

Sustainable Finance Competency Development

The number of participants in the Sustainable Finance training in 2020 reached 23%, exceeding the target of 15% of the total employees directly related to Sustainable Finance. Of the total 874 participants include 6 Board of Director, 719 were employees directly related to sustainable business activities (credit-related work units). This training was held internally through 3 webinars. BCA also included representatives from the subsidiaries and members of the Board of Commissioners Support Committees as training participants.

Sustainable Finance Training Participants

Departmental Level	Number of Participants (people)		
	2020	2019	2018
Board of Commissioners	-	3	-
Directors	6	8	2
Senior Manager	36	70	15
Middle Manager	306	162	45
Line Manager	341	221	70
Staff	185	185	24
Non staff	-	7	-
Total	874	656	156

On the external side, BCA began to actively provide education and share experiences related to sustainability to BCA's stakeholders. On July 30, 2020, BCA was invited to share its experiences in one of the Sustainability Basic Knowledge training sessions, addressed at students and lecturers at the Faculty of Business Economics (FEB) Unika Atmajaya. BCA also became a resource person for Sustainability Business in BCA and Services Excellent HaloBCA, addressed at all Prodia management levels on October 6, 2020. For its vendors, BCA collaborated with BPJS Ketenagakerjaan to provide webinars related to Sustainability Business on December 18, 2020, which were attended by 827 participants with the BCA Director of Planning and Finance as a resource person.

Sustainable Finance Training Module Development [FS4]

BCA develops its Sustainable Finance training module material by involving stakeholders through dialogue and discussion. The training modules have been completed and will be used starting in 2021. There are also e-learning based training modules on the application of environmental and social procedures within the business lines, especially the credit line. The availability of comprehensive training modules is expected to help improve employees' competencies to enable them to identify potential debtor businesses, in accordance with the ESG aspects.