

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☒ Annual Surveillance Assessment (2_1)
- ☐ Recertification Assessment (Choose an item.)
- ☐ Extension of Scope

Client Company Name / Parent Company: PT. Inti Indosawit Subur
Client Company / Parent Company Address: Jl MH Thamrin no 31, Jakarta, 10230, Indonesia
Certification Unit: PT. Inti Indosawit Subur – Muara Bulian Palm Oil Mill Location of Certification Unit: Singoan Village, Bukit Sari Village, Bulian Jaya Village, Maro Sebo Ilir District, Batanghari Regency, Jambi Province, Indonesia
Date of Final Report: 20/03/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PT. Inti Indosawit Subur		
RSPO Membership Number	1-0022-06-000-00	Membership Approval Date	06/02/2006
Address	Jl MH Thamrin no 31, Jakarta, 10230, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT. Inti Indosawit Subur – Muara Bulian Palm Oil Mill		
Location / Address	Singoan Village, Bukit Sari Village, Bulian Jaya Village, Maro Sebo Ilir District, Batanghari Regency, Jambi Province, Indonesia		
Website	www.asianagri.com		
Management Representative	Mr. Putu Ghrayte Yonata Aksa	E-mail	Putu_Aksa@asianagri.com
Telephone	+6221 2301119	Facsimile	+6221 2301120

2. Certification Information			
Certificate Number	RSPO 594418	Certificate Start Date	27/08/2022
Date of First Certification	28/08/2012	Certificate Expiry Date	27/08/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> Determination of the conformity of the client's management system, or parts of it, with audit criteria. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_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 2020 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 ton per hours
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" 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)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
ID05/65250	ISO 14001:2004	SGS	10/06/2026
EU-ISCC-Cert-DE100-01647122	ISCC EU	SGS	31/08/2026
SGS-ID-ISPO-0032	ISPO	SGS	21/03/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Muara Bulian POM	Bulian Jaya Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 35' 9.65" S	103° 12' 9.76" E
Muara Bulian Estate	Bulian Jaya Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 34' 49" S	103° 11' 43" E
KUD Barokah (615 members)	Karya Mukti Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 32' 12" S	103° 11' 20" E
KUD Subur Makmur (560 members)	Tidar Kuranji Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 34' 24.80" S	103° 07' 12.50" E
KUD Budi Sari (445 members)	Bukit Sari Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 32' 43" S	103° 12' 37" E
KUD Makmur Rejeki (360 members)	Bulian Jaya Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 36' 44.80" S	103° 10' 48.90" E
KUD Karya Lestari (350 members)	Kehidupan Baru Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 35' 03.60" S	103° 05' 47.80" E
KUD Buah Sakato (1001 members)	Danau Embat Village, Maro Sebo Ilir District, Batang Hari Regency, Jambi Province - Indonesia	1° 39' 42.00" S	103° 08' 39.00" E

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
Muara Bulian Estate	1,643.00	104.18	108.82	1,856.00	88.52
KUD Barokah	1,230.00	-	-	1,230.00	100.00
KUD Subur Makmur	1,120.00	-	-	1,120.00	100.00
KUD Budi Sari	890.00	-	-	890.00	100.00
KUD Makmur Rejeki	720.00	-	-	720.00	100.00
KUD Karya Lestari	700.00	-	-	700.00	100.00
KUD Buah Sakato	1,584.00	-	-	1,584.00	100.00
Total	7,887.00	104.18	108.82	8,100.00	97.37
Note:					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Muara Bulian Estate	0	1,643	0	0	1,643	0
KUD Barokah	412	0	818	0	818	412
KUD Subur Makmur	0	0	1,120	0	1,120	0
KUD Budi Sari	178	0	712	0	712	178
KUD Makmur Rejeki	130	0	182	408	590	130
KUD Karya Lestari	0	0	700	0	700	0
KUD Buah Sakato	0	0	1,584	0	1,584	0
Total (ha)	720	1,643	5,116	408	7,167	720
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 (Aug 2022 – July 2023)	Actual (Aug 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (Aug 2022)	Current license period (Sep 2022 – May 2023)	
Muara Bulian Estate	41,531.00	3,148.58	25,755.25	47,322.00
KUD Barokah	7,780.00	969.53	7,293.16	8,689.00
KUD Subur Makmur	20,042.00	2,498.91	16,404.44	15,873.00
KUD Budi Sari	5,153.00	827.65	4,074.74	4,747.00
KUD Makmur Rejeki	8,124.00	987.62	7,190.55	5,070.00
KUD Karya Lestari	9,911.00	980.64	7,203.18	9,920.00
KUD Tuah Sakato	22,201.00	2,950.83	16,726.58	28,925.00
Total	114,742.00	97,011.66		120,545.00
Note :				
Actual FFB production is low due areal in KUDs are preparing for replanting so no spraying and manuring activities in their areal. This have effect to their FFB production.				

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 (-)	Current license period (-)	
NIL		-	-	
Total		-		
Note:				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022 – July 2023)	Actual (Aug 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
		Previous license period (Aug 2022)	Current license period (Sep 2022 – May 2023)	
3 rd Party	-	19,335.29	105,857.58	-
Total		125,192.87		
Note:				

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	August 2022	12,363.76	19,335.29	31,699.05
2	September 2022	12,781.42	16,824.94	29,606.36
3	October 2022	11,634.21	14,901.34	26,535.54
4	November 2022	11,399.45	13,614.39	25,013.83
5	December 2022	10,792.91	13,542.14	24,335.06
6	January 2023	8,032.38	10,312.31	18,344.70
7	February 2023	6,951.63	7,499.39	14,451.02
8	March 2023	7,472.86	9,696.47	17,169.33
9	April 2023	6,346.06	7,593.56	13,939.62
10	May 2023	9,236.98	11,873.05	21,110.02
TOTAL		97,011.66	125,192.87	222,204.53
Note:				

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 2022 – July 2023)	Actual (Aug 2022 – May 2023)		Forecast (Aug 2023 – July 2024)
	Previous license period (Aug 2022)	Current license period (Sep 2022 – May 2023)	
FFB	FFB		FFB
114,742.00 mt	12,363.76 mt	84,647.90 mt	120,545.00mt
	TOTAL	97,011.66 mt	
CPO (OER: 20.05 %)	CPO (OER: 22.77 %)		CPO (OER: 23.74 %)
23,013.00 mt	2,830.94 mt	19,262.95 mt	28,617.38 mt
	TOTAL	22,093.89 mt	
PK (KER: 5.30 %)	PK (KER: 5.97 %)		PK (KER: 6.55 %)
6,081.00 mt	710.72 mt	5,084.02 mt	7,895.69 mt
	TOTAL	5,794.74 mt	
Note: Actual FFB production is low due areal in KUDs are preparing for replanting so no spraying and manuring activities in their areal. This have effect to their FFB production.			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	August 2022	2,830.94	710.72
2	September 2022	2,838.10	733.69
3	October 2022	2,622.55	681.11
4	November 2022	2,638.53	718.92
5	December 2022	2,514.58	667.58
6	January 2023	1,776.47	498.52
7	February 2023	1,545.48	409.40
8	March 2023	1,774.55	447.34
9	April 2023	1,445.87	370.99
10	May 2023	2,106.82	556.47
TOTAL		22,093.89	5,794.74
Note:			

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11. Summary of Actual Volume sold					
Current License period (Sep 2022 – May 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	14,769.43	0	0	0	14,769.43
PK (MT)	5,111.29	0	0	0	5,111.29
Credits	0	0	0	0	0
Previous License period (August 2022)					
CPO (MT)	0	0	0	0	0
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0
Note:					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT Sari Dumai Sejati	RSPO_AC1000014068	7,735.79	-
2	PT Asianagro Agung Jaya	RSPO_AC1000014218	6,823.64	-
3	AAA Oils & Fats Pte Ltd	RSPO_AC1000001313	210.00	-
4	KCP Taman Raja	RSPO_AC1000002897	-	2,224.41
5	KCP Tungkal Ulu	RSPO_AC1000006496	-	2,886.88
TOTAL			14,769.43	5,111.29
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)
-	-	-	-	-
TOTAL			-	-
Note				

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

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TOTAL	-	-
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
-	-	-	-
TOTAL			-
Note:			

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

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
-	-	-	-	-	-	-
TOTAL		-	-	-	-	-
Note: 1 mt = 1 credit						

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

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Credits	-	-	-	-	-	-	-
Physical	-	-	-	-	-	-	-

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

Section 2: Assessment Process

Certification Body:

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

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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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 **12 – 19 June 2023**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on **14 – 15 August 2023**. 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 2020 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

Meetings were held with stakeholders to seek their views on the performance of the 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.

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.

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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 (RAV2)	Year 2 (ASA2_1)	Year 3 (ASA2_2)	Year 4 (ASA2_3)	Year 5 (ASA2_4)
Muara Bulian POM	✓	✓	✓	✓	✓
Muara Bulian Estate	✓	✓	✓	✓	✓
KUD Barokah		✓		✓	
KUD Subur Makmur	✓		✓		✓
KUD Budi Sari		✓		✓	✓
KUD Makmur Rejeki	✓		✓		
KUD Karya Lestari	✓		✓		✓
KUD Tuah Sakato		✓		✓	

Tentative Date of Next Visit: August 19, 2024 - August 24, 2024

Total Number of Mandays: 30.5 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Eko Prastio Ramadhan (EPR)	Team Leader	<p>Education: Holds a Bachelor Degree in Forest Resources Conservation and Ecotourism from Forestry Faculty, Bogor Agricultural University (IPB).</p> <p>Work Experience: Over 4 years of working experience in biodiversity officer with Birdlife Indonesia and consultant with PT Inoa Konsultindo. Over 2½ years of working experience in palm oil estate with PT Salim Ivomas Pratama Tbk and Capitol Plantation Group implementing sustainability. Over 4½ years of working experience as RSPO P&C Certification Program Manager and auditor covering standard such as RSPO P&C, RSPO SCCS, ISPO, ISO 9001 and ISO 14001.</p> <p>Training attended: Completed ISO 14001:2015 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Social Impact Assessment Training, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Batch 19 Training, ISO 9001 Lead Auditor Course, Endorsed RSPO Refresher Courses, RSPO Independent Smallholder Training by RSPO Secretariat, and Identification of HCV Areas 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 type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Mujinius Jalaraya (MJ)	Team Member	<p>Education: Holds a Bachelor Degree majoring in Forest Resources Conservation and Ecotourism, Bogor Agricultural University (IPB).</p> <p>Work Experience: 6 years working experience in palm oil plantations as SHE Assistant at PT. Astra Agro Lestari Tbk and Sustainability Supervisor at Teladan Prima Group. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor course, ISPO Lead Auditor course, Endorsed RSPO P&C Lead Auditor course, Endorsed RSPO SCCS Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 14001 Internal Auditor Training, ISO 45001 Lead Auditor course, OHS Expert Training, 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 checked="" 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 type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Edy Widodo (EW)	Team Member	<p>Education: Holds a Bachelor Degree majoring Agricultural Technology from University of Padjadjaran, Bandung.</p> <p>Work Experience: 8 years working experience in palm oil industry as Agronomist and Assistant Manager in various companies. 9 year working experience as RSPO/ISPO auditor.</p> <p>Training attended: Completed ISO 9001 Lead Auditor Course, ISPO endorsed auditor course, Understanding ISO 14001 training, Auditing ISO 14001: 2004 training, Endorsed RSPO Supply Chain Certification Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, SMETA Requirements Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, RSPO Independent Smallholder Training by RSPO Secretariat, and Endorsed RSPO Refresher Courses.</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 type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

Nanang Rusmana (NR)	Team Member	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 5 years working experience in palm oil industry as SHE Assistant at PT. Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and SHE Coordinator with PT. Kapuas Prima Coal Group. 6 years working experience as RSPO/ISPO auditor</p> <p>Training attended: Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training, RSPO Independent Smallholder Training by RSPO Secretariat, and Endorsed RSPO Refresher Courses.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
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Accompanying Persons:

Name	Role
-	-

2.3 Assessment Plan

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

Date	Time	Subjects	EPR	MJ	NR	EWi
Monday, 12 June 2023	09.20 – 10.40	Flight Jakarta-Jambi GA 126	√	√	√	√
	11.00 – 14.00	Perjalanan ke Muara Bulian	√	√	√	√
	14.00 – 17.00	Opening Meeting <ul style="list-style-type: none"> Presentation by PT. IIS – Muara Bulian POM, Estate and Smallholder Presentation by BSI Indonesia 	√	√	√	√

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Date	Time	Subjects	EPR	MJ	NR	EWi
Tuesday, 13 June 2023	08.00 – 12.00	Field Visit to Muara Bulian Estate <ul style="list-style-type: none"> Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. Boundaries inspection, worker interviews, social amenities, etc. 	√	√	√	√
	12.00 – 14.00	BREAK	√	√	√	√
	14.00 – 16.30	Field Visit to Muara Bulian POM <ul style="list-style-type: none"> Occupational Health and Safety, Environment Aspect. Social Aspect and workers welfare, workers interview Best Management Practice for Mill and supply chain for mill. Field implementation for Operation Procedure. Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc. 	√	√	√	
	14.00 – 16.30	Public Consultation (Internal) <ul style="list-style-type: none"> Union Labour Koperasi Karyawan Gender committee 				√
	16.30 – 17.00	Wash-up Meeting	√	√	√	√

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Wednesday, 14 June 2023	08.00 – 12.00	Field Visit to Scheme Smallholder KUD Barokah Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (38 samples)	√	√	√	√
	12.00 – 14.00	BREAK	√	√	√	√
	14.00 – 17.00	Field Visit to Scheme Smallholder KUD Budi Sari Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (34 samples)	√	√	√	√
	19.00 – 23.00	Document review	√	√	√	√
Thursday, 15 June 2023	08.00 – 12.00	Field Visit to Scheme Smallholder KUD Tuah Sakato Field visit to Kavling/Block member of Smallholder to verify conformity with RSPO INA NI 2020 Standard, BMP, OHS-EMS Implementation, HCV, Social and Labor, Continual improvement, etc. (44 samples)	√	√	√	√
	12.00 – 14.00	BREAK	√	√	√	√

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	14.00 – 16.30	Document Review Muara Bulian POM & Estate: <ul style="list-style-type: none"> Occupational Health and Safety, HCV, Environment Aspect, time bound plan. Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. Best Management Practice for Mill and supply chain for mill. Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan 	√	√	√	
	14.00 – 16.30	Public Consultation (External <ul style="list-style-type: none"> Governance body Local communities Contractor Local NGO 				√
	16.30 – 17.00	Wash-up Meeting	√	√	√	√
	19.00 – 23.00	Document review	√	√	√	√
Friday, 16 June 2023	08.00 – 12.00	Document Review for Muara Bulian POM & Estate	√	√	√	√
	12.00 – 14.00	BREAK	√	√	√	√
	14.00 – 16.30	Document Review for Muara Bulian POM & Estate	√	√	√	√
	16.30 – 17.00	Wash-up Meeting	√	√	√	√
	19.00 – 23.00	Document review	√	√	√	√
Saturday, 17 June 2023	08.00 – 11.30	Document Review for Scheme Smallholder	√	√	√	√
	12.00 – 14.00	BREAK	√	√	√	√
	14.00 – 16.30	Document Review for Scheme Smallholder	√	√	√	√
	16.30 – 17.00	Wash-up Meeting	√	√	√	√
Sunday, 18 June 2023	All day	STAY ON SITE	√	√	√	√

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Date	Time	Subjects	EPR	MJ	NR	EWi
Monday, 19 June 2023	08.00 – 12.00	Document Review for Muara Bulian POM & Estate and Scheme Smallholder	√	√	√	√
	12.00 – 14.00	BREAK	√	√	√	√
	14.00 – 15.30	Document Review for Muara Bulian POM & Estate and Scheme Smallholder	√	√	√	√
	15.30 – 16.00	Auditor discussion / preparation for closing meeting	√	√	√	√
	16.00 – 17.00	Closing Meeting	√	√	√	√
		Travel to Jambi	√	√	√	√

NCR Close out Visit Assessment Plan

Date	Time	Subjects	NR
Monday, 14 August 2023	09.20 – 10.40	Flight Jakarta-Jambi GA 126	√
	12.00 – 17.00	Travel to Muara Bulian	√
Tuesday, 15 August 2023	08.00 – 08.30	Opening meeting	√
	08.30 – 12.00	Field verification	√
	12.00 – 14.00	BREAK	√
	14.00 – 16.30	Document verification, interview with contractors and workers	√
	16.30 – 17.00	Closing Meeting	√

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?	PT Inti Indosawit Subur has explained the certification plan for all of its subsidiaries; indicating all palm oil mills, company-owned estates and scheme smallholder as the supply base.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	There are remaining mill and estates that have not certified yet, Bahilang Estate (Supply bases for Tanah Datar Mill) planned in year 2024 due to still in process of RACP. Teluk Panjie Estate (801ha) as supply bases for Teluk Panjie Mill planned in 2026 due to HGU still in process. Sentral Estate (Supply bases for Gunung Melayu II POM planned in 2024 due to still in process of RACP. Revision of TBP has been approved by RSPO on 19/04/2023	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No, there is no new acquisition conducted by PT Inti Indosawit Subur and its subsidiary.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes, there is time bound plan revision dated 19 April 2023, signed by Management Representative. Justification available, it caused: <ul style="list-style-type: none"> • Topaz Estate (Supply Bases for Topaz POM) with area 230 Ha the HGU is still on proses to Local Government and BPN Pusat, so the plan year for certification is 2026. • Bahilang Estate (Supply Bases for Tanah Datar Mill) with area 1,019 Ha the concept note still on progress and submit to RACP team at Q2 2023. Target to conduct audit at Q1 2024. • Teluk Panji Estate (Supply Bases for Teluk Panjie POM) with area 801 Ha the HGU still on progress since the estate under 2 different provinces, the final approval must come from National Authority (BPN Pusat). Target to conduct audit in 2026. • Sentral Estate (Supply Bases for Gunung Melayu II POM) with area 2,996 Ha. Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024. 	Complied

	Revision of TBP has been approved by RSPO on 19/04/2023.	
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required.</p> <p>Is this consistent with the ACOP reporting?</p>	<p>Yes, there is time bound plan revision dated 19 April 2023, signed by Management Representative. Justification available, it caused:</p> <ul style="list-style-type: none"> • Topaz Estate (Supply Bases for Topaz POM) with area 230 Ha. the HGU is still on proses to Local Government and BPN Pusat, so the plan year for certification is 2026. • Bahilang Estate (Supply Bases for Tanah Datar Mill) with area 1,019 Ha the concept note still on progress and submit to RACP team at Q2 2023. Target to conduct audit at Q1 2024. • Teluk Panji Estate (Supply Bases for Teluk Panjie POM) with area 801 Ha the HGU still on progress since the estate under 2 different provinces, the final approval must come from National Authority (BPN Pusat). Target to conduct audit in 2026. • Sentral Estate (Supply Bases for Gunung Melayu II POM) with area 2,996 Ha. Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024. <p>Revision of TBP has been approved by RSPO on 19/04/2023.</p>	Complied
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>There is not any isolated lapses in implementation of the plan. There are the changing on the plan due to RaCP process in Bahilang Estate and Sentral Estate and HGU issuance process for Teluk Panji Estate. Status of uncertified units :</p> <ul style="list-style-type: none"> • Topaz Estate (Supply Bases for Topaz POM) with area 230 Ha. the HGU is still on proses to Local Government and BPN Pusat, so the plan year for certification is 2026. • Bahilang Estate (Supply Bases for Tanah Datar Mill) with area 1,019 Ha the concept note still on progress and submit to RACP team at Q2 2023. Target to conduct audit at Q1 2024. • Teluk Panji Estate (Supply Bases for Teluk Panjie POM) with area 801 Ha the HGU still on progress since the estate under 2 different provinces, the final approval must come from National Authority (BPN Pusat). Target to conduct audit in 2026. • Sentral Estate (Supply Bases for Gunung Melayu II POM) with area 2,996 Ha. Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024. <p>Revision of TBP has been approved by RSPO on 19/04/2023.</p>	Complied

Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There is no fundamental failure to proceed with implementation of the plan. Company has taken action to proceed all uncertified unit to complete the RaCP and to obtain the HGU for Teluk Panji Estate. Topaz Estate (Supply Bases for Topaz POM) with area 230 Ha the HGU is still on proses to Local Government and BPN Pusat, so the plan year for certification is 2026.	Complied
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.	<p>According to Land Use change analysis, there are several area conversion cacao plantation in Bahilang Estate and Sentral Estate, no primary forest.</p> <p>Bahilang Estate (PT Nusa Pusaka Kencana/NPK). RaCP still under Process. Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024.</p> <p>Sentral Estate (PT Gunung Melayu). RaCP still under Process. Certification audit will be planned on 2024. LUCA submission has been sent on 28 Dec 2020, latest update from RSPO email dated 18 March 2021 to company, LUCA still under review and report needs clarification and still follow up by company.</p> <p>Update for Sentral Estate : Concept Note still on Progress and submitted to RaCP team at Q2 2023.</p> <p>Teluk Panji Estate. HGU for this unit has not been obtained and still under process. Certification audit will be planned on 2026. Latest updated April 2023, HGU still on Progress, since the estate under 2 different province, the final approval must come from National Authority (BPN Pusat).</p> <p>Topaz Estate (Supply Bases for Topaz POM) with area 230 Ha. the HGU is still on proses to Local Government and BPN Pusat, so the plan year for certification is 2026.</p> <p>Revision of TBP has been approved by RSPO on 19/04/2023.</p>	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>According to Land Use change analysis, there are several area conversion cacao plantation in Bahilang Estate and Sentral Estate, no primary forest.</p> <ul style="list-style-type: none"> Bahilang Estate (PT Nusa Pusaka Kencana/NPK). RaCP still under Process. Concept Note still on Progress and submit to RaCP team at Q2 2023. Target to conduct audit at Q1 2024. Sentral Estate (PT Gunung Melayu). RaCP still under Process. Certification audit will be planned on 2024. LUCA submission has been sent on 28 Dec 2020, latest update from RSPO email dated 	Complied

	<p>18 March 2021 to company, LUCA still under review and report needs clarification and still follow up by company.</p> <ul style="list-style-type: none"> Teluk Panji Estate. HGU for this unit has not been obtained and still under process. Certification audit will be planned on 2026. Latest updated April 2023, HGU still on Progress, since the estate under 2 different province, the final approval must come from National Authority (BPN Pusat) Topaz Estate (Supply Bases for Topaz POM) with area 230 Ha. the HGU is still on proses to Local Government and BPN Pusat, so the plan year for certification is 2026. 	
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.	<p>According to internal audit result on December 2020, there is no land conflict occur in PT Mitra Unggul Pusaka – Segati Mill. In addition, the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.</p> <p>According to the RSPO RaCP tracker (https://www.rspo.org/certification/remediation-and-compensation/racp-tracker) update May 2023, PT Inti Indosawit Subur has:</p> <ul style="list-style-type: none"> MU's with potential liabilities: 4 units LUCA Submitted (MUs): 4 units LUCA review completed (MUs): 4 units Concept Note required (MUs): 3 units Concept Note submitted (MUs): 2 units Concept Note approved (MUs): 2 Concept Note submitted (MUs): 2 Concept Note endorsed (MUs): 0 Remediation Plan required (MUs): 4 units Remediation Plan submitted (MUs): 0 Remediation Plan approved (MUs): 0 	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>Internal audit has conducted for Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022, there is no Labor disputes occur in this management unit. In addition, the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.</p> <p>Update on internal audit:</p> <ul style="list-style-type: none"> Topaz was on 31 October - 04 November 2023 Teluk Panji was on 06-11 November 2023 Sentral Estate was on 08-16 August 2023 Bahilang Estate was on 14-19 August 2023 	Complied

	<p>Besides that, interview with management representative who assign as PIC for certification was conducted to know the process of internal audit that has been held.</p> <p>There are no ongoing case/s of grievances or complaint based on RSPO Complaint tracker (https://askrspo.force.com/Complaint/s/casetracker)</p>	
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>Internal audit was conduct frequently in annual basis.</p> <p>Internal audit has conducted for Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022, there is no legal non-compliance occur in this management unit. In addition, the company has been certified for ISPO (Indonesian Sustainable Palm Oil) since December 2016.</p> <p>Update on internal audit:</p> <ul style="list-style-type: none"> • Topaz was on 31 October - 04 November 2023 • Teluk Panji was on 06-11 November 2023 • Sentral Estate was on 08-16 August 2023 • Bahilang Estate was on 14-19 August 2023 	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	<p>Internal audit was conduct frequently in annual basis.</p> <p>Internal audit has been conducted for Bahilang Estate on 08-09 February 2022, Teluk Panji Estate on 18-23 February 2022 and Sentral Estate on 22-27 August 2022.</p> <p>Update on internal audit:</p> <ul style="list-style-type: none"> • Topaz was on 31 October - 04 November 2023 • Teluk Panji was on 06-11 November 2023 • Sentral Estate was on 08-16 August 2023 • Bahilang Estate was on 14-19 August 2023 <p>Report of internal audit are available. Result of internal audit:</p> <ul style="list-style-type: none"> - Bahilang Estate, Teluk Panji Estate and Sentral Estate has complied to relevant regulation, no issue regarding the legal compliance. - No complaint or grievances and disputes from stakeholders and affected parties. - No labor disputes occur since the latest audit. - No land conflict: Documents related to the history of land tenure and the actual legal or customary use of the land are available. 	Complied

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	- No new plantings are established on local people's land and no HCV area replacement.	
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	<p>According to internal audit result, there is no 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.</p> <p>According to the RSPO RaCP tracker (https://www.rspo.org/certification/remediation-and-compensation/racp-tracker) update May 2023, PT Inti Indosawit Subur has:</p> <ul style="list-style-type: none"> • MU's with potential liabilities: 4 units • LUCA Submitted (MUs): 4 units • LUCA review completed (MUs): 4 units • Concept Note required (MUs): 3 units • Concept Note submitted (MUs): 2 units • Concept Note approved (MUs): 2 • Concept Note submitted (MUs): 2 • Concept Note endorsed (MUs): 0 • Remediation Plan required (MUs): 4 units • Remediation Plan submitted (MUs): 0 • Remediation Plan approved (MUs): 0 <p>Due to the ongoing process of RaCP, the company has revised it TBP and approved by RSPO on 19/04/2023.</p>	Complied
Have there been any stakeholder (including NGO) consultation conducted?	<p>During internal audit stakeholders consultation already conducted. There is no issue.</p> <p>Update on internal audit:</p> <ul style="list-style-type: none"> • Topaz was on 31 October - 04 November 2023 • Teluk Panji was on 06-11 November 2023 • Sentral Estate was on 08-16 August 2023 • Bahilang Estate was on 14-19 August 2023 	Complied

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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.	Yes, PT Inti Indosawit Subur Group has including 100% the scheme smallholder in their certification.	Complied

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Approved Time Bound Plan

Approved by RSPO on 19/04/2023.

Name of Mill	Mill Address	Name of Supply Bases	Location / Address	Time Bound for Certification	Status
Buatan I Mill – PT Inti Indosawit Subur	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	Buatan Estate	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010 Re-Certified on 16 September 2015 Re-certified in 2020-2021
		Buatan (Plasma)	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau		
Buatan II Mill - PT Inti Indosawit Subur	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	Simpang Perak Estate*	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau	2010	Certified on 16 September 2010 Re-Certified on 16 September 2015 *Split From Buatan Estate Since 1 January 2019 Re-certified in 2020-2021
		Buatan (Plasma)	Delik & Pangkalan Kerinci Village, Bunut Langgam District, Pelalawan Regency, Riau		
Ukui I Mill - PT Inti Indosawit Subur	Ukui Village, Ukui District, Pelalawan Regency, Riau	Ukui Estate	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016 Re-certified in 2021
		Sei Lala Estate*	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	*Split From Ukui & Soga Estate Since 1 January 2019, become supply bases of Ukui II Mill Re-certified in 2021

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Name of Mill	Mill Address	Name of Supply Bases	Location / Address	Time Bound for Certification	Status
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016 Re-certified in 2021
Ukui II Mill - PT Inti Indosawit Subur	Ukui Village, Ukui District, Pelalawan Regency, Riau	Soga Estate	Ukui Village, Ukui District, Pelalawan Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016 Re-certified in 2021
		Ukui (Plasma)	Ukui & Lubuk Batu Jaya District, Pelalawan & Inhu Regency, Riau	2011	Certified on 1 March 2011 Re-Certified on 1 March 2016 Re-certified in 2021
Tungkal Ulu Mill - PT Inti Indosawit Subur	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	Tungkal Ulu Estate	Pulau Pauh / Penyabungan / Merlung Village, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2012	Certified on 15 August 2012 Re-Certification in August 2017 Re-certified in 2022
		Tungkal Ulu (Plasma)	Renah Mendalo, Merlung, Muara Papalik District, Tanjung Jabung Barat Regency,	2012	Certified on 15 August 2012 Re-Certification in August 2017 Re-certified in 2022
Muara Bulian Mill - PT Inti Indosawit Subur	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayung District, Batang Hari Regency, Jambi	Muara Bulian Estate	Singoan / Bukit Sari / Bulian Jaya Village, Muara Bulian / Pemayung District, Batang Hari Regency,	2013	Certified on 12 July 2013 Re-Certification in August 2017 Re-certified in 2022

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Name of Mill	Mill Address	Name of Supply Bases	Location / Address	Time Bound for Certification	Status
		Muara Bulian (Plasma)	Maro Sebo Ilir District, Batanghari Regency, Jambi	2013	Certified on 12 July 2013 Re-Certification in August 2017 Re-certified in 2022
Topaz Mill – PT Tunggal Yunus Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	Topaz Estate	Petapahan Village, Tapung District, Kampar Regency, Riau	2015	Certified on 30 March 2015 Re-certified in 2020
		Topaz Estate (230ha)		2026	HGU is still in Process
Taman Raja Mill – PT Dasa Anugrah Sejati	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Vilage, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	Taman Raja, Badang & Bernai Estate*	Lubuk Bernai / Kampung Baru / Pelabuhan Dagang / Pematang Pauh Vilage, Tungkal Ulu District, Tanjung Jabung Regency, Jambi	2015	Certified on 20 February 2015 *Bernai Estate Split From Taman Raja & Badang Estate Since 1 January 2019 Re-certified in 2020
Segati Mill – PT Mitra Unggul Pusaka	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	Segati Estate	Langkan / Penarikan / Tambak / Sotol Village, Langgam District, Pelalawan Regency, Riau	2022	Certified on 1 November 2022
		Gondai Estate	Pangkalan Sarik / Baru Village, Langgam / Siak Hulu District, Pelalawan / Kampar Regency, Riau	2022	Certified on 1 November 2022
Penarikan Mill – PT Mitra Unggul Pusaka	Penarikan Village, Langgam District, Pelalawan Regency, Riau	Penarikan Estate	Penarikan / Tambak Village, Langgam District, Pelalawan Regency, Riau	2022	Certified on 1 November 2022

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Name of Mill	Mill Address	Name of Supply Bases	Location / Address	Time Bound for Certification	Status
Tanah Datar Mill – PT Supra Matra Abadi	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	Tanah Datar Estate	Tanah Datar Petatal Village, Talawi District, Asahan Regency, North Sumatera	2015	Certified on 18 May 2015 Re-certified in 2020
		Bahilang Estate	Bahilang Village, Tebing Tinggi District, Serdang Bedagai Regency, North Sumatera	2024	*Bahilang Estate on Process RaCP
Aek Nabara Mill – PT Supra Matra Abadi	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	Aek Nabara Estate	S1-S3 / Sukadame Village, Bilah Hulu / Kota Pinang District, Labuhan Batu Regency, North Sumatera	2015	Certified on 6 March 2015 Re-certified in 2020
Teluk Panjie Mill – PT Supra Matra Abadi	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatera	Teluk Panjie Estate (3,885 Ha)	Teluk Panjie Village, Kampung Rakyat District, Labuhan Batu Regency, North Sumatera	2015	Certified on 21 April 2015 Re-certified in 2020
		Teluk Panjie Estate (801 Ha)		2026	HGU is still in Process
Peranap Mill – PT Rigunas Agri Utama	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	Peranap Estate	Simelinyang / Pauh Ranap / Sengkilo Village, Peranap District, Indragiri Hulu Regency, Riau	2015	Certified on 7 January 2015 Re-certified in 2020
		Peranap (Plasma)		2016	Certified on 18 August 2016 Re-certified in 2021
Bungo Tebo Mill – PT Rigunas Agri Utama	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	Bungo Tebo Estate	Tuo Sumai / Sungai Rambai Village, PWK Sumai / Tebo Ulu District, Bungo Tebo Regency, Jambi	2015	Certified on 3 December 2015 Re-certified in 2020
		Bungo Tebo (Plasma)		2017	Certified on 7 February 2017

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Name of Mill	Mill Address	Name of Supply Bases	Location / Address	Time Bound for Certification	Status
					Re-certified in 2022
Tanjung Selamat Mill – PT Indo Sepadan Jaya	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Tanjung Selamat	Kampung Padang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	Certified on 26 May 2015 Re-certified in 2020
		Pangkatan	Sennah Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	Certified on 26 May 2015 Re-certified in 2020
Gunung Melayu I – PT Saudara Sejati Luhur	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	Pulau Maria Estate	Rahuning Village, Bandar Pulau District, Asahan Regency, North Sumatra	2015	Certified on 7 September 2015 Re-certified in 2020
Gunung Melayu II – PT Gunung Melayu	Gonting Malaha Village, Bandar Pulau District, Asahan Regency, North Sumatra	Aek Tarum & Batu Anam Estate	Gonting Malaha Village, Bandar Pulau District, Asahan Regency, North Sumatra	2015	Certified on 8 July 2015 Re-certified in 2020
		Sentral Estate		2024	*Sentral Estate on Process RaCP
Negri Lama II Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	Negri Lama	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2016	<ul style="list-style-type: none"> • Certified on 23 December 2016 as Independent Mill • Audit in 2016 as Mill and Supply Base • Re-certified in 2021
		Aek Kuo (2,088 Ha)	Aek Korsik Village, Aek Natas District, Labuhan Batu Regency, North Sumatra	2018	Certified in 2018
		Aek Kuo		2018	

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Name of Mill	Mill Address	Name of Supply Bases	Location / Address	Time Bound for Certification	Status
		(501 Ha)			
Negri Lama, I Mill – PT Hari Sawit Jaya	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	*3rd party which is excluded from scope of certification	Negri Lama Seberang Village, Bilah Hilir District, Labuhan Batu Regency, North Sumatra	2015	<ul style="list-style-type: none"> • Certified on 8 April 2015 • Audit in 2016 as Independent Mill • Re-certified in 2020

3.3 Details of Nonconformities

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

During this Assessment there were one (1) Critical; two (2) Minor nonconformities and zero Opportunity For Improvement raised. The PT Inti Indosawit Subur – Muara Bulian POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment (not applicable for RSPO ISH standard/audit). The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2356799-202306-M1	Issued Date	19 June 2023
Due Date	18 September 2023	Closure Date	15 August 2023
Indicator & Category (Critical / Minor)	Critical Indicator 6.7.3		
Statement of Nonconformity:	During field visit it was found that workers were not using appropriate personal protective equipment (PPE) while working.		
Requirement Reference:	(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
Objective Evidence:	<p>Based on field observation to Muara bulian Estate, Muara Bulian POM and Scheme Smallholder, it was found that workers were not using their PPEs while working, such as :</p> <ul style="list-style-type: none"> • 2 harvesters in Muara Bulian Estate were not using safety helmet during harvesting. • 3 workers from local contractor were not using PPEs during their activity as EFB transporter, details are 2 truck drivers not using safety shoes and 1 mini backhoe operator was not using safety helmet and safety shoes. • Based on interview with 2 harvester in KUD Barokah, it was noted that they not use safety helmet when they conducting harvesting activity. <p>PT IIS Muara Bulian POM, Estate and Scheme Smallholder has HIRADC document, updated 2023. According to HIRADC, PPE for each type of works has been determined.</p>		
Corrections:	<ul style="list-style-type: none"> • Give warning letters to supervision and 2 PMB employees found in the field • Provide warning letters to supervision and 3 KMB contractors found in the field • Provide a warning letter to harvesters to always use PPE when working • Provide a Notification Letter to plot owners located outside the local village to require their harvesters to use PPE 		

	<ul style="list-style-type: none"> • Providing PPE Helmets to 2 harvesters who were found • Proof of providing PPE to contractors at the POM • Make a statement of compliance regarding the use of PPE for contractors
Root Cause Analysis:	<ul style="list-style-type: none"> • Supervision is inconsistent in monitoring employee discipline in the use of PPE • The plot owner does not live in the local village so information about the obligation for harvesters to use PPE is not conveyed
Corrective Actions:	<ul style="list-style-type: none"> • Providing daily outreach regarding PPE to all employees during the morning master • Install a board calling for mandatory use of PPE for employees • Create a memorandum regarding sanctions for workers who do not use PPE when working in the field • Monitoring by the foreman and KT of the use of PPE during harvest rotation • Put up billboards urging the use of PPE for harvesters • Providing PPE stock in cooperatives
Assessment Conclusion:	<p>Verification:</p> <p>Correction</p> <ul style="list-style-type: none"> • There is evidence that the organization has given warning letters to supervisors and 2 employees of Muara Bulian Gardens who were found in the field regarding negligence in monitoring the use of PPE. The verified document is the Warning Letter document dated 24 June 2023 from the Afdeling Assistant to the Harvest Foreman, the document was signed by the Afdeling Assistant and the Harvest Foreman. • There is evidence that the organization has given a letter of warning to the Muara Bulian Garden contractor (ACC Contractor) found in the field, namely: • Warning Letter to ACC contractor (on behalf of Bagus Tarigan), dated July 24 2023. • There is evidence that the organization has provided a letter of warning to harvesters to always use PPE when working, the verified documents are: • Letter of Reprimand, from Assistant to Sopyan and Anis Nur Ahmad (Harvester), respectively dated June 24 2023. • There is evidence that the organization has provided Notification Letters to plot owners who are outside the local village to require their harvesters to use PPE, especially for owners who are outside the area, proof of socialization in the form of conversation information via Whatsapp messages by attaching a Letter of Appeal from KUD, proof of conversation Verified, for example, from organizations with Pak Cun Lang, Pak Surip, Agus Harianto, and Pak Tono. • There is evidence that the organization has provided PPE Helmets (new periodic provision) to 2 harvesters which became an audit finding. The verified document is Attachment #2 – 101.3B AA HSE 1013B Personal Protective Equipment Handover Form to Anis Nur Muhammad and Sopyan (harvester-Afd 2) The PPE provided was in the form of a Safety Helmet, given on July 17 2023 by AK3U and

- There is evidence of providing PPE to the POM contractor in the name of Bagus Tarigan (Exca Mini Operator - ACC Contractor) in the form of PPE Safety Helmet, Rubber Safety Shoes on 24 July 2023.
- The organization has provided a statement of compliance regarding the use of PPE for contractors, the verified document is a Statement Letter from the ACC Contractor dated July 24 2023 regarding compliance with the use of PPE in the work area.

Corrective Actions:

- There is evidence that the organization has provided daily socialization regarding PPE to all employees during the master morning, the verified documents are the list of attendance "K3L Socialization" and SM Memorandum dated 25 July 2023 and photos of activities.
- There is evidence that the organization has installed a board warning of the obligation to use PPE at the KUD, the verified document is the Minutes of Activities for installing Billboards Warning about the Use of PPE on July 26 2023 with details of KUD Barokah 2 units of billboards, KUD Budi Sari 2 units of billboards, KUD Subur Makmur (2 units of billboards), KUD Karya Lestari (2 units of billboards), KUD Makmur Rezeki (2 units of billboards), and KUD Tuah Sakato Cooperative (2 units of billboards).
- There is evidence that the organization has prepared a memorandum regarding sanctions for workers who do not use PPE when working in the field, the verified document is No. 010/MI-IIS/MEMO/7/23 dated 17 July 2023, addressed to the PMB Manager, POM Assistant, Traction Assistant and Afdeling Assistant from the Senior Manager. The memorandum explains the importance of using PPE and gradual sanctions if there are violations.
- There is evidence that the organization has carried out monitoring, namely by foremen and Farmer Groups, the use of PPE during harvest rotation, the verified document is the Checklist for Monitoring PPE for Harvesters in the Bulian Plantation on 5, 17 July and 3 August 2023 and in the KUD - Bulian, namely the KUD Barakah on July 24 and August 2, 10 2023, monitoring results showed that harvesting workers were wearing complete PPE.
- There is evidence that the organization has put up billboards calling for the use of PPE for harvesters in Afdeling, the verified document is the Minutes of Activities dated 20 July 2023, the location for installing the warning billboards is the Afdeling Office, 3 billboards, core employee housing, 2 billboards, Afdeling Block 1 (2 units), Afdeling Block 2 (2 units), Afdeling Block 3 (2 units).
- The organization has provided PPE stock in the Cooperative, the verified document is PPE Handover Form 101.3B from PT IIS Muara Bulian to the Chair of KUD Barokah, KUD Budi Sari and KUD Tuah Sakato on 17, 18 July 2023

Field Verification

- Based on the results of the field visit at the Block B18e Afdeling 2 – OP2018 Muara Bulian Estate harvest work, it was discovered that the harvest workers were using complete PPE. As a result of interviews with harvesters, they also know the importance of using PPE. The interview with the Harvest Foreman also revealed that the harvest foreman had carried out daily monitoring and from the monitoring results, the harvest workers had worn appropriate PPE. The results of the interview with the Assistant revealed that the Assistant had

	<p>conveyed the socialization of the SM Memorandum, and emphasized the importance of using PPE during the Foreman's briefing and also randomly during morning roll call at the harvest block.</p> <ul style="list-style-type: none"> Harvesting activities in the KUD Barokah rotation have also been verified, and the results are that workers have used PPE and the results of KT monitoring have shown that workers have used appropriate PPE. Interviews with harvest workers (Mr Iwan and Mr James B) at KUD Barokah and land owners (Hengki Saputra and Rupadi) at KUD Barokah have also been conducted, and the results of the interviews are that harvest workers and land/lot owners already understand the importance of using PPE. A visit to the Muara Bulian POM showed that workers and contractors were using complete PPE in accordance with HIRADC. Interviews with contractors were also conducted, and the contractors understood the importance of using PPE. <p>Based on the CAP verification results, it was concluded that the critical finding could be closed.</p>
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Non-conformity			
NCR Ref #	2356799-202306-N1	Issued Date	19 June 2023
Due Date	Next assessment (ASA2_2)	Closure Date	Next assessment (ASA2_2)
Indicator & Category (Critical / Minor)	Indicator 3.3.2 Minor		
Statement of Nonconformity:	There is a replanting program carried out by farmers through the BPDPKS program initiated by the Jambi Province Plantation Service, however there is no evidence that the SOPs related to replanting and plant care were implemented by farmers who carried out the replanting.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>Based on the results of field visits and interviews it is known as follows:</p> <ul style="list-style-type: none"> The results of interviews with the KUD Budi Sari management stated that there were approximately 5% of farmer plots that were no longer maintained and the results of field visits found that no maintenance was carried out, for example plot No. 513 Ishak KUD Budi Sari No. 520 Tumuji KUD Budi Sari) some are even no longer harvested, but there is no follow-up from the plasma management. It is known that there are plots of farmers who carry out replanting program through the BPDPKS program (initiation of the Jambi Province Plantation Service) found conditions that do not meet the SOP, including: uncontrolled weed conditions in Roman plots (KUD Budi Sari), there are other plants being treated (plants palawija) in several plots of KUD Barokah, based on the results of interviews with a sample of self-managed farmers from KUD Budi Sari and KUD Barokah it was conveyed that the dosage of fertilizer used no longer refers to Plasma SOP related to treatment. Furthermore, there is no 		

	mechanism to ensure consistency of implementation with procedures for that plots.
Corrections:	<ul style="list-style-type: none"> • Provide notification letters to farmers who own plots to carry out plot maintenance (manual/mechanical) • Create an MOU to carry out partnerships related to the management of oil palm plantations
Root Cause Analysis:	<ul style="list-style-type: none"> • The plot owner does not live in the local village so the plot is not well maintained • There is no socialization regarding standards for replanting that is carried out correctly • The level of ability of farmers is not uniform, both financially, time, energy & knowledge
Corrective Actions:	<ul style="list-style-type: none"> • Provide a notification letter to KT to be involved in monitoring plot maintenance • Put up billboards calling for pre-replanting garden maintenance • Monitoring the condition of weeds per plot by the plasma foreman • Create billboards regarding best practices for replanting • Monitoring the condition of plots that have undergone self-managed replanting
Assessment Conclusion:	The effectiveness of the CAP will be verified in the next surveillance audit.

Non-conformity			
NCR Ref #	2356799-202306-N2	Issued Date	19 June 2023
Due Date	Next assessment (ASA2_2)	Closure Date	Next assessment (ASA2_2)
Indicator & Category (Critical / Minor)	Indicator 3.3.3 Minor		
Statement of Nonconformity:	There are no records related to monitoring the implementation of replanting and plant care carried out by farmers participating in the BPD PKS replanting program initiated by the Jambi Province Plantation Service.		
Requirement Reference:	Records of monitoring and any actions taken are maintained and available.		
Objective Evidence:	Based on the review of documents and the results of field visits, it is known that there are no records related to monitoring the implementation of replanting and plant care carried out by farmers participating in the BPD PKS replanting program initiated by the Jambi Province Plantation Service, namely in KUD Barokah and KUD Budi Sari.		
Corrections:	<ul style="list-style-type: none"> • Create training related to replanting implementation documents • Collect documents recording replanting activities 		
Root Cause Analysis:	Cooperatives do not have the competence to make records of replanting implementation		
Corrective Actions:	Create an MOU to carry out partnerships related to the management of oil palm plantations		

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Assessment Conclusion:	The effectiveness of the CAP will be verified in the next surveillance audit.
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Opportunity for Improvements	
OFI #	Description
OFI 1	-

Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	-	Issued Date	-
Due Date	-	Closure Date	-
Indicator & Category (Critical / Minor)	-		
Statement of Nonconformity:	-		
Requirement Reference:	-		
Objective Evidence:	-		
Corrections:	-		
Root Cause Analysis:	-		
Corrective Actions:	-		
Assessment Conclusion:	-		
Effectiveness Closure (for previous audit closed Critical NC):	-		

Previous Audit Minor Non-conformity			
NCR Ref #	2235540-202208-N1	Issued Date	13/08/2022
Due Date	CAV 2.1	Closure Date	19/06/2023
Indicator & Category (Critical / Minor)	RSPO INA NI 2020, Clause 6.7.2 - Minor		

Statement of Nonconformity:	The organization have an emergency procedures but its implementation is inconsistent
Requirement Reference:	The unit of certification ensures that the working environment under its control is safe and without undue risk to health.
Objective Evidence:	<ul style="list-style-type: none"> • Eyewash at the B3 Waste TPS is not functioning properly (only one of the water holes is working). • First aid kit was not available during harvesting activity in farmers group Number 71 KUD Karya Lestari. • Supremo's MSDS at the time of spraying activity at block A16 Afdeling 1 Muara Bulian Estate is not available. <p>Rotating object in the conveyor grading area is not equipped with safety cover.</p>
Corrections:	<ul style="list-style-type: none"> • Ensure the supply of water for eyewash and handwash is always available and can be used at any time. • Giving a warning to the plasma supervisor to be disciplined in bringing the first aid kit to the field. • Provide MSDS Supremo to the supervisor to always carry during work. • Closing the conveyor on the grading machine conveyor.
Root Cause Analysis:	Lack of monitoring and evaluation in the field by company management to ensure the emergency procedure is well implemented.
Corrective Actions:	<p>To conduct the regular monitoring and evaluation of emergency procedure implementation including:</p> <ul style="list-style-type: none"> • Regular emergency response equipment monitoring (monthly) by monitoring form checklist and inspection. • Regular evaluation of emergency response procedure implementation through monthly meeting (Safety committee/P2K3 monthly meeting)
Assessment Conclusion:	<p>Based on field verification in Warehouse Area and plasma, the CAP has been implemented effectively.</p> <p>First aid equipment has been provided by Muara Bulian POM, Estate and Scheme Smallholder. List of first aid kit (include portable first aid) as in "Checklist inspeksi P3K". There are 6 First Aid kit at Muara Bulian Estate (at location Workshop/traksi, Warehouse, TPS LB3, Afdeling office I – III) and 12 portable first aid kit brought by Field Foreman. While in Muara Bulian POM there were 9 first aid kit located in Fuel storage/Ware house, Workshop, Office, Warehouse central, Laboratory, engine room, chemical warehouse, WTP station, Hazardous waste storage.</p> <p>Report of P2K3 meeting and OHS performance has reported to Manpower Agency in Batang Hari Regency each quarter (three-monthly), sample seen report P2K3 Muara Bulian POM and Estate period July – Sett 2022, Oct - Dec 2022 and Jan – Marc 2023. Evidence of report receipt can be demonstrated during audit as per "Daftar Distribusi Eksternal".</p> <p>Field Observation :</p> <ul style="list-style-type: none"> • Observation in spraying activity in Block B19c Afdeling 3 Muara Bulian Estate, the MSDS for chemical substances are available. • Observation in hazardous waste storage (TPS LB3), the emergency shower and eyewash are available and can be use.

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	<ul style="list-style-type: none"> Observation in loading ramp station, the conveyor has been equipped with safety cover.
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Previous Audit Minor Non-conformity			
NCR Ref #	2235540-202208-N2	Issued Date	13/08/2022
Due Date	CAV 2.1	Closure Date	19/06/2023
Indicator & Category (Critical / Minor)	RSPO INA NI 2020, Clause 7.2.5 - Minor		
Statement of Nonconformity:	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are used by smallholders		
Requirement Reference:	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.		
Objective Evidence:	Based on field visit and interview to the smallholders member it was found that they applied paraquat for weed control, sample seen at KUD Karya Lestari at Hamparan 71 Plot No. 1479 and KUD Makmur Rezeki Hamparan 7 Plot No. 241 and Hamparan 7 Plot No. 249, in addition the application was blanket spraying at Hamparan 6 Plot No. 244 KUD Makmur Rezeki.		
Corrections:	Giving a warning to the spraying supervisor and the farmers at the KUD Karya Lestari Hamparan 71 Plot No. 1479, KUD Makmur Rezeki Hamparan 7 Plot No. 241, Hamparan 7 Plot No. 249, and Hamparan 6 Plot No. 244 regarding the prohibition to use of paraquat for spraying.		
Root Cause Analysis:	Lack of understanding from the farmer and supervisor regarding the RSPO requirements of the use of paraquat for spraying.		
Corrective Actions:	<ul style="list-style-type: none"> Install the warning sign regarding prohibition of the use of paraquat and blanket spraying. Conduct socialization every 3 months regarding of the use of paraquat and blanket spraying. Routine monitoring every 6 months to the plasma plots regarding of the use of paraquat and blanket spraying. 		
Assessment Conclusion:	<p>Based on field verification in sampled smallholder, the CAP has been implemented effectively.</p> <p>During audit, auditor team has also interviewed sample of smallholder representatives in KUD Budi Sari, KUD Barokah and KUD Buah Sakato obtain information that the company has provide training session for them on how to be handling pesticide safely.</p>		

Previous Audit Opportunity for Improvement	
OFI#	Description

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OFI 1	OFI Statement: - Verification / Follow-up actions: -
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3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1782771-201905-M1	Major	1.2.1	27/05/2019	Closed on 8/08/2019
1782771-201905-M2	Major	4.6.7	27/05/2019	Closed on 8/08/2019
1782771-201905-M3	Major	4.8.8	27/05/2019	Closed on 8/08/2019
1782771-201905-M4	Major	SCC 5.3.2	27/05/2019	Closed on 8/08/2019
1782771-201905-M5	Major	SCC 5.5.2	27/05/2019	Closed on 8/08/2019
1782771-201905-N1	Minor	2.1.2	27/05/2019	Closed on 09/07/2020
1782771-201905-N2	Minor	4.6.4	27/05/2019	Closed on 09/07/2020
1782771-201905-N3	Minor	5.2.4	27/05/2019	Closed on 09/07/2020
1928364-202007-M1	Critical	3.4.3	10/07/2020	Closed on 11/09/2020
1928364-202007-M2	Critical	6.6.2	10/07/2020	Closed on 11/09/2020
2108332-202109-M1	Minor escalated to Critical	6.7.3	08/09/2021	Closed on 04/12/2021
2108332-202109-N1	Minor	3.3.2	08/09/2021	Closed on 13/08/2022
2108332-202109-N2	Minor	7.3.2	08/09/2021	Closed on 13/08/2022
2235540-202208-N1	Minor	6.7.2	13/08/2022	Closed on 19/06/2023
2235540-202208-N2	Minor	7.2.5	13/08/2022	Closed on 19/06/2023
2356799-202306-M1	Critical	6.7.3	19/06/2023	15/08/2023
2356799-202306-N1	Minor	3.3.2	19/06/2023	Next Audit
2356799-202306-N2	Minor	3.3.3	19/06/2023	Next Audit

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT Inti Indosawit Subur – Muara Bulian POM Certification Unit's environmental and social performance, legal and any known dispute issues.

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace. 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)
Internal Stakeholders	Gender Committee: Ms. Lilis A. Simanjuntak (Head of Gender Committee of Muara Bulian Estate) Workers of PT Inti Indosawit Subur – Muara Bulian POM and Supply Bases	Face to face interview
Government Departments	<ul style="list-style-type: none"> ▪ Badan Pertanahan Nasional – National Land Body of Batanghari Regency Mr. Suroso ▪ Dinas Tenaga Kerja – Manpower Office of Jambi Province Mr. Ilham Nur Mr. Al kKusar ▪ Dinas Pertanian – Agriculture Agency of Batanghari Regency Mrs. Arnini ▪ Dinas Lingkungan Hidup – Environmental Agency of Batanghari Regency Mr. Hendra 	By phone interview BPN could not be contacted, because there was a meeting with the Regent.
Labor Union	Labour Union: Janto Siburian (Chairman of Worker Union)	Face to face interview
Communities' representative	Head of Danau Embat Village Mr. Herman Head of Karya Mukti Village Mr. Dasmin BPD (Badan Permusyawaratan Desa) Bukit Sari Village Mr. Warjito	Face to face interview
NGO	Setara Jambi	By phone interview

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	Mr. Rhido	
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Stakeholders comment		
1.	Feedbacks: Dinas Lingkungan Hidup – Environmental Agency of Batanghari Regency <ul style="list-style-type: none"> PT. IIS - Muara Bulian has met obligation for environmental permits and licenses, including temporary hazardous waste storage, land application, domestic wastewater. Companies reporting routinely the environmental parameters: air emission, ambient air, POME quality, soil quality, water quality, as per timeline requirement. In general, the analysis and test result upon environmental parameters meet requirements and standard threshold. Company and their CSR is good to assist communities. There was no report/complaint from community or others parties related to environmental pollution. Company has proactive approach with participation from community for environmental conservation. Piles of EFB that have not been applied as fertilizer, can be directly applied according to the procedure. 	
	Audit Team verification and response: <ul style="list-style-type: none"> Audit team found that PT IIS Muara Bulian POM and Supply bases has implemented environmental management and monitoring according to RKL-RPL document which approved by related government body. Report of environmental management and monitoring are reported each semester to Environmental Agency of Batanghari Regency. The implementation of environmental management and monitoring plan has been verified. (please refer to indicator 3.4.1 – 3.4.3 on this report.) EFB management has been carried out in accordance with the annual plan, the realization has shown during audit. PT IIS – Muara Bulian also has provide the CSR program for surrounding community. Plantation Business Report has reported each semester as per "Laporan perkembangan usaha perkebunan". <p>According to PT IIS CSR Tracking Project for the period 2022 and 2023, the realization of its achievements in 2022 is 88.96% by spending IDR 80,560,000 while the realization for the period 2023 up to May 2023 is still 25.30% or costs IDR 20,250,000 from the budget as IDR 80,039,525.</p>	
2.	Feedbacks: Dinas Pertanian – Agriculture Agency of Batanghari Regency <ul style="list-style-type: none"> PT. IIS Muara Bulian has plantation business permit and valid. The palm oil mill of PT. IIS Muara Bulian buys the FFB from communities and farmers in accordance to FFB purchase price determination. Plantation Business Report and Fire Report submitted to Agriculture Service in timely manner. No fire reported from area of PT. IIS Muara Bulian. There is no complaint related to land addressed to PT. IIS Muara Bulian. There is no land conflict both in plasma and estate in PT. IIS Muara Bulian Since 2019, oil palm plants owned by plasma farmers have entered a replanting period. a program can be created for replanting the Muara Bulian Plasma oil palm. 	
	Audit Team verification and response:	

- Company has obtained the plantation business permit and has implemented the business accordingly.
- PT IIS – Muara Bulian has a program to support smallholder and include the smallholder in RSPO certification. Another smallholder outside the scope of certification also supported by company to manage and enhance their agronomy best management practices and sustainable palm oil practices through CSV program.
- Please refer to indicator 5.1.8 for the support independent smallholder.
- Smallholder has had the replanting program for period 2020 – 2030.

During the field visit to the respective sampling, several replanting activities began in 2020. Until 2023, the realization of replanting has reached 526 Ha, with the following:

Plans and Realization of Replanting the Muara Bulian Plasma														
December 2022 period														
No	Desa	KUD	Luas (Ha)	Plan	Tahun (Ha)									
				Real	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
1	Karya Mukti	Barokah	1.240	Plan	412	300	310	218						
				Real	210									
2	Tidar Kuranji	Subur Makmur	1.130	Plan		352	404	374						
				Real										
3	Bukit Sari	Budi Sari	900	Plan	300		300	300						
				Real	186									
4	Bulian Jaya	Makmur Rezeki	730	Plan		116	278	336						
				Real		130								
5	Kehidupan Baru	Karya Lestari	710	Plan		300	410							
				Real										
6	Danau Embat	Tuah Sakato	2.248	Plan					468	672	720	388		
				Real										
Total			6.958	Plan	712	1.068	1.702	1.228	468	672	720	388	-	-
				Real	396	130	-	-	-	-	-	-	-	-

The replanting area is in Barokah KUD covering an area of 210 Ha, KUD Budi Sari covering an area of 186 Ha and KUD Makmur Rezeki covering an area of 130 Ha.

- FFB pricing for plasma farmers (Scheme Smallholder) is following the Results of the Palm Oil FFB Pricing Meeting by the Plantation Office, Jambi Provincial Government every 2 weeks.

3. Feedbacks:

Dinas Tenaga Kerja – Manpower Office of Batanghari Regency

- PT. IIS – Muara Bulian has provide normative rights to their workers, salary, overtime, housing facilities and social amenities.
- Accident report submitted regularly.
- Annual health check carried out by companies.
- There was no dispute between company and the worker union.
- For pension fund shall comply to regulation as normative rights for workers, however company discretion/consideration is advised.
- Communication has gone well between company and manpower services.
- There is no industrial relation dispute in these companies.
- Based on monitoring to companies, no practice of use child labor.
- Based on monitoring to companies, no practice of forced labor or human trafficking. Companies paid the workers in accordance to UMSK and registered to *BPJS Ketenagakerjaan* and *BPJS Kesehatan*.
- Based on monitoring to companies and communication with bipartite member, communication between company and worker union has gone well.
- The recruitment process is carried out in accordance with established procedures and in accordance with applicable regulations.
- In the 2023 period, there will still be workers, especially daily freelance harvesters (PHL), but the company has committed to making a program to appoint PHL harvesters to SKU (Permanent Workers) until the end of 2023.

	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> During audit confirmed that there is no practices of child labor usage, forced labor and discrimination of labor. There is also worker union formed in PT Inti Indosawit Subur – Muara Bulian. PT Inti Indosawit Subur – Muara Bulian has had worker union has registered in DISNAKERTRANS under Decree of Head of Social, Manpower and Transmigration Agency in Batang Hari Regency no. 568/506/DSKT on: Registration of PUK SPPP.SPSI PT Inti Indo Sawit Subur with registration number: no. 568/041/DSKT/2011, dated 18 April 2011 chaired by Mr. Janto Siburian. Recruitment process was documented in Procedure: AA-HR-305.7-R0 dated 1 August 2021 – regarding Recruitment, Selection and Promotion for Non Staff Workers. Explain that this procedure is a guide and provision related to the selection, acceptance and appointment of non-staff workers; Non-staff workers are field workers with the PHL (Daily Worker) / PKWT (Specified Time Work Agreement), and PKWTT (permanent workers) which is also known as SKU Until the period of May 2023, PT IIS – Muara Bulian, both Mill and Estate, has been promoting PHL particularly harvesters and procesing operator since 2022, as follows: <p><u>Muara Bulian Estate:</u></p> <ol style="list-style-type: none"> In 2022, 19 harvesters have been appointed PHL harvesters to become SKUH based on Memorandum No. 0175-01195/HR-RO3/MEMO/SK/07/2022 dated 21 July 2022. In Semester I/2023, 13 harveser have been appointed PHL harvesters to become SKUH based on Memorandum No. 102-114/HR-RO3/MEMO/SK/06/2023 dated 12 June 2023. <p>So, as of May 2023, there are still 30 new harvesters recruited in April 2023. To these 30 Harvesters, in accordance with the SOP No. AA-HR-305.2-R, this harvester is still on probation for 3 months. In July-August, an evaluation of the probation period will be carried out as the basis for a proposed promotion to permanent employee status (SKU).</p> <p><u>Muara Bulian Mill:</u></p> <p>The realization of the PHL promotion program in mill is as follows:</p> <ol style="list-style-type: none"> The company has promoted the appointment of PHL workers, as follows; in Semester II 2022, 6 workers have been appointed PHL to become SKUH based on Memorandum No 0127-0132/HR-RO3/MEMO/SK/05/2022 dated 06 June 2022. In Semester I/2023, the management has been appointment of 5 PHL workers to SKUH based on Memorandum No 133-137/HR-RO3/MEMO/SK/05/2022 dated 13 June 2023. <p>As of May 2023, at Muara Bulian Mill there are still 5 workers with probation status who were only recruited in April 2023. Thus, in July-August 2023, an evaluation of the probation period will be carried out for the 8 workers, which is the basis for determining them as permanent workers (SKU).</p> <p>Thus, at the end of 2023 onwards there will be no more operator processing with PHL (non-permanent) status but will be directly recruited to become permanent workers (SKU) with a trial (probation) period of 3 months.</p>
4.	<p>Feedbacks:</p> <p>Badan Pertanahan Nasional – National Lands Body of Batanghari Regency unable to contact</p> <p>Audit Team verification and response: -</p>
5.	<p>Feedbacks:</p> <p>NGO-Setara Jambi</p>

	<ul style="list-style-type: none"> ▪ Lack of information and knowledge of farmers on oil palm management, as a result aspects of safety and pollution tend to be neglected. ▪ Setara Jambi Foundation is a Non-Governmental Organization (NGO) based in Jambi Province. So far, the high activity of oil palm plantations, including those that are managed independently by the community, has an unfavorable impact on the environment. ▪ There is no land dispute, social cases, and environmental case at PT. IIS Muara Bulian. ▪ One of SETARA activities are by adding information and knowledge of oil palm farmers in managing their plantations by mentoring.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> ▪ There is no land dispute and land conflict occurred since last audit. ▪ This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. The company does not restrict local people's access through the main estate roads. ▪ Scheme Smallholder - Muara Bulian has received direct assistance from PT IIS – Muara Bulian who always provides training and socialization related to sustainable management of oil palm plantations. ▪ Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992.
6.	<p>Feedbacks:</p> <p>Head of Danau Embat Village Head of Karya Mukti Village BPD (Badan Permusyawaratan Desa) Bukit Sari Village</p> <ul style="list-style-type: none"> ▪ There is no land conflict between PT IIS Muara Bulian and community. ▪ There is no issue regarding social issue and environmental issue. ▪ The company has provided assistances to the community, such as: religious assistances, road maintenance, clean water assistances. ▪ Communication between company and community has gone well. ▪ The existence of the company has a positive impact regarding of the job opportunities for community who need work at estate and mill. ▪ Company has provided CSR program, such as: religious assistances, educational assistances, road maintenance, and clean water assistance. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> ▪ No land disputes or land conflicts have occurred since the last audit. ▪ The Certification Unit is a plantation that has been established for a long time with planting since 1992, land use rights have been obtained since 1992. This company is one of the pilot projects by the central government, so the existing area comes from State Land (PIR Government Program: <i>Perkebunan Inti Rakyat</i>) and no land compensation was carried out. So that there will be no more new land acquisition for oil palm plantations. ▪ The company does not limit local community access via the main plantation road. ▪ According to PT IIS CSR Tracking Project for the period 2022 and 2023, the realization of its achievements in 2022 is 88.96% by spending IDR 80,560,000 while the realization for the period 2023 up to May 2023 is still 25.30% or costs IDR 20,250,000 from the budget as IDR 80,039,525. ▪ The creation of the CSR program is done by coordinating with the local village head through the SIA report and monitoring.

7.	<p>Feedbacks:</p> <p>Gender Committee of Muara Bulian</p> <ul style="list-style-type: none"> There are no gender issues, discrimination and/or sexual harassment in the 2022 - 2023 period at the Mill and Estate. To date, in the company's operations there have been no cases of sexual harassment or gender discrimination. The Gender Committee understands the complaint mechanism and protects the identity of the reporter/reporter. The company has implemented a sexual harassment policy. The Certification Unit has provided pregnancy test kits to spraying and fertilizing workers every month. Through the gender committee, GP2SP (<i>Gerakan Pekerja Perempuan Sehat Produktif</i>) has been formed in collaboration with the Village Community Health Centers (<i>PUSKESMAS: Pusat Pelayanan Masyarakat</i>) around the plantations.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> PT Inti Indosawit Subur – Muara Bulian has formed a Gender Committee at Muara Bulian Estate and Mill which is chaired by Ms. Lilis A. Simanjuntak, there was no change related to the Gender Committee Organizational Structure was stated on 15 February 2020. Gender committees consisting of representatives of all units in the Muara Bulian Group play a role in: addressing issues related to women's rights and counselling for women workers who experience acts of violence and sexual harassment and other issues related to women workers. Coordinators are assigned at Muara Bulian Estate by Ms. Rimma S, at Muara Bulian Plasma is responsible for Ms. Nova Novrianti and at Muara Bulian Mill is responsible for Rita Anggraini. In 2022 Gender Committee Program has been established including the issues that will be discussed at the meeting. The determination of GP2SP is based on a memorandum from the Estate Manager of Muara Bulian No. 189/ES-KMB/INT/8/2017 dated August 5, 2017
8.	<p>Feedbacks:</p> <p>Worker Union</p> <ul style="list-style-type: none"> Employees' normative rights such as remuneration in accordance with applicable regulations, allowances/THR and the BPJS Program. Communication goes well with the company. Legally, trade union members are workers consisting of permanent workers (SKU-H & SKU-B), but operationally the trade union also considers problems that occur at the daily worker level. Daily workers have a Work Agreement (SPK) with the company and a Collective Labor Agreement (PKB) for workers with permanent worker status. There is no indication that the organization discriminates against workers. The organization has provided PPE to all workers. The company has provided facilities for its workers, such as; housing, clean water, electricity, toilets, sanitation, clinics, child care, places of worship, etc. The company has registered all its workers in the BPJS (Accident and Health Insurance) program, including daily workers. There has never been a freeze or operational termination on company management in the 2022-2023 period. The company has provided wages according to the provisions. There is no indication that the company has committed human rights violations.

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	<ul style="list-style-type: none"> There is no indication of forced labor or forced labor practices. There were no recorded work accidents in the 2023 period. There are still questions about the provision of pension benefits using the latest regulations. So it needs to be resocialized
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> Since the previous audit, there have no changes to the management of the labor union. Trade Unions registered with DISNAKERTRANS based on Decree of the Head of the Batang Hari Regency Social, Labor and Transmigration Service no. 568/506/DSKT concerning: Registration of PUK SPPP.SPSI PT Inti Indo Sawit Subur with registration number: no. 568/041/DSKT/2011, dated 18 April 2011 chaired by Mr Janto Siburian. Collective Labor Agreement (PKB) for the year period 2023-2025. This PKB has been registered at the Batanghari Regency Manpower Service with no. 565/68/Naker/2023 dated 9 January 2023. During audit confirmed that there is no practices of child labor usage, forced labor and discrimination of labour. The company consistently and complies with statutory regulations, that workers' wages are based on Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023; amounting to IDR 2,943,033.08 per month. The HRD Department (HRD Manager RO3) also issued Memorandum 066/HR-RO3/MEMO/05/2023 on 2 May 2022 regarding wages for 2023 amounting to IDR 2,943,033.08 per month (25 Working Days) or the equivalent of IDR 117,722 per day. <p>The company also provides rice allowances to its workers, namely 15 kg/month for each worker, 9 kg/month for the worker's wife, and 7.5 kg/month for the worker's children (maximum 3 children). Rice price in August 2021 IDR 9,500/kg.</p> <p>The salary scale structure for the 2023 period for all levels of workers has been shown during the audit, this structure is based on Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022.</p> <ul style="list-style-type: none"> PT Inti Indosawit Subur – Muara Bulian has provided adequate housing with electrical and clean water supply, medical clinic, sport facilities, religious facilities, education facilities and other amenities. Based on field inspection, the facilities found to be in good condition. For the calculation of the retirement period (Pension), PT Inti Indosawit Subur – Muara Bulian has complies to UU 11/2020 and PP 35/2021. It is planned to be re-socialized together with the Trade Union in early 2024 or the end of 2023.

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
-	-	-	-	-	-
PT Inti Indosawit Subur – Muara Bulian POM has established since 1985 and has planting palm oil since 1987, 1988, 1989. Currently the palm oil has been replanting since 2017 – 2027.					

Previous land owner / user comment	
	Feedbacks: -
	Audit Team verification and response: -



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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 PT Inti Indosawit Subur – Muara Bulian POM has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Inti Indosawit Subur – Muara Bulian POM is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Eko Prastio Ramadhan	Name: Putu Grhyate Yonata Aksa
Company Name : On behalf of BSI Services Malaysia Sdn. Bhd.	Company Name: PT. Inti Indosawit Subur – Muara Bulian POM
Title: Client Manager	Title: Sustainability 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: 8 January 2024	Date: 10 January 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -	<p>The list of documents that can be accessed by the public, has not changed, namely: <i>Daftar Dokumen dan Indormasi Untuk diakses Publik PT Inti Indosawit Subur – Muara Bulian Group</i> dated 30 June 2022. The documents are including: Environmental documents (EIA, Monitoring & Management Plan, Environmental Report, HCV Report, Land Use Right Permits. There are 32 types of documents that can be accessed by the public i.e Government, community, NGOs and stakeholders. Of these documents, only the "balance sheet audit report" document is not accessible to the public.</p> <p>Smallholders: Muara Bulian Plasma Plantation has established a list of documents that can be accessed by the public set by each KUD. This list of documents does not contain any changes from the previous year. In this surveillance audit, samples were taken, namely: List of Documents and Information for Public Access Barokah KUD, Karya Lestari KUD and Tuah Sak ato KUD dated January 21, 2021, the documents included are Copy of landownership (SHM), Smallholders Plantation Registration (STD-B), Environmental Commitment (SPPL), Cooperative Legal Document, Cooperative Policies, Procedures and Flowchart, Cooperative Report, Management and Monitoring Member Report.</p>	Complied

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1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	<p>Based on document verification that <i>Daftar Dokumen dan Indormasi Untuk diakses Publik PT Inti Indosawit Subur – Muara Bulian Group</i> dated 30 June 2022. The provision of publicly available document segregates based on stakeholder category. PT Inti Indosawit Subur – both of Muara Bulian POM and Estate also smallholder has provided information in appropriate languages (Bahasa Indonesia) which can be understood and accessible by relevant stakeholders.</p> <p>Based on interview with surroundings stakeholder (e.g. Head of village Karya Mukti Village, Bukit Sari Village, contractor of Transport FFB) that they understood of the list.</p>	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	<p>Verification of information request documents and responses that are well documented in the "Incoming Letter and Response" Logbook. In the period of 2023 there is 5 requests for information letter from stakeholders that have been responded to, namely:</p> <ol style="list-style-type: none"> 1. Request for information from the Head of Bukit Sari Village on 10/2/2023, related to requests for heavy equipment loan assistance (Motor Grader and Backhoe Loader). It has been responded on 12 February 2023 by providing heavy equipment loans in the form of motor graders and backhoe loaders for 1 day. 2. Request for information dated 21/2/2023 from Head of Tidar Kuranji Village related to watering the shaft road because it is dusty in the dry season. This request has been responded to on 22/2/2023 by watering the shaft in Tidar Kuranji Village and will always be carried out during the dry season every day. 3. Request for information on 21 F February 2023 from the Head of Bulian Jaya Village regarding the granting of dispensation to employees/workers who are the committee of MTQ activities on 24-26 February 2023. It has been responded on 21 February 2023, that 	Complied

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		<p>the company has granted dispensation for permission to leave work for 16 employees to carry out MTQ activities in the sub-district.</p> <p>Based on the verification of the above documents, that the company has responded to requests for information from stakeholders in accordance with established procedures Mekanisme Penanganan Permintaan Informasi Stakeholder "(No. SOP; AA-GL-5008.1-R1) dated 22 August 2011.</p> <p>Smallholder:</p> <p>Koperasi Tuah Sakato, KUD Barokah and KUD Budi Sari: According to "Buku Surat Masuk – Surat Keluar" period 2021 and 2022, there is no request of information from stakeholders. Most requests for information to cooperatives or KUD are from farmers or farmer groups related to FFB prices, TUS work and for FFB delivery to PT IIS-Muara Bulian Mill.</p> <p>Sample of smallholders scheme visited during this assessment are ongoing process for replanting, no information request was raised.</p>	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>Until this surveillance audit, there are no changes related to communication and consultation procedures with stakeholders, namely: "<i>Mekanisme Penanganan Permintaan Informasi Stakeholder</i>" (SOP No.; AA-GL-5008.1-R1) dated 22 August 2011. It is explained that information request can be receive by oral or written, or by representative of communities; the company will responded according to respective authorities, starts from KTU from Estate (Bpk. Ade Stefanus from Estate and Bpk. Chobar from Mill), Estate/Mill manager, Group Manager and Regional Office.</p> <p>Based on the results of interviews with community representatives and village leaders, local contractors, and other stakeholders, it is known that they understand the communication mechanism owned by the</p>	Complied

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		company. The village did not object to the existing complaint submission mechanism.	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives. - Minor compliance -	<p>The list of stakeholders is always updated every year, the Certification unit has updated the list of stakeholders as of January 16, 2023 which is divided into several regions: Provinces, Districts and Districts as well as local. The list records address, contact person, email address, number, telephone, relationship of interest.</p> <p>In the provincial area, there are 18 stakeholders consisting of related government offices, Jambi Regional Police and education agencies.</p> <p>In the Batanghari Regency area, there are 11 stakeholders, including: district-level government offices, APKASINDO (Association of Palm Oil Farmers throughout Indonesia), social media (Media Batang Hari Express), NGOs (10 NGO local and National).</p> <p>In the sub-district area, there are 11 stakeholders, including: Polsek, Puskesmas, Sub-district and Maro Sebo Ilir Sub-District Cooperative Forum.</p> <p>In the surrounding village area, there are 32 cuttingholders, including: KUD which is a plasma/partnership with PT IIS, Village Head (11 villages around the Plantation).</p>	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	<p>Since 2019, the company has had policies related to the code of ethics and was signed by the Managing Director on December 1, 2019 which until this surveillance has not changed. The policy was disseminated to all employees through the company policy notice board and by direct dissemination, e.g.:</p> <ol style="list-style-type: none"> 1. In 2021, dissemination has performed on 10 September 2021 attended by 32 personnel from Muara Bulian Estate, on 10 April 2021 	Complied

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		<p>attended by 72 personnel at Muara Bulian Plasma. List of attendance was available at the time of audit.</p> <ol style="list-style-type: none">2. In 2022, dissemination has performed on 10 February 2022 attended by 24 personnel from Muara Bulian Estate.3. In 2023, dissemination has performed on 20-21 March attended by 31 participants from Mill and on 11-13 April 2023 which attended by 26 participants from Muara Bulian Estate and also dissemination to contractor and supplier on 14 April 2023 and attended by 10 contractors and supplier. <p>In the recruitment process, policies related to business ethics have been implemented as outlined in the Work Agreement, both PHL, PKWT, and in the Collective Labor Agreement (PKB) as well, and its mentioned Concerning Disgraceful Actions/Conducts of Workforce Causing the Termination of Work Agreements; "Performing and/or being involved directly or indirectly in a fraud and/or theft and/or embezzlement of goods and/or money belonging to the company, embezzling money belonging to the company, receiving money gifts from other parties because of work results".</p> <p>The PKB for the 2022-2024 period has explained business ethics in article XXII concerning "Obligations of Companies and Employees"; among others: employers and workers must maintain good morals and not conflict with legal norms and moral values, employers and workers must comply with and enforce all applicable laws and regulations on Manpower.</p> <p>Based on interviews with several workers who had just joined PT IIS-Muara Bulian Mill and Estate, that in the recruitment process there was no set fee.</p>	
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1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>PT IIS - Muara Bulian Group including plasma farmers has a mechanism regarding guarantees that the implementation of the code of ethics is carried out properly, there are several mechanisms to ensure that this code of ethics has been implemented, namely:</p> <ol style="list-style-type: none"> 1. Procedure AA-GL/510.1-R0 regarding reporting and disclosure of cases; where Field Assistant will convey the information to the GM and keep the reporting party confidential. GM and Public Relations provide a maximum response of 14 days. Based on interviews with stakeholders (including contractors and heads of villages around the plantation), that up to this surveillance audit there had been no cases of violations of the code of ethics. 2. For whistleblower cases, refer to related procedures: refer to procedure AA-GL-5009.1 R0 settlement with the local community and settlement of employee complaints related to employment refer to Procedure AA-HR-308.5-R0. Based on interviews with the heads of the trade unions and the gender committee, up to this surveillance audit there has been no violation of the code of ethics. 3. Procedure no. AA-SOP-ES-6001-R5 regarding Internal Audit, this mechanism is to ensure that company policies including the company's code of ethics have been implemented properly. Internal audit Dept. Visit. Agronomy was carried out on 29 May – 3 June 2023 and Dept. Engineering Visits were carried out on 8 – 13 May 2023. 	Complied
<p>Principle 2: Operate legally and respect rights</p> <p>Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	<p>(C) The unit of certification complies to relevant regulations.</p> <p>- Critical (Major) compliance -</p>	<p>The organization has provided a list of relevant laws and regulation and its compliance evaluation. The evaluation was conducted annually as per "Evaluasi Kepatuhan Peraturan Perundangan", the latest was updated</p>	Complied

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		<p>in 13 February 2023. No new regulation issued in 2022 so the latest regulations are:</p> <ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 5 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha Berbasis Risiko. • Peraturan Pemerintah (PP) Nomor 6 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha di Daerah. • Peraturan Pemerintah (PP) Nomor 20 Tahun 2021 regarding Penertiban Kawasan dan Tanah Terlantar. • Peraturan Pemerintah (PP) Nomor 22 Tahun 2021 regarding Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. • Peraturan Pemerintah (PP) Nomor 26 Tahun 2021 regarding Penyelenggaraan Bidang Pertanian. • Peraturan Pemerintah (PP) Nomor 31 Tahun 2021 regarding Penyelenggaraan Bidang Pelayaran. • Peraturan Pemerintah (PP) Nomor 35 Tahun 2021 regarding Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja. • Peraturan Pemerintah (PP) Nomor 36 Tahun 2021 regarding Pengupahan. • Peraturan Pemerintah (PP) Nomor 37 Tahun 2021 regarding Penyelenggaraan Program Jaminan Kehilangan Pekerjaan <p>Based on evaluation, the organizations have complied to the new regulations as mentioned as above.</p> <p>Scheme Smallholders:</p> <p>Compliance with laws and regulations, especially related to scheme smallholder oil palm plantations, has been carried out through several obligations or permits that must be fulfilled, such land legality,</p>	
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		organization establishment deed, tax ID and etc. In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah where all of them have their legal document. Based on interview with them (86 smallholders) obtained information they have their land legality document , the company only have a copied document.	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.</p> <p>- Minor compliance -</p>	<p>The evaluation of laws and regulation referred to SOP of Regulation Compliance "SOP Pemenuhan Peraturan Perundang- undangan dan Perubahannya No.AA-GL-5001.1-R0" dated 5 December 2009. The evaluation of laws and regulation mechanism:</p> <ul style="list-style-type: none"> - Law/ regulation owner will inform/announce of new laws/regulations. Information dissemination can be of different format. - PIC Law Compliance will extract and obtain hard copy/ soft copy of the new laws/ regulation. PIC Law Compliance shall perform socialization on the interpretation of new laws and regulation and the implementation foroperational purposes. - Respective Department shall ensure the new laws/ regulations be implemented in form of review and revised policy/ procedure/ work instruction and communicating the changes to relevant parties. <p>The organization has provided a list of relevant laws and regulation and its compliance evaluation. The evaluation was conducted annually as per "Evaluasi Kepatuhan Peraturan Perundangan", the latest was updated in 13 February 2023. No new regulation issued in 2022 so the latest regulations are:</p> <ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 5 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha Berbasis Risiko. • Peraturan Pemerintah (PP) Nomor 6 Tahun 2021 regarding Penyelenggaraan Perizinan Berusaha di Daerah. 	Complied

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		<ul style="list-style-type: none"> • Peraturan Pemerintah (PP) Nomor 20 Tahun 2021 regarding Penertiban Kawasan dan Tanah Terlantar. • Peraturan Pemerintah (PP) Nomor 22 Tahun 2021 regarding Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. • Peraturan Pemerintah (PP) Nomor 26 Tahun 2021 regarding Penyelenggaraan Bidang Pertanian. • Peraturan Pemerintah (PP) Nomor 31 Tahun 2021 regarding Penyelenggaraan Bidang Pelayaran. • Peraturan Pemerintah (PP) Nomor 35 Tahun 2021 regarding Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja. • Peraturan Pemerintah (PP) Nomor 36 Tahun 2021 regarding Pengupahan. • Peraturan Pemerintah (PP) Nomor 37 Tahun 2021 regarding Penyelenggaraan Program Jaminan Kehilangan Pekerjaan <p>Based on evaluation, the organizations have complied to the new regulations as mentioned as above.</p>	
2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>According to the national regulation, land title (HGU) holder shall maintain the condition of boundary poles. Based on field visit in Muara Bulian Estate concluded that the boundary poles area well maintained. The boundary poles recorded in document "<i>Monitoring Pemeriksaan Patok Batas</i>". The poles monitored twice a year. The last monitoring held on 1 December 2022. All poles (44 units) reported in good condition.</p> <p>Scheme smallholder:</p>	Complied

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		For smallholders, based on field visit, the boundaries are well demarcated in the form of land title (SHM) stake, path, drain, trees, etc. There is no indication of dispute among the plots as well with external parties.																																																																																																					
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.																																																																																																							
2.2.1	A list of contracted parties is available. - Minor compliance -	<div>PT IIS – Muara Bulian Group has created and updated monthly basis of list of contractors for the 2022-2023 period, including:</div> <table><thead><tr><th>No.</th><th>Remark</th><th>Contract Number</th><th>Contractor Name</th><th>Validation</th></tr></thead><tbody><tr><td colspan="5">Muara Bulian Estate</td></tr><tr><td>1</td><td>Rental of Grader</td><td>024/E3KMB/01/23</td><td>PT. Uniteda Arkato</td><td>30-Jun-23</td></tr><tr><td>2</td><td>Rental of Backhoe Loader</td><td>025/E3KMB/01/23</td><td>PT. Uniteda Arkato</td><td>30-Jun-23</td></tr><tr><td>3</td><td>Rental of Excavator</td><td>030/E3KMB/01/23</td><td>CV. Alam Cahaya Cemerlang</td><td>30-Jun-23</td></tr><tr><td>4</td><td>FFB and EFB Transport</td><td>034/E3KMB/01/23</td><td>Halasan Sianipar</td><td>31-Dec-23</td></tr><tr><td>5</td><td>FFB and EFB Transport</td><td>035/E3KMB/01/23</td><td>Suranto Barus</td><td>31-Dec-23</td></tr><tr><td>6</td><td>Rental of Excavator</td><td>097/E3KMB/01/23</td><td>PT. Multi Raya Perkasa</td><td>30-Jun-23</td></tr><tr><td>7</td><td>Rental of Excavator Mini</td><td>115/E3KMB/01/23</td><td>CV. Alam Cahaya Cemerlang</td><td>30-Jun-23</td></tr><tr><td>8</td><td>Rental of Sewa Dump Truck</td><td>262/E3KMB/11/22</td><td>CV. Mitra Sahabat Sejahtera</td><td>31-Dec-23</td></tr><tr><td>9</td><td>Construction of a security guard post</td><td>179/E3KMB/05/23</td><td>Heru Prayetno</td><td>31-Aug-23</td></tr><tr><td colspan="5">Muara Bulian Mill</td></tr><tr><td>1</td><td>Supplier TBS Luar</td><td></td><td>PT. Pasific Global Sejahtera</td><td>Continuous with conditions</td></tr><tr><td>2</td><td>Supplier TBS Luar</td><td></td><td>PT. IKU</td><td>Continuous with conditions</td></tr><tr><td>3</td><td>Supplier TBS Luar</td><td></td><td>PLASMA NON HAMPARAN SP2 FARIZAL</td><td>Continuous with conditions</td></tr><tr><td>4</td><td>Supplier TBS Luar</td><td></td><td>Kebun Tani Mandiri</td><td>Continuous with conditions</td></tr><tr><td>5</td><td>Supplier TBS Luar</td><td></td><td>PLASMA NON HAMPARAN SP2(HELENA)</td><td>Continuous with conditions</td></tr><tr><td>6</td><td>Supplier TBS Luar</td><td></td><td>Edi Susanto</td><td>Continuous with conditions</td></tr><tr><td>7</td><td>Trasporter CPO</td><td>05/XII/TJP-IIS/2020</td><td>PT. Trans Jaya Pertama</td><td>Continuous with conditions</td></tr><tr><td>8</td><td>Trasporter Kernel</td><td>05/VIII/MDA-IIS/2019</td><td>PT. Mitra Abadi Damai</td><td>Continuous with conditions</td></tr></tbody></table>	No.	Remark	Contract Number	Contractor Name	Validation	Muara Bulian Estate					1	Rental of Grader	024/E3KMB/01/23	PT. Uniteda Arkato	30-Jun-23	2	Rental of Backhoe Loader	025/E3KMB/01/23	PT. Uniteda Arkato	30-Jun-23	3	Rental of Excavator	030/E3KMB/01/23	CV. Alam Cahaya Cemerlang	30-Jun-23	4	FFB and EFB Transport	034/E3KMB/01/23	Halasan Sianipar	31-Dec-23	5	FFB and EFB Transport	035/E3KMB/01/23	Suranto Barus	31-Dec-23	6	Rental of Excavator	097/E3KMB/01/23	PT. Multi Raya Perkasa	30-Jun-23	7	Rental of Excavator Mini	115/E3KMB/01/23	CV. Alam Cahaya Cemerlang	30-Jun-23	8	Rental of Sewa Dump Truck	262/E3KMB/11/22	CV. Mitra Sahabat Sejahtera	31-Dec-23	9	Construction of a security guard post	179/E3KMB/05/23	Heru Prayetno	31-Aug-23	Muara Bulian Mill					1	Supplier TBS Luar		PT. Pasific Global Sejahtera	Continuous with conditions	2	Supplier TBS Luar		PT. IKU	Continuous with conditions	3	Supplier TBS Luar		PLASMA NON HAMPARAN SP2 FARIZAL	Continuous with conditions	4	Supplier TBS Luar		Kebun Tani Mandiri	Continuous with conditions	5	Supplier TBS Luar		PLASMA NON HAMPARAN SP2(HELENA)	Continuous with conditions	6	Supplier TBS Luar		Edi Susanto	Continuous with conditions	7	Trasporter CPO	05/XII/TJP-IIS/2020	PT. Trans Jaya Pertama	Continuous with conditions	8	Trasporter Kernel	05/VIII/MDA-IIS/2019	PT. Mitra Abadi Damai	Continuous with conditions	Complied
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2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>During surveillance audit, verification was carried out on the cooperation contractor documents above (2.2.1), that related to the legal requirements described in Article 7: Responsibilities and Obligations, has mentioned on letter f: <i>"Comply with the applicable regulations in Rep. Indonesia and is not involved in forced labor and human trafficking. "(mematuhi peraturan yang berlaku di Rep. Indonesia serta tidak terlibat dalam praktik kerja paksa dan perdagangan manusia)"</i>.</p> <p>Based on document verification of third party contract (EFB and decanter cake transporter) on behalf of Halasan Sianipar & Suranto Borus (FFB & EFB Transports) and obtained information that the contract contain specific clause as follows:</p> <ul style="list-style-type: none"> • Name and personal address both parties, date and kind of agreement. • Scope of agreement • Requirement • Duration • Detail of agreement • Price • Payment method • Measurement • Responsibilities • Contractor Guarantee; (covering statement to follow company procedure, registered their workers in worker insurance program, PPE usage, no child labour and other environmental procedures) • Sanction • End of agreement terms • Force majeure 	Complied
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		<ul style="list-style-type: none"> • Manipulation and bribery • Addendum • Court settlement • Signed both parties 	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>Based on document verification and interviews with several contractors, Heru Prayetno as the security post construction contractor with agreement document no. 179/E3KMB/05/23 and Suranto Barus as FFB/EFB transporter with agreement document no. 035/E3KMB/01/23, that information related to child labor, forced labor and the labor trafficking has been stated in the contract document Article 7; Responsibilities and Obligations, letters of:</p> <p><i>e. do not employ minors (18 years)</i></p> <p><i>f. not involved in the practice of forced labor and labor trafficking.</i></p> <p>Based on interviews with several of the contractors, they stated that they had complied with the requirements contained in the agreement document and based on field observations, they did not identify the practice of child labour, forced labor or labor trafficking.</p>	Complied
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> • Information regarding the geolocation of FFB origins; • Proof of ownership status, right/claim of the land by grower/smallholder; • If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	<p>Based on document review and interview during ASA2.1, it was known that PT Inti Indosawit Subur – Muara Bulian POM has chosen Mass Balance Module, the supply bases as directly sourced of FFB are estate (Muara Bulian Estate), scheme smallholders (KUD Barokah, KUD Subur Makmur, KUD Budi Sari, KUD Makmur Rejeki, KUD Karya Lestari and KUD Tuah Sakato) and third party such as PT IKU, CSV Dua Putra, CSV Putra Tunggal Bukit Sangkalan. The information related geolocation, proof of ownership status, and trading license a cooperative has shown during audit.</p>	Complied

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		<p>For directly FFB supplier, verified document as follows:</p> <p>PT IKU:</p> <ul style="list-style-type: none"> Place of business permit/Izin Tempat Usaha: No. 503/94/2012 dated 7/02/2012 from Bupati Batanghari. Geolocations: E103°42'42.66", S: 1°37'17.25 " No. TDP 09.03.1.49.93341 from Dinas Penanaman Modal, Batanghari Regency. Izin Usaha Perkebunan (IUP) No. 9120113270723 dated 30/11/2020. No. KBLI 01262 Proof of ownership: Izin Lokasi (No. NIB 9120113270723) area 1,800 Ha, dated 2/12/2019, from Lembaga OSS. <p>CSV Putra Tunggal Bukit Sangkilan AKTA: AHU-11011698AHA0107.TAHUN2020 NIB: A11*****22DB</p> <ul style="list-style-type: none"> SHM: Eko Puji Warsito, No. 1336 dated 14/12/2017 area 20,200 m². E103°11'10.00", S: 1°36'26.91" SHM, Heriyadi, No. 01765 dated 14/01/2019, area 15,120 m². E103°11'10.00", S: 1°36'26.91". 	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>During ASA2.1, there are third party's supplier as Indirectly sourced FFB, the suppliers are PT Pasific Global Sejahtera, Plasma Non Hamparan SP2 Farizal, Kebun Tani Mandiri, Plasma Non Harapan SP2 Helens, and Edi Susanto.</p> <p>Based on document verification and interview with Create Share Value (CSV) staff and Mill Manager obtained information that both suppliers</p>	Complied

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		<p>have been verified and visited by FFB purchasing staff. By visited the suppliers land and tagged the coordinate, mill expected the FFB source comes from traceable and responsible area.</p> <p>Examples of verified documents as follows:</p> <p>PT Pasific Global</p> <p>Business/Trading Licenses</p> <ul style="list-style-type: none"> - SIUP: 530-1314-BPNPPT-15.71.03.1101-2016 from Badan Penanaman Modal dan Perijinan Terpadu Kota Jambi, dated 16/08/2016. - SITU: 517/1752/K/BPNPPT/15.71.03.1101-2016 dari Badan Penanaman Modal dan Perijinan Terpadu Kota Jambi, dated 16/08/2016. <p>Land legality:</p> <ul style="list-style-type: none"> - Surat Keterangan Jual Beli: on behalf Dri Widio, dated 5 February 2005, area 1.5Ha, Geolocation (UTM) 48M290890 9831266. - Surat Keterangan Jual Beli: on behalf Norman, dated 27 August 2007, area 4Ha, Geolocation (UTM) 48M290351 9831432. - Surat Keterangan Jual Beli: on behalf Rusianto, dated 7 September 2006, area 1 Ha, Geolocation (UTM) 48M296413 9828628. 	
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience</p> <p>Implement plans, procedures and systems for continuous improvement.</p>			
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>			

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3.1.1	<p>(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>During verified document revealed that the Certificate Holder has three years' management plan covering Own Estate, Mill and Smallholder's scheme updated 1 February 2023, as follow:</p> <p>1. Production (ton)</p> <table><tr><th>Description</th><th>Actual (Jan-Jun 2022)</th><th>Budget 2023</th><th>Budget 2024</th><th>Budget 2025</th><th>Budget 2026</th></tr><tr><td>FFB Production</td><td>36,273.15</td><td>44,946</td><td>49,440</td><td>51,912</td><td>59,699</td></tr><tr><td>FFB Processed</td><td>307,698</td><td>301,663</td><td>277,734</td><td>281,334</td><td>281,334</td></tr><tr><td>CPO</td><td>62,066</td><td>58,588</td><td>56,221</td><td>56,950</td><td>57,011</td></tr><tr><td>PK</td><td>16,442</td><td>16,591</td><td>15,277</td><td>15,475</td><td>15,491</td></tr><tr><td>OER</td><td>20.17</td><td>19.42</td><td>20.24</td><td>20.24</td><td>20.26</td></tr><tr><td>KER</td><td>5.34</td><td>5.50</td><td>5.50</td><td>5.50</td><td>5.50</td></tr></table> <p>2. Planting Material. MARIHAT: YoP 1991, 1992, 1993, 1994. TOPAZ: Year of Planting 2016, 2017, 2018 and 2019 (only for own estate).</p> <p>3. Production cost (IDR/MT CPO)</p> <table><tr><th>Cost Unit</th><th>Act (Jan-Jun 2022)</th><th>Budget 2023</th><th>Target 2024</th><th>Target 2025</th><th>Target 2026</th></tr><tr><td>Estate</td><td>779</td><td>857</td><td>1,286</td><td>1,543</td><td>1,852</td></tr><tr><td>Mill</td><td>229</td><td>204</td><td>374</td><td>235</td><td>430</td></tr><tr><td>Total</td><td>1,007</td><td>1061</td><td>1,660</td><td>1,778</td><td>2,282</td></tr></table>	Description	Actual (Jan-Jun 2022)	Budget 2023	Budget 2024	Budget 2025	Budget 2026	FFB Production	36,273.15	44,946	49,440	51,912	59,699	FFB Processed	307,698	301,663	277,734	281,334	281,334	CPO	62,066	58,588	56,221	56,950	57,011	PK	16,442	16,591	15,277	15,475	15,491	OER	20.17	19.42	20.24	20.24	20.26	KER	5.34	5.50	5.50	5.50	5.50	Cost Unit	Act (Jan-Jun 2022)	Budget 2023	Target 2024	Target 2025	Target 2026	Estate	779	857	1,286	1,543	1,852	Mill	229	204	374	235	430	Total	1,007	1061	1,660	1,778	2,282	Complied
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		<p>PT Inti Indosawit Subur has demonstrates financial report for fiscal year ends 31 December 2022. The financial report prepared by independent auditor Imelda & Partners, the report has been shown during audit. The auditor stated:</p> <p><i>"In our opinion, the accompanying consolidated financial statements present fairly, in all material respect, the financial position of PT Inti Indosawit Subur and its subsidiaries as of 31 December 2022, and their financial performance and cash flows for the year then ended, in accordance with Indonesian Financial Account Standards".</i></p>	
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Based on interview to the management during ASA2.1 it was known that there is no replanting program for period 2023-2027 for Own estate the last replanting program is Y2019, the planting year is 2016, 2017, 2018 and 2019. And for smallholders, replanting program was started at Y2021 at KUD Makmur Rezeki (SP4).</p> <p>Smallholder has had the replanting program for period 2023 – 2026 and 2031 as follows:</p> <ul style="list-style-type: none"> • 2023: 1,306 Ha • 2024: 872 Ha • 2025: 1,406 Ha • 2026: 720 Ha • 2031: 388 Ha <p>During field visit to the respective sampling found (KUD Barokah) that several replanting activities has been done in 2022 the area is 338 Ha and 2023 is 210 Ha, and for KUD Budi Sari replanting in 2023 is 110 Ha. The agreement of Land Clearing has been verified as per Agreement Letter has shown during audit.</p> <p>There was no fire usage during that process.</p>	Complied

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3.1.3	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>Organization has conducted management review annually. The management review stipulated in the procedure "AA-SOP-ES-6001-R5 dated 1 August 2020". The latest management review at Muara Bulian POM was conducted on 01 March 2023 and attended by 12 persons.</p> <p>During the onsite audit, auditor team also verifying the record of internal audit/visit. Sighted the record of visit in each unit as follows:</p> <ul style="list-style-type: none"> • Visit Agronomy Muara Bulian Estate: date of visit 29 May – 3 June 2023 by Subramaniam Perumal. There were no main issues in this estate, however current issues related to weeding control in circles/path and interrow, manuring, pest & disease, castration, supplying and consolidation, pruning, trenches, road/bridge and harvesting and administration. • Visit Engineering Muara Bulian POM: 29 May – 3 June 2023 by JC Thomas. There were no pending issues in this mill. However, there were a key issue related to FFB cages condition in loading ramp and poor collection of EFB due to low evacuation by estate. • Visit Agronomy Scheme Smallholders: Report of Visit Agronomy Scheme Smallholders in March 2023 "Laporan Kunjungan Plasma KLM" by Goh Sudi Wunsen, and Visit from Plasma Coordinator in January & April 2023. • Internal Audit Sustainability PT IIS – Muara Bulian POM dated 19 May 2023 by Internal Auditor Mr Ridho Ilahi, Ian Septian Arifin, Wahyu Mulya Atmaja and Yohanes Simanjuntak. There are four issue related documentation of grievance list, and related to the review of SEIA. The issues have been follow up by unit management. 	Complied
Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.			

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3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Continues improvement were developed by Unit of Certification is by following up the non-conformities of the internal audit and certification audit. Also, they have CI report annually to create improvements in their activities Mill and Estate. The CI report already demonstrated during audit. For example, mill has established the program of CI related to reduce the use of POM electricity for lighting and controlling and reducing the use of fossil fuels.</p> <p>Unit of certification has annual improvement on operational activity. For example, there was a record of continuous improvement by the estate to increase productivity and the quality of EFB's sowing the output from 7 ton/working day to 8 ton/working day. This improvement has been implemented since 2022 and continued for period 2023.</p>	Complied
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.</p> <p>- Minor compliance -</p>	<p>RSPO Annual Communication of Progress 2020 of PT Inti Indosawit Subur has been available in RSPO website under membership number 1-0022-06-000-00.</p> <p>At the time of the audit, the RSPO Metrics template has shown during audit and has been verified by the auditor.</p>	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>There is no changes on the SOP's for Mill and Estate during ASA2.1. The procedures for estates is covering Nursery (SOP AA-APM-OP-1100.01-R4 dated 5 September 2016) upto Replanting (SOP AA-APM-OP-1100.20-R6). While, procedures on Mill are from FFB Receiving (SOP AA-MPM-OP-1400.02.R2) upto Storage of CPO and PK (SOP AA-MPM-OP-1400.14-R2).</p> <p>Own Estate:</p> <p>Estate has had Standard Operational Procedures (SOP) that covering entire operational activity as follows:</p> <ul style="list-style-type: none"> SOP AA-APM-OP-1100.01-R4 dated 5 September 2016: <i>Pembibitan</i> 	Complied

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		<p>(Nursery).</p> <ul style="list-style-type: none"> • SOP AA-APM-OP-1100.02-R3 dated 10 June 2015: <i>Penanaman Areal Baru</i> (New Planting). • SOP AA-APM-OP-1100.03-R2 dated 24 July 2015: <i>Pembuatan dan Perawatan Jalan dan Jembatan</i> (Road and Bridge construction and maintenance); • SOP AA-APM-OP-1100.04-R3 dated 7 Decmeber 2015: <i>Pembuatan dan Pemeliharaan Parit</i> (Drainage Construction and Maintenance). • SOP AA-APM-OP-1100.05-R3 dated 23 November 2016: <i>Konservasi Tanah dan Air</i> (Soil & Water Conservation). • SOP AA-APM-OP-1100.06-R6 dated 16 February 2017: <i>Menanam kacang</i> (Planting cover crops). • SOP AA-APM-OP-1100.07-R6 dated 16 February 2017: <i>Menanam Kelapa Sawit</i> (Planting Oil Palms). • SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed control). • SOP AA-APM-OP-1100.09. R5 dated 26 December 2018: <i>Pemupukan</i> (Fertilizer application). • SOP AA-APM-OP-1100.10. R6 dated 23 November 2016: <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control). • SOP AA-APM-OP-1100.11. R1 dated 1 February 2009: <i>Pestisida dan Pengendaliannya</i> (Pesticide Handling). • SOP AA-APM-OP-1100.12. R3 dated 23 November 2016: <i>Kastrasi</i> (Palm castration) explain cutting all generative product (mal flower, female flower, all fruit, to support vegetative growth) – done 5-6 months before being harvested. • SOP AA-APM-OP-1100.13. R3 dated 4 March 2016: <i>Tunas Pokok</i> 	
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		<p>(Pruning).</p> <ul style="list-style-type: none"> • SOP AA-APM-OP-1100.14. R3 dated 16 February 2017: <i>Sensus dan Identifikasi Pokok</i> (Census and Palm Identification). • SOP AA-APM-OP-1100.15. R2 dated 1 October 2010: <i>Sensus Produksi</i> (Production Census). • SOP AA-APM-OP-1100.16. R1 dated 1 February 2009: <i>Konsolidasi Pohon Tumbang</i> (Provision of Support to Fallen Palm). • SOP AA-APM-OP-1100.17. R1 dated 23 October 2014: <i>Pengelolaan Air</i> (Water Management). • SOP AA-APM-OP-1100.18.R3 dated 20 April 2015: <i>Potong Buah</i> (Harvesting). • SOP AA-APM-OP-1100.19.R1 dated 1 February 2009: <i>Pengelolaan Transport</i> (FFB Transport). • SOP AA-APM-OP-1100.20-R6 dated 1 May 2019: <i>Peremajaan</i> (Replanting). <p>Muara Bulian POM has documented and implemented procedure related to process of FFB to become CPO and PK, starts from FFB receiving to dispatch of CPO and PK:</p> <ol style="list-style-type: none"> 1. SOP AA-MPM-OP-1400.02.R2 dated 1 September 2011: <i>Stasiun Penerimaan</i> for FFB Receiving Station; 2. SOP AA-MPM-OP-1400.03.R1 dated 1 February 2009: <i>Stasiun Rebusan</i> for Sterilizer; 3. SOP AA-MPM-OP-1400.04.R1 dated 1 February 2009: <i>Stasiun Pemisahan Berondolan</i> for Loose Fruit Separation; 4. SOP AA-MPM-OP-1400.05-R1 dated 1 February 2009: <i>Stasiun Pengadukan dan Pengempaan</i> for Pressing Station; 5. SOP AA-MPM-OP-1400.06-R1 dated 1 February 2009: <i>Stasiun</i> 	
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		<p><i>Pemurnian</i> for Clarification;</p> <ol style="list-style-type: none"> 6. SOP AA-MPM-OP-1400.07-R1 dated 1 February 2009: <i>Stasiun Pemisahan Nut dan Fiber</i> for Nut and Fiber Separation; 7. SOP AA-MPM-OP-1400.08-R1 dated 1 February 2009: <i>Stasiun Kernel</i> for Kernel Station; 8. SOP AA-MPM-OP-1400.09-R1 dated 1 February 2009: <i>Stasiun Boiler</i>; 9. SOP AA-MPM-OP-1400.10-R1 dated 1 February 2009: <i>Stasiun Engine Room</i>; 10. SOP AA-MPM-OP-1400.11-R1 dated 1 February 2009: <i>Stasiun Water Treatment</i>; 11. SOP AA-MPM-OP-1400.12-R1 dated 1 February 2009: <i>Laboratorium</i>; 12. SOP AA-MPM-OP-1400.13-R1 dated 1 February 2009: <i>Stasiun Pengelolaan Limbah</i> for Palm Oil Mill Effluent Treatment; 13. SOP AA-MPM-OP-1400.14-R2 dated 1 September 2011: <i>Stasiun Penimbunan dan Pengiriman CPO dan Kernel</i> for CPO and PK Bulking and Despatch Operation; 14. SOP AA-MPM-OP-1400.15-R1 dated 1 February 2009: <i>Perawatan</i> for Preventive Maintenance; 15. SOP AA-MPM-OP-1400.19.R2 dated 1 September 2011: <i>Manajemen dan Metode Menghitung Emisi Gas Rumah Kaca</i> (GHG) 16. SOP AA-MPM-OP-1400.18-R4 Book Keeping 17. AA-MPM-OP-1400.17-R6 Traceability <p>Those documents above are available in each unit.</p> <p>Scheme Smallholder: Scheme smallholder has had best management practices procedure as follows:</p>	
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		<ul style="list-style-type: none"> • AA-PLASMA-PP-KS-01 <i>Pembibitan</i> (Nursery) • AA-APM-OP-1100.09-R3 <i>Pemupukan</i> (Manuring) dated 20 April 2015 • AA-PLASMA-PP-KS-04 <i>Potong Buah</i> (Harvesting) • AA-PLASMA-PP-KS-05 <i>Pengangkutan TBS</i> (FFB Transport) • AA-APM-OP-1100.10-R5 <i>Pengendalian Hama dan Penyakit</i> (Pest and Disease Control) dated 11 January 2016 • AA-APM-OP-1100.20-R5 <i>Peremajaan</i> (Replanting) dated 4 March 2016 • AA-MM-508-1-RO <i>Penerimaan TBS Plasma</i> (FFB Plasma Receiving) 1 September 2015 • AA-MM-508-2-RO <i>Penentuan Taksasi TBS Plasma</i> (FFB Plasma Estimation) • AA-APM-OP-1100.8-R5 <i>Pengendalian Gulma</i> (Weed Control) • AA-FA-220-2-RO <i>Stempel</i> (Stamp) • AA-MPM-OP-1400-17-R6 <i>Ketertelusuran</i> (Traceability) dated 1 September 2017 • AA-APM-OP-1100.02-R3 <i>Penanaman Area Baru</i> (New Planting) • AA-SOP-ES-6001-R4 <i>Audit Internal Sustainability</i> (Internal Audit Sustainability) • AA-KL-12-EFP <i>Restorasi Riparian dan Areal di Sekitar Danau/Waduk dan Mata Air Lainnya</i> (Restoration of Riparian Area or Near Area of Lake/Damp or Water Sources) dated 1 August 2010 • AA-HR-305.2-RO <i>Rekrutmen dan Seleksi Karyawan</i> (Recruitment and Selection of Employee). • Procedure of Internal Communication Group Certification (007/DOK/SOP/AA2016); 	
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		<ul style="list-style-type: none"> • Procedure of Assessment and Inspection Member Group Plantation (013/DOK/SOP/AA/2016); • FFB sale Mechanism (020/DOK/SOP/AA/2016). <p>During onsite audit, auditor has conducted field visit to the Muara Bulian Estate as follows:</p> <ul style="list-style-type: none"> • Harvesting in Block C19g Afdeling 3. The implementation was good, the harvester can demonstrate the best management practices for harvesting and also safety working procedure. • Chemical weeding, Block B19c Afdeling 3 Circle and path, using micron herbi (Very Low Volume of sprayer) with pesticide Isopropyl <i>amina glifosat</i> and <i>metil metsulfuron</i>. • Fertilizer application Block A17b Afdeling 2 <p>According to fertilizer recommendation, Muara Bulian Estate conducted fertilizer application using Dolomite with dosage 2 kg/palm. The fertilizer applicator can demonstrate the application and safety working procedure.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>Organization has conducted management review annually. The management review stipulated in the procedure "AA-SOP-ES-6001-R5 dated 1 August 2020". The latest management review at Muara Bulian POM was conducted on 01 March 2023 and attended by 12 persons.</p> <p>During the onsite audit, auditor team also verifying the record of internal audit/visit. Sighted the record of visit in each unit as follows:</p> <ul style="list-style-type: none"> • Visit Agronomy Muara Bulian Estate: date of visit 29 May – 3 June 2023 by Subramaniam Perumal. There were no main issues in this estate, however current issues related to weeding control in 	Non-compliance

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		<p>circles/path and interrow, manuring, pest & disease, castration, supplying and consolidation, pruning, trenches, road/bridge and harvesting and administration.</p> <ul style="list-style-type: none"> • Visit Engineering Muara Bulian POM: 29 May – 3 June 2023 by JC Thomas. There were no pending issues in this mill. However, there were a key issue related to FFB cages condition in loading ramp and poor collection of EFB due to low evacuation by estate. • Visit Agronomy Scheme Smallholders: Report of Visit Agronomy Scheme Smallholders in March 2023 "Laporan Kunjungan Plasma KLM" by Goh Sudi Wunsen, and Visit from Plasma Coordinator in January & April 2023. • Internal Audit Sustainability PT IIS – Muara Bulian POM dated 19 May 2023 by Internal Auditor Mr Ridho Ilahi, Ian Septian Arifin, Wahyu Mulya Atmaja and Yohanes Simanjuntak. There are four issue related documentation of grievance list, and related to the review of SEIA. The issues have been follow up by unit management. <p>Non conformances :</p> <p>There is a replanting program carried out by farmers through the BPD PKS program initiated by the Jambi Province Plantation Service, however there is no evidence that the SOPs related to replanting and plant care were implemented by farmers who carried out the replanting.</p> <p>Objectives evidence :</p> <ul style="list-style-type: none"> • The results of interviews with the KUD Budi Sari management stated that there were approximately 5% of farmer plots that were no longer maintained and the results of field visits found that no maintenance was carried out, for example plot No. 513 Ishak KUD 	
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		<p>Budi Sari No. 520 Tumuji KUD Budi Sari) some are even no longer harvested, but there is no follow-up from the plasma management.</p> <ul style="list-style-type: none"> It is known that there are plots of farmers who carry out replanting program through the BDPKS program (initiation of the Jambi Province Plantation Service) found conditions that do not meet the SOP, including: uncontrolled weed conditions in Roman plots (KUD Budi Sari), there are other plants being treated (plants palawija) in several plots of KUD Barokah, based on the results of interviews with a sample of self-managed farmers from KUD Budi Sari and KUD Barokah it was conveyed that the dosage of fertilizer used no longer refers to Plasma SOP related to treatment. Furthermore, there is no mechanism to ensure consistency of implementation with procedures for that plots. 	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>Certificate holder conducted monitoring of operational activity in all level of workers. Each field supervisor is equipped with monitoring sheets/worksheets. For example, harvesting supervisor collected harvesting record and quality of each harvester. The report submitted to estate manager daily. During audit, the records has been verified for period January – May 2023.</p> <p>Therefore, daily operational activity also recorded in daily worksheet by mill supervisor before reported to the mill manager. During audit, the records has been verified for period May 2023.</p> <p>To ensuring the result of operational activity in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff. The latest management review at Muara Bulian POM was conducted on 01 March 2023 and attended by 12 persons.</p>	Non-compliance

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		<p>Non conformances :</p> <p>There are no records related to monitoring the implementation of replanting and plant care carried out by farmers participating in the BDPKS replanting program initiated by the Jambi Province Plantation Service.</p> <p>Objectives evidence :</p> <p>Based on the review of documents and the results of field visits, it is known that there are no records related to monitoring the implementation of replanting and plant care carried out by farmers participating in the BDPKS replanting program initiated by the Jambi Province Plantation Service, namely in KUD Barokah and KUD Budi Sari.</p>	
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes regarding EIA and SIA assessment document compared to last year audit. Updating data or information about the monitoring report and its reporting to government.</p> <p>Environmental document:</p> <p>PT Inti Indosawit Subur – Muara Bulian has demonstrated the document of Analisis Mengenai Dampak Lingkungan (AMDAL) consist of document ANDAL, RKL and RPL as approved through “<i>Persetujuan Komisi Amdal Departemen Pertanian No.014/Andal/RKL-RPL/BA/V/1995 tentang Persetujuan ANDAL dan RKL-RPL perkebunan Kelapa Sawit dan Pabrik Minyak Kelapa Sawit PT Inti Indosawit Subur</i>” dated 3rd May 1995. The document covers scope of area of 32,000 Ha consist of Kuala Tungkal Estate 20,000 Ha and Muara Bulian Estate 12,000 Ha and palm oil mill</p>	Complied

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		<p>capacity 90 Tonnes FFB/hour for Kuala Tungkal and 30 Tonnes FFB/hour for Muara Bulian.</p> <p>Revision on AMDAL document is available for PT Inti Indosawit Subur - Muara Bulian through "<i>Surat Persetujuan Kepala Badan Lingkungan Hidup Provinsi Jambi No. 474/BLHD/2010 tentang Persetujuan Revisi Rencana Pengelolaan Lingkungan Hidup (RKL) dan Rencana Pemantauan Lingkungan Hidup (RPL) PT Inti Indosawit Subur seluas 9,188 Ha dan Pabrik Minyak Kelapa Sawit Kapasitas 60 Ton/Jam di Kecamatan Maro Sebo Ilir, Kabupaten Batanghari, Provinsi Jambi</i>" dated 10th August 2010. The revision occurs due to changes in mill capacity from 30 Tonnes FFB/hour into 60 Tonnes FFB/hour, land application separation from Muara Bulian Group and social dynamics back in 2010.</p> <p>PT Inti Indosawit Subur – Muara Bulian has also prepared Evaluation of Environmental Impact-Aspects (Environmental management system – EMS-431-003-LT) each year, latest assessment conducted on January 2023 for activities of Mill and estate including replanting activities which currently being undertaken by the company. Those utilized as tool to evaluate the implementation of environmental management and monitoring tools.</p> <p>Social impact assessment:</p> <p>PT Inti Indosawit Subur – Muara Bulian has social impact assessment with scope in Estate, Mill and Plasma/Smallholder in the same report. Social Impact Assessment was conducted as documented in "Social Impact Assessment PT Inti Indosawit Subur Kebun Muara Bulian including Scheme Smallholder" in 2011 by Fakultas Kehutanan Institut Pertanian Bogor. This social impact assessment is also done with a direct approach with affected communities by FGD method conducted on 5 to 10 March 2011.</p> <p>The social risk has been identified for some aspect:</p>	
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		<p>a. Tenurial aspect b. social aspect related infrastructure c. employment, industrial relation, and workforce absorption aspect d. environmental aspect</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan Pelaksanaan Izin Lingkungan</i>". Report semester I (Period January – June 2022) and Semester II (Period July – December 2022) has been sent to the government. Evidence of report submission can be demonstrated in "<i>Daftar Distribusi Eksternal</i>".</p> <p>Smallholders: Environmental Impact Assessment and HCV of the Plasma Muara Bulian has identified the significant potential environmental impacts deriving from operational activities such as: fertilizing, weeds control, pest, and disease control, harvesting, FFB transportation, road and bridge maintenance, ditch maintenance, chemical storage and hazardous waste storage, office. Group Manager has provided the document of Evaluation of impact on the environment as per "<i>Evaluasi Aspek Dampak Lingkungan Kebun Plasma Muara Bulian</i>" updated on 15 January 2021. During audit, sampled smallholder can explain and understood the environmental aspect and impact and its control.</p> <p>All the members have attended the training for Environmental Risk which cover all the environmental impacts identified in the operations in their oil palm plantations. Interview with smallholder member showed that they can demonstrated that they have understanding on environmental aspect and impact in their operation such as: water</p>	
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		<p>pollution, soil pollution and biodiversity decreasing as well as social impact.</p> <p>The social impacts with the participation of internal and external stakeholders such as management, local communities, head of around village (Karya Mukti, Tidar Kuranji, Bulian Jaya, Kehidupan Baru, Danau Embat village etc.) farmers and workers and the government bodies relate. Evidence of participation with affected parties is to use a questionnaire conducted on June 20, 2011.</p> <p>Based on interview with farmers that generally farmers understood of the social risk of their operation.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>There are no changes regarding EIA and SIA assessment document compared to last year audit. Updating data or information about the monitoring report and its reporting to government.</p> <p>Social Environment management and monitoring plan document is available in Environmental management plan (RPL-Rencana Pengelolaan Lingkungan) document. Document was approved as per "Surat Persetujuan Kepala Badan Lingkungan Hidup Provinsi Jambi No. 474/BLHD/2010 tentang Persetujuan Revisi Rencana Pengelolaan Lingkungan Hidup (RKL) dan Rencana Pemantauan Lingkungan Hidup (RPL) PT Inti Indosawit Subur seluas 9,188 Ha dan Pabrik Minyak Kelapa Sawit Kapasitas 60 Ton/Jam di Kecamatan Maro Sebo Ilir, Kabupaten Batanghari, Provinsi Jambi" dated 10th August 2010". Environmental management based on document includes:</p> <ul style="list-style-type: none"> • To prevent air quality decrease from POM operational and FFB transportation, company performed action: Reduce exhaust emissions from the engines by maintenance routine engine, dust bin installation in boiler stack and design the height of boiler stack as per regulation, planting the crops to reduce the pollutant/absorb the pollutant near POM, limiting the vehicle speed around POM • To prevent noise from machine and POM operation, company 	Complied

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		<p>performed isolating the noise source and machine maintenance, planting the crops as a green belt in surrounding POM, regular noise measurement</p> <ul style="list-style-type: none"> • To prevent water quality decrease, using Palm Oil Mill Effluent (POME) as organic fertilizer (land application), maintaining waste-water treatment plant (IPAL), maintain and monitoring land application; -> impact of Biogas development (Methane capture) • To prevent decreasing of biodiversity, company performed enhancing biodiversity in riparian by planting local species, placing signboard to prohibit illegal hunting in conservation area and around estate, awareness to employee and surrounding community to save the protected species. • To prevent social conflict, community perception and enhance the surrounding economic, company provide employment opportunities to the local community, the provision of supporting infrastructure for public economic activities, providing employment opportunities information to the public, optimizing the use of local labor, involving the local community as business partners. <p>PT Inti Indosawit Subur – Muara Bulian has appointed Estate and Mill Manager together with Sustainability team to control and ensure the implementation of environment plan.</p> <p>Evaluation on Environment Aspect – Impact already conducted prior to replanting activities. Documented evidence using Environmental Management System - ISO 14001 (EMS-431-003-LT). This document is periodically revised internally according to changes in replanting activities. The latest amendment on January 2023.</p> <p>Social Environmental monitoring and management report reported in regular basis each semester in "<i>Laporan Pelaksanaan Izin Lingkungan</i>". Report semester I (Period January – June 2022) and Semester II (Period</p>	
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		<p>July – December 2022) has been sent to the government. Evidence of report submission can be demonstrated in “<i>Daftar Distribusi Eksternal</i>”.</p> <p><u>Smallholder</u></p> <p>Plasma Muara Bulian has set the Environmental aspect and impact assessment as per “<i>Evaluasi Aspek Dampak Lingkungan Kebun Plasma Muara Bulian</i>” in January 2023. The mitigation plan for environmental aspect and impact has been defined, e.g:</p> <ul style="list-style-type: none"> • Manuring/Fertilizing – monitoring ex fertilizer sack, appropriate fertilizing as recommendation • Weeds control - Ex Herbicide container store in the hazardous waste storage. • Pest and disease handling: Ex pesticide container store in the hazardous waste storage • FFB transportation: optimizing FFB transportation by designed the TPH (FFB collecting place) in one way along collection road. <p>During site visit and interview with sampled smallholder (86 smallholders) observed they are well aware of the environmental impacts and the mitigation plan. For example, the ex fertilizer sack must be handled by collected in Cooperative office to reuse as loose fruit container.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes regarding EIA and SIA assessment document compared to last year audit. Updating data or information about the monitoring report and its reporting to government.</p> <p>The environmental analysis is based on AMDAL document and has been approved as per “<i>Surat Persetujuan Kepala Badan Lingkungan Hidup Provinsi Jambi No. 474/BLHD/2010 tentang Persetujuan Revisi Rencana Pengelolaan Lingkungan Hidup (RKL) dan Rencana Pemantauan</i>”</p>	Complied

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		<p><i>Lingkungan Hidup (RPL) PT Inti Indosawit Subur seluas 9,188 Ha dan Pabrik Minyak Kelapa Sawit Kapasitas 60 Ton/Jam di Kecamatan Maro Sebo Ilir, Kabupaten Batanghari, Provinsi Jambi” dated 10th August 2010”.</i></p> <p>Based on Government Regulation No. 27/2012 concerning Environmental Permits Article 53 (1) and (2) states that the person in charge of business must prepare a report and submit a report on the implementation of environmental management activities every 6 months. This reporting period is still in accordance with the latest regulations (Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management, Article 49 (6.f.6)).</p> <p>Social Environment management and monitoring plan as per RKL – RPL document has been implemented by PT Inti Indosawit Subur – Muara Bulian. Based on verification on Environmental management and monitoring report, confirmed that the management and monitoring plan has been well implemented accordingly. Data verified during audit:</p> <ul style="list-style-type: none"> • Air quality and noisy monitoring from FFB processing performed by emission measurement against Boiler and generator each semester, ambient air quality measurement each semester, noisy measurement (indoor and outdoor) each semester, odour measurement each semester. • Air emission quality in Muara Bulian POM analyse by PT. ITEC Soution Indonesia for Semester I (January – June) 2022 and Semester II (July – December) 2022. The analysis results from January – December 2022 shown comply with regulation. Analysis in Semester II/2022 was conducted on September 2023 • Surface water quality and water biota monitoring to prevent and control the physic and chemist quality of surface water comply to PP RI No 22 tahun 2021. Performed by wastewater quality monitoring 	
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		<p>each month, hazardous waste monitoring, land application monitoring, surface water quality monitoring each semester. Wastewater quality monitoring analyse by PT. Jambi Lestari Internasional. Wastewater analysis result since January – December 2022 shown comply with regulation.</p> <ul style="list-style-type: none"> • Surface water quality test (Sungai Pematang River upstream and downstream) analyze by PT. ITEC Soution Indonesia for Semester I (January – June) 2022 and Semester II (July – December) 2022. The analysis results from January – December 2022 shown comply with regulation. • Erosion and sedimentation monitoring performed by erosion measurement according to USLE method. Measurement result since January – December 2022 has been verified during audit. • Flora fauna monitoring performed by wildlife monitoring and monitoring the conservation area each month. Based on monitoring shown that there were species 2 species of mammalia (Sus crofa, Callosciurus sp); 13 species of Aves or Bird such as: Halcyon smirnensis, Geopelia striata, Pycnonotus aurigaster, Priminia familiaris, Centropus bengalensis; 2 species of Reptilia (Mabouya sp, Varanus salvator). • Community perception monitoring performed by community interview, employee data monitoring, interview with village head or public figure regarding their perception to company. Company has monitored the public perception through questioner each year. Questioner to public perception regarding the impact of company presence has been disseminated to surrounding community. Latest monitoring of public perception has been performed in 2021, questioner of public perception can be demonstrated and well documented in RKL-RPL report semester II 2022. Generally public perception was positive regarding the company presence and contribution to the surrounding community. No negative perception 	
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		<p>from public due to company involvement in local communities' livelihood such as scheme smallholder program and CSV (Create Shared Value) program that focuss in RSPO ISH Certification for independent smallholder outside the scheme smallholder organization (Koperasi).</p> <p>All management and monitoring plan has been implemented well by company according to RKL-RPL document. The implementation report has been reviewed and reported to government agency per semester (six monthly).</p> <p>The management team will review the report before submitting the document and if there are any environment analysis result above the minimum standard, it will explain in the Environmental management and monitoring report the cause of it.</p> <p>During document verification and interview with management, it can be demonstrated that all the environmental monitoring plan was implemented as per the RKL-RPL document. The evaluation of environmental monitoring plan effectiveness was carried out and presented in RKL-RPL report semester II 2022 (July – December 2022). Evaluation consists of:</p> <ul style="list-style-type: none">• Trend evaluation of air ambient quality, air emission, odor, ground water quality, wate water quality, surface water quality, soil erosion shown that the result of monitoring is all parameter is met with the standard of regulation. Trend evaluation of water usage still under the budget/standard; biodiversity trend evaluation shown that there were still found the presence of animal including protected animal; Social economic trend evaluation shown increasing each year. Overall, the trend evaluation shown the consistency and increasing in environmental performance.	
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		<ul style="list-style-type: none"> • Critical evaluation, the critical point in environmental monitoring is wastewater quality and surface water usage. Based on December 2022 was met with regulation (BOD < 5,000 mg/l and pH 6 – 9). • Compliance evaluation to regulation. According to evaluation of impact against soil erosion, water quality, soil quality, air quality, biodiversity, surrounding social and economic, health and safety, indicated that PT Inti Indosawit Subur – Muara Bulian POM has complied with all relevant regulation. • Public perception monitoring for 2022 has been carried out and there is no negative perception occurred. <p>Certificate of environmental analysis in Semester II 2022, such as:</p> <ul style="list-style-type: none"> • Clean water, report of analysis D.08.1429-1/LHU/2022 dated 13 September 2022 the result complied to Permenkes No. 492/MENKES/Per/IV/2010 • Surface water, report of analysis No. D.08.1429-1/LHU/2022 dated 13 September 2022, the result complied to PP RI No. 22 tahun 2021 (Lampiran VI) • Air ambient, report of analysis No. D.08.1517-1/LHU-2022 dated 8 September 2022, the result complied to PP RI No. 22 tahun 2021 (Lampiran VII) • Generator No 02 emission, report of analysis No. D.08.1517-1/LHU-2022 dated 8 September 2022, the result complied to PemrenLHK RI No 11 tahun 2021 (Lampiran I No. 1) 	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the	Until this surveillance, the recruitment procedure has not changed, namely: Procedure: AA-HR-305.7-R0 dated 1 August 2021 – concerning	Complied

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	<p>workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>Recruitment, Selection, Hiring, Promotion, Retirement and Termination. Explain that these procedures are guidelines and provisions relating to the selection, hiring, and appointment of non-staff workers; Non-staff workers are field workers with PHL (Free Daily Worker) / PKWT (Specific Time Work Agreement), and PKWTT (permanent worker), also known as SKU.</p> <p>Memorandum from Medan Head Office Management September 1, 2020 No. 034/MB/MEMO/IX/20 concerning Guidelines for Recruitment and Appointment of Employees of PT IIS - Muara Bulian Group are still consistently implemented and used as guidelines for disruption of PKWT /PHL workers, including explaining the determination of the maximum period of PKWT/PHL for 3 (three) years taking into account the feasibility evaluation.</p> <p>For workers at the site, the recruitment process is carried out by the Site Management with the approval of the company management. This procedure was communicated to all workers at work on 20 June 2022 which was attended by 26 participants and in 2023 it was submitted again on 10 April 2023.</p> <p>Separately, PT IIS-Muara Bulian Group has established guidelines for the recruitment and appointment of employees based on the Memorandum from PT IIS Senior Manager No. 014a/ES-KMB/INT/07/2020 dated 1 July 2020 regarding "Guidelines for recruitment and recruitment of employees from PT IIS Muara Bulian Group, explains:</p> <ul style="list-style-type: none"> - Recruitment Based on Manager's Need and Approval - Verifying the required documents. - Conduct a health check (carried out at the garden clinic) - Conduct tests (interview and written) 	
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		<p>- Employees declared to have passed the selection of prospective employees who are trained based on class (PHL: Casual Daily Worker). Especially for employees who are directly related to production (harvesters, FFB loaders, CPO and PK processing) after going through an assessment period of 3 months, they will be entered as a PKWT (Specific Time Work Agreement) with a maximum period of 2 (two) months.</p> <p>After going through a maximum assessment period of 2 years and being declared fit according to company criteria, PKWT employees are appointed as SKUs (General Working Terms)</p> <p>In general, the recruitment mechanism, evaluation stages and employee appointments are as follows:</p> <ol style="list-style-type: none"> 1. Selection and acceptance; <ul style="list-style-type: none"> - Socialization and announcement of employee recruitment - Verification of document completeness - Health examination and selection (test & interview) 2. Evaluation stage; <ul style="list-style-type: none"> - Acceptance of PHL workers (work agreement according to the nature of the work) - Performance evaluation 3. Appointment of employees; <ul style="list-style-type: none"> - Appointment of PHL to PKWT - Performance evaluation (maximum period of 2 years) - Promotion to become a permanent employee or SKU. <p>Sample has been taken during this audit:</p> <ul style="list-style-type: none"> • Recruitment of employees in March 2023 on behalf Golfrid 	
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		<p>Tampubolon for position Maintenance at Muara Bulian Mill. Requirements and the recruitment process has been carried out in accordance with procedures including a medical check as a requirement that must be met.</p> <ul style="list-style-type: none"> Recruitment of employees in March 2023 on behalf Vebriana D. for position Office Administration at Muara Bulian Mill. Requirements and the recruitment process has been carried out in accordance with procedures. Promotion of PHL (non-permanent workers) to SKU (permanent workers) at Muara Bulian Estate in the 2023 period as many as 13 harvesters and in 2022 as many as 19 harvesters. Based on Memorandum from RH Plantation 3. <p>Scheme Smallholder:</p> <p>Most of the smallholders manage their land independently. All workers are considered casual workers. Workers are hired based on verbal agreements relating to unit rates of work, payment systems, provision of work tools, etc. In worker/s recruitment, no work is done under a debt bond . Meanwhile, smallholders through KUD or Cooperative each have policies related to employment which are contained in the "Cooperative Policy" signed by the Cooperative Chair.</p> <p>Based on verification of sample documents at KUD Barokah, KUD Budisari and KUD Tuah Sakato, the recruitment process in accordance to KUD policy.</p>	
3.5.2	Employment procedures are implemented and records are maintained. - Minor compliance -	Procedures related to employment that have been established by the company are still being maintained and up to this surveillance there are no changes and are still consistently implemented by the company, including:	Complied

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		<ol style="list-style-type: none"> 1. Procedure: AA-HR-305.7-R0 dated 1 August 2021 – regarding Recruitment, Selection and Promotion for Non Staff Workers. Explain that this procedure is a guide and provision related to the selection, acceptance and appointment of non-staff workers; Non-staff workers are field workers with the PHL (Freelance Daily Worker) / PKWT (Specified Time Work Agreement), and PKWTT (permanent workers) which is also known as SKU This procedure has been well implemented by the company, please see verification in 3.5.1 2. Memorandum from Medan Head Office Management September 1, 2020 No. 034/MB/MEMO/IX/20 concerning Guidelines for Recruitment and Appointment of Employees of PT IIS - Muara Bulian Group are still consistently implemented and used as guidelines for disruption of PKWT /PHL workers, including explaining the determination of the maximum period of PKWT/PHL for 3 (three) years taking into account the feasibility evaluation. 3. Procedure No. AA-HR-308.5-R1 regarding submission and resolutions of employee's complaint. Complaints can be submitted through representatives of the Workers' Union, or directly to their direct supervisor. Most employee complaints are complaints related to damage to infrastructure facilities (housing and other facilities) and the company has responded directly. 4. Procedure No AA-FA-219.I-R5 regarding wages; the application of wages is in accordance with reference to the stipulation of the Governor of Jambi. Workers are transparently given pay slips so that they can find out the components of wages, including benefits, premiums, overtime, and deductions. Please see the wage verification on 6.2.2 	
Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			

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3.6.1	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian has a procedure to identify and prepare a risk assessment register (HIRAC). The procedure of HIRADC (Hazard identification and risk analysis and determining control) as a guidance and standard to conduct the hazard and risk assessment as well as the determining control for risk and hazard. Procedure presented in SOP “Identifikasi bahaya, Penilaian Resiko dan Penentuan Pengendalian” AA-SOP-HSE-03 R0 dated 20 May 2018.</p> <p>Risk assessment method used is quantitative and qualitative method which is the multiplication of severity with the level of possibility. The company has set matrix multiplication result, which is subsequently determined from the matrix level / quality risk is divided into five (5) categories: extreme, high, moderate, low and tolerance/permitted.</p> <p>Risk Assessment presented in document of HIRADC - last review in 16 January 2023 covering for all activities both in Muara Bulian POM and Estate, such as: boiler operation, sterilizer operation, generator set operation, loading ramp activity, cleaning of CPO storage tank, chemical mixing, fertilizer warehouse, herbicide, and pesticide sprayer, harvesting, road maintenance, HCV Monitoring, Boundary Monitoring, land application maintenance.</p> <p>Mitigation plan to eliminate the risk and control the risk has been determined in the HIRADC document.</p> <p>Mitigation plan to reduce and minimize the risk impact has been develop by company covering:</p> <ul style="list-style-type: none"> • Elimination of risk. One of elimination risk is arrangement of FFB truck vehicles on loading ramp by installing a barriers sign to maintain a safe distance between cars and workers. • Substitution of material and process. • Engineering control. 	Complied
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		<ul style="list-style-type: none"> • Administrative control. Administrative control was performed by employee mutation/rotation, sanction for safety rules violation. Safety inspection was performed regularly to ensure the compliance of safety regulation. • Personal protective equipment. Company has provide PPE for all workers according to the type of work and risk. <p>PT Inti Indosawti Subur – Muara Bulian has prepared and documented the OHS Plan as in "Program Manajemen K3 Tahun 2023", such as:</p> <ul style="list-style-type: none"> • Reducing the risk of work accidents: First aid training, basic safety training, basic fire training • Arrangement of the Assignment of First Aid Officers to the Manpower Office • Checking Apar, Hydrant, Evacuation Route, Assembly Point, Evacuation Controller Flag • Carry out a "Drill" for handling land fires and assess the readiness and measure the effectiveness of the Emergency Response Team's work • Safety induction and dissemination of SOP to new employees • Safety briefing • PPE monitoring checklist <p><u>Scheme Smallholder:</u></p> <p>During audit document HIRADC document for KUD Budi Sari, KUD Barokah, KUD Tuah Sakato were available and could be demonstrated. The document of "Hazard Identification and Risk Assessment and Control (HIRAC) – Analisis Risiko tahun 2022/2023", last review in Janaury 2023. The document has covered for all activities in field, e.g: transport FFB, harversting, manuring and spraying.</p>	
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		<p>Mitigation plan to eliminate or reduce the hazard and risk has been develop according to HIRAC as per "Alternatif Kontrol Resiko untuk Tindakan Perbaikan".</p> <p>An OHS plan year 2023 has prepared as per "Rencana K3 (Keselamatan dan Kesehatan Kerja) majority to provide and control use of PPE, including socialization and monitoring, program such as:</p> <ul style="list-style-type: none"> – Inspection and monitoring on using of PPE for harvester – daily – Training on emergency and preparedness – once a year – Training of first aider and monitoring of first aid kit – Refresh training of OHS including risk assessment. <p>The implementation of risk analysis and risk control can be demonstrated during field audit such as: PPE provision for harvester (helmet, safety boot, glasses and handgloves, egrek cover), OHS awareness for harvester and smallholder member.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian and scheme smallholders has demonstrated the document of effectiveness of OHS program year 2023, such as:</p> <ul style="list-style-type: none"> • Refreshment training of OHS – Basic Safety for Muara Bulian Estate and Muara bulian POM dated 12 Sept 2022, 20 Jan 2023, 9 March 2023 and 13 Apr 2023 • Basic fire training dated 10 Oct 2022 for Muara Bulian Estate and Muara Bulian POM. • Fire drill simulation – Emergency response drillin Muara Bulian POM on 13 March 2023, scenario and minutes of fire drill are available. • First Aid Training for supervisor Muara Bulian Estate and Muara Bulian POM dated 14 Nov 2022, 13 Apr 2023 and 16 Feb 2023. • SOP training to Muara Bulian Estate and Muara Bulian POM workers dated 21 Sept 2022, 6 Dec 2022 and 6 March 2023, 18 April 2023. 	Complied

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		<ul style="list-style-type: none"> • OHS safety meeting period January – March 2023 -> record of OHS meeting provided in the "Laporan P2K3". Sample seen: Minutes of OHS meeting (P2K3 meeting) Muara Bulian Estate dated 7 January 2023, 9 February 2023, 10 March 2023. Meeting agenda: review OHS performance including review accident report, review near miss, review disease type/illness from clinic report. • Record of incident log: since January – March 2023 there was 8 incident categorized as first aid with no lost time injury. • PPE Provision for all workers at mill are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri Muara Bulian Estate" and "Checklist Serah Terima APD Karyawan Pabrik Muara Bulian". Evidence of PPE distribution and handover to workers are available. <p>Based on field visit during onsite audit to Muara Bulian Estate for spraying workers it was sighted that all sprayer workers has use the appropriate PPE to control the hazard/risk of pesticide exposure by wearing safety glasses, chemical masker, rubber handgloves, body apron, rubber boots; Regular training for sprayer workers also conducted by company to minimize the risk of chemical/pesticide handling; MSDS provision also done by company.</p> <p>Discipline of PPE usage monitoring regularly conducted by Estate management to ensure all workers use the appropriate PPE during working. Monitoring record present in "Daftar Pemeriksaan Alat Pelindung Diri (APD)". Sample seen for PPE monitoring of fertilizer workers, spraying workers and harvester period January – June 2023 are available.</p> <p>Based on interview with worker in pesticides application, method to minimizing risk and negative impact i.e: - Mixing of chemical conducted by trained person (Supervisor). There were aims to ensuring proper dosage, type of pesticide use. - Using of PPE while chemical mixing.</p>	
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		<p>Mixing of chemical located in mixing area, side by side with the chemical storage.</p> <p>In Muara Bulian POM, all operator also wearing appropriate PPE, for example in Engine room operator wearing safety helmet, safety shoes, safety glasses and earmuff. Beside that the operator has received OHS training and has obtained certified with SIO (Sertifikasi Izin Operator).</p>	
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian has its own training institution assigned to arrange its training programmes. Asian Agri Learning assessing all the training need for each personnel – based on job description. The training plan prepared annually.</p> <p>Competence evaluation carried out by line managers, to evaluate competence level of each worker for relevant position. The matrix training is updated by HRD head office and AAA Learning Institute annually. Based on minimum training requirement, AAA Learning institute, detailing training program in type of training, participants, PIC, number of participants, training schedule.</p> <p>Training program has been developed by company both mill and estate as per “Kalender Pelatihan Tahun 2023 Learning & Development”. Training program developed to enhance the hard skill and soft skill for employee and staff, such as:</p> <ul style="list-style-type: none"> • HCV training planed on April 2023 • Sustainability Awareness planned on May 2023 • Basic Fire Training planned on April 2023 • Pest and disease control training planed on April 2023 • Basic Safety Training planned on March 2023 • Job Safety Analysis training planed on June 2023 • HIRARDC training planned on September 2023 	Complied

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		<ul style="list-style-type: none"> Hazardous waste management planned on May 2023 First aid training planed on August 2023 	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>The training realizes based on the Training calendar period 2022/2023, including:</p> <ol style="list-style-type: none"> Refreshement training of OHS – Basic Safety for Muara Bulian Estate and Muara bulian POM dated 12 Sept 2022, 20 Jan 2023, 9 March 2023 and 13 Apr 2023 Basic fire training dated 10 Oct 2022 for Muara Bulian Estate and Muara Bulian POM. Fire drill simulation – Emergency response drilling Muara Bulian POM on 13 March 2023, scenario and minutes of fire drill are available. First Aid Training for supervisor Muara Bulian Estate and Muara Bulian POM dated 14 Nov 2022, 13 Apr 2023 and 16 Feb 2023. SOP training to Muara Bulian Estate and Muara Bulian POM workers dated 21 Sept 2022, 6 Dec 2022 and 6 March 2023, 18 April 2023. HCV Training dated 18 April 2023 Basic Fire training, conducted on 24 January 2023 Sustainability awareness, conducted on 24 May 2023 Traceability training dated 5 June 2023 Fertilizer and manuring training, dated 19 October 2022 <p>The company has also made recording for all trainings that have been attended by employees in the recording of "Personal Data Training".</p> <p>Some documents can be shown at the time of the audit as proof is: the Calendar Training document period 2023, the list of participants attending the trainees, and some photographs of the activities at the time of training.</p>	Complied

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		<p><u>Smallholders</u></p> <p>Record of training Program for each KUDs has shown under "<i>Program Pelatihan dan Realisasi Pelatihan 2022/2023</i>", such as:</p> <ul style="list-style-type: none"> • Training for harvester / smallholders • Training related to OHS for smallholder members • Training related to HV for smallholder members • Training on Emergency Response and Basic Fire <p>For year 2022/2023 the training realization for example:</p> <ul style="list-style-type: none"> • Basic fire (refresh) was conducted on 10 October 2022 • BMP (Best Management Practises) for harvesting was conducted on 6 March 2023 • HCV training on 18 April 2023 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor compliance -</p>	<p>Training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Latest refreshment training for RSPO SCCS concerning Traceability has been conducted on 5/06/2023. Training attend by Mill manager, KTU (head of administration), production clerk, internal audit, Weighbridge clerk, security, dispatch operator. Evidence of training are available (attendance list, training material). RSPO SCCS training attend by 6 participants.</p> <p>During interview with weighbridge Clerk, KTU (head of administration), mill manager and dispatch operator Muara Bulian POM confirmed that they has understanding on RSPO supply chain.</p>	Complied

Criteria 3.8: Supply chain requirements for mills.

Procedure note: all requirements are classified as **Critical Indicators**. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)

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3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	PT. Inti Indosawit Subur – Muara Bulian POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Muara Bulian Estate) and 6 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD).	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	PT. Inti Indosawit Subur – Muara Bulian POM holds current RSPO P&C Certificate No. RSPO 5894418, first certification start on 28 August 2012, latest revision date 6 December 2022 and expired on 27 August 2027. In the current certificate, PT. Inti Indosawit Subur – Muara Bulian POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Muara Bulian Estate) and 6 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD). The proportion of non-certified FFB comes from third-party supplier (6 Supplier) comprise of: PT Pacific Global Sejahtera, PT IKU, Plasma Non Hamparan SP2 Farizal, Kebun Tani Mandiri, SP2 Helena, Edi Susanto.	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of certified CPO and PK that could potentially produce by PT. Inti Indosawit Subur – Muara Bulian POM its recorded in RSPO Public Summary report, certificate and RSPO IT Platform.</p> <p>The mill has met registration and reporting requirement as it registered in RSPO IT Platform (PalmTrace) with ID number RSPO_PO1000000279. Below are the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year 2022/2023:</p>	Complied

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		<p>Forecast volume (August 2022 – July 2023)</p> <p>FFB : 114,742 MT</p> <p>CPO : 23,013 MT (OER: 20.06%)</p> <p>PK : 6,081 (KER: 5.30%)</p> <p>Actual production volume (August 2022 – May 2023)</p> <p>FFB: 97,011.66</p> <p>CPO: 22,093.89 MT</p> <p>PK: 5,794.74 MT</p> <p>Actual sold volume (Aug 2022 – May 2023)</p> <p>CPO: 14,769.43</p> <p>PK: 5,111.29 MT</p>	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>PT. Inti Indosawit Subur – Muara Bulian POM is subsidiary of PT. Inti Indosawit Subur, a member of RSPO, with RSPO membership No.1-0022-06-000-00 since 6 February 2006.</p> <p>PT Inti Indosawit Subur – Muara Bulian POM has meet all registration and reporting requirements.</p> <p>RSPO IT Platform/PalmTrace account RSPO_PO1000000279.</p>	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p> <p>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</p>	<p>During this audit ASA 2.1, there is no change on the documented procedure of Muara Bulian POM.</p> <p>PT. Inti Indosawit Subur – Muara Bulian POM can demonstrate procedures as follow:</p> <ul style="list-style-type: none"> Standard Operating Procedures – Traceability (AA-MPM-OP-1400.17.R7) dated 1 October 2019. The procedures cover traceability of CPO and PK, since FFB receiving from Muara Bulian Estate and Smallholder, processing up to shipping of CPO and PK as well as daily production report. The procedure also regulates the 	Complied

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	<p>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>internal audit by Sustainability Internal Audit Manager. Traceability records are to be kept for 10 years.</p> <ul style="list-style-type: none"> • Standard Operating Procedure – Book Keeping (AA-MPM-OP-1400.18-R4). The procedure explains method to check only certified product received. The book keeping mass balance stated every 3 months: January-March, April-June, July-September, and October-December each year. Head of Environment and Sustainability will inform to Certification Body in the case of projected overproduction. • SOP for mill operation Mill Policy Manual: <ul style="list-style-type: none"> - SOP AA-MPM-OP-1400.02.R2 <i>Stasiun Penerimaan</i> for FFB receiving station; - SOP AA-SOP-OP-101.5-R0 Grading; - SOP AA-MPM-OP-1400.03.R1 <i>Stasiun Rebusan</i> for sterilizer; - SOP AA-MPM-OP-1400.04.R1 <i>Stasiun Pemisahan Berondolan</i> for loose fruit separation; - SOP AA-MPM-OP-1400.05-R1 <i>Stasiun Pengadukan dan Pengempaan</i> for pressing station; - SOP AA-MPM-OP-1400.06-R1 <i>Stasiun Pemurnian</i> for clarification; - SOP AA-MPM-OP-1400.07-R1 <i>Stasiun Pemisahan Nut dan Fiber</i> for nut and fiber separation; - SOP AA-MPM-OP-1400.08-R1 Stasiun Kernel for kernel station; - SOP AA-MPM-OP-1400.09-R1 Stasiun Boiler; - SOP AA-MPM-OP-1400.10-R1 Stasiun Engine Room; - SOP AA-MPM-OP-1400.11-R1 Stasiun Water Treatment; - SOP AA-MPM-OP-1400.12-R1 Laboratorium; - SOP AA-MPM-OP-1400.13-R1 <i>Stasiun Pengelolaan Limbah</i> for palm oil mill effluent treatment; 	
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		<ul style="list-style-type: none"> - SOP AA-MPM-OP-1400.14-R2 <i>Stasiun Penimbunan dan Pengiriman CPO dan Kernel</i> for CPO and PK bulking and despatch operation; SOP AA-MPM-OP-1400.15-R1 <i>Perawatan</i> for preventive maintenance; - SOP AA-MPM-OP-1400.18-R4 Book Keeping AA-MPM-OP-1400.17-R6 Traceability 	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Inti Indosawit Subur – Muara Bulian POM has a procedure to conduct internal audit RSPO, including RSPO SCCS as per Procedure of “AA-SOP-ES-6001-R5 dated 1 August 2020”. According to internal audit procedure, internal audit conducted once a year considering the critical area.</p> <p>The latest internal audit conducted on 8 – 13 May 2023 by Mr. Hendrik Simanjuntak (lead auditor), Ian Septian Arifin and Yohanes Simanjuntak. Internal audit is conducted integrated with RSPO P&C and other sustainability scheme.</p> <p>Internal audit report were evident, all issue raised during internal audit has been followed up by Corrective Action and Closed. There is no NC related to RSPO Supply chain, however there was NC related to third party FFB supplier – there is no information of geolocation and land legality of FFB supplier from smallholder, company has coordinate with CSV team to collect the information of geolocation and land legality. Internal audit record and report were well maintained by administration staff (KTU) and sustainability officer.</p> <p>Management review conducted once a year as per “Standard Operating Procedures for Internal Audit and Management Review (AA-SOP-ES-6001-R4)”. Latest management review conducted on 30 May 2023. Minutes of management review and attendance list for management review are available.</p>	Complied
3.8.7	Purchasing and Goods In	PT Inti Indosawit Subur – Muara Bulian POM has demonstrated SOP of Traceability (AA-MPM-OP-1400.7.R7), chapter 5.1 indicates the	Complied

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	<p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>Weighbridge Clerk has responsibility to input data and print weighbridge card based on "Surat Pengantar TBS", covering information e.g. estate name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number.</p> <p>PT. Inti Indosawit Subur – Muara Bulian POM receive FFB from certified and non-certified source. Certified source consist of own estate (Muara Bulian Estate) and 6 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD). FFB comes from third-party supplier (6 Supplier) comprise of: PT Pacific Global Sejahtera, PT IKU, Plasma Non Hamparan SP2 Farizal, Kebun Tani Mandiri, SP2 Helena, Edi Susanto. FFB Non certified approximately 56% from total FFB received by Muara Bulian POM. Document "Surat Pengantar TBS" (FFB Delivery Note) and Kartu Timbangan (Weighbridge Card) described identity and location of FFB source and other item required e.g.</p> <p>Certified FFB:</p> <ul style="list-style-type: none"> • FFB delivery "Surat Pengantar TBS Muara Bulian Estate No.KMBDT092023061308440" from Afdeling 2, block B10j and B10i dated 13 June 2023 – total 475 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA123102859" dated 13 June 2023, for 475 FFB bunches; nett weight 5,150 kg; from Muara Bulian Estate - Afdeling 2, block B10j and B10i; ID: KMB-2; vehicle number BH8148MF; RSPO certificate No.RSPO594418. • FFB delivery "Surat Pengantar TBS Muara Bulian Estate No.027" from Afdeling 1, block A17g dated 13 June 2023 – total 400 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA123102881" dated 13 June 2023, for 400 FFB bunches; nett weight 4,140 kg; from Muara Bulian Estate - Afdeling 1, block A17g; ID: KMB-1; vehicle number BH6538XX; RSPO certificate No.RSPO594418. • FFB delivery "Surat Pengantar TBS Muara Bulian Estate No.811" from 	
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		<p>Afdeling 3, block C19i dated 13 June 2023 – total 243 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA123102860" dated 13 June 2023, for 243 FFB bunches; nett weight 5,450 kg; from Muara Bulian Estate - Afdeling 3, block C19i; vehicle number BH6537XZ; RSPO certificate No.RSPO594418.</p> <ul style="list-style-type: none"> • FFB delivery note: "Surat Pengantar TBS KUD Barokah, Kelompok Tani Serumpun - Hamparan 101", Serial No. 00220 dated 12 June 2023 Vehicle Number BH8852AU, Driver: Darno, FFB amount: 434 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA223205257" dated 13 June 2023, FFB amount: 434 bunches, nett weight 9,526 kg, FFB source from Kebun Plasma (KUD Barokah –KT 101 Serumpun), ID KLM, Vehicle BH8852AU, Driver: Darno, RSPO certificate No.RSPO594418. • FFB delivery note: "Surat Pengantar TBS KUD Budi Sari, Kelompok Tani Hanjuang Jaya - Hamparan 105", Serial No. 00104 dated 12 June 2023 Vehicle Number BH6727MW, Driver: Johan, FFB amount: 306 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA223205262" dated 13 June 2023, FFB amount: 306 bunches, nett weight 6,169 kg, FFB source from Kebun Plasma (KUD Budi Sari – KT 105 Hanjuang Jaya), ID KLM, Vehicle BH6727MW, Driver: Johan, RSPO certificate No.RSPO594418. • FFB delivery note: "Surat Pengantar TBS KUD Buah Sakato, Kelompok Tani Kebalen - Hamparan 01", Serial No. 00072 dated 12 June 2023 Vehicle Number BH8308BU, Driver: Baihaki, FFB amount: 315 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA223205230" dated 13 June 2023, FFB amount: 315 bunches, nett weight 5,752 kg, FFB source from Kebun Plasma (KUD Buah Sakato – KT 01 Kebalen), ID KLM, Vehicle BH8308BU, Driver: Baihaki, RSPO certificate No.RSPO594418. 	
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		<p>Non-certified FFB:</p> <ul style="list-style-type: none"> FFB delivery note: "Surat Pengantar TBS Gapoktan Mutiara Terusan", No. 044 dated 4 Aug 2022. Vehicle code BH8350BU; driver: Jubaz; carrying 484 bunches. Weighbridge ticket "Tiket Timbangan No.PMBA523207543" dated 13 June 2023, for 484 FFB bunches; nett weight 6,771 kg; FFB source from non-certified third party FFB supplier Gapoktan Mutiara Terusan ID A187; Vehicle number BH8350BU FFB delivery note: "Surat Pengantar TBS PT. IKU – Indo Kebun Unggul"; No. 001 dated 13 June 2023; Vehicle code BH6265SY; driver: Hasda; carrying 712 bunches. Weighbridge ticket "Tiket Timbangan No. PMBA523207514" dated 13 June 2023, for 712 bunches; nett weight 9,967 kg; FFB source from non-certified third party FFB supplier PT IKU, ID A188; vehicle number BH6265SY. FFB delivery note: "Surat Pengantar TBS KT Mekar Sari"; No. 001 dated 13 June 2023; Vehicle code BH6261BL; driver: Wiwit; carrying 712 bunches. Weighbridge ticket "Tiket Timbangan No. PMBA523207514" dated 13 June 2023, for 439 bunches; nett weight 6,143 kg; FFB source from non-certified third party FFB supplier Mekar Sari, ID A180; vehicle number BH6261BL. 	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <p>a) The name and address of the buyer;</p> <p>b) The name and address of the seller;</p>	<p>PT Inti Indosawit Subur – Muara Bulian POM shows SOP Traceability (AA-MPM-OP-1400.7.R7), section 6.2 indicating the Marketing manager creates Sales Contract and Delivery Order (DO) with information: name and address of production unit; name and address of buyer; contract number; type of product; transportation (air, land, sea); type of product CPO/PK certified or non-certified; quantity of product sold, CPO/PK certified or non-certified in MT; date of shipping; product quality specification CPO/PK (FFA, water content, dirt content); and Supply chain model (Mass Balance).</p>	Complied

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	<p>c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number.</p>	<p>At Mill site, weighbridge operator will printed out CPO/PK weighbridge card, based on DO from marketing indicating: Type of commodity, CPO certified or non-certified; country of origin: Indonesia; Supply Chain model: (Mass Balance); Certificate number of the mill; date of delivery, Product quality specification (moisture, FFA, dirt); Contract number/DO number; Quantity, Transport detail (driver name, vehicle number); and Buyer address.</p> <p>Sales Contract and Delivery Order indicates name and address of seller, name and address of buyer, loading date, supply chain certificate number and unique identification number.</p> <p>Sample seen:</p> <ul style="list-style-type: none"> • Sales contract "Kontrak Penjualan No.11025/CC10/02/22 antara PT. Inti Indosawit Subur – PMKS Muara Bulian dan PT. Sari Dumai Sejati" dated 11 November 2022 for sales of 500,000 kg commodity Minyak Kelapa Sawit (CPO) RSPO; Supply Chain Model Mass Balance; Certificate RSPO594418. Remarks: The seller is responsible for the delivery to the bonded area of PT. Sari Dumai Sejati Lubuk Gaung with transportation costs borne by the buyer. Information contain in the sales contract: <ul style="list-style-type: none"> ✓ Name and address of buyer: PT. Sari Dumai Sejati, Jl. Palembang Kav 35 - 37, Kebon melati, Tanah Abang, Jakarta Pusat, DKI Jakarta 10230. ✓ Name and address of seller: PT. Inti Indosawit Subur, Jl. Palembang Kav 35 - 37, Kebon melati, Tanah Abang, Jakarta Pusat, DKI Jakarta 10230. ✓ The loading date: Soon, Expired 27 November 2022 ✓ The date on which the documents were issued: 11 November 2022. ✓ A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance 	
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		<p>or the approved abbreviations): Product Minyak Kelapa Sawit RSPO (CSPO). Supply Chain Model Mass Balance (MB).</p> <ul style="list-style-type: none"> ✓ The quantity of the products delivered: 500.000 kg. ✓ Any related transport documentation: MT. Huey V05 RBDPO Feb 2023. ✓ Supply chain certificate number of the seller: RSPO Certificate No.RSPO594418. ✓ A unique identification number: DO No.11025/DC10/02/22. <ul style="list-style-type: none"> • Delivery Order PT. Inti Indosawit Subur No. 11025/DC10/02/22 dated 11 November 2022, quantity 500,000 kg commodity Minyak Kelapa Sawit RSPO; Supply Chain Model Mass Balance; No.Ref. RSPO 594418. <p>The Delivery Order No. 11025/DC10/02/22 was comprise of several Weighbridge ticket. Sample Weighbridge ticket from Muara Bulian POM to customer, delivery period November 2022:</p> <ul style="list-style-type: none"> ✓ Weighbridge ticket No.PMBC122201876 dated 12 November 2022. Destination PT. Sari Dumai Sejati. Commodity CPO Certified RSPO. Supply Chain Model Mass Balance. RSPO Certificate No.RSPO594418. DO No.11025/DC10/02/22. Transporter PT. Trans Jaya Pertama, Delivery notes No: 162/TJP/XI/22; Vehicle No.BK9164EO. Quantity 28,950 Kg. Batch No.RSPO CERT 594418, Seal Number 6244712-6244718. ✓ Weighbridge ticket No.PMBC122201878 dated 12 November 2022. Destination PT. Sari Dumai Sejati. Commodity CPO Certified RSPO. Supply Chain Model Mass Balance. RSPO Certificate No.RSPO594418. DO No.11025/DC10/02/22. Transporter PT. Trans Jaya Pertama, Delivery notes No: 160/TJP/XI/22; Vehicle No.BK8466EO. Quantity 28,750 Kg. Batch No.RSPO CERT 594418, Seal Number 6244726-6244732. 	
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		<p>This transaction was recorded in PalmTrace as TR-a80dca30-ea80, dated 30 August 2021 for CSPO Mass Balance, volume 242.28 MT.</p> <ul style="list-style-type: none"> • Sales contract "Kontrak Penjualan No.07004/CC10/13/22 PT. Inti Indosawit Subur dan PT. Dasa Anugrah Sejati" dated 22 July 2022 for sales of 200,000 kg commodity: Inti Kelapa Sawit RSPO (CSPK); Supply Chain Model Mass Balance; Certificate RSPO594418. Remarks: Loco Muara Bulian Palm Oil Mill, Jambi. Information contain in the sales contract: <ul style="list-style-type: none"> ✓ Name and address of buyer: PT. Dasa Anugrah Sejati, Jl. Palembang Kav 35 - 37, Kebon melati, Tanah Abang, Jakarta Pusat, DKI Jakarta 10230. ✓ Name and address of seller: PT. Inti Indosawit Subur, Jl. Palembang Kav 35 - 37, Kebon melati, Tanah Abang, Jakarta Pusat, DKI Jakarta 10230. ✓ The loading date: July – August 2022. ✓ The date on which the documents were issued: 22 July 2022. ✓ A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): Inti Kelapa Sawit RSPO (CSPK). Supply Chain Model Mass Balance (MB). ✓ The quantity of the products delivered: 200.000 kg. ✓ Any related transport documentation: Transporter Mitra Abadi Damai. ✓ Supply chain certificate number of the seller: RSPO Certificate No.RSPO594418. ✓ A unique identification number: DO No. 07004/DC10/13/22 • Delivery Order PT. Inti Indosawit Subur No. 03001/DC10/13/22 dated 22 July 2022, instruction to PT. Inti Indosawit Subur – Muara 	
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		<p>Bulian POM to deliver 200,000 kg commodity Inti Kelapa Sawit RSPO; Supply Chain Model Mass Balance; No.Ref. RSPO 594418.</p> <p>The Delivery Order 07004/DC10/13/22 was comprise of several Weighbridge ticket. Sample Weighbridge ticket from Muara Bulian POM to customer, delivery period July 2022, sample seen:</p> <ul style="list-style-type: none"> ✓ Weighbridge ticket No.PMBC22100277 dated 25 July 2022. Destination PT. Dasa Nugrah Sejati. Commodity PK Certified RSPO. Supply Chain Model Mass Balance. RSPO Certificate No.RSPO594418. DO 07004/DC10/13/22. Transporter PT Mitra Abadi Damai, No. SP 8/MAD/VII/22; Vehicle No. BH8531MV. Nett weight 31,130 kg. Batch No.RSPO 594418, Seal Number 5798842 – 5798851. ✓ Weighbridge ticket No.PMBC22100278 dated 25 July 2022. Destination PT. Dasa Nugrah Sejati. Commodity PK Certified RSPO. Supply Chain Model Mass Balance. RSPO Certificate No.RSPO594418. DO 07004/DC10/13/22. Transporter PT Mitra Abadi Damai, No. SP 8/MAD/VII/22; Vehicle No. BH8531MV. Nett weight 31,740 kg. Batch No.RSPO 594418, Seal Number 5798832 – 5798841. <p>This transaction was recorded in PalmTrace as TR-7b19cfdb-a21b, dated 30 September 2022 for CSPK Mass Balance, volume 1153.22 MT (this volume is including another DO).</p>	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p>	<p>PT. Inti Indosawit Subur – Muara Bulian POM operate subcontractor for CPO transporter. The appointed outsourced company is PT. Mitra Abadi Damai and PT Trans Jaya Pertama.</p> <p>PT IIS Muara Bulian has a procedure to control the outsourced transporter through "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019". Company has conducted the refreshment and socialization of the supply chain procedure to transporter on 6 June 2023. It was confirmed during interview with transporter</p>	Complied

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	<p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>Internal control for CPO and PK delivery by contractor has made as well by:</p> <ul style="list-style-type: none"> ✓ Surat Izin Muat CPO dan Kernel, contain information of Driver name, Identity number, Car/Truck Number, CPO/PK Dispatch time, netto, incoming and outgoing time. ✓ Delivery Order Slip from Transporter, contain information of sales contract number, Truck number, destination, driver name, port destination. ✓ Daftar Periksa Kesiapan Pengiriman CPO/Kernel contain information of Truck number, driver name, date of inspection, item inspection including: driver identity and completeness of vehicle legality, completeness of physical standard of vehicle, number of seal. <p>PT IIS Muara Bulian has a contract agreement to ensure that transporter engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. Contract agreement are as below:</p> <ul style="list-style-type: none"> - Perjanjian Pengangkutan No. 05/XII/TJP-IIS/2020 dated 1 December 2020; agreement contract between PT Inti Indosawit Subur and PT Trans Jaya Pertama. Transport commodity: CPO, PK and CPKO - Perjanjian Pengangkutan No. 05/VIII/TJP-IIS/2020 dated 2 August 2019; agreement contract between PT Inti Indosawit Subur and PT Mitra Abadi Damai. Transport commodity: PK. <p>In the contract agreement article 7 point k. stated that transporter <i>"Bersedia memenuhi persyaratan system sertifikasi rantai pasok pada saat pengangkutan bahan baku dan bersedia untuk diaudit oleh auditor internal pihak kedua dan auditor pihak eksternal dari badan sertifikasi yang ditunjuk oleh pihak kedua jika diperlukan"</i>. Transporter are willing to comply with Supply Chain certification system during transport and</p>	
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		willing to be audited by second party or external party from CB appointed by company if deemed necessary.																			
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	<table><tr><td colspan="3">PT Inti Indosawit Subur – Muara Bulian POM has recorded name and contact detail of all contractors, as follows:</td></tr><tr><td>Name of Transporter</td><td>PT Trans Jaya Pertama</td><td>PT. Mitra Abadi Damai</td></tr><tr><td>Initial Name</td><td>TJP</td><td>MAD</td></tr><tr><td>Address</td><td>Kota Medan, Sumatera Utara</td><td>Jl. Sultan Syahril No.19 RT18, Kel. Talang Bakung, Jambi 36139</td></tr><tr><td>Contact Person</td><td>Vincent Purba/Rudi</td><td>Andy Wijaya AS/Nastasya</td></tr><tr><td>Telephone</td><td>08126041***</td><td>082323672***</td></tr></table>	PT Inti Indosawit Subur – Muara Bulian POM has recorded name and contact detail of all contractors, as follows:			Name of Transporter	PT Trans Jaya Pertama	PT. Mitra Abadi Damai	Initial Name	TJP	MAD	Address	Kota Medan, Sumatera Utara	Jl. Sultan Syahril No.19 RT18, Kel. Talang Bakung, Jambi 36139	Contact Person	Vincent Purba/Rudi	Andy Wijaya AS/Nastasya	Telephone	08126041***	082323672***	Complied
PT Inti Indosawit Subur – Muara Bulian POM has recorded name and contact detail of all contractors, as follows:																					
Name of Transporter	PT Trans Jaya Pertama	PT. Mitra Abadi Damai																			
Initial Name	TJP	MAD																			
Address	Kota Medan, Sumatera Utara	Jl. Sultan Syahril No.19 RT18, Kel. Talang Bakung, Jambi 36139																			
Contact Person	Vincent Purba/Rudi	Andy Wijaya AS/Nastasya																			
Telephone	08126041***	082323672***																			
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	<p>PT Inti Indosawit Subur – Muara Bulian POM aware to inform its CB regarding the name and contact detail of any new contractor prior to next assessment. The transporter mentioned above is not new transporter and has been exist since previous year (2019/2020).</p> <p>The site committed to inform CB related name and contact details of any new contractors as mentioned in Procedure "SOP Traceability AA-MPM-OP-1400.17-R7 dated 1 October 2019".</p>	Complied																		
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p>	<p>The organization has maintained accurate, complete, up-to-date and accessible records and reports covering all aspects of RSPO Supply Chain requirements, as evident in:</p> <ul style="list-style-type: none">- FFB delivery note- Weighbridge ticket for FFB receiving, CPO and PK delivery	Complied																		

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	<p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<ul style="list-style-type: none"> - Delivery Order - Sales contract - Shipping Announcement - Mass balance report - Internal audit RSPO SCCS and Management review <p>The procedure of Traceability (AA-MPM-OP-1400.7.R7), requires that all records and reports related to traceability and book keeping are retained for a period of 10 years.</p> <p>All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are record and balance in a three-monthly basis, as evidence in "Mass Balance Report Muara Bulian POM" period 2022: January – March, April – June, July – September, October – December; Period 2022: January – March, April – June.</p> <p>All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios/actual production of CPO and PK.</p> <p>According to Mass balance Report, Muara POM only deliver Mass Balance sales from a positive stock (based on actual production).</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The organization is able to provided estimate volume of CPO and PK in a year period as in Budget FY2022/2023 Production FFB, CPO and PK. The organization also keep an up to date record of the FFB volume received, CPO and PK produced over a period of twelve (12) month, as in Rekapitulasi Produksi TBS, CPO dan PK PT Inti Indosawit Subur – Muara Bulian POM.</p> <p>OER and KER are estimated based on associated inputs and upon past experience (previous year FFB, CPO and PK production).</p> <p>The site has set OER for budget 2023 as 19.42.50% (average) and KER as 5.50% (average).</p>	Complied

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		Actual OER year 2022 average was 20.17% and KER was 5.34%.	
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	<p>The actual conversion ratio is monitored on daily basis through sounding result and documented in daily report. PT. Inti Indosawit Subur – Muara Bulian POM is able to demonstrate the work instruction for analysis of oil content.</p> <p>Based on Laporan Harian Produksi dated 31 May 2023, the sounding result and production report shows that actual conversion ratios from FFB into CPO are:</p> <ul style="list-style-type: none"> a. For FFB from Muara Bulian Estate: 22.39% b. For FFB from Muara Bulian Plasma: 19.84% c. For FFB from third-party: 19.75% <p>And actual conversion ratios from FFB into PK are:</p> <ul style="list-style-type: none"> a. For FFB from Muara Bulian Estate: 5.43% b. For FFB from Muara Bulian Plasma: 5.44% c. For FFB from third-party: 5.44% <p>Budget vs Actual conversion ratios year 2022 (Jan – Dec) from FFB into CPO are:</p> <ul style="list-style-type: none"> a. For FFB from Muara Bulian Estate: budget 20.00%, actual 21.23% b. For FFB from Muara Bulian Plasma: budget 20.10%, actual 20.55% c. For FFB from third-party: budget 18.80%, actual 19.70% <p>And actual conversion ratios year 2022 (Jan – Dec) from FFB into PK are:</p> <ul style="list-style-type: none"> a. For FFB from Muara Bulian Estate: budget 5.30%, actual 5.35% b. For FFB from Muara Bulian Plasma: budget 5.30%, actual 5.35% c. For FFB from third-party: budget 5.30%, actual 5.34% 	Complied

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3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	PT. Inti Indosawit Subur – Muara Bulian POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate (Muara Bulian Estate) and 6 scheme Smallholder in form of cooperative/Koperasi Unit Desa (KUD).	Complied																																																																																																
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Inti Indosawit subur – Muara Bulian POM has made shipping announcement inside PalmTrace transaction, sample seen for period July 2022 – May 2023:</p> <table><tr><th>Transaction ID</th><th>Buyer</th><th>Product</th><th>Supply Chain Model</th><th>Volume*</th><th>Status</th></tr><tr><td>TR-1d84b1d3-6c81</td><td>KCP Tungkal Ulu</td><td>CSPK</td><td>MB</td><td>804.25</td><td>Confirmed</td></tr><tr><td>TR-55486971-f103</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>160.16</td><td>Confirmed</td></tr><tr><td>TR-d91cc83a-7b1d</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>1,026.85</td><td>Confirmed</td></tr><tr><td>TR-122d91d1-3e4b</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>4,194.59</td><td>Confirmed</td></tr><tr><td>TR-b44bcd35-fe7b</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>14.16</td><td>Confirmed</td></tr><tr><td>TR-c32851a3-812a</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>299.39</td><td>Confirmed</td></tr><tr><td>TR-a98dbd50-735e</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>1,052.63</td><td>Confirmed</td></tr><tr><td>TR-acd12f78-d661</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr><tr><td>TR-084dc290-1dff</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr><tr><td>TR-ee5f5f98-5b83</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>1000</td><td>Confirmed</td></tr><tr><td>TR-561d4b1f-38f7</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>1000</td><td>Confirmed</td></tr><tr><td>TR-67f4caec-4f3a</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>68.02</td><td>Confirmed</td></tr><tr><td>TR-452ca3e2-449c</td><td>KCP Taman Raja</td><td>CSPK</td><td>MB</td><td>1,071.19</td><td>Confirmed</td></tr><tr><td>TR-0e1d3656-c9f6</td><td>KCP Tungkal Ulu</td><td>CSPK</td><td>MB</td><td>1,676.43</td><td>Confirmed</td></tr><tr><td>TR-48067931-ab12</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr></table>	Transaction ID	Buyer	Product	Supply Chain Model	Volume*	Status	TR-1d84b1d3-6c81	KCP Tungkal Ulu	CSPK	MB	804.25	Confirmed	TR-55486971-f103	PT. SDS	CSPO	MB	160.16	Confirmed	TR-d91cc83a-7b1d	PT. SDS	CSPO	MB	1,026.85	Confirmed	TR-122d91d1-3e4b	PT. SDS	CSPO	MB	4,194.59	Confirmed	TR-b44bcd35-fe7b	PT. SDS	CSPO	MB	14.16	Confirmed	TR-c32851a3-812a	PT. SDS	CSPO	MB	299.39	Confirmed	TR-a98dbd50-735e	PT. SDS	CSPO	MB	1,052.63	Confirmed	TR-acd12f78-d661	PT. AAAJ	CSPO	MB	500	Confirmed	TR-084dc290-1dff	PT. AAAJ	CSPO	MB	500	Confirmed	TR-ee5f5f98-5b83	PT. AAAJ	CSPO	MB	1000	Confirmed	TR-561d4b1f-38f7	PT. AAAJ	CSPO	MB	1000	Confirmed	TR-67f4caec-4f3a	PT. SDS	CSPO	MB	68.02	Confirmed	TR-452ca3e2-449c	KCP Taman Raja	CSPK	MB	1,071.19	Confirmed	TR-0e1d3656-c9f6	KCP Tungkal Ulu	CSPK	MB	1,676.43	Confirmed	TR-48067931-ab12	PT. AAAJ	CSPO	MB	500	Confirmed	Complied
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		<table><tr><td>TR-111175dd-2a81</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>300</td><td>Confirmed</td></tr><tr><td>TR-5c1b8d69-7025</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>1000</td><td>Confirmed</td></tr><tr><td>TR-f3f49b63-5dd1</td><td>AAA Oils & Fats Pte Ltd</td><td>CSPO</td><td>MB</td><td>210</td><td>Confirmed</td></tr><tr><td>TR-7b19cfdb-a21b</td><td>KCP Taman Raja</td><td>CSPK</td><td>MB</td><td>1,153.22</td><td>Confirmed</td></tr><tr><td>TR-1e6a19e1-b9d3</td><td>KCP Tungkal Ulu</td><td>CSPK</td><td>MB</td><td>406.2</td><td>Confirmed</td></tr><tr><td>TR-ee333a06-9bd5</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>23.64</td><td>Confirmed</td></tr><tr><td>TR-ed806ef7-888d</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr><tr><td>TR-3fc66317-fc9c</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr><tr><td>TR-b4e6139d-16b9</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr><tr><td>TR-5296bfcf-c753</td><td>PT. AAAJ</td><td>CSPO</td><td>MB</td><td>500</td><td>Confirmed</td></tr><tr><td>TR-1ac5546e-633d</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>15.73</td><td>Confirmed</td></tr><tr><td>TR-000af267-b076</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>604.72</td><td>Confirmed</td></tr><tr><td>TR-af86dd6b-3b8f</td><td>PT. SDS</td><td>CSPO</td><td>MB</td><td>299.54</td><td>Confirmed</td></tr></table> <p>PT. Inti Indosawit Subur – Muara Bulian POM has removed RSPO certified CSPO from their PalmTrace account:</p> <p>There is no removed transaction for CPO and PK because all the CPO and PK are sold as certified RSPO.</p>	TR-111175dd-2a81	PT. AAAJ	CSPO	MB	300	Confirmed	TR-5c1b8d69-7025	PT. AAAJ	CSPO	MB	1000	Confirmed	TR-f3f49b63-5dd1	AAA Oils & Fats Pte Ltd	CSPO	MB	210	Confirmed	TR-7b19cfdb-a21b	KCP Taman Raja	CSPK	MB	1,153.22	Confirmed	TR-1e6a19e1-b9d3	KCP Tungkal Ulu	CSPK	MB	406.2	Confirmed	TR-ee333a06-9bd5	PT. AAAJ	CSPO	MB	23.64	Confirmed	TR-ed806ef7-888d	PT. AAAJ	CSPO	MB	500	Confirmed	TR-3fc66317-fc9c	PT. AAAJ	CSPO	MB	500	Confirmed	TR-b4e6139d-16b9	PT. AAAJ	CSPO	MB	500	Confirmed	TR-5296bfcf-c753	PT. AAAJ	CSPO	MB	500	Confirmed	TR-1ac5546e-633d	PT. SDS	CSPO	MB	15.73	Confirmed	TR-000af267-b076	PT. SDS	CSPO	MB	604.72	Confirmed	TR-af86dd6b-3b8f	PT. SDS	CSPO	MB	299.54	Confirmed	
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3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	PT. Inti Indosawit Subur – Muara Bulian POM has not made claims regarding the support of RSPO certified oil palm products. However the organization aware about the RSPO Rules on Market Communications and Claims.	Complied																																																																														
General corporate communications																																																																																	

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4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	PT. Inti Indosawit Subur (with the brand Asian Agri), the parent company of Muara Bulian POM is highlighting its commitment to the principles of RSPO, and directly referring to RSPO website. The corporate communication can be found at http://www.asianagri.com .	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member's history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>PT. Inti Indosawit Subur (with the brand Asian Agri), in its website https://www.asianagri.com/id/keberlanjutan/standar-sertifikasi/ :</p> <p>a. Display its RSPO membership status: Yes, PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status. The CH only stated "In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received out first RSPO certification for our estate in 2010."</p> <p>b. Display the RSPO web address: Not in direct manner In the website, Asian Agri wrote "In 2006, Asian Agri became a member of the Roundtable of Sustainable Palm Oil (RSPO), a global multi-stakeholder certification system to develop and implement global standards for sustainable palm oil production. We received our 1st RSPO certification for our estate in 2010, and in 2012, the certification for our smallholder scheme."</p> <p>c. State the member supports the work of the RSPO: Not in direct manner. In the website, PT. Inti Indosawit Subur (with the brand Asian Agri), "In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received out first RSPO certification for our estate in 2010."</p> <p>d. State the member's history with regards to the RSPO: Not in direct manner. In the website, In the website, PT. Inti Indosawit Subur (with the brand Asian Agri), "In 2006, became a member of the Roundtable of Sustainable Palm Oil. We received out first RSPO certification for our estate in 2010, and in 2012, the certificatoin for our smallholder scheme."</p>	Complied

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		e. Use of RSPO Trademark to promote its membership of the RSPO: No, PT. Inti Indosawit Subur (with the brand Asian Agri), use RSPO trademark in its corporate communication such in website.	
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status. It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status. It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO corporate logo.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	PT Inti Indosawit Subur – Muara Bulian stated in sales documents, e.g. Weighbridge Ticket that the product they sold is RSPO Certified CPO or PK model MB.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	It was verified that when selling certified oil palm product, PT Inti Indosawit Subur – Muara Bulian stated the supply chain model and certificate number, e.g. in Delivery Order and Weighbridge Card.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:	PT Inti Indosawit Subur – Muara Bulian is not a distributor or wholesaler, the site is a Palm Oil Mill that process FFB into CPO and PK.	Not Applicable

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	<p>a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>PT. Inti Indosawit Subur (with the brand Asian Agri), did not display its RSPO membership status.</p> <p>It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p> <p>Not applicable.</p>	
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>PT. Inti Indosawit Subur – Muara Bulian POM is not producing or selling end-product to consumer. No labelling on product whatsoever.</p> <p>Not applicable.</p>	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	PT Inti Indosawit Subur – Muara Bulian POM is producing and selling CSPO and CSPK; All CSPO/CSPK sold are 100 % content oil palm RSPO MB-certified.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the	<p>There is percentage of non-certified oil palm within the product CSPO/CSPK.</p> <p>PT Inti Indosawit Subur – Muara Bulian POM was not produce end consumer goods. The production are CPO and PK.</p>	Complied

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	requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.		
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 	PT Inti Indosawit Subur – Muara Bulian POM was not use RSPO trademark or labelling in their product.	Complied
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. 	PT Inti Indosawit Subur – Muara Bulian POM was not messaging in storytelling in product-related communications. It was verified during audit through sales contract, DO and dispatch slip (weighbridge card).	Complied

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	<ul style="list-style-type: none"> The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes related to human rights policies that have been approved by the President Director, Mr. Kevin Tio on December 1 2019 in Medan which was approved by the Main Director (Kevin Tio). Policies relating to human rights, explained in the Company Policy in point 13, which states that: "The company respects human rights by treating all employees fairly, both in terms of acceptance, assessment, working conditions and environment, as well as representation without distinction of ethnicity.", caste, national origin, religion/belief, disability, gender, sexual orientation, trade union policy discount and/or age".</p> <p>Company policies are also published in the form of posters at strategic places in the Muara Bulian Plantation and Mill.</p> <p>Separately, the company also has policies related to human rights defenders, which are contained in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational dated 20 March 2020:</p>	Complied

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		<p>"Protection of reporters/defenders of human rights defenders from acts of revenge, intimidation, and hatred".</p> <p>This policy was socialized to all employees of PT Inti Indosawit Subur on 15 April 2022 at the Muara Bulian POM and on 14 June 2022 at the Muara Bulian Plantation (the list of participants can be displayed during the audit) and to stakeholders (including local communities and local government/head of village) on the 20 -21 June 2022 which was visited by 21 stakeholders.</p> <p>In 2023, dissemination has performed on 20-21 March attended by 31 participants from Mill and on 11-13 April 2023 which attended by 26 participants from Muara Bulian Estate and also dissemination to contractor and supplier on 14 April 2023 and attended by 10 contractors and supplier.</p> <p>Scheme Smallholder</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2023 and attended by all member of each KUD</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Up to this surveillance audit, the auditor team did not identify any use of mercenaries and/or paramilitaries in the company's operational activities.</p> <p>Based on interviews with stakeholders (i.e. Government Agencies, Village Heads, Trade Unions & Labor Unions) as well as online searches there is no indication that the company has committed violence or used any form of harassment, including the use of paid soldiers and paramilitaries in their operational activities.</p>	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring</p>	<p>The company has built a mechanism for handling complaints from external parties. This process also involves both internal and external</p>	Complied

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	<p>anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>stakeholders so that it can accommodate all parties. this procedure is recorded in "Complaint Handling Procedure, Document No. SOP AA-GL-5005-R0 01".</p> <p>Complaints from internal stakeholders are managed through "Mechanism for Submission of Complaints and Settlement of Employee Complaints, Document No.SOP.AA-HR-308 0.5-R0". The Company has also developed procedures to enforce whistleblower confidentiality policies in the "Case Reporting and Disclosure Guarantee Mechanism" dated June 12, 2015. The purpose of SOP is to provide clear work guidelines so as to create consistency and be better, correct and timely. implementation in submitting and resolving employee complaints. Settlement of non-formal complaints, complaints can be submitted verbally or directly to the superior, then the supervisor telephones the employee concerned no later than 2 days, the settlement of the complaint is made in writing. Complaint resolution is formal, the employee submits a complaint to the head of the department in writing, the head of the department summons the employee no later than 2 working days to resolve the employee's complaint. Employee complaints can also be resolved bipartitely.</p> <p>Resolves disputes system which developed by unit of certification has follows the RSPO Policy on respect for Human Right Defender (HRD) stated in the Human Rights Policy dated 1 December 2019 signed by Managing Director. Separately, the company has also had a policy related a Human Rights Defender, which is stated in the Internal Memorandum No. 049/HO/MEMO/INT/03/20 from Head Operational on 20 March 2020: "Protection against the reporters/defenders of human rights defender from acts of revenge, intimidation and harassment.</p> <p>The external grievances and complaint handling was stipulated as per "<i>Mekanisme Keluhan</i>" which provided in the Website of Asian Agri and can be accessed by all stakeholder of Asian Agri at</p>	
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		<p>https://www.asianagri.com/id/panel-keberlanjutan/keluhan-pengaduan. Besides that, these mechanisms have communicated to external parties and disseminated to PT IIS employees. Based on interview with local communities and worker union leader; they understood the procedure and mechanism to communicating complaint and/or grievance to company.</p> <p>Asian Agri stakeholders include but are not limited to the Government, farmers, suppliers, vendors, academics, NGOs, media, etc., provided different complaint channels to report their complaints/findings. Reporters can submit complaints and information related to business violations, corruption, harassment, criminal acts, the environment, and others.</p> <p>Scheme smallholder:</p> <p>Since 2017, the mechanism regarding communication and consultation has not changed, i.e:</p> <p>"<i>Mekanisme Komunikasi dan Konsultasi</i>" dated 16 January 2017, shaped in flow Chart that describes the process of incoming information requests up to the responses provided. Each smallholder member has "<i>Buku Panduan dan Catatan Petani Plasma</i>", whereas explains the flow process of communication. Both of communication by written or verbal communication to group management are acceptable.</p> <p>Each plasma cooperative that is sampled already has a Plasma Estate Consultation, Communication, and Complaints Mechanism in the form of a Flowchart signed by the Cooperative Chair and has been shown by the officer who is responsible for communicating, including the section that does documentation of every complaint that comes from stakeholders.</p> <p>Both of communication by written or verbal communication to group management are acceptable. Based on interview with several farmers</p>	
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		and head of Danau Embat Village, it stated that up to now there is no land conflict.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	<p>The available procedures are as 4.2.1.</p> <p>In socializing this procedure, the company is directly explained to employees and when the employee joins the company, so that the procedure can be understood by all employees including employees who cannot read and write (illiterate). The management of PT IIS Muara Bulian also provides an explanation of the process of submitting complaints and grievance complaints through pasting process flowcharts in afdeling offices with pictures that are easily understood by workers, especially those who cannot read and write.</p> <p>During the surveillance audit, several sample workers were interviewed and in general they understood enough about the complaint procedure. During the recruitment interview, they also explained the mechanism for submitting complaints and grievance, which could be through KTU/PR or through the unions. The company really understands the workers on the plantation where there are workers who still do not understand writing or reading, so it is considered very necessary to explain this to workers before joining as workers at PT IIS Muara Bulian.</p>	Complied
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	As described in indicator 4.2.1 which explains that based on public consultations with community leaders in Danau Embat Village and related agencies, until this surveillance there was no issues regarding complaints or grievances submitted by the surrounding community.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	As described in indicator 4.2.1 which explains that based on public consultations with community leaders in Danau Embat Village and related agencies, until this surveillance there was no issues regarding complaints or grievances submitted by the surrounding community.	Complied

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		Based on interview with the Public Relations (Humas: Hubungan Masyarakat), that if any grievance or complaint, so they will receive conflict information (individuals, issues with surrounding communities, other representative institutions, media or newspapers), the company will analyze and map the problem through internal discussions (Estate manager, Managing Director, Regional Head and Stakeholder Relations), then Companies through Humas will provide opportunities access to relevant interested parties (Local Government, Legal Apparatus or legal advice) to obtain legal protection or independent technical assessments (Relevant agencies, for example: Plantation Service, National Land Agency-BPN). In this conflict resolution process, it is carried out through the FPIC process (making an agreement together with the conflicting party and or the institution) that represents it and if this does not meet an agreement, then litigation will be carried out or settlement through legal channels.	
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local community are demonstrated. - Minor compliance -	<p>In 2022 period, the company has established CSR program is recorded on CSR Project Tracking 2022, consisting 6 types of activities, such as Social, Economy, Education, Health, Infrastructure and Environment.</p> <p>The creation of the CSR program is done by coordinating with the local village head through the SIA report and monitoring (see 3.4) and also discussions through <i>Musrembangdes (Musyawarah Perencanaan Pembangunan Desa)</i> activities carried out every year, last carried out in February 2023 for the village development plan in 2023.</p> <p>CSR program in 2023:</p> <ol style="list-style-type: none"> 1. Social aspects: <ul style="list-style-type: none"> - Assistance for flood victims in the village of Danau Embat - Donations for religious National holidays 	Complied

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		<ul style="list-style-type: none"> - Assistance in maintaining the cultural heritage of the Canal Village Heroes Cemetery - Assistance for the activities of PKK women for community empowerment programs in Muaro Sebo Ilir District - Assistance in the procurement of cooking oil for the poor. <p>2. Economy aspects:</p> <ul style="list-style-type: none"> - Alternative economic assistance in 3 villages - Assistance with immature oil palm (TBM-1) maintenance in Terusan Village <p>3. Education aspects:</p> <ul style="list-style-type: none"> - Assistance in the procurement of materials for the construction of a sports field at SMA N 11 Batanghari - Assistance in the procurement of furniture (tables and chairs) in the classroom at SMPN 35 Batanghari, Bulian Jaya Village. <p>4. Health care aspects:</p> <ul style="list-style-type: none"> - Assistance in Providing Supplementary Food for Pregnant Women and Toddlers (Stunting Prevention) in Bulian Jaya Village and Singoan Village <p>5. Infrastructure aspects:</p> <ul style="list-style-type: none"> - Assistance for Repairing Canal Village Roads and Lake Embat. <p>6. Environmental aspect:</p> <ul style="list-style-type: none"> - Planting Reforestation Trees to Maintain Ecosystem Balance in Kehidupan Baru Village. <p>Realization of CSR Year 2023 program is based on <i>Berita Acara Penyerahan Bantuan (CSR)</i>, as follows:</p>	
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		<ul style="list-style-type: none"> - On 8 February 2023; providing door prize packages for Musrebang participants in the District worth IDR 2,158,900 - On 10 March 2023; providing funds assistance for MTQ activities at Maro Sebo Ilir District level worth IDR 2,500,000 - On 23 March 2023; providing funds assistance for MTQ activities throughout MSI District in Bulian Jaya Village worth IDR 3,000,000 - Date 13 April 2023; providing funds assistance to Sawit Mandiri Village in Juruan Village, Maro Sebo Ilir District worth IDR 5,000,000 - Date 27 April 2023; providing cooking oil assistance to the poor in Evidence Sari Village and Life Baru Village, 24 liters each. - Date 26 April 2023; providing cooking oil assistance to the poor in Karya Mukti Village and Bulian Jaya Village, 20 liters each. - Date 28 April 2023; providing 20 liters of cooking oil for the poor in Tidar Kuranji Village. - Date 14 May 2023; provided furniture assistance to SMP Negeri 35 Batanghari in the amount of 18 sets worth IDR 8,000,000 - Date 30 May 2023; providing assistance with Alternative Economic Patterns in the form of breeding ducks/laying ducks in Laluan Village with details: 59 duck seeds aged 5-6 months, animal feed in the form of bran, corn and concentrate as well as netting for cages 100 meters long. <p>According to PT IIS CSR Tracking Project for the period 2022 and 2023, the realization of its achievements in 2022 is 88.96% by spending IDR 80,560,000 while the realization for the period 2023 up to May 2023 is still 25.30% or costs IDR 20,250,000 from the budget as IDR 80,039,525.</p>	
Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			

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4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The certificate holder can show legal ownership, including:</p> <ul style="list-style-type: none"> • Plantation permit refer to Keputusan Menteri Kehutanan Nomor: 494/Kpts-II/1991, tanggal 7 Aug 1991 <i>tentang Pelepasan Areal Hutan seluas 17,500 Ha di Kab. Tanjung Jabung dan 9,356 Ha di Kab. Batanghari Untuk Usaha Budidaya Perkebunan Dengan Pola PIR TRANS Atas Nama PT. Inti Indosawit Subur</i> • HGU Certificate No. 1 (22 Dec 2003); Reference: SK Kepala BPN No. 14/HGU/1992 (15 Sep 1992) area 1,256.18 Ha. Expired: 31 Dec 2027 • HGU Certificate No. 4 (6 Oct 2003) reference SK HGU No: 51/HGU/BPN RI/2003 (10 Sep 2003), area 523.42 Ha. Expired: 6 Oct 2038. • HGU Certificate No. 2 (13 Aug 2003) reference SK HGU No: 03.540.1-06-2003 (10 Jul 2003), area 324,800 m² (32.48 Ha). Expired: 13 Aug 2038. • HGU Certificate No. 1 (13 Aug 2003) reference SK HGU No: 01.540.1-06-2003 (10 Jul 2003), area 272,700 M² (27.27 Ha). Expired: 13 Aug 2038. • HGU Certificate No. 3 (13 Aug 2003) reference SK HGU No: 02.540.1-06-2003 (10 Jul 2003), area 170,900 M² (17.09 Ha). Expired: 13 Aug 2038. • SHM certificates for all scheme smallholder <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey,</p>	Complied
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		<p>negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Scheme Smallholders</p> <p>Based on interview with sampled smallholder (86 smallholders) and relevant authority, Plantation Agency; there was no case of land conflict between smallholder member and/or conflict with other party related to land status or boundary.</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT. Inti Indosawit Subur – Muara Bulian is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p>	Complied
	<p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT. Inti Indosawit Subur – Muara Bulian is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p>	

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	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	There are no changes of compliance statement compared to last year audit. PT. Inti Indosawit Subur – Muara Bulian is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.	
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Use of the land for oil palm in PT Inti Indosawit Subur - Muara Bulian Estate and Mill based on land use title or HGU with total area is 8,814 Ha, which consist of 5 HGU certificate. All this area has mapped on "Peta Kebun PT IIS Muara Bulian Scale 1:30,000". FPIC mechanism and process is available in Land Dispute Resolution procedure (SOP AA-GL5003.1-R1 "<i>Penanganan Konflik Lahan</i>", dated 22 August 2011). FPIC mechanism is available on the flowchart and part of the process of conflict resolution.</p> <p>Based on interviews with the village heads of Bulian Jaya, it was confirmed that the plantations of PT IIS – Bulian Estate bordered the land of the village community and that village communities were allowed access to pass through the plantation areas of Muara Bulian Estate and Mill.</p> <p>Scheme Smallholders:</p> <p>An appropriate map is available in all ownership certificates (SHM) of the farmers. There are 3,118 ownership rights certificates (SHM) and the map of their plot within.</p>	Complied

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		Both Muara Bulian Estate, Mill and Smallholders, there is no traditional use or customary right within the certified area.	
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Muara Bulian Estate and Mill:</p> <p>PT Inti Indosawit Subur – Muara Bulian is not acquired any new land for oil palm plantation. The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on reviewed of the statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have ownership certificates "SHM".</p>	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>Estate:</p> <p>PT Inti Indosawit Subur – Muara Bulian has not acquired any new land for oil palm plantation. The company does not restrict local peoples</p>	Complied

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		<p>access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on reviewed of the statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>Scheme Smallholder:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Buah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have ownership certificates "SHM".</p>	
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>PT. Inti Indosawit Subur is long-established plantation with planting year since 1990, land use-rights already obtained since 1989. The land status is clear, and no land disputes raised. Copies of documents evidencing agreement-making processes and negotiated agreement detailing the FPIC process are obsolete.</p>	Complied
<p>Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that</p>	Complied

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		<p>time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local	<p>Muara Bulian Estate:</p>	Complied

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	<p>communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program</p>	
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		<p>"<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p>	Complied

		<p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other</p>	Complied

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		<p>party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur</p>	Complied

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		<p>Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.6	<p>Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with</p>	Complied

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		<p>communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities. PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.7	<p>After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p> <p>- Minor compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made. Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p>	Complied

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		<p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>Muara Bulian Estate:</p> <p>Unit of Certification is long-established plantation with planting year since 1992, land use-rights already obtained since 1992. This company is one of pilot project by national government, therefore the existing area is origin from State Land and no land compensation was made.</p>	Complied

		<p>Also, there is not acquired any new land for oil palm plantation. At that time, the requirement for FPIC was not available, but the company has follow the regulation for their legal document such as HGU Certificate.</p> <p>The company does not restrict local peoples access through the main estate roads. This was confirmed during interview with company representative and stakeholder consultation with local community. Based on Muara Bulian Estate area statement documents, interview with communities and stakeholder consultation, there is no land conflict noted and/or reported between company and surrounding communities.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No. AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.</p> <p>There is no new planting occurred within this scope.</p>	
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Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.		
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015. The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p>
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure</p>

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		<p>(SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p>	
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).</p> <p>- Minor compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p>	Complied

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		Smallholder Scheme: In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program " <i>Transmigrasi</i> " in early 1980's, therefore all smallholders plots already have legal use rights.	
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them. - Minor compliance -	There are no changes of compliance statement compared to last year audit. PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations. If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015. The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation. Smallholder Scheme:	Complied

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		In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p>	Complied

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		<p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "<i>Transmigrasi</i>" in early 1980's, therefore all smallholders plots already have legal use rights.</p>	
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>PT. Inti Indosawit Subur has prepared a mechanism to identify and calculate fair compensation or loss of legal or customary rights to land set out in the standard operating procedure (SOP) "Prosedur Penyelesaian Sengketa Lahan No.AA-GL-5003-1-R2", dated 8th May 2015. The mechanism has taken into account FPIC Guide for RSPO Member 2015, whereby the procedure regulated information convey, negotiation, participative boundary measurement, involvement of other party and neighboring parties – in the boundary of the conflicted area (if any).</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on</p>	Complied

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		interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is</p>	Complied

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		no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is</p>	Complied

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		no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed.</p>	Complied

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		Smallholders land obtained based on government program "Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p> <p>- Minor compliance -</p>	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program</p>	Complied

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		"Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	<p>There are no changes of compliance statement compared to last year audit.</p> <p>PT IIS – Muara Bulian was established since 1980 through the PIR-TRANS program and there is no indication that PT IIS – Muara Bulian is currently acquiring new land for oil palm plantations.</p> <p>If there is a land dispute as described in indicator 4.2.1, the company will use the procedure as stipulated in the Standard Operating Procedure (SOP) document no. AA-GL-5003.1-R2 regarding Land Conflict Management which was approved by management on 08 May 2015.</p> <p>The SOP described flow process and mechanism to handle land conflict. The SOP has taking into consideration the FPIC guide for RSPO Member 2015, whereby in the SOP has regulate information land conveyance, negotiation, participatory land measurement and other activities including engagement with relevant parties and other parties neighboring the plantation and/or conflict land. Including, identifying whether or not customary, legal or other rights and its compensation calculation.</p> <p>Smallholder Scheme:</p> <p>In this surveillance audit, the samples of scheme smallholder were Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah and based on interview with them (86 smallholders) obtained information that there is no land dispute within smallholders area since the plantation developed. Smallholders land obtained based on government program</p>	Complied

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		"Transmigrasi" in early 1980's, therefore all smallholders plots already have legal use rights.	
Principle 5: Support smallholder inclusion Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders. - Minor compliance -	During the ASA2.1 audit, Unit of Certification has demonstrated the FFB prices which available in Mill. For Smallholders, the FFB price is following the price that issued by Plantation Agency. Kebun Plasma Muara Bulian has showed the FFB payment receipt period May 2023 in accordance with official FFB price that issued by FFB Pricing Team of Jambi Province. All smallholder classified as up to 25 year which is the lower price due to the extraction that diminished. Sighted the payments record of KUD Budi Sari, KUD Barokah and KUD Tuah Sakato period May 2023. All payments have been complied with the pricing that stipulated. For third party, it was shown FFB payment receipt for example PT IKU 29 May 2023 for delivery of FFB on 22-28 May 2023, PT Pacific Global Sejahtera 29 May 2023 for delivery of FFB on 27-28 May 2023.	Complied
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	During ASA2.1, based on information gathered from the plasma manager and CSV staff obtained that the information of price directly informed by the purchasing department to the respective suppliers through the short message application such as via WhatsApp. During the field visit to the respective KUD's has also informed that price updating by board of KUD's board was posted on the Buletin Board. In addition, the price information for outgrowers or CSV also updated by purchasing department. There were no issues on this.	Complied

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5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview to the management during ASA2.1, it was known that management of PT Inti Indosawit Subur – Muara Bulian Plasma has committed to share the RSPO premium price in accordance with the agreement with their smallholder. Premium sharing is not distributed in the form of money but in the form of smallholder empowerment activities aimed at increasing the competence and competitiveness of smallholders based on participatory suggest from the smallholders.</p> <p>During this audit obtained information that the premium sharing for Muara Bulian Plasma period 2012/2022 has been distributed to smallholder in October 2022, verified sample document i.e. 'Minute of the Symbolic Submission of KUD Budi Sari, KUD Barokah and KUD Tuah Sakato Premium Sharing Funds/ <i>Berita Acara Penyerahan Simbolis Dana Premium Sharing KUD Barokah</i>' from Head Smallholder Management PT IIS to Head of KUD Barokah dated October 2022.</p> <p>Muara Bulian Plasma has held the comparative study and training (annual routine) to Plasma PT IIS Buatan Group and PT IIS – Ukui Group in December 2022. Apart from training, Bulian Plasma has identified plasma farmers who still have income or vice versa due to replanting. In general, plasma farmers, even though they are replanting, still get income because they still have other productive oil palm plantations. For farmers who have no income, they are involved in upkeep works in the plasma plantation block.</p> <p>Based on interview with the smallholder's representatives known that the comparative study has given the positive insight to the smallholders to facing the replanting period. Some smallholders that involved in the upkeep activities in the plasma can also provide family income.</p>	Complied
5.1.4	<p>(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and re-</p>	<p>Based on document review and interview to the management during ASA2.1, The smallholder's member of Muara Bulian Plasma originated from government transmigration program on 1990 – 1991. Mostly from East Java, West Java and local area (Jambi Province). Based on</p>	Complied

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	<p>payments through FFB price reductions for replanting and/or, other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>information obtained during the onsite audit known that some of smallholders' member were women. The annual meeting of KUD always invited all members which is some women. All the decision made was involved the smallholder members, including women members.</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Based on document review and interview to the management during ASA2.1, all smallholders which registered as supply bases to Muara Bulian POM have agreement with PT. Inti Indosawit Subur – Muara Bulian. The timeframe of the contract is 1 cycle period (25 years) since first planting.</p> <p>Through the interview with FFB supplier of Farizal (supplied to Muara Bulian POM) obtained information that the FFB price only updated if any changes. However, the FFB payments maximum 3 days after the mill received the FFB (according to the contract). There is no dispute related to FFB payments so far.</p> <p>Based on document all contracts are written in Bahasa Indonesia.</p>	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document verification during ASA2.1 sighted that smallholders received the daily and monthly report for FFB's that deliver to Muara Bulian POM. Price, weigh, deduction and amount paid are clearly described within the document. Payment to smallholders in monthly basis. Through the interview with FFB supplier of Harpan Kita (supplied to Muara Bulian POM) obtained information that the FFB price only updated if any changes. However, the FFB payments maximum 3 days after the mill received the FFB (according to the contract). Document review for FFB payment for Harapan Kita on 30 May 2023 was shown that the FFB payment are in accordance with the FFB price the company has informed to Hrapan Kita. There is no dispute related to FFB payments so far.</p>	Complied

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5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>According to the Indonesian regulation, verification of weigh bridge conducted annually. Sighted the record of validation from Trade and Industry Agency of Kota Jambi as follows:</p> <ul style="list-style-type: none"> • Validation Letter No: DG.02.03/324/DPP/II/SKHP/2023 dated 13 March 2023 for weighbridge Avery Weight Tronix Type ZM 510 (capacity 50 MT), serial number 212051068 from UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian, Kota Jambi, valid until March 2024. • Validation Letter No: DG.02.03/323/DPP/II/SKHP/2023 dated 13 March 2023 for weighbridge Avery Weight Tronik Type ZM 510 (capacity 50 MT), serial number 182050099 from UPTD Metrologi Legal, Dinas Perdagangan dan Perindustrian, Kota Jambi, valid until March 2024. 	Complied
5.1.8	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<p>Based on review of agreement during ASA2.1, the company carried out the development and provide supervision in KUD (Scheme Smallholder). The company support KUD in form of supervision in upkeep, fertilizer application, harvesting, FFB transport and implementation of RSPO P&C requirements.</p> <p>For independent Smallholder, support is given in form of CSV Program (Create Share Value). In supporting CSV members for the certification program, especially RSPO Certification, the company has provided continuous assistances to 2 (two) CSVs who are members of the following organizations:</p> <ul style="list-style-type: none"> • Perkumpulan Cahaya Putra Harapan, by address Desa Karya Mukti, Kecamatan Maro SeboIilir, Kabupaten Batanghari, Provinsi Jambi, Kebubatan Batang Hari, 36655 Jambi, Indonesia. Already got RSPO Certificate by BSI Services Malaysia Sdn. Bhd since 20 October 2019. • Putra Tunggal Bukit Sangkilan, by address Desa Karya Mukti, Kecamatan Maro SeboIilir, Kabupaten Batanghari, Provinsi Jambi, 	Complied

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		Kebupaten Batang Hari, 36655 Jambi, Indonesia. Already got RSPO Certificate by BSI Services Malaysia Sdn. Bhd since 25 October 2022.	
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Up to now (this surveillance audit), there have been no changes related to the mechanism for handling complaints from external parties, as stated in the "<i>Mekanisme Penanganan Keluhan</i>" - complaint handling mechanism (Doc. No. SOP AA-GL-5009-RO-01 dated August 22, 2011) and respond no later than 14 days. This mechanism has been communicated to external parties and socialized to PT IIS employees.</p> <p>Stakeholders of Asian Agri including but not limited to Government, smallholders, suppliers, vendors, academicians, NGOs, media, etc), are provided different channels to report their concerns/findings. Channel can be use:</p> <ul style="list-style-type: none"> - Email: grievance@asianagri.com - Address: Jl. MH Thamrin No. 31, Jakarta 10230 Indonesia - Fax: +62 21 230 1120; Attn.: Grievance Secretariat <p>Reporters may share their concerns and information on business misconduct, corruption, harassment, criminal acts, environment, etc. All reports will be treated confidentially and if deemed appropriate, updates will be made publicly available as per our Grievance mechanism. <i>Grievance submissions should be made using the Grievance Submission Form.</i></p> <p>This procedure is also applied to scheme smallholder operational. The procedure provides guidelines on handling grievances related to sustainability practices across our supply chain as well governance matters in our operations.</p>	Complied

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		<p>Scheme smallholders:</p> <p>The scheme smallholders have a mechanism of consultation and communication in “Mekanisme Komunikasi, Konsultasi dan Keluhan”, dated 3 January 2011. The procedure has been communicated provided in flow chart and available in each KUD’s or Cooperative’s offices.</p> <p>Based on interview with the stakeholder and smallholders, there is no grievance during year 2022 – 2023 (up to this surveillance audit).</p>	
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>PT IIS – Muara Bulian always communicates with interested scheme smallholder including women farmers to support their livelihoods, especially those related to RSPO certification. Several company activities that can be considered as supporting activities for interested farmers include: Notes on socialization, training and preparation for the implementation of the RSPO P&C for interested farmers, examples of training are as follows:</p> <ul style="list-style-type: none"> • 31 August 2022; socialization of PPGD provided by dr. Yudi dan Petani dan Pengurus ICS PPTBS • On 7 September 2022; socialization of Prohibition of Limited Pesticide Use to independent samllholder in Karya Mukti village attended by 18 participants. • On 21-Sep-22; Fertilizer Socialization for 2023 Fertilizer Application In Bulian Jaya Village, it was carried out by the ICS PPTBS Punguru, attended by 15 people • On 28-Nov-22; Fertilizer Socialization and Fruit Quality In Bulian Jaya Village, 18 Farmers and PPTBS Administrators attended • On 29-Nov-22; The socialization and coordination with the Mekar Sari MUTU TBS management sent by the POM at Simpang Pete Bulian Jaya was attended by 18 participants. 	Complied

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		Based on interviews with local communities and village heads around the plantation, PT IIS-Muara Bulian's oil palm plantation socialization program really helps farmers increase the production of their oil palm plantations and of course will also improve the village economy. They already know that PT IIS-Muara Bulian and its plasma have an RSPO certificate and they (independent samllholders) feel interested in the program.	
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>PT IIS – Muara Bulian always communicates with interested scheme smallholder including women farmers to support their livelihoods, especially those related to RSPO certification. Several company activities that can be considered as supporting activities for interested farmers include: Notes on socialization, training and preparation for the implementation of the RSPO P&C for interested farmers, examples of training are as follows:</p> <ul style="list-style-type: none"> • 31 August 2022; socialization of PPGD provided by dr. Yudi dan Petani dan Pengurus ICS PPTBS • On 7 September 2022; socialization of Prohibition of Limited Pesticide Use to independent samllholder in Karya Mukti village attended by 18 participants. • On 21-Sep-22; Fertilizer Socialization for 2023 Fertilizer Application In Bulian Jaya Village, it was carried out by the ICS PPTBS Punguru, attended by 15 people • On 28-Nov-22; Fertilizer Socialization and Fruit Quality In Bulian Jaya Village, 18 Farmers and PPTBS Administrators attended • On 29-Nov-22; The socialization and coordination with the Mekar Sari MUTU TBS management sent by the POM at Simpang Pete Bulian Jaya was attended by 18 participants. 	Complied

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		<p>Based on interviews with local communities and village heads around the plantation, PT IIS-Muara Bulian's oil palm plantation socialization program really helps farmers increase the production of their oil palm plantations and of course will also improve the village economy. They already know that PT IIS-Muara Bulian and its plasma have an RSPO certificate and they (independent samllholders) feel interested in the program.</p> <p>To date, PT IIS-Muara Bulian has established collaborative partnerships with independent oil palm farmers around plantations, including:</p> <ol style="list-style-type: none"> 1. Through a Cooperation Agreement between PT Inti Indosawit Subur and the Putra Tunggal Independent Farmers Association doc. No. 05/CSV-KMB/XII/2018 dated 13 December 2018 with an area of 1,196ha. 2. Partnership Cooperation Agreement between PT Inti Indosawit Subur and Cahaya Buana Forum (Independent Palm Oil Farming Organization) No. 001/CSV/KMB/IV/2015 and No. 01/FrCB/B/IV/2015 dated 15 April 2015 with an area of 605 Ha. 	
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Muara Bulian Mill supplied by own estates (Muara Bulian Estate), smallholder from 6 KUD's with total 6,244 Ha scheme smallholders and more than 1,000 Ha third party's supplier. Based on interview with smallholder representatives during ASA2.1 from KUD Barokah, Bukit Sari, and KUD Tuah Sakato, obtain information that entire land has been granted by government (private land title/SHM).</p> <p>According to the signboard in mill's gate, Muara Bulian mill does not accept FFB from illegal sources (forest area or crop stolen). All FFB from third parties shall comply with regulation. Mill's staff told that FFB Purchasing Department has set the procedures for their supplier as follows:</p> <ul style="list-style-type: none"> • New supplier shall propose their FFB purchased offer including submitted the name and land legality of each potential farmer. 	Complied

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		<ul style="list-style-type: none"> • FFB Purchasing Department verify the geolocation of potential farmer that submitted by the third parties. • New supplier shall sign the agreement which stated to not send illegal FFB sources. This agreement will automatically be cancelled if any violation on this clause. • The FFB transporter shall signed the zero illegal FFB statement letter in security gate in each delivery note. <p>Asian Agri's through his subsidiary PT. Inti Indosawit Subur fully supported their smallholder to be certified by ensuring all FFB come from legal sources and comply with national regulation. They also conducted good engagement to demonstrated best management practices in agronomy, environmental handling and safety procedures by placing a CSV supervisor and assistant. For example, each plot received 5 unit barn owl box to help them control rat population, 1 unit barn owl to cover an area of 3 – 4 ha.</p> <p>During the audit of ASA2.1, auditor also obtain information that PT. Inti Indosawit Subur are now assisting the smallholders on replanting project in collaborated with local government. This aims to ensure that farmers produce palm oil sustainably.</p> <p>While, PT Inti Indosawit Subur have initiatives since long time for outgrower and independent smallholders in form of Corporate Shared Value's (CSV) program. Where the program is to support outgrower to produce FFB's legally.</p> <p>In other, for supporting CSV members for the certification program, especially RSPO Certification, the company has provided continuous assistance to 2 (two) CSVs who are members of the following organizations:</p> <ol style="list-style-type: none"> 1. Perkumpulan Cahaya Putra Harapan, by address Desa Karya Mukti, Kecamatan Maro SeboIir, Kabupaten Batanghari, Provinsi Jambi, 	
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		<p>Kebupaten Batang Hari, 36655 Jambi, Indonesia. Already got RSPO Certificate by BSI Services Malaysia Sdn. Bhd since 20 October 2019.</p> <p>2. Putra Tunggal Bukit Sangkila, by address Desa Karya Mukti, Kecamatan Maro SeboIlir, Kabupaten Batanghari, Provinsi Jambi, Kabupaten Batang Hari, 36655 Jambi, Indonesia. Already got RSPO Certificate by BSI Services Malaysia Sdn. Bhd since 25 October 2022.</p> <p>The assistance for example conducting training, and assisted in the preparation of scope additions.</p>	
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Certificate Holder has assigned chemical weeding team (Tim Unit Semprot/TUS) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review and interview with random pesticide applicator during ASA2.1 it was known that they were attending the refresh training on pesticide handling on 12 September 2022. Some topic that discuss such as safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous.</p> <p>During the audit, auditor also interviewed some smallholder representatives and obtain information that the company has provide training session for them on how to be handling pesticide safely. For example, pesticide applicator shall use appropriate PPE during application, no smoke, avoid the direction of wind blows and cleaned their body after application to reduce contamination.</p>	Complied

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5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Annual review of progress of the smallholder support by Asian Agri's can be see and downloaded in Asian Agri's website https://www.asianagri.com/id/panel-keberlanjutan/laporan-keberlanjutan. That document is publicly available.</p> <p>Plasma manager also described that PT Inti Indosawit Subur also has helped the smallholder based on monthly management review of smallholder performance.</p> <p>Based on field visit and interview with smallholder representatives, each KUD's has been supported in IPM program. They equipped with beneficial plant and barn owl box (4 unit each plot). Certificate holder also conducted training in order to ensure the smallholder's competency. For example:</p> <ul style="list-style-type: none"> on 21 September 2022, socialization of SOP for Harvesting, manuring, upkeep activities, FFB quality, attended by 46 participants. 10 August 2022, socialization of basic fire and basic safety, attended by 18 participants 	Complied
<p>Principle 6: respect workers' rights and conditions</p> <p>Protect workers' rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	<p>(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes regarding human rights policy i.e. "<i>Kebijakan Perusahaan</i>" signed by the President Director on December 1 2014. In point 13, it is stated: "The Company treats employees fairly, both in terms of recruitment, assessment, working conditions and environment, and representation without regard to race, ethnicity, caste, origin nationality, religion/belief, disability, gender, sexual orientation, trade union membership, political affiliation and/or age."</p> <p>This policy has been communicated to all employees and placed on a notice board in a public and easily accessible place.</p>	Complied

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		<p>PT Inti Indosawit Subur – Muara Bulian also has a labor recruitment SOP. Based on SOP: AA-HR-305.2-R0 dated 1 February 2009 concerning "Acceptance of New Employees" (Employee Recruitment and Selection), the company will accept new employees based on their abilities and qualifications. This policy has been communicated to workers. The policy describes the organization as recognizing and respecting the rights of local, migrant, or urban workers.</p> <p>Workers who registered in POM and plantations stated that all workers came from different backgrounds (race, religion, gender, etc.). Ethnic diversity of workers and during interviews with workers, no discrimination was identified based on religion, ethnicity, gender. No evidence of discrimination was found during the audit.</p> <p>The company provides workers with work equipment that is relevant to the nature of the work carried out.</p> <p>The list of employees proves that the company does not discriminate in any form, employees are given the opportunity to work regardless of ethnicity, religion, origin and gender:</p> <p>Verified data:</p> <p>Employee List "Employee List" 15 June 2023 found no evidence of discrimination and migrant workers.</p> <p>Workers at PT IIS-Muara Bulian for the period 15 June 2023, consisting of several ethnic groups: Malay, Batak, Javanese, Lombok, Minang, Nias, and others. Consists of 2 religions: 93% Islam and 7% Christianity and consists of 30% female workers and 70% male workers.</p> <p>Based on interviews with several workers during field visits, it was stated that there were nodiscriminatory practices and even the company provided equal opportunities to all its workers.</p> <p>Scheme Smallholder:</p>	
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		<p>Example KUDs (KUD Subur Makmur, KUD Makmur Rezeki and KUD Karya Lestari) have established policies regarding equal opportunities and treatment in work under the "Kebijakan Koperasi/KUD" dated 14 April 2022, signed by the Chairman of the Cooperative.</p> <p>In the Policy it is stated related to discrimination in point 8; State: Respect human rights by treating all employees of KUD/Cooperatives and farmers fairly, both in the form of acceptance, assessment, working conditions and environment and representation regardless of ethnicity, caste, national origin, religion/belief, disability, gender, sexual orientation, trade union membership, political affiliation and/age.</p> <p>This policy has been disseminated to all farmers and workers in each Koperasi or KUD:</p> <ol style="list-style-type: none"> 1. On April 18, 2022 at KUD Barokah 2. On April 19, 2022 at KUD Budi Sari 3. On April 14, 2022 at KUD Tuah Sakato. <p>Based on interviews with several sample farmers during field visits in this audit, there are no practices that contradict discrimination.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes regarding human rights policy i.e. "<i>Kebijakan Perusahaan</i>" signed by the President Director on December 1 2014. In point 13, it is stated: "The Company treats employees fairly, both in terms of recruitment, assessment, working conditions and environment, and representation without regard to race, ethnicity, caste, origin nationality, religion/belief, disability, gender, sexual orientation, trade union membership, political affiliation and/or age."</p> <p>This policy has been communicated to all employees and placed on a notice board in a public and easily accessible place.</p> <p>PT Inti Indosawit Subur – Muara Bulian also has a labor recruitment SOP. Based on SOP: AA-HR-305.2-R0 dated 1 February 2009 concerning "Acceptance of New Employees" (Employee Recruitment and Selection),</p>	Complied

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		<p>the company will accept new employees based on their abilities and qualifications. This policy has been communicated to workers. The policy describes the organization as recognizing and respecting the rights of local, migrant, or urban workers.</p> <p>Workers who registered in POM and plantations stated that all workers came from different backgrounds (race, religion, gender, etc.). Ethnic diversity of workers and during interviews with workers, no discrimination was identified based on religion, ethnicity, gender. No evidence of discrimination was found during the audit.</p> <p>The company provides workers with work equipment that is relevant to the nature of the work carried out.</p> <p>The list of employees proves that the company does not discriminate in any form, employees are given the opportunity to work regardless of ethnicity, religion, origin and gender:</p> <p>Verified data:</p> <p>Employee List "Employee List" 15 June 2023 found no evidence of discrimination and migrant workers.</p> <p>Workers at PT IIS-Muara Bulian for the period 15 June 2023, consisting of several ethnic groups: Malay, Batak, Javanese, Lombok, Minang, Nias, and others. Consists of 2 religions: 93% Islam and 7% Christianity and consists of 30% female workers and 70% male workers.</p> <p>Based on interviews with several workers during field visits, it was stated that there were nodiscriminatory practices and even the company provided equal opportunities to all its workers.</p> <p>Scheme Samllholder:</p> <p>Example KUDs (KUD Subur Makmur, KUD Makmur Rezeki and KUD Karya Lestari) have established policies regarding equal opportunities</p>	
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		<p>and treatment in work under the "Kebijakan Koperasi/KUD" dated 14 April 2022, signed by the Chairman of the Cooperative.</p> <p>In the Policy it is stated related to discrimination in point 8; State: Respect human rights by treating all employees of KUD/Cooperatives and farmers fairly, both in the form of acceptance, assessment, working conditions and environment and representation regardless of ethnicity, caste, national origin, religion/belief, disability, gender, sexual orientation, trade union membership, political affiliation and/age.</p> <p>This policy has been disseminated to all farmers and workers in each Koperasi or KUD:</p> <ol style="list-style-type: none"> 1. On April 18, 2022 at KUD Barokah 2. On April 19, 2022 at KUD Budi Sari 3. On April 14, 2022 at KUD Tuah Sakato. <p>Based on interviews with several sample farmers during field visits in this audit, there are no practices that contradict discrimination.</p>	
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Implementation of Non-Discrimination and Equal Opportunities:</p> <ul style="list-style-type: none"> - In Semester II 2022, 19 harvesters have been appointed PHL harvesters to become SKUH based on Memorandum No.0176-089/HR-RO3/MEMO/SK/07/2022 dated 22 July 2022. - In Semester I/2023, 13 harvester has been promoted from PHL to SKUH (Permanent), based on Memorandum from RH Plantation 3 No. 102-114/HR-RO3/MEMO/SK/06/2023 dated 12 June 2023. <p>Based on the promotion of workers as mentioned above, their skills, abilities, quality and health fitness have been tested and meet the requirements for promotion. Before a promotion is carried out, the relevant management must first assess attendance (discipline) and harvester output (productivity) and health checking by the clinic from Estate as well. The health checking means to check the worker health whether he/she capable to do his/her duties and to monitor his/her</p>	Complied

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		<p>health, by conducting annual medical check up, whether his/her health deteriorate because his/her work.</p> <p>In the 2023 period, there will be 3 workers recruited as of March 1, 2023, i.e on behalf of Golfrit Tampubolon, Jhotria Ginting, Randy Putrawan and Vebriana. The Recruitment Process is based on the skills and educational background as well as work experience of job applicants. In the process, the company also carried out a medical examination (Medical Check Up: MCU) as a condition for entering work, in this recruitment, MCU was carried out at the Estate Polyclinic on February 2023.</p> <p>Scheme Smallholders:</p> <p>Based on document sampled verification at (Koperasi Tuah Sakato, KUD Budi Sari and KUD Barokah), that most of the farmers are managed their land independently. All the workers are considered as casual workers. The workers are hired based on verbal agreement related to rate per piece of work, payment system, working tool provision, etc. In worker/s recruitment, no work performed based on debt bond.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>The certification unit - PT IIS Muara Bulian Group prohibits pregnant or breastfeeding women from spraying chemicals. To carry out mitigation, plantations carry out monthly pregnancy tests. So this pregnancy check is not intended to discriminate against workers, but is a check that must be carried out on female workers who work using chemicals so that if there are pregnant female workers they can be transferred to work (which does not come into contact with chemicals) temporarily.</p> <p>Plantation management notes that spraying is not carried out by pregnant or breastfeeding women. Female workers voluntarily carry out their own menstrual cycle tests and notify the Polyclinic for review by nurses and recording every month. Pregnancy checks were carried out based on the Minutes of PT IIS- Muara Bulian Estate Pregnancy Tests</p>	Complied

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		on 12 January 2023 on 54 female workers, while the results of the checks were that all of these workers were declared negative.	
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian has formed a Gender Committee at the Muara Bulian Estate and Mill. The gender committee consisting of representatives from all units in the Muara Bulian Group plays a role in: overcoming problems related to women's rights and providing counseling for female workers who experience acts of violence and sexual harassment as well as other problems related to female workers. In 2023, the Gender Committee's Work Program has been determined, including the issues that will be discussed at the meeting. The program has not changed much from the previous year (because this activity is a routine activity), including:</p> <ol style="list-style-type: none"> 1. Women's reproductive health counseling 2. Free family planning for women workers 3. Socialization about the importance of exclusive breastfeeding to babies and providing a special room for breastfeeding to workers in the Estate Clinic. 4. Conducting healthy gymnastics activities for mothers of employees and staff of PT IIS- Muara Bulian. <p>The last meeting held by the chairman of the gender committee with management was on 25 March 2023 with a discussion agenda related to lack of knowledge of new mothers about the health of female reproductive organs. On May 26, 2023; discuss the importance of breastfeeding a child/baby.</p> <p>Based on interviews with the chairman of the Gender Committee and a sample of female workers, awareness of issues of concern and ways to overcome them is carried out consistently. Such as: religious meetings at mosques, churches, or weekly meetings at complexes. It was also</p>	Complied

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		stated that until this time, there was no cases of harassment or violence against female workers	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	<p>The company consistently and complies with statutory regulations, that workers' wages are based on Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023; amounting to IDR 2,943,033.08 per month.</p> <p>The HRD Department (HRD Manager RO3) also issued Memorandum 066/HR-RO3/MEMO/05/2023 on 2 May 2022 regarding wages for 2023 amounting to IDR 2,943,033.08 per month (25 Working Days) or the equivalent of IDR 117,722 per day.</p> <p>The company also provides rice allowances to its workers, namely 15 kg/month for each worker, 9 kg/month for the worker's wife, and 7.5 kg/month for the worker's children (maximum 3 children). Rice price in August 2021 IDR 9,500/kg.</p> <p>The salary scale structure for the 2023 period for all levels of workers has been shown during the audit, this structure is based on Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022.</p> <p>The company has provided employees with salary certificates/slips, salary slips containing basic salary, allowances, premiums, employee health insurance (BPJS Employment and Health) and deductions.</p> <p>Based on the document review, the company has provided equivalent wages/salaries for the same scope of work, including in-kind benefits.</p> <p>Taken as an example of salaries/pay slips for the period May 2023 for Muara Bulian Estate and Mill workers. Based on a sample salary slip, the worker's wage per day is IDR 117,722 and is in accordance with the 2023 wage determination decision from Jambi Governor's Decree No.</p>	Complied

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		<p>1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022; regarding: "Determination of the 2023 Jambi Province Minimum Wage".</p> <p>Scheme Smallholder:</p> <p>KUD workers are paid a daily wage and are only paid when they have worked. However, individual members have adjusted their workers' salaries by referring to government regulations. The wages given each month are calculated based on the tonnage of FFB harvested per rotation, which is IDR 150,000/ton FFB, done 2-3 times to reach 1 ton. Based on verification of freelance worker wage data in Muara Bulian Plasma, it shows that these wages are in accordance with Jambi Province regional government regulations.</p>	
Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>The company consistently and complies with statutory regulations, that workers' wages are based on Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023; amounting to IDR 2,943,033.08 per month.</p> <p>The HRD Department (HRD Manager RO3) also issued Memorandum 066/HR-RO3/MEMO/05/2023 on 2 May 2023 regarding wages for 2023 amounting to IDR 2,943,033.08 per month (25 Working Days) or the equivalent of IDR 117,722 per day.</p> <p>Wage payments at PT IIS-Muara Bulian Group are made using a bank transfer system to all workers on the 1st-5th of the current month, who have previously been given salary slips. A pay slip is a detail of a worker's wage payment which includes basic salary, allowances, overtime pay,</p>	Complied

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		<p>health and employment insurance benefits, premiums and deductions from health and employment insurance contributions.</p> <p>The following are several verification documents for payment of wages, such as:</p> <ul style="list-style-type: none"> • Harvester, Name : Xxnaxx Sxxxa, Payslip May 2023 with take home pay IDR 5,xxx,228 • Spraying, Name : Nxxxx Zxx, Payslip May 2023 with take home pay IDR 3,xxx,115 • Warehouse administration, Name : Txx Mxxx, Payslip May 2023 with take home pay IDR 4,xxx,235 <p>Based on the verification of the salary slip document above, PT IIS – Muara Bulian Group has implemented wage payments in accordance with applicable regulations and laws; Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023, UU no. 11 of 2020 and PERPU no. 6 of 2023; regarding UU Cipta Kerja and Peraturan Pemerintah no. 36 of 2021; about Wages.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>The employment contract and details of payment and terms of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday rights, maternity leave, reasons for dismissal, notice period, etc.) are available in the Collective Labor Agreement (PKB) for the year period 2023-2025. This PKB has been registered at the Batanghari Regency Manpower Service with no. 565/68/Naker/2023 dated 9 January 2023.</p> <p>Determination of wages (including allowances and other allowances), working hours (including working hours and overtime pay) and working days are regulated in Article V; Wages - Wages, which explains:</p> <p>A. Permanent workers are given wages whose amount is</p>	Complied

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		<p>determined by the employer with conditions that are not lower than government regulations.</p> <p>B. Certain permanent workers are given wages (Basic Salary and Rice) according to their class/level status, the value of which is determined by the employer with conditions that are not lower than government regulations.</p> <p>C. Workers still receive additional wages (UMP/UMSK) and/or attendance incentives which are further regulated in separate provisions.</p> <p>The rice allowance given to workers is 15 kg/month for each worker, 9 kg/month for the wife and 7.5 kg/month for the worker's children (maximum 3 children).</p> <p>Provisions regarding holidays and leave (both maternity leave and menstrual leave) are regulated in Article VIII concerning Non-Working Days; including: absenteeism, rest days in a week, official holidays, annual leave, maternity leave and others.</p> <p>Meanwhile, for daily workers, the company has established an Employment Contract for daily workers which is written in Indonesian, so that it can be understood by all parties. The Daily Worker Agreement explains the rights and obligations of workers, including wages, social security (BPJS Employment and BPJS Health), facilities and work tools.</p> <p>Based on the verification of wage documents for the May 2023 period above (6.1.6 & 6.2.1), the application of wages at PT IIS-Muara Bulian Group is in accordance with statutory regulations.</p> <p>Based on the verification of the salary slip document above, PT IIS – Muara Bulian Group has implemented wage payments in accordance with applicable regulations and laws; Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023,</p>	
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		UU no. 11 of 2020 and PERPU no. 6 of 2023; regarding UU Cipta Kerja and Peraturan Pemerintah no. 36 of 2021; about Wages.	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) and working days have been regulated in the Collective Labor Agreement (PKB periode 2023-2025) Article V; Upah – Wages.</p> <p>The Company paid the wages of employees in 2023 is by minimum wage based on Decree of Governor of Jambi 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023".</p> <p>Working hour is determined 40 hour per week (Monday – Saturday) with 7 hour per day.</p> <p>Document verification:</p> <p>Overtime</p> <ul style="list-style-type: none"> - Overtime Order Letter dated 12 April 2023 for the Muara Bulian Estate, overtime on behalf of Paimin (workshop), 3 hours overtime (14.00-17.00) for repair and replacement of tractor bearings in the workshop. - Overtime Order dated 12 April 2023 for the Muara Bulian Estate, overtime on behalf of Mulyadi (workshop), 3 hours overtime (14.00-17.00) for repair and replacement of tractor dynamo starter in the workshop. - Overtime Order dated 16 May 2023 for Muara Bulian Mill, overtime on behalf of Dedi Erwanto (Security officer), 1 hours overtime for control in security POS 1 Muara Bulian Mill - Recapitulation of Overtime Hours of Muara Bulian Estate for the April 2023 period and for period May 2023 in Muara Bulian Mill. 	Complied

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		<p>Annual and menstruation Leave:</p> <ul style="list-style-type: none"> - Application for annual leave in the name of Suherman C. (NP: 00189) position: harvesting in Muara Bulian Estate, proposed leave on 6 - 7 July 2023. - Application for annual leave in the name of Juli Arwin (NP: 00002) position: weighing scale operator in Muara Bulian Mill, proposed leave on 19- 21 July 2023. <p>Based on the overtime pay verification above, PT IIS has implemented overtime pay in accordance with applicable laws and regulations.</p> <p>Based on the verification of the salary slip document above, PT IIS – Muara Bulian Group has implemented wage payments in accordance with applicable regulations and laws; Jambi Governor's Decree No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023, UU no. 11 of 2020 and PERPU no. 6 of 2023; regarding UU Cipta Kerja and Peraturan Pemerintah no. 36 of 2021; about Wages.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>From the last audit to the current surveillance audit, there has been no change in either the addition or construction of new public facilities. The company has prepared facilities for the workers, including the basic need such as electricity and water. Detail of company facilities for employees are as follows:</p> <p>PT Inti Indosawit Subur – Muara Bulian has provided adequate housing with electrical and clean water supply, medical clinic, sport facilities, religious facilities, education facilities and other amenities. Based on field inspection, the facilities found to be in good condition. The company has prepared facilities for their workers.</p> <p>Record seen:</p>	Complied

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		<p>Data dan Layout of Public Facilities in Muara Bulian Estate and Mill year 2022-2023, such as:</p> <p>Muara Bulian Mill</p> <ul style="list-style-type: none"> – Housing Type B/CM (1 unit), Type C (4 Unit), Type D (5 unit), type E (38 Unit). – Policlinic (1 unit). – Mosque (2 units). – Church (1 unit). – School bus (1 unit). – Ambulance (1 unit). – Sport facilities. <p>Muara Bulian Estate</p> <ul style="list-style-type: none"> – Housing: Staff (18 units), type D1(22 units), Type E1 (191 units). – Kindergarten (1 unit). – Clinic (2 units). – Mosque (3 units). – Church (1 units). – School bus (4 units). – Ambulance (1 unit). – <i>Koperasi</i> (1 units). – Employee hall (1 unit). – Sport facilities (football, volleyball, tennis, badminton). <p>The company annually evaluates the condition of employee housing using the Employee Home Condition Census Recapitulation Form, last conducted in January 2023. Based on interview with the employees who live in the employee housing, that there are no issues related to the</p>	
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		<p>housing. Whenever there is damage to employee housing, the company always responds and follows up on the damage and repairs it.</p> <p>For the smallholder scheme, there is no employee housing, because the use of labor in the smallholder scheme is to use local village communities that already have housing in the village.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Company is able to demonstrate effort in providing access to adequate, sufficient and affordable food: provision of rice allowance – aside from monthly salary to all eligible workers, cooperative organization for employee providing basic food necessities (<i>Koperasi Jaya Abadi</i>). The company also provides access to sellers of vegetables and food needs to be able to enter the PT Inti Indosawit Subur area every day, so that the workers can more easily get their daily food needs. And then the company also gives permission for its workers to open basic needs stores/ small shops at the workers' housing in their respective division, so that it also makes it easier for other employees to access basic needs. Once a month on the worker's payday, employee housing also opens a temporary market which is held monthly on the 5th-6th of each month.</p> <p>Based on interviews with several employees, that to get food needs every day there is no difficulty, because the company has provided this access for example through Koperasi Jaya Abadi, small shops in housing that are obtained by the company and a temporary market on the worker's payday.</p> <p>Scheme Smallholder</p> <p>The farmer members are a developed transmigration village. Provision of food can be obtained from existing markets in the village. Based on the results of field visits to the sample villages indicate that in the village was available markets and small shops that provide basic necessities.</p>	Complied

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6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>Company has state about the wages for workers base on Decree of Governor of Jambi SK No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022, regarding Determination of Minimum Wage of Jambi Province in 2023; amounting to IDR 2,943,033.08 per month</p> <p>The HRD Department (HRD Manager RO3) also issued Memorandum 066/HR-RO3/MEMO/05/2023 on 2 May 2023 regarding wages for 2023 amounting to IDR 2,943,033.08 per month (25 Working Days) or the equivalent of IDR 117,722 per day. Including determination of Salary scale structure for the period 2023 for all level of workers has shown during audit, this structure is based on Decree of Governor of Jambi SK No. 1047/KEP.GUB/DISNAKERTRANS-3.3/2022 dated 28 November 2022.</p> <p>The rice allowance given to workers is 15 kg/month for each worker, 9 kg/month for the wife and 7.5 kg/month for the worker's children (maximum 3 children).</p> <p>In general, the PT Inti Indosawit Subur - Muara Bulian including smallholders have calculated the Decent Living Needs using the calculation method as set out in the "RSPO Guidance for Implementing a Decent Living Wage", June 1, 2019. The company has conducted an account of the DLW for the 2023 period with data collection from each Estate and POM.</p> <p>Based on the verification of documents the results of the 2023 DLW calculation shows that total cost of kind benefits for average is IDR 1.698.301 average monthly take home salary per worker is IDR 2,916,843 and total value of prevailing wage is IDR 4.615.145.</p>	Complied
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PROCEDURAL NOTE:

The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.

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In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:

1. Payment of minimum wages in accordance with applicable regulations
2. Assessment of wages paid (prevailing wages) and in-kind benefits.

Once the DLW benchmark is available, this procedural note is no longer applicable.

6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Based on SOP No. AA-HR-305.2-R concerning Recruitment and Selection of Employees including harvesters in plantation units states that newly recruited workers will undergo a 3 month trial period carried out by their direct superior. No later than 15 days before the 3 (three) month recruitment deadline, the section will provide a Probationary Period Evaluation form to the department concerned.</p> <p>Until the period of May 2023, PT IIS – Muara Bulian, both Mill and Estate, has been promoting PHL particularly harvesters and processing operator since 2022, as follows:</p> <p><u>Muara Bulian Estate:</u></p> <ul style="list-style-type: none"> - In 2022, 19 harvesters have been appointed PHL harvesters to become SKUH based on Memorandum No. 0175-01195/HR-RO3/MEMO/SK/07/2022 dated 21 July 2022. - In Semester I/2023, 13 harvester have been appointed PHL harvesters to become SKUH based on Memorandum No. 102-114/HR-RO3/MEMO/SK/06/2023 dated 12 June 2023. 	Complied
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		Kebun Muara Bulian Periode tahun 2022			
No.	No Meorandum	Date	Harvester		
1	0176/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Ali Imron		
2	0192/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Ali Sakti		
3	0193/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Anis Nur Ahmad		
4	0183/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Arafik		
5	0190/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Gunawan		
6	0195/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Hendra Setiawan		
7	0175/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Junaidi		
8	0179/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Main		
9	0191/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Mohdarun		
10	0177/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Pahrudin		
11	0185/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Pitro Indriadi		
12	0188/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Reki		
13	0187/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Sofyanto		
14	0182/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Sri Widodo		
15	0178/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Suherman		
16	0194/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Tarmizi		
17	0184/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Tobrani		
18	0186/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Wahyu Anggara		
19	0189/HR-RO3/MEMO/SK/07/2022	21-Jul-22	Wiyono		
		Periode tahun 2023			
1	102/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Indra		
2	103/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Paimo		
3	104/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Muhamad Daud		
4	105/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Suparman		
5	106/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Suriadi		
6	107/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Aris Munandar		
7	108/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Danu Riyadi		
8	109/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Wawan Gunawan		
9	110/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Aqus Noprianto		
10	111/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Suprendi		
11	112/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Andi Saputra		
12	113/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Ari Anggara		
13	114/HR-RO3/MEMO/SK/06/2023	12 Juni 2023	Sagiman		

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		<p>So, as of May 2023, there are still 30 new harvesters recruited in April 2023. To these 30 Harvesters, in accordance with the SOP No. AA-HR-305.2-R, this harvester is still on probation for 3 months. In July-August, an evaluation of the probation period will be carried out as the basis for a proposed promotion to permanent employee status (SKU).</p> <p><u>Muara Bulian Mill:</u></p> <p>The realization of the PHL promotion program in mill is as follows:</p> <ul style="list-style-type: none"> - The company has promoted the appointment of PHL workers, as follows; in Semester II 2022, 6 workers have been appointed PHL to become SKUH based on Memorandum No 0127-0132/HR-RO3/MEMO/SK/05/2022 dated 06 June 2022. - In Semester I/2023, the management has been appointment of 5 PHL workers to SKUH based on Memorandum No 133-137/HR-RO3/MEMO/SK/05/2022 dated 13 June 2023. <table border="1"> <thead> <tr> <th colspan="4">Muara Bulian Mill</th></tr> <tr> <th colspan="4">Periode Tahun 2022</th></tr> <tr> <th>No.</th><th>No Meorandum</th><th>Date</th><th>Name of Employee</th></tr> </thead> <tbody> <tr> <td>1</td><td>0127/HR-RO3/MEMO/06/2022</td><td>06-Jun-22</td><td>Ginanda Sagewa</td></tr> <tr> <td>2</td><td>0128/HR-RO3/MEMO/06/2022</td><td>06-Jun-22</td><td>Tommy Giofano Mahulae</td></tr> <tr> <td>3</td><td>0129/HR-RO3/MEMO/06/2022</td><td>06-Jun-22</td><td>Syarizal Gumanti</td></tr> <tr> <td>4</td><td>0130/HR-RO3/MEMO/06/2022</td><td>06-Jun-22</td><td>Rozali Anwar</td></tr> <tr> <td>5</td><td>0131/HR-RO3/MEMO/06/2022</td><td>06-Jun-22</td><td>Yosep Ariono SM</td></tr> <tr> <td>6</td><td>0132/HR-RO3/MEMO/06/2022</td><td>06-Jun-22</td><td>Muhammad Yusuf</td></tr> <tr> <th colspan="4">Periode tahun 2023</th></tr> <tr> <td>1</td><td>133/HR-RO3/SK/06/2023</td><td>13-Jun-23</td><td>Gordon Sitanggang</td></tr> <tr> <td>2</td><td>134/HR-RO3/SK/06/2023</td><td>13-Jun-23</td><td>Kuncoro Jati</td></tr> <tr> <td>3</td><td>135/HR-RO3/SK/06/2023</td><td>13-Jun-23</td><td>Pandi Apriandi</td></tr> <tr> <td>4</td><td>136/HR-RO3/SK/06/2023</td><td>13-Jun-23</td><td>Latifah Nuramadhani</td></tr> <tr> <td>5</td><td>137/HR-RO3/SK/06/2023</td><td>13-Jun-23</td><td>Faysal Kurniawan HRP</td></tr> </tbody> </table>	Muara Bulian Mill				Periode Tahun 2022				No.	No Meorandum	Date	Name of Employee	1	0127/HR-RO3/MEMO/06/2022	06-Jun-22	Ginanda Sagewa	2	0128/HR-RO3/MEMO/06/2022	06-Jun-22	Tommy Giofano Mahulae	3	0129/HR-RO3/MEMO/06/2022	06-Jun-22	Syarizal Gumanti	4	0130/HR-RO3/MEMO/06/2022	06-Jun-22	Rozali Anwar	5	0131/HR-RO3/MEMO/06/2022	06-Jun-22	Yosep Ariono SM	6	0132/HR-RO3/MEMO/06/2022	06-Jun-22	Muhammad Yusuf	Periode tahun 2023				1	133/HR-RO3/SK/06/2023	13-Jun-23	Gordon Sitanggang	2	134/HR-RO3/SK/06/2023	13-Jun-23	Kuncoro Jati	3	135/HR-RO3/SK/06/2023	13-Jun-23	Pandi Apriandi	4	136/HR-RO3/SK/06/2023	13-Jun-23	Latifah Nuramadhani	5	137/HR-RO3/SK/06/2023	13-Jun-23	Faysal Kurniawan HRP	
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		<p>As of May 2023, at Muara Bulian Mill there are still 5 workers with probation status who were only recruited in April 2023. Thus, in July-August 2023, an evaluation of the probation period will be carried out for the 8 workers, which is the basis for determining them as permanent workers (SKU).</p> <p>Thus, at the end of 2023 onwards there will be no more operator processing with PHL (non-permanent) status but will be directly recruited to become permanent workers (SKU) with a trial (probation) period of 3 months.</p>	
Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Freedom of association policy is written in Bahasa Indonesia, as stated in "Kebijakan Perusahaan", dated 1st December 2014 <i>"Menghormati hak setiap karyawan untuk membentuk atau menjadi serikat pekerja sesuai dengan keinginannya dan untuk melakukan tawar menawar secara kolektif"</i>.</p> <p>This policy has been informed to all employees and being placed into public area easily accessed.</p> <p>PT Inti Indosawit Subur – Muara Bulian has Labor Union registered in DISNAKERTRANS under Decree of Head of Social, Manpower and Transmigration Agency in Batang Hari Regency no. 568/506/DSKT on: Registration of PUK SPPP.SPSI PT Inti Indo Sawit Subur with registration number: no. 568/041/DSKT/2011, dated April 18, 2011 chaired by Mr. Janto Siburian.</p> <p>Structure of organization of labor union as per "Surat Keputusan PC F.SPPP-SPSI Kabupaten Batanghari Nomor: KEP 03/PD.F.SPPP-SPSI/JAMBI/VIII/2016 dated 4th August 2016 tentang Komposisi dan Personalia Pengurus Unit Kerja (PUK. SPPP-K.SPSI) PT Inti Indosawit Subur" for period 2016 – 2021. This organization structure are still valid</p>	Complied

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		<p>due to Workers Union meeting was not held, because no specific direction from workers union at Regency level. Due to 2021 is covid-19 pandemic, government issuing the policy that face to face meeting is disallowed, then the Union meeting was postponed in an unspecified time. As per regulation, if Collaborative Agreement or "Perjanjian Kerja Bersama" already expired and no meeting was held, then the current documents (including structure) are still valid.</p> <p>Scheme Smallholders: There is no labour union that formed by smallholders (N/A)</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>Based on interview with chairman of labour union obtained information that there is no discrimination, pressure, or any form of negative treatment for the board of labour union. The member of labour union is freely elected.</p> <p>This organization structure are still valid due to Workers Union meeting was not held, because no specific direction from workers union at Regency level. As per regulation, if Collaborative Agreement or "Perjanjian Kerja Bersama" already expired and no meeting was held, then the current documents (including structure) are still valid.</p> <p>Scheme Smallholders: There is no labour union that formed by smallholders (N/A)</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Based on interview with chairman of labour union obtained information that there is no interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers.</p>	Complied

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		<p>Based on the labour union statutes, the right to become a member of a labour union is a permanent employee. Each member has voting rights (right to be elected and to vote).</p> <p>As per regulation, if Collaborative Agreement or "Perjanjian Kerja Bersama" already expired and no meeting was held, then the current documents (including structure) are still valid.</p> <p>Scheme Smallholders:</p> <p>There is no labour union that formed by smallholders (N/A)</p>	
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>There are no changes related to company policy, including the formal policy for child protection, including the prohibition of child labor and remediation in the "Company Policy", signed by the President Director on 1 December 2019, in point 14 it is stated: All children are not allowed to work in any activity in the company. company".</p> <p>Company policy was also published to place posters in strategic places on the plantations (Muara Bulian Plantation and Muara Bulian Mill).</p> <p>All contracts, including contracts for the supply of FFB, contain special clauses regarding compliance with applicable legal requirements including regarding child labor/prohibition of employing children under 18 years, and this can be proven by a third party.</p> <p>Samples taken:</p> <p><u>Mill:</u></p> <ul style="list-style-type: none"> - PT Trans Jaya Pertama Contract Number: 05/XII/TJP-IIS/2022, dated 01 December 2022, CPO and PK transporter. - PT Sumber Kencana Contract Number: 04/VI/SK-IIS/2022, dated 4 June 2022, as CPO, PK, CPKO transporter. <p><u>Estate:</u></p>	Complied

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		<ul style="list-style-type: none"> - CV Trindo Jaya Pasifik Contract #017/E3KTU/01/22 dated 3 January 2022. Excavator rental. - PT Uniteda Arkato Contract #015/E3KTU/01/22 dated 3 January 2022. Road Grader Rental. - PT Uniteda Arkato Contract #016/E3KTU/01/22 dated 3 January 2022. Compactor rental. - PT Aneka Sumatrindo Contract #045/E3KTU/01/22 dated 3 January 2022. Tractor Backhoe Loader Rental. - PT Hazmat Techno Indonesia and PT Muhtomas, contract no. 07/SPJ/LEG-IIS/XII/2022 dated 1 December 2022 <p>Scheme Smallholder:</p> <p>Plasma Muara Bulian has established a policy regarding the prohibition of employing children (under 18 years). Samples taken from KUD Barokah, KUD Budi Sari and KUD Tuah Sakato. The policy is explained in point 10; It is prohibited to employ children under the age of 18 in any plantation operational activities."</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2023 and attended by all member of each Cooperative/KUD.</p> <p>Based on a review of documents (employee lists) of KUD Barokah, KUD Budi Sari and KUD Tuah Sakato, it was found that the minimum age was met (the youngest harvester was born in 1996 – based on identity verification).</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has established Company Policy dated 1 December 2019 and until this surveillance there was no change, that stated there is not allowed all children to work in every activities/process in company.</p> <p>Data seen:</p>	Complied

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		<ul style="list-style-type: none"> - Jufri Yanto (Harvester – Muara Bulian Estate Div. 2), birthdate 11-01-2000 and joined on 09-01-2020 (20 y.o). - Hendra Setiawan (Harvester–Muara Bulian Estate), birthdate 24-11-2001 and joined on 06-01-2021 (21 y.o). - Febriana BR. Harianja (weigh scale operator) in Muara Bulian Mill, birthdate 15/08/2002 and joined on 01/03/2023 (20 y.o). <p>Based on document verification on List of Employee May 2023 “Daftar Karyawan”, it was no found workers hired under 18 years.</p> <p><u>Scheme Smallholders:</u></p> <p>Plasma Muara Bulian have established policies related to the prohibition of employing children (under 18 years old). Samples taken for the KUD Barokah, KUD Budi Sari and KUD Buah Sakato. KUD/Cooperative Policy, explained in point 10; It is forbidden to employ children under the age of 18 in every plantation operational activity”.</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2023 and attended by all member of each KUD.</p> <p>Based on document review (list of employees) of KUD Barokah, KUD Budi Sari and KUD Buah Sakato, there were found that a minimum age met (the youngest of harvester born year 1997 – based on ID verification).</p>	
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Based on List of Employee May 2023 “Daftar Karyawan Kebun Muara Bulian” and Memorandum #0113/HR-RO3/MEMO/05/2022, dated 18 May 2022, young workers are employed for non- hazardous work.</p> <p>Data seen:</p> <ul style="list-style-type: none"> - Josua Adi Putra S. (Sprayer – Muara Bulian Estate), birthdate 13-06- 	Complied

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		<p>1994 and joined on 01-01-2017 (29 y.o).</p> <ul style="list-style-type: none"> - Supanto (Sprayer – Muara Bulian Estate), birthdate 26-05-1991 and joined on 01-07-2018 (32 y.o). <p>Based on the verification of employee list documents for the period of May 2023 and interviews with 5 sprayers during field visits, there are no inexperienced/young workers who carry out work using chemicals. If there are female spraying workers who based on pregnancy checks (monthly bases) are positive for pregnancy, then the company will move/replace jobs that do not use chemicals (temporarily).</p>	
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>There is no change in company policy regarding child labor.</p> <p>This policy has been communicated to all employees and placed on a notice board in a public and easily accessible place.</p> <p>This policy has been informed to all employees:</p> <ol style="list-style-type: none"> In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Muara Bulian Estate. 11 January 2022, dissemination has conducted in Muara Bulian Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees. 11 April 2022, dissemination has conducted in Muara Bulian Mill attended by 14 employees. In 2023 the socialization has performed: <ul style="list-style-type: none"> - On 21-22 February 2023 attended by 29 participants from Mill - On 25-27 January 2023 which attended by 34 participants form Muara Bulian Estate 	Complied

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		<p>Based on interview with worker, stated the policy has been communicated to them.</p> <p>Scheme Smallholder:</p> <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2023 and attended by all member of each KUD.</p> <p>Based on interview with sampled smallholder (86 smallholders), stated the policy has been communicated to them.</p>	
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes in company policy, including the policy to protect reproductive rights as stated in the company policy signed by the President Director, dated December 1 2014 and in one part of the policy it is stated that: "Preventing sexual disclosure and various forms of violence against women and protect their reproductive rights " - (To prevent sexual and physical harassment from occurring to women and to protect their reproductive rights)". Company policy was also published to place posters in strategic places on the plantations (Muara Bulian Estate and Mill).</p> <p>There is a gender committee that actively meets and discusses the general agenda and other issues related to handling sexual harassment, socializing the prevention of sexual harassment.</p> <p>The gender committee's regular monthly meeting was held on 15 June 2022 which discussed protecting the rights of female workers including preventing sexual harassment and violence and all other forms of harassment and violence. The meeting was attended by 8 representatives of female workers from each job (a attendance list can be shown at the time of audit).</p> <p>This policy has been informed to all employees:</p>	Complied

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		<p>a. In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Muara Bulian Estate.</p> <p>b. 11 January 2022, dissemination has conducted in Muara Bulian Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees.</p> <p>c. 11 April 2022, dissemination has conducted in Muara Bulian Mill attended by 14 employees.</p> <p>d. In 2023 the socialization has performed:</p> <ul style="list-style-type: none"> - On 21-22 February 2023 attended by 29 participants from Mill - On 25-27 January 2023 which attended by 34 participants form Muara Bulian Estate <p>Based on interview with worker, stated the policy has been communicated to them.</p> <p>Scheme Smallholder:</p> <p>Most farmers manage their land independently. Therefore, the policy does not apply directly to them. The organization has a policy to prevent sexual harassment and violence against women in the "ICS Group Manager Policy" which states "Prevent sexual harassment and various forms of violence against women and protect their reproductive rights"</p> <ul style="list-style-type: none"> - (prevent sexual harassment and violence and protect reproductive rights for women) woman). <p>Its policy has been disseminated to all head of cooperative chairman and smallholders, sample seen on February 2023 and attended by all member of each KUD.</p>	
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		Based on interview with sampled smallholder (86 smallholders), stated the policy has been communicated to them.	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>There is no changes in the company policy.</p> <p>A policy to protect the reproductive rights as it is found in company policy that's signed by Managing Director, dated 01st December 2014 and on one part of the policies stated that: "<i>Mencegah pelecehan seksual dan berbagai bentuk kekerasan terhadap perempuan serta melindungi hak-hak reproduksinya</i>"- (To prevent any sexual or physical abuses happen to women as well as to protect their reproductive rights)". The company's policy is also published to use posters at any strategic places in the plantations (Muara Bulian Estate and Mill).</p> <p>There is a gender committee actively meets and discussing general agenda and other issue related to handling sexual harassment, dissemination of sexual harassment prevention.</p> <p>The regular monthly gender committee meeting was held on 15 June 2023 which discussed the protection of the rights of women workers, including prevent sexual and all other forms of harassment and violence, the meeting was attended by 8 representatives of women workers from each jobs (a list of attendance can be shown at the time of the audit).</p> <p>This policy has been informed to all employees:</p> <ol style="list-style-type: none"> In 2022, dissemination has performed on 18 April 2022 attended by 19 employees from Muara Bulian Estate. 11 January 2022, dissemination has conducted in Muara Bulian Estate and attended by 27 employees, on 2 February 2022 attended by 21 employees, on 7 March 2022 attended by 25 employees and on 4 April 2022 attended by 22 employees. 11 April 2022, dissemination has conducted in Muara Bulian Mill attended by 14 employees. In 2023 the socialization has performed: 	Complied

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		<ul style="list-style-type: none"> - On 21-22 February 2023 attended by 29 participants from Mill - On 25-27 January 2023 which attended by 34 participants from Muara Bulian Estate <p>Based on interview with worker, stated the policy has been communicated to them.</p> <p>Scheme smallholders:</p> <p>The scheme smallholder has set a policy for each cooperative. This cooperative policy has established policies related to protect the reproductive rights. Based on field visit and interview with smallholders, it is known that they have understood the policy to protect the reproductive rights. There has been no violation of to protect the reproductive rights in smallholder's area</p>	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>The company has identified female workers as new mothers and assessed their needs based on consultation with them.</p> <p>From the results of identifying the needs of new mothers in February 2023, from the results of interviews and filling out questionnaires with 25 new mothers who had children under 5 years of age, several needs were identified, including:</p> <ul style="list-style-type: none"> - There is a need for space for breastfeeding mothers, and this has been followed up by budgeting costs in the 2022 and 2023 budgets. - The need for time/permission for workers who are still breastfeeding has been followed up through the Estate Manager's policy by granting permission for 30 minutes to breastfeed their children (Memorandum from Seniro Manager No. 01/ES-KTU/MEMO/I/2021 regarding Rights of breastfeeding workers; Given time for 30 minutes from 10.00-10.30. 	Complied

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		<ul style="list-style-type: none"> - The need for health services for mothers and children has been followed up with Posyandu services once a month (which has been and is still running today) - Providing additional food to children under 5 years has been followed up during the implementation of Posyandu services by providing additional food in the form of baby porridge, eggs and bread and formula milk. <p>During interviews with female workers in Manuring activities and the head of the gender committee, it was explained that the company provides breastfeeding time in the workers' complex or childcare center.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>Regarding the complaints and complaints mechanism, until the last audit there was no change i.e procedure No. SOP: HR-308.5-RO; Revision:0, 12/11/2009: Employee Complaints: Filing and Resolving.</p> <p>The complaint management mechanism that needs to maintain confidentiality for whistleblowers is contained in the company's draft policy, where one of the points of this policy states that: "to provide appropriate information to parties who ask questions and protect confidentiality for cases of whistleblowers" to comply with statutory regulations regarding issues environmental and social, food safety, occupational health and safety, so that they can participate more in the decision-making process to improve company performance.</p> <p>Records of certain grievances/complaints have been shown in the "Employee Complaint Book". The company has resolved all complaints according to procedures.</p> <p>This procedure has been conveyed to all workers at PT IIS Muara Bulian through the Employment Agreement document and also the Collective Labor Agreement (PKB). and based on interviews with several workers in the field during field observations, that they generally understood the process for channeling complaints or grievances to management, mostly</p>	Complied

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		<p>through the Labor Union which is basically in line with the complaint procedures established by the company.</p> <p>Based on interviews with several stakeholders around the Muara Bulian Group oil palm plantation, that until this surveillance was carried out, there were no complaints from the community or other parties.</p> <p>Scheme Smallholder:</p> <p>Plasma farmers have a consultation and communication mechanism in "Communication, consultation and complaint mechanism for Muara Bulian Group Plasma Plantations", established on April 2021.</p> <p>Based on the logbook in the form of "Reception of Complaints and Responses" for the period 2022 and 2023, no complaints were reported. Based on interview with sampled smallholder (86 smallholders), stated no complaint from them.</p>	
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker's consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages 	<p>Based on interviews with the Head of Administration (KTU), the head of the trade union as well as recruitment documents and employee appointment documents for the period 2022 - 2023, no processes were identified related to binding identity cards, giving fees in the recruitment process, unintentional overtime, giving jobs because of debt and withering wages. The company also provides freedom regarding termination of employment without any fines.</p> <p>Based on document verification (list of employees, salary slips and payroll for the period of May 2023), there was no indication of forced labour and/or human trafficking. All employees have work agreement, regulating the rights and obligation of company and employee. The work agreement including working hour and salary payment. There are no indications of changes in contracts, storage of identity</p>	Complied

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	- Critical (Major) compliance -	documents/passports, payment of recruitment fees, unintentional overtime, limiting workers' freedom to resign, sanctions for termination of employment, debt bondage and wage cuts (which were not agreed upon). During the audit, interviews were conducted with a sample of workers, confirming that this practice had never occurred.	
6.6.2	(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available. - Critical (Major) compliance -	<p>There are 2 types of employees at PT IIS – Bulian Group, namely Permanent Workers (SKUH and SKUB) as much as 226 workers and non-permanent workers (PHL: Pekerja Harian Lepas - Casual Daily Workers) as much as 305 workers.</p> <p>PT IIS – Muara Bulian Group has established mechanism/procedure related to recruitment; SOP no. AA-HR-305-2-00 dated 1 February 2009 – Recruitment and Selection and the management of PT IIS – Muara Bulian Group (Group Manager).</p> <p>Memorandum from Medan Head Office Management September 1, 2020 No. 034/MB/MEMO/IX/20 concerning Guidelines for Recruitment and Appointment of Employees of PT IIS – Muara Bulian Group are still consistently implemented and used as guidelines for disruption of PKWT /PHL workers, including explaining the determination of the maximum period of PKWT/PHL for 3 (three) years taking into account the feasibility evaluation.</p> <p>This memorandum is effective from 1 September 2020 and this memorandum is also based on reference to Law no. 11 of 2021 concerning UU Cipta Kerja.</p>	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers.	PT Inti Indosawit Subur – Muara Bulian POM and Estate has appointed the responsible person for H&S is identified as per P2K3 (Safety	Complied

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	<p>Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Committee Meeting). P2K3 organisation has been updated in 2023 and has an approval from Manpower and Transmigration Office.</p> <p><u>Muara Bulian POM:</u></p> <p>P2K3 Muara Bulian POM has been formed and has an endorsement/approval from Manpower Office Jambi Province according to "Keputusan Kepala UPTD Balai Pengawasan Ketenagakerjaan Wilayah I Nomor 18 Tahun 2022 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) pada Perusahaan PT Inti Indosawit Subur Muara Bulian" dated 27 January 2022. Safety committee meeting/P2K3 comprise of:</p> <p>Chairman: MT Akbar</p> <p>Secretary: Ahmad Alwi (OHS Expert)</p> <p>Supervision location: Hamzah Salafy, Ade Apri Angga, Riston Sitepu, Roni C Tarigan</p> <p>Member: 17 person from each station, office and laboratory including security.</p> <p>Safety Officer or "Ahli K3 Umum" OSH expert was assigned as P2K3 secretary. Safety Officer on behalf Ahmad Alwi has a license from Ministry of Manpower with decree letter Nomor 5/17478/AS.02.04/II/2022 dated 14 February 2022 Tentang Penunjukan Ahli K3 umum, valid until 14 February 2025.</p> <p><u>Muara Bulian Estate:</u></p> <p>P2K3 Muara Bulian Estate has been formed and has an endorsement/approval from Manpower Office Jambi Province according to "Keputusan Kepala UPTD Balai Pengawasan Ketenagakerjaan Wilayah I Nomor 37 Tahun 2023 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) pada Perusahaan PT Inti</p>	
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		<p>Indosawit Subur Kebun Muara Bulian” dated 3 February 2023. Safety committee meeting/P2K3 comprise of:</p> <p>Chairman: Imam Setiyadi</p> <p>Secretary: Stefanus Ade Wijaya (OHS Expert)</p> <p>Member: Yopriadi, Ahmad Daulay, Ahmad Ansori, Rolly Situmeang, Iwan Putra</p> <p>Safety Officer or “Ahli K3 Umum” OSH expert was assigned as P2K3 secretary. Safety Officer on behalf Stefanus Ade Wijaya has a license from Ministry of Manpower with decree letter Nomor 5/19600/AS.01.03/XII/2022 dated 16 December 2022 Tentang Penunjukan Ahli K3 umum, valid until 16 December 2025.</p> <p>Safety meeting conducted in monthly basis. Based on Safety Committee Report, last one was on May 2023. Record seen: Minutes of meeting agenda: review and analysis accident record/report, review disease report of clinic, review near miss report, any other issue related to OHS.</p> <p>Report of P2K3 meeting and OHS performance has reported to Manpower Agency in Batang Hari Regency each quarter (three-monthly), sample seen report P2K3 Muara Bulian POM and Estate period July – Sett 2022, Oct - Dec 2022 and Jan – Marc 2023. Evidence of report receipt can be demonstrated during audit as per “Daftar Distribusi Eksternal”.</p> <p><u>Scheme Smallholder:</u></p> <p>Scheme smallholder has appointment the “Asisten Plasma” as person in charge for cooperative’s health and safety aspects</p> <p>Safety Meeting in KUD has been conducted regularly. Meeting agenda consisting of training on PPE usage (Helmet, Goggles and Shoes and also harvest knife/Egrek equipped with Cover). Record of regular meeting management plasma can be demonstrated during audit.</p>	
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6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian has the mechanism on handling an accident investigation under procedure no: SOP AA-OP-SMK3-07-FM Accident Investigation SOP, August 3, 2017. In the accident investigation form include: the accident data, details of injuries/sections exposure, photographs/sketches, evidence of investigation (witnesses, positions, equipment, documents), sequence of events (pre-contact, contact, post-contact), type of incident, cause of accident (unsafe, unsafe) accidents (personal and work factors), corrective and preventive actions, investigative team. During audit verification, found that the accident form was complete and adequate.</p> <p>Procedure for first aid and emergency situation available under “Kesiagaan dan Tanggap Darurat” document, number AA-EMS-447-PR, dated December 2010. The emergency situation identified such as land and forest fire, fire at housing and mill, hazardous waste spillage, boiler explosion, gas tank explosion, earthquake, flood, landslide, etc. A team for emergency response has been established, headed by Mill Manager and Estate Manager Records of accidents maintained properly by safety officers and reported regularly to local authorities.</p> <p>SOP of accident and emergency procedure are available in Indonesia language and clearly understood by workers. Evacuation route and assembly point are available in Muara bulian POM and Muara Bulian Estate Office. During interview with workers, they understand the evacuation route and assembly point and how to response during emergency situation.</p> <p>First aid equipment has been provided by Muara Bulian POM, Estate and Scheme Smallholder. List of first aid kit (include portable first aid) as in “Checklist inspeksi P3K”. There are 6 First Aid kit at Muara Bulian Estate (at location Workshop/traksi, Warehouse, TPS LB3, Afdeling office I – III) and 12 portable first aid kit brought by Field Foreman. While in Muara Bulian POM there were 9 first aid kit located in Fuel storage/Ware</p>	Complied
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		<p>house, Workshop, Office, Warehouse central, Laboratory, engine room, chemical warehouse, WTP station, Hazardous waste storage.</p> <p>PT Inti Indosawit Subur – Muara Bulian has appointed a worker who have attended the First Aid training. Data verified:</p> <ul style="list-style-type: none"> - License for First Aider on behalf Lilis Aggreni Simanjuntak, register No. 001/P3K/Disnakertrans-3.1/2019 dated 5 August 2019. - License for First Aider on behalf Riston B. Sitepu, register No. Ser./UPTD I/Nakertrans/3.1.2/ 2021, dated 16 october 2021. <p>First aid training for supervision and workers has been conducted by company. Latest refreshment cionducted on 14 Nov 2022, 16 feb 2023 and 13 Apr 2023.</p> <p>Records of all accidents are kept and periodically reviewed.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur - Muara Bulian POM, Estate and Scheme Smallholder has demonstrated the record of realization the OHS program 2022/2023 including the provision of PPE for workers according to risk analysis for each type of works.</p> <p>PPE provide by company for all workers free of charge.</p> <p>Evidence of PPE provision can be shown during audit. Sample seen for PPE provisionnin Muara Bulian POM in February 2023 (hand gloves for operator and mechanics), April 2023 (safety shoes for operator and mechanics), July 2023 (hand gloves for operator and mechanics).</p> <p>The use of appropriate personal protective equipment (PPE) also monitor by company to ensure that all workers using proper PPE during working. Monitoring checklis for PPE usage were sighted during audit.</p> <p>During field visit and interview with workers (sprayer workers and mill operator) it was confirmed that they have receive the PPE from company free of charge. They also can asking for PPE change of their PPE are broken (free of charge).</p>	Non-compliance

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		<p>Sanitation facilities for pesticides operator are available in Muara Bulian Estate; workers can change out of PPE, wash and put on their personal clothing in the sanitation facilities. During field visit to Muara Bulian Estate it was found that sanitation facilities are sufficient with locker for each sprayer.</p> <p>Non conformances :</p> <p>During field visit it was found that workers were not using appropriate personal protective equipment (PPE) while working.</p> <p>Objectives evidence :</p> <p>Based on field observation to Muara bulian Estate, Muara Bulian POM and Scheme Smallholder, it was found that workers were not using their PPEs while working, such as :</p> <ul style="list-style-type: none">• 2 harvesters in Muara Bulian Estate were not using safety helmet during harvesting.• 3 workers from local contractor were not using PPEs during their activity as EFB transporter, details are 2 truck drivers not using safety shoes and 1 mini backhoe operator was not using safety helmet and safety shoes.• Based on interview with 2 harvester in KUD Barokah, it was noted that they not use safety helmet when they conducting harvesting activity. <p>PT IIS Muara Bulian POM, Estate and Scheme Smallholder has HIRADC document, updated 2023. According to HIRADC, PPE for each type of works has been determined.</p>	
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6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian has been provided insurance to all workers including non-permanent worker. Insurance covered by BPJS, as mandated by government regulation. Medical checkup provided for all workers (not only for high-risk worker).</p> <p>PT Inti Indosawit Subur – Muara Bulian has also provided clinic for all workers. Referral are made to nearest hospital should the case is severe/critical. Medical check-up has been conducted for all workers all in Muara Bulian The medical check-up including blood test, physical examination, audiometric test and spirometric test. Result of examination for worker is kept. Company also providing social and accident insurance in from BPJS Ketenagakerjaan – for all workers.</p> <p>Document verification:</p> <ul style="list-style-type: none">• Transfer form to BPJS Ketenagakerjaan, month March - May 2023.• Rekapitulasi Rincian Pembayaran Iuran both BPJS Kesehatan dan Ketenagakerjaan month March – May 2023. <p>Scheme Smallholder:</p> <p>No workers being employ permanently by the smallholders. Provision of insurance in case of accident, through donation from smallholders and “Kelompok Tani”.</p>	Complied											
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian POM has shown the record of “Indeks K3 Pabrik/Kebun Muara Bulian January – December 2022. Reported in Muara Bulian POM & Estate:</p> <table><tr><th rowspan="2">Category</th><th colspan="2">Case Number</th></tr><tr><th>Muara Bulian POM</th><th>Muara Bulian Estate</th></tr><tr><td>Fatality</td><td>Nil</td><td>Nil</td></tr><tr><td>Permanent disable</td><td>Nil</td><td>Nil</td></tr></table>	Category	Case Number		Muara Bulian POM	Muara Bulian Estate	Fatality	Nil	Nil	Permanent disable	Nil	Nil	Complied
Category	Case Number													
	Muara Bulian POM	Muara Bulian Estate												
Fatality	Nil	Nil												
Permanent disable	Nil	Nil												

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		<table><tr><td>Fire</td><td>Nil</td><td>Nil</td></tr><tr><td>Property damage</td><td>Nil</td><td>Nil</td></tr><tr><td>Medical aid</td><td>Nil</td><td>1</td></tr><tr><td>First aid</td><td>Nil</td><td>48</td></tr><tr><td>Near miss report</td><td>Nil</td><td>Nil</td></tr><tr><td>Lost Time Injury</td><td>Nil</td><td>3 days</td></tr><tr><td>Total Injury</td><td>Nil</td><td>1</td></tr><tr><td>Frequency rate</td><td>Nil</td><td>1</td></tr><tr><td>Saverity rate</td><td>Nil</td><td>3.50</td></tr></table> <p>Scheme Smallholder:</p> <p>The procedure for work incident has demonstrated as in document “Mekanisme Pertolongan Pertama Pada Kecelakaan”, document verified in KUD Budi Sari, KUD Tuah Sakato, KUD Barokah has reviewed the procedure in January 2023.</p> <p>KUD/cooperatives record the work incident in “Rekaman kejadian Kecelakaan Kerja Tahun 2022”. Record of incident were also available in Puskesmas (Village clinic).</p> <p>According to record of accident there is no accident reported since January – December 2022.</p>	Fire	Nil	Nil	Property damage	Nil	Nil	Medical aid	Nil	1	First aid	Nil	48	Near miss report	Nil	Nil	Lost Time Injury	Nil	3 days	Total Injury	Nil	1	Frequency rate	Nil	1	Saverity rate	Nil	3.50	
Fire	Nil	Nil																												
Property damage	Nil	Nil																												
Medical aid	Nil	1																												
First aid	Nil	48																												
Near miss report	Nil	Nil																												
Lost Time Injury	Nil	3 days																												
Total Injury	Nil	1																												
Frequency rate	Nil	1																												
Saverity rate	Nil	3.50																												
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.																														
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.																														
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	During ASA2.1 it was known that Integrated Pest Management Plan has been implemented and documented by PT Inti Indosawit Subur – Muara Bulian Estate. IPM Plan has been prepared within annual budget 2023.	Complied																											

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		<p>Muara Bulian Estate established Division Work Program annually for IPM for each Division/Afdeling. IPM plan includes detection and census of pest and diseases, weeds controlling, planting and upkeep of beneficial plant, use of pesticide and herbicide.</p> <p>IPM plan include the following:</p> <ul style="list-style-type: none"> - Identification of potential pests and thresholds - The techniques used (cultural, biological, mechanical and physical methods) - The native species used as part of the biological control method - Reducing the use of chemicals over a period of time - Prophylactic use of pesticides - Minimization of pesticide use - Review on the plans to suit the present condition such as replanting <p>According to the Agricultural Policy Manual SOP AA-APM-OP-1100.10. R6 <i>Pengendalian Hama dan Penyakit</i> (Pests & Disease Control), certificate holder has plan to implement integrated pest management.</p> <p>According to the interview with pest control officer in Muara Bulian Estate obtain information that management has had a schedule to regularly monitored pest attack (census) as follows:</p> <ul style="list-style-type: none"> • Census of caterpillar/bag worm by monthly basis. • Census of <i>Ganoderma</i> annually. • Census rat infestation by recap the record of sortation in loading ramp. • Census of Barn Owl Box occupation in three monthly bases. 	
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		<p>The last census in Muara Bulian Estate has been conducted in second week of June 2023. Result of census shows that pest attack still under control (below the economic threshold) which is limit 5%.</p> <p>During the field visit in own estate (Muara Bulian Estate block C19b Afdeling 3) visually there was no issues related to the outbreak or infestation. However, there were a usage of natural predator (<i>Tyto alba</i>) to reduce a rat attacks.</p> <p>Scheme Smallholder</p> <p>According to document verification and field visit to the smallholder's plot in 3 KUD's (KUD Barokah, Bukit Sari, and KUD Tuah Sakato), pest monitoring and control sighted pest management plan to conduct caterpillar/bag worm census in by monthly and barn owl box monitored in three monthly bases. Census was conducted by field supervisor that help by person that assign by board of KUD. There is no report of outbreak in their plot so far.</p> <p>Estate and scheme smallholders have implemented biological control to minimize or eliminate pest and disease, e.g. by use of barn owl and planting beneficial plants such as <i>Casia sp.</i>, <i>Antigonon leptopus</i> and <i>Turnera subulatta</i>.</p>	
7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>During ASA2.1 it was known that the company only uses natural predators namely <i>Tyto alba</i> and <i>Sycanus dichotomus</i> in pest control efforts. Both predators are not recorded in invasive species according to the information listed on the website www.cabi.org on in global invasive species database http://www.iucngisd.org/gisd/search.php.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>Based on document verification, interview and field observation during ASA2.1 obtained information that there is no record use of fire for pest control.</p>	Complied

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Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the document verification and interview with management during ASA2.1, obtain information that there is only pesticide usage for chemical weeding and pest control (if needed). Recommendation of pesticide used are refer to SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (weed control) where explain the weeds type, weeding control methods and eradication, pesticide characteristic, and procedures of application (spraying volume, calibration, chemical weeding interval, target and sprayer maintenance). There is no change related to the SOP until this audit.</p> <p>During the audit, found some pesticide list that usually used with active ingredients such as lambda cyhalothrin, trichlopyr butoxy ethyl ester, isopropil amina glifosat, dimetoat, methyl metsulfuron and dimetilurea.</p> <p>According to the national regulation, all pesticide used by the management unit has registered in agricultural ministry of Indonesia. It can be check in http://pestisida.id/simpes_app/index.php.</p> <p>Scheme Smallholder:</p> <p>During the ASA2.1 audit, sighted the list of pesticide recommendation (by active ingredients) that can used by smallholder such as isopropyl amine glyphosate, fluoroksifir, methyl metsulfuron and triklofir. For period 2022-2023, the smallholders used pesticide with active ingredients isopropyl amine glyphosate, fluoroksifir and methyl metsulfuron. There is no record of parakuat diklorida usage.</p>	Complied
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Certificate holder has showed the record of LD50 calculation in each unit based on amount of pesticide used. For example, Muara Bulian Estate has calculated the LD50 based on amount of active ingredients applied per Ha and number of applications for Y2022 and Y2023 (until May 2023) as stated in the table below.</p>	Complied

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		Y2022					
		Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient	
		Polydor 25EC	Lambda cyhalothrin	2625	16	0.00023	
		Kenlon 480EC	Trychlopyr butoxy ethyl ester	4500	67	0.01847	
		Supremo 480 SL	Isopropil amina glifosat	>500	3,557	0.98071	
		Perfektan 425 EC	Dimetoat	201	6	0.00099	
		Metaprima 20 WGD	Methyl metsulfuron	5000	294,550	49	
		Gulmaron 20 WP	Dimetilurea	2900	121.9	0.02	
		Dithane M-45	Mancozeb 80%	>5000	16	0.01	
		Y2023 (until May)					
		Brand	Active Ingredient	LD50	Total Used	Total Active Ingredient	
		Polydor 25EC	Lambda cyhalothrin	2625	8	0.00011	
		Supremo 480 SL	Isopropil amina glifosat	>500	1,264	0.34860	
		Metaprima 20 WGD	Methyl metsulfuron	5000	115,760	19	
		Gulmaron 20 WP	Dimetilurea	2900	38.5	0.006	
		Dithane M-45	Mancozeb 80%	>5000	4	0.0018	
		Biolon 670 EC	Triklopir butoksi etil ester 670 g/l	>2120	166.95	0.06425	
		Solusi 865 SL	Dimetil Amonium 865 g/l		63	0.03	
		Basis 150 SI	Amonium Glifosat	1380	63	0.01	

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7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>Until this ASA2.1 audit obtain information that there is no pesticide use for control pest attack. All of pesticide only using for weeding (herbicide).</p> <p>Based on interview with IPM supervisor and smallholder representatives known that no outbreak that causes pesticide usage.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>Based on document review it was known that, there was some pesticide usage especially in nursery and immature area to prevent pest infestation. For example, there was a record of pesticide (active ingredients Lamda sihalotrin) to prevent <i>Spodoptera litura</i> infestation. This prophylactic usage has followed the national guidelines such as dosage, interval and infestation rate. Also, in accordance to Asian Agri's Research and Development guidelines.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>During ASA2.1, it was known that based on goods in and goods out data in pesticide store, obtained information that the certificate holder used several kind of pesticide (different active ingredients). As described in this indicator, the company no longer using <i>paraquat diklorida</i> since November 2019.</p> <p>Certificate holder no longer using paraquat since 15 November 2019, according to the circular letter of Deputy Managing Director No. 008/DMD/MEMO/OCT/19 dated 22 October 2019.</p>	Complied
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>According to IPM procedures, certificate holder always using biological approach in order to monitor pest attack. For example, estate using <i>Tyto alba</i> to monitor rat infestation than using rodenticide.</p> <p>To maintain ground condition especially weeding control, certificate holder has had a procedures SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control). This procedure</p>	

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		has set the specific pesticide in with minimum risk in accordance with the target.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	Certificate holder through Asian Agri's Research and Development Department has examined some pesticide in specific target. The result of examination and pesticide recommendation written in the SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control).	
	7.2.5d Process to limit the negative impacts of the application.	<p>SOP AA-APM-OP-1100.08-R6 dated 7 December 2015: <i>Pengendalian Gulma</i> (Weed Control) has set some procedures to reduce negative impact of the application as follows:</p> <ul style="list-style-type: none"> • Pesticide/herbicide selection to ensuring the application is effective. • Set up the appropriate nozzle in chemical weeding activity based on weed type, topography and availability of water. • Regularly spraying calibration to ensuring the application is effective and efficient. • Calculate pesticide/herbicide usage based on target (hectarage and weed type). <p>Spraying technic.</p>	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	<p>Based on document review and interview to the management, it was known that certificate holder did not use pesticide to eradicated pest without the outbreak. If any census result shows the pest attack almost reach the economical threshold, they usually conducted campaign test using pesticide if needed.</p> <p>Chemical weeding activity has regularly set by management. For example, normally circle, path and collecting point weeding conducted 4 times a year in immature and mature area. Those application can be reduced in line with the palm ages.</p>	

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		During audit, auditor team has also interviewed sample of smallholder representatives in KUD Budi Sari, KUD Barokah and KUD Tuah Sakato obtain information that the company has provide training session for them on how to be handling pesticide safely, including the prohibition of paraquat.	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides are always applied in accordance with the product label and storage instruction. Agrochemicals storage was locked in areas with limited access. The storage was ventilated. MSDS and hazard symbol label were provided nearby of agrochemicals. Emergency shower and eyewash were also provided to anticipate in case of an emergency of agrochemical handling. The possible spillage was managed. Secondary containment was provided around the chemical storage area. Spill kit was also provided in the area.</p> <p>PT Inti Indosawit Subur – Muara Bulian Group has assigned chemical weeding team (<i>Tim Unit Semprot/TUS</i>) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate) and local communities (for smallholder). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee.</p> <p>Based on document review and interview with random pesticide applicator during ASA2.1 it was known that they attended the last training on pesticide handling (refresh) in February 2023 that attended by 21 pesticides applicator. Some topics that discuss such as safety pesticide handling, national regulation related to pesticide, symbol and label awareness and emergency procedure if any contamination or poisonous. The worker can describe purpose of PPE usage, attending regularly medical check and safety working procedures.</p> <p>Workers that perform herbicide spraying in Block B19c Afdeling 3 Muara Bulian Estate also perform spraying activity in smallholder plantation. Spraying team has been trained with pesticide handling training,</p>	Complied

		<p>agrochemical application training and limited pesticide training. Spraying team only handles herbicide to control the weed. Sprayers understood the type of chemical for each weed type, the hazard, the application, and appropriate PPE use.</p> <p>Scheme Smallholder:</p> <p>Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS, which managed by PT Inti Indosawit Subur. Training records are kept by PT Inti Indosawit Subur. List of sprayer team of Plasma Muara Bulian was available, e.g. Nazmia, Nurhayati, Laila, Nurhikma, Patmawati, Lisnawati and Partini. Training of pesticides spraying was provided and have training certificate were available issued by Pesticide Commission of Agriculture Department Jambi Province incorporated with agrochemical manufacturer.</p> <p>During audit, auditor team has also interviewed sample of smallholder representatives in KUD Budi Sari, KUD Barokah and KUD Tuah Sakato obtain information that the company has provide training session for them on how to be handling pesticide safely. For example, pesticide applicator shall use appropriate PPE during application, no smoke, avoid the direction of wind blows and cleaned their body after application to reduce contamination.</p>	
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>SOP for pesticide storage has been provided in SOP "Pengangkutan dan Penyimpanan Bahan Kimia AA-KL-02-EFP" dated 1 February 2008. Pesticides are stored in the determined area separated from fertilizer and other chemicals.</p> <p>Pesticide storage is provided in Divisions as well as in central storage. Agrochemical storage is locked areas with limited access. The storage is ventilated. MSDS and hazard symbol label are provided nearby of pesticides. Emergency shower and eyewash are also provided to anticipate in case of an emergency of agrochemical handling. PPE for</p>	Complied

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		<p>handling of pesticides provided including boots, apron, safety glass, respiratory mask and hand gloves.</p> <p>The possible spillage is managed. Secondary containment is provided around the pesticide storage area. Spill kit is also provided in the area.</p> <p>During field visit ASA2.1, it was known that storage of pesticides found to be in accordance with hazard identification and risk assessment and national guideline for limited pesticide use. Empty chemical containers had been used for mixing chemicals for spraying pesticides in the field. The management of waste material from empty pesticide container disposed through hazardous waste store as per procedure "Penanganan Limbah Industri B-3 AA-KL-06-EFP" dated 1 November 2008.</p> <p>The company has temporary hazardous waste storage where all hazardous waste from all estates and mills collected.</p> <p>Scheme Smallholder:</p> <p>Most of farmer members of Muara Bulian Smallholder were not directly conducting pesticide application and handling. Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS from PT Inti Indosawit Subur – Muara Bulian Estate. Some training records are kept by PT Inti Indosawit Subur. Muara Bulian Smallholder management ensured that all agrochemical usage and waste handling was performed by PT Inti Indosawit Subur.</p>	
7.2.8	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>SOP for proper disposal of pesticide waste material was described in "Penanganan Limbah Industri B-3 AA-KL-06-EFP" dated 1 November 2008. Pesticide waste was reuse as mixing water for the next spraying activity. All empty pesticides containers were triple rinsed and stored in the temporary storage of hazardous wastes.</p> <p>The management of waste material from empty pesticide container disposed through hazardous waste store according to the procedure.</p>	Complied

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		<p>The company has licensed temporary hazardous waste storage where all empty pesticide containers from agrochemical storage collected.</p> <p>Personnel interviewed during ASA2.1 can clearly explain the mechanism of pesticide waste handling including MSDS and personal protective equipment as well as first aid.</p> <p>Scheme Smallholder:</p> <p>Most farmer members of Muara Bulian Smallholder were not directly conducted pesticide application and handling. Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS from PT Inti Indosawit Subur – Muara Bulian Estate. Some training records are kept by PT Inti Indosawit Subur. Muara Bulian Smallholder management ensured that all agrochemical usage and waste handling was performed by PT Inti Indosawit Subur.</p>	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview with Estate Management, surrounding community and field observation during ASA2.1, there was no pesticide applied aerially in Muara Bulian Estate.</p> <p>Scheme Smallholder:</p> <p>Based on interview with Estate Management, surrounding community and field observation, there was no pesticide applied aerially in Muara Bulian Plasma.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Annual medical check-up was conducted for all workers handling with chemical, such as pesticide, herbicide, and fertilizer.</p> <p>The latest medical check-up performed in December 2022 – location at company medical healthcare attended by workers of fertilizer applicators, spraying applicator and PIC in pesticides storage.</p> <p>The result of MCU are all workers in good or fit condition, no further medical examination required. The results have been communicated to related workers.</p>	Complied

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		<p>Scheme Smallholder:</p> <p>Most farmer members of Muara Bulian Smallholder were not directly conducted pesticide application and handling. Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS from PT Inti Indosawit Subur – Muara Bulian Estate.</p>	
7.2.11	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian and KUD's prohibits pregnant or breast-feeding women to perform chemical spraying. To mitigate, estate performed monthly pregnancy test.</p> <p>PT Inti Indosawit Subur – Muara Bulian and KUD's has also kept the record that spraying is not conducted by pregnant or breast-feeding women. The company has been conducting PP Test (pregnant test) every month.</p> <p>The last of pregnancy test conducted on January – May 2023. All the female sprayer in well condition and not being pregnant nor breast feeding.</p> <p>The company have a requirement to all workers that handling chemical substances such as qualification (trained spayer/s, operator/s), have a good health condition based on medical check up results and no pregnant or breastfeeding women work in that area. So, from the start, the worker with medical limitations already positioned in other area such as administration in office.</p> <p>Scheme Smallholder:</p> <p>Most farmer members of Muara Bulian Smallholder were not directly conducted pesticide application and handling. Spraying works (pesticide application) in smallholder area were performed mostly by spraying team called TUS from PT Inti Indosawit Subur – Muara Bulian Estate.</p>	Complied

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Note For 7.2.11

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

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

7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p> <p>- Minor compliance -</p>	<p>Waste products has been identified and documented under the "<i>Evaluasi Aspek-Dampak Lingkungan</i>" (Environmental Aspect impacts EMS-431-003-LT). This document is updated once a year, last update is Revision 14, dated in January 2023. This document covering all operation in Estates and mill.</p> <p>All polluting activities has been assessed including emission from boiler and generator, effluent from mill waste-water, particulate from boiler stack, noise, used lubricant and filter, old battery, used laboratory chemical, clinical/medical waste, mill effluent, EFB, smoke, dust, fiber and shell, empty agrochemical container, boiler ash, scrap iron, used tires, waste water and domestic household refuse.</p> <p>PT Inti Indosawit Subur – Muara Bulian POM and Estate has a waste management plan, identifying type and source of waste and the disposal plan. PT Inti Indosawit Subur – Muara Bulian POM and Estate prepared a procedure to handle hazardous waste titled "<i>Prosedur Penanganan Limbah B3</i>" No. AA-KL06-EFP explains methods to collecting the waste, recording in balance and disposal through licensed third party transporter.</p> <p>PT Inti Indosawit Subur – Muara Bulian Group has been stored the hazardous waste in temporary storage with permit. The temporary hazardous waste storage has a valid permit based on "Surat Keputusan Badan Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Batang Hari Nomor: 503/02/IKPPLH-B3/DPMPTSP/2020), dated May 2020, the license valid for 5 years (Muara Bulian Estate). And, "Surat</p>	Complied
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		<p>Keputusan Badan Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Batang Hari Nomor: 503/03/IKPPLH-B3/DPMPTSP/2020), dated May 2020, the license valid for 5 years (Muara Bulian POM).</p> <p>There is a mechanism "<i>Mekanisme Penanganan Sampah Domestik</i>" to segregate organic and inorganic waste, further to re-use or re-cycle inorganic domestic waste (such as plastic) and composting the organic domestic waste. Company has disseminated the mechanism of domestic waste handling to all employee and resident of emplacement. Domestic waste resulted from domestic housing resident segregated activity. Company provided the organic and anorganic trash can in each housing area. There are personnel/workers who has been trained to collect the organic and anorganic waste and transport to landfill (TPSA).</p> <p>Scheme Smallholder</p> <p>All operational activities including spraying was conducted by TUS Team from Estate so no hazardous waste management in scheme smallholder.</p>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The hazardous waste is sent to the registered collector/transporter which is approved by Environmental Ministry. Document of agreements and third parties licenses:</p> <ul style="list-style-type: none"> • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Pengolahan Limbah Industri Bekasi No. 06/SPJ/LEG-IIS/I/23 dated 2 January 2023. The agreement period starts from 1 January 2023 – 31 December 2024. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the 	Complied

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		<p>Investment Service and One Stop Integrated Licensing Service Number 660/1798.</p> <ul style="list-style-type: none"> • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur and PT Hazmat Techno Indonesia and PT Putra Restu Ibu Abadi No. 08/SPJ/LEG-IIS/I/23 dated 2 January 2023. The agreement period starts from 1 January 2023 – 31 December 2024. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Pengolahan Limbah Industri Bekasi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.31/Menlhk/Setjen/PLB.3/1/2019 dated January 21, 2019. • PT Hazmat Techno Indonesia – B3 Waste Transportation and/or B3 waste collection based on the Decree of the Director General of Land Transportation No. SK.00107/AJ.309/I/DJPD/2018 dated May 9, 2018 is valid for 5 years and the Approval Letter from the Investment Service and One Stop Integrated Licensing Service Number 660/1798. • PT Putra Restu Abadi – B3 waste management services based on the Decree of the Minister of LHK RI No. S.575/Menlhk/Setjen/PLB.3/8/2020 dated 31 August 2020. • SPK for Transport and Management of LB3 between PT Inti Indosawit Subur with PT Hazmat Techno Indonesia and PT Trigunapratama Abadi No. 09/SPJ/LEG-IIS/I/23 dated 2 January 2023. The agreement period starts from 1 January 2023 – 31 December 2024 	
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		<ul style="list-style-type: none"> PT Trigunapratama Abadi – B3 waste management services based on the Decree of the Minister of LHK RI No S.1097/Menlhk/Setjen/PLB.3/12/2019 dated 23 December 2019. <p>The verified manifest document are as follows: Transported on 5 April 2023 Muara Bulian Estate</p> <ul style="list-style-type: none"> Manifest Festronik No. KLHK-1686362757 – used rags; hazardous waste code: B110d Manifest Festronik No. KLHK-1686362899 – used chemical containers; hazardous waste code: B104d Manifest Festronik No. KLHK-1686362557 – used oil; hazardous waste code : B105d Manifest Festronik No. KLHK-1686362999 – medical waste; hazardous waste code: A337-1 Manifest Festronik No. KLHK-1688497834 – used battery; hazardous waste code: A102d <p>Muara Bulian POM</p> <ul style="list-style-type: none"> Manifest Festronik No. KLHK-1686368992– used rags; hazardous waste code: B110d Manifest Festronik No. KLHK-1686369510 – used chemical containers; hazardous waste code: B104d Manifest Festronik No. KLHK-1686368715 – used oil; hazardous waste code : B105d Manifest Festronik No. KLHK-1686414093 – electronic waste; hazardous waste code: B107d 	
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		<p>Records of Quarterly report of hazardous waste was seen and reviewed for Triwulan III- IV Y2022 and Triwulan I Y2023.</p> <p>Based on interview with workers who handles pesticides, they understood the disposal of empty pesticides containers, such as: Empty chemical containers re-used only for mixing purposes, unusable are triple rinsed, punctured and disposed to the approval collector.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Based on field observation in workers emplacement, landfill and other public facilities observed that there are no waste disposal using open fire. Organic waste is buried in a pit located behind the house, meanwhile anorganic waste transported to landfill.</p>	Complied
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian Estate has procedures to maintain soil fertility to ensure optimal and sustained yield, e.g. SOP AA-APM-OP-1100.05-R3 dated 23 November 2016 (Konservasi Tanah dan Air explains Soil & Water Conservation); SOP AA-APM-OP-1100.06-R6 dated 16 February 2017 (Menanam kacang related to Planting cover crops); SOP AA-APM-OP-1100.09.R5 dated 5 September 2016 (Pemupukan related to Fertilizer application). There is no change of the SOP until ASA2.1.</p> <p>Leaf samplings are taken annually to accurately capture palm nutrient requirement (both macro and micronutrient) and serve as source for fertilizer recommendation – fertilizer application (inorganic, compost, POME application, and empty fruit bunch) follows fertilizer recommendation. Another effort is to plant legume cover crop during replanting to keep soil humidity.</p> <p>During the audit known that the management unit has applied fertilizer according to the fertilizer's recommendation issued by Asian Agri Research and Development Department. Based on field visit in Block</p>	Complied

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		<p>A17b Afdeling 2 using Dolomite with dosage 2.5 kg/palm (this is in accordance with fertilizer's recommendation 2022).</p> <p>In addition, management unit also applied POME application especially in early mature area to maintain soil fertility and increase production. The POME applied with dosage 800 m3/Ha/year.</p> <p>Based on interview with smallholders, most of their plots is no longer applied with fertilizer due to in replanting preparation in 2023 – 2024.</p>	
7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>According to the Asian Agri's agricultural policy, soil sampling conducted every 6 years while leaf sampling conducted annually. Soil sampling refers to R&D AA IK Profil Tanah Rev.00 "Instruksi Kerja Pengambilan Sampel Tanah Asian Agri Group" dated 09/01/2016, the Work Instruction has explained that the soil sampling is conducted every 6 years and the document valid for 7 years.</p> <p>Based on document verification sighted the report of soil and leaf sampling in own estate and smallholders as follows:</p> <ul style="list-style-type: none"> • The last soil sampling conducted on 21 January 2016. Parameter that tested is N, C, K, Ca, Mg and pH. For the next soil sampling planned on semester 2 Y2023. • The last leaf sampling conducted in April 2022. Parameter that tested is major element (Ash, N, P, K Mg, Ca) dan Minor element (B, Cu, Zn, Mn, Fe). <p>Those reports are converted to be fertilizer recommendation by Asian Agri's Research and Development Department. The last leaf sampling will be the basis for determining fertilizer recommendations for the year 2023.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>EFB, POME and others palm residue are still applied to the land as additional nutrient beside the periodical manuring. This treatment are apply for Muara Bulian Estate. Whether for smallholders, only apply fertilizer.</p>	Complied

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		<p>During this audit, auditor has observed the application of organic and inorganic fertilizers. For example: there is application Dolomite in Block A17b Afdeling 2 with dosage 2.5 kg/palm (this is in accordance with fertilizer’s recommendation 2023).</p> <p>Scheme Smallholder:</p> <p>According to the interview with smallholder representatives, replanting was conducted in 2022 (338 Ha) & 2023 (210 Ha) for KUD Barokah and KUD Budi Sari in 2023 (110 ha), no fertilizer treatment at the time of audit.</p> <p>. Whilst the KUD Buah Sakato was not applied the fertilizer for their whole areas due to replanting plan in the next two year.</p>																												
7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	<p>Record of fertilizer application in estate are in places as follows:</p> <p>Muara Bulian Estate Y2022</p> <table><tr><th>Type of Fertilizer</th><th>Recommendation (Kg)</th><th>Actual (Kg)</th></tr><tr><td>Hi-Kay 13.6.27.4</td><td>156,936</td><td>156,936</td></tr><tr><td>AC/Urea</td><td>521,127</td><td>521,127</td></tr><tr><td>RP</td><td>510,237</td><td>510,237</td></tr><tr><td>MOP</td><td>843,484</td><td>843,484</td></tr><tr><td>Kiesrite</td><td>32,123</td><td>32,123</td></tr><tr><td>Dolomite</td><td>478,657</td><td>478,657</td></tr><tr><td>HGFB</td><td>35,239</td><td>35,239</td></tr></table> <p>Muara Bulian Estate Y2023 (until May 2023)</p> <table><tr><th>Type of Fertilizer</th><th>Recommendation (Kg)</th><th>Actual (Kg)</th></tr></table>	Type of Fertilizer	Recommendation (Kg)	Actual (Kg)	Hi-Kay 13.6.27.4	156,936	156,936	AC/Urea	521,127	521,127	RP	510,237	510,237	MOP	843,484	843,484	Kiesrite	32,123	32,123	Dolomite	478,657	478,657	HGFB	35,239	35,239	Type of Fertilizer	Recommendation (Kg)	Actual (Kg)	Complied
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Criteria 7.5: Practices minimise and control erosion and degradation of soils.																																	
7.5.1	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandudults.</p> <p>The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p>	Complied																														

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		<p>Soil suitability analysis indicating the natural limitation in form of sandy texture, poor drainage, natural fertility, topography. The area of 563 Ha in Muara Bulian Estate is not suitable with requirement due to slope more than 30%.</p> <p>There is no change related to the result of soil survey 2009 until this audit.</p> <p>Scheme Smallholders:</p> <p>The soil map was available at plasma Muara Bulian office and KUD office with scale 1:40,000. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on March 2014:</p> <ol style="list-style-type: none"> 1. Kompleks Typic Endoaquepts seri Singoan 2. Kompleks Typic Dystrudepts seri Bulian 3. Kompleks Typic Kandiodults seri Bulian <p>According to the type soil in Plasma Muara Bulian, there is no fragile soil identified in plasma area of Muara Bulian.</p>	
7.5.2	<p>The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>Based on field visit in undulating area (newly immature) during ASA2.1, areas known that the management unit has provide terrace contour. For example, in immature area, Block B19a Afdeling 2. There is no fire usage during that process. The management unit also provide legume cover crop to minimize the soil erosion.</p>	Complied
7.5.3	<p>New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>There is no new palm oil planting in Muara Bulian Estate. The last replanting program is Y2019, the planting year is 2016, 2017, 2018 and 2019</p> <p>Scheme Smallholder</p> <p>During field visit to the respective sampling found (KUD Barokah) that several replanting activities has been done in 2022 the area is 338 Ha</p>	Not Applicable

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		and 2023 is 210 Ha, and for KUD Budi Sari replanting in 2023 is 110 Ha. The agreement of Land Clearing has been verified as per Agreement Letter has shown during audit. Therefore, it's not applicable.	
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p>(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandudults.</p> <p>The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p> <p>Soil suitability analysis indicating the natural limitation in form of sandy texture, poor drainage, natural fertility, topography. The area of 563 Ha in Muara Bulian Estate is not suitable with requirement due to slope more than 30%.</p> <p>Scheme Smallholders:</p> <p>The soil map was available at plasma Muara Bulian office and KUD office with scale 1:40,000. There are 3 series of soil type defined by Research and Development Asian Agri based on soil survey on March 2014:</p> <ol style="list-style-type: none"> 1. Kompleks Typic Endoaquepts seri Singoan 2. Kompleks Typic Dystrudepts seri Bulian 3. Kompleks Typic Kandudults seri Bulian 	Complied

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		According to the type soil in Plasma Muara Bulian, there is no fragile soil identified in plasma area of Muara Bulian. There is no change related to the SOP and Soil Map.	
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan. - Minor compliance -	During this audit ASA2.1, auditor has been confirmed that there is no new planting (land extension) of PT Inti Indosawit Subur or plasma area. It is only replanting activity that conducted in 2016, 2017, 2018 and 2019 and especially in 2022 (338 Ha) & 2023 (210 Ha) for KUD Barokah and KUD Budi Sari in 2023 (110 ha). Replanting activity in steep area using a terrace contour for soil conservation.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	According to soil survey 2009, Muara Bulian Estate and its smallholders are categorized mineral soil. No peatland area within this unit of certification. There is no change related to the result of soil survey 2009 until ASA2.1.	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandiudults. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°). There is no new palm oil planting in Muara Bulian Estate. The last replanting program is Y2019, the planting year is 2016, 2017, 2018 and 2019 Scheme Smallholder:	Complied

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		During field visit to the respective sampling found (KUD Barokah) that several replanting activities has been done in 2022 the area is 338 Ha and 2023 is 210 Ha, and for KUD Budi Sari replanting in 2023 is 110 Ha. The agreement of Land Clearing has been verified as per Agreement Letter has shown during audit	
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandiudults. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).	Complied
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil and peat soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandiudults. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°). Therefore, subsidence monitoring of peat soils were not applicable	Not Applicable
7.7.4	(C) Availability of implementation evidence of the water and land cover management program.	Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000,	Not Applicable

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	- Critical (Major) compliance -	indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandudults. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).	
7.7.5	<p>(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.</p> <p>- Critical (Major) compliance -</p>	<p>Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandudults.</p> <p>The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).</p>	Complied
<p>PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p>	<p>Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000,</p>	Complied

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	- Critical (Major) compliance -	indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandiuults. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).	
7.7.7	(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines. - Critical (Major) compliance -	Based on soil survey 2009 (28/04/2009 – 13/05/2009), it was noted that no fragile soil (all mineral soil). Muara Bulian Estate demonstrates soil classification map "Peta Sebaran Seri Tanah" with scale 1:25,000, indicating the soil classification composed of Typic Dystrudepts, Typic Endoaquepts, Typic Endoaquults and Typic Kandiuults. The slope in the plantation, between 0-30%. (Steep slope categorized as >20° or 40%, Hilly slope between 13° – 20°. Terracing made in the slope 10° – 15°).	Complied
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters: - Minor compliance - 7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.	Company has obtained permit to use the surface water from Singoan River according to "Keputusan Menteri Pekerjaan Umum dan Perumahan rakyat Nomor 544/KPTS/M/2020 Tentang Pemberian Izin Pengusahaan Sumberdaya Air Kepada Perseroan Terbatas Inti Indosawit Subur Untuk Usaha Industri di Sei Singoan" dated 22 July 2020, valid until 5 years since issued. The Company has a water management document, both in the estate and mill. Monitoring the implementation of water management has been implemented on a regular basis, such as surface water quality monitoring each semester at Singoan river (upstream and downstream) are available in the report of RKL/RPL. Company has analyzed water quality each semester to ensure the compliance against PP No. 82 tahun 2001 regarding water quality standard, the result of water quality	Complied

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		<p>monitoring by Laboratory PT. ITEC Solution Indonesia (sample No. D.04.450-1.p-AP.21) shown that water quality is complies with national regulation.</p> <p>Procedure SOP AA-APM-OP-1100.05. R1 "Konservasi Tanah dan Air" has been established to maintain the quality and availability of water. Procedures was also established for protection and management of riparian buffer zones at or before replanting. Procedure mentioned that in 50m on the left and right side of riparian buffer zones, estates are prohibited to apply agrochemical, used manual manuring and river bank was planted by erosion barrier crop (planting of "vetiver" grass, Pheronema canescens and Bamboosa sp). The organisation also has policy that prohibits estates for planting in 50m on the left and right side of riparian buffer zones at or before replanting. Warning board placed regarding prohibition to apply agrochemicals and fertiliser in the buffer zone. Riparian buffers of small natural water courses were 50 metres wide on both sides of the rivers as defined in the procedure AA-KL-12-EFP "Restorasi Riparian dan Areal Sekitar Danau/Waduk atau Mata Air lainnya". Several evidence of maintaining quality and availability of water were evident, such as plan and realisation of riparian management, installation of warning boards, planting erosion prevention plan (e.g. Pheronema canescens, Terminalia cattapa, Bamboosa sp and vetiver grass) and monitoring of water quality.</p> <p>PT Inti Indosawit Subur – Muara Bulian does not limit access to clean water or does not pollute the water used by the community. Company has monitor clean water quality each semester to ensure the water use by community and employee are met with standard. Latest monitoring by Laboratory PT. ITEC Solution Indonesia (Clean water, report of analysis D.08.1429-1/LHU/2022 dated 13 September 2022 the result complied to Permenkes No. 492/MENKES/Per/IV/2010) shown that water quality is met with the standard.</p>	
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		<p>Scheme Smallholder:</p> <p>For Smallholder, water management applied is focused on protection of riparian zone. The activity is only maintained the riparian zone from pesticides application.</p>	
	7.8.1b Workers have adequate access to clean water.	<p>There are no changes of compliance statement compare to last year audit. Updating data or information about the environment analysis result.</p> <p>According to field visit, company provided housing complex that adequate facilities has been available for mill workers, including: housing for staff, housing for workers (permanent and temporary), electricity from mill grid, clean water supply from water treatment plant (available for entire year), medical service in company's clinic, primary level education facility, religion and worship facility, and sport.</p> <p>Company provide the clean water for workers at housing area with clean water from Muara Bulian Mill. Regular water analysis was performed to monitor the water quality. Water analysis performed by accredited laboratory "PT. ITEC Solution Indonesia" each semester for Clean water. Latest monitoring by Laboratory PT. ITEC Solution Indonesia (Clean water, report of analysis D.08.1429-1/LHU/2022 dated 13 September 2022 the result complied to Permenkes No. 492/MENKES/Per/IV/2010) shown that water quality is met with the standard.</p> <p>Interview with workers during onsite audit confirmed that they have adequate access to clean water provide by company.</p>	
7.8.2	(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).	<p>There are no changes of compliance statement compare to last year audit.</p> <p>PT Inti Indosawit Subur – Muara Bulian has establish management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p>	Complied

	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none">• Riparian restoration with forest vegetation plant/tree (<i>Pterocarpus indicus</i>, <i>phoronema canescens</i>, <i>vetiver</i>, <i>Terminalia cattapa</i>, <i>Ficus</i>).• Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on visit in riparian zone (Sempadan Sungai Singoan)• Conserve the natural vegetation in riparian zone• Restricted to conduct replanting palm oil in riparian area <p>During field visit to Singoan River at Muara Bulian Estate can be shown that riparian area are well maintained, no chemical application near to riparian, no disturbance on riparian, natural vegetation are protected and the signboard information and awareness are available.</p>																																	
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>Effluent from Muara Bulian Mill applied to plantation area as Land Application.</p> <p>Monitoring of effluent conducted in monthly period. BOD Analysis performed by PT Jambi Lestari International, accredited by KAN LP-1129-IDN.</p> <p>Records July – December 2022 period</p> <table><tr><th>No</th><th>Month</th><th>pH</th><th>BOD₅</th><th>COD</th><th>BOD Threshold Value</th></tr><tr><td>1</td><td>July</td><td>6.70</td><td>2,451.11</td><td>8,761.37</td><td rowspan="5">5,000</td></tr><tr><td>2</td><td>August</td><td>6.40</td><td>4,866.67</td><td>22,627.98</td></tr><tr><td>3</td><td>September</td><td>7.54</td><td>1,370.50</td><td>4,322.26</td></tr><tr><td>4</td><td>October</td><td>7.49</td><td>415.85</td><td>1,845.27</td></tr><tr><td>5</td><td>November</td><td>7.37</td><td>941.36</td><td>2,945.45</td></tr></table>	No	Month	pH	BOD ₅	COD	BOD Threshold Value	1	July	6.70	2,451.11	8,761.37	5,000	2	August	6.40	4,866.67	22,627.98	3	September	7.54	1,370.50	4,322.26	4	October	7.49	415.85	1,845.27	5	November	7.37	941.36	2,945.45	Complied
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		6	December	7.92	2,512.85	8,765.30																																							
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	Muara Bulian POM has recorded the mill water use per ton FFB, includes monitoring of water usage for mill processing and domestic usage. Records of water usage Period July – December 2022 : <table><tr><td>Parameter</td><td>Units</td><td>July</td><td>Aug</td><td>Sept</td><td>Oct</td><td>Nov</td><td>Dec</td><td>Total</td></tr><tr><td>FFB processed</td><td>Ton</td><td>31,477</td><td>32,844</td><td>30,697</td><td>27,570</td><td>25,930</td><td>25,257</td><td>173,775</td></tr><tr><td>Water usage for process</td><td>M³</td><td>29,309</td><td>32,964</td><td>29,459</td><td>27,950</td><td>25,981</td><td>27,302</td><td>172,695</td></tr><tr><td>Water Usage for domestic</td><td>M³</td><td>15,050</td><td>15,452</td><td>14,799</td><td>13,669</td><td>14,235</td><td>14,095</td><td>72,250</td></tr></table>							Parameter	Units	July	Aug	Sept	Oct	Nov	Dec	Total	FFB processed	Ton	31,477	32,844	30,697	27,570	25,930	25,257	173,775	Water usage for process	M³	29,309	32,964	29,459	27,950	25,981	27,302	172,695	Water Usage for domestic	M³	15,050	15,452	14,799	13,669	14,235	14,095	72,250	Complied
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Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																													
7.9.1	Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented. - Minor compliance -	The company has prepared the program for improving efficiency of the use of fossil fuels and to optimize renewable energy under “Program Manajemen Lingkungan” year 2022/2023. To improving efficiency of the use of fossil fuels by doing monitoring on use of fossil fuels. Fossil fuel records were maintenance and the trends shown. Energy use records include accurate measurements of renewable energy use per ton of FFB processed. All the shell and fiber are consumed internally as boiler fuel. Fossil fuel usage is recorded for operational purposes, including the efficiency analysis.							Complied																																				
Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.																																													

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7.10.1	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes regarding GHG identification and reduction plan. PT Inti Indosawit Subur – Muara Bulian POM has identified the emission sources and pollution under document of “Environmental Aspect-Impacts (Evaluasi Aspek-Dampak Lingkungan) year 2023”.</p> <p>Identification of greenhouse gas (GHG) emissions sources both of Mill, Estate and Smallholders consist of emission from boiler and generator, effluent from mill wastewater, particulate from boiler stack, noise, fertilizer application, fossil fuels usage, transport of FFB.</p> <p>The assessment of pollution activities was documented in “Mitigasi Gas Rumah Kaca”. All the activities of mill and estate as well as the waste generated has been well documented, for examples the operational activity from generator is generates air emissions, the company conducts periodic generator maintenance and perform quality measurement of exhaust emissions each semester to ensure air quality is comply with standard regulation.</p> <p>The auditor team has verified the PalmGHG Calculator version 4.0.1 that has been carried out by the company. Based on the verification results, it is known that the PalmGHG input data is in accordance with the actual conditions. This is evidenced by the results of verification of the amount of FFB production from Estate and scheme smallholder, as well as the area of HCV</p>	Complied
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Muara Bulian Estate and Mill after November 2005. Currently, replanting activities still in progress.</p> <p>Year of Planting for Muara Bulian Estate: 1991, 1992 and 1994.</p> <p>Whereas, Year of Planting for Smallholders is 1991, 1992, 1993, 1994, 1995, 1996, 1999, 2000, 2001 and 2006.</p>	Complied
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p>	<p>PT IIS – Muara Bulian POM has identified the significant pollutants and greenhouse gas (GHG) emissions. Significant pollutants and GHG such</p>	Complied

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	- Critical (Major) compliance -	<p>as: Emission, particulate, noise from boiler and generator, effluent from mill wastewater, fertilizer application, chemical applicator and transport of FFB.</p> <p>Monitoring of air emissions and ambient air quality conducted every semester. Emissions test conducted testing by Accreditation Laboratory. The results of the analysis have been demonstrated and reported to Environmental Agency every six months. Air emission quality in Muara Bulian POM analyse by PT. ITEC Soution Indonesia for Semester I (January – June) 2022 and Semester II (July – December) 2022. The analysis results from January – December 2022 shown comply with regulation. Analysis in Semester II/2022 was conducted on September 2023. Records that has been verified such as :</p> <ul style="list-style-type: none"> Air ambient, report of analysis No. D.08.1517-1/LHU-2022 dated 8 September 2022, the result complied to PP RI No. 22 tahun 2021 (Lampiran VII) Generator No 02 emission, report of analysis No. D.08.1517-1/LHU-2022 dated 8 September 2022, the result complied to PemrenLHK RI No 11 tahun 2021 (Lampiran I No. 1) 	
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze.</p> <p>Based on field observation it was evident that no fire has been used for replanting in Muara Bulian Estate. The land preparation is using mechanical method. It can also demonstrate in the agreement contract</p>	Complied

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		<p>between compay and subcontractor that all activity of replanting is performed manual and mechanically.</p> <p>Scheme Smallholder:</p> <p>The Smallholder Manager has prepared the policy that there were no land preparation by burning, as per "Kebijakan Manager Plasma Muara Bulian" dated 2 December 2020, in poin 6: "<i>Melakukan praktek tanpa bakar dalam kegiatan pembangunan perkebunan dan petani maupun desa secara aktif mendukung inisiatif mencegah mengawasi kebakaran hutan dan asap</i>" (Implementing non-burning practices in plantation development activities, farmers and villages actively support initiatives to prevent and control forest fires and smoke).</p> <p>Based on interview with smallholder (86 smallholders) obtained information that there are no land preparation by burning.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze.</p> <p>Replanting has been done mechanically, consisting of falling tree, chipping by excavator, terracing by excavator, digging, road construction, ditch/waterways construction, planting LCC and planting oil palm. The company established "Ketentuan Replanting areal Mineral" in 2016. In the mechanism explained that replanting must be conducted mechanically without burning.</p> <p>Based on field visit, the land preparation is using mechanical method. No open burning was noted for land preparation. It can also</p>	Complied

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		<p>demonstrate in the agreement contract between company and subcontractor that all activity of replanting is performed manual and mechanically.</p> <p>Scheme Smallholder: There was not any open burning was noted for land preparation. Replanting has been done mechanical.</p>	
7.11.3	<p>The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>PT Inti Indosawit Subur – Muara Bulian POM established Company Policy signed by Managing Director, Kevin Tio, on 1 December 2014. Point 6 of the policy stated the company uses Zero Burning practice in developing plantation and actively support initiative to prevent and monitor forest fire and haze. The policy has communicated to all smallholders remember and local community to engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>Replanting has been done mechanically, consist of falling tree, chipping by excavator, terracing by excavator, digging, road construction, ditch/waterways construction, planting LCC and planting oil palm. Company has established "Ketentuan Replanting areal Mineral" tahun 2016. In the mechanism explained that replanting must be conducted mechanically without burning.</p> <p>Based on interview with sampled smallholder (86 smallholders) and relevant authority, they understand the company policy .</p>	Complied
<p>Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			
<p>PROCEDURAL NOTE for 7.12: The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.</p>			

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<p>The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.</p> <p>High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards.</p> <p>Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it.</p> <p>The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.</p>		
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Muara Bulian Estate and Mill after November 2005. Replanting activities started in year 2016 and has completed in 2019.</p> <p>Year of Planting for Muara Bulian Estate: 1991, 1992 and 1994 (replanting 2016 – 2019). Whereas, Year of Planting for Smallholders is 1991, 1992, 1993, 1994, 1995, 1996, 1999, 2000, 2001.</p>
7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</p> <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>During this audit, there is no change in terms of HCV assessment result from the previous audit.</p> <p>PT Inti Indosawit Subur Muara Bulian is an existing plantation, therefore no more expansion area or land development.</p> <p>Muara Bulian Estate:</p> <p>PT Inti Indosawit Subur Muara Bulian has conducted the HCV identification in coordination with “Fakultas Kehutanan Institut Pertanian Bogor” on February – March 2011 and final report on October 2011, under “Laporan Final Kajian Penuh Identifikasi dan Analisis Keberadaan High Conservation Value di Areal PT Inti Indosawit Subur – Muara Bulian Estate, Provinsi Jambi”. The HCV assessment conducted based on “Panduan Kawasan Bernilai Konservasi Tinggi di Indonesia”, issued by</p>

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		<p>Konsorsium Revisi HCV Toolkit Indonesia dated 12/07/2008. HCV assessor were RSPO approved assessor consist of: Nyoto Santoso (leader) and member: M. Sayidina Ali, Udi Kusdinar, Sutopo, Eko Adhiyanto.</p> <p>The HCV identification carried out with public stakeholder consultation with surrounding communities. The HCV Identification report has been peer reviewed by WWF Indonesia (Mr. Deni Rahadian) on 22 September 2011.</p> <p>The presence of HCVs at PT IIS Muara Bulian is mainly under category HCV 1.1, HCV 1.2, HCV 4.1 and HCV 5 with total HCV areas of 76.18 Ha; where mostly the identified HCV areas were determined as riparian area and water catchment area. During audit ASA 1.2 the HCV area at Muara Bulian Estate were increase with additional of riparian area. Currently the HCV total was 104.18 ha, the additional HCV area was increasing of riparian zone along the river side which is not replanting by company and stated as HCV area with size of 28 ha.</p> <p>The HCV identification document has explained the general condition of landscape surrounding company's plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore, no recommendation for wildlife corridor.</p> <p>Scheme Smallholder:</p> <p>HCV assessment has been conducted by IPB facilitated by group manager and PT Inti Indosawit Subur on February – March 2011 in area Plasma Muara Bulian.</p>	
	7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Muara Bulian Estate and Mill after November 2005. Currently, replanting activities still in progress.</p>	

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		Year of Planting for Muara Bulian Estate: 1991, 1992 and 1994 (replanting 2016 – 2019). Whereas, Year of Planting for Smallholders is 1991, 1992, 1993, 1994, 1995, 1996, 1999, 2000, 2001.	
7.12.3	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>During this audit, there is no change in terms of HCV assessment result from the previous audit.</p> <p>According to HCV assessment result, confirmed that there is no High Forest Cover Landscapes (HFCLs).</p> <p>The presence of HCVs at PT IIS Muara Bulian is mainly under category HCV 1.1, HCV 1.2, HCV 4.1 and HCV 5 with total HCV areas of 76.18 Ha; where mostly the identified HCV areas were determined as riparian area and water catchment area. During audit ASA 1.2 the HCV area at Muara Bulian Estate were increase with additional of riparian area. Currently the HCV total was 104.18 ha, the additional HCV area was increasing of riparian zone along the river side which is not replanting by company and stated as HCV area with size of 28 ha.</p> <p>The HCV identification document has explained the general condition of landscape surrounding company's plantation: there is no protected forest/ecosystem that feasible for wildlife to maintain its viability. Therefore, no recommendation for wildlife corridor.</p> <p>Therefore, this is not applicable.</p>	Not Applicable
<p>PROCEDURAL NOTE for 7.12.3:</p> <p>Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Muara Bulian Estate and Mill after November 2005. Currently, replanting activities still in progress.</p>	Complied

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	<p>monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Year of Planting for Muara Bulian Estate: 1991, 1992 and 1994 (replanting 2016 – 2019). Whereas, Year of Planting for Smallholders is 1991, 1992, 1993, 1994, 1995, 1996, 1999, 2000, 2001.</p> <p>Soil type of Muara Bulian Estate and Smallholders is mineral, there is no peatland within the unit of certification.</p> <p>PT IIS Muara Bulian has develop Conservation Management Plan as per "Conservation management and monitoring plan 2023". Company has determined conservation management and monitoring plan refer to HCV assessment result. Based on field verification, company has demonstrated effort for management and monitoring of HCV area to protect rare species and its habitat through planting of wooden tree, HCV area patrol, flora and fauna monitoring. The Estates have maintained notice-boards at the entrance to the properties and next to buffer zones or worker housing to prohibit the capture or hunting of fauna and disturbance of vegetation. Wildlife monitoring is conducted monthly by foreman and clerk afedling/division.</p> <p>The animal/species findings are recorded in the form "Daftar Temuan Satwa liar di Areal Kebun". Evidence of wildlife monitoring can be demonstrated and recorded in "Laporan Montoring Pengelolaan Tumbuhan dan Satwa – Nilai Konservasi Tinggi PT Inti Indosawit Subur Kebun Muara Bulian. Sample seen for monitoring report semester II year 2022 location at Sengoan river the presence of animal during monitoring: 4 species of mammalia (<i>Sus crofa</i>, <i>Macaca fascicularis</i>, <i>Callosciurus sp</i>, <i>Macaca nesmestrina</i>); 19 species of Aves or bird such as <i>Rhipidura javanica</i>, <i>Geopelia striata</i>, <i>Gracula religiosa</i>, <i>Alcedo meninting</i>, <i>Anthreptes malaccensis</i>, <i>Centropus bengalensis</i>, <i>Oriolus chinensis</i>; 2 species of Reptilia (<i>Mabouya sp</i>, <i>Varanus salvator</i>).</p> <p>Monitoring report semester II year 2022 location at Anak Sengoan river the presence of animal during monitoring: 2 species of mammalia (<i>Sus crofa</i>, <i>Callosciurus sp</i>); 13 species of Aves or Bird such as: <i>Halcyon smirnsensis</i>, <i>Geopelia striata</i>, <i>Pycnonotus aurigaster</i>, <i>Priminia familiaris</i>,</p>	
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		<p><i>Centropus bengalensis</i>; 2 species of Reptilia (<i>Mabouya sp</i>, <i>Varanus salvator</i>).</p> <p>Other sample monitoring on trees and vetiver grass maintenance or conservation on the river buffer zone (Sengon river) has been done to enhance the HCV area and biodiversity. Monitoring and patroll of HCV area and installing identity signboard and warning signboard on the field also done for awareness and conservation campaign.</p> <p>HCV management and monitoring including Flora and fauna monitoring reported each semester to BKSDA (Natural Resources Conservation Body) Jambi Province, latest report semester II 2022 reported on 24 January 2023.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There is no rights of local communities identified in HCV areas. All HCV areas are inside the HGU of PT Inti Indosawit Subur – Muara Bulian.</p> <p>The presence of HCVs at PT IIS Muara Bulian is mainly under category HCV 1.1, HCV 1.2, HCV 4.1 and HCV 5 with total HCV areas of 76.18 Ha; where mostly the identified HCV areas were determined as riparian area and water catchment area. During audit ASA 1.2 the HCV area at Muara Bulian Estate were increase with additional of riparian area. Currently the HCV total was 104.18 ha, the additional HCV area was increasing of riparian zone along the river side which is not replanting by company and stated as HCV area with size of 28 ha.</p> <p>Therefore, this is not applicable.</p>	Not Applicable
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working</p>	<p>Muara Bulian Estate:</p> <p>Based on HCV Identification Report, 2011 shows in area of Muara Bulian Estate, found 9 types of mamalia species, 5 species are protected such as: <i>Manis javanica</i>, <i>Fellis bengalensis</i>, <i>Helarctos malayanus</i>, <i>Cervus unicolor</i>, <i>Prionodon linsang</i>, 11 types of protected bird species such as: <i>Alcedo meninting</i>, <i>Anthreptes malaccensis</i>, <i>Arachnotera longiostra</i>,</p>	Complied

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	<p>for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p><i>Ardea purpurea, Egretta garzeta, Halcyon chloris, Rhipidura javanica, Spizaetus cirhatus, etc</i>; 4 types of reptile species such as: <i>Varanus salvator, Cuora amboinensis, Naja sumatrana, Python reticulatus</i>.</p> <p>T IIS Muara Bulian has develop Conservation Management Plan as per "Conservation management and monitoring plan 2023". Company has determined conservation management and monitoring plan refer to HCV assessment result. Based on field verification, company has demonstrated effort for management and monitoring of HCV area to protect rare species and its habitat through planting of wooden tree, HCV area patrol, flora and fauna monitoring. The Estates have maintained notice-boards at the entrance to the properties and next to buffer zones or worker housing to prohibit the capture or hunting of fauna and disturbance of vegetation. Wildlife monitoring is conducted monthly by foreman and clerk afedling/division.</p> <p>The animal/species findings are recorded in the form "Daftar Temuan Satwa liar di Areal Kebun". Evidence of wildlife monitoring can be demonstrated and recorded in "Laporan Montoring Pengelolaan Tumbuhan dan Satwa – Nilai Konservasi Tinggi PT Inti Indosawit Subur Kebun Muara Bulian. Sample seen for monitoring report semester II year 2022 location at Sengoan river the presence of animal during monitoring: 4 species of mammalia (<i>Sus crofa, Macaca fascicularis, Callosciurus sp, Macaca nesmestrina</i>); 19 species of Aves or bird such as <i>Rhipidura javanica, Geopelia striata, Gracula religiosa, Alcedo meninting, Anthreptes malaccensis, Centropus bengalensis, Oriolus chinensis</i>; 2 species of Reptilia (<i>Mabouya sp, Varanus salvator</i>).</p> <p>Monitoring report semester II year 2022 location at Anak Sengoan river the presence of animal during monitoring: 2 species of mammalia (<i>Sus crofa, Callosciurus sp</i>); 13 species of Aves or Bird such as: <i>Halcyon smirnensis, Geopelia striata, Pycnonotus aurigaster, Priminia familiaris, Centropus bengalensis</i>; 2 species of Reptilia (<i>Mabouya sp, Varanus salvator</i>).</p>	
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		<p>Other sample monitoring on trees and vetiver grass maintenance or conservation on the river buffer zone (Sengoan river) has been done to enhance the HCV area and biodiversity. Monitoring and patroll of HCV area and installing identity signboard and warning signboard on the field also done for awareness and conservation campaign.</p> <p>HCV management and monitoring including Flora and fauna monitoring reported each semester to BKSDA (Natural Resources Conservation Body) Jambi Province, latest report semester II 2022 reported on 24 January 2023.</p> <p>Scheme Smallholder:</p> <p>Group manager has determined HCV management and monitoring plan as recommended in HCV Assessment Report. Management plan to conserve RTE species for such as highlights members adjacent to protected areas/natural waterways/potential HCVs including as part of the regular field checks to ensure compliance, i.e clear boundaries and no encroachments, monitoring of RTE species. Presented in "Conservation Management Plan PT Inti Indosawit Subur, Plasma Muara Bulian Tahun 2023". List of HCVS and RTEs findings display on the notice board is available during onsite audit.</p> <p>Plasma Muara Bulian management has made the HCV management and monitoring plan refer to recommendation of HCV identification report. HCV management plan is apply in 6 KUD Plasma Muara Bulian. HCV management plan in each KUD consist of:</p> <ul style="list-style-type: none"> - Signboard placement of prohibition chemical application near to waterways/riparian area with distance 3 m in left and right side - Training and awareness of HCV against smallholder member regularly at minimum once a year - Monitoring of animal/wildlife 	
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		Conservation management plan has been disseminated to all KUD and socialized to all member of KUD on 18 April 2023. During audit and interview with sample smallholder member indicated that they have aware and understand regarding conservation management plan of KUD.	
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Muara Bulian Estate and Mill after November 2005. Currently, replanting activities still in progress.</p> <p>Year of Planting for Muara Bulian Estate: 1991, 1992 and 1994 (replanting 2016 – 2019). Whereas, Year of Planting for Smallholders is 1991, 1992, 1993, 1994, 1995, 1996, 1999, 2000, 2001.</p> <p>PT Inti Indosawit Subur has monitor RTE species as well as HCV area according to Conservation Management Plan. Based on field verification, company has demonstrated effort for management and monitoring of HCV area to protect rare species and its habitat through planting of wooden tree, HCV area patrol, flora and fauna monitoring. The Estates have maintained notice-boards at the entrance to the properties and next to buffer zones or worker housing to prohibit the capture or hunting of fauna and disturbance of vegetation. Wildlife monitoring is conducted monthly by foreman and clerk afedling/division. The animal/species findings are recorded in the form "Daftar Temuan Satwa liar di Areal Kebun".</p> <p>Evidence of wildlife monitoring can be demonstrated and recorded in "Laporan Montoring Pengelolaan Tumbuhan dan Satwa – Nilai Konservasi Tinggi PT Inti Indosawit Subur Kebun Muara Bulian. Sample seen for monitoring report semester II year 2022 location at Sengoan river the presence of animal during monitoring: 4 species of mammalia (<i>Sus crofa</i>, <i>Macaca fascicularis</i>, <i>Callosciurus sp</i>, <i>Macaca nesmestrina</i>); 19 species of Aves or bird such as <i>Rhipidura javanica</i>, <i>Geopelia striata</i>, <i>Gracula religiosa</i>, <i>Alcedo meninting</i>, <i>Anthreptes malaccensis</i>, <i>Centropus</i></p>	Complied

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		<p><i>bengalensis</i>, <i>Oriolus chinensis</i>; 2 species of Reptilia (<i>Mabouya sp</i>, <i>Varanus salvator</i>).</p> <p>Monitoring report semester II year 2022 location at Anak Sengoan river the presence of animal during monitoring: 2 species of mammalia (<i>Sus crofa</i>, <i>Callosciurus sp</i>); 13 species of Aves or Bird such as: <i>Halcyon smirnensis</i>, <i>Geopelia striata</i>, <i>Pycnonotus aurigaster</i>, <i>Priminia familiaris</i>, <i>Centropus bengalensis</i>; 2 species of Reptilia (<i>Mabouya sp</i>, <i>Varanus salvator</i>).</p> <p>Other sample monitoring on trees and vetiver grass maintenance or conservation on the river buffer zone (Sengoan river) has been done to enhance the HCV area and biodiversity. Monitoring and patroll of HCV area and installing identity signboard and warning signboard on the field also done for awareness and conservation campaign.</p>	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Inti Indosawit Subur – Muara Bulian Estate and Mill after November 2005 or without prior HCV- HCSA assessment since 15 November 2018.</p> <p>Currently, replanting activities still in progress.</p> <p>Year of Planting for Muara Bulian Estate: 1991, 1992 and 1994 (replanting 2016 – 2019). Whereas, Year of Planting for Smallholders is 1991, 1992, 1993, 1994, 1995, 1996, 1999, 2000, 2001.</p>	Complied

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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **PT Inti Indosawit Subur - Muara Bulian Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4.0.1. 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 **2022** for **PT Inti Indosawit Subur - Muara Bulian Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.30
PKO	0.30

Extraction	%
OER	20.17
KER	5.34

Production	t/yr
FFB Process	307,698.00
CPO Produced	62066
PKO Produced	16442

Land Use	Ha
OP Planted Area	7853.00
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	104.18
Total	7853.00

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	16770.52	0.46	0.00	0.00	0.00	0.00	16770.52	0.46
CO ₂ Emission from fertilizer	1794.22	0.05	1034.92	0.01	0.00	0.00	2829.14	0.06
NO ₂ Emission	1486.07	0.04	698.63	0.01	0.00	0.00	2184.70	0.04
Fuel Consumption	489.02	0.01	384.93	0.00	0.00	0.00	873.95	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-15896.22	-0.44	0.00	0.00	0.00	0.00	-15896.22	-0.44
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	4643.60	0.13	2118.48	0.02	22641.32	0.00	29403.40	0.15

**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	29358.00	0.10
Fuel Consumption	136.53	0.00
Grid Electricity Utilization	111.65	0.00
Credit		
Export of Grid Electricity	-0.08	0.00
Sales of PKS	-35131.80	-0.11
Sales of EFB	0.00	0.00
Total	-5525.70	-0.01

Summary of Kernel Crusher Emission and Credit (if applicable)

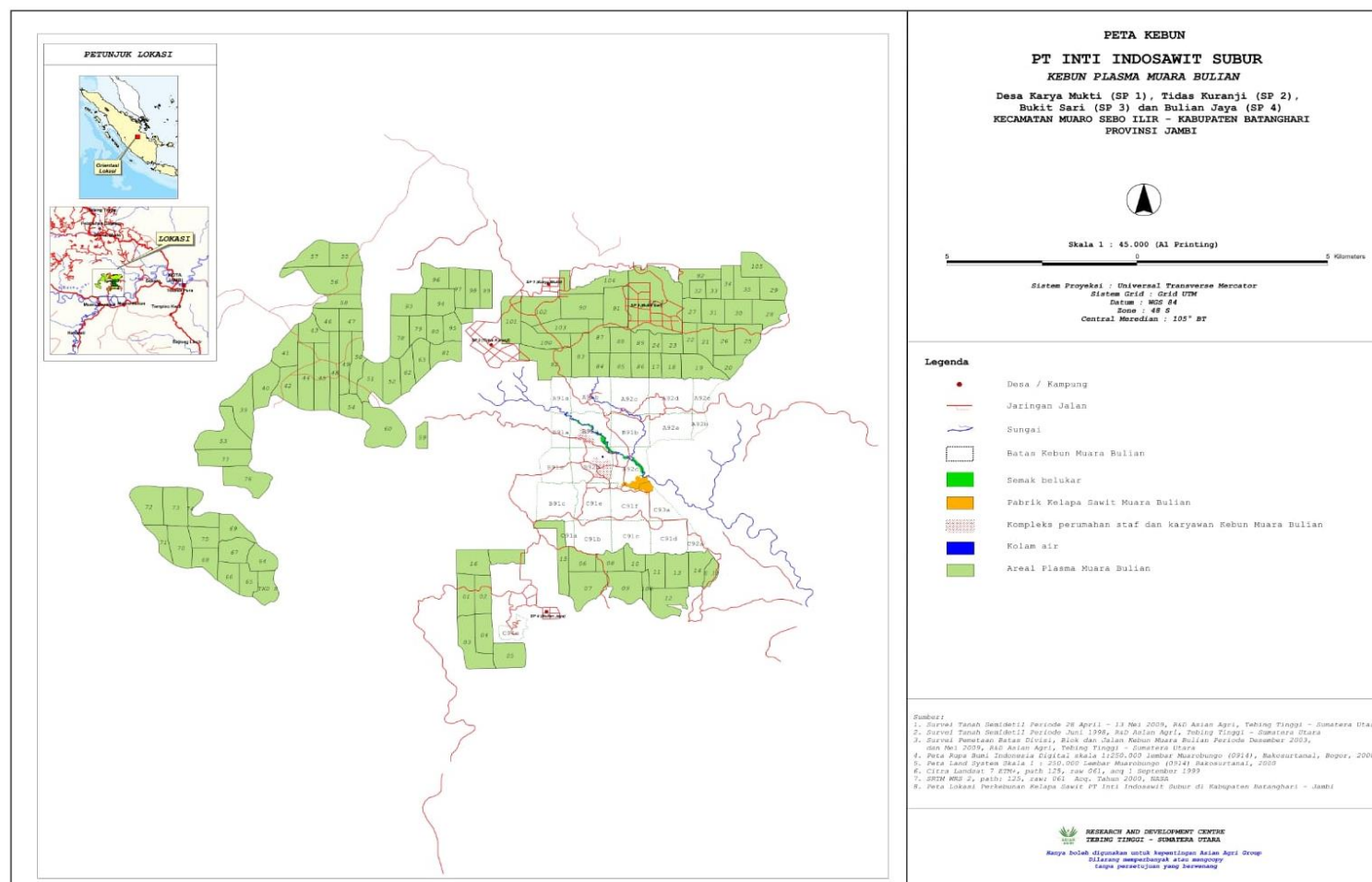
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

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

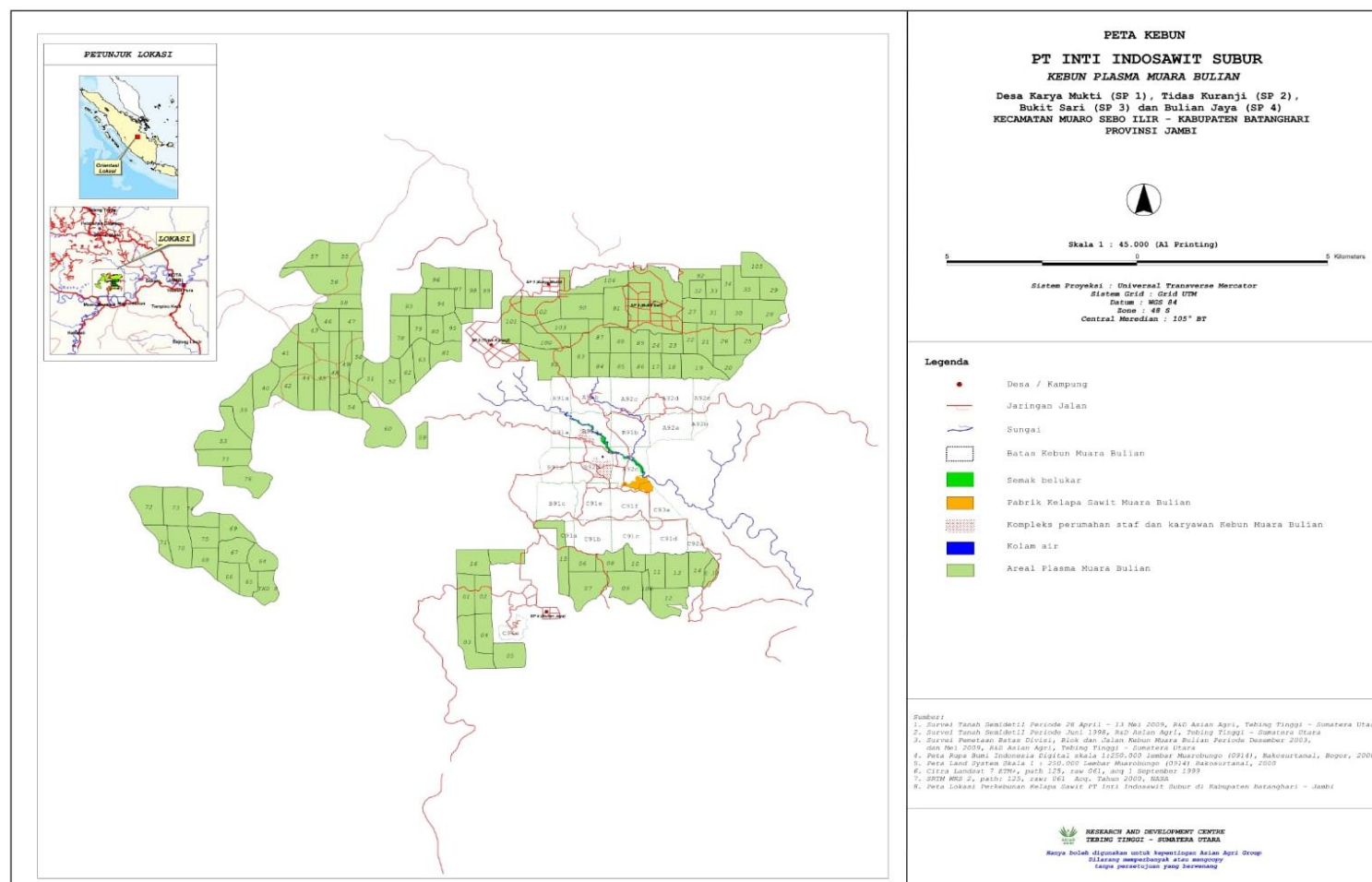
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases



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Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	1.2 (medium risk)	N/A	N/A
Justification of Risk Factor Applied	No critical NC in previous audit, located in one landscape area, homogen		
Number of samples	86 smallholders		
Remarks			

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
1	Edi Arman	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	35	2000	653
2	Darasif I	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	32	2000	651
3	Darasif Ii	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	34	2000	652
4	Mahyun	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	34	2000	639
5	Umar Usman	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	35	2000	638
6	Wasiah	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	35	2000	24
7	Fahrurrozi	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	32	2000	28
8	Ismail	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	34	2000	39
9	Jalal	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	34	2000	28
10	Nastangin	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	35	2000	28
11	Zamzami	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	34	2000	29
12	Nasrullah	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	34	2001	101
13	Abdullah Hs	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	35	2001	94
14	Hasan Julia	Desa Danau Embat	1° 32' 8.41	103° 13' 11.625"	2.00	2.00	35	2001	75
15	Nurhayati	Desa Danau Embat	1° 32' 9.22	103° 13' 52.193"	2.00	2.00	32	2001	157
16	Jaharudin	Desa Danau Embat	1° 32' 9.22	103° 13' 52.193"	2.00	2.00	32	2001	88
17	Ahmad Tamimi	Desa Danau Embat	1° 32' 9.22	103° 13' 52.193"	2.00	2.00	34	2001	89
18	Firman Parlindungan	Desa Danau Embat	1° 32' 9.22	103° 13' 52.193"	2.00	2.00	34	2001	76
19	Rozula	Desa Danau Embat	1° 32' 9.22	103° 13' 52.193"	2.00	2.00	35	2001	93
20	Supangat 1	Desa Danau Embat	1° 31' 54.75	103° 13' 52.975"	2.00	2.00	34	2001	45
21	Nurhidayati	Desa Danau Embat	1° 31' 54.75	103° 13' 52.975"	2.00	2.00	34	2001	56
22	Ismail Ibrahim	Desa Danau Embat	1° 31' 54.75	103° 13' 52.975"	2.00	2.00	34	2000	50
23	Erni Yusnita	Desa Danau Embat	1° 31' 54.75	103° 13' 52.975"	2.00	2.00	35	2000	64
24	M. Safii	Desa Danau Embat	1° 31' 54.75	103° 13' 52.975"	2.00	2.00	35	2000	140
25	A. Bakar	Desa Danau Embat	1° 32' 27.54	103° 13' 25.475"	2.00	2.00	32	2000	156
26	Partimah	Desa Danau Embat	1° 32' 9.22	103° 13' 52.193"	2.00	2.00	34	2000	154
27	Isma Jamal	Desa Danau Embat	1° 32' 27.54	103° 13' 11.625"	2.00	2.00	34	2000	155

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
28	H.A. Bakar	Desa Danau Embat	1° 31' 54.75	103° 13' 52.975"	2.00	2.00	35	2000	156
29	Ahmad Wahyudi	Desa Karya Mukti	1° 32' 18.22"	103° 11' 14.886"	2.00	2.00	28	1993	2198
30	Darul Arifin	Desa Karya Mukti	1° 32' 18.54"	103° 9' 32.481"	2.00	2.00	25	1993	2199
31	Heri Efendi	Desa Karya Mukti	1° 32' 20.074"	103° 11' 8.059"	2.00	2.00	25	1993	2220
32	Rofikoh	Desa Karya Mukti	1° 32' 50.547"	103° 11' 11.042"	2.00	2.00	26	1993	2218
33	Hendri	Desa Karya Mukti	1° 32' 33.426"	103° 11' 13.773"	2.00	2.00	25	1993	2225
34	Imam Yusmar	Desa Karya Mukti	1° 32' 33.426"	103° 11' 13.773"	2.00	2.00	26	1993	2226
35	M. Zen	Desa Karya Mukti	1° 32' 33.426"	103° 11' 13.773"	2.00	2.00	27	1993	2227
36	Hasan	Desa Karya Mukti	1° 32' 47.915"	103° 11' 17.028"	2.00	2.00	24	1993	2229
37	Zaelani	Desa Karya Mukti	1° 32' 33.20"	103° 11' 16.685"	2.00	2.00	23	1993	2240
38	Ermadi	Desa Karya Mukti	1° 32' 33.20"	103° 11' 16.685"	2.00	2.00	24	1993	2241
39	Jamesbon	Desa Karya Mukti	1° 32' 25.404"	103° 10' 58.253"	2.00	2.00	25	1993	2224
40	Ade Sunarto	Desa Karya Mukti	1° 32' 41.309"	103° 11' 19.88"	2.00	2.00	26	1993	2244
41	Rio Mudarman	Desa Karya Mukti	1° 32' 18.898"	103° 11' 3.725"	2.00	2.00	27	1993	2245
42	Bustaman	Desa Karya Mukti	1° 32' 42.563"	103° 11' 1.894"	2.00	2.00	24	1993	2246
43	Ngadikam	Desa Karya Mukti	1° 32' 41.309"	103° 11' 19.88"	2.00	2.00	23	1993	2129
44	Arpah	Desa Karya Mukti	1° 33' 2.13"	103° 11' 4.206"	2.00	2.00	24	1993	2137
45	Muji	Desa Karya Mukti	1° 32' 9.518"	103° 11' 36.437"	2.00	2.00	25	1993	2138
46	Djumanta Wijaya	Desa Karya Mukti	1° 32' 3.826"	103° 11' 42.523"	2.00	2.00	26	1993	2147
47	Sugig Rapiro	Desa Karya Mukti	1° 32' 19.277"	103° 10' 49.266"	2.00	2.00	27	1993	2155
48	Parwan	Desa Karya Mukti	1° 32' 25.92"	103° 10' 51.977"	2.00	2.00	24	1993	2161
49	Musairi	Desa Karya Mukti	1° 32' 4.307"	103° 11' 33.271"	2.00	2.00	23	1993	2176
50	M. Noor	Desa Karya Mukti	1° 32' 9.033"	103° 11' 39.737"	2.00	2.00	24	1993	2184
51	Sulaeman Junaedi	Desa Karya Mukti	1° 32' 1.819	103° 11' 55.367"	2.00	2.00	25	1993	2185
52	Dwi Lilik Sulistiyanto	Desa Karya Mukti	1° 32' 23.389"	103° 11' 1.425"	2.00	2.00	25	1993	2186
53	Yahya Taher	Desa Karya Mukti	1° 33' 4.851"	103° 10' 48.062"	2.00	2.00	25	1993	2125
54	Gusnadi	Desa Karya Mukti	1° 33' 1.199"	103° 10' 41.758"	2.00	2.00	23	1993	2126
55	M Karim	Desa Karya Mukti	1° 32' 23.389"	103° 11' 1.425"	2.00	2.00	24	1993	2134
56	Afrizal	Desa Karya Mukti	1° 32' 34.765"	103° 10' 41.23"	2.00	2.00	25	1993	2136
57	A. Khalik	Desa Karya Mukti	1° 32' 56.612"	103° 10' 44.996"	2.00	2.00	25	1993	2160
58	Darto S.	Desa Bukit Sari	1° 33' 6.515"	103° 12' 47.231"	2.00	2.00	25	1993	497
59	Bulkaini	Desa Bukit Sari	1° 32' 47.246"	103° 12' 50.353"	2.00	2.00	23	1993	514
60	Mulkan Harahap	Desa Bukit Sari	1° 33' 6.515"	103° 12' 47.231"	2.00	2.00	24	1993	540
61	Tarmudji	Desa Bukit Sari	1° 32' 56.12"	103° 13' 13.151"	2.00	2.00	25	1993	520
62	Surip	Desa Bukit Sari	1° 33' 1.51"	103° 12' 56.875"	2.00	2.00	25	1993	539

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
63	Ishak	Desa Bukit Sari	1° 33' 1.912"	103° 13' 9.587"	2.00	2.00	25	1993	513
64	Parsid	Desa Bukit Sari	1° 33' 1.51"	103° 12' 56.875"	2.00	2.00	23	1993	496
65	Suryanto	Desa Bukit Sari	1° 32' 53.529"	103° 12' 50.315"	2.00	2.00	24	1993	505
66	Muhamad	Desa Bukit Sari	1° 32' 52.189"	103° 12' 44.202"	2.00	2.00	25	1993	495
67	Waris	Desa Bukit Sari	1° 32' 46.202"	103° 12' 47.442"	2.00	2.00	25	1993	494
68	Saryono	Desa Bukit Sari	1° 32' 47.246"	103° 12' 50.353"	2.00	2.00	25	1993	506
69	Fatrullah	Desa Bukit Sari	1° 32' 54.934"	103° 12' 56.88"	2.00	2.00	23	1993	521
70	Suhaimi	Desa Bukit Sari	1° 32' 47.314"	103° 12' 53.846"	2.00	2.00	24	1993	511
71	A. Karim	Desa Bukit Sari	1° 32' 56.304"	103° 13' 0.082"	2.00	2.00	25	1993	537
72	Subandriyo	Desa Bukit Sari	1° 33' 10.33"	103° 13' 31.966"	2.00	2.00	25	1993	512
73	Mariyati	Desa Bukit Sari	1° 32' 59.812"	103° 12' 50.568"	2.00	2.00	25	1993	504
74	Tomo	Desa Bukit Sari	1° 32' 43.037"	103° 12' 39.649"	2.00	2.00	25	1993	482
75	Suratno	Desa Bukit Sari	1° 33' 6.61"	103° 13' 22.62"	2.00	2.00	26	1993	489
76	Siswandi	Desa Bukit Sari	1° 33' 2.441"	103° 13' 19.356"	2.00	2.00	26	1993	488
77	Gimun	Desa Bukit Sari	1° 33' 9.122"	103° 13' 28.699"	2.00	2.00	24	1993	481
78	Hamidin	Desa Bukit Sari	1° 32' 49.026"	103° 12' 37.929"	2.00	2.00	23	1993	472
79	Marhani	Desa Bukit Sari	1° 32' 57.718"	103° 12' 37.922"	2.00	2.00	26	1993	471
80	Warsini	Desa Bukit Sari	1° 32' 53.613"	103° 12' 34.658"	2.00	2.00	26	1993	464
81	Ali Hamzah	Desa Bukit Sari	1° 32' 55.531"	103° 12' 31.616"	2.00	2.00	24	1993	456
82	Unang Supriyatna	Desa Bukit Sari	1° 33' 15.359"	103° 13' 50.432"	2.00	2.00	23	1993	480
83	Er. Sangkut	Desa Bukit Sari	1° 32' 57.626"	103° 12' 44.392"	2.00	2.00	26	1993	487
84	Muhammad Sabaini	Desa Bukit Sari	1° 33' 4.001"	103° 12' 38.208"	2.00	2.00	25	1993	470
85	Junarto	Desa Bukit Sari	1° 33' 10.324"	103° 14' 3.538"	2.00	2.00	25	1993	479
86	Sugito	Desa Bukit Sari	1° 33' 18.654"	103° 13' 59.584"	2.00	2.00	25	1993	486
Total					172.00	172.00	2,390.00		

Note: smallholders sampled in this audit.

KUD Tuah Sakato, Desa Danau Embat, Kecamatan Maro Sebo Ilir

KUD Barokah, Desa Karya Mukti, Kecamatan Maro Sebo Ilir

KUD Budi Sari, Desa Bukit Sari, Kecamatan Maro Sebo Ilir

Appendix F: List of Abbreviations

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