

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

PT Umbul Mas Wisesa (SIPEF Group):

Client company Address:

Forum Nine Building, 10th Floor, Suite 1-11
Jl.Imam Bonjol No.9
Medan – 20112
Sumatera Utara Province
Indonesia

Certification Unit:

PT Umbul Mas Wisesa – Umbul Mas Wisesa Palm Oil Mill

Location of Certification Unit:

Sei Siarti Village, Panai Tengah District, Labuhan batu Regency, and Tanjung Mulila
Village, Kampung Rakyat District,
Labuhanbatu Selatan Regency,
North Sumatra Province
Indonesia

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Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0021-05-000-00	Membership Approval Date	7 th December 2005
Parent Company Name	SIPEF Group		
Address	Head Office: Forum Nine Building, 10th Floor, Suite 1-11 Jl.Imam Bonjol No.9 Medan – 20112 Sumatera Utara Province Indonesia		
Subsidiary (Certification Unit Name)	Umbul Mas Wisesa Palm Oil Mill		
Address	Plantation Office: Sei Siarti Village, Panai Tengah District, Labuhan batu Regency, and Tanjung Mulila Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province Indonesia		
Contact Name	Mr. Sander Van den Ende		
Website	www.tolantiga.co.id	E-mail	svdende@sipef.com
Telephone	+62 61 415 2043	Facsimile	+62 61 452 0908

2. Certification Information			
Certificate Number	RSPO 611834	Date of First Certification	27 March 2015
		Certificate Start Date	27 March 2015
		Certificate Expiry Date	26 March 2020
Scope of Certification	<p>Production of sustainable Crude Palm Oil (CPO) and Palm Kernel (PK) at Umbul Mas Wisesa Palm Oil Mill with marketing activities through SIPEF N.V.</p> <p>The supply base consist of: three (3) company-owned estates, namely: Umbul Mas Wisesa South Estate, Umbul Mas Wisesa North Estate and Toton Usaha Mandiri Estate</p> <p>Mill capacity is 40 tonnes FFB/hour</p>		
Applicable Standards	RSPO P&C November 2018; RSPO Certification System, June 2017;		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ISPO 611833	Indonesian Sustainable Palm Oil (ISPO)	PT BSI Group Indonesia	3 rd April 2022

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS Coordinates (Note for Auditors: Deg °, Minutes ', Seconds "; The format must be two decimal points) (Eg. 3° 51' 14.01" N)	
		Latitude	Longitude
Umbul Mas Wisesa POM	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia	100°16' 20.00" E	2°12' 41.00" N
Umbul Mas Wisesa South Estate	Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, North Sumatra Province, Indonesia	100°17' 12.40" E	2°13' 5.10" N
Umbul Mas Wisesa North Estate	Sei Siarti Village, Panai Tengah District, Labuhanbatu Regency, North Sumatra Province, Indonesia	100°16' 43.01" E	2°15' 7.16" N
Toton Usaha Mandiri Estate	Sei Siarti Village, Panai Tengah District, Labuhanbatu Regency, North Sumatra Province, Indonesia	100°16' 43.01" E	2°15' 7.16" N

5. Description of Supply Base					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Umbul Mas South	4,446.18	-	337.43	4,783.61	92.94
Umbul Mas North	2,602.46	196.09	181.19	2,979.74	87.33
Toton Usaha Mandiri	1,134.95	57.54	6.27	1,198.76	94.68
Total	8,183.59	253.63	524.89	8,962.11	91.65

Note:

6. Plantings & Cycle							
Estate	Age (Years)					Mature*	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Umbul Mas Wisesa South	-	815.69	3,630.49	-	-	4,446.18	-
Umbul Mas Wisesa North	-	1,446.46	1,156.00	-	-	2,602.46	-
Toton Usaha Mandiri		486.14	648.81	-	-	1,134.95	-
Total (ha)		2,748.29	5,434.06	-	-	8,183.59	-

Note:
*Only Mature area is considered as production area

7. Certified Tonnage of FFB (Own Certified Scope)				
Estate	Estimated (Mar 2019 – Feb 2020)	Tonnage / year		Forecast (Mar 2020 – Feb2021)
		Actual		
		Previous license period (Jan 2019 - Feb 2019)	Current license period (Mar 2019 – Dec 2019)	
Umbul Mas Wisesa South	108,959	13,729.23	67,753.24	94,787
Umbul Mas Wisesa North	68,791	9,090.76	44,862.42	60,291

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Toton Usaha Mandiri	30,548	4,312.99	21,284.50	26,261
Total	208,298	27,132.98	133,900.16	181,339
		Total: 161,033.14		

Note:

8. Certified Tonnage of FFB (from other certified unit(s) if applicable *

Estate	Tonnage / year			Forecast (Mar 2020 – Feb2021)
	Estimated (Mar 2019 – Feb 2020)	Actual		
	N/A	Previous license period (Jan 2019 - Feb 2019)	Current license period (Mar 2019 – Dec 2019)	N/A
Koperasi Serba Usaha Suka Makmur	-	108.33	541	-
Total	-	649.33		-

Note:

9. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable

Independent FFB Supplier	Tonnage / year			Forecast (Mar 2020 – Feb2021)
	Estimated (Mar 2019 – Feb 2020)	Actual		
	N/A	Previous license period (Jan 2019 - Feb 2019)	Current license period (Mar 2019 – Dec 2019)	N/A
-	-	-	-	-
Total	-	-		-

Note:

10. Certified Tonnage

Mill Capacity: 40 MT/hr SCC Model: IP	Estimated (Mar 2019 – Feb2020)	Actual		Forecast (Mar 2020 – Feb2021)
	FFB	FFB		FFB
		Previous license period (Jan 2019 - Feb 2019)	Current license period (Mar 2019 – Dec 2019)	
	208,298	27,241.31	134,441.16	181,339
	CPO (OER: 24.07%)	CPO (OER: 23.75 %)		CPO (OER: 23.80%)
	50,143	38,399.59		43,158.68
	PK (KER: 4.01%)	PK (KER: 3.76 %)		PK (KER: 4%)
	8,357	6,079.26		7,253.56

Note:

- Total of FFB (both of estimated and actual is calculated from FFB table 7 and 8
- The actual FFB has consistent with appendix D

11. Actual Sold Volume (CPO)

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
CPO (MT)	38,077.54	0	0	5.52	38083.06

Note:

12. Actual Sold Volume (PK)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSB		
PK (MT)	4,467.01	0	0	595	5,062.01

13. Actual Group certification Claims		
	Credit	Physical Volume (MT)
IS-CSPO	0	0
IS-CSPKO	0	0
IS-CSPKE	0	0

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
Tel +603 9212 9638
Nicholas Cheong: Nicholas.Cheong@bsigroup.com
www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 80,000 certified locations and clients in over 180 countries. BSI Standards 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 and an office at Jakarta and Australia which involve in RSPO Certification Program.

2.1 Assessment Methodology, Programme, Site Visits

The on-site initial assessment was conducted from 21st – 24th January 2020. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estates. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO Principles & Criteria Generic November 2018 was used to guide the collection of information to assess compliance and RSPO Supply Chain Certification Standard 2017 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (or smallholders) of its supply base.

- The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (0.8\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment
- As for the smallholders, the sample were determined following the RSPO Management System Requirements and Guidance for Group Certification of FFB Production (2016). The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix I.

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

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Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.5.

All the previous nonconformities are remains closed. The assessment findings for the initial assessment/annual surveillance assessment are detailed in Section 3.4.

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

For Initial and Re-certification assessment, the report was externally reviewed by RSPO approved Certification 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 (Re-certification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
Umbul Mas Wisesa POM	v	v	v	v	v
Umbul Mas Wisesa South Estate	v	v	v	v	v
Umbul Mas Wisesa North Estate	v	v	v	v	v
Toton Usaha Mandiri Estate	v	v	v	v	v

Tentative Date of Next Visit: 2nd – 5th January 2020

Total No. of Mandays: 16

2.2 BSI Assessment Team:

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Imam Fakhrurozi	Team Leader	Imam holds degree in Agriculture Technology and graduated from Gadjah Mada University, Yogyakarta on 2011. He had 2 (two) years working experience related to oil palm industry, as a sustainability and HSE officer in oil palm Plantation Company in Indonesia. Imam has completed a number of relevant trainings, the training includes ISO 9001:2008 and EMS 14001:2004 Lead Auditor, Lead Auditor of SMK3, RSPO P&C Lead auditor endorsed course. Currently he works for BSI Group based in Jakarta office. He is one of the BSI qualified RSPO auditor. He had been involved in RSPO auditing since 2015. During this assessment, he assessed on the aspects of Social Aspect, Environmental aspect-impacts, Occupational Health and Safety.
Pratama Sedayu	A. Team Member	Graduated from University of Jenderal Soedirman on 2008, majoring in Social Economic of Agriculture. He involved in RSPO certification since 2009 as a team member subsequently as a Lead Auditor, covering assessment against RSPO P&C in Indonesia, Malaysia, Thailand, Papua New Guinea, and Liberia. He completed the ISO 9001, ISO 14001, OHSAS 18001 Lead Auditor Course, HCV Identification and Management; ISPO Lead Auditor endorsed Course and RSPO P&C and RSPO SCCS Lead Auditor endorsed Courses. During this assessment, he assessed on the aspects of legal, supply chain for CPO Mills, environment management system, HCV, smallholder audits and stakeholder consultation. He is fluent in both verbal/written in English.
Eko Purwanto	Team Member	Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB) in 2001. He has working experience at Oil Palm Plantation in East Kalimantan since 2003 to 2012, the last position was Estate Manager. He has implementing good agricultural practice including integrated pest management and limited pesticides uses. He has completed lead auditor training courses for RSPO P&C (2013), ISO 9001:2008 (2012), ISO 14001:2004 (2013), ISPO (2012), and RSPO SCC (2012). He has also completed training course of ISO 14001 (2012), Minaut Indonesia (2011) and Introduction to HCV Toolkit HCV (2011). For the last 2 years, he has been involved in quality (ISO 9001) management system audits for very broad industrial and involved in Indonesia Sustainable Palm Oil (ISPO) audit for several plantations and mills since October 2012. During this assessment, he assessed on the aspects of mill and estate best management practices and supply chain for CPO mills. He is fluent in both verbal/written in English.
Yudwi Wisnu Rahmanto	Team Member	Holds a Bachelor of Forestry with Silviculture background. He worked at professional independent Certification Body as an Auditor for last 8 years and has involved in auditing activities with various certification schemes. Selected training which have been followed, such as RSPO Endorsed Lead Auditor Training Course, RSPO NEXT Lead Auditor Course, ISPO Auditor/Lead Auditor Course, Quality Management System (QMS) ISO 9001 Auditor/Lead Auditor Course, ISO 14001, OHSAS 18001 Lead Auditor Course, GIS-Basic Mapping and Spatial Analysis, Timber Legality Assurance System (SVLK), Verification Organization

		Training C.A.F.E Practices (Starbucks), UTZ Programme and others internal training programs. During the assessment he assigned to verify Best Practices Management,GHG and Continual Improvement aspect. He is fluent in both verbal/written in English.
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Accompanying Persons:

No.	Name	Role
Nil	Nil	Nil

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment (attached assessment plan).

Date	Time	Subjects	IF	PS	EP	YWR
			PRSCO LA- EMS, OHS	PRSCO SCC, SA	PRSCO LA, SA	PRSCO LA, SA
Monday, 20/01/2020	05.35-08.00	Flight Jakarta - Medan	√	√	√	√
	10.30-16.37	Traveling Medan – Rantau Prapat (by Train)	√	√	√	√
	17.00-19.00	Traveling Rantau Prapat – PT Umbul Mas Wisesa	√	√	√	√
Tuesday, 21/01/2020	08.00-09.00	Opening Meeting <ul style="list-style-type: none"> • Presentation by client (Overview of PT Umbul Mas Wisesa - UMW Palm Oil Mill and its supply base); • Presentation by BSI team (Objective, scope, audit plan, etc.) 	√	√	√	√
	09.00-12.00	UMW POM: RSPO Document Review General information, Time bound plan, partial certification verification, RSPO P&C (for Principle 1-7)	√	-	√	√
		UMW POM: RSPO Document Review RSPO SCCS	-	√	-	-
	12.00-14.00	Lunch Break	√	√	√	√
	14.00-17.00	UMW POM: Field Visit Visit and observing Mill Best Management Practices and Environmental management implementation and interview with workers. Visit and observing Occupational Safety and Health management, (including but not limited to: use of PPE, safe working environment, walk ways, signs, palm oil mill effluent, diesel tanks, fire extinguishers, emission, first aiders and boxes, etc) and interview with workers.	√	-	√	-
		UMW POM: Field Visit RSPO SCCS Implementation	-	√	-	-

Date	Time	Subjects	IF	PS	EP	YWR
			PRSP LA- EMS, OHS	PRSP SCC, SA	PRSP LA, SA	PRSP LA, SA
Wednesday 22/01/2020	08.00-12.00	UMW South Estate: Field observation and Worker interview FFB harvesting, FFB loading, road maintenance, IPM HCV's, riparian zones, boundaries inspection, landfill (waste management), Workshop, water management, housing, social amenities, school, clinic Herbicide application programs, fertilizer application, chemical and fertilizer warehouse, hazardous waste storage, etc.	√	√	√	-
		Stakeholder Consultation: Visit and interview with government offices in Kabupaten Labuhanbatu Selatan and local NGO (if any). <ul style="list-style-type: none"> • Labour Agency (Disnakertrans) of Labuhanbatu Selatan Regency. • National Land Agency (Kantor Pertanahan) of Labuhanbatu Selatan Regency. • Plantation Agency (Disbun) of Labuhanbatu Selatan Regency. 	-	-	-	√
	12.00-14.00	Lunch Break	√	√	√	√
	14.00-17.00	UMW South Estate: RSPO Document Review: RSPO P&C (for Principle 1-7)	√	√	√	
Stakeholder Consultation: Visit to local communities (head of village, cooperatives, community leader, contractors).					√	
Thursday 23/01/2020	08.00-12.00	UMW North Estate: Field observation and Worker interview: FFB harvesting, FFB loading, road maintenance, IPM HCV's, riparian zones, boundaries inspection, landfill (waste management), Workshop, water management, housing, social amenities, school, clinic Herbicide application programs, fertilizer application, chemical and fertilizer warehouse, hazardous waste storage, etc.	√	√	√	√
		12.00-14.00	Lunch Break	√	√	√
	14.00-17.00	UMW North Estate: RSPO Document Review: RSPO P&C (for Principle 1-7)	√	√	√	√

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			PRSP LA- EMS, OHS	PRSP SCC, SA	PRSP LA, SA	PRSP LA , SA
Friday, 24/01/2020	08.00-12.00	TUM Estate: Field observation and Worker interview FFB harvesting, FFB loading, road maintenance, IPM HCV's, riparian zones, boundaries inspection, landfill (waste management), Workshop, water management, housing, social amenities, school, clinic Herbicide application programs, fertilizer application, chemical and fertilizer warehouse, hazardous waste storage, etc.	√	√	√	√
	12.00-14.00	Lunch Break	√	√	√	√
	14.00-16.00	TUM Estate: RSPO Document Review: RSPO P&C (for Principle 1-7)	√	√	√	√
	16.00-16.30	Report Preparation and Auditor Discussion	√	√	√	√
	16.30-17.00	Closing Meeting	√	√	√	√

Section 3: Assessment Findings

3.1 Normative requirement applied for this assessment:

- SIPEF Group Multiple Management Units / Time Bound Plan
- RSPO P&C Generic November 2018
- RSPO Group Certification Standard 2016
- RSPO Supply Chain Certification Standard 2017

3.2 Time Bound Plan progress for multiple management units

Time Bound Plan		
Requirement	Remarks	Compliance
Does the plan include all current subsidiaries, estates and mills that is under the control of the holding company?	PT Umbul Mas Wisesa – Umbul Mas Wisesa Palm Oil Mill is a subsidiary of SIPEF Group. SIPEF Group has disclose all of its companies, mills and estates. The timebound plan including un-certified units/companies.	Yes
Have all the estates and mills certified within five years after obtaining RSPO membership?	No. Not all the estates and mills certified within five years after obtaining RSPO membership. New estates and mills are under progress to be RSPO certified after RSPO NPP carried out in 2014.	Yes
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three-year from the date of acquisition. Certification plan for the new acquisition shall be available.	The latest acquisition noted for PT. Asri Rimba Wirabhakti in Bengkulu, announced end of 2018. Certification plan have been prepared, awaiting for RSPO LUC, RSPO RACP and RSPO NPP.	Yes
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 is changes from the last audit to include PT. Asri Rimba into timebound plan. Waiting for HCV ALS review, LUC review for preparation into RSPO NPP.	Yes
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No isolated lapse. SIPEF is able to demonstrate adequate evidence related to changes in implementation of the plan.	Yes
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	The delay of not able to certify all the estate within the 5 years period from the day of RSPO membership is accepted by the assessment team.	Yes
Un-Certified Units or Holdings		
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> • Primary forest. • Any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3. 	Assessment team checked to confirm any land conflict/liabilities on RaCP tracker and found note “The compensation plans for PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri (SIPEF) have been approved by the Compensation Task Force during the staged implementation of the RaCP between May 2014 and November 2015”.	Yes
Any new plantings since January 1 st 2010 shall	All new planting after January 1 st , 2010	Yes

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<p>comply with the RSPO New Plantings Procedure.</p>	<p>have undergone and complies with RSPO New Planting Procedure.</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 2.2, 6.4, 7.5 and 7.6. The RSPO RaCP tracker shall be checked to confirm for any land conflicts/Liabilities https://www.rspo.org/certification/remediation-and-compensation/racp-tracker. The progress on the Liabilities shall be verified and reported.</p>	<p>The assessment team has conducted a search in internet to confirm that there is a lodged land conflict that was recorded as complaint under RSPO Case Tracker; raised by individual on those units that have not been certified.</p> <p>RSPO Case Tracker recorded complaint to PT. Agro Muara Rupit, dated 17 May 2017. The complainant brought forward the issue of fraudulent land title to RSPO. The complainant claimed that his land was fraudulently sold by his cousin to PT. Agro Muara Rupit, a subsidiary of SIPEF Group. The summary presented in the RSPO Case Tracker:</p> <p>On 25 July 2017 - Secretariat to write to the company and inform them on the complaint.</p> <p>On 24 August 2017 (CP Meeting) - Secretariat to wait for reply from the company.</p> <p>On 28 August 2017 - Secretariat received response from the company.</p> <p>On 5 September 2017 - Complainant failed to provide the document.</p> <p>On 11 September 2017 - Secretariat has sent an email to SIPEF.</p> <p>On 26 September 2017 (CP Meeting) - Secretariat to draft the decision letter.</p> <p>On 18 June 2018 – Complaint Panel to deliver a decision.</p> <p>On 25 July 2018 – Complaint Panel to deliver a decision.</p> <p>On 23 August 2018 – Draft decision letter to be reformatted.</p> <p>On 19 September 2018 – Decision Letter – Complaints Panel.</p> <p>On 26 September 2018 – The decision letter finalised and to be delivered to Parties.</p> <p>On 24 October 2018 – Complaint Panel Decision letter has been sent to parties. Deadline for submission of appeals is on 20 December 2018.</p> <p>On 20 December 2018 – The complaint is officially closed.</p> <p>The case tracker available on link https://askrspo.force.com/Complaint/s/case/5090000028Es1JAAS/detail</p>	<p>Yes</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 6.3.</p>	<p>No labor dispute noted. The assessment team has conducted a search in internet to confirm that there is no new comments or</p>	<p>Yes</p>

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	dispute raised by the communities on those units that have not been certified.	
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No legal non-compliance noted. The assessment team has conducted a search in internet to confirm that there is not new comments or dispute raised by the communities on those units that have not been certified.	Yes
Did the company conduct internal audit against the uncertified management units requirement? If yes, a positive assurance statement shall be available.	The internal audit against the uncertified management units requirement has been conducted for all uncertified units: <ul style="list-style-type: none"> • PT. Agro Rawas Ulu was conducted on 20-21 March 2019 – including assessment against criterion 2.1; 2.2; 2.3; 6.3; 6.4; 7.3; 7.5; 7.6; • PT. Agro Kati Lama was conducted on 4-6 March 2019 assessing criterion 2.1; 2.2; 2.3; 6.3; 6.4; 7.3; 7.5; 7.6; • PT. Agro Muara Rupit was conducted on 18-20 March 2019 – including assessment against criterion 2.1; 2.2; 2.3; 6.3; 6.4; 7.3; 7.5; 7.6; Each company provide correction and corrective action on the base to ensure all RSPO P&C requirements are implemented.	Yes
Have there been any stakeholder (including NGO) consultation conducted?	Yes. Stakeholder comments are noted. The assessment team has conducted a search in internet to confirm that there is a comment that was recorded as complaint under RSPO Case Tracker; raised by the individual on those units that have not been certified. RSPO Case Tracker recorded complaint to PT. Agro Muara Rupit, dated 17 May 2017. The complainant brought forward the issue of fraudulent land title to RSPO. The complainant claimed that his land was fraudulently sold by his cousin to PT. Agro Muara Rupit, a subsidiary of SIPEF Group. The summary presented in the RSPO Case Tracker: On 25 July 2017 - Secretariat to write to the company and inform them on the complaint. On 24 August 2017 (CP Meeting) - Secretariat to wait for reply from the company. On 28 August 2017 - Secretariat received response from the company. On 5 September 2017 - Complainant failed to provide the document. On 11 September 2017 - Secretariat has sent an email to SIPEF. On 26 September 2017 (CP Meeting) -	Yes

	<p>Secretariat to draft the decision letter. On 18 June 2018 – Complaint Panel to deliver a decision. On 25 July 2018 – Complaint Panel to deliver a decision. On 23 August 2018 – Draft decision letter to be reformatted. On 19 September 2018 – Decision Letter – Complaints Panel. On 26 September 2018 – The decision letter finalised and to be delivered to Parties. On 24 October 2018 – Complaint Panel Decision letter has been sent to parties. Deadline for submission of appeals is on 20 December 2018. On 20 December 2018 – The complaint is officially closed. The case tracker available on link https://askrspo.force.com/Complaint/s/case/5090000028Es1JAAS/detail</p>	
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3.3 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? 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>Yes. PT Agro Muko – Mukomuko POM put all of the smallholder into certification.</p>	<p>Comply</p>

3.4 Details of findings

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

During the Recertification Surveillance Assessment (RAV) there were no non-conformities, however the audit team was raised 1 (one) Opportunities for Improvement requiring attention were identified.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Nonconformity(ies) has been verified for its effectiveness and closed accordingly.

Non-conformity			
NCR Ref #	Null	Clause & Category (Major / Minor)	
Date Issued		Due Date	
Closed		Date of nonconformity	

(Yes / No)		Closure	
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			

Opportunity for Improvements	
OFI #	Description
OFI 1	RSPO P&C Generic Nov 2018 indicator 7.3.3 Unit of certification should consider the condition of incinerator (in block K-11) for disposal the domestic waste.

Positive Findings	
PF #	Description
-	-

3.4.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #		Clause & Category (Major / Minor)	RSPO P&C INA NI September 2016 - Indicator 6.8.3 (minor)
Closed (Yes / No)	1725398-201901-N1		
	24 January 2019	Date of nonconformity Closure	24 th January 2020
Statement of Nonconformity:	Company was not performing sufficient control over the work condition related to provision of working tools and PPE for casual worker under Koperasi Jasa Karyawan Umbul Mas Wisesa was not of equal treatment for work - compared to permanent worker.		
Requirement Reference:	RSPO P&C INA NI September 2016 - Indicator 6.8.3 Records of evidence that equal opportunity and treatment for work shall be available.		
Objective Evidence:	<ul style="list-style-type: none"> - Casual worker in TUM Estate, have work agreement with Koperasi Jasa Karyawan Umbul Mas Wisesa, signed on February 2018. The work agreement stipulates the working hour is 7 hours, the working day 16-21 mandays, provision of insurance (BPJS Ketenagakerjaan). - The said casual worker stated their PPE and working tools are provided by the casual worker themselves. - The work agreement between casual worker and the Koperasi Jasa Karyawan Umbul Mas Wisesa, whereby the said agreement did not indicating clearly: the provision for working tools and PPE. - Furthermore, verifying the work agreement between PT. Toton Usaha Mandiri and Koperasi Jasa Karyawan Umbul Mas Wisesa: "Surat Perjanjian Kerja No.03/TUME/KJK/V/2017 antara PT. Toton Usaha Mandiri dengan Koperasi 		

	<p>Jasa Karyawan Umbul Mas Wisesa” dated 1 May 2017. Point 1, paragraph 1 stipulated company gives work in form of upkeep, plant sanitation, mature, immature, preparation and building cleaning service - to cooperative. Point 2, paragraph 5 “Pihak Kedua harus menyediakan Alat Pelindung Diri (APD) untuk BHL dan BHL harus menggunakan APD selama bertugas” – Cooperative shall provide PPE for the temporary worker and the said worker shall use PPE while performing work.</p>
<p>Corrective Actions:</p>	<p>Clause: The lack of supervision carried out by PT Toton Usaha Mandiri on working conditions related to the supply of work equipment and PPE for casual workers under Koperasi Jasa Karyawan Umbul Mas.</p> <p>Correction: PT Toton Usaha Mandiri has issued a letter dated 24 January 2019 to request Koperasi Jasa Karyawan Umbul Mas Wisesa to provide working tools and PPE for casual worker who working at PT. Toton Usaha Mandiri.</p> <p>Corrective Action</p> <ul style="list-style-type: none"> - To Ensure that casual workers who are working at PT. TUM has agreement with Koperasi Jasa Karyawan Umbul Mas Wisesa. - Monitoring and recording the completeness of working tool and PPE for casual workers <p><u>Verification – during January 2019:</u></p> <ul style="list-style-type: none"> - Auditor team has verified letter from Estate Manager to Koperasi Jasa Karyawan PT Umbul Mas Wisesa dated 24 January 2019 requesting revision of employee agreement between Koperasi Jasa and Casual Worker. - Auditor team has verified that working agreement between Koperasi Jasa PT Umbul Mas Wisesa and Casual Worker has been revised as on Kesepakatan Kerja No.01/KJ/02/2019 dated 6 February 2019. The revised working agreement has included pay and condition of employment, deductions, overtime, sickness, reason for dismissal and period of notice. The revised working agreement also mentioned that the Koperasi provided working tools, PPE, health insurance and social insurance. - Auditor team has verified sample of working agreement dated 6 February 2019 signed by Casual Worker on behalf Andrian and Sarimudin Manulang as second party. Working agreement signed by Chairman of Koperasi Jasa as first party and known by Chairman of Manpower agency (Kepala Dinas Ketenagakerjaan) Kabupaten Labuhanbatu Selatan. - PT Toton Usaha Manidiri has provided working tools and PPE based on minutes of handover dated 1 February 2019. The stated working tools and PPE are belong to Koperasi Jasa and can be used by casual workers as long as they works with the company under Koperasi Jasa - Auditor team has verified handover of working tools (parang and cangkul) for upkeep workers dated 1 February 2019. Cangkul are handed over to Lutira Dhaha, Suri Lina and Simeria Gea; parang are handed over to Samsidah, Ratna, Nurhayati, Nurhaidani and Adnan. - Auditor has verified verified handover of PPE for upkeep workers dated 1 February 2019. Mask and hanglove are handed over to Eka Tumika, Ade Tri, Fince, Yusnita, Purnama and Nurhayati; gumboots are handed over to Eka Tumika, Lutira, Suri, Ade Tri, Simeria, Fince, Yusnita, Paisah, Purnama, Samsidah, Ratna,

	<p>Re-verification on RAV dated 24 Jan 2020: Sample of working agreement for Free Labour (daily worker) verified as follow:</p> <p>UMW North Estate: "Ketua Koperasi Jasa PT. UMW dengan Para Pekerja Harian Lepas" No. 04/KJ/11/2019, dated 1 November 2019. Representative of Daily Worker who signed the agreement is Mrs. Juita Pronika Br Tambunan. Within Article 3 (Pasal 3): Cooperative provide working tools, PPE, Medical Check Up, Worker Insurance (BPJS Tenagakerja) covering Accident and Death insurance.</p> <p>Evidence seen:</p> <ul style="list-style-type: none"> - Mrs. Nur Jannah (Selective Weeding). Worker Insurance "BPJS Tenaga Kerja" Registered No. 18087070761. - Mr. Solehuddin (Making Harvesting Pad/Market Place). Worker Insurance "BPJS Tenaga Kerja" Registered No. 19008475816. - Mrs. Sandra Tamba (Selective Weeding). Worker Insurance "BPJS Tenaga Kerja" Registered No. 19048432371. - Monitoring and record of completeness of working tools and PPE has been documented in monthly basis. In example: Division 3 UMW North Estate, all daily workers has been checked for completeness of Rubber Safety Shoes and working tools - Hand over PPE and Working Tools at Divison 3, dated 17 December 2019 has been verified. <p>TUM Estate: "Ketua Koperasi Jasa PT. UMW dengan Para Pekerja Harian Lepas" No. 04/KJ/11/2019, dated 1st November 2019. Representative of Daily Worker who signed the agreement is Mrs. Rista Natalia Br Galingging. Within Article 3 (Pasal 3): Cooperative provide working tools, PPE, Medical Check Up, Worker Insurance (BPJS Tenagakerja) covering Accident and Death insurance.</p> <p>Evidence seen:</p> <ul style="list-style-type: none"> - Mrs. F****I R*****I (Manual Slashing). Worker Insurance "BPJS Tenaga Kerja" Registered No. 18087067502. - Mrs. Ade Tri Anggun (Manual Slashing). Worker Insurance "BPJS Tenaga Kerja" Registered No. 19058313859. - Mr. Indra Situmorang
<p>Assessment Conclusion:</p>	<p>Yes - According to verification, there was concluded that corrective action made by unit of certification are consistently implemented. This minor non-conformity is CLOSED satisfactory.</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	The Environmental Aspect & Impact List prepared for UMW POM have been reviewed on 1 December 2018. However, it has not taken into consideration the impact on installation new boiler: amount of under utilized fiber, with side impact: leach water.

<p>Foollowed up: The unit of certificate has prepared the revised document of Environmental Aspect & Impact List, last review on 15th August 2019. The document has identified the all activity in POM, including new boiler operation, such as: amount of under utilized fiber, with side impact: leach water.</p> <p>During field visit at RAV-January 2020, the auditor there was concluded that follow up action are consistently implemented.</p>
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3.4.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Major / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1025752M0	Major	2.1.2	12 th May 2014	Closed on 4 th September 2014
1025752M29	Major	RSPO NPP	12 th May 2014	Closed on 10 th November 2014
1048188M10	Major	5.6.2	12 th May 2014	Closed on 4 th September 2014
1048188M1	Major	4.7.1	12 th May 2014	Closed on 4 th September 2014
1048188M2	Major	5.1.2	12 th May 2014	Closed on 4 th September 2014
1048188M9	Major	5.3.2	12 th May 2014	Closed on 4 th September 2014
1048188N12	Minor	4.4.2	12 th May 2014	Closed on 29 th January 2016
1048188N13	Minor	4.4.3	12 th May 2014	Closed on 29 th January 2016
1048188N14	Minor	4.4.4	12 th May 2014	Closed on 29 th January 2016
1048188N4	Minor	4.7.4	12 th May 2014	Closed on 29 th January 2016
1048188N15	Minor	4.7.6	12 th May 2014	Closed on 29 th January 2016
1048188N16	Minor	5.4.1	12 th May 2014	Closed on 29 th January 2016
1048188N18	Minor	5.4.2	12 th May 2014	Closed on 29 th January 2016
1048188N1	Minor	6.3.2	12 th May 2014	Closed on 29 th January 2016
1048188N2	Minor	7.4.2	12 th May 2014	Closed on 29 th January 2016
1578496-201801-N1	Minor	5.3.3	16 th January 2018	Closed on 15 th January 2019
1725398-201901-M1	Major	4.6.3	24 th January 2019	Closed on 5 th March 2019
1725398-201901-M2	Major	6.5.2	24 th January 2019	Closed on 5 th March 2019
1725398-201901-M3	Major	SCCS 5.3.2	24 th January 2019	Closed on 5 th March 2019
1725398-201901-M4	Major	SCCS 5.13.2	24 th January 2019	Closed on 5 th March 2019
1725398-201901-N1	Minor	6.8.3	24 th January 2019	Closed on 24 th January 2020

3.5. Stakeholders 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 Umbul Mas Wisesa 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.

List of Stakeholders contacted	
Internal Stakeholders <ul style="list-style-type: none"> Gender Committee Worker Union 	Union/Contractors/Local Communities <ul style="list-style-type: none"> Serikat Pekerja Umbul Mandiri (SPUM) UMWN Estate Representative of Sei Siarti Village.
Government Departments <ul style="list-style-type: none"> Environmental Agency (Dinas Lingkungan Hidup) of Labuhanbatu Selatan Regency. Manpower Agency (Dinas Tenaga Kerja) of Labuhanbatu Selatan Regency. Plantation Agency (Dinas Perkebunan) of Labuhanbatu Selatan Regency. 	NGO <ul style="list-style-type: none"> LSM Bhayangkara Utama, Div. Lidik-Krimsus

No.	Stakeholders comment
1	<p>Feedbacks: Manpower Agency (Dinas Tenaga Kerja) of Labuhanbatu Selatan Regency, 22 Jan 2020</p> <ul style="list-style-type: none"> PT Umbul Mas Wisesa has complied with the minimum wage payment in accordance with the applicable regulations based on Upah Minimum Kabupaten Labuhanbatu Selatan. All employees have been registered to the BPJS Ketenagakerjaan programme (social insurance). There is no report related to the use of female laborers at night or the use of child labor/forced labor by company (The plantation sector is the worst sector against the use of female laborers at night and the use of child labor). Collective Labour Agreement (PKB) between company and labor union is referred in working regulation. PT Umbul Mas Wisesa has compiled the organizational structure of P2K3 and has been authorized by Dinas Tenaga Kerja Kabupaten Labuhanbatu Selatan PT Umbul Mas Wisesa has realized the provision of PPE for its employees but the consistency of the use of PPE by the workers needs to be improved. PT Umbul Mas Wisesa has conducted periodic health checks for all workers, especially workers who working at hazardous stations including sprayers and fertilizers. Heavy equipment operators, conveyances, levers, steamers and others have licenses as operators (SIOs). PT Umbul Mas Wisesa has provided infrastructure that aims to improve the welfare of employees for example, housing, electricity, clean water, health facilities and educational facilities. Until the audit is conducted, there are no reports related to disputes. <p>Management Responses: PT Umbul Mas Wisesa has been implementing OHS management both in mill and estate according to regulation. HIRADC has been determined and the control of hazard and risk has been implemented and improve each year, The use of PPE has been consistently applied and monitored.</p> <p>Audit Team Findings: Auditor accepted the comment and company response. There is no issue occurs.</p>
2	<p>Feedbacks:</p>

	<p>Environmental Agency (Dinas Lingkungan Hidup) of Labuhanbatu Selatan Regency, 22 Jan 2020:</p> <ul style="list-style-type: none"> - PT Umbul Mas Wisesa already has environmental document in the form of AMDAL approved by Badan Lingkungan Hidup Kabupaten Labuhan Batu No. 660/324/BLH-LB/AM/2009, dated 03 July 2009. - Report of the implementation of RKL-RPL has been sent periodically to Dinas Lingkungan in Labuhanbatu Selatan Regency. Latest for second semester year 2019 (July – December). - PT Umbul Mas Wisesa has managed hazardous waste according to regulation, - Good environmental management has performed by companies, eg: pollution and emissions management in plantation environment (still below the quality standard), for example: waste water and air emissions. - There are no reports from stakeholders related to environmental pollution. - There is no land fire in the area of plantation both of Umbul Mas Estate (North and South) and Toton Usaha Mandiri Estate. - Fire monitoring and firefighting reported routinely to environmental office. - The management of peat soil has meet government regulation. <p>Management Responses: Positive Comments. PT Umbul Mas Wisesa will continue to implement the environmental requirement as per AMDAL document and reported the performance every six months.</p> <p>Audit Team Findings: Auditor accepted the comment and company response. There is no issue occurs.</p>
<p>3</p>	<p>Feedbacks:</p> <p>Plantation Agency (Dinas Perkebunan) of Labuhanbatu Selatan Regency, 22 Jan 2020:</p> <ul style="list-style-type: none"> - PT Umbul Mas Wisesa has performed periodic reporting obligations related to plantation business operations in the form of statistical data of oil palm plantations to Plantation Agency of Labuhanbatu Selatan Regency. - PT Umbul Mas Wisesa has reported the Development of Plantation Business Activity every six month under the report named "Laporan Perkembangan Usaha Perkebunan", includes fire monitoring reports. - Monitoring report on land fires for Semester I and II year 2019 have been reported. <p>Management Responses: Positive Comments.</p> <p>Audit Team Findings: Auditor accepted the comment and company response. There is no issue occurs.</p>
<p>4</p>	<p>Feedbacks:</p> <p>Gender Committee and Worker Union</p> <ul style="list-style-type: none"> - PT Umbul Mas Wisesa provided training for Occupational Health and Safety, Personnel Protective Equipment were provided by the company - Clean water was supplied from mill and several workers using wells water. - Calculation of wage was determined by management in accordance with national and local regulation. - No discrimination noted between employees - Other than salary, employees get a ration of rice. - Overall medical expense is covered by the company. - There was no sexual harassment occurs. - Pregnant test for female sprayer was conducted each month for ensuring that there was no pregnant worker doing work with chemicals. - There were no sprayers that in breast-feeding. - PT Umbul Mas Wisesa has given Personal Protective Equipment for employees to do the job, such as: helmets, gloves, masks and safety shoes. <p>Management Responses:</p>

	Positive Comments. Audit Team Findings: Auditor accepted the comment and company response. There is no issue occurs.
5	<p>Feedbacks: Representative of Sei Siarti Village.</p> <ul style="list-style-type: none"> • Representative of Sei Siarti Village thank to PT. Agro Muko against assistance on development of local community • Relationship with the company are doing well, including if any proposing on road maintenance by villagers, there is no rejection from the company. <p>Management Responses:</p> <ul style="list-style-type: none"> • Confirm that there were no land disputes between the company and the villagers of Bukit Harapan during 2019. • Thank you for declaring that there are no issues regarding environmental pollution caused by the company's operations. <p>Audit Team Findings: Audit team noted the statement from villages and response from PT Umbul Mas Wisesa</p>
8	<p>Feedbacks: Local NGO – LSM Bhayangkara Utama, Div. Lidik-Krimsus</p> <ul style="list-style-type: none"> - This NGO is under the guidance of the National Police, in this case it moves to provide assistance in asking for company's aid to the community (CSR) - PT Umbul Mas Wisesa has provided assistance (CSR) especially in terms of road repairs in the village in the form of providing stones and heavy equipment. - PT Umbul Mas Wisesa has provided an opportunity to work in a company for the village community according to their qualifications, - Communication with the community are going well, - During 2019 there were no reports / complaints from the public related to company activities. <p>Management Responses: Positive Comments.</p> <p>Audit Team Findings: Auditor accepted the comment and company response. There is no issue occurs.</p>

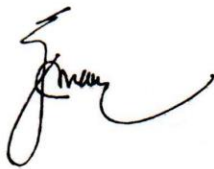

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Iwan Sagita AS (Utara)	2004	10	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.
Berlinsius Damanik (Selatan)	2001	5	Yes	Yes	Has been verified. Comply with terms and conditions of the negotiated and compensation agreement.
<p><i>Assessor Notes:</i> The FPIC agreement shall be reviewed and identified the terms and conditions. The assessor shall assess if the terms and conditions are fulfilled by the grower. If the terms and conditions are not fulfilled, justification from the grower shall be available and the justification has been agreed with the land owner / user. If such justification is not available, non-conformance shall be raised against 2.3.2 and/or 7.5.1.</p>					

Previous land owner / user comment	
#1	<p>Feedback: Mr. Iwan Sagita AS (Previous Land Owner UMW North Estate) Prev. crops: Wild bushes Compensation: 2008 Process FPIC: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Sei Siarti village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: ± 10 Ha. Current location: Block J14-15, Div. 1, UMW North Estate.</p> <p>Management Responses:</p> <ul style="list-style-type: none"> • Thank you for the confirmation from Mr Iwan Sagita AS (Previous Land Owner UMW North Estate) who stated that the company with integrated team conducting mediation and dissemination regarding program to develop an oil palm plantation. • Thank you for the confirmation from Mr Iwan Sagita AS (Previous Land Owner UMW North Estate) who stated that the compensation process was not forced, but had the right to choose for release. • Thank you for the confirmation from Mr Iwan Sagita AS (Previous Land Owner UMW North Estate) who stated that there were no complaints or disputes between the community and the company to date, because the company has added contributions to the village. <p>Audit Team Findings: Audit team noted that land compensation has been made through the process of mediation, dissemination and mapping of cultivated land controlled by the community. Planting compensation are according to the Joint Agreement and the market price applicable. The process of mediation and dissemination and land mapping is carried out at the Village Hall by gathering all villagers who owned land above the company's HGU for an inventory. The process of compensation for land is not forced, but given the option of acquisition.</p>
#2	<p>Feedbacks: Mr Berlinsius Damanik (Previous Land Owner UMW South Estate) Prev. crops: Wild bushes and Oil Palm crops Compensation: 2007 Process FPIC: Process FPIC: Socialization by the company, Survey/mapping (land measurement based on Land Ownership Statement Letter) and witnessed by borders land owner ("saksi sebatas"), officials of Tanjung Mulia village, representative of District, negotiation with land owner and the payment after successfully agreed by both parties. No forced to release the land from the company, the process is fairly and transparent. Compensated land size: ± 5 Ha. Current location: Block C14, Div. 1, UMW South Estate.</p> <p>Management Responses:</p> <ul style="list-style-type: none"> • Thank you for the confirmation from Mr. Berlinsius Damanik (Previous Land Owner UMW South Estate) who stated that the company conducted a mediation and disseminate program to develop an oil palm plantation. • Thank you for the confirmation from Berlinsius Damanik (Previous Land Owner UMW South Estate) who stated that the community agreed their land for compensation. • Thank you for the confirmation from Mr Berlinsius Damanik (Previous Land Owner UMW South Estate) stating that the land compensation process was not forced, but was given the free option. <p>Audit Team Findings: Audit team noted that land compensation has been made through the process of mediation, dissemination and mapping of cultivated land controlled by the community. Planting compensation are according to the Joint Agreement and the market price applicable. The process of mediation and</p>

	dissemination and land mapping is carried out at the Village Hall by gathering all villagers who owned land above the company's HGU for an inventory. The process of compensation for land is not forced, but given the option of acquisition.
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3.6 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	
<p>The audit objectives have been achieved and the certificate scope remains appropriate. Based on the results of this audit, it is concluded that PT Umbul Mas Wisesa – Umbul Mas Wisesa POM has complied with the RSPO PnC Certification Standard (November 2018) and audit criteria identified within the audit report. It is deemed that the management system continues to achieve its intended outcomes. Therefore, it is recommended that the certification of PT Umbul Mas Wisesa – Umbul Mas Wisesa POM is continued.</p>	
Report prepared by	Acceptance of Assessment Conclusion
<p>Name: Imam Fakhrurozi</p>	<p>Name: Sander Van den Ende</p>
<p>Company Name: on behalf of BSI Services Malaysia Sdn Bhd</p>	<p>Company Name: PT Umbul Mas Wisesa – Umbul Mas Wisesa POM</p>
<p>Title: Lead Assessor</p>	<p>Title:</p>
<p>Signature:</p> 	
<p>Date: 17th February 2020</p>	<p>Date: 18th February 2020</p>

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
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.			
1.1.1	(C) Management documents that are specified in the RSPO P&C are made publicly available.	Unit of Certification has established and maintained publicly available documents that contains of List of Documents, Number of Documents and Document Date. According to List of Publicly Available Documents PT. Umbul Mas Wisesa, dated 12 December 2019, there are twenty (20) documents are made publicly available, in example as follow: 1. Regent Decree related Plantation Permit of PT. Umbul Mas Wisesa No. 503/11/HUKUM/2005. 2. Environmental Impact Assessment (ANDAL) of PT. Umbul Mas Wisesa No. 503.660/268/SET-KOMISI/XII/2008. 3. Domestic Waste Discharge Permit No. 503/0001/DPMPPTSP-LS/IPALD/VII/2019. As per required in document, any Information Request related of these shall ask to Mill/Estate Manager and Mill/Estate Office Assistant.	Comply
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	All the information provided in Bahasa.	Comply
1.1.3	(C) Records of requests for information and responses are maintained.	Book of Information Request and its Responses is the system that established by Unit of Certification to record all the information request, including its responses. Sample of information request and its response as follow: • 3 Apr 2019. Invitation from North Sumatera Governor related Integrated Village Development Program. Respond: 3 Apr 2019 and attended by representative of company. • 4 Apr 2019. Letter No. 560/576/Naker/VIII/2019 from Manpower Agency of Labuhanbatu Selatan Regency. Request: Information Data Request of Worker/Labour Union. Respond: 10 Apr 2019.	Comply
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.	Unit of Certification has established and maintained procedure of communication and consultation as per mention within Responding to Request for Information (Doc No. ENC-01-11/04-03-2019/Rev.1) dated 18 Mar 2019. This procedure applies to all specific information/data request that are not confidential to the Company requested by relevant stakeholders. The procedure described that:	Comply

		<ul style="list-style-type: none"> • The company provide types of document that can be accessed by public. • The company have a list of stakeholder directly impacted by estate or mill activity. • PIC to give respond on information request are unit manager in coordination with Senior Manager Administration (SMA). • Respond time for information request are 3 days for management unit to communicate to RMO (Regional Management Office), if RMO does not have authority to give respond, then RMO forwarded to Head Office maximum 7 days from receiving request from operation unit. Maximum respond time are 25 days. <p>Nominated management official who responsible for communication and consultation is Office Assistant. This assignment is described within Job Description of Office Assistant as essential duties and responsibilities. Nominated person for communication and consultation for each unit, in example: Umbul Mas Wisesa POM: Mr. Heri Setiawan Sirait. Umbul Mas Wisesa South Estate: Mr. Angga Zuhari</p>	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.	<p>Unit of Certification has maintained current list of stakeholders completed with details and nominated representatives of each affected stakeholders.</p> <p>Umbul Mas Wisesa POM: Regency of Labuhanbatu Selatan Government Agencies/Department (8 stakeholders); MUSPIKA/District level (3 stakeholders); Local Communities (5 stakeholders); Labour/Workers Union (9 stakeholders); Contractors (9 stakeholders); Supplier (1 stakeholder). The list is updated on 12 December 2019.</p> <p>Umbul Mas Wisesa North Estate: Regency of Labuhanbatu Government Agencies/Department (8 stakeholders); MUSPIKA/District level (5 stakeholders); Local Communities (1 stakeholders); Labour/Workers Union (9 stakeholders); Supplier (1 stakeholder). The list is updated on 13 December 2019.</p>	Comply
Criteria 1.2			
The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	In general, companies under SIPEF Group have had policy related to Ethical Conduct which have been signed by President Director.	Comply

1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	Unit of Certification has established Mechanism of Ethical Business violation handling is using SOP Whistleblowing System (SOP No. IAD-01-07/29-03-2019/Rev. 0) dated 27 March 2019. According to document verification of complaints and management information, it stated that during 2019, there is no case of Ethical Business violation. Based on information collected during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO's and community representative (Sei Siarti Village) around the certification scope, negative issues or report related ethical business violation is absence.	Comply
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 with applicable legal requirements.	Unit of Certification prepared and maintained a list of legal requirement as per describe in "Daftar Peraturan Perundangan Indonesia yang Berkaitan dengan Sistem Sustainability", update 21 Jan 2020. As per Indonesia laws and regulations, mandatory of applicable legal requirement for Plantation Company are Deed of Establishment, Registration on Ministry of Law and Human Rights, Location Permit, Plantation Permit, Land Title and Environmental Impact Assessment or Permit. Umbul Mas Wisesa Palm Oil Mill as certificate holder received FFB's certified from two legal entities. There are Umbul Mas Wisesa North Estate and Umbul Mas Wisesa South Estate (managed by PT. Umbul Mas Wisesa) and Toton Usaha Mandiri Estate (managed by PT. Toton Usaha Mandiri). All the FFB suppliers, including the Mill is complied with legal requirements. The compliances of legal requirement for certificate holder and its supply base as follow: <u>PT. Umbul Mas Wisesa</u> <ul style="list-style-type: none"> • Changes Deed of Establishment: No. 13 by Notary Lince Hutahayan, SH, dated 19 January 2017. • Registration on Ministry of Law and Human Rights: No.AHU-AH.01.03-0034742, dated 25 January 2017. • Location Permit: Decree of Labuhan Batu Regent "Surat Keputusan Bupati Labuhan Batu No. 08 tahun 2004", dated 26 May 2004, covering area 8,000 Ha. • Plantation Permit No. 503/11/HUKUM/2005, dated 5 August 2005, (±8,451 Ha). • Mill Processing Operation Permit No. 522.2/104/BPPTSU/2/1.3/IX/2014, dated 29 September 2014. Area cover 5.50 Ha and Mill capacity 60 MT per hour. • Land title: HGU Certificate #51 dated 10 June 2013 (2,071.11 Ha); #52 dated 10 June 2013 	Comply

		<p>(4,396.58 Ha); #59 dated 29 September 2014 (679.09 Ha); #60 dated 29 September 2014 (461.90 Ha); #71 dated 5 January 2015 (154.67 Ha). Total certified area based on land title of PT. Umbul Mas Wisesa is 7,763.35 Ha.</p> <p><u>PT. Toton Usaha Mandiri</u></p> <ul style="list-style-type: none"> • Changes Deed of Establishment: No. 23 by Notary Lince Hutahayan, SH, dated 24 July 2019. • Registration on Ministry of Law and Human Rights: No.AHU-AH.01.03-0316804, dated 20 August 2019. • Location Permit: Decree of Labuhan Batu Regent "Surat Keputusan Bupati Labuhan Batu No.7 tahun 2005, dated 8 June 2005, covering area ±1,200 Ha. • Plantation Permit No.180/172/Huk/2010, dated 5 May 2010 (±1,200 Ha). • Land title: HGU Certificate #36 dated 12 May 2011 (1,198.76 Ha). 	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.</p>	<p>Unit of Certification has established documented system for ensuring legal compliance is in procedure of changing on laws and regulation as per mention in "Prosedur Informasi Perubahan Undang-Undang dan Peraturan Pemerintah" dated 1 November 2011.</p> <p>To tracking for any changes of law and regulation, unit of certification has implement monitoring, evaluation and updating laws and regulations requirement. In example: document of "Pemantauan Penambahan atau Perubahan Undang-undang/Peraturan Tahun 2019" has monitored and updated in monthly basis.</p> <p>Evidence of legal due diligence on these requirements are implemented in Worker Agreement "Perjanjian Kerja Waktu Tertentu", as follow: Umbul Mas Wisesa POM:</p> <ol style="list-style-type: none"> 1. Mr. F***** M***** (workshop/maintenance), dated 1 July 2019. 2. Mr. F***** A***** (storage), dated 1 September 2019. 3. Mr. W***** (workshop/maintenance), dated 1 November 2019. <p>Within these working contract, legal requirement on manpower regulation has been mentioned in several Article such as Article 4, Article 5, Article 6, Article 7 and Article 8.</p>	Comply
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly</p>	<p>Monitoring of HGU poles in PT. Umbul Mas Wisesa South Estate: Base don field visit to UMW South Estate:</p>	Comply

	<p>maintained, and there is no planting beyond these legal or authorised boundaries.</p>	<p>Boundary pole HGU No.BPN-RI 145 located near block 07a03, boundary with local community garden, at location 2°11'46,32"N & 100°15'23,37"E; Boundary pole HGU No.BPN-RI 146 located near block 07a03, boundary with local community garden, at location 2°11'46,52"N & 100°15'29,30"E; Boundary pole HGU No.BPN-RI 147 located near block 07a03, boundary with local community garden, at location 2°11'46,50"N & 100°15'37,63"E;</p> <p>Based on map for HGU boundary poles: In UMW South Estate comprise of more than 120 boundary poles: sampled "Pemeriksaan Nomor Patok HGU Periode 16 November 2019" for HGU boundary poles No.109, 110, 111, 112, 113, 114, 116, 234, 235, 236, 237, 211, 199, 200, 201, 203, 204, 205, 205, 206, 207, 208, 209, 210, 167 – all in good condition. Repair/maintenance minutes "Berita Acara Perawatan patok HGU" dated 18 January 2020 for boundary poles No.BPN-RI 004 and BPN-RI 007; in block A14.</p> <p>UMW North Estate: "Pemeriksaan Nomor Patok HGU Periode Januari 2020" for 94 HGU boundary poles in all division. There is no broken boundary poles. "Pemeriksaan Nomor Patok HGU Januari 2020 – Division 2" for HGU boundary poles No.85, 86, 87, 88, 89, 90, 91, 92, 93, 93, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 222, 223, 224, 225, 226, 227, 228, 229 – all in good condition. "Pemeriksaan Nomor Patok HGU Januari 2020 – Division 3" for HGU boundary poles No.53, 54, 55, 56, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 171, 172, 173, 174, 175, 176, 177, 178, 179 – all in good condition.</p> <p>TUM Estate: "Pemeriksaan Nomor Patok HGU TUM Periode December 2019" for 33 HGU boundary poles in all division. There is no broken boundary poles. "Form Pemeriksaan Patok HGU December 2019 – Division 3" and the previous period for HGU boundary poles No.1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33 field verification on 10 & 16 December 2019 – all in good condition.</p>	
<p>Criteria 2.2</p>			

All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained.	<p>PT. Umbul Mas Wisesa maintains list of all contracted parties.</p> <p>UMW North Estate, there are 6 contractors: CV Tua Gabe (road stoning, road upkeep, drainage upkeep, security drain development, site levelling for housing), CV Prima (bridge construction), CV Andini Surya Elektrik (electricity connection 1300 watt), CV Bina Teknik (purchase 2 unit truck's box), PT. Rimba Arya Tara (construction of 7 unit house) and UD. Juir (FFB transport).</p> <p>In UMW South Estate, there are 3 contractors: CV Tua Gabe (FFB transport), CV Prima (civil work) and Koperasi Jasa Karyawan (manpower).</p>	Comply
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.	<p>UMW POM:</p> <p>"Surat Perjanjian Kerja No.01/RMO-UMWN/JR/I/2020 antara PT. Umbul Mas Wisesa dengan UD. Juir tentang Angkutan FFB" dated 2 January 2020.</p> <p>Chapter 5 stipulated: "<i>Pihak kedua wajib mendukung pelaksanaan ketat hukum dan peraturan Pemerintah Republik Indonesia ...</i>" – Contractor shall support and uphold rules and regulation of Republic of Indonesia.</p> <p>The contractor demonstrates obedience in the payment of income tax (PPh 23): "Bukti Pemotongan PPh Pasal 23 UD.Juir" period April 2019 of Rp.1,047,785; "Bukti Pemotongan PPh Pasal 23 UD.Juir" period May 2019 of Rp.1,677,316; "Bukti Pemotongan PPh Pasal 23 UD.Juir" period June 2019 of Rp.2,136,394; "Bukti Pemotongan PPh Pasal 23 UD.Juir" period October 2019 of Rp.2,674,063; "Bukti Pemotongan PPh Pasal 23 UD.Juir" period November 2019 of Rp.2,219,386;</p> <p>"Perjanjian Kemitraan Usaha tentang Jual Beli Tandan Buah Segar Kelapa Sawit" between PT. Umbul Mas Wisesa and Koperasi Serba Usaha Suka Makmur, dated 1 November 2017.</p> <p>Chapter 12 verse 1 stipulated: "<i>Pengurus Koperasi dan masing-masing anggota koperasi bersedia sepenuhnya tanpa kecuali untuk melaksanakan dan mematuhi syarat dan ketentuan yang ditetapkan oleh perundang-undangan dana tau peraturan terkait lainnya dalam rangka perolehan sertifikasi RSPO, ISPO, dan/atau ISCC (penanaman kelapa sawit berkelanjutan) atas petunjuk dan pengarahan UMW.</i>"</p> <p>UMW South Estate:</p> <p>"Surat Perjanjian Kerja No.01/RMO-UMWS/TG/I/2020 antara PT. Umbul Mas Wisesa dengan CV Tua Gabe tentang Angkut FFB" dated 2 January 2020. Chapter 5 verse 7 stipulated: "<i>Pihak kedua wajib</i></p>	Comply

		<p><i>mendukung pelaksanaan ketat hukum dan peraturan pemerintah Republik Indonesia.</i>" – contractor shall support and uphold rules and regulation of Republic of Indonesia.</p> <p>TUM Estate: "Surat Perjanjian No.01/TUM-HO/EDM/2019 antara PT. Toton Usaha Mandiri dengan PT. Rimba Arya Tara tentang 1 lot Pembangunan 9 (Sembilan) unit Rumah Pekerja Permanen tipe 100 Lengkap Septictank dan Filter Garden di Toton Usaha Mandiri Estate" dated 22 February 2019. Chapter 7 verse 3 stipulated: "<i>Pihak kedua wajib mematuhi dan bertanggungjawab ... sesuai dengan yang ditentukan dan diatur dalam Undang-undang yang berlaku di Indonesia.</i>" – contractor shall comply and responsible against rules and regulation of Republic of Indonesia. Contractor participated in toolbox meeting dated 14 October 2019 – 36 contractor workers attended (stone mason, welding, plumbing, civil construction) – no worker under 18 years old.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p>	<p>UMW POM: "Perjanjian Kemitraan Usaha tentang Jual Beli Tandan Buah Segar Kelapa Sawit" between PT. Umbul Mas Wisesa and Koperasi Serba Usaha Suka Makmur, dated 1 November 2017. Chapter 12 verse 1 stipulated: "<i>Pengurus Koperasi dan masing-masing anggota koperasi bersedia sepenuhnya tanpa kecuali untuk melaksanakan dan mematuhi syarat dan ketentuan yang ditetapkan oleh perundang-undangan dan atau peraturan terkait lainnya dalam rangka perolehan sertifikasi RSPO, ISPO, dan/atau ISCC (penanaman kelapa sawit berkelanjutan) atas petunjuk dan pengarahan UMW.</i>" – Cooperative committee and each member committed to implement and comply with requirement from applicable laws and regulation for sustainable oil palm: RSPO, ISPO and/or ISCC certification, as guided by Umbul Mas Wisesa.</p> <p>UMW South Estate: "Surat Perjanjian Kerja No.01/RMO-UMWS/TG/I/2020 antara PT. Umbul Mas Wisesa dengan CV Tua Gabe tentang Angkut FFB" dated 2 January 2020. Chapter 5 verse 3 stipulated: "<i>Mematuhi kebijakan perusahaan, khususnya dalam hal kebijakan pekerja pada anak, Pihak Kedua tidak mempekerjakan anak di bawah 18 tahun dan pekerja yang berasal dari perdagangan manusia.</i>" – to obey company regulation, specifically policy related to no child worker. The contractor will not employ worker under 18 years old and/or worker from human trafficking victim. Chapter 5 verse 8 stipulated: "<i>Pihak kedua dilarang keras melakukan praktek pekerja paksa dan mempekerjakan pekerja dari perdagangan manusia.</i>" – Contractor is prohibited from force labor and</p>	Comply

		<p>employs human trafficking victim.</p> <p>UMW North Estate: "Surat Perjanjian Kerja No.01/RMO-UMWN/JR/I/2020 antara PT. Umbul Mas Wisesa dengan UD. Juir tentang Angkutan FFB" dated 2 January 2020. Chapter 5 verse 3 stipulated: "<i>Mematuhi kebijakan perusahaan, khususnya dalam hal kebijakan pekerja pada anak, Pihak Kedua tidak mempekerjakan anak di bawah 18 tahun dan pekerja paksa.</i>" – to obey company regulation, specifically policy related to no child worker. The contractor will not employ worker under 18 years old and/or worker from human trafficking victim.</p> <p>TUM Estate: "Surat Perjanjian No.01/TUM-HO/EDM/2019 antara PT. Toton Usaha Mandiri dengan PT. Rimba Arya Tara tentang 1 lot Pembangunan 9 (Sembilan) unit Rumah Pekerja Permanen tipe 100 Lengkap Septictank dan Filter Garden di Toton Usaha Mandiri Estate" dated 22 February 2019. Chapter 7 verse 4 stipulated: "<i>Pihak kedua menjamin tidak akan mempekerjakan anak usia di bawah 18 tahun dan setiap pekerja mendapatkan upah kerja sekurang-kurangnya sesuai dengan upah minimum...</i>" – contractor guarantee not to employ children under 18 years old and all worker shall get minimum wage. Contractor participated in toolbox meeting dated 14 October 2019 – 36 contractor workers attended (stone mason, welding, plumbing, civil construction) – no worker under 18 years old.</p>	
<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, the mill requires:</p> <ul style="list-style-type: none"> Information on geo-location of FFB origins Proof of the ownership status or the right/claim to the land by the grower/smallholder Where applicable, valid planting/operating/trading license, or is part of a cooperative which 	<p>PT. Umbul Mas Wisesa directly source FFB from independent smallholder (RSPO certificate No.RSPO 687965).</p> <p><u>Geo location:</u> Sukoharjo Hamlet, Tanjung Mulia Village, Kampung Rakyat District, Labuhanbatu Selatan Regency, Sumatera Utara Province, Indonesia. GPS coordinate: 02°11' 29.00" N and 100° 19' 57.89" E.</p> <p><u>Proof of Ownership:</u> Sample seen: – SHM No.2545, dated 17th November 2016 under name Mr Taslim, area 16,999 m² issued by "Kantor Pertanahan Kabupaten Kota Labuhanbatu", and completed with map indicating the land</p>	Comply

	allows the buying and selling of FFB	<p>parcel.</p> <ul style="list-style-type: none"> - SHM No.2511 dated 17th November 2016 under name Mr Mustomo, area 16,991 m² issued by "Kantor Pertanahan Kabupaten Kota Labuhanbatu", and completed with map. - SHM No 2516 dated 17th November 2016 under name Mr Muhammad Hidayat, area 16,984 m² issued by "Kantor Pertanahan Kabupaten Kota Labuhanbatu", and completed with map indicating the land parcel. - SKT No.593/1942/TML/2009, dated 29th August 2009, under name Mrs.Tri Yuli Wardani, area 20,000 m². Issued by "Kepala Desa Tanjung Mulia" and completed with map indicating the land parcel; - SKGR dated 16th August 2010 under name Mr.Victor H Girsang, area 19,923 m². Issued by "Kepala Desa Tanjung Mulia" and completed with map indicating the land parcel; - Surat Ukur No.605/TanjungMulia/2016 dated 7th November 2016 under name Mr Marsani Nasution, area 16,667 m² issued by "Kantor Pertanahan Kabupaten Kota Labuhanbatu", and completed with map indicating the land parcel. <p><u>Valid trading license:</u> Registration as legal entity as per "Surat Menteri Negara Koperasi dan Usaha Kecil dan Menengah Republik Indonesia Kepala Dinas Perindustrian, Perdagangan, Koperasi dan UKM Kabupaten Labuhanbatu Selatan No.518/65/BH/Indagkop/IV/2016 tentang Pengesahan Akta Pendirian Koperasi Serba Usaha Suka Makmur" signed by regent of Labuhanbatu Selatan, dated 15 February 2016.</p>	
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.	PT. Umbul Mas Wisesa – UMW POM does not have indirect FFB source. All supply of FFB comes from certified supply base. Not applicable	N/A

PROCEDURAL NOTE:
For Implementation Procedure for 2.3.2 refer to Annex 4.

Principle 3: Optimise productivity, efficiency, positive impact and resilience
Implement plans, procedures and systems for continuous improvement.

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>	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p>	<p>PT. Umbul Mas Wisesa has prepared a business plan for period 2019 – 2026. The business plan indicating the projected production of FFB, CPO and PK; cost of production, revenue and profit estimation. This projection include FFB receiving from the supply base of PT Toton Usaha Mandiri Estate and Smallholders (KSU).</p> <p>Company also demonstrated independent financial audit report for from “Deloitte” as evidence in Summary of Principal Findings PT Umbul Mas Wisesa – Mill Estate For the year ended December 31st, 2019. The financial audit report for financial statements for the year ended 31 December 2019. The public accountant recommended that management doing periodical check for the asset number so that it is always attached to the asset, so that it is easy to identify its existence.</p> <p>UMW POM: company has business plan for period 2019-2026 including FFB receiving and processing. Sampled “Business Plan of FFB, CPO/PK, and Processing Cost 2019 – 2026”:</p> <p>FFB</p> <table border="1" data-bbox="766 810 1888 1150"> <thead> <tr> <th>Year</th> <th>UMW South (Ton)</th> <th>UMW North (Ton)</th> <th>TUM Estate (Ton)</th> <th>Out-grower (Ton)</th> </tr> </thead> <tbody> <tr><td>2019</td><td>122,617</td><td>72,215</td><td>30,644</td><td>1,500</td></tr> <tr><td>2020</td><td>126,165</td><td>73,629</td><td>30,644</td><td>1,575</td></tr> <tr><td>2021</td><td>123,388</td><td>74,966</td><td>30,644</td><td>1,654</td></tr> <tr><td>2022</td><td>117,945</td><td>74,415</td><td>30,466</td><td>1,736</td></tr> <tr><td>2023</td><td>111,549</td><td>71,656</td><td>30,248</td><td>1,823</td></tr> <tr><td>2024</td><td>106,914</td><td>67,263</td><td>30,159</td><td>1,914</td></tr> <tr><td>2025</td><td>103,572</td><td>65,565</td><td>29,015</td><td>2,010</td></tr> <tr><td>2026</td><td>102,090</td><td>65,035</td><td>28,043</td><td>2,111</td></tr> </tbody> </table> <p>CPO:</p> <table border="1" data-bbox="766 1214 1641 1380"> <thead> <tr> <th>Year</th> <th>UMW (Ton)</th> <th>TUM Estate (Ton)</th> <th>Out-grower (Ton)</th> </tr> </thead> <tbody> <tr><td>2019</td><td>48,674</td><td>7,048</td><td>345</td></tr> <tr><td>2020</td><td>49,844</td><td>7,048</td><td>362</td></tr> <tr><td>2021</td><td>49,481</td><td>7,048</td><td>380</td></tr> </tbody> </table>	Year	UMW South (Ton)	UMW North (Ton)	TUM Estate (Ton)	Out-grower (Ton)	2019	122,617	72,215	30,644	1,500	2020	126,165	73,629	30,644	1,575	2021	123,388	74,966	30,644	1,654	2022	117,945	74,415	30,466	1,736	2023	111,549	71,656	30,248	1,823	2024	106,914	67,263	30,159	1,914	2025	103,572	65,565	29,015	2,010	2026	102,090	65,035	28,043	2,111	Year	UMW (Ton)	TUM Estate (Ton)	Out-grower (Ton)	2019	48,674	7,048	345	2020	49,844	7,048	362	2021	49,481	7,048	380	<p>Comply</p>
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2022	47,894	7,007	399
2023	45,656	6,957	419
2024	43,405	6,937	440
2025	42,114	6,673	462
2026	41,550	6,450	485

PK:

Year	UMW (Ton)	TUM Estate (Ton)	Out-grower (Ton)
2019	10,607	1,011	53
2020	10,851	1,011	55
2021	10,775	1,011	58
2022	10,441	1,005	61
2023	9,971	998	64
2024	9,500	995	67
2025	9,214	957	70
2026	9,082	925	74

Total:

Year	FFB (Ton)	CPO (Ton)	PK (Ton)	OER (%)	KER (%)	Processing cost (USD)
2019	226,976	56,067	11,671	24.00	5.00	1,440,960
2020	232,013	57,254	11,917	24.00	5.00	1,468,040
2021	230,652	56,909	11,844	24.00	5.00	1,458,220
2022	215,407	55,300	11,507	24.00	5.00	1,410,260
2023	215,276	53,032	11,033	24.00	5.00	1,352,700
2024	206,250	50,782	10,562	24.00	5.00	1,292,960
2025	200,162	43,243	10,241	24.00	5.00	1,251,280
2026	197,279	48,485	10,081	24.00	5.00	1,228,080

<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p>	<p>The unit of certification has provided replanting program up to year 2030. There is no replanting program for next 5 years in UMW South Estate. The oldest plant in UMW South Estate was 2005 plantation, therefore replanting will be start in 2027.</p> <p>Replanting Program of UMW South Estate:</p> <table border="1" data-bbox="768 555 1189 758"> <thead> <tr> <th>Year</th> <th>Replanting (Ha)</th> </tr> </thead> <tbody> <tr> <td>2027</td> <td>237.12</td> </tr> <tr> <td>2028</td> <td>302.00</td> </tr> <tr> <td>2029</td> <td>567.64</td> </tr> <tr> <td>2030</td> <td>607.96</td> </tr> </tbody> </table> <p>Replanting Program of UMW North Estate will be starts in 2031:</p> <table border="1" data-bbox="768 821 1189 1292"> <thead> <tr> <th>Year</th> <th>Replanting (Ha)</th> </tr> </thead> <tbody> <tr> <td>2031</td> <td>43.22</td> </tr> <tr> <td>2032</td> <td>223.04</td> </tr> <tr> <td>2033</td> <td>217.48</td> </tr> <tr> <td>2034</td> <td>191.36</td> </tr> <tr> <td>2035</td> <td>226.63</td> </tr> <tr> <td>2036</td> <td>222.37</td> </tr> <tr> <td>2037</td> <td>202.39</td> </tr> <tr> <td>2038</td> <td>237.80</td> </tr> <tr> <td>2039</td> <td>210.61</td> </tr> <tr> <td>2040</td> <td>200.21</td> </tr> <tr> <td>2041</td> <td>399.59</td> </tr> <tr> <td>2042</td> <td>227.32</td> </tr> </tbody> </table>	Year	Replanting (Ha)	2027	237.12	2028	302.00	2029	567.64	2030	607.96	Year	Replanting (Ha)	2031	43.22	2032	223.04	2033	217.48	2034	191.36	2035	226.63	2036	222.37	2037	202.39	2038	237.80	2039	210.61	2040	200.21	2041	399.59	2042	227.32	<p>Comply</p>
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Year	Replanting (Ha)										
2028	153.45										
2029	152.87										
2030	151.48										
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.</p>	<p>Each unit conducted Management Review. Latest Management Review in UMW POM conducted on 15 Jan 2020. Management review has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMW POM conducted on 26 to 29 Nov 2019, by ENC RMO NS Team, summary of finding and corrective action have been documented in Visit Report ENC Team. Such as: no medical surveillance result for low risk employee in 2019. • Customer feedback; Based on review of customer feedback conducted by Marketing Department, there is no complaint related CPO and PK quality sold by UMW POM. • Process performance and product conformity. FFB processed in UMW POM are coming from owned estates and neighbouring company under the same management (PT TUM), also from smallholder which is RSPO certified under certificate number RSPO 687965 (KSU Suka Makmur). • Status of preventive and corrective actions. All finding discussed in this Management Review have been closed and attached in the minutes of management review. • Follow-up actions from management reviews. Result of previous management review were always discussed, mostly regarding performance, target achievement and FFB quality • Changes that could affect the management system. There is SOP revision related Supply Chain, Supply Chain and Traceability of Palm Product, previously ENC's SOP become Marketing's SOP (MKT-03-06). • Recommendations for improvement. Next management review meeting recommended to include all operation unit in implementation of SCCS and ISO 9001, especially related to sales of CPO and PK. <p>Latest Management Review in UMW South Estate conducted on 16 Jan 2020. Management review has</p>	Comply								

		<p>discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMWS Estate conducted on 26 to 29 Nov 2019, by ENC RMO NS Team, summary of finding and corrective action have been documented in Visit Report ENC Team. Such as: Symbol of hazardous chemical was found inconsistent in mixing area; UMWS Estate stored Basta in the chemical warehouse, however it was not included in the list of pesticide used; There is no Work Instruction and Risk Analysis for activities in Central Workshop (CWS); There is no environment aspect impact for activities in CWS. • Customer feedback; there are customer feedback received from UMW POM related FFB quality. • Process performance and product conformity. Process of upkeep and harvesting following Oil Palm Agriculture Part 1 and Part 2; FFB quality following the SOP of Engineering Department, Manual Laboratory Independent, FFB grading procedure (Lab-01-10/15-02-2019/Rev.2). • Status of preventive and corrective actions have been discussed, for examples: <ul style="list-style-type: none"> ○ Recommendation: Coordination with Safety Officer to replace the inappropriate symbol. Improvement Status: inappropriate hazardous chemical symbol has been replaced on 12 Dec 2019. ○ Recommendation: revise the list of pesticides used; ensure the storage are separated from other pesticides. Improvement Status: List of pesticide used has been revised on 26 Dec 2019; The storage of Basta has been separated from other pesticide on 27 Dec 2019. ○ Recommendation: Coordination with Safety Officer to provide OHS Work Instruction and Risk Analysis. Improvement Status: OHS Work Instruction and Risk Analysis has been available in CWS on 26 Dec 2019. • Follow-up actions from management reviews. Increase supervising during harvesting. • Changes that could affect the management system. There is change in FFB Grading Procedure (LAB-01/15-02-2019/Rev.2), addition in Specification Process (LAB-01-10-SPEC-01); monitoring of water level by installing manual and digital piezometer. • Recommendations for improvement. Next management review meeting recommended to include all operation unit in implementation of SCCS and ISO 9001, especially related to Best Agriculture Practice. <p>Latest Management Review in UMW North Estate conducted on 17 Jan 2020. Management review has discussed:</p> <ul style="list-style-type: none"> • Results of internal audits; internal audit in UMWN Estate conducted on 4 to 5 Dec 2019, by ENC 	
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		<p>RMO NS Team. Summary of finding and corrective action have been documented in Visit Report ENC Team. Such as:</p> <ul style="list-style-type: none"> ○ Based on contract between PT UMW with CV Frima, PT Rimab Arya Tara, UD Juir dan CV Tua Gabe, wrote that contractors are support the implementation of Indonesia law, however contract has not included prohibition of forced labour and trafficked labour. Correction: available draft of contract between UD Juir and PT UMW North dated 2 Jan 2020 regarding FFB transport to UMW POM, however it was not included that contractors must provide PPE for their workers, prohibits forced and trafficked labour, comply to all Indonesian law and regulation. Corrective Action: Coordination with RMO NS to get newest contract which included requirement of RSPO P&C clause 2.2.2 and 2.2.3. ○ License of First Aider on behalf M. Holik and Tuter have been expired in October 2019. Correction: proposal for license extension has been submitted on 26 Dec 2019. Corrective Action: coordination with Legal Department to get First Aider license. ○ Found that paramedic on behalf Rika M. and Rifi Hamdani have not got Hiperkes certificate. Correction: proposal for hiperkes training has been submitted on 15 Jan 2020. Corrective Action: Coordination with Medical Department to get information regarding schedule of hiperkes training. <ul style="list-style-type: none"> • Customer feedback; there are customer feedback received from UMW POM related FFB quality. • Process performance and product conformity. Process of upkeep and harvesting following Oil Palm Agriculture Part 1 and Part 2; FFB quality following the SOP of Engineering Department, Manual Laboratory Independent, FFB grading procedure (Lab-01-10/15-02-2019/Rev.2). • Status of preventive and corrective actions. Conducted training of harvesting on 8 Feb 2019; training of FFB quality to harvester, harvesting supervisor and clerk on 13 Dec 2019; training of FFB & LF sortation to FA, harvesting supervisor and clerk on 12 March 2019. • Follow-up actions from management reviews. Increase supervising during harvesting. • Changes that could affect the management system. There is change in FFB Grading Procedure (LAB-01/15-02-2019/Rev.2), addition in Specification Process (LAB-01-10-SPEC-01); monitoring of water level by installing manual and digital piezometer. • Recommendations for improvement. Next management review meeting recommended to include all operation unit in implementation of SCCS and ISO 9001, especially related to Best Agriculture Practice. 	
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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.		
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p>	<p>Internal audit in UMW POM has been conducted on 26 – 29 Nov 2019. Findings have been recorded, such as:</p> <ol style="list-style-type: none"> 1. No medical surveillance result for low risk employees. Correction: coordination with UMWS clinic to get records of medical surveillance of low risk employees. Corrective action: coordination with UMWS clinic to get all records of medical surveillance every time medical surveillance carried out. 2. List of FFB supplier was available, however not completed with GPS coordinate information. Corrective Action: coordination with FFB supplier to provide information of GPS location. Improvement Status: List of FFB supplier including GPS coordinate has been available on 12 Dec 2019. 3. HIRADC was available for UMW POM operation, however the HIRADC was not include PPE for activity in retention pond (life jacket). Corrective Action: conducted review to UMW POM’s HIRADC to ensure that all activities are included. Improvement status: review to UMW POM’s HIRADC to ensure that all activities have been included has been done 12 Dec 2019. <p>UMW POM has continuous improvement program in environment aspect, such as the development of implementation of EFB to Biocoal process for PT Umbul Mas Wisesa at Umbul Mas Wisesa Oil Mill in Desa Tanjung Mulia, North Sumatera. The program evident in Contract Agreement No.19/UMWM-HO/EDM/2019 dated 22 Nov 2019, between PT Umbul Mas Wisesa and S.E.E. Performance Engineering BVBA. In social aspect UMW POM has done joint exercise (<i>senam pagi</i>) to improve employees health.</p> <p>Continuous improvement by UMW POM based on VPE (Vice President Engineering) visit on 9 Jul 2019:</p> <ol style="list-style-type: none"> 1. The FFB from the front FFB conveyor at the loading ramp is dropping the FFB down into the next conveyor, which is damaging the fruit and also the conveyor. The Mill should install a chute to the bottom of the conveyor, so the fruit slides into the conveyor rather than dropping. 2. The drive chain for the incline SFB conveyor has no tensioner sprocket, so the chain jumps teeth on the sprocket, when the conveyor is under load. The Mill should immediately install a tensioner otherwise the drive sprockets will be damaged. <p>Internal audit in UMW South Estate has been conducted on 26 – 29 Nov 2019. Findings have been</p>

Comply

<p>recorded, such as:</p> <ol style="list-style-type: none"> 1. Mixing Area: Symbol of hazardous chemical was found inconsistent, hazardous waste symbol were being used. Recommendation: Coordination with Safety Officer to replace the inappropriate symbol. Improvement Status: inappropriate hazardous chemical symbol has been replaced on 12 Dec 2019. 2. UMWS Estate stored Basta in the chemical warehouse, however it was not included in the list of pesticide used. Recommendation: revise the list of pesticides used; ensure the storage are separated from other pesticides. Improvement Status: List of pesticide used has been revised on 26 Dec 2019; The storage of Basta has been separated from other pesticide on 27 Dec 2019. 3. There is no Work Instruction and Risk Analysis for activities in Central Workshop (CWS); There is no environment aspect impact for activities in CWS. Recommendation: Coordination with Safety Officer to provide OHS Work Instruction and Risk Analysis. Improvement Status: OHS Work Instruction and Risk Analysis has been available in CWS on 26 Dec 2019. <p>Continuous improvement by UMWS Estate based on VPP (Vice President Plantation) visit on 12 Nov 2019:</p> <ol style="list-style-type: none"> 1. Road Maintenance: The road travelled are generally in good condition. The new Grader/Roller combo across on UMWN/TUME has taken a lot of pressure of the UMWS Team and allowed EM to give more focus on his own estate. 2. Pest & Disease: There has been relatively little P&D activity in UMWS this year, either from leaf eating caterpillar or from termites. Regular monthly census work is undertaken and as increase in larvae numbers are picked up, treatment begin immediately. 3. Water Management: the management of water on UMWS (as well as UMWN, TUME & CSM) is in the hands of Alamsyah, a young agronomist who shows confident and interest in the role. <p>Continuous improvement by UMWN Estate and TUM Estate based on VPP (Vice President Plantation) visit on 13 Nov 2019:</p> <ol style="list-style-type: none"> 1. Road Maintenance: With the arrival of the new grader and roller in March this year, the estate has been transformed. The heavy equipment has had a huge beneficial impact on road conditions combined with the importing of additional gravel. 2. Water Management: The management of water continues to be undertaken by Alamsyah across the UMW/CSM complex with excellent records kept. The new formats now display the action
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		taken based on the results of the forthrightly checks. 3. Pest & Disease: There has been ongoing treatment of nettle caterpillars this year based on census work. Chemical stocks are adequate with 1,345 kg of Starthene and the estate has 11/14 drills in working order ready to respond to any increase in pest activity.	
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	The company has reported Annual Communication of Progress (ACOP) 2019 to RSPO website under organization name SIPEF Group, membership number 1-0021-05-000-00. Based on the report, number of management units certified under RSPO P&C Certification are 9 units; total certified area 97,018 Ha. Scheme Smallholder FFB volume supplied that is certified are 243,571 tonnes. Total CSPO sold as RSPO-certified are 261,374 tonnes; CSPO sold under other certification schemes are 63,399 tonnes; CSPO sold as conventional are 12,880 tonnes; total CSPO are 337,653 tonnes. CSPK sold under RSPO certified are 53,902 tonnes; total CSPK are 53,902 tonnes.	Comply
Criteria 3.3			
Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	Estate: The procedures documented in "Oil Palm Agricultural Manual" (revised April 2019), where it contains all sub section of the process, such as: Nursery, land clearing, planting in peat soil and mineral soil with zero burning, planting legume cover crops, terracing, upkeep (fertilizer and pesticides, included safe working practices), water level management, riparian and watercourse management, harvesting, replanting and FFB transport. Documented SOP are as follows: 1. OPM-01-00; dated 02/10/2017; Biology of Oil Palm. 2. OPM-02-00; dated 02/10/2017; General Information: Oil Palm Nursery. 3. OPM-02-01; dated 02/10/2017; Land Preparation of Oil Palm Nursery – Persiapan Lahan Pembibitan Kelapa Sawit 4. OPM-02-02; dated 02/10/2017; Oil Palm Pre Nursery – Pre Nursery Kelapa Sawit. 5. OPM-02-03; dated 02/10/2017; Oil Palm Main Nursery – Main Nursery Kelapa Sawit. 6. OPM-03-01; dated 02/10/2017; Survey and Mapping – Survey dan Pemetaan. 7. OPM-03-02; dated 02/10/2017; Land Clearing – Pembersihan Lahan. 8. OPM-03-03; dated 06/02/2019; Land Preparation – Persiapan Lahan. 9. OPM-03-04; dated 02/10/2017; Legume Cover Crop <i>Mucuna bracheteata</i> – <i>Mucuna bracheteata</i> Kacangan Penutup Tanah. 10. OPM-03-05; dated 02/10/2017; Field Planting – Penanaman ke Lapangan. 11. OPM-04-01; dated 02/10/2017; Palm Supplying – Penyisipan Tanaman.	Comply

12. OPM-04-02; dated 02/10/2017; Thinning Out and Removing Plant – Penjarangan dan pembongkaran Tanaman.
13. OPM-05-01; dated 06/02/2019; Ablation and Sanitation – Ablasi dan Sanitasi.
14. OPM-05-02; dated 06/02/2019; Harvesting – Panen.
15. OPM-05-03; dated 06/02/2019; FFB and LF Delivery – Pengiriman TBS dan Berondolan.
16. OPM-05-04; dated 02/10/2017; Frond Pruning – Pemangkasan Pelepah.
17. OPM-05-05; dated 16/02/2019; Black Bunch Count – Sensus Buah.
18. OPM-05-06; dated 02/10/2017; *Elaeobius camerunicus* Management – Pengelolaan *Elaeobius camerunicus*.
19. OPM-06-01; dated 02/10/2017; Inorganic Fertiliser – Pupuk Inorganik.
20. OPM-06-02; dated 02/10/2017; Organic Fertiliser – Pupuk Organik
21. OPM-06-03; dated 02/10/2017; LSU: Palm Marking – LSU: Penandaan Tanaman.
22. OPM-06-04; dated 02/10/2017; Leaf Sampling Unit (LSU) and Rachis Sampling Unit (RSU) – Pengambilan Sampel.
23. OPM-07-01; dated 06/02/2019; Detection and Census – Deteksi dan Sensus.
24. OPM-07-02; dated 02/10/2017; Pest Control – Pengendalian Hama.
25. OPM-07-03; dated 02/10/2017; Disease Control – Pengendalian Penyakit.
26. OPM-07-04; dated 02/10/2017; Integrated Pest Management – Pengendalian Hama Terpadu.
27. OPM-08-01; dated 06/02/2019; Weed Control – Pengendalian Gulma.
28. OPM-09-01; dated 19/03/2019; Water management in Coastal Soil – Pengelolaan Air di Tanah Pesisir.
29. OPM-09-02; dated 02/10/2017; Management of Riparian Area – Pengelolaan Riparian Area.
30. OPM-09-03; dated 01/04/2019; The Use, Store and Discrad Pesticide – Penggunaan, Penyimpanan dan pemusnahan pestisida.
31. OPM-10-01; dated 06/02/2019; Field Quality Control.

Interviews with the employees indicate satisfactory level of understanding and implementation in relation to their respective job function.

Palm Oil Mill:

Umbul Mas Wisesa Palm Oil Mill has a set of procedure for processing of oil palm Fresh Frut Bunch into CPO and PK, under "Palm Oil Mill Manual" dated 25 March 2019. The procedures explains all

activity from receiving FFB into dispatch of products; Such as:

1. POM-01-04; Reception in Umbul Mas Wisesa Palm Oil Mill.
2. POM-02-04; Sterilizer in Umbul Mas Wisesa Palm Oil Mill.
3. POM-03-04; Threshing in Umbul Mas Wisesa Palm Oil Mill.
4. POM-04-04; Pressing in Umbul Mas Wisesa Palm Oil Mill.
5. POM-05-04; Clarification in Umbul Mas Wisesa Palm Oil Mill.
6. POM-06-04; Kernel Plant in Umbul Mas Wisesa Palm Oil Mill.
7. POM-07-04; Steam Plant in Umbul Mas Wisesa Palm Oil Mill.
8. POM-08-04; Power Plant in Umbul Mas Wisesa Palm Oil Mill.
9. POM-09-04; Water Treatment in Umbul Mas Wisesa Palm Oil Mill.
10. POM-10-04; Effluent Plant in Umbul Mas Wisesa Palm Oil Mill.
11. POM-11-04; Storage and Dispatch in Umbul Mas Wisesa Palm Oil Mill.
12. POM-12-04; Workshop in Umbul Mas Wisesa Palm Oil Mill.
13. POM-13-04; EFB Plant in Umbul Mas Wisesa Palm Oil Mill.
14. POM-14-04; Biogas Plant in Umbul Mas Wisesa Palm Oil Mill.

The procedures are supported by specific Work Instructions, e.g. as follows:

1. POM-01-04-W01; Penimbangan Truk FFB dan Berondolan – Weighing FFB truck and loose fruit.
2. POM-02-04-W01; Loading ramp, Pengisian FFB ke dalam Rebusan Vertical – Loading ramp, FFB loading into vertical sterilizer;
3. POM-02-04-W02; Pengoperasian Vertical Sterilizer – Operating Vertical Sterilizer; a number of key parameter: sterilizer operating for 100 minutes, ensure manometer showing “0” prior to opening the sterilizer.
4. POM-03-04-W01; Pengoperasian Threshing Machine – Operating Threshing Machine.
5. POM-04-04-W01; Pengoperasian Digester – Operating Digester.
6. POM-04-04-W02; Pengoperasian Screw Press – Operating screw press.
7. POM-04-04-W03; Sand Trap and Vibrating Screen.
8. POM-04-04-W04; Pengoperasian Crude Oil Tank – Operating Crude Oil Tank.
9. POM-05-04-W01; Pengoperasian Continuous Settling Tank – Operating Continuous Settling Tank.
10. POM-05-04-W02; Pengoperasian Clean Oil Tank – Operating Clean Oil Tank.
11. POM-05-04-W03; Pengoperasian Sludge Tank – Operating Sludge Tank.
12. POM-05-04-W04; Pengoperasian Oil Purifier – Operating Oil Purifier.

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<ol style="list-style-type: none"> 13. POM-05-04-W05; Pengoperasian Vacuum Drier – Operating Vacuum Drier. 14. POM-05-04-W06; Pengoperasian Sludge Centrifuge – Operating Sludge Centrifuge. 15. POM-06-04-W01; Operating Depericarper. 16. POM-06-04-W02; Pengoperasian Ripple Mill – Operating Ripple Mill. 17. POM-06-04-W03; Operating Claybath Separator. 18. POM-06-04-W04; Pengoperasian Sawipack Stage 1 & Stage 2 – Operating Sawipack to separate kernel and shell from cracked mixture from ripple mill, through dry separation. 19. POM-06-04-W05; Pengoperasian Kernel Silo Drier – Operating Kernel Silo Drier to reduce moisture < 7%. 20. POM-06-04-W06; Pengoperasian Hydrocyclone – Operating Hydrocyclone to separate kernel and shell from sawipack through wet method; 21. POM-07-04-W01; Operating Cation Exchanger. 22. POM-07-04-W02; Operating Degasifier. 23. POM-07-04-W03; Operating Anion Exchanger. 24. POM-07-04-W06; Operating Thermal Deaerator. 25. POM-07-04-W07; Boiler (Mech 35 MT/hr). 26. POM-07-04-W08; Penanganan Gangguan Sumber Tidak Bergerak Steam Boiler – Handling disturbance from static Steam Boiler. 27. POM-08-04-W01; Operating Genset. 28. POM-09-04-W01; Operating Water Intake. 29. POM-11-04-W01; Pengoperasian CPO Storage Tank – Operating CPO Storage Tank. 30. POM-11-04-W02; Pengoperasian Kernel Bin Storage – Operating Kernel Bin Storage. 31. Analisa FFA CPO No.UMWPOM-WI/LAB/001 – Analysing CPO’s FFA; 32. Analisa FFA Kadar air untuk CPO dispatch No.UMWPOM-WI/LAB/002A – Analysing CPO’s moisture for CPO dispatch; 33. Analisa kadar kotoran dan kadar air untuk kernel dipatch No.UMWPOM-WI/LAB/005A – Analyzing dirt and moisture in kernel for dispatch; 34. Pengiriman CPO No.UMWPOM-WI/LAB/043 – Delivery of CPO; 35. Pengiriman Kernel No.UMWPOM-WI/LAB/044 – Delivery of Kernel; <p>A set of work instruction for mill’s workshop, dated 28th June 2014; including use of welding equipments, cutting metal, operating lathe machine, operating drilling machine, operating portable</p>

		<p>grinding machine, operating and maintenance of smoke density meter.</p> <p>A set of work instruction for biogas plant, dated 30th August 2014; comprise of: filling in POME into screen chamber and oil grease skimmer, operating of equalization tank, operating of plate heat exchanger and cooling tower, operating of primary clarifier and sludge pit, operating buffer tank, operating anaerobic reactor, operating degassifier, operating Lamella clarifier, operating sludge sump, operating sludge decanter and operating retention pond.</p>	
3.3.2	A mechanism to check consistent implementation of procedures is in place.	The company has established mechanism to check consistent implementation of procedures under SOP OPM-10-01; dated 06/02/2019; Field Quality Control. The objectives of the procedure are to check if the result of work are in accordance with existing procedures; to evaluate the work and keep in accordance with the standards; to use as a reference for making improvements. Inspections are carried out on items related to harvesting, weeding, manuring, pest and disease, replanting and nursery.	Comply
3.3.3	Records of monitoring and any actions taken are maintained and available.	<p>Record of monitoring in Umbul Mas Wisesa POM are available under documents Action Plan Umbul Mas Wisesa POM as result Vice President Engineering visit (VPE). Description of monitoring result and action plan based on visit 9 Jul 2019 are as follows:</p> <ol style="list-style-type: none"> 1. Mill Area: There is a large amount of EFB fibre building up at the mill again as the transport to Perlavian Estate is less than the production. Action Plan: The MM should sent request to RMO to increase the transport and copy the request to VPE and STM. Status: On going. 2. Kernel Recovery: the clay bath was found to be very dirty and the operator should be cleaning this during processing. Status: Being done continuously. 3. Boiler: A number of the superheater support of boiler number 1 are broken and the VPE has requested that the contractor replace this. Status: Completed on 5 Oct 2019. 4. The FFB from the front FFB conveyor at the loading ramp is dropping the FFB down into the next conveyor, which is damaging the fruit and also the conveyor. The Mill should install a chute to the bottom of the conveyor, so the fruit slides into the conveyor rather than dropping. 5. The drive chain for the incline SFB conveyor has no tensioner sprocket, so the chain jumps teeth on the sprocket, when the conveyor is under load. The Mill should immediately install a tensioner otherwise the drive sprockets will be damaged. <p>Record of operation monitoring in UMWS Estate based on VPP (Vice President Plantation) visit on 12 Nov 2019:</p>	Comply

		<ol style="list-style-type: none"> 1. Road Maintenance: The road travelled are generally in good condition. The new Grader/Roller combo across on UMWN/TUME has taken a lot of pressure of the UMWS Team and allowed EM to give more focus on his own estate. 2. Pest & Disease: There has been relatively little P&D activity in UMWS this year, either from leaf eating caterpillar or from termites. Regular monthly census work is undertaken and as increase in larvae numbers are picked up, treatment begin immediately. 3. Water Management: the management of water on UMWS (as well as UMWN, TUME & CSM) is in the hands of Alamsyah, a young agronomist who shows confident and interest in the role. 4. Loose fruit picking by FL has not achieve 7-8% and still under the target. Improvement Status: as per 1 Dec 2019, loose fruit picking no longer done by FL, loose fruit picking are done by harvester themselves. <p>Record of operation monitoring in UMWN Estate and TUM Estate based on VPP (Vice President Plantation) visit on 13 Nov 2019:</p> <ol style="list-style-type: none"> 1. Road Maintenance: With the arrival of the new grader and roller in March this year, the estate has been transformed. The heavy equipment has had a huge beneficial impact on road conditions combined with the importing of additional gravel. 2. Water Management: The management of water continues to be undertaken by Alamsyah across the UMW/CSM complex with excellent records kept. The new formats now display the action taken based on the results of the forthrightly checks. 3. Pest & Disease: There has been ongoing treatment of nettle caterpillars this year based on census work. Chemical stocks are adequate with 1,345 kg of Starthene and the estate has 11/14 drills in working order ready to respond to any increase in pest activity. 	
<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>			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme,</p>	<p>SIEA document verified:</p> <ul style="list-style-type: none"> • PT Umbul Mas Wisesa - Umbul Mas Wisesa POM has demonstrated the document of Social-Environment Impact Assessment (SEIA), consisted of: <ul style="list-style-type: none"> - ANDAL Document, Environmental Management Plan and Environmental Monitoring Plan in accordance with "Keputusan Bupati Labuhan Batu No. 503.660/268/SET-KOMISI/XII/2008 tanggal 31 Desember 2008 tentang Kelayakan Lingkungan Hidup Rencana Usaha dan/atau 	Comply

	<p>is documented.</p>	<p>Kegiatan serta Dermaga untuk Kepentingan Sendiri (DUKS) PT. Umbul Mas Wisesa di Desa Sei Siarti Kecamatan Panai Tengah dan Desa Tanjung Mulia Kecamatan Kampung Rakyat, Kabupaten Labuhan Batu, Provinsi Sumatera Utara". The scope of study covers 8,719 Ha and palm oil mill with capacity 45 Ton FFB/Hour expandable to 60 Ton FFB/Hour.</p> <ul style="list-style-type: none"> - Addendum of ANDAL as per "Kelayakan Lingkungan Hidup Adendum Analisis Dampak Lingkungan Hidup dan Rencana Pemantauan Lingkungan Hidup Kegiatan perubahan Pengelolaan Limbah Cair Berbasis Clean Development Mechanism dan Perubahan Pengolahan Limbah Padat PKS PT. Umbul Mas Wisesa No.188.44/430/KPTS/2013 – addendum on environmental impact assessment; - Environmental Permit as per "Izin Lingkungan Kegiatan Perubahan Pengolahan Limbah Cair berbasis CDM dan Perubahan Pengolahan Limbah Padat Pabrik Kelapa Sawit No.660/221/BPPTSU/2/IV.I/V/2016 <ul style="list-style-type: none"> • PT Toton Usaha Mandiri has also demonstrated an environmental document named "Dokumen Upaya Pengelolaan Lingkungan Hidup (UKL) dan Upaya Pemantauan Lingkungan Hidup (UPL) Perkebunan Kelapa Sawit seluas 1.200 Ha, PT Toton Usaha Mandiri Desa Sei Siarti, Kecamatan Panai Tengah, Kabupaten Labuhanbatu, Provinsi Sumatra Utara" was approved "Keputusan Kepala Badan Pengendalian Dampak Lingkungan Daerah Kabupaten Labuhanbatu No.660/BLH-LB/AM/2009", datum 2009 with scope of study palm oil plantation area 1,200 Ha. Environmental impact assessments prepared by "Lembaga Penelitian Universitas Sumatera Utara Medan, 2009". Records of all impact assessments carried out are readily available. All operational areas have undertaken reviews of the environmental impacts on at least an annual basis. <p>PT Umbul Mas Wisesa and PT Toton Usaha Mandiri have a Social Impact Assessment (SIA) document. SIA conducted by the team from the Faculty of Forestry IPB in 2014 with the composition of the team: Handian Purwawangsa, S. Hut, M.Si (Team Leader), Udi Kusnidar, Sulfan Ardiansyah, Jimmy Syahrasyid outlining Impact positive and Negative development of plantation PT Umbul Mas Wisesa and PT Toton Usaha Mandiri incorporating Matrix PT Umbul Mas Wisesa and PT Toton Usaha Mandiri Social Management Plan consists of; Tenure, Establish communications and networking with stakeholders and associated with PT Umbul Mas Wisesa Improving the quality of public education, public Health Quality Improvement, community economic empowerment and employment).</p>	
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		<p>The SIA document described the Social Management Plan that outlines the type Programs, Activities, challenges, opportunities, strategies, output / Outputs and time frame.</p> <p>Community involvement at the time of preparation of the document through Focus Group Discussion (FGD) with the community, such as:</p> <ul style="list-style-type: none"> • Focus Group Discussion/FGD in Sei Siarti Village on 15 February 2014 which was attended by 26 participants. • FGD in Tanjung Mulia Village on 16 February 2014 which was attended by 19 participants. • FGD with employees of PT UMW-South Estate dated 14 February 2014 which was attended by 25 participants. • FGD with employees of PT UMW-North and PT TUM conducted on 15 February 2014 which was attended by 32 participants. <p>Documentation, list of issues discussed and attendance list are available</p> <p>During this surveillance (RAV – January 2020), there was no significant changes in social impact practices. The certificate holder still involved affected parties to collect information and develop the social program/plan to mitigate negative impact.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p>	<p>The company has Environmental Management and Monitoring Plan (RKL – RPL), it is submitted regularly to the national and local government every 6 months. The management and monitoring plan report is based on SEIA (AMDAL), it was checked that management and monitoring plan is implemented and reported to local government six monthly based. Last report submitted to Environment agency of Labuhan Batu District and Labuhan Batu Selatan District. The company has appointed EnC team (environmental and conservation team – GMO NS) for responsible to implementation the document.</p> <p>Within the AMDAL documents, the negative and positive impact of oil palm development has been explained. The environmental management and monitoring plan document has lined out effort that company should carry out in order to minimize negative impact and promote positive impact from oil palm development. Under the document, the social aspect identified covers source of livelihood, community’s revenue, community ability, community perception on company activity, social conflict,</p>	Comply

		<p>social-cultural changes, community health status.</p> <p>The Social-Environment Impact Assessment documents have explained the recommendation that should be done by company to minimize negative impact and promote positive impact from social impact management.</p> <p>As commitment to reduce negative impacts in social aspect, the certificate holder created management and monitoring program of social impact annually.</p> <p>Those program are documented and timetable with specific target and strategy of each activity.</p> <p>The company have carried out social impact evaluation on annual basis through social survey. Interview result have been summarized and recorded onto "Laporan Pelaksanaan RKL-RPL period first semester year 2019".</p> <p>Aspect for the survey such as:</p> <ul style="list-style-type: none"> • Livelihood • Local community perception of employment opportunities • Income per month • Mobility • Local community perception related to operational activities 	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p>	<p>Management and monitoring plan based on AMDAL have been covered in regular report of RKL/RPL. Management Plan in accordance with impacts that have been identified in the EIA / UKL-UPL, such as:</p> <ul style="list-style-type: none"> • The impact of a decrease in air quality; • Impact of surface water quality degradation; • Waste; • Hazardous waste (B3); • Soil and water conservation; • Household waste; • Community Development; • Job opportunities; • Public health; 	Comply

		<p>Monitoring the plan in accordance with the impact that it has identified in the EIA/UKL-UPL, such as:</p> <ul style="list-style-type: none"> • Monitoring of the odor; • Emission; • Noise; • Water quality; • Quality of waste; • HCV areas; • Fire; • The employment and business opportunities; • Attitudes and perceptions on health, the environment, <p>Data verified:</p> <ul style="list-style-type: none"> • PT UMW - Report of RKL-RPL for first semester year 2019 (January – June 2019) – record of acceptance by Environment Agency (Dinas Lingkungan Hidup) in Labuhanbatu Selatan Regency, no document: 31/UMWS/Inst/VII/2019, dated 28th August 2019. • SIMPEL – Sistem Informasi Pelaporan Elektronik Lingkungan Hidup, ID TTE: 1579579795-3381 to Ministry of Forest and Environmental of RI, dated 21st January 2019 for report of RKL-RPL period second semester year 2019. • PT TUM - Report of RKL-RPL for first semester year 2019 (January – June 2019) – record of acceptance by Environment Agency (Dinas Lingkungan Hidup) in Labuhanbatu Selatan Regency, no document: 01/TUME/DLH-Labuhanbatu/X/2019, dated 1st August 2019 	
<p>Criteria 3.5 A system for managing human resources is in place.</p>			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.</p>	<p>In general, the unit of certification has issued “Human Resources Department Manual” Second Edition – 2019 signed by President Director. Document available at the Operation Unit office, and accessible. The HRD Manual consist of 30 Standard Operating Procedure, among others:</p> <ul style="list-style-type: none"> • General (Doc. No. HRD-00-01/01-02-2019/Rev.1) dated 8 April 2019. • Organization Chart (Doc. No. HRD-00-02/01-02-2019/Rev.1) dated 5 April 2019. • Objective and KPI (Doc. No. HRD-00-03/01-04-2019/Rev.1) dated 8 April 2019 • Risk and Opportunities (Doc. No. HRD-00-04/01-04-2019/Rev.1) dated 8 April 2019. • Recruitment in General (Doc. No. HRD-01-00/01-04-2019/Rev.1) dated 5 April 2019. 	Comply

3.5.2	Employment procedures are implemented and records are maintained.	<ul style="list-style-type: none"> • Internal Recruitment (Doc. No. HRD-01-01/01-04-2019/Rev.1) dated 8 April 2019. <p>Employment records are well maintained by the HR Department, for example:</p> <ul style="list-style-type: none"> • Temporary Working Agreement or "PKWT" for three workers at UMW POM. Mr. F***** M***** (workshop/maintenance), dated 1 July 2019; Mr. F***** A**** (storage), dated 1 September 2019; Mr. W***** (workshop/maintenance), dated 1 November 2019. These records is related implementation on workers recruitment. • Employee Promotion Application Letter from permanent workers (daily base/SKU-H) to permanent worker (monthly base/SKU-B) and Grade Level promotion dated 28 August 2019 as stated by HR Manager letter No.188/JWB-UMWPOM/VIII/2019. The letter completed with the name of the employee proposed for appointment, Performance Assessment Results of each employee, Statement letter of each employee, Job and Responsibilities of each employee at the time of appointment. These records is related implementation on workers promotion. • Employee Retirement due to Decease reason. Request letter for pension payment refer to internal memo No. 025/UMWM-HRAD/XII/2019, dated 17 December 2019. Pension payment of Mr. D****I S*****a (wheel loader operator UMW POM) as per Collaborative Agreement "Surat Peretujuan Bersama" No. 01/SPB/PHK/X/2019, dated 14 October 2019. 	Comply
<p>Criteria 3.6 An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
3.6.1	<p>C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p>	<p>PT Umbul Mas Wisesa - Umbul Mas Wisesa POM has established an Occupational Health and Safety Policy that was signed by President Director dated 27th March 2019, no Dok: QMM-40-01-P04/27-03/2019/Rev. In point 1 was mentioned PT Tolan Tiga Indonesia Support the implementation of all relevant laws and regulation of Republic of Indonesia ad of applicable international agreement and standards relevant to occupational health and safety and at point 2.b mentioned that the company committed to provision of adequate resources for effective implementation of the occupational health and safety (OHS) program and procedure, including strict compliance reviews.</p> <p>PT Umbul Mas Wisesa dan PT Toton Usaha Mandiri has also determined the procedure for OHS under document of Occupational Health and Safety Manual for second edition – 2019, published date 13th March 2019.</p> <p>The document of procedure consisted of:</p> <ol style="list-style-type: none"> 1. Procedure of Hazard Identification Risk Analysis Determining Control for OHS – No: OHS-01-01 	Comply

		<ol style="list-style-type: none"> 2. Procedure of Hot Work – No: OHS-01-02 3. Procedure of Potential Hazard Report – No: OHS-01-03 4. Procedure of P3K (First Aid) – No: OHS-01-04 5. Procedure of Confined Space - No: OHS-01-06 6. Procedure of Working at Heights – No: OHS-01-06 7. Procedure of Gas Pressure Management - No: OHS-01-07 8. Procedure of Incident Reporting - No: OHS-01-08 9. Procedure of Standard for Installation of Safety Sign - No: OHS-01-09 10. Procedure of Personal Protective Equipment - No: OHS-01-10 <p>Data verified: The organization has prepared the document of risk assessment as per “DaftarPenilaian dan Pengendalian Risiko K3”, last review on 19th July 2019. The document has covered for all activities in Estate and Mill, e.g: general activities, central clinic, fertilizer storage, temporary storage of hazardous waste, security, chemical shed, office, workshop, field (spraying, manuring, harvesting, transport FFB, IPM), emplacement, laboratory, weighbridge, grading station, loading ramp, sterilizer station, chain capstand, pressing station, boiler station, kernel station, static crane, workshop.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p>	<p>PT Umbul Mas Wisesa - UMW POM has prepared the program of OHS year 2019 and has shown the monitoring of effectiveness as per document “Program P2K3LHS (safety committee) Tahun 2019”, such as:</p> <ol style="list-style-type: none"> 1. OHS meeting (monthly) 2. Report of OHS performance to Manpower Agency (threes month base) 3. Routine inspection of OHS facilities (fire extinguisher and first aid box); 4. Integrated fire drill (annually); 5. Training for first aider (annually); 6. Training on hazardous waste both of handing and documentation; 7. Review of risk assessment; 8. General Medical Check Up (annually) and Special Medical Check Up (per threes month base) 9. Socialization of healthy life (every month) <p>The record of effectiveness of implementation the OHS program, e.g:</p> <ol style="list-style-type: none"> 1. Record of OHS meeting dated 18th January 2019, location in UMW POM, agenda: review of the 	Comply

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| | | <p>meeting result of the last, review of OHS inspection and review of incident report</p> <ol style="list-style-type: none"> 2. Report of OHS performance for period October - December 2019 was sent to Manpower Agency in Labuhanbatu Selatan Regency 3. Checklist of availability the first aid kit, dated 21th December 2019; result shown OK. Location in UMW POM 4. Medical Check Up for workers in high risk area, e.g: <ul style="list-style-type: none"> • UMW POM: Report of Medical Check Up (annually), last MCU was conducted on 30th September 2019 by Company Doctor and Laboratorium Klinik Kesehatan Spesialis Anugerah Ibu – Medan, e.g: namely Mr Andriansyah – as keep store in Temporary Hazardous Waste. • Monitoring of readiness the fire extinguisher facilities month December 2019; reported OK 5. The report of OHS inspection has reviewed during OHS meeting (monthly basis), e.g: OHS meeting on 17th December 2019, location in office of UMW South Estate; agenda: review the progress action of the result last OHS meeting, review of the report of OHS inspection, etc. 6. License/certificates for mill machinery, in UMW POM e.g: <ul style="list-style-type: none"> - Boiler Operator license – SIO namely Mr. Selamat (License No.6129.OPK3-PUBT-B.1/IV/2014 – valid until 3 April 2019), namely Mr. Dedi Kurniawan (License No.10093.OPK3-PUBT-B.1/IX/6 – valid until 23 September 2021, namely Mr. Khairul Saputra (License No.10094.OPK3-PUBT-B.1/IX/6 – valid until 23 September 2021); - Sterilizer operator license (SIO) – Mr. Nur Azlan Ali (license No.6162.OPK3-PUBT-B.II/IV/2014); - Welder certificate – namely Mr. Jhony Marbun (No.00289.0721.0002873.2014) – Surat Pengurusan Perpanjangan No.075/UMWM-GMONS/XII/2017); - Certificate for first aider, namely Mr. Ladira Saputra (license No.670/DTK/P3K/2014), Mr. Jhony Marbun – No.669/DTK/P3K/2014). - License for operator of OHS Motor Gradder, register number: 152266-OPK3-LT/PAA/VII/2019, namely Mr Jamil – dated 30th August 2019 - License for operator of OHS Vibrator Roller Operator, register number: 152270-OPK3-LT/PAA/VIII/2019, namely Mr Risfan, dated 30th August 2019. - License for operator of OHS Backhoe Loader, register number: 152265-OPK3-LT/PAA/VIII/2019, namely Mr Natal Jon Steven Pardede, dated 30th August 2019. | |
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Criteria 3.7

All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.

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<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 the RSPO P&C, in a form they understand, and which includes assessments of training.</p>	<p>Unit of certification has shown the document of Training Program year 2019 and 2020. Training program provided as per "Program Training Tahun 2019", such as:</p> <ul style="list-style-type: none"> • Training of IPM (integrated pest management), planned in May 2019 and actual realization on 2nd April 2019 was attended by all related staff and workers of pest management. • Training for manuring application (including OHS and environmental aspect), was conducted on 18th and 27th February 2019. • Training for LSU (leaf sampling unit), was conducted on 29th July 2019 • Training on harvesting (including for OHS aspect and harvesting quality criterion), was conducted on 16th February 2019 location in UMW South Estate • Training for spraying applicator (including for OHS training and environment) and Calibration for Spraying equipment, was conducted on 16th December 2019. <p>UMW North Estate: Training Program year 2019 and 2020, such as:</p> <ul style="list-style-type: none"> • Training for harvester (including OHS aspect in harvesting), dated 8th February 2019, 12th August 2019 and on 13th December 2019. Data seen: training attendance and training material • Training for safety driving was conducted on 16th December 2019 • Training of water management was conducted on 14th March 2019, was attended by all worker in water management sector • Training of HCV for all workers was conducted on 16th December 2019 • Training for leaf sample unit was conducted on 4th March 2019 	<p>Comply</p>
<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis.</p>	<p>Record of training has shown for an individual basis as per document of "Employee Training and Education Record", e.g:</p> <p>Namely Mr Legimin (foremen for harvester in UMW South Estate); training record:</p> <ul style="list-style-type: none"> • Dated 8th February 2018; Training on quality of FFB • Dated 21st March 2018; Refresh training on quality of FFB • Dated 12th November 2018; Refresh training on implementation of harvesting procedure • Dated 26th May 2019; Refresh training of pruning in oil palm <p>Namely Mr Sulistio (supervisor of water management in UMW North Estate), training record:</p>	<p>Comply</p>

		<ul style="list-style-type: none"> • Dated 8th September 2016; training of fire handling • Dated 6th November 2016; training of HCV • Dated 21st November 2017; training of water management • Dated 13th November 2018; refreshment training of company policy • Dated 21st December 2018; Refreshment training of water management • Dated 8th May 2019; training for first aider • Dated 10th December 2019; Refreshment training of water management <p>Namely Mrs Marsini (pesticides applicator in UMW North Estate), training record:</p> <ul style="list-style-type: none"> • Dated 26th June 2013; training on handling of limited pesticides (speakers: Ir M Roem, M.Si – Head on Plantation Agency in North Sumatera Province) • Dated 23rd May 2013; socialization of standard of pesticides applications • 28th March 2015; socialization the company policy • 3rd May 201; training of MSDS of chemical material • 6th September 2016; training on using the knapsack (spraying equipment) • Dated 17th November 2017; refresh training of MSDS • Dated 6th April 2018; training of calibration the knapsack (spraying equipment) • Dated 14th December 2018; training related to OHS • Dated 9th March 2019; refresh training of standardization of pesticides application 	
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>UMW POM: "Training Supply Chain" date 30 November 2019 attended by 8 workers: Office assistant, security, grading officer, weighbridge operator, dispatch officer. Review training record Nurul Padli (weighbridge officer) on 30 November 2019 – Training Supply Chain; Training record Dedy Setiadi (dispatch/laboratory) on 30 November 2019 – Training Supply Chain; Maya H Tamba (office assistant) on 30 November 2019 – Training Supply Chain;</p> <p>UMW South Estate: Training RSPO P&C 2018 including supply chain element as part of Criterion 3.8; in UMW South Estate dated 7 November 2019. The training attended by UMW South Estate Manager, 11 field assistants from UMW South Estate.</p>	Comply

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		<p>UMW North Estate: Training RSPO P&C 2018 including supply chain element as part of Criterion 3.8; in UMW North Estate dated 7 November 2019. The training attended by UMW North Estate Manager, 4 field assistants from UMW North Estate.</p>	
<p>Supply chain requirements for mills. Procedural note: The below numbering is as per the current RSPO SCCS standard and will be renumbered to become 3.8 and onwards following the revision of the RSPO SCCS in 2019. 'D' therefore refers to RSPO SCCS 'Module D – Crude Palm Oil (CPO) mills: Identity Preserved' and 'E' to RSPO SCCS 'Module E – CPO mills: Mass Balance'. Depending on the supply chain model chosen, the corresponding requirements apply as well as all general requirements (those with numbers only). The RSPO SCCS document uses the terms 'site' and 'organisation' to refer to the unit of certification.</p>			
<p>Definition</p>			
<p>Identity Preserved Mill D.1</p>	<p>A mill is deemed to be Identity Preserved (IP) if the FFB used by the mill are sourced from plantation/ estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Module E is applicable.</p>	<p>Management decided PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM, to implement RSPO Supply Chain Module D CPO Mills: Identity Preserved. With the implementation of Module D CPO Mills: Identity Preserved, the POM only received and process FFB from certified company-owned estate and certified independent smallholder. Umbul Mas Wisesa POM implemented the procedure of supply chain and traceability based on The procedure is SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Procedure completed with the flow diagram of FFB receiving, processing in POM, CPO shipping to tank terminal; Receiving and shipping of CPO from tank terminal. Person responsible for implementation of RSPO Supply Chain standard at the POM is the Mill Manager, whilst in the tank terminal is the storage tank manager.</p>	<p>Comply</p>
<p>Mass Balance</p>	<p>Certification for CPO mills is necessary to verify the volumes of certified and</p>	<p>Management decided PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM, to implement RSPO Supply Chain Module D CPO Mills: Identity Preserved. With the implementation of Module D CPO Mills:</p>	<p>N/A Not</p>

Mill E.1	<p>uncertified FFB entering the mill and sales volume of RSPO certified products. 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>Identity Preserved, the POM only received and process FFB from certified company-owned estate and certified independent smallholder. Not applicable.</p>	Applicable
Explanation (Volume and product integrity)			
D.2 E.2	<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. For an independent mill, the estimated tonnage of CPO and PK products shall be recorded in the RSPO IT platform, supply chain certificate and public summary audit report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p> <p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing</p>	<p>The estimate annual tonnage for certified FFB, CPO and PK are available in the Estate and Mill annual production budget for 12 months since last surveillance assessment. The FFB tonnage received from all certified supply bases. Umbul Mas Wisesa POM received certified raw material (Fresh Fruit Bunch) from its own estate: UMW South Estate, UMW North Estate, Toton Usaha Mandiri Estate; and from the Independent Smallholders: Koperasi Serba Usaha Suka Makmur.</p> <p>The certification of Estates and Independent Smallholders are fall under PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM with certificate number RSPO 611834, first certification start on 27 March 2015, and expired on 26 March 2020.</p> <p>PT. Umbul Mas Wisesa – Umbul Mas Wisesa Palm Oil Mill has been registered in RSPO IT Platform with registered ID number RSPO_PO1000001670.</p>	Comply

	organisation (RSPO IT platform).		
5.3 Documented procedures			
5.3.1 D.3 E.3	<p>The site shall have written procedures and/or work instructions 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 organisation’s procedures for the implementation of this standard. • The site shall have documented procedures for receiving and processing certified and non-certified FFBS. 	<p>PT. Umbul Mas Wisessa has a written procedures and/work instruction for ensuring the implementation of RSPO Supply Chain Standard. The procedure is SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. The procedure are complete and up to date covering the implementation of all elements in the supply chain requirements, such as:</p> <ol style="list-style-type: none"> a. Sales process, covering from contract approval to delivery of oil palm product (CPO and PK) including information of supply chain mechanism; b. Process at the estates, covers harvesting, FFB and loose fruit delivery include harvesting record and delivery to the Palm Oil Mill; c. Process at Palm Oil Mill, covers FFB and Loose fruit receiving, identification, production process, delivery of product and recording. 	Comply

5.3.2 Internal Audit		
5.3.2	<p>The site shall have a written procedure to conduct annual internal audit to determine whether the organisation;</p> <ul style="list-style-type: none"> • Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. • Effectively implements and maintains the standard requirements within its organisation. <p>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 organisation shall be able to maintain the internal audit records and reports.</p>	<p>Procedure for Internal Audit refer to SOP Routine Visit and Internal Audit No.ENC-01-02/04-03-2019/Rev.2 date 18 March 2019.</p> <p>Section 6. Frequency and Timing stipulates the internal audits are conducted at least once a year according to the standards referred to.</p> <p>Section 5.4 Implementation of Routine/Internal Audit Visits stipulates: <i>In general, non-conformities in each of the principle and criteria, rules and requirement of the sustainable system are categorized under major, minor and observation. Such findings must be immediately followed up. The unit manager may undertake to implement corrections and may also plan improvements according to result of internal audit. Recommended improvement must be completed with timeframe. A review of the non-compliance found in a previous internal audit should be made on the next visit.</i></p> <p>Internal Audit carried out on 26-29 November 2019, against RSPO P&C 2018 Generic version. The internal auditor assessed Criteria 3.8 related to RSPO SCCS.</p> <p>From Internal Audit dated 26-29 November 2019, there were findings related to:</p> <ul style="list-style-type: none"> - UMW POM has not demonstrate contract of FFB transport from estate to UMW POM – corrective action implemented, new contract for UD Juir, dated 2 January 2020. Closed January 2020; - UMW POM has not demonstrate communication of supply chain procedure to contractor – corrective action implemented, socialization to contractor on 30 November 2019, Closed January 2020. - Contractor have not demonstrate statement to ensure that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary – corrective action implemented 30 November 2019, for 16 CPO and PK drivers of CV Tua Gabe and Pengangkutan Sahabat. <p>Audit report evident.</p> <p>Management review dated 15 January 2020 – (7 personnel including UMW POM Manager) as recorded in minutes of meeting:</p> <ul style="list-style-type: none"> • Result of internal audits, covering RSPO Supply Chain Certification Standard: Internal audit for UMW POM carried out on 26-29 November 2019, resulting 3 findings issued, all findings closed. • Customer feedback: No complaint received related to CSPO and/or CSPK product. • Process performance and product compliance: all FFB processed in UMW POM is certified.

		<p>Traceability exercise for CPO under PalmTrace transaction ID No.TR-85d6a057-c17c to buyer PT. I – evident.</p> <ul style="list-style-type: none"> • Status of preventive and corrective actions: status of preventive and corrective action related to internal audit have been discussed during management review meeting. All findings from internal audit closed out. • Follow-up actions from previous management reviews: To continue consistent implementation of RSPO SCCS for CPO Mill: continued awareness on the requirements and control documented in Supply Chain Certification SOPs and implementation of the process on the ground. • Changes that could affect the management system: New SOP Marketing No.MKT-03-06. • Recommendations for improvement: <ul style="list-style-type: none"> - Propose whole scope related to CPO and PK sales. <p>The management review output, as recorded in minutes of management review meeting dated 15 January 2020:</p> <ul style="list-style-type: none"> • Improvement of the effectiveness of the management system and its processes: Coordinating with Marketing Department for buyer satisfaction evaluation. • Resources needs: the PT. Umbil Mas Wisesa is committed to continue provision of adequate and relevant resources for the implementation, maintenance and improvement of RSPO SCCS requirement. 	
5.4 Purchasing Goods In			
<p>D.4.1/ D.4.2 E.4.1/E.4.2</p>	<p>The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. The site shall inform the CB immediately if there is a projected overproduction of certified tonnage. The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	<p>PT. Umbul Mas Wisesa ensured that certified FFB received are RSPO certified based on the source of FFB. These FFB source are certified under PT. Umbul Mas Wisesa – UMW POM certificate (RSPO 611834). Based on interview with weighbridge clerk and FFB receiving station, UMW POM only received certified FFB from sustainable source: UMW South Estate; UMW North Estate; Toton Usaha Mandiri Estate; and from the Independent Smallholders: Koperasi Serba Usaha/KSU – Suka Makmur.</p> <p>FFB received from non-certified source being sold as non-certified FFB to non-certified palm oil mill.</p> <p>PT. Umbul Mas Wisesa – UMW POM has verified the status of the supply base certificate during Internal Audit on 26-29 November 2019. RSPO 611834 is valid until 26 March 2020. PT. Umbul Mas Wisesa – UMW POM has demonstrated SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Chapter 5.2 of the procedure</p>	<p>Comply</p>

indicates the Weighbridge Clerk has responsibility to input data and print "Receiving Slip" based on FFB Delivery Note, covering information e.g. estate name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number.

PT. Umbul Mas Wisesa – UMW POM has demonstrated SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. The procedure explains Operating Unit can coordinate to an evaluation with CB about the quota between the OU and the CB (projected overproduction).
During this annual surveillance assessment, Umbul Mas Wisesa POM was not over sold the CPO and PK production.

PT. Umbul Mas Wisesa – UMW POM demonstrated SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. The procedure explains control of product non-conformity refer to Marketing Department Manual - SOP Customer Complaint Handling No.MKT-03-02/26-04/2018/rev.1 dated 30 April 2018. The procedure covers returned of all non-conforming product and/or documents. The responsible is Operating Unit Manager and Senior Manager Marketing.
Based on audit, UMW POM only receive and processed sustainable FFB. There have been no complaint from buyer.

Delivery of FFB from Field "SPB" No.UMWN/25707 dated 9 January 2020 from UMW North Estate, block 11G22; planting year 2011, total 735 bunches. Stamp Sustainable Product-IP.
Receiving slip/weighbridge ticket No.FFB20000501W, UMW North Estate dated 9 January 2020; D/O No.25707; block ID 11G22; planting year 2011; total bunches 735; nett weight 5,270 kg. Stamp Sustainable Product-IP.

Delivery of FFB from Field "SPB" No.UMWE/55108 dated 9 January 2020 from UMW South Estate, block 07C10; planting year 2007, total 330 bunches. Stamp Sustainable Product-IP.
Receiving slip/weighbridge ticket No.FFB20000527W, UMW South Estate dated 9 January 2020; D/O No.55108; block ID 07C10; planting year 2007; total bunches 330; nett weight 2,430 kg. Stamp Sustainable Product-IP.

		<p>Delivery of FFB from Field "SPB" No.TUME/20109 dated 9 January 2020 from TUM Estate, block 08M14; planting year 2008, total 821 bunches. Stamp Sustainable Product-IP. Receiving slip/weighbridge ticket No.FFB20000517W, TUM Estate dated 9 January 2020; D/O No.20109; block ID 08M14; planting year 2008; total bunches 821; nett weight 6,940 kg. Stamp Sustainable Product-IP.</p> <p>Delivery of FFB from Field "SPB" No.KSU.SM/179 dated 9 December 2019 from Koperasi Serba Usaha Suka Makmur/KSU-SM, block 09D32, 09E41, 08E43, 09E42; planting year 2008 and 2009; total 499 bunches; vehicle No.BK8043YF. Stamp Sustainable Product-IP RSPO 687965. Receiving slip/weighbridge ticket No.FFB19023170W, Koperasi Serba Usaha Suka Makmur dated 9 December 2019; D/O No.179; 09D32, 09E41, 08E43, 09E42; planting year 2008 and 2009; total bunches 499; nett weight 4,782 kg. Stamp Sustainable Product-IP.</p>	
<p>5.5 Outsourcing Activities</p>			
<p>5.5.1</p>	<p>In cases where an operation seeking or holding certification outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the operation seeking or holding certification shall ensure that the independent third party complies with the requirements of the RSPO Supply Chain Certification Standard. A CPO mill and independent mill cannot outsource processing activities like refining or crushing.</p> <p>This requirement is not applicable to outsourced storage facilities where the management of the oil palm product(s)</p>	<p>The transport for RSPO certified sustainable FFB, CPO and PK delivery were carried out by several contractors. These contractors were appointed, contracted and instructed by PT. Umbul Mas Wisesa. During transport, legal ownership of CSPO and CSPK are still under PT. Umbul Mas Wisesa. This evident by sales contract that between PT. Umbul Mas Wisesa and the buyer.</p>	<p>Comply</p>

	and instructions for tank movements are controlled by the certified organisation (not the tank farm manager).		
5.5.2	Sites which include outsourcing within the scope of their RSPO Supply Chain certificate shall ensure the following: a) The site has legal ownership of all input material to be included in outsourced processes;	During transport, legal ownership of CSPO and CSPK are still under PT. Umbul Mas Wisesa. This evident by sales contract that between PT. Umbul Mas Wisesa and the buyer.	Comply
	b) The site 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 site to ensure that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary.	Contract: <ul style="list-style-type: none"> - Agreement base on "Perjanjian Pengangkutan No.02/Angkutan/CPO/UMW/13" dated 1 October 2013; between PT. Umbul Mas Wisesa and Pengangkutan Sahabat for transport of CPO from UMW POM to Perlabian Tank Terminal. The contract covers transport cost for POM; sanction (tolerable susut). There is a contract addendum "Addendum No.2017/02 Perjanjian Pengangkutan No.02/Angkutan/CPO/UMW/13" dated 1 January 2017 whereby stipulated contract validity (will be automatically extended since 1 January 2017) – signed on 1 January 2017. - Agreement base on "Addendum No.2014/01 Perjanjian Pengangkutan No.01/Angkutan/CPO/UMW/13" dated 2 September 2014; between PT. Umbul Mas Wisesa and CV Tua Gabe for transport of CPO from UMW POM to Perlabian Tank Terminal. The contract covers transport cost for POM; sanction (tolerable susut). - Agreement base on "Perjanjian Pengangkutan No.2014/Angkutan/PK/UMW/02" dated 22 September 2014; between PT. Umbul Mas Wisesa and CV Tua Gabe for transport of PK from UMW POM to designated buyer. The contract covers transport cost for POM; sanction (tolerable susut). - Agreement base on "Surat Perjanjian Kerja No.01/RMO-UMWN/JR/I/2020" dated 2 January 2020; between PT. Umbul Mas Wisesa and UD Juir for transport of FFB from UMW North Estate to UMW POM. The contract covers transport FFB quota per month, working condition, etc. 	
	c) The site has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant	PT. Umbul Mas Wisesa – Umbul Mas Wisesa POM has demonstrated SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. Section 5.4 Evaluation by Certification Body stipulates the Contractor Control: POM ensures that related contractors in the product supply chain have followed applicable procedures and audited contractors by internal/external	

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	contractor.	<p>if necessary.</p> <p>“Surat Pernyataan CV Tua Gabe” dated 8 January 2018 whereby stipulated CV Tua Gabe is willing to comply with RSPO Supply Chain requirement; CV Tua Gabe is willing to be audited by certification body if needed.</p> <p>“Surat Pernyataan Pengangkutan Sahabat” dated 11 January 2018 whereby stipulated Angkutan Sahabat is willing to comply with RSPO Supply Chain requirement; Angkutan Sahabat is willing to be audited by certification body if needed.</p> <p>“Surat Pernyataan UD Juir” dated 2 January 2020 whereby stipulated contractor is willing to comply with RSPO Supply Chain requirement; Angkutan Sahabat is willing to be audited by certification body if needed.</p> <p>Means of control by Umbul Mas Wisesa POM: “Buku Pemeriksaan Kendaraan CPO dan PK”, sampled: CPO truck No.BK8922CW from Pengangkutan Sahabat; inspected to carry CPO from UMW POM to Perlabian tank terminal, dated 20 January 2020.</p> <p>PK truck No.BK8053YH from CV Tua Gabe inspected to carry PK from Umbul Mas Wisesa POM to Perlabian POM, dated 20 January 2020.</p>																	
5.5.3	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products. 5.5.4 The site shall at its next audit inform its CB of the names and contact details of any new contractor used for the processing or physical handling of RSPO certified oil palm products.	<p>FFB, CPO and PK Transporter of PT. Umbul Mas Wisesa:</p> <table border="1" data-bbox="768 911 1910 1177"> <thead> <tr> <th>Contractor</th> <th>Contact Person</th> <th>Telephone</th> <th>Address</th> </tr> </thead> <tbody> <tr> <td>CV Tua Gabe</td> <td>Amin</td> <td>+6285260928090</td> <td>Jalan Darussalam No.25, Sei Sikambang D – Medan Petisah 20119</td> </tr> <tr> <td>Pengangkutan Sahabat</td> <td>Hedi Saputra</td> <td>+6285261714008</td> <td>Jalan Asia Mega Mas Blok CC No.14, Medan</td> </tr> <tr> <td>UD Juir</td> <td>Rio Rambe/ Ghazali Surya Siregar</td> <td>+6281397189744</td> <td>Jl. Panglima Sudirman No.65, Labuhan Bilik</td> </tr> </tbody> </table>	Contractor	Contact Person	Telephone	Address	CV Tua Gabe	Amin	+6285260928090	Jalan Darussalam No.25, Sei Sikambang D – Medan Petisah 20119	Pengangkutan Sahabat	Hedi Saputra	+6285261714008	Jalan Asia Mega Mas Blok CC No.14, Medan	UD Juir	Rio Rambe/ Ghazali Surya Siregar	+6281397189744	Jl. Panglima Sudirman No.65, Labuhan Bilik	Comply
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5.5.4	The site shall at its next audit inform its CB of the names and contact details of any new contractor used for the processing or physical handling of RSPO certified oil palm products.	PT. Umbul Mas Wisesa inform the audit team about changes in the list of FFB, CPO and PK transporter.	Comply																

5.9 Record keeping			
5.9.1	The organisation shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of these RSPO Supply Chain Certification Standard requirements.	The organization has implemented RSPO Supply Chain Certification Standard based on procedure SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. The procedure explains all aspects of supply chain and traceability scope in PT. Umbul Mas Wisesa: FFB harvesting, harvest recording and delivery to Palm Oil Mill; FFB receiving and processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for export; Shipping instruction and preparation; CPO and PK stock balancing post-shipping.	Comply
5.9.2	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	The SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019; Section 5.2 Production Process stipulates storage and control of recording related to product sales, transportation until product delivery is stored with minimum period of 5 years.	Comply
5.9.3	The organisation shall be able to provide the estimate volume of palm oil / palm kernel oil content (separate categories) in the RSPO certified oil palm product and keep an up to date record of the volume purchased (input) and claimed (output) over a period of twelve (12) months.	PT. Umbul Mas Wisesa – UMW POM is able to provide estimate volume of CPO and PK in a year period as in “Budget Produksi Bulanan” consists estimate of FFB receiving from UMW South Estate, UMW North Estate, Toton Usaha Mandiri Estate and Independent Smallholders (KSU Suka Makmur). Estimate of FFB volume received and processed in Umbul Mas Wisesa POM for period March 2019 to February 2020 is 208,928.00 MT. Estimated volume for CPO is 50,143.00 MT and estimated volume for PK is 8,357.00 MT.	Comply
D.5.1	The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.	The organization has implemented SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019. The procedure explains in all aspects of supply chain and traceability scope in PT. Umbul Mas Wisesa, starting from FFB harvesting, harvest recording and delivery to Palm Oil Mill; FFB receiving and processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for export, Shipping instruction and preparation, CPO and PK stock balancing post-shipping.	Comply

PK. Contract:

"Kontrak Jual Beli No.2019/LTC-PK/UMW/09 antara PT. Umbul Mas Wisesa (address Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112) dan PT. Ivo Mas Tunggal (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat)" dated 25 October 2019, for sales of 750 kg Palm Kernel – RSPO IP. Certificate No.RSPO 611834.

Delivery Order:

"Delivery Order No.2019/LTC-PK/UMW/DO/09" dated 1 November 2019, ordering shipment of 750 kg PK – RSPO IP, from PT. Umbul Mas Wisesa – Loko PKS Perlabian (sister company) to buyer.

PT. Umbul Mas Wisesa made 32 PK lorry dispatch between 2 November – 24 December 2019, to fulfil the contract. Sampled dispatch ticket:

Despatch Slip No.PK19000272W, dated 13 December 2019; from PT. Umbul Mas Wisesa-UMW POM; product PK; quantity 25.45 MT; D/O No.2019/LTC-PK/UMW/09 (party of 750 MT); Certificate RSPO611834; Module Sustainable Product IP; Vehicle ID No.BK9972CT; Transporter Sahabat; -TR-f464c85b-239a, volume 570 MT CSPK, dated 13 December 2019.

- The name and address of the seller: PT. Umbul Mas Wisesa, Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112;
- The loading or shipment / delivery date: 32 PK lorry dispatch between 2 November – 24 December 2019;
- The date on which the documents were issued: various date verified;
- A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): CSPK RSPO IP notation on all mill records; CSPK RSPO SG for contract record;
- The quantity of the products delivered: from sampled dispatch slip: 34.45 MT of PK;
- Any related transport documentation: vehicle ID No.BK9972CT by Sahabat;
- Supply chain certificate number of the seller: RSPO 611834
- A unique identification number: Contract No.2019/LTC-PK/UMW/09 (verified on all record);

CSPO. Contract:

Contract No.PUMW-00041 between PT. Umbul Mas Wisesa (address Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112) and Buyer: SIPEF;

		<p>End Buyer: Olenex SARL (address CH-1180 Rolle) dated 4 July 2018, for sales of 1,000 MT Crude Palm Oil – RSPO SG. Certificate No.RSPO 611834.</p> <p>PT. Umbul Mas Wisesa made 36 CPO dispatchs between 18-24 July 2019, to fulfil the contract (total 1,014.87 MT). Sampled dispatch ticket:</p> <p>Despatch Slip No.CPO29002207W, dated 18 July 2019; from PT. Umbul Mas Wisesa-UMW POM; product CPO; quantity 28.26 MT; D/O No.2019/LTC-CPO/UMW/11 (party of 1,000 MT); Certificate RSPO611834; Module Sustainable Product IP; Vehicle ID No.BK9296VV; Transporter Jasa Sahabat Abadi;</p> <p>Storage tank shipping records UMW-POM:</p> <ul style="list-style-type: none"> - Bill Of Lading No.DUM/ROT-03; Shipper PT. PT. Umbul Mas Wisesa, Consignee to Order; Notify Olenex SARL address CH-1180 Rolle; vessel MT Mount Everest V.1801; Destination Rotterdam; product Indonesian Crude Sustainable Palm Oil SG; volume 5,399.958 MT; Certificate RSPO 611834, valid until 26 March 2020; Module RSPO SG; dated 24 July 2019. - TR-07642c48-0867, volume 1,000 MT CSPO, dated 10 July 2019. <ul style="list-style-type: none"> • The name and address of the seller: PT. Umbul Mas Wisesa, Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112; • The loading or shipment / delivery date: 36 CPO tanks dispatch between 18 – 24 December 2019; • The date on which the documents were issued: various date verified; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): CSPO RSPO IP notation on all records; • The quantity of the products delivered: from sampled dispatch slip: 28.26 MT of PK; • Any related transport documentation: vehicle ID No. BK9296VV by Jasa Sahabat Abadi; • Supply chain certificate number of the seller: RSPO 611834 <p>A unique identification number: Contract No.2019/LTC-CPO/UMW/11 (verified on all record);</p>	
E.5.1	<p>a) The site 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.</p> <p>b) All volumes of palm oil and palm</p>	Not applicable.	N/A Not Applicable

	<p>kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a site is allowed to sell short. (i.e. product can be sold before it is in stock.)</p>		
<p>5.10 Conversion Factors</p>			
<p>5.10.1</p>	<p>Where applicable, a conversion rate shall be applied to provide a reliable estimate for the amount of certified output available from the associated inputs. Organisations may determine and set their own conversion rates which shall be based upon past experience, documented and applied consistently. Guidance on conversion rates is published on the RSPO website (www.rspo.org).</p>	<p>Conversion rate is applied to provide reliable estimation of CPO and PK produced. For year 2018 and 2019, the budget for conversion from FFB into CPO is 23.80%, whilst from FFB to PK is 4.00%. For actual 2019, actual conversion ratios from FFB into CPO is 23.75% (average 12 months), whilst from FFB to PK is 3.76% (average 12 months).</p>	<p>Comply</p>
<p>5.10.2</p>	<p>Conversion rates shall be periodically updated to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The actual conversion rates in form of Oil Extraction Rates (OER) and Kernel Extraction Rates (KER) are monitored on daily basis through sounding result and documented in Daily Production Report. Daily Production Report 30 December 2019: FFB restant 130.14 MT; FFB received 225.71 MT; FFB processed 328.85 MT; CPO Production 76.34 MT; OER 23.22%; PK Production 12.24 MT; KER 3.72%. "Laporan Cek Sounding CPO Storage Tank" – CPO tank sounding, dated 30 December 2019; Reading in Bulk Storage Tank No.1 is 324.02 MT.</p> <p>"Laporan Cek Sounding Kernel Bin Storage" – palm kernel silo sounding, dated 30 December 2019. Reading in silo No.1 is 50.07 MT;</p>	<p>Comply</p>

		<p>Daily Production Report 18 January 2020: FFB restant 166.37 MT; FFB received 420.51 MT; FFB processed 517.84 MT; CPO Production 126.87 MT; OER 24.5%; PK Production 21.37 MT; KER 4.13%. "Laporan Cek Sounding CPO Storage Tank" – CPO tank sounding, dated 18 January 2020; Reading in Bulk Storage Tank No.1 is 795.84 MT. "Laporan Cek Sounding Kernel Bin Storage" – palm kernel silo sounding, dated 18 January 2020. Reading in silo No.1 and 2 is 192.03 MT;</p>	
<p>Processing D.6</p>	<p>The site shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm product including during transport and storage to strive for 100% separation.</p>	<p>PT. Umbul Mas Wisesa - UMW POM did not receive any non-certified FFB. Therefore, no non-certified FFB being entered the process, no non-certified CPO and PK being produced, no non-certified product being dispatched. Storage tank for CPO dedicated only for certified oil. Silo for PK used to store certified product. PT. Tolan Tiga Indonesia – Perlabian POM, act as Tank Terminal (AMTT) has one dedicated tank to receive CPO from UMW POM. Currently Tank uses for RSPO certified CPO are Tank No.4 (capacity 3,000 MT). All CPO received in Perlabian POM has a designated piping system to pump the CPO from UMW POM to the tanks.</p> <p>UMW POM bought FFB from the partnering outgrower, strictly to buy the FFB – then sent to other (non-certified) POM – PT. Anugrah Tanjung Medan:</p> <ul style="list-style-type: none"> - Logbook receipt KPTMJ period 2019: dated 14 June 2019, vehicle No.BK9843YG; No.KPTMJ/006; gross weigh 11,400 kg; stamp "Non-certified Production" - "Surat Pengantar TBS dari Lapangan Koperasi Produsen Tani Mulia Jaya No.KPTMJ/006" dated 14 June 2019, vehicle No.BK9843YG; 400 FFB bunches; total 6,460 kg; stamp "Non-certified Production"; - "Pemeriksaan Truk TBS UMW POM No.UMWPOM-LAB/100515/002(B)" dated 14 June 2019, truck No. BK9843YG; - "Delivery FFB UMW POM No.UMW/M/KPTMJ/006" dated 14 June 2019, vehicle No.BK9843YG; 400 FFB bunches; total 6,751 kg; stamp "Non-certified Production"; - "Tiket Timbang PT. Anugrah Tanjung Medan No.16.37.25; dated 15 June 2019, vehicle No.BK9843YG; 375 FFB bunches; total 6,751 kg; <p>Therefore PT. Umbul Mas Wisesa – UMW POM demonstrate the process integrity for Identity Preserved/IP.</p>	<p>Comply</p>
<p>5.6 Sales and goods out</p>			

<p>5.6.1</p>	<p>The supplying site shall ensure that the following minimum information for RSPO certified products is made available in document form: The name and address of the buyer;</p> <ul style="list-style-type: none"> • The name and address of the seller; • The loading or shipment / delivery date; • The date on which the documents were issued; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations); • The quantity of the products delivered; • Any related transport documentation; • Supply chain certificate number of the seller; • A unique identification number. • 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). • For sites that are required to announce and confirm trades in the RSPO IT platform, this shall include 	<p>The SOP Supply Chain and Traceability of Palm Products No.MKT-03-06/04-03-2019/Rev.0 dated 18 March 2019 regulated that several information required by the standard have to be available in the sales and goods out document. Sales and goods out documents seen are as follows:</p> <p>PK. Contract: "Kontrak Jual Beli No.2019/LTC-PK/UMW/09 antara PT. Umbul Mas Wisesa (address Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112) dan PT. Ivo Mas Tunggal (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat)" dated 25 October 2019, for sales of 750 kg Palm Kernel – RSPO IP. Certificate No.RSPO 611834.</p> <p>Delivery Order: "Delivery Order No.2019/LTC-PK/UMW/DO/09" dated 1 November 2019, ordering shipment of 750 kg PK – RSPO IP, from PT. Umbul Mas Wisesa – Loko PKS Perlabian (sister company) to buyer. PT. Umbul Mas Wisesa made 32 PK lorry dispatch between 2 November – 24 December 2019, to fulfil the contract. Sampled dispatch ticket: Despatch Slip No.PK19000272W, dated 13 December 2019; from PT. Umbul Mas Wisesa-UMW POM; product PK; quantity 25.45 MT; D/O No.2019/LTC-PK/UMW/09 (party of 750 MT); Certificate RSPO611834; Module Sustainable Product IP; Vehicle ID No.BK9972CT; Transporter Sahabat; -TR-f464c85b-239a, volume 570 MT CSPK, dated 13 December 2019.</p> <ul style="list-style-type: none"> • The name and address of the seller: PT. Umbul Mas Wisesa, Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112; • The loading or shipment / delivery date: 32 PK lorry dispatch between 2 November – 24 December 2019; • The date on which the documents were issued: various date verified; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): CSPK RSPO IP notation on all mill records; CSPK RSPO SG for contract record; • The quantity of the products delivered: from sampled dispatch slip: 34.45 MT of PK; • Any related transport documentation: vehicle ID No.BK9972CT by Sahabat; • Supply chain certificate number of the seller: RSPO 611834 • A unique identification number: Contract No.2019/LTC-PK/UMW/09 (verified on all record); 	<p>Comply</p>
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	<p>making Shipping Announcements / Announcements and Confirmations on the RSPO IT platform per shipment or group of shipments.</p>	<p>CSPO. Contract: Contract No.PUMW-00041 between PT. Umbul Mas Wisesa (address Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112) and Buyer: SIPEF; End Buyer: Olenex SARL (address CH-1180 Rolle)” dated 4 July 2018, for sales of 1,000 MT Crude Palm Oil – RSPO SG. Certificate No.RSPO 611834. PT. Umbul Mas Wisesa made 36 CPO dispatchs between 18-24 July 2019, to fulfil the contract (total 1,014.87 MT). Sampled dispatch ticket: Despatch Slip No.CPO29002207W, dated 18 July 2019; from PT. Umbul Mas Wisesa-UMW POM; product CPO; quantity 28.26 MT; D/O No.2019/LTC-CPO/UMW/11 (party of 1,000 MT); Certificate RSPO611834; Module Sustainable Product IP; Vehicle ID No.BK9296VV; Transporter Jasa Sahabat Abadi; Storage tank shipping records MM-POM: - Bill Of Lading No.DUM/ROT-03; Shipper PT. PT. Umbul Mas Wisesa, Consignee to Order; Notify Olenex SARL address CH-1180 Rolle; vessel MT Mount Everest V.1801; Destination Rotterdam; product Indonesian Crude Sustainable Palm Oil SG; volume 5,399.958 MT; Certificate RSPO 611834, valid until 26 March 2020; Module RSPO SG; dated 24 July 2019. - TR-07642c48-0867, volume 1,000 MT CSPO, dated 10 July 2019.</p> <ul style="list-style-type: none"> • The name and address of the seller: PT. Umbul Mas Wisesa, Gedung Forum Nine Lt.10, Suite 1-11, Jl. Imam Bonjol No.9 Petisah Tengah, Medan Petisah, Kota Medan 20112; • The loading or shipment / delivery date: 36 CPO tanks dispatch between 18 – 24 December 2019; • The date on which the documents were issued: various date verified; • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): CSPO RSPO IP notation on all records; • The quantity of the products delivered: from sampled dispatch slip: 28.26 MT of PK; • Any related transport documentation: vehicle ID No. BK9296VV by Jasa Sahabat Abadi; • Supply chain certificate number of the seller: RSPO 611834 • A unique identification number: Contract No.2019/LTC-CPO/UMW/11 (verified on all record); 	
<p>5.7 Registration of Transactions</p>			
<p>5.7.1</p>	<p>Supply chain actors who:</p> <ul style="list-style-type: none"> • Are mills, traders, crushers and refineries; and 	<p>PT. Umbul Mas Wisesa – UMW POM is a palm oil mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product (FFB, CSPO and CSPK), therefore the site has been registered in RSPO IT Platform with ID number RSPO_PO1000001670.</p>	<p>Comply</p>

	<ul style="list-style-type: none"> Take legal ownership and/or physically handle RSPO Certified Sustainable oil palm products that are available in the yield scheme of the RSPO IT Platform (Figure 2 and 3, refer Annex 1) shall register their transaction in the RSPO IT platform and confirm upon receipt where applicable. 		
5.7.2	<p>The involved supply chain actors mentioned in 5.7.1 shall do the following actions in the RSPO IT Platform: Shipping Announcement / Announcement: When RSPO certified volume is sold as certified, the volumes of products that are in the yield scheme (Figure 2 and 3, refer Annex 1) shall be registered as a Shipping Announcement / Announcement in the RSPO IT Platform. The declaration time to do Shipping Announcement / Announcement is based on members' own standard operating procedures.</p> <p>Trace: When RSPO certified volumes are sold as RSPO certified to actors in the supply chain beyond the refinery, the volume shall be traced at least annually. Tracing triggers the generation of a trace document with a unique traceability number. Tracing can be done in a consolidated way at least</p>	<p>As a Palm Oil Mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product, PT. Umbul Mas Wisesa – UMW POM has made Shipping Announcement for certified CPO and PK sold.</p> <p>For example:</p> <ul style="list-style-type: none"> Shipping Announcement transaction ID TR-07642c48-0867 dated 10 July 2019; for 1,000 MT CSPO SG; from PT. Umbul Mas Wisesa – UMW POM as Seller to Buyer Olenex SARL. Shipping Announcement transaction ID TR-f464c85b-239a dated 13 December 2019; for 570,18 MT CSPO IP; from PT. Umbul Mas Wisesa – UMW POM as Seller to PT. Ivo Mas Tunggal – Lubuk Gaung. <p>PT. Umbul Mas Wisesa – UMW POM is producing sustainable CPO and PK. The RSPO P&C certification scope does not go beyond refinery. Not applicable.</p> <p>PT. Umbul Mas Wisesa - UMW POM has done "Remove" in the RSPO IT Platform for CSPO and CSPK withdrawn as result from transport deduction:</p> <ul style="list-style-type: none"> Transaction ID: ST-TR-fdeb1c3f-0d82; dated 30 April 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.42 MT. Transaction ID: ST-TR-025e7814-b377; dated 30 April 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.77 MT. Transaction ID: ST-TR-1fe4c01b-b3fb; dated 15 May 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.01 MT. 	Comply

	<p>annually.</p> <p>Remove: RSPO certified volumes sold under other scheme or as conventional, or in case of underproduction, loss or damage shall be removed.</p> <p>Confirm: Acknowledge the purchase of RSPO certified volume by confirming Shipping Announcements / Announcements.</p>	<ul style="list-style-type: none"> • Transaction ID: ST-TR-5f0282b8-13c3; dated 15 May 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.1 MT. • Transaction ID: ST-TR-7de8d09e-ad89; dated 22 May 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.26 MT. • Transaction ID: ST-TR-a772dd14-6c2a; dated 12 July 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 0.35 MT. • Transaction ID: ST-TR-327d0ce3-a0c4; dated 12 July 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 200 MT. • Transaction ID: ST-TR-85adb456-4407; dated 2 October 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 1.45 MT. • Transaction ID: ST-TR-8ab47cad-d7fc; dated 9 October 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 3.87 MT. • Transaction ID: ST-TR-42b779a1-3c96; dated 13 November 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 595.26 MT. • Transaction ID: ST-TR-31ac086f-7716; dated 13 December 2019; Stock Transaction Type: Remove from certified stock; Transaction volume: 3.87 MT. <p>Total PK volume removed: 795.26 MT Total CPO volume removed: 11.095 MT</p> <p>PT. Umbul Mas Wisesa – UMW POM is a palm oil mill, which does not need to confirm any purchase of FFB.</p>	
5.11 Claims			
5.11.1	<p>The site shall only make claims regarding the use of or support of RSPO certified oil palm products that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT. Umbul Mas Wisesa – UMW POM has not made any claim regarding the use of or support of RSPO certified oil palm products. The organization has good understanding on the RSPO Rules on Market Communications and Claims.</p>	Comply
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</p>	<p>PT. Umbul Mas Wisesa is a subsidiary of RSPO registered member, SIPEF Group. SIPEF Group, is highlighting its commitment to the principles of RSPO – therefore making an off product communication. The corporate communication of SIPEF Group can be seen in the corporate website:</p>	Comply

	commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	www.sipef.com .	
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. 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>Corporate communication in SIPEF Group website:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status: No, SIPEF did not display its RSPO membership status. b. Display the RSPO web address: Not in direct manner. SIPEF made a link to RSPO website. c. State the member supports the work of the RSPO: Not in direct manner. In the website, SIPEF wrote "We believe in a landscape approach to new oil palm developments, guided by the methodology endorsed by the RSPO". d. State the member's history with regards to the RSPO: No. SIPEF did not state their history with regards to the RSPO. e. Use of RSPO Trademark to promote its membership of the RSPO: No, SIPEF did not use RSPO trademark in its corporate communication such in website. 	Comply
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>No, SIPEF did not display its RSPO membership status.</p> <p>It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	Comply
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.	<p>No, SIPEF did not display its RSPO membership status.</p> <p>It is clear that the statement are clear and did not mislead consumers or other stakeholders as to the certified content of oil palm products in the SIPEF's own products.</p>	Comply

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.	No, SIPEF Group did not display the RSPO Corporate Logo in the website as well as in the correspondence letter.	Comply
Business to business communications			
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.	PT. Umbul Mas Wisesa sometimes stating RSPO SG in the sales document. The RSPO SG notation adhere to the requirements of RSPO SCCS. PT. Umbul Mas Wisesa – UMW POM and PT. Tolan Tiga Indonesia - Perlabian POM is certified against RSPO P&C and comply to the RSPO SCCS for CPO Mills – Module D: Identity Preserved. All of the palm oil mills managed to demonstrate integrity of supply chain against the identity preserved system. During sales of CSPO and CSPK, PT. Umbul Mas Wisesa made clear the product is Segregated. Because at the point of shipping, all identity preserved oil palm product have been mixed between Certificate Holder’s palm oil mills.	Comply
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.	PT. Umbul Mas Wisesa sometimes stating RSPO SG in the sales document. The RSPO SG notation adhere to the requirements of RSPO SCCS. PT. Umbul Mas Wisesa – UMW POM and PT. Tolan Tiga Indonesia - Perlabian POM is certified against RSPO P&C and comply to the RSPO SCCS for CPO Mills – Module D: Identity Preserved. All of the palm oil mills managed to demonstrate integrity of supply chain against the identity preserved system. During sales of CSPO and CSPK, PT. Umbul Mas Wisesa made clear the product is Segregated. Because at the point of shipping, all identity preserved oil palm product have been mixed between Certificate Holder’s palm oil mills.	Comply
5.3	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: 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	PT. Umbul Mas Wisesa – UMW POM is not a distributor or wholesaler, the site is a Palm Oil Mill that process FFB into CPO and PK. Not Applicable.	N/A

	<p>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>		
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. 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>	<p>PT. Umbul Mas Wisesa – UMW POM is a Palm Oil Mill that process FFB into CPO and PK. The site sold its product in bulk, no product label attached. Not applicable.</p>	N/A
Business to consumer communication			
6.1	<p>Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products</p>	<p>PT. Umbul Mas Wisesa – UMW POM is an RSPO certificate holder with certificate number RSPO 611834 valid until 26 March 2020. The certificate holder sold its oil palm product in bulk, no product label attached. No 'product-specific' claims are used. Not applicable.</p>	N/A

	contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.		
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	PT. Umbul Mas Wisesa – UMW POM is an RSPO certificate holder with certificate number RSPO 611834 valid until 26 March 2020. The certificate holder sold its oil palm product in bulk, no product label attached. No RSPO trademark and/or RSPO label claims are used. Not applicable.	N/A
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	PT. Umbul Mas Wisesa – UMW POM sold its oil palm product in bulk, no product pack are used. Not applicable.	N/A
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	PT. Umbul Mas Wisesa – UMW POM communication has not stated information about the claimant's RSPO membership status.	Comply
6.5	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	PT. Umbul Mas Wisesa – UMW POM is certified RSPO P&C, selling CSPO and CSPK. The parent compant - SIPEF Group did not make any communication about their supplier's RSPO membership status.	Comply
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	The site sold its oil palm product in bulk, up to this moment, PT. Umbul Mas Wisesa – UMW POM has not use RSPO trademark.	Comply
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	Up to this moment, PT. Umbul Mas Wisesa – UMW POM has not use any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products.	Comply
6.8	RSPO members who are retailers or food service companies can apply for an	PT. Umbul Mas Wisesa – UMW POM is not a retailer or food service company. Not applicable.	N/A

	<p>RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org.</p>		
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MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES

Certified oil palm content (IP)

	For IP, 95% or above of the oil palm	The General Chain of Custody requirements of the RSPO Supply Chain Standard is applicable for PT.	Comply
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	content must be RSPO IP-certified.	Umbul Mas Wisesa – UMW Palm Oil Mill (POM). UMW POM physically process RSPO Certified FFB into Certified Sustainable Palm Oil (CSPO) and Palm Kernel (CSPK). UMW POM does not process non-certified FFB, therefore the applicable RSPO SCC model is Module D - CPO Mills: Identity Preserved.	
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	PT. Umbul Mas Wisesa – UMW POM sometimes stating RSPO SG in the sales document. The RSPO SG notation adhere to the requirements of RSPO SCCS. PT. Umbul Mas Wisesa – UMW Palm Oil Mill is certified against RSPO P&C and comply to the RSPO SCCS for CPO Mills – Module D: Identity Preserved. Whenever PT. Umbul Mas Wisesa made any SG claims, it was combination of IP from UMW POM and IP from PT. Tolan Tiga Indonesia - Perlabian POM. All of the palm oil mills managed to demonstrate integrity of supply chain against the identity preserved system. During sales of CSPO and CSPK, PT. Umbul Mas Wisesa made clear the product is Segregated. Because at the point of shipping, all identity preserved oil palm product have been mixed between Certificate Holder’s palm oil mills.	Comply
	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 volume of non-certified oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.	PT. Umbul Mas Wisesa managed to demonstrated that the traceability is intact throughout the supply chain. There is no percentage of non-certified oil palm contaminating/commingling with the certified product.	Comply
Labelling and trademark (IP)			
	Members are allowed to use the RSPO label in one of the following ways: a. RSPO trademark which includes the tag 'CERTIFIED' or b. RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately under	PT. Umbul Mas Wisesa – UMW POM is a Palm Oil Mill that process FFB into CPO and PK. The site sold its product in bulk, no product label attached. Not applicable.	N/A

	<p>or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack.</p>		
Messaging (IP)			
	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> • The oil palm products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: www.rspo.org • RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. www.rspo.org • Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO-certified sustainable palm oil 	<p>Up to this moment, PT. Umbul Mas Wisesa - UMW POM has not use any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products.</p> <p>PT. Umbul Mas Wisesa - UMW POM is a Palm Oil Mill that process FFB into CPO and PK. The site sold its product in bulk, no product label attached.</p> <p>Not applicable.</p>	<p>N/A</p>

	<p>has been produced to stringent environmental and social criteria.</p> <p>www.rsपो.org</p> <ul style="list-style-type: none"> References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records. 		
<p>Principle 4: Respect community and human rights and deliver benefit</p> <p>Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1</p> <p>The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
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>Unit of Certification has policies related to Human Rights as outlined in Policy No. QMM-40-01-P02 (Human Right Policy) dated 27 March 2019 which stated the company recognizes that Human Rights are universal and apply to all, without any form of distinction. The company supports the implementation of the international of Human Rights, and of the ILO Declaration on Fundamental Principles and Rights at work, as they are transcribed into the laws and regulations of the Republic of Indonesia.</p>	Comply
4.1.2	<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>Unit of Certification employed local residence as workers in their operations. Based on interview with sample of workers and information gathered during stakeholders consultation with local communities of Sei Siarti village, local NGO's, Gender Committee and Workers Union, there is no issues occurred related violence or use any form of harassment since the company operated in 2006.</p>	Comply
<p>Criteria 4.2</p> <p>There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes</p>	<p>Unit of Certification has a mechanism of disputes resolve management to all affected parties, which described within:</p>	Comply

	<p>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.</p>	<p>a) Land disputes refer to Land and Planting Compensation inside Location Permit of the Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019. b) Resolution of Internal Complaint refers to the Internal Grievance mechanism (HRD-04-01/01-04-2019/Rev.1) dated 5 April 2019. c) Resolving external complaints refers to the External Grievance mechanism (HRD-04-02/19-02-2019/Rev.0) dated 19 February 2019. d) Wistleblowing policy refers to company policy No. QMM-40-01-P16 (Whistleblowing Policy) dated 14 January 2019.</p> <p>As part of implementation of this system are demonstrate within an internal and external complaint that has been recorded in "Rekaman Keluh Kesah Internal & Eksternal". Sample of record seen as follow: <u>UMW North Estate:</u> - 11 Feb 2019: Complaint from Foreman related worst of road condition at Block G/H 16 and request for road maintenance. Responded on 13 Feb 2019 by Field Head Assisstant. - 13 May 2019: Harvester complaint related condition on Block J15 too weeds and bushes, particular in palm circle and harvesting path. Responded on 15 May 2019 by Field Assisstant. Within 2019, there are 8 internal complaints was recorded and have been follow up.</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>All SOPs and Company Policies are available in two languages, English and Indonesian, which can be understood by the parties. Based on direct interview during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO's, community representative (Sei Siarti Village), previous land owner and sample of workers, they already understood how the company procedures to resolving disputes, grievance and complaints.</p>	<p>Comply</p>
<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>Unit of Certification has communicate the grievance procedure, including agreed timeframe and the outcome to the affected parties. Based on direct interview during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO's, community representative (Sei Siarti Village), previous land owner and sample of workers, they already understood how the company procedures to resolving disputes, grievance and complaints. Sample of record seen at <u>UMW North Estate:</u></p>	<p>Comply</p>

		<p>Minutes of Socialization on 15 July 2019 at V Mayor Sub-Village. This socialization are consist of handover mechanism and several procedure from Unit of Certification. The mechanism and procedures are:</p> <ul style="list-style-type: none"> - Flow Chart of Grievance Procedure from External Party - List of Publicly Available Documents - Information of Job Vacancy - Whistleblowing Policy 	
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>Conflict resolution mechanism has established by the unit of certification as per mentioned on Indicator 4.2.1 above.</p> <p>Based on information collected during stakeholder consultation with local government of Labuhan Batu Selatan Regency, local NGO's, community representative (Sei Siarti Village), previous land owner and sample of workers, there was no conflict raised within the certification scope for the last three years.</p>	Comply
<p>Criteria 4.3 The unit of certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p>	<p>Unit of Certification has a commitment to developed surrounding communities. This can be demonstrated within the annual company program as per "Community Development and Corporate Social Responsibility Program PT. Umbul Mas Wisesa".</p> <p>Based on interview with local community (Sei Siarti Village) and local NGO's, they are stated that company has committed program to improve the quality of life. Real contribution by the company is road maintenance, both in the main access road outside the plantation and surrounding the villages. Also, the company assist for worship place construction at surrounding communities.</p> <p>According to sample document "Program & Realisasi CD/CSR 2019 Umbul Mas Wisesa South Estate", during 2019 there are 6 types of contribution to local communities that has been distribute. As following:</p> <ol style="list-style-type: none"> 1. Infrastructure (road maintenance, block drain upkeep, premises maintenance). 2. Religion aspect. 3. Sports supporting. 4. Communities Development. 5. Education (charity) 	Comply

		6. Economic & Social (Provision of Clean Water and Charity Orphant).	
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.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p>	<p>Umbul Mas Wisesa POM (PT. Umbul Mas Wisesa) as Certificate Holder has obtained land title for its plantation, under "Hak Guna Usaha (HGU)", in detail:</p> <ol style="list-style-type: none"> "Surat Kepala Kepala BPN No.42/HGU/BPN RI/2013 tentang Pemberian Hak Guna Usaha atas nama PT. Umbul Mas Wisesa atas tanah di Kabupaten Labuhan Batu Selatan dan Labuhan Batu, Provinsi Sumatera Utara dengan luas 6,467.69 Ha" dated 28 May 2013. The HGU valid until 28 May 2048. Then subsequently issued with certificate: <ul style="list-style-type: none"> "Sertifikat HGU No.51 dengan luas 2,071.11 Ha sesuai dengan Surat Ukur No.287/Tanjung Mulia/2013 tertanggal 10 Juni 2013", dated 10 June 2013. "Sertifikat HGU No.52 dengan luas 4,396.58 Ha sesuai dengan Surat Ukur No.287/Tanjung Mulia/2013 tertanggal 10 Juni 2013", dated 10 June 2013. "Surat Keputusan BPN No.93/HGU/BPN RI/2014 tentang Pemberian HGU atas nama PT. Umbul Mas Wisesa Atas Tanah di Kabupaten Labuhan Batu, Provinsi Sumatera Utara seluas 1,140.99 Ha", dated 25 June 2014. The permit valid until 25 June 2049. The permit then subsequently issued with certificate: <ul style="list-style-type: none"> "Sertifikat HGU No.59 seluas 679.09 Ha sesuai dengan Surat Ukur No.494/Labuhan Batu/2014 tertanggal 14 Agustus 2014" dated 29 September 2014; "Sertifikat HGU No.60 seluas 461.90 Ha sesuai dengan Surat Ukur No.494/Labuhan Batu/2014 tertanggal 14 Agustus 2014", dated 29 September 2014. "Surat Keputusan BPN No.1/HGU/BPN.12/III/2014 tentang Pemberian HGU atas nama PT. Umbul Mas Wisesa Atas Tanah terletak di Kabupaten Labuhan Batu, Provinsi Sumatera Utara seluas 154.67 Ha", dated 28 March 2014. The permit valid until 28 March 2049. The permit then issued with certificate "Sertifikat HGU No.71 sesuai dengan Surat Ukur No. 493/Labuhan Batu/2014 tertanggal 13 Agustus 2014" dated 5 January 2015. <p>Toton Usaha Mandiri Estate or TUME under PT. Toton Usaha Mandiri (PT. TUM) as supply base of UMW POM, also has land title as follow:</p> <ul style="list-style-type: none"> "Surat keputusan Kepala BPN No. 23/HGU/BPN RI/2011, tentang Pemberian Hak Guna Usaha atas nama PT. Toton Usaha Mandiri atas Tanah di Kabupaten Labuhan Batu, Provinsi 	Comply

		<p>Sumatera Utara seluas 1,198.76 Ha”, dated 26 April 2011. The permit valid until 26 April 2046. The permit then issued with certificate “Sertifikat HGU No.36/2011, sesuai dengan Surat Ukur No.10/Sei Siarti/2011 tertanggal 12 Mei 2011” dated 12 May 2011.</p> <p>Based on statement letter from Kepala Badan Planologi No.768/VII-KP/2001, dated 19 March 2001 and Kepala Balai Pemanfaatan Kawasan Hutan Wilayah I Medan, No. S.351/VII/BPKHI-2/2006, dated 18 April 2006, stated that all areas under PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri management are non-forest designated area (Areal Penggunaan Lain - APL).</p> <p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>In other side, during interview with Chief of Sei Siarti Village, it is informed that no customary rights/land within PT. Umbul Mas Wisesa.</p> <p>Documents related to the history of land tenure and the actual legal use of the land are kept in Legal Department. At the moment, during Re-certification assessment, unit of certification has no more land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p>	
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities’ and gender groups are consulted, and that information has</p>	<p>Currently, during Re-certification assessment, unit of certification has no more land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p> <p>However, unit of Certification have demonstrated across a copy of the agreement that has been agreed upon in the land compensation process. Sample of land compensation negotiated agreement or “Surat Ganti Rugi”, as below:</p> <ul style="list-style-type: none"> - Letter of Land Statement No: 593/262/97, dated 16 January 1997. Land owner: Mr. M. F****L, total area 9.6 Ha. Known by District Head and Village Head. - “Surat Ganti Rugi” of Mr. M. F****L, total area 9.6 Ha, dated 10 November 1999, located Sitangkoh Sub-village, Tanjung Mulia village. Acknowledge by Land Owner, Company and Borders Land Owner. Known by District Head and Village Head. 	Comply

	<p>been provided to all affected groups, including information on the steps that are taken to involve them in decision making</p>	<p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	
	<p>4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</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>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in</p>	

		Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	
4.4.3	(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).	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply

4.4.5	(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.	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply
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.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in	

	rights are available.	<p>Indicator 4.4.1 above.</p> <p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</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, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in Indicator 4.4.1 above.</p> <p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in Indicator 4.4.1 above.</p> <p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from</p>	Comply

	<p>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>socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	
<p>4.5.4</p>	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in Indicator 4.4.1 above. Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	<p>Comply</p>
<p>4.5.5</p>	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in Indicator 4.4.1 above. Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	<p>Comply</p>

		However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	
4.5.6	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.	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Unit of Certification has obtaining Land Title as mentioned in Indicator 4.4.1 above. Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.	UMW South Estate: There is no new acquired land for plantation after 15 November 2018. UMW North Estate: There is no new acquired land for plantation after 15 November 2018. TUM Estate: There is no new acquired land for plantation after 15 November 2018. UMW POM There is no new acquired land for mill after 15 November 2018.	N/A
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.	UMW South Estate: There is no new land acquired land in areas inhabited by community in voluntary isolation. UMW North Estate:	N/A

		<p>There is no new land acquired land in areas inhabited by community in voluntary isolation.</p> <p>TUM Estate: There is no new land acquired land in areas inhabited by community in voluntary isolation.</p>	
<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>			
<p>4.6.1</p>	<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>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019. In other side, during interview with Chief of Sei Siarti Village, it is informed that no customary rights/land within PT. Umbul Mas Wisesa.</p>	<p>Comply</p>
<p>4.6.2</p>	<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>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p>	<p>Comply</p>

		However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply
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 publicly available to them.	Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.	Comply

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.

<p>4.7.1</p>	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	<p>Comply</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.</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	<p>Comply</p>
<p>4.7.3</p>	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from</p>	<p>Comply</p>

		<p>socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p>	
<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>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p> <p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>Information gathered during interview with Head of Sei Siarti Village and relevant statutory bodies, land conflict or land disputes within unit of certification is absence.</p>	Comply
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</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013).</p> <p>Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and</p>	Comply

	<p>conflict through appropriate conflict resolution mechanisms.</p>	<p>clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019. Information gathered during interview with Head of Sei Siarti Village and relevant statutory bodies, land conflict or land disputes within unit of certification is absence.</p>	
<p>4.8.3</p>	<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 right, there claims will be settled using the relevant requirements (Indicator 4.4.2, 4.4.3 and 4.4.4)</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent. However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019. Information gathered during interview with Head of Sei Siarti Village and relevant statutory bodies, land conflict or land disputes within unit of certification is absence. In other side, during interview with Chief of Sei Siarti Village, it is informed that no customary rights/land within PT. Umbul Mas Wisesa.</p>	<p>Comply</p>
<p>4.8.4</p>	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in participatory way with involvement of affected parties (including neighbouring communities where applicable)</p>	<p>Currently, during Re-certification assessment, unit of certification has no land extension or land compensation process from the certified area. The compensation process already finished since 2012 (prior obtaining Land Title in 2013). Based on direct interview during re-certification with sample of previous landowner (Mr. IS and Mr. BD), which represent Umbul Mas North Estate and South Estate, it was informed that land compensation through FPIC mechanism in period 2007 – 2008. FPIC process starting from socialization from the company, ground check measurement (survey/mapping) with relevant parties</p>	<p>Comply</p>

		<p>and refer to land statement/title. Land compensation process completed after all the land is clear and clean legally. During the FPIC process, there is no forced by the company, and land compensation agreement is legal, fair and transparent.</p> <p>However, unit of certification has had FPIC mechanism related land compensation, which described in Land and Planting Compensation Inside Location Permit Of The Company No. LCA 01-01/01-02-2019/Rev 0, dated 18 February 2019.</p> <p>Information gathered during interview with Head of Sei Siarti Village and relevant statutory bodies, land conflict or land disputes within unit of certification is absence.</p> <p>In other side, during interview with Chief of Sei Siarti Village, it is informed that no customary rights/land within PT. Umbul Mas Wisesa.</p>	
<p>Principle 5: Support smallholder inclusion Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p>Criteria 5.1 The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p>	<p>FFB price has been made publicly available by the company, as evidence in "Harga Penjualan TBS Smallholder UMW". For example, FFB price for period 5 – 11 Nov 2019 is Rp 1,290/kg. Based on Director of Marketing letter dated 30 May 2018, an addition Rp20/kg is given to DO holders, and Rp 50/kg addition is given to certified smallholder (KSU Suka Makmur).</p> <p>FFB price then disseminate to smallholders by Smallholder Support Team by display it in the announcement board in front of KSU Suka Makmur Office. Based on circular from KSU Suka Makmur No.001/SE/KSUSM/I/2017, if there is question regarding FFB price, members can contact chairman of KSU Suka Makmur through phone number 085261601648.</p>	Comply
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p>	<p>Email from HO to RMO cc to Smallholder support (Zulhamri), then smallholder support disseminate to smallholder through announcement board. The Smallholder which supply FFB to UMW POM, KSU Suka Makmur, has a documented guidance for FFB price information. The guidance is "Pedoman Kerja Informasi Harga Tandan Buah Segar" (KSU-SM/PK/019 dated 12 Dec 2019. The document stated that Field Assistant Smallholder communicate FFB price information for one week period to chairman of KSU Suka Makmur directly or via phone. Chairman of KSU Suka Makmur then inform the FFB price to the members by writing it on the announcement board in front of the KSU office.</p>	Comply
5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is</p>	<p>Fair pricing, including premium pricing when applicable are agreed with members of KSU Suka Makmur as smallholder as evident in Contract agreement between PT Umbul Mas Wisesa and</p>	Comply

	agreed with smallholders in the supply base and documented.	Koperasi Serba Usaha Suka Makmur, "Perjanjian Kemitraan Usaha Tentang Jual Beli Tandan Buah Segar Kelapa Sawit" dated 1 Nov 2017.	
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.	Contract agreement are signed by all Cooperative KSU Suka Makmur member, including women, as examples: Tanti Wahyuni, Juniawati, Juriah and Mariati. The contract has include Terms and conditions of Cooperative members; Legality of Land; FFB quality; Training and Fertilizer Supports; FFB Transport and Weighing and FFB Prices and Payments.	Comply
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	Contract agreement between PT Umbul Mas Wisesa and Koperasi Serba Usaha Suka Makmur are fair, legal and transparent, as evident in "Perjanjian Kemitraan Usaha Tentang Jual Beli Tandan Buah Segar Kelapa Sawit" dated 1 Nov 2017. Article 1: Scope of Agreement; Article 2: Terms and conditions of Cooperative members; Article 3: Legality of Land; Article 4: FFB quality; Article 5: Training and Fertilizer Supports; Article 6: FFB Transport and Weighing; Article 7: FFB Prices and Payments; Article 8: Function of Cooperative; Article 9: Contract period; Article 10: Grievance resolution; Article 11: Force Majeure; Article 12: Others.	Comply
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and	Payment documents: Bank Payment Voucher (IDR); No. BV19110017, dated 21 Nov 2019; A/C 11831010 Bank Mandiri; B/A 107-00-1035442-3.	Comply

	amount paid are given.	Beneficiary Name: Koperasi Serba Usaha Suka Makmur Beneficiary Bank: Mandiri Amount: IDR 7,047,515. Transfer to Lusiano Handoko: 2,668 kg x 1,340 = Rp 3,575,120; Less Fertilizer Deduction from Lusiano Handoko: (Rp 323,219); Less Deduction from Lusiano Handoko: (Rp 1,927,049); Transfer to Lusiano Handoko: 1,921 kg x 1,340 = Rp 2,574,140; Less Fertilizer Deduction from Tanti Wahyuni: (Rp 323,546); Less Deduction from Lusiano Handoko: (Rp 1,200,300); Transfer to Sardi: 1,153 kg x 1,340 = Rp 1,545,020; Less Deduction from Sardi: (Rp 489,831); Transfer to KSUSM (FFB Smallholder Inv No.090/Inv/KSUSM/XI/2019: Rp 3,617,180.	
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government).	Weighbridge are verified by government agency in annual basis. Latest certificate of verification were observed for weighbridge in UMW POM, issued by "Balai Standardisasi Metrologi Legal Regional I", as follows: Certificate of Calibration No.220/PKTN 4.9/SKHP/07/2019 dated 10 Jul 2019; for Avery Weight Tronix; type E1205; S/N 163450044; maximum capacity 40,000 kg.	Comply
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	The unit of certification has support Koperasi Serba Usaha Suka Makmur to be RSPO certified based on certificate number RSPO 687965 by BSI, dated 5 Apr 2018. The unit of certification has formed a Smallholder Support team to help the smallholder get the certificate and maintained the RSPO implementation.	Comply
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	It was available procedure External Grievance (HRA-04-02/01-02-2018/Rev.0) as guidance for external grievance management process including smallholders. Complainants can submit their complaints via email at http://www.tolantiga.co.id or directly to the respective person. Person whom directly supervises the complainants should discuss with the complainants to solve the issue. Timeframe for resolving grievance is 30 days. It was evident grievance documentation under	Comply

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		"Rekaman Keluh Kesah Internal & Eksternal". For example: from DPD LSM Pijar Kab. Labuhanbatu Raya on 30 Jul 2019 through letter No.044/DPD-LSM PIJAR/LR/VII/2019; has been resolved by management on 29 Aug 2019 by conducted meeting and dissemination regarding the grievance.	
Criteria 5.2			
The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	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.	Women and other partners as supply base of the certification unit are involved during assessment of the needs for support to develop the smallholder cooperative. As evidence these names are include in agreement document, Tanti Wahyuni, Juniawati, Juriah and Mariati. The contract has include Terms and conditions of Cooperative members; Legality of Land; FFB quality; Training and Fertilizer Supports; FFB Transport and Weighing and FFB Prices and Payments.	Comply
5.2.2	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).	The unit of certification has implemented livelihood improvement programmes of Smallholders in surrounding communities. PT Agro Muko are supporting the Koperasi Serba Usaha Suka Makmur in achieving RSPO certificate. The unit of certification provides technical guidance, financial credit, fertilizer support and receiving the FFB production from smallholder around the company. Currently PT Umbul Mas Wisesa has assisted KSU Suka Makmur in achieving RSPO certificate.	Comply
PROCEDURAL NOTE:			
The RSPO is currently developing a separate standard for Independent Smallholders.			
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	The unit of certification has support Koperasi Serba Usaha Suka Makmur to be RSPO certified based on certificate number RSPO 687965 by BSI, dated 5 Apr 2018. The unit of certification has formed a Smallholder Support team to help the smallholder get the certificate and maintained the RSPO implementation.	Comply
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	Training of pesticide handling to the smallholders has been done on 16 Dec 2019. Pesticide applicator in smallholder area are: Suriadi Nasution, Doni P. Siregar, Sahril, Ahmad Jainuddin and Muliadi.	Comply
5.2.5	The unit of certification	The unit of certification regularly review and reported the progress of plantation including	Comply

	<p>regularly reviews and publicly reports on the progress of the smallholder support programme.</p>	<p>Smallholders to the relevant stakeholder. The Unit of certification can demonstrated "Laporan Kegiatan Perkebunan Besar Swasta" for period July to December 2019. The report has been distributed to "Dinas Perkebunan Provinsi Sumatera Utara" on 18 Jan 2020 based letter No.11/UMWS-Inst/I/2020 and to "Dinas Perkebunan Kabupaten Labuhanbatu Selatan" on 18 Jan 2020 based letter No.10/UMWS-Inst/I/2020. The report contain information of Smallholders area consist of Koperasi Serba Usaha (KSU) Suka Makmur, 60.15 Ha and Koperasi Tani Mulia Jaya. The report also described Production, Sales, Fertilizer applied, Agrochemical used and Labour used.</p> <p>Sample of Smallholder progress (KSU Suka Makmur):</p> <table border="1" data-bbox="766 651 1926 1018"> <thead> <tr> <th>Delivery Date</th> <th>Nett Weight (kg)</th> <th>Price (Rp/kg)</th> <th>Bruto</th> <th>Fertilizer Deduction (Rp)</th> <th>Net Pay (Rp)</th> </tr> </thead> <tbody> <tr> <td>05/12/2019</td> <td>5,831</td> <td>1,540</td> <td>8,979,740</td> <td>340,950</td> <td>8.638,790</td> </tr> <tr> <td>09/12/2019</td> <td>4,782</td> <td>1,540</td> <td>7,364,280</td> <td>842,109</td> <td>6,522,171</td> </tr> <tr> <td>15/12/2019</td> <td>6,425</td> <td>1,600</td> <td>10,280,000</td> <td>592,715</td> <td>9,687,285</td> </tr> <tr> <td>17/12/2019</td> <td>5,881</td> <td>1,630</td> <td>9,586,030</td> <td>852,373</td> <td>8,733,657</td> </tr> <tr> <td>19/12/2019</td> <td>2,792</td> <td>1,630</td> <td>4,550,960</td> <td>1,068,201</td> <td>3,482,759</td> </tr> <tr> <td>24/12/2019</td> <td>4,970</td> <td>1,670</td> <td>8,299,900</td> <td>744,845</td> <td>7,555,055</td> </tr> <tr> <td>26/12/2019</td> <td>3,465</td> <td>1,670</td> <td>5,786,550</td> <td>714,142</td> <td>5,072,408</td> </tr> <tr> <td>Total</td> <td>34,146</td> <td></td> <td>54,847,460</td> <td>5,155,335</td> <td>49,692,125</td> </tr> </tbody> </table>	Delivery Date	Nett Weight (kg)	Price (Rp/kg)	Bruto	Fertilizer Deduction (Rp)	Net Pay (Rp)	05/12/2019	5,831	1,540	8,979,740	340,950	8.638,790	09/12/2019	4,782	1,540	7,364,280	842,109	6,522,171	15/12/2019	6,425	1,600	10,280,000	592,715	9,687,285	17/12/2019	5,881	1,630	9,586,030	852,373	8,733,657	19/12/2019	2,792	1,630	4,550,960	1,068,201	3,482,759	24/12/2019	4,970	1,670	8,299,900	744,845	7,555,055	26/12/2019	3,465	1,670	5,786,550	714,142	5,072,408	Total	34,146		54,847,460	5,155,335	49,692,125	
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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	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion,</p>	<p>Unit of Certification has a policy to provide equal opportunities and training to obtain employment opportunities that are approved in the "Equal Employment Opportunity Policy" (QMM-40-01-P04) dated 27 March 2019. The Equal Employment Opportunity Policy is also regulated in the Human Resources Department Manual signed by Management on 8 April 2019. The document has regulates equal opportunity without discrimination (Non-Discrimination) based on ethnic origin, caste, national</p>	Comply
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	disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age starting from the recruitment process, recruitment, transfer, promotion, training, renewal, employment and remuneration.	
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>Evidence of non-discrimination and equal opportunities policy which implemented by unit of certification as follow:</p> <p><u>UMW North Estate:</u> According to list of workers dated 11 Dec 2019, UMWNE employed 311 workers. Which equal opportunity is implemented as follow:</p> <ul style="list-style-type: none"> - Gender: 253 male workers; 58 female workers. - Employment Status: 281 permanent workers (SKU); 30 contracted workers (PKWT). - Origin: 24 workers from local resident (nearby villages); 287 local workers from nearest Regency (Labuhan Batu Selatan and Labuhan Batu). - Religion: Moslem (225 workers); Christian (86 workers). <p><u>TUM Estate:</u> According to list of workers dated 11 Dec 2019, TUME employed 311 workers. Which equal opportunity is implemented as follow:</p> <ul style="list-style-type: none"> - Gender: 113 male workers; 27 female workers. - Employment Status: 121 permanent workers (SKU); 19 contracted workers (PKWT). - Origin: 14 workers from local resident (nearby villages); 125 local workers from nearest Regency (Labuhan Batu Selatan and Labuhan Batu). - Religion: Moslem (80 workers); Christian (60 workers). 	Comply
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	Unit of certification has a policy to provide equal opportunity and treatment for employment as stated in the "Equal Employment Opportunity Policy" (QMM-40-01-P04) dated 27 March 2019. The Equal Employment Opportunity Policy is also regulated in the "Human Resources Department Manual" signed by Management on 8 April 2019. The document has set equal opportunity without discrimination (Non-discrimination) based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age starting from the recruitment process, permanent employment, transfer, promotion, training, workforce assessment, and remuneration.	Comply

		Sample of workers promotion in Umbul Mas Wisesa South Estate which are based on skills, as per Memorandum No: 104/UMWS/RMO-NS/VII/2019, dated 31 July 2019 is totally 6 workers. Completed with supporting document such as Worker performance evaluation or "Penilaian Karyawan" from Contracted workers (PKWT) promoted to Permanent Worker (SKU-H), name Mr. D**I W.Z, position: Kindergarten Teacher. Length of work: 3 years.	
6.1.4	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.	Based on interview with three (3) female workers during spraying activities at Block K13a, Division 2, TUM Estate. It is clearly informed that pregnancy testing are conducted in monthly basis for all female workers, without any discrimination treatment.	Comply
6.1.5	(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.	Each unit of certification already has Gender Committee structure to ensure that no violation or harassment for male and female workers. Structure of gender committee consist of company representative (Operation Unit Manager), Representative of Workers Union, Representative of Employees (Male and Female). Based on interview with representative of Gender Committee at UMW North Estate, company concern to giving opportunities and improvements for women. It is proved that company employed Female Field Assistant in two division. According to workers database record at UMW North Estate, workers ratio is UMW North Estate: 253 male workers; 58 female workers.	Comply
6.1.6	There is evidence of equal pay for the same work scope.	For payment, unit of certification applied an applicable regulation related minimum payment in Regency level. Sample of document verified in TUM Estate for period October, November , December 2019 as follow: <u>Spraying workers:</u> <ul style="list-style-type: none"> - Mrs. Rosdiana Sihombing - Mrs. Nasiati Lahagu - Mr. Rianto Dedi Tampubolon <u>Pest & Disease workers:</u> <ul style="list-style-type: none"> - Mrs. Safrida - Mr. Idul Fitrianto 	Comply

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).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand.	PT. Umbul Mas Wisesa has shown the document of Collective Worker Agreement (PKB) year 2018 – 2020 between PT. Umbul Mas Wisesa and labour union (Pengurus Serikat Pekerja Umbul Mandiri – SPUM) as reference in working regulation. Collective Worker Agreement was approved by Head of Manpower Agency of Labuhanbatu Selatan (namely Mr. Sutrisno, SH) dated 2 November 2018. Individual contract agreement between company and each worker are available.	Comply
6.2.2	(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, including work done by family members.	<p>UMWNE:</p> <p>Sample of employment contracts for contracted workers or “PKWT” that hired in 2019 are:</p> <ol style="list-style-type: none"> 1. Mr. N*****I (Helper Dump Truck), dated 31 October 2019; 2. Mr. H*****I (Carpenter), dated 31 October 2019; 3. Mr. I***** P. S***** (Operator Grass mower), dated 31 October 2019; <p>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.) already described within the contracts. Other conditions are refer to applicable Collective Working Agreement or “Perjanjian Kerja Bersama (PKB)”, which has been approved by Manpower Agency.</p>	Comply
6.2.3	(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>As per Indonesia legal labour requirements refer to Manpower Act No. 13 Year 2013, regular working hours divided into two types, i.e: 7 hours/day or 40 hours/week (6 working days) and 8 hours/day or 40 hours/week (5 working days). Unit of certification applied 6 working days, which is 7 hours/day.</p> <p>For overtime, unit of certification applying calculation as per Ministry of Manpower Decree “SK Menakertrans No: KEP-102/MEN/VI/2004”, as below:</p> <p>(Nett income per month + price of primary food/rice per month) : 173</p> <p>Daily working days: 1st hour of overtime will paid 1.5 x wage per hour. Next hour of overtime will be paid 2 time per hour.</p> <p>Working on holiday (6 working days): First of 7 hours will be paid twice. Hour 8 will be paid 3 times; Hour 9 to 10 will be paid 4 times.</p>	Comply

		<p>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, already stated clearly within Collaborative Working Agreements or "Perjanjian Kerja Bersama" period 2018-2020.</p>	
<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. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p>	<p>Unit of Certification have provided adequate facilities for their workers. According to database from sample of unit which verified, as follow: List of General facility in UMW POM updated in January 2020, such as:</p> <ul style="list-style-type: none"> - Housing (58 units), - Water filtration (1 unit), - Policlinic (1 unit), - Mosque (1 unit), - Sports facilities (volley ball, futsal, football), elementary school and ambulance (1 unit), - Electricity and - Clean water. <p>UMW - South Estate, List of general facility year 2020, such as:</p> <ul style="list-style-type: none"> - Housing G-2 (161 units), - Water filtration (3 units), - Policlinic (1 unit), - Mosque (1 unit), - Church (1 units), - Employee hall (1 unit), - Sports facilities (volley ball, table tennis, futsal, football), elementary school (1 unit), - Junior and Senior high school (1 unit), - Ambulance (1 unit), - Electricity by PLN - Clean water, - Incinerator (1 unit). <p>TUM Estate and UMW – North Estate, The list of general facilities year 2020, i.e:</p>	<p>Comply</p>

		<ul style="list-style-type: none"> - Housing (72 units), - Mosque (1 units), - Church (1 unit), - Dindergarten (1 unit), - Bus for school (1 unit), - Sport facilities (football, volley ball), - Incinerator (1 unit). <p>Based on field visit at housing complex at Umbul Mas North Estate and Toton Usaha Mandiri Estate, those facilities is well maintained and adequate, particularly on water filtration as water supplies.</p>	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	<p>Unit of Certification provide installation of water treatment with Reverse Osmosis System for water filtration that used or consume by workers in compound. The water treatment installation developed due to plantation is located in peat soil area. Total water treatment Reverse Osmosis System installed in UMW North Estate is 2 units covers 311 workers.</p> <p>For Affordable food, workers from UMW North Estate goes to traditional market of Sei Toras every Thursday, with 10 km distance from workers compound. Also, unit of certification provide mini market with cooperative management located in UMW South Estate (7 km).</p>	Comply
6.2.6	A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.	<p>Unit of Certification has prepared the prevailing wage calculation. The company referred to RSPO Guidance for Implementing Decent Living Wage. Company have taken into calculation the component:</p> <ul style="list-style-type: none"> • Reference family size (incl. Total Fertility Rate/TFR and Child Mortality Rate/CMR – Indonesia year 2019); • Full time equivalent per Family (incl. Labor Force Participation Rate/LFPR, Unemployment rate, People Working Part Time – Indonesia year 2019); • Food cost (with 2,100 calories, footnote 19 RSPO Guidance on Implementing DLW) and noted company provided in kind benefit, rice; • Housing cost (provided by company); • Non Food Non Housing cost (electricity, clean water, medical treatment, education, school children transportation cost – provided by company); • Mandatory deduction (from tax and BPJS levy); <p>Sample of DLW calculation at UMW North Estate and TUM Estate as follow: Minimum Wage of Labuhanbatu Selatan Regency in 2019 is IDR 2,965,400.</p>	Comply

		Gross Living Wage at IDR.3,690,874; Prevailing wage at IDR. 4,084,941; Gap at IDR.394,067 (positive);	
PROCEDURAL NOTE: The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist.			
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.	There is no casual worker works at the unit of certification. All workers have status of permanent workers (SKU-B or SKU-H) of contracted worker (PKWT). PKWT is only applicable for probation period. Gradually the status of PKWT has been upgraded to be Permanent Workers (SKU-H), as evidence: Memorandum from Human Resource Department No: 227/JWB-RMONS/X/2019, dated 4 October 2019. Memorandum related approval of workers promotion and grade level promotion at Umbul Mas Wisesa South Estate. Details of Memo is two PKWT workers promoted became permanent workers (SKU-H) and 26 workers for grade level promotion. Based on interview with representative of Worker Union, it was informed clearly that certificate holder employed permanent workers for all core work performed, such as Harvester, FFB Loader, Manuring and several Pesticide applicator. There is only two type of worker status at the company, Permanent workers (daily or monthly basis) and contracted workers (PKWT).	Comply
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.			
6.3.1	(C) A published statement recognising 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.	The unit of certification has a policy related to freedom of association set in Policy No. QMM-40-01-P13 (Freedom of Association Policy) dated 1 March 2014. The policy stated that "the company recognizes the role of lawful and independent workers and employees representative organizations in creating a constructive working environment". Unit of Certification implement two type of union, Independent Labour/Worker Union (Serikat Pekerja Mandiri) and Bipartite Organisation. Umbul Mas Wisesa POM and South Estate using Bipartite Organisation, however in UMW North Estate and TUM Estate using Independent Labour Union. Based on information gathered during stakeholder consultation with Manpower Agency of Labuhanbatu Selatan, it was informed that both union (Labour union and Bipartite organisation) has been officially registered.	Comply

6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request.	<p>UMW North Estate: Last meeting of LKS Bipartit conducted on 23 December 2019. Topic to be discussed during the meeting are :</p> <ul style="list-style-type: none"> - Arrangement to proceed Driving License to all workers. - Cooperative Payment - Medical Insurance (BPJS Kesehatan) for workers that have new family member. - Food provision for transport workers. - Meeting with Workers Union conducted in monthly basis. 	Comply
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.	Based on interview with representative of Worker Union (Serikat Pekerja Umbul Mandiri) at UMW North Estate, membership of worker union is optional and freely chosen. However, all permanent workers at UMW North Estate already registered to Union. If contracted workers or "PKWT" have an issue related employment, union can also receive and facilitate the issues with the company.	Comply
Criteria 6.4: Children are not employed or exploited.			
6.4.1	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.	Unit of certification has a policy on the Prohibition of Child Labor as outlined in the company's "Child Labor Policy" dated 27 March 2019. The policy stated that "PT. Umbul Mas Wisesa is committed not to employ children under 18 years of age, and anything related to work, supports the laws of the Republic of Indonesia and other agreements including the 1999 ILO Child Labor Convention".	Comply
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.	<p>Based on verification of job vacancy announcement documents as well as job application requirements data, it shows that each applicant file must attach a copy of National Identity Card (KTP) to verify data of age and citizenship status.</p> <p>Sample of List Workers Database at UMW POM and UMW North Estate, period January 2020 as follow:</p> <ul style="list-style-type: none"> • Mr. A**** T*** (Kernel Plant Helper). Born: 20 Sep 1994, Join to work: 1 Apr 2014 (age 20 y.o). Current age: 26 y.o. • Mr. S***** (Harvester). Born: 3 Jun 1990, Join to work: 1 Apr 2014 (age 24 y.o). Current age: 30 y.o. 	Comply
6.4.3	(C) Young persons may be employed only for non- hazardous work, with	As outlined in indicator 6.4.1, The unit of certification has a policy on the Prohibition of Child Labor as outlined in the company's "Child Labor Policy" dated 27 March 2019. The policy stated that "PT.	Comply

	protective restrictions in place for that work.	Umbul Mas Wisesa is committed not to employ children under 18 years of age, and anything related to work, supports the laws of the Republic of Indonesia and other agreements including the 1999 ILO Child Labor Convention". Based on verification of worker documents for period December 2019 in each unit (Estate and Mill), there are no workers who are less than 18 year old when hired as workers or worked at hazardous area.	
6.4.4	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.	Based on interviews with Sei Siarti village Head, workers union officials, local NGO's and workers in field, showed that they have understood company policies to prohibit the use of child labour in all types of company operational activities. Based on document verification, shows that the unit of certification has disseminated the policy prohibiting the use of child labor through: 1. Post the policy on the bulletin board in each estate/mill office 2. Conducting verbal dissemination to workers, especially types of work which are vulnerable to use "informal workers" such as in the harvesting. 3. Include a clause of prohibiting the use of child labor in each contract document with the contractor.	Comply
Criteria 6.5:			
There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.	Unit of certification has a policy on prevention of sexual harassment/ violence as outlined in policy No. QMM-40-01-P10, Rev 1 (Sexual Harassment Policy) dated 27 March 2019. Based on interview with sample of female workers and Gender Committee representative, it is clearly that they have understood the company's policies on prevention of sexual harassment.	Comply
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	The unit of certification has a policy on protection of reproductive rights as outlined in policy No. QMM-40-01-P11, Rev 1 (Protection of Reproductive Rights Policy) dated 27 March 2019. Based on interview with sample of female workers and Gender Committee representative, it is clearly that company are respectful on protection of reproductive rights. In example, female workers who has children are given to breastfeeding time for 30-45 minutes every day.	Comply
6.5.3	Management has assessed the needs of new mothers, in consultation with the	Based on interview with sample of female workers and Gender Committee representative, it is clearly that company are respectful on protection of reproductive rights. In example, female workers who has	Comply

	new mothers, and actions are taken to address the needs that have been identified.	children are given to breastfeeding time for 30-45 minutes every day.	
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.	Based on direct interview with sample of female workers and Gender Committee, they already understood how the company procedures to resolving disputes, grievance and complaints. Anonymity and complainants are protected as requested by them.	Comply
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	(C) All work is voluntary and following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages 	Based on interview with workers and workers union, stated that the unit of certification does not practiced such thing as follows: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages 	Comply
6.6.2	(C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented.	Based on direct interview with workers and representative of labour union, it is informed that unit of certification are employed local workers, resident of surrounding villages (Tanjung Mulia villagers and Sei Siarti villagers) and Indonesian citizen from other regencies or provincial. There is no migrant workers and only two type of working status, permanent (SKU-H/B) and contracted workers (PKWT)	Comply
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	(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers.	PT Umbul Mas Wisesa has appointed the responsible person(s) for OHS is identified, aslo for records of regular meetings between the responsible person(s) and workers has demonstrated. Data verified: UMW POM:	Comply

	<p>Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p>	<ul style="list-style-type: none"> • OHS expert; <ul style="list-style-type: none"> - Namely Mr Horas Monang Butar Butar, certificate number: KEP.17542/NAKER-BINWASK3/V/2018 tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja Umum Menteri Tenaga Ketenagakerjaan, issued by Ministry of Manpower of Republic of Indonesia, dated 2nd May 2018 – valid until 3 years - Namely Mr Ayudha Rezky, certificate number: KEP.31194/NAKER-BINWASK3/X/2018 tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja Umum Menteri Tenaga Ketenagakerjaan, issued by Ministry of Manpower of Republic of Indonesia, dated 12th October 2018 – valid until 3 years • UMW POM - OHS committee (P2K3) has registered to Manpower Agency as per "Surat Keputusan Kepala UPT Pengawasan Ketenagakerjaan Wilayah IV Dinas Tenaga Kerja Provinsi Sumatera Utara Nomor: 313-7/P2K3/WIL-IV/DTK/SU/2018 tentang Surat Keputusan Kelapa Dinas Tentang Pembentukan Panitia Keselamatan dan Kesehatan Kerja (P2K3) di Perusahaan, dated 8th November 2018. • UMW South Estate - OHS committee (P2K3) has registered to Manpower Agency as per "Surat Keputusan Kepala UPT Pengawasan Ketenagakerjaan Wilayah IV Dinas Tenaga Kerja Provinsi Sumatera Utara Nomor: 313-7/P2K3/WIL-IV/DTK/SU/2018 tentang Surat Keputusan Kelapa Dinas Tentang Pembentukan Panitia Keselamatan dan Kesehatan Kerja (P2K3) di Perusahaan, dated 8th November 2018. • UMW North Estate – OHS committee (P2K3) has registered to Manpower Agency as per "Surat Keputusan Kepala UPT Pengawasan Ketenagakerjaan Wilayah IV Dinas Tenaga Kerja Provinsi Sumatera Utara Nomor: 336-7/P2K3/WIL-IV/DTK/SU/2019 tentang Surat Keputusan Kelapa Dinas Tentang Pembentukan Panitia Keselamatan dan Kesehatan Kerja (P2K3) di Perusahaan, dated 28th November 2019. <p>The record of OHS meeting, e.g:</p> <ul style="list-style-type: none"> • UMW – POM; Record of OHS meeting dated 18th January 2020, location in main office room, agenda: Review of the meeting result of the last, review of OHS inspection and review of incident report • UMW North Estate; Record of OHS meeting dated 13th January 2020, location in meeting room in UMW North Estate, agenda: Review of the meeting result of the last, review of OHS inspection and review of incident report 	
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		<ul style="list-style-type: none"> Report of OHS performance for period October - December 2019 was sent to Manpower Agency in Labuhanbatu Selatan (receipt by Mrs Annisa Zully – staff in Dinas Ketenagakerjaan), document number: I/UMWN-Disnaker/I/2020 The contains of the report: <ul style="list-style-type: none"> Minute of OHS meeting month October, November and December 2019 Record of OHS inspection July to December 2019 Report of accidents (if any) Record the implementation of OHS program 	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>	<p>PT Umbul Mas Wisesa – UMW POM has prepared the procedure of accident and emergency as per document of Incident Report, No: OHS-01-08, issued date 4th February 2019 version 0.</p> <p>Steps to Report Incidents:</p> <ol style="list-style-type: none"> Applies to all accidents, diseases and incidents that occur in the PT TTI environment The initial date that must be given if an incidents occur is: <ul style="list-style-type: none"> Date and time occur Location of the incidents Name and or number of victims Activity at the time of incidents The is injury or death <p>The procedure available in appropriate language of the workforce and has been socialization to all workers.</p> <p>UMW POM has assigned operatives trained in First Aid are present in both field and other operations, e.g: namely Mr Muslan. The record of first aider training, dated 18th December 2019, location in UWM POM was attended by 21 workers.</p>	Comply
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation</p>	<p>PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri have provided training related to OHS and PPE in accordance with the result of risk assessment.</p> <p>UMW POM – data verified:</p> <ul style="list-style-type: none"> Record of handover of PPE (safety shoes) for mill workers, e.g: Mr Erik Kusuma (Reg: 00080), Mr Dedi Kurniawan (Reg: 000552), y Record of handover of PPE (ear muff), e.g: dated 20th April 2019 for Mrs Daniel Sunarya (operator 	Comply

	<p>facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>in loading ramp), dated 3rd January 2020 fr Mr Zainal (operator in enginee room),</p> <ul style="list-style-type: none"> - Record of handover of PPE (respirator of black clolor), dated 16th October 2019 for Mr M Ruslan (operator in loading ramp), Mr Abdul Wahid (operator in pressing stasion) - Checklist on monitoring of PPE use for workers in UMW POM - monthly, e.g: October to December 2019, the result reported OK <p>UMW North Estate – data verified:</p> <ul style="list-style-type: none"> - Report of special MCU check – up for worker high risk area (every six months), latest MCU was conducted on 1st October 2019 by Klinik Spesialis Anugerah Ibu, was attended by 88 workers who undertaken of pesticides handling, manuring, heavy equipment operator, - OHS meeting (monthly), e.g: dated 9th December 2019, 11th November 2019 dan 14th October 2019 - Report of OHS performance to Manpower Agency in Labuhanbatu Selatan Regency, e.g: for period October – December 2019, was reported on 13th January 2020 (document number: UMWN/Disnakertrans-LB/I/2020). - Monitoring fire extinguisher (monthly), e.g: dated 28th December 2019 and 22nd January 2020 – reported OK for APAR in office. - Training of emergency response dated 29th April 2019 –location in UMW South Estate, was attended by 98 workers together with UMW South, UMW POM and TUM estate. - Training for first aider dated 13th December 2019, was attended by 21 workers – data seen: training material, attendance list. - Record of Muster Chit Field Work (daily) – e.g: dated 3th January 2020 location 2 in UMW North Estate, agenda: monitoring on using of PPE for all workers and safety briefing. - Record of handover of PPE (safety shoes) for mill workers, e.g: Mr Erik Kusuma (Reg: 00080), Mr Dedi Kurniawan (Reg: 000552), - Record of handover of PPE (ear muff), e.g: dated 20th April 2019 for Mrs Daniel - PT Umbul Mas Wisesa - Umbul Mas Wisesa POM has shown the document of Labor Agreement as per “Perjanjian Kerja Bersama 2018-2020”, that mentioned OHS equipment including PPE was provided free of charge to all workers at the place of works to cover all potentially hazardous operations. 	
6.7.4	All workers are provided with medical	PT Umbul Mas Wisesa - UMW POM provide all workers will medical care and covered by accidents	Comply

	<p>care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection.</p>	<p>insurance, the statement as mentioned in Memorandum No: 436/MED-CIR/XII/2015, dated 2nd December 2015 was signed by Company Doctor.</p> <p>Based on interview with sample workers during field visit and consultation with labor union, they were stated all workers in PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are provided with medical care and accident under BPJS Kesehatan and PBJs Ketenagakerjaan.</p> <p>Sample of data verified:</p> <ul style="list-style-type: none"> • UMW South Estate - payment record of accidents insurance (BPJS Ketenagakerjaan), month December 2019 (payment code: 331608003917), amount paid IDR XXX,199,982 • UMW North Estate - payment record of accident insurance (BPJS Ketengakerjaan) for month December 2019, reference number: 191203827331, total IDR XX,985,286 was covered for 311 workers (all workers), dated 20th December 2019 – status: PAID. • TUM Estate – payment record of accident insurance (BPJS Ketenagakerjaan) for month December 2019, reference number: 191203837801, total IDR XX,480,318 was covered for 140 workers, dated 20th December 2019 – status: PAID. 	
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p>	<p>PT Umbul Mas Wisesa – UMW POM has shown the record of injuries using lost time accident (LTA) metrics as in “Rekapitulasi Kejadian Kecelakaan Kerja PT Umbul Mas Wisesa dan PT Toton Usaha Mandiri – LTA” year 2019.</p> <ul style="list-style-type: none"> • UMW POM, there was 2 accidents reported since 2019, total of lost time by accidents is 10 working days • UMW South Estate, year 2019 there was no accident reported • UMW North Estate, there was 2 accidents reported since 2019, total of lost time by accidents is 21 working days • TUM Estate, year 2019 there was no accident reported since 2019. <p>Each accident has conducted the investigation and followed up with corrective action, e.g:</p> <ul style="list-style-type: none"> • UMW POM - Formulir Pelaporan Kecelakaan Kerja, namely Mr Yogi Gunawan Saragih (operator in engine room, location in UMW POM) date of accident 2nd May 2019; chronology: Pukul 12.00 WIB, ybs menyalakan (on) pada MCB domestic, MCB tersebut meledak menyebabkan luka bakar 5% pada lengan ybs. Accident category is heavy. The recommendation of investigation result has been followed up. 	Comply

		<ul style="list-style-type: none"> • UMW North Estate – Formulir Pelaporan Investigasi Kejadian Kecelakaan, namely Mr Musliadi (harvester), dated 2nd December 2019, chronology: pada jam 08.00 WIB Ybs sedang menajamkam alat egrek dengan batu, jari manis tangan kiri terkena egrek dan menyebabkan putus satu ruas jari. Accident category is heavy. The recommendation of investigation result has been followed up. Data verified: <ul style="list-style-type: none"> - Surat Berobat Jalan, namely Mr Musliadi di rawat di RSU Nur 'Aini since 2nd – 4th December 2019. - Surat Kontrol, namely Mr Musliadi di rawat di RSU Nur 'Aini dated 17th December 2019 and 27th December 2019. - Laporan kecelakaan tahap kedua (K.K.3 – Formulir BPJS Ketenagakerjaan, namely Mr Musliadi dated 2nd December 2019. 	
<p>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</p>			
<p>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p>	<p>Integrated Pest Management plan in UMW South Estate is evident, as titled "Program Pengendalian Hama Terpadu 2020", established 3 January 2020. Barn owl box in first semester; monitoring on barn owl box on monthly basis; planting of beneficial plant (<i>Turnera subulata</i> and <i>Cassia</i> sp), Nursery and upkeep beneficial plant (<i>Turnera subulatta</i>, <i>Cassia tora</i> and <i>Antigonon leptopus</i>) on monthly basis; identification of beneficial plant available on the field every quarter; pest detection and pest and disease census on monthly basis (4,446.18 Ha); white ant census on monthly basis; <i>Ganoderma</i> monitoring on 6 monthly basis.</p> <p>Realization of 2019 Integrated Pest Management was documented., e.g. Monitoring of <i>Sycanus creovitattus</i> in December 2019 found 9 colony of eggs; 28 colony of instar 1; 18 colony of instar 2; and 353 of instar 3. Monitoring of termite stated that there is no significant termite attack in 2019. Monitoring of <i>Ganoderma</i> stated that there was 1.838 palm infected by <i>Ganoderma</i> during 2019. Map of nettle caterpillar attack period December 2019 stated that there was 407.42 Ha (9.16%) of light attack; 26.41 Ha (0.59%) of medium attack. Nettle caterpillar attack controlled by trunk injection using Starthene.</p>	Comply

Rat are naturally control by barn owl. Monitoring of barn owl period December found that there was 6 cages in Division I, 1 of it was occupied; 6 cages in Division III, 5 of it are occupied. Beneficial plant identification described census result of Nettle Caterpillar natural enemy: *Euchanticona*, *Sycanus*, *Dolichogenidae*, *Systropus*, *Cordyceps*; Benficial Plants: *Turnera subulatta*, *Casia coabnensis*, *Casia tora*, *Antigonon leptopus*; Beneficial weeds: *Nephrolepis*, *Axonopus*, *Kretekkan*, *Pakis Sayur*.

Integrated Pest Management plan in UMW North Estate is evident, as titled "Program Pengendalian Hama Terpadu 2020", established 3 January 2020. The plan consists of monthly basis activity, e.g. monitoring of barn owl box, planting of beneficial plant, census of leaf eater caterpillar, termite census, upkeep beneficial plant, *Sycanus* reproduction, and *Sycanus* release; quarterly basis activity, e.g. development and maintenance of barn owl box.

Realization of IPM monitoring recorded in "UMW North - Program Pengendalian Hama Terpadu Tahun 2019", e.g. realization of planting beneficial plant 6,109 Ha in December; leaf eater caterpillar census and termite census are 2,601 Ha (12 rounds).

There is no barn owl box existed. There is indication that barn owl prefer to go to HCV area.

Integrated Pest Management plan in TUM Estate is evident, as titled "Program Pengendalian Hama Terpadu 2020", established 3 January 2020. The plan consists of monthly basis activity, e.g. monitoring of barn owl box, planting of beneficial plant, census of leaf eater caterpillar, termite census, beneficial plant upkeep, *Sycanus* reproduction, and *Sycanus* release.

Realization of IPM monitoring recorded in "TUM Estate - Program Pengendalian Hama Terpadu Tahun 2019", e.g. realization of planting beneficial plant 7,600 Ha in November, 300 Ha in December; leaf eater caterpillar census and termite census are 1134.95 Ha (12 rounds); upkeep beneficial plant are 3,155 Ha (8 rounds).

Based on recap of nettle caterpillar census in UMWN in 2019, there are Heavy attack in February: 281.42 Ha and in September: 54.96 Ha; Medium attack in January: 134.97 Ha, February: 29.87 Ha, March: 120.70 Ha and in September 43.70 Ha. Based on recap of nettle caterpillar census in TUM in 2019, there are Heavy attack in February: 34.41 Ha, April: 33.93 Ha, July: 57.90 Ha and in September: 97.82 Ha; Medium attack in January: 102.40 Ha, February: 87.66 Ha, March: 44.12, April: 50.84 Ha, June: 66.20 Ha, July: 55.38 Ha, September: 170.57 Ha and in December: 57.97 Ha. The unit of certification control it using chemical and biological methods.

		<p>Chemical control are done using Starthene by Trunk Injection method. Trunk Injection only done if the attack level is Medium or Heavy. Medical check-up performed to all Trunk Injection operator in 3-month intervals. Appropriate PPE are used during Trunk Injection.</p> <p>Biological control performed by planting and upkeep beneficial plant. During field visit, it was observed <i>Turnera subulatta</i> planted in most of the collection road or transport road. The unit of certification also carried out breeding of nettle caterpillar natural enemy, <i>Sycanus creovitattus</i>. Auditor visited the breeding location which is at the back of UMWN Estate office. The person in charge can explained very well regarding the breeding process and growth from eggs to instar 5. Records show that <i>Sycanus creovitattus</i> have been released to the field on 1 Nov 2019; Block K16A: Division I TUM Estate; 185 individual. On 5 Dec 2019; Block G-H15: Division I UMWN Estate; 229 individual. On 20 Dec 2019; Block J16: Division I UMWN Estate; 92 individual.</p>													
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.	The unit of certification has a list of Global Invasive Species, and evaluate the status of existence in certified area. Some species are naturally exist in the area and the spreading are controlled manually, e.g. <i>Achatina fulica</i> , <i>Ageratum conizoides</i> , <i>Clidemia hirta</i> , <i>Imperata cylindica</i> , <i>Lantana camara</i> , <i>Mikania micranta</i> and <i>Mimosa pudica</i> . The are no species in the list that used to managed areas in unit of certification.	Comply												
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. [For NI to define process]	Based on field visit and document review, there is no use of fire for pest control in whole area of UMW South Estate, UMW North Estate, and TUM Estate.	Comply												
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.	<p>The company has recorded list of herbicide 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>Smart 486 AS</td> <td>Isopropil amina glifosat 486 g/l</td> <td>U</td> <td>Grasses weed</td> <td>RI.01030119971313</td> <td>12/11/2023</td> </tr> </tbody> </table>	Trademark	Active Ingredient	WHO Class	Target	Registration Number	Expiry date	Smart 486 AS	Isopropil amina glifosat 486 g/l	U	Grasses weed	RI.01030119971313	12/11/2023	Comply
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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>Document "Rekapitulasi Penggunaan Pestisida Tahun 2019" recorded pesticides use including active ingredients, LD50, area treated, amount of active ingredients applied per Ha and per ton FFB. Pesticide use in UMWS Estate in 2019:</p> <table border="1"> <thead> <tr> <th>Trademark</th> <th>Volume (L or kg)</th> <th>LD50 Skin (mg/kg bw)</th> <th>Budget</th> </tr> </thead> <tbody> <tr> <td>Metsulindo 20 WP</td> <td>273.26</td> <td>2000</td> <td>578</td> </tr> <tr> <td>Smart 486 AS</td> <td>1,947.65</td> <td>5000</td> <td rowspan="2">5,602</td> </tr> <tr> <td>Elang 480 SL</td> <td>164.00</td> <td>5000</td> </tr> </tbody> </table>	Trademark	Volume (L or kg)	LD50 Skin (mg/kg bw)	Budget	Metsulindo 20 WP	273.26	2000	578	Smart 486 AS	1,947.65	5000	5,602	Elang 480 SL	164.00	5000	Comply																																							
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Starthane 75 WG	1,065.17	2000	2,221
Regent 50 SC	15.07	2000	0
Trabas 150 SL	1,099.10	593	4,624
Basta 150 SL	3,596.82	1380	
Kenlon	46.50	2000	667
Garlon Mix	43.70	5000	
Copton 0.5 RB	50.61	2000	0

Pesticide use in UMWN Estate in 2019:

Trademark	Volume (L or kg)	LD50 Skin (mg/kg bw)	Budget
Smart 486 AS	1,717.37	5000	3,382.63
Elang 480 SL	200.00	5000	
Ally 20 WDG	217.38	2000	305.55
Metsulindo 20 WP	175.87	2000	
Regent 50 EC	194.41	2000	0
Garlon 670 EC	94.24	5000	995.34
Starthene 75 WG	4,323.79	2000	643.50
Basta 150 SL	2,325.62	1380	2,839.49
Becano	1.20	2000	0

Pesticide use in TUM Estate in 2019:

Trademark	Volume (L or kg)	LD50 Skin (mg/kg bw)	Budget
Smart 486 AS	756.68	5000	1,475.44
Elang 480 SL	130.00	5000	
Ally 20 WDG	20.00	2000	155.49
Metsulindo 20 WP	90.40	2000	
Regent 50 EC	97.35	2000	0
Garlon 670 EC	202.45	5000	453.98

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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>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 use to reduce / eliminate existing pest, which has exceeded the economic threshold. Except the use of Starthene I still high due to the attack of nettle caterpillar. Based on recap of nettle caterpillar census in UMWN in 2019, there are Heavy attack in February: 281.42 Ha and in September: 54.96 Ha; Medium attack in January: 134.97 Ha, February: 29.87 Ha, March: 120.70 Ha and in September 43.70 Ha. Based on recap of nettle caterpillar census in TUM in 2019, there are Heavy attack in February: 34.41 Ha, April: 33.93 Ha, July: 57.90 Ha and in September: 97.82 Ha; Medium attack in January: 102.40 Ha, February: 87.66 Ha, March: 44.12, April: 50.84 Ha, June: 66.20 Ha, July: 55.38 Ha, September: 170.57 Ha and in December: 57.97 Ha.</p> <p>Agrochemical budget UMWS 2019 (in litter or kg):</p> <table border="1"> <thead> <tr> <th>Material</th> <th>Circle & Path</th> <th>Selective</th> <th>Pest & Disease</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Amonium glufosinante</td> <td>3,557</td> <td>1,067</td> <td>-</td> <td>4,624</td> </tr> <tr> <td>Metsul</td> <td>445</td> <td>133</td> <td>-</td> <td>578</td> </tr> <tr> <td>Gliphosate</td> <td>5,602</td> <td>-</td> <td>-</td> <td>5,602</td> </tr> <tr> <td>Starthene</td> <td>-</td> <td>-</td> <td>2,221</td> <td>2,221</td> </tr> </tbody> </table>	Material	Circle & Path	Selective	Pest & Disease	Total	Amonium glufosinante	3,557	1,067	-	4,624	Metsul	445	133	-	578	Gliphosate	5,602	-	-	5,602	Starthene	-	-	2,221	2,221	Comply
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Starthene	-	-	2,221	2,221																								
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best</p>	<p>There is no use of prophylactic use of pesticides throughout PT. Umbul Mas Wisesa. Pesticide are only use to reduce / eliminate existing pest, which has exceeded the economic threshold.</p>	Comply																									

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 used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat</p>	<p>There is no use of WHO Class 1A or 1B pesticide in whole plantation operation. The use of paraquat has been stopped since 2017. The company's General Manager of North Sumatera has issued Memorandum No.117/GMO-All Estate/XI/2016, dated 1 December 2015. The memorandum stated that the use of paraquat as contact pesticide is not allowed as of 1 January 2017. Target: Zero use of paraquat effective since 1 January 2017.</p> <p>Based on visit in field operation and agrochemical storage in UMWS, UMWN and TUM Estate, there was no paraquat found. Based on report of "Daftar Pestisida yang digunakan di Tahun 2019" – there were no paraquat was noted in the report.</p> <p>There are 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>	Comply
	7.2.5b Why there is no other alternative which can be used	There are 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.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative	There are 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 What is the process to limit the negative impacts of the application	There are 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 are 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</p>	<p>The unit of certification has provided training for all workers that conducted chemical spraying including for Smallholders (KSU Suka Makmur), as evidence in "Hasil Pelatihan Spraying dan Kalibrasi Alat Semprot" dated 16 Dec 2019 in UMWS Estate. The training was attended by: Field Head Assistant, all Field Assistant, all Spraying workers and supervisors including that apply spraying in Smallholders. Training module, evaluation result and attendance list were available.</p> <p>Training of spraying and chemical handling in UMWN and TUM Estate was conducted on 14 Oct 2019.</p>	

	<p>Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p>	<p>Training attended by 22 spraying workers, Supervisor, Field Assistant and Field Head Assistant. Training module, evaluation result and attendance list were available.</p> <p>Handover of PPE to spraying worker of UMW Estate dated 15 Mar 2019, consist of 15 pcs google; 15 pcs rubber hand gloves. On 16 Apr 2019, consist of 15 pcs Mask N95. On 30 Sep 2019, consist of 2 pcs Mask N95. On 17 Oct 2019, consist of 15 pcs Mask N95.</p> <p>Handover of PPE to spraying worker of TUM Estate was available dated 13 Oct 2019, consist of 6 pcs googles, 6 pc wear pack, 6 pcs Apron, 6 pcs hand gloves, 6 pcs mask and 6 pcs gumboots. PPE observed during auditor field visit are gumboots, wearpack; Apron (shift type orange colour); Cotton mask black colour; Hand gloves PVC blue colour; and plastic googles.</p>	
<p>7.2.7</p>	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p>	<p>The storage for all pesticide is in good condition.</p> <p>RAV - 2020, based on filed visit in storage of pesticides and interview with storage keepers both in UMW POM, UMW South and TUM Estate; there was found the storage for all pesticide is in good condition.</p> <p>A standard storage system appears to be implemented across by the organization. The storage is equipped with sufficient air ventilation to provide air circulation.</p> <p>Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (overall, face shield, impermeable rubber gloves, apron and mask) is available and ready for use.</p> <p>Working instruction for pre-mixing, stacking and storing pesticide is current, MSDS is also readily available. Material Data Safety Sheets (MSDS) are obtained for all chemicals used and are available at the areas of mixing. These were all seen be controlled by date and were readily available. No concentrates are taken into the field are pre-mixed in designated mixing area.</p>	<p>Comply</p>
<p>7.2.8</p>	<p>All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.</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.</p> <p>Review of records showed all hazardous waste has been identified and properly monitored, such as used oil, used oil filter, used batteries, empty chemical container from Estate and Mill activities,</p>	<p>Comply</p>

		<p>contaminated materials, etc. Monitoring was recorded in document "Neraca Limbah B3".</p> <p>Data verified:</p> <ul style="list-style-type: none"> • UMW POM – Permit of limited hazardous waste storage under "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu Kabupaten Labuhanbatu Selatan No.503/515/DPMPTSP-LS/2017 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun PT. Umbul Mas Wisesa Mill", dated 25 April 2017. The permit valid for 5 years, up to 10 April 2022. • UMW South Estate - Permit of limited hazardous waste storage under "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Satu Pintu Kabupaten Labuhanbatu Selatan No.503/514/DPMPTSP-LS/2017 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun PT. Umbul Mas Wisesa Estate", dated 25 April 2017. The permit valid for 5 years, up to 10 April 2022. <p>Record of disposal all of pesticides container as per "Berita Acara Serah Terima Barang Limbah Bahahn Berbahaya dan Beracun (B3) – No: 04/X/UMWS/2019" dated 9th October 2019, delivered to PT Amindy Barakah Sumut, consisted of:</p> <ul style="list-style-type: none"> • Medical waste (14 kg) • Oil used (780 liters) • Fuel filter used (80 kg) • Empty pesticides containers (1,890.5 kg) • Cartridges used (3 kg) • Hazardous waste manifest nomor: AVT 0012328, material name: empty pesticides container (quantity: 1,890.5 kg), vehicle BK 8080 MO, transporter name PT Amindy Barakah, dated 9th October 2019. • Environmental Performance Report (3 month basis) on handling of hazardous was to Environmental Agency in Labuhanbatu Selatan Regency as per "Laporan Kegiatan Pengelolaan dan Penyimpanan Limbah B3" for period October to December 2019, was submitted on 28th October 2019, document number: 04/UMWS 	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable	There is no aerial application of pesticide in whole operation area of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri.	Comply

	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.		
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	<p>UMW South Estate – the special annual medical surveillance for pesticides operators was conducted on 30th September 2019 by Klinik Anugerah Ibu dan Laboratory – Medan.</p> <p>MCU was attended by 124 workers, consisted of pesticides applicators, chemical storage keeping, generator (electrical) operator, e.g. Mr Marwan Damanik (pesticides applicator), Mrs Mustofa Bakri (chemical warehouse clerk), Mrs Suciati (sprayer), Mr Asmah Kaban (supervisor of IPM), Mrs Khamisah (fertilizer applicator).</p> <p>Data verified: “Laporan Hasil Pemeriksaan Kesehatan” (result of medical test), namely Mrs Arya Nanda (00034/034/IX/UMWS/19), Mr Hotnida Silitongan (00015/015/IX/UMWS/19) and Mr M Arifin (00066/066/IX/UMWS/19)</p>	Comply
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.	<p>Based on interview with workers on handling of pesticides, there was no works with pesticides is undertaken by person under the of 18, pregnant or breastfeeding women or other people that have medical restrictions.</p> <p>Data seen:</p> <ul style="list-style-type: none"> • UMW South Estate - Report of monitoring no pregnant and breastfeeding workers (monthly). In January 2020 the were no indications. E.g: Mrs Hotnida Silitonga (chemical applicator), Mrs Salbilah (Fertiliser applicator), • UMW South Estate - Based on list of pesticides applicator updated in January 2019, the youngest worker is Namely Mr Hotnida Silitongan (register number 0346), date of birth 27th December 1983 joined in 1st March 2013 (36 years old). • UMW North Estate – Report of monitoring no pregnant and breastfeeding workers (monthly), e.g: in January 2020 there were no indication (-), total 15 workers with pesticides undertaken. • TUM Estate – based on the list of worker on handling of pesticides updated December 2019 – 	Comply

		there were persons under the age of 18, the youngest worker is Mrs Sarli Togatorop (register number 0287), date of birth 3 rd October 1993, joined on 1 st January 2013 (27 years old).	
Criteria 7.3:			
Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.	<p>PT Umbul Mas Wisesa – UMW POM has shown the document of waste management plan is documented in procedure “Pengelolaan Sampah” and “Rencana Pengelolaan Limbah”, last updated on 3rd January 2020.</p> <p>Waste management which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, such as:</p> <ul style="list-style-type: none"> • Medical waste, and other type hazardous waste (waste oil, empty chemical container, contaminated material, battery) regulated as per procedure “Penyimpanan Limbah Bahan Berbahaya dan Beracun (Limbah B3) dan Tanggap Darurat”. • Domestic waste, to reduce pollution to the environment. • Organic and inorganic waste sent to landfill and then covered with soil. • The hazardous waste stored in a dedicated storage completed with alarm, spill kit, secondary containment and PPE for operation. • Location of landfill for disposed in-organic waste in UMW South Estate in block B04 in division I 	Comply
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	<p>PT Umbul Mas Wisesa – UMW POM has prepared a procedure on disposal of waste material under procedure of “Management of Hazardous and Toxic Water Material” no: ENC 01-10/04-03-2019/Revision 1, dated 18th March 2019.</p> <p>Step of the procedures are:</p> <ul style="list-style-type: none"> • Identification of hazardous waste • Identification of hazardous waste review • Data collection and B3 waste collection • Installation of B3 waste risk and hazard symbols • Review of hazardous waste management B3 • Making contract with carrier (SPK) • Transportation in accordance with SPK • Making a B3 waste management report to the related department 	Comply

		<p>Based on interview with PIC in handling of hazardous waste are fully understood in proper disposal of waste material according the procedures.</p> <p>Data verified: Record of disposal all of pesticides container as per "Berita Acara Serah Terima Barang Limbah Bahahn Berbahaya dan Beracun (B3) – No: 04/X/UMWS/2019" dated 9th October 2019, delivered to PT Amindy Barakah Sumut, consisted of:</p> <ul style="list-style-type: none"> • Medical waste (14 kg) • Oil used (780 liters) • Fuel filter used (80 kg) • Empty pesticides containers (1,890.5 kg) • Cartridges used (3 kg) • Hazardous waste manifest nomor: AVT 0012328, material name: empty pesticides container (quantity: 1,890.5 kg), vehicle BK 8080 MO, transporter name PT Amindy Barakah, dated 9th October 2019. • Environmental Performance Report (per 3 months base) on handling of hazardous was to Environmental Agency in Labuhanbatu Selatan Regency as per "Laporan Kegiatan Pengelolaan dan Penyimpanan Limbah B3" for period October to December 2019, was submitted on 28th October 2019, document number: 04/UMWS • "Berita Acara Serah Terima Limbah B3 – form UMW North Estate to temporary hazardous waste in UMW South Estate, e.g: <ul style="list-style-type: none"> - Dated 7th January 20120 consisted of empty pesticides container (18.5 Kg) and medical waste (0.4 kg) - Dated 24th December 2019 consisted of empty pesticides container (6.1 kg), medical waste (2.4 kg), expired medicine (15 kg) 	
7.3.3	The unit of certification does not use open fire for waste disposal.	<p>PT Umbul Mas Wisesa - Umbul Mas Wisesa POM prepared the procedure of waste management" as per Standard Operation Procedure on "Pengelolaan Sampah", no: SOP/General/ESD, revision 0) issued date 1st March 2010.</p> <p>In point 6.1.1. mentioned the waste disposal not allowed to uses open fire.</p> <p>PT Umbul Mas Wisesa – UMW POM has also shown the document of waste management plan is</p>	Comply

		documented in procedure "Pengelolaan Sampah" and "Rencana Pengelolaan Limbah", last updated on 3 rd January 2020. In point 3 was mentioned that the domestic waste disposed to land fill (location in Block B04 division I in UMW South Estate) and disposed incinerator processing (location in block 08K11A, location in UMW North Estate)	
		Data seen: "Program and realization of disposed the domestic waste from emplacement to landfill location, month January 2020".	
Criteria 7.4:			
Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.	<p>The unit of certification has numbers of procedure for good agriculture practices to maintain soil fertility and minimize environmental impact, as available under SOP:</p> <ol style="list-style-type: none"> 1. OPM-06-01; Inorganic Fertiliser – Pupuk Inorganik. 2. OPM-06-02; Organic Fertiliser – Pupuk Organik 3. OPM-06-03; LSU: Palm Marking – LSU: Penandaan Tanaman. 4. OPM-06-04; Leaf Sampling Unit (LSU) and Rachis Sampling Unit (RSU) – Pengambilan Sampel. <p>Fertilizer are applied to maintain and increase soil fertility, fertilizer applied following the fertilizer recommendation which established based on soil and leaf analysis as seen on "Oil Palm Fertilizer Recommendation for PT Umbul Mas Wisesa – South Estate 2020", "Oil Palm Fertilizer Recommendation for PT Umbul Mas Wisesa – North Estate 2020" and "Oil Palm Fertilizer Recommendation for PT Toton Usaha Mandiri 2020. Fertilizer application records are documented in "Monthly Manuring Program Sheet". Based on interview, fertilizer application 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>	Comply
7.4.2	Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	<p>UMW North Estate:</p> <p>Last periodical leaf sample analysis conducted in February 2019 for preparing fertilizer recommendation 2020. Leaf and Rachis Analysis Report 2019 and fertilizer recommendation 2020 were evident. Leaf Analysis Report was issued by Verdant Bioscience Plant and Soil Nutrition Laboratory with Ref number 18/STC-spl/XI/18, received date 26 Nov 2018, number of samples 96 bags, analysis date 9 Feb 2019, document number PSNL/TTI/I/19/013. Sample seen Lab No.A4558; Sample type-Leaf; Estate: UMWN; Division: UMWNEFD01; Block Code 07G11-12; 60.29 Ha; Material</p>	Comply

Socfindo; Planting Year 2007; Date Sampled 12 Sep 2018. Analysis Result: 2.38% N; 0.166% P; 0.87% K; 0.33% Mg; 0.77% Ca; 12 ppm B; 5 ppm Cu; and 12 ppm Zn. Sample seen Lab No.A4653; Sample type-Rachis; Estate-UMWN; Division: UMWNEFD05; Block 09H33A; 42.98 Ha; Material SJ1; Plant Year 2009; Date Sampled 3 Nov 2018. Analysis Result: 0.329% P; 2.92% K; 0.24% Mg; and 0.34% Ca.

Semi detail soil survey report of PT UMW North and South Estate carried out in June 2010. Total area surveyed is 6,236 ha, the entire area is low lying flat, dominant soil series is *Lenggana* series and Organic clay/muck (peat soil); *Mekar Jaya* and *Galing* series (acid sulphate soil), peat depth is 3 m to > 5 m, potentially acid sulphate layer is within 100 cm.

UMW South Estate:
The last periodical leaf sample analysis conducted in July 2019 for preparing fertilizer recommendation 2020. Leaf and Rachis Analysis Report 2020 and fertilizer recommendation 2020 were evident. Leaf Analysis Report was issued by Verdant Plant and Soil Nutrition Laboratory with Ref number 10/STC-spl/VII/19, received date 11 Jul 2019, number of samples 6 bags, analysis date 25 Jul 2019, document number PSNL/TTI/VII/19/273. Sample seen Lab No.B1442; Sample type-Leaf; Estate-UMWS; Div-I; Block C24-25; Sampling date 25/06/2019; Material PM 02; Plant Year 2007; 29.86 Ha. Analysis result: 2.27% N; 0.157% P; 1.00% K; 0.26% Mg; 0.65% Ca; 16 ppm B; 3 ppm Cu and 5 ppm Zn. Sample seen Lab No.B1445; Sample type-Rachis; Estate-UMWS; Div-V; Block C24-25; Sampling date 25/06/2019; Material PM 02; Plant Year 2007; 29.86 Ha. Analysis result: 0.36% N; 0.549% P; 2.95% Mg; and 0.21% Ca. UMWS has also done Petiole Cross Section to analyze the wide, depth and rachis length of the palm.

TUM Estate:
Last periodical leaf sample analysis conducted in 26 Nov 2018 for preparing fertilizer recommendation 2020. Leaf and Rachis Analysis Report 2019 and fertilizer recommendation 2020 were evident. Leaf Analysis Report was issued by Verdant Bioscience Plant and Soil Nutrition Laboratory with Ref number 18/STC-spl/XI/18, received date 26 Nov 2018, number of samples 46 bags, analysis date 21 Feb 2019, document number PSNL/TTI/I/19/014. Sample seen Lab No.A4654; Sample type-Leaf; Estate-TUME; Division TUMEEFD02; Block 08K11A; 42.82 Ha; Material Socfindo; Plant Year 2008; Date sampled 29 Sep 2018. Analysis results: 2.76% N; 0.179% P; 0.80% K; 0.38% Mg; 0.55% Ca; 14 ppm

		<p>B; 5 ppm Cu and 11 ppm Zn. Sample seen Lab No.A4699; Sample type-Rachis; Estate-TUME; Division TUMEEFD01; Block 09M24, 09N09A; 46.60 Ha; Material SJ2; Plant Year 2009; Date sampled 19 Sep 2019; Analysis result: 0.385% P; 2.92% K; 0.26% Mg and 0.31% Ca.</p> <p>Semi detail soil survey report of PT Toton Usaha Mandiri carried out in June 2010. Total area surveyed 1,484 ha, the entire area is low lying flat, dominant soil series is <i>Lenggana</i> series, <i>Typic haplohemist</i>, peat soil), peat depth is 3 meters to > 5 meters.</p>																																		
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	There is no EFB and POME application in PT Umbul Mas Wisesa and Toton Usaha Mandiri, because the location is whole peat.	Comply																																	
7.4.4	Records of fertiliser inputs are maintained.	<p>Fertilizer recommendation 2019 described the fertilizer need for each Estate. Records of fertilizer inputs are available in "Monthly Manuring Program" for each division and "Rekapitulasi Penggunaan Fertilizer Tahun 2019" for estate recapitulation.</p> <p>Record of fertilizer recommendation and realization in UMWS Estate are as follow:</p> <table border="1"> <thead> <tr> <th>Fertilizer Type</th> <th>Recommendation</th> <th>Realization</th> </tr> </thead> <tbody> <tr> <td>Borate</td> <td>32,307</td> <td>32,306</td> </tr> <tr> <td>MOP</td> <td>1,176,863</td> <td>1,176,865</td> </tr> <tr> <td>Urea</td> <td>983,126</td> <td>983,127</td> </tr> <tr> <td>ZnSO₄</td> <td>154,658</td> <td>154,660</td> </tr> <tr> <td>Rock Phosphate</td> <td>832,659</td> <td>832,661</td> </tr> <tr> <td>NPK 15.7.25</td> <td>2,313,943</td> <td>2,313,944</td> </tr> </tbody> </table> <p>Record of fertilizer recommendation and realization in UMWN Estate are as follow:</p> <table border="1"> <thead> <tr> <th>Fertilizer Type</th> <th>Recommendation</th> <th>Realization</th> </tr> </thead> <tbody> <tr> <td>Borate</td> <td>42,452</td> <td>42,027</td> </tr> <tr> <td>CuSO₄</td> <td>36,670</td> <td>36,336.8</td> </tr> <tr> <td>MOP</td> <td>856,482</td> <td>849,250</td> </tr> </tbody> </table>	Fertilizer Type	Recommendation	Realization	Borate	32,307	32,306	MOP	1,176,863	1,176,865	Urea	983,126	983,127	ZnSO ₄	154,658	154,660	Rock Phosphate	832,659	832,661	NPK 15.7.25	2,313,943	2,313,944	Fertilizer Type	Recommendation	Realization	Borate	42,452	42,027	CuSO ₄	36,670	36,336.8	MOP	856,482	849,250	Comply
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Urea	410,588	409,900
Rhizoplex	8,716	8,732
ZnSO ₄	36,670	36,310
Rock Phosphate	221,917	221,737
Excalibur Gold @30gr	-	437
NPK 15.7.25	1,187,859	1,166,700

For January 2020, there is no fertilizer has been applied yet. However, fertilizer recommendation 2020 has been available during audit.

Record of fertilizer recommendation and realization in TUM Estate are as follow:

Fertilizer Type	Recommendation	Realization
Borate	21,356	21,218
CuSO ₄	15,580	15,475
MOP	334,740	332,550
Urea	148,004	147,450
Rhizoplex	2,296	2,292
ZnSO ₄	15,580	15,475
Rock Phosphate	82,286	81,950
Excalibur Gold @30gr	-	115
NPK 15.7.25	436,216	432,150

Criteria 7.5:

Practices minimise and control erosion and degradation of soils.

7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available.	Based on semi detail soil survey, it was found that mostly the plantation areas is peat soil, Map of peat soil is available in place with scale 1:40,000 print in A2 size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field Observation 2010. Projection Tranverse Mercator, grid Universal	Comply
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		<p>Tranverse Mercator and Geographic, datum WGS 84, zone 47N. Soil characteristic consist of:</p> <ul style="list-style-type: none"> - Lenggana Series (LGN 3,4), <i>Typic haplohemist</i>, mature peat land, 16 – 75 % fibre peat, peat depth 3 – 5 meters, poor drainage, low lying flat (5,681 Ha – 91%). - Mekar Jaya (MKJ), <i>Sulfic endoaquept</i>, silty clay, 35-60% clay, poor drainage, depth 50-100cm and Galling (GLG), <i>Typic sulfaquept</i>, depth 50cm, 35-60% clay, low lying flat (464 Ha – 7%). - Organic clay/muck, <i>Typic humaquepts</i> organic clay, high water table during raining days, acid sulphate at within 50 cm, low lying flat (91 Ha – 2%). <p>Soil profile map in PT. Umbul Mas Wisesa and PT Toton Usaha Mandiri was available made on 16 July 2013, sources:</p> <ul style="list-style-type: none"> - Survey GPS – Geo XT Differential correction - Satellite Image - JH Agriculture Service <p>Based on semi detail soil survey in PT Toton Usaha Mandiri, total area surveyed was 1,484 Ha, the entire area is low lying flat, dominant soil series is <i>Lenggana</i> series, <i>Typic haplohemist</i>, peat soil), peat depth is 3 meters to > 5 meters. Semi detail soil map of PT Toton Usaha Mandiri is available in scale 1:20,000 print in A2 size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field Observation 2010. Projection Transverse Mercator, grid Universal Transverse Mercator and Geographic, datum WGS 84, zone 47N. Soil characteristic consist of: <i>Lenggana</i> Series (LGN 3,4), <i>Typic haplohemist</i>, mature peat land, decomposed hemist peat material, fiber content 16-75% woody, peat depth 3 to > 5 meters, poor drainage (1,484 Ha – 100%).</p> <p>Soil slopes class map PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri is available base on soil survey on 10 February 2014. The map indicate that there is no other fragile soil beside peat soil. Management strategy implemented is water management by controlling water level, installation of water pole, water gate and piezometer.</p>	
7.5.2	There is no extensive replanting of oil palm on steep terrain.	Based on semi detail soil survey, total area of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are low lying flat. There is no steep terrain in whole area of certification unit. No extensive replanting of oil palm on steep terrain.	Comply

7.5.3	There is no new planting of oil palm on steep terrain.	Based on semi detail soil survey, total area of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri are low lying flat. There is no steep terrain in whole area of certification unit. There is no new planting performed by unit of certification.	Comply
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) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.	The unit of certification has done identification and analysis of topography and hydrology, as documented in "Laporan Hidrotopografi" issued by Faculty of Agriculture Technology – IPB University on 17 Jan 2012. The document described analysis results of topography and hydrology survey. Based on semi detail soil survey, it was found that mostly the plantation areas is peat soil, Map of peat soil is available in place with scale 1:40,000 print in A2 size. Soil series sources: Shuttle Radar for Topographic Mission (SRTM) 2006; path 57 Row 12, Digital Rupabumi Map scale 1:250,000 BAKORSURTANAL 2004, Field Observation 2010. Projection Tranverse Mercator, grid Universal Tranverse Mercator and Geographic, datum WGS 84, zone 47N. Soil characteristic consist of: <ul style="list-style-type: none"> - Lenggana Series (LGN 3,4), <i>Typic haplohemist</i>, mature peat land, 16 – 75 % fibre peat, peat depth 3 – 5 meters, poor drainage, low lying flat (5,681 Ha – 91%). - Mekar Jaya (MKJ), <i>Sulfic endoaquept</i>, silty clay, 35-60% clay, poor drainage, depth 50-100cm and Galling (GLG), <i>Typic sulfaquept</i>, depth 50cm, 35-60% clay, low lying flat (464 Ha – 7%). - Organic clay/muck, <i>Typic humaquepts</i> organic clay, high water table during raining days, acid sulphate at within 50 cm, low lying flat (91 Ha – 2%). Soil profile map in PT. Umbul Mas Wisesa and PT Toton Usaha Mandiri was available made on 16 July 2013, sources: <ul style="list-style-type: none"> - Survey GPS – Geo XT Differential correction - Satellite Image - JH Agriculture Service Soil slopes class map PT. Umbul Mas Wisesa and PT. Toton Usaha Mandiri is available base on soil survey on 10 February 2014. The map indicate that there is no other fragile soil beside peat soil. Management strategy implemented is water management by controlling water level, installation of water pole, water gate and piezometer.	Comply
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary,	There is no extensive planting carried out by the unit of certification.	Comply

	done in accordance with the soil management plan for best practices.		
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	<p>The unit of certification is able to present map, consist of information related to the soil type and topographic condition of the Estate. Based on identified soil type, the plantation located on peat soil. The unit of certification has done identification and analysis of topography and hydrology, as documented in "Laporan Hidrotopografi" issued by Faculty of Agriculture Technology – IPB University on 17 Jan 2012. The document described analysis results of topography and hydrology survey. Based on semi detail soil survey, it was found that mostly the plantation areas is peat soil, Map of peat soil is available in place with scale 1:40,000 print in A2 size.</p> <p>Soil surveys and topographic information from Agronomy Department has guide the company in planning of drainage, irrigation systems, roads and other infrastructure.</p>	Comply
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) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	Based on field visit and document review, there is no new planting after 15 November 2018 in UMWS Estate, UMWN Estate and TUM Estate.	Comply
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.	Peat area in UMWS Estate, UMWN Estate and TUM Estate have been inventoried and documented by the unit of certification. Peat Inventory was made based on Guidance on Peat Inventory for RSPO Reporting. Peat Inventory report and boundary map in scale 1:50,000 for reporting year 2018 were available during audit for PT Umbul Mas Wisesa and PT Toton Usaha Mandiri. Report to RSPO Secretariat has been made on 30 Oct 2019 by email, include attachment RSPO Peat Inventory file, Peat Boundary Map and Peat Bounday SHP file. Acknowledgement of receiving all documents for peat inventory has been made by RSPO GHG Unit on 31 Oct 2019.	Comply
PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised.	The unit of certification has a set of procedure for water management for peat soil, in line with Indonesia's guideline for peat management. Water management procedure for peat land was available and implemented, the company has installed and maintained water gates, main drain gate, main drainage, secondary drainage and collection drainage. Regular maintenance of drainages were	Comply

		<p>evident.</p> <p>Companies have prepared "Work Instruction Water Management PT Umbul Mas Wisesa & PT Toton Usaha Mandiri". The work instruction has also been prepared to monitor water mangement performance. Monitoring and recording water level and water table in two weeks interval – as well as take immediate action, to open/close water gate accordingly, in order to maintain water level in optimum level. This has been supported by trained supervisor, e.g. Sulistyo at UMW South Estate and Erwin Syahputra at UMW North and TUM Estate.</p> <p>Monitoring of water management by means of regular inspection and recording of water level, piezo meter, peat subsidence level and water gate lever. Record of monitoring were evident. Auditor has visited Peat Subsidence Pole at Block B15 Division 3 UMWS, subsidence read 12.5 cm since 2014; at Block H23 Division 2 UMWN, subsidence read 9.8 cm since 2014. Monitoring well (piezometer) visited at Block D16 (read 26 cm), Block C18 (read 28 cm) Division 2 UMWS; Block G12 (read 33 cm) Division 1 UMWN. Water stick level visited at Block C18 (read 32 cm) Division 2 UMWS; Block G12 (read 30 cm) Division 1, Block J19 (read 38 cm) Division 2 UMWN. Watergate visited at Block C18 Division 3 UMWS and Block J18 Division 2 UMWN. All station visited are in good condition and scale are readable. Furthermore, the unit of certification has made improvement in establishing Watergate using calcicboard. It was found that water level are maintained in ≤ 40 cm. This procedure following latest regulation, <i>Peraturan Pemerintah No.57 tahun 2016 Perubahan atas Peraturan Pemerintah No.71 tahun 2014 tentang Perlindungan dan Pengelolaan Ekosistem Gambut</i>. Subsidence of peat is monitored, documented and minimized.</p>	
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p>	<p>The unit of certification has developed a water management plan, for cultivation of oil palm in peat soil. This document has been cascaded into "Program Kerja Water Management Tahun 2020" dated 3 January 2020, available for each estate. In order to monitor water level at optimum level, company has:</p> <ol style="list-style-type: none"> 1. Installed water gate to control drainage; 112 unit at UMWN; 484 unit at UMWS; 95 unit at TUME. 2. Installed water level pole (near water gate) to monitor water level at two weeks interval; 147 unit at UMWN; 684 unit at UMWS; 56 unit at TUME. 3. Installed piezometer (inside plantation blocks) to monitor the water table at two weeks interval; 29 unit at UMWN; 52 unit at UMWS; 18 unit at TUME. 4. Installed peat subsidence poles, in order to monitor peat subsidence on annual basis; 7 unit at 	Comply

		<p>UMWN; 8 unit at UMWS; 3 unit at TUME.</p> <p>The unit of certification has prepared all infrastructure for the palm cultivation in peat area. Started from construction of road network, planting hole-in-hole and drainage network. The unit of certification has prepared drainage system to maintain water level in peat area, comprise of main/primary drain, secondary drain and collection/field drain. The size and configuration (width and depth) of each drain has follow the regulation. The drain network has also been complemented with water gate infrastructure – taking into consideration the water inlet and water outlet, water level history, as well as topography in landscape level. A yearly report produced to review and evaluate the water management performance for future planning.</p>	
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p>	<p>The unit of certification was a newly opened plantation with oldest year of planting was 2005, so the replanting plan will be carried out around the year 2030. However, water management has done well, i.e. by making the water gate; water level and water table monitoring (every 2 weeks); monitoring of peat subsidence (annually); monitoring of flood areas by mapping and setting the floodgates/water gate in the area; and in 2017 the company built peat dam to maintain water availability during dry seasons. Based on field observation of peat dam at UMW North Estate, it was in good condition. The unit of certification has established document “Laporan Hidrotopografi” issued by Faculty of Agriculture Technology – IPB University on 17 Jan 2012. The document described analysis results of topography and hydrology survey.</p>	Comply

PROCEDURAL NOTE: Full details of the RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (i.e. those with plantations on peat) to utilise the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting till after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG.

<p>PROCEDURAL NOTE: PLWG and the Smallholder Interim Group (SHIG) will collaboratively develop guidance for Independent Smallholders [cross links to SHIG and GHG issues].</p>			
7.7.6	<p>(C) All existing plantings on peat are managed according to the RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance.</p>	<p>All existing plantings on peat in UMWS Estate, UMWN Estate and TUM Estate are managed according to the RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) which described in SOP Water Management in Peat (OPM-09-01/15-02-2019/Rev.3).</p> <p>Map of piezometer, water level and water gate are available in scale 1:67,500, for example "Point TMAP Pasca Survey". Auditor has visited Peat Subsidence Pole at Block B15 Division 3 UMWS, subsidence read 12.5 cm since 2014; at Block H23 Division 2 UMWN, subsidence read 9.8 cm since 2014. Monitoring well (piezometer) visited at Block D16 (read 26 cm), Block C18 (read 28 cm) Division 2 UMWS; Block G12 (read 33 cm) Division 1 UMWN. Water stick level visited at Block C18 (read 32 cm) Division 2 UMWS; Block G12 (read 30 cm) Division 1, Block J19 (read 38 cm) Division 2 UMWN. Watergate visited at Block C18 Division 3 UMWS and Block J18 Division 2 UMWN. All station visited are in good condition and scale are readable. Furthermore, the unit of certification has made improvement in establishing Watergate using calcicboard.</p>	Comply
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2018) and associated audit guidance.</p>	<p>Based on field visit, interview and document review, there is no extensive planting on peat in UMWS Estate, UMWN Estate and TUM Estate.</p>	Comply
<p>Criteria 7.8 Practices maintain the quality and availability of surface and groundwater.</p>			

<p>7.8.1</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following: 7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p>	<p>The unit of certification has a document called "Rencana Pengelolaan Air" – Water management plan, effective date 3 January 2020. The water management plan identified the water source for mill processing need and domestic water need is from Sungai Barumun; explanation on the water treatment process.</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> <table border="1" data-bbox="772 619 1355 1125"> <thead> <tr> <th>Month</th> <th>FFB (ton)</th> <th>Water us for Process (m³)</th> <th>Rate (ton/m³)</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>14,431</td><td>21,789</td><td>1.51</td></tr> <tr><td>Feb</td><td>12,702</td><td>15,061</td><td>1.19</td></tr> <tr><td>Mar</td><td>12,192</td><td>18,147</td><td>1.49</td></tr> <tr><td>Apr</td><td>11,772</td><td>16,411</td><td>1.39</td></tr> <tr><td>May</td><td>13,655</td><td>18,519</td><td>1.36</td></tr> <tr><td>Jun</td><td>12,654</td><td>16,205</td><td>1.28</td></tr> <tr><td>Jul</td><td>17,199</td><td>21,800</td><td>1.27</td></tr> <tr><td>Aug</td><td>15,120</td><td>20,218</td><td>1.34</td></tr> <tr><td>Sep</td><td>14,824</td><td>18,969</td><td>1.28</td></tr> <tr><td>Oct</td><td>14,851</td><td>18,612</td><td>1.25</td></tr> <tr><td>Nov</td><td>11,407</td><td>16,001</td><td>1.40</td></tr> <tr><td>Dec</td><td>9,932</td><td>16,157</td><td>1.63</td></tr> <tr><td>Total</td><td>160,739</td><td>217,889</td><td>1.36</td></tr> </tbody> </table> <p>The water management plan explain the effort for water saving: installing automatic control system at water intake, to reduce leakage throughout water piping network, continuously have awareness to all worker on the importance of saving water. The water management plan explain the effort to maintain water quality and schedule for water quality test according to Regulation of Ministry of Health No.492/MENKES/PER/IV/2010 regarding requirement of drinking water quality. The water management plan include facility maintenance by tank cleaning and maintenance of water tank and all supporting facility of water distribution. The water management plan has been implemented.</p>	Month	FFB (ton)	Water us for Process (m ³)	Rate (ton/m ³)	Jan	14,431	21,789	1.51	Feb	12,702	15,061	1.19	Mar	12,192	18,147	1.49	Apr	11,772	16,411	1.39	May	13,655	18,519	1.36	Jun	12,654	16,205	1.28	Jul	17,199	21,800	1.27	Aug	15,120	20,218	1.34	Sep	14,824	18,969	1.28	Oct	14,851	18,612	1.25	Nov	11,407	16,001	1.40	Dec	9,932	16,157	1.63	Total	160,739	217,889	1.36	
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		Permit of water intake was evident based on “Keputusan Gubernur Sumatera Utara No.610/39/DIS PM PPTSP/6/XI.1/I/2018 tentang Izin Pengusahaan Sumber Daya Air kepada PT Umbul Mas Wisesa”, dated 9 January 2018 – valid for 3 years. The permit allows a maximum intake of 16.67 liter/second for processing and domestic use. The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.																													
	7.8.1b Workers have adequate access to clean water.	The Estate has provide access to clean water for the workers by providing water filtration installation in each housing complex. Domestic water usage are reported to the RMO monthly. Deep water analysis was conducted annually.																													
7.8.2	(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with ‘RSPO Manual on BMPs for the management and rehabilitation of riparian reserves’ (April 2017).	The are no river crossing the area of PT Umbul Mas Wisesa and PT Toton Usaha Mandiri. The nearest river is Barumon River, which is the water source for processing and domestic use. Buffer zone of riparian are well maintained as observed during field visit. The company has reserved area alongside drain zone, based on field visit, it was seen that alongside drain are maintained well and no chemical applied. The unit of certification has planted vetiver grass to prevent erosion.	Comply																												
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.	<p>UMW POM has monitored the mill effluent to be in compliance with national regulation as per document “Laporan Hasil Analisa Limbah Cair PT Umbul Mas Wisesa - UMW year 2019. Measurement of mill effluent quality conducted by accreditation environmental testing and laboratory. Sample seen, month October 2019:</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>Satuan</th> <th>Baku Mutu</th> <th>October</th> </tr> </thead> <tbody> <tr> <td>BOD</td> <td>mg/l</td> <td>100</td> <td>24.6</td> </tr> <tr> <td>COD</td> <td>mg/l</td> <td>350</td> <td>79.2</td> </tr> <tr> <td>TSS</td> <td>mg/l</td> <td>250</td> <td>2.0</td> </tr> <tr> <td>Minyak & Lemak</td> <td>mg/l</td> <td>25</td> <td><5.0</td> </tr> <tr> <td>N</td> <td>mg/l</td> <td>40</td> <td>3.66</td> </tr> <tr> <td>pH</td> <td>mg/l</td> <td>6-9</td> <td>7.48</td> </tr> </tbody> </table> <p>All of the parameter are compliance with national regulation (PermenLH.RI No 5 tahun 2014 Lampiran II)</p>	Parameter	Satuan	Baku Mutu	October	BOD	mg/l	100	24.6	COD	mg/l	350	79.2	TSS	mg/l	250	2.0	Minyak & Lemak	mg/l	25	<5.0	N	mg/l	40	3.66	pH	mg/l	6-9	7.48	Comply
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7.8.4	Mill water use per tonne of FFB is monitored and recorded.	<p>PT Umbul Mas Wisesa - UMW POM has shown the document of mill water use per tonne of Fresh Fruit Bunches (FFB) in 2019 as per document "Laporan Pemakaian Air Pabrik per MT FFB tahun 2019",</p> <table border="1" data-bbox="768 427 1350 930"> <thead> <tr> <th>Month</th> <th>FFB (ton)</th> <th>Water us for Process (m³)</th> <th>Rate (ton/m³)</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>14,431</td><td>21,789</td><td>1.51</td></tr> <tr><td>Feb</td><td>12,702</td><td>15,061</td><td>1.19</td></tr> <tr><td>Mar</td><td>12,192</td><td>18,147</td><td>1.49</td></tr> <tr><td>Apr</td><td>11,772</td><td>16,411</td><td>1.39</td></tr> <tr><td>May</td><td>13,655</td><td>18,519</td><td>1.36</td></tr> <tr><td>Jun</td><td>12,654</td><td>16,205</td><td>1.28</td></tr> <tr><td>Jul</td><td>17,199</td><td>21,800</td><td>1.27</td></tr> <tr><td>Aug</td><td>15,120</td><td>20,218</td><td>1.34</td></tr> <tr><td>Sep</td><td>14,824</td><td>18,969</td><td>1.28</td></tr> <tr><td>Oct</td><td>14,851</td><td>18,612</td><td>1.25</td></tr> <tr><td>Nov</td><td>11,407</td><td>16,001</td><td>1.40</td></tr> <tr><td>Dec</td><td>9,932</td><td>16,157</td><td>1.63</td></tr> <tr><td>Total</td><td>160,739</td><td>217,889</td><td>1.36</td></tr> </tbody> </table>	Month	FFB (ton)	Water us for Process (m ³)	Rate (ton/m ³)	Jan	14,431	21,789	1.51	Feb	12,702	15,061	1.19	Mar	12,192	18,147	1.49	Apr	11,772	16,411	1.39	May	13,655	18,519	1.36	Jun	12,654	16,205	1.28	Jul	17,199	21,800	1.27	Aug	15,120	20,218	1.34	Sep	14,824	18,969	1.28	Oct	14,851	18,612	1.25	Nov	11,407	16,001	1.40	Dec	9,932	16,157	1.63	Total	160,739	217,889	1.36	Comply
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<p>Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised</p>																																																											
7.9.1	A plan for improving efficiency of the use of fossil fuels and to optimize renewable energy is in place, monitored and reported	<p>Improving use of fossil fuel (through maintain engine and machinery efficiency): Repair genset Cummins: based on service worksheet PT. Altrak 1978 No.IP-8212/319/25/19 PT. Umbul Mas Wisesa, dated 4-6 May 2019. Repair Genset Cummins KTA38-65; issue Genset under Frequency; replace control governor; repair completed 6 May 2019. Repair Boiler: based on minutes of repair "Berita Acara Pekerjaan Repair Boilermech No.1 capacity 35 ton" dated 21 December 2019; and "Berita Acara Steam Test dated 20 December 2019 untuk Boilermech 35 ton" in PT. Umbul Mas Wisesa. The repair process including replacement main steam valve, replace safety valve, replace manometer, replace cable tray, replace foot blowdown valve, replace chemical dosing pump. Repair Turbine: based on Service Report No.ME24813, Turbine Shinko RBS x 2000 kW, dated 14 December 2019.</p>	Comply																																																								

HSD Oil usage per metric ton FFB year 2019,

Month	UMW South Estate (HSD Oil ton FFB)	UMW North Estate (HSD Oil ton FFB)	TUM Estate (HSD Oil ton FFB)
January	1.68	1.38	1.60
February	2.00	1.35	1.72
March	1.72	1.65	1.73
April	1.61	1.51	2.15
May	1.85	1.63	2.21
June	1.72	1.23	1.78
July	1.23	0.85	0.63
August	1.55	1.28	3.34
September	1.55	1.66	1.80
October	1.24	1.65	1.94
November	1.72	2.61	1.94
December	2.16	2.84	2.72
Average	1.64	1.56	1.91

The data has also presented at graphic and chart.

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.

7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimize them are implemented, monitored through the Palm GHG calculator and publicly reported.</p>	<p>Company has procedure Calculation and Mitigation of Green House Gas Emission No.ENC 01-12/04-03-2019/Rev.1 dated 18 March 2019, whereby provide guidance to register source of emissions as a result of company operation, monitor and reduce the use of materials emitting GHG emission, calculate GHG emission from company operational activities. Source of emission inventory from estate operation: use of inorganic fertilizer Urea (N), Dolomite (CaO), MOP (K₂O), Rock Phosphate (P₂O₅), use of pesticide, use HSD fuel, planted area, mature oil palm, FFB production, distance estate to POM, distance POM to bulking tank, OER %, KER %, presence of methane capture facility, etc.</p> <p>Handling emission from steam boiler in Mukomuko POM No.UMWPOM-WI/PROD/009E, consist of guideline for minimizing soot pollution/particulate: ensure fibre and shell feed; minimize shell to</p>	Comply
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prevent black smoke; setting air damper for ignition, avoid excess air; dumping grate on regular basis, to minimize unburn fuel; shoot blowing every 4 hours to clean heat exchanger pipes; ensure dust collector operating in good manner; monitor boiler exhaust emission through smoke density meter; monitor boiler emission every 6 months by independent laboratory; record any problem.
 Handling emission from engine generator No.UMWPOM-WI/PROD/010D, consist of guideline for minimizing emission: ensure the generator operating at permitted load (80% from design); replace air filter element (every 1,250 hours), replace fuel filter (every 500 hours), replace oil filter (250 hours) – on regular basis; replace engine lubricant every 250 hours; should black smoke sighted – check engine load; should the black smoke sighted – check injection pump; monitor engine emission every 6 months by independent laboratory;

GHG reduction plan identified under "Rencana Pengurangan Emisi Gas Rumah Kaca (GHG Emission)":

Stages/Activity type	Mitigation Plan	Implementation
Preparation		
Land clearing/tree felling	Zero burning	<ul style="list-style-type: none"> • Memorandum from Director of Estate Department on zero burning • Restoration (tree planting) record • HCV map • Topographic map • HCV assessment • Land clearing SOP
	Planting trees to absorb emission	
	Identification of HCV and restore HCV area	
	Implement oil palm best management practice	
	River riparian/buffer zone management	
	Planting trees in river riparian/buffer zone and critical area	
Socialization to all level of worker on GHG mitigation plan during land clearing		
Planting on peat	Not recommended	<ul style="list-style-type: none"> • To manages the peat area as per

			<p>If needed, implement best management practices</p> <p>Install water level</p> <p>Monitor water level</p> <p>Manages the water gate</p> <p>Install check well with manual and digital measurement</p> <p>Monitor the check well</p>	<p>regulation such as controlling the water level;</p> <ul style="list-style-type: none"> • Maintain water level <40 cm; • Install 66 water level in main drain and collection drain; • Monitor water level twice per month; • Install check well as per guidance from Ministry of Environment • Monitoring check well twice per month 		
		Fertilizer application	<p>Effective fertilizer application as per recommendation</p> <p>No fertilizer application in rainy season</p> <p>No fertilizer application on river buffer zone/riparian area</p> <p>Socialization to all level of worker on GHG mitigation plan related to impact of fertilizer application</p>	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application 		
		Upkeep and harvesting				
		Use of fossil fuel for transportation (FFB, fertilizer, manpower)	<p>Maintenance the vehicle on regular basis</p> <p>Planting trees</p> <p>Transportation arrangement (effective and efficient)</p> <p>Socialization to all level of worker on GHG mitigation plan related to machinery use and use of fossil fuel</p>	<ul style="list-style-type: none"> • Vehicle maintenance record • Planting record • Evaluation on vehicle use (incl. fuel efficiency) • Fuel 2018: 148,405 liter • Fuel 2019: 132,910 liter 		

		Fertilizer and pesticide application	Planting beneficial plant	<ul style="list-style-type: none"> • Leaf sampling analysis for accurate fertilizer recommendation • Implement SOP fertilizer application • Utilize recommended pesticide 			
			Spraying knapsack calibration				
			Spraying based on weed percentage >60%				
			Effective fertilizer application as per recommendation				
		Housing					
		Use of fossil fuel for electric generation	Maintenance the machinery (genset) on regular basis	<ul style="list-style-type: none"> • Vehicle maintenance record • Planting record • Evaluation on Genset's fuel efficiency 			
			Socialization to all level of worker on GHG mitigation plan related to machinery use and use of fossil fuel; and electricity efficiency				
			Emission monitoring on regular basis				
		Waste decomposition in landfill	Waste collection to landfill	Landfill in UMW South estate			
		FFB processing in palm oil mill					
Waste management	Using methane capture and utilize the biogas	<ul style="list-style-type: none"> • Methane capture and biogas plant in POM • Install EFB shredder in POM 					
	Utilize EFB as boiler fuel						
Use of fossil fuel for transportation (FFB, CPO, PK, EFB)	Maintenance the vehicle on regular basis	<ul style="list-style-type: none"> • Vehicle maintenance record • Evaluation on electricity efficiency 					
	Socialization to all level of worker on GHG mitigation plan related to electricity efficiency						
Operation of POM's machinery	Maintenance the POM's machinery on regular basis	<ul style="list-style-type: none"> • Machinery maintenance record 					

		<table border="1"> <tr> <td data-bbox="752 359 1003 459">including boiler</td> <td data-bbox="1003 359 1395 459">Socialization to all level of worker on GHG mitigation plan related to emission</td> <td data-bbox="1395 359 1848 459" rowspan="2"> <ul style="list-style-type: none"> • Evaluation on boiler’s efficiency • Emission monitoring report </td> </tr> <tr> <td data-bbox="752 459 1003 525"></td> <td data-bbox="1003 459 1395 525">Emission monitoring on regular basis</td> </tr> </table>	including boiler	Socialization to all level of worker on GHG mitigation plan related to emission	<ul style="list-style-type: none"> • Evaluation on boiler’s efficiency • Emission monitoring report 		Emission monitoring on regular basis	<p>Company have prepared the PalmGHG calculator v4, based on database period December 2018-November 2019. The result of calculation have been attached as appendix. The company have report the GHG calculator to RSPO.</p> <p>UMW POM: Repair genset Cummins: based on service worksheet PT. Altrak 1978 No.IP-8212/319/25/19 PT. Umbul Mas Wisesa, dated 4-6 May 2019. Repair Genset Cummins KTA38-65; issue Genset under Frequency; replace control governor; repair completed 6 May 2019. Repair Boiler: based on minutes of repair “Berita Acara Pekerjaan Repair Boilermech No.1 capacity 35 ton” dated 21 December 2019; and “Berita Acara Steam Test dated 20 December 2019 untuk Boilermech 35 ton” in PT. Umbul Mas Wisesa. The repair process including replacement main steam valve, replace safety valve, replace manometer, replace cable tray, replace foot blowdown valve, replace chemical dosing pump. Repair Turbine: based on Service Report No.ME24813, Turbine Shinko RBS x 2000 kW, dated 14 December 2019.</p> <p>Biogas Ratio Report 2019:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Effluent from POM (m³)</th> <th>Effluent to Reactor (m³)</th> <th>Gas flow to flare (m³)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>10,187</td> <td>12,112</td> <td>337,089</td> </tr> <tr> <td>Feb</td> <td>6,706</td> <td>10,723</td> <td>266,155</td> </tr> <tr> <td>Mar</td> <td>8,645</td> <td>12,030</td> <td>332,660</td> </tr> <tr> <td>Apr</td> <td>9,796</td> <td>11,123</td> <td>318,807</td> </tr> <tr> <td>May</td> <td>11,473</td> <td>11,442</td> <td>350,161</td> </tr> <tr> <td>Jun</td> <td>10,661</td> <td>9,328</td> <td>277,827</td> </tr> <tr> <td>Jul</td> <td>13,829</td> <td>13,949</td> <td>490,493</td> </tr> </tbody> </table>	Month	Effluent from POM (m ³)	Effluent to Reactor (m ³)	Gas flow to flare (m ³)	Jan	10,187	12,112	337,089	Feb	6,706	10,723	266,155	Mar	8,645	12,030	332,660	Apr	9,796	11,123	318,807	May	11,473	11,442	350,161	Jun	10,661	9,328	277,827	Jul	13,829	13,949	490,493	
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Nov	8,442	11,407	317,493
Dec	7,841	9,596	274,932
	120,676	143,364	4,228,307

**)all methane gas flow to flaring*

UMW South Estate:

Vehicle and machine preventive and corrective maintenance:

"Ceklist Perawatan Berkala Kendaraan dan Mesin UMW South 2019" – December 2019: Toyota Dyna 130HT BK8474YF – oil change 9 December 2019; Toyota Dyna 130HT BK8468YF – oil change 10 December 2019; Komatsu Motorgrader GD511A-1 – add hydraulic oil 23 December 2019; Compactor Vibro SV 512 D – add machiner oil 26 December 2019;

June 2019: Toyota Dyna 130HT BK8468YF – hydraulic oil for dump added 27 June 2019; Komatsu Motorgrader GD511A-1 – repair leaking power steering 21 June 2019; Compactor Vibro SV 512 D – repair leaking radiator 23 June 2019 2019; Genset Perkins 60 KV – normal on 24 June 2019.

Planting trees:

UMW South planted 475 trees in 2019: Planting "Pucuk merah"/ *Syzygium oleina* 71 trees, tennis court 7 January 2019; Planting "Ketapang"/ *Terminalia catappa* 41 trees, football field 22 January 2019; Planting "Matoa"/ *Pometia pinnata* 13 trees, football field 11 February 2019; Planting "Trembesi"/ *Samanea saman* 12 trees, football field 4 March 2019; Planting "Matoa"/ *Pometia pinnata* 6 trees, guesthouse yard 18 March 2019; Planting "Salam"/ *Syzygium polyanthum* 75 trees, block B2 on 5-9 November 2019.

Spraying Pre-assessment:

2 January 2020: assessment on Division III, block 05B17 of 31.18 Ha. Weed growth 60-80%. Weed type on circle *Asystasia* 35% and *Stenochlaena* 25%. Weed type on path *Scleria* 20% and *Stenochlaena* 18%. Suggested herbicide Basta (Ammonium glifosinat), with SA-15; nozzle yellow, capacity 4Ha/manday.

17 January 2020: assessment on Division I, block 11B04 of 28.51 Ha. Weed growth 60-80%. Weed type on circle *Asystasia* 37% and *Neproolepis* 20%. Weed type on path *Stenochlaena* 20%.

Suggested herbicide SMART (Glyphosate), with SA-15; nozzle orange, capacity 5Ha/manday.
 Sprayer/spraying tool verification:
 "Verification Alat Semprot Januari 2020": attended by 18 sprayer with knapsack SA-15. Sprayer Aryanada sprayer SA-15, flowrate orange nozzle 0.27 liter/minute; flowrate yellow nozzle 0.66 liter/minute; flowrate red nozzle 1.6 liter/minute; swatch orange nozzle 1.99 m; swatch yellow nozzle 2.01 m; swatch red nozzle 2 m. Calculation total 2,928.4 meters with spraying factor 0.298.

UMW North Estate:

Type fertilizer	2018	2019
Rock Phospate/CIRP	280,939	
Muriate of Potash	512,547	849,250
Urea	307,288	409,900
Rhizoplex	35,113	8,703
CuSO ₄	10,325	
NPK 13.6.27.4	1,137,865	
NPK 15.7.25		1,166,700
ZINCOP	14,90	
Borate	123,006	20,830 + 21,197
ZnSO ₄		36,310
Excalibur Gold		437
Dolomite	2,000	

Training on fertilizer application for 27 fertilizer applicators in Division I, UMW North Estate, dated 11 September 2019.

Planting beneficial plant: *Turnera subulata* 300 trees in block 07I11; 600 trees in block 08I12; 300 trees in block 07I13; 300 trees in block 07I14; 300 trees in block 07J11; 600 trees in block 09J12; 300 trees in block 07J13; 300 trees in block 07I14; 709 trees in block 08K11A - dated 7 December 2019.

TUM Estate:

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7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimize them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p>	<p>In PT. Umbul Mas Wisesa, From the "Hectare Statement", recording the land preparation and planting realization. HCV area and the vegetation are maintained. UMW South Estate demonstrates their planting year period:</p> <table border="1"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr> <td>2005</td> <td>1,003.76 Ha</td> </tr> <tr> <td>2006</td> <td>234.27 Ha</td> </tr> <tr> <td>2007</td> <td>1,622.59 Ha</td> </tr> <tr> <td>2008</td> <td>769.87 Ha</td> </tr> <tr> <td>2009</td> <td>351.97 Ha</td> </tr> <tr> <td>2010</td> <td>256.08 Ha</td> </tr> <tr> <td>2011</td> <td>207.64 Ha</td> </tr> <tr> <td>Total</td> <td>4,446.18 Ha</td> </tr> </tbody> </table>	OP planting year	Hectarage	2005	1,003.76 Ha	2006	234.27 Ha	2007	1,622.59 Ha	2008	769.87 Ha	2009	351.97 Ha	2010	256.08 Ha	2011	207.64 Ha	Total	4,446.18 Ha	<p>Training on fertilizer application for 24 fertilizer applicators in TUM Estate, dated 11 September 2019. Planting tree – Rambutan (Nephelium sp) 20 trees; Coconut (Cocos nucifera) 6 trees; Ketapang (Terminalia catappa) 12 trees; Mango (Mangifera indica) 4 trees; Jambu (Czygium aquaeum) 3 trees; Manggis (Garcinia mangoscana) 3 trees – in March 2019;</p>	Comply																		
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7.10.3	(C) Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.	<p>The company has prepared a strategy in effort to reduce and mitigate pollution and emission. Monitoring of pollution and emission quality for plantation has been planned and implemented, e.g. air quality ambient for boiler and power generator, water quality test for surface and ground water, effluent water quality, noise level, etc.</p> <p>The monitoring result is incorporated in RKL/RPL (environmental management and monitoring plan) and reported regularly to the government. In UMW POM, all emission are monitored.</p>	Comply																
Criteria 7.11:																			
Fire is not used for preparing land and is prevented in the managed area.																			
7.11.1	(C) Land for new planting or replanting is not prepared by burning.	Based on field visit and document review there is no new planting or replanting preparation carried out by burning.	Comply																
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.	Based on field visit and document review there is no new planting or replanting preparation carried out by burning.	Comply																
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	The company has established fire prevention committee as documented in "Tim Satuan Tugas Pengendalian Kebakaran Lahan Perkebunan" dated 19 Nov 2019. The committee is align with Emergency Response Team. The committee consist of: Chairman; Secretary; PIC for prevention; PIC for control; PIC for Logistic; Main Team consist of 2 team; Support Team consist of 2 team; Helper Team consist of 2; team each team consist of 5 personnel. Emergency Response Committee were available in UMWS Estate, UMWN Estate and TUM Estate.	Comply																

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.

PROCEDURAL NOTE for 7.12:
 The 2018 RSPO P&C include new requirements to ensure the effective contribution of RSPO to halting deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Toolkit in the revised standard.
 The RSPO ToC also commits RSPO to balancing sustainable livelihoods and poverty reduction with the need to conserve, protect and enhance ecosystems. High Forest Cover Countries (HFCCs) urgently require economic opportunities that enable communities to choose their own development path, while providing socio-economic benefits and safeguards.

Adapted procedures will be developed to support the sustainable development of palm oil by indigenous peoples and local communities with legal or customary rights. These will apply in specific HFCCs, and within those, in High Forest Cover Landscapes (HFCLs).
 The development of these procedures will be guided by a No Deforestation Joint Steering Group (NDJSG) of RSPO and HCSA members. In HFCCs, RSPO will work through national and local participatory processes with governments, communities and other stakeholders to develop these procedures. A timeframe for these activities is stipulated in the Terms of Reference for the NDJSG and publicly available.

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 HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p>	<p>UMW South Estate demonstrates their planting year period:</p> <table border="1"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr> <td>2005</td> <td>1,003.76 Ha</td> </tr> <tr> <td>2006</td> <td>234.27 Ha</td> </tr> <tr> <td>2007</td> <td>1,622.59 Ha</td> </tr> <tr> <td>2008</td> <td>769.87 Ha</td> </tr> <tr> <td>2009</td> <td>351.97 Ha</td> </tr> <tr> <td>2010</td> <td>256.08 Ha</td> </tr> <tr> <td>2011</td> <td>207.64 Ha</td> </tr> <tr> <td>Total</td> <td>4,446.18 Ha</td> </tr> </tbody> </table> <p>UMW North Estate demonstrates their planting year period:</p> <table border="1"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr> <td>2006</td> <td>43.22 Ha</td> </tr> <tr> <td>2007</td> <td>440.52 Ha</td> </tr> <tr> <td>2008</td> <td>671.02 Ha</td> </tr> </tbody> </table>	OP planting year	Hectarage	2005	1,003.76 Ha	2006	234.27 Ha	2007	1,622.59 Ha	2008	769.87 Ha	2009	351.97 Ha	2010	256.08 Ha	2011	207.64 Ha	Total	4,446.18 Ha	OP planting year	Hectarage	2006	43.22 Ha	2007	440.52 Ha	2008	671.02 Ha	Comply
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TUM Estate demonstrates their planting year period:

OP planting year	Hectarage
2006	89.22 Ha
2007	64.23 Ha
2008	495.36 Ha
2009	486.14 Ha
Total	1,134.95 Ha

Based on document HCV identification by "Yayasan Kelapa Sawit Berkelanjutan Indonesia" (YASBI-Indonesian Sustainable Palm Oil Foundation) in 2009:

- Section II.1.5 stated "Berdasarkan interpretasi citra satelit pada tahun 2007, diperoleh informasi hamper seluruh area kebun PT. Umbul Mas Wisesa telah menjadi lahan terbuka dan semak belukar rawa yang merupakan bekas pembukaan hutan rawa, dan sebagian lain sudah berupa tanaman kelapa sawit." – Based on interpretation of landsat imagery 2007, almost all of plantation of PT. Umbul Mas Wisesa has been developed into open area and swamp bushes as a result from swamp forest clearing; the other area already in form of oil palm plantation.
- Section II.1.5 stated "Peta penutupan lahan tahun 2008/2009 tutupan lahan di area PT. Umbul Mas Wisesa berupa perkebunan dan lahan gambut terbuka" – The land cover map year 2008/2009 the land cover in PT. Umbul Mas Wisesa in form of plantation and open peat area.
- Section II.1.6 stated "Peta Kawasan Hutan di dalam dan sekitar PT. Umbul Mas Wisesa berupa Area Penggunaan Lain/APL" – Based on overlay of forest area map against operation map PT. Umbul Mas Wisesa, it is located on "Area Penggunaan Lain/APL", or area for other purpose (including plantation).

Based on document HCV identification "Penilaian NKT/HCV PT. Toton Usaha Mandiri di Kabupaten Labuhan Batu, Provinsi Sumatera Utara" by "Yayasan Kelapa Sawit Berkelanjutan Indonesia" (YASBI-

		<p>Indonesian Sustainable Palm Oil Foundation) in November 2009:</p> <ul style="list-style-type: none"> • Section II.1.5 stated "Berdasarkan interpretasi citra satelit pada tahun 2007, diperoleh informasi bahwa sebagian areal kebun PT. Toton Usaha Mandiri masih terdapat sisa areal berhutan berupa hutan rawa sekunder seluas 473.20 dan sebagian lain telah menjadi lahan terbuka dan semak belukar rawa." – Based on interpretation of landsat imagery 2007, some area of plantation of PT. Toton Usaha Mandiri remains to be secondary swamp forest of 473.20 Ha and the rest has been developed into open area and swamp bushes. • Section II.1.5 stated "Kemudian pada tahun 2008 sampai sekarang seluruh areal PT. Toton Usaha Mandiri telah ditanami kelapa swait sementara pada lahan disekitarnya telah menjadi semak belukar rawa dan juga lahan terbuka dan ada juga yang ditanami kelapa sawit." – The land cover map year 2008 the land cover in PT. Toton Usaha Mandiri has been planted with oil palm plantation and the surrounding area is open peat area and community oil palm plantation. • Section II.1.6 stated "Peta Kawasan Hutan di dalam dan sekitar PT. Toton Usaha Mandiri berupa Area Penggunaan Lain/APL... Namun demikian pada sisi bagian timur areal PT. Toton Usaha Mandiri yang berbarasan dengan Propinsi Riau ditetapkan oleh pemerintah dalam TGHK sebagai Hutan Lindung" – Based on overlay of forest area map against operation map Toton Usaha Mandiri, it is located on "Area Penggunaan Lain/APL", or area for other purpose (including plantation)... however on the east side of PT. Toton Usaha Mandiri neighboring with Protected Forest located in Riau Province. <p>Therefore, there are area being planted (period 2005-2009) prior to HCV assessment in 2009. PT. Umbul Mas Wisesa – UMW POM followed Remediation and Compensation Procedure (RaCP). PT. Umbul Mas Wisesa – UMW POM have received approved compensation plan in 2015, prior to certification decision. Detailed explanation related to Compensation Plan to comply with Remediation and Compensation Plan given in indicator 7.12.8.</p>	
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows: 7.12.2a For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the</p>	<p>PT. Umbul Mas Wisesa (UMW) has conducted HCV identification by "Yayasan Kelapa Sawit Berkelanjutan Indonesia" (YASBI-Indonesian Sustainable Palm Oil Foundation) in 2009, referring "Indonesian HCV Toolkit, 2008". Total HCV areas was identified is 196.09 Ha and consist of 167 Ha is <i>Hutan Konversi</i> and riparian covering 20.79 Ha – in form of wildlife corridor. The HCV assessment team comprise of Ir. Purwo Susanto (RSPO HCV approved assessor, Team Leader); Dr. Kunkun Jaka Gurmaya (Biodiversity flora and fauna); Neny Indriyana, S.Hut, MT (Ecology); Ir. Riswan (GIS); Handy Rusydi S.Hut (GIS); Ir. Hery Prasetyo (Social – cultural).</p>	

	<p>current HCV assessment of those plantations remains valid.</p>	<p>PT. Toton Usaha Mandiri (TUM) has identified High Conservation Value (HCV) in 2009 conducted by “Yayasan Kelapa Sawit Berkelanjutan Indonesia” (YASBI-Indonesian Sustainable Palm Oil Foundation) as outlined in the Assessment Report HCV/HCV PT Toton Usaha Mandiri in 2009. In the report described the HCV areas found in working area of PT. TUM i.e. HCV 1, HCV 3 and HCV 4 with a total area of 57.54 Ha in the form of conservation forest area of 39.30 Ha, border drain and corridors covering an area of 2.38 Ha.</p> <p>The HCV assessment team comprise of Ir. Purwo Susanto (RSPO HCV approved assessor, Team Leader); Dr. Kunkun Jaka Gurmaya (Biodiversity flora and fauna); Neny Indriyana, S.Hut, MT (Ecology); Ir. Riswan (GIS); Handy Rusydi S.Hut (GIS); Ir. Hery Prasetyo (Social – cultural).</p> <p>Public Consultation to the surrounding community have been conducted on 18 November 2009 at the Office of PT. Umbul Mas Wisesa, which was attended by representatives of leaders 'local community', the sub-district and the villages (Desa Tanjung Mulia, Sei Toras, Sei Siarti) in accordance with the document "Notulensi Publik Penilaian Nilai Konservasi Tinggi –NKT (HCV)".</p>	
	<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 HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p>	<p>UMW South Estate, UMW North Estate, TUM Estate: There is no new land clearing after 15 November 2018.</p>	
<p>PROCEDURAL NOTE for 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCSA assessments.</p>			
<p>7.12.3</p>	<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</p>	<p>PT. Umbul Mas Wisesa - UMW POM and its supply base located in Sumatera Utara Province, Sumatera Island, Indonesia. Based on document “RSPO No Deforestation Consultancy: High Forest Cover Countries – Consultancy report on definitions and recommendations to the RSPO, June 2018” by Proforest; Indonesia fall into “High Remaining Forest, High Rate of Deforestation/HFHD”. Refer to “Section 4.6 Statistics on potential high forest cover countries” – Indonesia categorized to have 53% forest cover;</p>	<p>Comply</p>

	<p>consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p>	<p>15% Intact Forest Landscape; 54.2% forest (national source); 5.4% Oil Palm Land Area; 0.7%/year deforestation rate (FAO); Increasing Deforestation Trend; 0.9%/year deforestation rate (national source); constant deforestation rate/trend.</p> <p>PT. Umbul Mas Wisesa’s estate and PT. Toton Usaha Mandiri Estate located under “Area Penggunaan Lain/APL” – Area for Other Purpose (non forest area). But along the eastern boundary, the companies located next to Riau Province whereby the land designated as “Hutan Lindung/Protected Forest”.</p> <p>PT. Umbul Mas Wisesa’s NDPE policy: General Information: New Development Area and Replanting No.OPM-03-00/02-10-2017, dated 20 November 2017. Stipulates “land clearing and replanting on peat land will be influenced by the type and depth of peat”.</p> <p>General Information: Survey and Mapping No.OPM-03-01/02-10-2017, dated 20 November 2017. Stipulates company views on peat: “Especially for extensive peat soil, the distribution, level of maturity and depth of peat must be explained”; company view on conservation area: “the presence or absence of national park, production forest and limited production forest. Whether or not there is riparian reserves and conservation area”.</p> <p>SOP Planting Plant – Approval No.ESD-01-02/11-03-2019 dated 27 March 2019. The planting approval process will review information on planting material (incl. seed certificate), soil information (soil type, peat depth map, drainability assessment, water management plan, drainage and Watergate map), topographic and slope information, presence of conservation area, OHS requirement and fire risk.</p> <p>Based on HCV assessment document by YASBI, 2009 – there is no HCV area located on local community’s land, and/or local communities with legal or customary rights. Company demonstrated recognition of legal and customary lands based on participatory land use planning by preparing scheme smallholder plantation on clean-and-clear land. The local community proposed their plantation to become oil palm plantation (replanting).</p>	
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PROCEDURAL NOTE for 7.12.3:

There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&C requirements apply, including FPIC and HCV requirements.

<p>7.12.4</p>	<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 plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>	<p>Peat land is present. Maintenance, protection and enhancement as explained on Criterion 7.7.</p> <p>In 2019: "Program Pengelolaan NKT PT. Umbul Mas Wisesa North and PT. Toton Usaha Mandiri 2019" is evident. The HCV management plan including Forest guard patrol in two weeks interval, upkeep HCV corridor in monthly basis, planting of corridor planned in July, monitoring of wildlife in monthly basis, upkeep HCV notice board planned in May, upkeep of HCV and corridor poles planned in January and June. Implementation: "Form Monitoring Satwa Liar UMW North dan TUM Estate" period July 2019: White-breasted woodswallow/<i>Artamus leucorhynchus</i> (IUCN LC, not protected in Indonesia) sighted 11 July 2019 in HCV TUM Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 20 July 2019 in HCV UMW North; Lesser adjutant/<i>Leptoptilos javanicus</i> (IUCN Vu, not protected in Indonesia) sighted 2 July 2019 in HCV TUM Estate; Black eagle/<i>Ictinaetus malayensis</i> (IUCN LC, protected in Indonesia) sighted 20 July 2019 in HCV UMW North. "Form Monitoring Satwa Liar UMW North dan TUM Estate" period August 2019: Rhinoceros hornbill/<i>Buceros rhinoceros</i> (IUCN Vu, protected in Indonesia) sighted 24 August 2019 in HCV TUM Estate; Great hornbill/<i>Buceros bicornis</i> (IUCN Vu, protected in Indonesia) sighted 28 August 2019 in HCV UMW North Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 23 August 2019 in HCV TUM Estate; Agile gibbon/<i>Hylobates agilis</i> (IUCN EN, protected in Indonesia) sighted 28 August 2019 in HCV UMW North Estate; Long-tailed parakeet/<i>Psittacula longicauda</i> (IUCN Vu, protected in Indonesia) sighted 24 August 2019 in HCV UMW North. "Form Monitoring Satwa Liar UMW North dan TUM Estate" period September 2019: Long-tailed parakeet/<i>Psittacula longicauda</i> (IUCN Vu, protected in Indonesia) sighted 20 September 2019 in HCV TUM Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 20 September 2019 in HCV UMW North; Black eagle/<i>Ictinaetus malayensis</i> (IUCN LC, protected in Indonesia) sighted 21 September 2019 in HCV UMW North; Lesser adjutant/<i>Leptoptilos javanicus</i> (IUCN Vu, not protected in Indonesia) sighted 21 September 2019 in HCV TUM Estate; Thomas's langur/<i>Presbytis thomasi</i> (IUCN Vu, protected in Indonesia) sighted 21 September 2019 in HCV UMW North Estate.</p> <p>Checklist conservation area 2-27 August 2019, in HCV area UMW North Estate, block H22, H21a, J21a,</p>	<p>Comply</p>
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		<p>K21a – cutting <i>Mucuna</i> infestation; 3, 11, 20, 29 October 2019, in HCV area UMW North Estate, block H22, H21a, J21a, K21a – no fire, no illegal logging, found pig trap; 4-28 November 2019, in HCV area UMW North Estate, block H19, J21a, H22, K21 – found pig traps, snake traps; 23 December 2019, in HCV area UMW North Estate, block J21a – found pig trap;</p> <p>Checklist conservation area 3-22 August 2019, in HCV area TUM Estate, block L11a, L21a, K21a – remove pig trap, remove fish trap; 3-25 October 2019, in HCV area TUM Estate, block L11a, L21a, K21a – remove pig trap, remove fish trap;</p> <p>In 2020: There is changes in patrol/controlling conservation area and installation of camera trap to mitigate impact related to some findings during patrol year 2019: pig trap, snake trap, fish trap in HCV area. Therefore “Program Pengelolaan NKT PT. Umbul Mas Wisesa North dan PT. Toton Usaha Mandiri Estate 2020”.</p> <ul style="list-style-type: none"> • Patrol/controlling conservation area – every month; • Upkeep HCV corridor – every other month; • Planting on corridor – every other month; • Camera trap install – every other month; • Inventory and prepare/replace the signboard of conservation/HCV area – every other month, by ranger, report into monitoring form; • Inventory the conservation/HCV area boundary poles - every other month, by ranger, report into monitoring form; • Upkeep the HCV corridor – every other month, by ranger, report into monitoring form; 	
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a	All HCV located inside HGU/legal ownership of the land. There is no HCV area located in local community’s land.	Comply

	negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.		
7.12.6	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>Company communicating the presence of HCV area, including the protection of wildlife within – through Memorandum dated 13 June 2019: “Dilarang Masuk Wilayah NKT (Nilai Konservasi Tinggi)” – no entrance on HCV area and damage the conservation value. Para 3 stipulates “Bagi siapa saja pihak-pihak terkait yang melanggar himbauan ini, akan diberikan sanksi tegas dan sesuai perundang-undangan yang berlaku” – Whoever violates the memorandum, will be given sanction as per applicable national law.</p> <p>UMW North Estate: Training HCV for worker on 26 December 2019, whereby attended by 19 workers. The training material consist of type of HCV, function of conservation, presence of HCV in UMW North Estate, Monitoring methodology, Type of threat to HCV area, Signage of HCV area, Invasive species, no burning, no hunting, no poisoning, no vandalism.</p> <p>Communicating the presence of HCV area and wildlife in the plantation to surrounding village – Desa Sei Siarti on 6 December 2019, whereby community: Mr. Ilham Nur, Ahmad and Damsit attended. The communication material consist of type of HCV in UMW plantation, function of conservation, Signage of HCV area, Policy on: no burning, no hunting, no poisoning, no vandalism.</p> <p>TUM Estate: Training HCV for worker on 26 December 2019, whereby attended by 13 workers.</p>	Comply
7.12.7	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>In 2019: “Program Pengelolaan NKT PT Umbul Mas Wisesa North and PT. Toton Usaha Mandiri 2019” is evident. The HCV management plan including Forest guard patrol in two weeks interval, upkeep HCV corridor in monthly basis, planting of corridor planned in July, monitoring of wildlife in monthly basis, upkeep HCV notice board planned in May, upkeep of HCV and corridor poles planned in January and June.</p>	Comply

		<p>Implementation:</p> <p>"Form Monitoring Satwa Liar UMW North dan TUM Estate" period July 2019: White-breasted woodswallow/<i>Artamus leucorynchus</i> (IUCN LC, not protected in Indonesia) sighted 11 July 2019 in HCV TUM Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 20 July 2019 in HCV UMW North; Lesser adjutant/<i>Leptoptilos javanicus</i> (IUCN Vu, not protected in Indonesia) sighted 2 July 2019 in HCV TUM Estate; Black eagle/<i>Ictinaetus malayensis</i> (IUCN LC, protected in Indonesia) sighted 20 July 2019 in HCV UMW North.</p> <p>"Form Monitoring Satwa Liar UMW North dan TUM Estate" period August 2019: Rhinoceros hornbill/<i>Buceros rhinoceros</i> (IUCN Vu, protected in Indonesia) sighted 24 August 2019 in HCV TUM Estate; Great hornbill/<i>Buceros bicornis</i> (IUCN Vu, protected in Indonesia) sighted 28 August 2019 in HCV UMW North Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 23 August 2019 in HCV TUM Estate; Agile gibbon/<i>Hylobates agilis</i> (IUCN EN, protected in Indonesia) sighted 28 August 2019 in HCV UMW North Estate; Long-tailed parakeet/<i>Psittacula longicauda</i> (IUCN Vu, protected in Indonesia) sighted 24 August 2019 in HCV UMW North.</p> <p>"Form Monitoring Satwa Liar UMW North dan TUM Estate" period September 2019: Long-tailed parakeet/<i>Psittacula longicauda</i> (IUCN Vu, protected in Indonesia) sighted 20 September 2019 in HCV TUM Estate; Southern pig-tailed macaque/<i>Macaca nemestrina</i> (IUCN Vu, not protected in Indonesia) sighted 20 September 2019 in HCV UMW North; Black eagle/<i>Ictinaetus malayensis</i> (IUCN LC, protected in Indonesia) sighted 21 September 2019 in HCV UMW North; Lesser adjutant/<i>Leptoptilos javanicus</i> (IUCN Vu, not protected in Indonesia) sighted 21 September 2019 in HCV TUM Estate; Thomas's langur/<i>Presbytis thomasi</i> (IUCN Vu, protected in Indonesia) sighted 21 September 2019 in HCV UMW North Estate.</p> <p>In 2020:</p> <p>There is changes in patrol/controlling conservation area and installation of camera trap to mitigate impact related to some findings during patrol year 2019: pig trap, snake trap, fish trap in HCV area. Therefore "Program Pengelolaan NKT PT. Umbul Mas Wisesa North dan PT. Toton Usaha Mandiri Estate 2020".</p> <ul style="list-style-type: none"> • Patrol/controlling conservation area – every month; • Upkeep HCV corridor – every other month; • Planting on corridor – every other month; 	
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		<ul style="list-style-type: none"> • Camera trap install – every other month; • Inventory and prepare/replace the signboard of conservation/HCV area – every other month, by ranger, report into monitoring form; • Inventory the conservation/HCV area boundary poles - every other month, by ranger, report into monitoring form; • Upkeep the HCV corridor – every other month, by ranger, report into monitoring form; 																																									
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 Procedure (RaCP) applies.</p>	<p>UMW South Estate demonstrates their planting year period:</p> <table border="1"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr><td>2005</td><td>1,003.76 Ha</td></tr> <tr><td>2006</td><td>234.27 Ha</td></tr> <tr><td>2007</td><td>1,622.59 Ha</td></tr> <tr><td>2008</td><td>769.87 Ha</td></tr> <tr><td>2009</td><td>351.97 Ha</td></tr> <tr><td>2010</td><td>256.08 Ha</td></tr> <tr><td>2011</td><td>207.64 Ha</td></tr> <tr><td>Total</td><td>4,446.18 Ha</td></tr> </tbody> </table> <p>UMW North Estate demonstrates their planting year period:</p> <table border="1"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr><td>2006</td><td>43.22 Ha</td></tr> <tr><td>2007</td><td>440.52 Ha</td></tr> <tr><td>2008</td><td>671.02 Ha</td></tr> <tr><td>2009</td><td>819.55 Ha</td></tr> <tr><td>2010</td><td>399.59 Ha</td></tr> <tr><td>2011</td><td>227.32 Ha</td></tr> <tr><td>Total</td><td>2,601.22 Ha</td></tr> </tbody> </table> <p>TUM Estate demonstrates their planting year period:</p> <table border="1"> <thead> <tr> <th>OP planting year</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr><td>2006</td><td>89.22 Ha</td></tr> <tr><td>2007</td><td>64.23 Ha</td></tr> </tbody> </table>	OP planting year	Hectarage	2005	1,003.76 Ha	2006	234.27 Ha	2007	1,622.59 Ha	2008	769.87 Ha	2009	351.97 Ha	2010	256.08 Ha	2011	207.64 Ha	Total	4,446.18 Ha	OP planting year	Hectarage	2006	43.22 Ha	2007	440.52 Ha	2008	671.02 Ha	2009	819.55 Ha	2010	399.59 Ha	2011	227.32 Ha	Total	2,601.22 Ha	OP planting year	Hectarage	2006	89.22 Ha	2007	64.23 Ha	Comply
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2008	495.36 Ha
2009	486.14 Ha
Total	1,134.95 Ha

The HCV assessment for PT. Umbul Mas Wisesa carried out on 2009 by "Yayasan Sawit Berkelanjutan Indonesia/YASBI".

The company has planted some of areas before HCV identification was conducted by YASBI in 2009. For those areas, the company has gone through the "Compensation and Remediation Plan" and it has been approved by RSPO in February 2015 – before being certified.

PT. Umbul Mas Wisesa has also has gone through NPP process and it has been announced in RSPO website in December 2014.

The compensation plan is implemented well and monitored by the company.

In order to comply with "RSPO Remediation and Compensation Procedure, November 2015", PT. Umbul Mas Wisesa demonstrating the annual report and annual working plan for company's off-site compensation project to CAB. The compensation project in form of PT. SIPEF Biodiversity Indonesia, was obtained in September 2013, a license to manage a 12,672 Ha forest area under very high risk of deforestation. The area is located in Mukomuko Regency, Bengkulu Province, Indonesia – with the "Hutan Produksi Terbatas Air Manjuntio (reg.62)". The forest concession is a critical buffer zone to the "Kerinci Seblat National Park". PT. SIPEF Biodiversity Indonesia obtained the license type "Izin Usaha Pemanfaatan Hasil Hutan Kayu-Restorasi Ekosistem/IUPHHK- RE", issued by Ministry of Forestry through permit "Surat Keputusan Menteri Kehutanan No.SK.622/MENHUT-II/2013 untuk Izin Usaha Pemanfaatan Hasil Hutan Kayu Restorasi Ekosistem seluas 12,672 Ha" dated 17 September 2013. The permit valid from 17 September 2013 up to 16 September 2022, located in Mukomuko Regency, Bengkulu Province.

The report for 2019 available under "Rencana Kerja Tahunan Usaha Pemanfaatan Hasil Hutan Kayu Restorasi Ekosistem Dalam Hutan Alam Pada Hutan Produksi Periode Tahun 2020 PT. SIPEF Biodiversity Indonesia – Bab III Realisasi Pelaksanaan RKT 2019". The report comprise of:

- "Realisasi batas areal kerja" - boundary arrangement for operation area (8 km/80 poles) – 140%;
- "Penataan areal kerja" - boundary arrangement for working area of 1,493.93 Ha/18 working

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		<p>partitions – 110%;</p> <ul style="list-style-type: none"> • “<i>Pembukaan wilayah hutan terbatas</i>” - SK Kepala Dinas Lingkungan dan Kehutanan Provinsi Bengkulu No.49/IV-2/TAHUN 2017 tentang Izin Penggunaan Koridor” dated 19 June 2017), working shed, water dam, wooden bridge, opening patrol traces, nursery block, maintenance of working shed and micro hydro power plant – 100%; • “<i>Inventarisasi Hutan Berkala Restorasi Ekosistem/IHBRE</i>” – Inventory for flora and fauna; • “<i>Penanaman</i>” – Planting of total 17,243 trees in 50.80 Ha; • “<i>Pemeliharaan</i>” – Tree maintenance/upkeep: planting to date 38,315 trees (162.76 Ha), living trees 29,903 trees, dead tree 10,816 trees, replanting 5,589 trees (70.69 Ha). Maintenance in 2018 206.82 Ha and in 2019 of 265.57 Ha – total 472.41 Ha. Seedling production in 2019: 258,831 seedlings. Seedling distributed to local community: 852 seedlings, seedling distributed to government 1,574 seedlings; • “<i>Restorasi habitat flora dan fauna pilihan</i>” - Monitoring of wildlife using camera trap – list of wildlife caught on tape evident; • “<i>Perlindungan kawasan</i>” – Forest area protection: monthly patrol resulted in findings: 5 case of illegal logging and 1 case of poaching. This including fire extinguishing activity on 11 fire hotspot; and cutting down 72 illegal oil palm trees planted on forest area. • “<i>Pengelolaan dan pemantauan dampak lingkungan</i>” – Monitoring of environment parameter: Monthly monitoring water debit in 10 rivers; Monitoring of river water quality in 4 rivers; • “<i>Penelitian dan pengembangan</i>” – Research and Development: Measurement of permanent measurement plot on year-3; Aviary monitoring; Observation on presence of Tiger prey availability; Identification of flora on “<i>Inventarisasi Hutan Berkala Restorasi Ekosistem/IHBRE</i>”. • “<i>Peningkatan Kapasitas Sumber Daya Manusia</i>” – Human resources capacity building: 8 Trainings attended by the staff, including training on “<i>Penyusunan Informasi Profil Izin Usaha Restorasi Ekosistem dan Pendfinisian Komponen Pemenuhan Kewajiban terhadap Negara</i>”, 1 March 2019; “<i>Penyusunan pedoman Pelaksanaan Penyampaian Laporan Kinerja Pemegang IUPHHK-RE secara Periodik</i>”, 28 February 2019; etc. • “<i>Peralatan kerja 2019</i>” – Working tool 2019: GPS, camera, camera trap, fire extinguisher, laptop, PC, printer, compass, clinometer, projector, hand counter, tent, sleeping bag, electric generator, water pump, mini chainsaw, sprayer machine, UPS, rollmeter, etc. <p>The working plan for 2020 available under “<i>Rencana Kerja Tahunan Usaha Pemanfaatan Hasil Hutan</i>”</p>	
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		<p>Kayu Restorasi Ekosistem Dalam Hutan Alam Pada Hutan Produksi Periode Tahun 2020 PT. SIPEF Biodiversity Indonesia”.</p> <ul style="list-style-type: none"> • Planting plan for “Restorasi Ekosistem tahun 2020” comprise of natural wood of 31,800 trees, fruit trees of 5,680 trees, native species 14,300 trees, under canopy species 200 trees – total 51,980 trees. • Nursery in 5 blocks. • Working compartment arrangement for 814.51 Ha, comprise of 21 compartment and 32 poles; including its time frame. • Delineation of working compartment 20.28 km equal to 202 boundary poles. • Conflict resolution (illegal logging), encroachment for oil palm planting. 	
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Appendix B: Approved Time Bound Plan

Name of company	Name of Mill	Locatiom	Supply Base	Time Bound Plan	Target Year for RSPO
PT. Agro Muko	Muko Muko Mill	Mukomuko Regency, Bengkulu Province, Indonesia	Muko Muko estate, Sei Betung estate, Tanah Rekah estate, Talang Petai estate, Sei Kiang estate and KMD	2011	Certified
	Bunga Tanjung Mill	Mukomuko Regency, Bengkulu Province, Indonesia	Bunga Tanjung estate, Air Bikuk estate, Air Buluh estate and KMD	2011	Certified
			PT. Mukomuko Agro Sejahtera: - Air Manjuntio estate - Malin Deman estate	2014	Certified
			Ex. PT. Asri Rimba Wirabhakti (acquisition in 2018)	2020	A new NPP will be submitted waiting for HCV, LUC review
PT. Tolan Tiga	Bukit Maradja Mill	Simalungun Regency, North Sumatera, Indonesia	- Bukit Maradja Estate (PT. Eastern Sumatra Indonesia) - Kerasaan Estate (PT. Kerasaan Indonesia) - PT. Timbang Deli Indonesia	2010	Certified May 2010
				2018	Certified in 2018 as supply base of Bukit Maradja POM, PT Eastern Sumatra Indonesia
	Perlabian Mill	Labuhan Batu Selatan Regency, North Sumatera, Indonesia	Perlabian estate and Tolan estate.	2010	Certified May 2010
PT. Umbul Mas Wisesa	Umbul Mas Wisesa Mill	Labuhan Batu Selatan Regency, North Sumatera, Indonesia	UMW South estate, UMW North estate and Toton Usaha Mandiri estate	2014	Certified in March 2015
PT. Agro Kati Lama		Musirawas Regency, South Sumatera, Indonesia		2021	developed (It has been RSPO NPP), RSPO public Notification on 31 st March 2014.
PT. Agro Rawas Ulu		Musirawas Regency, South Sumatera, Indonesia		2024	developed (It has been RSPO NPP), RSPO public Notification on 31 st March 2014.
PT. Agro Muara Rupit		Musirawas Regency, South Sumatera, Indonesia		2024	developed (It has been RSPO NPP), RSPO public Notification on 31 st March 2014.
Hargy Oil Palm Limited (HOPL)	Hargy Mill	East of Bialla, West New Britain Province, PNG	Hargy Estate	2009	Certified in April 2009
	Navo Mill	50 Kms East of Bialla, West New Britain Province, PNG	Navo Estate, Bakada Estate and Mengen Estate	2009	Certified in April 2009
	Barema Mill	30 km East of Bialla, West New Britain Province, PNG	Barema Estate	2014	RSPO Certified in April 2014
PT. Dendy Maker Indah Lestari	Dendy Maker Mill	Musirawas Utara Regency, South Sumatera Province, Indonesia	Sei Mandang Estate, Sei Liam Estate	2015	Acquired on 1 August 2017. RSPO certified in 2015.

Appendix C: GHG Reporting Executive Summary

The GHG emissions that were produced in **December 2018 – November 2019** for **Umbul Mas Wisesa POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. 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 **December 2018 – November 2019** for **Umbul Mas Wisesa POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	11
PK	11

Extraction	%
OER	23.8
KER	3.74

Production	t/yr
FFB Process	234356.69
CPO Produced	38254.87
PKO Produced	6006.12

Land Use	Ha
Oil palm planted on mineral soil	0
Oil palm planted area on peat	8242.5
Conservation area (forested)	0
Conservation area (non-forested)	244
Total Planted area	8242.5
Conservation area	243.69
FFB Production per hectare	19.5

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 Source								
Land Conservation	0	0	0	0	0	0		
CO ₂ Emission from fertilizer	2630.05	0.02	1111.07	0.04	13.89	0		
NO ₂ Emission from peat	52755.15	0.39	8495.96	0.34	450.27	0.68		
NO ₂ Emission from fertilizer	2250.89	0.02	928.37	0.04	8.3	0.01		
Fuel Consumption	653.47	0	149.51	0.01	0	0		
Peat Oxidation	384788.04	2.86	61968.27	2.45	3284.19	0		
Sink								
Crop Sequestration	-65975.88	-0.49	-10625.1	-0.42	-563.11	0		
Conservation Sequestration	0	0	0	0	0	0		
Total	377101.72	63592.29	62028.08	25266.02	6387.09	662.56		

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	37463.88	0.23
Fuel Consumption	223.45	0
Grid Electricity Utilization	3475.39	0.02
Credit		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	41162.72	0.26

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO₂e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

*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

Appendix D: Supply Chain Declaration

A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply bases (mt)	Volume of FFB from uncertified supply bases (mt)	Total FFB/Month (mt)
1	Jan 2019	14,484.68	-	14,484.68
2	Feb 2019	12,756.46	-	12,756.46
3	Mar 2019	12,246.41	-	12,246.41
4	Apr 2019	11,825.68	-	11,825.68
5	May 2019	13,709.45	-	13,709.45
6	Jun 2019	12,708.03	-	12,708.03
7	Jul 2019	17,546.82	-	17,546.82
8	Aug 2019	15,173.76	-	15,173.76
9	Sep 2019	14,878.42	-	14,878.42
10	Oct 2019	14,905.33	-	14,905.33
11	Nov 2019	11,461.31	-	11,461.31
12	Dec 2019	9,986.11	-	9,986.11
	Total	161,682.47	-	161,682.47

Note:
Last audit was in January 2019. The calculation period January – December 2019.

B. Monthly Records of Certified CPO & PK since the, last audit			
No.	Month - Year	Certified CPO (mt),	Certified PK (mt)
1	Jan 2019	3,440.11	544.62
2	Feb 2019	3,029.66	479.64
3	Mar 2019	2,908.52	460.47
4	Apr 2019	2,808.60	444.65
5	May 2019	3,255.99	515.48
6	Jun 2019	3,018.16	477.82
7	Jul 2019	4,167.37	659.76
8	Aug 2019	3,603.77	570.53
9	Sep 2019	3,533.63	559.43
10	Oct 2019	3,540.02	560.44
11	Nov 2019	2,722.06	430.95
12	Dec 2019	2,371.70	375.48
	Total	38,399.59	6,079.26

Note:
Last audit was in January 2019. The calculation period January – December 2019.

C. Records of Certified CPO & PK Sold under PalmTrace to Buyers since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
January 2019				
	PT. Nubika	TR-13799858-bd0b		200
February 2019				
	PT. Multi	TR-7135b1b5-69c8		350

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April 2019			
PT. I	TR-4eb07d91-2dd7	3,583.20	
PT. I	TR-c6fdae3-a84e	989.65	
May 2019			
PT. S	TR-886b65ea-1e0e		600.00
PT. I	TR-83cae929-c0fc		600.00
PT. I	TR-1caeb3dd-59e6	499.42	
PT. I	TR-a00a977e-2ce7	499.36	
PT. I	TR-44c8e6bf-7045	498.65	
June 2019			
Nil			
July 2019			
Buyer O	TR-4ee52d06-3184	500.00	
Buyer O	TR-feb36c82-8586	300.00	
Buyer O	TR-45980845-88ac	500.00	
Buyer O	TR-94fe8ce8-502a	1,000.00	
Buyer O	TR-868846f3-c478	800.00	
Buyer O	TR-5475c904-782d	1,000.00	
Buyer O	TR-07642c48-0867	1,000.00	
PT. I	TR-926de91b-710c	299.96	
PT. I	TR-b074cbdc-f03f	5,292.85	
PT. I	TR-a0892986-7014	499.29	
PT. I	TR-987df270-6b3e	2,336.11	
PT. I	TR-4277dcb7-7109	872.26	
PT. I	TR-57eb5e29-e827		537.49
PT. I	TR-2c41ff31-6441		342.41
PT. I	TR-18fe423a-4fc2		49.05
August 2019			
PT. I	TR-00dcbf53-ced4		20.10
PT. I	TR-92f6636f-d30a		350.95
PT. I	TR-477f451b-816e		344.09
September 2019			
Nil			
October 2019			
PT. I	TR-37af7cbc-e742	260.52	
PT. I	TR-c62a1780-64e2	588.62	
PT. I	TR-f64cf376-08df	499.55	
PT. I	TR-a05a7e59-76b4	499.51	
PT. I	TR-b8d4ac0b-9ee9	1,298.47	
PT. I	TR-cf9f8653-ee45	2,280.99	
PT. I	TR-c05241ba-12b9	49.25	
PT. I	TR-6e22f316-92d8	1,614.93	
PT. I	TR-46c3fe07-ba83	1,955.76	
PT. I	TR-e0c95faf-25ff		5.91
PT. I	TR-819f8944-eb85		448.85
PT. I	TR-d9a867f6-e9dc	38.53	
PT. I	TR-c82c4833-e479	2,408.09	
PT. I	TR-b99d4dbc-86e6	1,063.09	
PT. I	TR-fa54f3d6-4edf	310.58	
PT. I	TR-924f761d-c71b	401.15	

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	PT. I	TR-99d3c035-c321	378.28	
November 2019				
	PT. I	TR-a6c6bb9c-23a0	2.69	
	PT. I	TR-6c728ae0-ba3b	586.53	
	PT. I	TR-769faad6-66e5	284.49	
	PT. I	TR-c16a5422-b570	1,036.60	
	PT. I	TR-88124bf0-1d4d	349.13	
	PT. I	TR-54adb30-c882	362.60	
	PT. I	TR-edd62447-74c1	2,295.20	
	PT. I	TR-6246df10-a7e1	121.72	
	PT. I	TR-300825e5-0eec	602.02	
December 2019				
	PT. I	TR-ca997877-4db8	149.77	
	PT. I	TR-593218a0-5920		47.98
	PT. I	TR-f464c85b-239a		570.18
Total			38,077.54	4,467.01

D. Records of CPO & PK Sold under other schemes to Buyers since the last audit (if any)

No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
	Nil			

E. Records of CPO & PK Sold as conventional to Buyers since the last audit (if any)

No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
1	Local buyer	5.52	595

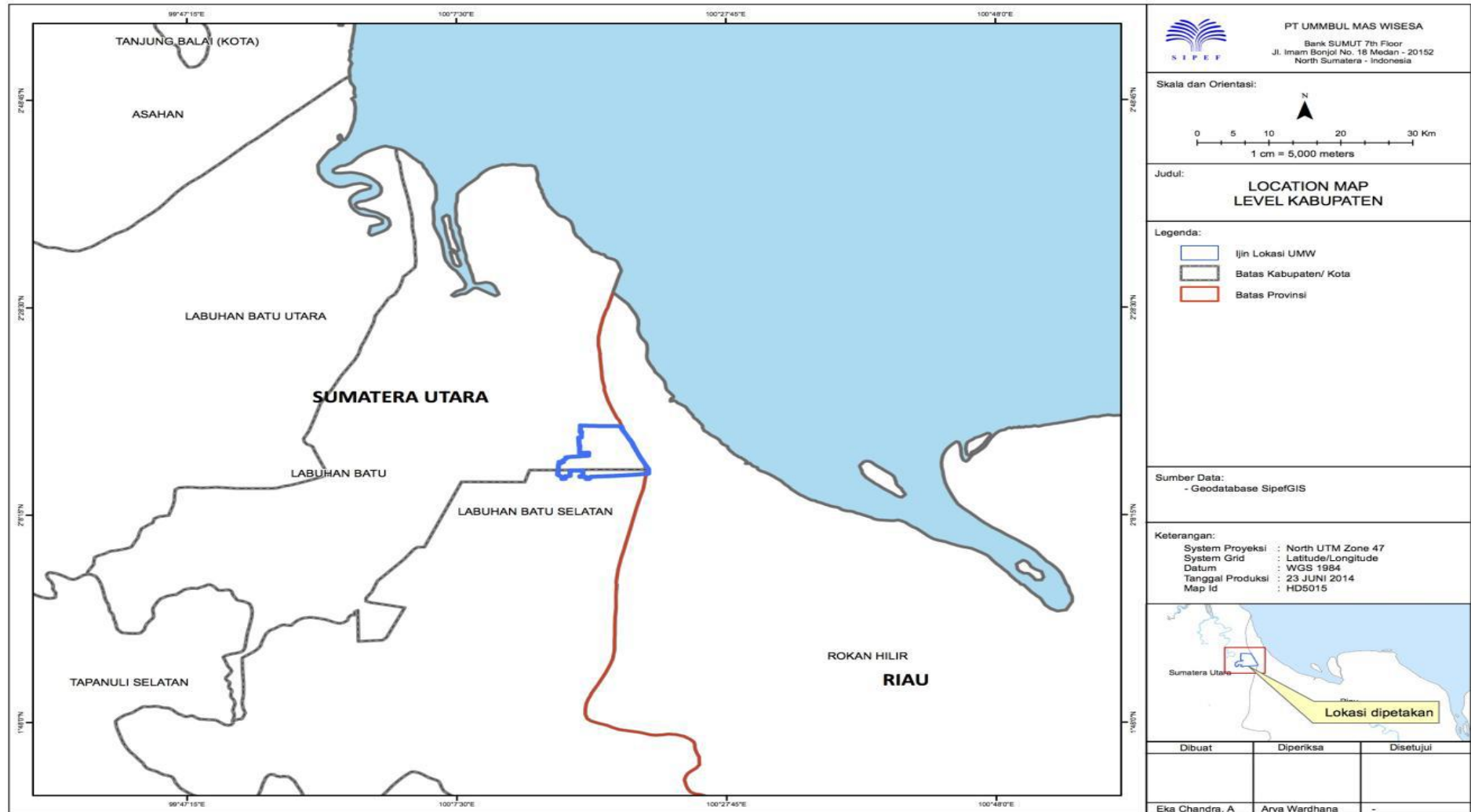
F. Records of Certified CPO Sold under RSPO Credits to Buyers since the last audit (if any)

No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
	Nil		

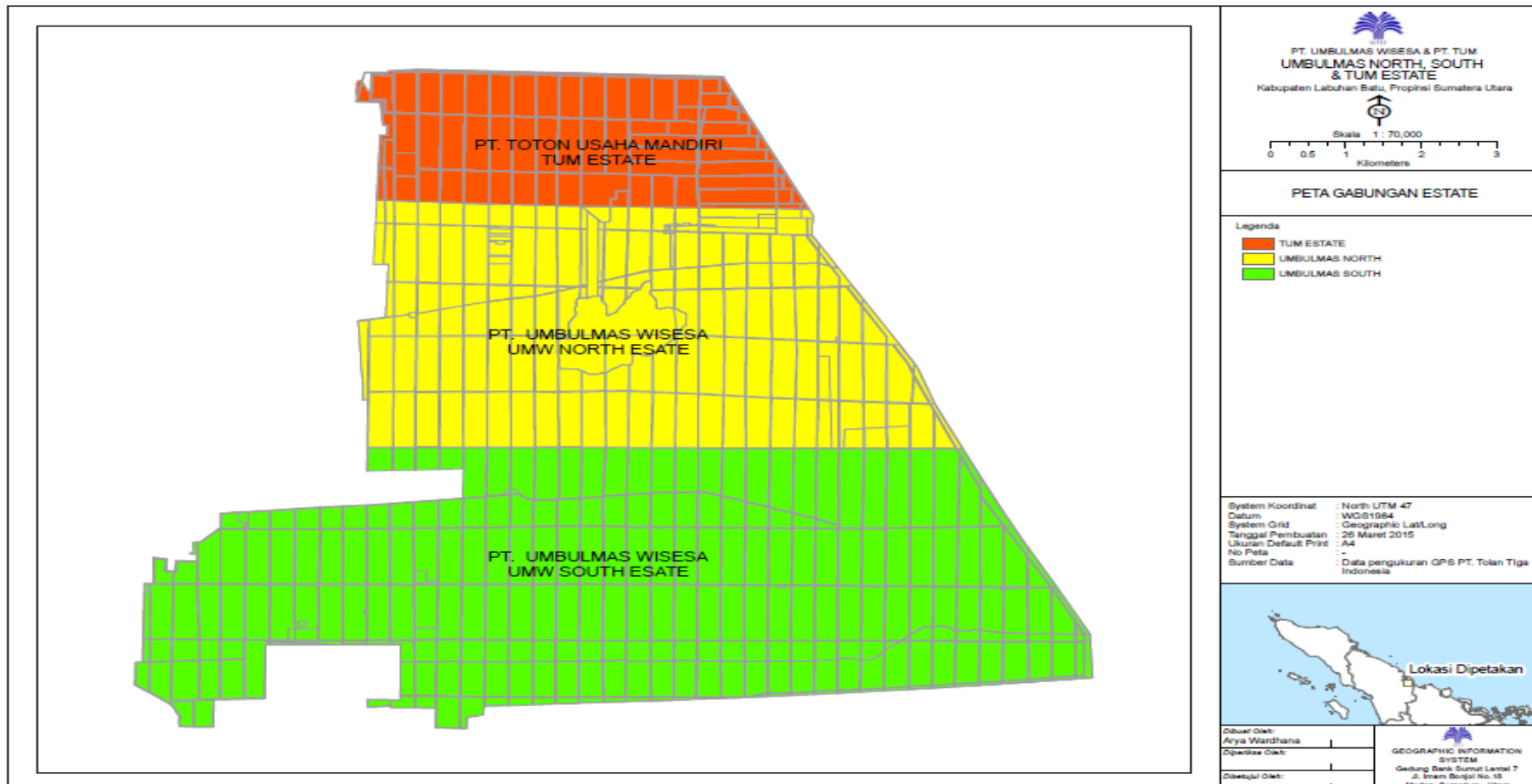
Appendix F: Location Map of Certification Unit and Supply bases



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Appendix G: Estate Field Map



Appendix H: List of Smallholder Sampled
Nil

Appendix I: 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
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