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# Roundtable on Sustainable Palm Oil

## Public Summary Report

Report no.: RSPO P&C – 24198 – RA

### **PT Agro Sejahtera Manunggal Pembangunan Raya Palm Oil Mill**

Seriam Village, Kendawangan Sub District, Ketapang District,  
Kalimantan Barat Province, Indonesia

Date of assessment:

Remote Audit:	NA
On-site Audit:	29 July – 3 August 2024

#### **Certification Body:**

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**Accreditation number: ASI-ACC-061 & 08 July 2024**

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## 1.0 SCOPE OF RECERTIFICATION ASSESSMENT

The recertification assessment carried out towards 1 mill, 4 estate and 1 scheme smallholders with **total concession area 8,290.22 ha and consist of planted area 7,426.59 ha**. Both of palm oil mill and plantation was under PT Bumitama Agro Limited

8,290.22 7,426.59 7,426.59

### 1.1 Description of the Organization

Detail description of certification unit is mentioned below:

RSPO Registered Parent Company Name	1-0043-07-000-00			
RSPO Member ID	RSPO_PO1000004866			
Company/Organization Name	PT Agro Sejahtera Manunggal- Pembangunan Raya Palm Oil Mill			
Address	<b>Site:</b> Seriam Village, Kendawangan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia <b>Head Office:</b> Jalan Melawai Raya No. 10, Kebayoran Baru, Jakarta Selatan, DKI Jakarta, 12160, Indonesia			
Email	<a href="mailto:erick.andreas@bumitama.com">erick.andreas@bumitama.com</a>			
Telpon/Fax	62-21) 727 98418/ 62-21) 727 98665			
Certification Unit / Palm trace member ID	Pembangunan Raya Palm Oil Mill/ RSPO_PO1000004866			
Supply base name (scope of certification)				
Company owned Estate:	Pembangunan Raya Estate, Bengkuang Estate, Belaban Raya Estate, Cooperative Agro Seriam Mandiri, Teluk Rangit Estate			
Other operating estate owned by Company	N/A			
Other Source	N/A			
Supply Chain Model	<input type="checkbox"/>	IP	<input checked="" type="checkbox"/>	MB
Mill Capacity (tonnes/hour)	Mill 1	60	Mill 2	N/A
Certificate Number	824 502 24198			

### 1.2. Standards applicable NOTE: Please include the full standard name and Version number and check all that apply

<input checked="" type="checkbox"/>	RSPO Principles & Criteria	<input checked="" type="checkbox"/>	INA-NI 2020	<input type="checkbox"/>	NG-NI, .....	<input type="checkbox"/>	Generic, 2018
<input checked="" type="checkbox"/>	RSPO P&C Certification System Year 2020	<input type="checkbox"/>	MY-NI, 2019	<input type="checkbox"/>	GH-NI 2019		

## 2.0. DESCRIPTION OF CERTIFICATION UNIT

### 2.1 Location

**Tabel 1:** GPS locations for all estates and mills included in the recertification assessment

Name of Facility	Locations	GPS points	
		Latitude (S)	Longitude (E)
Pembangunan Raya	Seriam Village, Kendawangan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	02° 32' 38" S	110° 23' 57" E
Belaban Raya Estate	Village of Seriam, Sub-district of Kendawangan, Ketapang, West Kaliman-	2° 30' 29" S	110° 24' 15" E

	tan		
Bengkuang raya Estate	Village of Seriam, Sub-district of Kendawangan, Ketapang, West Kalimantan	2° 32' 41" S	110° 24' 12" E
Pembangunan Raya Estate	Village of Seriam, Sub-district of Kendawangan, Ketapang, West Kalimantan	2° 33' 13" S	110° 18' 43" E
Koperasi Agro Seriam Mandiri	Village of Seriam, Sub-district of Kendawangan, Ketapang, West Kalimantan	2° 33' 13" S	110° 18' 43" E
Teluk Rengit Estate	Village of Pulau Bawal, Sub-district of Kendawangan, Ketapang, West Kalimantan	2° 43' 37.11" S	110° 06' 24.71" E

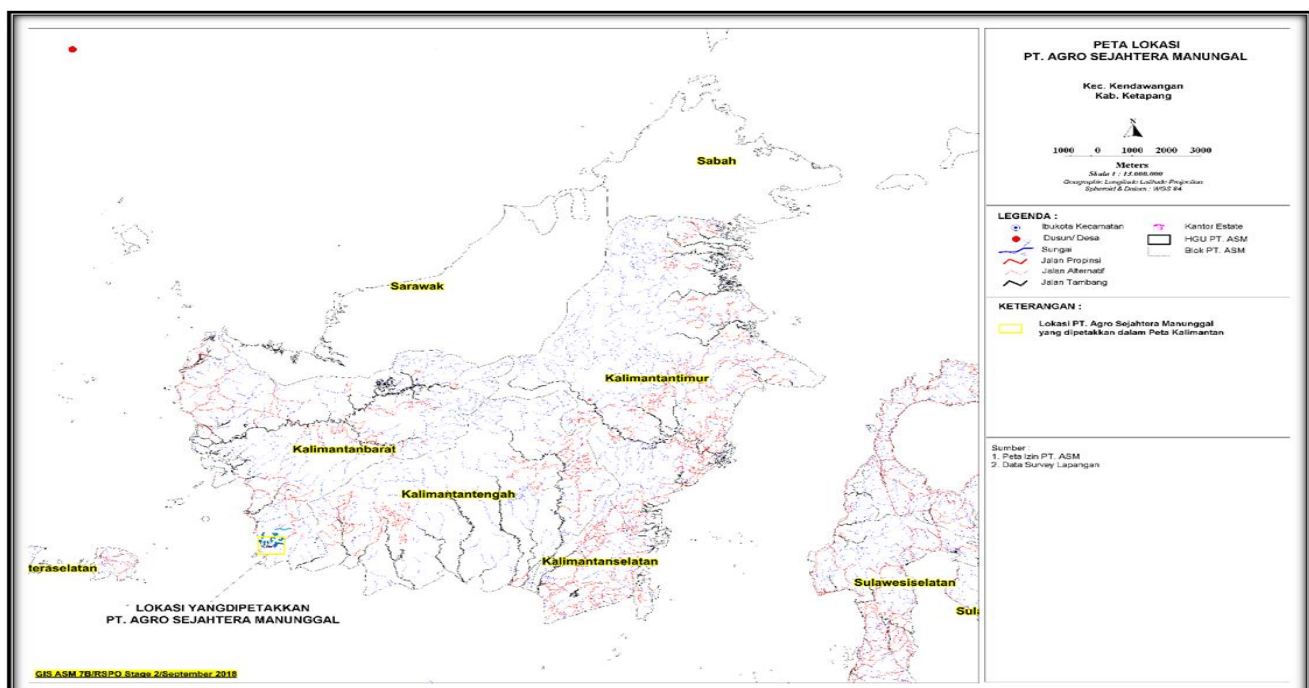
Is there scheme/associated smallholder on table above?  Yes  No  
If yes, please filling in table below:

Name of scheme/associate SH	Number of SH members
Koperasi Agro Seriam Mandiri	660

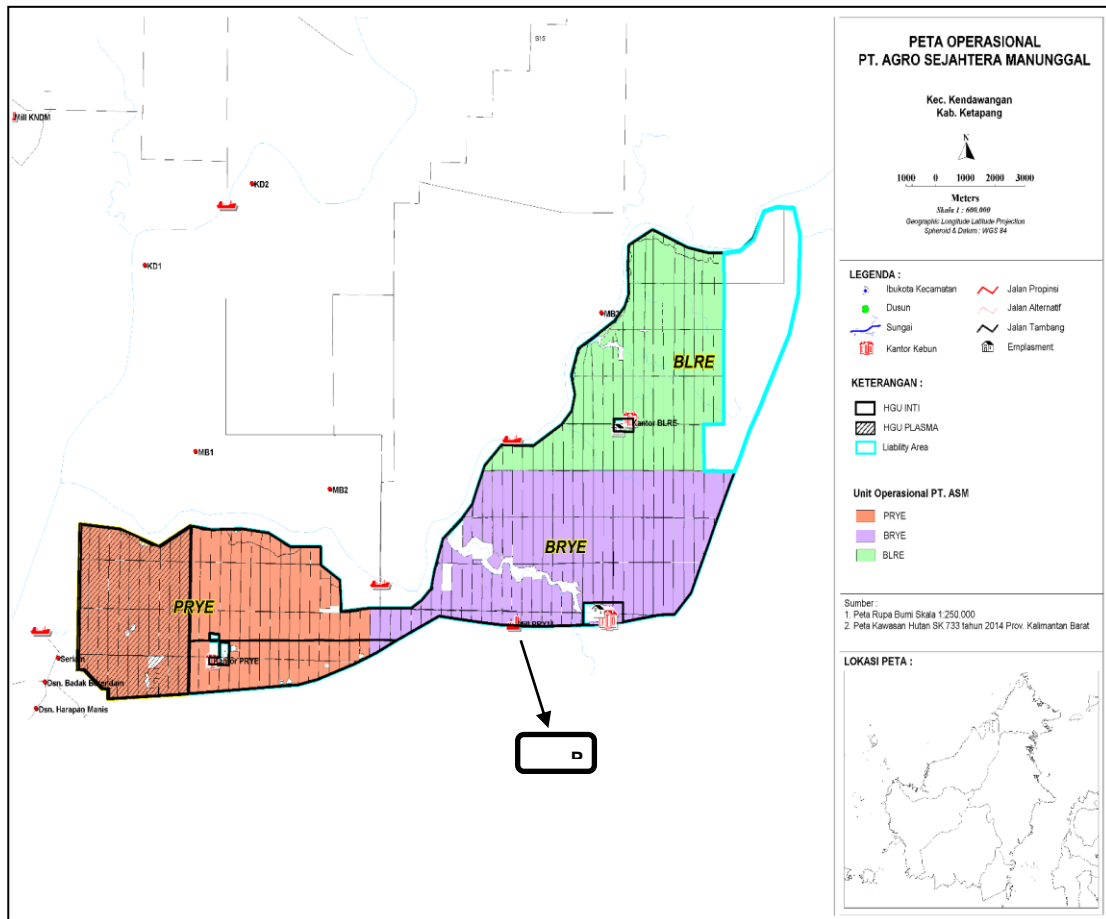
**Note:** The list of smallholder member shall be kept by lead auditor & shared to TSA

## 2.2 Maps

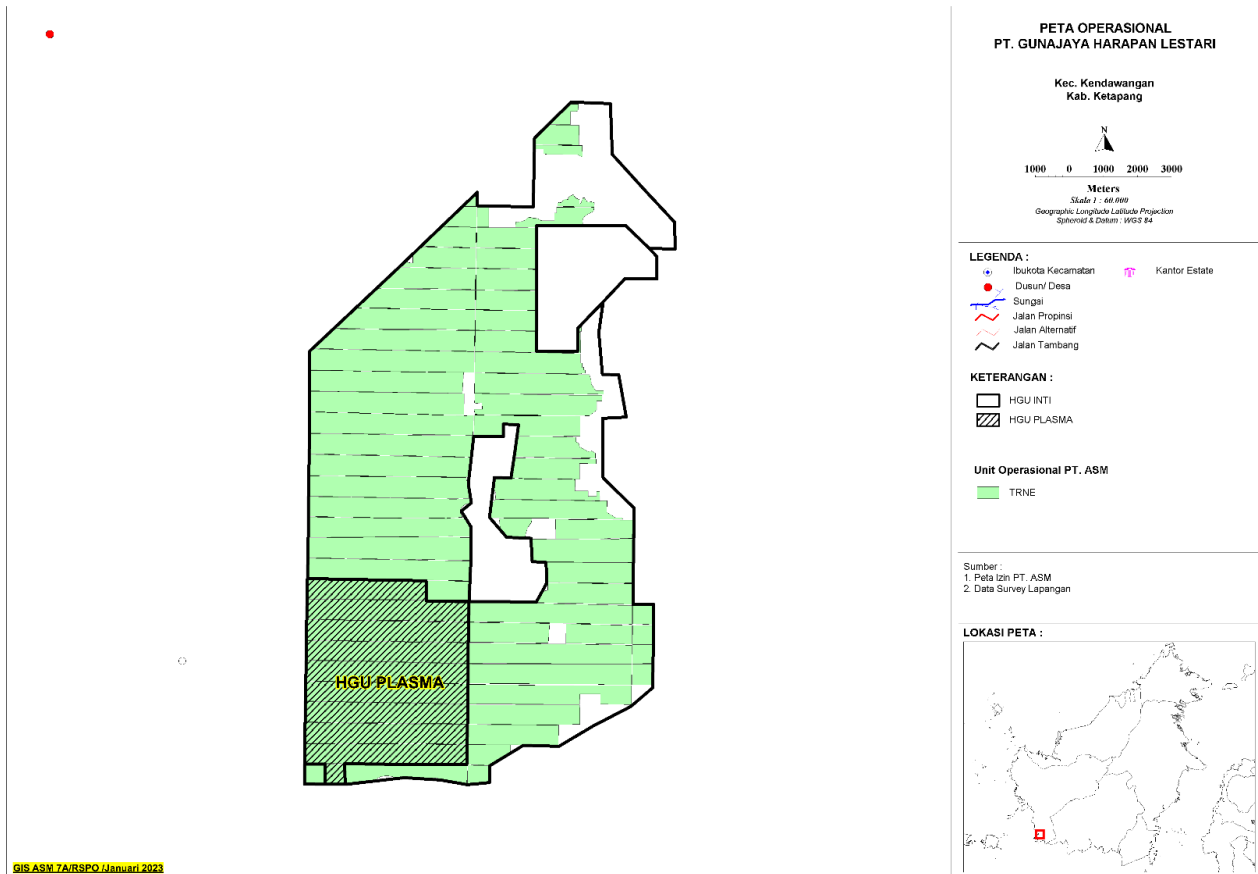
**Figure 1. Location Map of PT Agro Sejahtera Manunggal**



**Figure 2. Operational Map of PT Agro Sejahtera Manunggal**



**Figure 3. Operational Map of PT Gunajaya Harapan Lestari**



### 2.3 Supply Base Composition

**Table 2:** FFB Supply Base Composition for Pembangunan Raya palm oil mill

FFB Contributor	FFB supplied <sup>*)</sup>		Projection of FFB production or supplied for Next License <sup>**)</sup>	
	Tonnes	%	Tonnes	%
<b>Certified category :</b>				
<b>Company owned estates :</b>				
Belaban Raya Estate (BLRE)	52,949.49	17.88	54,823.56	18.43
Bengkuang Raya Estate (BRYE)	46,773.37	15.80	49,692.20	16.70
Pembangunan raya Estate (PRYE)	31,539.98	10.65	33,791.45	11.36
Teluk Rengit Estate (TRNE)	22,613.37	7.64	23,930.23	8.04
<b>Sub Total</b>	<b>153,876.21</b>	<b>51.97</b>	<b>162,237.44</b>	<b>54.53</b>
<b>SH/Outgrower</b>				
Cooperative Agro Seriam Mandiri	24,572.99	8.30	25,270.12	8.49
<b>Sub Total</b>	<b>24,572.99</b>	<b>8.30</b>	<b>25,270.12</b>	<b>8.49</b>
<b>Other companies under company member (certified)</b>				
Membuluh Sejahtera Estate (MSJE)	39,929.12	13.48		
Seriam Jaya Estate (SJYE)	3,838.63	1.30		
<b>Sub Total</b>	<b>43,767.75</b>	<b>14.78</b>		
<b>Total certified</b>	<b>222,216.95</b>	<b>75.04</b>		
<b>Non certified category under company member:</b>				
Belaban Raya Estate	5,082.08	1.72	110,000.00	36.97
Bengkuang Raya Estate	13,843.37	4.68		
Pembangunan Raya Estate	11,946.31	4.03		
Teluk Rengit Estate (TRNE)	15,111.83	5.10		
Koperasi Perkebunan Bawal Sejahtera Mandiri (Scheme)	16,830.00	5.68		
Membuluh Sejahtera Estate (MSJE)	2,944.16	0.99		
Seriam Jaya Estate (SJYE)	27,055.26	9.13		
Banjar Sari Estate (BSRE)	5,082.08	1.72		
<b>Third party (non certified)</b>				
Kelompok Tani Maju Sejahtera	8,138.35	2.75		
<b>Sub Total</b>	<b>106,033.44</b>	<b>24.96</b>	<b>110,000.00</b>	<b>36.97</b>
<b>GRAND TOTAL</b>	<b>296,113.05</b>	<b>100.00</b>	<b>297,507.56</b>	<b>100.00</b>

Note: \*) Period Feb 2023 to Jan 2024

\*\*\*) Period Feb 2024 to Jan 2025

**Table 3:** CPO and PK production and sold and projection for next license period

Remarks		Amount (mt)				
		FFB	CPO		PK	
Certified tonnage (license) <sup>*)</sup>	From Estate	(124,700 + 44,000) = 168,700.00 + 54,860.56 = 223,560.56	38,800.00 + 12,365.57 = 51,165.57		8,100.00 + 2,830.81 = 10,930.81	
	From Independent Smallholder (ISH)	-				
	From Scheme or Associate SH/Outgrower	44,000.00				
<b>Actual Production</b>						
Actual OER and KER (%)		n.a	22.19		4.22	
Total production		296,113.05	65,707.49		12,495.97	
Total non-certified production		106,033.44	23,528.82		4,474.61	
Total certified production		222,216.95	49,309.94		9,377.56	
<b>Actual Sold<sup>**)</sup></b>						
			<b>PL</b>	<b>CL</b>	<b>PL</b>	<b>CL</b>
Actual sold volume under RSPO scheme <sup>***)</sup>		n.a	-	-	-	6749.13
Actual sold volume under other scheme certified		n.a	-	-	-	-
Actual sold Conventional		n.a	-	-	-	-
Actual sold under Book & claim		n.a	-	8000.00		
<b>New (Projected) Production</b>						
OER and KER projection (%)		n.a	23.5		5.0	
Total production		297,507.56	69,914.28		14,875.38	
Total non-certified production		110,000.00	25,850.00		5,500.00	
Total certified production (RSPO Scheme)	From Estate	162,237.44	44,064.28		9,375.38	
	From Independent Smallholder (ISH)	-				
	From Scheme or Associate SH/Outgrower	25,270.12				

**Note:**

<sup>\*)</sup> : Actual production data within audit date period

<sup>\*\*)</sup> : Previous License 14-04-2022 -13-05-2023

<sup>\*\*\*)</sup> : Current License 13.07.2023 – 13.04.2024

There is extension volum ,e.i 54,860.56 mt for FFB, 12,365.57 mt for CSPO and 2,830.81 mt for CSPK on 13-08-2024

**2.4 Area of Plantation (Total, Planted and Mature)**

**Table 4:** Oil Palm Planted Area Summary, FFB Production and Average yield/ha

Estate/SH/Outgrower Name	Total area (ha)	Oil Palm Planted area (ha)	Mature (Production) area (ha)	Immature (Non-production) area (ha)	FFB Production* (tonnes)	Average yield/ ha
Pembangunan Raya	1,318.22	1,225.08	1,225.08	-	31,539.98	25.75
Bengkuang Raya	2,304.58	2,022.83	2,022.83	-	52,949.49	26.18
Belaban Raya	1,733.17	1,633.11	1,633.11	-	46,773.37	28.64
Cooperative Agro Seriam Mandiri	960.80	914.77	914.77	-	24,572.99	26.86
Teluk Rengit Estate	1,973.45	1,630.80	1,630.80	-	22,613.37	13.87
<b>TOTAL</b>	<b>8,290.22</b>	<b>7,426.59</b>	<b>7,426.59</b>	-	<b>178,449.20</b>	<b>24.03</b>

## 2.5 Year of Planting and Re-planting Information

The company follows a replanting cycle of 25 years. Information on the dates of plantings is as per table below:

**Table 5:** Hectarage planted are per year of plantings

Planting Year	Belaban Raya Estate (Ha)	Bengkuang Raya Estate (Ha)	Pembangunan Raya Estate (Ha)	Cooperative Agro Seriam Mandiri (Ha)	Teluk Rengit Estate (Ha)	Total (Ha)
2009	390.69	479.48	1,063.14	911.12	-	2844.43
2010	1,162.05	1,531.12	152.35	-	100.12	2945.64
2011	70.91	12.23	-	-	815.89	899.03
2012	9.46	-	9.59	3.65	567.35	590.05
2013	-	-	-	-	134.95	134.95
2014	-	-	-	-	12.49	12.49
<b>TOTAL</b>	<b>1633.11</b>	<b>2022.83</b>	<b>1225.08</b>	<b>914.77</b>	<b>1630.8</b>	<b>7426.59</b>

Note: all planting years after Nov 2005 was replanting oil palm to oil palm.

**Table 6:** Actual land used of Estates

Estate Name	Total area (ha)	Oil Palm Planted Area (ha)	Other commodities (ha)	HCV/Potential HCV areas (ha)*	Land used for other purposes (ha)			
					Road, Housing, Drain, POM	Nursery	Cleared Area	Other Land**
Belaban Raya Estate	1,733.17	1633.11	-	70.52	26.6	-	-	21.14
Bengkuang Raya Estate	2,304.58	2022.83	-	174.86	206.6	-	-	-
Pembangunan Raya Estate	1,318.22	1225.08	-	44.62	70.02	-	-	-
Cooperative Agro Seriam Mandiri	960.80	914.77	-	-	35.76	-	-	10.27
Teluk Rengit Estate	1,973.45	1630.8	-	126.02	100.87	-	-	126.77
<b>TOTAL</b>	<b>8,290.22</b>	<b>7,426.59</b>	<b>0.00</b>	<b>416.02</b>	<b>279.43</b>	<b>0.00</b>	<b>0.00</b>	<b>158.18</b>

Note : \* HCV area is consist of outside of plantation and inside of plantation, e.i.:

- Teluk Rengit estate : in outside of plantation =115.01 ha inside of plantation =11.01 ha
- Belaban Raya Estate ; in outside of plantation = 52.32 ha inside of plantation = 18.2 ha
- Bengkuang Estate ; in outside of plantation = 75.44 ha inside of plantation = 99.42 ha
- Bengkuang Estate ; in outside of plantation = 23.12 ha inside of plantation = 21.5 ha

**Table 7:** Plan for replanting activities of Estates

Years planting	Area (ha)	Plan per year					Actual (ha)
		2023	2024	2025	2026	2027	
NA	-	-	-	-	-	-	-
NA	-	-	-	-	-	-	-

No replanting plan for the next five years in this plantation. All the year of planting is productive age period. Not applicable at this moment.

**2.6 Data & Information relate of employment & social issues**

**Table 8: Number of Employees Based on Workplace**

Unit	Full time		Temporary				Total Inter- nal Em- ployee		Contractor*		Total man- power (internal +Contractor)
			PKWT/Contract*		PHL/Casual*		M**	F**	M**	F**	
	M**	F**	M**	F**	M**	F**					
Pembangunan Raya Mill	90	3	-	-	-	-	90	3	8	-	101
Pembangunan Raya Estate	254	162	-	-	-	-	254	162	-	-	416
Belaban Raya Estate	225	114	-	-	-	-	225	114	-	-	339
Bengkuan Raya Estate	209	84	-	-	-	-	209	84	-	-	293
Cooperative Agro Seriam Mandiri	-	-	-	-	-	-	-	-	-	-	-
Teluk Rengit Es- tate	251	112	-	-	-	-	251	112	-	-	363
<b>Total</b>	<b>1,029</b>	<b>475</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,029</b>	<b>475</b>	<b>-</b>	<b>-</b>	<b>1,512</b>

Note: \*) Male; \*\*) Female

**Table 9: Risk Assessment of Third Party/Contractor Within Audit Date Period**

Company Name	Risk factors					Risk mitigation fac- tors				Risk evaluation
	a	b	c	d	e	f	g	h	i	j
CV Kawira Putra	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Low Risk
PT Suri Adidaya Kapas	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Low Risk

Note:

- Third-party is providing operational service (example transportation, independent storage, road maintenance, develop of building, etc) where it is non-processing activities and/or supplying labour
- More than 30% labor is outsourcing/subcontractor/non-permanent
- Third-party carrying out more dominant if compared with other third-parties for one activity segment/sector or more than 30% from allocation total of activity.
- No agreement between company and third-party
- Third party has not implemented occupation safety & health or social or labor issues
- Third party has not audited by company against relevant of indicator in RSPO P&C standard and any non-conformity or third party has not audited by company
- Third party have not legal entity
- Third party has not carried out controlling relate of the implementation of occupation safety & health or social & labor or environment management.
- The contractor is an RSPO-certified organization that includes documented procedures for outsourcing services within the scope of certificate.
- Risk Assessment (please enter "high" or "normal", do not cross)

Calculate of Risk Category is Risk Factor x Risk Mitigation Factor (each parameter is 1 point) and Risk Category: Low Risk is =< 10 point & High Risk is > 10 point.

**3.0 ASSESSMENT PROCESS**

Initial Certification Audit	1. SA	2. SA	3. SA	4. SA
Recertification	1. SA	2. SA	3. SA	4. SA
Audit Date: 29 July -3				

August 2024 Lead Auditor: Ade Sudiana Auditor team: 1. Dwi Premadha L 2. Rindu Galih RR				
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**3.1 Qualifications of Lead Assessor and Assessment Team**

Name	Position	Qualifications / Experience
Ade Sudiana	Lead Auditor (Legal, OSH, SCCS)	<p><b>Education:</b> Bachelor of Forestry, Faculty of Forestry, Bogor Agricultural University</p> <p><b>Trainings attended:</b> Awareness training of ISO 9001, 14001 and 18001, in-house training of ISO 19011 and ISPO, Training of Lead Auditor for ISO 9001 (2016) Training of Assesor for Sustainability Natural Forest Management (SFM) by The Indonesian Ecolabelling Institute (2008), Training of Auditor for Sustainability Forest Management By center for Educational and Training of Forestry, Department of Forestry (2010), Examination of competency for auditor of Sustainability Forest Management by Personal Certification Body-Rhino (2014), Training of Auditor For ISPO (2016) by ISPO Commission, Training of Lead Auditor for RSPO (2016), Training of lead auditor for SCCS (2017), Refresher training of SCCS for lead auditor (2020), Refresher training of RSPO for lead auditor (2021), Training of lead auditor for ISO 45001 (2022)</p> <p><b>Working experience:</b> Consultant and Trainer of : Quality Management System (ISO 9001), Environment Management System (ISO 14001), Safety Management System (SMK3/ OHSAS 18001), ISPO (Indonesian Sustainable Palm Oil), Consultant and trainer in PT FOCUS (2008-2015) ; Auditor of: Sustainability Forest Management (SFM) for Plantation and Natural Forest (2010-now), RSPO &amp; ISPO (2016-now), Auditor in PT Forestcitra Sejahtera (2008-2016), Auditor in PT TUV Rheinland Indonesia (2016-now).</p>
Rindu Reza Galih R	Auditor (Social, labor, legal)	<p><b>Education:</b> Bachelor of Agriculture, Majoring in Plant Pest &amp; Disease from Padjadjaran University.</p> <p><b>Training attended:</b> ISO 17021, ISO 17065, ISO 9001:2015, ISO 14001, ISO 45001, ISO 19011, ISPO (training in 2017 &amp; refreshment in 2021), RSPO (P&amp;C Refreshment in 2024, SCCS, NPP, &amp; RaCP), and awareness on SA 8000.</p> <p><b>Working experience:</b> Field Expert in PT Agricon (2012-2013), Assistant Manager for Monitoring &amp; Evaluation of Forest Rehabilitation in PT Inhutani III (2014-2017), Auditor for ISPO &amp; RSPO in PT Mutuagung Lestari (2017-2023) and Auditor in PT TUV Rheinland Indonesia (2023-now).</p>
Dwi Premadha Lestari	Auditor (Best practices, Legal, environmental)	<p><b>Education:</b> Bachelor of Forestry, Bogor Agriculture University</p> <p><b>Trainings attended:</b> IRQA-QMS ISO 9001:2015, RSPO Lead Auditor Course, ISPO Auditor Course.</p> <p><b>Working experience:</b> Experienced in non government organization, External Auditor for Roundtable on Sustainable Palm Oil (RSPO), Indonesian Sus-</p>

		tainable Palm Oil (ISPO) in PT SGS Indonesia and PT Mutu Agung Lestari until October 2023, an Auditor in TUV Rheinland Indonesia from November 2023 – Present.
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<b>Peer reviewer</b>	<b>Riena Widiyanti Aziz</b>
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**3.2. Assessment Agenda**

Date	Location/ Main sites	Main activities
<b>On-site audit</b>		
29 July 2024	PT ASM Of- fice	Opening meeting Previous NCR verification
30 July 2024	POM	takeholders Consultation : Village Heads, Previous Land Owner / Land Compensation / Land Conflict, FFB Supplier, Manpower Agency (District), Contractors, Environmental Agency, Local NGO, Gender Committee, Labor Union, BPN, Agricultural Agency Documents verification
31 July 2024	Pem- banguan Estate	<ul style="list-style-type: none"> <li>Field verification : pillar pole ASM068 block A24, division 4, Division 3 Block B14 (HCV area), hazardous waste store, pesticide store, fertilizer store, employees housing, final domestic waste place, Harvesting at block 12B Division 2, sanitation facility, fire facilities</li> <li>Document verification</li> </ul>
1 August 2024	Bengkuang estate & Co- operative	<ul style="list-style-type: none"> <li>Field verification : pillar pole at ASM059 and ASM057 division 3 , No ASM080 b12, divisi 2 (Cooperative), hazardous waste store, pesticide store, fertilizer store, employees housing, final domestic waste place (block 14A division 3), Harvesting at block 9B Division 2, sanitation facility, fire facilities</li> <li>Document verification</li> </ul>
2 August 2024	Belaban Raya Estate	<ul style="list-style-type: none"> <li>Field verification : pillar pole ASM42 and ASM43 division 2, hazardous waste store, pesticide store, fertilizer store, employees housing, final domestic waste place, Harvesting at block 16C Division 3, sanitation facility, fire facilities</li> <li>Document verification</li> </ul>
3 August 2024	Mill	<ul style="list-style-type: none"> <li>Observation to POM. All location were observed, from Security Post, FFB grading, POM office, product transportation and traceability, supply chain record, boiler, processing stations, stores (chemical, hazardous, hazardous waste), water treatment and effluent plant, emergency equipment and devices, hydrant simulation.</li> <li>Closing meeting preparation and internal discussion.</li> <li>Closing meeting.</li> </ul> Traveling to Pontianak (stay overnight)

**Agenda for Verification of Closure of Major Non-conformities**

Date	Location / Main sites	Auditor	Main activities
-	-	-	-

### 3.3 Assessment Methodology, Program and Site Visit

The RA was conducted on 29 July to 3 August 2024 as per the assessment program above (section 3.2). The assessment was carried out in accordance with PT TUV Rheinland Indonesia's RSPO audit procedure as well as the RSPO Certification Systems document. During assessment, the qualified TUV Rheinland assessors used the RSPO standard as endorsed for Indonesian National Interpretation (INA-NI 2020) and recorded their findings.

Due to the location and proximity of the estates, combined with common management systems, it was possible to carry out both field and document assessments of all estates and the mill within the time frame without compromising the integrity of the assessment in anyway.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates and scheme smallholder of its supply base. The total audit sampel are taken from sampel from company's owned estate and scheme smallholder.

The minimum sample size is 4 estates. Sample size for certification unit with more than four (4) estates were determined based on formula  $N = (\sqrt{y}) \times (z)$  where y is the number of estates and where z is the multiplier defined by risk assessment.

Considering of risk parameter applied for the existing estate and smallholders, the risk of parameter can be defined : medium risk

The following table would be used to identify the locations to be audited each year in the 5-year cycle.

Assessment Program					
Mill and supply-based Name	Re-certification	SA-1	SA-2	SA-3	SA-4
Mill	1				
Estate	4				
Smallholder	1				

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix 5.

RA will determine compliance or non-compliance with each P&C indicator. Non-compliances shall be graded as either minor (non-critical) or major (critical), in accordance with the status of the relevant indicator in RSPO P&C.

The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

### 4.0 STAKEHOLDERS CONSULTATION AND STAKEHOLDERS CONTACTED

In the RA, PT TUV Rheinland Indonesia has announced to all respective stakeholders on 14 May 2024 in PT TUV Rheinland Indonesia website and send email the audit start to the stakeholder consultation involved both external and internal stakeholders. External stakeholders were notified to make comments on the Recertification assesment assessment by placing an invitation to comment during stakeholder interview. Stakeholders included those immediately linked with the operation of the company such employees, outgrowers, the local government, NGO's, trade and labour unions and local communities.

Stakeholder consultation took place in the form of meetings and interviews. Meetings with stakeholders were held to seek their views on the performance of the company with respect to the sustainability practices outlined in the RSPO Principles & Criteria, and to comment on aspects where improvements could be made. Meetings with local communities were held at their respective premises within and near the company's area. A stakeholder consultation was contacted by face-to-face meeting 30 July 2024 to the relevant Official Government, Local Communities Leader Workers Representatives and Contractors. Letters inviting individual stakeholders to the stakeholder consultation meeting were prepared and sent to the individual stakeholders, while electronic mail and telephone calls were made to arrange the meetings.

In all the interviews and meeting, the objectives of the RSPO and the purpose of the assessment was clarified at the outset followed by an evaluation of the relationship between the stakeholders and the company before discussion proceeded to obtain the stakeholders feedback on the company's compliance to different aspects of the RSPO Principles & Criteria. Although several stakeholders were not familiar with RSPO but they agreed with its objective and expressed their willingness to collaborate in the promotion of sustainable palm oil in West Kalimantan Province. In all interviews and meeting, the assessment team did not restrict discussion of both the positive and negative aspects of operations conducted by PT ASM mill and plantation.

The stakeholder consultation meeting held with stakeholders during the audit was extensive and productive, with an attended by 10 participants. This was followed by site inspections, including visits to the local communities, interviews with land claimants and contractors, and inspections of worker amenities and infrastructure. All stakeholder issues raised were recorded and forwarded to the management for their written reponse, and this is summarized in section 10. The list of stakeholders that attended the stakeholder consultation meeting and stakeholders interviewed during the assessment is included as Appendix 5.

## 5.0 COMPLIANCE TO OTHERS RSPO REQUIREMENT

### 5.1. Time Bound Plan for Other Management Units

The time frame laid out below is considered to be both challenging and realistic. The audit team is satisfied that the company conforms with the RSPO requirements for partial certification as laid out in Clause 5.5 of the RSPO Certification Systems document (year 2020).

**Tabel 8 Time Bound Plan of Bumitama Agri Limited**

No	Unit Management	Mill	Supply Base	Location	Status	Time Bound	Time Bound Rev
1	PT Windu Nabatindo Lestari (WNL)	Pundu Nabatindo Mill	PT Windu Nabatindo Lestari	Central Kalimantan	Certified 2014	2014	2014
			Koperasi Harapan Abadi		Non-certified	2022	2023
			Independent Smallholders (Kelompok Tani Tenera)		Certified 2018	2018	2018
			PT Fajar Bumi Nabati		Non-certified	2022	2025
			PT Gemilang Subur Maju				
2	PT Windu Nabatindo Lestari (WNL)	Katari Agro Mill	PT Windu Nabatindo Lestari	Central Kalimantan	Certified 2016	2016	2016
3	PT Karya Makmur Bahagia (KMB)	Gunung Makmur Mill	PT Karya Makmur Bahagia (KMB)	Central Kalimantan	Certified 2014	2014	2014
			Koperasi Unit Desa Mekar Jaya (KMB)		Non-certified	2022	2025
			Koperasi Unit Desa Sekar Tani (KMB)	Central Kalimantan	Non-certified	2022	2025
			Koperasi Unit Desa Lestari (KMB)				
			Koperasi usaha Bersama (KMB)				
			Koperasi Makarti Jaya (KMB)				
			Koperasi Marga Rahayu (KMB)				
			Koperasi Tani Santoso (KMB)				
			PT Tanah Tani Lestari (TTL)				
			Koperasi Hapakat (TTL)				
			Koperasi Rika Bersatu (TTL)				
			Koperasi Usaha Bersama (TTL)				
			Koperasi Eka Harahap (TTL)				
			Koperasi Berkat Usaha Besama (TTL)				
Koperasi Bina Tani (TTL)							
Independent Smallholders (Kelompok Karya Bersama)	Certified	2022	2021				
4	PT Karya Makmur Bahagia (KMB)	Bukit Makmur Mill	PT Karya Makmur Bahagia (KMB)	Central Kalimantan	Non-certified	2022	2025
			PT Langeng Makmur Sejahtera (LMS)		Non-certified	2022	2025
			Koperasi Telawang Bersatu		Non-certified	2022	2025
			Koperasi Hinje Are				
			Koperasi Eka Harahap (LMS)				

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No	Unit Management	Mill	Supply Base	Location	Status	Time Bound	Time Bound Rev		
5	PT Windu Nabatindo Abadi (WNA)	Sungai Cempaga Mill	PT Windu Nabatindo Abadi (WNA)	Central Kalimantan	Non-certified	2022	2025		
			KSU Sehati Pundu		Non-certified	2022	2025		
			PT Nabatindo Karya Utama (NKU)		Non-certified	2022	2025		
			Koperasi Koling Hapakat		Non-certified	2022	2023		
6	PT Windu Nabatindo Abadi (WNA)	Selucing Agro Mill	PT Windu Nabatindo Sejahtera (WNS)	Central Kalimantan	Non-certified	2022	2025		
7	PT Bumitama Gunajaya Abadi	Kotawaringin Mill	PT Bumitama Gunajaya Abadi (BGB)	Central Kalimantan	Non-certified	2024	2024		
8	PT Bumitama Gunajaya Abadi (BGB)	Lamandau Mill	PT Bumitama Gunajaya Abadi (BGB)	Central Kalimantan	Non-certified	2022	2025		
			Koperasi Kompak Maju Bersama		Non-certified	2022			
			Koperasi Mitra Bahaum		Non-certified	2022			
			Koperasi Tanjung Biru		Non-certified	2022			
			PT Andalan Sukses Makmur (ASMR)		Non-certified	2022			
			Koperasi Seberang Jaya Sejati		Non-certified	2022			
			Koperasi Pulau Sejahtera		Non-certified	2022			
			PT Investa Karya Bhakti (IKB)		Non-certified	2022	2025		
9	PT Gunajaya Karya Gemilang (GKG)	Kendawangan Mill	PT Gunajaya Karya Gemilang (GKG)	West Kalimantan	Certified 2015	2016	2016		
			PT Gunajaya Ketapag Sentosa (GKS)		NPP was Completed				
			Koperasi Serba Usaha Bersama	West Kalimantan	Non-certified	2022	2023		
			Koperasi Serba Usaha Karya Bersama						
			Koperasi Binasari						
			Koperasi Perkebunan Fajar Mandiri						
Koperasi Rimba Sari									
10	PT Agro Sejahtera Manunggal (ASM)	Pembangunan Raya Mill	PT Agro Sejahtera Manunggal (ASM)	West Kalimantan	Certified 2019	2018	2019		
			KopBun Agro Seriam Mandiri		Certified 2019			2018	2019
			PT Gunajaya Harapan Lestari (GHL)		Non-certified			2022	2025
			Koperasi Bawal Sejahtera Mandiri		Non-certified			2022	2025
11	PT Karya Bakti Agro Sejahtera (KBAS)	Sungai Rasau Mill	PT Karya Bakti Agro Sejahtera (KBAS)	West Kalimantan	Non-certified	2022	2024		
			KUD Rangkong Betuah		Non-certified			2022	2025
			KUD Rasau Tiga Bersama		Non-certified			2022	2025
			PT Agriplus		Non-certified			2022	2025
12	PT Ladang Sawit Mas (LSM)	Bukit Tunggul Jaya Mill	PT Ladang Sawit Mas (LSM)	West Kalimantan	Non-certified	2022	2024		
			KopBun Bukit Tunggul Sejahtera		Non-certified			2022	2024
			KopBun Mitra Pejalaan Permai		Non-certified			2022	2024
			PT Lestari Gemilang Intisawit (LGI)		Non-certified			2022	2024
			Koperasi Kayong Sekayuk		Non-certified			2022	2024
			Koperasi Mitra Sejati		Non-certified			2022	2024
			PT Agro Manunggal Sawitindo (AMS)		Non-certified			2022	2024
			PT Nabati Ago Subur (NAS)		Non-certified			2022	2024
			PT Sejahtera Sawit Lestari (SSL)		Non-certified			2022	2024
			PT Karya Makmur Langgeng (KML)		Non-certified			2022	2024
			PT Gemilang Makmur Subur (GMS)		Non-certified			2022	2025
			Koperasi Istana Pawan Mandiri		Non-certified				
			Koperasi Rungau Sejahtera		Non-certified				
PT Damai Agro Sejahtera (DAS)	Non-certified								
13	PT Rohul Sawit	Suka Damai	PT Masuba Citra Mandiri (MCM)	Riau	Certified 2019	2018	2019		

No	Unit Management	Mill	Supply Base	Location	Status	Time Bound	Time Bound Rev
	Industri (RSI)	Mill	PT Masuba Citra Mandiri (MCM) Area Liability Conversation 326.04 ha		Certified 2023	2018	2023
			Koperasi Karya Melayu Sejati		Certified 2019	2018	2019
14	PT Sentosa Prima Agro (SPA)	Bukit Belaban Mill	PT Sentosa Prima Agro (SPA)	West Kalimantan	Non-certified	2022	2024
			PT Raya Sawit Manunggal (RSM)				
			PT Wahana Hijau Indah (WHI)				
			PT Hungarindo Persada (HPE)				
					Non-certified	2022	2024

## 5.2. Compliance to Rules for Partial Certification

Compliance of the uncertified management units of **Bumitama Agri Ltd** against the rules for partial certification according to RSPO Certification System clause 5.5.3 was assessed by desk study as well as web check on relevant complaints; verification to company's parent company, a positive assurance statement based upon company's self assessment completed with sufficient evidence against each requirement; consultation with targeted stakeholders including consultation with the relevant NGO, and or further stakeholder consultation and field inspection considering the risk assessment result of any non compliance with the requirements. A summary of findings is as stated below.

Partial Certification Requirements	Audit Findings
5.5.1 The registered RSPO member is the holding company or one of its subsidiaries	PT Masuba Citra Mandiri and PT Rohul Sawit Industri is a subsidiary of Bumitama Agri Ltd. Bumitama Agri Ltd is an RSPO member with <b>ID No. 1-0043-07-000-00 since October 7, 2007.</b>  Bumitama Agri Ltd has beent provide result of the self-assessment for all units entering estate and mill at the time bound.
5.5.2 A challenging time-bound plan for certifying all its management units and/or entities is submitted to the Certification Body (CB) during the initial certification audit. The time-bound plan shall contain a current list of all estates and mills.  <ul style="list-style-type: none"> <li>As a minimum, all estates and mills shall be certified within five (5) years after obtaining RSPO membership. Any new acquisitions shall be certified within a three year time frame. Any deviations from these maximum periods requires approval by the RSPO secretariat</li> <li>Any revision to the time-bound plan, including for the scheme smallholders and outgrowers, shall be reviewed by the CB. Changes to the time-bound plan are permitted only if the organisation can demonstate to the CB that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment the company is legally registered with the local notary or chamber of commerce (or equivalent)</li> </ul>	Bumitama Agri Ltd has a time-bound plan to achieve RSPO certification for all relevant entities.  For the period of 2023, the BGA Group's Time Bound plan has been revised. This is because there are still several units under the management of the BGA Group which until the end of 2022 are still in the process of certification (NPP process, RaCP process). This time bound plan has submitted to RSPO for approval.
5.5.3 (a). No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) and HCS in	There are several units under NPP process and some company unit was passing the NPP notification. The units include: <ul style="list-style-type: none"> <li>PT Nabatindo Karya Utama (PT NKU)</li> </ul>

Partial Certification Requirements	Audit Findings
<p>accordance with RSPO P&amp;C criterion 7.12. Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure*. For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB.</p> <p>*Any new plantings since this period must be reported to TUV Rheinland to conduct verification of compliance to the New Planting Procedure</p>	<ul style="list-style-type: none"> <li>• PT Andalan Sukses Makmur (PT ASMR)</li> <li>• PT Gunajaya Ketapang Sentosa (PT GKS)</li> <li>• PT Ladang Sawit Mas (PT LSM)</li> <li>• PT Gemilang Makmur Subur (PT GMS)</li> </ul> <p>For other units, HCV assessments have been carried out and there is no indication of land clearing in primary forest and / or HCV areas.</p> <p>The RaCP also present in the company subsidiary of BGA group and now under RSPO compensation panel review.</p>
<p>5.5.3 (b). Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Based on the self assessment document submitted by the BGA Group, it known that there is no significant land conflict in areas that have not been certified. However, some units still cannot provide information on maps of land conflicts.</p>
<p>5.5.3 (c). Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>The management has a mechanism that is open to all affected parties through Code of Conduct (BGA-COC-HC-333.1); Grievance Resolution (BGA-SOP-HC-311.1). Based on the self assessment document submitted by the BGA Group, it known that there is no significant labor dispute in areas that have not been certified.</p>
<p>5.5.3 (d) Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&amp;C criterion 2.1</p>	<p>Based on the self assessment document, it is known that units that have not yet received certification have tried to fulfill the legal provisions that apply to oil palm plantation activities (for example: Location Permits, Environmental Permits, HGU etc.)</p>

5.3. Compliance to others RSPO Procedure

RSPO NPP	<b>NA</b>
RSPO Compensation and Remediation procedure	<b>NA</b>
Areal Subject to sanction	<b>NA</b>

**5.4. Plan for certification of associated smallholders**

There is schemed or associated smallholders bounded and supplied to The Pembangunan Raya palm oil mill.

## 6.0 ASSESSMENT FINDINGS

### 6.1 Summary of Findings

The following is an audit finding made for the indicator listed in the RSPO Principles & Criteria Indonesia National Interpretation INA-NI 2020.

Note:

1. YYY & (YYYY + ZZZZ): Generic P&C 2018 & INA-NI 2020 (revision/add)
2. XXXX: Result of Accreditation Body (AB) audit (it has to verify as a top priority and submit the evidence of compliance)
3. R (Remote audit); O (Onsite Audit); R&O (Remote & Onsite Audit)

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
<b>Principle 1: Behave Ethically and Transparently</b>			
1.1	The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
<b>R</b>	<b>1.1.1 (C)</b> Management documents that are specified in the RSPO P&C are made publicly available		
	<p>a. How are the management documents listed in (b) below made publicly available?</p> <p>b. Are the management documents related to the environmental, social and legal issues below made publicly available?</p> <ul style="list-style-type: none"> <li>- Results of FPIC processes;</li> <li>- [SEIA / SEIA/AMDAL];</li> <li>- Human Rights [policies / policy] including [policy / policies] on protection of human rights defenders (HRDs)/whistle-blowers;</li> <li>- Social programmes [avoiding / to avoid] or [mitigating / mitigate] negative social impacts;</li> <li>- [Social programmes advancing livelihoods / social programs to improve living standards];</li> <li>- Figures of gender distribution within all workers categorised by management, administrative staff and workers (both permanent casual workers, piece rate workers);</li> <li>- [Partnership / cooperative] programmes for independent smallholders, education and health programs in the communities (where applicable)</li> </ul> <p>c. Are the following management documents (but not necessarily limited to) made available upon request:</p> <ul style="list-style-type: none"> <li>- [Land titles/user rights / certificate of land rights/cultivation rights] (Criterion 4.4)</li> </ul>	<p>Unit of certification have showed the procedure for providing information to public "SOP Komunikas" No. BGA-SUST-SOP-09 Rev. 00 was approved by Regional Head 2 dated 08 September 2017. In the procedure, the part is "kebijakan pengendalian dokumen/informasi", that documents that can be accessed by the public include:</p> <ul style="list-style-type: none"> <li>• Land Use Title, Environmental Permit, and Environmental Management and Monitoring Plan.</li> <li>• Company Policies and Manuals.</li> <li>• HSE and social improvement programs.</li> <li>• HCV documents and SIA documents.</li> <li>• Details of grievance and complaints</li> <li>• Summary of general reports on the results of certification assessments.</li> <li>• Etc.</li> </ul> <p>The procedure above explains the types of information that may be accessed/provided in general and information that is confidential and requires approval from unit of certification management. The procedure also explains the PIC (Person in Charge) responsible for providing information both internally and externally, namely Corporate Affairs Department, Corporate Communication Department, CSR Department, Head of Administration, Human Resources Department and Unit Managers.</p> <p>To ensure that all of this information can be accessed by the public, unit of certification has provided an information and socialization to all relevant stakeholders owned (for examples Seriam Village representatives and contractors). The information provided explains the types of information that can be accessed by the public along with a summary of these documents, this is done to ensure that all stakeholders can access the information publicly or publicly through the letter. Unit of certification have also publicly announced several infor-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<ul style="list-style-type: none"> <li>- Occupational health and safety plans (Criterion 3.6)</li> <li>- Plans and impact assessments relating to environmental and social impacts (Criterion 3.4)</li> <li>- HCV &amp; HCS documentation (if relevant) (Criterion 7.12)</li> <li>- Pollution [prevention/mitigation] and reduction plans (Criterion 7.10)</li> <li>- Details of complaints and grievances (Criterion 4.2)</li> <li>- Negotiation procedures (Criterion 4.6)</li> <li>- Continuous improvement plans (Criterion 3.2)</li> <li>- Public summary of the certification assessment report</li> <li>- Human Rights Policy (Criterion 4.1)</li> </ul>	<p>mation on their website (<a href="https://bumitama-agri.com/sustainability/policies-and-reports/">https://bumitama-agri.com/sustainability/policies-and-reports/</a>), including sustainability reports, annual communication reports, and company policies. Based on the explanation above, it can be concluded that the certification unit already has the management documents regulated in the RSPO Principles and Criteria available to the public that are well documented</p>	
<b>O</b>	<b>1.1.2</b> Information is provided in appropriate languages and accessible to relevant stakeholders		
	<ul style="list-style-type: none"> <li>a. Are the documentation including information provided to stakeholder and communication with stakeholder done in appropriate languages?</li> <li>b. Are stakeholders aware of the type of information available and how to get access to the information?</li> <li>c. How and where is the information disseminated?</li> <li>d. From the audit evidences, what type of information is provided to the stakeholders?</li> </ul>	<p>All information and public documents referred to indicator 1.1.1 available in Bahasa Indonesia and can be accessed by public upon request and approval by Directors, Managers, Section Heads, and General Managers. Based on interview with stakeholders and community representative, they aware type of the information and how to get access based on procedure mentioned in indicator 1.1.1. The procedure itself has been socialized to relevant stakeholders on September 09 &amp; 30, 2023 (see document of <i>Berita Acara Sosialisasi Kebijakan Minyak Sawit Lestari, (ISPO, RSPO/SCCS, ISCC, ISO 9001, ISO 14001, SJH, K3), Mekanisme Mendapatkan Informasi, Pengaduan dan Keluhan, Pelarangan Penyuaapan, Korupsi dan Penipuan, HAM, Larangan Pekerja Anak, Larangan Kerja Paksa, Kode Etik, NKT</i>, September 09 &amp; 30, 2023 includes list of attendees and photo documentation).</p> <p>Based on audit evidence, type of information which provided by the company to the stakeholders, such sas:  Employment Report 2023 on 13 January 2024  Environment Management and Monitoring Report 1<sup>st</sup> semester 2022 on 15 September 2023, Palm Oil Plantation Development Progress Report 2<sup>nd</sup> semester 2023 on 22 February 2024, P2K3 Report Quarter IV/2023 on 11 January 2024 , and HGU Utilization Report 2023 on 12 December 2023.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>1.1.3 (C)</b> Records of requests for information and responses are maintained		

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>a. Are records of requests for information and responses maintained? Please indicate the type of records reviewed</p> <p>b. Does the company have an SOP to ensure constructive response to stakeholders?</p> <p>c. Is there a clear time frame for response to request for information?</p> <p>d. [Who is the personnel in charge (PIC) for receiving and responding to request / who is officers can be contacted by concerned external parties] ?</p>	<p>Unit of certification has shown record of request for information and response given that are listed in log book of internal or external communications and information giving. The document provides information regarding the date and number of the letter, sender, destination, subject of the letter, responses, date of response, and information. Unit of certification will respond the information no later than 15 days after the request is received &amp; submit a copy of the response letter to each unit.</p> <p>Unit of certification has documented incoming and outgoing letter from external stakeholder in document of "<i>Buku Surat Masuk dan Keluar</i>". Based on that document review, there were none of request of information to unit of certification in 2022 and January-February 2023. Incoming letter to unit of certification was in form of request of fund. Unit of certification also records the response of incoming letter. Based on document verification, unit of certification has responded to all incoming mails in accordance with its procedure which is no more than 15 days.</p> <p>Based on interview result with surrounding village representative of Seriam Village and Pulau Bawal Sub-Village of Kendawangan Kiri Village, it was found that unit of certification had conducted socialization to the Village regarding the mechanism for requesting information from unit of certification. If there is a request for information, the village will send a letter or tell the request orally to unit of certification and the response of the request will be provided by the unit of certification. In accordance with this explanation, the unit of certification already has record of request for information and the existing responses have been well maintained and documented</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R</b>	<b>1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official</b>		
	<p>a. Is there SOP being developed by the unit of certification for consultation and communication between the company and all relevant stakeholders?</p> <p>b. Has the SOP been communicated to the relevant stakeholders and understood by these parties? If yes, how was it done?</p> <p>c. Who in the company is appointed to be responsible for communication and consultation with the relevant stakeholders?</p> <p>d. Is the position made official with clear and proper job description?</p> <p>e. Are the relevant stakeholders aware of and know how to con-</p>	<p>Unit of certification have showed the procedure for providing information to public in "<i>SOP Komunikasi</i>" No. BGA-SUST-SOP-09 Rev. 00 was approved by Regional Head 2 dated 08 September 2017. Unit of certification will respond the information no later than 15 days after the request is received &amp; submit a copy of the response letter to the internal unit. The procedure also explains the PIC (Person in Charge) responsible for providing information both internally and externally, namely Corporate Affairs Department, Corporate Communication Department, CSR Department, Head of Administration, Human Resources Department and Unit Managers.</p> <p>Procedures for consultation mechanisms have been socialized to workers and the surrounding community, as for example socialization</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>tact the person in charge?</p> <p>f. Are the relevant stakeholders aware of the established SOP? Please interview the relevant stakeholders?</p> <p>g. Are there records of actions taken in response to input from stakeholders?</p> <p>h. Has the certificate holder (CH) communicated about RSPO P&amp;C requirements and or the complaint from external party to relevant stakeholders/affected parties?</p>	<p>was carried out on 3 February 2024 in Pulau Bawal Sub-Village of Kendawangan Kiri Village and participated by 8 participants and on 21 March 2024 in Seriam Village which was participated by 7 participants. Besides, based on field observation result, socialization is carried out in form of banners installment equipped with pictures of consultation and communication flowcharts in unit. Based on the results of consultations with representatives of Seriam Village and Pulau Bawal Sub-Village of Kendawangan Kiri Village, cooperatives and government agencies of Ketapang District, it was known that interviewee has familiar with company PIC for public relation affairs, with perception that communication process has considered satisfactory</p>	
<b>R</b>	<b>1.1.5</b> [There is a current list of contact and details of stakeholders and their nominated representatives / An up-to-date list of contacts and detailed stakeholder information is available along with designated representative]		
	<p>a. Is there a list of contact and details of stakeholders and their nominated representatives?</p> <p>b. What details are included in the list?</p> <p>c. When was the list last updated?</p> <p>d. Are the listed contacts existing? Auditor to verify by contacting the listed stakeholders randomly</p>	<p>Unit of certification has shown PT Agro Sejahtera Manunggal and PT Gunajaya Harapan Lestari Stakeholder List document, updated in 8 January 2024. Based on this document, there are over 68 stakeholders related to certification unit which include Government Stakeholders (province, district, sub-district and village), other Authorities, Partner Cooperatives, Vendors, Internal Stakeholders, Contractors, hazardous waste contractor, machineries maintenance in mill and others. The stakeholder register explains the name, agency/position, location, category, contact person number and other information. As for the list of land owners previously owned but in a different document, this information has been included in the Previous Land Owners Document.</p> <p>At the time the audit was carried out, certification unit Stakeholder List document shown was in accordance with the actual, such as the contact number of each stakeholder contacted by the auditor as stated in the list</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
1.2	The unit of certification commits to ethical conduct in all business operations and transactions		
<b>R &amp; O</b>	<b>1.2.1 A</b> policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts		
	<p>a. Is there a written policy committing to a code of ethical conduct and integrity in all operations and transactions, including recruitment and contracts?</p> <p>b. Does the policy include as a minimum?</p> <ul style="list-style-type: none"> <li>- A respect for fair conduct of business?</li> <li>- A prohibition of all forms of corruption, bribery and fraudulent use of funds and resources?</li> <li>- A proper disclosure of in-</li> </ul>	<p>The unit certification showed commitment to ethical behavior is contained in the Code of Conduct Number BGA-COC-HC-333.1-R0 which was ratified on October 28<sup>th</sup>, 2014, by the Board of Directors. The policy consists of 5 chapters, namely:</p> <ul style="list-style-type: none"> <li>• Introduction</li> <li>• Basic principles of Good Corporate Governance (GCG): Transparency, Accountability, Responsibility, Independence, Fairness and Equality.</li> <li>• Company ethical standards towards stakeholders (workers, surrounding communities, government, business</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>formation in accordance with applicable regulations and accepted industry practices?</p>	<ul style="list-style-type: none"> <li>• Code of conduct for BGA Group employees, for example: <ul style="list-style-type: none"> <li>- Respect for human rights in accordance with applicable laws and regulations</li> <li>- Maintain and care for occupational safety and health</li> <li>- Prohibition of immoral behavior, narcotics, illegal drugs, gambling and smoking</li> <li>- Avoid personal conflicts of interest (insider transactions)</li> <li>- Prohibition of giving and receiving gifts, favors or other facilities (including all forms of corruption/bribery/embezzlement of funds).</li> <li>- Conflict of interest</li> <li>- Etc.</li> </ul> </li> <li>• Enforcement and reporting <ul style="list-style-type: none"> <li>- Commitment to uphold the code of conduct</li> <li>- Violation</li> <li>- Violation reporting mechanism</li> <li>- Sanctions and consequences</li> </ul> </li> </ul> <p>Socialization regarding this policy has been carried out in every estate and factory unit, for example socialization at the BLRE unit on February 20<sup>th</sup>, 2024, and at the TRNE unit on September 15<sup>th</sup>, 2023. This socialization has also been carried out to external stakeholders, for example on February 22<sup>nd</sup>, 2024, to the Seriam village community and during the morning assembly before starting work.</p> <p>Based on interviews with plantation and mill employees, representatives of internal and external stakeholders, it is known that the policy has been understood and implemented in all business operations and transactions, including recruitment and contracts</p>	
<b>R &amp; O</b>	<b>1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice</b>		
	<p>a. What is the mechanism in place to monitor the compliance and implementation of the policy and overall ethical business practice?</p> <p>b. Has the mechanism been effectively implemented?</p>	<p>The unit of certification has a mechanism to monitor compliance and the implementation of ethical business policies and practices through compliance inspection and evaluation. For example, conducting regular internal audits to ensure operational units comply with policies and SOPs. The scope of the internal audit is the compliance of each unit in plantations and mills with all aspects contained in the RSPO P&amp;C such as aspects of legality, SCCS, labour, environment, BMP and other aspects. The latest internal audit was carried out on January 15<sup>th</sup> – 26<sup>th</sup>, 2024.</p> <p>In addition, there is a Whistle Blowing System that determines the flow of complaints/reports</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>of violations to all employees, without worry, willing to convey the possibility of fraudulent practices occurring within the certification unit. Based on the results of interviews with workers in the sampling unit, it was stated that workers know about company policies to respect human rights, commitment to ethical behavior in all work operations (code of conduct) and the Whistle Blowing System. Then, there is a statement from a third party (contractor/supplier) who works with the unit of certification that has been given socialization regarding the code of ethics and the Whistle Blowing System before ratifying the cooperation agreement. This is done to ensure that before cooperating with the certification unit, his party does not commit any violations or can report violations if the certification unit commits violations during cooperation.</p> <p>Based on the results of document review and interviews with management representatives, it is known that the mechanism for monitoring compliance in implementing the code of ethics policy is considered to have been effective. From the results of field visits to the sampling unit (estate and mill) it was also discovered that there were no deviations in business practices</p>	
<b>Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction</b>			
2.1	There is compliance with all applicable local, national and ratified international laws and regulations		
<b>R &amp; O</b>	<b>2.1.1 (C)</b> The unit of certification complies with applicable legal requirements		
	<p>a. Is the complete list of legal requirements available?</p> <p>b. When was the list updated?</p> <p>c. Is there evidence of compliance to the applicable legal requirements</p>	<p>Unit of certification has list of regulations of 2023 that includes local regulations and national regulation updated annually. List of laws/regulations listed has covers several aspects such as land permit and legality, manpower, occupational health and safety, best management practices and environment. Some examples of regulations compliance that have been done such as:</p> <p><b>Legality Aspect</b></p> <ul style="list-style-type: none"> <li>- The company already has land rights in the form of HGU and HGB according to laws and regulations.</li> <li>- Have a plantation business license in accordance with statutory regulations.</li> <li>- The company has developed a plasma plantation which is managed directly according to the obligations stated in the business license it has.</li> </ul> <p><b>BMP Aspect</b></p> <ul style="list-style-type: none"> <li>- PT Agro Sejahtera Manunggal HGU Utilization Report for the 2024 period was reported to the Head of the Regional Office of the National Land</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>Agency for Central Kalimantan Province on January 15, 2024;</p> <ul style="list-style-type: none"> <li>- Has conduct zero burning for land preparation/replanting.</li> <li>- Has committed to reduce and avoid the use of pesticide, especially those that classified on WHO 1A, 1B and Paraquat. Furthermore, all pesticides used were registered in Pesticide Commission of Department of Agriculture.</li> <li>- Has used seeds from producers recognized by Government of Indonesia.</li> <li>- Unit of certification has adopted integrated pest management which consist of early warning system, census, biological control, chemical control with justification and evaluation.</li> </ul> <p><b>OHS Aspect</b></p> <ul style="list-style-type: none"> <li>- 4th Triwulan 2022 of OHS Committee of PT. ASM report to Labour Agency Ketapang Regency on 30 January 2023</li> <li>- Has provided PPE for all employees in accordance with the risk analysis and is provided for Free</li> <li>- Involve employees in health insurance and employment insurance programs (BPJS TK and BPJS Kesehatan)</li> <li>- Equipping operators with required competencies, for example license for lift operators and power plant operators</li> </ul> <p><b>Worker Welfare Aspect</b></p> <ul style="list-style-type: none"> <li>- The company has complied with the implementation of minimum wages for all employees in accordance with applicable regional regulations (West Kalimantan Governor's Decree on District/City Minimum Wages in Ketapang Regency, West Kalimantan Province year of 2022 and 2023).</li> <li>- All employees have been registered in BPJS Ketenagakerjaan social security.</li> </ul> <p><b>Environmental Aspect</b></p> <ul style="list-style-type: none"> <li>- AMDAL document for plan to develop plantation and palm oil mill of PT Agro Sejahtera Manunggal with plantation area of 7,670 Ha with Mill Capacity of 45 Tons FFB/Hour in 2010. The document has obtained environmental feasibility according to Decree of Governor of West Kalimantan Number 560 /BLHD/2010 on 13 December 2010. In 2018, PT Agro Sejahtera Manunggal made an AMDAL</li> </ul>	

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>Addendum to PT Agro Sejahtera Manunggal Plantation and Palm Oil Mill with a plantation area of 7,670 Ha, Capacity Increase from 45 Ton FFB/Hour to 60 Ton FFB/Hour and construction special terminal area of 5.41 Ha. From the AMDAL Addendum, PT Agro Sejahtera Manunggal has obtained an environmental permit based on Decree of Regent of Ketapang Regency Number 049/DPMPTSP-D.B/2018 on 9 February 2018.</p> <ul style="list-style-type: none"> <li>- AMDAL Documents Oil Palm Plantation Activities (Area: ± 3,000 ha) by PT Gunajaya Harapan Lestari in Ketapang Regency, West Kalimantan Province issued by Governor of West Kalimantan on 13 August 2012 with number 467/BLHD/2012. The scope of this document is an oil palm plantation of ± 3,000 Ha.</li> <li>- Wastewater Utilization Permit based on Decree of Ketapang Regent number 256/DPMPTSP-D.B/2019 dated 8 May 2019 concerning Permit for Utilization of Wastewater to Soil for Application on Soil at the Oil Palm Plantation of PT Agro Sejahtera Manunggal covers an area of 282.31 Ha (28 Blocks) located in Kendawaanna District, Ketapang Regency. The decision is valid for 5 (five) years.</li> <li>- Permit for Temporary Storage of Hazardous and Toxic Waste PT Agro Sejahtera Manunggal in accordance with Decree of the Regent of Ketapang number 1491/DPMPTSP-D.B/2017 dated 13 December 2017 which is valid for 5 years. Company has shown progress of extension of this permit based on evidence of meeting with Ministry of Environment and Forestry on 20 January 2023. Based on this meeting, this permit is on progress of validation from Ministry of Environment and Forestry since then.</li> </ul>	
O	<p><b>2.1.2</b> A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and [evidence of legal due diligence / <a href="#">evidence on evaluation of legal compliance</a>] of all contracted third parties, recruitment agencies, service providers and labour contractors.</p>		
	<p>a. Is there a documented system which includes the following?</p> <ul style="list-style-type: none"> <li>- Personnel in charge to identify the legal requirements and ensure compliance;</li> <li>- Comprehensive list of international, national, sub-</li> </ul>	<p>Findings:</p> <p>To ensure legal compliance is in the place unit of certification has documented system for for ensuring legal compliance, i.e.:</p> <p>SOP <i>Identifikasi dan Audit Pemenuhan Aturan Dan Persyaratan Hukum Yang Berlaku</i> (BGA-SOP-CCS-1102.1-R0). The document describes the company's mechanism for ensuring</p>	<p><input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No: RSPO05434</p>

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	<p>national and provincial laws which details the requirements of specific to the mill and estate operations.</p> <ul style="list-style-type: none"> <li>- Relevant sections within the law that is identified and linked to activities within the unit of certification.</li> </ul> <p>b. How legal compliance is verified and assessed?</p> <p>c. Is there a documented methodology (e.g.: personnel in charge (PIC), source of info, frequency of update) for tracking changes and communication of changes to relevant sections of the legislation?</p>	<p>that all legal regulations both local, national and international that have been ratified and related to plantation activities have been complied with. This procedure also ensures that not only the company unit, but also all contractors, suppliers and stakeholders who have a relationship with the company either operationally or are affected. This responsibility is held by the CCS (Corporate Communication Sustainability) Department and the Legal Department. Law register audits are on January 01, 2024, which already update latest regulation such as Peraturan Gubernur Kalimantan Barat No. 1879/Nakertran/2023 about <i>Upah Minimum Provinsi dan Upah Minimum</i> Ketapang regency West Kalimantan Tahun 2024. The list of law and regulation can be revision if any change/update or new law and regulation. Whereas, evaluation of compliance will be conducted regularly at least 1 (one) time a year. The lastest review was conducted on January 10, 2024 evidence of evaluation of compliance to the last/update of law &amp; regulation by management unit and all contractor parties is available. The new (update) legal regulations have been identified.</p>	
O	<p><b>2.1.3</b> Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries</p>		
	<ul style="list-style-type: none"> <li>a. Is there a map showing location of boundary markers?</li> <li>b. Is there physical presence of boundary markers?</li> <li>c. How does the company maintained its boundary markers?</li> </ul> <p><b>Note to auditor</b> : Ground verification of boundary markers using GPS should be conducted. Priority should be on boundaries with other estates, community areas, protected area and rivers</p> <ul style="list-style-type: none"> <li>d. Any planting beyond these legal or authorised boundaries? How was this verified?</li> </ul>	<p>Findings:</p> <p>The unit of certification have a map for boundary demarcation and list of boundary and the unit of certification conducting boundary maintenance three times a year based on procedure of Monitoring Boundary by showing the results of monitoring record "Formulis Berita Acara Pengamatan Patok HGU" in accordance with the maintenance procedures (GKG-GKS-GIS-SOP-01, 10 November 2022). The procedures include stating that the GIS Region Team and Certification &amp; Compliance Dept. ensure and coordinates with the head unit so that the position and number of the stake are in accordance with the Land Use Title / and Building Right map. Based on observation on the boundary pole to Bengkuang Estate No. ASM059 and ASM057 division 3, to Cooperative Agro Seriam Mandiri Estate No ASM080 b12, divisi 2 (Plasma), Pembangunan Raya Estate ASM068 block A24, division 4, and to Belambangan Estate No. ASM42 and ASM43 division 2, are found and the condition of the boundary poles is well maintained.</p> <p>Result of monitoring recorded in document report of PT Agro Sejahtera Manunggal HGU Utilization Report for the 2024 period was reported to the Head of the Regional Office of the National Land Agency for Kalimantan Province on January 15, 2024;</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
2.2	<p>All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>		

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R	<p><b>2.2.1</b> A list of contracted parties is [maintained / available]</p> <p>a. Is each of the site maintained a list of contracted parties?</p> <p>b. Is the list included the following :</p> <p>i. contractor providing operational services to the site?</p> <p>ii. Labour including the following :</p> <ul style="list-style-type: none"> <li>- Temporary employment</li> <li>- Short-term contracts; renewable contract</li> <li>- Fixed-term, project, task-based contracts or casual work</li> </ul> <p>iii. FFB suppliers</p>	<p>In monitoring the use of third parties (transporters &amp; FFB Suppliers) for mill activities (because in the estate the compane does not use a contractors), the certification unit has well documented the list of third parties, the number of workers they have, contact persons, work agreements, and ensuring other matters related to compliance with laws and regulations in Indonesia. At present the certification unit has third parties (Transporters for CPO/PK), and FFB Suppliers that has been cooperate with certification unit. These contractors collaborate in the activities of transportation for CPO and PK.</p> <p>In managing the contractor, the certification unit has a copy of the cooperation agreement in each unit. For example, for agreement between two parties such as, Letter of Agreement No. 002/SPKS/PRYM/VI/2024 dated 29 July 2024 with CV Kawira Putra for the PK Transportation, in which it explains the type of work/specifications, the validity period of the agreement, the rights/obligations of the parties, compliance with regulations and so on.</p> <p>At the time the audit was carried out, certification unit have third parties list document shown was in accordance with the actual, such as the contact number of each stakeholder contacted by the auditor as stated in the list. The explanation above can be concluded that the certification unit has managed and documented the list of contractors along with supporting documents.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
R & O	<p><b>2.2.2</b> All contracts, including those for FFB supply, contain specific clauses on meeting [applicable / relevant] legal requirements, and this can be demonstrated by the third party.</p> <p>a. Are there contractual agreements between the Company and the third party listed in 2.2.1?</p> <p>b. Is the agreement requires the third party to comply with applicable legal requirements and to provide evidence of its compliance?</p> <p>c. How does the organization ensure that compliance is met by third party?</p>	<p>In each work agreement between the certification unit and the third parties, there are several separate clauses related to fulfilling legal obligations in force in Indonesia as one of the obligations that must be fulfilled by the third parties. Some of these obligations are related to, ethical codes, child labor, forced labor, insurance, OHS, and other obligation.</p> <p>To ensure compliance above with these clauses, the certification unit always requests the requirements for the completeness before the contractor does / starts work. The results interviews with transporter CPO/PK (Robert Susanto) revealed that workers had received wages accordance with the minimum wage, were registered in the BPJS program, have a workers minimum age, and the worker have been given the standard PPE. This result is in line with the results of the document review which proves that the wages of contractor workers are above the minimum wage, fulfilling tax pay-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>ments, <i>BPJS</i>, standard PPE and other requirements. The unit of certification has demonstrated the results of its evaluation related to compliance with laws and regulations carried out by third parties, for example:</p> <ul style="list-style-type: none"> <li>List of third-party workers and there is none of these workers are under 18 years of age. In addition, it can also be shown that there is a work agreement between a third party and the workers during the project period.</li> <li>Proof of <i>BPJS</i> card ownership for third-party workers and proof of payment of the last contribution for ongoing projects (last payment made for contributions in June 2024). Therefore, it can be ensured that all <i>BPJS</i> owned by workers from third parties are still valid at the time the audit activity takes place.</li> <li>List of wages for third-party workers in June 2024, where the total wage for that month is in accordance with the government's 2024 minimum wage.</li> </ul> <p>In addition, the certification unit can show evidence in the form of monitoring the legal compliance of third parties that work with them every year using List of laws and regulations owned by the company updated monitoring for contractor was carried out on 22 July 2024. Unit certification shows third party legal compliance monitoring for transporter CPO/PK (CV Kawira Putra &amp; PT Suri Adidaya Kapuas) where the monitoring has listed a law register that must be fulfilled by a third party.</p> <p>Of all the regulations mentioned above, transporter CPO/PK (CV Kawira Putra &amp; PT Suri Adidaya Kapuas) have complied with all of these regulations which were evaluated on 22 July 2024 with evaluation point of "96 &amp; 90". Based on the explanation and evidence shown, it can be concluded that certification unit has proven that all contracts have their own clauses regarding the fulfillment of applicable legal obligations and are shown by the relevant third party.</p>	
<b>R</b>	<b>2.2.3</b> All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.		
	<p>a. Are the contractual agreements between the Company and the third party listed in 2.2.1 contain clauses disallowing child, forced and trafficked labour to be employed by the third party, and where young workers are em-</p>	<p>In each work agreement between the certification unit and the contractor, there are clauses related to fulfilling legal obligations in Indonesia as one of the obligations that must be fulfilled by the contractor. Some of these obligations are related to disallowing child, forced and trafficked labor to be employed by the third party (Transporters for CPO/PK) and where young workers are employed, the contracts include a clause for their protection. To ensure compliance with these clauses, the certification unit always requests the requirements</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>ployed, the contracts include a clause for their protection?</p> <p>b. How does the company ensures that the third party comply with the above requirements?</p>	<p>for the completeness before the contractor does / starts work.</p> <p>The results of the document review of the list of contractor workers revealed that there were no workers under the age of 18 and the work provided was in accordance with the agreement when the initial worker worked. This is in line with the results of interviews with transporter CPO/PK (CV Kawira Putra &amp; PT Suri Adidaya Kapuas) stating that no child laborers have worked up until now, there are no forced laborers / workers resulting from trafficking because all workers have understood the work agreement at the start of work and payment for the work is always equal.</p> <p>The certification unit has proven that all contracts have clauses disallowing child, forced and trafficked labor to be employed by the third party, and where young workers are employed, the contracts include a clause for their protection.</p>																	
2.3	All FFB supplies from outside the unit of certification are from legal sources.																		
<b>R</b>	<p><b>2.3.1 (C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>- Information on geo-location of FFB origins</li> <li>- Proof of the ownership status or the right/claim to the land by the grower/ smallholder</li> <li>- [Where applicable / if relevant], valid planting/ operating/ trading license, or is part of a cooperative which allows the buying and selling of FFB</li> </ul>																		
	<p>a. Has the mill maintained a list of directly and indirectly sourced FFB suppliers?</p> <p>b. Has the mill identified the geo-locations of FFB origins of its FFB suppliers?</p> <p>c. How does the mill track the geo-locations?</p> <p>d. Has the mill obtained the proof of the ownership status or the right/claim to the land of their FFB suppliers?</p> <p>e. Where applicable, has the suppliers provided the mill of their valid planting/ operating/ trading license, or is part of a cooperative which allows the buying and selling of FFB?</p>	<p>The unit of certification has informed all FFB received by the factory. both certified and non-certified. Supplier data has also been equipped with geolocation information, land ownership status to plantation addresses, for example:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">No</th> <th style="width: 35%;">FFB Supplier</th> <th style="width: 35%;">Remarks</th> <th style="width: 25%;">Geo Tagging Location</th> </tr> </thead> <tbody> <tr> <td align="center">1</td> <td>PT. Gunajaya Harapan Lestari</td> <td>62/HGU/KE M-ATR/BPN/2016</td> <td>X = 110.0977955 Y = -2.72450592</td> </tr> <tr> <td align="center">2</td> <td>Koperasi Bawal Sejahtera Mandiri</td> <td>NIB : 14.07.00.00.00244</td> <td>X = 110.0897622 Y = -2.74353971</td> </tr> <tr> <td align="center">3</td> <td>PT. Gunajaya Ketapang Sen-</td> <td>85/HGU/BP N-RI/2011</td> <td>X = 110.3</td> </tr> </tbody> </table>	No	FFB Supplier	Remarks	Geo Tagging Location	1	PT. Gunajaya Harapan Lestari	62/HGU/KE M-ATR/BPN/2016	X = 110.0977955 Y = -2.72450592	2	Koperasi Bawal Sejahtera Mandiri	NIB : 14.07.00.00.00244	X = 110.0897622 Y = -2.74353971	3	PT. Gunajaya Ketapang Sen-	85/HGU/BP N-RI/2011	X = 110.3	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
No	FFB Supplier	Remarks	Geo Tagging Location																
1	PT. Gunajaya Harapan Lestari	62/HGU/KE M-ATR/BPN/2016	X = 110.0977955 Y = -2.72450592																
2	Koperasi Bawal Sejahtera Mandiri	NIB : 14.07.00.00.00244	X = 110.0897622 Y = -2.74353971																
3	PT. Gunajaya Ketapang Sen-	85/HGU/BP N-RI/2011	X = 110.3																

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		tosa		4412 66 Y	
		4 Koperasi Fajar Mandiri (PT.GKS)	06/ SPK-KOP.BUN/ FM/ X /2010	= - 2.496 8270 3	
		5 Kelompok Tani Sawit Maju Sejahtera	SHM (322) NIB : 14.07.09.16.00322	X = 110.3 8310 8 Y = - 2.548 846	
		6 PT. Agro Sejahtera Manunggal	28/HGU/BPN RI/2013 52/HGU/KE M-ATR/BPN/2018	X = 110.0 9779 55 Y = - 2.724 5059 2	
		7 Koperasi Agro Seriam Mandiri	51/HGU/KE M-ATR/BPN/2015	X = 110.2 9440 21 Y = - 2.544 0268 5	
		In this data, there is quite clear information related to FFB suppliers, such as geolocation, land ownership status to addresses and certification status.			

**O** **2.3.2** For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1  
**PROCEDURAL NOTE:** For Implementation Procedure for 2.3.2 refer to Annex 4

	<p>a. Is there evidence that the mill is complying to indicator 2.3.1 above?</p> <p>b. Are there any smallholders identified as supplier to the mill?</p> <p>c. If yes to (b), are the requirements in indicator 2.3.1 been met?</p> <p>d. If no to (b), has the mill established a timeline to fulfil the requirements?</p> <p>e. Is the timeline meeting the requirements of Annex 4 of P&amp;C 2018, i.e., for <b>existing certified mill, 3 years</b> from 15 November 2018, and for <b>newly certified mill, 3 years</b> from the Initial Certification</p>	<p>From the recorded data on FFB receipts for the 2023/2024 period, it is known that the company not received FFB from collectors</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
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**Principle 3: Optimise productivity, efficiency, positive impacts and resilience**

3.1	There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability
<b>R &amp; O</b>	<b>3.1.1 (C)</b> A business or management plan (minimum three years) is documented [that includes / and], where applicable, a jointly developed business case for Scheme Smallholders

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
	<p>a. Is there a documented business or management plan with a minimum planning period of 3 years?</p> <p>b. Is the business or management plan contain:</p> <p>i. Attention to quality of planting materials?</p> <p>ii. Crop projection = Fresh Fruit Bunches (FFB) yield trends?</p> <p>iii. Mill extraction rates = Oil Extraction Rate (OER) and Kernal Extraction Rate (KER) trends?</p> <p>iv. Cost of production = cost per tonne of Crude Palm Oil (CPO) trends?</p> <p>v. Forecast prices?</p> <p>vi. Financial indicators?</p> <p>c. Is the business or management plan approved by the top management?</p> <p>d. For smallholder schemes, has the scheme management provided their members with information on business or management plan and its progress?</p>	<p>The unit of certification has business management plan for five years (2023 – 2027). The business management plan coverage:</p> <ul style="list-style-type: none"> <li>- Hectare statement area</li> <li>- FFB projection</li> <li>- OER and KER projection for next year</li> <li>- CPO and PK projection</li> <li>- Forecast price</li> <li>- Financial performance projection</li> <li>- Palm oil maintenance activity and so on.</li> </ul> <p>To evaluate business management plan achievement, the unit of certification has conducted annual management review. Last management review done February 27<sup>th</sup>, 2024. Based on management review result all the target achieved.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R</b>	<b>3.1.2</b> An annual replanting programme projected for a minimum of five years with yearly review, is available.		
	<p>a. Is there a documented annual replanting programme projected for a minimum of five years?</p> <p>b. Is the progress of implementation monitored and recorded?</p> <p>c. Is there evidence of a yearly review of the replanting programme?</p>	<p>Based on Circular Letter from Holding Director Number DPP/SE/32/2021 dated 21 September 2021 about Replanting Guidance stated that replanting for 30 years oil palm and cost book ≤ IDR 1, population below of 90 oil palm, annual productivity &lt; 14 ton/ha, etc.</p> <p>Based on business management plan, there is no replanting programme for next five years.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R &amp; O</b>	<b>3.1.3</b> The unit of certification holds management reviews at planned [intervals appropriate / <a href="#">term according</a> ] to the scale and nature of the activities undertaken.		
	<p>a. Has the unit of certification conducted management review at planned intervals?</p> <p>b. Has the agenda included the following minimum items:</p> <p>i. Results of internal audits?</p> <p>ii. Customer feedback?</p> <p>iii. Process performance and product conformity?</p>	<p>To evaluate business management plan achievement, the unit of certification brought into annual management review. Last management review done on February 27<sup>th</sup>, 2024. It was covered result of internal audit, customer feedback, process performance and product conformity, status of preventive and corrective actions, follow-up actions from management review and changes that could affect the management system and recommendations for improvement.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINE STATUS
	<ul style="list-style-type: none"> <li>iv. Status of preventive and corrective actions?</li> <li>v. Follow-up actions from management reviews?</li> <li>vi. Changes that could affect the management system?</li> <li>vii. Recommendations for improvement?</li> <li>c. When was the management review conducted?</li> <li>d. Is there minutes of meeting?</li> <li>e. What are the outcome of the review?</li> <li>f. Are the actions been implemented?</li> </ul>	<p>Based on annual management review on February 2024, it was known that all targets were achieved, and some were still below the target. Records of the annual management review such as minute meeting and attendance list are available and signed by Manager.</p> <p><b>OFI</b></p> <ul style="list-style-type: none"> <li>- The company to be considered to continuing the maintenance the ETP pond number 2. Based on field observations show that the ETP pond No. 2 become solid. terview with the management, due to the excavator is being borrowed to another unit. It was impact to delay the ETP maintenance activity.</li> </ul>	
3.2	The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.		
<b>R &amp; O</b>	<b>3.2.1 (C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.		
	<ul style="list-style-type: none"> <li>a. Are there action plans for continual improvement for the following: <ul style="list-style-type: none"> <li>i. Optimising the yield of the supply base.</li> <li>ii. Reduction in use of pesticides (Criterion 7.2)</li> <li>iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7)</li> <li>iv. Waste reduction (Criterion 7.3)</li> <li>v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10)</li> <li>vi. Impacts on communities, workers and smallholders (Principle 6)</li> <li>vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12)</li> </ul> </li> <li>b. Are the action plans included the PIC for implementation and monitoring?</li> <li>c. Are records of implementation of the action plan available?</li> <li>d. What are the examples and evidence of continual improvements that have been implemented.</li> </ul>	<p>Findings:</p> <p>The unit of certification showed commitment fo continuous improvement as sighted in the result management Review 2023, for example:</p> <ul style="list-style-type: none"> <li>- OSH implementation: Risk Analyze for health and safety programme, Evaluated HIRAC once a year, and PPE usage in overall activities.</li> <li>- In Environmental impacts: ensure all significant impact were managed, monitor and reported to the government agency regularly every six (6) months and usage of EFB for organic fertilizer.</li> <li>- In reduction of pesticides used: implement IPM programme, use chemical as minimal as possible (refer to dosage recommendation), and no prophylactic use, and</li> <li>- In waste reduction: reduce consumption of plastic, segregation of domestic waste (plastics, organics) from linesite</li> </ul> <p>The UoC has assigned the manager and all management's level are the persons who responsible for implementing and monitoring the action plans for improvement with their subordinate.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R</b>	<b>3.2.2</b> As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat <a href="#">by Certification Body during Annual Surveillance Assessment</a> by using the RSPO metrics template.		

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	<p>a. Is the RSPO metrics template filled and completed accordingly?</p> <p>b. Who is responsible to fill the template?</p> <p>c. Is the data traceable to the source of information?</p>	<p>Findings:</p> <p>RSPO metric template has filled and completed by Document controller of each unit, supervised by sustainability Staff from Head Office. Based on document verification sighted that the data traceable to the source of information. The document was prepared by the appointed PIC and has been verified to relevant information/data. For example, such as: production data for FFB production, employee number and etc.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>																																																																												
3.3	Operating procedures are appropriately documented, consistently implemented and monitored.																																																																														
R	<b>3.3.1 (C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.																																																																														
	<p>a. Are the SOPs for mills and plantation documented?</p> <p>b. Are the SOPs appropriate and adequately cover all estate and mill processes and activities? Provide examples of SOPs established in the estate and mill</p> <p>c. Are the SOPs dated and approved by the management?</p> <p>d. Is a copy of the latest version of the SOP available on site and is it documented in an appropriate language?</p> <p>e. Are the SOPs made available at the appropriate location accessible by the workers?</p> <p>f. Is there evidence that SOPs are implemented and understood by workers?</p>	<p>The SOP was documented by company and accessible. The SOP covered all processes and activities in the POM and estate from land preparation, nursery activity, palm oil maintenance since immature until mature such as manual weeding, fertilizer applications, spraying activity, harvesting, IPM, replanting activities, beneficial plant maintenance, FFB transportation, weighbridge activity, loading ramp activity, grading process, sterilizer pressure, kernel net plant, OER &amp; KER analysis, palm product storage, until dispatch process, and so on. The SOP was written in Bahasa, so can be easy to understand by all workers levels. The document has approved by top management.</p> <table border="1"> <thead> <tr> <th>No</th> <th>Department</th> <th>Procedure</th> <th>WI</th> </tr> </thead> <tbody> <tr><td>1</td><td>Office</td><td>33</td><td>35</td></tr> <tr><td>2</td><td>Internal Audit</td><td>8</td><td>14</td></tr> <tr><td>3</td><td>Plantation</td><td>23</td><td>110</td></tr> <tr><td>4</td><td>Technic</td><td>7</td><td>41</td></tr> <tr><td>5</td><td>Processing</td><td>24</td><td>212</td></tr> <tr><td>6</td><td>Accounting</td><td>38</td><td>52</td></tr> <tr><td>7</td><td>Budgeting</td><td>26</td><td>30</td></tr> <tr><td>8</td><td>General PKBL</td><td>4</td><td>6</td></tr> <tr><td>9</td><td>Marketing</td><td>29</td><td>34</td></tr> <tr><td>10</td><td>Business Transformation</td><td>29</td><td>19</td></tr> <tr><td>11</td><td>HRD</td><td>26</td><td>27</td></tr> <tr><td>12</td><td>General</td><td>24</td><td>25</td></tr> <tr><td>13</td><td>Procurement</td><td>72</td><td>-</td></tr> <tr><td>14</td><td>Business Development</td><td>6</td><td>14</td></tr> <tr><td>15</td><td>FFB Buying</td><td>9</td><td>16</td></tr> <tr><td>16</td><td>Health (HRD)</td><td>21</td><td>20</td></tr> <tr><td>17</td><td>Estate</td><td>6</td><td>7</td></tr> <tr> <td align="center" colspan="2"><b>Total</b></td> <td><b>385</b></td> <td><b>662</b></td> </tr> </tbody> </table> <p>The copies of the latest version of the SOP available as observed during field visit. The SOPs made available at the appropriate location and accessible by the workers. There is evidence that the SOPs are implemented and understood by workers as demonstrated by</p>	No	Department	Procedure	WI	1	Office	33	35	2	Internal Audit	8	14	3	Plantation	23	110	4	Technic	7	41	5	Processing	24	212	6	Accounting	38	52	7	Budgeting	26	30	8	General PKBL	4	6	9	Marketing	29	34	10	Business Transformation	29	19	11	HRD	26	27	12	General	24	25	13	Procurement	72	-	14	Business Development	6	14	15	FFB Buying	9	16	16	Health (HRD)	21	20	17	Estate	6	7	<b>Total</b>		<b>385</b>	<b>662</b>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
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		the workers during onsite interview both on mill and estate.	
<b>O</b>	<b>3.3.2</b> A mechanism to check consistent implementation of procedures is in place.		
	<p>a. What are the mechanisms established to check consistent implementation of procedures (including activities who done by contractors/other parties example re-planting operations, maintenance activities, etc) in the unit of certification?</p> <p>b. Are the mechanisms implemented?</p>	<p>In order to ensure consistent implementation of the SOPs among all levels of the workforce in the field the company implement internal audit. The company has conduct internal audit on 22-24 February 2024 by internal auditors. The documentation of internal audit is available, e.g.:</p> <ol style="list-style-type: none"> <li>Attendance list</li> <li>Internal audit report</li> <li>Verification of corrective action and continual improvement</li> <li>Corrective action and continual improvement.</li> <li>Records of monitoring and any actions taken has maintained.</li> </ol>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.3.3 Records</b> of monitoring and any actions taken are maintained and available.		
	<p>a. Are the following records maintained?</p> <p>i. Measurements or results of internal control and monitoring activities</p> <p>ii. Records of corrective actions and improvement undertaken</p> <p>b. If any activities carried out by other parties/contractor, is there the monitoring record for some activities carried out by other parties/contractor relate of the performance of major activity and other requirements (PPE, first aid kit, working equipment, work insurance, employee bring his/her wife/families to help with their job and his/her child in working areas, etc) ?</p> <p>c. Are there the record of follow-up action from the monitoring result) ?</p>	<p>Records of internal audit and corrective actions and improvement undertaken are available both on mill and estates, e.g.:</p> <ol style="list-style-type: none"> <li>Attendance list</li> <li>Internal audit report</li> <li>Verification of corrective action and continual improvement</li> </ol> <p>Corrective action and continual improvement. Records of monitoring and any actions taken has maintained and available, as appropriate. There is action plan dated February 29, 2024, consist of 5 NCRs. the NCRs status is all closed already.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
3.4	A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operation, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.		
<b>R &amp; O</b>	<b>3.4.1 (C) SEIA</b> In new plantings or operations including mills, [an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out grower scheme, is documented / is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/out grower scheme (if any). The assessment is to be documented].		
	<p>a. Is there any new plantings or operations, or expanding existing ones by the company? If</p>	<p><b>Environment Impact Assessment (EIA)</b></p> <p>The unit of certification was confirming that no new planting during periode 2023 and no schemesmallholder engagement with the unit of certification.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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	<p>Yes, what is the size of the new development i.e. new planting area or operation or expansion?</p> <p>b. Has an independent social and environmental impact assessment (SEIA) been documented for the new plantings or operations (i.e. existing planting)?</p> <p>c. <b>Has an SIA been conducted ? When was the last SIA or SIA review conducted ?</b></p> <p>d. Are the impact assessments prepared by accredited independent experts?</p> <p>e. Are all environmental and social impact (positive and negative) adequately identified?</p> <p>f. Is the SEIA undertaken based on the scope of operation or <b>all activities in plantation and mill (including replanting and nursery activity, etc) ?</b></p> <p>g. Is the SEIA undertaken in a participatory manner, including the relevant affected stakeholders?</p> <p>h. Is the SEIA assessment include and as a minimum :</p> <p>i. Assessment of the impacts of all major planned activities, including land clearing, planting, replanting, pesticide and fertiliser use, mill operations, roads, drainage and irrigation systems and other infrastructure</p> <p>ii. Assessment of the impacts on HCVs, biodiversity and RTE species, including beyond concession boundaries and any measures for the conservation and/or enhancement of these</p> <p>iii. Assessment of potential effects on adjacent natural ecosystems of planned de-</p>	<p>EIA has been documented for existing operation as below: PT Agro Sejahtera Manunggal: AMDAL document for plan to develop plantation and palm oil mill of PT Agro Sejahtera Manunggal with plantation area of 7,670 Ha with Mill Capacity of 45 Tons FFB/Hour in 2010. The document has obtained environmental feasibility according to Decree of Governor of West Kalimantan Number 560 /BLHD/2010 on 13 December 2010. In 2018, PT Agro Sejahtera Manunggal made an AMDAL Addendum to PT Agro Sejahtera Manunggal Plantation and Palm Oil Mill with a plantation area of 7,670 Ha, Capacity Increase from 45 Ton FFB/Hour to 60 Ton FFB/Hour and construction special terminal area of 5.41 Ha. From the AMDAL Addendum, PT Agro Sejahtera Manunggal has obtained an environmental permit based on Decree of Regent of Ketapang Regency Number 049/DPMPTSP-D.B/2018 on 9 February 2018. PT Gunajaya Harapan Lestari: AMDAL Documents Oil Palm Plantation Activities (Area: ± 3,000 ha) by PT Gunajaya Harapan Lestari in Ketapang Regency, West Kalimantan Province issued by Governor of West Kalimantan on 13 August 2012 with number 467/BLHD/2012. The scope of this document is an oil palm plantation of ± 3,000 Ha.</p> <p>The EIA identified all environmental aspects during operation for both plantation and mill, such as clearing of remaining natural vegetation, pests and diseases palms management, manuring, harvesting, road management, FFB processing, and management of mill effluent. The main environmental impacts identified are land erosion and degradation of soil fertility, air pollution, water pollution, social economic &amp; culture and public health. Information about identified environmental impact and its mitigation measures are listed in the matrix of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) document that approved by authority institution.</p> <p><b>Social Impact Assessment (SIA)</b> The UoC has conducted a voluntary SIA study in collaboration with several parties in conducting the study. The SIA study is as follows:</p> <ul style="list-style-type: none"> <li>• Social Impact Assessment (SIA) study in collaboration with the Faculty of Forestry, IPB in 2011, the results of which were included in the Social Impact Assessment Report (SIA) of PT Agro Sejahtera Manunggal, West Kalimantan Province in 2011 with the scope of the study covering the 2007 location permit area with an area of 8,000 hectares. The study was conducted on the social impact on the residents of Seriam Village and on the employees of PT Agro Sejahtera Mandiri. FGD related to the SIA study was con-</li> </ul>	

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	<p>velopments, including whether development or expansion will increase pressure on nearby natural ecosystems</p> <p>iv. Identification of water-courses and wetlands and assessment of potential effects on hydrology and land subsidence of planned developments. Measures should be planned and implemented to maintain the quantity, quality and access to water and land resources</p> <p>v. Baseline soil surveys and topographic information, including the identification of steep terrain, marginal and fragile soils, areas prone to erosion, degradation, subsidence, and flooding</p> <p>vi. Analysis of type of land to be used (forest, degraded forest, peatlands, cleared land, etc.)</p> <p>vii. Assessment of land ownership and user rights (including Traditional or customary rights owned by the local community (if identifiable) in SIA document)</p> <p>viii. Assessment of current land use patterns</p> <p>ix. Assessment of impacts on people's amenity</p> <p>x. Assess impacts on employment, employment opportunities or from changes of employment terms (including Welfare of workers/labour and women, children and vulnerable group in SIA document)</p> <p>xi. A cost-benefit analysis on social aspects</p> <p>xii. Assessment of potential social impacts on surrounding communities of a plantation, including an analysis of potential effects on livelihoods, and differential effects on women versus men, ethnic communities, and migrant versus long-term residents and Contribution to the local development, including improvement of human resources, local and customary communities</p>	<p>ducted in Kampung Badak Bathing on 22 April 2011, which was attended by 9 participants, in Kampung Tanjung Balai on 22 April 2011 attended by 7 participants, the FGD in Kampung Mangkul was held on 21 April 2011 followed by 29 participants and FGD with employees was held on 21 April 2011 attended by 47 participants.</p> <ul style="list-style-type: none"> <li>• Social Impact Assessment PT Gunajaya Harapan Lestari with the Faculty of Forestry, IPB in 2011, the results of which were included in the Social Impact Assessment Report (SIA) of PT Gunajaya Harapan Lestari, West Kalimantan Province in 2011 with the scope of the study covering the 2007 location permit area with an area of 3,000 hectares.</li> </ul> <p>From the four SIA documents described above, it has included studies related to employment opportunities, health and safety, facilities and benefits to workers, mechanisms for consultation and communication, stability of employment, business opportunities, district revenues, household income, institutions, public perception, social and cultural change, public and workers' health, land tenure issues, accessibility, employment opportunities, worker welfare, livelihoods, local ethnicity, contributions to local development, improvement of human resources.</p> <p>The SIA Action Plans (Social Management &amp; Monitoring Plan / RKS-RPS) to mitigate negative impacts and promotion of the positive ones as well as monitoring of impacts have been developed in consultation with the affected parties (participative study). This document was documented and timetabled, including responsibilities for implementation as seen on the document Report of Social Management and Monitoring Plan (RKS-RPS) annually for each unit (PT Agro Sejahtera Mandiri &amp; PT Gunajaya Harapan Lestari).</p>	

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
	<ul style="list-style-type: none"> <li>xiii. Assessment of salient risk of human rights violations</li> <li>xiv. Assessment of the impacts on all dimensions of food and water security including the right to adequate food, and monitoring food and water security for affected communities</li> <li>xv. Assessment of activities which may impact air quality or generate significant GHG emissions</li>   <li>i. Are there schemed smallholders/outgrowers involved?</li> <li>j. Are they considered and involved in the whole process of the SEIA?</li> <li>k. What are the main impacts affecting these smallholders/outgrowers?</li> <li>l. Is the assessment involved consultation with the affected parties? Who are the affected parties? (external &amp; internal parties) ?</li> <li>m. What are the main findings of the assessment?</li> <li>n. Is the process in conducting the SIA and the findings documented (including the meeting or stakeholder consultancy record) ?</li> <li>o. Are the findings of the SEIA found any negative impacts? If yes, is there a management and monitoring plan developed to mitigate the negative impacts?</li> </ul>		
<b>R</b>	<p><b>3.4.2</b> For the unit of certification, a SEIA is available and social and environmental management and its monitoring [plans...the word has deleted on INA-NI] have been developed with participation of affected stakeholders.</p>		

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
	<p>a. Is the SEIA management and monitoring plan developed with participation of affected stakeholders (external and internal parties) ?</p> <p>b. Are adequate plan of monitoring and management of social impact to avoid or reduce of negative impact and promote of positive impact ?</p> <p>c. Is the above plan implemented?</p> <p>d. Is there any documented record to outline the plan on mitigation, implementation and monitoring according to the SEIA report?</p>	<p><b><u>Environmental Impact Assesment (EIA).</u></b></p> <p>Environment management and monitoring plan are sighted on document RKL and RPL that have been approved by authority institution as explained in 3.4.1. The management and monitoring plan are consisting of measures to mitigates negative impacts, periode implementation, monitoring requirements, responsible person(s) and its reporting and evaluation frequency.</p> <p>The environment management and monitoring plan is adaptive to operational changes, be reviewed if current practices change or there are any additional activities. The plan has been implemented and reported to authorized institution every 6 (six) month periodically</p> <p><b><u>Social Impact Assessment (SIA)</u></b></p> <p>The UoC has developed a social management and monitoring program for the period 2024-2026, where the program has a timeline and parties responsible for carrying out monitoring/management activities. The program is made based on the results of the initial SIA identification, update/reassessment and the results of evaluations conducted at least every 2 years. The following is the social management and monitoring program for the period 2024-2026 for each unit, namely:</p> <ul style="list-style-type: none"> <li>• Social Monitoring &amp; Management Plan (RKS-RPS) PT Agro Sejahtera Manunggal period of 2024-2026 (ratified by CSR Team in February 2024) which includes the management/monitoring of 13 social impacts from tenure/agrarian, scheme smallholders, economic, education, public health, local culture, and any others.</li> <li>• Social Monitoring &amp; Management Plan (RKS-RPS) PT Gunajaya Harapan Lestari period of 2024-2026 (ratified by CSR Team in February 2024) which includes the management/monitoring of 15 social impacts from tenure/agrarian, scheme smallholders, economic, education, public health, local culture, and any others.</li> </ul> <p>Based on the explanation above, the UoC has carried out the preparation of the program in a participatory manner by including affected stakeholders (internal &amp; external) during the initial study activities (described in indicator 3.4.1) and during the 2-year evaluation carried out in 2023 (described in indicator 3.4.3).</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R &amp; O</b>	<b>3.4.3 (C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
	<p>a. Is the review of the management and monitoring plan con-</p>	<p><b><u>Environmental Impact Assesment (EIA).</u></b></p> <p>The unit of certification has implemented and review the RKI-RPL regularly once in semes-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p>

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	<p>ducted regularly? How frequent was the review?</p> <p>b. Was the review done internally or externally?</p> <p>c. Is the plan updated as necessary (i.e. in cases where the review has concluded that changes should be made to current practices)?</p> <p>d. Is there evidence that the review has been done in a participatory way (external &amp; internal parties) ?</p> <p>e. When was the last reviewed done?</p> <p>f. Was the process recorded/documentated?</p>	<p>ter (6 months). The last implementation report was period of January – June, 2024, the evidence shown by unit of certification is:</p> <ul style="list-style-type: none"> <li>• Environment Management and Monitoring (RKL-RPL) Report of PT ASM for first semester 2024 submitted to Ministry of Environment and Forestry on July 30, 2024 by SIMPLE.</li> <li>• Environmental Management and Monitoring (RKL-RPL) Report of PT GHL first semester 2024 submitted to Ministry of Environment and Forestry on July 30, 2024 by SIMPLE.</li> <li>• Semester 1, 2024 Environment Management and Monitoring (RKL-RPL) Report of PT ASM to Environment Agency, Ketapang Regency on dated on July 12, 2024;</li> <li>• Semester 1, 2024 Environment Management and Monitoring (RKL-RPL) Report of PT GHL to Environment Agency, Ketapang Regency on dated on July 12, 2024;</li> <li>• Semester 1, 2024 Plantation business development report PT Agro Manunggal Sejahtera (Pembangunan Raya POM Estate, Bengkuang Estate, Belambangan Estate and Cooperative Agro Seriam Mandiri) and PT Gunajaya Harapan Lestari (Teluk Rangit Estate) to Department of Agriculture, Plantations and Livestock Ketapang Regency on July 22, 2024;</li> </ul> <p>Based on the reports, evidence that environment monitoring implemented effectively, All Estate and POM on periode January - December, 2023 has covers field upkeep, pest management, work opprotunity, local economic, negative preception from commutinies, public health, water quality, conservation area management, air quality, road trafic, composting, land application, biogas power plant, waste mangement, etc.</p> <p><b><u>Social Impact Assessment (SIA)</u></b></p> <p>In accordance with the explanation mentioned in the previous indicator, namely 3.4.1 related to the first SIA review and update / reassessment that has been carried out by UoC in each unit in a participatory manner. The last evaluation carried out at this time was in 2024 (for the RKS/RPS period of 2021-2023) in each unit by conducting public consultation activities (evaluation was carried out by FGDs and social questionnaires at the time of the public consultation) to relevant stakeholders (village communities, government parties, internal parties of the UoC and others). The following are the results of the evaluation that has been carried out by UoC, namely:</p> <ul style="list-style-type: none"> <li>• Social Studies Update activity with FGD</li> </ul>	<p>NCR No:</p>

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		<p>method for PT Agro Sejahtera Manunggal in 2024 which has been carried out for Government Agencies (village &amp; sub-district), youth leader, community leader and workers (internal stakeholders) who are stakeholders affected by UoC on 12 February 2024. From the results of these consultations, which were carried out in a participatory manner in the form of FGDs and questionnaires, the UoC has evaluated them together with the results of the implementation of the RKS-RPS in 2021-2023 that has been carried out. From the results of the evaluation, the UoC again made the RKS-RPS for periode of 2024-2026 which was approved by the CSR Team in February 2024 with the result that all impacts that were previously managed/monitored are still considered to be re-implemented with a in 2024, namely social impacts from tenure/agrarian, scheme smallholders, economic, education, public health, local culture, and any others. Although the impacts that are managed/monitored have not changed, the management activities have a slight change/update in them.</p> <ul style="list-style-type: none"> <li>• Social Studies Update activity with FGD method for PT Gunajaya Harapan Lestari in 2024 which has been carried out for Government Agencies (village &amp; sub-district), youth leader, community leader and workers (internal stakeholders) who are stakeholders affected by UoC on 08 February 2024. From the results of these consultations, which were carried out in a participatory manner in the form of FGDs and questionnaires, the UoC has evaluated them together with the results of the implementation of the RKS-RPS in 2021-2023 that has been carried out. From the results of the evaluation, the UoC again made the RKS-RPS for periode of 2024-2026 which was approved by the CSR Team in February 2024 with the result that all impacts that were previously managed/monitored are still considered to be re-implemented with a in 2024, namely social impacts from tenure/agrarian, scheme smallholders, economic, education, public health, local culture, and any others. Although the impacts that are managed/monitored have not changed, the management activities have a slight change/update in them.</li> </ul> <p>Based on the results of the explanation above from the results of the evaluation / review of SIA documents that have been carried out in 2024, the UoC has participatively done so by inviting relevant stakeholders to participate in it.</p>	

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3.5	A system for managing human resources is in place		
<b>R</b>	<b>3.5.1</b> Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.		
	<p>a. Are there SOPs for recruitment, selection, hiring, promotion, retirement and termination of workers established? Please indicate the SOPs reference number</p> <p>b. Is the company explicitly stated the indiscriminatory policy during the recruitment selection, hiring and promotion process?</p> <p>c. Are the SOPs communicated in appropriate languages and made available to the workers and their representatives?</p> <p>d. What types of employment arrangements are there in the company? (E.g. contractual, outsourced, apprenticeships, direct hires, piecemeal basis, etc.)</p>	<p>The certification unit has procedures related to recruitment, selection, employment, promotion, retirement and termination of employment which are generally described in the Company Regulation period 2023-2025 written in Bahasa. In general, these procedures describe:</p> <ul style="list-style-type: none"> <li>Recruitment of workers is based on needs and adjusted to the ability of the company.</li> <li>The age of the prospective worker is a minimum of 18 years at the time of recruitment of workers.</li> <li>Recruitment of workers is based on the ability, expertise and assessment of prospective workers.</li> <li>The company is authorized to carry out the placement, transfer and promotion of workers in accordance with applicable regulations.</li> <li>Termination of employment can occur when a worker retires, dies, resigns, and terminates an employment agreement due to a serious violation and others.</li> </ul> <p>In addition to being publicly listed in Company Regulation, the certification unit has other procedures in the form of Policies, SOP, Internal Memorandums and others related to recruitment, transfer, promotion, retirement, termination of employment and others. These procedures have been documented to all workers and their representatives. One of the socializations given to workers was related to Company Procedure/Policy on 03 June 2024 which was attended by all workers on muster morning. For example, some procedures that are owned by the company include:</p> <ul style="list-style-type: none"> <li>Procedure Employee Recruitment and Selection (BGA-SOP-HC-304.1-R0) related Employee recruitment</li> <li>Career Path and Performance Assessment for workers such as promotion, demotion, and others in Company Regulation.</li> </ul> <p>The certification unit did not have workers with contract status for daily/casual worker (BHL) &amp; contract worker (PKWT), the current employee status is permanent workers with Grade (from PTH to PTB U8) and Staff. All the rights for each employment status have been distinguished. Based on the results of interviews with workers in the estate and mill units and representatives of the bipartite, it is known that the workers have understood the recruitment,</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>selection, promotion and other employment procedures contained in the Company Regulation and in other procedures.</p> <p>From this explanation it can be concluded that the certification unit has procedures for recruitment, selection, employment, promotion, retirement and termination of employment must be documented and available to workers and their representatives in accordance with applicable laws and regulations.</p>	
O	<p><b>3.5.2</b> Employment procedures are implemented and records are maintained. <i>[If necessary, there are calls for applications favouring the recruitment of local residents with equal competence].</i></p>		
	<p>a. Are the employment procedures implemented?</p> <p>b. Are records of implementation of the procedures been maintained?</p>	<p>The certification unit always documented all labor procedures that have been carried out properly such as recruitment, promotion, performance assessment, pension and others. The following are some sample labor procedures that have been implemented and are well documented by certification unit, including:</p> <ul style="list-style-type: none"> <li>• Indefinite Time Work Agreement (PKWTT/Permanent Worker Probation Contract) No. 030/SPK-PKWTT/7B-ASM/PRYE/IV/2024 dated 30 April 2024 between PT Agro Sejahtera Manunggal and workers with the initials HRT (loader). The agreement requires a trial period of 3 months starting 01 May 2024 and if the trial period is passed, the worker will fully become a Permanent Daily Worker (PTH) as proven by an Appointment Decree from the company. Where the agreement explains the rules, scope, type of work, wages, social security, health insurance and others. The agreement has also been submitted to each party with equal legal force.</li> <li>• Indefinite Time Work Agreement (PKWTT/Permanent Worker Probation Contract) No. 026/SPK-PKWTT/7B-GHL/TRNE/I/2024 dated 26 January 2024 between PT Gunajaya Harapan Lestari and workers with the initials HHT (harvester). The agreement requires a trial period of 3 months starting 29 January 2024 and if the trial period is passed, the worker will fully become a Permanent Daily Worker (PTH) as proven by an Appointment Decree from the company. Where the agreement explains the rules, scope, type of work, wages, social security, health insurance and others. The agreement has also been submitted to each party with equal legal force.</li> </ul> <p>The results of interviews with workers (har-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>vesting, spraying and mill operators) in plantation and mill, explain that the certification unit has carried out labor procedures starting from recruitment, selection, acceptance, promotion and retirement procedures in accordance with existing regulations, as well as all. The application is assessed in accordance with the abilities and competencies of the employees. For example, workers who initially entered were selected before being accepted, workers who received position promotion / grade promotion had received an assessment from their superiors and workers who retired received all their rights as retirees. During 2024 there were no recruitment issues that occurred at certification unit, this was in accordance with the results of interview with the bipartite, the Manpower &amp; Transmigration Agency of Ketapang Regency which stated that the application of existing labor procedures certification unit is in accordance with the regulations and since 2023 (January-December) until now (July 2024) there have been no recruitment issues.</p> <p>Based on the description above, it can be concluded that the certification unit already has labor procedures implemented, and records are maintained for each worker.</p>	
3.6	An occupational health and safety (H&S) plan are documented, effectively communicated and implemented.		
<b>R</b>	<b>3.6.1 (C) All operations [are risk assessed to identify H&amp;S issues / activities risks assessed to identify the H&amp;S issues]. Mitigation plans and procedures are documented and implemented.</b>		
	<p>a. Is there a health and safety policy in place?</p> <p>b. Is there any SOP to conduct risk assessments of all its operations? Please indicate the reference number.</p> <p>c. Are risk assessments conducted for all company's operations, processes and activities where health and safety are an issue (including working tools used, age plant (mature and or immature) and unsafe condition or potential risk as example the angle of descent and the risers and treads of stairways in the mill)?</p> <p>d. Is there documented mitigation plan for the identified issues in the risk assessments?</p> <p>e. Are the plans been implemented, monitored and reported?</p> <p>f. Is the risks assessment and the</p>	<p>Both of mill and plantation has established the OSH policy issued by plantation and mill manager on 27 August 2018. Mill and plantation have established procedure for risk management document no. WILAYAH 7A -SUST-SOP 03-R00, Rev.00, date of issued 01 May 2017. This procedure has explained information regarding mechanism to carry out risk assessment, risk level determination, and risk management. To follow the company procedure, the OSH Committee has carried out Hazard Identification Risk Assessment and Determining Control for all activity and building in the plantation and mill.</p> <p>The company has not conducted a review of the results of the hazard aspect assessment (HIRAC) and its control after a work accident occurred, for example with the accidents on May 29, 2024 and April 27, 2024. Auditor raise as non conformity.</p> <p>The OSH committee has established the OSH work program for year 2023 and 2024 as part of risk mitigation plan. For work program year</p>	<p><input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No: RSPO05821</p>

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	<p>actions plan reviewed when accidents &amp; incidents occurred to prevent further recurrence?</p> <p>g. If it has included, does the result of identification of source of hazard and risk control revised because considering the actual accidents &amp; incidents that occurred?</p> <p>h. Are accidents &amp; incidents recorded?</p> <p>i. Are all precautions attached to products properly observed and applied to the workers?</p> <p>j. Are the workers aware of the risks associated with their work activities?</p> <p>k. Is there plan included targets for improving occupational health and safety?</p>	<p>2024, the review was conducted on every three-monthly basis based on record of Achievement Report of OSH Implementation FOR/K3/11. The report was signed by and approved by OSH (chairman and secretary) with result showed the OSH implementation in the work place both mill and plantation were good.</p>	
<b>O</b>	<b>3.6.2 (C) The effectiveness of the H&amp;S plan to address health and safety risks to people are monitored.</b>		
	<p>a. What are the evidences of implementation of the H&amp;S plan?</p> <p>b. Is the effectiveness of the health and safety plan monitored?</p> <p>c. Is the health and safety plan made publicly available?</p> <p>d. Is there an action taken if targets are not achieved?</p> <p>e. Has the company identified the responsible person/persons to implement and monitor the H&amp;S plan?</p> <p>f. Is adequate and appropriate protective equipment available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting, etc?</p>	<p>Unit of certification monitors the effectiveness of the implementation of the OHS plan which is carried out to manage OHS risks for employees, including by evaluating the implementation of the OHS program, HIRAC evaluation at least once a year, OHS inspections, inventory of emergency response facilities and infrastructure, monthly pregnancy checks, installation of OHS infrastructure, accident investigations work, repair and maintenance programs in plantations and factories, inspections for compliance with the use of PPE which are carried out every month, monitoring employee health status through special health checks and periodic health checks, giving multivitamins to harvesters. In addition, the certification unit routinely makes quarterly OHS reports including OHS Committee reports which are reported to the Office of Manpower and Transmigration once every 3 months. The unit of certification also routinely conducts OHS Committee meetings once every 1 month to evaluate plans and realization of work programs in plantations and factories.</p> <p>Based on the results of field observations at PRYM, it is known that the Company currently only has one engine room operator (prime mover) and 2 licensed boiler operators. While the shortage of engine room operators is 2 people and for boiler operators is 4 class 2 boiler operators. Therefore, the Company currently cannot prove that it has licensed operators to mitigate the hazard aspects at the station in accordance with the OSH program. Auditor raise non conformity.</p>	<p><input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:  RSPO05822</p>
3.7	All staff, workers, Scheme smallholders, out growers and contract workers are appropriately trained.		
<b>R &amp; O</b>	<b>3.7.1 (C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&amp;C, in a form they understand, and which includes assessments of train-</b>		

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	ing.		
	<p>a. Is the company maintained a list of staff, workers, scheme smallholders, out growers and contract workers whom training must be provided to?</p> <p>b. Is there a formal training programme in place that covers all aspects of the RSPO Principles and Criteria that includes?</p> <p>i. Regular assessment of training needs of all staff, workers, smallholders and contract workers;</p> <p>ii. Training for workers on scheme smallholder and outgrower plots;</p> <p>iii. Documentation of all the training assessment needs, formal training conducted and the list of participants attending these formal training</p> <p>c. Who is responsible for the development of training programme, scheduling and the conduct of training?</p> <p>d. Is the training for workers cover, at minimum, the following?</p> <p>i. the health and environmental risks of pesticide exposure;</p> <p>ii. recognition of acute and long-term exposure symptoms including the most vulnerable groups (e.g., young workers, pregnant women);</p> <p>iii. ways to minimise exposure to workers and their families;</p> <p>iv. International and national instruments or regulations that protect workers' health;</p> <p>v. Productivity and best management practice;</p> <p>vi. relevant SOPs</p> <p>e. Are all workers involved in the operation appropriately trained in safe working practices?</p> <p>f. Is the training provided in a form understood by the workers?</p> <p>g. Is there assessment of training for the workers?</p> <p><b>Note to auditor:</b> To interview staff, workers, smallholders and contract workers to verify that the implementation of the training programme and the effectiveness of the training</p>	<p>The unit of certification has identified and developed a training program related to aspects of the RSPO P&amp;C for all staff, workers, smallholders and local stakeholders in 2024. The following are the results of the identification and training program plans listed in the 2023-2024 Training Calendar, among others:</p> <ul style="list-style-type: none"> <li>• Training on work techniques (harvest, spraying, manuring, pruning, etc), pest and disease census, limited pesticide use training, supply chain requirements, first aid, OHS, PPE, HIRAC, fire simulation, fire extinguisher, hazardous toxic and waste, and company policy for plantation workers.</li> <li>• Training on operator work techniques (OHS training of steam aircraft, production aircraft, welders, etc), first aid, PPE, HIRAC, fire extinguisher, emergency response, and company policy for factory workers.</li> </ul> <p>Training and socialization of RSPO, ISPO, company policy and communication and complaint procedures for contractor workers, smallholders, stakeholders and communities around the company</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No: -</p>
<b>R &amp; O</b>	<b>3.7.2 Records</b> of training are maintained, where appropriate on an individual basis.		

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
	<p>a. Is documentation of all the training assessment needs, formal training conducted and the list of participants attending these formal training been maintained?</p> <p>b. Are training records maintained for each employee, where appropriate?</p>	<p>The unit of certification shows the minutes document for the realization of the 2024 training program, here's an example:</p> <ul style="list-style-type: none"> <li>• Socialization of HCV which was held on February 6, 2024, and was attended by 42 workers at PT ASM</li> <li>• Training of IPM has conducted Pembangunan Raya and Bengkuang Raya Estate on July 08, 2024 and attended by 15 participants, and in Belaban Raya Estate was conducted on June 03, 2024 and attended by 16 participants.</li> <li>• Training of chemical sprayer has conducted in Belaban Raya, Pembangunan Raya and Bengkuang Raya Estate on June 20, 2024 and attended by 44 participants</li> </ul> <p>Socialization of RSPO/ISPO principles and criteria, company policies as well as communication and complaints procedures which were held on February 4, 2024, and attended by 11 external stakeholders</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<p><b>3.7.3 Appropriate</b> training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p>		
	<p>a. Are there specific personnel carrying out tasks for effective implementation of the supply chain?</p> <p>b. Are the job descriptions for each of the personnel identified above defined and communicated?</p> <p>c. Is there evidence that specific training was provided and relevant to the task performed?</p> <p>d. When was the last training on SC conducted and to whom?</p> <p>e. Through interviews with the relevant personnel involved in the SC, are the persons knowledgeable and competent in implementing the supply chain procedures?</p>	<p>The company has specific personnel carrying out tasks for effective implementation of the supply chain and job descriptions for each of the personnel identified defined and communicated.</p> <p>The mill assigned several personnel as person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements, as stated on <i>Surat Keputusan</i> 003/Wilayah 7A-Sust/V/2024, 18 Mei 2024, signed by Regional Head Sei Rasau.</p> <p>SCCS training conducted on February 19, 2024, attended by 17 participants. The topics for SCCS are MB model training, mass balance sheet input training for production clerk. Based on observation during audit, confirmed the person in charge has been able to demonstrate awareness of the organization's procedures for the implementation of this standard.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<p><b>3.8 Supply chain requirements for mills</b></p>			
<b>R</b>	<p><b>3.8.1 (C) A mill is deemed to be Identity Preserved (IP) if the FFB used by the mill are sourced from plantation/ estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Module E is applicable.</b></p> <p><b>Note:</b> Definition Identity Preserved Mill</p>		

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	<ul style="list-style-type: none"> <li>a. Are all FFBs sourced from certified estates within the unit of certification?</li> <li>b. Are there FFBs from other certified estates (not within the certified unit)? If yes, how do you confirm that the supplying estates are certified?</li> <li>c. How do you confirm that the mill only processes certified FFB?</li> <li>d. Are there any FFB processed from non-certified sources?</li> <li>e. Is the mill assuring that certified PO is kept separate from non-certified PO and PO from other certified mills, including during transport and storage?</li> </ul>	The Pembangunan Raya palm oil mill is implemented the RSPO SCC Mass Balance for the supply chain model. This section not applicable.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>3.8.2 (C)</b> A mill is deemed to be MB if the mill process FFB from both RSPO certified & uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB. <b>Note:</b> Definition Mass Balance Mill		
	<ul style="list-style-type: none"> <li>a. Are the certified and non-certified FFB been monitored?</li> <li>b. How is the monitoring of incoming certified and non-certified FFB been conducted?</li> </ul>	The Pembangunan Raya palm oil mill has monitored the FFBs source both of RSPO certified and non-certified. The FFBs RSPO certified came from its supply base, and for non-certified from others plantation (including plantation under PT Bumitama Agro Ltd) also FFBs third party. The monitoring of incoming FFBs certified and non-certified was recorded in the daily production report and mass balance report. Record of FFBs receipt and process presented in Table 2 and 3 above.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>3.8.3 (C)</b> The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report. <b>Note:</b> Explanation (Volume and Product Integrity)		
	<ul style="list-style-type: none"> <li>a. Has the projected certified volume for CPO and PK been appropriately determined by the mill?</li> <li>b. What was the basis for determining certified volume?</li> <li>c. For previous license volume, how was the actual production volume as compared to certified volume?</li> </ul>	The estimated tonnage for certified product CPO and PK is determined from the production budget per three years. In this document contain information of hectare planted area, production estimation from previous actual evaluation, target yield per hectare, conversion rates for CPO and PK, FFB process, CPO and PK production, and others including the financial indicators. The basis used by company to estimate the potential certified volume was hectare planted area (mature) and yield per ha from previous evaluation. The estimated certified tonnage product of CPO and PK for next twelve months served in Table 3 above.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.4 (C)</b> The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform <b>Note:</b> Explanation (Volume and Product Integrity)		

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS												
	<p>a. What are all transactions has registered through RSPO IT platform for the appropriate supply chain?</p> <p>b. What are all transactions has reported through RSPO IT platform for the appropriate supply chain?</p>	<p>Within audit date period Feb 2023 to Jan 2024, all the transaction claimed as RSPO certified was registered in RSPO trading platform. Total transaction within audit date period was:</p> <table border="1" data-bbox="751 477 1256 645"> <thead> <tr> <th>Number of transac-tions</th> <th>Prod-uct</th> <th>Quanti-ty (MT)</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>18</td> <td>CSPK</td> <td>6749.13</td> <td>Con-firmed</td> </tr> <tr> <td>1</td> <td>CSPO</td> <td>8000</td> <td>B&amp;C</td> </tr> </tbody> </table>	Number of transac-tions	Prod-uct	Quanti-ty (MT)	Status	18	CSPK	6749.13	Con-firmed	1	CSPO	8000	B&C	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
Number of transac-tions	Prod-uct	Quanti-ty (MT)	Status												
18	CSPK	6749.13	Con-firmed												
1	CSPO	8000	B&C												
<b>R</b>	<p><b>3.8.5 (C)</b></p> <p>The mill shall have written procedures and/or work instructions equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>• Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>• Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records)</li> <li>• Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard</li> <li>• The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill</li> </ul> <p><b>Note:</b> Documented Procedure</p>														
	<p>a. Are the following procedures established?</p> <p>i. receiving and processing of certified and non-certified FFB?</p> <p>ii. SOPs as required under the SCC requirements?</p> <p>iii. Training procedure?</p> <p>b. Are the procedures complete to cover the supply chain requirements?</p> <p>c. Has the organization identified relevant person(s) responsible for the implementation of the RSPO SC?</p> <p>d. Are the roles, responsibility and authority been defined and are the personnel aware of their roles?</p> <p>e. Where are the procedures kept and are they accessible by the personnel involved in the SC implementation?</p> <p>f. Are the personnel involved in the SC implementation knowledgeable and able to demonstrate awareness of the organization's procedures?</p>	<p>The Pembangunan Raya palm oil mill has established procedure/work instructions/and mechanism for RSPO SCC implementation on the ground. The documents were:</p> <ol style="list-style-type: none"> <li>1. Document no. WIL 7A -SUST-SOP-22-R1, Rev.02, date of issued 01 Jul 2021 regarding <i>Identifikasi &amp; Kemampuan Telusur Produk</i>;</li> <li>2. Document no. IK-PST-038, Rev.01, date of issued 02 Nov 2021 regarding handling non-conforming products;</li> <li>3. Document no. SOP-PST-024, Rev.02, date of issued 01 Jul 2021 regarding internal audit for management system;</li> <li>4. Document no. 219-IK/PGL/PTPN-V/2016, Rev.0, date of issued 12 Mar 2016 regarding measurement of CPO and PK conversion ratios;</li> <li>5. Document no. IK-PEM-024, Rev.00, date of issued 15 Jan 2020 regarding management review.</li> <li>6. Document no. IK-PEM-013, Rev.00, dated of issued 15 Jan 2020 regarding handling customer complaint.</li> <li>7. Document no. SOP-SDM-012, Rev.00, dated of issued 15 Jan 2020 regarding training needs identification.</li> </ol> <p>All the procedure above has contained the RSPO SCC mechanism.</p> <p>The Pembangunan Raya palm oil has appointed responsible person dealing with RSPO SCC implementation, it was quality control (QC). All the responsible person has obtained the RSPO SCC awareness training done by internally conducted on 24 April 2024 attended by 18 participants. That person is responsible for recording of incoming, processing handling,</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>												

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		mass balance recording until outgoing of certified product. Based on interview with QAA and Weighbridge operator (responsible person for RSPO SCC implementation), they able to explained how to handling the certified raw material and products since the incoming until outgoing process.	
<b>R</b>	<b>3.8.6 (C)</b> <ul style="list-style-type: none"> <li>• The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:                             <ol style="list-style-type: none"> <li>a. Conforms to the requirements in the RSPO Supply Chain Certification Requirement for mills and the RSPO Role on Market Communications and Claims.</li> <li>b. Effectively implements and maintains the standard requirements within its organisation</li> </ol> </li> <li>• Any non-conformities found as part of the internal audit shall be issued &amp; required corrective action. The outcomes of the internal audits and all actions taken to correct non- conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports</li> </ul> <b>Note:</b> Internal Audit		
	<ol style="list-style-type: none"> <li>a. Is there SOP for conducting internal audit? How regular is the internal audit?</li> <li>b. Has the internal audit assessed the organization conformance to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents?</li> <li>c. When was the internal audit conducted and was the internal audit done by competent auditor(s)?</li> <li>d. Are there non-conformities raised? If yes, has it been responded in a timely manner?</li> <li>e. Are the outcomes of the internal audit and corrective actions of the non-conformities been reviewed in the management review?</li> <li>f. Are all the audit records and reports been maintained?</li> <li>g. Did the internal audit show that the organization effectively implements and maintains the standard requirements within its organization?</li> </ol>	The Procedure to conduct annual internal audit are describe in document No. BGA-SUST-SOP-50 dated 12 May 2018. The procedure aims to enforce criteria, methods, responsibility for implementation internal audit of RSPO, ISPO, ISCC, ISO 9001, ISO 14001, SMK3 (OHSAS 18001) for ensure the effectiveness of its application. Internal audit conduct annually by Certification and Compliance Department, with approval by Management Representative. Internal audit and corrective action report will become one of management review agenda. Internal audit was held on 26-27 January 2023 for all business unit (Estate and Mill) and there is no non-conformity related to supply chain indicators. The internal audit program are covering the document control system, conforms to the re-quirements in RSPO SCC standard & RSPO market communication & claims document.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>3.8.7 (C)</b> <ol style="list-style-type: none"> <li>i. The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received</li> <li>ii. The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage</li> <li>iii. The mill shall have a mechanism in place for handling non-conforming FFB and/or documents</li> </ol> <b>Note:</b> Purchasing/Good In		
	<ol style="list-style-type: none"> <li>a. Is the mill conduct verification and document the tonnage and sources of certified and the tonnage of non-certified FFBs received?</li> <li>b. Where is it recorded?</li> <li>c. Is there overproduction? If yes, did the mill inform the CB?</li> <li>d. What is the mechanism in place for handling of non-conforming products?</li> </ol>	The Pembangunan Raya palm oil mill has established procedure document no. SOP-PST-012, Rev.02, date of issued 01 Jul 2021 regarding traceability; were this procedure explained mechanism how to receipt certified raw material FFB from estate supplied based, what is the information should be available in the FFB delivery documents. This procedure also explained regarding how to handling non-conforming products if any, who the responsible person for handling and others.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS																				
		Based on production report and mass balance report audit date period Feb 2023 to Jan 2024 (until 30 Jan 2024), total FFBs receipt was 33,761.46 MT, while in the certificate quota as stated in the palm trace was 45,456.83 MT. This volume still below than the certificate quota.																					
R	<p><b>3.8.8 (C)</b>            The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The Information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> <li>• The name and address of the buyer;</li> <li>• The name and address of the seller;</li> <li>• The loading or shipment / delivery date;</li> <li>• The date on which the documents were issued;</li> <li>• RSPO Supply chain certificate number;</li> <li>• A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>• The quantity of the products delivered;</li> <li>• Any related transport documentation;</li> <li>• A unique identification number;</li> </ul> <p><b>Note:</b> Sales and goods out</p>																						
	<p>a. Is there any document accompanying the certified oil palm products delivery?</p> <p>b. On which document/documents does the mill put the supply chain model and the SCC certificate number?</p> <p>c. Do all documents sampled meet the requirements of this clause?            Verify the documents</p>	<p>The Pembangunan Raya palm oil mill has established procedure document no. SOP-PST-012, Rev.02, date of issued 01 Jul 2021 regarding traceability, where this procedure has explained mechanism for handling outgoing certified products, what is the information should be available in the products delivery documents as required by RSPO, and others. For outgoing product, the implementation could be verified in the contract agreement, purchased order, delivery order, invoice, shipping announcement, B/L document and others. Sample taken:</p> <table border="1" data-bbox="751 1429 1257 1908"> <tr> <td>Buyer name</td> <td>PT Sumber Indahperkasa</td> </tr> <tr> <td>Certificate number</td> <td>RSPO 00004</td> </tr> <tr> <td>Seller name</td> <td>Pembangunan Raya Mill, PT Agro Sejahtera Manunggal</td> </tr> <tr> <td>Certificate number</td> <td>824 502 24198</td> </tr> <tr> <td>Product name</td> <td>CSPO MB</td> </tr> <tr> <td>Quantity (MT)</td> <td>500</td> </tr> <tr> <td>Type of transport</td> <td>Franco</td> </tr> <tr> <td>B/L date</td> <td>20-04-2024</td> </tr> <tr> <td>Transaction ID</td> <td>TR-2a839dc2-1fdf</td> </tr> <tr> <td>Confirmation date</td> <td>15-05-2024</td> </tr> </table>	Buyer name	PT Sumber Indahperkasa	Certificate number	RSPO 00004	Seller name	Pembangunan Raya Mill, PT Agro Sejahtera Manunggal	Certificate number	824 502 24198	Product name	CSPO MB	Quantity (MT)	500	Type of transport	Franco	B/L date	20-04-2024	Transaction ID	TR-2a839dc2-1fdf	Confirmation date	15-05-2024	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
Buyer name	PT Sumber Indahperkasa																						
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B/L date	20-04-2024																						
Transaction ID	TR-2a839dc2-1fdf																						
Confirmation date	15-05-2024																						
R	<p><b>3.8.9 (C)</b>            i. The mill shall not outsource its milling activities. In cases where the mill outsources activities to independent third parties (e.g., subcontractors for storage, transport or other outsourced activities), the mill holding certificate shall ensure that the independent third party complies with the requirements of this RSPO Supply Chain Certification.  <b>Note:</b> Outsourcing Activities</p>																						

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS									
	<p>a. Are there outsourced activities to independent third parties? Please list down the outsourced activities</p> <p>b. Is there agreement in place with the third-party service providers?</p> <p>c. Is the agreement included the requirement that the independent third party complies with the requirements of the RSPO Supply Chain Certification Standard?</p> <p>d. Are there outsourced facilities that were deemed risky and visited?</p>	<p>The Pembangunan Rayapalm oil mill is used the contractor activity for transportation products to buyer, as agreement mentioned below:</p> <table border="1" data-bbox="751 450 1259 898"> <thead> <tr> <th>Contractor name</th> <th>Contract no. document</th> <th>Type of activity</th> </tr> </thead> <tbody> <tr> <td>PT Suri Adidaya Kapuas</td> <td>002- /SPKS/PRYM/V/ 2024 dated 29 May 2024 valid until 29 May 2025</td> <td>PK transportation</td> </tr> <tr> <td>CV CKawira Putra (CPO transporter), agreement No.</td> <td>001- /SPKS/PRYM/V/ 2024 dated 29 May 2024 valid until 29 May 2025</td> <td>CPO transportation</td> </tr> </tbody> </table> <p>This transporter was independent third-party and not RSPO certified. All the legally ownership of certified material and products are fully owned by Pembanunan Raya palm oil mill and plantation. This statement is mentioned in the contract agreement. The contractor's duties only delivered (transport) the certified products from mill to buyer site location.</p> <p>To delivered the awareness of contractor's against to RSPO SCCS requirements, the company carried out the RSPO SCC awareness raising conducted on 4 March 2024, regarding handling RSPO certified product. The awareness is carried out internally. Based on contract agreement verification, it was clear mentioned in clause 15, point 8, that the certification body will have access to carry out verification if necessary, during the audit to check the RSPO SCC implementation. This agreement has signed by both of parties (contractor and Pembangunan Raya palm oil mill). The agreement is complied with the RSPO SCC requirements for MB supply chain model.</p> <p>Due to the contractor's activity is only transportation, the risk level is low, and the contractors not certified.</p>	Contractor name	Contract no. document	Type of activity	PT Suri Adidaya Kapuas	002- /SPKS/PRYM/V/ 2024 dated 29 May 2024 valid until 29 May 2025	PK transportation	CV CKawira Putra (CPO transporter), agreement No.	001- /SPKS/PRYM/V/ 2024 dated 29 May 2024 valid until 29 May 2025	CPO transportation	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
Contractor name	Contract no. document	Type of activity										
PT Suri Adidaya Kapuas	002- /SPKS/PRYM/V/ 2024 dated 29 May 2024 valid until 29 May 2025	PK transportation										
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R	<p><b>3.8.9 (C)</b></p> <p>ii. The mill shall ensure the following:</p> <p>a. The mill has legal ownership of all input material to be included in outsourced processes;</p> <p>b. The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary;</p> <p>c. The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor;</p> <p>d. The mill shall furthermore ensure (e.g., through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance;</p> <p><b>Note : Outsourcing Activities</b></p>											

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<ul style="list-style-type: none"> <li>a. Is the agreement signed with independent third party legally enforceable?</li> <li>b. Is the legal ownership of the materials included in out-sourced processes clearly defined in the agreement?</li> <li>c. Are these companies RSPO certified? If not, do they have to be verified?</li> <li>d. Is there SOP for outsourced process been established and communicated to the relevant contractor?</li> <li>e. Is there mechanism to ensure that outsourced activities are in compliance to RSPO SC requirements and facility's Standard Operating Procedure (SOP)?</li> <li>f. Has the third-party contractor-maintained records and available to the CB during the audit? Is this requirement included in the agreement?</li> </ul>	Yes, please refer to 3.8.9 (i) above.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>3.8.10 (C)</b> The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products <b>Note: Outsourcing Activities</b>		
	<ul style="list-style-type: none"> <li>a. Is there a list of contractors (used for the processing or physical handling of certified oil palm products) with names and contact details?</li> <li>b. When was the list last updated?</li> </ul>	The contractors used by Pembanguna Raya palm oil mill is for transportation only as mentioned in section above.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.11 (C)</b> The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products <b>Note: Outsourcing Activities</b>		
	<ul style="list-style-type: none"> <li>a. Are there new contractors appointed by the company for the processing or physical handling of RSPO certified oil palm products? If yes, is the list of contractors been updated?</li> <li>b. Is there agreement in place?</li> </ul>	Please refer to 3.8.9 (i) above. The contractors were updated per January 2024. No changes or no new contractors used until the date of Recertification assessment. The mill has mechanism to inform the CB if any changes of the contractors used.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.12 (C)</b> i. The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements <b>Note: Record Keeping</b>		
	<ul style="list-style-type: none"> <li>a. Is there accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements?</li> <li>b. Who are responsible for maintaining the records?</li> </ul>	All the procedure, documents and records of the RSPO SCC Mass Balance implementation is available and accessible in place. This document kept and maintained well by the facility. The responsible person for this was production clerk, document control and sustainability department for both mill and plantation.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.12 (C)</b> ii. Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or prod-		

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	ucts held in stock The organisation shall be able to provide the estimate volume of palm oil / palm kernel oil content (separate categories) in the RSPO certified oil palm product and keep an up-to-date record of the volume purchased (input) and claimed (output) over a period of twelve (12) months <b>Note:</b> Record Keeping <b>Note for auditor:</b> Records for the previous license period and the new license period needs to be verified		
	a. What is the retention period, and is it complying with the legal and regulatory requirements? b. Are there records showing the FFB input and the products produce and sold by the mill available? c. Is the organization able to confirm the certified status of raw materials or products in stock? Check PalmTrace & Accounting system of certified products	In the traceability procedure document no. SOP-PST-012, date of issued 01 Jul 2021, mentioned the retention time for all documents and records of RPSPO SCC implementation shall be kept in 5 years, as stated in section 7.2.3.7 page 10. Within RA audit date period, all data handling of certified and non-certified raw material and product available in place and accessible.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A NCR No:
<b>R &amp; O</b>	<b>3.8.12 (C)</b> i. For IP module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis ii. For MB module, the mill: a) shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis b) All volumes of certified CPO & PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short. (i.e., product can be sold before it is in stock.) <b>Note:</b> D.5.1 & E.5.1		
	a. <ul style="list-style-type: none"> <li>• For IP mill, has the record of certified FFB receipts and process, and CSPO and CSPK produced and sold been established on a real-time basis?</li> <li>• For MB mill, what accounting system that is applied?</li> </ul> b. Is the delivered volume of CSPO and CSPK in accordance with the approved conversion ratios by RSPO? c. If not, what are the ratios? d. Does the mill sell short? e. If yes, have they balanced the account within a period of three months?	The Pembangunan Raya palm oil mill is implemented the fixed inventory period for the mass balance accounting system as stated in the traceability procedure document no. SOP-PST-012, date of issued 01 Jul 2021, section 7.2.4.2 page 11. This accounting system required to carry out three monthly basis evaluation to check whether the end of three months the certified stock is positive. For the conversion ratios, The Pembangunan Rayapalm oil mill used they owned conversion ratios by laboratory analysis and sounding storage measurement. The actual production within 12 months RA audit date perios served in Table 2 and 3 above.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A NCR No:
<b>R</b>	<b>3.8.13 (C)</b> OER & KER shall be applied to provide a reliable estimate of the amount of certified CPO & PK from the associated inputs. Mill shall determine and set their own extraction rates which shall be based upon past experience, documented and applied consistently. <b>Note:</b> Conversion Factors		
	a. What was the conversion rate used for the estimation of certified volume of CSPO and CSPK? b. Is the conversion rate applied provide a reliable estimate for the amount of certified output available from the associated inputs?	As mentioned in 3.8.12 above, The Pembangunan Rayapalm oil mill using the owned conversion rated based on actual production through the laboratory and storage tank sounding measurement. The conversion rates are similar between certified and noncertified raw material processed. Due the conversion rates used the actual value; the reliable estimation is not applied. The conversion rates re-	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A NCR No:

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINE STATUS
	c. Is the conversion ratio periodical reviewed?	view in yearly during management review.	
<b>R</b>	<b>3.8.14 (C)</b> Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate. <b>Note:</b> Conversion Factors		
	a. Was the conversion rate following the actual performance or industry average?	As mentioned in 3.8.12 and 3.8.13 above, The Pembangunan Rayapalm oil mill using the owned conversion rates from laboratory and sounding measurement. This actual based on factory performance.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.15 (C)</b> For IP module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non- certified oil palm product including during transport and storage to strive for 100% separation. <b>Note:</b> Processing		
	a. For IP mill, is there SOP for managing the certified oil palm products separated from non-certified oil palm product including during transportation and storage (to strive for 100% separation)?  b. Are there documented procedures established to ensure no contamination during transport and storage for its RSPO certified oil palm product from non-certified materials?	The Pembangunan Raya mill is implemented the Mass Balance supply chain model	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.16 (C)</b> i. Shipping Announcement in the RSPO IT platform shall be carried out by the mill when RSPO Certified product are sold as certified to refineries, crusher & traders not more than three months after dispatch with the dispatch with the dispatch date being the Bill of Lading or the dispatch document date ii. Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of under-production, loss or damage shall be removed in the RSPO IT Platform. <b>Note:</b> Registration of Transaction		
	a. Is the shipping announcement carried out in accordance with the internal SOP requirements? b. Is the confirmation from the buyer conducted in the RSPO IT Platform? c. Is tracing conducted at least annually? d. Is volume sold under other scheme or conventional being remove from the certified volume?	As explained in the 3.8.8 above, the shipping announcement was in place and met with company procedure as well as the RSPO minimum requirements for the sales and goods out. It was verified for all shipping announcements documents all the transaction is confirmed by the buyer through the confirmation date information.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>3.8.17 (C)</b> The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims. <b>Note:</b> Claims		
	a. Is the mill making claims? If yes, has the claim following the RSPO Rules on Market Communications and Claims	The Pembangunan Raya palm oil mill did not make any claimed in the packaging of sustainable products outgoing. The mill only carried out market communications to buyer with put	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A

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		the certificate number, supply chain model in the document of sustainable products outgoing as sampled mentioned in the section above. The mechanism for market communication explained in the traceability procedure.	NCR No:
<b>Principle 4: Respect Community and Human Right and Deliver Benefits</b>			
4.1	The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders		
<b>R &amp; O</b>	<b>4.1.1 (C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), [is documented and communicated to all levels of the workforce, operations, supply chain and local communities and.... the sentence has deleted on INA-NI] prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces. This policy is documented and communicated to all levels of workforce, operations, supply chain and local communities.		
	<p>a. Is there a written policy or commitment made by the senior management on Human Rights including prohibiting retaliation against Human Rights Defenders (HRD) or a stand alone policy to protect HRD?</p> <p>b. Is the policy included the prohibition of intimidation and harassment by the unit of certification and contracted services, including contracted security forces?</p> <p>c. How was the policy communicated to all levels of the workforce, operations, supply chain and local communities? When was the last communication conducted?</p> <p>d. What evidence is available to demonstrate that all levels of workforce, supply chain and local communities been informed of the above?</p> <p>e. Based on interview with the workers, supply chain and local communities who have been communicated, are they aware of the policy?</p>	<p>The policies regarding human rights described in the Employment and Human Rights Policy which was approved by the Regional Head on 10 October 2022 that's described respect the rights of their employees, workers in their operations and communities through the commitments which include, but are not limited to providing equal opportunities, respecting freedom of association, eradicating any form of exploitation, ensuring favorable working conditions, enhancing safety and health, respecting community rights and the rights of indigenous people, protecting the rights of vulnerable people, protecting the rights of children, eliminating violence and sexual harassment. Furthermore, the policy regarding prohibiting retaliation against Human Rights Defenders (HRDs) ruled in the in that policy which described the company does not tolerate retaliation against individual who discloses any actual or suspected violations in good faith. The spokes did not suffer harassment, retaliation, or adverse employment consequence for speaking up or cooperating in an investigation.</p> <p>Based on the explanation above, during the past year there were no issues / incidents of human rights violations that occurred in the vicinity or the operational area of the certification unit so that there were no acts of intimidation / violence carried out by the certification unit including contracted services such as security services that were contracted and others.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>4.1.2</b> The unit of certification does not instigate violence or [use any form of harassment, including the use of mercenaries and paramilitaries in their operations / <a href="#">any form of intimidation in its operations</a> ]		

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	<p>a. Is there mercenaries and paramilitaries use in the operations of the company? If yes, what is the scope of their work?</p> <p>b. Does the interviews with the relevant stakeholders (workers and local communities) or online search reveal use of violence by/in the unit of certification?</p> <p>c. If there are reported cases or interviews reveal used of violence by/in the unit of certification, please verify with relevant stakeholders.</p>	<p>Based on interview with stakeholder such as communities surrounding the company, bipartite, and workers known that there is no indication of human rights violation. Based on field visit also known that the company does not use mercenaries and paramilitaries in its operations.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
4.2	<p>There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>		
O	<p><b>4.2.1 (C)</b> The mutually agreed system <b>is in place</b>, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring <b>the</b> anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, <b>as long as the report is supported with sufficient preliminary evidences</b>. <b>The system ensure that there is</b> [without / no] risk of reprisal or intimidation and follows the RSPO policy for HRDs</p>		
	<p>a. Is there a system in place to deal with complaints and grievances for all affected parties?</p> <p>b. Does the system allow for the complainant to agree on the process of the grievance mechanism?</p> <p>c. Does the system allow for the protection of the anonymity of the complainant if requested?</p> <p>d. How is a complaint or grievance investigated, addressed and resolved?</p> <p>e. <b>what is all complaints and grievances submitted to personal/section which responsible to receive complaints and grievances by affected parties via existing system ?</b></p> <p>f. <b>If existing system is the use of gradual mechanism, are there</b></p>	<p>The company has a Grievance Resolution SOP with document number BGA-SOP-HC-311.1-R0 which has been approved by Director on 25 April 2012 and Complaint SOP with document number ASM-SUST-SOP-10 which has been approved by Regional Head on 04 May 2021. This procedure is a reference in receiving and resolving complaints from external and internal parties. Meanwhile, the personnel responsible for receiving and documenting complaints from the parties are Corporate Affairs. Complaints that exist will be reviewed and consulted with the parties for resolution. It was further explained that each reporter's identity (anonymity/whistleblower) is kept/confidential, the company has installed a bulletin board at the front of the office area in each work unit, for example in the estate and mill offices. The main points of the notification are the address of the complaint (phone number and email) and the guarantee of confidentiality and protection for the complainant.</p> <p>The procedure above has explained about the person in charge of receiving and resolving complaints (external and internal officers including HRD), response timeframe, confidentiality of the reporter and whistleblower, until further handling of complaints is possible to a tripartite level. (Mediation and settlement by government). Procedure is available in Bahasa Indonesia and if there are any complaints/grievances that the resolution that has not found mutually, the complainants can</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>the record of compliant and grievance on the foreman/supervisor because he/she is the PiC of receiving complaint &amp; grievance in first level ?</p> <p>g. Is the system effective to ensure complaints or grievances are addressed or resolved in an effective, timely and appropriate manner?</p> <p>h. Is there a non-retaliation or non-reprisal policy that protects complainants or whistleblowers?</p> <p>i. Does the complainant know that his/her anonymity will be protected if requested?</p> <p>j. Where a resolution is not found mutually, is there a process for complaints to be brought to the next level e.g. RSPO Complaints System?</p>	<p>bring that compliance to RSPO Complaints System.</p> <p>All of the above procedures were made by the certification unit as a reference for carrying out communication activities, resolving complaints and conflicts that occurred during certification unit carrying out its operational activities. Although the procedure was made by the certification unit, parties who are relevant stakeholders such as the surrounding village communities have also been given socialization regarding this matter and since 2023 until June 2023 there have been no problems in the procedure. This is in accordance with the results of interviews with surrounding village, which stated that the existing communication, complaint and conflict resolution procedures were deemed not burdensome to the village and its community. However, certification unit can show the documentation of socialization of Procedure to surrounding village in last year has been doing on 03 February &amp; 21 June 2024.</p> <p>Based on this explanation, it can be concluded that the certification unit has procedures/communication systems, complaints and conflict resolutions available for all affected parties, can resolve disputes effectively, in a timely and appropriate manner, and ensure the protection of the identity (anonymity) of the complainant, human rights defenders, community representatives, whistleblowers, if requested, as long as the report is supported by sufficient preliminary evidence. This system ensures there is no risk of retaliation or intimidation and follows the RSPO policy of respect for human rights.</p>	
<b>R</b>	<b>4.2.2</b> Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
	<p>a. Are there procedures to ensure the above system is understood by the affected parties, including the illiterate parties?</p> <p>b. How was the system made known and communicated to all parties including illiterate parties? When was the last communication been carried out?</p> <p>c. Is there evidence that the system is known/understood by all parties including the illiterate parties?</p>	<p>To ensure that everyone (people who cannot read and write) can understand the existing procedures in the system implemented by the company, which is to provide flexibility for stakeholders or employees to make complaints accompanied by representatives who can read and write. This procedure is a technical guideline in receiving various complaints submitted by stakeholders or other related parties. and the resolution process. The procedure also ensures that everyone (people who cannot read and write) can understand the procedures in the system implemented by the company, namely providing flexibility for stakeholders or employees to submit complaints accompanied by representatives who can read and write.</p> <p>However, the results of interviews with representatives of surrounding communities, the</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>community has known about the communication procedures and to people who served as communicators between the company and community so that people who cannot read / write can be informed by the related communicators.</p> <p>Based on the explanation above, it can be concluded that the certification unit has procedures to ensure the system is understood by affected parties, including those who cannot read and write that are well documented.</p>	
<b>R &amp; O</b>	<b>4.2.3</b> The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		
	<p>a. Is the complaints or grievance resolution process documented?</p> <p>b. Does the grievance mechanism requires the company to keep parties informed of its progress against an agreed timeframe?</p> <p>c. Is the progress of the resolution process been informed to the parties to a grievance?</p> <p>d. Are outcomes or decisions communicated to the parties?</p>	<p>Based on the results of a review of the external complaint register book document for the 2023 period until June 2024, it is known that during this period there were complaints or grievance submitted by stakeholders to the company. This is in accordance with the results of interviews from the surrounding community &amp; agencies in Ketapang Regency which stated that during 2024 these stakeholders doesn't have submitted complaints or grievance to the company, but if there is complaints that has been submitted the company has been well responded well by the company so far.</p> <p>In the explanation above, if certification unit has responded to the letter related to the land claim sent by the complainant and the response given along with the progress/decision on the response has been known by the reporting party. This is the same as the settlement of other claims/complaints apart from the examples given above, the certification unit has responded to every complaint/claim submitted to it in accordance with the provisions stipulated in the procedure and has been well documented and known by the parties in the in it.</p> <p>In addition, if complaints submitted by external parties, the company has also properly documented the handling of complaints internally. This is evidenced by the existence of a complaint book available in each unit, in which the book contains information regarding the complainant, the date, and the status of the complaint. As a result of a review of the incoming letter book documents for the period 2023 to June 2024, it is known that there were no request or complaint for information submitted by stakeholders. This is in accordance with the results of public consultations with the Agencies of Ketapang Regency and the surrounding village communities which stated that so far, their parties had never sent a letter requesting documents to the company. Apart from that, if the requests for information that</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>have been submitted to the company (via email/whatsapp or direct mail) have always been responded to well and informed easily via electronic media such as email/whatsapp (due to the distance and difficult transportation). The company has never responded to a request for information, and the personnel responsible for responding to this are CSR (Corporate Social Responsibility).</p> <p>Based on the results of interviews with estate workers, mill and representatives of the bipartite, it is known that the workers have a good understanding of the complaint submission procedures established by the company and every complaint submitted has been recorded in the complaint book in each unit. Every complaint submitted in 2024 is only in the form of complaints related to the facilities provided by the company.</p> <p>Based on this, it can be concluded that the unit of certification has informed the progress of handling complaints to the parties, including the agreed time frame, and the results are available and communicated to the relevant stakeholders.</p>	
<b>R &amp; O</b>	<p><b>4.2.4</b> The conflict resolution mechanism includes the option of access to independent legal and technical advice [./.] [the ability for / the] complainants <b>have the freedom</b> to choose individuals or groups to support them and/or act as observers [./.] [as well as the option of a third-party mediator / <b>The parties can choose the option to engage a third-party mediator</b>].</p> <p><b>Note</b> : Auditor need to interview with the grievance parties to determine the process.</p>		
	<p>a. Does the conflict mechanism include the option of access to independent legal and technical advice, the the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator?</p> <p>b. Has there been a case of the above occurred? If yes, what is the outcome?</p>	<p>In Indonesia, giving freedom to the reporting party to obtain legal and technical assistance from an independent party is allowed and there is no regulation/procedure in certification unit that forbids it. An example is the resolution of the problem described above in which the company provides options/options to the heirs to obtain legal assistance from other independent parties.</p> <p>Based on the results of document review, it is known that conflict resolution mechanisms can use the option to obtain legal and technical assistance from independent parties, this can be proven by the existence of conflict resolution related to land clearing and plasma land development between companies and communities involving NGOs and the RSPO, in addition, the company also has records regarding every progress of the conflict resolution process.</p> <p>Results of interviews with surrounding communities which stated that when their residents had disputes or land claims to the company in previous years, the community was given the freedom to ask for legal and technical assistance from independent parties</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>such as lawyers. and other parties to manage this matter. This proves that the certification unit in general has carried out its procedures to give the reporting party the freedom to obtain legal and technical assistance from a third party in the event of a dispute.</p> <p>Based on the explanation and description above, it can be concluded that the certification unit has a conflict resolution mechanism/procedure which includes the option to obtain legal and technical assistance from an independent party, where the reporting party has the freedom to choose a person or group who can support it and/or act as observers as well as the parties may choose the option of involving a third-party mediator.</p>	
4.3	The unit of certification contributes to local sustainable development as agreed by local communities.		
O	<b>4.3.1</b> Contributions to community development that are based on the results of consultation with local communities are demonstrated.		
	<p>a. Have the local development needs been identified in consultation with local communities?</p> <p>b. Are there any contributions made to the local development? If yes, are they in accordance with what have been agreed during the consultation?</p>	<p>The UoC has a development program for the welfare of the surrounding community which is made based on the results of consultations every year. The program is included in the CSR (Corporate Social Responsibility) Program for 2024. The program prepared in 2024 is based on the results of the consultation conducted in early 2024 (based on the consultation in 2024 &amp; realization in 2023). For the 2024 consultation activities which are the basis for the preparation of the 2024 program have been carried out in each unit such as:</p> <ul style="list-style-type: none"> <li>• Social Monitoring &amp; Management Plan (RKS-RPS) PT Agro Sejahtera Manunggal period of 2024-2026 (ratified by CSR Team in February 2024) which includes the management/monitoring of 13 social impacts from tenure/agrarian, scheme smallholders, economic, education, public health, local culture, and any others.</li> <li>• Social Monitoring &amp; Management Plan (RKS-RPS) PT Gunajaya Harapan Lestari period of 2024-2026 (ratified by CSR Team in February 2024) which includes the management/monitoring of 15 social impacts from tenure/agrarian, scheme smallholders, economic, education, public health, local culture, and any others.</li> </ul> <p>From the results of consultation with stakeholders above, UoC has compiled a 2024 program with several sector in it, namely Economy, Education, Social, &amp; Infrastructure. The results of interviews with the surrounding community (Seriam Village) found that UoC has always discussed the needs of the surrounding community to be the basis for making CSR programs every year and currently the CSR programs that are felt are quite helpful in accordance with the results of the con-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>sultations carried out.</p> <p>In addition to consulting and creating the CSR program as described above, UoC can also show documented evidence that the CSR program has been implemented quite well such as:</p> <ul style="list-style-type: none"> <li>• Assistance in the infrastructure sector such as improving village road access in surrounding villages namely Seriam Village in 2024.</li> <li>• Donation in the education sector such as providing better infrastruktur for school facilitie &amp; school supplies for stident in Seriam Village in 2024.</li> <li>• Assistance in the social sector such as providing socialization and legal counseling in Seriam Village in 2024.</li> </ul> <p>Based on the explanation and description above, it can be concluded that currently UoC has been contributing to local sustainable development as agreed by local communities.</p>	
4.4	Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.		
<b>R</b>	<b>4.4.1 (C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.	<p>The Company has legal documents related to its land rights in accordance with the prevailing laws and regulations with the following details:  <b>PT Agro Sejahtera Manunggal</b></p> <ul style="list-style-type: none"> <li>• PT Agro Sejahtera Manunggal have operational area with legal standing (HGU) is 6,124.69 Ha that consist of: <ul style="list-style-type: none"> <li>❖ HGU Certificate No. 65 with the name of the right holder, namely PT Agro Sejahtera Manunggal with an area of 5,630.20 Ha on 17 July 2013 with the expiration date of 12 July 2048.</li> <li>❖ HGU Certificate No. 234 with the name of the right holder, namely PT Agro Sejahtera Manunggal with an area of 414.17 Ha on 27 July 2018 with the expiration date of 26 July 2053.</li> <li>❖ HGU Certificate No. 235 with the name of the right holder, namely PT Agro Sejahtera Manunggal with an area of 3.92 Ha on 27 July 2018 with the expiration date of 26 July 2053.</li> <li>❖ HGU Certificate No. 236 with the name of the right holder, namely PT Agro Sejahtera Manunggal with an area of 16.0295 Ha on 27 July 2018</li> </ul> </li> </ul>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
	<p>a. Are there documents showing legal ownership or lease of the land available? (e.g. land titles, lease documents)</p> <p>b. Is there legitimate claim from the stakeholders?</p> <p>c. Has the claim been identified and assessed through the FPIC process?</p> <p>d. Are there documents showing history of land tenure available? (e.g. legal documents showing land status change, SIA and EIA reports, HCV assessment reports)</p> <p>e. Who was the previous land-owner of the unit of certifica-</p>		

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	tion?	<p>with the expiration date of 26 July 2053.</p> <ul style="list-style-type: none"> <li>❖ HGU Certificate No. 237 with the name of the right holder, namely PT Agro Sejahtera Manunggal with an area of 46.32 Ha on 27 July 2018 with the expiration date of 26 July 2053.</li> <li>❖ HGU Certificate No. 238 with the name of the right holder, namely PT Agro Sejahtera Manunggal with an area of 14.05 Ha on 27 July 2018 with the expiration date of 26 July 2053.</li> </ul> <ul style="list-style-type: none"> <li>• The land right for PT Agro Sejahtera Manunggal is also accompanied by a business permit contained in the Decree of the Ketapang Regent No.050/DPMPSTP-D.B/2018 dated 12 February 2018, the area permitted for plantation business is 7,250 Ha with a processing unit capacity of 60 Tons of FFB/Hour, located in Kendawangan District, Ketapang Regency, West Kalimantan Province.</li> </ul> <p>Currently the certification scope of PT Agro Sejahtera Manunggal is 5,355.97 Ha out of the total HGU area of 6,124.69 Ha, so there is still an area of 768.72 Ha that is still not included in the scope of RSPO certification.</p> <p><b><u>PT Gunajaya Harapan Lestari</u></b></p> <ul style="list-style-type: none"> <li>• PT Gunajaya Harapan Lestari have operational area with legal standing (HGU) is 1,973.45 Ha that consist of: <ul style="list-style-type: none"> <li>❖ HGU Certificate No. 144 with the name of the right holder, namely PT Gunajaya Harapan Lestari with an area of 1,973.45 Ha on 01 November 2016 with the expiration date of 27 September 2051.</li> <li>❖ Decree of the Minister of Agrarian Affairs and Spatial Planning / Head of BPN (No. 62/HGU/KEM-ATR/BPN/2016) Regarding the Granting of Land Rights in the Name of PT Gunajaya Harapan Lestari for Land in Ketapang Regency, West Kalimantan Province covering an area of 1,973.45 ha for 35 years on 27 September 2016.</li> </ul> </li> <li>• The land right for PT Gunajaya Harapan Lestari is also accompanied by a business permit contained in the Decree of the Ketapang Regent No.427/DISBUN-D/2013 dated 11 September 2013, the area permitted for plantation business is 2,250 Ha, located in Kendawangan District, Ketapang Regency, West Kalimantan Province.</li> </ul> <p><b><u>Cooperative Agro Seriam Mandiri</u></b></p>	

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		<ul style="list-style-type: none"> <li>• Cooperative Agro Seriam Mandiri have operational area with legal standing (HGU) is 960.80 Ha that consist of:               <ul style="list-style-type: none"> <li>❖ Decree of Decree of the Minister of Agrarian Affairs and Spatial Planning / Head of BPN (No. 51/HGU/KEM-ATR/BPN/2015 dated 20 May 2015) Regarding the Granting of Land Rights in the Name of <i>Koperasi Perkebunan Agro Seriam Mandiri</i> for Land in Ketapang Regency, West Kalimantan Province covering an area of 960.80 ha for 35 years on 20 May 2050.</li> <li>❖ HGU Certificate No. 01 with the name of the right holder, namely <i>Koperasi Perkebunan Agro Seriam Mandiri</i> with an area of 960.80 Ha on 20 May 2015 with the expiration date of 20 May 2050.</li> </ul> </li> </ul>	
O	<p><b>4.4.2</b> Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include :</p> <p>a) Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups [in the communities / <b>within community</b>], with [particular / <b>specific</b>] assurance that vulnerable, minorities' and gender groups are [consulted / <b>asked for their opinions</b>], and that information has been provided to all affected groups, including <b>in it</b> information [on / <b>about</b>] the steps [that are....<b>the sentence has deleted on INA-NI</b>] taken to involve them in decision making</p> <p>b) Evidence that the unit of certification has respected communities' decisions...<b>the word has deleted on INA-NI</b> to give or withhold their consent to the operation at the time that these decisions were taken</p> <p>c) Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land</p>		
	<p>a. Are copies of negotiated agreements with affected parties available?</p> <p>b. Is there evidence that the agreement was established through a proper FPIC process?</p> <p>c. Does the agreement contain the following :</p> <p>i. An action plan developed through consultation with all affected parties, is inclusive and evidence that members of affected parties are well informed and involved in the decision making process</p> <p>ii. Evidence of options to give or withhold consent for development</p> <p>iii. Evidence that members of the affected communities understand and accept the implication involved in per-</p>	<p>Based on latest assessment, no additions are made to the company's operations. Land acquisition was carried out in stages starting from 2009 to 2014. As of 2024, land acquisition has been carried out covering an area of 6,725.66 Ha. The company shows the recapitulation of the names of landowners who have been released for PT Agro Sejahtera Manunggal.</p> <p>As for PT Gunajaya Harapan Lestari, the company has also shown records of the last land compensation to the people of Pulau Bawal Hamlet which was carried out in 2012 covering an area of 1,500 ha. The recording contains information, such as: Land Acquisition Letter, Declaration Letter, Land Acquisition Document &amp; Minutes of Land Compensation Payment, Land Certificate, Documentation of Land Compensation Payment on 20 January 2012 along with a Participatory Map (Scale 1:40.000) of the location of land compensation payments. All of these documents were signed by the company, the community and also the relevant agencies.</p> <p>Land compensation documents along with the</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>mitting/rejecting oil palm development on their land (E.g.: legal Status, social, environmental, economic)</p> <p>iv. Evidence that the negotiated agreement was entered voluntarily without coercion by all parties</p> <p>v. Evidence that adequate time was given for customary decision making and iterative negotiations</p> <p>vi. Clause which states that the negotiated agreement is legally binding</p>	<p>negotiations have been well documented and stored in the Ketapang Branch Office. The documents stored are, documents related to the process of land compensation, proof of payment, documentation of activities, to a participatory map between the seller and the company.</p>	
<p align="center"><b>R</b></p>	<p><b>4.4.3 (C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p><b>Note to auditor :</b> Actual ground verification showing the accuracy of the dispute map should be conducted</p>		
	<p>a. Is there a map of the extent of legal, customary or user rights? Is this map of appropriate scale?</p> <p>b. Was the map produced through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities)?</p> <p>c. Are the maps accepted by the relevant communities?</p>	<p>The Unit of Certification has had SOP related land identification and compensation on SOP Procedure – Indemnity of Planting &amp; Area (No. BGA-SOP-GL-903.1-R3, dated 30 September 2020) which set land identification, calculation and compensation for land acquisition mechanism. In this procedure was explained that the process of land identification is involved the community and the village government.</p> <p>Based on document review, known that previous land acquisition did not diminish community's legal rights. Based on land acquisition documents, known that the documents made in Indonesia language, has include the maps, price agreement, evidence of payment, and signed by both party as well as Village Officials. The latest land compensation has been conducted before 2015. Based on management interviews, it is known that Unit of Certification has no plans to expand the land by legal compensation for community. Currently the company is still in the process of obtaining legality for the fostered cooperatives which are managed directly by the company. As explained in indicator 4.4.2, there are participatory maps explaining the location of land compensation and signed jointly between the company and the previous owner community, for example, Documentation of Land Compensation Payment on 20 January 2012 for Pulau Bawal Hamlet communities along with a Participatory Map (Scale 1:40.000) of the location of land compensation payments. All of these documents were signed by the company, the community and also the relevant agencies.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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<b>O</b>	<b>4.4.4</b> All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements		
	a. Is there evidence that all the information (maps, agreement, records, impact assessment, benefit sharing and legal arrangements) is available in appropriate forms and languages, understood and accessible to affected parties?	Based on latest assessment, there was no increase in the company's operational area. The last land compensation process was carried out before 2015. During the release of land, in general, the owner of the land acts as a representative for himself. Regular reviews of the FPIC process are embodied in the SIA document which functions to highlight the social issues of the affected people including land issues. All records were made in Indonesian, clear proof of payment and signed by both parties between the company and the land seller (local community) without coercion.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>4.4.5 (C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.		
	a. Who is the representative of the community in the negotiation process?  b. Is the representative appointed by the community?  c. Is the record of appointment to represent the community available and shared with the affected parties?	Based on latest assessment, there was no increase in the company's operational area. The last land compensation process was carried out before 2015. During the release of land, in general, the owner of the land acts as a representative for himself. Regular reviews of the FPIC process are embodied in the SIA document which functions to highlight the social issues of the affected people including land issues. All records were made in Indonesian, clear proof of payment and signed by both parties between the company and the land seller (local community) without coercion.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>4.4.6</b> There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. <b>Note to auditor :</b> interviews with affected parties to be conducted to verify the occurrence of the process		
	a. Is there evidence that the implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties?  b. When was the reviewed conducted?	Based on latest assessment, there was no increase in the company's operational area. The last land compensation process was carried out before 2015. During the release of land, in general, the owner of the land acts as a representative for himself. Regular reviews of the FPIC process are embodied in the SIA document which functions to highlight the social issues of the affected people including land issues. All records were made in Indonesian, clear proof of payment and signed by both parties between the company and the land seller (local community) without coercion.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
4.5	No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.		
<b>O</b>	<b>4.5.1 (C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.		

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	<p>a. What are the documents showing identification of legal, customary and user rights?</p> <p>b. Does the SEIA include the identification and assessment of legal, customary and user rights of the area?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news, measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
O	<p><b>4.5.2 (C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions [, with /.] All the relevant information and documents made available, [with / and community have] option of resourced access to independent <b>third-party</b> advice through a documented, long-term and two-way process of consultation and negotiation.</p>		
	<p>a. Is comprehensive FPIC process carried out for all oil palm development including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions?</p> <p>b. What evidences are available to support (a)?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news, measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
O	<p><b>4.5.3</b> Evidence is available that affected local peoples understand they have the right to say '<b>agree or not agree</b>' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements [should be / <b>are</b>] non-coercive and entered into voluntarily and carried out prior to new operations.</p>		

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	<p>a. Has it been communicated to the community that they have the right to say 'no' to the proposed development at all stages, up until the agreement with company is signed? What evidence was sighted?</p> <p>b. Is there evidence to demonstrate that the consent/agreement has been given prior to new operations?</p> <p>c. Is the negotiated agreements made without coercion and entered into voluntarily and carried out prior to new operations? If yes, what documents to support this?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
O	<p><b>4.5.4</b> To ensure local food and water security, as part of the FPIC process, [participatory SEIA / <a href="#">SEIA participation</a>] and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p>		
	<p>a. Has the company conducted a participatory SEIA and participatory land-use planning with local peoples prior to new planting?</p> <p>b. During the process, has the impact on food and water security for local people, full range of food and water provisioning options identified, discussed and agreed with the local people?</p> <p>c. Are there any measures proposed for implementation in b, and are these documented?</p> <p>d. Is there transparency of the land allocation process?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
O	<p><b>4.5.5</b> Evidence is available that the affected communities and rights holders have had the option to access to information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>		
	<p>a. What are the records to show that the community and rights holders have freedom to access information and independent advisor(s) concerning the legal, economic, environmental and</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	social implications of the proposed operations on their lands?	<p>compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	
<b>O</b>	<b>4.5.6</b> Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.		
	<p>a. Did the communities (or their representatives) give consent to the initial planning phases of the operations prior to the new issuance of a concession or land title?</p> <p>b. What evidences were sighted for (a) above?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>4.5.7</b> After 15 November 2018, New lands will not be acquired for plantations and mills [after 15 November 2018 as a result of recent ([2005 or later / after November 2005]) expropriations in the national interest (eminent domain) without [consent (eminent domain) / FPIC process], except in cases of smallholders benefiting from agrarian reform or anti-drug programmes.		
	<p>a. Is there any new land acquired after 15/11/2018 for plantations and mills?</p> <p>b. Have the local communities consented and/or compensated prior to acquisition of the land?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	
<b>O</b>	<p><b>4.5.8 (C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.  <b>Note to auditor :</b> There should be direct verification of above with the local communities</p>		
	<p>a. Is there any community in voluntary isolation being identified?</p> <p>b. Is there any new land aquired in area with communities in voluntary isolation?</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records before 2015. The certification unit can show land compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. The documents for the compensation process have been signed by both parties and are known to local officials such as the village head, sub-district head and witnesses. Existing and well-documented agreements are one that the FPIC process has implemented.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company. Other than that, the UoC doesn't have any new plantings program since 2023.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
4.6	<p>Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>		
<b>O</b>	<p><b>4.6.1 (C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.  <b>Note to auditor :</b> There should be direct verification of above with the affected parties</p>		
	<p>a. Is there documented system in place for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation?</p> <p>b. Is the documented system agreed by the affected parties?</p>	<p>The certification unit shows procedure of Land Acquisition and Compensation, document No. BGA-SOP-GL-903.1-R3, dated 30 September 2020. Procedures include explaining the land identification process, outreach to the community, physical inventory, to the compensation process. Completeness of compensation payment documents: receipts, documentation, identification cards (<i>KTP</i>), minutes of land over and compensation, certificates of land ownership, statement letters, detailed maps of land and attendance lists of land measurements.</p> <p>Based on the results of interviews with repre-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		representatives of Seriam Village, there are no issues of dispute or other land issues with the company, and they already understand/know the procedures for conflict resolution as well as compensation & land acquisition.	
<b>O</b>	<b>4.6.2 (C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.		
	<p>a. Does the company have a documented system in place to calculate and distribute fair and gender-equal compensation (monetary or otherwise)?</p> <p>b. Is the documented system agreed by the affected parties</p> <p>c. Does the system include participative monitoring and evaluation with the affected parties and the corrective action was taken into consideration?</p>	<p>The certification unit shows procedure of Land Acquisition and Compensation, document No. BGA-SOP-GL-903.1-R3, dated 30 September 2020. Procedures include explaining the land identification process, outreach to the community, physical inventory, to the compensation process. Completeness of compensation payment documents: receipts, documentation, identification cards (<i>KTP</i>), minutes of land over and compensation, certificates of land ownership, statement letters, detailed maps of land and attendance lists of land measurements.</p> <p>Based on the results of interviews with representatives of Seriam Village, there are no issues of dispute or other land issues with the company, and they already understand/know the procedures for conflict resolution as well as compensation &amp; land acquisition.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>4.6.3</b> Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings (if possible based on local law, customs and/or agreement).		
	<p>a. What are the evidence that demonstrates equal opportunities were provided to both men and woman to hold land titles for smallholdings?</p>	<p>Until the latest assessments were carried out there were no new GRTTs. The last land acquisition was carried out before 2015. The company has procedure of Land Acquisition and Compensation, document No. BGA-SOP-GL-903.1-R3, dated 30 September 2020. The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the Company, the purpose is to ensure the area of plantation free from others right.</p> <p>Based on the results of interviews with the Seriam Village communities, the community benefits in the form of plasma plantations that are shaded by the Agro Seriam Mandiri Cooperative, in which the community gets equal opportunities for the entire island community to become members of the cooperative and obtain results that are beneficial to their welfare.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>4.6.4</b> The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.		
	<p>a. Is the process and outcome of any compensation claims documented and made publicly</p>	<p>Until latest assessment was implemented there was no expansion of the area or new planting. This was evidenced by the results of public consultations with the community and the absence of additional <i>GRTT</i> records out before 2015. The certification unit can show</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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	<p>available to the affected parties?</p> <p>a. What evidence was sighted for (a) above and was it done with the participation of affected parties?</p>	<p>land compensation documents which include informing about news. measurement program, master map of the compensation area, certificate of ownership, statement of relinquishment of land rights, map of the area to be compensated, receipts for compensation payments. One of the most recent evidenced of land compensation is Recapitulation of Compensation Fund Applications - Region VII for the 2009 - 2014 period with a total area of 6,725.66 hectares freed up, for 480 heads of households.</p> <p>In detail, there are records of acquisition of land at PT Agro Sejahtera Manunggal, for example on behalf of OMA Hendrika (INYUH) of the Seriam Village community located in Block A-07 covering an area of 5 hectares with a compensation value of IDR 1,250,000, dated 24 December 2008. Supporting documents are available in the form of Map of location of compensation signed by both parties, proof of payment received on 12 December 2008, Land Handover Letter, Statement Letter, Land Acquisition Document and Minutes of Land Compensation.</p> <p>As for PT Gunajaya Harapan Lestari, the company has also shown records of the last land compensation to the people of Pulau Bawal Hamlet of Kendawangan Kiri Village which was carried out in 2012 covering an area of 1,500 ha. The recording contains information, such as: Land Acquisition Letter, Declaration Letter, Land Acquisition Document &amp; Minutes of Land Compensation Payment, Land Certificate, Documentation of Land Compensation Payment on 20 January 2012 along with a Participatory Map (Scale 1:40.000) of the location of land compensation payments. All of these documents were signed by the company, the community and also the relevant agencies.</p> <p>Based on the results of interviews with representatives of Seriam Villages, there are no issues of dispute or other land issues with the company.</p>	
4.7	Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.		
O	<b>4.7.1 (C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.		
	<p>a. Does the company have a documented system or procedure in place to identify people and/or community groups entitled to compensation?</p>	<p>The land compensation process was completed by the company before 2015. There is FPIC Procedure on Internal Office Memo of Deputy Regional Head No. 003/ASM-SUST/03/2017 dated 01 July 2017, part 2.4 explains that identification of participatory maps related to legal ownership of the community considers gender, community leaders, local or transmigrant</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	b. Is the procedure agreed by the affected parties?	communities, ethnic groups, etc.	
<b>O</b>	<b>4.7.2 (C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. <b>Note to auditor :</b> There should be direct verification of above with the affected parties		
	a. Does the company has documented system to calculate and distribute fair compensation?  b. Is the documented system agreed by the affected parties and made available to them?	The land compensation process was completed by the company before 2015. There is FPIC Procedure on Internal Office Memo of Deputy Regional Head No. 003/ASM-SUST/03/2017 dated 01 July 2017, part 2.4 explains that identification of participatory maps related to legal ownership of the community considers gender, community leaders, local or transmigrant communities, ethnic groups, etc.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>4.7.3</b> Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.		
	a. Does the company provide communities that have lost access and rights to land for plantation expansion opportunities to benefit from plantation development?  b. What are the evidences to a above?	Based on the results of interviews with representatives of Seriam Village the community benefits from the existence of the company, for example by the large number of villagers working for the company and also the development of plasma which of course increases the welfare of the community. They stated that prior to the existence of the company, the community's access to interact with other areas was only through rivers. After the company exists, the community can access the company's roads for daily activities.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
4.8	The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.		
<b>O</b>	<b>4.8.1</b> Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.  <b>Note to auditor :</b> <ul style="list-style-type: none"> <li>Due diligence should be conducted on the management to provide evidence that there has been no historical or current land dispute</li> <li>There should be direct verification of above with the affected parties</li> </ul>		
	a. Are there, or have there been any land disputes?  b. If there are or have been disputes, are there :  i. Documents to proof legal acquisition?  ii. Records of FPIC process including resolution of the dispute?  c. If there has been acquisition involving compensation, are there	The certification unit has SOP for Social Conflict Handling on procedure No. BGA-SOP-ASM-25-R0 dated 02 January 2020. The procedures include explaining the conflict information, conflict analysis, coordination of conflict handling, and preparation of reports on handling progress carried out periodically.  Based on the results of the study of the area statement documents, there are several areas occupied by other parties, from the company's explanation for these occupied areas are areas that have not been compensated by the company and will be removed from the HGU certificate in the future. The auditor made observations in these areas, for example in Block C37 (Bengkuang Raya Estate) and Block C25 (Pembangunan Raya Estate) and found that	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:

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	<p>:</p> <p>i. Records that fair compensation has been provided and accepted by parties involved?</p> <p>ii. Records that all affected parties are consulted and represented?</p> <p>iii. Documents of negotiations/discussion available?</p>	<p>there were clear boundaries between the areas occupied and the areas managed by the company and there were no indications of damage or disturbance.</p> <p>From the results of interviews with representatives of Seriam Village, it was also explained that there were indeed areas that had not been compensated by the company. But there is no conflict or dispute between the company and community. Other than that, since 2023 until now there's no issue related to land conflict.</p>	
<b>O</b>	<p><b>4.8.2 (C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>		
	<p>a. Does the company have cases of land conflict? (i.e. preventing the company from operating normally)</p> <p>b. If the company has cases of conflict, are records of the following available?</p> <p>i. Status of land conflict</p> <p>ii. SOP/ mechanism for conflict resolution</p> <p>iii. Implementation of SOP/mechanism</p> <p>iv. Acceptance of the procedures by all parties</p> <p>v. Records of conflict resolution</p>	<p>Based on the explanation in indicator 4.8.1, it is known that there are currently no land conflicts although there are still several rea that have not been controlled by the Company until this audit activity.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<p><b>4.8.3</b> Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p>		
	<p>a. Is there evidence that the land has been acquired through dispossession or forced abandonment of customary and user rights prior to the current operations?</p> <p>b. Are there any parties who can establish legitimate rights on the land?</p> <p>c. If so, are the requirements in 4.4.2, 4.4.3 and 4.4.4 been met?</p>	<p>Based on the explanation in indicator 4.8.1, it is known that there are currently no land conflicts although there are still several rea that have not been controlled by the Company until this audit activity.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<p><b>4.8.4</b> For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities and indigenous people where applicable).</p>		

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	<b>Note to auditor :</b> Actual ground verification showing the accuracy of the dispute map should be conducted		
	a. Is there an SOP for participatory mapping of disputed area?  b. Is the disputed area mapped?  c. Is there documented evidence of involvement and acceptance by the affected parties?	Based on the explanation in indicator 4.8.1, it is known that there are currently no land conflicts although there are still several rea that have not been controlled by the Company until this audit activity.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:
<b>Principle 5: Support Smallholder Inclusion</b>			
5.1	The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.		
R	<b>5.1.1 Current</b> and previous period prices [paid...the word has deleted on INA-NI] for FFB are publicly available and accessible by smallholders		
	a. Is there any information on current and previous price paid for FFB available during the audit? <b>Note:</b> Recommended good practice to maintain for 12 months of previous  b. Has the mill made available the information (current and previous prices) to the smallholders? If yes, how was it done?  c. Are the smallholders aware of such information is available?	Based on an interview with the Manager Mill, the pricing is an agreement between the management of supplier and the FFB supplier. Pricing is fluctuated in accordance with the development of FFB prices and CPO prices on the world market.  Based on the results of interviews with the FFB supplier, it is known that the company always communicates to him every day regarding changes in FFB prices. The company also informs the FFB on the notice board at the factory and communication via call, short message service and application like <i>whatsapp</i> , so that it can be seen by FFB suppliers.  The company shows evidence of FFB purchases from scheme smallholders, for example on behalf of <i>Koperasi Agro Seriam Mandiri</i> for the period of December 2023. In the proof of payment of FFB to these farmers, the FFB price set is in accordance with the price determined by the Plantation Agency of Kalimantan Barat Province attached in the FFB Price Determination document as a result of the Technical Working Group Meeting of the FFB Purchase Price for Palm Oil Production from Partnered Smallholders in Kalimantan Barat Province for the period II December 2023	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
O	<b>5.1.2 (C)</b> Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders		
	a. What evidence is available to show that the mill has regularly explained the FFB pricing to smallholder?  b. What was the mechanism used to explain the FFB pricing to smallholders?  c. How often is the mechanism being implemented?	Has been described on the indicator 5.1.1 above.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
O	<b>5.1.3 (C)</b> Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented		
	a. How is the price of FFB determined?  b. Was the price equal to or above the prices established by the government or government en-	Based on the company's policy, the determination of the price of FFB purchased refers to the provisions contained in the Regulation of the Minister of Agriculture regarding the Guidelines for Determining the Purchase Price of Fresh	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A

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	<p>dorsed initiatives?</p> <p>c. In the case of FFB price is not fix by the government, what is mechanism used to determe the price?</p> <p>d. Has the price been agreed with the smallholders in the supply base? Please interview smallholders involved</p> <p>e. Is there any documented agreement between the company and the smallholders on the fair pricing?</p> <p>f. Were there any complaints on FFB pricing? If yes, how was the complaint handled and what was the solution?</p>	<p>Fruit Bunches for Palm Oil Production by Smallholders</p>	<p>NCR No:</p>
<p><b>O</b></p>	<p><b>5.1.4 (C)</b> Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable</p>		
	<p>a. Is there list of all parties including women and independent representative organizations assisting SH available in the company? If yes, when was it updated?</p> <p>b. Have the parties in the list involved in decision-making processes and understand the contracts? If yes, how was the process carried out?</p> <p>c. Are the contracts including any FFB price reduction due to repayment for replanting, or other support mechanisms where applicable?</p>	<p>Pembangunan Raya POM is part of the PT Agro Sejahtera Manunggal entity which has a business license in 2018. In the context of the obligation to build plasma, the company already has Cooperation documents, with the following details:</p> <p>Collaboration with the Seriam Mandiri Agro Plantation Cooperative</p> <p>Cooperation Agreement between PT Agro Sejahtera Manunggal and the Seriam Mandiri Agro Plantation Cooperative (Endorsement of the Office of Small and Medium Enterprises Cooperatives, Industry and Trade of Ketapang Regency No.255/BH/KOP.UKM &amp; PER-INDAG/II/2009 domiciled in Seriam Village, Kendawangan District, Ketapang Regency, West Kalimantan Province No. 01/SPK-ASM/VIII/2010) concerning Development and Management of Oil Palm Plantations with a Partnership Pattern of 1,000 Ha. The cooperation period is approximately 25 years from the signing of the agreement (27 August 2010).</p> <p>Addendum I to the Partnership Agreement for the Development and Management of Oil Palm Plantations with an area of ± 1,321 Ha No. 01 ADD1/SPK-ASM/VIII/2010 between the Agro Seriam Mandiri Plantation Cooperative and PT Agro Sejahtera Mannunggal dated 16 December 2015. The essence of Unit of Certificationange is to increase membership by handing over land from ± 1,000 Ha to ± 1,321 Ha with a period of 30 years. With a total of 660 farmers.</p> <p><b>Collaboration with Maju Sejahtera Palm Oil Farmers Group</b></p> <p>Letter of Agreement for Cooperation in the Management of Oil Palm Plantations dated 6 February 2009 between the Maju Sejahtera Sawit Farmers Group and PT ASM. The essence of this cooperation agreement letter is:</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<ul style="list-style-type: none"> <li>• The first party is the Sawit Maju Sejahtera Farmers Group which consists of individual owners of oil palm plantations located in the Kendawangan sub-district and the second party is PT Agro Sejahtera Mandiri</li> <li>• The parties have agreed to cooperate in the management of oil palm plantations belonging to members of the first party including buying and selling FFB and the first party stated that it would comply with the conditions required by the second party and guarantee that all FFB sold to the second party came from the plantation owned by the second party. and not from something that violates the law.</li> <li>• The first party hands over the management of the oil palm plantation belonging to members of the farmer group covering an area of ± 1,335.23 Ha to be managed by the second party, the total area can increase according to the development of the area of the plantation owned by the members of the first party, including selling all of the FFB produced by the plantation and the second party accepts the handover of management the plantation includes buying FFB produced by the plantation belonging to the first party members according to the price set by the Governor of West Kalimantan Province</li> <li>• For the benefit of the parties, the second party will periodically provide information on the use of plantation management funds including the proceeds from the sale of FFB to the first party, and if there is an excess in the value of FFB after deducting the management costs (surplus), the second party will hand over the surplus. through the first party</li> <li>• The validity period of this cooperation is 25 years</li> </ul> <p>Based on the results of public consultation with the Koperasi Agro Seriam Mandiri, the construction of the plasma has been completed and has received profit sharing.</p> <p><b>Collaboration with Koperasi Perkebunan Bawal Sejahtera Mandiri</b>  For the entity on behalf of PT Gunjaya Harapan Lestari, the company has also realized the construction of a plasma for the people of Pulau Bawal Sub Village of Kendawangan Kiri Village which is contained in the Cooperation Agreement Document for the Development and Management of a Partnership Pattern of Oil Palm Plantations covering an area of 608 ha (No. 01 ADD/SPK-KOPBSM/XII/2012 &amp; No. 01 ADD/SPK-GHL/XII/2012) between the Bawal Sejahtera Mandiri Plantation Coopera-</p>	

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		tive and PT Gunajaya Harapan Lestari on March 21, 2016. The agreement document explains several things, including: <ul style="list-style-type: none"> <li>• Cooperation in the development and management of oil palm plantations under a partnership pattern, in which the core company will carry out development activities in stages in accordance with the plan made by the core company together with the cooperative.</li> <li>• The term of the agreement is for 1 planting cycle (approximately 30 years old) calculated from the last crop.</li> <li>• For replanting, the parties agree to enter into a new agreement.</li> <li>• The parties agree that the calculation of SHK (Remaining Plantation Products) will be carried out periodically, namely every 3 months and distributed in the following month.</li> </ul>	
<b>R &amp; O</b>	<b>5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe</b>		
	a. Is there a contractual agreement between the miller and smallholders or their appointed representative? b. Do all parties understand the contractual agreements they have entered into? c. Are all contractual agreements fair, legal and transparent and have an agreed timeframe? d. Who keeps the contractual agreements? Please check the agreement with the smallholders	Based on contract agreement verification described in indicators 5.1.4 and 5.1.8, known that the agreement is conducted fairly, transparently and based on both party agreement. Has been observed, the payment process has been carried out transparently and there has never been a grievance related to the payment. An example of payment verified by the auditor is invoice and proof of payment for period for period II December 2023. where the calculation of payment is in accordance with agreement. Furthermore, based on the statement of the smallholder members ( <i>Koperasi Agro Seriam Mandiri and Koperasi Bawal Sejahtera Mandiri</i> ), the company can demonstrate that the payment is in accordance with the agreed agreement	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given</b>		
	a. How are payments made to the smallholders or their appointed representative? b. What is the mode of recording/documenting transactions between millers with smallholders and/or their appointed representative? c. Are the receipts dated, specified the price, weight, deductions and amount to be paid? d. Have agreed payments been made in a timely manner as agreed in the contract?	Based on contract agreement verification described in indicators 5.1.4 and 5.1.8, known that the agreement is conducted fairly, transparently and based on both party agreement. Has been observed, the payment process has been carried out transparently and there has never been a grievance related to the payment. An example of payment verified by the auditor is invoice and proof of payment for period for period II December 2023. where the calculation of payment is in accordance with agreement. Furthermore, based on the statement of the smallholder members ( <i>Koperasi Agro Seriam Mandiri and Koperasi Bawal Sejahtera Mandiri</i> ), the company can demonstrate that the payment is in accordance with the agreed agreement	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>5.1.7 Weighing equipment is verified by an independent third party on a regular basis [(this can be government) ...the sentence has deleted on INA-NI]</b>		

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	<p>a. Is there evidence that the weighing equipment been calibrated or verified by third party? If yes, when was it last conducted and who performed the calibration/verification?</p> <p>b. How regular is the calibration/verification been conducted?</p>	<p>The results of document verifications it was known that the certification unit has routinely calibrated the weighing equipment carried out by a third party. There are 2 weighing equipment at Pembangunan Raya Mill, along with calibration records:</p> <ul style="list-style-type: none"> <li>The certification unit has also shown documents on the weighbridge calibration (Serial Number 123650392) carried out in 7 February 2024 and valid until 7 February 2025 by Legal Industrial and Commerce Department Ketapang Regency (No.017/SKHP/MET-TE/II/2024).</li> <li>The certification unit has also shown documents on the weighbridge calibration (Serial Number 123650394) carried out in 7 February 2024 and valid until 7 February 2025 by Legal Industrial and Commerce Department Ketapang Regency (No.018/SKHP/MET-TE/II/2024).</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>5.1.8</b> The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who [holds / owns] and sells the certified materials		
	<p>a. Is the units of certification supports the ISH with certification, where applicable? If yes, what is their rol</p> <p>b. Is there an agreement between the unit of certification and the ISH group to go for certification? If yes, when was it signed?</p> <p>c. Has the agreement defined the roles of the unit of certification e.g., who runs the ICS, holds the certificates, and who holds and sell the certified material?</p>	<p>The company has a program to support smallholders with sustainable palm oil management and RSPO certified.. They have responsibility to support smallholders through training, benchmarking and other management program to improve their capacity building. Kelompok tani</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R</b>	<b>5.1.9 (C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner		
	<p>a. Is there a mechanism to deal with complaints and grievances from smallholders and all affected parties?</p> <p>b. Is the existence of the system been made known and communicated to all parties? If yes, how was it done?</p> <p>c. Are there any grievances reported and are they dealt in a timely manner?</p>	<p>he company has a complaint handling mechanism for farmers in the form of an Communication SOP with Number ASM-SUST-SOP-09 which was passed on 3 December 2019. Based on interviews with FFB suppliers (Co-operatives) as well as Seriam Village representatives, the parties have understood the mechanism for submitting complaints to the company. Based on document review of complaint book, there is no complaint from contractor or vendors.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
5.2	The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains		
<b>O</b>	<b>5.2.1</b> The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification		
	<p>a. Is there a list of all smallholders including women and other partners in their supply base?</p> <p>b. Has the unit of certification consults with the above stakehold-</p>	<p><b>The</b> unit of certification didn't consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in</p>	<p><input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No  <input type="checkbox"/> N.A</p>

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	<p>ers to assess their needs for support to improve their livelihoods and their interest in RSPO certification? If yes, when and where was the consultation carried out?</p> <p>c. Are there minutes of meeting available and minuted the need to support?</p> <p>d. Has there been any action taken to follow up on the issues highlighted in the consultation?</p>	RSPO certification. Auditor raise as non conformity.	NCR No: RSPO05823
<b>O</b>	<b>5.2.2 The</b> unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder) <b>PROCEDURAL NOTE:</b> The RSPO is currently developing a separate standard for Independent Smallholders.		
	<p>a. Are there any programmes developed by the unit of certification to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder)?</p> <p>b. What is the content of the programmes?</p> <p>c. Have the programmes been implemented (example via RSPO SH Trainer Academy)? When was the last programme held?</p> <p>d. Are there efforts been made to improve the farming practices of smallholders?</p> <p>e. Where there are smallholders, have efforts and/or resources been allocated to improve smallholder productivity?</p>	<b>The</b> unit of certification didn't conduct socialization program for support to improve their livelihoods and their interest in RSPO certification. Auditor raise as non conformity.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N.A  NCR No: RSPO05824
<b>O</b>	<b>5.2.3</b> Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production		
	<p>a. Where applicable, is there any programmes to support smallholders to promote legality of FFB production?</p> <p>b. What are the supports provided?</p>	The unit of certification provides support to smallholders to promote legality of FFB production.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>5.2.4 (C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling		
	<p>a. Are there scheme smallholders in the unit of certification?</p> <p>b. Is there evidence that the unit of certification trains the Scheme Smallholders on pesticides handling?</p> <p>c. When was the training provided and how many participated?</p>	The unit of certification trains Scheme Smallholders on pesticide handling on 25 March 2023 to members in Koperasi Perkebunan Bawal Sejahtera	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>5.2.5 The</b> unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme		
	a. Has the unit of certification reviewed the progress of the	the unit of certification didn't reviewed the progress of the smallholder support program for	<input type="checkbox"/> Yes

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	<p>smallholder support programmes?</p> <p>b. When was the last review done?</p> <p>c. Was the progress of the support programmes reported and made publicly available? How regular was it done?</p>	<p>support to improve their livelihoods and their interest in RSPO certification.. Auditor raise as non conformity</p>	<p><input checked="" type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No: RSPO05825</p>

**Principle 6: Respect Workers Rights and Conditions**

6.1 Any form of discrimination is prohibited

**R** **6.1.1 (C)** publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age

	<p>a. Is there a company policy on non-discrimination and equal opportunities? Does it at least cover the items mentioned in the criteria (6.1.1)?</p> <p>b. Is the policy publicly available to the relevant stakeholders?</p> <p>c. Is there evidence that the policy has been implemented?</p> <p>d. Are there reduce of casual worker/long term temporary/daily worker by gradual and the change of status be permanent employee ?</p> <p>e. Do casual worker/long term temporary/daily worker have equal opportunities to become permanent worker ?</p>	<p>The company has a policy related to non-discrimination and equal opportunity and was approved by the Regional Head on 10 October 2022. The company is committed to complying with all applicable labor laws and regulations relevant to the company's business activities as well as complying with the company's internal procedures. The Company is committed to achieving this through providing equal employment opportunities regardless of race, ethnicity, religion, caste, nationality, disability, gender, sexual orientation, bipartite membership, political affiliation or age. The fundamental aims are to ensure diverse and representative profiles of workers through the promotion equality of labor.</p> <p>The results of the employment document review prove that certification unit does not discriminate and treat all workers equally, the following is evidence that can be shown by the company:</p> <ul style="list-style-type: none"> <li>The composition of workers consisting of various ethnic groups, religions, gender and workers' origins. The existing workers do not only come from one ethnic but come from several ethnic spread throughout Indonesia such as Javanese, Batak, Dayak and others. During the audit, there was no information regarding migrant or AKAD workers (<i>Angkatan Kerja Antar Daerah</i>) in certification unit.</li> <li>Recruitment of workers based on the results of selection, performance appraisal, ability and expertise of workers. All the recruitment received based on the results of the selection of job application files, results of health checks and results of interviews. The worker also passed the test and has been accepted as permanent worker.</li> <li>Worker placement and training are carried out in accordance with their expertise / type of work, such as prospective harvest workers are placed as harvest workers and receive regular harvest training.</li> <li>Women workers are given equal rights, wages and opportunities to get promo-</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
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		<p>tions with male workers of the same type of work, for example there are several maintenance foremen who are female workers.</p> <p>Based on the results of interviews with workers (harvester, pesticide applicator, upkeep and mill operator) at plantation and mill, it is known that workers have never felt that the company has discriminated against since they first working until now. This is because all activities from recruitment, performance appraisal, promotion, and union, each worker is given the same opportunity regardless of ethnicity, caste, nationality, religion, disability, gender, sexual orientation, gender identity, membership in union, affiliations. politics, or age. There is no difference between the communication between superior and workers because of the things mentioned above, so that the workers do not feel isolated or discriminated against by the superiors.</p> <p>These explanations can conclude that the certification unit has policy and treated all workers equally (based on skill, quality and eligibility) without discrimination based on gender, ethnicity, religion, health conditions or others and has carried out all recruitment activities in accordance with applicable policies and procedures. owned without any act of discrimination.</p>	
O	<p><b>6.1.2 (C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees</p> <p>Note: When recruiting, the rights and needs of persons with disabilities and vulnerable persons must be taken into account</p>		
	<p>a. What evidence is available to support that workers and groups including local communities, women, and migrant workers have not been discriminated against? Evidence may include job advertisement, job description, appraisal, and/or information obtained via interviews with relevant stakeholders</p> <p>b. For migrant workers, is there evidence that the workers are not paying recruitment fees during the recruitment process? Please check the contract between employer and agency,</p>	<p>In accordance with the explanation in indicator 6.1.1 regarding company policies and their implementation, during the audit process there were no discriminatory acts or issues that occurred in the certification unit during the past year. This is evidenced by the results of interviews with bipartite representatives and the gender committee which stated that so far, the company has always been fair, there has been no discrimination against workers, starting from the local community, women and migrant workers (even though migrant workers are not owned). So far, the certification unit has also never charged a fee during the recruitment period. This is indicated by the announcement of job vacancies submitted to the surrounding community (Seriam Villages based on interview), which includes the writing "Free Employee Acceptance". This was also informed by representatives of the surrounding community who stated that so far, the recruitment carried out by the company had never asked for a fee (it was free).</p> <p>Based on the explanation above, it can be</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>and contract between worker and agency</p> <p>c. For migrant workers, is there evidence that they are not paying anything that a local worker is not required to pay, unless mandated by the law?</p> <p>d. Are there complaints against the company on issues relating to discrimination? If yes, what actions have been taken?</p>	<p>concluded that the unit of certification has proven that workers and groups including local communities, women and migrant workers are not discriminated against nor are there fees for recruiting workers.</p>	
<b>R &amp; O</b>	<b>6.1.3</b> The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available		
	<p>a. Are the company's employees recruited and promoted based on skills, capabilities, qualities, and medical fitness necessary for the job?</p> <p>b. What are the evidences to show this compliance?</p>	<p>The certification unit has procedures related to recruitment, selection, employment, promotion, retirement and termination of employment which are generally described in the Company Regulation period 2023-2025 (Estate and Mill) written in Bahasa. In general, these procedures describe:</p> <ul style="list-style-type: none"> <li>• Recruitment of workers is based on needs and adjusted to the ability of the company.</li> <li>• The age of the prospective worker is a minimum of 18 years at the time of recruitment of workers.</li> <li>• Recruitment of workers is based on the ability, expertise and assessment of prospective workers.</li> <li>• The company is authorized to carry out the placement, transfer and promotion of workers in accordance with applicable regulations.</li> <li>• Termination of employment can occur when a worker retires, dies, resigns, and terminates an employment agreement due to a serious violation and others.</li> </ul> <p>As evidence that the company has carried out recruitment selection activities, providing access to training, and promotions are carried out on the basis of skills, abilities, quality and medical eligibility as required for available jobs described in indicator 3.5.2 related to assessment/competence-based recruitment and in indicator 3.7.1 it is explained that the training is prepared/planned based on the competency/position/type of work of each worker. From these two indicators it has been stated that all selection, training, medical eligibility and other activities have been in accordance with the procedures owned, for example there are no workers under 18 years of age who work/are accepted, there is no acceptance that does not match their needs/abilities, and so forth.</p> <p>Based on this, it can be concluded that the certification unit has proven that selection, recruitment, employment, access to training, and</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		promotion are carried out on the basis of skills, abilities, quality, and medical eligibility as required for available jobs and are well documented.	
<b>O</b>	<b>6.1.4</b> Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women		
	<p>a. Is the unit of certification conducting pregnancy test? Was it required under the law?</p> <p>b. Is pregnancy testing conducted as a discriminatory measure?</p> <p>c. Does the company provide alternative equivalent employment for pregnant woman?</p>	<p>A pregnancy test for workers is carried out every month just to ensure that pregnant workers are not allowed to do work with chemicals, not as a basis for discriminating against these workers. If declared pregnant, the worker will be transferred to a safer job but still equal in terms of wages and other benefits, so that there is no discriminatory action. This is made clear by the results of interviews with women workers in every estate in upkeep activities stating that female workers are required to have monthly pregnancy testing at the clinic to ensure that no female workers working with chemicals are pregnant / breastfeeding and testing the pregnancy is not a discriminatory measure given by the certification unit.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R &amp; O</b>	<b>6.1.5 (C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women		
	<p>a. Has the company formed a Gender Committee to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women?</p> <p>b. Is there a list of the members sitting in the committee?</p> <p>c. When was the last gender committee meeting held?</p> <p>d. Who attended and what issues were discussed?</p> <p>e. Is there any records of discussion?</p> <p>f. Were issues highlighted in the meeting resolved?</p>	<p>Certification unit have gender committee and are still active until today in the certification unit which is chaired by the chairperson along with coordinators in several sections and there are representatives in each unit. The structure of the gender committee not only consists of female workers but also includes male workers. The main objective of forming a gender committee is to provide a forum that can accommodate the aspirations / complaints of workers (especially women), as company partners in carrying out the activities of socialization related to gender and other policies related to workers' reproductive rights. In carrying out its activities this gender committee always collaborates with the bipartite so that the socialization of matters related to women's rights can be conveyed properly and there is no discrimination in terms of gender. The workers also knew of the existence of the gender committee because it had been routinely socialized by its management, the last socialization related to the gender committee and the activity was carried out on 03 June 2024 which was attended by all workers and housing residents. The results of this socialization can be seen with the absence of differences in company operational activities such as promotional activities, the same status of workers without gender bias because overall are given equal opportunities for all genders (male or female) in work.</p> <p>The results of interviews with upkeep workers (male and female workers) and representatives of the gender committee revealed that</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>until now there were no reports / issues / complaints related to gender reported by the workers and at the moment the activities carried out were gender meetings during children healthcare (posyandu), women recitation weekly and others. Currently the certification unit is more focused on gender bias and equality for women because the most vulnerable parties in plantation operational activities are women, but this does not mean that the company does not focus on other genders. This is evidenced by the absence of any issues or incidents related to this from 2023 until now (June 2024).</p>	
<b>R &amp; O</b>	<b>6.1.6</b> There is evidence of equal pay for the same work scope		
	<p>a. Is there a wage structure for each level work?</p> <p>b. Is there a pay condition for each job scope?</p> <p>c. Is there any evidence that employees for the same work scope of all genders are being paid equally?</p>	<p>Equal payment of wages has been made by certification unit properly, taking into account the ability, performance, expertise, length of work and other factors as a basis for remuneration. So that the payment of wages provided is in accordance with the burden / duties / types of work respectively. For example, security (YSH &amp; AGG), boiler operator (NLN &amp; DBC), and harvester (YSR &amp; MHN), who get wages in June 2024 whose value is in accordance with the minimum wage, but with different amounts based on years of service, ability, attendance and job performance (structure and scale wage). This is in an accordance with statements from workers who were interviewed with types of work as security, boiler operators, harvester and upkeep workers who have the same type of work but have different wage scales based on their performance, length of work in the company, productivity and other factors.</p> <p>In addition, based on the results of interviews with bipartite representatives, it was found that the certification unit already has a wage scale structure for each worker based on position, class, work performance, and not based on gender differences or origins. For example, the lowest wage scale is for permanent worker Grade PTH and the highest wage is permanent workers Grade PTB U8.</p> <p>The results of interviews with workers (harvesting, spraying, security and mill operators) in plantation and mill note that workers already know that there is a wage scale structure for each level of workers, and this has been proven by the difference in the monthly wage income presented on the pay slip. The monthly wages received are in accordance with the grade owned by each worker and so far, there have been no complaints / errors regarding this matter.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
6.2	Pay and conditions for staff and workers and for contract workers always meet at least legal or industry min-		

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	imum standards and are sufficient to provide decent living wages (DLW)		
R	<b>6.2.1 (C)</b> [Applicable labour laws, union and/or other collective agreements and documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand		
	<ul style="list-style-type: none"> <li>a. Are there Labour laws , union and/or other collective agreements detailing payments and other conditions, made available in the languages understood by the workers or explained to them by a management official?</li> <li>b. What types of employment arrangements are there in the company? (E.g. contractual, outsourced, apprenticeships, direct hires, piecemeal basis, etc.)</li> <li>c. Is there documentation of pay and conditions for each employee?</li> <li>d. Do the workers understood the pay documentation and the conditions?</li> <li>e. is there labor contract signed for family members which bring by harvesters to help with loose fruits collection ?</li> <li>f. are there the record of vendor/contractor evaluation and their support document regarding the compliance of Manpower regulation ?</li> <li>g. are there punishment or correction action to vendor/contractor company by certificate holder because vendor/contractor company not compliance to manpower regulation ?</li> <li>h. If any casual worker or daily worker, are they working 20 days or more than 20 days during 3 months ? does changing status from casual worker to permanent worker for casual worker has worked more than 20 days during 3 months ?</li> <li>i. Especially in Indonesia, did the collective labor agreement/company regulation registered in local government ? and is it in Indonesian language ?</li> <li>j. Especially in Indonesia, did the collective labor agreement/company regulation explained by the management or labor union to worker ?</li> <li>k. Especially in Indonesia, are the</li> </ul>	<p>The certification unit has procedures related to recruitment, selection, employment, promotion, retirement and termination of employment which are generally described in the Company Regulation period of 2023-2025 and others manpower procedures written in Bahasa. This Company Regulation explains the working conditions and rights / obligations of workers such as, recruitment, selection, transfer, promotion, performance appraisal, remuneration, discipline, overtime, and other provisions. The certification unit can show that the Company Regulation have been approved by related Agency (Director General of Labor Relations &amp; Wages, Ministry of Manpower) on 24 July 2023 for PT Gunajaya Harapan Lestari &amp; 08 August 2023 for PT Agro Sejahtera Manunggal.</p> <p>The Company Regulation has been routinely disseminated by the certification unit to all employees, one example of the socialization that was carried out was on 03 June 2024 which was attended by all workers on muster morning. The results of interviews with workers (harvesters, sprayers, upkeep and mill operators) and bipartite know that workers have a sufficient understanding of their rights (wages, overtime, incentives, fines, etc.) listed in the Company Regulation and in accordance with routine socialization provided by the certification unit. In addition, the payslip also contains some information that is well understood by workers, such as basic wages, fixed benefits, overtime, premiums, wage deductions (fines, taxes, and others). Workers' wages in 2024 have been accordance with the minimum wage set by the government, wage based on years of service, ability, attendance and job performance (structure and scale wage) and there are no late payments every month.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Yes</li> <li><input type="checkbox"/> No</li> <li><input type="checkbox"/> N.A</li> </ul> <p>NCR No:</p>

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	employees understand regarding the right and obligation inside the collective labor agreement/company regulation ?		
<b>R &amp; O</b>	<b>6.2.2 (C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed [, including work done by family members. Remuneration must be based on the position held and length of service must be taken into account for the evolution of the level of the salary step		
	<p>a. Is the pay and conditions of employment clearly detailed in the employment or service contracts? (E.g. working hours, deductions, overtime, sick leaves, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.)</p> <p>b. Is the contract prepared in languages understood by the workers, explained to workers by management officials, and signed by both the authorised signatory of the company and employee?</p> <p>c. Does the pay and conditions provided in labour laws, union agreements or direct contracts of employment comply with :</p> <ul style="list-style-type: none"> <li>• The decent living wage as provided in the National Interpretation for the country; or</li> <li>• The local legal requirements in meeting the minimum wage; or</li> <li>• The industry minimum standard for a similar position or work responsibilities</li> </ul> <p>d. Does the payroll documents give accurate information on compensation for all work performed, including work done by family members?</p> <p>e. Is the pay received by the employee consistent with the terms</p>	<p>The certification unit has Company Regulation are made in a Bahasa that explains the working conditions and rights / obligations of workers such as recruitment, selection, transfer, promotion, performance appraisal, working hours, remuneration, discipline, deduction, overtime, sick leaves, holiday entitlement, maternity leave and other provisions. The ratification of the Company Regulation has been explained in indicator 6.2.1. Explanations related to the contents of the Company Regulation include:</p> <ul style="list-style-type: none"> <li>• Employee Acceptance (recruitment, selection, transfer, promotion, performance appraisal) which explains that all workers wishing to join the company must follow the specified requirements including being over 18 years old, having a health certificate, taking a selection exam, and other requirements.</li> <li>• Working Time which explains that there are 2 types of working time in the company, namely by working 8 hours per day or 5 working days in a week and 7 hours per day or 6 working days in a week, in which the total working hours are 40 hours in a week. a week.</li> <li>• Wages which explain the wage that cannot be lower than the minimum wage set by the government every year, granting rice allowance to all workers according to its calculation, and other explanations.</li> </ul> <p>In addition to being generally stated in Company Regulation, the certification unit also has a decree, policy, memorandum and work contract for workers in orientation period that specifically explain these matters. An example is:</p> <ul style="list-style-type: none"> <li>• Governor of Kalimantan Barat Decree No. 1793/NAKERTRAN/2023 dated 20 November 2023 concerning Minimum Wage of Kalimantan Barat Province in 2024. The Appendix states that the Minimum Wage for Kalimantan Barat Province is IDR 2,702,616 will take effect from 01 January 2024.</li> <li>• Governor of Kalimantan Barat Decree No. 1879/NAKERTRAN/2023 dated 29 November 2023 concerning Minimum Wage of Ketapang Regency in 2024. The Appendix states that the Minimum Wage for Ketapang Regency is IDR 3,188,983.34</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>of the contract and the law</p> <p>f. Through interviews with workers, are there any issues raised by the workers regarding the payment and conditions which does not meet the terms of contract of employment?</p> <p>g. Does remuneration based on the position held and length of service of the level to salary?</p>	<p>and will take effect from 01 January 2024.</p> <ul style="list-style-type: none"> <li>Memo No. 492/MEMO-BGA/HC-POP/XII/2023 dated 11 December 2023 concerning Determination of Wages for PTH and PTB Employees in 2023, which explains that the minimum wage in 2024 is IDR. 3,189,000, - and will come into effect on 01 January 2024. In the memorandum there is also a wage scale structure for workers based on years of service, namely from the lowest wages to PTH worker status with less than a year of service and the highest wages to workers with PTB U8 status.</li> </ul> <p>Since 2023 there has been no change in policy, but what has changed is the decision related to the minimum wage which has changed every year following the government's decision. Regarding the change in the minimum wage decision, it has been routinely submitted annually to workers at the beginning of the year and this is reinforced by the results of interviews with field workers and bipartite representatives who are clear about any changes in the minimum wage every year.</p> <p>The results of interviews with workers (harvesters, sprayers, upkeep and mill operators) and bipartite know that workers have a sufficient understanding of their rights (wages, overtime, incentives, deductive, fines, etc.) listed in the Company Regulation and in accordance with routine socialization provided by the certification unit. Workers' wages in 2024 have been accordance with the minimum wage set by the government and there are no late payments every month, working hours is 40 hour a week with 6 days working in a week and for the overtime has been paid in accordance with applicable regulations.</p> <p>Based on the foregoing, it can be concluded that the certification unit has procedures and provisions related to wages, work requirements (regular working hours, deductions, overtime, sick leave, vacation rights, maternity leave, etc.) well documented and thoroughly implemented in each unit.</p>	
<b>R</b>	<b>6.2.3 (C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements		
	<p>a. Are the regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal and period of notice in accordance</p>	<p>In accordance with the explanation in the previous indicator (6.2.2), the unit of certification already has references/procedures governing regular working hours, deductions, overtime, sick leave, right to holidays, maternity leave, reasons for dismissal, notice period before dismissal, and other employment provisions. This is stated in the Company Regulation and other documents. The unit of certification has</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>with the legal and other labour requirements?</p> <p>b. What evidences available in the company to support the legal compliance on the above issues?</p>	<p>also been able to prove that all of these provisions have been implemented fairly well, including:</p> <ul style="list-style-type: none"> <li>September 2023 salary slips for, security (YSH &amp; AGG), boiler operator (NLN &amp; DBC), and harvester (YSR &amp; MHN) have a different based on wage scale structure 2024 and all wages above the minimum wage.</li> <li>Overtime payment in June 2024 that has been accordance with applicable laws for security (YSH &amp; AGG) &amp; boiler operator (NLN &amp; DBC).</li> <li>List of women workers that has been given maternity leave and pregnant workers in January until June 2024.</li> <li>Unit certification has provisions related to deduction / penalty which have been stated in the Company Regulation and further explanation is set out in an internal memo.</li> <li>In the payroll document, there is information that states the results of the worker's wages in one month according to the work performance of each worker. Payroll has also been accurate for each worker, for example the number of days worked in a month, premium payments, fines, deductions from workers' wages and other information that is in accordance with facts in the field.</li> <li>Proof of granting annual leave to security (AHA) on 17 July 2024 for 2 days starting from 18 -20 July 2024. The application letter has been known by HR Group and approved by the Estate Manager.</li> <li>Etc.</li> </ul> <p>A review of the June 2024 wage document for harvesters, sprayers, upkeep and mill operators proves that the wages received are accordance with the minimum wage and in accordance with the wage scale structure determined by the certification unit for 2024. Based on the description above, the certification unit has demonstrated legal compliance related to working conditions, such as compliance with minimum wage, working hours, overtime, maternity leave and other compliance.</p>	
O	<p><b>6.2.4 (C)</b> The unit of certification provides adequate housing, sanitation facilities, drinking water supplies, electricity, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. [National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure</p>		
	<p>a. Has the unit of certification provided the basic necessities such as that listed below to national standards or above, where no such public facilities are available or accessible?</p>	<p>Based on the results of document reviews and field visits in residential areas of plantations and factories, it is known that the company has several welfare facilities for workers and families which are currently in quite decent condition. These infrastructure facilities include:</p> <ul style="list-style-type: none"> <li>Permanent and semi-permanent housing.</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<ul style="list-style-type: none"> <li>• adequate housing;</li> <li>• sanitation facilities;</li> <li>• adequate electricity;</li> <li>• access to medical services;</li> <li>• access to children education</li> <li>• welfare amenities</li> </ul> <p>b. Through interviews with workers, are there any complaints on the above?</p> <p>c. What is sanitation facilities in mill and plantation (including employee housing) still can be used and good condition/hygiene ?</p> <p>d. Has the company acquired new non-certified units? If yes, is there a plan developed to maintain or upgrade the infrastructure within 5 years?</p>	<ul style="list-style-type: none"> <li>• Places of worship such as mosques and churches.</li> <li>• Shuttle bus for workers and school children (shuttle bus).</li> <li>• Sports fields such as tennis, volleyball, badminton, football and others.</li> <li>• Provision of clean water.</li> <li>• Provision of electricity.</li> <li>• Availability of Primary and Auxiliary Clinics.</li> <li>• Availability of TPA (Daycare) in each unit.</li> <li>• Availability of educational facilities such as Kindergartens, Elementary Schools, Junior High Schools in residential areas, while for High Schools the company will facilitate workers' children by providing accommodation/boarding while they attend school anywhere, including in a different location from their parents. as long as the worker confirms this with the company.</li> </ul> <p>Based on the results of field observations at housing locations, sports facilities, worship facilities (mosques), clinics, landfills and other facilities in estate and factories, it is known that all these facilities are in good condition and can be used by all workers and their families. This is in line with the results of interviews with worker representatives and bipartite representatives who stated that the welfare facilities provided by the company in the form of housing, sports facilities, worship facilities (mosques), clinics, TPA, and others, can be used by all workers and their families.</p> <p>Based on the explanation above, it can be concluded that the certification unit has facilities and infrastructure for worker welfare that are in decent condition and can be easily accessed by workers and their families.</p>	
<b>O</b>	<b>6.2.5</b> The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food		
	<p>a. What are the efforts made by the unit of certification to monitor and improve workers' access to adequate, sufficient and affordable food?</p>	<p>Certification unit has made it easier for workers and their families to obtain food sources by providing easy access that sell the daily needs of workers and provide access to vegetable traders to sell in the workers' housing area. In addition, there are also workers who open small business stalls to sell daily necessities in each housing. Based on interviews with workers (harvesters, sprayers, upkeep and mill operators), housing residents, bipartite and Gender Committee, it is known that workers have no difficulty in getting food sources because the certification unit has provided cooperatives that sell daily necessities and the existence of vegetable sellers given access to sell at home. In addition, workers can buy these needs into markets around the area of the company with less difficult access (there are traders who sell by using pompons/vessels to open their sales</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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**Seriam Village, Kendawangan Sub District, Ketapang District,**  
**Kalimantan Barat Province, Indonesia**



CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		every day regularly moving from one division to another).	
<b>R &amp; O</b>	<p><b>6.2.6</b> A DLW is paid to all workers <b>in accordance with applicable regulations</b>, [including those on piece rate/quotas / <b>including workers who work on a piece rate/quota basis</b>], [for whom the calculation is based on achievable quotas during regular work hours / <b>the calculation of which is based on a quota that can be achieved during regular working hours</b>].</p> <p><b>PROCEDURAL NOTE</b> : The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist</p>		
	<p>a. Is there an RSPO endorsed living wage country benchmark available?</p> <p><b>b. For countries with available benchmark</b></p> <p>Does the prevailing wage meet the GLWC Living wage standard?</p> <p>If the prevailing wage does not meet the GLWC standard, Is there an implementation plan with specific targets and phase implementation plan including :</p> <ul style="list-style-type: none"> <li>- Updated assessment on prevailing wages and in-kind benefits</li> <li>- There is annual progress on the implementation of living wages</li> <li>- Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment</li> <li>- The unit of certification may to choose to implement the living wage payment in specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation.</li> </ul> <p><b>c. For countries without available Benchmark</b></p> <p>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all</p>	<p>In Indonesia there is no set standard of living wage, so the certification unit still applies the national minimum wage for all workers. In addition to the payment of the minimum wage, the unit of certification has an assessment of the implementation of applicable wages and benefits in kind provided to workers in the unit of certification which are in line with the RSPO Guidelines for Implementing Living Wages.</p> <p>The certification unit has the determination of assessment prevailing wage and all kind of benefits for Living Wage simulation in 2024 has been included in the calculation of main wage, worker status, housing facility, education, electricity, water sources, healthcare and others. All calculations made have been based on local prices and are still in the reasonable stage of the calculation. The results of these calculations are known that the standard of Living Wage currently given / simulated by the certification unit is above the stipulation of the minimum wage with scale of minimum.</p> <p>Based on the explanation above, it can be concluded that the unit of certification has a Living Wage calculation based on prevailing wage and in-kind benefits provided by the certification unit.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage</p> <p>Once the benchmark is available, this procedural note is no longer applicable. UoC shall have implementation plan with specific targets, and phased implementation process including :</p> <ul style="list-style-type: none"> <li>- Updated assessment on prevailing wages and in-kind benefits</li> <li>- There is annual progress on the implementation of living wages</li> <li>- Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment</li> <li>- The UoC may to choose to implement the living wage payment in specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation</li> </ul>		
<b>O</b>	<b>6.2.7</b> Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal		
	<p>a. Has the company identified what are the core work activities in the unit of certification?</p> <p>b. Are all the core work activities performed by permanent, full-time employed workers?</p> <p>c. Are there casual, temporary and day labour been employed? If yes, what is the scope of employment?</p>	<p>At the time the recertification audit was carried out, the certification unit no longer had workers with casual daily contract (BHL) or contract workers (PKWT) status. All existing workers are permanent workers with Grade PTH to PTB U8 and staff. Based on this, it can be concluded that all permanent work in the certification unit is carried out by permanent workers and there are no more workers with contract or non-permanent status (PKWT/BHL).</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
6.3	The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel		
<b>R</b>	<b>6.3.1 (C)</b> A published statement recognising freedom of association and right to collective bargaining in the official language used in the area in which the unit of certification is located is available and is explained to		

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	all workers in languages that they understand, and is demonstrably implemented		
	<p>a. Has the company published a statement in local language or language understood to all workers recognising their rights to freedom of association and collective bargaining?</p> <p>b. What evidence to show that the above statement has been explained to all workers in languages that they understand? What are the evidences to support this?</p> <p>c. Are the employees including migrant, transmigrant and contract workers given an avenue to negotiate with the employer on the terms of their contract?</p>	<p>The company has a Bumitama Sustainability Policy which was ratified on 13 August 2015 and a Code of Conduct Policy which was ratified on 28 October 2023 which explains that the company strongly supports workers' freedom of association and there will be no coercion on the part of the company to prevent workers from unionizing.</p> <p>The UoC has a Bipartite Committee which are still active in organizations currently in the company and all of them are registered with the Ketapang Regency Manpower and Transmigration Service. The following is proof of registration of active bipartite in the company, namely:</p> <ul style="list-style-type: none"> <li>Decree of the Head of the Ketapang Regency Manpower and Transmigration Service No. P30/DISNAKERTRANS-B.500.15.13.2/2024 dated 02 May 2024 for the registration of the Bipartite Cooperation Institution PT Agro Sejahtera Manunggal.</li> <li>Decree of the Head of the Ketapang Regency Manpower and Transmigration Service No. 085/LKS-BI/TKT-B/IV/2021 dated 09 April 2021 for the registration of the Bipartite Cooperation Institution PT Gunajaya Harapan Lestari.</li> </ul> <p>Based on interviews with bipartite committee representatives, it is known that currently have a bipartite that sufficient to accommodate all the aspirations of the workers in the estate and mill units. This was further in accordance with interviews with estate and mill workers who stated that the current bipartite had adequately carried out its duties and responsibilities and that workers were given the freedom to choose their representatives to participate in the management of bipartite in estates and mills. In addition, the certification unit has given freedom to all its workers if they really want to associate or join the management of the bipartite and this has been routinely socialized every year.</p> <p>Based on the explanation above, it can be concluded that the unit of certification has published a statement recognizing freedom of association and the right to collectively bargain in the national language which has been properly understood, understood and implemented.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>6.3.2</b> Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in the official language used int the area in which the unit certification is located and made available upon request		
	a. Are there documented minutes of meetings between the com-	The certification unit has a list of workers who have joined the bipartite committee, and the last update was based on the the dcree from	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No</p>

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	<p>pany and main trade unions or workers representatives?</p> <p>b. When was the last meeting held?</p> <p>c. Are the minutes made readily available to employees upon request?</p>	<p>agency. In addition to properly documenting the list of members, the certification unit also has records of meetings between bipartite and Management Representatives as well as with internal bipartite. The following are examples of records of meetings conducted by bipartite in 2024, namely:</p> <ul style="list-style-type: none"> <li>• Bipartite meeting between the bipartite members (management and worker representatives), and worker representatives on 21 February 2024 which discussed work accidents and preparations for changes in management if a member/management resigned from the Bipartite.</li> <li>• Bipartite meeting between bipartite members (management and worker representatives), and worker representatives on 13 July 2024 which discussed preventing Industrial Relations Disputes if at any time they occur in the future.</li> </ul> <p>Based on the results of interviews with bipartite representatives and their members who are workers in each unit, it is known that the bipartite holds meetings every month with those accommodated in Bipartite meetings between worker representatives and management representatives. In discussing meetings between bipartite officials and company management, if there are matters that are not resolved in the discussions, a tripartite settlement will be carried out accompanied by the Manpower and Transmigration Agency.</p> <p>Based on this explanation, it can be concluded that the certification unit has minutes of meetings between the certification unit and bipartite or workers' representatives who are freely chosen by workers, in the national language and well documented.</p>	<p><input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<p><b>6.3.3</b> Management does not interfere with the formation or operation of registered unions/ labour organisations or associations or other freely elected representatives for all workers including migrant and contract workers</p>		
	<p>a. How do you confirm that the management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers?</p>	<p>Based on the interviews with the bipartite representatives, there was no interference in the selection or bipartite operational activities. All processes of selecting, decisions making and planning activities, members' aspirations to their representatives run democratically. The worker who is currently placed as the Chairman of the bipartite in each unit is a worker at mill and estate, then there will be no conflict of interest that occurs with the company because there were no workers who have the authority as decision-makers (staff class and above).</p> <p>The establishment of the bipartite was in accordance with the applicable laws and regulations and has been recorded at the Manpower and Transmigration Agency. Unit of certifica-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		tion was giving freedom for workers to express their aspirations and did not give any intervention related to bipartite activity. Based on the interview with workers, it's known that there was no mandatory to be the member of bipartite. The membership of bipartite is voluntary.	
6.4	Children are not employed or exploited		
<b>R</b>	<b>6.4.1</b> A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements		
	<p>a. Has the unit of certification established a formal policy for the protection of children including prohibition of child labour and remediation?</p> <p>b. Are the requirements (i.e. prohibition of child labour and remediation) included into service contracts and supplier agreements?</p> <p>c. Has the unit of certification communicated the policy to their supplier and contractors?</p>	<p>The company has an Employment &amp; Human Rights Policy which was issued on 11 November 2019, a Bumitama Sustainability Policy which was ratified on 13 August 2015 and a Code of Conduct Policy which was ratified on 28 October 2023 which explains the company's commitment to:</p> <ul style="list-style-type: none"> <li>Protect female workers from sexual harassment, acts of violence, and women's reproductive rights</li> <li>Do not employ children under 18 years of age, in accordance with applicable laws.</li> </ul> <p>This policy has been socialized to workers every year and there have also been several warnings posted at several points (offices, housing and main roads) regarding this matter.</p> <p>Based on document verification of plantation and factory workers, it is known that the workers come from various tribes (foreign tribes and indigenous tribes) and none of the workers currently working are under 18 years old (the age of the youngest worker when entering work was 18 years 2 months). This is also the same as the results of a review of employee complaint documents where the results were that there were no reports of complaints related to differences in treatment or discrimination during initial employment and also in terms of career promotion. Apart from that, based on the results of interviews with plantation workers (sprayers and harvesters), factory process operators, &amp; bipartite representatives, it was stated that since 2023 there have been no complaints/issues or incidents related to discrimination against workers and UoC has provide equal opportunities to all workers regardless of ethnicity, religion, race, gender and marital status and prohibit workers under 18 years of age.</p> <p>Based on the results of the review of the cooperation agreement document with the transporter CPO/PK for, it is known that in the agreement has a separate clause to ensure that the contractor does not employ minors (under 18 years old) and complies with the prevailing laws and regulations in Indonesia.</p> <p>Based on the above, it can be concluded that</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		the company has implemented a prohibition on employing minors and discriminating in accordance with statutory regulations.	
<b>R</b>	<b>6.4.2 (C)</b> [There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure / Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available]		
	<p>a. Is the minimum working age for workers clearly defined in the company's recruitment policy? If Yes, is the minimum age not less than stated under national regulations?</p> <p>b. Are workers employed above the minimum school leaving age of the country or who are at least 15 years of age?</p> <p>c. Does ground verification and review of personnel files show evidence of employment of workers below the minimum working age?</p>	<p>The results of the verification of employee list in September 2023 revealed that there were no workers under the age of 18. In addition to having a policy governing the minimum age for workers for workers, the certification unit also includes clauses on child protection and prohibitions on hiring workers under the age of 18 in any agreement with the contractor.</p> <p>Based on field visits and interviews with workers (bipartite representative, harvester, pesticide operator, upkeep and mill operators) in plantation and mill, it is known that the minimum age for work is 18 years, and no workers found below the minimum age specified. This is supported by the results of a review of company and contractor workers' document which proves that there are no workers under the age of 18 at the time of entering work, the age of the youngest worker when entering work was 18 years 2 months when entering work.</p> <p>Apart from that, in terms of the employment computerized system that is used, it is completely locked to the benchmark age of workers over 18 years. Where when there are new prospective workers who will register under the age of 18, the worker will not be automatically processed, and the data will not be read by the system. Based on this explanation, it can be concluded that the unit of certification has documented evidence regarding the fulfillment of the minimum age requirements for workers in accordance with applicable regulations and age requirement verification procedures.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>6.4.3 (C)</b> Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work		
	<p>a. Has the company employes workers above 15 and below 18 years old?</p> <p>b. Where are young workers assigned to work?</p> <p>c. Is the work classified as hazardous or non-hazardous?</p>	Based on the results of field visits and interviews with estate and mill workers, it is known that currently the unit of certification is not using young workers (Field Work Practice – Praktek Kerja Lapangan / PKL) at the time of the audit activities. Apart from that, the list of workers for the June 2024 period did not find this. Because of this, this indicator is not applicable.	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>6.4.4</b> The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live		

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	<p>a. What evidence is available to demonstrate that the unit of certification has communicated to its supervisors and other key staff, smallholders, FFB suppliers and communities where workers live about its 'no child labour' policy and the negative effects of child labour, and promotes child protection?</p> <p>b. When was the communication last held and to whom?</p>	<p>The company has an Employment &amp; Human Rights Policy which was issued on 11 November 2019, a Bumitama Sustainability Policy which was ratified on 13 August 2015 and a Code of Conduct Policy which was ratified on 28 October 2023 which explains the company's commitment to:</p> <ul style="list-style-type: none"> <li>Protect female workers from sexual harassment, acts of violence, and women's reproductive rights</li> <li>Do not employ children under 18 years of age, in accordance with applicable laws.</li> </ul> <p>Other than that, the company is committed to supporting children's welfare and protecting them from all forms of inappropriate treatment or exploitation, including sex on children, child trafficking, child labor and child pornography. From this policy, the company has shown its commitment openly and has socialized it to relevant stakeholders (workers, labor unions, surrounding communities to contractors).</p> <p>Based on field visits and interviews with workers (bipartite representative, harvester, pesticide operator, upkeep and mill operators) in plantation and mill, it is known that socialization of these policies has been carried out so that workers know that workers underage is prohibited, dangerous and knows the reasons why they must be protected. This has also been conveyed well by contractor workers, contractors and the surrounding village community who were interviewed.</p> <p>Based on this, it can be concluded that the unit of certification has proven the delivery of a 'no child labor' policy and information regarding the negative impacts of child labor practices, as well as support for child protection to supervisors and other key staff, smallholders, FFB suppliers, and community where workers live.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
6.5	There is no harassment or abuse in the workplace, and reproductive rights are protected		
<b>R</b>	<b>6.5.1 (C)</b> A policy to prevent sexual and all other forms of harassment and violence is <b>documented</b> , implemented and communicated to all levels of the workforce		
	<p>a. Does the company has a policy to prohibit any form of sexual and all other forms of harassment and violence?</p> <p>b. Has this policy been implemented and communicated clearly to all levels of the workforce?</p> <p>c. Is there any case of sexual and</p>	<p>The company has an employment and human rights policy which was approved by the Regional Head on 10 October 2022. The policy regulates the basic principles of human rights protection such as:</p> <ul style="list-style-type: none"> <li>Providing equal employment opportunities without discriminating against race, religion, degree, ethnicity, gender, skin color, imperfection of body defects, protection of female workers and so on.</li> <li>Protecting female workers from sexual harassment, acts of violence and rights related to women's reproduction.</li> <li>Respect and respect the right of every</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>all other forms of harassment and violence being reported? If yes, what actions have been taken?</p>	<p>worker to form or become a member of a trade union in accordance with Law No. 21 of 2000.</p> <ul style="list-style-type: none"> <li>• Do not employ children under the age of 18.</li> <li>• Respect human rights.</li> </ul> <p>This policy can be easily accessed online on the website and the company has routinely disseminated it to stakeholders (workers, labor unions, local communities to contractors) every year.</p> <p>The management has carried out an assessment of the needs of young mothers by asking for their opinions, as well as taking actions to meet the needs that have been identified, which are shown as follows:</p> <ul style="list-style-type: none"> <li>• Assessment for New Mothers, on 18-21 July 2024 in the certification unit conducted by medical personnel (midwives and nurses)</li> <li>• Minutes of the Action Plan Meeting on the Needs of New Mothers After Childbirth at certification unit, which among other things explain the following: <ul style="list-style-type: none"> <li>❖ Give permission to mothers who breastfeed while working with an adjusted time.</li> <li>❖ Make a place for breastfeeding in the Daycare ("Ruangan ASI") for female employees and make attendance for every mother who breastfeeds as monitoring by management.</li> <li>❖ Analyze the needs of mothers and babies such as daily needs (milk, diapers, baby clothes and other equipment) and their availability in the company's operational environment or in their surroundings (there is workers cooperative with easy and close access).</li> </ul> </li> </ul> <p>Based on interviews with female workers and gender committee, the policy had disseminated to workers through socialization with workers and in the last year period, that hasn't any issue/incident related to sexual harassment, violence at work/reproductive rights. Based on the field visit to the housing complex show that to accommodate the needs of new mothers in breastfeeding, breastfeeding corners have been provided in the office area and childcare area. The availability of daily needs for mothers and their babies is also very easy to access, namely in shops around the company. There are workers cooperative and shop about 15-30 minutes away from workers' housing that provide these needs.</p> <p>Based on the explanation above, it can be concluded that the certification unit has poli-</p>	

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		cies related to preventing harassment, sexual violence, protection of reproductive rights and identifying the needs of new mothers, all of which have been implemented properly and proven according to the results of field observations and interviews with workers.	
<b>R</b>	<b>6.5.2 (C)</b> A policy to protect the reproductive rights of all, especially of women, is <b>documented</b> , implemented and communicated to all levels of the workforce	<p>The company has an employment and human rights policy which was approved by the Regional Head on 10 October 2022. The policy regulates the basic principles of human rights protection such as:</p> <ul style="list-style-type: none"> <li>• Providing equal employment opportunities without discriminating against race, religion, degree, ethnicity, gender, skin color, imperfection of body defects, protection of female workers and so on.</li> <li>• Protecting female workers from sexual harassment, acts of violence and rights related to women's reproduction.</li> <li>• Respect and respect the right of every worker to form or become a member of a trade union in accordance with Law No. 21 of 2000.</li> <li>• Do not employ children under the age of 18.</li> <li>• Respect human rights.</li> </ul> <p>This policy can be easily accessed online on the website and the company has routinely disseminated it to stakeholders (workers, labor unions, local communities to contractors) every year.</p> <p>The management has carried out an assessment of the needs of young mothers by asking for their opinions, as well as taking actions to meet the needs that have been identified, which are shown as follows:</p> <ul style="list-style-type: none"> <li>• Assessment for New Mothers, on 18-21 July 2024 in the certification unit conducted by medical personnel (midwives and nurses)</li> <li>• Minutes of the Action Plan Meeting on the Needs of New Mothers After Childbirth at certification unit, which among other things explain the following: <ul style="list-style-type: none"> <li>❖ Give permission to mothers who breastfeed while working with an adjusted time.</li> <li>❖ Make a place for breastfeeding in the Daycare ("Ruangan ASI") for female employees and make attendance for every mother who breastfeeds as monitoring by management.</li> <li>❖ Analyze the needs of mothers and babies such as daily needs (milk, diapers, baby clothes and other equipment) and their availability in the company's operational environment</li> </ul> </li> </ul>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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		<p>or in their surroundings (there is workers cooperative with easy and close access).</p> <p>Based on interviews with female workers and gender committee, the policy had disseminated to workers through socialization with workers and in the last year period, that hasn't any issue/incident related to sexual harassment, violence at work/reproductive rights. Based on the field visit to the housing complex show that to accommodate the needs of new mothers in breastfeeding, breastfeeding corners have been provided in the office area and childcare area. The availability of daily needs for mothers and their babies is also very easy to access, namely in shops around the company. There are workers cooperative and shop about 15-30 minutes away from workers' housing that provide these needs.</p> <p>Based on the explanation above, it can be concluded that the certification unit has policies related to preventing harassment, sexual violence, protection of reproductive rights and identifying the needs of new mothers, all of which have been implemented properly and proven according to the results of field observations and interviews with workers.</p>	
O	<p><b>6.5.3</b> Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified <a href="#">in accordance with applicable regulations in Cemeroon.</a></p>	<p>The company has an employment and human rights policy which was approved by the Regional Head on 10 October 2022. The policy regulates the basic principles of human rights protection such as:</p> <ul style="list-style-type: none"> <li>• Providing equal employment opportunities without discriminating against race, religion, degree, ethnicity, gender, skin color, imperfection of body defects, protection of female workers and so on.</li> <li>• Protecting female workers from sexual harassment, acts of violence and rights related to women's reproduction.</li> <li>• Respect and respect the right of every worker to form or become a member of a trade union in accordance with Law No. 21 of 2000.</li> <li>• Do not employ children under the age of 18.</li> <li>• Respect human rights.</li> </ul> <p>This policy can be easily accessed online on the website and the company has routinely disseminated it to stakeholders (workers, labor unions, local communities to contractors) every year.</p> <p>The management has carried out an assessment of the needs of young mothers by asking</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
	<p>a. Has the management assessed the needs of new mothers? How was the needs assessed?</p> <p>b. When was the needs assessed and has the needs been documented for follow-up?</p> <p>c. Are actions been taken to address the needs that have been identified?</p> <p>d. Has the company provided adequate space and paid breaks to enable new mothers with infants 24 months or younger to breastfeed or express and store breastmilk with privacy?</p>		

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		<p>for their opinions, as well as taking actions to meet the needs that have been identified, which are shown as follows:</p> <ul style="list-style-type: none"> <li>• Assessment for New Mothers, on 18-21 July 2024 in the certification unit conducted by medical personnel (midwives and nurses)</li> <li>• Minutes of the Action Plan Meeting on the Needs of New Mothers After Childbirth at certification unit, which among other things explain the following: <ul style="list-style-type: none"> <li>❖ Give permission to mothers who breastfeed while working with an adjusted time.</li> <li>❖ Make a place for breastfeeding in the Daycare ("Ruangan ASI") for female employees and make attendance for every mother who breastfeeds as monitoring by management.</li> <li>❖ Analyze the needs of mothers and babies such as daily needs (milk, diapers, baby clothes and other equipment) and their availability in the company's operational environment or in their surroundings (there is workers cooperative with easy and close access).</li> </ul> </li> </ul> <p>Based on interviews with female workers and gender committee, the policy had disseminated to workers through socialization with workers and in the last year period, that hasn't any issue/incident related to sexual harassment, violence at work/reproductive rights. Based on the field visit to the housing complex show that to accommodate the needs of new mothers in breastfeeding, breastfeeding corners have been provided in the office area and childcare area. The availability of daily needs for mothers and their babies is also very easy to access, namely in shops around the company. There are workers cooperative and shop about 15-30 minutes away from workers' housing that provide these needs.</p> <p>Based on the explanation above, it can be concluded that the certification unit has policies related to preventing harassment, sexual violence, protection of reproductive rights and identifying the needs of new mothers, all of which have been implemented properly and proven according to the results of field observations and interviews with workers.</p>	
O	6.5.4 Grievance mechanism, which respects anonymity and protects complainants where requested, [is established / as long as complaint is supported with adequate information,] documented, implemented and communicated to all levels of the workforce		
	a. Does the company have a mechanism to handle employment grievances, that respects anonymity and protects complainants where requested?	The company showed the procedure to accommodate complaints and grievances from employees specifically in sexual harassment and violence showed in socialization to all workers and stakeholders. In the procedure	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A

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**Pembangunan Raya Palm Oil Mill**  
**Seriam Village, Kendawangan Sub District, Ketapang District,**  
**Kalimantan Barat Province, Indonesia**



CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<ul style="list-style-type: none"> <li>b. Does the mechanism provide a way for workers to report a grievance against a supervisor to someone other than that supervisor?</li> <li>c. Is the mechanism documented, implemented and communicated clearly to all levels of the workforce?</li> <li>d. Has the company identified personnel who will be responsible to receive and manage complaints received from the workforce?</li> </ul>	<p>described that if requested, the company guarantees the confidentiality of the reporting identity and the disclosure of disgrace or incident (whistleblower).</p> <p>Based on the interviews with workers and contractor workers, it's known that the workers already have sufficient understanding of the grievance mechanism. Related complaints of sexual harassment can be submitted to the gender committee.</p>	NCR No:
6.6	No forms of forced or trafficked labour are used		
<b>R &amp; O</b>	<p><b>6.6.1 (C)</b> All work is voluntary and following are prohibited :</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports or international vaccinations cards</li> <li>• Payment of recruitment fees by the job seeker</li> <li>• Contract substitution <b>without worker's consent</b></li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment, <b>unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement.</b></li> <li>• Debt bondage</li> <li>• Withholding of wage</li> </ul> <p>The suppression of the right to annual leave</p>		
	<ul style="list-style-type: none"> <li>a. Are all migrant workers legally recruited?</li> <li>b. Are migrant workers asked to sign a contract upon arriving in the receiving country? If yes, is that contract identical to the one signed in the country of origin?</li> <li>c. Have workers entered into employment voluntarily and freely, without the threat of a penalty, and have freedom to terminate employment without penalty given reasonable notice as per agreement?</li> <li>d. Are workers given a copy of their employment contracts? If yes, is the contract identical to the one signed at the time of recruitment?</li> <li>e. Is there evidence of contract substitution occurring?</li> <li>f. Who keeps the workers passports or identity documents?</li> <li>g. If the document is kept by the company for safekeeping purpose, where is it kept and was it voluntarily done? Does the company returned to the workers upon request?</li> <li>h. What are the penalties imposed if the workers were terminated</li> </ul>	<p>Certification unit has had a policy of no forced labor, which is contained in the Documents Employment &amp; Human Rights Policy which was issued on 11 November 2019, a Bumitama Sustainability Policy which was ratified on 13 August 2015 and a Code of Conduct Policy which was ratified on 28 October 2023 that mentioned Respect for Workplace Human Rights: Recognition of International Labor Organization (ILO) core conventions and the United Nations (UN) Universal Declaration on Human Rights, including a ban on forced and child labor, elimination of discrimination, provision of fair wages and working hours, and respect for freedom of association. Provision of a healthy and safe working environment, ethical conduct and efforts to eliminate corruption. Based on the results of interviews with workers, trade unions and gender committees in plantations and factories, there were no issues of coercion, slavery and labor trafficking as well as all forms of exploitation.</p> <p>There are no migrant workers who work in the company's operational area. All workers come from within one country (although from various regions). In addition, each worker has been provided with a clear work contract. The rights and obligations of workers are also clearly stated in Company Regulation, and in work agreements. Based on employee list and observation in field known that there are no migrant workers, forced labor. Every worker has</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Yes</li> <li><input type="checkbox"/> No</li> <li><input type="checkbox"/> N.A</li> </ul> <p>NCR No:</p>

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	<p>or fired before their contract expires?</p> <p>i. Confirm with workers on the following whether the following occurs :</p> <ul style="list-style-type: none"> <li>- any involuntary overtime?</li> <li>- debt bondage?</li> <li>- withholding of wages?</li> <li>- lack of freedom to resign?</li> <li>- payment of recruitment fees?</li> <li>- suppression of the right to annual leave?</li> </ul> <p>j. What is the process if a worker wants to terminate their employment before their contract expires? Is the process in accordance with the employment contract?</p>	<p>a work agreement that describe specific job description, there is no substitution of contract without prior consultation and agreement from the worker, for example:</p> <ul style="list-style-type: none"> <li>• There is no retention for identity, because all labor documents for individuals are in the form of photocopies and not original items such as ID cards, diplomas, family cards and others.</li> <li>• There is no contract substitution, because all existing contract workers currently work in accordance with existing contracts such as contract workers for maintenance activities only doing maintenance activities and do not employ workers other than those stated in the contract.</li> <li>• The freedom of workers in resigning, because if the worker wants to resign there is no understanding or prohibition from the company to the worker concerned. This is evidenced by the presence of workers who resigned to move to work and the company gave all their rights as fully resigned workers without any shortcomings.</li> <li>• There is no coercion in doing overtime work, workers who do overtime at the company can refuse if ordered to do overtime activities because overtime is not the worker's obligation, and the company also does not prohibit this.</li> </ul> <p>Based on employee data in June 2024 and interview with workers (mill and estate), most of the workers came from local communities, such as Javanese, Batak, Dayak and another ethnicity. They have the recruitment process in the certification unit and is in accordance with applicable employee acceptance procedures. Based on the results of interviews with workers in plantation and mill, it is known that currently there are no migrant workers, retention of identity, payment recruitment fees, contract substitution, involuntary overtime, lack of freedom of workers to resign, penalty for termination, debt bondage, and withholding. bondage. This is because the certification unit has carried out its operations in accordance with applicable regulations.</p> <p>There are no significant obstacles related to employment or violations of Company Regulation. For example, for the harvesters works daily based in 6 days a week and 40 working hours a week. Certification unit provides output targets that can be obtained in less than 7 hours of work. If the harvester obtains more output within or more than 7 working hours, then the harvester will get the harvest premium payment. No penalty is given to the harvester if it does not get output due to natural factors such as rain. Based on payment list on June 2024, the harvesters have earned in accord-</p>	

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		ance with the minimum wage.	
<b>R &amp; O</b>	<b>6.6.2 (C)</b> Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of [implemented / implementation] is available		
	<p>a. What is the company's policy and procedures for temporary or migrant workers?</p> <p>b. Does the special labour policy include :</p> <ul style="list-style-type: none"> <li>- Statement of the non-discriminatory practices?</li> <li>- No contract substitution?</li> <li>- Post-arrival orientation programme with emphasis on language, safety, labour laws, cultural practices, etc?</li> <li>- The provision of decent living conditions?</li> </ul> <p>c. Have the policies and procedures been implemented?</p>	In accordance with the explanation in indicators 6.2.7 and 6.6.1, where it has been explained that currently the unit of certification no longer has workers with daily contract status (BHL/PKWT) and migrant workers. Based on this, the unit of certification does not own and carry out implementation related to contract workers and migrant workers.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
6.7	The unit of certification ensures that the working environment under its control is safe and without undue risk to health		
<b>R &amp; O</b>	<b>6.7.1 (C)</b> The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded <b>Note</b> : Auditors to interview those who attended the meeting to confirm the meeting was held and that issues were raised.		
	<p>a. Who has been appointed as the responsible person(s) for H&amp;S in the unit of certification?</p> <p>b. is there worker (no staff and no mandor/supervisor) as safety committee member? (<b>Note</b>: the result of compliance audit in PT Perkebunan Milano)</p> <p>c. Are meetings between the responsible persons and workers conducted on a regular basis, or as required by law, if any? When was the last meeting carried out?</p> <p>d. Are minutes of meeting recording attendees and issues discussed available?</p> <p>e. Are concerns of all parties about health, safety and welfare discussed at these meetings?</p> <p>f. Are there recommendations after safety committee meeting? if any, is it considering accident record?</p> <p>g. Does the safety committee implementing/following up recommendations of the result of safety committee meeting?</p> <p>h. Does the safety committee effectively implement measures to reduce accident ?</p> <p>i. Are actions taken on the issues</p>	Unit of certification has an adequate OHS organization in accordance with the laws and regulations. The company has a OHS Committee structure based on the Decree of the Regent of Ketapang No. 560/03/NAKER/2022 dated 03 January 2022. The OHS Committee structure consists of a Chairman, Chief Executive, Secretary, Estate Member, Warehouse and Logistics Section, Electrical and Genset Installation Section, Workplace Inspection Section, workshop and transportation section, training section and OHS training, emergency response section, accident investigation report section and paramedics. The organizational structure has changed because there was a replacement for the OHS Committee Secretary with a new General OHS expert. Application for OHS Committee structure of PT. ASM was submitted on July 15, 2024 and received by the Ketapang Regency Manpower and Transmigration Agency and until now the letter of approval for the organizational structure of OHS Committee is still being processed at the relevant Office.  The new OHS Committee secretary, namely RSM, is an General OHS expert with training certificate no. 05/1610120922/AS.01.03/IX/2022 dated 12 September 2022. General OHS expert designation from the Indonesian Ministry of Manpower No. 5/12340/AS.01.03/IX/2022 dated 12 September 2022 and OHS expert authority	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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	raised?	<p>card license No. 1610120922/Q-AK3U/01/IX/2022 on 12 September 2022 valid until 12 September 2025</p> <p>In addition, the Company has conducted regular meetings between OHS Committee management and employees which are held every month. For example, there are regular monthly meetings including a meeting on May 22, 2024 which was attended by all staff, Unit of Certificationairperson of OHS Committee, the secretary of OHS Committee, PIC Sustainability and 12 estate managers. During the meeting several things were discussed including discussing issues related to OHS, discipline the use of PPE for all employees and implement OHS compliance in work units. In addition, there is discussion related to sustainability work programs both in OHS, environment and, <b>workers walfare</b>, certification targets.</p> <p>Based on the explanation above, it is known that an OSH organization has been formed with an adequate number of personnel in accordance with the laws and regulations.</p>	
<b>R &amp; O</b>	<b>6.7.2</b> Accident and emergency procedures in Indonesian language are in place and [instructions are.... the sentence has deleted on INA-NI] clearly understood by all workers. [Accident procedures are available in the appropriate language of the workforce.... the sentence has deleted on INA-NI]. Assigned operatives trained in first aid are present in both field and other operations [, and / .] First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed		
	<ul style="list-style-type: none"> <li>a. Are there SOPs for handling of accidents and emergency?</li> <li>b. Are the accident procedures available in appropriate language of the workforce?</li> <li>c. Are the SOPs cover all major potential emergencies, such as, but not limited to fire, chemical spillage, and potential natural disasters specific for the region, e.g., earthquakes, volcanoes, etc.?</li> <li>d. Are accidents investigated and action taken to prevent recurrence?</li> <li>e. Are accident reported to the local authority in accordance with local legal requirements</li> <li>f. Are the instructions on emergency procedures clearly understood by all workers?</li> <li>g. Is there evacuation map, sign of evacuation routes and assembly point?</li> <li>h. What is evacuation map and sign of evacuation routes still easily readable at worksites?</li> <li>i. Is the condition of assembly point still safe or maintained ?</li> <li>j. Are assigned operators trained in First Aid present in both field and other operations?</li> </ul>	<p>Both of mill and plantation has established procedure document SOP/K3/08, Rev.01, date of validity 02 May 2017 regarding emergency preparedness; and SOP/K3/10, Rev.01, date of validity 02 May 2017 regarding investigation of work accident/incident and occupational illness. All of this procedure was made in Bahasa and disseminated to all workers during morning briefing. The procedure of emergency preparedness was including all the emergency condition both of natural disaster and unsafety condition (unexpected condition) in working place. Due to "Zero Accident" has recorded in period year 2023-2024, no accident investigation record documented by mill and plantation. But, if the accident happened, the OSH committee will lead to carry out the accident investigation.</p> <p>Interview with the sprayer workers and harvester workers, they able to explained in they owned language regarding what is the emergency condition, why they must use complete PPE, who the contact person in emergency situation, and others. Field observation in the mill and plantation office, the evacuation map, assembly point and evacuation routes available and clear in place. Interview with the mill workers also found they know clearly the evacuation routes and assembly point. The assembly point condition was opened areas and accessible and maintained.</p> <p>The company has first aid officer with Named</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<ul style="list-style-type: none"> <li>k. Is there records of training of the first aiders? When was the last training conducted?</li> <li>l. Is first aid equipment available at worksites? Is the equipment available during conduct of field manual work?</li> <li>m. Is the content of the first aid kits carried by foreman/supervisor at worksites adequate if referring to the local regulation ?</li> <li>n. Are first aid kits adequately stocked and regularly checked in accordance with legal requirements?</li> <li>o. Are records of all accidents kept and periodically reviewed? When was the last review carried out?</li> </ul>	<p>MSA No. 560/396/P3K/Nakertrans/2023, valid until January 25, 2025</p> <p>Based on filed observation to the spraying activity and harvesting, the headman was brought the first aid box, with the content was comply with the regulation 21 items. The first aid box also completes with history book of first aid equipment used. Based on interview with the headman, the first aid box will check periodically (in monthly) by first aider officer.</p>	
<b>O</b>	<b>6.7.3 (C)</b> Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers [at the place of work / in the workplace,] to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing		
	<ul style="list-style-type: none"> <li>a. Are all the workers provided with PPE as identified in the risk assessment carried out?</li> <li>b. Are all the workers using appropriate PPE in working areas ?</li> <li>c. Is adequate and appropriate PPE available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting?</li> <li>d. Has Pesticide operator/application used mask with "active carbon cloth"?</li> <li>e. Is the PPE provided to workers free of charge and replaced when damage?</li> <li>f. Does the organization maintain a list of PPE distribution?</li> <li>g. Are all workers involved in the operation appropriately trained in safe working practices and trained in the use of the PPE?</li> <li>h. Are workers observed to be wearing appropriate PPE at the worksite?</li> <li>i. Does the organization monitoring on effectiveness and suitability of the use of PPE? especially for respiratory mask which used in spraying &amp; fertilizing activity; rubber shoes, gloves and safety glasses which used in harvesting activity; and safety shoes in POM</li> <li>j. does the management/employer done the management of PPE</li> </ul>	<p>Both of mill and plantation has established the PPE procedure based on document no. SOP/SDM/03, Rev.01, date of issued 02 May 2017. Based on this procedure, the PPE identification needs document was available, where all the activity in the mill and plantation has identified the PPE needs based on type of activity and hazardous risk assessment. Record of PPE distribution to all workers level was in place, the latest distribution was on 29 February 2024, to all division in plantation and mill consist of wellington shoes, glove, goggles, protective clothe, first aid box, safety helmet and others.</p> <p>Interview with sprayer workers, harvester, boiler operators, kernel nut station operators, grading operator, and also based field visit to the mill facility and storage facility in the plantation found all workers have obtained the PPE, and used they PPE properly during on duty. Based on interview also found they able to replace the broken PPE every time with free. During field visit to sprayer workers, and storage facility (chemical and fertilizer) the MSDS document was in place, and also brought by headman to the working location. Interview with the headman also found that he able to explained how to handled if any exposure from chemical to the body based on MSDS explanation.</p> <p>The sanitation facilities for sprayer workers also available in the plantation located in every division. Based on field verification the sanitation facility was made from concrete, complete with PPE box, rinsing areas, bathroom, emergency eyewash, clothes clean storage, and water tank from rinsing process. The tank from rinsing facilities will trap in the permanent ba-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>(refer to article 7 – Minister of Man Power and Transmigration Regulation no. PER.08/MEN/VII/2010)?</p> <p>k. Are Safety Data Sheet (SDS) for pesticides used readily available for easy reference?</p> <p>l. Are there sanitation facilities available for workers handling pesticides to change out of PPE, wash and put on their personal clothing?</p> <p>m. How is the wastewater from the sanitation facilities handled to avoid land or water pollution?</p>	<p>sin and will reuse again for next spraying activities.</p>	
<b>O</b>	<p><b>6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or sickness, are covered in accordance with [national law / applicable regulations] or by the unit of certification [where national law does / if applicable regulation do] not offer protection</b></p>		
	<p>a. Is there evidence that all workers are provided with medical care and covered by accident insurance by the company? For contract workers (temporary worker or casual worker) and contractor worker/labor, the contract/agreement between the company and contract worker (temporary worker or casual worker) or the company and the contractor company shall be in compliance with regulation.</p> <p>b. For accidents that have occurred, is there evidence that the affected workers received appropriate medical treatment, and was able to claim and receive compensation under the insurance policy (if relevant)</p> <p>c. Is there evidence that the insurance policies are valid?</p> <p>d. Was there evidence that cost incurred from work related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection?</p>	<p>Based on interview with the HR (personalia), all the workers were including in the national insurance (BPJS TK and BPJS KES). This is also included for contractor's workers, where for contractor workers the insurance paid by contractor company.</p> <p>Interview with sprayer and harvester workers they have the national insurance card, registered in the BPJS TK and KES. The record of national insurance paid able to verify in the payment of salary slip) every monthly, then record BPJS TK and KES paid by the mill and plantation also available in place, paid in monthly, example payment for December 2023, with paid receipt (kwitansi) no. 1226275933 date of payment process in 07 Dec 2023 for (permanent workers, PKWT workers). The paid receipt was signed by Branch Office Head of BPJS Office in 13 Dec 2023.</p> <p>Due to no accident recorded in year period 2023 until date of audit, record of payment (paid by mill and plantation) on worker accident not available. But interview with the workers they will get free to go to company clinic for medical handling.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R &amp; O</b>	<p><b>6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics</b></p>		
	<p>a. Is there a system in place to record the LTA?</p> <p>b. Are the records been monitored and regularly reviewed?</p> <p>c. Who records the LTA? Was he/she been trained?</p> <p>d. When was the last reviewed on LTA been carried out?</p>	<p>The responsible person to calculate the LTA was OHS Committee secretary, namely RSM, is an General OHS expert with training certificate no. 05/1610120922/AS.01.03/IX/2022 dated 12 September 2022 in the mill and plantation. The LTA calculation record for year period 2023 was in place. This LTA calculation record was brought to the OSH Committee meeting in the fourth quarter. Due to no accident happened in year 2023-2024, the LTA calculation was low (no time lost) recorded.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
<b>Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment</b>			
7.1	IPM plans are implemented and monitored to ensure effective pestcontrol		
<b>R &amp; O</b>	<b>7.1.1 (C)</b> IPM plans are implemented and monitored to ensure effective pest control		
	<p>a. Is there a documented IPM plan?</p> <p>b. Does the IPM plan include among others the following?                      - identification of potential pests and thresholds                      - the techniques used (cultural, biological, mechanical and physical methods)?                      - the native species used as part of the biological control method?                      - help in reducing the use of chemicals over a period of time?                      - Prophylactic use of pesticides                      - Minimization of pesticide use                      - Review on the plans to suit the present condition such as re-planting?</p> <p>c. Is there an SOP to implement the plan and monitor its effectiveness?</p> <p>d. Is there records of pest occurrence and control?</p> <p>e. Is there any sign of fire use for pest control?</p> <p>f. Is there any sign of rat pest dropping in the area?</p> <p>g. Is there training conducted on IPM?</p>	<p>The unit of certification has program of integrated pest management (IPM) in all estate for periode 2023 has refers to procedure of Control and Observation Plant Pest Ogr-naisms with document no. BGAAGRKS-PTKS-PHT and BGAAGRKS-PTKS-PG for weed control. They mention to consist of:</p> <ul style="list-style-type: none"> <li>- Control is carried out based on detection and census results that exceed the economic threshold.</li> <li>- Explanation regarding control can be carried out using biological, chemical or mechanical techniques using natural enemies such as owls or the use of beneficial plants <i>Turnera subulata</i> as a place for fire caterpillar predators to live. Control with chemical techniques by applying pesticides to control termites and herbicides to control weeds. Mechanical control is also carried out, for example using a rotary slasher to control weeds at the pikul market.</li> <li>- Among them includes a rat pest control system with a baiting system. If the bait eaten is &lt; 20% then the baiting campaign is stopped. Conversely, if the bait eaten is still above 20%, the baiting campaign is repeated</li> </ul> <p>Realization of IPM according to review the document, (example) as follow:</p> <ul style="list-style-type: none"> <li>- Training of IPM has conducted Pembangunan Raya and Bengkuang Raya Estate on July 08, 2024 and attended by 15 participants, and in Belaban Raya Estate was conducted on June 03, 2024 and attended by 16 participants.</li> <li>- Census monitoring record in afdeling I and III, as detected oryctes rhinoceros through census on May 2024, and it is still under threeshold.</li> <li>- Record of program and realization periode 2024 planting of <i>Turnera Subulata</i> as living place of leaf eating caterpillar (LEC) in afdeling II for about 98 plant;</li> <li>- Sighted house of owl on the estate which expected to control rat population per block, and based field observation in afdeling II house of owl the condition is good and active owl.</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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<b>R</b>	<b>7.1.2</b> [Species referenced in the Global Invasive Species Database and CABI.org / <a href="#">Invasive species</a> ] are not to be used <a href="#">according to applicable regulation</a> in managed areas, unless plans to prevent and monitor their spread are implemented. The unit of certification sets up a control mechanism for invasive species, for example for mucuna spp. aumania spp, etc.		
	<p>a. Is the company personnel aware of [the Global Invasive Species and CABI.org / <a href="#">Minister of Environment and Forestry Regulation No.P.94/MENLHK/SEKJEN/KU M.1/12/2016 concerning invasive species</a>] ?</p> <p>b. Are the listed species not used in the area? If in used, are the plans to prevent and monitor their spread implemented?</p> <p>c. Is there monitoring been carried out?</p>	<p>Findings:</p> <p>Based on document review, the unit of certification does not used the species listed in the Minister of Environment and Forestry Regulation No. P.94/MENLHK/SEKJEN/KUM.1/12/2016 concerning Invasive Species as well as in the Global Invasive Species Database and CABI.org. The identification of species used has been documented in the document “<i>Daftar Nama Tanaman/Hewan Musuh Alami Kelapa Sawit</i>”, consist of <i>tyto alba</i>, <i>antigonon leptosus</i> and <i>turnera subulata</i>. this species is not classified as invasive in Indonesia, as refers to Minister of Environment and Forestry Regulation (PermenLHK) No. 94 in 2019.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>7.1.3</b> There is no use of fire for pest control unless in exceptional circumstances,i.e. where no other effective methods exist, and with prior approval of government authorities.		
	<p>a. Is there SOP for pest control established? If yes, is the procedure included the handling of pest during normal and exceptional situation?</p> <p>b. Is the procedure specified fire is not used for pest control, unless it is permitted by authorities?</p>	<p>Findings:</p> <p>Based on record of the implementation IPM plan (see indicator 7.1.1) and interview with management was known that the unit of certification did not used fire for pest control. Pest control was carried out manually, biological and using pesticide if the result of pest monitoring/EWS above the threshold attack and its application referred to:</p> <ul style="list-style-type: none"> <li>- SOP for Control of Horned Beetle Pests (<i>Oryctes Rhinoceros</i>) no. SOP/06.01/048 rev 00 dated 03 June 2021;</li> <li>- SOP for Control of Oil Palm Plant Pests no. SOP/06.01/046 rev 00 dated 03 June 2021;</li> <li>- SOP EWS Palm Oil Termites, Leaf Eating Caterpillars, Palm Rats and Palm Oil Caterpillars, no. SOP/TAN/601-50-59 B dated September 2016;</li> </ul> <p>They mention to consist of:</p> <ul style="list-style-type: none"> <li>- Early warning system through field monitoring, weekly global telling, census and analysis towards pest incidence;</li> <li>- Pest population management control through biological, physical and chemical methods and evaluation of action taken;</li> </ul> <p>Observed during field visit, there is not found indication using fire for pest control.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
7.2	Pesticides are used in ways that do not endanger health of workers, families, communities or the environment		
<b>R &amp; O</b>	<b>7.2.1 (C)</b> Justification of all pesticides used is demonstrated. Selective products (peticides approved by the State of Cameroon) and application methods that are specific to the target pest, weed or disease are priori-		

**RSPO Recertification Assessment Report**  
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**Pembangunan Raya Palm Oil Mill**  
**Seriam Village, Kendawangan Sub District, Ketapang District,**  
**Kalimantan Barat Province, Indonesia**



CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS																														
	tised																																
	<p>a. Is the justification of all pesticides used been demonstrated?</p> <p>b. Is there SOP for use of selective products that are specific to target pests, weeds, or diseases and which have minimal effect on non-target species? Is the procedure included the following :</p> <ul style="list-style-type: none"> <li>• Measures to avoid the development of resistance (such as pesticide rotation) are identified and applied, where possible</li> <li>• List of all pesticide with target species and justification of the use</li> <li>• Consideration of using less harmful alternatives</li> </ul> <p>c. Is there evidence of implementation of SOP on the ground?</p>	<p>The unit of certification has shown the recommendation of pesticide used, in document no Inter Office Memo no. 028/IOM/RSC-BGA/VII/2020 dated on July 28, 2020. That recommendation mention To support the BGS team revitalization program and the completion of the bush area by one stop services. Therefore, the division assistant is required to identify the dominant weed groups that live in the planned spray block tomorrow (D-1) so that they can bring various parent solutions to the field in addition to the work of spraying the pikul market disk according to the target weeds to be controlled. Guidelines for dosage, materials and making parent solutions are attached.</p> <p>Based on record pesticide used, the list of pesticides used are in accordance with document of recommendation pesticide usade periode 2023, which informes brand name of of pesticide, active ingredient, target, LD50, and WHO Class.</p> <p>Based on interview with pesticides operators, it was known that herbicide only applied on palm circle, harvesting path and FFB platform on the field. For example, pesticides used was "Bio Up" with active ingredients is IPA-glyphosate for narrow leaf weed control. Furthermore, biological method founded during observation are planting of beneficial plants (<i>Turnera subulata</i>)</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:																														
<b>O</b>	<b>7.2.2 (C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are made available by the unit of certification																																
	<p>a. Is there a pesticide application program?</p> <p>b. Are records of pesticides use available?</p> <p>c. Do the records detail the active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications?</p>	<p>Findings:</p> <p>Unit of certification has record of pesticide usage year 2023 and active ingredients applied per ha were as follow:</p> <p><b><u>Pembangunan Raya Estate</u></b>            Periode 2023:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Merk Name</th> <th>Ingredient</th> <th>LD 50</th> <th>Usage total (L)</th> <th>Active Ingredient (L/Ha)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Prima-furor 20 WG</td> <td>Glyphosate</td> <td>&gt;5000</td> <td>2054</td> <td>0.37</td> </tr> <tr> <td>2</td> <td>Primaup 480 SL</td> <td>Metil Metsulfuron</td> <td>4230</td> <td>206</td> <td>0.04</td> </tr> <tr> <td>3</td> <td>Garlon 670 EC</td> <td>Amonium Glufosinat</td> <td>710</td> <td>74</td> <td>0.21</td> </tr> <tr> <td>4</td> <td>Facinate 150</td> <td>Triklopir</td> <td>&gt;1500</td> <td>134</td> <td>0.24</td> </tr> </tbody> </table>	No	Merk Name	Ingredient	LD 50	Usage total (L)	Active Ingredient (L/Ha)	1	Prima-furor 20 WG	Glyphosate	>5000	2054	0.37	2	Primaup 480 SL	Metil Metsulfuron	4230	206	0.04	3	Garlon 670 EC	Amonium Glufosinat	710	74	0.21	4	Facinate 150	Triklopir	>1500	134	0.24	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
No	Merk Name	Ingredient	LD 50	Usage total (L)	Active Ingredient (L/Ha)																												
1	Prima-furor 20 WG	Glyphosate	>5000	2054	0.37																												
2	Primaup 480 SL	Metil Metsulfuron	4230	206	0.04																												
3	Garlon 670 EC	Amonium Glufosinat	710	74	0.21																												
4	Facinate 150	Triklopir	>1500	134	0.24																												

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			SL					
		Periode Jan – Jun 2024:						
		N o	Merk Name	Ingred-ient	LD 50	Us- age to- tal (L)	Active In- gredi- ent (L/Ha)	
		1	Pri- mafu- ron 20 WG	Glypho sate	>50 00	1,0 50	0.34	
		2	Prima up 480 SL	Metil Metsul- furon	423 0	163	0.03	
		3	Garlon 670 EC	Amoni um Glufosi nat	710	181	0.33	
		4	Fac- inate 150 SL	Triklopi r	>15 00	39	0.04	
		<b><u>Bengkang Raya Estate</u></b>						
		Periode 2023:						
		N o	Merk Name	Ingred-ient	LD 50	Us- age to- tal (L)	Active In- gredi- ent (L/Ha)	
		1	Pri- mafu- ron 20 WG	Glypho sate	>50 00	1,9 20	0.34	
		2	Prima up 480 SL	Metil Metsul- furon	423 0	111	0.03	
		3	Garlon 670 EC	Amoni um Glufosi nat	710	61	0.16	
		4	Fac- inate 150 SL	Triklopi r	>15 00	10	0.05	
		Periode Jan – Jun 2024:						
		N o	Merk Name	Ingred-ient	LD 50	Us- age to- tal (L)	Active In- gredi- ent (L/Ha)	
		1	Pri- mafu- ron 20 WG	Glypho sate	>50 00	570	0.28	
		2	Prima up 480 SL	Metil Metsul- furon	423 0	80	0.03	

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		3	Garlon 670 EC	Amonium Glufosinat	710	-	-	
		4	Facinate 150 SL	Triklopir	>1500	0.20	0.07	
		<b><u>Belaban Raya Estate</u></b>						
		Periode 2023:						
						Usage total (L)	Active Ingredient (L/Ha)	
		No	Merk Name	Ingredient	LD 50			
		1	Prima-furon 20 WG	Glyphosate	>5000	1153	0.34	
		2	Prima up 480 SL	Metil Metsulfuron	4230	85	0.02	
		3	Garlon 670 EC	Amonium Glufosinat	710	14	0.18	
		4	Facinate 150 SL	Triklopir	>1500	5	0.24	
		Periode Jan – Jun 2024:						
						Usage total (L)	Active Ingredient (L/Ha)	
		No	Merk Name	Ingredient	LD 50			
		1	Prima-furon 20 WG	Glyphosate	>5000	520	0.19	
		2	Prima up 480 SL	Metil Metsulfuron	4230	65	0.02	
		3	Garlon 670 EC	Amonium Glufosinat	710	73	0.44	
		4	Facinate 150 SL	Triklopir	>1500	44	0.26	
		<b><u>Cooperative Agro Seriam Mandiri</u></b>						
		Periode 2023:						
						Usage total	Active Ingredient	
		No	Merk Name	Ingredient	LD 50			

CR	CHECKLIST	RESULTS OF VERIFICATION						COM-PLAINEE STATUS
					(L)	(L/Ha)		
		1	Pri-mafu-ron 20 WG	Glypho sate	>50 00	146 9	0.43	
		2	Prima up 480 SL	Metil Metsul-furon	423 0	132	0.04	
		3	Garlon 670 EC	Amoni um Glufosi nat	710	96	0.31	
		4	Fac-inate 150 SL	Triklopi r	>15 00	70	0.08	
		Periode Jan – Jun 2024:						
		N o	Merk Name	Ingre-dient	LD 50	Us-age to-tal (L)	Active In-gredi-ent (L/Ha)	
		1	Pri-mafu-ron 20 WG	Glypho sate	>50 00	103 4	0.35	
		2	Prima up 480 SL	Metil Metsul-furon	423 0	99	0.03	
		3	Garlon 670 EC	Amoni um Glufosi nat	710	89	0.3	
		4	Fac-inate 150 SL	Triklopi r	>15 00	23	0.05	
		The company also has information related LD50, area treated, amount of active ingredi-entas applied per HA and number of applica-tion that stated on Analisa Pemakaian Bahan Aktif per Hektar for all estate. Based on ob-servation at Pesticide Storage in Central Warehouse of each estate, it was known that there is no stock of paraquat.						
<b>O</b>	<b>7.2.3 (C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans							
	<p>a. Is there evidence of IPM plan being implemented?</p> <p>b. Are there records showing that the use of pesticides have been minimised, eliminated where possible, in accordance with In-tegrated Pest Management (IPM) plan?</p>	<p>The company also implements the BGS (BGA Ground Management System) system which aims to reduce the use of pesticides and in-crease sources of organic matter for plant maintenance activities, including by pruning Nephrolepis Biserrata. In several blocks in each estate, NonChemist blocks are also im-plemented, meaning that for areas that are protected from weeds, pesticide applications are reduced by reducing spray rotations from 1</p>						<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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		<p>to 2 spray rotations per year.</p> <p>Organization has maintained records of pesticide use. It has been shown in the document Pesticide Use for 2023 and 2024 which contains the pesticide brand, active ingredient, LD50, and active ingredient usage per ha. For example, Penta up (2024) with the active ingredient glyphosate 480 g/L, with an LD50 of &lt;2000 mg/kg. The application area until July 2024 is 1,232.70 ha with a volume of 110.45 L (active ingredients 53.016), so that the active ingredient/ha in January – July 2024 is 0.043 g/ha.</p> <p>To find out the need for spray volume per hectare, the company calibrates the sprayer, nozzle, and road speed so that the dosage and volume of the spray solution is correct and not excessive. To suppress weed growth, the company developed the Mucuna Brachteata legume.</p> <p>As for controlling pests and plant diseases, the company prioritizes biological methods, namely through the development of Beneficial Plants of the Turnera Subulata and Antigonon Leptopus types as results of field observations of these plants include growing in block E52 E53 Division 3 BRYE.</p>	
<b>O</b>	<b>7.2.4</b> There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines		
	<p>a. Has there been prophylactic use of pesticides? If so, any justification provided?</p> <p>b. Is justification provided in accordance to national best practices guidance?</p>	<p>Findings:</p> <p>Based on document reviews and interviews with management, there was no prophylactic use of pesticide.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>R &amp; O</b>	<p><b>7.2.5</b> Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to :</p> <p>a) Judgment of the threat and verify why this is a major threat</p> <p>b) Why there is no other alternative which can be used</p> <p>c) Which process was applied to verify why there is no other less hazardous alternative</p> <p>d) [What is the process to limit the negative impacts of the application</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>		
	<p>a. Is there a policy, procedure or management plan committing to minimise and eliminate use of these pesticides and paraquat?</p> <p>b. Is the pesticides used in the company been cross checked with the WHO class 1A, class 1B, and Stockholm or Rotterdam Conventions pesticide?</p> <p>c. Does physical verification of inventory in the chemical store</p>	<p>Findings:</p> <p>Unit of certification has policy to minimise and or stopped using pesticides that are categorised as WHO Class 1A or 1B, or listed by the Stockholm or Rotterdam Conventions, and paraquat as stated procedure BGAAGRKS-SOP-14 regarding pesticide management. This SOP regulates the classes of pesticides used, procedures for preventing accidents due to poisoning, and protecting the environment</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>match with the inventory records?</p> <p>d. Are there records of minimisation of pesticides and paraquat use?</p> <p>e. Where there is the use of the above pesticides or paraquat, has justification in line with national best practice guidelines been documented?</p>	<p>by using pesticides responsibly.</p> <p>Based on the list of pesticide review used during 2023/2024, as well as observation to pesticide store in chemical store and interview with pesticide worker it was known that pesticides used by estate management were only herbicides and one type of insecticides. There is no use of rodenticide, due to very low pest incidence (below threshold limit). Based on WHO classification, it was known that LD-50 figures of all pesticide used by the unit of certification were generally classified as Class II and Class III or moderately hazardous and slightly hazardous, respectively. Moreover, all pesticides used were listed on <a href="http://www.pestisida.id">www.pestisida.id</a> by Department of Agriculture, Republic of Indonesia.</p> <p>The unit of certification has a recommendation of pesticide used, in document no Inter Office Memo no. 028/IOM/RSC-BGA/VII/2020 dated on July 28, 2020. Based on field observation to the chemical storage in all estate, it has been confirmed all pesticide use at field was match with the inventory card, there is no paraquat use.</p>	
<b>R &amp; O</b>	<p><b>7.2.6 (C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they [carry out / <a href="#">conduct.</a>]</p>		
	<p>a. Is there SOP for chemicals/pesticides handling?</p> <p>b. Is there a training plan and training records for workers who apply or handle pesticides?</p> <p>c. Is there evidence that training has been conducted and understood by the workers?</p> <p>d. Are pesticides handled, used or applied only by persons who have completed the necessary training?</p> <p>e. Are the workers involved in chemical handling or application able to demonstrate understanding of the hazards and risks related to chemicals used when interviewed?</p> <p>f. Are pesticides always applied in accordance with the product label?</p> <p>g. Are Safety Data Sheet (SDS) for pesticides used readily available for easy reference?</p> <p>h. Is appropriate safety and application equipment provided and used?</p> <p>i. Is PPE used appropriate according to recommendations in</p>	<p>The unit of certification has procedure related chemical/pesticides handling and proven methods that minimise risk and impacts as seen on documented in procedure of pest and disease management BGAA-GRKS-SOP-14 dated on June 3, 2021.</p> <p>Pesticides hazards and its countermeasures has been identified and mentioned in the Hazard Identification, Risk assessment and Determine Control document that updated on January 2024. Based interview with a sprayer at afdelling (all estate), appropriate safety (PPE, such as: respirator mask, glove, safetyshoes/boot and apron) and application equipment have been provided and used. The workers also were knowledgeable on all safety precautions attached to the products labels as well as agrochemical waste handling.</p> <p>Based on field observation to pesticide storage, also it was known that MSDS were available in place. Furthermore, according to interview with pesticide applicator vendors, it could be concluded that the workers were able to explain and demonstrate its job in accordance with the SOP, such as justification of pesticide usage, considering wind flows during spraying, pesticide mixing, pesticides and its target, as well as PPE's to be used and its management. During observation to several riparian</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<p>j. any risk assessments done? Is appropriate PPE provided and used, and can the PPE be easily replaced if damage?</p>	<p>buffer zone in all estate, it was known that there were no indication of herbicide application on the riparian areas.</p> <p>Unit of certification has conducted training related to chemical application for the employee who apply or handle pesticide, there is training on mixing chemicals as well as their handling and control on October 13, 2023 and attended by 12 participants;</p> <p>Training of chemical sprayer has conducted in Belaban Raya, Pembangunan Raya and Bengkuang Raya Estate on June 20, 2024 and attended by 44 participants,</p>	
<b>O</b>	<p><b>7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices</b>  <b>Note to auditor :</b> refer to the safety data sheet on storage and disposal</p>		
	<p>a. Is the storage of all pesticides followed the recognised practices?</p>	<p>Based on field observation at chemical storage, the company has provided a special chemical storage. Chemical storage areas has complied with relevant regulations (Ministry of Environment No. 13 of 2014 regarding Symbol and Label Hazardous Material). In the chemical storgae was as found that all pesticides stored according to recognised best practiices, the storage room is protected from the rain, good air ventilation, avalaible pallets for storgae the pesticide. And also found MSDS for each pesticide and emergency procedures emergency response facilities (fire extinguisher, eye wash, alarm, first aid kits, etc), label and hazardous material symbol.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<p><b>7.2.8 All pesticide containers [are properly / that are] disposed of and/or [handled responsibly may not be reused for the same purpose or, for example, for mixing.</b></p>		
	<p>a. Is the storage of all pesticides followed the recognised practices?</p> <p>b. Is there evidence that empty pesticide containers are properly stored and disposed off and not used for other purposes?</p> <p>c. Is there evidence observed in the field that pesticide containers are indiscriminately disposed (in dump site) or used for other purposes, .e.g. as waste containers, flower pots?</p>	<p>Findings:</p> <p>The unit of certification has a procedure of waste material according namely "Pembangunan Limbah B3", document No. PK3-011, revision 01, dated on November 15, 2022.</p> <p>The unit of certification has communicated the SOPs and work of instruction to workers and his/her family through posters that posted at housing kompleks and training was conducted on June 29, 2024 at Housing at all Estate, attended by 15 participants.</p> <p>For the implementation unit of certification has maintains all recods of chemical and hazardous waste disposal as found in the following documents:</p> <ul style="list-style-type: none"> <li>• Log book of hazardous waste (including chemical container) at temporary storage,</li> <li>• Balance sheet (monthly) of incoming and outgoing waste (Neraca LB3),</li> <li>• Hazardadous waste manifest, and</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<ul style="list-style-type: none"> <li>Hazardous Waste Report.</li> </ul> <p>Based on field verification to temporary storage of hazardous and toxic waste seen that unit of certification handling all of pesticide containers properly, that all containers were collected and placed at licensed temporary hazardous waste storage (TPS LB3) before disposed to third party that has a license to manage the hazardous and toxic waste. For more detail please see criteria 7.3. Observed during field observation to housing to em- placement Afd 2 found there is not pesticide container utilized as flower pot etc.</p>	
<b>R &amp; O</b>	<b>7.2.9 (C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying		
	<p>a. Has aerial spray been applied? If yes, is there documented justification and approval by the government authority?</p> <p>b. Is the impact and risk associated with aerial application documented and made available?</p> <p>c. Are the identified affected communities informed of impending aerial pesticide applications and are the information given at least 48 hours prior to application of aerial spraying?</p> <p>d. What are the information given to local communities and how was it communicated?</p>	<p>Findings:</p> <p>Based on documents review, information from management and observed during site visit, it was confirmed there is no aerial spraying method for pesticides application. All pesticides have applied through spraying manually.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>7.2.10 (C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated		
	<p>a. Is there an updated list of pesticide operators (permanent and or temporary and or casual worker)?</p> <p>b. Is there records of annual medical surveillance of pesticide operators?</p> <p>c. is there record of medical surveillance of pesticide operators every 6 month (especially for Indonesia) ? how is the result ?</p> <p>d. Is there initial medical test for the new spraying team members ? how is the result ?</p> <p>e. Has all operator pesticides done medical test ?</p> <p>f. Is there evidence of documented action taken to treat related health condition?</p> <p>g. Are there any trends of workers being absent due to incident related to pesticide usage?</p> <p>h. If any the result of medical test</p>	<p>Findings:</p> <p>The unit of certification has conducting special medical surveillance such as cholinesterase and spirometry to all employee that works related to agrochemical application (permanent and temporary workers), included store keeper, The list of pesticides worker such as:</p> <ul style="list-style-type: none"> <li>Pembangunan Raya Estate has 15 pesticide worker, consist of all female worker,</li> <li>Belaban Raya Estate has 23 pesticide worker, consist of all female worker,</li> <li>Bengkuan Estate has 30 pesticide worker, consist of all female worker (include for Cooperative Agro Seriam mandiri)</li> </ul> <p>For example, summary of medical check-up for period 2024, Cholinesterase test conducted on January 29 and 30, 2024 on hospital Seri Rausau Region, with the result for all is fit to work.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	is un-normal so is there the record of follow-up treatment of medical results ?		
<b>O</b>	<b>7.2.11 (C)</b> [No work with pesticides is undertaken by persons under the age of 18, pregnant or breast feeding women or other people that have medical restrictions and they are offered alternative equivalent work / No pesticide related work is carried out by pregnant or breastfeeding women, or people with medical limitation and they are offered other equivalent work alternatives]		
	<p>a. Is there a policy/SOP preventing persons under the age of 18, pregnant and breast-feeding women from handling pesticides?</p> <p>b. Is there a lists of female workers handling pesticides?</p> <p>c. What is the mechanism established to identify pregnant and breast-feeding women?</p> <p>d. Is there evidence showing person under the age of 18, pregnant and breast-feeding women are not allowed to handle pesticides?</p>	<p>Findings:</p> <p>Unit of certification has a procedure for pesticide safety insctructions document no. BGAA-GRKS-PROS-PPS-01 dated on May 27, 2011, and approved by director. In this procedure there is a prohibition for pregnant and lactating women to work as pesticide applicators. In addition, the company has a policy that all female pesticide applicators are required to take a pregnancy test every month at the company's clinic. Based on the document review, there are the results of a pregnancy test on June 29, 2024, namely:</p> <ul style="list-style-type: none"> <li>- On June 26, 2024 at BRYE there were 12 pesticide management employees with negative results</li> <li>- On June 27, 2024 at BLRE there were 38 pesticide management employees with negative results</li> <li>- On June 28, 2024 at PRYE there were 16 pesticide management employees with negative results</li> <li>- On June 28, 2024 at TRNE there were 22 pesticide management employees with negative results</li> </ul> <p>Based on interview with pesticide applicators (in during audit applicator working manual) in all estate (division 3 block B48 Bengkuang Estate, division 3 block B24 Pembangunan Raya Estate, and it was known that pregnancy test has conducted every month by paramedics on company clinic. And said who identified pregnant will immediately transferred to manual upkeep works.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
7.3	Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner		
<b>R</b>	<b>7.3.1</b> A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.		
	<p>a. Is the list of waste products produced identified?</p> <p>b. Is the waste management plan available ?</p> <p>c. Is the plan included management and operation prescriptions for reduction, recycling, reusing of the waste?</p> <p>d. Is there evidence of implementation of the plan?</p> <p style="color: green;">e. Are domestic waste properly handled ?</p> <p style="color: green;">f. are domestic waste from hous-</p>	<p>Findings:</p> <p>Unit of certification has been identified waste product and sources of pollution in procedure no. SOP BGA-SUST-SOP-21 dated on May 12, 2018. Based on document verification shown company has implemented waste management accordance with waste identification source and management plan for examples are:</p> <ul style="list-style-type: none"> <li>- Genset House, waste type: Used oil, pollution air, used oil cans, used filter, ex sperpart, Used Majun cloth, etc.</li> <li>- Workshop waste type: Used oil, accu wasted, used filter, used majun cloth, Old</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>es dumped into open waste bin with using garbage bag ?</p> <p>g. Are the domestic waste separate organic and unorganic waste in house/waste bin, transporting to final disposal and final disposal areas ?</p> <p>h. Are the design of waste bin covered attracted flies and produced unpleasant odor and the rubbish collectors easier to empty the waste bins ?</p>	<p>metal, used paint cans, oil cans, used gloves, used lamps, used TL lamps, residual welding rust, etc.</p> <ul style="list-style-type: none"> <li>- Chemical storage, waste type: Herbicide packaging, used majun cloth, used oil drums, used chemical jerry cans, pesticide packaging, etc.</li> <li>- Spraying, waste type: Used chemical cans, used chemical cans, used masks, used gloves.</li> <li>- Fertilizer, waste type: Used fertilizer sacks, plastic in fertilizer sacks, used PPE</li> <li>- Officee, waste type: Printer ink ribbons, used TL lamps, plastic, cartridge injection solution, cartridges</li> <li>- Laboratorium, waste type: Rinse water, used packaging, Expired materials, natural gas vapor, TL bulbs</li> <li>- Housing and guest house, waste type: Plastic, leftover food, broken glass, TL bulbs,</li> <li>- Mill operation, waste type: Shells, pile water, liquid waste</li> <li>- Composting plane, waste type: tangkos, compost residue, liquid waste</li> </ul> <p>Unit of certification has a procedure of waste handling is presented in several procedure, as follow:</p> <ul style="list-style-type: none"> <li>- Procedure no. SOP BGA-SUST-SOP-21, about waste products and sources of pollution</li> <li>- Procedure no. WIL 7A-SUST-SOP-32, about Housing and office waste management</li> <li>- Procedure no. ASM-SUST-SOP-22 about Waste hazardous and toxic management</li> </ul> <p>Unit of certification can show document on the management and utilization of waste in accordance with the plans it has, been carried out during 2023, such as:</p> <ul style="list-style-type: none"> <li>- Solid waste from processing of POM Pembangunan Raya such as shell, fiber used to make renewable fuel in the POM with total utilization in periode 2023 as much 42,981,02 ton (fiber), 37,209,68 ton (shell) and EFB utilized to be application to land periode 2023 as much 201,295 m3;</li> <li>- Domestic waste has been carried out accordance with the properly, management is carried out by separating organic and anorganic waste from housing area, then disposed dump up of in the landfill area.</li> </ul> <p>For manage of hazardouse waste management unit of certification has carried out accordance with the procedures and regulations, the company has temporary hazardouse waste storage that have a permitted, as follow:</p> <ul style="list-style-type: none"> <li>- PT Agro Sejahtera Manunggal has a Temporary Storage Permit for B3 Waste in</li> </ul>	

**RSPO Recertification Assessment Report**  
**PT Agro Sejahtera Manunggal**  
**Pembangunan Raya Palm Oil Mill**  
**Seriam Village, Kendawangan Sub District, Ketapang District,**  
**Kalimantan Barat Province, Indonesia**



CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>accordance with the Decree of the Regent of Ketapang 1491/DPMPTSP-D.B/2017 dated 13 Desember 2017 concerning PT's B3 Waste Temporary Storage Permit validity period of 5 years. Location of TPS LB3 for Pembangunan Raya POM with coordinates LU 00o 15' 28.8" and BT 116o 08' 59.1" with building dimensions 13 m x 4 m;</p> <ul style="list-style-type: none"> <li>- PT Gunajaya Harapan Lestari will have its own permitted hazardous waste and toxic temporary in the future and is currently still in the process at the technical unit at the Ministry of Environment and Forestry of the Republic of Indonesia, this is proven by the proof of the service application validation event with registration number R202401190030 dated June 4, 2024.</li> </ul> <p>Based on observation field to chemical storage, temporary hazardous waste in POM, it was found that the management of chemical warehouses and hazardous waste TPSs were in good condition. The company has managed B3 waste by installing emergency response facilities such as fire extinguishers, first aid boxes, bells, eye wash, showers and other equipment such as coordinate points, warning boards as well as installing symbols and labels appropriate to the type of B3 waste being stored. The results of the visit to the chemical storage warehouse area also showed that the company had equipped emergency response facilities, installed symbols and labels appropriate to the type of B3 stored, as well as installed MSDS according to the type of B3 owned.</p> <p>The unit of certification has carried out accordance with the procedures and regulations, the hazardous waste manage hazardous waste with the companys whose have a licensed, i.e: PT Agro Sejahtera Manunggal In collaboration with PT Tenang Jaya Sejahtera and PT Semesta Lenggeng Sentosa with agreement no. 05/MOU-LB3/ASM-SLS-TJS/II/2024 dated Febuary 01, 2024 valid until March 01, 2025. PT TJS as a Management and utilization of B3 waste and PT SLS as a Transporter hazardous wasted. The second party has a B3 waste management permit from the West Kalimantan Provincial Environment Office in the form of an Operational feasibility letter in the field of B3 Waste Management for B3 Waste collection activities no. S.291/PSLB3/PLB3/PLB.3/4/2022 dated on April 20, 2022 and S.568/PSLB3/PLB3/PLB.3/09/2022 dated September 21, 2022. The third party has a has a permit to operate special freight transportation to transport dangerous goods (B3 from the Ministry of Transportation Directorate General of Land Transportation no. S.337/PSLB3-PLB3/PK/PLB.3/5/2023 valid</p>	

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>until on Mei 30, 2028 and SK.00660/AJ.309/1/DJPD/2018 valid until on July 26, 2027.</p> <p>Unit of certification has a properly of handling domestic waste. Based on field verification on housewere of employee in all estate and POM domestic waste was separated organic and unorganic in every house is available 2 (two) waste bin with different colour green for organic and yellow for unorganic. No traces of burning domestic waste were found in the workers' housing area or traces of hazardous materials being reused as waste bin. Based on interviewed with spouse of worker who life at houseing, they are aware of the separation of domestic waste between organic and unorganic waste and the prohibition of burning waste in the housing area.</p>	
O	<p><b>7.3.2</b> Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated</p>		
	<p>a. Is there an SOP for proper disposal of waste material?</p> <p>b. Is there training provided to workers and managers on proper waste disposal?</p> <p>c. Is there evidence of implementation of proper ways for waste disposal by the company?</p>	<p>Findings:</p> <p>The unit of certification has a procedure of waste material according namely "Penanganan Limbah B3", document No. PK3-011, revision 01, dated on November 15, 2022.</p> <p>For the implementation unit of certification has maintains all recods of chemical and hazardous waste disposal as found in the following documents:</p> <ul style="list-style-type: none"> <li>• Log book of hazardous waste (including chemical container) at temporary storage,</li> <li>• Balance sheet (monthly) of incoming and outgoing waste (Neraca LB3),</li> <li>• Hazardaous waste manifest, and</li> <li>• Hazardous Waste Report.</li> </ul> <p>Unit of certification proper disposal has been carried out by management according to the procedures it has, both for domestic waste, hazardous waste, or waste generated from the Mill. For example are:</p> <ul style="list-style-type: none"> <li>• Solid waste from processing of Pembangunan Raya POM such as shell, fiber used to make renewable fuel in the POM with total utilization in periode 2023 as much 17.288.57 ton (shell) and 19.022 ton (fiber);</li> <li>• Utilization of POME for application to land with a total application on to land periode 2023 of 335.764 M3, and</li> <li>• Domestic waste has been carried out accordance with the properly, management is carried out by separating organic and anorganic waste from housing area, then disposed of in the landfill area.</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<ul style="list-style-type: none"> <li>The hazardous waste has pickup by li- cense hazardous collected, where the lat- est pickup was on Mar 2023.</li> </ul> <p>The unit has carried out socialization and re- freshment regarding waste management pro- cedures to workers from the employee level to staff and managers, some examples of sociali- zation that have been carried out include:</p> <ul style="list-style-type: none"> <li>The socialization of zero burning in areal the company was conducted on March 13, 2024 to Bengkuang Raya Estate attended by 30 workers;</li> <li>The socialization of zero burning in areal the company was conducted on February 12, 2024 to Belaban Raya Estate attended by 28 workers, etc</li> </ul> <p>Unit of certification has a properly of handling domestic waste. Based on field verification on housewere of employee in all estate and POM domestic waste was separated organic and unorganic in every house is available 2 (two) waste bin with different colour green for organ- ic and yellow for unorganic. No traces of burn- ing domestic waste were found in the workers' housing area or traces of hazardous materials being reused as waste bin. Based on inter- viewed with spouse of worker who life at houseing, they are aware of the separation of domestic waste between organic and unorgan- ic waste and the prohibition of burning waste in the housing area.</p>	
<b>O</b>	<b>7.3.3</b> The unit of certification does not use open fire for waste disposal		
	<p>a. Is there evidence that waste has not been disposed off using open fire?</p>	<p>Findings:</p> <p>Unit of certification has a properly of handling domestic waste. Based on field verification on housewere of employee in all estate and POM domestic waste was separated organic and unorganic in every house is available 2 (two) waste bin with different colour green for organ- ic and yellow for unorganic. No traces of burn- ing domestic waste were found in the workers' housing area or traces of hazardous materials being reused as waste bin. Based on inter- viewed with spouse of worker who life at houseing, they are aware of the separation of domestic waste between organic and unorgan- ic waste and the prohibition of burning waste in the housing area.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
7.4	Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimsl and sustianed yield		
<b>R &amp; O</b>	<b>7.4.1</b> Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts <b>is documented</b>		
	<p>a. Are there SOPs for Good Agri- cultural Practices included managing soil fertility to opti- mise yield and minimise envi- ronmental impacts ?</p>	<p>Findings:</p> <p>The Unit of Certification has procedures for managing soil fertility in SOP No. BGA-AGR- KS-SOP which was ratified on 25 May 2011,</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
	<p>b. Is there evidence that the SOPs have been implemented and monitored?</p> <p>c. Is there any comparison made from the previous year with regard to the implementation of GAP? If yes, was the information used to optimise yield and minimise the environmental impact?</p>	<p>including installation and maintenance of drainage systems (SOP-04), water and soil conservation (SOP-05), planting LCC (SOP-06), weeding management (SOP-08) and fertilization (SOP-09), and marginal land management (SOP-16), and related Leaf and soil analysis in internal memo No. 004/IOM/RSC/II/15 dated 07 December 2015 and No. 53/RSC-ADM/XII/15 on December 7, 2015 as the basis for calculating fertilizer recommendations.</p> <p>Based on field verification, documentation of fertilizer record and information of management, it is known that fertilizing applied only to the immature and mature oil palm tree. The implementation of fertilizer is based on SOP. The record of fertilizer applied has been explained in P&amp;C 7.4.4.</p>	
<b>R</b>	<p><b>7.4.2</b> [Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health / <u>Analysis of tissue samples (e.g leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</u>]</p>		
	<p>a. Are there records of tissue and soil analysis?</p> <p>b. How regular is this been done and when was the last analysis done?</p> <p><b>Note to auditor</b> : to compare the analysis against the previous year</p> <p>c. Are the results of the analysis incorporated into the fertilizer program?</p>	<p>Findings:</p> <p>Leaf and soil sampling analysis was conducted by Analytical Laboratory Research Department PT BGA. The foliar sampling is carry out annually and the soil sampling is every 5 years. Estate management shows the latest anlysis results which used for annual fertilizer recommendation for period 2024, as shows through several documents, as follows (example):</p> <p><b><u>PT Agro Sejahtera Manunggal (PT ASM):</u></b></p> <ul style="list-style-type: none"> <li>- Leaf sampling analysis for 10 sampling with no. 0024LI/AL-BGA/INT/II/2024 dated on February 19, 2024;</li> <li>- Soil sampling analysis for 36 sampling with no. 0084SI/AL-BGA/INT/VI/2024 dated on June 04, 2024;</li> </ul> <p><b><u>PT Gunajaya Harapan Lestari (PT GHL):</u></b></p> <ul style="list-style-type: none"> <li>- Leaf sampling analysis for 12 sampling with no. 0050LI/AL-BGA/INT/III/2024 dated on March 21, 2024;</li> <li>- Soil sampling analysis for 28 sampling with no. 0207SI/AL-BGA/INT/VI/2024 dated on June 25, 2024;</li> </ul> <p>Among parameters measured for leaf analysis are macro and micronutrient (N, P, K, Mg, Ca, B, etc.) content from Frond (leaflets and rachis) number 17. Furthermore, for soil analysis, parameter measured are pH, texture, organic-C, C/N ratio, available P and sation exchange capacity (CEC) for several nutrients</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS																																																																							
		such as K, Mg, Ca and Na.																																																																								
<b>R &amp; O</b>	<b>7.4.3</b> A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers	<p>Findings:</p> <p>Unit of certification proper disposal has been carried out by management according to the procedures it has, both for domestic waste, hazardous waste, or waste generated from the Mill. For example are:</p> <ul style="list-style-type: none"> <li>Solid waste from processing of Pembangunan Raya POM such as shell, fiber used to make renewable fuel in the POM with total utilization in periode 2023 as much 17.288.57 ton (shell) and 19.022 ton (fiber);</li> <li>Utilization of POME for application to land with a total application on to land periode 2023 of 335.764 M3, and</li> </ul>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:																																																																							
<b>O</b>	<b>7.4.4</b> Records of fertiliser inputs are maintained	<p>Findings:</p> <p>Unit of certifaicon shows record of fertilizer application. For example, realization of manuring programme during January to December 2023 is presented in the following Table:  <b>Periode 2023</b></p> <table border="1"> <thead> <tr> <th rowspan="2">Fertilizer Name</th> <th colspan="2">Pembangunan Raya Estate</th> <th colspan="2">Bengkuang Estate</th> <th colspan="2">Belaban Raya Estate</th> <th colspan="2">Cooperative Agro Seriam Mandiri</th> </tr> <tr> <th>Fertilizer usage (Kg)</th> <th>Fertilizer (Kg)/tFB</th> <th>Fertilizer usage (Kg)</th> <th>Fertilizer (Kg)/tFB</th> <th>Fertilizer usage (Kg)</th> <th>Fertilizer (Kg)/tFB</th> <th>Fertilizer usage (Kg)</th> <th>Fertilizer (Kg)/tFB</th> </tr> </thead> <tbody> <tr> <td>RP</td> <td>472,640</td> <td>14,96</td> <td>852,516.0</td> <td>15,4</td> <td>650,366</td> <td>12,5</td> <td>178,510</td> <td>6,4</td> </tr> <tr> <td>NP K Granul 13:6:2 7+0,6 5B</td> <td>942,680</td> <td>29,83</td> <td>1,077,720.0</td> <td>19,5</td> <td>929,883</td> <td>17,8</td> <td>65,740</td> <td>2,4</td> </tr> <tr> <td>Borate</td> <td>18,080</td> <td>0,57</td> <td>16,894,7</td> <td>0,3</td> <td>24,854</td> <td>0,5</td> <td>17,650</td> <td>0,6</td> </tr> <tr> <td>Micro Compound B+Cu+Fe</td> <td>-</td> <td>-</td> <td>-</td> <td>0,5</td> <td>15,220</td> <td>0,3</td> <td>-</td> <td>-</td> </tr> <tr> <td>Dolomite</td> <td>282,840</td> <td>8,95</td> <td>587,256.5</td> <td>10,6</td> <td>551,082</td> <td>10,6</td> <td>258,320</td> <td>9,3</td> </tr> <tr> <td>Urea</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>18,110</td> <td>0,3</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Fertilizer Name	Pembangunan Raya Estate		Bengkuang Estate		Belaban Raya Estate		Cooperative Agro Seriam Mandiri		Fertilizer usage (Kg)	Fertilizer (Kg)/tFB	Fertilizer usage (Kg)	Fertilizer (Kg)/tFB	Fertilizer usage (Kg)	Fertilizer (Kg)/tFB	Fertilizer usage (Kg)	Fertilizer (Kg)/tFB	RP	472,640	14,96	852,516.0	15,4	650,366	12,5	178,510	6,4	NP K Granul 13:6:2 7+0,6 5B	942,680	29,83	1,077,720.0	19,5	929,883	17,8	65,740	2,4	Borate	18,080	0,57	16,894,7	0,3	24,854	0,5	17,650	0,6	Micro Compound B+Cu+Fe	-	-	-	0,5	15,220	0,3	-	-	Dolomite	282,840	8,95	587,256.5	10,6	551,082	10,6	258,320	9,3	Urea	-	-	-	-	18,110	0,3	-	-	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
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		MO	-	-	-	-	18,110	0.3		
		<b>Periode Jan – June 2024</b>								
		Pembangunan Raya Estate		Bengkayang Estate		Belaban Raya Estate		Cooperative Agro Seriam Mandiri		
		Fertilizer Name	Fertilizer usage (Kg)	Fertilizer (Kg) / tFFB	Fertilizer usage (Kg)	Fertilizer (Kg) / tFFB	Fertilizer usage (Kg)	Fertilizer (Kg) / tFFB	Fertilizer usage (Kg)	Fertilizer (Kg) / tFFB
		RP	369,170	28.2	278,836	10.8	506,461	19.8	349,370	25.1
		NPK Granul 13:6:27 + 0.65 B	524,550	40.1	1,313,391	50.8	1,352,914	52.9	552,330	39.7
		Borate	18,700	1.4	15,653	0.6	21,481	0.8	16,960	1.2
		Micro Compound B+C u+Fe			30,074	1.2	20,396	0.8		
		Dolomite	299,830	22.9	281,465	10.9	391,657	15.3	271,720	19.5
		KIESERITE	59,690	4.6	197,792	7.6	20,000	0.8	101,070	7.3

7.5 Practices minimise and control erosion and degradation of soils

**R** 7.5.1 Practices minimise and control erosion and degradation of soils

a. Are there maps identifying marginal and fragile soils, including steep terrain and peat soils?

Findings:

The company has shown the marginal area map as stated in the marginal area map of PT. ASM with a scale of 1: 85,000. The map explains the types of marginal land found in the area of PT. ASM as the table below

ESTATE	LUAS AREA MARGINAL (Ha)		
	SPODIK SAND	LOWLAND NONMINERAL	LOWLAND MINERAL
PRYE	202	-	2467
BRYE	1338	429	854
BLRE	226	524	1909
TOTAL	1766	953	5230

In addition, based on semi-detailed soil survey analysis in TRNE, there are 8 soil types namely Sulfaquept, Dystrudept, Plinthudult, Paleudult Shallow, Paleudult Moderate, Paleudult Deep, Haplohumod Deep, and Haplohumod Shallow.

The Unit of Certification has shown the marginal area map as stated in the marginal area. The map explains the types of marginal land found as sporadic sand (1,766 ha), lowland non-mineral soil (953 ha), and lowland mineral soil (5,230 ha).

According to the Table above, it could be concluded that there were fragile soils within estate operational areas, as shown by the pres-

- Yes  
 No  
 N.A

NCR No:

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		ence of peat soil, acidic sulfate minerals and very sandy soil texture. Furthermore, there were also the presence of marginal soils through peat (developed), lateritic and alluvial minerals. Thus, the main limitation of PT ASM and PT. GHJ operational areas were due to acidic soils, very sandy soil texture and low fertility.	
<b>O</b>	<b>7.5.2</b> [There is no extensive replanting of oil palm on steep terrain / <a href="#">The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.</a> ]		
	<p>a. Is there evidence of replanting on steep terrain ( i.e. more than 25 degrees) greater than 25 ha within the replanting area?</p> <p>b. If yes, when was the replanting done and what is the total replanting area at above 25 de-grees?</p>	<p>Findings:</p> <p>The Unit of Certification already has a replanting policy with Document Number BGAAGRKS-PTKS-PRM concerning Replanting which was approved by the COO on 03 June 2010. In these guidelines it is determined that the economic age of oil palm plants is ± 25 years and after that Replanting must be carried out immediately. Replanting aims to be able to maintain the optimum average age of plants, namely ± 15 years for the company.</p> <p>Some of the considerations for replanting are:</p> <ul style="list-style-type: none"> <li>- The average FFB production is less than 16 tons/ha</li> <li>- Cost per Ha and cost price per Kg FFB</li> <li>- Difficulty of fruit cutting power to cut fruit (tree height above 15 m)</li> <li>- Consideration of the selling price of CPO and PK in the market</li> <li>- Availability of capital for replanting</li> <li>- The location/area of the plant blocks to be replanting</li> </ul> <p>Based on the statement area data of PT. ASM and PT. GHJ is known that the year of planting between 2009 to 2014. In addition, in the company's agronomic procedures related to replanting Number BGAAGRKS-SOP-17 it is known that replanting can begin after the plants are 25 years old, namely around 2034,</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>7.5.3</b> [There is no new planting of oil palm on steep terrain / <a href="#">New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.</a> ]		
	a. Is there new plantings on steep terrain?	<p>Findings:</p> <p>In the term program of PT. ASM and PT GHJ have no new planting plans in the company's operational areas. Based on the statement area of PT. ASM and PT. GHJ noted that the company last planted in 2014. In addition, based on a 1:15,000 scale slope map made by the GIS Department, it is known that the slope of the area is between 0-13% and there are no steep areas with a slope of more than 20%.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
7.6	Soil surveys and topographic information are used for site planning in the establishmenet of new plantings, and the results are incorporated into plans and operations		
<b>R</b>	<b>7.6.1 (C)</b> [To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations / <a href="#">Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identity marginal and fragile soils, including steep terrain are available, in planning and operations.</a> ]		

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>a. Has the unit fo certification submitted NPP to RSPO? If no, how does the unit conducted its soil maps or soil surveys identifying the marginal and fragile soil, including the steep terrain?</p> <p>b. Are the soil maps or soil surveys taken into account in plans and operations of the estates to ensure long term suitability of land for palm oil cultivation?</p> <p>c. Are the maps used to identify areas that are inappropriate for planting?</p> <p>d. Are there any new planting on unsuitable area as identify in the soil map?</p>	<p>Findings:</p> <p>N/A, no new planting in all the supply-based plantation of Pembangunan Raya POM.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>7.6.2</b> Extensive planting on marginal and fragile soils, is avoided, or, if necessary, [done in accordance with the soil management plan for best practices / <a href="#">carried out according to the best-practice soil management plan.</a> ]		
	<p>a. Is there evidence of planting on marginal and fragile soils?</p> <p>b. If yes in (a) above, how extensive is the area planted and was it done in accordance with the soil management plan for best practices?</p> <p>c. Is the plan implemented?</p>	<p>Findings:</p> <p>N/A, no new planting in all the supply-based plantation of Pembangunan Raya POM.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<b>7.6.3</b> Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure		
	<p>a. Are the areas where planting was carried out require drainage or irrigation?</p> <p>b. If yes, is there topographic information and soil surveys to guide the planning of drainage and irrigation system?</p> <p>c. Is the topographic information and best practices taken into consideration during the development of roads and infrastructure?</p>	<p>Findings:</p> <p>N/A, no new planting in all the supply-based plantation of Pembangunan Raya POM.</p>	<p><input type="checkbox"/> Yes  <input type="checkbox"/> No  <input checked="" type="checkbox"/> N.A</p> <p>NCR No:</p>
7.7	No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly		
<b>R &amp; O</b>	<b>7.7.1 (C)</b> There is No new planting on peat regardless of depth after 15 November 2018 in existing and new development areas, <a href="#">as well as in new development areas</a>		
	<p>a. Is there peat in the unit of certification? If yes, please refer to RSPO Peat Audit Guidance for P&amp;C 2018</p>	<p>Findings:</p> <p>The Unit of Certification showed the results of the identification of peat areas in the HGU area of PT. ASM and PT. GHL, it is known that some units in BLRE and BYRE are peat areas with a peat depth of less than 3 meters covering an area of 887.40 Ha consisting of 259.38 Ha Haplofibrist peat and 628.02 Ha Haplosapists. As for PRYE and TRNE, all of them are mineral and sandy areas. Based on the statement area data at PT. GHL and PT. ASM noted that planting was carried out from 2009 to 2014, so there was no planting after 2018.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINEE STATUS
R & O	7.7.2 [Areas of peat / <a href="#">Peat areas</a> ] within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. <b>PROCEDURAL NOTE</b> : Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below)	Findings:  The unit certification has carried out an inventory of peatland in accordance with the RSPO peat inventory second submission template and reports have been made to RSPO as evidence by an email sent by Devaladevi Sivaceyon (devaladevi@rspo.org) on March 29, 2021 with subject Second Bumitama RSPO Peat Inventory which explained the inventory of all peat area in PT ASM with total area planted is 887,40 HA and has been declared correct.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
R & O	7.7.3 (C) [Subsidence of peat / <a href="#">Peat subsidence</a> ] is monitored, documented and minimized	Findings:  The unit of certification has 7 subsidence stakes that have been installed since 2018 until 2024. The company has measured subsidence stakes once every once a month and based on the result of the 2018 – 2024 subsidence stake measurement it is known that the rate of subsidence of the the peat for the periode of semester II 2023 and semester I of 2024 at several location points shown at 2 subsidence peat soils in BRYE is between in 1.70 – 2.80 cm/year, and at 5 subsidence peat soil in BLRE is 0.20 – 3.50 cm/ year. This is in accordance with the result of field observation in block F64 division 4 in BRYE and block J72 division 4 in BLRE. Unit of certification has also measured the water level and water table (Piezometer) once a week at 2 poin in BRYE and 5 poin BLRE, based on results of the water level measurement in July 2024, it is known that the water level is between 35 – 49 cm below the ground surface. The water level varies every week, this is due to differences in the volume of rainfall. The installation of subsidence markers varies from 2018 - 2024. The subsidence rate in the last 6 years (until semester 1 of 2024) is still meet the requirements of the Minister of Environment Regulation No. 7 of 2006.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
R	7.7.4 (C) [A documented water and ground cover management programme is in place / <a href="#">Availability of implementation evidence of the water and land cover management program</a> ]	Findings:  Unit of certification has also measured the water level and water table (Piezometer) once a	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N.A
	Refer to RSPO Peat Audit Guidance for P&C 2018		

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		<p>week at 2 poin in BRYE and 5 poin BLRE, based on results of the water level measurement in July 2024, it is known that the water level is between 35 – 49 cm below the ground surface. The water level varies every week, this is due to differences in the volume of rainfall. The installation of subsidence markers varies from 2018 - 2024. The subsidence rate in the last 6 years (until semester 1 of 2024) is still meet the requirements of the Minister of Environment Regulation No. 7 of 2006.</p> <p>Based on field observations at the Piezometer Division 4 Block J72 BRYE, it is known that the ground water height is 42 cm below the peat soil surface. However, the average results from January – December 2023 show that the average groundwater level in the block is 50 cm. Planting was carried out in 2005-2009, so that the use of ground cover plants is no longer there, and there has been no replanting on the estate.</p>	<p>NCR No: RSPO05438</p>
<b>R &amp; O</b>	<p><b>7.7.5 (C)</b> [For plantations planted on peat, drainability assessments are conducted / <a href="#">Drainability assessment are conducted for plantations planted on peat</a>] following the RSPO Drainability Assessment Procedure, or other [RSPO recognised methods / <a href="#">method recognized by RSPO</a>], (at least five years <a href="#">or in accordance with the provisions of the RSPO Drainability Assessment Procedure</a>) [prior to / <a href="#">before</a>] replanting. [The assessment result is / <a href="#">The result of the assessment are</a>] used to [set the time frame for future replanting / <a href="#">determine the period of replanting to be carried out</a>], as well as [for phasing out of / <a href="#">to gradually replace</a>] oil palm cultivation at least 40 years, or two cycles, (whichever is [greater / <a href="#">longer</a>]), before reaching the natural [gravity drainability / <a href="#">gravitational drainage</a>] limit for peat. [When oil palm is phased out / <a href="#">If oil palm is gradually replaced</a>], it is replaced [with crops suitable for a higher water table (paludiculture) / <a href="#">by other commodity crops that are better suited for higher groundwater levels (paludiculture)</a>] or rehabilitated with natural vegetation.</p>		
	<p>Refer to RSPO Peat Audit Guidance for P&amp;C 2018</p>	<p>Findings:</p> <p>Based on the statement area data of PT. ASM and PT. GHL It is known that planted between 2009 and 2014. In addition, in the company's agronomic procedures related to replanting Number BGAAGRKS-SOP-17 it is known that replanting can begin after the plants are 25 years old, which is around 2034. The oldest plants at PT. GHL and PT. ASM is 14 years old and until now there is no plan for a replanting program, so this indicator cannot be applied because there is no replanting programme.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
<b>O</b>	<p><b>7.7.6 (C)</b> [All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance / <a href="#">All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</a>]</p>		
	<p>Refer to RSPO Peat Audit Guidance for P&amp;C 2018</p>	<p>Findings:</p> <p>Unit of certification has not new planting palms</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		<p>and since 2014 PT. ASM and PT. GHL does not build infrastructure and open drainage in conservation areas. In addition, the company does not carry out plant maintenance, either fertilizer or chemist application, at a distance of 50 meters to the right and left along the river.</p> <p>Estate management were able to shows several records regarding water management, as follows:</p> <ul style="list-style-type: none"> <li>- Map of watergare, piezometer, subsidence pole and water level measurement points;</li> <li>- Monitoring record of water level on drainage system and water gate;</li> <li>- Monitoring of water table as shows through record of piezometer measurement record;</li> <li>- Monitoring of peat subsidence record; and</li> <li>- Monitoring of rainfall record periode 2023</li> </ul> <p>Based on field observations at the Piezometer Division 4 Block J72 BRYE, it is known that the ground water height is 42 cm below the peat soil surface. However, the average results from January – December 2023 show that the average groundwater level in the block is 50 cm. Planting was carried out in 2005-2009, so that the use of ground cover plants is no longer there, and there has been no replanting on the estate.</p>	NCR No:
O	<p><b>7.7.7 (C)</b> [All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2018) and associated audit guidance / All peat areas not planted and reserved in the managed area (regardless of depth) are protected as “peatland conservation areas”; unit of certification are prohibited from constructing drainage channels, building, roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with “RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands” (the latest version) along with relevant audit guidelines.].</p>		
	Refer to RSPO Peat Audit Guidance for P&C 2018	<p>Findings:</p> <p>As informed in Peat Inventory record as mentioned in indicator 7.7.2, it was known that all peat areas had developed before 2018 and based on hectare statement review, it was known that there is 82 ha unplanted and conserved peatland. Furthermore, there is no land clearance for non-corporate purposes areas in PT ASM and PT GHL.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
7.8	Practices maintain the quality and availability of surface and groundwater		
R & O	<p><b>7.8.1</b> A water management plan is [in place / available] and is implemented to [promote more / support] efficient use of watersources and [continued / continuous] availability [of watersources...the word has deleted on INA-NI] and to avoid negative impacts on other users in the catchment. The plan [ad-</p>		

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>dresses the following / <i>referred to contains the following matters</i>] :</p> <p>a. The unit of certification does not [restrict / <i>limit</i>] access to clean water or [contribute to pollution of water used by communities / <i>does not pollute the water used by the community.</i>]</p> <p>b. Workers have adequate access to clean water</p> <p>c. depending on the agroecological zones, set up a guide for interpreting the results of wter analyses (Ph) by an accredited body</p>		
	<p>a. Is there a water management plan for mill and the estates?</p> <p>b. Is the plan includes the following?</p> <ul style="list-style-type: none"> <li>- Identification of water sources</li> <li>- Efficient use of water</li> <li>- Renewability of water source</li> <li>- Impacts on catchment area and local stakeholders</li> <li>- Access of clean drinking water all year round for workers</li> <li>- Avoidance of surface and ground water contamination</li> </ul> <p>c. Are the identified actions in the plan implemented?</p> <p>d. Is the company contribute to local communities programmes to protect, maintain and improve water sources?</p>	<p>Findings:</p> <p>The company has a water management plan for mill and estate. The water management plan including identification of water resources, efficient use of water, impacts on catchment area and local stakeholder, access of clean drinking water and avoidance of surface and ground water contamination Management and implementation activities are documented in environmental management and monitoring implementation report every semester. In addition, the unit of certification also has a Water Management Plan and Management and Monitoring as well as several regulations and technical guidelines related to water management, including SOPs for high conservation value management programs. The unit of certification also has a water management strategy as stated in the problem identification document and problem-solving planning. Other supporting documents are documents on AMDAL in 2010 and HCV Identification in 2012 of PT Agro Sejahtera Manunggal, as well as AMDAL in 2012 and HCV Identification in 2012 of PT Gunajaya Harapan Lestari and documents on the identification of high conservation value areas in 2012.</p> <p>Unit of certification also conducted regularly water quality testing every semester for example:</p> <ol style="list-style-type: none"> <li>1. PT ASM: Belaban River, Bengkuang River, Kediuk River, Kendawangan River, Muara Kendawangan River, Muara Membuluh River, Muara Membuluh 1 River, and Muara Membuluh 2 River, last water quality testing was conducted on September 04 – October 04, 2023 by accredited laboratory no. LP-024-IDN which refer to the threshold setup in Government Regulation No. 22 year 2021;</li> <li>2. PT GHL: Kelik Hulu River dan Kelik Hilir River, last water quality testing was conducted on September 05 – October 04, 2023 by accredited laboratory no. LP-024-IDN which refer to the threshold setup in Government Regulation No. 22 year 2021;</li> </ol> <p>For the parameters that pass the quality standard, the management unit has evaluated, the pH, BOD and COD parameters are outside the quality standard this is due to conditions that allow the accumulation of water such as in low-</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
		lying areas or swamps which can increase the length of time the water stays and stagnates in the catchment area, as well as the discharge of domestic (organic) waste originating from settlements around the river causing chemical changes. This has been included in the study of AMDAL in 2010.	
<b>O</b>	<b>7.8.2 (C)</b> Water courses and wetlands are protected, including [maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) / <a href="#">the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</a> ]		
	<ul style="list-style-type: none"> <li>a. Is there a map identifying water courses and wetlands?</li> <li>b. Are the water courses and wetlands protected in accordance with the RSPO Manual on BMPs for the management and rehabilitation of riparian reserves?</li> <li>c. Are the riparian and buffer zones maintained and restored in existing plantation and replanting areas ?</li> <li>d. Is there SOP for riparian and buffer zone protection? If yes, has it been implemented?</li> </ul>	<p>Findings:</p> <p>The company has map of watercourse and wetland scala 1:50.000. Some streams exist on plot but not found in official river map and HCV assessment is managed according to BMPs management and rehabilitation of riparian even it's not become obligation of the company. Unit of certification has procedures related to identification, management and maintenance of water sources and quality which are listed in SOP for HCV Management No BGA-SUST-SOP-36-R00 dated May 12, 2018 which explains not to carry out chemical activities on riparian conservation areas (for planted areas). The marking of riparian areas is done by painting palm trees 50 m or 100 meters away with a standard 1-meter-high painting from the ground with orange paint so that they are easy to see and monitor. During field observation at Belaban River and Bengkuang River In addition, there are no traces of chemical application in the tributary border and there are no oil palm plantations in the river border area and there is a boundary between oil palm plantations and the river border area. In addition, the company also does not have a replanting plan in the next 3 years, found the riparian and buffer zones in good condition.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R</b>	<b>7.8.3</b> Mill effluent is [treated to be in compliance with national regulations / <a href="#">managed according to applicable regulations</a> ]. [Discharge / <a href="#">The</a> ] quality of mill effluent <a href="#">discharged</a> , especially Biochemical Oxygen Demand (BOD), is <a href="#">regularly monitored / monitored in accordance with applicable regulations.</a> ]		
	<ul style="list-style-type: none"> <li>a. Is the mill effluent treatment process in place?</li> <li>b. Is there a process in place for checking and monitoring water discharge quality, particularly BOD?</li> <li>c. Is the effluent discharge quality in compliance with national regulations?</li> <li>d. Does the mill has the necessary license or permits from the authority for treatment, discharge or land application of mill efflu-</li> </ul>	<p>Findings:</p> <p>Unit of certification can show documents regarding the results of the measurement of the quality of liquid waste (POME), namely the Liquid Waste (POME) Report per quarter and the RKL-RPL Implementation Report per semester which includes the results of the measurement of the quality of liquid waste every month. The test is carried out by a laboratory that has been accredited laboratory (LP-024-IDN) with reference to the Decree of Ministry of Environment Number 29 of 2003. Monitoring the quality of wastewater at the outlet shows the results. Pa-</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:

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	ent?	rameters monitored meet environmental quality standards. Based on the analysis of the test documents of test results of liquid waste for the period September 03 – October 04,2023, it shows that all the parameters tested are in accordance with the applicable quality standards. This shows that the liquid waste generated from FFB management activities is feasible to be applied to land (Land Application). For example, the test results in the period May 2024 with the results of BOD 17,4 (threshold: <5,000) and pH 8.37 (threshold: 6-9).	
<b>R</b>	<b>7.8.4</b> Mill water use per tonne of FFB is monitored and recorded.		
	<p>a. Is there a plan to monitor and measure the mill water usage? If yes, is the plan been implemented?</p> <p>b. Are there records of mill water use per tonne of Fresh Fruit Bunches (FFB)?</p>	<p>Findings:</p> <p>The company (Pembangunan Raya POM) has a program to monitor and measure the mill water usage. Records Mills Water Balance periode 2023, displayed about water use per tonne of FFB processed. Water usage in 2023 for boiler and other process and from mill office activity was 369.673 M<sup>3</sup>, FFB processed: 342.466 tonne, and water usage was 1.10M<sup>3</sup> / tonne FFB.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
7.9	Efficiency of fossil fuel use and the use of renewal energy is optimised		
<b>R &amp; O</b>	<b>7.9.1</b> [A plan for improving / Plans to increase the] efficiency of [the use of fossil fuels / fossil fuel use] and to optimise renewable energy [is in place / are available], monitored and [reported / documented].		
	<p>a. Is there a plan for improving efficiency of the use of fossil fuels and to optimise renewable energy?</p> <p>b. Is the plan included the monitoring of the following?  - Renewable energy use/tCPO or palm product;  - Direct fossil fuel use/tCPO or tFFB;  - Estimated fuel use by on-site contract workers and transport and machinery operations;  - Electricity uses in operations.</p> <p>c. Has the plan been implemented and monitored?</p> <p>d. Is there a plan for the mill to built a biogas plant?</p>	<p>The Pembangunan Rayamill has recorded the calculation of energy used per ton of FFBs process to check how efficient the energy used in the mill. Based on record in year period 2023, showed that total fossil fuel (diesel) used recorded was 94,700 Liter or equivalent with 1,846 Liter diesel used per ton FFBs process; shell burned in boiler was 23,290 MT or equivalent with 7.5 ton shell used per ton FFBs process; and fibre burned in boiler was 7400.19 MT or equivalent with 23.62 MT fibre used per ton FFBs process.</p> <p>The mill has program to reduce the fossil used with substitute with the biomass fuel used in the mill process.</p> <p>At this time, the company does not have biogas facility to generate electricity.</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
7.10	Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions		
<b>R</b>	<b>7.10.1 (C)</b> [GHG emissions are identified and assessed for the unit of certification / GHG emissions for the unit of certification are identified and assessed]. Plans to reduce or minimise [them / GHG emissions] are implemented, monitored through the Palm GHG calculator and [publicly reported / reported publicly].		
	<p>a. Are all sources of GHG emissions identified?</p> <p>b. Is the GHG emissions for the unit of certification calculated using the latest version of RSPO Palm GHG calculator?</p> <p>c. Are there plans to reduce or minimise the GHG emissions? Is this publicly reported?</p>	<p>Unit of certification also has conducted GHG emission calculations period January-December 2023 use of Calculator Palm GHG version 4.0. Accurate data has been put into the RSPO PalmGHG Calculator (Palm GHG version 4.0) and has been verified. Summary of net GHG emissions from PalmGHG calculator of the audit report which calculation option is applied "Apply full Version".</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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	<ul style="list-style-type: none"> <li>d. Are the plans being implemented? Were there any changes? Is it justified?</li> <li>e. Is there a system in place to monitor emission of greenhouse gases from estate (plantation) and mill operations?</li> <li>f. Is there regular reporting of the monitoring outcomes?</li> </ul>		
<b>R</b>	<b>7.10.2 (C)</b> [Starting / Since] 2014, [the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them / an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are] prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).		
	<ul style="list-style-type: none"> <li>a. Has the unit of certification identified and estimated carbon stock of the proposed development area?</li> <li>b. If yes, what are the potential major sources of emissions that may result directly from the development?</li> <li>c. Is there a plan to minimise the emissions? If yes, is the plan following the RSPO GHG Assessment Procedure for New Development</li> <li>d. Is the plan implemented and monitored?</li> </ul>	<p>Unit of certification did not carry out new developments after 2014, but unit of certification continues to manage GHG by conducting an inventory of emission sources. They can show identification documents of activities that generate emissions for the period 2022 for Mills and Plantations. This is done to estimate carbon stocks in the management area along with potential sources of emissions that can occur directly as a result of the management, and a plan to minimize these emissions is drawn up and implemented.</p> <p>GHG emission reduction mitigation plan developed by the company is the use of renewable fuels in the form of shells and fiber as a substitute for diesel, performing maintenance on operational equipment on a regular basis, and utilizing POME in land applications. Unit of certification can show records of GHG mitigation for Estate and Mill units, for example the use of fertilizers according to the dose, routine maintenance of operational vehicles, socialization of the prohibition of burning waste, implementation of efficient use of electricity and integrated pest control to minimize the use of pesticides.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>7.10.3 (C)</b> Other significant pollutants [are identified / identification results are available] and plans to reduce or minimise them are implemented and monitored.		
	<ul style="list-style-type: none"> <li>a. Is there a documented list of all significant pollutants from the estate and mill operations?</li> <li>b. Are there plans to reduce or minimise the identified pollutants?</li> <li>c. Is there a system in place to monitor the pollutants?</li> </ul>	<p>Both of mill and estate has identified the significant pollutants from all mill and estate activities. The significant pollutants were emission from boiler, genset, and engine room. The work plan to control, measures in periodically manner of the significant pollutants was included in the environmental management and monitoring effort (RKL-RPL) documents. The last measurement and monitoring of the significant pollutants were carried out in semester II year 2023, with the result still below than threshold as established by national regulations. Result of certificate analysis issued on Jan 2023. The pollutants measured was from boiler, genset, engine room, incinerator.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
7.11	Fire is not used for preparing land and is prevented in the managed area		

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O	<b>7.11.1 (C)</b> Land for new planting or replanting is not prepared by burning.		
	<p>a. Does the company has a zero burning policy or any statement on zero burning?</p> <p>b. Has the policy been implemented throughout the operations?</p> <p>c. Is there any new planting or replanting takes place? If yes, how was the land prepared?</p>	<p>Findings: Based on the verification of the area statement document, it was found that there were no new plantings or replanting activities carried out by unit of certification. The results of field observations during the audit activity did not find any traces of land burning by the unit of certification. In addition, based on the results of interviews with Public Housing, Settlement Areas and Environmental Agency of Ketapang Regency, there were no issues related to land clearing or replanting by burning in the unit of certification</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
O	<b>7.11.2</b> The unit of certification establishes fire prevention and control measures for [the areas directly managed / <b>lands that are directly managed</b> ] by the unit of certification.		
	<p>a. What is the mechanism/system established for fire prevention and contral measures for areas directly managed by the unit of certification?</p> <p>b. Is there adequate fire control equipment?</p> <p>c. What are the equipment available and how are equipment maintained to ensure that they are functioning well at all time?</p> <p>d. Has fire drill been conducted? If yes, when was it last carried out?</p> <p>e. Are the relevant workers aware of the actions to be taken in case of fire occurrence?</p>	<p>Findings: Unit of certification has The CH has a no-burning policy as stipulated in the Environmental and Biodiversity Policy and was approved by the Regional Head on 1 June 2016 which stated that PT BGA in carrying out its business is committed to clearing land by implementing a zero-burning system no burning) in all development activities and waste disposal. In determining land fire prevention and control measures, the company carries out several activities, namely:</p> <ul style="list-style-type: none"> <li>• Fire emergency response simulation training for employees, for example conducted on June 27, 2024 in BLRE and attended by 10 participants, June 28, 2024 in BRYE and attended by 9 participants, May 16, 2024 in PRYE and attended by 11 participants, and training and fire drill was conducted on April 26, 2024 and attended by 11 participants;</li> <li>• Unit of certification has an emergency response team to handle fire emergencies. Unit of certification already has an emergency response team for every estate and factory.</li> <li>• Unit of certification has facilities and infrastructure for emergency response prevention and management of land fires.</li> <li>• Monitoring land fires through fire patrols, hot spots (hotspots), and through fire towers which are carried out every day. For example, the results of fire monitoring for the period 2023 revealed that there were no hotspots in the unit of certification area.</li> </ul> <p>Hydrant test has carried out on Pembangunan Raya POM on during the audit, the test results on Boiler areas show that the hydrant is still functioning well.</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
O	<b>7.11.3</b> The unit of certification engages [with adjacent stakeholders on / <b>stakeholders in adjacent locations for</b> ] fire prevention and control measures.		
	<p>a. Has the company made en-</p>	<p>Findings:</p>	<input checked="" type="checkbox"/> Yes

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	<p>agement with adjacent stakeholders on fire prevention and control measures?</p> <p>b. What type of engagement is agreed?</p>	<p>The UoC has made engagement with surrounding communities in developing Kelompok Tani Peduli Api (KTPA), example Agreement PT Agro Sejahtera Manunggal with Forum Komunikasi Pimpinan Kecamatan (FORKOPINCAM) Kendawang sub-district, Ketapang Regency, West Kalimantan about Pengendalian Kebakaran Hutan dan Lahan it was conducted on March 02, 2024. The agreement was signed by President Director of PT ASM and head Kendawangan Sub-District, Kendawangan Police, Kendangan Danramil, Kendawangan Manggala Agni Ponja, Kendangan KSDA Rerost, head of Seriam Village etc, and The agreement is valid until March 02, 2025. The types of agreement are socialization and coaching continuously, provide training on fire control to farmers and community, carried out maintenance of fire control equipments, and joint patrols to anticipate land fires, and the UoC provided fire control equipments to FORKOPINCAM.</p>	<p><input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>
7.12	<p>Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced</p>		
<b>R</b>	<p><b>7.12.1 (C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is [conducted prior to / carried out before] any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p><b>Note to Auditor:</b> Refer to Interpretation of Indicator 7.12.2 and Annex 5</p>		
	<p>a. Since November 2005, have any new plantings replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs)? If yes, was an adequate HCV assessment carried out prior to clearing the land.</p> <p>b. Has the unit of certification submitted the Disclosure form and LUCA to RSPO?</p> <p>c. Does the disclosure form reported any land liability?</p> <p>d. Since 15 November 2018, have any new plantings been done? If yes, was a HCV-HCSA assessment conducted and passed through the HCVRN ALS quality review process prior to any land clearing.</p> <p>e. Where HCVs &amp; HCS forests have been identified on the land that is intended for new plantings, have new plantings been planned and managed to best ensure the HCVs &amp; HCS forest identified are maintained and/or enhanced.</p>	<p>Unit of certification cleared land after November 2005 without prior identification of HCVs. Based on the Plantation Document Review, unit of certification started planting oil palm from 2009–2012 and HCV identification was carried out in 2011. In this regard, unit of certification has conducted a land use change analysis conducted by PT ATA Marie in 2016 for PT Agro Sejahtera Manunggal and by PT Gunajaya Harapan Lestari itself in 2021. Result if verification shows that there are 3 documents of land use change analysis as follow:</p> <ul style="list-style-type: none"> <li>• LUC Analysis Verification Result Document for PT Agro Sejahtera Manunggal which has been covered 4,206.27 ha which has been endorsed by RSPO on 29 January 2018. Total area for conservation liability is 768.72 ha for environmental remediation</li> <li>• LUC Analysis Verification Result Document for Agro Sejahtera Manunggal (Plasma) which has been covered 3121.13 ha which has been endorsed by RSPO on 29 January 2018. Total area for conservation liability is 0 ha.</li> <li>• LUC Analysis Report for PT Gunajaya Harapan Lestari which has been covered 2,250.92 ha which has been endorsed by RSPO on 15 June 2021. Total area for remediation responsibility is 37.25 ha for</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		<p>environmental remediation.</p> <p>The unit of management has submitted Re-remediation and compensation plan to RSPO secretary on 26 August 2022 and approved on 9 January 2023 by RSPO.</p> <p>Base on document verification, the unit of certification has submitted Remediation and compensation plan progress as stated in Monitoring Report Template (Annual Progress Update) period from January to December 2023 to RSPO secretary on August 2, 2024.</p>	
<b>R &amp; O</b>	<p><b>7.12.2 (C)</b> HCVs, HCS forests and other conservation areas are identified as follows :</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p><b>PROCEDURAL NOTE for 7.12.2 :</b> For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCS Assessments.</p>		
<b>R &amp; O</b>	<p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>a. Is there any land clearing after 15 November 2018? If yes, go to 7.12.2b)</p> <p>b. Who conducted the HCV assessment?</p> <p>c. Is the HCV assessment covers the following :</p> <ul style="list-style-type: none"> <li>- Presence of protected areas that could be significantly affected by the grower or miller;</li> <li>- Conservation status (e.g. IUCN status), legal protection, population status and habitat requirements of rare, threatened, or endangered (RTE) species that could be significantly affected by the grower or miller.</li> <li>- Identification of HCV habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower or miller;</li> </ul> <p>d. Was the HCV assessment performed in consultation with rele-</p>	<p>The first planting year was carried out in 2009. Based on the verification of land clearing data there was no indication of any new land clearing after 15 November 2018, therefore the company has no obligation to conduct a High Carbon Stock (HCS) study. The area to be managed has been assessed for HCV which is divided into 2 parts of study, including:</p> <ul style="list-style-type: none"> <li>• Identification and Analysis of Existence of High Conservation Values (HCV) in Permit Area of PT Agro Sejahtera Manunggal on 27 August 2012. The study was conducted by Faculty of Forestry IPB using reference to 2008 HCV toolkit, with field data collection dates on 20-25 April 2011. This study covered area of 8000 ha of PT Agro Sejahtera Manunggal. Based on the results of identification, area of 126.02 Ha of HCV was obtained. Based on result of study, the unit of certification conducted public consultation on HCV on 21-22 April 2011 which was attended by 93 participants who were company representatives and representatives of the surrounding village community and representatives of the sub-district. Peer review conducted by Dr. Kunkun Jaka Gurmaya on 27 August 2012.</li> <li>• Identification and Analysis of Existence of High Conservation Values (HCV) in Permit Area of PT Gunajaya Harapan Lestari on 27 August 2012. The study was conducted by Faculty of Forestry IPB using reference to 2008 HCV toolkit, with field data collection dates on 19-25 April 2011. This study covered area of 3000 ha of PT</li> </ul>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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R & O	<p>vant stakeholders?</p> <p>e. Does the HCV assessment include checking of available biological records?</p> <p>f. Does the HCV assessment include both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors)?</p> <p>g. Was the HCV assessment performed in accordance to the latest methodology available at global and national level?</p> <p>h. For existing plantation going for certification after 15 November 2018, are the applicable requirements in Annex 5 fulfilled?</p>	<p>Gunajaya Harapan Lestari. Based on the results of identification, area of 290 Ha of HCV was obtained. Based on result of study, the unit of certification conducted public consultation on HCV in April 2011 which was attended by company representatives and representatives of the surrounding village community and representatives of the sub-district. Peer review conducted by Dr. Kunkun Jaka Gurmaya on 27 August 2012.</p> <p>Base on report of HCV assessment , there is several protected species consist of 3 mamal, and 13 birds. e.i <i>Rusa sambar, Kijang Munacak, Babi jenggot, Burung madu belukar, elang bondol, kipasan belang</i> etc.</p>	
	<p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>a. Is there land clearing after 15 November 2018?</p> <p>b. If Yes to (a), does it fall into any of the scenarios in Annex 5 and the 'RSPO Interpretation of Annex 5 &amp; indicator 7.12.2' document?</p> <p>c. If Yes to (b), are the applicable requirements for the scenario in Annex 5 fulfilled?</p> <p>d. If No to (b), was a HCV-HCSA assessment conducted prior to any land clearing?</p> <p>e. Is the HCV-HCSA assessment passed the ALS quality control? How was this confirmed?</p> <p>f. Was the HCV-HCSA assessment conducted in consultation with stakeholders and take into account wider landscape-level considerations?</p>	<p>Please refer to explanation in 7.12.1 above.</p>	
O	<p><b>7.12.3 (C)</b> In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p><b>PROCEDURAL NOTE for 7.12.3 :</b> There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&amp;C requirements apply, including FPIC and HCV requirements.</p>		
	This checklist will be provided once the procedure by the "No Deforestation Joint	This is requirement not relevant to Indonesian country until further decisions by RSPO so	<input type="checkbox"/> Yes

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	Steering Group" is finalised.	that this is section not applicable (N.A)	<input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>7.12.4 (C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted [where / if] necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).		
	<p>a. Has the unit of certification identified the HCV, HCS, peatland and other conservation areas? This is applicable for both existing and new planting areas.</p> <p>b. Where (a) have been identified on the land that is intended for new plantings, have new plantings been planned and managed to ensure the identified HCVs are maintained and/or enhanced.</p> <p>c. Is there an integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas developed, implemented and adapted where necessary? Is the plan contains monitoring requirements?</p> <p>d. Is the integrated management plan developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified)?</p> <p>e. Is the plan reviewed by the unit of certification? When was the last reviewed conducted?</p>	<p>The company has made an integrated management plan to protect the HCVs period of 2024. Such as:</p> <ul style="list-style-type: none"> <li>- HCV socialization</li> <li>- Signboard installation</li> <li>- Riparian zone monitoring</li> <li>- HCV monitoring/patrol</li> <li>- Flora &amp; fauna monitoring</li> <li>- Enrichment species</li> <li>- Prohibition of chemical application socialization</li> <li>- Fire patrol and socialization to the communities</li> </ul> <p>There are HCV management &amp; monitoring implementation on 2023, such as:</p> <ul style="list-style-type: none"> <li>- Kandis River riparian zone (outside of HGU): there is degradation from forest to oil palm plantation by the community. This situation as threat and obstacles to the company. Then company has conducted management by installed signboard, enrichment species on the riparian area.</li> <li>- Socialization of HCV to the communities and workers</li> <li>- Hotspot monitoring result, there are no hotspot during year of 2023.</li> <li>- Flora &amp; fauna monitoring; there are RTE species: <i>Presbytis melalophos</i> &amp; <i>Macaca fascicularis</i>. The recapitulation: mammals: 5 species, aves: 35 species, Herpetofauna: 4 species. While Fauna: 85 species without Endangered species.</li> <li>- No chemical application on the riparian zone.</li> </ul> <p>The integrated Management Plan was reviewed every year with involved the relevant stakeholders on 3 November 2023.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N.A  NCR No:

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CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINE STATUS
<b>O</b>	<b>7.12.5</b> Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.		
	<ul style="list-style-type: none"> <li>a. Are there rights of local communities identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas?</li> <li>b. Who are the affected communities?</li> <li>c. Is the identified areas mapped?</li> <li>d. Is there evidence of stakeholder consultation and negotiated agreement, in accordance to FPIC principles, with local community to optimally safeguard both the HCVs and rights of local communities?</li> <li>e. If a negotiated agreement cannot be reached, is there evidence of sustained efforts to achieve an agreement?</li> </ul>	Based on document verification, it was found that there were HCV 6 (sacred places) in PRYE. Interviews with community leaders in Seriam Village obtained information that there are no HCV areas that overlap with local community rights. The entire HCV area, including the HCV 6 area, is located on PT Agro Sejahtera Manunggal's Cultivation Rights (HGU) land. Besides, based on document verification of HCV Identification in PT Gunajaya Harapan Lestari, it is known that there is no HCV 6 in PT Gunajaya Harapan Lestari.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>R &amp; O</b>	<b>7.12.6</b> All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.		
	<ul style="list-style-type: none"> <li>a. Is there a policy or rules to protect RTE species?</li> <li>b. Is there a programme to regularly educate the workforce about the status of the RTE species? When was the programme carried out?</li> <li>c. Is there evidence or action taken to implement the rules and programs? E.g. Inspections conducted to check no traps/snares put up within or nearby areas.</li> <li>d. Are there appropriate disciplinary measures imposed in accordance with company rules and national law, should any individual working for the company is found to have captured, harmed, collected or killed any RTE species?</li> </ul>	The company has conducted High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations, evidenced by HCV monitoring sighted there RTE species found: <i>Presbytis melalophos</i> & <i>Macaca fascicularis</i> . However that species on the certification unit very much. The company didn't make sepecific plan, their only make regularly socialization about prohibition of hunting, capture, harm, collect, kill and trades to the workers and community every year.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No:
<b>O</b>	<b>7.12.7</b> The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.		
	<ul style="list-style-type: none"> <li>a. Is the management plan contained ongoing monitoring of status of HCV, HCS, other natural ecosystems, peatland conservation areas and RTE species?</li> <li>b. Is the status documented and</li> </ul>	The company has management plan to measures and maintain as well as enhance all indentified HCV area or that present or are affected by plantation or mill operations in the form of schedule matrix for management and monitoring activity. The monitoring of HCV management plan implementation has been documented on Monitoring on Management	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N.A  NCR No: -.

CR	CHECKLIST	RESULTS OF VERIFICATION	COM-PLAINCE STATUS
	<p>reported?</p> <p>c. Are the result of monitoring available to justify the trend of HCV attribute for improvement of management plan ?</p> <p>d. Are the outcomes of monitoring fed back into the management plan?</p>	<p>and Monitoring of HCV 2024 which contains plan and realization comparison.</p> <p>The outcomes of monitoring has been a feed back into the management plan, as shown on HCV Monitoring Report 2023 at recommendation section where there were several points to be set by the company in the following year.</p> <p>The company has a program to regularly educate the workforce about the status of HCV, and appropriate disciplinary measures has been in place in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species. So far no occurrence of personnel harming the HCV. Record of HCV socialization e.g.: 3 November 2024,</p>	
<b>R</b>	<p><b>7.12.8 (C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p>		
	<p>a. Is there land cleared since November 2005 without prior HCV assessment?</p> <p>b. Is there land cleared since 15 November 2018 without prior HCV-HCSA assessment?</p> <p>c. If (a) or (b) above applies, has the unit of certification undergone the RaCP process?</p> <p>d. If (c) applies, is there evidence that compensation plan for the affected area has been approved by the RSPO?</p> <p><b>Note to auditor</b> : Certificate shall not be issued until the Compensation Plan is approved.</p>	<p>Unit of certification cleared land after November 2005 without prior identification of HCVs. Based on the Plantation Document Review, unit of certification started planting oil palm from 2009–2012 and HCV identification was carried out in 2011. In this regard, unit of certification has conducted a land use change analysis conducted by PT ATA Marie in 2016 for PT Agro Sejahtera Manunggal and by PT Gunajaya Harapan Lestari itself in 2021. Result if verification shows that there are 3 documents of land use change analysis as follow:</p> <ul style="list-style-type: none"> <li>LUC Analysis Verification Result Document for PT Agro Sejahtera Manunggal which has been covered 4,206.27 ha which has been endorsed by RSPO on 29 January 2018. Total area for conservation liability is 768.72 ha.</li> <li>LUC Analysis Verification Result Document for Agro Sejahtera Manunggal (Plasma) which has been covered 3121.13 ha which has been endorsed by RSPO on 29 January 2018. Total area for conservation liability is 0 ha.</li> <li>LUC Analysis Report for PT Gunajaya Harapan Lestari which has been covered 2,250.92 ha which has been endorsed by RSPO on 15 June 2021. Total area for remediation responsibility is 37.25 ha.</li> </ul> <p>Then, unit of certification has also shown progress of Compensation Plan review based on an email on 9 January 2023 from RSPO which stated that, <i>"Bumitama has achieved a Satisfactory evaluation results, Henceforth, the RaCP process for Bumitama are now completed and you may proceed with certification."</i> Based on these email, PT Agro Sejahtera Manunggal and</p>	<p><input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> N.A</p> <p>NCR No:</p>

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		PT Gunajaya Harapan Lestari LUCA and Compensation Plan status was declared Satisfactory by RSPO with total compensation liability of 768.72 ha for PT Agro Sejahtera Manunggal and 37.25 ha for PT Gunajaya Harapan Lestari. Until this assessment, company did not conduct new land clearing activities or development of operational areas.	

**6.2. Compliance to Book & Claim requirement:**

<i>Chapter is applicable by client:</i>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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If yes, please complete information requires in **appendix 7**.

If not, please delete **appendix 7**

**7.0 STATUS OF PREVIOUSLY IDENTIFIED NON-CONFORMITIES**

Ref	NCR No. RSPO	Evidence Observed / NCR raised	Auditee Response		Verification of Correction/ Corrective action	Date of closure Auditor/ Conclusion
			Root Cause	Correction / Corrective Action		
-	-	-	-	-	-	-

**8.0 IDENTIFIED NON-CONFORMANCES, ROOT CAUSE ANALYSIS, CORRECTIVE ACTIONS TAKEN AND AUDITORS CONCLUSIONS**

In recertification, found 5 (five) non-conformities were raised against to the RSPO Principle and Criteria – Indonesian National Interpretation (NA-NI) 2020, consist of 2 (two) major and 3 (three) minors. The organization has timeline to submit the major root cause, correction, corrective action taken and evidence for 90 (ninety) days since date of closing meeting. The non-conformances details and CAR's submits follow information below:

**8. 1. Major non-conformities**

Ref	NCR No. RSPO	Evidence Observed / NCR raised	Auditee Response		Verification of Correction/ Corrective action	Date of closure Auditor/ Conclusion
			Root Cause	Correction / Corrective Action		
3.6.1	RSPO0 5821	The company has not conducted	Lack of knowledge related review HIRAC af-	Correction : Review HIRAC	The unit of certification has submitted document :	12 September 2024/Closed

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Ref	NCR No. RSPO	Evidence Observed / NCR raised	Auditee Response		Verification of Correction/ Corrective action	Date of closure Auditor/ Conclusion
			Root Cause	Correction / Corrective Action		
		a review of the results of the hazard aspect assessment (HIRAC) and its control after a work accident occurred, for example with the accidents on May 29, 2024 and April 27, 2024.	ter accident occur	Corrective action : Monitore and create program review HIRAC after accident occurred	- HIRAC, revised 30 August 2024 - Minute of meeting dated 30 August 2024	
3.6.2	RSPO0 5822	Based on the results of field observations at PRYM, it is known that the Company currently only has one engine room operator (prime mover) and 2 licensed boiler operators. While the shortage of engine room operators is 2 people and for boiler operators is 4 class 2 boiler operators. Therefore, the Company currently cannot prove that it has licensed operators to mitigate the hazard aspects at the station in accordance with the OSH program	HRD team didn't create Training need assessment for boiler operator	Correction : Create boiler operator training  Corrective action Create training program base on Training need assessment	The unit of certification has submitted document : - letter of completion of SIO No. 0117/SP/CBC/IX/2024 dated 10 September 2024 for boiler operator training from PT Cakra Biwa Consultant	12 September 2024/Closed

It is recommended by the lead auditor to award the system of the company with a certificate pursuant to the above-mentioned RSPO standards after eliminating the non-conformities rated as "major".

**8.2. Minor non-conformities**

Ref	NCR No.	Evidence Observed / NCR raised	Auditee Response	Verification of Correction/	Date of
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			Root Cause Analysis	Correction/Corrective Action	Corrective action	closure Auditor/ Conclusion
<b>On-site audit</b>						
5.2.1	RSPO0 5823	The unit of certification didn't consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	Lack of knowledge from partnership staff (plasma) because they have just joined	Correction : Create a program to improve the standard of living of farmers  Corrective action : Training for partnership staff and appointment as staff tasked with creating programs and conducting annual evaluations.	Will be cheked in next audit	12 August 2024/Closed
5.2.2	RSPO0 5824	<b>The</b> unit of certification didn't conduct socialization program for support to improve their livelihoods and their interest in RSPO certification.	Lack of knowledge from partnership staff because they have just joined a company that implements RSP standards	Correction : Conducting socialization of programs to improve farmers' standard of living Corrective action : training related to the fulfillment of the program to improve the standard of living of farmers according to RSPO standards for partnership staff and appointment as staff tasked with creating socialization programs and also annual evaluations.	Will be cheked in next audit	12 August 2024/Closed
5.2.5	RSPO0 5825	The unit of certification didn't reviewed the progress of the smallholder support program for support to improve their livelihoods and their interest in RSPO certification.. Auditor raise as non conformity	Lack of knowledge from partnership staff because they have just joined a company that implements RSP standards	Correction : Conducting a review of the program to improve farmers' living standards Corrective action : training related to the fulfillment of the program to improve the standard of living of farmers according to	Will be cheked in next audit	12 August 2024/Closed

**RSPO Recertification Assessment Report  
PT Agro Sejahtera Manunggal  
Pembangunan Raya Palm Oil Mill  
Seriam Village, Kendawangan Sub District, Ketapang District,  
Kalimantan Barat Province, Indonesia**



Ref	NCR No.	Evidence Observed / NCR raised	Auditee Response		Verification of Correction/ Corrective action	Date of closure Auditor/ Conclusion
			Root Cause Analysis	Correction/Corrective Action		
				RSPO standards for partnership staff and appointment as staff tasked with creating socialization programs and also annual evaluations.		

It is recommended by the lead auditor to award the system of the company a certificate pursuant to the above-mentioned RSPO standards. The non-conformities identified shall be audited again in line with the timeframe during the next surveillance audit

## 9.0 Noteworthy Positive Components and Potential for Improvement

### 9.1. Positive Observation:

No.	Ref.	Positive Comments
1	-	-

### 9.2. Potential for Improvement:

No.	Ref.	Potential for improvement
1	3.1.3	The company to be considered to continu-ing the maintenance the ETP pond num-ber 2. Based on field observations show that the ETP pond No. 2 become solid. terview with the management, due to the excavator is being borrowed to another unit. It was impact to delay the ETP maintenance activity.

## 10.0 Issues Raised by Stakeholders and Findings Pertaining to Issues

### 10.1 Issues Raised during Stakeholder Consultation Meeting

No.	Issues Raised	Management Response	Auditor Verification
1	Seriam Village Issue: There is no issue	-	-
2	Manpower & Transmigration Agency of Ketapang Regency Issue: There is no issue	-	Report of P2K3 imple- mation has submitted periodically
3	National Land Agency of Ket- apang Regency Issue: There is no issue	-	Report of using land has submitted periodically
4	Previous Land Owner Issue: There is no issue	-	-
5	Bipartite Committee Issue: There is no issue	-	-
6	Gender Committee Issue: There is no issue	-	-

No issues present during insterview with official government.

### 10.2 Issues Raised during Stakeholder Interviews On-site

No.	Issues Raised	Audit Verification

No issues present during on-site interview with the workers.

## 11.0 CERTIFICATION DECISSION

### 11.1 Recommendation for Certification

PT Agro Sejahtera Manunggal - Pembangunan Raya Palm Oil Mill has established and maintains an effective system to ensure compliance with the RSPO principles and criteria. The audit team has confirmed through the audit process that the company's practices comply with, adequately maintains and implements the requirements of RSPO Principles and Criteria Indonesian National Interpretation INA NI 2020.

PT TUV Rheinland Indonesia recommends that PT Agro Sejahtera Manunggal - Pembangunan Raya Palm Oil Mill can continue the certificate as a producer of RSPO Certified Sustainable Palm Oil.

### 11.2 Date of Certificate Issued and Scope of Certificate

The scope of the certificate covers production of palm oil from PT Agro Sejahtera Manunggal - Pembangunan Raya Palm Oil Mill and its supply base, which includes Pembangunan Raya Estate, Belaban Raya Estate, Bengkuang Raya Estate, Cooperative Agro Seriam Mandiri) and PT Gunajaya Harapan Lestari (Teluk Rengit Estate). The first date of certificate issued is 14<sup>th</sup> April, 2022. Further details of the certificate are as per Appendix 1.

### 11.3 Date of Next Surveillance Visit

The next surveillance visit is planned in 2025

## 12.0 ACKNOWLEDGEMENTS OF INTERNAL RESPONSIBILITY AND FORMAL SIGN-OFF BY CLIENT

It is acknowledged that the assessment visit was carried out as described in this report and we accept the assessment findings and report content.

Signed on behalf of PT Agro Sejahtera Manunggal -  
Pembangunan Raya Palm Oil Mill


Name : **Erick P Andreas**  
Position: **CRC Dept. Head**  
Date: 06 December 2024

Signed on behalf PT TUV Rheinland  
Indonesia



Ade Sudiana  
Lead Auditor  
Date: 6 December 2024

**APPENDICES**

**Appendix 1: Details of Certificate**

# Certificate

Standard : Indonesian National Interpretation of RSPO Principles & Criteria for the Production of Sustainable Palm Oil Year 2018 (April 2020)

Certificate Registr. No. : 824 502 24198

Certificate Holder : PT TUV Rheinland Indonesia certifies :  
**PT Agro Sejahtera Manunggal**  
**Pembangunan Raya Palm Oil Mill**  
Seriam Village, Kendawan Sub-District, Ketapang District,  
West Kalimantan Province, Indonesia.


and its company owned estates according to the annex

RSPO number : -  
Scope : Palm Oil Production and Plantation Management System  
An audit was performed, Report No. RA\_24198. Proof has been furnished that the requirements according to Indonesian National Interpretation of RSPO Principles & Criteria for the Production of Sustainable Palm Oil Year 2018 (April 2020) are fulfilled.

Validity: The certificate is valid from 07-01-2025 until 06-01-2030.  
The certificate shall remain valid in period stipulated above provided that the certificate holder mentioned here continues to comply with the RSPO P&C requirements. Status of compliance of the certificate holder shall be based on the annual inspections conducted by PT TUV Rheinland Indonesia.

RSPO registered parents company\* : Bumitama Agri Ltd  
(RSPO Member No. : 1-0043-07-000-00)  
\* Name of the RSPO registered member company of which the certificate holder is a subsidiary (if applicable)

Date of first certificate : March 25<sup>th</sup>, 2019

Indonesia, 07-01-2025  PT TUV Rheinland Indonesia  
Director

The certificate remains property of PT TUV Rheinland Indonesia and can be withdrawn in case of terminations as mentioned in the contract or in case of changes or deviations of the above-mentioned data. The licensee is obliged to inform PT TUV Rheinland Indonesia immediately of any changes in the above-mentioned data. Only an original and signed certificate is valid.

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## Annex to certificate

Standard : **Indonesian National Interpretation of RSPO Principles & Criteria for the Production of Sustainable Palm Oil Year 2018 (April 2020)**

Certificate Registr. No. : 824 502 24198

Location: **PT Agro Sejahtera Manunggal**  
 Address : **Pembangunan Raya Palm Oil Mill**  
 Seriam Village, Kendawan Sub-District, Ketapang District,  
 West Kalimantan Province, Indonesia.


The palm oil mill and supply base covered in certification scope are :

Name of Mill / Estate	Location	Certified Area (Ha)	GPS Location	
			Latitude (N/S)	Longitude (E/W)
Pembangunan Raya POM	Seriam Village, Kendawan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	-	02° 52' 38" S	110° 23' 57" E
Pembangunan Raya Estate	Seriam Village, Kendawan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	1,318.22	02° 53' 13" S	110° 18' 43" E
Bangkang Raya Estate	Seriam Village, Kendawan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2,304.58	02° 52' 41" S	110° 24' 12" E
Seladen Raya	Seriam Village, Kendawan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	1,733.17	02° 50' 29" S	110° 24' 19" E
Teuku Rengit Estate	Pulau Sevan Village, Kendawan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	1,973.45	02° 43' 37.11" S	110° 06' 24.71" E
Cooperative Agro Seriam Mandiri	Seriam Village, Kendawan Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	980.80	02° 53' 13" S	110° 18' 43" E

CPO Tonnage Total Production: 69,914.28 MT  
 PK Tonnage Total Production: 14,875.38 MT  
 Company Estates FFB Tonnages: 167,507.56 MT  
 FFB Tonnages from other sources: 110,000.00 MT  
 CPO Tonnage claimed for certification: 44,064.28 MT  
 PK Tonnage claimed for certification: 9,375.28 MT

Scope of SCCS & supply chain model assessed : FFB receipt, produce and delivery of CPO & PK with implementation of the following SCCS :  
 Identity Preserved  
 Mass Balance

Indonesia, 07-01-2025

  
 PT TÜV Rheinland Indonesia  
 Director

Issued by PT TÜV Rheinland Indonesia

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**Appendix 2: RA Plan**

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
<b>Monday, 29 July 2024</b>				
07.25 – 09.00	Flight from CGK to Pontianak	AS, DP, RR		
10.25 – 11.10	Flight from Pontianak to Ketapang	AS, DP, RR		
11.30 – 15.00	Travelling from Ketapang to Site	All Auditors		Please provide transportation and accommodation during the audit
15.30 – 17.00	<b>Opening meeting</b> <ul style="list-style-type: none"> <li>- Opening speech from company</li> <li>- Team introducing</li> <li>- Previous NC Verification</li> </ul>	All Auditors	Management Representative from Mill and Estate	
<b>Tuesday, 30 July 2024</b>				
<b>Pembangunan Raya POM</b>				
08.00-12.00	<b>Stakeholder Consultation</b> 1. Village Heads 2. Previous Land Owner / Land Compensation / Land Conflict 3. FFB Supplier 4. Manpower Agency (province & District) 5. Contractors 6. Environmental Agency 7. Local NGO 8. Gender Committee 9. Labor Union 10. BPN 11. Agricultural Agency	All auditors		All stakeholder consultation will be conducted <b>by phone</b> , please make sure validity of phone numbers and time arrangement to stakeholders
12.00-14.00	<b>Break</b>			
14.00-17.00	<b>Document and Field verification</b> <u>Principle 1</u> <ul style="list-style-type: none"> <li>- Adequate information to relevant stakeholders</li> <li>- Ethical Conduct</li> </ul> <u>Principle 2</u> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- FFB from legal sources</li> </ul> <u>Principle 3</u> <ul style="list-style-type: none"> <li>- OSH</li> <li>- Training</li> <li>- SCCS</li> </ul> <u>Principle 5</u> <ul style="list-style-type: none"> <li>- Fairly and transparently with all smallholders</li> <li>- Improve livelihoods of smallholders</li> </ul>	AS	Management representative and Related PIC	Please provided appropriate documents  <u>Principle 1</u> <ul style="list-style-type: none"> <li>- 1.1</li> <li>- 1.2</li> </ul> <u>Principle 2</u> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.3</li> </ul> <u>Principle 3</u> <ul style="list-style-type: none"> <li>- 3.6</li> <li>- 3.7</li> <li>- 3.8</li> </ul> <u>Principle 5</u> <ul style="list-style-type: none"> <li>- 5.1</li> <li>- 5.2</li> </ul>

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	<p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- Safe working environment</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- Efficiency of fuel use</li> <li>- GHG</li> </ul>			<p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- 6.7</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- 7.9</li> <li>- 7.10</li> </ul>
14.00-17.00	<p><b>Document and Field verification</b></p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- Legal requirement for contractors</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Social Impact Assessment</li> <li>- Human Resources Management</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- Human Rights</li> <li>- Complaints</li> <li>- Local Contribution</li> <li>- Legal land, customary or user rights</li> <li>- No new plantings on local peoples' land</li> <li>- Negotiations, compensation for loss of legal, customary or user rights</li> <li>- Compensation for any agreed land acquisition</li> <li>- Land Dispute</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- Discrimination is prohibited</li> <li>- Pay and Conditions</li> <li>- Labor Union</li> <li>- Child Labor</li> <li>- Anti-Harassment and Reproduction Rights</li> <li>- No Forms of forced or trafficked labors</li> </ul>	RR	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.2</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.4 (SIA)</li> <li>- 3.5</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- 4.1</li> <li>- 4.2</li> <li>- 4.3</li> <li>- 4.4</li> <li>- 4.5</li> <li>- 4.6</li> <li>- 4.7</li> <li>- 4.8</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- 6.1</li> <li>- 6.2</li> <li>- 6.3</li> <li>- 6.4</li> <li>- 6.5</li> <li>- 6.6</li> </ul>
14.00-17.00	<p><b>Document and Field verification</b></p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with legals</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Management plan and re-</li> </ul>	DP	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1 (all) (2.1.1-2.1.3)</li> </ul>

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	view - Monitoring of management plan - SOP - Environmental impact assessment  <u>Principle 7</u> - IPM - Pesticide use - Waste management - GAP to manage soil fertility. - Long term suitability of land for palm oil cultivation - Practice to control erosion - No new planting on peat - Water management - Zero Burning - HCV and HCS			<u>Principle 3</u> - 3.1 - 3.2 - 3.3 - 3.4 (EIA)  <u>Principle 7</u> - 7.1 - 7.2 - 7.3 - 7.4 - 7.5 - 7.6 - 7.7 - 7.8 - 7.11 - 7.12
17.00 - ...	End of Day 2 Audit			
<b>Wednesday, 31 July 2024</b>				
<b>Pembangunan Raya Estate</b>				
08.00-12.00	<b>Document and Field verification</b> <u>Principle 1</u> - Adequate information to relevant stakeholders - Ethical Conduct  <u>Principle 2</u> - Compliance with legals - FFB from legal sources  <u>Principle 3</u> - OSH - Training - SCCS  <u>Principle 5</u> - Fairly and transparently with all smallholders - Improve livelihoods of smallholders  <u>Principle 6</u> - Safe working environment  <u>Principle 7</u> - Efficiency of fuel use	AS	Management representative and Related PIC	Please provided appropriate documents  <u>Principle 1</u> - 1.1 - 1.2  <u>Principle 2</u> - 2.1.1 - 2.3  <u>Principle 3</u> - 3.6 - 3.7 - 3.8  <u>Principle 5</u> - 5.1 - 5.2  <u>Principle 6</u> - 6.7  <u>Principle 7</u> - 7.9 - 7.10

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	- GHG			
08.00-12.00	<p><b>Document and Field verification</b></p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- Legal requirement for contractors</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Social Impact Assessment</li> <li>- Human Resources Management</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- Human Rights</li> <li>- Complaints</li> <li>- Local Contribution</li> <li>- Legal land, customary or user rights</li> <li>- No new plantings on local peoples' land</li> <li>- Negotiations, compensation for loss of legal, customary or user rights</li> <li>- Compensation for any agreed land acquisition</li> <li>- Land Dispute</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- Discrimination is prohibited</li> <li>- Pay and Conditions</li> <li>- Labor Union</li> <li>- Child Labor</li> <li>- Anti-Harassment and Reproduction Rights</li> <li>- No Forms of forced or trafficked labors</li> </ul>	RR	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.2</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.4 (SIA)</li> <li>- 3.5</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- 4.1</li> <li>- 4.2</li> <li>- 4.3</li> <li>- 4.4</li> <li>- 4.5</li> <li>- 4.6</li> <li>- 4.7</li> <li>- 4.8</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- 6.1</li> <li>- 6.2</li> <li>- 6.3</li> <li>- 6.4</li> <li>- 6.5</li> <li>- 6.6</li> </ul>
08.00-12.00	<p><b>Document and Field verification</b></p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with leg</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Management plan and review</li> <li>- Monitoring of management plan</li> <li>- SOP</li> <li>- Environmental impact assessment</li> </ul> <p><u>Principle 7</u></p>	DP	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1 (all) (2.1.1-2.1.3)</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.1</li> <li>- 3.2</li> <li>- 3.3</li> <li>- 3.4 (EIA)</li> </ul>

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	<ul style="list-style-type: none"> <li>- IPM</li> <li>- Pesticide use</li> <li>- Waste management</li> <li>- GAP to manage soil fertility.</li> <li>- Long term suitability of land for palm oil cultivation</li> <li>- Practice to control erosion</li> <li>- No new planting on peat</li> <li>- Water management</li> <li>- Zero Burning</li> <li>- HCV and HCS</li> </ul>			<u>Principle 7</u> <ul style="list-style-type: none"> <li>- 7.1</li> <li>- 7.2</li> <li>- 7.3</li> <li>- 7.4</li> <li>- 7.5</li> <li>- 7.6</li> <li>- 7.7</li> <li>- 7.8</li> <li>- 7.11</li> <li>- 7.12</li> </ul>
12.00-14.00	<b>Break</b>			
12.00-14.00	Continue for document verification			
17.00 - ...	End of Day 3 Audit			

**Thursday, 1 August 2024**

**Bengkang Estate & Cooperative Agro Seriam Mandiri**

08.00-12.00	<p><b>Document and Field verification</b></p> <p><u>Principle 1</u></p> <ul style="list-style-type: none"> <li>- Adequate information to relevant stakeholders</li> <li>- Ethical Conduct</li> </ul> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- FFB from legal sources</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- OSH</li> <li>- Training</li> <li>- SCCS</li> </ul> <p><u>Principle 5</u></p> <ul style="list-style-type: none"> <li>- Fairly and transparently with all smallholders</li> <li>- Improve livelihoods of smallholders</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- Safe working environment</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- Efficiency of fuel use</li> <li>- GHG</li> </ul>	AS	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 1</u></p> <ul style="list-style-type: none"> <li>- 1.1</li> <li>- 1.2</li> </ul> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.3</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.6</li> <li>- 3.7</li> <li>- 3.8</li> </ul> <p><u>Principle 5</u></p> <ul style="list-style-type: none"> <li>- 5.1</li> <li>- 5.2</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- 6.7</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- 7.9</li> <li>- 7.10</li> </ul>
08.00-12.00	<p><b>Document and Field verification</b></p>	RR	Management representative and Related	<p>Please provided appropriate documents</p>

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	<p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- Legal requirement for contractors</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Social Impact Assessment</li> <li>- Human Resources Management</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- Human Rights</li> <li>- Complaints</li> <li>- Local Contribution</li> <li>- Legal land, customary or user rights</li> <li>- No new plantings on local peoples' land</li> <li>- Negotiations, compensation for loss of legal, customary or user rights</li> <li>- Compensation for any agreed land acquisition</li> <li>- Land Dispute</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- Discrimination is prohibited</li> <li>- Pay and Conditions</li> <li>- Labor Union</li> <li>- Child Labor</li> <li>- Anti-Harassment and Reproduction Rights</li> <li>- No Forms of forced or trafficked labors</li> </ul>		ed PIC	<p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.2</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.4 (SIA)</li> <li>- 3.5</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- 4.1</li> <li>- 4.2</li> <li>- 4.3</li> <li>- 4.4</li> <li>- 4.5</li> <li>- 4.6</li> <li>- 4.7</li> <li>- 4.8</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- 6.1</li> <li>- 6.2</li> <li>- 6.3</li> <li>- 6.4</li> <li>- 6.5</li> <li>- 6.6</li> </ul>
08.00-12.00	<p><b>Document and Field verification</b></p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with leg</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Management plan and review</li> <li>- Monitoring of management plan</li> <li>- SOP</li> <li>- Environmental impact assessment</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- IPM</li> <li>- Pesticide use</li> <li>- Waste management</li> <li>- GAP to manage soil fertility.</li> </ul>	DP	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1 (all) (2.1.1-2.1.3)</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.1</li> <li>- 3.2</li> <li>- 3.3</li> <li>- 3.4 (EIA)</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- 7.1</li> <li>- 7.2</li> <li>- 7.3</li> </ul>

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	<ul style="list-style-type: none"> <li>- Long term suitability of land for palm oil cultivation</li> <li>- Practice to control erosion</li> <li>- No new planting on peat</li> <li>- Water management</li> <li>- Zero Burning</li> <li>- HCV and HCS</li> </ul>			<ul style="list-style-type: none"> <li>- 7.4</li> <li>- 7.5</li> <li>- 7.6</li> <li>- 7.7</li> <li>- 7.8</li> <li>- 7.11</li> <li>- 7.12</li> </ul>
12.00-14.00	- <b>Break</b>			
12.00-14.00	Continue for document verification			
17.00 - ...	End of Day 4 Audit			
<b>Friday, 2 August 2024</b>				
<b>Belaban Raya Estate</b>				
08.00-12.00	<b>Document and Field verification</b> <u>Principle 1</u> <ul style="list-style-type: none"> <li>- Adequate information to relevant stakeholders</li> <li>- Ethical Conduct</li> </ul> <u>Principle 2</u> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- FFB from legal sources</li> </ul> <u>Principle 3</u> <ul style="list-style-type: none"> <li>- OSH</li> <li>- Training</li> <li>- SCCS</li> </ul> <u>Principle 5</u> <ul style="list-style-type: none"> <li>- Fairly and transparently with all smallholders</li> <li>- Improve livelihoods of smallholders</li> </ul> <u>Principle 6</u> <ul style="list-style-type: none"> <li>- Safe working environment</li> </ul> <u>Principle 7</u> <ul style="list-style-type: none"> <li>- Efficiency of fuel use</li> <li>- GHG</li> </ul>	AS	Management representative and Related PIC	Please provided appropriate documents  <u>Principle 1</u> <ul style="list-style-type: none"> <li>- 1.1</li> <li>- 1.2</li> </ul> <u>Principle 2</u> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.3</li> </ul> <u>Principle 3</u> <ul style="list-style-type: none"> <li>- 3.6</li> <li>- 3.7</li> <li>- 3.8</li> </ul> <u>Principle 5</u> <ul style="list-style-type: none"> <li>- 5.1</li> <li>- 5.2</li> </ul> <u>Principle 6</u> <ul style="list-style-type: none"> <li>- 6.7</li> </ul> <u>Principle 7</u> <ul style="list-style-type: none"> <li>- 7.9</li> <li>- 7.10</li> </ul>
08.00-12.00	<b>Document and Field verification</b> <u>Principle 2</u> <ul style="list-style-type: none"> <li>- Compliance with legals</li> <li>- Legal requirement for contractors</li> </ul>	RR	Management representative and Related PIC	Please provided appropriate documents  <u>Principle 2</u> <ul style="list-style-type: none"> <li>- 2.1.1</li> <li>- 2.2</li> </ul>

Date / Time <sup>(1)</sup>	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - Element - Standard Chapter
	<p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Social Impact Assessment</li> <li>- Human Resources Management</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- Human Rights</li> <li>- Complaints</li> <li>- Local Contribution</li> <li>- Legal land, customary or user rights</li> <li>- No new plantings on local peoples' land</li> <li>- Negotiations, compensation for loss of legal, customary or user rights</li> <li>- Compensation for any agreed land acquisition</li> <li>- Land Dispute</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- Discrimination is prohibited</li> <li>- Pay and Conditions</li> <li>- Labor Union</li> <li>- Child Labor</li> <li>- Anti-Harassment and Reproduction Rights</li> <li>- No Forms of forced or trafficked labors</li> </ul>			<p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.4 (SIA)</li> <li>- 3.5</li> </ul> <p><u>Principle 4</u></p> <ul style="list-style-type: none"> <li>- 4.1</li> <li>- 4.2</li> <li>- 4.3</li> <li>- 4.4</li> <li>- 4.5</li> <li>- 4.6</li> <li>- 4.7</li> <li>- 4.8</li> </ul> <p><u>Principle 6</u></p> <ul style="list-style-type: none"> <li>- 6.1</li> <li>- 6.2</li> <li>- 6.3</li> <li>- 6.4</li> <li>- 6.5</li> <li>- 6.6</li> </ul>
08.00-12.00	<p><b>Document and Field verification</b></p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- Compliance with leg</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- Management plan and review</li> <li>- Monitoring of management plan</li> <li>- SOP</li> <li>- Environmental impact assessment</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- IPM</li> <li>- Pesticide use</li> <li>- Waste management</li> <li>- GAP to manage soil fertility.</li> <li>- Long term suitability of land for palm oil cultivation</li> <li>- Practice to control erosion</li> </ul>	DP	Management representative and Related PIC	<p>Please provided appropriate documents</p> <p><u>Principle 2</u></p> <ul style="list-style-type: none"> <li>- 2.1.1 (all) (2.1.1-2.1.3)</li> </ul> <p><u>Principle 3</u></p> <ul style="list-style-type: none"> <li>- 3.1</li> <li>- 3.2</li> <li>- 3.3</li> <li>- 3.4 (EIA)</li> </ul> <p><u>Principle 7</u></p> <ul style="list-style-type: none"> <li>- 7.1</li> <li>- 7.2</li> <li>- 7.3</li> <li>- 7.4</li> <li>- 7.5</li> <li>- 7.6</li> <li>- 7.7</li> </ul>

<b>Date / Time <sup>(1)</sup></b>	<b>Organizational Unit and Processes</b>	<b>Auditor / Abbrev.</b>	<b>Interviewee</b>	<b>Procedure - Element - Standard Chapter</b>
	<ul style="list-style-type: none"> <li>- No new planting on peat</li> <li>- Water management</li> <li>- Zero Burning</li> <li>- HCV and HCS</li> </ul>			<ul style="list-style-type: none"> <li>- 7.8</li> <li>- 7.11</li> <li>- 7.12</li> </ul>
12.00-14.00	- <b>Break</b>			
12.00-14.00	Continue for document verification			
17.00 - ...	End of Day 5 Audit			
<b>Saturday, 3 August 2024</b>				
<b>POM</b>				
08.00 -11.00	Continue document verification and Preparing for Closing Meeting	All Auditor	Auditee Representative	
11.00 – 12.00	Closing Meeting	All Auditor	Manager and Related PIC	-
	<b>Audit Done</b>			
<b>sunday, 4 August 2024</b>				
<b>09.10- 10.05</b>	Flight Ketapang - Pontianak	All Auditor		
<b>13.00 – 14.30</b>	Flight from Pontianak -Jakart	All Auditor		

**Appendix 3: List of Abbreviations**

AMDAL	Analisis Dampak Lingkungan & Sosial (Social & Environmental Impacts Assessment)
CPO	Crude Palm Oil
EIA	Environmental Impact Assessment
ERTs	Endangered, Rare & Threatened species
ESH	Environmental Safety & Health
FFB	Fresh Fruit Bunches
EFB	Empty Fruit Bunches
HCV	High Conservation Value
IPM	Integrated Pest Management
LTA	Lost Time Accident
MSDS	Material Safety Data Sheets
NGO	Non-Government Organization
NPP	New Planting Procedure
OSH	Occupational Safety & Health
PKO	Palm Kernel Oil
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RKL	Rencana Pengelolaan Lingkungan (Environmental Management Plan)
RPL	Rencana Pemantauan Lingkungan (Environmental Monitoring Plan)
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
UKL	Upaya Pengelolaan Lingkungan (Environmental Management Efforts)
UPL	Upaya Pemantauan Lingkungan (Environmental Monitoring Efforts)
	Please add other abbreviation if necessary

**Appendix 4: Other Achievements and Certifications Held**

<b>Name of mill / estate</b>	<b>Certification Standard / Award achieved</b>	<b>Certification Body / Awarder</b>	<b>Date Achieved</b>
-	-	-	-

**Appendix 5: List of Stakeholders Interviewed and Contacted**

No.	Name of Stakeholder	Institution / Position
<b>Stakeholders Interviewed during Public Consultation Meeting</b>		
1.	UJG	Seriam Village Head
2.	BHD	Mediator of Manpower & Transmigration Agency of Ketapang Regency
3.	KHR	Staff of National Land Agency of Ketapang Regency
<b>Stakeholders Interviewed On-Site</b>		
1.	ITN	Secretary of Bipartite Committee
2.	RRN	Head of Gender Committee
3.	ULS	Previous Landowner
	JGL	Previous Landowner
	UJG	Previous Landowner
	UYG	Previous Landowner
	MHN	Harvester in Belaban Raya Estate
	SMT	Harvester in Belaban Raya Estate
	YSR	Harvester in Belaban Raya Estate
	SPU	Harvester in Belaban Raya Estate
	BRI	Harvesting Foreman in Belaban Raya Estate
	RZL	Harvesting Foreman in Belaban Raya Estate
	MDA	Pesticide Operator in Belaban Raya Estate
	HNP	Pesticide Operator in Belaban Raya Estate
	ALP	Pesticide Operator in Belaban Raya Estate
	RKH	Firefighting Team in Belaban Raya Estate
	DKI	Firefighting Team in Belaban Raya Estate
	TNI	Firefighting Team in Belaban Raya Estate
	JFR	Firefighting Team in Belaban Raya Estate
	GNW	Firefighting Team in Belaban Raya Estate
	JNA	Firefighting Team in Belaban Raya Estate
	DNI	Sterilizer Operator in Pembangunan Raya POM
	MAR	Sterilizer Operator in Pembangunan Raya POM
	YPI	Press Operator in Pembangunan Raya POM
	RZL	Press Operator in Pembangunan Raya POM
	KNO	Nutt Kernel Operator in Pembangunan Raya POM
	SST	Nutt Kernel Operator in Pembangunan Raya POM
	HLM	Nutt Kernel Operator in Pembangunan Raya POM
	ILB	Process Foreman in Pembangunan Raya POM
	DDN	Clarification Operator in Pembangunan

		Raya POM
	FTH	Clarification Operator in Pembangunan Raya POM
	NLN	Boiler Operator in Pembangunan Raya POM
	DBC	Boiler Operator in Pembangunan Raya POM
	DNP	Boiler Operator in Pembangunan Raya POM
	YSH	Security in Pembangunan Raya POM
	AGG	Security in Pembangunan Raya POM

### Appendix 6 Organization's Land History and Information About All Previous Users of The Land

Total of land compensation : 29,96 ha

Total of entity : 28 unit so minimum of the quantity of sample each audit is  $0.8 \times \sqrt{28} \text{ unit} = 4 \text{ Unit}$

No	Year of Verification		Location (estate name and or village/sub-village name)	Previous land owner (person name / group name / traditional group name / etc)	Total areas (ha)	Year of land released and their evidences	Remarks or the result of interview
	Plan	Actual					
1	2024	2024	Pembangunan Raya Estate - Seriam Village	Ulis	7.08	The has been released in 2009, with the evidence of GRTT/Compensation Documents.	Based on the results of interviews with previous landowners, it is known that all documents on the release of land rights are still stored quite well and the activities carried out without any coercion from the Company. The previous landowner also stated that the release was the result of deliberation and discussion between his party and the Company to get a mutual agreement (all done with FPIC).
				Kual	10.00	The has been released in 2023, with the evidence of GRTT/Compensation Documents.	
				Ucut	2.10	The has been released in 2011, with the evidence of GRTT/Compensation Documents.	
				Liling	26.11	The has been released in 2012, with the evidence of GRTT/Compensation Documents.	
				Kacong Kasdi	10.21	The has been released in 2014, with the evidence of GRTT/Compensation Documents.	
2			Belaban Raya Estate – Seriam Village	Athil	23.00	The has been released in 2009, with the evidence of GRTT/Compensation Documents.	
				Kacung Kasdi	15.09	The has been released in 2013, with the evidence of GRTT/Compensation Documents.	
				Bahrrian	16.68	The has been released in 2013, with the evidence of GRTT/Compensation Documents.	
				Malik	23.37	The has been released in 2013, with the evidence of	

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				Kemayah	6.11	GRTT/Compensation Documents. 2012	
3	2024	2024	Bengkuang Raya Estate – Seriam Estate	Ujang Bensin	17.20	The has been released in 2013, with the evidence of GRTT/Compensation Documents.	Based on the results of interviews with previous landowners, it is known that all documents on the release of land rights are still stored quite well and the activities carried out without any coercion from the Company. The previous landowner also stated that the release was the result of deliberation and discussion between his party and the Company to get a mutual agreement (all done with FPIC).
				Junung	2.71	The has been released in 2010, with the evidence of GRTT/Compensation Documents.	
				Madi	17.42	The has been released in 2012, with the evidence of GRTT/Compensation Documents.	
	2024	2024		Ulis	8.55	The has been released in 2011, with the evidence of GRTT/Compensation Documents.	Based on the results of interviews with previous landowners, it is known that all documents on the release of land rights are still stored quite well and the activities carried out without any coercion from the Company. The previous landowner also stated that the release was the result of deliberation and discussion between his party and the Company to get a mutual agreement (all done with FPIC).
				Dadi	5.51	The has been released in 2009, with the evidence of GRTT/Compensation Documents.	
4			Cooperative Agro Seriam Mandiri – Seriam Village	Melinyam	23.74	The has been released in 2012, with the evidence of GRTT/Compensation Documents.	
	2024	2024		Jenggol	17.65	The has been released in 2009, with	Based on the results of interviews

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					the evidence of GRTT/Compensation Documents.	with previous landowners, it is known that all documents on the release of land rights are still stored quite well and the activities carried out without any coercion from the Company. The previous landowner also stated that the release was the result of deliberation and discussion between his party and the Company to get a mutual agreement (all done with FPIC).
				Mensulin	10.01	The has been released in 2012, with the evidence of GRTT/Compensation Documents.
	2024	2024		Unyang	22.45	The has been released in 2012, with the evidence of GRTT/Compensation Documents. Based on the results of interviews with previous landowners, it is known that all documents on the release of land rights are still stored quite well and the activities carried out without any coercion from the Company. The previous landowner also stated that the release was the result of deliberation and discussion between his party and the Company to get a mutual agreement (all done with FPIC).
				Meliap	8.25	The has been released in 2009, with the evidence of GRTT/Compensation Documents.
5			Teluk Rengit Estate – Kendawangan Kiri Village	GRTT Tahap 1	48.93	The has been released in 2011, with the evidence of GRTT/Compensation Documents.
				GRTT Tahap 1	46.98	The has been released in 2011, with the evidence of GRTT/Compensation Documents.
				GRTT Tahap 1	49.33	The has been released in 2011, with the evidence of GRTT/Compensation Documents.
				GRTT Tahap 1	30.18	The has been released in 2011, with

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					the evidence of GRTT/Compensation Documents.	
				GRTT Tahap 1	51.36	The has been released in 2011, with the evidence of GRTT/Compensation Documents.