

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

No	Aktifitas	Uraian	2021				2022				2023			
			Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4
A	Fase 1/phase 1													
1	Merumuskan kebijakan NDPE/ <i>formulating NDPE Policy</i>	Kebijakan NDPE secara komprehensif/ <i>Comprehensive NDPE Policy</i>												
2	Membangun struktur organisasi sustainability yang solid dan berkompeten/ <i>forming solid sustainability organisation structure</i>	Melaunching struktur organisasi sustainability/ <i>sustainability organisation structure launching</i>												
3	Sosialisasi Kebijakan NDPE/ <i>NDPE policy socialization</i>	Menginformasikan kebijakan NDPE kepada stakeholder/ <i>NDPE policy publishment to stakeholders</i>												
a	Internal/ <i>internally</i>	Seluruh elemen organisasi dan anak perusahaan/ <i>all internal organization</i>												
b	Eksternal/ <i>externally</i>	Seluruh para pihak yang terkait dan relevan seperti buyer, NGO, pemerintah, masyarakat (melalui one on one meeting/tele conference/workshop)/ <i>to all relevant stakeholders such as buyer, NGO, government, community (one on one meeting, teleconference, workshop etc)</i>												
3	Mempersiapkan struktur dashboard sustainability/ <i>sustainability dashboard prepareness</i>	Kerangka dan elemen dashboard sustainability di website perusahaan/ <i>framework and structure of sustainability dashboard</i>												
4	Desain mekanisme ketelusuran/ <i>traceability mechanism development</i>	Mendesain konsep dan mekanisme ketelusuran hingga sektor hulu/ <i>traceability to plantation mechanism</i>												
5	Desain mekanisme grievance/ <i>grievance mechanism development</i>	Membuat skema dan mekanisme grievance serta grievance tracker/ <i>grievance mechanism and tracker development</i>												
B	Fase 2/phase 2													
1	Membangun Penilaian Resiko Menyeluruh/ <i>Comprehensive Risk Assessment-CRA</i>	Analisa resiko terhadap seluruh anak perusahaan/ <i>risk analysis of all subsidiaries</i>												
2	Membangun Instrumen Penilaian, Evaluasi dan Perbaikan (IPEP)/ <i>Evaluation and Corrective Action Assessment Tools (ECAAT)</i>	Instrumen penilaian mandiri yang mencakup keseluruhan aspek dalam kebijakan NDPE dan diintegrasikan dengan standar sertifikasi ISPO, RSPO, ISCC, serta SDG/ <i>integrated self assessment tools with ISPO, RSPO, ISCC, and SDG's standard</i>												
3	Dasbor keberlanjutan/ <i>sustainability dashboard</i>	Launching secara publik/ <i>sustainability dashboard publishment</i>												
4	Engagement para pihak/ <i>multi stakeholder engagement</i>	Melakukan hubungan sustainability & komersial secara intensif dengan para pihak seperti buyer, NGO, dan perbankan/ <i>sustainability and commercial engagement intensively with buyer, NGO, bank institution</i>												
5	Laporan sustainability S-1 2021/ <i>S-1 sustainability report</i>	Laporan yang mencakup seluruh program sustainability yang telah dilaksanakan/ <i>report that covered all sustainability programme have been done</i>												
C	Fase 3/phase 3													
1	Penerapan Self Assessment Tools/ <i>SAT kick off implementation</i>	Melaksanakan asesmen mempergunakan SAT/ <i>SAT digital tools assessment conducted to all subsidiaries</i>												
2	Rencana aksi berdasarkan hasil SAT/ <i>SAT action plan</i>	Rencana aksi dari setiap entitas disusun berdasarkan gaps dari hasil asesmen SAT/ <i>SAT action plan based on the gaps found</i>												
3	Implementasi rencana aksi/ <i>action plan implementation</i>	Closing semua gaps secara bertahap (termasuk jika harus melakukan studi HCV-HCS-SIA-EIA)/ <i>closing gaps gradually (include the action if should conducted HCV-HCS-SIA-EIA</i>												
4	Laporan sustainability S-2 2021/ <i>S-2 sustainability report</i>	Laporan yang mencakup seluruh program sustainability yang telah dilaksanakan/ <i>report that covered all sustainability programme have been done within the period</i>												
5	Implementasi ketelusuran/ <i>traceability to plantation implementation</i>	Melaksanakan program ketelusuran hingga hulu 100%/ <i>traceability to plantation 100%</i>												

