

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment** (Choose an item.)
- Recertification Assessment (RA 2)**
- Extension of Scope**

Client Company Name / Parent Company: PT. TAPIAN NADENGGAN
Client company Address: Sinar Mas Land Plaza, Tower 2, 4 th floor Jl. MH. Thamrin No. 51 Kav. 22, Jakarta 10350 – Indonesia
Certification Unit: Hanau Palm Oil Mill and Its Supply Bases Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia
Date of Final Report: 22/11/2022

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Golden Agri-Resources Ltd		
RSPO Membership Number	1-0096-11-000-00	Membership Approval Date	30/01/2005
Address	Sinar Mas Land Plaza, Tower 2, 4 th floor Jl. MH. Thamrin No. 51 Kav. 22, Jakarta 10350 – Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT. Tapian Nadenggan – Hanau Palm Oil Mill		
Location / Address	Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia		
Website	https://goldenagri.com.sg/		
Management Representative	Mr.Yahya Mustakim	E-mail	yahya.mustakim@sinarmas-agri.com
Telephone	+62-21-50338899	Facsimile	+62-21 50389999

2. Certification Information			
Certificate Number	RSPO 679706	Certificate Start Date	22/11/2022
Date of First Certification	26/09/2012	Certificate Expiry Date	21/11/2027
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. • Combining the assessment period (ASA1_3; ASA1_4; Recertification2) since the Covid19 travel restriction on 2020. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 2) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	80 tonnes FFB/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-ID218-20210132	ISCC	Intertek	31/07/2023
BSI-ISPO 739403	ISPO	BSI	10/12/2026

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Hanau Palm Oil Mill	Derangga Village, Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia	2° 21' 39.05" S	112° 6' 34.86" E
Hanau Estate	Derangga Village, Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia	2° 24' 40.90" S	112° 6' 33.12" E
Tasik Mas Estate	Derangga Village , Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia	2° 20' 29.28" S	112° 5' 34.19" E
Tanjung Paring Estate	Sandul Village, Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia	2° 16' 47.382" S	112° 7' 57.714" E
Langadang Estate	Kalang Village Kecamatan Hanau and Batu Ampar, Seruyan Regency, Central Kalimantan Province, Indonesia	2° 14' 5.120" S	112° 6' 27.810" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Hanau Estate	4,188.21	*207.84	493.95	4,890.00	85.65
Tasik Mas Estate	4,252.67	*242.53	552.91	5,048.11	84.24
Tanjung Paring Estate	3,904.59	*180.28	630.49	4,715.36	82.81
Langadang Estate	1,931.48	*148.08	329.08	2,408.64	80.19
Total	**14,276.95	*778.73	2,006.43	17,062.11	83.68
Note:					

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*According to the HCV Assessment (see detail in indicator 7.12.2), total HCV area is 1,336.61 Ha. 778.73 Ha was pure HCV and the rest 557.88 Ha still include in planted area (e.g riparian) that will not replanting.

**557.88 Ha of actual planted area including the HCV area e.g riparian that will not replanting in the future.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Hanau Estate	-		1,618.66	2,569.55	4,188.21	0
Tasik Mas Estate	-		3,602.82	649.85	4,252.67	0
Tanjung Paring Estate	-		3,904.59		3,904.59	0
Langadang Estate	-		1,931.48		1,931.48	0
Total (ha)	-		11,057.55	3,219.40	14,276.95	0

Note:
*Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sep 2019 – Aug 2022)	Actual (Sep 2019 – Jun 2022)		Forecast (Nov 2022 – Oct 2023)
		Previous license period (Jul – Aug 2019)	Current license period (Sep 2019 – Jun 2022)	
Hanau Estate	217,444.81	15,149.41	200,655.14	98,120.34
Tasik Mas Estate	317,848.60	22,000.96	293,354.27	150,504.36
Tanjung Paring Estate	294,331.93	21,029.36	273,021.07	138,580.24
Langadang Estate	148,667.79	10,178.90	134,903.09	52,733.12
Total	978,293.14	68,358.53	901,933.57	439,938.05
		970,292.10		

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sep 2019 – Aug 2022)	Actual (Sep 2019 – Jun 2022)		Forecast (Nov 2022 – Oct 2023)
		Previous license period	Current license period	

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		(Jul – Aug 2019)	(Sep 2019 – Jun 2022)	
NIL		NIL	NIL	
Total		NIL		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Sep 2019 – Aug 2022)	Actual (Sep 2019 – Jun 2022)		Forecast (Nov 2022 – Oct 2023)
		Previous license period (Jul – Aug 2019)	Current license period (Sep 2019 – Jun 2022)	
Outside Supplier	-	12,720.69	182,563.29	-
Total	NIL	195,283.98		-

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	July 2019	35,398.29	6,627.64	42,025.93
2	August 2019	32,960.24	6,093.05	39,053.29
3	September 2019	28,949.37	5,504.47	34,453.84
4	October 2019	27,943.85	6,084.79	34,028.64
5	November 2019	26,149.87	5,292.89	31,442.76
6	December 2019	23,443.58	4,593.08	28,036.66
7	January 2020	24,823.16	5,042.04	29,865.20
8	February 2020	21,878.80	4,702.42	26,581.22
9	March 2020	22,707.64	4,902.20	27,609.84
10	April 2020	30,098.29	5,861.70	35,959.99
11	May 2020	28,905.43	4,876.81	33,782.24
12	June 2020	30,405.51	5,325.96	35,731.47
13	July 2020	26,420.71	4,503.05	30,923.76
14	August 2020	31,757.77	4,832.43	36,590.20
15	September 2020	31,586.50	5,112.47	36,698.97
16	October 2020	30,063.00	5,170.11	35,233.11

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17	November 2020	28,047.66	4,581.79	32,629.45
18	December 2020	29,546.62	5,066.03	34,612.65
19	January 2021	25,819.83	5,692.58	31,512.41
20	February 2021	21,796.97	5,250.67	27,047.64
21	March 2021	31,296.66	5,899.49	37,196.15
22	April 2021	29,941.08	5,383.35	35,324.43
23	May 2021	26,602.88	4,815.59	31,418.47
24	June 2021	29,484.67	6,684.65	36,169.32
25	July 2021	24,655.15	5,914.27	30,569.42
26	August 2021	27,264.45	6,004.23	33,268.68
27	September 2021	22,909.75	5,449.32	28,359.07
28	October 2021	20,728.37	4,814.54	25,542.91
29	November 2021	22,099.92	5,017.02	27,116.94
30	December 2021	19,843.74	4,542.57	24,386.31
31	January 2022	19,894.45	5,304.40	25,198.85
32	February 2022	19,100.42	5,020.07	24,120.49
33	March 2022	24,490.14	6,118.98	30,609.12
34	April 2022	27,054.41	5,811.97	32,866.38
35	May 2022	31,494.22	6,355.19	37,849.41
36	June 2022	34,728.70	7,032.16	41,760.86
TOTAL		970,292.10	195,283.98	1,165,576.08

10. Summary of Certified Tonnage (MT) (not applicable for ISS)

Estimated last year (Sep 2019 – Aug 2022)	Actual (Sep 2019 – Jun 2022)		Forecast (Nov 2022 – Oct 2023)
	Previous license period (Jul – Aug 2019)	Current license period (Sep 2019 – Jun 2022)	
FFB	FFB		FFB
978,293.14 MT	68,358.53 MT	901,933.57 MT	439,938.05 MT
	970,292.10 MT		
CPO (OER: 20.31%)	CPO (OER: 19.88%)	CPO (OER: 20.36%)	CPO (OER: 20.50%)
212,149.87 MT	13,913.62 MT	189,161.29 MT	90,187.30 MT
	203,074.91 MT		
PK (KER: 6.08%)	PK (KER: 6.49%)	PK (KER: 5.89%)	PK (KER: 6.00%)
58,837.78 MT	4,436.49 MT	53,094.22 MT	26,396.28 MT

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	57,530.71 MT	
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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	July 2019	6,947.35	2,194.13
2	August 2019	6,966.27	2,242.36
3	September 2019	6,165.04	1,852.30
4	October 2019	5,969.36	1,674.78
5	November 2019	5,677.39	1,441.84
6	December 2019	5,135.08	1,191.78
7	January 2020	5,311.78	1,293.05
8	February 2020	4,806.82	1,299.40
9	March 2020	4,988.39	1,274.18
10	April 2020	6,348.20	1,696.08
11	May 2020	5,809.82	1,770.37
12	June 2020	6,204.30	1,903.63
13	July 2020	5,353.84	1,590.30
14	August 2020	6,501.16	1,958.20
15	September 2020	6,540.08	2,025.52
16	October 2020	6,136.38	1,868.19
17	November 2020	5,894.78	1,760.08
18	December 2020	6,355.01	1,726.89
19	January 2021	5,346.96	1,306.41
20	February 2021	4,655.24	984.87
21	March 2021	6,728.64	1,650.54
22	April 2021	6,520.10	1,809.81
23	May 2021	5,573.76	1,575.79
24	June 2021	6,108.12	1,762.38
25	July 2021	5,197.38	1,523.94
26	August 2021	5,559.46	1,613.16
27	September 2021	4,657.45	1,338.20
28	October 2021	4,464.71	1,223.62
29	November 2021	4,558.15	1,283.02
30	December 2021	4,196.53	1,242.94

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31	January 2022	4,225.47	1,209.34
32	February 2022	4,096.33	1,147.41
33	March 2022	5,078.57	1,427.69
34	April 2022	5,645.74	1,655.45
35	May 2022	6,237.11	1,852.31
36	June 2022	7,114.18	2,160.78
TOTAL		203,074.91	57,530.71

11. Summary of Actual Volume sold					
Current License period (Sep 2019 – Jun 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	19,811.44	161,580.69	-	-	181,392.13
PK (MT)	56,185.17	-	-	-	56,185.17
Credits	-	-	-	-	-
Previous License period (Jul – Aug 2019)					
CPO (MT)	-	14,520.54	-	-	14,520.54
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

Note:
Conventional is RSPO certified material but sold as non-RSPO.

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
1	Buyer A	TR-56cbf64b-9fad	34.61	-
2	Buyer A	TR-0087ee1e-55fd	2,253.18	-
3	Buyer A	TR-4d9d0a54-6c3b	1,003.07	-
4	Buyer A	TR-47064bc2-45d3	1,003.13	-
5	Buyer A	TR-97bc585a-9c58	650.18	-
6	Buyer A	TR-c4498b4b-b46a	650	-
7	Buyer A	TR-5c160ff8-2978	1,501.53	-
8	Buyer A	TR-e2d7be86-bc15	1,110.99	-
9	Buyer A	TR-f93c98c3-7f16	950.64	-

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10	Buyer A	TR-0552a985-6bca	2,602.57	-
11	Buyer A	TR-3b864f51-a6ff	1,300	-
12	Buyer A	TR-b7a380c9-8d94	523.75	-
13	Buyer A	TR-16c9ec70-3aa4	1,450	-
14	Buyer A	TR-ba918539-7229	455.38	-
15	Buyer A	TR-305aebd1-b933	1,150	-
16	Buyer A	TR-a835a8d2-424e	1,252.82	-
17	Buyer A	TR-1d984ab1-f54c	1,203.44	-
18	Buyer B	TR-73eed583-5c26	716.15	-
19	Buyer C	TR-5712beef-7e1a	-	122.1
20	Buyer C	TR-a7d0fdd1-3e14	-	608.33
21	Buyer C	TR-df20b67c-f1cb	-	858.05
22	Buyer C	TR-4a6adaf6-ac85	-	41.42
23	Buyer C	TR-8f7382c4-da3f	-	1,210.37
24	Buyer C	TR-7c8dfd83-a523	-	1,188.8
25	Buyer C	TR-9c1e859d-b9c7	-	510.28
26	Buyer C	TR-6885798b-1b84	-	776.93
27	Buyer C	TR-ad260672-8a20	-	1,021.36
28	Buyer C	TR-99d4c25c-5c4f	-	357.96
29	Buyer C	TR-90fbe1d6-fb13	-	642.13
30	Buyer C	TR-ecd879c8-0db6	-	607.75
31	Buyer C	TR-6ec35817-fdbb	-	1,369.1
32	Buyer C	TR-cdfc5244-d186	-	223.32
33	Buyer C	TR-09544566-825e	-	1,523.93
34	Buyer C	TR-0bb5bd44-3c09	-	275.64
35	Buyer C	TR-6c8021ca-240b	-	1,645.79
36	Buyer C	TR-450a7a94-1202	-	654.01
37	Buyer C	TR-97b41fac-fcec	-	1,053.7
38	Buyer C	TR-1a010644-3524	-	624.19
39	Buyer C	TR-5bfe6b11-329a	-	1,014.5
40	Buyer C	TR-2a4543a7-c834	-	807.51
41	Buyer C	TR-bcf01631-a509	-	1,012.15
42	Buyer C	TR-5477946f-d688	-	987.78
43	Buyer C	TR-8c15263e-8f20	-	1,000.48
44	Buyer C	TR-e32abb86-6948	-	11.59
45	Buyer C	TR-a9e64822-f9e8	-	1,257.23

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46	Buyer C	TR-4ae2b7fa-6936	-	131.84
47	Buyer C	TR-7db1f953-9a23	-	900.02
48	Buyer C	TR-d5306f49-1ef2	-	522.22
49	Buyer C	TR-2d5a82b6-ace2	-	177.57
50	Buyer C	TR-b850b75e-1816	-	799.85
51	Buyer C	TR-9eaef8bd-e5bc	-	679.75
52	Buyer C	TR-a02b23fd-5a16	-	119.48
53	Buyer C	TR-c3cc3751-4473	-	122.42
54	Buyer C	TR-67c20b2c-79b3	-	677.47
55	Buyer C	TR-ed6c2437-f41b	-	799.45
56	Buyer C	TR-a59331e1-87b2	-	316.46
57	Buyer C	TR-1a45cd57-e22f	-	483.56
58	Buyer C	TR-ddcb71c9-d9d2	-	799.61
59	Buyer C	TR-160770c6-5ef1	-	621.1
60	Buyer C	TR-2ceb973f-22ee	-	178.85
61	Buyer C	TR-064b8ed3-d108	-	750.37
62	Buyer C	TR-31cc7c40-a338	-	799.97
63	Buyer C	TR-0b8a5088-9541	-	333.1
64	Buyer C	TR-a972b570-e6cf	-	266.57
65	Buyer C	TR-f4977d60-4ec2	-	750
66	Buyer C	TR-1f872b43-d485	-	599.58
67	Buyer C	TR-f844239f-679d	-	507.92
68	Buyer C	TR-d05d1dbe-341d	-	92.06
69	Buyer C	TR-125e7f59-6247	-	599.89
70	Buyer C	TR-e5ac75e5-beb7	-	600
71	Buyer C	TR-2a2cadaf-7be5	-	299.03
72	Buyer C	TR-2b2a10e2-a639	-	300.97
73	Buyer C	TR-804afb45-17e4	-	905.03
74	Buyer C	TR-0db23088-e4e6	-	749.46
75	Buyer C	TR-57d02b1a-c512	-	449.94
76	Buyer C	TR-97e5eb8e-1fcf	-	499.6
77	Buyer C	TR-e3227c5c-26bf	-	615.57
78	Buyer C	TR-5b0d6bff-70c2	-	134.43
79	Buyer C	TR-c6bab4da-1328	-	500.84
80	Buyer C	TR-80635e05-2506	-	599.89
81	Buyer C	TR-2bea00ab-f229	-	699.47

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82	Buyer C	TR-e63491e2-05d8	-	499.54
83	Buyer C	TR-e5828055-63eb	-	500
84	Buyer C	TR-4a7dda6b-71bb	-	399.67
85	Buyer C	TR-718e6df4-ab06	-	749.86
86	Buyer C	TR-2ef4b0e5-5ed4	-	499.96
87	Buyer C	TR-5c77bb49-742b	-	500
88	Buyer C	TR-d4e4fe54-96a2	-	999.49
89	Buyer C	TR-47a36b98-7877	-	149.27
90	Buyer C	TR-c5bc0ffb-4ca1	-	99.52
91	Buyer C	TR-1db647eb-21d4	-	499.71
92	Buyer C	TR-e5742a44-3d0c	-	179.65
93	Buyer C	TR-7771f4f5-d31d	-	820.09
94	Buyer C	TR-b9357701-ef73	-	1076.53
95	Buyer C	TR-4697d318-11fa	-	2.34
96	Buyer C	TR-921fe8ab-8e81	-	422.74
97	Buyer C	TR-7e4bc16f-8d24	-	3.18
98	Buyer C	TR-5c084834-bc9a	-	655.57
99	Buyer C	TR-28294165-9c1d	-	841.25
100	Buyer C	TR-6242232c-0d9d	-	1,000.11
101	Buyer C	TR-b668be34-9687	-	999.05
102	Buyer C	TR-9d2355a8-2573	-	500.91
103	Buyer C	TR-baf00465-99f0	-	999.52
104	Buyer C	TR-f1753f62-ce1e	-	998.59
105	Buyer C	TR-35f48527-f46c	-	499.56
106	Buyer C	TR-78fe1d1e-6e83	-	1000
107	Buyer C	TR-d03cac19-6703	-	500
108	Buyer C	TR-2377c977-92a1	-	4.02
109	Buyer C	TR-d1da265b-5522	-	495.98
110	Buyer C	TR-4d0a487d-9c25	-	499.32
TOTAL			19,811.44	56,185.17

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11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
1	Buyer D	ISCC	6,412.68	-
2	Buyer D	ISCC	6,107.86	-
3	Buyer D	ISCC	6,427.24	-
4	Buyer D	ISCC	5,771.72	-
5	Buyer D	ISCC	5,941.61	-
6	Buyer D	ISCC	4,628.46	-
7	Buyer D	ISCC	5,519.81	-
8	Buyer D	ISCC	4,916.05	-
9	Buyer D	ISCC	4,848.27	-
10	Buyer D	ISCC	5,427.24	-
11	Buyer D	ISCC	5,724.33	-
12	Buyer D	ISCC	418.87	-
13	Buyer D	ISCC	5,115.55	-
14	Buyer D	ISCC	5,632.12	-
15	Buyer D	ISCC	5,453.39	-
16	Buyer D	ISCC	5,148.93	-
17	Buyer D	ISCC	4,795.23	-
18	Buyer D	ISCC	1,459.14	-
19	Buyer D	ISCC	-	-
20	Buyer D	ISCC	3,082.32	-
21	Buyer D	ISCC	6,531.57	-
22	Buyer D	ISCC	6,635.4	-
23	Buyer D	ISCC	5,514.47	-
24	Buyer D	ISCC	6,020.51	-
25	Buyer D	ISCC	5,468.81	-
26	Buyer D	ISCC	5,522.71	-
27	Buyer D	ISCC	4,538.41	-
28	Buyer D	ISCC	4,506.13	-
29	Buyer D	ISCC	4,447.37	-
30	Buyer D	ISCC	3,983.9	-
31	Buyer D	ISCC	4,730.27	-
32	Buyer D	ISCC	3,941.8	-
33	Buyer D	ISCC	5,122.53	-

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34	Buyer D	ISCC	5,239.13	-
35	Buyer D	ISCC	6,490.03	-
36	Buyer D	ISCC	5,903.89	-
TOTAL			176,101.23	

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
	NIL	NIL	NIL
TOTAL		NIL	NIL

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
	NIL	NIL	NIL
TOTAL			TOTAL

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB									
IS-CSPO									
IS-CSPKO									
IS-CSPKE									
CSPK									

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

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TOTAL						
Note: 1 mt = 1 credit						
Notes for Auditor: Please refer to table 9A for reporting period						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (key in period)							
Credits							
Physical							
Previous License period (key in period)							
Credits							
Physical							

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
TOTAL							
Note:							

Section 2: Assessment Process

Certification Body:

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

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **18 – 23 July 2022**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **17 June 2022** (https://rspo.org/uploads/default/pnc/RSPO_Public_Notification_RAV_PT_Tapian_Nadenggan_-_Hanau_POM_English.pdf). Due to the COVID-19 pandemic, this assessment involved a partial remote audit as allowed by RSPO Secretariat – RSPO P&C On-site & Remote Audits dated 24th March 2020. The remote audit was conducted on **14 – 15 September 2020**.

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

The Critical NC closed offsite once the Remediation Plan of PT Tapian Nadenggan Hanau Mill (Kalteng 1) has been endorsed by the Compensation Panel on 19 Nov 2022. The endorsement is based on the Remediation Plan submitted on 28 October 2022.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 2020 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of

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workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (RC2)	Year 2 (ASA2_1)	Year 3 (ASA2_2)	Year 4 (ASA2_3)	Year 5 (ASA2_4)
Hanau Palm Oil Mill	√	√	√	√	√
Hanau Estate	√	√	√	√	√
Tasik Mas Estate	√	√	√	√	√
Tanjung Paring Estate	√	√	√	√	√
Langadang Estate	√	√	√	√	√

Tentative Date of Next Visit: July 3, 2023 - July 7, 2023

Total Number of Mandays: 20 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Andi Pratama Pasaribu (AP)	Team Leader	<p>Education: Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p>Work Experience: 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&C Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead Auditor course , ISO45001:2018 Lead Auditor Course, RSPO endorsed RSPO SCCS Lead Auditor course, SMETA requirements training</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit he verify transparency, legal, social aspect and public consultation.</p>

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<p>Pratama Agung Sedayu (PS)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree majoring Social Economic of Agriculture, University of Jenderal Soedirman.</p> <p>Work Experience: 12 years of practical auditing experience with several accredited Certification Bodies covering assessment against Organic programs, RSPO, FSC, Timber certification, ISO 9001 and ISO 14001. 2 years working experience as consultant on FSC and SVLK certification and independent verifier on BioCert, SDS under CAFÉ Practices program..</p> <p>Training attended: Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISPO Lead Auditor endorsed Course and Endorsed RSPO P&C Lead Auditor Course and Endorsed RSPO SCCS Lead Auditor Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit he verify social, HCV, supply chain aspect and public consultation.</p>
<p>Eko Purwanto (EP)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB).</p> <p>Work Experience: Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited pesticides uses. 10 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p>Training attended: Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit he verify best management practices, integrated pest management aspect, and public consultation.</p>
<p>Imam Fakhrurozi (IF)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor Degree majoring in Agriculture Technology, Gadjah Mada University.</p> <p>Work Experience: 2 years working experience oil palm industry, as a sustainability and HSE officer. 7 years working experience as RSPO Auditor / Lead Auditor</p>

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		<p>Training attended: Completed ISO 9001:2008 Lead Auditor Course, 14001:2004 Lead Auditor Course, SMK3 Lead Auditor Course, Endorsed RSPO P&C Lead auditor course, ISO 45001:2018 Lead Auditor Course, SMETAR requirements training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit he verify OHS, environmental aspect and public consultation.</p>
<p>Dr. Suhaili Bin Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI Peer Reviewer Training 3. Health and Safety 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4 7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard: GLOBALG.A.P., Euro GAP

Accompanying Persons: NIL

2.3 Assessment Plan

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

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Date	Time	Subjects	AP	PS	EP	IF
Monday, 18/07/2022	06.00 – 07.30	Traveling Jakarta – Pangkalan Bun	√	√	√	√
	07.30 – 12.00	Traveling Pangkalan Bun – Site Hanau POM	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 15.00	Opening meeting <ul style="list-style-type: none"> • Auditee Speech (Introduction of PIC, Profile of Certified Management Unit) • Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) 	√	√	√	√
Tuesday, 19/07/2022	08.00 – 12.00	Field visit Hanau Estate <ul style="list-style-type: none"> • Implementation of Agronomy Aspect • Implementation of Environmental, Conservation and Waste Management Aspect • Implementation of Occupational Health & Safety Aspect • Implementation of Legal Aspect and Land Rights 	√	√		
	08.00 – 12.00	Field visit Tasik Mas Estate <ul style="list-style-type: none"> • Implementation of Agronomy Aspect • Implementation of Environmental, Conservation and Waste Management Aspect • Implementation of Occupational Health & Safety Aspect • Implementation of Legal Aspect and Land Rights 			√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 15.00	Public consultation with internal stakeholders (labor union, gender committee, worker cooperative if any)				√
	14.00 – 15.00	Public consultation with external stakeholders (local contractor)			√	
	14.00 – 15.00	Public consultation with external stakeholders (village representatives and local communities, previous landowner)	√			

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Date	Time	Subjects	AP	PS	EP	IF
	14.00 – 16.30	Document Review Estate and Mill: <ul style="list-style-type: none"> Legal & Land Rights Social and Transparency Environmental, Waste Management & HCV Occupational Health & Safety Best Management Practices Worker Welfare Review of previous assessment findings. 	√	√	√	√
	16.30 – 17.00	Wash up meeting	√	√	√	√
Wednesday 20/07/2022	08.00 – 12.00	Field visit Tanjung Parang Estate <ul style="list-style-type: none"> Implementation of Agronomy Aspect Implementation of Environmental, Conservation and Waste Management Aspect Implementation of Occupational Health & Safety Aspect Implementation of Legal Aspect and Land Rights 			√	√
	08.00 – 12.00	Field visit Langadang Estate <ul style="list-style-type: none"> Implementation of Agronomy Aspect Implementation of Environmental, Conservation and Waste Management Aspect Implementation of Occupational Health & Safety Aspect Implementation of Legal Aspect and Land Rights 	√	√		
	12.00 – 14.00	Break				
	14.00 – 16.30	Document review continuation	√	√	√	√
	16.30 – 17.00	Wash up meeting	√	√	√	√
	08.00 – 10.00	Public consultation with government services of Kabupaten Seruyan (by phone)	√			

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Date	Time	Subjects	AP	PS	EP	IF
Thursday 21/07/2022	08.00 – 12.00	Field Visit Hanau POM <ul style="list-style-type: none"> BMP for Mill Processing – site visit Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, Processing Activities) Implementation of Environmental and Waste Management Aspect (POME Pond, Empty Bunch Area, Reservoir/Intake Point, Biogas Plant – <i>if any</i>) Supply Chain for CPO Mill (site visit) - FFB Receiving, Weighbridge, Dispatch CPO. 	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 14.30	Public consultation with external stakeholders (mill contractor)		√		
	14.00 – 16.30	Document review continuation	√	√	√	√
	16.30 – 17.00	Wash up meeting	√	√	√	√
Friday 22/07/2022	08.00 – 12.00	Document review continuation	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 17.00	Document review continuation	√	√	√	√
Saturday 23/07/2022	08.00 – 10.00	Closing meeting				
	10.00 – 12.00	Traveling Site – Pangkalan Bun	√	√	√	√
	12.00 – 14.00	Traveling Pangkalan Bun – Jakarta				

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. Golden Agri-Resources Ltd.'s RSPO Timebound Plan 2022-2025 dated 19 May 2022. The timebound plan include name of all subsidiary companies, all estates and all mills under Golden Agri Resources Ltd.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. The RSPO Membership for Golden Agri-Resources Ltd. dated 30 January 2005. Golden Agri-Resources Ltd. submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	Yes. Golden Agri-Resources Ltd. reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Golden Agri-Resources Ltd. reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes. There was changes to the time-bound plan compared to 2021. Golden Agri Resources reported new acquisition in RSPO Timebound Plan 2022-2025. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No. Golden Agri-Resources Ltd. submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No. The RSPO Membership for Golden Agri Resources dated 30 January 2005. Golden Agri Resources submitted RSPO Timebound Plan 2022-2025 to RSPO Secretariat. RSPO approved the timebound plan for GAR on 14 June 2022.	Complied
Un-Certified Units or Holdings		

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<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Golden Agri-Resources Ltd. has reported all replacement of primary forest to maintain HCV and HCS through submission of LUCA.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>Golden Agri-Resources Ltd. has reported all new planting in its subsidiary since 1st January 2010 into RSPO New Plantings Procedure.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8. <i>Note:</i></p>	<p>Yes. In the RSPO Case Tracker, Audit team noted an active complaint related to land conflict and being progressed;</p> <ul style="list-style-type: none"> - Complaint Ref.RSPO/2021/12/CRP, date submitted 8 Nov 2021, date accepted 14 Feb 2022, addressed to PT Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch. Current status: Investigation. - In the RSPO RaCP Tracker, Audit team noted 22 MUs with potential liability, 22 MU with LUCA submitted, 14 MU with LUCAs review completed, 21 MU with CN required, 5 MU with CN submitted, 5 MU with CN approved, 0 MU with CP submitted, 0 MU with CP endorsed, 17 MU with RP required, 0 MU with RP submitted, 0 MU with RP approved 	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>In the RSPO Case Tracker, Audit team noted there was no active complaint related to labour disputes.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>In the RSPO Case Tracker, Audit team noted there was no active complaint related to legal non-compliance.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, Golden Agri-Resources Ltd. carried out internal audit for the uncertified estates and mills against RSPO P&C Criterion.</p> <ul style="list-style-type: none"> - Internal audit for PT. Agro Lestari Mandiri – Pekawai POM, Pekawai Estate, Kayung Estate, Sungai Kelik Estate, Nanga Tayap Estate, Kayung Plasma carried out 7-11 February 2022. - Internal audit for PT. Mitra Karya Agroindo – Tangar POM, Sulin Estate, Nahiyang Estate, Katayang Estate carried out 13-22 December 2021. - Internal audit for PT. Tapian Nadenggan – Bukit Kapur POM, Bukit Kapur Estate, 	<p>Complied</p>

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	<p>Sungai Cantung Estate carried out 6-10 December 2021.</p> <ul style="list-style-type: none"> - Internal audit for PT. Aditunggal Mahajaya – Sako POM and Sungai Ayawan Estate carried out on 15-26 November 2021. - Internal audit for PT. Kresna Duta Agroindo – Rantau Panjang POM and Rantau Panjang Estate carried out 25-29 October 2021. <p>Audit checklist covers all RSPO P&C and RSPO Certification System requirement.</p>	
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Yes, there are critical non-compliance raised during internal audits to uncertified management units.</p> <ul style="list-style-type: none"> - Internal audit for PT. Agro Lestari Mandiri – Pekawai POM, Pekawai Estate, Kayung Estate, Sungai Kelik Estate, Nanga Tayap Estate, Kayung Plasma; Internal audit team issued NC related to 2.1.1, 7.12.8 management is preparing correction through LUCA and disclosure to RSPO, latest feedback 12 January 2022. - Internal audit for PT. Mitra Karya Agroindo – Tangar POM, Sulin Estate, Nahiyang Estate; Internal audit team issued NC related to 2.1.1, 7.12.8 management is preparing correction through LUCA review latest feedback 18 November 2021. - Internal audit on PT. SMART – Bukit Kapur POM, Bukit Kapur Estate, Sungai Cantung Estate; Internal audit team issued NC related to 2.1.1, 7.12.2 and 7.12.4, management is preparing correction and corrective action. - Internal audit on PT. Kresna Duta Agroindo – Rantau Panjang POM and Rantau Panjang Estate; Internal audit team issued NC related to 2.1.1, management is preparing correction and corrective action. <p>All management unit are committed to follow up the NC to ensure the certification process running smoothly.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Audit team checked on internal audit reports and verified the stakeholder consultation carried out; Internal audit on PT. Kresna Duta Agroindo – Rantau Panjang POM and Rantau Panjang Estate stakeholder</p>	<p>Complied</p>

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	<p>consultation made to “Biro Hukum, Sekretariat Jenderal Kementerian Lingkungan Hidup dan Kehutanan, Direktorat Kesatuan Pengelolaan Hutan Produksi, Dirjen Pengelolaan Hutan Produksi Lestari, Dinas Kehutanan Provinsi Kalimantan Timur”. Internal audit on PT. Agro Lestari Mandiri – Pekawai POM, Pekawai Estate, Kayung Estate, Sungai Kelik Estate, Nanga Tayap Estate, Kayung Plasma – the stakeholder consultation made with “Dinas Perkebunan Kabupaten Ketapang, Dinas Perkebunan Provinsi Kalimantan Barat”.</p> <p>In the RSPO Case Tracker, Audit team noted active complaint;</p> <ul style="list-style-type: none"> - Complaint Ref.RSPO/2021/12/CRP, date filed 8 November 2021 addressed to PT. Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch. Current status: Investigation. Latest progress in 25 May 2022 “Bilateral Engagement process ongoing”. - Complaint Ref.RSPO/2020/04/IR, dated filed 2 March 2020 addressed to Golden Agri Resources Ltd., by Forest People Programme & Elk Hills Research. Current status: Investigation. . Latest progress in 25 May 2022 “The Secretariat is in the midst of preparing the ToR & identifying a Consultant with relevant background”. - Complaint Ref.RSPO/2018/14/IR, dated filed 19 October 2018 addressed to Golden Agri Resources Ltd., by Forest People Programme & Transformasi Untuk Keadilan Indonesia. Current status: Investigation. Latest progress in 25 May 2022 “The Service Agreement has been executed by the Consultant. Independent investigation to be commenced by the Consultant”. <p>Audit team sent email to Sawit Watch, Wetlands, Aid Environment and WALHI, until assessment ends, audit team did not received response.</p>	
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>PT Tapiro Nadenggan – Hanau POM does not have scheme smallholder or scheme outgrowers as supply base.</p>	<p>Complied</p>

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Approved Time Bound Plan

There were revision in the company time bound plan, has been sent to RSPO for review and approval on 20th May 2022. The revised Time Bound Plan has been approved by RSPO Secretariat on 14 June 2022.

NO	COMPANY	LOCATION	MILL / ESTATE	PLANTED AREA (Ha)	PREVIOUS TIMEBOUND	NEW TIMEBOUND	JUSTIFICATION	
SUPPLY BASE OF NON CERTIFIED MILLS								
1	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	BLNM	BELIAN MILL		2021	2022	RaCP in progress
1.1	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	BLNE	BELIAN ESTATE	1,949	2021	2022	
1.2	PT PARAMITRA INTERNUSA PRATAMA	KALIMANTAN BARAT	TNKE	TENGKAWANG ESTATE	3,467	2021	2022	
1.3	PT PERSADA GRAHA MANDIRI	KALIMANTAN BARAT	KHLE	KAPUAS HULU ESTATE	2,703	2021	2022	
1.4	PT PERSADA GRAHA MANDIRI	KALIMANTAN BARAT	SBRE	SUNGAI BERAN ESTATE	2,811	2021	2022	
1.5	PT KARTIKA PRIMA CIPTA	KALIMANTAN BARAT	MTNE	MUARA TAWANG ESTATE	2,377	2021	2022	
1.6	PT PARAMITRA INTERNUSA PRATAMA (PLASMA)	KALIMANTAN BARAT	BLNA	BELIAN KKPA	1,798	2022	2024	
1.7	PT KARTIKA PRIMA CIPTA (PLASMA)	KALIMANTAN BARAT	MTNA	MUARA TAWANG KKPA	1,052	2022	2024	
1.8	PT PERSADA GRAHA MANDIRI (PLASMA)	KALIMANTAN BARAT	KHLA	KAPUAS HULU KKPA	1,188	2022	2024	
2	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	PKWM	PEKAWAI MILL		2021	2022	RaCP in progress
2.1	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	KYNE	KAYUNG ESTATE	2,210	2021	2022	
2.2	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	PKWE	PEKAWAI ESTATE	2,868	2021	2022	
2.3	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	SKKE	SUNGAI KELIK ESTATE	2,467	2021	2022	
2.4	PT AGROLESTARI MANDIRI	KALIMANTAN BARAT	NTYE	NANGA TAYAP ESTATE	2,008	2021	2022	
2.5	PT AGROLESTARI MANDIRI (PLASMA)	KALIMANTAN BARAT	KYNA	KAYUNG KEMITRAAN	2,651	2022	2024	Land title (SHM) in progress, RaCP in progress
3	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	SWTM	SAWITA MILL		2021	2022	RaCP in progress

3.1	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	SWTE	SAWITA ESTATE	3,810	2021	2022	
3.2	PT SAWITAKARYA MANUNGGUL	KALIMANTAN SELATAN	PMKE	PAMUKAN ESTATE	2,972	2021	2022	
3.3	PT SAWITAKARYA MANUNGGUL (PLASMA)	KALIMANTAN SELATAN	SWTA	SAWITA KKPA	1,154	2023	2024	
4	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	RPNM	RANTAU PANJANG MILL		2022	2023	RaCP in progress
4.1	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	RPNE	RANTAU PANJANG ESTATE	4,689	2022	2023	
4.2	PT KRESNA DUTA AGROINDO (PLASMA)	KALIMANTAN TIMUR	RPNA	RANTAU PANJANG KKPA	982	2023	2024	
5	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SKMM	SUNGAI KIKIM		2022	2023	RaCP in progress
5.1	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SKME	SUNGAI KIKIM ESTATE	1,845	2022	2023	
5.2	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SPGE	SUNGAI PANGI ESTATE	3,119	2022	2023	
5.3	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SMIE	SUNGAI MUSI ESTATE	1,736	2022	2023	
5.4	PT SAWIT MAS SEJAHTERA	SUMATERA SELATAN	SSLE	SUNGAI SALING ESTATE	2,161	2022	2023	
5.5	PT BUMI SAWIT PERMAI	SUMATERA SELATAN	SENE	SUNGAI ENIM ESTATE	1,725	2022	2023	
5.6	PT BUMI SAWIT PERMAI	SUMATERA SELATAN	SLME	SUNGAI LEMATANG ESTATE	2,081	2022	2023	
5.7	PT PRIMA CIPTA MANDIRI	SUMATERA SELATAN	SBGE	SUNGAI BUNGUR ESTATE	2,323	2022	2023	
5.8	PT PRIMA CIPTA MANDIRI	SUMATERA SELATAN	SLGE	SUNGAI LINGSING ESTATE	1,025	2022	2023	
6	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SMGM	SUNGAI MAGALAU MILL		2023	2023	RaCP in progress
6.1	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SNKE	SENAKIN ESTATE	2,787	2023	2023	
6.2	PT SINAR KENCANA INTI PERKASA	KALIMANTAN SELATAN	SMUE	SUNGAI MAGALAU ESTATE	1,707	2023	2023	
7	PT KRESNA DUTA AGROINDO	KALIMANTAN TIMUR	GKMM	GUNUNG KOMBENG MILL		2023	2024	Land title (SHM) in progress
7.1	PT KRESNA DUTA AGROINDO (PLASMA)	KALIMANTAN TIMUR	GKMA	GUNUNG KOMBENG KKPA	2,214	2023	2024	
8	PT SINAR KENCANA INTI PERKASA	PAPUA	KSRM	KASUARI MILL		2023	2024	
8.1	PT SINAR KENCANA INTI PERKASA	PAPUA	CNDE	CENDRAWASIH ESTATE	2,691	2023	2024	

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8.2	PT SINAR KENCANA INTI PERKASA	PAPUA	NURE	NURI ESTATE	2,532	2023	2024	RaCP in progress, Environmental permit in progress
8.3	PT SINAR KENCANA INTI PERKASA	PAPUA	RJWE	RAJAWALI ESTATE	3,675	2023	2024	
8.4	PT SUMBER INDAH PERKASA	PAPUA	MMBE	MAMBRUK ESTATE	3,473	2023	2024	
9	PT BAHANA KARYA SEMESTA	JAMBI	SAJM	SUNGAI AIR JERNIH MILL		2023	2024	RaCP in progress
9.1	PT BAHANA KARYA SEMESTA	JAMBI	SAJE	SUNGAI AIR JERNIH ESTATE	2,963	2023	2024	
9.2	PT BAHANA KARYA SEMESTA	JAMBI	SMTE	SUNGAI MENTAWAK ESTATE	2,754	2023	2024	
9.3	PT PRIMATAMA KREASI MAS	JAMBI	SMKE	SUNGAI MERAK ESTATE	3,969	2023	2024	
9.4	PT PRIMATAMA KREASI MAS	JAMBI	SBKE	SUNGAI BADAK ESTATE	1,576	2023	2024	
9.5	PT BAHANA KARYA SEMESTA (PLASMA)	JAMBI	SMTA	SUNGAI MENTAWAK KKPA	922	2023	2024	
10	PT SMART TBK	KALIMANTAN SELATAN	BKPM	BUKIT KAPUR MILL		2023	2025	HGU in progress, HCV/HCS Study in progress
10.1	PT SMART TBK	KALIMANTAN SELATAN	SCNE	SUNGAI CANTUNG ESTATE	3,473	2023	2025	
10.2	PT SMART TBK	KALIMANTAN SELATAN	BKPE	BUKIT KAPUR ESTATE	2,950	2023	2025	
11	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	PRDM	PERDANA MILL		2023	2025	HGU in progress
11.1	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	PRDE	PERDANA ESTATE	4,007	2023	2025	
11.2	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	LGGE	LENGGANA ESTATE	2,275	2023	2025	
11.3	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	SMNE	SEMANDAU ESTATE	3,789	2023	2025	
11.4	PT BINASAWIT ABADI PRATAMA	KALIMANTAN TENGAH	MDUE	MUARA DUA ESTATE	4,116	2023	2025	
12	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	KUYM	KUAYAN MILL		2023	2025	HGU in progress, RaCP in progress
12.1	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	BSTE	BUKIT SANTUHAI ESTATE	3,635	2023	2025	
12.2	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	TBSE	TAJUR BERAS ESTATE	3,667	2023	2025	
12.3	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	SRAE	SERANAU ESTATE	3,654	2023	2025	
12.4	PT AGROKARYA PRIMALESTARI (PLASMA)	KALIMANTAN TENGAH	SSBA	SUNGAI SAMBON PLASMA	470	2023	2025	

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12.5	PT BUANA ADHITHAMA	KALIMANTAN TENGAH	SPRE	SAPIRI ESTATE	2,392	2023	2025	
12.6	PT BUANA ADHITAMA (PLASMA)	KALIMANTAN TENGAH	SPRA	SAPIRI PLASMA	435	2023	2025	
12.7	PT BUANA ADHITHAMA	KALIMANTAN TENGAH	BDUE	BUKIT DUA ESTATE	1,805	2023	2025	
13	PT MITRAKARYA AGROINDO	KALIMANTAN TENGAH	TNGM	TANGAR MILL		2023	2025	HGU in progress, RaCP in progress
13.1	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	SLNE	SULIN ESTATE	4,173	2023	2025	
13.2	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	NHYE	NAHIYANG ESTATE	3,723	2023	2025	
13.3	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	KTYE	KATAYANG ESTATE	3,443	2023	2025	
13.4	PT MITRAKARYA AGROINDO (PLASMA)	KALIMANTAN TENGAH	SLNA	SULIN PLASMA	1,677	2023	2025	
14	PT ADITUNGGAL MAHAJAYA	KALIMANTAN TENGAH	SKOM	SAKO MILL		2023	2025	
14.1	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	MNTE	MENTAYA ESTATE	3,342	2023	2025	
14.2	PT AGROKARYA PRIMA LESTARI	KALIMANTAN TENGAH	KUYE	KUAYAN ESTATE	3,520	2023	2025	
14.3	PT MITRA KARYA AGROINDO	KALIMANTAN TENGAH	SNSE	SUNGAI NUSA ESTATE	3,219	2023	2025	
14.4	PT ADITUNGGAL MAHAJAYA	KALIMANTAN TENGAH	SAYE	SUNGAI AYAWAN ESTATE	3,733	2023	2025	
14.5	PT ADITUNGGAL MAHAJAYA (PLASMA)	KALIMANTAN TENGAH	SKOA	SAKO PLASMA	1,014	2023	2025	
15	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	JLMM	JALEMO MILL		2023	2025	HGU in progress, RaCP in progress
15.1	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	MNHE	MANUHING ESTATE	2,121	2023	2025	
15.2	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	KJUE	KAJUI ESTATE	3,571	2023	2025	
15.3	PT AGROLESTARI SENTOSA	KALIMANTAN TENGAH	JLME	JALEMO ESTATE	3,351	2023	2025	
15.4	PT AGROLESTARI SENTOSA (PLASMA)	KALIMANTAN TENGAH	MNHA	MANUHING PLASMA	65	2023	2025	
16	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	KNRM	KENARI MILL		2023	2025	HGU in progress, RaCP in progress
16.1	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	GHRE	GAHARU ESTATE	1,886	2023	2025	
16.2	PT BANGUN NUSA MANDIRI	KALIMANTAN BARAT	KNRE	KENARI ESTATE	3,132	2023	2025	
16.3	PT BANGUN NUSA MANDIRI - (PLASMA)	KALIMANTAN BARAT	GHRA	GAHARU PLASMA	557	2023	2025	

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16.4	PT BANGUN NUSA MANDIRI - (PLASMA)	KALIMANTAN BARAT	KNRA	KENARI PLASMA	52	2023	2025	Land title (SHM/HGU) in progress, RaCP in progress
17	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPKM	SUNGAI PERAK MILL		-	2024	HCV/HCS Study in progress, RaCP in progress
17.1	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPKE	SUNGAI PERAK ESTATE	2,810	-	2024	
17.2	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SBAE	SUNGAI BASUNG ESTATE	2,810	-	2024	
17.3	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPIE	SUNGAI PIKAN ESTATE	2,351	-	2024	
17.4	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPLI	SUNGAI PILOS ESTATE	3,361	-	2024	
17.5	PT KRUIING LESTARI JAYA	KALIMANTAN TIMUR	SPIA	SUNGAI PIKAN PLASMA	2,266		2024	
17.6	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	STHA	SUNGAI TOHAN PLASMA	1,773		2024	
18	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	SKDM	SUNGAI KEDANG MILL		-	2024	HCV/HCS Study in progress, RaCP in progress
18.1	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	SKDE	SUNGAI KEDANG ESTATE	3,338	-	2024	
18.2	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	STHE	SUNGAI TOHAN ESTATE	3,597	-	2024	
18.3	PT HARAPAN RIMBA RAYA	KALIMANTAN TIMUR	KPHE	KEDANG PAHU ESTATE	1,928	-	2024	
18.4	PT RIMBARAYA TAMAJAYA	KALIMANTAN TIMUR	SPAE	SUNGAI PAHU ESTATE	2,803	-	2024	
18.5	PT RIMBARAYA TAMAJAYA	KALIMANTAN TIMUR	SPAA	SUNGAI PAHU PLASMA	568	-	2024	
SUPPLY BASE OF CERTIFIED MILLS								
1	PT CAHAYA NUSA GEMILANG	KALIMANTAN BARAT	KNNE	KENANGA ESTATE	2,618	2021	2023	RaCP in progress
2	PT KENCANA GRAHA PERMAI	KALIMANTAN BARAT	DLME	DELIMA ESTATE	1,857	2021	2023	RaCP in progress
3	PT SATYA KISMA USAHA	JAMBI	BGDE	BATANG GADING ESTATE	1,917	2022	2023	HGU in progress, RaCP in progress
4	PT FORESTA LESTARI DWIKARYA (PLASMA)	BANGKA BELITUNG	TRSA	TANJUNG RUSA KKPA	497	2022	2024	RaCP in progress
5	PT DJUANDA SAWIT LESTARI (PLASMA)	SUMATERA SELATAN	PNDA	PANDAWA KKPA	1,796	2022	2024	RaCP in progress

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6	PT CAHAYA NUSA GEMILANG (PLASMA)	KALIMANTAN BARAT	KNCA	KENCANA KEMITRAAN	1,108	2022	2024	HGU Plasma in progress, RaCP in progress
7	PT CAHAYA NUSA GEMILANG (PLASMA)	KALIMANTAN BARAT	KNNA	KENANGA KEMITRAAN	439	2022	2024	HGU Plasma in progress, RaCP in progress
8	PT SATYA KISMA USAHA	KALIMANTAN TENGAH	MSAE	MEDANG SARI ESTATE	2,436	2022	2025	HGU in progress, RaCP in progress
9	PT SATYA KISMA USAHA (PLASMA)	JAMBI	KILA	KILIS KKPA	939	2023	2024	HGU in progress, RaCP in progress
10	PT PALMINDO BILITON BERJAYA	BANGKA BELITUNG	TSWE	TANJUNG SAWIT ESTATE	2,634	2023	2023	HCV/HCS Study in progress
11	PT PALMINDO BILITON BERJAYA (PLASMA)	BANGKA BELITUNG	TSWA	TANJUNG SAWIT PLASMA	676	2023	2023	HCV/HCS Study in progress
12	PT RAMAJAYA PRAMUKTI (PLASMA)	RIAU	RRMA	RAMARAMA KKPA	760	2023	2023	Land title (SHM) in progress
13	PT SAWITAKARYA MANUNGGUL (PLASMA)	KALIMANTAN SELATAN	SKPA	SUNGAI KUPANG KKPA	3,859	2023	2023	Land title (SHM) in progress
14	PT TAPIAN NADENGGAN (PLASMA)	KALIMANTAN TIMUR	JLYA	JAK LUAY KKPA	2,980	2023	2023	RaCP in progress
15	PT TAPIAN NADENGGAN (PLASMA)	KALIMANTAN TIMUR	BSRA	BUKIT SUBUR KKPA	712	2023	2023	RaCP in progress
16	PT MEGANUSA INTI SAWIT (PLASMA)	RIAU	KSJA	MANDIAN JAYA PLASMA	405	-	2022	ready for certification
17	PT BUANA WIRALESTARI MAS (PLASMA)	RIAU	BRDA	BERKAT RIDHO KKPA	740	-	2023	Land title (SHM) in progress
18	PT IVO MAS TUNGGAL (PLASMA)	RIAU	SKJA	KANDIS SEJAHTERA KKPA	418	-	2023	Land title (SHM) in progress
19	PT IVO MAS TUNGGAL (PLASMA)	RIAU	KSBA	SWADAYA MAS BERSAMA KKPA	451	-	2023	Land title (SHM) in progress
20	PT RAMAJAYA PRAMUKTI (PLASMA)	RIAU	PRSA	PRODUSEN RAMA SAWIT KKPA	175	-	2023	Land title (SHM) in progress

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21	PT AGROLESTARI SUBUR SEJAHTERA	BANGKA BELITUNG	BPAE	BUKIT PERMAI ESTATE	3,151	-	2024	HCV/HCS Study in progress
22	PT AGROLESTARI HIJAU SENTOSA	BANGKA BELITUNG	BLSE	BUKIT LESTARI ESTATE	664	-	2024	HCV/HCS Study in progress
23	PT MITRA NUSA PERMATA	KALIMANTAN SELATAN	SMGE	SUNGAI MANUNGGUL ESTATE	1,175	-	2024	HGU in progress, RaCP in progress
24	PT KHARISMA RIAU SENTOSA PRIMA	RIAU	KHRE	KHARISMA ESTATE	345	-	2024	HGU in progress, RaCP in progress
25	PT KHARISMA RIAU SENTOSA PRIMA (PLASMA)	RIAU	KHRA	KHARISMA PLASMA	381	-	2024	Land title (SHM) in progress
26	PT KRESNA DUTA AGROINDO (PLASMA)	JAMBI	TSRA	TIGA SERUMPUN KKPA	2,788	-	2024	Land title (SHM) in progress
27	PT SATYA KISMA USAHA (PLASMA)	JAMBI	BGDA	BATANG GADING KKPA	1,494	-	2024	Land title (SHM) in progress

3.3 Details of Nonconformities

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

During this Assessment there were One (1) Critical. The **PT Tapian Nadenggan – Hanau 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 Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2227952-202207-M1	Issued Date	22/07/2022
Due Date	20/10/2022	Closure Date	19/11/2022
Indicator & Category (Critical / Minor)	7.12.8 Critical		
Statement of Nonconformity:	During Recertification Audit, Unit of Certification (Hanau POM and its supply bases) unable to demonstrate that Remediation and Compensation Procedure (RaCP) against oil palm crops planted after November 2005 without prior HCV assessment already applied.		
Requirement Reference:	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.		
Objective Evidence:	<p>Based on Areal Statement 2019, PT. Tapian Nadenggan – Hanau POM as Unit of Certification had oil palm crops planted after November 2005. Those are:</p> <ul style="list-style-type: none"> • YoP 2006 = 657.91 Ha (Langadang Estate) • YoP 2007 = 724.83 Ha (Tanjung Paring Estate) <p>According to this, Unit of Certification shall follow the Remediation and Compensation Procedure (RaCP) and started with Land Use Change Analysis (LUCA). Golden Agri Resources as parent company of PT. Tapian Nadenggan – Hanau POM already submit LUCA to the RSPO in December 2015 and has been responded by RSPO. It was explained that for the management unit with noncompliant land clearing which has been certified (by right they should not be certified in the first place), as long as they have submitted complete Land Use Change Analysis, they are allowed to proceed with surveillance audit. Historical communication related RaCP process as below:</p> <ul style="list-style-type: none"> • On 4th May 2018. To be following Remediation and Compensation Procedure, PT. Tapian Nadenggan – Hanau POM updating LUCA and sent to ERWGRSPO. • On 13th November 2019. LUC Analysis Verification Result Document has completed made by Environmental Konsultan PT. Hijau Daun. • On 25th November 2019. Strategic Projects Executive RSPO respond by email concerning the LUCA review report. 		

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	<ul style="list-style-type: none"> • On 13th January 2020. GAR Sustainability Directorate sending email to RSPO for asking the possibility of conducting Re-Certification and Surveillance when RaCP still in progress. • On 17th January 2020. Biodiversity Manager RSPO respond the email and explained the requirements for continuation of certification. • On 22nd April 2020. Sustainability Department sending email to RILO asking for several question on the possibility to comply with indicator 7.12.8 during Surveillance and Initial Certification, when RaCP are still in progress. • On 23rd April 2020. Assurance Manager RILO respond back and explained that during Surveillance audit if RaCP still in progress, it will be raised as noncompliance until Compensation Plan endorsed by the compensation panel. • While, for Initial Audit if Compensation Plan has been submitted to RSPO then audit can be done. However, certificate will be issued if compensation plan approved by compensation panel. For recertification audit, it will depend on case by case. • On 27th April 2020. Sustainability Department replied that information given was clear and understood. • On 17th July 2020. GAR Sustainability Directorate respond back refer to email on 17th January 2020 and providing data for unit of certification that is currently still in the RaCP process under GAR. • On 22nd July 2020. Conservation Management and Monitoring SIDV replying email to RSPO Strategic Projects Executive as response upon email 25th November 2019. Also provide the data pertaining Reviewer queries over LUCA report. • On 23rd July 2020. Biodiversity Manager RSPO respond back upon email dated 17th July 2020. Informed that The Compensation Unit will continue to work to support the completion of the RaCP. • On 27th July 2020. GAR Sustainability Directorate given respond back against email on 23rd July 2020 and inform that some of certification unit will submit the Concept Note. <p>During this recertification (RA_1.2) audit, RaCP progress of Hanau POM and its supply bases are incompleted yet, due to Compensation Plan have not submitted, approved and endorsed by RSPO as required within Remediation and Compensation Procedures.</p>
<p>Corrections:</p>	<p>To follow up on the findings of the RSPO ASA 1.3 (remote audit), PT Tapan Nadenggan - Hanau POM through its Sustainability Implementation Division (SIDV) has communicated again with the RSPO on 24th September 2020 to RSPO (To: khing.suli@rspo.org) regarding the LUCA review process of PT Tapan Nadenggan – Hanau POM. RSPO (from: khing.suli@rspo.org) replied to the email and confirmed that the LUCA Report is still under examination / review by the consultant and has requested a completion date from the reviewer. RSPO also acknowledged that there was an error in the naming of PT Tapan Nadenggan - Hanau POM in its LUCA monitoring recap which should have been PT Tapan</p>

	<p>Nadenggan – Hanau POM, however there was written as PT Tapian Nadenggan – Semilar POM.</p> <p>Data verified, the latest communication records between RPSO and PT Tapian Nadenggan – Hanau POM.</p> <ul style="list-style-type: none"> • Dated 16th October 2020, PT Tapian Nadenggan – Hanau POM has submitted the 2nd response (clarification) against reviewer’s findings. Further information, based on 1st reviewer feedback, the reviewer was agreed that FCL is 0.0 Ha. • Dated 30th November 2020, email from RSPO related to LUCA review report, there are the observations on the issues: <ul style="list-style-type: none"> ➢ The calculation of liability was based on planting record but differed markedly from the land cover shape-files. ➢ This mean that the land cover changes were not accurately reported which subsequently led to incorrect reporting of the values for all those calculations. A case in point that there is clear land clearance in the time period of 2007-2009 but the report the non-compliant land clearance is 0.0 Ha. <p>Until 14th December 2020 (90 days after closing meeting of Remote Audit), PT Tapian Nadenggan – Hanau POM still prepared to respond /or clarification related to reviewer finding (based on email 30th November 2020).</p> <p><u>Record verification:</u></p> <p>Environmental Remediation Plan – prepared by PT Tapian Nadenggan – Hanau POM. Description of environmental remediation activity to address impact, such as:</p> <ul style="list-style-type: none"> • Riparian areas. The activities to address the impacts, including to zone river riparian, to rehabilitation the wildlife habitat and corridor, to stabilize the river-bank, to enhance buffer zone, and to monitor and evaluate • Steep slope areas. Measures are then taken to reduce the risk of erosion following the activities to plant cover crops and revegetate as necessary and to monitor and evaluate • Peat land. Remediation refers to BMP RSPO 2018. • Map of Land Use Change Analysis period Nov 2006 – Nov 2007 of PT Tapian Nadenggan – Hanau POM. Scale 1: 100,000. • Map of Operational Area of PT Tapian Nadenggan – Hanau POM. Scale 1: 100,000. Source: Area Data of PT Tapian Nadenggan – Hanau POM.
<p>Root Cause Analysis:</p>	<p>Some of the communication records described in Objective Evidence will be straightened out and focused of PT Tapian Nadenggan - Hanau POM RaCP process. This is because some email correspondence discusses on RaCP process for the entire company under GAR.</p>

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	<p>The explanation starts from 25 November 2019 until GAR last communication with the RSPO:</p> <ul style="list-style-type: none"> • 25th November 2019: RSPO (From: dillon.sarim@rspo.org) sent a LUCA Review Report to PT Tapan Nadenggan - Hanau POM • 22nd July 2020: PT Tapan Nadenggan - Hanau POM sends additional documents to the LUCA Review Report to RSPO (To: dillon.sarim@rspo.org) • 23rd July 2020: RSPO (From: khing.suli@rspo.org) received the additional documents and will inform again on 17 August 2020. • 7th August 2020: PT Tapan Nadenggan - Hanau POM asked RSPO (To: khing.suli@rspo.org) regarding the LUCA review process of PT Tapan Nadenggan - Hanau POM • 4th August 2020: PT Tapan Nadenggan - Hanau POM asked RSPO again (To: khing.suli@rspo.org) regarding the LUCA review process of PT Tapan Nadenggan - Hanau POM. Because Khing Suli is on an annual leave, e-mails are also sent to alicia@rspo.org
<p>Corrective Actions:</p>	<p>PT Tapan Nadenggan - Hanau POM through the Sustainability Implementation Division (SIDV) will communicate regularly (once a month) with the RSPO to monitor the progress of the RaCP and before the certification audit (Surveillance) is carried out an official statement has been obtained from the RSPO regarding the RaCP status of PT Tapan Nadenggan - Hanau POM which can be a reference for CB.</p> <p>On 18th February 2022, RSPO Secretariat sent email to GAR on 2nd Advisory Note to CB on GAR’s Certification and RaCP process.</p> <ul style="list-style-type: none"> • The Conditional Approval would only be given for those Management Units that have been certified before to allow the Company to complete the RaCP process and continue the Annual Surveillance Assessment (ASA) and/or Recertification. And this will only be valid until the next 6 months from the date of this email. From time to time, RSPO will review all the progress and status of the Certification and RaCP process for the particular certified management units, and we may revoke this conditional approval if any issues happen that may heavily threaten the integrity of RSPO standard requirements. • PT. Tapan Nadenggan – Hanau POM and its supply base Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate, Langadang Estate all certified since 2012 informed as “LUCA Clarification” phase. Remark: Proceed with continuation of audits however, the NC will remain open until the next ASA and management unit must provide the update to the pending action / clarification to RSPO Secretariat within the next 3 months. • On 4th April 2022, GAR sent LUCA Clarification of PT. Tapan Nadenggan – Hanau POM and its supply base. • On 21st April 2022, indrawan.suryadi@rspo.org sent email to GAR informing the final LUCA review result of PT Tapan Nadengan - Kalteng from the

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	<p>reviewer. The LUCA status is passed, with Final Conservation Liability 0 ha, and Environmental Remediation Area 33.69 Ha. The RSPO also inform ss the next step of RaCP, after the pass status of LUCA, since there are environmental remediation areas identified, you may proceed with the submission of the Compensation Plan to the Compensation team (email: rspocompensation@rspo.org)</p> <ul style="list-style-type: none"> • On 22 July 2022 GAR’s through Wirendro Sumargo has submitted the RaCP proposal to the RSPO secretariat. Until this report finished, there is no information or reply by RSPO Secretariat. • On 28 October 2022 GAR’s through Wirendro Sumargo has re-submitted the Remediation Plan revision based on reviewer’s comment. • On 19 November 2022, Remediation Plan of PT. Tapan Nadenggan Hanau Mill (Kalteng 1) has been endorsed by Compensation Panel. RSPO Compensation Panel stated in its correspondence; <i>With this endorsement, the RaCP process for PT Tapan Nadenggan Hanau Mill (Kalteng 1) with a total management area of 17,062.13 Ha, is now completed.</i>
Assessment Conclusion:	<p>Conclusion: Based on email of RSPO Secretariat to CB (PT BSI Group Indonesia)</p> <ul style="list-style-type: none"> • On 26th August 2020, stated that “For the unit of certification with zero liability (FCL = 0) but required to do remediation, ASA/certification can be done without excluding the area requiring remediation from the certification scope.” • On 14th September 2020 stated that “...the NC accordingly and when the time comes (3 months) do inform us of the status of the RaCP. If the progress is still pending on the secretariat side, we will allow the NC to be open until the next ASA”. • On 18th February 2022, RSPO Secretariat sent email to GAR on 2nd Advisory Note to CB on GAR’s Certification and RaCP process. RSPO remarks stated for PT. Tapan Nadenggan – Hanau POM and its supply base Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate, Langadang Estate all certified since 2012 informed as “LUCA Clarification” phase, with remark: <i>Proceed with continuation of audits however, the NC will remain open until the next ASA and management unit must provide the update to the pending action / clarification to RSPO Secretariat within the next 3 months.</i> • According to the RSPO confirmation, PT Tapan Nadenggan's – Hanau Mill cannot take beneficial from the announcement of the Conditional Approval dated 18 February 2022 as it was considered as the recurring NC. In order to proceed for the certification, RSPO confirmed that the remediation plan shall be submitted by the management unit to the RSPO secretariate for the endorsement and approval as soon as possible. Based on this consequence, GAR has submitted the revised remediation plan of this UoC to RSPO secretariate on 26 October 2022. <p>GAR has presented evidence that the RSPO Compensation Panel has endorsed the Remediation Plan for PT. Tapan Nadenggan – Hanau Mill on 19 November 2022. Based on this evidence, NC closed out.</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	-

Positive Findings	
PF #	Description
PF 1	Unit management (Tasik Mas Estate) has had a system to manage domestic waste through the separating organic and inorganic waste and convert it into valuable waste.

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	1958111-202009-M1	Issued Date	15 September 2020
Due Date	14 December 2020	Closure Date	11 December 2020
Indicator & Category (Critical / Minor)	7.12.8 Critical		
Statement of Nonconformity:	During ASA-1.3, Unit of Certification (Hanau POM and its supply bases) unable to demonstrate that Remediation and Compensation Procedure (RaCP) against oil palm crops planted after November 2005 without prior HCV assessment already applied.		
Requirement Reference:	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.		
Objective Evidence:	<p>Based on Areal Statement 2019, PT. Tapian Nadenggan – Hanau POM as Unit of Certification had oil palm crops planted after November 2005. Those are:</p> <ul style="list-style-type: none"> • YoP 2006 = 657.91 Ha (Langadang Estate) • YoP 2007 = 724.83 Ha (Tanjung Paring Estate) <p>According to this, Unit of Certification shall follow the Remediation and Compensation Procedure (RaCP) and started with Land Use Change Analysis (LUCA). Golden Agri Resources as parent company of PT. Tapian Nadenggan – Hanau POM already submit LUCA to the RSPO in December 2015 and has been responded by RSPO. It was explained that for the management unit with non-complaint land clearing which has been certified (by right they should not be certified in the first place), as long as they have submitted complete Land Use Change Analysis, they are allowed to proceed with surveillance audit. Historical communication related RaCP process as below:</p> <ul style="list-style-type: none"> ➢ 4th May 2018. To be following Remediation and Compensation Procedure, PT. Tapian Nadenggan – Hanau POM updating LUCA and sent to ERWG-RSPO. ➢ 13th November 2019. LUC Analysis Verification Result Document has completed made by Environmental Konsultan PT. Hijau Daun. ➢ 25th November 2019. Strategic Projects Executive RSPO respond by email concerning the LUCA review report. ➢ 13th January 2020. GAR Sustainability Directorate sending email to RSPO for asking the possibility of conducting Re-Certification and Surveillance when RaCP still in progress. ➢ 17th January 2020. Biodiversity Manager RSPO respond the email and explained the requirements for continuation of certification. 		

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	<ul style="list-style-type: none"> ➤ 22nd April 2020. Sustainability Department sending email to RILO asking for several question on the possibility to comply with indicator 7.12.8 during Surveillance and Initial Certification, when RaCP are still in progress. ➤ 23rd April 2020. Assurance Manager RILO respond back and explained that during Surveillance audit if RaCP still in progress, it will be raised as non-compliance until Compensation Plan endorsed by the compensation panel. While, for Initial Audit if Compensation Plan has been submitted to RSPO then audit can be done. However, certificate will be issued if compensation plan approved by compensation panel. For recertification audit, it will depend on case by case. ➤ 27th April 2020. Sustainability Department replied that information given was clear and understood. ➤ 17th July 2020. GAR Sustainability Directorate respond back refer to email on 17th January 2020 and providing data for unit of certification that is currently still in the RaCP process under GAR. ➤ 22nd July 2020. Conservation Management and Monitoring SIDV replying email to RSPO Strategic Projects Executive as response upon email 25th November 2019. Also provide the data pertaining Reviewer queries over LUCA report. ➤ 23rd July 2020. Biodiversity Manager RSPO respond back upon email dated 17th July 2020. Informed that The Compensation Unit will continue to work to support the completion of the RaCP. ➤ 27th July 2020. GAR Sustainability Directorate given respond back against email on 23rd July 2020 and inform that some of certification unit will submit the Concept Note. <p>During Surveillance 1.3 audit, RaCP progress of Hanau POM and its supply bases are not completed yet, due to Compensation Plan have not submitted, approved and endorsed by RSPO as required within Remediation and Compensation Procedures.</p>
<p>Corrections:</p>	<p>To follow up on the findings of the RSPO ASA 1.3 (remote audit), PT Tapian Nadenggan - Hanau POM through its Sustainability Implementation Division (SIDV) has communicated again with the RSPO on September 24, 2020 to RSPO (To: khing.suli@rspo.org) regarding the LUCA review process of PT Tapian Nadenggan – Hanau POM. RSPO (from: khing.suli@rspo.org) replied to the email and confirmed that the LUCA Report is still under examination / review by the consultant and has requested a completion date from the reviewer. RSPO also acknowledged that there was an error in the naming of PT Tapian Nadenggan - Hanau POM in its LUCA monitoring recap which should have been PT Tapian Nadenggan – Hanau POM, however there was written as PT Tapian Nadenggan – Semilar POM.</p> <p><u>Data verified</u>, the latest communication records between RPSO and PT Tapian Nadenggan – Hanau POM.</p> <ul style="list-style-type: none"> • Dated 16th October 2020, PT Tapian Nadenggan – Hanau POM has submitted the 2nd response (clarification) against reviewer’s findings. Further information, based on 1st reviewer feedback, the reviewer was agreed that FCL is 0.0 Ha. • Dated 30th November 2020, email from RSPO related to LUCA review report, there are the observations on the issues: <ul style="list-style-type: none"> ➤ The calculation of liability was based on planting record but differed markedly from the land cover shape-files. ➤ This mean that the land cover changes were not accurately reported which subsequently led to incorrect reporting of the values for all those calculations. A case in point that there is clear land clearance in the time-

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	<p>period of 2007-2009 but the report the non-compliant land clearance is 0.0 Ha.</p> <p>Until 14th December 2020 (90 days after closing meeting of Remote Audit), PT Tapian Nadenggan – Hanau POM still prepared to respond /or clarification related to reviewer finding (based on email 30th November 2020).</p> <p><u>Record verification:</u></p> <ul style="list-style-type: none"> • Environmental Remediation Plan – prepared by PT Tapian Nadenggan – Hanau POM. Description of environmental remediation activity to address impact, such as: <ul style="list-style-type: none"> ➢ Riparian areas. The activities to address the impacts, including to zone river riparian, to rehabilitation the wildlife habitat and corridor, to stabilize the river-bank, to enhance buffer zone, and to monitor and evaluate ➢ Steep slope areas. Measures are then taken to reduce the risk of erosion following the activities to plant cover crops and revegetate as necessary and to monitor and evaluate ➢ Peat land. Remediation refers to BMP RSPO 2018. • Map of Land Use Change Analysis period Nov 2006 – Nov 2007 of PT Tapian Nadenggan – Hanau POM. Scale 1: 100,000 • Map of Operational Area of PT Tapian Nadenggan – Hanau POM. Scale 1: 100,000. Source: Area Data of PT Tapian Nadenggan – Hanau POM
<p>Root Cause Analysis:</p>	<p>Some of the communication records described in Objective Evidence will be straightened out and focused of PT Tapian Nadenggan - Hanau POM RaCP process. This is because some email correspondence discusses on RaCP process for the entire company under GAR.</p> <p>The explanation starts from 25 November 2019 until GAR last communication with the RSPO:</p> <ul style="list-style-type: none"> ➢ 25th November 2019: RSPO (From: dillon.sarim@rspo.org) sent a LUCA Review Report to PT Tapian Nadenggan - Hanau POM ➢ 22nd July 2020: PT Tapian Nadenggan - Hanau POM sends additional documents to the LUCA Review Report to RSPO (To: dillon.sarim@rspo.org) ➢ 23rd July 2020: RSPO (From: khing.suli@rspo.org) received the additional documents and will inform again on 17 August 2020. ➢ 7th August 2020: PT Tapian Nadenggan - Hanau POM asked RSPO (To: khing.suli@rspo.org) regarding the LUCA review process of PT Tapian Nadenggan - Hanau POM ➢ 14th August 2020: PT Tapian Nadenggan - Hanau POM asked RSPO again (To: khing.suli@rspo.org) regarding the LUCA review process of PT Tapian Nadenggan - Hanau POM. Because Khing Suli is on an annual leave, e-mails are also sent to alicia@rspo.org <p>Based on correspondence above, GAR can conclude that the root of the problem occurred, that GAR has shown the efforts and communicated with the RSPO, however until RSPO ASA 1-3, there was no feedback from RSPO regarding the status of the LUCA Report for PT Tapian Nadenggan – Hanau POM.</p>
<p>Corrective Actions:</p>	<p>PT Tapian Nadenggan - Hanau POM through the Sustainability Implementation Division (SIDV) will communicate regularly (once a month) with the RSPO to monitor the progress of the RaCP and before the certification audit (Surveillance) is carried out an official statement has been obtained from the RSPO regarding the RaCP status of PT Tapian Nadenggan - Hanau POM which can be a reference for CB.</p>

	<p>Conclusion: Based on email of RSPO Secretariat to CB (PT BSI Group Indonesia)</p> <ul style="list-style-type: none"> ➤ Dated 26th August 2020, stated that "For the unit of certification with zero liability (FCL = 0) but required to do remediation, ASA/certification can be done without excluding the area requiring remediation from the certification scope." ➤ Dated 14th September 2020 stated that "...the NC accordingly and when the time comes (3 months) do inform us of the status of the RaCP. If the progress is still pending on the secretariat side, we will allow the NC to be open until the next ASA"
Assessment Conclusion:	Based on email of RSPO Secretariat to CB (PT BSI Group Indonesia) dated 14th September 2020 stated that "...the NC accordingly and when the time comes (3 months) do inform us of the status of the RaCP. If the progress is still pending on the secretariat side, we will allow the NC to be open until the next ASA"
Effectiveness Closure (for previous audit closed Critical NC):	There was no NC in previous assessment.

Opportunity for Improvement	
OFI#	Description
OFI 1	NIL

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
Current NC				
2227952-202207-M1	Critical	7.12.8	22 July 2022	19 November 2022
Previous NC				
1958111-202009-M1	Critical	7.12.8	15 September 2020	11 December 2020

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss **PT Tapian Nadenggan – Hanau POM** Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of

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workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal	<u>Serikat Pekerja Mandiri (Labour Union)</u> Mr Purwanto – Hanau Estate Mr Dwi Arief Zaenal – Langadang Estate Mr Ali Nurdin – Tasik Mas Estate Mr Al Hakim – Hanau POM Mr A Nasito – Tanjung Paring Estate	Direct interview
Internal	<u>Gender Committee</u> Mrs Erna Susanti – Hanau POM Mrs Sriwahyuri – Langadang Estate Mrs Mas Amah – Tanjung Paring Estate Mrs Ayang Serianti – Tasik Mas Estate Mr Erli Wardani – Hanau Estate	Direct interview
External	Transporter Riadi, H. Padlansyah Suhardi	Direct interview
External	Food Security and Agriculture Department – Seruyan District Albidinnoor	By phone
External	Labour Department Staff of Seruyan District Merawati	By phone
External	Head of National Land Agency of Seruyan District Ridwan	By phone
External	Environmental Department of Seruyan District Syamsul Bachri	By phone
External	Village representatives from: 1. Tanjung Hara Village 2. Tanjung Paring Village 3. Penimba Raya Village	Direct interview

	4. Tanjung Rengas Village 5. Kalang Village 6. Pembuang Hulu I Village	
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Stakeholders comment

1	<p>Feedbacks:</p> <p><u>Serikat Pekerja Mandiri (Labour Union)</u></p> <ul style="list-style-type: none"> • SPM (Serikat Pekerja Mandiri – Independent Worker Union) was established for Mill and each Estate. Worker representative was elected independently among workers. Worker Union has been registered on Labor Department in Seruyan District, • Periodic meeting was also held to discuss any issues as necessary and recorded in minutes of meeting. Several issues discussed at meetings were not limited to labor issues. Meetings here also discussed cleanliness, safety of housing areas and work equipment. All employees are represented by unions have agreed on a cooperation agreement on the document of PKB, the agreement will be renewed after two years. • PT Tapian Nadenggan has well relationship with union workers • Wage and overtime calculation has appropriately provided in line with related regulation. • When there was report of the need to replace PPE and work equipment, the organisation promptly responds depends on availability of PPE and equipment stock. • Annually MCU for workers were conducted by company. • Overall medical expenses covered by BPJS which is provided by company for all workers. • There are no workers under the age of working. • There are no reports 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, the sale of human beings etc. • Employee rights have been granted including health facilities, housing, clean water, and electricity. • All employees of both permanent employees (SKU-H and SKU-B) have been incorporated into BPJS employment and health. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • There is no negative issue to be followed up. • PT Tapian Nadenggan - Hanau POM has established the published statement recognizing freedom of association and right to collective bargaining in national languages as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019. • Based on data verification and interviews with Head of Union (SPM) during RAV-July 2022, PT Tapian Nadenggan – Hanau POM has facilitated space/rooms for trade unions to carry out their activities and conduct monthly meetings. • Sample record of minutes of meetings: dated 26th January 2022, location in Tasik Mas Estate, agenda: cleanliness, safety of housing areas and work equipment • With respect to wages, the use of PPE and SIO, the company has implemented in accordance with relevant regulations.
2	<p>Feedbacks:</p> <p><u>Gender Committee</u></p> <ul style="list-style-type: none"> • Gender Committee was established for Mill and each Estate. Worker representative was elected independently among workers. • Periodic meeting was also held to discuss any issues as necessary and recorded in minutes of meeting. Several issues discussed at meetings were gender issues

	<ul style="list-style-type: none"> • PT Tapian Nadenggan has well relationship with Gender Union • Wage and overtime calculation has appropriately provided in line with related regulation. • Menstruation leave for women worker was given by PT Tapian Nadenggan • Gender committee collaborated with staff to conduct communication concerning social harassment handling. • There was no sexual harassment since 2020 to June 2022 • During the school holidays, children do not have activity at the time of working parents. Parents worry when their children left home alone, so some children over the age of 9 years to accompany their parents to work in the field. • Socialization the ban invites minors to accompany their parents to the employees working in the field (the parents). Also, socialization to children in elementary school (Yayasan Eka Tjipta) to not join her parents to the field.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • There is no negative issue to be followed up. • For breastfeeding mothers and had children under 5 years, the company has provided child-care (Balai Penitipan Anak - BPA) which is location in each division/Afdeling. • In general, employees claim that the company has been concerned about gender committee.
<p>3</p>	<p>Feedbacks: Transporter</p> <ul style="list-style-type: none"> - The company have good initiative to communicate any changes in their policies, SOP's or essential requirements within the contracts. - RSPO and/or legal requirements are very well implemented. This is also affected to us as a contracted party to be good in business ethics. Such as: PPE use for our workers, social insurance also covered, no child workers, salary paid according to minimum wages, etc. - No outstanding payment. - Considering the high price of fuel, our aspiration is that there is an increase in the price of FFB transportation.
	<p>Audit Team verification and response:</p> <p>Regarding FFB transport contractor aspirations about price, prior to the audit, the company has determined an increase in the FFB transport price as on Contract No. EST/TMSE/LKL/06/2022/023-A.TBS valid on 1 July 2022 to 25 September 2022. FFB transport prices are increase with average 13.56%. Other comment are positive feedbacks, no further action needed.</p>
<p>4</p>	<p>Feedbacks: Food Security and Agriculture Department – Seruyan District</p> <ul style="list-style-type: none"> • The company had a good relationship with the government department. All the scheduled report sent regularly. • There is no land dispute even though any unclearly enclave area with Cooperative Sawit Bangkit. So far, there is no issue on this. • The company has had all the permit related to the plantation business such as IUP and PUP. • The company has provided himself with the firefighting tools although there is no land fire accident for over the past year.
	<p>Audit Team verification and response:</p> <p>No negative issues found, no need to conduct further verification.</p>
	<p>Feedbacks:</p>

<p>5</p>	<p>Merawati – Kabid Hubungan Industrial Dinas Ketenagakerjaan dan Transmigrasi Kabupaten Seruyan</p> <ul style="list-style-type: none"> • The company had a good relationship with the government department. • The company has comply with the employment regulation related to the minimum wage, occupational health and safety regulation, covering all of the workers with health and worker insurance and provide housing complex including its facility. The company also paid the pension rights of workers according to the current regulation. • There is no industrial relationship issue for the past few years.
<p>Audit Team verification and response: No negative issues found, no need to conduct further verification.</p>	
<p>6</p>	<p>Feedbacks: Head of National Land Agency of Seruyan District</p> <ul style="list-style-type: none"> • There is no land dispute issue. However there was a enclave area in KUS Sawit Bangkit’s area. The company did not want to occupy the area. However, the local government has invited both of party for the land settlement. • All the operational area in accordance with the land tittle/HGU. There is no occupation/planted outside. • Land usage report for period 2021 has been sent to the Head of National Land Agency of Seruyan District
<p>Audit Team verification and response: Further information on enclave written in indicator 4.4.1 and 4.8.1.</p>	
<p>7</p>	<p>Feedbacks: Syamsul Bachri – Kabid Perizinan Dinas Lingkungan</p> <ul style="list-style-type: none"> • The company had a good relationship with the government department. • There is no record/complaint related to the environmental pollution due to the operational activity including land burning/land fire. • The last visit was on June 2021. Environmental aspect was good. • The company has comply with environmental permit such as temporary storage of scheduled waste, domestic waste permit, land application permit and so on. All permit still valid.
<p>Audit Team verification and response: No negative issues found, no need to conduct further verification.</p>	
<p>8</p>	<p>Feedbacks: Village Representatives</p> <ul style="list-style-type: none"> • The company has been compensated all the operational area. There is no dispute with the local communities. • The company had a good relationship with the local communities. • The company had a CSR program that share with the local communities. For example, sheep and catfish farm, bee farm and vegetables farm. • The company also helped the local communities on road maintenance, donation for the cataract surgery, youth development and apprentice program for vocational high school.
<p>Audit Team verification and response: No negative issues found, no need to conduct further verification.</p>	

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Kaldiansyah	More than 10 years	4	Yes	Yes	Comply

Note: the auditor team invited 4 previous land owner. However, at the day 3 of them cannot came to meeting venue due to physical condition.

Previous land owner / user comment	
	<p>Feedbacks: Kaldiansyah – Desa Kalang</p> <ul style="list-style-type: none"> • The company has explained and communicated the legal consequences, economic benefit, environmental impact, social impact upon the land acquisition. They landowner were freely chosen to accept/not accept the land acquisition. • There was a negotiation for land compensation upon the land acquisition where the process witnessed by the village leader and government representatives. • There is no dispute after land acquisition.
	<p>Audit Team verification and response: There is no negative issue, no further verification needed.</p>

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that **PT Tapian Nadenggan – Hanau POM** has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that **PT Tapian Nadenggan – Hanau POM** is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Andi Pratama Pasaribu	Name: Mustakim
Company Name: PT BSI Group Indonesia	Company Name: PT Tapian Nadenggan – Hanau POM
Title: Lead Auditor	Title: Sustainability Department Head
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 6 August 2022	Date: 6 August 2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently</p>			
<p>Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>			
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -</p>	<p>Information provided to public and stakeholder specified in the Information List for SMART's stakeholder (F/Smart/Umum/SADV/004/003) date on 01 December 2020. This update list is available in all estate (Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate and Langadang Estate) and Hanau Palm Oil Mill unit.</p> <p>List of the information accessible for public in each unit documented in Formulir No. F/SMART/UMUM/SADV/004/003. The list contains:</p> <ul style="list-style-type: none"> • Number of workers and basic salary • Tax identification number • Local retribution payments • Environmental permit and record of management plan • Company deeds, hectare statement, production and manuring data • HCV Identification Report • Sosial Impact Assessment Report • Report of Community Development Program • OHS Committee Report • Continuous Improvement Program 	<p>Complied</p>

		<ul style="list-style-type: none"> • Audit Report of RSPO • Human Right Policy/GAR Sustainability Environment Policy • Mitigation and avoiding pollution plan • Complaint and grievance data • Negotiation procedure • Land title/building title • Plantation permit • List of suppliers <p>Interested parties can access all information. Provision of information to be known by Estate Manager and approved by the Regional Controller (RC). If the information is confidential, trade must go through the approval of Head Office.</p> <p>Documents available to the public and stakeholder can be provided to stakeholders according to their relevance through a written request to the organization. Information provided to the public and stakeholder has disseminated to the stakeholder together with social procedure (Information request and response procedure, environmental complain handling, land conflict resolution procedure, and social communication procedure).</p>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Based on the document verification through the logbook of communication and consultation obtained information that all the outgoing information provided in Bahasa. For example, water surface data to the local income department of Seruyan Regency.</p>	Complied

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<p>1.1.3</p>	<p>(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -</p>	<p>PT. Tapan Nadenggan has established a mechanism for receiving and providing information in the procedure No. SOP/SMART/UMUM/SADV/I/004, date on 1 July 2014, regarding Communication and Consultation Procedure. List of stakeholder and types of information are updated every year or if there are changes. Unit Head (estate and mill) have the responsibility for response of the information request form stakeholders that assisted by SPO Officer; The response to requests for information by the above procedure is at least 30 days or 4 weeks. Records of requests for information and responses to the information requested available in each estate and mill unit. With the use of the logbook Register of Information Requests and Responses (Buku Komunikasi dan Konsultasi dengan Stakeholder), the organization (Estate and Mill) can monitor all of the information that is communicated to stakeholders.</p> <p>Since the last audit (14 – 15 September 2020), the logbook of communication and consultation still updated in each unit. For example, logbook of LNGE:</p> <ul style="list-style-type: none"> • Letter from village head of Sandul Village on 10 December 2020 related to road grader loan. Approved by Estate Manager on 18 December 2020. • Invitation letter by Subdistrict Head of Batu Ampar on 27 May 2021 related to land fire management meeting. Accepted by Estate Manager on the same time and sent SPO Officer to attend the meeting. • Logbook of HNAM: for example, notification letter from local income department on 8 January 2021 related to water surface tax. Responded by mill manager 6 February 2021. 	<p>Complied</p>
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<p>1.1.4</p>	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Tapan Nadenggan has established a mechanism for receiving and providing information in the procedure No. SOP/SMART/UMUM/SADV/I/004, date on 1 July 2014, regarding Communication and Consultation Procedure. List of stakeholder and types of information are updated every year or if there are changes. Unit Head (estate and mill) have the responsibility for response of the information request form stakeholders that assisted by SPO Officer; The response to requests for information by the above procedure is at least 30 days or 4 weeks. Records of requests for information and responses to the information requested available in each estate and mill unit. With the use of the logbook Register of Information Requests and Responses (Buku Komunikasi dan Konsultasi dengan Stakeholder), the organization (Estate and Mill) can monitor all of the information that is communicated to stakeholders.</p> <p>All unit has been disseminated the Communication and Consultation Procedure (SOP/SMART/UMUM/SADV/I/004, date on 1 July 2014) to the surrounding communities. For example:</p> <ul style="list-style-type: none"> • Tanjung Rangas Village: disseminated on 26 March 2021. Attended by village head and staff, 5 participants. • Sandul Village: disseminated on 25 March 2021. Attended by village head and staff 4 participants. • Asam Baru Village: disseminated on 17 January 2022. Attended by 4 participants. • Pembuang Hulu II Village: disseminated on 20 January 2022. Attended by 15 participants. • Derangga Village: disseminated on 20 January 2022. Attended by 4 participants. • Tanjung Paring Village: disseminated on 20 January 2022. Attended by 6 participants. • Tanjung Hara Village: disseminated on 24 January 2022. Attended by 8 participants. 	<p>Complied</p>
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		<ul style="list-style-type: none"> • Panimba Raya Village: disseminated on 24 January 2022. Attended by 6 participants. • Kalang Village: disseminated on 20 January 2022. Attended by 11 participants. <p>Relevant department will handle all information request from stakeholder. 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 regulations, environments, health and safety and socials requirement to all supplier.</p>	
1.1.5	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p> <p>- Minor compliance -</p>	<p>Each unit in estate and mill updated their list of the stakeholder annually or if any changes. For example, list of stakeholders of Tasik Mas Estate as per 23 June 2022 contain 23 stakeholders as follows:</p> <ul style="list-style-type: none"> • Subdistrict head of Hanau • Subdistrict head of Danau Seluluk • Acting village head of Tanjung Paring • Acting village head of Panimba Raya • Village head of Tanjung Hara • Estate Manager Hanau Estate • Estate Manager Tanjung Paring Estate • Estate Manager Langadang Estate • Factory manager Hanau POM • Youth leader of Tanjung Paring Village • Labor union 	Complied

		<ul style="list-style-type: none"> • Gender committee • FFB and EFB transporter (8 person) • Smallholder near the operational areas (2 person) <p>Hanau POM also updated their stakeholder list as per 29 June 2022 as follows:</p> <ul style="list-style-type: none"> • Environmental Department of Kalimantan Tengah • Plantation Department of Kalimantan Tengah • Labour Department of Kalimantan Tengah • Environmental Department of Seruyan Regency • Food Security and Agriculture of Seruyan Regency • Labour Department of Seruyan Regency • National Land Department of Seruyan Regency • Health Insurance/BPJS Kesehatan of Seruyan Regency • Worker Insurance/BPJS Ketenagakerjaan of Seruyan Regency • Head Subdistrict of Hanau • Chief Police Station Subdistrict of Hanau • Chief Army Station Subdistrict of Hanau • Village Head of Derangga • Community Leader of Derangga • Labour Union/Serikat Pekerja Mandiri • Gender Committee • Local contractor for CPO, PK and PKO (5 stakeholders) • Unit head of another GAR estate (6 contacts) 	
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		<ul style="list-style-type: none"> Others (field manager of international NGO, weighbridge service, metrology of Seruyan Regency, hazardous waste collector and transporter, chemical water treatment supplier). <p>All contact is updated with the name of contact person, phone number and address.</p>	
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>PT Tapan Nadenggan has established the Policy of Principles of Business Ethics called "Kebijakan Etika Bisnis" dated 1st August 2014. The policy stated "Company is committed to ethical conduct in all transaction and business operation, guided by company shared values: integrity, positive attitude, commitment, continual improvement, innovation and loyalty and in line with principle of sustainable palm oil company." Further, in policy chapter 4, stated company will apply sanction to any worker involved in corruption, bribery and fraud in use of financial and other resources. It consists of five policy which can be summarized as follows:</p> <ul style="list-style-type: none"> Corporate practice and disseminating the shared values to all employees in all business activities. Support the implementation of the 10 principles of UNGC in which there was core value of devices that is human rights, labour, environment and anti-corruption. Company does not provide for any tolerance of corruption in business practices that performed by employees. Company committed to the ethical standards of behavior in the management of all activities of business practices Company implement good corporate governance 	Complied

		<p>This policy has disseminated to all employees and company around communities. Evidence of dissemination in the form of attendance list and minutes of socialization were available.</p> <p>Based on interview with random workers obtain information that there is no unethical treatment for workers during the recruitment, employment, payment, rewards and punishment including promotion/demotion. The same information also obtained from the local contractor that there are no unethical things happens during the engagement with the estate and mill.</p>	
<p>1.2.2</p>	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>Unit management scheduled the dissemination of Policy of Principles of Business Ethics to the stakeholders (internal and external). Each unit record their minutes of meeting for dissemination of this policy. Sample seen:</p> <ul style="list-style-type: none"> • Tasik Mas Estate: sighted the dissemination of the ethical policy during master morning from January to July 2022 in Division 1- 6. Attended by all employee. • Tanjung Paring Estate: sighted the dissemination of the ethical policy during March in Division 1 – 6. Attended by all workers and for external (community leader of Asam Baru on 17 January 2022, Sandul on 25 March 2021 and Tanjung Rangas on 26 March 2021). • Hanau POM: dissemination of GAR Sustainability Environment Policy (GSEP) ethical code on 10 January 2022 attended by 11 participants (transporter and contractor). <p>In addition, unit of certification committed to provide the recruitment process transparent. For example, notification letter for security officer recruitment in Hanau Estate on September 2021 was sent to the three</p>	<p>Complied</p>

		village head office. The result of recruitment process also accessible to all the candidate. Form the 21 candidates, only 6 candidates shortlisted.	
Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The unit of certification complies to relevant regulations. - Critical (Major) compliance -	PT Tapian Nadenggan – Hanau POM and its supply bases has shown the document of list legal requirement and applicable regulation and its evaluation under “Formulir Evaluasi Kepatuhan Terhadap Peraturan dan Persyaratan Lainnya”, last review on February 2022. Based on the document above, unit of certification has shown the monitoring and evaluation of the newest regulation. For example: <ul style="list-style-type: none"> • Local regulation: Governor Decree No. 188.44/445/2021 dated 30 November 2021 related to minimum wage of Regency/City year 2022. • Labour regulation: Government Regulation No. 35/2021 related to temporary working agreement, outsource, working hours and interval and termination of working agreement. • Environment: Government Regulation No. 22/2021 related regarding the Implementation of Environmental Protection and Management. • Legal: Government Regulation No. 18/2021 related to land title, building title and land rights. 	Complied

		Unit of certification has complied and implemented with all the listed document.	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.</p> <p>- Minor compliance -</p>	<p>Unit of certification has documented the system for ensuring the legal compliance. All the list of regulation written in "Formulir Evaluasi Kepatuhan Terhadap Peraturan dan Persyaratan Lainnya" Doc No. F/SMART/UMUM/SADV/002/002. Unit of certification under Regional Controller Decree No. 01/RC-KALTENG1/01/2021 dated on 2 January 2021 appointed SPO Region Kalteng 1 on behalf of Pamungkas Agung as personal in charge to ensuring legal compliance and track changes regulation.</p> <p>In addition, each unit also conducted contractor evaluation under Form Evaluasi Dan Rekomendasi Kontraktor Doc No. F/SMART/UMUM/SADV/006/002. The evaluation covered the aspect of:</p> <ul style="list-style-type: none"> • Quality and Performance of Contractor • On time performance and finishing • Labour compliance • OHS compliance and implementation • Housekeeping • Environmental compliance • Business ethic compliance 	Complied
2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>In accordance with boundary poles maintenance namely "SOP Pemeliharaan Patok HGU/HGB Doc. No. SOP/SMART/CERS-EHSD/SADV/I/004" approved since 1 July 2014 stated that scheduled</p>	Complied

		<p>maintenance every three months and repainting annually. The monitoring and maintenance record in "Buku Kegiatan Mandor".</p> <p>Based on document verification, each unit has responsibility to manage boundary poles as follows:</p> <ul style="list-style-type: none"> • Hanau Estate: 70 poles (3 poles in flood area) • Tasik Mas Estate: 52 poles (all in good condition) • Tanjung Paring Estate: 43 poles ((all in good condition) • Langadang Estate: 43 poles (11 poles cannot install due to located in dispute area). <p>The last monitoring and maintenance in each unit conducted on June 2022.</p> <p>Audit team checked the Hanau Estate HGU boundary onsite vs HGU map, "Peta Posisi Patok HGU PT. Tapian Nadenggan" scale 1:110,000:</p> <ul style="list-style-type: none"> - HGU BPN058 (2° 27' 30.67"S & 112° 4' 50.48"E) block C01. Condition good, neighbouring with PT. Indotruba Tengah. - HGU BPN059 (2° 27' 58.57"S & 112° 4' 50.64"E) block B01. Condition good, moat with PT. Mentobi. - HGU BPN060 (2° 28' 19.65"S & 112° 4' 50.24"E) block A01. Condition good, neighbouring with PT. Mentobi. - HGU BPN061 (2° 28' 41.24"S & 112° 4' 49.13"E) block A01. Condition good, neighbouring with plantation, PT. Mentobi. - HGU BPN062 (2° 28' 50.10"S & 112° 5' 4.61"E) block A02. Condition good, neighbouring with local community plantation from Pembuang Hulu II village. 	
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		<p>In Langadang Estate, recorded 43 HGU boundary stones. Audit team checked the Langadang Estate HGU boundary onsite vs HGU map, "Peta Posisi Patok HGU PT. Tapian Nadenggan" scale 1:110,000:</p> <ul style="list-style-type: none"> - HGU BPN131 (2° 13' 7.68"S & 112° 5' 28.82"E) block C09. Condition good, neighbouring with smallholder plantation of PT. Medco. - HGU BPN130 (2° 13' 15.84"S & 112° 5' 20.84"E) block C09. Condition good, moat with smallholder plantation PT. Medco. - HGU BPN129 (2° 13' 20.12"S & 112° 5' 06.06"E) block C09. Condition good, neighbouring with community plantation from Sukamandang village. - HGU BPN128 (2° 13' 31.05"S & 112° 4' 55.71"E) block B06. Condition good, neighbouring with smallholder plantation PT. Medco. - HGU BPN127 (2° 13' 37.44"S & 112° 4' 49.23"E) block B05. Condition good, neighbouring with smallholder plantation PT. Medco. <p>Audit team reviewed "Program Pemeliharaan Patok Tanda Batas (BPN) 2022 Perkebunan Langadang" In January – April, All HGU boundary poles monitored and maintained, sample sighted BPN 117 maintained. For HGU BPN 118-124 cannot be maintained because under conflict with KUD Sawit Bangkit – see 4.8.1.</p>	
<p>Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
<p>2.2.1</p>	<p>A list of contracted parties is available. - Minor compliance -</p>	<p>Unit Head (estate and mill) have the responsibility for response of the information request form stakeholders that assisted by SPO Officer; The response to requests for information by the above procedure is at least 30 days or 4 weeks. Records of requests for information and responses to the information requested available in each estate and mill unit. With</p>	<p>Complied</p>

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		<p>the use of the logbook Register of Information Requests and Responses (Buku Komunikasi dan Konsultasi dengan Stakeholder), the organization (Estate and Mill) can monitor all of the information that is communicated to stakeholders.</p> <p>Relevant department will handle all information request from stakeholder. 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 regulations, environments, health and safety and socials requirement to all supplier</p> <p>Data verified during onsite audite RAV-2022: "Daftar Stakeholder Tahun 2022 – PT Tapan Nadenggan", there was 28 stakeholders listed.</p>	
2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>Unit Head (estate and mill) have the responsibility for response of the information request form stakeholders that assisted by SPO Officer; The response to requests for information by the above procedure is at least 30 days or 4 weeks. Records of requests for information and responses to the information requested available in each estate and mill unit. With the use of the logbook Register of Information Requests and Responses (Buku Komunikasi dan Konsultasi dengan Stakeholder), the organization (Estate and Mill) can monitor all of the information that is communicated to stakeholders.</p> <p>Relevant department will handle all information request from stakeholder. 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 regulations, environments, health and safety and socials requirement to all supplier</p> <p>Data verified during onsite audite RAV-2022: "Daftar Stakeholder Tahun 2022 – PT Tapan Nadenggan", there was 28 stakeholders listed.</p>	Complied

2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>Based on the agreement document (Cooperation Agreement contract), that in Article 7. About responsibilities and obligations, described in relation to: legal requirements and documentation, employees (including not to employ minors or child labor), human rights and business-ethics.</p> <p>Based on the agreement document (Contract cooperation agreement) that have been verified above, there are explanations on legal requirements, employment (including wage) and compliance with legislation and the obligation to respect human rights, disallowing child, force labor, and business</p> <p>Contract verified: Surat Pernyataan from CV Karya Bahtera Utama – transported of CPO, dated 2nd March 2020 and CV Alam Persada, dated 2nd March 2020 – completed with sign and stamp.</p>	Complied
<p>Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> • Information regarding the geolocation of FFB origins; • Proof of ownership status, right/claim of the land by grower/smallholder; • If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau Mill reviewed all information on geolocation of FFB origins, legal ownership of the land, operational license for buying and selling of FFB. The document titled “Data Supplier TBS Hanau Mill”, updated 27 January 2022. The document listed 7 FFB supplier, both company-owned and outgrower.</p> <p>For direct sourced FFB coming from company-owned plantation, see 2.1 and 4.4.1.</p> <p>Direct sourced FFB supplier’s status:</p> <ul style="list-style-type: none"> - Medang Sari Estate, PT. Satya Kisma Usaha, Agreement of Land Borrowing dated 30 Dec 2020, valid from 1 Jan 2021 until 31 Dec 2025; location Desa Runtuh, Kec. Arut Selatan, Kab. Kobar, 	Complied

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		<p>Kalimantan Tengah, Indonesia; Geolocation 2° 25' 04,75" E and 111° 41' 44,58" N; Legal ownership - ILoc (Location Permit) No:525/012/Ek dated 24 June 2013.</p> <ul style="list-style-type: none"> - Lestari Unggul Jaya Estate, PT. Primasentosa Pratamaputra. "Perjanjian Pengolahan Tandan Buah Segar" dated 31 Dec 2020, valid from 1 Jan 2021 until 31 Dec 2025; Location Sungai Melawen, Kec. P. Lada, Kab. Kobar, Kalimantan Tengah, Indonesia; Geolocation 2° 32' 38.91" E and 111° 43' 46,16" N; Legal ownership - ILoc (Location Permit) No. 550/14/AGRARIA dated 15 June 2015. - Indotruba Timur Estate, PT. Indotruba Timur. "Perjanjian Jual Beli Tandan Buah Segar" No.001/TBS/TN-ITR/V/2021, dated 28 May 2021, valid from 1 Jun 2021 until 31 May 2022 and Addendum dated 31 May 2022 valid until 31 May 2023; Location Pembuang Hulu II, Kec. Hanau, Kab. Seruyan, Kalimantan Tengah, Indonesia; Geolocation 112° 2' 48,53" E and 2° 23' 34,85" N; Legal ownership - ILoc (Location Permit) No. 188.45/90/2016 dated 26 Feb 2016. 	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>All FFB processed by Hanau Mill are coming directly from the source, there are no indirectly sourced FFB.</p> <p>Not applicable.</p>	Not Applicable
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>			
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.</p>	<p>The certification unit has shown the document of long-term management plan year 2020-2025, consist of: profitability, FFB production, revenue, estate cost, selling cost, bulking cost, general</p>	Complied

<p>- Critical (Major) compliance -</p>	<p>assumptions (CPO price, inflation rate, ex-change rate 2020, disc rate, transportation cost) and net profit/loss.</p> <p>The Management Plan has included:</p> <ul style="list-style-type: none"> • Land area statement (planting years, non-planted areas, i.e. HCV, conservation areas, enclaves) with updated location maps. Maps area completed with title, legend, source, scale and projections/georeferenced. • Plan for management of third party FFB • Quality of planting materials • Crop projection = Fresh Fruit Bunches (FFB) yield trends • Mill extraction rates = Oil Extraction Rate (OER) trends • Cost of Production = cost per tonne of Crude Palm Oil (CPO) trends • Forecast prices • Financial indicators – profitability forecast (income vs cost) • Projected expansion (area, mill capacity, infrastructure, social amenities) • General strategy and allocation for environmental and social management (refer to P5, P6 and P8) • The Management Plan is subjected to an annual review. The management plan is reviewed annually by top management including Regional Controller, Production Controller, Estate Manager and Mill Manager, and revised as appropriate; based on the achievement against the plan and other parameters may change. <p>Projection of Production:</p> <table border="1"> <thead> <tr> <th>Description</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>FFB:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>- HNAE (MT)</td> <td>89,813</td> <td>72,235</td> <td>34,544</td> <td>12,366</td> <td>16,744</td> <td>36,704</td> </tr> <tr> <td>- TMSE (MT)</td> <td>98,998</td> <td>76,402</td> <td>73,888</td> <td>71,589</td> <td>48,923</td> <td>30,746</td> </tr> <tr> <td>- TPRE (MT)</td> <td>92,047</td> <td>89,947</td> <td>88,738</td> <td>80,615</td> <td>61,793</td> <td>62,170</td> </tr> <tr> <td>- LNGE (MT)</td> <td>51,222</td> <td>56,240</td> <td>55,594</td> <td>53,390</td> <td>52,679</td> <td>49,084</td> </tr> </tbody> </table>	Description	2020	2021	2022	2023	2024	2025	FFB:							- HNAE (MT)	89,813	72,235	34,544	12,366	16,744	36,704	- TMSE (MT)	98,998	76,402	73,888	71,589	48,923	30,746	- TPRE (MT)	92,047	89,947	88,738	80,615	61,793	62,170	- LNGE (MT)	51,222	56,240	55,594	53,390	52,679	49,084	
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<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan has prepared an annual replanting program projected under "Program Replanting year 2019-2029" signed by CEO Kaltengsel on 16 Oct 2019. Projected replanting program, starts in 2023. There is no replanting realized until this Recertification audit (July 2022). Replanting program of PT Tapian Nadenggan are as follow:</p> <table border="1"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="7">Replanting Program (Ha)</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> <th>2029</th> </tr> </thead> <tbody> <tr> <td>HNAE</td> <td>1,409</td> <td>1,366</td> <td>1,365</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>TMSE</td> <td>-</td> <td>-</td> <td>-</td> <td>1,643</td> <td>1,271</td> <td>1,370</td> <td>-</td> </tr> <tr> <td>TPRE</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>1,247</td> </tr> <tr> <td>Total</td> <td>1,409</td> <td>1,366</td> <td>1,365</td> <td>1,643</td> <td>1,271</td> <td>1,370</td> <td>1,247</td> </tr> </tbody> </table> <p>There is no peat area in Hanau Estate, PT Tapian Nadenggan. Based on Semi Detail Soil Map there is peat soil in:</p> <ul style="list-style-type: none"> Tanjung Paring Estate with hemic maturity, depth of solum are > 120 cm and peat thickness are >300 cm: 545.44 Ha, >300 cm: 317.10 Ha. Langadang Estate with hemic maturity, depth of solum are > 120 cm and peat thickness are 60-150 cm: 26.70 Ha, 150-300 cm: 17.73 Ha, and > 300 cm: 679.12 Ha. 	Estate	Replanting Program (Ha)							2023	2024	2025	2026	2027	2028	2029	HNAE	1,409	1,366	1,365	-	-	-	-	TMSE	-	-	-	1,643	1,271	1,370	-	TPRE	-	-	-	-	-	-	1,247	Total	1,409	1,366	1,365	1,643	1,271	1,370	1,247	<p>Complied</p>
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		<ul style="list-style-type: none"> • Tasik Mas Estate with hemic maturity, located at enclave area, depth of solum are > 120 cm and peat thickness are >300 cm: 45.11 Ha. 	
3.1.3	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>The unit of certification has holds RSPO Management Review meeting. The most recent RSPO Management Review conducted by PT Tapan Nadenggan on 10 June 2022. Based on minutes of management review, the meeting has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; there are no on-conformity found during sustainability internal audit, there are 2 finding during OHS management system audit. • Customer feedback; Based on review of customer feedback, there is no complaint from customers for this one year period. • Process performance and product conformity; All unit of certification have to be prepared for the upcoming external RSPO recertification audit. • Status of preventive and corrective actions; All non-conformities found during OHS internal audit have been closed out on 23 Jun 2022. • Follow-up actions from management reviews; Operation (Estate & Mill) will prepare the upcoming RSPO, ISCC and ISPO external audit. • Changes that could affect the management system; the unit of certification have implements E-fact (electronic delivery notes) as the innovation, and on probation of oil palm upkeep e-fact; implement Scorecard GSIS as monitoring and update completion of sustainability documents; application of GeoSmart Fire. • Improvement Recommendations; All staff must understand the RSPO P&C 2018 as the new principles and criteria; availability of PPE have to be consistently monitored; complete all firefighting infrastructure in all units. 	Complied

		<p>The unit of certification has a system to improve practices in line with new information and techniques. Estate Manager is the personnel in charge (PIC) to improve practices based on new information and technique. Information is updated through structural system, e.g. President Director to VPA, VPA to Regional Controller, Regional Controller to Estate Manager, Estate Manager to Field Assistant, then Field Assistant to Mandor and worker. Estate Manager communicated to Field Assistant through meeting and Field Assistant communicated to worker through morning briefing.</p>	
<p>Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Action Plan for continuous improvement in Hanau Mill:</p> <ul style="list-style-type: none"> • Decrease domestic power consumption. • Utilization of stirrer in waste water plant. • Use of pipes as a substitute for scraper bar angles on mechanical bunch conveyors. • improvement of the feed system on claybath vibrating screen <p>Action Plan for continuous improvement in Hanau Estate:</p> <ul style="list-style-type: none"> • Wiping tools with 1-hand hose system. • Use of Plate Safety on Road Graders Blade. • Application of GAR Sustainability Information System (GSIS). <p>Action Plan for continuous improvement in Tasik Mas Estate:</p> <ul style="list-style-type: none"> • Nursave, control valve protective device. • Hose cover for hose bucket crane grapple. • Modified wings on EBS (Empty Bunch Spreader). 	<p>Complied</p>

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		<p>Action Plan for continuous improvement in Tanjung Paring Estate:</p> <ul style="list-style-type: none"> • Trailer hopper to increase fertilizer spreader efficiency. • Application of action cam to monitor barn-owl box. • Application of e-fact for harvesting administration. • Application of Simastrack to monitor patrol car route. <p>Action Plan for continuous improvement in Langadang Estate:</p> <ul style="list-style-type: none"> • Maintenance of contour road using PVC pipe. • Fertilizer distribution using glider. • Wiping tools using clamp model. • Three in one fertilizer sprinkler, practical and precise dosage. 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.</p> <p>- Minor compliance -</p>	<p>Unit of certification has sent the RSPO Metric Template to CB. For period January – December 2020, Certified CPO Production is 70,250.55 MT, Non-Certified CPO Production is 12,215.39 MT, Certified PK Production is 21,365.86 MT, Non-Certified PK Production is 3,684.18 MT.</p> <p>For period January – December 2021, Certified CPO Production is 63,566.48 MT, Non-Certified CPO Production is 13,302.32 MT, Certified PK Production is 18,514.68 MT, Non-Certified PK Production is 3,883.27 MT.</p>	Complied
<p>Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.</p>			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Estate:</p> <p>Standard Operating Procedures for Estates have been developed in SOP (Standard Operating Procedure) which revised on 1 September 2012. The procedures were includes new area and replanting planning, nursery, land clearing, preparation before planting, fertilising, upkeep, integrated pest management (IPM), road maintenance, peat land management, drainage system, mature and immature upkeep,</p>	Complied

		<p>integrated pest management and harvesting. Other than that, there were also procedures for several processes including riparian zone management, application of agrochemical. Procedure also described required PPE and other safe working practices.</p> <p>Standard Operational Procedure for Estate are as follows:</p> <ul style="list-style-type: none"> - SOP/SMART/MCAR/I/TA-PPA (<i>Perencanaan Penanaman Areal Baru</i>) - SOP/SMART/MCAR/II/TA-PRP (<i>Perencanaan Replanting</i>) - SOP/SMART/MCAR/III/TA-BBT (<i>Pembibitan</i>) - SOP/SMART/MCAR/IV/TA-PLB (<i>Pembukaan Lahan Baru</i>) - SOP/SMART/MCAR/V/TA-TNM (<i>Penanaman</i>) - SOP/SMART/MCAR/VI/TA-RPL (<i>Replanting</i>) - SOP/SMART/MCAR/VII/TA-HPT (<i>Pengendalian Hama dan Penyakit Tanaman</i>) - SOP/SMART/MCAR/VIII/TA-PGM (<i>Pengendalian Gulma</i>) - SOP/SMART/MCAR/IX/TA-PPK (<i>Pemupukan</i>) - SOP/SMART/MCAR/X/TA-PTB (<i>Pemeliharaan Tanaman Belum Menghasilkan</i>) - SOP/SMART/MCAR/XI/TA-PMP (<i>Persiapan Menjelang Panen</i>) - SOP/SMART/MCAR/XII/TA-PTM (<i>Pemeliharaan Tanaman Menghasilkan</i>) - SOP/SMART/MCAR/XIII/TA-PNN (<i>Panen</i>) - SOP/SMART/MCAR/XIV/TA-PPT (<i>Pemuatan dan Pengangkutan TBS</i>) - SOP/SMART/MCAR/XV/TA-PCH (<i>Pengukuran Curah Hujan dengan Ombrometer</i>) <p>Hardcopy of procedure are available and controlled. SOPs made were available at the point of use (in all section and division of estate). Copy of the procedure was available on site and is it documented in <i>Bahasa Indonesia</i>. SOP distribution to all section and division were well</p>	
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		<p>documented in the Form F/SMART/UMUM/SADV/001/002 (document distribution register).</p> <p>Procedure have been disseminated to all related employee (harvesting, loose fruit pickers and upkeep employee). Every morning, there is morning musters performed, basically to disseminate working procedure and instruction, and to monitor employee attendance as well.</p> <p>Palm Oil Mill:</p> <p>Procedure regarding best manufacturing practice operation in Hanau Palm Oil Mill is available in document of "SOP Pengolahan Pabrik Kelapa Sawit Management Committee for Mill Development (MCMD). As documented in SOP/SMART/MCMD/I/TM-PKS/Rev.06, Standard Operational Procedure of Palm Oil Process in SMART Group including PT Tapian Nadenggan – Hanau POM, revision 6 issued by Head Office Jakarta dated 1 Nov 2012. The procedure describes operation instruction from FFB receiving through production, processing (grading, sterilization, threshing, pressing, clarification, nut and kernel processing) and dispatch of CPO and PK.</p> <p>The Organization has also developed work instruction for each processes and equipment to described specifically stages of process and equipment utilization (e.g. Loading Ramp; Weighing Bridge; Sterilisation Station; Threshing Station; Pressing Station; Clarification Station; Recycling CPO; Nut and Kernel; Engine Room; Boiler; Water Treatment; Final Effluent; laboratory).</p>	
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		SOP for RSPO Supply Chain has been established in "SOP Supply Chain Produk RSPO Model Mass Balance" (SOP/TN/SCP Rev.07) dated 28 May 2020 and "Pelaporan Certified Produk RSPO" (SOP/TN/PCPR Rev.01) dated 17 April 2018. The procedures cover job and responsibility, work flow, receiving of raw material, verification of delivery note "Surat Penerimaan Barang", weighing, checking of raw material quality, processing, monitoring of process, validation of quality and quantity report, mass balance calculation, product delivery, registration of transaction and document control.	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor compliance -	Unit of certification have mechanism to check consistent implementation of procedures, such as in OIA (Operation Internal Audit) and ISV (Internal Sustainability Verification).	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor compliance -	Records of monitoring are evident in OIA (Operational Internal Audit), and action taken has been determined according to the OIA report. Record seen: <ol style="list-style-type: none"> 1. Operations Internal Audit Report and Action Plan of Hanau Estate, No.40/VI-HANE/12/21, visit date 29 Oct – 8 Nov 2021. 2. Operations Internal Audit Report and Action Plan of Tasik Mas Estate, No.29/VI-TMSE/11/21, visit date 3 – 11 Sep 2021. 3. Operations Internal Audit Report and Action Plan of Tanjung Paring Estate, No.34/VI-TPRE/12/21, visit date 13 – 21 Sep 2021. 4. Operations Internal Audit Report and Action Plan of Langadang Estate, No.06/VI-LNGE/05/22, visit date 30 Mar – 12 Apr 2022. 5. Operations Internal Audit Report and Action Plan of Hanau Mill, No.31/VI-HNAM/11/21 , visit date 13 – 20 Sep 2021. 6. Laporan Internal Audit RSPO (ISV), covers Hanau Mill, Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate and Langadang Estate, visit date 7 – 11 mar 2022. 	Complied

<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Tapian Nadenggan has Social and Environmental Impact Assessment Document, under "Analisis Dampak Lingkungan Hidup (ANDAL), Rencana Pengelolaan Lingkungan Hidup (RKL), Rencana Pemantauan Lingkungan Hidup (RPL) PT. Tapian Nadenggan". These document was approved by government through governor decree "Surat Keputusan Gubernur Kalimantan Tengah No.430 Tahun 2006 tentang Kelayakan Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Tapian Nadenggan di Kabupaten Seruyan, Provinsi Kalimantan Tengah" dated 21 December 2006. Subsequently, there was addendum, based on "Surat Kepala Badan Lingkungan Hidup Provinsi Kalimantan Tengah No.660/720/II-2/BLH/2008 tentang Kelayakan Lingkungan Hidup Adendum ANDAL, RKL dan RPL Pembangunan dan Pengoperasian Kernel Kelapa Sawit (Unit KCP) PT. Tapian Nadenggan" dated 1 September 2008.</p> <p>Scope of EIA is based on Land Use Title/HGU (formerly PT. Lestari Unggul Jaya) No. 14 Year 2000 (4,890 Ha) and Location permit issued by Seruyan Regent No. 45 Year 2004 (12,178.308 Ha). Therefore, total plantation area within scope of EIA is 17,068.308 Ha and Mill capacity 80 MT/Hour.</p> <p>Within document of ANDAL (including "Rencana Kelola Lingkungan – Rencana Pemantauan Lingkungan; RKL-RPL)" there were identified the environment impact consists of activities of:</p> <ul style="list-style-type: none"> - Building new roads, processing mills or other infrastructure; - Putting in drainage or irrigation systems; - Replanting and/or expansion of planting areas; - Management of mill effluents. 	<p>Complied</p>

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		<ul style="list-style-type: none"> - Clearing of remaining natural vegetation; - Management of pests and diseases palms by controlled burning <p>Environmental impact assessment was conducted through regular environmental monitoring, there were 5 issues, e.g:</p> <ul style="list-style-type: none"> - Micro-climate - Air quality - Surface water quality - Water biota - Community perception <p>In addition there were has identified the other issues to monitoring, e.g:</p> <ul style="list-style-type: none"> - Soil quality - Hazardous waste management - Peat soil management - Vegetation and wildlife <p>Environmental Impact Assessment (EIA) document "Dokumen Pengelolaan Lingkungan Hidup" of Airstrip Operation has approved by Environmental Agency of Seruyan Regency with License No.660/12/BLH/X/2011, dated 3 October 2011. Scope of Airstrip Area is 12.6 Ha (runway and building) and allocated block for aerially fertilizer application is 49 blocks (1,259.56 Ha).</p> <p>Potential environmental impact due to aerially fertilizer application are Water Quality; Air Quality; Noise; Hazardous Waste and Public/Community Health.</p> <p>Biogas/Methane Capture Plant Hanau POM has prepared with EIA document for Biogas/Methane Capture Plant in form of Environmental Permit "Izin Lingkungan No. 188.45/323/2015", dated 7 August 2015. This permit issued by Seruyan Regent. Biogas/Methane Capture Plant</p>	
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		starting construction since August 2015 and commissioned in January 2019.	
3.4.2	For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders. - Minor compliance -	SEIA document was available. Social and environmental management plan and its monitoring have been developed as per RKL – RPL document. RKL – RPL document is part of SEL document which has been communicated and involving the affected parties and stakeholder. Social Environment management plan to prevent negative impact such as: <ul style="list-style-type: none"> – To prevent air quality decrease, company performed action: Reduce exhaust emissions from the engines by maintenance routine engine, the use of anti-dust mask continuously for workers who are near the source of pollutants that exceed the threshold. – To prevent water quality decrease, maintaining green areas along the river banks, do not logging in the river banks area, planting land cover crop on the cliffs and prone to erosion areas, the use of wastewater for Land Application, solid waste utilization plant (shell, fibre) for fuel – To prevent erosion: land clearing mechanically, land cover crop planting, terracing in slope. – To prevent wildlife habitat disturbance, place signboard to prohibit illegal hunting in conservation area and around estate, awareness to employee and surrounding community to save the protected species. – To increased job opportunities, provide employment opportunities to the local community, the provision of supporting infrastructure for public economic activities, providing employment opportunities information to the public. – The increase in public revenues, maximize the use of local labor, involving the local community as business partners. 	Complied
3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.	Implementation report of Environmental Management and Monitoring (RKL-RPL) is periodically (6 months) submitting to Ministry of Environmental and Forestry by electronic information system (SIMPEL).	Complied

<p>- Critical (Major) compliance -</p>		<p>Evidence of submission report has verified, period January – June 2020. Whereas, in Regency and Provincial level, Implementation report of Environmental Management and Monitoring (RKL-RPL) submitted directly to its agency. Evidence of EIA Management and Monitoring Report has been submitted to relevant agency at regional area (Seruyan Regency).</p> <p>For implementation, report of environmental management and monitoring of airstrip (aerially fertilizer application) was also periodically reported to environmental agency. Latest Environmental Impact Monitoring and Management (EIMM) report period January – June 2020 (Regency level).</p> <p>PT. Tapian Nadenggan - Hanau POM has appointed person for the implementation of the document is Environmental Department.</p> <p>The SIA management and monitoring carried out and reported</p> <ul style="list-style-type: none"> - SIA report "Laporan Pengelolaan Pemantauan Dampak Sosial Perkebunan dan Pabrik Kelapa Sawit PT. Tapian Nadenggan – Hanau 2020". The report covers topic: employment, community empowerment, economic partnership, use of local contractors, CSR programme. The area of study covers Derangga village, Pembuang village, Pembuang Hulu II village, Tanjung Paring village, Tanjung Hara village, Panimba Raya village, Sandul village, Kalang village, own employee. - SIA report "Laporan Pengelolaan Pemantauan Dampak Sosial Perkebunan dan Pabrik Kelapa Sawit PT. Tapian Nadenggan – Hanau 2021". The report covers topic: employment, community empowerment, economic partnership, use of local contractors, CSR programme. The area of study covers Derangga village, Pembuang I village, Pembuang Hulu II village, Tanjung Paring village, Tanjung Hara village, Panimba Raya village, Sandul village, Kalang village, 	
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		own employee. Reviewed on March 2022.	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation. - Minor compliance -	PT Tapian Nadenggan – Hanau POM has defined the procedure related to new employment recruitment. <ul style="list-style-type: none"> Recruitment: according on SOP Rekrutmen dan Seleksi Karyawan No. SOP: AA-HR- 305.2-R0 dated 1 February 2009 regarding “Penerimaan Karyawan Baru” (Recruitment and Selection of Employee), the company will accept new employee based on their capabilities and qualifications. Promotion: according on SOP Promosi dan Mutasi No: KHI-smart/010-00, dated 1 August 2017. The procedure has regulated on promotion, job description. Retirement, and termination: according to Collective Labour Agreement (nomor: KEP.4/HI.00.01/19.1905.210621001/B/X/2021, dated 29 October 2021, in article 39 related to retirement and article 40 related to termination (pemutusan hubungan kerja) 	Complied
3.5.2	Employment procedures are implemented and records are maintained. - Minor compliance -	Record verification on employment procedures during RAV-2022, such as: <ul style="list-style-type: none"> <u>Recruitment</u> <ul style="list-style-type: none"> “Pengumuman Penerimaan Karyawan”, nomor: 014/EM-EXT/TPRE/VI/2020, position: Security, dated 4th June 2021 – issued by Tanjung Paring Estate. Application form/letter, namely Mr Zukifli (26 years old), address: Sandul Village, Batu Ampar District. Record of selection consisted of: Record Test Kesamaptan Jasmani, Nilai Akhir Peserta Pelamar Calon Satpam – was attended by 15 participants. Received Letter, issued by VPA-KTSel, based on document number: 235/VPAKTSel/08/20 dated 7 August 2022. Subject: Persetujuan Penerimaan Karyawan PKWT Tanjung Paring Estate. 	Complied

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		<ul style="list-style-type: none"> ○ Work Letter Agreement (Specified Time Workers Agreement – PKWT), no: 068/BPRM/PKWT-A2/11/2021, namely Mrs Rindiani (Administration staff for Personalia), dated 1st November 2021. Extension letter No: 020/BPRM/PKWT-A2/05/2022, valid until 31st October 2022. ○ Work Letter Agreement (Specified Time Work Agreement – PKWT), no: Nomor: 085/TPRE/PKWT/8/2020, namely Mr Zulkifli (Security – ID number: 20030), dated 10th August 2020. Completed with signed and Materai Tempel. ● <u>Promotion and mutation</u> <ul style="list-style-type: none"> ○ Records of Employee Assessment – “Rekap Promosi Jabatan”, sample name: Mr Jojon (ID number: 19047), from Tenaga Rawat to Foreman Perawatan. ○ Assessment form, e.g: Mr Jojon ((ID number: 19047), the result: recommended for promotion. Was signed by Assistant Division I Langadang Estate, dated 13 November 2021 – document number: 01/AST-EM/DV01/IX/2021. ○ Promotion and Increment Letter, nomor003/SK/L/LNGE/IX/2021, namely Mr Jojon ((ID number: 19047), effective date 13th November 2021 ○ Other sample: Decision Letter ~ Surat Keputusan, No: 003/SK-PT/TMSE/06/2022, namely Mr Dodi Prasetyo (ID number: 21012), related to promotion from Specified Time Work Agreement – PKWT to Permanent Workers, was signed by Ridwan Ashari (Estate Manager in Tasik Mas Estate), effective date 1st June 2022. ● <u>Retirement:</u> <ul style="list-style-type: none"> ○ Letter on Retirement Announcement form Assistant in Division III to Estate Manager in Hanau Estate, dated 8th February 2022, namely Mr Kasih Budi Santoso (birth of date: 8th March 1967 ~ 55 years old). Status: PT4B, ID number: 01174 	
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		<ul style="list-style-type: none"> ○ Decision Letter ~ Surat Keputusan, No: 003/HANE-SK/II/2022, namely Mr Kasih Budi Santoso (ID number: 01174), dated 10th February 2022 – was signed by Estate Manager. ○ Letter Agreement No: 019/HNAE-PB/05/2022, dated 28 May 2022 between PT Tapian Nadenggan - Hanau Estate and Mr Kasih Budi Santoso (ID number: 01174), related to retirement ○ Slip payment on retirement dated 24th May 2022 – completed with stamp. Bank name: Bank Sinarmas, in Status: received. <p>All the records of employment are maintained by Human Resources Department and available in each unit. Each worker has a personal file that recap the history starting from application letter until resignation/pension.</p>	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has prepared the procedure and work instruction related to OHS management system (to comply with PP 50 tahun 2012 – Sistem Manajemen Keselamatan dan Kesehatan Kerja), such as:</p> <ul style="list-style-type: none"> • Policy development and communication (SOP/SMART/HESS-EHSD/SADV/I/01) • Hazard identification and Risk assessment (SOP/SMART/HESS-EHSD/SADV/I/02) • OHS objectives and targets (SOP/SMART/HESS-EHSD/SADV/I/03) • OHS Programmes (SOP/SMART/HESS-EHSD/SADV/I/04) • Incident and occupational disease handling (SOP/SMART/HESS-EHSD/SADV/I/05) • Material handling (SOP/SMART/HESS-EHSD/SADV/I/06) • Design review (SOP/SMART/HESS-EHSD/SADV/I/07) • Infra structures maintenance and changes (SOP/SMART/HESS-EHSD/SADV/I/08) 	<p>Complied</p>

		<ul style="list-style-type: none"> • Lock out tag out (SOP/SMART/HESS-EHSD/SADV/I/009) • PPE Management (SOP/SMART/HESS-EHSD/SADV/I/010) • First aid (SOP/SMART/HESS-EHSD/SADV/I/011) • Health Measurement (SOP/SMART/HESS-EHSD/SADV/I/012) • Fire extinguisher (SOP/SMART/HESS-EHSD/SADV/I/013) • Hydrant utilization (SOP/SMART/HESS-EHSD/SADV/I/014) • Safe work permit (SOP/SMART/HESS-EHSD/SADV/I/015) • OHS Measurement and monitoring (SOP/SMART/HESS-EHSD/SADV/I/016) • OHS Management review (SOP/SMART/HESS-EHSD/SADV/I/017) <p>Risk Assessment for all operations regarding to health and safety was available within the scope of oil palm mill processes activities and agricultural estate activities has already conducted, as it was considered the stages of OHS risk control hierarchy such as elimination, substitution, engineering, administrative and PPE (Personnel Protective Equipment) to OHS risk precautions.</p> <p>Risk assessment record verification during RAV – 2022:</p> <ul style="list-style-type: none"> • Hanau POM – has defined risk assessment (ISBPPR) year 2022, last review on 1st January 2022 cover processes and activities attached to the realization of product CPO such as: weighing bridge, boiler, engine room, loading ramp, sterilizer, threshing, pressing, kernel operation, clarification, office, lab, dispatch CPO, firefighting simulation, water treatment, chemical warehouse. • Langadang Estate, Tasik Mas Estate, Hanau Estate, Tanjung Paring Estate – have defined risk assessment (ISBPPR) last review on 27th December 2022, the document covers processes and activities such as: spraying, fertilizing, weeding, replanting, road maintenance, firefighting simulation harvesting, transportation, warehouse, workshop, infrastructure, polyclinic. There was also covered all the risk attached to the products. 	
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		<ul style="list-style-type: none"> • The risk assessment has communication to all employee, e.g: <ul style="list-style-type: none"> ○ Records of socialization dated 7th January 2022, location in Langadang Estate, in Division I was attended 37 workers, in Division 2 was attended by 53 workers and in Division III was attended by 33 workers. Data verified: Training material, attendance list, photograph. ○ Records of socialization dated 15th March 2022, location in Hanau Estate was attended by 105 workers. Data verified: Training material, attendance list, photograph. ○ Records of socialization dated 16th May 2022, location in Tasik Mas Estate was attended by 162 workers. Data verified: Training material, attendance list, photograph. 	
<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>PT Tapan Nadenggan – Hanau POM has prepared the document of OHS plan to address health and safety as per “Program Kerja” was updated on 17th January 2022 (form number: F/SMART/HESS-EHSD/SADV/004/001), consisted:</p> <ul style="list-style-type: none"> • Review on Risk Assessment (ISBPR) -> planned on January 2022 • Evaluation of law, legal and others applicable requirement -> planned on January 2022 • OHS Meeting -> monthly • PPE program (providing, monitoring and inspection of PPE usage) -> monthly • First aid (monitoring on first aid kit and training for first aider) -> month • Monitoring on OHS program -> planned in March 2022 • MCU (general and special) -> planned in March and September 2022 • Emergency response preparedness -> January and August 2022 • OHS inspection for contractor -> planned in April 2022 • OHS Internal Audit -> March 2022 • Report of OHS committee (P2K3) -> three months bases • Review on OHS management system -> planned in July 2022 	<p>Complied</p>

		<p>The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program. Notes of Safety Committee Regular Meeting (mill and estate) with workers were evident, such as:</p> <ul style="list-style-type: none"> • Personal Protective Equipment (PPE), • Hazard from animal, • Safety notes, • Accident review and report. <p>Data verified – during RAV 2022:</p> <ul style="list-style-type: none"> • Special Medical Check-Up for workers in high-risk area such: related to chemical/pesticides handling, noising area, etc. <ul style="list-style-type: none"> - Hanau POM - Last MCU (cholinesterase) conducted on 20 June 2022, was attended by 17 workers - Hanau Estate - Last MCU (cholinesterase) conducted on 11 July 2022, was attended by 31 workers - Tanjung Paring Estate - Last MCU (cholinesterase) conducted on 18 June 2022, was attended by 31 workers - Langadang Estate - Last MCU (cholinesterase) conducted on 1st July 2022, was attended by 23 workers - Tasik Mas Estate - Last MCU (cholinesterase) conducted on 12th July 2022, was attended by 35 workers • Medical Check for all workers conducted 27-29 June 2022 in Hanau POM, on 29-30 June 2022 in Langadang Estate and on 13 – 17 June 2022 in Tanjung Paring Estate • PPE monitoring use – Inspeksi Ketidaktertahuan Pemakaian APD”, dated 24th May 2022, location in Division I Tasik Mas Estate. There was reported OK (all workers using PPE as required at risk assessment) • PPE monitoring uses - Inspeksi Ketidaktertahuan Pemakaian APD”, 	
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		<p>dated 30th June 2022, location in W13/14 Division 3, Tanjung Pring Estate. There was reported a harvester has not using egrek cover. The correction has followed up, by the completed the egrek cover.</p> <ul style="list-style-type: none"> • Handover of PPE – Formulir Berita Acara Serah Terima APD, dated 4th January 2022, for pesticides applicator in Langadang Estate. PPE consisted of mask, uniform (apron), gloves, helm full face, AP booth. • Handover of PPE – Formulir Berita Acara Serah Terima APD, dated 23rd June 2022, for harvesters in Hanau Estate. PPE consisted of helm, AP booth • Monitoring of First Aid Kit, month May 2022. Sample location in Production Foreman, Office, Temporary Hazardous Waste, Fertilizer Warehouse. • Fire drill report (emergency response training) dated 31st May 2022 location Langadang Estate was attended by 19 participants consisted of Emergency Team. Date verified: Scenario, attendance list, documentation, evaluation report. <p>Sample reports reviewed were for OHS meeting during January – June 2022. The actions were monitored for realization and reported to management and local authority. Concerns of all parties about health, safety and welfare were discussed at the meeting such as: review of accident, PPE Checklist update, result of internal audit, incident investigation, etc.</p>	
<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has demonstrated a documented programme that provides training, which covers applicable aspects of P&C Principles.</p> <p>The training program as per “Program dan Realisasi Training 2022”, such as:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> ○ Training for first aider planned in April 2022 ○ Training for LSU (leaf sampling unit) planned April 2022 ○ Training for census of PHT planned in July 2022 ○ Training for fertilizer application planned in July 2022 ○ Training for HCV planned in March 2022 ○ Training on handling of hazardous waste management planned in August 2022 ○ Emergency response and preparedness training/drill/simulation, planned in May 2022 ○ Training on Social Impact Assessment (SIA) planned in January 2022 ○ Training on fertilizer application, planned in February 2022 ○ Environments & Sustainability and special certifications ○ PPE training at Mill ○ OHS Policy training <p>Training records:</p> <ul style="list-style-type: none"> ● Fire drill report (emergency response training) dated 31st May 2022 location Langadang Estate was attended by 19 participants consisted of Emergency Team. Date verified: Scenario, attendance list, documentation, evaluation report. ● Training on fertilizer application dated 13th July 2022, was attended 93 workers, location Club House in Tasik Mas Estate. Data verified: Training documentation, training material, attendance list. ● Fire drill report (emergency response training) dated 18th May 2021 location Hanau Estate was attended by 52 participants consisted of Emergency Team. Date verified: Scenario, attendance list, documentation, evaluation report. ● Record of training on Social Impact Assessment (SIA), dated 20 January 2022 – was attended by 13 workers, location in Regional Office. ● Record of training on handling of hazardous waste management, 	
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		<p>dated 23rd September 2021 – was attended by 12 workers, location in Central Warehouse in Tanjung Paring Estate.</p> <ul style="list-style-type: none"> Record of refreshment training on HCV dated 28th March 2022, was attended by 13 worker s – location in Regional Office Kalteng 1. Record of socialization the company policies to all worker performed on 19 December 2021 – was attended by 19 workers in Hanau POM. 	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>Record of training for each employee are properly maintained in Training transcript for each employee.</p> <p>For example during RAV - 2022:</p> <ul style="list-style-type: none"> Mr Sumarno (Head of Fertilizer Warehouse in Hanau Estate – ID number: 08018), has completed the training: <ul style="list-style-type: none"> Socialization of company policies dated 13th January 2022 Training on mechanism of grievance, dated 21st January 2022 Refreshment training on implementation of RSPO-ISPO dated 10th March 2021 Training of OHS and risk assessment dated 21st April 2022 Training on handling of hazardous waste dated 7th June 2021 Training on using of PPE dated 19th May 2020 Training of fist aid dated 13th February 2020 Mr M Yongki (Foreman in Tanjung Paring Estate – ID number: 11024), has completed the training: <ul style="list-style-type: none"> Training on fertilizer application dated 13 July 2022 Training on integrated pest management dated 13 July 2022 Training on emergency response and preparedness dated 10 February 2022 Training on handling of hazardous waste dated 23 September 2021 Training on pesticides application dated 3 June 2020 Training on using of PPE dated 19th May 2020 Training of fist aid dated 13th February 2020 	Complied

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		<ul style="list-style-type: none"> • Mr Sulipan (Harvester in Tasik Mas Estate – ID number: 13214), has completed the training: <ul style="list-style-type: none"> - Training on emergency response and preparedness dated 10 February 2022 - Training of OHS dated 13 January 2022 - Training of HCV dated 11 June 2021 - Training on company policies dated 2nd June 2021 - Training on using of PPE dated 19th May 2020 - Training of fist aid dated 13th February 2020 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor compliance -</p>	<p>Training record for RSPO SCCS:</p> <ul style="list-style-type: none"> - Minutes of Training “Notulensi Supply Chain Certification System RSPO dan RSPO P&C” dated 9 April 2019. Training attended by 8 employee in Hanau POM: Manager, SPO officer, staff, laboratory attendant, etc. - Minutes of Training “Notulensi RSPO Supply Chain Certification System dan Pemahaman RSPO P&C” dated 9 March 2020. Training attended by all employee in Hanau POM: Manager, SPO officer, staff, laboratory attendant, security, weighbridge attendant, dispatch officer, etc. This include socialization of supply chain clause for transporter/CPO transport contractor. - Training Material for RSPO SCCS “Sosialisasi SCCS” dated 19 February 2021, attended by all employee in Hanau POM. Record of post test from RSPO SCCS Training for critical process: dispatch, grading, laboratory, security, weighbridge operator. - Minutes of Training “Notulensi Pemahaman ISCC, RSPO, RSPO Supply Chain Certification System” dated 24 January 2022. Training attended by all employee in Hanau POM. 	Complied

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		Verified with security at mill gate, weighbridge operators, dispatch operator statement that the all relevant personnel gets RSPO SCCS training.	
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>PT. Tapian Nadenggan - Hanau POM is not implementing RSPO SCCS – Identity Preserved Module because receiving and processing non-certified FFB. Not applicable.</p>	Complied
3.8.2	<p>Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>PT. Tapian Nadenggan - Hanau POM is implementing RSPO SCCS – Mass Balance Module because receiving and processing non-certified FFB. CH is maintaining Mass Balance spreadsheet to monitor receipt, process and sales of RSPO certified and non-certified product. Hanau POM only claim proportion of oil palm products produced from processing certified FFB. The RSPO SCCS module stipulated under the "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK)</p>	<p>PT. Tapian Nadenggan - Hanau POM reported the quota in the last RSPO P&C public summary report with FFB 377,328.29 MT; CPO 81,125.58 MT; PK 22,639.70 MT.</p>	Complied

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	that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	In PalmTrace, PT. Tapian Nadenggan - Hanau POM license indicates the production from the last RSPO P&C public summary report, certificate and volume extensions. FFB 902,893.14 MT; CPO 196,692.87 MT; PK 54,690.78 MT;	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	PT. Tapian Nadenggan - Hanau POM registering and reporting the FFB production (for standard 12 months), certified CPO and PK production, certified CPO and PK sales through PalmTrace account. RSPO IT account PT. Tapian Nadenggan - Hanau POM No.RSPO_PO1000001154, license active until 25 August 2022.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> • Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. • Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). • Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. • The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>SOP RSPO SCCS</p> <p>a) PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021. The procedure consist of scope of procedure; roles and responsibilities; working steps from receiving to product dispatch; processing; production monitoring; three-monthly report; transaction registration; document control;</p> <p>b) PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021. Section 7 "Dokumentasi" explains the requirement for overall process reporting documentation and record which referring to corporate procedure "SOP Pengendalian Dokumen dan Rekaman No.SOP/SMART/UMUM/SADV/I/001".</p> <p>c) PIC for RSPO SCCS implementation in Hanau POM is Admin Sub Unit Head. Job description as Traceability Officer Hanau POM: responsible for</p>	Complied

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		<p>traceability in all production process. create CPO delivery from POM to buyer; summarize data on CPO delivery to buyer; update contractor and supplier database; prepare certified product report every 3 months. Appointment letter: "Surat Keputusan No.027/TN-HNAM.K/SPO-INT/SK/III/2018 tentang Penunjukan Traceability Officer PT. Tapian Nadenggan", dated 5 March 2018 for Mr. Agus Makmun – Admin Sub Unit Head Hanau POM.</p> <p>d) PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021. Section 6.1 explains the process for FFB receiving, certified FFB and non-certified FFB recording.</p> <p>Section 6.3 explains the FFB grading and rejection.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal audit procedure for RSPO SCCS implementation refers to "SOP Internal Audit No.SOP/SMART/UMUM/SADV/I/009" dated 1 July 2014. "Section 2.2.1 – Penyusunan Program Internal Audit" stated Internal Audit carried out minimum once per annum and possible to be added.</p> <p>Section "2.4.10 Penyusunan Rencana Perbaikan dan Pencegahan" stated Unit Head will prepare and implement correction and corrective action.</p> <p>Internal auditor has received training: Joko Alam participated in RSPO Supply Chain Certification Standard 2020 Training by Checkmark Training, dated 9-10 March 2020. Hasto Trijatmiko No.HTD-RSPO-SCC-11/01/19 dated 10 and 11 January 2019.</p> <p>PT. Tapian Nadenggan - Hanau POM carried out internal audit against RSPO P&C including the RSPO SCCS requirement:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> - Internal audit RSPO year 2020 on 20-29 April 2020, for criterion 3.8 including the market communication and claim in 3.8.17. Report available. Internal auditor for RSPO SCCS Hasto Tri Jatmiko. - Internal audit RSPO year 2021 on 1-10 March 2021, for criterion 3.8 including the market communication and claim in 3.8.17. Report available. Internal auditor RSPO SCC Joko Alam. - Internal audit RSPO year 2022 on 7-11 March 2022, for criterion 3.8 including the market communication and claim in 3.8.17. Report available. Internal auditor for RSPO SCC Joko Alam. 	
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021.</p> <ul style="list-style-type: none"> - Section 6.1 explains the process for FFB receiving, certified FFB and non-certified FFB recording. - Section 6.6 explains if the projection of certified product more than certified product claim, mill will inform RSPO CB and RSPO IT system/Palmtrace of the projected overproduction. The communication will be assisted by Certification Department. - Section 6.3 explains the FFB grading and rejection. PT. Tapian Nadenggan - Hanau POM has a list of certified and non-certified oil palm plantation block. Non-conforming FFB and non-certified FFB will be downgraded to non-certified FFB. <p>Docket and weighbridge ticket FFB certified sampled: 2020: Surat Pengantar Buah Tanjung Paring Estate No.1423/TBS/02/20/07D070, vehicle number KH8032FF; dated 30 July 2020; 396 bunches; block U-13 complex 99D29. Weighbridge ticket No.H192HNAM U01464 dated 30 July 2020; from complex 99D29; weigh FFB 7,890 kg; Status certified.</p>	Complied

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		<p>Surat Pengantar Buah Tasik Mas Estate No.1424/TBS/02/20/07/C101, vehicle number KH8607PG; dated 30 July 2020; 392 bunches; block O10/O9 complex 96D04.</p> <p>Weighbridge ticket No.H192HNAM U01459 dated 30 July 2020; from complex 96D04; weigh FFB 8360 kg; Status certified.</p> <p>Surat Pengantar Buah Hanau Estate No.1422/TBS/05/20/07/U027, vehicle number KH925GH; dated 30 July 2020; 393 bunches; block F14/F15 complex 97D18.</p> <p>Weighbridge ticket No.H192HNAM U01465 dated 30 July 2020; from complex 97D18; weigh FFB 6,870 kg; Status certified.</p> <p>2021:</p> <p>Surat Pengantar Buah Langadang Estate No.1432/TBS/02/21/8G026, vehicle No.KH8090PN; date 10 August 2021; FFB 401 bunches; block A13/A14-complex 04B17.</p> <p>Weighbridge ticket No.P212 HNAM M13346 date 10 August 2021; from block 04B17; weigh FFB 9,420 kg; Status certified.</p> <p>Surat Pengantar Buah Tanjung Paring Estate No.1423/TBS/06/21/08S024, vehicle No.KH8426LN; date 10 August 2021; FFB 405 bunches; block R32/R33-complex 07D38.</p> <p>Weighbridge ticket No.P212 HNAM M13349 date 10 August 2021; from block 07D38; weigh FFB 8,600 kg; Status certified.</p> <p>Surat Pengantar Buah Hanau Estate No.1422/TBS/04/21/08L025, vehicle No.KH9071P; date 14 August 2021; FFB 460 bunches; block C07/08-complex 96D14.</p> <p>Weighbridge ticket No.P212 HNAM M14201 date 14 August 2021; from block 96D14; weigh FFB 7,860 kg; Status certified.</p>	
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		<p>2022:</p> <p>Surat Pengantar Buah Tasik Mas Estate No.1424/TBS/02/22/05C099, vehicle No.KH9027PF; date 30 May 2022; FFB 362 bunches; block P5/P6-complex 98D05.</p> <p>Weighbridge ticket No.E214 HNAM B18167 date 30 May 2022; from block 98D05; weigh FFB 8,900 kg; Status certified.</p> <p>Surat Pengantar Buah Tanjung Paring Estate No.1423/TBS/04/22/04U044, vehicle No.KH8459FF; date 18 April 2022; FFB 341 bunches; block U27/U28-complex 05D34.</p> <p>Weighbridge ticket No.E214 HNAM B17125 date 18 April 2022; from block 05D34; weigh FFB 7,910 kg; Status certified.</p> <p>Docket and weighbridge ticket for FFB non certified sampled:</p> <p>2020:</p> <p>Surat Pengantar Buah No.LUJE/TBS/01/07/20/0720 PT. Prima Sentosa Pratama Putra, vehicle No.KH8814GM; date 30 July 2020; FFB 505 bunches.</p> <p>Weighbridge ticket No.H192 HNAM U04702 date 30 July 2020; weigh FFB 8,110 kg; non-certified.</p> <p>2021:</p> <p>Surat Pengantar Buah No.12/SPB/I/ITR-X/VIII/2021 PT. Indotruba Timur, vehicle No.KH9802P; date 12 August 2021; FFB 465 bunches. Weighbridge ticket No.P212 HNAM M13698 date 12 August 2021; weigh FFB 8,760 kg; status non-certified.</p> <p>2022:</p>	
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		<p>Surat Pengantar Buah No.24/SPB/I/ITR-X/IV/2022 PT. Indotruba Timur, vehicle No.KH8030GL; date 24 April 2022; FFB 350 bunches. Weighbridge ticket No.E214 HNAM B26425 date 24 April 2022; weigh FFB 5,570 kg; status non-certified.</p>	
<p>3.8.8</p>	<p>Sales and Goods Out The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021. Section 6.7 explains the product sales/dispatch starting from Delivery Order receiving, product dispatch process referring to mill procedure "SOP Despatch CPO/PKO/PK/PKM No. SOP/SMART/MCMD/III/TM-DSP" dated 30 June 2020.</p> <p>Sample of sales documents with complete information as per standard: Contract 1451/CPO/1451/20/T117, dated 21 December 2020; Seller PT.Tapian Nadenggan - Hanau POM; Buyer PT. Sumber Indah Perkasa; volume contract 600 MT; product CPO. Bill of Lading No.KLI/LA-013 dated 30 January 2021; vessel TB Mitra Kencana III/TK Sumber Kencana VII; destination Tarahan, Lampung Province.</p> <p>Sample Weighbridge ticket No.M194 HNAM E04274, dated 28 December 2020; volume 9,180 kg; product CPO MB; certificate RSPO679706-20129949/RSPO MB. Transporter CV Karya Bahtera Utama, No.KH8833PM. Shipping announcement TR-0c647a0b-6d70;</p> <ul style="list-style-type: none"> - The name and address of the buyer: PT. Sumber Indah Perkasa, address in Tarahan, Lampung Province, Indonesia. - The name and address of the seller: PT. Tapian Nadenggan - Hanau POM, address in Derangga Village, Hanau District, Seruyan Regency, Kalimantan Tengah Province, Indonesia. - The loading or shipment/delivery date: 28 December 2020. 	<p>Complied</p>

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		<ul style="list-style-type: none"> - The date on which the documents were issued: weighbridge ticket for PK dispatch issued 28 December 2020. - RSPO certificate number: RSPO679706 - A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): CPO RSPO MB - The quantity of the products delivered: 9,180 kg - Any related transport documentation: transport from CV Karya Bahtera Utama - A unique identification number: RSPO679706-20129949/RSPO MB <p>Other samples of sales documents with complete information:</p> <ul style="list-style-type: none"> - TR-e5742a44-3d0c; Contract 1451/KER/1451/19/L022, dated 15 November 2019; volume contract 1,000,000 kg; product Palm Kernel. Sample Weighbridge ticket No.N192HNAML06641, dated 21 November 2019; volume 8,070 kg; product Palm Kernel; certificate RSPO679706-19113109/RSPO MB. Transporter internal KH8614FT. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. - TR-5c084834-bc9a; Contract 1451/KER/1451/19/L019, dated 27 September 2019; volume contract 1,500,000 kg; product Palm Kernel. Sample Weighbridge ticket No.N192HNAML19348, dated 30 September 2019; volume 7,950 kg; product Palm Kernel; certificate RSPO679706-19092621/RSPO MB. Transporter internal KH8614FD. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. - TR-3b864f51-a6ff; contract 1451/CPO/1451/20/T114; dated 14 December 2020; volume contract 500 ton; product CPO. Bill of Loading No.067/BS/XII/2020 dated 28 December 2020. Sample Weighbridge ticket No.M194 HNAM E06226, dated 5 January 2021; volume 7,580 kg; product CPO; certificate RSPO679706- 	
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		<p>210100/75/RSPO MB. Transporter CV Berkat Sekumpul KH8644DD. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Sumber Indah Perkasa (Lampung).</p> <ul style="list-style-type: none"> - TR-2ceb973f-22ee; Contract 1451/KER/1451/20/L044, dated 29 September 2020; volume contract 800,000 kg; product Palm Kernel RSPO MB. Sample Weighbridge ticket No.H192HNAM U21272, dated 9 October 2020; volume 7,940 kg; product Palm Kernel; certificate RSPO679706-20102585/RSPO MB. Transporter internal KH8614FD. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. - TR-b7a380c9-8d94; contract 1451/CPO/1451/20/T053; dated 3 June 2020; volume contract 1,000 ton; product CPO. Bill of Lading No.KMI/LA-087 dated 6 July 2020. Vessel TB Kijang Mas/TK Bumi Palma Tiga. Sample Weighbridge ticket No.P191 HNAM K03686, dated 10 June 2020; volume 10,250 kg; product CPO; certificate RSPO679706-200643/18/RSPO MB. Transporter CV Alam Persada KH8611GN. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Sumber Indah Perkasa (Lampung). - TR-e63491e2-05d8; Contract 1451/KER/1451/20/L012, dated 19 March 2020; volume contract 500,000 kg; product Palm Kernel. Sample Weighbridge ticket No.M194HNAM M03579, dated 26 March 2020; volume 6,200 kg; product Palm Kernel; certificate RSPO679706-20030677/RSPO MB. Transporter internal KH9393VE. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. - TR-6885798b-1b84; Contract 1451/KER/1451/21/L016; dated 10 November 2021; volume contract 1,800,000 kg; product Palm Kernel. Sample Weighbridge ticket No.R213HNAM T05484, dated 25 November 2021; volume 8,160 kg; product Palm Kernel; certificate RSPO679706-21112819/RSPO MB. Transporter internal KH8614FD. 	
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		<p>Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP.</p> <ul style="list-style-type: none"> - TR-1a010644-3524; contract 1451/KER/1451/21/L008; dated 6 April 2021; volume contract 3,500,000 kg; product Palm Kernel. Sample Weighbridge ticket No.A184 HNAK A09605, dated 31 May 2021; volume 6380 kg; product Palm Kernel; certificate RSPO679706-21051320/RSPO MB. Transporter internal KH9393VE. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. - TR-f93c98c3-7f16; contract 1451/CPO/1451/20/T115; dated 14 December 2020; volume contract 1,000 ton; product CPO. Bill of Loading No.003/BS/I/2021 dated 8 January 2021. Sample Weighbridge ticket No.M194 HNAM E01181, dated 19 December 2020; volume 7,510 kg; product CPO; certificate RSPO679706-20129/18/RSPO MB. Transporter Yayasan Al Miftahussalam KH9273P. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Sumber Indah Perkasa (Lampung). - TR-5712beef-7e1a; contract 1451/KER/1451/22/L007; dated 30 March 2022; volume contract 1,000,000 kg; product Palm Kernel. Sample Weighbridge ticket No.E214 HNAM B 03010, dated 31 March 2022; volume 7,670 kg; product Palm Kernel; certificate RSPO679706-22030672/RSPO MB. Transporter internal KH8614FD. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. - TR-4a6adaf6-ac85; contract 1451/KER/1451/22/L004; dated 25 February 2022; volume contract 900,000 kg; product Palm Kernel. Sample Weighbridge ticket No.R213 HNAM T22152, dated 9 March 2022; volume 7,710 kg; product Palm Kernel; certificate RSPO679706-22030475/RSPO MB. Transporter internal KH8614FD. Seller PT. Tapian Nadenggan – Hanau POM; Buyer PT. Tapian Nadenggan - Hanau KCP. 	
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<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification. ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. 	<p>PT. Tapian Nadenggan - Hanau POM contracting CPO transport to independent third parties, CV Alam Persada, CV Berkhat Sekumpul, CV Karya Bahtera Utama, CV Al Miftahussalam.</p> <ul style="list-style-type: none"> a) In work agreement "Surat Perjanjian Kerja PT. Tapian Nadenggan dan CV Alam Persada No.001/TN/HNAM/04/2021" dated 1 April 2021 and valid until 31 March 2023. In the agreement, Verse 1 stipulates the CPO belongs to PT. Tapian Nadenggan and to be transported from mill to bulking by CV Alam Persada. In addition, the independent third-party contactor signed statement letter "Surat Pernyataan" dated 2 March 2020. In the statement letter stated CV Alam Persada will comply to sustainable palm oil requirement and willing to be audited by Certification Body. b) In work agreement "Surat Perjanjian Kerja PT. Tapian Nadenggan dan CV Berkhat Sekumpul No.002/TN/HNAM/04/2021-CPO" dated 1 April 2021 and valid until 31 March 2023. In the agreement, Verse 1 stipulates the CPO belongs to PT. Tapian Nadenggan and to be transported from mill to bulking by CV Berkhat Sekumpul. c) In work agreement "Surat Perjanjian Kerja PT. Tapian Nadenggan dan CV Karya Bahtera Utama No.003/TN/HNAM/04/2021-CPO" dated 1 April 2021 and valid until 31 March 2023. In the agreement, Verse 1 stipulates the CPO belongs to PT. Tapian Nadenggan and to be transported from mill to bulking by CV Karya Bahtera Utama. d) In work agreement "Surat Perjanjian Kerja PT. Tapian Nadenggan dan Yayasan Al Miftahussalam No.004/TN/HNAM/04/2021-CPO" dated 1 April 2021 – 31 March 2023. In the agreement, Verse 1 stipulates the CPO belongs to PT. Tapian Nadenggan and to be transported from mill to bulking by CV Al Miftahussalam. In addition, the independent third-party contactor signed statement letter "Surat Pernyataan" dated 9 March 2020. In the statement, stated Yayasan Al Miftahussalam will comply to sustainable palm oil requirement and willing to be audited by Certification Body. 	<p>Complied</p>
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		<p>e) PT. Tapan Nadenggan performed RSPO SCCS socialization to third party CPO transporters on 10 January 2022. The socialization was attended by representative from CV. Karya Bahtera Utama, CV. Alam Persada, CV Berkas Sekumpul.</p> <p>f) PT. Tapan Nadenggan perform control through physical inspection of the tanker trucks. Sampled form "FORM-08-MIDA-M-03/01 Formulir Surat Izin Masuk/ Keluar Kendaraan" dated 12 July 2022, truck from CV Al Miftahussalam, No.KH08057PM. Checklist comprise of fuel, tire condition, tank condition, cleanliness, seal on manhole.</p> <p>During onsite RSPO P&C RAV in PT. Tapan Nadenggan – Hanau POM, audit team interviewed the contractors: CV Alam Persada and CV Miftahussalam and noted the contractors understanding on critical aspect in transporting certified CPO to bulking/buyer.</p>	
<p>3.8.10</p>	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>PT. Tapan Nadenggan - Hanau POM contracting CPO transport to independent third parties, CV Alam Persada, CV Berkas Sekumpul, CV Karya Bahtera Utama, CV Al Miftahussalam.</p> <p>During the onsite audit, audit team be able to meet and interviewed PIC from CV Alam Persada and CV Al Miftahussalam.</p> <p>CV Alam Persada, address Seruyan Regency, Kalimantan Tengah Province; PIC: Joni and Amaryon; Telephone number and address available.</p>	<p>Complied</p>
<p>3.8.11</p>	<p>The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>	<p>PT. Tapan Nadenggan - Hanau POM contracting CPO transport to independent third parties, CV Alam Persada, CV Berkas Sekumpul, CV Karya Bahtera Utama, CV Al Miftahussalam.</p> <p>During the onsite audit, audit team be able to meet and interviewed PIC from CV Alam Persada and CV Al Miftahussalam.</p>	<p>Complied</p>

<p>3.8.12</p>	<p>Record keeping</p> <ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock). 	<p>PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Supply Chain Produk Bersertifikat Model Mass Balance No.PT.SMS-PPNM/SOP/27 rev.08", dated 2 June 2021.</p> <p>Audit team can extract data sampled from year 2019.</p> <ul style="list-style-type: none"> - Section 7 "Dokumentasi" explains the requirement for overall process reporting documentation and record which referring to corporate procedure "SOP Pengendalian Dokumen dan Rekaman No.SOP/SMART/UMUM/SADV/I/001". <p>PT. Tapian Nadenggan - Hanau POM refers to Document Control Procedure "SOP Pengendalian Dokumen dan Rekaman No.SOP/SMART/UMUM/SADV/I/001" – Section 2.4.12.e. stipulated the document retention kept for 10 (ten) years.</p> <p>Audit team verified the implementation of the procedure through checking delivery dockets and weighbridge as far as August 2019.</p> <ul style="list-style-type: none"> a. PT. Tapian Nadenggan - Hanau POM maintains mass balance spreadsheet to monitor the proportion of certified FFB, non-certified FFB, certified CPO, non-certified CPO, certified PK and non-certified PK. b. PT. Tapian Nadenggan - Hanau POM through mass balance spreadsheet monitors the proportion of certified CPO and certified PK. c. Based on document review against PT. Tapian Nadenggan - Hanau POM mass balance spreadsheet period 2019-2022 (to date June 2022), CH has not sell short. 	<p>Complied</p>
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3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Yes, extraction rate Hanau POM updated on daily basis and summarized into Monthly report. The projected OER and KER for 12 months period has been sets at 20.50% and 6.00%. Sample recorded:</p> <ul style="list-style-type: none"> - OER 2019 21.50% and KER 2019 6.00%; - OER 2020 20.31% and KER 2020 6.02%; - OER 2021 20.50% and KER 2021 6.00%; - OER 2022 20.50% and KER 2022 6.00%; 	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Yes, extraction rate updated on daily basis and summarized into Monthly report. Sample recorded from PT. Tapian Nadenggan - Hanau POM:</p> <ul style="list-style-type: none"> - 30 August 2019 based on "Daily Production Report" period August 2019, FFB processed total todate 39,985.64 MT; CPO production certified todate 7,997.86 MT; CPO production non-certified 219.78 MT; PK production certified todate 2,688.95 MT; PK production non-certified todate 74.15 MT; OER todate 20.55%; KER 6.91%; - 30 September 2020 based on "Daily Production Report" period September 2020, FFB processed total todate 37,768.87 MT; CPO production certified todate 7,357.71 MT; CPO production non-certified 203.97 MT; PK production certified todate 2,361.87 MT; PK production non-certified todate 110.28 MT; OER todate 20.02%; KER 6.51%; - 30 April 2021 based on "Daily Production Report" period April 2021, FFB processed total todate 36,311.93 MT; CPO production certified todate 7,471.21 MT; CPO production non-certified 185.88 MT; PK production certified todate 2,188.81 MT; PK production non-certified todate 54.53 MT; OER todate 21.09%; KER 6.18%; - 31 June 2022 based on "Daily Production Report" period June 2022, FFB processed total todate 43,141.09 MT; CPO production certified todate 8,350.78 MT; CPO production non-certified 140.44 MT; PK production certified todate 2,655.81 MT; PK production non-certified todate 44.86 MT; OER todate 19.68%; KER 6.26%; 	Complied

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3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>PT. Tapan Nadenggan - Hanau POM implement RSPO SCCS Module: Mass Balance.</p>	Complied
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Tapan Nadenggan – Hanau POM register its CSPO and CSPK sales transaction into PalmTrace. Shipping announcement sampled:</p> <ul style="list-style-type: none"> - Shipping announcement TR-e5742a44-3d0c for 179.65 MT CSPK; Contract 1451/KER/1451/19/L022, dated 15 November 2019; volume contract 1,000,000 kg; product Palm Kernel. - Shipping announcement TR-5c084834-bc9a for 655.57 MT CSPK; Contract 1451/KER/1451/19/L019, dated 27 September 2019; volume contract 1,500,000 kg; product Palm Kernel. - Shipping announcement TR-2ceb973f-22ee for 178.85 MT CSPK; Contract 1451/KER/1451/20/L044, dated 29 September 2020; volume contract 800,000 kg; product Palm Kernel RSPO MB. - Shipping announcement TR-e63491e2-05d8 for 499.58 MT CSPK; Contract 1451/KER/1451/20/L012, dated 19 March 2020; volume contract 500,000 kg; product Palm Kernel. - Shipping announcement TR-6885798b-1b84 for 776.93 MT CSPK; contract 1451/KER/1451/21/L016; dated 10 November 2021; volume contract 1,800,000 kg; product Palm Kernel. - Shipping announcement TR-1a010644-3524 for 624.19 MT CSPK; contract 1451/KER/1451/21/L008; dated 6 April 2021; volume contract 3,500,000 kg; product Palm Kernel. - Shipping announcement TR-5712beef-7e1a for 122.1 MT CSPK; contract 1451/KER/1451/22/L007; dated 30 March 2022; volume contract 1,000,000 kg; product Palm Kernel. 	Complied

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		<p>- Shipping announcement TR-4a6adaf6-ac85 for 41.42 MT CSPK; contract 1451/KER/1451/22/L004; dated 25 February 2022; volume contract 900,000 kg; product Palm Kernel. All shipping announcement does not exceed three months from the transaction/delivery date.</p> <p>PT. Tapian Nadenggan – Hanau POM remove the CSPO and CSPK sales transaction for other certification into PalmTrace. Remove quota sampled:</p> <ul style="list-style-type: none"> - ST-TR-d728fb51-ebed; for removal of 5,941.61 MT CSPO; dated 13 December 2019. - ST-TR-53c7851c-ab85; for removal of 5,115.55 MT CSPO; dated 6 December 2020. - ST-TR-ee492263-5adf; for removal of 3,082.32 MT CSPO; dated 30 March 2021. - ST-TR-4d5a7a38-7422; for removal of 5,239.13 MT CSPO; dated 6 May 2022. 	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT. Tapian Nadenggan - Hanau POM refers to procedure "SOP Rantai Pasok Model Mass Balance No.SOP/TN/SCP rev.09", dated 3 July 2021.</p> <p>Section 6.7.4 stated all product delivery shall not include logo, trademark of label as regulated in RSPO Rules on Market Communications & Claims Standard.</p> <p>Audit team confirmed no claim being made by PT. Tapian Nadenggan - Hanau POM in its sales documents.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>The following was communicated in the group website: www.goldenagri.com.sg</p>	Complied

		"Our operating entity in Indonesia, PT SMART Tbk, joined the Roundtable on Sustainable Palm Oil (RSPO) when it started in 2005. GAR joined subsequently in 2011. To date, the following assets have received RSPO certification (265,867 Ha plantations, 31 mills)".	
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member's history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>The following was communicated in the group website: www.goldenagri.com.sg</p> <p>"Our operating entity in Indonesia, PT SMART Tbk, joined the Roundtable on Sustainable Palm Oil (RSPO) when it started in 2005. GAR joined subsequently in 2011. To date, the following assets have received RSPO certification (265,867 Ha plantations, 31 mills)".</p> <p>No RSPO trademark display.</p>	Complied
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	<p>The communication in www.goldenagri.com.sg does not do that.</p> <p>There is clear that no statement may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	The communication in www.goldenagri.com.sg is consistent, clear and not mislead consumers or other stakeholders as to the certified content of oil palm products in the PT. Tapian Nadenggan – Hanau POM own products.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	There is no RSPO corporate logo used in the website, official documents, or official letterhead template.	Complied
Business to business communications			

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5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	The business to business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no trademark used.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	The business to business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no trademark used.	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	PT. Tapan Nadenggan - Hanau POM is not a distributor or wholesaler. Not Applicable.	Not Applicable
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	The business to business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no label used.	Complied

MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	100% of the oil palm content in product, both CSPO and CSPK is RSPO MB.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	No non-certified product claimed.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is 	The business to business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no messaging/label/trademark/label used.	Complied

	provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document.		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>The business to business communication is through the delivery documents. However, the communication is mainly of the RSPO certificate number and product description. There is no messaging/label/trademark/label used.</p>	Complied
Principle 4: Respect community and human rights and deliver benefit			
Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>PT Tapan Nadenggan - Hanau POM has established the policy related to respect human rights, including prohibiting retaliation as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6. 	
<p>4.1.2</p>	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan - Hanau POM has established the policy related does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This</p>	<p>Complied</p>

		<p>commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p> <p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> • Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. • Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. • Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. • Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6. 	
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		<p>During onsite audit RAV-2022, based on interview with sample workers, they have understood that PT Tapan Nadenggan – Hanau POM does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations</p>	
<p>Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			
<p>4.2.1</p>	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -</p>	<p>Unit of Certification established procedure “<i>SOP Penanganan Keluhan dan Ketidakpuasan (SOP/SMART/GIMS-SCMD/USDV/I/001, R.2, dated 11 April 2017)</i>”. Scope of the procedure covering complaints and dissatisfaction records, classification, communication, planning, resolution, monitoring and reporting of complaint and dissatisfaction handling, including form of any sexual harassment to workers nor children sourced from internal and external parties.</p> <p>This procedure is used for handling of any complaints and dissatisfaction to all affected parties. Within the procedure stated:</p> <ul style="list-style-type: none"> - Any complaints (direct or indirectly) receives and record in Form F/SMART/GIMS-SCMD/USDV/I/001/001 by social officer or administration head. - Entire data and complaint information can be publicly available or classify to affected parties upon approval by reporter. Unit of certification ensure anonymity of complainants and whistle-blower with aims to reducing retaliation risks. - Complaints and disputes can be deliver by mailbox to Head Office, or by phone through hotline and app or email. - Response shall be made within 14 working days after complaints or disputes receives. - If complaints and dissatisfaction are submitted verbally (the complainant cannot read or write) or by telephone, the recipient of the report must assist in writing/recording the complaint. 	<p>Complied</p>

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		<p>Other than that, unit of certification also had the mechanism to allow stakeholders reports their concern, fraud, violation or any form of error through the short message, whatsapp or voice note, email, PO Box and mail address.</p> <p>Email: TellUs@sinarmas-agri.com</p> <p>Short message, whatsapp or voice note: 088-1111-8000</p> <p>PO Box: 2220</p> <p>Mail address: JKP 10222 Jakarta - Indonesia</p> <p>This mechanism has been posted in each division and estate office.</p>	
<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The organisation has set a delivery mechanism for complaints of workers in the Procedure SOP-IK Sustainability Palm Oil "SOP Penanganan Keluhan dan Ketidakpuasan" No. SOP/SMART/SIGS/SADV/I/00, dated 1st July 2014 (acuan SOP Masih yang lama, acuan Hal 139) on grievance and dissatisfaction. Complaint follow up was carried out in accordance with the grievance procedure and Consultation Communication No. SOP/SPO/SMART/LH-19. Complaints and grievances from anonymity of complainants and whistle-blowers will be received by organization. Identity of whistle-blowers was protected and will be withheld by organization to reduce the risk of reprisal. Complaint and grievance from stakeholder were recorded in Logbook of Complaint and Grievance. All of social complaint from stakeholder shall be responded maximum in one month. Head of administration (KTU) will be informed to manager maximum in one week to discuss handling of complaint.</p> <p>This procedure has communicated to village head and community leader around estate at Hanau Estate, Tasik mas Estate, and Langadang Estate.</p>	<p>Complied</p>

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<p>4.2.3</p>	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Documented procedure for communication and consultation with public was established (Procedure of consultation and communication is documented under "SOP Komunikasi dan Konsultasi No.SOP/SMART/UMUM/I/004", revision 00, dated 1st July 2014). Stage of communication and consultation with public was described in the procedure and it has been communicated to stakeholder. Communication and consultation have considered differential access to information for male/ female, workers, villagers representative both old and new villagers including ethnics.</p> <p>The procedure designed in collaboration with local communities and other affected or interested parties, and also designed with consideration to the use of appropriate existing local mechanisms and languages. The procedure was in Bahasa Indonesia that understood by all surrounding communities.</p> <p>Communication and consultation have considered differential access to information for male/ female, workers, villagers representative both old and new villagers including ethnics.</p> <p>Communication and consultation can be done using verbal or letter. Result of communication and consultation was recorded in the Record No. F/SMART/UMUM/SADV/004/003, e.g. road maintenance, donation, facilities support, invitation for memorial, etc. Most of requests were an invitation to follow the event held by the stakeholders, for example: invitation for memorial of religious holidays, invitation for area meeting from local labor department, etc.</p>	<p>Complied</p>
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4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>Workers and stakeholder grievance recorded in the logbook Records of grievance and complaint "Monitoring Keluhan Karyawan/Buku Catatan & Penangan Keluh Kesah in Mill" (F/SMART/SIGS-CSR/SADV/003/001). Until this audit (July 2022), there was no grievance noted at Hanau Mill, Hanau Estate and Tanjung Paring Estate, Langadang Estate and Tasik Mas Estate.</p> <p>Based on logbook of record ("Formulir Pencatatan Keluhan dan Ketidakpuasan Internal and External) there is no complaint was received at Hanau Estate & Mill, Langadang Estate, Tasik Mas Estate and Tanjung Paring Estate during this audit.</p> <p>Through the information gathered from the local communities representatives/previous land owner informed that all the land acquisition/land dispute process always witnessed by the government representatives such as village leader, district leader/staff. They also able to ask for help/hired the lawyer if any land dispute that cannot be resolved. However, there is no land dispute until this assessment.</p>	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>Unit of certification has had annual corporate social responsibility program in collaboration with Indonesian Buddhist Tzu Chi Foundation. The program usually based on result of consultation with local community. Annual report of CSR provided by Community Economic Empowerment Department. Auditor team has verified the report as follow:</p> <ul style="list-style-type: none"> • CSR Report of PT Tapian Nadenggan year 2019 <p>Covered the aspect:</p>	Complied

		<ol style="list-style-type: none"> 1. Education: provide the elementary and junior high school in estate and apprentice program for vocational high school students. 2. Health: provide the clinic for internal and external (local communities, special operation (cleft lip, hernia and cataract surgery), health education, monitoring of maternal and child health (Posyandu) and blood donation. 3. Infrastructure: road maintenance, construction of a pier on the river and sport facility maintenance. 4. Economy: Food Security and Forest Village Conservation (including horticultural crop cultivation, fish farming, duck farming and honeybee cultivation). In addition, the company also provide local contractor for FFB/EFB/CPO/PK/PKO transporter. 5. Social: donation for traditional ceremony, flood victims and house rehabilitation for poor communities. 6. Environmental: tree planting in conservation areas (riparian) and zero burning training for local communities. <ul style="list-style-type: none"> • CSR Report of PT Tapian Nadenggan year 2020 <ol style="list-style-type: none"> 1. Education: provide the elementary and junior high school in estate and apprentice program for vocational high school students. 2. Health: provide the clinic for internal and external (local communities, special operation (cleft lip, hernia and cataract surgery), health education, monitoring of maternal and child health (Posyandu), blood donation and handwash facilities for surrounding village to reduce Covid19 spreading. 3. Infrastructure: road maintenance, construction of a pier on the river and sport facility maintenance. 	
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		<ol style="list-style-type: none"> 4. Economy: Food Security and Forest Village Conservation (including horticultural crop cultivation, fish farming with bioflok system, duck farming and honeybee cultivation). In addition, the company also provide local contractor for FFB/EFB/CPO/PK/PKO transporter. 5. Social: donation for traditional ceremony, flood victims and house rehabilitation for poor communities. 6. Environmental: tree planting in conservation areas (riparian) and zero burning training for local communities. <p>Total funds allocated: IDR *,711,229.090</p> <ul style="list-style-type: none"> • CSR Report of PT Tapian Nadenggan year 2021 <ol style="list-style-type: none"> 1. Education: provide the elementary and junior high school in estate and apprentice program for vocational high school students. 2. Health: provide the clinic for internal and external (local communities, special operation (cleft lip, hernia and cataract surgery), health education, monitoring of maternal and child health (Posyandu), blood donation and handwash facilities for surrounding village to reduce Covid19 spreading. 3. Infrastructure: road maintenance, construction of a pier on the river and sport facility maintenance. 4. Economy: Food Security and Forest Village Conservation (including horticultural crop cultivation, fish farming in cages, duck farming and honeybee cultivation). In addition, the company also provide local contractor for FFB/EFB/CPO/PK/PKO transporter. 5. Social: donation for traditional ceremony, flood victims and house rehabilitation for poor communities. 	
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		<p>6. Environmental: tree planting in conservation areas (riparian) and zero burning training for local communities. Total funds allocated: IDR *,070,474.153</p> <p>Based on interview with management representative, unit of certification focused to empowering 9 village near the operational area i.e Pembuang Hulu I, Pembuang Hulu II and Derangga (Hanau Estate and Mill), Panimba Raya, Tanjung Paring and Tanjung Hara (Tasik Mas Estate), Tanjung Rangas II and Sandul Village (Tanjung Paring Estate) and Kalang Village (Langadang Estate). However, unit of certification are open to empowering other village if needed.</p>	
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available. - Critical (Major) compliance -</p>	<p>Unit of certification has had the legal ownership for mill and supply bases. Documents that showing legal ownership of land tenure and the actual legal use of the land was available in the form of concession and HGU license document. Document and License Department of PT. Tapian Nadenggan keeps the original HGU documents, while Estates keep the copies of HGU certificate. Licenses document were available at Estates audited.</p> <p>Following are Plantation Operation Permit and HGU reviewed during this audit:</p> <ol style="list-style-type: none"> 1. Locations permit #1016-460.42, dated 18 October 1995, for ± 15,920 Ha, permit was given to PT. Lestari Unggul Jaya. This site permit was revised and updated with site permit #14 year 2003, this site permit mentioned that permit was transferred from PT. Lestari Unggul Jaya to PT. Tapian Nadenggan, and also mentioned in this permit that since some area are in the form of sand and then 	<p>Complied</p>

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		<p>the area given in the permit was 9,100 Ha. This permit was also revised by Seruyan Regent (Bupati Seruyan) with issuance of new location permit #45 year 2004 for a total of 12,178.308 Ha.</p> <ol style="list-style-type: none"> 2. Location Permit-Izin Lokasi: no. 03.460.42 dated 29 April 2000: "Pemberian Ijin Lokasi untuk Keperluan Pembangunan Pabrik Kelapa Sawit Atas Nama PT Tapian Nadenggan di Desa Derangga, Kecamatan Hanau, Kabupaten Kotawaringin Timur Seluas 90 Ha". 3. IUP #188.45/194/2015, dated 15 May 2015, a total of ± 17,062.11 Ha for oil palm plantation, mentioned capacity of Palm Oil Mill: 80 Ton FFB/hour and Kernel Crushing Plant (KCP) 7.5 Ton PK/hour. 4. Forest releases permit (IPKH): #19/Kpts-II/2001, dated 30 January 2001, a total of 11,860 Ha. 5. Forest releases permit (IPKH): #SK.846/MENLHK/SETJEN/PLA.2/9/2017, dated 12 September 2017, a total of 1,735.91 Ha. 6. SK HGU #11/HGU/BPN/2005 dated 18 february 2005, a total area of HGU given by Badan Pertanahan Nasional was 12,172.111 ha. 7. Certificate of HGU#11 located in Desa Kalang, Sandul, Tanjung Rangas Sebabi dan Tanjung Paring, Kecamatan Seruyan Tengah and Hanau, Regent of Seruyan. Held by PT. Tapian Nadenggan, Tbk. Total area: 12,172.111 Ha. Already extended according to Decree from BPN #11/HGU/BPN/2005 for 35 years since 2005. (Tanjung Paring Estate, Tasik Mas Estate, Langadang Estate) 8. SK HGU #20/HGU/BPN/99 dated 5 March 1999, a total area of HGU given by Badan Pertanahan Nasional was 4.890 ha. 9. Certificate of HGU#14 (May, 20 2000 – May 20, 2035) located in Desa Pembuang Hulu I and Pembuang Hulu II and Derangga, Kecamatan Hanau, Regent of East Kotawaringin. Held by PT. Lestari Unggul Jaya. Total area: 4,890 Ha. Already extended according to Decree from BPN #20/HGU/BPN/99 for 35 years since 2000. (Hanau Estate) 10. SK HGB #07/550/HGB/BPN.42/2004 dated 22 July 2004, HGB given 	
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		<p>by BPN Proivinsi Kalimantan Tengah for area total of 61,891 M2</p> <p>11. HGB#1 dated September 21, 2004 located in Desa Derangga, Kecamatan Hanau, District of Seruyan. Held by PT. Tapian Nadenggan. Total area: 61,891 M2. Already extended according to Decree from Kakanwil BPN #07/550/HGB/BPN.42/2004 for 35 years since 2004. (Hanau Mill).</p> <p>The total HGU area for PT. Tapian Nadenggan plantations are 17,062.111 Ha, while total planted area is 14,459.43 Ha.</p>	
<p>4.4.2</p>	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> - Minor compliance - <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>It was confirmed during group discussion that no land within mill and estates are encumbered by legal or customary rights. Land compensation had been made before the land use concession (HGU) processing. Maps have been owned indicating legal demarcation and planted areas according by HGU.</p> <p>Procedure for FPIC process was available, and during public consultation with Villages Heads (Penimba Raya, Tanjung Paring an Sandul Village), it was confirmed that the procedure was made in consultation and discussion with them.</p> <p>The procedure has consulted with surrounding communities around the area of PT Tapian Nadenggan on 29 March 2017 (Hanau Estate), 19 March 2017 (Tasik Mas Estate), 29 February 2016 (Hanau Mill), and 8 March 2016 (Langadang Estate).</p> <p>Land claim settlement begins by verifying the validity of documents evidence of land claims. Then do the physical examinations field by involving village officials and community leaders. Examination of physical data intended to obtain measurement data information, the data volume, the physical quality and documentation. The physical examination should be included in the investigation report field. Then be</p>	<p>Complied</p>

		<p>verified with the land claim documents of HGU permits. If the issue of land claims cannot be resolved at the level of estate, then the land issues will be coordinated by a team of Legal Head Office.</p> <p>Steps to resolve the land with people who claim determined by consensus and if the settlement agreement is not found, it will be settled in accordance with prevailing regulations.</p> <p>Based on documents review and interview with local government and local communities surrounding the company on 21 July 2022, it was noted that no any no customary land or legal rights within the company areas.</p>	
	<p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>Based on documents review and interview with local government and local communities surrounding the company on 21 July 2022, it was noted that no any no customary land or legal rights within the company areas.</p>	
	<p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification’s title, concession or lease on the land.</p>	<p>Based on documents review and interview with local government and local communities surrounding the company on 21 July 2022, it was noted that no any no customary land or legal rights within the company areas.</p>	
<p>4.4.3</p>	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -</p>	<p>Maps have been developed for each estate indicating Legal demarcation and planted areas. Planted areas of the Estate are wholly in Government land, leased under HGU.</p> <p>Some documents for example: the minutes of payments, meetings, discussions, contractual agreements with third parties, plantation and concession map, can be shown to have FPIC process in accordance with the procedure. In the FPIC process also involves community leaders, the chairman of the organization</p>	<p>Complied</p>

		<p>which is in the vicinity of the location (eg: cooperatives, farmer groups etc.) and heads of villages as well as customary leaders in the village.</p> <p>At the time of the concession process where there is a land measurement, can be demonstrated by including some of the witnesses from the public and community leaders and traditional leaders also witnessed by the local village head.</p>	
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There is no land within mill and legal or customary rights encumber estates. Land compensation had made before the land use concession (HGU) processing. Relevant information was available in appropriate form and Bahasa Indonesia. Based on interviews with the local communities on public consultation on 16 July 2019 showed that they have understood the positive and negative impact of plantation development, environmental management to minimize negative impacts and social management to the surrounding community partnerships and programs, including plasma program (scheme smallholder) are now perceived and the program for others local communities still continuing.</p>	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>Methods and technical negotiations in the process of land compensation are set in SOP the FPIC No. SOP/SMART/SENS-CSR/SADV/I/003, consist of preparation for a meeting with representatives of the public community attention to the various elements of community leaders, informal leaders, women, youth, farmers etc.</p> <p>The Company also provides the opportunity for each group to choose a representative in the meeting and the company conducted participatory mapping, takes into account the customary land, forest ban which is an important source of water for residents, acreages for farming, the area reserve development etc. Based on an interview at the public consultation on 19 July 2022, the community appoints representatives for deliberations such as: local village head, community leaders or local</p>	Complied

		<p>leaders, and in disputes mediated directly by the government at the district level (BPN, Dinas Perkebunan and Bupati).</p> <p>Decision for an agreement is set in the program reports of agreement signed by all parties; Company, village authorities, smallholder’s representatives and other stakeholders.</p>	
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>As informed in indicator 4.4.1, there is a negotiation for enclave land with the KUD Sawit Bangkit. The last record of settlement is:</p> <ul style="list-style-type: none"> On 24 June 2019 PT. Tapian Nadenggan issued letter “Surat PT. Tapian Nadenggan No.03/TN/DL6/VI/2019 Perihal Permohonan Tindakanlanjut Ijin Pemeliharaan patok Hak Guna Usaha PT. Tapian Nadenggan di Areal Koperasi Sawit Bangkit” dated 24 June 2019. On May 2021, PT. Tapian Nadenggan follow up through letter “Surat PT. Tapian Nadenggan No.01/PT. TN/D&L-SMPO/V/2021 Perihal Permohonan Tindak Lanjut Izin Pemeliharaan Patok HGU PT. Tapian Nadenggan di Areal Koperasi Sawit Bangkit” dated 8 May 2021. No response from government to date. <p>Until this audit, there is no land dispute between the unit of certification with the local communities.</p>	Complied
<p>Criteria 4.5: No new plantings are established on local peoples’ land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has had the legal ownership for mill and supply bases. Documents that showing legal ownership of land tenure and the actual legal use of the land was available in the form of concession and HGU license document. Document and License Department of PT. Tapian Nadenggan keeps the original HGU documents, while Estates keep the copies of HGU certificate. Licenses document were available at Estates audited.</p>	Complied

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		<p>Following are Plantation Operation Permit and HGU reviewed during this audit:</p> <ol style="list-style-type: none"> 1. Locations permit #1016-460.42, dated 18 October 1995, for ± 15,920 Ha, permit was given to PT. Lestari Unggul Jaya. This site permit was revised and updated with site permit #14 year 2003, this site permit mentioned that permit was transferred from PT. Lestari Unggul Jaya to PT. Tapian Nadenggan, and also mentioned in this permit that since some area are in the form of sand and then the area given in the permit was 9,100 Ha. This permit was also revised by Seruyan Regent (Bupati Seruyan) with issuance of new location permit #45 year 2004 for a total of 12,178.308 Ha. 2. Location Permit-Izin Lokasi: no. 03.460.42 dated 29 April 2000: "Pemberian Ijin Lokasi untuk Keperluan Pembangunan Pabrik Kelapa Sawit Atas Nama PT Tapian Nadenggan di Desa Derangga, Kecamatan Hanau, Kabupaten Kotawaringin Timur Seluas 90 Ha". 3. IUP #188.45/194/2015, dated 15 May 2015, a total of ± 17,062.11 Ha for oil palm plantation, mentioned capacity of Palm Oil Mill: 80 Ton FFB/hour and Kernel Crushing Plant (KCP) 7.5 Ton PK/hour. 4. Forest releases permit (IPKH): #19/Kpts-II/2001, dated 30 January 2001, a total of 11,860 Ha. 5. Forest releases permit (IPKH): #SK.846/MENLHK/SETJEN/PLA.2/9/2017, dated 12 September 2017, a total of 1,735.91 Ha. 6. SK HGU #11/HGU/BPN/2005 dated 18 February 2005, a total area of HGU given by Badan Pertanahan Nasional was 12,172.111 ha. 7. Certificate of HGU#11 located in Desa Kalang, Sandul, Tanjung Rangas Sebabi dan Tanjung Paring, Kecamatan Seruyan Tengah and Hanau, Regent of Seruyan. Held by PT. Tapian Nadenggan, Tbk. Total area: 12,172.111 Ha. Already extended according to Decree from BPN #11/HGU/BPN/2005 for 35 years since 2005. (Tanjung Paring Estate, Tasik Mas Estate, Langadang Estate) 8. SK HGU #20/HGU/BPN/99 dated 5 March 1999, a total area of HGU 	
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		<p>given by Badan Pertanahan Nasional was 4.890 ha.</p> <p>9. Certificate of HGU#14 (May, 20 2000 – May 20, 2035) located in Desa Pembuang Hulu I and Pembuang Hulu II and Derangga, Kecamatan Hanau, Regent of East Kotawaringin. Held by PT. Lestari Unggul Jaya. Total area: 4,890 Ha. Already extended according to Decree from BPN #20/HGU/BPN/99 for 35 years since 2000. (Hanau Estate)</p> <p>10. SK HGB #07/550/HGB/BPN.42/2004 dated 22 July 2004, HGB given by BPN Proivinsi Kalimantan Tengah for area total of 61,891 M2</p> <p>11. HGB#1 dated September 21, 2004 located in Desa Derangga, Kecamatan Hanau, District of Seruyan. Held by PT. Tapian Nadenggan. Total area: 61,891 M2. Already extended according to Decree from Kakanwil BPN #07/550/HGB/BPN.42/2004 for 35 years since 2004. (Hanau Mill).</p> <p>The total HGU area for PT. Tapian Nadenggan plantations are 17,062.111 Ha, while total planted area is 14,459.43 Ha.</p>	
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan has completed the compensation process of for whole the areas on 2004.</p> <p>Interview with sampled previous landowner on behalf of Kaldionsyah obtain information that PT Tapian Nadenggan has explained their purpose with the area that will be compensated. All communication, explanation and negotiation were done in Bahasa Indonesia and was understood by the landowners.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say ‘agree’ or ‘not agree’ to operations planned on their lands before and during initial discussions, during the stage of information</p>	<p>PT Tapian Nadenggan has completed the compensation process of for whole the areas on 2004.</p>	Complied

	<p>gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Interview with sampled previous landowner on behalf of Kaldionsyah obtain information that PT Tapian Nadenggan has explained their purpose with the area that will be compensated. All communication, explanation and negotiation were done in Bahasa Indonesia and was understood by the landowners.</p> <p>During this audit it was noted that there was no ongoing progress of new land acquisition during interview with sampled villager's representative, all land acquisition was solved before Land Use Title-Hak Guna Usaha (HGU). No any land compensation due to no customary land and/or local community land rights within the company's and scheme smallholders' area.</p>	
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan has completed the compensation process of for whole the areas on 2004.</p> <p>Interview with sampled previous landowner on behalf of Kaldionsyah obtain information that PT Tapian Nadenggan has explained their purpose with the area that will be compensated. All communication, explanation and negotiation were done in Bahasa Indonesia and was understood by the landowners. The previous landowner stated their land for food and access to water was not disturbed.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan has completed the compensation process of for whole the areas on 2004.</p> <p>Interview with sampled previous landowner on behalf of Kaldionsyah obtain information that PT Tapian Nadenggan has explained and communicated the legal consequences, economic benefit, environmental impact, social impact to them. It was up to the previous landowner to review the information. They can ask representative and</p>	Complied

		<p>cross check information with other parties, even there was discussion among village community prior to individual landowner decision to sell their land/getting compensation.</p> <p>Evidence verified, there are several landowners never release their land and company respect the decision.</p>	
4.5.6	<p>Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan has completed the compensation process of for whole the areas on 2004.</p> <p>Interview with sampled previous landowner on behalf of Kaldionsyah obtain information that PT Tapian Nadenggan has explained and communicated the legal consequences, economic benefit, environmental impact, social impact to them. It was up to the previous landowner to review the information. They can ask representative and cross check information with other parties, even there was discussion among village community prior to individual landowner decision to sell their land/getting compensation.</p> <p>Evidence verified, there are several landowners never release their land and company respect the decision.</p>	Complied
4.5.7	<p>After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p> <p>- Minor compliance -</p>	<p>During this audit it was noted that there was no ongoing progress of new land acquisition during interview with sampled villager’s representative, all land acquisition was solved before Land Use Title-Hak Guna Usaha (HGU). No any land compensation due to no customary land and/or local community land rights within the company’s and scheme smallholders’ area.</p> <p>There is no new lands or expansion area within unit of certification. Communities are lived outside the plantations managed area boundary</p>	Complied
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>Based on stakeholder interview with community from Tanjung Hara village, Praya village, Tanjung Rengas village, Pembuang Hulu I village, Tanjung Paring village, Kalang village – it was known that no community live in voluntary isolation.</p>	Not Applicable

		Not applicable.	
<p>Criteria 4.6: 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>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Hanau POM and its supply bases is subsidiary of RSPO membership Golden Agri Resources (GAR). All procedures are developed by group and applicable to its subsidiaries. Procedure for identifying legal, customary or user rights, identifying entitled to compensation, calculating and distributing fair and gender-equal compensation are covers within "SOP Ganti Rugi Tanah/Lahan (SOP/NP/SMART/VII/D&L002, R.1, dated 1 Jul 2010)".</p> <p>Procedure for identifying land as follow:</p> <ol style="list-style-type: none"> 1. Identifying legal: determined by government in form of permit (location permit). 2. Identifying customary or user right: conducted during pre-inventory land (company, village and district team). 3. Land inventory physically verification: conducted by land ownership, local government (village and district), boundary indicator, neighbour landowner and company. <p>The procedure is in place and due to the unit of certification have no expansion area and or land compensation, therefore for current re-certification assessment is not applicable.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>Within "SOP Ganti Rugi Tanah/Lahan (SOP/NP/SMART/VII/D&L002, R.1, dated 1 Jul 2010)", procedure for calculating and distributing fair compensation conducted in participatory way, as follow:</p> <ol style="list-style-type: none"> 1. After Location Permit obtained from relevant authority, the Team (representative of company, villages and sub-district) conduct dissemination to communities. 	Not Applicable

		<ol style="list-style-type: none"> 2. The Team (representative of company, villages and sub-district) conducting pre-inventory against the land. 3. Field verification of land is carried out by landowners, local government, boundary markers, adjacent landowner, sub-district officials and the company team. 4. Participatory mapping of ground verification shall be signed by the company and local government official. 5. Consultation and coordination to determine price agreements with the village team, sub-district team, regency team (if needed) and company team. 6. After the price fixing is agreed upon, socialization is carried out to the community with the village team, sub-district team and company. 7. The land compensation process is carried out according to the agreed price. If it has not been agreed, then negotiations are carried out until there is an agreement. However, if the landowner does not agree to the price negotiation, then the area will be enclave/isolated and not managed by the company. 8. Application for compensation with complete requirements, submitted to the company. Then verified by the company team. 9. If the verification of the request for compensation is complete and agreed upon by the company team, the payment of compensation shall be carried out openly and witnessed by the relevant parties. The entire process is documented and stored. <p>Unit of certification have no expansion area and or land compensation, therefore for current re-certification assessment is not applicable.</p>	
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4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement). - Minor compliance -	Unit of certification is existing plantations since 1995. There is no expansion area for plantations. Not applicable.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them. - Minor compliance -	Unit of certification is existing plantations since 1995. There is no expansion area for plantations. Not applicable.	Not Applicable
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<i>Refer to indicator 4.6.1</i> Hanau POM and its supply bases is subsidiary of RSPO membership Golden Agri Resources (GAR). All procedures are developed by group and applicable to its subsidiaries. Procedure for identifying legal, customary or user rights, identifying entitled to compensation, calculating and distributing fair and gender-equal compensation are covers within "SOP Ganti Rugi Tanah/Lahan (SOP/NP/SMART/VII/D&L002, R.1, dated 1 Jul 2010)". Procedure for identifying land as follow: 1. Identifying legal: determined by government in form of permit (location permit). 2. Identifying customary or user right: conducted during pre-inventory land (company, village and district team). 3. Land inventory physically verification: conducted by land ownership, local government (village and district), boundary indicator, neighbour landowner and company.	Complied

		<p>The procedure is in place and due to the unit of certification have no expansion area and or land compensation, therefore for current re-certification assessment is not applicable.</p>	
<p>4.7.2</p>	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -</p>	<p><i>Refer to indicator 4.6.2</i> Within "SOP Ganti Rugi Tanah/Lahan (SOP/NP/SMART/VII/D&L002, R.1, dated 1 Jul 2010)", procedure for calculating and distributing fair compensation conducted in participatory way, as follow:</p> <ol style="list-style-type: none"> 1. After Location Permit obtained from relevant authority, the Team (representative of company, villages and sub-district) conduct dissemination to communities. 2. The Team (representative of company, villages and sub-district) conducting pre-inventory against the land. 3. Field verification of land is carried out by landowners, local government, boundary markers, adjacent landowner, sub-district officials and the company team. 4. Participatory mapping of ground verification shall be signed by the company and local government official. 5. Consultation and coordination to determine price agreements with the village team, sub-district team, regency team (if needed) and company team. 6. After the price fixing is agreed upon, socialization is carried out to the community with the village team, sub-district team and company. 7. The land compensation process is carried out according to the agreed price. If it has not been agreed, then negotiations are carried out until there is an agreement. However, if the landowner does not agree to the price negotiation, then the area will be enclave/isolated and not managed by the company. 	<p>Complied</p>

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		<p>8. Application for compensation with complete requirements, submitted to the company. Then verified by the company team.</p> <p>9. If the verification of the request for compensation is complete and agreed upon by the company team, the payment of compensation shall be carried out openly and witnessed by the relevant parties. The entire process is documented and stored.</p> <p>Unit of certification have no expansion area and or land compensation, therefore for current re-certification assessment is not applicable.</p>	
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan has completed the compensation process of for whole the areas on 2004.</p> <p>Land status of certificate holder prior to developed is State Land and have obtaining Location Permit from relevant authority. Community land which located within location permit already compensated for its crops only and not for its land, due to as national land status is State Land.</p> <p>As a reciprocal, the company hires villagers/local communities as workers. This is form of benefit given by the plantation to surrounding communities.</p> <p>This information is obtained from direct interview with sample of previous landowner during stakeholder consultation.</p>	Complied
<p>Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>Audit team noted there has been issues with neighboring entity Koperasi Sawit Bangkit. PT Tapian Nadenggan want to install the HGU boundary poles but refused by Koperasi Sawit Bangkit. PT. Tapian Nadenggan has tries to ask District Government and Regency Government help for mediation.</p> <p>- On 20 November 2015, Government Official "Kepala Bagian Administrasi Pemerintahan Umum Sekretaris Daerah Kabupaten Seruyan" made report for onsite verification. The report stated government official check location of 9 HGU boundary poles</p>	Complied

		<p>accompanied with Seruyan Regency and Batu Ampar District. Batu Ampar District will handle and follow up the issue. Upon field verification, the 9 HGU boundary poles, the Seruyan Regency team and Batu Ampar District team will confirm with Koperasi Sawit Bangkit in Sukorejo Village, Seruyan Tengah District. Confirmation with Koperasi Sawit Bangkit, they agreed to collect copies of land certificate belong to communities near the 9 HGU boundary poles.</p> <ul style="list-style-type: none"> - Government Seruyan Regency issued "Lembar Disposisi Sekretariat Daerah No.11/TN/046/VII/2016" dated 27 February 2017. To follow up with team and mediation facilitated by "Sekretaris Daerah". - Minutes of meeting between company, and government "Notulen Rapat Mediasi Pembahasan Masalah Pemasangan Patok Hak Guna Usaha (HGU) PT. Tapian Nadenggan dengan Areal Koperasi Sawit Bangkit" dated 13 April 2017. The minutes concluded: company PT. Tapian Nadenggan will not argue on Koperasi Sawit Bangkit smallholder member's whose identified under area where 9 HGU boundary poles will be installed. Government will invite all parties for pre-mediation. PT. Tapian Nadenggan is willing to facilitate Seruyan Regency team for field verification. Information on chronological order: <ul style="list-style-type: none"> - 16 February 2012 HGU boundary poles check found 9 boundary poles located in scheme smallholder area. - 23 February 2012, as follow up it was known the 9 HGU boundary poles was not located on individual landowner but under management KUD Sawit Bangkit. - 2 March 2012 KUD Sawit Bangkit sent letter No.007/KUD-SB/SR/III/2012 stating KUD Sawit Bangkit not allowing any activity including HGU boundary poles installation in their area. - 18 September 2012 meeting between PT. Tapian Nadenggan and all cooperative member KUD Sawit Bangkit, stating not allowing any activity including HGU boundary poles installation in their area. 	
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		<ul style="list-style-type: none"> - 21 March 2013, PT. Tapian Nadenggan D&L conduct follow up to BPN Seruyan. - 12 April 2013 Seruyan District Head issued letter No.181.1/57/Pem Camat Seruyan sent letter to Seruyan Regent for permit disposition. - 1 April 2014 Seruyan District Head issued letter No.181.1/6/Pem/IV/2014 to PT. Tapian Nadenggan review the letter on disposition to Seruyan Regent. - 15 September 2014 D&L Department visited Koperasi Sawit Bangkit and check the area covers 800 smallholder members of 1,600 Ha. Certificate copies cannot be shown. - 18 May 2015, PT. Tapian Nadenggan issued letter No.07/TN/DL6/V/2015 to Seruyan Regent related to Application for follow up on PT. Tapian Nadenggan and Koperasi Sawit Bangkit. - 14 August 2015, follow up mediation meeting. - 15 November 2015, field verification with PT. Tapian Nadenggan, Batu Ampar District, Seruyan Regency. PT. Tapian Nadenggan obtained location permit "Izin Lokasi" from "Surat Kepala Kantor Pertanahan Kabupaten Kotawaringin Timur No.1016.460.42 seluas 15,920 Ha" on 18 October 1995. Land title issued based on "Sertifikat HGU No.14 seluas 4,890 Ha" dated 20 May 2000. Land title issued based on "Sertifikat HGU No.11 seluas 12,172.11 Ha" dated 15 September 2005. On 1999, Koperasi has conduct planting inside HGU of 87.3 Ha. - 1 February 2016, D&L Supervisor coordinated with Regency Officer on result from field verification 15 November 2015. - 13 April 2017 follow up mediation meeting. - On 24 June 2019 PT. Tapian Nadenggan issued letter "Surat PT. Tapian Nadenggan No.03/TN/DL6/VI/2019 Perihal Permohonan Tindaklanjut Ijin Pemeliharaan patok Hak Guna Usaha PT. Tapian Nadenggan di Areal Koperasi Sawit Bangkit" dated 24 June 2019. - On May 2021, PT. Tapian Nadenggan follow up through letter "Surat PT. Tapian Nadenggan No.01/PT. TN/D&L-SMPO/V/2021 Perihal 	
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		<p>Permohonan Tindak Lanjut Izin Pemeliharaan Patok HGU PT. Tapian Nadenggan di Areal Koperasi Sawit Bangkit” dated 8 May 2021. No response from government to date.</p> <p>Audit team visited one of the HGU boundary poles indicative located on Koperasi Sawit Bangkit area, No.117. The location was near block Z12. The officer stated the HGU boundary poles actual located as per HGU map is 67 meters inside plantation area of Koperasi Sawit Bangkit.</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>According to interview with previous landowner and village representatives from Desa Penimba Raya, Tanjung Hara, Tanjung Rengas, Pembuang Hulu I, Tanjung Paring and Desa Kalang obtained information that since the company develop and operates the plantation activities, there is no land disputes or land conflict occurs. Land compensation process formerly conducted with FPIC mechanism.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p> <p>- Minor compliance -</p>	<p>According to interview with previous landowner and village representatives from Desa Penimba Raya, Tanjung Hara, Tanjung Rengas, Pembuang Hulu I, Tanjung Paring and Desa Kalang obtained information that since the company develop and operates the plantation activities, there is no land disputes or land conflict occurs. Land compensation process formerly conducted with FPIC mechanism.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>According to interview with previous landowner and village representatives from Desa Penimba Raya, Tanjung Hara, Tanjung Rengas, Pembuang Hulu I, Tanjung Paring and Desa Kalang obtained information that since the company develop and operates the plantation activities, there is no land disputes or land conflict occurs. Land compensation process formerly conducted with FPIC mechanism.</p>	Complied

Principle 5: Support smallholder inclusion

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Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders. - Minor compliance -	Until this, mill not received/purchased FFB from smallholders. Based on audit that fact, this indicator is Not Applicable .	Not Applicable
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	Until this audit, mill not received/purchased FFB from smallholders. Based on that fact, this indicator is Not Applicable .	Not Applicable
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented. - Critical (Major) compliance -	Until this audit, mill not received/purchased FFB from smallholders. Based on that fact, this indicator is Not Applicable .	Not Applicable
5.1.4	(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable. - Critical (Major) compliance -	Until this audit, mill not received/purchased FFB from smallholders. Based on that fact, this indicator is Not Applicable .	Not Applicable
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Agreement/contract was made between FFB suppliers and mill, describing FFB specification required, contract period, determination of FFB pricing, and term of payment. Information of FFB set was available to the FFB suppliers and the commitment was stated in the procedure. The selection and evaluation of supplier/vendor was based on capability of supplier and vendor to supply required inputs and or services. Specification of inputs and or services required was communicated to the supplier/vendor through tender document or request for quotation. For example, FFB Contract on behalf of Lestari Unggul Jaya Estate, PT. Primasentosa Pratamaputra. "Perjanjian Pengolahan Tandan Buah	Complied

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		<p>Segar" dated 31 December 2020, valid from 1 January 2021 until 31 December 2025.</p> <p>All parties were understood the contractual agreement they enter into. All contractual agreements were fair, legal and transparent. All contract documents were found valid during audit. Both parties keep contract document.</p>	
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>FFB Purchase Agreement as documented contract has described the model of FFB Recording/documenting transactions between millers with intermediaries and/or the outgrowers. In chapter 3 mentioned that:</p> <ul style="list-style-type: none"> • FFB price following the price determined by DISBUN (Plantation Agency) of Central Kalimantan on age 10 years (HD 10). • Payment performed by PT. Tapian Nadenggan in monthly basis, in 10 working days, counted from all original document received completely in Jakarta Office, consist of: <ul style="list-style-type: none"> ✓ Legal invoice ✓ Recapitulation of weighbridge card, which have been stamped and signed by Mill Manager and representative of FFB supplier. ✓ Tax document • If in 1 month, Plantation Agency of Central Kalimantan did not issue FFB Price, then the previous FFB Price will be used. • All payment will be performed by bank transfer to the account of FFB supplier. <p>The Mill has explained FFB price and pricing mechanisms for FFB in the agreement which described FFB specification required, contract period, determination of FFB pricing, and term of payment. PT Tapian Nadenggan - Hanau POM and the FFB supplier have signed the contract document as evidence that both parties have understood FFB pricing and pricing mechanisms for FFB. Document verified was "Berita Acara</p>	Complied

		<p>Hasil Rapat Tim Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun Di Provinsi Kalimantan Tengah” for period June 2022.</p> <p>Specification of inputs and or services required was communicated to the supplier through agreement document or request for quotation. Outgrower recycling waste (e.g. EFB) is not practiced.</p>	
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Weighbridge have been verified annually by the government agency, as evidence below:</p> <ul style="list-style-type: none"> • Surat Keterangan Hasil Pengujian No. 510/138/BID.IV/III/2022 dated 21 March 2022; for weighbridge brand Avery Weigh Tronix/England; Type E1205/J311; S/N 093150308; Capacity 60,000 kg/10 kg; Class: III (Three); Owner: PT Tapian Nadenggan – Hanau Mill; Valid until 15 Jan 2023; issued by Dinas Koperasi, Usaha Kecil dan Menengah, Perindustrian dan Perdagangan, Seruyan Regency. • Surat Keterangan Hasil Pengujian No. 510/139/BID.IV/III/2022 dated 21 March 2022; for weighbridge brand Avery Weigh Tronix/England; Type E1205/J311; S/N 144950371; Capacity 60,000 kg/10 kg; Class: III (Tiga); Owner: PT Tapian Nadenggan – Hanau Mill; Valid until 15 Jan 2023; issued by Dinas Koperasi, Usaha Kecil dan Menengah, Perindustrian dan Perdagangan, Seruyan Regency. 	Complied
5.1.8	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<p>Until this audit, mill not received/purchased FFB from smallholders. Based on that fact, this indicator is Not Applicable.</p>	Not Applicable

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5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Until this audit, mill not received/purchased FFB from smallholders. Based on that fact, this indicator is Not Applicable.</p>	<p>Not Applicable</p>
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Based on interview with management representatives, unit management has had the engagement with the smallholders since 2012. The land survey has conducted within that time until 2014. However, the smallholders did not agreed with the cost calculation that propose by the unit of certification.</p> <p>There is no new plan for smallholders engagement until this audit.</p>	<p>Complied</p>
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>Based on interview with management representatives, unit management has had the engagement with the smallholders since 2012. The land survey has conducted within that time until 2014. However, the smallholders did not agreed with the cost calculation that propose by the unit of certification.</p> <p>There is no new plan for smallholders engagement until this audit.</p>	<p>Complied</p>
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Based on interview with management representatives, unit management has had the engagement with the smallholders since 2012. The land survey has conducted within that time until 2014. However, the smallholders did not agreed with the cost calculation that propose by the unit of certification.</p> <p>There is no new plan for smallholders engagement until this audit.</p>	<p>Complied</p>
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p>	<p>Based on interview with management representatives, unit management has had the engagement with the smallholders since 2012.</p>	<p>Complied</p>

	- Critical (Major) compliance -	The land survey has conducted within that time until 2014. However, the smallholders did not agreed with the cost calculation that propose by the unit of certification. There is no new plan for smallholders engagement until this audit.	
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	Based on interview with management representatives, unit management has had the engagement with the smallholders since 2012. The land survey has conducted within that time until 2014. However, the smallholders did not agreed with the cost calculation that propose by the unit of certification. There is no new plan for smallholders engagement until this audit.	Complied
Principle 6: respect workers' rights and conditions			
Protect workers' rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	Policy for non-discrimination has been determined by the organisation, and all discrimination is prohibited for all area in the unit of certification as regulated in Sinar Mas Agri Business and Food Policy of business and human right dated 12 December 2019. Any form of discrimination is prohibited. The policy was publicly available and has been communicated to all workers and surrounding communities. Evidence of dissemination was available, such as: 1. On 10 January 2022 in HNAE, attended by 85 workers from Division 1, and 76 workers from Division 4 2. On 11 January 2022 in HNAE, attended by 92 workers from Division 2, and 95 workers from Division 5	Complied

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		<ol style="list-style-type: none"> 3. On 12 January 2022 in HNAE, attended by 83 workers from Division 3, and 85 workers from Division 6. 4. On 7 February 2022 in HNAM, attended by 54 workers from Hanau Mill. 5. On 7, 8, 9, 10 February 2022 in LNGE, attended by 130 workers from Langadang Estate. 6. In TPRE, on 17 March 2022 attended by 16 office workers; on 17 March 2022 attended by 37 workshop workers; on 18 March 2022 attended by 80 Div. 1 workers; on 18 March 2022 attended by 70 Div. 2 workers; on 18 March 2022 attended by 57 Div. 3 workers; on 18 March 2022 attended by 70 Div.4 workers; on 25 March 2022 attended by 83 Div. 5 workers; on 29 March 2022 attended by 87 Div. 6 workers. 7. In TMSE, on 4 April 2022 attended by 95 Div. 1 workers; on 9 April 2022 attended by 89 Div. 2 workers; on 11 April 2022 attended by 91 Div. 3 workers; on 19 April 2022 attended by 105 Div.4 workers; on 5 March 2022 attended by 98 Div. 5 workers; on 25 June 2022 attended by 88 Div. 6 workers. <p>Based on interview with worker representatives, there was no discrimination identified in unit of certification. Worker register for mill and estates mentioned that all workers came from different backgrounds (race, religion, ethnic, origin, etc). No evidence of discrimination found during this recertification audit.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>Hanau Estate shows list of employees updated July 2022 in the organization, total employee 635 workers, whereby shows company hires people from different religion (Islam 625 employees, Christian 10 employees); ethnic/origin (3 Batak, 3 Bugis, 124 Dayak, 453 Javanese, 6 Madura, 10 Banjar, 12 Sundanese, 19 Lombok, 4 Melayu, 1 Sumba, 1 Minangkabau); gender (375 male, 260 female).</p>	Complied

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		<p>Tasik Mas Estate shows list of employees updated June 2022 in the organization, total employee 658 workers, whereby shows company hires people from different religion (564 Islam, 25 Christian, 69 Catholic); ethnic/origin (3 Batak, 3 Bugis, 117 Dayak, 72 Flores, 412 Javanese, 1 Madura, 3 Banjar, 22 Sundanese, 8 Lombok, 1 Tidore, 1 Sumbawa, 2 Timor, 1 Cirebon, 1 Aceh, 2 Lampung, 1 Toraja, 1 Betawi, 5 Banten, 2 Minangkabau); gender (395 male, 263 female).</p> <p>Tanjung Paring Estate shows list of employees updated May 2022, whereby shows the unit of certification hires people from different religion (Islam 606 employees, Christian 12 employees, Hindu 9 employees, Catholic 2 employees); gender (374 male, 255 female); ethnic/origin (414 Javanese, 152 Dayak, 22 Sundanese, 3 Banjar, 18 Lombok, 7 Batak, 4 Sumbawa, 6 Flores, 3 Sumba).</p> <p>Tanjung Paring Estate shows evident of promotion from temporary worker (PKWT) to be permanent worker (PT) on behalf of Mr. A***** age 27, working time 2 years and 2 months.</p> <p>Langadang Estate shows list of employees updated June 2022, whereby shows the unit of certification hires people from different religion (Islam 228 employees, Catholic 20 employees, Christian 23 employees, Hindu 29 employees); gender (203 male, 97 female); ethnic/origin (158 Javanese, 81 Dayak, 11 Sundanese, 3 Banjar, 3 Lombok, 5 Batak, 8 Sumbawa, 19 Flores, 4 Timor, 1 Toraja, 1 Banten, 1 Lampung, 8 Sumba).</p> <p>Based on interview with worker representatives during recertification audit, confirmed that there is no discrimination during recruitment or employment. Confirmed that there is no fee paid by candidates during recruitment.</p>	
6.1.3	The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	PT Tapian Nadenggan – Hanau POM has defined the procedure related to new employment recruitment.	Complied

<p>- Minor compliance -</p>		<ul style="list-style-type: none"> • Recruitment: according on SOP Rekrutmen dan Seleksi Karyawan No. SOP: AA-HR- 305.2-R0 dated 1 February 2009 regarding "Penerimaan Karyawan Baru" (Recruitment and Selection of Employee), the company will accept new employee based on their capabilities and qualifications. • Promotion: according on SOP Promosi dan Mutasi No: KHI-smart/010-00, dated 1 August 2017. The procedure has regulated on promotion, job description. • Retirement, and termination: according to Collective Labour Agreement (nomor: KEP.4/HI.00.01/19.1905.210621001/B/X/2021, dated 29 October 2021, in article 39 related to retirement and article 40 related to termination (pemutusan hubungan kerja) <p>Record verification on employment procedures during RAV-2022, such as:</p> <ul style="list-style-type: none"> • <u>Recruitment</u> <ul style="list-style-type: none"> ○ "Pengumuman Penerimaan Karyawan", nomor: 014/EM-EXT/TPRE/VI/2020, position: Security, dated 4th June 2021 – issued by Tanjung Paring Estate. ○ Application form/letter, namely Mr Zukifli (26 years old), address: Sandul Village, Batu Ampar District. ○ Record of selection consisted of: Record Test Kesamaptaan Jasmani, Nilai Akhir Peserta Pelamar Calon Satpam – was attended by 15 participants. ○ Received Letter, issued by VPA-KTSel, based on document number: 235/VPAKTSel/08/20 dated 7 August 2022. Subject: Persetujuan Penerimaan Karyawan PKWT Tanjung Paring Estate. ○ Work Letter Agreement (temporary – PKWT), no: 068/BPRM/PKWT-A2/11/2021, namely Mrs Rindiani (Administration staff for Personalia), dated 1st November 2021. 	
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		<p>Extension letter No: 020/BPRM/PKWT-A2/05/2022, valid until 31st October 2022.</p> <ul style="list-style-type: none"> ○ Work Letter Agreement (Specified Time Work Agreement – PKWT), no: Nomor: 085/TPRE/PKWT/8/2020, namely Mr Zulkifli (Security – ID number: 20030), dated 10th August 2020. Completed with signed and Materai Tempel. <ul style="list-style-type: none"> ● <u>Promotion and mutation</u> <ul style="list-style-type: none"> ○ Records of Employee Assessment – “Rekap Promosi Jabatan”, sample name: Mr Jojon (ID number: 19047), from Tenaga Rawat to Foreman Perawatan. ○ Assessment form, e.g: Mr Jojon ((ID number: 19047), the result: recommended for promotion. Was signed by Assistant Division I Langadang Estate, dated 13 November 2021 – document number: 01/AST-EM/DV01/IX/2021. ○ Promotion and Increment Letter, nomor003/SK/L/LNGE/IX/2021, namely Mr Jojon ((ID number: 19047), effective date 13th November 2021 ○ Other sample: Decision Letter ~ Surat Keputusan, No: 003/SK-PT/TMSE/06/2022, namely Mr Dodi Prasetyo (ID number: 21012), related to promotion from Specified Time Work Agreement – PKWT to Permanent Workers, was signed by Ridwan Ashari (Estate Manager in Tasik Mas Estate), effective date 1st June 2022. ● <u>Retirement:</u> <ul style="list-style-type: none"> ○ Letter on Retirement Announcement form Assistant in Division III to Estate Manager in Hanau Estate, dated 8th February 2022, namely Mr Kasih Budi Santoso (birth of date: 8th March 1967 ~ 55 years old). Status: PT4B, ID number: 01174 ○ Decision Letter ~ Surat Keputusan, No: 003/HANE-SK/II/2022, namely Mr Kasih Budi Santoso (ID number: 01174), dated 10th February 2022 – was signed by Estate Manager. 	
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		<ul style="list-style-type: none"> ○ Letter Agreement No: 019/HNAE-PB/05/2022, dated 28 May 2022 between PT Tapan Nadenggan - Hanau Estate and Mr Kasih Budi Santoso (ID number: 01174), related to retirement ○ Slip payment on retirement dated 24th May 2022 – completed with stamp. Bank name: Bank Sinarmas, in Status: received. 	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Pregnancy test performed by test pack which provided in clinic PT Tapan Nadenggan – Hanau POM.</p> <p>The latest pregnancy test conducted on 20 June 2022, there were 12 sprayer workers in Tanjung Paring and 12 sprayer workers in Tasik Mas Estate were following the pregnancy test and the result indicated that all female workers were negative pregnant. Evidence of pregnancy test result were available in Clinic.</p> <p>If the employee who performed the pregnancy test indicated positive pregnant then for a time will be mutation for other types of work.</p> <p>Based on interview with the spraying workers and fertilizer workers at Tanjung Paring Estate and Tasik Mas Estate, they able to demonstrate that there were no female workers who indicated a positive pregnant. Also, they stated that pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>During onsite audit RAV-2022 and based on document verification and interviews with management and Gender Committee, each Estate and Mill has formed a Gender Committee, specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>	Complied

		<p>Gender Committee consider matters such as socialization on women’s rights, childcare facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding. Organization has also setting several signboards about breastfeed up to nine months before resuming chemical spraying or usage tasks. It was observed that has been assembled on main access road and crowd locations such as: division office and housing area.</p> <p>Communication to all workers pertinent to prevent sexual harassment and protect women reproduction was conducted by the gender committee team and attended by the organization. Latest communication to all worker performed on 19 December 2021 – was attended by 19 workers in Hanau POM.</p> <p>Complaint handling procedure for sexual harassment was determined. All complaints can be issued verbal and or written and informed to all administrator, gender committee and Agronomy / Mill Unit Head.</p> <p>List of menstruated female workers was established and monitored. 2 days-off are given to those women in the list without any salary deduction.</p> <p>Pesticide female workers are checked periodically and recorded in the medical record. Pesticide female workers are prohibited to do their job</p>	
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		<p>during pregnancy as stated in company policy while no mother with breast feeding period was identified during the audit.</p> <p>In that case, those workers are relocated to another job station with low risk level. No negative case was found in regard with reproduction rights of female workers during past years as interviewed with female workers and gender committee.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has had state about the wages for workers base on Decree of Central Kalimantan SK no. 188.44/445/KPTS/2021, dated 30 November 2021; regarding: "Penetapan Upah Minimum Kabupaten/Kota di Kalimantan Tengah Tahun 2022", for Seruyan Regency the minimum wage amount of Rp 3,317,667.50.</p> <p>PT Tapian Nadenggan - Hanau POM composes the structure and scale of the 2022 wage period based on Permenaker No. 1 of 2017. This wage scale structure is a determination of wages for permanent workers (SKU-B) based on class, rank/position.</p> <p>The minimum wage consists of basic wage plus a fixed allowance. Fixed allowance given is rice given in the form of money (cashed). For wife 9 kg and children were and 7.5 kg at a price determined by the price of rice BULOG taking into account local prices and be reviewed annually by PT Tapian Nadenggan - Hanau POM and the union. Meanwhile employee's rice was included in the basic salary and it was stated in decision of minimum wage.</p> <p>Recordings are available in the employee's salary slip salary payment. Salary payment was paid every month at the next month (maximum date 7th) via Automatically Teller Machine. Samples was taken for</p>	Complied

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		<p>permanent workers (harvester, grading workers, fruit-loose pickers) and PKWT workers (driver, grading workers, maintenance).</p> <p>Based on verification of salary documents for period June 2022 at each Estate and Hanau POM, shows that workers at the same level and year of work, get same basic salary, which is in accordance with the provisions issued by the company and remuneration system which is updated annually adjusted to the Management Decree.</p>	
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
<p>6.2.1</p>	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has had state about the wages for workers base on Decree of Central Kalimantan SK no. 188.44/445/KPTS/2021, dated 30 November 2021; regarding: “Penetapan Upah Minimum Kabupaten/Kota di Kalimantan Tengah Tahun 2022”, for Seruyan Regency the minimum wage amount of Rp 3,317,667.50.</p> <p>PT Tapian Nadenggan - Hanau POM composes the structure and scale of the 2022 wage period based on Permenaker No. 1 of 2017. This wage scale structure is a determination of wages for permanent workers (SKU-B) based on class, rank/position.</p> <p>The minimum wage consists of basic wage plus a fixed allowance. Fixed allowance given is rice given in the form of money (cashed). For wife 9 kg and children were and 7.5 kg at a price determined by the price of rice BULOG taking into account local prices and be reviewed annually by PT Tapian Nadenggan - Hanau POM and the union. Meanwhile employee’s rice was included in the basic salary and it was stated in decision of minimum wage.</p>	<p>Complied</p>

		<p>Recordings are available in the employee's salary slip salary payment. Salary payment was paid every month at the next month (maximum date 7th) via Automatically Teller Machine. Samples was taken for permanent workers (harvester, grading workers, fruit-loose pickers) and PKWT workers (driver, grading workers, maintenance).</p> <p>Based on verification of salary documents for period June 2022 at each Estate and Hanau POM, shows that workers at the same level and year of work, get same basic salary, which is in accordance with the provisions issued by the company and remuneration system which is updated annually adjusted to the Management Decree.</p> <p>Taken sample of salary slip for period June 2022:</p> <ul style="list-style-type: none"> • Namely: Mr Lasiman (Mechanical Workshop – ID number: 14005) Basic salary: IDR 3,349,370 Overtime: IDR 2,182,709 Benefit for medical insurance (BPJS-Tk): IRD 230,771 Benefit for medical insurance (BPJS-KS): IRD 133,975 Rice allowance: IDR 429,000 Other: IDR 35,000 Total salary: IDR *,363,026 (higher than minimum wage) • Namely: Mr Suderwanto (Labaratorium – ID number: 12061) Basic salary: IDR 3,327,668 Overtime: IDR 3,346,904 Benefit for medical insurance (BPJS-Tk): IRD 229,275 Benefit for medical insurance (BPJS-KS): IRD 133,975 Rice allowance: IDR 429,000 Other: IDR 35,000 	
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		<p>Total salary: IDR *,500,955 (higher than minimum wage)</p> <ul style="list-style-type: none"> Namely: Mr Abat Suseno (Harvester in Hanau Estate – ID number: 14064) Basic salary: IDR 3,3,668 Premi Harvesting IDR 3,808,813 Premi Prunning IDR 440,128 Benefit for medical insurance (BPJS-Tk): IRD 217,629 Benefit for medical insurance (BPJS-KS): IRD 133,975 Rice allowance: IDR 330,00 Total salary: IDR *,254,345 (higher than minimum wage) <p>All the documentation of the pay and working condition such as agreement letter, daily record of worker employment, overtime and payslip are available in Bahasa and understood by the workers. No illiterate workers reported within this certification scope.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>Agreement/contract of employment for workers has been included in the Collective Labour Agreement (PKB - Perjanjian Kerja Bersama period 2022-2024). The PKB document has registered to Manpower Agency in Seruyan Regency as per document "Surat Keputusan Kepala Tenaga Kerja dan Transmigrasi Kabupaten Seruyan Nomor: 560/203/DISNAKERTRANS/II/2022 tentang Perjanjian Kerja Bersama Antara PT Tapian Nadenggan dengan Serikat Pekerja Perkebunan PT Tapian Nadenggan (Unit Hanau Estate, Unit Tasik Mas Estate, Unit Tanjung Paring Estate, Unit Langadang Estate dan Unit Hanau Mill-Hanau KCP), that was signed by Head of Manpower Agency dated 8th March 2022 – completed with stamp.</p>	Complied

		<p>All information at PKB provided in several stakeholders is in accordance with the terms and language used, for example in the form of reports and the contents of the report. Delivery of Information is delivered in Bahasa Indonesian, there is able understood by employees and stakeholders.</p> <p>Determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) and working days have been regulated in the PKB Period 2022 - 2024 in Chapter VI - Pengupahan, which explains:</p> <ul style="list-style-type: none"> • Permanent workers are given wages, the value of which is determined by the employer on the condition that it is not lower than government regulations. • Certain permanent workers are given wages (Basic Salary and Rice) in accordance with the status of the group/level whose value is determined by the employer with provisions not lower than government regulations • Permanent workers receive additional wages (UMP / UMSK) and / or attendance incentives as stipulated further in separate provisions. • Provisions on holidays and leave (both maternity leave and menstruation leave) have been regulated in Chapter V, regarding Non-working Days; including: absenteeism, rest days of the week, official holidays, annual leave, maternity leave and others. <p>Payroll documents give accurate information on compensation for all work performed - taken sample of salary slip for period June 2022:</p> <ul style="list-style-type: none"> • Namely: Mr Lasiman (Mechanical Workshop – ID number: 14005) Basic salary: IDR 3,349,370 Overtime: IDR 2,182,709 Benefit for medical insurance (BPJS-Tk): IRD 230,771 	
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		<p>Benefit for medical insurance (BPJS-KS): IRD 133,975 Rice allowance: IDR 429,000 Other: IDR 35,000 Total salary: IDR *,363,026 (higher than minimum wage)</p> <ul style="list-style-type: none"> Namely: Mr Suderwanto (Labaratorium – ID number: 12061) Basic salary: IDR 3,327,668 Overtime: IDR 3,346,904 Benefit for medical insurance (BPJS-Tk): IRD 229,275 Benefit for medical insurance (BPJS-KS): IRD 133,975 Rice allowance: IDR 429,000 Other: IDR 35,000 Total salary: IDR *,500,955 (higher than minimum wage) Namely: Mr Abat Suseno (Harvester in Hanau Estate – ID number: 14064) Basic salary: IDR 3,327,668 Premi Harvesting IDR 3,808,813 Premi Prunning IDR 440,128 Benefit for medical insurance (BPJS-Tk): IRD 217,629 Benefit for medical insurance (BPJS-KS): IRD 133,975 Rice allowance: IDR 330,00 Total salary: IDR *,254,345 (higher than minimum wage) 	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Agreement/contract of employment for workers has been included in the Collective Labour Agreement (PKB - Perjanjian Kerja Bersama period 2022-2024). The PKB document has registered to Manpower Agency in Seruyan Regency as per document "Surat Keputusan Kepala Tenaga Kerja dan Transmigrasi Kabupaten Seruyan Nomor: 560/203/DISNAKERTRANS/II/2022 tentang Perjanjian Kerja Bersama Antara PT Tapian Nadenggan dengan Serikat Pekerja Perkebunan PT</p>	Complied

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		<p>Tapian Nadenggan (Unit Hanau Estate, Unit Tasik Mas Estate, Unit Tanjung Paring Estate, Unit Langadang Estate dan Unit Hanau Mill-Hanau KCP), that was signed by Head of Manpower Agency dated 8th March 2022 – completed with stamp.</p> <p>All information at PKB provided in several stakeholders is in accordance with the terms and language used, for example in the form of reports and the contents of the report. Delivery of Information is delivered in Bahasa Indonesian, there is able understood by employees and stakeholders.</p> <p>Provisions on holidays and leave (both maternity leave and menstruation leave) have been regulated in Chapter V, regarding Non-working Days, including absenteeism, rest days of the week, official holidays, annual leave, maternity leave and others.</p> <p>Rice allowance have been regulated in "Surat Edaran Regional Controller Kalteng 1 No: 106/PSM-kts/CEO/07/2019 dated 1st July 2019 regarding: Tunjangan Natura Bagi Pekerja Tetap Kepangkatan PT1 Sampai dengan PT4B Khusus PT Tapian Nadenggan Regional Kalteng 1" - Tunjangan Keluarga (Family allowance) is 9 kg and each anal (maximum 3 children) is given 7.5 kg per month, which consists of the basic salary and rice allowance. Rice supply is given once a month. Family allowance, this rice allowance is issued in the form of an allowance in the form of money.</p> <p>Provisions related to manpower have fulfilled the laws and regulations namely UU No. 13 of 2003 concerning Manpower - Ketenagakerjaan.</p>	
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<p>6.2.4</p>	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has provided adequate housing. Public facilities were provided by the organization and covered residential facilities, day care, kindergarten, building for prayers, sports facility e.g: volleyball, badminton, football, etc.</p> <p>Data verified – “Monitoring Kondisi Fasilitas Umum Tahun 2022”, such as:</p> <p>Langadang Estate:</p> <ul style="list-style-type: none"> • Housing: Staf (D1 - 7 units), type G2 (25 units), Type G4 (13 units), Type G6 (13 units), Type G10 (3 units) • Kinder garden (1 unit), • Clinic (1 units), • Mosque (1 units), • Church (1 units), • School bus (1 units), • Minimarket which managed by company cooperative (1 units); Koperasi karyawan Jaya Abadi, • Community hall (1 units), • Sport facilities (football, volleyball, tennis, badminton, etc) <p>Hanau Estate:</p> <ul style="list-style-type: none"> • Housing: Staf (D1 - 25 units), type G12 (2 units), Type G10 (37 units), Type G1 (7 units), Type G2 (2 units) • Kinder garden (4 unit), • Clinic (1 units), • Mosque (4 units), • School bus (1 units), • Ambulance (1 unit) 	<p>Complied</p>
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		<ul style="list-style-type: none"> • Minimarket which managed by company cooperative (1 units); Koperasi karyawan Jaya Abadi, • Community hall (3 units), • Sport facilities (football, volleyball, tennis, badminton) <p>Hanau Mill:</p> <ul style="list-style-type: none"> • Housing Type B/CM (1 unit), Type C (4 Unit), Type D (5 unit), type E (38 Unit), • Polyclinic (1 units) • Mosque (2 units) • Church (1 unit) • School bus (1 units) • Ambulance (1 unit) • Sport facilities <p>Housing for workers and medical facilities (clinics) were provided by the organization with basic facilities. If the clinic cannot handle, it will be referred to RSUD Hanau and to RSUD Sultan Immanudin Pangkalan Bun.</p> <p>Electricity supply provided to employees through provision of electricity generator. Clean water provided for employees housing sourced from plants (water treatment). Water analysis/testing have been done based on the laboratory analysis report of clean water in Hanau Estate, Tasik Mas Estate and Hanau Mill.</p> <p>The uses of water for the daily needs of employees are met by utilizing rainwater catchment ponds, and in the event of prolonged drought in the pond so that the water does not meet, then use water from the plant. Checking the water is routinely performed in the laboratory and</p>	
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		<p>found to comply with clean water standards based on PERMENKES No: 416/MENKES/PER/IX/1990 about: standards of clean water quality.</p> <p>Latest test conducted on 8th February 2022 – based on certificate number: 2056/SL/II/2022, conducted by Testing Laboratory PT Mutu Agung Lestari according to clean water standards based on PERMENKES No: 416/MENKES/PER/IX/1990. The result of analysis was available and indicated that all parameter analyzed is met with regulation.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers’ access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has allowed the employee to provide several "shops" around employee housing locations that provide daily basic necessary.</p> <p>The traditional markets in Sandul with the range of +/- 2.5 Km from Tanjung Paring Estate, every payday trader will be closer to the location of the estate to trade the basic needs.</p>	Complied
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has calculated the decent living wage (UHL: Upah Hidup Layak) year 2022 given to all workers according to regulations including workers who work on a piece / quota basis whose wage calculation is based on a quota that can be reached during regular working hours.</p> <p>Payments for workers were determined according to daily absence. Daily absence for workers was recorded and controlled by the Assistant through manual records and fingerprint system for mill and estate office. While for field employee in estate such as harvesters and upkeep workers were absence manually by each foreman using absence form. It was evident that the wage was paid according working hours and daily absence. According to pay list of employee and interview result with worker, it was indicated that wage received by the workers was complied with the determined regulations.</p>	Complied

		<p>PT Tapian Nadenggan – Hanau POM has had state about the wages for workers base on Decree of Central Kalimantan SK no. 188.44/445/KPTS/2021, dated 30 November 2021; regarding: "Penetapan Upah Minimum Kabupaten/Kota di Kalimantan Tengah Tahun 2022", for Seruyan Regency the minimum wage amount of Rp 3,317,667.50.</p> <p>PT Tapian Nadenggan – Hanau POM calculates a living wage year 2022 using the benefit approach that the company has provided to workers, including job support, rice allowances, facilities (provision of facilities: schools (including school transportation), housing, clean water, polyclinics (health), etc, with the following calculations:</p> <ul style="list-style-type: none"> • Basic salary • THR allowance per month • Rice allowance • Electrical allowance • Housing facilities • Water facilities • School • Medical facilities (Clinic) • Kinder garden <p>The DLW was compared with the 2022 standard minimum wage of Rp 3,317,667.50, PT Tapian Nadenggan - Hanau POM has provided living expenses to employees amounting to Rp of Rp 4,321,575.00. per month or greater than from the minimum wage (expenses amount Rp 1,117,825).</p>	
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<p>6.2.7</p>	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Based on verification onsite visit, PT Tapian Nadenggan – Hanau POM using permanent worker for all core work and specified contracted worker (PKWT) for maintenance work.</p> <p>PT Tapian Nadenggan – Hanau POM has established policies and mechanisms related to Work Agreements / Contracts (Work Environment and Industrial Relations) Policy No. KHI-smart / 002-00 dated 1 August 2017, this policy describes:</p> <ul style="list-style-type: none"> • An employment agreement or contract • Position or type of work • Workplace • Amount wages and the method of payment • Conditions of work that contain the rights and obligations of entrepreneurs and workers / laborers • Starting and validity period of the work agreement. Furthermore, there was also explained a Specific Time Work Agreement (PKWT) based on a certain period can be differentiated for a maximum of 2 (two) years and can only be extended 1 (one) time for a maximum period of 1 (one) year. <p>Sample seen during RAV -2022:</p> <ul style="list-style-type: none"> ○ Work Letter Agreement (Specified Time Workers Agreement – PKWT), no: 068/BPRM/PKWT-A2/11/2021, namely Mrs Rindiani (Administration staff for Personalia), dated 1st November 2021. Extension letter No: 020/BPRM/PKWT-A2/05/2022, valid until 31st October 2022. ○ Work Letter Agreement (Specified Time Work Agreement – PKWT), no: Nomor: 085/TPRE/PKWT/8/2020, namely Mr Zulkifli (Security – ID number: 20030), dated 10th August 2020. Completed with signed and Materai Tempel. 	<p>Complied</p>
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		<ul style="list-style-type: none"> o Work Letter Agreement (Specified Time Work Agreement – PKWT), no: Nomor: 020/HNAE/PKWT/04/2022, namely Mr Briyantama Adie Nugroho (Paramedical – ID number: 22020), dated 1st April 2022. Completed with signed and Materai Tempel. 	
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
<p>6.3.1</p>	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapan Nadenggan - Hanau POM has established the published statement recognizing freedom of association and right to collective bargaining in national languages as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p> <p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> • Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. • Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. 	<p>Complied</p>

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		<ul style="list-style-type: none"> Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6. <p>During onsite audit RAV-2022, based on interview with sample workers, they have understood that PT Tapan Nadenggan – Hanau POM have published statement recognizing freedom of association and right to collective bargaining in national languages and is explained to all workers in languages that they understand and is demonstrably implemented.</p> <p>PT Tapan Nadenggan – Hanau POM has shown the document of Registration of Labour Union to Manpower Agency in Seruyan Regency.</p> <ul style="list-style-type: none"> Tasik Mas Estate, as per document of "Surat Keputusan Kepala Tenaga Keja dan Transmigrasi Kabupaten Seruyan nomor: 560/369/DISNAKERTRANS/V/2019 tentang Pencatatan Serikat Pekerja PT Tapan Nadenggan Unit Tasik Mas", dated 6th May 2019. <p>Tanjung Paring Estate, as per document of "Surat Keputusan Kepala Tenaga Keja dan Transmigrasi Kabupaten Seruyan nomor: 560/159/DISNAKERTRANS/II/2018 tentang Perubahan Struktur Serikat</p>	
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		Pekerja PT Tapian Nadenggan Unit Tanjung Paring”, dated 26 th February 2018.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request. - Minor compliance -	Based on the information from the chairman of the union, the union meeting conducted in accordance with the requirements of temporary and existing issues, the recording of this meeting with the unions, among others: the attendance list and minutes of meeting. Periodic meeting was also held to discuss any issues as necessary and recorded in minutes of meeting. Several issues discussed at meetings were not limited to labour issues. Meetings here also discussed cleanliness, safety of housing areas and work equipment. All employees are represented by unions have agreed on a cooperation agreement on the document of PKB, the agreement will be renewed after two years. Based on data verification and interviews with several employees during RAV-July 2022, PT Tapian Nadenggan – Hanau POM has facilitated space/rooms for trade unions to carry out their activities and conduct monthly meetings. Sample record of minutes of meetings: dated 26 th January 2022, location in Tasik Mas Estate, agenda: cleanliness, safety of housing areas and work equipment	Complied
6.3.3	Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers. - Minor compliance -	Based on data verification and interviews with several employees and Head of SPM (Serikat Pekerja Mandiri) PT Tapian Nadenggan – Hanau POM (dated 19 July 2022 - during onsite audit RAV), they confirmed that Management of PT Tapian Nadenggan – Hanau POM has facilitated space/rooms for trade unions to carry out their activities and conduct monthly meetings. Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers	Complied

Criteria 6.4: Children are not employed or exploited.		
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan - Hanau POM has established the formal policy for the protection of children, including prohibition of child labour and remediation as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p> <p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> • Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. • Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. • Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. • Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended

Complied

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		<p>207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6.</p> <p>During onsite audit RAV-2022, based on interview with sample workers, they have understood that PT Tapian Nadenggan – Hanau POM have a formal policy for the protection of children, including prohibition of child labour and remediation, and included into service contracts and supplier agreements.</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has policy for minimum age for worker and mentioned in “Kebijakan Hubungan Industrial – Pekerja / Buruh Anak, nomor: KHI-SMART/003-00. Minimum age for worker is 18 years. In according to list of worker and related document was verified and there is no worker under 18 years old.</p> <p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> • Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. • Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. 	Complied

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		<ul style="list-style-type: none"> Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6. <p>During audit RAV- July 2022, and interview with workers, field observation and stakeholder consultation can be demonstrated that there is no employee under 18 years old.</p> <p>Based on list of workers in PT Tapian Nadenggan – Hanau POM updated in June 2022, there was reported that:</p> <ul style="list-style-type: none"> In Tanjung Paring Estate - the youngest worker is Mr Syahrul Hidayat employee number: 22022, birth: 14th July 2003, joined in the company on 20th January 2020 – 18 years old and 11 months. Tasik Mas Estate - the youngest worker is Mr Rizki Sucipto employee number: 21009, birth: 14th December 2002, joined in the company on 8th March 2021 – 19 years old and 1 month. Hanau Estate - the youngest worker is Mr Gunawan employee number: 22014 birth: 7th May 2003 joined in the company on 6th April 2022 – 19 years old and 2 months. 	
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<p>6.4.3</p>	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work. - Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan - Hanau POM has established the formal policy that young person maybe employed only for non-hazardous work with protective restrictions as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p> <p>During onsite audit RAV-2022, based The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> • Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. • Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. • Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. • Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 	<p>Complied</p>
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		<p>207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6.</p> <p>Based on interview with sample workers, they have understood that PT Tapian Nadenggan – Hanau POM have a formal policy that young person maybe employed only for non-hazardous work with protective restrictions.</p> <p>Based on list of workers in PT Tapian Nadenggan – Hanau POM updated in June 2022, there was reported that:</p> <ul style="list-style-type: none"> • In Tanjung Parang Estate - the youngest worker is Mr Syahrul Hidayat employee number: 22022, birth: 14th July 2003, joined in the company on 20th January 2020 – 18 years old and 11 months. • Tasik Mas Estate - the youngest worker is Mr Rizki Sucipto employee number: 21009, birth: 14th December 2002, joined in the company on 8th March 2021 – 19 years old and 1 month. • Hanau Estate - the youngest worker is Mr Gunawan employee number: 22014 birth: 7th May 2003 joined in the company on 6th April 2022 – 19 years old and 2 months. 	
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan - Hanau POM has demonstrated the communication record about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live</p> <p>Document verification:</p>	Complied

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<p>Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
<p>6.5.1</p>	<p>(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce. - Critical (Major) compliance -</p>	<p>PT Tapan Nadenggan - Hanau POM has established the policy to prevent sexual and all other form of harassment and violence as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p>	<p>Complied</p>

		<p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> • Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. • Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. • Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. • Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6. <p>During onsite audit RAV-2022, based on interview with sample workers, they have understood that PT Tapian Nadenggan – Hanau POM has implemented and communicated the policy to prevent sexual and all other form of harassment and violence.</p>	
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<p>6.5.2</p>	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapan Nadenggan - Hanau POM has established policy to protect the reproductive rights of all, especially of women as per document of "Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food". This commitment is outlined in the policy, which was signed by the Head of Policy and Compliance Division dated 12th December 2019.</p> <p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was 	<p>Complied</p>
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		<p>attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6.</p> <p>During onsite audit RAV-2022, based on interview with sample workers, they have understood that PT Tapian Nadenggan – Hanau POM has implemented and communicated policy to protect the reproductive rights of all, especially of women</p>	
<p>6.5.3</p>	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs in accordance with applicable regulations in Indonesia.</p> <p>For breastfeeding mothers and had children under 5 years, the company has provided child-care (Balai Penitipan Anak - BPA) which is location in each division/Afdeling.</p> <p>Based on field observation in child-care, dated 19th July 2022 (Pondok 1 – Tasik Mas Estate) and on 20th July 2022 (in Pondok 3 – Tanjung Paring Estate) and in Langadang Estate the condition and facilitation for children care were good. The new mother has given the breastfeeding time during this work. It can be took one or two times a day if necessary.</p> <p>Based on field visit and interview with sampled new mother, audit team get statement that company gave opportunity to breastfeed her baby during working time. Pre-natal and ante-natal treatment was provided. Vaccination program for the baby was accommodated in coordination with medical centre/Pusat Kesehatan Masyarakat in district level.</p>	<p>Complied</p>

<p>6.5.4</p>	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>PT Tapan Nadenggan - Hanau POM has defined A grievance mechanism, which respects anonymity and protects complainants, where requested as per "Kebijakna Hubungan Industrial – Penanganan Keluhan, nomor: KHI-SMART/019-000".</p> <p>The Policy has communicated to local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>Document verification:</p> <ul style="list-style-type: none"> Record of socialization the company polices, dated 7, 8, 9, 10 February 2022 – location in Division 1, 2, 3 in Langadang Estate, that was attended by 133 workers. Record of socialization the company polices in Hanau Estate, dated 10 January 2022 was attended by 161 workers in Division 1 and 4, dated 11 January 2022 was attended 183 workers in Division 2 & 5, dated 12 January 2022 was attended 168 workers in Division 3 & 6. Record of socialization the company polices in Tasik Mas Estate, dated 4th April 2022 was attended by 85 workers in Division 1, dated 11 April 2022 was attended 86 workers in Division 3, dated 19 April 2022 was attended 105 workers in Division 4, dated 5 March 2022 was attended 94 workers in Division 5, and dated 25 June 2022 was attended 79 workers in Division 6. Record of socialization the company polices in Tanjung Paring Estate, dated 17th March 2022 was attended by 57 workers in Division workshop and Central Office, dated 18th March 2022 was attended 207 workers in Division 1, 2 and 3, dated 25 March 2022 was attended 83 workers in Division 4, dated 29 March 2022 was attended 161 workers in Division 5 and 6. 	<p>Complied</p>
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		<p>All complaints can be issued verbal and or written and informed to all administrator, gender committee and Agronomy / Mill Unit Head.</p> <p>Based on review the document of "Pencatatan Keluhan dan Ketidak Puasan 2022", there was no grievance reported up to June 2022 in Tanjung Paring Estate and Hanau Estate</p>	
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			
<p>6.6.1</p>	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker's consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has established and documented policy about force or trafficked labour in Social and Environment Policy article 3.1 stated Acknowledge, Respect, and Strengthen workers right.</p> <p>PT Tapian Nadenggan – Hanau POM has been also not allowed child labour, forced labour, provide work contract in language that understand by workers and make sure the payment give to workers in simple ways, on time and clear.</p> <p>All the labor/employment has the right conform to their contract. The contract contains no forcing to the labor. The contract was agreed between labor and company. The form of labor contract such as: Perjanjian Kerja Bersama (PKB) and PKWT contract.</p> <p>Based on document verification (list of employees, salary slips and payroll for June 2022 and interviews with management, no work termination was identified that was not in accordance with the work contract, the determination of overtime time was in accordance with the</p>	<p>Complied</p>

		<p>Overtime Work Order (SPL), and was not identified there are employees who work because of debt with the company.</p> <p>During RAV – July 2022, there was no migrant workers and no forced labor in PT Tapian Nadenggan. All work is voluntary, and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution without worker’s consent • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages 	
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Agreement/contract of employment for workers has been included in the Collective Labour Agreement (PKB - Perjanjian Kerja Bersama period 2022-2024). The PKB document has registered to Manpower Agency in Seruyan Regency as per document “Surat Keputusan Kepala Tenaga Kerja dan Transmigrasi Kabupaten Seruyan Nomor: 560/203/DISNAKERTRANS/II/2022 tentang Perjanjian Kerja Bersama Antara PT Tapian Nadenggan dengan Serikat Pekerja Perkebunan PT Tapian Nadenggan (Unit Hanau Estate, Unit Tasik Mas Estate, Unit Tanjung Paring Estate, Unit Langadang Estate dan Unit Hanau Mill-Hanau KCP), that was signed by Head of Manpower Agency dated 8th March 2022 – completed with stamp.</p>	Complied

		<p>All information at PKB provided in several stakeholders is in accordance with the terms and language used, for example in the form of reports and the contents of the report. Delivery of Information is delivered in Bahasa Indonesian, there is able understood by employees and stakeholders.</p> <p>PT Tapian Nadenggan - Hanau POM has employees with PKWT status who are made " Perjanjian Kerja Waktu Tertentu (PKWT)"</p> <p>Sample seen – during RAV 2022:</p> <ul style="list-style-type: none"> ○ Work Letter Agreement (Specified Time Workers Agreement – PKWT), no: 068/BPRM/PKWT-A2/11/2021, namely Mrs Rindiani (Administration staff for Personalia), dated 1st November 2021. Extension letter No: 020/BPRM/PKWT-A2/05/2022, valid until 31st October 2022. ○ Work Letter Agreement (Specified Time Work Agreement – PKWT), no: Nomor: 085/TPRE/PKWT/8/2020, namely Mr Zulkifli (Security – ID number: 20030), dated 10th August 2020. Completed with signed and Materai Tempel. ○ Work Letter Agreement (Specified Time Work Agreement – PKWT), no: Nomor: 020/HNAE/PKWT/04/2022, namely Mr Briyantama Adie Nugroho (Paramedical – ID number: 22020), dated 1st April 2022. Completed with signed and Materai Tempel. <p>All information provided in several stakeholders is in accordance with the terms and language used, for example in the form of reports and the contents of the report. Delivery of Information is delivered in Bahasa Indonesian, so it can be understood by employees and stakeholders.</p>	
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Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.		
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapian Nadenggan - Hanau POM and Estate has appointed the responsible person) for H&S is identified as per P2K3 (Safety Committee Meeting). P2K3 has an approval from Manpower and Transmigration Office.</p> <p>Data verified during RAV – 2022:</p> <p><u>Hanau POM:</u></p> <ul style="list-style-type: none"> OHS Committee: P2K3 approval based on “Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Tengah, Nomor: KEP.66/DISNAKERTRANS/IV/2020 Tentang Pengesahan Perubahan Tim Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) dan PT Tapian Nadenggan – Hanau Mill” issued 30 April 2020. Head P2K3 headed by Saban S Hutabarat (Manager at Hanau POM) and secretary of P2K3 was M Yudhi Wicaksono; he was OHS expert as well OHS expert based on “Keputusan Menteri Ketenagakerjaan Republik Indonesia Nomor 55/4577/AS.02.04/V/2022 tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja Umum”, namely Yudi Wicaksono – issued on 4th May 2022 – valid until 3 years. <p><u>Tanjung Paring Estate:</u></p> <ul style="list-style-type: none"> OHS Committee: P2K3 approval based on “Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Tengah, Nomor: KEP.25/DISNAKERTRANS/II/2020 Tentang Pengesahan Perubahan Tim Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) dan PT Tapian Nadenggan – Perkebunan Tanjung Paring” issued 7th February 2020. Head P2K3 headed by Mr Sukiyo (Manager at Tanjung Paring Estate) and secretary of P2K3 was Mr Sutrisno, he was OHS expert as well
		Complied

		<ul style="list-style-type: none"> • Certificate OHS expert on behalf Mr Sutрино, No: 5/454/AS.02.04/VII/2019 dated 24th July 2019; Decree Letter OHS Expert from Ministry of Manpower, valid until 3 years <p><u>Hanau Estate:</u></p> <ul style="list-style-type: none"> • OHS Committee: P2K3 approval based on “Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Tengah, Nomor: KEP.51/DISNAKERTRANS/V/2021 Tentang Pengesahan Perubahan Tim Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) dan PT Tapian Nadenggan – Perkebunan Hanau” issued 10 May 2021 Head P2K3 headed by Mr Kuspan(Manager at Hanau Estate) and secretary of P2K3 was Mr Moch Wibawanto he was OHS expert as well • Certificate OHS expert on behalf Mr Moch Wibawanto No: 5/4580/AS.02.04/V/2020 dated 4th May 2020; Decree Letter OHS Expert from Ministry of Manpower, valid until 3 years <p>The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program. Notes of Safety Committee Regular Meeting (mill and estate) with workers were evident, such as:</p> <ul style="list-style-type: none"> • Personal Protective Equipment (PPE), • Hazard from animal, • Safety notes, • Accident review and report. <p>Sample reports reviewed were for meeting dated 30 June 2022 location Langadang Estate. The actions were monitored for realization and reported to management and local authority. Concerns of all parties about health, safety and welfare were discussed at the meeting such as:</p>	
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		<p>review of accident, PPE Checklist update, result of internal audit, incident investigation, etc.</p> <p>Report of OHS Performance (Laporan P2K3 – 3 bulanan), last report for period January – March 2022, was reported to Pengawas Dinas Ketenagakerjaan Wilayah II Kabupaten Kotawaringin Timur dan Kabupaten Seruyan, dated 26th April 2022 - , document number: 061/TMSE-EXT/IV/2022 was received by Mr Jariyah (Staff Pengawas)</p>	
<p>6.7.2</p>	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan - Hanau POM has defined the procedure for emergency response under "SOP Kesiapsiagaan Tanggap Darurat Nomor: SOP/SMART/UMUMSADV/I/2005" dated 30 May 2014.</p> <p>PT Tapian Nadenggan - Hanau POM has also established procedure on work accidents under "SOP Penanganan Kecelakaan dan Penyakit Akibat Kerja Nomor SOP/SMART/HESS-EHSD/SADV/I/2005" dated 1st July 2014.</p> <p>The procedure described the roles and responsibilities of each emergency response team include the mechanism how to conduct medical evacuation to near hospital/local health centre, also it was available the emergency contact number of each internal emergency team and external related parties. Evacuation route and muster point are available and made known to the employee.</p> <p>Accident investigation procedure were documented in related procedure SOP/SMART/HESS-EHSD/SADV/1/005/Rev.00/01-Jul-14) accident and occupational disease handling. Accident and investigation reports described the accident chronology, cause and impacts of the accident</p>	<p>Complied</p>

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		<p>and has also to find the root causes of the accident happened and establish the corrective and preventive action. Records of all accidents were kept and periodically reviewed for continuous improvement.</p> <p>PT Tapian Nadenggan – Hanau POM has assigned the first aider, such as:</p> <ul style="list-style-type: none"> • Tasik Mas Estate – Mr Yulianto (foreman in harvesting), License number No. 560/136/UPT-BPKS/P3K/V/2022 dated 9th May 2022 - valid until 9th May 2025. • Langadang Estate - Mr Hagai Sembiring (warehouse personal), License number No. 560/142/UPT-BPKS/P3K/V/2022 dated 9th May 2022 - valid until 9th May 2025. • Tanjung Paring Estate - Mr Kumaidi (foreman in harvesting), License number No. 566/163/WAS-KK/P3K/2017 dated 18th August 2017 - valid until 18th August 2022. • Hanau Estate - Mr Rubino (foreman), License number No. 560/132/UPT-BPKS/P3K/V/202, dated 9th May 2022 - valid until 9th May 2025 • Monitoring of First Aid Kit, month May 2022. Sample location in Production Foreman, Office, Temporary Hazardous Waste, Fertilizer Warehouse. • Fire drill report (emergency response training) dated 31st May 2022 location Langadang Estate was attended by 19 participants consisted of Emergency Team. Date verified: Scenario, attendance list, documentation, evaluation report. 	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those</p>	<p>PT Tapian Nadenggan – Hanau POM has demonstrated that workers use appropriate personal protective equipment (PPE) which is provided free of charge to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting.</p>	Complied

	<p>applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>Data verified:</p> <ul style="list-style-type: none"> • PPE monitoring use – Inspeksi Ketidaktertahuan Pemakaian APD”, dated 24th May 2022, location in Division I Tasik Mas Estate. There was reported OK (all workers using PPE as required at risk assessment) • PPE monitoring uses - Inspeksi Ketidaktertahuan Pemakaian APD”, dated 30th June 2022, location in W13/14 Division 3, Tanjung Pring Estate. There was reported a harvester has not using egrek cover. The correction has followed up, by the completed the egrek cover. • Handover of PPE – Formulir Berita Acara Serah Terima APD, dated 4th January 2022, for pesticides applicator in Langadang Estate. PPE consisted of mask, uniform (apron), gloves, helm full face, AP booth. • Handover of PPE – Formulir Berita Acara Serah Terima APD, dated 23rd June 2022, for harvesters in Hanau Estate. PPE consisted of helm, AP booth 	
<p>6.7.4</p>	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>All workers in mill and estate including daily workers have been covered by Medical and Social Insurance (BPJS), as requested by applicable regulation. Records of insurance payment available in:</p> <ul style="list-style-type: none"> • BPJS registration number • Monthly BPJS insurance premium payment. <p>The records of monthly payment for national incident insurance (BPJS) with percentage 0.54 % from the wages are evident. The reports of monthly payment were evident or period January – June 2022.</p> <p>PT Tapian Nadenggan - Hanau POM has prepared MCU programme for presented in “Formulir Program Pemeriksaan Kesehatan” F/SMART/HESS-EHSD/SADV/012/001.</p>	<p>Complied</p>

		<ul style="list-style-type: none"> • Special Medical Check-Up for workers in high-risk area such: related to chemical/pesticides handling, noising area, etc. <ul style="list-style-type: none"> - Hanau POM - Last MCU (cholinesterase) conducted on 20 June 2022, was attended by 17 workers - Hanau Estate - Last MCU (cholinesterase) conducted on 11 July 2022, was attended by 31 workers - Tanjung Paring Estate - Last MCU (cholinesterase) conducted on 18 June 2022, was attended by 31 workers - Langadang Estate - Last MCU (cholinesterase) conducted on 1st July 2022, was attended by 23 workers - Tasik Mas Estate - Last MCU (cholinesterase) conducted on 12th July 2022, was attended by 35 workers • Medical Check for all workers conducted 27-29 June 2022 in Hanau POM, on 29-30 June 2022 in Langadang Estate and on 13 – 17 June 2022 in Tanjung Paring Estate <p>Record of Medical and Accident Insurance (BPJS Ketenagakerjaan dan BPJS Kesehatan):</p> <ul style="list-style-type: none"> • Hanau Estate - Billing statement; amount due to payment IDR ***,760,421. Number of employees is 623 workers, number of dependent 686. Status PAID on 12th July 2022. (BPJS Kesehatan) • Hanau Estate - Payment slip number: 2207 0303 1284, total due to payment is IDR ***,515,068. Status: PAID for month June 2022 (BPJS Ketenagakerjaan) • Tasik Mas Estate - Billing statement; amount due to payment IDR ***,409,127. Number of employees is 659 workers, number of dependent 567. Status PAID on 12th July 2022. (BPJS Kesehatan) • Tasik Mas Estate - Payment slip number: 2207 0032 1733, total due to payment is IDR ***,674,922. Status: PAID for month June 2022 (BPJS Ketenagakerjaan) 	
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		<ul style="list-style-type: none"> Tanjung Paring Estate - Billing statement; amount due to payment IDR ***,677,978. Number of employees is 623 workers, number of dependent 545. Status PAID on 12th July 2022. (BPJS Kesehatan) Tanjung Paring Estate - Payment slip number: 2207 0027 0440, total due to payment is IDR ***,036,823. Status: PAID for month June 2022 (BPJS Ketenagakerjaan) 	
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT Tapian Nadenggan – Hanau POM has shown the record of accident as per “Laporan Kecelakaan Kerja”.</p> <p>Reported in period January 2020 – May 2022 as per “Rekapitulasi Laporan Kecelakaan Kerja” – document number: F/SMART/HESS-EHSD/SADV/005/003, there was reported that:</p> <ul style="list-style-type: none"> Langadang Estate – reported 1 accident, dated 7 April 2020, lost time by accident was 2 mandays. Data verified: Laporan kecelakaan kerja, namely Mr Boy Minaldi (Harvester). Report of Investigation dated 7th April 2020 – document number: 01/P2K3-KK/IV/2022. The document provided with chronology, root cause, correction, and corrective action. Tasik Mas Estate – reported 4 accident (category low), there was no lost time by accidents. Hanau Estate – reported 1 accident in May 2022, lost time by accident was 2 mandays. Data verified: Laporan kecelakaan kerja, namely Mr Edy Supeno (Harvester). Report of Investigation dated 30th May 2022. The document provided with chronology, root cause, correction, and corrective action. Tanjung Paring Estate – reported 3 accidents (category low), there was no lost time by accidents. <p>Accident and investigation reports described the accident chronology, cause and impacts of the accident and has also to find the root causes</p>	Complied

		of the accident happened and establish the corrective and preventive action. Records of all accidents were kept and periodically reviewed for continuous improvement.	
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>PT Tapan Nadenggan has established SOP for Pests and Diseases Control, that available in the document No. SOP/SMART/MCAR/VII/TA-HPT. The process includes activities in controlling pest detection, census, control recommendations, control and evaluation. The procedures include setting out of technique to be implemented, chemical to be used, locations to be applied, and time frame for implementation. It was observed that all IPM program has been performed based on determined schedule.</p> <p>Integrated Pest Management (IPM) Plan for year 2022 was documented in the Division Work Program as verified in Tasik Mas Estate, Hanau Estate, Langadang Estate and Tanjung Paring consisted of:</p> <ul style="list-style-type: none"> - Detection of pests and diseases - Census of pests and disease - Planting and upkeep beneficial plant (host plant), e.g. <i>Turnera subulata</i>, <i>Antigonon leptopus</i> and <i>Casia cobanensis</i>. <p>IPM plan has include the following:</p> <ul style="list-style-type: none"> • Identification of potential pests and safe thresholds. • The techniques used (cultural, biological, mechanical and physical methods). • The native species used as part of the biological control method • Reducing the use of chemicals over a period. • No prophylactic use of pesticides. 	Complied

		<ul style="list-style-type: none"> Minimization of pesticide use. <p>Detection of leaf-eater caterpillar (UPDKS) was performed in monthly intervals. Plans and realization of early detection of pests and diseases was well documented. Total sample of leaf-eater caterpillar census in Tasik Mas Estate is 107,842 palms; in Langadang Estate is 23,602 palms. Based on document "<i>Rekapitulasi Data Deteksi UPDKS</i>" - Recapitulation of leaf-eater caterpillar census period January to December 2020, January to December 2021 and January to June 2022, it was observed that no leaf-eater caterpillar detected in all Estates of PT Tapian Nadenggan.</p> <p>Census of rodent are performed in three monthly intervals as documented in "<i>Rekap Hasil Sensus Tikus</i>" – Rodent census recapitulation. Based on the document, in Tanjung Paring Estate for period April 2022 there are 1.79% of rat attack in Div.1; 2.28% of rat attack in Div.2; 2.34% in Div.3; 2.19% in Div.4; 2.64% in Div.5; 1.94% in Div.6. In Langadang Estate for period April 2022 there are 1.36% of rat attack in Div.1; 1.31% in Div.2; 1.33% in Div.3.</p> <p>None of them are above the 5% threshold, therefore no need to control with chemical rodenticide. Rodent control is using natural predator barn-owl (<i>Tyto alba</i>). Based on last census of barn-owl box (gupon), which documented in "<i>Rekapitulasi Monitoring Gupon</i>" period June 2022, described there is 142 barn-owl boxes in Tanjung Paring Estate, 26 of the are active. In Langadang Estate there are 71 barn-owl boxes which all actives.</p>	
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.	Invasive species both from plant and animal species are not used by the unit of certification to control pest, unless monitoring of their spread is implemented. The unit of certification have the list of invasive species	Complied

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	- Minor compliance -	according to Permen LHK No. P.94/MENLHK/SETJEN/KUM.1/12/2016. Monitoring of control have been evaluated on 4 July 2022, consist of <i>Casia tora</i> , <i>Imperata cylindrica</i> , <i>Turnera ulmifolia</i> , <i>Clidemia hirta</i> and <i>Dicranopteris linearis</i> . All species categorized as invasive are controlled using manual or chemical control.																															
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	Based on field visit, interview and document review, there is no use of fire for pest control in whole area of Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate and Langadang Estate.	Complied																														
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.																																	
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	<p>The unit of certification has recorded list of herbicides used, completed with active ingredient, WHO class, trademark, target, registration number and expiry date.</p> <table border="1"> <thead> <tr> <th>Trademark</th> <th>Active Ingredient</th> <th>WHO Class</th> <th>Target</th> <th>Registration Number</th> <th>Expiry date</th> </tr> </thead> <tbody> <tr> <td>Roll Up 480 L</td> <td>Isopropil amina glifosat 486 g/l</td> <td>III</td> <td>Grasses weed</td> <td>RI.01030120042133 LD50 > 5000</td> <td>03/09/2023</td> </tr> <tr> <td>Rolifos 150 SL</td> <td>Amonium glufosinat 150 g/l</td> <td>II</td> <td>Grass weed, wide leaf</td> <td>RI.01030120103683 LD50 = 2000</td> <td>31/01/2025</td> </tr> <tr> <td>Erkafuron 20 WG</td> <td>Metil metsulfuron 20%</td> <td>U</td> <td>Ferns, wide Leaf, Sedges</td> <td>RI.01030120093530</td> <td>31/01/2025</td> </tr> <tr> <td>Garlon Mix 333/17</td> <td>Aminopirolid potassium 17 g/l</td> <td>II</td> <td>Wide Leaf</td> <td>RI.01030120155148</td> <td>31/01/2025</td> </tr> </tbody> </table>	Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date	Roll Up 480 L	Isopropil amina glifosat 486 g/l	III	Grasses weed	RI.01030120042133 LD50 > 5000	03/09/2023	Rolifos 150 SL	Amonium glufosinat 150 g/l	II	Grass weed, wide leaf	RI.01030120103683 LD50 = 2000	31/01/2025	Erkafuron 20 WG	Metil metsulfuron 20%	U	Ferns, wide Leaf, Sedges	RI.01030120093530	31/01/2025	Garlon Mix 333/17	Aminopirolid potassium 17 g/l	II	Wide Leaf	RI.01030120155148	31/01/2025	Complied
Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date																												
Roll Up 480 L	Isopropil amina glifosat 486 g/l	III	Grasses weed	RI.01030120042133 LD50 > 5000	03/09/2023																												
Rolifos 150 SL	Amonium glufosinat 150 g/l	II	Grass weed, wide leaf	RI.01030120103683 LD50 = 2000	31/01/2025																												
Erkafuron 20 WG	Metil metsulfuron 20%	U	Ferns, wide Leaf, Sedges	RI.01030120093530	31/01/2025																												
Garlon Mix 333/17	Aminopirolid potassium 17 g/l	II	Wide Leaf	RI.01030120155148	31/01/2025																												

7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Use of pesticide are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside of the targeted species and planned intervals. Pesticide are only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p>	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>There is no prophylactic use of pesticides throughout Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate and Langadang Estate. Pesticide/Herbicides are only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>The company has policy on safe use of chemical including pesticides which stated in GAR Social and Environment Policy, dated 8 September 2015. The company has also established memorandum No. 032/PD/VIII/2016 that the use of paraquat is prohibited since 2016. Based on list of pesticide uses, it was verified that no paraquat dichloride been used for weeing control since 2016.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	Complied
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	

	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5d Process to limit the negative impacts of the application.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	<p>All Estate (Hanau Estate, Tasik Mas Estate, Tanjung Paring and Langadang Estate) have provided basic training related to pesticide, understanding material safety data sheet/MSDS, limited pesticide training, emergency condition training and first aid training. Chemical warehouse and its infrastructure is ready (see criterion 4.6.6).</p> <p>Standard PPE for sprayer: helmet, face shield, masker, apron, rubber glove and rubber boot. Standard PPE for chemical mixer/chemical storekeeper: faceshield, masker, apron, rubber glove and rubber boot.</p> <p>Record of training for person who handling pesticides, such as:</p> <ul style="list-style-type: none"> - Attendance list of training "Pengendalian Gulma terpadu dan K3 Semprot" dated 23 June 2022, located at Club House Tanjung Paring Estate, was attended by 28 workers from Tanjung Paring Estate. - Attendance list of training "Pengendalian Gulma terpadu dan K3 Semprot" dated 23 June 2022, located at Club House Tasik Mas 	Complied

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		Estate, was attended by 45 workers from Hanau, Tasik Mas, Tanjung Paring and Langadang Estate.							
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The storage for all pesticide is in good condition. Based on field visit to pesticides storage during this recertification audit, verified that all pesticides are stored in good condition in accordance with recognized best practices. A standard storage system appears to be implemented across the organization. The storage is equipped with sufficient air ventilation to provide air circulation. Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (overall, face shield, impermeable rubber gloves, apron and mask) are available and ready to use.</p> <p>Working instruction for pre-mixing, stacking and pesticide storage are available as well as MSDS for all pesticides. Material Data Safety Sheets (MSDS) for all chemicals used are available at warehouse, mixing area and at spraying location, brought by Supervisor. All spraying chemical taken into the field are pre-mixed in designated mixing area.</p>	Complied						
	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>All chemical and their containers from Mill and Estates were collected and kept in temporary waste storage for 180 up to 365 days prior disposal. Review of records showed all hazardous waste including pesticide containers are disposed to the licensed collector, PT Semesta Langgeng Sentosa. Monitoring was recorded in document "<i>Berita Acara Penyerahan Limbah B3</i>" – Minutes of handover.</p> <p>Record of disposal all pesticides container to the licensed collector as per "Manifes Limbah Bahan Berbahaya dan Beracun" No. KLHK-1658682086 dated 6 June 2022, delivered to PT Semesta Langgeng Semesta, Jl. Pramuka RT.02 Kelurahan Pasir Panjang Kecamatan Arut Selatan, consisted of:</p> <table border="1" data-bbox="1160 1289 1904 1367"> <thead> <tr> <th>Type of hazardous waste</th> <th>Volume (Ton)</th> <th>Manifest Elektronik</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Type of hazardous waste	Volume (Ton)	Manifest Elektronik				Complied
Type of hazardous waste	Volume (Ton)	Manifest Elektronik							

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		Ex pesticides container (B104d)	0.5843	KLHK-1658682086	
	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Based on field visit, interview with workers and stakeholder there is no aerial spraying of pesticides in all are of certificate holder.</p>			Complied
	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification conducted specific annual medical surveillance for workers consisted of pesticides applicators and chemical storage keepers. Special Medical Check Up – conducted by company doctor at company clinic. For Hanau Estate conducted on 11 July 2022 to 31 workers; for Tasik Mas Estate conducted on 12 July 2022 to 35 workers; for Tanjung Paring Estate conducted on 18 June 2022 to 21 workers; for Langadang Estate conducted on 1 July 2022 to 23 workers.</p> <p>Based on interview with workers and result report - “Laporan Hasil Pemeriksaan Kesehatan – Pekerja dengan Resiko Tinggi”, all spraying applicators are in good conditions. Result of specific annual medical surveillance has been communicated to related workers.</p>			Complied
	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification implemented pregnancy test to workers who work with chemical (spraying and fertilizer applicators). Female workers who found pregnant will be transferred to another work with no chemical. Based on field visit and interview, there are no spraying applicator who was pregnant or breastfeeding.</p>			Complied
<p>Note For 7.2.11</p>					

Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.

Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

<p>7.3.1</p>	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p> <p>- Minor compliance -</p>	<p>The waste management plan is documented in "Identifikasi Aspek – Dampak Lingkungan" updated annually. The document explained that waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment. Hazardous and medical waste is disposed to the register collector, while domestic waste disposed to the landfill, organic and inorganic waste is separated in line site, organic waste to the landfill and some of inorganic waste is collected for re-cycle. Landfill location is far enough from the employee emplacement, around ± 2 km distance.</p> <p>Tasik Mas Estate started waste bank program.</p>	<p>Complied</p>
<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The waste management plan including compliance to applicable regulations:</p> <ul style="list-style-type: none"> - Temporary hazardous waste storage permit "Surat Persetujuan Pemenuhan Komitmen Izin Tempat Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (TPS-LB3) No.S03.H.B/04.008/DPMPTSP/XI/2020" dated 10 November 2020 and valid for 5 years. - Temporary hazardous waste storage permit as per Recommendation from Environmental Service "Surat Dinas Lingkungan Hidup Pemerintah Kabupaten Seruyan No.660/831/DLH/XI/2020 Perihal Rekomendasi Permohonan Perpanjangan Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun di PT. Tapian Nadenggan kepada Kepala Dinas Penanaman Modal dan Perizinan Terpadu Satu Pintu Kabupaten Seruyan" dated 4 November 2020. 	<p>Complied</p>

		<p>Building permit for temporary hazardous waste storage in each management unit:</p> <ul style="list-style-type: none"> - Hanau POM permit "Izin Membangun Bangunan No.648.11/09/Pem/Han/07/2020 kepada PT. Tapian Nadenggan Pabrik Hanau" - Langadang Estate permit "Izin Membangun Bangunan No.503.1/04/SK.IMB/VII/2020 kepada PT. Tapian Nadenggan Langadang Estate". - Hanau Estate permit "Izin Membangun Bangunan No.648.11/08/Pem/Han/07/2020 kepada PT. Tapian Nadenggan Kebun Hanau". - Tasik Mas Estate permit "Izin Membangun Bangunan No.648.11/07/Pem/Han/07/2020 kepada PT. Tapian Nadenggan Kebun Tasik Mas". - "Izin Membangun Bangunan No.503.1/03/SK.IMB/VII/2020 kepada PT. Tapian Nadenggan Tanjung Paring Estate" <p>The type of hazardous waste permitted to store: waste oil (B105d), used rags and used filters (B110d), used accu (A102d), infectious waste/clinic waste (A337-1), laboratory waste (A106d), hazardous waste container (B104d), electronic waste (B107d), contaminated waste (A108d), expired chemical (A338-1 & A337-1).</p> <p>PT. Tapian Nadenggan has contractual agreement with licensed transporter "Nota Kesepakatan antara PT. Tapian Nadenggan & Pengumpul Limbah B3 PT. Semesta Langgeng Sentosa No.001/TN-LH-KALTENGSEL/06/2021" dated 11 June 2021 and valid for 2 years. The contract scope consist of handling of hazardous waste such as waste oil (B105d), used accu (A102d), used rags and used filters (B110d), laboratory waste (A106d), contaminated waste (A108d), electronic waste (B107d), hazardous waste container (B104d), infectious waste/clinic waste (A337-1), expired chemical (A338-1 & A337-1).</p>	
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		<ul style="list-style-type: none"> - PT. Semesta Langgeng Sentosa can demonstrate permit as hazardous waste handling "Surat Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No.S427/Menlhk/Setjen/PLB.3/7/2019 Perihal Pernyataan Telah Terpenuhinya Pemenuhan Komitmen PT. Semesta Langgeng Sentosa" dated 10 July 2019 – valid for 5 years. - PT. Semesta Langgeng Sentosa can demonstrate cooperation with PT. Sumber Usaha Gemilang for handling of contaminated hazardous waste "Perjanjian Kerjasama antara PT. Sumber Usaha Gemilang dengan PT. Semesta Langgeng Sentosa No.001/SPK-Pengolahan LB3/SUG-SLS/II/20222 tentang Pengolahan Kemasan Terkontaminasi Limbah B3" dated 3 February 2022. <p>Sample report and manifest:</p> <p>Hazardous waste report "Laporan Limbah B3" Period January-March 2020 PT. Tapian Nadenggan, sampled manifest:</p> <table border="1" data-bbox="1182 847 1550 1062"> <thead> <tr> <th>Type</th> <th>Weigh/volume</th> </tr> </thead> <tbody> <tr> <td>Used rags</td> <td>0.271</td> </tr> <tr> <td>Used accu</td> <td>0.21</td> </tr> <tr> <td>Used filter</td> <td>0.88</td> </tr> <tr> <td>Used oil</td> <td>2.70</td> </tr> <tr> <td>Contaminated container</td> <td>0.91</td> </tr> <tr> <td>Lamp</td> <td>0</td> </tr> </tbody> </table> <ul style="list-style-type: none"> - "Manifes Limbah Bahan Berbahaya dan Beracun No.AZG00000663UF", Hazardous waste producer PT. Tapian Nadenggan; Registration No. KLH-9771; Type used accu – A102d; inside 2 drums – 0.19 tons; Transporter name PT. Semesta Langgeng Sentosa; Nomor Registration AZG; Truck No.KH8458GM; transport date 28 March 2020; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-18360; weigh 0.19 ton. - "Manifes Limbah Bahan Berbahaya dan Beracun No.AZG00000662UF", Hazardous waste producer PT. Tapian Nadenggan; Registration No. KLH-9771; Type used filter – B110d; 	Type	Weigh/volume	Used rags	0.271	Used accu	0.21	Used filter	0.88	Used oil	2.70	Contaminated container	0.91	Lamp	0	
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		<p>in 3 drums – 0.648 tons; Transporter name PT. Semesta Langgeng Sentosa; Nomor Registration AZG; Truck No.KH8152GN; transport date 28 March 2020; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-18360; weigh 0.648 ton.</p> <ul style="list-style-type: none"> - "Manifes Limbah Bahan Berbahaya dan Beracun No.AZG00000664UF", Hazardous waste producer PT. Tapian Nadenggan; Registration No. KLH-9771; Type ex toxic container – B104d; inside 4 drums – 0.62 tons; Transporter name PT. Semesta Langgeng Sentosa; Nomor Registration AZG; Truck No.KH8152GN; transport date 28 March 2020; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-18360; weigh 0.62 ton. - "Manifes Limbah Bahan Berbahaya dan Beracun No.AZG00000660UF", Hazardous waste producer PT. Tapian Nadenggan; Registration No. KLH-9771; Type used oil – B105d; inside 9 drums – 1.576 tons; Transporter name PT. Semesta Langgeng Sentosa; Nomor Registration AZG; Truck No.KH8152GN; transport date 28 March 2020; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-18360; weigh 1.576 ton. <p>Hazardous waste report "Laporan Limbah B3" Period July-September 2021 PT. Tapian Nadenggan, the balance and sampled manifest</p> <table border="1" data-bbox="1182 1072 1550 1289"> <thead> <tr> <th>Type</th> <th>Weigh/volume</th> </tr> </thead> <tbody> <tr> <td>Used rags</td> <td>0.219</td> </tr> <tr> <td>Used accu</td> <td>0.065</td> </tr> <tr> <td>Used filter</td> <td>0.154</td> </tr> <tr> <td>Used oil</td> <td>2.890</td> </tr> <tr> <td>Contaminated container</td> <td>3.992</td> </tr> <tr> <td>Infectious waste</td> <td>0.015</td> </tr> </tbody> </table> <ul style="list-style-type: none"> - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1634688822", Hazardous waste producer PT. Tapian Nadenggan; Registration No. KLH-3661; Type used oil – B105d; inside 17 drums 	Type	Weigh/volume	Used rags	0.219	Used accu	0.065	Used filter	0.154	Used oil	2.890	Contaminated container	3.992	Infectious waste	0.015	
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		<p>– 2.890 tons; Transporter name PT. Semesta Langgeng Sentosa; Registration No.KLH-3524; Truck No.KH8152GN; transport date 2 October 2021; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-3524; weigh 2.890 tons.</p> <ul style="list-style-type: none"> - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1634688548", Hazardous waste producer PT. Tapian Nadenggan; Registration No.KLH-3661; Type ex toxic container – B104d; inside 15 drums – 3.992 tons; Transporter name PT. Semesta Langgeng Sentosa; Registration No.KLH-3524; Truck No.KH8152GN; transport date 2 October 2021; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-3524; weigh 3.992 tons. - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1634688058", Hazardous waste producer PT. Tapian Nadenggan; Registration No.KLH-3661; Type used filter – B110d; in 2 drums – 0.154 tons; Transporter name PT. Semesta Langgeng Sentosa; Nomor Registration KLH-3524; Truck No.KH8152GN; transport date 2 October 2021; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-3524; weigh 0.154 ton. - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1634067265", Hazardous waste producer PT. Tapian Nadenggan; Registration No.KLH-3661; Type infectious waste – A337-1; inside 1 drum – 0.015 ton; Transporter name PT. Semesta Langgeng Sentosa; Registration No.KLH-3524; Truck No.KH8004GM; transport date 26 September 2021; Hazardous waste receiver PT. Balikpapan Environmental Service, KLH-4111; weigh 0.015 ton. <p>Hazardous waste report "Laporan Limbah B3" Period April-June 2022 PT. Tapian Nadenggan, the balance and sampled manifest</p> <table border="1" data-bbox="1182 1299 1550 1380"> <thead> <tr> <th>Type</th> <th>Weigh/volume</th> </tr> </thead> <tbody> <tr> <td>Used rags</td> <td>0.158</td> </tr> <tr> <td>Used accu</td> <td>0.045</td> </tr> </tbody> </table>	Type	Weigh/volume	Used rags	0.158	Used accu	0.045	
Type	Weigh/volume								
Used rags	0.158								
Used accu	0.045								

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		<table border="1"> <tr> <td>Used filter</td> <td>0.145</td> </tr> <tr> <td>Used oil</td> <td>3.629</td> </tr> <tr> <td>Contaminated container</td> <td>0.5843</td> </tr> <tr> <td>Infectious waste</td> <td>0.008</td> </tr> </table> <ul style="list-style-type: none"> - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1658678167", Hazardous waste producer PT. Tapan Nadenggan; Registration No. KLH-3661; Type used oil – B105d; inside 21 drums – 3.629 tons; Transporter name PT. Semesta Langgeng Sentosa; Registration No.KLH-3524; Truck No.KH8407GN; transport date 22 June 2022; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-3524; weigh 3.629 tons. - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1658682086", Hazardous waste producer PT. Tapan Nadenggan; Registration No.KLH-3661; Type ex toxic container – B104d; inside 6 drums – 0.584 tons; Transporter name PT. Semesta Langgeng Sentosa; Registration No.KLH-3524; Truck No.KH8152GN; transport date 22 June 2022; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-3524; weigh 0.584 tons. - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1658762841", Hazardous waste producer PT. Tapan Nadenggan; Registration No.KLH-3661; Type used filter – B110d; in 2 drums – 0.145 tons; Transporter name PT. Semesta Langgeng Sentosa; Nomor Registration KLH-3524; Truck No.KH8152GN; transport date 22 June 2022; Hazardous waste receiver PT. Semesta Langgeng Sentosa, KLH-3524; weigh 0.145 ton. - "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1658602235", Hazardous waste producer PT. Tapan Nadenggan; Registration No.KLH-3661; Type infectious waste – A337-1; inside 1 drum – 0.008 ton; Transporter name PT. Semesta Langgeng Sentosa; Registration No.KLH-3524; Truck No.KH8721GN; transport date 20 June 2022; Hazardous waste receiver PT. Balikpapan Environmental Service, KLH-4111; weigh 0.008 ton. 	Used filter	0.145	Used oil	3.629	Contaminated container	0.5843	Infectious waste	0.008	
Used filter	0.145										
Used oil	3.629										
Contaminated container	0.5843										
Infectious waste	0.008										

		<ul style="list-style-type: none"> - Electronic receipt No.1656925146-3319 for period 1 April – 30 June 2022. <p>POME treatment:</p> <ul style="list-style-type: none"> - POME land application permit as per recommendation from Environmental Service "Surat Rekomendasi Pembuangan Air Limbah Secara Aplikasi ke Tanah PT. Tapian Nadenggan No.660/19/DLH.II/I/2020" dated 6 January 2020 and valid for 5 years. The permit for: installed capacity 80 tons FFB/hour; 8 POME ponds with capacity @10,000 m³; palm oil mill effluent production 65%; application dosage for estate 125 m³/Ha/rotation. The POME application for plantation area of 693.5 Ha at block L1, L2, L3, L11, K11, Q6, Q7, Q8, Q9, Q10, Q12, Q13, Q14, Q15, Q16, Q17, Q18, P15, P16, P17, P18, O18, O17, M8, M10, M11, M12, M13, M14, N8, N9, N11, N12, N13 and N14. Control bed on block M16 of 11.47 Ha. 	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>Based on field visit for housing compound Hanau Estate and Langadang Estate found no sign of fire for waste disposal.</p> <p>Audit team visited landfill for inorganic waste from Hanau Estate (block D11) and Langadang Estate (block B10) housing compounds and found no sign of fire for waste disposal.</p>	Complied
<p>Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>The unit of certification has procedure for good agriculture practices to maintain soil fertility and minimize environmental impact, as available under SOP/SMART/MCAR/IX/TA-PPK (Fertilizing). The unit of certification has procedure for good agriculture practices to maintain soil fertility and minimize environmental impact, as available under SOP/SMART/MCAR/IX/TA-PPK (Fertilizing). Fertilizer are applied to</p>	Complied

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		<p>maintain and increase soil fertility, fertilizer applied following the fertilizer recommendation which established based on soil and leaf analysis.</p> <p>During onsite audit, there is no fertilizer application activity due to first Semester program has completed in all estates of PT Tapan Nadenggan, whilst 2nd semester program is not started yet. Based on interview with workers, fertilizer applications are performed according to the SOP that refer Best Agriculture Practice and minimize the environmental impacts. By using methods correct type, correct target, and correct dosage. Application near the drainage are avoided.</p>	
7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>Last periodical leaf sample analysis in Hanau Estate conducted in June 2021 for preparing fertilizer recommendation 2022. Leaf Analysis Report 2021 was issued by Analytical Laboratory of SMART Research Institute, reference No.468/DAUN/LAB-SMARTRI/VI/2021 dated 18 June 2021; based on request No.039/RFC SMARTRI-HNAE/LSU.C/V/2021, analyze date 9 June 2021, consist of 25 samples (Lab No.21022298 - 21022322). Sample seen Lab No.21022298; Sample code 1/HNAE1C-05/3; Analysis Result: 1.52% water content; 2.52% N; 0.173% P; 1.09% K; 0.31% Mg; 0.68% Ca; 14.7 ppm B; 0.56 ppm Cl.</p> <p>Leaf Analysis report 2021 of Tasik Mas Estate was evident based on reference No.442/DAUN/LAB-SMARTRI/VI/2021 dated 14 June 2021; based on request No.037/RFC SMARTRI-HNAE/LSU.C/VI/2021, analyze date 4 June 2021, consist of 29 samples (Lab No.21021522 - 21021550). Sample seen Lab No.21021550; Sample code 29/TMSE6L-23/78; Analysis Result: water content; 2.97% N; 0.195% P; 1.08% K; 0.32% Mg; 0.73% Ca; 132 ppm Mn; 6.2 ppm Cu; 204 ppm Fe; 16.6 ppm Zn; 18.3 ppm B; 0.73 ppm Cl.</p>	Complied

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		<p>Leaf Analysis report 2021 of Tanjung Paring Estate was evident based on reference no.599/DAUN/LAB-SMARTRI/VII/2021 dated 10 July 2021; based on request no.047/RFC SMARTRI-HNAE/LSU.C/VI/2021, analyze date 5 July 2021, consist of 40 samples (Lab No.21026142 - 21026180). Sample seen Lab No.21026142; Sample code 1/TPRE1S-13; Analysis Result: 2.19% water content; 2.45% N; 0.152% P; 0.72% K; 0.35% Mg; 0.68% Ca; 10 ppm B; 0.82 ppm Cl.</p> <p>Leaf Analysis report 2021 of Langadang Estate was evident based on request no.038/RFC SMARTRI-HNAE/LSU.C/VI/2021, analyze date 4 June 2021, consist of 11 samples (Lab No.21021551 - 21021561). Sample seen Lab No.21021561; Sample code 11/LNGE3C-17/28; Analysis Result: 1.50% water content; 3.13% N; 0.194% P; 1.36% K; 0.27% Mg; 0.36% Ca; 12.4 ppm B; 0.48 ppm Cl.</p> <p>Soil analysis in Tanjung Paring Estate evident in Lab Analysis Result, issued by Analytical Laboratory of SMART Research Institute, reference no.109/TANAH/LAB-SMARTRI/X/2021 dated 9 October 2021; based on request no.059/RFC SMARTRI SRGE/Lab.T/C/VIII/2022, analyze date 26 August 2021, consist of 84 samples (Lab No.6788-6871). Analyze method: Texture (hidrometri), pH (pHmeter), C.Org (tritrimetri W&B), N total (kj+FIA), P, K, Mg Cad, ICP-OES, P Bray, FIA, exchange H-Al. Sample seen Lab No.6788; Sample code TPRE Div.1 S-13; Analysis Result: 2.18% water content; pH 5.64; 1.53% C; 0.17% N; 40.2% P; 67.0% K.</p>	
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		<p>Soil analysis in Langadang Estate evident in Lab Analysis Result, issued by Analytical Laboratory of SMART Research Institute, reference no.130/TANAH/LAB-SMARTRI/XII/2020 dated 24 December 2020; based on request no.017/SMARTRI-SRGE/Lab.T/C/V/20, analyze date 17 July 2020, consist of 66 samples (Lab No.3505-3570). Sample seen Lab No.3544; Sample code 15-30; Analysis Result: 1.54% water content; texture 75.21% sand; 14.46% dust; 10.33% clay; pH 4.60; 0.91% C; 0.09% N; 131.0% P; 47.3% K.</p>	
<p>7.4.3</p>	<p>A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>A nutrient recycling strategy at mineral area is implemented by the unit of certification, which include the recycling of Empty Fruit Bunches (EFB) and Palm Oil Mill Effluent (POME).</p> <p>EFB application in Hanau Estate in 2020 recorded plan 28,011 tonnes covers 700.28 Ha, actual 14,382.56 tonnes covers 381.39 Ha; in 2021 recorded plan 10,924.40 tonnes covers 273.11 Ha, actual 11,872.13 tonnes covers 275.88 Ha; in 2022 recorded plan 10,960.40 tonnes covers 274.01 Ha, actual 5,552.00 tonnes covers 138.80 Ha.</p> <p>EFB application in Tasik Mas Estate in 2020 recorded plan 55,203 tonnes covers 1,555.51 Ha, actual 59,362 tonnes covers 1,761.88 Ha; in 2021 recorded plan 41,094.80 tonnes covers 1,027.37 Ha, actual 43,598.21 tonnes covers 1,084.00 Ha; in 2022 recorded plan 53,129.60 tonnes covers 1,629.11 Ha, actual 25,050 tonnes.</p> <p>EFB application in Tanjung Paring Estate in 2020 recorded plan 22,050 tonnes, actual 20,511 tonnes; in 2021 recorded plan 17,376 tonnes, actual 19,246 tonnes; in 2022 recorded plan 27,986 tonnes, actual 13,607 tonnes.</p>	<p>Complied</p>

		<p>POME application in Tasik Mas Estate in 2020 recorded application is 109,152 m³ covers 218.30 Ha in Division 1 (Block N8, N9, N11, N12, N13, N14, M8, M10, M11, M12); 39,204 m³ covers 78.38 Ha in Division 2 (Q6, Q7, Q8, Q9, Q10); 113,627 m³ covers 219.46 Ha in Division 3 (Q12, Q13, Q14, Q15, Q16, Q17, Q18, P14, P15, P16, P17, P18, O17, O18).</p> <p>In 2021 recorded application is 91,137 m³ covers 218.30 Ha in Division 1 (Block N8, N9, N11, N12, N13, N14, M8, M10, M11, M12); 41,831 m³ covers 78.41 Ha in Division 2 (Q6, Q7, Q8, Q9, Q10); 115,693 m³ covers 219.46 Ha in Division 3 (Q12, Q13, Q14, Q15, Q16, Q17, Q18, P14, P15, P16, P17, P18, O17, O18).</p> <p>In 2022 recorded application is 54,266 m³ covers 218.30 Ha in Division 1 (Block N8, N9, N11, N12, N13, N14, M8, M10, M11, M12); 11,695 m³ covers 78.41 Ha in Division 2 (Q6, Q7, Q8, Q9, Q10); 65,490 m³ covers 219.46 Ha in Division 3 (Q12, Q13, Q14, Q15, Q16, Q17, Q18, P14, P15, P16, P17, P18, O17, O18).</p> <p>POME application in Hanau Estate in 2020 recorded plan is 61,875 m³ covers 495 Ha; actual application is 62,364 m³ covers 498.91 Ha in Division 3 (Block L11, L1, L2, L3, K11, K1).</p> <p>In 2021 recorded plan is 61,875 m³ covers 495 Ha; actual application is 62,050 m³ covers 496.40 Ha in Division 3 (Block L11, L1, L2, L3, K11, K1).</p> <p>In 2022 recorded plan is 28,125 m³ covers 225 Ha; actual application is 29,223 m³ covers 233.76 Ha in Division 3 (Block L1, L2, L3).</p>	
7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	Fertilizer recommendation described type and volume of fertilizer need for each Block. Records of fertilizer inputs are available in "Data Rencana dan Realisasi Pemupukan".	Complied

Record of fertilizer input in PT Tapian Nadenggan – Hanau Estate in 2020 - 2022 are as follow:

Fertilizer Type	2020	
	Plan (kg)	Actual (kg)
Urea	549,600	549,600
Kieserite P+G	20,600	20,600
Rock Phosphate	467,450	467,450
TSP	135,450	135,450
MOP	926,400	926,400
HGFB	29,572	29,572
CuSO ₄	6,930	6,930
FeSO ₄	55	55
Super Dolomite	6,800	6,800
Kaptan Mesh 80	5,050	5,050
ZnSO ₄	337	337

Fertilizer Type	2021	
	Plan (kg)	Actual (kg)
Urea	847,950	847,950
Kieserite P+G	1,800	1,800
Rock Phosphate	968,050	960,800
TSP	4,300	4,300

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		MOP	703,100	356,750		
		RP	268,350	268,750		
		TSP	-	-		
		Super Dolomite	14,750	-		
		HGFB	15,433	2,715		
		CuSo ₄	3,207	-		
		ZnSO ₄	3,207	-		
		Kaptan	63,250	-		

Criteria 7.5: Practices minimise and control erosion and degradation of soils.

7.5.1	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Soil suitability map are presented in "Semi Detail Soil Map of PT Tapan Nadenggan" in scale 1:50,000 covering all estates in unit of certification, issued in 2018 and 2019. Based on Semi-detail Soil Map scale 1:50,000, soil characteristic in unit of certification are as follows:</p> <p>Hanau Estate:</p> <table border="1"> <thead> <tr> <th>Soil Type</th> <th>Slope (°)</th> <th>Area (Ha)</th> <th>Suitability</th> </tr> </thead> <tbody> <tr> <td><i>Typic Dystrodepts</i></td> <td>2-5</td> <td>709.24</td> <td>Quite appropriate</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td>2-5</td> <td>2,347.20</td> <td>Quite appropriate</td> </tr> <tr> <td><i>Typic Dystrodepts</i></td> <td>5-9</td> <td>81.68</td> <td>Quite appropriate</td> </tr> <tr> <td><i>Typic Hapludults</i></td> <td>5-9</td> <td>29.12</td> <td>Quite appropriate</td> </tr> </tbody> </table>	Soil Type	Slope (°)	Area (Ha)	Suitability	<i>Typic Dystrodepts</i>	2-5	709.24	Quite appropriate	<i>Typic Hapludults</i>	2-5	2,347.20	Quite appropriate	<i>Typic Dystrodepts</i>	5-9	81.68	Quite appropriate	<i>Typic Hapludults</i>	5-9	29.12	Quite appropriate	Complied
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Tanjung Paring Estate:			
Soil Type	Slope (°)	Area (Ha)	Suitability
<i>Typic Dystrodepts</i>	2-5	616.64	Quite appropriate
<i>Typic Hapludults</i>	2-5	841.66	Quite appropriate
<i>Typic Dystrodepts</i>	5-9	485.56	Quite appropriate
<i>Typic Hapludults</i>	5-9	967.77	Quite appropriate
<i>Typic Endoaquepts</i>	0-2	702.45	Appropriate-Marginal
<i>Typic Haplohemists</i>	0-2	10.93	Appropriate-Marginal
<i>Typic Haplohemists</i>	0-2	121.65	Appropriate-Marginal
<i>Typic Endoaquepts</i>			
<i>Typic Endoaquepts</i>	0-2	16.36	Appropriate-Marginal
<i>Hystic Humaquepts</i>			
<i>Typic Haplohemists</i>			
<i>Typic Haplohemists</i>	0-2	545.44	Not appropriate
<i>Typic Haplohemists</i>	0-2	317.10	Not appropriate
<i>Typic Endoaquepts</i>			
<i>Typic Haportots</i>	2-5	83.21	Not appropriate
<i>Typic Udipsamments</i>			
<i>Tubuh air</i>	-	6.59	-
Total		4,715.36	

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		66% fibre content, 0.1-0.19 g/cm ³ density, 450-850% water content, dark grey-brown colour. There is no peat soil exist in Hanau Estate, whilst peat soil in Tasik Mas Estate is located in uncultivated area. Tick peat is only found in Tanjung Paring Estate covers 148.94 Ha, and in Langadang Estate covers 44.43 Ha. There is no steep terrain in all area of certification, maximum slope is 12°.									
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	Unit of certification planned that replanting starts in 2023. Based on semi detail soil map, there is no area of steep terrain in whole area of PT Tapian Nadenggan, maximum slope is 12°.	Complied								
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	There is no new planting activity in unit of certification since 2010.	Complied								
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.											
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	Soil suitability map are presented in "Semi Detail Soil Map of PT Tapian Nadenggan" in scale 1:50,000 covering Hanau, Tasik Mas, Tanjung Paring and Langadang Estate. Projection UTM, Zone 49 S, Datum WGS '84. Sourced from SPOT 5:413 Level 2Ak/j:293 355 recorded on 24 – 29 July 2001. Based on Semi-detail Soil Map scale 1:50,000, soil characteristic in unit of certification are as follows: Hanau Estate: <table border="1" data-bbox="1131 1246 1910 1374"> <thead> <tr> <th>Soil Type</th> <th>Slope (°)</th> <th>Area (Ha)</th> <th>Suitability</th> </tr> </thead> <tbody> <tr> <td><i>Typic Dystrodepts</i></td> <td>2-5</td> <td>709.24</td> <td>Quite suitable</td> </tr> </tbody> </table>	Soil Type	Slope (°)	Area (Ha)	Suitability	<i>Typic Dystrodepts</i>	2-5	709.24	Quite suitable	Complied
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		<i>Typic Hapludults</i>	2-5	2,347.20	Quite suitable
		<i>Typic Dystrodepts</i>	5-9	81.68	Quite suitable
		<i>Typic Hapludults</i>	5-9	29.12	Quite suitable
		<i>Typic Endoaquepts</i>	0-2	991.43	Quite suitable
		<i>Histic Humaquepts</i>			
		<i>Typic Haplohemists</i>			
		<i>Typic Udipsamments</i>	2-5	731.33	Not suitable
		<i>Typic Haplorthods</i>			
		Total		4,890.00	
		Tasik Mas Estate:			
		Soil Type	Slope (°)	Area (Ha)	Suitability
		<i>Typic Dystrodepts</i>	2-5	1,069.35	Quite suitable
		<i>Typic Hapludults</i>	2-5	975.14	Quite suitable
		<i>Typic Hapludults</i>	5-9	1,033.43	Quite suitable
		<i>Typic Haplohemists</i>	0-2	7.65	Suitable-Marginal
		<i>Typic Endoaquepts</i>	0-2	1,004.47	Suitable -Marginal
		<i>Histic Humaquepts</i>			
		<i>Typic Haplohemists</i>			
		<i>Typic Haplohemists</i>	0-2	45.11	Not Suitable
		<i>Typic Haplohemists</i>	0-2	9.74	Not Suitable
		<i>Typic Endoaquepts</i>			

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Total		2,408.64																																									

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		<p>66% fiber content, 0.1-0.19 g/cm³ density, 450-850% water content, dark grey-brown color. There is no peat soil exist in Hanau Estate, whilst peat soil in Tasik Mas Estate is located in uncultivated area. Tick peat is only found in Tanjung Paring Estate covers 148.94 Ha, and in Langadang Estate covers 44.43 Ha. Replanting program for estates that contains peat area (Tanjung Paring Estate) starts in 2029, management plan to conducted drainability assessment 5 year before replanting, as recognized by RSPO Drainability Assessment Procedure.</p> <p>Field observation conducted to Water Table's Measurement Reference Point (Titik Penaatan) at Block T37 Division 6 Tanjung Paring Estate. Measuring device is using tools from the Ministry of Environment and Forestry as well as the location is pointed by the Ministry. Water Table's Measurement Point was installed in 2018. Data was downloaded daily by SPO Officer using computer and reported to the Ministry of Environment and Forestry. Using manual measurement during field visit, water table observed is 34 cm.</p> <p>Monitoring of water level, piezometer and peat subsidence were performed by Tanjung Paring and Langadang Estate. Record of monitoring are maintained and available. Flood risk map was provided by PMNP.</p>	
7.6.2	<p>Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.</p> <p>- Minor compliance -</p>	<p>There is no extensification activity in PT Tapan Nadenggan area. All activities carried out according to the best-practice soil management plan.</p>	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>Soil suitability map as presented in "Semi Detail Soil Map of PT Tapan Nadenggan" in scale 1:50,000 covering Hanau, Tasik Mas, Tanjung Paring and Langadang Estate, has been consideration for the management of certification unit to guide the planning of drainage and irrigation systems, road and other infrastructure. All activities carried out according to the best-practice soil management plan. Road maintenance</p>	Complied

		are consistently implemented. Based on field visit during this recertification audit, all roads are accessible.	
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Based on soil map, there is a presence of soil in Tanjung Paring Estate, Langadang Estate. See 7.6.3. Based on planting database, there was no new planting on peatlands after 15 November 2018. See 7.10.2	Complied
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	All peat area have been reported to Ministry of Forestry and Environment.	Complied
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on soil suitability characteristic, there are area categorized as "not suitable" area, consist of hardpan layer and peat, that spread in Hanau Estate (731.33 Ha), Tasik Mas Estate (958.07 Ha), Tanjung Paring Estate (952.34 Ha) and Langadang Estate (679.12 Ha). All area categorized as "Not Suitable" land suitability is not planted/cultivated. There are areas categorized as "suitable-marginal" soils as well in unit of certification, consist inclusion of hemic peat, spread in Tasik Mas Estate (1,012.12 Ha), Tanjung Paring Estate (851.39 Ha) and Langadang Estate (181.31 Ha). Hemic peat is a transition peat with 33-66% fibre content, 0.1-0.19 g/cm ³ density, 450-850% water content, dark grey-brown colour. There is no peat soil exist in Hanau Estate, whilst peat soil in Tasik Mas Estate is located in uncultivated area. Tick peat is only found in Tanjung Paring Estate covers 148.94 Ha, and in Langadang Estate covers 44.43 Ha.	Complied

		<p>Peat subsidence monitoring is conducted in Tanjung Paring and Langadang Estate. Peat subsidence in Tanjung Paring and Langadang Estate are monitored, documented and minimized. Peat soil in Tasik Mas Estate is located in uncultivated area, subsidence of peat soil in is not monitored.</p> <p>Field observation conducted to peat subsidence monitoring point at Block T37 Division 6 Tanjung Paring Estate. Pole installed in 2018. Observed that the height of the pole is 19.5 cm compare to first installation is 20 cm, so there is increase 0.5 cm of peat height.</p>	
7.7.4	<p>(C) Availability of implementation evidence of the water and land cover management program.</p> <p>- Critical (Major) compliance -</p>	<p>Based on soil suitability characteristic, there are "suitable-marginal" soils in unit of certification, consist inclusion of hemic peat, spread in Tasik Mas Estate (1,012.12 Ha), Tanjung Paring Estate (851.39 Ha) and Langadang Estate (181.31 Ha). Hemic peat is a transition peat with 33-66% fibre content, 0.1-0.19 g/cm³ density, 450-850% water content, dark grey-brown colour. There is no peat soil exist in Hanau Estate, whilst peat soil in Tasik Mas Estate is located in uncultivated area. Tick peat is only found in Tanjung Paring Estate covers 148.94 Ha, and in Langadang Estate covers 44.43 Ha. Replanting program for estates that contains peat area (Tanjung Paring Estate) starts in 2029, management plan to conducted drainability assessment 5 year before replanting, as recognized by RSPO Drainability Assessment Procedure.</p> <p>Water and land cover management program are implemented according to procedure that refer to RSPO P&C Indonesia National Interpretation 2020 as described in SOP Peat Management and Monitoring (SOP/SMART/MCAR/XVIII/TA-PPG) dated 15 July 2020 and regulation include:</p> <ol style="list-style-type: none"> 1. Government Regulation No.57 of 2016 concerning amendments to 	Complied

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		<p>PP No.71 of 2014 concerning Protection and Management of Peatland Ecosystems</p> <ol style="list-style-type: none"> 2. Regulation of Minister Environment and Forestry No.16/MENLHK/SETJEN/KUM.1/2/2017 concerning Technical Guidelines for the Restoration of Peatland Ecosystem Functions 3. Regulation of Minister Environment and Forestry No.P.15/MENLHK/SETJEN/KUM.1/2/2017 concerning Procedures for Measuring Groundwater in the Peatland Ecosystems Ground Water Table's Measurement Reference Point (Titik Penaatan). <p>Field observation conducted to Water Table's Measurement Reference Point (Titik Penaatan) at Block T37 Division 6 Tanjung Paring Estate. Measuring device is using tools from the Ministry of Environment and Forestry as well as the location is pointed by the Ministry. Water Table's Measurement Point was installed in 2018. Data was downloaded daily by SPO Officer using computer and reported to the Ministry of Environment and Forestry. Using manual measurement during field visit, water table observed is 34 cm.</p> <p>Monitoring of water level, piezometer and peat subsidence were performed by Tanjung Paring and Langadang Estate. Record of monitoring are maintained and available. Flood risk map was provided by PMNP.</p>	
7.7.5	<p>(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better</p>	<p>Based on soil suitability characteristic above, there are area categorized as "not suitable" area, consist of hardpan layer and peat, that spread in Hanau Estate (731.33 Ha), Tasik Mas Estate (958.07 Ha), Tanjung Paring Estate (952.34 Ha) and Langadang Estate (679.12 Ha). All area categorized as "Not Suitable" land suitability is not planted/cultivated.</p> <p>There are area categorized as "suitable-marginal" soils as well in unit of certification, consist inclusion of hemic peat, spread in Tasik Mas Estate (1,012.12 Ha), Tanjung Paring Estate (851.39 Ha) and Langadang</p>	Complied

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	<p>suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.</p> <p>- Critical (Major) compliance -</p>	<p>Estate (181.31 Ha). There is no peat soil exist in Hanau Estate, whilst peat soil in Tasik Mas Estate is located in uncultivated area. Tick peat is only found in Tanjung Paring Estate covers 148.94 Ha, and in Langadang Estate covers 44.43 Ha. Replanting program for estates that contains peat area (Tanjung Paring Estate) starts in 2029, management plan to conducted drainability assessment 5 year before replanting, as recognized by RSPO Drainability Assessment Procedure.</p>	
<p>PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
<p>7.7.6</p>	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p> <p>- Critical (Major) compliance -</p>	<p>All existing plantings on peat in Tanjung Paring and Langadang Estate are managed according to procedure that refer to RSPO P&C Indonesia National Interpretation 2020 and RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands, version 3 (June 2019), as described in SOP Peat Management and Monitoring (SOP/SMART/MCAR/XVIII/TA-PPG) dated 15 July 2020.</p> <p>Unit of certification is referring to regulation of peat soil monitoring according to PermenLHK Nomor: P.15/Menlhk/Setjen/Kum.1/2/2017. Company and KLHK has determined the compliance point of peat soil monitoring in 15 point (9 point in mineral soil and 6 point in peat soil Tanjung Paring Estate), 7 Points in Langadang Estate, 7 point in Hanau Estate presented in "Keputusan Direktur Jenderal Pengendalian Pencemaran dan Kerusakan Lingkungan Nomor: SK-82/PPKL/PKG/PKL.0/12/2017. Regulation determined that water level in peat soil shall be maintained at level maximum 40 cm under ground</p>	<p>Complied</p>

		<p>cover. Company has monitor water level each 2 weeks and reported to KLHK each quarter. Latest monitoring of water level July 2022 in Tanjung Paring Estate shown that water level is around 5 – 30 cm under ground cover.</p> <p>The SOP mentioned above described peat soil management, water was managed to control water table within range of 50-70 cm below ground surface. Dike which were made from sand sacks are constructed to maintain water level in main drain and collection drain. Water level was monitored by checking the level meter which was provided in main and secondary drain and piezometer which was provided in peat land block. Piezometer and level meter were checked weekly including status of water level (below or above the range). Condition of piezometer and level meter were checked regularly including cleanliness of piezometer, condition of sand sacks, and identification of piezometer and level meter.</p> <p>Water level monitoring was monitored by the installation of piezometers, 2 pieces on each block of peat. The monitoring results are recorded weekly and its well documented. Water and ground cover management by establishing dams on drains and develop overflow of the dam according the expected water level in peat area (between 40-60 cm).</p> <p>Tanjung Paring and Langadang Estate demonstrated “Program Pengelolaan Areal Gambut Tahun 2022” – Work Program for Peat Management that described monitoring of water table planned in weekly basis; peat subsidence pole in monthly basis; water pole planned in weekly basis; water gate maintenance planned annually or according to condition.</p>	
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		<p>Field observation conducted to Water Table's Measurement Reference Point (Titik Penaatan) at Block T37 Division 6 Tanjung Paring Estate. Measuring device is using tools from the Ministry of Environment and Forestry as well as the location is pointed by the Ministry. Water Table's Measurement Point was installed in 2018. Data was downloaded daily by SPO Officer using computer and reported to the Ministry of Environment and Forestry. Using manual measurement during field visit, water table observed is 34 cm. All station visited are in good condition and scale are readable.</p>	
<p>7.7.7</p>	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines. - Critical (Major) compliance -</p>	<p>Non-planted and reserved peat areas are protected as peatland conservation areas. Based on field visit, verified that unit of certification are not constructing drainage channels, building roads and new electricity lines on peatlands. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands'. Audit team visited rehabilitation area at Block R27 Division 6 Tanjung Paring Estate, planted with local species called "Kajamihing" (<i>Coelogyne verrucosa</i>). <i>Dillenia excelsa</i>.</p>	<p>Complied</p>
<p>Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			

No	Category of River	Cross Section	Outside the Settlement		Inside at the Settlement		Articles
			Criteria	Minimum Riparian Zone	Criteria	Minimum Riparian Zone	
1	Levee		-	5 m	-	3 m	Article 6
2	Rivers with no dike (from river bank)		Big River River Basin > 500 km2	100 m	Depth : > 20 m	30 m	Articles 7 & 8
					Depth : 3 m to 20 m	15 m	Articles 7 & 8
			Small River River Basin < 500 km2	50 m	Depth : 0 m to 3 m	10 m	Articles 7 & 8
3	Lake / Reservoir		-	50 m	-	50 m	Article 10
4	Water Springs		-	200 m	-	200 m	Article 10
5	Rivers affected by tides (from river bank)		-	100 m	-	100 m	Article 10

<p>7.8.1</p>	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <ul style="list-style-type: none"> - Minor compliance - <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>PT. Tapian Nadenggan develops water management plan, comprising identification of water source, management and monitoring of water extraction permit, monitoring and monitor of water quality, management and monitoring wastewater. Company also monitor the water biota.</p> <p>PT. Tapian Nadenggan demonstrates permit for water extraction and domestic wastewater:</p> <ul style="list-style-type: none"> - Water extraction permit as per "Surat Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Kalimantan Tengah No.570/7/PU-AIR/I/DPMPSTP-2021 tentang Izin Pengusahaan Air Permukaan Pada Sungai Tarus di Desa Derangga Kecamatan Hanau Kabupaten Seruyan Provinsi Kalimantan Tengah oleh PT. Tapian Nadenggan – Hanau Mill" dated 4 January 2021 and valid for 3 years. The permit allows water extraction debit of 0.025 m³/second. 	<p>Complied</p>
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		<p>- Domestic wastewater permit as per recommendation from Environmental Service "Surat Rekomendasi pembuangan Air Limbah Domestik Ke Air Permukaan PT. Tapani Nadenggan (Hanau) No.660/393/DLH.II/VII/2020" dated 7 July 2020 and valid for 5 years. The source of domestic wastewater from office and factory activity in Hanau POM.</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Based on field visit to worker housing in Hanau Estate and Langadang Estate – the housing sampled has adequate clean water from bore pump. Based on interview with housewives, they stated the water is sufficient for their daily need: washing, bathing, cleaning.</p>	
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018). - Critical (Major) compliance -</p>	<p>PT. Tapani Nadenggan prepare rehabilitation program for the buffer zone. The rehabilitation program and implementation in Tanjung Parang Estate recorded under "Data rehabilitasi Areal HCV Tahun 2021": planting trees 2,170 sapling in buffer zone area of 15.91 Ha in block R27, R28, R29, R30, R31 in April and May 2021. Monitoring on September and December 2021 the sapling in good condition. "Program Rehabilitasi Area HCV Tahun 2022 Tanjung Parang Estate": planting native vegetation 2.8Ha to date June 2022.</p> <p>The rehabilitation program and implementation in Hanau Estate recorded under "Laporan Kegiatan Pemeliharaan Rehabilitasi KBKT Januari 2022" checked and upkeep trees planted in December 2019. Tree comprise of Albisia (Albizia falcataria), Angsana (Pterocarpus indicus), Trembesi (Samanea saman), etc.</p> <p>The rehabilitation program and implementation in Tasik Mas Estate recorded under "Rencana Rehabilitasi Kawasan Bernilai Konservasi Tinggi 2021", whereby in 2021 rehabilitate 50 meters river buffer zone</p>	<p>Complied</p>

		<p>in block P; rehabilitate 70 meters river buffer zone in river buffer zone block N. Plan for 2022 is to rehabilitate 250 meters river buffer zone.</p> <p>The rehabilitation program and implementation in Langadang Estate recorded under "Realisasi Perawatan Tanaman Rehabilitasi Sempadan Sungai Tahun 2021" In year 2020, rehabilitation by planting 820 trees in area of 5.9 Ha Langadang river buffer zone. In year 2021, rehabilitation for 160 trees in area of 1.2 Ha damaged by flood.</p>																																																																																									
<p>7.8.3</p>	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>Hanau POM has monitored the mill effluent to be in compliance with national regulation "Laporan Hasil Analisa Limbah Cair PT Tapian Nadenggan – Hanau POM" for each year. Measurement of mill effluent quality conducted by accredited environmental testing and laboratory PT Mutu Agung Lestari (registered number: LP-001-IDN). The national regulation as reference is "Keputusan Menteri Negara Lingkungan Hidup No.29 Tahun 2003 tentang Pedoman Syarat dan Tata Cara Perizinan Pemanfaatan Air Limbah Industri Minyak Sawit pada Tanah di Perkebunan Kelapa Sawit".</p> <p>- "Laporan Hasil Uji" period January-December 2020. Sample took from land application area</p> <table border="1" data-bbox="1131 1042 1966 1358"> <thead> <tr> <th>Parameter</th> <th>Standard</th> <th>Jan</th> <th>Feb</th> <th>Mar</th> <th>Apr</th> <th>May</th> <th>Jun</th> </tr> </thead> <tbody> <tr> <td>Temperature</td> <td>- °C</td> <td>25</td> <td>25.5</td> <td>25</td> <td>25</td> <td>26</td> <td>25.2</td> </tr> <tr> <td>TSS</td> <td>- mg/L</td> <td>1493</td> <td>7000</td> <td>4900</td> <td>8300</td> <td>7000</td> <td>6800</td> </tr> <tr> <td>BOD</td> <td>5.000 mg/L</td> <td>621</td> <td>436</td> <td>1014</td> <td>3532</td> <td>463</td> <td>1557</td> </tr> <tr> <td>COD</td> <td>- mg/L</td> <td>1938</td> <td>1610</td> <td>1866</td> <td>7050</td> <td>929</td> <td>4225</td> </tr> <tr> <td>pH</td> <td>6-9</td> <td>7.35</td> <td>7.62</td> <td>7.25</td> <td>7.40</td> <td>7.37</td> <td>6.70</td> </tr> <tr> <td>Oil and fat</td> <td>mg/L</td> <td>0.50</td> <td>0.30</td> <td>2.10</td> <td>0.70</td> <td>1.40</td> <td>0.90</td> </tr> <tr> <td>Lead (Pb)</td> <td>mg/L</td> <td><0.0017</td> <td><0.0017</td> <td><0.0017</td> <td><0.017</td> <td>0.0070</td> <td><0.0017</td> </tr> <tr> <td>Copper (Cu)</td> <td>mg/L</td> <td><0.015</td> <td><0.015</td> <td><0.015</td> <td>0.075</td> <td><0.015</td> <td><0.015</td> </tr> <tr> <td>Cadmium (Cd)</td> <td>- mg/L</td> <td><0.0022</td> <td>0.0062</td> <td>0.0080</td> <td><0.0022</td> <td><0.0022</td> <td><0.0022</td> </tr> <tr> <td>Zinc (Zn)</td> <td>- mg/L</td> <td><0.0031</td> <td>0.040</td> <td>0.16</td> <td>0.37</td> <td>0.31</td> <td>0.03</td> </tr> </tbody> </table>	Parameter	Standard	Jan	Feb	Mar	Apr	May	Jun	Temperature	- °C	25	25.5	25	25	26	25.2	TSS	- mg/L	1493	7000	4900	8300	7000	6800	BOD	5.000 mg/L	621	436	1014	3532	463	1557	COD	- mg/L	1938	1610	1866	7050	929	4225	pH	6-9	7.35	7.62	7.25	7.40	7.37	6.70	Oil and fat	mg/L	0.50	0.30	2.10	0.70	1.40	0.90	Lead (Pb)	mg/L	<0.0017	<0.0017	<0.0017	<0.017	0.0070	<0.0017	Copper (Cu)	mg/L	<0.015	<0.015	<0.015	0.075	<0.015	<0.015	Cadmium (Cd)	- mg/L	<0.0022	0.0062	0.0080	<0.0022	<0.0022	<0.0022	Zinc (Zn)	- mg/L	<0.0031	0.040	0.16	0.37	0.31	0.03	<p>Complied</p>
Parameter	Standard	Jan	Feb	Mar	Apr	May	Jun																																																																																				
Temperature	- °C	25	25.5	25	25	26	25.2																																																																																				
TSS	- mg/L	1493	7000	4900	8300	7000	6800																																																																																				
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Lead (Pb)	mg/L	<0.0017	<0.0017	<0.0017	<0.017	0.0070	<0.0017																																																																																				
Copper (Cu)	mg/L	<0.015	<0.015	<0.015	0.075	<0.015	<0.015																																																																																				
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Parameter	Standard	Jul	Aug	Sep	Oct	Nov	Dec
Temperature	- °C	26.4	26	23.1	24.8	25.8	25
TSS	- mg/L	11400	12700	820	7400	610	1220
BOD	5.000 mg/L	650	657	344	965	1064	1208
COD	- mg/L	3331	1191	1818	3706	2655	2794
pH	6-9	7.73	7.77	8.18	7.77	7.89	7.48
Oil and fat	mg/L	1.10	0.90	0.60	4.10	1.70	1.00
Lead (Pb)	mg/L	<0.0017	0.0017	<0.0017	<0.0017	<0.0017	<0.0017
Copper (Cu)	mg/L	1.65	0.015	<0.015	0.033	<0.015	0.052
Cadmium (Cd)	- mg/L	<0.0022	<0.0022	<0.0022	<0.0022	<0.0022	<0.0022
Zinc (Zn)	- mg/L	1.35	0.018	0.054	0.042	0.0092	0.21

- "Laporan Hasil Uji" period January-December 2021. Sample took from land application area

Parameter	Standard	Jan	Feb	Mar	Apr	May	Jun
Temperature	- °C	31.3	29.8	26	27	25.9	26
TSS	- mg/L	1733	209	550	7900	1060	480
BOD	5.000 mg/L	615	485	561	476	994	298
COD	- mg/L	5381	2088	2084	2815	2014	1420
pH	6-9	8.39	8.58	8.82	7.86	8.02	8.40
Oil and fat	mg/L	3.60	0.50	0.60	3.00	0.60	1.70
Lead (Pb)	mg/L	<0.0017	<0.0017	<0.0017	<0.0017	<0.0017	<0.0017
Copper (Cu)	mg/L	<0.015	<0.017	<0.015	0.63	0.076	<0.015
Cadmium (Cd)	- mg/L	<0.0022	<0.0022	<0.0022	<0.0022	<0.0022	<0.0022
Zinc (Zn)	- mg/L	<0.0031	<0.031	<0.0031	0.73	0.089	0.0038

Parameter	Standard	Jul	Aug	Sep	Oct	Nov	Dec
Temperature	- °C	25.1	27.1	26.1	25.4	25.4	26.5
TSS	- mg/L	5767	1080	1460	920	15333	16500
BOD	5.000 mg/L	929	353	1452	240	1768	2350
COD	- mg/L	8094	1664	2840	1579	3399	5473
pH	6-9	8.38	8.95	8.29	7.97	7.65	8.58

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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The water management plan explains on the water intake/consumption, permit, water need for palm oil mill – based on water consumption/ton FFB processed, water need for domestic use, plan to record the water consumption – on monthly basis.</p> <p>Budget 1.055 m³/ton FFB process.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">2020</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th>FFB processed</th> <th>Water use (m3)</th> <th>FFB processed</th> <th>Water use (m3)</th> <th>FFB processed</th> <th>Water use (m3)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>30,432</td> <td>41,996</td> <td>32,127</td> <td>28,566</td> <td>25,748</td> <td>28,459</td> </tr> <tr> <td>Feb</td> <td>27,383</td> <td>38,610</td> <td>27,859</td> <td>23,996</td> <td>24,947</td> <td>26,616</td> </tr> <tr> <td>Mar</td> <td>28,317</td> <td>55,443</td> <td>37,791</td> <td>32,991</td> <td>31,339</td> <td>31,120</td> </tr> </tbody> </table>		2020		2021		2022		FFB processed	Water use (m3)	FFB processed	Water use (m3)	FFB processed	Water use (m3)	Jan	30,432	41,996	32,127	28,566	25,748	28,459	Feb	27,383	38,610	27,859	23,996	24,947	26,616	Mar	28,317	55,443	37,791	32,991	31,339	31,120	Complied																																																																																														
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	Apr	36,709	40,403	36,312	31,074	33,792	31,182
	May	34,711	30,813	31,852	29,692	33,785	29,413
	Jun	36,511	39,953	37,061	40,661	43,141	32,897
	Jul	31,715	34,397	31,621	32,655		
	Aug	37,143	35,457	33,885	31,453		
	Sep	37,769	37,772	25,200	30,487		
	Oct	35,899	35,734	23,950	27,563		
	Nov	33,542	33,176	24,700	28,535		
	Dec	35,688	33,352	25,486	27,183		
		405,818	457,107	367,844	364,856	192,752	179,777
		1.13 m3/ton FFB process		0.97 m3/ton FFB process		0.91 m3/ton FFB process	

Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised

7.9.1	<p>Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented.</p> <p>- Minor compliance -</p>	<p>Certificate holder has demonstrated the record on improving efficiency of the use of fossil fuels and to optimize renewable energy.</p> <p>Verified fossil fuel recorded from diesel fuel use in Hanau POM.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">2020</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th>FFB processed</th> <th>Diesel use (ltr)</th> <th>FFB processed</th> <th>Diesel use (ltr)</th> <th>FFB processed</th> <th>Diesel use (ltr)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>30,432</td> <td>15,253</td> <td>32,127</td> <td>50,917</td> <td>25,748</td> <td>36,218</td> </tr> <tr> <td>Feb</td> <td>27,383</td> <td>17,248</td> <td>27,859</td> <td>21,450</td> <td>24,947</td> <td>10,455</td> </tr> <tr> <td>Mar</td> <td>28,317</td> <td>23,250</td> <td>37,791</td> <td>63,922</td> <td>31,339</td> <td>24,675</td> </tr> </tbody> </table>		2020		2021		2022		FFB processed	Diesel use (ltr)	FFB processed	Diesel use (ltr)	FFB processed	Diesel use (ltr)	Jan	30,432	15,253	32,127	50,917	25,748	36,218	Feb	27,383	17,248	27,859	21,450	24,947	10,455	Mar	28,317	23,250	37,791	63,922	31,339	24,675	Complied
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	Jun	36,511	15,619	37,061	23,814	43,141	48,096
	Jul	31,715	26,465	31,621	46,928		
	Aug	37,143	15,820	33,885	41,112		
	Sep	37,769	32,793	25,200	38,800		
	Oct	35,899	21,202	23,950	27,464		
	Nov	33,542	34,791	24,700	31,371		
	Dec	35,688	38,160	25,486	38,285		
		405,818	275,094	367,844	457,329	192,752	166,340

Hanau POM using renewable energy in using shell and fibre as boiler fuel.

	2020		2021		2022	
	Fiber (tons)	Shell (tons)	Fiber (tons)	Shell (tons)	Fiber (tons)	Shell (tons)
Jan	3,803	1,749	4015	1,847	3,218	1,480
Feb	3,422	1,574	3,482	1,601	3,118	1,434
Mar	3,539	1,628	4,723	2,172	3,917	1,802
Apr	4,588	2,110	4,538	2,087	4,224	1,943
May	4,338	1,995	3,981	1,831	4,723	2,172
Jun	4,563	2,099	4,632	2,131	5,392	2,480
Jul	3,964	1,823	3,952	1,818		

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		Aug	4,642	2,135	4,235	1,948		
		Sep	4,721	2,171	3,657	1,682		
		Oct	4,487	2,064	3,307	1,521		
		Nov	4,192	1,928	3,475	1,598		
		Dec	4,460	2,052	3,185	1,465		
			50,727	23,334	47,189	21,706	24,594	11,313
		Biogas plant producing methane gas sent for gas burner in boiler Hanau POM						
			2020 (Nm3)	2021 (Nm3)	2022 (Nm3)			
		Jan	266,946	289,043	443,126			
		Feb	259,694	509,454	434,759			
		Mar	205,627	572,891	562,835			
		Apr	402,256	575,384	605,096			
		May	328,276	417,835	609,666			
		Jun	423,223	655,121	777,477			
		Jul	465,066	496,941				
		Aug	535,396	559,139				
		Sep	541,342	527,011				
		Oct	560,580	476,118				
		Nov	523,676	494,859				
		Dec	395,644	471,228				
			4,957,607	3,443,027	3,559,007			

Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

<p>7.10.1</p>	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Tapian Nadenggan has GHG mitigation plan under "SOP Mitigasi Gas Rumah Kaca (GRK) No.SOP/SMART/CERS-EHSD/SADV/I/005" dated 1 July 2014.</p> <ul style="list-style-type: none"> - Identification of GHG source: from fossil fuel emission for transportation and machineries, emission from fertilizer use, emission from pesticide use, emission from pesticide use, emission from fossil fuel combustion in mill and use of side product of POM, emission from palm oil mill effluent. - GHG calculation and GHG verification based on emission list. - GHG emission reduction plan <table border="1" data-bbox="1131 805 1975 1342"> <thead> <tr> <th data-bbox="1131 805 1326 882">Stages/Activity type</th> <th data-bbox="1326 805 1662 882">Mitigation Plan</th> <th data-bbox="1662 805 1975 882">Implementation</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 882 1326 1139" rowspan="3">Fertilizer application</td> <td data-bbox="1326 882 1662 986">Effective fertilizer application as per recommendation SMARTRI</td> <td data-bbox="1662 882 1975 986" rowspan="3"> <ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application • Use of legume cover crop </td> </tr> <tr> <td data-bbox="1326 986 1662 1062">No fertilizer application in rainy season</td> </tr> <tr> <td data-bbox="1326 1062 1662 1139">Use of POME and empty fruit bunch</td> </tr> <tr> <td data-bbox="1131 1139 1326 1342" rowspan="3">Use of fossil fuel for transportation (FFB, fertilizer, manpower)</td> <td data-bbox="1326 1139 1662 1216">Maintenance the vehicle on regular basis</td> <td data-bbox="1662 1139 1975 1216" rowspan="3"> <ul style="list-style-type: none"> • Vehicle maintenance record • Evaluation on vehicle use (incl. fuel efficiency) </td> </tr> <tr> <td data-bbox="1326 1216 1662 1292">Transportation arrangement (effective and efficient)</td> </tr> <tr> <td data-bbox="1326 1292 1662 1342">Socialization to all level of worker on GHG mitigation</td> </tr> </tbody> </table>	Stages/Activity type	Mitigation Plan	Implementation	Fertilizer application	Effective fertilizer application as per recommendation SMARTRI	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application • Use of legume cover crop 	No fertilizer application in rainy season	Use of POME and empty fruit bunch	Use of fossil fuel for transportation (FFB, fertilizer, manpower)	Maintenance the vehicle on regular basis	<ul style="list-style-type: none"> • Vehicle maintenance record • Evaluation on vehicle use (incl. fuel efficiency) 	Transportation arrangement (effective and efficient)	Socialization to all level of worker on GHG mitigation	<p>Complied</p>
Stages/Activity type	Mitigation Plan	Implementation														
Fertilizer application	Effective fertilizer application as per recommendation SMARTRI	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application • Use of legume cover crop 														
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			plan related to machinery use and use of fossil fuel	
	Pesticide application	Planting beneficial plant	Effective pesticide application as per recommendation	<ul style="list-style-type: none"> • Implement SOP pesticide application • Utilize recommended pesticide
		Spraying knapsack calibration		
		Pest control by SMARTRI recommendation		
	Use of fossil fuel for mill	Maintenance the machinery (genset) on regular basis	Emission monitoring on regular basis	<ul style="list-style-type: none"> • Machine maintenance record • Monitoring mill power use, Kwh/ton product
		Substitute diesel fuel with shell, fiber and complemented with gas burner from biogas plant		
	Use of biogas plant – methane gas capture	Constructing biogas plant for methane gas capture	Use co-composting with EFB	<ul style="list-style-type: none"> • Methane gas to gas burner in boiler
	Water management in peat area	Building water gate	Monitoring subsidence level	<ul style="list-style-type: none"> • Water level record • Annual subsidence record • Refer to SOP Peat
		Monitoring water level		
	<p>“Program Pengurangan Emisi Gas Rumah Kaca 2022” sighted: planting and maintain trees, conduct regular emission test, maintain the water control, utilization of fibre and shell as boiler fuel, use biogas from</p>			

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		<p>methane capture for boiler’s gas burner, re-use sterilizer’s condensate water for dillution, change from tube lamp to LED.</p> <p>PalmGHG calculation period 2020 and 2021 verified online.</p>	
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>Based on planting database, there is no new land clearing/new planting after 15 November 2018 in Langadang Estate, Tanjung Paring Estate, Hanau Estate, Tasik Mas Estate. Latest planting year 2007.</p>	Complied
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has prepared strategy 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 power generator, water quality test for surface and ground water, effluent water quality and noise level. Plans to reduce or minimize them are implemented and monitored. The monitoring result is incorporated in RKL/RPL (environmental management and monitoring plan) and reported regularly to the government.</p> <p>Emission requirement for boiler “Peraturan Menteri Lingkungan Hidup No.7 tahun 2007 tentang Baku Mutu Emisi Sumber Tidak Bergerak Bagi Ketel Uap”. Emission requirement for genset “Peraturan Menteri Lingkungan Hidup No.13 tahun 2009 tentang Baku Mutu Emisi Sumber Tidak Bergerak Bagi Usaha dan/atau Kegiatan Minyak dan Gas Bumi”.</p>	Complied

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		<p>The laboratory test result from SysLab (accredited LP-516-IDN) to monitor air emission, Sample taken March 2020 for 1st semester 2020.</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Regulatory Limit</th> <th>Boiler 1</th> <th>Boiler 2</th> <th>Genset 4</th> </tr> </thead> <tbody> <tr> <td>SO₂</td> <td>600 mg/m³</td> <td>155 mg/m³</td> <td>139 mg/m³</td> <td>9 mg/Nm³</td> </tr> <tr> <td>NO₂</td> <td>800 mg/m³</td> <td>528 mg/m³</td> <td>577 mg/m³</td> <td>803 mg/Nm³</td> </tr> <tr> <td>Particulate</td> <td>- mg/m³</td> <td>18 mg/m³</td> <td>1 mg/m³</td> <td>2 mg/Nm³</td> </tr> <tr> <td>Particulate (corr. 6% O₂)</td> <td>300 mg/m³</td> <td>25 mg/m³</td> <td>1 mg/m³</td> <td>N/A</td> </tr> <tr> <td>Opacity</td> <td>30%</td> <td><20%</td> <td><20%</td> <td><20%</td> </tr> <tr> <td>Ammonia, NH₃</td> <td>1 mg/m³</td> <td>0.05 mg/m³</td> <td>0.03 mg/m³</td> <td>N/A</td> </tr> <tr> <td>Hydrogen Chloride, HCl</td> <td>5 mg/m³</td> <td>0.56 mg/m³</td> <td>0.46 mg/m³</td> <td>N/A</td> </tr> <tr> <td>Hydrogen Fluoride, HF</td> <td>8 mg/m³</td> <td>0.43 mg/m³</td> <td>0.82 mg/m³</td> <td>N/A</td> </tr> <tr> <td>Free Chlorine, Cl₂</td> <td>5 mg/m³</td> <td>0.18 mg/m³</td> <td>0.18 mg/m³</td> <td>N/A</td> </tr> </tbody> </table> <p>The laboratory test result from SysLab (accredited LP-516-IDN) to monitor air emission, Sample taken November 2021 for 2nd semester 2021.</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Regulatory Limit</th> <th>Boiler 1</th> <th>Boiler 2</th> <th>Genset 5</th> </tr> </thead> <tbody> <tr> <td>SO₂</td> <td>600 mg/m³</td> <td>24 mg/m³</td> <td>18 mg/m³</td> <td>19 mg/Nm³</td> </tr> <tr> <td>NO₂</td> <td>800 mg/m³</td> <td>296 mg/m³</td> <td>342 mg/m³</td> <td>229 mg/Nm³</td> </tr> <tr> <td>Particulate</td> <td>- mg/m³</td> <td>4 mg/m³</td> <td>4 mg/m³</td> <td>71 mg/Nm³</td> </tr> </tbody> </table>	Parameter	Regulatory Limit	Boiler 1	Boiler 2	Genset 4	SO ₂	600 mg/m ³	155 mg/m ³	139 mg/m ³	9 mg/Nm ³	NO ₂	800 mg/m ³	528 mg/m ³	577 mg/m ³	803 mg/Nm ³	Particulate	- mg/m ³	18 mg/m ³	1 mg/m ³	2 mg/Nm ³	Particulate (corr. 6% O ₂)	300 mg/m ³	25 mg/m ³	1 mg/m ³	N/A	Opacity	30%	<20%	<20%	<20%	Ammonia, NH ₃	1 mg/m ³	0.05 mg/m ³	0.03 mg/m ³	N/A	Hydrogen Chloride, HCl	5 mg/m ³	0.56 mg/m ³	0.46 mg/m ³	N/A	Hydrogen Fluoride, HF	8 mg/m ³	0.43 mg/m ³	0.82 mg/m ³	N/A	Free Chlorine, Cl ₂	5 mg/m ³	0.18 mg/m ³	0.18 mg/m ³	N/A	Parameter	Regulatory Limit	Boiler 1	Boiler 2	Genset 5	SO ₂	600 mg/m ³	24 mg/m ³	18 mg/m ³	19 mg/Nm ³	NO ₂	800 mg/m ³	296 mg/m ³	342 mg/m ³	229 mg/Nm ³	Particulate	- mg/m ³	4 mg/m ³	4 mg/m ³	71 mg/Nm ³	
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Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Planting year in unit of certification are 1995 – 2007. During this recertification assessment, unit of certification did not commence new planting or replanting. Replanting planned to be starts in 2023. Based on field visit to estates, no evidence of fire usage on the ground.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Unit of certification has established procedure of Land Fire Prevention and Control – “SOP Pencegahan dan Penanganan Kebakaran Lahan” (SOP/SMART/SUST/II/004) dated 1 March 2017. The procedure describing fire prevention and control measures as follow:</p> <ol style="list-style-type: none"> 1. Development of prevention and control program; 2. Land Fire Prevention; 3. Emergency Response Team 4. Early Warning System; 5. Hot Spot verification; 6. Determining Level of Fire Hazard Risks 7. Determining of Fire Hazard Risks Status. <ul style="list-style-type: none"> - Green (Low): Normal - Yellow (Medium): no rain falls 6-9 days (on peat soil) or 14-20 days (on mineral soil). - Red (High): no rain falls more than 10 days (on peat soil) or more than 21 days (mineral soil). - Black (Extreme): land situation is very dry and several hot spot points occurs outside the plantation. 8. Fire Control measures are based on Level of Fire Hazard Risks Colour and referred to signboard of Fire Risk Status. 9. Fire Control (if occurs)). <p>Fire Response Team with appropriate resources also provides in all area and registered by relevant agency. Fire watch tower also available in each estate to monitor fire adjacent the plantation, e.g. “<i>Struktur Organisasi Tim Tanggap Darurat PT Tapan Nadenggan – Tasik Mas</i>”</p>	Complied

		<i>Estate</i> – Organization Structure approved by "Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Tengah" – Manpower agency, dated 3 January 2022.	
7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures. - Minor compliance -	Based on information during interview with local communities (Kalang Village, Tanjung Hara, Tanjung Paring, Penimba Raya and Sandul Village), confirmed that coordination is implemented between unit of certification and adjacent communities for fire control.	Complied
<p>Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p> <p>PROCEDURAL NOTE for 7.12: The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard. The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems. High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards. Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it. The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.</p>			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p>	HCV Assessment in PT. Tapian Nadenggan carried out by internal SMART Tbk. Assessor comprise of Norman Farid Mustakin (Team Leader, ecology, and mapping – RSPO HCV Assessor register), Firmansyah (Fauna and environmental service – registered in HCV Network), Ridho Farianto (Flora and environmental service – registered in HCV Network), Tomi Hendartomo (Social, economic and community	Complied

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	<p>- Critical (Major) compliance -</p>	<p>cultural), Yosaphat Ardila Renato (Social, economic and community cultural). Peer reviewed by Ir. Siswoyo M.Si.</p> <ul style="list-style-type: none"> - Field exercise for Tanjung Paring Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; - Field exercise for Langadang Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; - Field exercise for Hanau Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; - Field exercise for Tasik Mas Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; 	
<p>7.12.2</p>	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows: - Critical (Major) compliance - 7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>HCV Assessment in PT. Tapan Nadenggan carried out by internal SMART Tbk. Assessor comprise of Norman Farid Mustakin (Team Leader, ecology, and mapping – RSPO HCV Assessor register), Firmansyah (Fauna and environmental service – registered in HCV Network), Ridho Farianto (Flora and environmental service – registered in HCV Network), Tomi Hendartomo (Social, economic and community cultural), Yosaphat Ardila Renato (Social, economic and community cultural). Peer reviewed by Ir. Siswoyo M.Si.</p> <ul style="list-style-type: none"> - Field exercise for Tanjung Paring Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; - Field exercise for Langadang Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; - Field exercise for Hanau Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; - Field exercise for Tasik Mas Estate carried out August 2010, Peer reviewed January 2011, final identification report February 2011; 	<p>Complied</p>

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Unit	HCV	Location	Total Area
Hanau Estate	1.1 and 4.1	River buffer zone Palembang river, Ulin river, Kuning river, Pasipu river, Nahambau river, Bakung river,	208.03
	4.1	Fresh water swamp	167.84
Tasik Mas Estate	1.1	Water spring	1.00
	1.1 and 4.1	River buffer zone Tarus I river, Tarus II river, Palembang river, Block N river, Block P river	206.39
	1.3 and 4.1	Fresh water swamp	78.03
	4.1	Fresh water swamp	112.04
	6	Tomb	0.0002
Tanjung Paring Estate	1.1 and 4.1	River buffer zone of Katin river, Mandiasu river, Tarus river, Blok T river, and water reservoir	160.30
	3	Peat area	84.54
	4.1	Fresh water swamp	89.88
		Peat area	15.44
	6	Tomb	1.00
Langadang	1.1 and 4.1	River buffer zone Langadang I river, Langadang II river, Langadang III river, Langadang IV river	129.90
	3 and 4.1	Peat area	106.82
	4.1	Fresh water swamp	5.40
			1,366.612

Area statement updated in 2021.

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Unit	HCV	Location	Total Area
Hanau Estate	1.1 and 4.1	Planted	168.03
	River buffer zone Palembang river, Ulin river, Kuning river, Pasipu river, Nahambau river, Bakung river	Drainage/swamp /river	74.20
	4.1	Road	10.19
	Fresh water swamp	Other area (enclave)	123.45
Tasik Mas Estate	1.1 and 4.1	Planted area	154.93
	River buffer zone Tarus I river, Tarus II river, Palembang river, Block N river, Block P river	Drainage/swamp /river	233.45
	1.3 and 4.1	Road	9.08
	Fresh water swamp 4.1 Fresh water swamp 6 Swamp		
Tanjung Paring Estate	1.1 and 4.1	Planted	170.87
	River buffer zone of Katin river, Mandiasu river, Tarus river, Blok T river, and water reservoir	Drainage/swamp /river	79.63
	3	Road	18.02
	Peat area 4.1 Fresh water swamp and peat land 6 Tomb	Other area (enclave, conservation, peat, bush)	82.63

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	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>Based on planting database, there is no new land clearing/new planting after 15 November 2018 in Langadang Estate, Tanjung Paring Estate, Hanau Estate, Tasik Mas Estate. Latest planting year 2007. See section 1:</p> <table border="1"> <thead> <tr> <th>Planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr><td>1995</td><td>179.30</td></tr> <tr><td>1996</td><td>3,040.10</td></tr> <tr><td>1997</td><td>4,239.60</td></tr> <tr><td>1998</td><td>1,711.90</td></tr> <tr><td>1999</td><td>1,885.57</td></tr> <tr><td>2000</td><td>127.13</td></tr> <tr><td>2004</td><td>893.13</td></tr> <tr><td>2005</td><td>941.87</td></tr> <tr><td>2006</td><td>564.49</td></tr> </tbody> </table>	Planting year	Hectarage	1995	179.30	1996	3,040.10	1997	4,239.60	1998	1,711.90	1999	1,885.57	2000	127.13	2004	893.13	2005	941.87	2006	564.49						
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	14,276.95										
7.12.3	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>High Forest Cover Landscapes in High Forest Cover Country not applicable for PT. Tapian Nadenggan – Hanau POM and its supply base in Indonesia.</p> <p>Not applicable.</p>	Not Applicable								
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>											
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Based on planting database, there is no new land clearing/new planting after 15 November 2018 in Langadang Estate, Tanjung Paring Estate, Hanau Estate, Tasik Mas Estate. Latest planting year 2007. See 7.12.7</p> <p>However, PT. Tapian Nadenggan prepared the HCV Management and Monitoring Plan.</p> <table border="1"> <thead> <tr> <th>HCV type</th> <th>Objective</th> <th>Target and Program</th> <th>Target Year</th> </tr> </thead> <tbody> <tr> <td>HCV 1</td> <td> Protect the entity and habitat for RTE and biodiversity. - Target RTE species: <i>Felis bengalensis</i>, <i>Macaca fasciculatis</i>, </td> <td> - Demarcating HCV 1 area - Installation and maintain HCV boundary and signboard (continued); - Maintain the hectarage for RTE habitat – no illegal logging and encroachment, no invasive species domination; - Make available GPS, camera and binocular for monitoring tools; </td> <td>Year 1-5</td> </tr> </tbody> </table>	HCV type	Objective	Target and Program	Target Year	HCV 1	Protect the entity and habitat for RTE and biodiversity. - Target RTE species: <i>Felis bengalensis</i> , <i>Macaca fasciculatis</i> ,	- Demarcating HCV 1 area - Installation and maintain HCV boundary and signboard (continued); - Maintain the hectarage for RTE habitat – no illegal logging and encroachment, no invasive species domination; - Make available GPS, camera and binocular for monitoring tools;	Year 1-5	Complied
HCV type	Objective	Target and Program	Target Year								
HCV 1	Protect the entity and habitat for RTE and biodiversity. - Target RTE species: <i>Felis bengalensis</i> , <i>Macaca fasciculatis</i> ,	- Demarcating HCV 1 area - Installation and maintain HCV boundary and signboard (continued); - Maintain the hectarage for RTE habitat – no illegal logging and encroachment, no invasive species domination; - Make available GPS, camera and binocular for monitoring tools;	Year 1-5								

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			<p><i>Helarctos malayanus,</i> <i>Anthracoseros malayanus,</i> <i>Gracula religiosa</i></p>	<ul style="list-style-type: none"> - HCV officer can identify RTE species and biodiversity; - Produce sighting data and spread map; - Biodiversity index (Birds >2.5, Mammals >1.5) - Surrounding communities understand the importance protecting RTE species and biodiversity; <p>Periodic monitoring to check: HCV boundary poles and signboards condition; Functioning monitoring tools; Securing the area from foul activities; Controlling invasive species; Monitor biodiversity inventory; Annual remote-sensing to ensure no encroachment/land clearing; Monitors poaching/ hunting;</p>		
		HCV 3	<p>Protect peat ecosystem from damage</p>	<ul style="list-style-type: none"> - Maintain the hectarage and vegetation structure of peat ecosystem - Demarcation of HCV3 - Installation and maintain HCV boundary and signboard (continued); - Maintain the hectarage for peat habitat – no illegal logging and encroachment, no invasive species domination; - Surrounding communities understand the importance protecting peat ecosystem. <p>Periodic monitoring to check: HCV boundary poles and signboards; securing area; Maintain natural regeneration; Inventory vegetation composition and structure specific in peat ecosystem; Patrol for encroachment or fire.</p>	Year 1-5	
		HCV 4	<ul style="list-style-type: none"> - Protect river buffer zone and swamp buffer zone - Protect entity and water quality 	<ul style="list-style-type: none"> - Determine and maintain the riparian buffer zone – observing relevant regulation - Install HCV boundary and signboard (continued) - The vegetation coverage can be maintained 	Year 1-5	

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		<ul style="list-style-type: none"> - Maintain natural vegetation around water body buffer zone - To rehabilitate river buffer zone already planted with oil palm. 	<ul style="list-style-type: none"> - Vegetation enrichment success rate >70% for the next 5 years in river buffer zone - Water quality met class III Indonesian regulation - Surrounding communities understand the importance protecting river and swamp, the service its providing and the function as habitat for natural biodiversity. <p>Periodic monitoring to check: HCV boundary poles and signboards condition; securing the river buffer zone and freshwater swamp; Nurture natural vegetationl Monitoring water quality, debit fluctuation; Monitor soil erosion; Enrichment succession rate; Annual remote-sensing to ensure no encroachment/land clearing;</p>		
		<p>HCV 6</p> <ul style="list-style-type: none"> - Protect the entity in the concession - Maintain the presence of important site for local culture 	<ul style="list-style-type: none"> - Demarcation HCV 6 area - Maintain the boundary signs and signboard (continued) - The physical entity of the site maintain (not vandalized) <p>Monitoring to check: interview with local community related the value and relevance of the cultural site; worker understanding of cultural site importance</p>	<p>Year 1-5</p>	
<p>HCV Management and Monitoring Plan being reviewed in 2019. Sighted "Berita Acara Review Hasil Pelaksanaan Evaluasi Pengelolaan dan Pemantauan NKT PT. Tapian Nadenggan" dated 2 July 2019. The management review attended by Tasik Mas Estate, Hanau Estate, Tanjung Paring Estate, Langadang Estate, Forest Conservation and Management Department, Sustainability Implementation Division, etc. The recommendation related to maintain and upkeep HCV signboard and warning signs, to adjust the warning signs with Peraturan Menteri</p>					

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		<p>Lingkungan Hidup dan Kehutanan No.106 tahun 2018, additional socialization to worker and communities, to update the HCV protection agreement with surrounding village, patrol report to be completed – include name-finding/activity-photograph, to add information during interview for HCV 5 and 6 with communities, to equip officer with better camera for monitoring.</p> <p>The management review signed by CEO to validate the “Master Plan Pengelolaan dan Pemantauan Area NKT-SKT Terintegrasi 2019-2024” July 2019.</p> <p>HCV management and monitoring report 2019, 2020 and 2021 verified.</p> <p>PT. Tapan Nadenggan prepare rehabilitation program for the HCV identified. The activity includes boundary marking, signboard signs, inventory of condition and natural seedling in river buffer zone, mapping the HCV area condition, tree nursery, tree planting for river buffer zone rehabilitation, rehabilitation trees upkeep.</p> <p>The rehabilitation program and implementation in Tanjung Paring Estate recorded under “Data rehabilitasi Areal HCV Tahun 2021”: planting trees 2,170 sapling in area of 15.91 Ha in block R27, R28, R29, R30, R31 in April and May 2021. Monitoring on September and December 2021 the sapling in good condition. “Program Rehabilitasi Area HCV Tahun 2022 Tanjung Paring Estate”: planting native vegetation 2.8 Ha to date June 2022.</p> <p>The rehabilitation program and implementation in Hanau Estate recorded under “Laporan Kegiatan Pemeliharaan Rehabilitasi KBKT Januari 2022” checked and upkeep trees planted in December 2019.</p>	
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		<p>Tree comprise of Albasia (<i>Albizia falcataria</i>), Angsana (<i>Pterocarpus indicus</i>), Trembesi (<i>Samanea saman</i>), etc,</p> <p>The rehabilitation program and implementation in Tasik Mas Estate recorded under "Rencana Rehabilitasi Kawasan Bernilai Konservasi Tinggi 2021", whereby in 2021 rehabilitate 50 meters river buffer zone in block P; rehabilitate 70 meters river buffer zone in river buffer zone block N. Plan for 2022 is to rehabilitate 250 meters river buffer zone.</p> <p>The rehabilitation program and implementation in Langadang Estate recorded under "Realisasi Perawatan Tanaman Rehabilitasi Sempadan Sungai Tahun 2021" In year 2020, rehabilitation by planting 820 trees in area of 5.9 Ha Langadang river buffer zone. In year 2021, rehabilitation for 160 trees in area of 1.2 Ha damaged by flood.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>Based on field visit to HCV areas and peatland, there was no communities on it. All HCV was located under the land title/HGU area.</p> <p>Socialization to stakeholder near Langadang estate carried out on 3 January 2020 to landowner of oil palm plantation near HCV peatland area block Y22. The said landowner agreed to open up land without burning.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Regulation to disciplinary measure was referring to "Surat Edaran Direktur SMD Operations No.002/SE-SMD OPS/IX/2010" dated 20 September 2010. The memorandum stated referring to Indonesian regulation, Undang-undang No.5 Tahun 1990 tentang Konservasi Sumber Daya Alam Hayati dan Ekosistemnya – management prohibit all worker (staff and non-staff) to capture, harming, petting, transporting and trading live protected species; to keep, to own, to maintain, to transport and trading dead protected species. If protected species is</p>	Complied

		<p>found, handover to BKSDA. Violation to abovementioned rules, company will impose strict sanction as regulated by the law.</p> <p>Program to educate worker and community is in place.</p> <p>The socialization related HCV area in the estate, RTE species, information on Undang-undang No.5 tahun 1990 on hunting protected species.</p> <p>Socialization to worker in Tanjung Paring Estate carried out in 2 March 2020 for 12 staff. To Sandul village on 30 January 2020 and attended by 24 community from Sandul village. To Tanjung Rangas II village on 28 February 2020 and attended by 31 community member.</p> <p>Socialization to worker in Tanjung Paring Estate carried out in 3-4 May 2021 for 16 staff, 232 workers in Division I, 69 workers in Division II, 58 workers in Division III, 88 workers in Division IV, 70 workers in Division IV, 82 workers in Division VI.</p> <p>Socialization to worker in Hanau Estate carried out in 2-7 November 2020 for 317 workers. Socialization to worker in Hanau Estate carried out in 13-16 April 2021 for 246 workers. HCV and other policy communicated to 7 contractors in Hanau Estate on 9 February 2022.</p> <p>Socialization to worker in Tasik Mas Estate carried out in 29 April – 13 June 2022 for 95 workers Division I, 92 workers Division II, 97 workers Division III, 104 workers division IV, 180 workers Division V and VI. Socialization to worker in Tasik Mas Estate carried out in 6-7 February 2020 for 40 workers Division VI.</p>	
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		<p>Socialization to stakeholder near Langadang estate carried out on 3 January 2020 to landowner of oil palm plantation near HCV area block Y22.</p> <p>Socialization to stakeholder on 5 February 2021 to Kalang village whereby attended by 6 villagers and youth.</p> <p>Socialization on 7 February 2022 to 4 community members. Socialization to 219 workers in Pondok I Langadang Estate 9 February 2022.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>Monitoring on HCV area reported on monthly basis.</p> <p>Monitoring HCV area Tasik Mas estate "Laporan Patroli Nilai Konservasi Tinggi Tasik Mas Estate" – period June 2022 patrol on HCV 1.1 and 4.1 water source is good, no activity; on HCV 1.1 and 4.1 fresh water swamp the swamp condition is good, no land clearing, no tree cutting; on HCV 6 tombs the condition is good. Monitoring and upkeep of HCV signboard and boundary sign last carried out in January-May 2022 for 94 signs.</p> <p>Monitoring HCV area Tanjung Paring Estate "Laporan Patroli Nilai Konservasi Tinggi Tanjung Paring Estate" – period up to 28 June 2022 patrol on HCV 1.1 and 4.1 Tarus river buffer zone, Katin river buffer zone, Mandiasu river buffer zone in good condition; HCV 6 tomb in good condition; HCV3 and 4.1 peat area in good condition. Monitoring and upkeep of HCV signboard and boundary sign last carried out in January-May 2022 for 63 signs.</p> <p>Monitoring HCV area Hanau Estate "Laporan Patroli Nilai Konservasi Tinggi Hanau Estate" – period up to 28 June 2022 patrol on HCV 1.1 and 4.1 river buffer zone in good condition; HCV 4.1 fresh water swamp</p>	Complied

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		<p>in good condition. Monitoring and upkeep of HCV signboard and boundary sign last carried out in April 2022 for 25 signs.</p> <p>Monitoring HCV area Langadang Estate "Laporan Patroli Nilai Konservasi Tinggi Langadang Estate" – period up to 29 June 2022 patrol on HCV 1.1 and 4.1 river buffer zone in good condition; HCV3 and 4.1 peat area in good condition; HCV 4.1 fresh water swamp in good condition..</p>	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Based on Areal Statement 2019, PT. Tapian Nadenggan – Hanau POM as Unit of Certification had oil palm crops planted after November 2005. Those are:</p> <ul style="list-style-type: none"> - YoP 2006 = 657.91 Ha (Langadang Estate) - YoP 2007 = 724.83 Ha (Tanjung Paring Estate) <p>According to this, Unit of Certification shall follow the Remediation and Compensation Procedure (RaCP) and started with Land Use Change Analysis (LUCA). Golden Agri Resources as parent company of PT. Tapian Nadenggan – Hanau POM already submit LUCA to the RSPO in December 2015 and has been responded by RSPO. It was explained that for the management unit with noncompliant land clearing which has been certified (by right they should not be certified in the first place), as long as they have submitted complete Land Use Change Analysis, they are allowed to proceed with surveillance audit. Historical communication related RaCP process as below:</p> <ul style="list-style-type: none"> - On 4th May 2018. To be following Remediation and Compensation Procedure, PT. Tapian Nadenggan – Hanau POM updating LUCA and sent to ERWGRSPO. - On 13th November 2019. LUC Analysis Verification Result Document has - completed made by Environmental Konsultan PT. Hijau Daun. - On 25th November 2019. Strategic Projects Executive RSPO respond by email concerning the LUCA review report. 	Non-compliance

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		<ul style="list-style-type: none"> - On 13th January 2020. GAR Sustainability Directorate sending email to RSPO for asking the possibility of conducting Re-Certification and Surveillance when RaCP still in progress. - On 17th January 2020. Biodiversity Manager RSPO respond the email and explained the requirements for continuation of certification. - On 22nd April 2020. Sustainability Department sending email to RILO asking for several question on the possibility to comply with indicator 7.12.8 during Surveillance and Initial Certification, when RaCP are still in progress. - On 23rd April 2020. Assurance Manager RILO respond back and explained that during Surveillance audit if RaCP still in progress, it will be raised as noncompliance until Compensation Plan endorsed by the compensation panel. - While, for Initial Audit if Compensation Plan has been submitted to RSPO then audit can be done. However, certificate will be issued if compensation plan approved by compensation panel. For recertification audit, it will depend on case by case. - On 27th April 2020. Sustainability Department replied that information given was clear and understood. - On 17th July 2020. GAR Sustainability Directorate respond back refer to email on 17th January 2020 and providing data for unit of certification that is currently still in the RaCP process under GAR. - On 22nd July 2020. Conservation Management and Monitoring SIDV replying email to RSPO Strategic Projects Executive as response upon email 25th November 2019. Also provide the data pertaining Reviewer queries over LUCA report. - On 23rd July 2020. Biodiversity Manager RSPO respond back upon email dated 17th July 2020. Informed that The Compensation Unit will continue to work to support the completion of the RaCP. 	
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		<ul style="list-style-type: none"> - On 27th July 2020. GAR Sustainability Directorate given respond back against email on 23rd July 2020 and inform that some of certification unit will submit the Concept Note. <p>On 18th February 2022, RSPO Secretariat sent email to GAR on 2nd Advisory Note to CB on GAR's Certification and RaCP process.</p> <ul style="list-style-type: none"> - the Conditional Approval would only be given for those Management Units that have been certified before to allow the Company to complete the RaCP process and continue the Annual Surveillance Assessment (ASA) and/or Recertification. And this will only be valid until the next 6 months from the date of this email. From time to time, RSPO will review all the progress and status of the Certification and RaCP process for the particular certified management units, and we may revoke this conditional approval if any issues happen that may heavily threaten the integrity of RSPO standard requirements. - PT. Tapian Nadenggan – Hanau POM and its supply base Hanau Estate, Tasik Mas Estate, Tanjung Paring Estate, Langadang Estate all certified since 2012 informed as "LUCA Clarification" phase. Remark: Proceed with continuation of audits however, the NC will remain open until the next ASA and management unit must provide the update to the pending action / clarification to RSPO Secretariat within the next 3 months. - On 4th April 2022, GAR sent LUCA Clarification of PT. Tapian Nadenggan – Hanau POM and its supply base. - On 21st April 2022, indrawan.suryadi@rspo.org) sent email to GAR informing the final LUCA review result of PT Tapian Nadengan - Kalteng from the reviewer. The LUCA status is passed, with Final Conservation Liability 0 Ha, and Environmental Remediation Area 33.69 Ha. The RSPO also inform ss the next step of RaCP, after the pass status of LUCA, since there are environmental remediation areas identified, you 	
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		<p>may proceed with the submission of the Compensation Plan to the Compensation team (email: rspocompensation@rspo.org).</p> <ul style="list-style-type: none"> - On 22 July 2022 GAR's through Wirendro Sumargo has submitted the RaCP proposal to the RSPO secretariat. Until this report finished, there is no information or reply by RSPO Secretariat. - On 28 October 2022 GAR's through Wirendro Sumargo has re-submitted the Remediation Plan revision based on reviewer's comment. - On 19 November 2022, Remediation Plan of PT. Tapan Nadenggan Hanau Mill (Kalteng 1) has been endorsed by Compensation Panel. RSPO Compensation Panel stated in its correspondence; <i>With this endorsement, the RaCP process for PT Tapan Nadenggan Hanau Mill (Kalteng 1) with a total management area of 17,062.13 Ha, is now completed.</i> 	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2020 and 2021** for **Hanau POM** and supply base was calculated using the PalmGHG Calculator version 4.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2020** for **Hanau POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.41
PKO	0.47

Extraction	%
OER	20.32
KER	6.17

Production	t/yr
FFB Process	
CPO Produced	82465.9
PKO Produced	10819.188

Land Use	Ha
OP Planted Area	16313.68
OP Planted on peat	1963.11
Conservation (forested)	0.00
Conservation (non-forested)	1678.38
Total	...

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	20,160.06	0.06	0.00	0.00	3,192.36	0.00	23,802.42	...
CO ₂ Emission from fertilizer	9,189.26	0.03	0.00	0.00	1,793.88	0.00	10,983.14	...
NO ₂ Emissions from Peat	14,695.45	0.93	0.00	0.00	0.00	0.00	14,695.45	...
NO ₂ Emissions from Fertilizer	8,300.28	0.52	0.00	0.00	1,251.43	0.00	9,551.71	...
Fuel Consumption	1,339.26	0.08	0.00	0.00	662.33	0.00	2001.59	...
Peat Oxidation	107,186.36	6.76	0.00	0.00	0.00	0.00	107,186.36	...
Sink								
Crop Sequestration	-118,240.26	-0.34	0.00	0.00	-22,722.99	0.00	-140,963.25	...
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	...
Total	43,080.41	0.00	0.00	0.00	-14,510.19	0.00	28,570.22	...

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**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	15,034.43	0.04
Fuel Consumption	966.59	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	16,001.01	0.04

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	10202.70
PK from other source	761.01
Fuel Consumptions	0.00
Total Crusher emissions	10963.70

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	100
Divert to methane captured (energy generation) (%)	0

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The summary of the Net GHG emitted in **2021** for **Hanau POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.99
PKO	1.09

Extraction	%
OER	20.36
KER	5.93

Production	t/yr
FFB Process	377,511.75
CPO Produced	76,868.7
PKO Produced	12,176.735

Land Use	Ha
OP Planted Area	16,313.68
OP Planted on peat	1,963.11
Conservation (forested)	0.00
Conservation (non-forested)	1,678.38
Total	...

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	16,611.62	0.05	3,192.36	0.07	0.00	0.00	19,803.98	...
CO ₂ Emission from fertilizer	13,147.64	0.04	2,732.55	0.06	0.00	0.00	15,880.18	...
NO ₂ Emission from Peat	14,695.45	0.05	0.00	0.00	0.00	0.00	14,965.45	...
NO ₂ Emission from Fertilizer	10,500.40	0.03	2,107.34	0.05	0.00	0.00	12,607.74	...
Fuel Consumption	2,493.42	0.01	660.33	0.01	0.00	0.00	3,153.75	...
Peat Oxidation	107,186.36	0.34	0.00	0.00	0.00	0.00	107,186.36	...
Sink								
Crop Sequestration	-80,394.43	-0.26	-22,722.99	-0.49	0.00	0.00	-103,117.42	...
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	...
Total	84,240.45	0.27	- 14,030.42	-0.31	0.00	0.00	82,325.00	...

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	13,985.75	0.04
Fuel Consumption	1,526.33	0.00

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Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	15,512.09	0.04

Summary of Kernel Crusher Emission and Credit (if applicable)

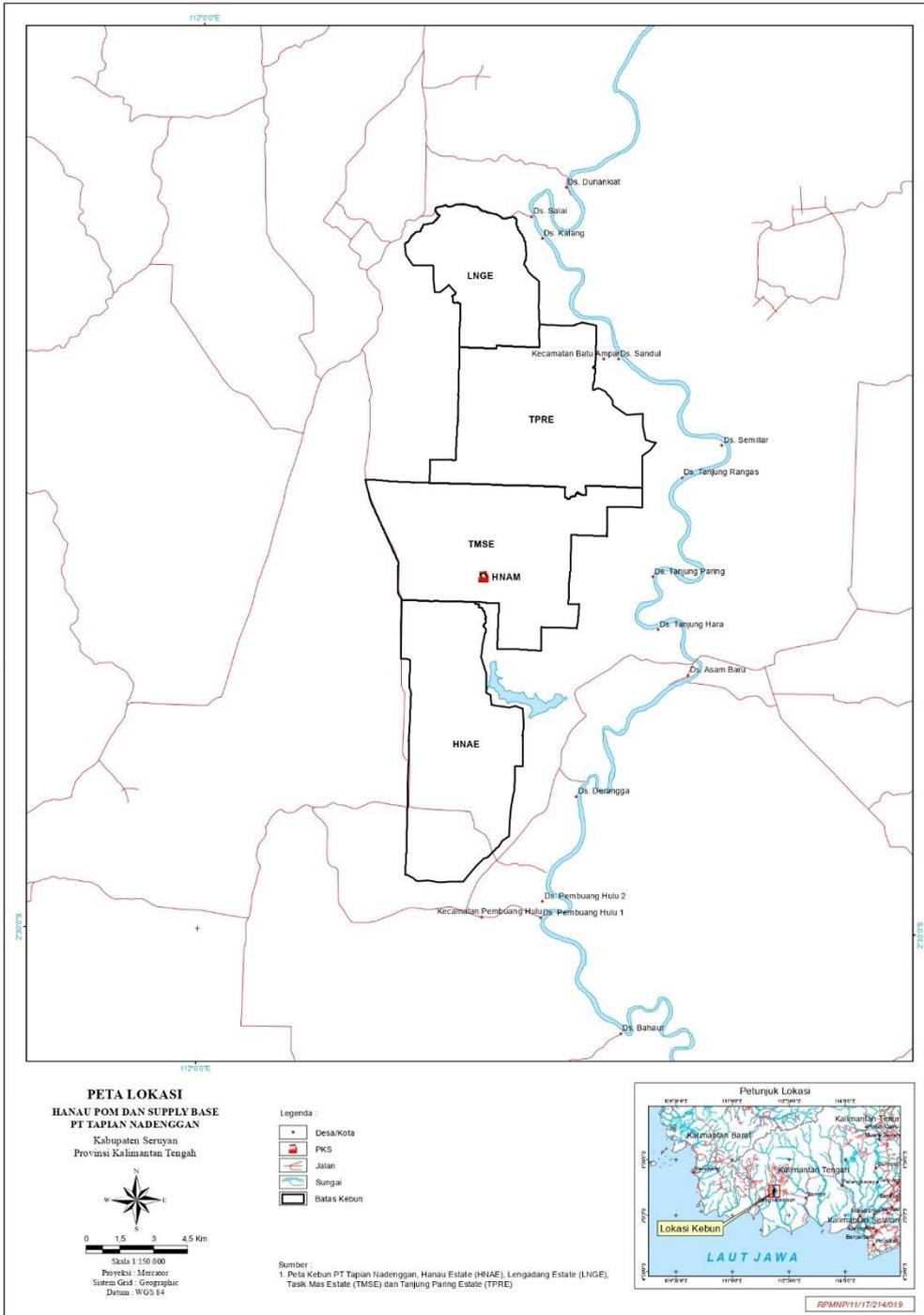
Emissions	tCO₂e
PK from own mill	27,362.92
PK from other source	1,853.51
Fuel Consumptions	0.00
Total Crusher emissions	29,216.43

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	100
Divert to anaerobic diversion (%)	0

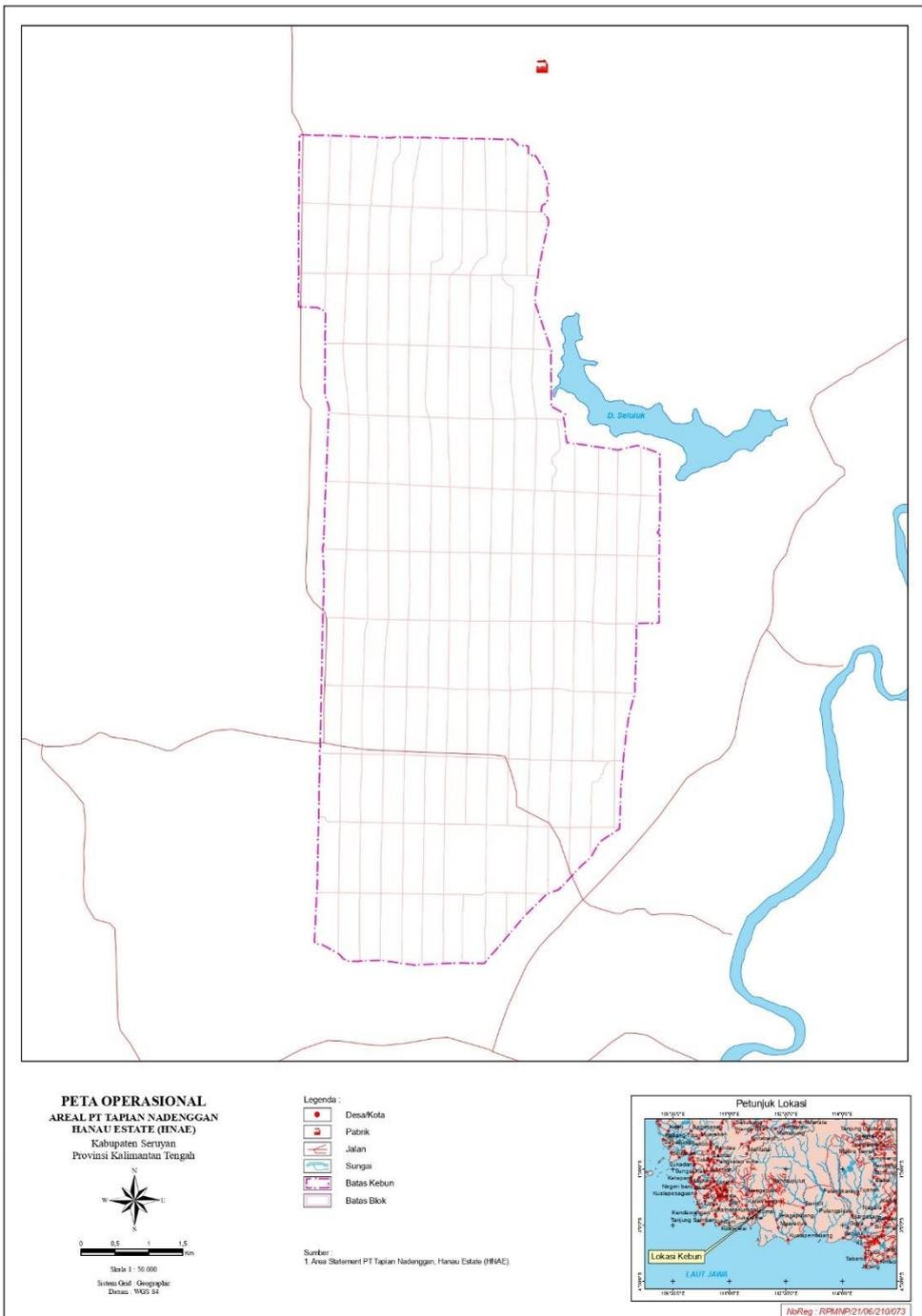
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	100
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases

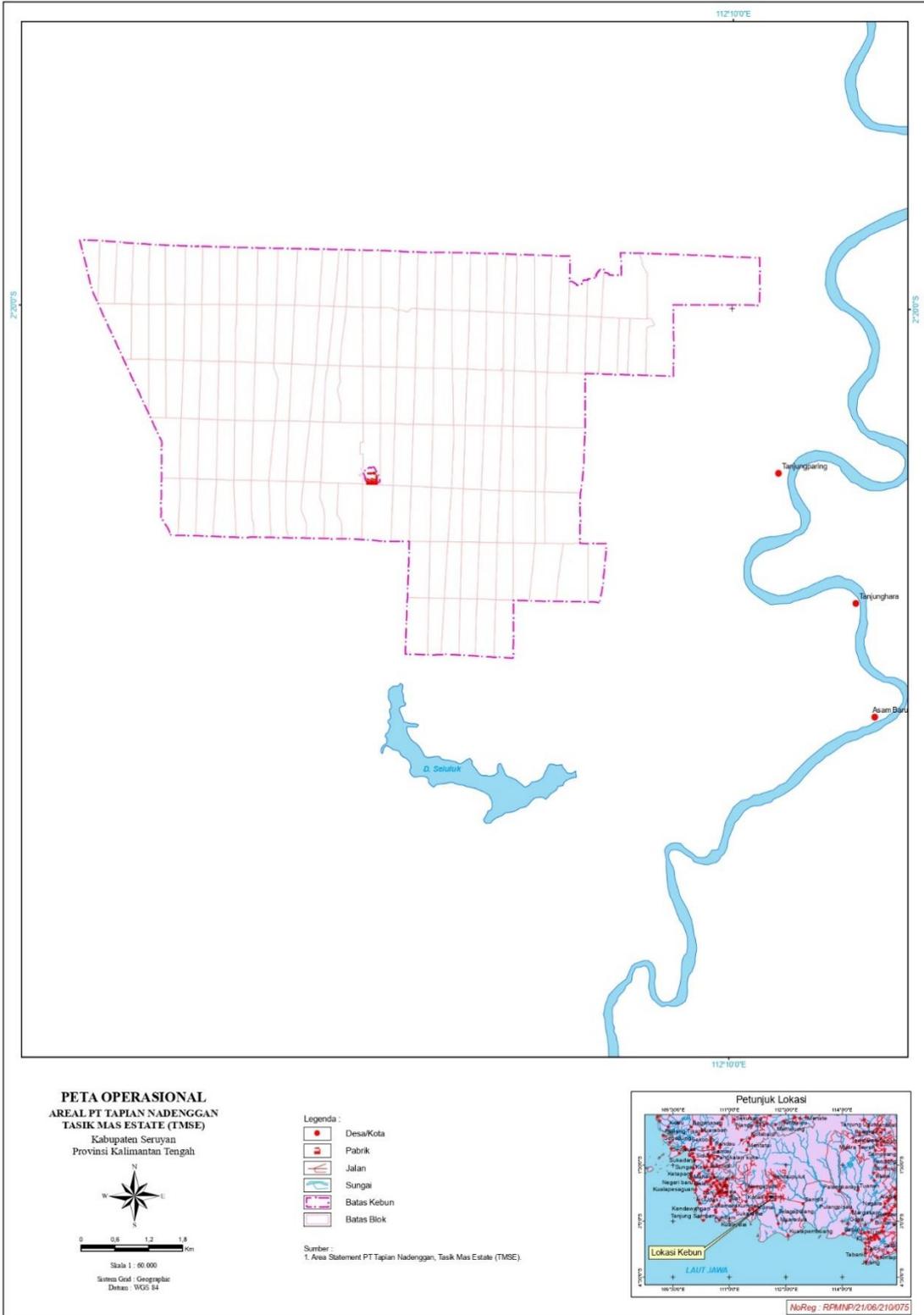


Appendix D: Estate Field Map

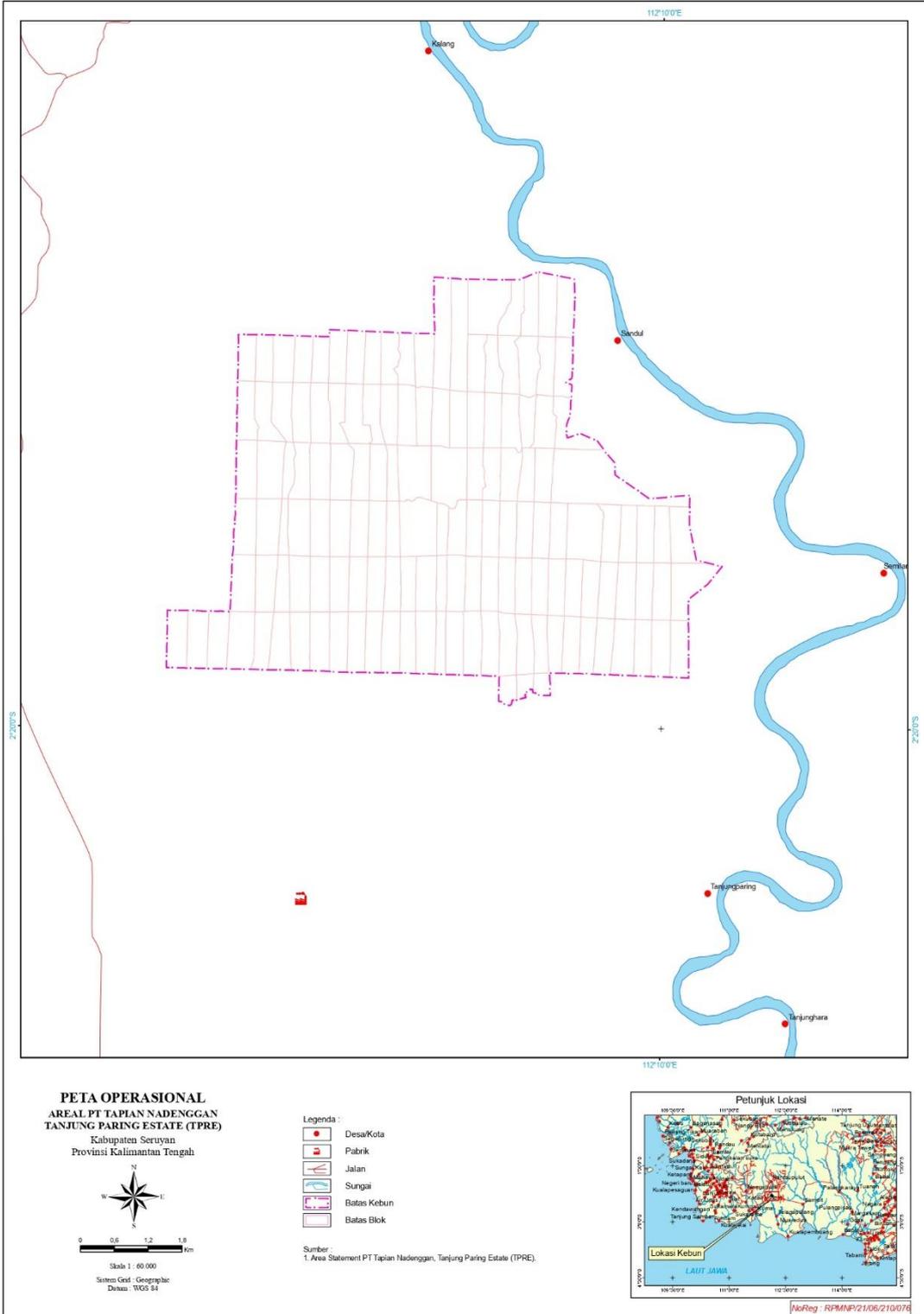
Hanau Estate



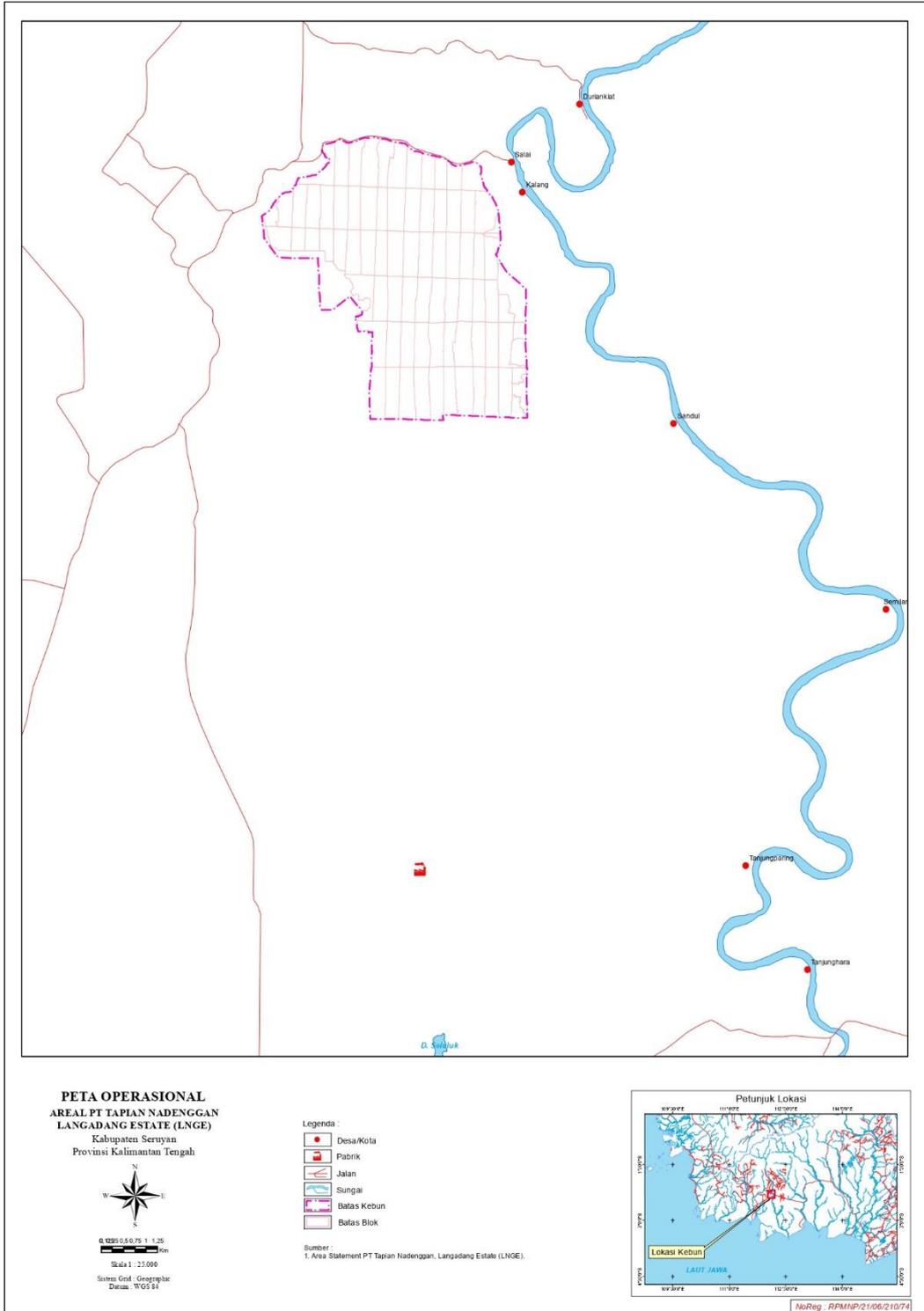
Tasik Mas Estate



Tanjung Paring Estate



Langadang Estate



Appendix E: List of Smallholder Registered and/or sampled

NIL

Appendix F: List of Abbreviations

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