

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT** **Initial Assessment** **Annual Surveillance Assessment** (Choose an item.) **Recertification Assessment** (Choose an item.) **Extension of Scope**

<b>Client Company Name / Parent Company:</b> <b>KOPERASI PERTANIAN SUMBER REJEKI</b>
Client Company / Parent Company Address: Jl. Nusantara, Desa Karya Bhakti, Kecamatan Muara Wahau, Kabupaten Kutai Timur, 75655 Kalimantan Timur, Indonesia
Certification Unit: <b>Koperasi Pertanian Sumber Rejeki</b>
Location of Certification Unit: Jl. Nusantara, Desa Karya Bhakti, Kecamatan Muara Wahau, Kabupaten Kutai Timur, 75655 Kalimantan Timur, Indonesia
Date of Final Report: 17/11/2022

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	KOPERASI PERTANIAN SUMBER REJEKI		
<b>RSPO Membership Number</b>	1-0388-22-000-00	<b>Membership Approval Date</b>	04/07/2022
<b>Address</b>	Jl. Nusantara, Desa Karya Bhakti, Kecamatan Muara Wahau, Kabupaten Kutai Timur, 75655 Kalimantan Timur, Indonesia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	KOPERASI PERTANIAN SUMBER REJEKI		
<b>Location / Address</b>	Jl. Nusantara, Desa Karya Bhakti, Kecamatan Muara Wahau, Kabupaten Kutai Timur, 75655 Kalimantan Timur, Indonesia		
<b>Website</b>	-		
<b>Management Representative</b>	Arif Usman	<b>E-mail</b>	<a href="mailto:ksrkaryabhakti@gmail.com">ksrkaryabhakti@gmail.com</a>
<b>Telephone</b>	-	<b>Facsimile</b>	-

2. Certification Information			
<b>Certificate Number</b>	RSPO 777883	<b>Certificate Start Date</b>	17/11/2022
<b>Date of First Certification</b>	17/11/2022	<b>Certificate Expiry Date</b>	16/11/2027
<b>Scope of Certification</b>	Production of Fresh Fruit Bunch of Independent Smallholder Group		
<b>Visit Objectives</b>	To conduct a certification assessment to ensure the elements of the proposed scope of registration and the requirements of the RSPO Independent Smallholder Standard - INANI February 2022 are effectively addressed by the organisation's management and to confirm the forward strategic plan.		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019, Indonesia National Interpretation 2022 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
<b>Supply Chain Module</b>	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	-
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
Nil	Nil	Nil	Nil

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Koperasi Pertanian Sumber Rejeki (362 farmers)	Jl. Nusantara, Desa Karya Bhakti, Kecamatan Muara Wahau, Kabupaten Kutai Timur, Kalimantan Timur, Indonesia, 75655	1° 2'30.65" N	116° 54'14.47" E
<b>Note:</b> -			

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Koperasi Pertanian Sumber Rejeki (362 farmers)	961.43	-	-	961.43	100
<b>Total</b>	<b>961.43</b>	<b>-</b>	<b>-</b>	<b>961.43</b>	<b>100</b>
<b>Note:</b>					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Koperasi Pertanian Sumber Rejeki (362 farmers)	0	162.34	799.09	0	961.43	0
<b>Total (ha)</b>	<b>0</b>	<b>162.34</b>	<b>799.09</b>	<b>0</b>	<b>961.43</b>	<b>0</b>
<b>Note:</b> Only Mature area is considered as production area						

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<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Not applicable)</b>	<b>Actual (Not applicable)</b>		<b>Forecast (Sept 2022 – Aug 2023)</b>
		Previous license period (N/A)	Current license period (N/A)	
Koperasi Pertanian Sumber Rejeki (362 farmers)	-	-	-	22,290.16
<b>Total</b>	-	-	-	<b>22,290.16</b>

**Note:** This is initial assessment, there is no estimated certified tonnage of FFB from previous license period and actual

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Not applicable)</b>	<b>Actual (Not applicable)</b>		<b>Forecast (Not applicable)</b>
		Previous license period	Current license period	
N/A		N/A	N/A	
<b>Total</b>		<b>N/A</b>		

**Note:** Not applicable for ISH

<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
<b>Out growers / smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Not applicable)</b>	<b>Actual (Not applicable)</b>		<b>Forecast (Not applicable)</b>
		Previous license period	Current license period	
N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>N/A</b>	<b>N/A</b>		<b>N/A</b>

**Note:** Not applicable for ISH

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<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	N/A	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Note:** This table is not applicable for ISH.

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
Estimated last year (Not applicable)	Actual (Not applicable)		Forecast (Not applicable)
	Previous license period (N/A)	Current license period (N/A)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
-	-	-	-
	<b>TOTAL</b>	-	
<b>CPO (OER: %)</b>	<b>CPO (OER: %)</b>		<b>CPO (OER: %)</b>
-	-	-	-
	<b>TOTAL</b>	-	
<b>PK (KER: %)</b>	<b>PK (KER: %)</b>		<b>PK (KER: %)</b>
-	-	-	-
	<b>TOTAL</b>	-	

**Note:** This table is not applicable for ISH.

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>

**Note:** This table is not applicable for ISH.

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11. Summary of Actual Volume sold					
Current License period					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Previous License period					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

**Note:** This table is not applicable for ISH.

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
	N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>

**Note:** This table is not applicable for ISH.

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
	N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>

**Note:** This table is not applicable for ISH.

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>

**Note:** This table is not applicable for ISH.

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11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>

**Note:** This table is not applicable for ISH.

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Not applicable)			Actual (Not applicable)			Forecast (September 2022 – August 2023)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			-			-			22,290.16
IS-CSPO	-	-		-	-		-	-	
IS-CSPKO	-	-		-	-		-	-	
IS-CSPKE	-	-		-	-		-	-	
CSPK	-	-		-	-		-	-	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
	-	-	-	-	-	-
<b>TOTAL</b>		-	-	-	-	-

**Note:** This is initial assessment, there is no records of certified CPO and PK from last audit



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13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (Not applicable)</b>							
Credits				-	-	-	-
Physical	-	-	-				
<b>Previous License period (Not applicable)</b>							
Credits				-	-	-	-
Physical	-	-	-				
<b>Note:</b> This is initial assessment, there is no records of certified CPO and sold from last audit							

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
	-	-	-	-	-	-	-
<b>TOTAL</b>			-	-	-	-	-
<b>Note:</b> This is initial assessment, there is no records of certified CPO and sold from last audit							

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)  
Suite 29.01 Level 29, The Gardens North Tower,  
Mid Valley City, Lingkaran Syed Putra,  
59200 Kuala Lumpur, Malaysia.  
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639  
Representative: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://www.bsigroup.com)

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### 2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **26 – 29 September 2022**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **19 August 2022**.

The approach to the audit was to treat the independent smallholders as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **23 October 2022**. The audit programs are included in Section 2.3.

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. Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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 Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

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For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Koperasi Pertanian Sumber Rejeki	X	X	X	X	X

**Tentative Date of Next Visit: October 9, 2023 - October 13, 2023**

**Total Number of Mandays: 9 Mandays**

**2.2 BSI Assessment Team**

Name	Role	Competency
Eko Prastio Ramadhan (EPR)	Team Leader	<p><b>Education:</b> Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p><b>Work Experience:</b> Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&amp;C Certification Program Manager and auditor covering standard such as RSPO P&amp;C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p><b>Training attended:</b> Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course and Identification of HCV Areas Training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> In this assessment, he assessed on aspects of Ensure Legality, Respect for Land Rights and Community Wellbeing; A – ICS: Group Entity and Group Management Requirements; B – ICS: Policies and Management.</p>
Mujinius Jalaraya (MJ)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree majoring in Forest Resources Conservation and Ecotourism, Bogor Agricultural University (IPB).</p> <p><b>Work Experience:</b> 6 years working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk and Sustainability Supervisor at Teladan Prima Group. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p><b>Training attended:</b> Completed ISO 9001 Lead Auditor course, ISPO Lead Auditor course, Endorsed RSPO P&amp;C Lead Auditor course, Endorsed RSPO SCCS Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 14001 Internal</p>

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		<p>Auditor Training, ISO 45001 Lead Auditor course, OHS Expert Training, SMETA Requirements Training</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> In this audit, he assessed on aspect of Protect, Conserve and Enhance Ecosystems and the Environment; OHS; A – ICS: Group Entity and Group Management Requirements.</p>
Nanang Rusmana (NR)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p><b>Work Experience:</b> 5 years working experience in palm oil industry as SHE Assistant at PT. Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and SHE Coordinator with PT. Kapuas Prima Coal Group. 6 years working experience as RSPO/ISPO auditor</p> <p><b>Training attended:</b> Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> In this assessment, he assessed on aspects of Optimize Productivity, Efficiency, Positive Impacts and Resilience; C – ICS: Group Business Planning; D – ICS: Group Trading System for Certified Volumes.</p>
Edy Widodo (EW)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree majoring Agricultural Technology from University of Padjadjaran, Bandung.</p> <p><b>Work Experience:</b> 8 years working experience in palm oil industry as Agronomist and Assistant Manager in various companies. 9 year working experience as RSPO/ISPO auditor.</p> <p><b>Training attended:</b> Completed ISO 9001 Lead Auditor Course, ISPO endorsed auditor course, Understanding ISO 14001 training, Auditing ISO 14001: 2004 training, Endorsed RSPO Supply Chain Certification Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, SMETA Requirements Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b> In this audit, he assessed the aspects of Human Rights, Including Workers Rights and Conditions. Also, conducting public consultation to related stakeholder.</p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p><b>Education:</b> Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p><b>Work Experience:</b></p> <p>Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and</p>

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		<p>senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1. ISO 9001:2015 Lead Auditor and Internal Auditor</li> <li>2. Occupation Health &amp; Safety</li> <li>3. ISO 14001:2015 Standard</li> <li>4. RSPO Standards: RSPO P&amp;C 2018 MY-NI 2019</li> <li>5. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4</li> <li>6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS</li> <li>7. HACCP MS 1480:2019</li> <li>8. GAP Standard: Global GAP, Euro GAP</li> <li>9. ASI Peer Reviewer training</li> </ol>
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**Accompanying Persons:**

Name	Role
None	None

**2.3 Assessment Plan**

The Assessment plan was sent to the client prior to the assessment

Date <i>Tanggal</i>	Time <i>Waktu</i>	Subjects <i>Subyek / Aktifitas</i>	EPR	MJ	NR	EW
Monday/ Senin 26/09/2022	06.00 – 20.00	Flight    Penerbangan Jakarta – Balikpapan	√	√	√	√
		Penerbangan Balikpapan – Berau (IW-1360)	√	√	√	√
		Traveling to unit of certification    Perjalanan Berau ke Kombeng	√	√	√	√
<b>KOPERASI PERTANIAN SUMBER REJEKI</b>						
Tuesday/ Selasa, 27/09/2022	08.00 – 08.30	<p><b>Opening Meeting    Pertemuan Pembuka</b></p> <ul style="list-style-type: none"> <li>- Presentation by Lead Auditor    Presentasi Pembuka oleh Ketua Tim Audit.</li> <li>- Ensuring audit scope, requirements, document access permission and clarifying audit plan    Konfirmasi ruang lingkup penilaian, syarat dan ketentuan, akses dokumen dan memastikan rencana audit.</li> </ul>	√	√	√	√

Date <i>Tanggal</i>	Time <i>Waktu</i>	Subjects <i>Subyek / Aktifitas</i>	EPR	MJ	NR	EW
	08.30 – 12.00	<b>Document and records verification; Interview with Group Manager and ICS</b>    Verifikasi dokumen dan rekaman; Wawancara dengan Group Manager dan ICS KOPERASI PERTANIAN SUMBER REJEKI <ul style="list-style-type: none"> <li>• A – SKI: Persyaratan entitas kelompok dan pengelolaan kelompok    <i>A – ICS: Group entity and group management requirements.</i></li> <li>• B – SKI: Kebijakan dan Pengelolaan    <i>B – ICS: Policies and management.</i></li> <li>• C – SKI: Perencanaan Usaha Kelompok    <i>C– ICS: Group Business planning.</i></li> <li>• D – SKI: Sistem Perdagangan Kelompok untuk Volume TBS Bersertifikat    <i>D – ICS: Group trading system for certified volumes.</i></li> </ul>	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 16.00	<b>Document and records verification; Interview with Group Manager and ICS continued</b>    Verifikasi dokumen dan rekaman; Wawancara dengan Group Manager dan ICS KOPERASI PERTANIAN SUMBER REJEKI	√	√	√	√
	16.00 – 17.00	<b>Reporting</b>	√	√	√	√
Wednesday/ Rabu, 28/09/2022	08.00 – 12.00	<b>Onsite visit    Kunjungan lapangan:</b> Field observation to sample plots    Verifikasi lapangan ke sampel plot/kapling petani terkait implementasi persyaratan Standar Pekebun Swadaya RSPO. Sample of farmers    Sampel petani anggota <b>39 petani.</b>	√	√	√	
		<b>Stakeholder consultation</b>    Konsultasi dengan pemangku kepentingan (Stakeholder): <ul style="list-style-type: none"> <li>- Government Agencies    Dinas Pertanian/Perkebunan, dan Kantor Pertanahan/BPN);</li> <li>- Villages    Wakil Masyarakat Desa.</li> <li>- FFB collector/agent    Penampung TBS.</li> <li>- FFB Transporter/Contractor    Kontraktor Angkut TBS</li> </ul>				√
	12.00 – 14.00	Lunch Break    Istirahat dan Makan Siang	√	√	√	
	14.00 – 16.00	<b>Onsite visit continued    Kunjungan lapangan (lanjutan)</b> Sample of existing farmers    Sampel petani anggota (lanjutan)		√	√	√
		<b>Stakeholder Consultation continued</b>    Konsultasi para pihak (lanjutan)	√			

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	16.00 – 17.00	<b>Reporting</b>	√	√	√	√
Thursday/ Kamis, 29/09/2022	08.00 – 12.00	Document and records verification    Verifikasi dokumen dan rekaman terkait penerapan Standar Pekebun Swadaya RSPO, 2020. <ul style="list-style-type: none"> <li>• Principle 1    Prinsip 1: Mengoptimalkan produktivitas, efisiensi, dampak positif dan ketahanan.</li> <li>• Principle 2    Prinsip 2: Legalitas, penghormatan terhadap hak atas tanah dan kesejahteraan masyarakat.</li> <li>• Principle 3    Prinsip 3: Penghormatan terhadap HAM, termasuk hak dan kondisi pekerja.</li> </ul> Principle 4    Prinsip 4: Melindungi, mengkonservasikan dan meningkatkan ekosistem dan lingkungan.	√	√	√	√
	12.00 – 14.00	Lunch Break    Istirahat dan Makan Siang	√	√	√	√
	14.00 – 15.30	<b>Document and records verification; Interview with Group Manager and ICS continued</b>    Verifikasi dokumen dan rekaman; Wawancara dengan Group Manager dan ICS KOPERASI PERTANIAN SUMBER REJEKI	√	√	√	√
	15.30 – 16.00	<b>Preparation for closing meeting</b>	√	√	√	√
	16.00 – 17.00	<b>Closing meeting</b>	√	√	√	√

**NCR Close-Out Visit**

<b>Date</b> <i>Tanggal</i>	<b>Time</b> <i>Waktu</i>	<b>Subjects</b> <i>Subyek / Aktifitas</i>	<b>EPR</b>
Sunday/ Minggu, 23/10/2022	08.00 – 08.30	Opening meeting	√
	08.30 – 12.00	<b>Document and records verification; Interview with Group Manager and ICS</b>    Verifikasi dokumen dan rekaman; Wawancara dengan Group Manager dan ICS Koperasi	
	12.00 – 14.00	Lunch Break    Istirahat dan Makan Siang	√
	14.00 – 15.30	<b>Document and records verification; Interview with Group Manager and ICS continued</b>    Verifikasi dokumen dan rekaman; Wawancara dengan Group Manager dan ICS	√
	15.30 – 16.00	<b>Preparation for closing meeting</b>	√
	16.00 – 17.00	<b>Closing meeting</b>	√

### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Not applicable as this is group certification for independent smallholders.	Not applicable
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	Not applicable as this is group certification for independent smallholders.	Not applicable
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	Not applicable as this is group certification for independent smallholders.	Not applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable as this is group certification for independent smallholders.	Not applicable
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Not applicable as this is group certification for independent smallholders.	Not applicable
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	Not applicable as this is group certification for independent smallholders.	Not applicable
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised	Not applicable as this is group certification for independent smallholders.	Not applicable
<b>Un-Certified Units or Holdings</b>		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	Not applicable as this is group certification for independent smallholders.	Not applicable
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	Not applicable as this is group certification for independent smallholders.	Not applicable
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	Not applicable as this is group certification for independent smallholders.	Not applicable



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Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Not applicable as this is group certification for independent smallholders.	Not applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not applicable as this is group certification for independent smallholders.	Not applicable
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Not applicable as this is group certification for independent smallholders.	Not applicable
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Not applicable as this is group certification for independent smallholders.	Not applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable as this is group certification for independent smallholders.	Not applicable

**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Koperasi Pertanian Sumber Rejeki is an independent smallholder, and does not receive FFB from outgrower.	Not applicable

**Approved Time Bound Plan**

This is Independent Smallholder Certification, time bound plan is Not Applicable

### 3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were Seven (7) Critical or Major nonconformities; no Minor nonconformities and no Opportunity For Improvement raised. Koperasi Pertanian Sumber Rejeki Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
<b>NCR Ref #</b>	2253210-202209-M1	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	1.3-MSB (Critical)		
<b>Statement of Nonconformity:</b>	Not all smallholder members have adopted the Good Agriculture Practice (GAP) procedure properly in their farms, particularly in upkeep procedure.		
<b>Requirement Reference:</b>	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.		
<b>Objective Evidence:</b>	Koperasi Pertanian Sumber Rejeki has upkeep procedure No. SOP/SR/029/2021 that approved by ICS Manager since 3 February 2021. However, during field visit to smallholder plots sampled it was found in the several plots that the weed condition is out of control, such as Plot No. 130 ID-266 S*t* F*ti**h, plot No.082 ID-131 Kr*st*fo**s **a, Plot No. 146 ID-119 J****t M***o, and ID-115 Im*m Sad*I*. Furthermore, has found blanket spraying at plot/persil No. 260 Un**** S*ha*Yo ID 217.		
<b>Corrections:</b>	<p><b><u>Uncontrolled land has been worked by farmers</u></b></p> <p>Koperasi Pertanian Sumber Rejeki has carried out weed control in the plots of farmers who are <b>bungkor</b> (uncontrolled weed). Koperasi Pertanian Sumber Rejeki conducted a search for plots of farmers and the documented results of Identification of Weed Conditions for Farmers' Kaplinmg on October 3, 2022. The results found 24 parcels of farmers whose plots were needed to be controlled. Koperasi Pertanian Sumber RejekiKoperasi Pertanian Sumber Rejeki has made a weed control program that included "Weed Control Program dated October 4, 2022". Evidences of weed handling and control can be shown as per document "Realisasi Pengendalian Gulma" dated 22 October 2022. It also stated in document "Berita Acara Pengendalian Gulma".</p> <p>Based on the results of field visits, it can be proven that the plots of farmers who have carried out weed control are not controlled.</p> <p><b><u>Conduct GAP training and socialization of SOP 029 (Maintenance &amp; Care of Oil Palm Plants) to farmers</u></b></p>		

	The Koperasi Pertanian Sumber Rejeki has conducted refresher training for GAP and socialized the SOP for Oil Palm Plant Maintenance & Care SOP/SR/029/2021 to farmers on 15 – 18 October 2022 and 19 – 21 October 2022. Evidence of socialization can be shown in the attendance list and photo documentation of socialization. All farmers have been socialized. Interviews with farmer members were conducted during the audit and it was confirmed that they had been socialized and understood GAP and SOP 029.
<b>Root Cause Analysis:</b>	Farmers do not fully understand the SOP Perawatan Kebun and there is no monitoring from the ICS/Group Manager.
<b>Corrective Actions:</b>	<p><b><u>Monitoring and evaluation of all planter maintenance activities by K3, HCV, IPM and Fire Emergency units periodically every 6 months and supervised by the ICS Manager.</u></b></p> <p>Koperasi Pertanian Sumber Rejeki has carried out monitoring and evaluation of maintenance activities which are documented in the "Monitoring GAP" document. Monitoring is carried out by the field clerk in Blocks A-D. Examples of monitoring are carried out on October 19, 2022 in Blocks B &amp; E, October 18 in Block D and October 14, 2022.</p> <p>The Koperasi Pertanian Sumber Rejeki has made a 6-month GAP monitoring program, which is documented in the "Monitoring schedule for K3, HCV, IPM and Koperasi Pertanian Sumber Rejeki Fire Emergency" for the period 2023. Monitoring of maintenance activities and the condition of farmers' gardens is planned to be scheduled in May and November 2023.</p>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

Non-conformity			
<b>NCR Ref #</b>	2253210-202209-M2	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	2.3 – E (Critical)		
<b>Statement of Nonconformity:</b>	Members of RSPO Certification in Koperasi Pertanian Sumber Rejeki has not declare any land dispute in accordance to History of Land Tenure and Conflict Disclosure of the RSPO ISH Standard Indonesia National Interpretation 2022 (Annex 3 and 4).		
<b>Requirement Reference:</b>	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).		
<b>Objective Evidence:</b>	Based on document review of personal file of sampled smallholders, it was found there are no History of Land Tenure and Conflict Disclosure as required by RSPO ISH Standard - INANI February 2022.		
<b>Corrections:</b>	<p>Completing land tenure history &amp; conflict disclosure form (RSPO ISH Standard) by smallholders</p> <p>The organization has completed the Annex 3 Form, documents was reviewed such as:</p> <ol style="list-style-type: none"> <li>1. Name: Awaludin Sofiansyah, 3 parcels of land signed on 30 September 2022</li> </ol>		

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	<ol style="list-style-type: none"> <li>2. Name: Saihul Islam, 2 parcels of land signed on 29 September 2022</li> <li>3. Name: Samsudin, 1 parcels of land signed on 28 September 2022</li> <li>4. Name: Ali Mustofa, 3 parcels of land signed on 27 September 2022</li> <li>5. Name: Arif Usman, 1 parcels of land signed on 30 September 2022</li> <li>6. Name: Ahmad Sutarno, 3 parcels of land signed on 28 September 2022</li> <li>7. Name: Rohimah, 1 parcel of land signed on 29 September 2022</li> <li>8. Name: Abdul Karim, 2 parcels of land signed on 28 September 2022</li> <li>9. Name: Moh. Irfan Fansyuri, 1 parcel of land signed on 28 September 2022</li> <li>10. Name: Muhammad Nur, 2 parcels of land signed on 28 September 2022</li> <li>11. Name: Karsono, 3 parcels of land signed on 29 September 2022</li> <li>12. Name: Mansur, 2 parcels of land signed on 10 October 2022</li> <li>13. Name: Darmawan, 2 parcels of land signed on 29 September 2022</li> </ol>
<b>Root Cause Analysis:</b>	The ICS team and farmers are not aware of the new rules for disclosing conflicts as required by the RSPO ISH standard – INANI February 2022
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Socialization/training regarding the latest RSPO ISH standard update to member farmers.</li> <li>2. Monitoring by Unit Penyuluhan dan Pendaftaran regarding smallholder have filled the form of history of land ownership &amp; conflict disclosure (RSPO ISH Standard) periodically</li> </ol> <p>The organization has taken corrective actions such as :</p> <ol style="list-style-type: none"> <li>1. Training on RSPO ISH Standard - INANI February 2022 on <ul style="list-style-type: none"> <li>• 15 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 03</li> <li>• 15 October 2022 attended by 37 members, conducted in Sekolah Lapang SR 01</li> <li>• 17 October 2022 attended by 39 members, conducted in Sekolah Lapang SR 07</li> <li>• 17 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 05</li> <li>• 18 October 2022 attended by 33 members, conducted in Sekolah Lapang SR 09</li> <li>• 18 October 2022 attended by 46 members, conducted in Sekolah Lapang SR 10</li> <li>• 19 - 21 October 2022 attended by 60 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 21 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 46 members, method by door-to-door visit</li> </ul> </li> <li>2. Monitoring by Unit Penyuluhan dan Pendaftaran dated 14 October 2022. In the monitoring document consists of name of member, annex 3 form and signature date.</li> </ol> <p>Based on interview with members concluded they have known about the Disclosure of Land Conflict (Annex 3).</p>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

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Non-conformity			
<b>NCR Ref #</b>	2253210-202209-M3	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.5 – MSB (Critical)		
<b>Statement of Nonconformity:</b>	In harvesting activities, it was found that harvesters did not use the required PPE. This is not complied to procedure.		
<b>Requirement Reference:</b>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> <li>• Safe and adequate housing, where applicable,</li> <li>• Access to basic first aid supplies</li> <li>• Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work.</li> <li>• Adequate drinking water</li> <li>• Access to toilets</li> </ul>		
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>• During the visit to harvesting activities in Plot on behalf of Moh*** N** SR: 174 and NP: 101, there were harvesters who did not use the required PPE in the form of helmets and shoes. Based on Procedure No. SOP/SR/030/2021 concerning Harvest, that at the preparation stage, harvesters are equipped with personal protective equipment (PPE). Based on Procedure No. SOP/SR/020/2021 concerning Risk Control and Mitigation of Work Accidents, that the use of PPE used are: Helmet, Rubber Gloves, Shoes.</li> <li>• No evidence that ICS Group Manager and ICS team has ensure that all smallholder member and their workers has a proper PPEs.</li> </ul>		
<b>Corrections:</b>	<p><b>1. Identify workers who do not have complete PPE and procure PPE</b></p> <p>Koperasi Pertanian Sumber Rejeki has identified workers who do not have complete PPE, the results of the identification are documented in the "List of Koperasi Pertanian Sumber Rejeki Workers who Have PPE" on 12 - 15 October 2022. Based on the identification results, it is known that all workers have adequate harvest PPE such as helmets , boots, and gloves. Koperasi Pertanian Sumber Rejeki has also ordered PPE to meet the PPE needs of workers and farmers, proof of the purchase of PPE can be shown in the receipt of payment and receipt of PPE payment to vendor PT Toja Biomulana Marjaya on October 23, 2022.</p> <p><b>2. Farmers and Workers are committed to equipping PPE and using it</b></p> <p>Farmers and workers have made a commitment statement to use PPE as outlined in the "Independent Smallholder Commitment Statement Form in Sustainable Plantation Management" dated 17 – 18 October 2022.</p> <p>Interviews with sample farmers during NCR Close Out can prove that they have committed to providing PPE and using PPE at work. This can also be proven</p>		

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	during field visits, spray activities by farmers e.g.Darmawan have used complete PPE such as: masks, aprons, boots and rubber gloves.
<b>Root Cause Analysis:</b>	Some workers do not understand the importance of PPE & there is no monitoring from the ICS TEAM
<b>Corrective Actions:</b>	<p><b>1. Dissemination regarding PPE to workers and workers</b></p> <p>The socialization of the use of PPE and the obligation to use PPE was carried out on October 15-21 by ICS Cooperative Sumber Rejeki to all farmer members. Interviews with sample farmers at the time of NCR Close out can be proven that farmers have understood their obligations to use PPE in accordance with the type of work. Farmers can also explain about the proper use of PPE, for harvesters using helmets, boots, gloves and egrek gloves; for spraying PPE used are: masks, aprons, boots and rubber gloves.</p> <p><b>2. Provide PPE to farmers and workers according to the identification results.</b></p> <p>The Koperasi Pertanian Sumber Rejeki has provided PPE for farmers and workers according to the results of the identification of PPE for farmers and workers. Koperasi Pertanian Sumber Rejeki has also ordered PPE to meet the PPE needs of workers and farmers, proof of purchase of PPE can be shown in the payment receipt and receipt of PPE payment to vendor PT Toja Biomulana Marjaya on October 23, 2022. To ensure the availability of PPE in the Cooperative, ICS monitors stock PPE in Warehouse every month.</p> <p>For farmers who do not have PPE and cannot afford to buy/provide their own PPE, the Cooperative also provides PPE loans and the Cooperative has prepared a PPE loan mechanism and a PPE loan form.</p> <p><b>3. Monitoring the use of PPE by the K3, HCV, IPM and Fire Emergency Units every 6 months while simultaneously recording data on farmers and workers who already have PPE.</b></p> <p>Monitoring the use of PPE has been carried out by the K3, HCV, IPM and Fire Emergency Units on October 15 – 22, 2022 in Blocks A – E. Koperasi Pertanian Sumber Rejeki has also made a monitoring program for the use of PPE which will be carried out every 6 months.</p> <p>Based on interview with smallholders, observed they have understand the important of PPEs and explain what PPEs use in each activities.</p>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

Non-conformity			
<b>NCR Ref #</b>	2253210-202209-M4	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	4.7 MSB (Critical)		
<b>Statement of Nonconformity:</b>	It was found that there is a smallholder member who is not maintaining and/or enhance riparian buffer zone area.		

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<b>Requirement Reference:</b>	Smallholders maintain and/or enhance riparian buffer zone areas
<b>Objective Evidence:</b>	<p>During field visit to smallholder plots (on behalf Salimah), it was found that smallholder member apply chemical spraying in riparian buffer zones (Bandung tributary).</p> <p>Koperasi Pertanian Sumber Rejeki has a procedure to maintain buffer zone as stated in "SOP Menjaga Nilai NKT No. SOP/SR/015/2021" dated 28 January 2022: "Tidak boleh lagi menggunakan bahan kimia dalam radius 20 meter atau 3 baris tanaman dari pinggir sungai"; however it was not implemented by smallholder member (on behalf Salimah).</p> <p>Koperasi Pertanian Sumber Rejeki also has install the signboard which prohibit to apply chemical spraying and fertilizer in riparian zone (20 m from river/tributary).</p> <p>Koperasi Pertanian Sumber Rejeki has marking the oil palm tree in 20 m from the river/tributary with red paint, which indicated that the area of 20 m from river/tributary are prohibit to apply chemical spraying and fertilizer.</p>
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. ICS will revise SOP 15 and 033 according to the condition of the watercourse</li> <li>2. Create/revise spray limits and take coordinates</li> <li>3. Installation of a WARNING regarding the prohibition of spraying on the edge of the water flow</li> <li>4. Socialization regarding the prohibition of spraying on the banks of watercourses</li> </ol> <p>Verification :</p> <p>Documents of correction has been reviewed such as :</p> <ol style="list-style-type: none"> <li>1. Revision of SOP Menjaga Nilai NKT No. SOP/SR/015/2021 Revision 001 dated 4 October 2022. Revision in Section IV.3.b stated No use of chemical substances in riparian area within 5 meter. This revision from 20 meter to 5 meter was considered based on field verification, social aspect and HCV identification.</li> <li>2. Revision of SOP Pengelolaan Areal Tepian Sungai No. SOP/SR/033/2021 Revision 001 dated 4 October 2022. Revision in Section IV.2 stated No use of chemical substances in riparian area within 5 meter. This revision from 20 meter to 5 meter was considered based on field verification, social aspect and HCV identification.</li> <li>3. Records of warning sign installation as per "Daftar Lokasi dan Titik Koordinat Batas Semprot" dated 22 October 2022</li> <li>4. Training materials and attendance list of socialization/dissemination dated 4 October 2022, attended by 20 members (ICS team) and to members on : <ul style="list-style-type: none"> <li>• 15 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 03</li> <li>• 15 October 2022 attended by 37 members, conducted in Sekolah Lapang SR 01</li> <li>• 17 October 2022 attended by 39 members, conducted in Sekolah Lapang SR 07</li> <li>• 17 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 05</li> <li>• 18 October 2022 attended by 33 members, conducted in Sekolah Lapang SR 09</li> <li>• 18 October 2022 attended by 46 members, conducted in Sekolah Lapang SR 10</li> <li>• 19 - 21 October 2022 attended by 60 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 21 members, method by door-to-door visit</li> </ul> </li> </ol>



	<ul style="list-style-type: none"> <li>• 19 - 21 October 2022 attended by 46 members, method by door-to-door visit</li> </ul>
<b>Root Cause Analysis:</b>	The K3, HCV, IPM, and Fire Emergency Units have not been efficient in carrying out monitoring related to watershed spray limits
<b>Corrective Actions:</b>	<p>Monitoring of spray limits and WARNING by K3, HCV, IPM and Fire Emergency Units every 6 months</p> <p>Verification:</p> <p>The organization has conducted monitoring in riparian area such as:</p> <ol style="list-style-type: none"> <li>1. HCV Monitoring Area in Block A dated 22 October 2022</li> <li>2. HCV Monitoring Area in Block B dated 22 October 2022</li> <li>3. HCV Monitoring Area in Block D dated 21 October 2022</li> <li>4. HCV Monitoring Area in Block E dated 22 October 2022</li> </ol>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2253210-202209-M5	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	4.8 Eligibility (Critical)		
<b>Statement of Nonconformity:</b>	There is no evidence that smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B.		
<b>Requirement Reference:</b>	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> <li>• Immediately stopping purchasing of these pesticides</li> <li>• Phasing out use of remaining stock by MS A</li> <li>• Providing information for the group manager to keep record of pesticide purchase and use. (refer to indicator 1.1E / Appendix 1)</li> </ul>		
<b>Objective Evidence:</b>	<p>Based on field visit to smallholder plots and interview with smallholder confirmed that several smallholder member are still using paraquat for weeds control, sample seen:</p> <ul style="list-style-type: none"> <li>• Mansur ID 149 use Bixone (paraquat) for weeds control, latest application on July 2022</li> <li>• Alosius tohari ID 032 use kresna xone (paraquat) for weeds control</li> <li>• Kristoporos Ola ID 131 use Gramoxone (paraquat) for weeds control, latest application on May 2022.</li> <li>• Gregorius MO ID 090 use Gramoxone (paraquat) for weeds control, latest application on Agustus 2022</li> </ul> <p>Koperasi Pertanian Sumber Rejeki has a policy to prohibit paraquat usage for all smallholder members. The policy present in procedure "SOP Penyemprotan No. SOP/SR/042/2021" dated 15 February 2021. However still found in the field that several smallholder member using/apply paraquat for weeds control.</p> <p>It was also confirmed in book "Buku Aktifitas Kebun Sawit Swadaya" recorded usage of paraquat.</p>		

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<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. Provide socialization and understanding of the types of herbicides with active ingredients (WHO Class 1A or 1B) and the rules for using limited pesticides to Cooperative Management, ICS, and Group Managers</li> <li>2. Cooperatives, ICS and farmers will make a joint commitment to stop the purchase of pesticides and the use of the active ingredient paraquat (WHO Class 1A or 1B)</li> <li>3. Make a WARNING of examples of the types of herbicides with active ingredients (WHO Class 1A or 1B) and the rules for using limited pesticides</li> </ol> <p>Verification :</p> <p>The organization has taken corrections such as :</p> <ol style="list-style-type: none"> <li>1. Training on RSPO ISH Standard - INANI February 2022 on <ul style="list-style-type: none"> <li>• 15 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 03</li> <li>• 15 October 2022 attended by 37 members, conducted in Sekolah Lapang SR 01</li> <li>• 17 October 2022 attended by 39 members, conducted in Sekolah Lapang SR 07</li> <li>• 17 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 05</li> <li>• 18 October 2022 attended by 33 members, conducted in Sekolah Lapang SR 09</li> <li>• 18 October 2022 attended by 46 members, conducted in Sekolah Lapang SR 10</li> <li>• 19 - 21 October 2022 attended by 60 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 21 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 46 members, method by door-to-door visit</li> </ul> </li> <li>2. Commitment Letter to not use paraquat and pesticides categorized as WHO Class 1A or 1B, such as for Ambrosia dated 18 October 2022, Suryadi dated 11 October 2022, Ngari dated 17 October 2022, Jainal Abidin dated 6 October 2022 and Muhammad Nur dated 7 October 2022. Based on interview with members, they know that paraquat is prohibited.</li> <li>3. "Berita Acara Pemasangan Amaran" dated 6 October 2022. Based on field observation, the warning sign has been installed.</li> </ol>
<b>Root Cause Analysis:</b>	Cooperative management, ICS and farmers do not understand the types of herbicides with active ingredients (WHO Class 1A or 1B) and the rules for using pesticides are limited
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Provide socialization and understanding of the types of herbicides with active ingredients (WHO Class 1A or 1B) and the rules for using limited pesticides to Cooperative Management, ICS, and Group Managers</li> <li>2. Monitoring pesticide use by K3, HCV, IPM and fire emergency units every 6 months</li> </ol> <p>Verification :</p> <p>Training on RSPO ISH Standard - INANI February 2022 on</p> <ul style="list-style-type: none"> <li>• 15 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 03</li> <li>• 15 October 2022 attended by 37 members, conducted in Sekolah Lapang SR 01</li> <li>• 17 October 2022 attended by 39 members, conducted in Sekolah Lapang SR 07</li> <li>• 17 October 2022 attended by 40 members, conducted in Sekolah Lapang SR 05</li> </ul>

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	<ul style="list-style-type: none"> <li>• 18 October 2022 attended by 33 members, conducted in Sekolah Lapang SR 09</li> <li>• 18 October 2022 attended by 46 members, conducted in Sekolah Lapang SR 10</li> <li>• 19 - 21 October 2022 attended by 60 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 21 members, method by door-to-door visit</li> <li>• 19 - 21 October 2022 attended by 46 members, method by door-to-door visit</li> </ul> <p>The organization has conducted monitoring on 22 October 2022 where based on monitoring there were no spraying activity in October 2022.</p>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

Non-conformity			
<b>NCR Ref #</b>	2253210-202209-M6	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	A.1.3 Eligibility, MSA and MSB (Critical)		
<b>Statement of Nonconformity:</b>	SOP for Member Registration/Acceptance Requirements is not implemented consistently		
<b>Requirement Reference:</b>	Eligibility - The group has membership requirements. Milestone A - The group has membership requirements. Milestone B - The group has membership requirements.		
<b>Objective Evidence:</b>	Based on document review, signing of Smallholder Declaration are carried out first compared to the Registration Form. Samples was seen: <ol style="list-style-type: none"> <li>1. "Formulir Anggota Sertifikasi for Sutarman, 3 land parcels dated 3 March 2021. but, the "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021</li> <li>2. "Formulir Anggota Sertifikasi for Rohimah, 1 land parcels dated 25 February 2021. but, the "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</li> <li>3. "Formulir Anggota Sertifikasi for Hadi Miswanto, 5 land parcels dated 15 February 2021. but the "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021</li> </ol>		
<b>Corrections:</b>	Revise the SOP 001 about criteria and requirements to become a member of Certification  Verification : The organization has revised SOP "Kriteria dan Syarat Menjadi Anggota Sertifikasi ISPO dan RSPO" No. SOP/SR/001/2021 dated 25 January 2021 Revision 001 dated 4 October 2022. Revisions are made to the order of filling out the commitment form and registration form.		
<b>Root Cause Analysis:</b>	An error occurred in the SOP flow because the Cooperative thinks that farmers who want to participate in RSPO certification must make a commitment before registering/becoming a member of the Certification		

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<b>Corrective Actions:</b>	<p>Group Manager conducts monitoring and evaluation of the approval committee regarding compliance with SOPs with documents every 6 months</p> <p>Verification :</p> <p>ICS Group Manager has conducted Monitoring and Evaluation dated 4 October 2022 where its recommendation are to revised SOP 001 and SOP 015 based on external audit result.</p>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

Non-conformity			
<b>NCR Ref #</b>	2253210-202209-M7	<b>Issued Date</b>	29 September 2022
<b>Due Date</b>	28 September 2023	<b>Closure Date</b>	23 October 2022
<b>Indicator &amp; Category (Critical / Minor)</b>	B.1.3 MSB (Critical)		
<b>Statement of Nonconformity:</b>	SOP for Internal audits not implemented consistently		
<b>Requirement Reference:</b>	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved		
<b>Objective Evidence:</b>	<p>Koperasi Pertanian Sumber Rejeki has conducted internal audit on December 2021 - March 2022. There are 12 findings identified during internal audit. Internal audit reports was informed to members in several date, the last one was on 12 March 2022 ("Bukti Serah Terima Berkas Laporan Hasil Audit Internal" dated 9 December 2021, 8 February 2022, 18 February 2022, 28 January 2022, 12 March 2022) Based on document "Daftar Identifikasi Peluang Perbaikan Hasil Audit Internal" not all findings has been closed. Meanwhile, in "Standar Operasional Prosedur tentang Pelaksanaan Audit Internal" stated that "Masa perbaikan dilakukan selambatnya 90 hari setelah disampaikan hasil audit".</p>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. The internal audit team will conduct additional audits and close the findings of the internal audit</li> <li>2. Adjustments between the number of audit findings and the recap of audit findings and their follow-up evidence</li> </ol> <p>Verification :</p> <p>The organization has follow up all internal audit findings examples :</p> <ol style="list-style-type: none"> <li>a. Name : Yunus Abdullah, finding about record of operational activities (harvesting, spraying and fertilizer). Evidence of follow up is "Buku Aktivitas Kebun Sawit Swadaya" on behalf of Yunus Abdullah, record of harvesting are written in the book.</li> <li>b. Name : Yohannes Sukengrat, finding about worker contract. Evidence of follow up is "Surat Perjanjian Kerja" dated 11 July 2022 between Yohannes Sukengrat and Jarot Hargo Raharjo.</li> <li>c. Name : Husen, finding about worker BPJS Ketenagakerjaan. Evidence of follow up is "Bukti Pengurusan BPJS Ketenagakerjaan atas nama Jumadil Akhiri" dated 12 August 2022</li> </ol>		

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	d. Recapitulation Form of "Form Laporan Hasil Audit Internal" and "Form Laporan Hasil Perbaikan Audit Internal" dated 21 October 2022
<b>Root Cause Analysis:</b>	ICS and the internal audit team have not fully understood the procedures for improving internal audit findings
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>The facilitator provides re-understanding of SOPs, main tasks and functions of the Internal Audit Team in carrying out their duties and provides training on the preparation of Internal Audit reports</li> <li>Group Manager conducts evaluation &amp; monitoring related to corrective actions on internal audit results per semester or 6 months</li> </ol> <p>Verification :</p> <p>The internal audit team has been re-training by GIZ on 10 October 2022 and ICS Group Manager have conducted evaluation and monitoring on 17 October 2022 as per "Berita Acara".</p>
<b>Assessment Conclusion:</b>	Koperasi Pertanian Sumber Rejeki has implemented CAP effectively

Opportunity for Improvements	
OFI #	Description
OFI 1	-

Positive Findings	
PF #	Description
PF 1	There is Gender Unit in ICS Structure

### 3.3.1 Status of Nonconformities Previously Identified and Observations

This is Initial Assessment so no previous nonconformities identified.

Opportunity for Improvement	
OFI#	Description
OFI 1	<p><b>OFI Statement:</b></p> <p>-</p> <p><b>Verification / Follow-up actions:</b></p> <p>-</p>

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2253210-202209-M1	Critical	1.3 - MS B	29/09/2022	Closed, 23/10/2022
2253210-202209-M2	Critical	2.3 - E	29/09/2022	Closed, 23/10/2022

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2253210-202209-M3	Critical	3.5 - MS B	29/09/2022	Closed, 23/10/2022
2253210-202209-M4	Critical	4.7 - MS B	29/09/2022	Closed, 23/10/2022
2253210-202209-M5	Critical	4.8 - MS B	29/09/2022	Closed, 23/10/2022
2253210-202209-M6	Critical	A.1.3 MS B	29/09/2022	Closed, 23/10/2022
2253210-202209-M7	Critical	B.1.3 - MS B	29/09/2022	Closed, 23/10/2022

**3.4 Stakeholders and previous land owner / user consultation**

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Koperasi Pertanian Sumber Rejeki Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted 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 later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

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 below.

<b>Type of Stakeholder</b> (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	<b>Stakeholder name / organization</b>	<b>Means of communication</b> (e.g. face to face interview, email, phone interview, comment from public notice)
Internal	Kepala Desa Karya Bhakti; Camat Muara Wahau, TBS transporter in Koperasi Pertanian Sumber Rejeki	Consultation doing by face to face interview
Governmental Department	Dinas Tenaga Kerja Kabupaten Kutai Timur; Dinas Perkebunan Kabupaten Kutai Timur; Dinas Lingkungan Hidup (DLH) Kabupaten Kutai Timur; Dinas Koperasi dan Perdagangan Kabupaten Kutai Timur; BPN Kabupaten Kutai Timur; UPT PPL (Penyuluh Petani Lapangan) Kecamatan Muara Wahau	Phone
External	Manager Kemitraan PT Swakarsa Sinarsentosa;	Phone
NGO	PESSAT;	By face to face

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b>  <b>Mr. Slamet Suwito (Head of Karya Bhakti Village)</b></p> <ul style="list-style-type: none"> <li>• It started as a transmigration village in 1986</li> <li>• Became the definitive village in 1997</li> <li>• Expansion in 2000 became 3 Sub-district, namely: Sub District Wahau, Kongbeng and Telen</li> <li>• The first crop is hybrid coconut</li> <li>• Comparative study to Lampung in 2000 to see oil palm plantations, and finally in 2001 started to plant oil palm with seeds from government assistance</li> <li>• Provision of superior seeds/"Bibiut Unggul" through the Limited Saprodi Program (providing seeds) from PT DSN, consisting of 2 programs, namely:               <ul style="list-style-type: none"> <li>- Program C-1: seed supply program</li> <li>- Program C-5: program for providing seeds and managing immature plantations.</li> </ul> </li> <li>• The signing of the MOU took place on April 13, 2022 in Muara Wahau. Five cooperatives are represented by each Cooperative Management (<i>Koperasi Pertanian Sumber Rejeki, Koperasi Jasa Usaha Tani Sejahtera, Koperasi Serba Usaha Karya Indah, Koperasi Jasa Usaha Tani Sejahtera and Koperasi Serba Usaha Kel'ean Blom Kejah</i>). DSN Group was represented by Mulyadi, Plantation Head of East Kalimantan Area. UPT P4 Muara Wahau and Kongbeng Subdistricts were represented by the UPT Chair, respectively. Meanwhile, GIZ was represented by the East Kalimantan Project Leader, Ade Cahyat</li> <li>• Cooperatives in the previous management did not run well because there were internal problems</li> <li>• Pioneer of plasma plantation development in collaboration with PT Swakarsa Sinarsentosa</li> <li>• Farmers employ harvesters/sprayers/fertilizers who are villagers so they can help each other with people who need work.</li> <li>• The management of oil palm plantations has been improved and understood by farmers and the institutional management of cooperatives is carried out better. RAT was carried out in every year on schedule.</li> <li>• Village road maintenance has been carried out properly in collaboration with PT Swakarsa Sinar sentosa, as stated in the Agreement on The Sale and Purchase of Farmer FFB Products between the Koperasi Pertanian Sumber Rejeki and PT Swakarsa Sinarsentosa document No. 014/SWA/PKS1/2021 date 28 June 2021</li> <li>• There were no land dispute or conflict accrues in the last 5 years</li> <li>• The Village Apparatus is always involved in the process of buying and selling land for member farmers and non-members of the Koperasi Sumber Rejeki.</li> <li>• There are no issues related to the negative impacts of the management of oil palm plantations of the Koperasi Sumber Rejeki. The existence of the Koperasi Sumber Rejeki, which manages independent smallholder oil palm plantations, has a positive impact with the increasing economy of Karya Bhakti Village.</li> </ul> <p><b>Audit Team verification and response:</b>            There is no negative issue to be followed up. Document of land legality, year crops and others has been reviewed during audit.            Several documents were verified, such as: Agreement on The Sale and Purchase of Farmer FFB Products between the Koperasi Pertanian Sumber Rejeki and PT Swakarsa Sinarsentosa document No. 014/SWA/PKS1/2021 date 28 June 2021.</p>



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	<p>Maintenance of village roads that are passed by transportation is carried out continuously in collaboration with PT Swakarsa Sinar Sentosa through the Agreement on The Sale and Purchase of Farmer FFB Products between the Koperasi Sumber Rejeki and PT Swakarsa Sinarsentosa document No. 014/SWA/PKS1/2021 dated 28 June 2021 with a charge of 50:50 percent.</p> <p>Related to the transfer of land rights, the audit team will always verify land conflicts, including by conducting interviews with previous land owners.</p>
<b>2</b>	<p><b>Feedbacks:</b>  <b>Kepala Dinas Tenaga Kerja Kabupaten Kutai Timur</b>  <b>Mr. Sudirman Latief</b></p> <ul style="list-style-type: none"> <li>• There are no issues related to employment between the Company and cooperatives</li> <li>• The Department of Manpower conducts monitoring of companies that partner with cooperatives</li> <li>• Koperasi Pertanian Sumber Rejeki is an institution / business entity in the form of a cooperative, which has created employment opportunities, especially for communities of surrounding villages.</li> <li>• Until now, there are no issues related to industrial relations that have occurred between Koperasi Pertanian Sumber Rejeki, PT Swakarsa Sinarsentosa, FFB Transporter and also its workers.</li> <li>• Koperasi Pertanian Sumber Rejeki has a policy regarding the participation of its workers in the Jamsostek program (BPJS-Tenagakerja)</li> </ul> <p><b>Audit Team verification and response:</b>  There is no negative issue to be followed up  Verification of cooperation documents with other parties is carried out, including:</p> <ul style="list-style-type: none"> <li>- Work Agreement - Naskah Kesepakatan Kerjasama No. 014/SWA/PKS1/2021 dated 28 June 2021</li> <li>- Agreement between <i>UPT Penyuluhan Pertanian Peternakan &amp; Perkebunan (PPPP) Kecamatan Muara Wahau dengan Koperasi Sumber Rejeki dan GIZ GmbH</i> regarding Implementation of cooperation to support sustainable smallholder oil palm plantations in Kongbeng district and Muara Wahau district. Signed on April 13, 2022</li> <li>- Working Agreement between farmer namely Kusneli with worker (harvester) namely Supriono dated 30 June 2022</li> <li>- Letter of Employment Agreement No. 013/KSR-MW-TBS/I/2020 dated 13 Januari 2020 regarding FFB transport on behalf of Muhsyam (transporter).</li> </ul>
<b>3</b>	<p><b>Feedbacks:</b>  <b>Kepala Dinas Perkebunan Kabupaten Kutai Timur</b>  <b>Didik Prayitno (Kabid Perlindungan)</b></p> <ul style="list-style-type: none"> <li>• The communication between officials and government is good;</li> <li>• The lands were initially came from Transmigration program set by government. Therefore since the beginning has had land title in the form of SHM (Sertifikat Hak Milik – personal land right), which is the highest personal land rights based on government regulation. All members of the organizations have been registered as a Letter of Plantation Cultivation List (STDB: Surat Tanda Daftar Perkebunan)</li> <li>• Farmer of the organizations is located in other areas of use Area/APL: <i>Area Penggunaan Lain</i> and there is no overlap in the production forest area and/or protected area.</li> <li>• The area owned by the farmers does not overlap with the area that has been under the rights of business/HGU and/or mining power.</li> <li>• There were no complaint report related to land and / or environmental pollution that occurred in the area of Koperasi Pertanian Sumber Rejeki.</li> <li>• External issue that faced by cooperative is about fertilizer availability due to its high price.</li> </ul>



	<ul style="list-style-type: none"> <li>• There was no negative issue about the cooperative.</li> <li>• The seeds in farmers plot were from Dinas Perkebunan or government program</li> <li>• The sale of FFB was carried out by noleh Koperasi Pertanian Sumber Rejeki in collaboration with PT Swakarsa Sinarsentosa.</li> <li>• Pricing of FFB using the decree of Governor of East Kalimantan every 2 weeks (2 times per month) through the Pricing Meeting for the Purchase of Fresh Fruit Bunches (RBS) palm oil produced by smallholders who partner in Prov. East Kalimantan.</li> </ul> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue to be followed up. Based on document review and interview with smallholders, all smallholders have had SHM since the beginning, where SPPL (<i>Surat Pernyataan Pengelolaan Lingkungan</i> – commitment letter of environmental management) and STDB (<i>Surat Tanda Daftar Budidaya</i> – farm permit) already set before RSPO Certification.</p> <p>Auditor Tim has conducted document verification, for example:</p> <ul style="list-style-type: none"> <li>- All of farmers members of Koperasi Pertanian Sumber Rejeki has registered their plantation to the Dinas Perkebunan Kabupaten Kutai Timur and obtained certificate of STDB (Surat Tanda Daftar Perkebunan). STDB document-Cultivation Registration Certificate for each farmer has been virified.</li> <li>- Circular Letter (SE) of the Governor of East Kalimantan signed by Governor Isran Noor, dated 28 April 2022, numbered 065/3794/Disbun/2022 regarding the application of the price of FFB for oil palm produced by partnered planters.</li> <li>- Related to the FFB pricing, Koperasi Pertanian Sumber Rejeki has refer to the Decree of Governor of East Kalimantan in every 2 weeks through the Meeting to Determine the Purchase Price of Fresh Fruit Bunches (RBS) of Oil Palm Production of Partnered Smallholders in Prov. East Kalimantan. Memorandum of Understanding for Sale and Purchase of FFB from the People's Palm Oil Plantation between PT Swakarsa Sinarsentosa and Pusat Koperasi Perkebunan Semoga Sawit Wahau Jaya. 014/SWA/PKS1/2021 dated June 1, 2021, valid until 30 June 2031.</li> <li>- Minutes - Berita Acara No. 525/4100/BU dated 15 July 2022 regarding Price Meeting on The Purchase of Fresh Fruit Bunches (RBS) for Palm Oil Produced by Smallholders Who Partnered in Prov. East Kalimantan period I (1 – 15 July 2022); planting year 3-9 years with FFB price IDR 1,614.20 – Rp 1,809.77 per Kg and for planting year ≥ 10 year IDR 1,831.16 per Kg.</li> <li>- Payment of FFB receipt of Sawit Koperasi Pertanian Sumnber Rejeki, on period dated 1 – 31 July 2022, Contract at PKS 1 No. 1144001230 and at PKS 7 No. 1044002291, FFB as much as 95.061 kg FFB price IDR 1.831,16 per kg, FFB as much as 164.847 kg with FFB price IDR 1.769,76 per kg, FFB as much as 1.433.179 kg with FFB price IDR 1.831,16 and FFB as much as 1.898.538 kg with FFB price IDR 1.769,76 per kg.</li> <li>- Payment of crops to farmers of Koperasi Sumber Rejeki for the period of March 2022 per farmer, for example: Farmers on behalf of P. Manulang with the amount of FFB 9,782 kg at a price of FFB of IDR 6,904 per kg., Farmers on behalf of Chaerul B. with the amount of FFB 1,321 kg with a price of FFB of IDR 6,904 per kg.</li> </ul>
<p><b>4</b></p>	<p><b>Feedbacks:</b></p> <p><b>Kepala Dinas Lingkungan Hidup (DLH) Kabupaten Kutai Timur</b></p> <p><b>Mr. Anto</b></p> <ul style="list-style-type: none"> <li>• All of Members of cooperative have document of Environmental management and monitoring (SPPL: <i>Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan</i>) statements</li> <li>• The organizations has supplementing the administrative requirements of land legality documents and other requirements (map of the farmer's plantation location, the coordinates of each Persil, plant description, planting year, etc.).</li> </ul>

	<ul style="list-style-type: none"> <li>• Six monthly report (Environmental Management Report for Semester I/2022) environmental management to the Environmental Agency of East Kutai Regency:             <ol style="list-style-type: none"> <li>1. Koperasi Pertanian Sumber Sumber Rejeki; has sent a report for the period SM II/2021</li> <li>2. Koperasi Jasa Usaha Tani Sejahtera; Haven't submitted a report yet</li> <li>3. Koperasi Serba Usaha Karya Indah; has sent a report for the period SM II/2021 – SM II/2022</li> <li>4. Koperasi Sawit Usaha Tani Sejahtera; The new SSPL was published in June 2022, so the report will be sent in Semester II/2022</li> <li>5. Koperasi Usaha Kel'ean Blom Kejah; has sent a report for the period SM II/2021 – SM II/2022</li> </ol> </li> <li>• The Environment Department of Kutai Timur has reviewing the social and environmental impact aspects of the farmers. Environmental aspects such as erosion, water pollution, soil pollution, waste management, forest fires and land have been included in the statement letter.</li> <li>• The Environment Agency never received reports of land related complaints and/or environmental pollution that occurred in the area of farmers members of the organizations</li> <li>• The organizations have submit their quarterly report to the Agency</li> <li>• There was no negative issue about the cooperative.</li> </ul>
	<p><b>Audit Team verification and response:</b></p> <ul style="list-style-type: none"> <li>• There is no negative issue to be followed up. Based on document review and interview with smallholders, all smallholders have had SHM since the beginning, where SPPL (Surat Pernyataan Pengelolaan Lingkungan – commitment letter of environmental management) and STDB (Surat Tanda Daftar Budidaya – farm permit) already set before RSPO Certification.</li> <li>• Verification of environmental management reports (SPPL) for each Cooperative: Report on Implementation of SPPL for Independent Smallholders koperasi Karya Indah for SM II/2021 and SM I/2022 Periods, Implementation of SPPL Report for Koperasi Pertanian Sumber Rejeki for SM II/2021 Period.</li> <li>• Koperasi Pertanian Sumber Rejeki has a storage for chemicals and chemical waste, even though the Koperasi don't have a temporary storage for hazardous waste.</li> </ul>
<p><b>5</b></p>	<p><b>Feedbacks:</b></p> <p><b>Dinas Koperasi dan Perdagangan Kabupaten Kutai Timur</b>  <b>Mr. Iskak (Kepala Bidang Usaha Koperasi)</b></p> <ul style="list-style-type: none"> <li>• All Cooperatives in Muara Wahau Sub-district (including: JUTS Cooperative, Sumber Rejeki Cooperative, SUTS Cooperative, SUKI Cooperative, and KBK Cooperative) have their own Anggaran Dasar Rumah Tangga-AD-ART and organizational structure. As well as the cooperative establishment deed which was ratified by the Minister of Law and Human Rights through the Director General of General Legal Administration</li> <li>• All cooperatives have carried out their obligations, namely conducting RAT for the 2021 period</li> <li>• In general, the oil palm farmers in the 5 cooperatives still need guidance and direction in the management of oil palm plantations. With the guidance from GIZ, it is hoped that the guidance/assistance for farmers will be optimal and the management of oil palm plantations will be better.</li> <li>• The agency conducts monitoring activities once a year for each cooperative</li> <li>• There are no significant problems between cooperatives, even if there are, they will be resolved through deliberation within the cooperative</li> <li>• There was no negative issue about the cooperative.</li> </ul> <p><b>Audit Team verification and response:</b>          There is no negative issue to be followed up</p>

	<p>Several documents related to the Cooperative have been verified, including:</p> <ul style="list-style-type: none"> <li>- AD-ART documents of each cooperative</li> <li>- Decree of the Ratification of Cooperatives from the Ministry of Law and Human Rights. Although there are still 2 cooperatives that have not yet received approval from the Ministry of Law and Human Rights. However, there are still 2 cooperatives that are still in the process of being approved by the Ministry of Law and Human Rights, namely Koperasi Sawit Usaha Tani Sejahtera and Koperasi Serba Usaha Kel'an Blom Kejah.</li> <li>- Document of the result of <i>Rapat Anggota Tahunan</i> for period 2021.</li> </ul>
<b>6</b>	<p><b>Feedbacks:</b>  <b>Kepala Kantor BPN Kabupaten Kutai Timur</b>          Could not be contacted eventhough already make appointment for 3 times</p> <p><b>Audit Team verification and response:</b>          Could not be contacted eventhough already make appointment for 3 times</p>
<b>7</b>	<p><b>Feedbacks:</b>  <b>Manager Kemitraan PT Suakarsa Sinarsentosa</b>  <b>Bpk. Ali Setiawan</b></p> <ul style="list-style-type: none"> <li>• The company has cooperated with the cooperative for the delivery of FFB to the factory and there has been an SPK between the cooperative and the company</li> <li>• FFB deliveries are made on the 1 -30/31 of every month, then invoices are issued by the company on the 4-7th of every month and invoice disbursement is on the 15th of every month</li> <li>• The company allocates a Partnership Assistant to help manage smallholders</li> <li>• If there are obstacles encountered, they will be resolved through deliberation, for example related to FFB sorting and requests for assistance for fertilizers. Regarding the sorting of FFB. PT Suakarsa has implemented of 3.5% flat.</li> <li>• The Company is applying FFB purchase price as per "Aturan Penetapan Harga Beli TBS Petani" from Plantation Agency that updated in monthly basis</li> </ul> <p><b>Audit Team verification and response:</b>          There is no negative issue to be followed up. Contract, FFB delivery ticket and invoicing documents has been reviewed during audit.          Several documents were verified, such as:</p> <ul style="list-style-type: none"> <li>- Agreement on The Sale and Purchase of Farmer FFB Products between the Koperasi Pertanian Sumber Rejeki and PT Swakarsa Sinarsentosa document No. 014/SWA/PKS1/2021 date 28 June 2021.</li> <li>- Maintenance of village roads that are passed by transportation is carried out continuously in collaboration with PT Swakarsa Sinar Sentosa through the Agreement on The Sale and Purchase of Farmer FFB Products between the Koperasi Sumber Rejeki and PT Swakarsa Sinarsentosa document No. 014/SWA/PKS1/2021 dated 28 June 2021 with a charge of 50:50 percent.</li> <li>- Circular Letter (SE) of the Governor of East Kalimantan signed by Governor Isran Noor, dated 28 April 2022, numbered 065/3794/Disbun/2022 regarding the application of the price of FFB for oil palm produced by partnered planters.</li> </ul>
<b>8</b>	<p><b>Feedbacks:</b>  <b>UPT P4 (UPT Penyuluh Pettanian, Peternakan dan Perkebunan) Kecamatan Muara Wahau</b>  <b>Mr. Abu Naim</b></p> <ul style="list-style-type: none"> <li>• UPT has been established since 1990</li> <li>• Handling coaching, mentoring and counseling activities to increase farmers' production</li> </ul>

	<ul style="list-style-type: none"> <li>• PPL staff assist the mediation process if there are land problems</li> <li>• Relations with cooperatives are going well</li> <li>• In general, the oil palm farmers in the 5 cooperatives still need guidance and direction in the management of oil palm plantations. With the guidance from GIZ, it is hoped that the guidance/assistance for farmers will be optimal and the management of oil palm plantations will be better.</li> <li>• The agency conducts monitoring activities once a year for each cooperative</li> <li>• There are no significant problems between cooperatives, even if there are, they will be resolved through deliberation within the cooperative</li> <li>• In the Muara Wahau sub-district, there have been attacks by several pests and diseases, including: caterpillars in spots and attacks by ganoderma. However, control has been carried out and training for farmers on its control has been carried out</li> </ul>
	<p><b>Audit Team verification and response:</b>          There is no negative issue to be followed up          Verification against pests and diseases of oil palm:</p> <ul style="list-style-type: none"> <li>- The caterpillar attack (<i>ulat api</i>) in 2018 occurred in the farmer's garden of the Koperasi Pertanian Sumber Rejeki covering an area of 6 hectares. This attack was brought under control with the assistences of PT Suakarsa Sinarsentosa. Control is carried out by chemical methods (active ingredient: <i>lamda sihalothrin and BPMC Fenobukarb</i>).</li> <li>- Ganoderma attack in 2021 on the Koperasi Pertanian Sumber Rejeki plantation on approximately 200 oil palm trees. This pest attack has been controlled in collaboration with UPT P4 through PPL and with PT Suakarsa Sinarsentosa, control is carried out by spraying <i>trichoderma</i> and doing plant isolation (making holes around the plant). At the same time, training related to ganoderma control was carried out in February 2021, which was attended by farmers from the Koperasi Pertanian Sumber Rejeki.</li> </ul>
<p><b>9</b></p>	<p><b>Feedbacks:</b>  <b>TBS transporter in Koperasi Pertanian Sumber Rejeki</b>  <b>Bpk. Muhisyam</b></p> <ul style="list-style-type: none"> <li>• Have a cooperation document signed by the chairman of the cooperative and the coordinator</li> <li>• Payment is made after the invoice is issued every month and never late payment. FFB transport To PKS 11 or PKS 7 to PT Swakarsa Sinarsentosa amount IDR 130,000 per tons.</li> <li>• Has attended training activities on technical loading of FFB and the use of PPE in collaboration with companies and cooperatives</li> <li>• If there are problems, they are discussed with the cooperative and resolved together. For example, there is damage to the fleet, transporters sometimes borrow funds from the cooperative for repairs or the purchase of spare parts and it is repaid by direct deduction at the end of the month at the time of payment.</li> </ul>
	<p><b>Audit Team verification and response:</b>          There is no negative issue to be followed up. The contractual has been made and describe the working condition including price. All organization's procedures and policies have been disseminated such as no forced labour, no child labour, and the way to submit a grievance. The payments have been conducted on time and transparently.          SPK: Work Agreement Letter No. 013/KSR-MW-TBS/I/2020 dated January 13, 2020 regarding the work agreement "<i>Borong Transport FFB</i>" between the Koperasi Pertanian Sumber Rejeki and Bakak Muhisyam (address: Jl. Medan Desa Karya Bhakti, Muara Wahau District) valid until December 31, 2023</p>
<p><b>10</b></p>	<p><b>Feedbacks:</b></p>

	<p><b>NGOs/ Yayasan Pendamping Sertifikasi Sawit Rakyat - PESSAT</b>  <b>Bpk. Dharu Prasto</b></p> <ul style="list-style-type: none"> <li>• Smallholder oil palm plantations in East Kutai Regency are still relatively new, starting in 2008-2009, so they still need attention, direction and assistance from related agencies. For this reason, the PESSAT Foundation strives to be able to take a place in assisting the community of oil palm farmers.</li> <li>• Several cooperatives in Muara Wahau sub-district have started oil palm plantation businesses that have taken into account environmental, social, cultural and occupational health and safety principles. Some cooperatives have even participated in oil palm plantation certification programs in the form of ISPO and RSPO.</li> <li>• The PESSAT Foundation will go directly to be able to provide assistance to the community of oil palm farmers who have participated in the certification program.</li> <li>• The community of oil palm farmers has also received assistance from the GIZ diary to be able to participate in RSPO and ISPO certification and there have been positive changes from the Cooperative.</li> <li>• Based on general observations that the area of oil palm farmers in Muara Wahau sub-district, there is no indication of overlap with the rights of other land users and is also not included in the forest area.</li> </ul> <p><b>Audit Team verification and response:</b>  There is no negative issue to be followed up.</p>
<p><b>11</b></p>	<p><b>Feedbacks:</b>  <b>Committee Gender</b>  <b>Ibu Maria Veronika B.</b></p> <ul style="list-style-type: none"> <li>• Socialization related to sexual harassment and violence against women &amp; children, has been carried out to all farmers of Koperasi Pertanian Sumber Rejeki in Sekolah Lapang training in February 2021.</li> <li>• There are no female workers in the field, although there are still female oil palm farmers.</li> <li>• Until now, there have been no issues related to harassment and violence against women.</li> </ul> <p><b>Audit Team verification and response:</b>  There is no negative issue to be followed up.  Beberapa verifikasi dokumen terkait dengan pelatihan/sosialisasi tentang pelecehan, kekerasan terhadap perempuan dan anak, such as:</p> <ul style="list-style-type: none"> <li>- On March 29, 2021 with 53 farmers participants (Class code: SR1/SR7)</li> <li>- On March 30, 2021 with 48 farmers participants (Class code: SR2/SR8)</li> <li>- On March 31, 2021 with 89 farmers participants (Class code: SR3/SR5/SR9)</li> <li>- On April 1, 2021 with 105 farmers participants (Class code: SR4/SR6/SR10)</li> </ul>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Arif/Hasan Jasnuri	2003	2	Yes	Yes	Complied
Sunardi	2007	2	Yes	Yes	Complied

Previous land owner / user comment	
<b>1</b>	<p><b>Feedbacks:</b></p> <p><b>Previous Land Owner</b>  <b>Bpk. Arif/Hasan Jasnuri</b>  <b>Bpk. Sunardi</b></p> <ul style="list-style-type: none"> <li>• In 2003 the land belonged to Bpk. Arif's of 2 ha located in Block A Karya Bhakti village has been sold to Bpk. Fransiskus Sinaga (RSPO/ISPO Certification member of Koperasi Pertanian Sumber Rejeki).</li> <li>• In 2007 the land belonged to Bpk. Sumardi with an area of 2 hectares located in Block D Karya Bhakti village has been sold to Bpk. Mustakim (RSPO/ISPO Certification member of Koperasi Pertanian Sumber Rejeki).</li> <li>• The sale of land was witnessed by the village apparatus (Development Officer) of Karya Bhakti Village and from the village side issued a No Dispute Statement.</li> <li>• In the process of buying and selling land there was no coercion or intimidation and threats from any party, the sale was carried out voluntarily and agreed, and witnessed by several witnesses (area around the location, village officials and closest family).</li> <li>• Several documents at the time of the sale and purchase of land, including: sales and purchase receipts, ID cards and Family Cards.</li> </ul> <p>Up to now there have been no conflicts in the process of buying and selling land.</p> <p><b>Audit Team verification and response:</b></p> <p>There are no negative responses that must be followed up</p> <p>Several documents related to the sale and purchase of land that have been verified, including:</p> <ul style="list-style-type: none"> <li>- Receipt of sale and purchase of land in the name of Mr. Arif and Mr. Sunardi which has been signed by both parties.</li> <li>- Conflict Free Certificate from Karya Bhakti Village, cash as: Statement Letter No. 051/SR-KB/V/2022 dated 21 May 2022 on behalf of Sunardi</li> <li>- Land Certificate-SHM on behalf of Fransiskus Sinaga Document no. 630/2001 covering area 2 Ha.</li> <li>- Land certificate – SHM on behalf of Mustakim, certificate no. 771/2001 covering area 2 Ha.</li> <li>- Declaration of land ownership issued by Karya Bhakti Village on March 13, 2021 in the name of Fransiskus Sinaga.</li> <li>- Land Ownership Certificate issued by Karya Bhakti Village on March 14, 2021 in the name of Fransiskus Sinaga.</li> </ul>

### 3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

**Formal Signing-off of Assessment Conclusion and Recommendation**

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Koperasi Pertanian Sumber Rejeki has complied with the Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Koperasi Pertanian Sumber Rejeki is certified.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name: Eko Prastio Ramadhan</b>	<b>Name: Arif Usman</b>
<b>Company Name: PT BSI Group Indonesia</b>	<b>Company Name: Koperasi Pertanian Sumber Rejeki</b>
<b>Title: Client Manager</b>	<b>Title: ICS Group Manager</b>
<b>Signature:</b> 	<b>Signature:</b> <p><i>(I, the undersigned, being the most senior relevant management of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the process of this report.)</i></p> 
<b>Date: 26 October 2022</b>	<b>Date: 4 November 2022</b>



**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<p><b>Principle 1: Optimise productivity, efficiency, positive impacts and resilience</b>            Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p><b>Criteria 1.1:</b> Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
<p>Eligibility</p>	<p>Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> <li>1. Legal formation (as per country requirements)</li> <li>2. Fair and transparent decision making and governance</li> <li>3. Additional documents per requirements for Group Formation and Management.</li> <li>4. Signed or thumb printed Smallholder Declaration from all smallholder Declaration from all smallholder members (Reference to Appendix 1).</li> </ol>	<p>Koperasi Pertanian Sumber Rejeki is an institutional in the form of a Cooperative which was established based on the Deed of Establishment No. 37 dated 27 May 2022 before a Notary in East Kutai Regency, Redi Allo Padang, S.H., M.Kn. (ratified by Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-339.AH.02.01 dated June 29, 2012) under the name of the Koperasi Pertanian Sumber Rejeki located at Jalan Nusantara, RT/RW 015/002, Karya Bhakti Village, District Muara Wahau, East Kutai Regency.</p> <p>Koperasi Pertanian Sumber Rejeki has prepared the Bylaws and the Special Rules for Koperasi Pertanian Sumber Rejeki and has been signed by the KPSR Management based on the Members' Meeting on March 29, 2022</p> <p>Koperasi Pertanian Sumber Rejeki has obtained approval from the Deed of Establishment from the Office of the State Ministry for Small and Medium Enterprises Cooperatives, East Kutai Regency Cooperative Office No. 98/BH/DKKT/IX/2002 dated September 10, 2002 and has been approved by the Minister of Law and Human Rights No. AHU-0000495.AH.01.38 of 2022 dated 30 May 2022 concerning the Rectification of the Articles of Association of the Sumber Rejeki Agricultural Marketing Cooperative.</p> <p>Koperasi Pertanian Sumber Rejeki has obtained a NIB or Risk-Based Business License with a Business Identification Number (NIB: 0406220007207) which was issued on June 4, 2022.</p>	<p>Complied</p>



**RSPO P&C Public Summary Report**  
**Revision 14 (Aug 2022)**

		<p>Koperasi Pertanian Sumber Rejeki has appointed the Internal Control System (ICS) Committee and ICS Group Manager as per "Surat Keputusan No.001/SR.KB/I/2021 tentang Penunjukan Manager dan Pengurus ICS (Internal Control System) Koperasi Sumber Rejeki" dated 9 January 2021.</p> <p>Fair and transparent decision making: "Rapat Anggota Tahunan Periode 2021" was conducted on 29 March 2022. Records was sighted an reviewd such as booklet of "Rapat Anggota Tahunan – Laporan Pertanggung Jawaban Pengurus dan Pengawas Tahun Buku 2021 Koperasi Sumber Rejeki", attendance list an documentation.</p> <p>Monitoring of financial performance: Monitoring and reporting of financial performance was during Annual member meeting "Rapat Anggota Tahunan" was held on 29 March 2022. The meeting reported financial statement for fiscal year 2021, financial balance from loan business units; sales of agriculture, supplies, sales of FFB, prices of FFB and suggestion for improvement.</p> <p>All member signed declaration form: Based on interview with sampled smallholder member, they confirmed signing the member declaration.</p>	
<p>Milestone A</p>	<p>Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations as well as socialising the mechanism at which pricing is set for smallholder organisations.</p>	<p>Koperasi Pertanian Sumber Rejeki has appointed the Internal Control System (ICS) Committee and ICS Group Manager as per "Surat Keputusan No.001/SR.KB/I/2021 tentang Penunjukan Manager dan Pengurus ICS (Internal Control System) Koperasi Sumber Rejeki" dated 9 January 2021.</p> <p>Training carried out related to oil palm pricing, financial management, BMP for the ICS team</p> <ul style="list-style-type: none"> <li>• Good Agriculture Practice of Palm Oil, attended by Irmayana on 10 – 15 February 2021. Training was conducted by Widya Erti Indonesia, GIZ and UPT P4 Dinas Pertanian Kabupaten Kutai Timur. Training material are :</li> </ul>	<p>Complied</p>

		<ul style="list-style-type: none"> <li>➤ <i>Analisa Ekosistem Kebun Sawit dan Morfologi Pertumbuhan</i></li> <li>➤ <i>Simulasi Perencanaan Pembangunan Kebun Sawit</i></li> <li>➤ <i>Fisiologi Pertumbuhan dan Teknis Pemeliharaan</i></li> <li>➤ <i>Diagnosa Tanaman Sawit</i></li> <li>➤ <i>Pencegahan Penyakit, Strategi Panen dan replanting</i></li> <li>➤ <i>Cara Penggunaan Modul Sekolah Lapang</i></li> <li>• Training of Facilitator, attended by Irmayana on 2-3 February 2021. Training was conducted by FORTASBI, GIZ and UPT P4 Dinas Pertanian Kabupaten Kutai Timur. Training material about ICS, Procedure and Internal Audit.</li> <li>• Training of Facilitator, attended by Irmayana on 8-9 February 2021. Training was conducted by FORTASBI, GIZ and UPT P4 Dinas Pertanian Kabupaten Kutai Timur. Training material about HCV, NDPE, Global Warming and Hazardous Waste Management</li> <li>• Training about Social Impact on 5 March 2021 attended by 17 members of ICS team</li> <li>• Training about Plantation management without fire on 19 February 2021 attended by 17 members of ICS team</li> <li>• Limited Pesticide Training on 16 June 2021, attended by 12 members of ICS Team</li> <li>• Training conducted by FORTASBI on 15 January 2021 – 5 March 2021 to all members of ICS team. Training materials about :             <ul style="list-style-type: none"> <li>➤ Master Trainer : Guntur Cahyo; Mengenal tentang RSPO, Standar, Prinsip dan Kriteria RISS 2019</li> <li>➤ Master Trainer : Bagus Rahman (Kementrian Koperasi dan UMKM); Kelembagaan Koperasi</li> <li>➤ Master Trainer : Rukaiyah Rafik; <i>Sertifikasi RSPO dan ISPO, Administrasi dan pencatatan aktifitas budidaya petani</i></li> </ul> </li> </ul>	
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		<ul style="list-style-type: none"> <li>➤ Master trainer : Nanang Budiyanto; <i>Perencanaan Bisnis, Literasi Keuangan untuk Koperasi, Pengelolaan Keuangan Koperasi</i></li> </ul> <p>Training carried out related to oil palm pricing, financial management, BMP for smallholders :</p> <ul style="list-style-type: none"> <li>• Training about harvesting on 14 – 17 June 2021, attended by 362 smallholder members. Instructor : ICS Team</li> <li>• Training about RSPO certification non-product selling mechanism on 30 September 2021 – 4 October 2021, attended by 362 smallholder members. Instructor : ICS Team</li> <li>• Training about Financial Management on 2 – 6 August 2021, attended by 362 smallholder members. Instructor : ICS Team</li> </ul> <p>All member trained before audit: See relevant criterion C-ICS C.2          Who provided training: See relevant criterion C-ICS C.2          Training attendance record: See relevant criterion C-ICS C.2</p>	
<p>Milestone B</p>	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> <li>• Fair and transparent decision-making and governance</li> <li>• Sustainable financial management</li> </ul>	<p>Governance process set up: Cooperative has a set of statute in “Anggaran Dasar – Anggaran Rumah Tangga”.</p> <p>Awareness about governance process: Based on interview with sampled smallholder, the cooperative has implemented a fair and transparent business, including the FFB sales process, deduction and management fee.</p> <p>Decision making process in smallholder as per AD/ART was through annual member meeting.</p> <p>Koperasi Pertanian Sumber Rejeki has established a budget plan for the use of premiums as mentioned in the “Surat Keputusan Nomor : 027/KOP-SR/KB/III/2022 Tentang Rencana Anggaran Biaya Premi Sertifikasi RSPO” dated 17 March 2022. Details of the budget plan are:</p> <ul style="list-style-type: none"> <li>• 25 % for members</li> <li>• 30 % for ICS operational</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>• 10 % for RSPO certification (surveillance)</li> <li>• 2 % for social funds</li> <li>• 2.5 % for environmental/HCV monitoring</li> <li>• 2 % for medical check up</li> <li>• 10 % for office operational and members training</li> <li>• 0.5 % for membership</li> <li>• 18 % for savings</li> </ul> <p>This budget plan has been disseminated to all members during “Rapat Anggota Tahunan Periode 2021” on 29 March 2022. Records was sighted an reviewd such as booklet of “Rapat Anggota Tahunan – Laporan Pertanggung Jawaban Pengurus dan Pengawas Tahun Buku 2021 Koperasi Sumber Rejeki”, attendance list an documentation.</p> <p>Monitoring of financial performance: Monitoring and reporting of financial performance was during Annual member meeting “Rapat Anggota Tahunan” was held on 29 March 2022. The meeting reported financial statement for fiscal year 2021, financial balance from loan business units; sales of agriculture, supplies, sales of FFB, prices of FFB and suggestion for improvement.</p> <p>The report explains working plan including planning for social donation, and infrastructure development plan. This report has been reviewed by Governing body of the cooperative. Cooperative had planned in order to be sustainable; FFB should not sold to FFB collectors (<i>tengkulak</i>) and all workers shall use the proper PPEs.</p>	
<b>Criteria 1.2:</b> Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not Applicable	Complied

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<p>Milestone A</p>	<p>Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.</p>	<p>Koperasi Petanian Sumber Rejeki has showed the evidence of training related to RSPO implementation that held within 2021 such as best management practices training, zero burning, integrated pest management, occupational safety and health, management of cooperation, FFB pricing mechanism, supply chain (FFB/CPO/PK production record, sales and stock). Sighted the record of training as follows:</p> <p><b>Smallholders</b></p> <p>a. Training about BMP procedure, internal memorandum and policy conducted per farmers group:</p> <ul style="list-style-type: none"> <li>• Cooperative Institutions (Cooperative and ICS) on 5 April 2021 was attended by 46 members, 6 April 2021 was attended by 60 members, 7 April 2021 was attended by 79 members, 8 April 2021 was attended by 93 members.</li> <li>• Regulatory Compliance Training on 29 March 2021 was attended by 53 members, 30 March 2021 was attended by 48 members, 31 March 2021 was attended by 88 members, 1 April 2021 was attended 82 members.</li> <li>• Business Plan, on 02 August 2021 was attended by 67 members, 03 August 2021 was attended by 69 members, 4 August 2021 was attended by 75 members, 5 August 2021 was attended by 116 members, 6 August 2021 was attended by 26 members.</li> <li>• Simulation of Oil Palm Plantation Planning and Simulation of Spacing and Planting on 26 April 2021 was attended by 35 members, 27 April 2021 was attended by 30 members, 28 April 2021 was attended by 92 members, 29 April 2021 was attended by 75 members, on 22 March 2021 was attended by 27 members, 23 March 2021 was attended by 26 members.</li> <li>• Analysis of Oil Palm Ecosystems, Morphology and Physiology of Oil Palm Growth, Water Cycle in Oil Palm Plantation Ecosystem on 12 April</li> </ul>	<p>Complied</p>
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		<p>2021 was attended by 33 members, 13 April 2021 was attended by 31 members, 14 April 2021 was attended by 34 members, 15 April 2021 was attended by 30 members.</p> <ul style="list-style-type: none"> <li>• Harvesting Training on 14 June 2021 was attended by 63 members, 15 June 2021 was attended by 55 members, 16 June 2021 was attended by 85 members, 17 June 2021 was attended by 69 members.</li> <li>• Replanting Training on 21 June 2021 was attended by 59 members, 22 June 2021 was attended by 70 members, 23 June was attended by 89 members, 24 June 2021 was attended by 80 members.</li> <li>• Anatomy of Oil Palm Fruit, Diagnosis of Healthy Seeds and Abnormal Seeds on 19 April 2021 was attended by 72 members, 20 April 2021 was attended by 68 members, 21 April 2021 was attended by 106 members, 22 April 2021 was attended by 102 members.</li> <li>• RSPO and ISPO Training (Training Material No.1) on 22 March 2021 was attended by 40 members, 23 March 2021 was attended by 73 members, 24 March 2021 was attended by 98 members, 25 March 2021 was attended by 82 members.</li> <li>• Analysis of Soil Physical Condition and Manuring Procedures (Training Material No. 8), on 31 May 2021 was attended by 33 members, on 1 June 2021 was attended by 45 members, on 2 June 2021 was attended by 29 members, 3 June 2021 was attended by 33 members, 2 June 2021 was attended by 22 members, 3 June 2021 was attended by 10 members, 31 May 2021 was attended by 14 members, 30 May 2021 was attended by 14 members. 2 June 2021 was attended by 24 members, 3 June 2021 was attended by 31 members.</li> <li>• Impact Analysis of Pesticides Use Training (Training Material No. 9) on 24 May 2021 was attended by 33 members, 25 May 2021 was attended by 42 members, 26 May 2021 was attended by 28 members, 27 May 2021 was attended by 25 members, 26 May 2021 was attended by 22 members, 27 May 2021 was attended by 43 members,</li> </ul>	
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		<p>24 May 2021 was attended by 45 members, 30 May 2021 was attended by 15 members.</p> <ul style="list-style-type: none"> <li>• Pest and Disease of Palm Oil (Training Material No. 10) dated 7 June 2021 was attended by 68 members, 8 June 2021 was attended by 76 members, 9 June 2021 was attended by 75 members, 10 June 2021 was attended by 60 members, 10 June 2021 was attended by 20 members.</li> <li>• Impact Analysis of Pesticides Use training on 24 May 2021 was attended by 64 members, 25 May 2021 was attended by 55 members, 27 May 2021 was attended by 61 members, 28 May 2021 was attended by 52 members, 24 March 2021 was attended by 36 members, 25 March 2021 was attended by 24 members.</li> </ul> <p>b. Firefighting and alternative for using fire conducted per farmers group.</p> <ul style="list-style-type: none"> <li>• Fire Management and Fire Emergency and OHS on 19 July 2021 was attended by 78 members, 20 July 2021 was attended by 75 members, 21 July 2021 was attended by 32 members, 22 July 2021 was attended by 54 members, 23 July 2021 was attended by 21 members, 31 March 2021 was attended by 12 members.</li> <li>• Work Insurances on 9 August 2021 was attended by 70 members, 10 August 2021 was attended by 122 members, 11 August 2021 was attended by 78 members, 12 August 2021 was attended by 66 members, 13 August 2021 was attended by 26 members.</li> </ul> <p>c. HCV and HCS Training</p> <ul style="list-style-type: none"> <li>• HCV and NDPE Training on 4 July 2021 was attended by 70 members, 5 July 2021 was attended by 77 members, 6 July 2021 was attended by 32 members, 7 July 2021 was attended by 78 members, 8 July 2021 was attended by 79 members, 9 July 2021 was attended by 26 members.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Limited Pesticides Use training, dated 16 June 2021 attended by member for example: Warodi, Y Sukengrat, Ali Mustofa, Saidi, Saihul Islam, Rozikin, WarsimContantianus Yandri by Dinas Pertanian Kabupaten Kutai Timur.</li> </ul> <p><b>Capacity Building for Board of ICS</b></p> <ul style="list-style-type: none"> <li>• First Aid Training on behalf Abdul Sukur Alwan, Lorensius Bata and Roby Remy Ray 23 February 2022 by UPT Puskesmas Muara Wahau.</li> <li>• Gender equality in the Sustainable Palm Oil an Maria Veronika B, Maria Ferawati Sihotang dated 21 April 2021 by Kementrian Pertanian and FORTASBI.</li> <li>• Internal Audit ISPO Yusuf Sagenity, Petrus SE, Muhisam, dated 26-28 January 2022 by Kompas Enviro</li> <li>• Internal Audit RSPO (online via zoom) Arif Usman, Husen, Maria V B, Maria F S, Siti Uniyatun, Hamjan and Yusuf SN dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat.</li> <li>• Internal Audit RSPO, was attended by Petrus Ze, Yusuf Soge Nippi, Lorensius Bata, Arif Usman, Maria VB dated 19-21 June 2021 by TUV Rheinland.</li> <li>• Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), Siti Umiyatun, Yusuf Sge Nippi, Muhisyam, Maria VB, Florensius Batam Zainudin HM, Helmi, Hamzan Wadi, Verawati Sihotang, Saparudin, Roby Rengi Ray, Petrus ZE, Yustinus Landung, Mansur, Ari Harpandi, Abdul Sukur, Sunardi, Petrus Pethu, Arif Usman, Husen dated 15 January 2021 – 5 March 2021 by FORTASBI.</li> <li>• Use of Limited Pesticides training, dated 16 June 2021 attended by ICS Team for example: Roby Rengi Ray, Arif Usman, Husein,</li> <li>• Basic Safety / K3, dated 20 March 2021 attended by ICS Team for example: Yustinus Landung, Mansur, Yusuf SN, Abdul Sukur Alwan.</li> </ul>	
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		<p><b>ICS Manager;</b></p> <ul style="list-style-type: none"> <li>• Internal Audit RSPO, dated 19-21 June 2021 by TUV Rheinland</li> <li>• Internal Audit RSPO (daring) dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat</li> </ul> <p>Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), dated 15 January 2021 – 5 March 2021 by FORTASBI.</p>	
<p>Milestone B</p>	<p>Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sales.</p>	<p>Koperasi Pertanian Sumber Rejeki has conducted Good Agricultural Practices (GAP) training for all their member (see detail in indicator 1.2 milestone A). In addition, Koperasi also provide smallholder guidance in "Buku Aktifitas Kebun Sawit Swadaya" that provide information of FFB production, manuring, weeding, pruning, manuring recommendation, training record, etc.</p> <p>Koperasi Pertanian Sumber Rejeki has conducted soil sampling and leaf sampling facilitated by GIZ on 1 March 2020 has conduct soil and leaf sampling and sent the sample to PT Mitra Agro Servindo. The recommended types of fertilizers are N, P, K and Mg. Each smallholder has his own fertilizer recommendation. Verified document: Soil Analysis Certificate, No.1.051.1.1/03/20 dated 19 March 2020</p> <p>Based on field observation and interview with smallholder sampling of obtained information that all member has following the fertilizer recommendation especially on right dosage. Previously the smallholder only uses the fertilizer based on other smallholder advice.</p> <p>Koperasi Pertanian Sumber Rejeki has provided GAP Hand Book namely "Buku Aktifitas Kebun Sawit Swadaya" that provide information of FFB production, manuring, weeding, pruning, manuring recommendation, training record, etc. Meanwhile, for FFB sales recorded in "Surat Penerimaan Buah" received by each smallholder from mill and kept by Pengurus ICS/Koperasi.</p>	<p>Complied</p>

		<p><b>Sample seen of transaction data of FFB sale:</b></p> <p><b>Period June 2022</b></p> <ul style="list-style-type: none"> <li>a. Transaction to Mill (PKS 7 and PKS 11 PT Dharma Intisawit Nugraha – DSN Group), verified document: “Laporan Bulanan Penerimaan TBS DSN Group” period June 2022 – Koperasi Sumber Rejeki, received by PKS-11 total FFB 913,664 kg, received by PKS-7 total FFB 1,145,948 kg and 1,074,920 kg.</li> <li>b. Payment Slip from Pusat Koperasi Perkebunan Semoga Sawit Wahau Jaya (as parent Cooperative in Wahau District that have Delivery Order (DO) to DSN Group) to Koperasi Sumber Rejeki, verified document: Kwitansi Pembayaran TBS Sawit Desa Karya Bhakti period 01 – 30 June 2022 dated 20 July 2022: Total bunches 174,934, total quantity 3,134,532kg, IDR 7,866,568,489.</li> <li>c. Payment Slip from Koperasi Sumber Rejeki to members, verified document: ID-225 on behalf Riyati, transfer via Bank BRI, dated 21 July 2022 IDR 23,941,554; ID-108 on behalf Hasnah, transfer via Bank BRI, dated 21 September 2022 IDR 24,349,311; ID-71 on behalf Ika Evi, transfer via Bank BRI, dated 21 July 2022 IDR 1,595,703.</li> </ul> <p><b>Period July 2022</b></p> <ul style="list-style-type: none"> <li>a. Transaction to Mill (PKS 7 and PKS 11 PT Dharma Intisawit Nugraha – DSN Group), verified document: “Laporan Bulanan Penerimaan TBS DSN Group” period July 2022 – Koperasi Sumber Rejeki received by PKS-7 total FFB 259,908 kg, received by PKS-11 3,331,717 kg.</li> <li>b. Payment Slip from Pusat Koperasi Perkebunan Semoga Sawit Wahau Jaya (as parent Cooperative in Wahau District that have Delivery Order (DO) to DSN Group) to Koperasi Sumber Rejeki, verified document: Kwitansi Pembayaran TBS Sawit Desa Karya Bhakti period 01 – 31 July 2022 dated 22 August 2022: Total bunches 200,740, total quantity 3,591,625 kg, IDR 6,416,064,701.</li> <li>c. Payment Slip from Koperasi Pertanian Sumber Rejeki to members,</li> </ul>	
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		<p>verified document: ID-117 on behalf Imran Dongoran, transfer via Bank BRI, dated 22 August 2022 IDR 5,945,474; ID-225 on behalf Riyati, transfer via Bank BRI, dated 22 August 2022 IDR 26,864,890; ID-108 on behalf Hasnah, transfer via Bank BRI, dated 22 August 2022 IDR 33,981,949; ID-71 on behalf Ika Evi, transfer via Bank BRI, dated 22 August 2022 IDR 1,801,073; ID-312 on behalf Suyono, transfer via Bank BRI, dated 22 August 2022 IDR 8,621,833.</p> <p><b>Period August 2022</b></p> <ul style="list-style-type: none"> <li>a. Transaction to Mill (PKS-1 and PKS-11 PT Dharma Intisawit Nugraha – DSN Group), verified document: "Laporan Bulanan Penerimaan TBS DSN Group" period July 2022 – Koperasi Sumber Rejeki received by PKS-1 total FFB 4,551,208 kg.</li> <li>b. Payment Slip from Pusat Koperasi Perkebunan Semoga Sawit Wahau Jaya (as parent Cooperative in Wahau District that have Delivery Order (DO) to DSN Group) to Koperasi Sumber Rejeki, verified document: Kwitansi Pembayaran TBS Sawit Desa Karya Bhakti period 01 – 31 August 2022 dated 22 September 2022: Total bunches 247,287, total quantity 4,551,208 kg, IDR 8,070,398,535.</li> <li>c. Payment Slip from Koperasi Sumber Rejeki to members, verified document: ID-117 on behalf Imran Dongoran, transfer via Bank BRI, dated 21 September 2022 IDR 4,888,116; ID-108 on behalf Hasnah, transfer via Bank BRI, dated 21 September 2022 IDR 20,764,667; ID-225 on behalf Riyati, transfer via Bank BRI, dated 21 September 2022 IDR 18,563,297; ID-312 on behalf Suyono, transfer via Bank BRI, dated 21 September 2022 IDR 5,720,567; ID-276 on behalf sodiq sugeng, transfer via Bank BRI, dated 21 September 2022 IDR 1,569,083.</li> </ul> <p>To monitor operational activity in each farmer plot, Koperasi Sumber Rejeki has been shared the personal information form where all farmer</p>	
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		<p>recorded their operational activity regarding the production record, fertilization record and upkeep schedule.</p> <p>Each member can also access the FFB prices or records of production and transaction data of all FFB sale in Cooperative office.</p>	
<p><b>Criteria 1.3:</b> Smallholders implement good agricultural practices (GAP) on their farms.</p>			
Eligibility	<p>Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E / Appendix 1).</p>	<p>Smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment to implementing good agricultural practices on their farms according to "Formulir Pernyataan Komitmen Petani Swadaya Dalam Melakukan Pengelolaan Perkebunan Berkelanjutan". Stated in point D:</p> <p>11. No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)</p> <p>13. No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion.</p> <p>14. Use of best management practices for oil palm on peat</p> <p>15. No burning for preparing land or pest control</p> <p>16. Minimising and controlling erosion.</p> <p>Sample seen for Smallholder commitment declaration:</p> <ul style="list-style-type: none"> <li>• RSPO Certification Commitment on behalf of Siti Fatimah ID-266 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Yustus Misi ID-337 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Sarmi a ID-258 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Mikhael Sumbi ID-163 dated 01 February 2021.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• RSPO Certification Commitment on behalf of Kristoforus Ola a ID-131 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Jarot Margo Raharjo ID-119 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Ahmad ID-022 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Fabianus Raja ID-081 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Abrosia Anci ID-039 dated 01 February 2021.</li> <li>• RSPO Certification Commitment on behalf of Gregorius Mbotu Odja ID-093 dated 01 February 2021.</li> </ul> <p>Group Manager of Koperasi Pertanian Sumber Rejeki has prepared the procedure on BMP for agronomy under name "Standar Operasional Prosedur".</p> <p>The procedure covers:</p> <ul style="list-style-type: none"> <li>• Oil Palm Planting and Land Clearing Procedure – SOP Penanaman Baru dan Pembukaan Lahan No.SOP/SR/035/2021 dated 14 February 2021.</li> <li>• Nursery Procedure – SOP Pembibitan Kelapa Sawit No.SOP/SR/049/2022 dated 2 July 2022.</li> <li>• Pest and disease control Procedure - SOP Pengendalian Hama dan Penyakit Tanaman Kelapa Sawit No.16/SEK/ICS/JMK/I/2021 dated 3 February 2021.</li> <li>• Manuring/Fertilizing Procedure – SOP Pemupukan Tanaman Kelapa Sawit No.SOP/SR/027/2021 dated 3 February 2021</li> </ul>	
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<p>Milestone A</p>	<p>Smallholders complete training on Good Agriculture Practices (GAP).</p>	<p>Koperasi Pertanian Sumber Rejeki has showed the evidence of training related to RSPO implementation that held within 2021 such as best management practices training, zero burning, integrated pest management, occupational safety and health, management of cooperation, FFB pricing mechanism, supply chain (FFB/CPO/PK production record). Sighted the record of training as follows:</p> <p><b>Smallholders</b></p> <p>a. Training about BMP procedure, internal memorandum and policy conducted per farmers group:</p> <ul style="list-style-type: none"> <li>• Cooperative Institutions (Cooperative and ICS) on 5 April 2021 was attended by 46 members, 6 April 2021 was attended by 60 members, 7 April 2021 was attended by 79 members, 8 April 2021 was attended by 93 members.</li> <li>• Regulatory Compliance Training 29 March 2021 was attended by 53 members, 30 March 2021 was attended by 48 members, 31 March 2021 was attended by 88 members, 1 April 2021 was attended 82 members.</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>• Analysis of Soil Physical Condition and Manuring Procedures (Training Material No. 8), on 31 May 2021 was attended by 33 members, on 1 June 2021 was attended by 45 members, on 2 June 2021 was attended by 29 members, 3 June 2021 was attended by 33 members, 2 June 2021 was attended by 22 members, 3 June 2021 was attended by 10 members, 31 May 2021 was attended by 14 members, 30 May 2021 was attended by 14 members. 2 June 2021 was attended by 24 members, 3 June 2021 was attended by 31 members.</li> <li>• Impact Analysis of Pesticides Use Training (Training Material No. 9) on 24 May 2021 was attended by 33 members, 25 May 2021 was attended by 42 members, 26 May 2021 was attended by 28 members, 27 May 2021 was attended by 25 members, 26 May 2021 was attended by 22 members, 27 May 2021 was attended by 43 members, 24 May 2021 was attended by 45 members, 30 May 2021 was attended by 15 members.</li> <li>• Pest and Disease of Palm Oil (Training Material No. 10) dated 7 June 2021 was attended by 68 members, 8 June 2021 was attended by 76 members, 9 June 2021 was attended by 75 members, 10 June 2021 was attended by 60 members, 10 June 2021 was attended by 20 members.</li> <li>• Impact Analysis of Pesticides Use training on 24 May 2021 was attended by 64 members, 25 May 2021 was attended by 55 members, 27 May 2021 was attended by 61 members, 28 May 2021 was attended by 52 members, 24 March 2021 was attended by 36 members, 25 March 2021 was attended by 24 members.</li> <li>b. Firefighting and alternative for using fire conducted per farmers group.</li> <li>• Fire Management and Fire Emergency and OHS on 19 July 2021 was attended by 78 members, 20 July 2021 was attended by 75 members, 21 July 2021 was attended by 32 members, 22 July 2021 was attended</li> </ul>	
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		<p>by 54 members, 23 July 2021 was attended by 21 members, 31 March 2021 was attended by 12 members.</p> <ul style="list-style-type: none"> <li>• Work Insurances on 9 August 2021 was attended by 70 members, 10 August 2021 was attended by 122 members, 11 August 2021 was attended by 78 members, 12 August 2021 was attended by 66 members, 13 August 2021 was attended by 26 members.</li> </ul> <p>c. HCV and HCS Training</p> <ul style="list-style-type: none"> <li>• HCV and NDPE Training on 4 July 2021 was attended by 70 members, 5 July 2021 was attended by 77 members, 6 July 2021 was attended by 32 members, 7 July 2021 was attended by 78 members, 8 July 2021 was attended by 79 members, 9 July 2021 was attended by 26 members.</li> <li>• Limited Pesticides Use training, dated 16 June 2021 attended by member for example: Warodi, Y Sukengrat, Ali Mustofa, Saidi, Saihul Islam, Rozikin, Warsim Contantianus Yandri by Dinas Pertanian Kabupaten Kutai Timur.</li> </ul> <p><b>Capacity Building for Board of ICS</b></p> <ul style="list-style-type: none"> <li>• First Aid Training on behalf Abdul Sukur Alwan, Lorensius Bata and Roby Remy Ray 23 February 2022 by UPT Puskesmas Muara Wahau.</li> <li>• Gender equality in the Sustainable Palm Oil an Maria Veronika B, Maria Ferawati Sihotang dated 21 April 2021 by Kementrian Pertanian and FORTASBI.</li> <li>• Internal Audit ISPO Yusuf Sagenity, Petrus SE, Muhisam, dated 26-28 January 2022 by Kompasias Enviro</li> <li>• Internal Audit RSPO (online via zoom) Arif Usman, Husen, Maria V B, Maria F S, Siti Uniyatun, Hamjan and Yusuf SN dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Internal Audit RSPO, was attended by Petrus Ze, Yusuf Soge Nippi, Lorensius Bata, Arif Usman, Maria VB dated 19-21 June 2021 by TUV Rheinland.</li> <li>• Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), Siti Umiyatun, Yusuf Sge Nippi, Muhiyam, Maria VB, Florensus Batam Zainudin HM, Helmi, Hamzan Wadi, Verawati Sihotang, Saparudin, Roby Rengi Ray, Petrus ZE, Yustinus Landung, Mansur, Ari Harpandi, Abdul Sukur, Sunardi, Petrus Pethu, Arif Usman, Husen dated 15 January 2021 – 5 March 2021 by FORTASBI.</li> <li>• Use of Limited Pesticides training, dated 16 June 2021 attended by ICS Team for example: Roby Rengi Ray, Arif Usman, Husein,</li> <li>• Basic Safety / K3, dated 20 March 2021 attended by ICS Team for example: Yustinus Landung, Mansur, Yusuf SN, Abdul Sukur Alwan.</li> </ul> <p><b>ICS Manager;</b></p> <ul style="list-style-type: none"> <li>• Internal Audit RSPO, dated 19-21 June 2021 by TUV Rheinland</li> <li>• Internal Audit RSPO (daring) dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat</li> </ul> <p>Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), dated 15 January 2021 – 5 March 2021 by FORTASBI.</p>	
<p>Milestone B</p>	<p>Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.</p>	<p>Based on field observation to smallholder member area, it was observed that smallholders are managing their farm effectively and maintain records of production and transaction data.</p> <p>Sample seen: Harvesting records:</p> <ul style="list-style-type: none"> <li>• Yustus Misi ID-337:</li> </ul>	<p>Non-compliance</p>

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		<ul style="list-style-type: none"> <li>- Period July 2022: 1<sup>st</sup> rotation on 6 July 2022, qty 1,506 Kg; 2<sup>nd</sup> rotation on 17 July 2022, qty 3,736 Kg; 3<sup>rd</sup> rotation on 26 July 2022, qty 3,278 Kg.</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 6 June 2022, qty 1,040 kg, 2<sup>nd</sup> rotation on 17 June 2022, qty 620 kg, 3<sup>rd</sup> rotations on 26 June 2022, qty 2,250 kg.</li> <li>- Period May 2022: 1<sup>st</sup> rotation on 6 May 2022, qty 870 kg, 2<sup>nd</sup> rotation on 17 May 2022, qty 620 kg, 3<sup>rd</sup> rotations on 26 May 2022, qty 2,150 kg.</li> <li>• Fabianus Raja ID-081:             <ul style="list-style-type: none"> <li>- Period July 2022: 1<sup>st</sup> rotation on 2 July 2022, qty 5,085 Kg; 2<sup>nd</sup> rotation on 18 July 2022, qty 1,645 Kg.</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 2 June 2022, qty 1,882 Kg; 2<sup>nd</sup> rotation on 18 June 2022, qty 1,885 Kg</li> <li>- Period May 2022: 1<sup>st</sup> rotation on 2 May 2022, qty 1,413 Kg; 2<sup>nd</sup> rotation on 18 May 2022, qty 1,645 Kg</li> </ul> </li> <li>• Ahmad – ID 022             <ul style="list-style-type: none"> <li>- Period July 2022: 1<sup>st</sup> rotation on 06 July 2022, qty 1,540 Kg; 2<sup>nd</sup> rotation on 18 July 2022, qty 1,545 Kg.</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 2 June 2022, qty 1,466 Kg; 2<sup>nd</sup> rotation on 18 June 2022, qty 1,540 Kg</li> <li>- Period May 2022: 1<sup>st</sup> rotation on 2 May 2022, qty 1,394 Kg; 2<sup>nd</sup> rotation on 18 May 2022, qty 1,180 Kg</li> </ul> </li> <li>• Gregorius Mbotu Odja – ID 093             <ul style="list-style-type: none"> <li>- Period August 2022: 1<sup>st</sup> rotation on 01 August 2022, qty 1,730 Kg; 2<sup>nd</sup> rotation on 24 August 2022, qty 1,820 Kg.</li> <li>- Period July 2022: 1<sup>st</sup> rotation on 01 July 2022, qty 2,295 Kg; 2<sup>nd</sup> rotation on 24 July 2022, qty 1,700 Kg</li> </ul> </li> </ul>	
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		<ul style="list-style-type: none"> <li>- Period June 2022: 1<sup>st</sup> rotation on 1 June 2022, qty 1,580 Kg; 2<sup>nd</sup> rotation on 24 June 2022, qty 983 Kg</li> <li>• Sarmi – ID 258             <ul style="list-style-type: none"> <li>- Period August 2022: 1<sup>st</sup> rotation on 02 August 2022, qty 1,300 Kg; 2<sup>nd</sup> rotation on 26 August 2022, qty 2,540 Kg.</li> <li>- Period July 2022: 1<sup>st</sup> rotation on 01 July 2022, qty 1,000 Kg; 2<sup>nd</sup> rotation on 26 July 2022, qty 2,000 Kg</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 02 June 2022, qty 3,730 Kg; 2<sup>nd</sup> rotation on 26 June 2022, qty 2,900 Kg.</li> </ul> </li> </ul>	
<b>Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing</b>			
Comply with the law and respect communities’ rights			
<b>Criteria 2.1:</b> Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Pertanian Sumber Rejeki provides member list and the oil palm plantation blocks map, scale 1:6,000. This map was prepared from legal ownership of land and satellite imagery. All the land under Koperasi Pertanian Sumber Rejeki was originated from government’s transmigration program.</p> <p>Koperasi Pertanian Sumber Rejeki also had conducted map overlapping between smallholder blocks map and “Peta Rencana Tata Ruang Wilayah Kabupaten Kutai Timur Tahun 2015-2035” scale 1:100,000. Areal where Koperasi Pertanian Sumer Rejeki located classified as “Pertanian Tanaman Pangan”.</p> <p>Koperasi Pertanian Sumber Rejeki listed and checked the smallholder member’s legal ownership of the land: 362 smallholder members with 672 land parcels consist of 665 land parcels demonstrates land certificates; 7 land parcels demonstrates “Surat Keterangan Tanah” or other form of legal ownership of land from village authorities.</p>	Complied

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<p>Milestone A</p>	<p>Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.</p>	<p>All of smallholders have land title in the form of Land Certificate (SHM – <i>Sertifikat Hak Milik</i>) which is issued by Agrarian Agency, and/or Decree of Land Ownership History (SKT – <i>Surat Keterangan Tanah</i>) which is issued by Village Head. During Initial Certification visit, smallholders can demonstrate these documents.</p> <p>The sample of smallholders at Initial Certification are:</p> <table border="1" data-bbox="1084 579 1904 1393"> <thead> <tr> <th>No</th> <th>Smallholder</th> <th>Smallholder ID</th> <th>Land Title</th> <th>Ha</th> </tr> </thead> <tbody> <tr><td>01</td><td>Devi Fajrianti</td><td>072</td><td>SHM No. 458</td><td>1.00</td></tr> <tr><td>02</td><td>Disri</td><td>074</td><td>SHM No. 884</td><td>1.89</td></tr> <tr><td>03</td><td>Hadi Miswanto</td><td>101</td><td>SHM No. 444</td><td>1.00</td></tr> <tr><td>04</td><td>Husen</td><td>113</td><td>SHM No. 886</td><td>1.80</td></tr> <tr><td>05</td><td>Lasmini</td><td>140</td><td>SHM No. 106</td><td>1.92</td></tr> <tr><td>06</td><td>Mansur</td><td>149</td><td>SHM No. 442</td><td>1.00</td></tr> <tr><td>07</td><td>Miskiah</td><td>164</td><td>SHM No. 735</td><td>1.71</td></tr> <tr><td>08</td><td>Rohimah</td><td>228</td><td>SHM No. 756</td><td>0.96</td></tr> <tr><td>09</td><td>Sutarman</td><td>305</td><td>SHM No. 431</td><td>1.00</td></tr> <tr><td>10</td><td>Sumiati</td><td>009</td><td>SHM No. 706</td><td>1.97</td></tr> <tr><td>11</td><td>Alosius Tohari</td><td>032</td><td>SHM No. 511</td><td>1.00</td></tr> <tr><td>12</td><td>Zainal Abidin</td><td>232</td><td>SHM No. 237</td><td>1.76</td></tr> <tr><td>13</td><td>Saidi</td><td>240</td><td>SHM No. 630</td><td>1.88</td></tr> <tr><td>14</td><td>Ngari</td><td>198</td><td>SHM No. 512</td><td>1.00</td></tr> <tr><td>15</td><td>Fransius Sinaga</td><td>089</td><td>SHM No. 708</td><td>2.00</td></tr> <tr><td>16</td><td>Kusneli</td><td>133</td><td>SHM No. 703</td><td>1.95</td></tr> </tbody> </table>	No	Smallholder	Smallholder ID	Land Title	Ha	01	Devi Fajrianti	072	SHM No. 458	1.00	02	Disri	074	SHM No. 884	1.89	03	Hadi Miswanto	101	SHM No. 444	1.00	04	Husen	113	SHM No. 886	1.80	05	Lasmini	140	SHM No. 106	1.92	06	Mansur	149	SHM No. 442	1.00	07	Miskiah	164	SHM No. 735	1.71	08	Rohimah	228	SHM No. 756	0.96	09	Sutarman	305	SHM No. 431	1.00	10	Sumiati	009	SHM No. 706	1.97	11	Alosius Tohari	032	SHM No. 511	1.00	12	Zainal Abidin	232	SHM No. 237	1.76	13	Saidi	240	SHM No. 630	1.88	14	Ngari	198	SHM No. 512	1.00	15	Fransius Sinaga	089	SHM No. 708	2.00	16	Kusneli	133	SHM No. 703	1.95	<p>Complied</p>
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		17	Imam Sadali	115	SHM No. 786	2.00		
		18	Mufakodin	169	SHM No. 359	1.00		
		19	Abdul Fatah	004	SHM No. 790	1.98		
		20	Ahmad	022	SHM No. 684	2.00		
		21	Ambrosia	039	SHM No. 609	1.00		
		22	Gregorius Mbotu	093	SHM No. 625	1.00		
		23	Mikhael Sumbi	163	SHM No. 764	2.00		
		24	Fabianus Raja	081	SHM No. 744	2.00		
		25	Jarot Margo R.	119	SHM No. 725	1.95		
		26	Kristoforus	131	SHM No. 760	1.96		
		27	Sarmi	258	SHM No. 767	2.00		
		28	Siti Fatimah	266	SHM No. 136	2.37		
		29	Yustus Misi	337	SHM No. 656	1.94		
		30	Abanar Jaenal	002	SHM No. 794	2.00		
		31	Moh Irfan	165	SHM No. 837	2.00		
		32	Muhammad Nur	174	SHM No. 838	1.97		
		33	Sebastian Tenga	261	SHM No. 800	2.00		
		34	Suryadi	302	SHM No. 822	1.98		
		35	Imran Dongoran	117	SHM No. 369	1.34		
		36	Karsono	125	SHM No. 278	1.98		
		37	Untung Suharyo	217	SHM No. 659	1.97		
		38	Abdul Karim	006	SHM No. 596	1.00		

		39	Hartini	106	SHM No. 483	1.00																																	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>- SHM: <i>Sertifikat Hak Milik</i> – individual land title signed by Agrarian Agency in Regency level. SHM is the highest individual land title in Indonesia.</li> </ul> <p>Koperasi Pertanian Sumber Rejeki has a procedure regarding parcels boundary demarcation in “<i>Surat Keputusan Nomor 017/KOP-SR/KB/III/2021 tentang Patok Batas Lahan</i>” dated 2 March 2021. In the procedure stated that “<i>Patok Batas bisa saja terbuat dari patok permanen, jajaran pohon seperti pinang atau parit batas dan lain-lain yang nampak dengan jelas</i>”.</p> <p>Based on site visit to sampled smallholder, audit team sighted the land demarcation in form of red-white poles and/or red-white wood poles are clearly located on the ground. The planting of oil palm only within the boundary.</p> <p>Based on site visit to sampled smallholder and stakeholder consultation to interested parties, there is no boundary overlapping with other landowner.</p> <table border="1" data-bbox="1086 983 1883 1382"> <thead> <tr> <th>No</th> <th>Smallholder name</th> <th colspan="2">GPS Coordinates Boundary Pole sampled #1</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>Devi Fajrianti</td> <td>1°02' 01.7" N</td> <td>116° 54' 18.4"E</td> </tr> <tr> <td>02</td> <td>Disri</td> <td>1° 01' 54.4" N</td> <td>116° 53' 13.4" E</td> </tr> <tr> <td>03</td> <td>Hadi Miswanto</td> <td>1° 02' 16.0" N</td> <td>116° 54' 36.3" E</td> </tr> <tr> <td>04</td> <td>Husen</td> <td>1° 01' 54.3" N</td> <td>116° 53' 23.0" E</td> </tr> <tr> <td>05</td> <td>Lasmini</td> <td>1° 01' 54.3" N</td> <td>116° 53' 32.5" E</td> </tr> <tr> <td>06</td> <td>Mansur</td> <td>1° 01' 57.4" N</td> <td>116° 54' 34.6" E</td> </tr> <tr> <td>07</td> <td>Miskiah</td> <td>1° 01' 54.0" N</td> <td>116° 53' 22.9" E</td> </tr> </tbody> </table>					No	Smallholder name	GPS Coordinates Boundary Pole sampled #1		01	Devi Fajrianti	1°02' 01.7" N	116° 54' 18.4"E	02	Disri	1° 01' 54.4" N	116° 53' 13.4" E	03	Hadi Miswanto	1° 02' 16.0" N	116° 54' 36.3" E	04	Husen	1° 01' 54.3" N	116° 53' 23.0" E	05	Lasmini	1° 01' 54.3" N	116° 53' 32.5" E	06	Mansur	1° 01' 57.4" N	116° 54' 34.6" E	07	Miskiah	1° 01' 54.0" N	116° 53' 22.9" E	Complied
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		08	Rohimah	1° 02' 01.7" N	116° 54' 18.4" E		
		09	Sutarman	1° 02' 07.2" N	116° 54' 44.9" E		
		10	Sumiati	1° 02' 51.7" N	116° 53' 19.0" E		
		11	Alosius Tohari	1° 02' 25.9" N	116° 53' 01.8" E		
		12	Zainal Abidin	1° 02' 26.6" N	116° 53' 03.4" E		
		13	Saidi	1° 02' 32.5" N	116° 53' 38.9" E		
		14	Ngari	1° 02' 36.9" N	116° 53' 31.6" E		
		15	Fransius Sinaga	1° 02' 51.3" N	116° 53' 42.1" E		
		16	Kusneli	1° 02' 51.8" N	116° 53' 19.0" E		
		17	Imam Sadali	1° 02' 26.1" N	116° 53' 05.9" E		
		18	Mufakodin	1° 02' 26.4" N	116° 52' 59.0" E		
		19	Abdul Fatah	1° 02' 45.6" N	116° 53' 42.4" E		
		20	Ahmad	1° 02' 44.7" N	116° 53' 40.9" E		
		21	Ambrosia	1° 02' 59.8" N	116° 54' 37.7" E		
		22	Gregorius Mbotu	1° 02' 58.1" N	116° 54' 45.6" E		
		23	Mikhael Sumbi	1° 03' 19.5" N	116° 54' 02.7" E		
		24	Fabianus Raja	1° 03' 34.4" N	116° 54' 02.4" E		
		25	Jarot Margo R.	1° 03' 15.2" N	116° 53' 32.5" E		
		26	Kristoforus	1° 03' 21.4" N	116° 53' 47.1" E		
		27	Sarmi	1° 03' 17.3" N	116° 53' 51.2" E		
		28	Siti Fatimah	1° 03' 04.3" N	116° 54' 06.5" E		
		29	Yustus Misi	1° 03' 03.4" N	116° 54' 02.0" E		



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		30	Abanar Jaenal	1° 03' 44.8" N	116° 55' 19.7" E		
		31	Moh Irfan Fansyuri	1° 03' 20.6" N	116° 55' 14.4" E		
		32	Muhammad Nur	1° 03' 20.6" N	116° 55' 10.9" E		
		33	Sebastian Tenga	1° 03' 33.6" N	116° 55' 21.4" E		
		34	Suryadi	1° 02' 36.9" N	116° 55' 50.7" E		
		35	Imran Dongoran	1° 02' 33.2" N	116° 56' 06.7" E		
		36	Karsono	1° 02' 45.2" N	116° 55' 45.6" E		
		37	Untung Suharyo	1° 02' 45.7" N	116° 55' 27.4" E		
		38	Abdul Karim	1° 02' 55.5" N	116° 54' 56.9" E		
		39	Hartini	1° 02' 24.2" N	116° 54' 41.4" E		
<p><b>Criteria 2.2:</b> Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.</p>							
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without FPIC of indigenous peoples, local communities or other users (refer to indicator 1.1E / Appendix 1).	Stakeholder consultation result with village authorities, smallholder members and Lands Office, information: the smallholder members of Koperasi Pertanian Sumber Rejeki was originated from government project for transmigration.					Complied
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	All the land under Koperasi Pertanian Sumber Rejeki was originated from government's transmigration program and no land acquired from indigenous people's land.					Complied
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	For existing plot under Koperasi Pertanian Sumber Rejeki, transfer of ownership through land sales/purchases among smallholder member does occurred and recorded. These land sales/purchase being witnessed by village authorities to avoid any coercion, pressure and preventing double-claim (asking more compensation). Sampled land sales/purchases:					Complied

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		<ul style="list-style-type: none"> <li>- Statement letter from village authority "Surat Keterangan Ahli Waris No.532/KB-MW/VII/2012" dated 16 July 2012 stated the land under name Suwito was inherited to Lasmini.</li> <li>- Statement letter on behalf of Sahri and Mansur regarding land transaction from Sahri to Mansur dated 22 January 1995. This transaction witnessed by Head of Karya Bhakti Village, Ketua RT 04 and Ketua RW IV.</li> <li>- Statement letter on behalf of Misem and Hadi Miswanto regarding land transaction from Misem to Hadi Miswanto dated 16 January 2020. This transaction witnessed by Head of Karya Bhakti Village and Ketua RT 01.</li> <li>- Statement letter on behalf of Muh Jazuli and Hadi Miswanto regarding land transaction from Muh Jazuli to Hadi Miswanto dated 13 October 2017. This transaction witnessed by Head of Karya Bhakti Village and Ketua RT 03.</li> <li>- Statement letter from village authority "Surat Keterangan Ahli Waris No.569/Pemdes/IX/2020" dated 17 September 2020 stated the land under name Ahmad Abdul Hamid was inherited to Moh. Irfan Fansyuri.</li> </ul>	
<b>Criteria 2.3:</b> The right to use the land is not disputed by indigenous peoples, local communities or other users.			
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).	Based on document review and interview with smallholder, they has not declare any land dispute in accordance to History of Land Tenure and Conflict Disclosure of the RSPO ISH Standard Indonesia National Interpretation 2022 (Annex 3 and 4)	Non-compliance
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	Based on stakeholder consultation to village head Karya Bhakti village, there was no land dispute over lands in smallholder member of Koperasi Pertanian Sumber Rejeki. The smallholder members signed statement letter "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan	Complied

<p>Milestone B</p>	<p>There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.</p>	<p>Berkelanjutan". The statement letter consists commitment of each member to:</p> <ul style="list-style-type: none"> <li>- Not clearing or acquiring land from indigenous people, local communities, or other users without their free, prior and informed consent (FPIC), based on a simplified FPIC approach;</li> <li>- Resolving any existing disputes;</li> </ul> <p>The sampled smallholder understands there was no past dispute over their land. This was supported by the statement letter from village authorities for each parcels such as :</p> <p>1. <i>Surat Keterangan Tanah Tidak Pernah Sengketa</i> (Nomor: 517/Pem-Des/IX/2022, dated 5 September 2022). Land owner are :</p> <table border="1" data-bbox="1137 794 1908 1232"> <thead> <tr> <th>No</th> <th>Nama</th> <th>Nama SHM</th> <th>No SHM</th> <th>LUAS</th> <th>No. Petak</th> </tr> </thead> <tbody> <tr><td>1.</td><td>Rustamin</td><td>Talib Rengi</td><td>834</td><td>20,000 M2</td><td>104</td></tr> <tr><td>2.</td><td>Siti Asna</td><td>Jamalludin</td><td>367</td><td>20,000 M2</td><td>105</td></tr> <tr><td>3.</td><td>Samsudin</td><td>Nurdin Ndoke</td><td>833</td><td>20,000 M2</td><td>065</td></tr> <tr><td>4.</td><td>Petrus V.O. Dimu</td><td>Primur Demu</td><td>824</td><td>20,000 M2</td><td>066</td></tr> <tr><td>5.</td><td>Petrus So</td><td>Petrus So AR</td><td>802</td><td>20,000 M2</td><td>031</td></tr> <tr><td>6.</td><td>Fensensius Oktavianus Berno</td><td>Petrus Naro</td><td>801</td><td>20,000 M2</td><td>032</td></tr> <tr><td>7.</td><td>Sebastianus Tenga</td><td>Sebastianus Tenga</td><td>800</td><td>20,000 M2</td><td>033</td></tr> <tr><td>8.</td><td>Herman Selu</td><td>Herman Selu</td><td>137</td><td>22.500 M2</td><td>003</td></tr> <tr><td>9.</td><td>Abdul Rojak</td><td>Gregorius Manase</td><td>797</td><td>20,000 M2</td><td>004</td></tr> <tr><td>10.</td><td>Herman Hema</td><td>Herman Hema</td><td>796</td><td>20,000 M2</td><td>005</td></tr> <tr><td>11.</td><td>Yahya</td><td>Yahya Ibrahim</td><td>795</td><td>20,000 M2</td><td>006</td></tr> <tr><td>12.</td><td>Suyono</td><td>Mujiono</td><td>793</td><td>10.000 M2</td><td>727</td></tr> <tr><td>13.</td><td>Suyono</td><td>Mujiono</td><td>792</td><td>10.000 M2</td><td>726</td></tr> <tr><td>14.</td><td>Abanar Jaenal</td><td>Abhar Jenal</td><td>794</td><td>20,000 M2</td><td>002</td></tr> </tbody> </table> <p>2. <i>Surat Keterangan Tanah Tidak Pernah Sengketa</i> (Nomor: 516/Pem-Des/IX/2022, dated 5 September 2022). Land owner : Nawiye</p>	No	Nama	Nama SHM	No SHM	LUAS	No. Petak	1.	Rustamin	Talib Rengi	834	20,000 M2	104	2.	Siti Asna	Jamalludin	367	20,000 M2	105	3.	Samsudin	Nurdin Ndoke	833	20,000 M2	065	4.	Petrus V.O. Dimu	Primur Demu	824	20,000 M2	066	5.	Petrus So	Petrus So AR	802	20,000 M2	031	6.	Fensensius Oktavianus Berno	Petrus Naro	801	20,000 M2	032	7.	Sebastianus Tenga	Sebastianus Tenga	800	20,000 M2	033	8.	Herman Selu	Herman Selu	137	22.500 M2	003	9.	Abdul Rojak	Gregorius Manase	797	20,000 M2	004	10.	Herman Hema	Herman Hema	796	20,000 M2	005	11.	Yahya	Yahya Ibrahim	795	20,000 M2	006	12.	Suyono	Mujiono	793	10.000 M2	727	13.	Suyono	Mujiono	792	10.000 M2	726	14.	Abanar Jaenal	Abhar Jenal	794	20,000 M2	002	<p>Complied</p>
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<p><b>Criteria 2.4:</b> Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.</p>			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Pertanian Sumber Rejeki provides member list and the oil palm plantation blocks map, scale 1:16,000. This map was prepared from legal ownership of land and satellite imagery.</p> <p>All the land under Koperasi Pertanian Sumber Rejeki was originated from government's transmigration program.</p>	Complied
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Pertanian Sumber Rejeki listed and checked the smallholder member's legal ownership of the land: 362 smallholder members with 672 land parcels consisting 665 land parcels demonstrates land certificates; 7 land parcels demonstrates "Surat Keterangan Tanah" or other form of legal ownership of land from village authorities.</p>	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Pertanian Sumber Rejeki demonstrate plantation map overlaid with Kutai Timur Regency spatial planning map; forest area map; and river map; Scale of map 1 : 100,000. The source of map indicating the forest area, water body, peat area, spatial planning designation as per:</p> <ul style="list-style-type: none"> <li>- Peta Rupa Bumi Indonesia</li> <li>- Decree on spatial planning "Peraturan Daerah Provinsi Kalimantan Timur No.1 Tahun 2016 tentang Rencana Tata Ruang Wilayah Provinsi Kalimantan Timur Tahun 2016-2036".</li> </ul> <p>From the overlaid plantation map it was understood that the smallholder member's oil palm plantation located outside national park or forest area or other area not designated for plantation development.</p>	Complied
<p><b>Criteria 2.5:</b> For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.</p> <p><b>Do any smallholders within the group have plans for new planting of oil palm? If none, SKIP.</b></p>			

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<p>Eligibility</p>	<p>For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their FPIC, based on a simplified FPIC approach (refer to indicator 1.1E / Appendix 1).</p>	<p>There is no new planting and based on interview with Koperasi Pertanian Sumber Rejeki, the cooperative manager and group manager stated they does not have planning for new planting.</p> <p>According to data of smallholder palm oil year planting, there are 172 plots of smallholder with total area 180.04 ha (belong to 132 members) planting after November 2005 (2006 – 2012). Koperasi Pertanian Sumber Rejeki has reported the disclosure form to RSPO, Land Use Change Analysis has been conducted and review by RSPO. Report of Land Use Change Analysis available in "Smallholder Land Use Change Analysis for Koperasi Pertanian Sumber Rejeki" dated 13 June 2022. According to LUCA report conclude that:</p> <ul style="list-style-type: none"> <li>- Result of LUC Analysis Methodology Review: Passed</li> <li>- Total area of conservation liability: 0.00 ha</li> <li>- Total area of Environmental remediation: 0.00 ha</li> <li>- Total number of smallholder: 362</li> <li>- Total area to be certified: 961.42 ha</li> <li>- Total area of separate landholding with non-compliant land clearing: 180 ha</li> <li>- Total area of raw liability: 179.10 ha</li> </ul> <p>According to report of Land Use Change Analysis by RSPO, there is no conservation liability and no environmental remediation area in Koperasi Pertanian Sumber Rejeki.</p> <p>It was also confirmed by email from RSPO dated 16 June 2022 which stated that "LUCA status is Pass, with final conservation liability 0 ha and environmental remediation area 0 ha".</p> <p>Koperasi Pertanian Sumber Rejeki demonstrate plantation map overlaid with Kutai Timur Regency spatial planning map; forest area map; and river map; Scale of map 1 : 100,000. From the overlaid plantation map it was understood that the smallholder member's oil palm plantation cannot</p>	<p>Complied</p>
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		be expanded. Because expansion of oil palm plantation will invade other village territories.	
Milestone A	Smallholders complete training on how to conduct a simplified FPIC approach.	<p>According to data of smallholder palm oil year planting, there are 172 plots of smallholder with total area 180.04 ha (belong to 132 members) planting after November 2005 (2006 – 2012). Koperasi Pertanian Sumber Rejeki has reported the disclosure form to RSPO, Land Use Change Analysis has been conducted and review by RSPO. Report of Land Use Change Analysis available in “Smallholder Land Use Change Analysis for Koperasi Pertanian Sumber Rejeki” dated 13 June 2022.</p> <p>Based on interview with Koperasi Pertanian Sumber Rejeki, the cooperative manager and group manager stated they does not have planning for new planting.</p> <p>Koperasi Pertanian Sumber Rejeki has a training activity delivered for smallholder member since 16 November 2020 – 15 April 2021 covering principles of FPIC.</p>	Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	<p>According to data of smallholder palm oil year planting, there are 172 plots of smallholder with total area 180.04 ha (belong to 132 members) planting after November 2005 (2006 – 2012).</p> <p>Based on interview with Koperasi Pertanian Sumber Rejeki, the cooperative manager and group manager stated they does not have planning for new planting.</p>	Complied
<p><b>Principle 3: Respect human rights, including workers’ rights and conditions</b>  Safeguard human rights and protect workers’ rights, ensuring safe and decent working conditions.</p>			
<p><b>Criteria 3.1:</b> There is no use of forced labour.</p>			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility.	Head of Koperasi Pertanian Sumber Rejeki Indah has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 007/KOP.SR/KB/I/2021 dated 27 January 2021, stated :	Complied

	<p>They provide information on the source of labour, including family members, working on the farm and hired labour including contract workers (refer to indicator 1.1E / Appendix 1).</p>	<p>a. Every cooperative members prohibited to conduct discriminative (colour, race, tribe, religion, group, gender and politic affiliation)</p> <p>b. Prohibited to do or conduct forced labour to workers or someone else in every situation.</p> <p>c. Prohibited to do human trafficking in every form and also no using illegal worker.</p> <p>Regarding employment, farmers who are members of the Koperasi Pertanian Sumber Rejeki have received training held by the ICS Team and GIZ cooperation:</p> <ul style="list-style-type: none"> <li>- On March 29, 2021 with 53 farmers participants (Class code: SR1/SR7)</li> <li>- On March 30, 2021 with 48 farmers participants (Class code: SR2/SR8)</li> <li>- On March 31, 2021 with 89 farmers participants (Class code: SR3/SR5/SR9)</li> <li>- On April 1, 2021 with 105 farmers participants (Class code: SR4/SR6/SR10)</li> </ul> <p>Disseminations/trainings of these SOP/Policy have been conducted on 9 January 2021 and attended by 378 participants at Koperasi Sumber Rejeki, Karya Bhakti Village.</p> <p>This statement is also stated in the RSPO Certification Commitment in the form of "Formulir Pernyataan Komitmen" of members on number D.3; that "Ensure that there are no forced labour in operational and stop forced labour practice if they are still existing". Samples was seen for:</p> <p>a. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Mardi dated 1 February 2021.</p>	
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		<p>b. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Manap/Sumiati dated 1 February 2021.</p> <p>c. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Mansur dated 1 February 2021.</p> <p>The workers for harvesting, manuring and spraying are hired directly by the members. The organizations have a work agreement template explaining type of work, working conditions, wages, right and obligation and compliance to national/local regulations.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents including but not limited to passports;</li> <li>• Payment of recruitment fees by workers;</li> <li>• Contract substitution;</li> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign;</li> <li>• Penalty for termination of employment;</li> <li>• Debt bondage;</li> <li>• Withholding of wages</li> </ul>	<p>Please refer to 3.1 Eligibility for training records</p> <p>Koperasi Pertanian Sumber Rejeki have procedure about Labour which is SOP No. SOP/SR/050/2022 dated 2 July 2022 about Labour, explains about :</p> <p>At point IV. Procedure no. 2: labor recruitment explains related:</p> <ul style="list-style-type: none"> <li>• farmers have the right to recruit workers according to their needs</li> <li>• should not discriminate against workers</li> <li>• may not employ minors</li> <li>• it is forbidden to employ pregnant and lactating women in jobs with high risk and using toxic materials</li> <li>• prohibited from withholding letters or other valuables such as ID cards, diplomas, and the like belonging to workers as collateral</li> <li>• Employers and workers are encouraged to make mutually agreed work agreements without coercion.</li> </ul> <p>The material provided at the training includes:</p> <p>a. Fair employment practices:</p> <ul style="list-style-type: none"> <li>• There is no identity holder (KTP-Identity Card)</li> </ul>	<p>Complied</p>



		<ul style="list-style-type: none"> <li>• No recruitment fees</li> <li>• No voluntary overtime</li> <li>• Members' freedom to resign</li> <li>• There are no penalties for resigning</li> <li>• No bonded work</li> <li>• There is no withholding wages</li> </ul> <p>b. Compliance with the minimum age of workers as regulated by regional, provincial or national regulations (Law No. 13 of 2003)</p> <p>c. Not placing children in hazardous work</p> <p>d. Placing adult supervision of child laborers working in the field</p> <p>e. Ensure that children's rights to education are respected and are not restricted.</p> <p>f. Jaminan Sosial Tenaga Kerja - Social Security of Workers</p> <p>g. Employment contract</p> <p>h. Pregnant and lactating mothers</p> <p>Disseminations/trainings of these SOP/Policy have been conducted on 9 January 2021 and attended by 378 participants at Koperasi Sumber Rejeki, Karya Bhakti Village.</p> <p>Based on interview with sample with the smallholders, the had given training concerning the principal of anti force labour.</p> <p>Providers of the training materials was ICS of Koperasi Pertanian Sumber Rejeki Bpk. Sunardi, and facilitator form GIZ namely Irmayana, Putri Ayu, Noordin, Jurni and Ikhsan), where they have the competence and experience, including:</p>	
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		<ul style="list-style-type: none"> <li>• Training for Facilitators of RSPO Certification on 4 February 2021 about Introduction to RSPO and Standards for Independent Smallholders</li> <li>• Training of Facilitators/Trainers on 2-3 February 2021 about Compliance with regulatory standards Certification of independent smallholders, leadership and group dynamics as well as FPIC and conflict resolution</li> <li>• Training of Facilitator on 8-9 February 2021 related to HCV and HCS, No deforestation, peat &amp; exploitation (NDPE), environment and global warming as well as erosion, eutrophication and management of B3 waste.</li> <li>• Training of facilitator on 2-3 February 2021 about internal control system, preparation of work programs and SOPs for cooperatives and internal audits.</li> <li>• Training of facilitator on 10-15 February 2021 related to good agriculture practice of palm oil.</li> <li>• Training of Facilitators/Trainers on 30 January 2021 about Internal Cooperative Policy by Dr. Feybe E.N. Lamuru from Fortasbi</li> </ul> <p>Training was conducted by FORTASBI.</p>	
<p>Milestone B</p>	<p>Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	<p>Organization already has procedures related to Work in Oil Palm Plantations No. SOP/SR/041/2021 dated February 15, 2021, explaining the guidelines for work in related independent oil palm plantations, payment of wages and administrative processes that must be carried out. The workers for harvesting, manuring and spraying are hired directly by the members. The organizations have a work agreement template explaining type of work, working conditions, wages, right and obligation and compliance to national/local regulations.</p> <p>Based on the document of the Letter of Employment Agreement between workers and planters, it explains related to: type of work, location of work,</p>	<p>Choose an item.</p>

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		<p>workers' wages, Labor Social Security, means and means of work and prohibitions in the form of: discrimination, violence, employment of children (minors), pregnant women and abuse.</p> <p>Based on interviews with workers (Harvester namely: Bpk. Vitalis Tom, Mr. M. Sukron and Mr. H. Nasrullah) in the plot of Mr. Irfan and the plot of Mr. Muhammad Nur, that there is no retaining of documents or there is no access to obtain documents.</p>	
<p><b>Criteria 3.2:</b> Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.</p>			
<p>Eligibility</p>	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> <li>1. Compliance with the minimum age of workers at 18 years old.</li> <li>2. Not exposing children to hazardous work.</li> <li>3. Providing adult supervision of children working on the farm.</li> <li>4. Ensuring the practice of children's rights to education is unrestricted and respected. (refer to indicator 1.1E / Appendix 1).</li> </ol>	<p>Koperasi Pertanian Sumber Rejeki has a policy regarding prohibition of child labour set under Decree No. 008/KOP.SR/KB/I/2021, dated 27 January 2021 stating:</p> <ul style="list-style-type: none"> <li>- For Cooperative members not to employ children under 17 years of age.</li> <li>- And for children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs.</li> </ul> <p>This policy refers to the existing laws and regulations in Indonesia and international such as :</p> <ol style="list-style-type: none"> <li>a. Law No. 13 of 2013 concerning the prohibition of using child labour</li> <li>b. Law No.1 of 2000 <i>Ratifikasi Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak</i></li> <li>c. Law No. 20 of 1999 <i>Ratifikasi Konvensi ILO No. 138 Tahun 1973 Mengenai Batas Usia Minimum Diperbolehkan Bekerja</i></li> </ol> <p>Please refer to 3.1 Eligibility for training records.</p> <p>All smallholder members have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated</p>	<p>Complied</p>

		<p>in the "RSPO Certification Commitment" on number D.8; that "Ensure that there are no child labour practices in plantation operations and stop the practice of child labour that is still running". Samples was seen for :</p> <ul style="list-style-type: none"> <li>a. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Mardi dated 1 February 2021.</li> <li>b. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Manap/Sumiati dated 1 February 2021.</li> <li>c. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Mansur dated 1 February 2021.</li> </ul>	
<p>Milestone A</p>	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> <li>1. There are no workers on smallholder farms under the age of 18.</li> <li>2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school.</li> <li>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia).</li> </ol>	<p>Koperasi Pertanian Sumber Rejeki has a policy regarding prohibition of child labour set under Decree No. 008/KOP.SR/KB/I/2021, dated 27 January 2021 stating:</p> <ul style="list-style-type: none"> <li>- For Cooperative members not to employ children under 17 years of age.</li> <li>- And for children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs.</li> </ul> <p>This policy refers to the existing laws and regulations in Indonesia and international such as :</p> <ul style="list-style-type: none"> <li>a. Law No. 13 of 2013 concerning the prohibition of using child labour</li> <li>b. Law No.1 of 2000 <i>Ratifikasi Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak</i></li> <li>c. Law No. 20 of 1999 <i>Ratifikasi Konvensi ILO No. 138 Tahun 1973 Mengenai Batas Usia Minimum Diperbolehkan Bekerja</i></li> </ul> <p>Related to the training, please refer to 3.1 Eligibility for training records</p> <p>The topics covered :</p>	<p>Complied</p>

		<ul style="list-style-type: none"> <li>a. Compliance with the minimum age of workers and as defined by local, state, or national law,</li> <li>b. Not exposing children to hazardous work.</li> <li>c. Providing adult supervision of young people working on the farm.</li> <li>d. Ensuring the practice of children’s rights to education is unrestricted and respected</li> </ul>	
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> <li>1. There are no workers on smallholder farms under the age of 18.</li> <li>2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school.</li> <li>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia).</li> </ol>	<p>Please refer to 3.2 MSA above related to organization policy and refer to 3.1 Eligibility for training records</p> <p>Based on field visit and interview with members, obtained information that there was no children workers and the smallholder members can explain that child labour is prohibited. In addition to that, interview was conducted also to ICS team, ICS Group Manager and Head of Koperasi regarding child protection.</p>	Complied
<p><b>Criteria 3.3:</b> Workers’ pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p> <p>Are there workers on the farm? If no, SKIP</p>			
Eligibility	<p>Smallholders commit to pay workers according to at least equal to the Minimum Wage based on the smallholder’s location as applicable by law (refer to indicator 1.1E / Appendix 1).</p>	<p>Koperasi Pertanian Sumber Rejeki has committed to pay workers with a minimum wage in accordance with regulation, set in Group Manager Decree No. 012/KOP-SR/II/2021 dated 15 February 2021 concerning Wage Payments, mentioned that Koperasi Pertanian Sumber Rejeki will pay worker’s wages referring to applicable government regulation. If the wage is lower than the stipulated, it must be explained by the conversion system of working hours or a special situation.</p> <p>Related to the training, please refer to 3.1 MS A for training records about SOP Labour No. SOP/SR/050/2022. In the training, it is also explained</p>	Complied

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related to the calculation of the conversion of salaries derived from the District Minimum Wage.

Based on SK Governor of East Kalimantan No. KEP. Gub. East Kalimantan No. 561/k.599/2021, November 30, 2021 about the determination of the minimum wage Kabupaten/Kota of East Kalimantan Province of IDR 3,175,427.

The cooperative has carried out wage conversion based on the Decree of the Governor of East Kalimantan No. 561/k.599/2021 dated November 30, 2021, as follows:

Minimum Wage of Kutai Timur Regency on period 2022

Minimum wage	Monthly (IDR)	Rate per Day (IDR) *)	Rate per Hours (IDR) **)
2022	IDR 3.175.427	IDR 127.017	IDR 18.145

\*) Total 6 days per week (Monday - Saturday)

\*\* ) 7 Hours Worked per day

All workers are hired directly by the smallholder and their wages follow the rules set by the organization in Procedure No: SOP/SR/041/2021 dated 15 February 2021 about Pekerjaan di Kebun Kelapa Sawit.

Payment rate for workers :

Workers	Wages (IDR)	Indicator
Harvester	250,000	per ton FFB
Pruning	1,500,000	per ha
Spraying	500,000	per ha
Fertilizer	15,000	per zak
IPM	150,000	per day

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		<table border="1"> <tr> <td>FFB transport</td> <td></td> <td></td> </tr> <tr> <td>- To PKS 11 / PKS 7 PT Swakarsa</td> <td>130,000</td> <td>per ton FFB</td> </tr> </table>	FFB transport			- To PKS 11 / PKS 7 PT Swakarsa	130,000	per ton FFB	<p>Payment of wages to workers (harvesters, sprayers, pruning etc.) is made using payment receipts that are directly paid by farmers to workers. Sample receipts for payment of workers' wages are taken:-</p> <ul style="list-style-type: none"> <li>- Slip of spraying activity payment on 7 February 2022 at plot owned Moh. Irfan Fansyur, member no: SR. 165, plot no. 103 areas 1,4 ha and payment as IDR 700,000.</li> <li>- Slip of harvests activity payment on July 2022 period at plot owned Moh. Irfan Fansyur, member no: SR. 165, plot no. 103 FFB as much as 4,362 kg and payment as IDR 1,090,500.</li> <li>- Slip of harvests activity payment dated 29 July 2022 at plot owned Moh. Muhammad Nur, member no: SR. 174, plot no. 101 FFB as much as 1,185 kg and payment as IDR 296,250.</li> </ul> <p>Based on calculation per working hours, the wages detailed in table are above the minimum wage.</p> <p>The organization have work agreement :          Work Agreement Letter No. 013/KSR-MW-TBS/I/2020 dated January 13, 2020 regarding the work agreement "Borong Transport FFB" between the Koperasi Pertanian Sumber Rejeki and Mr. Muhsyam (address: Jl. Medan Desa Karya Bhakti, Muara Wahau District) valid until December 31, 2023.</p>	
FFB transport										
- To PKS 11 / PKS 7 PT Swakarsa	130,000	per ton FFB								
<p>Milestone A</p>	<p>Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime</p>	<p>During field observation and interview with the smallholder, they paid the workers follow the rules set by the organization, example:</p>		<p>Complied</p>						

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	<p>premiums) and without discrimination against vulnerable groups, including women.</p>	<ul style="list-style-type: none"> <li>- Slip of spraying activity payment on 7 February 2022 at plot owned Moh. Irfan Fansyur, member no: SR. 165, plot no. 103 areas 1,4 ha and payment as IDR 700,000.</li> <li>- Slip of harvests activity payment on July 2022 period at plot owned Moh. Irfan Fansyur, member no: SR. 165, plot no. 103 FFB as much as 4,362 kg and payment as IDR 1,090,500.</li> <li>- Slip of harvests activity payment dated 29 July 2022 at plot owned Moh. Muhammad Nur, member no: SR. 174, plot no. 101 FFB as much as 1,185 kg and payment as IDR 296,250.</li> </ul> <p>The workers also mentioned that there is no discrimination related to race, ethnic group, or religion. Moreover, the smallholders did not employed female worker.</p>	
<p>Milestone B</p>	<p>Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.</p>	<p>During field observation and interview with the smallholder, they paid the workers follow the rules set by the organization, example:</p> <ul style="list-style-type: none"> <li>- Slip of spraying activity payment on 7 February 2022 at plot owned Moh. Irfan Fansyur, member no: SR. 165, plot no. 103 areas 1,4 ha and payment as IDR 700,000.</li> <li>- Slip of harvests activity payment on July 2022 period at plot owned Moh. Irfan Fansyur, member no: SR. 165, plot no. 103 FFB as much as 4,362 kg and payment as IDR 1,090,500.</li> <li>- Slip of harvests activity payment dated 29 July 2022 at plot owned Moh. Muhammad Nur, member no: SR. 174, plot no. 101 FFB as much as 1,185 kg and payment as IDR 296,250.</li> </ul> <p>The workers also mentioned that there is no discrimination related to race, ethnic group, or religion. Moreover, the smallholders did not employed female worker.</p>	<p>Complied</p>

**Criteria 3.4:** Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.  
 Are there workers on the farm? If no, SKIP



<p>Eligibility</p>	<p>Smallholders commit to respect the rights of workers to file a complaint/grievance (refer to indicator 1.1E / Appendix 1).</p>	<p>All smallholder members has signed statements/declarations commitment that the smallholder member are committed to respect the rights of workers to file a complaint/grievance. This statement is stated in the "Formulir Pernyataan Komitmen" on number D.5; that "Respect the rights of workers to file a complaint/grievance". Samples was seen for :</p> <ul style="list-style-type: none"> <li>a. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Mardi dated 1 February 2021.</li> <li>b. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Manap/Sumiati dated 1 February 2021.</li> <li>c. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Mansur dated 1 February 2021.</li> </ul> <p>This statement is also stated in the RSPO Certification Commitment in the form of "Formulir Pernyataan Komitmen" of members on number D.3; that "Ensure that there are no forced labour in operational and stop forced labour practice if they are still existing". Samples was seen for :</p> <ul style="list-style-type: none"> <li>a. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Mardi dated 1 February 2021.</li> <li>b. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Manap/Sumiati dated 1 February 2021.</li> <li>c. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Mansur dated 1 February 2021.</li> </ul> <p>Koperasi Pertanian Sumber Rejeki has a procedure for Grievance Submission of Smallholder No. SOP/SR/004/2021 dated 25 January 2021, explaining that:</p> <ul style="list-style-type: none"> <li>1. Members can submit their suggestions or complaints (public) to the complaint box or directly to the Cooperative Management</li> <li>2. If the complaint goes through the Group Leader (<i>Ketua KT</i>), then the group leader must submit it to the Cooperative Management, then</li> </ul>	<p>Complied</p>
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		<p>the officer appointed by the cooperative management will record the complaint in the Member's Suggestion/Complaints Book.</p> <p>3. If the complaint is an important matter and needs to be kept confidential, then the report or complaint from the member will be recorded in the Unpublished Member's Important Complaints Book, where the issues are cover about :</p> <ul style="list-style-type: none"> <li>• Everything that concern about race, tribe, religion</li> <li>• Domestic violence</li> <li>• Sexual harrasment</li> <li>• Human Rights Violation</li> <li>• The identity of the Whistleblower/complainant will be kept confidential. Cooperative management or appointed officers are prohibited from revealing the identity of the whistleblower/complainant to the public or other parties, except to the authorized party (Police)</li> <li>• Complaints from members will be discussed in the Cooperative Management meeting and will be responded to at least within 2 weeks.</li> <li>• For complaints that are suggestions, complaints and criticisms, if a decision is obtained, the reporting party will be explained about the meeting and the results of the decision, the explanation can be done verbally or in writing.</li> <li>• If there are things that are considered unsatisfactory, a deliberations will be carried out again</li> <li>• Complaints as mentioned in point number 3, will be identified and investigated by the Cooperative Management. If the problem can be resolved amicably and through deliberation, the management will hold a meeting inviting the reported party. And, if the problem is still not</li> </ul>	
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		<p>resolved, the Cooperative Management will submit the problem to the competent authorities for follow-up.</p> <p>Complaints from members or from stakeholders can be submitted that are general in nature or can be published biased directly to the ICS management.</p> <p>The confidentiality of the Reporting Person is guaranteed as mentions in point 4 above. The subject of the complaints which is confidential, if it cannot be resolved internally in the Koperasi Pertanian Sumber Rejeki, the Koperasi Pertanian Sumber Rejeki management will submit the matter to the competent authority for further action.</p> <p>Disseminations/trainings of these SOP/Policy have been conducted on 9 January 2021 and attended by 378 participants at Koperasi Sumber Rejeki, Karya Bhakti Village.</p> <p>Based on interview with sample of smallholders, they mentioned that they committed to respect the workers right to submit grievance. Based on interview with workers in the field, they have mentioned that they were given awareness about the right to submit grievance to any party. In the Koperasi Pertanian Sumber Rejeki secretariat, has been sighted the Logbook of Grievance, Grievance box located in KUD office and form of grievance submission. There is no official complaint submitted to Koperasi Pertanian Sumber Rejeki official based on interview and logbook review.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.</p>	<p>Koperasi Pertanian Sumber Rejeki has a procedure for Grievance Submission of Smallholder No. SOP/SR/004/2021 dated 25 January 2021. Disseminations/trainings of these SOP/Policy have been conducted on 9 January 2021 and attended by 378 participants at Koperasi Sumber Rejeki, Karya Bhakti Village.</p> <p>Based on interview with sample of smallholders, they mentioned that they committed to respect the workers right to submit grievance. Based on interview with workers in the field, they have mentioned that they were given awareness about the right to submit grievance to any party. In the</p>	<p>Complied</p>

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		Koperasi Pertanian Sumber Rejeki secretariat, has been sighted the Logbook of Grievance, Grievance box located in KUD office and form of grievance submission. There is no official complaint submitted to Koperasi Pertanian Sumber Rejeki official based on interview and logbook review.	
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Based on interview with sample of smallholders, they mentioned that they committed to respect the workers right to submit grievance. Based on interview with workers in the field, they have mentioned that they were given awareness about the right to submit grievance to any party. In the Koperasi Pertanian Sumber Rejeki secretariat, has been sighted the Logbook of Grievance, Grievance box located in KUD office and form of grievance submission. There is no official complaint submitted to Koperasi Pertanian Sumber Rejeki official based on interview and logbook review.	Complied
<b>Criteria 3.5:</b> Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (refer to indicator 1.1E / Appendix 1).	The smallholders have signed statements/declarations that the farmers are committed to provide safe working condition and facilities. This statement is stated in the "Formulir Pernyataan Komitmen – Commitment Statement Form" on number D.6; that "Providing a safe working condition and facilities". Sample was seen for: <ul style="list-style-type: none"> <li>a. Commitment Statement of Kusneli (ID No. 133) dated 1 February 2021</li> <li>b. Commitment Statement of Sumiati (ID No. 009) dated 1 February 2021</li> <li>c. Commitment Statement of Fransius Sinaga (ID No. 089) dated 1 February 2021</li> <li>d. Commitment Statement of Imam Sadali (ID No. 115) dated 1 February 2021</li> <li>e. Commitment Statement of Mufakodin (ID No. 169) dated 1 February 2021</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>f. Commitment Statement of Abdul Fatah (ID No. 004) dated 1 February 2021</li> <li>g. Commitment Statement of Ngari (ID No. 198) dated 1 February 2021</li> <li>h. Commitment Statement of Saidi (ID No. 240) dated 1 February 2021</li> <li>i. Commitment Statement of Aliosisu Tohari (ID No. 032) dated 1 February 2021</li> </ul>	
<p>Milestone A</p>	<p>Smallholders, workers, and family members who work at the farm complete training and are aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them.</p>	<p>Koperasi Pertanian Sumber Rejeki has identify the OHS risk and analysis as per "Prosedur Pengendalian Resiko dan Mitigasi Kecelakaan Kerja" No. SOP/SR/020/2021 dated 2 February 2021. OHS risk analysis covering office activity, fertilizer and agrochemical warehouse, harvesting, FFB transportation, manuring and upkeeping, waste management. OHS risk analysis planning for evaluation annually by ICS.</p> <p>Training for OHS and safety risk associated with farm work (including that of pesticide use) and how to mitigate them has been conducted regularly by ICS Koperasi Pertanian Sumber Rejeki, training has been conducted on 19 July – 23 July 2021. All smallholder member (362 members) has been follow and attend the training. Evidence of training were available as per "Laporan Kegiatan pelatihan Penanganan Konflik Satwa, Kebakaran dan K3".</p> <p>Training for pesticide use was conducted on 24 – 28 May 2021 cooperated with GIZ and Sygenta. Records was reviewed such as "Laporan Sekolah Lapang Materi Dampak Analisa Pestisida". Training attend by 362 members and 2 independent smallholder from surrounding area.</p> <p>OHS and First Aid training for ICS has been conducted on 23 February by Puskesmas Muara Wahau (Supriyadi) as per "Manajemen Keselamatan dan Kesehatan Kerja". Training material and attendance list including certificate are available.</p> <p>Fire mitigation and handling training has been conducted on 19 – 23 July 2022. Training conducted in 10 series of training in 10 location and attend</p>	<p>Complied</p>

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		<p>by 362 smallholder members. Evidence of training can be shown as per "Laporan Kegiatan Pelatihan Penanganan Konflik Satwa, Kebakaran dan K3".</p> <p>During interview with smallholder confirmed that smallholder member are aware with health and safety risk in their activity of farm work.</p> <p>Koperasi Pertanian Sumber Rezeki has provide PPE for smallholder member including workers:</p> <ul style="list-style-type: none"> <li>• Harvester: Safety helmet, Safety boots</li> <li>• Spraying workers: Apron, Mask, Rubber Handgloves, Safety glasses</li> <li>• APAR is available in Koperasi office as an emergency tool in case of fire.</li> <li>• First aid kit are available in office and field.</li> </ul> <p>First aid equipment was provide by Koperasi Pertanian Sumber Rejeki to field supervisor (Kerani) and at office (2 first aid kit). There are 19 kerani has receive first aid kit as per "Daftar Penerima Perlengkapan Kotak P3K Kepada Kerani dari Koperasi Sumber Rejeki" dated 29 March 2022.</p> <p>Guidance for first aid handling stated in "Prosedur Penggunaan dan Monitoring Kotak P3K" No. SOP/SR/012/2021 dated 27 January 2021.</p>	
<p>Milestone B</p>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> <li>• Safe and adequate housing, where applicable,</li> <li>• Access to basic first aid supplies</li> <li>• Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work.</li> <li>• Adequate drinking water</li> <li>• Access to toilets</li> </ul>	<p>Workers including smallholder family member have access to safe working conditions and amenities. Each workers and smallholder has their own housing.</p> <p>During field visit to smallholder housing shown that the housing condition is standard for health and safety, working equipment for harvesting store in speared place, herbicide/pesticide store in the separate place. Adequate drinking water and access to toilet are available in their own housing based on field visit to smallholder and workers housing.</p> <p>First aid equipment was provide by Koperasi Pertanian Sumber Rejeki to field supervisor (Kerani) and at office (2 first aid kit). There are 19 clerks</p>	<p>Non-compliance</p>

		<p>have received first aid kit as per "Daftar Penerima Perlengkapan Kotak P3K Kepada Kerani dari Koperasi Sumber Rejeki" dated 29 March 2022.</p> <p>Koperasi Pertanian Sumber Rejeki has provide the PPE in Koperasi Office such as: Boots, sickle cover, masker, apron, safety glasses, helmet. Smallholder member have an access to buy the PPE in Koperasi office. Koperasi Pertanian Sumber Rejeki also provide PPE for free in some event (door prize), such as: in RAT (annual meeting) event 25 pcs Apron provide by Koperasi.</p> <p>During field visit to smallholder plots and interview with smallholder member confirmed that all smallholder member including their workers are have an PPE for their working.</p> <p>Guidance for first aid handling stated in "Prosedur Penggunaan dan Monitoring Kotak P3K" No. SOP/SR/012/2021 dated 27 January 2021.</p>	
<p><b>Criteria 3.6:</b> There is no discrimination, harassment, or abuse on the farm.          Are there workers on the farm? If no, SKIP</p>			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (refer to indicator 1.1E / Appendix 1).	<p>Head of Koperasi Pertanian Sumber Rejeki Indah has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 007/KOP.SR/KB/I/2021 dated 27 January 2021, stated :</p> <ul style="list-style-type: none"> <li>a. Every cooperative members prohibited to conduct discriminative (colour, race, tribe, religion, group, gender and politic affiliation)</li> <li>b. Prohibited to do or conduct forced labour to workers or someone else in every situation.</li> <li>c. Prohibited to do human trafficking in every form and also no using illegal worker.</li> </ul> <p>For harassment, ruled out in Decree Human Rights No. 006/KOP-SR/MM/KB/I/2021 dated 26 January 2021 stated that :</p>	Complied

		<p><i>Bahwa Setiap Anggota Koperasi Perkebunan Sawit Marga Indah dilarang melakukan tindakan yang melanggar Hak Asasi Manusia, beberapa di antaranya yang termasuk Hak Asasi Manusia Adalah</i></p> <ul style="list-style-type: none"> <li>• <i>Hak untuk Hidup, mempertahankan hidup dan meningkatkan taraf kehidupan.</i></li> <li>• <i>Hak untuk berkeluarga dan melanjutkan keturunan sesuai undang-undang yang berlaku.</i></li> <li>• <i>Hak untuk Tidak di Siksa, diperbudak dan di Lecehkan</i></li> <li>• <i>Hak untuk mendapatkan perlakuan yang sama dihadapan hukum tanpa diskriminasi</i></li> </ul> <p>Disseminations/trainings of these SOP/Policy have been conducted on 9 January 2021 and attended by 378 participants at Koperasi Sumber Rejeki, Karya Bhakti Village.</p> <p>All smallholder members have signed statements/declarations that the farmers are committed to not using child labour. This statement is stated in the "Formulir Pernyataan Komitmen" on number D.7; that "No discrimination, harassment or violence in plantation". Samples was seen for:</p> <ol style="list-style-type: none"> <li>a. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Mardi dated 1 February 2021.</li> <li>b. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Manap/Sumiati dated 1 February 2021.</li> <li>c. RSPO Certification Commitment - Formulir Pernyataan Komitmen on behalf of Abdul Mansur dated 1 February 2021.</li> </ol> <p>Based on interview with sample of smallholders, are mentioned that the smallholders committed in anti discrimination in any form, no harassment and abuse in the farm.</p> <p>Based on interview with workers in the field, they have mentioned awareness about smallholder commitment in anti discrimination and</p>	
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		harassment. They mentioned that there was no discriminations and harassments performed by smallholder. If there is any in the future, workers can submit grievance/complaint to KUD based on applicable procedure.	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of the need for a safe workspace.	<p>Head of Koperasi Pertanian Sumber Rejeki Indah has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 007/KOP.SR/KB/I/2021 dated 27 January 2021. For harassment, ruled out in Decree Human Rights No. 006/KOP-SR/MM/KB/I/2021 dated 26 January 2021.</p> <p>Based on interview with sample of smallholders, are mentioned that the smallholders committed in anti discrimination in any form, no harassment and abuse in the farm.</p> <p>Based on interview with workers in the field, they have mentioned awareness about smallholder commitment in anti discrimination and harassment. They mentioned that there was no discriminations and harassments performed by smallholder. If there is any in the future, workers can submit grievance/complaint to KUD based on applicable procedure.</p>	Complied
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	<p>Based on interview with sample of smallholders, are mentioned that the smallholders committed in anti discrimination in any form, no harassment and abuse in the farm.</p> <p>Based on interview with workers in the field, they have mentioned awareness about smallholder commitment in anti discrimination and harassment. They mentioned that there was no discriminations and harassments performed by smallholder. If there is any in the future, workers can submit grievance/complaint to KUD based on applicable procedure</p>	Complied

**Principle 4: Protect, conserve and enhance ecosystems and the environment**

Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

**Preamble**

**High Conservation Value (HCVs) and High Carbon Stock (HCS) forests**

This ISH Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices that also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting.

Aligned with the new HCS requirements in the RSPO P&C 2018, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests, and/or any areas required to protect or enhance HCV and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new planting will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

**Remediation and Compensation Procedure (RaCP)**

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) fully supported and funded by the RSPO Secretariat.

**Procedural Note:** The RaCP mechanism for independent smallholder will not be an obstacle to the independent smallholder certification process since it is not yet available.

**Criteria 4.1:** High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (refer to indicator 1.1E / Appendix 1).	Koperasi pertanian Sumber Rejeki and all smallholder members have committed to protect HCV area and maintain HCV area as present in "Formulir Pernyataan Komitmen – Commitment Statement Form" Point D.12 "Melindungi NKT dan hutan SKT melalui pendekatan praktik kehati-hatian – Protect HCV and HCS through the precautionary practices	Complied
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		<p>approach”, signed and witnessed by Group Manager Koperasi Pertanian Sumber Rejeki. Sample seen for smallholder commitment:</p> <ul style="list-style-type: none"> <li>a. Commitment Statement of Kusneli (ID No. 133) dated 01/02/2021</li> <li>b. Commitment Statement of Sumiati (ID No. 009) dated 01/02/2021</li> <li>c. Commitment Statement of Fransius Sinaga (ID No. 089) dated 01/02/2021</li> <li>d. Commitment Statement of Imam Sadali (ID No. 115) dated 01/02/2021</li> <li>e. Commitment Statement of Mufakodin (ID No. 169) dated 01/02/2021</li> <li>f. Commitment Statement of Abdul Fatah (ID No. 004) dated 01/02/2021</li> <li>g. Commitment Statement of Ngari (ID No. 198) dated 01/02/2021</li> <li>h. Commitment Statement of Saidi (ID No. 240) dated 01/02/2021</li> <li>i. Commitment Statement of Aliosius Tohari (ID No. 032) dated 01/02/2021</li> </ul> <p>HCV assessment was conducted in January 2022 by internal assessor from ICS Koperasi Pertanian Sumber Rejeki and Facilitator GIZ. Internal assessor was trained by facilitator from GIZ.</p> <p>The HCV assessment report “Laporan Kegiatan Focus Group Discussion Tentang Pengelolaan Nilai Konservasi Tinggi (NKT) untuk Petani Swadaya” dated 28 January 2021. According to HCV assessment conclusion noted that there were no HCV areas identified at smallholder plot, however there are HCV areas identified in surrounding of smallholder plots in area of Desa Karya Bhakti, Kec. Muara Wahau categorized as HCV 4: riparian area and HCV 6: graveyard.</p> <p>Based on HCV and HCS identification, there is no forest identified and area with high carbon stock at smallholder plot.</p>	
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<p>Milestone A</p>	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> <li>• The importance of maintaining and conserving HCVs and HCS forests</li> <li>• Human-wildlife conflict and mitigation efforts;</li> <li>• Rare, threatened and endangered species and important ecosystems.</li> </ul>	<p>Training on maintaining and conserving HCVs and HCS forests, Rare, threatened and endangered species and important ecosystems was conducted by Penyuluh lapangan (fasilitator from GIZ) on 4 – 9 July 2022. The training delivered in series of training in 10 location, attend by all smallholder member (362 members).</p> <p>Evidence of training can be demonstrated during audit as per “Laporan Sekolah Lapang Materi Mengenal Nilai Konservasi Tinggi” containing training material, minutes training and attendance list. Training deliver by ICS team and facilitator from GIZ.</p> <p>Another training to manage and maintain rare, threatened and endangered species has been conducted by ICS and facilitator GIZ on 19 – 23 July 2022, training conducted in 10 series at 10 location, attend by all smallholder member (362 members). Evidence of training can be demonstrated during audit as per “Laporan Sekolah Lapang Materi Penanganan Konflik Satwa, Kebakaran dan K3”</p> <p>During field visit to smallholder plot and interview with smallholder member, confirmed that they have follow the training of HCV by ICS team and facilitator and they have aware the importance of maintaining HCV, RTE species and mitigation conflict between human and animal.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable.</p>	<p>Based on interview with smallholder member during audit, confirmed that they aware regarding the RTE species protection and animal in the smallholder plots. Animal hunting is prohibit by the policy of Koperasi Pertanian Sumber Rejeki and also regulation.</p> <p>Koperasi Pertanian Sumber Rejeki has establish the procedure for animal protection and conflict prevention between human and animal as per “Prosedur Penanganan Konflik Satwa No: SOP/SR/017/2021” Dated 28 January 2021 and “Prosedur Perlindungan Satwa No: SOP/SR/016/2021” Dated 28 January 2021.</p> <p>According to HCV assessment conclusion noted that there were no HCV areas identified at smallholder plot, however there are HCV areas</p>	<p>Complied</p>

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		<p>identified in surrounding of smallholder plots in area of Desa Karya Bhakti, Kec. Muara Wahau categorized as HCV 4: riparian area and HCV 6: graveyard.</p> <p>Although there are no protected species identified, Smallholders implemented precautionary practices and manage and maintain rare, threatened and endangered species. Koperasi Pertanian Sumber Rejeki has a policy to prohibit animal hunting in area of smallholder plantation and surrounding area. Warning sign to campaign the animal protection and HCV conservation has been installed in the strategic place.</p>	
<p><b>Criteria 4.2:</b> Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).</p>			
<p>Eligibility</p>	<p>Smallholders provide information on all smallholder plots converted and planted with oil palm after November 2005, through use of the simplified combined HCV-HCS approach for Smallholders (refer to indicator 1.1E / Appendix 1).</p>	<p>HCV assessment was conducted in January 2022 by internal assessor from ICS Koperasi Pertanian Sumber Rejeki and Facilitator GIZ using simplified combined HCV-HCS approach for Smallholders. Internal assessor was trained by facilitator from GIZ.</p> <p>The HCV assessment report "Laporan Kegiatan Focus Group Discussion Tentang Pengelolaan Nilai Konservasi Tinggi (NKT) untuk Petani Swadaya" dated 28 January 2021. According to HCV assessment conclusion noted that there were no HCV areas identified at smallholder plot, however there are HCV areas identified in surrounding of smallholder plots in area of Desa Karya Bhakti, Kec. Muara Wahau categorized as HCV 4: riparian area and HCV 6: graveyard.</p> <p>Based on HCV and HCS identification, there is no forest identified and area with high carbon stock at smallholder plot.</p> <p>According to data of smallholder palm oil year planting, there are 172 plots of smallholder with total area 180.04 ha (belong to 132 members) planting after November 2005 (2006 – 2012). Koperasi Pertanian Sumber Rejeki has reported the disclosure form to RSPO, Land Use Change Analysis has been conducted and review by RSPO. Report of Land Use Change Analysis available in "Smallholder Land Use Change Analysis for</p>	<p>Complied</p>

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		<p>Koperasi Pertanian Sumber Rejeki” dated 13 June 2022. According to LUCA report conclude that:</p> <ul style="list-style-type: none"> <li>- Result of LUC Analysis Methodology Review: Passed</li> <li>- Final conservation liability: 0.00 ha</li> <li>- Environmental remediation areas: 0.00 ha</li> <li>- Total number of smallholder: 362</li> <li>- Total area to be certified: 961.42 ha</li> <li>- Total area of separate landholding with non-compliant land clearing: 180 ha</li> <li>- Total area of raw liability: 179.10 ha</li> </ul>	
<p>Milestone A</p>	<p>Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since November 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.</p>	<p>According to data of smallholder palm oil year planting, there are 172 plots of smallholder with total area 180.04 ha (belong to 132 members) planting after November 2005 (2006 – 2012). Koperasi Pertanian Sumber Rejeki has reported the disclosure form to RSPO, Land Use Change Analysis has been conducted and review by RSPO. Report of Land Use Change Analysis available in “Smallholder Land Use Change Analysis for Koperasi Pertanian Sumber Rejeki” dated 13 June 2022. According to LUCA report conclude that:</p> <ul style="list-style-type: none"> <li>- Result of LUC Analysis Methodology Review: Passed</li> <li>- Total area of conservation liability: 0.00 ha</li> <li>- Total area of Environmental remediation: 0.00 ha</li> <li>- Total number of smallholder: 362</li> <li>- Total area to be certified: 961.42 ha</li> <li>- Total area of separate landholding with non-compliant land clearing: 180 ha</li> <li>- Total area of raw liability: 179.10 ha</li> </ul>	<p>Complied</p>

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		<p>According to report of Land Use Change Analysis by RSPO, there is no conservation liability and no environmental remediation area in Koperasi Pertanian Sumber Rejeki.</p> <p>It was also confirmed by email from RSPO dated 16 June 2022 which stated that "LUCA status is Pass, with final conservation liability 0 ha and environmental remediation area 0 ha".</p>	
<p>Milestone B</p>	<p>An RSPO-approved plan to remediate for HCVs lost since November 2005 and HCS forests lost since November 2019 is implemented.</p>	<p>According to data of smallholder palm oil year planting, there are 172 plots of smallholder with total area 180.04 ha (belong to 132 members) planting after November 2005 (2006 – 2012). Koperasi Pertanian Sumber Rejeki has reported the disclosure form to RSPO, Land Use Change Analysis has been conducted and review by RSPO. Report of Land Use Change Analysis available in "Smallholder Land Use Change Analysis for Koperasi Pertanian Sumber Rejeki" dated 13 June 2022. According to LUCA report conclude that:</p> <ul style="list-style-type: none"> <li>- Result of LUC Analysis Methodology Review: Passed</li> <li>- Total area of conservation liability: 0.00 ha</li> <li>- Total area of Environmental remediation: 0.00 ha</li> <li>- Total number of smallholder: 362</li> <li>- Total area to be certified: 961.42 ha</li> <li>- Total area of separate landholding with non-compliant land clearing: 180 ha</li> <li>- Total area of raw liability: 179.10 ha</li> </ul> <p>According to report of Land Use Change Analysis by RSPO, there is no conservation liability and no environmental remediation area in Koperasi Pertanian Sumber Rejeki.</p> <p>It was also confirmed by email from RSPO dated 16 June 2022 which stated that "LUCA status is Pass, with final conservation liability 0 ha and environmental remediation area 0 ha".</p>	<p>Complied</p>

<p><b>Criteria 4.3:</b> New planting of independent smallholders, since November 2019:</p> <ul style="list-style-type: none"> <li>• Do not replace any HCVs</li> <li>• Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach</li> <li>• Are not on steep slopes (more than 22 degrees or as in the National Interpretation) in reference to Indonesian regulations (Minister of Agriculture No. 47/2006 on Guide to Agriculture on Mountainous Areas). Slope must not be more than or equal to 40%.</li> <li>• Are not on peat areas of any depth - In reference to the definition of peat in Government Regulation No. 57/206 on Peat Ecosystem Protection and Management.</li> </ul>			
Eligibility	Smallholders provide information on all planned new planting and commit to no new planting are on HCVs or HCS forests, on steep slopes (more than 22 degrees or as in the National Interpretation) or on peat (refer to indicator 1.1E / Appendix 1).	<p>Based on interview with smallholder members, ICS and cooperatives it was confirmed that there is no planned for new plantings for their plantation. All member plantation are existing palm oil plantation.</p> <p>Smallholder member has signed the commitment in "Formulir Pernyataan Komitmen Petani Swadaya Dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" which stated in point D.11 that "No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)".</p> <p>Smallholder also commit to provide information to group manajer among others:</p> <ul style="list-style-type: none"> <li>- Location (coordinates) of all plots currently planted with oil palm</li> <li>- Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders)</li> <li>- Any plots located on steep slopes</li> <li>- Details on plans for replanting and expansion of oil palm</li> </ul>	Complied
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after	Based on data of palm oil planting Koperasi pertanian Sumber Rejeki, there is no palm oil planted after November 2019. Mostly smallholder plots	Complied



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	November 2019, as identified by the simplified combined HCV-HCS approach, before any land preparation commences.	has been planted since 2000 – 2012. This also confirmed with liability disclosure form submit to RSPO. Based on interview with smallholder members, ICS and cooperatives it was confirmed that there is no planned for new plantings for their plantation.	
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	Based on data of palm oil planting Koperasi Pertanian Sumber Rejeki, there is no palm oil planted after November 2019. Mostly smallholder plots has been planted since 2000 – 2012. This also confirmed with liability disclosure form submit to RSPO. Based on interview with smallholder members, ICS and cooperatives it was confirmed that there is no planned for new plantings for their plantation.	Complied
<p><b>Criteria 4.4:</b> Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.  Do any smallholders within the group have existing plots on peat? If no, SKIP</p>			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (refer to indicator 1.1E / Appendix 1).	Koperasi Pertanian Sumber Rejeki has overlay all smallholder plot with soil maps of Kutai Timur Regency, Kalimantan Timur Province. According to soil maps overlaying, it indicated that there is no peat soil in area of smallholder plantation. Soil maps available in Peta Overlay Kebun Kelapa Sawit Koperasi Sumber Rejeki dengan Peta Jenis Tanah di Desa Karya Bhakti Kecamatan Muara Wahau” with scale 1:100,000 year 2022. According to soil maps, soil type in smallholder plantation Koperasi Pertanian Sumber Rejeki consist of Typic hapludults (subordo).	Complied
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	Koperasi Pertanian Sumber Rejeki has overlay all smallholder plot with soil maps of Kutai Timur Regency, Kalimantan Timur Province. According to soil maps overlay indicated that there is no peat soil in area of smallholder plantation. Soil maps available in “Peta Overlay Kebun Kelapa Sawit Koperasi Sumber Rejeki dengan Peta Jenis Tanah di Desa Karya Bhakti Kecamatan Muara Wahau” with scale 1:100,000 year 2022. According to	Complied

		<p>soil maps, soil type in smallholder plantation Koperasi Pertanian Sumber Rejeki consist of Typic hapludults (subordo).</p> <p>Fire mitigation and handling training has been conducted on 19 – 23 July 2022. Training conducted in 10 series of training in 10 location and attend by 362 smallholder members. Evidence of training can be shown as per "Laporan Kegiatan Pelatihan Penanganan Konflik Satwa, Kebakaran dan K3".</p>	
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	<p>No peat soil in area of Koperasi Pertanian Sumber Rejeki. Soil type in plantation of Koperasi pertanian Sumber Rejeki categorized as Typic hapludults.</p> <p>Koperasi Pertanian Sumber Rejeki has overlay all smallholder plot with soil maps of Kutai Timur Regency, Kalimantan Timur Province. Soil maps available in "Peta Overlay Kebun Kelapa Sawit Koperasi Sumber Rejeki dengan Peta Jenis Tanah di Desa Karya Bhakti Kecamatan Muara Wahau" with scale 1:100,000 year 2022.</p>	Complied
<p><b>Criteria 4.5:</b> Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.</p> <p>Do any smallholders within the group have plans for replanting plots that are located on peat? If no, SKIP</p>			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Pertanian Sumber Rejeki has overlay all smallholder plot with soil maps of Kutai Timur Regency, Kalimantan Timur Province. According to soil maps overlay indicated that there is no peat soil in area of smallholder plantation. Soil maps available in Peta Overlay Kebun Kelapa Sawit Koperasi Sumber Rejeki dengan Peta Jenis Tanah di Desa Karya Bhakti Kecamatan Muara Wahau" with scale 1:100,000 year 2022. According to soil maps, soil type in smallholder plantation Koperasi Pertanian Sumber Rejeki consist of Typic hapludults (subordo).</p> <p>Based on Soil map and river map shown that generally plantation of Koperasi Pertanian Sumber Rejeki was far from the river or sea and there is no risk of flooding, in addition there is no peat soil in area of Koperasi Pertanian Sumber Rejeki.</p>	Complied

		All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.13 that "No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion".	
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	<p>Koperasi Pertanian Sumber Rejeki has overlay all smallholder plot with soil maps of Kutai Timur Regency, Kalimantan Timur Province. According to soil maps overlay indicated that there is no peat soil in area of smallholder plantation. Soil maps available in Peta Overlay Kebun Kelapa Sawit Koperasi Sumber Rejeki dengan Peta Jenis Tanah di Desa Karya Bhakti Kecamatan Muara Wahau" with scale 1:100,000 year 2022. According to soil maps, soil type in smallholder plantation Koperasi Pertanian Sumber Rejeki consist of Typic hapludults (subordo).</p> <p>Based on Soil map and river map shown that generally plantation of Koperasi Pertanian Sumber Rejeki was far from the river or sea and there is no risk of flooding, in addition there is no peat soil in area of Koperasi Pertanian Sumber Rejeki.</p> <p>All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.13 that "No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion".</p>	Complied
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	<p>Koperasi Pertanian Sumber Rejeki has overlay all smallholder plot with soil maps of Kutai Timur Regency, Kalimantan Timur Province. According to soil maps overlay indicated that there is no peat soil in area of smallholder plantation. Soil maps available in "Peta Overlay Kebun Kelapa Sawit Koperasi Sumber Rejeki dengan Peta Jenis Tanah di Desa Karya Bhakti Kecamatan Muara Wahau" with scale 1:100,000 year 2022. According to soil maps, soil type in smallholder plantation Koperasi Pertanian Sumber Rejeki consist of Typic hapludults (subordo).</p> <p>Based on Soil map and river map shown that generally plantation of Koperasi Pertanian Sumber Rejeki was far from the river or sea and there</p>	Complied

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		<p>is no risk of flooding, in addition there is no peat soil in area of Koperasi Pertanian Sumber Rejeki.</p> <p>All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.13 that "No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion".</p>	
<p><b>Criteria 4.6:</b> Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.</p>			
Eligibility	<p>Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (refer to indicator 1.1E / Appendix 1).</p>	<p>All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.15 that "No burning for preparing land or pest control". Based on interview with head of Koperasi Pertanian Sumber Rejeki, there is no land preparing by burning on 2001 – 2011. Land preparation conducted mechanically with method "zero burning".</p>	Complied
Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> <li>• Alternatives to fire for land preparation and farm waste management (where appropriate possible).</li> <li>• Alternatives to fire for pest control.</li> <li>• Fire prevention and how to respond to and manage fires in their community and village.</li> </ul>	<p>All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.15 that "No burning for preparing land or pest control". Based on interview with head of Koperasi Pertanian Sumber Rejeki, there is no land preparing by burning on 2001 – 2011. Land preparation conducted mechanically without burning. This also confirmed with smallholder member sampled (39 member) during field visit and interview.</p> <p>Koperasi Pertanian Sumber Rejeki has a procedure for land preparation as per "SOP Pembukaan Lahan Tanpa Bakar No: SOP/SR/048/2022 dated 2 July 2022, Rev.1 on 24 September 2022. According to procedure, the land preparation conducted mechanically (with heavy equipment bulldozer and excavator) without burning and implementing method "Zero burning". This also in accordance with PP No. 28 Tahun 1995.</p> <p>Training for Fire handling on palm oil plantation has been conducted by facilitator dan ICS to smallholder member. Sample seen: fire handling training on 19 – 23 July 2022. Training conducted in 10 series of training</p>	Complied

		<p>in 10 location and attend by 362 smallholder members. Evidence of training can be shown as per "Laporan Kegiatan Pelatihan Penanganan Konflik Satwa, Kebakaran dan K3".</p>	
<p>Milestone B</p>	<p>Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authorities.</p>	<p>All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.15 that "No burning for preparing land or pest control". Based on interview with head of Koperasi Pertanian Sumber Rejeki, there is no land preparing by burning on 2001 – 2011. Land preparation conducted mechanically with method "zero burning".</p> <p>Koperasi Pertanian Sumber Rejeki has a procedure for land preparation as per "SOP Pembukaan Lahan Tanpa Bakar No: SOP/SR/048/2022 dated 2 July 2022, Rev.1 on 24 September 2022. According to procedure, the land preparation conducted mechanically (with heavy equipment bulldozer and excavator) without burning and implementing method "Zero burning". This also in accordance with PP No. 28 Tahun 1995.</p> <p>Koperasi Pertanian Sumber Rejeki also has a procedure for waste management as per "SOP Pengendalian Limbah Rumah Tangga No. SOP/SR/034/2021" dated 14 February 2021 and "Prosedur Penanganan Wadah Bekas Kimia No. SOP/SR/018/2021" dated 28 January 2021. Based on procedure stated that domestic waste and ex chemical container (pesticide) are prohibit to burning.</p> <p>Training for Fire handling on palm oil plantation has been conducted by facilitator dan ICS to smallholder member. Sample seen: fire handling training on 19 – 23 July 2022. Training conducted in 10 series of training in 10 location and attend by 362 smallholder members. Evidence of training can be shown as per "Laporan Kegiatan Pelatihan Penanganan Konflik Satwa, Kebakaran dan K3".</p> <p>During interview with smallholder member (39 member) confirmed that they have aware regarding the prohibition of use fire or practice burning for land preparation, waste management or pest control on their farm.</p>	<p>Complied</p>

Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (refer to indicator 1.1E / Appendix 1).	<p>Group manager has identifies the riparian buffer zone through HCV Assessment, confirmed that there were riparian buffer zone identified in Koperasi Pertanian Sumber Rejeki HCV assessment has been conducted since January 2021 by ICS Koperasi Pertanian Sumber Rejeki under supervise GIZ.</p> <p>The HCV assessment report "Laporan Kegiatan Focus Group Discussion Tentang Pengelolaan Nilai Konservasi Tinggi (NKT) untuk Petani Swadaya" dated 28 January 2021. According to HCV assessment conclusion noted that there were no HCV areas identified at smallholder plot, however there are HCV areas identified in surrounding of smallholder plots in area of Desa Karya Bhakti, Kec. Muara Wahau categorized as HCV 4: riparian area and HCV 6: graveyard.</p> <p>Koperasi Pertanian Sumber Rejeki has a policy and mechanism to conserve and protect the waterways/water source by marking the boundary of riparian 20 m from the river and install the warning signboards to prohibit the agrochemical spraying activity near to river as per "SOP Menjaga Nilai NKT No. SOP/SR/015/2021" dated 28 January 2021. However there is no river near to plantation of Koperasi Pertanian Sumber Rejeki, only watercourse/tributary in several of smallholder plots.</p> <p>Koperasi Pertanian Sumber Rejeki also has overlay the plantation maps of all smallholder member with river maps of Kutai Timur Regency, Kalimantan Province. According to maps overlay with scale 1:100,000 confirmed that there is no river near to Koperasi Pertanian Sumber Rejeki area, the nearest river is Telen River with distance &gt; 5 km from the plantation. There is only watercourse/tributary in several smallholder plots.</p> <p>All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.11 that "No new planting or no expansion of existing farms in primary forests, HCV areas, HCS</p>	Complied

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		forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)".	
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	Smallholder member has complete the training for riparian buffer zone management as per minutes of training "Mengenal Nilai Konservasi Tinggi" dated 4 – 9 July 2021 attend by 362 members. The training conducted in 10 series of training in 10 location. Evidence of training can be shown during audit.  During interview with smallholder member (39 member) confirmed that they have aware the riparian buffer zone management by not apply pesticide/herbicide in 20 m from river.	Complied
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	There is no riparian or buffer zone identified in area of plantation Koperasi Pertanian Sumber Rejeki. Koperasi Pertanian Sumber Rejeki also has overlay the plantation maps of all smallholder member with river maps of Kutai Timur Regency, Kalimantan Province. According to maps overlay with scale 1:100,000 confirmed that there is no river near to Koperasi Pertanian Sumber Rejeki area, the nearest river is telen River with distance > 5 km from the plantation.  All smallholder member of Koperasi Pertanian Sumber Rejeki has signed the commitment letter which stated in point D.11 that "No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)".	Non-compliance
<b>Criteria 4.8:</b> Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			
Eligibility	Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by: <ul style="list-style-type: none"> <li>• Immediately stopping purchasing of these pesticides</li> <li>• Phasing out use of remaining stock by MS A</li> </ul>	Smallholder member has a commitment to not use the paraquat paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions.  Koperasi Pertanian Sumber Rejeki has a policy to prohibit paraquat usage for all smallholder members. The policy present in procedure "SOP Penyemprotan No. SOP/SR/042/2021" dated 15 February 2021.	Non-compliance

	<ul style="list-style-type: none"> <li>• Providing information for the group manager to keep record of pesticide purchase and use. (refer to indicator 1.1E / Appendix 1)</li> </ul>	<p>Smallholder member also has follow the training provided by Koperasi Pertanian Sumber Rejeki on 24 – 28 May 2022. Training material are available, the training also cover the list of pesticide which is prohibit to use including paraquat and pesticide class 1A and 1B WHO.</p> <p>During interview with smallholder member (39 member) confirmed that they have aware regarding the prohibition of use of pesticide paraquat and categorized as Class 1A and 1B WHO.</p> <p>Non conformity:</p> <p>Based on field visit to smallholder plots and interview with smallholder confirmed that several smallholder member are still use paraquat for weeds control, sample seen:</p> <ul style="list-style-type: none"> <li>- Mansur ID 149 use Bixone (paraquat) for weeds control, latest application on July 2022</li> <li>- Alosius tohari ID 032 use kresna xone (paraquat) for weeds control</li> <li>- Kristoporus Ola ID 131 use Gramoxone (paraquat) for weeds control, latest application on May 2022.</li> <li>- Gregorius MO ID 090 use Gramoxone (paraquat) for weeds control, latest application on Agustus 2022.</li> </ul> <p>Koperasi Pertanian Sumber Rejeki has a policy to prohibit paraquat usage for all smallholder members. The policy present in procedure "SOP Penyemprotan No. SOP/SR/042/2021" dated 15 February 2021. However still found in the field that several smallholder member using/apply paraquat for weeds control.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>Smallholder has complete the training on BMP for pesticide on 24 – 28 May 2022 (attend by 76 members). Training conducted in 10 series of training in 10 location and attend by 362 smallholder members. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Dampak Analisa Pestisida".</p>	<p>Complied</p>



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		<p>During field visit and interview with smnallholder member confirmed that they have aware regarding the pesticide handling and best management practices.</p> <p>Koperasi Pertanian Sumber Rejeki has a policy to prohibit pregnant and breastfeeding woman and young workers for pesticide handling as per "Surat Keputusan Nomor: 014/KOP-SR/KB/II/2021 Tentang Larangan Mempekerjakan Wanita Hamil dan Menyusui" dated 17 February 2021. The policy has been disseminated to all smallholder member on 13 – 16 December 2021.</p>	
Milestone B	<p>Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.</p>	<p>Smallholder member implement BMP for all pesticide use: using PPE during pesticide spraying (handgloves, masker, apron and face shield).</p> <p>Koperasi Pertanian Sumber Rejeki has a policy to prohibit pregnant and breastfeeding woman and young workers for pesticide handling as per "Surat Keputusan Nomor: 014/KOP-SR/KB/II/2021 Tentang Larangan Mempekerjakan Wanita Hamil dan Menyusui" dated 17 February 2021. The policy has been disseminated to all smallholder member on 13 – 16 December 2021.</p>	Complied
<p><b>Criteria 4.9:</b> The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.</p>			
Eligibility	Not applicable	Not applicable.	Not Applicable
Milestone A	<p>Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.</p>	<p>Training for BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management has been conducted on 24 – 28 May 2022 (attend by 76 members). Training conducted in 10 series of training in 10 location and attend by 362 smallholder members. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Dampak Analisa Pestisida".</p> <p>Training IPM also has been conducted on 7 – 10 June 2021. Training conducted in 10 series of training in 10 location and attend by 362</p>	Complied

		<p>smallholder members. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Hama dan Penyakit Tanaman Kelapa Sawit".</p> <p>Training deliver by Facilitator GIZ (deutsce Gesselschaft fur Internationale Zusammenarbeit).</p> <p>During field visit and interview with smallholder member confirmed that they of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.</p>	
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Koperasi Pertanian Sumber Rejeki has establish "SOP Pengendalian Hama dan Penyakit Tanaman Kelapa Sawit No: SOP/SR/028/2021, dated 3 February 2021.</p> <p>Integrated pest management has been developed by Koperasi Pertanian Sumber Rejeki as per Procedure. According to procedure, type of pest and disease in plantation consist of:</p> <ul style="list-style-type: none"> <li>- Catterpillar (ulat api, ulat bulu, ulat kantong)</li> <li>- Oryctes rhinoceros</li> <li>- Coptotermes curvignathus</li> <li>- Rats</li> <li>- Ganodermaboninense</li> </ul> <p>Hierarchy of control to prevent and mitigate the pest and disease attack using method:</p> <ul style="list-style-type: none"> <li>- Physical control</li> <li>- Biological control</li> <li>- Chemical control</li> </ul> <p>Koperasi Pertanian Sumber Rejeki maximize the physical and biological control to minimize the pesticide/herbicide usage for pest and disease control.</p> <p>Pest and disease monitoring has been programmed by ICS as per "Jadwal Monitoring Unit K3, NKT, PHT dan Darurat Api Koperasi Sumber Rejeki,</p>	Complied

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		<p>Desa Karya Bhakti” 2022. Pest and disease monitoring are programmed twice a year (each semester) in 5 block (A, B, C, D, E).</p> <p>Record of pest and disease monitoring can be shown during audit in document “Monitoring Serangan Hama dan Penyakit Tanaman Kelapa Sawit Koperasi Sumber Rejeki, Desa Karya Bhakti – Penyakit Busuk Pangkal Batang (<i>Ganoderma sp</i>)”. Ganoderma attack mitigate by mechanical handling: develop isolation ditch or sanitation hole 1.5m x 1.5 m x 1.5 m. According to census of Ganoderma, there were 246 palm oil tree were attack by Ganoderma and control by isolation. Evidence of mitigation can be demonstrated during audit.</p> <p>Another action for integrated pest management are conserving the pest biological enemy such as: Snake as enemy for rats, Eagle and barn owl as enemy of rats. smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm. To prevent the caterpillar attack, Koperasi Pertanian Sumber Rejeki also planting the beneficial plant <i>Turnera subulate</i> along of the main road (300 plant) and <i>Antigonon leptopus</i>.</p> <p>To reduce herbicide usage smallholder member using mechanics way to control the weeds and reduce the herbicide usage.</p>	
<b>Internal Control System requirements for smallholder groups.</b>			
<b>A – ICS: Group entity and group management requirements</b>			
<b>A.1 The Group demonstrates that they are legally formed.</b>			
<b>A.1.1</b>			
Eligibility	The Group has appointed a group manager	Koperasi Pertanian Sumber Rejeki has appointed the Internal Control System (ICS) Committee and ICS Group Manager as per “Surat Keputusan No.001/SR.KB/I/2021 tentang Penunjukan Manager dan Pengurus ICS	Complied
Milestone A	The Group has appointed a group manager		Complied

<p>Milestone B</p>	<p>The Group has appointed a group manager</p>	<p>(Internal Control System) Koperasi Sumber Rejeki" dated 9 January 2021. ICS Structure are :</p> <ul style="list-style-type: none"> <li>a. Group Manager : Arif Usman</li> <li>b. Approval Committee : Husen</li> <li>c. Gender Unit : Maria Veronika Birhi</li> <li>d. Counseling and Training Unit :             <ul style="list-style-type: none"> <li>- Sunardi</li> <li>- Helmi</li> <li>- Muhsyam</li> <li>- Roby Rengi Ray</li> </ul> </li> <li>e. Internal Audit Unit :             <ul style="list-style-type: none"> <li>- Petrus Ze</li> <li>- Yusuf Soge Nippi</li> <li>- Lorensius Bata</li> <li>- Hamzan Wadi</li> </ul> </li> <li>f. Documentation and Sales Unit             <ul style="list-style-type: none"> <li>- Ari Harpandi</li> <li>- Siti Umiyatun</li> <li>- Maria Ferawati Sihotang</li> </ul> </li> <li>g. OHS, HCV, Fire Response and IPM Unit             <ul style="list-style-type: none"> <li>- Abdul Syukur Alwan</li> <li>- Yustinus Landung</li> <li>- Saparudin</li> <li>- Zainudin H.M</li> <li>- Petrus Pethu</li> </ul> </li> </ul>	<p>Complied</p>
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		<p>ICS job descriptions stated in SK No. 025/KOP-SR/KB/VI/2021 dated 21 June 2021, such as :</p> <p><b><u>ICS Group Manager</u></b></p> <ul style="list-style-type: none"> <li>- Established job descriptions for each unit in ICS</li> <li>- RSPO Membership registration</li> <li>- Fullfill all requirement to become RSPO member</li> <li>- Palmtrace membership registration</li> <li>- Coordinates working units in ICS.</li> <li>- Established procedure for ICS</li> <li>- RSPO socialization to members</li> <li>- Established work plan for ICS</li> <li>- Prepare external and internal audit planning to ensure compliance against RSPO &amp; ISPO P&amp;C.</li> <li>- Conduct non-physical RSPO sales after consultation with members.</li> <li>- Communicates with stakeholder/other interested parties related to certification.</li> <li>- Ensure all Koperasi Pertanian Sumber Rejeki procedures implemented</li> </ul> <p><b><u>Approval Committee (Komite persetujuan)</u></b></p> <ul style="list-style-type: none"> <li>- Conduct check on ICS member acceptance and evaluation in form of member eligibility, legality and commitment for RSPO &amp; ISPO certification.</li> <li>- Conduct development, monitoring, decision making related to non-conformities/deviation from established SOP.</li> <li>- Conduct performance monitoring to all smallholder members and ICS teams.</li> </ul>	
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		<p><b><u>Gender Unit</u></b></p> <ul style="list-style-type: none"> <li>- Acting as Gender Committee</li> <li>- Conduct training for gender equality</li> <li>- Conduct monitoring to female workers</li> </ul> <p><b><u>Internal Audit Unit</u></b></p> <ul style="list-style-type: none"> <li>- Coordinator for conducting internal audit</li> <li>- Prepare and establish Annual Internal program</li> <li>- Prepare and establish internal audit plan</li> <li>- Prepare question/checklist for internal audit in designated format.</li> <li>- Ensure follow up upon internal audit findings prior to external audits.</li> </ul> <p><b><u>Counseling and Training Unit (<i>Unit Penyuluhan dan Pelatihan</i>)</u></b></p> <ul style="list-style-type: none"> <li>- Training about RSPO and ISPO standard</li> <li>- Membership registration form for RSPO certification</li> <li>- Collect all membership registration form</li> <li>- Socialization to smallholder about the requirement to become member of RSPO certification</li> <li>- Accept and evaluating the membership form</li> <li>- Prepare training program for smallholder/members</li> <li>- Prepare material training</li> <li>- Training to all smallholder about RSPO ISH and ISPO standard such as FPIC training, Fire and Emergency Responses, hazardous waste management and etc.</li> </ul> <p><b><u>Documentation and Sales Unit</u></b></p>	
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		<ul style="list-style-type: none"> <li>- Prepare membership database</li> <li>- Prepare for ICS Committee meeting agenda</li> <li>- Make a member card for each smallholder</li> <li>- Conduct recapitulation of FFB production, fertilizer and pesticides</li> <li>- Documentation of ICS activities</li> </ul> <p><b><u>OHS, HCV, Fire Response and IPM Unit</u></b></p> <ul style="list-style-type: none"> <li>- As PIC for HCV, OHS and IPM operational management</li> <li>- Conduct first aid kit monitoring</li> <li>- Communication and consultation with related stakeholder</li> <li>- Conduct training to smallholder about HCV, OHS, Emergency Responses and IPM</li> <li>- Make and install warning board about HCV, OHS and IPM</li> <li>- Conduct soil and leaves sampling</li> </ul> <p>Confirmation with cooperative manager and group manager, its confirmed that no changes in the group manager organization to date.</p>	
<b>A.1.2</b>			
Eligibility	The group manager has evidence of legal identity.	Koperasi Pertanian Sumber Rejeki has an institutional form in the form of a Cooperative which was established based on the Deed of Establishment No. 37 dated 27 May 2022 before a Notary in East Kutai Regency, Redi Allo Padang, S.H., M.Kn. (ratified by Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-339.AH.02.01 dated June 29, 2012) under the name of the Koperasi Pertanian Sumber Rejeki located at Jalan Nusantara, RT/RW 015/002, Karya Bhakti Village, District Muara Wahau, East Kutai Regency.	Complied
Milestone A	The group manager has evidence of legal identity.		Complied
Milestone B	The group manager has evidence of legal identity.		Complied

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		<p>Koperasi Pertanian Sumber Rejeki has prepared the Bylaws and the Special Rules for Koperasi Pertanian Sumber Rejeki and has been signed by the KPSR Management based on the Members' Meeting on March 29, 2022</p> <p>Koperasi Pertanian Sumber Rejeki has obtained approval from the Deed of Establishment from the Office of the State Ministry for Small and Medium Enterprises Cooperatives, East Kutai Regency Cooperative Office No. 98/BH/DKKT/IX/2002 dated September 10, 2002 and has been approved by the Minister of Law and Human Rights No. AHU-0000495.AH.01.38 of 2022 dated 30 May 2022 concerning the Ratification of the Articles of Association of the Sumber Rejeki Agricultural Marketing Cooperative.</p> <p>Koperasi Pertanian Sumber Rejeki has obtained a NIB or Risk-Based Business License with a Business Identification Number (NIB: 0406220007207) which was issued on June 4, 2022.</p> <p>The office and land of Koperasi Pertanian Sumber Rejeki was "hibah"/grant from the village authority as per letter from Karya Bhakti village "Surat Keterangan Hibah Tanah untuk Sumber Rejeki No. 595.3/849/Pem-Des/XI/2016" dated 22 November 2016, completed with map "Peta Lokasi Tanah". The letter stated Karya Bhakti village Head grant the land of 1,250 m<sup>2</sup> in address Jalan Nusantara RT 15 RW/Dusun 02 – witnessed by "Wakil Ketua BPD, Sekretaris Koperasi, Pengurus Koperasi, Bendahara Koperasi, Sekretaris Desa, Ketua RT 15, Anggota LPM, Kaur Pembangunan, Kaur Kesra, Badan Pengawas Koperasi dan Anggota BPD".</p>	
<b>A.1.3</b>			
Eligibility	The group has membership requirements.	Koperasi Pertanian Sumber Rejeki established membership requirement as documented in "Standar Operasional Prosedur tentang Kriteria dan	Non-compliance



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Milestone A	The group has membership requirements.	Syarat Menjadi Anggota Sertifikasi ISPO dan RSPO No.SOP/SR/001/2021" dated 25 January 2021. The membership requirement are :	Non-compliance
Milestone B	The group has membership requirements.	<p>1) Criteria for Candidates for ISPO and RSPO Certification Members.</p> <ul style="list-style-type: none"> <li>- The farmer is a member of the Sumber Rejeki Cooperative</li> <li>- Have an oil palm plantation of at least 0.25 Ha and a maximum of 25 Ha located in the area of Karya Bhakti Village, Muara Wahau District, East Kutai Regency</li> <li>- Have clear land legality as evidenced by a land ownership certificate</li> <li>- The land may not be in the area of protected area, production forest, company HGU, rest area (land R), peat moratorium area and not in dispute</li> </ul> <p>2) Register with the ICS Administrator</p> <p>3) Fill in the Registration Form</p> <p>4) Complete the requirements:</p> <ul style="list-style-type: none"> <li>- Photocopy of ID card</li> <li>- Copy of KK</li> <li>- Passport photo 3x4</li> <li>- Copy of land certificate</li> <li>- Fill out a letter of willingness to join ISPO and RSPO</li> <li>- Sign a letter of commitment</li> <li>- Attach a photocopy of NPWP and proof of payment of PBB, BPJS Health and Employment if you already have one</li> </ul> <p>5) The Approval Committee will check the suitability of the data and land suitability or conduct an initial assessment to see the suitability based on ISPO and RSPO standards.</p> <p>6) Initial assessment</p>	Non-compliance

		<ul style="list-style-type: none"> <li>- The approval committee conducts an initial gap assessment for prospective members, including seeing the location of the plantations of prospective Certification members, verifying the legality of the land, conducting interviews with prospective members regarding the commitments of RSPO and ISPO Certification and mapping the plantations of prospective Certification members.</li> <li>- If the interview with the prospective member has been carried out, the prospective member of the Certification can register to become a member of the Certification</li> <li>- After the data and location verification is completed, the approval committee issues a letter of recommendation eligible to become a member of the ISPO and RSPO Certification</li> </ul> <p>7) The results of the assessment will be discussed in the management meeting to determine whether the prospective member is eligible to become a member of the ISPO and RSPO Certification.</p> <p>8) If the member does not meet the requirements to be involved in becoming a member of the Certification, then 2 months are given to fulfill it.</p> <p>9) If the prospective member is not eligible then the file will be returned.</p> <p>10) Prospective members will become members if approved by the Chairman of the Cooperative and the ICS Manager by signing the member form and the name of the member in the Membership Decree.</p> <p>11) If the prospective member is declared eligible to become a member of the Certification, then the next step is to take care of the STDB and SPPL files to the relevant office.</p> <p>Koperasi also have a procedure regarding in and out of member and Sanctions :</p>	
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		<ul style="list-style-type: none"> <li>• "SOP Keluar Masuk Anggota Sertifikasi No. SOP/SR/002/2021" dated 25 January 2021. There are three (3) ways members can resign from membership which is :             <ul style="list-style-type: none"> <li>- Voluntary resignation</li> <li>- Resignation due to the land has been sold (<i>Keluar karena proses jual beli atau pengalihan hak</i>)</li> <li>- Resignation due to sanctions or violations</li> <li>- Resignation due to the owner deceased</li> </ul> </li> <li>• "SOP Peringatan dan Sanksi No. SOP/SR/003/2021" dated 25 January 2021. Type of sanctions are low, middle and high. If the smallholder conduct violations that influenced organization image and not care to "Surat Peringatan I" and "Surat Peringatan II" then the smallholder will be dismissed/expelled.</li> </ul> <p>Records of membership registration was reviewed for sampled smallholder, such as:</p> <p>1) Sutarman,          Kartu Anggota Koperasi Pertanian Sumber Rejeki          "Formulir Anggota Sertifikasi for Sutarman, 3 land parcels dated 3 March 2021.          "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.          "Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 20 March 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 20 March 2021 signed by member and Komite Persetujuan</p>	
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		<p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021</p> <p>"Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021</p> <p>"STDB Nomor 525/306/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021</p> <p>"Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>2) Rohimah,</p> <p>Kartu Anggota Koperasi Pertanian Sumber Rejeki</p> <p>"Formulir Anggota Sertifikasi for Rohimah, 1 land parcels dated 25 February 2021. (not signed by ICS Group Manager)</p> <p>"Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>"Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 10 March 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 10 March 2021 signed by member but no signed by Komite Persetujuan</p> <p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021</p> <p>"Formulir anggota dan nama anggota dalam SK Anggota" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021</p> <p>"STDB Nomor 525/228/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021</p>	
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		<p>"Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>3) Miskiah,          Kartu Anggota Koperasi Pertanian Sumber Rejeki          "Formulir Anggota Sertifikasi for Sutarman, 1 land parcels dated 19 February 2021.          "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.          "Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 1 March 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 1 March 2021 signed by member and Komite Persetujuan          "Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021          "Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)          "SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021          "STDB Nomor 525/164/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021          "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>4) Lasmini,          Kartu Anggota Koperasi Pertanian Sumber Rejeki          "Formulir Anggota Sertifikasi for Lasmini, 1 land parcels dated 18 February 2021.          "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p>	
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		<p>"Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 24 February 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 24 February 2021 signed by member and Komite Persetujuan</p> <p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021</p> <p>"Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021</p> <p>"STDB Nomor 525/140/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021</p> <p>"Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>5) Mansur, Kartu Anggota Koperasi Pertanian Sumber Rejeki</p> <p>"Formulir Anggota Sertifikasi for Mansur, 2 land parcels dated 18 February 2021.</p> <p>"Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>"Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 26 February 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 26 February 2021 signed by member and Komite Persetujuan</p> <p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021</p>	
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		<p>"Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021</p> <p>"STDB Nomor 525/149/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021</p> <p>"Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>6) Hadi Miswanto,          Kartu Anggota Koperasi Pertanian Sumber Rejeki</p> <p>"Formulir Anggota Sertifikasi for Hadi Miswanto, 5 land parcels dated 15 February 2021.</p> <p>"Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>"Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 18 February 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 18 February signed by member and Komite Persetujuan</p> <p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021</p> <p>"Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021</p> <p>"STDB Nomor 525/101/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021</p> <p>"Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>7) Husen</p>	
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		<p>Kartu Anggota Koperasi Pertanian Sumber Rejeki          "Formulir Anggota Sertifikasi for Husen, 2 land parcels dated 16 February 2021.          "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.          "Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 20 February 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 20 February 2021 signed by member and Komite Persetujuan          "Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021          "Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)          "SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021          "STDB Nomor 525/113/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021          "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>8) Devi Fajrianti,          Kartu Anggota Koperasi Pertanian Sumber Rejeki          "Formulir Anggota Sertifikasi for Devi Fajrianti, 2 land parcels dated 10 February 2021.          "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021. Not signed by Devi Fajrianti          "Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 13 February 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan</p>	
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		<p>Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 13 February signed by member and Komite Persetujuan</p> <p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" (no date)</p> <p>"Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021"</p> <p>"STDB Nomor 525/072/DISBUN-KT/STD-B/KB-MW/X/2021" dated 25 October 2021</p> <p>"Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)" dated 15 July 2021</p> <p>9) Disri,</p> <p>Kartu Anggota Koperasi Pertanian Sumber Rejeki</p> <p>"Formulir Anggota Sertifikasi for Disri, 1 land parcels dated 11 February 2021.</p> <p>"Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>"Berita Acara Verifikasi Lahan Pekebun Sertifikasi" dated 13 February 2021; "Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki" dated 13 February 2021 signed by member and Komite Persetujuan</p> <p>"Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki" dated 5 April 2021</p> <p>"Formulir anggota sertifikasi" approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>"SK Anggota No. 021/KOP-SR/KB/IV/2021" dated 5 April 2021</p>	
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		<p>“STDB Nomor 525/074/DISBUN-KT/STD-B/KB-MW/X/2021” dated 25 October 2021</p> <p>“Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)” dated 15 July 2021</p> <p>10) Moh. Irfan Fansyuri, Kartu Anggota Koperasi Pertanian Sumber Rejeki</p> <p>“Formulir Anggota Sertifikasi for Moh. Irfan Fansyuri, 1 land parcels dated 19 February 2021.</p> <p>“Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan” dated 1 February 2021.</p> <p>“Berita Acara Verifikasi Lahan Pekebun Sertifikasi” dated 1 March 2021; “Checklist Kelengkapan Dokumen &amp; Verifikasi Lahan Persiapan Calon Anggota Sertifikasi Koperasi Sumber Rejeki” dated 1 March 2021 signed by member and Komite Persetujuan</p> <p>“Berita Acara Penentuan dan Pernyataan Kelayakan Calon Anggota menjadi Anggota Sertifikasi Koperasi Sumber Rejeki” dated 5 April 2021</p> <p>“Formulir anggota sertifikasi” approved by ICS Group Manager and Ketua Koperasi (no date)</p> <p>“SK Anggota No. 021/KOP-SR/KB/IV/2021” dated 5 April 2021</p> <p>“STDB Nomor 525/165/DISBUN-KT/STD-B/KB-MW/X/2021” dated 25 October 2021</p> <p>“Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL)” dated 15 July 2021</p>	
<p><b>A.1.4</b></p>			

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<p>Eligibility</p>	<p>All members have signed and acknowledged membership requirements.</p>	<p>Details of membership requirements can be seen on indicator A.1.3</p> <p>Verification of all smallholder member upon registration carried out by ICS team, approved by "Komite Persetujuan"/Approval Committee. Recorded under minute/"Berita Acara Verifikasi Lahan Pekebun Sertifikasi".</p> <p>Upon successful verification, the smallholder member signed statement letter "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan". The statement letter consists commitment of each member to:</p> <ul style="list-style-type: none"> <li>a. Committed to the importance sustainable production</li> <li>b. To follow RSPO principle, criteria and indicator</li> <li>c. Committed to provide all information to ICS Group Manager :             <ul style="list-style-type: none"> <li>1) All land holdings</li> <li>2) Location (coordinates) of all plots currently planted with oil palm</li> <li>3) Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders)</li> <li>4) Any plots located on steep slopes</li> <li>5) Any plots located on peat</li> <li>6) Details on plans for replanting and expansion of oil palm</li> <li>7) Any existing land disputes</li> <li>8) Ownership and land use status</li> <li>9) Source of farm labour.</li> </ul> </li> <li>d. Committed to:             <ul style="list-style-type: none"> <li>1) Continue to progress along the standard and meet required milestones for progress;</li> <li>2) Participate in trainings as required and actively participate in the group;</li> </ul> </li> </ul>	<p>Complied</p>
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		<ol style="list-style-type: none"> <li>3) Ensuring no forced labour on farm operations and ending any existing forced labour;</li> <li>4) Pay of national level minimum wage;</li> <li>5) Respecting the rights of workers to file a complaint;</li> <li>6) Providing safe working conditions and facilities;</li> <li>7) No discrimination, harassment or abuse on the farm;</li> <li>8) Ensuring no child labour on farm operations and ending any existing child labour;</li> <li>9) Not clearing or acquiring land from indigenous people, local communities, or other users without their free, prior and informed consent (FPIC), based on a simplified FPIC approach;</li> <li>10) Resolving any existing disputes;</li> <li>11) No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation);</li> <li>12) Protect HCVs and HCS forests through the precautionary practices approach;</li> <li>13) No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion;</li> <li>14) Use of best management practices for oil palm on peat;</li> <li>15) No burning for preparing land or pest control;</li> <li>16) Minimising and controlling erosion;</li> </ol> <p>Sampled smallholder commitment:</p> <ol style="list-style-type: none"> <li>1) Sutarman, "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</li> </ol>	
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		<p>2) Rohimah,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>3) Miskiah,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>4) Lasmini,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>5) Mansur,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>6) Hadi Miswanto,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>7) Husen  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>8) Devi Fajrianti,</p>	
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		<p>"Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021. Not signed by Devi Fajrianti</p> <p>9) Disri,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p> <p>10) Moh. Irfan Fansyuri,  "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" dated 1 February 2021.</p>	
Milestone A	All members can demonstrate understanding of membership requirements.	<p>There is no new member joined the cooperative since Group Manager and ICS Team established.</p> <p>Based on interview with sampled smallholder, they understood the rights and obligation lined out in membership requirement.</p>	Complied
Milestone B	All members can demonstrate understanding of membership requirements.	<p>There is no new member joined the cooperative since Group Manager and ICS Team established.</p> <p>Based on interview with sampled smallholder, they understood the rights and obligation lined out in membership requirement.</p>	Complied
<b>A.2 The Group Manager is responsible for managing the Group for certification.</b>			
<b>A.2.1</b>			
Eligibility	The group manager has planned for the implementation of the ICS.	<p>The Group Manager have established plan for the implementation of ICS on the form of "Work Plan 2021/2022". The implementation of work plan can be shown in "realisasi Kerja Tahun 2021 Koperasi Sumber Rejeki". Evidence of implementation program among others:</p> <ul style="list-style-type: none"> <li>- ICS Regular meeting: twice a month in week 2 and week 4.</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>- ICS training: January – March 2021</li> <li>- SHP and Polygon maps development: February – April 2021</li> <li>- Maps overlay (10 maps): April – May 2021</li> <li>- Soil and Leaf analysis/sampling unit: January 2021</li> <li>- Member admission: February – March 2021</li> <li>- STDB and SPPL process: June 2021</li> <li>- Training (Field School) for all members, consist of;             <ul style="list-style-type: none"> <li>✓ Module 1 –ISPO and RSPO certification introduction</li> <li>✓ Module 2 – Regulation compliance</li> <li>✓ Module 3 – ICS and Smallholder Institutional</li> <li>✓ Module 4 – Ecosystem analysis, morphology, fisiology palm oil plantation</li> <li>✓ Module 5 – FFB anatomy &amp; diagnosis of healthy and abnormal seedlings</li> <li>✓ Module 6 - Oil palm plantation planning simulation</li> <li>✓ Module 7 - Plant maintenance techniques</li> <li>✓ Module 8 – Pesticide Impact Analysis</li> <li>✓ Module 9 - Soil physical analysis and fertilization techniques</li> <li>✓ Module 10 – Oil palm pest and disease</li> <li>✓ Module 11 – Harvesting procedure</li> <li>✓ Module 12 – Replanting techniques</li> <li>✓ Module 13 - Environmental degradation and recognize the phenomenon of global warming</li> <li>✓ Module 14 – Introduction of high conservation value</li> <li>✓ Module 15 - Simulation of erosion, eutrophication and hazardous waste</li> </ul> </li> </ul>	
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		<ul style="list-style-type: none"> <li>✓ Module 16 - Handling animal conflicts, fires and OHS</li> <li>✓ Module 17 - Entrepreneurship and household finance</li> <li>✓ Module 18 - Farmer financial management</li> <li>✓ Module 19 - Employment contracts, BPJS employment and minimum wage conversion</li> <li>✓ Module 20 – SOP and Decree</li> <li>✓ Module 21 – Internal audit and Filling system</li> <li>✓ Module 22 - Mechanism for selling rsपो certificates and distribution of premiums</li> </ul> <p>Evidence of training: attendance list, minutes of training, training material and picture documentation.</p> <ul style="list-style-type: none"> <li>- ICS team socialization, Week 1 December 2021</li> <li>- Provision of "Buku Aktivitas Kebun Petani", Week 2 December 2021</li> <li>- Harvesting monitoring, January – December 2021</li> <li>- FFB sales, January – December 2021</li> <li>- Hazrdous waste storage development, Week 1 March 2021</li> <li>- Hostplant nursery and planting, March – April 2021</li> <li>- Oil Palm Pest and disease monitoring, December 2021</li> <li>- PPE provision, February 2021</li> <li>- Internal Audit, December 2021 – March 2022</li> </ul>	
<p>Milestone A</p>	<p>The group manager can demonstrate compliance of the ICS by individual members.</p>	<p>Available documentary evidence to demonstrate that group members have formally joined the group under "Formulir Anggota Sertifikasi RSPO". Individual members can demonstrate the copy of agreement with group manager. Group manager kept the original Contract agreement letter at the office. Contract agreement are covering agreement of smallholder member to comply with RSPO Independent Smallholder certification standard and fulfil the requirement of Koperasi Sumber Rejeki term and</p>	<p>Complied</p>



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		<p>condition. Smallholder member also signed the statement of commitment to implement the sustainable plantation as per "Formulir Pernyataan Komitmen".</p> <p>Compliance of the ICS by smallholder member are assess through annual internal inspection. Latest annual inspection conducted in December 2021 – March 2022. Evidence of internal audit are available, such as internal audit checklist and NCR report. Compliance status against requirement of RSPO Independent Smallholder Standard are available. Any findings in the report have been followed up. The group manager can demonstrate compliance of the ICS by individual members.</p>	
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.		Complied
<b>A.2.2</b>			
Eligibility	The group manager demonstrates understanding of the ISH Standard, and related topics and has sufficient resources to manage the group.	<p>Group manager has demonstrates understanding of the ISH standard, group certification and related topics of RSPO certification. It was confirmed during interview with Group Manager. Relevant training for RSPO certification has been followed: Internal auditor training of RSPO for Independent smallholder, RSPO P&amp;C for smallholder, ISPO P &amp; C, Cooperative organisatory, Good agriculture practices for palm oil plantation, HCV assessment management and monitoring, Environmental management and monitoring, hazardous waste handling, OHS, Social impact management and monitoring.</p> <p>Group manager ICS have managed sufficient resources to manage Koperasi Pertanian Makmur Rejeki. The Group Manager and Internal Control System has been established as per "Nama – Mana Kepengurusan ICS Koperasi Sumber Rejeki Desa Karya Bhakti". ICS establishment and group manager appointment based on "Surat keputusan Nomor: 001/SR-KB/I/2021 Tentang Penunjukan Manager dan Pengurus ICS (Internal</p>	Complied

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		<p>Control System) Koperasi Sumber Rejeki". ICS structure organisation consist of:</p> <ul style="list-style-type: none"> <li>- Group Manager: Arif Usman</li> <li>- Komite Persetujuan: Husen</li> <li>- Unit Gender: Maria Veronika Birhi</li> <li>- Unit Penyuluhan dan Pendaftaran: Sunardi, Muhsyam, Helmi, Roby Rengi Ray</li> <li>- Unit Penilaian Internal: Petrus Ze, Yusuf Soge Nippi, Lorensisu Bata, Hamzan Wadi</li> <li>- Unit Dokumentasi dan Penjualan: Ari Harpandi, Siti Umiyatun, Maria Ferawati Sihotang</li> <li>- Unit K3, NKT, Darurat Api dan PHT: Andul Syukur Alwan, Yustinus Landung, Saparudin, Zainuddin H.M, Petrus Pethu</li> </ul> <p>Furthermore, Koperasi Pertanian Sumber Rejeki are divided into 5 blocks of farmer groups and assigned 12 field supervisor (kerani) to control and manage the smallholder members.</p> <p>To manage programs and activities Koperasi Pertanian Sumber Rejeki also establish TUPOKSI (<i>Tugas Pokok dan Fungsi</i> - Main Duties and Functions) for each function in the ICS structure.</p>	
Milestone A	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	Group manager have managed sufficient resources to manage Koperasi Pertanian Sumber Rejeki.	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	Group manager ICS have managed sufficient resources to manage Koperasi Pertanian Sumber Rejeki. The Group Manager and Internal Control System has been established as per "Nama – Mana Kepengurusan ICS Koperasi Sumber Rejeki Desa Karya Bhakti". ICS structure organisation:	Complied
		<ul style="list-style-type: none"> <li>- Group Manager: Arif Usman</li> <li>- Komite Persetujuan: Husen</li> </ul>	

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		<ul style="list-style-type: none"> <li>- Unit Gender: Maria Veronika Birhi</li> <li>- Unit Penyuluhan dan Pendaftaran: Sunardi, Muhisyam, Helmi, Roby Rengi Ray</li> <li>- Unit Penilaian Internal: Petrus Ze, Yusuf Soge Nippi, Lorensisu Bata, Hamzan Wadi</li> <li>- Unit Dokumentasi dan Penjualan: Ari Harpandi, Siti Umiyatun, Maria Ferawati Sihotang</li> <li>- Unit K3, NKT, Darurat Api dan PHT: Andul Syukur Alwan, Yustinus Landung, Saparudin, Zainuddin H.M, Petrus Pethu</li> </ul> <p>To manage programs and activities Koperasi Pertanian Sumber Rejeki also establish TUPOKSI ( <i>Tugas Pokok dan Fungsi</i> - Main Duties and Functions) for each function in the ICS structure.</p> <p>The Group Manager of the Koperasi Pertanian Sumber Rejeki, has the competence and experience in managing an organization as evidenced by several trainings that have been followed and the experience he has.</p> <p>Some certificates from training ever followed by the group manager - Mr. Arif Usman has competence and experience, including:</p> <ul style="list-style-type: none"> <li>- Training Lokalatih terbaik dated 15 January – 5 March 2021. The training are covering: RSPO P&amp;C for smallholder, ISPO P &amp; C, Cooperative organisatory, Good agriculture practices for palm oil plantation, HCV assessment management and monitoring, Environmental management and monitoring, hazardous waste handling, OHS, Social impact management and monitoring. Training delivered in series of training by Fortasbi, Ministry of Agriculture, RSPO Indonesia (RILO), SNV trainer, Social and legal expert.</li> <li>- Introduction/Awareness of Internal Audit RSPO on 15 November 2021 by Tuv Rheinland, PT Indonesia Cerdas Beerdaya and RSPO.</li> <li>- Training Internal auditor of RSPO for Independent smallholder dated 19 – 21 June 2021 by TUV Rheinland.</li> </ul>	
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		<p>- Pesticide handling training by Komisi Pestisida Dinas Pertanian Kabupaten Kutai Timur on 16 June 2021.</p> <p>Based on interview with Group manager, observation to the field and group office, demonstrated sufficient resources in term of human capital, financial, buildings and other infrastructure such as working tools, PPE, emergency response equipment, hazardous waste storage.</p>	
<b>A.2.3</b>			
Eligibility	<p>A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.</p>	<p>Koperasi Pertanian Sumber Rejeki has develop annual training plan as documented in "Work Plan 2021/2022". Training plan are covering RSPO ISH Standard, among others:</p> <ul style="list-style-type: none"> <li>✓ Module 1 –ISPO and RSPO certification introduction</li> <li>✓ Module 2 – Regulation compliance</li> <li>✓ Module 3 – ICS and Smallholder Institutional</li> <li>✓ Module 4 – Ecosystem analysis, morphology, fisiology palm oil plantation</li> <li>✓ Module 5 – FFB anatomy &amp; diagnosis of healthy and abnormal seedlings</li> <li>✓ Module 6 - Oil palm plantation planning simulation</li> <li>✓ Module 7 - Plant maintenance techniques</li> <li>✓ Module 8 – Pesticide Impact Analysis</li> <li>✓ Module 9 - Soil physical analysis and fertilization techniques</li> <li>✓ Module 10 – Oil palm pest and disease</li> <li>✓ Module 11 – Harvesting procedure</li> <li>✓ Module 12 – Replanting techniques</li> <li>✓ Module 13 - Environmental degradation and recognize the phenomenon of global warming</li> <li>✓ Module 14 – Introduction of high conservation value</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>✓ Module 15 - Simulation of erosion, eutrophication and hazardous waste</li> <li>✓ Module 16 - Handling animal conflicts, fires and hazardous waste</li> <li>✓ Module 17 - Entrepreneurship and household finance</li> <li>✓ Module 18 - Farmer financial management</li> <li>✓ Module 19 - Employment contracts, BPJS employment and minimum wage conversion</li> <li>✓ Module 20 – SOP and Decree</li> <li>✓ Module 21 – Internal audit and Filling system</li> <li>✓ Module 22 - Mechanism for selling RSPO certificates and distribution of premiums</li> </ul> <p>Evidence of training: attendance list, minutes of training, training material and picture documentation.</p> <p>The training plan 2021 has been implemented accordingly.</p>	
<p>Milestone A</p>	<p>The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.</p>	<p>Group Manager has implement a phased approach to ensure members have progressively attended training on the ISH Standard.</p> <p>Group Manager has develop field school class in 10 location to ensure all smallholkder member are easy to access the field school:</p> <ul style="list-style-type: none"> <li>- SR1 Class – located in Jl. Samarinda, Persil Bapak Sapii</li> <li>- SR2 Class – located in Jl. Balikpapan, persil Ibu Mujiharti</li> <li>- SR3 Class – located in Jl. Cipanas, persil Bapak Alwan</li> <li>- SR4 Class – located in Jl. Bogor, persil bapak Akarudin</li> <li>- SR5 Class – located in Jl. Jakarta, persil Bapak Husen</li> <li>- SR6 Class – located in Jl. Jakarta, persil Arif Usman</li> <li>- SR7 Class – located in Jl. Purworejo, Karya Bhakti Village</li> <li>- SR8 Class – located in Jl. Nusantara, Karya Bhakti Village</li> </ul>	<p>Complied</p>

		<p>- SR9 Class – located in Jl. Banten, persil Fransiskus Pani</p> <p>Each field school class has Whatsapp group for communication and coordination between members and ICS.</p> <p>Group Manager and ICS ensure that all members shall be attend the training accordingly. The person who cant attend the training, Koperasi provide the training material to share with the smallholder member. All module training are shared to all members as well.</p>	
<p>Milestone B</p>	<p>All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.</p>	<p>Smallholder member has attend the training and has understanding of the ISH standard group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations. Evidence of training attendance can be shown in "Laporan Sekolah Lapang" for each module training, there are 21 module/topics of training covering all aspect of RSPO ISH standard. It was confirmed during field visit to smallholder plots and interview with smallholder member sampled (39 members).</p> <p>Below are the evidence of training that has been conducted:</p> <p><b>Smallholders</b></p> <p>a. Training about BMP procedure, internal memorandum and policy conducted per farmers group:</p> <ul style="list-style-type: none"> <li>• Cooperative Institutions (Cooperative and ICS) on 5 April 2021 was attended by 46 members, 6 April 2021 was attended by 60 members, 7 April 2021 was attended by 79 members, 8 April 2021 was attended by 93 members.</li> <li>• Regulatory Compliance Training 29 March 2021 was attended by 53 members, 30 March 2021 was attended by 48 members, 31 March 2021 was attended by 88 members, 1 April 2021 was attended 82 members.</li> <li>• Business Plan, on 02 August 2021 was attended by 67 members, 03 August 2021 was attended by 69 members, 4 August 2021 was</li> </ul>	<p>Complied</p>

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		<p>attended by 75 members, 5 August 2021 was attended by 116 members, 6 August 2021 was attended by 26 members.</p> <ul style="list-style-type: none"> <li>• Simulation of Oil Palm Plantation Planning and Simulation of Spacing and Planting on 26 April 2021 was attended by 35 members, 27 April 2021 was attended by 30 members, 28 April 2021 was attended by 92 members, 29 April 2021 was attended by 75 members, on 22 March 2021 was attended by 27 members, 23 March 2021 was attended by 26 members.</li> <li>• Analysis of Oil Palm Ecosystems, Morphology and Physiology of Oil Palm Growth, Water Cycle in Oil Palm Plantation Ecosystem on 12 April 2021 was attended by 33 members, 13 April 2021 was attended by 31 members, 14 April 2021 was attended by 34 members, 15 April 2021 was attended by 30 members.</li> <li>• Harvesting Training on 14 June 2021 was attended by 63 members, 15 June 2021 was attended by 55 members, 16 June 2021 was attended by 85 members, 17 June 2021 was attended by 69 members.</li> <li>• Replanting Training on 21 June 2021 was attended by 59 members, 22 June 2021 was attended by 70 members, 23 June was attended by 89 members, 24 June 2021 was attended by 80 members.</li> <li>• Anatomy of Oil Palm Fruit, Diagnosis of Healthy Seeds and Abnormal Seeds on 19 April 2021 was attended by 72 members, 20 April 2021 was attended by 68 members, 21 April 2021 was attended by 106 members, 22 April 2021 was attended by 102 members.</li> <li>• RSPO and ISPO Training (Training Material No.1) 22 March 2021 was attended by 40 members, 23 March 2021 was attended by 73 members, 24 March 2021 was attended by 98 members, 25 March 2021 was attended by 82 members.</li> <li>• Analysis of Soil Physical Condition and Manuring Procedures (Training Material No. 8), on 31 May 2021 was attended by 33 members, on 1 June 2021 was attended by 45 members, on 2 June 2021 was</li> </ul>	
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		<p>attended by 29 members, 3 June 2021 was attended by 33 members, 2 June 2021 was attended by 22 members, 3 June 2021 was attended by 10 members, 31 May 2021 was attended by 14 members, 30 May 2021 was attended by 14 members. 2 June 2021 was attended by 24 members, 3 June 2021 was attended by 31 members.</p> <ul style="list-style-type: none"> <li>• Impact Analysis of Pesticides Use Training (Training Material No. 9) on 24 May 2021 was attended by 33 members, 25 May 2021 was attended by 42 members, 26 May 2021 was attended by 28 members, 27 May 2021 was attended by 25 members, 26 May 2021 was attended by 22 members, 27 May 2021 was attended by 43 members, 24 May 2021 was attended by 45 members, 30 May 2021 was attended by 15 members.</li> <li>• Pest and Disease of Palm Oil (Training Material No. 10) dated 7 June 2021 was attended by 68 members, 8 June 2021 was attended by 76 members, 9 June 2021 was attended by 75 members, 10 June 2021 was attended by 60 members, 10 June 2021 was attended by 20 members.</li> <li>• Impact Analysis of Pesticides Use training on 24 May 2021 was attended by 64 members, 25 May 2021 was attended by 55 members, 27 May 2021 was attended by 61 members, 28 May 2021 was attended by 52 members, 24 March 2021 was attended by 36 members, 25 March 2021 was attended by 24 members.</li> </ul> <p>b. Firefighting and alternative for using fire conducted per farmers group.</p> <ul style="list-style-type: none"> <li>• Fire Management and Fire Emergency and OHS on 19 July 2021 was attended by 78 members, 20 July 2021 was attended by 75 members, 21 July 2021 was attended by 32 members, 22 July 2021 was attended by 54 members, 23 July 2021 was attended by 21 members, 31 March 2021 was attended by 12 members.</li> <li>• Work Insurances on 9 August 2021 was attended by 70 members, 10 August 2021 was attended by 122 members, 11 August 2021 was</li> </ul>	
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		<p>attended by 78 members, 12 August 2021 was attended by 66 members, 13 August 2021 was attended by 26 members.</p> <p>HCV and HCS Training</p> <ul style="list-style-type: none"> <li>• HCV and NDPE Training on 4 July 2021 was attended by 70 members, 5 July 2021 was attended by 77 members, 6 July 2021 was attended by 32 members, 7 July 2021 was attended by 78 members, 8 July 2021 was attended by 79 members, 9 July 2021 was attended by 26 members.</li> <li>• Limited Pesticides Use training, dated 16 June 2021 attended by member for example: Warodi, Y Sukengrat, Ali Mustofa, Saidi, Saihul Islam, Rozikin, WarsimContantianus Yandri by Dinas Pertanian Kabupaten Kutai Timur.</li> </ul> <p><b>Capacity Building for Board of ICS</b></p> <ul style="list-style-type: none"> <li>• First Aid Training on behalf Abdul Sukur Alwan, Lorensius Bata and Roby Remy Ray 23 February 2022 by UPT Puskesmas Muara Wahau.</li> <li>• Gender equality in the Sustainable Palm Oil an Maria Veronika B, Maria Ferawati Sihotang dated 21 April 2021 by Kementrian Pertanian and FORTASBI.</li> <li>• Internal Audit ISPO Yusuf Sagenity, Petrus SE, Muhisam, dated 26-28 January 2022 by Kompas Enviro</li> <li>• Internal Audit RSPO (online via zoom) Arif Usman, Husen, Maria V B, Maria F S, Siti Uniyatun, Hamjan and Yusuf SN dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat.</li> <li>• Internal Audit RSPO, was attended by Petrus Ze, Yusuf Soge Nippi, Lorensius Bata, Arif Usman, Maria VB dated 19-21 June 2021 by TUV Rheinland.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), Siti Umiyatun, Yusuf Sge Nippi, Muhiyam, Maria VB, Florensus Batam Zainudin HM, Helmi, Hamzan Wadi, Verawati Sihotang, Saparudin, Roby Rengi Ray, Petrus ZE, Yustinus Landung, Mansur, Ari Harpandi, Abdul Sukur, Sunardi, Petrus Pethu, Arif Usman, Husen dated 15 January 2021 – 5 March 2021 by FORTASBI.</li> <li>• Use of Limited Pesticides training, dated 16 June 2021 attended by ICS Team for example: Roby Rengi Ray, Arif Usman, Husein,</li> <li>• Basic Safety / K3, dated 20 March 2021 attended by ICS Team for example: Yustinus Landung, Mansur, Yusuf SN, Abdul Sukur Alwan.</li> </ul> <p><b>ICS Manager;</b></p> <ul style="list-style-type: none"> <li>• Internal Audit RSPO, dated 19-21 June 2021 by TUV Rheinland</li> <li>• Internal Audit RSPO (daring) dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat.</li> </ul> <p>Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), dated 15 January 2021 – 5 March 2021 by FORTASBI.</p>	
<b>B – ICS: Policies and management</b>			
<b>B.1 The group Internal Control System contains documented policies and procedures for operational management.</b>			
<b>B.1.1</b>			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	Koperasi Pertanian Sumber Rejeki has appointed the Internal Control System (ICS) Committee and ICS Group Manager as per "Surat Keputusan No.001/SR.KB/I/2021 tentang Penunjukan Manager dan Pengurus ICS (Internal Control System) Koperasi Sumber Rejeki" dated 9 January 2021. ICS Structure are : a. Group Manager : Arif Usman	Complied

		<p>b. Approval Committee : Husen  c. Gender Unit : Maria Veronika Birhi  d. Counseling and Training Unit :  - Sunardi  - Helmi  - Muhsyam  - Roby Rengi Ray  e. Internal Audit Unit :  - Petrus Ze  - Yusuf Soge Nippi  - Lorensius Bata  - Hamzan Wadi  f. Documentation and Sales Unit  - Ari Harpandi  - Siti Umiyatun  - Maria Ferawati Sihotang  g. OHS, HCV, Fire Response and IPM Unit  - Abdul Syukur Alwan  - Yustinus Landung  - Saparudin  - Zainudin H.M  - Petrus Pethu</p> <p>ICS job descriptions stated in SK No. 025/KOP-SR/KB/VI/2021 dated 21 June 2021, such as :  <b>ICS Group Manager</b></p>	
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		<ul style="list-style-type: none"> <li>- Established job descriptions for each unit in ICS</li> <li>- RSPO Membership registration</li> <li>- Fullfill all requirement to become RSPO member</li> <li>- Palmtrace membership registration</li> <li>- Coordinates working units in ICS.</li> <li>- Established procedure for ICS</li> <li>- RSPO socialization to members</li> <li>- Established work plan for ICS</li> <li>- Prepare external and internal audit planning to ensure compliance against RSPO &amp; ISPO P&amp;C.</li> <li>- Conduct non-physical RSPO sales after consultation with members.</li> <li>- Communicates with stakeholder/other interested parties related to certification.</li> <li>- Ensure all Koperasi Pertanian Sumber Rejeki procedures implemented</li> </ul> <p><b><u>Approval Committee (Komite persetujuan)</u></b></p> <ul style="list-style-type: none"> <li>- Conduct check on ICS member acceptance and evaluation in form of member eligibility, legality and commitment for RSPO &amp; ISPO certification.</li> <li>- Conduct development, monitoring, decision making related to non-conformities/deviation from established SOP.</li> <li>- Conduct performance monitoring to all smallholder members and ICS teams.</li> </ul> <p><b><u>Gender Unit</u></b></p> <ul style="list-style-type: none"> <li>- Acting as Gender Committee</li> <li>- Conduct training for gender equality</li> </ul>	
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		<ul style="list-style-type: none"> <li>- Conduct monitoring to female workers</li> </ul> <p><b><u>Internal Audit Unit</u></b></p> <ul style="list-style-type: none"> <li>- Coordinator for conducting internal audit</li> <li>- Prepare and establish Annual Internal program</li> <li>- Prepare and establish internal audit plan</li> <li>- Prepare question/checklist for internal audit in designated format.</li> <li>- Ensure follow up upon internal audit findings prior to external audits.</li> </ul> <p><b><u>Counseling and Training Unit (Unit Penyuluhan dan Pelatihan)</u></b></p> <ul style="list-style-type: none"> <li>- Training about RSPO and ISPO standard</li> <li>- Membership registration form for RSPO certification</li> <li>- Collect all membership registration form</li> <li>- Socialization to smallholder about the requirement to become member of RSPO certification</li> <li>- Accept and evaluating the membership form</li> <li>- Prepare training program for smallholder/members</li> <li>- Prepare material training</li> <li>- Training to all smallholder about RSPO ISH and ISPO standard such as FPIC training, Fire and Emergency Responses, hazardous waste management and etc.</li> </ul> <p><b><u>Documentation and Sales Unit</u></b></p> <ul style="list-style-type: none"> <li>- Prepare membership database</li> <li>- Prepare for ICS Committee meeting agenda</li> <li>- Make a member card for each smallholder</li> </ul>	
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		<ul style="list-style-type: none"> <li>- Conduct recapitulation of FFB production, fertilizer and pesticides</li> <li>- Documentation of ICS activities</li> </ul> <p><b><u>OHS, HCV, Fire Response and IPM Unit</u></b></p> <ul style="list-style-type: none"> <li>- As PIC for HCV, OHS and IPM operational management</li> <li>- Conduct first aid kit monitoring</li> <li>- Communication and consultation with related stakeholder</li> <li>- Conduct training to smallholder about HCV, OHS, Emergency Responses and IPM</li> <li>- Make and install warning board about HCV, OHS and IPM</li> <li>- Conduct soil and leaves sampling</li> </ul> <p><b><u>Internal Audit</u></b></p> <p>ICS has an internal auditor who has been trained by TUV Rheinland :</p> <ol style="list-style-type: none"> <li>a. Arif Usman, Certificate Registration No. ZID1/246118867/05 dated 30 July 2021. Training was conducted on 19 – 21 June 2021.</li> <li>b. Lorensius Bata, Certificate Registration No. ZID1/246118867/16 dated 30 July 2021. Training was conducted on 19 – 21 June 2021.</li> <li>c. Maria Veronika Birhi, Certificate Registration No. ZID1/246118867/18 dated 30 July 2021. Training was conducted on 19 – 21 June 2021.</li> <li>d. Petrus Ze, Certificate Registration No. ZID1/246118867/22 dated 30 July 2021. Training was conducted on 19 – 21 June 2021.</li> <li>e. Yusuf Soge Nippi, Certificate Registration No. ZID1/246118867/33 dated 30 July 2021. Training was conducted on 19 – 21 June 2021.</li> <li>f. Hamzan Wadi, “Pengenalan Internal Audit RSPO Daring” dated 15 November 2021 by RSPO, TUV Rheinland and ICeBA (PT Indonesia Cerdas Berdaya)</li> </ol>	
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		<p>Koperasi Pertanian Sumber Rejeki has "Standar Operasional Prosedur tentang Pelaksanaan Audit Internal No.SOP/SR/007/2021" dated 26 January 2021. In the procedure stated about :</p> <ul style="list-style-type: none"> <li>Section 3 "Metodologi – Frekuensi Audit Internal dilakukan paling sedikit 1 kali dalam 1 tahun untuk setiap petani, sesuai dengan rencana kerja tahunan" – Internal audit frequency carried out minimum once in 1 year for each smallholder farmer, in accordance to yearly work plan.</li> </ul> <p>Methodology:</p> <ul style="list-style-type: none"> <li>- Internal audit conducted before External Audit</li> <li>- Evaluation point: audit based on individual smallholder member (not based on land), all cooperative committee shall be audited by internal audit; Internal auditor will audit smallholder member doing replanting; Internal auditor will audit smallholder member doing oil palm plantation expansion; Internal auditor will audit new smallholder member; Internal auditor will audit smallholder with history of non-conformity;</li> <li>Section B explains the competence requirement in "Kompetensi Internal Audit – tidak memiliki konflik kepentingan, harus memiliki sumber daya yang profesional, berkapasitas, bisa bersikap objektif, mempunyai keinginan memperbaiki serta loyalitas yang tinggi, dapat bekerjasama dengan semua pihak" – Internal Auditor competence; does not have conflict of interest, has professional resources, have the capacity for internal audit, objective, continuous improvement and loyalty, cooperate with all parties.</li> <li>Section F explains the finding report "Penulisan dan Pelaporan Hasil Audit – Auditor melaporkan hasil temuannya ke dalam "Formulir Laporan Ketidaksesuaian" dan diberikan kepada Auditee dan Kepala Audit Internal. Merekap hasil temuan dan perbaikan di form yang</li> </ul>	
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		<p>sudah tersedia dan dilaporkan kepada Kepala Audit Internal selambatnya 30 hari pasca audit” – Internal Audit Report Writing – Auditor reporting the finding into “Formulir Laporan Ketidaksesuaian” and reported to Auditee and Internal Audit Manager, the findings and report submitted within 30 days post audit.</p> <ul style="list-style-type: none"> <li>• Section G explains the sanction “Tindak Lanjut Audit – Unit Audit Internal bersama auditee menentukan kapan rencana perbaikan dilakukan. Masa perbaikan dilakukan selambatnya 90 hari setelah disampaikan hasil audit. Tindak lanjut bisa dilakukan saat audit berikutnya sesuai program audit atau adanya audit tambahan di luar program audit” – Audit Follow Up – Internal Audit Unit with auditee will determine when the follow up audit/NC verification audit carried out. Timeframe for NC verification audit max. 90 days after audit result communicated. Follow up carried out on subsequent audit or additional audit outside audit program.</li> </ul> <p>Koperasi Pertanian Sumber Rejeki also has “Standar Operasional Prosedur tentang Perbaikan Hasil Audit No.SOP/SR/009/021” dated 26 January 2021. Sanction if findings not followed up :</p> <ul style="list-style-type: none"> <li>• In point 5 stated that members shall make a correction of internal audit finding within 90 days after internal audit.</li> <li>• In point 6 stated that ICS Group Manager have rights to issued warning (verbal) if members do not correct the finding</li> <li>• In point 7 stated that ICS Group Manager have rights to give Surat Peringatan 1 dan Surat Peringatan 2, also dismissed the member membership if they not make a correction of finding.</li> </ul> <p>Koperasi also have a procedure regarding in and out of member and Sanctions :</p>	
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		<ul style="list-style-type: none"> <li>• "SOP Keluar Masuk Anggota Sertifikasi No. SOP/SR/002/2021" dated 25 January 2021. There are three (3) ways members can resign from membership which is : <ul style="list-style-type: none"> <li>- Voluntary resignation</li> <li>- Resignation due to the land has been sold (<i>Keluar karena proses jual beli atau pengalihan hak</i>)</li> <li>- Resignation due to sanctions or violations</li> <li>- Resignation due to the owner deceased</li> </ul> </li> <li>• "SOP Peringatan dan Sanksi No. SOP/SR/003/2021" dated 25 January 2021. Type of sanctions are low, middle and high. If the smallholder conduct violations that influenced organization image and not care to "Surat Peringatan I" and "Surat Peringatan II" then the smallholder will be dismissed/expelled.</li> </ul>	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	Procedure related to Internal audit and its follow up can be seen in B.1.1 Eligibility above.	Complied
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	<p>Internal audit was conducted December 2021 – March 2022. Records was seen and reviewed, such as :</p> <ul style="list-style-type: none"> <li>• "Program Kerja Tahunan Unit Penilaian Internal Koperasi Sumber Rejeki tahun 2021" dated 22 May 2021</li> <li>• "Form Pertanyaan Audit Internal", records : <ul style="list-style-type: none"> <li>➤ Member name : Imran Dongoran, Auditor : Hamzan Wadi, Date : 12 February 202</li> <li>➤ Member name : Abdul Fatah, Auditor : Yusuf SN, Date : 14 December 2021</li> <li>➤ Member name : Hadi Miswanto, Auditor : Hamzan Wadi, Date : 22 December 2021</li> <li>➤ Member name : Mikael Sumbi, Auditor : Lorensius Bata, Date : 20 December 2021</li> </ul> </li> </ul>	Non-compliance

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		<ul style="list-style-type: none"> <li>• "Absensi Audit Internal Koperasi Sumber Rejeki", attended by 362 members out of 362 members</li> <li>• "Bukti Serah Terima Berkas Laporan Hasil Audit Internal" dated 9 December 2021, 8 February 2022, 18 February 2022, 28 January 2022, 12 March 2022</li> </ul>	
<b>B.1.2</b>			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>The basic information, farm information, legal documentation for land hectarage was found consistent.</p> <ol style="list-style-type: none"> <li>1) Legal documentation of group member see Criterion 2.1</li> <li>2) Production data see Indicator D.1.1 and D.2.1</li> <li>3) Signed smallholder declarations see Indicator A.1.4</li> </ol>	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Complied
<b>C – ICS: Group Business planning</b>			
<b>C.1 The group has a Business Plan prepared with the participation and contributions of all group members</b>			
<b>C.1.1</b>			
Eligibility	An annual group business plan is available, which includes <ul style="list-style-type: none"> <li>• Production and income forecasting based on historical records</li> <li>• Plans for expansion</li> </ul>	Koperasi Pertanian Sumber Rejeki has set the annual business plan. That document informed of estimate of FFB production, replanting area, FFB price etc. Based on interview with group manager during this audit, there is no expansion plan in the next year ahead.	Complied
Milestone A	The group business plan is implemented and reviewed at least annually.	Koperasi Pertanian Sumber Rejeki has established the annual group business plan year 2022-2025 and has reviewed at least annually, the last review has conducted on 29 March 2022.	Complied

Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	Koperasi Pertanian Sumber Rejeki has demonstrated financial stability and growth, and is able to support itself financially, for examples: Continuity of ICS program, e.g.: Install of signboard sampling at kavling's member, install of owl cage, OHS socialization, drainage maintenance, training for ICS and members, road maintenance and Temporary Storage for Hazardous Waste.	Complied
<b>C.2 The ICS of the group is integrated with the group's management plan.</b>			
<b>C.2.1</b>			
Eligibility	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> <li>• Training/capacity building plans to improve productivity of group members.</li> <li>• An approach to strengthen links within the supply chain.</li> <li>• Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any.</li> </ul>	<p>Koperasi Pertanian Sumber Rejeki has prepared a group management plan to improve productivity of group members, a management plans have included training/capacity building plans and an approach to strengthen links within supply chain.</p> <p>Organization has showed the relevant training program to improve productivity of group members as mentioned in "Rencana Pelatihan Koperasi Pertanian Sumber Rejeki" including best management practices training, zero burning, integrated pest management, occupational safety and health, management of cooperation, FFB pricing mechanism, supply chain (FFB/CPO/PK production record). Sighted the record of training as follows:</p> <p><b>Smallholders</b></p> <p>a. Training about BMP procedure, internal memorandum and policy conducted per farmers group:</p> <ul style="list-style-type: none"> <li>• Cooperative Institutions (Cooperative and ICS) on 5 April 2021 was attended by 46 members, 6 April 2021 was attended by 60 members, 7 April 2021 was attended by 79 members, 8 April 2021 was attended by 93 members.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Regulatory Compliance Training 29 March 2021 was attended by 53 members, 30 March 2021 was attended by 48 members, 31 March 2021 was attended by 88 members, 1 April 2021 was attended 82 members.</li> <li>• Business Plan, on 02 August 2021 was attended by 67 members, 03 August 2021 was attended by 69 members, 4 August 2021 was attended by 75 members, 5 August 2021 was attended by 116 members, 6 August 2021 was attended by 26 members.</li> <li>• Simulation of Oil Palm Plantation Planning and Simulation of Spacing and Planting on 26 April 2021 was attended by 35 members, 27 April 2021 was attended by 30 members, 28 April 2021 was attended by 92 members, 29 April 2021 was attended by 75 members, on 22 March 2021 was attended by 27 members, 23 March 2021 was attended by 26 members.</li> <li>• Analysis of Oil Palm Ecosystems, Morphology and Physiology of Oil Palm Growth, Water Cycle in Oil Palm Plantation Ecosystem on 12 April 2021 was attended by 33 members, 13 April 2021 was attended by 31 members, 14 April 2021 was attended by 34 members, 15 April 2021 was attended by 30 members.</li> <li>• Harvesting Training on 14 June 2021 was attended by 63 members, 15 June 2021 was attended by 55 members, 16 June 2021 was attended by 85 members, 17 June 2021 was attended by 69 members.</li> <li>• Replanting Training on 21 June 2021 was attended by 59 members, 22 June 2021 was attended by 70 members, 23 June was attended by 89 members, 24 June 2021 was attended by 80 members.</li> <li>• Anatomy of Oil Palm Fruit, Diagnosis of Healthy Seeds and Abnormal Seeds on 19 April 2021 was attended by 72 members, 20 April 2021 was attended by 68 members, 21 April 2021 was attended by 106 members, 22 April 2021 was attended by 102 members.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• RSPO and ISPO Training (Training Material No.1) 22 March 2021 was attended by 40 members, 23 March 2021 was attended by 73 members, 24 March 2021 was attended by 98 members, 25 March 2021 was attended by 82 members.</li> <li>• Analysis of Soil Physical Condition and Manuring Procedures (Training Material No. 8), on 31 May 2021 was attended by 33 members, on 1 June 2021 was attended by 45 members, on 2 June 2021 was attended by 29 members, 3 June 2021 was attended by 33 members, 2 June 2021 was attended by 22 members, 3 June 2021 was attended by 10 members, 31 May 2021 was attended by 14 members, 30 May 2021 was attended by 14 members. 2 June 2021 was attended by 24 members, 3 June 2021 was attended by 31 members.</li> <li>• Impact Analysis of Pesticides Use Training (Training Material No. 9) on 24 May 2021 was attended by 33 members, 25 May 2021 was attended by 42 members, 26 May 2021 was attended by 28 members, 27 May 2021 was attended by 25 members, 26 May 2021 was attended by 22 members, 27 May 2021 was attended by 43 members, 24 May 2021 was attended by 45 members, 30 May 2021 was attended by 15 members.</li> <li>• Pest and Disease of Palm Oil (Training Material No. 10) dated 7 June 2021 was attended by 68 members, 8 June 2021 was attended by 76 members, 9 June 2021 was attended by 75 members, 10 June 2021 was attended by 60 members, 10 June 2021 was attended by 20 members.</li> <li>• Impact Analysis of Pesticides Use training on 24 May 2021 was attended by 64 members, 25 May 2021 was attended by 55 members, 27 May 2021 was attended by 61 members, 28 May 2021 was attended by 52 members, 24 March 2021 was attended by 36 members, 25 March 2021 was attended by 24 members.</li> </ul> <p>b. Firefighting and alternative for using fire conducted per farmers group.</p>	
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		<ul style="list-style-type: none"> <li>• Fire Management and Fire Emergency and OHS on 19 July 2021 was attended by 78 members, 20 July 2021 was attended by 75 members, 21 July 2021 was attended by 32 members, 22 July 2021 was attended by 54 members, 23 July 2021 was attended by 21 members, 31 March 2021 was attended by 12 members.</li> <li>• Work Insurances on 9 August 2021 was attended by 70 members, 10 August 2021 was attended by 122 members, 11 August 2021 was attended by 78 members, 12 August 2021 was attended by 66 members, 13 August 2021 was attended by 26 members.</li> </ul> <p>c. HCV and HCS Training</p> <ul style="list-style-type: none"> <li>• HCV and NDPE Training on 4 July 2021 was attended by 70 members, 5 July 2021 was attended by 77 members, 6 July 2021 was attended by 32 members, 7 July 2021 was attended by 78 members, 8 July 2021 was attended by 79 members, 9 July 2021 was attended by 26 members.</li> <li>• Limited Pesticides Use training, dated 16 June 2021 attended by member for example: Warodi, Y Sukengrat, Ali Mustofa, Saidi, Saihul Islam, Rozikin, Warsim Contantianus Yandri by Dinas Pertanian Kabupaten Kutai Timur.</li> </ul> <p><b>Capacity Building for Board of ICS</b></p> <ul style="list-style-type: none"> <li>• First Aid Training on behalf Abdul Sukur Alwan, Lorensius Bata and Roby Remy Ray 23 February 2022 by UPT Puskesmas Muara Wahau.</li> <li>• Gender equality in the Sustainable Palm Oil an Maria Veronika B, Maria Ferawati Sihotang dated 21 April 2021 by Kementrian Pertanian and FORTASBI.</li> <li>• Internal Audit ISPO Yusuf Sagenity, Petrus SE, Muhisam, dated 26-28 January 2022 by Kompasias Enviro</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Internal Audit RSPO (online via zoom) Arif Usman, Husen, Maria V B, Maria F S, Siti Uniyatun, Hamjan and Yusuf SN dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat.</li> <li>• Internal Audit RSPO, was attended by Petrus Ze, Yusuf Soge Nippi, Lorensius Bata, Arif Usman, Maria VB dated 19-21 June 2021 by TUV Rheinland.</li> <li>• Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), Siti Uniyatun, Yusuf Sge Nippi, Muhisyam, Maria VB, Florensus Batam Zainudin HM, Helmi, Hamzan Wadi, Verawati Sihotang, Saparudin, Roby Rengi Ray, Petrus ZE, Yustinus Landung, Mansur, Ari Harpandi, Abdul Sukur, Sunardi, Petrus Pethu, Arif Usman, Husen dated 15 January 2021 – 5 March 2021 by FORTASBI.</li> <li>• Use of Limited Pesticides training, dated 16 June 2021 attended by ICS Team for example: Roby Rengi Ray, Arif Usman, Husein,</li> <li>• Basic Safety / K3, dated 20 March 2021 attended by ICS Team for example: Yustinus Landung, Mansur, Yusuf SN, Abdul Sukur Alwan.</li> </ul> <p><b>ICS Manager;</b></p> <ul style="list-style-type: none"> <li>• Internal Audit RSPO, dated 19-21 June 2021 by TUV Rheinland</li> <li>• Internal Audit RSPO (daring) dated 15 November 2021, by TUV Rheinland, ICEBA and RSPO Secretariat.</li> <li>• Basic Training / Loklatih (RSPO ISPO standards, Cooperative Institutions, ICS, manage the land without fire, SEIA, SIA, LUCA), dated 15 January 2021 – 5 March 2021 by FORTASBI.</li> </ul> <p>Organization has an approach to strengthen links within the supply chain, the approach is to coordinate continuously with PT Dharma Satya Nusantara (DSN Group) PKS 11 in further improving the quality of the FFB of groups members as mentioned in the Agreement Letter regarding</p>	
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		<p>"Pelaksanaan Kerjasama Mendukung Perkebunan Sawit Rakyat Berkelanjutan Kecamatan Muara Wahau" dated 13 April 2022 regarding the quality of FFB grading has mentioned in the Agreement at point D – "Metode Panen Terkendali Grading Rendah".</p>	
<p>Milestone A</p>	<p>The group management plan is implemented and reviewed at least annually.</p>	<p>Koperasi Pertanian Sumber Rejeki has appointed 3 internal ICS auditors on behalf of Petrus ZE, Yusuf Soge Nippi, Lorensius Bata as mentioned in the Surat Keputusan No. 001/SR-KB/I/2021 "Penunjukan Manager dan Pengurus ICS Koperasi Pertanian Sumber Rejeki. The internal auditor has been appointed to check the implementation of the group management plan through internal audit, internal auditors also coordinate to the Supervisory Agency/<i>Badan Pengawas</i>. This internal audit team has participated in RSPO Smallholder Training which was facilitated by the TUV Rheinland on 19-21 June 2021, for example certificate registration for Petrus ZE Certificate No. ZID1/246118867/22, Yusuf Sogee Nippi ZID1/246118867/33, Lorensius Bata No. ZiD1/246118867/22/16. Audit activities are carried out by Internal Auditor within 2 months until all members are audited. Based on the records of the results of the audit in 2021 and 2022 (December 2021, January – March 2022), there are records of audit findings as follows no boundary for pesticides application and the implementation of BMP has not been maximal (delay in weeding, pruning and so on).</p> <p>Koperasi Pertanian Sumber Rejeki has held an annual review meeting/Rapat Anggota Tahunan schedule to review the group management plan on 29 March 2022. Annual Review Meeting has discussed the following:</p> <ul style="list-style-type: none"> <li>• Develop Koperasi Pertanian Sumber Rejeki Production in 2022.</li> <li>• Plan of Certification of RSPO and ISPO standards.</li> <li>• Installing of warning board related HCV, and zero burning.</li> </ul>	<p>Complied</p>



		Koperasi Pertanian Sumber Rejeki also has a Supervisory Agency/ <i>Badan Pengawas</i> (Petrus ZE, Arif Usman, and Helmi) which functions to supervise the operational and financial activities of cooperatives.									
Milestone B	The group manager demonstrates the group’s compliance with this ISH Standard.	<p>Koperasi Pertanian Sumber Rejeki has appointed Sunardi, Muchisyam, Helmi, and Roby Rengi Ray (Unit Penyuluhan dan Pendaftaran) as the person in charge for the continuous improvement in key operations including to ensure the compliance with ISH standards as mentioned in the job desk of ICS Structure.</p> <p>Based on interview with person in charge of ICS Manager stated that have the program for Internal Inspection to ensure compliance with ISH standard. Also, Koperasi Pertanian Sumber Rejeki has prepared the annual training program to refresh the understanding of ISH requirement. The ICS Manager demonstrates compliance of Koperasi Pertanian Sumber Rejeki with this Independent Smallholder Standard.</p>	Complied								
<b>D – ICS: Group trading system for certified volumes</b>											
<b>D.1 The group has a procedure and system in place for the tracking of FFB.</b>											
<b>D.1.1</b>											
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>The organization Koperasi Pertanian Sumber Rejeki has not certified, hence has not sold RSPO certified FFB or claim credit.</p> <p>Data of Production in 2021</p> <table border="1"> <thead> <tr> <th>Month</th> <th>MT*</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>2,333</td> </tr> <tr> <td>February</td> <td>2,095</td> </tr> <tr> <td>March</td> <td>1,802</td> </tr> </tbody> </table>	Month	MT*	January	2,333	February	2,095	March	1,802	Complied
Month	MT*										
January	2,333										
February	2,095										
March	1,802										

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		April	1,814		
		May	2,026		
		June	1,776		
		July	1,470		
		August	1,291		
		September	1,480		
		October	1,462		
		November	1,572		
		December	1,384		
		<b>Total</b>	<b>20,506</b>		
		Data of Production in 2022 (Semester I 2022)			
		<b>Month</b>	<b>MT*</b>		
		January	1,163		
		February	1,106		
		March	1,114		
		April	1,371		
		May	1,836		
		June	2,005		

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		<table border="1"> <tr> <td>Total</td> <td>8,595</td> </tr> </table>	Total	8,595	
Total	8,595				
		*) sold as non-certified			
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>Koperasi Koperasi Pertanian Sumber Rejeki established document related to roles and responsibilities of "ICS Manager", point h stated ICS Manager will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>RSPO PalmTrace ID for Koperasi Pertanian Sumber Rejeki RSPO_PO1000014564.</p> <p>The organization Koperasi Pertanian Sumber Rejeki using record FFB production per smallholder member per month. This monthly FFB production data collected by "Krani". The monthly FFB production data from "Krani" summarized by Group Manager team.</p> <p>The organization Koperasi Pertanian Sumber Rejeki has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	Complied		
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	<p>The organization Koperasi Pertanian Sumber Rejeki using record FFB production per smallholder member per month. This monthly FFB production data collected by "Krani". The monthly FFB production data from Krani summarized by Group Manager team.</p> <p>Sampled Harvest Notes:</p> <ul style="list-style-type: none"> <li>Yustus Misi ID-337: <ul style="list-style-type: none"> <li>Period July 2022: 1<sup>st</sup> rotation on 6 July 2022, qty 1,506 Kg; 2<sup>nd</sup> rotation on 17 July 2022, qty 3,736 Kg; 3<sup>rd</sup> rotation on 26 July 2022, qty 3,278 Kg;</li> <li>Period June 2022: 1<sup>st</sup> rotation on 6 June 2022, qty 1,040 kg, 2<sup>nd</sup> rotation on 17 June 2022, qty 620 kg, 3<sup>rd</sup> rotations on 26 June 2022, qty 2,250 kg.</li> </ul> </li> </ul>	Complied		

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		<ul style="list-style-type: none"> <li>- Period May 2022: 1<sup>st</sup> rotation on 6 May 2022, qty 870 kg, 2<sup>nd</sup> rotation on 17 May 2022, qty 620 kg, 3<sup>rd</sup> rotations on 26 May 2022, qty 2,150 kg.</li> <li>• Fabianus Raja ID-081:             <ul style="list-style-type: none"> <li>- Period July 2022: 1<sup>st</sup> rotation on 2 July 2022, qty 5,085 Kg; 2<sup>nd</sup> rotation on 18 July 2022, qty 1,645 Kg.</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 2 June 2022, qty 1,882 Kg; 2<sup>nd</sup> rotation on 18 June 2022, qty 1,885 Kg</li> <li>- Period May 2022: 1<sup>st</sup> rotation on 2 May 2022, qty 1,413 Kg; 2<sup>nd</sup> rotation on 18 May 2022, qty 1,645 Kg</li> </ul> </li> <li>• Ahmad – ID 022             <ul style="list-style-type: none"> <li>- Period July 2022: 1<sup>st</sup> rotation on 06 July 2022, qty 1,540 Kg; 2<sup>nd</sup> rotation on 18 July 2022, qty 1,545 Kg.</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 2 June 2022, qty 1,466 Kg; 2<sup>nd</sup> rotation on 18 June 2022, qty 1,540 Kg</li> <li>- Period May 2022: 1<sup>st</sup> rotation on 2 May 2022, qty 1,394 Kg; 2<sup>nd</sup> rotation on 18 May 2022, qty 1,180 Kg</li> </ul> </li> <li>• Gregorius Mbotu Odja – ID 093             <ul style="list-style-type: none"> <li>- Period August 2022: 1<sup>st</sup> rotation on 01 August 2022, qty 1,730 Kg; 2<sup>nd</sup> rotation on 24 August 2022, qty 1,820 Kg.</li> <li>- Period July 2022: 1<sup>st</sup> rotation on 01 July 2022, qty 2,295 Kg; 2<sup>nd</sup> rotation on 24 July 2022, qty 1,700 Kg</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 1 June 2022, qty 1,580 Kg; 2<sup>nd</sup> rotation on 24 June 2022, qty 983 Kg</li> </ul> </li> <li>• Sarmi – ID 258             <ul style="list-style-type: none"> <li>- Period August 2022: 1<sup>st</sup> rotation on 02 August 2022, qty 1,300 Kg; 2<sup>nd</sup> rotation on 26 August 2022, qty 2,540 Kg.</li> </ul> </li> </ul>	
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		<ul style="list-style-type: none"> <li>- Period July 2022: 1<sup>st</sup> rotation on 01 July 2022, qty 1,000 Kg; 2<sup>nd</sup> rotation on 26 July 2022, qty 2,000 Kg</li> <li>- Period June 2022: 1<sup>st</sup> rotation on 02 June 2022, qty 3,730 Kg; 2<sup>nd</sup> rotation on 26 June 2022, qty 2,900 Kg.</li> </ul> <p>Koperasi Pertanian Sumber Rejeki was prepared a record of FFB production from some group member selling their FFB to PT. Dharma Satya Nusantara – DSN Group, the organization has input the form of delivery through program “DSN WB Transport”, in the program must input the time, plat no, name of driver, quantity of bunches and block. The program installed in the handphone of operator/driver, the organization also input the Delivery Order, samples seen as follows:</p> <ul style="list-style-type: none"> <li>- Delivery Order No. SP.TBS:7220004879 dated 5 August 2022 qty 433 bunches, Block D – SR (Sumber Rejeki), and weighbridge ticket No. 0010203 – PKS 11 PT Dharma Inti Sawit – DSN Group, qty 6,215kg, Driver Agung, Plat No. KT8422RP.</li> <li>- Delivery Order No. SP.TBS:7220006148 dated 8 August 2022 qty 450 bunches, Block D – SR (Sumber Rejeki), and weighbridge ticket No. 0011607 – PKS 11 PT Dharma Inti Sawit – DSN Group, qty 8,724kg, Driver Agus L, Plat No. R1756AL.</li> <li>- Delivery Order No. SP.TBS:7220006149 dated 9 August 2022 qty 420 bunches, Block D – SR (Sumber Rejeki), and weighbridge ticket No. 0011328 – PKS 11 PT Dharma Inti Sawit – DSN Group, qty 7,624kg, Driver Supri, Plat No. KT8439RM</li> <li>- Delivery Order No. SP.TBS:7210006242 dated 3 July 2022 qty 280 bunches, Block B – SR (Sumber Rejeki), and weighbridge ticket No. 0491395 – PKS 7 PT Dharma Inti Sawit – DSN Group, qty 7,110kg, Driver Doni, Plat No. KT8643RD.</li> <li>- Delivery Order No. SP.TBS:7210006489 dated 3 July 2022 qty 420 bunches, Block B – SR (Sumber Rejeki), and weighbridge ticket No.</li> </ul>	
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		<p>0491260 – PKS 7 PT Dharma Inti Sawit – DSN Group, qty 8,130kg, Driver Muklis, Plat No. KT8212RM.</p> <p>- Delivery Order No. SP.TBS:7210006490 dated 4 July 2022 qty 320 bunches, Block B – SR (Sumber Rejeki), and weighbridge ticket No. 0023780 – PKS 11 PT Dharma Inti Sawit – DSN Group, qty 7,363kg, Driver Muklis, Plat No. R1773BS.</p> <p>The organization Koperasi Pertanian Sumber Rejeki has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	
<b>D.2 The group documents and implements a system for the tracking of FFB</b>			
<b>D.2.1</b>			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	<p>Koperasi Pertanian Sumber Rejeki has established document related to roles and responsibilities of "ICS Manager", point 15 stated ICS Manager will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>RSPO PalmTrace ID for Koperasi Pertanian Sumber Rejeki RSPO_PO1000014564.</p> <p>ICS manager maintains annual production data and sales of FFB (sold as non-certified). The annual of production data has been shown during the audit. There is no sale of certified volumes through Book and Claims – because the organization is not yet certified.</p> <p>The organization Koperasi Pertanian Sumber Rejeki has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	Complied
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	<p>Koperasi Pertanian Sumber Rejeki has established document related to roles and responsibilities of "ICS Manager", point 15 stated ICS Manager will carried out sales of RSPO-certified product, after communicating with group member.</p>	Complied

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		<p>RSPO PalmTrace ID for Koperasi Pertanian Sumber Rejeki RSPO_PO1000014564.</p> <p>ICS manager maintains annual production data and sales of FFB (sold as non-certified). The annual of production data has been shown during the audit. There is no sale of certified volumes through Book and Claims – because the organization is not yet certified.</p> <p>The organization Koperasi Pertanian Sumber Rejeki has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	
<b>D.3 The group has a procedure and system for premium distribution.</b>			
<b>D.3.1</b>			
Eligibility	<p>The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.</p>	<p>Koperasi Pertanian Sumber Rejeki has established a budget plan for the use of premiums as mentioned in the "Surat Keputusan No. 027/KOP-SR/KB/III/2022 "Mekanisme Rencana Anggaran Biaya Sertifikasi RSPO" dated 17 March 2022, distribution of premium as follows:</p> <ul style="list-style-type: none"> <li>• 10% for surveillance audit.</li> <li>• 18% reserved fund "laba disisihkan".</li> <li>• 2.5% environmental monitoring.</li> <li>• 2% Medical Check Up for members.</li> <li>• 30% for ICS operational (internal audit, accommodation of meeting.</li> <li>• 10% operational of certification, office stationery, sign board, routine meeting".</li> <li>• 0.5% for membership.</li> <li>• 2% for social funds.</li> <li>• 25% for members.</li> </ul>	Complied

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		The plan of distribution of premium has socialization to the members on 29 March 2022.	
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	The organization Koperasi Pertanian Sumber Rejeki has not certified, hence has not received premiums. Not applicable	Not Applicable
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.		Not Applicable

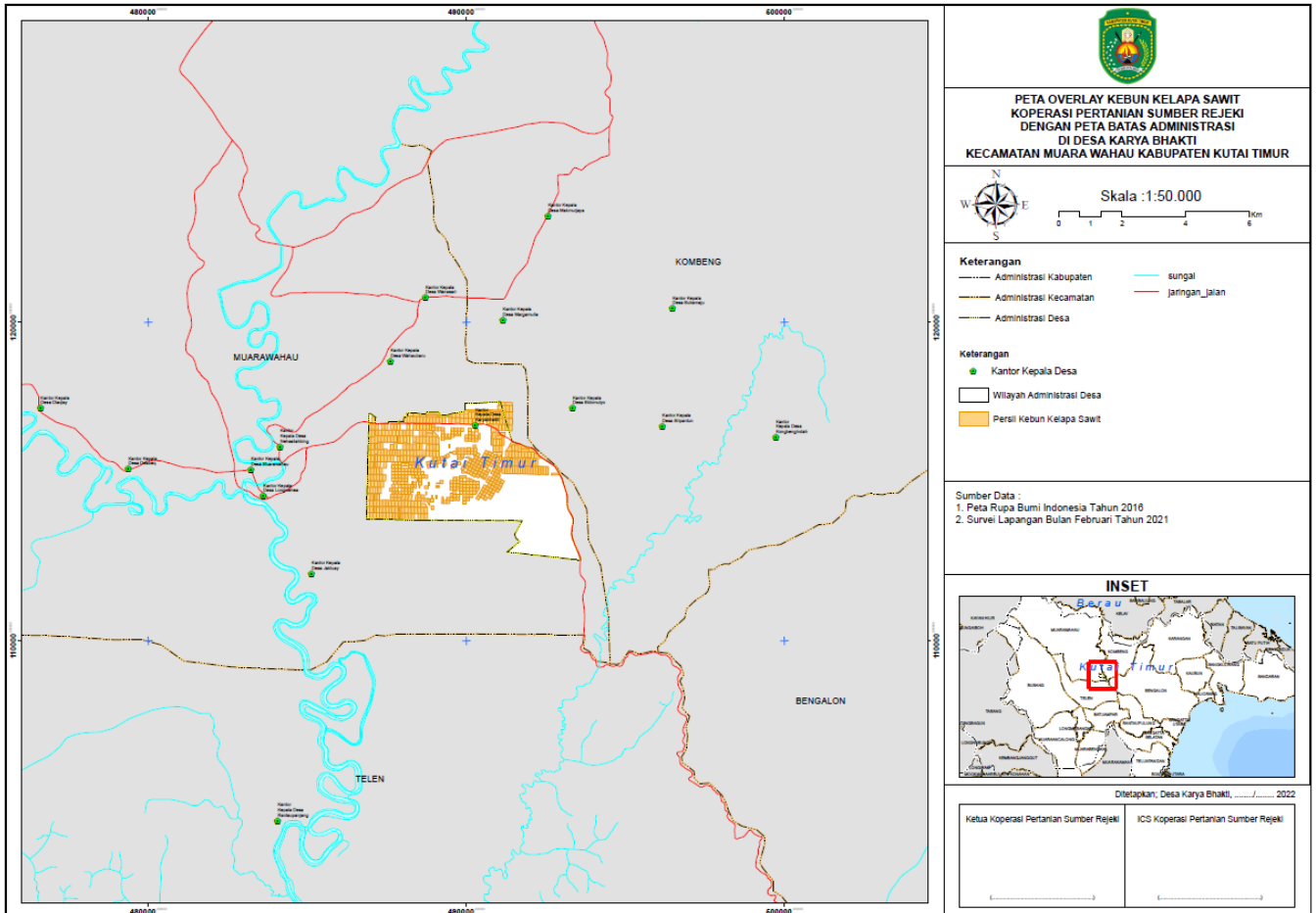


**Appendix B: GHG Reporting Executive Summary**

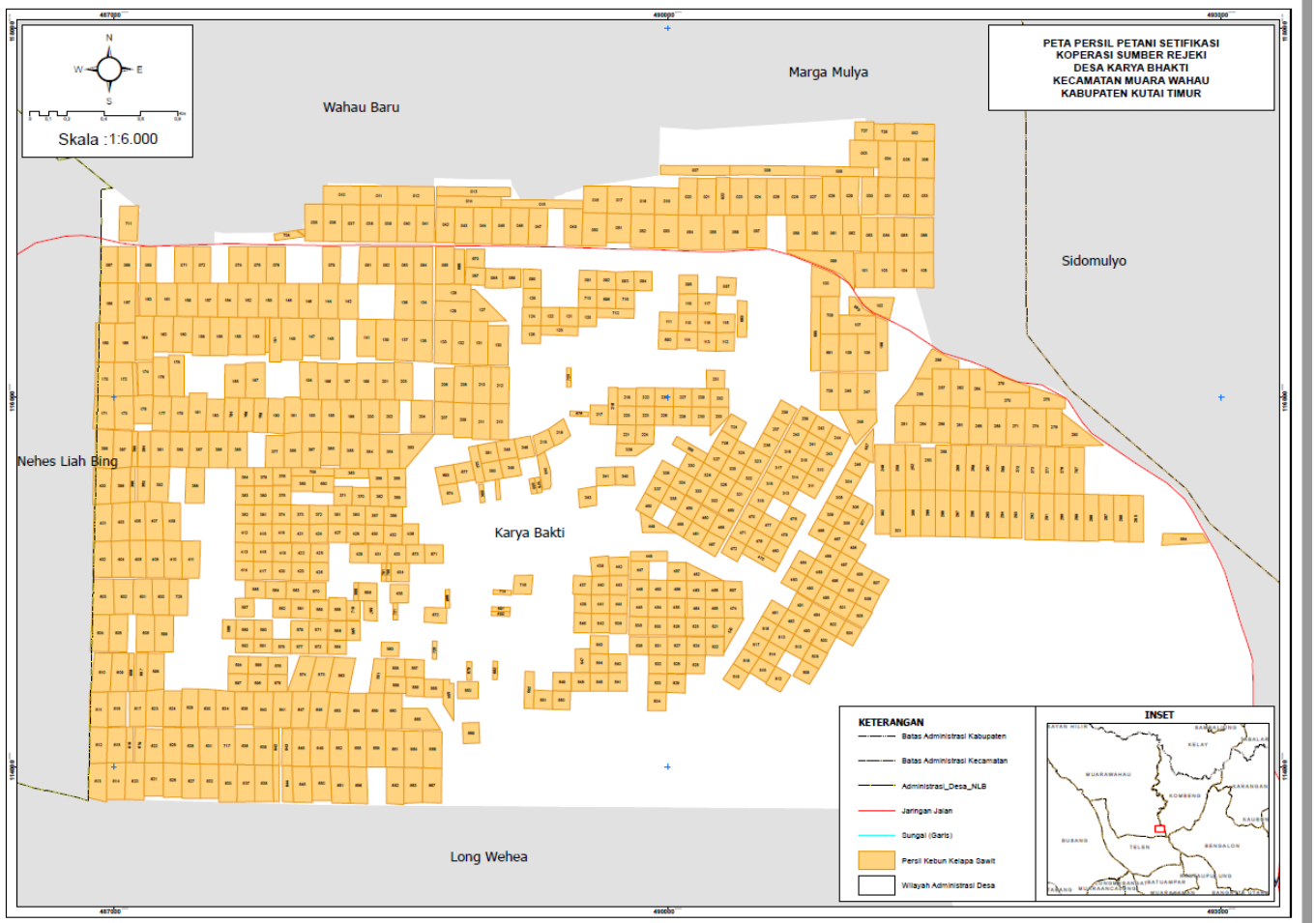
Not Applicable for Independent Smallholder

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**Appendix C: Location Map of Certification Unit and Supply bases**



**Appendix D: Estate Field Map**



**Appendix E: List of Smallholder Registered and/or sampled**

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
1	A. Sahnun a	Desa Karya Bhakti	1° 2' 48.97"N	116° 53' 10.87"E	2.00	2.00	42.90	05-04-21	1
2	A. Sahnun b	Desa Karya Bhakti	1° 2' 14.01"N	116° 53' 38.52"E	0.75	0.75	23.18	05-04-21	
3	A. Sahnun c	Desa Karya Bhakti	1° 2' 07.76"N	116° 53' 28.01"E	1.00	1.00	25.01	05-04-21	
4	Abanar Jaenal a	Desa Karya Bhakti	1° 3' 44.88"N	116° 55' 19.69"E	2.00	2.00	34.09	05-04-21	2
5	Abanar Jaenal b	Desa Karya Bhakti	1° 2' 16.58"N	116° 53' 00.14"E	1.00	1.00	26.24	05-04-21	
6	Abbas A Wagho a	Desa Karya Bhakti	1° 3' 13.63"N	116° 54' 04.05"E	1.81	1.81	30.69	05-04-21	3
7	Abbas A Wagho b	Desa Karya Bhakti	1° 2' 56.61"N	116° 54' 26.82"E	1.00	1.00	26.31	05-04-21	
8	Abdul Fatah	Desa Karya Bhakti	1° 2' 48.63"N	116° 53' 44.17"E	1.98	1.98	39.46	05-04-21	4
9	Abdul Fattah a	Desa Karya Bhakti	1° 3' 28.89"N	116° 53' 40.92"E	2.00	2.00	39.10	05-04-21	
10	Abdul Fattah b	Desa Karya Bhakti	1° 2' 30.54"N	116° 53' 55.45"E	1.00	1.00	24.86	05-04-21	5
11	Abdul Karim a	Desa Karya Bhakti	1° 3' 33.77"N	116° 54' 43.24"E	2.00	2.00	52.76	05-04-21	
12	Abdul Karim b	Desa Karya Bhakti	1° 2' 55.48"N	116° 54' 56.94"E	1.00	1.00	22.58	05-04-21	6
13	Abdul Majid	Desa Karya Bhakti	1° 2' 29.55"N	116° 52' 57.32"E	1.95	1.95	56.35	05-04-21	
14	Abdul Majid a	Desa Karya Bhakti	1° 2' 45.80"N	116° 55' 22.05"E	1.85	1.85	39.16	05-04-21	8
15	Abdul Majid b	Desa Karya Bhakti	1° 2' 16.54"N	116° 55' 08.26"E	1.00	1.00	27.86	05-04-21	
16	Abdul Majid c	Desa Karya Bhakti	1° 2' 12.88"N	116° 54' 54.76"E	1.00	1.00	28.93	05-04-21	7
17	Abdul Majid d	Desa Karya Bhakti	1° 2' 21.46"N	116° 54' 59.65"E	1.00	1.00	25.77	05-04-21	
18	Abdul Majid e	Desa Karya Bhakti	1° 2' 20.20"N	116° 54' 55.24"E	1.00	1.00	27.87	05-04-21	9
19	Abdul Majid f	Desa Karya Bhakti	1° 2' 12.43"N	116° 55' 02.25"E	1.00	1.00	19.00	05-04-21	
20	Abdul Majid g	Desa Karya Bhakti	1° 2' 11.25"N	116° 54' 24.42"E	2.00	2.00	34.07	05-04-21	10
21	Abdul Majid h	Desa Karya Bhakti	1° 2' 14.11"N	116° 54' 59.29"E	1.00	1.00	19.69	05-04-21	
22	Sumiati a	Desa Karya Bhakti	1° 2' 48.91"N	116° 53' 17.67"E	1.97	1.97	41.27	05-04-21	11
23	Sumiati b	Desa Karya Bhakti	1° 2' 17.24"N	116° 53' 22.30"E	1.00	1.00	25.14	05-04-21	
24	Abdul Rahim	Desa Karya Bhakti	1° 3' 03.97"N	116° 55' 23.53"E	1.84	1.84	29.76	05-04-21	12
25	Abdur Rahim	Desa Karya Bhakti	1° 2' 19.73"N	116° 53' 55.74"E	1.00	1.00	19.36	05-04-21	
26	Abduk Rahmadi a	Desa Karya Bhakti	1° 2' 55.46"N	116° 53' 04.48"E	1.59	1.59	39.05	05-04-21	13
27	Abduk Rahmadi b	Desa Karya Bhakti	1° 2' 34.00"N	116° 54' 41.36"E	1.00	1.00	26.67	05-04-21	
28	Abdul Razak a	Desa Karya Bhakti	1° 3' 40.22"N	116° 55' 14.99"E	2.00	2.00	34.08	05-04-21	14
29	Abdul Razak b	Desa Karya Bhakti	1° 3' 18.66"N	116° 54' 32.11"E	1.00	1.00	33.01	05-04-21	
30	Abdul Syukur Alwan	Desa Karya Bhakti	1° 2' 34.00"N	116° 53' 51.32"E	1.00	1.00	30.34	05-04-21	15
31	Abrori a	Desa Karya Bhakti	1° 1' 49.88"N	116° 53' 32.38"E	2.00	2.00	33.57	05-04-21	
32	Abrori b	Desa Karya Bhakti	1° 1' 56.24"N	116° 53' 42.05"E	1.90	1.90	39.66	05-04-21	16
33	Achmad Zaedi a	Desa Karya Bhakti	1° 2' 37.51"N	116° 55' 32.49"E	1.99	1.99	61.71	05-04-21	
34	Achmad Zaedi b	Desa Karya Bhakti	1° 1' 56.49"N	116° 53' 27.83"E	0.71	0.71	22.11	05-04-21	17
35	Achmad Zaedi c	Desa Karya Bhakti	1° 1' 56.40"N	116° 53' 29.69"E	1.12	1.12	30.40	05-04-21	
36	Adem Suriyah a	Desa Karya Bhakti	1° 2' 07.97"N	116° 54' 21.16"E	1.00	1.00	27.33	05-04-21	18
37	Adem Suriyah b	Desa Karya Bhakti	1° 1' 50.11"N	116° 53' 19.35"E	2.00	2.00	41.83	05-04-21	
38	Adhen Mugni	Desa Karya Bhakti	1° 2' 59.18"N	116° 55' 11.31"E	2.00	2.00	30.16	05-04-21	19
39	Agus Nazaret Nara a	Desa Karya Bhakti	1° 2' 55.43"N	116° 52' 57.62"E	2.00	2.00	32.71	05-04-21	

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40	Agus Nazaret Nara b	Desa Karya Bhakti	1° 2' 34.17"N	116° 53' 35.25"E	1.00	1.00	20.39	05-04-21	
41	Agus Triono	Desa Karya Bhakti	1° 1' 49.65"N	116° 53' 48.59"E	1.90	1.90	31.85	05-04-21	20
42	Agustina Tima	Desa Karya Bhakti	1° 3' 08.93"N	116° 53' 24.24"E	2.00	2.00	37.56	05-04-21	21
43	Ahmad a	Desa Karya Bhakti	1° 3' 15.20"N	116° 53' 26.44"E	2.00	2.00	36.52	05-04-21	22
44	Ahmad b	Desa Karya Bhakti	1° 2' 43.76"N	116° 53' 41.04"E	1.00	1.00	23.47	05-04-21	
45	Ahmad Sarafulloh	Desa Karya Bhakti	1° 2' 30.84"N	116° 53' 25.44"E	1.00	1.00	28.38	05-04-21	23
46	Ahmad Sutarno a	Desa Karya Bhakti	1° 3' 21.49"N	116° 53' 21.18"E	2.00	2.00	53.06	05-04-21	24
47	Ahmad Sutarno b	Desa Karya Bhakti	1° 2' 27.58"N	116° 53' 25.41"E	1.00	1.00	27.06	05-04-21	
48	Ahmad Sutarno c	Desa Karya Bhakti	1° 2' 44.14"N	116° 53' 25.55"E	1.00	1.00	32.38	05-04-21	
49	Akarudin a	Desa Karya Bhakti	1° 3' 33.71"N	116° 55' 11.72"E	1.82	1.82	48.91	05-04-21	25
50	Akarudin b	Desa Karya Bhakti	1° 2' 55.07"N	116° 54' 24.40"E	1.00	1.00	27.69	05-04-21	
51	Akarudin c	Desa Karya Bhakti	1° 2' 54.59"N	116° 54' 45.23"E	1.00	1.00	24.54	05-04-21	
52	Akbar a	Desa Karya Bhakti	1° 3' 09.30"N	116° 53' 08.01"E	2.00	2.00	35.59	05-04-21	26
53	Akbar b	Desa Karya Bhakti	1° 2' 45.74"N	116° 54' 08.91"E	1.00	1.00	17.76	05-04-21	
54	Albertus a	Desa Karya Bhakti	1° 3' 15.07"N	116° 53' 40.40"E	2.00	2.00	34.82	05-04-21	27
55	Albertus b	Desa Karya Bhakti	1° 2' 37.32"N	116° 53' 45.05"E	1.00	1.00	25.45	05-04-21	
56	Albertus Sai a	Desa Karya Bhakti	1° 3' 32.85"N	116° 54' 32.07"E	1.88	1.88	81.15	05-04-21	28
57	Albertus Sai b	Desa Karya Bhakti	1° 3' 33.76"N	116° 54' 46.12"E	1.59	1.59	28.16	05-04-21	
58	Albertus Sai c	Desa Karya Bhakti	1° 3' 07.80"N	116° 54' 43.27"E	1.00	1.00	22.71	05-04-21	
59	Albertus Sai d	Desa Karya Bhakti	1° 2' 42.77"N	116° 54' 46.21"E	1.00	1.00	22.43	05-04-21	
60	Albertus Sai e	Desa Karya Bhakti	1° 2' 49.70"N	116° 54' 53.79"E	1.00	1.00	32.30	05-04-21	
61	Albertus Sai f	Desa Karya Bhakti	1° 2' 41.54"N	116° 54' 41.76"E	1.00	1.00	19.07	05-04-21	
62	Albertus Sai g	Desa Karya Bhakti	1° 2' 19.61"N	116° 55' 10.04"E	1.00	1.00	22.93	05-04-21	
63	Albertus Sai h	Desa Karya Bhakti	1° 2' 34.03"N	116° 53' 45.01"E	1.00	1.00	24.99	05-04-21	
64	Albertus Sai i	Desa Karya Bhakti	1° 2' 38.58"N	116° 54' 40.18"E	1.00	1.00	24.01	05-04-21	
65	Albertus Sai j	Desa Karya Bhakti	1° 2' 30.53"N	116° 53' 52.19"E	1.00	1.00	19.57	05-04-21	
66	Ali Mustofa a	Desa Karya Bhakti	1° 3' 21.53"N	116° 53' 01.64"E	1.91	1.91	59.46	05-04-21	29
67	Ali Mustofa b	Desa Karya Bhakti	1° 2' 37.54"N	116° 53' 22.28"E	1.00	1.00	24.20	05-04-21	
68	Ali Mustofa c	Desa Karya Bhakti	1° 2' 41.16"N	116° 53' 58.21"E	1.00	1.00	38.87	05-04-21	
69	Aliaa a	Desa Karya Bhakti	1° 2' 54.84"N	116° 53' 47.52"E	1.87	1.87	45.48	05-04-21	30
70	Aliaa b	Desa Karya Bhakti	1° 2' 24.36"N	116° 54' 31.44"E	1.00	1.00	22.88	05-04-21	
71	Almin a	Desa Karya Bhakti	1° 3' 01.96"N	116° 53' 07.61"E	1.86	1.86	44.47	05-04-21	31
72	Almin b	Desa Karya Bhakti	1° 2' 33.86"N	116° 53' 48.26"E	1.00	1.00	23.22	05-04-21	
73	Aliosius Tohari a	Desa Karya Bhakti	1° 2' 34.20"N	116° 53' 22.23"E	2.00	2.00	41.74	05-04-21	32
74	Aliosius Tohari b	Desa Karya Bhakti	1° 2' 23.04"N	116° 53' 01.03"E	1.00	1.00	37.67	05-04-21	
75	Aloysius Gaso	Desa Karya Bhakti	1° 3' 15.36"N	116° 53' 08.64"E	2.00	2.00	40.66	05-04-21	33
76	Amaq Jinem a	Desa Karya Bhakti	1° 2' 29.59"N	116° 53' 12.84"E	1.95	1.95	37.32	05-04-21	34
77	Amaq Jinem b	Desa Karya Bhakti	1° 2' 14.26"N	116° 53' 25.48"E	0.75	0.75	17.86	05-04-21	
78	Amaq Junaidi a	Desa Karya Bhakti	1° 3' 07.81"N	116° 54' 00.16"E	2.21	2.21	34.97	05-04-21	35
79	Amaq Junaidi b	Desa Karya Bhakti	1° 3' 08.66"N	116° 53' 43.62"E	2.00	2.00	31.08	05-04-21	
80	Amaq Junaidi c	Desa Karya Bhakti	1° 2' 54.83"N	116° 54' 39.02"E	1.00	1.00	26.18	05-04-21	
81	Amaq Junaidi d	Desa Karya Bhakti	1° 2' 55.24"N	116° 54' 20.89"E	0.25	0.25	6.90	05-04-21	
82	Amaq Safiin a	Desa Karya Bhakti	1° 2' 48.62"N	116° 53' 47.67"E	1.98	1.98	33.29	05-04-21	36
83	Amaq Safiin b	Desa Karya Bhakti	1° 2' 20.88"N	116° 53' 32.08"E	1.00	1.00	21.34	05-04-21	

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84	Amaq Sahnum a	Desa Karya Bhakti	1° 2' 42.84"N	116° 53' 04.59"E	1.27	1.27	24.41	05-04-21	37
85	Amaq Sahnum b	Desa Karya Bhakti	1° 2' 42.74"N	116° 53' 02.79"E	0.55	0.55	12.40	05-04-21	
86	Amaq Sukar a	Desa Karya Bhakti	1° 2' 42.82"N	116° 53' 07.34"E	1.95	1.95	20.32	05-04-21	38
87	Amaq Sukar b	Desa Karya Bhakti	1° 2' 14.24"N	116° 53' 28.69"E	0.75	0.75	14.56	05-04-21	
88	Ambrosia Anci a	Desa Karya Bhakti	1° 3' 27.21"N	116° 54' 44.34"E	2.34	2.34	34.98	05-04-21	39
89	<b>Ambrosia Anci b</b>	<b>Desa Karya Bhakti</b>	<b>1° 2' 58.15"N</b>	<b>116° 54' 35.80"E</b>	<b>1.00</b>	<b>1.00</b>	<b>20.96</b>	<b>05-04-21</b>	
90	Ambrosius Titu	Desa Karya Bhakti	1° 2' 45.34"N	116° 55' 03.22"E	1.00	1.00	23.41	05-04-21	40
91	Amin Supriadi a	Desa Karya Bhakti	1° 3' 08.42"N	116° 53' 30.54"E	2.50	2.50	39.29	05-04-21	41
92	Amin Supriadi b	Desa Karya Bhakti	1° 2' 30.73"N	116° 53' 32.15"E	1.00	1.00	27.78	05-04-21	
93	Andreas Reba a	Desa Karya Bhakti	1° 3' 15.27"N	116° 53' 19.32"E	2.00	2.00	33.88	05-04-21	42
94	Andreas Reba b	Desa Karya Bhakti	1° 2' 44.96"N	116° 54' 00.76"E	1.00	1.00	26.71	05-04-21	
95	Andreas Soba a	Desa Karya Bhakti	1° 3' 32.24"N	116° 54' 14.49"E	1.95	1.95	47.33	05-04-21	43
96	Andreas Soba b	Desa Karya Bhakti	1° 3' 22.72"N	116° 54' 02.71"E	1.00	1.00	28.77	05-04-21	
97	Andreas Yohanes Rakhi	Desa Karya Bhakti	1° 3' 12.35"N	116° 54' 19.12"E	1.00	1.00	25.44	05-04-21	44
98	Antonius Mengga	Desa Karya Bhakti	1° 3' 27.09"N	116° 55' 08.71"E	2.00	2.00	36.64	05-04-21	45
99	Apollonius Triutama Riwu	Desa Karya Bhakti	1° 2' 42.66"N	116° 54' 13.70"E	0.24	0.24	6.84	05-04-21	46
100	Arbain	Desa Karya Bhakti	1° 3' 22.06"N	116° 55' 05.11"E	3.15	3.15	44.22	05-04-21	47
101	Ardianus Afi a	Desa Karya Bhakti	1° 2' 54.13"N	116° 54' 00.50"E	1.90	1.90	36.11	05-04-21	48
102	Ardianus Afi b	Desa Karya Bhakti	1° 2' 54.93"N	116° 54' 29.24"E	1.00	1.00	22.56	05-04-21	
103	Arif Usman	Desa Karya Bhakti	1° 2' 13.67"N	116° 53' 47.71"E	0.75	0.75	30.64	05-04-21	49
104	Awaludin Sofiansyah a	Desa Karya Bhakti	1° 3' 15.38"N	116° 53' 05.35"E	1.63	1.63	40.79	05-04-21	50
105	Awaludin Sofiansyah b	Desa Karya Bhakti	1° 3' 15.33"N	116° 53' 03.37"E	0.23	0.23	5.20	05-04-21	
106	Awaludin Sofiansyah c	Desa Karya Bhakti	1° 2' 44.14"N	116° 53' 28.81"E	0.95	0.95	16.67	05-04-21	
107	Badaruddin a	Desa Karya Bhakti	1° 3' 33.02"N	116° 54' 23.75"E	1.88	1.88	36.81	05-04-21	51
108	Badaruddin b	Desa Karya Bhakti	1° 3' 27.13"N	116° 55' 02.21"E	2.00	2.00	40.17	05-04-21	
109	Badaruddin c	Desa Karya Bhakti	1° 3' 07.73"N	116° 54' 03.32"E	2.35	2.35	88.39	05-04-21	
110	Badaruddin d	Desa Karya Bhakti	1° 2' 51.63"N	116° 54' 29.13"E	1.00	1.00	21.75	05-04-21	
111	Badaruddin e	Desa Karya Bhakti	1° 2' 54.79"N	116° 54' 42.27"E	1.00	1.00	23.30	05-04-21	
112	Bagong Sarnen a	Desa Karya Bhakti	1° 2' 55.24"N	116° 53' 10.90"E	1.92	1.92	53.15	05-04-21	52
113	Bagong Sarnen b	Desa Karya Bhakti	1° 2' 40.26"N	116° 54' 37.39"E	1.00	1.00	22.05	05-04-21	
114	Baharudin	Desa Karya Bhakti	1° 3' 14.94"N	116° 53' 53.58"E	2.00	2.00	52.96	05-04-21	53
115	Bahrudin	Desa Karya Bhakti	1° 2' 37.44"N	116° 55' 35.09"E	1.99	1.99	80.45	05-04-21	54
116	Baktiar a	Desa Karya Bhakti	1° 3' 01.34"N	116° 53' 04.88"E	1.49	1.49	30.50	05-04-21	55
117	Baktiar b	Desa Karya Bhakti	1° 2' 51.92"N	116° 54' 17.44"E	1.00	1.00	29.96	05-04-21	
118	Baktiar c	Desa Karya Bhakti	1° 3' 01.37"N	116° 53' 03.11"E	0.40	0.40	17.76	05-04-21	
119	Bejo a	Desa Karya Bhakti	1° 2' 20.97"N	116° 53' 28.82"E	1.00	1.00	29.40	05-04-21	56
120	Bejo b	Desa Karya Bhakti	1° 2' 27.39"N	116° 53' 35.33"E	1.00	1.00	25.90	05-04-21	
121	Bernandus Samaraya Noran	Desa Karya Bhakti	1° 3' 14.77"N	116° 54' 40.03"E	1.00	1.00	30.65	05-04-21	57
122	Boimin	Desa Karya Bhakti	1° 2' 49.07"N	116° 52' 57.67"E	2.00	2.00	67.19	05-04-21	58
123	Boimin	Desa Karya Bhakti	1° 2' 42.52"N	116° 52' 57.39"E	1.95	1.95	46.20	05-04-21	
124	Boston Situmorang a	Desa Karya Bhakti	1° 2' 36.15"N	116° 53' 00.56"E	1.95	1.95	49.23	05-04-21	59
125	Boston Situmorang b	Desa Karya Bhakti	1° 2' 30.53"N	116° 53' 48.91"E	1.00	1.00	23.91	05-04-21	

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126	Budiman a	Desa Karya Bhakti	1° 1' 56.26"N	116° 53' 38.79"E	2.00	2.00	31.86	05-04-21	60
127	Budiman b	Desa Karya Bhakti	1° 2' 09.92"N	116° 54' 01.64"E	0.25	0.25	7.53	05-04-21	
128	Cardianus Donatus Detu a	Desa Karya Bhakti	1° 3' 27.26"N	116° 54' 48.29"E	2.26	2.26	35.60	05-04-21	61
129	Cardianus Donatus Detu b	Desa Karya Bhakti	1° 3' 09.92"N	116° 54' 17.46"E	1.00	1.00	21.49	05-04-21	
130	Cipto Wibowo a	Desa Karya Bhakti	1° 2' 30.24"N	116° 55' 04.55"E	1.00	1.00	32.18	05-04-21	62
131	Cipto Wibowo b	Desa Karya Bhakti	1° 2' 28.93"N	116° 55' 00.15"E	1.00	1.00	29.82	05-04-21	
132	Cipto Wibowo c	Desa Karya Bhakti	1° 2' 33.11"N	116° 55' 06.14"E	1.00	1.00	32.88	05-04-21	
133	Constantinus Yanri	Desa Karya Bhakti	1° 3' 33.74"N	116° 55' 01.93"E	2.00	2.00	43.98	05-04-21	63
134	Daelis a	Desa Karya Bhakti	1° 2' 18.58"N	116° 54' 58.03"E	1.00	1.00	25.44	05-04-21	64
135	Daelis b	Desa Karya Bhakti	1° 1' 49.56"N	116° 53' 51.82"E	1.90	1.90	31.87	05-04-21	
136	Dahlan Banda a	Desa Karya Bhakti	1° 3' 37.97"N	116° 55' 06.82"E	1.95	1.95	31.17	05-04-21	65
137	Dahlan Banda b	Desa Karya Bhakti	1° 2' 58.08"N	116° 54' 42.29"E	1.00	1.00	20.31	05-04-21	
138	Darmadi	Desa Karya Bhakti	1° 2' 37.48"N	116° 53' 38.55"E	1.00	1.00	37.03	05-04-21	66
139	Darmanwan a	Desa Karya Bhakti	1° 2' 37.72"N	116° 55' 22.05"E	2.00	2.00	57.52	05-04-21	67
140	Darmanwan b	Desa Karya Bhakti	1° 2' 07.77"N	116° 54' 34.63"E	1.00	1.00	25.02	05-04-21	
141	Darvid	Desa Karya Bhakti	1° 2' 42.86"N	116° 53' 36.10"E	1.00	1.00	33.23	05-04-21	68
142	David Moa Make	Desa Karya Bhakti	1° 1' 49.74"N	116° 53' 42.20"E	1.90	1.90	46.84	05-04-21	69
143	Deden Suharya	Desa Karya Bhakti	1° 2' 36.26"N	116° 53' 03.50"E	1.78	1.78	51.31	05-04-21	70
144	Dedy Kurniawan	Desa Karya Bhakti	1° 3' 15.17"N	116° 53' 29.97"E	2.00	2.00	30.18	05-04-21	71
145	Devi Fajrianti a	Desa Karya Bhakti	1° 2' 04.82"N	116° 54' 14.58"E	1.00	1.00	25.66	05-04-21	72
146	Devi Fajrianti b	Desa Karya Bhakti	1° 2' 17.70"N	116° 54' 44.70"E	1.00	1.00	19.73	05-04-21	
147	Diky Setiawan	Desa Karya Bhakti	1° 3' 12.41"N	116° 54' 15.87"E	1.00	1.00	22.38	05-04-21	73
148	Disri	Desa Karya Bhakti	1° 2' 03.37"N	116° 53' 12.64"E	1.89	1.89	26.36	05-04-21	74
149	Djadir	Desa Karya Bhakti	1° 2' 16.50"N	116° 53' 08.14"E	1.98	1.98	33.35	05-04-21	75
150	Doirul Shobari a	Desa Karya Bhakti	1° 2' 45.80"N	116° 55' 19.40"E	1.93	1.93	16.46	05-04-21	76
151	Doirul Shobari b	Desa Karya Bhakti	1° 2' 59.89"N	116° 55' 27.68"E	2.00	2.00	27.71	05-04-21	
152	Doirul Shobari c	Desa Karya Bhakti	1° 2' 08.40"N	116° 54' 55.83"E	1.00	1.00	16.10	05-04-21	
153	Dominikus Mai a	Desa Karya Bhakti	1° 2' 55.42"N	116° 53' 01.14"E	2.00	2.00	42.19	05-04-21	77
154	Dominikus Mai b	Desa Karya Bhakti	1° 2' 30.56"N	116° 53' 45.61"E	1.00	1.00	24.85	05-04-21	
155	Dwijo Miskun a	Desa Karya Bhakti	1° 2' 57.67"N	116° 55' 35.98"E	2.00	2.00	28.73	05-04-21	78
156	Dwijo Miskun b	Desa Karya Bhakti	1° 2' 59.93"N	116° 55' 24.43"E	2.00	2.00	26.80	05-04-21	
157	Dwijo Miskun c	Desa Karya Bhakti	1° 2' 25.72"N	116° 55' 05.71"E	1.00	1.00	26.20	05-04-21	
158	Dwijo Miskun d	Desa Karya Bhakti	1° 2' 22.50"N	116° 55' 11.56"E	1.00	1.00	20.30	05-04-21	
159	Edy Asrofudin a	Desa Karya Bhakti	1° 3' 18.29"N	116° 55' 03.92"E	2.25	2.25	46.51	05-04-21	79
160	Edy Asrofudin b	Desa Karya Bhakti	1° 2' 51.59"N	116° 55' 47.99"E	2.00	2.00	24.03	05-04-21	
161	Edy Asrofudin c	Desa Karya Bhakti	1° 2' 25.43"N	116° 55' 13.06"E	1.00	1.00	31.63	05-04-21	
162	Edy Asrofudin d	Desa Karya Bhakti	1° 3' 06.06"N	116° 55' 04.80"E	1.00	1.00	24.20	05-04-21	
163	Edy Asrofudin e	Desa Karya Bhakti	1° 2' 43.19"N	116° 54' 38.96"E	1.00	1.00	22.18	05-04-21	
164	Edy Asrofudin f	Desa Karya Bhakti	1° 2' 39.0w"N	116° 54' 33.02"E	2.00	2.00	44.57	05-04-21	
165	Edy Mabex Hutabarat	Desa Karya Bhakti	1° 2' 34.14"N	116° 53' 28.72"E	1.00	1.00	32.64	05-04-21	80
166	Fabianus Raja a	Desa Karya Bhakti	1° 3' 34.43"N	116° 54' 02.39"E	2.00	2.00	63.66	05-04-21	81
167	Fabianus Raja a	Desa Karya Bhakti	1° 3' 11.38"N	116° 54' 43.31"E	1.00	1.00	26.91	05-04-21	
168	Fajari	Desa Karya Bhakti	1° 2' 53.07"N	116° 55' 34.16" E	2.00	2.00	32.57	05-04-21	82



169	Fazri SH	Desa Karya Bhakti	1° 2' 35.54"N	116° 54' 54.00"E	1.00	1.00	21.79	05-04-21	83
170	Finsensius Oktafianus Berno	Desa Karya Bhakti	1° 3' 33.65"N	116° 55' 18.22"E	2.00	2.00	38.65	05-04-21	84
171	Firman	Desa Karya Bhakti	1° 3' 15.24"N	116° 53' 22.87"E	2.00	2.00	41.24	05-04-21	85
172	Fransiskus Jehamin	Desa Karya Bhakti	1° 3' 08.34"N	116° 53' 46.96"E	2.23	2.23	46.34	05-04-21	86
173	Fransiskus Pani	Desa Karya Bhakti	1° 3' 16.60"N	116° 53' 58.85"E	1.80	1.80	36.38	05-04-21	87
174	Fransiskus Xaverius Kheri a	Desa Karya Bhakti	1° 2' 49.84"N	116° 55' 01.80"E	1.00	1.00	23.69	05-04-21	88
175	Fransiskus Xaverius Kheri b	Desa Karya Bhakti	1° 3' 07.97"N	116° 54' 46.52"E	1.00	1.00	23.61	05-04-21	
176	Fransius Sinaga a	Desa Karya Bhakti	1° 3' 08.79"N	116° 53' 34.01"E	2.00	2.00	81.20	05-04-21	89
177	Fransius Sinaga b	Desa Karya Bhakti	1° 2' 48.81"N	116° 53' 37.37"E	1.88	1.88	67.79	05-04-21	
178	Gabriel Manik a	Desa Karya Bhakti	1° 3' 33.80"N	116° 54' 39.40"E	2.00	2.00	48.70	05-04-21	90
179	Gabriel Manik b	Desa Karya Bhakti	1° 2' 48.60"N	116° 54' 57.41"E	1.00	1.00	32.71	05-04-21	
180	Gabriel Meo	Desa Karya Bhakti	1° 1' 49.70"N	116° 53' 55.11"E	1.90	1.90	32.38	05-04-21	91
181	Gregorius Mbotu	Desa Karya Bhakti	1° 2' 52.60"N	116° 54' 55.36"E	1.00	1.00	17.97	05-04-21	92
182	Gregorius Mbotu Odja a	Desa Karya Bhakti	1° 3' 26.78"N	116° 55' 14.72"E	1.72	1.72	25.68	05-04-21	93
183	Gregorius Mbotu Odja b	Desa Karya Bhakti	1° 2' 58.04"N	116° 54' 45.62"E	1.00	1.00	26.61	05-04-21	
184	Gregorius Nggadho a	Desa Karya Bhakti	1° 3' 13.38"N	116° 53' 58.79"E	2.00	2.00	45.96	05-04-21	94
185	Gregorius Nggadho b	Desa Karya Bhakti	1° 3' 01.32"N	116° 54' 44.83"E	1.00	1.00	30.68	05-04-21	
186	Gunawan	Desa Karya Bhakti	1° 1' 56.03"N	116° 53' 55.19"E	1.98	1.98	41.93	05-04-21	95
187	Gutomo a	Desa Karya Bhakti	1° 2' 49.00"N	116° 53' 04.65"E	1.30	1.30	32.34	05-04-21	96
188	Gutomo b	Desa Karya Bhakti	1° 2' 49.00"N	116° 53' 02.99"E	0.56	0.56	13.16	05-04-21	
189	Gutomo c	Desa Karya Bhakti	1° 2' 66.56"N	116° 54' 01.35"E	1.00	1.00	20.00	05-04-21	
190	Gutomo d	Desa Karya Bhakti	1° 1' 50.01"N	116° 53' 28.97"E	1.73	1.73	28.12	05-04-21	
191	H. Ibrahim a	Desa Karya Bhakti	1° 3' 21.49"N	116° 53' 11.60"E	1.99	1.99	37.43	05-04-21	97
192	H. Ibrahim b	Desa Karya Bhakti	1° 3' 15.33"N	116° 53' 12.25"E	2.00	2.00	45.08	05-04-21	
193	H. Ibrahim c	Desa Karya Bhakti	1° 2' 59.20"N	116° 55' 04.76"E	2.00	2.00	42.79	05-04-21	
194	H. Muhroni a	Desa Karya Bhakti	1° 3' 28.37"N	116° 54' 07.25"E	2.00	2.00	40.62	05-04-21	98
195	H. Muhroni b	Desa Karya Bhakti	1° 2' 40.555" N	116° 53' 49.03"E	1.00	1.00	28.20	05-04-21	
196	H. Toha Nawawi	Desa Karya Bhakti	1° 2' 10.014" N	116° 54' 06.17"E	0.25	0.25	5.98	05-04-21	99
197	Hader Ali	Desa Karya Bhakti	1° 3' 28.343" N	116° 54' 10.47"E	1.95	1.95	35.29	05-04-21	100
198	Hadi Miswanto a	Desa Karya Bhakti	1° 2' 19.78" N	116° 55' 2.530" E	1.00	1.00	26.35	05-04-21	101
199	Hadi Miswanto b	Desa Karya Bhakti	1° 2' 14.33"N	116° 54' 34.72"E	1.00	1.00	29.19	05-04-21	
200	Hadi Miswanto c	Desa Karya Bhakti	1° 2' 38.87"N	116° 55' 9.330"E	1.00	1.00	27.98	05-04-21	
201	Hadi Miswanto d	Desa Karya Bhakti	1° 1' 50.30"N	116° 53' 16.12"E	1.86	1.86	43.77	05-04-21	
202	Hadi Miswanto e	Desa Karya Bhakti	1° 2' 03.08"N	116° 53' 35.31"E	1.95	1.95	37.93	05-04-21	
203	Hadi Rietiano a	Desa Karya Bhakti	1° 3' 01.30"N	116° 53' 01.03"E	1.85	1.85	34.59	05-04-21	102
204	Hadi Rietiano b	Desa Karya Bhakti	1° 2' 39.86"N	116° 54' 44.57"E	1.00	1.00	24.89	05-04-21	
205	Hadirin a	Desa Karya Bhakti	1° 1' 50.49"N	116° 52' 59.71"E	2.00	2.00	93.25	05-04-21	103
206	Hadirin b	Desa Karya Bhakti	1° 1' 56.82"N	116° 52' 59.84"E	2.00	2.00	41.49	05-04-21	
207	Hairul Anwar	Desa Karya Bhakti	1° 3' 27.16"N	116° 54' 58.93"E	2.00	2.00	36.59	05-04-21	104
208	Haludin Abu Bakar	Desa Karya Bhakti	1° 3' 08.18"N	116° 54' 39.84"E	1.00	1.00	29.50	05-04-21	105
211	Hartini a	Desa Karya Bhakti	1° 2' 24.21"N	116° 54' 41.41" E	1.00	1.00	24.30	05-04-21	106



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212	Hartini b	Desa Karya Bhakti	1° 2' 46.83"N	116° 54' 52.23"E	1.00	1.00	22.42	05-04-21	
213	Hartini c	Desa Karya Bhakti	1° 2' 20.67"N	116° 53' 38.54"E	1.25	1.25	28.67	05-04-21	107
214	Hartini d	Desa Karya Bhakti	1° 2' 37.23"N	116° 53' 48.30"E	1.00	1.00	24.05	05-04-21	
209	Hartini a	Desa Karya Bhakti	1° 3' 14.77"N	116° 54' 43.34"E	1.00	1.00	25.55	05-04-21	
210	Hartini b	Desa Karya Bhakti	1° 3' 12.01"N	116° 54' 49.47"E	1.00	1.00	32.19	05-04-21	
215	Helmi	Desa Karya Bhakti	1° 2' 36.81"N	116° 55' 55.93"E	1.99	1.99	81.21	05-04-21	108
216	Hendrikus Banda	Desa Karya Bhakti	1° 3' 33.70"N	116° 53' 52.31"E	2.00	2.00	33.55	05-04-21	109
217	Heri Sasmito	Desa Karya Bhakti	1° 2' 21.09"N	116° 53' 22.28"E	1.00	1.00	31.95	05-04-21	110
218	Herman Hema a	Desa Karya Bhakti	1° 3' 40.16"N	116° 55' 18.26"E	2.00	2.00	37.55	05-04-21	111
219	Herman Hema b	Desa Karya Bhakti	1° 2' 46.99"N	116° 55' 00.28"E	1.00	1.00	21.71	05-04-21	
220	Herman Selu	Desa Karya Bhakti	1° 3' 41.12"N	116° 55' 10.83"E	2.25	2.25	30.52	05-04-21	112
221	Husen a	Desa Karya Bhakti	1° 2' 05.30"N	116° 53' 58.05"E	1.00	1.00	28.72	05-04-21	113
222	Husen b	Desa Karya Bhakti	1° 2' 03.15"N	116° 53' 22.21"E	1.80	1.80	49.53	05-04-21	
223	Ignasius Minggu	Desa Karya Bhakti	1° 3' 09.26"N	116° 53' 11.44"E	2.00	2.00	57.44	05-04-21	114
224	Imam Sadali a	Desa Karya Bhakti	1° 2' 21.75"N	116° 54' 21.41"E	0.91	0.91	21.32	05-04-21	115
225	Imam Sadali b	Desa Karya Bhakti	1° 2' 22.94"N	116° 53' 07.58"E	1.80	1.80	46.60	05-04-21	
226	Imam Sadali c	Desa Karya Bhakti	1° 2' 22.94"N	116° 53' 04.42"E	2.00	2.00	65.63	05-04-21	
227	Imam Sadali d	Desa Karya Bhakti	1° 2' 17.00"N	116° 53' 41.33"E	0.75	0.75	17.99	05-04-21	
228	Imelda Imu	Desa Karya Bhakti	1° 3' 28.26"N	116° 54' 13.70"E	2.00	2.00	46.06	05-04-21	116
229	Imran Dongoran SH. MH	Desa Karya Bhakti	1° 2' 33.23"N	116° 56' 06.67"E	1.34	1.34	31.69	05-04-21	117
230	Ina Wahid a	Desa Karya Bhakti	1° 2' 48.90"N	116° 53' 33.98"E	2.00	2.00	36.57	05-04-21	118
231	Ina Wahid b	Desa Karya Bhakti	1° 2' 17.21"N	116° 53' 25.50"E	1.00	1.00	20.13	05-04-21	
232	Jarot Margo Raharjo	Desa Karya Bhakti	1° 3' 15.15"N	116° 53' 33.45"E	1.95	1.95	44.90	05-04-21	119
233	Jasiem a	Desa Karya Bhakti	1° 2' 11.67"N	116° 54' 50.20"E	1.00	1.00	31.55	05-04-21	120
234	Jasiem b	Desa Karya Bhakti	1° 1' 56.69"N	116° 53' 12.78"E	1.80	1.80	33.91	05-04-21	
235	Jema a	Desa Karya Bhakti	1° 2' 48.75"N	116° 53' 27.52"E	1.74	1.74	42.22	05-04-21	121
236	Jema b	Desa Karya Bhakti	1° 2' 18.24"N	116° 54' 27.76"E	1.00	1.00	36.16	05-04-21	
237	Jema c	Desa Karya Bhakti	1° 2' 17.27"N	116° 53' 19.52"E	0.75	0.75	17.41	05-04-21	
238	Joko Lelong a	Desa Karya Bhakti	1° 3' 28.86"N	116° 53' 44.16"E	2.00	2.00	33.68	05-04-21	122
239	Joko Lelong b	Desa Karya Bhakti	1° 2' 37.42"N	116° 53' 41.80"E	1.00	1.00	29.79	05-04-21	
240	Jumad Sii a	Desa Karya Bhakti	1° 2' 54.86"N	116° 53' 44.26"E	1.87	1.87	37.13	05-04-21	123
241	Jumad Sii b	Desa Karya Bhakti	1° 2' 17.81"N	116° 54' 34.63"E	1.00	1.00	22.44	05-04-21	
242	Juminen	Desa Karya Bhakti	1° 2' 55.31"N	116° 53' 07.75"E	1.81	1.81	44.21	05-04-21	124
243	Karsono a	Desa Karya Bhakti	1° 2' 45.47"N	116° 55' 37.84"E	1.98	1.98	32.83	05-04-21	125
244	Karsono b	Desa Karya Bhakti	1° 2' 45.26"N	116° 55' 45.57"E	1.94	1.94	25.58	05-04-21	
245	Karsono c	Desa Karya Bhakti	1° 2' 43.35"N	116° 55' 08.11"E	1.00	1.00	27.91	05-04-21	
246	Karwen a	Desa Karya Bhakti	1° 2' 45.79"N	116° 55' 16.76"E	1.99	1.99	45.98	05-04-21	126
247	Karwen b	Desa Karya Bhakti	1° 2' 53.44"N	116° 55' 21.14"E	2.00	2.00	33.09	05-04-21	
248	Karwen c	Desa Karya Bhakti	1° 2' 27.33"N	116° 55' 02.95"E	1.00	1.00	26.05	05-04-21	
249	Karwen d	Desa Karya Bhakti	1° 2' 35.98"N	116° 55' 07.74"E	1.00	1.00	23.48	05-04-21	
250	Karwin	Desa Karya Bhakti	1° 1' 56.06"N	116° 53' 51.89"E	2.00	2.00	33.42	05-04-21	127
251	Khadirin	Desa Karya Bhakti	1° 3' 21.49"N	116° 53' 24.46"E	2.00	2.00	30.57	05-04-21	128
252	Khajuli	Desa Karya Bhakti	1° 2' 45.63"N	116° 55' 32.61"E	1.98	1.98	42.97	05-04-21	129
253	Kristina Ero	Desa Karya Bhakti	1° 2' 42.52"N	116° 54' 12.90"E	0.25	0.25	4.58	05-04-21	130

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254	Kristoforus Ola a	Desa Karya Bhakti	1° 3' 21.42"N	116° 53' 47.08"E	1.96	1.96	40.76	05-04-21	131
255	Kristoforus Ola b	Desa Karya Bhakti	1° 2' 17.85"N	116° 54' 31.30"E	1.00	1.00	27.65	05-04-21	
256	Kristoforus Poto	Desa Karya Bhakti	1° 2' 58.12"N	116° 54' 32.55"E	1.00	1.00	31.05	05-04-21	132
257	Kusneli a	Desa Karya Bhakti	1° 2' 48.82"N	116° 53' 30.72"E	2.00	2.00	53.48	05-04-21	133
258	Kusneli b	Desa Karya Bhakti	1° 2' 37.04"N	116° 55' 45.51"E	1.99	1.99	54.68	05-04-21	
259	Kusneli c	Desa Karya Bhakti	1° 3' 00.99"N	116° 53' 40.18"E	2.00	2.00	59.29	05-04-21	
260	Kuswanto a	Desa Karya Bhakti	1° 3' 01.33"N	116° 52' 57.72"E	1.86	1.86	43.57	05-04-21	134
261	Kuswanto b	Desa Karya Bhakti	1° 2' 42.88"N	116° 53' 32.35"E	1.00	1.00	41.50	05-04-21	
262	Kuswanto c	Desa Karya Bhakti	1° 2' 09.59"N	116° 53' 00.39"E	1.98	1.98	57.68	05-04-21	
263	Kuswanto d	Desa Karya Bhakti	1° 2' 03.33"N	116° 53' 15.66"E	1.92	1.92	33.22	05-04-21	
264	Kuswati	Desa Karya Bhakti	1° 3' 14.82"N	116° 53' 01.58"E	2.00	2.00	31.54	05-04-21	135
265	Lambertus Lagu	Desa Karya Bhakti	1° 2' 49.25"N	116° 55' 11.33"E	1.00	1.00	26.49	05-04-21	136
266	Lambertus Reda a	Desa Karya Bhakti	1° 3' 33.78"N	116° 54' 58.70"E	2.00	2.00	43.00	05-04-21	137
267	Lambertus Reda b	Desa Karya Bhakti	1° 3' 12.41"N	116° 54' 12.57"E	1.00	1.00	31.54	05-04-21	
268	Lamidi a	Desa Karya Bhakti	1° 2' 40.01"N	116° 54' 52.70"E	1.00	1.00	31.59	05-04-21	138
269	Lamidi b	Desa Karya Bhakti	1° 2' 37.15"N	116° 54' 51.13"E	1.00	1.00	22.06	05-04-21	
270	Lasarus Daniel Dimu	Desa Karya Bhakti	1° 3' 28.45"N	116° 54' 04.00"E	2.00	2.00	27.26	05-04-21	139
271	Lasmini	Desa Karya Bhakti	1° 2' 03.09"N	116° 53' 32.11"E	1.92	1.92	47.15	05-04-21	140
272	Laurensius Somba a	Desa Karya Bhakti	1° 3' 32.66"N	116° 54' 01.57"E	2.00	2.00	33.14	05-04-21	141
273	Laurensius Somba b	Desa Karya Bhakti	1° 2' 41.07"N	116° 54' 49.05"E	1.00	1.00	21.08	05-04-21	
274	Loresnius Bata	Desa Karya Bhakti	1° 3' 15.30"N	116° 53' 15.81"E	1.97	1.97	42.62	05-04-21	142
275	Loresnius Pera a	Desa Karya Bhakti	1° 3' 38.17"N	116° 54' 53.88"E	2.00	2.00	41.67	05-04-21	143
276	Loresnius Pera b	Desa Karya Bhakti	1° 2' 45.74"N	116° 54' 55.84"E	1.00	1.00	26.15	05-04-21	
277	Lukas Pase a	Desa Karya Bhakti	1° 3' 32.95"N	116° 54' 27.92"E	1.88	1.88	51.48	05-04-21	144
278	Lukas Pase b	Desa Karya Bhakti	1° 2' 52.98"N	116° 54' 48.09"E	1.00	1.00	33.36	05-04-21	
279	Mahmudin a	Desa Karya Bhakti	1° 2' 36.76"N	116° 55' 58.54"E	1.99	1.99	35.83	05-04-21	145
280	Mahmudin b	Desa Karya Bhakti	1° 2' 28.37"N	116° 54' 27.87"E	1.00	1.00	34.49	05-04-21	
281	Mairah a	Desa Karya Bhakti	1° 1' 50.02"N	116° 53' 25.64"E	1.00	1.00	33.59	05-04-21	146
282	Mairah b	Desa Karya Bhakti	1° 2' 29.70"N	116° 54' 52.74"E	1.95	1.95	44.54	05-04-21	
283	Makrius Bata	Desa Karya Bhakti	1° 3' 12.28"N	116° 54' 22.35"E	1.00	1.00	38.46	05-04-21	147
284	Mansur a	Desa Karya Bhakti	1° 3' 14.78"N	116° 52' 58.49"E	2.00	2.00	28.08	05-04-21	148
285	Mansur b	Desa Karya Bhakti	1° 2' 45.11"N	116° 54' 14.84"E	1.00	1.00	25.07	05-04-21	
286	Mansur a	Desa Karya Bhakti	1° 2' 04.51"N	116° 54' 34.55"E	1.00	1.00	24.82	05-04-21	149
287	Mansur b	Desa Karya Bhakti	1° 2' 09.30"N	116° 53' 35.70"E	1.87	1.87	34.61	05-04-21	
288	Mardi	Desa Karya Bhakti	1° 2' 17.13"N	116° 53' 31.94"E	1.00	1.00	34.42	05-04-21	150
289	Margareta Kupa a	Desa Karya Bhakti	1° 3' 26.78"N	116° 55' 11.77"E	1.72	1.72	29.49	05-04-21	151
290	Margareta Kupa b	Desa Karya Bhakti	1° 2' 54.86"N	116° 54' 35.76"E	1.00	1.00	20.58	05-04-21	
291	Marjono a	Desa Karya Bhakti	1° 2' 44.12"N	116° 54' 58.71"E	1.00	1.00	23.57	05-04-21	152
292	Marjono b	Desa Karya Bhakti	1° 2' 02.90"N	116° 53' 38.54"E	1.95	1.95	40.57	05-04-21	
293	Marjono c	Desa Karya Bhakti	1° 2' 01.31"N	116° 53' 52.71"E	1.94	1.94	33.18	05-04-21	
294	Marni Prihartini	Desa Karya Bhakti	1° 2' 22.99"N	116° 53' 57.84"E	0.25	0.25	7.28	05-04-21	153
295	Martina Ing	Desa Karya Bhakti	1° 3' 08.65"N	116° 53' 04.68"E	2.32	2.32	25.95	05-04-21	154
296	Martina Te	Desa Karya Bhakti	1° 3' 27.23"N	116° 54' 40.32"E	2.33	2.33	40.36	05-04-21	155
297	Martina Yosel Faيدا a	Desa Karya Bhakti	1° 3' 14.38"N	116° 55' 13.49"E	1.42	1.42	21.50	05-04-21	156

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298	Martina Yosel Faída b	Desa Karya Bhakti	1° 3' 13.89"N	116° 55' 09.65"E	0.75	0.75	11.68	05-04-21	
299	Martinus Karpus Sare	Desa Karya Bhakti	1° 3' 11.22"N	116° 54' 46.55"E	1.00	1.00	22.21	05-04-21	157
300	Mateus Buro	Desa Karya Bhakti	1° 3' 08.26"N	116° 54' 36.44"E	1.00	1.00	24.87	05-04-21	158
301	Mateus Hua	Desa Karya Bhakti	1° 3' 32.74"N	116° 54' 36.25"E	1.88	1.88	48.76	05-04-21	159
302	Mateus Resi a	Desa Karya Bhakti	1° 3' 01.01"N	116° 53' 50.11"E	2.00	2.00	30.01	05-04-21	160
303	Mateus Resi b	Desa Karya Bhakti	1° 2' 46.34"N	116° 54' 02.96"E	1.00	1.00	23.43	05-04-21	
304	Megawati Salim	Desa Karya Bhakti	1° 2' 20.95"N	116° 54' 41.36"E	1.00	1.00	29.10	05-04-21	161
305	Micheal Meke	Desa Karya Bhakti	1° 3' 27.43"N	116° 54' 36.18"E	2.33	2.33	34.40	05-04-21	162
306	Mikhael Sumbi a	Desa Karya Bhakti	1° 3' 21.42"N	116° 53' 57.37"E	2.00	2.00	51.19	05-04-21	163
307	Mijhael Sumbi b	Desa Karya Bhakti	1° 3' 19.48"N	116° 54' 02.70"E	1.00	1.00	22.32	05-04-21	
308	Miskiah	Desa Karya Bhakti	1° 1' 56.59"N	116° 53' 19.15"E	1.71	1.71	33.81	05-04-21	164
309	Moh. Irfan Fansyuri	Desa Karya Bhakti	1° 3' 20.60" N	116° 55' 14.36"E	2.00	2.00	48.09	05-04-21	165
310	Mohamad Ilias a	Desa Karya Bhakti	1° 3' 08.94"N	116° 53' 17.81"E	2.00	2.00	48.04	05-04-21	166
311	Mohamad Ilias b	Desa Karya Bhakti	1° 2' 21.11"N	116° 54' 31.39"E	1.00	1.00	30.04	05-04-21	
312	Mubasir	Desa Karya Bhakti	1° 2' 07.99"N	116° 54' 17.90"E	1.00	1.00	41.18	05-04-21	167
313	Muchalil	Desa Karya Bhakti	1° 2' 49.34"N	116° 53' 51.51"E	2.00	2.00	46.87	05-04-21	168
314	Mufakodin a	Desa Karya Bhakti	1° 2' 29.61"N	116° 53' 00.57"E	1.95	1.95	71.59	05-04-21	169
315	Mufakodin b	Desa Karya Bhakti	1° 2' 24.26"N	116° 53' 24.13"E	1.00	1.00	41.40	05-04-21	
316	Mufakodin c	Desa Karya Bhakti	1° 2' 10.92"N	116° 53' 21.15"E	1.00	1.00	34.02	05-04-21	
317	Mufakodin d	Desa Karya Bhakti	1° 2' 27.60"N	116° 53' 22.17"E	1.00	1.00	35.01	05-04-21	
318	Muh. Jazuli a	Desa Karya Bhakti	1° 2' 20.89"N	116° 54' 47.92"E	1.00	1.00	25.13	05-04-21	170
319	Muh. Jazuli b	Desa Karya Bhakti	1° 2' 53.04"N	116° 55' 37.40"E	2.00	2.00	54.49	05-04-21	
320	Muh. Safain	Desa Karya Bhakti	1° 2' 51.48"N	116° 54' 58.95"E	1.00	1.00	19.66	05-04-21	171
321	Muhajirin a	Desa Karya Bhakti	1° 2' 37.17"N	116° 55' 40.29"E	2.00	2.00	46.86	05-04-21	172
322	Muhajirin b	Desa Karya Bhakti	1° 2' 21.07"N	116° 54' 34.68"E	1.00	1.00	18.71	05-04-21	
323	Muhammad Nasir a	Desa Karya Bhakti	1° 3' 27.40"N	116° 54' 52.01"E	1.88	1.88	20.85	05-04-21	173
324	Muhammad Nasir b	Desa Karya Bhakti	1° 2' 43.93"N	116° 53' 45.74"E	1.00	1.00	23.11	05-04-21	
325	Muhammad Nur a	Desa Karya Bhakti	1° 3' 18.864" N	116° 54' 22.43"E	1.00	1.00	27.33	05-04-21	174
326	Muhammad Nur b	Desa Karya Bhakti	1° 3' 20.609" N	116° 55' 10.96"E	1.97	1.97	45.83	05-04-21	
327	Muhammad Saleh Wahab	Desa Karya Bhakti	1° 3' 38.20"N	116° 54' 41.35"E	2.00	2.00	31.18	05-04-21	175
328	Muhammad Tasmir	Desa Karya Bhakti	1° 2' 54.76"N	116° 53' 53.33"E	2.00	2.00	45.00	05-04-21	176
329	Muhsyam a	Desa Karya Bhakti	1° 2' 20.77"N	116° 54' 07.17"E	0.24	0.24	8.41	05-04-21	177
330	Muhsyam b	Desa Karya Bhakti	1° 2' 55.12"N	116° 53' 19.94"E	1.58	1.58	36.04	05-04-21	
331	Muhsyam c	Desa Karya Bhakti	1° 2' 31.41"N	116° 54' 47.99"E	1.00	1.00	21.30	05-04-21	
332	Muhsyam d	Desa Karya Bhakti	1° 2' 09.16"N	116° 53' 39.21"E	2.20	2.20	26.13	05-04-21	
333	Muin Hayat a	Desa Karya Bhakti	1° 2' 54.87"N	116° 53' 27.79"E	1.71	1.71	26.20	05-04-21	178
334	Muin Hayat b	Desa Karya Bhakti	1° 2' 38.21"N	116° 54' 47.41"E	1.00	1.00	38.78	05-04-21	
335	Muin Hayat c	Desa Karya Bhakti	1° 2' 35.25"N	116° 54' 45.80"E	1.00	1.00	24.25	05-04-21	
336	Mujahidin	Desa Karya Bhakti	1° 3' 28.93"N	116° 53' 37.68"E	2.00	2.00	32.53	05-04-21	179
337	Mujiharti a	Desa Karya Bhakti	1° 3' 07.45"N	116° 55' 14.06"E	1.76	1.76	35.06	05-04-21	180
338	Mujiharti b	Desa Karya Bhakti	1° 3' 08.64"N	116° 53' 27.67"E	1.51	1.51	24.88	05-04-21	
339	Mujiharti c	Desa Karya Bhakti	1° 2' 32.32"N	116° 54' 44.01"E	1.00	1.00	26.05	05-04-21	
340	Mujiharti d	Desa Karya Bhakti	1° 2' 23.54"N	116° 53' 49.39"E	1.00	1.00	19.83	05-04-21	
341	Mujiharti e	Desa Karya Bhakti	1° 2' 19.93"N	116° 54' 07.17"E	0.24	0.24	7.18	05-04-21	

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342	Mujiharti f	Desa Karya Bhakti	1° 3' 08.64"N	116° 53' 26.23"E	0.40	0.40	17.25	05-04-21	
343	Mukofim	Desa Karya Bhakti	1° 2' 02.81"N	116° 53' 41.84"E	1.95	1.95	33.39	05-04-21	181
344	Suharti a	Desa Karya Bhakti	1° 2' 54.87"N	116° 53' 30.76"E	1.85	1.85	35.64	05-04-21	182
345	Sujarti b	Desa Karya Bhakti	1° 2' 14.49"N	116° 54' 51.93"E	1.00	1.00	23.98	05-04-21	
346	Mulyati	Desa Karya Bhakti	1° 2' 24.27"N	116° 54' 38.05"E	1.00	1.00	24.03	05-04-21	183
347	Roria Elysa Cassuarina S	Desa Karya Bhakti	1° 3' 28.00"N	116° 54' 27.84"E	2.00	2.00	33.68	05-04-21	184
348	Muryati	Desa Karya Bhakti	1° 2' 40.43"N	116° 55' 06.49"E	1.00	1.00	26.39	05-04-21	185
349	Mustakim	Desa Karya Bhakti	1° 3' 15.11"N	116° 53' 36.91"E	2.00	2.00	41.58	05-04-21	186
350	Mustofa Sadar Widiarto a	Desa Karya Bhakti	1° 2' 54.86"N	116° 53' 37.42"E	1.85	1.85	42.56	05-04-21	187
351	Mustofa Sadar Widiarto b	Desa Karya Bhakti	1° 2' 43.94"N	116° 54' 50.66"E	1.00	1.00	18.70	05-04-21	
352	Muzakir	Desa Karya Bhakti	1° 2' 36.97"N	116° 55' 48.12"E	1.99	1.99	39.50	05-04-21	188
353	Nahrowi a	Desa Karya Bhakti	1° 2' 07.69"N	116° 54' 37.91"E	1.00	1.00	33.74	05-04-21	189
354	Nahrowi b	Desa Karya Bhakti	1° 1' 50.32"N	116° 53' 12.88"E	1.86	1.86	51.21	05-04-21	
355	Naskun a	Desa Karya Bhakti	1° 3' 21.52"N	116° 53' 5.332"E	1.69	1.69	34.58	05-04-21	190
356	Naskun b	Desa Karya Bhakti	1° 2' 53.26"N	116° 55' 27.65"E	2.00	2.00	34.20	05-04-21	
357	Naskun c	Desa Karya Bhakti	1° 2' 30.14"N	116° 54' 33.18"E	1.00	1.00	27.28	05-04-21	
358	Naskun d	Desa Karya Bhakti	1° 2' 21.05"N	116° 54' 38.02"E	1.00	1.00	28.11	05-04-21	
359	Nasrul	Desa Karya Bhakti	1° 2' 45.17"N	116° 54' 05.70"E	1.00	1.00	24.71	05-04-21	191
360	Nasrulloh	Desa Karya Bhakti	1° 2' 40.64"N	116° 53' 42.69"E	1.00	1.00	31.17	05-04-21	192
361	Nawiyem a	Desa Karya Bhakti	1° 2' 03.40"N	116° 53' 09.61"E	1.89	1.89	47.64	05-04-21	193
362	Nawiyem b	Desa Karya Bhakti	1° 1' 58.95"N	116° 54' 01.97"E	1.00	1.00	25.50	05-04-21	
363	Nazamudin a	Desa Karya Bhakti	1° 2' 50.26"N	116° 54' 14.57"E	1.00	1.00	36.17	05-04-21	194
364	Nazamudin b	Desa Karya Bhakti	1° 2' 48.99"N	116° 54' 29.96"E	1.00	1.00	36.05	05-04-21	
365	Nazamudin c	Desa Karya Bhakti	1° 2' 36.29"N	116° 53' 06.39"E	1.95	1.95	83.45	05-04-21	
366	Ngadimin	Desa Karya Bhakti	1° 2' 10.83"N	116° 53' 28.08"E	1.00	1.00	23.07	05-04-21	195
367	Ngadiran a	Desa Karya Bhakti	1° 1' 56.29"N	116° 53' 35.46"E	2.00	2.00	59.73	05-04-21	196
368	Ngadiran b	Desa Karya Bhakti	1° 1' 56.344" N	116° 53' 32.19"E	2.00	2.00	62.57	05-04-21	
369	Ngaisah	Desa Karya Bhakti	1° 2' 2.821" N	116° 53' 45.06"E	1.88	1.88	27.06	05-04-21	197
<b>370</b>	<b>Ngari</b>	<b>Desa Karya Bhakti</b>	<b>1° 2' 37.48"N</b>	<b>116° 53' 32.01"E</b>	<b>1.00</b>	<b>1.00</b>	<b>28.11</b>	<b>05-04-21</b>	198
371	Amrosius Petu	Desa Karya Bhakti	1° 3' 08.92"N	116° 53' 21.03"E	2.00	2.00	41.48	05-04-21	199
372	Nilarius Dari a	Desa Karya Bhakti	1° 3' 00.56"N	116° 53' 57.30"E	1.93	1.93	31.99	05-04-21	200
373	Nilarius Dari b	Desa Karya Bhakti	1° 2' 48.17"N	116° 55' 04.73"E	1.00	1.00	27.72	05-04-21	
374	Nurhasimah	Desa Karya Bhakti	1° 3' 01.99"N	116° 53' 10.34"E	1.86	1.86	38.40	05-04-21	201
375	Nurhidayat a	Desa Karya Bhakti	1° 2' 03.22"N	116° 53' 18.87"E	1.00	1.00	29.52	05-04-21	202
376	Nurhidayat b	Desa Karya Bhakti	1° 2' 15.28"N	116° 55' 03.79"E	1.00	1.00	24.69	05-04-21	
377	Nurhidayat c	Desa Karya Bhakti	1° 2' 25.02"N	116° 54' 21.47"E	1.00	1.00	37.22	05-04-21	
378	Nurhidayat d	Desa Karya Bhakti	1° 2' 40.57"N	116° 54' 22.41"E	1.00	1.00	20.65	05-04-21	
379	Nurhidayat e	Desa Karya Bhakti	1° 2' 09.74"N	116° 53' 06.67"E	1.84	1.84	29.97	05-04-21	
380	Nurhidayat f	Desa Karya Bhakti	1° 3' 10.99"N	116° 55' 09.66"E	1.98	1.98	46.77	05-04-21	
381	Paini	Desa Karya Bhakti	1° 2' 18.32"N	116° 54' 24.65"E	1.00	1.00	26.39	05-04-21	203
382	Paskalis Aska Nabur	Desa Karya Bhakti	1° 2' 36.86"N	116° 55' 53.33"E	1.91	1.91	37.56	05-04-21	204
383	Paskalis Bata	Desa Karya Bhakti	1° 3' 28.60"N	116° 53' 57.44"E	1.92	1.92	38.63	05-04-21	205

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384	Paskalis Dala a	Desa Karya Bhakti	1° 3' 01.08"N	116° 53' 33.53"E	1.99	1.99	43.08	05-04-21	206
385	Paskalis Dala b	Desa Karya Bhakti	1° 2' 44.40"N	116° 53' 57.56"E	1.00	1.00	39.43	05-04-21	
386	Paskalis Dala c	Desa Karya Bhakti	1° 2' 41.22"N	116° 54' 03.84"E	0.25	0.25	8.67	05-04-21	
387	Turmuji Surip	Desa Karya Bhakti	1° 2' 36.88"N	116° 54' 42.96"E	1.00	1.00	28.41	05-04-21	207
388	Petrus Nggaro	Desa Karya Bhakti	1° 2' 53.87"N	116° 54' 06.94"E	1.90	1.90	42.88	05-04-21	208
389	Petrus Pethu a	Desa Karya Bhakti	1° 3' 21.47"N	116° 54' 00.02"E	1.00	1.00	36.10	05-04-21	209
390	Petrus Pethu b	Desa Karya Bhakti	1° 2' 53.92" N	116° 54' 03.73"E	1.95	1.95	36.80	05-04-21	
391	Petrus Pethu c	Desa Karya Bhakti	1° 3' 09.40"N	116° 55' 02.36"E	2.00	2.00	56.84	05-04-21	
392	Petrus So a	Desa Karya Bhakti	1° 3' 33.70"N	116° 55' 14.91"E	2.00	2.00	28.80	05-04-21	210
393	Petrus So b	Desa Karya Bhakti	1° 3' 11.46"N	116° 54' 39.99"E	1.00	1.00	23.61	05-04-21	
394	Petrus Ze a	Desa Karya Bhakti	1° 3' 11.53"N	116° 54' 36.61"E	1.00	1.00	32.05	05-04-21	211
395	Petrus Ze b	Desa Karya Bhakti	1° 3' 00.27"N	116° 54' 07.01"E	1.92	1.92	36.10	05-04-21	
396	Pranoto a	Desa Karya Bhakti	1° 2' 24.16"N	116° 54' 44.63"E	1.00	1.00	24.58	05-04-21	212
397	Pranoto b	Desa Karya Bhakti	1° 2' 02.80"N	116° 53' 48.24"E	1.93	1.93	49.57	05-04-21	
398	Primus V.O. Dimu	Desa Karya Bhakti	1° 3' 26.76"N	116° 55' 21.31"E	2.00	2.00	43.70	05-04-21	213
399	Rahmiatun	Desa Karya Bhakti	1° 2' 14.21"N	116° 53' 31.89"E	0.75	0.75	25.96	05-04-21	214
400	Rana Wikarta	Desa Karya Bhakti	1° 1' 56.78"N	116° 53' 09.61"E	1.86	1.86	30.97	05-04-21	215
401	Raramto a	Desa Karya Bhakti	1° 2' 52.98"N	116° 55' 44.16"E	1.75	1.75	69.04	05-04-21	216
402	Ratamto b	Desa Karya Bhakti	1° 2' 45.32"N	116° 55' 43.00"E	1.94	1.94	60.32	05-04-21	
403	Untung Suharyo a	Desa Karya Bhakti	1° 2' 22.90"N	116° 53' 10.69"E	1.98	1.98	56.15	05-04-21	217
404	Untung Suharyo b	Desa Karya Bhakti	1° 2' 45.72"N	116° 55' 27.37"E	1.96	1.96	34.99	05-04-21	
405	Untung Suharyo c	Desa Karya Bhakti	1° 2' 35.71"N	116° 54' 38.60"E	1.00	1.00	26.47	05-04-21	
406	Untung Suharyo d	Desa Karya Bhakti	1° 1' 56.52"N	116° 53' 25.56"E	2.00	2.00	37.62	05-04-21	218
407	Ratnawati a	Desa Karya Bhakti	1° 1' 56.87"N	116° 53' 02.22"E	0.73	0.73	12.94	05-04-21	
408	Ratnawati b	Desa Karya Bhakti	1° 1' 56.88"N	116° 53' 03.95"E	1.13	1.13	22.82	05-04-21	
409	Ratwi a	Desa Karya Bhakti	1° 2' 37.11"N	116° 55' 42.90"E	1.99	1.99	44.30	05-04-21	219
410	Ratwi b	Desa Karya Bhakti	1° 2' 22.85"N	116° 55' 04.17"E	1.00	1.00	28.99	05-04-21	
411	Ratwi c	Desa Karya Bhakti	1° 2' 14.36"N	116° 54' 31.40"E	1.00	1.00	24.24	05-04-21	
412	Ratwi d	Desa Karya Bhakti	1° 2' 11.02"N	116° 54' 38.00"E	1.00	1.00	19.53	05-04-21	
413	Raymundus Charo	Desa Karya Bhakti	1° 3' 33.76"N	116° 53' 45.79"E	2.00	2.00	69.36	05-04-21	220
414	Rejo Widodo a	Desa Karya Bhakti	1° 2' 55.16"N	116° 53' 17.11"E	1.66	1.66	23.10	05-04-21	221
415	Rejo Widodo b	Desa Karya Bhakti	1° 2' 06.54"N	116° 54' 12.15"E	1.00	1.00	28.33	05-04-21	
416	Riasih	Desa Karya Bhakti	1° 3' 21.41"N	116° 53' 43.89"E	1.98	1.98	30.44	05-04-21	222
417	Rin Syamsiah	Desa Karya Bhakti	1° 2' 37.52"N	116° 55' 04.89"E	1.00	1.00	29.49	05-04-21	223
418	Riswono	Desa Karya Bhakti	1° 2' 03.10"N	116° 53' 28.88"E	1.95	1.95	71.16	05-04-21	224
419	Riyati a	Desa Karya Bhakti	1° 2' 48.85"N	116° 53' 21.03"E	2.00	2.00	46.28	05-04-21	225
420	Riyati b	Desa Karya Bhakti	1° 2' 03.17"N	116° 52' 59.88"E	1.82	1.82	59.18	05-04-21	
421	Rizal Kurniawan KURNIAWAN	Desa Karya Bhakti	1° 2' 07.98"N	116° 54' 24.41"E	1.00	1.00	31.50	05-04-21	226
422	Roby Rengi Ray a	Desa Karya Bhakti	1° 3' 33.801"N	116° 54' 48.96"E	1.97	1.97	43.50	05-04-21	227
423	Roby Rengi Ray b	Desa Karya Bhakti	1° 3' 19.16"N	116° 54' 99.09"E	1.00	1.00	24.58	05-04-21	
424	Rohimah	Desa Karya Bhakti	1° 2' 04.73"N	116° 54' 17.85"E	0.96	0.96	33.28	05-04-21	228
425	Romanust Pantur	Desa Karya Bhakti	1° 2' 26.08"N	116° 54' 58.52"E	1.00	1.00	29.44	05-04-21	229
426	Rozikin a	Desa Karya Bhakti	1° 2' 09.97"N	116° 54' 53.02"E	1.00	1.00	36.57	05-04-21	230
427	Rozikin b	Desa Karya Bhakti	1° 2' 21.67"N	116° 54' 24.66"E	1.00	1.00	30.66	05-04-21	

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428	Rozikin c	Desa Karya Bhakti	1° 2' 14.53"N	116° 54' 24.43"E	1.00	1.00	27.53	05-04-21	
429	Rozikin d	Desa Karya Bhakti	1° 2' 07.96"N	116° 54' 27.68"E	1.00	1.00	26.92	05-04-21	
430	Rozikin e	Desa Karya Bhakti	1° 2' 11.24"N	116° 54' 27.67"E	1.00	1.00	27.36	05-04-21	
431	Rudolf Rudy a	Desa Karya Bhakti	1° 3' 28.49"N	116° 54' 00.72"E	2.00	2.00	36.53	05-04-21	231
432	Rudolf Rudy b	Desa Karya Bhakti	1° 3' 09.11"N	116° 54' 12.51"E	1.00	1.00	29.75	05-04-21	
433	Zainal Abidin a	Desa Karya Bhakti	1° 3' 00.97"N	116° 53' 43.54"E	1.96	1.96	76.19	05-04-21	232
434	Zainal Abidin b	Desa Karya Bhakti	1° 2' 29.64"N	116° 53' 03.57"E	1.76	1.76	52.31	05-04-21	
435	Rumubasir a	Desa Karya Bhakti	1° 3' 06.08"N	116° 55' 11.32"E	2.00	2.00	26.90	05-04-21	233
436	Rumubasir b	Desa Karya Bhakti	1° 2' 36.75"N	116° 54' 58.50"E	1.00	1.00	29.40	05-04-21	
437	Rusdi a	Desa Karya Bhakti	1° 2' 49.01"N	116° 53' 07.46"E	2.00	2.00	25.46	05-04-21	234
438	Rusdi b	Desa Karya Bhakti	1° 2' 07.83"N	116° 53' 21.09"E	1.00	1.00	28.32	05-04-21	
439	Ruslan Rai Putra	Desa Karya Bhakti	1° 1' 49.81"N	116° 53' 39.03"E	1.90	1.90	37.21	05-04-21	235
440	Rustamin a	Desa Karya Bhakti	1° 3' 20.59"N	116° 55' 17.84"E	2.00	2.00	39.88	05-04-21	236
441	Rustamin b	Desa Karya Bhakti	1° 2' 48.41"N	116° 54' 49.33"E	1.00	1.00	24.61	05-04-21	
442	Rustamin c	Desa Karya Bhakti	1° 2' 49.01"N	116° 54' 40.31"E	0.97	0.97	33.00	05-04-21	
443	Sa'aban	Desa Karya Bhakti	1° 3' 15.49"N	116° 54' 25.67"E	1.00	1.00	25.88	05-04-21	237
444	Saharudin a	Desa Karya Bhakti	1° 2' 42.60"N	116° 53' 13.56"E	1.95	1.95	43.64	05-04-21	238
445	Saharudin b	Desa Karya Bhakti	1° 2' 08.90"N	116° 53' 45.72"E	1.41	1.41	29.08	05-04-21	
446	Saharudin c	Desa Karya Bhakti	1° 2' 20.40"N	116° 53' 48.69"E	0.25	0.25	6.14	05-04-21	
447	Sahidin Husen	Desa Karya Bhakti	1° 3' 21.43"N	116° 53' 53.59"E	2.00	2.00	26.92	05-04-21	239
448	Saidi a	Desa Karya Bhakti	1° 3' 28.81"N	116° 53' 50.65"E	2.06	2.06	48.82	05-04-21	240
449	Saidi b	Desa Karya Bhakti	1° 3' 01.03"N	116° 53' 36.80"E	2.00	2.00	39.33	05-04-21	
450	Saidi c	Desa Karya Bhakti	1° 3' 28.79"N	116° 53' 53.92"E	2.00	2.00	36.65	05-04-21	
451	Saidi d	Desa Karya Bhakti	1° 2' 45.39"N	116° 55' 40.43"E	1.94	1.94	39.89	05-04-21	
452	Saidi e	Desa Karya Bhakti	1° 2' 34.19"N	116° 53' 38.50"E	1.00	1.00	30.08	05-04-21	
453	Saidi f	Desa Karya Bhakti	1° 2' 36.01"N	116° 52' 57.41"E	1.99	1.99	39.29	05-04-21	
454	Saidi g	Desa Karya Bhakti	1° 2' 30.91"N	116° 53' 22.19"E	1.00	1.00	27.34	05-04-21	
455	Saidi h	Desa Karya Bhakti	1° 2' 27.28"N	116° 53' 49.54"E	1.00	1.00	22.30	05-04-21	
456	Saidi i	Desa Karya Bhakti	1° 2' 44.27"N	116° 54' 28.89"E	1.00	1.00	25.24	05-04-21	
457	Saidi j	Desa Karya Bhakti	1° 2' 17.20"N	116° 54' 47.57"E	1.00	1.00	25.73	05-04-21	
458	Saidi k	Desa Karya Bhakti	1° 2' 24.11"N	116° 54' 47.86 E	1.00	1.00	20.61	05-04-21	
459	Yosef Tote a	Desa Karya Bhakti	1° 3' 27.49"N	116° 54' 32.01"E	2.31	2.31	92.45	05-04-21	241
460	Yosef Tote b	Desa Karya Bhakti	1° 3' 19.06"N	116° 54' 12.66"E	1.00	1.00	30.83	05-04-21	
461	Saigun a	Desa Karya Bhakti	1° 3' 07.94"N	116° 53' 57.07"E	2.25	2.25	38.17	05-04-21	242
462	Saigun b	Desa Karya Bhakti	1° 2' 51.59"N	116° 54' 32.41"E	1.00	1.00	26.76	05-04-21	
463	Sai hul Islam a	Desa Karya Bhakti	1° 3' 18.08"N	116° 54' 40.05"E	1.00	1.00	20.78	05-04-21	243
464	Sai hul Islam b	Desa Karya Bhakti	1° 2' 32.67"N	116° 54' 52.43"E	1.00	1.00	26.79	05-04-21	
465	Sakinem	Desa Karya Bhakti	1° 2' 08.90"N	116° 54' 48.41"E	1.00	1.00	29.02	05-04-21	244
466	Salim	Desa Karya Bhakti	1° 2' 54.834" N	116° 53' 40.92"E	2.00	2.00	27.92	05-04-21	245
467	Salim Thamrin	Desa Karya Bhakti	1° 3' 6.052" N	116° 55' 08.06"E	2.00	2.00	26.13	05-04-21	246
468	Salimah	Desa Karya Bhakti	1° 2' 55.01"N	116° 53' 25.09"E	1.46	1.46	26.95	05-04-21	247
469	Samah a	Desa Karya Bhakti	1° 2' 24.07"N	116° 53' 31.26"E	1.00	1.00	25.17	05-04-21	248
470	Samah b	Desa Karya Bhakti	1° 2' 24.16" N	116° 53' 27.70"E	1.00	1.00	24.63	05-04-21	
471	Samah c	Desa Karya Bhakti	1° 2' 23.82" N	116° 53' 43.85"E	1.00	1.00	23.13	05-04-21	



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472	Samah d	Desa Karya Bhakti	1° 2' 23.87"N	116° 53' 41.81"E	0.25	0.25	6.64	05-04-21	
473	Samah e	Desa Karya Bhakti	1° 2' 27.28"N	116° 53' 47.49"E	0.25	0.25	6.03	05-04-21	
474	Samah f	Desa Karya Bhakti	1° 2' 27.30"N	116° 53' 46.66"E	0.25	0.25	6.91	05-04-21	
475	Samah g	Desa Karya Bhakti	1° 3' 27.37"N	116° 53' 32.34"E	0.08	0.08	5.92	05-04-21	
476	Samah h	Desa Karya Bhakti	1° 3' 26.68"N	116° 53' 29.83"E	0.56	0.56	12.58	05-04-21	
477	Samijo	Desa Karya Bhakti	1° 1' 50.40"N	116° 53' 06.35"E	1.83	1.83	28.55	05-04-21	249
478	Samsudin	Desa Karya Bhakti	1° 3' 26.76"N	116° 55' 17.89"E	2.00	2.00	28.85	05-04-21	250
479	Samu	Desa Karya Bhakti	1° 2' 24.98"N	116° 54' 24.69"E	0.25	0.25	7.16	05-04-21	251
480	Sanid	Desa Karya Bhakti	1° 2' 21.20"N	116° 55' 07.08"E	1.00	1.00	27.50	05-04-21	252
481	Saparudin a	Desa Karya Bhakti	1° 2' 48.75"N	116° 53' 40.75"E	1.98	1.98	50.74	05-04-21	253
482	Saparudin b	Desa Karya Bhakti	1° 2' 10.86"N	116° 53' 24.62"E	1.00	1.00	31.89	05-04-21	
483	Saparudin c	Desa Karya Bhakti	1° 2' 07.79"N	116° 53' 24.54"E	1.00	1.00	24.18	05-04-21	
484	Sapii	Desa Karya Bhakti	1° 2' 20.49"N	116° 53' 44.33"E	0.75	0.75	33.17	05-04-21	254
485	Sarbianto a	Desa Karya Bhakti	1° 2' 37.63"N	116° 55' 27.28"E	2.00	2.00	34.80	05-04-21	255
486	Sarbianto b	Desa Karya Bhakti	1° 2' 14.27"N	116° 54' 44.70"E	1.00	1.00	22.68	05-04-21	
487	Sarifudin	Desa Karya Bhakti	1° 2' 34.29"N	116° 54' 49.57"E	1.00	1.00	23.12	05-04-21	256
488	Sarilus Soba a	Desa Karya Bhakti	1° 2' 48.39"N	116° 54' 05.03"E	1.00	1.00	31.73	05-04-21	257
489	Sarilus Soba b	Desa Karya Bhakti	1° 2' 41.82"N	116° 54' 06.54"E	0.25	0.25	8.09	05-04-21	
490	Sarmi a	Desa Karya Bhakti	1° 3' 14.94"N	116° 53' 50.27"E	2.00	2.00	45.26	05-04-21	258
491	Sarmi b	Desa Karya Bhakti	1° 2' 41.94"N	116° 54' 34.60"E	1.00	1.00	34.94	05-04-21	
492	Sartono	Desa Karya Bhakti	1° 2' 03.33"N	116° 53' 06.52"E	1.85	1.85	57.27	05-04-21	259
493	Sauni a	Desa Karya Bhakti	1° 2' 14.31"N	116° 54' 38.06"E	1.00	1.00	23.01	05-04-21	260
494	Sauni b	Desa Karya Bhakti	1° 2' 09.30"N	116° 53' 32.36"E	1.90	1.90	40.05	05-04-21	
495	Sebastian Tenga	Desa Karya Bhakti	1° 3' 33.60"N	116° 55' 21.46"E	2.00	2.00	45.38	05-04-21	261
496	Servatius Pandjasila Kera	Desa Karya Bhakti	1° 2' 58.23"N	116° 54' 29.29"E	0.97	0.97	24.91	05-04-21	262
497	Setioko a	Desa Karya Bhakti	1° 3' 07.93"N	116° 53' 01.33"E	2.41	2.41	58.51	05-04-21	263
498	Setioko b	Desa Karya Bhakti	1° 2' 30.68"N	116° 53' 35.38"E	1.00	1.00	24.83	05-04-21	
499	Setioko c	Desa Karya Bhakti	1° 2' 03.24"N	116° 53' 03.22"E	1.70	1.70	39.70	05-04-21	
500	Siprianus	Desa Karya Bhakti	1° 2' 50.08"N	116° 54' 46.45"E	1.00	1.00	25.40	05-04-21	264
501	Siti Asna	Desa Karya Bhakti	1° 3' 20.56"N	116° 55' 21.31"E	2.00	2.00	41.45	05-04-21	265
502	Siti Fatimah	Desa Karya Bhakti	1° 3' 7.31" N	116° 54' 6.711" E	2.37	2.37	67.08	05-04-21	266
503	Siti Jumaiyah a	Desa Karya Bhakti	1° 3' 08.20"N	116° 53' 50.28"E	2.23	2.23	32.89	05-04-21	267
504	Siti Jumaiyah b	Desa Karya Bhakti	1° 2' 21.68"N	116° 54' 27.81"E	1.00	1.00	23.72	05-04-21	
505	Siti Nasripah	Desa Karya Bhakti	1° 1' 56.57"N	116° 53' 22.26"E	2.00	2.00	37.39	05-04-21	268
506	Siti Umiyatun a	Desa Karya Bhakti	1° 2' 37.57"N	116° 55' 29.89"E	2.00	2.00	85.91	05-04-21	269
507	Siti Umiyatun b	Desa Karya Bhakti	1° 2' 35.47"N	116° 54' 33.84"E	1.00	1.00	36.42	05-04-21	
508	Slamet Bunga Sartono a	Desa Karya Bhakti	1° 2' 20.90"N	116° 54' 44.67"E	1.00	1.00	33.17	05-04-21	270
509	Slamet Bunga Sartono b	Desa Karya Bhakti	1° 2' 03.05"N	116° 52' 56.70"E	1.83	1.83	63.81	05-04-21	
510	Slamet Hariyanto	Desa Karya Bhakti	1° 2' 18.14"N	116° 55' 05.43"E	1.00	1.00	21.51	05-04-21	271
511	Slamet Harjo a	Desa Karya Bhakti	1° 2' 49.00"N	116° 53' 00.86"E	2.00	2.00	33.68	05-04-21	272
512	Slamet Harjo b	Desa Karya Bhakti	1° 2' 27.55"N	116° 53' 28.75"E	1.00	1.00	20.75	05-04-21	
513	Slamet Prayitno a	Desa Karya Bhakti	1° 2' 42.58"N	116° 53' 00.55"E	1.95	1.95	48.43	05-04-21	273

514	Slamet Prayitno b	Desa Karya Bhakti	1° 2' 30.79"N	116° 53' 28.80"E	1.00	1.00	24.74	05-04-21	
515	Slamet Sunandar	Desa Karya Bhakti	1° 2' 30.59"N	116° 53' 42.33"E	1.00	1.00	21.47	05-04-21	274
516	Slamet Suwito a	Desa Karya Bhakti	1° 2' 11.06"N	116° 54' 34.70"E	1.00	1.00	27.73	05-04-21	275
517	Slamet Suwito b	Desa Karya Bhakti	1° 1' 56.15"N	116° 53' 48.60"E	2.00	2.00	46.36	05-04-21	
518	Sodik Sugeng Santoso a	Desa Karya Bhakti	1° 2' 37.53"N	116° 53' 28.75"E	1.00	1.00	32.56	05-04-21	276
519	Sodik Sugeng Santoso b	Desa Karya Bhakti	1° 2' 40.88"N	116° 53' 28.79"E	1.00	1.00	25.40	05-04-21	
520	Solikhudin	Desa Karya Bhakti	1° 2' 27.43"N	116° 53' 32.06"E	1.00	1.00	21.98	05-04-21	277
521	Sri Lestari S.PD. SD a	Desa Karya Bhakti	1° 2' 45.59"N	116° 55' 35.23"E	1.98	1.98	30.58	05-04-21	278
522	Sri Lestari S.PD. SD b	Desa Karya Bhakti	1° 2' 57.71"N	116° 55' 42.60"E	1.70	1.70	27.70	05-04-21	
523	Sri Tunggal Widiawan	Desa Karya Bhakti	1° 3' 08.75"N	116° 53' 37.28"E	2.23	2.23	35.97	05-04-21	279
524	Sriyanto a	Desa Karya Bhakti	1° 3' 28.21"N	116° 54' 20.04"E	2.00	2.00	42.20	05-04-21	280
525	Sriyanto b	Desa Karya Bhakti	1° 2' 45.22"N	116° 55' 48.15"E	2.00	2.00	28.74	05-04-21	
526	Sriyanto c	Desa Karya Bhakti	1° 2' 59.70"N	116° 55' 30.70"E	1.78	1.78	24.78	05-04-21	
527	Sriyanto d	Desa Karya Bhakti	1° 3' 00.54"N	116° 55' 35.14"E	1.96	1.96	23.35	05-04-21	
528	Sriyanto e	Desa Karya Bhakti	1° 2' 16.93"N	116° 55' 00.92"E	1.00	1.00	27.12	05-04-21	
529	Sriyanto f	Desa Karya Bhakti	1° 2' 46.10"N	116° 54' 40.53"E	1.00	1.00	17.13	05-04-21	
530	Sriyanto g	Desa Karya Bhakti	1° 2' 28.37"N	116° 54' 24.59"E	1.00	1.00	17.43	05-04-21	
531	Sriyanto h	Desa Karya Bhakti	1° 2' 25.05"N	116° 54' 27.87"E	1.00	1.00	17.93	05-04-21	
532	Sriyanto i	Desa Karya Bhakti	1° 3' 28.86"N	116° 53' 47.40"E	2.00	2.00	33.44	05-04-21	
533	Stefanus Dhaga	Desa Karya Bhakti	1° 3' 18.75"N	116° 54' 25.66"E	1.00	1.00	20.94	05-04-21	281
534	Stefanus Utu a	Desa Karya Bhakti	1° 3' 33.72"N	116° 55' 08.30"E	2.00	2.00	34.64	05-04-21	282
535	Stefanus Utu b	Desa Karya Bhakti	1° 2' 27.64"N	116° 54' 31.51"E	1.00	1.00	24.98	05-04-21	
536	Stefanus Utu c	Desa Karya Bhakti	1° 3' 01.66"N	116° 54' 19.08"E	0.25	0.25	5.53	05-04-21	
537	Stevanus Senda a	Desa Karya Bhakti	1° 3' 15.69"N	116° 54' 12.67"E	1.00	1.00	31.19	05-04-21	283
538	Stevanus Senda b	Desa Karya Bhakti	1° 3' 00.36"N	116° 54' 03.83"E	1.91	1.91	33.29	05-04-21	
539	Suaman a	Desa Karya Bhakti	1° 2' 29.60"N	116° 53' 06.56"E	1.95	1.95	23.56	05-04-21	284
540	Suaman b	Desa Karya Bhakti	1° 2' 17.03"N	116° 53' 38.56"E	1.00	1.00	19.21	05-04-21	
541	Subki a	Desa Karya Bhakti	1° 2' 07.41"N	116° 53' 48.72"E	1.00	1.00	35.95	05-04-21	285
542	Subki b	Desa Karya Bhakti	1° 2' 10.33"N	116° 53' 52.06"E	1.00	1.00	26.99	05-04-21	
543	Subki c	Desa Karya Bhakti	1° 2' 07.08"N	116° 53' 52.15"E	1.00	1.00	25.08	05-04-21	
544	Subki d	Desa Karya Bhakti	1° 2' 10.45"N	116° 53' 48.69"E	1.00	1.00	25.51	05-04-21	
545	Subki e	Desa Karya Bhakti	1° 1' 56.66"N	116° 53' 16.01"E	2.00	2.00	42.75	05-04-21	
546	Subki f	Desa Karya Bhakti	1° 1' 50.07"N	116° 53' 22.50"E	1.95	1.95	30.20	05-04-21	
547	Subki g	Desa Karya Bhakti	1° 2' 13.61"N	116° 53' 55.55"E	0.25	0.25	8.18	05-04-21	
548	Sudah Cahyono a	Desa Karya Bhakti	1° 2' 45.77"N	116° 55' 24.72"E	1.98	1.98	42.71	05-04-21	286
549	Sudah Cahyono b	Desa Karya Bhakti	1° 2' 24.00"N	116° 53' 34.38"E	0.75	0.75	21.25	05-04-21	
550	Sudarmaji	Desa Karya Bhakti	1° 2' 40.71"N	116° 53' 39.49"E	1.00	1.00	27.09	05-04-21	287
551	Sudarto a	Desa Karya Bhakti	1° 2' 45.68"N	116° 55' 30.00"E	1.97	1.97	36.20	05-04-21	288
552	Sudarto b	Desa Karya Bhakti	1° 2' 26.96"N	116° 54' 41.88"E	1.00	1.00	31.04	05-04-21	
553	Sudarto c	Desa Karya Bhakti	1° 2' 44.44"N	116° 54' 43.38"E	1.00	1.00	26.92	05-04-21	
554	Sugito a	Desa Karya Bhakti	1° 2' 09.70"N	116° 53' 04.19"E	1.28	1.28	39.07	05-04-21	289
555	Sugito b	Desa Karya Bhakti	1° 2' 09.66"N	116° 53' 02.39"E	0.63	0.63	14.82	05-04-21	
556	Suhamdani	Desa Karya Bhakti	1° 3' 21.53"N	116° 52' 58.50"E	1.86	1.86	43.67	05-04-21	290



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557	Sukarti a	Desa Karya Bhakti	1° 2' 42.47"N	116° 55' 01.65"E	1.00	1.00	26.60	05-04-21	291
558	Sukarti b	Desa Karya Bhakti	1° 1' 50.38"N	116° 52' 56.55"E	2.00	2.00	36.28	05-04-21	
559	Sukirlan	Desa Karya Bhakti	1° 2' 17.10"N	116° 53' 35.15"E	1.00	1.00	26.41	05-04-21	292
560	Sulaiman Achmad a	Desa Karya Bhakti	1° 2' 55.08"N	116° 53' 22.52"E	1.66	1.66	20.31	05-04-21	293
561	Sulaiman Achmad b	Desa Karya Bhakti	1° 2' 53.09"N	116° 55' 30.91"E	2.00	2.00	28.96	05-04-21	
562	Sumiarjo	Desa Karya Bhakti	1° 3' 01.15"N	116° 53' 24.11"E	2.00	2.00	67.77	05-04-21	294
563	Sunardi a	Desa Karya Bhakti	1° 2' 34.12"N	116° 53' 41.76"E	1.00	1.00	33.55	05-04-21	295
564	Sunardi b	Desa Karya Bhakti	1° 2' 22.94"N	116° 52' 57.45"E	2.21	2.21	48.01	05-04-21	
565	Sungkono a	Desa Karya Bhakti	1° 2' 37.37"N	116° 55' 37.49"E	1.67	1.67	32.24	05-04-21	296
566	Sungkono b	Desa Karya Bhakti	1° 2' 17.36"N	116° 54' 53.57"E	1.00	1.00	30.81	05-04-21	
567	Suniah a	Desa Karya Bhakti	1° 2' 31.03"N	116° 54' 55.35"E	1.00	1.00	24.36	05-04-21	297
568	Suniah b	Desa Karya Bhakti	1° 1' 50.38"N	116° 53' 09.63"E	1.86	1.86	30.07	05-04-21	
569	Suparman	Desa Karya Bhakti	1° 2' 34.09"N	116° 53' 31.98"E	1.00	1.00	20.80	05-04-21	298
570	Suparno a	Desa Karya Bhakti	1° 2' 45.01"N	116° 53' 34.17"E	1.00	1.00	26.97	05-04-21	299
571	Suparno b	Desa Karya Bhakti	1° 2' 40.88"N	116° 53' 25.55"E	1.00	1.00	23.07	05-04-21	
572	Supriyanto	Desa Karya Bhakti	1° 2' 53.00"N	116° 55' 40.90"E	2.40	2.40	52.62	05-04-21	300
573	Suriansyah a	Desa Karya Bhakti	1° 2' 53.79"N	116° 55' 9.961"E	2.38	2.38	41.23	05-04-21	301
574	Suriansyah b	Desa Karya Bhakti	1° 2' 37.67"N	116° 55' 16.80"E	2.00	2.00	36.36	05-04-21	
575	Suriansyah c	Desa Karya Bhakti	1° 2' 15.75"N	116° 54' 56.40"E	1.00	1.00	22.00	05-04-21	
576	Suriansyah d	Desa Karya Bhakti	1° 2' 36.15"N	116° 55' 10.62"E	1.00	1.00	26.06	05-04-21	
577	Suriansyah e	Desa Karya Bhakti	1° 2' 24.06"N	116° 55' 08.54"E	1.00	1.00	27.41	05-04-21	
578	Suryadi a	Desa Karya Bhakti	1° 2' 36.91"N	116° 55' 50.73"E	1.99	1.99	28.07	05-04-21	302
579	Suryadi b	Desa Karya Bhakti	1° 2' 14.27"N	116° 54' 41.42"E	1.00	1.00	20.73	05-04-21	
580	Suryi a	Desa Karya Bhakti	1° 3' 21.48"N	116° 53' 37.48"E	1.92	1.92	33.38	05-04-21	303
581	Suryi b	Desa Karya Bhakti	1° 2' 24.32"N	116° 54' 34.71"E	1.00	1.00	25.39	05-04-21	
582	Sutamto a	Desa Karya Bhakti	1° 2' 37.70"N	116° 55' 24.67"E	2.00	2.00	34.90	05-04-21	304
583	Sutamto b	Desa Karya Bhakti	1° 3' 12.66"N	116° 55' 04.83"E	2.00	2.00	23.41	05-04-21	
584	Sutarman a	Desa Karya Bhakti	1° 2' 53.404"N	116° 55' 24.40"E	2.00	2.00	64.72	05-04-21	305
585	Sutarman b	Desa Karya Bhakti	1° 2' 10.97"N	116° 54' 41.35"E	1.00	1.00	22.17	05-04-21	
586	Sutarman c	Desa Karya Bhakti	1° 2' 17.71"N	116° 54' 41.31"E	1.00	1.00	26.84	05-04-21	306
587	Sutarno a	Desa Karya Bhakti	1° 2' 58.77"N	116° 55' 20.41"E	2.06	2.06	34.07	05-04-21	
588	Sutarno b	Desa Karya Bhakti	1° 2' 44.19"N	116° 54' 25.56"E	1.00	1.00	29.99	05-04-21	
589	Sutaryo a	Desa Karya Bhakti	1° 2' 53.44"N	116° 55' 17.89"E	2.00	2.00	47.12	05-04-21	
590	Sutaryo b	Desa Karya Bhakti	1° 2' 31.55"N	116° 55' 08.98"E	1.00	1.00	29.79	05-04-21	
591	Sutejo	Desa Karya Bhakti	1° 2' 20.63"N	116° 53' 41.31"E	0.75	0.75	22.49	05-04-21	308
592	Sutrisno	Desa Karya Bhakti	1° 2' 20.76"N	116° 53' 35.34"E	1.00	1.00	24.73	05-04-21	309
593	Sutrisno a	Desa Karya Bhakti	1° 2' 55.18"N	116° 53' 13.98"E	2.00	2.00	36.13	05-04-21	
594	Sutrisno b	Desa Karya Bhakti	1° 2' 45.56"N	116° 54' 47.80"E	1.00	1.00	24.57	05-04-21	310
595	Suyatno	Desa Karya Bhakti	1° 2' 42.88"N	116° 54' 54.27"E	1.00	1.00	24.59	05-04-21	311
596	Suyono a	Desa Karya Bhakti	1° 3' 44.96"N	116° 55' 14.39"E	1.00	1.00	39.43	05-04-21	312
597	Suyono b	Desa Karya Bhakti	1° 3' 45.04"N	116° 55' 10.95"E	1.00	1.00	37.02	05-04-21	
598	Suyudi	Desa Karya Bhakti	1° 3' 28.85"N	116° 53' 01.91"E	1.92	1.92	38.32	05-04-21	313
599	Syahirin	Desa Karya Bhakti	1° 2' 48.88"N	116° 53' 14.27"E	2.00	2.00	36.76	05-04-21	314
600	Tadeus Delu	Desa Karya Bhakti	1° 3' 19.13"N	116° 54' 5.96"E	1.00	1.00	25.16	05-04-21	315

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601	Tarmuji	Desa Karya Bhakti	1° 2' 44.83"N	116° 54' 36.15"E	1.00	1.00	30.97	05-04-21	316
602	Tasrip	Desa Karya Bhakti	1° 2' 54.91"N	116° 53' 34.02"E	1.85	1.85	61.96	05-04-21	317
603	Tayib Imran Djalil	Desa Karya Bhakti	1° 3' 12.98"N	116° 54' 27.27"E	1.00	1.00	28.55	05-04-21	318
604	Teguh Wiyono a	Desa Karya Bhakti	1° 2' 28.65"N	116° 55' 07.33"E	1.00	1.00	29.23	05-04-21	319
605	Teguh Wiyono b	Desa Karya Bhakti	1° 2' 47.25"N	116° 54' 44.92"E	1.00	1.00	32.74	05-04-21	
606	Teguh Wiyono c	Desa Karya Bhakti	1° 2' 40.60"N	116° 53' 45.87"E	1.00	1.00	25.83	05-04-21	
607	Thamrin	Desa Karya Bhakti	1° 2' 41.26"N	116° 54' 57.14"E	1.00	1.00	32.72	05-04-21	320
608	Titi Lestari	Desa Karya Bhakti	1° 2' 40.87"N	116° 53' 22.30"E	1.00	1.00	23.39	05-04-21	321
609	Tofik Walhidayat	Desa Karya Bhakti	1° 2' 58.12"N	116° 54' 39.05"E	1.00	1.00	27.16	05-04-21	322
610	Toyib a	Desa Karya Bhakti	1° 2' 46.24"N	116° 55' 09.69"E	1.00	1.00	32.10	05-04-21	323
611	Toyib b	Desa Karya Bhakti	1° 2' 37.67"N	116° 55' 14.16"E	1.91	1.91	41.59	05-04-21	
612	Tri Antono a	Desa Karya Bhakti	1° 3' 27.10"N	116° 55' 05.47"E	2.00	2.00	35.80	05-04-21	324
613	Tri Antono b	Desa Karya Bhakti	1° 3' 15.55"N	116° 54' 22.39"E	1.00	1.00	28.07	05-04-21	
614	Tri Antono c	Desa Karya Bhakti	1° 2' 54.90"N	116° 54' 32.51"E	1.00	1.00	25.20	05-04-21	
615	Tri Asminanto a	Desa Karya Bhakti	1° 2' 45.79"N	116° 55' 14.13"E	2.00	2.00	42.23	05-04-21	325
616	Tri Asminanto b	Desa Karya Bhakti	1° 2' 09.66"N	116° 55' 00.59"E	1.00	1.00	39.91	05-04-21	
617	Tri Asminanto c	Desa Karya Bhakti	1° 2' 11.70"N	116° 54' 21.50"E	1.00	1.00	30.14	05-04-21	
618	Trimo Triono	Desa Karya Bhakti	1° 2' 16.53"N	116° 53' 04.88"E	1.97	1.97	50.69	05-04-21	326
619	Tugiman	Desa Karya Bhakti	1° 3' 01.14"N	116° 53' 20.60"E	1.97	1.97	46.91	05-04-21	327
620	Tugiono	Desa Karya Bhakti	1° 3' 00.93"N	116° 53' 46.86"E	1.95	1.95	47.23	05-04-21	328
621	Tugiyono	Desa Karya Bhakti	1° 2' 37.47"N	116° 53' 35.25"E	1.00	1.00	27.65	05-04-21	329
622	Turisman	Desa Karya Bhakti	1° 2' 37.53"N	116° 53' 25.51"E	1.00	1.00	15.77	05-04-21	330
623	Ulyati	Desa Karya Bhakti	1° 2' 03.14"N	116° 53' 25.55"E	2.00	2.00	40.49	05-04-21	331
624	Valentinus Kerhi a	Desa Karya Bhakti	1° 3' 33.81"N	116° 54' 55.44"E	2.00	2.00	43.92	05-04-21	332
625	Valentinus Kerhi b	Desa Karya Bhakti	1° 3' 17.76"N	116° 54' 46.69"E	1.00	1.00	26.45	05-04-21	
626	Valerianus Dugo	Desa Karya Bhakti	1° 3' 33.81"N	116° 53' 39.47"E	2.00	2.00	34.13	05-04-21	333
627	Wahid a	Desa Karya Bhakti	1° 3' 08.10"N	116° 53' 53.55"E	2.25	2.25	35.04	05-04-21	334
628	Wahid b	Desa Karya Bhakti	1° 2' 27.55"N	116° 54' 38.04"E	1.00	1.00	33.45	05-04-21	
629	Wahyono a	Desa Karya Bhakti	1° 2' 27.04"N	116° 55' 10.14"E	1.00	1.00	39.40	05-04-21	335
630	Wahyono b	Desa Karya Bhakti	1° 2' 37.72"N	116° 55' 19.43"E	1.97	1.97	57.18	05-04-21	
631	Wahyono a	Desa Karya Bhakti	1° 2' 34.66"N	116° 55' 03.31"E	2.00	2.00	29.00	05-04-21	336
632	Wahyono b	Desa Karya Bhakti	1° 3' 08.93"N	116° 53' 14.65"E	1.00	1.00	43.12	05-04-21	
633	Yustus Misi	Desa Karya Bhakti	1° 3' 00.41"N	116° 54' 00.62"E	1.94	1.94	35.89	05-04-21	337
634	Wahyu Adi Lestiono a	Desa Karya Bhakti	1° 2' 17.73"N	116° 54' 37.96"E	1.00	1.00	29.68	05-04-21	338
635	Wahyu Adi Lestiono b	Desa Karya Bhakti	1° 2' 49.28"N	116° 54' 11.34"E	1.00	1.00	25.16	05-04-21	
636	Wariman	Desa Karya Bhakti	1° 2' 16.54"N	116° 52' 56.95"E	1.94	1.94	39.13	05-04-21	339
637	Warodi a	Desa Karya Bhakti	1° 2' 33.89"N	116° 54' 56.92"E	1.00	1.00	26.37	05-04-21	340
638	Warodi b	Desa Karya Bhakti	1° 1' 50.43"N	116° 53' 03.02"E	2.00	2.00	45.56	05-04-21	
639	Warodi c	Desa Karya Bhakti	1° 2' 23.76"N	116° 54' 07.42"E	0.25	0.25	5.51	05-04-21	
640	Warsim a	Desa Karya Bhakti	1° 2' 18.36"N	116° 54' 21.51"E	1.00	1.00	27.03	05-04-21	341
641	Warsim b	Desa Karya Bhakti	1° 1' 56.79"N	116° 53' 06.41"E	1.78	1.78	37.75	05-04-21	
642	Warsono	Desa Karya Bhakti	1° 2' 14.30"N	116° 53' 22.27"E	0.75	0.75	25.80	05-04-21	342
643	Welas a	Desa Karya Bhakti	1° 2' 29.57"N	116° 53' 09.68"E	1.95	1.95	58.85	05-04-21	343
644	Welas b	Desa Karya Bhakti	1° 2' 34.16"N	116° 53' 25.48"E	1.00	1.00	23.02	05-04-21	

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645	Wihelmus Wanda a	Desa Karya Bhakti	1° 3' 33.83"N	116° 54' 52.17"E	2.00	2.00	42.62	05-04-21	344
646	Wihelmus Wanda b	Desa Karya Bhakti	1° 3' 15.340"N	116° 54' 28.97"E	1.00	1.00	24.61	05-04-21	
647	Wiji	Desa Karya Bhakti	1° 2' 24.45"N	116° 55' 01.33"E	1.00	1.00	25.72	05-04-21	345
648	Winardi	Desa Karya Bhakti	1° 2' 14.18"N	116° 53' 35.11"E	0.75	0.75	24.45	05-04-21	346
649	Y. Sukengrat a	Desa Karya Bhakti	1° 2' 09.59"N	116° 52' 57.18"E	2.16	2.16	38.17	05-04-21	347
650	Y. Sukengrat b	Desa Karya Bhakti	1° 3' 07.97"N	116° 52' 57.84"E	2.65	2.65	42.12	05-04-21	
651	Yahya a	Desa Karya Bhakti	1° 3' 40.11"N	116° 55' 21.52"E	2.00	2.00	35.20	05-04-21	348
652	Yahya b	Desa Karya Bhakti	1° 2' 54.36"N	116° 55' 00.48"E	1.00	1.00	28.88	05-04-21	
653	Yohanes Brehkmen	Desa Karya Bhakti	1° 2' 54.51"N	116° 53' 57.21"E	1.78	1.78	36.07	05-04-21	349
654	Yohanes Embu Ragho a	Desa Karya Bhakti	1° 3' 33.68"N	116° 55' 05.13"E	2.00	2.00	39.76	05-04-21	350
655	Yohanes Embu Ragho b	Desa Karya Bhakti	1° 3' 18.68"N	116° 54' 28.95"E	1.00	1.00	24.60	05-04-21	
656	Yohanes Siga a	Desa Karya Bhakti	1° 3' 21.49"N	116° 53' 14.76"E	1.85	1.85	38.23	05-04-21	351
657	Yohanes Siga b	Desa Karya Bhakti	1° 2' 43.92"N	116° 53' 48.94"E	1.00	1.00	34.18	05-04-21	
658	Yuliani Rero Ribato a	Desa Karya Bhakti	1° 2' 25.10"N	116° 54' 11.05"E	1.00	1.00	31.17	05-04-21	352
659	Yuliani Rero Ribato b	Desa Karya Bhakti	1° 1' 56.19"N	116° 53' 45.31"E	2.00	2.00	39.81	05-04-21	
660	Yunus Abdullah a	Desa Karya Bhakti	1° 2' 48.94"N	116° 54' 08.22"E	1.00	1.00	32.44	05-04-21	353
661	Yunus Abdullah b	Desa Karya Bhakti	1° 3' 21.46"N	116° 53' 50.30"E	2.00	2.00	53.16	05-04-21	
662	Zaenab	Desa Karya Bhakti	1° 2' 36.25"N	116° 53' 09.48"E	1.95	1.95	33.69	05-04-21	354
663	Hurni	Desa Karya Bhakti	1° 2' 44.13"N	116° 53' 22.30"E	1.00	1.00	25.24	05-04-21	355
664	Yusman	Desa Karya Bhakti	1° 1' 56.82"N	116° 52' 56.56"E	1.83	1.83	58.99	05-04-21	356
665	Wahyu Purnama Setia a	Desa Karya Bhakti	1° 2' 06.86"N	116° 53' 55.39"E	1.00	1.00	28.97	05-04-21	357
666	Wahyu Purnama Setia b	Desa Karya Bhakti	1° 1' 49.83"N	116° 53' 35.75"E	1.90	1.90	44.33	05-04-21	
667	Sus Arif Hidayanto	Desa Karya Bhakti	1° 2' 59.20"N	116° 55' 08.03"E	2.00	2.00	52.39	05-04-21	358
668	Muryat Hadi Susanto	Desa Karya Bhakti	1° 3' 21.46"N	116° 53' 27.74"E	2.00	2.00	33.93	05-04-21	359
669	Pangihutan Simanjuntak a	Desa Karya Bhakti	1° 2' 52.70"N	116° 55' 03.29"E	1.00	1.00	27.54	05-04-21	360
670	Pangihutan Simanjuntak b	Desa Karya Bhakti	1° 2' 50.99"N	116° 55' 06.18"E	1.00	1.00	36.36	05-04-21	
671	Rinawati Silitonga	Desa Karya Bhakti	1° 3' 28.09"N	116° 54' 23.62"E	2.34	2.34	45.49	05-04-21	361
672	Joyo Kelono	Desa Karya Bhakti	1° 3' 28.97"N	116° 53' 34.44"E	2.00	2.00	58.05	05-04-21	362
<b>TOTAL</b>					<b>961.43</b>	<b>961.43</b>	<b>22,290.16</b>		

Note: Sampled in IAV audit highlight in yellow

## Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure