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 APRIL

**Sustainability Professional
Development Programme**

2019

About APRIL

APRIL Group is one of the largest, most technologically advanced and efficient makers of pulp and paper in the world. We actively work to provide end-to-end assurance - from sustainability of forestry and mill operations to our quality value-added end products. APRIL Group is committed to sustainable development in all locations where we operate by implementing best practices in social, environmental and economic spheres.

We are committed to eliminating deforestation from our supply chain, protecting the forest and peatland landscapes in which we operate, and supporting best practice forest management in all countries where we source wood. We are committed to respecting human rights and environmental aspects throughout our wood supply chain. We believe that the principle of Sustainable Forest Management is an important part of the solution to generate enduring economic growth and to create long term social benefits. At APRIL, we continuously enhance our workforce with a focus on improving lives by developing resources sustainably.



Conservation

As part of its production-protection model, APRIL has a unique 1-to-1 commitment to conserve one hectare of tropical forest for every hectare of plantation that we operate. The company has committed US\$100 million over 10 years to support its ecosystem restoration programme, Restorasi Ekosistem Riau (RER).

Established in 2013, RER's multi-year programme employs an integrated landscape level approach to protect, assess, restore and manage 150,000 hectares of previously degraded peatland in Kampar Peninsula and Pulau Padang as a unique, bio-diverse forest reserve.

Supported by long-term resources and expertise from partners Fauna & Flora international (FFI), Bidara and APRIL Group, RER works with local communities to strengthen ongoing conservation initiatives under 60-year eco-restoration licences granted by the Indonesia Ministry of Environment and Forestry.



Sustainability Professional Development Programme 2019

APRIL's Sustainability Professional Development Programme is an 18-month accelerated talent development programme designed to recruit and train individuals who have a passion and belief that doing good is good business.

Candidates of the programme will have access to unparalleled opportunities to take on a wide range of sustainability-related roles in APRIL and potentially in RGE's business groups⁺. These include technical roles in forestry or manufacturing operations, and corporate roles such as stakeholder engagement, policy formulation, certification and benchmarking, and communications.



The programme places emphasis on candidates acquiring knowledge in:

- (1) Technical Understanding (business, industry, operations, sustainability, science-based approach)
- (2) Stakeholder Engagement
- (3) Communications
- (4) Management skills (project management, team work, coordinating across units/departments, problem-solving)



Programme Elements



Key features of the programme include:

- (1) Training on fundamentals of sustainability and soft skills (e.g. project management, communications)
- (2) Training on technical components of sustainability (e.g. geographic information system, remote sensing monitoring, environmental audit)
- (3) Senior member of APRIL sustainability team dedicated as mentor and coach
- (4) Rotations to 3 sustainability work streams in APRIL (and other affiliated companies)
- (5) Develop new project proposal to solve identified business issue and potentially receive funding for implementation
- (6) Opportunity to engage and present to APRIL's top management

Upon completion of the programme, candidates can look forward to joining a community of well-qualified, multi-national sustainability professionals within APRIL and RGE's global business groups for a fulfilling career. Based on performance candidates may be placed on fast-tracked promotion and will be considered favourably for further company-sponsored overseas professional development programmes.



Notes

⁺ RGE Pte Ltd is a Singapore-headquartered resource-based manufacturing group of global companies that employ over 60,000 people world-wide. Its main businesses are in pulp and paper (APRIL, Asia Symbol), palm oil (Asian Agri, Apical), specialty cellulose (Bracell), viscose fibre (Sateri, APR), and renewable energy (PO&G). For more information, visit www.rgei.com

Qualifications

- Recent Master's degree from a reputable university
- Relevant academic background (environment studies, social public policy, business administration, biology, forestry/ecology)
- Minimum 1.5 years of professional working experience preferred (including internships)
- 1 recommendation letter from Professor
- 1 recommendation letter from Supervisor (for participants with prior work experience)
- Keen interest to pursue a career in sustainability aligned with APRIL's core values of complementary Teamwork, Ownership, People, Integrity, Customer, and Continuous Improvement
- Excellent verbal and written skills in English; knowledge of Bahasa Indonesia is a bonus

Selection Process



Apply Now

- **Deadline for application is Friday, May 31st 2019***
 - **Interested candidates are invited to write to sustainability_april@aprilasia.com**
- Subject : APRIL Sustainability Professional 2019**

**Applications are reviewed on a rolling basis*

Living Our Core Values



COMPLEMENTARY TEAM

We are aligned by our common purpose and work together as a complementary team



PEOPLE

We develop our people to grow with us



CUSTOMERS

We understand our customers and deliver best value to them



OWNERSHIP

We take ownership to achieve outstanding results and seek value at all times



INTEGRITY

We act with integrity at all times



CONTINUOUS IMPROVEMENT

We act with zero complacency and always strive for continuous improvement

Our People



Marina Garcia Valls,
Senior Associate, Sustainability
(National University of Singapore)

"What continues to fascinate me is the complexity and diversity of the work in APRIL - managing multiple stakeholder interests, getting past symptoms to reveal root causes and designing actions that will bring about lasting change. Adapting to life in Indonesia was surprisingly easy, thanks to my colleagues".



Triana Krisandini,
Assistant Director, Sustainability
(Columbia University)

"For Indonesia, the challenge is being able to manage our resources in a way that is socially and environmentally responsible, and economically viable. As an Indonesian, I see it both a privilege and obligation to contribute on this front through a company like APRIL which is committed to sustainable development".



Brad Sanders
Deputy Head of Conservation
(Clemson University)

"At APRIL, we are quietly passionate about our sustainability commitments. We define sustainability as using resources to meet human needs while ensuring the sustainability of natural systems and environments. From a sustainability and conservation point of view, APRIL is a great place to work".



James Chang Wen Jie
2018 ASPDP Intake
(National University of Singapore)

"I always knew I wanted to do something that improves the environment and social economy. This job goes beyond compliance to focus on APRIL's Sustainable Forest Management Policy 2.0. I feel that we are making real contributions to advancing the cause of sustainable development in the region".