koordinator Pembangunan Manusia dan Budaya.

have function to absorb CO₂, produce oxygen, and protect such biodiversity as scarce flora and fauna. Our other efforts in preserving biodiversity are identification of High Conservation Value/HCV area, implementing integrated pest management in oil palm plantation using *Turnera ulmifolia* and *Turnera subulata* as host of such insect predator as *Setothosea asigna*, and *Tyto alba* breeding as a rat predator.

In addition to the environmental conservation initiative, another strategy and main topic of sustainability is fostering social relationships with local communities, around company operational regions, with the communities empowerment program. This communities empowerment program is known with term "PERKASA" (*Program Pemberdayaan Masyarakat Kebun Karet, Sawit dan Oleokimia or Oleochemicals, Oil Palm, Rubber Plantations Communities Empowerment Program*). This program becomes part of corporate social responsibility program, conducted according to 2011-2015 CSR roadmap, promotes Millennium Development Goals (MDGs) success, and faces Sustainable Development Goals (SDGs) in the end of 2015.

We committed to set aside 1.5% of company annual net profit to support social investment either short term program or long term program stated in the 2011-2015 CSR roadmap. The total of CSR program fund and donation in 2014 was IDR3,055,073,000. This amount of CSR fund was bigger than previous amount of CSR fund, which was IDR2,922,055,000.

We managed to optimize the 2014 CSR fund program, aiming at improving cooperation with the local communities. This fund particularly supports education, environment, and empowerment of oil palm and rubber plantations communities, and replanting program for farmers. These CSR programs in educational and environmental sectors accomplished appreciation in form of 2014 Indonesian CSR Awards from the Coordinating Ministry of Human Development and Culture.

Adapun prioritas kegiatan pemberdayaan masyarakat dilakukan untuk petani di kebun sawit dan karet. Pemberdayaan ini memberikan keuntungan bagi kedua belah pihak, baik untuk meningkatkan kemampuan para petani sehingga mampu menambah pasokan buah sawit atau karet sesuai dengan standar yang telah ditetapkan, demikian pula membantu pasokan sawit dan karet untuk diolah di pabrik pengolahan. Inisiatif ini sejalan dengan upaya memaksimalkan kinerja seluruh pabrik BSP yang telah berjalan saat ini, yaitu menjaga pencapaian titik optimal utilisasi pabrik di sekitar 90% untuk pabrik sawit dan 79% untuk pabrik karet.

Peluang Pasar

Kami akan berusaha melakukan inisiatif keberlanjutan yang tiada henti, sehingga siap menyambut kompetisi sehat dalam Masyarakat Ekonomi ASEAN (MEA) pada akhir 2015. Bagi kami, pemberlakuan MEA merupakan peluang yang harus dimanfaatkan sebaik-baiknya melalui pengembangan pasar di kawasan ASEAN karena tersedia populasi lebih dari 600 juta orang serta potensi gabungan Produk Domestik Bruto (PDB) sebesar USD2,4 triliun.

Dari sisi permintaan domestik, proyeksi pertumbuhan populasi di Indonesia diharapkan memberikan tambahan 90 juta konsumen dengan peningkatan pengeluaran konsumsi sebesar 7,7% per tahun hingga mencapai USD1,1 triliun di tahun 2030. Proyeksi ini semakin membuat kami optimis terhadap potensi pengembangan pasar untuk produk pangan, kosmetik dan kesehatan berbahan dasar minyak nabati, atau produk turunan sawit dalam kaitannya dengan segmen usaha Oleokimia.

Pengembangan SDM

Untuk meraih peluang pasar yang besar tersebut, tentunya dibutuhkan Sumber Daya Manusia (SDM) yang handal. Sejak dini kami melakukan pengembangan SDM berbasis kompetensi dan konsisten menginternalisasi nilai-nilai perusahaan yang dikenal oleh seluruh karyawan sebagai prinsip "*BSP is Our Home*".

Sepanjang 2014, kami mengeluarkan investasi program pengembangan kompetensi SDM untuk staf sebesar Rp368.163.600 dan Rp417.529.196 untuk *Management Trainee* (MT).

Priority on the community empowerment activity is conducted for the farmers in the oil palm and rubber plantations. This activity benefits both sides. In one side, it improves the farmers' skill so that they are capable to increase oil palm fruits or rubber supplies in accordance with the established standard. In another side, it manages oil palm fruits and rubber supplies to be processed in processing mills. This initiative is in line with the effort to maximize the performance of all BSP mills, which have been operating up to the present time, and maintains the optimum point achievement of plants utilization for oil palm plant by 90% and for rubber mills by 79%.

Market Prospect

We strive to perform persistent sustainability initiative; therefore, we are ready to face competition at the ASEAN Economic Community starting in the end of 2015. For us, the practice of ASEAN Economic Community is an opportunity that must be properly used through the market development in the ASEAN region due to population availability of more than 600 million labors and potential combination of Gross Domestic Product by USD2.4 trillion.

In term of domestic demand, the projected population growth in Indonesia is expected to provide an additional of 90 million consumers with the increasing of consumption expenditure by 7.7% annually up to USD1.1 trillion in 2030. This projection is increasingly making us optimistic on the potency of market development for food products, cosmetics, and nutritious products made from vegetable oil, or oil palm derivative products related to the Oleochemicals business segment.

Human Resources Development

To achieve those great market prospects, reliable human resources is a necessity. Since the initial stage, we conduct human resources development based on consistency and competency in internalizing company values, recognized by the whole employees as a principle of "*BSP is Our Home*".

During 2014, we spent investment on human resources competency development program for our employees by IDR368,163,600 and for Management Trainee by IDR417,529,196.

Total waktu pelatihan mencapai 80,77 jam per karyawan per tahun, lebih tinggi dari target pencapaian 40 jam per tahun untuk total 598 staf.

Upaya kami dalam mengembangkan SDM dan konsistensi menginternalisasi nilai-nilai perusahaan berhasil mendapatkan apresiasi dari Employer Branding Institute, Mumbai-India, berupa penghargaan *"Best Global Employers Brand"*. Selain itu, Area Usaha Jambi 2 (SNP) memperoleh Penghargaan sebagai "Perusahaan Pembina Terbaik Tenaga Kerja Perempuan" tingkat Kabupaten Muaro Jambi.

Keptuhan Good Corporate Governance

Kami akan berusaha terus mempertahankan dan meningkatkan segala pencapaian yang baik selama tahun 2014 dengan senantiasa mengedepankan etika bisnis, juga mengimplementasikan tata kelola perusahaan yang baik GCG di setiap tingkat usaha, yang penting bagi ketahanan usaha dan pertumbuhan usaha yang berkelanjutan. Penyusunan dan penerbitan Laporan Keberlanjutan ini menjadi salah satu wujud komitmen kami dalam menerapkan prinsip-prinsip GCG dan berkontribusi nyata dalam mendukung pembangunan berkelanjutan.

Pada kesempatan yang baik ini, saya memberikan apresiasi setinggi-tingginya atas dukungan yang diberikan oleh para pemegang saham, pemangku kepentingan dan seluruh karyawan yang telah sungguh-sungguh bekerja keras untuk meningkatkan kinerja keberlanjutan. Kami semua mengharapkan masa depan yang cerah dan penuh berkah.

Meanwhile, the total allocated time for training was 80.77 hours per employee annually, which was higher than the accomplishment target of 40 hours annually for 598 employees.

Our efforts in developing human resources and consistency in internalizing company values succeeds to accomplish an appreciation of "Best Global Employer Brand" Award, from Employer Branding Institute, Mumbai-India. Besides, Jambi 2 (SNP) Business Area, located in Muaro Jambi District, achieves "The Best Company in Training Women Labors" Awards.

Compliance with GCG

We will strive to maintain and improve all noteworthy accomplishments during 2014 with consistently promoting business ethics, and implementing GCG at every business level. The compliance with GCG is significant for business resilience and sustainable business development. The composition and publication of this Sustainability Report is one of our commitment embodiment in implementing GCG principles and tangible contribution in endorsing sustainable development.

On this fortunate occasion, I bestow highest appreciation for the support given by the shareholders, stakeholders, and all of the employees, who have been sincerely working hard to improve sustainability performance. We are looking forward to bright and blessed future.

Jakarta, Desember/December 2015

Untuk dan atas nama Direksi/ For and on behalf of the Director



M. Iqbal Zainuddin

Direktur Utama / President Director

Komitmen Keberlanjutan

Sustainability Commitment



Eksistensi kami hingga saat ini, tidak lepas dari komitmen dan inisiatif penerapan prinsip-prinsip bisnis berkelanjutan, yaitu prinsip ekonomi (*profit*), sosial (*people*), dan lingkungan (*planet*) atau yang lebih dikenal prinsip 3P (*Profit, People, Planet*). Ketiga aspek ini menjadi pemahaman kami bahwa kinerja 3P harus dicapai secara seimbang untuk menjaga keberlanjutan yang menyeluruh, baik dalam lingkungan internal maupun eksternal.

Sebagai Perseroan agro terpadu dari hulu hingga hilir, kami telah melakukan sejumlah inisiatif untuk senantiasa berupaya meningkatkan kontribusi ekonomi secara berkelanjutan, melaksanakan pemberdayaan masyarakat melalui peningkatan nilai tambah lahan, memperkecil jejak tapak ekologis dalam pertumbuhan, serta memberi kontribusi nyata bagi pelestarian lingkungan.

Komitmen keberlanjutan kami rumuskan menjadi **Benefit** (ekonomi), **Social** (sosial), **Planet** (lingkungan) yang telah disesuaikan dengan visi dan misi perusahaan yang kami singkat **BSP**:

Benefit

- Mengembangkan keberlanjutan perusahaan dan pemangku kepentingan.
- Menciptakan nilai optimal melalui kegiatan operasional dan memanfaatkan keahlian kunci.

Social

- Menumbuhkan dan meningkatkan kesejahteraan internal dan eksternal.
- Mengembangkan hubungan saling menguntungkan perusahaan dan pemangku kepentingan.

Planet

- Memenuhi peraturan dan standar pengelolaan perkebunan dan industri secara lestari.
- Mengoptimalkan kegiatan operasional yang ramah lingkungan.

Our present existence cannot be separated from the commitment and initiative to implement sustainable business principles, which are economic principle: profit; social principle: people; and environmental principle: planet. These three principles are well known as Profit, People, Planet (3P). These three aspects becomes our insight that 3P performance must be accomplished equally as a means to maintain holistic sustainability in both internal as well as external environment.

As an integrated agro company from upstream to downstream, we have performed several initiatives to constantly endeavour improving sustainable economic contribution, empowering community through increasing an added value to the land, reducing the growth of ecological footprint, and providing tangible contribution for environmental preservation.

We formulate our sustainable commitment into **Benefit** (economy), **Social** (social), **Planet** (environment) that has been adapted to the company vision and mission. We abbreviate this formula into **BSP**:

Benefit

- Develop company and stakeholders sustainability.
- Create optimal values through operational activity and make use of key expertise.

Social

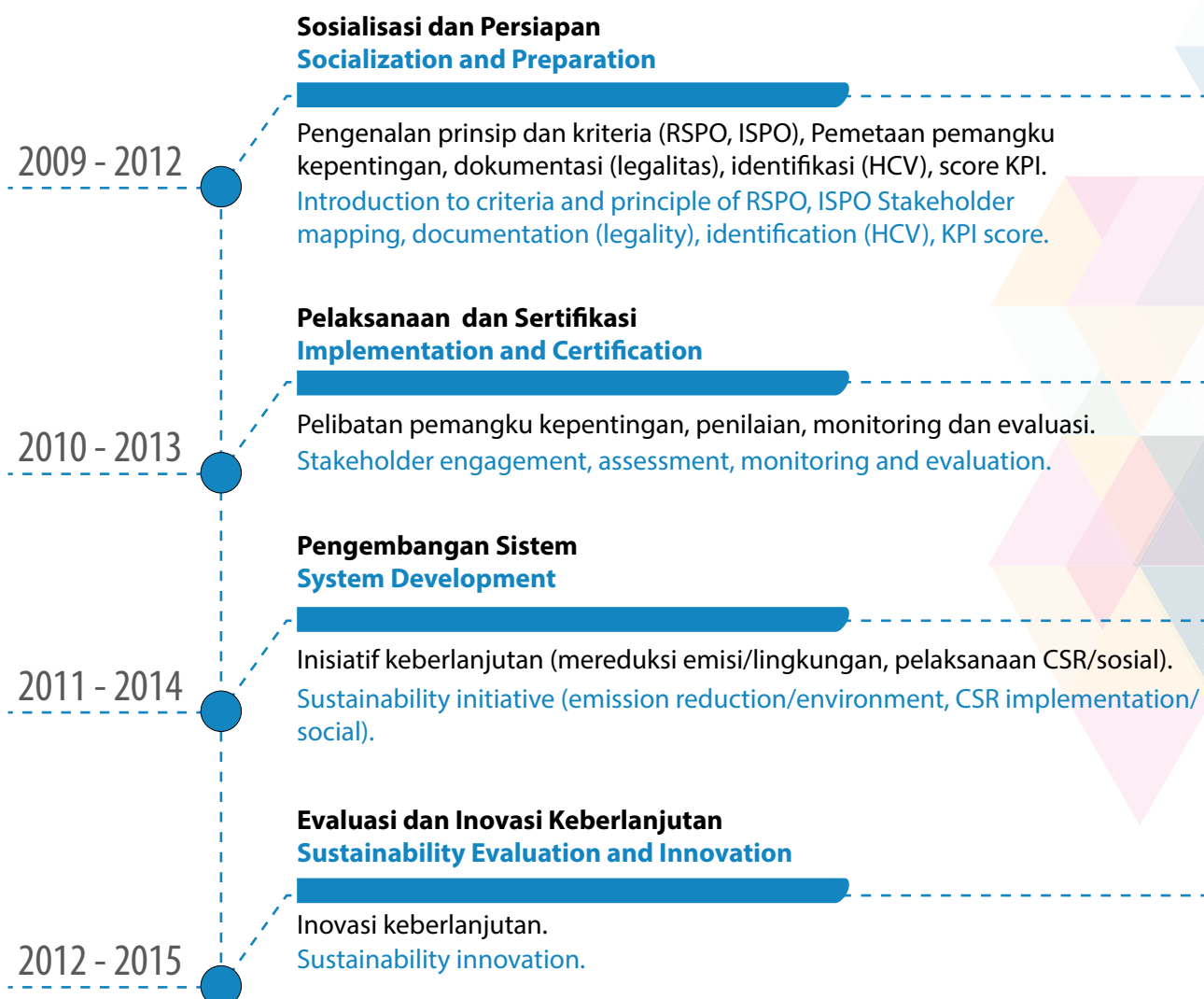
- Grow and develop internal and external welfare.
- Foster mutually beneficial relationships between company and stakeholders.

Planet

- Comply with the regulations and standard of plantation and industry management sustainably.
- Optimize environmental-friendly operational activity

Roadmap RSPO dan ISPO (Sosialisasi, Persiapan, Pelaksanaan dan Target)

Roadmap of RSPO and ISPO (Socialization, Preparation, Implementation and Target)



Sertifikasi dan Penghargaan

Certifications and Awards



Roundtable Sustainable Palm Oil (RSPO)

Wujud komitmen dan inisiatif kami dalam menerapkan bisnis yang berkelanjutan, di antaranya perolehan sertifikasi *Roundtable Sustainable Palm Oil* (RSPO) di Area Usaha Sumut 1 pada Juni 2010, Area Usaha Jambi 1 pada Agustus 2012 dan target perolehan sertifikat untuk Sumbar pada tahun 2015.

Indonesian Sustainable Palm Oil (ISPO)

Kami berkomitmen patuh terhadap Peraturan Menteri Pertanian Nomor 11/OT.140/3/2015 Tentang Sistem Sertifikasi Kelapa Sawit Berkelanjutan. Sejak tahun 2013, kami telah melaksanakan proses sertifikasi *Indonesian Sustainable Palm Oil* (ISPO) dan pada tahun 2014 telah diselesaikan untuk semua Area Usaha. Namun demikian, belum semua Area Usaha memperoleh sertifikat. Perolehan sertifikat ISPO pertama di Unit Jambi 1 pada tahun 2014 dan target perolehan sertifikat untuk Sumbar dan Sumut 1 pada tahun 2015.

Indonesian CSR Awards 2014

BSP meraih peringkat "Gold" untuk 3 program: pengelolaan lingkungan di Jambi 1, SD berbasis lingkungan (Adiwiyata) di Sumbar serta program koperasi karyawan Jakarta. Penghargaan ini diberikan oleh *Corporate Forum for Community Development* bekerjasama dengan Kementerian Koordinator Pembangunan Manusia dan Kebudayaan.

Best Global Employers Brand

Atas konsistensi dalam penerapan dan internalisasi nilai-nilai perusahaan yang dikenal oleh seluruh karyawan sebagai prinsip "*BSP is Our Home*", kami memperoleh penghargaan "Best Global Employers Brand" yang diberikan oleh Employer Branding Institute, Mumbai, India pada 2014.

Perusahaan Terbaik dalam Bidang Pembinaan Tenaga Kerja Perempuan

Area Usaha Jambi 2 (SNP) memperoleh penghargaan sebagai "Perusahaan Terbaik dalam Bidang Pembinaan Tenaga Kerja Perempuan," di tingkat Kabupaten Muaro Jambi.

Roundtable Sustainable Palm Oil (RSPO)

The ebodiments of our initiative and commitment in implementing sustainable business are the accomplishment of Roundtable Sustainable Palm Oil (RSPO) certification by Sumut 1 Business Area on June 1, 2010, Jambi 1 Business Area in August 2010, and certification accomplishment target for Sumbar Business Area in 2015.

Indonesian Sustainable Palm Oil (ISPO)

We commit to comply with the Argicultural Minister Regulation Number 11/OT.140/3/2015 on the Sustainable Oil Palm Certification System. Since 2013, we have been performing certification process of Indonesian Sustainable Palm Oil (ISPO). In 2014, all business areas has completed the certification process of ISPO. Nevertheless, not all business areas has earned certificate. The frist ISPO certificate was accomplished by Jambi 1 Business Areas in 2014. We target certificate accomplishment for Sumbar and Sumut 1 in 2015.

Indonesian CSR Awards 2014

BSP accomplished "Gold" ranking for 3 programs: environmental management in Jambi 1, primary school based environment (Adiwiyata) in Sumbar, and employee cooperative at Jakarta. This award given by *Corporate Forum for Community Development* collaborating with the Coordinating Ministry of Cultural and Human Development.

Best Global Employers Brand

In 2014, we achieved an award as "Best Global Employers Brand" given by Employer Branding Institute, Mumbai, India. This award marks our consistency in the implementation and internalization of company values, known by the whole employees as "BSP is Our Home" principle.

The Best Company in Training Women Labors

Jambi 2 Business Area (SNP) accomplishes an award as "The Best Company in Training Women Labor", in Muaro Jambi District level.

Inisiatif Eksternal dan Sertifikasi [G4-15]
Certification and External Initiative

No Number	Penerima Sertifikat Certificate Recipient	Nama Sertifikat Certificate	Pemberi Sertifikat Certificate Issuers	Periode Period
1.	Sumut 1	RSPO	Tuv Rheinland	November November 2020
		ISO 9001:2008	Tuv Rheinland	April April 2018
		SNI ISO 9001:2008	Tuv Rheinland	April April 2015
		ISO 14001:2004	Tuv Rheinland	April April 2017
		OHSAS 18001:2007	Tuv Rheinland	Januari January 2015
		SPPT SNI	LS Pro Pustan Kementerian Perindustrian Ministry of Industry	September September 2017
		SCCS	Tuv Rheinland	Juni June 2015
		Sertifikat Jaminan Halal	LPPOM MUI	Juli July 2015
		SMK3	Kementerian Tenaga Kerja dan Transmigrasi (Sucofindo) Ministry of Manpower and Transmigration (Sucofindo)	Agustus August 2018
		PROPER Biru	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	Desember December 2014
2.	Sumbar	ISO 9001: 2008	Tuv Nord	Oktober October 2014
		ISO 14001: 2004	Tuv Nord	Oktober October 2015
		OHSAS 18001:2007	Tuv Nord	Oktober October 2015
		PROPER Biru	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	Desember December 2014
3.	Jambi 1	RSPO	Tuv Rheinland	Agustus August 2017
		ISPO	Sai Global	Januari January 2019
		ISO 9001:2008	Tuv Nord	Agustus August 2015
		ISO 14001:2004	Tuv Nord	Agustus August 2015
		OHSAS 18001:2007	Tuv Nord	November November 2014
		Sertifikat Jaminan Halal	LPPOM MUI	Juli July 2015
		Zero Accident	Kementerian Tenaga Kerja dan Transmigrasi Ministry of Manpower and Transmigration	Desember December 2014
		SCCS	Tuv Rheinland	Agustus August 2017
4.	Jambi 2	PROPER Biru	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environment and Forestry	Juni June 2015
		ISO 9001:2008	Tuv Nord	Oktober October 2015
		ISO 14001: 2004	Tuv Nord	Oktober October 2015
5.	Bengkulu 1	OHSAS 18001:2007	Tuv Nord	Oktober October 2015
		ISO 9001: 2008	Tuv Nord	Agustus August 2014
		ISO 14001: 2004	Tuv Nord	Desember December 2013
		OHSAS 18001:2007	Tuv Nord	Agustus August 2014

Kesinambungan Laporan [G4-28][G4-29][G4-30][G4-32][G4-33]

Report Continuity



Kami menerbitkan Laporan Keberlanjutan 2014 sebagai kesinambungan dari pelaporan tahun sebelumnya yang diterbitkan pada 31 Oktober 2014. Kami menyajikan Laporan Keberlanjutan setiap tahun sebagai sarana komunikasi dan bentuk akuntabilitas kami kepada pemangku kepentingan. Laporan ini berisi pelaksanaan kinerja keberlanjutan BSP selama periode 1 Januari hingga 31 Desember 2014.

Laporan Keberlanjutan ini mengacu pada pedoman *Global Reporting Initiative (GRI)* versi 4 atau disingkat menjadi 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.

Kami belum menunjuk lembaga eksternal *assurance* yang melakukan penjaminan atas Laporan Keberlanjutan 2014. Kendati demikian, kami menjamin kebenaran dan keabsahan semua informasi dalam laporan ini.

Penentuan Isi dan Kualitas Laporan

[G4-18]

Penulisan laporan keberlanjutan ini memperhatikan prinsip pelaporan sesuai dengan pedoman G4:

1. Keterlibatan Pemangku Kepentingan

Perusahaan mengumpulkan informasi secara internal dan eksternal dengan melibatkan pemangku kepentingan untuk menentukan ruang lingkup dan topik materialitas.

2. Konteks Keberlanjutan

Kami menyampaikan informasi terkait kinerja keberlanjutan perusahaan, meliputi tantangan, strategi dan kepatuhan pada peraturan, serta komitmen mendukung isu keberlanjutan secara global. Sesuai dengan bentuk usaha kami, maka komitmen ini kami wujudkan dengan menjalankan usaha yang patuh pada prinsip dan kriteria sertifikasi RSPO, ISPO, dan PROPER.

We publish 2014 Sustainability Report as the continuity of prior reporting, published on October 31, 2014. We publish Sustainability Report annually as a means of our communication and accountability practices provided for the stakeholders. This report covers the implementation of BSP sustainability performance from January 1, 2014 to December 31, 2014.

This Sustainability Report refers to the guideline on version 4 of Global Reporting Initiative (GRI), abbreviated into G4, with an option: *in accordance-core*. Accordingly, the information conveyance will emphasize on indicator under important material aspect, that can influence the stakeholders decision.

We have not assigned any external assurance agency performing underwriting performance on 2014 Sustainability Report. However, we guarantee the authenticity and validity of all information written in this report.

Content Establishment and Report Quality

[G4-18]

The composing of this sustainability report complies with the reporting principles, which is in accordance with G4 guideline.

1. Stakeholders Engagement

The company collects information internally and externally by engaging the stakeholders to determine scope and materiality topic.

2. Sustainability Context

We convey information related to the company sustainability performance. It covers challenges, strategies, compliance with regulations, and commitment to globally endorse sustainability issue. We actualize our commitment to support the sustainability issue by compliance with the principles and criteria of RSPO, ISPO, and PROPER certifications criteria in performing our business operational.

3. Materialitas

Laporan ini menitikberatkan pada penyampaian aspek material yang relevan dengan kinerja Perusahaan selama tahun 2014. Setiap aspek material, kami yakini akan berdampak signifikan pada pemangku kepentingan kami.

4. Kelengkapan

Laporan ini menyajikan hasil kinerja yang memberikan representasi wajar dan seimbang mengenai aspek keberlanjutan yang material dengan batasan ruang lingkup 5 (lima) Area Usaha (Sumut 1, Sumbar, Jambi 1, Jambi 2, dan Bengkulu 1) yang dinilai telah memiliki dokumen pencatatan kinerja keberlanjutan memadai selama periode pelaporan 2014.

Selain menerapkan prinsip penentuan konten laporan berdasarkan G4, laporan ini juga menerapkan prinsip-prinsip penentuan kualitas laporan, yaitu;

1. Keseimbangan

Laporan ini menyajikan aspek kinerja keberlanjutan, baik berupa capaian maupun tantangan, sehingga laporan tetap transparan.

2. Komparabilitas

Pada bagian tertentu yang merupakan informasi penting, kami menyajikan data periode 2013 sebagai pembandingan pencapaian atau target kinerja pada 2014.

3. Akurasi

Data-data kuantitatif maupun kualitatif yang tersaji dalam laporan ini sudah diverifikasi secara internal dan eksternal, dengan metode atau standar yang ditetapkan perusahaan, sehingga akurasi dapat dipertanggungjawabkan.

4. Ketepatan waktu

Laporan ini menyajikan data kuantitatif ataupun kualitatif berdasarkan kejadian selama periode pelaporan. Namun demikian, kami akan mempercepat publikasi laporan ini, agar informasi

3. Materiality

This report emphasizes on the distribution of material aspects, which are relevant with company performance during 2014. We are certain that every material aspect will have significant impact to our stakeholders.

4. Comprehensiveness

This report presents the outcome performance, providing prudent and balanced representation on the sustainability aspects. This report covers material aspects sustainability with scope boundaries of five Business Areas (Sumut 1, Sumbar, Jambi 1, Jambi 2, and Bengkulu1). We consider that these five Business Areas have had adequate sustainability performance recording document during reporting period of 2014.

Not only does this sustainability report comply with G4 standards of report content, but it also applies the determining principles of report quality. They are:

1. Balance

This report provides sustainability performance aspects, either achievements or challenges to keep this report transparent.

2. Comparability

On the certain pages containing important information, we provide data in the period of 2013 as the achievement comparator or the performance target in 2014.

3. Accuracy

Quantitative and qualitative data presented on this report have been internally and externally verified using standard or method set by the company. Thus, its accuracy is accountable.

4. Promptness

This report provides qualitative or quantitative data based on the circumstance during reporting period. Nevertheless, we will accelerate the publication of this report, so that the provided infor-

yang disajikan dapat digunakan dalam pengambilan keputusan yang lebih strategis. Kami rencanakan, laporan keberlanjutan yang akan datang dapat dipublikasikan tidak lebih dari semester pertama.

5. Kejelasan

Informasi dalam laporan ini merupakan satu kesatuan yang melengkapi informasi dalam Laporan Tahunan, yang disajikan melalui narasi, tabel dan gambar untuk mempermudah pemahaman.

6. Keandalan

Informasi dalam laporan ini sudah mendapat persetujuan dari pimpinan Perusahaan. Namun demikian, kami belum melakukan verifikasi secara eksternal melalui *assurance service*.

Information can be used in more strategic decision making. We plan that the following sustainability report can be published in the first semester.

5. Clarity

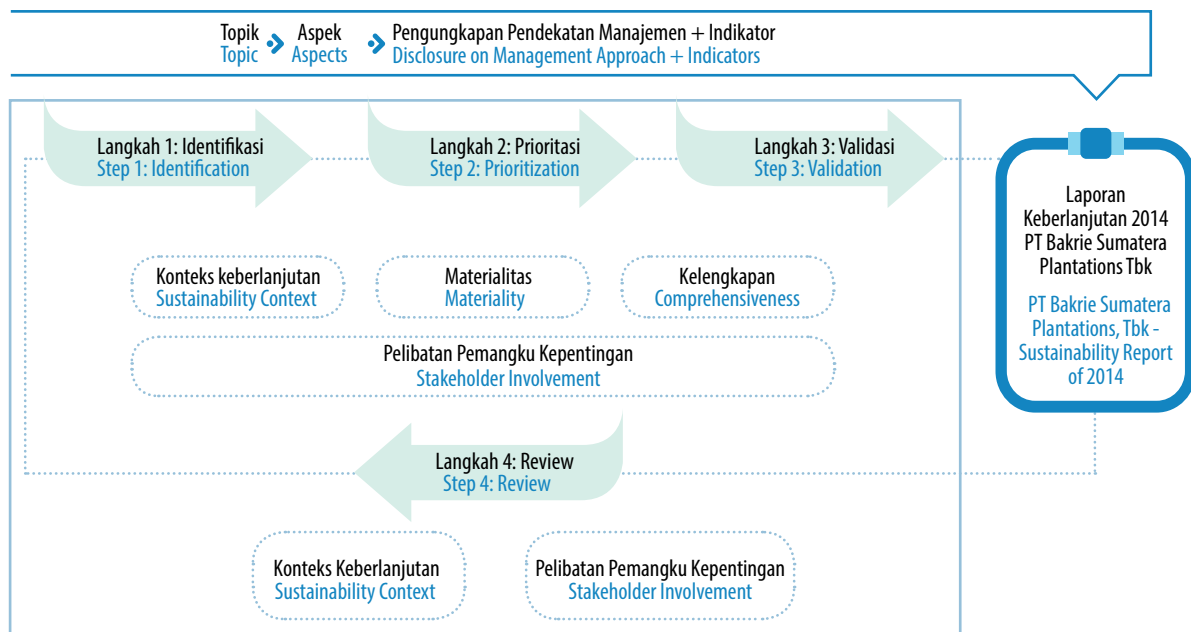
Information in this report is complements to the information in the Annual Report. The annual report is presented with narration, table, and picture to ease understanding.

6. Reliability

Information in this report has attained approval from company management. However, we have not verified externally through assurance service.

Adapun alur penentuan konten Laporan Keberlanjutan ini dilaksanakan melalui 4 (empat) langkah, yaitu: 1) identifikasi aspek material; 2) prioritas pelaporan aspek material; 3) validasi data; 4) review dari pemangku kepentingan sebagai masukan dalam penyempurnaan laporan tahun berikutnya.

The determining flow of this Sustainability Report content is performed through four stages: material aspects identification, material aspects reporting priority, data validation, stakeholders' review as an input in improving the following sustainability report.





FGD untuk Menentukan Aspek Material
FGD to Determine Material Aspects

Aspek Material dan Batasan Ruang Lingkup

[G4-19] [G4-20] [G4-21]

Kami menggunakan hasil fokus diskusi grup terarah (*focus group discussion/FGD*) untuk menentukan aspek-aspek material. FGD dilakukan pada 24 Juni 2015 di kantor pusat BSP di Jakarta, dan dihadiri oleh manajemen tingkat menengah ke atas, antara lain Direktur Upstream, Direktur *Human Resource*, 7 pimpinan area usaha, 26 orang kepala divisi dan perwakilan departemen di kantor korporat Jakarta.

Jumlah peserta FGD internal ini sebanyak 35 orang, di samping itu, ada 16 pemangku kepentingan yang turut memberikan pendapat dalam penentuan aspek materialitas. Mereka berasal dari pelanggan, masyarakat, akademisi, wartawan, dan pengamat industri perkebunan.

Kegiatan FGD difokuskan pada identifikasi isu-isu keberlanjutan (*sustainability context*) sebagai dasar penentuan prioritas aspek material. Selama proses berlangsung, tes materialitas dilakukan dengan memberikan skor 1 hingga 5 ('sangat tidak penting' hingga 'sangat penting') pada setiap aspek yang berdampak luas terhadap pemangku kepentingan dan aspek penting bagi Perusahaan.

Hasil tes materialitas ini kemudian didiskusikan dengan tim internal perusahaan dan disetujui oleh pimpinan perusahaan. Proses persetujuan ini dilakukan untuk memastikan bahwa data serta informasi atas aspek tersebut tersedia, dan informasi yang disampaikan merupakan informasi yang signifikan bagi pemangku kepentingan.

Material Aspect and Scope Boundaries

[G4-19] [G4-20] [G4-21]

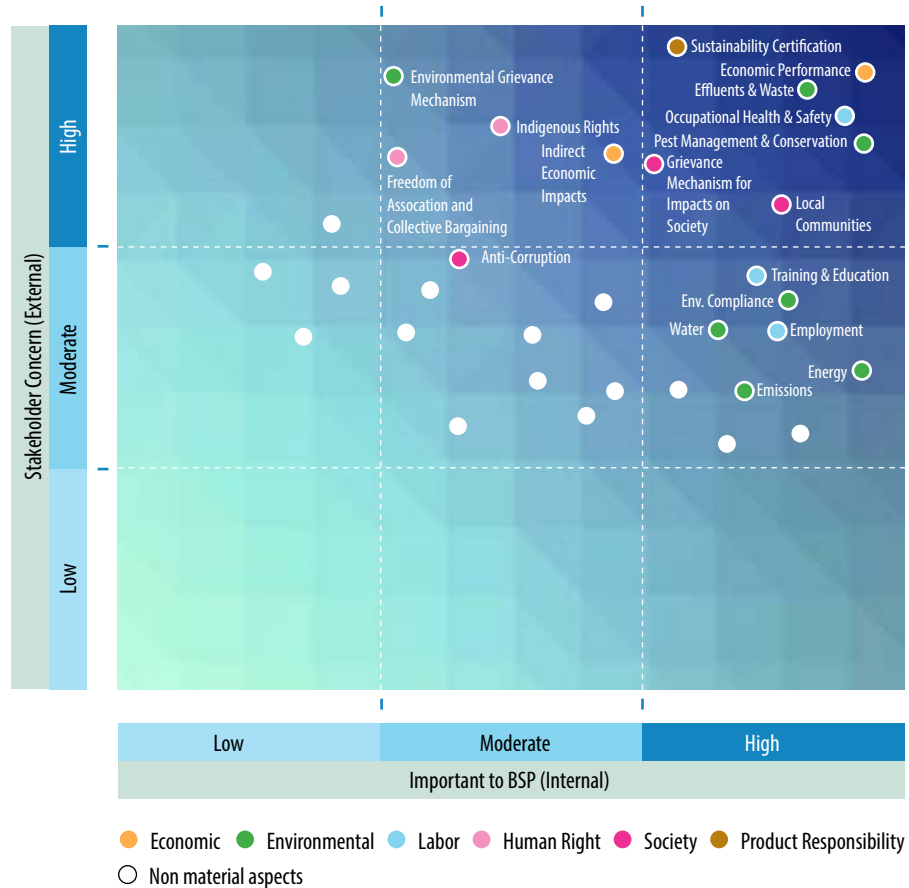
We use the result of focus group discussion to determine material aspects. The FGD was conducted on June 24, 2015, at the headquarter of BSP in Jakarta. The FGD was attended by the middle and upper management levels. They are Upstream Director, Human Resources Director, 7 business area leaders, 26 heads of division, and department representatives at the Jakarta corporate office.

There were 35 participants of the FGD. Besides, there were 16 stakeholders giving opinion in determining materiality aspects. The stakeholders are customers, public, academics, reporters, and observer of plantation industries.

The FGD activity was focused on the identification of sustainability contexts as the determining foundation of material aspect priority. Throughout the process, the materiality test was performed by giving score ranging from 1 to 5 (from the least important to the most important) at each aspect having significant impact towards the stakeholders and company.

Then, the result of this materiality test was discussed with the company internal team and approved by the company management. This approval process was performed to ensure that the data and information on those aspects were available, and the distributed information was significant information for the stakeholders' interest.

Gambar Prioritas Aspek
Picture of Aspects Priority



Hasil tes materialitas menghasilkan 19 aspek yang relevan dengan industri BSP. Aspek ini dinilai berpengaruh pada keberlanjutan Perusahaan, baik dalam kategori tinggi maupun sedang. Perolehan aspek material pada laporan ini berbeda dari tahun sebelumnya. Pada Laporan Keberlanjutan 2013, aspek material yang disampaikan adalah:

The result of materiality test generates 19 relevant aspects to the BSP industry. These aspects are considered influencing on the company sustainability in either high category or moderate category. The material aspect attainment in this report is different to the material aspect attainment in the previous year. In 2013 Sustainability Report, the conveyed material aspects were:

Kategori Category	Aspek Aspects
A. Kategori Ekonomi Economic Category	<ul style="list-style-type: none"> - Kinerja Ekonomi Economic Performance - Dampak Ekonomi Tidak Langsung Indirect Economic Impact
B. Kategori Lingkungan Environmental Category	<ul style="list-style-type: none"> - Lingkungan Environment <p>Energi, Air, Keanekaragaman Hayati, Emisi, Limbah, Kepatuhan, Mekanisme Pengaduan. Energy, Water, Biodiversity, Emission, Waste, Grievance Mechanism.</p>

Kategori Category	Aspek Aspects
C. Kategori Sosial Social Category	
C1. Ketenagakerjaan Workforce	Kepegawaian, Hubungan Kepegawaian, Kesehatan dan Keselamatan Kerja, Pelatihan dan Pendidikan, Kesetaraan Kesempatan Kerja, Kesetaraan Remunerasi berdasarkan Gender, Mekanisme Pengaduan. Employment, Employment Relations, Health and Occupational Safety, Training and Education, Equal Employment Opportunity, Remuneration Equality based on Gender, Grievance Mechanism.
C2. Hak Asasi Manusia Human Rights	Non-Diskriminasi, Kebebasan Berserikat, Pekerja Anak, Kerja Paksa, Mekanisme Pengaduan. No-Discrimination, Freedom to Associate, Child Labor, Forced Labor, Grievance Mechanism.
C3. Kemasyarakatan Social	Komunitas Lokal, Kepatuhan, Mekanisme Pengaduan Local Community, Compliance, Grievance Mechanism.
C4. Tanggung Jawab Produk Product Responsibility	Produk dan Jasa, Kepatuhan Product and Service, Compliance.

Perbedaan aspek material yang diperoleh dapat disebabkan oleh proses penentuan aspek pada tahun 2013, belum dilakukan melalui keterlibatan pemangku kepentingan. Aspek yang tidak berubah adalah kinerja ekonomi, keanekaragaman hayati, limbah, kesehatan dan keselamatan kerja, masyarakat lokal, dan mekanisme pengaduan dampak terhadap masyarakat.

Adapun aspek baru pada laporan ini adalah sertifikasi keberlanjutan. Dengan demikian, informasi yang merujuk aspek material dalam Laporan Keberlanjutan 2013 masih disajikan dalam laporan 2014 ini. Di samping itu, tidak ada pernyataan kembali yang perlu disampaikan dalam Laporan ini, karena tidak ada kesalahan informasi pada Laporan sebelumnya. [G4-22] [G4-23]

Terdapat 7 (tujuh) aspek material dalam kategori tinggi (skor>3,8):

The obtained material aspect differences can be caused by the aspect determining process in 2013, that had not been performed through the stakeholders' involvement. The unchanging aspects are economic performance, biodiversity, waste, health and occupational safety, local communities, and grievance mechanism impact towards communities.

The new aspect on this report is sustainability certification. Therefore, the information, referring to the material aspects in the 2013 Sustainability Report is still presented in this 2014 Sustainability Report. Besides, there is no re-statement that needs to be disclosed in this Report due to no misleading information in the previous Report.

[G4-22] [G4-23]

There are seven material aspects in the advanced level (score>3.8):

Aspek Aspect	Ruang Lingkup dan Dampak Scope and Impact	
	Pemangku Kepentingan Internal (dalam perusahaan) Internal Stakeholders (inside the company)	Pemangku Kepentingan Eksternal (dalam perusahaan) External Stakeholders (outside the company)
A. Kategori Ekonomi Economic Category		
- Kinerja Ekonomi - Economic Performance	Karyawan, Pemegang Saham dan Investor. Employees, Shareholders, and Investors.	Mitra kerja, Konsumen. Business partners, Consumers.
B. Kategori Lingkungan Environmental Category		
- Effluen dan Limbah - Effluent and Waste	Karyawan. Employees.	Masyarakat, Asosiasi Industri, Lembaga Swadaya Masyarakat. Communities, Industry Association, Non-Governmental Organization.
- Keanekaragaman hayati, dengan spesifikasi pada Pengelolaan Hama dan Konservasi. - Biodiversity with specification on Pest Management and Conservation.	Karyawan. Employees.	Masyarakat, Asosiasi Industri, Lembaga Swadaya Masyarakat. Communities, Industry Association, Non-Governmental Organization.

Aspek Aspect	Ruang Lingkup dan Dampak Scope and Impact	
	Pemangku Kepentingan Internal (dalam perusahaan) Internal Stakeholders (inside the company)	Pemangku Kepentingan Eksternal (di luar perusahaan) External Stakeholders (outside the company)
C1. Produk Product		
Sertifikasi Keberlanjutan (RSPO, ISPO). Sustainability Certification (RSPO, ISPO).	Karyawan, Pemegang Saham dan Investor. Employees, Shareholders, and Investors.	Masyarakat, Mitra kerja, Asosiasi Industri, Konsumen, Lembaga Pemerintah, Lembaga Swadaya. Communities, Business Partners, Industry Association, Consumers, Governmental Organization, Non-Governmental Organization.
C2. Praktik Ketenagakerjaan dan Kenyamanan Bekerja Workforce Practices and Occupational Amenities		
- Kesehatan dan Keselamatan Kerja. - Health and Occupational Safety.	Karyawan. Employees.	Mitra kerja. Business Partners.
C3. Kemasyarakatan Kemasyarakatan		
- Masyarakat Lokal. - Local Communities.	Karyawan. Employees.	Masyarakat, Lembaga Pemerintah, Lembaga Swadaya Masyarakat, Akademisi dan Peneliti. Communities, Governmental Organization, Non-Governmental Organization, Academics, and Researchers
- Mekanisme Pengaduan Dampak Terhadap Masyarakat. - Grievance Mechanism Impact towards Communities.	Karyawan. Employees.	Masyarakat, Lembaga Pemerintah, Lembaga Swadaya Masyarakat, Konsumen, Akademisi dan Peneliti. Communities, Governmental Organization, Non-Governmental Organization, Academics, and Researchers

Selain 7 aspek material dengan kategori tinggi, terdapat 12 aspek material dalam kategori moderat ($3 < \text{skor} < 3,8$). Informasi dalam aspek material ini akan disampaikan secara umum, yaitu:

Other than those 7 material aspects with the advanced category, there are 12 material aspects in the moderate category ($3 < \text{score} < 3.8$). The information in this material aspects will be generally presented as following:

Kategori Category	Aspek Aspects
A. Kategori Ekonomi Economic Category	- Dampak Ekonomi Tidak Langsung Indirect Economic Impact
B. Kategori Lingkungan Environmental Category	- Kepatuhan Terhadap Lingkungan Compliance with Environment
	- Air Water
	- Energi Energy
	- Emisi Emission
	- Mekanisme Pengaduan Masalah Lingkungan Grievance Mechanism on Environmental Issue
C. Kategori Sosial Social Category	
C1. Praktik Ketenagakerjaan dan Kenyamanan Bekerja Workforce Practices and Occupational Amenities	- Pelatihan dan Pendidikan Training and Education - Ketenagakerjaan Workforce
C2. Masyarakat Community	- Anti korupsi/kecurangan (fraud) Anti-corruption/fraud
C3. Hak Asasi Manusia Human Rights	- Hak Adat Indigenous Rights - Kebebasan Berserikat dan Perjanjian Kerjasama Freedom of Association and Collective Bargaining

Secara umum laporan ini menyajikan keseluruhan aspek material yang secara internal dan eksternal memiliki pengaruh signifikan terhadap kinerja keberlanjutan perusahaan.

Ruang lingkup pelaporan di dalam Perusahaan meliputi 5 (lima) Area Usaha, yaitu: BSP (Sumut 1); AGW dan AMM (Jambi 1); SNP (Jambi 2); BPP (Sumbar); AM (Bengkulu 1).

Ada penambahan 1 Area, yaitu SNP (Jambi 2) dari penyampaian lingkup informasi pada Laporan sebelumnya. Penentuan 5 Area ini atas dasar bahwa mereka telah memiliki dokumen pencatatan kinerja keberlanjutan yang memadai. Secara bertahap, kami akan menyampaikan informasi dari area lainnya.

Upaya yang kami lakukan adalah dengan meningkatkan koordinasi dan kompetensi, yang seringkali menjadi tantangan tersendiri. [\[G4-23\]](#)

Kontak Terkait Laporan [\[G4-31\]](#)

PT Bakrie Sumatera Plantations Tbk
Corporate Center
Dr. Suwandi, S.H., M.B.A.
CSR Division Head
Kompleks Rasuna Epicentrum Bakrie Tower
18th-19th Floor
Jl. H.R. Rasuna Said Jakarta 12960, Indonesia
Tel. +62-21 2994 1286-87
Fax. +62-21 2994 1752
Email: sr.csr@bakriesumatera.com

This reports generally presents the whole material aspects that internally and externally have significant impacts towards the company's sustainability performance.

The boundary of report within the Company covers five Business Areas, namely; BSP (Sumut1); AGW and AMM (Jambi 1); SNP (Jambi 2); BPP (Sumbar); AM (Bengkulu 1).

There is additional Area, namely SNP (Jambi 2), from the information scope distribution in the previous Report. The determination of these five Areas is based on the evident that they have obtained appropriate sustainability performance recording document. We gradually will convey information from other areas.

Our efforts is improving competencies and coordination, which often become particular challenge. [\[G4-23\]](#)

Contact Related to the Report [\[G4-31\]](#)

PT Bakrie Sumatera Plantations Tbk
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Pemilahan Tandan Buah Segar
Fresh Fruit Bunch Sorting

Profil Kami [G4-3] [G4-56]

Our Profile



VISI VISION

- Menjadi perusahaan agrobisnis terintegrasi nomor satu dan paling dikagumi di Indonesia.
- *To be the Number One and Most Admired Integrated Agro-Business 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.
- *Nurture and Sustain the Wealth of Our Community by Extracting the Optimum Value Creation through Environmentally Friendly Operations and Leveraging Core Expertise in Multi-Crops and Global Operations*

Perseroan ini didirikan pertama kali dengan nama Naamlooze Vennootschap Hollandsch Amerikaansche Plantage Maatschappij di Kisaran, Sumatera Utara pada 1911. Selanjutnya berganti nama PT United Sumatra Plantations (UNSP) pada 1986, dan resmi menggunakan nama PT Bakrie Sumatera Plantations (BSP) pada 1992 hingga sekarang.

This company was initially established as Naamlooze Vennootschap Hollandsch Amerikaansche Plantage Maatschappij in Kisaran, North of Sumatera in 1911. Then, it was renamed as United Sumatra Plantations in 1986, and officially uses the name of Bakrie Sumatera Plantations (BSP) in 1992 to the present time.

NILAI INTI CORE VALUES

- BSP Rumah Kita.
- Inisiatif dan Pemberdayaan yang Bertanggungjawab.
- Semangat Membawa Misi.
- Adaptabilitas terhadap Perubahan dan Kemampuan Menciptakan Kemajuan.
- **BSP is Our Home.**
- **Empowerment with Accountability.**
- **Sense of Mission.**
- **Adaptive to and Driving Change.**

Info Produk ^[G4-4] Product Info

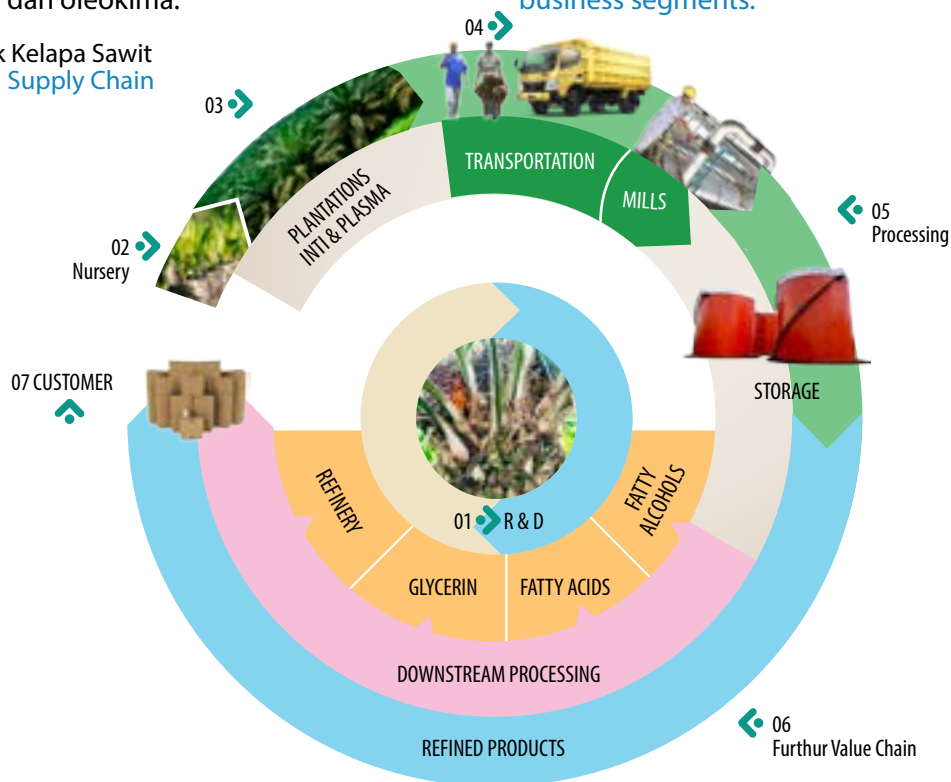
Bidang Usaha Unit Business	Produk Product	Layanan Service
Perkebunan kelapa sawit dan produk minyak sawit serta turunannya. Oil palm plantation and palm oil products and its derivative products.	Minyak sawit (CPO- <i>crude palm oil</i>), inti sawit (PK- <i>palm kernel</i>), minyak inti sawit (PKO - <i>palm kernel oil</i>). Palm oil (CPO – Crude Palm Oil), Palm Kernel, Palm Kernel Oil.	Industri makanan dan non-makanan. Food industry and non-food industry.
Perkebunan karet dan pengolahan produk karet alam dan turunannya. Rubber plantation and the processing of rubber products and its derivatives.	Karet hingga Block Skim Rubber (BSR). Rubber to Block Skim Rubber (BSR).	Industri otomotif, khususnya produksi ban. Automotive industry, particularly tyre production.
Pengolahan produk oleokimia. Oleochemicals products processing.	<i>Fatty acid, fatty alcohol, glycerin, palm olein, palm stearin dan PFAD.</i> Fatty acid, fatty alcohol, glycerin, palm olein, palm stearin dan PFAD.	Industri Fast Moving Consumer Goods (FMCG). Fast Moving Consumer Goods Industry.

Rantai Pasok [G4-12] Supply Chain

Kami berkomitmen mematuhi semua peraturan dan standar yang berlaku untuk meminimalisir dampak negatif sosial dan lingkungan yang ditimbulkan dari kegiatan rantai pasok segmen usaha sawit, karet, dan oleokimia.

We commit to comply with all applied regulations and standard to minimize the negative impacts on environment and social resulted from the supply chain activity of oleochemicals, rubber, and oil palm business segments.

Rantai Pasok Kelapa Sawit The Palm Oil Supply Chain



Sawit

1. Teknologi dan inovasi oleh *Bakrie Agricultural Research Institute* (BARI).
2. Penyediaan benih *Seed Processing Unit* (SPU).
3. Budidaya kelapa sawit (Inti dan Plasma).
4. Pemrosesan buah untuk menghasilkan minyak sawit (*Crude Palm Oil* /CPO), inti sawit (*Palm Kernel*/PK) dan minyak inti sawit (*Palm Kernel Oil* /PKO).
5. Produk turunan sawit digunakan sebagai bahan baku dalam bidang industri makanan dan non makanan.
6. Konsumen domestik dan luar negeri.

Karet

1. Teknologi dan Inovasi oleh *Bakrie Agricultural Research Institute* (BARI).
2. Budidaya pohon karet.
3. Penyadapan getah karet.
4. Proses produksi karet alam dari karet sampai *block skim rubber* (BSR).
5. Konsumen dalam negeri untuk bahan baku industri otomotif, khususnya produksi ban.

Oleokimia

1. Produk hilir sawit.
2. Proses produksi produk *fatty acid*, *fatty alcohol*, *glycerin*, *palm olein*, *palm stearin* dan *Palm Fatty Acid Distillate* / PFAD.
3. Sekitar 80% konsumen luar negeri, 20% dalam negeri.

Oil Palm

1. Technology and Innovation by *Bakrie Agricultural Research Institute* (BARI).
2. Seed Supply by *Seed Processing Unit* (SPU).
3. Oil palm cultivation (*Palm Kernel* and *Plasma*).
4. Oil palm fruit processing to produce *Crude palm oil*, *Palm Kernel*, and *Palm Kernel oil*.
5. Oil palm derivatives products are used as raw material in the food and non-food industries.
6. Domestic and foreign Consumers.

Rubber

1. Technology and Innovation by *Bakrie Agricultural Research Institute* (BARI).
2. Rubber tree cultivation.
3. Latex tapping.
4. Natural rubber production process from rubber to *block skim rubber* (BSR).
5. Domestic consumer for the raw material of automotive industry, particularly tire production.

Oleochemicals

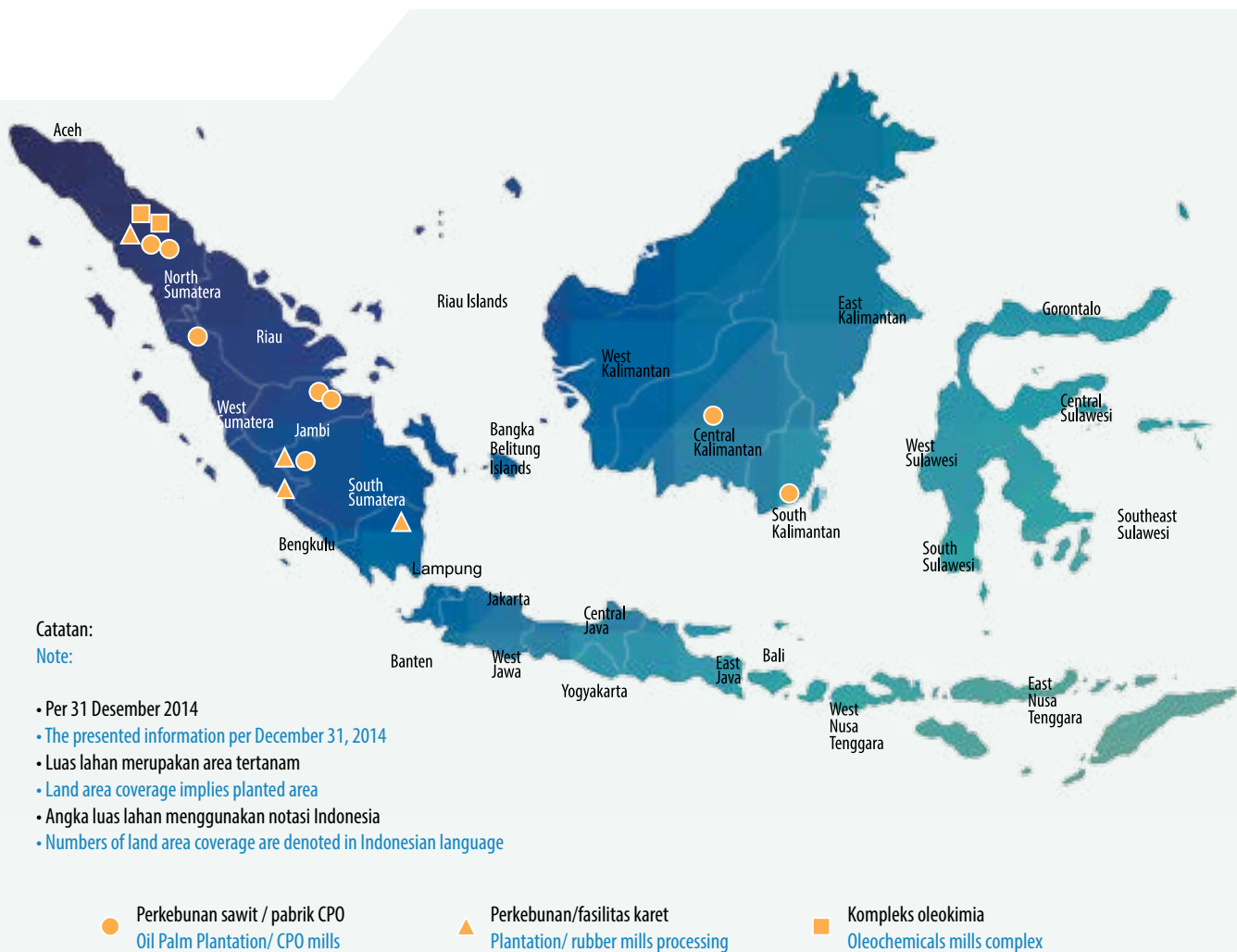
1. Oil palm downstream product.
2. Production process of *fatty acid*, *fatty alcohol*, *glycerin*, *palm olein*, *palm stearin* and *Palm Fatty Acid Distillate* / PFAD products.
3. Approximately 80% is foreign consumer, and 20% is local consumer.

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

Kantor pusat kami beralamat di Jalan Ir H Juanda, Kisaran–Kabupaten Asahan, Medan 21202, Sumatera Utara, Indonesia. Adapun area usaha atau operasi kami tersebar di sejumlah wilayah Pulau Sumatera dan Kalimantan yang tersaji dalam gambar dan grafik berikut ini:

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

Our headquarter address is on Ir. H. Juanda Street, Kisaran–Asahan District, Medan 2012, North of Sumatera, Indonesia. Our business and operational areas are located in several areas in Sumatera and Borneo Islands. These business and operational units are represented on the following picture and graph:



UPSTREAM			
Wilayah 1 Area 1		Wilayah 2 Area 2	
Sumut 1	BSP	Jambi 1	AGW/AMM
Lokasi Location	Asahan	Lokasi Location	Tanjung Jabung Barat
Luas Lahan Land Width		Luas Lahan Land Width	
Sawit Oil Palm	9.897 Ha	Sawit Oil Palm	4.418 Ha
Karet Rubber	10.853 Ha	Plasma Sawit Palm Plasma	7.701 Ha
Sumut 2	GLP	Jambi 2	SNP
Lokasi Location	Labuhan Batu	Lokasi Location	Muaro Jambi
Luas Lahan Land Width		Luas Lahan Land Width	
Sawit Oil Palm	7.728 Ha	Sawit Oil Palm	7.039 Ha
Bengkulu 1	AM	Sumbar	BPP, CCI
Lokasi Location	Ketahun	Lokasi BPP Location BPP	Tanjung Jabung Barat
		Lokasi CCI Location CCI	Pesisir Selatan
Luas Lahan Land Width		Luas Lahan Land Width	
Karet Rubber	2.649 Ha	Sawit Oil Palm	10.773 Ha
		Plasma Sawit Palm Plasma	6.298 Ha

UPSTREAM			
Bengkulu 2	JOP	Kasel	MIB
Lokasi Location	Bengkulu Utara	Lokasi Location	Banjar Baru
Luas Lahan Land Width		Luas Lahan Land Width	
Karet Rubber	2.505 Ha	Sawit Oil Palm	6.053 Ha
Lampung	HIM	EMAL, JAW, MMM, PP, TSP *	
Lokasi Location	Tulang Bawang	Lokasi Location	Tulang Bawang
Luas Lahan Land Width		Luas Lahan Land Width	
Karet Rubber	3.374 Ha	Sawit Oil Palm	27.556 Ha

*diklasifikasikan sebagai aset yang tersedia untuk dijual *classified as available asset to sale

DOWNSTREAM	
Tanjung Morawa: Fatty Acid Plant	FSC
Lokasi Location	Tanjung Morawa
Luas Width	
Fasilitas dan Pabrik Mills and Facilities	7 Ha
Kuala Tanjung: Oleochemical Complex	
Lokasi Location	Kuala Tanjung
Luas Width	
Fasilitas dan Pabrik Mills and Facilities	114 Ha



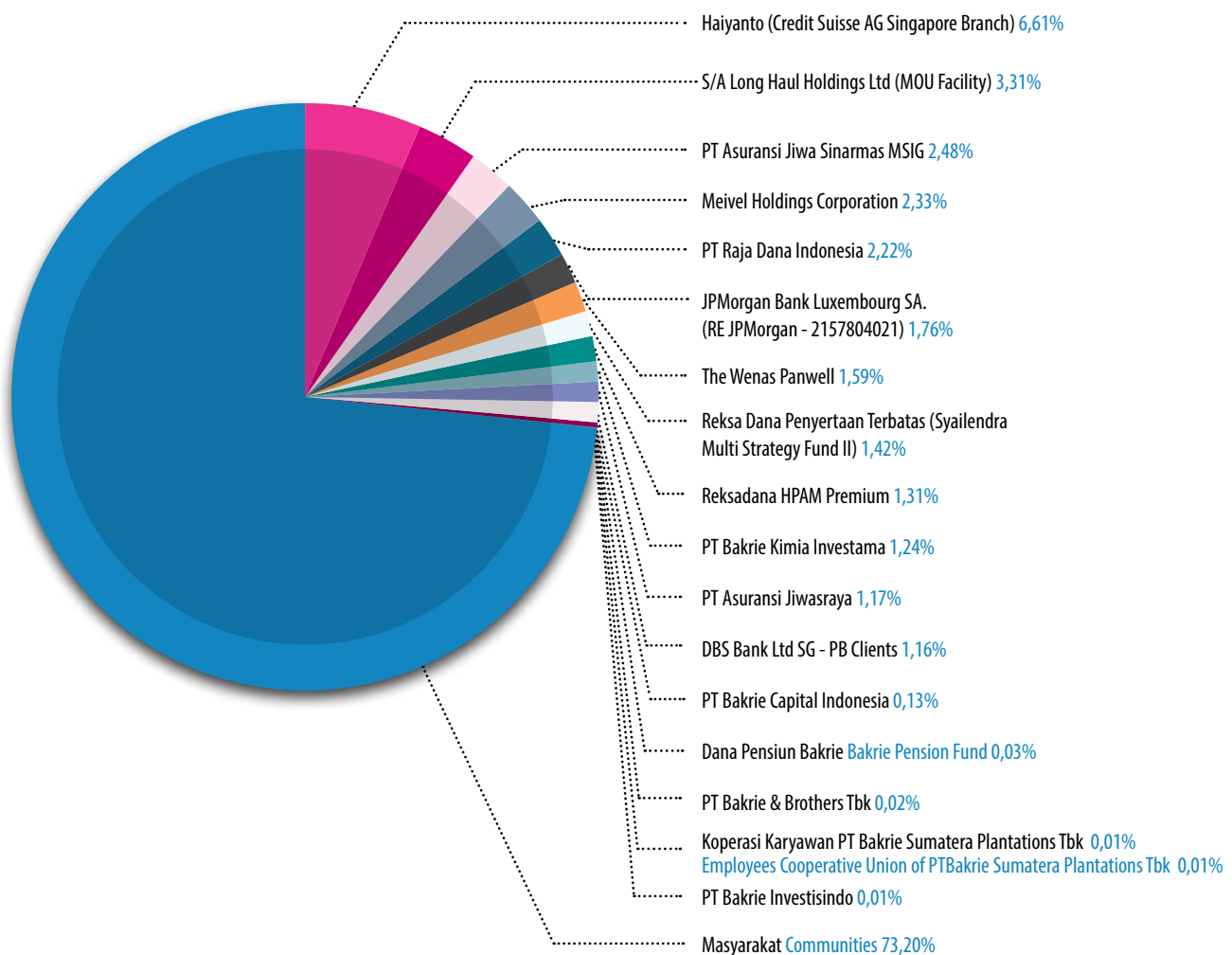
Kepemilikan Saham ^[G4-7]

Kami mencatatkan saham perdana dengan kode saham "UNSP" di Bursa Efek Indonesia (dulu Bursa Efek Jakarta) pada 6 Januari 1990. Selanjutnya pada 1992, kami menyesuaikan nama menjadi PT Bakrie Sumatera Plantations Tbk sesuai dengan ketentuan Undang-undang tentang Perseroan Terbatas.

Shares Ownership ^[G4-7]

We registered initial public offering with shares code, "UNSP", at the Indonesian Stock Exchange (formerly known as Jakarta Stock Exchange) on January 6, 1990. Then in 1992, we adjusted our shares code name into PT Bakrie Sumatera Plantations Tbk, which is in compliance with the Law on Liability Company.

Kepemilikan Saham Komposisi Kepemilikan Saham per 31 Desember 2014 ^[G4-7]
Shares Ownership compositions as per December 31, 2014



Entitas Usaha ^[G4-17]

Kami memiliki entitas usaha antara lain: BSP, AGW, AI, AIRPL, AM, AMM, ARBV, ASD, Bookwise, BPP, BRBE, BSEP, BSPF, BSPL, BSPN, CCI, DAIP, DAP, DSIP, EMAL, Fordway, FSC, GFII, GIN, GLP, HIM, IKP, JAW, JOP, Makmur, MIB, Mitra, MMM, NAM, PBJ, PP, SIP, SMAP, SNP, Solegna, dan TSP.

Business Entities ^[G4-17]

We have business entities, namely BSP, AGW, AI, AIRPL, AM, AMM, ARBV, ASD, Bookwise, BPP, BRBE, BSEP, BSPF, BSPL, BSPN, CCI, DAIP, DAP, DSIP, EMAL, Fordway, FSC, GFII, GIN, GLP, HIM, IKP, JAW, JOP, Makmur, MIB, Mitra, MMM, NAM, PBJ, PP, SIP, SMAP, SNP, Solegna, and TSP.

*Informasi mengenai Entitas Usaha beserta bidang usahanya disajikan lebih lengkap dalam Laporan Tahunan 2014.

*Information on Business Entities is comprehensively presented in 2014 Annual Report

Skala Perusahaan ^[G4-9] Company Scale

Uraian Explanation	Satuan Unit	Periode Pelaporan Reporting Period	
		2014	2013
Jumlah Karyawan Tetap Numbers of Permanent Employee	Orang Person	17.668	17.244
Total Penjualan Total Revenue	Rp miliar IDR billion	2.636,70	2.076,49
Total Kapitalisasi Total Capital			
Liabilitas Liability	Rp miliar IDR billion	13.287,43	13.148,14
Ekuitas Equity	Rp miliar IDR billion	4.154,20	4.867,20
Kuantitas Produk Terjual Sale Product Quantity			
Produksi Sawit Oil Palm Production	MT	CPO 215.364/ PK 46.727	CPO: 196.599/ PK: 43.753
Produksi Karet Rubber Production	MT	26.615	21.167
Aset Asset	Rp miliar IDR billion	17.441,63	18.015,34

Jangkauan Pasar ^[G4-8] Market Scope

Pemasaran Marketing	Volume Penjualan (Rp Miliar) Sale Volume (IDR Billion)		Volume Penjualan (Rp Miliar) Sale Volume (IDR Billion)		Volume Penjualan (Rp Miliar) Sale Volume (IDR Billion)	
	2014	Persentase (%) Percentage (%)	2013	Persentase (%) Percentage (%)	2012	Persentase (%) Percentage (%)
Dalam Negeri Local	2.187,10	82,95%	1.682,08	81,00%	1.757,05	70,69%
Luar Negeri Oversea	449,60	17,05%	394,40	19,00%	728,38	29,31%
Total Total	2.636,70	100,00%	2.076,49	100,00%	2.485,83	100,00%

*Uraian mengenai jangkauan pasar kami berdasarkan pengelompokan geografis, sektor dan jenis pelanggan disajikan lebih lengkap dalam Laporan Tahunan 2014.

*Explanation on our market scope based on geographical area, sector and customer characteristic is comprehensively presented in Annual Report of the year 2014.

Prinsip Pencegahan [G4-14]

Kami menyadari setiap kegiatan operasional memiliki risiko terhadap aspek-aspek ekonomi, sosial dan lingkungan. Karena itu, kami menerapkan sistem manajemen risiko berdasarkan falsafah perbaikan kinerja berkesinambungan dengan mengacu pada konsep siklus *Plan-Do-Check-Act* (PDCA) yang mencakup; perencanaan (*plan*), pelaksanaan (*do*), evaluasi kegiatan (*check*), dan pelaksanaan tindakan korektif (*act*).

Manajemen risiko tersebut menjadi tanggung jawab Divisi Enterprise Audit & Risk Management (EARM), khususnya Departemen Enterprise Risk Management (ERM) yang bertugas mengidentifikasi, mendefinisikan, mengukur, dan mengendalikan risiko internal maupun eksternal.

Fungsi EARM secara struktural bertanggung jawab kepada Direktur Utama dan secara fungsional memiliki hubungan dengan Dewan Komisaris melalui Komite Manajemen Risiko.

Precaution Principle [G4-14]

We are aware that every operational activity has its own risks towards economical, social, and environmental aspects. Thus, we apply risk management system based on the sustainability performance improvement value, referring to *Plan-Do-Check-Act* (PDCA) cycle concept. This PDCA cycle concept covers plan, do, check, act.

Those risk management becomes the responsibility of Audit Enterprise Division & Risk Management. The responsibilities of Enterprise Risk Management (ERM) Department are identifying, defining, measuring, and controlling internal and external risks.

The function of Audit Enterprise Division & Risk Management is structurally responsible to the President Director and functionally linked to the Board of Commissioners through Risk Management Committee.

*Uraian risiko-risiko utama BSP beserta upaya mitigasi secara lebih lengkap disajikan dalam Laporan Tahunan 2014

* Explanation of the BSP major risks and mitigation efforts are comprehensively presented in the Annual Report of the year 2014

Keanggotaan Asosiasi [G4-16]

Kami menjadi anggota asosiasi sebagai wujud partisipasi dalam kemasyarakatan dan ikut serta memberikan kontribusi dalam menjaga keberlanjutan industri kami.

Association Membership [G4-16]

We become association member as part of our community engagement and contribution in maintaining the sustainability of our industry.

Nama Asosiasi Association Name	Jabatan Khusus Dalam Asosiasi Position in the Association
Organisasi Nasional National Organization	
GAPKI	Pengurus Board
GAPKINDO	Pengurus Board
BKSPPS	Pengurus Board
CFCD	Pengurus Board
PII	Pengurus Board
DMI	Pengurus Board
KADIN	Pengurus Board
Organisasi Internasional International Organization	
RSPO	Anggota Member

Perubahan Signifikan [G4-13]

Tidak ada perubahan signifikan selama periode pelaporan terkait ukuran organisasi, struktur, kepemilikan, atau rantai pasokan.

Significant Change [G4-13]

There is no significant change in the reporting period related to the organization, structure, ownership, or supply chain scope.



Kebun Karet
Rubber Plantation



INVESTASI HIJAU GREEN INVESTMENT



Pembibitan Sawit
Oil Palm Nursery

Kami berusaha meningkatkan produktivitas dengan melakukan investasi riset dan teknologi pengelolaan perkebunan di *Bakrie Research Institute* (BARI). Investasi ini mendukung produktivitas operasional perusahaan, memperhatikan konsep lingkungan, dan mematuhi regulasi dan standar yang berlaku di bidang perkebunan sawit maupun karet. Regulasi dan standar tersebut mencakup:

- Undang-Undang No. 40 Tahun 2007 mengenai Perseroan Terbatas;
- Peraturan Menteri LH Nomor 3 TH 2014 Tentang PROPER;
- Peraturan Menteri Pertanian (Permentan Nomor 11/OT.140/3/2015) Tentang Sistem Sertifikasi Kelapa Sawit Berkelanjutan (ISPO)
- Prinsip dan Kriteria RSPO.

Wujud komitmen kami adalah bersungguh-sungguh menerapkan prinsip dan praktik terbaik keberlanjutan pengelolaan perkebunan lestari untuk industri perkebunan sawit dan karet.

Pengelolaan kebun secara lestari ini berada di bawah departemen khusus yang bertanggung jawab di tingkat operasional, yaitu Departemen Keberlanjutan, Kualitas, Keselamatan dan Kesehatan Kerja yang bertanggung jawab langsung kepada *Chief Operating Officer* (COO) Upstream. [G4-DMA]

We strive to improve productivity by performing research investment and technological plantation management in Bakrie Research Institute (BARI). This investment supports company operational productivity, considers environmental concept, and complies with the applied regulation and standard in the sectors of the palm and rubber plantations. These regulations and standards are:

- Law No. 40 of the Year 2007 on Limited Liability Company;
- Regulation of Minister No. 3 of the Year 2014 on PROPER;
- Regulation of Agriculture Minister No 11/OT.140/3/2015 on Sustainable Oil Palm Certification System
- RSPO Principles and Criteria

The embodiment of our commitment is an earnest implementation of good practices on sustainable plantation management for rubber and oil palm plantation.

This sustainable plantation management is managed by certain department, having responsibility at the operational level. This department is Sustainability, Quality, Occupational Health and Safety, having direct responsibility to Upstream Chief Operating Officer (COO). [G4-DMA]

Peningkatan Produktivitas [G4-EC1][G4-EC2]

Productivity Improvement



Industri perkebunan sawit dan karet di Indonesia tengah menghadapi tantangan sepanjang tahun 2014, terkait penurunan permintaan akibat kondisi ekonomi Eropa dan Amerika yang belum pulih dan dampak perubahan iklim berupa cuaca ekstrem. Terkait pelemahan kinerja ekonomi, kami berusaha meningkatkan produktivitas melalui mitigasi penerapan strategi harga yang selaras dengan kontrak penjualan dan efisiensi secara menyeluruh.

Investasi pengembangan perusahaan melalui riset dan teknologi dilakukan oleh *Bakrie Research Institute* (BARI) dalam pengelolaan perkebunan sawit maupun karet di lapangan, terutama dampak perubahan iklim berupa cuaca ekstrem. Inovasi BARI meliputi perbaikan kultur teknis (perbaikan cara budidaya), penyesuaian jadwal tanam dan panen.

BARI mengembangkan teknologi pada bidang sawit berupa pembibitan *seed garden* (bibit unggul) yang berguna dalam memperpanjang usia produktif serta meningkatkan kualitas produktivitas. Adapun untuk usaha karet, BARI mengembangkan *Upward Tapping*, yaitu teknik penyadapan getah karet yang dapat meningkatkan kualitas serta produktivitas.

Sepanjang 2014, kami berhasil membukukan pendapatan untuk segmen sawit dan karet daripada tahun sebelumnya. Total pendapatan bersih BSP sebesar Rp2.636,70 miliar, atau naik 26,98% dibanding 2013 sebesar Rp2.076,49 miliar.

The industry of oil palm and rubber plantations in Indonesia were facing challenges during 2014. The challenges are decreasing demand caused by deficit economic condition in Europe and United States and climate change impact such as extreme weather. Related to the declining of economic performance, we strive to improve productivity through strategic implementation of price reduction.

Investment on the company development through research and technology is conducted by Bakrie Research Institute (BARI) in managing the rubber and oil palm plantations, particularly, the impact of climate change such as extreme weather. The BARI innovations encompass improvement on cultivation method, planting and harvesting schedule adaptability.

BARI develops such oil palm planting technology as seed garden (top-quality seeds) nursery, functioning to extend productivity lifespan and to improve production quality. For rubber industry, BARI develops Upward Tapping, a latex tapping technique which can improve quality and productivity.

During 2014, we succeeded to record revenue for oil palm and rubber segments compared to the prior year revenue. The total of BSP net revenue in 2014 was IDR2,636.70 billion, or increased by 26.98% compared to the net revenue in 2013 which was IDR2,076.49 billion.

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		
		2014	2013	2012
		Rp ribuan IDR thousand		
Nilai Ekonomi Langsung Direct Economic Value				
1.	Pendapatan Revenue	2.636.703.408	2.076.486.069	2.485.429.887
Nilai Ekonomi Didistribusikan Distributed Economic Value				
2.	Beban Pokok Penjualan dan beban langsung lainnya Cost of Goods Sales and Other Direct Cost	1.906.053.721	1.485.599.280	1.736.764.096
3.	Biaya karyawan Labor Cost	199.536.455	162.360.321	165.542.645
4.	Jumlah pembayaran kepada penyandang dana The amount of payment to lenders			
	• Pengeluaran Untuk Pemerintah (Pembayaran Dividen dan Pajak) • Expenditure for Government (Dividend and Excise Payment)	40.167.470	49.155.123	159.458.524
5.	Kegiatan CSR dan donasi CSR Activity and Donation	3.055.073	2.922.055	6.415.756
Nilai Ekonomi Ditahan Retained Economic Value				
6.	Laba (Rugi) Setelah Pajak Profit (Loss) After Tax	(684.175.812)	(2.766.719.041)	(1.067.598.777)

* Informasi secara lengkap pernyataan finansial disajikan dalam Laporan Tahunan, yang disusun dan diterbitkan terpisah dari laporan ini, namun bersifat saling melengkapi.
* Comprehensive information on financial statement is presented on the Annual Report, composed and published separately from this Sustainability Report, yet both of them are complementary.

PELESTARIAN LINGKUNGAN

ENVIRONMENTAL PRESERVATION



Bunga Pukul Delapan
Turnera Subulata

Kami menyadari bahwa pemangku kepentingan menaruh perhatian besar pada dampak operasional usaha perkebunan sawit ataupun karet terhadap kelestarian lingkungan. Untuk itu, kami telah menyusun kebijakan dan strategi pelestarian lingkungan dengan merujuk berbagai regulasi dan standar lingkungan, antara lain:

- Undang-Undang No. 40 Tahun 2007 mengenai Perseroan Terbatas;
- Peraturan Menteri LH Nomor 3 TH 2014 Tentang PROPER;
- Peraturan Menteri Pertanian (Permentan Nomor 11/OT.140/3/2015) Tentang Sistem Sertifikasi Kelapa Sawit Berkelanjutan (ISPO);
- Peraturan Pemerintah No. 7 Tahun 1999 tentang Pengawetan Jenis Tumbuhan dan Satwa atau yang terdaftar di IUCN Red List;
- Prinsip dan Kriteria RSPO.

Dalam implementasinya, kami telah melakukan berbagai inisiatif pelestarian lingkungan, seperti reduksi limbah pada sistem Instalasi Pengolahan Air Limbah (IPAL), pengendalian hama terpadu dengan kontrol biologi, pengembangan CDM, pengelolaan "Hutan Konservasi" dan perlindungan kawasan bernilai konservasi tinggi (*High Conservation Value/HCV*).

Inisiatif-inisiatif tersebut dikelola oleh divisi khusus yang bertanggung jawab di tingkat operasional, yaitu Departemen Keberlanjutan, Kualitas, Keselamatan dan Kesehatan Kerja yang bertanggung jawab langsung kepada *Chief Operating Officer* (COO) Upstream. [G4-DMA]

We are aware that the stakeholders put great concern on the operational impact of rubber or oil palm plantation businesses towards environmental sustainability. Thus, we have set environmental conservation policies and strategies based on varied environmental regulations and standards, which are:

- Law NO. 40 of the Year 2007 on Limited Liability Company;
- Regulation of Environmental Minister Number 3 of the Year 2014 on PROPER;
- Regulation of Agricultural Minister Number 11/OT.140/3/2015 on Sustainable Oil Palm Certification System;
- Government Regulation Number 7 of the Year 1999 on the Conservation of Flora and Fauna listed in IUCN Red List;
- RSPO Criteria and Principle

We have performed varied environmental conservation initiatives such as waste reduction using Wastewater Treatment Plant (WWTP) system, integrated pest restraint with biological control, CDM development, "Forest Conservation" management, and preservation of High Conservation Value (HCV) region.

Those initiatives are managed by Environment, Quality, Occupational Health and Safety Division. This division is responsible in the operational level and has direct responsibility report to the Upstream Chief Operating Officer. [G4-DMA]

Pengurangan Limbah dan Emisi

Emission and Waste Reduction



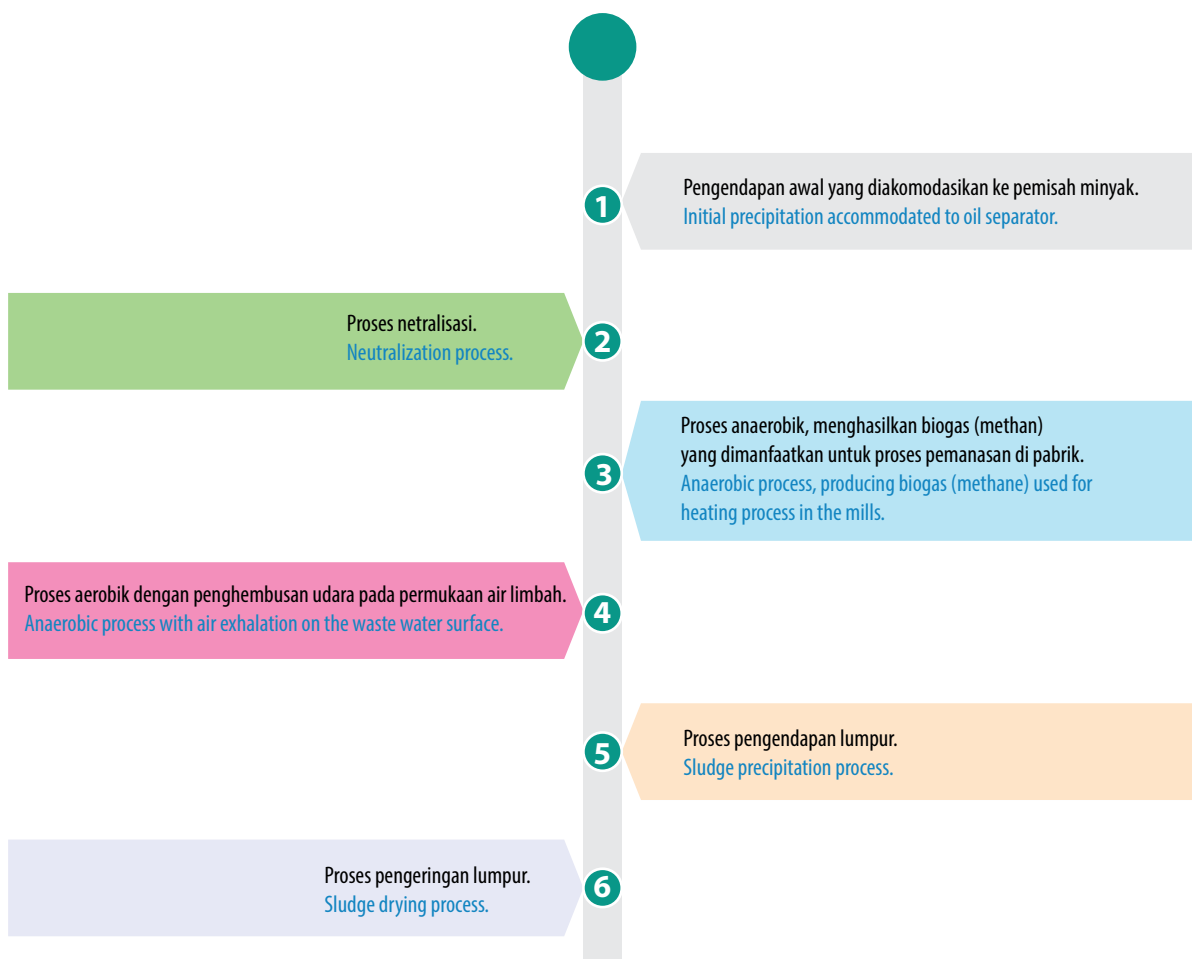
Mereduksi Limbah [G4-EN22]

Ketersediaan kualitas air sesuai standar baku mutu menjadi perhatian utama kami untuk menunjang kebutuhan operasional. Kami berupaya meminimalkan risiko kontaminasi air dengan mengolahnya terlebih dulu dalam kolam IPAL. Area Usaha kami yang telah memiliki IPAL antara lain, 8 kolam di Jambi 1 (AGW), 11 kolam di Jambi 2 (SNP) dan 7 kolam di Sumbar (BPP Air Balam).

Reduce Waste [G4-EN22]

The availability of qualified water, which is appropriate to a basic standard, becomes our major concern for supporting our operational need. We strive to minimize water contamination risk by processing the contaminated water priorly Wastewater Treatment Plant (WWTP) reservoir. Our business areas having WWTP are Jambi 1 (AGW) by 8 reservoir, Jambi 2 (SNP) by 11 reservoir, and Sumbar (BPP Air Balam) by 7 reservoir.

Proses pengolahan limbah cair di setiap IPAL
Liquid waste processing stage in each Wastewater Treatment Plant



Total Air Dilepaskan Berdasarkan Kualitas dan Tujuan ^[G4-EN22] The Total of Released Water Based on Quality and Objective

Area Usaha Business Area	Volume Air Dilepaskan (m ³) Volume of Release Water (m ³)	
	2014	
Kebun Sawit dan Pabrik Pengolahan Minyak Sawit Oil Palm Plantation and Palm Oil Processing Mills		
Sumut 1	358.713	
Sumbar	379.909	
Jambi 1	150.428	
Total	889.050	
Kebun Karet dan Pabrik Pengolahan Karet Rubber Plantation and Rubber Processing Mills		
Sumut 1	102.374	
Bengkulu 1	269.505	
Total	371.879	

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

Area Usaha Business Area	pH		BOD	
	Baku Mutu Quality Standard	Hasil Ukur Measuring Result	Baku Mutu Quality Standard	Hasil Ukur Measuring Result
Pabrik Pengolahan Minyak Sawit Palm Oil Processing Mills				
Sumut 1	6-9	7,22	≤ 5.000	3.338
Sumbar	6-9	7,4	≤ 5.000	647,9
Jambi 1	6-9	7,04	≤ 5.000	3.426

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

Area Usaha Business Area	pH		BOD (ppm)		TSS (ppm)		COD (ppm)		NH3-N (ppm)		N-Total (ppm)	
	Baku Mutu Quality Standard	Hasil Ukur Measuring Result	Baku Mutu Quality Standard	Hasil Ukur Measuring Result	Baku Mutu Quality Standard	Hasil Ukur Measuring Result	Baku Mutu Quality Standard	Hasil Ukur Measuring Result	Baku Mutu Quality Standard	Hasil Ukur Measuring Result	Baku Mutu Quality Standard	Hasil Ukur Measuring Result
Pabrik Pengolahan Minyak Sawit Palm Oil Processing Mills												
Jambi 2	6-9	7,5	100	49,8	250	51,8	350	145,2	N/A	N/A	50	7,0
Pabrik Pengolahan Karet Rubber Processing Mills												
Sumut 1	6-9	7,08	60	49,42	100	73,83	200	93,33	5	4,22	10	6,73
Bengkulu 1	6-9	6,37	60	17,6	100	5	200	60.924	5	2,7	10	4,1

* Baku mutu air limbah Pabrik pengolahan karet mengikuti Peraturan Menteri Lingkungan Hidup No. 5 Tahun 2014 Tentang Baku Mutu Air Limbah.

* Wastewater Quality standard Rubber Processing Mills refer to Regulation of Minister Environment Number 5 Year 2014 on Wastewater Quality standard.

* N/A : Not Available

Pengolahan Limbah B3 dan Non-B3

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

Kami menyadari bahwa kegiatan operasional di setiap Area Usaha BSP menghasilkan limbah, baik yang mengandung bahan berbahaya dan beracun (B3) ataupun non-B3, dalam wujud cair maupun padat. Untuk itu, kami berkomitmen melakukan pengolahan limbah, khususnya B3 dengan merujuk pada Peraturan Pemerintah 101 Tahun 2014. Kepatuhan kami meminimalkan limbah cair yang dihasilkan oleh kegiatan operasional maupun yang dialirkan ke badan air, sehingga tidak ada keanekaragaman hayati di badan air yang terganggu. Selama periode pelaporan 2014, BSP juga memastikan tidak adanya kebocoran limbah cair non-B3 ataupun air buangan yang berpotensi membahayakan bagi lingkungan hidup.

Limbah B3

Hasil pemantauan menunjukkan bahwa proses produksi menghasilkan limbah B3 berupa pelumas (oli) dalam jumlah signifikan. Limbah tersebut berasal dari mesin genset, turbin, kendaraan bermotor, gear box mesin-mesin produksi dan aktivitas bengkel. Limbah B3 dari kegiatan operasional lainnya dapat berupa aki bekas, filter oli bekas, lampu neon/merkuri, toner bekas, majun bekas dan kemasan bahan kimia yang digunakan di perkebunan.

Selama ini, kami mengelola limbah B3 tersebut melalui beberapa tahapan sebagai berikut:

- Meminta izin penyimpanan sementara limbah B3 yang dikeluarkan oleh Kantor Lingkungan Hidup di Jakarta yang berlaku selama tiga tahun;
- Menyimpan limbah B3 selama 60-180 hari sesuai Peraturan Pemerintah yang berlaku;
- Mengirim limbah B3 ke tempat pengumpul dan pemusnah limbah B3 yang sudah mempunyai izin dari Kementerian Lingkungan Hidup dan Kehutanan.

Waste Management

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

We are aware that the operational activities in every BSP Business Area produce liquid and solid waste containing Hazardous and Toxic Waste Substances (B3 waste) or non-Hazardous and Toxic Waste Substances (non-B3 waste). Accordingly, we commit to perform waste management, particularly B3 waste by referring to Government Regulation Number 101 of the Year 2014. Our compliance with minimizing liquid waste, produced by the operational activities or run into water body results no polluted biodiversities. During reporting period of 2014, BSP assured that there is no non-B3 liquid waste leakage or waste water, potentially endanger living environment.

B3 Waste

A monitoring result presents that the production process produces hazardous and toxic substance B3 waste such as lubricants in a significant amount. This B3 waste comes from generators, turbines, vehicles, gear box of production machinery, and service center activities. The B3 waste from other operational activities are used batteries, used lubricant filter, neon or mercury lamps, used toner, used cotton waste, and chemicals packages used in plantations.

We process hazardous and toxic substances: B3 waste through several stages as following:

- Inquire hazardous and toxic substances: B3 waste temporary storage license, issued by Living Environment Office in Jakarta. This is a 3-years valid license;
- Store hazardous and toxic substances: B3 waste for 60 up to 180 days according to the applied Government Regulation;
- Distributing B3 waste to B3 waste collector and disposal plant, having license from Ministry of Environment and Forestry.

Limbah Non-B3

Selain limbah B3, kegiatan operasional BSP menghasilkan limbah non-B3 berwujud padat dan cair yang diolah sedemikian rupa agar bisa dimanfaatkan kembali.

Limbah padat

- Tandan kosong
Hampir semua Area Usaha mengolah tandan kosong menjadi kompos untuk kegiatan penanaman pohon sawit serta untuk menghambat pertumbuhan gulma.
- Cangkang dan Serat
BSP memanfaatkan cangkang dan serat sebagai sumber energi alternatif untuk bahan bakar boiler, sebagai mulsa dalam pembibitan kelapa sawit, serta sebagai material konstruksi pengerasan jalan sekitar wilayah usaha.
- Sampah anorganik
BSP bekerjasama dengan Pemerintah Kabupaten setempat mengolah sampah anorganik secara berkelanjutan untuk mencegah pencemaran tanah dan air.

Limbah cair

- BSP mengolah limbah cair pabrik kelapa sawit menggunakan sistem land application. Limbah cair yang telah diproses dimanfaatkan sebagai pupuk organik untuk meningkatkan produksi tandan buah segar (TBS).
- BSP berupaya mencegah pencemaran tanah akibat tumpahan solar. Upaya ini dilakukan dengan menyimpan solar di dalam tangki timbun, dan membuat tampungan dan lantai kedap air.

Non-B3 Waste

Not only do BSP operational activities produce B3 waste, but also emit non-B3 solid and liquid waste. This non-B3 waste undergoes gradual processing so that it can be reused.

Solid Waste

- Empty Fruit Bunches
Most of Business Area processes empty fruit bunches into compost. The compost is used to cultivate oil palm trees, as well as prevent weeds growth.
- Oil Palm Fibers and Shells
BSP makes use oil palm shells and fibers as an alternative energy source for boiler fuel, a mulch in oil palm seeding, a street paving construction material.
- Anorganic waste
BSP collaborates with the local district government continuously processing anorganic waste to prevent water and soil pollution.

Liquid Waste

- BSP processes the liquid waste of oil palm mills using land application system. The processed liquid waste processing is made use as organic fertilizer, for improving the production of fresh fruit bunch.
- BSP endeavours to prevent soil pollution caused by diesel fuels spill. The endeavors are performed by storing fuel into the tanks, building storage bin and waterproof floor.

Total Berat Dari Setiap Jenis Limbah B3 [G4-EN23]
The Total Weight of Each Type of Hazardous and Toxic Substances: B3 Waste

Volume Limbah B3 Kebun Karet, Sawit, Pabrik Karet dan Minyak Sawit Waste Volume of Rubber Plantation, Oil Palm, Rubber Plant, and Palm Oil			
Area Usaha Business Area	Bentuk Limbah Waste Form	Volume Dihasilkan Produced Volume	Dikelola Pihak Ketiga Managed by Third Party
Sumut 1	Pelumas Bekas Used Lubricants	0,298 ton	0,298 ton
	Battery Bekas Used Batteries	0,462 ton	0,462 ton
	Limbah Bahan Kimia Chemicals Waste	0,004 ton	0,004 ton
	Kemasan terkontaminasi B3 B3 Contaminated Package	1,676 ton	1,676 ton
	Toner Bekas Used Toner	0,024 ton	0,024 ton
	Filter Oli Bekas Used Filter Oil	0,043 ton	0,043 ton
	Bola Lampu Bekas Used Light Bulb	0,011 ton	0,011 ton
	Majun Cotton Waste	0,002 ton	0,002 ton
Oli bekas Used Oil	2,47 ton	2,47 ton	
Sumbar	Bola lampu Used Light Bulb	41 pcs	41 pcs
	Toner bekas Used Toner	17 pcs	17 pcs
	Filter bekas Used Filter Oil	0,25 ton	0,25 ton
	Majun Cotton Waste	0,003 ton	0,003 ton
	Oli bekas Used Oil	3,829 ton	3,418 ton
	Filter Oli Bekas Used Filter Oil	0,598 ton	0,568 ton
	Majun Cotton Waste	0,065 ton	0,065 ton
	Kemasan terkontaminasi B3 B3 Contaminated Package	0,058 ton	0,052 ton
Lampu TL/FCL bekas Used Light TL/FCL	0,046 ton	0,012 ton	
Jambi 1	Battery bekas Used Batteries	0,32 ton	0,32 ton
	Karung bekas Used Sack	0,59 ton	N/A
	Timba bekas Used Backed	0,03 ton	N/A
	Toner Bekas Used Toner	0,02 ton	0,02 ton
	Filter Oli Bekas Used Filter Oil	0,16 ton	0,16 ton
	Bola lampu bekas Used Light Bulb	0,0007 ton	0,0007 ton
	Majun Cotton Waste	0,0005 ton	0,0005 ton
Oli bekas Used Oil	1,75 ton	1,75 ton	
Bengkulu 1	Oli bekas Used Oil	0,057 ton	N/A
	Filter Oli bekas Used Oil	0,16 ton	N/A
	Bola lampu bekas Used Light Bulb	0,002 ton	N/A
	Accu (cair) Accu (Liquid)	0,002 ton	N/A

*N/A : Not Available

Total Berat Dari Setiap Jenis Limbah Non B3^[G4-EN23]
The Total Weight of Each Type of Non Hazardous and Toxic Substances: Non B3 Waste

Volume Limbah Non B3 Kebun Karet, Sawit, Pabrik Karet dan Minyak Sawit Non B3 Waste Volume of Rubber Plant, Oil Palm, Rubber Plant, and Palm Oil				
Area Usaha Business Area	Bentuk Limbah Waste Form	Volume Dihasilkan (Ton) Produced Volume (Ton)	Penggunaan kembali (Ton) Reuse (Ton)	Digunakan Pihak Ketiga (Ton) Used by Third Party (Ton)
Sumut 1	Besi Bekas <i>Used Iron</i>	1,90	N/A	0,40
	Polybag Bekas <i>Used Polybag</i>	3,00	N/A	2,40
	Kertas Bekas <i>Used paper</i>	2,60	N/A	N/A
Sumbar	Tandan Kosong <i>Empty Fruit Bunches</i>	62.310,64	53.177,28	9.133,35
	Cangkang <i>Shell</i>	14.793,60	31.924,59	11.095,20
	Fiber <i>Fibre</i>	38.463,36	38.463,36	6.538,77
Jambi 1	Abu Boiler <i>Boiler Ash</i>	1.200,62	1.196,38	N/A
	Tandan Kosong <i>Empty Fruit Bunches</i>	58.697,05	46.054,83	N/A
	Cangkang <i>Shell</i>	11.295,47	5.308,49	6.132,73
	Fiber <i>Fibre</i>	34.203,28	34.203,38	0
Jambi 2	Cangkang <i>Shell</i>	7.573,27	5.717,05	1.946,15
	Fiber <i>Fibre</i>	14.755,22	14.755,22	0
Total		243.300,01	216.045,36	38.849

*N/A : Not Available

Mereduksi Emisi Gas Rumah Kaca^{[G4-EN19][G4-EC2]}

Sejalan dengan upaya pemerintah mereduksi emisi Gas Rumah Kaca (GRK) atau *Green House Gases* (GHG), kami berencana untuk memanfaatkan emisi gas metan sebagai sumber energi terbarukan melalui pengembangan biogas *power plant* sebagai kelanjutan proyek Mekanisme Pembangunan Bersih (*Clean Development Mechanism/CDM*) yang dikembangkan mulai tahun 2008 hingga 2012.

Bermula pada tahun 2008, kami ikut serta dalam upaya menurunkan dampak pemanasan global yang memicu perubahan iklim dengan mengembangkan proyek berbasis CDM di dua lokasi, yaitu Jambi 2 dan Sumbar. Tipe Proyek CDM yang dikembangkan adalah *methane recovery* dari kolam limbah Pabrik Kelapa Sawit (PKS).

Pengembangan CDM ini bertujuan untuk menurunkan emisi gas metan dan memperoleh manfaat dari pembusukan materi biogenik dalam aliran limbah pabrik pengolahan kelapa sawit. Kegiatan ini dilakukan dengan cara membuat penutup pada kolam limbah, kemudian gas metan yang berada di dalamnya dibakar sehingga terurai menjadi karbondioksida. Dampak positif lain dari kegiatan ini adalah perbaikan kualitas air dan berkurangnya bau tidak sedap di area kolam limbah.

Reduce Greenhouse Gases Emission^{[G4-EN19][G4-EC2]}

In line with the government efforts to reduce greenhouse gases emission, we plan to make use methane as a renewable energy source through the development of biogas power plant as a continuation of Clean Development Mechanism (CDM) project, developed from 2008 to 2012.

Starting from 2008, we actively participated in an effort to reduce global warming impacts, triggering climate changes. We actualized this effort by developing project based on CDM in two locations, which are Jambi 2 and West Sumatera. The developed CDM type is methane recovery from Oil Palm Mills waste pond.

This CDM development aims at reducing methane and obtains benefit from biogenic material decomposition in waste stream of oil palm processing mills. This activity is performed by creating cover on waste pond, then the methane, which is inside the pond, is burned till it alters into carbon dioxide. positive impacts resulted from this activity is the improvement of water quality and reducing odor at the waste pond area.

Kedua project ini sudah terdaftar di *United Nations Framework Convention on Climate Change* (UNFCCC):

These two projects have been registered in the *United Nations Framework Convention on Climate Change* (UNFCCC):

Area Usaha dan Nomor Business Area and Number	Nama Proyek Project Name	Tanggal Date	Kegiatan Activity	Tahun Year		
				2012	2011	2010
Jambi 1	Methane Recovery in Wastewater Treatment	12/11/2009	Produksi Biogas (m3) Biogas Production (m3)	2.117.584	2.636.599	1.347.711
ID08-WWP-11			Pengurangan Karbon (000kg) Carbon Reduction (000kg)	17.465	21.495	10.293
Sumbar	Methane Recovery in Wastewater Treatment	18/02/2010	Produksi Biogas (m3) Biogas Production (m3)	3.936.072	3.688.457	1.527.216
ID08-WWP-10			Pengurangan Karbon (000kg) Carbon Reduction (000kg)	28.951	24.320	11.783

Sejak pertengahan tahun 2012, kegiatan CDM tidak lagi memberikan manfaat secara maksimal. Hal ini disebabkan karena berkurangnya dukungan negara industri, ditambah dengan kondisi ekonomi di Eropa yang mengalami resesi. Akibatnya, *Certified Emission Reduction* (CER) dari CDM tidak lagi memberikan manfaat ekonomis bagi BSP.

Since the mid of 2012, CDM activity gave no more maximum benefits. It was caused by less support given by industrial countries, and economic recession in Europe. As a result, *Certified Emission Reduction* (CER) from CDM gave no more economic benefit to the BSP.

Namun upaya pengurangan emisi gas rumah kaca tetap dilakukan. Saat ini, kami berencana untuk memanfaatkan gas metan sebagai sumber energi terbarukan, yaitu *biogas power plant*, untuk menunjang kegiatan operasional perusahaan. Hal ini selaras dengan kebijakan pemerintah yang tertuang dalam Kebijakan Energi Nasional (Peraturan Pemerintah Nomor 79 Tahun 2014).

However, the effort to reduce greenhouse gases emission is still being performed. Now, we plan to make use methane as a renewable energy source, which is *biogas power plant*, for supporting the company operational activities. This effort is in accordance with the government policy contained at the National Energy Policy (Government Regulation Number 79 of the Year 2014).

Keuntungan yang didapat dari pemanfaatan gas metan ini yaitu:

1. Memenuhi kebutuhan listrik di pabrik, dan juga lingkungan sekitar pabrik.
2. Mengurangi penggunaan bahan bakar (solar) di pabrik.
3. Meningkatkan kapasitas terpasang pembangkit listrik di wilayah setempat, khususnya di Jambi 1 dan Sumatera Barat.
4. Mengurangi emisi gas rumah kaca.

The obtained benefit of methane utilization are:

1. Supply the need of electricity in the mills, and areas around the mills.
2. Reduce the use of diesel fuel in the mills.
3. Increase installed capacity of power plant in the local areas, particularly in Jambi and West of Sumatera.
4. Reduce greenhouse gases emission.

Kedepannya, proyek *methane recovery*, yang kemudian dikembangkan menjadi *biogas power plant*, akan diterapkan di semua pabrik. Selain itu, perusahaan juga membuka peluang pemanfaatan energi terbarukan lain seperti pembangkit listrik bertenaga biomassa.

In the future, recovery methane project, later developed as *biogas power plant*, will be implemented in all mills. Besides, the company also opens utilization opportunities for another renewable energy such as biomass power plant.



Perlindungan Kawasan Benilai Konservasi Tinggi
High Conservation Value/HCV areas

Perlindungan Keanekaragaman Hayati [G4-EN11]

Biodiversity Conservation



Perlindungan keanekaragaman hayati merupakan wujud tanggung jawab kami terhadap pelestarian lingkungan. Kami mendukung inisiatif perlindungan kawasan bernilai konservasi tinggi. Dukungan ini sesuai dengan prinsip dan kriteria RSPO dengan menggunakan pendekatan kehati-hatian untuk mengkaji luasan keseluruhan kebun.

Merujuk Konsorsium Revisi HCV Toolkit Indonesia (2008), kami mendefinisikan HCV adalah nilai-nilai yang terkandung di dalam sebuah kawasan, baik itu lingkungan maupun sosial, seperti habitat satwa liar, daerah perlindungan resapan air atau situs arkeologi (kebudayaan). Nilai-nilai tersebut diperhitungkan sebagai nilai yang sangat signifikan (penting) secara lokal, regional atau global.

Pendekatan identifikasi HCV yang digunakan BSP mencakup pembentukan tim *assessment*, pengambilan data, konsultasi dengan pemangku kepentingan. Kriteria HCV serta prinsip RSPO yang digunakan BSP untuk menentukan status area adalah sebagai berikut:

Biodiversity conservation is our environmental conservation responsibility. We endorse the conservation initiative of High Conservation Value/HCV areas. This endorsement is in compliance with RSPO principles and criteria by using precautionary approach for studying the whole plantations areas.

Referring to Indonesia Toolkit HCV Revision Consortium (2008), we define HCV as environmental or social values contained in an area. These environmental and social values are wildlife habitat, water absorption conservation area or archaeological sites (culture). These values are considered as the most significant values locally, regionally, or globally.

HVC identification approach used by BSP covers assessment team formation, data collection, consultation with the stakeholders. HCV criteria and RSPO principles used by BSP to determine area status are as following:

HCV	Keterangan <i>Information</i>	RSPO
HCV 1	Area yang mempunyai tingkat keanekaragaman hayati penting, yaitu dilindungi, memiliki spesies Critically Endangered, konsentrasi spesies terancam punah atau endemik, dan konsentrasi yang digunakan spesies secara sementara. <i>Area with high level diversity, critically endangered species, endangered species concentration or endemic, and concentration used temporarily by species.</i>	-Prinsip 5 / kriteria 5.2 -5th Principle/5.2 criteria
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 naturally ecological dynamic, is an natural landscape area having capacity to conserve ecological dynamic process, consisting more than two ecosystem with a continuous line, and containing population of natural species representative.</i>	-Prinsip 7 / kriteria 7.3 -7th Principle/7.3 Criteria
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>	
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 -Prinsip 7 / kriteria 7.4 -4th Principle/4.4 criteria -7th Principle/ 7.4 criteria
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>	-Prinsip 6 / kriteria 6.1 kriteria 6.2 kriteria 6.4 -6th Principle/6.1 criteria, 6.2 criteria, 6.4 criteria
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 7 / kriteria 7.5 kriteria 7.6 -7th Principle/ 7.5 criteria, 7.4 criteria

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

Area Usaha Business Area	Luas Area (Ha) Area Width (Ha)		
	Operasional Operational	Dilindungi Conserved	Persentase Percentage
Sumut 1	7.330	11,51	0,15
Sumbar	9.720	507,6	5,2
Jambi 1	4.708	611,27	12,98
Jambi 2	7.039	2,87	0,04
Total	28.797	1.133,25	18,37

Pengembangan Area Konservasi [G4-EN13] [G4-EN14]

Dari hasil identifikasi HCV, kami gunakan sebagai panduan mencadangkan dan mengelola area untuk perlindungan fungsi-fungsi produksi, ekologi, sosial dan budaya. Kami berinisiatif mengembangkan dan menjaga areal konservasi di sejumlah Area Usaha dengan mengalokasikan lahan seluas 1.530 Ha yang kaya keanekaragaman hayati menjadi kluster di tengah lokasi perkebunan. Hingga tahun 2014, total areal konservasi mencakup 63,45 Ha.

Dalam implementasi ini, kami mengembangkan "Hutan Konservasi" seluas 17 Ha di Area Usaha Jambi 1. Di area ini pula, kami berhasil mengidentifikasi 68 satwa liar yang memerlukan pelestarian.

Kami juga telah membangun kawasan hutan vegetasi di beberapa lokasi kebun yang bertujuan untuk mempertahankan kelestarian lingkungan, khususnya habitat hewan dan tumbuhan.

Di Area Usaha Jambi 1, kami mencatat terdapat 373 jenis tanaman yang dapat dimakan (*edible*) dan 1.582 tanaman yang tidak dapat dimakan (*non-edible*). Jenis tanaman ini memerlukan identifikasi lebih lanjut untuk menjaga agar tidak punah.

Conservation Area Development [G4-EN13] [G4-EN14]

We use the result of HCV identification as guidance to transform and manage the HCV identified areas for the conservation of production, ecological, social, and cultural functions. We take initiative to expand and maintain conservation areas in the several business areas by allocating 1,530 hectares land, which is rich in biological diversities and becomes a cluster in the midst of plantation areas. Until 2014, The total of conservation area is 63.45 Ha.

In this implementation, we develop 17 hectares of "Forest Conservation" in Jambi 1 Business Area. In this area, we also succeed to identify 68 wildlife needing preservation.

We also have established vegetation forest regions in several plantation areas. This vegetation forest functions to maintain environmental sustainability, particularly flora and fauna habitats.

At Jambi 1 Business Area, we list 373 different types of edible plants, and 1,582 nonedible plants. These nonedible plants need further identification to prevent their extinction.

Pengendalian Hama Terpadu [G4-EN12]

Sejalan dengan komitmen untuk melindungi keanekaragaman hayati, kami berupaya untuk mengurangi keberadaan spesies invasif dengan pengendalian hama terpadu, menggunakan kontrol biologi di perkebunan sawit. Spesies invasif yang dimaksud adalah tikus dan serangga pemangsa hama ulat (*Setothosea asigna*), yang bersifat hama dan *pathogen*.

Penerapan IPM di BSP mencakup pemanfaatan tanaman bunga pukul delapan (*Turnera ulmifolia* dan *Turnera subulata*) sebagai inang bagi serangga pemangsa hama ulat api, serta penangkaran burung hantu (*Tyto alba*) sebagai pemangsa hama tikus. Pendekatan hama terpadu dengan kontrol biologi ini juga merupakan upaya mengurangi penggunaan pestisida atau zat kimia lainnya.



Integrated Pest Controlling [G4-EN12]

In line with the commitment to preserve biodiversity, we strive to reduce the existence of invasive species by Integrated Pest Management (IPM), making use biological control at oil palm plantations. The invasive species are such species as rats and *Setothosea asigna* having pests and pathogens traits.

The implementation of IPM in BSP covers the use of *Turnera ulmifolia* and *Turnera subulata* as host for the insect predator of fire caterpillar pest, and the breeding of *Tyto alba* as rats predator. This Integrated pests method with biological control is part of our effort to reduce the use of pesticide or other chemicals.



Data Pengendalian Hama Terpadu dengan Kontrol Biologi di Perkebunan Sawit
The Data of Integrated Pests Controlling with Biological Control at Oil Palm Plantations

Area Usaha Business Area	Periode Pelaporan Reporting Period			
	2014		2013	
	Bunga Pukul Delapan (Hektare) <i>Turnera ulmifolia</i> and <i>Turnera subulata</i> (Hectare)	Burung Hantu Owl (<i>Tyto alba</i>)	Bunga Pukul Delapan (Hektare) <i>Turnera ulmifolia</i> and <i>Turnera subulata</i> (Hectare)	Burung Hantu Owl (<i>Tyto alba</i>)
Sumut 1	4,736	N/A	1.330,60	N/A
Sumbar	366,15	48	359,96	42
Jambi 1	7,87	375	6,53	219
Jambi 2	9,5	N/A	8	N/A
Total Total	5.119,52	423	1.705,09	261

*N/A : Not Available

Peningkatan Efisiensi Air dan Energi

Water and Energy Improvement



Efisiensi Air

Kami senantiasa mendorong seluruh karyawan di setiap Area Usaha untuk secara bijaksana menggunakan sumber air. BSP telah melakukan sejumlah langkah terkait efisiensi air, antara lain:

- Melakukan sosialisasi kepada karyawan tentang pentingnya penggunaan air yang efisien.
- Melakukan perawatan instalasi air dan segera melakukan perbaikan instalasi jika terjadi kebocoran.
- Melakukan pemantauan efisiensi penggunaan air.

Secara umum, sumber air yang digunakan BSP untuk kegiatan operasional berasal dari permukaan tanah dan berasal dari bawah tanah. Batasan pemanfaatan air adalah penggunaan air dari sumber permukaan tanah untuk proses pengelolaan kebun dan pembibitan.

Sementara itu, air bawah tanah digunakan untuk proses produksi yang lebih steril pada operasional pabrik sawit maupun karet. Selain dari sumber air tersebut, Perusahaan memanfaatkan hasil daur ulang olahan limbah cair yang dikelola dalam kolam Instalasi Pengolahan Air Limbah (IPAL) yang telah dimiliki setiap Area Usaha.

Water Efficiency

We consistently instruct all employees in ever business areas to use water source sensibly. BSP has conducted several steps related to water efficiency. They are:

- Conduct socialization to the employees on the importance of efficient water use.
- Conduct water instalation treatment and immediate instalation mending if there is any leakage
- Perform efficient water use monitoring.

Generally, water source used by the BSP to support operational activities comes from ground level and underground. The water use limitation is the use of water from the ground level source for plantation managing process and seeding.

Meanwhile, the underground water is used to support more sterile production process at oil palm and rubber operational mills. Aside from those two water sources, the Company makes use recycled liquid waste, processed inside Wastewater Treatment Plant reservoir, possessed by every Business Area.

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

Area Usaha Business Area	Sumber Source	2014	2013
Sumut 1	Sungai River	483.372	421.766
	Air Bawah Tanah Underground Water	502.504	477.729
Sumbar	Sungai River	379.909	419.955
	Air Bawah Tanah Underground Water	78.852	48.356
Jambi 1	Sungai River	832.684	787.873
	Air Bawah Tanah Underground Water	74.277	98.624
Jambi 2	Sungai River	832.684	N/A
	Air Bawah Tanah Underground Water	N/A	N/A
Bengkulu 1	Sungai River	269.505	290.108
	Air Bawah Tanah Underground Water	N/A	N/A
Total		3.453.787	2.544.411

*N/A : Not Available

Efisiensi Energi

Untuk menunjang kebutuhan energi dalam kegiatan operasional, BSP berupaya mengoptimalkan energi terbarukan dan mengurangi penggunaan bahan bakar fosil solar.

Kami telah memodifikasi boiler dari tipe SFPO menjadi tipe Membrane dengan sumber energi terbarukan dari limbah cangkang dan serat untuk bahan bakar boiler.

Energy Efficiency

To sustain energy need in the operational activities, BSP strives to optimize the renewable energy and reduces the use of diesel fuel.

We have modified boiler from SFPO type to Membrane type using the renewable energy source made from the waste of oil palm shells and fibers for boiler fuel.

Konsumsi Energi ^[G4-EN3]
The Energy Consumption

Area Usaha Business Area	Jenis Type	2014	2013
Sumut 1	Solar (L)	539.969	545.987
	Diesel Fuel (L)		
	Cangkang ('000kg) Oil Palm Shell ('000kg)	12.133	9.351
Sumbar	Fiber ('000kg) Oil Palm Fiber ('000kg)	25.692	21.816
	Solar (L)	439.618	358.923
	Diesel Fuel (L)		
Jambi 1	Cangkang ('000kg) Oil Palm Shell ('000kg)	3.698	3.378
	Fiber ('000kg) Oil Palm Fiber ('000kg)	31.924	29.606
	Solar (L)	226.434	755.986
Jambi 2	Diesel Fuel (L)		
	Cangkang ('000kg) Oil Palm Shell ('000kg)	5.209	8.844
	Fiber ('000kg) Oil Palm Fiber ('000kg)	34.203	29.607
Bengkulu 1	Solar (L)	117.870	113.800
	Diesel Fuel (L)		
	Cangkang ('000kg) Oil Palm Shell ('000kg)	5.572	4.146
Bengkulu 1	Fiber ('000kg) Oil Palm Fiber ('000kg)	14.759	17.109
	Solar (L)	161.169	148.250
	Diesel Fuel (L)		



Alat Pembakar Gas Metan
Methane Gas Flaring

BERKONTRIBUSI KEPADA MASYARAKAT CONTRIBUTE TO COMMUNITIES



Pelatihan Sepakbola di Sumut 1
Football Coaching at Sumut 1

Kami menyadari bahwa kegiatan operasional BSP memberikan pengaruh dan dipengaruhi oleh pemangku kepentingan, khususnya masyarakat di sekitar area usaha (tempatan). Para pemangku kepentingan berharap keberadaan BSP dapat memberikan kontribusi, khususnya terhadap kesejahteraan dan kemandirian masyarakat secara berkelanjutan. Kami mewujudkan harapan tersebut dengan melakukan kegiatan tanggung jawab sosial (*Corporate Social Responsibility/CSR*). Kegiatan ini merujuk pada:

- Pedoman ISO 26000:2010 mengenai *Social Responsibility*.
- Undang-Undang No.40/2007 tentang Perseroan Terbatas, ditunjang Peraturan Pemerintah No. 47/2012 tentang Tanggung Jawab Sosial Dan Lingkungan Perseroan Terbatas.

Kegiatan CSR dilaksanakan sesuai dengan kebijakan perusahaan untuk menyisihkan 1,5% dari keuntungan bersih atau sesuai kebijakan manajemen setiap tahunnya.

Program ini dilakukan di bawah tanggung jawab unit (satuan) kerja khusus, yaitu tim CSR yang berada di tingkat *Corporate*. Dalam menjalankan tugasnya, tim CSR Korporasi bekerja sama dengan tim CSR Area Usaha yang berada di bawah Departemen Sumber Daya Manusia (SDM)/Legal/Hubungan Eksternal di masing-masing Area Usaha. [G4-DMA]

We are aware that BSP operational activities give effect and affected by the stakeholders, particularly communities around business areas. The stakeholders expect that BSP can give contribution, particularly for the sustainably independence and welfare of the communities. We actualize this expectation by conducting corporate social responsibility activities. These CSR activities refer to:

- The guidance of ISO 26000:2010 on Social Responsibilities.
- Law Number 40/2007 on Limited Liability Company, supported by Government Regulation Number 47/2012 on Environmental and Social Responsibility of Limited Liability Company.

The CSR activities are conducted based on company policy to set aside 1.5% of net revenue or subject to the management discretion.

These CSR activities are conducted under the responsibility of certain department, which is CSR team. The CSR team is in the Corporate. In performing its duties, the corporate CSR team collaborates with the Business Areas CSR team, which is under the Human Resources, Legal, and External Department in each Business Area. [G4-DMA]

Pelibatan Pemangku Kepentingan [G4-24][G4-25]

Stakeholders Engagement



Kami telah menetapkan 9 (sembilan) kelompok pemangku kepentingan di setiap Area Usaha dengan melakukan *Focus Group Discussion internal* melalui pendekatan: ketergantungan (*dependency*), tanggung jawab (*responsibility*), tekanan (*tension*), pengaruh (*influence*), dan keberagam perspektif (*diverse perspective*).

We have assigned nine groups of stakeholders in every business area by conducting internal Focus Group Discussion through dependency, responsibility, tension, influence, and diverse perspective methods.

Pelibatan Pemangku Kepentingan [G4-24][G4-26][G4-27]

The Stakeholder Engagement

Pemangku Kepentingan Stakeholders	Metode Pelibatan dan Frekuensi Engagement Method and Frequency	Isu Utama Major Issue
Elemen Masyarakat Tempatan Local Community Element	<ul style="list-style-type: none"> Mengidentifikasi dampak sosial dengan metode <i>social impact assessment</i> (SIA) dan lingkungan melalui Forum <i>stakeholder</i> (PERKASA dan Musrebang) di semua Area Usaha secara rutin (minimal setiap satu tahun sekali). Mengimplementasi pemberdayaan masyarakat dan perlindungan lingkungan, serta kontribusi sosial sesuai kebutuhan Identify the social impacts using Social Impact Assessment (SIA) method. Implement community empowerment and environmental conservation, as well as social contribution according to the requirement. 	<ul style="list-style-type: none"> Dampak operasional terhadap masyarakat dan lingkungan. Keberadaan perusahaan memberi manfaat kepada masyarakat di sekitar wilayah operasi. Melestarikan lingkungan. Memberdayakan masyarakat. Operational impacts on the communities and environment. Company existence benefits the local communities around operational areas. Preserve the environment. Empower the communities.
Karyawan Employees	<ul style="list-style-type: none"> Dialog dengan Serikat Pekerja Perkebunan di setiap Area Usaha secara rutin. Keterlibatan dalam Koperasi Karyawan sesuai kebutuhan. Conduct routine dialogue with Plantation Labors Union in each Business Area. Engagement in Employee Cooperative Union according to the requirement. 	<ul style="list-style-type: none"> Mencegah diskriminasi. Meningkatkan kesejahteraan keluarga karyawan. Menjamin keamanan, keselamatan dan kesehatan kerja. Prevent discrimination. Improve the welfare of employees' families. Guarantee occupational health and safety.
Mitra kerja Business Partners	<ul style="list-style-type: none"> 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. Identify mutual needs through routine discussion group between the company and suppliers. Assess and supervise routinely the suppliers. Develop and socialize routinely the specification and the quality requirement. 	<ul style="list-style-type: none"> Proses pembelian yang adil. Menilai dan mengevaluasi secara obyektif dalam pemilihan mitra. Membayar tepat waktu. Sistem dan prosedur yang baku di setiap area usaha. Fair purchasing process. Assess and evaluate objectively in selecting business partners. On time payment. Standard procedure and system in each business areas.

Pemangku Kepentingan Stakeholders	Metode Pelibatan dan Frekuensi Engagement Method and Frequency	Isu Utama Major Issue
Asosiasi Industri (BKSPPS, CFCD, PII, DMI, GAPKI, GAPKINDO, KADIN, RSPO) Industrial Associations (BKSPPS, CFCD, PII, DMI, GAPKI, GAPKINDO, KADIN, RSPO)	<ul style="list-style-type: none"> • Forum diskusi asosiasi tentang perkembangan industri secara rutin. • Forum Komunikasi PERKASA. • Advokasi kebijakan sesuai kebutuhan. • Routine association discussion forum on industrial development. • Communication Forum, PERKASA. • Policy Advocacy based on requirement 	<ul style="list-style-type: none"> • Praktik perkebunan yang berkelanjutan (RSPO, ISPO, PROPER). • Penciptaan iklim persaingan usaha yang sehat. • Peraturan yang adil dari pemerintah dan lembaga internasional. • Sustainable plantation practices (RSPO, ISPO, PROPER). • Create fair business competition. • Fair regulations form the government and international organization.
Konsumen Consumer	<ul style="list-style-type: none"> • Survei Kepuasan Pelanggan secara rutin, setiap tahun. • Menjaminan kualitas produk dalam kontrak jual-beli sesuai kebutuhan. • Routine annual survey on Customers Satisfactions. • Ensure products quality in selling-buying contract according to the requirement. 	<ul style="list-style-type: none"> • Kualitas produk. • Kegiatan operasional perkebunan yang berkelanjutan (RSPO). • Keterbukaan. • Products Quality. • Sustainable operational activities in the plantation. • Openness.
Pemegang Saham dan Investor Shareholders and Investors	<ul style="list-style-type: none"> • Rapat Umum Pemegang Saham Tahunan. • Investor road show secara rutin. • Akses informasi lewat Laporan Tahunan dan Laporan Keberlanjutan. • Annual General Meeting Shareholders. • Routine investor road show. • Information access via Annual Report and Sustainability Report. 	<ul style="list-style-type: none"> • Menjaga dan meningkatkan nilai dan usaha sesuai harapan pemegang saham. • Menghormati hak-hak pemegang saham sesuai UU, Ketentuan pasar modal dan ketentuan lain yang berlaku. • Maintain and improve values and business according to the shareholders expectation. • Respect shareholders rights according to the Laws, Capital Market Regulations and other applicable provisions.
Lembaga pemerintah (pemerintah pusat dan pemerintah daerah) Government Organization (central government and regional government)	<ul style="list-style-type: none"> • Konsultasi atas pelaporan data operasional setiap Area Usaha secara rutin sesuai aturan yang berlaku. • Advokasi bersama regulasi internasional sesuai kebutuhan. • Regular consultation on the operational data reporting in each Business Area according to the applied regulations. • Mutual advocacy on the international regulation according to the requirement. 	<ul style="list-style-type: none"> • 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 regulators. • Ensure that the company always complys with the applied laws, and business regulations. • Provide routine reporting to the government as the regulator.
Lembaga Swadaya Masyarakat Non-Governmental Organization	<ul style="list-style-type: none"> • 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. • Present information about company commitment to perform socially and environmentally-friendly business operation according to the requirement. • Research collaboration or training practices in the community development program according to the requirement. 	<ul style="list-style-type: none"> • Keterbukaan dan kemudahan akses informasi mengenai operasional perusahaan. • Accountability and information access easiness on the company operational activities.

Pemangku Kepentingan Stakeholders	Metode Pelibatan dan Frekuensi Engagement Method and Frequency	Isu Utama Major Issue
Akademisi dan Peneliti <i>Academics and Researchers</i>	<ul style="list-style-type: none"> • 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. • <i>Public consultation in the company operational activities according to the requirement.</i> • <i>Research on High Values Conservation Areas and Biodiversities in the plantation according to the requirement.</i> • <i>Distributing information on the company operational activities according to the requirement.</i> 	<ul style="list-style-type: none"> • Kerjasama pelaksanaan penelitian bersama atau mandiri. • Kesempatan untuk magang dan praktik kerja untuk mahasiswa. • <i>Independent or mutual research collaboration.</i> • <i>Internship opportunity for college students.</i>



Pelatihan Kemandirian Masyarakat di Bengkulu
Autonomy Training for Communities in Bengkulu



Pemenuhan Kebutuhan Masyarakat [G4-501]

The Fulfillment of Communities Needs



Dengan melibatkan para pemangku kepentingan, kami proaktif mengantisipasi kepentingan, berbagi manfaat, kerja sama serta musyawarah untuk menetapkan prioritas program-program tanggung jawab sosial perusahaan (*Corporate Social Responsibility/CSR*) melalui program pemberdayaan masyarakat yang dikenal dengan istilah PERKASA (Pemberdayaan Masyarakat Kebun Karet,

By involving the stakeholders, we proactively anticipate need, share benefits, perform collaboration, and discussion. These activities aim at determining priority of the corporate social responsibility programs through "PERKASA". "PERKASA" is a term of community empowerment program. "PERKASA" stands for Pemberdayaan Masyarakat Kebun Karet, Sawit, and Oleokimia (Oleochemicals, Oil Palm,

VISI CSR CSR VISION

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

The creation of conducive and harmonious environment between the company and local communities within the areas of operation, by developing partnership and empowerment schemes to create sustainable prosperous and self-reliant societies, supported by fair business practices, awareness of consumers' needs, and good corporate governance, in order to achieve the BSP's Vision and Mission.



Sawit dan Oleokimia). Melalui program-program CSR, BSP turut serta dalam pencapaian *Millenium Development Goals (MDGs)*, dengan visi dan misi sebagai berikut:

Rubber Plantations Communities Empowerment). Through the CSR programs, BPS contributes in accomplishing Millenium Development Goals (MDGs). The vision and mission of BSP's CSR programs are as following:

MISI CSR CSR MISSION

- Melibatkan peran serta masyarakat di sekitar wilayah operasi perusahaan dalam pengembangan kerja sama kemitraan dan kegiatan pemberdayaan masyarakat tempatan.
 - 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.
 - Menciptakan dan mengembangkan lapangan kerja, transformasi teknologi dan peningkatan aset masyarakat tempatan.
 - Meningkatkan kualitas kesehatan bagi masyarakat tempatan, baik secara jasmani maupun secara rohani untuk menerapkan nilai-nilai hak asasi manusia dan moral.
 - 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
-
- Involving the locals of the areas of operation in the development of partnership programs and local community's empowerment activities.
 - Developing the quality of education and skills of the local community and CSR practitioners in the company as a manifestation of the rights to learn and as a basis for socio-economic development.
 - Creating and developing employment opportunities, transformation of technology and enhancement of local community's assets.
 - Improving the quality of health of the local community, both physically and spiritually with regards to the implementation of human rights and moral values.
 - Establishing social investments in environmental and infrastructural activities which are beneficial and responsible, as well as actively participating in humanitarian activities and capacity building of the community's socio-economic insitutions which provide access to developmental resources.

Berdasarkan visi dan misi tersebut, kami menyusun program-program CSR berbasis standar ISO 26000 Social Responsibility yang mencakup prinsip-prinsip akuntabilitas, transparansi, perilaku etis, penghormatan terhadap kepentingan pemangku kepentingan, kepatuhan terhadap hukum, penghormatan terhadap norma perilaku internasional, serta penghormatan terhadap hak asasi manusia.

Program-program CSR BSP dirumuskan dan dikoordinasi oleh unit (satuan) kerja khusus, berada di tingkat *Corporate*. Dalam menjalankan tugasnya tim ini bekerja sama dengan Tim CSR Area Usaha yang berada dibawah Departemen Sumber Daya Manusia (SDM)/Legal/Hubungan Eksternal di masing-masing Area Usaha.

Based on those vision and mission, we establish CSR programs based on ISO 26000 on Social Responsibility covering accountability principles, transparency, ethical conducts, respect to the stakeholders' interests, compliance with the laws, respect to the international conduct norms, and respect to the human rights.

The BSP's CSR programs can be formulated and coordinated by particular team work, which is in the *Corporate*. In performing its duties, this team collaborates with Business Areas' CSR teams, which are under Human Resources, Legal, External Relations Department in each Business Area.

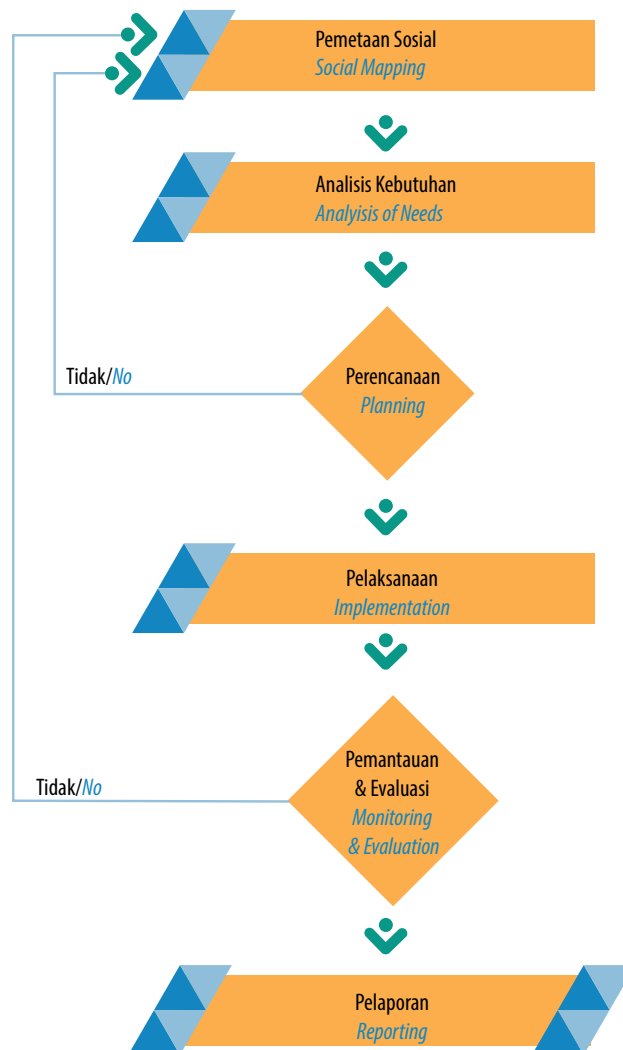
Direktur BSP bersilaturahmi dengan Masyarakat
BSP Directors gave aid to the Communities



Dengan demikian, para staf CSR Area Usaha bertanggung jawab kepada pimpinan Area Usaha masing-masing dan berkoordinasi dengan Divisi CSR, dengan tahapan kegiatan seperti dalam diagram alir berikut ini:

Thus, the Business Areas' CSR staff are responsible to each Business Area's director and coordinate with CSR Division. The CSR activities phases are explained in the following flow-chart:

Tahapan Kegiatan CSR | CSR Activities Stages



Prinsip dan Strategi

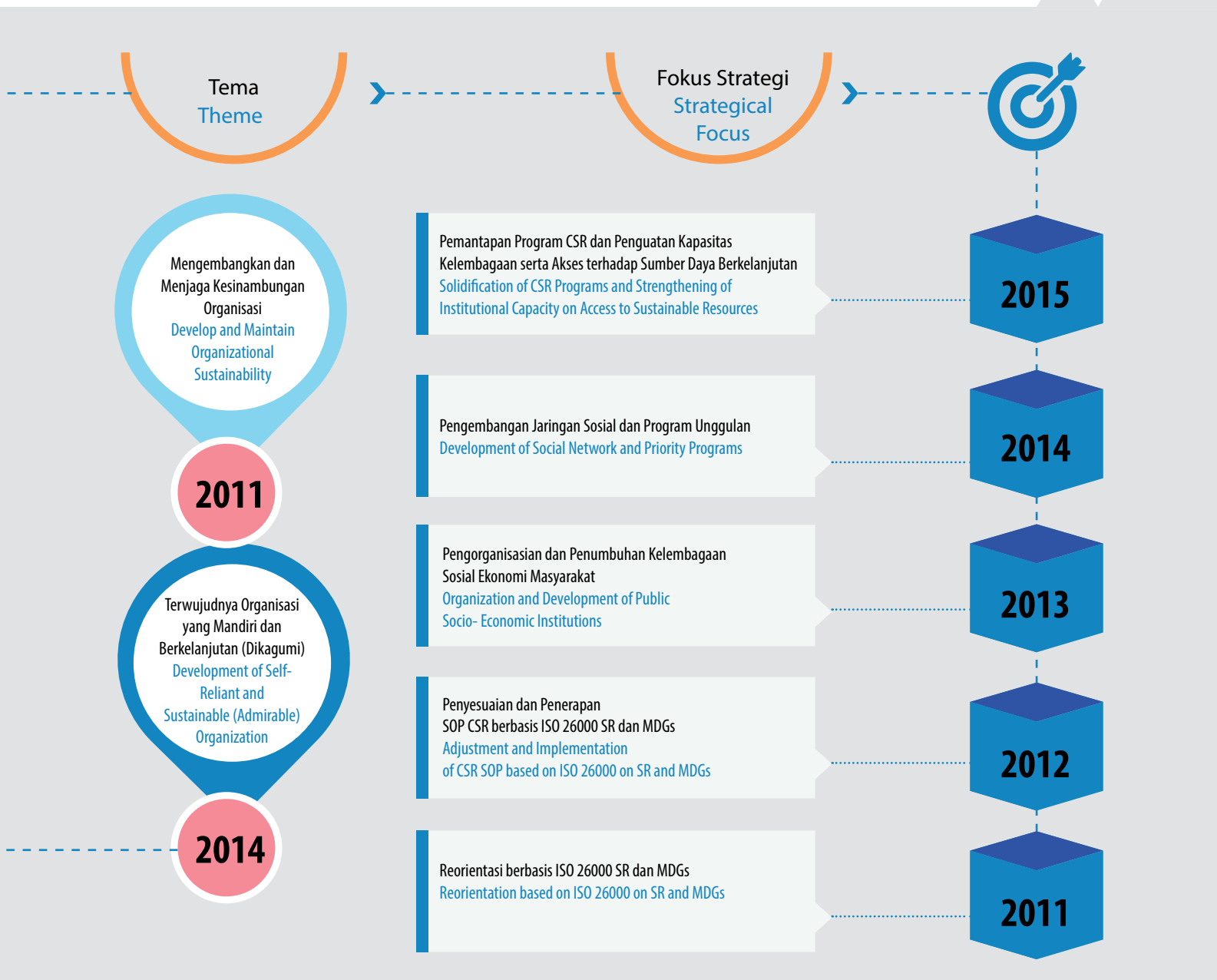
Kami menyadari pentingnya prinsip dan strategi CSR. Untuk itu, kami mengembangkan *roadmap* sebagai panduan program pemberdayaan masyarakat serta pengelolaan lingkungan untuk periode 2011-2015.

Principle and Strategy

We are aware on the importance of CSR principle and strategy. Thus, we developed roadmap as the guideline of community empowerment program and environmental management for the period of 2011-2015.



Roadmap CSR 2011-2015
2011-2015 CSR Roadmap



Program “PERKASA”

Berpijak pada visi, misi, prinsip, strategi dan kebijakan CSR, BSP mengembangkan Program Kerja “PERKASA” untuk kegiatan pemberdayaan masyarakat. PERKASA merupakan singkatan dari nama Program Pemberdayaan Masyarakat Kebun Karet, Sawit dan Oleokimia sebagai bagian dari program CSR BSP yang dikembangkan untuk periode 2011-2015.

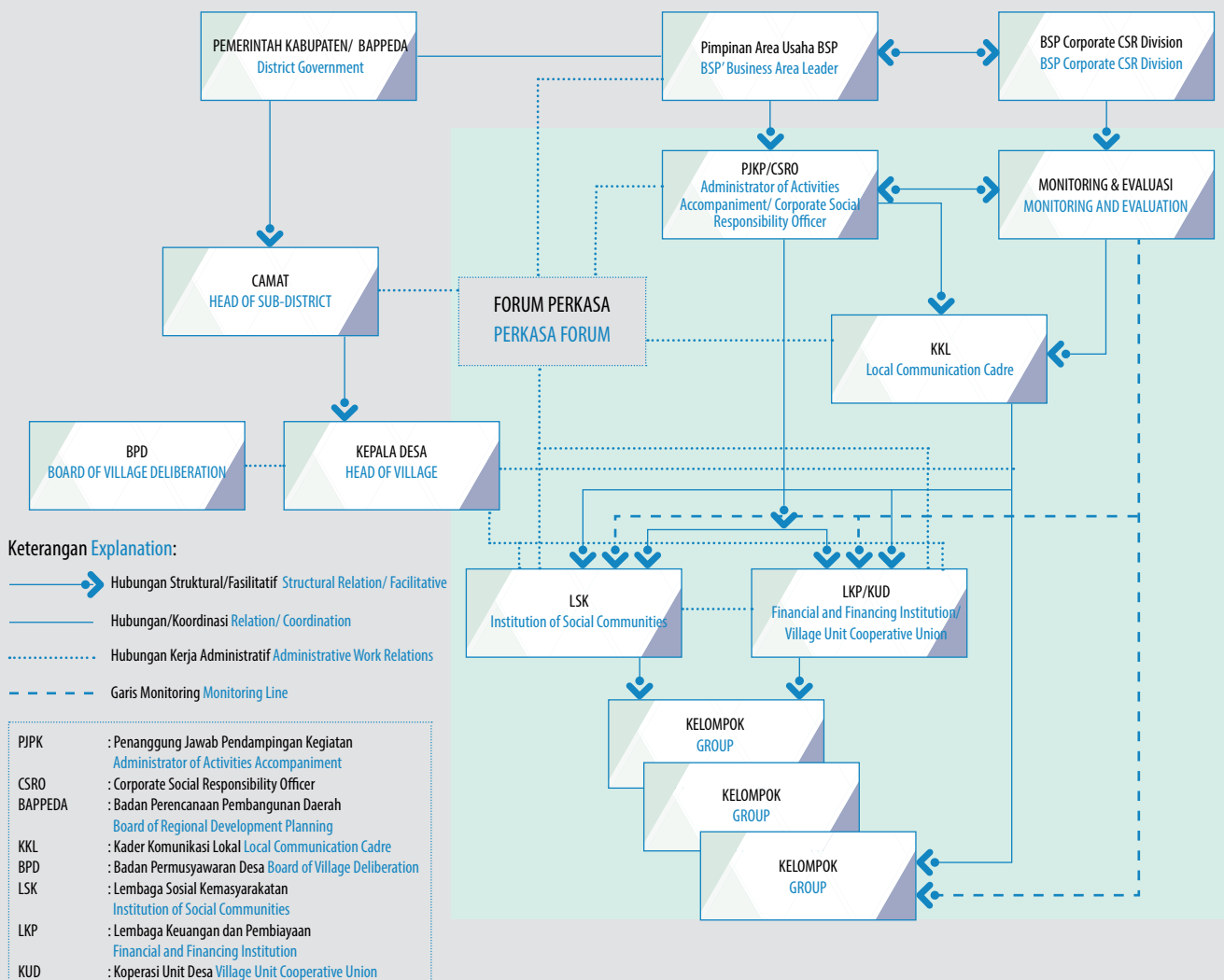
Dalam struktur kelembagaan PERKASA, terdapat forum PERKASA yang merupakan wadah berkumpulnya pemangku kepentingan seperti masyarakat, pemerintah dan perusahaan dalam perencanaan, implementasi, monitoring evaluasi, dan pelaporan program CSR.

“PERKASA” program

Based on vision, mission, principle, strategy, and CSR policy, BSP develops community empowerment program, named “PERKASA”. “PERKASA stands for Program Pemberdayaan Masyarakat Kebun Karet, Sawit dan Oleokimia (Oleochemicals, Oil Palm, Rubber Plantations Communities Empowerment Program). “PERKASA” is part of BSP’s CSR program in 2011-2015.

In the “PERKASA” organizational structure, there is PERKASA forum where the stakeholders such as community, government, and company in planning, implement, monitor the evaluation, and report CSR program.

Struktur Kelembagaan PERKASA
PERKASA Organizational Structure



Sasaran program PERKASA yaitu;

- Peningkatan status sosial ekonomi komunitas miskin untuk kemandirian jangka panjang yang berkesinambungan, melalui pemberdayaan institusi masyarakat lokal.
- Partisipasi dalam pengembangan kemampuan daerah untuk meningkatkan Produk Domestik Regional Bruto (PDRB).

Implementasi program PERKASA melalui 9 (sembilan) tahapan 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.

The targets of PERKASA program are;

- Elevating socio-economic status of the poor communities for long-term sustainable independence, through the empowerment of local communities institution.
- Participation in the improvement of local potential to improve Gross Regional Domestic Products.

The implementation of PERKASA program through nine stages encompasses target village reexamination, program socialization, social mapping, financial organization empowerment, budget and program arrangement, group forming, program implementation, monitoring and evaluating program, and developing excellent program based on MDGs.

Hasil Kegiatan Pemetaan Sosial The Result of Social Mapping Activities

Identifikasi Kebutuhan Needs Identification	Respon Program Program Responses
<ul style="list-style-type: none"> • Minimnya pengetahuan dan ketrampilan kelapa sawit dan karet. • Minimnya fasilitas dan rendahnya tingkat pendidikan tingkat pendidikan di sekitar wilayah operasional perusahaan. • <i>Minimum knowledge and skill on oil palm and rubber.</i> • <i>Minimum facilities and low educational level around the company operational areas.</i> 	<p>Pendidikan: pelatihan budidaya kelapa sawit dan karet, beasiswa, renovasi sarana sekolah, pembinaan dan penghargaan guru.</p> <p><i>Education: rubber and oil palm cultivation training, scholarships, school facilities renovations, development and appreciation for teachers.</i></p>
<ul style="list-style-type: none"> • Kelangkaan bibit kelapa sawit dan karet yang unggul dan bersertifikat. • Rendahnya pengelolaan kelembagaan ekonomi. • Tingkat kemiskinan di daerah perkebunan. • <i>The scarcity of superior and certified oil palm and rubber seeds.</i> • <i>Low management on the economic organization.</i> • <i>Poverty level in the plantation area.</i> 	<p>Ekonomi: pengembangan UMKM, optimalisasi lahan terlantar melalui penanaman sayur-mayur, kemitraan inti plasma, Gema Mitra.</p> <p><i>Economy: UMKM development, optimization of abandoned areas through vegetables farming, plasma core partnerships, Gema Mitra.</i></p>
<ul style="list-style-type: none"> • Rendahnya pengetahuan kesehatan • Kebutuhan fasilitas beserta tenaga kesehatan • <i>Low knowledge on health.</i> • <i>Facilities needs and paramedic.</i> 	<p>Kesehatan: penyuluhan dan pengobatan, donor darah, pelayanan posyandu, layanan klinik dan rumah sakit.</p> <p><i>Health: counseling, medication, blood donors, posyandu services, hospital and clinic services.</i></p>
<ul style="list-style-type: none"> • Tingginya semangat kebutuhan nilai-nilai spiritual. • Tingginya kebutuhan penyandang masalah kesejahteraan sosial (lansia, fakir miskin, yatim). • <i>High spirit on the needs of spiritual values.</i> • <i>High needs from elderly, poor, and orphaned people.</i> 	<p>Keagamaan: perayaan hari besar, tunjangan dan paket tali asih, perbaikan tempat ibadah.</p> <p><i>Religious activities: holiday celebrations, allowance and ex-gratia parcel, renovation of the religious facilities.</i></p>
<ul style="list-style-type: none"> • Kebutuhan wadah berorganisasi, berolahraga dan berkreasi. • <i>The need for an institution to associate, exercise, and express creativity</i> 	<p>Kepemudaan: Sekolah Sepak Bola Bakrie, Pramuka, karang taruna, turnamen olahraga.</p> <p><i>Activities for the Youth: Bakrie Soccer School, scout, Karang Taruna, sports tournament .</i></p>
<ul style="list-style-type: none"> • Kebutuhan perbaikan infrastruktur. • <i>Infrastructural development needs.</i> 	<p>Infrastruktur: perawatan jalan, jembatan, dan irigasi.</p> <p><i>Infrastructures: road and bridge maintenance, as well as irrigation.</i></p>
<ul style="list-style-type: none"> • Tingginya potensi kebencanaan di Indonesia. • <i>High disaster potency in Indonesia.</i> 	<p>Tanggap Bencana: donasi, pemulihan pasca bencana, bantuan sembako.</p> <p><i>Disaster Response: donation, post-disaster recovery, food.</i></p>
<ul style="list-style-type: none"> • Kepedulian lingkungan. • <i>Environmental Conservation.</i> 	<p>Lingkungan: penghijauan, hutan konservasi, pendidikan sekolah berwawasan lingkungan, lomba sanitasi (sebagian program diuraikan di Bab Pelestarian Lingkungan).</p> <p><i>Environment: replanting, forest conservation, environmental education, sanitation contest (Several programs are disclosed in Environmental Preservation Section).</i></p>

Fokus Program CSR

Sebagai bagian dari program CSR, fokus kegiatan pemberdayaan masyarakat dikategorikan dalam jangka pendek dan jangka panjang.

Program Jangka Pendek

Pemetaan potensi dan kebutuhan, perumusan sinergi dan publikasi program secara berkesinambungan.

Program Jangka Panjang

Memiliki delapan fokus pengembangan yang berkaitan dengan pengembangan masyarakat, yakni: pendidikan, ekonomi, kesehatan, keagamaan, kepemudaan, infrastruktur dan tanggap bencana; serta sektor lingkungan.

The Focus of CSR Program

As part of CSR program, the focus of community empowerment activities is categorized into short-term and long-term programs.

Short-Term Program

Potential mapping and needs, synergy formulation, continuous program publication.

Long-Term Program

BSP has eight development focuses relating to the communities empowerment, which are education, economy, health, religion, youth, infrastructure, disaster response, and environmental sector.

Bidang Pendidikan

Bagi BSP, bidang pendidikan merupakan prioritas utama dalam program CSR, karena merupakan landasan bagi pengembangan masyarakat yang berkelanjutan. Program pendidikan BSP di antaranya: pembinaan yayasan pendidikan, pemberian beasiswa TK, SD, dan SMP, studi banding dan magang, serta berperan aktif dalam pendidikan daerah. Berikut pencapaian program selama tahun 2014:

Education Sector

For BSP, educational sector is the primary priority in the CSR program because education is a fundamental foundation for sustainable communities empowerment. BSP educational programs are the development of educational foundation, scholarship for kindergarten, primary, junior and high school students, comparative study, internships, as well as active participation in the local education. The program accomplishments during 2014 are as following:

Program Pembinaan Yayasan Pendidikan [G4-EC8] Educational Foundation Development Program

Area Usaha Business Area	Yayasan Pendidikan Educational Foundation	Lokasi Location	Manfaat Program Program Benefits
Jambi 1	Yayasan Pendidikan Putri Ayu Putri Ayu Educational Foundation	Kabupaten Tanjung Jabung Barat Tanjung Jabung Barat District	Sekolah-sekolah yang dikelola melalui yayasan pendidikan ini telah meraih prestasi dan menjadi sekolah unggulan. Schools managed by these educational foundation have accomplished achievements and become excellent schools.
Jambi 2	Yayasan Nusa Cerdas Pertiwi Bakrie Nusa Cerdas Pertiwi Bakrie Foundation	Kabupaten Muaro Jambi Muaro Jambi District	
Sumbar	Yayasan Pendidikan Bakrie Pasaman Plantations Bakrie Pasaman Plantations Educational Foundation	Kabupaten Pasaman Barat Pasama Barat District	

Kontribusi Pengembangan Pendidikan [G4-EC8] Contribution on Educational Development



Peran kami untuk turut serta dalam pengembangan pendidikan daerah melalui pembangunan SD Bakrie Utama Sungai Aur sebagai Sekolah Adiwiyata (berkurikulum berbasis lingkungan) di wilayah Area Usaha Sumbar/BPP, mendapat peringkat Gold dalam ajang Indonesian CSR Award 2014. Kami memperoleh penghargaan ini dari *Corporate Forum for Community Development* (CFCD) yang bekerjasama dengan Kementerian Koordinator Pembangunan Manusia dan Kebudayaan.

SD Bakrie Utama Sungai Aur yang didirikan pada tahun 2002 di bawah Yayasan Bakrie Pasaman Plantations. Saat ini, sekolah dasar ini dalam proses diusulkan menjadi Sekolah Model, berlandaskan prestasi yang pernah diukir pada tahun 2013 sebagai Juara II Adiwiyata Tingkat Kabupaten Pasaman Barat dan Juara II Usaha Kesehatan Sekolah (UKS) Tingkat Kabupaten Pasaman Barat.



Our role to participate in the local education development through the establishment of Bakrie Utama Sungai Alur Primary School as Adiwiyata school (environmental based curriculum) in West Sumatera Business Unit (BPP) area accomplished Gold ranking at Indonesian 2014 CSR Award. We achieved this award from Corporate Forum for Community Development (CFCD) collaborating with Coordinating Ministry for Human Development and Culture.

Bakrie Utama Sungai Aur Primary School was established in 2002 under Bakrie Pasaman Plantations Foundation. Now, this primary school is proposed as Model School, based on its achievements as the runner up of Adiwiyata in the Pasama Barat District and runner up of School Health Unit in the Pasaman Barat District in 2013.

Bidang Ekonomi

BSP menempatkan bidang ekonomi sebagai prioritas kedua dalam program CSR melalui upaya mengembangkan perekonomian masyarakat lokal dan petani yang menjadi mitra perusahaan. Pengembangan perekonomian masyarakat lokal mencakup pembinaan 23 koperasi di masyarakat termasuk delapan koperasi karyawan sebagai pemangku kepentingan utama perusahaan. Selain itu, kami turut serta meningkatkan kesejahteraan masyarakat lokal melalui program pengembangan Usaha Mikro-Kecil-Menengah (UMKM).

Economic Sector

BSP puts economic sector as the second priority in the CSR program through the efforts to develop the economy of the local communities and farmers, who become company business partners. The economic development program for the local communities covers training provided for 23 local communities cooperative unions, which 8 of them are cooperatives unions owned by BSP's employees, that are the main company stakeholders. Furthermore, BSP also actively participates to improve the local communities' welfare through small-to-medium scale enterprise (SMEs) development program.

Peningkatan Kesejahteraan Masyarakat ^[G4-EC8]
The Improvement of Communities Welfare

Area Usaha Business Area	Program Ekonomi Economy Program	Penerima Manfaat Benefits Recipients	Manfaat Program Program Benefits
Sumbar	Pengembangan UMKM melalui modal usaha baik berupa modal bergulir maupun bibit/benih, hewan ternak; alat dan sarana kerja; pemasaran serta pelatihan kepada kelompok-kelompok kemitraan.	2 kelompok peternak sapi di Desa Sungai Aur. 2 groups of cattle raiser in Sungai Aur Village.	
Bengkulu 1	The development of small-to-medium scale enterprises (SMEs) through business capital in form of rolling capital or seeds, livestocks, working equipments and facilities, marketing and training to the partnerships groups..	30 peternakan rakyat dalam 2 kelompok di Desa Pelita. 30 livestocks in 2 groups at Pelita Village.	Meningkatkan kesejahteraan serta mendorong kemandirian masyarakat di sekitar wilayah operasi. Improve welfare and support the independence of communities living around operational areas.
Jambi 1	Program optimalisasi lahan telantar melalui penanaman sayur-mayur. Abandoned land optimization program through vegetables farming.	Masyarakat lokal di Plasma SP 1 Desa Brasau Kabupaten Tanjung Jabung Barat. Local community in Plasma SP 1 Brasau Village, Tanjung Jabung Barat Districts.	

Program Kemitraan Inti-Plasma ^[G4-EC8]
Core-Plasma Partnerships Program



Untuk meningkatkan kesejahteraan masyarakat di sekitar unit usaha Sumbar, Jambi 1 dan Jambi 2, khususnya petani sawit, kami mengembangkan pola kemitraan inti-plasma. Di Area Jambi1, kami mengembangkan dua bentuk pola kemitraan plasma, yaitu pola inti- plasma Perkebunan Inti Rakyat Transmigrasi (PIR-Trans) untuk masyarakat transmigrasi dan pola plasma Kredit Koperasi Primer Anggota (KKPA) untuk masyarakat lokal, yang dihimpun dalam wadah koperasi untuk efektivitas pembinaan. Pembinaan kelompok petani inti-plasma di Unit Usaha Jambi1 telah menjadikan keberhasilan kelompok tani Suka Maju sebagai rujukan bagi para petani sawit di sekitar lokasi operasional.

To improve the welfare of local communities around Sumbar, Jambi 1, and Jambi 2 Business Units, particularly oil palm farmers, we develop core-plasma partnership program. In Jambi 1 Business Area, we develop two core-plasma partnership schemes, namely core-plasma scheme of Perkebunan Inti Rakyat Transmigrasi (PIR-Trans) for transmigrants and core-plasma scheme of Kredit Koperasi Primer Anggota (KKPA) for local communities, asssembled in the cooperative unions for training effectiveness. The training of core-plasma farmers group in Jambi 1 Business Unit has made the success of Suka Maju farmer group as a role mode reference for the oil palm farmers around operational locations.

Pengentasan Kemiskinan Gema Mitra ^[G4-EC8] Gema Mitra, Poverty Alleviation



Sebagai bentuk kesungguhan dalam mengentaskan kemiskinan, BSP melalui Area Usaha Sumbar, Jambi 1, dan Bengkulu 1 telah menandatangani dukungan dan kerja sama untuk kegiatan Gema Mitra (Gerakan Prakarsa Masyarakat Membangun Indonesia Sejahtera) dengan Kementerian Koordinasi Kesejahteraan Rakyat, lembaga *Corporate Forum for Community Development* (CFCD) serta Pemerintah Daerah (Pemda) Pasaman Barat, Pemda Tanjung Jabung Barat dan Pemda Bengkulu Utara.

Tujuan Gema Mitra adalah mengisi kesenjangan pada pemetaan kondisi keadilan sosial, keadilan ekonomi, demokrasi dan tata kelola pemerintahan yang baik. Selain itu, pencapaian tiga dimensi Indeks Kesejahteraan Rakyat (IKRaR);

1. Menumbuhkan kepedulian pada semua pihak.
2. Meningkatkan keterlibatan pihak terkait sebagai Relawan Mitra Kesra (RMK).
3. Memastikan terpenuhinya hak-hak dasar masyarakat secara bermartabat dan mengembangkan ruang dialog bagi para pemangku kepentingan Gema Mitra.



As part of sincerity to alleviate poverty, BSP through Sumbar, Jambi 1, and Bengkulu 1 Business Areas has signed cooperation agreements with Coordinating Ministry for People's Welfare, Corporate Forum for Community Development, Pasaman Barat Regional Government, Tanjung Jabung Barat Regional Government, and Bengkulu Utara Regional Government to support Gema Mitra activity.

The objective of Gema Mitra is to fill-in gaps in the mapping social justice, economic justice, democracy, and good governance. Besides, the achievement of three dimensions of People's Welfare Index are:

1. Develop all parties' awareness.
2. Improve the involvement of related parties as volunteers of Relawan Mitra Kesra (people's welfare partnership) program.
3. Ensure the fulfillment of community basic rights in a dignified manner and foster dialogue forum for Gema Mitra stakeholders.

Bidang Kesehatan [G4-EC8]

Dimulai sejak tahun 1914, BSP telah berupaya untuk meningkatkan kualitas kesehatan masyarakat dengan membangun fasilitas dan layanan kesehatan. BSP telah membangun "Rumah Sakit Umum Ibu Kartini" di Kisaran. Selain itu, BSP, di setiap Area Usahanya, telah memiliki klinik umum dan Pos Pelayanan Terpadu (Posyandu) untuk menjaga kesehatan balita dan masyarakat.

Kegiatan di bidang kesehatan sepanjang tahun 2014 dan rutin lakukan setiap tahun di antaranya khitanan massal, pengasapan nyamuk DBD, bantuan operasi, sosialisasi bahaya kanker pada anak, donasi untuk mewujudkan rumah singgah bagi penderita kanker anak di Indonesia, lomba bayi sehat dan juga bantuan untuk Puskesmas.

Health Sector [G4-EC8]

Started from 1914, BSP has been endeavouring to improve the communities health qualities by establishing health facilities and services. BSP had build public hospital in Kisaran named "Rumah Sakit Umum Ibu Kartini". Besides, BSP, in its every Business Areas, has been operating public health clinics and Integrated Healthcare Service Center (Pos Pelayanan Terpadu-Posyandu) to maintain toddlers and communities' health.

Routine health care activities conducted in 2014 and annually by BSP are mass circumcision, dengue mosquito fogging, surgical procedures, socialization on the cancer risks to the children, donation to build hospital for children who suffer form cancer, healty baby contest, and aid for public health centers (*Puskemas*).

Bidang Keagamaan [G4-EC8]

Agar tercipta sumber daya manusia dan masyarakat yang berkualitas serta berakhlak baik, BSP berusaha membina pengembangan keagamaan karyawan dan anggota komunitas. Kegiatan keagamaan yang diinisiasi BSP melalui Unit-Area Usahanya selama tahun 2014 mencakup santunan anak yatim; penyandang cacat, panti asuhan dan pesantren; rehabilitasi tempat ibadah; bantuan acara MTQ; apresiasi seni dan pengadaan buku agama; program Tali Asih; hingga kegiatan rohani pada hari-hari besar keagamaan, seperti penyaluran hewan kurban ke delapan Area Usaha sejumlah 104 ekor sapi ternak dan 24 ekor kambing.

Religious Sector [G4-EC8]

To create qualified and sensible human resources and society, BSP attempts to foster the spiritual development of its employees and communities' members. Spiritual activities initiated by BSP through its Units-Business Areas during 2014 were donation for orphans, people with disabilities, orphanages, islamic boarding schools, rehabilitation of religious facilities, assistance for organizing Koran Recital Competition (MTQ) event, arts appreciation, religious book provision, Tali Asih (Ex-gratia) program, spiritual activities in religious holydays such as the distribution of sacrificed animals (104 cows and 24 goats) to eight Business Areas.

Bidang Kepemudaan [G4-EC8]

BSP memberikan dukungan penuh kepada para generasi muda di lingkungan usahanya untuk mengejar prestasi secara sportif. Sejauh ini BSP telah memberikan dukungan kegiatan kepemudaan antara lain bantuan sarana olah raga, penyelenggaraan turnamen olah raga, kegiatan pramuka, dan karang taruna.

Youth Sector [G4-EC8]

BSP provides adequate supports to the youth in its Business Areas to accomplish achievement fairly. BSP continuously gives supports for the youth activities such as sports facilities, sports tournaments, scout activities, and *Karang Taruna*.

Program Kepemudaan [G4-EC8] Youth Program

Area Usaha Business Area	Program Kepemudaan Youth Program	Penerima Manfaat Benefits Recipients	Manfaat Program Program Benefits
Sumut 1	Sekolah Sepakbola Asahan <i>Asahan Soccer School</i>	Anak dan remaja dari lingkungan desa sekitar. <i>Children and Teenagers from nearby villages.</i>	Melatih anak dan remaja agar dapat mengembangkan bakatnya secara profesional. <i>Train children and teenagers so that they can advance their talents professionally.</i>
	Pramuka Guddep 007-008 <i>Guddep 007-008 Scout</i>	- 75% anak karyawan - 25% anak masyarakat sekitar kebun atau pabrik. <i>-Employees' children by 75%</i> <i>-Local childrens living nearby plantations and mills by 25%</i>	Melatih kedisiplinan dan kemandirian, juga dapat menyalurkan aktivitas remaja ke hal-hal yang bersifat positif serta memiliki nilai-nilai sosial dan lingkungan. <i>Train children's discipline and independence qualities. Educate the children to conduct positive activities and possess social and environmental values.</i>
Bengkulu 1	Karang Taruna <i>Karang Taruna</i>	- Pemuda di sekitar kebun atau pabrik. <i>- The youth living around plantations and mills.</i>	Membangun dan menjaga keharmonisan hubungan dengan masyarakat tempatan. <i>Develop and mantain harmonious relationships with local communities.</i>

Bidang Infrastruktur [G4-EC7] [G4-EC8]

BSP menyadari peningkatan kualitas infrastruktur membawa dampak positif bagi kegiatan operasional perusahaan, serta akan mendorong pertumbuhan ekonomi dan peningkatan kualitas hidup masyarakat sekitar.

Untuk itu, BSP secara rutin melakukan perawatan dan memperbaiki infrastruktur, khususnya jaringan jalan dan jembatan, pembangunan halte dan pembuatan taman penghijauan di daerah operasional.

Infrastructure Sector [G4-EC7] [G4-EC8]

BSP are aware that the infrastructure quality development gives positive impacts for company's operational activities, promotes economic development, and improves living quality of the local communities.

Thus, BSP routinely conducts infrastructure maintenance and improvement, particularly road and bridge, bus shelter construction, and creation of green parks in the operational areas.

Bidang Kebencanaan [G4-EC8]

BSP mengalokasikan dana kegiatan tanggap darurat sebesar 10-15% dari anggaran tahunan investasi sosial. Dalam kondisi darurat, BSP dapat memberikan bantuan lebih besar dari proposi yang telah ditetapkan sebelumnya.

Untuk bantuan bencana 2014, kami memberi bantuan untuk korban bencana banjir di Jakarta (bersama dengan Kelompok Usaha Bakrie), serta untuk korban bencana letusan Gunung Sinabung, Sumatera Utara.

Disaster Response Sector [G4-EC8]

BSP allocates 10%-15% of its annual budget for social investment in disaster response. In case of emergencies, BSP can provide greater disaster donation than the predetermined proportion.

Regarding to disaster aid in 2014, we gave aid to flood victims in Jakarta (in collaboration with Bakrie Business Groups), and Mount Sinabung eruption victims in North of Sumatera.

Investasi CSR CSR Investment

Program Program	Biaya Investasi (RP) Investment Cost (IDR)			
	2014	2013	2012	2011
Pendidikan Education	717.865.231	1.369.950.000	1.140.392.312	1.441.200.000
Ekonomi Economy	166.945.402	278.872.000	146.946.000	550.402.500
Kesehatan Health	100.167.241	157.958.000	127.722.000	208.415.000
Keagamaan Religious	417.363.506	570.023.240	717.421.200	539.000.000
Kepemudaan Youth	50.083.621	78.818.000	69.975.000	289.834.000
Lingkungan Environment	33.389.080	40.100.000	49.900.000	222.135.000
Infrastruktur Infrastructure	133.556.322	208.708.001	391.246.027	281.943.000
Tanggap Bencana & Donasi Disaster Response and Donation	500.836.212	35.022.340	551.515.625	661.260.900
Total Total	2.120.206.615	2.739.451.581	3.195.118.164	4.194.190.400

Mekanisme Pengaduan Dampak terhadap Masyarakat dan Lingkungan [G4-S011] [G4-EN34]

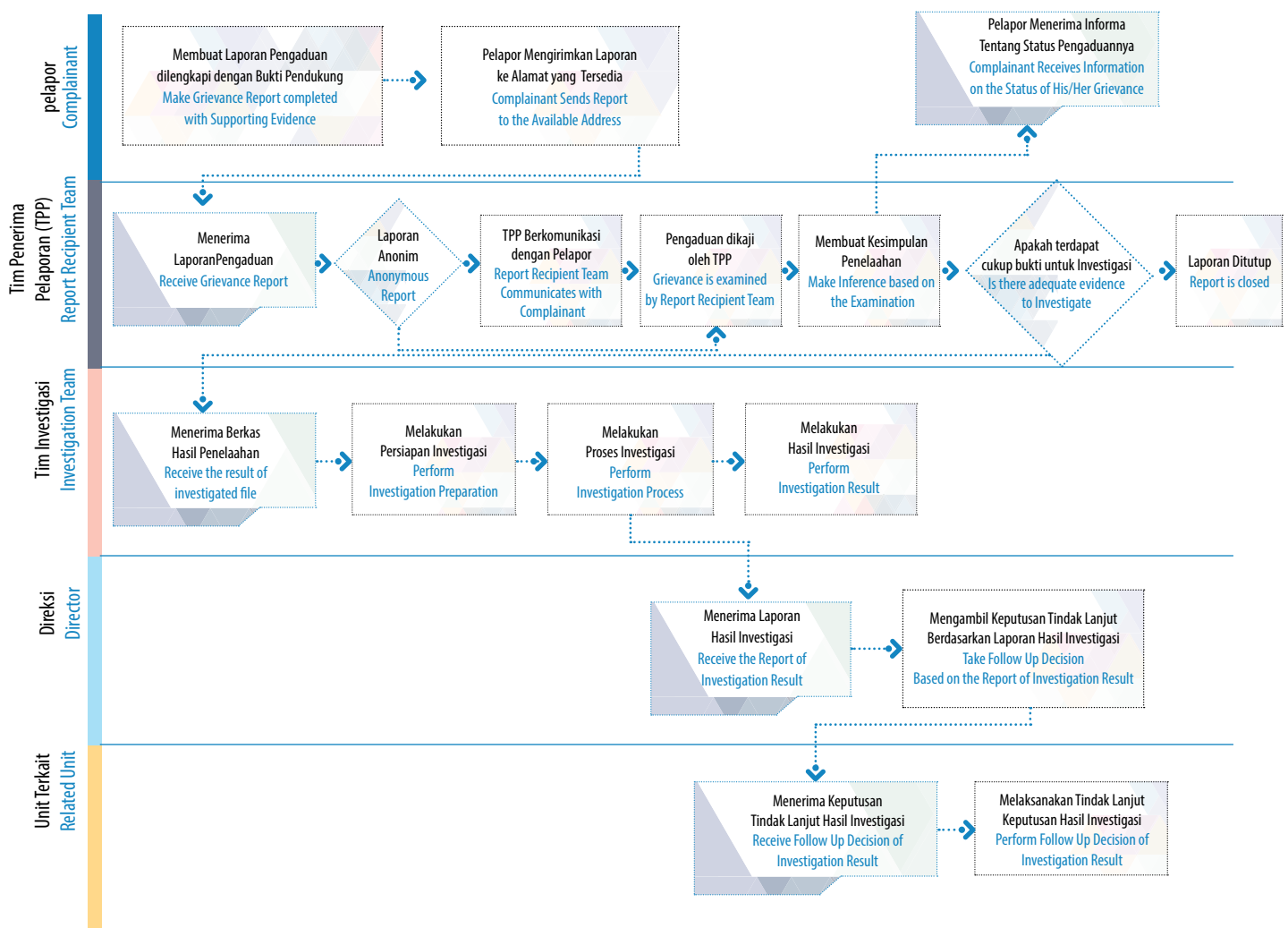
Grievance Mechanism towards Communities and Environment



BSP berkerjasama dengan Forum Komunikasi PERKASA menampung segala pengaduan atas dampak terhadap masyarakat dan lingkungan di semua area usaha, mulai dari tingkat kecamatan. Forum Komunikasi PERKASA berfungsi sebagai mediator bagi penyampaian pengaduan masyarakat dan lingkungan serta upaya penanganan permasalahan dengan pihak terkait.

BSP collaborates with PERKASA Communication Forum accomodates grievance on the operational impacts towards communities and environment in all business areas, starting from sub-districts. PERKASA communication forum functions as mediator for communities and environment grievance submission, and problem handling with related parties.

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



Inisiatif Pengakuan Hak Adat [G4-HR8]

Recognition of Indigenous Right Initiative



BSP dalam menjalankan usahanya senantiasa menjaga dan melestarikan warisan adat serta budaya (*cultural heritage*) yang ada di dalam perkebunan. Selama periode pelaporan tidak ada insiden terkait pelanggaran hak adat, karena tidak ada *indigenous*

In operating its business, BSP consistently maintains and conserves traditional and cultural heritage, existing in the plantations. During the reporting period, there was no incident related to violations of the custom rights due to no indigenous existence.





Pemanfaatan Lahan Kosong untuk Penghijauan dan Pembibitan
The utilization of Land for Replanting and Seeding

PENGEMBANGAN SUMBER DAYA MANUSIA HUMAN RESOURCES DEVELOPMENT



Pelatihan Penyadapan Karet
Rubber Tapping Training

Kami berkomitmen pada pengembangan kualitas sumber daya manusia (SDM) di Indonesia dengan merujuk Undang-Undang Ketenagakerjaan No.13/2003. Salah satu wujud dari komitmen kami adalah konsisten menginternalisasi nilai-nilai perusahaan yang dikenal oleh seluruh karyawan sebagai prinsip *"BSP is Our Home,"* yaitu rasa memiliki yang kuat, senantiasa menjunjung kerja sama tim, sikap saling menghargai, dan komunikasi terbuka; merawat perusahaan layaknya rumah sendiri; mengembangkan rasa nyaman seperti di rumah sendiri; bertenggang rasa dan memperjuangkan harmoni menuju arah yang sama.

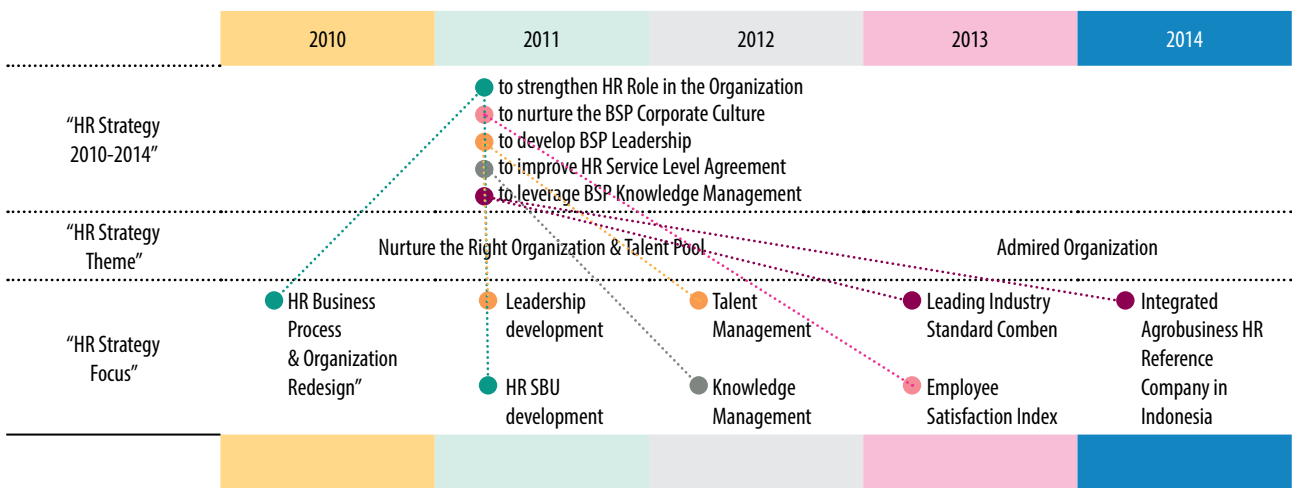
We commit to the development of human resources quality in Indonesia by referring to Law of Workforce Number 13/2003. One of our commitment manifestation is consistency in internalizing company's value, known by the whole employees as *"BSP is Our Home"* principles encompassing a strong sense of belonging, consistently upholding team work, mutual respect, open communication, maintaining the company as own home, fostering sense of comfort as in own home, nurturing tolerance and harmony towards common direction.

Penerapan konsistensi nilai perusahaan ini berhasil mendapatkan apresiasi dari Employer Branding Institute, Mumbai-India, berupa penghargaan *"Best Global Employers Brand"*. Pencapaian di bidang ketenagakerjaan ini akan terus kami tingkatkan dengan senantiasa mengembangkan sumber daya manusia melalui fungsi Direktorat Sumber Daya Manusia untuk mencapai tujuan perusahaan.

This consistency in implementing company values succeeds to obtain appreciation of *"Best Global Employers Brand"* Awards, given by Employer, Branding Institute, Mumbai-India. We will strive to improve our achievement in the workforce sector by consistently developing human resources through the function of Human Resources Directorate for accomplishing company's objectives. [G4-DMA]

[G4-DMA]

Roadmap HRD 2010 – 2014
Roadmap HRD 2010 – 2014



Komposisi Karyawan [G4-10]

Per 31 Desember 2014, jumlah total karyawan BSP sebanyak 17.668 orang, lebih banyak dibandingkan pada akhir 2013 sebanyak 17.244 orang.

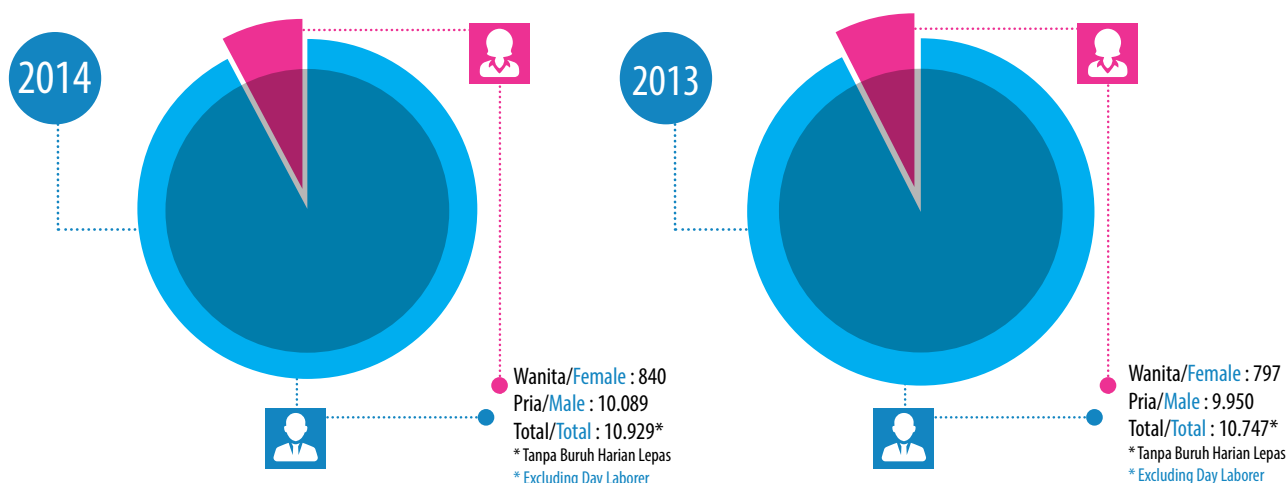
Employee Composition [G4-10]

As per December 31, 2014, the total number of BSP's employee is 17,668 people. This total number of employees in 2014 is bigger that the total number of employees in 2013, which is 17,244 people.

Jumlah Karyawan Berdasarkan Status Kepegawaian Based on Employment Status

Berdasarkan Status Kepegawaian The Total Number of Employees Based On Employment Status		
	2014	2013
Komisaris Commissioner	6	7
Direksi Director	5	6
Staf Staff	630	675
EVP/SVP	7	8
VP	13	14
Senior Manajer Senior Manager	26	27
Manajer Manager	74	78
Asisten Manajer Assistant Manager	51	50
Senior Asisten Senior Assistant	71	68
Asisten/Staf Assistant/Staff	388	430
Management Trainee/Trainee Management Trainee/Trainee	47	5
Management Trainee Management Trainee	44	1
Trainee Trainee	3	4
Non-Staf Non-Staff	16.980	16.551
Total Total	17.668	17.244

Jumlah Karyawan Berdasarkan Gender (Jenis Kelamin). Total Number of Employees Based on Gender



* Informasi lebih lanjut mengenai komposisi karyawan berdasarkan kelompok usia, dan tingkat pendidikan disajikan dalam Laporan Tahunan 2014

* Further information on the employees composition based on age group, education level is presented in the 2014 Annual Report

Perputaran Karyawan ^[G4-LA1]
Employees Turnover

Area Usaha Business Area	Kategori umur Age Category	Jumlah karyawan berhenti atau meninggalkan BSP Number of Employees Resigning from BSP		Jumlah karyawan masuk BSP Number of Employees Working in BSP	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Sumut 1	Di bawah 30 tahun Under 30 years old	0	0	0	0
	30-50 tahun 30-50 years old	1	0	0	0
	Di atas 50 tahun Above 50 years old	1	0	0	0
Subtotal Karyawan Subtotal Employees		2	0	0	0
Sumbar	Di bawah 30 tahun Under 30 years old	0	0	0	0
	30-50 tahun 30-50 years old	1	0	0	0
	Di atas 50 tahun Above 50 years old	2	0	0	0
Subtotal Karyawan Subtotal Employees		3	0	0	0
Jambi 1	Di bawah 30 tahun Under 30 years old	0	0	1	0
	30-50 tahun 30-50 years old	1	1	0	0
	Di atas 50 tahun Above 50 years old	0	0	0	0
Subtotal Karyawan Subtotal Employees		1	1	1	0
Jambi 2	Di bawah 30 tahun Under 30 years old	0	0	0	0
	30-50 tahun 30-50 years old	3	1	1	0
	Di atas 50 tahun Above 50 years old	0	0	0	0
Subtotal Karyawan Subtotal Employees		3	1	1	0
Bengkulu	Di bawah 30 tahun Under 30 years old	0	0	0	0
	30-50 tahun 30-50 years old	1	1	1	0
	Di atas 50 tahun Above 50 years old	0	0	0	0
Subtotal Karyawan Subtotal Employees		1	1	1	0
Total Karyawan Total Employees		10	3	3	0

Kesejahteraan Karyawan ^[G4-11]

Wujud perhatian BSP terhadap kesejahteraan karyawan adalah membangun sistem remunerasi (pengupahan) yang kompetitif. Sistem pengupahan BSP merujuk peraturan Pemerintah, termasuk Pemerintah Daerah serta kesepakatan antara Badan Kerjasama Perusahaan Perkebunan Sumatera (BKS-PPS) dengan Pengurus Daerah Federasi Serikat Pekerja (PD-FSP), dan Pengurus Pusat Serikat Pekerja Seluruh Indonesia (PP-SPSI). Komponen remunerasi karyawan tetap antara lain gaji pokok, asuransi jiwa, tunjangan kecelakaan kerja, tunjangan perumahan, dan transportasi.

BSP juga menyediakan dana pensiun sebagai wujud tanggung jawab dan penghargaan terhadap karyawan. Di samping itu, BSP mendukung dan menjamin mereka untuk membentuk Serikat Pekerja, serta telah menerapkan Perjanjian Kerja Bersama (PKB) setiap tahun. Adapun perjanjian kebijakan sumber daya manusia diterapkan bagi seluruh pegawai staf.

Employee Welfare ^[G4-11]

BSP actualizes its concern on the employees' welfare by establishing competitive remuneration system. The BSP remuneration system complies with Government Regulation including Regional Government Regulation, and agreement between Sumatera Plantation Company Cooperation Board and Local Administrator of Trade Union Federation, and Central Board of Trade Union in Indonesia. The remuneration component of permanent employee is basic salary, life-insurance, work accident allowance, housing allowance, and transportation allowance.

BSP also provides pension fund as a form of responsibility commitment and appreciation to the employees. Besides, BSP supports and ensures the employees to organize Labor Union, as well as, implements Collective Bargaining agreement and human resources policy agreement for all employees.

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

Area Usaha Business Area	Jumlah Karyawan Pensiun 2014 (Orang) Number of Retiring Employee in 2014	Besaran Pensiun 2014 Dibayarkan (Rp) Amount of Allocated Budget for Pension in 2014
Sumut 1	145	9.835.718.400
Sumbar	15	307.452.400
Jambi 1	6	287.639.565
Jambi 2	3	121.714.548
Bengkulu 1	2	89.323.288
Total	171	10.641.848.201

Jenis Program Type of Program	Penjelasan Explanation
Dana Pensiun Bakrie Dana Pensiun Bakrie	Penyelenggara: Dana Pensiun Bakrie. Organizer : Dana Pensiun Bakrie. Sifat penyelenggaraan: Manfaat Pasti . Management Feature: definite benefits. Skema pembayaran premi/iuran: Bulanan. Premium Payment Scheme: Monthly. Skema pembayaran kepada karyawan yang pensiun: Sesuai tanggal pensiun. Payment Scheme to the retiring employees: According to the retiring date.

Sistem Pelatihan dan Pendidikan [G4-LA11]

Kami menempatkan pelatihan dan pendidikan karyawan sebagai salah satu program utama dalam pengembangan Sumber Daya Manusia (SDM). Kami memiliki fasilitator internal yang berfungsi melakukan optimalisasi SDM serta percepatan proses penerapan budaya “Berbagi Pengetahuan”, dengan tetap menjaga kualitas penyampaian dalam proses pembelajaran.

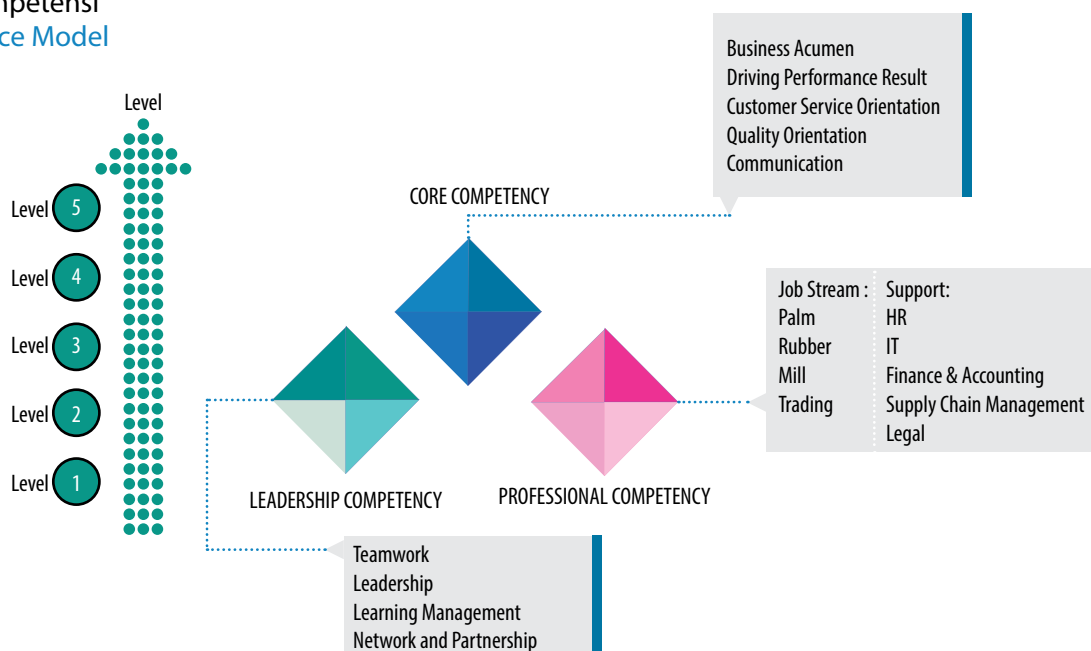
Program pengembangan SDM dilakukan dengan basis kompetensi yang didasarkan pada Model Kompetensi yang terdiri dari 3 (tiga) kelompok: Kompetensi Inti, Kompetensi Kepemimpinan dan Kompetensi Profesional, dengan 5 (lima) tingkatan pada setiap kelompok. Proses pengkajian kompetensi dilakukan oleh internal assessor untuk seluruh staf di lingkungan BSP. Adapun evaluasi kinerja dan pengembangan karir dilakukan secara rutin untuk semua pegawai staf, sejalan dengan review operasional yang dilaksanakan setiap bulan atas kinerja suatu unit kerja. [G4-DMA]

Training and Education System [G4-LA11]

We put employee training and education as major program in the human resources development. We have internal facilitators whose main duty is optimizing human resources and accelerating culture implementation process “Berbagi Pengetahuan”, by maintaining method quality in learning process.

The human resources development programs are conducted with competency basis based on Competence Model consisting of 3 groups: Core Competence, Leadership Competence, Professional Competence, with 5 levels in each group. The competence assessment process is conducted by internal assessor for all employees in BSP. Meanwhile, the evaluation of performance and career development are routinely conducted for all staff, and is in line with operational review conducted monthly for the performance of certain department. [G4-DMA]

Model Kompetensi Competence Model



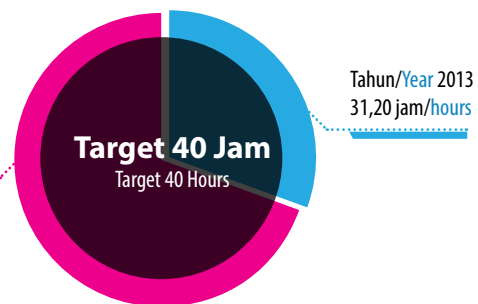
Sepanjang 2014, biaya program pengembangan kompetensi Rp368.163.600 untuk staf dan Rp417.529.196 untuk MT dengan total waktu pelatihan mencapai 80,77 jam untuk total 598 staf. BSP menyelenggarakan Pelatihan 73 topik pelatihan, di antaranya; Sistem Management Mutu Lingkungan dan K3 (ISO 9001: 2004, ISO 14001: 2004, OHSAS 18001: 2007), Sistem Manajemen Energi ISO 5001 untuk industri, *Awareness Roundtable Sustainable Palm Oil*, dan sosialisasi pelaksanaan PROPER tahun 2014. [G4-LA9]

During 2014, the cost of competence development program for staff was IDR368,163,600 and for the MT was IDR417,529,196 with the total amount of training time was 80.77 hours for the total of 598 staff. BSP conducted 73 topics of trainings, which are Environmental Quality Management System and Occupational Health and Safety (ISO 9001: 2004, ISO 14001:2004, OHSAS 18001:2007), Energy Management System of ISO 5001 for industry, awareness Roundtable Sustainable Palm Oil, and Socialization of 2014 PROPER Implementation. [G4-LA9]

Perbandingan Total Waktu Pelatihan
The Comparison of Total Training Time



Tahun/Year 2014
80,77 jam/hours



Menjaga Keselamatan dan Kesehatan Kerja

Kami bersama seluruh karyawan berkomitmen tinggi untuk menciptakan dan menjaga kesehatan, keselamatan dan keamanan kerja di setiap kegiatan usaha. Kami selalu berupaya memenuhi semua ketentuan dan Peraturan Pemerintah mengenai Kesehatan dan Keselamatan Kerja (K3) serta lingkungan hidup.

Peraturan Menteri Tenaga Kerja No. 05/MEN/1966 merupakan dasar penerapan sistem manajemen yang berkaitan dengan upaya pengendalian risiko K3 serta upaya perbaikan kinerja. Seluruh Area Usaha termasuk unit korporasi, telah menyelesaikan proses sertifikasi OHSAS 18001:2007 (*Occupational Health and Safety Assessment Series*) yang dikeluarkan oleh TUV International Indonesia. Penetapan seluruh kebijakan K3 bertujuan mencapai standar tingkat kecelakaan kerja nihil (*zero accident standards*). [G4-DMA]

Maintain Safety and Occupational Health

We, together with all of our employees, commit to create and maintain occupational health and safety in every business area. We continuously endeavour to comply with all provision and Government Regulation on the occupational health and safety, and living environment.

The regulation of Minister of Labor Number 05/MEN/1966 becomes the fundamental basis in implementing management system relating to the occupational health and safety risk controlling effort, and working performance improvement effort. All Business Areas including corporate unit have completed OHSAS 18001:2007 (*Occupational Health and Safety Assessment Series*) certification process issued by TUV International Indonesia. The stipulation of all occupational health and safety aims at accomplishing zero accident standards. [G4-DMA]

Aktifitas Karyawan di Bengkel Pabrik
Employees' Activities at Mill's Workshop



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

Area Usaha Business Area	Kecelakaan Ringan Minor Accidents		Kecelakaan Berat Severe Accidents		Kematian (Fatality) Death (Fatality)	
	2014	2013	2014	2013	2014	2013
Sumut 1	33	30	39	48	0	0
Sumbar	16	23	1	3	0	0
Jambi 1	55	15	22	72	0	0
Jambi 2	112	209	0	0	0	0
Bengkulu 1	39	35	2	5	1	1
Total	255	73	64	80	1	1

Kepatuhan Tata Kelola Perusahaan Compliance with Good Corporate Governance

Kami senantiasa meningkatkan kepatuhan terhadap Tata Kelola Perusahaan yang Baik (*Good Corporate Governance/GCG*) di setiap tingkat usaha, melalui buku pedoman Tata Kelola Perusahaan, yang penting bagi ketahanan usaha dan pertumbuhan usaha yang berkelanjutan. Divisi Sekretaris Perusahaan bertanggung jawab untuk memastikan pelaksanaan tata kelola yang baik.

[G4-DMA]

We consistently improve compliance with Good Corporate Governance/GCG in every business level, using guideline book of Corporate Governance, which is significant for sustainable business persistence and development. Company Secretary Division is responsible to ensure the implementation of good governance. [G4-DMA]

Struktur Tata Kelola [G4-34]

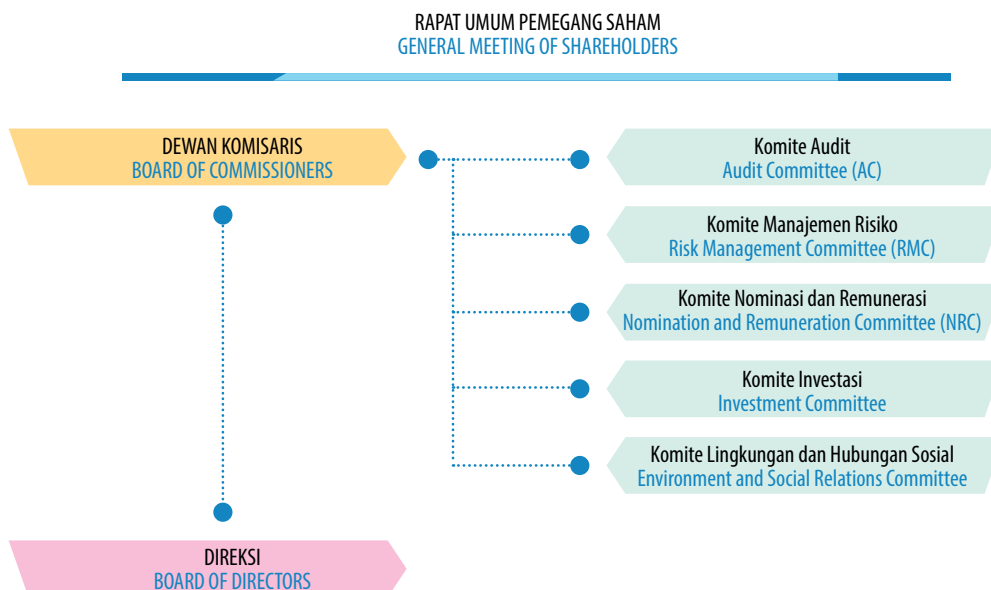
Struktur tata kelola Perusahaan mencakup Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, Dewan Direksi serta Komite-Komite Pendukung Dewan Komisaris.

Pengambilan keputusan terkait dampak ekonomi, sosial dan lingkungan merupakan tanggung jawab Direksi, dengan memandang pertimbangan Dewan Komisaris bila diperlukan. Pelaksanaan Audit Internal dan Pengelolaan Risiko ditangani oleh Divisi Enterprise Audit & Risk Management (EARM) yang bertanggung jawab langsung kepada Direktur Utama.

Governance Structure [G4-34]

The corporate governance structure covers General Meeting of Shareholders, Board of Commissioner, Board of Directors, and Board of Commissioner Supporting Committees.

Decision making related to the economic, social and environmental impact is the responsibility of the Director by considering opinion from Board of Commissioner if needed. The implementation of Internal Audit and Risk Management is managed by Enterprise Audit and Risk Management (EARM) Division that is directly responsible to the President Director.



*Uraian mengenai fungsi masing-masing organ BSP terkait aspek keberlanjutan disajikan dalam Laporan Tahunan.

*Description on the function of each BSP's Organ related to the sustainable aspect is presented in the Annual Report.

Landasan Etika dan Integritas [G4-56]

Untuk mendukung penerapan GCG, kami memiliki Kode Etik dan Budaya Perusahaan yang harus dipatuhi oleh seluruh komponen BSP.

Pedoman Perilaku

Kami telah merumuskan, menerbitkan dan mensosialisasikan Pedoman Perilaku sebagai Etika Bisnis dan Etika Kerja, yang meliputi perihal:

- Kepatuhan.
- Konflik Kepentingan.
- Pemberian.
- Kerahasiaan Perusahaan.
- Kesehatan, Keselamatan dan Keamanan Kerja.
- Hubungan dengan Penyelenggara Negara.
- Pengelolaan Sumber Daya Alam yang Berkelanjutan.
- Kesetaraan dan Keadilan dalam Bekerja.
- Hak Kekayaan Intelektual.

Budaya Perusahaan

Budaya Perusahaan kami bersumber dari nilai-nilai dasar yang dinyatakan melalui slogan "BISA":

- BSP Rumah Kita – rasa memiliki yang kuat atas Perusahaan Anda.
- Inisiatif dan pemberdayaan yang bertanggung jawab.
- Semangat membawa misi perusahaan, serta
- Adaptabilitas terhadap perubahan dan kemampuan menciptakan kemajuan.

Anti Korupsi (*Fraud*) [G4-S04]

Sebagai perusahaan publik, kami tunduk dan taat pada peraturan anti korupsi dengan merujuk pada pedoman GCG perusahaan publik. Demikian pula, kami taat pada prinsip 1 RSPO, yaitu komitmen terhadap transparansi.

Integrity and Ethics Foundation [G4-56]

To support the implementation of GCG, we have Ethics Code and Company Culture that must be complied by all BSP component.

Behaviour Guidance

We have formulated, published, and socialized Behavior Guideline as Business Ethics and Working Ethics concerning:

- Compliance.
 - Conflicts of Interest.
 - Awarding.
 - Company Confidentiality.
 - Occupational Health and Safety.
 - Cooperation with Government.
 - Sustainable Natural Resources Management.
- Equality and Fairness in Working.
 - Intellectual Property Rights.

Company Culture

Our company culture is based on basic values stated by "BISA":

- BSP Our Home – strong sense of belonging on Your Company.
 - Responsible initiative and empowerment.
- Spirit in performing company mission, and
 - Adaptability to changes and capability to create progress.

Anti Corruption (*Fraud*) [G4-S04]

As a public company, we comply with the anti corruption regulation by referring to GCG guideline of public company. Similarly, we also comply with the first RSPO principle, which is commitment to transparency.

Daftar Istilah dan Singkatan

Glossary and Abbreviation



A

AGW	PT Agrowiyana
AI	Agri International Finance B.V.
AIRPL	Agri International Resources Pte. Ltd.
AM	PT Air Muring
AMM	PT Agro Mitra Madani
ARBV	Agri Resources B.V.
ASD	PT ASD Bakrie Oil Palm Seed Indonesia

B

B3	Bahan Berbahaya dan Beracun hazardous and toxic waste substances
BARI	Bakrie Agricultural Research Institute
BBM	Bahan Bakar Minyak
BKSPPS	Badan Kerja Sama Perusahaan Perkebunan Sumatera
BOD	Biological Oxygen Demand
Bookwise	Bookwise Investment Ltd.
BPD	Badan Permusyawaratan Desa
BPP	PT Bakrie Pasaman Plantations
BPS	Badan Pusat Statistik
BRBE	PT Bakrie Rekin Bio Energy
BSEP	PT Bakrie Sentosa Persada
BSP	PT Bakrie Sumatera Plantations Tbk
BSPF	BSP Finance B.V.
BSPL	BSP Liberia B.V.
BSPN	BSP Netherlands Finance B.V.
BSR	Block Skim Rubber

C

CCI	PT Citalaras Cipta Indonesia
CD	Community Development
CDM	Clean Development Mechanism
CFCD	Corporate Forum for Community Development
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
CSRO	CSR Officer

D

DAIP	PT Domas Agroiinti Perkasa
DAP	PT Domas Agroiinti Prima

DBD	Demam Berdarah
DMI	Dewan Minyak Indonesia
DSIP	PT Domas Sawitinti Perdana
E	
EARM	Enterprise Audit & Risk Management
EMAL	PT Eramitra Agrolestari
ERM	Enterprise Risk Management
F	
FGD	Focus Group Discussion
FMCG	Fast Moving Consumer Goods
Fordway	Fordway Management Ltd.
FSC	PT Flora Sawita Chemindo
G	
GAPKI	Gabungan Perusahaan Kelapa Sawit Indonesia
GAPKINDO	Gabungan Perusahaan Karet Indonesia
GCG	Good Corporate Governance
GFII	Great Four International Investment
GHG	Green House Gases
GIN	PT Guntung Indamannusa
GLP	PT Grahadura Leidongprima
GRI	Global Reporting Institute
GRK	Gas Rumah Kaca
H	
HAP	Hazardous Air Pollutants
HCV	High Conservation Value
HIM	PT Huma Indah Mekar
I	
IKP	PT Inti Kemitraan Perdana
ILO	International Labour Organization
IPAL	Instalasi Pengolahan Air Limbah
IPM	Integrated Pest Management
ISPO	Indonesian Sustainable Palm Oil
IUCN	International Union for Conservation of Nature
J	
JAW	PT Jambi Agro Wijaya
JOP	PT Julang Oca Permana

K	
K3	Kesehatan dan Keselamatan Kerja
KADIN	Kamar Dagang dan Industri Indonesia
KPI	Key Performance Indicators
L	
LH	Lingkungan Hidup
LKP	Laba Kena Pajak
LPPOM	Lembaga Pengkajian Pangan, Obat-obatan, dan Kosmetika
M	
Makmur	PT Menthobi Makmur Abadi
MDGs	Millenium Development Goals
MIB	PT Monrad Intan Barakat
Mitra	PT Menthobi Mitra Lestari
MMM	PT Multrada Multi Maju
MoU	Memorandum of Understanding
MT	Management Trainee
MUI	Majelis Ulama Indonesia
N	
NAM	PT Nibung Arthamulia
NH3-N	Ammoniac Nitrogen
N-Total	Nitrogen Total
O	
OHSAS	Occupational Health and Safety Advisory Services
P	
PBJ	PT Padang Bolak Jaya
PDB	Produk Domestik Bruto
PDP	Pendapatan Domestik Bruto
PDCA	Plan-Do-Check-Act
PDFSP	Pengurus Daerah Federasi Serikat Pekerja
PDRB	Produk Domestik Regional Bruto
PERKASA	Pemberdayaan Masyarakat Kebun Karet, Sawit, dan Oleokimia
PFAD	Palm Fatty Acid Distillate
pH	Derajat Keasaman
PII	Persatuan Insinyur Indonesia
PK	Palm Kernel
PKB	Perjanjian Kerja Bersama
PKO	Palm Kernel Oil

PM	Particulate Matter
PP	PT Perjapin Prima
PPSPSI	Pengurus Pusat Serikat Pekerja Seluruh Indonesia
POP	Persistent Organic Pollutant
POSYANDU	Pos Pelayanan Terpadu
PROPER	Program Peringkat Kinerja Perusahaan
R	
RSPO	Roundtable Sustainable Palm Oil
S	
SCCS	Supply Chain Certification System
SDGs	Sustainable Development Goals
SDM	Sumber Daya Manusia
SIP	PT Sarana Industama Perkasa
SMAP	PT Sawitmas Agro Perkasa
SMK3	Sistem Manajemen Kesehatan dan Keselamatan Kerja
SNI	Standar Nasional Indonesia
SNP	PT Sumbertama Nusaprawati
Solegna	Solegna Investment B.V.
SPPT	Sertifikat Produk Penggunaan Tanda
SPU	Seed Processing Unit
SPV	Supervisor
Sumbar	Sumatera Barat
Sumut	Sumatera Utara
T	
TBS	Tandan Buah Segar
TSP	PT Trimitra Sumber Perkasa
TSS	Total suspended solid
U	
UMKM	Usaha Mikro Kecil Menengah
UNFCCC	United Nations Framework Convention on Climate Change
UNSP	PT United Sumatra Plantations
UU	Undang-Undang
V	
VOC	Volatile Organic Compounds
VP	Vice President
W	
WWT	Waste Water Treatment

Indeks Isi GRI 4

GRI 4 Content Index



PENGUNGKAPAN STANDAR UMUM GENERAL STANDARD DISCLOSURES				
Indikator Indicator	Uraian Explanation	ISO 26000	Halaman Page	Halaman pada Laporan Tahunan Page on the Annual Report
STRATEGI DAN ANALISIS STRATEGY AND ANALYSIS		6.2		
G4-1	Pernyataan dari Direksi <i>Statement from BOD</i>		6	24-31
G4-2	Uraian Dampak, Risiko dan Peluang <i>Description of Impacts, Risks, and Opportunities</i>		6	24-31
PROFIL ORGANISASI ORGANIZATIONAL PROFILE		6.2		
G4-3	Nama Organisasi <i>Name of the Organization</i>		26	9-12
G4-4	Merek, Produk, dan Layanan Jasa <i>Primary Brands, Products and Services</i>		27	33-34
G4-5	Lokasi Kantor Pusat <i>Location of Headquarter</i>		29	16
G4-6	Jumlah Negara Tempat Beroperasi <i>Number of Countries where Operational Activities Take Place</i>		29	16
G4-7	Kepemilikan Saham dan Bentuk Hukum <i>Ownership and Legal Form</i>		31	5-7
G4-8	Pasar Terlayani <i>Markets Served</i>		32	48
G4-9	Skala Organisasi <i>Organizational Scale</i>		32	57
G4-10	Jumlah dan Komposisi Pegawai <i>Number and Composition of Employees</i>		82	128
G4-11	Pekerja Terlindungi Perjanjian Kerja Bersama (PKB) <i>Employees Covered by Collective Bargaining Agreements</i>		84	127
G4-12	Rantai Pasokan Organisasi <i>Organizational Supply Chain</i>		28	33
G4-13	Perubahan Signifikan Organisasi <i>Significant Changes of Organization</i>		34	14
G4-14	Pendekatan Pencegahan Melalui Manajemen Risiko <i>Precautionary Approach Through Risk Management</i>		33	110
G4-15	Kepatuhan Pada Prinsip-prinsip dan Inisiatif Eksternal <i>Compliance with Principles, and External Initiative</i>		15	13
G4-16	Keanggotaan Dalam Asosiasi <i>Memberships in Associations</i>		33	N/A

ASPEK MATERIAL DAN PEMBATASAN		6.6.6	
MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Daftar Entitas <i>List of Entities</i>	32	18-19, Lampiran L.1,
G4-18	Proses Menentukan Isi Laporan dan Pembatasan <i>Process for Defining The Report Content and Boundaries</i>	16	
G4-19	Daftar Aspek Material <i>List of Material Aspects</i>	20	
G4-20	Batasan Aspek Material di Dalam Organisasi <i>Aspect Boundaries within Organization</i>	20	
G4-21	Batasan Aspek Material di Luar Organisasi <i>Aspect Boundaries outside Organization</i>	20	N/A
G4-22	Pernyataan Kembali <i>Restatement</i>	22	
G4-23	Perubahan Pelaporan Bersifat Signifikan <i>Significant Changes from Previous Reports</i>	22,24	
PELIBATAN PEMANGKU KEPENTINGAN		6.2,6.8.3	
STAKEHOLDERS ENGAGEMENT			
G4-24	Daftar Pemangku Kepentingan <i>Stakeholders List</i>	58	
G4-25	Dasar Identifikasi dan Seleksi Pemangku Kepentingan <i>Basis for Identification and Selection of Stakeholders</i>	58	
G4-26	Proses Pendekatan pada Pemangku Kepentingan <i>Approach to Stakeholders' Engagement</i>	58	N/A
G4-27	Topik Kunci dan Respon Organisasi <i>Key Topics and Organization Response</i>	58	
PROFIL PELAPORAN		6.6.6,7.5.3	
REPORT PROFILE			
G4-28	Periode Pelaporan <i>Reporting Period</i>	16	N/A
G4-29	Tanggal Penerbitan Laporan Terdahulu <i>Publication Date of Prior Report</i>	16	N/A
G4-30	Siklus Pelaporan <i>Cycles of Reporting</i>	16	N/A
G4-31	Kontak <i>Contact</i>	24	N/A
G4-32	Indeks Isi GRI <i>GRI Content Index</i>	16	N/A
G4-33	Penjaminan Assurance	16	N/A
TATA KELOLA		6.2	
CORPORATE GOVERNANCE			
G4-34	Struktur Tata Kelola <i>Governance Structure</i>	88	75
ETIKA DAN INTEGRITAS		6.2	
INTEGRITY AND ETHICS			
G4-56	Nilai-nilai, Prinsip, dan Norma Organisasi <i>Organizational Values, Principles and Norms</i>	26	9

PENGUNGKAPAN STANDAR KHUSUS - ASPEK MATERIAL SPECIFIC STANDARD DISCLOSURES – MATERIAL ASPECTS				
ASPEK MATERIAL MATERIAL ASPECT	DMA* DAN INDIKATOR DMA*INDICATOR	URAIAN EXPLANATION	HALAMAN PAGE	PENGECUALIAN EXCEPTION
KINERJA EKONOMI ECONOMIC PERFORMANCE				
Ekonomi Economy	G4-DMA	Investasi Hijau Green Investment	37	Sudah dijelaskan Have been disclosed
Kinerja Ekonomi Economic Performance	G4-EC1	Nilai Ekonomi Langsung Dihasilkan dan Didistribusikan Directly Generated and Distributed Economic Values	38, 39	Sudah dijelaskan Have been disclosed
	G4-EC2	Implikasi Finansial Akibat Perubahan Iklim Financial Implications Due to Climate Change	38,47	Sudah dijelaskan Have been disclosed
	G4-EC3	Kewajiban Perusahaan Terhadap Penyediaan Pensiun Organization's Defined Benefit Plan Obligations	84	Persentase gaji yang disumbangkan oleh karyawan belum dijelaskan The percentage of salaries donated by the employees has not been disclosed
LINGKUNGAN ENVIRONMENT				
Keanekaragaman Hayati Biodiversity	G4-EN11	Lahan Operasi di Dalam atau Sekitar Kawasan Dilindungi Operational Site in or adjacent to Protected Area	50, 51	Sudah dijelaskan tiga lokasi, karena dua lokasi tidak memiliki Kawasan Dilindungi Three sites have been disclosed because two sites do not have Conserved Area
	G4-EN12	Dampak Signifikan Terhadap Keanekaragaman Hayati Significant Impacts on Biodiversity	52	Sudah dijelaskan Have been disclosed
	G4-EN13	Perlindungan atau Restorasi Habitat Habitat Conservation or Restoration	51	Sudah dijelaskan tiga lokasi, karena dua lokasi tidak memiliki kawasan dilindungi Three sites have been disclosed because two sites do not have Conserved Area
	G4-EN14	Jumlah Spesies Dilindungi Number of Protected Species	51	Sudah dijelaskan untuk area Jambi 1, namun area lain data belum selesai Jambi 1 Area has been disclosed, but others areas have not completed
Efluen dan Limbah Effluent and Waste	G4-EN22	Total Air Terbuang Berdasar Kualitas dan Tujuan Total Water Discharge by Quality and Objective	42, 43	Sudah dijelaskan Have been disclosed

PENGUNGKAPAN STANDAR KHUSUS - ASPEK MATERIAL SPECIFIC STANDARD DISCLOSURES – MATERIAL ASPECTS				
ASPEK MATERIAL MATERIAL ASPECT	DMA* DAN INDIKATOR DMA*INDICATOR	URAIAN EXPLANATION	HALAMAN PAGE	PENGECUALIAN EXCEPTION
	G4-EN23	Jenis Limbah dan Metode Pengolahannya Type of Waste and Disposal Method	44,46,47	Sudah dijelaskan Have been disclosed
	G4-EN24	Pengelolaan Tumpahan Cairan Berbahaya Hazardous Spills Management	44	Sudah dijelaskan Have been disclosed
	G4-EN25	Pengangkutan Limbah B3 Hazardous and Toxic Waste Substances: B3 Waste	44	Sudah dijelaskan Have been disclosed
	G4-EN26	Pengaruh Pembuangan Air Limbah Pada Keanekaragaman Hayati Impact of Waste Water Discharge on Biodiversity	44	Sudah dijelaskan Have been disclosed
KEMASYARAKATAN SOCIETY				
Kemasyarakatan Society	G4-DMA	Berkontribusi Terhadap Masyarakat Contribute to The Communities	57	Sudah dijelaskan Have been disclosed
Masyarakat Lokal Local Communities	G4-S01	Operasional Perusahaan dan Pengembangan Masyarakat Lokal Company Operation and Local Community Development Program	62	Sudah dijelaskan Have been disclosed
Mekanisme Keluhan terhadap Dampak pada Masyarakat Grievance Mechanism for Impacts on Society	G4-S011	Mekanisme Pengaduan Terkait Dampak Sosial Grievance Mechanism for Society Impacts	77	Angka keluhan atas dampak pada masyarakat belum disampaikan, karena data belum tersedia Number of Grievance on the Impacts towards Communities has not been conveyed due to the unavailable data.

PENGUNGKAPAN STANDAR KHUSUS – BUKAN ASPEK MATERIAL SPECIFIC STANDARD DISCLOSURES – NON MATERIAL ASPECTS			
ASPEK MATERIAL MATERIAL ASPECT	DMA* DAN INDIKATOR DMA*INDICATOR	URAIAN EXPLANATION	HALAMAN PAGE
KINERJA EKONOMI ECONOMIC PERFORMANCE			
Dampak Ekonomi Tak Langsung Indirect Economic Impacts	G4-EC7	Pembangunan dan Dampak Investasi Infrastruktur Development and Impact of Infrastructure Investment	76
	G4-EC8	Dampak Ekonomi Tak Langsung Indirect Economic Impacts	70,71,72,73,74,75,76
SUMBER DAYA MANUSIA HUMAN RESOURCES			
Sumber Daya Manusia Human Resources	G4-DMA	Pengembangan Sumber Daya Manusia Human Resources Development	81
Ketenagakerjaan Workforce	G4-LA1	Jumlah Pekerja Baru dan Tingkat Turnover Number of Employees and Turnover Level	83
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	G4-LA6	Jenis dan Tingkat Kecelakaan Kerja Types and Rates of Injury	87
Pelatihan dan Pendidikan Training and Education	G4-LA9	Rerata Jam Pelatihan Per Pegawai Per Tahun Average of Training Hours per Year per Employee	86
	G4-LA11	Persentase Pegawai Penerima Penilaian Kinerja Percentage of Employees Receiving Performance Review	85
LINGKUNGAN ENVIRONMENT			
Air Water	G4-EN8	Total Pengambilan Air Berdasarkan Sumber Total Water Intake by Source	53
Penanganan Keluhan Masalah Lingkungan Environmental Grievance Mechanisms	G4-EN34	Penanganan Keluhan Masalah Lingkungan Management of Environmental Grievance Mechanism	77
HAK ASASI MANUSIA HUMAN RIGHTS			
Hak Penduduk Asli Indigenous Rights	G4-HR8	Jumlah Insiden Pelanggaran Hak Penduduk Asli The Total Incidents on the Violations of Indigenous People's Rights	78
KEMASYARAKATAN SOCIETY			
Anti Korupsi (Fraud) Anti-Corruption	G4-S04	Komunikasi dan Pelatihan mengenai Kebijakan dan Prosedur Anti-korupsi Communication and Training on Anti-corruption Policies and Procedures	89

Lembar Umpan Balik

Feedback Sheet



Terima kasih telah membaca Laporan Keberlanjutan PT Bakrie Sumatera Plantations Tbk 2014. Guna meningkatkan kinerja Keberlanjutan PT Bakrie Sumatera Plantations Tbk, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik atas laporan ini dengan mengirimkan formulir ini melalui email, fax, atau pos.

Thank you for reading 2014 Bakrie Sumatera Plantations Sustainability Report. To improve the sustainability performance of Bakrie Sumatera Plantations, we ask the stakeholders' willingness to provide feedback on this report by sending this form via e-mail, 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

- | | | | |
|---|---|--|--|
| <input type="checkbox"/> Pemerintah
Government | <input type="checkbox"/> Industri
Industry | <input type="checkbox"/> Media
Media | <input type="checkbox"/> LSM
NGO |
| <input type="checkbox"/> Masyarakat
Community | <input type="checkbox"/> Lembaga Pendidikan
Academic Group | <input type="checkbox"/> Perusahaan
Corporate | <input type="checkbox"/> 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 benefits You :*

- | | | | | |
|---|---|--|--|---|
| <input type="checkbox"/> Sangat Tidak Setuju
Strongly Disagree | <input type="checkbox"/> Tidak Setuju
Disagree | <input type="checkbox"/> Netral
Neutral | <input type="checkbox"/> Setuju
Agree | <input type="checkbox"/> Sangat Setuju
Strongly Disagree |
|---|---|--|--|---|

2. Laporan ini menggambarkan kinerja Perseroan dalam pembangunan berkelanjutan *This report presents Company performance in the sustainable development:*

- | | | | | |
|---|---|--|--|---|
| <input type="checkbox"/> Sangat Tidak Setuju
Strongly Disagree | <input type="checkbox"/> Tidak Setuju
Disagree | <input type="checkbox"/> Netral
Neutral | <input type="checkbox"/> Setuju
Agree | <input type="checkbox"/> Sangat Setuju
Strongly Disagree |
|---|---|--|--|---|

3. Laporan ini mudah dimengerti *This report is understood easily:*

- | | | | | |
|---|---|--|--|---|
| <input type="checkbox"/> Sangat Tidak Setuju
Strongly Disagree | <input type="checkbox"/> Tidak Setuju
Disagree | <input type="checkbox"/> Netral
Neutral | <input type="checkbox"/> Setuju
Agree | <input type="checkbox"/> Sangat Setuju
Strongly Disagree |
|---|---|--|--|---|

4. Laporan ini menarik *This report is noteworthy:*

- | | | | | |
|---|---|--|--|---|
| <input type="checkbox"/> Sangat Tidak Setuju
Strongly Disagree | <input type="checkbox"/> Tidak Setuju
Disagree | <input type="checkbox"/> Netral
Neutral | <input type="checkbox"/> Setuju
Agree | <input type="checkbox"/> Sangat Setuju
Strongly Disagree |
|---|---|--|--|---|

5. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan *This report improves Your trust on Company Sustainability:*

- | | | | | |
|---|---|--|--|---|
| <input type="checkbox"/> Sangat Tidak Setuju
Strongly Disagree | <input type="checkbox"/> Tidak Setuju
Disagree | <input type="checkbox"/> Netral
Neutral | <input type="checkbox"/> Setuju
Agree | <input type="checkbox"/> Sangat 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)
1. What is the most important material aspect for you?
(Please give mark 1= the most imporant, 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	(...)
• Mekanisme Pengaduan Dampak Terhadap Masyarakat Mechanism of Grievance Impacts to The Society	(...)

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.
Kindly send this form to :

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Pembibitan Sawit
Oil Palm Nursery



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