

**RSPO PRINCIPLE AND CRITERIA
– RECERTIFICATION ASSESSMENT
Public Summary Report**

PT. Inti Indosawit Subur
Client company Address: <u>Jl. MH Thamrin No.31,</u> <u>Jakarta 10230</u> <u>Indonesia</u>
Certification Unit: Tungkal Ulu Palm Oil Mill and its Supply Base Location of Certification Unit: Pulau Pauh Village, Penyabungan Village, Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi, Indonesia

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Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0022-06-000-00	Date	6 th February 2006
Company Name	PT. Inti Indosawit Subur		
Address	Head Office: Jl. MH Thamrin No.31 Jakarta 10230 – Indonesia Site: Pulau Pauh Village, Penyabungan Village, Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi, Indonesia		
Subsidiary of (if applicable)	PT. Inti Indosawit Subur		
Contact Name	Mr. Putu Grhyate Yonata Aksa		
Website	www.asianagri.co.id	E-mail	putu_aksa@asianagri.com
Telephone	+62 21 230 1119	Facsimile	+62 21 230 1120

2. Certification Information			
Certificate Number	RSPO 594422	Date	15/08/2012
Scope of Certification	Production of CPO and PK at Tungkal Ulu Palm Oil Mill with Tungkal Ulu Estate and Scheme Smallholder as supply base. The Palm Oil Mill capacity is 60 tons FFB/hour.		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
Nil			

3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Easting	Northing
Tungkal Ulu POM	Pulau Pauh, Penyabungan, Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency Jambi, Indonesia.	E 102° 58' 53.22"	S 01° 18' 01.76"
Tungkal Ulu Estate	Pulau Pauh, Penyabungan, Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency Jambi, Indonesia.	E 102° 58' 53.22"	S 01° 18' 01.76"
KUD Bina Usaha	Cinta Damai Village, Tungkal Ulu District,	E 102°55' 03.9"	S 01°20' 23.5"

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	Tanjung Jabung Regency - Jambi, Indonesia.		
KUD Sawit Kita	Lampisi Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 102°56' 58.9"	S 01°19' 01.5"
KUD Karya Kita	Tanjung Benanak Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 102°58' 16.3"	S 01°20' 40.1"
KUD Karya Jaya	Bukit Harapan Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 102°00' 35.4"	S 01°20' 34.0"
KUD Panca Mukti	Pinang Gading Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 103°04' 01.1"	S 01°19' 09.8"
KUD Sari Bumi	Adipurwa Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 103°02' 39.3"	S 01°21' 50.4"
KUD Manunggal Jaya	Adipurwa Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 103°01' 38.1"	S 01°21' 45.0"
KUD Sawit Mulia	Intan Jaya Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 103°05' 38.9"	S 01°20' 36.0"
KUD Argo Makmur	Bukit Indah Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 103°07' 40.6"	S 01°19' 16.9"
KUD Harapan Jaya	Kemang Manis Village, Tungkal Ulu District, Tanjung Jabung Regency - Jambi, Indonesia.	E 103°10' 05.0"	S 01°19' 15.9"

4. Description of Supply Base

Estate	Mature (ha)	Immature (ha)	Infrastructure & Other (ha)	HCV (ha)	Total Planted (ha)	Total Hectarage	% of Planted
Tungkal Ulu Estate	4,089	291	48	128	4,380	4,556	96,14%
KUD Bina Usaha	910	0	0	0	910	910	100%
KUD Sawit Kita	1,028	0	0	0	1,028	1,028	100%
KUD Karya Kita	1,168	0	0	0	1,168	1,168	100%
KUD Karya Jaya	810	0	0	0	810	810	100%
KUD Panca Mukti	792	0	0	0	792	792	100%
KUD Sari Bumi	764	0	0	0	764	764	100%
KUD Manunggal Jaya	208	0	0	0	208	208	100%
KUD Sawit Mulia	1,362	0	0	0	1,362	1,362	100%
KUD Argo Makmur	1,130	0	0	0	1,130	1,130	100%
KUD Harapan Jaya	1,130	0	0	0	1,130	1,130	100%
Total	13,391	291	48	128	13,682	13,858	98.73%

5. Plantings & Cycle

Estate	Age (Years)						Tonnage / Year		
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30	Total	Estimated (Aug 2016 – Jul 2017)	Actual (Aug 2016 – Jul 2017)	Forecast (Aug 2017 – Jul 2018)

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Tungkal Ulu Estate	291	7	43	1,629	2,410	4,380	99,181	89,220	74,854
KUD Bina Usaha	0	0	0	910	0	910	20,194	91,347	104,232
KUD Sawit Kita	0	0	0	1,028	0	1,028	21,762		
KUD Karya Kita	0	0	0	1,168	0	1,168	26,984		
KUD Karya Jaya	0	0	0	810	0	810	19,744		
KUD Panca Mukti	0	0	0	792	0	792	5,476		
KUD Sari Bumi	0	0	0	764	0	764	1,645		
KUD Manunggal Jaya	0	0	0	208	0	208	3,238		
KUD Sawit Mulia	0	0	0	1,362	0	1,362	7,021		
KUD Argo Makmur	0	0	0	1,130	0	1,130	24,953		
KUD Harapan Jaya	0	0	0	1,130	0	1,130	11,316		
Total	291	7	43	10,931	2,410	13,682	241,514		

6. Certified Tonnage of FFB (Own Certified Scope)

Estate	Tonnage / year		
	Estimated (Aug 2016 – Jul 2017)	Actual (Aug 2016 – Jul 2017)	Forecast (Aug 2017 – Jul 2018)
Tungkal Ulu	99,181	89,220	74,854
KUD Bina Usaha	20,194	91,347	104,232
KUD Sawit Kita	21,762		
KUD Karya Kita	26,984		
KUD Karya Jaya	19,744		
KUD Panca Mukti	5,476		
KUD Sari Bumi	1,645		
KUD Manunggal Jaya	3,238		
KUD Sawit Mulia	7,021		
KUD Argo Makmur	24,953		
KUD Harapan Jaya	11,316		
Total	241,514		

7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)

Independent FFB Supplier	Tonnage / year		
	Estimated	Actual	Forecast

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	(Aug 2016 – Jul 2017)	(Aug 2016 – Jul 2017)	(Aug 2017 – Jul 2018)
Third-party suppliers	117,500	130,563	150,000
Total	117,500	130,563	150,000

8. Certified Tonnage									
Mill	Estimated (Aug 2016 – Jul 2017)			Actual (Aug 2016 – Jul 2017)			Forecast (Aug 2017 – Jul 2018)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Tungkal Ulu POM OER/KER (%)	241,514	53,939 (22.33)	13,042 (5.4)	180,567	40,858 (22.6)	9,453 (5.2)	179,086	40,126 (22.4)	9,581 (5.3)
Total	241,514	53,939	13,042	180,567	40,858	9,453	179,086	40,126	9,581

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
(ASI Accreditation Number: RSPO-ACC-19)
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BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia and an office at Singapore, Jakarta, Bangkok and Australia which involve in RSPO Certification Program.

Assessment Methodology, Programme, Site Visits

The re-certification assessment was conducted from 25th July – 1st August 2017. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The Major NC close out on-site assessment was conducted on 22nd September 2017. The audit programmes are included as Appendix D.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO Principles & Criteria INA NI 2016, endorsed by RSPO BoG 30th September 2016; and RSPO Supply Chain Certification Standard 2014 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (or smallholders) of its supply base. The estates sample were determined based on formula $N = 0.8\sqrt{y}$ where y is the number of estates while the smallholders sample were determined following the RSPO Certification System, 2007. The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix I.

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.

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

All the previous nonconformities are remains closed. The assessment findings for the initial assessment are detailed in Section 3.3.

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

This report was externally reviewed by RSPO approved Certification Reviewer prior to certification decision by BSI.

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

1. Assessment Program					
Name (Mill / Supply Base)	Year 1 (Re- certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Tungkal Ulu Palm Oil Mill	X	X	X	X	X
Tungkal Ulu Estate	X	X	X	X	X
ICS	X	X	X	X	X
KUD Bina Usaha	X			X	
KUD Sawit Kita		X			
KUD Karya Kita		X			X
KUD Karya Jaya	X				X
KUD Panca Mukti		X			
KUD Sari Bumi			X		
KUD Manunggal Jaya			X		
KUD Sawit Mulia	X				X
KUD Argo Makmur				X	
KUD Harapan Jaya				X	

Tentative Date of Next Visit: September 1, 2018 - September 11, 2018

Total No. of Mandays: 36

BSI Assessment Team:

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Graduated from University of Sumatera Utara on 1999, majoring in Industrial Engineering. Involved in RSPO certification since 2012 as a team member subsequently as a Lead Auditor, covering assessment against RSPO P&C in Indonesia, Malaysia, and Ghana. Completed the ISO 9001, ISO 14001, OHSAS 18001 Lead Auditor Course, Indonesia OHSMS (SMK3) Auditor, ISPO Lead Auditor endorsed Course and RSPO P&C and RSPO SCCS Lead Auditor endorsed Courses. During this assessment, he assessed on the aspects of environment, OHS, Social, Legal and Smallholder audits. Fluently speaking in English and Bahasa Indonesia.

Mujinius Jalaraya– Team Member

Bachelor degree from Faculty of Forestry, Bogor Agricultural University (IPB) in 2008, Majoring in Forest Resources Conservation. He has a working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk in 2008 – 2012, as Supervisor Sustainability at Teladan Prima Group in 2012 – 2014 and as Auditor at SAI Global in April 2014 – August 2016. He joined at PT BSI Group Indonesia since September 2016 as Auditor ISO, ISPO and RSPO. Various training has followed, such as: OHS Expert/Ahli K3 Umum Training (2010), Training for Trainers (2013), HCV Assessor Training (2013), Lead Auditor ISO 9001: 2008 Training (2014), Lead Auditor ISPO Training (2014), Lead Auditor RSPO Training (2014), Lead Auditor RSPO SCCS Training (2015), Lead Auditor ISO 14001:2004 Training (2015), etc. He has much experience in implementation of quality management system, environmental and OHS management system, ISPO and RSPO in the company and much involved in audit of the system. During work at SAI Global and PT. BSI Group Indonesia he has had experience for audit ISO 9001: 2008 in various industries and services company, audit RSPO and ISPO in palm oil mill and plantation companies.

Edy Widodo– Team member

Edy Widodo graduated as bachelor of the Faculty of Agriculture, Department of Agricultural Technology, University of Padjadjaran, Bandung. Earlier he worked as an Assistant Estates Manager in PT SMART Tbk. (1999 to 2005). He joined SAI Global in 2013 as a Lead Auditor for ISO 9001: 2008. He has working experience in the industrial sector and audit Plantation, and also the processing industry and agricultural mechanization. He is also the ISPO auditor who has obtained a certificate from the ISPO Commission, Ministry of Agriculture of Indonesia, on February 2013. He had got a certificate of training on Understanding ISO 14001: 2004 & Auditing ISO 14001: 2004 in 2013. He also had joined RSPO P&C Lead Auditor Course (2017).

Imam Fakhrurozi– Team member

Imam holds degree in Agriculture Technology and graduated from Gadjah Mada University, Yogyakarta on 2011. He had 2 (two) years working experience related to oil palm industries i.e. as a sustainability and HSE in oil palm Plantation Company in Indonesia. Several relevant training he has completed, e.g: ISO 9001 and 14001 Lead Auditor, Lead Auditor of SMK3, RSPO P&C Lead auditor endorsed courses. Currently he works for BSI Group based in Jakarta office. He is one of the BSI qualified RSPO auditor. He had been involved in RSPO auditing since 2015. During this assessment, he assessed on the aspects of mill and estate best practices, environment and OHS. He also audited smallholders.

Wahyu – Team member

He holds a degree in Machine Engineering from Indonesian University on 2002. He completed the ISO 9001 and OHSAS 18001 Lead Auditor. During this assessment, he assessed on environment and OHS for both company-owned plantation and smallholders.

Accompanying Persons: Nil

Section 3: Assessment Findings

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

- PT. Inti Indosawit Subur Time Bound Plan
- RSPO Group Certification Standard 2016 Checklist
- RSPO P&C for Smallholders TH-WG 2012 Checklist
- RSPO P&C GN-NIWG 2010 Checklist
- RSPO P&C INA-NIWG 2016 Checklist
- RSPO P&C PNG-NIWG 2016 Checklist
- RSPO P&C SI-NIWG 2010 Checklist
- RSPO P&C MY-NIWG 2014 Checklist
- RSPO P&C TH-WG 2011 Checklist
- RSPO Supply Chain Certification Checklist November 2014
- RSPO P&C 2013 Generic Checklist

3.2 Progress against Time Bound Plan

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	Yes. PT. Inti Indosawit Subur has include all subsidiaries, estates and mills into the timebound plan. Please note that the name of parent company, registered as RSPO member similar to the company name subject for this Recertification Assessment Visit	Yes
Is the time bound plan challenging? <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	Yes. PT. Inti Indosawit Subur has been able to certify most of its subsidiaries and the supply base. PT. Inti Indosawit Subur has consider the age of plantation, location of plantation, palm oil mill development, infrastructure and compliance with applicable law.	Yes
Have there been any changes since the last audit? Are they justified?	Yes, there was change in the timebound plan. PT. Inti Indosawit Subur has informed BSI Group. The adjustment of certification timebound plan for uncertified entities have been explained, due to company's effort to review compliance against RSPO Remediation and Compensation Procedure, 2015; and RSPO New Planting Procedure, 2015.	Yes
If there have been changes, what circumstances have	Yes, there was change in the timebound plan. PT. Inti Indosawit Subur has informed BSI Group. The	Yes

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occurred?	adjustment of certification timebound plan for uncertified entities have been explained, due to company's effort to review compliance against RSPO Remediation and Compensation Procedure, 2015; and RSPO New Planting Procedure, 2015.	
Have there been any stakeholder comments?	Based on websearch, review on RSPO Complaint Panel, RSPO Dispute Settlement Facility and stakeholder engagement; BSI found no stakeholder comments related to replacement of primary forest, replacement of HCV area, land conflicts, labor dispute, or legal non-compliance.	Yes
Have there been any newly acquired subsidiaries?	There was no newly subsidiary noted under PT. Inti Indosawit Subur.	Yes
Have there been any isolated lapses in implementation of the plan?	The change in timebound plan has been provided with justification. No isolated lapse in implementation of timebound plan noted.	Yes
Un-Certified Units or Holdings		
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Yes, PT. Inti Indosawit Subur conducted internal audit for certified and uncertified entities. Findings from the internal audit have been followed up.	Yes
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	In area where BSI conducted audit, there are no replacement/conversion of primary forest after November 2005.	Yes
Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	In area where BSI conducted audit, there are no New Plantings since 1 January 2010.	Yes
Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	No more land compensation. No land conflict noted.	Yes
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	No labor dispute noted. This was based on stakeholder interview with worker union in non-certified company. In addition, audit team made stakeholder interview with "Dinas Tenaga Kerja" on relevant regency where the company located, and found no case of labor dispute.	Yes
Did the company conduct	Yes, PT. Inti Indosawit Subur conducted internal	Yes

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an internal audit? If so, has a positive assurance statement been produced?	audit for certified and uncertified entities. Findings from the internal audit have been followed up.	
Any Legal non-compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	Un-certified company managed to demonstrates compliance against legal requirements.	Yes

3.3 Details of findings

The nonconformity is listed below. The summary report of the assessment by criteria is listed in Appendix A.

During the Certification Assessment there were four (4) Major & two (2) Minor nonconformities raised. The PT. Inti Indosawit Subur – Tungkal Ulu POM 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 Major Nonconformity(ies) has been verified for it effectiveness and closed accordingly.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1509721-201707-M1	<p>Requirements: RSPO P&C Indonesia National Interpretation, September 2016 - Indicator 4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p> <p>Evidence of Nonconformity:</p> <ul style="list-style-type: none"> - Irrational Objective, Increase rather supposedly decreased. During RAV, audit team verifying "Objective and Program – 2017 PT. Inti Indosawit Subur Kebun Tungkal Ulu" and found the target was not to decrease/minimize fatality, permanent disable injury, lost time incident – but rather to increase the number from 2016 target. This was not in line with the OHS policy "to prevent work related accident"; - Effectiveness of OHS target not monitored, e.g: emergency drill twice a year, actually not even once for the last 2 years (latest emergency simulation 28th May 2015); - There is no monitoring for subcontractor safety performance; - Most of farmers member was not using boots during audit visit; - No accident investigation regarding any accident, aside from "rekaman kecelakaan" – accident record. <p>Statement of Nonconformity: A health and safety plan covering all activities documented but not fully implemented, not either effectiveness monitored.</p>	Major

	<p>Corrections:</p> <ul style="list-style-type: none"> - Changing OHS target from the number of incidents to minimum cost and targeting zero accident (fatality, LTI, Medical aid and all nearmiss reports recorded/reported); - Change OHS Program from 2 fire simulations per year to 1 fire/fire training and 1 fire simulation per year (drill); - Assigned Safety officer for Tungkal ulu Palm Oil Mill site where construction activities are located; - Providing socialization to farmers related to the use of PPE in every activities on the plantation operations; - The investigation conducted refers to the SOP of an accident investigation; <p>Root Cause Analysis:</p> <ul style="list-style-type: none"> - Lack of understanding related to OHS targets; - Misunderstandings related to fire training and simulations conducted annually; - Non-compliance of contractor workers against applicable OHS regulations at the POM; - Farmers still understand the concept of use of PPE only when working in the plantation area; - Accident investigation/recording has not been in accordance with SOP; <p>Corrective Actions:</p> <ul style="list-style-type: none"> - The company has revised the OHS target and change from the number of incidents to the minimum cost and targeted the zero accident (fatality, LTI, Medical aid and all reported Near Mis recorded / reported). OHS target is documented in "Objective and program - 2017 PT Inti Indosawit Subur PMKS Tungkal Ulu. OHS objective: <ul style="list-style-type: none"> ✓ Minimize the number of work accidents in the mill, target 2017: Fatality 0, permanent disabled 0, LTI 0, Fire 0, Property damage 0, medical aid 0, first aid 0 and all nearmiss report are reported for each incident. ✓ Create a safe culture in the workplace The company has discussed the changes of the OHS target in the P2K3 meeting in August 2017. - The company has appointed "safety field man" to monitor OHS performance of KCP construction by contractor in Tungkal Ulu Palm Oil Mill and inspect OHS contractors working for PMKS Tungkal Ulu. Appointment was based on Memorandum No. 137/MI-PTU/MEMO/06/2017 dated 28 June 2017 on behalf M. Lofie Rudolf assigned by AK3U and approve by Manager of Tungkal Ulu Palm Oil Mill. The Company has conducted a briefing and dissemination of the company's OHS policy to contractors in February 2017, to ensure contractor compliance, the company also conducts safety briefings of each morning muster to emphasize that contractors must comply with the OSH regulations in the company. The proof for safety briefing is documented in the minutes of "Briefing Books" - Company has set the programme of Fire drill/simulation once a year and basic fire training once year for emergency response team and operator mill. Programme monitored in "Time schedule Programme management K3 Tungkal Ulu Mill 2017". Company has performed emergency fire drill on 10 September 2017. - The Company has made improvements with the revision accident investigation form AA-OP-SMK3-07-FM Revision 1 (attached in SOP AA-SMK3-01-R0 Accident Investigation SOP, August 3, 2017). In the accident investigation form include: Event data, details of injury/(pre-contact, contact, post-contact), incident type, cause of accident (unsafe act, unsafe condition), incident, accident, Causes of accidents (personal and work factors), corrective and preventive actions, investigation team. - The company has made a remedial effort by refreshment awareness for the use of PPE to farmers member. Example of socialization to farmers in KUD SP1 Bina Usaha 	
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	<p>conducted on August 5, 2017 and to farmers KUD SP4 Karya Jaya on August 4, 2017. Evidence of the implementation of socialization and awareness can be shown at the time of the audit. The auditor also conducted a field visit on September 22, 2017 to KUD Bina Usaha Hamparan 1, 3 and 9 and it can be proven that farmers are aware of the appropriate use of PPE when working in the field such as the use of helmets, rubber boots and glasses on harvesting activities. The Company also issued a notification letter to the Chairman of KUD regarding the obligation to use appropriate PPE for every farmer who visited the plasma area. Example letter No. 057/ES-KLT/EXT/08/2017 dated 2 August 2017 to KUD Karya Jaya SP4 KUD Bina Usaha SP1.</p>	
	<p>Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. revised OHS programme, appointment fo safety field man to monitor contractor’s safety performance, implementation of emergency fire simulation, utilization of accident investigation form, awareness session to emphasize PPE use for smallholder members. Furthermore audit team review the monitoring of new/latest/updated OHS performance as part of OHS programme. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Major closed on 22 September 2017.</p>	
NCR #	Description	Category (Major / Minor)
1509721-201707-M2	<p>Requirements: RSPO P&C Indonesia National Interpretation, September 2016 - Indicator 4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>Evidence of Nonconformity: - Gasoline kiosk and garage activities at housing not recorded in the risk assessment; - No risk assessment for construction activities in Tungkal Ulu POM;</p> <p>Statement of Nonconformity: A documented risk assessment mechanism was available, however implementation not adequate proven either.</p> <p>Corrections: - Conduct a risk analysis in housing related to the sales activities of gasoline & workshop; - Conduct a risk analysis of the contractor's work at the Tungkal Ulu POM;</p> <p>Root Cause Analysis: Risk assessment for Gasoline kios and garage activities at housing and construction activities in Tungkal Ulu POM has not been available.</p> <p>Corrective Actions: - Company has conduct a risk analysis in housing related to the sales activities of gasoline & workshop, updated on 8 August 2017. In addition, company issued the regulation and standard of gasoline sales activities and workshop activities in housing area according to safety regulation to prevent the damage from the fire risk. - Company has conduct a risk analysis in housing related to contractor's work at the Tungkal Ulu POM, updated on 8 August 2017. In addition, company issued the regulation and standard of contractor's work at the Tungkal Ulu POM. Contractor</p>	Major

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	<p>must obey the regulation and company regularly check the contractor activity by safety field man assigned by company.</p> <p>Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. reviewed and revised risk assessment. Furthermore audit team review the monitoring of new risk and appointment of safety field man to monitor the contractor performance as part of OHS programme. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Major closed on 22 September 2017.</p>	
NCR #	Description	Category (Major / Minor)
1509721-201707-M3	<p>Requirements: RSPO P&C Indonesia National Interpretation, September 2016 - Indicator 4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.</p> <p>Evidence of Nonconformity: - During audit with individual member all of them was not kept the records of pesticide use in their smallholder plot, though the application was carried out by TUS – spraying team from PT. Inti Indosawit Subur; - The amount of active ingredients applied per ha was not included in the monitoring of pesticide use for all the farmers;</p> <p>Statement of Nonconformity: Individual member of Plasma Tungkal Ulu was not keep records of pesticides use in their smallholder plot;</p> <p>Corrections: Create the format of pesticides records for all member of smallholder.</p> <p>Root Cause Analysis: The format of pesticides records has not been available for all member of smallholder.</p> <p>Corrective Actions: PT. Inti Indosawit Subur – Tungkal Ulu provided guidance/socialization on 5 August 2017 for all KUD, Kelompok Tani, and smallholder member to record the pesticide use. To utilize "Buku Pintar Petani" owned by each smallholder member to write down/record pesticide use. Sample of pesticed recording in "Buku Pintar Petani" belong to Carsimi, Mustakim, Sugito, Widodo, Endang, Wagimin, Sumidi, Suwari, Sutrisno. All smallholder interviewed have demonstrated knowledge on how to record pesticide use, the active ingredient per Ha in their book. Smallholder members assisted by extension officer. Monitored the recording of pesticides usage for all member of smallholder, by group manager on period August – September 2017. Field Assistant of Plasma Tungkal Ulu and Foreman also monitor the "Buku Pintar" owned by smallholder member to ensure that smallholder member fill the form checklist after the pesticide/herbicide application performed by TUS team.</p> <p>Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. record of pesticides used for smallholder block in "Buku Pintar Petani".</p>	Major

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	Furthermore audit team review the monitoring of recording done by group manager. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Major closed on 22 September 2017.	
NCR #	Description	Category (Major / Minor)
1509721-201707-M4	<p>Requirements: RSPO P&C Indonesia National Interpretation, September 2016 - Indicator 4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>Evidence of Nonconformity: This was previously Minor NC, raised into Major NC. Sighted during field visit at Tungkal Ulu Mill that several work places are not equipped with appropriate and adequate safety such as: - First aid box in workshop is not completed with appropriate and standard item; - Eye washer in temporary hazardous storage is not ready to use;</p> <p>Statement of Nonconformity: Safety action plans for several workplaces in Tungkal Ulu mill are not well implemented</p> <p>Corrections: - Complete first aid box. - Fix shower in hazardous waste so that easier to use.</p> <p>Root Cause Analysis: Still lack of OHS controls because OHS specialist officers are new one.</p> <p>Corrective Actions: Company has made the checklist of first aid box to monitor the first aid box equipment and medicine according to Permenakertrans No. PER-15/MEN/VIII/2008, dated August 13, 2008. Company has also check and completed all first aid box in accordance with the standard. Latest monitoring performed in 17 September 2017. Evidence of monitoring can be demonstrated during audit. During this assessment field visit was performed at workshop of Tungkal Ulu Mill and it was found that first aid box was complete in accordance of Permenakertrans No. PER-15/MEN/VIII/2008, dated August 13, 2008, regarding First Aid on Workplace. Company also has repaired and reinstall the water installation for eye washer and shower at temporary hazardous waste storage. The water installation was directly from water tank and it can use anytime needed. During field visit to temporary hazardous waste storage of Tungkal Ulu Mill, found that the eyes washer and shower was ready to use (fresh water flow accordingly). Company has also made the checklist to monitor the emergency equipment in hazardous waste storage. Monitoring performed monthly to check the proper function of APAR, Alarm, Eye washer and Shower.</p> <p>Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. review on condition of first aid kit. Furthermore audit team review the monitoring of first aid kit monitoring records. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Major closed on 22 September 2017.</p>	Major

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NCR #	Description	Category (Major / Minor)
1509721-201707-N1	<p>Requirements: RSPO P&C Indonesia National Interpretation, September 2016 - Indicator 5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p>	Minor
	<p>Evidence of Nonconformity:</p> <ul style="list-style-type: none"> - There is no adequate waste management plan as official guidance handling waste since generated till disposed - Illegal Waste disposed around afdeling-1 housing. - Bad organizing in waste final disposal. - Domestic wastewater puddles around Traksi housing at Afdeling-I 	
	<p>Statement of Nonconformity: Adequate Waste management plan were not available either implemented.</p>	
	<p>Corrections:</p> <ul style="list-style-type: none"> - Updating the waste management mechanism of Tungkal Ulu Estate. - Socialize to the owner of the workshop related B3 waste generated to manage and store in the temporary hazardous waste storage provided by company. - Socialization of waste disposal to employees living in housing Afd 1 & Traksi - Cleaning the waste/garbage that is clogging water drain at worker houses. 	
	<p>Root Cause Analysis:</p> <ul style="list-style-type: none"> - The mechanism of waste management was not updated - There is a workshop activities in the housing area which generated the hazardous waste in Afdeling 1 housing. - Waste disposal by resident in housing area was not consistent. - Housing resident were not disposed the domestic waste in to the specific place provided but disposed to waterways behind their house thereby clogging the waterways. <p>Corrective Actions:</p> <ul style="list-style-type: none"> - Monitoring the waste management implementation according to procedure. - Workshop owner required to made the suitable place for the activities, waterproof floor and have oil trap. - Monitoring of waste disposal by housing resident. 	
	<p>Assessment Conclusion: Will be verified in the next surveillance audit.</p>	
NCR #	Description	Category (Major / Minor)
1509721-201707-N2	<p>Requirements: RSPO P&C Indonesia National Interpretation, September 2016 - Indicator 5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p>	Minor
	<p>Evidence of Nonconformity: ICS Kebun Plasma Tungkal Ulu has prepared a plan for improving efficiency of the use of fossil fuels and to optimise renewable energy, under document of "Program Efisiensi Penggunaan Bahan Bakar Fosil dan Energi Terbarukan", updated on 25 January 2017, such as:</p>	

	<ul style="list-style-type: none"> - to reduce usage of fossil fuel of fleet FFB transport; - to identify efficiency usage of fossil fuel for fleet FFB transport; - to increase usage of Biodiesel on fleet FFB transport; <p>However, the plan for monitoring usage of usage Biodiesel not implemented</p>	
	<p>Statement of Nonconformity: ICS Kebun Plasma Tungkal Ulu has prepared a plan for improving efficiency of the use of fossil fuels and to optimize renewable energy, under document of "Program Efisiensi Penggunaan Bahan Bakar Fosil dan Energi Terbarukan". However, the plan for monitoring of usage bio-solar is not implemented.</p>	
	<p>Corrections: Create the plan and program of monitoring of bio-solar usage</p>	
	<p>Root Cause Analysis: Monitoring of bio-solar usage has not been planned.</p>	
	<p>Corrective Actions: Updating the plan and program of monitoring of bio-solar usage regularly.</p>	
	<p>Assessment Conclusion: Will be verified in the next surveillance audit</p>	

Observation	
OBS #	Description
Nil	

Positive Findings	
PF #	Description
1	Good communication with relevant stakeholders
2	Good maintenance of smallholder system, eventhough the management unit changed the applicable standard into group certification for FFB production.

Issues raised by Stakeholders
<p>Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT. Inti Indosawit Subur – Tungkal Ulu POM Certification Unit's environmental and social performance, legal and any known dispute issues.</p> <p>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. These have been incorporated into the assessment findings.</p>

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

IS #	Description
<p>1</p>	<p>Issues Dinas Tenaga Kerja Kabupaten Tanjung Jabung Barat</p> <ul style="list-style-type: none"> - In general the communication between "Dinas Tenaga Kerja Kabupaten Tanjung Jabung Barat" (Manpower office Tanjung Jabung Barat Regency), local communities, workers and PT. Inti Indosawit - Tungkal Ulu worked well; - The company has conducted meeting with labour union and Gender Committee regularly. - There are no child labours were noted. - PT. Inti Indosawit Subur pays employee, in line with minimum wage sets by Jambi Province 2017; - There is "Perjanjian Kerja Bersama" collective work agreement; - There is bi-partite organization, registered to manpower office; - Company has a policy, no worker under 18 years old accepted for work, including family member in all field of work; - No worker under 18 years old; - No report of discrimination in employment system; - Worker union conducted internal meeting every 3 months; - Company have implemented all employee's right such as minimum wage, social insurance "JAMSOSTEK", "Tunjangan Hari Raya" – benefit, and provision of worker housing (clean water, electricity, medical clinic, PPE, etc); - Company provided medical examination every 6 months for high risk workers such as sprayers, fertilizer applicators, mill workers and workshop workers; - PT Inti Indoesawit Subur has conducted a briefing related to use of personal protective equipment (PPE) at job site for their contractor's workers, also provided PPE for them - All workers have contract. - All operators who work in special station have been permit/SIO, e.g. welding workers, generator operator, etc. - The company has formed Cooperation Institution (LKS) bipartite and has been registered to the Department of Labor Tanjung Jabung district. - In the period of the past year, there is no case of an industrial dispute that came to the court of the Industrial Dispute (if any, will be solved by the bipartite level and Mediation). <p>Management Responses PT. Inti Indosawit Subur – Tungkal Ulu acknowledge the positive comments from manpower office.</p> <p>Audit Team Findings Positive comments.</p>
IS #	Description
<p>2</p>	<p>Issues Badan Lingkungan Hidup Kabupaten Tanjung Jabung Barat</p> <ul style="list-style-type: none"> - There have been no complaint related to environment pollution caused by company operational; - The company has been managing hazardous waste and has been permission temporary storage of hazardous waste in accordance with applicable laws and regulations. - PT. Inti Indosawit Subur – Tungkal Ulu has reported the implementation and monitoring of EIA to Government in Tanjung Jabung Barat Regency in six months basis. <p>Management Responses PT. Inti Indosawit Subur – Tungkal Ulu acknowledge the positive comments from environmental office.</p> <p>Audit Team Findings</p>

	Positive comments.
IS #	Description
3	<p>Issues Badan Pertanahan Nasional Kabupaten Tanjung Jabung Barat</p> <ul style="list-style-type: none"> - There is no report from village people related land dispute between company and village people; - PT. Inti Indosawit Subur – Tungkal Ulu do not expand their land, therefore no more land compensation; - All area of HGU of PT Inti Indosawit Subur -Tungkal Ulu in accordance with the Spatial Tanjung Jabung as a plantation crop cultivation area.
	<p>Management Responses PT. Inti Indosawit Subur – Tungkal Ulu acknowledge the positive comments from land office.</p>
	<p>Audit Team Findings Positive comments.</p>
IS #	Description
4	<p>Issues Cinta Damai Village Communities</p> <ul style="list-style-type: none"> - Villagers around ethnically, Batak, Javanese, Sudanese and Banjar; - There was no land conflict with surrounding community; - No land conflict was reported since hand-over was done in proper settlement in the beginning; - In general communication and coordination between the village government and the Company has been running well; - The company always responds to any problems submitted by the village government officials or from the surrounding community. Villagers have confirmed that organisation has done some positive CSR activities on their surroundings. Routinely companies provide assistance through CSR programs in the form of borrowing heavy equipment (excavators, graders and compactors), scholarships, assistance to the poor, religious facilities, etc.; - Access roads surrounding villages are always maintained by the company; - Enclave owner has proper access to their own farm inside company’s farm without any difficulties; - Absorption of workforce from the surrounding villages was not adequate; - There are no reports from the public regarding the operational activities of companies that violate Human Rights such as the Right to Organize and assemble Conduct worship in accordance with beliefs, as well as other practices of violation of Rights such as the use of mercenaries for the intimidation of workers, human trafficking, etc.; - Companies still utilize labor with the status of Daily Workers (PHL) from the surrounding community; Suggestion: - Socialization related to the plan of replanting program to all plasma farmers (scheme smallholders); - Performed periodic BMP (Best Management Practices) extension;
	<p>Management Responses</p> <ol style="list-style-type: none"> 1. Communication is always well established with the surrounding community, so was no land conflict with surrounding community until conduct this audit; 2. Routinely companies provide assistance through CSR programs in the form of borrowing heavy equipment (excavators, graders and compactors), scholarships, assistance to the poor, religious facilities, etc. Improving future CSR programs based on the potential of the village concerned and empowering the community by conducting soft skills training. For example with agricultural and livestock farming programs with at the same time provide technical guidance and direction; 3. The plasma replanting program has been developed and the implementation target will be in 2018, although there are still problems with some farmers related to their cooperation scheme; 4. Socialization of the replanting program has been started from 2016 by a plasma assistant, but does not close the opportunity if there is a situation that must be done immediately; 5. BMP oil palm plantations are always carried out at every monthly routine meetings, eg: explanation of

	<p>planting, fertilizing spraying and harvesting TBS, etc.;</p> <p>Audit Team Findings Audit team noted the comments from stakeholders and verified with management. Dissemination on replanting plan for scheme smallholder/plasma and provision of best management practice extension has been carried out by field assistants. Management has demonstrated action plan being prepared, related to communication with interested parties, CSR program planning, dissemination of best management practices – for oil palm plantation as well as other agricultural activities. Audit team accepts the action plan – as part of social impact management and will review the implementation during subsequent assessment.</p>
IS #	Description
<p>5</p>	<p>Issues Worker Union Leader/Bipartit Tungkal Ulu Estate</p> <ul style="list-style-type: none"> - The company has implemented the minimum wage according to the government's decision (Governor of Jambi); - Collective Work Agreement (PKB) between company and labour union is referred in working regulation. The Collective Work Agreement was registered by "Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja"; - The company has facilitated SPSI/worker union in the form of office space and stationery that can be used if there will be meetings, meetings or discussions both internal and external (with management). - Periodic meeting is held at least once a year to review the issue of labour/employee, the next is meeting with management will be held if there are problems related to the employee. Currently, there are no records of complaints from employees. - There are complaints of the employees associated with the explanation/socialization BPJS-Kesehatan those who have carried out by the company. Currently worker union received information that the problem of BPJS-Kesehatan especially for BHL employees is still in data collection; - All employees have been given adequate facilities, for example: housing, electricity, irrigation, polyclinics, sports field schools, transportation for school children etc. - Associated with health and safety, the company has provided work equipment and personal protective equipment for free to all employees. <p>Suggestion from Bipartit and Union Labor:</p> <ul style="list-style-type: none"> - To be considered to increase subsidy payment contribution electricity (PLN). Currently company has provide subsidized for Rp. 40,000/month/household. - To increase transportation arrangements for school children, frequent delays and cleanliness of vehicle need to improve. <p>Management Responses</p> <ol style="list-style-type: none"> 1. The company determines minimum wages based on the Government regulation every year, the minimum wages in 2017 as regulated in "Surat Keputusan Gubernur Jambi No.919/KEP.GUB/DISSOSNAKERTRANS/2016", dated 31 October 2016. The minimum wage determined in the decree was Rp. 2,063,948.63,-/month which effective from 1 January 2017. Company also determine wages with "Memorandum Head Human Resources No.011/HR-AAS/MEMO/05/17 tentang Petunjuk Penetapan Upah Karyawan" on 27 May 2017, including: <ul style="list-style-type: none"> - Temporary workers paid at Rp. 2,063,949,-/month or Rp. 82,557.96,-/day; - Permanent workers paid at Rp. 2,095,500,-/month or Rp. 69,850,- per day; - Basic Salary above excluded rice allowance: 15 kg/employees, wife 9 kg, children 7.5 kg/each for 3 children (price of rice at Rp. 8,600/kg in June 2017); 2. Worker Agreement (PKB) between company and labour union is referred in working regulation, Worker Agreement was registered by "Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No.Kep.88/PHIJSK-PKKAD/PKB/VI/2015", dated 18 June 2015 (Valid 21 April 2015 - 20 April 2017); 3. Periodic meeting is held at least once a year to review the issue of labour/employee, the next is meeting with management will be held if there are problems related to the employee (will be made circular for a meeting). Meeting to discuss the PKB (Collective Work Agreement) has always done

	<p>every 2 years;</p> <p>4. In response to electricity subsidies for employees, currently company can only afford to provide subsidies to employees per month of Rp. 40,000. However, managers from Tungkal Ulu and Muara Bulian has proposed increment subsidies to Rp. 100,000 per month;</p> <p>5. Transportation arrangements for school children will always be monitored daily by the Division Assistant responsible for <i>Askep</i> and Estate Manager.</p>
	<p>Audit Team Findings</p> <p>Audit team will review the continuous improvement related to electrical subsidies and transportation arrangement for school children - during subsequent assessment.</p>

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1338577N1	<p>Requirements:</p> <p>RSPO Generic Standard 2013 – Indicator 2.1.3</p>	Minor
	<p>Evidence of Nonconformity:</p> <p>Scheme smallholders has been updated and evaluated list of regulation, however list update is not completed yet, several crucial regulation related to agricultural practice are not available yet including review on its compliance, such as: latest act regarding plantation, ministerial decree regarding plantation business permit, government regulation regarding environment and waste management, etc.</p>	
	<p>Statement of Nonconformity:</p> <p>Scheme smallholders has been updated and evaluated list of regulation, however list update is not completed yet, several crucial regulation related to agricultural practice are not available yet including review on its compliance, such as: latest act regarding plantation, ministerial decree regarding plantation business permit, government regulation regarding environment and waste management, etc.</p>	
	<p>Corrective Action:</p> <p>Legal department of the company has the responsibility to update the list of applicable laws and regulations using internet access via relevant webmail address and/or consultation with the related institutions. The latest updated report was on 10 June 2017.</p> <p>Recorded on form "Evaluation of Legal and Other Requirements Compliance". Revised on June 2017. The evaluation made to latest legal regulation on: "Peraturan Menteri Pertanian No.11 tahun 2015 tentang Prinsip dan Kriteria Kelapa Sawit Berkelanjutan Indonesia (Indonesian Sustainable Palm Oil/ISPO)", evaluated as: comply; evidence: ISPO certificate. "Peraturan Menteri Tenaga Kerja No.9 tahun 2016 tentang Keselamatan dan Kesehatan Kerja dalam Pekerjaan Pada Ketinggian" – working at height; evaluated as comply; evidence: work permits.</p>	
	<p>Assessment Conclusion:</p> <p>Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. update on the legal requirement evaluation, as recorded. Furthermore</p>	

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	audit team review the monitoring and update evaluation upon latest legal issued by government. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Minor closed on 1 August 2017.	
NCR #	Description	Category (Major / Minor)
1338577N2	Requirements: RSPO Generic Standard 2013 – Indicator 2.2.2	Minor
	Evidence of Nonconformity: The legal boundary is monitored regularly every 6 (six) month as documented in "Laporan Pemeriksaan dan Perawatan Patok Batas PT IIS- Jambi". Based on field visit in Afdeling 5, it was found only 2 legal boundaries instead 4 sampling taken.	
	Statement of Nonconformity: The legal boundary is monitored regularly every 6 (six) month as documented in "Laporan Pemeriksaan dan Perawatan Patok Batas PT IIS- Jambi". Based on field visit in Afdeling 5, it was found only 2 legal boundaries instead 4 sampling taken.	
	Corrective Action: The pegs are buried when making an elephant trench upon the 5th HGU Boundary poles No.17 and No.18, the boundary poles have been fixed so they look back to normal. Repair was conducted on 5 June 2016 by assistant afdeling 5. Company created boundary pole monitoring plan, twice per year. Maintenance carried out by afdeling assistant; and security patrol secure the perimeter. Bonudary maintenance carried out as per schedule, recorded under "Laporan Pemeriksaan dan Perawatan Patok Batas PT IIS-Jambi", latest maintenance pictured on "Laporan No.002/LAP/KTU/SSL/02.3/VI/2017 , e.g: result of inspection for period July to Juni 2017 has conducted to inspection of 85 legal boundaries.	
	Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. re-construction of boundary poles, as recorded. Furthermore audit team review the monitoring plan to minimize risk of HGU boundary pole loss. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Minor closed on 1 August 2017.	
NCR #	Description	Category (Major / Minor)
1338577N3	Requirements: RSPO Generic Standard 2013-Indicator 4.6.4	Minor
	Evidence of Nonconformity: The company has recorded Paraquat usage monthly and yearly basis, based on document review,it was seen Paraquat usage yearly series, such as: 2009 (664 liters), 2010 (1,307 liters), 2011 (259 liters), 2012 (298 liters), 2013 (180 liters), 2014 (172 liters), 2015 (684 litres), up to May 2016 (1.089 liters), it was seen that increasing Paraquat usage, however no any plan to eliminate.	

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	<p>Statement of Nonconformity: The company has recorded Paraquat usage monthly and yearly basis, based on document review, it was seen Paraquat usage yearly series, such as: 2009 (664 liters), 2010 (1,307 liters), 2011 (259 liters), 2012 (298 liters), 2013 (180 liters), 2014 (172 liters), 2015 (684 litres), up to May 2016 (1.089 liters), it was seen that increasing Paraquat usage, however no any plan to eliminate.</p> <p>Corrective Action: Document were reviewed during this assessment: Master Plan Continuous Improvement Kebun Tungkal Ulu". The document shows budget of 2017 for paraquat consumption is 2,623 litre (lower than 2016 budget 3,648 litre); The document also show that paraquat consumption of 2016 was 2,222 litre (below the budget 3,648 litre). Whereas paraquat consumption from January to June 2017 was 1,420 litre.</p> <p>Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. review on paraquat usage record and Master plan continuous improvement plan. Furthermore audit team review the plan to reduce the use of paraquat, record of paraquat usage 2016 and 2017. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Minor closed on 1 August 2017.</p>	
NCR #	Description	Category (Major / Minor)
1338577N4	<p>Requirements: RSPO Generic Standard 2013 – Indicator 4.7.5</p> <p>Evidence of Nonconformity: Sighted during field visit at Tungkal Ulu Mill that several work places are not equipped with appropriate and adequate safety such as: - First aid box in workshop is not completed with appropriate and standard item - Eye washer in temporary hazardous storage is not ready to use</p> <p>Statement of Nonconformity: Sighted during field visit at Tungkal Ulu Mill that several work places are not equipped with appropriate and adequate safety such as: - First aid box in workshop is not completed with appropriate and standard item - Eye washer in temporary hazardous storage is not ready to use</p> <p>Corrective Action: During this assessment field visit was performed, e.g.: - At workshop of Tungkal Ulu Mill found that first aid box was complete in accordance of Permenakertrans No. PER-15/MEN/VIII/2008, dated August 13, 2008, regarding First Aid on Workplace. - At temporary hazardous waste storage of Tungkal Ulu Mill, found that the eyes washer was ready to use (fresh water flow accordingly).</p> <p>Assessment Conclusion: It was Minor NC but raised into Major NC. During NCR Close Out visit, Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. review on condition of first aid kit. Furthermore audit team review the monitoring of first aid kit monitoring records.</p>	<p>Minor</p> <p>raised into</p> <p>Major</p>

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	Audit team concluded that the correction, corrective action and evidences are sufficient. NC Major closed on 22 September 2017.	
NCR #	Description	Category (Major / Minor)
1338577N5	<p>Requirements: RSPO Generic Standard 2013 – Indicator 4.7.6</p> <p>Evidence of Nonconformity: Company has not planned medical surveillance for all workers into health and safety program.</p> <p>Statement of Nonconformity: Company has not planned medical surveillance for all workers into health and safety program.</p> <p>Corrective Action: During RAV, audit team verifies that PT. Inti Indosawit Subur had improve the health and safety program, as in "Objective and Program – 2017 PT. Inti Indosawit Subur Kebun Tungkal Ulu". Example of health and safety management program: Refresh training on health and safety, Refresh training on basic safety, Training Basic Fire Fighting, medical check up. Target for March 2017, actual implementation on 26 May 2017: First aid training, by dr. Haerul Akmal, attended by 50 workers. Audit team verified the implementation of medical check up for all workers. Found all worker has provided with medical check up (including office clerk, mandores, and general worker).</p> <p>Assessment Conclusion: Audit team has reviewed and accepted the corrective action plan prepared by company. Audit team has reviewed and accepted the evidence provided by the company, i.e. review on health and safety plan – have included program for medical check up for all worker. Furthermore audit team review the monitoring of medical check up result for all worker. Audit team concluded that the correction, corrective action and evidences are sufficient. NC Minor closed on 1 August 2017.</p>	Minor

Observation	
OBS #	Description
1	<p>RSPO Generic Standard 2013 - Indicator 6.5.3 The company needs to consider upgrading school bus. Currently, the company providing modified truck for senior high school student and school bus over capacity for elementary and junior high school student.</p> <p>Action: PT. Inti Indosawit Subur – Tungkal Uu POM have add more bus armada (rental) to take school children to school. Additional armada have been provided to take senior high school student, junior high school student and elementary school student to school in Tungkal Ulu District. Based on interview with bus driver, some armada and its driver are new. Based on interview with worker/parents, the additional school bus are helpful.</p>
2	<p>RSPO Generic Standard 2013 - Indicator 6.12.3 Observed that status of some workers in Tungkal Ulu mill, there are still temporary daily worker – "Pekerja Harian Lepas/PHL", eventhough they have been working in processing unit – which</p>

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	<p>categorized as fix job – for more than three consecutive months, with more than 21 working days in a month. This is potentially against current applicable law particularly “Undang-undang No.13 tahun 2003 tentang Ketenagakerjaan”, article 59 and “Keputusan Menteri Tenaga Kerja No.100 tahun 2004 tentang Perjanjian Kerja Waktu Tertentu”, article 10.</p> <p>Nevertheless, Management of Tungkal Ulu Mill shows evidence that the PHL workers are currently in progress of recruitment as permanent worker. A proposal for recruitment has been sent by Mill Manager to management of PT. Inti Indosawit Subur, on 9 March 2016 concerning promotion of temporary worker/“PHL” workers to become permanent/“SKU H” workers. Positive progress of this matter is important and will be subject of observation in the upcoming audit stage.</p> <p>The company need to consider evaluate contract for loose fruit collector.</p> <p>Action: PT. Inti Indosawit Subur – Tungkal Ulu have progressed the application for permanent worker. Contract for loose fruit collectors have been sighted, provide clear information on working hours, wage calculation, overtime and benefit, sickness with permit, BPJS insurance, etc.</p>
3	<p>RSPO Generic Standard 2013 - Indicator 5.1.3</p> <p>The company needs to consider improving RKL - RPL report quality by complete evidence of participative monitoring on social perception.</p> <p>Action: The company has conducted the participative monitoring on social perception as in report of RKL RPL for period July-December 2016. The implementation and monitoring of RKL –RPL was submitted to Dinas Lingkungan Hidup Tanjung Jabung Barat on 17 March 2017 (the receipt by authorities is evident). Review for plan of environmental monitoring document conducted in every six months. In semester 1 has been review in 6 August 2017.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
A824193/1	Major NC	14/12/2012	10/02/2013
A824193/1	Minor NC	14/12/2012	30/06/2014
A824193/3	Minor NC	14/12/2012	30/06/2014
A824193/2	Minor NC	14/12/2012	30/06/2014
1055357M17	Major NC	30/06/2014	25/08/2014
1055357N15	Minor NC	30/06/2014	16/08/2015
1055357N6	Minor NC	30/06/2014	23/06/2015
1055357N16	Minor NC	30/06/2014	23/06/2015
1055357N18	Minor NC	30/06/2014	23/06/2015
1202625M1	Major NC	23/06/2015	16/08/2015
1202625M2	Major NC	23/06/2015	16/08/2015
1202625M3	Major NC	23/06/2015	16/08/2015
1202625M4	Major NC	23/06/2015	16/08/2015
1202625N1	Minor NC	23/06/2015	17/06/2016
1202625N2	Minor NC	23/06/2015	17/06/2016
1202625N3	Minor NC	23/06/2015	17/06/2016
1202625N4	Minor NC	23/06/2015	17/06/2016
1338577M1	Major NC	18/06/2016	15/08/2016
1338577N1	Minor NC	18/06/2016	Closed 1/08/2017
1338577N2	Minor NC	18/06/2016	Closed 1/08/2017
1338577N3	Minor NC	18/06/2016	Closed 1/08/2017

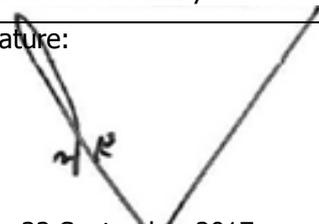
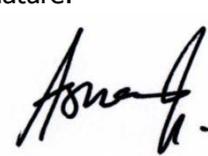
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1338577N4	Minor NC	18/06/2016	Closed 1/08/2017
1338577N5	Minor NC But raised as Major NC	18/06/2016	Closed 22/09/2017
1509721-201707-M1	Major NC	1/08/2017	Closed 22/09/2017
1509721-201707-M2	Major NC	1/08/2017	Closed 22/09/2017
1509721-201707-M3	Major NC	1/08/2017	Closed 22/09/2017
1509721-201707-M4	Major NC	1/08/2017	Closed 22/09/2017
1509721-201707-N1	Minor NC	1/08/2017	Open
1509721-201707-N2	Minor NC	1/08/2017	Open

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Assessment Conclusion and Recommendation:

The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that PT. Inti Indosawit Subur – Tungkal Ulu Palm Oil Mill has complied with the RSPO Principle and Criteria Indonesia National Interpretation, September 2016 and RSPO Supply Chain Certification Standard for CPO Mills (November 2014) and audit criteria identified within the audit report. It is deemed that the management system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of PT. Inti Indosawit Subur – Tungkal Ulu Palm Oil Mill is continued.

Acknowledgement of Assessment Findings	Report Prepared by
Name: Ir. Welly Pardede	Name: Aswan Hasibuan
Company name: PT. Inti Indosawit Subur	Company name: on behalf of BSI Services Malaysia Sdn. Bhd.
Title: Head of Sustainability	Title: Lead Auditor
Signature:  Date: 22 September 2017	Signature:  Date: 22 September 2017

Appendix A: Summary of Findings RSPO P&C Indonesia National Interpretation (INA NI), September 2016

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Commitment to Transparency		
Criterion 1.1: Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1 There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making. - Minor compliance -	Estate and Mill: Company has a procedure for information request handling and information provision. There is a list of information available for public, dated 12 May 2016. The list comprise of 32 documents, such as legal documents (Izin Lokasi, Izin Prinsip, IPKH, SK HGU, and land certificate), company policy covering respect to human rights, AMDAL/SEIA document, environmental management plan, environmental report, HCV report, health and safety programme, continual improvement plan, negotiation procedures, FFB price information, medical check up result, etc."Hubungan masyarakat/Humas" – public relation officer is the one responsible to record information request, convey to relevant party (internal), and provides answer/response to the interested party. Scheme smallholders: Scheme Manager cooperated with scheme smallholders has provide list of documents able to access by their stakeholders, such as: - Copy of land rights (SHM), - Akte Pendirian Koperasi - deed of establishment, - Tanda Daftar Perusahaan/TDP (Registered KUDs permit), - Rencana Kerja KUD (KUDs budget) consist of projection FFB and operational cost), - Monitoring of IPM, fertilizing and harvesting, - Accident record and OHS Manual. Scheme Smallholders also has procedure for communication, complaint and dispute as documented in "Mekanisme Komunikasi dan Komplain". Based on interview with sampled individual members; they understand that all requests for information are referred to the Group Manager. The Group Manager stated all information request on environmental, social and/or legal aspects relevant to RSPO Criteria will be provided to relevant stakeholders.	Comply

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.1.2 Records of requests for information and responses shall be maintained.</p> <p>-Major compliance</p>	<p>Estate and Mill Request Information and response from Stakeholder is documented into a log book "Surat Masuk", based document review, it was found that all request information have been response timely Manner and has been documented into a log book "Surat Masuk" and response is documented in "Log Book Stakeholders – Out". Base on procedure "Menerima dan Merespon Permintaan Informasi Stakeholder" (SOP. No.: AA-GL-5008.1-R1 dated 22 August 2011) which is manage and monitoring information request from stakeholder. The Company has also established a Matrix of Provision of Information to Stakeholders, describing the types of information that can be provided to stakeholders, including legal basis, type of information and relationships with relevant agencies. All information request from stakeholder will be handled by relevant department. For example: CSR department responsible for inquiry from local community, media, NGO including dispute or complaint; Human Resources Department responsible for worker consultation, worker union or government authorities related to manpower/labor issue; Purchasing Department responsibility to communicate regulation's, environment's, health and safety and social's requirement to all supplier. Up to July 2017 there were noted 13 request information and others from Stakeholder, e.g.:</p> <ul style="list-style-type: none"> ▪ From "Perwakilan Kementerian Keuangan RI No.PRIN-7/WPJ.19/2017 tentang Surat Perintah Pemeriksaan", dated 20 May 2017 has been responded on 20 May 2017 by send data of financial. ▪ Request information from "Dinas Pemadam Kebakaran dan Penyelamatan No. 700/27/DAMKARAN-INSP/2017 tentang jadwal pemeriksaan" dated 15 May 2017 and has been responded on 20 May 2017. <p>All request information and others have been responded timely manner.</p> <p>Scheme smallholders: Group manager have a procedure to handle information request and provision of information to relevant stakeholders. There is a list of information available for public – consist of 14 documents such as cooperative business plan, legal documents, health and safety plan, etc.</p>	<p>Comply</p>
<p>Criterion 1.2: Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.2.1</p> <p>Publicly available documents shall include, but are not necessary limited to:</p> <p>Land titles/user rights (Criterion 2.2);</p> <ul style="list-style-type: none"> • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>- Major compliance -</p>	<p>Estate and Mill</p> <p>Company has a procedure for information request handling and information provision. There is a list of information available for public, dated 12 May 2016. The list comprise of 32 documents, such as legal documents (Izin Lokasi, Izin Prinsip, IPKH, SK HGU, and land certificate), company policy covering respect to human rights, AMDAL/SEIA document, environmental management plan, environmental report, HCV report, health and safety programme, continual improvement plan, negotiation procedures, FFB price information, medical check up result, such as:</p> <ol style="list-style-type: none"> a. Laws and regulation document: Permit and license (Izin Lokasi, Izin Usaha Perkebunan, Hak Guna Usaha, etc.); b. Environmental document: AMDAL document (SEIA), RKL-RPL document (environmental management and monitoring report), permit for temporary hazardous waste storage, waste management plan, environmental policy, HCV identification document, etc. c. Social document: Social Impact Assessment (SIA), Social program, Community development program, company policies, etc. <p>Scheme Smallholders:</p> <p>Cooperatives have a procedure to handle information request and provision of information to relevant stakeholders. There is a list of information available for public – consist of 14 documents such as cooperative business plan, legal documents, health and safety plan, etc. list of documents able to access by their stakeholders, such as:</p> <ul style="list-style-type: none"> - Copy of land rights (SHM), - Akte Pendirian Koperasi - deed of establishment, - Tanda Daftar Perusahaan/TDP (Registered KUDs permit), - Rencana Kerja KUD (KUDs budget) consist of projection FFB and operational cost), - Monitoring of IPM, fertilizing and harvesting, - Accident record and OHS Manual. <p>Smallholders also has procedure for communication, complaint and dispute as documented in "Mekanisme Komunikasi dan Komplain".</p> <p>Based on interview with sampled individual members; they understand that all requests for information are referred to the Group Manager.</p>	<p>Comply</p>
<p>Criteria 1.3:</p> <p>Growers and millers commit to ethical conduct in all business operations and transactions.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>1.3.1 There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.</p> <p>-Minor compliance</p>	<p>Estate and Mill</p> <p>The company has human rights policy that has been published No.298/ES-KTS/Memo/08/14 dated 26 August 2014 which also covering ethics in business that stated that "ethical behavior, Prohibition of all forms of corruption, bribery in the conduct or transaction of business practices and fraudulent use of funds "(Perusahaan berkomitmen berperilaku etis dalam berbisnis pada seluruh transaksi dan operasi bisnis, pelarangan seluruh bentuk korupsi, penyuapan dan penipuan dalam penggunaan dana dan sumber daya)".</p> <p>That policy has been informed to all employees and it also has been posted in public area as well as been socialized in every morning briefing so that it can be accessed by all employees.</p> <p>The policy has been disseminated to all level of workers, and contractors. This policy has also been made available for everybody through poster and leaflet, put on wall at the office. Sample seen:</p> <ul style="list-style-type: none"> - "Lingkar Pagi" dated 7 June 2017 for Tungkal Ulu Estate, Division II workers, communicating the code of conduct (in simple manner): no use of company resourecs, no corruption, no nepotism, no fraud, fair salary payment, including overtime – attended by 58 workers. - "PKS Tungkal Ulu" morning work memo dated 13 April 2017, communicating code of conduct (in simple language): no fraud, no corruption, responsible purchasing of mill material, fair payment to worker – attended by 19 workers. <p>Third party account audit has been carried out by Public Accountant Satrio Bing Eny & partner for consolidated financial position 31th December 2016. Report audit No. GA117 0544 IIS YT. Audit conclusion statement: The accompanying consolidated financial statements present fairly in all material respects, the consolidated financial position of PT Inti Indosawit Subur and its subsidiaries as of December 31, 2016 and their financial performance and cash flows for the year ended in accordance with Indonesian financial accounting standards.</p> <p>Scheme smallholders:</p> <p>The cooperatives/KUDs have policy ethical conduct in "Kebijakan Koperasi" dated 1st March 2015: berkomitmen berperilaku etis pada seluruh transaksi dan operasi, pelarangan seluruh bentuk korupsi, penyuapan dan penipuan dalam penggunaan dana dan sumber daya (<i>commitment to implement code of ethical conduct and integrity in all operation, no corruption, bribery and fraudulent use of fund and resources</i>). The policies have been socialization to all operation (farmers and official of KUD) on 16 May 2017. Based on interview with sampled individual members; they understand the clause related to code of ethical conduct – applicable to smallholder at all requests for information are referred to the Group Manager.</p>	<p>Comply</p>

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Criterion / Indicator	Assessment Findings	Compliance	
Principle 2: Compliance with applicable laws and regulations			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	Evidence of compliance with relevant legal requirements shall be available. - Major compliance -	All legal requirements comply with the regulations and laws, including those related to land status, occupational health and safety, environmental, labour, agricultural practice, and mill operation, such as: <ol style="list-style-type: none"> 1. Izin Prinsip (Principle permit) No. KB.320/859/Mentan/XI/1983, dated 7 November 1983, approved by Agriculture Ministry for PT. IIS – PIR Trans (+ 65,000 ha) and Izin Lokasi No.746, year 2006 for 1,111 ha in Kecamatan Merlung, Kabupaten Tanjung Jabung Barat, issued by Bupati Tanjung Jabung Barat. 2. Izin Usaha Perkebunan – Surat Pendaftaran Usaha Perkebunan/SPUP (Plantation Operational permit) No.187/Mentanhut/VII/2000, dated 3 November 2000 (±4,759.20 ha). 3. Izin Usaha Perkebunan Budidaya/IUP B (Plantation operational permit) No.625, year 2008, dated 26 September 2008 (± 1,111 ha). 4. Forest area release through “Surat Keputusan Menteri Kehutanan No.494/Kpts-II/1991 tentang Pelepasan areal hutan seluas 17,500 Ha terletak di Kelompok Hutan S. Lampisi-S. Palik-palik Kabupaten Dati II Tanjung Jabung dan Seluas 9,356Ha terletak di Kelompok Hutan S. Kehidupan-S. Singoan, Kabupaten Batanghari, Provinsi Jambi untuk Usaha Budidaya perkebunan dengan pola PIR-TRANS atas nama PT. Inti Indosawit Subur” dated 7 August 1991. 5. Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN (3,503.02 ha). 6. HGU No.82/HGU/BPN RI/2014, dated 15 May 2014 (1,053.34 ha). 7. Land Application Permit: No.503.8/01/KPPT/2012 dated 17 September 2013. 8. Surface water use permit No.503.30/01/KPPT/2011, dated 5 July 2011. 9. Pesticide Store permit No.560/386/4.3/ DSTKT. 10. Izin operational pabrik (Mill operation permit) No.532/T/Industri/2005. 	Comply

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Criterion / Indicator	Assessment Findings	Compliance
	<p>11.AMDAL (SEIA) No.014/ANDAL/RKL-RPL/BA/95. Revised SEIA (AMDAL) No.309, year 2009, dated 6 June 2009, for 4,614.02 ha, consist of 3,503.02 ha (SK. Gubernur Kepala Daerah Tingkat I Propinsi Jambi No.342/1987, dated 19th June 1987) and 1,111 ha (SK. Bupati Tanjung Jabung Barat No.746, year 2006, dated 20th October 2006 tentang izin lokasi untuk keperluan pembangunan perkebunan kelapa sawit atas nama PT. IIS, serta 10,277 ha lahan plasma dan kapasitas pabrik kelapa sawit 60 ton TBS/jam).</p> <p>12.Izin Pemanfaatan Air Permukaan (Surface water usage permit) No.503.30/01/KPPT/ 2011, dated 5 July 2011, on renewal process.</p> <p>Observed that Tungkal Ulu Mill has evidence of compliance with relevant requirements, as shown with the following records of mill licenses and permits:</p> <ul style="list-style-type: none"> - Weighbridge permit, register number 743/Diperindag/Bpk/IV/16, valid until April 2017, on progress renewal; - Land application permit, register number 503.8/01/KPPT/2012, dated 17 September 2013; - Valid sterilizer permit (4 units), latest inspection by local authorities on 9 July 2016; - Valid Boiler permit (bioler 1, 2 and 3), latest inspection by local authorities on 11 May 2016; - Compressor permit (3 units), latest inspection by local authorities on 9 July 2017; - Generator permit (2 units), latest inspection by local authorities on 9 July 2017; - Steam generator permit (2 units), latest inspection by local authorities on 9 July 2017; - Electrical installation permit, latest inspection by local authorities on 9 July 2017; - Steam generator permit (1), latest inspection by local authorities on 9 July 2017; <p>Based on document legal permit review, all those mill permit is valid. Other permits are available and it has been verified during audit. Original records of those permits available in mills and well maintained.</p> <p>Scheme Smallholders:</p> <p>Group manager made a simple form in the "Buku Pintar Petani" to demonstrate legal requirement that needs to be comply with. For example: name, status of the land/certificate detail, hectarage, NPWP (tax-payer number), etc. Individual members attended training, from Group manager. Individual members filled up "Buku Pintar Petani" to demonstrate legal requirement that needs to be comply with. For example: name, status of the land/certificate detail, hectarage, NPWP (tax-payer number).</p>	

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Criterion / Indicator		Assessment Findings				Compliance
		Name	Certificate	Hectarage	NPWP	
		Suparno (2331)	**05	2 Ha	07***** *_***080	
		Kolil (2464)	**268	2 Ha	07***** *_***13	
		Abdullah (931)	**189	2 Ha	07***** *_***71	
		Endang (2474)	**83	2 Ha	07***** *_***299	
		Tugimin (3842)	**827	2 Ha	07***** *_***155	

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>- Minor compliance -</p>	<p>There is a documented system registering all relevant legal requirements to which the company must comply, and also there is a document of "Legal Register" edition June 2017 has been established, which includes relevant Environmental regulation, Plantation permit, etc. The list would be reviewed once a year by the EHS Department and all relevant department, updated as necessary. Evaluation of compliance for all regulation and other requirement related to environment, health and safety, manpower and land tenure has been performed (presented in "Evaluation of Compliance").</p> <p>The organization has a mechanism to ensure compliance with all applicable laws and regulations compliance through procedure "SOP Pemenuhan Peraturan Perundang-undangan dan Perubahannya" (No. SOP; AA-GL-5001.1-RO) dated 5th December 2009). The list would be reviewed once a year by the EHS Department and all relevant departments, updated as necessary, last update on June 2017.</p> <p>The company has "Update List of regulation/pemenuhan peraturan perundang undangan" in June 2017.</p> <p>Scheme Smallholders:</p> <p>Group manager can demonstrate list of applicable laws and regulations for cooperative/KUD. The copy of regulation was obtained from internet.</p> <p>The list of applicable laws and regulations was limited circulation. Group manager, with ICS internal auditor checks and verifies the implementation of RSPO P&C standard, as well as laws and regulation implementation.</p> <p>Extension officer will inform the individual members should any new regulations identified.</p> <p>A joint legal review between cooperative/KUD and Group manager was conducted to check the compliance to the legal requirements which had been conduct when the farmers want to join as a member of group.</p> <p>Relevant RSPO Training was conducted and it mentioned about land title, dispute, new planting, Good Agricultural Practices, Legal requirements and etc.</p> <p>Notice board onsite and farmers handbook contain information such as legal register, list of HCV and RTE, OHS and environmental plan, policies and consultation, communication procedure and etc.</p>	<p>Comply</p>

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Criterion / Indicator		Assessment Findings	Compliance																								
<p>2.1.3</p> <p>A mechanism for ensuring compliance shall be implemented.</p> <p>- Minor compliance -</p>	<p>There is an internal audit process which includes a review of laws and their compliance. There is no evidence of critical legal non compliance as a result of internal audit. Each department has to demonstrate evidence of compliance and/or effort in complying with these legal/regulatory requirements. This includes manpower regulation fulfilment, environmental reporting, health and safety reporting and other legal/regulatory requirements. Evidence of documented mechanism on the compliance with relevant regulation was sighted in terms of Legal Requirements and Evaluation Compliance, It was verified that list of legal requirement is updated regularly.</p> <p>Legal department of the company has the responsibility to update the list of applicable laws and regulations using internet access via relevant webmail address and/or consultation with the related institutions. The latest updated report was on 10 June 2017.</p> <p>Recorded on form "Evaluation of Legal and Other Requirements Compliance". Revised on June 2017.</p> <p>Scheme smallholders:</p> <p>Group manager made a simple form in the "Buku Pintar Petani" to demonstrate legal requirement that needs to be comply with. For example: name, status of the land/certificate detail, hectarage, NPWP (tax-payer number), etc.</p> <table border="1"> <thead> <tr> <th>Name</th> <th>Certificate</th> <th>Hectarage</th> <th>NPWP</th> </tr> </thead> <tbody> <tr> <td>Suparno (2331)</td> <td>**05</td> <td>2 Ha</td> <td>07***** *_***080</td> </tr> <tr> <td>Kolil (2464)</td> <td>**268</td> <td>2 Ha</td> <td>07***** *_***13</td> </tr> <tr> <td>Abdullah (931)</td> <td>**189</td> <td>2 Ha</td> <td>07***** *_***71</td> </tr> <tr> <td>Endang (2474)</td> <td>**83</td> <td>2 Ha</td> <td>07***** *_***299</td> </tr> <tr> <td>Tugimin (3842)</td> <td>**827</td> <td>2 Ha</td> <td>07***** *_***155</td> </tr> </tbody> </table>		Name	Certificate	Hectarage	NPWP	Suparno (2331)	**05	2 Ha	07***** *_***080	Kolil (2464)	**268	2 Ha	07***** *_***13	Abdullah (931)	**189	2 Ha	07***** *_***71	Endang (2474)	**83	2 Ha	07***** *_***299	Tugimin (3842)	**827	2 Ha	07***** *_***155	<p>Comply</p>
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Criterion / Indicator	Assessment Findings	Compliance
<p>2.1.4 A system for tracking any changes in the law shall be implemented.</p> <p>- Minor compliance -</p>	<p>Legal requirement-evaluation and fulfillment mechanism regulated under "SOP Pemenuhan Peraturan Perundang-undangan dan Perubahannya" (No. SOP; AA-GL-5001.1-RO) dated 5 December 2009. The procedure explains the stages for evaluation applicable legal requirements, person in charge for evaluation and ensures implementation of such requirement.</p> <p>The company receives information of changes in regulations from a number of sources. This includes company lawyers, Manpower office, Agriculture and Plantation service and Forestry service and others. This is then circulated and cascaded to relevant department within the company, which might affected by these changes, e.g.</p> <p>a. EHS Department: 23 regulations being evaluated. Evaluation comprise of type of regulations/other requirements, key requirements, evident of compliance, level of compliance, description of non compliance. Example: Undang-Undang No.32 Tahun 2009, Peraturan Pemerintah No.27 Tahun 2012, Peraturan Menteri Lingkungan Hidup No.5 Tahun 2012, Keputusan Menteri Lingkungan Hidup No.45 Tahun 2005, Peraturan Pemerintah No.82 Tahun 2001, Keputusan Menteri Lingkungan Hidup No.51 Tahun 1995, Keputusan Menteri Lingkungan Hidup No.29 Tahun 2003, Keputusan Menteri Lingkungan Hidup No.29 Tahun 2003, etc.</p> <p>b. Human Resources Department: 38 regulations related to manpower. For example: Undang-undang No.13 Tahun 2003, Undang-undang No.29 Tahun 1999, Undang-undang No.1 Tahun 2000, Undang-undang No.02 Tahun 2004, Peraturan Pemerintah No.08 Tahun 1981, Keputusan Menteri Tenaga Kerja Transmigrasi No.224 Tahun 2003 etc.</p> <p>c. Legal Compliance Department Head Office Jakarta: Has prepared Statutory Compliance Paper for Q3 2014/2015, comprise of 9 Corporate Laws Document – RO Location, 5 types of regulation for Human Resources (Jakarta), 5 types of regulations related to Taxes and Retributions (National), 3 types of regulations related to EHS (National), 1 type of regulation related to technology, 8 types of regulations related to Statutory Reports (National), 11 types of regulations related to Corporate Document –SPU Location (Central Kalimantan), 6 types of regulations related to Plantation Process/Activities (CK), 5 types of regulations related to Human Resources, 10 types of regulations related to Local Taxes and Retributions, 5 types of regulation related to EHS (Location), 3 types of regulation related to Technology,</p>	<p>Comply</p>

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Criterion / Indicator	Assessment Findings	Compliance
	<p>7 types of regulations related to Local Statutory Reports, 8 types of regulation related to Corporate Document Mill Location (CK), 16 types of regulations related to Mill Process/Activities (CK), 12 types of regulations related to Human Resources, 8 types of regulation related to Local Taxes and Retributions, 5 types of regulations related to EHS (Mill Location), 3 types of regulations related to Technology, 6 types of regulation related to Local Statutory Reports.</p> <p>Scheme smallholders: Extension officer from PT. Inti Indosawit Subur will inform the individual members should any new regulations identified. A joint legal review between cooperative/KUD and Group manager was conducted to check the compliance to the legal requirements which had been conduct when the farmers want to join as a member of group. Relevant RSPO Training was conducted and it mentioned about land title, dispute, new planting, Good Agricultural Practices, Legal requirements and etc. Notice board onsite and farmers handbook contain information such as legal register, list of HCV and RTE, OHS and environmental plan, policies and consultation, communication procedure and etc. Audit team verifies though "Buku Saku Petani" belong to Jumsa, Nolo, Mat Isah, Kolil, Endang.</p>	
<p>Criterion 2.2: The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.</p>		

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<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.</p> <p>- Major compliance -</p>	<p>Estate and Mill: PT. Inti Indosawit Subur – Tungkal Ulu, demonstrate a valid land ownership covering:</p> <ol style="list-style-type: none"> 1. Renewal HGU No.61/HGU/BPN/2005, dated 2 June 2005, approved by BPN “tentang Pemberian HGU atas nama PT Inti Indosawit Subur seluas 3,503.02 Ha” dated 2 June 2005. 2. Surat Keputusan Kepala BPN Pusat No.82/HGU/BPN RI/2014, dated 15 May 2014 for area of 1,053.34 ha). <p>Scheme smallholders: All the land of farmers is the government program (PIR–Trans) appropriate with “Keputusan Menteri Transmigrasi” No.Kep.91/MEN/1991 dated 29 July 1991 on the Implementation of Transmigration PIR Trans permit to PT Inti Indosawit Subur with oil palm in Tungkal Location Ulu, Tanjung Jabung and location Muarabulian, Batanghari Regency, Jambi Province.</p> <p>Land that is prospective for smallholder development has been removed from a forest area in accordance with the Ministerial Decree No.494/Kpts-II/1991 dated 7 August 1991 on the release of forest area covering an area of 17,000 ha located in Forest Group S. Lampisi - S.-Palik Palik Regency Tanjung Jabung regency and covering an area of 9,356 ha located in the forest group S. Kehidupan - S. Singoan District Batanghari Regency, Jambi Province for the cultivation of plantations with <i>Pir Trans</i> scheme on behalf of PT. Inti Indosawit Subur.</p> <p>Smallholders are able to demonstrate a valid land title during audit, a copy of land title/Sertifikat Hak Milik (SHM) is available in Cooperative office. Issued by BPN Tanjung Jabung Regency, sampled land title (SHM) as evidence, e.g.</p> <table border="1" data-bbox="657 1556 1197 1818"> <thead> <tr> <th>Name</th> <th>SHM No.</th> </tr> </thead> <tbody> <tr> <td>Madreja/Yuyu Sudiono</td> <td>1702</td> </tr> <tr> <td>Mari Wajaujih/Abdul Syahri</td> <td>1365</td> </tr> <tr> <td>Sarbini/Dailami</td> <td>1491</td> </tr> <tr> <td>Tumino</td> <td>1490</td> </tr> <tr> <td>Sarijal/Mahroni</td> <td>1494</td> </tr> <tr> <td>Sutiyono</td> <td>1497</td> </tr> <tr> <td>Bambang Sunarto/Ngatman</td> <td>1513</td> </tr> </tbody> </table>	Name	SHM No.	Madreja/Yuyu Sudiono	1702	Mari Wajaujih/Abdul Syahri	1365	Sarbini/Dailami	1491	Tumino	1490	Sarijal/Mahroni	1494	Sutiyono	1497	Bambang Sunarto/Ngatman	1513	<p>Comply</p>
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2.2.2	<p>Legal boundaries shall be clearly demarcated and visibly maintained.</p> <p>- Minor compliance -</p>	<p>All legal boundaries are clearly demarcated and maintained in the form of boundary stones, these boundary stones are photographed, mapped and GPS location is recorded.</p> <p>Based on field inspections in HGU on GPS Location e.g: (S: 01° 34' 14.3", E 103° 10' 06.6"), (S: 01° 34' 20.3", E 103° 09' 25.1"), (S: 01° 36' 42.2", E 103° 10' 03.3"), (S: 01° 36' 41.7", E 103° 10' 08.3"), there were confirmed that boundaries are demarcated by trenches and boundary stones.</p> <p>The company also has conducted legal boundary stones monthly as recorded in "Laporan Pemeriksaan dan Perawatan Patok Batas PT Inti Indosawit Tungkal Ulu -Jambi" for period January – April 2017 has conducted to inspection of 85 legal boundaries.</p> <p>Scheme smallholders:</p> <p>All legal boundaries are clearly demarcated and maintained in the form of boundary stones, these boundary stones are photographed, mapped and GPS location is recorded. Smallholders are able to demonstrate a valid land title during audit, a copy of land title/Sertifikat Hak Milik (SHM) is available in Cooperative office. Issued by BPN Tanjung Jabung Regency, sampled land title (SHM) as evidence, e.g.</p> <table border="1"> <thead> <tr> <th>Name</th> <th>SHM No.</th> </tr> </thead> <tbody> <tr> <td>Madreja/Yuyu Sudiono</td> <td>1702</td> </tr> <tr> <td>Mari Wajaujih/Abdul Syahri</td> <td>1365</td> </tr> <tr> <td>Sarbini/Dailami</td> <td>1491</td> </tr> <tr> <td>Tumino</td> <td>1490</td> </tr> <tr> <td>Sarijal/Mahroni</td> <td>1494</td> </tr> <tr> <td>Sutiyono</td> <td>1497</td> </tr> <tr> <td>Bambang Sunarto/Ngatman</td> <td>1513</td> </tr> </tbody> </table> <p>Audit team made boundary inspectoin to these sampled smallholder blocks, and found that boundary poles in each plantation blocks (at four corners) are in accordance to land certificate, consistent to what's drew in "Buku Pintar Petani". Physical objects were used, such as frond stacking, stone, trees, etc. to identify the plantation boundary.</p>	Name	SHM No.	Madreja/Yuyu Sudiono	1702	Mari Wajaujih/Abdul Syahri	1365	Sarbini/Dailami	1491	Tumino	1490	Sarijal/Mahroni	1494	Sutiyono	1497	Bambang Sunarto/Ngatman	1513	Comply
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2.2.3	<p>Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC).</p> <p>- Minor compliance -</p>	<p>Estate: There is no land disputes and occupants was noted during audit.</p> <p>Scheme smallholders: There is no land disputes and occupants was noted during audit.</p>	Comply
2.2.4	<p>There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.</p> <p>-Major compliance</p>	<p>Estate: There is no land disputes and occupants was noted during audit.</p> <p>Scheme smallholders: There is no land disputes and occupants was noted during audit.</p>	Comply
2.2.5	<p>For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>-Minor compliance</p>	<p>Estate: There is no land disputes and occupants was noted during audit.</p> <p>Scheme smallholders: There is no land disputes and occupants was noted during audit.</p>	Comply
2.2.6	<p>To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations.</p> <p>-Major compliance</p>	<p>Estate: There is no land disputes and occupants was noted during audit.</p> <p>Scheme smallholders: There is no land disputes and occupants was noted during audit.</p>	Comply
<p>Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, customary or user right of other users without their free, prior and informed consent.</p>			

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.3.1 Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities)..</p> <p>- Major compliance -</p>	<p>Estate: The plantation was as part of PIR-Trans program. The area developed along with the scheme smallholder – surrounding the plantation. There was no land compensation since area designation was clean and clear. One of the stakeholder interviewed, head of Cinta Damai – SP1 village, there was no land dispute reported from communities.</p> <p>Scheme smallholders: Based on interview with surrounding communities, cooperative member and smallholders, there is no land dispute in area of KUD Sawit Mulia, KUD Karya Jaya and KUD Bina Usaha. Each KUD has a mechanism to handle land conflict under Communication and Consultation Mechanism. The mechanism including participatory mapping, under supervision from village authorities.</p>	<p>Comply</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include:</p> <p>a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making;</p> <p>b) Evidence that the company has respected communities’ decisions to give or withhold their consent to the operation at the time that this decision was taken;</p> <p>c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company’s title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>Estate: The development of PT. Inti Indosawit Subur – Tungkal Ulu POM and its supply bases was mandated by government. There was no negotiated agreement between company and other party because it was previously state land. There was no customary landowners because it was previously state land. Both company-owned estate and scheme smallholder plantation have been granted with Hak Guna Usaha and/or Sertifikat Hak Milik/SHM, the highest level of legal ownership of the land. PT. Inti Indosawit Subur recorded all legal process of land grant between company and Tanjung Jabung Barat government. No land disputes noted since 2012.</p> <p>Scheme smallholders: The development of PT. Inti Indosawit Subur – scheme smallholder was mandated by government. The land was granted directly from government through Decree of Minister of Transmigration No. Kep.91/MEN/1991 dated 29 July 1991 regarding “Izin Pelaksanaan Perkebunan Transmigrasi PIR Trans kepada PT. Inti Indosawit Subur dengan komoditas kelapa sawit” with commodity palm oil plantation at location in Tungkal Ulu, Tanjung Jabung Regency and location in Muara Bulian, Batanghari Regency, Province of Jambi”. There was no negotiated agreement between company, scheme smallholders and other party because it was previously state land. There was no customary landowners because it was previously state land. The cooperatives developed as part of <i>PIR-Trans</i> programme. Both company-owned estate and scheme smallholder plantation have been granted with Hak Guna Usaha and/or Sertifikat Hak Milik/SHM, the highest level of legal ownership of the land. Based on interview with surrounding communities, cooperative member and smallholders, there was no land dispute in area of KUD Sawit Mulia, KUD Karya Jaya and KUD Bina Usaha. Each KUD has a mechanism to handle land conflict under Communication and Consultation Mechanism. The mechanism including participatory mapping, under supervision from village authorities. No negotiation for land dispute relevant to smallholder’s land because no land dispute in the area. Based on interview with scheme smallholders members and local government, there was no noted land dispute since this project started.</p>	<p>Comply</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>2.3.3</p> <p>All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>-Minor compliance</p>	<p>Estate: The development of PT. Inti Indosawit Subur – Tungkal Ulu POM and its supply bases was mandated by government. There was no negotiated agreement between company and other party because it was previously state land. There was no customary landowners because it was previously state land. Both company-owned estate and scheme smallholder plantation have been granted with Hak Guna Usaha and/or Sertifikat Hak Milik/SHM, the highest level of legal ownership of the land. PT. Inti Indosawit Subur recorded all legal process of land grant between company and Tanjung Jabung Barat government. No land disputes noted since 2012.</p> <p>Scheme smallholders: The development of PT. Inti Indosawit Subur – scheme smallholder was mandated by government. The land was granted directly from government through Decree of Minister of Transmigration No. Kep.91/MEN/1991 dated 29 July 1991 regarding “Izin Pelaksanaan Perkebunan Transmigrasi PIR Trans kepada PT. Inti Indosawit Subur dengan komoditas kelapa sawit” with commodity palm oil plantation at location in Tungkal Ulu, Tanjung Jabung Regency and location in Muara Bulian, Batanghari Regency, Province of Jambi”. There was no negotiated agreement between company, scheme smallholders and other party because it was previously state land. There was no customary landowners because it was previously state land. The cooperatives developed as part of <i>PIR-Trans</i> programme. Both company-owned estate and scheme smallholder plantation have been granted with Hak Guna Usaha and/or Sertifikat Hak Milik/SHM, the highest level of legal ownership of the land. Based on interview with surrounding communities, cooperative member and smallholders, there was no land dispute in area of KUD Sawit Mulia, KUD Karya Jaya and KUD Bina Usaha. Each KUD has a mechanism to handle land conflict under Communication and Consultation Mechanism. The mechanism including participatory mapping, under supervision from village authorities. No negotiation for land dispute relevant to smallholder’s land because no land dispute in the area. Based on interview with scheme smallholders members and local government, there was no noted land dispute since this project started.</p>	<p>Comply</p>

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2.3.4	<p>Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.</p> <p>-Major compliance</p>	<p>Estate: Communities are free to choose their representation. This is evident in the process detailed on dispute settlement as agreed per letter No.10/SSL-RO3/Ext-PT IIS/VI/12 dated 4 June 2012</p> <p>Scheme smallholders: Based on interview with surrounding communities, cooperative member and smallholders, there is no land dispute in area of KUD Sawit Mulia, KUD Karya Jaya and KUD Bina Usaha. Each KUD has a mechanism to handle land conflict under Communication and Consultation Mechanism. The content of the procedure not only relates with communication and consultation, but also regulating conflict settlement mechanism. The mechanism for conflict settlement includes participatory mapping. During participatory mapping, measurement, negotiation and compensation process both KUD and the complainant may appoint their own representative, but the village authorities act as mediator/mediation.</p>	Comply
Principle 3: Commitment to long-term economic and financial viability			
Criterion 3.1:			
There is an implemented management plan that aims to achieve long-term economic and financial viability.			

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<p>3.1.1 A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.</p> <p>- Major compliance -</p>	<p>PT. Inti Indosawit Tungkal Ulu Estate and Mill has been established documented management plan for 5 years. Management plan contain information:</p> <ul style="list-style-type: none"> - Production FFB actual in the previous 10 year and projection until year 2020 - OER average actual in the previous 10 year and projection until year 2020 - Estate Production cost per tonne CPO - Mill production cost per tonne CPO - Replanting programme 2016 – 2024 <p>Estate Production cost consist of:</p> <ul style="list-style-type: none"> - Upkeep cost: weeding, fertilizing, pest and disease control, pruning, census & thinning out, Terracing and trench maintenance, road and bridge maintenance, ect. - Harvesting cost: collecting and transportation <p>Mill production cost consist of:</p> <ul style="list-style-type: none"> - Mill maintenance : service and maintenance - Mill operation cost, additional material, spareparts, heavy equipment. - Labor/manpower cost <p>The existing figures and projection values are reviewed and evaluated annually by management to adjust projection with actual performance. In general, the company still have good expectation on the business sustainability, despite recent drought problem.</p> <p>Scheme smallholders: Plasma Tungkal Ulu has also establish Business plan for 2018 – 2020 presented in “Biaya Produktifitas 3 tahun”. Consist of:</p> <ul style="list-style-type: none"> - Year planted, Number KT/Hamparan, hectarage - FFB Production projection - FFB Price estimation - Total Cost including: Harvesting, Transportation, Pruning, TUS (Chemical weeding), Fertilizer, Road maintenance - Nett income <p>A business plan for the year 2017 is available which incorporating the planned activity such as filed operation, management resources & communication, smallholder technical support programme established and etc.</p>	<p>Comply</p>

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<p>3.1.2</p> <p>An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available.</p> <p>- Minor compliance -</p>	<p>Company has established replanting programme 2016 – 2024. Below are the replanting program:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Replanting plan</th> <th colspan="4">Year Planted</th> </tr> <tr> <th>1990</th> <th>1991</th> <th>1993</th> <th>1994</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>291</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>2017</td> <td>300</td> <td>307</td> <td>-</td> <td>-</td> </tr> <tr> <td>2018</td> <td>-</td> <td>188</td> <td>425</td> <td>-</td> </tr> <tr> <td>2019</td> <td>278</td> <td>332</td> <td>-</td> <td>-</td> </tr> <tr> <td>2020</td> <td>57</td> <td>435</td> <td>75</td> <td>-</td> </tr> <tr> <td>2021</td> <td>-</td> <td>-</td> <td>552</td> <td>-</td> </tr> <tr> <td>2022</td> <td>-</td> <td>513</td> <td>154</td> <td>-</td> </tr> <tr> <td>2023</td> <td>-</td> <td>-</td> <td>230</td> <td>400</td> </tr> <tr> <td>2024</td> <td>-</td> <td>-</td> <td>209</td> <td>-</td> </tr> </tbody> </table> <p>Replanting activity in 2016 has been implemented by PT. Inti Indosawit Subur and in 2017 is in progress. Replanting realization presented in “Program dan Realisasi Bulanan Replanting”. In year 2016, replanting activity has been done with area land clearance dan planting 291 ha. In 2017 upon June 2017 land clearance has been done 446 ha, however still on progress to planting.</p> <p>Replanting has been done mechanically, consist of:</p> <ul style="list-style-type: none"> - Felling, de-bolling, chipping by Excavator; - Terracing by Excavator; - Close the hole by Excavator; - Road construction (bulldozer); - Ditch/waterways and drainage system by Excavator; - First Plowing by traktor; - Fertilizing Dolomite + RP application; - Second Plowing; - Rake the soil by tractor; - Spraying before cover crop planting; - Marking point of planting; - Making a planting hole; - Land cover crop planting; - Palm oil planting <p>Scheme Smallholders:</p> <p>PT. Inti Indosawit Subur has provided help for replanting programme in scheme smallholder plantation. Some of scheme smallholder replanting program has been implemented.</p> <p>KUD Sawit Kita: Plan for 2018 replanting for area of 78Ha.</p> <p>KUD Karya Jaya: Cooperative shows “Rencana Pelaksanaan Replanting Kebun Plasma Tungkal Ulu PT Inti Indosawit Subur” KUD Karya Jaya. The replanting plan for 2017 for area of 400 Ha re on progress and TKD of 10 Ha, to be replanted on 2019.</p> <p>KUD Panca Mukti: “Rencana Pelaksanaan Replanting Kebun Plasma Tungkal Ulu PT Inti Indosawit Subur” KUD Panca Mukti. Replanting plan for 2021 of 540 ha. Replanting plan for 2022 for area of 252 Ha.</p>	Replanting plan	Year Planted				1990	1991	1993	1994	2016	291	-	-	-	2017	300	307	-	-	2018	-	188	425	-	2019	278	332	-	-	2020	57	435	75	-	2021	-	-	552	-	2022	-	513	154	-	2023	-	-	230	400	2024	-	-	209	-	<p>Comply</p>
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Principle 4: Use of appropriate best practices by growers and millers		
Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.		
4.1.1 Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -	The company has procedures for estate beginning from land preparation up to replanting, such as: 1. "SOP AA-APM-OP-1100.01-R4 dated 5/09/2016 seedling Nursery"; 2. "SOP AA-APM-OP-1100.02-R3 10/06/2015 Planting"; 3. "SOP AA-APM-OP-1100.03-R2 24/07/2015 Road and bridge construction and maintenance"; 4. "SOP AA-APM-OP-1100.04-R3 07/12/2015 culvert/drainage construction and maintenance"; 5. "SOP AA-APM-OP-1100.05-R3 23/11/2016 Soil & Water Conservation"; 6. "SOP AA-APM-OP-1100.06-R6 16/02/2017 Planting cover crops"; 7. "SOP AA-APM-OP-1100.07-R6 16/02/2017, Oil Palm Planting"; 8. "SOP AA-APM-OP-1100.08-R6 11/05/2016 Weed control"; 9. "SOP AA-APM-OP-1100.09. R5 5/09/2016 Fertilizer application"; 10. "SOP AA-APM-OP-1100.10. R6 23/11/2016 Pests & Disease Control"; 11. "SOP AA-APM-OP-1100.11. R1 01/02/2009 for pesticide handling"; 12. "SOP AA-APM-OP-1100.12. R3 23/11/2016 Castration"; 13. "SOP AA-APM-OP-1100.13. R3 04/03/2016 pruning activity"; 14. "SOP AA-APM-OP-1100.14. R3 16/02/2017 Palm census and palm identification"; 15. "SOP AA-APM-OP-1100.15. R2 01/10/2010 production census"; 16. "SOP AA-APM-OP-1100.16. R1 01/02/2009 Palm consolidation; provision of support to fallen palm"; 17. "SOP AA-APM-OP-1100.17. R1 23/10/2014 water management"; 18. "SOP AA-APM-OP-1100.18. R3 20/04/2015 harvesting"; ---	Comply

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	<p>19. "SOP AA-APM-OP-1100.19. R1 01/02/2009 FFB Transport";</p> <p>20. SOP AA-APM-OP-1100.20-R6 16/02/2017 Replanting;</p> <p>21. SOP AA-KL-04-EFP dated 01/12/2009 on safe working practice on the use of agrochemical</p> <p>Tungkal Ulu POM has established a procedure to process the FFB to become CPO and PK begins from reception of FFB to dispatch of CPO and PKO:</p> <ol style="list-style-type: none"> 1. "SOP AA-MPM-OP-1400.02.R2 Stasiun Penerimaan" for FFB receiving station; 2. "SOP AA-MPM-OP-1400.03.R1 Stasiun Rebusan" for sterilizer; 3. "SOP AA-MPM-OP-1400.04.R1 Stasiun Pemisahan Berondolan" for loose fruit separation; 4. "SOP AA-MPM-OP-1400.05-R1 Stasiun pengadukan dan pengempaan" for pressing station; 5. "SOP AA-MPM-OP-1400.06-R1 Stasiun pemurnian" for clarification station; 6. "SOP AA-MPM-OP-1400.07-R1 Stasiun pemisahan nut dan fiber" for nut and fiber separation; 7. "SOP AA-MPM-OP-1400.08-R1 Stasiun kernel" for kernel station; 8. "SOP AA-MPM-OP-1400.09-R1 Boiler"; 9. "SOP AA-MPM-OP-1400.10-R1 Engine room"; 10. "SOP AA-MPM-OP-1400.11-R1 Water treatment; 11. "SOP AA-MPM-OP-1400.12-R1 Laboratory"; 12. "SOP AA-MPM-OP-1400.13-R1 Palm oil mill effluent treatment"; 13. "SOP AA-MPM-OP-1400.14-R2 CPO and PK bulking and dispatch operation"; 14. "SOP AA-MPM-OP-1400.15-R1 preventive maintenance"; <p>The mill operational procedures explains the flow process, specification of material and process, machinery and tools required, step-by-step process, control, monitoring and measurement and health and safety requirements.</p> <p>Scheme smallholders: Plasma Tungkal Ulu Group Guidance was established to monitor the best management practise. SOP was follow the procedure of PT Inti Indosawit Subur. The procedure were sighted, for example: ---</p>	

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	<ol style="list-style-type: none"> 1. Nursery procedure SOP AA-Plasma-PP-KS-01; 2. Pest and Disease Control procedure SOP AA-Plasma-PP-KS-02 3. Fertilizing procedure SOP AA-Plasma-PP-KS-03 4. Harvesting procedure SOP AA-Plasma-PP-KS-4 5. Internal Communication Group Certification SOP No. 007/DOK/SOP/AA2016 6. Assessment and Inspection Member Group Plantation SOP No. 013/DOK/SOP/AA/2016 7. FFB sale Mechanism SOP No. 020/DOK/SOP/AA/2016 <p>Group manager has determined training programme for Best management practise such as: BMP training on 24 March 2017 in KUD Bina Usaha, 2 February 2017 in KUD Sawit Mulia, 11 March 2017 in KUD Karya Jaya.</p> <p>To ensure the SOP implementation, group has determined the mechanism which described in SOP No. 028/DOK/SOP/AA/2016 Internal Inspection.</p> <p>All member group was follow the SOP which established by Group.</p>	
<p>4.1.2</p> <p>A mechanism to check consistent implementation of procedures shall be in place.</p> <p>- Minor compliance -</p>	<p>Implementations of the SOPs are monitored through field inspection by the estate assistant managers, Agronomist, Plantation advisers, mill adviser and by RSPO internal audits.</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu has a procedure for internal audit under Standard Operating Procedures AA-SOP-ES-6001-R2 dated 15 August 2015. The procedure stating internal audit of minimum once a year. Upon finding, management unit shall prepare review on audit finding and prepare root cause analysis, prepare corrective action – with person in charge and completion target. Internal audit on integrated sustainability (ISPO, RSPO, ISCC, and SMK3) which covers all aspects of sustainability practises in mills and estate in accordance with applicable standard has been conducted on 2 June 2017 for PT Inti Indosawit Subur – Tungkal Ulu Estate and Mill.</p> <p>To checking and monitoring of operations procedures, PT. Inti Indosawit Subur – Tungkal Ulu Estate has conducted any others internal audit and visit such as:</p> <ul style="list-style-type: none"> - Visiting Agent, conducted minimum once a year by independent consultant, latest visit conducted on 13 – 18 March 2017 by Ngu Heng Shiew. Monitoring estate operation including : Labor, production and quality, production cost, upkeep of mature and imature palms, harvesting, Nursery, Land clearing, continual improvement, etc. <p>---</p>	<p>Comply</p>

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	<ul style="list-style-type: none"> - R&D Agronomic Visit, conducted once a year by R&D team. Latest visit conducted on 13 – 16 May 2017 by Johnson Situmorang. Monitoring operation including: plantation condition, upkeep mature and immature, fertilizer and agronomic procedure implementation. <p>To checking and monitoring of operations procedures, PT Inti Indosawit Subur – Tungkal Ulu Palm Oil Mill has conducted any others internal audit and visit such as:</p> <ul style="list-style-type: none"> - Visiting Engineering, conducted minimum once a year by independent consultant, latest visit conducted on 16 – 20 March 2017 by TCJ Thomas. Monitoring mill operation including: manpower, production, production cost, plant and machinery processing, processing, environment management system (effluent treatment plant, land application, mill by product), occupational health and safety, sustainability and others. - R & D process and QC visit, conducted minimum once a year by R&D Department. Latest visit conducted on 21-26 December 2016 by Tri Lasmono. Monitoring operation including: processing and quality control (FFB received, sterilization, unstripped bunches, processing temperature, raw water treatment, effluent pond, laboratory, mass balance, cross check). - For daily implementation, mill managers and assistant has responsible for monitoring of SOP implementation. <p>Scheme smallholders:</p> <p>Regular field inspection to monitor the SOP implementation has been carried out by ICS. Record monitoring verified for example :</p> <ul style="list-style-type: none"> - "Monitoring Sortasi dan Timbang TPH" contain information of FFB quality inspection in member plantation on harvesting process. Record for each month inspection were available, for instance on May 2017 for KUD Karya Jaya. On First rotation on Kav. 1404 Bandiono found under ripe 2 FFB so that its not calculate as tonnage of production, 61 FFB was met with quality standard. - "Pemeriksaan Mutu TBS Plasma" contain information FFB quality inspection and field inspection. Record verified dated 02 May 2017 for KUD Karya Jaya and Bina Usaha. - "Rekomendasi Pemupukan tahun 2016/2017" contain information of fertilizer recommendation and application. To ensure the proper dosage and application, Plasma Tungkal Ulu provide dose equipment and monitor by field supervisor. <p>---</p>	

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	<ul style="list-style-type: none"> - "Berita Acara Serah Terima Pupuk Paket Petani plasma" contain information of fertilizer calculation and volume applied to field accompanied by KUD and inspector. - "Monitoring pemupukan petani plasma", contain a volume applied for each kind of fertilizer in each member. For example in KUD Subur Makmur ZA applied 640 kg on Februari 2017 for each member, MOP applied 448 kg on Februari 2017 for each member and Rock Phospate applied 384 kg on June 2017 for each member. - "Formulir Sensus Hama Daun" contain information of pest and disease census and control as per procedure. For instance On 16 June 2017 in KUD Bina Usaha, there is no caterpillar attack which more than threshold. <p>The internal audit was conducted to check the implementation, which the latest was conducted by Eko Suwardi in KUD Sawit Mulia on 2 March 2017, by Rudy Jasthon in KUD Bina Usaha on 14 March 2017 and by M. Azan in KUD Karya Jaya on 09 February 2017. Audit record in "Formulir Pemeriksaan Internal Petani Plasma".</p> <p>Internal audit programme for all member has been determined by ICS in "Program internal audit petani ICS KLT Tahun 2018 s.d 2021".</p>	
<p>4.1.3</p> <p>Records of monitoring and any actions taken shall be maintained and available, as appropriate.</p> <p>- Minor compliance -</p>	<p>Tungkal Ulu Estate:</p> <p>Record of monitoring and any follow up actions was available, such as:</p> <ul style="list-style-type: none"> - Visiting Agent report No: KTU/VA/FULL01-17. Follow up regarding issues and finding during visiting agent presented in "Progress action plan kunjungan VA/R&D". All issue and finding has been addressed by PT. Inti Indosawit Subur. Progress and evidence of implementation can be demosnstrated. For example found some pruning is not standard in area lebongan, company has follow it up by inner clamp AM modification to ease pruning of height palm in area lebongan. - R&D Agronomic Visit Report No. KTU/R&D-AGRO/01-17. Follow up regarding issues and finding during visiting agent presented in "Progress action plan kunjungan VA/R&D". All issue and finding has been addressed PT. Inti Indosawit Subur. - Form "Pemeriksaan Mutu Buah" contain information of FFB quality inspection conducted by Mandor Panen. FFB quality checked in TPH by mandor including: normal FFB, under ripe FFB, over ripe FFB, long stalk, brondolan, empty bunch fruit. 	<p>Comply</p>

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	<ul style="list-style-type: none"> - For example: inspector Selamat Afdeling I dated 24 July 2017, normal FFB 117 and loose fruit 317; Inspector Fajar TS Afdeling I dated 27 July 2017, Normal FFB 120, loose fruit 288. - Form "Pemeriksaan ancah" contain information result of harvesting inspection activity to check quality of harvesting as per procedure. For example inspector Slamet Afdeling I dated 24 July 2017 total 65 palm oil plant checked found 122 brondol. Each brondol subjected to penalty IDR 50/brondol. - "Buku Penerimaan TBS" contain information of FFB quality inspection conducted by kerani buah. <p>Tungkal Ulu POM:</p> <ul style="list-style-type: none"> - Visiting Engineering report No. PTU-VE-FULL 01-16. Follow up regarding issues and finding during visiting engineering presented in "Actin Plan VE PMKS Tungkal Ulu" 17-19 March 2016. All issue and finding has been addressed by PT Inti Indosawit Subur. Progress and evidence of implementation can be demonstrated. For example : Found puddle of water from EFB in EFB hopper area and its not comply to environmental policy, Tungkal Ulu POM has follow it up by repairing and replacing hopper structure and repairing ditch in hopper area. - Report of Internal audit on integrated sustainability (ISPO, RSPO, ISCC, and SMK3) which covers all aspects of sustainability practises in mills in accordance with applicable standard, dated 2 June 2017. - R & D process and QC visit report No. PTU/R&D-P&QC/01-16. Recommendation of R&D visit has been follow up by Tungkal Ulu POM. - Laporan harian pabrik, issued each day for example LHP PMKS Tungkal Ulu date 25 July 2017. Contain information resume of operational ativity in mill such as: incoming FFB, FFB processed, Hour process, troughput, CPO production, PK production, OER, KER, etc. Mill manager evaluated mill performance each day and addressed all issue occur during process. <p>Scheme smallholders:</p> <p>The Group Manager monitored the record keeping which indicates that what need to be include in the Farmer Folder especially on</p> <ul style="list-style-type: none"> - Training record; - Membership contract; - Land ownership documents; - Maps; - Licenses; - Fertilizer and yield records. <p>The records of training and modules were kept at the project site office/KUD.</p> <p>---</p>	

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	<p>Individual member keep record of SOP implementation in "Buku Pintar petani plasma". Sample record seen: Fertilizer application record, training record of SOP, training record of OHS, HCV and IPM on behalf Mr. Saliman Kav. 2316, Sutimin Kav. 2366 from KUD Bina Usaha, Syawal kav 1214 and kholili Kav. 888 from KUD Karya Jaya, Tasman kav. 3874 and Tamzid Kav. 3841 from KUD Sawit Mulia.</p> <p>During the interview, the farmers bring together the "Buku Pintar Petani Plasma" given by the Plasma Tungkal Ulu management.</p> <p>The internal audit was conducted to check the implementation, which the latest was conducted by Eko Suwardi in KUD Sawit Mulia on 2 March 2017, by Rudy Jasthon in KUD Bina Usaha on 14 March 2017 and by M. Azan in KUD Karya Jaya on 09 February 2017. Audit record in "Formulir Pemeriksaan Internal Petani Plasma".</p>	

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<p>4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -</p>	<p>Tungkal Ulu POM are implementing RSPO SCCS for CPO Mills, with module E: Mass Balance. The reason, Tungkal Ulu POM received FFB from certified and non-certified supply bases. There are 31 FFB middlemen whose listed as FFB (non-certified) supplier. To verify certification status of incoming FFB, a procedure regarding Supply Chain and Traceability has been applied. The SOP contains procedure on verification the origin of FFB and its certification status. Mill maintained daily records of all incoming FFB which covers: the origin, weight, transporter details and other details of the FFB received. Mill incorporates the daily data into the Monthly Report and produce mass balance report. Tungkal Ulu POM production record stated 41.96% of the FFB supplied to Tungkal Ulu POM categorized as non-certified FFB. 58% FFB are certified, supplied from company-owned estate and scheme smallholder.</p> <p>Field check to weighbridge station showed that List of Approved FFB Supplier has been maintained and updated periodically through a computerized weighbridge system (WBSmills). Any change in supplier list can only made by authorized person in head office with refers to FFB supply contract. By system, non listed (official) suppliers will not be able to supply FFB to mill, because they do not have specific ID.</p> <p>List of out-growers/third parties source FFB up to July 20th, 2017 in kg: 1. Scheme smallholder KTU-T Pramuka; 5,096,990. 2. TB; 257,380 ---</p>	<p>Comply</p>

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	<p>3. NZ; 12,613,499 4. YES; 2,282,847 5. KSP; 1,488,968 6. HD; 18,932,354 7. Victory; 140,705 8. TP; 1,887,944. 9. CV Saria Abadi; 4,396,467 10. Himpunan Tani mandiri; 391,587 11. CSV; 22,417,786 12. ZA; 971,261 13. Merlung Topaz; 1,612,763 14. MH; 3,184,167 15. Gapoktan Maju Jaya; 5,381,918 16. Penyabungan Topaz; 1,635,128 17. Gapoktan Usaha Berkat; 3,794,921 18. Asosiasi Tani Bersama; 5,570,661</p> <p>PT. Inti Indosawit Subur-Tungkal Ulu has a policy related to purchase of non-certified FFB under "Kebijakan Perusahaan". Point 17 stated: To communicate and evaluate third party related to purchase of FFB from legally demonstrable area, no burning for new development or replanting, no new development in peat area after September 2014, no land conflict and not employing children in the process".</p> <p>PT. Inti Indosawit Subur – Tungkal Ulu POM shows SOP to communicate and evaluate the source of third party FFB (non-certified). SOP Pengawasan Sumber Pembelian TBS Luar AA-MM-506.2-R0, dated 1 January 2014. The procedure for monitoring and evaluation of source of FFB. Purpose to ensure third party FFB sourced from non-forest area, completed with legal use of the land. The procedure: check supporting document from supplier (delivery order, Surat pernyataan, plantation block maps); compare the plantation location map/coordinate against the legal documents; team will compare the plantation location map against the RTRWP; conduct field verification to the source of FFB (oil palm plantation belong to farmer), randomly selected; team prepares database, listing the complying suppliers. Supply of FFB from area which legally contested or coming from protected forest, plantation forest, conservation area – will be rejected. All supplier shall completed with coordinate points, listed in weighbridge system.</p> <p>Scheme smallholders: There is a procedure related to strict segregation of FFB from certified schmee smallholders with non-certified FFB. In the procedure stated that the only FFB coming from certified group members can be sold. The organization has a strict rules to prevent contamination and/or commingling with non-certified FFB.</p> <p>---</p>	

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	<p>Delivery Order issued based on previous day taxation. Only the amount can be sent for receiving mills. Based on procedure, there will be clarification should deviation above 5% in tonnage from last day FFB taxation occurs.</p> <p>All FFB delivered to receiving POM will be completed with Delivery Order/DO with details on DO number/unique ID, farmer group ID, membership number, transport/vehicle number, tonnage, etc. No "RSPO-certified" claim being made.</p> <p>The procedure indicating the documents are kept and maintained for a minimum 5 years. Group manager maintain a record of all FFB sales since first certification period. As per documented procedures, all FFB deliveries made from smallholder shall be accompanied with delivery docket. This being verified during weighing and recorded under "Monitoring Sortasi dan Timbang TPH" contain information of FFB quality inspection in member plantation on harvesting process. To ensure no outside FFB commingle with certified FFB from smallholder plots.</p>	
<p>Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>		

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<p>4.2.1</p> <p>There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.</p> <p>- Minor compliance -</p>	<p>SOP to maintain soil fertility consist of:</p> <ul style="list-style-type: none"> - SOP AA-APM-OP-1100.05-R3 23/11/2016 Konservasi Tanah dan Air explains Soil & Water Conservation; - SOP AA-APM-OP-1100.09. R5 5/09/2016 Pemupukan related to Fertilizer application; <p>Record of SOP implementation to maintain soil fertility presented in:</p> <ul style="list-style-type: none"> - "Program dan Realisasi Aplikasi Janjang Kosong". EFB application performed to maintain soil fertility and to maintain soil structure. Since January – June 2016 company has apply 26,112,770 kg. EFB dosage was 250 kg/palm/year. - "Program dan Realisasi Aplikasi Solid". Solid application performed to maintain soil fertility and to maintain soil structure. Since January – June 2016 company has apply 1,837,300 kg. Solid dosage was 70 kg/palm/year. - "Rekomendasi dan realisasi Pemupukan Kelapa Sawit" Kebun Tungkal Ulu 2017 2017. Fertilizer application performed each year by company to fulfill palm oil nutrition needs. Fertilizer application was made according to leaf sampling analysis and soil sampling analysis. Since January – June 2017, fertilizer application has been implemented as below: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Volume (Kg)</th> <th colspan="3">Type of fertilizer</th> </tr> <tr> <th>ZA</th> <th>RP</th> <th>MOP</th> </tr> </thead> <tbody> <tr> <td>Recommendation (kg)</td> <td>1,573,642</td> <td>536,912</td> <td>1,119,131</td> </tr> <tr> <td>Realisation (kg) ytd June 2017</td> <td>666,275</td> <td>466,182</td> <td>575,262</td> </tr> <tr> <td>Dosage (kg/palm)</td> <td>5.04</td> <td>1.72</td> <td>3.59</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Volume (Kg)</th> <th colspan="3">Type of fertilizer</th> </tr> <tr> <th>Kieserite</th> <th>Dolomite</th> <th>HGFB</th> </tr> </thead> <tbody> <tr> <td>Recommendation (kg)</td> <td>8,914</td> <td>320,868</td> <td>27,067</td> </tr> <tr> <td>Realisation (kg) ytd June 2017</td> <td>-</td> <td>137,168</td> <td>95</td> </tr> <tr> <td>Dosage (kg/palm)</td> <td>0.03</td> <td>1.03</td> <td>0.086</td> </tr> </tbody> </table>		Volume (Kg)	Type of fertilizer			ZA	RP	MOP	Recommendation (kg)	1,573,642	536,912	1,119,131	Realisation (kg) ytd June 2017	666,275	466,182	575,262	Dosage (kg/palm)	5.04	1.72	3.59	Volume (Kg)	Type of fertilizer			Kieserite	Dolomite	HGFB	Recommendation (kg)	8,914	320,868	27,067	Realisation (kg) ytd June 2017	-	137,168	95	Dosage (kg/palm)	0.03	1.03	0.086	<p>Comply</p>
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	<p>Scheme Smallholders: The records of soil fertility practices for each individual farmers was kept at Plasma Tungkal Ulu office, presented in document "Rekomendasi Pemupukan tahun 2016/2017". It include the product name of fertilizers, total bags applied, total area applied, total trees applied.eg:</p> <ol style="list-style-type: none"> 1. In KUD Bina Usaha: Hamparan I, a.n Sugito kav. 2315 applied 563 kg of ZA on February 2017 with dosage 2.25 kg/palm tree, 438 kg MOP on February 2017 with dosage 1.75 kg/palm tree, Kieserite 250 kg on March 2017 with dosage 1 kg/palm tree, HGFB 25 kg on April 2017 with dosage 0.1 kg/palm tree, RP 375 kg on June 2017 with dosage 1.5 kg/palm tree 2. In KUD Karya Jaya: KT 10, on behalf Syawal kav 1214 applied ZA 563 kg on Februrary 2017 with dosage 2.25 kg/palm, MOP 438 kg on February 2017 with dosage 1.75 kg/palm, kieserite 250 kg on March 2017 with dosage 1 kg/palm, HGFB 25 kg on April 2017 with dosage 0.1 kg/palm, RP 375 kg on June 2017 with dosage 1.5 kg/palm. 3. In KUD Sawit Mulia: KT 8 on behalf Yahman kav. 3877 applied: ZA 563 kg on Februrary 2017 with dosage 2.25 kg/palm, MOP 438 kg on February 2017 with dosage 1.75 kg/palm, kieserite 250 kg on March 2017 with dosage 1 kg/palm, HGFB 19 kg on April 2017 with dosage 0.08 kg/palm, RP 375 kg on June 2017 with dosage 1.5 kg/palm. 	

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4.2.2	Records of fertiliser inputs shall be maintained. - Minor compliance -	<p>Records of fertilizer inputs presented in "Rekomendasi Pemupukan Kelapa Sawit" kebun Tungkal Ulu 2017. Fertilizer recommendation for 2017 Tungkal Ulu Estate:</p> <table border="1"> <thead> <tr> <th rowspan="2">Volume (Kg)</th> <th colspan="3">Type of fertilizer</th> </tr> <tr> <th>ZA</th> <th>RP</th> <th>MOP</th> </tr> </thead> <tbody> <tr> <td>Recommendation (kg)</td> <td>1,573,642</td> <td>536,912</td> <td>1,119,131</td> </tr> <tr> <td>Realisation (kg) ytd June 2017</td> <td>666,275</td> <td>466,182</td> <td>575,262</td> </tr> <tr> <td>Dosage (kg/palm)</td> <td>5.04</td> <td>1.72</td> <td>3.59</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2">Volume (Kg)</th> <th colspan="3">Type of fertilizer</th> </tr> <tr> <th>Kieserite</th> <th>Dolomite</th> <th>HGFB</th> </tr> </thead> <tbody> <tr> <td>Recommendation (kg)</td> <td>8,914</td> <td>320,868</td> <td>27,067</td> </tr> <tr> <td>Realisation (kg) ytd June 2017</td> <td>-</td> <td>137,168</td> <td>95</td> </tr> <tr> <td>Dosage (kg/palm)</td> <td>0.03</td> <td>1.03</td> <td>0.086</td> </tr> </tbody> </table> <p>Fertilizer input prepare by R & D department based on leaf sampling analysis and soil sampling analysis.</p> <p>Scheme smallholders: The records of soil fertility practices for each individual farmers was kept at Plasma Tungkal Ulu office, presented in document "Oil Palm fertilizer Recommendation 2017". It include the product name of fertilizers, dosage and year planting.</p> <ul style="list-style-type: none"> - In KUD Bina Usaha: Hamparan I, a.n Sugito kav. 2315 applied 563 kg of ZA on February 2017 with dosage 2.25 kg/palm tree, 438 kg MOP on February 2017 with dosage 1.75 kg/palm tree, Kieserite 250 kg on March 2017 with dosage 1 kg/palm tree, HGFB 25 kg on April 2017 with dosage 0.1 kg/palm tree, RP 375 kg on June 2017 with dosage 1.5 kg/palm tree - In KUD Karya Jaya: KT 10, on behalf Syawal kav 1214 applied ZA 563 kg on February 2017 with dosage 2.25 kg/palm, MOP 438 kg on February 2017 with dosage 1.75 kg/palm, kieserite 250 kg on March 2017 with dosage 1 kg/palm, HGFB 25 kg on April 2017 with dosage 0.1 kg/palm, RP 375 kg on June 2017 with dosage 1.5 kg/palm. <p>---</p>	Volume (Kg)	Type of fertilizer			ZA	RP	MOP	Recommendation (kg)	1,573,642	536,912	1,119,131	Realisation (kg) ytd June 2017	666,275	466,182	575,262	Dosage (kg/palm)	5.04	1.72	3.59	Volume (Kg)	Type of fertilizer			Kieserite	Dolomite	HGFB	Recommendation (kg)	8,914	320,868	27,067	Realisation (kg) ytd June 2017	-	137,168	95	Dosage (kg/palm)	0.03	1.03	0.086	Comply
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<p>4.2.3</p> <p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.</p> <p>- Minor compliance -</p>	<p>Leaf sampling analysis conducted each year by Research and Development Centre PT. Nusa Pusaka Kencana Analytical & QC Laboratory. Latest analysis conducted on May and June 2017, analysis result is remain progress in laboratory. Leaf Sampling Analysis report 2016 was available in "Foliar Analysis Report" Ref. No. 045/INT/R&D/JUN/L/16 dated issue 07/06/16, with sample number 107.</p> <p>Soil sampling analysis was conducted once in five years by "laboratorium Tanah, tanaman, pupuk, Air badan Penelitian dan Pengembangan Pertanian, Laboratorium Penguji Terpadu balai Penelitian Tanama Sayuran" Bandung. Latest soil sampling analysis performed in 28 November 2016 with number sample 36. Analysis result has been issued in 14 February 2017.</p> <p>Leaf Sampling Analysis report and Soil sampling Analysis 2016 was used for Fertilizer input recommendation 2017.</p> <p>Scheme smallholders:</p> <p>The Plasma Tungkal Ulu management has conducts periodic tissue sampling each year. Leaf sampling analysis performed by Research and Development Laboratory PT Nusa Pusaka Kencana. Sample for Leaf analysis determined 3 sample in each Hamparan/Farmer group. Latest analysis was issued by R & D on 25 November 2016. Evidence of analysis result can be demonstrated.</p> <p>Soil sampling analysis conducted regularly each 6 year. Latest soil analysis conducted on June 2014 by Research and Development PT Inti Indosawit Subur. Report of soil analysis was available and can be demonstrated.</p>	<p>Comply</p>

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4.2.4	<p>A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.</p> <p>- Minor compliance -</p>	<p>The company has nutrient recycling strategy with applied EFB, solid and POME to increase the soil fertility.</p> <p>Company has obtained permit for land application to use the waste water from mill as organic fertilizer for palm oil plantation. Permit based on "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kab. Tanjung Jabung Barat Nomor: 503.8/0/DPM-PTSP/2017. Company has permit for land application with area 266.35 ha.</p> <p>POME application total from January – June 2017 Tungkal Ulu Estate was 74,349 m³. Application dosage of POME was 720 m³/ha/year with 4 rotation per year.</p> <p>EFB application from January – June 2017 Tungkal Ulu Estate was 26,112,770 kg. EFB dosage was 250 kg/palm/year.</p> <p>Solid application total from January – June 2017 Tungkal Ulu Estate was 1,837,300 kg. Solid dosage was 70 kg/palm/year.</p> <p>Scheme smallholder: There was no use of EFB and/or POME as nutrient. The scheme smallholder are using palm residues such as palm frond as source for nutrient recycling.</p>	Comply
<p>Criterion 4.3: Practices minimise and control erosion and degradation of soils.</p>			

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4.3.1	<p>Maps of any fragile soils shall be available.</p> <p>- Major compliance -</p>	<p>Soil Analysis carried out in September 2010. Reported under "Laporan Survey Tanah Semidetil Area Perkebunan Kelapa Sawit PT. Inti Indosawit Subur Kebun Tungkal Ulu". Based on the report, the physiographic location in plain with hilly tuffaceous sedimentary rocks. Lithology parent material is clay and sand. Topographic of the area is rolling to hilly. Natural fertility is low to medium.</p> <p>Soil suitability: S2 2,357.5Ha (47.3%) with limiting factor of low natural fertility with low pH; S3 2,200.1 Ha (44.7%) with limiting factor of topographic condition (slope 15-30%); N1 (not suitable) 391.4 Ha (8%) with limiting factor of slope more than 30%. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - Kompleks <i>typic Dystrudepts</i>; - <i>Typic endoaquepts</i>; - <i>Typic endoaquils</i>; - <i>Typic hapludox</i>; - <i>Typic hapludults</i>; - <i>Typic kandiuults</i>; <p>Scheme smallholders:</p> <p>Group manager has kept and maintain the soil map of Plasma Tungkal Ulu in the office. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ol style="list-style-type: none"> 1. Typic Dystrudepts 2. Typic Kandiuults 3. Typic Hapludults <p>Soil map and soil survey result recorded in "Laporan Survei Tanah TinjauKebun Plasma Tungkal Ulu".</p>	Comply
4.3.2	<p>A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific).</p> <p>- Minor compliance -</p>	<p>Management strategy for plantings on slopes has been implemented by organization. PT Inti Indosawit Subur - Tungkal Ulu Estate has procedure "SOP AA-APM-OP-1100.05-R3 23/11/2016 Konservasi Tanah dan Air" explains Soil & Water Conservation;</p> <p>has determined strategy control erosion particular in slope area, such as: 0 – 5° , 6 – 12° , 13 -20° , and more than 20°.</p> <p>The company has applied silt pit, L shape stacking frond and terracing in slope area to reduce erosion. In addition, company planting land cover crop to minimize soil erosion.</p> <p>In the sloping area ≥13° company has made terracing before planting. Terracing made recorded in "Program dan realisasi harian replanting".</p> <p>Since January – June 2017, Tungkal Ulu Estate has made 53,283 m of terrace. During field visit indicated that company has made the terrace according to the procedure.</p> <p>---</p>	Comply

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		<p>Scheme smallholders: The management has established the guidance on managing problematic soil which covered the managing on problematic area (steep terrain, lateritic soils, acid sulphate soil, sandy soils, soil after specific land use change and organic soil).</p>	
4.3.3	<p>A road maintenance programme shall be in place. - Minor compliance -</p>	<p>Road maintenance program and progress was made and recorded in "Program dan Realisasi Pemeliharaan Jalan Manual, Mekanis dan Pengerasan Jalan 2017". Road hardening has been performed by company, realization since January – June 2017 in Tungkal Ulu Estate was 10,940 m. Beside road hardening, company has made road grading by Greader to maintain the road condition. Realisation since January – June 2017 for road grading was 98,574 m. During field audit indicated that road condition is well maintained.</p> <p>Scheme smallholders: The roads are maintained by Group Manager. The Plasma Tungkal Ulu management established the maps for all farmers that clearly marks on FFB evacuation route and conducted the participatory meetings with members to established how road are maintained. During this assessment the roads have been established before and no new road was being developed. Road maintenance programme to maintained good road condition has been established by ICS management. Record of road maintenance presented in:</p> <ul style="list-style-type: none"> - "Laporan Monitoring Kondisi Jalan" Road condition by June 2017 : broken condition 83,874 m medium condition 401,731 and good condition 224,565 - "Program Perbaikan Jalan". Road maintenance programme average 20,000 m each month to repair broken road condition to become good condition. - "Laporan Monitoring Progress Perbaikan jalan". Road maintenance and repairing realisation to date June 2017 : broken road has been repaired 78,030 m, medium condition has been repaired 181,918 m. Total road repairing 259,948 m. <p>Evidence of road maintenance and repairing can be demonstrated.</p>	Comply

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<p>4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.</p> <p>- Minor compliance -</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu plantation.</p> <p>Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - Kompleks <i>typic Dystrudepts</i> - <i>Typic endoaquepts</i> - <i>Typic endoaquils</i> - <i>Typic hapludox</i> - <i>Typic hapludults</i> - <i>Typic kandiudults</i> <p>There is no peat soil identified.</p> <p>Scheme smallholders: No peat soil in Plasma Tungkal Ulu, verified the soil type maps was found that there is no peat soil involve in the Plasma Tungkal Ulu area. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ol style="list-style-type: none"> 1. <i>Typic Dystrudepts</i> 2. <i>Typic Kandiudults</i> 3. <i>Typic Hapludults</i> 	<p>N/A</p>
<p>4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing.</p> <p>- Minor compliance -</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. There is no peat soil identified within PT. Inti Indosawit Subur – Tungkal Ulu plantation.</p> <p>Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - Kompleks <i>typic Dystrudepts</i> - <i>Typic endoaquepts</i> - <i>Typic endoaquils</i> - <i>Typic hapludox</i> - <i>Typic hapludults</i> - <i>Typic kandiudults</i> <p>There is no peat soil identified.</p> <p>Scheme smallholders: No peat soil in Plasma Tungkal Ulu, verified the soil type maps was found that there is no peat soil involve in the Plasma Tungkal Ulu area. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on April 2014 and soil survey semi detail on June 1998:</p> <ol style="list-style-type: none"> 1. <i>Typic Dystrudepts</i> 2. <i>Typic Kandiudults</i> 3. <i>Typic Hapludults</i> 	<p>N/A</p>

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4.3.6	<p>A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).</p> <p>- Minor compliance -</p>	<p>Based on the semi-detailed soil analysis, the soil type falls into loam and clay. There is no peat soil identified within PT Inti Indosawit Subur – Tungkal Ulu plantation.</p> <p>Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - Kompleks <i>typic Dystrudepts</i> - <i>Typic endoaquepts</i> - <i>Typic endoaquils</i> - <i>Typic hapludox</i> - <i>Typic hapludults</i> - <i>Typic kandudults</i> <p>the soil map indicates the plantation located in mineral soil. There was no problematic soil, in form of sandy soil, low organic matter soil, acid sulphate soil identified in the plantation.</p> <p>Scheme smallholders: No fragile and problematic soil in Plasma Tungkal Ulu, verified the soil type maps was found that there is no fragile and problematic soil involve in the Plasma Tungkal Ulu area. It was confirmed during onsite visit too.</p>	N/A
<p>Criterion 4.4: Practices maintain the quality and availability of surface and ground water.</p>			

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<p>4.4.1 An implemented water management plan shall be in place.</p> <p>- Minor compliance -</p>	<p>Mill and Estate: The company has established and implemented Water Management Plan Tungkal Ulu Group consists of management water supply for domestic, water consumption and measurement of water quality. Chemical handlers are trained in the disposal of chemicals - waste chemicals containers are disposed of or are re-used for sprayers in field. PT. Inti Indosawit Subur Tungkal Ulu has a permit for use of water surface as per "Keputusan Bupati Tanjung Jabung Barat No. 503.30/01/KPPT/2011 tentang Ijin Pengambilan Air Permukaan PT Inti Indosawti Subur" the located for Base Camp II PT. Inti Indosawit Subur dan Pabrik Kelapa Sawit Tungkal Ulu". The permitted water extraction/debit at 2,000 m³/day. Permit dated 5 July 2011 – valid until 5 years. Currently under renewal process, waiting for government decision. The company has appointed independent laboratory to conduct analysis of water quality regularly and consistent, the result shown that water quality is complies with national regulation. Monitoring of water quality in upstream – downstream Sengoan river conducted on 26 October 2016 by Sucofindo Laboratory, the reference to "Peraturan Pemerintah Republik Indonesia No.82 tahun 2001". Certificate No.03805/CLAKAJ. ---</p>	<p>Comply</p>
	<p>Scheme smallholders: Group manager has the Map for Ecosystem Services – Major River, Water catchments. This map was done during SEIA and HCV. Training/socialization related the implementation for Implementation of water management Plan as per "Notulen FKKT – Kebijakan Manager Group ICS dan Penyuluhan ICS", e.g: - On 25 March 2017, socialization for KUD Karya Jaya was attended by 26 individual member (KT1-KT20) - On 12 May 2017, socialization for KUD Bina Usaha was attended by 32 individual member (KT 1 –KT 18) - On 13 May 2017, socialization for KUD Sawit Mulya was attended by 22 individual member</p>	

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<p>4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated.</p> <p>- Major compliance -</p>	<p>Mill and Estate</p> <p>The company has developed the procedure for protection and maintenance appropriate riparian under "SOP Pengelolaan Riparian" no AA-APM-OP-1100.21-R2, dated 7 December 2015, it is stated that at during land clearing area along the river shall be conserved. This was in evidence during replanting, presently in Tungkal Ulu estates. The required buffer zones were seen to have been established during this process. The buffer zones are in places, to prevent run off, coming from nutrients and chemicals through the planting upkeep.</p> <p>The water used for domestic purposes comes from the "reservoir" then pumped into the tank and supplied to the employee residences. To maintain the water source, the company have been planted the native trees around the "reservoir" and along rivers.</p> <p>Water Management Plan, indicating the water need, permit and licensing, monitoring of water quality, infrastructure maintenance and conservation of river buffer zone.</p> <p>Company has establish management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> - Riparian restoration with forest vegetation plant/tree. During 2011 – 2013 company has planted in Sungai Benanak <i>Vetiver</i> 514 clumps, <i>Angsana</i> 50 trees, <i>Sungkai</i> 63 trees, <i>Pokok roda</i> 65 trees, <i>Ketapang</i> 31 trees. - In Sungai Lampisi <i>Vetiver</i> 198 clumps, <i>Angsana</i> 15 trees, <i>Sungkai</i> 27 trees, <i>Pokok roda</i> 49 trees, <i>Ketapang</i> 53 trees. - In Sungai Jitan planting <i>Vertiver</i> grass 1,000 clumps, <i>Angsana</i> 523 trees, <i>Sungkai</i> 295 trees, <i>Pokok roda</i> 12 trees, <i>Ketapang</i> 295 trees. <p>---</p>	<p>Comply</p>

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		<ul style="list-style-type: none"> - Establish zone for zero chemical. No spraying and fertilizing along riparian zone. - Conserve natural vegetation in riparian zone - Restricted to conducted replanting palm oil in riparian area. - During field visit, indicated that riparian area was conserved and the vegetation has been succession itself and enrichment in riparian zone was well growth. <p>Scheme smallholders: Riparian Protection was established and described about buffer zone, riparian buffer and natural river. Plasma Tungkal Ulu has a policy to prohibit spraying activity near to riparian area (3 – 5 m from the small river/waterways) Training Environmental Management was provided to the farmers to brief on the riparian and buffer zones.</p>	
4.4.3	<p>Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6).</p> <p>- Minor compliance -</p>	<p>Tungkal Ulu POM: Mill conducts routine (monthly) check on mill effluent quality before it is discharged to land application. The independent and accredited Laboratory (UPTB Laboratorium Lingkungan Daerah Provinsi Jambi) collects samples and tests the effluent discharge monthly for compliance. Observed that the results for the BOD Monitoring complied with all effluent discharge permit parameters, as lined out under “Keputusan Menteri Lingkungan hidup No.28” with regards to BOD limits of effluent discharge for land application. The BOD of the treated mill effluent discharge was maintained consistently less than 5,000 mg/L throughout 2015 and 2016. In addition, the effluent volume applied in estate consistent to the permit (<600 m³ per day).</p> <p>Example of effluent quality monitoring result for last three months :</p> <ul style="list-style-type: none"> - August 2016: BOD was 1,267 mg/L, pH 8.08; - October 2016: BOD was 1,086 mg/L, pH 8.14; - November 2016: BOD was 843 mg/L, pH 7.49; - January 2017: BOD was 1,610 mg/L, pH 7.85; 	Comply

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4.4.4	<p>Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.</p> <p>- Minor compliance -</p>	<p>Tungkal Ulu Mill monitor the use of water includes monitoring of water usage for mill processing and domestic usage. Record of water usage for FFB processed is recorded under "Mill Operation Summary 2016 and 2017". Review on record confirmed met with the approved budget for processing and domestic.</p> <p>Budget for water consumption process in 2016: 1.10 M3/ton FFB and the average of actual water consumption: 0.99 m³/ton FFB.</p> <p>In 2017 the budget water use per ton of FFB is 1.18 m³/ton FFB, actual of water consumption, e.g: January: 0.97 m³/ton FFB; February: 1.07 m³/ton FFB; March: 1.12 m³/ton FFB; April: 1.00 m³/ton FFB; May: 1.59 m³/ton FFB; June: 1.23 m³/ton FFB; Average until June 2017: 1.16 m³/ton FFB;</p>	Comply
<p>Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</p>			
4.5.1	<p>Implementation of Integrated Pest Management (IPM) plans shall be monitored.</p> <p>- Major compliance -</p>	<p>Company has establish monitoring of integrated pest management plan, below are the record of IPM monitoring:</p> <ul style="list-style-type: none"> - Planting "Beneficial Plant" such as: <i>Cassia tora</i>, <i>Antigonon leptosus</i> and <i>Tunera subulata</i> were recorded every month in the "Monitoring Host plant", e.g. planting beneficial plant from January – April 2017: 4,906 clumps. Beneficial plant was planted along main road and collection road in Tungkal Ulu Estate. - Owl census which performed each 3 month. Summary of the owl census in April 2017: the number of owl cage as much as 181 units with ratio 1 owl cage coverage 25 ha, the number of owls 106 individual mature owl, 187 individual immature owl and 259 owl egg. - Leaf eaters census performed each month. Summary of census recapitulation dates May 2017, the attack rate was still below the threshold of <5 caterpillars per frond with average percentage 5.6% and still under the threshold. Total area attacked is 4.5%, control has been done by utilize the natural predator of pest and not necessary to control by chemical usage. <p>---</p>	Comply

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	<p>- Rats and <i>thirataba</i> attack census performed every 2 month in mature palm and once a month in immature palm. Summary Rats attack on period May 2017 palm tree attacked average 2,51% in afdeling I - IV and remains below the treshold 5%. In Period January – May 2017 there is no <i>Thirataba</i> attack detected.</p> <p>Molusca attack census performed each month in the immature plantation area. Latest monitoring in June 2017 shown that the average attack level of mollusc was < 2%. Direct control was done by apply pesticide <i>Sibutox</i> (Metaldehyde) to control the pest attack.</p> <p>Scheme smallholders: Group manager has ben established a written procedure for Integrated Pest Management, presented in Pest and Disease Control procedure SOP AA-Plasma-PP-KS-02.</p> <p>As an early warning system, KUD assisted by PT. Inti Indosawit Subur to monitors (any) pest and disease attack. Census record period January – June 2017, as in "Buku Sensus Hama Penyakit Tanaman Kelapa Sawit KUD Karya Jaya" and "Buku Sensus Hama Penyakit Tanaman Kelapa Sawit KUD Bina Usaha" sighted. Based on record, therea are no pest attack (bagworm, leaf eating caterpillar, nettle catterpillar, rat) or disease attack (Ganoderma or basal stem rot) that exceeds economic threshold.</p>	
<p>4.5.2</p> <p>Training of those involved in IPM implementation shall be demonstrated.</p> <p>- Minor compliance -</p>	<p>Company has been conducted integrated pest management to the workers and staff who in charge in IPM management and monitoring. Latest training conducted on 13 March 2017. Evidence of training can be demonstrated during audit.</p> <p>Scheme smallholders: Group manager has provide the IPM training for all member. Training programme was developed each year. For 2017, IPM training conducted on 18 April 2017.</p> <p>The training was conducted by Group management/ICS on 18 April 2017 for representative of member.</p> <p>Each member keep the records of their training on Logbook "Buku Pintar Petani Plasma".</p> <p>Each individual member also has a guidance book for IPM which provide by ICS and group management. During field audit, they have understood regarding IPM implementation in their plantation.</p>	<p>Comply</p>
<p>Criterion 4.6: Pesticides are used in ways that do not endanger health or the environment</p>		

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<p>4.6.1</p> <p>Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.</p> <p>- Major compliance -</p>	<p>Generally, the organization has defined a policy "Kebijakan Perusahaan" dated December 01, 2014, signed by Managing Director of PT Asian Agri. The policy contained general rules of OHS.</p> <p>Policy on safe use of chemical contained on:</p> <ul style="list-style-type: none"> - Documented procedure i.e.: "SOP Pengendalian Gulma" Document No.AA-APM-OP-1100.08-R6, dated May 11, 2016. The procedure prepared by ATC SOP Sub Committee, RSPO & R&D, reviewed by Agriculture Technical Committee, and approved by Managing Director. The procedure was contained technical guidance for weed control in systemic manners. The procedure was clearly describe weeds properties & categorized and control methods (both manually and chemically). The procedure also explain how to handling and apply chemists/pesticides. The Chapter IV of the procedure explains the weed control program for woody, grass, fern, caladium, wild banana (<i>Musa spp</i>), Aystasia. It does explain active ingredients use to control such weed, dosage per application, type of nozzle used and volume of spraying per application. Chapter V of the procedure explains selection of pesticide and its active ingredients content, nature of the pesticide and target species. Chapter VII describes calculation of actual area implemented per hectare plantation (spray factor), spraying rotation and spraying output. - Documented Prosedur Pengendalian Hama dan Penyakit, SOP No. AA-APM-OP-1100.10 – R6, dated November 23, 2016. The SOP prepared by ATC SOP Sub Committee and RSPO & R&D, reviewed by Agricultural Technical Committee (ATC) and approved by Managing Director. The procedure was contain technical guidance of P&D control in systemic manners. Both of the above SOPs explain how pesticide use for specific to target species with appropriate dosage and have minimal impact on non-target species. - SOP AA-KL-04-EFP dated 01/12/2009 on safe working practice on the use of agrochemical <p>There are specific target and activities used for selective products such as:</p> <ul style="list-style-type: none"> - <i>Glyphosate, Fluoroxiphyr, Methyl Metsulfuron</i> and <i>Paraquat</i> are used for circle and path spraying; - <i>Glyphosate</i> and <i>Fluoroxiphyr</i> used for "FFB market place" spraying; - <i>Glyphosate, Trichlophyr, Methyl Metsulfuron</i> are used for wooden weeds; <p>---</p>	<p>Comply</p>

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	<p>- Methyl Metsulfuron, Paraquat are used for woody; - 2,4-Diamine and Glyphosate are used for soft wooden grass (Asystasia sp);</p> <p>Based on field visit and verification against Record "Daftar Bahan Kimia Kebun Tungkal Ulu" described that pesticide used in plantation:</p> <ol style="list-style-type: none"> 1. Gramoxone 276 SL, a.i. paraquat; permit: RI.0105012002016 until 17 October 2020; 2. Bionasa 480 SL, a.i. Glyphosate; permit: RI.010101199512017 valid until 18 March 2021; 3. Kenlon 480 EC, a.i. Trichlophyr; permit: RI.01030120062017 validity 23 June 2021; 4. Kenrane 288 EC, a.i. Fluoroxypy; permit: RI.01010120103759 valid until 12 December 2020; 5. Metsulindo 20 WP, a.i. Metil metsulfuron; permit: RI.10301199912016 until 18 June 2020; 6. Solusi 865 SL, a.i. Dimethyl amine; permit: RI.01030120031931 valid until 29 April 2018; <p>Scheme smallholders: The plasma Tungkal Ulu Management established the guidance "Pengendalian Gulma" presented in "Buku pintar Petani plasma". This guidance was covered the chemical type, calibration tools procedure, dosage application and concentration. OHS standard and PPE for chemical usage was available as well. The training for weeds control and chemical usage has been carried out by Plasma Tungkal Ulu for example on 14 February 2017 in KUD Bina Usaha, on 27 February 2017 in KUD Karya Jaya and 2 February in KUD Sawit Mulia. Based on field visit and verification against Record "Daftar Bahan Kimia Kebun Tungkal Ulu" described that pesticide used in plantation:</p> <ul style="list-style-type: none"> - Gramoxone 276 SL, active ingredients/a.i. paraquat; permit: RI.0105012002016 until 17 October 2020; - Elang, a.i. Glyphosate; permit: RI.010101199512017 valid until 18 March 2021; - Kenlon 480 EC, a.i. Trichlophyr; permit: RI.01030120062017 validity 23 June 2021; - Kenrane 288 EC, a.i. Fluoroxypy; permit: RI.01010120103759 valid until 12 December 2020; - Metsulindo 20 WP, a.i. Metil metsulfuron; permit: RI.10301199912016 until 18 June 2020; - Solusi 865 SL, a.i. Dimethyl amine; permit: RI.01030120031931 valid until 29 April 2018; <p>Gramoxone use monitored through: "Monitoring penggunaan Gramoxone Group ICS". (2012: 2,927.00 liter; 2013: 2,825.40 liter; 2014: 2,648.20 liter; 2015: 2,604.60 liter; 2016: 2,325.50 liter and 2017: 2,093.00 liter).</p>	

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<p>4.6.2</p> <p>Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.</p> <p>- Major compliance -</p>	<p>Tungkal Ulu Estate: There is evidence that record of pesticides usage available and maintained. The records was include data of active ingredients used and their LD50, area treated, amount of active ingredient applied per ha, and number of applications. For example, Gramoxone usage for 2016 and 2017 (until June) was recorded as follow:</p> <ul style="list-style-type: none"> - Consumption 2.222 litre; a.i.: Paraquat 200 gr/l; area treated 4.489 ha; - Consumption 1,420 litre; a.i.: Paraquat 200 gr/l; area treated 4.489 ha; <p>Scheme smallholders: The records for each individual farmer were kept at Plasma Tungkal Ulu office using "Rencana dan Realisasi TUS Tahun 2017". It include the product name, Number of Farmer group, hectare area, period application/rotation and total area applied. Group manager updated the record monthly. For example herbicide application during January – June 2017:</p> <p>KUD Bina Usaha farmer group No. 1 applied Metil Metsulfuron for weeds control circle, stenochlaena and clidemia; total area applied 50 ha with volume applied 0.6 kg, Paraquat applied 11.3 kg and surfaktan 1.4 kg.</p> <p>Circle and path weeds control in KUD Karya Jaya, farmer group No. 10 applied 9 kg paraquat, 0.5 kg metil metsulfuron and 1.1 kg surfaktan, area applied 40 ha.</p> <p>Circle and path weeds control in KUD Sawit Mulia, farmer group No. 12 applied paraquat 11.3 kg, metil metsulfuron 0.6 kg and surfaktan 1.4 kg.</p> <p>NC Major: Individual member of Plasma Tungkal Ulu was not keep records of pesticides use in their smallholder plot;</p>	<p>Non-compliance</p> <p>Comply</p>

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<p>4.6.3 Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.</p> <p>- Major compliance -</p>	<p>Tungkal Ulu Estate: The company has policy to minimize pesticides usage and has established IPM plan. There is no prophylactic use of pesticide had been carried out at the estates for the period concerned. The pesticides reduction program is monitored on usage per hectare basis as sighted on the documents Master Plan Continuous Improvement Kebun Tungkal Ulu.</p> <p>Scheme smallholders: The Plasma Tungkal Ulu management conduct the participatory meeting with members to identify alternative pesticides that can be used of other biological method can be implemented. The Plasma Tungkal Ulu management has defined the programme of IPM, such as:</p> <ul style="list-style-type: none"> - Natural enemies conservation in area plantation, for example provide nest of barn owl to increase the population of barn owl as an enemy of rats pest. Plasma Tungkal Ulu provide one nest for 25 ha area of plantation. Record of barn owl monitoring were available in KUD and Plasma Tungkal office. - Beneficial plants planting in side of main road and collection road. Beneficial plants develop by plasma management such as: <i>Turnera subulata</i> and <i>Cassia tora</i> as a nest of natural enemies caterpillar. During field audit indicated that beneficial plants has been planted and maintained by individual member. 	<p>Comply</p>
<p>4.6.4 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>- Minor compliance -</p>	<p>Tungkal Ulu Estate: The company have a complete listing of WHO class 1A, class 1B, and Stockholm or Rotterdam Conventions pesticide.</p> <p>There is evidence that management plan committing to minimise and eliminate use of these pesticides and paraquat are available. As showed on the document "master plan of continuous improvement kebun Tungkal Ulu" budget 2017 of paraquat lower than 2016 budget.</p> <p>Physical verification of inventory in the chemical store agree back to the inventory records. List of pesticides was recorded on Laporan Stock Pestisida Kebun Tungkal Ulu - Stock Group Kimia, as below:</p> <ul style="list-style-type: none"> - Fungicide; Kresna, Agronil 75 WP; physical stock is 77 kg, and ai is Chlortalonil - Herbicide; Biotisagri; Solusi 865 SL; 20l/p; physical stock is 128,5 liter; and ai is 2,4-D dimetilamina - Herbicide; Zeneca; Gramoxone; physical stock is 677 liter; and a.i.: Paraquat diklorida is 276 g/l. <p>---</p>	<p>Comply</p>

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		<p>Scheme smallholders: The Plasma Tungkal Ulu management conduct the participatory meeting with members to identify alternative pesticides that can be used of other biological method can be implemented. During audit, paraquat use was decreased from time-to-time. Gramoxone (a.i. paraquat) use monitored through: "Monitoring penggunaan Gramoxone Group ICS". (2012: 2,927.00 liter; 2013: 2,825.40 liter; 2014: 2,648.20 liter; 2015: 2,604.60 liter; 2016: 2,325.50 liter and 2017: 2,093.00 liter).</p>	
4.6.5	<p>Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>- Major compliance -</p>	<p>There is evidenced that the personnel who handling pesticides has provided by appropriate training, i.e. certificate of limited pesticides usage from authority agency (Commission of Fertilizer & Pesticides Supervisory of Jambi Government Province).</p> <p>Certificate sighted: "Sertifikat Pengguna Pestisida Terbatas dari Komisi Pengawas pupuk dan Pestisida Pemerintah Provinsi Jambi", example taken: No.10/KP3/VIII/2015, under name Sapriadi, Rina Asmara, Ngatini, Sulastri, Al Hikmah, Anik, Ismutazilah, Sumiatmy, Ana valid through 28 August 2020. Field Training for "Tim Unit Semprot/TUS" dated 21 May 2017.</p> <p>Scheme smallholders: Weed control through herbicide spraying was handled by team "Tim Unit Semprot/TUS" (Spraying unit team) which provided by Group management/PT, Inti Indosawit Subur. No individual members perform herbicide spraying themselves, due to environment and safety risk. Weed control through herbicide spraying was handled by team "Tim Unit Semprot/TUS" (Spraying unit team) which provided by Group management/PT, Inti Indosawit Subur. All team TUS has been trained for pesticide handling, including limited pesticide handling. Verified Training Records workers from team TUS: 1. Ritasi, certificate no. 09/KP3/VIII/2015 2. Safitri, certificate no. 09/KP3/VIII/2015 3. Salma, certificate no. 09/KP3/VIII/2015 4. Selpina, certificate no. 09/KP3/VIII/2015</p>	Comply

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4.6.6	<p>Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).</p> <p>- Major compliance -</p>	<p>Storage of pesticides found to be in accordance with hazard identification and risk assessment and national guideline for limited pesticide use. Empty chemical containers had been used for mixing chemicals for spraying pesticides in the field.</p> <p>Scheme smallholders: Pesticides is handling by PT. IIS Tungkal Ulu. Health and safety programme has been defined. Safe Work Procedure on chemical storage, mixing and disposal that covered PPE, safe working procedure, handling of chemical, storage, chemical mixing and the disposal have been explained to individual members through group manager and "kelompok Tani". Based on interview with individual members and field verification to the smallholder plot, no pesticide being stored by them.</p>	Comply
4.6.7	<p>Application of pesticides shall be by proven methods that minimise risk and impacts.</p> <p>- Minor compliance -</p>	<p>Audit team has review the application of pesticide:</p> <ul style="list-style-type: none"> - All workers, working with agrochemical has been trained. Training records were reviewed. Certificate sighted: "Sertifikat Pengguna Pestisida Terbatas dari Komisi Pengawas pupuk dan Pestisida Pemerintah Provinsi Jambi", example taken: No.10/KP3/VIII/2015, under name Sapriadi, Rina Asmara, Ngatini, Sulastri, Al Hikmah, Anik, Ismutazilah, Sumiatmy, Ana valid through 28 August 2020. Training on limited pesticide "Pelatihan Pestisida Terbatas" dated 19 July 2016, provider PT. Sygenta Indonesia, 62 workers attended the training. Field Training for "Tim Unit Semprot/TUS" dated 21 May 2017. - The disposal of agrochemical waste has been regulated into temporary hazardous waste store. - All dirty equipment, including worker coverall are washed at washing bay near the chemical store with soap and clean water. - All personel handling pesticide are equipped with PPE: goggles, masker, coverall, apron, hand glove, rubber boot. - All workers are provided with medical check up wo monitor and prevent work related illness/intoxication. <p>Scheme smallholders: The Group Manager established the guidance, in SOP "SOP Pengendalian Gulma" Document No.AA-APM-OP-1100.08-R6, dated May 11, 2016. The SOP consist of Safe Handling of chemicals. This guidance was covered the aspects on register of chemical, chemical monitoring record, total monitoring of usage, training and tools. The worker performing spraying at smallholder plantation block was estate worker; whose performing herbicide spraying in Tungkal Ulu.</p>	Comply

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4.6.8	<p>Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.</p> <p>- Major compliance -</p>	<p>No aerial application of pesticide on company-owned plantation and on smallholder plantation.</p>	N/A
4.6.9	<p>Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8).</p> <p>- Minor compliance -</p>	<p>Audit team made interview with (sampled) herbicide sprayer in block B91f: mandor name Sapriadi; Sprayers name: Rina Asmara, Ngatini, Sulastri, Al Hikmah, Anik, Ismutazilah, Sumiatmy, Ana. Sprayers are able to demonstrate knowledge on spraying program (circle and path), a.i. being used (Methyl metsulfuron + glyphosate), target weeds, dosage per Ha, PPE to be used and the emergency plan in case of intoxication or accident.</p> <p>Training records were reviewed. Certificate sighted: "Sertifikat Pengguna Pestisida Terbatas dari Komisi Pengawas pupuk dan Pestisida Pemerintah Provinsi Jambi", example taken: No.10/KP3/VIII/2015, under name Sapriadi, Rina Asmara, Ngatini, Sulastri, Al Hikmah, Anik, Ismutazilah, Sumiatmy, Ana valid through 28 August 2020.</p> <p>Training on limited pesticide "Pelatihan Pestisida Terbatas" dated 19 July 2016, provider PT. Sygenta Indonesia, 62 workers attended the training.</p> <p>Field Training for "Tim Unit Semprot/TUS" dated 21 May 2017.</p> <p>Scheme smallholders: Weed control through herbicide spraying was handled by team "Tim Unit Semprot/TUS" (Spraying unit team) which provided by Group management/PT. Inti Indosawit Subur. No individual members perform herbicide spraying themselves, due to environment and safety risk.</p> <p>Audit team made interview with (sampled) Team TUS/herbicide sprayers for KUD Karya Jaya. Sprayers name: Ritasi, Safitri, Salma, Selpina. Team TUS/sprayers are able to demonstrate knowledge on spraying program (circle and path), a.i. being used (Methyl metsulfuron + glyphosate), target weeds, dosage per Ha, PPE to be used and the emergency plan in case of intoxication or accident.</p>	Comply

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	<p>All team TUS has been trained for pesticide handling, including limited pesticide handling. Verified Training Records for workers from team TUS, dated 26 August 2015: Ritasi, certificate No.09/KP3/VIII/2015; Safitri, certificate No.09/KP3/VIII/2015; Salma, certificate No.09/KP3/VIII/2015; Selpina, certificate No.09/KP3/VIII/2015;</p>	
<p>4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). - Minor compliance -</p>	<p>Based on field visit evident that related personnel who handling pesticides (sample taken, Mr. Irwandi, chemical storekeeper) has understood how to handle pesticide waste. Pesticide waste was stored on licensed temporary storage of hazardous waste before pick-up by third party as applicable regulations. The company has agreement with third party who hold license from authority agency for pick-up and transport hazardous waste. The company disposed the hazardous waste through the registered collectors (PT. Berkah Anugerah Ilahi) approval from Environmental Ministry No. 89 year 2011 dated 5 May 2011. Transported by registered transporter (PT. Shali Riau Lestari) approval from Environmental Ministry No.237 year 2011, dated 8 November 2011). SOP available in document number AA-KL-06-EFP regarding Handling of Hazardous Waste (B3). Disposal record verified: Manifest No.AAO0008772 for transport of 3 drums of used oil on 7 February 2017, through PT. Shali Riau Lestari to PT. Wastec Int'l. Manifest No.AAO0008773 for transport of 2 filters on 17 February 2017, through PT. Shali Riau Lestari to PT. Wastec International. Scheme smallholders: Weed control through herbicide spraying was handled by team "Tim Unit Semprot/TUS" (Spraying unit team) which provided by Group management/PT. Inti Indosawit Subur. No individual members perform herbicide spraying themselves, due to environment and safety risk. Based on check on sampled individual smallholder, they can explain the method to dispose off waste material such as empty chemical bottle, or plastic to temporary hazardous waste store.</p>	<p>Comply</p>

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4.6.11	<p>Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.</p> <p>- Major compliance -</p>	<p>The company has conducted medical check up for all employee who are exposed to chemical and working in risk area, such as: chemist/pesticides handling (e.g.: chemical sprayer, clerck, chemical warehouse personnel, and fertilizer applicator, fertilizer warehouse personnel) and welders.</p> <p>The last MCU was conducted by an independent laboratory "Inti Focus" Pekanbaru on May 17-18, 2017. Some records (attendance list of medical check-up, summary result of medical check up, MCU result dissemination from clinic to workers) were reviewed and found some pesticides sprayers and fertilizer applicators follow the MCU such as: Ella Mayang Sari (fertilizer applicator at afdling II), Wamuriatik (sprayer at afdeling IV), Tuminah (sprayer at afdeling V). Result from medical check up has been communicated to the sprayers.</p> <p>Scheme smallholders: All spraying activities conducted by team from PT. Inti Indosawit Subur. Interviewed the farmers none of them work for spraying. See information on medial check up result, as explained for company, above.</p>	Comply
4.6.12	<p>No work with pesticides shall be undertaken by pregnant or breast-feeding women.</p> <p>- Major compliance -</p>	<p>The company has defined a policy that pregnant and breast-feeding women not handling pesticides as stated on "SOP Pengendalian Gulma" Document No.AA-APM-OP-1100.08-R6, dated 11 May 2016, especially at Point 13.5 Pregnancy test was performed on monthly basis and recorded on "Laporan Test Kehamilan". Test records available and maintained, e.g.:</p> <ul style="list-style-type: none"> - Report of pregnant test dated 14 June 2017, for group mandoran Sapriadi. Test was followed by spraying workers i.e: Sulastri, Ismutazilah, Ngatini, Rina Asmara, Sumiarni, Susana, Alhikmah dan Anik. Test result show no pregnant women detected. - Report of pregnant test dated 14 June 2017, for group mandoran Johan Este. Test was followed by spraying workers i.e: Wastilah, Hasanah, Wamuratik, Wagini, Fitriana, Maisah Hamsar, Nurlela Wati, dan Desi. Test result show no pregnant women detected. - Report of pregnant test dated 14 June 2017, for group mandoran Syahrial. Test was followed by fertilizer workers i.e: Emawati, Suratmi, Juariah, Ronny Mastauli Nababan, Bandy, Sumingah, Restina, dan Nur Halimah Result of test show no pregnant women detected <p>---</p>	Comply

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	<p>Based on field-interview with sprayer at afdeling V, evidenced that the policy has well known by workers and implemented.</p> <p>Scheme smallholders: Weed control through herbicide spraying was handled by team "Tim Unit Semprot/TUS" (Spraying unit team) which provided by Group management/PT. Inti Indosawit Subur. No pregnant and/or breastfeeding female workers were handling pesticides/chemicals. There is monthly pregnancy check for all chemical sprayers. Report of pregnant test dated 14 June 2017, for group Team TUS/KUD. Test was followed by spraying workers i.e: Ritasi, Safitri, Selpina, Salma. Test result show no pregnant women detected.</p>	
<p>Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:</p>		

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<p>4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p> <p>- Major compliance -</p>	<p>Company policy signed by Managing Director PT. Asian Agri dated 1 December 2014. Point No.1 stated: to comply with laws and regulations and other relevant requirements; point No.3 stated implement an integrated environmental management system, social management, health and safety management system; Point No.4 stated to established objective and target to prevent environmental pollution, work related accident, work related disease and continuous improvement.</p> <p>Formal communication carried out on 6 January 2015, during morning muster, leaflet on notice boards in estate offices, etc.</p> <p>Target and program for health and safety management system incorporated into "Objective and Program – 2017 PT. Inti Indosawit Subur Kebun Tungkal Ulu". Example of health and safety management program: Refresh training on health and safety, Refresh training on basic safety, Training Basic Fire Fighting, medical check up. Target for March 2017, actual implementation on 26 May 2017: First aid training, by dr. Haerul Akmal, attended by 50 workers. List of Attendance evident.</p> <p>Tungkal Ulu POM:</p> <ul style="list-style-type: none"> - Fire simulation training dated 11 July 2017 – "Simulasi Kebakaran" – 33 workers participated; - Earthquake emergency response training "Simulasi Tanggap Darurat Gempa Bumi" dated 20 July 2017; - First Aid Training dated 26 May 2017 – by dr. Hairul Akmal, attended by 25 workers; - PPE provision as in "Daftar Serah Terima APD Bengkel 2017" for 5 workshop mechanics – sighted; - Monitoring of PPE use as recorded in "Monitoring Alat Pelindung Diri (APD) Proses Tahun 2016 dan Tahun 2017" for period January – June 2016, July December 2016, January – June 2017 – sighted; - Monitoring of fire extinguisher and hydrant period Jan- Jun 2017 verified. - Provision of BPJS/insurance for all workers. <p>Tungkal Ulu Estate:</p> <ul style="list-style-type: none"> - Medical Check Up for all workers by independent laboratory "Inti Focus" Pekanbaru on May 17-18, 2017. - Provision of PPE for harvester, sprayer and fertilizer applicator, period January – June 2017 – sighted. Verification on PPE use for sprayer, period January – June 2017 sighted. - Report of pregnant test dated 14 June 2017, for spraying worker, fertilizer applicator was sighted. Sampled: Test for spraying workers i.e: Sulastri, Ismutazilah, Ngatini, Rina Asmara, Sumiarni, Susana, Alhikmah dan Anik. Test result show no pregnant/breastfeeding female worker detected. 	<p>Non-compliance</p> <p>Comply</p>

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	<p>POM and Estate:</p> <ul style="list-style-type: none"> - Safety meetings: 17 January 2017, 9 representative attended. Minute meeting available; another meeting dated 16 February 2017, 9 representative attended; Meeting dated 21 March 2017, 9 representative attended; Meeting dated 21 April 2017, 11 representative attended; Meeting dated 20 June 2017, 11 representative attended. - Safety performance report to "Dinas Tenaga Kerja" on three-monthly basis: January – March 2017, April – June 2017 have been reported. <p>Scheme smallholders: Kebijakan Koperasi is in place, identifying the need for compliance against laws and regulations, prevent accident, prevent work-related disease and continuous improvement. HIRAC and Risk Implementation for example conducted on 27 February 2017; attended by 19 smallholder members from KUD Sawit Mulya. Program implementation: Health and safety training carried out for 10 participants from each KUD, dated 11 March 2017. Sample of attendance: Ahyat, Oban, Muhyidin, Hamdan.</p> <p>NC Major: A health and safety plan covering all activities documented but not fully implemented, not either effectiveness monitored.</p>	

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<p>4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>- Major compliance -</p>	<p>Risk assessment/HIRAC available in "Analisis Resiko PKS Tungkal Ulu Tahun 2016/2017". The method to evaluate risk level, combination of severity and possibility.</p> <p>Risk assessment covers all activity from office activities, traffic, estate activities, etc.</p> <ul style="list-style-type: none"> - Company has conduct a risk analysis in housing related to the sales activities of gasoline & workshop, updated on 8 August 2017. In addition, company issued the regulation and standard of gasoline sales activities and workshop activities in housing area according to safety regulation to prevent the damage from the fire risk. - Company has conduct a risk analysis in housing related to contractor's work at the Tungkal Ulu POM, updated on 8 August 2017. In addition, company issued the regulation and standard of contractor's work at the Tungkal Ulu POM. Contractor must obey the regulation and company regularly check the contractor activity by safety field man assigned by company. <p>Scheme smallholders:</p> <p>PT. Inti Indosawit Subur assisted each KUD to prepare a simple HIRADC document, titled "Pedoman Kesehatan dan Keselamatan Kerja (K3)", covering all activity within KUD scope. The type of activity covered such as: harvesting (use of axe, hook, sickle and harvesting pole) – means of control: use of PPE (helmet, shoes and sickle cover) and warning sign to use PPE. Risk assessment conducted by Group manager by dicussion with individual members, and communicated before implemented. Individual members provides their inputs during safety meetings.</p> <p>The health and safety training was conducted on each cooperative/KUD. The training topic incorporated the occupational, safety and health risk which identified during activities such as harvesting, manuring and spraying.</p> <p>NC Major: A documented risk assessment mechanism was available, however implementation not adequate proven either.</p>	<p>Non-compliance</p> <p>Comply</p>

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<p>4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> <p>- Minor compliance -</p>	<p>Records of training provided by company were reviewed:</p> <ul style="list-style-type: none"> - Training programme - "Program Pelatihan Environmental & Sustainability Tahun 2017"; - Fire simulation training dated 11 July 2017 – "Simulasi Kebakaran" – 33 workers participated; - Earthquake emergency response training "Simulasi Tanggap Darurat Gempa Bumi" dated 20 July 2017; - First Aid Training dated 26 May 2017 – by dr. Hairul Akmal, attended by 25 workers; <p>PPE provision in Tungkal Ulu POM:</p> <ul style="list-style-type: none"> - Handover PPE: "Daftar Serah Terima APD Bengkel 2017" for workshop mechanics – sighted; - Handover PPE for process worker "Monitoring Serah Terima Alat Pelindung Diri (APD) Proses II Tahun 2016 dan Tahun 2017" – sighted; - Handover PPE to office and laboratory workers "Monitoring Serah Terima Alat Pelindung Diri (APD) Kantor dan Laboratorium tahun 2017" – sighted; - Handover PPE for grading/sortation worker inloading ramp "Monitoring Serah Terima Alat Pelindung Diri (APD) Sortasi Tahun 2017"; <p>Tungkal Ulu Estate: Audit team made field visit and interview with (sampled) herbicide sprayer in block B91f: mandor name Sapriadi; Sprayers name: Rina Asmara, Ngatini, Sulastri, Al Hikmah, Anik, Ismutazilah, Sumiatmy, Ana. Sprayers are able to demonstrate knowledge on spraying program, PPE to be used and the emergency plan in case of intoxication or accident. All personel handling pesticide are equipped with PPE: goggles, masker, coverall, hand glove, rubber boot. Field visit to block D91c, harvester (Mr. Saparudin, Mr. Saragih) were using helmet and rubber shoes, and sickle cover, axe cover.</p> <p>Scheme smallholders: Individual members attended training related to health and safety. Through the interview with the smallholders, the workers were wearing the appropriate PPE while working.</p>	<p>Comply</p>

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<p>4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p> <p>- Major compliance -</p>	<p>The safety committee has been established as in "P2K3 Kebun Tungkal Ulu" as per "Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Kabupaten Tanjung Jabung Barat Nomor 560/4784.3/DSTKT/2016, tentang Pengeahan Perubahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) Pada PT. Inti Indosawit Subur Kebun Tungkal Ulu" tanggal 10 May 2016. Safety committee structure is available as in:</p> <ul style="list-style-type: none"> - Chairman: Azwan Sutondo (GM); - Secretary: Rudi Wijaya (AK3 Umum); - Assistant: Frank S.E Nadeak; <p>Rudi Wijaya has been appointed as safety officer/"Ahli K3 Umum" based on "Keputusan Menteri Ketenagakerjaan Republik Indonesia No. Kep.17332/M/DJPPK & K3/XII/2015 tentang Penunjukan Ahli Kesehatan Kerja Umum", dated 9 December 2015.</p> <p>Meeting P2K3/safety meeting conducted regularly every month. Record of meeting: on 17 January 2017, 9 representative attended. Minute meeting available; another meeting dated 16 February 2017, 9 representative attended; Meeting dated 21 March 2017, 9 representative attended; Meeting dated 21 April 2017, 11 representative attended; Meeting dated 17 May 2017, 14 representative attended; Meeting dated 20 June 2017, 11 representative attended. The minutes of meeting consist of health and safety performance, accident report, etc.</p> <p>Accident record maintained:</p> <ul style="list-style-type: none"> - Accident record 7 February 2017, victim Herman Felani, 17.00PM, falling from motorcycle; - Accident report 24 April 2017, victim Abed Nego, 07.30AM, falling from motorcycle because bumpy road; - Accident report dated 17 May 2017, victim Rusli, on 09.00 AM, harvesting accident; <p>Investigation made in accident report form. Follow up action has been taken.</p> <p>Scheme smallholders:</p> <p>There was no directly employed workers in cooperative/KUD and/or by individual members, therefore there was no health and safety committee. However, cooperatives/KUDs appointed a representative to handle health and safety issues. Safety committee meeting on 6-monthly basis, or if major accident occurs.</p> <p>Latest safety meeting dated 5 June 2017, attended by all KUD chairman and group manager; discussion related to PPE use, emergency response plan and preparation for RSPO audit.</p>	<p>Comply</p>

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<p>4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Procedure for first aid and emergency situation available under "Kesiagaan dan Tanggap Darurat" document, number AA-EMS-447-PR, dated December 2010.</p> <p>"Prosedur Penanganan Kecelakaan, Insiden dan penyakit akibat kerja No.AA-OP.1100-25, Rev.00, dated 1 April 2017.</p> <p>The emergency situation identified such as land and forest fire, fire at housing and mill, hazardous waste spillage, boiler explosion, gas tank explosion, earthquake, flood, landslide, etc.</p> <p>A team for emergency response has been established, headed by Mill Manager and Estate Manager Records of accidents maintained properly by safety officers and reported regularly to local authorities.</p> <p>Emergency response plan communicated every morning muster. Based on audit, all interviewed worker: sprayer, harvester in Tungkal Ulu Estate; and process operators, mechanics, boiler-man in Tungkal Ulu POM – understood the emergency procedure.</p> <p>Work accident statistic, completed with action plan for prevention: in 2017 (up to June), no lost working days.</p> <p>Scheme smallholders:</p> <p>Group manager has appointed each mandor as first aider. Each mandor has been trained with first aid training, and completed with first aid kit.</p> <p>Health and safety training carried out for participants, dated 11 March 2017: Ahyat, Oban, Muhyidin, Hamdan;</p> <p>Emergency response plan communicated by extension officer to Kelompok Tani. Kelompok Tani then communicates the emergency response plan to smallholder members.</p> <p>Through interview, the members has understood that the first aid kit was available with mandor.</p> <p>No accident so far. If accident happened, they will contact the respective field assistant from PT. Inti Indosawit Subur.</p> <p>NC Major:</p> <p>Sighted during field visit at Tungkal Ulu Mill that several work places are not equipped with appropriate and adequate safety such as:</p> <ul style="list-style-type: none"> - First aid box in workshop is not completed with appropriate and standard item - Eye washer in temporary hazardous storage is not ready to use. 	<p>Non-compliance</p> <p>Comply</p>

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<p>4.7.6 All workers shall be provided with medical care, and covered by accident insurance.</p> <p>- Minor compliance -</p>	<p>Medical care and insurance had been provided to all workers including non permanent worker. Each estate has a medical clinic providing basic medical services for workers for free. Accident insurance covered by BPJS, as mandated by government regulation. Medical check up provided for all worker (not only for high-risk worker).</p> <p>BPJS payment evident:</p> <ul style="list-style-type: none"> - Permanent workers: 82 people – Total levy Rp. XX,303,014; - Contract worker SKU/PKWT: 300 workers – Rp.XX,783,873; - Temporary workers: 478 workers – Rp.XX,287,168 - "Memorandum No.SM-KTU/Memo/VI/2017 dari Senior Manager KTU kepada Regional Head dan Manager HRD, Perihal Laporan Jamsostek KTU Bulan Mei 2017"; dated 2 June 2017 - a memorandum for BPJS payment; - The details for insurance levy payment "Rekapitulasi Rincian Pembayaran Iuran (fomulir Jamsostek 2)" dated 2 June 2017; - "The details of levy for wokers – Bulan Mei 2017" levy for 82 workers, May 2017; - Details on BPJS membership "Rincian Iuran Tenaga Kerja" detailing all information for 300 workers; - BPJS insurance for temporary workers – 478 workers; <p>Scheme smallholders: No workers being employ permanently by the smallholders. Provision of insurance in case of accident, through donation from smallholders and "Kelompok Tani".</p>	<p>Comply</p>

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Criterion / Indicator		Assessment Findings	Compliance
4.7.7	Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics - Minor compliance -	<p>Estate: The accident records available "Indeks K3 Kebun Tungkal Ulu". E.g. Occupational injuries record for in 2016, counted 12 lost working days; Accident record maintained: - Accident record 7 February 2017, victim Herman Felani, 17.00PM, falling from motorcycle; - Accident report 24 April 2017, victim Abed Nego, 07.30AM, falling from motorcycle because bumpy road; - Accident report dated 17 May 2017, victim Rusli, on 09.00 AM, harvesting accident; Investigation made in accident report form. Follow up action has been taken. In 2017 (up to June), no lost working days;</p> <p>Tungkal Ulu POM: Lost Time Accident metric was available in Tungkal Ulu POM. The metric shows no lost working day due to accident in the mill. Analysis of lost time injury frequency rate, total recordable injury frequently rate, lost time injury incident, and average time lost rate available in monthly mill performance report.</p> <p>Scheme smallholders: Group manager monitors the lost time due to accident for all 10 KUD/scheme smallholder cooperative.</p>	Comply
<p>Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.</p>			

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<p>4.8.1 A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p> <p>- Major compliance -</p>	<p>The company has its own training institution assigned to arrange its training programmes. The training is created annually.</p> <p>Training programs in 2017 in "Program Pelatihan Environmental and sustainability – 201, such as:</p> <p>Estate:</p> <ul style="list-style-type: none"> - Sustainability Awareness training for RSPO, ISPO and ISSC; - HCV Training; - Basic Safety/K3; - Basic Fire; - First Aider; - Water Treatment training; - Safety Use herbicide and chemical; - Technical and managerial training; <p>Mill:</p> <ul style="list-style-type: none"> - Sustainability Awareness training for RSPO, ISPO and ISSC; - HCV Training; - Basic Safety/K3; - Basic Fire; - First Aider; - Hazardous waste and chemical handling; - Genset operator training; - Technical and managerial training; <p>Training programme - "Program Pelatihan Environmental & Sustainability Tahun 2017";</p> <ul style="list-style-type: none"> - Fire simulation training dated 11 July 2017 – "Simulasi Kebakaran" – 33 workers participated; - Earthquake emergency response training "Simulasi Tanggap Darurat Gempa Bumi" dated 20 July 2017; - First Aid Training dated 26 May 2017 – by dr. Hairul Akmal, attended by 25 workers; <p>Scheme smallholders:</p> <p>The plan for all farmers was established by Group Manager. The training records were available during the audit.</p> <p>Health and safety training carried out for participants, dated 11 March 2017: Ahyat, Oban, Muhyidin, Hamdan;</p> <p>The training booklet was distributed to each farmer for reference.</p> <p>Progress training in 2017 for Scheme Smallholder conducted:</p> <p>HIRAC and Risk Implementation for example conducted on 27 February 2017; attended by 19 farmers from KUD Sawit Mulya 18 members.</p>	<p>Comply</p>

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4.8.2	Records of training for each employee shall be maintained. - Minor compliance -	<p>Training for each employee has been updated April 2016 as documented in "Personal Data Training Karyawan PT. IIS – Kebun Tungkal Ulu Asian Agri", e.g.</p> <ol style="list-style-type: none"> 1. Sapriadi (sprayer), he has attended training: field training TUS on 21 May 2017; limited pesticide training on 23 August 2015; pesticide training on 19 July 2016; 2. Ismutazilah (sprayer), she has attended training limited pesticide training on August 2015; pesticide training on 19 July 2016; <p>Sighted in document verification master list of workers in Tungkal Ulu Mills (136 workers) including information on job position and training status. The information is maintained by HRD and KTU of mill.</p> <p>Recorded of training for each employees has been documented in: "Rekap Pelatihan PT. IIS – Tungkal Ulu" and "Personal Data Training" covering data personal, training, date of training, trainer, etc. e.g.</p> <p>Scheme smallholders: Progress training in 2017 for Scheme Smallholder conducted: HIRAC and Risk Implementation for example conducted on 27 February 2017; attended by 19 smallholder members from KUD Sawit Mulya. Health and safety training carried out for participants, dated 11 March 2017: Ahyat, Oban, Muhyidin, Hamdan;</p>	Comply
Principle 5: Environmental responsibility and conservation of natural resources and biodiversity			
Criterion 5.1:			
Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.			

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Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.1 An environmental impact assessment (EIA) shall be documented.</p> <p>- Major compliance -</p>	<p>PT. Inti Indosawit Subur - Tungkal Ulu POM has demonstrated the document of Analisis Mengenai Dampak Lingkungan (AMDAL) consist of document ANDAL, RKL and RPL as approved through "Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT Inti Indosawit Subur" dated 3 May 1995. The document covers scope of areal of 32,000 ha consist of Kuala Tungkal Estate 20,000 ha and Muara Bulian Estate 12,000 ha and palm oil mill capacity 90 Tonnes FFB/hour for Kuala Tungkal and 30 Tonnes FFB/hour for Muara Bulian.</p> <p>Revision on AMDAL document is available for PT IIS – Tungkal Ulu through "Surat Keputusan Bupati Tanjung Jabung Barat No.309, year 2009, dated 6th June 2009, for 4,614.02 ha, consist of 3,503.02 ha, as per "Surat Keputusan Gubernur Kepala Daerah Tingkat I Propinsi Jambi No.342/1987" dated 19 June 1987</p> <p>And second land title of 1,111 ha as per "Surat Keputusan Bupati Tanjung Jabung Barat No.746, tahun 2006, tentang Izin Lokasi untuk Keperluan Pembangunan Perkebunan Kelapa Sawit Atas Nama PT. IIS, serta 10,277 ha lahan plasma dan kapasitas pabrik kelapa sawit 60 ton TBS/jam", dated 20 October 2006.</p> <p>Scheme smallholders:</p> <p>Each KUD visited has copy of Environmental Impact Assessment Document, updated on 1 February 2017. Smallholders interviewed does understand the environmental impact from their oil palm plantation operation, and also able to demonstrate knowledge of impact mitigation.</p> <p>All the members have attended the training for Environmental Risk which cover all the environmental impacts identified in the operations in the oil palm plantations. E.g:</p> <ul style="list-style-type: none"> - Notulen Rapat for environmental risk on 7 January 2017, attended by 17 farmers, location in KUD SP 1 - Notulen Rapat for environmental risk on 12 January 2017, attend by 20 farmers, location in KUD Sawit Mulia - Notulen Rapat for HCV and environmental risk on 9 January 2017, attend by 13 farmers, location in KUD Karya Jaya SP4. 	<p>Comply</p>

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Criterion / Indicator	Assessment Findings	Compliance
<p>5.1.2</p> <p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons.</p> <p>- Minor compliance -</p>	<p>Mill and Estate: Identification of impact and management plan was detailed in AMDAL and it has been submitted to the authorities regularly (every 6 months), the last implementation of SEIA management plan for period June- December 2016 was submitted on 17 March 2017 as in "Laporan Pelaksanaan Rencana Pengelolaan Lingkungan (RKL) dan Rencana Pemantauan Lingkungan PT Inti Indosawit Subur". Receipt of report, sign by authorities was evident.</p> <p>Scheme smallholders: Identification of impact and management plan was detailed in AMDAL. The AMDAL document has lined out the management and monitoring plan to carried out by management unit. The management and monitoring plan has been implemented, evaluated, reported and report submitted to the authorities regularly (every 6 months). Report for implementation of SEIA management plan for period June- December 2016 was submitted on 17 March 2017. Individual members can demonstrated minimizing environment impac. Sample: the method of frond stacking and no blanket spraying to reduce soil erosion; implement barn owl box and planting <i>Turnera subulata</i> to attract natural predator of oil palm pest to reduce use of pesticide.</p>	<p>Comply</p>

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<p>5.1.3 This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p>Mill, Estate Identification of impact and monitoring plan were detailed in AMDAL and it has been submitted to the authorities regularly (every 6 months), the last implementation of EIA management plan for period June – December 2016 was submitted on 17 March 2017. Receipt of report, sign by authorities was evident.</p> <p>Review for plan of environmental monitoring document conducted in every six months. In semester 1 has been review in 6 August 2016.</p> <p>Scheme smallholders: Identification of impact and management plan was detailed in AMDAL. Based on the document, group manager has implement the management and monitoring plan to minimize negative impacts. The result from management and monitoring plan has been reported and report submitted to the authorities regularly (every 6 months). The last implementation of EIA management plan for period June - December 2016 was submitted on 17 March 2017 as in "Laporan Pelaksanaan Rencana Pengelolaan Lingkungan (RKL) dan Rencana Pemantauan Lingkungan PT. Inti Indosawit Subur". Receipt of report, sign by government authorities was evident. ---</p>	<p>Comply</p>
	<p>Group manager prepares training related to environment impact mitigation. However, the training was specific to environmental impact might occurred in oil palm plantation and how to manage such condition. Sample seen: "Training Konservasi Tanah dan Air" – soil and water conservation training – through frond stacking, avoid blanket spraying, maintain natural ground cover, etc.</p>	
<p>Criterion 5.2: The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and and operations managed to best ensure that they are maintained and/or enhanced.</p>		

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<p>5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). - Major compliance -</p>	<p>Company has conducted HCV identification on 28 February – 11 March 2011 cooperation with “Fakultas Kehutanan Institut Pertanian Bogor”. Final report presented in “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT. Inti Indosawit Subur – Tungkal Ulu Estate, Provinsi Jambi”. The HCV assessment conducted based on “Panduan Kawasan Bernilai Konservasi Tinggi di Indonesia”, issued by Konsorsium Revisi HCV Toolkit Indonesia dated 12 July 2008.</p> <p>Identified HCV total 128.322 ha consist of: HCV 1.2 and 4.1 : Benanak river 81.9 ha, Lampisi river 8.15 ha, Jitan river 4.48, Serayu river 5.54 ha, Beranak-1 small river 8.58 ha, Beranak-2 small river 7.32 ha, Serayu small river 3.04 ha, pool water reservoir area. HCV 6. Makam Panjang Datuk ratu 0.0025 ha, Kuburan Desa Lampisi-1 0.5 ha, Kuburan Desa lampiris-2 0.5 ha, Kuburan Desa Tanjung Beranak 2 ha, Kuburan Desa Bukit Harapan 0.25 ha, Kuburan Desa Pinang Gading 2 ha.</p> <p>The HCV identification document has explained the general condition of landscape surrounding company’s plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore no recommendation for wildlife corridor.</p> <p>Scheme smallholders: HCV assessment has been conducted by IPB facilitated by group manager and PT Inti Indosawit Subur on 28 February – 11 March 2011 in area Plasma Tungkal Ulu. No High Conservation Value identified in smallholder area. ---</p>	<p>Comply</p>
	<p>As per HCV findings of the plasma Tungkal Ulu which completed on March 2011, the methodology which incorporated site observation and consultation with local communities. The local villager, workers from estates and dealers were actively participated in the HCV assessment. Individual member can demonstrate basic understanding of HCV and RTE species which need to protect by them. During field audit and interview with member they can explain basic understanding on HCV and RTE species including how to protect them.</p>	

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<p>5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.</p> <p>- Major compliance -</p>	<p>RTE species in PT. Inti Indosawit subur Tungkal ulu were identified such as:</p> <ul style="list-style-type: none"> - Babi Jenggol (<i>Sus barbatus</i>) status IUCN VU - Kera Ekor Panjang (<i>Macaca fascicularis</i>) CITES Appendix II - Beruk (<i>Macaca nemestrina</i>) status IUCN VU - Kucing kuwuk (<i>Felis bengalensis</i>) protected by regulation PP No. 7 tahun 1999 - Trenggiling (<i>Manis javanica</i>) protected by regulation PP No. 7 tahun 1999 and status IUCN Endangered - Musang Luwak (<i>Paradoxurus hermaphroditus</i>) CITES Appendix III - Pijantug Kecil (<i>Archnotera longistra</i>) protected by regulation PP No. 7 tahun 1999 - Raja Udang meninting (<i>Alcedo meninting</i>) protected by regulation PP No. 7 tahun 1999 - Elang hitam (<i>Ictinaetus malayensis</i>) protected by regulation PP No. 7 tahun 1999 - Burung madu kelapa (<i>Anthreptes malaccensis</i>) protected by regulation PP No. 7 tahun 1999 - Kipas belang (<i>Rhipidura javanica</i>) protected by regulation PP No. 7 tahun 1999 - Cekakak belukar (<i>Halcyon smyrnensis</i>) protected by regulation PP No. 7 tahun 1999 - Cekakak sungai (<i>Halcyon chloris</i>) protected by regulation PP No. 7 tahun 1999 - Elang brontok (<i>Spizaetus cirhatus</i>) protected by regulation PP No. 7 tahun 1999 - Betet ekor panjang (<i>Psittacula longicauda</i>) protected by regulation PP No. 7 tahun 1999 - Buaya senyulong (<i>Tomistoma schlegel</i>) protected by regulation PP No. 7 tahun 1999 <p>The Company has made a conservation management plan to monitor the presence of wildlife species and wildlife populations as well as protected plants/animal in and around the plantation.</p> <p>Wildlife monitoring is conducted monthly by foreman and clerk afedling/division. The animal/species findings are recorded in the "Daftar Temuan Satwa liar di Areal kebun" form. Evidence of wildlife monitoring can be demonstrated.</p> <p>---</p>	<p>Comply</p>

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	<p>For example monitoring result in June 2017 in Division I the presence of animal during monitoring such as: Biawak (<i>Varanus salvator</i>), babi (<i>Sus crofa</i>), ular cobra (<i>Naja sp</i>), Monyet ekor panjang (<i>Macaca fascicularis</i>), Musang (<i>Paradoxurus hermaphroditus</i>).</p> <p>Scheme smallholders: Group manager has determined HCV management and monitoring plan as recommend in HCV Assessment report. Management plan to conserve RTE species for such as highlights members adjacent to protected areas/natural waterways/potential HCVs including as part of the regular field checks to ensure compliance, i.e no encroachments, monitoring of RTE species, signboard placement.</p> <p>List of HCVs and RTEs findings display on the notice board is available during onsite audit.</p> <p>Individual member can demonstrate basic understanding of HCV and RTE species which need to protect by them. During field audit and interview with member they can explain basic understanding on HCV and RTE species including how to protect them. Sampled smallholder: Suparno, Yuyu Sudiono, Pargono, Tumino, Warsito, Sutyono, Kholili, Supardi.</p>	

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<p>5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.</p> <p>- Minor compliance -</p>	<p>PT. Inti Indosawit Subur has a program to socialize the status of protected, rare, threatened or endangered (RTE) to all workers. Socialization has conducted through master morning in each division by field assistant, latest refreshment to workers conducted on 9 June 2016. Company also provided signboard regarding HCV protection and RTE species protection in the strategic place as a campaign to awareness the workers/people.</p> <p>Company also implemented appropriate sanction disciplinary measures to any individual working for the company who is found to capture, harm, collect or kill these species. Sanction and process based on UU No. 5 tahun 1990.</p> <p>Scheme smallholders: Training has been provided to the individual members about the status of HCV and RTE species and the applicable disciplinary measures. Training was conducted on 7 January 2017 in KUD Bina Usaha, 12 January 2017 in KUD Sawit Mulia and 9 January 2017 in KUD Karya Jaya. Attendant list and minutes of training was available.</p> <p>The members are understand the ways of communication such as through meeting with field assistants, notice displayed on the notice board in KUD office and Plasma Tungkal Ulu office and the guideline in "Buku Pintar petani plasma" has distributed to each of the members.</p>	<p>Comply</p>

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<p>5.2.4 Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>- Minor compliance -</p>	<p>Continuous monitoring documentation and report regarding the status of RTE species and HCV presented in "laporan Monitoring tumbuhan dan Satwaliar PT Inti Indosawit Subur, Kebun Tungkal Ulu" Periode Juli – Desember 2016.</p> <p>Monitoring documentation such as: "Daftar Temuan Satwa liar di Areal kebun" contain information regarding result of wildlife and RTE species monitoring, "tabel Monitoring Kerusakan kawasan lindung" contain information regarding result of HCV area monitoring and HCV condition monitoring such as illegal hunting, HCV area disturbance, and HCV condition. Latest monitoring both RTE species and HCV area conducted on June 2017.</p> <p>Evaluation the effectiveness of management and monitoring plan implementation reported each semester in "laporan Monitoring tumbuhan dan Satwaliar PT. Inti Indosawit Subur, Kebun Tungkal Ulu". Evaluation result and recommendation of management and monitoring contain in the report. This recommendation give the feedback and improvement to conservation management plan.</p> <p>Scheme smallholders: Group manager has established a mechanism "Mekanisme Pelaporan Perjumpaan Satwa dan Tumbuhan Dilindungi" SOP No. 028/DOK/SOP/AA/2016. The mechanism has disseminated to all member.</p> <p>Group manager has assigned Mandor/supervisor in each KUD to monitor the presence of animal/RTE species. Supervisor reported presence of RTE species each month to Group manager. Report was presented in "Data Pengamatan Satwa dan Tumbuhan Dilindungi". For example:</p> <ul style="list-style-type: none"> - Monitoring in KUD Bina Usaha period April 2017, presence of animal such as: Ular sawa (<i>Python reticulatus</i>), Barn owl (<i>Tyto alba</i>), long-tailed macaque (<i>Macaca fascicularis</i>). - Monitoring in KUD Karya Jaya period May 2017, presence of animal such as: <i>Elang tikus</i> (<i>Ictinaetus malayensis</i>). - Monitoring in KUD Sawit Mulia period May 2017, presence of animal such as: monitor lizard (<i>Varanus salvator</i>), Cobra (<i>Naja sp</i>) 	<p>Comply</p>
<p>5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.</p> <p>- Minor compliance -</p>	<p>There is no HCV areas overlapped with an identified local community's land based on HCV assessment report.</p> <p>Scheme smallholders: Up to date, there is no reporting in cases where there is an overlap of local community rights and HCV areas. All owner has the legal land title or authority letter.</p>	<p>N/A</p>

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<p>Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p>		
<p>5.3.1</p>	<p>All waste products and sources of pollution shall be identified and documented. - Major compliance -</p> <p>Mill and Estate: Waste and pollution sources have been identified and documented, including used lubricant and filter, old battery, used laboratory chemical, clinical/medical waste, mill effluent, EFB, smoke, dust, fiber and shell, empty agrochemical container, boiler ash, scrap iron, used tires, waste water and domestic household refuse. Record of identification was presented in "Evaluasi Aspek Dampak Lingkungan No.EMS-431-003-LT" issued on 12 April 2016. The company started at the beginning year 2017 to re-cycle anorganic waste where the company builded the waste storage.</p> <p>Scheme smallholders: Group manager and KUDs have prepared the document to indentification all waste products and sources of pollution – including disposal plan, as per document of "Hasil Identifikasi Sumber Polusi di Perkebunan Petani (Pencemaran dan Emisi)", updated on 2 February 2017.</p>	<p>Comply</p>

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<p>5.3.2 All chemicals and their containers shall be disposed of responsibly.</p> <p>- Major compliance -</p>	<p>Mill, Estate: The company store hazardous waste in temporary storage with permit No.660/476/IX/BLHD/2014, dated 23 September 2014 by Bupati Tanjung Jabung Barat, valid until 5 years. The company has disposed the hazardous waste through the registered collectors (PT. Berkah Anugerah Ilahi) approval from Environmental Ministry No. 89 year 2011 dated 5 May 2011. Transported by registered transporter (PT. Shali Riau Lestari) approval from Environmental Ministry No.237 year 2011, dated 8 November 2011). SOP available in document number AA-KL-06-EFP regarding Handling of Hazardous Waste (B3). Curently since 3 March 2017, PT. Inti Indosawit Subur Tungkal Ulu has an agreement in transporting the hazardous waste with contractor PT Indo Star cargo/PT Sumatra Deli Lestari Indah as a transporter according to "Perjanjian Kerjasama antara PT. Inti Indosawit Subur dengan, Konsorsium PT Sumatra Deli Lestari Indah - PT. Indostar Cargo and PT Prasadha Pamunah Limbah Industri No.003/AA-SDLI-ISC-PPLI/III-2017, dated 3rd March 2017 valid up to 2 February 2018. The type of hazardous waste to be transported: used oil, used battery, old lamps, used chemical container, contaminated waste and used filter. PT Sumatera Deli Lestari Indah is a consortium of PT Indostar Cargo and has obtained permit of hazardous waste transportation from Ministry of Environment based on "Surat Rekomendasi Kementerian Lingkungan Hidup No. B-4674/Dep.IV/LH/PDAL/05/2015 tanggal 27 Mei 2015 tentang Rekomendasi Pengangkutan Limbah B3 oleh PT Indo Star Cargo" permit valid until 5 years. PT Indostar Cargo has also obtained permit of hazardous waste transportaion from Ministry of Transportation "Direktorat Jenderal Perhubungan Darat" according to "SK Nomor: SK.4990/AJ.309/DJPD/2017/120710258bb-0062" dated 2 November 2017, valid until 3 November 2018. PT Prasadha Pamunah Limbah Industri has license for the utilization and management of hazardous waste based on "Keputusan Kepala Badan Pengendalian Dampak Lingkungan Nomor: KEP-67/BAPEDAL/05/1994" dated 20 May 1994 valid until 30 years.</p> <p>---</p>	<p>Comply</p>

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	<p>The sampled transporting manifest of hazardous waste: "Berita Acara Serah-Terima Limbah B3 dari PT. Inti Indosawit Subur Tungkal Ulu to PT. Shali Riau Lestari on 17 February 2017, hazardous waste store sent 3 drum used oil, 2 drums filters, 12 drums empty herbicide container, 0.5 drums medical waste 228 kg old batteries (119 pieces); transported via PT. Shali Riau Lestari.</p> <p>Manifest No.AAO0008772 for transport of 3 drums of used oil on 7 February 2017, through PT. Shali Riau Lestari to PT. Wastec Int'l. Manifest No.AAO0008773 for transport of 2 filters on 17 February 2017, through PT. Shali Riau Lestari to PT. Wastec International.</p> <p>Scheme smallholders: PT. Inti Indosawit Subur collects all empty chemical container, into temporary hazardous waste store. These containers subsequently sent to authorised collectors. Interviewed the smallholder and confirmed that surplus chemical containers disposed of such that there is no risk of contamination of water sources or to human health. The disposal through PT. Inti Indosawit Subur – Tungkal Ulu's temporary hazardous waste store. These containers subsequently sent to authorised collectors. Team TUS had taken back 4 empty chemical (Glyphosate and Methyl metsulfuron) containers to temporary hazardous store in Tungkal Ulu Estate, after spraying smallholder dated 25 April 2017. "Berita Acara Penyerahan Limbah B3" sighted.</p>	

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<p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p> <p>- Minor compliance -</p>	<p>Mill, Estate and Scheme Smallholder: Waste management plan is documented in "Program Management Lingkungan", dated on 15 April 2017. Waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment.</p> <p>Field visit to final disposal of housing domestic waste in Tungkal Ulu Estate. This issue has been raised as observation during last assessment visit with regards to inconsistently dispose-off all an-organic waste from domestic refuse into dedicated waste bin, instead of oil palm area.</p> <p>Scheme smallholders: The documented waste management and disposal plan available at the group level, as per document of "Identifikasi Sumber Pencemaran dan Emisi", updated on 2 February 2017. The extension officer from PT. Inti Indosawit Subur – Tungkal Ulu carried out the communication to individual members. Records of training are maintained.</p> <ul style="list-style-type: none"> - Notulen Rapat for waste management on 7 January 2017, attended by 17 farmers, location in KUD SP 1; - Notulen Rapat for waste management on 12 January 2017, attend by 20 farmers, location in KUD Sawit Mulia; - Notulen Rapat for waste management on 9 January 2017, attend by 13 farmers, location in KUD Karya Jaya SP4; <p>Based on field visit to KUD Karya Jaya, KUD Sawit Mulia and KUD Bina Usaha, there was no waste disposed off on smallholder blocks sampled. Domestic waste are handled by the village authorities. Agrochemical waste are taken back to PT. Inti Indosawit Subur – Tungkal Ulu.</p> <p>NC Minor:</p> <ul style="list-style-type: none"> - There is no adequate waste management plan as official guidance handling waste since generated till disposed - Waste are being disposed around afdeling-1 housing. - Bad organizing in waste final disposal. - Domestic wastewater puddles around Traksi housing at Afdeling-I 	<p>NC Minor</p>
<p>Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.</p>		

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<p>5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p> <p>- Minor compliance -</p>	<p>Mill, Estate and Scheme smallholders: PT. Inti Indosawti Subur - Tungkal Ulu has prepared and monitoring a plan plan for improving efficiency of the use of fossil fuels and to optimize renewable energy. All energy used in palm oil mill is monitored and recorded under document of "Pemakaian Energi Pabrik Tungkal Ulu 2017". Fossil fuel records are maintained and trends shown. Energy use records include accurate measurements of renewable energy use per tonne of FFB processed. Company already maximise the renewable energy use. All the shell and fibre is consumed internally as boiler fuel. Until June 2017, FFB processing in Tungkal Ulu Mill was 95,220 tons, producing 22,178 tons CPO. From the process, mill was producing 16,529 tons of fiber and all used for boiler fuel (1 kgs of fiber x2300 Kcal).</p> <p>Fossil fuel usage is recorded for operational purpose, including the efficiency analysis. Renewable energy in 2017 (January – June 2017): FFB: 95,220 tons Fibre: 22,099 tons (100%) Shell: 7,050 tons (57%) Fossil Fuel: 42,364 litres Steam turbin: 4,101,866 kWh Genset: 101,334 kWh</p> <p>Scheme smallholders: Smallholders has monitored the usage of fossil fuel which mainly for the transporation of the FFB, as per docment of "Pemakaian Solar Per Bulan", in 2017, such as: ---</p>	<p>NC Minor</p>
	<p>January: 35,678 liters (1,660 trips) February: 29,050 liters (1,312 trips) March: 31,050 liters (1,414 trips) April: 33,952 liters (1,517 trips) May: 37,649 liters (1,694 trips) June: 37,895 liters (1,735 trips)</p> <p>The average usage of fossil fuel 22.09 liters/trip, and 2.59 liters/ton.</p> <p>NC Minor: ICS Kebun Plasma Tungkal Ulu has prepared a plan for improving efficiency of the use of fossil fuels and to optimize renewable energy, under document of "Program Efisiensi Penggunaan Bahan Bakar Fosil dan Energi Terbarukan". However, the plan for monitoring of usage bio-solar is not implemented.</p>	
<p>Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.</p>		

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5.5.1	<p>There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Major compliance -</p>	<p>Mill, Estate: The company has updated zero burning policy as documented in "Kebijakan Perusahaan, 1st December 2014": No open burning was noted in the company and scheme smallholders during field visit and interviewed with local communities and workers.</p> <p>Scheme smallholders: The company has helped the smallholder to updated zero burning policy as documented in "Kebijakan Perusahaan, 1 December 2014". No open burning was noted in the company and scheme smallholders during field visit and interviewed with local communities and workers.</p> <p>The extension officer from PT. Inti Indosawit Subur – Tungkal Ulu carried out the communication to individual members. Replanting will be carried out by PT. Inti Indosawit Subur, using mechanical method.</p>	Comply
5.5.2	<p>Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Minor compliance -</p>	<p>Mill, Estate: No any open burning was noted for land preparation.</p> <p>Scheme smallholders: Up to date, there is no reporting in cases where there is an overlap of local community rights and HCV areas. All owner has the legal land title or authority letter. No proposal or approval has been submitted to Group Manager for using fire to burn a as well as no mechanism to enable smallholder for using fire.</p>	Comply
<p>Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>			

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<p>5.6.1</p> <p>An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).</p> <p>- Major compliance -</p>	<p>Mill, Estate: List for assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent provided in document "Identifikasi Aspek Dampak Lingkungan for PMKS dan Estate in Tungkal Ulu, updated on 5 January 2017.</p> <p>The company also has conducted assessment on all source of pollution has been identified through:</p> <ol style="list-style-type: none"> 1. Environmental Impact Assessment, identified major and significant sources of pollution at mill such as: boiler emission, generator emission, POME, 2. GHG inventory, in accordance to RSPO standard of GHG inventory. The document mentions various sources of pollution: landuse change (land clearing for plantation), fertilizer (Amonium nitrate, Ground Magnesium Limestone, Ammonium Sulphate, Urea, AC, Kieserite, MOP, GRP, TSP), POME, electricity, Fuel, EFB. <p>See in appendix I for TU POM GHG_Palm Calc 3.1.0</p> <p>Scheme smallholders: List for assessing pollution and emission sources, including gaseous, particles, soot emissions and effluent provided in document "Identifikasi Aspek Dampak Lingkungan for PMKS dan Estate in Tungkal Ulu, updated on 5 January 2017.</p> <p>The company has conducted assessment on all source of pollution has been identified through:</p> <ol style="list-style-type: none"> 1. Environmental Impact Assessment, identified major and significant sources of pollution at mill such as: boiler emission, generator emission, POME, 2. GHG inventory, in accordance to RSPO standard of GHG inventory. The document mentions various sources of pollution: landuse change (land clearing for plantation), fertilizer (Amonium nitrate, Ground Magnesium Limestone, Ammonium Sulphate, Urea, AC, Kieserite, MOP, GRP, TSP), POME, electricity, Fuel, EFB. 	<p>Comply</p>

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<p>5.6.2</p> <p>Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.</p> <p>- Major compliance</p>	<p>Mill, Estate</p> <p>Identification of pollutant and GHG, such as: usage of anorganic fertilizer, pesticide, fossil fuel usage, peat land, and POME.</p> <p>GHG mitigation plan available, as part of Environmental management system ISO14001. The plan includes plan to manage significant impact from air emission, electricity use, use of fossil fuel, use of water resources. Objective, Target and Program has been prepared. For example: Use of renewable energy and consideration to air quality/particulate emission: To reduce kernel shell as fuel for process; target: to reduce shell use into 35% in 2017; program: to minimize non-processing hour. Achievement: 46% to date.</p> <p>The company also has minimized pollutant and GHG through using EFB as organic fertilizer, implementing IPM to reduce pesticides usage, using fibre and shell for boiler, etc. Analysis report No.03685/CLK for boiler and generator, result upon parameter on particulate, opacity, NH₃, SO₂, NO₂, HC₃, CL₂, HF – have meet regulation. Sample for Boiler No.1: particulate 156 mg/m³; opacity <20%; NH₃ <0.1mg/m³; SO₂ 48 mg/m³, NO₂ 38 mg/m³, HC₃ <3 mg/m³, CL₂ <5 mg/m³, HF <0.1 mg/m³. Sample for Generator No.2: particulate 138 mg/m³; opacity <20%; NO_x 175 mg/m³; SO₂ 32 mg/m³, NO₂ 118 mg/m³, noise 94.6 dB.</p> <p>Scheme smallholders:</p> <p>Identification of pollutant and GHG, such as: usage of anorganic fertilizer, pesticide, fossil fuel usage, peat land, and POME.</p> <p>For scheme smallholder, group manager has prepared GHG mitigation plan: reduce agrochemical use: application of pesticide and fertilizer based on recommendation.</p> <p>Reduce fossil fuel: arrange harvesting date, for each Kelompok Tani; carried out road maintenance; re-map FFB evacuation to make efficient truck running distance – in order to reduce fuel use.</p>	<p>Comply</p>

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<p>5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.</p> <p>- Minor compliance -</p>	<p>Mill, Estate Emission monitoring system by using "RSPO PalmGHG" system calculation. Emission from estate and mill operation was calculated and monitored, emission reduction achieved. The result of GHG calculation available in appendix I. System for monitoring of emission available in: Monitoring of any pollutant has been done in daily, weekly and monthly basis, report of monitoring was recorded in the "RKL/RPL" report, and this report submitted to the related institution every 6 month.</p> <p>Greenhouse gas calculation and inventory using standard method from RSPO (Palm GHG calculator). Result of inventory has been shared with RSPO secretariate. In addition, The company has prepared a strategy in effort to reduce and mitigate pollution and emission. Monitoring of pollution and emission quality for plantation has been planned and implemented, e.g. air quality ambient for boiler and Genset, water quality test for river (upstream and downstream), effluent water quality, noise, etc.</p> <p>Scheme smallholders: System for monitoring of emission available in:</p>	<p>Comply</p>
	<p>Monitoring of any pollutant has been done in daily, weekly and monthly basis, report of monitoring was recorded in the "RKL/RPL" report, and this report submitted to the related institution every 6 month. The method has been communicated to individual members.</p>	
<p>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers</p>		
<p>Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</p>		

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<p>6.1.1 A social impact assessment (SIA) including records of meetings shall be documented.</p> <p>- Major compliance -</p>	<p>Mill, Estate Social Impact Assessment available and mentioned within frame references of AMDAL. PT. Inti Indosawit Subur - Tungkal Ulu POM has demonstrated the document of "Analisis Mengenai Dampak Lingkungan (AMDAL)" consist of document ANDAL, RKL and RPL as approved through "Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT. Inti Indosawit Subur" dated 3 May 1995. The document covers scope of areal of 32,000 ha consist of Kuala Tungkal Estate 20,000 ha and palm oil mill capacity 90 Tonnes FFB/hour for Kuala Tungkal. SEIA was prepared by "Lembaga Penelitian Universitas Jambi". Revision on AMDAL document is available for PT. Inti Indosawit Subur – Tungkal Ulu through "Surat Keputusan Bupati Tanjung Jabung Barat No.309", year 2009, dated 6 June 2009, for 4,614.02 ha.</p> <p>In 2011, the Company has prepared a document Social Impact Assessment in cooperation with faculty of Forestry Institut Pertanian Bogor. The social impact assessment including information on:</p> <ol style="list-style-type: none"> 1. Relationship in socio-economic interaction with stakeholders around plantation; 2. Perceptions, expectations and desires of the community against the company; 3. Forms of land ownership; 4. Social and economic activity that is required by the community; <p>The consultation methodology including survey (questionnaire), focus group discussion with surrounding communities, smallholders, and other interested parties. The records of consultation, attendance list of stakeholders participated in 2011 SIA sighted.</p> <p>Scheme smallholders: Social Impact Assessment available and mentioned within frame references of AMDAL. SEIA was prepared by "Lembaga Penelitian Universitas Jambi". Group manager prepared SIA assessment by including scheme smallholding through Bogor Agriculture University dated June 2011 as supplement to AMDAL document. Each KUD visited has copy of Social Impact Assessment Document, updated on 1 February 2017. Smallholders interviewed does understand the social impact from their oil palm plantation operation, and also able to demonstrate knowledge of impact mitigation. Individual members sampled could demonstrate a basic understanding of the social risk and benefit, such as improvement on social-economic condition, village development, business opportunities, or social jealousy (negative impact).</p>	<p>Comply</p>

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<p>6.1.2</p> <p>There shall be evidence that the assessment has been done with the participation of affected parties.</p> <p>- Major compliance -</p>	<p>Mill, Estate In the social impact assessment document, it is described that the social impact assessment prepared through interviews, focus group discussion and questionnaire filling. The targeted audience is local communities, surrounding villages, smallholder members and employees of PT. Inti Indosawit Subur – Tungkal Ulu.</p> <p>Scheme smallholders: In the social impact assessment document, it is described that the social impact assessment prepared through interviews, focus group discussion and questionnaire filling. The targeted audience is local communities, surrounding villages, smallholder members and employees of PT. Inti Indosawit Subur – Tungkal Ulu.</p>	<p>Comply</p>
<p>6.1.3</p> <p>Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.</p> <p>- Major compliance -</p>	<p>Mill, Estate Social impact assessment document has prepared a study covering relation between company and the social-economic interaction with the surrounding stakeholders, perception; hope, of local communities, land ownership structures, negative and positive impacts. The plantation and scheme smallholders have prepared social management plan, covering a number of activities such as FFB sortation standard, road maintenance programme, smallholder organization empowerment, replanting saving, training and communication, manpower legality, etc. there was no significant operation changes, no capacity increased, no new stakeholder, no new aspiration/perception changes in stakeholders, no new development. An improvement noted, such as implementation of group management for scheme smallholder.</p> <p>Scheme smallholders: Social program evaluated on 6-monthly basis. This evaluation process presented in the "Laporan RKL/RPL". The social program implemented by company reported for period June – December 2016 was submitted on 17 March 2017. Group manager prepare training on social impact management. KUD leaders and smallholders interviewed states that social management plan was prepared in coordination with PT. Inti Indosawit Subur. The social management plan has been continuously implemented.</p>	<p>Comply</p>

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<p>6.1.4 The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.</p> <p>- Minor compliance -</p>	<p>Mill, Estate Social program evaluated on 6-monthly basis. This evaluation process presented in the "Laporan RKL/RPL". The social program implemented by company reported for period June- December 2016 was submitted on 17 March 2017.</p> <p>Scheme smallholders: Social program evaluated on 6-monthly basis. This evaluation process presented in the "Laporan RKL/RPL". The social program implemented by company reported for period June – December 2016 was submitted on 17 March 2017.</p>	<p>Comply</p>
<p>6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).</p> <p>- Minor compliance -</p>	<p>The social impact assessment does take a particular proportion for Smallholder development, in the social impact assessment document.</p> <p>The plantation and scheme smallholders have prepared social management plan, covering a number of activities such as FFB sortation standard, road maintenance programme, smallholder organization empowerment, replanting saving, training and communication, manpower legality, etc. there was no significant operation changes, no capacity increased, no new stakeholder, no new aspiration/perception changes in stakeholders, no new development. An improvement noted, such as implementation of group management for scheme smallholder.</p> <p>KUD leaders and smallholders interviewed states that social management plan was prepared in coordination with PT. Inti Indosawit Subur. The social management plan has been continuously implemented.</p>	<p>Comply</p>
<p>Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p>		

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6.2.1	<p>Consultation and communication procedures shall be documented.</p> <p>- Major compliance -</p>	<p>Mill and Estate: Procedure for consultation and communication as in "SOP Penanganan Permintaan Informasi Stakeholder (No. SOP. AA-GL-5008.1-R1), dated 22 August 2011. The procedure defines process for corporate response to any request of information that submitted by stakeholders, the response shall be provided within 14 days after receiving the information. Retention time of the records informasi is 3 years upon completion.</p> <p>Scheme smallholders: KUD's has a mechanism of communication, consultation and complaints issued on 3 January 2011, that outlines the flow chart of process of delivering information from stakeholder including complaint and consultation/communication. The Mechanismes of communication, consultation and complain are available in KUD's office. Verification upon individual member's understanding was done through internal audit by ICS. The members are understand the ways of communication such as through meeting with field assistants, notice displayed on the notice board in KUD offices.</p>	Comply
6.2.2	<p>A management official responsible for these issues shall be nominated.</p> <p>- Minor compliance -</p>	<p>Mill and Estate: The company has appointed Mr. Sukardi (assistant Humas PT. Inti Indosawit Subur - Tungkal Ulu) by letter from Region Head Plt 3 Jambi No. 012/HR-RO3/Memo/01/2014 dated January 29, 2014, concerning to assignment territory that describes the territory of Mr Sukardi including PT. Inti Indosawit Subur - Tungkal Ulu and PT. Inti Indosawit Subur - Muara Bulian. The assignment letter since on 1 February 2014.</p> <p>Scheme smallholders: All KUD has appointed the person as the officer responsible for communicating with stakeholders.</p>	Comply

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<p>6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.</p> <p>- Minor compliance -</p>	<p>The organization have a list of stakeholders that updated every year, the last updated of stakeholders list on 25 April 2016, that PT IIS Tungkal Ulu has established communication with stakeholders, consist of:</p> <ul style="list-style-type: none"> - 38 stakeholders both in village and subdistrict, e.g. head of Merlung district, head of Renah district, head of Muara Papalik district, Merlung village, head of Merlung village, head of Adi Purwo village, head of KUD, etc. - 18 stakeholders in province, e.g: governor of Jambi, Dinas Perkebunan Provinsi Jambi, BLHD Provinsi Jambi, Dinas Kehutanan Provinsi Jambi, Pengadilan Hubungan Industrial Provinsi Jambi, - Jambi Independent, Jambi Ekspres, Gapki, Apindo provinsi Jambi, etc. (media) - 10 stakeholders in Tanjung Jabung Barat agency, e.g: Dinas Perkebunan Kabupaten Tanjung Jabung Barat, Kantor BPN Kabupaten Tanjung Jabung Barat, BLHD Kabupaten Tanjung Jabung Barat etc. <p>The record of communication and consultation are documented by Humas Division, as available in "Buku Agenda Surat keluar PT. Inti Indosawit Subur - Tungkal Ulu Estate and Buku Tamu" for verbal communication.</p> <p>Scheme smallholders: Group manager has helped each KUD to develop a list of stakeholders. In KUDs has documented "Name List of KUD Stakeholder" and always updated, such as in List of Stakeholders in June 2017 are indentified 30 stakeholder, e.g: Kepala Desa Bukit Harapan, BRI Unit Merlung, LSM Lembaga Pembantu Perlindungan Tenaga Kerja, PUSKUD Jambi, Dinas Perkebunan Kabupaten Tanjung Jabung Barat, etc. Record of communication is documented in "Buku Permintaan Informasi External".</p>	<p>Comply</p>
<p>Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all effected parties.</p>		

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<p>6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested.</p> <p>- Major compliance -</p>	<p>Mill and Estate: The company has developed a mechanism to handling complains consist of "Prosedur Penanganan Keluhan dari Eksternal" as regulated in Document No. SOP AA-GL-5005-RO 01, meanwhile to handling of internal complains are regulated through "Mekanisme Penyampaian Keluhan dan Penyelesaian Keluhan Karyawan", as in document in SOP No. SOP. AA-HR-308 0.5-RO).</p> <p>The company also has developed "Mekanisme Jaminan Pelapor dan Pengungkapan Kasus" that complied by Humas Division of PT IIS Tungkal Ulu on June 12, 2015. In those mechanisms describes a policy to confidentiality of the reporter or whistleblowers if requested.</p> <p>Scheme smallholders: Group manager has a system that all grievance will be settled through between group manager, KUD and PT. Inti Indosawit Subur. The mechanism of communication, consultation and complaints that describes a flow chart of processes for delivering from information from stakedholder including to handing complaints and communication/consultation. Sampled individual members can demonstrate the mechanism, in their own interpretation – referring to the mechanism. Dissemination of grievance handling through leaflet and notice board in KUD offices. Sampled individual members can demonstrate the mechanism, in their own interpretation – referring to the mechanism. Sampled casual workers can demonstrate the grievance mechanism. So far, there was no grievance from workers lodged.</p>	<p>Comply</p>
<p>6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p> <p>- Major compliance –</p>	<p>So far, there was no grievance recorded.</p> <p>Scheme smallholders: Group manager has a system that all grievance will be settled through between group manager, KUD and PT. Inti Indosawit Subur. The mechanism of communication, consultation and complaints that describes a flow chart of processes for delivering from information from stakedholder including to handing complaints and communication/consultation. So far, there was no grievance recorded.</p>	<p>Comply</p>
<p>Criterion 6.4: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>		

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<p>6.4.1 A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p> <p>- Major compliance -</p>	<p>Mill, Estate Mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) No. AA-GL-5003-1-R1, dated 5 December 2009 and has undergone first revisions on 22 August 2011. The mechanism described is similar to conflict resolution procedures involving community representatives and others stakeholders.</p> <p>There is no negotiation/compensation payment currently both estate and scheme smallholders, the land has settled now, no any complaint was received in the last few years. In Scheme smallholders area, it was settled sine the "PIR Project" started due to this project from Central Government, where the land status is "Clean and Clear".</p> <p>Scheme smallholders: Group manager has helped smallholder to prepare a mechanism to handle land conflict under Communication and Consultation Mechanism, involving KUD chairman and meeting with all KUD members.</p>	<p>Comply</p>
<p>6.4.2 A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p> <p>- Minor compliance -</p>	<p>Mill, Estate Mechanism to identify and calculate fair compensation or loss of legal rights to land set out in the standard operating procedure (SOP) No. AA-GL-5003-1-R1, dated 5 December 2009 and has undergone first revisions on 22 August 2011. Each KUD has a mechanism to handle land conflict under Communication and Consultation Mechanism, involving KUD chairman and meeting with all KUD members.</p> <p>Scheme smallholders: There is no compensation since smallholder oil palm blocks established. Up to date, no legal, customary or user rights issue. Each KUD has a mechanism to handle land conflict under Communication and Consultation Mechanism, involving KUD chairman and meeting with all KUD members.</p>	<p>Comply</p>

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<p>6.4.3</p> <p>The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p> <p>- Major compliance -</p>	<p>Estate: PT. Inti Indosawit Subur Tungkal Ulu documented the process and outcome of resolved compensation. These documents are available for public, with management approval. There were no noted land disputes.</p> <p>Scheme smallholders: Each cooperative/KUD sampled has a form to record compensation. However, there is no compensation since smallholder oil palm blocks established. The land given by government under PIR-Trans programme. Therefore, no land compensation process to customary land owner or previous legal owner, since the land was state land. All smallholder members of cooperative granted with land rights/SHM. Up to date, no legal, customary or user rights issue.</p>	<p>Comply</p>
<p>Criterion 6.5:</p> <p>Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>		
<p>6.5.1</p> <p>Documentation of pay and conditions shall be available.</p> <p>- Major compliance -</p>	<p>Estate: The company determines minimum wages based on the Government regulation every year, the minimum wages in 2017 as regulated in "Surat Keputusan Governor of Jambi no. 919/KEP.GUB/DISSOSNAKERTRANS/2016, dated 31 October 2016 is Rp 2,063,948.63,-/month which effective from 1st January 2017. Company also determine wages with Memorandum from Head HR on 27 May 2017, no. 011?HR-AAS/MEMO/05/17 regarding "Petunjuk Penetapan Upah Karyawan", including:</p> <ul style="list-style-type: none"> - Upah pekerja golongan PHL Rp 2,063,949,- /month or Rp 82,557.96,-/day - Upah Pekerja Golongan SKU-H sebesar Rp 2,095,500,-/month or Rp 69,850,- per day <p>Basic Salary above excluded rice allowance: 15 kg/employees, wife 9 kg, children 7.5 kg/each for 3 children (rice price; Rp. 8,600/kg in June 2017)</p> <p>Based on review of payments slip, there is no worker paid below minimum wages, e.g. payment slip in June 2017:</p> <p>Estate</p> <ol style="list-style-type: none"> 1. Payment slip in June 2017 for Mr. HRL (SKU Bulanan) is Rp. 2,225,500 (Basic salary) + overtime + rice allowance + production allowance - BPJS, total is Rp. 2,754,686. 2. Mr. TRN (SKU Harian), basic salary Rp. 69,850 per day (20 days) + overtime + production premi – BPJS, total Rp. 2,684,950. <p>----</p>	<p>Comply</p>

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	<p>3. Mr. BHR (Temporary workers): basic salary Rp. 82,557.96 (23 days) + production premi - BPJS (Total salary is Rp. 4,163,776).</p> <p>Mill</p> <p>1. Payment slip in June 2017 for Mr. HS (SKU Bulanan/Gol E1) is Rp. 2,255,500 (Basic salary) + overtime + rice allowance + production allowance – and reduction for BPJS (Kesehatan and Ketenagakerjaan), total is Rp. 3,420,911.</p> <p>2. Mr. SA (SKU Harian), basic salary Rp. 69,850 per day (30 days) + overtime + production premi - BPJS , total Rp. 4,115,714.</p> <p>3. Mr. FN (Temporary workers): basic salary Rp. 82,557.96 per day (19 days) + production premi - BPJS (Total salary is Rp. 1,972,133).</p> <p>Based on review document of list payment, it was found that the company has paid salary as regulated by government.</p> <p>Scheme smallholders:</p> <p>Individual member refers to memorandum from group manager and cooperatives/KUD to determines minimum wages based on the Government regulation every year, the minimum wages in 2017 as regulated in ""Surat Keputusan Gubernur Jambi No. 919/KEP.GUB/DISSOSNAKER TRANS/2016", dated 31 October 2016 is Rp 2,063,948.63,-/month which effective from 1 January 2017.</p> <p>Not applicable as all of the workers are considered as casual workers. They were paid based on daily rate and only pay when they have work.</p> <p>However, individual members tries to adjust the worker payment, referring to the government regulation.</p> <p>Individual members tries to adjust the worker payment, referring to the government regulation. Record of payment through simple receipt.</p>	

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<p>6.5.2</p> <p>Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>- Major compliance -</p>	<p>Estate: Worker Agreement (PKB) between company and labour union is referred in working regulation, Worker Agreement was registered by Dirjen Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No. Kep.88/PHIJSK-PKKAD/PKB/VI/2015, dated 18th June 2015 (Valid 21st April 2015 - 20th April 2017) Based on document review, it was noted that term and condition, such as working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc., are covered in PKB and contracts which have been signed by labor union.</p> <p>All employees also have signed contract with detail term and condition, included temporary workers, e.g. contract with Mrs. Maimunah Lubis, no 01/GM/SPK-KSN/VII/2016, dated 01st July 2016, Edisam Saputra Saragih; contract no. 01/GM/SPK-KSN/I/2016, dated January 2016, Saparuddin, contract no. 01/GM/SPK-KSN/I/2017, dated January 2017.</p> <p>Mill: Worker Agreement (PKB) between company and labor union is referred in working regulation, Worker Agreement was registered by Dirjen Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No. Kep.88/PHIJSK-PKKAD/PKB/VI/2015, dated 18 June 2015 (Valid 21 April 2015 - 20 April 2017). Based on document review, it was noted that term and condition, such as working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc, are covered in PKB and contracts which have been signed by labour union.</p> <p><i>Note: Company and worker union is in process for preparing the new collective work agreement – during RAV, July 2017. In one of the clause under the collective work agreement, the collective work agreement can still be use, for a maximum one (1) year after expiry.</i></p>	<p>Comply</p>

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	<p>All employees also has signed contract with detail term and condition, included temporary workers, e.g.</p> <p>Contract with employee Mr. HS (Sortasi), no IIS/PTU/SPK-WT/VII/2016 as PKWT started 1 April 2017 until 31 March 2018.</p> <p>Contract with employee Mr. MRS (Sortasi), no. IIS/PTU/SPK-WT/VII/2017 as PKWT started 1 July 2017 until 30 June 2017.</p> <p>Contract with employee Mr. RSS (Proses), no. IIS/PTU-SPK-WT/I/2017, started 9 January 2017 until 30 December 2017.</p> <p>Scheme smallholders: Group manager has helped cooperative/KUD to sets work agreement between KUD and workers. It is available and signed by both parties, the KUD workers only 1 -3 staffs and also contract with sprayer team (TUS) was available.</p> <p>Direct employment contract is not applicable as all of the workers are considered as casual workers or they are managed the farm by the member on their own.</p> <p>The harvesters worked 3-4 hours per day, 3 days per month – for one individual members oil palm plantation plot.</p>	

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<p>6.5.3</p> <p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>- Minor compliance –</p>	<p>Mill and Estate: Sighted in field visit to mill housing complex that adequate facilities has been available for mill workers, including: housing for staff, housing for workers (permanent and temporary), electricity from mill grid, clean water supply from water treatment plant (available for entire year), medical service in company's clinic, primary level education facility, religion and workshpment facility, and sport.</p> <p>Mill</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Type</th> <th>Quantity (unit)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Housing B/CM</td> <td>2</td> </tr> <tr> <td>2</td> <td>Housing C</td> <td>5</td> </tr> <tr> <td>3</td> <td>Housing E</td> <td>61</td> </tr> <tr> <td>4</td> <td>Pompa air</td> <td>1</td> </tr> <tr> <td>5</td> <td>Waduk air</td> <td>2</td> </tr> </tbody> </table> <p>Estate:</p> <ol style="list-style-type: none"> Housing; Staf (20 units), type D1(28 units), Type E1 (1187 units), kindergarden (1 unit), clinic (2 units), Mosque (3 units), Church (1 units), School bus (4 units), Ambulance (1 unit), minimarket which managed by company cooperative (1 units), community hall (1 units), Sport facilities (football, volley ball, tennis, badminton, <p>Revealed from interview with sample 10 workers from grading station, water treatment plant, engineer room, boiler, as well as mill emplasment resident, that so far no serious complaint regarding provision of basic facility by company. School bus have been added.</p> <p>---</p>	No.	Type	Quantity (unit)	1	Housing B/CM	2	2	Housing C	5	3	Housing E	61	4	Pompa air	1	5	Waduk air	2	<p>Comply</p>
No.	Type	Quantity (unit)																		
1	Housing B/CM	2																		
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	<p>Based on an interview with the head of the Trade Union, there were complaints from employees related to the electricity usage subsidy of Rp 40,000 per month. The complaint has been addressed by management by meeting with Bipartite on April 18, 2017 and has been proposed to the management subsidy of Rp 151,049 per month.</p> <p>Complaints about road watering due to dust during the dry season in the housing environment of employees, the company has set a schedule of watering of housing roads 2017 per month, ie the implementation carried out once a week took turns (scheduled) in each employee housing.</p> <p>Polyclinic Permit no. 503.40/07/KPPT/2014, dated 26 November 2014, with the responsible dr. Hairul Akmal, valid for 5 years.</p> <ul style="list-style-type: none"> - Practice License (SIP) Midwife, on behalf of Eviyanti Sembiring, no. 0502/34 / SIP # / Dinkes / 2017, dated 8 August 2017 (valid until 8 August 2021). - Practice License (SIP) Midwife, on behalf of Mela Arya Neva Belahi Rs., No. 0502/36 / SIP # / Dinkes / 2017, dated 8 March 2017 (valid until 19 February 2020). - Practice License (SIP) Nurse, on behalf of Susanti, no. 0502/37 / SIP # / Dinkes / 2017, dated 22 May 2017 (valid until 22 May 2020). <p>Scheme smallholders: Housing, water supplies, medical, educational and welfare amenities for workers at smallholders are not applicable as all of the workers are considered as casual workers. They were staying at their own houses.</p>	
<p>6.5.4</p> <p>Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance –</p>	<p>Mill, Estate and Scheme Smallholders: The company preparing traditional market within the company areas and also 2 cooperatives which prepare basic need for workers and traditional market in each KUD is provided by local government.</p> <p>Scheme smallholders: Access to food to workers, including providing allotment (space) for growing food was not applicable as all of the workers are considered as casual workers. The harvesters worked 3-4 hours per day, 3 days per month – for one individual members oil palm plantation plot.</p>	<p>Comply</p>

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<p>Criterion 6.6: The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>		
<p>6.6.1 A published statement in local languages recognising freedom of association shall be available. - Major compliance -</p>	<p>Estate and mill: Freedom of association policy documented in "Kebijakan perusahaan, dated 1 December 2014" which state that: "Menghormati hak setiap karyawan untuk membentuk atau menjadi anggota serikat pekerja sesuai dengan keinginannya dan untuk melakukan tawar menawar secara kolektif". Freedom of association policy is written in Bahasa Indonesia, so that all employees can understand. This policy has been informed to all employees and being placed into notice board in public area. The company has conducted socialization of "Kebijakan Perusahaan" to all employee. Scheme smallholders: Most of the farmers are managed their land independently. Therefore, the policy does not directly applicable to them. All of the workers are considered as casual workers. Policy for workers in the freedom of association, outlined in the Employment Agreement as mentioned on Article 3 (Right to Employee) point 5 stated that "Memiliki Kebebasan untuk berserikat sesuai dengan UUD 1945 dan Pancasila".</p>	<p>Comply</p>
<p>6.6.2 Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -</p>	<p>Estate and mill: Meeting between company management with labour union (SP. PP-SPSI), minutes of meeting and attendance list is available. Scheme smallholders: Most of the individual members are managed their land independently and they recruited casual workers. Therefore, they do not form or join any association. There is no labour union is scheme smallholders/coopeative/KUD level, however the KUDs given to the workers to organize any worker union freely.</p>	<p>Comply</p>
<p>Criterion 6.7: Children are not employed or exploited.</p>		

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6.7.1	<p>There shall be documentary evidence that minimum age requirements are met.</p> <p>- Major compliance -</p>	<p>Mill and Estate: Sighted company's policy dated 1 January 2014 which stated that Children (under 18 years) are not allowed to work in any process and activities in company. There are numbers of children worker prohibition signboards installed at public spaces, estate, mill, as well as scheme smallholder's office. Updated employee data on 26 July 2017 shows those Minimum age requirements are met. Based on document review of list of workers, interview with workers and observation during field visit, it was no found workers hired under 18 years. Sample taken: Tungkal Ulu Estate: the youngest worker is Mrs. RSH (birth: 3 Dec 1997, joined in the company on 1 February 2017 – 19 year and 7 month). Tungkal Ulu Mill: the youngest worker is Mr. Jekson Silitonga; birth: 25 March 1996, joined in the company on 16 June 2017 – 21 years and 4 month.</p> <p>Scheme smallholders: Child labour policy is documented in "Kebijakan Koperasi" which state that: "Melarang anak anak bekerja dalam setiap kegiatan KUD" (It is not allowed all children to work in every activities/processes in the KUD). Based on field visit, there was no found children worked in KUD and farmer's plantation. All casual workers were asked to demonstrate valid Identification card prior to working on individual member's plantation.</p>	Comply
<p>Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</p>			
6.8.1	<p>A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented.</p> <p>- Major compliance -</p>	<p>Mill and Estate: The company has Equal Opportunities policy as documented in "Kebijakan Perusahaan", dated 01 December 2014: Freedom of association policy documented in "Kebijakan perusahaan, dated 01 December 2014" which state that: "Menghormati hak setiap karyawan untuk membentuk atau menjadi anggota serikat pekerja sesuai dengan keinginannya dan untuk melakukan tawar menawar secara kolektif"</p> <p>Freedom of association policy is written in Bahasa Indonesia, so that all employees can understand. This policy has been informed to all employees and being placed into notice board in public area. The company has conducted socialization of "Kebijakan Perusahaan" to all employees.</p>	Comply

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		<p>Scheme smallholders: Policies for equal treatments, provided the policy Cooperation, dated 1 March 2014 which mentions KUD "Respect for human rights by treating all employees fairly, regardless of race, caste, national origin, religion/belief, disability, gender, sexual orientation, political affiliation or age. Sampled individual members explained the implementation through hiring casual workers from different province in Indonesia.</p>	
6.8.2	<p>Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against.</p> <p>- Major compliance -</p>	<p>Mill, estate and Scheme smallholders: Interviews of male and female workers confirmed that the company anti-discrimination policy was strictly enforced. They were not aware of any cases of discrimination, e.g. document review of salary payment did not find any evidence of discrimination.</p>	Comply
6.8.3	<p>It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Mill, estate and Scheme smallholders: The company has procedure hiring workers regulated that hiring and promotion of workers based on skill, work experiences, and job evaluation. This fair treatment also mentioned in Company Regulation and company policy. Implementing of the policy, e.g. the company was conducted medical check up for 15 temporary staffs who will be promoted as permanent staffs, e.g on behalf of Mr. Paiman Parningotan manalu (Opr. Engine Room) Memorandum from HR Manager RO3, dated 29 May 2017, no.082/HR-RO3/MEMO/SK/05/2017, started on 1 June 2017.</p> <p>The company complies with regulation of minimum age has been determined 18 years. Employee data seen that no employee under 18 years old working at mill. This has been confirmed with field visit to Tungkal Ulu Mill and Estates.</p>	Comply
<p>Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.</p>			

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<p>6.9.1</p> <p>Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce.</p> <p>- Major compliance -</p>	<p>Mill and Estate:</p> <p>The company has policy to prevent sexual harassment and violence against women in "Kebijakan Perusahaan dated 1 December 2014". The policy is prominently displayed on notice boards at the Mills and the Estates muster areas. Interviews of female staff, workers and union representatives confirmed that the company implemented the sexual harassment policy.</p> <p>The company has conducted socialization of "Kebijakan Perusahaan" to all employees. This policy has also been made available for everybody through poster and leaflet, put on wall at the office. Sample seen:</p> <ul style="list-style-type: none"> - "Lingkar Pagi" dated 7 June 2017 for Tungkal Ulu Estate, Division II workers, communicating sexual harrasment policy, and protection of reproductive right (pregnancy test), complaint channel through gender committee – attended by 58 workers. - "PKS Tungkal Ulu" morning work memo dated 13 Apri 2017, communicating sexual harrasment policy, and protection of reproductive right (pregnancy test) policy – attended by 19 workers. <p>Scheme smallholders:</p> <p>Group manager assissted cooperative/KUDto established a policy to prevent sexual harassment and all violence against women and protect the reproductive rights that exist in the policy of each KUD, which was signed by the Chairman of KUDs, dated 1 March 2014 point 10. Mention that "Mencegah Pelecehan Seksual dan berbagai bentuk kekerasan terhadap perempuan dan melindungi hak-hak reproduksinya" – to prevent sexual harrasment and all means of violence against women and to protect the reproductive rights. Dissemination policy prevent sexual harrasment and all means of violence against women and to protect the reproductive rights to KUD Karya Jaya, dated 3 July 2017, attended by 29 smallholder members.</p>	<p>Comply</p>

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<p>6.9.2 A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.</p> <p>- Major compliance -</p>	<p>Mill and Estate: Company policy signed by Managing Director, dated 1 December 2014: "To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights". There is a gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention and protect reproductive rights. Based on interview with Gender Committee, company has implemented the protection of women reproductive rights, in form of maternal leave, period leave, regular pregnancy check for female sprayers and strictly prohibit pregnant and/or breastfeeding female worker applying pesticides The company has conducted socialization of "Kebijakan Perusahaan" to all employees. This policy has also been made available for everybody through poster and pamflet, put on wall at the office.</p> <p>Scheme smallholders: Group manager assisted cooperative/KUDto established a policy to prevent sexual harassment and all violence against women and protect the reproductive rights that exist in the policy of each KUD, which was signed by the Chairman of KUDs, dated 1 March 2014 point 10. Mention that "Mencegah Pelecehan Seksual dan berbagai bentuk kekerasan terhadap perempuan dan melindungi hak-hak reproduksinya" – to prevent sexual harassment and all means of violence against women and to protect the reproductive rights. Dissemination policy prevent sexual harassment and all means of violence against women and to protect the reproductive rights to KUD Karya Jaya, dated 3 July 2017, attended by 29 smallholder members.</p>	<p>Comply</p>

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<p>6.9.3 A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Mill, Estate: Standard Operating Procedure, No. SOP: XX-HR-308.5-RO; Revision 0, 11 Desember 2009: Employees complaints: submission and settlement Mechanism for complaints management where it needs to protect its confidentiality for complaint submitter was found in company policy's draft as in one of points of this policies stated that: "To provide appropriate information for those who inquiry it and to proted its confidentiality for whistleblower cases in accordance to law regarding environmental and social issue, food safety, health and safety work, so that it enables them to more participate to the decision making processes for improving company's performance. Based on interviews with the Gender Committee members indicate that they have a good understanding associated with the grievance mechanism and has an annual work program both routine and non-routine, including counselling to women workers and outreach workers rights of women.</p> <p>Scheme smallholders: Group manager has communicated the policy on prohibit sexual harrasment, violence and protection of reproductive rights in Bahasa Indonesia. Sampled individual members can demonstrate their basic understanding. Important point, they can shows understanding that the report should be able to protect anonymity of complainant.</p>	<p>Comply</p>
<p>Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>		

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<p>6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> <p>- Minor compliance -</p>	<p>Mill: In accordance with Agreement Letter between PT. IIS and scheme smallholder, determination of FFB price from scheme smallholder refers to price determination by local authority of Jambi Province through pricing committee (working group) "Rapat Kelompok Kerja Penetapan Harga TBS Provinsi Jambi". The price is updated and announced regularly every week by using the following formula: $K \{(CPOprice \times R-CPO) + (Kernelprice \times R-kernel)\}$. Price period 2 – 8 March 2017: Average price CPO Rp. 8,116.11; Average price palm kernel Rp. 6,514.55; Index "K" 91.29 %. The FFB price for oil palm aged 21-24 years, at Rp 1,876.85; Oil palm age >25 years Rp. 1,791.49; Price period 12-18 May 2017: Average price CPO Rp 7,515.12; Average price palm kernel Rp. 4,547.89; Index "K" 89.09 %. The FFB price for oil palm aged 21-24 years, at Rp 1,626.39; Oil palm age >25 years Rp 1,549.79;</p> <p>Current and past prices paid for FFB has been made publicly, through display of the FFB price in Mill's notice board and smallholders able to access the FFB price by phone.</p> <p>Based on interview with FFB supplier, company provided FFB price changes regularly. The current FFB price placed on mill's notice board, so easy to update. No significant objection/complaint regarding price determination.</p> <p>Scheme smallholders: The group manager do not sells the FFB on behalf of group members. The FFB sales was through cooperative/KUD, under monitoring of Group Manager. Determination of FFB price from scheme smallholder refers to price determination by local authority of Jambi Province through pricing committee (working group) "Rapat Kelompok Kerja Penetapan Harga TBS Provinsi Jambi". The price is updated and announced regularly every week. Individual members understand the mechanism.</p>	<p>Comply</p>
<p>6.10.2 Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation).</p> <p>- Major compliance -</p>	<p>Mill: FFB pricing mechanism regulated independently by working group/committee. The meeting held on weekly basis involving government representatives, plantation companies' representative, and smallholders/cooperative members.</p>	<p>Comply</p>

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	<p>The guidance for FFB price calculation and structure s per "Peraturan Menteri Pertanian No.14/Permentan/OT. 140/2/2013 regarding "Pedoman Penetapan Harga Pembelian TBS kelapa sawit produksi pekebun" and "Peraturan Gubernur Jambi No.36 tahun 2011 and Keputusan Gubernur Jambi No.206/KepGub/Disbun/2014 regarding "Pembentukan Tim Penetapan dan Pemantauan Harga Pembelian TBS produksi Pekebun di Provinsi Jambi".</p> <p>The price information from Plantation Agency can be accessed freely by public. In addition, the company has also provided copy of price determination to smallholder and/or third-party suppliers.</p> <p>The explanation on the FFB pricing formula and based on interview with smallholders, they understood of FFB pricing mechanism and no complaint was noted regarding FFB price.</p> <p>Group manager and the Purchasing Manager from PT. Inti Indosawit Subur made socialization on FFB pricing to smallholders. Inviting all smallholders, from 10 KUD under scheme smallholder. Socialization carried out on 16 January 2017, attended by all KUD chairman.</p> <p>Scheme smallholders: General pricing mechanism was determined by "Pemerintah Provinsi Jambi Dinas Perkebunan" based on "hasil rapat tim penetapan harga TBS Kelapa Sawit yang terdiri dari perwakilan perusahaan, petani dan pemerintah". Pricing was determined according to average price of CPO, average price of Kernel, and indeks K and planted age.</p> <p>The group manager has been recorded the general pricing mechanism used by the purchaser/s of the FFB and disseminated to all member group.</p> <p>Interviewed with the members found that they were understood the pricing of FFB that they sold to Tungkal Ulu POM. They informed that the price is according the price determined by "Dinas Perkebunan Provinsi Jambi" each weeks. The current selling price was displayed in front of the office as well.</p>	

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<p>6.10.3</p> <p>Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> <p>- Minor compliance -</p>	<p>Based on document review, contract/agreement prepared with consent from both parties. Contracts are counter signed by both parties as proof of understanding, and each party keep the copy.</p> <p>All clauses in contract are considered to be fair and transparant. From stakeholder consultations, company's partner/supplier admitted no coercion and/or any use of force from both side. Each party enters into agreement with consent.</p> <p>Scheme smallholders: Not applicable. The group manager has not entered any contractual agreements with third parties at the group level.</p>	<p>Comply</p>
<p>6.10.4</p> <p>Agreed payments shall be made in a timely manner.</p> <p>- Minor compliance -</p>	<p>Payment for FFB purchasing from farmer/parcel owner of scheme smallholders made through collective account in each cooperatives. The Cooperative management than will distribute to each farmer group (KT) and farmers group distribute the payment to each parcel owners. Revealed from interview with third party FFB supplier/contractor that so far PT Inti Indosawit Subur Tungal Ulu always pays on time as per agreement.</p> <p>Scheme smallholders: The smallholders were paid in cash once the FFB sent to the dealer. FFB were paid at Rp.1,626.39/kg (planting age 21 – 24 year) and at price of Rp. 1,549.79/kg (planting age > 25 years) for period 12 – 18 May 2017.</p> <p>Rp 1,626.39; Oil palm age >25 years Rp 1,549.79; Besides, the casual workers were paid once they completed their jobs. For eg: Harvester were paid IDR 150,000/tonne FFB.</p>	<p>Comply</p>
<p>Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.</p>		

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<p>6.11.1 Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p> <p>- Minor compliance –</p>	<p>Mill and Estate: Local contribution is detailed in CSR, consist of Business Partnership, Economy Development, Education, Health & Donation. Company prepared annual CSR program. For example in 2017, up to June 2017 Tungkal Ulu Estate have 19 types of activity:</p> <ol style="list-style-type: none"> 1. Social / economi (6 types of activity) such as Relief of religious holidays, Lebaran package of dhuafa, livestock support of Mekar Jaya farmer group in Tanjung Makmur village etc. 2. Education: (4 types of activity) such as Training of institutional and group administration, technical counselling, business development training of Karang Taruna Lingkaran Naga in Lubuk Village, etc. 3. Infrastructure: (1 types of activity): Development of library building SDN 159 / V Tanjung Benanak, road grading along 20 km in Lubuk Terap Village, etc. <p>The implementation of CSR program until June 2017, among others:</p> <ol style="list-style-type: none"> 1. June 2017: Lebaran package for the dhuafa 2017 in Rantau Benar Village; 2. June 2017; Farm Goat Livestock for Farming Mekar Jaya in Tanjung Makmur Village (SP3); 3. 28 March 2017: Tent-renting business assistance in Panyabungan Village; 4. February 2017: Artistic / Cultural / Traditional Relief / Traditional Paguyuban Seni Kerang Kepang RT 15 in Merlung Village; 	<p>Comply</p>
	<p>Scheme smallholders: Individual members made contribution for village, through donation which deducted per FFB tonnage. The donation from each individual members collected in cooperative/KUD. The cooperative/KUD then give the money to village authority . The money was to repair village road, build religious house, repair school, religious festivities, etc.</p>	

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<p>6.11.2 Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.</p> <p>- Minor compliance –</p>	<p>PT. Inti Indosawt Subur - Tungkal Ulu has a specific department to help management and handle the development of scheme smallholders. The department consists of manager, assistant manager and 6 assistants, with other worker such as supervisor.</p> <p>Attention to improve productivity through provision of best management practice training, guidance, leaf sampling, fertilizer recommendation, fertilizer provision. Fertilizer recommendation based on leaf sample analysis presented in document "Rekomendasi Pemupukan tahun 2016/2017".</p> <p>Training for scheme smallholders provided as part of capacity building. The training comprises of HCV, oil palm BMP, pest and disease, environmental aspect-impact (AMDAL), social impact, agrochemical handling, fertilizer application, etc.</p> <p>Health and safety training carried out for participants, dated 11 March 2017: Ahyat, Oban, Muhyidin, Hamdan;</p> <p>Socialization on FFB pricing mechanism carried out on 16 January 2017, attended by all KUD chairman.</p> <p>Dissemination policy prevent sexual harrasment and all means of violence against women and to protect the reproductive rights to KUD Karya Jaya, dated 3 July 2017, attended by 29 smallholder members.</p>	<p>Comply</p>
<p>Criterion 6.12: No forms of forced or trafficked labour are used.</p>		

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Criterion / Indicator	Assessment Findings	Compliance
<p>6.12.1</p> <p>There shall be evidence that no forms of forced or trafficked labour are used.</p> <p>- Major compliance -</p>	<p>Mill, Estate: Based on the result of interview with Labor Union management, worker, local government confirmed that there was no indication the company did the practice of forced labor and human trafficking.</p> <p>Scheme smallholders: Policy on no forced labour or trafficked labour lined out in "Kebijakan Koperasi" – cooperative policy". Group manager verifies the implementation of the standard through ICS internal audit. No forced labour; No contract substitution; No debt bond work; No trafficked labour identified. Based on interview with sampled individual members, they understand no forced labour or trafficked labour allowed. Most of the farmers are managed their land independently. All of the workers are considered as casual workers. The workers are hired based on verbal agreement related to rate per piece of work, payment system, working tool provision, etc. No work performed based on debt bond. The workers comes from around the smallholder plantation. No migrant worker form other country in the region.</p>	<p>Comply</p>
<p>6.12.2</p> <p>Where applicable, it shall be demonstrated that no contract substitution has occurred.</p> <p>- Minor compliance –</p>	<p>Mill, Estate: Based on the result of interview with Labor Union management and document verification of "Surat Perjanjian Kerja" shown that there was no indication substitution contract practiced.</p> <p>Scheme smallholders: Based on interview with sampled individual members, they understand no forced labour or trafficked labour allowed. Most of the farmers are managed their land independently. All of the workers are considered as casual workers. The workers are hired based on verbal agreement related to rate per piece of work, payment system, working tool provision, etc. No work performed based on debt bond.</p>	<p>Comply</p>

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<p>6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -</p>	<p>Mill and Estate: The agreement for temporary workers is available and signed by workers. There was no noted migrant worker.</p> <p>Scheme smallholders: Most of the farmers are managed their land independently. All of the workers are considered as casual workers. Based on interview with sampled individual members, they understand the policy for temporary worker. The workers are hired based on verbal agreement related to rate per piece of work, payment system, working tool provision, etc. No work performed based on debt bond.</p>	<p>Comply</p>
<p>Criterion 6.13: Growers and millers respect human rights.</p>		
<p>6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -</p>	<p>Mill and Estate: The company has Human Rights policy as documented in "Kebijakan Perusahaan", dated 01 December 2014: Menghormati hak asasi manusia dengan memperlakukan seluruh karyawan secara adil, baik dalam hal penerimaan, penilaian kondisi dan lingkungan kerja, serta keterwakilan tanpa memandang suku, kasta, asal Negara, agama/ kepercayaan, cacat, gender, orientasi seksual, keanggotaan serikat pekerja, afiliasi politik dan atau umur. The company has conducted socialization of "Kebijakan Perusahaan" to all employees.</p> <p>This policy has also been made available for everybody through poster and pamflet, put on wall at the office. There is no indication of violence on human right arise from interview with stakeholder local government and workers.</p>	<p>Comply</p>
	<p>Scheme smallholders: Based on interview with sampled individual members, they understand the policy in simple manner. They explained workers can do their religious activity such as Friday prayer, having religious celebration, etc.</p>	
<p>Principle 7: Responsible development of new plantings</p>		
<p>Criterion 7.1: A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.</p>		

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Criterion / Indicator	Assessment Findings	Compliance																					
<p>7.1.1</p> <p>An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.</p> <p>- Major compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.1 was not applicable.</p> <p>From old maps and document of "Areal Statement, updated in June 2017", it was found that the oil palm:</p> <table border="1" data-bbox="655 600 1054 831"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>It was also known that replanting in 2016 (291 Ha) and in 2009 (7 Ha) were prepared for oil palm planted in 1990.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager's member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990's. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		<p>N/A</p>
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<p>7.1.2</p> <p>Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.</p> <p>- Minor compliance -</p>	<p>There was no new planting after November 2005. See indicator 7.1.1. The criterion 7.1 was not applicable.</p> <p>However, company has prepared management planning and operational procedures to avoid or mitigate identified negative impacts as explained in indicator 5.1.2 and 6.1.2.</p>	<p>N/A</p>																					
	<p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager's member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990's. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>																						

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<p>7.1.3</p>	<p>Where the development includes an outgrower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention.</p> <p>- Minor compliance -</p> <p>There was no new planting after November 2005. See indicator 7.1.1. The criterion 7.1 was not applicable. Company has put particular attention for smallholder.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	<p>N/A</p>
<p>Criterion 7.2: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>		

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Criterion / Indicator	Assessment Findings	Compliance																					
<p>7.2.1</p> <p>Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations.</p> <p>- Major compliance -</p>	<p>PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.2 was not applicable.</p> <p>From old maps and document of "Areal Statement, updated in June 2017", it was found that the oil palm:</p> <table border="1" data-bbox="655 658 1054 891"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>Company has conducted soil survey suitability in 1998 and 2010 by Research and Development Asian Agri. Based on the soil survey result, Tungkal ulu estate divided into two type of suitability :</p> <ul style="list-style-type: none"> - S2 and S3 (area suitable with limiting factor soil fertility and drainage) ± 4,527 .6 ha - N1 (area not suitable conditionally) ± 391.4 ha <p>Maps of Soil suitability surveys was available with scale 1:35,000.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		<p>N/A</p>
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<p>7.2.2</p> <p>Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations.</p> <p>- Minor compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.2 was not applicable. See explanation as in indicator 7.2.1 above.</p> <p>However, topographic information was available based on soil survey semi detail conducted by Research and Development Asian Agri. According to soil survey semi detail, topographic in Tungkal ulu estate divided into:</p> <ul style="list-style-type: none"> - Flat – berombak (0 – 8%) 688 ha - <i>Berombak – bergelombang</i> (8 – 15%) 2,444 ha - <i>Bergelombang – berbukit</i> (15 – 30%) 1,416 ha - <i>Berbukit – bergunung</i> (>30%) 366 ha 	<p>N/A</p>																					

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		<p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>																						
<p>Criterion 7.3: New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</p>																								
7.3.1	<p>There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2). - Major compliance -</p>	<p>PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.3 was not applicable.</p> <p>From old maps and document of “Areal Statement, updated in June 2017”, it was found that the oil palm:</p> <table border="1"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>HCV assessment has been carried out on 28 February – 11 March 2011 cooperation with Fakultas Kehutanan Institut Pertanian Bogor.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		N/A
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<p>7.3.2</p> <p>A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.</p> <p>- Major compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.3 was not applicable. See explanation as in indicator 7.3.1 above.</p> <p>However, HCV assessment has been carried out on 28 February – 11 March 2011 cooperation with Fakultas Kehutanan Institut Pertanian Bogor.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	<p>N/A</p>
<p>7.3.3</p> <p>Dates of land preparation and commencement shall be recorded.</p> <p>- Minor compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.3 was not applicable. See explanation as in indicator 7.3.1 above.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	<p>N/A</p>
<p>7.3.4</p> <p>An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower’s relevant operational procedures (see Criterion 5.2).</p> <p>- Major compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.3 was not applicable. See explanation as in indicator 7.3.1 above.</p> <p>However, HCV assessment has been carried out on 28 February – 11 March 2011 cooperation with Fakultas Kehutanan Institut Pertanian Bogor. Company has establish conservation management and monitoring plan which update each year. Latest update in 2017, during audit indicated that conservation management and monitoring plan has been implemented accordingly.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	<p>N/A</p>

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7.3.5	<p>Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2).</p> <p>- Minor compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.3 was not applicable. See explanation as in indicator 7.3.1 above.</p> <p>However, HCV assessment has been carried out on 28 February – 11 March 2011 cooperation with Fakultas Kehutanan Institut Pertanian Bogor. Consultation with affected parties has been conducted on 13 October 2011. Evidence of consultation with the affected community was available.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager's member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990's. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	N/A																					
<p>Criterion 7.4: Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.</p>																								
7.4.1	<p>Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided</p> <p>- Minor compliance -</p>	<p>PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.4 was not applicable.</p> <p>From old maps and document of "Areal Statement, updated in June 2017", it was found that the oil palm:</p> <table border="1"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>Company has conducted soil survey suitability in 1998 and 2010 by Research and Development Asian Agri. There is no fragile soil identified in Tungkal ulu Estate. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - Kompleks <i>typic Dystrudepts</i> - <i>Typic endoaquepts</i> - <i>Typic endoaquils</i> - <i>Typic hapludox</i> - <i>Typic hapludults</i> - <i>Typic kandiudults</i> <p>Maps of Soil suitability surveys was available with scale 1:35,000.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		N/A
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	<p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	
<p>7.4.2 Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts. - Major compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.4 was not applicable. See explanation as in indicator 7.4.1 above.</p> <p>Company has conducted soil survey suitability in 1998 and 2010 by Research and Development Asian Agri. There is no fragile soil identified in Tungkal ulu Estate. Based on soil survey semi detail, soil classification in Tungkal Ulu Estate consist of:</p> <ul style="list-style-type: none"> - Kompleks <i>typic Dystrudepts</i> - <i>Typic endoaquepts</i> - <i>Typic endoaquils</i> - <i>Typic hapludox</i> - <i>Typic hapludults</i> - <i>Typic kandiudults</i> <p>Maps of Soil suitability surveys was available with scale 1:35,000.</p> <p>Management strategy for plantings on slopes has been implemented by organization. PT. Inti Indosawit Subur - Tungkal Ulu Estate has procedure no. AA-SOP-OP-1100-05.R1 “Konservasi Tanah dan Air” has determined strategy control erosion particular in slope area, such as: 0 – 5° , 6 – 12° , 13 -20° , and more than 20°. The company has applied silt pit, L shape stacking frond and terracing in slope area to reduce erosion. In addition, company planting land cover crop to minimize soil erosion.</p> <p>In the sloping area $\geq 13^\circ$ company has made terracing before planting. Terracing made recorded in “Program dan realisasi harian replanting”. Since January – June 2017, Tungkal ulu Estate has made 53,283 m of terrace. During field visit indicated that company has made the terrace according to the procedure.</p> <p>---</p>	<p>N/A</p>

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		<p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>																						
<p>Criterion 7.5: No new plantings are established on local peoples’ land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>																								
7.5.1	<p>Evidence shall be available that affected local peoples understand they have the right to say ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the grower/miller is signed and ratified by these local peoples.</p> <p>- Major compliance -</p>	<p>PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.5 was not applicable.</p> <p>From old maps and document of “Areal Statement, updated in June 2017”, it was found that the oil palm:</p> <table border="1"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>The plantation was as part of PIR-Trans program. The area developed along with the scheme smallholder – surrounding the plantation. There was no land compensation since area designation was clean and clear. One of the stakeholder interviewed, head of Cinta Damai – SP1 village, there was no land dispute reported from communities.</p> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		N/A
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<p>Criterion 7.6: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.</p>																							
<p>7.6.1 Documented identification and assessment of demonstrable legal, customary and user rights shall be available. - Major compliance -</p>	<p>PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.6 was not applicable.</p> <p>From old maps and document of "Areal Statement, updated in June 2017", it was found that the oil palm:</p> <table border="1" data-bbox="657 831 1102 1104"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		<p>N/A</p>
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<p>7.6.2 A system for identifying people entitled to compensation shall be in place. - Major compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.6 was not applicable. See explanation as in indicator 7.6.1 above.</p>	<p>N/A</p>																					
<p>7.6.3 A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place. - Major compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.6 was not applicable. See explanation as in indicator 7.6.1 above.</p>	<p>N/A</p>																					

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Criterion / Indicator		Assessment Findings	Compliance																					
7.6.4	Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development. - Minor compliance -	There was no new planting after November 2005. The criterion 7.6 was not applicable. See explanation as in indicator 7.6.1 above.	N/A																					
7.6.5	The process and outcome of any compensation claims shall be documented and made publicly available. - Minor compliance -	There was no new planting after November 2005. The criterion 7.6 was not applicable. See explanation as in indicator 7.6.1 above.	N/A																					
7.6.6	Evidence shall be available that the affected communities and rights holders have access to information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There was no new planting after November 2005. The criterion 7.6 was not applicable. See explanation as in indicator 7.6.1 above.	N/A																					
Criterion 7.7:																								
No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.																								
7.7.1	There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Major compliance -	PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.7 was not applicable. From old maps and document of "Areal Statement, updated in June 2017", it was found that the oil palm: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		N/A
Year planted	Ha	Population (palm/ Ha)																						
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1993	1,629	124																						
1994	400	129																						
2003	43	130																						
Total	3,875																							

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Criterion / Indicator		Assessment Findings	Compliance																					
		<p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>																						
7.7.2	<p>In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in ‘Guidelines for the Implementation of the ASEAN Policy on Zero Burning’ 2003, or comparable guidelines in other regions.</p> <p>- Minor compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.7 was not applicable. See explanation as in indicator 7.7.1 above.</p>	N/A																					
<p>Criterion 7.8: New plantation developments are designed to minimise net greenhouse gas emissions.</p>																								
7.8.1	<p>The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.</p> <p>- Major compliance -</p>	<p>PT. Inti Indosawit Subur – Tungkal ulu Estate has planted palm oil since 1990 – 2003. There was no new planting after November 2005. The criterion 7.7 was not applicable.</p> <p>From old maps and document of “Areal Statement, updated in June 2017”, it was found that the oil palm:</p> <table border="1"> <thead> <tr> <th>Year planted</th> <th>Ha</th> <th>Population (palm/ Ha)</th> </tr> </thead> <tbody> <tr> <td>1990</td> <td>335</td> <td>121</td> </tr> <tr> <td>1991</td> <td>1,468</td> <td>123</td> </tr> <tr> <td>1993</td> <td>1,629</td> <td>124</td> </tr> <tr> <td>1994</td> <td>400</td> <td>129</td> </tr> <tr> <td>2003</td> <td>43</td> <td>130</td> </tr> <tr> <td>Total</td> <td>3,875</td> <td></td> </tr> </tbody> </table> <p>Scheme smallholders: All members has gone through the different level of verification to ensure none of the farms involve in new planting prior accepted as the group manager’s member. Aside from that, the plantation was part of PIR-Trans program from government – whereby the oil palm plantation was developed in 1990’s. Auditor had verify on the land title & planting cycle and no new planting issue being detected in the samples.</p>	Year planted	Ha	Population (palm/ Ha)	1990	335	121	1991	1,468	123	1993	1,629	124	1994	400	129	2003	43	130	Total	3,875		N/A
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Total	3,875																							

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Criterion / Indicator		Assessment Findings	Compliance
7.8.2	<p>There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.</p> <p>- Minor compliance -</p>	<p>There was no new planting after November 2005. The criterion 7.8 was not applicable. See explanation as in indicator 7.8.1 above.</p> <p>However, company committed not to open up more land containing highcarbon stock such as peat area.</p>	N/A
Principle 8: Commitment to continual improvement in key areas of activity			
Criterion 8.1:			
Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.			

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Criterion / Indicator	Assessment Findings	Compliance
<p>8.1.1</p> <p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>PT. Inti Indosawit Subur: Company prepared annual CSR program. For example in 2017, up to June 2017 Tungkal Ulu Estate have 19 types of activity:</p> <ul style="list-style-type: none"> - Social/economic (6 types of activity) such as Relief of religious holidays, Lebaran package of dhuafa, livestock support of Mekar Jaya farmer group in Tanjung Makmur village etc. - Education: (4 types of activity) such as Training of institutional and group administration, technical counselling, business development training of Karang Taruna Lingkaran Naga in Lubuk Village, etc. - Infrastructure: (1 types of activity): Development of library building SDN 159 / V Tanjung Benanak, road grading along 20 km in Lubuk Terap Village, etc. <p>The implementation of CSR program until June 2017, among others:</p> <ul style="list-style-type: none"> - June 2017: Lebaran package for the dhuafa 2017 in Rantau Benar Village; - June 2017; Farm Goat Livestock for Farming Mekar Jaya in Tanjung Makmur Village (SP3); - 28 March 2017: Tent-renting business assistance in Panyabungan Village; - February 2017: Artistic / Cultural / Traditional Relief / Traditional Paguyuban Seni Kerang Kepang RT 15 in Merlung Village; <p>Estate:</p> <ul style="list-style-type: none"> - Re-use of polybag form nursery as sign flag for stacking and dead path. This improvement reduce plastic waste due nursery activities. <p>- Usage of mechanics equipment in spraying in dead path, to reduce risk to human being.</p> <ul style="list-style-type: none"> - Planting beneficial plant for natural predator, to reduce use of pesticide. <p>Mill:</p> <ul style="list-style-type: none"> - Optimizing use of renewable fuel and considering the air emission - Reduction the use of kernel shell for boiler fuel, targeted to 35% in 2017 – in order to improve/maintain air quality (particulate emission). <p>Scheme smallholders:</p> <ul style="list-style-type: none"> - GHG mitigation plan: reduce agrochemical use: application of pesticide and fertilizer based on recommendation. - Reduce fossil fuel: arrange harvesting date, for each "Kelompok Tani"; carried out road maintenance; re-map FFB evacuation to make efficient truck running distance – in order to reduce fuel use. 	<p>Comply</p>

Appendix B: Approved Time Bound Plan

Name of Mill	Address	Time bound for certification	Status as of September 2017
Buatan I	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 th September 2010
Buatan II	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 th September 2010
Ukui I	Ukui Village, Ukui District, Pelalawan Regency, Riau	2010	Certified on 1 st March 2011
Ukui II	Ukui Village, Ukui District, Pelalawan Regency, Riau	2010	Certified on 1 st March 2011
Tungkal Ulu	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2011	Certified on 15 th August 2012
Muara Bulian	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pematang District, Batang Hari Regency, Jambi	2011	Certified on 28 th August 2012
Topaz	Petapahan Village, Tapung District, Kampar Regency, Riau	2013	Certified on 30 th March 2015
Taman Raja	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2013	Certified on 20 th February 2015
Segati	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2014	Moved to 2018
Tanah Datar	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	Brought Forward from 2015 to 2013	Certified on 18 th May 2015
Aek Nabara	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	Brought Forward from 2015 to 2013	Certified on 6 th March 2015
Teluk Panjie	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatera	Brought Forward from 2015 to 2013	Certified on 21 st April 2015
Peranap	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Brought Forward from 2016 to 2013	Certified on 7 th January 2015
Bungo Tebo	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2016	Certified on 3 rd December 2015
Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	2017	Certified on 26 th May 2015
Gunung Melayu I	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatera	2017	Certified on 7 th September 2015
Gunung Melayu II	Gonting Mahala Village, Bandar Pulau District, Asahan Regency, North Sumatera	2017	Certified on 8 th July 2015
Negri Lama I	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	Brought Forward from 2018 to 2013	Certified on 6 th April 2015
Negri Lama II	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatera	2018	Certified on 3 rd December 2015
Buatan	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 th September 2010
Ukui & Soga	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 st March 2011
Buatan (Plasma)	Kerinci Kanan, Pangkalan Kerinci, Dayun Village, Siak & Pelalawan Regency, Riau	2011	Certified on 13 th March 2012
Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	Brought forward from 2012 to 2011	Certified on 11 th June 2012
Tungkal Ulu	Pulau Pauh/Penyabungan/Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2011	Certified on 15 th August 2012
Muara Bulian	Singoan/Bukit Sari/ Bulian Jaya Village, Muara Bulian/Pematang District, Batang Hari Regency, Jambi	2011	Certified on 28 th August 2012
Buatan (KKPA)	Kerinci Kanan, Pangkalan Kerinci, Dayun District, Siak & Pelalawan Regency, Riau	2012	Certified on 17 th January 2013

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Name of Mill	Address	Time bound for certification	Status as of September 2017
Tungkal Ulu (Plasma)	Renah Mendalo, Merlung, Muara Papalikh District, Tanjung Jabung Barat Regency, Jambi	2012	Certified on 11 th July 2013
Muara Bulian (Plasma)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2012	Certified on 12 th July 2013
Muara Bulian (KKPA)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2012	Certified on 12 th July 2013
Topaz & Seed Garden	Petapahan Village, Tapung District, Kampar Regency, Riau	2013	Certified on 30 th March 2015
Taman Raja & Badang	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2013	Certified on 20 th February 2015
Segati	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2014	Moved to 2018
Penarikan & Gondai	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan Regency, Riau	2014	Moved to 2018
Penarikan (KKPA)	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan Regency, Riau	2014	Moved to 2018
Gunung Sahilan (KKPA)	Gunung Sahilan Village, Lipat Kain District, Pelalawan Regency, Riau	2014	Moved to 2018
Bahilang	Bahilang Village, Tebing Tinggi District, Serdang Bedagai Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified 18 th May 2015
Tanah Datar	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified 18 th May 2015
Aek Nabara	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified on 6 th March 2015
Teluk Panjie	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2015 to 2013	Certified on 21 st April 2015
Peranap	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Brought Forward from 2016 to 2013	Certified on 7 th January 2015
Bungo Tebo	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	Brought Forward from 2016 to 2014	Certified 3 rd December 2015
Peranap (Plasma)	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	2016	Certified 19 th August 2016
Bungo Tebo (Plasma)	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2016	Certified on 24 th September 2016
Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified 26 th May 2015
Pangkatan	Sennah Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified 26 th May 2015
Sentral & Batu Anam	Gonting Mahala Village, Bandar Pulau District, Asahan Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified 8 th July 2015
Pulau Maria	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	Brought Forward from 2017 to 2014	Certified 7 th September 2015
Negri Lama	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2018 to 2013	Certified on 6 th April 2015
Aek Kuo	Aek Korsik Village, Aek Natas District, Labuhan Batu Regency, North Sumatra	Brought Forward from 2016 to 2013	Certified on 6 th April 2015

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Appendix C: Certification Unit RSPO Certificate Details

PT. Inti Indosawit Subur – Tungkal Ulu POM

Jl. MH Thamrin No.31
Jakarta 10230 – Indonesia

BSI RSPO Certificate No: RSPO 564422

Date of Initial Certificate Issued: 15/08/2012

Date of Expiry: 14/08/2022

RSPO membership number: 1-0022-06-000-00

Applicable Standards: **RSPO P&C Indonesia National Interpretation, September 2016; RSPO Supply Chain Certification Standard November 2014 Module E - CPO Mills: Mass Balance**

PT. Inti Indosawit Subur – Tungkal Ulu Palm Oil Mill and Supply Base						
Location Address		Pulau Pauh Village, Penyabungan Village, Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi, Indonesia				
GPS Location		102° 58' 53" E and 01° 18' 01" S				
CPO Tonnage Total		73,734 mt				
PK Tonnage Total		18,102 mt				
CPO Claimed for Certification*		40,126 mt				
PK Claimed for Certification *		9,581 mt				
Own estates FFB Tonnage		74,854 mt				
Scheme Smallholder FFB Tonnage		104,232 mt				
Estates	Production Area		Infrastructure & Other Use (Ha)	HCV (Ha)	Certified Area / Total land lease (Ha)	Annual FFB Production (mt)
	Mature (Ha)	Immature (Ha)				
Tungkal Ulu Estate	4,089	291	48	128	4,556	74,854
KUD Bina Usaha	910	0	0	0	910	104,232
KUD Sawit Kita	1,028	0	0	0	1,028	
KUD Karya Kita	1,168	0	0	0	1,168	
KUD Karya Jaya	810	0	0	0	810	
KUD Panca Mukti	792	0	0	0	792	
KUD Sari Bumi	764	0	0	0	764	
KUD Manunggal Jaya	208	0	0	0	208	
KUD Sawit Mulia	1,362	0	0	0	1,362	
KUD Argo Makmur	1,130	0	0	0	1,130	
KUD Harapan Jaya	1,130	0	0	0	1,130	
TOTAL	13,391	291	48	128	13,858	

*Certified Production

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Appendix D: Assessment Plan

Date	Time (WIB)	Subjects	AH	IF	MJ	EW	Wy
			PRSCO-LA/ SCC	PRSCO-EMS/OHS/SA	PRSCO-HCV/BMP/OHS	PRSCO-SA	PRSCO-EMS
Monday, 24/07/2017	07.00 – 09.15	Flight Medan to Jakarta			√		
	11.05 – 12.15	Flight Jakarta – Jambi by GA 132	√	√	√	√	√
	12:15 – 16.00	Travelling Jambi – Tungkal Ulu	√	√	√	√	√
		Stay overnite					
Tuesday, 25/07/2017	08:00 – 09:00	Opening Meeting: Presentation by PT. IIS – Tungkal Ulu Mill & state Presentation by BSI Indonesia	√	√	√	√	√
	09:00 – 12:00	Field Visit: Tungkal Ulu Estate Herbicide application programmes, harvesting, fertilizing operations, terracing, road maintenance, Barn owl, beneficial plant, Landfill, housing complex, Storage, workshop, diesel tanks, clinic, etc (including interview with sprayer team and harvester), Best management practices Agronomy, OHS implementation, EMS implementation, Social and Labour, HCV, Continual improvement, etc.	√		√		√
	08:30 – 12:00	Field Visit: Tungkal Ulu Estate HCV areas, riparian zone, road maintenance and other facilities in line-site, (Tempat Penitipan Anak, school, school bus, etc), and interview with labour union, Gender Comittee, local contractors, NGO, etc.	√			√	
	08:30 – 12:00	Field Visit: Tungkal Ulu Estate Boundary stones, and other facilities in line-site, (Tempat Penitipan Anak, school, school bus, etc), and interview with labour union, Gender Comittee, local contractors, NGO, local communities, etc		√		√	
	12.00 – 14.00	Break & Lunc					
	14.00 – 17.00	Document Review: Tungkal Ulu Estate General information, time bound plan and partial certification verification, RSPO P & C.	√		√	√	√
		Stakeholder Interview: Interview with local communities surrounding plantation and employees		√		√	
	08.00 – 12.00	Field Visit Tungkal Ulu Mill Field Visit: Weight bridge, Mill process from incoming FFB to CPO storage tank/PK, Clinic, PPE, safe working environment, walk ways, signs, EFB. POME treatment, emissions, diesel tanks, fire extinguishers, first aiders and boxes, workshop, storage, Worker and staff interviews (OHS, contract, salary), housing complex, etc	√		√	√	√
08.00 – 12.00	Interview with local Government :						

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Date	Time (WIB)	Subjects	AH	IF	MJ	EW	Wy
			PRSP0-LA/ SCC	PRSP0-EMS/OHS/SA	PRSP0-HCV/BMP/OHS	PRSP0-SA	PRSP0-EMS
		Dinas Koperasi, BLH, Disnakertrans, BPN, Disbun Kab. TJB		√			
	13.00 – 14.00	Break	√	√	√	√	
	14.00 – 17.00	Tungkal Ulu POM Document Review: Best management practices Mill, OHS implementation, EMS implementation, Social and Labour, Continual improvement, etc.	√	√	√	√	√
Thursday, 27/07/2017	08.00 – 12.00	Smallholder ICS/Group manager Group manager and member requirement to demonstrate conformity/compliance with RSPO P & C INA NI 2016 and Group Certification Checklist: Legal requirement, Best management practice Agronomy, HCV, EMS, OHS implementation, Social and labor, Continual improvement, etc.	√	√	√	√	√
	13.00 – 14.00	Break	√	√	√	√	√
	15.00 – 17.00	Continue Smallholder ICS/Group manager Group manager and member requirement to demonstrate conformity/compliance with RSPO P & C INA NI 2016 and Group Certification Checklist: Legal requirement, Best management practice Agronomy, HCV, EMS, OHS implementation, Social and labor, Continual improvement, etc.	√	√	√	√	√
Friday, 28/07/2017	08.00 – 11.00	KUD Karya Jaya Field Visit: Field visit to Kavling/Block member of Smallholder to verify conformity with Certification Group Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√
	12.00 – 14.00	Break					
	14.00 – 16.00	KUD Karya Jaya Field Visit: Field visit to Kavling/Block member of Smallholder to verify conformity with Certification Group Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√
	16.00 – 17.00	Document Review: Member KUD	√	√	√	√	√
Saturday, 29/07/2017	08.00 – 11.00	KUD –Bina Usaha Field Visit: Field visit to Kavling/Block member of Smallholder to verify conformity with Certification Group Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√

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Date	Time (WIB)	Subjects	AH	IF	MJ	EW	Wy
			PRSP0-LA/ SCC	PRSP0-EMS/OHS/SA	PRSP0-HCV/BMP/OHS	PRSP0-SA	PRSP0-EMS
	11.00 – 12.00	Document Review: Member KUD	√	√	√	√	√
	12.00 – up	Break					√
Sunday, 16/07/2017		Stay in Estate	√	√	√	√	√
Monday, 31/07/2017	08.00 – 11.00	KUD –Bina Usaha Field Visit: Field visit to Kavling/Block member of Smallholder to verify conformity with Certification Group Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.					√
	11.00 – 12.00	Document Review: Member KUD					√
	12.00 – 14.00	Break					√
	14.00 – 16.00	KUD Sawit Mulya Field Visit: Field visit to Kavling/Block member of Smallholder to verify conformity with Certification Group Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√
	16.00 – 17.00	Document Review: Member KUD Sawit Mulya	√	√	√	√	√
Tuesday, 01/08/2017	08.00 – 11.00	KUD Sawit Mulya Field Visit: Field visit to Kavling/Block member of Smallholder to verify conformity with Certification Group Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc.	√	√	√	√	√
	11.00 – 12.00	Document Review: Member KUD Karya Jaya	√	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√	√
	14.00 – 15.00	Report preparation	√	√	√	√	√
	15.00 – 17.00	Closing Meeting	√	√	√	√	√
	17.00 – 20.00	Traveling to Jambi	√	√	√	√	√
Wednesday, 02/08/2017	08.05 – 09.25	Traveling Jambi – Jakarta (GA131)	√	√		√	√
	08.00 - up	Traveling Jambi – Medan			√		

Appendix E: Stakeholders Contacted

<p>Internal Stakeholders</p> <p>Workers in Tungkal Ulu POM Workers in Tungkal Ulu Estate Smallholders</p>	<p>Union/Contractors/Local Communities</p> <p>Worker Union Gender Committee Cinta Damai Village communities</p>
<p>Government Departments</p> <p>Dinas Tenaga Kerja Kabupaten Tanjung Jabung Barat Badan Lingkungan Hidup Kabupaten Tanjung Jabung Barat Badan Pertanahan Nasional Kabupaten Tanjung Jabung Barat</p>	<p>NGO</p> <p>WWF</p>

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Appendix F: CPO Mill Supply Chain Assessment Report (Module E - CPO Mills: Mass Balance)

Requirements	Compliance
E.1 Definition	
<p>E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>PT. Inti Indosawit Subur – Tungkal Ulu POM holds current RSPO P&C Certificate RSPO 564422. In the current certificate, PT. Inti Indosawit Subur – Tungkal Ulu POM implemented Mass Balance supply chain system.</p> <p>PT. Inti Indosawit Subur only claimed the FFB proportion from certified supply bases which comprise of company-own estate, and scheme smallholder cooperatives. The other supply base, coming from third party contractors/collectors as non-certified FFB source.</p>
E.2 Explanation	
<p>E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.</p>	<p>Tungkal Ulu POM demonstrates the estimate of certified CPO and PK products. BSI verifies the estimate of CPO and PK products during each assessment. From ASA4 recorded: Estimated CPO production 53,939 MT; Estimated PK production 13,042 MT.</p> <p>During RAV, record verified: Actual CPO Production 40,858 MT; Actual PK production 9,543 MT.</p>
<p>E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>Tungkal Ulu POM facility has fulfilled all registration and reporting requirements for the MB supply chain through the RSPO supply chain managing organization (RSPO PalmTrace). Active PalmTrace account available, valid license period observed. PT Inti Indosawit Subur – Tungkal Ulu POM has registered in Palm Trace with member ID Number RSPO_ PO1000000345. Record verified: - "Laporan pengiriman CPO" - dispatch of CPO; - "Laporan Pengiriman PK" – PK dispatch - DO/contract of CPO - Book keeping (3 monthly period).</p>
E.3 Documented procedures	
<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable</p>	<p>Tungkal Ulu POM facility has implemented supply chain and traceability procedure under SOP "Traceability" No.AA-MPM-OP-1400.17-R4 dated 25 February 2015 and "Book Keeping" No.AA-MPM-OP-1400.18-R4, updated 25 February 2015.</p> <p>The procedure explains in all aspects of supply chain and traceability scope starting from FFB harvesting, FFB delivery to Palm Oil Mill; FFB receiving and processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for export, Shipping instruction and preparation, CPO stock balancing post-shipping.</p> <p>Based on Prosedur "Traceability" No.AA-MPM-OP-1400.17-R4,</p>

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<p>requirements. This person shall be able to demonstrate awareness of the site procedures for the implementation of this standard.</p>	<p>updated 23 April 2015, the company has appointed Mill Manager as responsible person for handling supply chain implementation in Tungkal Ulu POM.</p> <p>Based on interview, officers and operators in charge in supply chain system can demonstrate awareness and knowledge regarding supply chain procedures and requirement and has been trained. e.g. Mill Manager, Production clerk, weighbridge operators.</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Tungkal Ulu POM has a documented procedure for the incoming FFB, processing and outgoing palm products (CPO and PK). Marking is made on the receiving documents to differentiate the certified and non-certified FFB received. Records: Procedure AA-MPM-OP-1400.17-R4 (traceability) and Procedure AA-MPM-OP-1400.18-R4 (Mass Balance).</p> <p>SOP Traceability shows the procedure traceability CPO & PK, Despatch of CPO & PK, LHP PMKS.</p>
<p>E.4 Purchasing and goods in</p>	
<p>E.4.1 The site shall verify and document the volumes of certified and non-certified FFBs received.</p>	<p>According to relevant procedure as above (E.1.1 and E.1.2), daily records are prepared at the entry point at the weighbridge. "Sustainable" stamp identified at the weighbridge. Daily summary and monthly summary documented for all the certified and non-certified FFB. Records verified by internal and external audit. Recorded in weighbridge computerized, separates certified FFB and non-certified FFB automatically. Sampled document of FFB delivery and weighbridge ticket – for FFB coming from Tungkal Ulu Estate, KUD Karya Jaya, KUD Sawit Mulia on 25-26 July 2017. FFB received from own certified estate (Tungkal Ulu Estate)</p> <ul style="list-style-type: none"> - Surat Pengantar (FFB Delivery Note): SP.No.006419; Date: 25/07/2017; Truck: BH **** TC; Quantity: 166 bunches from Block B91F; "Sustainable Product". - Weighbridge ticket number PTUA1*****4; Date: 25/07/2017; Origin: Tungkal Ulu Estate; Quantity: 2,*** kg; <p>FFB from certified smallholder KUD Karya Jaya)</p> <ul style="list-style-type: none"> - Surat Pengantar (FFB Delivery note Field) Date: 25/07/2017; Truck: BH **** KS; Quantity: 451 bunches; - Weigh Bridge Ticket Number: PTUA*****27; Commodity: TBS- Plasma-Sust; Date: 25/07/2017; Origin: KUD Karya Jaya; Netto: 10,*** kg;
<p>E.4.2 The site shall inform the CB immediately if there is a projected overproduction.</p>	<p>As per procedure "Book Keeping" No.AA-MPM-OP-1400.18-R4, updated 25 February 2015, section 6.5 stated Head of Environment and Sustainability will inform the CB should there is a projected overproduction of certified tonnage. Currently no projected overproduction for Tungkal Ulu POM.</p>
<p>E.5 Record keeping</p>	
<p>E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.</p> <p>(b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p>	<p>The company has documented record of incoming FFB certified and CPO/PK certified out-going three monthly basis. Based on review of documents, the company has a system to deduct volume of CPO and PK delivered in WB and computerized system automatically. Short selling system is included in their procedure; it's clear how the system works.</p>

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<p>c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)</p>	<p>Record verified: FFB received from own certified estate (Tungkal Ulu Estate) - Surat Pengantar (FFB Delivery Note): SP.No.006419; Date: 25/07/2017; Truck: BH **** TC; Quantity: 166 bunches from Block B91F; "Sustainable Product". - Weighbridge ticket number PTUA1*****4; Date: 25/07/2017; Origin: Tungkal Ulu Estate; Quantity: 3,080 kg; FFB from certified smallholder KUD Karya Jaya) - Surat Pengantar (FFB Delivery note Field) Date: 25/07/2017; Truck: BH **** KS; Quantity: 451 bunches; - Weigh Bridge Ticket Number: PTUA*****27; Commodity: TBS- Plasma-Sust; Date: 25/07/2017; Origin: KUD Karya Jaya; Netto: 10,388 kg; - "Laporan pengiriman CPO" - dispatch of CPO; - "Laporan Pengiriman PK" – PK dispatch; - DO/contract of CPO; - Book keeping (3 monthly period) for latest January – March 2017 and April – June 2017.</p>
<p>E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement</p>	<p>There is no outsourcing activities.</p>

Actual Tonnage Certified Palm Production - August 2016 – July 2017

Mill	Capacity	CPO	PK
Tungkal Ulu POM	60 MT FFB/hour	40,858 MT	9,453 MT

Actual Tonnage Sales of Certified Palm Products - August 2016 – July 2017

Mill	Certified CPO Sales*	Certified PK Sales*	Remarks
Tungkal Ulu POM	4,556.46 MT	7,338.20 MT	RSPO PalmTrace

Actual Tonnage Sales of Certified Palm Products (under Other Scheme) - August 2016 – July 2017

Mill	Certified CPO Sales*	Certified PK Sales*	Remarks
Tungkal Ulu POM	24,174.5 MT	0 MT	ISCC

Actual Tonnage Sales of Conventional Palm Products - August 2016 – July 2017

Mill	Conventional CPO Sales*	Conventional PK Sales*	Remarks
Tungkal Ulu POM	10,545 MT	- MT	Sold conventional

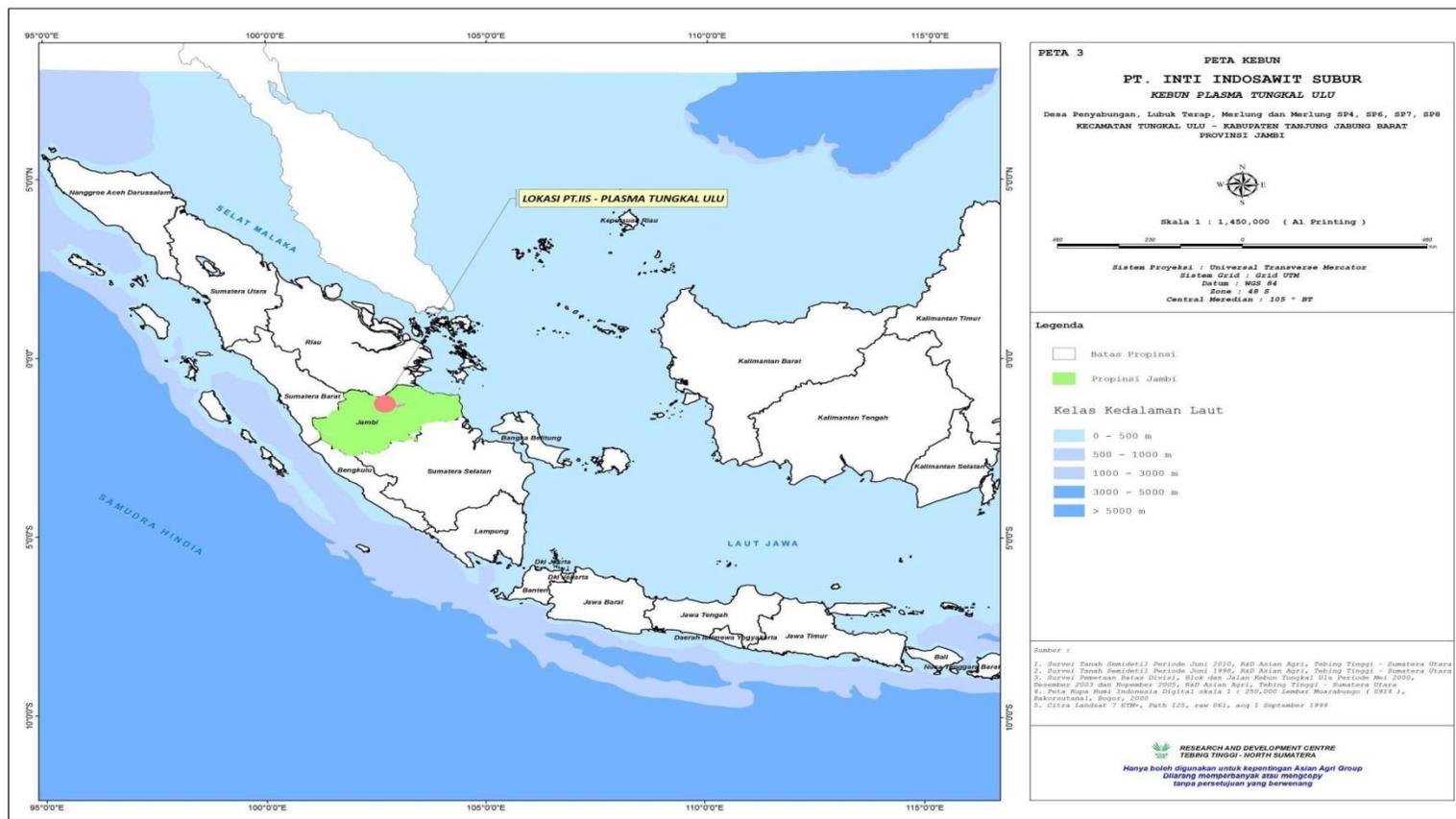
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Actual FFB Processed - August 2016 – July 2017

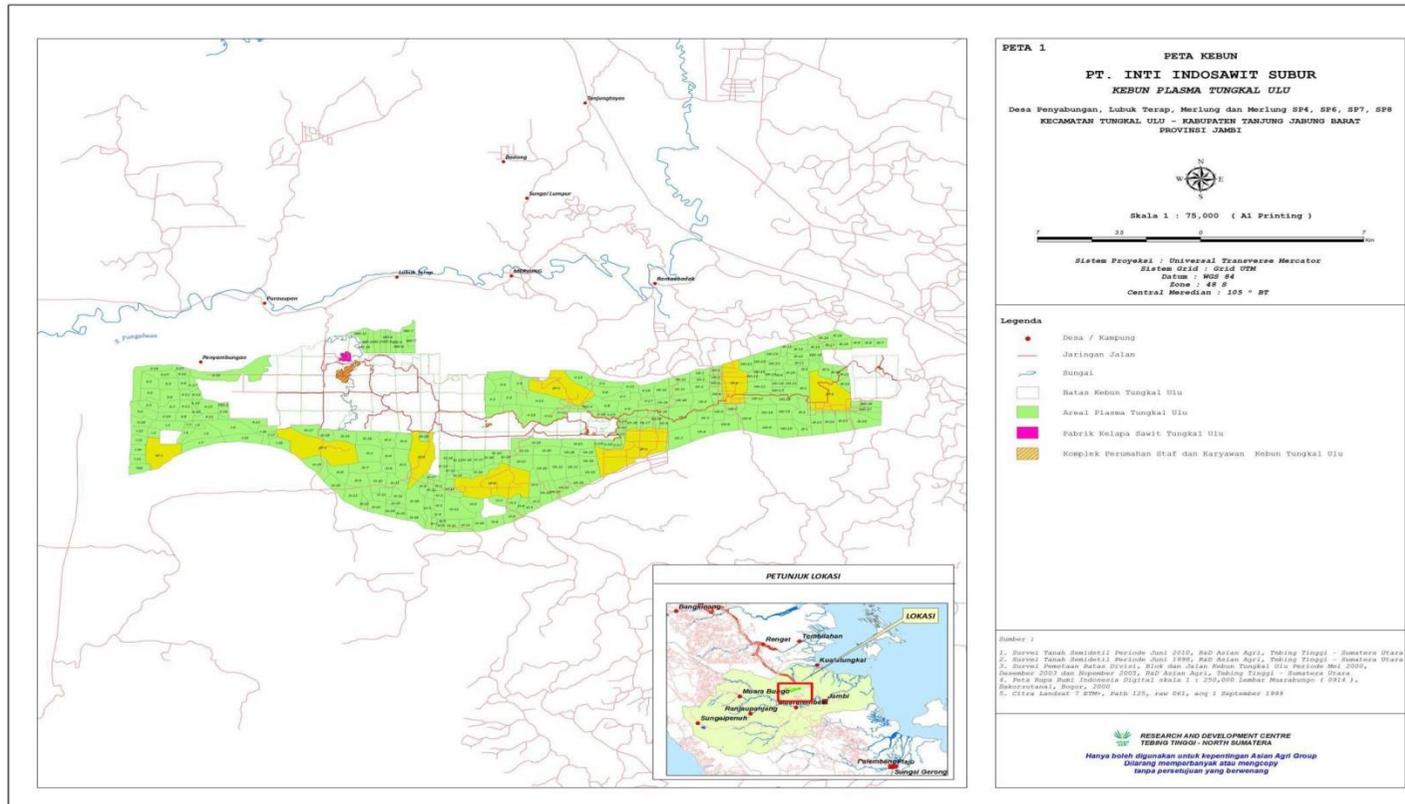
Month	Certified Supply Base (from own certificate scope) (mt)											Total FFB/ Month (mt)
	Tungka Ulu Estate	KUD Bina Usaha	KUD Sawit Kita	KUD Karya Kita	KUD Karya Jaya	KUD Panca Mukti	KUD Sari Bumi	KUD Manunggal Jaya	KUD Sawit Mulia	KUD Argo Makmur	KUD Harapan Jaya	
Aug 2016	5113	764	1016	1420	915	0	0	0	28	758	0	10014
Sept 2016	7712	1349	1530	2165	1717	0	0	0	62	937	0	15472
Oct 2016	8525	1710	1882	1947	1926	0	0	0	64	1415	0	17469
Nov 2016	8764	1611	1683	2056	1940	0	0	0	78	1258	0	17390
Dec 2016	10280	1919	1863	2367	1996	0	0	0	93	1530	0	20048
Jan 2017	7668	1562	1561	1841	1697	0	0	143	207	1408	597	16684
Feb 2017	7118	1245	1252	1521	1542	0	0	114	244	1155	793	14984
Mar 2017	6993	1339	1247	1656	1312	66	0	111	455	1101	772	15052
Apr 2017	6704	1055	950	1276	1326	0	40	100	271	989	669	13380
May 2017	7109	1117	790	1098	1406	7	24	109	85	865	289	12899
Jun 2017	5784	1091	925	1349	1310	0	0	46	82	779	123	11489
Jul 2017	7450	1575	1299	1523	1543	8	0	128	287	1315	558	15686
Total	89220	16337	15998	20219	18630	81	64	751	1956	13510	3801	180567

Appendix G: Location Map of Certification Unit and Supply bases

Figure 1 Location of PT. Inti Indosawit Subur – Tungkal Ulu in Indonesia



Appendix H: Estate Field Map



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Appendix I: List of Smallholder Sampled

No	Name/Current Owner	Plot Number	No.	Name/Current Owner	Plot Number
1	Suparno	2331	34	Madreja/Yuyu Sudiono	1702
2	Nanang Sucipto/Sugito	2315	35	Mari Wajaujih/Abdul Syahri	1365
3	Suwari	2304	36	Sarbini/Dailami	1491
4	Saliman	2316	37	Tumino	1490
5	Pargono	2302	38	Sarijal/Mahroni	1494
6	Mariyo	2369	39	Sutiyono	1497
7	Wagimin	2372	40	Bambang Sunarto/Ngatman	1513
8	Sumidi	2396	41	Ramli Alham/Yusdiana	1527
9	Sutimin	2366	42	Jikwan/Sanusi	1520
10	Sukemi/Warsito	2424	43	Darmatin/Sutiyono	1518
11	Jumsa/Hasanah	2441	44	Nurcholis	1539
12	Nolo	2440	45	M. Dahlan/Saliman	1552
13	Mat Isah	2469	46	Atang Yoyo/Liwon	1537
14	Kolil/Mukri	2464	47	Aj. Holis/Saliman	1545
15	Endang	2474	48	Mansyur	3847
16	Hasim Ashari/Sutrisno	2499	49	Yahman	3877
17	Misdi/Pargono	2455	50	Aswan/Tasman	3874
18	Supiin	2457	51	Suwarno/Legiem	3848
19	Kama	2521	52	Bandi	3875
20	Karyudi	2534	53	Tuimin	3842
21	Kardinah/Carsimi	2531	54	Pauwan/Tamzid	3841
22	Jarmun	2523	55	Nanang/Sumijan	3825
23	Abdullah	931	56	Nasrul	3881
24	Slamet/Syawal	1214	57	Amrizal	3882
25	Holili/Kholili	888	58	Supardi	3540
26	Sutomo/Yuyu Sudiono	887	59	Warsito	3401
27	Moch. Rokib/ H. Samuji Hasan	933	60	Mardono/Paulus Ragumun	3519
28	Ardi Joni	1283	61	Zamran/Burhanudin	3488
29	Marjohan	1326	62	Neri/H. Jimi Martono	3532
30	Kosasih/Muhammad Kholil	1327	63	Hartatik/H. Jimi Martono	3531
31	Purwanto/Mulyanto	3634	64	Bulkaini/H. Jimi Martono	3534
32	Irwan/Timah	3642	65	Tata/Sartono	3429
33	Sumardi/Gusyulina	3592	66	Sarifudin/Fati Shoki Nuhu	3646

Appendix J: PalmGHG Calculation Tungkal Ulu POM

Summary of Net GHG Emissions

Emission per Product	tCO ₂ e/tProduct
CPO	0.8
PK	0.8

Extraction	Percentage (%)
OER	20.89
KER	5.18

Production	Ton/year
FFB processed	80,993.5
CPO processed	16,919.5

Land Use	Hectare
OP planted area	13,682
OP planted on peat	0
Conservation (forested)	121.07
Conservation (non-forested)	0
Total	13,803.07

Summary of Field Emissions and Sinks

	Own Crop		Group	
	tCO ₂ e	tCO ₂ e/tFFB	tCO ₂ e	tCO ₂ e/tFFB
Emissions				
Land conversion	0	0	0	0
*CO ₂ Emissions from Fertilizer	3,237.34	0.04	7,834.5	0.07
**N ₂ O Emissions	4,028.44	0.05	6,733.02	0.06
Fuel Consumption	1,471.08	0.02	639.54	0.01
Peat Oxidation	0	0	0	0
Sinks				
Crop Sequestration	0	0	0	0
Conservation Sequestration	0	0	0	0
Total	8,736.86	0.12	15,207.06	0.14

Summary of Mill Emissions and Credits

	tCO ₂ e	tCO ₂ e/tFFB
Emissions		
POME	32,822.32	0.13
Fuel Consumption	507.01	0
Grid Electricity Utilisation	0	0
Credits		
Export of Grid Electricity	-145.52	0
Sales of PKS	-1407.4	-0.06
Sales of EFB	0	0
Total	19,110.41	0.08

Appendix K: List of Abbreviations Used

AN	Ammoniacal Nitrogen
BOD	Biological Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
GMP	Good Manufacturing Practice
HCV	High Conservation Value
IAV	Initial Assessment Visit
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
MSDS	Material Safety Data Sheet
O&G	Oil and Grease
PK	Palm Kernel
PPE	Personal Protective Equipment
RC	Re-Certification
RED	Renewable Energy Directive
RSPO P&C	Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
SS	Suspended Solids
TN	Total Nitrogen
TS	Total Solids
VFA	Volatile Fatty Acids