

GRI G4 CONTENT INDEX

This report uses the Global Reporting Initiative guidelines for sustainability reporting, in accordance option Core of the GRI G4 guidelines. The guidelines contain principles and performance indicators, and guide reporting on a company's corporate governance as well as social and environmental performance.

IndoAgri has not performed any third party assurance on this report.



GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page Number or Direct Response
STRATEGY AND ANALYSIS	
G4-1	A statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability
	CEO Statement, p8
ORGANISATIONAL PROFILE	
G4-3	Name of the organisation.
	Business overview (Corporate profile), p12-15, back cover
G4-4	Primary brands, products, and services.
	What we make (Our Products, p15-17), Annual Report 2015 → Business Overview, p15 and p36-37
G4-5	Location of the organisation's headquarters.
	Inside front cover and back cover. Headquarters: Jakarta. Operations span the entire supply chain, from plantation management and crop production, through to refining, branding and marketing of consumer products.
G4-6	Number and names of countries where the organisation operates
	Geographical presence p18-19
G4-7	Nature of ownership and legal form.
	IndoAgri is 62.8% effectively owned by PT ISM. IndoAgri is listed on the Singapore Stock Exchange. Annual Report Corporate Structure p5 and p152
G4-8	Markets served
	Business overview → Vertically integrated palm oil p15-17. Our branded cooking oils and margarine have consistently dominated Indonesia's consumer market. Each year, we sell nearly 90% of our branded products direct and through local and national distributors, serving approximately 370,000 retail outlets across Indonesia. The rest is exported to 29 countries. Annual Report p148.
G4-9	Scale of the organisation
	Business overview, p14-17
G4-10	Workforce statistics
	Our People, p50 and p56
G4-11	Percentage of total employees covered by collective bargaining agreements.
	Our People → Labour rights and human rights p52
G4-12	Description of our supply chain.
	Business overview → Vertically integrated palm oil p16-17; Materiality assessment (http://www.indofoodagri.com/sustainability-approach.html)
G4-13	Significant changes during the reporting period
	Reader's Guide → Scope and Profile: Inside front cover
G4-14	Application of the precautionary principle
	How we manage sustainability in our business p20
G4-15	Externally developed charters, principles, or other initiatives to which we subscribe or endorse.
	How we manage sustainability in our business p20-23
G4-16	Memberships of associations and national or international advocacy organisations in which we are active or which we substantially fund.
	How we manage sustainability in our business → Partnerships p23; Engaging with Stakeholders (http://www.indofoodagri.com/sustainability-approach.html)

GENERAL STANDARD DISCLOSURES

General Standard Disclosures		Page Number or Direct Response
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Scope of report (entities included and excluded in our financial statements)	Business overview → Who we are, p16; Reader's Guide: Inside front cover. Annual Report 2015 → Business Overview, p22-36, p73, p99-100, p110-121 and p150-151
G4-18	Process for defining the report content and the Aspect Boundaries, application of Reporting Principles for Defining Report Content.	How we manage sustainability in our business → Materiality assessment p23; Materiality assessment (http://www.indofoodagri.com/sustainability-approach.html)
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-19	Material Aspects identified	How we manage sustainability in our business → Materiality assessment p20 and p23; Materiality assessment (http://www.indofoodagri.com/sustainability-approach.html)
G4-20	Aspect Boundary within the organisation	How we manage sustainability in our business → Materiality assessment p23; Materiality assessment (http://www.indofoodagri.com/sustainability-approach.html)
G4-21	Aspect Boundary outside the organisation	How we manage sustainability in our business → Materiality assessment p23; Materiality assessment (http://www.indofoodagri.com/sustainability-approach.html)
G4-22	Restatements of information provided in previous reports	Reader's Guide → Scope and profile inside front cover; Environmental performance → GHG emissions p31 and Water use and reduction p35
G4-23	Significant changes from previous reporting periods	Reader's Guide: inside front cover
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups engaged by the organisation.	How we manage sustainability in our business → Partnerships p22-23; Engaging with Stakeholders (http://www.indofoodagri.com/sustainability-approach.html)
G4-25	Basis for selection of stakeholders with whom to engage.	How we manage sustainability in our business → Stakeholder engagement p22-23; Engaging with Stakeholders (http://www.indofoodagri.com/sustainability-approach.html)
G4-26	Approach to stakeholder engagement	How we manage sustainability in our business → Stakeholder engagement p22-23; Engaging with Stakeholders (http://www.indofoodagri.com/sustainability-approach.html)
G4-27	Key topics and concerns raised through stakeholder engagement, our responses.	How we manage sustainability in our business → Stakeholder engagement p23; Engaging with Stakeholders (http://www.indofoodagri.com/sustainability-approach.html)
REPORT PROFILE		
G4-28	Reporting period	Reader's Guide inside front cover
G4-29	Date of most recent previous report	Reader's Guide inside front cover
G4-30	Reporting cycle	Reader's Guide inside front cover
G4-31	Contact point for questions regarding the report or its contents.	Reader's Guide inside front cover
G4-32	The 'in accordance' option, GRI Content Index	Reader's Guide inside front cover and p58
G4-33	Policy on external assurance for the report.	Reader's Guide inside front cover
GOVERNANCE		
G4-34	Governance structure of the organisation	How we manage sustainability in our business → Sustainability governance p23; Annual Report 2015 p50 Sustainability Governance (http://www.indofoodagri.com/sustainability-governance.html)
ETHICS AND INTEGRITY		
G4-56	Organisation's values, principles, standards and norms of behavior	Reader's Guide → Our Vision, Our mission, Our Values p1; inside front cover

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SPECIFIC STANDARD DISCLOSURES

DMA and Indicators		Page Number or Direct Response
CATEGORY: ECONOMIC		
MATERIAL ASPECT: PROCUREMENT PRACTICES/SOURCING		
DMA Sourcing	How the elements in G4 Food Processing Sector Disclosure p20 are considered in the materiality assessment, sourcing processes and supply chain management	Sustainable Palm Oil Sourcing / Why is this important?, How we manage this, p1, p22 and p40
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source → Audit outcomes p42
FP2	Percentage of purchased volume verified as in accordance with responsible production standards (RSPO)	The information is currently unavailable. Reason for omission: we currently do not require suppliers to be RSPO certified. We are piloting a smallholder supply RSPO certification in a project described in the Report: Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source → Audit outcomes p42
CATEGORY: ENVIRONMENTAL		
MATERIAL ASPECT: MATERIALS		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Materials and crop protection agents p34
G4-EN1 (incl. G4 FP Sector Disclosure EN1 Supplementary)	Materials used by weight or volume	Environmental performance → Materials and crop protection agents p34-35; Business overview → What we make p15-16
MATERIAL ASPECT: ENERGY		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20 and p26
G4-EN3	Energy consumption within the organisation	Environmental performance → Carbon footprint: energy and GHG emissions p30
G4-EN6	Reduction of energy consumption	Environmental performance → Carbon footprint: energy and GHG emissions p31
MATERIAL ASPECT: WATER		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20, p26 and p35
G4-EN8	Total water withdrawal by source	Environmental performance → Water use and reduction p35
MATERIAL ASPECT: BIODIVERSITY		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20 and p26;
G4-EN11 (incl. G4 FP Sector Disclosure EN11 supplementary)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental performance → Maintaining high conservation value p27-28
G4-EN13	Habitats protected or restored	Environmental performance → Maintaining high conservation value p27-28
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Environmental performance → Maintaining high conservation value p28; Red list species (http://www.indofoodagri.com/high-conservation-value.html)
MATERIAL ASPECT: EMISSIONS		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20, p26 and p30
G4-EN18	GHG emissions intensity	Environmental performance → Carbon footprint: energy and GHG emissions p31
G4-EN19	Reduction of GHG emissions	Environmental performance → Carbon footprint: energy and GHG emissions p30-31

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators		Page Number or Direct Response
CATEGORY: ENVIRONMENTAL		
MATERIAL ASPECT: EFFLUENTS AND WASTE		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20, p26 and p35-p36
G4-EN22	Total water discharge by quality and destination	Environmental → Waste management, effluents and spills → Waste water p36
G4-EN23	Total weight of waste by type and disposal method	Environmental → Waste management, effluents and spills → Wastes p36
G4-EN24	Total number and volume of significant spills	Environmental → Waste management, effluents and spills → Prevention of spills p36
MATERIAL ASPECT: PRODUCTS AND SERVICES		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20 and p26
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Environmental → Waste management, effluents and spills → Wastes p36
MATERIAL ASPECT: COMPLIANCE		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20 and p26
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental → Waste management, effluents and spills → Prevention of spills p36
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT		
G4-DMA	Generic Disclosures on Management Approach	Environmental performance → Why is this important?, How is this managed at IndoAgri? p20 and p26; Sustainable Palm Oil Sourcing / Why is this important?, How we manage this, p40
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42. No new suppliers were screened in 2015; We completed 20 internal CPO supplier audits. And 80% of supply to our refineries is from CPO suppliers who have been audited against the IndoAgri Palm Oil Sourcing Policy.
CATEGORY: SOCIAL		
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
MATERIAL ASPECT: EMPLOYMENT		
G4-DMA	Generic Disclosures on Management Approach	Our People and Our Community → Why is this important?, How do we manage this? p22 and p50; Annual Report p60
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Our People and Our Community → Our People – Data tables p56; Employee development: talent management p53
G4-LA3	Return to work and retention rates after parental leave, by gender	Our People and Our Community → Our People – Data tables p56

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SPECIFIC STANDARD DISCLOSURES		
DMA and Indicators		Page Number or Direct Response
CATEGORY: SOCIAL		
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA	Generic Disclosures on Management Approach	Our People and Our Community → Why is this important?, How do we manage this? p22 and p50
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Our People and Our Community → Health and Safety p50-51
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Our People and Our Community → Health and Safety p50-51
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Our People and Our Community → Why is this important?, How do we manage this? p50
MATERIAL ASPECT: TRAINING AND EDUCATION		
G4-DMA	Generic Disclosures on Management Approach	Our People and Our Community → Why is this important?, How do we manage this? p22, p50 and p53
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Our People and Our Community → Employee development: talent management p53
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA	Generic Disclosures on Management Approach	Our People and Our Community → Why is this important?, How do we manage this? p22 and p50
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Our People and Our Community → Our People – Data tables p56; Annual Report 2015 → Corporate Governance p50
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES		
G4-DMA	Generic Disclosures on Management Approach	Sustainable Palm Oil Sourcing / Why is this important?, How we manage this, p22 and p50
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42. No new suppliers were screened in 2015; We completed 20 internal CPO supplier audits. And 80% of supply to our refineries is from CPO suppliers who have been audited against the IndoAgri Palm Oil Sourcing Policy.
SUB-CATEGORY: HUMAN RIGHTS		
MATERIAL ASPECT: NON-DISCRIMINATION		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22 and p50; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Our People and Our Community → Labour rights and human rights p52
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Our People and Our Community → Labour rights and human rights → Diversity and equal opportunity p52
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22 and p50; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Our People and Our Community → Labour rights and human rights p52
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	How we manage sustainability in our business p22; Our People and Our Community → Labour rights and human rights → Human rights and security p52;

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators		Page Number or Direct Response
CATEGORY: SOCIAL		
SUB-CATEGORY: HUMAN RIGHTS		
MATERIAL ASPECT: CHILD LABOR		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22 and p50; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Our People and Our Community → Labour rights and human rights p52
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	How we manage sustainability in our business p22; Our People and Our Community → Labour rights and human rights → Human rights and security p52;
MATERIAL ASPECT: FORCED OR COMPULSORY LABOR		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22 and p50; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Our People and Our Community → Labour rights and human rights p52
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor	How we manage sustainability in our business p22; Our People and Our Community → Labour rights and human rights → Human rights and security p52;
MATERIAL ASPECT: SECURITY PRACTICES		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22; Our People and Our Community → Labour rights and human rights p52; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26;
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Our People and Our Community → Labour rights and human rights → Human Rights and Security p52
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Our People and Our Community → Labour rights and human rights p52; Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42.
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42. No new suppliers were screened in 2015; We completed 20 internal CPO supplier audits. And 80% of supply to our refineries is from CPO suppliers who have been audited against the IndoAgri Palm Oil Sourcing Policy.
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22; Environmental performance → Why is this important?, How is this managed at IndoAgri? p26; Our People and Our Community → Labour rights and human rights p52; Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42.
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Our People and Our Community → Labour rights and human rights p53

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SPECIFIC STANDARD DISCLOSURES

DMA and Indicators		Page Number or Direct Response
CATEGORY: SOCIAL		
SUB-CATEGORY: SOCIETY		
MATERIAL ASPECT: LOCAL COMMUNITIES		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22; Our People and Our Community → Why is this important?, How is this managed at IndoAgri? p50; Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source, Relationships: working with farmers, Ensuring sustainable sourcing: resilient communities p42-43
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Our People and Our Community → A prospering local community p53-54
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY		
G4-DMA	Generic Disclosures on Management Approach	How we manage sustainability in our business p22; Our People and Our Community → Labour rights and human rights p52; Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42.
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	Sustainable Palm Oil Sourcing → Know the quality: ensuring a sustainable source p42. No new suppliers were screened in 2015; We completed 20 internal CPO supplier audits. And 80% of supply to our refineries is from CPO suppliers who have been audited against the IndoAgri Palm Oil Sourcing Policy.
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
ASPECT: CUSTOMER HEALTH AND SAFETY		
DMA/Customer Health and Safety, healthy and affordable food	Generic Disclosures on Management Approach	How we manage sustainability in our business p22; Our Products: Safe, Nutritious and Traceable → Why is this important?, How we manage this p46
G4-PR1 (incl G4 FP Sector Disclosure PR1 supplementary)	Percentage of significant product categories for which health and safety impacts are assessed for improvement	100% of palm oil product categories are assessed for food safety
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products during their life cycle, by type of outcomes	Our Products: Safe, Nutritious and Traceable → How can we guarantee food safety? p46
G4-FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognised food safety management system standards	Our Products: Safe, Nutritious and Traceable → Traceable and labelled p47
CATEGORY: SOCIAL		
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
MATERIAL ASPECT: LOCAL COMMUNITIES		
G4-FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	Our Products: Safe, Nutritious and Traceable → Palm oil and nutrition p46, Traceable and labelled p47
G4-FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives	Our Products: Safe, Nutritious and Traceable → Traceable and labelled p47
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING		
G4-DMA/ Product labelling	Generic Disclosures on Management Approach/Policies on consumer communication about ingredients and nutrition beyond legal requirements	How we manage sustainability in our business p20-22; Our Products: Safe, Nutritious and Traceable → Why is this important?, How we manage this p46
G4-FP8	Type of information required by the organisation's procedures for product labeling, and percentage of significant product and service categories subject to such information requirements	Our Products: Safe, Nutritious and Traceable → How can we guarantee food safety? p46