



Be a Future
Sustainability Leader

*APRIL Sustainability
Professional Readiness Program*

ASPIRE



Bey Soo Kiang,
Chairman, APRIL Group



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Message from Bey Soo Kiang, Lucita Jasmin

For many young professionals, working in purpose-led organizations while building a promising career is increasingly becoming a key motivation. The evolving field of sustainability, where global climate challenges intersect with business transformation, presents an opportunity for aspiring professionals seeking to make a lasting, positive impact. As the expectations of business evolve, the demand for sustainability expertise is increasing.

Six years ago, we launched our ASPiRE sustainability professional development programme with two clear objectives:

- As a major fibre, pulp and paper producer, with a deep commitment to sustainable business, we wanted to provide career pathways for young professionals who are passionate about environmental and social leadership.
- Our second goal was to expand the pool of sustainability talent in the region.

These objectives remain as relevant today. Accounting for 60% of global GDP, Asia is well placed to embrace the transition towards a green economy and many companies, including APRIL, are driving this shift. Our program is designed to empower young professionals to contribute to initiatives that will meet these challenges head on, in line with the United Nations Sustainable Development Goals (SDGs).

Collaboration is at the heart of the ASPiRE sustainability professional development program. Each year, we work to equip a cohort of sustainability professionals with a broad global outlook and a deep understanding of global and regional challenges, as well as the opportunities to make a positive impact.

We are eager to welcome a new cohort to ASPiRE later this year. We are proud to be one of only a handful of organizations in the region providing this level of structured training and career development for next generation sustainability leaders. We look forward to the unique contributions and perspectives that each new participant will bring to our ASPiRE program and empowering aspiring leaders by boosting their knowledge and real-world experience on how to make a difference in Indonesia, regionally and globally.

People are our greatest asset.

WHO WE ARE

ASPIRE
APRIL Sustainability Professional Readiness Program

HOW TO APPLY

Not only do we care for our current employees, we are mindful of our responsibility to nurture future employees. We strive to develop professionals who will be leaders of tomorrow as this adds greatly to our strength as a company.


WHO WE ARE

ABOUT APRIL

APRIL Group is a leading producer of fibre, pulp and paper with plantations and manufacturing operations in Riau Province, Sumatra, Indonesia. The company is a major business group of Singapore-headquartered global resources company, Royal Golden Eagle (RGE).

PURPOSE

Improving lives by developing resources sustainably

An aerial photograph of a vast, lush green forest. A tall, multi-tiered tower, primarily red with white sections, stands prominently on the left side of the frame. The tower has several platforms and ladders, suggesting it is used for monitoring or research. The forest extends to the horizon under a clear sky.

APRIL Group is one of the largest, most technologically advanced and efficient makers of pulp and paper in the world.

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. As of December 2022, APRIL manages 361,231 hectares of natural forest and wetland areas to protect ecosystem functions and conserve biodiversity. For almost two decades, APRIL Group has also been implementing community development in Riau Province to help alleviate poverty and improve quality of life through economic development, health, education and social infrastructure programmes. Going forward, our contributions to nature, climate and people will be increasingly aligned to the UN 2030 Sustainable Development Goals.

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.



RGE Sustainability Policy

APRIL is a member of the RGE group companies - a global group of resource-based manufacturing companies. The RGE Group Sustainability Policy provides an overarching framework for the sustainability policies and commitments of the RGE Business Groups (BGs).

Improving lives by developing resources sustainably is the purpose that guides RGE and its Business Groups. We are committed to sustainable development in all locations where we operate, inspired by our founder's 5Cs principle that whatever we do must be good for the Community, Country, Climate and Customer, and only then will it be good for the Company. We fully support the achievement of the United Nations Sustainable Development Goals (SDGs), aiming to promote a balance across social and economic development, and the protection and enhancement of climate and nature.

The Policy addresses four main pillars



Climate



Nature, Biodiversity
Protection and
Conservation



Human Rights



Sustainable Growth

For RGE, sustainability means the responsible management of natural resources; striving for positive impacts on natural ecosystems and people; driving resource efficiency through the elimination of waste in our products and processes; being part of the solution to global challenges such as climate change and nature and biodiversity loss; and working with our stakeholders for an inclusive and equitable value chain to improve lives.



APRIL2030 is our commitment to deliver a positive impact on climate, nature and people while growing our business sustainably. By 2030 we will achieve net zero carbon emissions from our land use, positive measurable gains in nature and zero extreme poverty in our communities, while transforming our business for sustainable growth.

APRIL2030 is our vision for meeting the challenges of the next decade, in line with the UN Sustainable Development Goals. It is comprised of four commitments with 18 ambitious targets – Climate Positive, Thriving Landscape, Inclusive Progress and Sustainable Growth.

Targets



For a complete list and descriptions of the 18 targets, please visit <https://april2030.aprilasia.com>

APRIL Sustainability Professional Readiness Program

- ▶ Introduction of the program
- ▶ The journey
- ▶ Program content
- ▶ What we look for

 [CLICK HERE](#)

APRIL Sustainability Professional Readiness Program

ASPiRE is an approximately **18-month accelerated talent development program** designed to recruit and train individuals who have a passion and belief that doing good is good business.

Candidates of the program will have access to unparalleled opportunities to take on a wide range of sustainability-related roles in APRIL with a focus on operational/ technical areas. These include opportunities in conservation and restoration, community development, R&D, fiber and mill sustainability, as well as supporting corporate roles such as stakeholder engagement, communications, and ESG reporting.

For the duration of the program, candidates will be based in Pangkalan Kerinci, Riau where APRIL operates.



Your Journey with ASPiRE



1



Introduction to the business and its sustainability efforts

2



Three distinct rotation projects with mentorship in APRIL (approximately 6 months each)

3



Training of soft skills and technical components

4



Graduation from the programme and placement as sustainability professional

What does the **program offer?**

Key features of the program include:

- ▶ On-the-job training on fundamentals of sustainability soft skills (e.g. project management, stakeholder engagement, communications, leadership training)
- ▶ On-the-job training on technical components of sustainability (e.g. high carbon stock assessment, auditing, human rights impact assessment, ESG and sustainability reporting)
- ▶ Senior member of APRIL management dedicated as mentor and coach
- ▶ Project placement in 3 sustainability work streams in APRIL
- ▶ Opportunity to engage and present to APRIL's leadership team
- ▶ Competitive remuneration since the start of the program

Throughout the program, candidates will be equipped with the knowledge and expertise to become future leaders that are able to face global issues in sustainable development.

Upon completion of the program, candidates can look forward to joining a community of high skilled, multi-national sustainability professionals within APRIL. Based on performance, candidates may be placed on fast-tracked promotion to Assistant Manager



What does the rotation projects look like?

“

My first project with the Community Development Department focused on enhancing monitoring and evaluation strategies for APRIL's initiatives in Riau. Addressing extreme poverty is multifaceted, involving economic, social, and environmental aspects. I help the department to navigate these complexities by improving strategies as well as data management and monitoring, thus helping to ensure future initiatives are more impactful. Beyond deskwork, I conducted field surveys in Pelalawan and Siak districts to understand the perspectives of extreme poor households, treating them as individuals, not just data and numbers. This hands-on approach provided deeper insights into their needs. The Community Development Department Head and Managers played a crucial role in my learning, offering invaluable mentorship and support. Their guidance, along with the department's collaborative spirit, was essential in achieving our shared goals.

Gigih Radiantama (Batch 5)

**Warwick School of Engineering,
MSc Humanitarian Engineering**



What does the rotation projects look like?



ASPIRE has been an enjoyable journey for me to learn and work at the same time. One of my projects was to work with the Human Resources department to roll out APRIL's gender action plan as a part of APRIL2030 Inclusive Progress commitment. Currently I am finalizing my last project focused as assessing and identifying opportunities for water conservation and reduction at the mill, which aligns with APRIL2030 Sustainable Growth commitment. Exposure to the various sustainability efforts at APRIL has been helpful for me to discover my potential career path. The program truly extends my knowledge of sustainability including the necessary skills for strategic engagement as well as the technical aspects of the work. One of the other perks of ASPIRE programs is having access and reporting to the top management. It truly is a unique experience.

Ayu Primastuti (Batch 4)
National University of Singapore,
Environmental Management

What do we **look for** in candidates?

Requirements

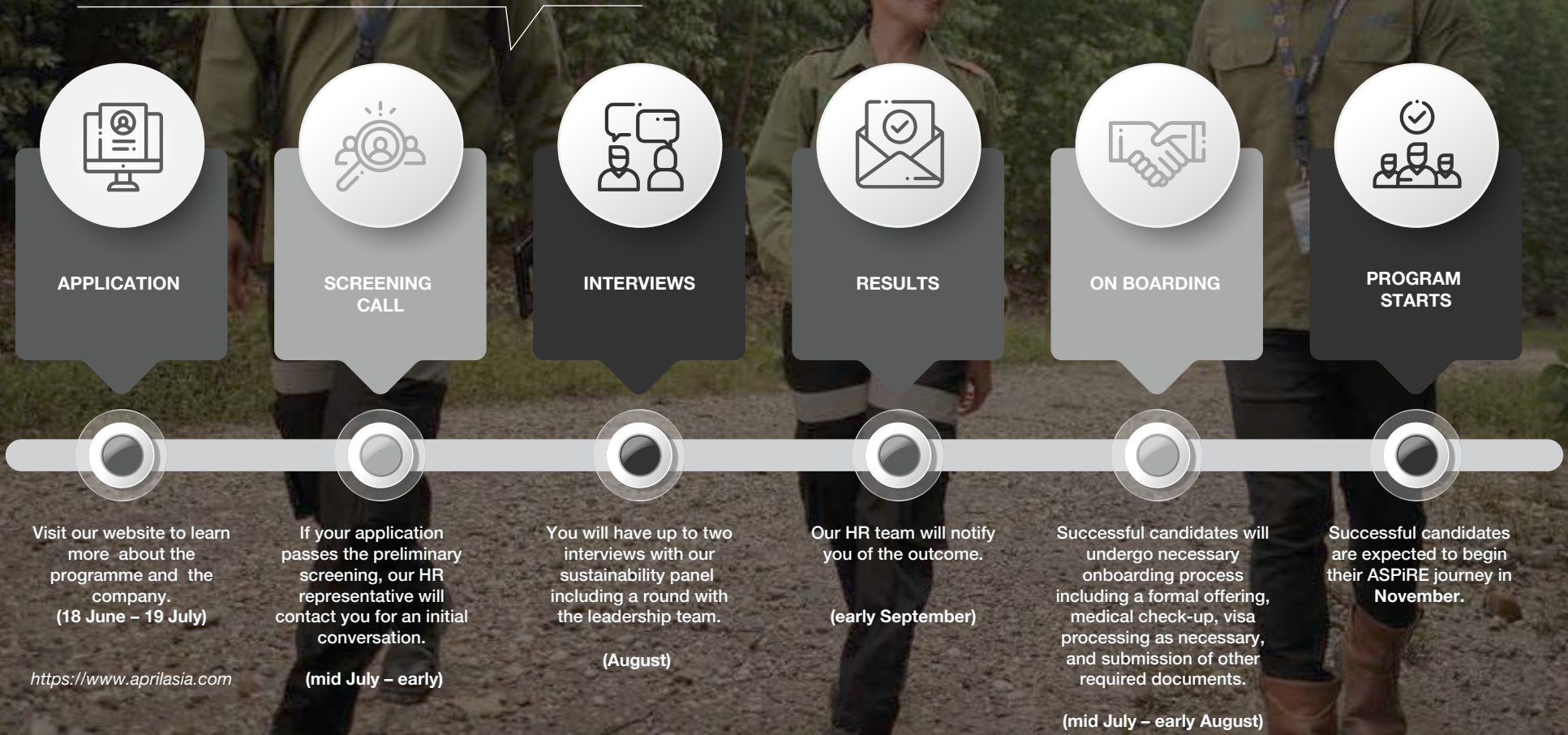
- ▶ Recent Master's degree from international reputable universities
- ▶ Relevant academic background (e.g. environmental or social sciences, public policy, business / management, natural resources, sustainability)
- ▶ Minimum 2 years of professional working experience preferred
- ▶ Strong interest to pursue a career path aligned with APRIL's sustainability goals in climate, nature, people and sustainable growth/ circularity
- ▶ Embodies values that align with RGE Core values of Complementary Team, Ownership, People, Integrity, Customer, and Continuous Improvement (TOPICC)
- ▶ Excellent verbal and written skills in English; knowledge of Bahasa Indonesia is a bonus

HOW TO APPLY



The Selection Process

(Approximate time of selection 3-4 months)



APPLICATION

SCREENING CALL

INTERVIEWS

RESULTS

ON BOARDING

PROGRAM STARTS

Visit our website to learn more about the programme and the company.
(18 June – 19 July)

<https://www.aprilasia.com>

If your application passes the preliminary screening, our HR representative will contact you for an initial conversation.

(mid July – early August)

You will have up to two interviews with our sustainability panel including a round with the leadership team.

(August)

Our HR team will notify you of the outcome.

(early September)

Successful candidates will undergo necessary onboarding process including a formal offering, medical check-up, visa processing as necessary, and submission of other required documents.

(mid July – early August)

Successful candidates are expected to begin their ASPIRE journey in **November**.

APPLY NOW!

Deadline for applications is
Friday, 19 July 2024

Interested candidates are invited to write to:

▶ sustainability_Adm@aprilasia.com

Subject : ASPiRE 2024

Attachments:

- ▶ CV
- ▶ Cover letter
- ▶ Academic transcript
- ▶ 1 recommendation letter from a Professor
- ▶ 1 recommendation letter from a Supervisor
(for participants with prior work experience)

What will your future **look like with APRIL?**

Ika Citra Marlia

Lee Kuan Yew School of Public Policy, NUS

“

I joined APRIL in 2019 as one of the candidates in the first batch of the APRIL Sustainability Professional Readiness (ASPiRE). After completing the program, I was directly involved in formulating APRIL2030 as a Project Management Officer. It was such an exciting process as we designed everything from scratch. We deliberated each target, baseline and action plan until it was ready to launch back in 2020. Since the day I joined this company, I felt that working in APRIL would support my personal agenda to learn more about sustainability and to act on it, and I was right. As a new mom, I know that my knowledge and experience in promoting sustainability will be one of the most valuable legacies to pass to my daughter.”



What will your future **look like with APRIL?**

Julmar Carcedo – ASPiRE Batch 3

Lee Kuan Yew School of Public Policy, NUS

“

After completion of the program, I was assigned to assist our new Sustainability Program Manager in establishing our Human Rights Due Diligence system in APRIL Group. It was exciting for me to be assigned in a scope of work that I am personally passionate about. With the knowledge I built and the connections I made during ASPiRE, I was able support our rights holder engagement and conduct APRIL’s first human rights impact assessment with PWC Indonesia within 6 months. Since then, APRIL developed an action plan, tracked, and communicated our human rights progress.”



Our Social Media

 Sahabat RAPP | APRILPulpPaper

 RAPP_Official | APRILpulp

 Discover APRIL

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More information about careers at APRIL:
<https://www.aprilasia.com/en/aspire>

“GOOD BUSINESS

is about what is good for the community, country, climate, customer, and Company - only then will it be sustainable.”

Sukanto Tanoto, Founder of RGE