

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**☐ **Initial Assessment**☒ **Annual Surveillance Assessment (1)**☐ **Recertification Assessment** (Choose an item.)☐ **Extension of Scope**

Client Company Name: Koperasi Jasa Usaha Tani Sejahtera
Client Company / Parent Company Address: Jalan Tongkol Rt. 013, Desa Wanasari, Kecamatan Muara Wahau, Kabupaten Kutai Timur, Provinsi Kalimantan Timur, 75655, Indonesia
Certification Unit: Koperasi Jasa Usaha Tani Sejahtera Location of Certification Unit: Jalan Tongkol Rt. 013, Desa Wanasari, Kecamatan Muara Wahau, Kabupaten Kutai Timur, Provinsi Kalimantan Timur, 75655, Indonesia
Date of Final Report: 08/05/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Koperasi Jasa Usaha Tani Sejahtera		
RSPO Membership Number	1-0398-22-000-00	Membership Approval Date	14 July 2022
Address	Jalan Tongkol Rt. 013, Desa Wanasari, Kecamatan Muara Wahau, Kabupaten Kutai Timur, Provinsi Kalimantan Timur, 75655, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Koperasi Jasa Usaha Tani Sejahtera		
Location / Address	Jalan Tongkol Rt. 013, Desa Wanasari, Kecamatan Muara Wahau, Kabupaten Kutai Timur, Provinsi Kalimantan Timur, 75655, Indonesia		
Website	-		
Management Representative	Yan Supriatna	E-mail	koperasiusahatanisejahterauts@gmail.com
Telephone	+62-853-3238-5884	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 777889	Certificate Start Date	07/02/2023
Date of First Certification	07/02/2023	Certificate Expiry Date	06/02/2028
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunch of Independent Smallholders		
Visit Objectives	<ul style="list-style-type: none"> Determination of the conformity and consistency of auditee's management system toward RSPO Independent Smallholder Standard. Evaluation of the ability of the management system to ensure the auditee's organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	-
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ISPO 777890	ISPO	BSI Indonesia	14/02/2028

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Koperasi Jasa Usaha Tani Sejahtera (168 smallholder members)	Jalan Tongkol Rt. 013, Desa Wanasari, Kecamatan Muara Wahau, Kabupaten Kutai Timur, Provinsi Kalimantan Timur, 75655, Indonesia	1°05' 17.62" N	116° 53' 54.07" E
Note: -			

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Koperasi Jasa Usaha Tani Sejahtera (168 smallholder members)	438.33	0	1.28	439.61	99.71
Total	438.33	0	1.28	439.61	99.71

Note: Updated data that certified area only for planted area which reduce 5.04 Ha from previous area (444.55 Ha to 439.61 Ha) because 6 smallholders selling plots/piece of plot to non-member and other usage.

1. Aryana b (UTS.015) sell his plot 2 Ha to non-member
2. Kusmana (UTS.50) sell his plot 1 Ha to non-member
3. Mulyani (UTS.088) sell his plot 1 Ha to non-member
4. Muktar Abdul Ghofar (UTS.087) land use change to build house of 0.94 Ha. Parcel b, from 2 Ha to be 1.06 Ha.
5. Muda'I (UTS.076) land use change to build rented house of 0.01 Ha. Parcel a, from 0.25 Ha to be 0.24 HA.
6. Rasiban (UTS.101) land use change to build house of 0.09 Ha. Parcel b, from 1.00 Ha to be 0.91 Ha.

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6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Koperasi Jasa Usaha Tani Sejahtera (168 smallholder members)	0	213.12	225.21	0	438.33	0
Total (ha)	0	213.12	225.21	0	438.33	0

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb23 – Jan24)	Actual (Feb23 – Nov23)		Forecast (Feb24 – Jan25)
		Previous license period (-)	Current license period (Feb-Nov 23)	
Koperasi Jasa Usaha Tani Sejahtera (168 smallholder members)	10,145.16	N/A	8,045.18	10,051.73
Total	10,145.16	8,045.18		10,051.73

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (-)	Actual (-)		Forecast (-)
		Previous license period (key in period covered)	Current license period (key in period covered)	
N/A		N/A	N/A	
N/A		N/A	N/A	
Total				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (-)	Actual (-)		Forecast (-)
		Previous license period (-)	Current license period (-)	
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
Total				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	February 2023	816.50	0	816.50
2	March 2023	710.67	0	710.67
3	April 2023	633.02	0	633.02
4	May 2023	841.09	0	841.09
5	June 2023	898.99	0	898.99
6	July 2023	817.00	0	817.00
7	August 2023	794.05	0	794.05
8	September 2023	874.17	0	874.17
9	October 2023	824.69	0	824.69
10	November 2023	835.00	0	835.00
TOTAL		8,045.18	0	8,045.18
Note: -				

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

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	N/A	N/A	N/A
TOTAL		N/A	N/A
Note: -			

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

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

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

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

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (Feb23 – Jan24)			Actual (Feb23 – Nov23)			Forecast (Feb24 – Jan25)		
Phase	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			10,145.16			8,045.18			10,051.73
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
1	February 2023	816.50	-	-	-	-
2	March 2023	710.67	-	-	-	-
3	April 2023	633.02	-	-	-	-
4	May 2023	841.09	-	-	-	-
5	June 2023	898.99	-	-	-	-
6	July 2023	817.00	-	-	-	-
7	August 2023	794.05	-	-	-	-
8	September 2023	874.17	-	-	-	-
9	October 2023	824.69	-	-	-	-
10	November 2023	835.00	-	-	-	-
TOTAL		8,045.18	-	-	-	-
Note: Independent smallholder only produce FFB.						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Feb23-Jan24)							
Credits				2,029	0	229	0
Physical	N/A	N/A	N/A				
Previous License period (Feb22 – Jan23)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
1	Procter & Gamble	RSPO_PO1000001647	0	0	0	66	0
2	McCormick & Company Incorporated	RSPO_PO1000012418	0	0	0	46	0
3	Procter & Gamble	RSPO_PO1000001647	0	0	0	31	0
4	Nestlé S.A	RSPO_PO1000006008	0	0	0	86	0
5	Nestlé S.A	RSPO_PO1000006008	0	2,029	0	0	0
TOTAL			0	2,029	0	229	0
Note:							

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **14-16 December 2023**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on **18-19 January 2024**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA-1)	Year 3 (ASA-2)	Year 4 (ASA-3)	Year 5 (ASA-4)
Koperasi Jasa Usaha Tani Sejahtera (168 smallholder members)	X	X	X	X	X

Tentative Date of Next Visit: December 2, 2024 - December 4, 2024

Total Number of Mandays: 10mandays

2.2 BSI Assessment Team

Name	Role	Competency
Yudwi Wisnu Rahmanto	Team Leader	<p>Education: Holds a Bachelor of Forestry with Silviculture, Faculty of Forestry, University of Gadjah Mada</p> <p>Work Experience: 7 months working experience in palm oil industry as Agronomy Field Assistant. 13 years working experience as sustainability auditor covering Sustainable Forest Management by FSC FM/COC Scheme, RSPO, ISPO, Coffee And Farmer Equity (C.A.F.E Practices) Starbucks, Organic Standard (EU, NOP, JAS) for Coffee Farmers and Organic Exchange for Textile</p> <p>Training attended: Completed Endorsed RSPO P&C Lead Auditor Training Course, RSPO NEXT, ISPO Auditor/Lead Auditor Course, RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing Training, SMETA Requirements Training, ISO 9001:2008 Auditor/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, High Conservation Value (HCV) Training, Sustainability Reporting Assurance Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, RSPO ISH Standard Training Course, Endorsed RSPO Supply Chain Lead Auditor Training Course and Endorsed RSPO P&C Lead Auditor Refresher Course.</p> <p>Language proficiency: Fluent in English and Bahasa Indonesia</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p>

		<input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Eko Purwanto	Team Member	<p>Education: Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB).</p> <p>Work Experience: Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited pesticides uses. 10 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p>Training attended: Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System, RSPO Independent Smallholder Training by RSPO Secretariat and Endorsed RSPO Refresher Trainings.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Briyogi Shadiwa	Team Member	<p>Education: Holds an associate degree in Palm Oil Plantation, Bogor Agricultural University (IPB).</p> <p>Work Experience: He has work experience since 2009 - 2016 in several private oil palm plantation companies in Indonesia as Assistant Agronomy and Agronomy Quality Control. Has participated in many audit activities with certification bodies related to the sustainable palm oil certification system since 2017 with worker welfare, OHS, best management practice, supply chain, social, environmental, GHG, and waste management aspect.</p> <p>Training attended: Completed Endorsed RSPO Lead Auditor Course by Checkmark, ISPO Auditor Training by LPP, ISO 9001: 2015 Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course by Checkmark, ISO 14001: 2015 CQI & IRCA Lead Auditor Course, SMK3 Awareness, OHSAS 18001:2007 Awareness, SA 8000 Requirement Training,</p>

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		<p>ISO 45001:2018 Awareness, OHS Expert Training (Ahli K3 Umum), and Endorsed RSPO Refreshment Trainings.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Pratama Agung Sedayu	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economic of Agriculture, University of Jenderal Soedirman.</p> <p>Work Experience: 14 years of practical auditing experience with several accredited Certification Bodies covering assessment against Organic programs, RSPO, FSC, Timber certification, ISO 9001 and ISO 14001. 2 years working experience as consultant on FSC and SVLK certification and independent verifier on BioCert, SDS under CAFÉ Practices program..</p> <p>Training attended: Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISPO Lead Auditor endorsed Course and Endorsed RSPO P&C Lead Auditor Course and Endorsed RSPO SCCS Lead Auditor Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

Accompanying Persons:

Name	Role
-	-

2.3 Assessment Plan

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

Annual Surveillance Assessment Plan

Date	Time	Subjects	YW	PS	BS	EP
Thursday, 14/12/2023	08.00 – 09.00	Opening Meeting / <i>Rapat Pembukaan</i> <ul style="list-style-type: none"> - Presentation by Koperasi Jasa Usaha Tani Sejahtera / <i>Presentasi oleh Koperasi Jasa Usaha Tani Sejahtera</i> - Presentation by BSI Indonesia / <i>Presentasi oleh BSI Indonesia</i> 	√	√	√	√
	09.00 – 12.00	Document and Record Verification / <i>Kajian dokumen dan catatan rekaman</i> <ul style="list-style-type: none"> - Principle 1 : Optimize productivity, efficiency, positive impacts and resilience <i>Prinsip 1 Optimalisasi produksi, efisiensi, dampak positif dan ketahanan.</i> - Principle 2 : Ensure legality, respect for land rights and community wellbeing <i>Prinsip 2 Memastikan legalitas, menghormati hak-hak lahan dan kesejahteraan komunitas</i> - Principle 3 : Respect Human Rights, including worker's rights and contions <i>Prinsip 3 menghormati hak asasi manusia, termasuk hak-hak dan ketentuan/perjanjian pekerja.</i> - Principle 4 : Protect, conserve and enhance ecosystem and the environment <i>Prinsip 4 Melindungi, melestarikan dan memperkaya ekosistem dan lingkungan.</i> - Internal Control System (ICS) requirements for smallholder <i>Persyaratan Sistem Kendali Internal untuk Grup Pekebun.</i> 	√	√	√	√

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Date	Time	Subjects	YW	PS	BS	EP
		Stakeholder Consultation: <i>Konsultasi dengan para pemangku kepentingan:</i> <ul style="list-style-type: none"> Regency government (Plantation Agency, Environmental Agency, Agrarian/Land Agency) <i>Pemerintahan Kabupaten (Dinas Perkebunan, Dinas Lingkungan, Badan Pertanahan)</i> Local community, Village Head, Local NGO dan previous land owner. <i>Komunitas lokal, Kepala Desa, LSM lokal dan pemilik lahan sebelumnya.</i> 				
	12.00 – 14.00	Break / <i>Istirahat</i>	√	√	√	√
	14.00 – 16.30	Document and record verification Continued / <i>Kajian dokumen dan catatan rekaman lanjutan</i>	√	√	√	√
	16.30 – 17.00	Daily Progress Meeting and Reporting / <i>Rapat perkembangan harian dan pelaporan</i>	√	√	√	√
Friday 15/12/2023	08.00 – 12.00	Field Observation to 16 Smallholders <i>Observasi lapangan ke 16 sampel pekebun</i> Note (High Risk): Total Sampel Plot: $\sqrt{168 \times 1.2} = 15.6$ = Rounded to 16 samples of smallholder Field observation and interview with smallholders and workers concerning the role of group manager and ICS team, best management practice, occupational health and safety, worker welfare, HCV, environmental management, continual improvement, etc. <i>Observasi lapangan dan interviu dengan pekebun serta pekerja terkait peran grup manajer dan tim ICS, pengelolaan kebun, K3, ketenagakerjaan, pengelolaan lingkungan dan Kawasan konservasi, perbaikan berkelanjutan dan lain-lain.</i>	√	√	√	√
	12.00 – 14.00	Break / <i>Istirahat</i>	√	√	√	√
	14.00 – 16.30	Document and record verification Continued / <i>Kajian dokumen dan catatan rekaman lanjutan</i>	√	√	√	√
	16.30 – 17.00	Daily Progress Meeting and Reporting / <i>Rapat perkembangan harian dan pelaporan</i>	√	√	√	√

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Date	Time	Subjects	YW	PS	BS	EP
Saturday 16/12/2023	08.00 – 10.00	Document and record verification Continued / <i>Kajian dokumen dan catatan rekaman lanjutan</i>	✓	✓	✓	✓
	10.00 – 11.00	Report Preparation / <i>Persiapan Laporan</i>	✓	✓	✓	✓
	11.00 – 12.00	Closing Meeting / <i>Rapat Penutupan</i>	✓	✓	✓	✓
	12.00 –	Traveling from Muara Wahau to Berau / <i>Perjalanan dari Muara Wahau ke Berau</i>	✓	✓	✓	✓
Sunday 17/12/2023	13.20 -	Flight from Berau to Jakarta (Batik Air ID-6431) / <i>Penerbangan Berau ke Jakarta (Batik Air ID-6431)</i>	✓	✓	✓	✓

NCR Close Out Plan

Day/Date	Time	Agenda	YWR
Kamis <i>Thursday</i> 18/01/2024	13.00 – 14.00	Rapat Pembukaan: <i>Opening Meeting</i> <ul style="list-style-type: none"> Presentasi & Penjelasan oleh Group Manager Koperasi Koperasi Jasa Usaha Tani Sejahtera <i>Presentation by Group Manager Koperasi Koperasi Jasa Usaha Tani Sejahtera</i> Presentasi oleh Tim BSI (Detail Rencana Audit, dll.) <i>Presentation by BSI Indonesia</i> 	√
	14.00 – 17.00	Verifikasi perbaikan secara dokumen. <i>Document Review of corrective action made.</i> <ul style="list-style-type: none"> 2431678-202312-M1 2431678-202312-M2 2431678-202312-M3 2431678-202312-M4 2431678-202312-M5 2431678-202312-M6 2431678-202312-M7 	
Jum'at <i>Friday</i> 19/01/2024	08.00 – 12.00	Verifikasi lapangan ke lahan petani untuk memastikan tindakan perbaikan telah dilaksanakan sesuai rencana perbaikan. <i>Onsite verification to smallholder plots ensuring the correction made is implemented and aligned with corrective action plan made.</i> <ul style="list-style-type: none"> 2431678-202312-M1 2431678-202312-M2 2431678-202312-M3 2431678-202312-M4 	√
	12.00 – 13.00	Lunch Break	√
	13.00 – 15.00	Verifikasi lapangan ke lahan petani untuk memastikan tindakan perbaikan telah dilaksanakan sesuai rencana perbaikan. <i>Onsite verification to smallholder plots ensuring the correction made is implemented and aligned with corrective action plan made.</i> <ul style="list-style-type: none"> 2431678-202312-M5 2431678-202312-M6 2431678-202312-M7 	
	15.00 – 16.00	CLOSING MEETING	√
	16.00 – 23.00	Traveling to Berau	√
Sabtu <i>Saturday</i> 20/01/2024	06.00 -	Flight Berau - Jakarta	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable

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

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
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.	The unit of certification is an Independent Smallholders organization. Therefore, this is Not Applicable	Not Applicable

Approved Time Bound Plan

Not Applicable. This is Independent Smallholders certification unit.

3.3 Details of Nonconformities

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

During this Assessment there were **Seven (7)** Critical nonconformities and One (1) Opportunity for Improvement raised. The **Koperasi Jasa Usaha Tani Sejahtera** Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the Corrective Actions for the Critical Nonconformities has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2431678-202312-M1	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023
Indicator & Category (Critical / Minor)	1.3 MS-B Critical		
Statement of Nonconformity:	Some smallholder members cannot demonstrate consistent implementation of oil palm plantation Good Agriculture Practices (GAP) Recurrence NC		
Requirement Reference:	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.		
Objective Evidence:	<ul style="list-style-type: none"> - Based on field visit to Mohammad Riadi (UTS.075) plot 39, sighted that the oil palm block was overgrown with weed. - Harvesting SOP required smallholder members to update the activity record on smallholders book; However, based on interview with sampled smallholder members, they never update the book with harvesting/production data, fertilizer use, pesticide use. 		
Corrections:	<p>Conduct weeding control on plot M. Riadi and proved with the record. Smallholder signing the commitment to apply GAP. Awareness and field day regarding GAP on smallholder plot. Awareness of related procedure and guidance on fill the smallholder activities book.</p> <p>Verified Evidence 18 Jan 2024:</p> <p>1. Based on field visit to plot:</p> <ul style="list-style-type: none"> - M. Riadi/UTS.075 (sample) = Weeding management has been followed up. The plot already maintain. Chemical containers deliver to cooperative and recorded. - Mujiono/UTS.084 (non-sample IAV/CAV-1) = plot condition is well maintained, no weeds on palm circle and harvesting path. Chemical containers deliver to cooperative and recorded. - Latip/UTS.055 (non-sample IAV/CAV-1) = plot condition is well maintained, no weeds on palm circle and harvesting path. Chemical containers deliver to cooperative and recorded. <p>2. Letter of Mutual Agreement "Surat Kesepakatan Bersama" dated 15 January 2024 between smallholder (M. Riadi/UTS.075) and Group Manager and ICS related to commitment to applying Good Agriculture Practices (GAP); Comply to all RSPO requirements; Will not applying Paraquat; Will not use fire for chemical</p>		

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	<p>waste disposal; Collecting chemical waste container to Cooperative.</p> <p>3. Refreshment/awareness training for GAP, dated 8-10 January 2024. Attended by 169 members.</p> <p>4. Refreshment/awareness training of SOP GAP and record of smallholder activities book dated 8-10 January 2024. Attended by 169 members.</p> <p>5. Field monitoring record of GAP on smallholder plot with categories: Frond stacking, Weeding management, Pruning, Beneficial plants, Maintaining fern as LCC, Plot ID, Boundary pegs, Rubbish bin. Scoring system = done (1), no (0).</p>
Root Cause Analysis:	<ul style="list-style-type: none"> • Smallholder have not consistent implementing GAP. • Lack of monitoring by ICS team on implementation GAP. • Smallholder do not understand how to records the activities book.
Corrective Actions:	<p>ICS team have planned the awareness training on GAP annually.</p> <p>ICS team conduct monitoring periodically to smallholder plots in yearly basis and plan immediate corrective action.</p> <p>Sanction will impose to smallholders and its workers if not committed to apply GAP, sanction given following the relevant procedure.</p> <p>ICS will give reward to the smallholders and its workers who applied GAP on their plots.</p> <p>ICS team conduct monitoring to smallholder activities book including its record in three monthly bases.</p> <p>Verified Evidence 18 Jan 2024:</p> <ol style="list-style-type: none"> 1. "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: awareness training and field day plan on May-September 2024 (22 module). 2. Monitoring on smallholder plots as refer to Annual Working Plan 2024 will conduct in June 2024. 3. Monitoring on smallholder activities book records on Mar, Jun, Sep and Dec 2024 by ICS team.
Assessment Conclusion:	<p>ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.</p>

Non-conformity			
NCR Ref #	2431678-202312-M2	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023
Indicator & Category (Critical / Minor)	4.6 MS-B Critical		
Statement of Nonconformity:	Smallholder still using fire for land preparation and waste management disposal on their plots		
Requirement Reference:	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authorities.		
Objective Evidence:	<ul style="list-style-type: none"> - Field visit and interview with sampled smallholder Kandar (UTS.045, plot 32), Jadi (UTS.036, plot 31) and Yakup (UTS.165, plot 207) , they told the 		

	<p>empty herbicide bottles are not collected into cooperative' hazardous waste storage but burnt in their yard instead.</p> <ul style="list-style-type: none"> - Field visit to Rasiban (UTS.101, plot 330) sighted that fire is used for land preparation on certified area, even though the land preparation is aim to build a house.
Corrections:	<ul style="list-style-type: none"> - Smallholder committed to not using fire for waste management nor land preparation in their plots. - ICS team will collect the chemical container waste from smallholders and stored in the chemical waste storage at the cooperative. <p>Verified Evidence 18 Jan 2024:</p> <ol style="list-style-type: none"> 1. Minutes or "Berita Acara Pemasangan Amaran" dated 16 January 2024, where signboard of Do not litter have been erected in some smallholder plots. 2. "Buku Pengumpulan LB3" where smallholder undername Kandar (UTS.045) and Jadi (UTS.036) have been giving the chemical container to the cooperative. Kandar (UTS.045). 4 Jan 2024: 1 bottle. Jadi (UTS.036). 4 Jan 2024: 1 bottle. 18 Jan 2024: 2 bottle. 3. Issuing Decree or "Surat Keputusan No. 034/SK.ICS/KOP-UTS/I/2024, dated 16 January 2024" related Sanction to the members who not follow the mutual agreement and cooperative rules.
Root Cause Analysis:	<ul style="list-style-type: none"> - Smallholder have not consistently implemented the ISH declaration, where the fire is used on chemical waste disposal and land preparation for other purposes. - Smallholder is less understanding in regard to the requirements on environment management and monitoring license.
Corrective Actions:	<ul style="list-style-type: none"> - ICS will conduct field day training related to disallowing of fire use for chemical waste management and land preparation. - Monitoring on smallholder plots by ICS periodically as refer to Annual Working Plan 2024. <p>Verified Evidence 18 Jan 2024:</p> <ul style="list-style-type: none"> - "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: awareness of chemical waste management and disallowing fire use on field day that planned in May and July 2024. - Monitoring on smallholder plots as refer to Annual Working Plan 2024 will conduct on June 2024.
Assessment Conclusion:	<p>ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.</p>

Non-conformity			
NCR Ref #	2431678-202312-M3	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023

Indicator & Category (Critical / Minor)	4.8 E; MS-B Critical
Statement of Nonconformity:	Smallholder still apply Paraquat for weeding control on their plots.
Requirement Reference:	<p>E</p> <p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>MS B</p> <p>Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.</p>
Objective Evidence:	<ul style="list-style-type: none"> - The unit of certification has documented procedure for spraying application as per "SOP Penyemprotan No. SOP/UTS/040/2021" dated 15 February 2021. The procedure stated prohibition of using paraquat. Based on field visit to smallholder plots and interview with smallholder wife on behalf on Joko (UTS.037), found that the area has been sprayed with paraquat (Plot 139, 140 and 165). The smallholder declare that they always use paraquat for spraying on circle path of palm oil trees. - Based on document review for all smallholder members, the audit team found that smallholder commitment signed has not include statement to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions.
Corrections:	<p>ICS team conduct field day training related to disallowing Paraquat use, including the negative impact of it and informing substitution of Paraquat.</p> <p>Verified Evidence 18 Jan 2024:</p> <ul style="list-style-type: none"> - Letter of Mutual Agreement "Surat Kesepakatan Bersama" dated 15 January 2024 between smallholder and Group Manager and ICS related to commitment to applying Good Agriculture Practices (GAP); Comply to all RSPO requirements; Will not applying Paraquat; Will not use fire for chemical waste disposal; Collecting chemical waste container to Cooperative. <p>Based on field visit to plot and interview with smallholder:</p> <ul style="list-style-type: none"> - Joko/UTS.037 (sample CAV-1) = no more use Paraquat after join certification. - Kandar/ UTS.045 (sample CAV-1) = chemical waste container has been delivered to cooperative. - Mujiono/UTS.084 (non-sample IAV/CAV-1) = no use Paraquat after join certification and the chemical waste container collected and deliver to cooperative.

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	<p>- Latip/UTS.055 (non-sample IAV/CAV-1) = no use Paraquat after join certification and the chemical waste container collected and deliver to cooperative.</p> <p>- "Buku Pengumpulan LB3" where smallholder username: Kandar (UTS.045). 4 Jan 2024: 1 bottle of Round-Up.</p> <p>Mujiono/UTS.084 (non-sample IAV/CAV-1). 16Feb 2023: 1 bottle of Bester.</p> <p>Latip/UTS.055 (non-sample IAV/CAV-1). 22 Jun 2023: 2 bottles of Tuntas</p>
Root Cause Analysis:	Smallholder still assume that using Paraquat is more effective to weeding control than others herbicides.
Corrective Actions:	<p>- Cooperative will provide pesticides with active ingredient is non-Paraquat.</p> <p>- ICS team conduct monitoring periodically to smallholder plots in yearly basis and plan immediate corrective action.</p> <p>- Sanction will impose to smallholders and its workers if not committed to apply GAP, sanction given following the relevant procedure.</p> <p>- ICS will give reward to the smallholders and its workers who applied GAP on their plots.</p> <p>Verified Evidence 18 Jan 2024:</p> <p>- "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: awareness training and field day plan on May-September 2024 (22 module).</p> <p>- Monitoring on smallholder plots as refer to Annual Working Plan 2024 will conduct in June 2024.</p>
Assessment Conclusion:	ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.

Non-conformity			
NCR Ref #	2431678-202312-M4	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023
Indicator & Category (Critical / Minor)	B1.1 MS-A; MS-B Critical		
Statement of Nonconformity:	Internal audit to smallholders has conducted ineffectively by ICS. Recurrence NC		
Requirement Reference:	<p>MSA</p> <p>The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed.</p> <p>MSB</p> <p>The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.</p>		

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Objective Evidence:	<p>The ICS team has carried out internal audits for all members on 24 February – 7 May 2023. However, the results of the checklist and internal audit reports do not reflect the actual conditions of member smallholders, such as:</p> <p>Rasiban (UTS.101)</p> <ul style="list-style-type: none"> - In the internal audit checklist, smallholders do not clear land by burning; However, based on field visits, there were burning activities in smallholders' areas. - In the internal audit checklist, smallholders grow beneficial plant; However, based on field visits, there's no beneficial plant on field. <p>Joko (UTS.037)</p> <ul style="list-style-type: none"> - In the internal audit checklist, smallholders know that the active ingredient paraquat is prohibited from being used; However, based on field visits and interviews with smallholders' wives, it is known that they still use pesticides containing the active ingredient paraquat to eradicate weeds in the field. - In the internal audit checklist, smallholders had contract for worker; However, based on field observation and interview with smallholders wife they don't use worker. All activity done by smallholder. - In the internal audit checklist, smallholders had to update the activity record on smallholders book; However, based on interview with smallholders wife, they never update the book with production data, fertilizer use, pesticide use. <p>Jadi (UTS.036) and Kandar (UTS.045)</p> <ul style="list-style-type: none"> - in the internal audit checklist, smallholders know that must collect empty chemical container/bottle to hazardous storage at Cooperative office. However, based on field visit and interview with the smallholders, they burned the empty chemical container at the backyard. <p>Yakup (UTS.165) and Lamidi (UTS.053)</p> <ul style="list-style-type: none"> - In the internal audit checklist, smallholders have updated the documents for legal ownership of the land for cooperative archive. However, based on document review found that some document to demonstrate legal ownership of the land were not completed and/or traceable to the smallholder member's name; in addition the document "Formulir Pengungkapan Sejarah Penguasaan Lahan dan Konflik Lahan" for Lamidi was not completed for 1 particular parcel where documents are not completed. No NC issued during internal audit.
Corrections:	<p>Review on the internal audit checklist to ensure the fulfilment are based on actual condition.</p> <p>Verified Evidence 18 Jan 2024:</p> <ul style="list-style-type: none"> - Minutes or "Berita Acara Pelatihan Audit Internal", dated 7 Januari 2024. Attended by 8 ICS. - Revising checklist: <p>Joko/UTS.037 (sample CAV-1) = additional remark has been filled in the checklist</p>

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	<p>Rasiban/UTS.101 (sample CAV-1) = additional remark has been filled in the checklist</p> <p>Yakup/UTS.165 (sample CAV-1) = additional remark has been filled in the checklist</p> <p>Lamidi/UTS.053 (sample CAV-1) = additional remark has been filled in the checklist. Annex 3 has been completed filled.</p> <p>Mujiono/UTS.084 (non-sample IAV/CAV-1) = additional remark has been filled in the checklist</p> <p>Latip/UTS.055 (non-sample IAV/CAV-1) = additional remark has been filled in the checklist</p>
Root Cause Analysis:	During internal audit, the internal auditor did not follow SOP NO: SOP/UTS/007/2021 regarding Internal Audit.
Corrective Actions:	<p>- ICS team have commitment to conduct internal audit consistently and follow the applicable procedure.</p> <p>- Refreshment training for ICS related to job function as internal auditor and shall complete the checklist as field based.</p> <p>Verified Evidence 18 Jan 2024:</p> <p>- "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: Internal audit plan on August - October 2024. Monitoring of corrective action post internal audit planned in October 2024.</p> <p>- "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: Training for ICS planned in Feb and Mar 2024.</p>
Assessment Conclusion:	ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.

Non-conformity			
NCR Ref #	2431678-202312-M5	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023
Indicator & Category (Critical / Minor)	B1.2 E; MS-A; MS-B Critical		
Statement of Nonconformity:	Basic information of smallholder plot and production data are not accurate		
Requirement Reference:	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		
Objective Evidence:	<p>Based on field visit to sample plot</p> <ul style="list-style-type: none"> - Muda'I (UTS.076, plot 197) sighted that rent house has build on this plot, however there was no decrease recorded for planted area in database. Database 0.25 Ha (planted), actual planted unknown. - Rasiban (UTS.101, plot 330) sighted part of certified oil palm block cleared for land preparation to build a house. However, was no decrease 		

	<p>recorded for planted area in database. Database 1.00 Ha (planted), actual planted unknown.</p> <p>Based on record review</p> <p>Based on record FFB sales difference occurred: "Buku Aktivitas Kebun Sawit Swadaya" Jayus (UTS.036) recorded 1st harvest September 2023 weighed 228 kg; meanwhile in "Rekap Produksi 2023" the 1st harvest recorded 2,228 kg.</p>
Corrections:	<p>a. ICS team conduct monitoring on size of actual palm planted area.</p> <p>b. Conduct monitoring of smallholder activities record as required by applicable procedure.</p> <p>Verified Evidence 18 Jan 2024:</p> <p>1. Summary of Land Monitoring or "Rekap Monitoring Lahan Petani Koperasi Usaha Tani Sejahtera". Smallholder under name Muda'I (UTS.076, plot 197) has been updated for OP planted area is 0.24 Ha (previous is 0.25 Ha). As comparison, smallholder under name Dedeh (UTS.021, Plot 157) as non-sample during CAV-1 have been updated for OP planted area to 0.20 Ha (previous 0.25 Ha).</p> <p>2. Monitoring of smallholder activities record on smallholder book name Jayus (UTS.036) have been synchronize with Summary Production Record 2023. 1st harvest September 2023 weighed 2,228 kg is aligned with Smallholder book and the Summary Production Record 2023.</p>
Root Cause Analysis:	<p>a. Not all smallholder inform to ICS team regarding plot land use changes, therefore the data is not updated.</p> <p>b. ICS team have not consistent to monitor the smallholder database, particularly on actual land use changes.</p> <p>c. ICS have not consistent to monitor the record of smallholder activities book as applicable procedure, where the procedure required monitoring in three monthly basis.</p>
Corrective Actions:	<p>ICS will update periodically on smallholder database based on actual condition, updating will conduct the end of the year.</p> <p>ICS will conduct awareness training on how to fill the smallholder activities book annually.</p> <p>Verified Evidence 18 Jan 2024:</p> <ul style="list-style-type: none"> - "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: Monitoring of smallholder plot database will be summarized in June and December 2024. - "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: Monitoring on fulfilment smallholder activities book in Mar, Jun, Sep and Dec 2024. - Awareness training for fulfilling smallholders activities book has been conducted on 8-10 January 2024 to all members.
Assessment Conclusion:	<p>ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.</p>

Non-conformity			
NCR Ref #	2431678-202312-M6	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023
Indicator & Category (Critical / Minor)	D1.1 E; MS-A; MS-B Critical		
Statement of Nonconformity:	Group Manager cannot demonstrate that FFB production recorded are coming from certified sources		
Requirement Reference:	<p>Eligibility</p> <p>Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.</p> <p>MS-A & MS-B</p> <p>Group manager maintains annual production records and sales of certified volumes.</p>		
Objective Evidence:	<p>Group Manager cannot demonstrate that FFB production recorded are coming from certified sources.</p> <ul style="list-style-type: none"> • There is no mechanism for separating certified FFB results which are weighed together with non-certified FFB. • Harvest Activity Records in the "Buku Aktivitas Kebun" are not completed with harvest date and number of bunches 		
Corrections:	<ul style="list-style-type: none"> - Revising Harvesting procedure related separation of collecting FFB's from certified and non-certified source and weighing at collection point. - Group applying separation of FFB certified and non-certified based on registered plots and divided in platform/FFB collecting point. - Awareness to members regarding record of FFB production, particularly on number of bunches and harvesting cycle. <p>Verified Evidence 18 Jan 2024:</p> <ol style="list-style-type: none"> 1. Harvesting procedure (SOP Panen No: SOP/UTS/030/2021) revising at the point 9 and 11. Stated that Collect FFBs at the collecting point and separate the FFB certified and non-certified sources. After that, weighing FFB shall be separated based on sources. This is only applicable when the location of the collecting point is sharing with other non-certified members. 2. Record of smallholder yield by harvesting clerk. In example: "Catatan Timbangan Lapangan", dated 8 Jan 2024. FFB from non-certified highlighted by different color. FFB undername Dizah (762 kg), Marliana (1,049 kg). If no marking color, FFB are from certified sources/plots and registered as smallholder member. 		
Root Cause Analysis:	<ol style="list-style-type: none"> a. There is merging data records of actual production from certified and non-certified sources. b. Smallholder did not record the number of bunches and date of harvesting, because ongoing records are only referred from the data received in kilograms. c. ICS and cooperative team have not included details in Harvesting procedure regarding separation of FFB certified and non-certified seources. 		

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	d. Less of monitoring by ICS regarding FFB traceability sources.
Corrective Actions:	<ul style="list-style-type: none"> - ICS and cooperative team develop records of FFB production source (certified and non-certified). - ICS conduct monitoring regarding number of bunches and harvesting cycle in Smallholder activities book. - Monitoring conducted in three monthly bases. <p>Verified Evidence 18 Jan 2024:</p> <ul style="list-style-type: none"> - "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: Monitoring on fulfilment smallholder activities book in Mar, Jun, Sep and Dec 2024. - Weighing clerk will get notebook for record the FFB's from certified/registered and non-certified/not registered area
Assessment Conclusion:	ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.

Non-conformity			
NCR Ref #	2431678-202312-M7	Issued Date	16/12/2023
Due Date	15/03/2024	Closure Date	19/01/2023
Indicator & Category (Critical / Minor)	D2.1 MS-A; MS-B Critical		
Statement of Nonconformity:	RSPO credit sales by Book and Claim are not based on actual production/sales of certified products.		
Requirement Reference:	<p>MS-A</p> <p>The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members.</p> <p>MS-B</p> <p>The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.</p>		
Objective Evidence:	Koperasi Jasa Usaha Tani Sejahtera has sold RSPO credit for certified products of FFB is 10,145.16 MT (converted to CSPO credit 2,029 MT and CSPKO credit 228 MT) in February - March 2023. However, based on production records for the period of February to March 2023, the actual production of certified FFB is 1,527.18 tons, and for the period February to November 2023 actual production of certified FFB is 8,045.18 tons.		
Corrections:	Conducting awareness training related Palm Trace and RSPO credit sales/claim for the members and ICS.		

	<p>Verified Evidence 18 Jan 2024:</p> <ol style="list-style-type: none"> 1. Letter of Mutual Agreement or "Surat Kesepakatan Bersama" dated 9 January 2024, between Cooperative management and ICS that stated: <ul style="list-style-type: none"> - Will not selling RSPO Credit 100% if actual FFB production was not achieved. - Will inform the members of the premium price received before disbursement and/or utilizing the fund. 2. Minutes of awareness training on Palm Trace held on 11 December 2023 by FORTASBI. This training attended by 11 ICS.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. ICS and organization is less understanding related procedure of RSPO credit sales/claim. 2. ICS and organization do not understand when the actual certified FFB production shall be started to record. 3. The Unit Data, Documentation and Sales do not understand the volume FFB certified sales/claim, so then there are data gap with the actual certified FFB production.
Corrective Actions:	<p>ICS and cooperative committed not claim RSPO credit 100% for the upcoming year.</p> <p>Verified Evidence 18 Jan 2024:</p> <ul style="list-style-type: none"> - "Program Kerja Sertifikasi dan RAB Premi RSPO Tahun 2024" or Annual Working Plan 2024: Training for ICS planned in Feb and Mar 2024.
Assessment Conclusion:	<p>ISH organization has identified root cause, prepare correction and corrective action plan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>A.1.4 MS-A, MS-B</p> <p>Audit team found the sampled smallholder member can demonstrate knowledge on ICS requirements such as registration, gap analysis, measurement, record of production, internal audit, sanction from group manager, however, based on auditor experience and knowledge, additional effectiveness might be possible with simplified approach for older smallholder members. It can be but is not necessarily an item that will lead to a future nonconformity if not addressed.</p>

Positive Findings	
PF #	Description
PF 1	Nil

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2258090-202210-M1	Issued Date	05/10/2022
Due Date	04/10/2023	Closure Date	01/01/2023
Indicator & Category (Critical / Minor)	Indicator 1.3 - MSB (Critical)		
Statement of Nonconformity:	Not all smallholder members have adopted the Good Agriculture Practice (GAP) procedure properly in their farms, particularly in upkeep procedure.		
Requirement Reference:	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.		
Objective Evidence:	Koperasi Jasa Usaha Tani Sejahtera has had upkeep procedure No. SOP/UTS/029/2021 that approved by ICS Manager since 6 February 2021. However, during field visit to smallholder plots sampled it was found in the several plots that the weed condition is out of control, such as: Plot UTS073 M.Syukur, plot UTS081 M.Yusuf, UTS148 Sutari, Kusmana UTS.050, Slamet UTS.126, Miswan UTS.072.		
Corrections:	<ol style="list-style-type: none"> 1. Immediately conduct the weeds control in the plots which uncontrol condition. There is an evidence of weeds control carried out by member smallholders, evidence are available in the form of Minutes of activities, and photos. Verified documents for example: <ul style="list-style-type: none"> - M Sukur, weeds control was carried out on November 15th, 2022 - M. Yusuf, weeds control was carried out on October 12th, 2022 - Sutari, weeds control was carried out on October 4th, 2022 - Kusmana, weeds control was carried out on December 8th, 2022 - Slamet, weeds control was carried out on December 7th, 2022 - Miswan, weeds control was carried out on December 7th, 2022 During field visit to above sampled plots, can be shown that the weeds condition was in controlled condition and well maintain by smallholder members. 2. Koperasi and ICS to conduct the GAP training and socialization regarding upkeep procedure No. SOP/UTS/029/2021. Koperasi and ICS has conduct the GAP training and socialization of upkeep procedure on 13 October 2022 (attend by 95 members), 14 October 2022 (attend by 30 members) and 16 October 2022 (attend by 55 members). Evidence of training can be shown in the form of minutes of training and socialization, attendance list and photo documentation. Interview with smallholder sampled during audit confirmed that they have understand on upkeep procedure and Good Agriculture Practices. 		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. There is no monitoring of upkeep implementation by ICS. 2. Smallholder members do not fully understand the GAP implementation. 		
Corrective Actions:	<ol style="list-style-type: none"> 1. Koperasi and ICS to conduct regular monitoring and evaluation (once a year) regarding GAP and Upkeep procedure implementation in the field. There is evidence that the Cooperative and the ICS Team have conducted monitoring and evaluation regarding the implementation of SOPs, and socialization to 		

	<p>plantation owners (smallholder members) and workers. Documents that have been verified are: "Rekap hasil monitoring perbaikan kebun petani sampel" dated 8 December 2022 (26 smallholder members), the status of plantation upkeep: weeds condition are under control.</p> <p>2. Koperasi and ICS to conduct regular GAP training (once a year). Koperasi and ICS has conduct the GAP training and socialization of upkeep procedure on 13 October 2022 (attend by 95 members), 14 October 2022 (attend by 30 members) and 16 October 2022 (attend by 55 members). Evidence of training can be shown in the form of minutes of training and socialization, attendance list and photo documentation. Interview with smallholder sampled during audit confirmed that they have understand on upkeep procedure and Good Agriculture Practices.</p>
Assessment Conclusion:	<p>Based on NCR Close Out Verification on 1 January 2023, Cooperative has shown the CAP's evidence as above.</p> <p>Based on that evidence, this Major NC's has been closed satisfactory.</p>
Effectiveness Closure (for previous audit closed Critical NC):	The corrective action from previous assessment was not effectively implemented, due to recurring NC during ASA-1.

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2258090-202210-M2	Issued Date	05/10/2022
Due Date	04/10/2023	Closure Date	01/01/2023
Indicator & Category (Critical / Minor)	Indicator 2.3 Eligibility, MSB (Critical)		
Statement of Nonconformity:	Not all History of Land Tenure and Conflict Disclosure form has been signed by the smallholder and available.		
Requirement Reference:	<p>Eligibility : Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).</p> <p>MS -A : There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.</p>		
Objective Evidence:	<p>Based on document review, Section 3 in Annex 3 about "Pernyataan Pekebun Swadaya Terkait Sejarah Penguasaan dan Pemanfaatan Lahan" not signed by smallholder, for example :</p> <ul style="list-style-type: none"> a) History of Land Tenure and Conflict Disclosure form on behalf of Warhadi b) History of Land Tenure and Conflict Disclosure form on behalf of Sakini c) History of Land Tenure and Conflict Disclosure form on behalf of Sugito d) History of Land Tenure and Conflict Disclosure form on behalf of Supangi e) History of Land Tenure and Conflict Disclosure form on behalf of Sulistyowati f) History of Land Tenure and Conflict Disclosure form on behalf of Jumanta 		

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	<p>g) History of Land Tenure and Conflict Disclosure form on behalf of Muhtadi</p> <p>h) History of Land Tenure and Conflict Disclosure form on behalf of Slamet Turyono</p> <p>In addition, not all smallholders have signed the Land Tenure History and Conflict Disclosure forms. At the time of the audit, it was found that only 26 smallholders had filled out the Land Tenure History and Conflict Disclosure forms.</p>
Corrections:	<ol style="list-style-type: none"> 1. Koperasi and ICS to conduct socialization regarding the new requirements of RSPO ISH Standard Indonesia National Interpretation 14 February 2022 related to History of Land Tenure and Conflict Disclosure form. There is an evidence that the ICS Team and the Cooperative have conducted socialization regarding the Latest RSPO ISH Standard Indonesia National Interpretation 14 February 2022 to smallholder members, the verified documents are: Minutes of socialization "Berita Acara sosialisasi SOP pengisian lampiran 3 RSPO ISH standar", the activity was carried out on 5 November 2022 attended by 65 members, 7 November 2022 was attended by 40 members, and 9 November 2022 was attended by 65 members. Other documentation is in the form of an invitation letter for the socialization on 5, 7 and 9 November 2022, the invitation was signed by the Head of the Cooperative. Interview with smallholder member sampled during audit confirmed that they have aware and understand the requirements of RSPO ISH Standard 14 February 2022, particularly regarding the Land Tenure History and Conflict Disclosure forms. 2. Smallholder member immediately completed the Land Tenure History and Conflict Disclosure forms. There is a Conflict Disclosure Form that has been signed by the smallholder members, documents that have been verified, for example: on behalf Aryana, Warhadi, Sakini, Sugito, Supangi, Sulistyowati, Jumanta, Muhtadi, and Slamet Turyono.
Root Cause Analysis:	Smallholder member do not aware/understand regarding the new requirements of RSPO ISH Standard Indonesia National Interpretation 14 February 2022 related to History of Land Tenure and Conflict Disclosure form; no monitoring by Cooperative and ICS regarding the new requirements of RSPO ISH Standard.
Corrective Actions:	<p>The Cooperative and the ICS Team will carry out monitoring and evaluation regarding the latest RSPO Standard information. There is evidence that the Cooperative and the ICS Team have conducted monitoring and evaluation related to the latest RSPO Standard information on 13 November 2022, the results of the monitoring are that member smallholders have filled out the attachment 3 form, the monitoring results indicate that there are no land conflicts.</p> <p>Other evidence of monitoring evaluation in the form of attendance list for the ICS team to monitor documentation on 11 October 2022 which was attended by 12 ICS Team members and 16 October 2022 was attended by 8 ICS Team members.</p>
Assessment Conclusion:	<p>Based on NCR Close Out Verification on 1 January 2023, Cooperative has shown the CAP's evidence as above.</p> <p>Based on that evidence, this Major NC's has been closed satisfactory.</p>
Effectiveness Closure (for previous audit closed Critical NC):	The corrective action from previous assessment was effectively implemented, no recurring NC found during ASA-1.

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2258090-202210-M3	Issued Date	05/10/2022
Due Date	04/10/2023	Closure Date	01/01/2023
Indicator & Category (Critical / Minor)	Indicator B.1.1 – MSB (Critical)		
Statement of Nonconformity:	SOP for Internal audits are not implemented consistently by ICS Koperasi Jasa Usaha Tani Sejahtera.		
Requirement Reference:	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.		
Objective Evidence:	<p>Koperasi Jasa Usaha Tani Sejahtera has "Standard Operating Procedures regarding Implementation of Internal Audit No.SOP/UTS/007/2021" dated January 28, 2021. However, based on document verification and interviews with ICS, the Cooperative has not yet determined the criteria for finding discrepancies in the internal audit process.</p> <p>Then, based on the document review, it was found that the internal audit records were not in accordance with the procedures, for example:</p> <ul style="list-style-type: none"> a) Member name : Supangi, Auditor : Sadirin, Date : 19 January 2022. Findings based on "Form Pertanyaan Audit Internal": 12 findings; "Form laporan hasil audit internal" recorded only 3 findings (BPJS Ketenagakerjaan not available, Hazardous waste not collected in Koperasi's warehouse and worker's contract not available). Findings that not recorded are operational activities not recorded (harvesting, fertilizer and spraying – this count as 3 findings), no evidence of worker payment and etc. Evidences of corrective action and date of follow up were not available. b) Member name : Kusmana, Auditor : Juhana Sesa, Date : 5 December 2021. Findings based on "Form Pertanyaan Audit Internal" : 2 findings (PPEs and BPJS Ketenagakerjaan) ; "Form laporan hasil audit internal" recorded 3 findings (BPJS Ketenagakerjaan not available, worker's contract and not using PPEs). "Form laporan hasil audit internal" not in accordance with "Form Pertanyaan Audit Internal". Evidences of corrective action and date of follow up were not available. c) Member name : M. Yusuf, Auditor : Sadirin, Date : 10 December 2021. Findings based on "Form Pertanyaan Audit Internal" : 8 findings; "Form laporan hasil audit internal" recorded only 4 findings (BPJS Ketenagakerjaan not available, plot boundary pole not available, total spraying and workers payment not available). Findings that not recorded are operational activities not recorded (harvesting, fertilizer and spraying – this count as 3 findings), no evidence of worker payment and etc. Evidences of corrective action and date of follow up were not available d) Member name : Sugito, Auditor : Yan Supriatna, Date : 15 January 2022. Findings based on "Form Pertanyaan Audit Internal" : 1 findings about no contract with worker; "Form laporan hasil audit internal" recorded 3 findings (BPJS Ketenagakerjaan not available, fronds stacking not in circle u and not 		

	<p>knowing about wage). Evidences of corrective action and date of follow up were not available</p> <p>e) Member name : Marsum, Auditor : Yan Supriatna ; Date : 24 December 2021. Findings based on "Form Pertanyaan Audit Internal" : 2 findings about payment record and BPJS Ketenagakerjaan; "Form laporan hasil audit internal" recorded 3 findings (BPJS Ketenagakerjaan not available, PPEs not available and operational activities record not available). Evidences of corrective action and date of follow up were not available</p> <p>f) Member name : Sulistyowati, Auditor : Wiwit Z ; Date : 15 December 2021. Findings based on "Form Pertanyaan Audit Internal" : 6 findings about operational activities records (harvesting, fertilizer and spraying), payment record, worker contract and BPJS Ketenagakerjaan; "Form laporan hasil audit internal" recorded 4 findings (BPJS Ketenagakerjaan not available, PPEs not available, NPWP not available and operational activities record not available). Evidences of corrective action and date of follow up were not available.</p>
Corrections:	<ul style="list-style-type: none"> - ICS and internal audit team immediately amend and completed the internal audit report. Evidence of corrective actions in the audit report and complete evidence of corrective actions are available, for example: on behalf of Aryana, Ceceng, Gupuh Hariyanto, Jumanta, Kusmana, M. Sukur, Myusu, and Marsum. Based on document verification confirmed that audit report and corrective action evidence are sufficient and in accordance with procedure.
Root Cause Analysis:	<p>Internal audit team does not aware regarding the reporting for internal audit according to procedure.</p> <p>There is lack of information in SOP of internal audit regarding the scoring of assessment for smallholder members.</p>
Corrective Actions:	<ul style="list-style-type: none"> - ICS and Cooperative made the revision of Internal Audit Procedure. There is a revision of SOP for Internal audit, namely SOP No. SOP/UTS/007/2021 revision 1 dated 17/10/2022 which has added a score of assessment at point 5.c. Evidence of socialization of SOP revision 1 to members are available, verified documents, namely: Minutes of socialization of SOP revision 1, activities carried out on 5 November 2022 attended by 65 members, 7 November 2022 attended by 40 members, and 9 November 2022 attended by 65 members. - ICS and Cooperative has made the internal audit programme 2023. There is an internal audit schedule available for 2023, which will be conducted in January - October 2023 for all member smallholders.
Assessment Conclusion:	<p>Based on NCR Close Out Verification on 1 January 2023, Cooperative has shown the CAP's evidence as above.</p> <p>Based on that evidence, this Major NC's has been closed satisfactory.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>The corrective action from previous assessment was not effectively implemented, due to recurring NC during ASA-1.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2258090-202210-M4	Issued Date	05/10/2022

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Due Date	04/10/2023	Closure Date	01/01/2023
Indicator & Category (Critical / Minor)	Indicator 3.5 – MSB (Critical)		
Statement of Nonconformity:	During field visit and interview with smallholder member confirmed that there are workers whose not using PPE according to Procedure determined by Koperasi Jasa Usaha Tani Sejahtera.		
Requirement Reference:	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 		
Objective Evidence:	<ul style="list-style-type: none"> • During a visit to the plot of Mr. Saelan, Gupuh Haryadi and Wardi, during the FFB transport activity, it was found that there were 2 workers of FFB Loader (Krani Bpk. Herman's) was not use proper PPE as required in SOP for Resiko dan Mitigasi Kecelakaan Kerja No. SOP.ICS/KOP-UTS/020/2021 dated February 4, 2021. <p>According to SOP Resiko dan Mitigasi Kecelakaan Kerja No. SOP.ICS/KOP-UTS/020/2021 dated February 4, 2021: Loading and Unloading and Selling of FFB: Using PPE Helmets and Boots,</p> <ul style="list-style-type: none"> • Based on interview with smallholder member sampled: ID UTS040, UTS.082, UTS.112, UTS.138 and UTS.161, confirmed that spraying workers are not equipped with PPE during working. <p>According to SOP/SR/042/2021 dated 15/2/2021, that the appropriate use of PPE for sprayers are: Helmet/cotton, Mask, Gloves, Long sleeve shirt/cuffs, Apron shirt and Boot shoes.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Cooperative and ICS immediately identify all smallholder members and workers for the owning of appropriate PPE and provide the PPE for smallholder members who do not yet have PPE. The cooperative has provided and distributed PPE to smallholders and workers, evidence of the distribution of PPE to smallholders/workers are available in the minutes of PPE handover November 24, 2022 and December 12, 2022. PPE provide are: safety helmet, boots, Apron for sprayer workers. 2. Cooperative and ICS commit to provide PPE for smallholder members. There is a Cooperative commitment regarding the provision of PPE for smallholder members, which is contained in the Statement of Commitment to Provision of PPE signed by the Cooperative Chairperson on December 14, 2022. Smallholder members also has signed the commitment to use the appropriate PPE during working, commitment are available in "Surat pernyataan" dated 26 November 2022. 		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Smallholder members and workers do not understand the importance of using PPE and some of smallholder members do not have appropriate PPE. 		

	2. Lack of ICS monitoring to ensure the use of PPE according to SOP.
Corrective Actions:	<p>1. Cooperative and ICS conduct the socialization regarding the importance of PPE for smallholder members and workers. There is evidence that the Cooperative and the ICS Team conducted socialization regarding the importance of using PPE to member smallholders, on 24 November 2022 and 11 December 2022 attended by all smallholder members. During interview with smallholder sampled confirmed that they have aware and understand the importance of PPE usage during working.</p> <p>2. Cooperative and ICS conduct monitoring of PPE usage by smallholder members and workers. There is evidence that the Cooperative has monitored and evaluated the implementation of the SOP, the available documents are in the form of a "OHS Unit Monitoring Schedule 2023", one of which is related to monitoring the use of PPE, the document was signed by the ICS Manager on 15 December 2022. There is evidence that the ICS Team monitors the ownership and use of PPE every 6 months, the verified document is the document of "Monitoring Penggunaan dan Kepemilikan APD petani " dated 1, 2, 3, 4, 5 December 2022, "Monitoring Penggunaan dan Kepemilikan APD pekerja" dated 10, 12 December 2022.</p>
Assessment Conclusion:	<p>Based on NCR Close Out Verification on 1 January 2023, Cooperative has shown the CAP's evidence as above.</p> <p>Based on that evidence, this Major NC's has been closed satisfactory.</p>
Effectiveness Closure (for previous audit closed Critical NC):	The corrective action from previous assessment was effectively implemented, no recurring NC found during ASA-1.

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

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2258090-202210-M1	Critical	1.3 – MSB	05/10/2022	Closed on 01/01/2023
2258090-202210-M2	Critical	2.3 – Eligibility, MSA	05/10/2022	Closed on 01/01/2023
2258090-202210-M3	Critical	B.1.1 - MSB	05/10/2022	Closed on 01/01/2023
2258090-202210-M4	Critical	3.5 - MSB	05/10/2022	Closed on 01/01/2023
2431678-202312-M1	Critical	1.3 MS-B	16/12/2023	Closed on 19/01/2023
2431678-202312-M2	Critical	4.6 MS-B	16/12/2023	Closed on 19/01/2023

2431678-202312-M3	Critical	4.8 E; MS-B	16/12/2023	Closed on 19/01/2023
2431678-202312-M4	Critical	B.1.1 - MS-A; MS-B	16/12/2023	Closed on 19/01/2023
2431678-202312-M5	Critical	B.1.2 E; MS-A; MS-B	16/12/2023	Closed on 19/01/2023
2431678-202312-M6	Critical	D.1.1 E; MS-A; MS-B	16/12/2023	Closed on 19/01/2023
2431678-202312-M7	Critical	D.2.1 MS-A; MS-B	16/12/2023	Closed on 19/01/2023

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss **Koperasi Jasa Usaha Tani Sejahtera** 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 ISH standard 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. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Land Department of Kutai Timur Regency	Face to face interview
Governmental Department	Plantation Department of Kutai Timur Regency	Face to face interview
Governmental Department	Environmental Department of Kutai Timur Regency	Face to face interview
Communities	Chief of Wanasari Village	Face to face interview

Stakeholders comment	
01	<p>Feedbacks: Land Department of Kutai Timur Regency</p> <p>The process of oil palm plots land titles for villagers at Nehas Liah Bing village, Wahau Baru village, and Wanasari village is still ongoing by coordinating with the Land Department Head Office in Jakarta. Because of the three villages originated from the transmigration program in 1984, where the program is initiated by the Indonesian government and managed by the Ministry of Transmigration at Head Office Jakarta.</p> <p>The Land Department is ongoing to verify before issuing the land title whether the registered land from residents is in other land management rights, or "Hak Pengelolaan Lahan" (HPL) from other parties, or not.</p>

	Audit Team verification and response: No issue on this, the process still ongoing with government department.
02	Feedbacks: Plantation Department of Kutai Timur Regency Almost all smallholders at KSU Kel'ean Blom Kejah, KSU Karya Indah, and Koperasi Jasa Usaha Tani have registered for plantation licenses (Surat Tanda Daftar Budidaya). For the remaining smallholders, the required documents have already been submitted and waiting for verification by plantation department staff. Since smallholder organizations such as cooperatives are certified, a lot of positive things have been implemented by smallholders in managing their land and oil palm crops sustainably. Particularly the positive knowledge and awareness. Audit Team verification and response: Positive comments, no issue
03	Feedbacks: Environmental Department of Kutai Timur Regency - Visited but no meet. Audit Team verification and response: No responses
04	Feedbacks: Chief of Wanasari Village Since Koperasi Usaha Tani Sejahtera became certified RSPO-ISPO, the smallholder has significant increase related to awareness of sustainability. Particularly on Good Agriculture Practices (GAP) to manage their oil palm crops such as manuring cycle, spraying technique and use of herbicide/pesticide, awareness of PPE use, etc. Now, the addition of the smallholder members that will be joining RSPO-ISPO is possible to increase, because non-members are very interested. - The process of obtaining a Plantation License (Surat Tanda Daftar Budidaya) for potential additional members is ongoing, including the process of land title submission to the land department. Audit Team verification and response: Positive comment, no need to follow up

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
No previous land owner	N/A	N/A	N/A	N/A	N/A

Previous land owner / user comment	
	Feedbacks: No smallholder member buying plot since last year. Audit Team verification and response: no need to follow up.


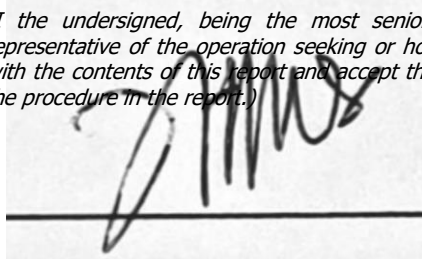
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3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Koperasi Jasa Usaha Tani Sejahtera has complied with the Indonesia National Interpretation 2022 of the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Koperasi Jasa Usaha Tani Sejahtera is certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Yudwi Wisnu Rahmanto	Name: Yan Supriatna
Company Name: BSI Services Malaysia Sdn Bhd.	Company Name: Koperasi Jasa Usaha Tani Sejahtera
Title: Lead Auditor (Team Leader)	Title: Group Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 15 February 2024	Date: 15 February 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.			
Criteria 1.1: Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.			
Eligibility	<p>Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder Declaration from all smallholder members (Reference to Appendix 1). 	<p>Legal Formation:</p> <ul style="list-style-type: none"> - Cooperative legal formation as in the Establishment Act "Akta Pendirian Koperasi Pertanian Usaha Tani Sejahtera disahkan dengan Surat Keputusan Menteri Negara Koperasi Pengusaha Kecil dan Menengah No.319/BH/DKKT/II/2005" dated 22 February 2005. The act including Annex in form of cooperative statute. - The establishment act subsequently renewed based on member meeting as in "Akta Notaris Nurllela, S.H., M.Kn. No.58 Pernyataan Keputusan Rapat Koperasi Jasa Usaha Tani Sejahtera" dated 30 November 2023. - Registration to Justice Ministry as legal entity: "Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No.AHU-0004560.AH.01.39 Tahun 2023 tentang Penerimaan Pemberitahuan Perubahan Data Koperasi Jasa Usaha Tani Sejahtera" dated 7 December 2023. - Taxpayer number "NPWP No.66.496.284.2-724.000 untuk Koperasi Pertanian Usaha Tani Sejahtera". - Business permit "Perizinan Berusaha Berbasis Resiko Nomor Induk Berusaha: 0511210024294 untuk Koperasi Usaha Tani Sejahtera 01630 Jasa Pasca Panen; 01612 Jasa Pemupukan, Penanaman Bibit/Benih dan Pengendalian Hama dan Gulma; 46315 Perdagangan Besar Minyak dan Lemak Nabati" dated 5 November 2021. 	Complied

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		<p>Decision making and governance:</p> <p>As per cooperative statute Section V verse 13 – “Rapat Anggota” – member meeting; it is stated that member meeting is the highest authority in decision making; shall be carried out once per annum.</p> <p>As per “Job Description Pengurus ICS & Pengurus Koperasi”, 20 May 2021:</p> <ul style="list-style-type: none"> - Committee meeting is responsible for: selecting and appointing ICS Group Manager and ICS committee, and determining ICS structure. - Cooperative member meeting is responsible for: communicating ICS structure. <p>ISH organization has SOP for decision making “Standar Operasional Prosedur Pengambilan Keputusan No.SOP/UTS/025/2021” dated 6 February 2021. The decision making through meeting for agreement applicable for: smallholder member eligibility, expulsion of member, smallholder member violation, smallholder member complaint, update on internal audit progress, review smallholder member’s appeal, review wildlife conflict prior to reporting to authorities.</p> <p>Signed or thumb printed Smallholder Declaration from all smallholder Declaration from all smallholder members evident:</p> <p>Mohammad Riadi UTS-074</p> <ul style="list-style-type: none"> - Smallholder commitment “Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Mohammad Riadi” signed 10 December 2020; commitment to stop use paraquat. 	
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		<p>Kandar UTS-044</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Kandar" signed 10 December 2020; commitment to stop use paraquat. <p>Herman UTS-030</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Herman" signed 11 December 2020; commitment to stop use paraquat. <p>Jadi UTS-034</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Jadi" signed 8 December 2020; commitment to stop use paraquat. <p>Joko UTS-037</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Mohammad Riadi" signed 10 December 2020; commitment to stop use paraquat. <p>Rasiban UTS-101</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Rasiban" signed 6 December 2020; commitment to stop use paraquat. <p>Siti Mutamimah UTS-124</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan 	
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		<p>Berkelanjutan; Siti Mutamimah" signed 10 December 2020; commitment to stop use paraquat. Ahmad Misdarto UTS-003</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Achmad Misdarto" signed 8 December 2020; commitment to stop use paraquat. Sutisna UTS-150 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Sutisna" signed 7 December 2020; commitment to stop use paraquat. Muryanto UTS-091 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Muryanto" signed 11 December 2020; commitment to stop use paraquat. Jayus UTS-036 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Jayus" signed 6 December 2020; commitment to stop use paraquat. Lamidi UTS-053 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Lamidi" signed 7 December 2020; commitment to stop use paraquat. Yakup UTS-165 	
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		<ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Yakup" signed 5 December 2020; commitment to stop use paraquat. Muda'i UTS-076 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Muda'i" signed 5 December 2020; commitment to stop use paraquat; stating 12 Ha. Maji UTS-063 <p>Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Yakup" signed 5 December 2020; commitment to stop use paraquat. stating 4 Ha.</p>	
Milestone A	Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations as well as socialising the mechanism at which pricing is set for smallholder organisations.	<p>ISH organization demonstrate the appointment of Group Manager and ICS team as per "Surat Keputusan No.030/SK.ICS/KOP-UTS/VIII/2022 tentang Perubahan atas Surat Keputusan No.025/SK.ICS/KOP-UTS/VIII/2022 tentang Perubahan Struktur Pengurus Internal Control System (ICS) Koperasi Usaha Tani Sejahtera Desa Wanasari", dated 11 September 2023.</p> <p>Appointed Group Manager: Yan Supriyatna.</p> <p>Group Manager job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): register for RSPO membership, completing the requirement for RSPO membership, register for RSPO PalmTrace, selling the RSPO certificate, issue warning letter, attend meeting in government-national-international level, checks the internal audit result, ensure audit as per schedule and in line with SOP, prepare STD-B and SPPL document to relevant authorities,</p>	Complied

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		<p>communicating the benefit of RSPO and FPIC, prepare working plan for each unit.</p> <p>"Komite Persetujuan" – Approval committee: Sukarso, Achmad Misdarto</p> <p>Job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): Check the smallholder eligibility for joining the certification program, decide the smallholder for certification program, handle complaint and handle conflict, auditing internal auditor, prepare smallholder plot signboard for each land parcel.</p> <p>"Unit Penyuluhan dan Pendaftaran" – Training and registration unit: Wahyudi</p> <p>Job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): Communicating the RSPO and ISPO P&C, prepare registration form, collect registration form, explain the procedure to join certification program, accept and check the administrative requirement for joining certification program, prepare schedule and agenda for training, prepare training material, prepare list of relevant regulation, communicating the latest and/or revised relevant regulation, give training on oil palm plantation BMP (upkeep, fertilizer regime, pest and disease management, harvest, pruning, etc), provide HCV training (identification and monitoring), provide RSPO P&C training, provide FPIC training, providing safe pesticide training, hazardous waste handling training, provide training on social impact and mitigation, provide training on gender equality, communicating cooperative policy and SOP, communicating type of RTE species, communicating oil palm plantation in riparian zone, summarize smallholder member obtain training, communicating social</p>	
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		<p>insurance requirement/BPJS, communicating fertilizer recommendation.</p> <p>"Unit Penilaian Internal" – Internal assessment unit: Juhana Sesa, Wiwit Zaitun, Sutisna</p> <p>Job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): prepare internal audit schedule, prepare format for internal audit purpose, conduct internal audit for certification scope smallholder member, auditing committee, prepare internal audit report, monitors the correction and corrective action as part of follow up from internal audit, summarize the whole internal audit process, conduct quality inspection to smallholder member, check the GAP and RSPO requirement implementation on each smallholder.</p> <p>"Unit Data, Dokumentasi dan Penjualan" – Database, document and sales unit: Ahmad Rizal Jamani, Ari Irawan, Wawan Sutiawan</p> <p>Job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): Communicating the RSPO and ISPO P&C, prepare registration form, collect registration form, explain the procedure to join certification program, accept and check the administrative requirement for joining certification program, prepare schedule and agenda for training,</p> <p>"Unit K3, Darurat Api dan PHT" – OHS, fire emergency, pest and disease unit: Herman, Taslim</p>	
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		<p>Job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): The main contact for OHS implementation, training on emergency response, training on fire fighting and other natural disaster, training on PPE use, training on OHS, training on first aid kit, monitoring first aid kit and fire extinguisher, coordination with hospital or natural resource body or national emergency body, conduct pest census, treat area with pest and disease infestation, monitoring the hazardous waste storage, record the hazardous waste collected from smallholder member to hazardous waste storage, conduct health examination for pesticide user, seed propagation for beneficial plant (<i>Turnera</i>, <i>Cassia tora</i>, <i>Mucuna bracteata</i>), prepare and installing warning signboard, monitor the signboard condition, prepare soil and leaf sampling, prepare fertilizer recommendation analysis result.</p> <p>Financial management:</p> <p>Koperasi Jasa Usaha Tani Sejahtera conducted onsite training "sekolah lapang" to communicate and train the smallholder member on entrepreneurship and smallholder financial management. The training material consist of introduction of household financial basic; financing oil palm block; side business to support oil palm block; the importance of balancing need and desire; preparing emergency fund; nurturing small business from asset, financial administration through bookkeeping and separating business money and personal money.</p> <ul style="list-style-type: none"> - Smallholder entrepreneurship and financial training on 22 May 2023 in Ade Mahbub's block; attended by 46 smallholder members; - Smallholder entrepreneurship and financial training on 23 May 2023 in Kasiyanto's block; attended by 37 smallholder members; - Smallholder entrepreneurship and financial training on 24 May 2023 in Sutisna's block; attended by 56 smallholder members; 	
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		Smallholder entrepreneurship and financial training on 25 May 2023 in Sahwan's block; attended by 62 smallholder members;	
Milestone B	Smallholder groups are operating in accordance to best management practices for groups, including: <ul style="list-style-type: none"> Fair and transparent decision-making and governance Sustainable financial management 	<p>ISH organization carried out annual member meeting "Rapat Anggota Tahunan" as recorded in minute "Laporan Rapat Anggota Tahunan Tahap ke XII Koperasi Usaha Tani Sejahtera Tahun Buku 2022", the meeting dated 19 March 2023. There were 154 members (out of total 214 members) attended the meeting (please note that not all cooperative member is participating in RSPO certification program). In the meeting the members discussed and agreed on few points: the member accept the financial report for fiscal year 2002; the cashflow reported; agreement on FFB sales fee of Rp.5/kg FFB sold; infrastructure levy Rp.1.5/kg FFB.</p> <p>During the meeting, the cooperative committee reporting the FFB sales revenue at Rp.440,xxx,xxx for fiscal year 2022; margin from agriculture equipment sales at Rp.49,xxx,xxx for fiscal year 2022; cooperative committee also presenting the balance sheet and P/L sheet of cooperative for fiscal year 2022, resulted in positive cashflow.</p>	Complied
Criteria 1.2: Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.	<p>Certificate holder showed evidence that the members/smallholder has attended training provided by organization (group manager), here's the record of the training that has been done on 2022/2023:</p> <ul style="list-style-type: none"> Pesticide Impact Analysis Training on 6 March – 10 March 2023 which attended by 199 members and worker. 	Complied

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		<ul style="list-style-type: none"> - Upkeep Technic (fertilizer, pruning, sanitation, etc) Training on 6 March – 10 March 2023 which attended by 227 members and worker. - Soil physical Analysis Training on 15 to 18 May 2023 which attended by 222 members and workers. - Pest & Disease Training on 15 to 19 May 2023 which attended by 173 members. - Harvesting Training on 15 – 18 May 2023 which attended by 122 members and workers. <p>The training and socialization related to production record has been delivered on harvesting training.</p>	
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sales.	<p>The cooperative has records of harvesting activities which are contained in the " Buku Aktivitas Kebun Sawit Swadaya ". The book is completed by each smallholder, for example:</p> <ul style="list-style-type: none"> - Smallholder with code UTS-129 1st Harvest on Month January 2023 in plot 035 amounting to 1,894 kg. - Smallholders with code UTS-074 1st Harvest on March 2023 in plot 244 amounting to 1,092 kg. - Smallholders with code UTS-063 1st Harvest on August 2023 in plot 229 amounted to 1,436 kg. <p>The recording contains information such as monthly FFB production, pesticide use, and fertilizer use. The records submit from members to cooperation or ICS team. This information is in line with statement by sampled members.</p>	Complied
Criteria 1.3: Smallholders implement good agricultural practices (GAP) on their farms.			

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Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E / Appendix 1).	Certificate holders have a statement to commit to RSPO certification signed by each member (according to annex 2). In the statement of commitment, it is stated that the member of Koperasi Serba Usaha Tani Sejahtera members is committed to "Using Good Agriculture Practices (GAP)." (Clause 17). The commitment has been signed for each smallholder including period 2021.	Complied
Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>Certificate holder showed evidence that the members/smallholder has attended training provided by organization (group manager), here's the record of the training that has been done on 2022/2023:</p> <ul style="list-style-type: none"> - Pesticide Impact Analysis Training on 6 March – 10 March 2023 which attended by 199 members and worker. - Upkeep Technic (fertilizer, pruning, sanitation, etc) Training on 6 March – 10 March 2023 which attended by 227 members and worker. - Soil physical Analysis Training on 15 to 18 May 2023 which attended by 222 members and workers. - Pest & Disease Training on 15 to 19 May 2023 which attended by 173 members. 	Complied
Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	<p>Based on field observation on sampled members, some members has adopted GAP on their farms, such as:</p> <ul style="list-style-type: none"> - Harvesting with potential rotation. - Early detection on pest and disease. - Pruning consistency on field. <p>However, Based on field visit to Mohammad Riadi (UTS.075) plot 39, sighted that the oil palm block was overgrown with weed.</p> <p>Harvesting SOP required smallholder members to update the activity record on smallholders book; However, based on interview with</p>	Non-compliance

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		<p>sampled smallholder members, they never update the book with harvesting/production data, fertilizer use, pesticide use.</p> <p>Based on those objective evidences, Some smallholder members cannot demonstrate consistent implementation of oil palm plantation Good Agriculture Practices (GAP).</p> <p>This is raised as Non-Conformity</p>	
Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities' rights			
Criteria 2.1: Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to indicator 1.1E / Appendix 1).	<p>Mohammad Riadi UTS-074</p> <ul style="list-style-type: none"> - Survey map scale 1:1,500 for Mohammad Riadi No.264; 039. Kandar UTS-044 - Survey map scale 1:1,500 for Kandar No.122; 032. Herman UTS-030 - Survey map scale 1:1,500 for Herman No.045. Jadi UTS-034 - Survey map scale 1:1,500 for Jadi No.023; 060; 031; 024; 124. Joko UTS-037 - Survey map scale 1:1,500 for Joko No.139, 140, 165. Rasiban UTS-101 - Survey map scale 1:1,500 for Mohammad Riadi No.184, 330. Siti Mutamimah UTS-124 - Survey map scale 1:1,500 for Siti Mutamimah No.147, 325, 158, 141, 137, 035. Ahmad Misdarto UTS-003 	Complied

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		<ul style="list-style-type: none"> - Survey map scale 1:1,500 for Achmad Misdarto No.324. Sutisna UTS-150 - Survey map scale 1:1,500 for Sutisna No.156. Muryanto UTS-091 - Survey map scale 1:1,500 for Muryanto No.262. Jayus UTS-036 - Survey map scale 1:1,500 for Jayus, No.277. Lamidi UTS-053 - Survey map scale 1:1,500 for Lamidi No.323; 320; 136; 112. Yakup UTS-165 - Survey map scale 1:1,500 for Yakup No.207; 213. Muda'i UTS-076 - Survey map scale 1:1,500 for Muda'i No.210; 191; 190; 197. Maji UTS-063 <p>Survey map scale 1:1,500 for Maji No.229, 216.</p>	
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<p>Mohammad Riadi UTS-074</p> <ul style="list-style-type: none"> - 1 Land ownership statement "Surat Tanah Desa Wanasari No.593.31/2007/0521/ST-WNS/VIII/2013; Mohammad Riadi; 20,000 m²/2 Ha" dated 14 August 2013. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.05.1.00664; Aman Soleh; Parcel 664; 11,500 m²/1.15 Ha" dated 19 June 1995. Completed with survey map 1:2000 for land No.1513. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Tanah Aman Soleh ke Mohammad Riadi" dated 12 April 2005. <p>Kandar UTS-044</p>	Complied

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		<ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00506; Kandar; Parcel 506; 10,000 m²/1 Ha" dated 20 January 1992. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.05.1.00079; Kandar; Parcel 79; 20,000 m²/2 Ha" dated 19 August 1992. Completed with survey map 1:2000 for land No.87. <p>Herman UTS-030</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00495; Sarmin; Parcel 495; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2654. In addition, statement of land sales from village authority for explanation on name difference "Surat Pernyataan Kepemilikan/Penguasaan Tanah Desa Wanasari Reg.593.31/2007/01871/ST-WNS/II/2019" dated 18 February 2019. That the land was sold by Sarmin to Herman on the date. <p>Jadi UTS-034</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.05.1.00080; Jadi; Parcel 80; 20,000 m²/2 Ha" dated 19 August 1992. Completed with survey map 1:2000 for land No.11866. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00498; Jadi; Parcel 498; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2737. - 3 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00496; Kusnar; Parcel 496; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2735. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Tanah Sariati ke Jadi" dated 23 September 2003. - 4 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00489; Waris; Parcel 489; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2756. In addition, statement of land sales from village authority for explanation on name 	
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		<p>difference "Berita Acara Jual Beli Tanah Lahan Satu Waris ke Jadi" dated 2 December 1993.</p> <ul style="list-style-type: none"> - 5 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00502; Sakiman; Parcel 502; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2728. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Tanah Sakiman ke Jadi" dated 19 April 2008. <p>Joko UTS-037</p> <ul style="list-style-type: none"> - 1 Land ownership statement "Surat Tanah Desa Wanasari No.593.31/2007/0632/ST-WNS/XI/2013; Joko; 1,750 m²/0.17 Ha" dated 21 November 2013. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00532; Joko; Parcel 532; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.1818. - 3 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00262; Joko; Parcel 262; 2,000 m²/0.2 Ha" dated 16 January 1992. Completed with survey map 1:2000 for land No.2591. <p>Rasiban UTS-101</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00383; Kamarudin; Parcel 383; 10,000 m²/1 Ha" dated 20 January 1992. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Tanah Kamarudin ke Rasiban" dated 12 April 2005. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00396; Supandi; Parcel 395; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2525. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Tanah Supandi ke Rasiban pada tahun 1991" dated 1 July 2021. 	
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		<p>Siti Mutamimah UTS-124</p> <ul style="list-style-type: none"> - 1 Land ownership statement "Surat Tanah Desa Wanasari Register No.593.31/2007/0846/ST-WNS/VIII/2014; Asnun sold to Siti Mutamimah; 2,500 m²/0.25 Ha" dated 5 July 2007. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00536; Nandang Sukaryat; Parcel 536; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2128. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Perjanjian Jual/Beli Ganti Rugi Rumah dan Tanah Desa Wanasari" from Nandang Sukaryat to Marji dated 19 June 1997. Marji is Siti Mutamimah's late husband. - 3 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00266; Nandang Sukaryat; Parcel 266; 2,500 m²/0.25 Ha" dated 16 January 1992. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Perjanjian Jual/Beli Ganti Rugi Rumah dan Tanah Desa Wanasari" from Nandang Sukaryat to Marji of 0.25 Ha dated 19 June 1997. Marji is Siti Mutamimah's late husband. - Death certificate "Surat Keterangan Kematian Desa Wanasari No.64.08.02.2007/018/I/2014" dated 20 January 2014 stating Marji deceased on 14 January 2014 in the Hospital. - 4 Land ownership statement "Surat Tanah Desa Wanasari Register No.593.31/2007/02158/ST-WNS/XI/2020; Asnun sold a land under name Amaq Suwarni that he owned since 1987 to Siti Mutamimah; 20,000 m²/2 Ha" dated 20 November 2020. - 5 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00164; Kasturi; Parcel 164; 2,500 m²/0.25 Ha" dated 15 January 1992. Completed with survey map 1:2000 for land No.1795. In addition, statement of grant "Surat Wakaf/Hibah Tanah 	
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		<p>No.593.31/02225/ST-WNS/III/2021" for 0.25 Ha land from Kasturi to Siti Mutamimah dated 24 March 2021.</p> <ul style="list-style-type: none"> - 6 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00259; Bisri Efendi; Parcel 259; 2,500 m²/0.25 Ha" dated 16 January 1992. Completed with survey map 1:2000 for land No.2329. In addition, statement of grant "Surat Wakaf/Hibah Tanah No.593.31/02227/ST-WNS/III/2021" for 0.25 Ha land from Kasturi to Siti Mutamimah dated 24 March 2021. The said land under land certificate by the name Bisri Efendi. <p>Ahmad Misdarto UTS-003</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00526; Sandiansyah; Parcel 526; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2133. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Rumah dan Tanahnya" dated 21 November 1994. Sold from Syardien Liew to Misdarto on 21 November 1994. <p>Sutisna UTS-150</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00531; Sutisna; Parcel 531; 10,000 m²/1 Ha" dated 20 January 2020. Completed with survey map 1:2000 for land No.2113. <p>Muryanto UTS-091</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.05.1.00001; Sabar; Parcel 01; 20,000 m²/2 Ha" dated 19 August 1992. Completed with survey map 1:2000 for land No.01. In addition, statement of land grant "Surat Wakaf/Hibah Tanah No.593.31/0741/HW-WNS/III/2014" dated 10 March 2014 explaining land grant from Tursini, Marsih, Pasini (Muryanto's sibling) a piece of land under their father's name Sabar to Muryanto. 	
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		<p>Jayus UTS-036</p> <ul style="list-style-type: none"> - 1 Land ownership statement "Surat Pernyataan Pemilikan/Penguasaan Tanah Desa Wanasari; Jayus; 20,000 m²/2 Ha" dated 12 January 2011. - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Jayus" section 2 completed with information for 2 land parcels; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. <p>Lamidi UTS-053</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00517; Dete; Parcel 517; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2150A. In addition, statement of land grant "Surat Wakaf/Hibah Tanah Desa Wanasari No.593.31/0695/HW-WNS/I/2014 from Dite to Kustini (Lamidi wife)" dated 1 February 2014. - 2 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00476; Kasbini; Parcel 476; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2561. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Tanah Kasbini ke Lamidi" dated 15 August 2006. - 3 Land certificate "Sertifikat Hak Milik No.16.03.24.1.00538; Endi; Parcel 538; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2135. In addition, statement of land sales from village authority for explanation on name difference "Berita Acara Jual Beli Rumah dan Lahan Hak Transmigrasi Eti ke Lamidi" for land sales 1 Ha dated 20 June 1994. - 4 Land certificate "Sertifikat Hak Milik No.383; Ohi; Parcel 383; 20,000 m²/2 Ha" dated 30 March 1993. Completed with survey map 	
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		<p>1:2000 for land No.2336. There's a statement letter informing land swap "Surat Pernyataan Tukar-Menukar Lahan Ohi and Lamidi" for land of 20,000 m²/2 Ha dated 29 November 2004.</p> <p>Yakup UTS-165</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No.16.03.1.00331; Idwar; Parcel 331; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2027. In addition, statement of land sales from village authority for explanation on name difference "Surat Tanah No.593.31/2007/01828/ST-WNS/XII/2018" dated 27 December 2018 explaining sales of land from Aslamiah (wife of Idwar) to Tilis Kumalasari (daughter of Yakup), the land of 1 Ha under certificate named Idwar. - 2 Land certificate "Sertifikat Hak Milik No.16.03.1.00327; Yakub; Parcel 327; 10,000 m²/1 Ha" dated 20 January 1992. Completed with survey map 1:2000 for land No.2006. <p>Muda'i UTS-076</p> <ul style="list-style-type: none"> - 1 Land certificate "Sertifikat Hak Milik No. 00450; Muda'i; Parcel 450; 20,000 m²/2 Ha" dated 30 March 1993. - 2 Land certificate "Sertifikat Hak Milik No.16.03.1.00587; Sahri; Parcel 587; 20,000 m²/2 Ha" dated 30 March 1993. In addition, statement of land sales from village authority for explanation on name difference "Surat Pernyataan Kepemilikan Tanah Sahri to Muda'i" dated 29 July 2021 explaining sales of land from Sahri to Muda'i in 1992. - 3 Land certificate "Sertifikat Hak Milik No.408; Kasturi; Parcel 468; 20,000 m²/2 Ha" dated 30 March 1993. Completed with map scale 1:2000 for land No.2224. In addition, statement of land sales from village authority for explanation on name difference "Surat Pernyataan Kepemilikan Tanah Kasturi to Muda'i" dated 29 July 2021 explaining sales of land from Kasturi to Muda'i in 1994. 	
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		<ul style="list-style-type: none">- 4 Land certificate "Sertifikat Hak Milik No.16.03.00055; Muda'i; Parcel 55; 2,500 m²/0.25 Ha" dated 16 January 1992. Completed with map scale 1:2000 for land No.2860. Maji UTS-063- 1 Land certificate "Sertifikat Hak Milik No.00445; Dasuki; Parcel 446; 20,000 m²/2 Ha" dated 30 March 1993. In addition, explanation with Land purchase statement "Surat Tanah Lahan Usaha Dua No.593.31/2007/02213/ST-WNS/II/2021 Dasuki to Maji 24 February 2021. <p>2 Land certificate "Sertifikat Hak Milik No.16.03.1.00323; Dasuki; Parcel 323; 10,000 m²/1 Ha" dated 20 January 1992. In addition, statement of land sales from village authority for explanation on name difference "Surat Tanah No.593.31/2007/02214/ST-WNS/II/2021" dated 24 February 2021 explaining sales of land from Dasuki to Maji, the land of 1 Ha.</p>													
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	<p>ISH organization establish decree related to boundary marker "Surat Keputusan No.015/SK.ICS/KOP-UTS/III/2021 tentang Patok Batas Lahan" dated 27 March 2021. The decree stated all smallholder member should prepare land boundary marker to avoid conflict. The boundary marker can be made from cement peg, tree lines, or other distinctive method.</p> <p>Sampled smallholder boundary marker checked by audit team</p> <table><tr><th>Name</th><th>Block ID</th><th>GPS coordinate</th></tr><tr><td>Rasiban</td><td>330</td><td>1° 5' 39.20" N & 116° 53' 52.19" E</td></tr><tr><td>Rasiban</td><td>184</td><td>1° 5' 9.78" N & 116° 54' 21.74" E</td></tr><tr><td>Siti Mutamimah</td><td>158</td><td>1° 6' 00.55" N & 116° 54' 01.25" E</td></tr></table>	Name	Block ID	GPS coordinate	Rasiban	330	1° 5' 39.20" N & 116° 53' 52.19" E	Rasiban	184	1° 5' 9.78" N & 116° 54' 21.74" E	Siti Mutamimah	158	1° 6' 00.55" N & 116° 54' 01.25" E	Complied
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		<table><tr><td>Joko</td><td>140</td><td>1° 6' 13.30" N & 116° 54' 16.77" E</td></tr><tr><td>Joko</td><td>139</td><td>1° 6' 14.37" N & 116° 54' 16.35" E</td></tr><tr><td>Joko</td><td>165</td><td>1° 5' 53.87" N & 116° 54' 17.56" E</td></tr><tr><td>Lamidi b</td><td>320</td><td>1° 5' 37.71" N & 116° 53' 33.37" E</td></tr><tr><td>Achmad Misdarto</td><td>324</td><td>1° 5' 43.56" N & 116° 53' 36.15" E</td></tr><tr><td>Sutisna</td><td>290</td><td>1° 6' 1.87" N & 116° 53' 52.72" E</td></tr><tr><td>Jayus</td><td>277</td><td>1° 6' 7.48" N & 116° 53' 34.84" E</td></tr><tr><td>Muryanto</td><td>262</td><td>1° 6' 16.76" N & 116° 53' 25.76" E</td></tr><tr><td>Muda'i</td><td>210</td><td>1° 5' 11.00" N & 116° 53' 53.43" E</td></tr><tr><td>Maji</td><td>216</td><td>1° 4' 57.81" N & 116° 54' 3.95" E</td></tr><tr><td>Sahwan</td><td>198</td><td>1° 5' 6.98" N & 116° 53' 52.52" E</td></tr><tr><td>Yakup</td><td>207</td><td>1° 4' 59.46" N & 116° 54' 0.31" E</td></tr><tr><td>Herman</td><td>45</td><td>1° 6' 42.30" N & 116° 54' 9.60" E</td></tr><tr><td>Kandar</td><td>32</td><td>1° 6' 45.00" N & 116° 54' 7.51" E</td></tr><tr><td>Jadi</td><td>31</td><td>1° 6' 50.12" N & 116° 54' 3.18" E</td></tr><tr><td>Mohammad Riadi</td><td>30</td><td>1° 6' 46.69" N & 116° 53' 35.98" E</td></tr></table>	Joko	140	1° 6' 13.30" N & 116° 54' 16.77" E	Joko	139	1° 6' 14.37" N & 116° 54' 16.35" E	Joko	165	1° 5' 53.87" N & 116° 54' 17.56" E	Lamidi b	320	1° 5' 37.71" N & 116° 53' 33.37" E	Achmad Misdarto	324	1° 5' 43.56" N & 116° 53' 36.15" E	Sutisna	290	1° 6' 1.87" N & 116° 53' 52.72" E	Jayus	277	1° 6' 7.48" N & 116° 53' 34.84" E	Muryanto	262	1° 6' 16.76" N & 116° 53' 25.76" E	Muda'i	210	1° 5' 11.00" N & 116° 53' 53.43" E	Maji	216	1° 4' 57.81" N & 116° 54' 3.95" E	Sahwan	198	1° 5' 6.98" N & 116° 53' 52.52" E	Yakup	207	1° 4' 59.46" N & 116° 54' 0.31" E	Herman	45	1° 6' 42.30" N & 116° 54' 9.60" E	Kandar	32	1° 6' 45.00" N & 116° 54' 7.51" E	Jadi	31	1° 6' 50.12" N & 116° 54' 3.18" E	Mohammad Riadi	30	1° 6' 46.69" N & 116° 53' 35.98" E	
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Criteria 2.2: Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.																																																			
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without FPIC of indigenous peoples, local communities or other users (refer to indicator 1.1E / Appendix 1).	ISH organization Koperasi Jasa Usaha Tani Sejahtera has FPIC SOP "Standar Operasional Prosedur (Free Prior Informed Consent) Sebelum Menjalankan Program No.SOPUTS/014/2021" dated 1 February 2021. The SOP informed the definition of Free, Prior,	Complied																																																

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Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	Informed, Consent. The process including: gather all information needed to develop oil palm plantation or a program and the impact for environment and customary people; to held a meeting between all interested parties for socialization of oil palm development or program development; information shall be intact and comprehensive – explaining positive and negative impact from the proposed program; Additional socialization; Give time for the community with projected impact to discuss, ask the expert and authority to obtain additional information or to review and analyse the information obtained; Negotiation among interested parties; Finalize agreement; Implementing agreement or program plan – monitoring of impacts;	Complied
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>Koperasi Jasa Usaha Tani Sejahtera has conflict resolution SOP "Standar Operasional Prosedur Resolusi Konflik No.SOP/UTS/021/2021" dated 4 February 2021. The SOP informed all complainant shall fill in complaint logbook; Cooperative committee will handle the complainant report; Cooperative chairman and cooperative committee will discuss the complaint; cooperative committee and governing body shall identify and analyse the complaint and further verifying and confirming information on complaint. Upon information gathered, the Group manager and cooperative committee will pan the complaint handling and communicating with various stakeholder; conflict resolution tries through meeting for agreement – if not resolved then through legal litigation.</p> <p>Commitment to not acquiring land without FPIC of indigenous people, local communities or other user stipulated under the Smallholder Declaration "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" in RSPO ISH 2019 – INA NI, endorsed 14 February 2022 – Annex 1. Point 9 stipulated "Tidak membuka lahan atau mendapatkan lahan dari masyarakat</p>	Complied

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		<p>adat, masyarakat setempat, atau pengguna lain tanpa FPIC dari mereka berdasarkan pendekatan FPIC yang disederhanakan".</p> <p>Mohammad Riadi UTS-074</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Mohammad Riadi" signed 10 December 2020; commitment to stop use paraquat. <p>Kandar UTS-044</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Kandar" signed 10 December 2020; commitment to stop use paraquat. <p>Herman UTS-030</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Herman" signed 11 December 2020; commitment to stop use paraquat. <p>Jadi UTS-034</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Jadi" signed 8 December 2020; commitment to stop use paraquat. <p>Joko UTS-037</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Mohammad Riadi" signed 10 December 2020; commitment to stop use paraquat. <p>Rasiban UTS-101</p>	
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		<ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Rasiban" signed 6 December 2020; commitment to stop use paraquat. Siti Mutamimah UTS-124 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Siti Mutamimah" signed 10 December 2020; commitment to stop use paraquat. Ahmad Misdarto UTS-003 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Achmad Misdarto" signed 8 December 2020; commitment to stop use paraquat. Sutisna UTS-150 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Sutisna" signed 7 December 2020; commitment to stop use paraquat. Muryanto UTS-091 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Muryanto" signed 11 December 2020; commitment to stop use paraquat. Jayus UTS-036 - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Jayus" signed 6 December 2020; commitment to stop use paraquat. 	
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		<p>Lamidi UTS-053</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Lamidi" signed 7 December 2020; commitment to stop use paraquat. <p>Yakup UTS-165</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Yakup" signed 5 December 2020; commitment to stop use paraquat. <p>Muda'i UTS-076</p> <ul style="list-style-type: none"> - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Muda'i" signed 5 December 2020; commitment to stop use paraquat; stating 12 Ha. <p>Maji UTS-063</p> <p>Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Yakup" signed 5 December 2020; commitment to stop use paraquat. stating 4 Ha.</p>	
Criteria 2.3: The right to use the land is not disputed by indigenous peoples, local communities or other users.			
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to indicator 1.1E / Appendix 1).	ISH organization provide information so the smallholder member can fill in the Appendix 3 of RSPO Independent Smallholder Standard 2019 – Indonesia National Interpretation 2022 – Form on the History of Land Tenure and Conflict Disclosure.	Complied
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access	Mohammad Riadi UTS-074	Complied

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	rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	- Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Mohammad Riadi" section 2 completed with information for 2 land parcels; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 14 November 2022 and village head and cooperative chairman. Kandar UTS-044	
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involved.	<ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Mohammad Riadi" section 2 completed with information for 2 land parcels; section 3 signed 21 October 2022; section 4 ticked no conflict; section 6A signed 21 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. Herman UTS-030 - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Herman" section 2 completed with information for 1 land parcel; section 3 signed 13 October 2022; section 4 ticked no conflict; section 6A signed 13 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. Jadi UTS-034 - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Jadi" section 2 completed with information for 5 land parcels; section 3 signed 21 October 2022; section 4 ticked no conflict; section 6A signed 21 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. Joko UTS-037 - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Joko" section 2 completed with information for 	Complied

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		<p>3 land parcels; section 3 signed 15 October 2022; section 4 ticked no conflict; section 6A signed 15 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman.</p> <p>Rasiban UTS-101</p> <ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Rasiban" section 2 completed with information for 2 land parcels; section 3 signed 10 October 2022; section 4 ticked no conflict; section 6A signed 10 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. <p>Siti Mutamimah UTS-124</p> <ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Siti Mutamimah" section 2 completed with information for 6 land parcels; section 3 signed 15 October 2022; section 4 ticked no conflict; section 6A signed 15 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. <p>Ahmad Misdarto UTS-003</p> <ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Misdarto" section 2 completed with information for 1 land parcel; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. <p>Sutisna UTS-150</p> <ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Sutisna" section 2 completed with information for 1 land parcel; section 3 signed 21 October 2022; section 4 ticked no conflict; section 6A signed 21 October 2022; section 7 	
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		<p>signed by Group Manager 12 November 2022 and village head and cooperative chairman. Muryanto UTS-091</p> <ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Muryanto" section 2 completed with information for 2 land parcels; section 3 signed 14 October 2022; section 4 ticked no conflict; section 6A signed 14 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. Jayus UTS-036 - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Jayus" section 2 completed with information for 2 land parcels; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. Lamidi UTS-053 - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Lamidi" section 2 completed with information for 4 land parcels; section 3 signed 21 October 2022; section 4 ticked no conflict; section 6A signed 21 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. Yakup UTS-165 - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Yakup" section 2 completed with information for 2 land parcels; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. 	
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		<p>Muda'i UTS-076</p> <ul style="list-style-type: none"> - Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Muda'i" section 2 completed with information for 4 land parcels; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman. <p>Maji UTS-063</p> <p>Simplified FPIC form "Formulir Pengungkapan Sejarah Penguasaan dan Konflik Lahan Maji" section 2 completed with information for 2 land parcels; section 3 signed 16 October 2022; section 4 ticked no conflict; section 6A signed 16 October 2022; section 7 signed by Group Manager 12 November 2022 and village head and cooperative chairman.</p> <p>Updated data that certified area only for planted area which reduce 5.04 Ha from previous area (444.55 Ha to 439.51 Ha) because 6 smallholders selling plots/piece of plot to non-member and other usage.</p> <ol style="list-style-type: none"> 1. Aryana b (UTS.015) sell his plot 2 Ha to non-member 2. Kusmana (UTS.50) sell his plot 1 Ha to non-member 3. Mulyani (UTS.088) sell his plot 1 Ha to non-member 4. Muktar Abdul Ghofar (UTS.087) land use change to build house of 0.94 Ha. 5. Muda'I (UTS.076) land use change to build rented house of 0.01 Ha 6. Rasiban (UTS.101) land use change to build house of 0.09 Ha 	
<p>Criteria 2.4: Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.</p>			

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Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	ISH organization Koperasi Jasa Usaha Tani Sejahtera demonstrate map of 168 smallholder members and 315 oil palm parcels location overlayed against map of forest area and spatial planning.	Complied
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	<ul style="list-style-type: none"> - Forest area map as an appendix to "Keputusan Menteri Kehutanan Republik Indonesia No.SK.718/Menhut-II/KUH/2014 tentang Kawasan Hutan Provinsi Kalimantan Timur dan Kalimantan Utara" dated 29 August 2014. - Kutai Timur Regency spatial planning as per "Peraturan Daerah Kabupaten Kutai Timur No.1 tahun 2016 tentang Rencana Tata Ruang Wilayah Kabupaten Kutai Timur Tahun 2015-2035" dated 29 January 2016. 	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to indicator 1.1E / Appendix 1).	<ul style="list-style-type: none"> - Peat area moratorium map as per "Keputusan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No.Sk.666/MENLHK-PKTL/IPSDH/PLA.1/2/2001 tentang Penetapan Peta Indikatif Penghentian Pemberian Perizinan Berusaha, Persetujuan Penggunaan Kawasan Hutan, Atau persetujuan perubahan Peruntukan Kawasan Hutan Baru pada Hutan Alam Primer dan Lahan Gambut Tahun 2021 Periode I" dated 15 February 2021. <p>The overlay map against forest area and against spatial plan scale 1:100,000, prepared 2022.</p> <ul style="list-style-type: none"> - Based on overlay smallholder blocks map against forest area by ministry of forestry and environment; all of smallholder blocks designated under "Area Penggunaan Lain" – area for other use; there was no smallholder block fall under forest area or protected area. - Based on overlay smallholder blocks map against spatial area designated by Kutai Timur regency, all of smallholder blocks designated under function "Permukiman Pedesaan" – rural housing; there was no smallholder block fall under forest area or protected area. 	Complied

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		Based on overlay smallholder blocks map against peat moratorium map, all of smallholder blocks were not designated as "Indikatif Fungsi Budidaya Ekosistem Gambut" – peat ecosystem with cultivation function or "Indikatif Fungsi Lindung Ekosistem Gambut" – peat ecosystem with protection function indication area.	
Criteria 2.5: For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach. Do any smallholders within the group have plans for new planting of oil palm? If none, SKIP.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their FPIC, based on a simplified FPIC approach (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Jasa Usaha Tani Sejahtera declared the planting year and based on verification the latest planting dated 2017 for 1 Ha. This was planted before the ISH organization enters RSPO membership. No new planting afterwards.</p> <p>Commitment to not acquiring land without FPIC of indigenous people, local communities or other user stipulated under the Smallholder Declaration "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan" in RSPO ISH 2019 – INA NI, endorsed 14 February 2022 – Annex 1. Point 9 stipulated "Tidak membuka lahan atau mendapatkan lahan dari masyarakat adat, masyarakat setempat, atau pengguna lain tanpa FPIC dari mereka berdasarkan pendekatan FPIC yang disederhanakan".</p> <p>Smallholders within the group have no plans for new planting of oil palm. This indicator is SKIP</p>	Not Applicable
Milestone A	<p>Smallholders complete training on how to conduct a simplified FPIC approach.</p> <p>Do any smallholders within the group have plans for new planting of oil palm? If none, SKIP.</p>	Koperasi Jasa Usaha Tani Sejahtera provided onsite training "sekolah lapang" to communicate and train the smallholder member on FPIC requirements. The training material consist of introduction of FPIC in form of repeating collective consultation process, show good deed	Not Applicable

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		<p>during negotiation, open dialogue, participate; free and independent decision-making to give or not to give approval.</p> <p>Record of FPIC training and number of attendant:</p> <ul style="list-style-type: none"> - FPIC training on 18 September 2023 in UTS 3 area; attended by 53 smallholder members; - FPIC training on 19 September 2023 in UTS 2 area; attended by 17 smallholder members; - FPIC training on 20 September 2023 in UTS 4 area; attended by 34 smallholder members; <p>Smallholders within the group have no plans for new planting of oil palm. This indicator is SKIP</p>	
Milestone B	<p>Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.</p> <p>Do any smallholders within the group have plans for new planting of oil palm? If none, SKIP.</p>	<p>Based on interview, the ISH organization Koperasi Jasa Usaha Tani Sejahtera planned to recruit around 50 new smallholders, and existing members informed their interest to add more land parcel into their membership with nearly additional 100 Ha into the scope of certification. Based on the registration information provided (not yet approved as certification member), these potential smallholders have planted oil palm plantation block.</p> <p>Smallholders within the group have no plans for new planting of oil palm. This indicator is SKIP</p>	Not Applicable
<p>Principle 3: Respect human rights, including workers' rights and conditions Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.</p>			
<p>Criteria 3.1: There is no use of forced labour.</p>			

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Eligibility	<p>Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility.</p> <p>They provide information on the source of labour, including family members, working on the farm and hired labour including contract workers (refer to indicator 1.1E / Appendix 1).</p>	<p>During this ASA1, available commitment from smallholder to not uses forced labour and ensure that any use of forced labour on the farm is terminated. This commitment is stated in the RSPO Certification Commitment in the form of "Formulir Pernyataan Komitmen" of members on number D.3; that "Ensure that there is no forced labour in operational and stop forced labour practice if they are still existing". Samples was seen for:</p> <ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Lamidi (UTS-053) dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jayus (UTS-036), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muryanto (UTS-091), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Sutisna (UTS-150), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Achmad Misdarto (UTS-003), dated 8 Desember 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Siti Mutamimah (UTS-124), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Maji (UTS-063), dated 5 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muda'i (UTS-076), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Rasiban (UTS-101), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Mohammad Riadi (UTS-074), dated 10 December 2020. 	Complied
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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Kandar (UTS-044), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Herman (UTS-030), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jadi (UTS-034), dated 8 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Joko (UTS-037), dated 10 December 2020. <p>Head of Koperasi Jasa Usaha Tani Sejahtera has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 006/SKICS/KOP-UTS/I/2021 dated 25 January 2021, stated:</p> <ol style="list-style-type: none"> Every member Koperasi Jasa Usaha Tani Sejahtera are prohibited to conduct discriminative (colour, race, tribe, religion, group, gender and politic affiliation) Prohibited to do or conduct forced labour to workers or someone else in every situation. Prohibited to do human trafficking in every form and also no using illegal worker. <p>Related to the employment, smallholders who are members of the Koperasi Jasa Usaha Tani Sejahtera have received training held by the ICS Team and GIZ cooperation, regarding Compliance to the regulation including employment regulation:</p> <p>Point 15: Ketenagakerjaan - Employment</p> <ul style="list-style-type: none"> - Wages is based on Decree of Governor of Kalimantan Timur (UMP: Upah Minimum Province) 	
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Milestone A	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; 	<p>Smallholders have completed training on free and fair labour and implement measures to ensure that all work is voluntary, and the practices of Retention of identity documents; Payment of recruitment fees by workers; Contract substitution; Involuntary overtime; Lack of freedom of workers to resign; Penalty for termination of employment; Debt bondage; and withholding of wages are prohibited.</p> <p>Training related to the employment particularly force labor, child labor, pregnant and breastfeeding women and discrimination was carried out on:</p> <ul style="list-style-type: none"> - Field training on 29 May – 1 June 2023, regarding worker contract, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder 	Complied

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	<ul style="list-style-type: none"> Withholding of wages 	<p>members and 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah".</p> <p>- Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including labour; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan".</p> <p>Previously there were training of employment particularly forced labor, child labor, pregnant and breastfeeding women and discrimination conducted by ICS team and GIZ.</p> <p>The material provided at the training includes:</p> <ul style="list-style-type: none"> - Fair employment practices: - There is no retention of identity document (KTP & KK). - No recruitment fees. - No involuntary overtime. - Members' freedom to resign. - There are no penalties for resigning. - No bonded work. - There is no withholding wages. - Definition of work contract. - Social insurance (BPJS Ketenagakerjaan). - Conversion of minimum wage. 	
Milestone B	Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.	Koperasi jasa Usaha Tani Sejahtera has procedures related to employment as per "Standard Operational Prosedur Tenaga Kerja" (No. SOP/UTS/048/2021), dated 13 March 2021. The procedure	Complied

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		<p>described requirement of employee, recruitment process, equality of rights and obligations, social insurance, resignation, and conflict resolution. The procedure also stated that smallholders are prohibited to discriminate; cannot employed underage worker, pregnant and breastfeeding women; it is prohibited to hold identity documents such as KTPs, diplomas and others as collateral; workers have the right to minimum wages for work carried out in accordance with the wage provisions applicable in the work area; workers have the right to health and employment insurance; the employer has no right to detain workers from continuing to work for him for any reason; if a conflict occurs in the process, it must be resolved amicably, if there is no common ground, then proceed with mediation or reported the authorities.</p> <p>The workers for harvesting, pruning, spraying, slashing and manuring are hired directly by the smallholder. The organizations have a work agreement template explaining type of work, working conditions, wages, right and obligation and compliance to national/local regulations.</p> <p>Based on the document, Letter of Employment Agreement between workers and smallholders, it explains related to type of work, location of work, workers' wages, social insurance, means of work and prohibitions in the form of discrimination, violence, employment of children (minors), pregnant and breastfeeding women and harassment.</p> <p>Based on interview with sample of smallholders, they are aware about policy to not retain identity documents, have freedom of movement and can declare that their employment is freely chosen. Most of smallholder conducted harvesting, manuring and upkeep by themselves or by their relatives. Some of them contracted those works to the employees. All smallholder interviewed stated that they never retained worker's identity documents, and they have the freedom to</p>	
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		<p>choose whether to continue working at the smallholders' farm or elsewhere. There is also no withholding of workers salary as well.</p> <p>Based on interview with workers, confirmed that have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	
Criteria 3.2: Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers at 18 years old. 2. Not exposing children to hazardous work. 3. Providing adult supervision of children working on the farm. 4. Ensuring the practice of children's rights to education is unrestricted and respected. (refer to indicator 1.1E / Appendix 1). 	<p>Available the latest training related to the employment particularly force labor, child labor, pregnant and breastfeeding women and discrimination was carried out on:</p> <p>Training related to the employment particularly force labor, child labor, pregnant and breastfeeding women and discrimination was carried out on:</p> <ul style="list-style-type: none"> - Field training on 29 May – 1 June 2023, regarding worker contract, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder members and 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah". - Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including child labour; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan". <p>Previously there were training of employment particularly forced labor, child labor, pregnant and breastfeeding women and discrimination conducted by ICS team and GIZ.</p>	Complied

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		<p>All smallholder members have signed statements/declarations that the smallholders are committed to not using child labour. This statement is stated in the "RSPO Certification Commitment" on number D.8; that "Ensure that there are no child labour practices in plantation operations and stop the practice of child labour that is still running". Samples was seen for:</p> <ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Lamidi (UTS-053) dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jayus (UTS-036), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muryanto (UTS-091), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Sutisna (UTS-150), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Achmad Misdarto (UTS-003), dated 8 Desember 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Siti Mutamimah (UTS-124), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Maji (UTS-063), dated 5 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muda'i (UTS-076), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Rasiban (UTS-101), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Mohammad Riadi (UTS-074), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Kandar (UTS-044), dated 10 December 2020. 	
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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Herman (UTS-030), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jadi (UTS-034), dated 8 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Joko (UTS-037), dated 10 December 2020. <p>Based on interview during field visit, confirmed that smallholders are aware of what defines child labour and there is no child labor working at all smallholder plots visited. Moreover, all smallholder aware that no children cannot be at the oil palm area.</p>	
Milestone A	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 18. 2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia). 	<p>There is a change to documentation related to prohibition of child labour. Koperasi Jasa Usaha Tani Sejahtera has a policy regarding Koperasi Jasa Usaha Tani Sejahtera has a policy regarding prohibition of child labour set under Decree No. 008/SK.ICS/KOP-UTS/I/2021, dated 30 January 2021 stating:</p> <ul style="list-style-type: none"> - Cooperative members must refrain from employing children under 18 years of age. - For children, if they work in the farm with the aim of helping their parents, they must be supervised by their parents and not conducted risky work. - This policy refers to the existing laws and regulations in Indonesia and international such as: - Law No. 13 of 2013 concerning the prohibition of using child labour. - Law No.1 of 2000, Ratification of ILO Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. 	Complied

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		<ul style="list-style-type: none"> - Law No. 20 of 1999, Ratification of ILO Convention No. 138 of 1973 Concerning the Minimum Age for Employment. <p>The ICS team keep the smallholder aware about protecting children and prohibiting child labour by conduct internal audit and regularly conducting field visit and field training (Sekolah Lapang). Related to the training, available the latest training related to the employment particularly force labor, child labor, pregnant and breastfeeding women and discrimination was carried out on:</p> <ul style="list-style-type: none"> - Field training on 29 May – 1 June 2023, regarding worker contract, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder members and 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah". - Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including protection of children; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan". <p>The topics covered:</p> <ul style="list-style-type: none"> - Compliance with the minimum age of workers and as defined by local, state, or national law, - Not exposing children to hazardous work. - Providing adult supervision of young people working on the farm. 	
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Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 18. 2. Children are only permitted to help on family farms and are not permitted to perform hazardous work that may be physically or mentally harmful and that may intervene with the educational activities at school. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. (Young workers are not permitted in Indonesia). 	<p>There is a change to documentation related to prohibition of child labour. Koperasi Jasa Usaha Tani Sejahtera has a policy regarding Koperasi Jasa Usaha Tani Sejahtera has a policy regarding prohibition of child labour set under Decree No. 008/SK.ICS/KOP-UTS/I/2021, dated 30 January 2021 stating:</p> <ul style="list-style-type: none"> - Cooperative members must refrain from employing children under 18 years of age. - For children, if they work in the farm with the aim of helping their parents, they must be supervised by their parents and not conducted risky work. - This policy refers to the existing laws and regulations in Indonesia and international such as: - Law No. 13 of 2013 concerning the prohibition of using child labour. - Law No.1 of 2000, Ratification of ILO Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. 	Complied

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		<ul style="list-style-type: none"> - Law No. 20 of 1999, Ratification of ILO Convention No. 138 of 1973 Concerning the Minimum Age for Employment. <p>The ICS team keep the smallholder aware about protecting children and prohibiting child labour by conduct internal audit and regularly conducting field visit and field training (Sekolah Lapang). Related to the training, available the latest training related to the employment particularly force labor, child labor, pregnant and breastfeeding women and discrimination was carried out on:</p> <ul style="list-style-type: none"> - Field training on 29 May – 1 June 2023, regarding worker contract, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder members 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah". - Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including protection of children; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan". <p>The topics covered:</p> <ul style="list-style-type: none"> - Compliance with the minimum age of workers and as defined by local, state, or national law, - Not exposing children to hazardous work. - Providing adult supervision of young people working on the farm. 	
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		<ul style="list-style-type: none"> - Ensuring the practice of children's rights to education is unrestricted and respected. <p>Based on field visit to the smallholder's area, there is no children or underage workers found on farm. Based on interview with smallholders, obtained information that there were no child workers in field, and the smallholder members can explain that child labour are prohibited.</p> <p>Furthermore, based on interviews with workers, who is harvester, there is no child labor found, workers are limited to the age of 18 years old and up.</p>	
Criteria 3.3: Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.			
Eligibility	Smallholders commit to pay workers according to at least equal to the Minimum Wage based on the smallholder's location as applicable by law (refer to indicator 1.1E / Appendix 1).	<p>All smallholder members of Koperasi Jasa Usaha Tani Sejahtera have signed statements/declarations that the smallholders are committed to pay workers according to at least equal to minimum wage determined by the government. This statement is stated in the "RSPO Certification Commitment" on number D.4. Samples was seen for:</p> <ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Lamidi (UTS-053) dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jayus (UTS-036), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muryanto (UTS-091), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Sutisna (UTS-150), dated 7 December 2020. 	Complied

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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Achmad Misdarto (UTS-003), dated 8 Desember 2020. - RSPO Certification Commitment – <i>Formulir Pernyataan Komitmen</i> on behalf of Siti Mutamimah (UTS-124), dated 7 December 2020. - RSPO Certification Commitment – <i>Formulir Pernyataan Komitmen</i> on behalf of Maji (UTS-063), dated 5 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muda'i (UTS-076), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Rasiban (UTS-101), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Mohammad Riadi (UTS-074), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Kandar (UTS-044), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Herman (UTS-030), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jadi (UTS-034), dated 8 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Joko (UTS-037), dated 10 December 2020. <p>Koperasi Jasa Usaha Tani Sejahtera has committed to pay workers with a minimum wage in accordance with regulation, set in Group Manager Decree No. No. 016/SK.ICS/KOP-UTS/IV/2021, dated 3 April 2021 concerning Wage Payments, mentioned that Koperasi Jasa Usaha Tani Sejahtera will pay worker's wages referring to applicable government regulation. If the wage is lower than the stipulated, it</p>	
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		<p>must be explained by the conversion system of working hours or a special situation.</p> <p>In the training, it is also explained related to the calculation of the conversion of salaries derived from the Regency Minimum Wage. Available conversion of minimum wage of workers based on Decree of Head of Koperasi Jasa Usaha Tani Sejahtera No. 030/SK.ICS/KOP-UTS/IX/2023, dated 20 September 2023 as revision to Decree No. 027/SK.ICS/KOP-UTS/IX/2023:</p> <table> <tr> <th>Minimum wage</th><th>Monthly (IDR)</th><th>Rate per Day (IDR) *)</th><th>Rate per Hours (IDR) **)</th></tr> <tr> <td>2023</td><td>IDR 3.356.109,27</td><td>IDR 134,244</td><td>IDR 19,177</td></tr> </table> <p>*) Total 6 days per week (Monday - Saturday) **) 7 Hours Worked per day</p>	Minimum wage	Monthly (IDR)	Rate per Day (IDR) *)	Rate per Hours (IDR) **)	2023	IDR 3.356.109,27	IDR 134,244	IDR 19,177	
Minimum wage	Monthly (IDR)	Rate per Day (IDR) *)	Rate per Hours (IDR) **)								
2023	IDR 3.356.109,27	IDR 134,244	IDR 19,177								
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	<p>Based on Decree of Governor of East Kalimantan No. 561/K.853/2022, dated 6 December 2022 regarding determination of the minimum wage of Kutai Timur Regency (UMK) IDR 3,356,109.27 per month. The cooperative has carried out dissemination of minimum wage on 10 May 2023 through field training, attended by 113 smallholders.</p> <p>The cooperative has established wage conversion based on the Decree of the Governor of East Kalimantan No. 561/K.853/2022, dated 6 December 2022, as per Decree of Head of Koperasi Jasa Usaha Tani Sejahtera No. 030/SK.ICS/KOP-UTS/IX/2023, dated 20 September 2023 as revision to Decree No. 027/SK.ICS/KOP-UTS/IX/2023:</p> <table> <tr> <th>Minimum wage</th><th>Monthly (IDR)</th><th>Rate per Day (IDR) *)</th><th>Rate per Hours (IDR) **)</th></tr> <tr> <td>2023</td><td>IDR 3.356.109,27</td><td>IDR 134,244</td><td>IDR 19,177</td></tr> </table> <p>*) Total 6 days per week (Monday - Saturday)</p>	Minimum wage	Monthly (IDR)	Rate per Day (IDR) *)	Rate per Hours (IDR) **)	2023	IDR 3.356.109,27	IDR 134,244	IDR 19,177	Complied
Minimum wage	Monthly (IDR)	Rate per Day (IDR) *)	Rate per Hours (IDR) **)								
2023	IDR 3.356.109,27	IDR 134,244	IDR 19,177								

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**) 7 Hours Worked per day

All workers are hired directly by the smallholder, and they paid above the minimum wage determined by the regulation. Based on interview with workers and document review to the payment slip, Payment rate for workers is as follow:

Workers	Wages (IDR)	Indicator
Harvesting	250,000 – 300,000	per ton FFB
Pruning	750,000	per ha
Spraying	150,000	per day
Manuring	20,000	per sack
IPM	150,000	per day
Kerani (Clerk)	70,000	per ton
FFB transfer	200,000 100,000	per trip per ton
Transport FFB to the palm oil mill (PKS-11 DSN Group)	140.000	per ton FFB

Sample of work agreement between smallholder and workers:

- Work Agreement Letter - *Surat Perjanjian Kerja* dated 25 August 2023 between Achmad Misdarto as smallholder and Ahmad Yani as worker of harvesting and pruning.
- Work Agreement Letter - *Surat Perjanjian Kerja* dated 19 February 2023 between Djayus as smallholder and Warso Aji Susanto as worker of harvesting.

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		<ul style="list-style-type: none"> - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 27 January 2023 between Sutisna as smallholder and Erko Nyawangama J.A. as worker of harvesting. - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 10 February 2023 between Lamidi as smallholder and Abdul Hanif as worker of harvesting. - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 13 January 2023 between Muryanto as smallholder and Imam Sayudi as worker of harvesting. <p>Payment of wages to workers are made using payment receipts that are directly paid by smallholder to workers. Sample receipts for payment of workers' wages are as follow:</p> <ul style="list-style-type: none"> - Payment slips of harvesting named Ahmad Yani for period of November 2023 is IDR 522,500 (2,090 kg @ IDR 250); smallholder name Achmad Misdarto. - Payment slips of harvesting named Warso Aji Susanto for period of November 2023 is IDR 827,750 (3,311 kg @ IDR 250); smallholder name Djayus. - Payment slips of harvesting named Erko Nyawangama for period of November 2023 is IDR 558,500 (2,234 kg @ IDR 250); smallholder name Sutisna. - Payment slips of harvesting named Abdul Hanif for period of November 2023 is IDR 2,738,500 (10,954 kg @ IDR 250); smallholder name Lamidi. - Payment slips of harvesting named Imam Sayudi for period of November 2023 is IDR 1,003,000 (4,012 kg @ IDR 250); smallholder name Muryanto. 	
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		<p>FFB transport from the smallholder farm to the palm oil mill (PT DSN Group PKS 1, PKS 7 or PKS 11), conducted by contractor with agreed pricing. Contract of FFB transport is available as:</p> <ul style="list-style-type: none"> • Work Agreement Letter No. 005/KOP-UTS-WNS/II/2023, dated 2 January 2023, between Koperasi Jasa Usaha Tani Sejahtera and Sampur, concerning the FFB transport; unit price IDR 140/kg FFB; vehicle No. KT8482 RS; valid until 31 December 2026. • Work Agreement Letter No. 007/KOP-UTS-WNS/II/2020, dated 1 January 2020, between Koperasi Jasa Usaha Tani Sejahtera and Cogo, concerning the FFB transport; unit price IDR 140/kg FFB; vehicle No. KT8482 RS; valid until 31 December 2026. • Work Agreement Letter No. 004/KOP-UTS-WNS/II/2020, dated 1 January 2020, between Koperasi Jasa Usaha Tani Sejahtera and Rohanah, concerning the FFB transport; unit price IDR 140/kg FFB; vehicle No. KT8512 RN; valid until 31 December 2026. <p>Payment to FFB transporter is available, e.g.:</p> <ul style="list-style-type: none"> - Period August 2023; contractor name Solikin/Sampur; total amount 280.96 tons; total earning IDR 39,334,400; deduction gathering IDR 1,000,000 and loan instalment IDR 2,500,000; Net earning IDR 35,834,400. - Period September 2023; contractor name Wisnu/Cogo; total amount 135.53 tons; total earning IDR 18,974,200; deduction gathering IDR 500,000; Net earning IDR 18,474,200. - Period October 2023; contractor name Ridwan/Sunarsih; total amount 147.75 tons; total/net earning IDR 20,685,000. <p>Payment of "Kerani Produksi" (FFB Clerk) and field weighing operators is available, e.g.:</p>	
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		<ul style="list-style-type: none"> - Period November 2023; clerk name Sahwan; Basic Salary IDR 3,500,000. - Period November 2023; clerk name Suherman; Basic Salary IDR 3,500,000. - Period November 2023; clerk name Sahwan; FFB amount 249,712 kg; unit price IDR 20/kg; total earning IDR 4,992,240. - Period November 2023; clerk name Suherman; FFB amount 606,613 kg; unit price IDR 20/kg; total earning IDR 12,132,260; deduction gathering IDR 2,000,000; net earning IDR 10,132,260. <p>Based on interview with workers, FFB contractors and Clerk, confirmed that they have receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.</p>									
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	<p>Based on Decree of Governor of East Kalimantan No. 561/K.853/2022, dated 6 December 2022 regarding determination of the minimum wage of Kutai Timur Regency (UMK) IDR 3,356,109.27 per month. The cooperative has carried out dissemination of minimum wage on 10 May 2023 through field training, attended by 113 smallholders.</p> <p>The cooperative has established wage conversion based on the Decree of the Governor of East Kalimantan No. 561/K.853/2022, dated 6 December 2022, as per Decree of Head of Koperasi Jasa Usaha Tani Sejahtera No. 030/SK.ICS/KOP-UTS/IX/2023, dated 20 September 2023 as revision to Decree No. 027/SK.ICS/KOP-UTS/IX/2023:</p> <table> <tr> <th>Minimum wage</th><th>Monthly (IDR)</th><th>Rate per Day (IDR) *)</th><th>Rate per Hours (IDR) **)</th></tr> <tr> <td>2023</td><td>IDR 3.356.109,27</td><td>IDR 134,244</td><td>IDR 19,177</td></tr> </table>	Minimum wage	Monthly (IDR)	Rate per Day (IDR) *)	Rate per Hours (IDR) **)	2023	IDR 3.356.109,27	IDR 134,244	IDR 19,177	Complied
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*) Total 6 days per week (Monday - Saturday)

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All workers are hired directly by the smallholder, and they paid above the minimum wage determined by the regulation. Based on interview with workers and document review to the payment slip, Payment rate for workers is as follow:

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		<ul style="list-style-type: none"> - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 19 February 2023 between Djayus as smallholder and Warso Aji Susanto as worker of harvesting. - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 27 January 2023 between Sutisna as smallholder and Erko Nyawangama J.A. as worker of harvesting. - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 10 February 2023 between Lamidi as smallholder and Abdul Hanif as worker of harvesting. - Work Agreement Letter - <i>Surat Perjanjian Kerja</i> dated 13 January 2023 between Muryanto as smallholder and Imam Sayudi as worker of harvesting. <p>Payment of wages to workers are made using payment receipts that are directly paid by smallholder to workers. Sample receipts for payment of workers' wages are as follow:</p> <ul style="list-style-type: none"> - Payment slips of harvesting named Ahmad Yani for period of November 2023 is IDR 522,500 (2,090 kg @ IDR 250); smallholder name Achmad Misdarto. - Payment slips of harvesting named Warso Aji Susanto for period of November 2023 is IDR 827,750 (3,311 kg @ IDR 250); smallholder name Djayus. - Payment slips of harvesting named Erko Nyawangama for period of November 2023 is IDR 558,500 (2,234 kg @ IDR 250); smallholder name Sutisna. - Payment slips of harvesting named Abdul Hanif for period of November 2023 is IDR 2,738,500 (10,954 kg @ IDR 250); smallholder name Lamidi. 	
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		<ul style="list-style-type: none"> - Payment slips of harvesting named Imam Sayudi for period of November 2023 is IDR 1,003,000 (4,012 kg @ IDR 250); smallholder name Muryanto. <p>FFB transport from the smallholder farm to the palm oil mill (PT DSN Group PKS 1, PKS 7 or PKS 11), conducted by contractor with agreed pricing. Contract of FFB transport is available as:</p> <ul style="list-style-type: none"> • Work Agreement Letter No. 005/KOP-UTS-WNS/II/2023, dated 2 January 2023, between Koperasi Jasa Usaha Tani Sejahtera and Sampur, concerning the FFB transport; unit price IDR 140/kg FFB; vehicle No. KT8482 RS; valid until 31 December 2026. • Work Agreement Letter No. 007/KOP-UTS-WNS/II/2020, dated 1 January 2020, between Koperasi Jasa Usaha Tani Sejahtera and Cogo, concerning the FFB transport; unit price IDR 140/kg FFB; vehicle No. KT8482 RS; valid until 31 December 2026. • Work Agreement Letter No. 004/KOP-UTS-WNS/II/2020, dated 1 January 2020, between Koperasi Jasa Usaha Tani Sejahtera and Rohanah, concerning the FFB transport; unit price IDR 140/kg FFB; vehicle No. KT8512 RN; valid until 31 December 2026. <p>Payment to FFB transporter is available, e.g.:</p> <ul style="list-style-type: none"> - Period August 2023; contractor name Solikin/Sampur; total amount 280.96 tons; total earning IDR 39,334,400; deduction gathering IDR 1,000,000 and loan instalment IDR 2,500,000; Net earning IDR 35,834,400. - Period September 2023; contractor name Wisnu/Cogo; total amount 135.53 tons; total earning IDR 18,974,200; deduction gathering IDR 500,000; Net earning IDR 18,474,200. 	
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		<ul style="list-style-type: none"> - Period October 2023; contractor name Ridwan/Sunarsih; total amount 147.75 tons; total/net earning IDR 20,685,000. <p>Payment of "Kerani Produksi" (FFB Clerk) and field weighing operators is available, e.g.:</p> <ul style="list-style-type: none"> - Period November 2023; clerk name Sahwan; Basic Salary IDR 3,500,000. - Period November 2023; clerk name Suherman; Basic Salary IDR 3,500,000. - Period November 2023; clerk name Sahwan; FFB amount 249,712 kg; unit price IDR 20/kg; total earning IDR 4,992,240. - Period November 2023; clerk name Suherman; FFB amount 606,613 kg; unit price IDR 20/kg; total earning IDR 12,132,260; deduction gathering IDR 2,000,000; net earning IDR 10,132,260. <p>Based on interview with workers, FFB contractors and Clerk, confirmed that they have receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.</p>	
Criteria 3.4: Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (refer to indicator 1.1E / Appendix 1).	All smallholder members have signed statements/declarations that the smallholders are committed to respect the rights of workers to file a complaint/grievance. This statement is stated in the "RSPO Certification Commitment" on number D.5; that stated, "respect workers' rights to submit complaints". Evidence was seen for:	Complied

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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Lamidi (UTS-053) dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jayus (UTS-036), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muryanto (UTS-091), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Sutisna (UTS-150), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Achmad Misdarto (UTS-003), dated 8 Desember 2020. - RSPO Certification Commitment – <i>Formulir Pernyataan Komitmen</i> on behalf of Siti Mutamimah (UTS-124), dated 7 December 2020. - RSPO Certification Commitment – <i>Formulir Pernyataan Komitmen</i> on behalf of Maji (UTS-063), dated 5 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muda'i (UTS-076), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Rasiban (UTS-101), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Mohammad Riadi (UTS-074), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Kandar (UTS-044), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Herman (UTS-030), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jadi (UTS-034), dated 8 December 2020. 	
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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Joko (UTS-037), dated 10 December 2020. <p>Koperasi Jasa Usaha Tani Sejahtera has a procedure for Grievance Submission of Smallholder and workers No. SOP/UTS/037/2021 dated 15 February 2021, explaining that:</p> <ul style="list-style-type: none"> - Members can submit their suggestions or complaints (public) to the complaint box or directly to the Cooperative Management. - If the complaint goes through the Group Leader (<i>Ketua KT</i>), then the group leader must submit it to the Cooperative Management, then the officer appointed by the cooperative management will record the complaint in the Member's Suggestion/Complaints Book. - If the complaint is an important matter and needs to be kept confidential, then the report or complaint from the member will be recorded in the Unpublished Member's Important Complaints Book, where the issues are cover about: <ul style="list-style-type: none"> o Everything that concern about race, tribe, religion. o Domestic violence. o Sexual harassment. o Human Rights Violation. - The identity of the Whistle-blower/complainant will be kept confidential. Cooperative management or appointed officers are prohibited from revealing the identity of the whistle-blower/complainant to the public or other parties, except to the authorized party (Police). - Complaints from members will be discussed in the Cooperative Management meeting and will be responded to at least within 2 weeks. 	
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		<ul style="list-style-type: none">- For complaints that are suggestions, complaints, and criticisms, if a decision is obtained, the reporting party will be explained about the meeting and the results of the decision, the explanation can be done verbally or in writing.- If there are considered unsatisfactory, a deliberation will be carried out again.- Complaints as mentioned in point number 3, will be identified, and investigated by the Cooperative Management. If the problem can be resolved amicably and through deliberation, the management will hold a meeting inviting the reported party. And, if the problem is still not resolved, the Cooperative Management will submit the problem to the competent authorities for follow-up. <p>Complaints from members or from stakeholders and also workers can be submitted that are general in nature or can be published directly to the ICS management.</p> <p>The confidentiality of the Reporting Person is guaranteed as mentions in point 4 above. The subject of the complaints which is confidential, if it cannot be resolved internally in the Koperasi Jasa Usaha Tani Sejahtera, the Management of Koperasi will submit the matter to the competent authority for further action.</p> <p>Based on interview with sample of smallholders, they mentioned that they aware to respect the workers right to submit grievance. Based on interview with workers in the field, they have mentioned that they were given awareness about the right to submit grievance to any party. In the Koperasi Jasa Usaha Tani Sejahtera secretariat, has been sighted the Logbook of Grievance, Grievance box located in KUD office and form of grievance submission. There is no official complaint submitted to Koperasi Jasa Usaha Tani Sejahtera official based on interview and logbook review.</p>	
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Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>Koperasi Jasa Usaha Tani Sejahtera has established the procedure related to grievance called "Prosedur Keluhan Anggota dan Pekerja" No. SOP/UTS/037/2021 dated 15 February 2021.</p> <p>Training related to the employment, including workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance has been carried out on:</p> <ul style="list-style-type: none"> - Field training on 29 May – 1 June 2023, regarding worker contract, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder members 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah". - Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including workers' right to file a complaint; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan". <p>Previously there were training of employment particularly forced labor, child labor, pregnant and breastfeeding women and discrimination conducted by ICS team and GIZ.</p> <p>The material provided at the training regarding workers right includes:</p> <ul style="list-style-type: none"> - Minimum wage; - Prohibition of child labour; - Prohibition of pregnant and breastfeeding women; - Work contract; - Social insurance; 	Complied
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		<ul style="list-style-type: none"> - Cooperative SOPs and decrees, including procedures for member and worker complaints. <p>It was observed that at Koperasi Jasa Usaha Tani Sejahtera, there is Logbook of Grievance and Grievance box. During this ASA 1, based on interview and logbook review, confirmed that up to this moment there is no complaint submitted to Koperasi Jasa Usaha Tani Sejahtera.</p> <p>Based on interview with sample of workers, they are aware about how to fill a complaint/grievance. They already given awareness about the right to submit grievance to any party. However, from the workers interviewed, there is no complaint that they want to submit. They have no reason to complain, everything related to work, salary, facilities are sufficient. Moreover, the worker is a neighbour or relative of the smallholder.</p>	
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	<p>Based on interview with sample of workers, they are aware about how to fill a complaint/grievance. They already given awareness about the right to submit grievance to any party. However, from the workers interviewed, there is no complaint that they want to submit. They have no reason to complain, everything related to work, salary, facilities are sufficient. Moreover, the worker is a neighbour or relative of the smallholder.</p> <p>It was observed that at Koperasi Jasa Usaha Tani Sejahtera, there is Logbook of Grievance and Grievance box. During this ASA 1, based on interview and logbook review, confirmed that up to this moment there is no complaint submitted to Koperasi Jasa Usaha Tani Sejahtera.</p>	Complied
Criteria 3.5: Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (refer to indicator 1.1E / Appendix 1).	All smallholder members have signed statements/declarations that the smallholders are committed to provide safe working condition and facilities. This statement is stated in the "Formulir Pernyataan	Complied

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		<p>Komitmen – Commitment Statement Form” on number D.6; that "Providing a safe working condition and facilities". Sample of smallholder declaration seen are as follow:</p> <ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Lamidi (UTS-053) dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jayus (UTS-036), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muryanto (UTS-091), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Sutisna (UTS-150), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Achmad Misdarto (UTS-003), dated 8 Desember 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Siti Mutamimah (UTS-124), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Maji (UTS-063), dated 5 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muda'i (UTS-076), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Rasiban (UTS-101), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Mohammad Riadi (UTS-074), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Kandar (UTS-044), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Herman (UTS-030), dated 11 December 2020. 	
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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jadi (UTS-034), dated 8 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Joko (UTS-037), dated 10 December 2020. 	
Milestone A	Smallholders, workers, and family members who work at the farm complete training and are aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them.	<p>There is no change to the OHS risk and analysis document compared to previous assessment. Koperasi Jasa Usaha Tani Sejahtera has identified the OHS risk and analysis as per "Prosedur Pengendalian Resiko dan Mitigasi Kecelakaan Kerja" No. SOP/UTS/020/2021, dated 4 February 2021. OHS risk analysis covering office activity, fertilizer and agrochemical warehouse, harvesting, pruning, FFB transportation, manuring and upkeeping, hazardous waste handling, waste management. OHS risk analysis planning for evaluation annually by ICS team. Available also "Analisa Resiko Kerja Koperasi Jasa Usaha Tani Sejahtera".</p> <p>Training for Environment, Health and Safety associated with farm work (including that of pesticide use) and how to mitigate them has been conducted regularly by ICS of Koperasi Jasa Usaha Tani Sejahtera. The latest training of environment, health and safety including fire control and emergency response has been conducted in form of "Sekolah Lapang", field training. Group Manager and ICS has ensured that all smallholders have attended the training required. Evidence of training were available as per "Laporan Kegiatan Pelatihan K3L". Minutes of training and attendance list are available, e.g.:</p> <ul style="list-style-type: none"> • Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including health and safety risks associated with farm work; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan". 	Complied

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		<ul style="list-style-type: none"> Field training on 6 – 10 March 2023, regarding pesticides impact analysis, training conducted in four series of training in four location and attended by 185 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Analisa Dampak Pestisida". Field training on 29 May – 1 June 2023, regarding worker contract, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder members 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah". <p>Training records are available such as training material and attendance list. During interview with smallholder and worker confirmed that they are aware with health and safety risk in their activity of farm work. Smallholders aware that they have to use PPE, such as helmet for harvesting, or mask and apron for spraying work.</p>	
Milestone B	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> Safe and adequate housing, where applicable, Access to basic first aid supplies Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. Adequate drinking water Access to toilets 	<p>Based on interview with smallholders and workers, confirmed that they use PPE during working at the farm, such as helmet and gum boots for harvesting; and apron, mask for spraying works. PPE are provided by the smallholders. Fire extinguisher is available in Koperasi Jasa Usaha Tani Sejahtera office as an emergency tool in case of fire. First aid kit is available in office.</p> <p>Based on interview with sample of smallholders, most of smallholder conducted harvesting, manuring and upkeep by themselves or by their relatives. Some of them use workers, who are neighbour, therefore the workers have their own housing and its sanitation facilities. During interview with workers, obtained information that workers have access to safe working conditions, such as use PPE during work, have access to basic first aid kit supplies, adequate drinking water and access to toilets.</p>	Complied

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		Available monthly monitoring records of OHS as per "Laporan Monitoring K3", verified that there is no accident or incident happened related to OHS up to this ASA1.	
Criteria 3.6: There is no discrimination, harassment, or abuse on the farm.			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (refer to indicator 1.1E / Appendix 1).	<p>All smallholder members have signed statements/declarations that the smallholders are committed to no discrimination, harassment, or abuse on the farm. This statement is stated in the "RSPO Certification Commitment" on number D.7; that stated, "No discrimination, harassment or abuse on the farm". Evidence was seen for:</p> <ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Lamidi (UTS-053) dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jayus (UTS-036), dated 6 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muryanto (UTS-091), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Sutisna (UTS-150), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Achmad Misdarto (UTS-003), dated 8 Desember 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Siti Mutamimah (UTS-124), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Maji (UTS-063), dated 5 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Muda'i (UTS-076), dated 7 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Rasiban (UTS-101), dated 6 December 2020. 	Complied

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		<ul style="list-style-type: none"> - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Mohammad Riadi (UTS-074), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Kandar (UTS-044), dated 10 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Herman (UTS-030), dated 11 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Jadi (UTS-034), dated 8 December 2020. - RSPO Certification Commitment – Formulir Pernyataan Komitmen on behalf of Joko (UTS-037), dated 10 December 2020. <p>Head of Koperasi Jasa Usaha Tani Sejahtera has established Policy/Decree concerning discrimination, harassment or abuse on the farm, as per <i>Larangan Pelecehan dan Kekerasan Seksual</i> - Decree No. 006/SK-ICS/KOP-UTS/I/2021 dated 25 January 2021, stated:</p> <ul style="list-style-type: none"> - Every cooperative member is prohibited to conduct discriminative (colour, race, tribe, religion, group, gender and politic affiliation) - Prohibited to do or conduct forced labour to workers or someone else in every situation. - Prohibited to do human trafficking in every form and also not using illegal worker. <p>Policies/Rules related to human rights are contained in the Decree of ICS Group Manager No. 005/SK-ICS/KOP-UTS/I/2021 dated 20 January 2021, state that: Every member of the Koperasi Jasa Usaha Tani Sejahtera is prohibited from carrying out actions that violate human rights, some of which include human rights are as follow:</p>	
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		<ul style="list-style-type: none"> - The right to live, maintain life and improve the standard of living. - The right to have a family and continue children in accordance with applicable laws. - The right not to be tortured, enslaved, or abused. - The right to receive equal treatment before the law without discrimination. <p>Based on interview with sample of smallholders, mentioned that the smallholders committed in anti-discrimination in any form, no harassment and abuse in the farm. Based on interview with workers, they are aware about smallholder commitment in anti-discrimination, harassment or abuse on the farm. The workers mentioned that they have never experienced discrimination, harassment or abuse committed by the smallholder on the farm or elsewhere.</p>	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of the need for a safe workspace.	<p>The smallholders have been participated in the training on workplace discrimination, harassment and abuse and are aware of the need for a safe workspace. The training was conducted on:</p> <ul style="list-style-type: none"> - Field training on 29 May – 1 June 2023, regarding worker contract including workplace discrimination, harassment and abuse, social insurance, and wage conversion; training conducted in four series of training in four location and attended by 183 smallholder members 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Kontrak Kerja, BPJS Ketenagakerjaan, dan Konversi Upah". - Field training on 27 Feb – 2 March 2023, regarding compliance to regulations, including labour; training conducted in four series of training in four location and attended by 173 smallholder and 14 guest. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Ketaatan pada Peraturan". 	Complied

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		<p>Previously there were training of employment particularly on workplace discrimination, harassment and abuse conducted by ICS team and GIZ.</p> <p>Head of Koperasi Jasa Usaha Tani Sejahtera has established Policy/Decree concerning Forced Labour, Discrimination and Human Trafficking in Decree Number 006/SK.ICS/KOP-UTS/I/2021 dated 25 January 2021. For harassment, ruled out in Decree Human Rights No. 005/SK-ICS/KOP-UTS/I/2021 dated 20 January 2021.</p> <p>Based on interview with sample of smallholders, they are aware about policy of anti-discrimination, harassment, or abuse on the farm. Most of smallholder conducted harvesting, manuring and upkeep by themselves or by their relatives. Some of them contracted those works to the employees. All smallholder interviewed stated that they never discriminate, harassed, or abused against employees.</p>	
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	Based on interview with workers, they are aware about smallholder commitment in anti-discrimination, harassment or abuse on the farm. The workers mentioned that they have never experienced discrimination, harassment or abuse committed by the smallholder on the farm or elsewhere. If there is any kind of discrimination, harassment or abuse in the future, workers can submit grievance/complaint to Koperasi Jasa Usaha Tani Sejahtera according to the related procedure.	Complied
<p>Principle 4: Protect, conserve and enhance ecosystems and the environment Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.</p> <p>Preamble</p>			

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

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

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

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

Remediation and Compensation Procedure (RaCP)

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

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

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

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

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (refer to indicator 1.1E / Appendix 1).	Smallholders' commitment of Koperasi Jasa Usaha Tani Sejahtera to protect HCV-HCS forests through the precautionary practices approach are by signing the Smallholder Declaration as refer to Annex 2 RSPO Independent Smallholder Standard Indonesia National Interpretation. Sample of documented smallholder declaration that have been signed during Surveillance Assessment (ASA-1) as below:	Complied
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No	Smallholder Name	ID number	Signed date
1	Rasiban	UTS.101	6 Dec 2020
2	Siti Mutamimah	UTS.125	7 Dec 2020
3	Joko	UTS.037	10 Dec 2020
4	Jayus	UTS.036	6 Dec 2020
5	Lamidi	UTS.053	7 Dec 2020
6	Sutisna	UTS.150	7 Dec 2020
7	Muryanto	UTS.091	11 Dec 2020
8	Achmad Misdarto	UTS.003	8 Dec 2020
9	Herman	UTS.030	11 Dec 2020
10	Kandar	UTS.044	10 Dec 2020
11	Jadi	UTS.036	8 Dec 2020
12	Mohammad Riadi	UTS.075	10 Dec 2020
13	Maji*	UTS.063	5 Dec 2020
14	Muda'i*	UTS.076	7 Dec 2020
15	Sahwan	UTS.112	4 Dec 2020
16	Yakup*	UTS.165	5 Dec 2020

*Yakup: di Formulir Pernyataan Komitmen Petani Swadaya, tertulis 4 Ha. Berdasarkan database hanya 2 Ha (masing-masing persil 1 ha).
Muda'i: tertulis 12 Ha, database 6.25 ha (4 persil). Maji: tertulis 4 Ha, database 3 Ha (2 persil). Herman: tertulis 2 ha, database 1 ha. Mohamad Riadi: tertulis 2 ha, database (3.15 ha). Achmad MIsdarto: tertulis 1.5 ha, database 1 ha. Sutisna: tertulis 2 ha, database 1 ha.

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Milestone A	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none">• The importance of maintaining and conserving HCVs and HCS forests• Human-wildlife conflict and mitigation efforts;• Rare, threatened and endangered species and important ecosystems.	<p>Koperasi Jasa Usaha Tani Sejahtera has conducted HCV-HCS Assessment in December 2021 by internal assessor from ICS KSU Karya Indah and assisted by facilitator GIZ.</p> <p>Training on HCV-HCS and SEIA for all members conducted on 25-28 May 2023 through Focus Group Discussion on field day.</p> <p>Training and awareness on conserving HCV to sample of smallholders during CAV-1 as below:</p> <table><tr><th colspan="3">Awareness of HCV and SEIA 25-28 May 2023</th></tr><tr><th>No</th><th>Smallholder Name</th><th>ID number</th></tr><tr><td>1</td><td>Rasiban</td><td>UTS.101</td></tr><tr><td>2</td><td>Siti Mutamimah</td><td>UTS.125</td></tr><tr><td>3</td><td>Joko</td><td>UTS.037</td></tr><tr><td>4</td><td>Jayus</td><td>UTS.036</td></tr><tr><td>5</td><td>Lamidi</td><td>UTS.053</td></tr><tr><td>6</td><td>Sutisna</td><td>UTS.150</td></tr><tr><td>7</td><td>Muryanto</td><td>UTS.091</td></tr><tr><td>8</td><td>Achmad Misdarto</td><td>UTS.003</td></tr><tr><td>9</td><td>Herman</td><td>UTS.030</td></tr><tr><td>10</td><td>Kandar</td><td>UTS.044</td></tr><tr><td>11</td><td>Jadi</td><td>UTS.036</td></tr><tr><td>12</td><td>Mohammad Riadi</td><td>UTS.075</td></tr><tr><td>13</td><td>Maji*</td><td>UTS.063</td></tr><tr><td>14</td><td>Muda'i*</td><td>UTS.076</td></tr></table>	Awareness of HCV and SEIA 25-28 May 2023			No	Smallholder Name	ID number	1	Rasiban	UTS.101	2	Siti Mutamimah	UTS.125	3	Joko	UTS.037	4	Jayus	UTS.036	5	Lamidi	UTS.053	6	Sutisna	UTS.150	7	Muryanto	UTS.091	8	Achmad Misdarto	UTS.003	9	Herman	UTS.030	10	Kandar	UTS.044	11	Jadi	UTS.036	12	Mohammad Riadi	UTS.075	13	Maji*	UTS.063	14	Muda'i*	UTS.076	Complied
Awareness of HCV and SEIA 25-28 May 2023																																																			
No	Smallholder Name	ID number																																																	
1	Rasiban	UTS.101																																																	
2	Siti Mutamimah	UTS.125																																																	
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15	Sahwan	UTS.112
	Yakup*	UTS.165
Awareness of Human-Wildlife conflict on 10-13 April 2023		
No	Smallholder Name	ID number
1	Rasiban	UTS.101
2	Siti Mutamimah	UTS.125
3	Joko	UTS.037
4	Jayus	UTS.036
5	Lamidi	UTS.053
6	Sutisna	UTS.150
7	Muryanto	UTS.091
8	Achmad Misdarto	UTS.003
9	Herman	UTS.030
10	Kandar	UTS.044
11	Jadi	UTS.036
12	Mohammad Riadi	UTS.075
13	Maji*	UTS.063
14	Muda'i*	UTS.076
15	Sahwan	UTS.112
16	Yakup*	UTS.165

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Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable.	<p>Koperasi Jasa Usaha Tani Sejahtera has conducted HCV Assessment in December 2021 by internal assessor from ICS Koperasi Jasa Usaha Tani Sejahtera and assisted by facilitator GIZ.</p> <p>The HCV assessment report "Laporan Kegiatan Focus Group Discussion Tentang Pengelolaan Nilai Konservasi Tinggi (NKT) untuk Petani Swadaya" dated 20 December 2021. According to the assessment report that no HCV area within the smallholder's plot.</p> <p>Implementation of precautionary practices, manage and maintain HCV area for smallholders is following own procedures that made by Koperasi Jasa Usaha Tani Sejahtera, such as:</p> <ul style="list-style-type: none"> - SOP No: SOP/UTS/015/2021, dated 4 February 2021, Prosedur Menjaga Nilai NKT (procedure for conserve and protect HCV). Not applying agrochemical with radius 20 m or 3 crops line in riparian buffer zone. - SOP No: SOP/UTS/016/2021, dated 4 February 2021, Prosedur Perlindungan Satwa (procedure for protect and conserve RTE species). - SOP No: SOP/UTS/017/2021, dated 4 February 2021, Prosedur Penanganan Konflik Satwa (procedure for wildlife conflict management). - SOP No: SOP/UTS/031/2021, dated 4 February 2021, Prosedur Pengelolaan Areal Tepian Sungai (procedure for Riparian management). Not applying blanket spraying with radius 20 m or 3 crops line from the river; Planting soil conservation crops for slope area 	Complied

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		<p>near the riparian zone; Prohibition of waste disposal to waterbody.</p> <p>According to HCV-HCS identification and auditor field observation to 16 sample plots, there are no HCV area within the smallholder's managed area.</p> <p>However, smallholders implement precautionary action to protect RTE species through periodical wildlife monitoring on member plots in monthly basis. Based on monitoring data from January – August 2023, resulted Cobra (45 species), Mainland leopard cat (153 species). Location found or sighted in 450 member plots.</p>	
Criteria 4.2: Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).			
Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after November 2005, through use of the simplified combined HCV-HCS approach for Smallholders (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Jasa Usaha Tani Sejahtera is the existing oil palm smallholders since 2001 and most of the managed area are converted from coconut, cocoa, and rice as previous government program transmigration in 1986. Smallholders provide information on all smallholder plots converted and planted with oil palm after November 2005 or before, through submitting Disclosure of Liability at first registration to RSPO membership (1 Apr 2022) and submitting Land Use Change Analysis (LUCA) to RSPO on 8 June 2022).</p> <p>A simplified combined HCV-HCS identification approach for smallholders conducted prior joining RSPO members in December 2021. As a commitment that no new development on HCV-HCS area is by signing Smallholders Declaration as requires Annex 2 Rspo Independent Smallholder Standard Indonesia National Interpretation for the Production of Sustainable Palm Oil 2020 Endorsed by the RSPO Board of Governors on 14 February 2022.</p>	Complied

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There is a change of smallholders hectareage from previous assessment, where currently total hectareage under certification scope during ASA-1 is 439.61 ha (168 smallholders). Previous scope is 444.55 ha (169 members).

Sample of documented smallholder declaration that have been signed during Surveillance Assessment (ASA-1) as below:

No	Smallholder Name	ID number	Signed date
1	Rasiban	UTS.101	6 Dec 2020
2	Siti Mutamimah	UTS.125	7 Dec 2020
3	Joko	UTS.037	10 Dec 2020
4	Jayus	UTS.036	6 Dec 2020
5	Lamidi	UTS.053	7 Dec 2020
6	Sutisna	UTS.150	7 Dec 2020
7	Muryanto	UTS.091	11 Dec 2020
8	Achmad Misdarto	UTS.003	8 Dec 2020
9	Herman	UTS.030	11 Dec 2020
10	Kandar	UTS.044	10 Dec 2020
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12	Mohammad Riadi	UTS.075	10 Dec 2020
13	Maji	UTS.063	5 Dec 2020
14	Muda'i	UTS.076	7 Dec 2020
15	Sahwan	UTS.112	4 Dec 2020
16	Yakup	UTS.165	5 Dec 2020

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<p>Milestone A</p>	<p>Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since November 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.</p>	<p>Koperasi Jasa Usaha Tani Sejahtera is the existing oil palm smallholders since 2001 and most of the managed area are converted from coconut, cocoa, and rice as previous government program transmigration in 1986. Smallholders provide information on all smallholder plots converted and planted with oil palm after November 2005 or before.</p> <p>Land Use Change Analysis (LUCA) has been conducted and reviewed by BCS and the result are available in LUCA Report Koperasi Usaha Tani Sejahtera, East Kalimantan, Indonesia version 1 dated 8 June 2022.</p> <p>According to LUCA report concludes as below:</p> <ul style="list-style-type: none"> - Total number of smallholders: 169 - Total area to be certified: 444.55 ha - Date of HCV assessment completed: 20 December 2021 - Land Clearing Prior HCV Assessment: Yes - Total Smallholding Area analysed: 224.57 ha - Date When Data completely was received: 3 May 2022 - Date When Report was prepared: 13 June 2022 - Result of LUC Analysis Methodology Review: Satisfactory - Final conservation liability: 0.00 ha - Environmental remediation areas: 0.00 ha <p>As mentioned in Preamble Note Principle 4, stated that The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of</p>	<p>Not Applicable</p>
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		<p>independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) fully supported and funded by the RSPO Secretariat.</p> <p>Procedural Note: The RaCP mechanism for independent smallholder will not be an obstacle to the independent smallholder certification process since it is not yet available.</p> <p>Refer to Preamble Note under Principle 4, therefore this indicator is Not Applicable.</p>	
Milestone B	An RSPO-approved plan to remediate for HCVs lost since November 2005 and HCS forests lost since November 2019 is implemented.	<p>As mentioned in Preamble Note Principle 4, stated that The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) fully supported and funded by the RSPO Secretariat.</p> <p>Procedural Note: The RaCP mechanism for independent smallholder will not be an obstacle to the independent smallholder certification process since it is not yet available.</p> <p>Refer to Preamble Note under Principle 4, therefore this indicator is Not Applicable.</p>	Not Applicable
Criteria 4.3: New planting of independent smallholders, since November 2019:			

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- Do not replace any HCVs
- Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach
- Are not on steep slopes (more than 22 degrees or as in the National Interpretation) in reference to Indonesian regulations (Minister of Agriculture No. 47/2006 on Guide to Agriculture on Mountainous Areas). Slope must not be more than or equal to 40%.
- Are not on peat areas of any depth - In reference to the definition of peat in Government Regulation No. 57/2006 on Peat Ecosystem Protection and Management.

Eligibility	<p>Smallholders provide information on all planned new planting and commit to no new planting are on HCVs or HCS forests, on steep slopes (more than 22 degrees or as in the National Interpretation) or on peat (refer to indicator 1.1E / Appendix 1).</p>	<p>Smallholders' commit to no new planting are on HCVs or HCS forests, on steep slopes by signing the Smallholder Declaration as refer to Annex 2 RSPO Independent Smallholder Standard Indonesia National Interpretation.</p> <p>Sample of documented smallholder declaration that have been signed during Surveillance Assessment (ASA-1) as below:</p> <table> <tr> <th>No</th><th>Smallholder Name</th><th>ID number</th><th>Signed date</th></tr> <tr> <td>1</td><td>Rasiban</td><td>UTS.101</td><td>6 Dec 2020</td></tr> <tr> <td>2</td><td>Siti Mutamimah</td><td>UTS.125</td><td>7 Dec 2020</td></tr> <tr> <td>3</td><td>Joko</td><td>UTS.037</td><td>10 Dec 2020</td></tr> <tr> <td>4</td><td>Jayus</td><td>UTS.036</td><td>6 Dec 2020</td></tr> <tr> <td>5</td><td>Lamidi</td><td>UTS.053</td><td>7 Dec 2020</td></tr> <tr> <td>6</td><td>Sutisna</td><td>UTS.150</td><td>7 Dec 2020</td></tr> <tr> <td>7</td><td>Muryanto</td><td>UTS.091</td><td>11 Dec 2020</td></tr> <tr> <td>8</td><td>Achmad Misdarto</td><td>UTS.003</td><td>8 Dec 2020</td></tr> <tr> <td>9</td><td>Herman</td><td>UTS.030</td><td>11 Dec 2020</td></tr> <tr> <td>10</td><td>Kandar</td><td>UTS.044</td><td>10 Dec 2020</td></tr> <tr> <td>11</td><td>Jadi</td><td>UTS.036</td><td>8 Dec 2020</td></tr> </table>	No	Smallholder Name	ID number	Signed date	1	Rasiban	UTS.101	6 Dec 2020	2	Siti Mutamimah	UTS.125	7 Dec 2020	3	Joko	UTS.037	10 Dec 2020	4	Jayus	UTS.036	6 Dec 2020	5	Lamidi	UTS.053	7 Dec 2020	6	Sutisna	UTS.150	7 Dec 2020	7	Muryanto	UTS.091	11 Dec 2020	8	Achmad Misdarto	UTS.003	8 Dec 2020	9	Herman	UTS.030	11 Dec 2020	10	Kandar	UTS.044	10 Dec 2020	11	Jadi	UTS.036	8 Dec 2020	Not Applicable
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Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV-HCS approach, before any land preparation commences.	<p>Year of planting all smallholder's member is in period 2003 – 2017, there are no new planting development after November 2019. Land preparation for existing members already commences prior 2000.</p> <p>Existing members of Koperasi Jasa Usaha Tani Sejahtera have no plan for new planting development, instead, the plan for the smallholder is replanting and will commence in 2027 depending on approval from the members.</p> <p>According to the data planting year, this indicator is Not Applicable.</p>	Not Applicable																				
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	<p>Year of planting all smallholder's member is in period 2003 – 2017, there are no new planting development after November 2019. Land preparation for existing members already commences prior 2000.</p> <p>Existing members of Koperasi Jasa Usaha Tani Sejahtera have no plan for new planting development, instead, the plan for the smallholder is</p>	Not Applicable																				

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		<p>replanting and will commence in 2027 depending on approval from the members.</p> <p>According to the data planting year, this indicator is Not Applicable.</p>	
Criteria 4.4: Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	<p>Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (refer to indicator 1.1E / Appendix 1).</p>	<p>Koperasi Jasa Usaha Tani Sejahtera can demonstrate that all existing member plots are in mineral soil and no peat were identified. According to the map of "Peta Overlay Kebun Kelapa Sawit Koperasi Jasa Usaha Tani Sejahtera dengan Peta Jenis Tanah di Desa Wanasari Kecamatan Muara Wahau" with scale 1:100,000, year 2022. Map source: SK.1639/MENLHK-PKTL/IPSDH/PLA.1/3/2022, dated 11 March 2022.</p> <p>According to the soil map "Peta Overlay Kebun Kelapa Sawit Koperasi Jasa Usaha Tani Sejahtera dengan Peta Jenis Tanah" scale 1:100,000, soil type/classification all the smallholder member plots categorized as Typic hapludults or Humic Podzols (FAO definition).</p> <p>Due to existing member plots are not located on peat, therefore this indicator is Not Applicable.</p>	Not Applicable
Milestone A	<p>Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.</p>	<p>Please refer to statement on Eligibility level above.</p> <p>Therefore, this indicator is Not Applicable.</p>	Not Applicable
Milestone B	<p>Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.</p>	<p>Please refer to statement on Eligibility level above.</p> <p>Therefore, this indicator is Not Applicable.</p>	Not Applicable

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Criteria 4.5: Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (refer to indicator 1.1E / Appendix 1).	<p>Koperasi Jasa Usaha Tani Sejahtera can demonstrate that all existing member plots are in mineral soil and no peat were identified. According to the map of "Peta Overlay Kebun Kelapa Sawit Koperasi Jasa Usaha Tani Sejahtera dengan Peta Jenis Tanah di Desa Wanasari Kecamatan Muara Wahau" with scale 1:100,000, year 2022. Map source: SK.1639/MENLHK-PKTL/IPSDH/PLA.1/3/2022, dated 11 March 2022.</p> <p>According to the soil map "Peta Overlay Kebun Kelapa Sawit Koperasi Jasa Usaha Tani Sejahtera dengan Peta Jenis Tanah" scale 1:100,000, soil type/classification all the smallholder member plots categorized as Typic hapludults or Humic Podzols (FAO definition).</p> <p>Due to existing member plots are in mineral soil, have no peat, or are not located in a flooding-risk area, therefore this indicator is Not Applicable.</p>	Not Applicable
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	Due to existing member plots are in mineral soil, have no peat, or are not located in a flooding-risk area, therefore this indicator is Not Applicable.	Not Applicable
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	Due to existing member plots are in mineral soil, have no peat, or are not located in a flooding-risk area, therefore this indicator is Not Applicable.	Not Applicable
Criteria 4.6: Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			

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Eligibility	<p>Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (refer to indicator 1.1E / Appendix 1).</p>	<p>Smallholders' plot of Koperasi Jasa Usaha Tani Sejahtera previously was a transmigration program by Indonesian government in 1986. Formerly, the transmigration program was for coconut crops (1986 – 1996), because downstream facilities were not available then the smallholders converted the crops to Cocoa (1996-1998). In 1998-1999, massive forest fires occurred in Kalimantan, including in smallholders' areas. After that, some smallholders converted the crops to rice paddy fields and other smallholders abandoned the lands to become shrubs. Oil palms started to be planted in 2003-2017, when no burning was applied for land preparation.</p> <p>Smallholders' commit to no burning for preparing land or for pest control, nor open fire for waste management by signing the Smallholder Declaration as refer to Annex 2 RSPO Independent Smallholder Standard Indonesia National Interpretation.</p> <p>Sample of documented smallholder declaration that have been signed during Surveillance Assessment (ASA-1) as below:</p> <table border="1"> <thead> <tr> <th>No</th><th>Smallholder Name</th><th>ID number</th><th>Signed date</th></tr> </thead> <tbody> <tr> <td>1</td><td>Rasiban</td><td>UTS.101</td><td>6 Dec 2020</td></tr> <tr> <td>2</td><td>Siti Mutamimah</td><td>UTS.125</td><td>7 Dec 2020</td></tr> <tr> <td>3</td><td>Joko</td><td>UTS.037</td><td>10 Dec 2020</td></tr> <tr> <td>4</td><td>Jayus</td><td>UTS.036</td><td>6 Dec 2020</td></tr> <tr> <td>5</td><td>Lamidi</td><td>UTS.053</td><td>7 Dec 2020</td></tr> <tr> <td>6</td><td>Sutisna</td><td>UTS.150</td><td>7 Dec 2020</td></tr> <tr> <td>7</td><td>Muryanto</td><td>UTS.091</td><td>11 Dec 2020</td></tr> <tr> <td>8</td><td>Achmad Misdarto</td><td>UTS.003</td><td>8 Dec 2020</td></tr> <tr> <td>9</td><td>Herman</td><td>UTS.030</td><td>11 Dec 2020</td></tr> </tbody> </table>	No	Smallholder Name	ID number	Signed date	1	Rasiban	UTS.101	6 Dec 2020	2	Siti Mutamimah	UTS.125	7 Dec 2020	3	Joko	UTS.037	10 Dec 2020	4	Jayus	UTS.036	6 Dec 2020	5	Lamidi	UTS.053	7 Dec 2020	6	Sutisna	UTS.150	7 Dec 2020	7	Muryanto	UTS.091	11 Dec 2020	8	Achmad Misdarto	UTS.003	8 Dec 2020	9	Herman	UTS.030	11 Dec 2020	Complied
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Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> Alternatives to fire for land preparation and farm waste management (where appropriate possible). Alternatives to fire for pest control. Fire prevention and how to respond to and manage fires in their community and village. 	<p>Members of Koperasi Jasa Usaha Tani Sejahtera is an existing oil palm crops since 2003 where land preparation conducted by manual slashing and no burning. Since Koperasi Jasa Usaha Tani Sejahtera registered as RSPO member in 2022, there are no new planting development from its member.</p> <p>To ensure the smallholders commit disallowing fire use on their plots, group manager conducting awareness or field day training to all members.</p> <p>Training and awareness on Fire Management to sample of smallholders during CAV-1 as below:</p> <table> <tr> <th colspan="4">Awareness on Fire Management, Human-wildlife conflict management and OHS. Date: 22-25 May 2023.</th></tr> <tr> <th>No</th><th>Smallholder Name</th><th>ID number</th><th>Training date</th></tr> <tr> <td>1</td><td>Rasiban</td><td>UTS.101</td><td>25 May 2023</td></tr> <tr> <td>2</td><td>Siti Mutamimah</td><td>UTS.125</td><td>24 May 2023</td></tr> <tr> <td>3</td><td>Joko</td><td>UTS.037</td><td>24 May 2023</td></tr> </table>	Awareness on Fire Management, Human-wildlife conflict management and OHS. Date: 22-25 May 2023.				No	Smallholder Name	ID number	Training date	1	Rasiban	UTS.101	25 May 2023	2	Siti Mutamimah	UTS.125	24 May 2023	3	Joko	UTS.037	24 May 2023	Complied								
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		While awareness field day training on farm waste management (particularly in hazardous and agrochemical handling training) conducted in 22-25 May 2023. Total 199 smallholders (including non-member) attended the training.					
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Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authorities.	<p>Based on overlaying map between smallholders' plot with Fire Hazard Map "Peta Overlay Koperasi Jasa Usaha Tani Sejahtera dan Peta Rawan Kebakaran Kecamatan Muara Wahau" scale 1:100,000, with map source is Field Survey from Ministry of Forestry in February 2021, the smallholders plot located in Fire Hazard with High Risk level.</p> <p>Based on field visit to 16 smallholder plots sampled and interview with block holders, there are no evidence of fire use practice on farm. Monitoring on fire and practice burning on smallholder plots conducted</p>	Non-compliance																																																								

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		<p>Regarding to waste management (particularly hazardous and chemical waste management), group manager has developed the procedure and documented in "SOP Penanganan Wadah Bekas Kimia (SOP/UTS/018/2021)", 4 Feb 2021.</p> <ul style="list-style-type: none"> - Field visit and interview with sampled smallholder Kandar (UTS.045, plot 32), Jadi (UTS.036, plot 31) and Yakup (UTS.165, plot 207), they told the empty herbicide bottles are not collected into cooperative' hazardous waste storage but burnt in their yard instead. - Field visit to Rasiban (UTS.101, plot 330) sighted that fire is used for land preparation on certified area, even though the land preparation is aim to build a house. <p>This is raise as Non-Conformity</p>													
Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.															
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (refer to indicator 1.1E / Appendix 1).	<p>Group manager of Koperasi Jasa Usaha Tani Sejahtera has identified riparian buffer zone within the group by overlaying smallholder plots map with river maps of Kutai Timur Regency, Kalimantan Province, Scale 1:100,000. According to maps resulted that no river/tributary across to smallholder plot managed area.</p> <p>However, all the members of Koperasi Jasa Usaha Tani Sejahtera have commitment to no new planting in riparian zones by signing the smallholder's declaration which required in Annex 2 RSPO Independent Smallholder Standard Indonesia National Interpretation.</p> <p>Sample of documented smallholder declaration that have been signed during Surveillance Assessment (ASA-1) as below:</p> <table border="1"> <thead> <tr> <th>No</th><th>Smallholder Name</th><th>ID number</th><th>Signed date</th></tr> </thead> <tbody> <tr> <td>1</td><td>Rasiban</td><td>UTS.101</td><td>6 Dec 2020</td></tr> <tr> <td>2</td><td>Siti Mutamimah</td><td>UTS.125</td><td>7 Dec 2020</td></tr> </tbody> </table>	No	Smallholder Name	ID number	Signed date	1	Rasiban	UTS.101	6 Dec 2020	2	Siti Mutamimah	UTS.125	7 Dec 2020	Complied
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Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	<p>All smallholders have attended the training on riparian buffer zone management concurrently with HCV-HCS management field day awareness.</p> <p>Training and awareness on conserving HCV to sample of smallholders during CAV-1 as below:</p>	Complied																																																								

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		Awareness on HCV, date 22-25 May 2023					
		No	Smallholder Name	ID number	Training date		
		1	Rasiban	UTS.101	25 May 2023		
		2	Siti Mutamimah	UTS.125	24 May 2023		
		3	Joko	UTS.037	24 May 2023		
		4	Jayus	UTS.036	25 May 2023		
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		15	Sahwan	UTS.112	25 May 2023		
		16	Yakup	UTS.165	25 May 2023		
Koperasi Jasa Usaha Tani Sejahtera as Group manager have an action plan to maintain and/or enhance riparian buffer zones by establishing procedure and commitment as define below:							

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		<ul style="list-style-type: none"> - SOP No: 032/SOP.ICS/KSU-KI/VI/2021, dated 15 June 2021, procedure for Riparian management. Not applying blanket spraying with radius 20 m or 3 crops line from the river; Planting soil conservation crops for slope area near the riparian zone; Prohibition of waste disposal. - Surat Keputusan No: 027/SK.ICS/KSU-KI/X/2022, dated 8 October 2022 regarding Remediation on Riparian Area. <p>Smallholders is disallowed to spray and applying agrochemical within 3 palms line from riparian (watercourse/waterpond); Smallholders is disallowed replanted within this area; Harvesting and upkeep activities applied manually.</p>	
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	<p>Implementation of precautionary practices, manage and maintain Riparian area for smallholders is following organisation procedures that made by Koperasi Jasa Usaha Tani Sejahtera, such as:</p> <ul style="list-style-type: none"> - SOP No: SOP/UTS/015/2021, dated 4 February 2021, Prosedur Menjaga Nilai NKT (procedure for conserve and protect HCV). Not applying agrochemical with radius 20 m or 3 crops line in riparian buffer zone. - SOP No: SOP/UTS/016/2021, dated 4 February 2021, Prosedur Perlindungan Satwa (procedure for protect and conserve RTE species). - SOP No: SOP/UTS/017/2021, dated 4 February 2021, Prosedur Penanganan Konflik Satwa (procedure for wildlife conflict management). - SOP No: SOP/UTS/031/2021, dated 4 February 2021, Prosedur Pengelolaan Areal Tepian Sungai (procedure for Riparian management). 	Complied

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		<p>Not applying blanket spraying with radius 20 m or 3 crops line from the river; Planting soil conservation crops for slope area near the riparian zone; Prohibition of waste disposal to waterbody.</p> <p>Based on field visit and interview to 16 smallholder sample plots, no HCV or riparian/waterbody was found. According to HCV identification on December 2021 informed that no HCV (including riparian) within the smallholder plots.</p> <p>However, smallholders sample have knowledge and aware how to protect and conserve riparian areas.</p>	
Criteria 4.8: Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			
Eligibility	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(refer to indicator 1.1E / Appendix 1)</p>	<p>Koperasi Jasa Usaha Tani Sejahtera has a mechanism to prohibit paraquat usage for all smallholder members. The policy present in procedure "SOP Penyemprotan No. SOP/UTS/040/2021" dated 15 February 2021.</p> <p>Smallholder member has completed the training of pesticide, delivered by Koperasi Jasa Usaha Tani Sejahtera on 6 – 9 March 2023. Field Training (Sekolah Lapang) conducted in four sessions at four different locations. Totally attended by 185 smallholders and 14 guest. Training material was available, the training also cover the list of pesticide which is prohibited to use refer to Permentan No.1/Permentan/OT.140/1/2007, including paraquat and pesticide class 1A and 1B WHO.</p> <p>During interview with smallholder member confirmed that they have aware regarding the prohibition of use of pesticide paraquat and categorized as Class 1A and 1B WHO. All sample of smallholder has never use paraquat since the they joint RSPO certification, except for the nonconformity stated below.</p>	Non-compliance

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		<p>Based on document review for all smallholder members, the audit team found that smallholder commitment signed has not include statement to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions.</p> <p>This is raise as Non-Conformity</p>	
Milestone A	Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).	<p>Smallholder member has completed the training of pesticide, delivered by Koperasi Jasa Usaha Tani Sejahtera on 6 – 9 March 2023. Field Training (Sekolah Lapang) conducted in four sessions at four different locations. Totally attended by 185 smallholders and 14 guest. Training material was available, the training also cover the list of pesticide which is prohibited to use refer to Permentan No.1/Permentan/OT.140/1/2007, including paraquat and pesticide class 1A and 1B WHO. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Dampak Analisa Pestisida".</p> <p>Koperasi Jasa Usaha Tani Sejahtera has a policy to prohibit pregnant and breastfeeding woman and young workers for pesticide handling as per Decree No. 012/SK.ICS/KSU-UTS/III/2021, dated 6 March 2021, regarding prohibition of employing pregnant and breastfeeding women. Decree No. 007/SK.ICS/KOP-UTS/I/2021, dated 30 January 2021, regarding prohibition to employ children or underage workers. Children at 13 – 17 years old is permissible to work in the farm with the aim of helping parents, must be under parental supervision and not carry out work that is high risk. The policy has been disseminated to all smallholder member during training on 6 – 9 March 2023.</p> <p>Available procedure for spraying as per "Standar Operasional Prosedur Penyemprotan" (No. SOP/UTS/040/2021), dated 15 February 2021. The procedure described prohibition of using paraquat for spraying application. The procedure also mention about PPE that have to be</p>	Complied

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		<p>uses during spraying, such as helmet, mask, hand gloves, apron and boots.</p> <p>During interview with smallholder member in field, confirmed that they have aware regarding BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions. There is no use of paraquat and pesticides listed by WHO Class 1A or 1B, and the Stockholm or Rotterdam Conventions found during audit.</p>	
Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	<p>Based on field visit to smallholder plots and interview with smallholder including workers, confirmed that there is no pesticide application conducted by pregnant or breastfeeding women, and there is no use of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions.</p> <p>Based on visit to warehouse of Koperasi Jasa Usaha Tani Sejahtera, there is no existence of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions.</p> <p>Based on review of worker list of Koperasi Jasa Usaha Tani Sejahtera, there is no female worker on the list.</p> <p>The unit of certification has documented procedure for spraying application as per "SOP Penyemprotan No. SOP/UTS/040/2021" dated 15 February 2021. The procedure stated prohibition of using paraquat.</p> <p>Based on field visit to smallholder plots and interview with smallholder wife on behalf on Joko (UTS.037), found that the area has been sprayed with paraquat (Plot 139, 140 and 165). The smallholder declare that they always use paraquat for spraying on circle path of palm oil trees.</p> <p>This is raise as Non-Conformity</p>	Non-compliance

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Criteria 4.9: The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	Not applicable	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>Available evidence of training for BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management, such as:</p> <ul style="list-style-type: none"> Field training on 6 – 9 March 2023, regarding pesticides impact analysis, training conducted in four series of training in four location and attended by 185 smallholders and 14 guest. Training material was available, the training also cover the list of pesticide which is prohibited to use refer to Permentan No.1/Permentan/OT.140/1/2007, including paraquat and pesticide class 1A and 1B WHO. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Dampak Analisa Pestisida". Field training on 15 – 19 May 2023, regarding soil physical analysis and manuring technique, training conducted in four series of training in four location and attended by 159 smallholder and 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Analisa Fisik Tanah dan Teknik Pemupukan". Field training on 6 – 10 March 2023, regarding oil palm upkeep, training conducted in four series of training in four location and attended by 227 participants. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Teknik Pemeiliharaan Tanaman Kelapa Sawit". Field training on 15 – 19 May 2023, regarding pest and disease, training conducted in four series of training in four location and 	Complied

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		<p>attended by 159 smallholder and 14 guests. Evidence of training can be shown as per "Laporan Sekolah Lapang Materi Hama dan Penyakit Tanaman Kelapa Sawit".</p> <ul style="list-style-type: none"> Evidence of training also available for Replanting technique, harvesting, erosion, eutrophics and hazardous waste, HCV, RSPO and ISPO certification, etc. <p>During field visit and interview with smallholder member confirmed that they aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.</p>	
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Koperasi Jasa Usaha Tani Sejahtera has established procedure of IPM as per "Standar Operasional Prosedur Pengendalian Hama dan Penyakit Tanaman Kelapa Sawit" (No. SOP/UTS/028/2021), dated 10 February 2021. Integrated pest management has been developed by Koperasi Jasa Usaha Tani Sejahtera as per Procedure. According to procedure, type of pest and disease in plantation consist of:</p> <ul style="list-style-type: none"> Caterpillar (ulat api, ulat bulu, ulat kantong) <i>Oryctes rhinoceros</i> Termite (<i>Coptotermes curvignathus</i>) Rats Ganoderma. <p>Hierarchy of control to prevent and mitigate the pest and disease attack using method:</p> <ul style="list-style-type: none"> Physical control by hand picking. Biological control by palnting beneficial plants (<i>Turnera subulatta</i>, <i>Casia cobanensis</i>, <i>Antigonon leptopus</i>) Chemical control by pesticide application. 	Complied

		<p>Pest and disease monitoring has been programmed by ICS of Koperasi Jasa Usaha Tani Sejahtera as per "Rencana Kerja Tahun 2023 Koperasi Jasa Usaha Tani Sejahtera". Pest and disease monitoring are programmed monthly. Record of pest and disease monitoring can be shown during audit in document "Laporan Pengamatan Tingkat Serangan Hama & Penyakit Kelapa Sawit di Koperasi Usaha Tani Sejahtera 2022-2023"; "Form Sensus Hama & Penyakit Tanaman Kelapa Sawit". Pest and disease monitoring are include Nettle caterpillar, Oryctes, Termite, Rat, Ganoderma (fungi), Spear rot, and Bagworm. According to census result period 2023, confirmed that there is no significant pest attack that need to be control by chemical application.</p> <p>Koperasi Jasa Usaha Tani Sejahtera is optimizing the physical and biological control to minimize the pesticide/herbicide usage for pest and disease control. Another action for integrated pest management is conserving the pest biological enemy such as barn owl as enemy of rats, and planting <i>Turnera</i> as host of nettle caterpillar predator. During field visit to smallholder plots, observed that there are <i>Turnera subulatta</i> available and maintained at the main road. Based on interview with smallholders, to reduce herbicide usage, they use manual and mechanical way to control the weeds and reduce the herbicide usage.</p>	
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager		Complied

Milestone A	The Group has appointed a group manager	Koperasi Jasa Usaha Tani Sejahtera appointed Group Manager and ICS team as per "Surat Keputusan No.030/SK.ICS/KOP-UTS/VIII/2022 tentang Perubahan atas Surat Keputusan No.025/SK.ICS/KOP-UTS/VIII/2022 tentang Perubahan Struktur Pengurus Internal Control System (ICS) Koperasi Usaha Tani Sejahtera Desa Wanasari", dated 11 September 2023.	Complied
Milestone B	The Group has appointed a group manager	Appointed Group Manager: Yan Supriyatna. Group Manager job description (as per "Job Description Pengurus ICS & Pengurus Koperasi", 20 May 2021): register for RSPO membership, completing the requirement for RSPO membership, register for RSPO PalmTrace, selling the RSPO certificate, issue warning letter, attend meeting in government-national-international level, checks the internal audit result, ensure audit as per schedule and in line with SOP, prepare STD-B and SPPL document to relevant authorities, communicating the benefit of RSPO and FPIC, prepare working plan for each unit.	Complied
A.1.2			
Eligibility	The group manager has evidence of legal identity.	Koperasi Jasa Usaha Tani Sejahtera's legal formation:	Complied
Milestone A	The group manager has evidence of legal identity.	- Cooperative legal formation as in the Establishment Act "Akta Pendirian Koperasi Pertanian Usaha Tani Sejahtera disahkan dengan Surat Keputusan Menteri Negara Koperasi Pengusaha Kecil dan Menengah No.319/BH/DKKT/II/2005" dated 22 February 2005. The act including Annex in form of cooperative statute.	Complied
Milestone B	The group manager has evidence of legal identity.	- The establishment act subsequently renewed based on member meeting as in "Akta Notaris Nurllela, S.H., M.Kn. No.58 Pernyataan Keputusan Rapat Koperasi Jasa Usaha Tani Sejahtera" dated 30 November 2023. - Registration to Justice Ministry as legal entity: "Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No.AHU-	Complied

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		<p>0004560.AH.01.39 Tahun 2023 tentang Penerimaan Pemberitahuan Perubahan Data Koperasi Jasa Usaha Tani Sejahtera" dated 7 December 2023.</p> <ul style="list-style-type: none"> - Taxpayer number "NPWP No.66.496.284.2-724.000 untuk Koperasi Pertanian Usaha Tani Sejahtera". - Business permit "Perizinan Berusaha Berbasis Resiko Nomor Induk Berusaha: 0511210024294 untuk Koperasi Usaha Tani Sejahtera 01630 Jasa Pasca Panen; 01612 Jasa Pemupukan, Penanaman Bibit/Benih dan Pengendalian Hama dan Gulma; 46315 Perdagangan Besar Minyak dan Lemak Nabati" dated 5 November 2021. <p>Koperasi Jasa Usaha Tani Sejahtera appointed Group Manager and ICS team as per "Surat Keputusan No.030/SK.ICS/KOP-UTS/VIII/2022 tentang Perubahan atas Surat Keputusan No.025/SK.ICS/KOP-UTS/VIII/2022 tentang Perubahan Struktur Pengurus Internal Control System (ICS) Koperasi Usaha Tani Sejahtera Desa Wanasari", dated 11 September 2023.</p> <p>Appointed Group Manager: Yan Supriyatna.</p>	
A1.3			
Eligibility	The group has membership requirements.	<p>ISH Organization has established SOP for member registration and acceptance as in "Standar Operasional Prosedur Kriteria dan Syarat Menjadi Anggota Sertifikasi No.SOP/UTS/001/2021" dated 26 January 2021. Criterion:</p> <ul style="list-style-type: none"> - Owned oil palm plantation block(s) min. 0.25 Ha and max. 25 Ha located in Wanasari village; able to demonstrate legal ownership of land in form of SHM or SKT; the oil palm plantation block is not located in protected area, production forest, company's land title, peat moratorium area and not under land conflict 	Complied
Milestone A	The group has membership requirements.		Complied
Milestone B	The group has membership requirements.		Complied

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		<ul style="list-style-type: none"> - Register to Cooperative Committee and ICS "Komite Persetujuan"; - Sign commitment for RSPO certification; - Fill in Registration form; - Cooperative Committee conduct verification on data vs actual land condition (gap analysis); - ICS "Komite Persetujuan" carry out gap analysis visit: site visit to check status of area, slope of the land, land boundary, plantation condition, verifying land legality, interview potential member on their commitment, mapping the oil palm plantation. - Initial assessment result will be discussed during committee meeting to determine their eligibility. Potential member given additional 2 months to fulfill the requirement. If a potential member is not eligible for certification program, the administration paper returned. - If a potential member is accepted, then the said member can process the plantation registration (STD-B) and environmental commitment (SPPL); <p>ISH Organization has established SOP for member expulsion as in "Standar Operasional Prosedur Keluar Masuk Anggota No.SOP/UTS/002/2021" dated 26 January 2021. Criterion:</p> <ul style="list-style-type: none"> - Exiting member for various reasons: a) voluntary resignation from certification program or b) land sales and transfer of rights or c) sanction or d) passed away. - For voluntary resigning member: prepare written statement on his/her resignation; deliver the letter to "Komite Persetujuan" – approval committee and Group Manager; committee inform the consequences such as invalid rights; resigning member shall complete his/her obligation to cooperative; all asset/saving belong to resigning member shall be returned by cooperative. 	
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		<ul style="list-style-type: none"> - For member selling their land and/or transfer of legal ownership right: report the land sales to ICS; committee inform the consequences such as invalid rights; resigning member shall complete his/her obligation to cooperative; all asset/saving belong to resigning member shall be returned by cooperative. - For member issued with sanction: after verbal warning and warning letter the ICS can issued member exclusion; before expulsion the said member shall fulfill all of their obligation; Committee inform the consequences such as invalid rights; resigning member shall complete his/her obligation to cooperative; all asset/saving belong to resigning member shall be returned by cooperative. - For member passed away: deceased member excluded from program with death certificate; Committee inform the consequences such as invalid rights; resigning member shall complete his/her obligation to cooperative; all asset/saving belong to resigning member shall be returned by cooperative. <p>Some smallholder member resigned from certification program and/or withdrawn some of their land parcels from certification program. Verified information:</p> <ul style="list-style-type: none"> - Statement letter "Surat Pernyataan Pengunduran Diri dari Keanggotaan Sertifikasi" dated 21 November 2023; it was stated the land changed for other land use (no longer planted oil palm). "Berita Acara ICS Pengeluaran Keanggotaan Sertifikasi Mulyani" for land 10,000 m² under name Mulyani No.1803 dated 22 November 2023. - Statement letter "Surat Pernyataan Pengunduran Diri dari Keanggotaan Sertifikasi" for Kusmana dated 21 November 2023; it was stated the land was altered (no longer planted oil palm). "Berita Acara ICS Pengeluaran Keanggotaan Sertifikasi Kusmana" 	
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		<p>for land 10,000 m2 under name Darsuki/283A dated 22 November 2023.</p> <ul style="list-style-type: none"> - Statement letter "Surat Pernyataan Pengunduran Diri dari Keanggotaan Sertifikasi" named Muktar Abdul Gofar dated 21 November 2023; it was stated the land was altered (no longer planted oil palm). "Berita Acara ICS Pengeluaran Keanggotaan Sertifikasi Muktar Abdul Gofar" for land 9,400 m2 under name Abdul Gofar No.511 dated 22 November 2023. - Statement letter "Surat Pernyataan Pengunduran Diri dari Keanggotaan Sertifikasi" Aryana dated 21 November 2023; it was stated the land was used for other purpose (no longer planted oil palm). "Berita Acara ICS Pengeluaran Keanggotaan Sertifikasi Aryana" for land 20,000 m2 under name Aryana No.048 dated 22 November 2023. <p>Smallholder members sampled demonstrated their registration form filled and smallholder commitment signed, ICS demonstrated their minutes of verification process:</p> <p>Mohammad Riadi UTS-074</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Mohammad Riadi; 2 land parcels; 3.15 Ha" dated 22 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Mohammad Riadi" signed 10 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Mohammad Riadi" signed 24 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. 	
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		<p>Kandar UTS-044</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Kandar; 2 land parcels; 3 Ha" dated 28 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Kandar" signed 10 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Kandar" signed 13 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Herman UTS-030</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Herman; 1 land parcel; 1 Ha" dated 26 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Herman" signed 11 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Herman" signed 28 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Jadi UTS-034</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Jadi; 5 land parcels; 6 Ha" dated 20 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan 	
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		<p>Berkelanjutan; Jadi" signed 8 December 2020; commitment to stop use paraquat.</p> <ul style="list-style-type: none"> - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Jadi" signed 22 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Joko UTS-037</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Joko; 2 land parcels; 1.3 Ha" dated 25 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Mohammad Riadi" signed 10 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Joko" signed 27 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Rasiban UTS-101</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Rasiban; 2 land parcels; 2 Ha" dated 14 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Rasiban" signed 6 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Rasiban" signed 16 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. 	
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		<p>Siti Mutamimah UTS-124</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Siti Mutamimah; 6 land parcels; 4 Ha" dated 8 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Siti Mutamimah" signed 10 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Siti Mutamimah" signed 12 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Ahmad Misdarto UTS-003</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Ahmad Misdarto; 1 land parcel; 1 Ha" dated 24 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Achmad Misdarto" signed 8 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Achmad Misdarto" signed 26 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Sutisna UTS-150</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Sutisna; 1 land parcel; 1 Ha" dated 24 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan 	
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		<p>Berkelanjutan; Sutisna" signed 7 December 2020; commitment to stop use paraquat.</p> <ul style="list-style-type: none"> - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Sutisna" signed 26 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Muryanto UTS-091</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Muryanto; 1 land parcel; 2 Ha" dated 17 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Muryanto" signed 11 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Muryanto" signed 19 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Jayus UTS-036</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Jayus; 1 land parcel; 2 Ha" dated 12 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Jayus" signed 6 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Jayus" signed 14 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. 	
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		<p>Lamidi UTS-053</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Lamidi; 4 land parcels; 5 Ha" dated 6 May 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Lamidi" signed 7 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Lamidi" signed 8 May 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Yakup UTS-165</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Yakup; 2 land parcels; 2 Ha" dated 9 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Yakup" signed 5 December 2020; commitment to stop use paraquat. - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Yakup" signed 12 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Muda'i UTS-076</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Muda'i; 4 land parcels; 6.25 Ha" dated 14 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan 	
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		<p>Berkelanjutan; Muda'i" signed 5 December 2020; commitment to stop use paraquat; stating 12 Ha.</p> <ul style="list-style-type: none"> - Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Muda'i" signed 16 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document. <p>Maji UTS-063</p> <ul style="list-style-type: none"> - Registration form "Formulir Anggota; Maji; 2 land parcels; 3 Ha" dated 5 April 2021. - Smallholder commitment "Formulir Pernyataan Komitmen Petani Swadaya dalam Melakukan Pengelolaan Perkebunan Berkelanjutan; Yakup" signed 5 December 2020; commitment to stop use paraquat. stating 4 Ha. <p>Minutes for initial gap assessment "Berita Acara Kunjungan dan Penilaian Maji" signed 7 April 2021 – checking the status of oil palm block, check if any land conflict, check topography, check soil type, check planting year, verify with ID, verify with legal ownership of the land document.</p>	
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	All smallholder sampled acknowledged the membership requirements as in smallholder commitment and signed it.	Complied
Milestone A	All members can demonstrate understanding of membership requirements.	Based on field visit and interview, audit team found the sampled smallholder member can demonstrate knowledge on ICS requirements such as registration, gap analysis, land mapping and measurement, internal audit, sanction from group manager, RSPO premium sharing, etc.	OFI
Milestone B	All members can demonstrate understanding of membership requirements.		OFI

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		OFI: Audit team found the sampled smallholder member can demonstrate knowledge on ICS requirements such as registration, gap analysis, measurement, record of production, internal audit, sanction from group manager, however, based on auditor experience and knowledge, additional effectiveness might be possible with simplified approach for older smallholder members. It can be but is not necessarily an item that will lead to a future nonconformity if not addressed.	
A.2 The Group Manager is responsible for managing the Group for certification.			
A.2.1			
Eligibility	The group manager has planned for the implementation of the ICS.	The Group Manager has set a series of SOPs as ICS plans with a many procedures and policy and has made an ICS implementation plan which can be shown from the 2023 Work Plan document where in the document there are several activities such as certification system training, internal audit, external audit, management meeting, and general meeting of members as well as training and socialization related to ICS that have been determined.	Complied
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	Auditor interview each ICS members related to their job description such as approval committee, Internal Auditors and Instructor Unit. Based on interviews, it is known that members of ICS team understand about RSPO certification and certification requirements. The group manager also easily manages members during audit activities and provides the necessary information for certification.	Complied
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.		Complied
A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, and related topics and has sufficient resources to manage the group.	The group manager has an organizational structure chart that informs each position and their respective responsibilities to implement the RSPO principles and criteria. The following are the positions for each person in charge:	Complied

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		<ul style="list-style-type: none"> - Group Manager - Approval Committee Unit - Internal Audit Unit - OHS Unit <p>The results of the interview with the Group manager / group leader found that the Group Manager has been able to demonstrate / explain the duties and responsibilities of each personnel responsibility, member requirements, policies and or procedures, requirements in RSPO group Certification and adequacy of resources in managing association members.</p> <p>Internal audit team also can explain the responsibility that they must notify the audit schedule before the audit is carried out either to the Group Manager of the cooperation and the members to be audited.</p>	
Milestone A	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	Based on document verification and interviews with ICS team there is some evidence that the group manager has attempted to fulfilled the RSPO Independent Smallholder Standard, for example:	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate ISH Standard and certification requirements.	<ul style="list-style-type: none"> - Establish a structured organization and job responsibilities/descriptions. - Conduct regular meetings on preparation of certification with discussion material on the follow-up to the RSPO Program and Preparation of an external audit. - Installing sign in the members area and village office, for example, prohibition of spraying, protected flora and fauna, safe working methods, harvesting standards, prohibition of burning land etc. 	Complied

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		<ul style="list-style-type: none"> - Periodic field visits to smallholder group lands to ensure that all members meet RSPO standards. <p>The group manager also identified weaknesses in the current ICS team and has also determined plans for continuous improvement, such as expansion of ICS team.</p>	
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>Group annual training plan informed in the “Rencana Kerja Tahun 2023 Koperasi Serba Usaha Tani Sejahtera” Document which was made on 2022. The program contains training plans for each aspect, for example:</p> <ul style="list-style-type: none"> - ICS team Training - Legal Compliance Training - Upkeep Technic Training - Pest and Disease of Palm Oil Training - Harvesting Training - Replanting Training - High Conservation Value Training - Financial Management Training - Internal Audit & Filling System Training - First aid Kit Training - Fire-drill simulation - Worker Welfare training 	Complied
Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard	The group manager has implemented a phased approach to ensure members understand the Independent Smallholder Standard through	Complied

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	according to the group annual training plan.	<p>training activities. The group manager shows training realization documents to members in 2023, which are as follows:</p> <ul style="list-style-type: none"> - Protected Flora and Fauna Socialization on 11 May 2023, attended by 102 members. - Hazardous management Socialization on 15 May 2023, attended by 104 members. - Beneficial Plant Socialization on 13 May 2023, attended by 103 members. - Wage Minimum on 10 May 2023, attended by 112 members. 	
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	<p>Based on interviews with sampling smallholders, information was obtained that all members of the smallholder group had attended training, for example the GAP (Field Day) training organized by Instructor Unit. Members can also prove their understanding of the Standard for Independent Smallholders, group management and certification requirements (legal documentation and declaration commitment).</p> <p>Then, based on the results of the document review, it is known that the certificate holder has documented every training attended by group members.</p>	Complied
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for	Certificate holder already had procedure related to Internal Audit implementation on SOP "Pelaksanaan Audit Internal" (No.: SOP/UTS/007/2021, 17 October 2021). The procedure informs:	Complied

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	<p>members who fail to comply, and a procedure to conduct internal audits</p>	<ul style="list-style-type: none"> - No conflict interest for Audit Internal Team (auditor cannot audit his own plot). - PIC of internal audit is Internal Audit Unit and ICS Manager. - Audit Frequency at least once a year. - All members must be audited. - 106 audit point must comply. - If the conformity score is less than 50%, it will be audited again with a maximum fulfillment time of 3 months. <p>Related to improvement for non-conformities, the certificate holder had procedure on SOP "Perbaikan Hasil Audit" (No.: SOP/UTS/009/2021, 28 January 2021). The procedures informs:</p> <ul style="list-style-type: none"> - Improvement is all members responsibilities. - Maximal limit for improvement is 90 days after internal audit. - ICS Manager has the right to give a warning if the member does not try to correct the findings/nonconformities. - ICS Manager has the right to give 1 or 2 warning letters, then also has the right to expel members if they do not improve the audit findings. <p>For expulsion and sanction, there's document SOP "Peringatan dan Sanksi" (No.: SOP/UTS/003/2021, dated 26 January 2021). The document informs:</p> <ul style="list-style-type: none"> - All members must obey all regulations which appointed by certificate holder, including government and international regulation/policy. 	
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		<ul style="list-style-type: none"> - If there is a minor violation, there will be correction limit 30 days. Will be get 1st warning letter if they haven't made changes. - If there is a moderate violation, a 1st warning letter will be given with a correction limit of 30 days. Will be get 2nd warning letter if they haven't made changes. - If there is a major violation, Group manager can expulsion the member. - If it is discovered that the member is not proven guilty, the group manager is obliged to revise the sanctions that have been imposed. 	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	Certificate holder has conducted internal audit by Internal Assessor Team of ICS on 24 February – 7 May 2023.	Non-compliance
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	<p>The audit findings found based on the implementation of the internal audit amounted to 6 points, including:</p> <ul style="list-style-type: none"> - Don't know the district minimum wage. - Not yet collected hazardous Waste to temporary hazardous Warehouse. - Not yet implemented the letter U arrangement for oil palm stem. - Not yet aware of the protected fauna - Haven't planted beneficial plants yet. - There is a Ganoderma attack. <p>However, the results of the checklist and internal audit reports do not reflect the actual conditions of member smallholders, such as:</p>	Non-compliance

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		<p>Rasiban (UTS.101)</p> <ul style="list-style-type: none"> - In the internal audit checklist, smallholders do not clear land by burning; However, based on field visits, there were burning activities in smallholders' areas. - In the internal audit checklist, smallholders grow beneficial plant; However, based on field visits, there's no beneficial plant on field. <p>Joko (UTS.037)</p> <ul style="list-style-type: none"> - In the internal audit checklist, smallholders know that the active ingredient paraquat is prohibited from being used; However, based on field visits and interviews with smallholders' wives, it is known that they still use pesticides containing the active ingredient paraquat to eradicate weeds in the field. - In the internal audit checklist, smallholders had contract for worker; However, based on field observation and interview with smallholders wife they don't use worker. All activity done by smallholder. - In the internal audit checklist, smallholders had to update the activity record on smallholders book; However, based on interview with smallholders wife, they never update the book. <p>Jadi (UTS.036) and Kandar (UTS.045)</p> <ul style="list-style-type: none"> - in the internal audit checklist, smallholders know that must collect empty chemical container/bottle to hazardous storage 	
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		<p>at Cooperative office. However, based on field visit and interview with the smallholders, they burned the empty chemical container at the backyard.</p> <p>Yakup (UTS.165) and Lamidi (UTS.053)</p> <ul style="list-style-type: none">- In the internal audit checklist, smallholders have updated the documents for legal ownership of the land for cooperative archive. However, based on document review found that some document to demonstrate legal ownership of the land were not completed and/or traceable to the smallholder member’s name; in addition the document “Formulir Pengungkapan Sejarah Penguasaan Lahan dan Konflik Lahan” for Lamidi was not completed for 1 particular parcel where documents are not completed. No NC issued during internal audit. <p>Based on those objective evidence, Internal audit not effectively done.</p>																
B.1.2																		
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Basic/Farm Information and Legal Documentation <p>There is a information record for each of the members statements that is stored and managed by the ICS team, for example:</p> <table><tr><td>Smallholder Name</td><td>SPPL</td><td>STDB</td><td>Land Title</td><td>Width (ha)</td></tr><tr><td>Siti Mutamimah</td><td>Yes</td><td>Yes</td><td>SHM and SKT</td><td>4</td></tr><tr><td>Rasiban</td><td>Yes</td><td>Yes</td><td>SHM</td><td>2</td></tr></table>	Smallholder Name	SPPL	STDB	Land Title	Width (ha)	Siti Mutamimah	Yes	Yes	SHM and SKT	4	Rasiban	Yes	Yes	SHM	2	Non-compliance
Smallholder Name	SPPL		STDB	Land Title	Width (ha)													
Siti Mutamimah	Yes		Yes	SHM and SKT	4													
Rasiban	Yes	Yes	SHM	2														
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Non-compliance																
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Non-compliance															

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Joko	Yes	Yes	SHM and SKT	1.425		
Sahwan	Yes	Yes	SHM	3		
<p>In the records of each smallholder, there is information related to land legality documents, smallholder commitments, records of buying and selling land, identification cards to maps of land locations that are members of the association.</p> <p>Signed smallholder declaration (sustainability commitment) for all member sampled also available on ICS office.</p> <p>However, based on field visit to sample plot</p> <ul style="list-style-type: none"> - Muda'I (UTS.076, plot 197) sighted that rent house has build on this plot, however there was no decrease recorded for planted area in database. Database 0.25 Ha (planted), actual planted unknown. - Rasiban (UTS.101, plot 330) sighted part of certified oil palm block cleared for land preparation to build a house. However, was no decrease recorded for planted area in database. Database 1.00 Ha (planted), actual planted unknown. <p><u>Production Data</u></p> <p>ICS team have production data recorded from "Buku Aktivitas Kebun Sawit Swadaya" for all members. The production data informs FFB production for all members on each month (period 2023). For examples:</p>						

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		<table><tr><th>Members Name</th><th>Date</th><th>FFB Production (kg)</th></tr><tr><td>Yakup</td><td>February</td><td>4,416</td></tr><tr><td>Joko</td><td>February</td><td>1,499</td></tr><tr><td>Muryanto</td><td>February</td><td>4,526</td></tr></table> <p>However, based on review record FFB sales difference occurred: "Buku Aktivitas Kebun Sawit Swadaya" Jayus (UTS.036) recorded 1st harvest September 2023 weighed 228 kg; meanwhile in "Rekap Produksi 2023" the 1st harvest recorded 2,228 kg.</p> <p>Basic information of smallholder plot and production data are not accurate.</p>	Members Name	Date	FFB Production (kg)	Yakup	February	4,416	Joko	February	1,499	Muryanto	February	4,526	
Members Name	Date	FFB Production (kg)													
Yakup	February	4,416													
Joko	February	1,499													
Muryanto	February	4,526													
C – ICS: Group Business planning															
C.1 The group has a Business Plan prepared with the participation and contributions of all group members															
C.1.1															
Eligibility	An annual group business plan is available, which includes <ul style="list-style-type: none">• Production and income forecasting based on historical records• Plans for expansion	Annual Group Bussiness plan informed in the "Rencana Kerja Tahun 2023 Koperasi Serba Usaha Tani Sejahtera" Document which was made on 2022. The cooperation business plan program contains all projection activities, for example: <ul style="list-style-type: none">- ICS routine meeting- Internal and External Audit- Mapping all members- Legal requirement progression.- RSPO credit Premium distribution.- Field day (training) for all members.	Complied												

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		<ul style="list-style-type: none"> - Field implementation monitoring (HCV, Hazardous waste, OHS, boundaries pole, etc.) - Medical Check-up. <p>Certificate holder also had production projection on "Perkiraan Produksi 2024/2025.", where the 2024/2025 production projection is 10,051 tons.</p>	
Milestone A	The group business plan is implemented and reviewed at least annually.	<p>Certificate holder showed record implementation of group business plan, here's for the examples:</p> <ul style="list-style-type: none"> - Monthly ICS meeting. - Internal audit conducted February and March 2023. - Pest Monitoring and detection for all plot on period March 2023. - Signboard monitoring on March 2023. - Road maintenance on October 2023. <p>Certificate holder also had monthly meeting regarding to business plan progression and reviewed, for examples:</p> <ul style="list-style-type: none"> - Meeting On 23 February 2023 discussed about CPO and PK selling. - Meeting on 23 March 2023 discussed about documentation and budget simulation. <p>Meeting on 4 July 2023 discussed about internal audit and external audit preparation.</p>	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	Certificate demonstrated financial stability by implemented annual meeting members. The meeting discussed about financial status and projection for stability and cooperation existences. The meeting has	Complied

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		done on 5 March 2023. In the financial responsibility report section, it is concluded that the financial condition is still in a positive state.	
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>Group management plan informed in the "Rencana Kerja Tahun 2023 Koperasi Serba Usaha Tani Sejahtera" Document which was made on 2022. The cooperation program contains training plans for each aspect, for example:</p> <ul style="list-style-type: none"> - ICS team Training - Legal Compliance Training - Upkeep Technic Training - Pest and Disease of Palm Oil Training - Harvesting Training - Replanting Training - High Conservation Value Training - Financial Management Training - Internal Audit & Filling System Training - First aid Kit Training - Fire-drill simulation - Worker Welfare training 	Complied
Milestone A	The group management plan is implemented and reviewed at least annually.	<p>Certificate holder shows recorded minutes related to training attended by members, for example:</p> <ul style="list-style-type: none"> - Legal Compliance Training on 27 February – 2 March 2023 which attended by 187 members. 	Complied

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		<ul style="list-style-type: none"> - Worker Contract, Insurance and Wage conversion Training on 29 May – 1 June 2023 which attended by 197 members and workers. - Procedure Establish Management Training on 29 May – 1 June 2023 which attended by 197 members. - Pesticide Impact Analysis Training on 6 March – 10 March 2023 which attended by 199 members and worker. - Upkeep Technic (fertilizer, pruning, sanitation, etc) Training on 6 March – 10 March 2023 which attended by 227 members and worker. - Soil physical Analysis Training on 15 to 18 May 2023 which attended by 222 members and workers. - Pest & Disease Training on 15 to 19 May 2023 which attended by 173 members. <p>All those delivered training will be review annually during Members Annual Meeting or "Rapat Anggota Tahunan (RAT)".</p>	
Milestone B	The group manager demonstrates the group's compliance with this ISH Standard.	<p>Based on the results of interviews, observations and document reviews, the management group has demonstrated compliance with RSPO compliance, the following is some of the evidence presented:</p> <ul style="list-style-type: none"> - Conducted field day for GAP socialization for all members. - Internal audit implementation. - Activities monitoring. - Sign-board installation (child labor prohibition, HCV protection, etc). - Document and record management on ICS office. 	Complied
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			

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D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>Koperasi Jasa Usaha Tani Sejahtera has established procedure to record FFB harvesting result as per "Standar Operasional Prosedur Pencatatan Hasil Panen" (SOP/UTS/019/2021), dated 4 February 2021. Objective of the procedure is to find out the total production of smallholders' farms that participate in certification, and so that smallholders are able to record the production of farms within the scope in certification correctly and not mix them up with harvesting records from farms that outside certification scope. According to the procedure, smallholders are required to:</p> <ul style="list-style-type: none"> • Ensure that the FFB harvested is not mixed between certified and non-certified farms. • Request and keep proof of weighing from the clerk and proof of payment from the Cooperative. • Record the harvest results in a farm activity notebook. • The harvest records are reported or collected to the Documentation and Sales unit. • The Documentation and Sales Unit then recaps harvest records periodically at least once every 6 months. <p>Koperasi Jasa Usaha Tani Sejahtera has established procedure for FFB sales as per "Standar Operasional Prosedur Penjualan Buah" (No. SOP/UTS/038/2021), dated 15 February 2021. The procedure described:</p> <ul style="list-style-type: none"> • Smallholder of Koperasi Jasa Usaha Tani Sejahtera are required to sell FFB to companies through cooperative. • In every sale of FFB, smallholders are required to keep the clerk's weigh slip and company weigh slip. 	Non-compliance

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		<ul style="list-style-type: none"> After completing sales activities, smallholders are required to record each harvest in the harvest record book. <p>Smallholders has maintained harvesting records in smallholder logbook - "Buku Aktifitas Petani". The records then recapitulated in Group Manager's production record. Sample of smallholders' harvesting record are as follow:</p> <ul style="list-style-type: none"> Djayus (2.00 Ha; YOP 2009; stands 272 oil palms): September 2023 - 1st rotation 2228 kg; 2nd rotation 1333 kg; October 2023 - 1st rotation 1501 kg; 2nd rotation 2776 kg; November 2023 - 1st rotation 1561 kg; 2nd rotation 1750 kg. Lamidi (2.00 Ha; YOP 2004; stands 272 oil palms): September 2023 - 1st rotation 2492 kg; 2nd rotation 1024 kg; October 2023 - 1st rotation 1343 kg; 2nd rotation 1191 kg; November 2023 - 1st rotation 2475 kg; 2nd rotation 1207 kg. Achmad Misdarto (1.00 Ha; YOP 2004; stands 136 oil palms): September 2023 - 1st rotation 846 kg; 2nd rotation 831 kg; October 2023 - 1st rotation 769 kg; 2nd rotation 844 kg; November 2023 - 1st rotation 824 kg; 2nd rotation 1266 kg. Sutisna (1.00 Ha; YOP 2004; stands 136 oil palms): September 2023 - 1st rotation 1121 kg; 2nd rotation 1433 kg; October 2023 - 1st rotation 1540 kg; 2nd rotation 1084 kg; November 2023 - 1st rotation 1324 kg; 2nd rotation 908 kg. Muryanto (2.00 Ha; YOP 2009; stands 272 oil palms): September 2023 - 1st rotation 2176 kg; 2nd rotation 1615 kg; October 2023 - 1st rotation 1710 kg; 2nd rotation 2036 kg; November 2023 - 1st rotation 1316 kg; 2nd rotation 2696 kg. <p>Sample records of FFB sales:</p>	
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		<ul style="list-style-type: none"> • "Slip Gaji November 2023"; smallholder name Djayus; amount (YOP 2009) 1,230 kg @ IDR 2,157/kg, 1,448 kg @ 2,175/kg; total amount 2,679 tons; total earning IDR 5,803,342; deduction – transport IDR 388,640; weighing IDR 55,520; Admin Prime Cooperative IDR 13,394; Admin Village Cooperative IDR 13,394; PPh IDR 14,508; mandatory saving IDR 20,000; total deduction IDR 505,457; other deduction (gathering, replanting, greader, fertilizer/herbicide, donation) IDR 1,767,603; Net earning IDR 3,530,283. • "Slip Gaji November 2023"; smallholder name Muryanto; amount (YOP 2004) 1,650 kg @ IDR 2,157/kg, 1,965 kg @ 2,175/kg; total amount 3,615 tons; total earning IDR 7,831,347; deduction – transport IDR 524,440; weighing IDR 74,920; Admin Prime Cooperative IDR 18,074; Admin Village Cooperative IDR 18,074; PPh IDR 19,578; mandatory saving IDR 20,000; total deduction IDR 675,087; other deduction (gathering, replanting, greader, fertilizer/herbicide, donation) IDR 2,526,063; Net earning IDR 4,630,197. • "Slip Gaji November 2023"; smallholder name Lamidi; amount (YOP 2004) 2,341 kg @ IDR 2,157/kg; 1,815 kg @ 2,175/kg; (YOP 2009) 1,641 kg @ IDR 2,157/kg; 1,023 kg @ 2,175/kg; total amount 6,820 tons; total earning IDR 14,758,752; deduction – transport IDR 989,380; weighing IDR 141,340; Admin Prime Cooperative IDR 34,098; Admin Village Cooperative IDR 34,098; PPh IDR 36,897; mandatory saving IDR 20,000; total deduction IDR 1,255,813; other deduction (gathering, replanting, greader, fertilizer/herbicide, donation) IDR 2,619,254; Net earning IDR 10,883,684. 	
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		<p>The organization Koperasi Jasa Usaha Tani Sejahtera has provided production data of each smallholder. Below is data of Production in February – November 2023:</p> <table><tr><th>Month</th><th>FFB (tons)</th></tr><tr><td>February 2023</td><td>816.50</td></tr><tr><td>March 2023</td><td>710.67</td></tr><tr><td>April 2023</td><td>633.02</td></tr><tr><td>May 2023</td><td>841.09</td></tr><tr><td>June 2023</td><td>898.99</td></tr><tr><td>July 2023</td><td>817.00</td></tr><tr><td>August 2023</td><td>794.05</td></tr><tr><td>September 2023</td><td>874.17</td></tr><tr><td>October 2023</td><td>824.69</td></tr><tr><td>November 2023</td><td>835.00</td></tr><tr><td>Total</td><td>8,045.18</td></tr></table> <p>Annual production and sales of certified volumes are available at Office of Koperasi Jasa Usaha Tani Sejahtera. ICS Unit Produksi are responsible to record the production and sales volume. Record of FFB production presented in "Rekapitulasi Produksi TBS Anggota Tahun 2023". Record of FFB sales to traders are presented in "Kuitansi" or "Nota Penjualan TBS", sample of document were evident during audit. All FFB sold as non-certified FFB by smallholder member to the Palm Oil Mill.</p> <p>Group Manager cannot demonstrate that FFB production recorded are coming from certified sources.</p> <ul style="list-style-type: none">There is no mechanism for which weighing results to be recorded, whether field scales or factory scales.	Month	FFB (tons)	February 2023	816.50	March 2023	710.67	April 2023	633.02	May 2023	841.09	June 2023	898.99	July 2023	817.00	August 2023	794.05	September 2023	874.17	October 2023	824.69	November 2023	835.00	Total	8,045.18	
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		<ul style="list-style-type: none">There is no mechanism for separating certified FFB results which are weighed together with non-certified FFB.Harvest Activity Records in the "Buku Aktivitas Kebun" are not completed with harvest date and number of bunches. <p>This is raise as Non-Conformity</p>																									
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>Up to this ASA 1, the Group Manager has maintained production records per smallholder. Certified volumes are coming from the smallholders of Koperasi Jasa Usaha Tani Sejahtera, there is no other FFB sources. The production data since the first date of certification, 7 February 2023, are as follow:</p> <table><tr><th>Month</th><th>FFB (tons)</th></tr><tr><td>February 2023</td><td>816.50</td></tr><tr><td>March 2023</td><td>710.67</td></tr><tr><td>April 2023</td><td>633.02</td></tr><tr><td>May 2023</td><td>841.09</td></tr><tr><td>June 2023</td><td>898.99</td></tr><tr><td>July 2023</td><td>817.00</td></tr><tr><td>August 2023</td><td>794.05</td></tr><tr><td>September 2023</td><td>874.17</td></tr><tr><td>October 2023</td><td>824.69</td></tr><tr><td>November 2023</td><td>835.00</td></tr><tr><td>Total</td><td>8,045.18</td></tr></table> <p>All certified FFB sold as non-certified to the palm oil mill. Records of FFB sales are available.</p> <p>Delivery Note ("Surat Pengiriman TBS Koperasi") and Weighbidge Ticket ("Nota Penerimaan"):</p>	Month	FFB (tons)	February 2023	816.50	March 2023	710.67	April 2023	633.02	May 2023	841.09	June 2023	898.99	July 2023	817.00	August 2023	794.05	September 2023	874.17	October 2023	824.69	November 2023	835.00	Total	8,045.18	Non-compliance
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		<ul style="list-style-type: none"> • Delivery Note No. SP.TBS: 11220002868 dated 1 October 2023; qty 550 bunches; Koperasi Desa Wanasari (JUTS); Weighbridge Ticket No. 0022673 – PKS 1 PT Swakarsa Sinarsentosa – DSN Group; weight 9,820 kg; deduction (344 kg); Net weight 9,479 kg; KT 8512 RN; Driver Hardi. • Delivery Note No. SP.TBS: 11220002862 dated 3 October 2023; qty 500 bunches; Koperasi Desa Wanasari (JUTS); Weighbridge Ticket No. 0020186 – PKS 1 PT Swakarsa Sinarsentosa – DSN Group; weight 8,610 kg; deduction (301 kg); Net weight 8,309 kg; KT 8505 NC; Driver Ridwan. • Delivery Note No. SP.TBS: 11220006376 dated 1 Augsut 2023; qty 420 bunches; Koperasi Desa Wanasari (JUTS); Weighbridge Ticket No. 0020262 – PKS 1 PT Swakarsa Sinarsentosa – DSN Group; weight 7,450 kg; deduction (261 kg); Net weight 7,189 kg; KT 8670 RM; Driver Wisnu. <p>Payment record from palm oil mill to Koperasi Jasa Usaha Tani Sejahtera – Wanasari Village:</p> <ul style="list-style-type: none"> • Period July 2023: qty 824,986 tons; total earning IDR 1,757,359,005; Deduction – (PPh IDR 4,393,398), (Operational IDR 4,124,930), (mandatory savings IDR 200,000); Net earning IDR 1,748,640,677.39. • Period August 2023: qty 749,359 tons; total earning IDR 1,712,264,664; Deduction – (PPh IDR 4,280,662), (Operational IDR 3,971,795), (mandatory savings IDR 200,000); Net earning IDR 1,703,812,206.88. • Period October 2023: qty 847,673 tons; total earning IDR 1,835,799,299; Deduction – (PPh IDR 4,589,498), (Operational IDR 4,238,365), (Heavy equipment rent IDR 22,465,639), 	
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		<p>(mandatory savings IDR 200,000); Net earning IDR 1,804,305,796.86.</p> <p>Group Manager cannot demonstrate that FFB production recorded are coming from certified sources.</p> <ul style="list-style-type: none">• There is no mechanism for which weighing results to be recorded, whether field scales or factory scales.• There is no mechanism for separating certified FFB results which are weighed together with non-certified FFB.• Harvest Activity Records in the "Buku Aktivitas Kebun" are not completed with harvest date and number of bunches. <p>This is raise as Non-Conformity</p>																					
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	<p>Up to this ASA 1, the Group Manager has maintained production records per smallholder. Certified volumes are coming from the smallholders of Koperasi Jasa Usaha Tani Sejahtera, there is no other FFB sources. The production data since the first date of certification, 7 February 2023, are as follow:</p> <table><tr><th>Month</th><th>FFB (tons)</th></tr><tr><td>February 2023</td><td>816.50</td></tr><tr><td>March 2023</td><td>710.67</td></tr><tr><td>April 2023</td><td>633.02</td></tr><tr><td>May 2023</td><td>841.09</td></tr><tr><td>June 2023</td><td>898.99</td></tr><tr><td>July 2023</td><td>817.00</td></tr><tr><td>August 2023</td><td>794.05</td></tr><tr><td>September 2023</td><td>874.17</td></tr><tr><td>October 2023</td><td>824.69</td></tr></table>	Month	FFB (tons)	February 2023	816.50	March 2023	710.67	April 2023	633.02	May 2023	841.09	June 2023	898.99	July 2023	817.00	August 2023	794.05	September 2023	874.17	October 2023	824.69	Non-compliance
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		<p>All certified FFB sold as non-certified to the palm oil mill. Records of FFB sales are available.</p> <p>Delivery Note ("Surat Pengiriman TBS Koperasi") and Weighbridge Ticket ("Nota Penerimaan"):</p> <ul style="list-style-type: none">• Delivery Note No. SP.TBS: 11220002868 dated 1 October 2023; qty 550 bunches; Koperasi Desa Wanasari (JUTS); Weighbridge Ticket No. 0022673 – PKS 1 PT Swakarsa Sinarsentosa – DSN Group; weight 9,820 kg; deduction (344 kg); Net weight 9,479 kg; KT 8512 RN; Driver Hardi.• Delivery Note No. SP.TBS: 11220002862 dated 3 October 2023; qty 500 bunches; Koperasi Desa Wanasari (JUTS); Weighbridge Ticket No. 0020186 – PKS 1 PT Swakarsa Sinarsentosa – DSN Group; weight 8,610 kg; deduction (301 kg); Net weight 8,309 kg; KT 8505 NC; Driver Ridwan.• Delivery Note No. SP.TBS: 11220006376 dated 1 Augsut 2023; qty 420 bunches; Koperasi Desa Wanasari (JUTS); Weighbridge Ticket No. 0020262 – PKS 1 PT Swakarsa Sinarsentosa – DSN Group; weight 7,450 kg; deduction (261 kg); Net weight 7,189 kg; KT 8670 RM; Driver Wisnu. <p>Payment record from palm oil mill to Koperasi Jasa Usaha Tani Sejahtera – Wanasari Village:</p> <ul style="list-style-type: none">• Period July 2023: qty 824,986 tons; total earning IDR 1,757,359,005; Deduction – (PPh IDR 4,393,398), (Operational IDR 4,124.930). (mandatory savings IDR 200.000); Net earning					

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		<p>IDR 1,748,640,677.39.</p> <ul style="list-style-type: none"> • Period August 2023: qty 749,359 tons; total earning IDR 1,712,264,664; Deduction – (PPh IDR 4,280,662), (Operational IDR 3,971,795), (mandatory savings IDR 200,000); Net earning IDR 1,703,812,206.88. • Period October 2023: qty 847,673 tons; total earning IDR 1,835,799,299; Deduction – (PPh IDR 4,589,498), (Operational IDR 4,238,365), (Heavy equipment rent IDR 22,465,639), (mandatory savings IDR 200,000); Net earning IDR 1,804,305,796.86. <p>Group Manager cannot demonstrate that FFB production recorded are coming from certified sources.</p> <ul style="list-style-type: none"> • There is no mechanism for which weighing results to be recorded, whether field scales or factory scales. • There is no mechanism for separating certified FFB results which are weighed together with non-certified FFB. • Harvest Activity Records in the “Buku Aktivitas Kebun” are not completed with harvest date and number of bunches. <p>This is raise as Non-Conformity</p>	
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			
Eligibility	Not Applicable	Not Applicable	Not Applicable

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Milestone A	<p>The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members</p>	<p>Available Decree No. 023/SK.ICS/KOP-UTS/VI/2021, dated 10 June 2021 regarding Sales of RSPO Certified Product. The procedure mentioned that RSPO certified volume sold through Book and Claim.</p> <p>Up to this ASA 1, the Group Manager has maintained production records per smallholder. Certified volumes are coming from the smallholders of Koperasi Jasa Usaha Tani Sejahtera, there is no other FFB sources. The production data since the first date of certification, 7 February 2023, are as follow:</p> <table><tr><th>Month</th><th>FFB (tons)</th></tr><tr><td>February 2023</td><td>816.50</td></tr><tr><td>March 2023</td><td>710.67</td></tr><tr><td>April 2023</td><td>633.02</td></tr><tr><td>May 2023</td><td>841.09</td></tr><tr><td>June 2023</td><td>898.99</td></tr><tr><td>July 2023</td><td>817.00</td></tr><tr><td>August 2023</td><td>794.05</td></tr><tr><td>September 2023</td><td>874.17</td></tr><tr><td>October 2023</td><td>824.69</td></tr><tr><td>November 2023</td><td>835.00</td></tr><tr><td>Total</td><td>8,045.18</td></tr></table>	Month	FFB (tons)	February 2023	816.50	March 2023	710.67	April 2023	633.02	May 2023	841.09	June 2023	898.99	July 2023	817.00	August 2023	794.05	September 2023	874.17	October 2023	824.69	November 2023	835.00	Total	8,045.18	Non-compliance
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		<p>Group Manager has maintained sales record of certified product through RSPO PalmTrace, as follow:</p> <ul style="list-style-type: none"> - Dated 13 March 2023; Buyer is Nestle S.A.; Qty is 2,029 of IS-CSPO; rate @ 12 USD. - Dated 17 February 2023; Buyer is Procter & Gamble; Qty is 66 of IS-CSPKO; rate @ 265 USD. - Dated 17 February 2023; Buyer is McCormick & Company Incorporated; Qty is 46 of IS-CSPKO; rate @ 260 USD. - Dated 22 February 2023; Buyer is Procter & Gamble; Qty is 31 of IS-CSPKO; rate @ 265 USD. - Dated 8 March 2023; Buyer is Nestle S.A.; Qty is 86 of IS-CSPKO; rate @ 265 USD. <p>Therefore, total certified volume sold are as follow:</p> <ul style="list-style-type: none"> - CSPO credit : 2,029 MT (sold out) - CSPKO credit : 229 MT (sold out) <p>Critical Non-conformity:</p> <p>The organization sold the 100% of certified products (CSPO credit and CSPKO credit) as converted from 10,145.16 MT FFB in period Feb-Mar 2023.</p> <p>While, the actual production records in period Feb-Mar 2023 is only 1,527.18 MT, whereby FFB production in period Feb-Nov 2023 is only 8,045.18 MT. Meaning that actual production is less than sold product.</p>	
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	Available Decree No. 023/SK.ICS/KOP-UTS/VI/2021, dated 10 June 2021 regarding Sales of RSPO Certified Product. The procedure mentioned that RSPO certified volume sold through Book and Claim.	Non-compliance

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	<p>Up to this ASA 1, the Group Manager has maintained production records per smallholder. Certified volumes are coming from the smallholders of Koperasi Jasa Usaha Tani Sejahtera, there is no other FFB sources. The production data since the first date of certification, 7 February 2023, are as follow:</p> <table><tr><th>Month</th><th>FFB (tons)</th></tr><tr><td>February 2023</td><td>816.50</td></tr><tr><td>March 2023</td><td>710.67</td></tr><tr><td>April 2023</td><td>633.02</td></tr><tr><td>May 2023</td><td>841.09</td></tr><tr><td>June 2023</td><td>898.99</td></tr><tr><td>July 2023</td><td>817.00</td></tr><tr><td>August 2023</td><td>794.05</td></tr><tr><td>September 2023</td><td>874.17</td></tr><tr><td>October 2023</td><td>824.69</td></tr><tr><td>November 2023</td><td>835.00</td></tr><tr><td>Total</td><td>8,045.18</td></tr></table> <p>Koperasi Jasa Usaha Tani Sejahtera has established document related to roles and responsibilities of "Unit Penjualan" as per SOP/UTS/025/2021 dated 6 February 2021, point k stated ICS Manager and Unit Penjualan will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>RSPO PalmTrace ID for Koperasi Jasa Usaha Tani Sejahtera RSPO_PO1000014563.</p> <p>Group Manager has maintained sales record of certified product through RSPO PalmTrace, as follow:</p>	Month	FFB (tons)	February 2023	816.50	March 2023	710.67	April 2023	633.02	May 2023	841.09	June 2023	898.99	July 2023	817.00	August 2023	794.05	September 2023	874.17	October 2023	824.69	November 2023	835.00	Total	8,045.18	
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D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group	Koperasi Jasa Usaha Tani Sejahtera has established a budget plan for the use of premiums as mentioned in the "Surat Keputusan No. 026/SK.ICS/KOP.UTS/VIII/2022 "Rencana Anggaran Biaya Premi	Complied

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	<p>members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.</p>	<p>Sertifikasi RSPO” dated 20 August 2022, distribution of premium as follows:</p> <ul style="list-style-type: none"> • 24.81% for Surveillance audit (RSPO). • 0.78% for RSPO membership. • 9.19% reserved fund “laba disisihkan”. • 35.29% for ICS • 4.41% internal audit and comparative study • Member: <ul style="list-style-type: none"> - 6.48% BPJS program (work accident insurance) - 3.68% training for members - 1.84% medical checkup for members. - 4.66% PPE - 5.44% pesticide procurement • 0.99% operational of certification, stationery, sign board, routine meeting”. • 0.92% sign of board for awareness • 1.10% monthly meeting • 35.29% operational of ICS team • 0.99% business travel operational cost • 0.42% for social and environmental funds <p>The plan of distribution of premium has socialization to the members on 26 September 2022 was attended by 95 members, 27 September 2022 was attended by 27 members, 28 September 2022 was attended by 55 members, 29 September 2022 was attended by 18 members and 4 October 2022 was attended by 14 members.</p> <p>The distribution plan developed before the unit of certification receives RSPO Premium from certified product sold.</p>	
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Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	Koperasi Jasa Usaha Tani Sejahtera have sold the certified products with Credit system on Feb-Mar 2023.	Complied
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	<p>After certified product sold, then Koperasi Jasa Usaha Tani Sejahtera make revision on premiums disbursement allocation and determined in "Surat Keputusan No: 028/SK.ICS/KOP-UTS/III/2023, dated 23 March 2023. The percentage as below:</p> <ul style="list-style-type: none"> - Surveillance audit: 20% - Annual Membership RSPO: 0.50% - Member Insurance (BPJS Ketenagakerjaan): 5.10% - Saving Fund: 16.20% - Operational Cost: 26.30% - Operational Traveling Cost: 1.60% - Stationary: 2.5% - Smallholders Training Cost: 2.90% - Medical Check Up Smallholder: 1.5% - Maintain Sign Board: 1.70% - Monthly Meeting Cost: 0.90% - Disbursement to the member in cash: 20.20% - Social Community: 1.60% <p>According to document of "Rencana Anggaran dan Biaya Premi Koperasi Usaha Tani Sejahtera" dated 23 Mar 2023, disbursement of RSPO premium is refer to the hectarage of members. RSPO Premium has been transfered from Buyer to Unit of Certification dated 13 Mar 2023, 27 Mar 2023 and 31 Mar 2023.</p> <p>Due to RSPO premium has been disbursed from buyer to the UoC, then cooperative held meeting to re-calculate amount of premium shared to the members on 29 Mar 2023. Result meeting agreed that</p>	Complied

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premium disbursement divided in two types: based on membership rights and based on hectarage.

Dissemination of RSPO Premium Disbursement has been socialized concurrently with premium sharing to the members on 12 Apr 2023.

Records of Premium Sharing to smallholders is documented in "Daftar Hadir Pembagian Premi RSPO Tahun 2023". The RSPO premium distributed to the members on 12 Apr 2023.

Based on 16 sample of smallholders, records of premium receive taken as below:

RSPO Premium Disbursement				Premium Receives (IDR)		
No	Smallholder Name	ID number	Ha	Membership	Hectarage	Total
1	Rasiban	UTS.101	2.00	900,000	250,000	1,400,000
2	Siti Mutamimah	UTS.125	4.00	900,000	250,000	1,900,000
3	Joko	UTS.037	1.43	900,000	250,000	1,250,000
4	Jayus	UTS.036	2.00	900,000	250,000	1,400,000
5	Lamidi	UTS.053	5.00	900,000	250,000	2,150,000
6	Sutisna	UTS.150	1.00	900,000	250,000	1,150,000
7	Muryanto	UTS.091	2.00	900,000	250,000	1,400,000
8	Achmad Misdarto	UTS.003	1.00	900,000	250,000	1,150,000
9	Herman	UTS.030	1.00	900,000	250,000	1,400,000
10	Kandar	UTS.044	3.00	900,000	250,000	1,650,000
11	Jadi	UTS.036	6.00	900,000	250,000	2,400,000
12	Mohammad Riadi	UTS.075	3.15	900,000	250,000	1,675,000
13	Maji	UTS.063	3.00	900,000	250,000	1,650,000
14	Muda'i	UTS.076	6.25	900,000	250,000	2,462,500

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		15	Sahwan	UTS.112	3.00	900,000	250,000	1,650,000	
		16	Yakup	UTS.165	2.00	900,000	250,000	1,400,000	
		Each member has signed the receipt at same date, 12 Apr 2023.							

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in [year] for [mill] 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 [YEAR] for [MILL] and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	Not Applicable
PKO	Not Applicable

Extraction	%
OER	Not Applicable
KER	Not Applicable

Production	t/yr
FFB Process	Not Applicable
CPO Produced	Not Applicable
PKO Produced	Not Applicable

Land Use	Ha
OP Planted Area	Not Applicable
OP Planted on peat	Not Applicable
Conservation (forested)	Not Applicable
Conservation (non-forested)	Not Applicable
Total	Not Applicable

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CO ₂ Emission from fertilizer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NO ₂ Emission	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fuel Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Peat Oxidation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sink								
Crop Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conservation Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	Not Applicable	Not Applicable
Fuel Consumption	Not Applicable	Not Applicable
Grid Electricity Utilization	Not Applicable	Not Applicable
Credit		
Export of Grid Electricity	Not Applicable	Not Applicable
Sales of PKS	Not Applicable	Not Applicable
Sales of EFB	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	Not Applicable
PK from other source	Not Applicable
Fuel Consumptions	Not Applicable
Total Crusher emissions	Not Applicable

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	N/A
Divert to anaerobic diversion (%)	N/A

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	N/A
Divert to methane captured (flaring) (%)	N/A
Divert to methane captured (energy generation) (%)	N/A

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Appendix C: Location Map of Certification Unit and Supply bases

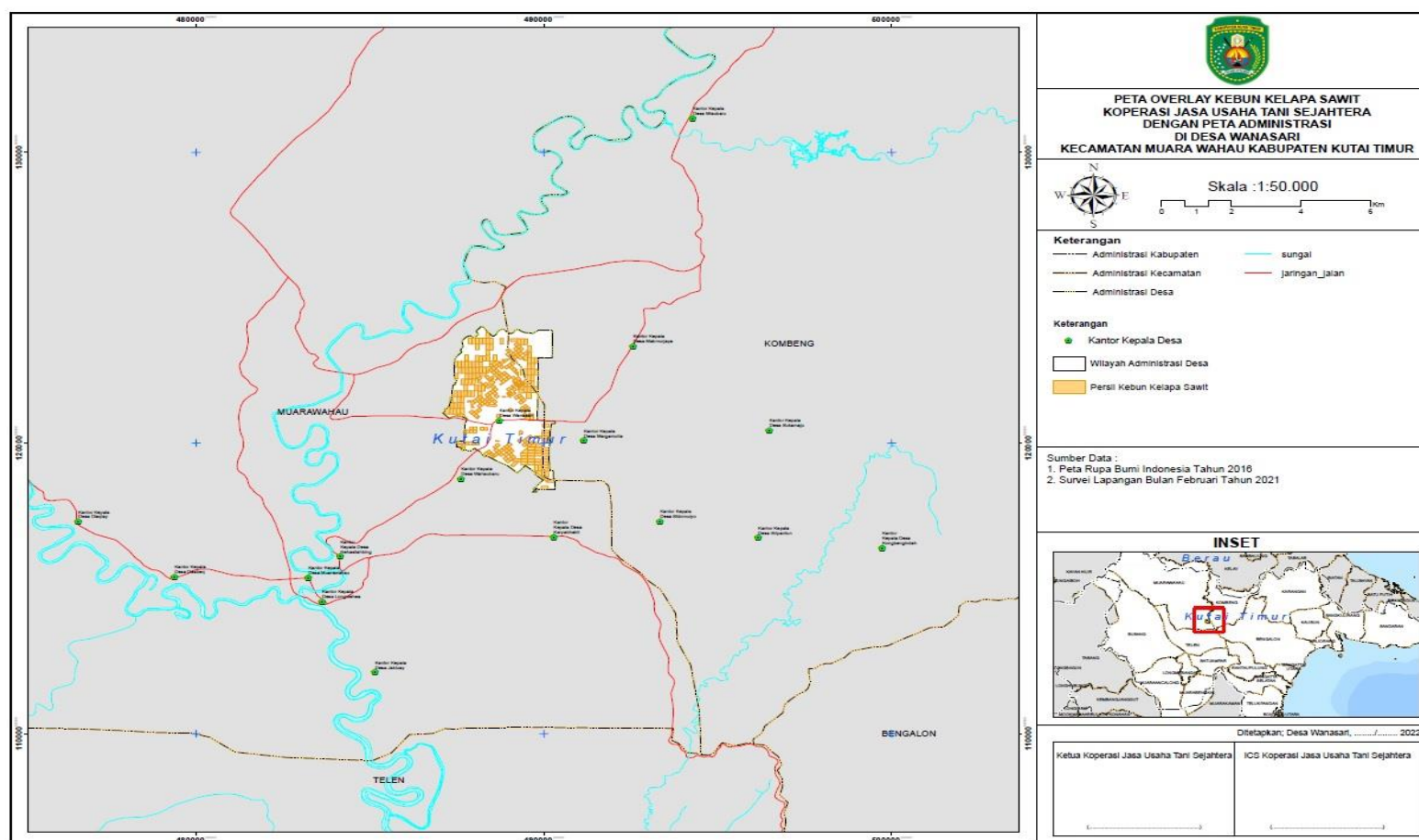


Figure 1. Location map of Koperasi Jasa Usaha Tani Sejahtera

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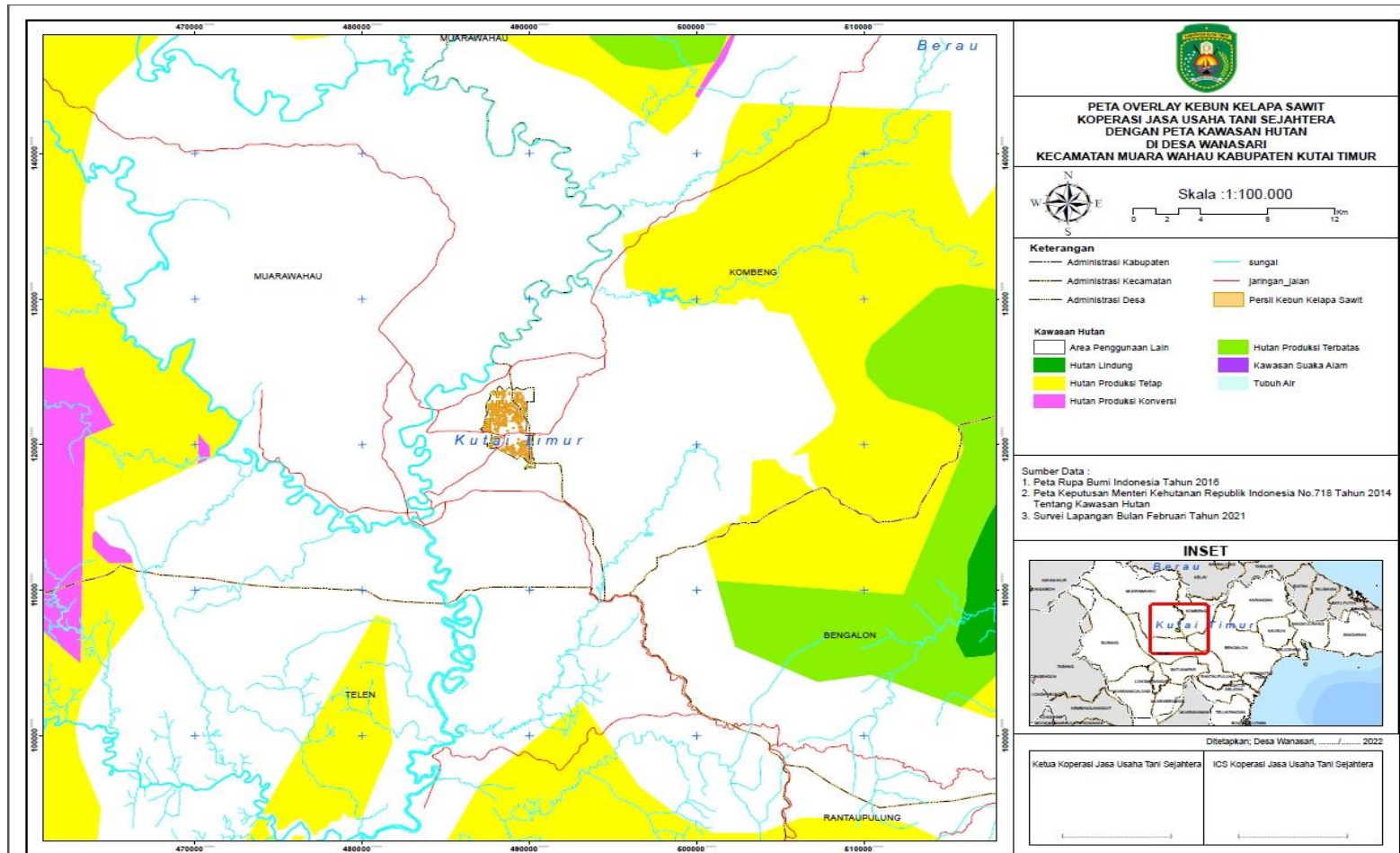


Figure 2. Overlay map of smallholders plot against Forest Area Map

Appendix D: Estate Field Map

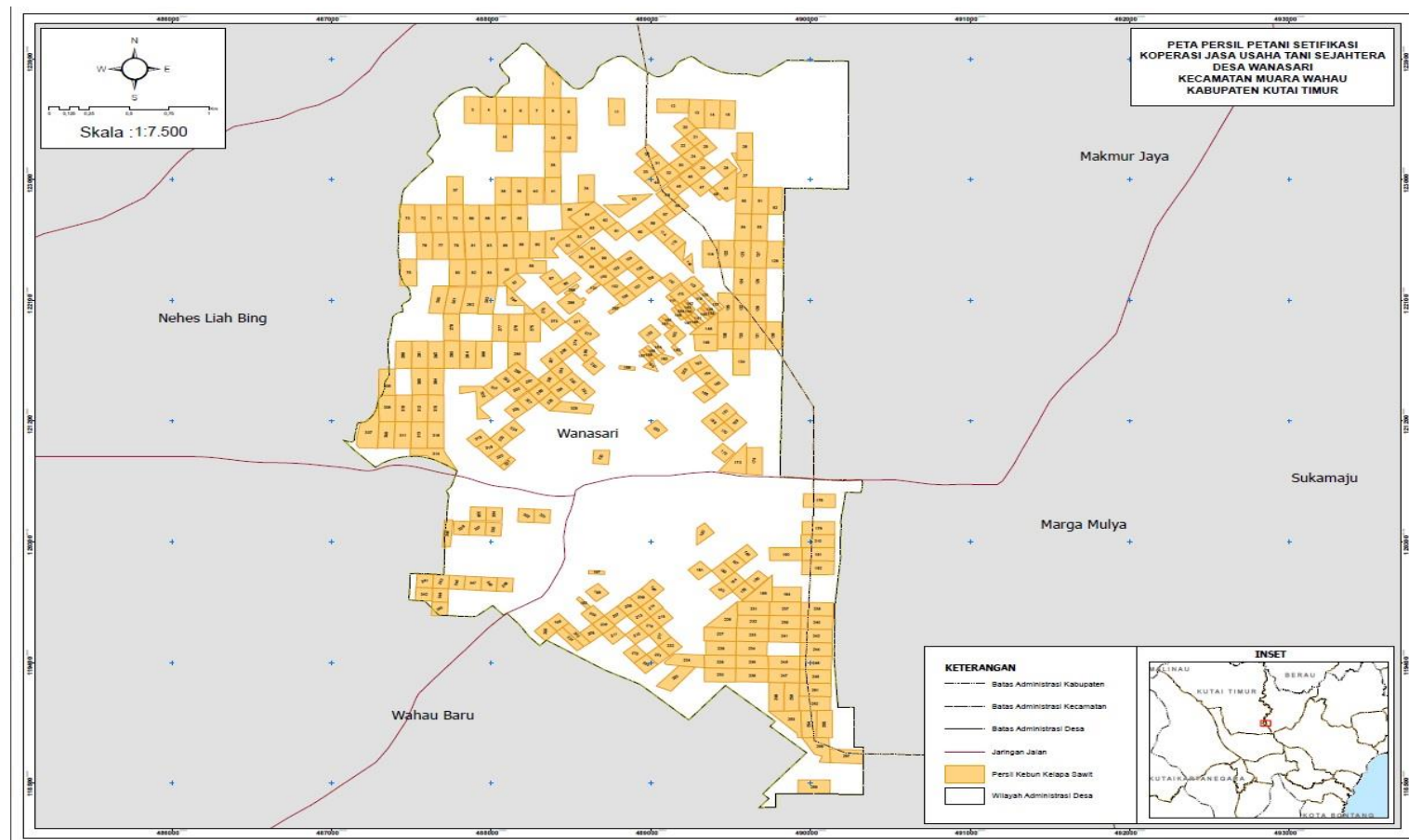


Figure 3. Smallholders plot distribution of Koperasi Jasa Usaha Tani Sejahtera

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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	1.2 (medium risk)	N/A	N/A
Justification of Risk Factor Applied	Required as RSPO certification system on MS-B	N/A	N/A
Number of samples	16 sample	N/A	N/A
Remarks	N/A	N/A	N/A

No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
1	A. JUMADIL AFANDI a	UTS.001	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 56.45" N	116° 53' 42.76" E	1.00	1.00	17.26
	A. JUMADIL AFANDI b	UTS.001	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 1.837" N	116° 54' 37.746" E	2.00	2.00	41.08
2	ABDUL HARIS	UTS.002	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 59.443" N	116° 54' 19.350" E	2.00	2.00	41.06
3	ACHMAD MISDARTO	UTS.003	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 45.578" N	116° 53' 36.226" E	1.00	1.00	22.53
4	ADE MAHBUB LAMRI a	UTS.004	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 22.127" N	116° 54' 3.860" E	1.00	1.00	22.53
	ADE MAHBUB LAMRI b	UTS.004	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 20.122" N	116° 53' 56.637" E	1.00	1.00	22.19

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	ADE MAHBUB LAMRI c	UTS.004	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 24.451" N	116° 54' 1.724" E	1.00	1.00	24.26
	ADE MAHBUB LAMRI d	UTS.004	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.804" N	116° 53' 27.676" E	2.00	2.00	46.88
5	AHMAD ABU BAKAR	UTS.005	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.611" N	116° 53' 30.198" E	2.00	2.00	44.95
6	AMINAH	UTS.006	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 13.114" N	116° 54' 21.099" E	1.00	1.00	22.58
7	ANANG	UTS.008	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 24.501" N	116° 53' 34.474" E	2.00	2.00	46.59
8	ANIS PURWATI	UTS.009	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 43.416" N	116° 53' 34.122" E	2.00	2.00	43.32
9	ANITA ROSIHANA	UTS.010	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 5.351" N	116° 54' 31.535" E	2.00	2.00	45.55
10	ANWARUDIN	UTS.011	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 10.328" N	116° 54' 15.654" E	1.48	1.48	34.26
11	ARPAN	UTS.012	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 43.403" N	116° 53' 40.797" E	2.00	2.00	45.72
12	ARIF NUGRAHA a	UTS.013	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 15.200" N	116° 54' 11.462" E	0.25	0.25	5.61
	ARIF NUGRAHA b	UTS.013	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 29.487" N	116° 53' 52.318" E	1.00	1.00	23.55

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
13	ARNIAH	UTS.014	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 1.729" N	116° 54' 22.369" E	2.00	2.00	41.39
14	ARYANA a	UTS.015	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.702" N	116° 53' 51.288" E	1.00	1.00	22.90
15	BAKRI SANI TANJUNG	UTS.016	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 48.541" N	116° 54' 3.051" E	1.00	1.00	21.65
16	BEJO HARIYANTO a	UTS.018	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 57.122" N	116° 53' 39.144" E	1.00	1.00	24.25
	BEJO HARIYANTO b	UTS.018	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 59.637" N	116° 53' 36.936" E	1.00	1.00	23.31
17	BUDI MULYO a	UTS.019	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 47.933" N	116° 54' 22.961" E	2.00	2.00	44.11
	BUDI MULYO b	UTS.019	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 50.597" N	116° 53' 13.931" E	2.00	2.00	47.04
18	CECENG a	UTS.020	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 22.132" N	116° 53' 43.912" E	1.00	1.00	23.06
	CECENG b	UTS.020	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 23.544" N	116° 53' 14.965" E	2.00	2.00	45.07
19	DEDEH	UTS.021	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.343" N	116° 54' 2.986" E	0.25	0.25	6.08
20	DIDIN CHAERUDIN a	UTS.022	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 7.933" N	116° 53' 31.251" E	1.00	1.00	24.31

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	DIDIN CHAERUDIN b	UTS.022	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 50.623" N	116° 53' 10.588" E	2.00	2.00	40.35
	DIDIN CHAERUDIN c	UTS.022	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 44.770" N	116° 53' 6.988" E	2.90	2.90	66.86
	DIDIN CHAERUDIN d	UTS.022	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 15.687" N	116° 54' 11.927" E	0.15	0.15	3.23
21	ESTER a	UTS.024	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 51.010" N	116° 54' 0.867" E	1.00	1.00	23.88
	ESTER b	UTS.024	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 58.574" N	116° 54' 37.682" E	2.00	2.00	46.16
	ESTER c	UTS.024	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 2.518" N	116° 53' 59.542" E	1.00	1.00	23.58
22	GARIMO a	UTS.025	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 33.099" N	116° 54' 6.558" E	1.00	1.00	24.36
	GARIMO b	UTS.025	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 11.877" N	116° 54' 12.893" E	0.25	0.25	5.86
	GARIMO c	UTS.025	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 39.798" N	116° 54' 9.439" E	1.00	1.00	23.74
	GARIMO d	UTS.025	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.117" N	116° 53' 18.183" E	2.00	2.00	47.83
23	GUPUH HARIYANTO a	UTS.026	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 0.881" N	116° 54' 4.139" E	0.37	0.37	7.78

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	GUPUH HARIYANTO b	UTS.026	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.755" N	116° 54' 8.810" E	1.00	1.00	23.73
	GUPUH HARIYANTO c	UTS.026	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 27.403" N	116° 53' 49.818" E	1.00	1.00	24.20
24	HADI	UTS.027	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 48.920" N	116° 54' 19.216" E	1.00	1.00	24.18
25	HANIF AZHAR	UTS.028	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 10.047" N	116° 53' 40.005" E	2.00	2.00	45.42
26	HARTONO	UTS.029	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 6.567" N	116° 54' 15.215" E	1.78	1.78	42.96
27	HERMAN	UTS.030	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 44.743" N	116° 54' 9.760" E	1.00	1.00	23.69
28	HIMAWAN ARI a	UTS.031	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 2.611" N	116° 54' 6.834" E	0.50	0.50	9.81
	HIMAWAN ARI b	UTS.031	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 4.410" N	116° 54' 4.231" E	0.25	0.25	4.82
29	INDRA GUNAWAN	UTS.032	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.786" N	116° 53' 34.175" E	2.00	2.00	45.50
30	SITI JUBAIDAH a	UTS.033	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 11.763" N	116° 53' 44.444" E	1.00	1.00	22.14
	SITI JUBAIDAH b	UTS.033	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 5.420" N	116° 54' 5.498" E	0.25	0.25	5.99

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	SITI JUBAIDAH c	UTS.033	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 4.718" N	116° 54' 9.323" E	0.22	0.22	4.74
31	JADI a	UTS.034	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 52.495" N	116° 54' 3.302" E	1.00	1.00	24.24
	JADI b	UTS.034	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 33.577" N	116° 54' 1.881" E	1.00	1.00	23.85
	JADI c	UTS.034	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 50.118" N	116° 54' 5.388" E	1.00	1.00	23.57
	JADI d	UTS.034	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 51.947" N	116° 54' 12.606" E	1.00	1.00	23.82
	JADI e	UTS.034	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 28.090" N	116° 54' 22.637" E	2.00	2.00	45.17
32	JAILANI KAPITAN	UTS.035	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 3.017" N	116° 53' 31.160" E	2.00	2.00	48.30
33	JAYUS	UTS.036	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 10.158" N	116° 53' 33.573" E	2.00	2.00	46.71
34	JOKO a	UTS.037	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.124" N	116° 54' 15.458" E	0.18	0.18	3.17
	JOKO b	UTS.037	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 56.453" N	116° 54' 17.570" E	1.00	1.00	24.39
	JOKO c	UTS.037	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 13.544" N	116° 54' 14.772" E	0.25	0.25	4.40

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
35	JUHANA SESA	UTS.038	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.302" N	116° 53' 41.080" E	2.00	2.00	46.15
36	JULAIID a	UTS.039	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.792" N	116° 53' 37.434" E	2.00	2.00	46.65
	JULAIID b	UTS.039	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 4.113" N	116° 53' 50.892" E	1.00	1.00	22.41
	JULAIID c	UTS.039	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 56.404" N	116° 53' 34.395" E	2.00	2.00	42.90
	JULAIID d	UTS.039	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 24.887" N	116° 53' 52.120" E	1.00	1.00	24.14
37	JUMANTA a	UTS.040	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 47.155" N	116° 54' 21.255" E	1.00	1.00	23.83
	JUMANTA b	UTS.040	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 48.878" N	116° 54' 31.065" E	2.00	2.00	46.56
	JUMANTA c	UTS.040	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 2.003" N	116° 54' 24.844" E	2.00	2.00	44.85
38	JURNAM a	UTS.041	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 11.251" N	116° 54' 13.963" E	1.00	1.00	22.94
	JURNAM b	UTS.041	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.881" N	116° 53' 40.905" E	2.00	2.00	46.15
39	K. EDI SAYUGO a	UTS.042	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 21.523" N	116° 53' 25.697" E	1.00	1.00	22.74

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	K. EDI SAYUGO b	UTS.042	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 16.998" N	116° 53' 24.263" E	2.00	2.00	43.34
40	KAMIJAN a	UTS.043	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.701" N	116° 54' 18.118" E	2.00	2.00	47.27
	KAMIJAN b	UTS.043	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 49.590" N	116° 54' 11.544" E	2.00	2.00	48.35
41	KANDAR a	UTS.044	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 28.124" N	116° 54' 19.379" E	2.00	2.00	46.79
	KANDAR b	UTS.044	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 47.690" N	116° 54' 7.647" E	1.00	1.00	23.46
42	KASIRAN a	UTS.045	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 21.485" N	116° 54' 22.511" E	2.00	2.00	45.75
	KASIRAN b	UTS.045	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 42.356" N	116° 54' 7.308" E	1.00	1.00	24.37
43	KASNUR HASIM	UTS.048	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.895" N	116° 54' 25.721" E	2.00	2.00	45.32
44	KASTURI	UTS.049	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.282" N	116° 54' 28.981" E	2.00	2.00	47.69
45	KUSMANA a	UTS.050	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.647" N	116° 53' 26.957" E	2.00	2.00	46.07
	KUSMANA b	UTS.050	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 44.162" N	116° 53' 10.475" E	2.00	2.00	47.50

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	KUSMANA c	UTS.050	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 8.112" N	116° 53' 27.981" E	1.00	1.00	24.31
	KUSMANA d	UTS.050	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.689" N	116° 53' 23.749" E	2.00	2.00	46.49
	KUSMANA f	UTS.050	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 52.957" N	116° 53' 29.141" E	2.00	2.00	42.20
46	KUSNI a	UTS.051	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 6.590" N	116° 53' 48.805" E	1.00	1.00	23.68
	KUSNI b	UTS.051	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 55.006" N	116° 53' 45.757" E	1.00	1.00	23.03
	KUSNI c	UTS.051	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 54.756" N	116° 53' 50.522" E	1.00	1.00	23.08
47	LAEMAN	UTS.052	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 45.532" N	116° 54' 5.148" E	1.00	1.00	23.51
48	LAMIDI a	UTS.053	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 18.334" N	116° 54' 10.007" E	1.00	1.00	22.13
	LAMIDI b	UTS.053	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 38.772" N	116° 53' 33.355" E	1.00	1.00	23.54
	LAMIDI c	UTS.053	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.314" N	116° 54' 19.143" E	2.00	2.00	44.59
	LAMIDI d	UTS.053	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 43.321" N	116° 53' 33.778" E	1.00	1.00	21.58

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
49	LASMIN a	UTS.054	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.945" N	116° 53' 51.969" E	1.00	1.00	24.03
	LASMIN b	UTS.054	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 58.655" N	116° 54' 31.209" E	2.00	2.00	44.98
50	LATIP a	UTS.055	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 40.948" N	116° 53' 30.968" E	1.00	1.00	23.53
	LATIP b	UTS.055	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 12.009" N	116° 54' 7.455" E	0.25	0.25	5.90
	LATIP c	UTS.055	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.945" N	116° 54' 22.441" E	2.00	2.00	46.02
51	LAWING SUPARYO	UTS.056	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.187" N	116° 53' 31.274" E	2.00	2.00	47.98
52	LENI PURNAMA MAHARANI	UTS.057	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 52.387" N	116° 53' 39.154" E	1.00	1.00	24.25
53	LILIK ABDUL KOHAR	UTS.058	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 4.002" N	116° 54' 8.514" E	2.00	2.00	40.23
54	LUSIYANTO	UTS.059	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 40.198" N	116° 53' 59.232" E	2.00	2.00	46.55
55	M. AMINUDIN a	UTS.060	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 19.887" N	116° 53' 52.419" E	0.25	0.25	5.43
	M. AMINUDIN b	UTS.060	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.641" N	116° 54' 15.902" E	0.25	0.25	5.90

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				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
56	M. SANUSI	UTS.061	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 1.532" N	116° 54' 13.673" E	1.00	1.00	24.03
57	M. SOFIYAN EKO a	UTS.062	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 58.746" N	116° 54' 24.750" E	2.00	2.00	44.64
	M. SOFIYAN EKO b	UTS.062	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 37.230" N	116° 53' 35.028" E	0.39	0.39	6.50
58	MAJI a	UTS.063	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 57.723" N	116° 54' 3.791" E	1.00	1.00	24.11
	MAJI b	UTS.063	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 49.086" N	116° 54' 18.103" E	2.00	2.00	46.61
59	MAMIK SALIM	UTS.064	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 54.868" N	116° 53' 45.782" E	1.00	1.00	21.99
60	MANSYUR	UTS.065	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.256" N	116° 53' 34.547" E	2.00	2.00	48.39
61	MARDIYAH a	UTS.066	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.149" N	116° 54' 10.168" E	0.25	0.25	5.89
	MARDIYAH b	UTS.066	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 55.598" N	116° 53' 32.252" E	1.00	1.00	24.08
62	MARNI	UTS.067	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 6.390" N	116° 54' 22.843" E	1.00	1.00	22.80
63	MARSUM a	UTS.068	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 15.269" N	116° 54' 23.467" E	1.00	1.00	22.81

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				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	MARSUM b	UTS.068	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 3.060" N	116° 53' 27.910" E	2.00	2.00	46.05
64	MIALI	UTS.070	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 32.217" N	116° 53' 49.674" E	1.00	1.00	22.80
65	MIRAN	UTS.071	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 38.921" N	116° 54' 37.311" E	2.00	2.00	45.67
66	MISWAN	UTS.072	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 5.199" N	116° 53' 21.378" E	1.00	1.00	23.58
67	MUHAMAD SUKUR	UTS.073	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 56.483" N	116° 54' 13.097" E	1.00	1.00	24.05
68	MOHAMMAD RIADI a	UTS.074	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 16.628" N	116° 53' 36.858" E	1.15	1.15	26.28
	MOHAMMAD RIADI b	UTS.074	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 43.359" N	116° 53' 37.360" E	2.00	2.00	43.99
69	MU'ALIM a	UTS.075	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 13.597" N	116° 54' 9.433" E	0.25	0.25	5.00
	MU'ALIM b	UTS.075	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 1.930" N	116° 54' 19.677" E	2.00	2.00	46.42
	MU'ALIM c	UTS.075	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 52.294" N	116° 53' 43.681" E	1.00	1.00	23.30
70	MUDA'I a	UTS.076	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 10.714" N	116° 53' 53.109" E	0.25	0.24	4.25

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				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	MUDA'I b	UTS.076	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 15.181" N	116° 54' 38.004" E	2.00	2.00	45.62
	MUDA'I c	UTS.076	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 15.241" N	116° 54' 31.548" E	2.00	2.00	44.75
	MUDA'I d	UTS.076	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 18.350" N	116° 54' 38.023" E	2.00	2.00	45.20
71	MUHAMAD NUR	UTS.078	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 9.340" N	116° 53' 44.039" E	1.96	1.96	43.33
72	MUHAMMAD SHOLEH	UTS.079	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 23.621" N	116° 53' 31.447" E	2.00	2.00	47.96
73	MUHAMMAD TANG a	UTS.080	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 21.112" N	116° 53' 46.643" E	1.20	1.20	28.72
	MUHAMMAD TANG b	UTS.080	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.332" N	116° 53' 37.813" E	2.00	2.00	44.85
	MUHAMMAD TANG c	UTS.080	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 19.446" N	116° 53' 48.030" E	0.25	0.25	5.84
74	MUHAMMAD YUSUF a	UTS.081	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 57.619" N	116° 53' 34.724" E	1.00	1.00	24.31
	MUHAMMAD YUSUF b	UTS.081	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.608" N	116° 53' 57.119" E	2.00	2.00	44.84
75	MUHTADI	UTS.082	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 33.935" N	116° 54' 39.288" E	2.00	2.00	46.72

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76	MUJAHID a	UTS.083	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 57.558" N	116° 53' 43.521" E	1.00	1.00	23.65
	MUJAHID b	UTS.083	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 21.562" N	116° 54' 38.025" E	2.00	2.00	47.34
	MUJAHID c	UTS.083	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 18.243" N	116° 54' 14.982" E	0.25	0.25	4.04
77	MUJIONO a	UTS.084	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 11.443" N	116° 54' 6.954" E	0.25	0.25	4.87
	MUJIONO b	UTS.084	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 33.609" N	116° 53' 57.124" E	1.00	1.00	23.60
	MUJIONO c	UTS.084	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.779" N	116° 53' 21.169" E	2.00	2.00	45.50
78	MUJIONO	UTS.085	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.255" N	116° 54' 5.912" E	1.00	1.00	21.96
79	MUKADI a	UTS.086	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 49.795" N	116° 54' 10.134" E	1.00	1.00	24.12
	MUKADI b	UTS.086	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 54.140" N	116° 54' 23.096" E	2.00	2.00	44.37
	MUKADI c	UTS.086	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 58.925" N	116° 54' 10.967" E	1.00	1.00	23.86
80	MUKTAR ABDUL GHOFAR a	UTS.087	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 44.426" N	116° 54' 14.309" E	1.00	1.00	23.90

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	MUKTAR ABDUL GHOFAR b	UTS.087	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 21.410" N	116° 54' 25.768" E	2.00	1.06	45.94
81	MULYANI b	UTS.088	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 17.042" N	116° 53' 21.031" E	2.00	2.00	46.24
82	MULYONO	UTS.089	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 25.135" N	116° 53' 38.878" E	1.90	1.90	43.37
83	MUNA'AH a	UTS.090	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 10.986" N	116° 54' 18.688" E	1.00	1.00	24.27
	MUNA'AH b	UTS.090	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.972" N	116° 53' 34.412" E	2.00	2.00	44.80
84	MURYANTO	UTS.091	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 16.905" N	116° 53' 27.631" E	2.00	2.00	45.88
85	NASRUDIN	UTS.092	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 45.733" N	116° 54' 24.564" E	2.00	2.00	46.61
86	NGADIMIN	UTS.093	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 44.095" N	116° 53' 20.462" E	2.00	2.00	44.35
87	NUR CHOIRIL MUTIYAH	UTS.094	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 4.388" N	116° 53' 46.378" E	1.00	1.00	23.94
88	NUR HAYANI	UTS.095	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 58.667" N	116° 53' 45.144" E	0.96	0.96	21.46
89	NUR KHOTIMAH	UTS.096	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 26.921" N	116° 53' 54.535" E	1.00	1.00	24.37

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				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
90	PANTIP a	UTS.097	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 44.133" N	116° 53' 13.794" E	2.00	2.00	46.22
	PANTIP b	UTS.097	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 1.927" N	116° 54' 31.261" E	2.00	2.00	46.32
91	PURNOMO SIDIQ a	UTS.098	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 27.903" N	116° 54' 29.229" E	2.00	2.00	46.14
	PURNOMO SIDIQ b	UTS.098	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.398" N	116° 54' 8.938" E	1.00	1.00	23.59
92	RADEN SUMITRO SIMORANGKIR a	UTS.099	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.920" N	116° 53' 37.655" E	2.00	2.00	46.91
	RADEN SUMITRO SIMORANGKIR b	UTS.099	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.578" N	116° 54' 1,229" E	2.00	2.00	23.63
	RADEN SUMITRO SIMORANGKIR c	UTS.099	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30,176" N	116° 53' 27,985" E	1.00	1.00	44.34
93	RAHNI	UTS.100	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 8.218" N	116° 54' 25.406" E	1.00	1.00	23.51
94	RASIBAN a	UTS.101	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 8,586" N	116° 54' 20,805" E	1.00	1.00	23.46
	RASIBAN b	UTS.101	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 38.769" N	116° 53' 54.002" E	1.00	0.91	23.50
95	RATIMAH	UTS.102	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 45.066" N	116° 53' 44.226" E	2.00	2.00	43.83

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
96	REJO a	UTS.103	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 40.996" N	116° 54' 29.244" E	1.75	1.75	41.79
	REJO b	UTS.103	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 41.033" N	116° 54' 26.188" E	2.00	2.00	45.88
	REJO c	UTS.103	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 54.069" N	116° 54' 15.158" E	1.00	1.00	23.83
	REJO d	UTS.103	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 26.937" N	116° 54' 11.305" E	1.03	1.03	24.43
97	RIADI	UTS.104	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.644" N	116° 53' 56.583" E	1.00	1.00	24.03
98	ROHAENI a	UTS.105	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 24.587" N	116° 53' 57.062" E	1.00	1.00	24.23
	ROHAENI b	UTS.105	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.037" N	116° 53' 24.691" E	2.00	2.00	45.54
	ROHAENI c	UTS.105	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 17.719" N	116° 53' 58.784" E	1.00	1.00	23.54
99	ROHIDIN	UTS.106	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 16.905" N	116° 54' 8.422" E	0.25	0.25	5.88
100	SADIRAN	UTS.107	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 45.844" N	116° 54' 18.037" E	2.00	2.00	44.52
101	SADIRIN	UTS.108	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 43.531" N	116° 53' 24.369" E	2.00	2.00	44.26

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102	SAELAN	UTS.109	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.792" N	116° 53' 30.932" E	2.00	2.00	43.35
103	SAHIRUDIN	UTS.110	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 6.422" N	116° 54' 18.329" E	1.00	1.00	24.36
104	SAHWAN a	UTS.111	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 5.445" N	116° 54' 26.744" E	2.00	2.00	39.26
	SAHWAN b	UTS.111	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 5.873" N	116° 53' 53.170" E	1.00	1.00	23.26
105	SAKINI a	UTS.112	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 40.545" N	116° 54' 29.449" E	2.00	2.00	44.93
	SAKINI b	UTS.112	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 58.021" N	116° 53' 54.470" E	1.00	1.00	24.05
106	SAMIDAH a	UTS.113	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 7.773" N	116° 53' 34.484" E	1.00	1.00	23.64
	SAMIDAH b	UTS.113	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 4.008" N	116° 53' 36.639" E	2.00	2.00	44.86
107	SAMIJO	UTS.114	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.302" N	116° 54' 25.673" E	2.00	2.00	45.07
108	SAMIKUN a	UTS.115	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 52.034" N	116° 54' 37.536" E	2.00	2.00	45.22
	SAMIKUN b	UTS.115	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.309" N	116° 54' 37.585" E	2.00	2.00	48.08

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				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
109	SAMPUR a	UTS.117	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 42.695" N	116° 54' 17.222" E	0.29	0.29	6.27
	SAMPUR b	UTS.117	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 45.539" N	116° 54' 5.173" E	1.00	1.00	23.20
	SAMPUR c	UTS.117	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 44.403" N	116° 54' 19.618" E	2.00	2.00	45.86
	SAMPUR d	UTS.117	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 43.989" N	116° 53' 50.951" E	2.00	2.00	48.27
110	SARIJA a	UTS.118	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 24.985" N	116° 53' 29.076" E	1.00	1.00	23.51
	SARIJA b	UTS.118	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 10.340" N	116° 53' 23.700" E	2.00	2.00	44.89
111	SARJI. K a	UTS.119	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 24.422" N	116° 53' 42.043" E	1.00	1.00	23.76
	SARJI. K b	UTS.119	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 44.113" N	116° 53' 17.133" E	2.00	2.00	45.26
112	SARJONO	UTS.120	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 23.608" N	116° 53' 28.161" E	2.00	2.00	45.27
113	SARNO	UTS.121	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 41.096" N	116° 54' 22.911" E	2.00	2.00	47.21
114	BURHAN	UTS.122	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 2 .235" N	116° 54' 04.175" E	1.00	1.00	23.34

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				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
115	SITI MAIMUNAH	UTS.123	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 39.217" N	116° 53' 20.069" E	1.92	1.92	44.08
116	SITI MUTAMIMAH a	UTS.124	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 12.415" N	116° 54' 13.564" E	0.25	0.25	5.41
	SITI MUTAMIMAH b	UTS.124	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 0.406" N	116° 53' 59.250" E	0.25	0.25	6.08
	SITI MUTAMIMAH c	UTS.124	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 15.762" N	116° 54' 17.097" E	0.25	0.25	5.23
	SITI MUTAMIMAH d	UTS.124	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 50.227" N	116° 53' 36.719" E	1.00	1.00	23.75
	SITI MUTAMIMAH e	UTS.124	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 49.802" N	116° 53' 44.165" E	2.00	2.00	46.87
	SITI MUTAMIMAH f	UTS.124	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 11.341" N	116° 54' 12.267" E	0.25	0.25	6.02
117	SLAMET a	UTS.125	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 48.993" N	116° 54' 14.580" E	1.00	1.00	23.99
	SLAMET b	UTS.125	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 34.592" N	116° 54' 22.743" E	2.00	2.00	45.19
118	SLAMET TUR YONO	UTS.126	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 8.332" N	116° 53' 24.728" E	1.00	1.00	22.64
119	SRIHARTUTI	UTS.127	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.792" N	116° 53' 24.423" E	2.00	2.00	44.81

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120	STEPANUS GELE	UTS.128	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.309" N	116° 54' 22.390" E	2.00	2.00	44.27
121	SUDARKO	UTS.129	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 20.493" N	116° 54' 12.516" E	1.00	1.00	24.05
122	SUDARMI a	UTS.130	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.828" N	116° 53' 44.153" E	2.00	2.00	44.39
	SUDARMI b	UTS.130	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 6.778" N	116° 54' 4.457" E	1.00	1.00	24.17
	SUDARMI c	UTS.130	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 4.573" N	116° 54' 2.059" E	1.00	1.00	24.29
	SUDARMI d	UTS.130	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 56.255" N	116° 53' 44.154" E	2.00	2.00	45.59
123	SUGITO a	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 40.527" N	116° 54' 32.596" E	2.00	2.00	46.57
	SUGITO b	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 33.950" N	116° 54' 36.113" E	2.00	2.00	45.85
	SUGITO c	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 34.984" N	116° 54' 32.395" E	2.00	2.00	46.43
	SUGITO d	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 2.244" N	116° 53' 43.898" E	1.00	1.00	24.17
	SUGITO e	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 0.502" N	116° 53' 52.270" E	1.00	1.00	23.85

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	SUGITO f	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 59.737" N	116° 53' 45.958" E	1.00	1.00	24.13
	SUGITO g	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 3.301" N	116° 53' 50.444" E	0.25	0.25	5.72
	SUGITO h	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 57.114" N	116° 53' 20.489" E	2.00	2.00	46.32
	SUGITO i	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.550" N	116° 54' 24.640" E	2.00	2.00	44.02
	SUGITO j	UTS.131	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 52.257" N	116° 54' 24.559" E	2.00	2.00	46.20
124	SUJINAH a	UTS.132	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 59.542" N	116° 54' 10.918" E	1.00	1.00	21.20
	SUJINAH b	UTS.132	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 26.088" N	116° 54' 43.679" E	2.00	2.00	45.76
	SUJINAH c	UTS.132	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 48.972" N	116° 54' 24.580" E	2.00	2.00	47.35
125	SUKARNO a	UTS.133	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 5.351" N	116° 53' 18.097" E	1.00	1.00	23.41
	SUKARNO b	UTS.133	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 50.565" N	116° 53' 20.475" E	2.00	2.00	44.35
126	SUKARSO	UTS.134	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 17.028" N	116° 53' 31.003" E	2.00	2.00	48.53

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127	SUKIMAN a	UTS.135	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.264" N	116° 53' 54.834" E	1.00	1.00	24.03
	SUKIMAN b	UTS.135	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 37.742" N	116° 53' 51.147" E	2.00	2.00	44.76
	SUKIMAN c	UTS.135	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 37.711" N	116° 53' 47.949" E	2.00	2.00	43.80
128	SULAIMAN	UTS.136	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 20.201" N	116° 54' 14.644" E	1.05	1.05	25.54
129	SULASTRI	UTS.137	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 45.378" N	116° 54' 9.231" E	2.00	2.00	46.76
130	SULISTYOWATI	UTS.138	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 28.196" N	116° 54' 38.300" E	2.00	2.00	44.38
131	SUMITRA HIDAYAT	UTS.140	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 49.391" N	116° 54' 19.171" E	1.00	1.00	23.38
132	SUNARSIH a	UTS.141	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 8.603" N	116° 54' 3.769" E	2.00	2.00	44.89
	SUNARSIH b	UTS.141	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.876" N	116° 54' 19.313" E	2.00	2.00	45.45
	SUNARSIH c	UTS.141	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 28.134" N	116° 54' 16.131" E	1.00	1.00	24.28
133	SUNAWAN a	UTS.142	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.236" N	116° 53' 42.319" E	1.00	1.00	23.72

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	SUNAWAN b	UTS.142	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 34.272" N	116° 53' 52.247" E	2.00	2.00	44.21
134	SUPANGAT	UTS.144	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.748" N	116° 53' 14.704" E	1.00	1.00	24.31
135	SUPANGI	UTS.145	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 1.901" N	116° 53' 21.267" E	2.00	2.00	47.49
136	SUPRIYADI	UTS.146	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 18.726" N	116° 54' 37.132" E	1.00	1.00	23.10
137	SURYATI	UTS.147	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.235" N	116° 53' 47.232" E	2.00	2.00	44.06
138	SUTARI	UTS.148	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 10.112" N	116° 53' 36.781" E	2.00	2.00	45.37
139	SUTIKNO a	UTS.149	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.095" N	116° 54' 16.460" E	1.00	1.00	24.19
	SUTIKNO b	UTS.149	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 21.479" N	116° 53' 36.018" E	0.25	0.25	5.54
140	SUTISNA	UTS.150	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 17.245" N	116° 54' 13.773" E	1.00	1.00	22.20
141	SYAMSUL	UTS.151	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 0.978" N	116° 53' 52.443" E	2.00	2.00	24.11
	SYAMSUL a	UTS.151	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 19.936" N	116° 54' 1.352" E	1.00	1.00	44.99

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	SYAMSUL b	UTS.151	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 31.317" N	116° 53' 44.668" E	0.25	0.25	5.36
142	TARMUJI a	UTS.152	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.821" N	116° 53' 56.868" E	1.00	1.00	24.02
	TARMUJI b	UTS.152	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 8.642" N	116° 53' 18.258" E	1.00	1.00	24.27
	TARMUJI c	UTS.152	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 8.503" N	116° 53' 21.526" E	2.00	2.00	43.62
	TARMUJI d	UTS.152	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.658" N	116° 53' 17.222" E	2.00	2.00	44.98
143	TUKIRAH	UTS.153	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.603" N	116° 53' 13.929" E	2.00	2.00	47.44
144	TURDASLIM	UTS.154	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 50.606" N	116° 53' 17.216" E	1.00	1.00	24.01
145	TURIAN a	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 54.165" N	116° 54' 14.947" E	2.00	2.00	44.51
	TURIAN b	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 35.953" N	116° 54' 25.061" E	1.00	1.00	24.00
	TURIAN c	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 48.022" N	116° 54' 2.876" E	1.00	1.00	23.95
	TURIAN d	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 35.635" N	116° 54' 4.489" E	2.00	2.00	46.09

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	TURIAN e	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.312" N	116° 54' 13.388" E	2.00	2.00	44.96
	TURIAN f	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 37.202" N	116° 54' 21.485" E	2.00	2.00	46.47
	TURIAN g	UTS.155	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 57.154" N	116° 53' 17.218" E	1.00	1.00	23.54
146	UJE SUKARMIN a	UTS.156	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 37.693" N	116° 54' 6.974" E	2.00	2.00	45.80
	UJE SUKARMIN b	UTS.156	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 23.586" N	116° 53' 24.827" E	1.00	1.00	23.03
147	UKIM a	UTS.157	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 11.588" N	116° 53' 49.166" E	2.00	2.00	44.95
	UKIM b	UTS.157	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 7' 2.752" N	116° 53' 47.398" E	1.00	1.00	24.38
148	WADIAH	UTS.158	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 59.862" N	116° 54' 6.258" E	1.00	1.00	23.97
149	WAHYUDI a	UTS.159	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 52.794" N	116° 54' 8.037" E	1.00	1.00	21.00
	WAHYUDI b	UTS.159	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.612" N	116° 53' 48.949" E	2.00	2.00	44.00
150	WARDI	UTS.160	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 52.366" N	116° 54' 18.094" E	1.00	1.00	24.00

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	WARDI	UTS.160	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 22.465" N	116° 53' 54.497" E	2.00	2.00	45.14
151	WARHADI a	UTS.161	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 36.767" N	116° 53' 17.916" E	2.00	2.00	45.40
	WARHADI b	UTS.161	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 48.771" N	116° 54' 37.489" E	1.00	1.00	22.00
	WARHADI c	UTS.161	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 39.729" N	116° 54' 18.760" E	1.00	1.00	20.00
152	YADI	UTS.164	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 44.871" N	116° 54' 18.873" E	2.00	2.00	45.11
153	YAKUP a	UTS.165	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.695" N	116° 53' 20.511" E	1.00	1.00	22.00
	YAKUP b	UTS.165	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 0.133" N	116° 54' 1.648" E	1.00	1.00	22.00
154	YAN SUPRIATNA	UTS.166	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 0.165" N	116° 53' 57.061" E	1.00	1.00	22.00
155	ZULAIKAH	UTS.167	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 21.271" N	116° 53' 32.187" E	2.00	2.00	45.04
156	MUHAMMAD WAHYUDI	UTS.169	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 55.431" N	116° 54' 31.131" E	1.00	1.00	23.23
157	ANA QUITE BE a/TURYANI	UTS.170	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 43.286" N	116° 53' 29.112" E	1.00	1.00	18.37

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
	ANA QUITE BE b/TURYANI	UTS.170	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 50.676" N	116° 54' 5.518" E	2.00	2.00	39.43
158	BAMBANG SUKARNO a/KUSMIAH	UTS.171	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 11.893" N	116° 54' 37.889" E	1.00	1.00	23.76
	BAMBANG SUKARNO b/KUSMIAH	UTS.171	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 54.993" N	116° 53' 36.832" E	0.25	0.25	4.84
159	ENDUT SUKANDI/AWANG	UTS.172	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 14.659" N	116° 54' 10.837" E	0.25	0.25	4.53
160	KASIYANTO a/SUTRINGAH	UTS.173	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 3.876" N	116° 54' 3.616" E	2.00	2.00	46.86
	KASIYANTO b/SUTRINGAH	UTS.173	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 56.971" N	116° 53' 10.605" E	1.00	1.00	22.50
	KASIYANTO c/SUTRINGAH	UTS.173	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 21.394" N	116° 53' 28.955" E	1.00	1.00	23.86
161	KASMIN/SANTIEM	UTS.174	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 20.236" N	116° 53' 22.865" E	2.00	2.00	46.92
162	MASUDI a/SRIYATI	UTS.175	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 56.195" N	116° 53' 47.401" E	2.00	2.00	41.59
	MASUDI b/SRIYATI	UTS.175	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 34.526" N	116° 54' 26.082" E	1.00	1.00	24.14
163	MUHAMAD MUSLIM/BUDI KURNIA	UTS.176	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 46.844" N	116° 54' 12.128" E	1.00	1.00	23.84

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
164	SAMINO/WAGINI	UTS.177	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 57.219" N	116° 53' 48.179" E	1.00	1.00	22.71
165	SUMIATI a/WAWAN	UTS.178	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 24.573" N	116° 53' 38.779" E	1.00	1.00	24.30
	SUMIATI b/WAWAN	UTS.178	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 45.498" N	116° 54' 37.400" E	2.00	2.00	44.81
	SUMIATI c/WAWAN	UTS.178	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 42.242" N	116° 54' 37.386" E	2.00	2.00	46.21
	SUMIATI d/WAWAN	UTS.178	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 47.187" N	116° 54' 16.775" E	1.00	1.00	23.81
	SUMIATI e/WAWAN	UTS.178	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 4' 45.614" N	116° 54' 31.037" E	2.00	2.00	45.88
166	SUPADI a./ROHANAH	UTS.179	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 26.751" N	116° 53' 59.667" E	1.00	1.00	24.10
	SUPADI b./ROHANAH	UTS.179	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 30.086" N	116° 53' 21.429" E	2.00	2.00	42.83
	SUPADI c./ROHANAH	UTS.179	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 50.716" N	116° 53' 48.412" E	1.70	1.70	37.23
	SUPADI d./ROHANAH	UTS.179	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 16.395" N	116° 53' 48.437" E	1.50	1.50	31.08
167	WARSITO/EMI	UTS.180	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 5' 54.577" N	116° 53' 41.608" E	1.00	1.00	21.00

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Annual FFB production (tons)
				Latitude	Longitude	Certified area (ha)	Planted area (ha)	
168	WASITO a/MARNI	UTS.181	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 54.305" N	116° 54' 10.542" E	1.00	1.00	21.00
	WASITO b/MARNI	UTS.181	Wanasari, Muara Wahau, Kutai Timur, Kalimantan Timur	1° 6' 28.028" N	116° 54' 25.904" E	2.00	2.00	44.86
Sample of smallholders is in blue colour						439.61	438.33	10,051.73

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Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
PPKSBBS	Koperasi Jasa Usaha Tani Sejahtera
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