

RSPO SURVEILLANCE ASSESSMENT (ASA - 1)**PT. UMBUL MAS WISESA**
PALM OIL MILL AND ITS SUPPLY

Office:

Gedung Bank Sumut Lantai 7 Jalan Imam Bonjol No.18 Medan-
Sumatera Utara

Location:

Kampung Rakyat Sub-district, Labuhan Batu Selatan District and
Panai Tengah Sub-district, Labuhan Batu Utara District
North Sumatera, Indonesia

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Section 1. Scope of the Certification Assessment

1.1. Company Details			
RSPO Membership Number	1-0021-05-000-00	7 th December 2005	
Company Name	PT. Umbul Mas Wisesa (Sipef Group)		
Address	Head Office: Gedung Bank Sumut Lantai 7 Jalan Imam Bonjol No.18 Medan-Sumatera Utara Location: Kampung Rakyat Sub-district, Labuhan Batu Selatan District and Panai Tengah Sub-district, Labuhan Batu Utara District North Sumatera, Indonesia		
Subsidiary of (if applicable)	-		
Contact Name	Mr. Olivier Tichit		
Website	www.tolantiga.co.id	E-mail	ortichit@sipef.com
Telephone	+ 62 61 415 2043	Facsimile	+62 61 452 0908

1.2. Certification Information			
Certificate Number	SPO 611834	Date	-
Scope of Certification	Production of CPO and PK at Umbul Mas Wisesa Mill and 3 Estates (Umbul Mas Wisesa North, Umbul Mas Wisesa South & Toton Usaha Mandiri). Mill capacity is 40 Tonnes FFB/hour.		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
-	-	-	-
-	-	-	-

1.3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location	GPS	
		Longitude	Latitude
PT. Umbul Mas Wisesa POM	Desa Tanjung Mulia, Kecamatan Kampung Rakyat, Kabupaten Labuhanbatu Selatan Provinsi Sumatera Utara	02° 12' 38.91"	100° 16' 15.83"
Supply Base			
1. Umbul Mas Wisesa South Estate	Desa Tanjung Mulia, Kecamatan Kampung Rakyat Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara, Indonesia	2° 13' 8.14"	100° 17' 9,32"
2. Umbul Mas Wisesa North Estate	Desa Sei Siarti , KecamatanPanai Tengah Kabupaten Labuhanbatu, Provinsi Sumatera Utara, Indonesia	2° 15' 7.16"	100° 16' 43,1"
3. PT. Toton Usaha Mandiri (Toton Usaha Mandiri Estate)	Desa Sei Siarti , Kecamatan Panai Tengah Kabupaten Labuhan Batu, Provinsi Sumatera Utara, Indonesia	2° 16' 47.06"	100° 19' 7,4"

1.4. Description of Supply Base						
Estate	Mature (ha)	Immature (ha)	Total Planted (ha)	Infrastructure & others (ha)	Total Hectarage	% of Planted
1. Umbul Mas Wisesa South Estate	4,459.84	17.03	4,476.87	303.91	4,780.78	49.95
2. Umbul Mas Wisesa North Estate	2,603.27	0.00	2,603.27	379.30	2,982.57	29.05
3. PT. Toton Usaha Mandiri (Toton Usaha Mandiri Estate)	1,134.95	0.00	1,134.95	63.81	1,198.76	12.66
Total	8,198.06	17.03	8,215.09	747.02	8,962.11	91.66

1.5. Plantings & Cycle									
Estate	Age (Years) in Ha						Tonnage / Year		
	0 - 3	4 - 10	11 - 20	21 - 25	26 - up	Total	Estimated (2015)	Actual (2015)	Forecast (2016)
I. Supply Base from own estate									
1. Umbul Mas Wisesa South Estate	17.03	4,459.84	0.00	0.00	0.00	4,476.87	73,028	59,161	72,122
2. Umbul Mas Wisesa North Estate	0.00	2,603.27	0.00	0.00	0.00	2,603.27	37,748	38,208	44,285
3. PT. Toton Usaha Mandiri (Toton Usaha Mandiri Estate)	0.00	1,134.95	0.00	0.00	0.00	1,134.95	19,000	18,128	19,802
Total Certified FFB	17.03	8,198.06	0.00	0.00	0.00	8,215.09	129,776	115,497	136,209
II. Supply Base from independent third parties/Middle man									21,575
TOTAL SUPPLY FFB									157,784

1.6. Certified Tonnage									
Mill	Estimated (2015)			Actual (2015)			Projection (2016)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
PT. Umbul Mas Wisesa POM	129,776	29,848	6,488	115,497	27,883	4,099	136,209	33,344	6,500

1.7. Actual Certified Palm production			
MILL*)	Capacity	CPO (tonnes)	PK (tonnes)
PT. Umbul Mas Wisesa POM	40 tonnes FFB/hour	27,883	4,099

1.8. Actual Sales of certified Palm Product			
MILL	Certified CPO Sold	Certified PK Sold	Remarks
PT. Umbul Mas Wisesa POM	0.00	0.00	-

1.9. Certified FFB received monthly in previous year (Tonnes)				
Month	UMW South Estate	UMW North Estate	TUM Estate Estate	Total FFB Certified Received
January 2015	3,090.37	2,710.94	1,202.13	7,003.44
February 2015	3,470.07	2,522.17	1,065.26	7,057.50
March 2015	4,073.06	3,000.99	1,212.26	8,286.31
April 2015	4,373.22	3,307.46	1,419.03	9,099.71
May 2015	4,672.81	3,522.40	1,585.95	9,781.16
June 2015	6,495.86	4,694.60	2,003.49	13,194.20
July 2015	6,318.51	3,493.78	1,597.33	11,409.62
August 2015	7,062.80	4,477.44	2,071.49	13,611.73
September 2015	2,489.13	466.61	1,000.04	3,955.78
October 2015	6,190.50	3,226.96	1,771.87	11,189.33
November 2015	5,559.43	3,861.371	1,789.56	11,250.36
December 2015	5,324.96	2,924.35	1,409.30	9,658.61
TOTAL	59,160.72	38,209.07	18,127.96	115,497.75

Section 2. Assessment Process

2.1. Certification Body:

BSI Services Malaysia Sdn Bhd,
(ASI Accreditation Number: RSPO-ACC-19)
B08-01 (East), Level 8, Block B, PJ 8, No.23,
Jalan Barat, Seksyen 8, Petaling Jaya,
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BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Singapore, Jakarta, Bangkok and Australia which involve in RSPO Certification Program.

Assessment Methodology, Programme, Site Visits

The objective of the assessment is to conduct a surveillance assessment and look for positive evidence to ensure the elements of the scope of certification and the requirements of the management standard are effectively addressed by the organisation's management system and that the system is demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisations specified objectives, as applicable with regard to the scope of the management standard, and to confirm the on-going achievement and applicability of the forward strategic plan. Continuing Assessment (Surveillance) was conducted from 26th – 29th January 2016.

The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO P&C 2013, Generic Standard was used as Checklists and questionnaires were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by visiting to the villages convenient to them to discuss Umbul Mas Wisesa POM Certification Unit's environmental and social performance.

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 E.

The assessment findings for the recertification are detailed in Section 3.3.

This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

This report was internally reviewed by Mr. Sabar Kembaren (He is one of the BSI Qualified RSPO Lead Auditor and Internal Reviewer).

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

2.2. Assessment Program					
Name (Mill / Supply Base)	Year 1	Year 2	Year 3	Year 4	Year 5
	09/2015	09/2016	09/2017	09/2018	09/2019
PT. Umbul Mas Wisesa POM.	X	X	X	X	X
Umbul Mas Wisesa (UMW) – South Estate	X	X		X	X
Umbul Mas Wisesa (UMW) – North		X	X		X
Toton Usaha Mandiri (TUM) - Estate	X		X	X	X

Tentative Date of Next Visit: 01/01/2017

Total No. of Mandays: 12 Mandays

BSI Assessment Team comprises of:

Haeruddin – Assessor (Lead Auditor)

He holds Bachelor Degree in Forest Management, graduated from Hasanuddin University on 1994. He has 16 years of work experience in forest concession, forestry industry and the latest is within Oil Palm Plantation in Indonesia. He experiences as auditor for several sustainability standard including FSC, UTZ, Organic Farming, 4C, ISPO and RSPO. He completed the ISO 9001 Lead Auditor Course; ISPO Lead Auditor endorsed Course, RSPO Lead Auditor Course, and also completed ISCC, RSPO SCCS, RSPO RED course, etc. He had been involved in RSPO auditing since November 2010 in more than various companies in Malaysia, Thailand and Indonesia. During this assessment, he assessed on the aspects of legal and estate best practices.

Edy Widodo – Audit Team Member

Edy Widodo graduated as bachelor of the Faculty of Agriculture, Department of Agricultural Technology, University of Padjadjaran, Bandung. Earlier he worked as an Assistant Estates Manager in PT SMART Tbk. (1999 to 2005). He joined SAI Global in 2013 as a Lead Auditor for ISO 9001: 2008. He has working experience in the industrial sector and audit Plantation, and also the processing industry and agricultural mechanization. He is also the ISPO auditor who has obtained a certificate from the ISPO Commission, Ministry of Agriculture of Indonesia, on February 2013. He had got a certificate of training on Understanding ISO 14001: 2004 & Auditing ISO 14001: 2004 in 2013. He also had joined RSPO P&C training (2013).

Nanang Mualib - Team member

He graduated from Bogor Agriculture University on 1999, Forestry Faculty. He involved in RSPO certification since 2010 as a team member covering assessment against RSPO P&C in Indonesia. He completed the ISO 9001 Lead Auditor Course, Technical Training of HCV Assessment; ISPO Lead Auditor endorsed Course. During this assessment, he assessed on the aspects of social, stakeholder consultation and smallholders.

Accompanying person: None

Section 3. Assessment Findings

3.1. Details of audit results are provided in the following Appendix:

- RSPO P&C 2013 Summary of the Assessment – Appendix A
- PT. Umbul Mas Wisesa Time Bound Plan – Appendix B
- RSPO Supply Chain Certification Assessment – Appendix F

3.2. Progress against Time Bound Plan

PT Umbul Mas Wisesa demonstrates a challenging time bound plan to certify its entire mill and supply bases, there is no change of time bound plan. Audit team found that the company has strong commitment to implemet time bound plan and comply with the time bound plan.

BSI also assessed the requirement for partial certification and concluded that:

1. There are no unresolved significant land disputes.
2. No replacement of primary forest or loss of HCV. New land acquisition follows the RSPO NPP process including public notification of new planting.
3. No labour disputes that are not being resolved through an agreed process.
4. No evidence of noncompliance with law noted.

3.3. Details of findings

During this surveillance assessment (ASA-1) there was no nonconformity identified and 4 (four) observations were identified.

Non-Conformity		
NCR #	Description	Category (Major/Minor)
	NIL	

Observation was identified during this re-certification:

Observation	
OBS #	Description
1	Indicator 4.7.2: The company has conducted audiometric test for Engine Room Operator, the result was seen "Normal", it is need to be considered audiometric test for workers who are worked in high noise level in others station based on monitoring of noise level result.
2	Indicator 4.7.6: The company need to consider monitoring stock for cover dodos/chisel and kapak/axe to ensure the availability if any cover broken.
3	Indicator 4.7.6: The company need consider "General Medical Check Up" for workers who are not involved in high risk area regularly at least annually.
4	Indicator 5.2.2: The company needs to be considering preventing invasive "Mucuna Bracteata" in HCV area in particular corridor area.

Positive Findings	
PF #	Description
1	Good performance for improvement in all areas

2	Positive comments from local communities for the company operation.
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Issues Raised by Stakeholders	
Issues #	Description
1	Social issues: - The company has CSR program for local communities, e.g. road maintenance, water supply, etc. - The company developing smallholders. - Good communication with local communities.
	Management Response: The company will consider it to improve CSR Program.
	Auditor Team Findings: Company response is accepted
2	Labour issues: - Hiring workers from local communities - No any labour disputes was noted. - All workers provided social and health insurance
	Management Response: Positive comments
	Auditor Team Findings: Positive comments
3	Environmental issues: No any issue
	Management Response: -
	Auditor Team Findings: -
4	Legal issues: -
	Management Response: -
	Auditor Team Findings: -
5	Operational issues: No any land disputes
	Management Response: Positive comment
	Auditor Team Findings: Positive comment

3.4. Status of Nonconformities Previously Identified and Observations

Non-Conformity		
NCR #	Description	Category (Major/Minor)
1	Requirements: RSPO P&C - Indicator 6.3.2 Record of complaint and grievance is documented in log book "Rekaman keluh kesah Internal - Eksternal", there are 10 complaints were received during 2013 and 3 complaints in 2014, e.g. from Mr. Ade Irwansyah regarding Boot shoes compensation on 10 March 2014 and Mr. Hosin related annual leave-cut in his salary statement - September 2013, however, it was noted no response recorded in log book. Action Taken: The company has responded complaints from internal as recorded in	Minor

	<p>"Rekaman Keluh Kesah Internal - Eksternal" both in estates and mill, included complaint from Mr. Ade Irwansyah and Mr. Hosin.</p>	
2	<p>Requirements: RSPO P & C – Indicator 4.4.2 Company has not to monitor periodic water quality test of Barumun River yet.</p> <p>Action Taken: The company has taken sample for monitoring Barumun River, e.g. monitoring Barumun River sample was tested by independent laboratory (Binalab) on 03 July 2015, all parameter as required by Peraturan Pemerintah no. 82 , year 2001 is comply with it.</p>	Minor
3	<p>Requirements: RSPO P & C – Indicator 4.4.3 No records of BOD's effluent has been monitored from mill processing</p> <p>Action Taken: The company has conducted monitoring of BOD's effluent monthly as regulated by government, the BOD level still below 100 mg/L as required by National Regulation, e.g. the monitoring result in July 2015 (70.3 mg/L), September 2015 (69.8 mg/L), October 2015 (93.7 mg/L).</p>	Minor
4	<p>Requirements: RSPO P & C – Indicator 4.4.4 No evidence that mill water use has been monitored.</p> <p>Action Taken: Monitoring water use per tonnes FFB is recorded in "Pemakaian Air dan HSD Oil per Metrik Ton" on daily and monthly record.</p> <p>The record shown that during 2015, water use for FFB processed is 119,251 ton or 1.08 MT/tonnes FFB.</p>	Minor
5	<p>Requirements: RSPO P&C - Indicator 4.7.6 Emergency preparedness procedure for Mill has been provided, however, programme for simulation has not in place.</p> <p>Action Taken: The company has a simulation program as documented in "Program P2K3LHS Tahun 2016" where the simulation is programmed annually, the last simulation of emergency response was conducted on 23rd December 2015 is located in Mill and 11th January 2016 was located in housing complex.</p>	Minor
6	<p>Requirements: RSPO P&C Indicator 5.4.1 There is no record in place at the mill on monitoring renewable energy use and its efficiency analysis (energy/ton CPO, or energy/ton palm product).</p> <p>Action Taken: Monitoring optimise renewable energy is documented in "Rekaman Monitoring Penggunaan Energ Terbaukan", it is recorded monthly, e.g. record in 2015:</p> <ul style="list-style-type: none"> - FFB proses 119,215 - Produced CPO: 27,883 - EFB ke estate: 7,567 - Fibre: 15,502 - Shell: 7,155 - Total Nett Calorie Value (NCR: 59,983,292,234 Kcal) - Equivalent to HSD: 5,712,694 Kcal/kg (NCV 10,500 Kcal/kg) - Energi/Kgs CPO: - Energi total turbine: 4,057,920 (73.99 %) - Energi total genset: 1,426,200 (26.01 %) 	Minor



7	<p>Requirements: RSPO P&C - Indicator 5.4.2 There is no record in place at the mill on monitoring of fossil fuel use for operational reason and its efficiency analysis.</p> <p>Action Taken: The company has monitoring fossil fuel usage as recorded in "Rekaman Penggunaan HSD Oil" and efficiency monitoring is monitored, it was seen that in 2015 only 26.01% total energy consumption using fossil fuel and 73.99 % from renewable energy.</p>	Minor
8	<p>Having adequate information on soil suitability and presence of marginal soil (based on Semi detailed soil survey 2010), there is not adequate evidence PT UMW planned effort to avoiding or limiting planting of more than 300 Ha on deep peat soil in PT UMW-N Estate.</p> <p>Action Taken: For those areas the company has gone through the NPP process, Land Use Change Analysis (LUC) and compensation plan for liability land has been approved by RSPO in February 2015.</p>	Minor
9	<p>Requirements: RSPO P & C – Indicator 4.7.4 There is not adequate evidence of medical advice and dispensation administered a number of sprayer detected with intoxication symptoms.</p> <p>Action Taken: There is adequate evidence that health evaluation "intoxication symptoms" for herbicide sprayer has been done by doctor.</p>	Minor

Observation	
OBS #	Description
1	<p>RSPO P & C – Indicator 1.1.2 The company has determined response of request information as regulated in circular letter no. 55/GMO-All/III/2014, dated 8 March 2014. Request information will be responded within 2 days in Estate or mill, except is needed response from HO - Medan, it will be responded within 5 days. There is request information in UMWS from Sei Toras Sub Villages on 15 January 2014, regarding using road more than twice a week, may wish to consider record of response appropriately</p> <p>Action Taken: Based on interview with local community leaders, it was confirmed that the company has response their request timely manner.</p>
2	<p>RSPO P & C – Indicator 4.7.1 A number of Opportunity for Improvement noted: 1. May wish to consider medical sterilizer with larger capacity for clinic; 2. PT UMW-South Estate may wish to consider installation of lightning arrester for diesel fuel tank and pump; 3. PT UMW-South Estate workshop need to consistently control diesel fuel containment valve and oil trap; 4. PT UMW POM may wish to consider provision of fire extinguisher at Barumon river pump house.</p> <p>Action taken: 1. Based on field visit in clinic, it was found that the clinic has provided temporary storage for medical waste prior sent it to the "TPS limbah B3" 2. The company has installed lightning arrester in diesel tank and pump. 3. The company has monitored consistently containment valve in workshop to prevent contamination to the environment.</p>

	4. The company has provided fire extinguisher at Barumun River Pump House.
3	<p>RSP0 P & C – Indicator 5.3.2 It is noted that lack of temperature control and monitoring over incineration process for an-organic waste handling at PT UMW and PT TUM incinerator. Care should be taken to improve incineration technique to mitigate prolonged smoke emission, causing residual environmental impact.</p> <p>Action taken: The company has taken action to minimise prolonge smoke emission with scheduling burning and increasing temperature.</p>
4	<p>RSP0 P & C – Indicator 5.3.3 A number of Observation noted: 1. The current time frame for medical waste disposal is every three months. Clinic may wish to consider shorter period of time for disposal to municipal incinerator. 2. Consideration should be taken to consistently dispose used spill kit from PT UMWS lubricant store onto hazardous waste store, instead of incinerator.</p> <p>Action Taken: The company has taken action to find municipal incinerator surrounding the company areas, however no any municipal incinerator nearby the company areas, the company disposed medical waste as permit regulation within 90 days to the register collector, the last medical waste sent on 22nd January 2016.</p> <p>The company also has sent dispose spill kit in lubricant store to the hazardous waste store and recorded as hazardous waste as well as disposed to the register collector.</p>
5	<p>RSP0 P & C – Indicator 6.5.3 In line with PT UMW and PT TUM programme, BSI auditor encourages better establishment and resources for children day care/crèche.</p> <p>Action taken: The company has bulided the new crèche with capacity 50 children.</p>

3.5. Status of Non Conformities

Reference	Category	Issued	Closed
1025752M0	Major	12/05/2014	04/09/2014
1025752M29	Major	12/05/2014	10/11/2014
1048188M10	Major	12/05/2014	04/09/2014
1048188M1	Major	12/05/2014	04/09/2014
1048188M2	Major	12/05/2014	04/09/2014
1048188M9	Major	12/05/2014	04/09/2014
1048188N12	Minor	12/05/2014	29/01/2016
1048188N13	Minor	12/05/2014	29/01/2016
1048188N14	Minor	12/05/2014	29/01/2016
1048188N4	Minor	12/05/2014	29/01/2016
1048188N15	Minor	12/05/2014	29/01/2016
1048188N16	Minor	12/05/2014	29/01/2016
1048188N18	Minor	12/05/2014	29/01/2016
1048188N1	Minor	12/05/2014	29/01/2016
1048188N1	Minor	12/05/2014	29/01/2016

Assessment Conclusion and Recommendation	
<p>The auditors conclude that PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM and its supply base are complying with the RSPO certification system 2007, RSPO Generic Standard 2013 and RSPO SCCS 2014.</p> <p>Its recommend to extend the RSPO certificate for Umbul Mas Wisesa POM and and its supply base</p>	
Acknowledgement of Assessment Findings by PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM	Report Prepared by
Name: Mr. Olivier Tichit	Name: Haeruddin
Company name: PT. Umbul Mas Wisesa	Company name: PT. BSI Indonesia
Title: Director	Title: Lead Auditor
Signature: 	Signature: 

Appendix "A"
Summary of Finding

Criterion / Indicator	Assessment Findings	Compliance
PRINCIPLE 1: COMMITMENT TO TRANSPARENCY		
Criterion 1.1: Growers and millers provide 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.		

Criterion / Indicator		Assessment Findings	Compliance
1.1.1	<p>There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> <p>- Minor compliance -</p>	<p>The company has had a procedure 'Provision of Responses to Requests for Information' (SOP No. ENC / SOP / 08, Rev 2, dated 6 April 2015), which regulates the mechanism of response to requests for information. Information request consists of a request made in writing (letter, fax, email) as well as Oral (directly, or phone / sms). In the procedure stipulated regarding part responsible for conducting responses to information requests in accordance with kewenagannya (Manager Unit, GMO and Department Head), system response times to requests for information that is set up to 7 days if the responses are in authority Manager Unit, or a maximum of 25 working days if the information requires the consultation of other departments or higher management levels associated with the authority to provide feedback information.</p> <p>The company has determined retention time of information request as regulated in "Daftar Induk Masa Simpan Dokumen", such as: Internal visit report (2 years), best practices documents (3 years), complaint from internal and external (5 years), Supply chain documents (10 years) and legal documents until expiring date.</p> <p>Based on interviews with the head of the village of Tanjung Mulia and Sei Siarti, through the village head stating that the communication with the company is doing well and the company responds quickly if there is a request for information from the village.</p> <p>The Company (PT. UMW and TUM) already has a List of Stakeholders and always up date annually by section Document controller and up to date on 15 January 2016 consisted of;</p> <ul style="list-style-type: none"> - Office of South Labuhan Batu regency consists of 8 stakeholders such as the Department of Labor, the Agriculture Agency, and Environment Agency etc. - MUSPIKA consists of Head Middle Panai, Kapolsek Labuhan Bilik, Danramil Labuhan Bilik, and Chief of Police. - The head of the village of Tanjung Mulia and Sei Siarti - Unions consisting of nine stakeholders such as the Chairman of the Trade Unions, Public Relations, Chairman of the PUK North etc. - Supplier consists of Cooperative Services Employees UMW 	Yes

Criterion / Indicator		Assessment Findings	Compliance
1.1.2	<p>Records of requests for information and responses shall be maintained.</p> <p>- Major compliance -</p>	<p>The company was recorded response upon request information in the same log book, based on document review; the company has given response upon request information timely manner. There were recorded up to 13 type of request, e.g request information from:</p> <ul style="list-style-type: none"> - On July 30, 2015; job vacancy information for maintenance work delivered by Mr. Tbn and have been addressed by the company. At this time Mr. Tbn has received a worker at PT UMW-North. - On 19 November 2015: Request for information by Sekdes Pasir Limau Kapas relating to requests for information on the availability reception TBS by UMW POM against FFB villagers Pasir Limau Kapas and have been addressed: that up to this time PT UMW just received the results of TBS Cooperative Sei Siarti and Tanjung Mulia. - On 11 December 2015 Request for information submitted by Mr. Sn (residents of surrounding communities); requesting information hunting wild pigs activities in the concession area of PT Toton and have been addressed by the company through the FA on 11 December 2015 stating that the pig hunt is forbidden to do in a conservation area that has been set by the company. - On 21 January 2016: Request for information submitted by Mr. SS (SKU Harvest Employees Div. II Tume), related to payment (monthly middle), have been addressed by the company through the FA on January 21, 2016; which states that at the moment still in the process of taking on the Bank Rantau Prapat. 	Yes
<p>Criterion 1.2: Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p>			

Criterion / Indicator		Assessment Findings	Compliance
1.2.1	<p>Publicly available documents shall include, but are not necessarily limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>- Major compliance -</p>	<p>The company has provided information related to the environmental, social and legal. This information is publicly, updated 16/11/2015 such as: Company Establishment Act, Izin Usaha Perkebunan (Operational Plantation Permit), Izin Usaha Tetap (Permit), SK HGU (Land Title Rights Decree), Land Title Certificate, Dokumen Lingkungan/AMDAL (SEIA), Environmental Management and Monitoring report, CSR Annual report, Occupational Health and Safety programme, Social Impact Assessment, HCV Assessment, Social and Environmental Impact Assessment, company policies, Internal and external grievance record, Land Compensation Procedure, etc. Waste management plan, dated November 2015, CSR programmes, complaint documents, etc are publicly available for stakeholders.</p>	Yes
<p>Criterion 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.</p>			

Criterion / Indicator		Assessment Findings	Compliance
1.3.1	<p>There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.</p> <p>- Minor compliance –</p>	<p>All of subsidiaries under SIPEF (PT Umbul Mas Wisesa and Toton Usaha Mandiri) is referring to Code of Conduct PT Tolan Tiga Indonesia, signed by President Director PT Tolan Tiga Indonesia on 17/11/2014. Other part regulates the insider information, confidentiality, conflict of interest, etc. Code of conduct SIPEF Group 17th November 2014, signed by President Director, the minimum policies, included: a respect fair business, prohibition corruption, bribery (gifts, souvenir, commission, in 2 languages (English and Bahasa Indonesia)</p> <p>The policy have been communicated to all level of employee, stakeholders and contractors:</p> <ul style="list-style-type: none"> - Dated 12 March 2015; sosialition to the emplofee of Toton Usaha Mandiri Estate, attended by 5 participant including Estate Manager, FHA, Factory Manager. - Dated 12 March 2015; sosialition to the emplofee of UMW-North Estate, attended by 11 participant Sosialisasi kepada karyawan UMW-North, including Estate Manager, FHA, Factory Manager. - Sosialisasi juga dilakukan melalui pemasangan Dokumen tersebut pada papan pengumuman Kantor UMW-North yang memungkinkan untuk dapat diakses oleh umum. <p>Based on interview with worker union and contractors, they have understood the company's code of conduct.</p> <p>Besides the code of conduct policy, in 23 October 2013 company has established policies related to:</p> <ul style="list-style-type: none"> a) Human Right policy, signed by President Director on 23/10/2013; b) Company policy on forced labour and human trafficking, signed by President Director on 23/10/2013; 	Yes
PRINCIPLE 2: COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS			
Criterion 2.1			
There is compliance with all applicable local, national and ratified international laws and regulations.			

Criterion / Indicator		Assessment Findings	Compliance
2.1.1	<p>Evidence of compliance with relevant legal requirements shall be available.</p> <p>- Major compliance –</p>	<p>List of legal requirement "Evaluasi pemenuhan peraturan perundang undangan", update December 2015. Copies of the legal requirement is available, such as;</p> <ol style="list-style-type: none"> 1. Izin Lokasi (Location Permit) <ul style="list-style-type: none"> PT. Umbul Mas Wisesa: <ul style="list-style-type: none"> - SK. Bupati Labuhan Batu No. 08 tahun 2004, dated 26 May 2004, related: "Pemberian Ijin Lokasi untuk Keperluan Perkebunan Kelapa sawit PT. Umbul Mas Wisesa, covering ± 8.000 ha" - Renewal Izin Lokasi from Bupati Labuhan Batu, No. 12, 2007, dated 14 June 2007. PT. Toton Usaha Mandiri <ul style="list-style-type: none"> - SK. Bupati Labuhan Batu No. 07, 2005, dated 08 June 2005 "tentang Pemberian Ijin Lokasi untuk Keperluan Perkebunan Kelapa sawit PT. Toton Usaha Mandiri, covering ± 1.200 ha". - Renewal Izin Lokasi from Bupati Labuhan Batu, No. 492, 2008, dated 12 December 2008. 2. Ijin Usaha Perkebunan (PLantaion Operational permit) <ul style="list-style-type: none"> PT. Umbul Mas Wisesa: No. 503/11/HUKUM/2005, dated 05 August 2005, (± 8.451 ha) and PT. Toton Usaha Mandiri: No. 180/172/Huk/2010, dated 05 May 2010 (± 1.200 ha) from Bupati Labuhan Batu. 3. HGU (Land title rights) <ul style="list-style-type: none"> PT. Umbul Mas Wisesa: No. 42/HGU/BPN RI/2013, dated 28 May 2013 (6.467,69 ha), No. 93/HGU/BPN RI/2014 (1,140.99 Ha) dated 25 June 2014 and No. 1/HGU/BPN RI/ 2014 (154.67 Ha), dated 28 May 2014 PT. TUM No. 23/HGU/BPN RI/2011, dated 26 April 2011 (1.198,76 ha) Based on statement letter from Kepala Badan Planologi No. 768/VII-KP/2001, dated 19 March 2001 and Kepala Balai Pemanfaatan kawasan Hutan Wilayah I Medan, No. S.351/VII/BPKHI-2/2006, dated 18 April 2006, stated that all areas under PT. UMW and PT TUM amangement are non forest area (Areal Penggunaan Lain - APL). 	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<p>4. AMDAL (SEIA) PT. UMW: approval No. No: 188.44/430/KPTS/2013, dated 10 July 2013 from North Sumatera Governor and UKL – UPL PT. TUM No. No. 660/324/BLH-LB/AM/2009 tanggal 03 Juli 2009 from Badan Lingkungan Hidup Kabupaten Labuhan Batu.</p> <p>5. Temporary storage for hazardous waste permit from Bupati Labuhan Batu Selatan No. 155, 2012, dated 20 July 2012.</p> <p>6. The company has established Fire mitigation officer, namely “Bakortiba”, the organizational of Bakortiba is approved by local government (Social, Manpower, and Transmigration Department of Labuhan Batu District) as Decision Letter No. Kep. 31/P2K3/TK/2014. Fire Mitigation Officer also has trained by from BKSDA (Natural Resources and Conservation-Forestry Department of North Sumatera Province on 19th – 21st February 2014.</p> <p>7. Operator license is available (SIO – Surat Ijin Operator) for operator, e.g. for Bolier Operator (Jefri Nasution- license no..14.061-OP.TU.K3-PTP/IV/2014.</p> <p>The company has conducted noise level monitoring, emission and air ambient for Boiler and Gen-set as required in Safety Act</p>	
2.1.2	<p>A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>- Minor compliance –</p>	<p>The company has updated the regulations that must be complied provided in Indonesian Legislation relating RSPO Principles and its ratification. The Procedur has been established, that is “Informasi Perubahan Undang Undang dan Peraturan Pemerintah” no. CA/SOP/01, dated 01 Nov. 2011. Responsible person is Corporate Affair Manager. If any amandement or new regulation will be evaluated by the MCA, forther submitted to the unit of department trought GMO.</p> <p>The company has updated the regulations that must be complied provided in Indonesian Legislation relating RSPO Principles and its ratification. This document was updated on April 2015, e.g. regulations relating to estates and mill have been identified which covers, e.g. Presidential Instruction No.10 of 2011, PP. 60 of 2012, Act No. 18 of 2004.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
2.1.3	<p>A mechanism for ensuring compliance shall be implemented.</p> <p>- Minor compliance –</p>	<p>A mechanism to ensure to track the changes in law is available and the company has updated evaluation of regulation which must comply with regularly. MCA will find information and/or participating in the socialization of the government if there are new regulations or amendment of rules and evaluated the extent to which its fulfillment, assuming there is not yet dipenuhoi of the regulation, it will be communicated to each unit of the Department for the changes. The last updated on April 2015.</p>	Yes
2.1.4	<p>A system for tracking any changes in the law shall be implemented.</p> <p>- Minor compliance –</p>	<p>The copany has established mechanism to track if any change of regulation and evaluation will be made accordingly.</p> <p>Based on statement letter from Kepala Badan Planologi No. 768/VII-KP/2001, dated 19 March 2001 and Kepala Balai Pemanfaatan kawasan Hutan Wilayah I Medan, No. S.351/VII/BPKHI-2/2006, dated 18 April 2006, stated that all areas under PT. UMW and PT TUM amangement are non forest area (Areal Penggunaan Lain - APL).</p> <p>Examples of regulations that were evaluated in 2015 are:</p> <ul style="list-style-type: none"> - Permentan no. 11/2015, related "ISPO". - Permen PU no. 28/PRT/M/2015, tanggal 25 Mei 2015; realted "penetapan garis sempadan sungai dan garis sempada danau". - PP no. 44, 2015, realted "penyelenggaraan program jaminan kecelakaan kerja dan jaminan kematian". - Permentan no. 50/2015, realated: "produksi, sertifikasi, peredaran dan pengawasan benih tanaman perkebunan". - Permentan no. 39 tahun 2015, realted: "pendaftaran pestisida". 	Yes
<p>Criterion 2.2 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.</p>			

Criterion / Indicator	Assessment Findings	Compliance
<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.</p> <p>- Major compliance -</p>	<p>The company has obtained land titles (Hak Guna Usaha/HGU), such as: HGU (Land title rights) PT. Umbul Mas Wisesa:</p> <ol style="list-style-type: none"> 1. No. 42/HGU/BPN RI/2013, dated 28 May 2013 (6.467,69 ha) with certificate HGU No. 51/2013, dated 10 June 2013 (2,071.11 ha) is located in Tanjung Mulia Village, Kampung Rakyat District, Labuhan Batu Selatan Regency, North Sumatera Province and certificate no. 52/2013, dated 10 June 2013 (4,396.58 ha) is located in Sei Siarti Village, Panai Tengah District, Labuhan Batu Regency, North Sumatera Province. 2. No. 93/HGU/BPN RI/2014 (1,140.99 Ha) dated 25 June 2014, with certificate no. 59/2014, dated 14 Agustus 2014 (679.09 ha) is located in Sei Siarti Village, Panai Tengah District, Labuhan Batu Regency, North Sumatera Province and no. 60/2014, dated 14 August 2014 (461.90 ha) is located in in Sei Siarti Village, Panai Tengah District, Labuhan Batu Regency, North Sumatera Province 3. No. 1/HGU/BPN RI/ 2014 (154.67 Ha), dated 28 May 2014 with certificate HGU no. 71/2014, dated 13 August 2014 (154.67 ha) is located in Sei Siarti Village, Panai Tengah District, Labuhan Batu Regency, North Sumatera Province <p>PT. TUM No. 23/HGU/BPN RI/2011, dated 26 April 2011 (1.198,76 ha) with certificate no. 36/2011, dated 12th May 2011 (1,198.76 ha) is located in in Sei Siarti Village, Panai Tengah District, Labuhan Batu Regency, North Sumatera Province.</p> <p>Based on statement letter from Kepala Badan Planologi No. 768/VII-KP/2001, dated 19 March 2001 and Kepala Balai Pemanfaatan kawasan Hutan Wilayah I Medan, No. S.351/VII/BPKHI-2/2006, dated 18 April 2006, stated that all areas under PT. UMW and PT TUM amangement are non forest area (Areal Penggunaan Lain - APL).</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
2.2.2	<p>Legal boundaries shall be clearly demarcated and visibly maintained.</p> <p>- Minor compliance –</p>	<p>PT Umbul Mas Wisesa and PT Toton Usaha Mandiri carried out monitoring of boundary poles on regular basis. UMW-North Estate has monitored the boundary poles monthly basis and reported under "Daftar Pemeriksaan Patok Batas Kebun (HGU)". Boundary poles found to be in good condition. Based on field visit, the boundary poles found to be in good condition and visibly maintained, the boundary identity is also clear.</p> <p>Boundary poles monitoring is conducted monthly, based on review document, it was seen that 237 pegs in PT UMW was good condition and 33 pegs in PT TUM and also good condition. Based on field visits found that peg visibly and maintained, e.g. Pegs 70 and 69 UMW (Block P 01 and J. 30) Division III - UMW North Estate. The company has been doing peg maintenance regularly every three months; the last inspection was conducted in January, 2015.</p>	Yes
2.2.3	<p>Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC).</p> <p>- Minor compliance –</p>	<p>The company has a mechanism Compensation for Land issued on July 1, 2012 (Doc. No: SOP/CA/02); in it procedure outlines the mechanism for compensation through the FPIC process (socialization), Document Verification and Measurement of land and Price Negotiation GRIT. Completeness GRIT are as follows;</p> <ul style="list-style-type: none"> - Letter of Request for measurment, - Minute of land surveying, Certificate of Land (SKT) - Statement of no dispute - Statement of Recognition of Rights, - Statement Own Land / Land for plasma (if any), - Letter of Waiver working on arable land, arable land compensation letters. <p>PT UMW and TUM have been demonstrated across a copy of the agreement that has been agreed upon in the process of <i>Ganti Rugi Tanah Garapan</i> (GRTG) on the work area owned. Based recap GRTG process has been carried out on an area of 6468.60 hectares. In the first phase of an area of 1923.03 ha against 93 groups and 1,163 owners as well as the second stage is an area of 1923.03 ha against 18 group and 84 owners in the village of Tanjung Mulia and Sei Siarti.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		Examples: Copies implementation process of Land (GRTG); on behalf of Mr. Sucipto Tanjung Mulia Villagers who have worked on in the concession area of PT UMW area of 9 ha located in Block C16, 17, 18, 19 and 20 in accordance with the evidence of mastery (SKT) No. 593/279 / TML2002 dated 17 February 2002, of Compensation paid / received have been listed in the District People's Village, Tanjung Mulia and also Notary Lince Hutahayan, Letter of Land Compensation, land Inventory Results Measurement and Garapan made jointly witnessed by the village of Tanjung Mulia Party and the Group of landowners adjacent areas Area Map replaced Loss and Land Certificate (SKT) late Mr. Sucipto (SKT # 593 / 279 / TML / 2002, dated 17 February 2002).	
2.2.4	There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. - Major compliance –	Based on documents review in Head Office – Medan on 9 May 2014, it was noted that all. Compensation processes in PT. UMW and PT. TUM have been done.	Yes
2.2.5	For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance –	Land dispute resolution mechanisms and how to handle the new planting area have been developed in consideration to the law and the ongoing reconciliation process. Currently no dispute comes into attention.	Yes
2.2.6	To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. - Major compliance -	No any land dispute was noted.	Yes
Criterion 2.3 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.			

Criterion / Indicator		Assessment Findings	Compliance
2.3.1	<p>Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Major compliance -</p>	Based on document review and stakeholder consultation, there was no noted land dispute in PT Umbul Mas Wisesa and PT Toton Usaha Mandiri plantation areas.	Yes
2.3.2	<p>Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include:</p> <ul style="list-style-type: none"> a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for 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 company's title, concession or lease on the land. <p>- Minor compliance -</p>	Based on document review and stakeholder consultation, there was no noted land dispute in PT Umbul Mas Wisesa and PT Toton Usaha Mandiri plantation areas.	Yes

Criterion / Indicator		Assessment Findings	Compliance
2.3.3	All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	All information related to oil palm development, social-economic and environmental impact assessment, HCV assessment and procedure for land compensation is available in Bahasa Indonesia.	Yes
2.3.4	Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. - Major coimpliance -	The company is able to demonstrate that local communities are represented and participated during the meeting with stakeholder, discussing the social-economic and environmental planning. The meeting involving all relevant stakeholders, institution and representative of surrounding communities.	Yes
PRINCIPLE 3: COMMITMENT TO LONG-TERM ECONOMIC AND FINANCIAL VIABILITY			
Criterion 3.1			
There is an implemented management plan that aims to achieve long-term economic and financial viability.			

Criterion / Indicator		Assessment Findings	Compliance																																										
3.1.1	<p>A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.</p> <p>- Major compliance -</p>	<p>Mill: The company has prepared budget plan for 10 years (2015 – 2025) and reviewed annually. Budget plan is consist of FFB Production OER, KER, cost, expenditure.</p> <p>Monitoring of yield and expenses for 2014 and 2015 is available Umbul Mas Wisesa Mill and its supply base.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Description</th> <th>Unit</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>FFB Process</td> <td>Ton</td> <td>130,635</td> <td>149,341</td> <td>171,198</td> <td>186,346</td> </tr> <tr> <td>CPO</td> <td>Ton</td> <td>27,429</td> <td>31,731</td> <td>36,375</td> <td>40,065</td> </tr> <tr> <td>PK</td> <td>Ton</td> <td>6,202</td> <td>7,095</td> <td>8,136</td> <td>9,325</td> </tr> </tbody> </table> <p>Including price projection cost production per ton CPO/PK.</p> <p>Estate: Estate has a Busines plan for 4 year (2016 – 2019), consist of:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Estate</th> <th>Unit</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>UMW North</td> <td>Ton</td> <td>44,258</td> <td>49,643</td> <td>52,317</td> <td>54,933</td> </tr> <tr> <td>TUM</td> <td>Ton</td> <td>19,802</td> <td>22,335</td> <td>23,541</td> <td>24,718</td> </tr> </tbody> </table> <p>Budget plan included, cost per kg of production FFB.</p> <p>The company has reviewed achievement of budget in previous year, e.g. review FFB budget production in PT. TUM estate in 2015 is 18,730 and actual is 19,721 tonnes FFB (105 %)</p> <p>Review budget included FFB pricing and cost of each activities, expenditure cost, etc.</p>	Description	Unit	2016	2017	2018	2019	FFB Process	Ton	130,635	149,341	171,198	186,346	CPO	Ton	27,429	31,731	36,375	40,065	PK	Ton	6,202	7,095	8,136	9,325	Estate	Unit	2016	2017	2018	2019	UMW North	Ton	44,258	49,643	52,317	54,933	TUM	Ton	19,802	22,335	23,541	24,718	Yes
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3.1.2	<p>An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available.</p> <p>- Minor compliance –</p>	<p>The company has no replanting programme for UMW-North and TUM in the near future.</p>	Yes																																										

Criterion / Indicator	Assessment Findings	Compliance
PRINCIPLE 4: USE OF APPROPRIATE BEST PRACTICES BY GROWERS AND MILLERS		
Criterion 4.1 Operating procedures are appropriately documented, consistently implemented and monitored.		

Criterion / Indicator		Assessment Findings	Compliance
4.1.1	<p>Standard Operating Procedures (SOPs) for estates and mills shall be documented.</p> <p>- Major compliance -</p>	<p>The procedures documented in "Agricultural Manual Oil Palm" (October 2009 and rev. on 2014) document #01-#18/SOP/Oil Palm/ESD, where it contains all sub section of the process, such as: Nursery, land clearing, planting in peat soil and mineral soil with zero burning, planting legume cover crops, terracing, upkeep (fertilizer and pesticides, included safe working practices), water level management, riparian and watercourse management, harvesting, replanting and FFB transport. Interviews with the employees indicate satisfactory level of understanding and implementation in relation to their respective job function.</p> <p>Such as:</p> <ol style="list-style-type: none"> 1. Persiapan lahan: no. 01/SOP/Oil Palm/ESD 2. Pembibitan Kelapa Sawit: no. 02/SOP/Oil Palm/ESD 3. Land Clearing: no. 03/SOP/Oil Palm/ESD 4. Palm Supplying: no. 04/SOP/Oil Palm/ESD 5. Ablasi: no. 05/SOP/Oil Palm/ESD 6. Front Druming: no. 06/SOP/Oil Palm/ESD 7. Kumbang <i>E. Camerunensis</i>: no. 07/SOP/Oil Palm/ESD 8. Sistem Pengelolaan Air: no. 08/SOP/Oil Palm/ESD 9. Pemupukan: no. 09/SOP/Oil Palm/ESD 10. Pest and Desease: no. 10/SOP/Oil Palm/ESD 11. Harvesting Standard: no. 11/SOP/Oil Palm/ESD 12. Sistem pembuatan Jalan: no. 12/SOP/Oil Palm/ESD 13. Analisa Penyimpanan Pemusnahan Kemasan Bahan Pestisida: no. 13/SOP/Oil Palm/ESD 14. Pengelolaan Sempadan Sungai, Danau dan Waduk: no. 14/SOP/Oil Palm/ESD 15. Pengendalian Hama Terpadu: no. 15/SOP/Oil Palm/ESD <p>Changes and revision procedures and work instructions carried out when necessary, eg for work instructions planting on peat land Management conducted in 2014, including:</p> <ul style="list-style-type: none"> - Preparation of planting holes on peatlands: no. 16/SOP/Oil Palm/ESD - Application of Oil Palm Empty Fruit Bunch (EFB): no. 17/SOP/Oil Palm/ESD - Application Ash Bunch: no. 18/SOP/Oil Palm/ESD 	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.1.2	<p>A mechanism to check consistent implementation of procedures shall be in place.</p> <p>- Minor compliance –</p>	<p>Estates: The organisation has well implemented internal checking and monitoring processes that check and report on the implementation of the Management Guidelines. These include independent checks of the Mill and Estates by the corporate internal audit.</p> <p>The organisation conduct internal audit (once a year) to monitoring operational performance, the last visit on on 27 – 29 February 2015, including monitoring of loose fruit collection inspection and monitoring of fertilizing on up to October 2015. It was observed that the findings were addressed as NC and advice. Several findings were still on progress and the monitoring of action plans was evident, such as:</p> <ul style="list-style-type: none"> - There was a picking of lose fruit (brondolan) in the midrib and on the harvest path not clean. - The midrib of pruning activities do not cut (2/3) in the block 07L07, 07L08 and 08L16. - Oil palm saplings (<i>anakan sawit</i>) and woody plant (<i>anak kayu</i>) on the block of wood 07L08 and 08L16 has not been cleaned. - Spraying weeds tares have not been consistent. <p>Mill: The company conduct internal audit and regular inspection by Engineering to monitoring Operational performance, e.g. Visit Report on 27th February 2015 as documented in "Action Plan – Kunjungan STM – AM (Senior Technical manager – Umbul Mas Wisesa Mill).</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.1.3	<p>Records of monitoring and any actions taken shall be maintained and available, as appropriate.</p> <p>- Minor compliance –</p>	<p>Records of the results of monitoring of operations are captured in “Daily Log Book”, such as Buku Kerja Mandor, Buku Potong buah, Rotasi Panen, Buku Kutip Berondolan, Monthly Manuring Program Sheet, Laporan kegiatan perawatan etc. and “Monthly Progress Report” created by Askep and reviewed by Estate Manager, such as General Information and Monthly Estate Report, e.g. Monthly report in estate covering statement area, FFB production record, fertilizer application, census for pest and disease, water analysis, spraying, water management, etc.</p> <p>The company has recorded operational activities based on procedures in computerized system, namely: LMD – Lintra Max Director, covering: FFB received, CPO and PK production, Dispatch CPO and PK, Mill throughput, employment, FFB processed, FFB Grading, FFB and Shell usage, OER. KER. LMD computerized system is implementation of paper less company policy.</p> <p>Umbul Mas Wisesa (UMW)-North Estate: Inspeksi Pohon mature Oil Palm, for Division 4 block G.17 planting year 2006, inspection date 26/01/2016, activity: circle sprayed herbicide used Gramxone and Metsulindo (dose 60 cc/cap). Harvesting Inspeksi on division 2 block I.17, planting year 2008; inspection date 26/01/2016, “basis borong” 600 Kg and for lose fruit Rp 200/kg, equipment used are chisel (<i>dodos</i>), axe (<i>kapak</i>) and gancu. Sharp harvest equipment is very dangerous, but harvester used unprotected chisel by cover of chisel and also the cover for axe.</p> <p>Toton Usaha Mandiri (TUM) Estate: Inspeksi Pohon mature Oil Palm, for Division 2 block K.16 planting year 2008, inspection date 27/01/2016, activity: circle sprayed herbicide used Gramxone and Metsulindo (dose 60 cc/cap). Harvesting Inspeksi on division 2 block L.11, planting year 2008; inspection date 27/01/2016, “basis borong” 600 Kgs, equipment used are chisel (<i>dodos</i>), axe (<i>kapak</i>) and gancu. Sharp harvest equipment is very dangerous, but only one harvester used protected chisel by cover, with condition was broken.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		Based on field visit on this audit, that the company need to consider monitoring stock for cover dodos/chisel and kapak/axe to ensure the availability if any cover broken (<i>Observation</i>).	
4.1.4	The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -	<p>Procedure acceptance of fruit/TBS external follow SOP fruit acceptance at MCC, e.g reception TBS in WB no. UMWPOM-WI / PROD / 001A, dated 01/04/2014 and sorting fruit/TBS no. UMWPOM / WI / PROD / 014 and there is an agreement with the supplier, i.e.: Neat Kopearsi Sustenance, dated 9 December 2014.</p> <p>There are 2 suppliers to UMW POM, namely Lucky Neat Cooperative and Cooperative Producers Tani Mulya Jaya.</p> <p>Records of transactions submitted per week by the mill to HO office, in the form payment of supplier invoices, invoice containing TBS amount received and the price (Rp). Records of the fruit received from suppliers in the daily log in the "Daily Report FFB Grading (sorting) smallholder", e.g dated 4 January 2016, the volume of 5.633 kg of Cooperative tidy fortune, conveyance truck BK 8765 YF. Daily acceptance results in summary in the Monthly report "Fiscal Data production", e.g. Month report December 2015 (5.790 kg) year to date in 2015 (2.948 tonnes).</p>	Yes
<p>Criterion 4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			

Criterion / Indicator		Assessment Findings	Compliance
4.2.1	<p>There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.</p> <p>- Minor compliance –</p>	<p>Company has a procedure for good agriculture practices to maintain soil fertility, as available under SOP Fertilizer Placement and Frond Pruning (Pemupukan: no. 09/SOP/Oil Palm/ESD).</p> <p>To maintain soil fertility inorganic fertilizer companies perform regularly (annually), and it is also carried out by using organic fertilizer, that is by placing midrib on path and mechanisms set up in the harvest procedure. In addition the company also made observations concerning the application of organic fertilizer using a bunch ash (1.5 kg/palm), but the fertilizer recommendation has not been issued, it is still in the analysis.</p> <p>Fertilizer is applied to maintain and increase soil fertility, fertilizer applied follow the fertilizer recommendation which created based on soil and leaf analysis. Fertilizing record in "Monthly Manuring Program Sheet".</p>	Yes
4.2.2	<p>Records of fertiliser inputs shall be maintained.</p> <p>- Minor compliance –</p>	<p>Each estate maintains a complete record of fertilizer inputs by anorganic. The fertilizer application based on annual fertilizer recommendation, cascaded and detailed up to nutrition requirement (and fertilizer type per planting year, per palm) per plantation block for each semester.</p> <p>Recomendation of fertilizer in 2016 is as follows: MOP 0.1 kg/palm, Urea 1-1,3 kg/palm, ZnCoP 100 g/pal/year, NPK 13.6.27+0.65 B 3-4 kg/palm, CIRP 1 kg/palm. Monitoring carried out by using the "Monthly manuring Programme 2015" (the last month of October 2015) and realization is 100%.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.2.3	<p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.</p> <p>- Minor compliance –</p>	<p>Procedure of Leaf and Soil Sampling Unit has been established that is “pedoman pengambilan sampel daun dan rachis kelapa sawit”. Training for get the leaf and soil sampling has been done on 8 April 2015.</p> <p>Fertilization recommendations based on the results of leaf and soil sampling (conducted in the previous year or in 2015). The sampling procedure leaves and soil set in SOP fertilization. The last survey for leaf sampling conducted by PT Verdant on 11 to 20 April 2015 in PT UMW-North and PT TUM on 19 October 2015. The result of leaf and soil analysis has been verified. The results of this analysis are the basic fertilizer recommendation in 2016.</p>	Yes
4.2.4	<p>A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.</p> <p>- Minor compliance –</p>	<p>Nutrient recycling strategy is present. Companies are using all palm by-products for soil nutrient. For estates located near to palm oil mill, frond stacking and application of compost.</p> <p>There is no manuring by application of empty bunch, and effluent. In addition the company also made observations concerning the application of organic fertilizer using a bunch ash (abu janjang) doses 1.5 kg/palm, is still carried out in laboratory test material by PT Verdant.</p>	Yes
<p>Criterion 4.3 Practices minimise and control erosion and degradation of soils.</p>			

Criterion / Indicator		Assessment Findings	Compliance
4.3.1	<p>Maps of any fragile soils shall be available.</p> <p>- Major compliance -</p>	<p>Based on soil survey, it was found that mostly PT. Umbul Mas Wisesa areas is peat soil, Map of peat soil is available in place with scale 1 : 20.000. Soil series (sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250.000 BAKORSURTANAL 2004, Field Observation 2010, consist of :</p> <ul style="list-style-type: none"> - Lenggana Series (LGN 3,4), Typic haplohemist , mature peat land, 15 – 75 % fibre peat, dept 0 – 5 metre, poor drainage (5681 Ha) - Meka Jaya (MKJ), sulfic endoaquept, silty clay, poor drainage, depth 50-100cm (464 Ha). - Galling (GLG), typic sulaquept, depth 50cm (91 Ha). <p>Soil profile map is PT Umbul Mas Wisesa and PT Toton Usaha Mandiri is available made on 16 July 2013, sorces:</p> <ul style="list-style-type: none"> - Survey GPS – Geo XT Differential correction - Satelllite Image - JH Agriculturre Service <p>Soil slopes class map PT Umbul Mas Wisesa and PT Toton Usaha Mandiri is available base on soil survey on 10 February 2014.</p>	Yes
4.3.2	<p>A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific).</p> <p>- Minor compliance –</p>	<p>Based on soil survey on 10 February 2014 and slopes class map, all of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri area is low lying flat or included into the class of Flat-undulating (0-2°) and so no slope above a certain limit).</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.3.3	<p>A road maintenance programme shall be in place.</p> <p>- Minor compliance –</p>	<p>Road maintenance programme available detailing on planning and realization of both main and collection road and its cost which were included in budget.</p> <p>Road maintenance program has been made in the annual budget and the realization of road maintenance in 2015 both of PT UMW and PT TUM is as follows:</p> <ul style="list-style-type: none"> - PT UMW-North: road maintenance (main and collection road) by motor grader is 20,226.06 meters and hardening of road use the mountain stone 11,960.93 meters. - PT TUM: road maintenance (main and collection road) by motor grader is 19,889 meters and spot hardening of road use the mountain stone 143.7 meters. 	Yes
4.3.4	<p>Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.</p> <p>- Major compliance –</p>	<p>The company (PT UMW and PT TUM) has a set of procedure for water management (for peat soil), in line with Indonesia’s guideline for peat management.</p> <p>Water management procedure for peat land is available in implemented, the company has installed water gate, main drain gate, peat subsidence monitoring, and washing drainage regularly, also monitoring of water level, main gate water lever, peat subsidence level.</p> <p>It was found that water level in maintained in 50 – 70 cm. Actual water level UMW-North Estate on January 2016 is 51.85 cm, that is: form monitoring water table January 2016 Divisi. I in level 58 cm, Divisi II in level 54.8 cm, Divisi III in level 43 cm (pintu air telah ditutup) and Divisi IV in level 51.6 cm. Pencatatan water level di TUM Estate tanggal 14 Januari 2016 adalah: Divisi I in level 41 cm (pintu air telah ditutup) dan Divisi II in level 55 cm.</p> <p>Making watergate around conservation and closing the watergates so that subsidence can be minimized. Recording peat subsidence conducted every semester, eg: at TUM Estate on 15/06/2015 (SM I) by 2.4 cm and [no date 12/17/2015 (SM II) of 1.8 cm and up to semesters II / 2015 by 7.5 cm.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.3.5	<p>Drainability assessments shall be required prior to replanting on peat to determine the longterm viability of the necessary drainage for oil palm growing.</p> <p>- Minor compliance –</p>	<p>A replanting review is carried out prior to replanting, taking into consideration the FFB production trends, soil suitability, HCV assessment, etc. The soil suitability (for area with peat soil) does cover peat soil best practices, in line with company procedures.</p> <p>Both of PT TUM and PT UMW is a newly opened plantation by year of planting the youngest was in 2006, so the replanting plan will be carried out around the year 2031. However, water management has done well, i.e. by making the water gate, groundwater level monitoring (every month) and subsidence of peat (every 6 months) and also monitoring of flood areas by creating a map and setting the floodgates/water gate in the area.</p>	Yes
4.3.6	<p>A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).</p> <p>- Minor compliance –</p>	<p>Both of PT TOM and UMW is 100% represents land 'shallow peat' (<3 meters), so that no other fragile soil types except peat and water management has done well.</p>	Yes
<p>Criterion 4.4 Practices maintain the quality and availability of surface and ground water.</p>			

Criterion / Indicator		Assessment Findings	Compliance
4.4.1	<p>An implemented plan shall be in place.</p> <p>- Minor compliance -</p>	<p>Mill and Estate</p> <p>Company has water sources in the housing estates are using water from a water mill that has been done treatment. Flow through by a pipeline and stored in a water tank on each estate. Water management plan documented in "Rencana Pengelolaan Air" rev.01, dated 10th January 2016. Water management plan, included:</p> <ul style="list-style-type: none"> - Sources of water (water intake) from Barumun River (Surface water), permit: from Badan Pelayanan Perijinan Terpadu Prop. Sumut no. 610/149/BPPTSU/2/XII.1/XII /2014 (Valid 22 December 2017) - Water Supplies to MCC and domestic - Estimation of water demand in the MCC 11,742.76 M3 - Efforts to save water: install on-off control system at the water intake, maintenance of plumbing, water savings in employees, - Efforts to control water quality - Regular checks of water quality, for example: water testing, e.g. Binalab, 10 Aril 2014, Water (Water Treatment Plant base on Permenkes no. 416/Menkes/Per/IX /1990 <p>Barumun River water quality checks performed every 6 months, e.g. monitoring was conducted by Binalab (Independent Laboratory) on July 2015 with the result no parameters exceed the standard parameters as regulated in Government Regulation no. 82, year 2001.</p>	Yes
4.4.2	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated.</p> <p>- Major compliance -</p>	<p>Mill and Estate:</p> <p>The company has reserved riparian zone, based on field visit, it was seen that riparian zones is maintained well and no chemical applied along the riparian zones and planted vetiver grass to prevent erosion, e.g. planted vetiver grass in Block J/K.12-24 as long 3,900 meters.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.4.3	<p>Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6).</p> <p>- Minor compliance –</p>	<p>The company discharge effluent to water course, water sampling is taken regularly every month by independent third party by “Binalab”, e.g. water sample in “Effluent Final Dscharge Pond” by Binalab in October 2015 (baku mutu: 47.5 mg/L), July 2015 (BOD level 70.3 mg/L), September 2015 (69.8 mg/L). BOD level standard less than 100 mg/L as regulated in Kepmen LH No. 05 Tahun 2014.</p> <p>Umbul Mas Wisesa Mill conduct monitoring of water quality in Barumun river where effluent discharged, the monitoring was conducted every 6 (six) month, e.g. the last monitoring on 08 October 2015 by Binalab with result all parameters (pH, BOD, COD, TSS, NH3-N, Minyak dan lemak, N-Total) is comply with national regulation PP no. 82, year 2001.</p>	Yes
4.4.4	<p>Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.</p> <p>- Minor compliance –</p>	<p>Record of water consumption for processing in Umbull Mas Wisesa Mill is updated monthly, record up to December 2015 is shown that average water usage is:</p> <ul style="list-style-type: none"> - FFB Proses : 119,251 ton - Water use : 129,329 (1.08 MT/tonnes FFB) <p>Water consumption is monitored monthly in the “Rekapitulasi Pemakaian Air dan Solar terhadap FFB Produksi”.</p>	Yes
<p>Criterion 4.5 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p>			

Criterion / Indicator		Assessment Findings	Compliance
4.5.1	<p>Implementation of Integrated Pest Management (IPM) plans shall be monitored.</p> <p>- Major compliance -</p>	<p>The company has established the Integrated Pest Management (IPM), recorded on the procedure "Pengendalian Hama Penyakit Tanaman" (no. 15/SOP/Oil Palm/ESD). Covering detection, census and handling by applied pesticide, including planted and upkeep beneficial plant such as turnera subulata, Nephrolepis exaltata, antigonon and cassia tora.</p> <p>The mechanism of handling and monitoring pest and disease The first stage is the detection (performed by foreman), then to find out the population census is carried out and the last one is controlling. Pest control conducted by the company including:</p> <ul style="list-style-type: none"> - Chemis (usage pesticide-if needed) - Biological (development of natural enemies, such as owls, predatory caterpillars by planting host plants: Turnera, antogonon etc.) - Manually; hand picking <p>The company is able to demonstrate Integrated Pest Management under "Program Pengendalian Hama Terpadu 2016". These plans comprise of biological, physical and chemical treatment to control pest attack. Control pests with biological method, including: the creation of a barn owl boxes (pest control rat), control of caterpillars eating leaves Palm oil: planting useful plants/host predators of caterpillars (eg Turnera subulata, Antigonon and Cassia tora), control of Ganoderma to the census in periodically. The report of action to control pests and plant diseases recorded in "Summary Pest and Diseases Control of Bagworm-Dasychira-Nettle Caterpillar".</p> <p>Based on the control statements per December 2015 'Umbul Mas Wisesa Estate, is; bagworm pest attacks are a "Ringan": broad attack 1,512.48 ha (58.1%), attack 'netle caterpillar' broad attack 1,791.01 (68.8%) and attack Dasychira covering 1,216.3 ha (46.72%).</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.5.2	<p>Training of those involved in IPM implementation shall be demonstrated.</p> <p>- Minor compliance –</p>	<p>PT Umbul Mas Wisesa and PT Toton Usaha Mandiri train all workers and supervisors involved in IPM implementation, this covers the pest census officer, sprayer gang, supervisors and field assistant. Record seen:</p> <p>Umbul Mas Wisesa-North Estate: Actual training in UMW-North in 2015 recorded in the Programme and the realization of Training UMWN Estate 2015, including:</p> <ul style="list-style-type: none"> - Date 20/03/2015; training sprayer calibration, by FHA and FA and was attended by foreman, pest control officers and the warehouse keeper. - Date 1/10/2015; integrated pest management training, conducted by the section of agronomic and was attended by the foreman and pest control officers. <p>Toton Usaha Mandiri Estate:</p> <ul style="list-style-type: none"> - Date 19/03/2015 and 30/04/2015; training sprayer calibration, by FHA and FA and was attended by foreman, pest control officers and the warehouse keeper. - Date 6/03/2015; integrated pest management training, conducted by the section of agronomic and was attended by the foreman and pest control officers. <p>Training of IPM was conducted on 21st February 2014, attended by workers both of UMW and TUM Estate, including: 53 staff, supervisor and Pest – Disease section.</p>	Yes
<p>Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment.</p>			

Criterion / Indicator		Assessment Findings	Compliance
4.6.1	<p>Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.</p> <p>- Major compliance -</p>	<p>The use of pesticide is under strict requirement, only in the case of pest attack past the economic threshold. The justification of pesticide used is explained under Agricultural Manual General Section 12 Pest and Disease – and use of herbicide under Section 17 Weed Controls. The procedures explain the identification of target species, agrochemical to be used, and dosage and area per application in general. A further dosage reduction controlled through budget.</p> <p>Visit to chemical store and record review shows company chemical product for specific target species (weed).</p>	Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>4.6.2</p> <p>Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.</p> <p>- Major compliance -</p>	<p>The company has records of herbicide use, available and maintained at each Estate. The records shows the total chemical used (in kg and/or liters), the active ingredients used, total area treated (in Ha), and active ingredients used per area treated and per ton FFB produced.</p> <p>The documents were also recorded dosage of agrochemical use, target species. The records were sighted in UMW and TUM Estate. It was noted that dosage applied and application rotation was in accordance to budget.</p> <p>Record of herbicide and pesticide application per November 2015: <u>Umbul Mas Wisesa and Toton Usaha Mandiri Estate Estate:</u></p> <ul style="list-style-type: none"> - SMART (Isopropil amina glyphosate) - Round Up 486 AS - Kenlon 480 EC - Gramoxone (Paraquat) 276 SL - Metsulindo 20 WP - Kenlon (Triclophyr) - Regent 50 EC - Marshal 5 G - Delta 25 EC - Dipel SC <p>PT Umbul Mas Wisesa and Toton Usaha Mandiri was calculated the active ingredients per block on monthly basis. Also included the calculation based on the LD50 of each active ingredient. Companies are always updating relates to a period Government Permission.</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance																																																																						
4.6.3	<p>Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.</p> <p>- Major compliance -</p>	<p>The Company is also committed to reducing the use of pesticides (especially paraquat), the following are recaps pesticide active ingredient paraquat up to December 2015:</p> <p>The use of Paraquat 2015:</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Month</th> <th>Estimates</th> <th>Realization</th> <th>% reduction</th> </tr> </thead> <tbody> <tr><td>1</td><td>January</td><td>1,101.20</td><td>537.80</td><td>48.84%</td></tr> <tr><td>2</td><td>February</td><td>1,018.00</td><td>507.00</td><td>49.80%</td></tr> <tr><td>3</td><td>March</td><td>1,034.00</td><td>467.30</td><td>45.19%</td></tr> <tr><td>4</td><td>April</td><td>1,101.20</td><td>510.60</td><td>46.37%</td></tr> <tr><td>5</td><td>May</td><td>1,018.00</td><td>620.40</td><td>60.94%</td></tr> <tr><td>6</td><td>June</td><td>1,034.00</td><td>465.30</td><td>45.00%</td></tr> <tr><td>7</td><td>July</td><td>1,101.20</td><td>479.00</td><td>43.50%</td></tr> <tr><td>8</td><td>August</td><td>1,018.00</td><td>396.80</td><td>38.98%</td></tr> <tr><td>9</td><td>September</td><td>1,034.00</td><td>727.70</td><td>70.38%</td></tr> <tr><td>10</td><td>October</td><td>1,101.20</td><td>569.06</td><td>51.68%</td></tr> <tr><td>11</td><td>November</td><td>1,018.00</td><td>482.30</td><td>47.38%</td></tr> <tr><td>12</td><td>December</td><td>1,034.00</td><td>261.40</td><td>25.28%</td></tr> <tr> <td></td> <td></td> <td>12,612.80</td> <td>6,024.66</td> <td>47.77%</td> </tr> </tbody> </table> <p>There is no used of prophylactic use of pesticides throughout PT Umbul Mas Wisesa and PT Toton Usaha Mandiri. In general there is no use of pesticide to control pest in PT Umbul Mas Wisesa and PT Toton Usaha Mandiri.</p>	No.	Month	Estimates	Realization	% reduction	1	January	1,101.20	537.80	48.84%	2	February	1,018.00	507.00	49.80%	3	March	1,034.00	467.30	45.19%	4	April	1,101.20	510.60	46.37%	5	May	1,018.00	620.40	60.94%	6	June	1,034.00	465.30	45.00%	7	July	1,101.20	479.00	43.50%	8	August	1,018.00	396.80	38.98%	9	September	1,034.00	727.70	70.38%	10	October	1,101.20	569.06	51.68%	11	November	1,018.00	482.30	47.38%	12	December	1,034.00	261.40	25.28%			12,612.80	6,024.66	47.77%	Yes
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6	June	1,034.00	465.30	45.00%																																																																					
7	July	1,101.20	479.00	43.50%																																																																					
8	August	1,018.00	396.80	38.98%																																																																					
9	September	1,034.00	727.70	70.38%																																																																					
10	October	1,101.20	569.06	51.68%																																																																					
11	November	1,018.00	482.30	47.38%																																																																					
12	December	1,034.00	261.40	25.28%																																																																					
		12,612.80	6,024.66	47.77%																																																																					

Criterion / Indicator		Assessment Findings	Compliance
4.6.4	<p>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, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>- Minor compliance -</p>	<p>The company has "Surat Ijin Penyimpanan Sementara limbah B3" from Bupati of Labuhan Batu Selatan No. 155, year 2012, dated 20th July 2012.</p> <p>Hazardous waste, including agrochemicals wastes is disposed through approved register collector, namely CV. Amindy Barokah, delivery note is verified.</p>	Yes
4.6.5	<p>Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>- Major compliance -</p>	<p>Agrochemicals are only handled, used and applied by trained personnel. Based on field visit to chemical store, and interview with the storekeeper, they admit to have proper training. The chemical store equipped with MSDS, appropriate PPE (face shield, respirator, apron, gloves and rubber boot) and emergency equipment – in the case of spillage or exposure.</p> <p>The company has conducted training for who are handling and sprayer team, e.g. training of "Pestisida Terbatas" for Mr. Joko S (Pesticides Store Clerk), certificate training no. No.521.4/38520/PLA.S/VI/2013, and Mr. R Hamdani (Sprayer Supervisor), certificate no. 521.4/38520/PLA.S/VI/2013, dated 15th July 2014 and training by "Sygenta" for 33 sprayers team on 6th May 2014 (attended 33 participants).</p>	Yes
4.6.6	<p>Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).</p> <p>- Major compliance -</p>	<p>The storage for all pesticide is in good condition. A standard storage system appears to be implemented across PT UMW. Double lock storage dedicated for WHO II chemical is available. The storage is equipped with sufficient air ventilation to provide air circulation. Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (face shield, impermeable rubber gloves, apron and mask) is available and ready for use.</p>	Yes
4.6.7	<p>Application of pesticides shall be by proven methods that minimise risk and impacts.</p> <p>- Minor compliance -</p>	<p>Working instruction for pre-mixing, stacking and storing pesticide is current, MSDS is also readily available. MSDS SMART (Isopropil amina glyphosate), Round Up 486 AS, Kenlon 480 EC, Gramoxone (Paraquat) 276 SL, Metsulindo 20 WP, Kenlon (Triclophyr), Regent 50 EC, Marshal 5 G, Delta 25 EC and Dipel SC and also its active ingredients.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.6.8	<p>Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.</p> <p>- Major compliance -</p>	<p>There is no aerial application of pesticide throughout PT Umbul Mas Wisesa and PT Toton Usaha Mandiri.</p>	Yes
4.6.9	<p>Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated; including provision of appropriate information materials (see Criterion 4.8).</p> <p>- Minor compliance –</p>	<p>Company is providing training for pesticide storekeepers in limited pesticide use, MSDS and emergency procedures. Chemical storekeeper has been trained with limited pesticide use and understands the procedure for emergency situation such as leak and spillage. MSDS is available at premise.</p> <p>Based on record review: Training for who are handling and sprayer team, e.g. Training of “Pestisida Terbatas” for Mr. Joko S (Pesticides Store Clerk), certificate training no. No.521.4/38520/PLA.S/VI/2013, and Mr. R Hamdani (Sprayer Supervisor), certificate no. 521.4/38520/PLA.S/VI/2013, dated 15th July 2014 and training by “Sygenta” for 33 sprayers team on 6th May 2014 (attended 33 participants)</p>	Yes
4.6.10	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3).</p> <p>- Minor compliance –</p>	<p>Chemical storekeeper in UMW and TUM Estate understood the procedure and re-use of ex-chemical empty container. The empty containers are triple rinsed before sent to hazardous waste storage and/or re-use as pre-mixed water container to the field.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.6.11	<p>Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.</p> <p>- Major compliance -</p>	<p>Company is able to demonstrate programmed medical checkup for chemical storekeeper, spraying mandors, sprayer gangs, fertilizer mandors and fertilizer applicators. The medical checkup provided covers blood test, urine test and spirometric test.</p> <p>Examination of pregnant and breastfeeding every month on the worker (Sprayer), while general medical examination (Medical Check Up/MCU) carried out once a year. Recently examination of pregnant women is we in December 2015, while the general medical examination to all employees, each estate is: UMW-North and TUM Estate conducted MCU in June 2015. The medical check-up is included cholinesterase test. But for harvesters only done once for a work that was last done in 2013. Suggested routine health check for harvesters as well conducted.</p>	Yes
4.6.12	<p>No work with pesticides shall be undertaken by pregnant or breast-feeding women.</p> <p>- Major compliance –</p>	<p>Monthly absence under “Absensi Tenaga Spraying dan Manuring per bulan”, records the interview with female worker to verify they are not pregnant and/or breast-feeding before conducting agrochemical work. Absensi Tenaga Spraying December 2015 shows no pregnant. “Surat Pemberian hak Kerja Ringar” for spraying in UMW-North Estate on December 2015.</p> <p>Based on document review and interview with women workers who are involved in chemical substances, no any pregnant and breastfeeding women employed in spraying and other jobs with contact in chemical substances, they will be given others jobs. In the period December 2015 - January 2016 there were no employees who are pregnant and breastfeeding, especially in the team spray / sprayer.</p>	Yes
<p>Criterion 4.7 An occupational health and safety plan is documented, effectively communicated and implemented.</p> <p><i>Specific Guidance for 4.7.7: The National Interpretation will define the metrics for LTA. For countries where there are no national interpretations, the growers will determine their own metrics.</i></p>			

Criterion / Indicator		Assessment Findings	Compliance
4.7.1	<p>A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p> <p>- Major compliance -</p>	<p>K3 policy "Kebijakan Kesehatan dan keselamatan Kerja (K3), dated 1st March 2014, approved by Adam Christian Quentin James. Annualy Plan (annual health and safety program: Rencana K3 - Program P2K3LH, 2016) and monitored on regular basis through internal audit.</p> <p>Health and safety programme is available under "Program P2K3 LHS", consist of health and safety meeting, regular reporting to Dinas Tenaga Kerja, Risk assessment, Social – Environmental impact communication, fire extinguisher training, emergency response simulation, regular health examination, general medical check up for all workers.</p>	Yes
4.7.2	<p>All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>- Major compliance -</p>	<p>The safety committee at each Estate and Mill produced a HIRADC register, regularly reviewed and update as necessary.</p> <p>Company is able to demonstrate a risk assessment for all mill operations, HIRADC is updated regularly based on accident, additional engine/equipment, changes of process, review regular, the last updated on 12th November 2015.</p> <p>Mill HIRDAC "Penilaian resiko PT. UMW POM, dated 01 April 2014, Review HIRADC 2015 on 12th Novemper 2015 (Update based on internal audit HIRADC cover all activities in mill, such as: security, office and WB, loading ram, Laboratorium, sterilizer, workshop, screw press, kernel plant, clarification, boiler, engine room, EFB plant, house keeping, emplacement, EFB discharge, WTP, biogas plant. Recorded that the company is Zero accident in 2015.</p> <p>Estate: Company has prepared a risk assessment, latest review dated 10/04/2015, where all activities and all aspects of plantation operation have been reviewed and planned. Control of risk found to be appropriate, as no risk calculation is intolerable. PPE are provided for harvester, sprayer and manuring workers.</p>	Yes

Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.3</p> <p>All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be 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 and, if it is used, burning.</p> <p>- Major compliance -</p>	<p>The company provides safe working practices training for all workers at estates and mills, including sprayer gangs, fertilizer applicators, harvesters, FFB loading crew and upkeep workers.</p> <p>Company provided adequate and appropriate protective equipment for all workers at place of works, in line with the risk assessment. Example: Procedur of "Pengendalian Gulma Terpadu Doc.No.17 SOP/Oil Palm/ESD rev.1 tanggal 1 Oktober 2009, sprayer gangs using goggles, respirators, apron, overall suit, gloves, rubber boot; engine room operator wears helmet, ear plugs, mask, and safety shoes.</p> <p>During a visit to the field, seen some players use cover chisel (dodos) and kapak/axe with poor condition (ripped). So the company need to consider monitoring stock for cover dodos/chisel and kapak/axe to ensure the availability if any cover broken.</p> <p>The operator also has license (SIO operator): e.g.</p> <p>Mill:</p> <ul style="list-style-type: none"> - SIO Jeffry Nasution (Engine room) no. 14.4/OP.TU.K3/PTP/IV/2014, valid 29 April 2019 - SIO Selamat (Engine room) no. 389/OPK3/B.1/IV/2014, valid 03 April 2019 - SIO Jhony Marbun (Welder Operator) no. 00289.0721.0002873.2014, valid 04th July 2019. <p>Estate</p> <ul style="list-style-type: none"> - SIO Harmaini Siregar (Operator K3 Wheel Tractor), no. 14.33-233/OP-K3/PAA/III/2014, Valid until 28 March 2019. - SIO Edi Syahputra (Operator K3 Wheel Tractor), no. 14.33239-OPK3-PAA/III/2014. Valid until 28 March 2019. 	<p>Yes</p>

4.7.4	Criterion / Indicator	Assessment Findings	Compliance
	<p>The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p> <p>- Major compliance -</p>	<p>The company has a safety committee and Safety officer at each Estate and Mill. The committee holds a monthly meeting to discuss the health and safety performance, including health and safety programme, monthly performance, accident records and investigation, as well as risk assessment review.</p> <p>The company has Procedure of HIRA DC No. TTI/PROS/REN/02, dated 1 July 2012 and the company has established HIRADC for all activities in estate and mill, the last updated on 1 April 2014, included pollution control, monitoring of noise, audiometric test, etc. Monitoring of noise level in mill area has been conducted regularly, the last monitoring on 28th August 2014 with Digital sound tools (Model 407750 EXTECH).</p> <p>The company has OHS policy and procedures, approved P2K3 committee by "Kepala Dinas Sosial, Tenaga kerja dan Transmigrasi Kabupaten Labuhan batu No. KEP.07/P2K3/TK/2014", certificate "Ahli K3" for Mr. Asrul, dated 20 July 2012 in Mill and no. 17/P2K3/DSTKS-4/2016 certificate "Ahli K3" for Mr. S.D Sembiring in estate, regular meeting with "P2K3LHS members", e.g. last meeting was conducted on 7 May 2014, accident report and its evaluation, and HIRADC covering all activities in estates and mill. Plan to conduct a meeting in February 2016.</p> <p>Laporan Bulanan (Monthly report) of P2K3LHS period July – September 2015. Minutes of meeting for safety committee dated 03/12/2015.</p> <p>Checklist for office, material warehouse, hazardous waste store, workshop, polyclinic, housing, (facility, pollution prevention, housekeeping, health and safety, emergency first response, electricity equipment).</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
4.7.5	<p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance –</p>	<p>The company has a set of emergency procedures: Procedure of accident and emergency preparedness was determined in procedure No. TTI/PROS/IMP/24, dated 1 July 2009 and No: 01 - 08/EHS-TTI/UMWPOM/010414/REV.0. The procedures have been communicated to all level of workforce.</p> <p>Trained first aider is in place, e.g. First aid training was conducted for supervisor, namely: Mr. Haryono, Ahmad and Mr. Nicholas on on 18 October 2015. Were also held Bakortiba simulation was conducted on 8 October 2015, and the introduction of fire simulation equipment bakortiba, followed by personnel bakortiba many as 29 people, in a residential location J16:</p> <ul style="list-style-type: none"> - Public response to the occurrence of fire - Evaluation of the residential community closest to the point of assembly (takes 5 minutes) - Extinguishing fire (takes 15 minutes). 	Yes
4.7.6	<p>All workers shall be provided with medical care, and covered by accident insurance.</p> <p>- Minor compliance –</p>	<p>Mill and Estate: The company has provided clinic for all workers. Referral are made to nearest hospital should the case is severe in Labuhan Batu Region Hospital based on new regulation in Indonesia (BPJS kesehatan). The company also providing social and accident insurance in form of Jamsostek (BPJS Ketenagakerjaan) for all workers. The last dues payment for BPJS-Kesehatan and BPJS-Ketenagakerjaan period January 2016.</p> <p>Medical check up is conducted annually, e.g. :</p> <ol style="list-style-type: none"> 1. Mr. Jeffry Nasution (Engine Room); audimetri test "Normal", conducted by Klinik Spesialis "Anugerah Ibu" on 5 Juni 2015, Audiometri: Normal (L-9.38 %, R: -11.25 %) both: -10.938 % (Bukan Noise induced hearing loss). 2. Dated 6 June 2015, on behalf of Riky Irawan (Sprayer) TUM Estate, by Klinik Spesialis "Anugerah Ibu"; Visus (R:6/18, L:6/18); recommended to used glasses. 3. Sarly Togatorop (Sprayer) UMW-North Estate, conduct on 6 June 2015 by Klinik Spesialis "Anugerah Ibu"; Caries dentis, recommended: to care about the healty teeth. 	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.7.7	Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics. - Minor compliance –	The accident records are compiled under “ <i>Rekapitulasi Kecelakaan Kerja dan Kehilangan Waktu Tahun 2015</i> ” loss time injury on monthly basis, indicating the Lost Time Accident information. Toton Usaha Mandiri Estate: Sample: 1 accident occurred in 2 March 2015, the total lost time recorded is 187 mandays, heavy equipment operator injured his hand during the operation. Mill and Umbul Mas Wisesa there were no reports of workplace accidents up to December, 2015.	Yes
Criterion 4.8 All staff, workers, smallholders and contract workers are appropriately trained.			

Criterion / Indicator		Assessment Findings	Compliance
4.8.1	<p>A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p> <p>- Major compliance –</p>	<p>Company is able to demonstrate a training programme. The training programme is prepared with consideration of training need assessment – tailored to meet regulation, audit reports, competence level and career path.</p> <p>Training program and Actual in 2015 is documented in "Schedule Training Plan 2015". There are 18 items training plan were noted, e.g.</p> <ul style="list-style-type: none"> - K3 - HIRA, Environmental Aspect and Impact. - Manajemen Mill - PropeISCC, - ISPO, POM Maintenance for Mechanic, - Electrical Knowledge - Mill processing - Biogas Plant - EFB Plant - Office administration - Pengenalan Material - RSPO - ISO 9001, 14001 - RSPO SCCS, - Manajemen Limbah Pabrik. - Manajemen Mill 	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.8.2	<p>Records of training for each employee shall be maintained.</p> <p>- Minor compliance –</p>	<p>The company is able to demonstrate records of training for each employee.</p> <p>All training program is conducted completely in 2015, e.g.</p> <p>Umbul Mas Wisesa-North Estate</p> <ul style="list-style-type: none"> - Date 27 February 2015; pelatihan Manajemen Panen dan Mutu Buah (FFB) - 20 March and 30 April 2015; Pelatihan Standarisasi dan kalibrasi alat spraying - 5 May 2015; Pelatihan P3K - 8 October 2015; Pelatihan Bakortiba - 8 October 2015; Pelatihan LSU - 19 April 2015; Pelatihan osialisasi Penempatan Sampah. <p>(Attendance list, training material and photograph as evidences).</p> <p>Toton Usaha Mandiri Estate</p> <ul style="list-style-type: none"> - Date 18 February 2015; Training Manajemen Panen dan Mutu Buah (FFB) - 20 March and 30 April 2015; Training Standarisasi dan kalibrasi alat spraying - 9 May 2015; Training P3K - 8 October 2015; Training Bakortiba - 8 April 2015; Training LSU - 13 April 2015; Training osialisasi Penempatan Sampah. <p>(Attendance list, Training material and photograph as evidences).</p>	Yes

PRINCIPLE 5: ENVIRONMENTAL RESPONSIBILITY AND CONSERVATION OF NATURAL RESOURCES AND BIODIVERSITY

Criterion 5.1

Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

Criterion / Indicator		Assessment Findings	Compliance
5.1.1	<p>An environmental impact assessment (EIA) shall be documented.</p> <p>- Major compliance -</p>	<p>SEIA PT. UMW document is documented and approved base on "Surat KeputusanNo: 188.44/430/KPTS/2013, dated 10 July 2013 from North Sumatera Governor and UKL – UPL for PT. TUM No. No. 660/324/BLH-LB/AM/2009 tanggal 03 Juli 2009 from Badan Lingkungan Hidup Kabupaten Labuhan Batu.</p> <p>AMDAL document is available and approved by Badan Lingkungan Hidup Labuhan Batu No. 660/324/BLH-LB/AM/2009, dated 03 July 2009. RKL and RPL has been made and reported by receipts from the Office Dishutubun South Labuhan Batu, the report is RKL - RPL second semester / 2015, dated 18 January 2016 by Smith. S.</p> <p>SEIA assessment was involved stakeholders who are affected, the SEIA process required public consultation and review from vary stakeholder prior is approved by government.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance																																								
5.1.2	<p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons.</p> <p>- Minor compliance –</p>	<p>The company has Environmental Management and Monitoring Plan (RKL – RPL), it is submitted regularly to the national and local government every 6 months. The management and monitoring plan report is based on SEIA (AMDAL), it was checked that management and monitoring plan is implemented.</p> <p>UMW Mill:</p> <ul style="list-style-type: none"> - The test results of wastewater each month was a cooperation with Binalab: <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Description</th> <th>Standard</th> <th>July 2015</th> <th>Sept. 2015</th> <th>Oct. 2015</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>6 – 9</td> <td>8.5</td> <td>8.2</td> <td>7.6</td> </tr> <tr> <td>BOD</td> <td>100 mg/L</td> <td>70.3</td> <td>69.8</td> <td>93.7</td> </tr> <tr> <td>COD</td> <td>350 mg/L</td> <td>126.5</td> <td>125.64</td> <td>236.5</td> </tr> <tr> <td>TSS</td> <td>250 mg/L</td> <td>118.9</td> <td>115.2</td> <td>233.7</td> </tr> <tr> <td>Minyak dan Lemak</td> <td>25 mg/L</td> <td>4.56</td> <td>4.32</td> <td>20.20</td> </tr> <tr> <td>N-Total</td> <td>50 mg/ L</td> <td>8.40</td> <td>8.02</td> <td>42.03</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <ul style="list-style-type: none"> - The test results of noise intensity all station: e.g conduct by <i>Balai Keselamatan dan Kesehatan Kerja Medan</i> per semester, the last monitoring on 29 October 2015, the result of noise in all station, e.g. WTP (19.6 dBA), Engine room (92.9 dBA), Boiler (88.6 dBA), Sterlizer (78.9 dBA). Stasiun Thresher (79.9 dBA) • Observation (not all audiometric). 	Description	Standard	July 2015	Sept. 2015	Oct. 2015	pH	6 – 9	8.5	8.2	7.6	BOD	100 mg/L	70.3	69.8	93.7	COD	350 mg/L	126.5	125.64	236.5	TSS	250 mg/L	118.9	115.2	233.7	Minyak dan Lemak	25 mg/L	4.56	4.32	20.20	N-Total	50 mg/ L	8.40	8.02	42.03						Yes
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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Genset funnel emission test results: each per semester implemented in cooperation with the Center for Occupational safety and health field, the monitoring in 3 genset in October, 2015. - The result of monitoring with parameter CO, NO₂, SO₂ and total particulate matter (all are still below the threshold established in accordance Permen-LH no. 13/2009). - Measurement of ambient air quality conducted per semester in cooperation Balai K3 Medan in October 2015 with a sample point: Housing employees of Block I and the Home Office the factory, the parameters tested CO, NO₂, SO₂, H₂S, dust and noise, the result is nothing above the threshold quality standards established under Regulation (PP) no. 41/19999, Kepmen-LH no. LH-50/1996 and no. 48/1996. - Measurement of Boiler emissions by Balai K3 Medan, conducted in October 2015, the parameters measured NO₂, SO₂, HCl, Cl₂, NH₃, HF, opacity and particulate. All parameters are still below the quality standards established in accordance Permen-LH no. 7/2007. - Measurement of the odor (Tingkat Kebauan) by Balai K3 Balai, conduct in October 2015, with a sample point of employee housing and storage of waste (all results below the quality standards set by the Decree of the Minister of Environment No. 50 of 1996). 	

Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.3</p> <p>This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p>Company has prepared report on Environmental Management and Monitoring implementation (Laporan RKL-RPL) and sent report every 6 month to local government, e.g RKL-RPL report semester II 2015 (Period July – December 2015), base on reported by receipts from the Office Dishutubun South Labuhan Batu, the report is RKL - RPL second semester / 2015, dated 18 January 2016 by Smith. S. Management and monitoring plan based on AMDAL have been covered in regular report of RKL / RPL.</p> <p>Management Plan in accordance with impacts that have been identified in the EIA / UKL-UPL, such as:</p> <ol style="list-style-type: none"> 1. The impact of a decrease in air quality 2. Impact of surface water quality degradation 3. Waste 4. Kazardous waste (B3) 5. Soil and water conservation. 6. Household waste 7. Community Development 8. Job opportunities, 9. Public health <p>Monitoring the plan in accordance with the impact that it has identified in the EIA / UKL-UPL, such as:</p> <ol style="list-style-type: none"> 1. Monitoring of the odor. 2. Emmission 3. Noise 4. Water quality 5. Quality of waste 6. HCV areas 7. Fire 8. The employment and business opportunities 9. Attitudes and perceptions on health, the environment, 	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - Receipts for RKL RPL Semester II (June – December) – 2015, evidence document accepted by BLH Kab. Labuhan Batu by BLH officer for PT. TUM and by BLH North Province officer. - If any changes of operation scope, the SEIA documents it will be amendment based on reviewed by Environmental Department of Labuhan Batu Selatan Regency. 	
<p>Criterion 5.2 The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.</p>			
5.2.1	<p>Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).</p> <p>- Major compliance -</p>	<p>PT Umbul Mas Wisesa (UMW) has established procedur for identification HCV; "Prosedur Identiikasi Flora dan Fauna", No. ENC/SOP/09, dated 01 December 2013. Also made a work instruction (WI), that is: Work Instruction (WI) for: Patroli Areal NKT (HCV Areal), Conservation Corridor Maintenance, Camera Trap Setting, setup Camera Trap and used of GPS on 19 February 2014.</p> <p>PT Umbul Mas Wisesa (UMW) has identified by "Yayasan Kelapa Sawit Berkelanjutan" in 2009, referring "Indonesian HCV Toolkit, 2008". Total HCV areas was identified is 196.09 ha and consist of 167 Ha is Hutan Konversi and riparian covering 20.79 ha.</p> <p>PT Toton Usaha Mandiri (TUM) has identified High Conservation Value (HCV) in 2009 conducted by the Foundation for Sustainable Palm Oil Indonesia (YASBI) as outlined in the Assessment Report HCV / HCV PT Toton Usaha Mandiri in 2009. In the report described the HCV areas found in working area of PT TUN i.e. HCV 1, HCV 3 and HCV 4 with a total area of 57.5 ha in the form of conservation forest area of 39.30 hectares, Border drain and corridors covering an area of 2.38 hectares.</p> <p>Public Consultation to the surrounding community have been conducted on 18 November 2009 at the Office of PT UMW, which was attended by representatives of leaders 'local community', the sub-district and the village (Desa Tanjung Mulia, Sei Toras, Sei Siarti) in accordance with the document "<i>Notulensi Publik Penilaian Nilai Konservasi Tinggi</i>–NKT (HCV)".</p>	Yes

5.2.2	Criterion / Indicator	Assessment Findings	Compliance
	<p>Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.</p> <p>- Major compliance -</p>	<p>Based on identification of HCV in 2009, that identified 16 species of mammals, such as: Babi hutan/Sus verrucoccus, Musang/Paradoxurus hermaphrodites, Siamang/Symphalangus syndactylus, Beruk/Macaca nemestrina, Berang-berang/Prionodon linsang, Macan akar/Felis bengalensis, Harimau Sumatera/Panthera tigris sumatrae, Beruang Madu/Helarctos malajanus, Kia-kia/Presbytis thomasi margae, Kera/Macaca fascicularis, Bajing terbang/Calotes jubatus, Kalong/Pteropus vampyrus, Kukang/Nycticebus coucang, Landak/Hystrix brachyurum, Trenggiling/Manis javanica dan tupai/Tupaia sp.</p> <p>For bird species found 33 kinds, such as: Cerocok/Pycnonotus goiavier, Emprit bondol/Lonchura, Balam/Geopelia striata, Walet/Hirundo tahitica, Gagak/Corvus enca, Pelatuk/Picus miniaceus, Jalak/Sturnus contra jala, Alap-alap/Falco peregrinus, Burung Hantu/Tyto alba, Murai batu/Monticola solitaries, Rangkok/Aceros undulates dll serta 11 jenis Reptil seperti; Ular Lidi/Ptyas koros, Tokek/Gecko gecko, Bunglon/Myrmeleon sp, Kadal/Mabouja multifasciata, Biawak/Varanus salvator, Ular sawah/Maticora bivirgata etc.</p> <p>Based HCV assessment documents in 2009, identified 27 types of plants such as; Pasak Lingga/Dysoxylum sp, Kempas/Koompasia exelsa, Arang-arang/Dyospyros borneensis, Beringin/Ficus benjamina, Rengas/Gluta renghas, Anggrung/Trema orientalis, Meranti putih/Shorea lamellate, Meranti Merah/Shorea ovalis, Halaban/Vitex pubescens, Landas/Macaranga sp, Kayu Sunte/Shorea gibbosa, Mayang susu/Shorea lamellate, Rotan/Calamus sp, Kandis/Tamarindus sp, Jelutung/Dyera costulata, Tembesu/Frgraea fragrans, Punak/Tetramerista glabra etc.</p> <p>Based on the field in the wildlife corridor (Block J20 / K20) which connects the area HCV in PT Umbul Mas Wisesa and HCV yanbg area is in Toton Usaha Mandiri PT indicates that the company has made the management of HCV areas include;</p> <ul style="list-style-type: none"> - It has been installed board HCV identification and warning signs ban on hunting, damage the tree. - Have done the restoration project by planting Red Meranti, Bintangur, Meranti Batu, Pulai and Mayang <p>However companies need to invasive species control measures (Mucuna Brachteata).</p> <p>The management and monitoring plan, covering monitoring of HCV area, socialization to the internal and local communities, restoration and displayed sign board.</p>	<p>Yes</p>

5.2.3	Criterion / Indicator	Assessment Findings	Compliance
	<p>There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated 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.</p> <p>- Minor compliance –</p>	<p>As described in indicators 5.2.1 which states that the result of the identification in 2009 indicated the presence of the type of Sumatran tiger (<i>Panthera tigris sumatrae</i>), for it is the Company made posters with the theme of tips to avoid and prevent conflicts with the Sumatran Tiger published by WWF which can be accessed by the public, for example in the employee break room and the estate office.</p> <p>The Company has established Program Management of HCV PT UMW-North and PT TUM 2015 and 2016 consists of seven types of activities, for example Patrol Jungle Guard, Up Keep Corridor HCV, Planting Areas HCV-Corridor, Installation and Monitoring Camera Trap, maintenance board warning NKT, maintenance peg HCV, and the HCV Corridor peg.</p> <p>The Company has conducted monitoring of flora and fauna are held every month and recorded in the document "Monitoring Species Animal Area NKT Gardens UMW-N and PT TUM", for example: a report in December 2015 found 17 species of fauna include 10 species of fauna are protected legislation, such as: Elang Tikus (<i>Elanus caeruleus</i>), Rangkok Badak (<i>Buceros rhinoceros</i>), Kuntul Cina (<i>Egretta eulophates</i>), 3 types are included in the category Vu (Vulnerable) regarding the redlist IUCN, such as: Bangau tongtong (<i>Leptoptilos javanicus</i>), Bangau Bluwok (<i>Mycteria cinerea</i>), Kuntul cina (<i>Egretta eulophates</i>) while other types included in the category of Least Concern (LC) and Near Threatened (NT).</p>	<p>Yes</p>

5.2.4	Criterion / Indicator	Assessment Findings	Compliance
	<p>Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>- Minor compliance –</p>	<p>The Company has established Program Management of HCV PT UMW-North and PT TUM 2015 and 2016 consists of seven types of activities, for example Patrol Jungle Guard, Up Keep Corridor HCV, Planting Areas HCV-Corridor, Installation and Monitoring Camera Trap, maintenance board warning NKT, maintenance peg HCV, and the HCV Corridor peg.</p> <p>PT UMW has been installing Identity signboard HCV in 8th place, for example: Block J22, H24, H18 and K20. Also made the installation of Identity signboard HCV in 3 places (Block K21, K20).</p> <p>Based on interviews and field visits in the village of Tanjung Mulia showed that PT UMW has the program management of HCV, including the types of flora and fauna are protected, for example posters fauna protected in Tanjung Mulia.</p> <p>Based on interviews and field visits in Sei Siarti indicate that PT TUM has the program management of HCV, including the types of flora and fauna are protected, for example Socialization on 10 March 2014 which was attended by 21 participants representing villagers Sei Siarti and Tanjung Mulia and the installation the fauna poster Sei Siarti protected in accordance with the Letter No. 06 / Tume-III / 2014 dated 3 March 2014.</p> <p>PT UMW-PN and PT TUM has appointed special officers to manage Areal HCV is Mr.. Arbiyah Mutholib (Coordinator), Erwinsyah Nasution (member), Agus Simanjuntak (members) in accordance with the Memorandum UMW-N dated 22 August 2013. The Company has established Job Description Position: Field Conservation Technician ("Rangers") that describes the job description, responsibilities and procedures for their work relationship. Officers proposed training on the management of HCV region on 29 August 2013 internally by the company.</p> <p>Report on the monitoring of flora and fauna contained in the Report of the UKL-UPL every period of 6 months and reported to the Environment Agency of South Labuhan Batu regency.</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
5.2.5	Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights. - Minor compliance –	Based on the verification of documents, site visits and interviews with local communities showed that no area of HCV has been established by PT UMW and PT TUM in the possession of other parties, including the surrounding communities.	Yes
Criterion 5.3 Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.			
5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance –	The company has a waste management plan, identifying type and source of waste which documented in "Environmental Aspect and Impact List (Daftar Aspek dan Pengaruh Lingkungan)", includes all activities performed in the field (Field), Employment (Housing complex), Warehouse, Engine room, Incinerator, office, etc.	Yes

Criterion / Indicator		Assessment Findings	Compliance																					
5.3.2	<p>All chemicals and their containers shall be disposed of responsibly.</p> <p>- Major compliance -</p>	<p>The company store hazardous waste in temporary storage with permit, The hazardous waste is sent to the registered collector which approved by Environmental Ministry, namely CV. Amindy Barokah.</p> <p>UMW-North and TUM Estate</p> <ul style="list-style-type: none"> - Permits storage of waste B3 of the Regent South Labuhan Batu no. 155 In 2012, on the B3 waste storage permit Oil Palm Plantation's. PT. UMW, valid 5 years). - Chemical and their containers are stored in Storage of Hazardous within 180 days as regulated in "B3 waste storage permit" before disposed to the registered collector roomates approved by the Environmental Ministry items, namely: CV. Amindy Barokah. - Record of hazardous waste is maintained, the record is updated monthly in "Hazardous Waste Balancing Stock" and Also Reported to the local government every six months incorporated in RKL - RPL report. - Hazardous waste is disposed to the register collector every 3 months from Hazardous waste storage. - Balancing stock is available and it is recorded monthly based on hazardous waste type, such as: fuel oil filters, used batteries, used oil, empty pesticide containers, inner fertilizer bags, used cartridges. <p>Sample taken:</p> <ul style="list-style-type: none"> - Disposed hazardous waste on 22nd January 2016, disposed document, as decribed below: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Manifest No.</th> <th style="width: 45%;">Jenis Limbah B3</th> <th style="width: 30%;">Quantity</th> </tr> </thead> <tbody> <tr> <td>0008165</td> <td>Used oil</td> <td style="text-align: right;">1,752 litres</td> </tr> <tr> <td>0008166</td> <td>Used battery</td> <td style="text-align: right;">95 kg</td> </tr> <tr> <td>0008167</td> <td>Used oil filter</td> <td style="text-align: right;">180 kg</td> </tr> <tr> <td>0008168</td> <td>Contaminated goods</td> <td style="text-align: right;">365,3 kg</td> </tr> <tr> <td>0008169</td> <td>Medical waste</td> <td style="text-align: right;">15.11 kg</td> </tr> <tr> <td>0008170</td> <td>Used cartridge</td> <td style="text-align: right;">6.3 kg</td> </tr> </tbody> </table>	Manifest No.	Jenis Limbah B3	Quantity	0008165	Used oil	1,752 litres	0008166	Used battery	95 kg	0008167	Used oil filter	180 kg	0008168	Contaminated goods	365,3 kg	0008169	Medical waste	15.11 kg	0008170	Used cartridge	6.3 kg	Yes
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Criterion / Indicator		Assessment Findings	Compliance
5.3.3	<p>A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p> <p>- Minor compliance –</p>	<p>Waste management plan is documented in procedure “Pengelolaan Sampah” and “Rencana Pengelolaan Limbah”. Waste management consists of domestic waste, to reduce pollution to the environment.</p> <p>Organic and inorganic waste sent to landfill and then covered with soil. For medical waste, and other type hazardous waste (waste oil, empty chemical container, contaminated material, battery, etc) regulated as per procedure “Penyimpanan Limbah Bahan Berbahaya dan Beracun (Limbah B3) dan Tanggap Darurat”. The hazardous waste stored in a dedicated storage completed with alarm, spill kit, secondary containment and PPE for operator.</p> <p>B3 waste handling PT TUM and UMW-North delivered every week to place the B3 waste storage located in UMW-South, who has permission to store hazardous waste.</p>	Yes
<p>Criterion 5.4 Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>			
5.4.1	<p>A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p> <p>- Minor compliance –</p>	<p>Mill: Fossil fuel usage for Genset is decreasing significantly due to Biogas Plant, e.g. in December 2015: source of energy in Mill (Genset 26.01 %: Steam Turbine 73.99 %).</p> <p>EFB Fibre, FFB Fibre and shell also use for boiler is recorded in “Rekaman Monitoring Penggunaan Energi Terbarukan”. The record is Monthly basis. E.g, December 2015:</p> <ul style="list-style-type: none"> - FFB process: 119,215 ton - EFB process in EFB Plant 7,567 ton - Fibre: 15,502 - Shell: 7,155 - Total Nett Calorie Value (NCR: 59,983,292,234 Kcal) <p>Equivalent to HSD: 5,712,694 Kcal/kg (NCV 10,500 Kcal/kg)</p> <p>Energi/Kgs CPO:</p> <ul style="list-style-type: none"> - Energi total turbine: 4,057,920 (73.99 %) - Energi total genset: 1,426,200 (26.01 %) 	Yes

Criterion / Indicator		Assessment Findings	Compliance
Criterion 5.5			
Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.			
5.5.1	<p>There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Major compliance -</p>	<p>No open burning was noted during field visit and interviewed with local communities and workers. "Prosedur Pencegahan dan Pengendalian Kebakaran Lahan" No.ENC/SOP/10 dated 01/02/2014 for prevention and control of fire. PT UMW and PT TUM is using fire danger rating; risk differed by number of rainy day, rain fall, and or occurrence of fire at boundary.</p> <p>Umbul Mas Wisesa and Toton Usaha Mandiri Estate: Laporan Patroli Ranger December 2015, shows no fire.</p> <p>A system is in place to monitor fire risk in plantation. The fire risk monitoring is based on rainfall measurement and number of raining day; the result recorded under "Status Resiko kebakaran" and exposed on fire risk notice board. Fire patrol carried out on regular basis.</p> <p>PT TUM provide example of fire fighting records, dated February 10, 2014 at block M16 boundary.</p>	Yes
5.5.2	<p>Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Minor compliance -</p>	No open burning was noted for Replanting.	Yes
Criterion 5.6			
Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.			

Criterion / Indicator		Assessment Findings	Compliance
5.6.1	<p>An assessment of all polluting activities shall be conducted, including gaseous emissions; particulate/soot emissions and effluent (see Criterion 4.4).</p> <p>- Major compliance -</p>	<p>The company has developed pollution and emission reduction plan. The plan covers planning, implementing plans and monitoring activities generating pollution and emission.</p> <p>PT UMW and PT TUM plantation are located on 100% peat soil. No POME application/Land application permitted for plantation in peat soil.</p> <p>Identification of pollution and emission sources recorded under Environmental Aspect & Impact List (Daftar Aspek & Pengaruh Lingkungan). The identification listed all relevant activities that generate pollution and emission from office, plantations, palm oil mill, mill effluent treatment up to workers activities.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance										
5.6.2	Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. - Major compliance -	Identification of pollutant and mitigation plan, included GHG is documented in "Rencana Pengurangan Emisi Gas Rumah Kaca (GHG Emmission).	Yes										
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5.6.3	A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. - Minor compliance -	The company has prepared a strategy in effort to reduce and mitigate pollution and emission. Monitoring of pollution and emission quality for plantation has been planned and implemented, e.g. monitoring water level and subsidence in pet area, air quality ambient for boiler and Genset, water quality test for surface and groun water, effluent water quality, noise level, etc. The monitoring result is incorporated in RKL / RPL and reported regularly to the government. GHG emission calculated base on RSPO PalmGHG Toolkit, it was seen that the total emmisson is 7.40 ton CO ₂ equivalent/ton CPO in 2015.	Yes										
PRINCIPLE 6: RESPONSIBLE CONSIDERATION OF EMPLOYEES AND OF INDIVIDUALS AND COMMUNITIES AFFECTED BY GROWERS AND MILLERS													

Criterion / Indicator		Assessment Findings	Compliance
Criterion 6.1 Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.			
6.1.1	A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -	<p>AMDAL documents have been provided where the parameters studied included the social aspect. However PT UMW also has a Document Social Impact Assessment conducted by the team of the Faculty of Forestry IPB in 2014 with the composition of the team: Handian Purwawangsa, S. Hut, M.Si (Team Leader), Udi Kusnidar, Sulfan Ardiansyah, Jimmy Syahrasyid outlining Impact positive and Negative development of plantation PT UMW incorporating Matrix PT UMW Social Management Plan consists of; Tenure, Establish communications and networking with stakeholders ang associated with PT UMW, Improving the quality of public education, public Health Quality Improvement, community economic empowerment and employment).</p> <p>In the SIA document described the Social Management Plan that outlines the type Programs, Activities, challenges, opportunities, strategies, output / Outputs and time frame.</p> <p>Community involvement at the time of preparation of the document through Focus Group Discussion (FGD) with community Sei Siarti on February 15, 2014 which was attended by 26 participants, Desa Tanjung Mulia on 16 February 2014 which was attended by 19 participants, with employees of PT UMW-S which took place on 14 February 2014 which was attended by 25 participants, with employees of PT UMW-North and PT TUM conducted on 15 February 2014 which was attended by 32 participants.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.1.2	<p>There shall be evidence that the assessment has been done with the participation of affected parties.</p> <p>- Major compliance -</p>	<p>Community involvement at the time of preparation of the document SIA through Focus Group Discussion (FGD) with community Sei Siarti on 15 February 2014 which was attended by 26 participants, Desa Tanjung Mulia on 16 February 2014 which was attended by 19 participants, with employees of PT UMW- S conducted on 14 February 2014 which was attended by 25 participants, with employees of PT UMW-N and PT TUM conducted on 15 February 2014 which was attended by 32 participants.</p> <p>Inside the report has described social aspects such as the Improvement of the regional economy, employment opportunities and business opportunities, public and social facilities and the improvement of people's perceptions about the relationship with the community.</p> <p>Community involvements in monitoring social impact in the form of interviews with the parties affected are equipped with interview form Doc No. ENC/DOC/2012, rev 3, dated 1 May 2015. The Company has consistently been preparing the Report of the RKL-RPL once every 6 months and submitted to the relevant government agency, for example Reports Second Half of 2014 has been submitted to the Environment Agency Labuhan Batu regency South in accordance with the receipt of documents by BLH Regency of South Labuhan Batu dated 18 January 2016 according to the letter No. 126/UMWS/Ist/I/2016 and for TUM Estate no. 01/TUME/BLH-LB/I/2016, dated 21 January 2016.</p>	Yes
6.1.3	<p>Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.</p> <p>- Major compliance -</p>	<p>Based on the verification of documents SIA shows that the report has been equipped with a management plan social recommended to increase the positive impacts and minimize the negative impact of oil palm plantation development by involving the affected communities, including the type of programs, activities, challenges, opportunities, strategies, outcomes and tatawaktu implementation of the program.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.1.4	<p>The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.</p> <p>- Minor compliance –</p>	<p>Companies (both of PT UMW and PT TUM) regularly evaluate periodically the implementation of the RKL-RPL every 6 months, but if there is a change of operational activities that do specific evaluation of AMDAL documents, such as changes in the capacity of MCC and construction of Biogas Plan has conducted the environmental assessment as outlined in the " Dokumen Adendum Analisa Dampak Lingkungan Hidup (AMDAL)", RKL-RPL activities waste water treatment changes based Clean Development Mechanism (SDM) and changes in solid waste processing mill of PT UMW in Sei Siarti "and has been endorsed by the Governor of North Sumatra through Decree No. 188.44/430/KPTS/2013, dated 10 July 2013.</p>	Yes
6.1.5	<p>Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).</p> <p>- Minor compliance –</p>	<p>PT UMW and PT TUM does not have outgrower schemes</p>	Yes
<p>Criterion 6.2 There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p>			

Criterion / Indicator		Assessment Findings	Compliance
6.2.1	<p>Consultation and communication procedures shall be documented.</p> <p>- Major compliance -</p>	<p>The company has a mechanism that regulates the activities of communication and consultation with stakeholders and set in the procedure;</p> <p>a. Procedure: <i>Pemberian dan Tanggapan terhadap Permintaan Informasi</i>; Rev. I (Doc. No. ENC/SOP/08) dated 5 September 2014 which regulates the complete procedure for submission and responding to requests for information from stakeholders.</p> <p>b. Procedure: <i>Keluh Kesah dengan Pihak Internal</i>, Rev II (Doc. No. SOP/025/ Dept) dated 27 March 2015, which has been described in detail the procedures related to complaints and redress submitted by the parties, incorporating internal flow chart in response to complaints</p> <p>c. Procedure: <i>Keluh Kesah dengan Pihak Eksternal</i>, Rev II (Doc. No. SOP/026/ HRA) dated 27 March 2015 which has been describe in detail the procedures related to complaints and redress submitted by external parties that are equipped with a flow chart in response to complaints.</p> <p>Responsible Person in conducting responses to information requests in accordance with its authority (Manager Unit, GMO and Department Head), system response times to requests for information that is set up to 7 days if the responses are in authority Manager Unit, or a maximum of 25 working days if the information requires consultation of other departments or higher management levels associated with kewenangan provide feedback information.</p> <p>Based on the verification of documents in 2015, there are 13 types of incoming information requests at PT UMW-N Estate for example;</p> <p>a. Request information for jobs of care delivered by Mr. Tmb, on 30 July 2015 and has been addressed by the company stating there is a job opening for Maintenance.</p> <p>b. Requests for information submitted by Sekdes Pasir Limau Kapas on 19 November 2015 relating to a request for information if it could FFB crop rural communities Pasir Limau Kapas can be sold to the MCC PT UMW and has responded by company stating that PT UMW to date only received FFB Cooperative Sei Siarti and Tanjung Mulia. If there is a company policy related to the addition of TBS acceptance of villagers from the other shall be immediately informed.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		Records of complaints Internal and External in 2015, there are eight types of complaints of internal and external, for example: a complaint on behalf of the employees of transport on 26 November 2015 associated with the request to turn on the lights until 2 pm, because there is still the process of transporting unfinished (shift 2) and have been addressed by the FHA on November 26 and ordered the Chief Officer of the Watch to operate the lights to keep up with the 2 hour evening hours on 26 November 2015.	
6.2.2	A management official responsible for these issues shall be nominated. - Minor compliance -	Based on SAP No. ENC / SOP / 08, that according to the structure of the organization that is responsible to receive and make responses to requests for information or complaints internally/externally is Manager. However, in the operations in each of the Estate indicates that an FHA also appointed Senior Manager (Field Head Assistant) and OA (Office Assistant) for communication with the surrounding community.	Yes
6.2.3	A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained. - Minor compliance -	The company has list of stakeholders, updated when changes occurred. Latest update 15/01/2016, classifying stakeholders into: a. South Labuhan Batu district government office consists of 8 stakeholders such as the Department of Labor, the Agriculture Agency and Environment Agency etc. b. MUSPIKA consists of Head Middle Panai, Kapolsek Labuhan Bilik, Danramil Labuhan Bilik, and Chief of Police. c. Village Head Sei Siarti d. Unions consisting of nine stakeholders such as the Chairman of Trade Unions, Public Relations, Chairman of the PUK North etc. e. Supplier consists of Cooperative Services Employees UMW Based on interview with community of Tanjung Mulia Villages, Government Offices, Worker unions, and other parties, the communication with company is going well. Access to information is relative easy. The company has appointed an officer to communicate with stakeholders by Estate manager, Office Assisstant and Field Head Assisstant.	Yes
Criterion 6.3 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			

Criterion / Indicator		Assessment Findings	Compliance
6.3.1	<p>The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested.</p> <p>- Major compliance -</p>	<p>Based on document verification, PT UMW and PT TUM has a mechanism to resolve disputes such as "Prosedur Ganti Rugi Lahan" No. SOP/CA/02, dated 01 July 2012. The procedure shows company has prepared effective land dispute resolution mechanism: Company being transparent on permits, licenses including land title to the community; In case of claim from community, company will cater as long as valid land ownership evidence presented; Status verification – when valid land ownership evidence presented, continued with field visit/survey and measurement; Field visit/survey and measurement will involve company representative, complainant and government representatives; Based on field visit/survey and measurement, a minutes will be produced, attaching the hectare and coordinates of the claimed land – signed by all interested parties; Final verification to ensure no overlapping with other party; Once final verification can justified no overlapping occurred, company will propose land compensation/negotiation; Payment will be done once agreement between parties made.</p> <p>Internal complaint will be settled as per "Prosedur Keluh Kesah dengan Pihak Internal" No.SOP/025/Dept dated 27/03/2015.</p> <p>External complaint/grievance will be handled through, as per "Prosedur Keluh Kesah dengan Pihak Eksternal" Doc. No. SOP/025/Dept) dated 27 March 2015.</p> <p>Inside these procedures, company states the commitment to protect the anonymity of complainant/whistleblower (point 6.2) – if requested.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.3.2	<p>Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p> <p>- Major compliance -</p>	<p>Based on document verification and public stakeholder consultation with relevant authorities (Plantation service, Manpower service and Environmental), Worker union, Local contractor and Air Dikit traditional leader; shows there has been no land dispute between local community and company.</p> <p>Internal and external complaints are documented under "Rekaman Keluh Kesah Eksternal dan Internal", in 2015 there found seven types of internal and external complaints were entered for instance; Complaint on behalf of Mr. SS (FA I) on 22 October 2015 relating to the procurement of the water machine for employee housing and have been addressed by the company through EM on 24 October 2015 stating that there would soon be conducted through the Cooperative Employees and realized on 29 October 2015 . Complaint on behalf of Mr. SDS (FA I) on 11 December 2015 related to the lack of clean water in Toton Barak employee housing and have been addressed by the company through EM on 11 January 2015 stating that it would do the delivery of clean water to Barak in TUM using tankers.</p>	Yes
<p>Criterion 6.4 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>			
6.4.1	<p>A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p> <p>- Major compliance -</p>	<p>There is no new development in UMW and TUM Estate. However, company has a mechanism to settle land dispute as per "Prosedur Ganti Rugi Lahan" No.SOP/CA/02 dated 01/07/2012. Based on public stakeholder consultation with relevant stakeholders, there has been no report related to land conflict/land dispute between local community and company.</p>	Yes

6.4.2	Criterion / Indicator	Assessment Findings	Compliance
	<p>A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p> <p>- Minor compliance –</p>	<p>T UMW and PT TUM has completed the restitution of land and has no plans expansion / new land clearing so no land compensation process. Based on the verification of legal documents and the results of public consultation with village leaders around the state that no land dispute between the Company and other parties, including the surrounding communities. However, in anticipation of handling land disputes problems the company has had land dispute resolution mechanisms as set out in "Prosedur Ganti Rugi Lahan" No. SOP/CA/02, dated 1 July 2012. Its has been described mechanism for resolution of land compensation through the FPIC process (socialization), Document Verification and UKTI Land Rights Review and Measurement of land alongside joint mapping, Price Negotiation GRIT. Completeness GRIT are as follows; Application documents gauges, BA surveying, Certificate of Land (SKT), Certificate of no dispute, Statement of Recognition of Rights, Statement of Heirs, Statement Own Land / Land for plasma (if any), Letter of Waiver working on arable land , letter of arable land compensation.</p> <p>The compensation evidence required is as follows: Measurement proposal document, minutes on land measurement, Land ownership (Surat Keterangan Tanah), No dispute statement letter, Ownership statement (Surat Keterangan pengakuan Hak), Heir right statement, Release of tenure right statement letter for rented land, land compensation, etc. Record on identification and compensation process is well documented under "Dokumen GRIT"</p> <p>Based on interview with local community of Tanjung Mulia and Sei Siarti Village, there is no land dispute with other party, including local community.</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
6.4.3	<p>The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p> <p>- Major compliance -</p>	<p>The documented procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented. The compensation is calculated using government guidelines for land and crop values. This is already implemented. Details of negotiation settlements, including detail of compensation (land compensation, improvement compensation, crops compensation) are held in file "PT. UMW Land Compensation".</p> <p>Based on the verification of documents and evidence of Land Rights Review and Measurement of land alongside joint mapping, Price Negotiation GRIT. Completeness GRIT are as follows: Application documents of measurement, BA surveying, Certificate of Land (SKT), Certificate of no dispute, Statement of Recognition of Rights, Statement of Heirs, Statement Own Land / Land for plasma (if any), Letter of Waiver working on arable land , letter of arable land compensation.</p>	Yes
<p>Criterion 6.5 Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>			

Criterion / Indicator		Assessment Findings	Compliance																								
6.5.1	<p>Documentation of pay and conditions shall be available.</p> <p>- Major compliance -</p>	<p>The company determines minimum wages as regulated by Government every year, minimum wages in Kabupaten Labuhan Batu Tahun 2015 base on decree of Geburner Prop. Sumatera Utara no. 188.44/69/KPTS/Tahun 2015, as many Rp 2,012,500,00.</p> <p>Based on review of payments slip, there is no worker's salary below minimum wages, e.g.</p> <p>Umbul Mas Wisesa Estate: based on document review "Buku Gaji UMWE – December 2015", e.g.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Description</th> <th>UMWE Mr. WH (PKWT)</th> <th>TUME Mr. JN (PKWT)</th> </tr> </thead> <tbody> <tr> <td>Basic Salary</td> <td style="text-align: right;">2,012,500</td> <td style="text-align: right;">2,012,500</td> </tr> <tr> <td>Rice Allowance</td> <td style="text-align: center;">-</td> <td style="text-align: right;">327,600</td> </tr> <tr> <td>BPJS Ketenagakerjaan</td> <td style="text-align: right;">91,481</td> <td style="text-align: right;">94,659</td> </tr> <tr> <td>BPJS Kesehatan</td> <td style="text-align: right;">80,600</td> <td style="text-align: right;">78,360</td> </tr> <tr> <td>BPJS Pensiun</td> <td style="text-align: right;">41,700</td> <td style="text-align: right;">41,700</td> </tr> <tr> <td>OT</td> <td style="text-align: right;">2,189,645</td> <td style="text-align: right;">3,000,948</td> </tr> <tr> <td>Tunjangan</td> <td style="text-align: center;">-</td> <td style="text-align: right;">20,680</td> </tr> </tbody> </table>	Description	UMWE Mr. WH (PKWT)	TUME Mr. JN (PKWT)	Basic Salary	2,012,500	2,012,500	Rice Allowance	-	327,600	BPJS Ketenagakerjaan	91,481	94,659	BPJS Kesehatan	80,600	78,360	BPJS Pensiun	41,700	41,700	OT	2,189,645	3,000,948	Tunjangan	-	20,680	Yes
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Criterion / Indicator		Assessment Findings	Compliance
6.5.2	Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official. - Major compliance -	Worker Agreement (PKB) between company and labour union is referred in working regulation, Worker Agreement was approved by Dinas Tenaga Kerja dan Transmigrasi Prov Sumatera Utara, doc No. 246-6/DTK-TR/2014, dated 31 th October 2014, valid until November 2016 and also contract between company and each worker are available. Based on document review, it was noted that all workers has signed contract PKWT, e.g. contract of Nita Marbun, dated 01 May 2015, during interview was noted that the employee understood the contract. The contract including remuneration, salary, tax, special allowance, facilities received, leave on, working hours, etc.	Yes
6.5.3	Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. - Minor compliance –	The company has prepared facilities for their workers, such as: housing (177 units), long house (21 units), polyclinic (1 unit), mosque (2 units), church (1 unit), and sport facilities, also electricity and clean water.	Yes
6.5.4	Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food. - Minor compliance –	The employees able to access traditional market and also there is cooperative in each estate to providing affordable food.	Yes
Criterion 6.6			
The employer 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.			
6.6.1	A published statement in local languages recognising freedom of association shall be available. - Major compliance –	Recognizing of freedom association in "Kebebasan Berserikat", dated 01 March 2013 which stated the company recognizes the role of lawful and independent workers and employees Representative organization in creating a constructive working environment.	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.6.2	Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance –	Meeting with the company and labour union is conducted regularly, several meetings were held on 29/07/2015, attended 10 Labour union and company representatives in UMW Estate discussion about: the use of uniforms, the increase in grade employees and the use of personal protective equipment (APD) and on 23/10/2015, attended 20 Labour union and company representatives TUM Estate discussion about: PHK on behalf of Darmanto. Attendance list, minutes meeting and photograph are available.	Yes
Criterion 6.7 Children are not employed or exploited.			
6.7.1	There shall be documentary evidence that minimum age requirements are met. - Major compliance –	The company has policy related minimum ages, added 01 st March 2013 that stated no hiring workers under 18 years old. Base on document review confirm that no any workers was hired below 18 year.	Yes
Criterion 6.8 Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.			
6.8.1	A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance –	The company has policy for equal opportunities, dated 01 march 2013 which stated that "Tidak akan mendiskriminasikan siapapun dalam hal penerimaan pekerja atau dalam kegiatan usahanya"	Yes
6.8.2	Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance –	Based on verification upon list of workers (as of 12/2015), shows there is no indication of worker discrimination related to gender, race, religion or tribe. Based on interview with worker union, "Serikat Pekerja UMWE Mandiri", and interview with workers (sprayers, fertilizer applicator and harvesters) company does not discriminate any of the workers.	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.8.3	<p>It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available.</p> <p>- Minor compliance –</p>	<p>Company has an equal employment opportunity policy, signed by President Director on 01/03/2014. The policy stated company will not discriminate anyone during recruitment, hiring or other business; Selection to fill in position based on qualification and experience. Violation against policy results in disciplinary action and could be legal action.</p> <p>Based on verification against employment document and interview with worker union "Serikat Pekerja UMW/TUM Mandiri", it is known that recruitment, hiring and promotion are based on test, considering the job type. Promotion done through yearly worker evaluation. As example; "Form Penilaian Karyawan SKU" consists of 10 evaluation parameters done by Evaluator (FA/TA/OA) and verified by Estate Manager.</p>	Yes
<p>Criterion 6.9 There is no harassment or abuse in the work place, and reproductive rights are protected.</p>			

Criterion / Indicator		Assessment Findings	Compliance
6.9.1	<p>A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce.</p> <p>- Major compliance –</p>	<p>PT UMW and PT TUM has a policy to prevent sexual harassment, signed by President director on 01/03/2013. The policy stated: PT UMW and TUM uphold the laws under Republic of Indonesia related to sexual harassment; sexual harassment could occurs in form of physical contact, comments, jokes, exhibition or other behavior; All discrimination and sexual harassment complaint will be handle in good manner and confidential to achieve fair statement and reduce false accusation. There shall be no false sexual harassment accusation. Sexual harassment applies equally – both men and women. Sexual harassment accusation with solid evidence could lead to disciplinary action including termination. False report on sexual harassment, without evidence could also lead to disciplinary action including termination and legal action.</p> <p>PT. Umbul Mas has established gender committee to solve sexual harassment cases and enhance reproductive right for women workers. Gender committee conducts meeting Regularly, e.g. the last meeting in December 2015 to address reproduction right and maternity leave (minutes of meeting, attendance list and photograph as evidence).</p> <p>No sexual harassment and violating of reproductive rights were noted during audit and interview with workers and gender committee leader and members. Until this surveillance period, there has no sexual harassment complaint received by the gender committee.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.9.2	<p>A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.</p> <p>- Major compliance –</p>	<p>Company has a policy related to protection of reproductive rights, signed by President Dorector on December 2013. The policy covers provision of counseling related to sexuality, pregnancy, contraception aid, infertility, infection and sexually-transmitted-disease; sex education and gender; prevention and medication on reproductive infection including HIV/AIDS; Provision of pregnancy, delivery and ante-natal treatment; Baby and infant health service; Encourage male participation in sharing responsibility related to sexual behavior, during maternal period, HIV/AIDS and domestic violence. Pregnancy check employee performed once every month, last took place on 1 December 2015.</p> <p>Based on interview with gender committee, company has understood the implementation of protection on reproductive rights in form of menstruation leave issue, maternal leave, medical check up for female worker, performing jobs related to agrochemical, prevention of domestic violence, etc.</p> <p>The policy communicated through notification board and during gender committee meeting to workers.</p>	Yes
6.9.3	<p>A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>- Minor compliance –</p>	<p>Based on verification upon "Pedoman Pengelolaan Gender" No.ENC/Pedoman/GC/01 dated 21/04/2011 and interview with gender committee PT UMW and PT TUM; company has a specific mechanism to handle sexual harassment case or another gender related cases through gender committee. The procedure has covers protection of anonymity of complainants.</p> <p>Based on interview with female worker (sprayers team), they understand the grievance mechanism.</p>	Yes
<p>Criterion 6.10 Growers and millers deal fairly and transparently with smallholders and other local businesses.</p>			

Criterion / Indicator		Assessment Findings	Compliance
6.10.1	<p>Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> <p>- Minor compliance -</p>	<p>FFB price determined in accordance with an agreed formula as contained in Appendix 1 of the agreement between the company and the cooperative that supplies TBS. Price is updated weekly and disamapiakn by specialized staff in charge smallholders company/supplier. Recently the price of Rp TBS period this week (January 2016) 1,160 / kg TBS.</p>	Yes
6.10.2	<p>Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation)</p> <p>- Major compliance -</p>	<p>Transaction records submitted by the mill per week to HO office, which is a supplier invoice payments, which contains the number of FFB received and the price (Rp). Records of the fruit received from suppliers in the daily log in the "Daily Report FFB Grading (sorting) smallholder, e.g dated 4 January 2016, the volume of 5.633 kg of Cooperative tidy fortune, conveyance truck BK 8765 YF. Daily admission results in summary in the Monthly report "Fiscal Data production", e.g. Month report December 2015 (5.790 kg) year to date in 2015 (2.948 tonnes).</p> <p>FFB external the price mechanism has been included in the agreement with the supplier (attachment 1), e.g. Agreement with Koperasi Producers Tani Mulya Jaya', dated 12/9/2014, where the price mechanism is based on the price of CPO and PK, OER and KER, reduced Depreseasi, transport, processing cost, admin. Fee (excluded tax 10%) and this has been agreed upon and disseminated to the supplier.</p> <p>Delivered price per week in the form of an announcement on the bulletin board of the cooperative.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.10.3	<p>Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> <p>- Minor compliance -</p>	<p>Based on interview with local contractors confirmed that contract understood by them and made fairly, legal and transparent.</p> <p>Mill: There is no any contract in the last year.</p> <p>TUM Estate: Contract between PT. TUM with CV. Tua Bage for "Upkeep Drain" no. 03/GMO-Tume/TG/VIII/2015, dated 15 August 2015,</p> <p>UMW-North Estate: Contract between PT. UMW with CV. Old Bage for "Upkeep Drain" no. 10/GMO-UMW/G/X/2015, dated 05th October, 2015. The contracts is signed and kept by both parties.</p>	Yes
6.10.4	<p>Agreed payments shall be made in a timely manner.</p> <p>- Minor compliance -</p>	<p>Procedure for payment has been set in the contract, which is monthly.</p> <ul style="list-style-type: none"> - Evidence of payment of the contract no. 03/2015 for CV. Bage Tua, in November 2015 amounted to Rp. 115,449,300 to drain upkeep work. - Evidence of payment of the contract no. 10/2015 for CV. Bage Tua, in November 2015 amounted to Rp. 10,259,460 to drain upkeep work. 	Yes
<p>Criterion 6.11 Growers and millers contribute to local sustainable development where appropriate</p>			

Criterion / Indicator		Assessment Findings	Compliance
6.11.1	<p>Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p> <p>- Minor compliance -</p>	<p>The Company has established a program of Community Development and Corporate Social Responsibility UMW-North Estate 2015 consists of 4 types of activities covering the infrastructure, Sports, and Religious Art with a total value of Rp. 14,036,788, - while in 2016 has drawn up a program of Community Development and Corporate Social Responsibility UMW-North Estate 2016 consists of 5 types of activities covering the fields of education, infrastructure, Sports, and Religious Art with a total value of Rp 29,570,500.00.</p> <p>While PT TUM has had a program of Community Development and Corporate Social Responsibility TUM-E 2015 consists of 4 types of activities covering the infrastructure, Sports, and Religious Art with a total value of Rp. 6.10798 million, - whereas in 2016 has drawn up a program of Community Development and Corporate Social Responsibility TUM-E 2016 consists of 5 types of activities covering the fields of education, infrastructure, Sports, and Religious Art with a total value of Rp. 19,862,000.00.</p> <p>Recording realization of social responsibility are documented in the recording File Help or Help Donate to the Community (Community Development records) respectively Estate. Based on the realization of the 2015-North UMW and TUM Estate has realized 4 types of assistance to the local community, each worth Rp. 167 955 780, - (UMW-North Estate) and TUM Estate total value of Rp. 19,862,000, -, these activities include:</p> <p>UMW-North:</p> <ol style="list-style-type: none"> a. Infrastructure; ditch maintenance assistance in Sei Siarti and Pasir Limau Kapas in May and July 2015. b. Build Masjid Nurul Hidayah in Sei Siarti village in March 2015. c. Sports fields; aid of sports equipment but can not be realized d. Religious field; iftar and parcel of Ramadan around the village in June 2015. <p>TUM:</p> <ol style="list-style-type: none"> a. Infrastructure; Church Construction in August 2015. b. Sports fields; sports equipment assistance in May 2015 amounting to Rp 1,250,000.000 	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.11.2	<p>Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.</p> <p>- Minor compliance -</p>	<p>The Company does not have outgrower schemes, but at present the PT UMW has a joint venture partnership with surrounding communities through cooperation TBS supplied in containers Cooperative smallholders. Currently the company (on behalf of PT Bannerman Mas Wisesa) has formed a partnership with two cooperatives in the village of Tanjung Mulia and Sei Siarti.</p> <p>In interviews with the Koperasi Rapi Rejeki Management (Sei Siarti village), stated that the cooperation supply TBS has begun in 2014 with the signing of the Cooperation Agreements with PT UMW which today Cooperative Rapi Rezeki has consisted of 76 farmers with a total area of oil palm plantations 449.97 Ha. The company has to provide guidance to the cooperative form of cooperative management training, and bridging Palm Cultivation Techniques farm management fees</p>	Yes
<p>Criterion 6.12 No forms of forced or trafficked labour are used.</p>			
6.12.1	<p>There shall be evidence that no forms of forced or trafficked labour are used.</p> <p>- Major compliance -</p>	<p>The company has had a policy against Forced Labour or Labour traded (Company Policy or trafficked Against Forced Labour) adopted by President Director dated 1 March 2014, that is:</p> <ol style="list-style-type: none"> a. The Company does not use forced labor or trafficked workers either directly or through a third party. b. The Company acknowledged that slave labor or trafficked labor can take many forms, all of which are equally unacceptable. Debt bondage or bonded labor employment relationship because the debt is considered forced labor. c. The alleged use of forced labor or labor which are traded by the company's employees if proven would result in disciplinary action up to termination of employment and also can result in legal action. d. Companies that do business with PT UMW required adhering to this policy. Violation of this policy if proven would result in disciplinary action up to termination of employment and also can result in legal action. e. This policy applies to PT Tolan Tiga Indonesia and for the entire company under the management of PT Tolan Tiga. 	Yes

Criterion / Indicator		Assessment Findings	Compliance
6.12.2	Where applicable, it shall be demonstrated that no contract substitution has occurred. - Major compliance –	Based on document review and interview with workers and labour union, confirmed that no contract substitution was noted.	Yes
6.12.3	Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Minor compliance –	The agreement for temporary workers is available and signed by workers. There is no migrant worker	Yes
Criterion 6.13			
Growers and millers respect human rights			
6.13.1	A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -	Company has a policy in protection of human rights, signed by President Director on 01/03/2014, consist of, among other: - The company acknowledges human rights are universal; thus applicable to all operation. - The company support implementation of human rights and ILO declaration related to principles and basic rights in working place that has been ratified by Republic of Indonesia. - Accusations against violation of human rights, if proven, resulted in disciplinary action up to termination of work relation, and could cause legal action.	Yes
PRINCIPLE 7: RESPONSIBLE DEVELOPMENT OF NEW PLANTINGS			
Criterion 7.1			
A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.			

Criterion / Indicator		Assessment Findings	Compliance
7.1.1	An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented. - Major compliance –	AMDAL (SEIA) document is available and approved by Badan Lingkungan Hidup Kabupaten Labuhan Batu No. 660/324/BLH-LB/AM/2009, dated 03 July 2009 fro PT. UMW and UKL – UPL document is approved by Badan Lingkungan Hidup Kabupaten Labuhan batu No. 660/324/BLH-LB/AM/2009, dated 03 July 2009 for PT. TUM. There is a revision for AMDAL (SEIA) document in PT. UMW due to additional CDM project which has been approved by North Sumatera Governor No. 188.44/430/KPTS/2013, dated 10 July 2013. The SEIA is covering all activities both estate and mill.	Yes
7.1.2	Appropriating and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts. - Minor compliance –	Environmental Management and Monitoring (RKL – RPL) is available and the company send Environmental Management and Monitoring (Laporan RKL – RPL) every 6 months. Positive and negative impact is managed and monitored consistently based on SEIA document	Yes
7.1.3	Where the development includes an outgrower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention. - Minor compliance -	N/A (no any scheme smallholder)	Yes
Criterion 7.2			
Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.2.1	Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations. - Major compliance –	Semi detail Soil survey was conducted by “Central Plantation Service” in June 2010, mostly area is flat and peat soil, water table monitoring is available.	Yes

Criterion / Indicator		Assessment Findings	Compliance
7.2.2	<p>Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations.</p> <p>- Minor compliance -</p>	<p>It is a company policy to stop land clearing for area with slope more than 25°. Based on field visit and document review, the current management for area with slope up to 25° is to apply terrace contour, platform.</p> <p>Management strategy for replanting plan is to take into consideration the current planting map, soil type map, topographic map, HCV map, and rainfall data and activity schedule.</p> <p>Based on field visit, there is no opening up area with slope more than 25°.</p>	Yes
<p>Criterion 7.3 New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</p>			
7.3.1	<p>There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).</p> <p>- Major compliance –</p>	<p>The company has planted some of areas before HCV identification was conducted by YASBI in 2009, for those areas, the company has gone through the “Compensation and remediation Plan” and it has been approved approved by RSPO in February 2015.</p> <p>The company also has gone through NPP process and it has been announced in RSPO website in December 2014.</p> <p>The compensation plan is monitored and implemented well by the company.</p>	Yes
7.3.2	<p>A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.</p> <p>- Major compliance</p>	<p>The HCV identification assessments were consulted to the the stakeholders, such as: public consultation in suraounding village on December 2009, attended 49 stakeholders.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
7.3.3	Dates of land preparation and commencement shall be recorded. - Minor compliance –	The company has record of land commencement in "Hectare Statement"	Yes
7.3.4	An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower's relevant operational procedures (see Criterion 5.2). - Major compliance –	The company has planted some of area before HCV identification was conducted by YASBI in 2009, and then the company will go through RSPO compensation mechanism. The company has managed and monitored the HCV areas, such as: erected sign board in each identified HCV areas, communicate the HCV areas to all workers and surrounding communities, dedicated person who are responsible to monitor HCV areas, usage computerized system for recording monitoring of HCV, namely "SMART – Spatial Monitoring and Tools program", installed camera-trap, etc.	Yes
7.3.5	Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2). - Minor compliance	PT Umbul Mas Wisesa (UMW) has identified by "Yayasan Kelapa Sawit Berkelanjutan" in 2009, referring "Indonesian HCV Toolkit, 2008". Total HCV areas was identified is 196.09 ha and consist of 167 Ha is Hutan Konversi and riparian covering 20.79 ha. PT Toton Usaha Mandiri (TUM) has identified High Conservation Value (HCV) in 2009 conducted by the Foundation for Sustainable Palm Oil Indonesia (YASBI) as outlined in the Assessment Report HCV / HCV PT Toton Usaha Mandiri in 2009. In the report described the HCV areas found in working area of PT TUN i.e. HCV 1, HCV 3 and HCV 4 with a total area of 57.5 ha in the form of conservation forest area of 39.30 hectares, Border drain and corridors covering an area of 2.38 hectares.	Yes
Criterion 7.4			
Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.			
7.4.1	Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided. - Minor compliance –	Identified fragile soil (peat soil) in appropriate map scale.	Yes

Criterion / Indicator		Assessment Findings	Compliance
7.4.2	<p>Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.</p> <p>- Major compliance –</p>	<p>The company has procedure for planting in fragile soil, in particular peat land, the procedure is refer to the RSPO Guidelines – Best Management Practices in Peat Land.</p>	Yes
<p>Criterion 7.5 No new plantings are established on local peoples’ land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
7.5.1	<p>Evidence shall be available that affected local peoples understand they have the right to say ‘no’ 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 grower/miller is signed and ratified by these local peoples.</p> <p>- Major compliance –</p>	<p>The company has had a procedure for land compensation No.SOP/CA/02 dated 1st July 2012 – as a guideline to identify legal, customary or user rights for land. As well as act as a guideline for land compensation. The steps in the procedures: FPIC through socialization, document and proof of rights over land-survey, field survey and measurement of land, mapping review, compensation negotiation process, completing the compensation documentation, compensation payment.</p> <p>The same procedure regulates (and applicable for) the compensation for claimed land within legal company’s HGU.</p> <p>The company has conducted socialization to the local communities surrounding plantation, included land compensation for land owner mechanism and implementing FPIC process. No any land dispute was noted during audit, the company has implemented FPIC prior planting.</p>	Yes
<p>Criterion 7.6 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 free, prior and informed consent and negotiated agreements.</p>			

Criterion / Indicator		Assessment Findings	Compliance
7.6.1	<p>Documented identification and assessment of demonstrable legal, customary and user rights shall be available.</p> <p>- Major compliance -</p>	<p>Based on review of land compensation documents, the company has involved relevant government agencies, such as head of villages, subdistrict agencies (MUSPIKA) and head of local communities in land compensation process.</p> <p>The Company has had a procedure for land compensation No.SOP/CA/02 dated 1st July 2012 – as a guideline to identify legal, customary or user rights for land. As well as act as a guideline for land compensation. The steps in the procedures: FPIC through socialization, document and proof of rights over land-survey, field survey and measurement of land, mapping review, compensation negotiation process, completing the compensation documentation, compensation payment.</p>	Yes
7.6.2	<p>A system for identifying people entitled to compensation shall be in place.</p> <p>- Major compliance -</p>	<p>All documents of land compensation for PT. TUM and PT. UMW is available in HO-Medan. It is verified during audit in HO Medan on 9 May 2014. Based on land compensation process document in "Rekap GRTG- Ganti Rugi Tanah Garapan", it was noted that PT. UMW has compensate 6,468.60 ha (phase I HGU) for 93 group and 1,163 land owners and 1,923.03 Ha (Phase II – HGU) for 18 group and 84 land owners in Tanjung Mulia and Sei Siarti Village. PT. TUM has also compensated 761.67 ha for 31 group and 108 land owners. Land compensation process involving government officer and witnessed by neighboring land owners.</p> <p>Land compensation documents, consist of: "<i>Surat Pelepasan hak menggarap atas tanah garapan</i>", "<i>Surat Keterangan Ganti Rugi Tanah Garapan (SK-GRTG)</i>" and "<i>KTP penerima kompensasi</i>" (Identity Card), "<i>Berita Acara hasil pengukuran</i>" dan "<i>Inventarisasi lahan garapan masyarakat</i>", "<i>Peta hasil peninjauan dan pengukuran izin lokasi</i>", "<i>Surat Ganti Rugi Tanah (SGRT)</i>", "<i>Bukti pembayaran berupa kuitansi</i>", "<i>Bukti transfer bank dan photo penerima yang sedang menerima kompensasi</i>" - Evidence of receipt of compensation, photograph of compensated land.</p> <p>Land compensation documents for PT. TUM are documented in "PT. UMW Permohonan HGU tahap I No. 1 –45" and "PT. UMW Permohonan HGU Tahap II No.1 – 7" and PT. TUM is documented in "PT. TUM permohonan HGU No.1 – 9".</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
7.6.3	A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place. - Major compliance –	As indicator 7.6.2	Yes
7.6.4	Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development. - Minor compliance –	The company has involved local communities in development plantation as contractors, supplier, accessibility, etc.	Yes
7.6.5	The process and outcome of any compensation claims shall be documented and made publicly available. - Minor compliance –	Land compensation documents are documented and procedure for land compensation mechanism is socialized to the local community and others stakeholders as well as outcome is publicly.	Yes
7.6.6	Evidence shall be available that the affected communities and rights holders have 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. - Minor compliance –	Based on review of land compensation documents, the company has involved relevant government agencies, such as head of villages, subdistrict agencies (MUSPIKA) and head of local communities in land compensation process.	Yes
Criterion 7.7 No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice			

Criterion / Indicator		Assessment Findings	Compliance
7.7.1	There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Major compliance -	PT UMW and PT TUM plantation located on 100% peat soil land. PT UMW and PT TUM have a zero burning policy and developed waste management plan. Zero burning policy dated 20 September 2006. PT UMW and PT TUM provide robust evidence the development in peat soil is in line with zero burning policy. Records of land preparation shows the activities were done with mechanical machineries, with no burning.	Yes
7.7.2	In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Minor compliance -	PT UMW and PT TUM plantation located on 100% peat soil land. PT UMW and PT TUM have a zero burning policy and developed waste management plan. Zero burning policy dated 20 September 2006. PT UMW and PT TUM provide robust evidence the development in peat soil is in line with zero burning policy. Records of land preparation shows the activities were done with mechanical machineries, with no burning.	Yes
<p>Criterion 7.8 New plantation developments are designed to minimise net greenhouse gas emissions. For National Interpretation: National Interpretation will provide guidance within the national context for national requirements (e.g. high and low carbon stock lands or emission reduction requirements).</p>			
7.8.1	The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated. - Major compliance -	The company has identified and estimated carbon stock using RSPO GHG Palm Tool	Yes

Criterion / Indicator		Assessment Findings	Compliance
7.8.2	<p>There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.</p> <p>- Minor compliance –</p>	<p>The company has plan to minimise GHG as documented in ""Rencana Pengurangan Emisi Gas Rumah Kaca (GHG Emmission)".</p> <p>Implementation of GHG reducing plan is monitored and recorded.</p>	Yes
PRINCIPLE 8: COMMITMENT TO CONTINUAL IMPROVEMENT IN KEY AREAS OF ACTIVITY			
Criterion 8.1			
Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.			
8.1.1	<p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides (Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base; <p>- Major compliance –</p>	<p>A continuous improvement plan has been prepared and internal audit conducted to identify environmental and social activities:</p> <ul style="list-style-type: none"> - Reducing emission and pollution by CDM project. - Integrated Pest Management (IPM), covering establish and installing barn owl, monitoring barn owl, planted and upkeep beneficial plant (Turnera, Casia, Cassia tora, Antigonon) - Monitoring water level in main drain and collection drain to reduce emission and - peat subsidence. - Monitoring of social - environmental to mitigate negative impact in plantation operational. - Monitoring wild animal corridor to protect RTEs and wildlife. - Improving CD and CSR programme, etc 	Yes

Appendix "B"
Time Bound Plan

Name of company	Name of Mill	Location	Supply Base	Time Bound Plan	Target Year for RSPO
PT. Agro Muko	Muko Muko Mill	Mukomuko District, Bengkulu Province, Indonesia	Muko Muko estate, S. Betung estate, Tanah rekah estate, Talang Petai estate, S. Kiang estate and KMD	2011	Certified February 2011
	Bunga Tanjung Mill	Mukomuko District, Bengkulu Province, Indonesia	Bunga Tanjung estate, Air Bikuk estate, Air Buluh estate and KMD	2011	Certified February 2011
			PT. Mukomuko Agro Sejahtera: - Air Majunto estate - Malin Deman estate	2014	It will be certified in 2014 (it has been gone through RSPO NPP process, RSPO public notification on 10 th October 2010)
PT. Tolan Tiga	Bukit Maradja Mill	Simalungun District, North Sumatera, Indonesia	- Bukit Maradja Estate (PT. ESI) - Kerasaan Estate (PT. Kerasaan Indonesia)	2010	Certified May 2010
	Perlabian Mill	Labuhan Batu Selatan District, North Sumatera, Indonesia	Perlabian estate and Tolan estate.	2010	Certified May 2010
PT. Umbul Mas Wisesa	Umbul Mas Wisesa Mill		UMW South estate, UMW North estate and Toton Usaha Mandiri estate	2014	Audited in May 2014 Certified in March 2015
PT. Agro Kati Lama					Still developed (It has been RSPO NPP), RSPO public Notification on 31 st March 2014.
PT. Agro Rawas Ulu					Still developed (It has been RSPO NPP), RSPO public Notification on 31 st March 2014.
PT. Agro Muara Rupit					Still developed (It has been RSPO NPP), RSPO public Notification on 31 st March 2014.
Hargy Oil Palm Limited (HOPL)	Hargy Mill	East of Bialla, West New Britain Province, PNG	Hargy Estate	2009	RSPO Certified in April 2009
	Navo Mill	50 Kms East of Bialla, West New Britain Province, PNG	Navo Estate, Bakada Estate and Mengen Estate	2009	RSPO Certified in April 2009
	Barema Mill	30 km East of Bialla, West New Britain Province, PNG	Barema Estate	2014	RSPO Certified in April 2014

Appendix "C"
RSPO Certificate Details

PT. Umbul Mas Wisesa
 Gedung Bank Sumut Lt.7
 Jl. Imam Bonjol 18
 20152 MEDAN, NORTH SUMATRA
 INDONESIA
 Website: www.tolantiga.co.id

Registered Activities: Palm Oil Mill which produced CPO and PK

RSPO membership No. 1-0021-05-000-00, dated 07th December 2005

Certificate Number : SPO 611834
 Date of Certificate : 27/03/2015
 End of certificate : 26/03/2020

Applicable Standards:

- RSPO Principles & Criteria, Generic Standard 2013
- RSPO SCCS, 2014 Supply Chain Certification requirement for CPO Mills, Module E – Mass Balance.

PT. Umbul Mas Wisesa POM and Supply Base					
Location Address	Kampung Rakyat Sub-district, Labuhan Batu Selatan District and Panai Tengah Sub-district, Labuhan Batu Utara District, North Sumatera, Indonesia				
GPS Location	02° 12' 38.91" - 100° 16' 15.83"				
CPO tonnages total	36,290 MT				
PK tonnages total	6,810 MT				
CPO Claimed for Certification	33,344 MT				
PK Claimed for Certification	6,500 MT				
Own estates FFB Tonnage	136,209 MT				
Scheme Smallholder FFB Tonnage	- MT				
Non-company Suppliers FFB Tonnage	- MT				
Estates / Supply base	Production Area		Other use (ha)	Certified Area / Total land lease (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)			
1. UMW South estate	4,459.84	17.03	303.91	4,780.78	72,122
2. UMW North estate	2,603.27	0.00	379.30	2,982.57	44,285
3. TUM estate	1,134.95	0.00	63.81	1,198.76	19,802
Total	8,198.06	17.03	747.02	8,962.11	136,209

**Appendix "D"
Assessment Plan**

Date	Time	Subjects	Haeruddin	Edy Widodo	Nanang Mualib
			PRSCO LA	PRSCO-OHS/EMS	PRSCO-SA
Monday, 25/01/2016	05.35 – 08.00	Flight Jakarta – Medan (GA 180)	√	√	√
	10.37 – 16.14	Travelling Medan – Labuhan Batu (By train) Sribilah Utama	√	√	√
	17.00 – 20.00	Travelling Labuhan Batu – Estate by Car			
Tuesday, 26/01/2016	08.00 – 09.30	Opening Meeting Presentation by PT. UMW Presentation by BSI Auditor	√	√	√
	09.30 – 12.00	Field Visit: UMW Mill Worker interviews (OSH, contract, salary, etc), PPE, safe working environment, walk ways, signs, EFB. POME treatment, emissions, diesel tanks, fire extinguishers, first aiders and boxes, etc.	√		
		Field Visit: UMW North estate Water management, chemical stores, fertilizer store, Herbicide application programmes, harvesting, fertilising operations, , social amenities, interview with workers, etc		√	
		Stakeholders Interview: Local Government (Kabupaten Labuhan Batu Selatan dan Kabupaten Labuhan Batu) and Local NGOs			√
	12.00 – 14.00	Lunch			
	14.00 – 17.00	Document review: UMW Mill <i>RSPO P & C and RSPO SCCS</i>	√		
		Document Review: UMW North Estate Best practices and Social aspect		√	
		Stakeholders Interview: Local Government (Kabupaten Labuhan Batu Selatan dan Kabupaten Labuhan Batu) and Local NGOs (Continued) Travelling Labuhan Batu Selatan - Estate			√
Wednesday, 27/12/2015	08.00 – 12.00	Document review: UMW Mill <i>RSPO SCCS</i>	√		
		Interview with Labour union, Gender committee, local contractor, etc.		√	

Date	Time	Subjects	Haeruddin	Edy Widodo	Nanang Muallib
			PRSP0 LA	PRSP0-OHS/EMS	PRSP0-SA
		Interview with local communities			√
	12.00 – 14.00	Lunch			
	14.00 – 17.00	Document review: UMW North Estate	√		√
		Field Visit: UMW North estate workshops, housing, landfill, clinic, waste, HCV's, riparian zones, road maintenance, Boundaries inspection etc.		√	
		Document Review: UMW North Estate			
Thursday, 28/01/2016	08.00 – 12.00	Field Visit: TUM estate Water management, chemical stores, fertilizer store, Herbicide application programmes, harvesting, fertilising operations, , social amenities, interview with workers, etc		√	
		Field Visit: UMW TUM Estate workshops, housing, landfill, clinic, waste, HCV's, riparian zones, road maintenance, Boundaries inspection etc.	√		
		Document review: TUM Estate			√
	12.00 – 14.00	Lunch			
	14.00 – 17.00	Document review: TUM Estate	√	√	√
	Friday, 29/01/2016	08.00 – 09.00	Closing Meeting	√	√
09.00 – 12.00		Travelling Estate – Labuhan Batu	√	√	√
15.30 – 21.12		Travelling Labuhan Batu – Medan by train Sribilah utama	√	√	√
		Overnight in Medan			
Saturday, 30/01/2016	08.40 – 10.25	Flight Medan – Jakarta (GA 183)	√	√	√

Appendix "E"
Stakeholder Contacted

No.	Name	Institution
1	Mukhtar NST	Village Head of Desa Tanjung Mulia.
2	Lianawaty Manalu	Member of gender committee of PT. UMW and PT. TUM
3	Irwan Harahap	Labour Union Committee member
4	Ali Munthe and saiful Lubis	"Rapi Rejeki Cooperative" Committee Member.
5	Muh. Kenaikan	Leader of KMD

Appendix "F"
RSPO SCCS, 2014 – FOR CPO Mills (MODULE E) : MASS BALANCE

Criterion E.1. Definition			
	Requirement	Evidence	Compliance
E.1.1	Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	Based on procedure "Rantai Pasok dan Mampu Telusur" No. ENC/SCC/01, rev. 3, dated 26 th March 2015 described that FFB received from certified areas will be marked "Sustainable FFB" and FFB from non certified area is marked as "Non certified FFB" and only claim as "MB" in supply chain model.	Yes

Criterion E.2. Explanation			
	Requirement	Evidence	Compliance
E.2.1	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.	The projection of CPO and PK product from Muko Muko POM is recorded by CB in the public summary report and RSPO certificate. The actual CPO and PK produced verified during each subsequent visit to ensure that certified mill only deliver the allowed tonnage for the year	Yes
E.2.2	The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).	The company has registered and projected volume and sold out of product is registered in e-trace.	Yes

Criterion E.3. Documented procedures			
	Requirement	Evidence	Compliance
E.3.1	The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:		
	a) Complete and up to date procedures covering the implementation of all the elements in	The premise has implemented a supply chain and traceability procedure under "Prosedur Rantai Pasok dan Mampu	

	these requirements	Telusur No.ENC/SCC/01 rev.03, dated 26/03/2015". The procedure explains in all aspects of supply chain and traceability scope in PT PT. UMW, starting from FFB harvesting, harvest recording and delivery to Palm Oil Mill; FFB receiving and processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for export, Shipping instruction and preparation, CPO stock balancing post-shipment.	
	b) The name 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 site procedures for the implementation of this standard.	Based on Prosedur Rantai Pasok dan Mampu Telusur No.ENC/SCC/01 rev.03 tanggal 26/03/2015, the company has appointed the responsible person for handling supply chain along their supply chain is Marketing Department (HO), (Estate Manager) and Mill Manager. The person who are handling in each stage for supply chain process from estate until despatch of CPO /PK as described Flow Chart (as decribed in annex of Procedure .ENC/SCC/01 rev.03 tanggal 26/03/2015)	Yes
E.3.2	The site shall have documented procedures for receiving and processing certified and non-certified FFBS.	Procedure .ENC/SCC/01 rev.03, dated 26/03/2015,	Yes

Criterion E.4. Purchasing and goods in			
	Requirement	Evidence	Compliance
E.4.1	The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBS received.	Sample taken: FFB Received: Own certified estate (TUM Estate) 1. Surat Pengantar (Delivery Order of FFB from Field): - SP. No: 002595. - Date: 25/01/2016 - Truck: BD 8475 YF - Quantity: 814 bunches - Sustainable Product. - N11 and M24 TUM estate 2. Wight Bridge: - Ticket No.: FFB 16001312 W - Date: 25/01/2015 - Origin: TUM estate - Quantity: 5,080 kg - RSPO Certified - DO. No. 002595	

		<p>FFB from supplier as non certified product (Koperasi Rapi Rezeki):</p> <ol style="list-style-type: none"> 1. Surat Pengantar (Delivery Order of FFB from Field): <ul style="list-style-type: none"> - SP. No: 496. - Date: 25/01/2015 - Truck: BK 8929 YE - Quantity: 683 bunches - FFB Non Certified Product 2. Wight Bridge: <ul style="list-style-type: none"> - Ticket No.: FFB16001310W - Date: 25/01/2016 - Origin: Koperasi rapi Rezeki - Quantity: 5,227 kg - Non certified Product. 	
E.4.2	The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.	This has been regulated in "Prosedur Rantai Pasok dan Mampu Telusur No.ENC/SCC/01 rev.03 tanggal 26/03/2015" section 4.8. In the case of projected overproduction of certified tonnage, Marketing Department will coordinates with ENC to create report to Certification Body.	

Criterion E.5. Record keeping			
	Requirement	Evidence	Compliance
E.5.1	a. The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.	<p>The company has documented FFB certified and non certified received based, CPO and PK produced and CPO/PK despatch both claimed as certified and non non certified three monthly basis as documented in "CPO/PK Production and sales balance".</p> <p>Sampel taken: 3 monthly basis report (October – December 2015)</p>	
	b. All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.	<p>FFB received, CPO/PK produced and CPO/PK despatch is recorded in daily basis (Processing daily Report), monthly report (Production and Despatch Report), 3 monthly basis (CPO/PK Production and sales balance"</p> <p>Delivered CPO Certified Product:</p> <ul style="list-style-type: none"> - SP no.: 132/SB/UMW/I/2016 - WB SP no.: 132/SB/UMW/I/2016 - Origin: PT. UMW POM - Name of product: Crude Palm Oil (CPO) - Receiver: Perlabian POM - Date: 23/01/2016 - Quantity: 10,69 kg - Sustainable Product - SG 	

		<p>Delivered CPO as "Non Certified Product":</p> <ul style="list-style-type: none"> - Ticket no.: 2015/UMW-TTI/CPO/DO/31 - Origin: PT. UMW POM - Name of product: Crude Palm Oil - Receiver: PT. Sari dumai Sejati - Date: 06/10/2015 - Quantity: 26,820 <p>Delivered PK Certified Product:</p> <ul style="list-style-type: none"> - SP no.: 12/TG/UMW/I/2016 - Ticket WB: 12/TG/UMW/I/2016 - Origin: PT. UMW POM - Name of product: Palm Kernel - Receiver: Perlabian POM - Date: 26/01/2016 - Quantity: 7,570 kg - Sustainable Product. <p>Delivered PK as "Non Certified Product":</p> <ul style="list-style-type: none"> - SP No. 2015/UMW-PK/DO/14. - Origin: PT. UMW POM - Name of product: Palm Kernel (PK) - Receiver: PT. Multimas Nabati Asahan - Date: 26/11/2015 - Quantity: 25,900 kg - Non Sustainable Product. 	
	<p>c. The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)</p>		
<p>E.5.2</p>	<p>In cases where a mill outsources activities to an independent (not owned by the same organization) palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement.</p>	<p>No outsourcing</p>	

Appendix "G"
Location Map of PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri

Figure 1. Location of PT. UMW and PT. TUM in Indonesia

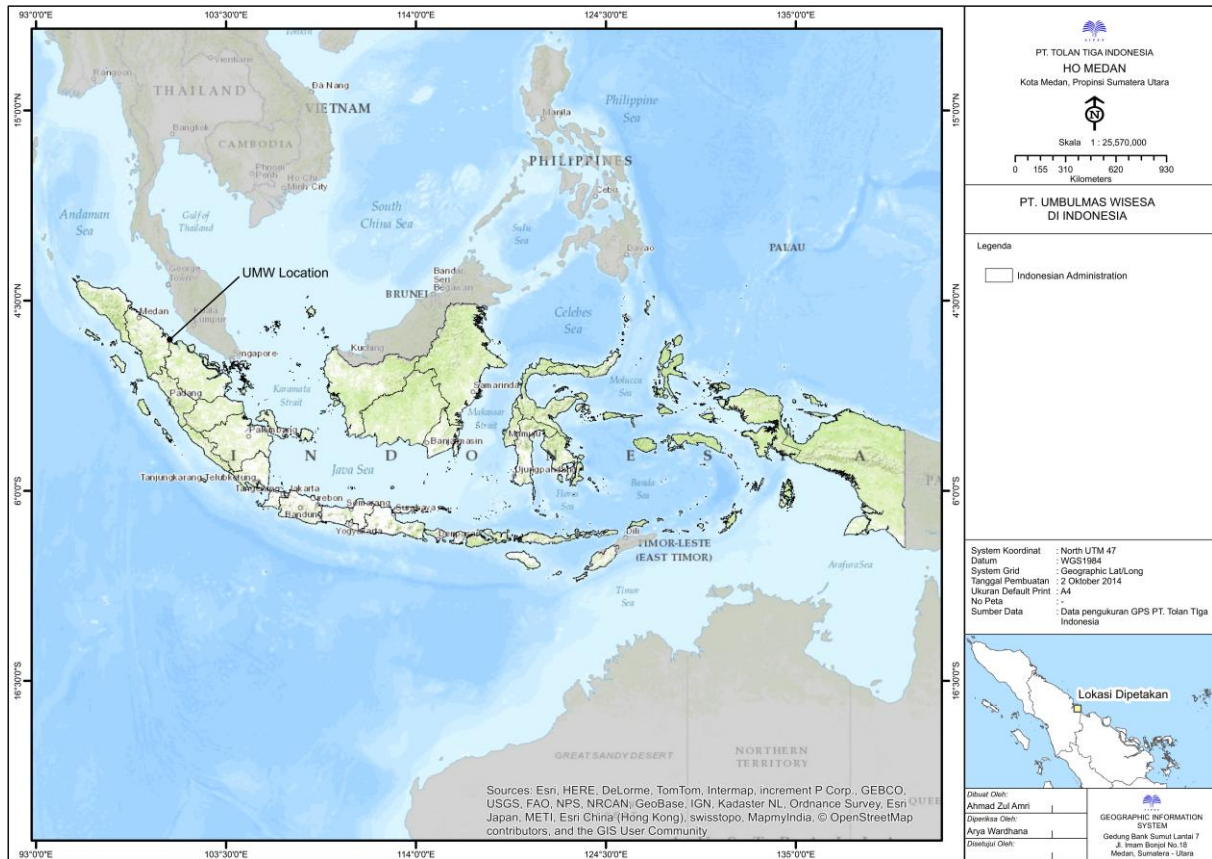


Figure 2. Location of PT. UMW and PT. TUM in North Sumatera Province, Indonesia.

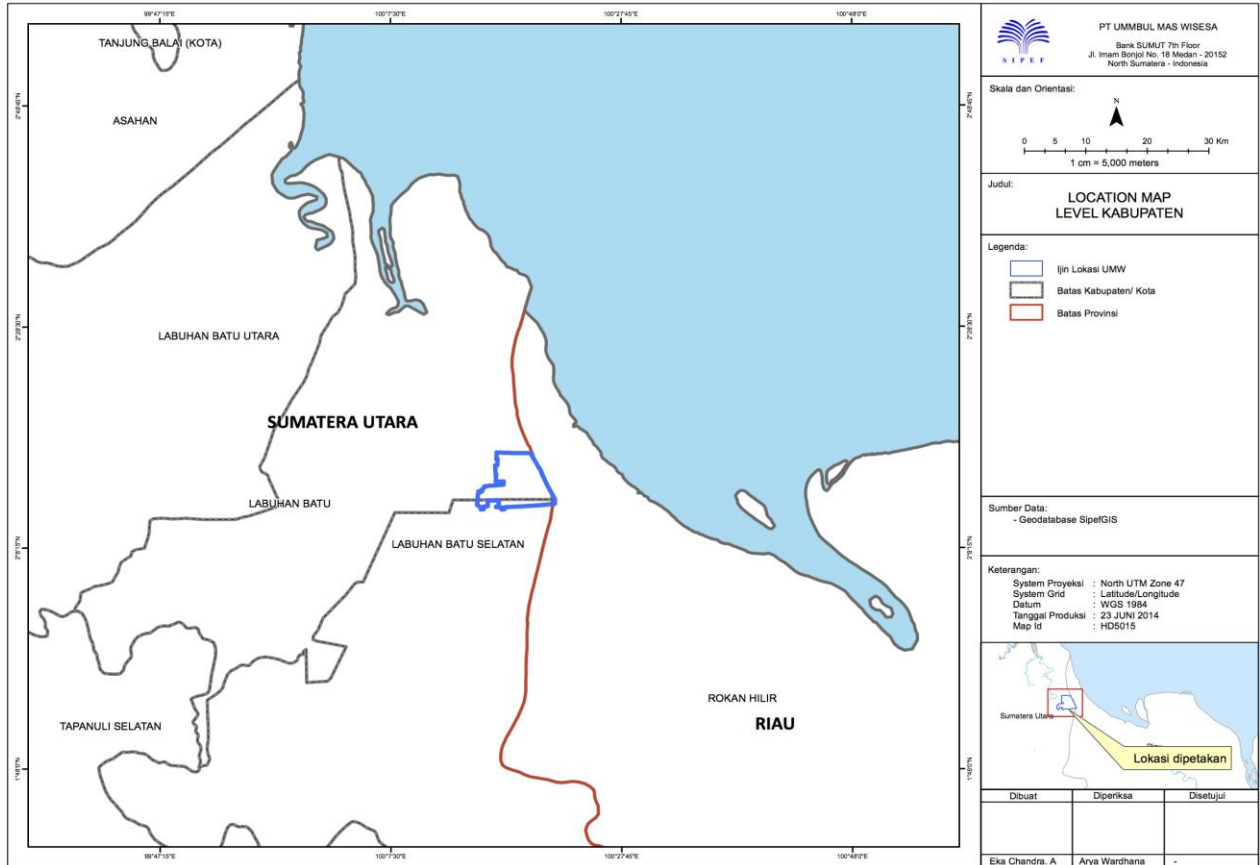
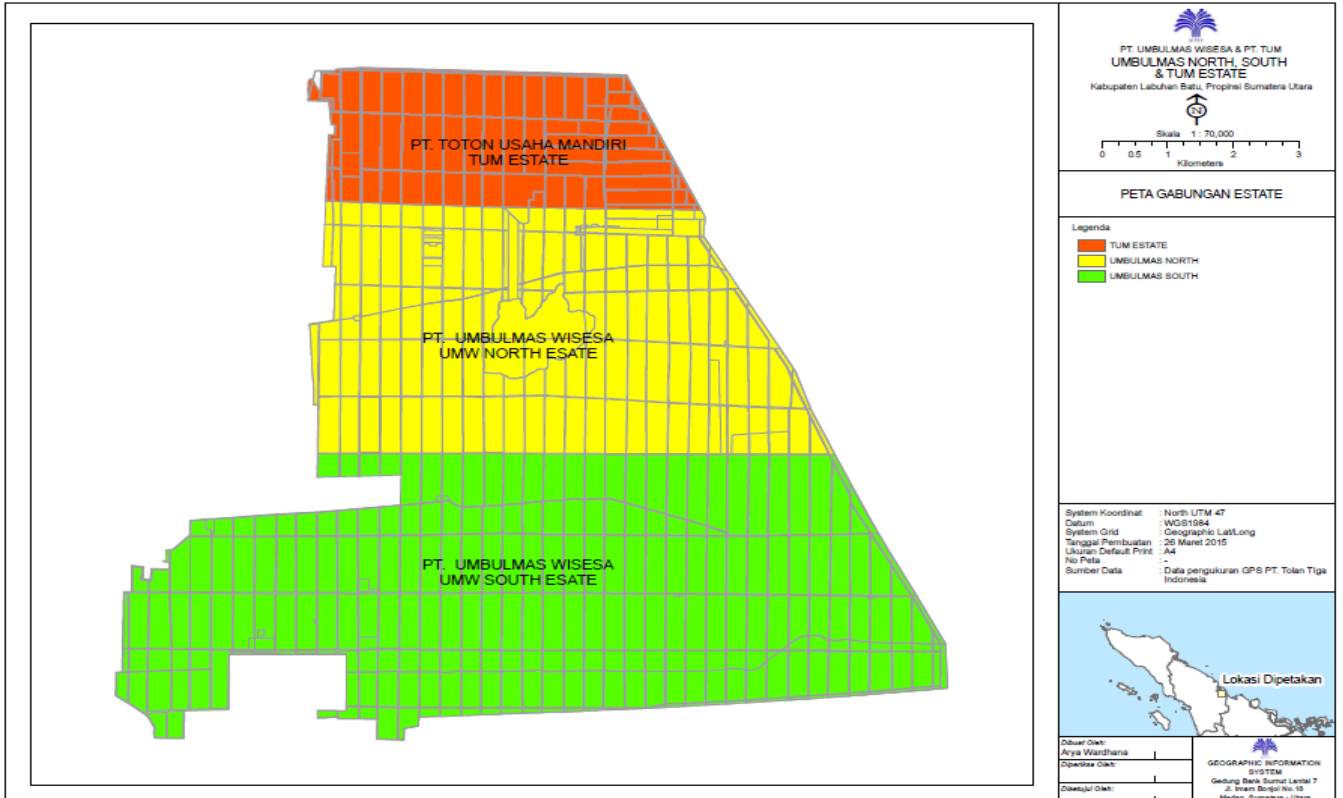


Figure 3. Location of PT. UMW and PT. TUM and neighbouring entities



Appendix "H"
Abbreviation used

AMDAL	Analisis Mengenai Dampak Lingkungan (Social and Environmental Impact Assessment)
BOD	Biological Oxygen Demand
BPN	Badan Pertahanan Nasional (National Land Authority)
BSI	British Standard Institution
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
EFB	Empty Fruit Bunch
FFB	Fresh Fruit Bunch
GMO	General Manager Office
GPS	Global Positioning System
HCV	High Conservation Value
HGU	Hak Guna Usaha (Land) title for commercial use
IPM	Integrated Pest Management
ISO	International Standards Organisation
ISPO	Indonesia Sustainable Palm Oil Foundation
ISCC	International Carbon Certification System
IUP	Izin Usaha Perkebunan (Plantation Licence)
KER	Kernel Extract Ratio
MB	Mass Balance
OER	Oil Extract Ratio
P2K3	Panitia Pembina Kesehatan dan Keselamatan Kerja
PK	Palm Kernel
PKO	Palm Kernel Oil
PKB	Perjanjian Kerja Bersama (Worker Agreement)
POM	Palm Oil Mill
PPE	Personal Protective Equipment
PT	Perseroan Terbatas (Limited Company)
RKL	Rencana Pengelolaan Lingkungan (Environmental Management Plan)
RPL	Rencana Pemantauan Lingkungan (Environmental Monitoring Plan)
RSPO	Rountable Sustainable Palm Oil
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SCCS	Supply Chain Certification System
SOP	Standard Operation Procedure