



United Nations Global Compact Communication On Progress (COP) 2016

Advanced Level

October 2016

Statement of continued support

APRIL President's statement expressing continued support for the UN Global Compact Principles

APRIL Group commits to voluntarily advancing the ten principles of the UN Global Compact as they apply to our operations. We will express this commitment in our corporate strategy, business culture and day-to-day activities as they relate to the four issue areas: human rights, labor, environment and anti-corruption.

Specifically, we will demonstrate our commitment in the following ways:

- APRIL Group's Sustainable Forest Management Policy 2.0 (SFMP 2.0) guides how we work toward delivering sustainable development across our operations through the implementation of social, environmental and economic best practices. These efforts are further guided by our founder's business philosophy that dictates that everything we do must be "good for the community, good for the country and good for the company."
- In the interest of transparency and to communicate progress as well as the challenges experienced in the implementation of our SFMP 2.0, APRIL Group commits to the continued periodic publication of an independently verified Sustainability Report in line with GRI standards. We have been publishing our Sustainability Report since 2002.
- We will continue to place high priority on poverty alleviation and job creation, especially in rural areas where it is most needed. Local economic growth initiatives that contribute to community empowerment have proven an effective landscape protection strategy, alleviating a core driver of deforestation.
- We will continue to emphasize on our commitment to forest conservation and peatland restoration in line with a holistic landscape approach that incorporates and balances the needs of the community, the environment and sustainable business.



A handwritten signature in black ink, appearing to read 'Praveen Singhavi'.

Praveen Singhavi

President
APRIL Group

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Implementing the 10 Principles into Strategies & Operations

CRITERION 1 :

The COP describes mainstreaming into corporate functions and business units

INDICATORS	ACTION
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc.) ensuring no function conflicts with company's sustainability commitments and objectives	<p>The Sustainability Director leads an integrated management structure, which comprises representatives from both our Jakarta office and our operating business units located in Pangkalan Kerinci, Riau, Sumatra.</p> <p>At operational level, APRIL Group's sustainability management is divided between our forestry plantations and our Kerinci mill complex.</p>
Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	SFMP2.0 identifies the Fiber Business Unit goals, objectives and strategies.
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	At operational level, APRIL Group's sustainability management is divided between our forestry plantations and our Kerinci mill complex. The Business Score Card identifies and measures progress against key performance indicators for the annual business plan and the annual performance contributees to individual performance evaluations.
Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	Grievance Resolution Process; Community Development & Social Capital Development. Business planning incorporates mapping of risks and opportunities on sustainability and includes sustainability objectives in the annual and five-year plans.
Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	External Affairs and Sustainability Department serves as an interface between all different corporate functions on sustainability and manages non-financial reporting. The RGE Workshop provided for all Sustainability divisions globally to review our issues internally together.
Other established or emerging best practices	Water management practices in peat land, GHG Towers in Riau, Sumatra, Indonesia; Fire Free Village Program to prevent land and forest fire, conserving 250,000 hectares of High Conservation Value Forest within production area, restoring 150,000 hectares of peat forest under the Restorasi Ekosistem Riau (RER) program in Sumatra, Indonesia



CRITERION 2

The COP describes value chain implementation

INDICATORS	ACTION
Analyse each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	Upstream of fiber plantation is peatland management - requiring water management best practices; and peat land best practices. Social interaction and stakeholder engagement are part of risk assesment and management and to mitigate negative impacts to business. Sustainable, renewable fiber plantations support the sale of downstream pulp & paper products (PEFC IFCC certifications)
Communicate policies and expectations to suppliers and other relevant business partners	In order to embed social, ethical and environmental concerns within its supply chain, APRIL suppliers are subject to the Sustainable Forest Management Policy 2.0. SFMP 2.0 is embedded in supplier contracts and supplier compliance to policy is monitored.
Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	In addition to full compliace with local laws and regulation where the company operates, APRIL holds national and international certifications for its mill and forestry sectors.
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	The Fire Free Village Program (FFVP) engages communities and local NGOs to raise awareness in preventing land and forest fire. Skills training provided to supplier and business partner workers for: Nursery Work Skills; Handling & Application of Pesticides and Fertilizers; Plantation Establishment Skills; Plantation Management Skills; Harvesting; and Transport skills.

CRITERION 3

The COP describes robust commitments, strategies or policies in the area of human rights

INDICATORS	ACTION
Commitment to comply with all applicable laws and respect internationally recognized Human Rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights)	APRIL refers to and respects the Universal Declaration of Human Rights, national laws and ratified international treaties on human rights and indigenous people. Our goal is to be a good and responsible neighbor to the local, national and global community.
Integrated or stand-alone statement of policy expressing commitment to respect and support Human Rights approved at the most senior level of the company	See: APRIL Sustainable Forest Mangement Policy 2.0 http://www.aprilasia.com/en/sustainability/sustainability-policy
Statement of policy stipulating Human Rights expectations of personnel, business partners and other parties directly linked to operations, products or services	See: APRIL Sustainable Forest Mangement Policy 2.0 http://www.aprilasia.com/en/sustainability/sustainability-policy
Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties	APRIL Sustainable Forest Management Policy is available on the company website.



CRITERION 4

The COP describes effective management systems to integrate the human rights principles

INDICATORS	ACTION
<p>Process to ensure that internationally recognized Human Rights are respected</p>	<p>APRIL ensures that Human Rights are respected via continued communication, training, due diligence, risk assessment and monitoring</p>
<p>On-going due diligence process that includes an assessment of actual and potential Human Rights impacts</p>	<p>Integrated Management Systems dept requires SOPs to operate in accordance with Indonesian law - of which Human Rights are recognized and audited a minimum once a year. HRD is responsible for proof of minimum age of workers (18 yrs) at time of hire; overtime pay is required for work hours > 40 hours per week; work schedules are agreed at the same time. Rest days are required. Independent social audit(s) help verify compliance.</p>
<p>Internal awareness-raising and training on Human Rights for management and employees</p>	<p>APRIL employee handbook which details the code of conduct for APRIL employees encourages fair treatment in the workplace</p>
<p>Operational-level grievance mechanisms for those potentially impacted by the company's activities</p>	<p>APRIL has a publicly available Grievance Mechanism procedure for those impacted by the company's operations to log complaints which will be verified by the company before being actioned on. In addition, APRIL:</p> <ul style="list-style-type: none"> • Engage and aligns closely with the communities, government and other related stakeholders in mitigating and addressing issues at operations area. • Implement Free, Prior, Informed Consent (FPIC) principles. • Adhere to all relevant Indonesian laws in conflict resolutions as well as prioritizing dialog and consensus-based conflict resolution process.
<p>Processes to provide for or cooperate in the remediation of adverse Human Rights impacts that the company has caused or contributed to</p>	<p>Any allegation raised in good faith is examined in detail and appropriate measures are taken, where necessary, in the event of non-compliance with the Human Rights policy.</p>
<p>Process and programmes in place to support Human Rights through: core business; strategic philanthropic/ social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action</p>	<p>As an integral component of the communities in which we operate, APRIL Group continually works to promote socio-economic development in the local communities in which we operate.</p> <ul style="list-style-type: none"> • The Integrated Farming System covers 2,357 hectares of village farmland. • 3,236 households have received support for agricultural materials. • 387 farmers have received training and cultivated 2,357 hectares through our IFS programme and training centres. • 3 training centres are established and managed to deliver technical and practical knowledge to local farmers. In the program's development, we donated 2 training centres to local district government and we continue to manage one training center. • 24,954 hectares are dedicated for community use on Community Forest and Livelihood Plantation schemes.



CRITERION 5

The COP describes effective monitoring and evaluation mechanisms of human rights integration

INDICATORS	ACTION
Monitoring drawn from internal and external feedback, including affected stakeholders	APRIL identified most important topics thorough stakeholder engagements, such as the minutes of Stakeholder Forums and media reports.
Process to deal with incidents the company has caused or contributed to for internal and external stakeholders	For external stakeholders: Standard Operating Procedure for grievance resolution, available in our Sustainability Dashboard both in English and Indonesian language: http://sustainability.aprilasia.com/category/grievance-mechanism .
Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights - compatible, a source of continuous learning, and based on engagement and dialogue	See above on Grievance Mecahnism process. Grievance handling is overseen by a Grievance Committee where third-parties (external to APRIL) are represented and can participate in decision-making processes.
Outcomes of integration of the Human Rights principles	Follow-through of policy meant suspending operations indefinitely and extending operations work-plan deadline to ensure lawful, equitable and long-term solution to issues.



Robust Labour Management Policies & Procedures

CRITERION 6

The COP describes robust commitments, strategies or policies in the area of labour

INDICATORS	ACTION
Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	<ol style="list-style-type: none"> 1. APRIL respects the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. 2. Recruitment best practice meets all legal requirements and cultural practices, including proactive recruitment of qualified workforce from local community. 3. Respect Freedom of Association and diversity within workforce. 4. Child labor is strictly prohibited throughout APRIL and its supply chain. 5. With workplace safety as top priority, APRIL implements stringent preventive measure with Hazard Identification, Risk Assessments and Determining Control (HIDRADC) system in our Occupational Health and Safety Management Systems (OHSMS).
Reflection on the relevance of the labour principles for the company	APRIL commits to provide a safe, productive and conducive work environment throughout its wood supply chains where employees including those of sub-contractors, can contribute and advance.
Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organisation of the workers (international, sectorial, national)	See APRIL Sustainable Forest Management Policy 2.0
Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	Section VII in APRIL Sustainable Forest Management Policy 2.0 regarding Responsible Work practices on Our Work Places covers all current and future wood suppliers to APRIL as well as any future acquisitions or partnerships.
Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	International Labour Organization's Declaration on Fundamental Principles and Rights at Work is respected. Recruitment best practices are in place, meeting all legal requirements and cultural practices, including proactive recruitment of qualified workforce from local community. Freedom of association is respected, diversity within its workforce is respected, if provided as part of employment package accommodation is safe and hygienic. The health and safety of workers is protected. APRIL equips workers to protect them from exposure to occupational health and safety hazards. No tolerance is given for child labour, forced labour or bonded labour. No tolerance is given for discrimination, harassment and abuse in any form.



CRITERION 7

The COP describes effective management systems to integrate the labour principles

INDICATORS	ACTION
Risk and impact assessments in the area of labour	APRIL implement stringent preventive measures with Hazard Identification, Risk Assessments and Determining Control (HIRADC) system in our Occupational Health and Safety Management Systems (OHSMS) that covers hazard identification, estimation of probability of occurrence and consequences, risk categorization, determination of sufficiency of existing plans and controls and identification of requirements for equipment, training and controls.
Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards	APRIL employees are members of trade and labor unions, namely the Forestry Workers Union (69%) and the Indonesian Pulp and Paper Workers Federation (85%).
Allocation of responsibilities and accountability within the organisation	Human Resources department is responsible for the integration of labor principles within the organisation
Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organisation of workers	Grievance mechanism is stated in Collective Labor Agreement and as per Labor Regulation. Internal Audit has a hotline number where employees may call and make report, when and if necessary

CRITERION 8

The COP describes effective monitoring and evaluation mechanisms of labour principles integration

INDICATORS	ACTION
System to track and measure performance based on standardized performance metrics	Merit-based career advancement path and training available to all employees.
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards	To promote ethical and responsible supply chain, Sedex ethical audit is done to examine labour practices, to measure, report, and help improve social and environmental performance.



CRITERION 9

The COP describes robust commitments, strategies or policies in the area of environmental stewardship

INDICATORS	ACTION
Reflection on the relevance of environmental stewardship for the company	As stated in APRIL’s Sustainable Forest Management Policy: APRIL Group (APRIL) is committed to sustainable development in all locations where we operate by implementing best practices in social, environmental and economic spheres as guided by our business philosophy that whatever we do must be “Good for Community, Good for Country, Good for Climate and Good for Company”. We commit to eliminating deforestation from our supply chain and to protecting the forest and peatland landscapes in which we operate and to supporting best practice forest management in all countries where we source wood. We commit to respecting human rights and environmental aspects throughout our wood supply chains. Our goal is to be a good and responsible neighbor in the local, national and global community.
Written company policy on environmental stewardship	See APRIL Sustainable Forest Management Policy 2.0
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	Suppliers are mandated to implement APRIL Sustainable Forest Management Policy
Specific commitments and goals for specified years	Stakeholder Advisory Committee (SAC) provides recommendations for policy improvement on a quarterly basis, which APRIL acts on within specified timelines (not necessarily annual targets)

CRITERION 10

The COP describes effective management systems to integrate the environmental principles

INDICATORS	ACTION
Environmental risk and impact assessments	All of APRIL licenses are subject to the Environmental Impact Analysis by the government.
Allocation of responsibilities and accountability within the organisation	System and personnel in place to ensure implementation and monitoring of the company’s sustainability principles that covers environment, social and governance aspects.
Internal awareness-raising and training on environmental stewardship for management and employees	Training for employees on latest best practice on forest management, certification, effluents management on-going to ensure employees’ knowledge on environmental stewardship are updated and integrated within the company’s processes where applicable.
Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	Through the Grievance Mechanism, stakeholders can lodge complaints against potential policy breaches of environment-related SFMP sections (I. Long term Sustainability, II. Forest Protection and Conservation, III. Peatland Management, IV. Continuous reduction of carbon footprint). Engagement with scientific community through SAC and IPEWG regarding environmental impact assessment.



CRITERION 11

The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

INDICATORS	ACTION
System to track and measure performance based on standardized performance metrics	APRIL's mill and forestry sections are periodically audited to ensure compliance with national laws as well as national and international certification standards. In addition, Sedex ethical audit is done to examine, labour practices to measure, report, and help improve social and environmental performance. The implementation of APRIL's Sustainable Forest Management Policy is assured by a third party assessor and its result made public on APRIL website.
Leadership review of monitoring and improvement results	Mill and forestry departments reports to the operations director.
Process to deal with incidents	<p>In the area of safety, APRIL ensures compliance with regulations and observance of its own standards on its mill and forestry department operations.</p> <p>The EHS manual furthermore determines the measures to be applied to control the facilities and activities, in particular to reduce the risks of injury to persons and damage to property and the environment to a minimum. It covers the following areas in particular:</p> <ul style="list-style-type: none"> - the safety of persons and property - fire safety - maintenance and work - efficiency of the use of resources, water and energy consumption
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	Periodic third party national and international audit on both forestry and mill to maintain certifications on products and sustainable forest management.
Outcomes of integration of the environmental principles	2015: APRIL was the first Indonesian company to receive PEFC certification on Sustainable Forest Management. This is in addition to other national and international certification on timber legality and mill certifications.



Robust Anti-Corruption Management Policies & Procedures

CRITERION 12

The COP describes robust commitments, strategies or policies in the area of anti-corruption

INDICATORS	ACTION
Publicly stated formal policy of zerotolerance of corruption	APRIL Sustainability Report reiterates the company's commitment and zero tolerance of corruption. APRIL SFMP 2.0 affirms the company's commitment with all prevailing laws and regulations.
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes	See APRIL Sustainable Forest Management Policy 2.0
Detailed policies for high-risk areas of corruption	See APRIL Sustainable Forest Management Policy 2.0
Policy on anti-corruption regarding business partners	APRIL SFMP applies to all suppliers.

CRITERION 13

The COP describes effective management systems to integrate the anti-corruption principle

INDICATORS	ACTION
Support by the organisation's leadership for anti-corruption	APRIL management respects the laws of the countries in which it operates. The company's Legal Department and external legal advisors helps APRIL's business units to keep abreast of changes in the local law.
Carrying out risk assessment of potential areas of corruption	Legal review and due diligence process to ensure the company and external entities APRIL collaborates with complies with the prevailing laws and regulations.
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	In Collective Labor Agreement (CLA), few conditions stated that result in termination with no severance pay, which include corruption, embezzlement, non-disclosure etc. CLA is printed into a pocket size handbook and distributed to employees
Internal checks and balances to ensure consistency with the anticorruption commitment	Legal review and due diligence process to ensure the company and external entities APRIL collaborates with complies with prevailing laws and regulations.
Actions taken to encourage business partners to implement anti-corruption commitments	Code of Procurement Ethics for suppliers is in place.
Management responsibility and accountability for implementation of the anti-corruption commitment or policy	The Head of Legal Department is in charge of implementation of the company's anti-corruption commitment.
Internal accounting and auditing procedures related to anticorruption	Internal auditing process involving Finance and Tax Department to ensure that safeguards against corruption practices are in place.



Robust Anti-Corruption Management Policies & Procedures

CRITERION 14

The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

INDICATORS	ACTION
Process to deal with incidents	Any allegation raised in good faith is examined in detail and appropriate measures are taken, where necessary, in the event of non-compliance with the anti corruption policy.
Public legal cases regarding corruption	There were no public cases regarding corruption in 2015



Taking Action in Support of Broader UN Goals and Issues

CRITERION 15

The COP describes core business contributions to UN goals and issues

INDICATORS	ACTION
Align core business strategy with one or more relevant UN goals/issues	See APRIL Sustainable Forest Management Policy 2.0
Develop relevant products and services or design business models that contribute to UN goals/issues	APRIL business model aligns with the Sustainable Development Goals, translated into poverty alleviation, responsible production while Goal 15 is implemented through APRIL's ring plantation concept and Riau Ecosystem Restoration program that covers a total of 400,000 hectares of forest conserved and restored.

CRITERION 16

The COP describes strategic social investments and philanthropy

INDICATORS	ACTION
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	To date: 19,505 scholarship granted to students from primary grade to highschool, 57 scholarship granted to local high school graduates to pursue diploma for pulp and paper technology studies, 27 scholarship granted for agricultural studies diploma, 161,813 provided free health and medical treatments.
Coordinate efforts with other organisations and initiatives to amplify – and not negate or unnecessarily duplicate – the efforts of other contributors	APRIL coordinates with Tanoto Foundation on philanthropic programs centered on poverty alleviation, education and health.
Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	APRIL has always been committed to worthy causes and to the surrounding communities. The company's vision is to be a force that is good for the community, country, company and climate.

CRITERION 17

The COP describes advocacy and public policy engagement

INDICATORS	ACTION
Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	APRIL spokespersons actively participates and speaks on pertinent international and national events promoting the company's core values of responsible production, conservation and restoration of high conservation value forests as well as private sector's role in empowering community through education and poverty alleviation.



CRITERION 18

The COP describes partnerships and collective action

INDICATORS	ACTION
<p>Develop and implement partnership projects with public or private organisations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy</p>	<p>APRIL initiated the Restorasi Ekosistem Riau program to restore 150,000 hectares of ecologically important peat forest in Kampar Peninsula and Padang Island, in partnership with Fauna and Flora International, local social NGO BIDARA and The Nature Conservancy. In an effort to combat land and forest fire in Indonesia by way of providing knowledge and tools to sustainable agriculture. APRIL initiated the community-based Fire Free Village Program (FFVP) and the Fire Free Alliance (FFA) where other influential private sectors adopt and implement the FFVP.</p>
<p>Join industry peers, UN entities and/ or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain</p>	<p>Engagements in WBCSD, TFA 2020, FFA as platforms where we join other companies/stakeholders for advancing sustainability in Indonesia</p>

CRITERION 19

The COP describes CEO commitment and leadership

INDICATORS	ACTION
<p>CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact</p>	<p>See APRIL President Praveen Singhavi statement on the UNGC Communication on Progress. In APRIL President letter to Stakeholders on the Anniversary of the Sustainable Forest Management Policy 2.0, APRIL reiterates commitment to be a key driver of sustainable development in Indonesia, supporting global and national goals by driving action and impact at the local level.</p>
<p>CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation</p>	<p>Sustainability Director reports to APRIL President on the formulation of the company's sustainability strategy and implementation. APRIL President leads discussion with senior management on issues, challenges, progress and recommendations on Sustainable Forest Management Policy implementation.</p>

CRITERION 20

The COP describes board adoption and oversight

INDICATORS	ACTION
Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	APRIL President and President Director analyses the company's sustainability strategy, the company's economic and financial performance as well as its commitments to the environmental, social and governance aspects.
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	Board has assigned APRIL President to take on primary responsibility for sustainability together with a shareholder who has taken on the role of Managing Director for Sustainability.
Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	The communication on progress is reviewed and approved by APRIL President and Sustainability Director

CRITERION 21

The COP describes stakeholder engagement

INDICATORS	ACTION
Publicly recognize responsibility for the company's impacts on internal and external stakeholders	APRIL attaches great importance to dialogue with its stakeholders, namely with all those whose actions are likely to have an impact on the company and all those who are concerned by its activities. The Stakeholder Advisory Committee (SAC), Independent Peat Expert Working Group (IPEWG) was established to monitor and provide input on the implementation of the Sustainable Forest Management Policy. APRIL participates in industry forums and stakeholder forums as platforms for delivering on the responsibility for stakeholder engagement.
Define sustainability strategies, goals and policies in consultation with key stakeholders	Integral to the development and implementation of APRIL's Sustainable Forest Management Policy 2.0 is stakeholder engagement through the SAC and IPEWG as well as customers and related financial institutions.
Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	Regular stakeholder dialog aim to collect feedback on APRIL sustainability implementation and and formulate executable solution.
Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistleblowers'	Regular stakeholder dialog aims to collect feedback on APRIL's sustainability implementation and formulate executable solution.

