

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

Client Company Name / Parent Company: IOI Corporation Berhad
Client Company / Parent Company Address: IOI Corporation Berhad, Level 27, IOI City Tower Two, Lebuh IRC, IOI Resort City, 62502 Putra Jaya Malaysia
Certification Unit: PT. Sukses Karya Sawit - Sukses Karya Sawit Palm Oil Mill Location of Certification Unit: Air Hitam Village, Kendawangan District, Ketapang Regency, 74117 Kalimantan Barat Province, Indonesia
Date of Final Report: 24/08/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	IOI Corporation Berhad		
RSPO Membership Number	2-0002-04-000-00	Membership Approval Date	17/05/2004
Address	IOI Corporation Berhad, Level 27, IOI City Tower Two, Lebuhr IRC, IOI Resort City, 62502 Putra Jaya Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT. Sukses Karya Sawit - Sukses Karya Sawit Palm Oil Mill		
Location / Address	Air Hitam Village, Kendawangan District, Ketapang Regency, 74117 Kalimantan Barat Province, Indonesia		
Website	www.ioigroup.com		
Management Representative	Mrs. Nazlya Syahputri	E-mail	nazlya.syahputri@ioigroup.com
Telephone	+6253224933	Facsimile	+6253224933

2. Certification Information			
Certificate Number	RSPO 715456	Certificate Start Date	16/07/2023
Date of First Certification	16/07/2023	Certificate Expiry Date	15/07/2028
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 1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" 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	90 tons FFB/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
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
NA	NA	NA	NA

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Sukses Karya Sawit POM	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 48' 03.36" S	110° 35' 35.20" E
Sukses Karya Sawit 1 Estate Plasma (Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri)	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 47' 41.75" S	110° 35' 07.01" E
Sukses Karya Sawit 2 Estate	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 47' 41.75" S	110° 35' 07.01" E
Sukses Karya Sawit 3 Estate	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 47' 34.66" S	110° 32' 19.60" E
Berkat Nabati Sejahtera 1 Estate	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 47' 39.18" S	110° 38' 43.62" E
Berkat Nabati Sejahtera 2 Estate Plasma (Koperasi Sawit Sejahtera Bersama)	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 47' 39.18" S	110° 38' 43.62" E
Berkat Nabati Sejahtera 3 Estate	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 51' 15.29" S	110° 39' 37.85" E
Berkat Nabati Sejahtera 4 Estate	Air Hitam Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 51' 15.29" S	110° 39' 37.85" E
Bumi Sawit Sejahtera 1 Estate	Natai Kuini Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 48' 40.89" S	110° 54' 45.33" E
Bumi Sawit Sejahtera 2 Estate	Natai Kuini Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 52' 37.29" S	110° 49' 37.13" E
Bumi Sawit Sejahtera 3 Estate	Natai Kuini Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 53' 42.06" S	110° 45' 39.57" E

Bumi Sawit Sejahtera 4 Estate Plasma (Koperasi Citra Niaga)	Natai Kuini Village, Kendawangan District, Kalimantan Barat Province, Indonesia	2° 53' 42.06" S	110° 45' 39.57" E
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Note:

Koperasi Natai Aru Mitra Sejahtera (818 members) – under SKS1 Estate;
 Koperasi Natai Sipun Mandiri (590 members) – under SKS1 Estate;
 Koperasi Sawit Sejahtera Bersama (1,134 members) – under BNS2 Estate;
 Koperasi Citra Niaga (298 members) – under BSS4 Estate

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
Sukses Karya Sawit 1 Estate Plasma (Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri)	1,251.31	7.07	58.05	1,316.43	95.05%
Sukses Karya Sawit 2 Estate	2,618.47	105.30	151.80	2,875.57	91.06%
Sukses Karya Sawit 3 Estate	2,403.64	601.07	113.40	3,118.11	77.09%
Berkat Nabati Sejahtera 1 Estate	1,881.18	5.69	72.18	1,959.05	96.03%
Berkat Nabati Sejahtera 2 Estate Plasma (Koperasi Sawit Sejahtera Bersama)	1,471.87	-	35.28	1,507.15	97.66%
Berkat Nabati Sejahtera 3 Estate	1,931.00	-	89.80	2,020.80	95.56%
Berkat Nabati Sejahtera 4 Estate	2,112.79	-	73.45	2,186.24	96.64%
Bumi Sawit Sejahtera 1 Estate	1,749.47	1,110.16	87.05	2,946.68	59.37%
Bumi Sawit Sejahtera 2 Estate	1,913.05	75.11	58.70	2,046.86	93.46%
Bumi Sawit Sejahtera 3 Estate	2,020.28	405.55	90.72	2,516.55	80.28%
Bumi Sawit Sejahtera 4 Estate Plasma (Koperasi Citra Niaga)	1,443.85	214.70	38.84	1,697.39	85.06%
Total	20,796.91	2,524.65	869.27	24,190.83	85.97%

Note: HCV area is increase due to the unit of certification have undeveloped land and official stated as conservation area and rehabilitation area as the company commitment, and some of them is calculated as carbon stock. Then this area also calculated as HCV.

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Extension scope of 427 Ha is due to land title granted after IC audit. The land is existing planted and distribute to BNS3 Estate and BNS4 Estate.

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Sukses Karya Sawit 1 Estate Plasma (Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri)	0	1,251.31	0	0	1,251.31	0
Sukses Karya Sawit 2 Estate	0	2,618.47	0	0	2,618.47	0
Sukses Karya Sawit 3 Estate	0	2,403.64	0	0	2,403.64	0
Berkat Nabati Sejahtera 1 Estate	0	1,881.18	0	0	1,881.18	0
Berkat Nabati Sejahtera 2 Estate Plasma (Koperasi Sawit Sejahtera Bersama)	0	1,471.87	0	0	1,471.87	0
Berkat Nabati Sejahtera 3 Estate	0	1,931.00	0	0	1,931.00	0
Berkat Nabati Sejahtera 4 Estate	0	2,112.79	0	0	2,112.79	0
Bumi Sawit Sejahtera 1 Estate	0	1,749.47	0	0	1,749.47	0
Bumi Sawit Sejahtera 2 Estate	0	1,913.05	0	0	1,913.05	0
Bumi Sawit Sejahtera 3 Estate	0	2,020.28	0	0	2,020.28	0
Bumi Sawit Sejahtera 4 Estate Plasma (Koperasi Citra Niaga)	0	1,443.85	0	0	1,443.85	0
Total (ha)	0.00	20,796.91	0.00	0.00	20,796.91	0.00

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 (July 23 – June 24)	Actual (Aug 23 – Feb 24)		Forecast (July 24 – June 25)
		Previous license period (key in period covered)	Current license period (August 23 – Feb 24)	
Sukses Karya Sawit 1 Estate Plasma (Koperasi Natai Aru Mitra Sejahtera &	25,960.00	N/A	11,084.12	22,230.00

Koperasi Natai Sipun Mandiri)				
Sukses Karya Sawit 2 Estate	49,250.00	N/A	26,225.14	55,130.00
Sukses Karya Sawit 3 Estate	53,470.00	N/A	26,326.83	53,820.00
Berkat Nabati Sejahtera 1 Estate	46,310.00	N/A	24,282.07	48,200.00
Berkat Nabati Sejahtera 2 Estate Plasma (Koperasi Sawit Sejahtera Bersama)	23,000.00	N/A	12,851.72	23,970.00
Berkat Nabati Sejahtera 3 Estate	10,180.00	N/A	1,406.71	10,190.00
Berkat Nabati Sejahtera 4 Estate	8,880.00	N/A	517.51	8,880.00
Bumi Sawit Sejahtera 1 Estate	32,050.00	N/A	14,373.42	30,260.00
Bumi Sawit Sejahtera 2 Estate	36,370.00	N/A	17,242.41	34,440.00
Bumi Sawit Sejahtera 3 Estate	29,830.00	N/A	10,528.75	28,210.00
Bumi Sawit Sejahtera 4 Estate Plasma (Koperasi Citra Niaga)	15,620.00	N/A	6,439.65	15,620.00
Total	330,920.00	151,278.33		330,950.00

Note:

Forecast FFB:

The FFB yield is low due to the plantation blocks located in lowland area. High tide from the river cause the water entering the blocks and flood, therefore harvesting activities affected and FFB cannot be harvested optimally. Recently, the unit of certification have water management plan to remove water from inside the block using a water pump. 1 unit water pump (high capacity machine) have been installed in BSS3 Estate. The other water pump project still in progress.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
		Previous license period (key in period covered)	Current license period (key in period covered)	
N/A		N/A	N/A	

N/A		N/A	N/A	
Total				
Note:				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (July 23 – June 24)	Actual (Aug 23 – Feb 24)		Forecast (Jul 24 – Jun 25)
		Previous license period (key in period covered)	Current license period (August 23 – Feb 24)	
KPAM 1	N/A	N/A	353.95	14,120.00
KPAM Kop BLM	N/A	N/A	31.15	4,790.00
Natai Resak	N/A	N/A	76.74	5,000.00
Mitra Tani SKS	N/A	N/A	1,562.86	5,000.00
Sawit Mandiri Bersama	N/A	N/A	7.68	5,000.00
TKD Pembedilan	N/A	N/A	80.16	223.00
TKD AHH	N/A	N/A	82.91	221.00
TKD AHB	N/A	N/A	102.58	195.00
TKD Natai Kuini	N/A	N/A	62.27	183.00
BNS3 B	N/A	N/A	680.49	0.00
BNS3 A	N/A	N/A	937.15	0.00
Total	N/A		3,977.94	34,732.00
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 2023	2,4165.29	652.64	24,817.93
2	September 2023	2,0401.81	553.05	20,954.86
3	October 2023	2,4073.54	602.04	24,675.58
4	November 2023	2,1975.66	628.75	22,604.41
5	December 2023	2,0821.74	498.83	21,320.57
6	January 2024	2,0853.53	540.41	21,393.94
7	February 2024	1,8986.76	502.22	19488.98

TOTAL	151,278.33	3,977.94	155,256.27
Note:			

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (July 23 – June 24)	Actual (Aug 23 – Feb 24)		Forecast (Jul 24 – Jun 25)
	Previous license period (key in period covered)	Current license period (August 23 – Feb 24)	
FFB	FFB		FFB
330,920.00 mt	-	151,278.33 mt	330,950.00 mt
	TOTAL	151,278.33 mt	
CPO (OER: 22.5 %)	CPO (OER: 20.73 %)		CPO (OER: 21.5 %)
74,457.00 mt	-	31,359.98 mt	71,154.25 mt
	TOTAL	31,359.98 mt	
PK (KER: 3.0 %)	PK (KER: 2.32 %)		PK (KER: 3 %)
9,928.00 mt	-	3,509.66 mt	9,928.00 mt
	TOTAL	3,509.66 mt	
Note: Forecast FFB: The FFB yield is low due to the plantation blocks located in lowland area. High tide from the river cause the water entering the blocks and flood, therefore harvesting activities affected and FFB cannot be harvested optimally. Recently, the unit of certification have water management plan to remove water from inside the block using a water pump. 1 unit water pump (high capacity machine) have been installed in BSS3 Estate. The other water pump project still in progress.			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	August 2023	4,982.41	505.10
2	September 2023	4,407.11	468.65
3	October 2023	5,272.70	562.38
4	November 2023	4,458.13	524.19
5	December 2023	4,204.79	499.89
6	January 2024	4,178.40	505.10
7	February 2024	3,856.44	444.35
	TOTAL	31,359.98	3,509.66
Note: License active started August 2023, ASA-1 conducted in March 2024. There is only 7 months data inserted.			

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11. Summary of Actual Volume sold					
Current License period (August 23 – Feb 24)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	N/A	N/A	N/A	31,359.98	31,359.98
PK (MT)	N/A	N/A	N/A	3,509.66	3,509.66
Credits	N/A	N/A	N/A	N/A	N/A
Previous License period (key in period)					
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Note: Conventional is RSPO certified material but sold as non-RSPO. No certified product sold as RSPO or other scheme.					

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

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

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	PT. BINA KARYA PRIMA	16,755.91	0
2	PT. BINASAWIT ABADIPRATAMA	0	290.61

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3	PT. SMART TBK	7,314.21	0
4	PT. KURNIA TUNGGAL NUGRAHA	0	3,219.05
5	CV. HIJAU LESTARI NUSANTARA	7,289.86	0
TOTAL		31,359.98	3,509.66
Note:			

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

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

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A
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				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (key in period)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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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Representative: Dr. Chaipayorn Seekao (Chaipayorn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **25-30 March 2024**. 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 **26-27 June 2024**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Indonesia National Interpretation 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 **Sukses Karya Sawit Palm Oil Mill – PT Sukses Karya Sawit** with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA-1)	Year 3 (ASA-2)	Year 4 (ASA-3)	Year 5 (ASA-4)
Sukses Karya Sawit POM	X	X	X	X	X
Sukses Karya Sawit 1 Estate Plasma (Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri)	X	X	X	X	X
Sukses Karya Sawit 2 Estate	X		X		X
Sukses Karya Sawit 3 Estate	X			X	
Berkat Nabati Sejahtera 1 Estate	X		X		X
Berkat Nabati Sejahtera 2 Estate Plasma (Koperasi Sawit Sejahtera Bersama)	X	X		X	
Berkat Nabati Sejahtera 3 Estate		X		X	
Berkat Nabati Sejahtera 4 Estate			X		X
Bumi Sawit Sejahtera 1 Estate	X				X

Bumi Sawit Sejahtera 2 Estate		X		X	
Bumi Sawit Sejahtera 3 Estate		X			X
Bumi Sawit Sejahtera 4 Estate Plasma (Koperasi Citra Niaga)	X		X		

Tentative Date of Next Visit: March 2, 2025 - March 8, 2025

Total Number of Mandays: 23 mandays

2.2 BSI Assessment Team

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

		<p>Work Experience: He has work experience since 2009 - 2016 in several private oil palm plantation companies in Indonesia as Assistant Agronomy and Agronomy Quality Control. Has participated in many audit activities with certification bodies related to the sustainable palm oil certification system since 2017 with worker welfare, OHS, best management practice, supply chain, social, environmental, GHG, and waste management aspect.</p> <p>Training attended: Completed Endorsed RSPO Lead Auditor Course by Checkmark, ISPO Auditor Training by LPP, ISO 9001: 2015 Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course by Checkmark, ISO 14001: 2015 CQI & IRCA Lead Auditor Course, SMK3 Awareness, OHSAS 18001:2007 Awareness, SA 8000 Requirement Training, ISO 45001:2018 Awareness, OHS Expert Training (Ahli K3 Umum), and Endorsed RSPO Refreshment Trainings.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" 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>
Haikal Ramadhan Kharismansyah	Team Member	<p>Education: Holds a bachelor degree in majoring Plant Pest and Disease from Padjadjaran University</p> <p>Work Experience: 3 Years working experience in oil palm industry as Agronomy Assistant. More than five years working experience as RSPO Auditor and RSPO Lead Auditor</p> <p>Training attended: Completed Endorsed RSPO P&C Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing Training, ISO 9001:2008, ISO 14001 : 2015 Auditor/Lead Auditor Course, RSPO ISH Standard Training Course and Endorsed RSPO Supply Chain Lead Auditor Training Course. RSPO P&C Lead Auditor Training Course (refreshment) by checkmark 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>
Andi Pratama Pasaribu	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p>Work Experience: 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&C Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead Auditor course, ISO45001:2018 Lead Auditor Course, RSPO endorsed RSPO SCCS Lead Auditor course, SMETA requirements training</p>

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

Accompanying Persons: None

2.3 Assessment Plan

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

ASA-1 Assessment Plan

Date	Time	Subjects	YR	AP	BS	HK
Monday, 25/03/2024	14.00 – 15.00	Opening Meeting at PT Bumi Sawit Sejahtera <ul style="list-style-type: none"> - Presentation by Certification Unit - Presentation by Team Leader (Confirmation audit scope, requirements, document access permission and clarifying audit plan). 	√	√	√	√
	15.00 – 17.00	Stakeholder consultation to relevant government department of Ketapang Regency by phone Land department, Manpower department, Environmental department, Plantation department Document verification for Bumi Sawit Sejahtera-2 Estate and Bumi Sawit Sejahtera-3 Estate.	√	√	√	√
Tuesday, 26/03/2024	08.00 – 12.00	Field visit to Bumi Sawit Sejahtera-2 Estate <ul style="list-style-type: none"> - Onsite visit to plantation activities and interview workers: harvesting, spraying, fertilizer application, EFB application, area with slope/peat. - Onsite visit to plantation IPM implementation: barn owl boxes, beneficial plant nursery. - Interview with workers related to human resource management, health and safety condition, training provision, worker right and condition, code of ethical conduct, respect human rights, freedom of association, etc. - Onsite visit to worker housing: house condition, water supplies, sanitation, medical, access to affordable food, welfare amenities - Chemical warehouse, mixing bay, fertilizer store, workshop, fire-fighting equipment. - Onsite visit to HCV area, riparian zone 	√	-	√	-

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Date	Time	Subjects	YR	AP	BS	HK
		Field visit to Bumi Sawit Sejahtera-3 Estate <ul style="list-style-type: none"> - Onsite visit to plantation activities and interview workers: harvesting, spraying, fertilizer application, EFB application, area with slope/peat. - Onsite visit to plantation IPM implementation: barn owl boxes, beneficial plant nursery. - Interview with workers related to human resource management, health and safety condition, training provision, worker right and condition, code of ethical conduct, respect human rights, freedom of association, etc. - Onsite visit to worker housing: house condition, water supplies, sanitation, medical, access to affordable food, welfare amenities - Chemical warehouse, mixing bay, fertilizer store, workshop, fire-fighting equipment. - Onsite visit to HCV area, riparian zone 	-	√	-	√
		Stakeholder consultation to surrounding community				√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 16.30	Document review of Bumi Sawit Sejahtera-2 Estate and Bumi Sawit Sejahtera-3 Estate	√	√	√	√
	16.30 – 17.00	Audit Review Day-1	√	√	√	√
	19.00 -	Traveling to PT Sukses Karya Sawit (if possible, depending on weather and road access condition)	√	√	√	√

Date	Time	Subjects	YR	AP	BS	HK
Wednesday 27/03/2024	08.00 – 12.00	Field visit to Sukses Karya Sawit-1 Estate (Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri Plasma) <ul style="list-style-type: none"> - Onsite visit to plantation activities and interview workers: harvesting, spraying, fertilizer application, EFB application, area with slope/peat. - Onsite visit to plantation IPM implementation: barn owl boxes, beneficial plant nursery. - Interview with workers related to human resource management, health and safety condition, training provision, worker right and condition, code of ethical conduct, respect human rights, freedom of association, etc. - Onsite visit to worker housing: house condition, water supplies, sanitation, medical, access to affordable food, welfare amenities - Chemical warehouse, mixing bay, fertilizer store, workshop, fire-fighting equipment. - Onsite visit to HCV area, riparian zone 	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√

Date	Time	Subjects	YR	AP	BS	HK
	14.00 – 16.30	Onsite visit to Sukses Karya Sawit POM <ul style="list-style-type: none"> - Best Management Practice for Mill Processing - RSPO Supply Chain Certification Standard - Element for Palm Oil Mill – site visit to check on FFB receiving, - FFB process, CPO and PK dispatch, document, and record keeping. - Onsite visit to SKS POM housing: house condition, water supplies, sanitation, access to affordable food, welfare amenities. - Implementation of OHS (loading ramp, processing stations, workshop, boiler, turbine, diesel bowser, material warehouse, fire-fighting equipment) - Implementation of Environmental and Waste Management Aspect (POME Pond, Empty Bunch Area, Reservoir/Intake Point, hazardous waste storage, Biogas Plant (if any)) - Interview with workers related to human resource management, worker right and condition, code of ethical conduct, respect human rights, freedom of association, etc. - Interview with workers related to health and safety condition, training provision, worker right and condition, etc. Stakeholder consultation with affected parties/communities	√	√	√	√
	16.30 – 17.00	Audit Review Day-2	√	√	√	√

Date	Time	Subjects	YR	AP	BS	HK
Thursday 28/03/2024	08.00 – 12.00	Field visit to Berkat Nabati Sejahtera-2 Estate (Koperasi Sawit Sejahtera Bersama Plasma) <ul style="list-style-type: none"> - Onsite visit to plantation activities and interview workers: harvesting, spraying, fertilizer application, EFB application, area with slope/peat. - Onsite visit to plantation IPM implementation: barn owl boxes, beneficial plant nursery. - Interview with workers related to human resource management, health and safety condition, training provision, worker right and condition, code of ethical conduct, respect human rights, freedom of association, etc. - Onsite visit to worker housing: house condition, water supplies, sanitation, medical, access to affordable food, welfare amenities - Chemical warehouse, mixing bay, fertilizer store, workshop, fire-fighting equipment. - Onsite visit to HCV area, riparian zone 	√	-	√	-
		Field visit to Berkat Nabati Sejahtera-3 Estate <ul style="list-style-type: none"> - Onsite visit to plantation activities and interview workers: harvesting, spraying, fertilizer application, EFB application, area with slope/peat. - Onsite visit to plantation IPM implementation: barn owl boxes, beneficial plant nursery. - Interview with workers related to human resource management, health and safety condition, training provision, worker right and condition, code of ethical conduct, respect human rights, freedom of association, etc. - Onsite visit to worker housing: house condition, water supplies, sanitation, medical, access to affordable food, welfare amenities - Chemical warehouse, mixing bay, fertilizer store, workshop, fire-fighting equipment. - Onsite visit to HCV area, riparian zone 	-	√	-	√
	12.00 – 14.00	Break				

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Date	Time	Subjects	YR	AP	BS	HK
	14.00 – 16.30	Document review Berkat Nabati Sejahtera-2 Estate (Koperasi Sawit Sejahtera Bersama Plasma) and Berkat Nabati Sejahtera-3 Estate	✓	✓	✓	✓
	16.30 – 17.00	Audit Review Day-3	✓	✓	✓	✓
Friday 29/03/2024		National holiday (Easter Day) – No Field Audit	✓	✓	✓	✓
	08.00 – 12.00	Document Review Estates and Mill at Central Office PT Sukses Karya Sawit	✓	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Document Review Estates and Mill at Central Office PT Sukses Karya Sawit (continued)	✓	✓	✓	✓
	16.30 – 17.00	Audit Review Day-4	✓	✓	✓	✓
Saturday 30/03/2024	08.00 – 12.00	Document review (continued) Extension scope	✓	✓	✓	✓
	12.00-14.00	Break	✓	✓	✓	✓
	14.00 – 15.00	Extension scope	✓	✓	✓	✓
	15.00-15.30	Preparing for Closing Meeting	✓	✓	✓	✓
	15.30-17.00	Closing meeting	✓	✓	✓	✓

NCR Close-out Plan

Date	Time	Subjects	YR
Wednesday, 26/06/2024	14.00 – 15.00	Opening Meeting at PT Sukses Karya Sawit	✓

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Date	Time	Subjects	YR
	15.00 – 17.00	Verification NCR at PT Sukses Karya Sawit #2476525-202403-M1 #2476525-202403-M2 #2476525-202403-M3	✓
Thursday, 27/06/2024	07.00 – 08.00	Traveling to PT Bumi Sawit Sejahtera	✓
	08.00 – 12.00	Verification NCR at PT Bumi Sawit Sejahtera #2476525-202403-M1 #2476525-202403-M2 #2476525-202403-M3	✓
	12.00 – 14.00	Break	✓
	14.00 – 15.00	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?	Yes. time bound plan included all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company. IOI Time Bound Plan has been approved by RSPO on 19/05/2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No. Refer to IOI Corporation Berhad Time Bound Plan updated as of 19/05/2023 and IOI ACOP 2022 under Time Bound Plan section (Section 4.2.1) which was submitted to RSPO. The ACOP Report states that IOI Corporation Berhad plans to achieve 100% RSPO Certification for all estates and mill by 2023. However, RSPO secretariat approved the revise TBP based on email communication dated 19/05/2023 that stated all estates and mills to be certified in 2024 except IOI Pelita put under to be confirmed.	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 new acquisition. For PT Sawit Nabati Agro all group except PT Kalimantan Prima Agro Mandiri has undergone certification audit while PT KPAM plan to be certified in 2024. Due to Pandemic and in the process of obtaining the complete HGU and TBP has been approved by RSPO on 04/11/2022. For PT Sawit Nabati Agro all group except PT Kalimantan Prima Agro Mandiri has been audited on 28/11/2022 to 03/12/2022.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	IOI RSPO Time Bound Plan is approved by RSPO with valid justification from IOI	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes. PT Sawit Nabati Agro is Estates under IOI Group which consist of 4 estates which is PT Berkat Nabati Sawit, PT Sukses Karya Sawit, PT Bumi Sawit Sejahtera and PT Kalimantan Prima Agro Mandiri. For PT Sawit Nabati Agro all group except PT Kalimantan Prima Agro Mandiri has undergone certification while PT KPAM plan to be certified in 2024. Due to Pandemic and in the process of obtaining the complete HGU and TBP has been approved by RSPO on 04/11/2022. For PT Sawit Nabati Agro all group except PT Kalimantan Prima	Complied

	<p>Agro Mandiri has been audited on 28/11/2022 to 03/12/2022.</p> <p>This is consistent with the latest submitted ACOP reporting for the year 2022 (https://rspo.org/members/2-0002-04-000-00/)</p>	
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No. Refer to IOI Corporation Berhad Time Bound Plan updated as of 19/05/2023 and IOI ACOP 2022 under Time Bound Plan section (Section 3) which was submitted to RSPO. There have not been any isolated lapses in implementation of the plan. Plan for Certification has been conducted as per approved plan which year of 2022. Sites audited on 28/11/2022-03/12/2022 and certification obtain July 2023.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No fundamental failure. Please refer to IOI Time Bound Plan with RSPO approval on 19/05/2023.	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>Updates on the RSPO CP Complaints case tracking was referred to on issues related to this on IOI's uncertified units prior to and during the audit. Verified that incidences of HCV clearance that were reported at the IOI's uncertified unit at Kalimantan, Indonesia namely PT Bumi Sawit Sejahtera since year 2010 is being resolved as per the RSPO NPP and RSPO CP Complaints processes. Another 1 unit namely PT Kalimantan Prima Agro Mandiri at Kalimantan, had undergone the NPP Public Consultation and approved in April 2018 and HCSA Peer Review Assessment completed in May 2018. Currently, the plantation is under development and pending issuance of Local Government HGU. Reports on the NPP progress made to resolve the issues at the said units were checked and monitored till latest update made available on: https://askrspo.force.com/Complaint/s/case/50090000028Erz8AAC/detail</p> <p>As off this audit, there has been no other incidences of any replacement of primary forest at any other area under the IOI group.</p>	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	The concession in Indonesia PT Kalimantan Prima Agro Mandiri had undergone the NPP process prior to any new planting. RSPO has approved PT Kalimantan Prima Agro Mandiri NPP Summary Report and was published in RSPO website for public notification on 13 April 2018. The NPP public notification could be assessed through the link	Complied

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	<p>below: https://rspo.org/certification/newplanting-procedure/public-consultations/page/2?</p> <p>HCSA Peer Review Assessment completed on 14 May 2018. The HCSA Peer Review Report and Summary Report could be assessed through the link below: http://highcarbonstock.org/wp-content/uploads/2018/05/PRR-PT.-KPAM.pdf.</p>	
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	<p>Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility as per the link below:</p> <p>https://askrspo.force.com/Complaint/s/case/50090000028ErzqAAC/detail</p> <p>This is further check in the website:</p> <p>https://www.rspo.org/certification/remediation-and-compensation/racp-tracker</p> <p>Only 1 (one) management unit identified with potential liability and require concept note and remediation plan as reported in case tracker.</p> <p>Further information on the current progress is currently available in IOI Corporation Berhad's.</p>	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>There was no labour dispute reported. IOI continued to monitor on the labour issue. JCC Meeting that involved by top management was conducted to ensure there is no labour issue in IOI business. Website checked confirmed that there is no issue on Labour Disputes.</p>	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>There was no legal non-compliance reported. IOI continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law. Website checked confirmed that there is no issue on Legal non-compliance.</p>	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>Yes. Internal audit was carried out for IOI Pelita Plantation Sdn Bhd (Sejap and Tegai Estate) and PT Sawit Nabati Agro Group in October 2023. Positive assurance statement was available and justified. Where related to land rights, IOI is actively resolving it. Frequency on internal audit was conducted on yearly basis.</p>	Complied
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>No 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>	Complied

Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders' consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective units.	Complied
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
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.	In PT. Sukses Karya Sawit – Sukses Karya Sawit POM and its supply base, all the scheme smallholder is part of the certification scope.	Complied

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP (Only applicable when revision is made)			
				Latitude	Longitude						Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Pamol Kluang</i>	<i>Malaysia</i>	<i>Pamol Kluang POM</i>	8½ Mile, Mersing Road, 86007 Kluang, Johor, Malaysia.	2.110969	103.392292	-	Certified		2010	24/4/2022	No			
	<i>Malaysia</i>	<i>Pamol Timur Estate</i>	Kluang, Johor	2.111947	103.385564	2,296.11	Certified		2010	24/4/2022	No			
	<i>Malaysia</i>	<i>Pamol Barat Estate</i>	Kluang, Johor	2.113033	103.343842	2,310.32	Certified		2010	24/4/2022	No			
	<i>Malaysia</i>	<i>Mamor Estate</i>	Kluang, Johor	2.147034	103.302668	2,230.00	Certified		2010	24/4/2022	No			
	<i>Malaysia</i>	<i>Unijaya Estate</i>	Kluang, Johor	1.940558	103.278069	1,260.50	Certified		2010	24/4/2022	No			
	<i>Malaysia</i>	<i>Kahang Estate</i>	Kluang, Johor	2.326773	103.494248	2,419.90	Certified		2010	24/4/2022	No			
	<i>Malaysia</i>	<i>Swee Lam Estate</i>	Kluang, Johor	1.674780	103.653778	1,160.96	Certified		2010	24/4/2022	No			
<i>Bukit Leelau</i>	<i>Malaysia</i>	<i>Bukit Leelau POM</i>	IOI Corporation Berhad Bukit Leelau Certification Unit KM 75, Kuantan Segamat Highway 26700 Muadzam Shah Pahang Darul Makmur	3.302979	103.137365	-	Certified		2010	29/12/2021	No			

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	Malaysia	Bukit Leelau Estate	Muadzam Shah, Pahang	3.298692	103.132555	2,096.00	Certified		2010	29/12/2021	No			
	Malaysia	Detas Estate	Muadzam Shah, Pahang	3.547505	103.050146	2,225.78	Certified		2010	29/12/2021	No			
	Malaysia	Merchong Estate	Muadzam Shah, Pahang	3.024548	103.201716	1,952.50	Certified		2010	29/12/2021	No			
	Malaysia	Mekassar Estate	Muadzam Shah, Pahang	2.986702	103.167433	1,209.39	Certified		2010	29/12/2021	No			
	Malaysia	Leepang A Estate	Muadzam Shah, Pahang	3.003644	103.027223	2,403.70	Certified		2010	29/12/2021	No			
	Malaysia	Laukin A Estate	Muadzam Shah, Pahang	3.020739	103.045601	1,619.90	Certified		2010	29/12/2021	No			
Gomali	Malaysia	Gomali POM	5th Mile, Jalan Gemas-Batu Anam 85100 Segamat, Johor, Malaysia.	2.610811	102.679447	-	Certified		2010	24/8/2021	No			
	Malaysia	Gomali Estate	Segamat, Johor	2.611543	102.673415	2,555.75	Certified		2010	24/8/2021	No			
	Malaysia	Paya Lang Estate	Segamat, Johor	2.582588	102.707515	2,467.25	Certified		2010	24/8/2021	No			
	Malaysia	Tambang Estate	Segamat, Johor	2.631926	102.716559	2,010.70	Certified		2010	24/8/2021	No			
	Malaysia	Sagil Estate	Tangkak, Johor	2.315033	102.634689	2,504.99	Certified		2010	24/8/2021	No			
	Malaysia	Regent Estate	Gemenchah, Negeri Sembilan	2.513968	102.404654	2,300.27	Certified		2010	24/8/2021	No			
	Malaysia	Bahau Estate	Bahau, Negeri Sembilan	2.809171	102.448731	2,841.41	Certified		2010	24/8/2021	No			
	Malaysia	Kuala Jelai Estate	Durian Tunggal, Melaka	2.774558	102.389750	679.2600	Certified		2010	24/8/2021	No			
	Malaysia	Bertam Estate	Jasin, Melaka	2.304039	102.284858	448.8000	Certified		2010	24/8/2021	No			
	Malaysia	Jasin Lalang Estate	Karak, Pahang	2.254799	102.421417	750.75	Certified		2010	24/8/2021	No			
Pukin	Malaysia	Pukin POM	KM 30, Lebuhraya Tun Abdul Razak, Keratong, 85007 Rompin, Pahang, Malaysia	2.721691	102.909500	-	Certified		2012	13/6/2022	No			
	Malaysia	Pukin Estate	KM 30, Lebuhraya Tun Abdul Razak, Keratong, 85007	2.718814	102.907972	2,428.12	Certified		2012	13/6/2022	No			

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			Rompin, Pahang, Malaysia										
	Malaysia	Shahzan IOI 1 Estate	KM 30, Lebuhraya Tun Abdul Razak, Keratong, 85007 Rompin, Pahang, Malaysia	2.799583	102.848972	1,562.98	Certified		2012	13/6/2022	No		
	Malaysia	Shahzan IOI 2 Estate	KM 30, Lebuhraya Tun Abdul Razak, Keratong, 85007 Rompin, Pahang, Malaysia	2.816556	102.874028	1,640.74	Certified		2012	13/6/2022	No		
	Malaysia	Segamat Estate	KM 5, Jalan Segamat Muar, 85009 Segamat, Johor, Malaysia	2.489590	102.882880	1,896.40	Certified		2012	13/6/2022	No		
	Malaysia	Leepang A Estate	KM 68, Lebuhraya Segamat-Kuantan, 26700 Muadzam Shah, Pahang, Malaysia	3.010250	103.053417	2,725.12	Certified		2012	13/6/2022	No		
	Malaysia	Bukit Serampang Estate	KM 12, Jalan Sagil-Tangkak, 84900 Tangkak, Johor, Malaysia	2.323795	102.688279	2,403.70	Certified		2012	13/6/2022	No		
Unico Group	Malaysia	Unico POM	1.8 km Jalan Jeroco Off Mile 13, Lahad Datu Sandakan, Sandakan Highway, P.OBox 61532, 91123 Lahad Datu, Sabah, Malaysia	5.150044	118.222064	-	Certified		2018	5/7/2021	No		
	Malaysia	Unico 6 Estates	Unico Plantation Sdn. Bhd – Unico 6 MDLD 5123, KM3, Jalan Segama, 91100 Lahad Datu, Sabah, Malaysia	5.195769	118.302033	2,060.00	Certified		2018	5/7/2021	No		

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	Malaysia	Ladang Asas Estates	M D L D 5123, KM3, Jalan Segama, 91100 Lahad Datu, Sabah, Malaysia	5.240000	118.270000	1,909.00	Certified		2018	5/7/2021	No			
Unico Desa	Malaysia	Unico Desa POM	Unico Desa POM, KM3, Jalan Segama, 91100, Lahad Datu, Sabah	5.413089	118.529331	-	Certified		2018	16/5/2022	No			
	Malaysia	Unico 1 Estate	Unico-Desa Plantations Berhad - Unico 1 MDLD 5123,KM3, Jalan Segama, 91100 Lahad Datu, Sabah	5.411369	118.523278	2,317.50	Certified		2018	16/5/2022	No			
	Malaysia	Unico 2 Estate	Unico-Desa Plantations Berhad - Unico 2 MDLD 5123,KM3, Jalan Segama, 91100 Lahad Datu, Sabah	5.419511	118.524750	2,352.02	Certified		2018	16/5/2022	No			
	Malaysia	Unico 3 Estate	Unico-Desa Plantations Berhad - Unico 3 MDLD 5123,KM3, Jalan Segama, 91100 Lahad Datu, Sabah	5.465122	118.551314	2,203.80	Certified		2018	16/5/2022	No			
	Malaysia	Unico 4 Estate	Unico-Desa Plantations Berhad - Unico 4 MDLD 5123,KM3, Jalan Segama, 91100 Lahad Datu, Sabah	5.397883	118.559472	2,235.69	Certified		2018	16/5/2022	No			
	Malaysia	Unico 5 Estate	Unico-Desa Plantations Berhad - Unico 5 MDLD 5123,KM3, Jalan	5.373783	118.536417	2,287.47	Certified		2018	16/5/2022	No			

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			Segama, 91100 Lahad Datu, Sabah										
<i>Morisem</i>	<i>Malaysia</i>	<i>Morisem POM</i>	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia	5.494069	118.369039	-	Certified		2013	18/12/2021	No		
	<i>Malaysia</i>	<i>Morisem 1 Estate</i>	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia	5.490000	118.320000	2,032.00	Certified		2013	18/12/2021	No		
	<i>Malaysia</i>	<i>Morisem 2 Estate</i>	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 LahadDatu, Sabah, Malaysia	5.460000	118.320000	2,042.14	Certified		2013	18/12/2021	No		
	<i>Malaysia</i>	<i>Morisem 3 Estate</i>	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia	5.500000	118.330000	2,013.70	Certified		2013	18/12/2021	No		
	<i>Malaysia</i>	<i>Morisem 4 Estate</i>	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia	5.340000	118.340000	2,023.00	Certified		2013	18/12/2021	No		
	<i>Malaysia</i>	<i>Leepang 2 Estate</i>	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia	5.510000	118.380000	2,159.19	Certified		2013	18/12/2021	No		
<i>Syarimo</i>	<i>Malaysia</i>	<i>Syarimo POM</i>	KM23, Jalan Kinabatangan, Sg. Pin, Kinabatangan,	5.333611	117.781250	-	Certified		2013	20/3/2022	No		

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			Sabah Postal Address: MDLD 5123, KM 3 Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.										
	Malaysia	Syarimo 1 Estate	Sg. Pin, Kinabatangan, Sabah Postal Address: MDLD 5123, KM 3 Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.329078	117.825278	1,914.00	Certified		2013	20/3/2022	No		
	Malaysia	Syarimo 2 Estate	Sg. Pin, Kinabatangan, Sabah Postal Address: MDLD 5123, KM 3 Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.327342	117.784797	1,986.52	Certified		2013	20/3/2022	No		
	Malaysia	Syarimo 3 Estate	Sg. Pin, Kinabatangan, Sabah Postal Address: MDLD 5123, KM 3 Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.329461	117.776236	2,442.02	Certified		2013	20/3/2022	No		
	Malaysia	Syarimo 4 Estate	Sg. Pin, Kinabatangan, Sabah Postal Address: MDLD 5123, KM 3	5.384028	117.764725	2,376.95	Certified		2013	20/3/2022	No		

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			Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.										
	Malaysia	Syarimo 5 Estate	Sg. Pin, Kinabatangan, Sabah Postal Address: MDLD 5123, KM 3 Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.351153	117.715642	2,267.55	Certified		2013	20/3/2022	No		
Baturong	Malaysia	Baturong POM	Postal Address: MDLD 5123, KM3 Jalan Segama, Lock Bag No 15, 91109, Lahad Datu, Sabah Location Address: KM 52, Jalan Kunak-Tawau, Off Road KM3, 91109 Lahad Datu, Sabah	4.755261	118.088681	-	Certified		2010	8/10/2021	No		
	Malaysia	Baturong 1 Estate	Location Address:KM 52, Jalan Kunak- Tawau,Off Road KM6, 91109Lahad Datu, Sabah.	4.736017	118.070986	2,698.00	Certified		2010	8/10/2021	No		
	Malaysia	Baturong 2 Estate	Location Address: KM 52, Jalan Kunak-Tawau, Off Road KM25, 91109 Lahad Datu, Sabah.	4.765442	118.028244	2,315.00	Certified		2010	8/10/2021	No		
	Malaysia	Baturong 3 Estate	Location Address: KM 52, Jalan	4.757722	118.002142	1,807.00	Certified		2010	8/10/2021	No		

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			Kunak-Tawau, Off Road KM14, 91109 Lahad Datu, Sabah.										
	Malaysia	Cantawan Estate	Location Address: KM 20, Jalan Tungku-Lahad Datu, Off Road KM6, 91109 Lahad Datu, Sabah.	5.065683	118.447639	1,163.00	Certified		2010	8/10/2021	No		
Leepang	Malaysia	Leepang POM	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.549000	118.437667	-	Certified		2013	16/12/2021	No		
	Malaysia	Morisem 5 Estate	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.500658	118.420417	1,889.00	Certified		2013	16/12/2021	No		
	Malaysia	Leepang 1 Estate	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.549358	118.443772	2,364.04	Certified		2013	16/12/2021	No		
	Malaysia	Leepang 5 Estate	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.546683	118.434836	1,690.67	Certified		2013	16/12/2021	No		
	Malaysia	Permodalan 1 Estate	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.498853	118.456917	2,253.82	Certified		2013	16/12/2021	No		

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	Malaysia	Permodalan 2 Estate	MDLD 5123, KM 2, Jalan Segama, Locked Bag No. 15, 91109 Lahad Datu, Sabah, Malaysia.	5.507639	118.478289	2,141.52	Certified		2013	16/12/2021	No			
Mayvin	Malaysia	Mayvin POM	Mayvin Incorporated Sdn Bhd, Mile 75, Sandakan/ Telupid Road, WDT No. 164, 90009 Sandakan, Sabah, Malaysia	5.555300	117.226440	-	Certified		2010	22/12/2021	No			
	Malaysia	Mayvin 1 Estate	Sri Mayvin Plantation Sdn Bhd, Mile 75, Sandakan/ Telupid Road, WDT No. 164, 90009 Sandakan, Sabah, Malaysia	5.581886	117.221517	1,610.00	Certified		2010	22/12/2021	No			
	Malaysia	Mayvin 2 Estate	Sri Mayvin Plantation Sdn Bhd, Mile 75, Sandakan/ Telupid Road, WDT No. 164, 90009 Sandakan, Sabah, Malaysia	5.558614	117.222721	1,812.81	Certified		2010	22/12/2021	No			
	Malaysia	Tangkulap Estate	Sri Mayvin Plantation Sdn Bhd, Mile 75, Sandakan/ Telupid Road, WDT No. 164, 90009 Sandakan, Sabah, Malaysia	5.492423	117.247353	2,277.45	Certified		2010	22/12/2021	No			
	Malaysia	Mayvin 5 Estate	Sri Mayvin Plantation Sdn Bhd, Mile 75, Sandakan/ Telupid Road,	5.479906	117.334011	1,765.18	Certified		2010	22/12/2021	No			

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			WDT No. 164, 90009 Sandakan, Sabah, Malaysia										
	Malaysia	Mayvin 6 Estate	Sri Mayvin Plantation Sdn Bhd, Mile 75, Sandakan/ Telupid Road, WDT No. 164, 90009 Sandakan, Sabah, Malaysia	5.478833	117.379064	1,836.82	Certified		2010	22/12/2021	No		
Sakilan	Malaysia	Sakilan POM	Mile 22, Sandakan/Telupid Road, WDT 164, 90009, Sandakan, Sabah, Malaysia.	5.839372	117.843825	-	Certified		2010	16/4/2022	No		
	Malaysia	Sakilan Estate	Sandakan, Sabah	5.846975	117.887669	2,296.37	Certified		2010	16/4/2022	No		
	Malaysia	Linbar 1 Estate	Sandakan, Sabah	5.549619	117.681506	2,628.17	Certified		2010	16/4/2022	No		
	Malaysia	Linbar 2 Estate	Sandakan, Sabah	5.502308	117.645242	2,211.83	Certified		2010	16/4/2022	No		
Pamol Sabah	Malaysia	Pamol Sabah POM	Pamol Estates (Sabah) Sdn Bhd, Mile 122, Sandakan/Telupid Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.	6.002417	117.398389	-	Certified		2016	30/11/2021	No		
	Malaysia	Ulu Estate	Mile 122, Sandakan/Telupid Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.	6.005139	117.392361	1,834.72	Certified		2016	30/11/2021	No		
	Malaysia	Bayok Estate	Mile 122, Sandakan/Telupid Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.	6.005139	117.392361	2,209.93	Certified		2016	30/11/2021	No		
	Malaysia	Rungus Estate	Mile 122, Sandakan/Telupid	6.015639	117.367694	2,126.55	Certified		2016	30/11/2021	No		

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			Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.										
	Malaysia	Tindakon Estate	Mile 122, Sandakan/Telupid Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.	5.980028	117.356472	2,051.02	Certified		2016	30/11/2021	No		
	Malaysia	Nangoh Estate	Mile 122, Sandakan/Telupid Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.	5.952417	117.253111	2,279.35	Certified		2016	30/11/2021	No		
	Malaysia	Melau Estate	Mile 122, Sandakan/Telupid Road,P.O Box 203, 90702, Sandakan,Sabah, Malaysia.	5.952417	117.253111	2,998.65	Certified		2016	30/11/2021	No		
	Malaysia	Sugut Estate	Mile 200, Nangoh Paitan Road, P.O Box 203, 90702, Sandakan, Sabah, Malaysia.	6.232972	117.426556	1,792.34	Certified		2016	30/11/2021	No		
Ladang Sabah	Malaysia	Ladang Sabah POM	Mile 45, Sandakan- Telupid Road, WDT 164, 90009, Sandakan, Sabah, Malaysia.	5.729989	117.577750	-	Certified		2013	10/4/2022	No		
	Malaysia	Bimbingan 1 Estate	Mile 45, Sandakan- Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.621264	117.445917	1,937.39	Certified		2013	10/4/2022	No		
	Malaysia	Bimbingan 2 Estate	Mile 45, Sandakan- Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.619619	117.422942	1,955.61	Certified		2013	10/4/2022	No		

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	Malaysia	Labuk Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.670375	117.498867	2,668.50	Certified		2013	10/4/2022	No			
	Malaysia	Moynod Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.740817	117.610380	3,043.71	Certified		2013	10/4/2022	No			
	Malaysia	Luangmanis Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.763328	117.606369	2,713.29	Certified		2013	10/4/2022	No			
	Malaysia	Laukin Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.778469	117.532433	2,503.53	Certified		2013	10/4/2022	No			
	Malaysia	Terusan Baru Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.764825	117.610317	2,128.00	Certified		2013	10/4/2022	No			
	Malaysia	Sungai Sapi Estate	Mile 45, Sandakan-Telupid Road, WDT 164, 90009, Sandakan, Sabah.	5.807536	117.517003	1,299.30	Certified		2013	10/4/2022	No			
SNA Group	Indonesia	PT. SKS POM	West Kalimantan	-2.800399312	110.5932484	-	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	SKS 1 Estate	West Kalimantan	-2.796566631	110.5830432	1,396.81	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	SKS 2 Estate	West Kalimantan	-2.792711179	110.5852891	3,156.39	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	SKS 3 Estate	West Kalimantan	-2.792711179	110.5389925	3,126.80	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO	

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													certificate from CB on 16/07/2023	
	Indonesia	BNS 1 Estate	West Kalimantan	-2.794822532	110.6454689	2,867.42	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BNS 2 Estate	West Kalimantan	-2.794822532	110.6454689	1,513.94	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BNS 3 Estate	West Kalimantan	-2.854558364	110.6608534	2,128.60	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BNS 4 Estate	West Kalimantan	-2.854558364	110.6608534	2,320.04	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BSS 1 Estate	West Kalimantan	-2.811200908	110.9130045	3,563.85	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BSS 2 Estate	West Kalimantan	-2.877076122	110.8267758	2,041.15	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BSS 3 Estate	West Kalimantan	-2.895104026	110.7609748	2,509.10	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate from CB on 16/07/2023	
	Indonesia	BSS 4 Estate	West Kalimantan	-2.895104026	110.7609748	1,689.90	Certified	2021	2023	3/12/2022	Yes	2023	Received RSPO certificate	

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													from CB on 16/07/2023	
	Indonesia	KPAM 1 Estate	West Kalimantan	-2.758732634	110.9617862	2,408.00	Not Certified	2023		3/12/2022	No	2024		
	Indonesia	KPAM 2 Estate	West Kalimantan	-2.723094072	111.0436924	2,499.83	Not Certified	2023		3/12/2022	No	2024		
	Indonesia	KPAM 3 Estate	West Kalimantan	-2.761628728	111.0171089	2,307.02	Not Certified	2023		3/12/2022	No	2024		
	Indonesia	KPAM 4 Estate	West Kalimantan	-2.723094072	111.0436924	1,252.15	Not Certified	2023		3/12/2022	No	2024		
IOI Pelita Plantation Sdn Bhd	Malaysia	Sejap Estate	Miri, Sarawak	3.6886940	114.1709440	4,959.80	Not Certified	2025		Nov-21	No	2025		

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 *Three (3)* Critical; *One (1)* Minor nonconformities and *One (1)* Opportunity For Improvement raised. The **Sukses Karya Sawit Palm Oil Mill - PT. Sukses Karya Sawit** Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2476525-202403-M1	Issued Date	30/03/2024
Due Date	29/06/2024	Closure Date	26/06/2024
Indicator & Category (Critical / Minor)	4.8.2 Critical		
Statement of Nonconformity:	Insufficient evidence that an acceptable conflict resolution process has been implemented and accepted by the parties involved.		
Requirement Reference:	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.		
Objective Evidence:	<p>Based on a stakeholder interview with a representative of Air Hitam Hulu village, reported that there are land disputes between some villagers with the company. As reference evidence through the letter from the Head of Air Hitam Hulu village submitted on 22 January 2024 to PT Sukses Karya Sawit related to Deliberation on the land dispute on Block P1 and Q1 PT SKS submitted by Ipul and colleagues (5 persons).</p> <p>Refer to the minutes of meeting dated 23 January 2024, found that:</p> <ol style="list-style-type: none"> 1. The meeting was only attended by Ipul (complainant) and Aliyas (as witnesses), without any more persons/colleagues. 2. The company management representative proved the result of the field inspection against the disputed block, which proved that the area has been compensated under Land Compensation Global Village of Air Hitam in 2014. 3. The complainant disagreed with the management's explanation/clarification. 4. The head of Air Hitam Hulu suggests conflict resolution by providing financial assistance to the complainant. <p>The conclusion from the meeting is the management representative will coordinate with top management against the suggestion.</p> <p>However, until the Surveillance audit (almost 2 months after the meeting) documentation or additional information on the progress of the issues has not been provided by the Unit of certification.</p>		

Corrections:	<ul style="list-style-type: none"> - Request written information from the village regarding the parties related to the land conflict that was previously submitted. - Create a monitoring and evaluation program for conflict resolution and agreed upon by the parties.
Root Cause Analysis:	<ul style="list-style-type: none"> - Based on information from the village, there are only 2 related persons of 5 land claimers that have concern on the area being claimed. Therefore resolving mediation process was represented by Ipul and Aliyas. Basically, the Company only followed the information given from the village as the decision maker party that had previously received the land compensation in 2014. Unfortunately, the information given is disseminated verbally. - Tracking table/monitoring program and evaluation of conflict resolution in writing is not yet available
Corrective Actions:	<ul style="list-style-type: none"> - Ensure that the tracking table monitoring and evaluation of the resolution of conflict handling throughout the process is well documented and complete/completely carried out by the PAD staff at each location and reported monthly to the Plantation Controller and PAD manager. - In accordance with the SOP for Conflict Handling, conflicts that cannot be resolved through negotiation and mediation methods are handled through Litigation/legal channels.
Assessment Conclusion:	<p>Follow up on correction:</p> <ul style="list-style-type: none"> - April 9, 2024. Minutes of the meeting between PT SKS and the Head of Air Hitam Hulu Village to conduct mediation with land claimers, but only 1 out of 5 land claimers attended (Mr. Ipul). - April 15, 2024. Letter from PT SKS to the Head of Air Hitam Hulu Village regarding the rescheduling of mediation for 5 land claimers, because all land claimers were absent from the first meeting. - June 19, 2024. The Air Hitam Hulu Village responded to the Company's letter dated April 15, 2024, where the Village attempted to determine an appropriate time for mediation and would contact the Company later. <p>Follow up corrective action:</p> <p>The certification unit through the PAD department has recorded (tracking table) using the "Monitoring External Complaints" form. The form contains information including: Number, Date of Incoming Complaint Letter, Complaint Letter No., From, Subject, Contents of Letter, Response Date, Action Plan, PIC (Main and Support), Progress, Supporting Documents, Realization Date, Submission Date, Response Recipient, Recipient Response, Follow-up, Complaint Status, Information.</p> <p>Justification:</p> <p>The certification unit conducted a special internal audit on 19-20 June 2024 on all non-conformities that emerged during Surveillance-1.</p> <p>The results of the interview with the Head of Air Hitam Hulu Village, it was acknowledged that the Company had sent a letter to the Village to request mediation from the land claimer. The village had also communicated to the land claimer to attend the mediation, but at the time set for mediation, namely April 15, 2024, the land claimer was not present. Therefore, the Village will reschedule</p>

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	<p>the mediation process and has informed the Company for a time that has not yet been determined.</p> <p>The certification unit has made improvements in accordance with the corrective action made, so this non-conformity has been closed.</p>
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Non-conformity			
NCR Ref #	2476525-202403-M2	Issued Date	30/03/2024
Due Date	29/06/2024	Closure Date	26/06/2024
Indicator & Category (Critical / Minor)	5.1.9 Critical		
Statement of Nonconformity:	Insufficient evidence from the unit of certification that grievance mechanism for smallholders are dealt with in a timely manner as relevant procedure.		
Requirement Reference:	The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.		
Objective Evidence:	<p>Based on interviews with stakeholders and incoming and outgoing letters logbooks, information was obtained regarding complaints submitted by stakeholders to the company, for example as follows:</p> <p>- Koperasi Natai Aru Mitra Sejahtera (SKS-01 Estate) The results of interviews with Cooperative management contained the following complaints:</p> <ol style="list-style-type: none"> 1. The production target was never achieved due to poorly maintained land conditions, large numbers of losses, and SPH (oil palm Population) that did not comply with standards 2. Harvesting and maintenance activities cannot run smoothly because housing facilities for workers have not been provided properly. Currently, 29 plasma employees are forced to live outside the plantation because they do not provide housing facilities by unit of certification. The current housing stock is over capacity so one house can accommodate 8 people. 3. The financial report for the first harvest (48 months after planting) has not been submitted to the Cooperative representative at all 4. Until now, the Cooperative has never been aware of the RSPO certification program, and the added value/benefits obtained when it has been declared a certified FFB supplier 5. Currently the plasma area is 635 Ha, of which 645 Ha should be realized and as the company's operational area increases, the plasma area also increases. This was agreed at the 2015 meeting. 6. The company has never provided information about what documents can be accessed by the public or the mechanism for how to access them <p>- Koperasi Citra Niaga (BSS-04 Estate) Letter Number: 002/KOPBUN.CN-NK/II/2024 dated 09 February 2024 regarding official demands against:</p> <ol style="list-style-type: none"> 1. Fulfill the agreement regarding production lending 2. Postpone the construction of the Cable Way Project located in the plasma HGU area until there is official mediation 3. Claims must be responded to no later than February 17, 2024 		

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	<p>4. If by the specified date no response has been provided then the claim will be continued through the Head of Kendawangan District, the Ketapang Regency Cooperative Service, the Ketapang Regency Forestry and Livestock and Plantation Service, and the Ketapang Regent</p> <p>In the SOP for Handling Employee & Stakeholder Suggestions and Complaints (SNA/SOP/HR/PK/003) dated 01 September 2021, it states:</p> <ul style="list-style-type: none"> - PIC prepares a follow-up plan for resolving complaints with all related parties. - PIC monitors follow-up plans and makes follow-up reports. - During the complaint handling process, the PIC coordinates with the complaints committee and stakeholder representatives - PIC notifies the complaint resolution to the reporter/stakeholder representative - PIC makes complaint resolution reports <p>There is no documentation of the process and stages of the procedure.</p>
Corrections:	<ul style="list-style-type: none"> - Determine the PIC for resolving complaints received from each cooperative. - Create/Arrange a monitoring program and resolve existing/incoming complaints from stakeholders of the Nata Aru Maju Sejahtera Cooperative and Citra Niaga Cooperative. - Conduct and resolve complaints from stakeholders of the Natai Aru Maju Sejahtera Cooperative - Conduct and resolve complaints from stakeholders of the Citra Niaga Cooperative
Root Cause Analysis:	<ul style="list-style-type: none"> - The PIC for resolving complaints received from each cooperative has not been determined - Tracking table/monitoring program and evaluation for resolving Smallholder complaints are not yet available
Corrective Actions:	<p>Ensure that the tracking table monitoring and evaluation of complaint handling resolution are all documented properly and completely/completely by CSR staff and reported monthly to the Plantation Controller and CSR manager.</p>
Assessment Conclusion:	<p>Follow up on correction:</p> <ul style="list-style-type: none"> - Appointment Letter of Social PIC, dated 29 May 2024. Mr. Yohanes Akto S (CSR assistant) appointed as Social officer for Cooperative NAMS. - Tracking table resolution of NAMS grievances. - Minutes of grievance resolution, dated 12 June 2024 - Minutes of Cooperative Annual Meeting No: 02/2023/RAT/KOPNAMS/V/2024, dated 12 May 2024. - Appointment Letter of Social PIC, dated 29 May 2024. Mr. Hengky Fauzi (CSR assistant) appointed as Social officer for Cooperative Citra Niaga. - Tracking table resolution of Citra Niaga grievances. - Minutes of grievance resolution between Village Head and Cooperative Citra Niaga, dated 21 February 2024 - Minutes of Mutual Agreement between Cooperative Citra Niaga and PT BSS regarding construction of cableway project, dated 5 April 2024. <p>Follow up corrective actions:</p> <ul style="list-style-type: none"> - Completed information in Tracking table resolution of NAMS grievances.

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	<ul style="list-style-type: none"> - Completed information in Tracking table resolution of Cooperative Citra Niaga grievances, named "Tracking table monirot Region 2 – Kopbun CN". <p>Justification:</p> <p>The certification unit has made improvements in accordance with the corrective action made, so this non-conformity has been closed.</p>
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Non-conformity			
NCR Ref #	2476525-202403-M3	Issued Date	30/03/2024
Due Date	29/06/2024	Closure Date	26/06/2024
Indicator & Category (Critical / Minor)	6.2.4 Critical		
Statement of Nonconformity:	Unit of certification have not provided of workers facilities adequately.		
Requirement Reference:	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.		
Objective Evidence:	<p>Based on drinking water testing quality results on 18 January 2024 (No. 4541/PKN/XII/23) for placement BSS-2 Estate, it is known that the total coliform parameter has exceeded the threshold determined by government regulation (4 CFU/100 ml). This condition is in line with interview results with harvester and upkeep worker of BSS-2 Estate that the drinking water tastes sour.</p> <ul style="list-style-type: none"> - Based on employee housing data SKS-02, it is known that the number of house occupants is disproportionate. For example: G 06 Kopel Baris A, house No. W 23, occupied by 10 resident, 2 families head and wives, 4 siblings (non-main family) status single, 2 kids. While, house No. W19 only occupied by 1 single resident. - Information gathered from interviews with harvester at BNS-03 shows that the workers live in the same house as relatives who are married. - Field visit to the employee's house BNS-03 Estate, No. House C2.7, it is known that the ceiling/roof of the house was damaged. Where, there are small children as residents in the house. Meanwhile, based on PT BNS Housing Improvement Plan Data (2024-2025), repairs to the ceiling and roof of G-6 employee housing were not identified. 		
Corrections:	<ul style="list-style-type: none"> - Make a mandatory warning to boil water before consumption to eliminate total coliform content. - Re-analyze water samples to the laboratory to re-ensure the current water quality is in accordance with the right parameters. - Contact the vendor to check the installation causing the increase in coliform - Re-conduct a census of the number of residents currently living in the housing. 		

	<ul style="list-style-type: none"> - Conduct socialization of the house occupant ratio policy which can only be filled by a nuclear family (husband, wife and children) or 4 single people. - Rearrange the house occupants according to the provisions of 1 door for 1 nuclear family and 1 door for 4 single workers. - Conduct additional recruitment of CE department personnel - Identify damage to all house buildings and prepare a priority scale program for home repairs. - Create a timeline for housing repairs according to the priority scale that has been prepared
Root Cause Analysis:	<ul style="list-style-type: none"> - Initially, the water was monitored well according to the results of the Kesda laboratory after a long drought until November 2023 and in the 2nd semester water quality test, the Total Coliform results exceeded the quality standards so that the water tasted sour. During monitoring, there was an error in the standard regulatory method between those carried out by LABKESDA and the Environmental Monitoring vendor. - Most employees invite non-core families to work on the plantation so that they usually ask to live in 1 house, therefore the population of the house is uneven. The Company's policy according to the housing ratio budget parameters is that 1 house is occupied by 1 family or 4 single people, however, for monitoring the PIC's understanding that the definition of family is not limited to the core family (including cousins, nephews and others) so that requests to live in 1 house are still granted, as long as they mention that they are still family. - Identification of housing damage has not been carried out comprehensively so that repairs are carried out in priority for damage. This is because currently the PIC for the CE department is still not sufficient for the needs in the field.
Corrective Actions:	<ul style="list-style-type: none"> - Ensure follow-up of the results of the water treatment vendor visit to address water quality issues. The EHS Department will ensure that the improvements made by the vendor and BSS 2 estate are in accordance with the required follow-up. - Ensure that the composition of housing residents is in accordance with the results of the re-arrangement. GA staff will monitor the composition of housing every 3 months (quarterly). - Ensure that home repairs are in accordance with the timeline that has been made. The CE & Infra Department will report the progress of home repairs to the Plantation controller every 6 months. - The CE Department together with the Estate Department will socialize the timeline that has been made to residents living in housing in stages over a period of 3 months.
Assessment Conclusion:	<p>Follow up on correction: Verification June 26, 2024: BSS-2 Estate:</p> <ul style="list-style-type: none"> - June 7, 2024. Replacement of filter media and washing of tubes by drinking water vendors. - Minutes of Socialization of the obligation to boil water before consumption, dated March 28, 2024. - April 27, 2024. Installation of warnings on the obligation to boil water before consumption in residential areas.

	<p>- Evidence of the results of the Regional Health Laboratory test No. 446/2192/LHU/0424/KD.G dated April 21, 2024, showed that the microbiological parameters of E. coli (0 CFU/100 mL) and total coliform (0 CFU/100 mL).</p> <p>- As monitoring to re-ensure that the microbiological content remains absent, the certification unit conducted a drinking water quality test on June 10, 2024 using a comparative laboratory, namely PT Mutuagung Lestari with Report No.: 2971/PKN/VI/24. The test results showed the content of E. coli and Total coliform (0 CFU/100 mL).</p> <p>Follow up corrective actions:</p> <ul style="list-style-type: none"> - Inspection and census of worker houses occupation "Rekap Data Sensus Perumahan All Estate PT BNS". - Inspection and census of worker houses occupation "Rekap Data Sensus Perumahan All Estate PT SKS". - Minutes of workers movement to proper houses BNS 03 Estate, dated 1st April 2024. - Minutes of workers movement to proper houses SKS 02 Estate, dated 13 May 2024. - Survey of improper condition houses BNS01, BNS02, BNS03, BNS04, SKS02 and Mill, SKS02 Sungai Buluh, SKS02 G10 Sungai Buluh, SKS03. - Plan of housing repairs 2024-2025 - Minutes of socialization on housing repairs timeline. - Purchase indent housing repairs material. - Progress of housing repairs 2023-2024 - Minutes of housing repairs in G6-C2.7 BNS03 Estate, dated 31 March 2024. <p>Justification:</p> <p>The certification unit has made improvements in accordance with the corrective action made, so this non-conformity has been closed.</p>
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Minor Non-conformity			
NCR Ref #	2476525-202403-N1	Issued Date	30/03/2024
Due Date	Next Surveillance	Closure Date	Next Surveillance
Indicator & Category (Critical / Minor)	2.2.2 Minor		
Statement of Nonconformity:	The contractor cannot demonstrate compliance with the contract.		
Requirement Reference:	All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.		
Objective Evidence:	CV. Lintas Batas Sejahtera (third party contractor) engaged by PT Berkas Nabati Sejahtera to conducting Restacking in lowland area. The contract has been signed on 1 January 2024 (No. 045/BNS3-LBS/I/2024). Within the contract stated: Article 3 Jobs requirements that committed to preserving the environment and		

	<p>trying to prevent all causes that have the potential to cause environmental pollution in carrying out work at work locations. or "Berkomitmen untuk menjaga kelestarian lingkungan serta berupaya mencegah segala sebab yang berpotensi mengakibatkan terjadinya pencemaran lingkungan dalam melaksanakan pekerjaan dilokasi kerja".</p> <p>Article 10: Continuous sustainability principle, specific clause on meeting relevant legal requirements has been covered. Point 1 stated: Second party (contractor) shall comply with relevant regulations in Indonesia for its operational activities. Based on field visit to Block L28 BNS-3 found that contractor CV. Lintas Batas Sejahtera conducting repairing mini excavator onsite without aware on environmental impact. Moreover, the fuel and others chemical (grease, lubricant) are placed improper location and potentially direct polluted to soil.</p>
Corrections:	<ul style="list-style-type: none"> - Revise the FCCP format by adding a checklist of K3L aspects - Conduct socialization of the revised FCCP format to contractors and related departments so that it can be implemented - Include the contractor's routine K3L inspection agenda in the annual K3 work program - Conduct socialization of the fulfillment of K3L aspects to the contractor's PIC in the Estate
Root Cause Analysis:	<p>In the implementation of the work inspection before the creation of FCCP (Final Contractor's Certificate of Payment) to the contractor, the K3L aspect has not been an evaluation point. In addition, the PIC in the field has not been understood regarding the contents of the entire contract where in the contract there is a fulfillment of the K3L aspect so that the PIC only focuses on the inspection of the work results.</p>
Corrective Actions:	<ul style="list-style-type: none"> - Conduct routine inspections for work conformity and compliance with K3L aspects. The EHS & Estate Department will conduct routine monthly inspections of contractor operations. - Ensure that K3L aspect evaluations are conducted when submitting FCCP. The EHS Department will conduct FCCP evaluations for K3L aspects every time the contract expires before making payments.
Assessment Conclusion:	<p>Conformity status will decided in the next surveillance.</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2476525-202403-I1</p> <p>6.5.1</p> <p>The audit team found the sampled report of the Women Empowerment Committee which can demonstrate the implementation of understanding on Guidance of Harassment/Abuse Resolution procedure (No. IOI/G/SE/004, dated 26 November 2020) such as receiving a report, protecting the anonymity, investigation, conducting the process as required within the procedure, record of the issues, counseling, coordinating with relevant department confidentially.</p>

	<p>However, based on the materiality of the committee handling process experience, it is suggested that the WEC members have specific training on women's issues including competencies to conduct more effective counselling as well as assistance for the more challenging potential issues regarding sexual harassment.</p> <p>It can be but is not necessarily an item that will lead to a future nonconformity if not addressed.</p> <p>Corrective actions:</p> <ul style="list-style-type: none"> • Create a training program to improve the competency of WEC administrators • Ensure the implementation of competency training programs for WEC • Conduct periodic coaching and refresh training for WEC administrators to ensure the improvement of administrator competency
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Positive Findings	
PF #	Description
PF 1	Unit of certification committed to determine the conservation area and rehabilitation area non HCV are calculated as HCV.

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M1	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 3.4.3		
Statement of Nonconformity:	The social impact assessment's evaluation for PT. Sukses Karya Sawit, PT. Berkas Nabati Sejahtera has not updated in participatory manner inviting aspiration/issue from scheme smallholder cooperatives.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.		
Objective Evidence:	Based on stakeholder consultation Cooperative Natai Aru Mandiri Sejahtera and Cooperative Natai Sipun Mandiri comments and issues related to payment timeframe, transparency, plantation condition and infrastructure leads to low productivity blocks. This was not captured in SIA evaluation PT. Sukses Karya Sawit. Cooperative Sawit Sejahtera Bersama raised issues on plantation condition and infrastructure leads to low productivity blocks. This not captured in SIA PT. Berkas Nabati Sejahtera.		
Corrections:	<ul style="list-style-type: none"> - Consolidating documents that the SIA evaluation henceforth will only use the SIA Management Plan. - Revision of the SIA Management Plan by incorporating the results of consultations with the management of the cooperative and other affected 		

	<p>stakeholder (e.g. village head, villagers) in the surrounding community then compiling the submitted impact mitigation efforts.</p> <p>Verified evidence:</p> <ul style="list-style-type: none"> • Revision on SIA PT. Sukses Karya Sawit, review 15 November 2022; Revision 20 February 2023; Next Review 15 November 2023. The revision including participation information on consultation with external stakeholders 7 February 2023: 2 contractors, 11 villagers, 2 school teachers, 8 scheme smallholder cooperative. • Revision on SIA PT. Berkas Nabati Sawit, review 15 November 2022; Revision 20 February 2023; Next Review 15 November 2023. The revision including participation information on consultation with external stakeholders 7 February 2023: 3 villagers, 2 school teachers, 9 scheme smallholder cooperative committee. • Revision on SIA PT. Bumi Sawit Sejahtera, review 15 November 2022; Revision 20 February 2023; Next Review 15 November 2023. The revision including participation in form consultation meeting with external stakeholders 4 November 2022: 12 contractors, 12 villagers, 6 school teachers.
Root Cause Analysis:	<ul style="list-style-type: none"> • Currently there are two documents that discuss social impact evaluation, namely the SIA Review and the SIA Management Plan. Each document has not yet discussed the update on the results of stakeholder consultation with cooperative management. • There is no mechanism/checklist available as a guide for implementing the SIA evaluation.
Corrective Actions:	<ul style="list-style-type: none"> - Develop guidelines/checklists for preparing the SIA Management plan so that it can be used as a reference for the implementation of the evaluation process for the SIA Management Plan in the future; - Monitor the implementation of the guidelines and the process of SIA Management Plan during internal mock audit. <p>Verified evidence:</p> <ul style="list-style-type: none"> • PT. Sukses Karya Sawit prepared SOP "Panduan Penyusunan Social Impact Assessment (SIA) Management Plan NO.SOP.SNA.SIA-01 rev.0" dated 15 February 2023. • PT. Sukses Karya Sawit prepared internal audit, reported in "Laporan Internal Audit Khusus Hasil Audit Sertifikasi RSPO 2022" dated April 2023. Informing SIA review and SIA management plan combined into SIA Management Plan. Checking SIA revision and inclusion of impact identification: PT. SKS in SIA Management Plan page 47, 48, 62, 63, 64; PT BNS in SIA management Plan page 48, 61, 62; PT. BSS in SIA Management Plan page 47, 61, 62.
Assessment Conclusion:	<p>This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M2	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 3.6.1		
Statement of Nonconformity:	PT. Sukses Karya Sawit and management units prepared risk assessment document, however a number of activities, information related to risk has not been reviewed in the document.		
Requirement Reference:	All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<ul style="list-style-type: none"> - HIRADC has not identified risk based on activity and review availability of information on risk: - Activity boundary poles (patok HGU) control and monitoring; Activity HCV area patrol; Activity fire patrol in fire tower in BSS 1 Estate; - Activity related to generator maintenance/repair in BSS 1 Estate; - Use of ART tractor to FFB transfer process in BNS I Estate; - Control from risk assessment document for hazardous waste storage and transit hazardous waste store (TPS LB3 Berizin) was inconsistent: In SKS 3 the transit hazardous waste storage was not equipped with symbol and label, eye wash, emergency shower and alarm. - Information such as Material Safety Data Sheet in SKS 3 Estate's Fertilizer Store was found not complete, and some worker interviewed does not understand MSDS in English and prefer in Bahasa Indonesia. - Information such as Material Safety Data Sheet in BSS 1 Estate's Oil storage was found not complete and some in English, and the storekeeper interviewed does not understand MSDS in English language. Sprayer mandor does not fully understand the content of MSDS for agrochemical used and has not fully understand emergency response plan for incident related to chemical exposure. - HIRADC has not covered hazard and risk from storage/management of material in spare part warehouse and Fire Fighting Equipment storage, whereby hazardous material (flammable) was kept: oil, lubricant, thinner, paint. - Information such as Material Safety Data Sheet in SKS POM's laboratory was found not available for material hexane. - Based on information, SKS POM performs FFB processing in nighttime, while control on lighting for SKS POM has not identified in HIRADC. 		
Corrections:	<ul style="list-style-type: none"> - Review and revise HIRADC all existing activities if needed; - Develop HIRADC for activities that have not been identified; - HIRADC socialization for work where there was no risk analysis before, namely monitoring HGU stakes, HCV patrols, hotspot and fire tower patrols, ART tractor, spare parts warehouse (potential risk flammable); - Replacing all MSDS posted in the field with MSDS in Indonesian and resocializing them to related officers; <p>Verified Evidences:</p>		

	<ul style="list-style-type: none"> • HIRADC for SKS Estate, BNS Estate, BSS Estate revised No.001/HRDC/R4/2023 dated 9 January 2023. The latest HIRADC has incorporating activities such as pesticide application in consideration MSDS information; warehouse operation in consideration MSDS information; post pesticide application activities; HGU pole installation, monitoring and maintenance; HCV monitoring; fire patrol and fire-fighting; genset maintenance and operation. • HIRADC for SKS Mill revised No.001/HRDC-Mill/R-4/2023 dated 9 January 2023. Latest HIRADC review night operation at the palm oil mill; maintenance work at palm oil mill include external parties such as contractor. • In BSS 1 Estate Oil Storage, MSDS made available in Bahasa Indonesia for grease Cobra, thinner, grease bearing Kyodo, oil Komatsu EO 15W-40; • In BSS Fertilizer Storage, MSDS made available in Bahasa Indonesia for MOP, Rock Phosphate, ZA/Ammonium Sulphate; • In BSS Chemical Storage, MSDS made available in Bahasa Indonesia for Meta Prima 20 WG - methyl metsulfuron, Prima Furon 20 WG - methyl metsulfuron, Prima Ace 75 WP - Acephate, Kencis 50 EP - Cypermethrin, Starkum 0,005BB - Brodifakum, Centalon 480 - Trycophyr;
Root Cause Analysis:	<ul style="list-style-type: none"> • Inconsistency in terms of HIRADC evaluation of new activities. • HIRADC is currently only conducted for main activities both in estate and Mill. • Several MSDSs from suppliers are provided in English without any translation into Bahasa Indonesia. • Administrative provision of MSDS from suppliers who have not been in order because some purchases were not immediately provided with the MSDS.
Corrective Actions:	<p>- Evaluating the HIRADC drafting mechanism to ensure the process of preparing, monitoring, evaluating including updating if new activities are carried out in the field can be identified properly and comprehensively; - Ensuring that all employees are aware of the job risk analysis carried out through periodic training/socialization programs;</p> <p>- Regular monitoring of MSDS completeness in the field;</p> <p>Verified Evidences:</p> <ul style="list-style-type: none"> • Verified document "Sistem Management Kesehatan dan Keselamatan Kerja IOI Corporation Berhad (Plantation Division) Indonesia Area No.IOI-OSH 3.3.4.2- ID" dated 1 January 2023. Section 4 indicating modification and/or introduction of new work method, new material, new machinery and consultation with worker and safety committee. • Verified Masterlist MSDS for all estate in PT. Sukses Karya Sawit, PT. Berkat Nabati Sawit and PT. Bumi Sawit Sejahtera, last update 15 April 2023. • Based on interview during NCR close out visit, sprayer mandores and agrochemical storekeeper can explain the content in MSDS in Bahasa Indonesia, including pointing specific first aid treatment in case of exposure.
Assessment Conclusion:	<p>This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M3	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 3.8.5		
Statement of Nonconformity:	PT. Sukses Karya Sawit – Sukses Karya Sawit POM Standard Operation Procedure has not explains process for registration of transactions, shipping announcement and remove in the RSPO IT Platform.		
Requirement Reference:	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). 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. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 		
Objective Evidence:	PT. Sukses Karya Sawit – Sukses Karya Sawit POM has SOP "Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.03" dated 7 October 2022. In the SOP has not indicate process for registration of transactions, shipping announcement and remove in the RSPO IT Platform.		
Corrections:	<p>Revised the Supply Chain procedure to complete the provisions related to the process for registration of transactions, shipping announcement and remove in the RSPO IT Platform.</p> <p>Verified Evidences:</p> <ul style="list-style-type: none"> • SOP Supply Chain Certification "Prosedur Penerapan Standar Rantai Pasok Sertifikasi No.SOP.SNA.SRP-01 rev.04/2022" dated 6 February 2023. • The SOP "Prosedur Penerapan Standar Rantai Pasok Sertifikasi No.SOP.SNA.SRP-01 rev.04/2022" Section 6.5 Pendaftaran Transaksi dan Penghapusan Stok pada RSPO IT Platform" explains all RSPO certified product delivery shall be registered to PalmTrace; volume registration in Palmtrace in accordance to sales requirement; Mill Administration Head shall report the delivery and update in mill report and mass balance sheet; Department Logistik PT. SNA Group will review the report and issue shipping announcement. Removal of non-certified product carried out by Department Logistik PT. SNA Group. 		
Root Cause Analysis:	The implementation of the RSPO SCCS has not been carried out in the SKS POM so it has not been clearly identified who will be responsible for operating the RSPO IT Platform (Palmtrace)		

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Corrective Actions:	<p>- Re-socialize to related parties according to the revisions made.</p> <p>- Monitor the implementation of PalmTrace activities during sustainability monitoring visit.</p> <p>Verified Evidences:</p> <ul style="list-style-type: none"> • CH conduct socialization of SOP Supply Chain Certification Standard/SCCS and Critical Point, dated 3 February 2023. The socialization attended by Mill Assistant Head; Weighbridge Operator; FFB Grading Operator; Securities; Mill Administration Head; Sustainability Manager; Grading Supervisor; • PT. Sukses Karya Sawit prepared internal audit, reported in "Laporan Internal Audit Khusus Hasil Audit Sertifikasi RSPO 2022" dated April 2023. Informing PalmTrace transaction monitoring done but since no RSPO certified product trading: N/A
Assessment Conclusion:	This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.
Effectiveness Closure (for previous audit closed Critical NC):	During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M4	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 3.8.9		
Statement of Nonconformity:	In the current RSPO SCCS SOP, has not explained the explicit procedures for the outsourced process which is communicated to the relevant contractor.		
Requirement Reference:	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification. ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes. b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. 		

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	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.
Objective Evidence:	PT. Sukses Karya Sawit – Sukses Karya Sawit POM has SOP "Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.03" dated 7 October 2022. In the current RSPO SCCS SOP, has not explained the explicit procedures for the outsourced process which is communicated to the relevant contractor.
Corrections:	Revised RSPO Supply Chain procedures by adding contractor selection and monitoring mechanisms in accordance with RSPO SCCS requirements. Verified Evidences: <ul style="list-style-type: none"> • SOP Supply Chain Certification "Prosedur Penerapan Standar Rantai Pasok Sertifikasi No.SOP.SNA.SRP-01 rev.04/2022" dated 6 February 2023. • The SOP "Prosedur Penerapan Standar Rantai Pasok Sertifikasi No.SOP.SNA.SRP-01 rev.04/2022" Section 6.7 "Kegiatan Alih Daya (Outsourcing)" explains the requirement for outsourcing such as the certified mill has legal ownership of the product; the certified mill has contractual agreement to regulate outsourced process; certified mill responsible to ensure internal auditor and external certification body has access to contractor and its operator conducting outsourced process and audit if necessary should informed in advance.
Root Cause Analysis:	SKS POM has not developed a mechanism for outsourcing activities in accordance with the provisions of the RSPO SCCS
Corrective Actions:	<ul style="list-style-type: none"> - Dissemination of updates on outsourcing mechanisms to related PICs including contractors; - Review the suitability of contract so it will comply with the outsourcing provisions in the revised SOP; - Monitor the implementation of SOP regarding outsourcing as well as the awareness of the provision of outsourcing regarding SCCS through the sustainability monitoring visit; Verified evidence: <ul style="list-style-type: none"> • CH provides training for contractor/product transporter on 7 February 2023. The training for contractor attended by CV Candra Buana, CV Sultan Borneo Mandiri. • Review on transporter contract suitability carried out "Berita Acara Review Kontrak Kerjasama Pengangkutan Produk" dated 9 February 2023; whereby the contract accommodated revision in the SOP Supply Chain Certification Standard: in the transport contract Chapter 2 - verse 22 adding clause related to legal ownership of product; Chapter 8 - verse 8.4 adding explanation on provide relevant access for duly accredited CBs to contractor operations when this is announced in advance. • PT. Sukses Karya Sawit prepared internal audit, reported in "Laporan Internal Audit Khusus Hasil Audit Sertifikasi RSPO 2022" dated April 2023. Informing control on outsourcing process done in form of revise transport contract clauses; RSPO certified product transportation done, but since no RSPO certified product delivery: N/A
Assessment Conclusion:	This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.

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Effectiveness Closure (for previous audit closed Critical NC):	During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.
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Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M5	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 4.2.1		
Statement of Nonconformity:	PT. Sukses Karya Sawit has procedure on complaint and grievance handling but company has not demonstrated the procedure developed in mutual agreement with stakeholders; and further the SOP has not include requirement on ensuring anonymity of complainants, Human Rights Defender, community spokespersons and whistleblowers, where requested.		
Requirement Reference:	The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.		
Objective Evidence:	SOP Penanganan Saran dan Keluh Kesah Karyawan dan Stakeholder No.SNA/SOP/HR/PK/003 r1 1 September 2022 has not been demonstrated mutually agreed with stakeholders and further the SOP has not include requirement on ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested.		
Corrections:	<ul style="list-style-type: none"> - Review the SOP for Handling Employee and Stakeholder Suggestions and Complaints No.SNA/SOP/HR/PK/003 and ensure Anonymity; - Training of PICs who are responsible for receiving complaints to ensure the protection of anonymity is maintained; - Information dissemination and consultation on the SOP mechanism for Handling Employee and Stakeholder Advice and Complaints No.SNA/SOP/HR/PK/003 to employees and external stakeholders. <p>Verified Evidence:</p> <ul style="list-style-type: none"> • PT. Sukses Karya Sawit Agro revised the SOP "Prosedur Penanganan Saran dan Keluh Kesah Karyawan dan Stakeholder No.SNA/SOP/HR/PK/003 rev.2" dated 31 January 2023. Section 5.1 "Penyampaian Keluh Kesah dan Saran" indicating no name/anonymity policy. • PT. Sukses Karya Sawit provides training on SOP for Handling Employee and Stakeholder Input and Complaints for internal PIC: for PIC in PT. Sukses Karya Sawit and PT. Berkat Nabati Sawit on 9 February 2023, attended by 9 PICs; in SKS Palm Oil Mill dated 10 April 2023 attended by 17 workers; in PT. Berkat Sawit Sejahtera on 8 March 2023 and attended by 12 PICs. • PT. Sukses Karya Sawit provides dissemination/socialization on SOP for Handling Employee and Stakeholder Input and Complaints for surrounding villagers: to Air Hitam Besar village on 16 February 2023 attended by 3 village authorities; to Air Hitam Hulu village on 10 February 2023 attended 4 village authorities; to Pembedilan village dated 8 February 2023 attended by 7 village authorities. 		

Root Cause Analysis:	<ul style="list-style-type: none"> - SOPs for Handling Employee and Stakeholder Complaints and Suggestions have not been properly consulted with stakeholders (internal – external); - There is an indication of a violation of the "anonymity" rule because one of the forms in the SOP requests the inclusion of a name;
Corrective Actions:	<ul style="list-style-type: none"> - Verify the implementation of the SOP for Handling Employee and Stakeholder Advice and Complaints through regular monitoring on evidence of complaint submissions and record books; - Ensuring effective implementation of SOP through consultation with external stakeholders during the next SIA evaluation <p>Verified Evidence:</p> <p>PT. Sukses Karya Sawit monitors the incoming grievance/complaint/input in each estate and/or mill. Sighted incoming complaint dated 21 March 2023 in SKS 1 Estate put no name in the input letter, status on progress.</p>
Assessment Conclusion:	This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.
Effectiveness Closure (for previous audit closed Critical NC):	During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M6	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 5.1.6		
Statement of Nonconformity:	With regards to FFB payment process from company to scheme smallholder cooperative, there is no documented information on Mechanism for payment administration, and Payment time information that Agreed by both company and cooperative.		
Requirement Reference:	Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.		
Objective Evidence:	<ul style="list-style-type: none"> - Based on stakeholder consultation with the scheme smallholder cooperative; smallholder cooperative stated that they questioning payment lead time of two months, do not receive clear information on how long FFB payment lead time will take. - PT. Sukses Karya Sawit demonstrated document "Date Line Pengajuan Permintaan SHU – Plasma: closing account 8-9; accounting plasma create SHU calculation date 10-11; explanation on cost nucleus estate vs scheme smallholder estate date 10-11; Estate manager signing date 12; signing from Regional Office date 13; Signing from Head of Plantation date 14; invoice submission from cooperative date 14-15; Submit SHU to HQ date 15-16. - There is no documented information on Mechanism for payment administration, and Payment time information Agreed by both company and cooperative. 		
Corrections:	- Develop SOP for payment of SHK to farmers;		

	<p>- Conduct outreach and consultation to farmers to reach a common understanding of the mechanism that has been prepared.</p> <p>Verified Evidence:</p> <ul style="list-style-type: none"> • PT. Sukses Karya Sawit prepared new SOP for scheme smallholder payment "Prosedur Pembayaran Sisa Hasil Kebun (SHK) Koperasi Plasma No.SOP.SNA.PKT-002 rev.0" dated 11 February 2023. Section 8 explains in detail the process for receiving account up to payment to smallholder organization, completed with timeframe for each step. • PT. Sukses Karya Sawitconsult and disseminates the SOP for scheme smallholder payment to Koperasi Citra Niaga and Natai Kuini village on 21 February 2023; the meeting attended by 4 cooperative committees and village head. • PT. Sukses Karya Sawitconsult and disseminates the SOP for scheme smallholder payment to Koperasi Sawit Sejahtera Bersama and Air Hitam Besar village on 16 February 2023; the meeting attended by 9 cooperative committees. • PT. Sukses Karya Sawitconsult and disseminates the SOP for scheme smallholder payment to Koperasi Natai Aru Mitra Sejahtera and Air Hitam Hulu village on 8 February 2023; the meeting attended by 2 cooperative chairman. • PT. Sukses Karya Sawit consult and disseminates the SOP for scheme smallholder payment to Koperasi Natai Sipun Mandiri and Pembedilan village on 9 March 2023; the meeting attended by 6 cooperative committees.
Root Cause Analysis:	The mechanism at this point does not clearly identify payment steps and has not been communicated to the cooperative
Corrective Actions:	<p>Verify the implementation of the SOP for Farmers SHK Payments at least quarterly to monitor the effectiveness of the SOP implementation.</p> <p>Verified Evidence:</p> <ul style="list-style-type: none"> • PT. Sukses Karya Sawitconduct payment monitoring to the scheme smallholder organization "Monitoring Proses Pembayaran SHK Januari 2023" • Payment voucher for Koperasi Citra Niaga period January 2023; • Payment voucher for Koperasi Natai Aru Mitra Sejahtera period January 2023; • Payment voucher for Koperasi Perkebunan Natai Sipun Mandiri period January 2023; • Payment voucher for Koperasi Perkebunan Sawit Sejahtera Bersama period January 2023;
Assessment Conclusion:	This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.
Effectiveness Closure (for previous audit closed Critical NC):	During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M7	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023

Indicator & Category (Critical / Minor)	Critical 6.7.3
Statement of Nonconformity:	The PPE provision and usage is not effectively monitored.
Requirement Reference:	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>- In SKS POM, 2 boiler operators and helper interviewed were using broken safety shoes. Upon asking, they said had inquired for replacement but replied waiting for next quota. In SKS POM, the transit hazardous waste using medical masker, deviation from SOP Environment Health and Safety No.SOP.EHS.APD.01 recommendation for the use of carbon masker.</p> <p>- In SKS 3 Estate, the masker and hand glove for sprayers was not stored in washing bay /storage. In SKS 3 Estate the gumboot for LA attendant was broken, and he purchased safety shoes himself.</p> <p>- In BNS 2 Estate, found PPE for FFB loader in Div.A using gumboot was broken and still used for work. The worker said he has asked for replacement but replied waiting for next quota.</p>
Corrections:	<p>- Replacing the broken PPE or PPE that does not match the matrix; - Revised the SOP of PPE at the minimum stock point and added details on the flow of PPE replacement before the replacement schedule according to the matrix; - Re-socialization on the implementation of PPE procedures to the workers in accordance with the revised SOP;</p> <p>- Setting up stock of all PPE in the warehouse;</p> <p>- Create a storage area for PPE tools in the form of gloves and masks; - Outreach to the spray team regarding storage of spray PPE;</p> <p>- Re-socialization of the duties and responsibilities of estate/mill assistants and EHS assistants regarding PPE monitoring;</p> <p>Verified Evidences:</p> <ul style="list-style-type: none"> • Verified revised EHS procedure "Standar Operation Procedure (SOP) Environment Health & Safety Alat Pelindung Diri/PPE Np.SOP.EHS.APD-01 rev.04" dated 7 February 2023. Section 6.3 explains the type of PPE provision; Section 7 explains provision of minimum stock in warehouse of 10% -> max. 2 x 24 hours shall order. • Socialization of PPE provision, minimum PPE stock in warehouse, record of PPE replacement to estate managers and assistants on 22-23 February 2023. Attended by all estate managers and assistants from PT. Sukses Karya Sawit, PT. Berkas Nabati Sawit, PT. Bumi Sawit Sejahtera. • Based on field visit to SKS estate and BSS estate warehouse, PPE such as gumboot, masker and hand glove already in stock. Based on visit to SKS POM warehouse, safety shoes already in stock. • Based on field visit to SKS estate, BNS estate and BSS estate – CH completed the washing room with locker and storage to store the PPE in use. Based on interview with sprayers in SKS estate, BNS Estate and BSS estate, all PPE now stored in the washing room and not taken home.

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	<ul style="list-style-type: none"> • PPE replacement record sighted for various workers/activities: 8 loader in BNS estate replacing gumboot, safety goggle, fabric glove on 31 March 2023; 12 sprayers and 3 loaders in SKS Estate replacing gumboot on 1 March 2023; Replacement of gumboot for 6 land application attendant on 30 March 2023; • PPE replacement for boiler operator in SKS POM dated 3 April 2023.
Root Cause Analysis:	<ul style="list-style-type: none"> - SOP on Personnel Protective Equipment does not cover the minimum stock of PPE that must be provided in the warehouse; - There was a change in the purchasing officer at the regional office without carrying out work handovers so that several PPE purchase requests were delayed; - Monitoring of PPE has not been carried out according to the SOP due to a lack of understanding of the related PIC - The PPE SOP does not yet include an explanation of the mechanism for replacing damaged PPE before the frequency has been determined according to the PPE matrix. - There is no place to store gloves and masks;
Corrective Actions:	<ul style="list-style-type: none"> - Carry out PPE inspections at least twice a month to ensure that the PPE used is in accordance with the recommendations in the SOP; - Conduct regular outreach to employees regarding the use, storage and replacement of PPE; - Ensuring the availability of adequate PPE stock in the warehouse to avoid stock shortages; - Conduct PPE SOP review periodically as needed; <p>Verified Evidences:</p> <ul style="list-style-type: none"> • Socialization of PPE provision, minimum PPE stock in warehouse, record of PPE replacement to worker – including PPE inspection: BNS estate on 1 March 2023 for 13 harvesters, 9 sprayers; BSS Estate on 2 March 2023 for 31 harvesters and sprayers; BNS Estate on 3 March 2023 for 55 harvesters, fertilizer, nursery and sprayers; • Socialization of PPE provision, minimum PPE stock in warehouse, record of PPE replacement to worker – including PPE inspection in SKS POM on 6 March 2023 attended by 15 workers from Shift B. • Procedure related to PPE reviewed on 27 February 2023, attended by all estate managers and mill manager, Sustainability manager and EHS Manager.
Assessment Conclusion:	This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.
Effectiveness Closure (for previous audit closed Critical NC):	During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2278530-202211-M8	Issued Date	3 December 2022
Due Date	2 December 2023	Closure Date	10 May 2023
Indicator & Category (Critical / Minor)	Critical 5.5.3 Certification System		

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Statement of Nonconformity:	Sustainability Team Lahad Datu Region performs internal audit for uncertified management units under IOI Corporation Berhad, and reported 3 October 2022. The internal audit report for IOI Pelita Plantation Sdn Bhd, Sarawak, Malaysia; and PT. Sukses Karya Sawit, PT. Berkat Nabati Sawit, PT. Bumi Sawit Sejahtera, PT. KPAM, Indonesia dated 3 October 2022 was audited against incorrect RSPO P&C criterion reference.
Requirement Reference:	<p>Requirements for uncertified management units:</p> <p>a. 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. Any new plantings since 1 January 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB.</p> <p>b. Land conflicts, if any, are being resolved through a mutually agreed process, such as the 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> <p>c. Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2.</p> <p>d. Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1.</p>
Objective Evidence:	<p>The internal audit report for IOI Pelita Plantation Sdn Bhd, Sarawak, Malaysia; and PT. Sukses Karya Sawit, PT. Berkat Nabati Sawit, PT. Bumi Sawit Sejahtera, PT. KPAM, Indonesia dated 3 October 2022 was using incorrect RSPO P&C reference. The report content:</p> <ul style="list-style-type: none"> - Related to no replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.3 - while in RSPO Certification Systems for Principle & Criteria and RSPO Independent Smallholder Standard November 2020 Section 5.5.3.a stated in accordance with RSPO P&C criterion 7.12. - Related to Land conflicts, assessed in accordance with RSPO P&C criteria 6.4, 7.5, 7.6 - while in RSPO Certification Systems for Principle & Criteria and RSPO Independent Smallholder Standard November 2020 Section 5.5.3.b stated in accordance with RSPO P&C criterion 4.4, 4.5, 4.6, 4.7 and 4.8. - Related to Labour disputes, assessed in accordance with RSPO P&C criterion 6.3 - while RSPO Certification Systems for Principle & Criteria and RSPO Independent Smallholder Standard November 2020 Section 5.5.3.c stated in accordance with RSPO P&C criterion 4.2. - Related to Legal non-compliance, assessed in accordance with RSPO P&C criterion 2.1 and 2.2 - while in RSPO Certification Systems for Principle & Criteria and RSPO Independent Smallholder Standard November 2020 Section 5.5.3.b stated in accordance with RSPO P&C criterion 2.1.
Corrections:	<p>Revise the internal audit report using the latest P&C standard.</p> <p>Verified Evidence:</p> <p>PT. Sawit Nabati Agro and the parent company (IOI Group) reviewing the form for "Internal Audit untuk Unit Belum Bersertifikat - PT. SNA Group - sesuai dengan RSPO Certification System P&C and RSPO Independent Smallholder Standard, November 2020 (Requirement 5.5.3 a-d)". Revision on 25 January 2023. In the formal already indicated compliance against RSPO criterion 7.12 on no replacement</p>

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	of primary forest and HCV; 4.4, 4.5, 4.6, 4.7, 4.8 on land conflict; 4.2 on labor dispute;
Root Cause Analysis:	In the internal audit sustainability report, the RSPO P&C used still uses the 2013 P&C
Corrective Actions:	<p>- Review the internal audit checklist used, including uncertified units;</p> <p>- Reconsolidating all the sustainability teams.</p> <p>Verified Evidence:</p> <ul style="list-style-type: none"> • PT. Sawit Nabati Agro and the parent company (IOI Group) reviewing the form for "Internal Audit untuk Unit Belum Bersertifikat - PT. SNA Group - sesuai dengan RSPO Certification System P&C and RSPO Independent Smallholder Standard, November 2020 (Requirement 5.5.3 a-d)". Revision on 25 January 2023. In the formal already indicated compliance against RSPO criterion 7.12 on no replacement of primary forest and HCV; 4.4, 4.5, 4.6, 4.7, 4.8 on land conflict; 4.2 on labor dispute; • IOI Group as parent company consolidated the use of revised template for Malaysia and Indonesia operation. Sighted Senior Sustainability Manager, dated 25 January 2023. • IOI Group carried out internal audit for uncertified management unit on 25 January 2023.
Assessment Conclusion:	This is IAV; audit team accepted the root cause identification. CH has implemented corrections and corrective action plan. Effectiveness of corrective actions are demonstrated. Critical NC/Major NC Closed Out.
Effectiveness Closure (for previous audit closed Critical NC):	During the surveillance audit, corrective action made by certificate holder on this indicator is consistently and effectively implemented. Therefore recurring non-conformance is not found.

Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N1	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024
Indicator & Category (Critical / Minor)	3.5.2 Minor		
Statement of Nonconformity:	Monitoring on employment procedure was found not effective, with regards to the provision of staple food and household utilities for new worker.		
Requirement Reference:	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.		
Objective Evidence:	Employment procedure stipulated the provision of staple food and household utilities however based on worker interview in BSS 1 Estate, new worker such as harvester and fertilizer applicator admitted they did not receive such provision.		
Corrections:	<p>- Reviewing the effectiveness of the provision of cooking utensils within 7 days adjusted to the actual time required for the procurement of goods.</p> <p>- Provide cooking utensils to new employees.</p> <p>- Re-socialization to estate/mill management regarding the provision of facilities provided to new employees.</p>		

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Root Cause Analysis:	Monitoring the provision of cooking utensils for new workers who are more than 7 days after joining the company has not been effectively carried out because goods often arrive late due to logistical and distribution constraints
Corrective Actions:	Developing receipt forms for cooking utensils assistance and temporary guarantees for staple food needs given to new employees as a form of monitoring the implementation of recruitment SOPs
Assessment Conclusion:	CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC. During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.

Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N2	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024
Indicator & Category (Critical / Minor)	4.2.3 Minor		
Statement of Nonconformity:	Company has not communicated the result of field visit, water quality testing result and decision from Dinas Lingkungan Hidup Kabupaten Ketapang with regards to allocation of POME pollution from PT. Sukses Karya Sawit POM to Air Hitam River.		
Requirement Reference:	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.		
Objective Evidence:	With regards to complaint related to allegation of POME pollution to Air Hitam River. Dinas Lingkungan Hidup Kabupaten Ketapang has made field visit and carried out water quality testing. The visit and analysis report available, however has not communicated this information to wider affected community.		
Corrections:	Communicating and providing information on the results of verification from the Ketapang Regency Environmental Service to Pembedilan and Air Hitam Besar villages.		
Root Cause Analysis:	<ul style="list-style-type: none"> - The results of verification of suspected POME pollution in the Black Air River from the Ketapang Regency Environmental Service have not carried out consultations and information with village stakeholders, especially Pembedilan village as the party filing the complaint. - The information was given to Air Hitam Hulu because the Mill's location was in Air Hitam Hulu Village and when the DLH visited, the Head of the Air Hitam Hulu Village participated. 		
Corrective Actions:	<ul style="list-style-type: none"> - Updates on the status of the previous issues/concerns by the stakeholder (e.g. villagers, cooperation, etc.) – if any. - Record complaints and record settlement of river pollution issues in a grievance book. - Revisit the Grievance SOP to ensure the clear mechanism of communication about handling and resolving process to the complainant. - Monitor the implementation of the SOP through Sustainability monitoring visit. 		

Assessment Conclusion:	CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC. During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.
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Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N3	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024
Indicator & Category (Critical / Minor)	4.4.2 Minor		
Statement of Nonconformity:	PT. Sukses Karya Sawit has not communicated to the previous land owner the copies documents evidencing agreement-making processes and negotiated agreements.		
Requirement Reference:	Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include: 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. 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; 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.		
Objective Evidence:	Based on interview with community from Pembedilan Village and Air Hitam Besar they stated company has carried out socialization of plantation development prior to engage community for compensation of growth/land use. Community stated Copies documents evidencing agreement-making processes and negotiated agreements for "GRTT/Ganti Rugi Tebang Tebas" not available for them. PT. Sukses Karya Sawit has listed the negotiation and compensation procedure as well as the record of compensation as publicly available document.		
Corrections:	Dissemination of SOP of Communication and Responses to Requests for Information as well as documents listing information available to the public to GRTT recipients.		
Root Cause Analysis:	GRTT recipients have not received socialization related to the Communication Procedure and Response to Requests for Information and the GRTT document as one of the documents available to the public and can be accessed through the procedure for responding to requests for information.		
Corrective Actions:	- Record all requests for information from GRTT recipients who submit requests for GRTT Copies in the communication book.		

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	- Review the effectiveness of the previous landowner satisfactory regarding the implementation of SOP of Communication and Responses to Requests for Information during SIA Management plan process.
Assessment Conclusion:	CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC. During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.

Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N4	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024
Indicator & Category (Critical / Minor)	5.2.2 Minor		
Statement of Nonconformity:	Company has not implement 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).		
Requirement Reference:	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).		
Objective Evidence:	PT. Sukses Karya Sawit has prepared improvement program for smallholder in "Program Kegiatan Pelatihan Estate Plasma SKS & Petani Mandiri – 2023", however the plan has not implemented.		
Corrections:	Conduct training in accordance with the 2023 Independent Smallholder and Plasma Farmer Improvement Program that has been prepared.		
Root Cause Analysis:	During 2022, the focus of capacity building will be plasma plantation employees. Recording is still mixed with the implementation of training for nucleus plantation employees. For 2023, a training program has been prepared for plasma farmers and independent smallholders but the implementation has not yet been carried out.		
Corrective Actions:	Ensure programs are monitored regularly through sustainability monitoring visit.		
Assessment Conclusion:	CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC. During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.		

Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N5	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024

Indicator & Category (Critical / Minor)	6.7.2 Minor
Statement of Nonconformity:	The management of first aid kit and emergency procedure was not effectively monitored.
Requirement Reference:	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 fields and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.
Objective Evidence:	<ul style="list-style-type: none"> - In SKS 2 Estate, the first aid kit carried out by harvesting team, sprayer team, fertilizer application was not complete. In SKS 2 Estate, spraying team mandor not fully understand the type and how to use medicine in first aid kit. In SKS 2 Estate, the first aid kit in workshop and material store equipped with "Bioplacenton" salve – whereby application/use requires doctor's prescription. - In BSS 1 Estate, the fertilizer application mandor, sprayer mandor and harvesting mandor carried first aid kit whereby the content was not complete. The fertilizer application mandor, sprayer mandor, harvesting mandor and material/chemical storekeeper not fully understand the type and how to use medicine in first aid kit. In BSS 1 Storage, the first aid kit in the chemical store was not complete. - In BSS 1 Estate mixing bay, the emergency shower does not have sufficient pressure/water flow. - In BNS 1 Estate, upkeep/slashing team mandor was not equipped with first aid kit. - In SKS 1 Estate, first aid kit in fertilizer storage found povidone iodine expired since 2020. - In SKS 3 Estate fertilizer storekeeper and spraying mandor not fully understand the type and how to use medicine in first aid kit. - In SKS POM, the audit team witnessed hydrant test. However, based on interview some emergency response team members, they have not been trained with firefighting simulation before. One person stated in the past 3 years Emergency Response Procedure has not been simulated.
Corrections:	<ul style="list-style-type: none"> - Conducting an assessment of the understanding of holders of first aid bags and first aid kits regarding the contents and functions of using first aid bags/boxes. - Refresh first aid training for all holders of first aid bags and first aid kits. - Reviewing first aid box/bag monitoring mechanism as well as emergency response equipment to define duties and responsibilities of related parties. - Refresh training for PIC monitoring first aid boxes/bags and emergency response equipment. - Reviewing the Mill's emergency response structure and creating an emergency response training program for the entire team.
Root Cause Analysis:	<ul style="list-style-type: none"> - Workers in charge of first aid bags and first aid kits do not understand how to use and check them. - BNS 1: the disciplinary foreman did not carry a first aid bag. - BSS 1: monitoring of emergency equipment not optimal. - SKS POM: There is no fire emergency response training program yet. - Mechanisms for monitoring and evaluation of emergency response equipment and first aid kits have not been implemented optimally due to a lack of understanding of the related PIC.

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Corrective Actions:	<ul style="list-style-type: none"> - Arrange periodic first aid training programs. - Routine inspection of eyewash shower is ready to use and maintained. - Arrange regular emergency response training programs for emergency response teams. - Conduct simulation to maintain the skill of Emergency Response Team. - Evaluate the planning and implementation training regularly and monitor the progress through sustainability monitoring visit.
Assessment Conclusion:	<p>CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC.</p> <p>During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N6	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024
Indicator & Category (Critical / Minor)	7.3.1 Minor		
Statement of Nonconformity:	The implementation of waste management plan has not monitored properly.		
Requirement Reference:	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.		
Objective Evidence:	<ul style="list-style-type: none"> - In BSS 1 Estate's worker housing, the audit team found an empty oil container stored on the back of worker's house not treated as hazardous waste and stored in hazardous waste storage. - In SKS POM's laboratory, found an empty thinner container categorized as hazardous waste, used as desk support. In SKS POM's transit hazardous waste storage, the building roof was leaking; in addition, cement and grass mower (not categorized as hazardous waste) stored there. In SKS POM, oil trap behind hazardous waste storage was not properly closed and sighted trace of spillage. 		
Corrections:	<ul style="list-style-type: none"> - Review of K3L SOP for waste management and landfill activities to add a mechanism for managing LB3 from domestic waste as well as monitoring (inspection) mechanisms for managing LB3 waste at work and housing. - Conduct outreach to employees and employees' families in housing regarding the type and management of B3 waste according to the K3L SOP for waste management and landfill. - Dissemination of the implementation of monitoring of waste management to the relevant PIC. 		
Root Cause Analysis:	<ul style="list-style-type: none"> - Employees do not understand the management of B3 waste category. - Warehouse staff do not understand the function of the B3 Transit waste building. 		

	<ul style="list-style-type: none"> - Oil trap monitoring was not carried out resulting in oil spills/splatters. The oil trap also doesn't have a cover so it will collect rainwater which causes the potential for water overflow mixed with LB3. - Mechanisms for monitoring (inspection) of B3 waste management at the workplace and in housing are not yet available. - The mechanism for managing LB3 domestic waste is not yet available.
Corrective Actions:	<ul style="list-style-type: none"> - Periodic outreach to employees and staff regarding LB3 waste management in housing and workplaces; - Conduct regular inspection for managing LB3 waste at work and housing; - Monitor the implementation of managing LB3 waste at work and housing as well as the inspection through sustainability monitoring visit;
Assessment Conclusion:	<p>CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC.</p> <p>During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2278530-202211-N7	Issued Date	3 December 2022
Due Date	ASA 1	Closure Date	29/03/2024
Indicator & Category (Critical / Minor)	7.3.2		
Statement of Nonconformity:	Waste management plan is in place, however audit team found food refuse from housing packed using plastic and disposed of into "TPSA Dapur" pit		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	In SKS 3 Estate's worker housing the waste disposal practice deviate from the waste management plan: food refuse from housing packed using plastic and disposed of into "TPSA Dapur" pit – mixing organic and inorganic waste.		
Corrections:	<ul style="list-style-type: none"> - Re-socialize regarding organic TPSA and urge not to use plastic in collecting and disposing of kitchen waste as well as replacing waste collection bins with other reusable containers such as buckets or basins. - Monitor the implementation of managing waste at work and housing as well as the inspection through sustainability monitoring visit; 		
Root Cause Analysis:	<ul style="list-style-type: none"> - Mechanisms for monitoring (inspection) of waste management at the workplace and in housing are not yet available; - Employees/families still use plastic to collect kitchen waste because it is considered more practical and do not understand that plastic waste is inorganic waste that should not enter the Kitchen TPSA. 		
Corrective Actions:	Periodic monitoring of landfill/TPSA based on K3L SOP for waste management and landfill.		

Assessment Conclusion:	<p>CH has identified the root cause, prepared correction and corrective action plan. Audit team has review and accept the root cause, correction plan and corrective action plan are appropriate and able to address the NC.</p> <p>During ASA-1, auditor verify the effectiveness of the corrective action made and it is consistently implemented.</p>
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Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <p>INA NI 2020 - Indicator 2.1.3 Based on field visit to BSS 4 Estate, the sampled boundary pole with BSS notation is in place and visibly maintained. Effective coordination with Badan Pertanahan Nasional for requirement boundary pole with ENC notation for BSS 4 Estate as in HGU map.</p> <p>Verification / Follow-up actions:</p> <p>Unit of certification making improvement on the opportunities from previous assessment. This improvement is implemented and verified during the surveillance audit.</p>
OFI 2	<p>OFI Statement:</p> <p>INA NI 2020 - Indicator 3.3.1 PT. Sukses Karya Sawit has provided standard operating procedure for BMP, translated from English to Bahasa Indonesia such as SOP Panen No.SOP.SNA.AGR.11.2 r1 May 2019; SOP Evakuasi dan Pengangkutan Tandan Buah Segar No.SOP.SNA.AGR.11.7 r1 May 2019 – with better translation into Bahasa Indonesia.</p> <p>Verification / Follow-up actions:</p> <p>Unit of certification making improvement on the opportunities from previous assessment. This improvement is implemented and verified during the surveillance audit.</p>
OFI 3	<p>OFI Statement:</p> <p>INA NI 2020 - Indicator 3.5.1 Based on interview with worker union, employment procedure including hiring and promotion communicated. Improved effectiveness on communication of employment procedure on promotion requirement to worker expected.</p> <p>Verification / Follow-up actions:</p> <p>Unit of certification making improvement on the opportunities from previous assessment. This improvement is implemented and verified during the surveillance audit.</p>
OFI 4	<p>OFI Statement:</p> <p>INA NI 2020 - Indicator 3.6.2 The company has provided sprayer worker with PPE based on risk assessment. Worker washing bay and bathroom available for worker cleaning after work in all estate. Review on the use of overall for sprayer worker for better protection against chemical exposure expected.</p> <p>Verification / Follow-up actions:</p> <p>Unit of certification making improvement on the opportunities from previous assessment. This improvement is implemented and verified during the surveillance audit.</p>
OFI 5	<p>OFI Statement:</p> <p>INA NI 2020 - Indicator 3.7.1 A documented training program for SKS POM available, including a training plan for boiler operator. Faster training program implementation for boiler operators expected.</p> <p>Verification / Follow-up actions:</p>

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	Unit of certification making improvement on the opportunities from previous assessment. This improvement is implemented and verified during the surveillance audit.
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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)
2278530-202211-M1	Critical	3.4.3	03/12/2022	Closed, on 10/05/2023
2278530-202211-M2	Critical	3.6.1	03/12/2022	Closed, on 10/05/2023
2278530-202211-M3	Critical	3.8.5	03/12/2022	Closed, on 10/05/2023
2278530-202211-M4	Critical	3.8.9	03/12/2022	Closed, on 10/05/2023
2278530-202211-M5	Critical	4.2.1	03/12/2022	Closed, on 10/05/2023
2278530-202211-M6	Critical	5.1.6	03/12/2022	Closed, on 10/05/2023
2278530-202211-M7	Critical	6.7.3	03/12/2022	Closed, on 10/05/2023
2278530-202211-M8	Critical	5.5.3 Cert. System	03/12/2022	Closed, on 10/05/2023
2278530-202211-N1	Minor	3.5.2	03/12/2022	Closed on 29/03/2024
2278530-202211-N2	Minor	4.2.3	03/12/2022	Closed on 29/03/2024
2278530-202211-N3	Minor	4.4.2	03/12/2022	Closed on 29/03/2024
2278530-202211-N4	Minor	5.2.2	03/12/2022	Closed on 29/03/2024
2278530-202211-N5	Minor	6.7.2	03/12/2022	Closed on 29/03/2024
2278530-202211-N6	Minor	7.3.1	03/12/2022	Closed on 29/03/2024
2278530-202211-N7	Minor	7.3.2	03/12/2022	Closed on 29/03/2024
2476525-202403-M1	Critical	4.8.2	29/03/2024	Closed on 26/06/2024
2476525-202403-M2	Critical	5.1.9	29/03/2024	Closed on 26/06/2024
2476525-202403-M3	Critical	6.2.4	29/03/2024	Closed on 26/06/2024
2476525-202403-N1	Minor	2.2.2	29/03/2024	Open

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 **SKS POM – PT Sukses Karya Sawit** Certification Unit's environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Dinas Perumahan, Pemukiman dan Lingkungan Hidup	By phone
Communities	<ul style="list-style-type: none"> - Natai Kuini village - Air Hitam Besar village - Air Hitam Hulu village 	Face to face
Scheme Smallholders Organisation	Koperasi Natai Aru Mandiri Sejahtera	Face to face
Internal	LKS Bipartite Serikat Pekerja Komite Pemberdayaan Perempuan (Women Empowerment Committee)	Face to face
Contractors	CV Sultan Borneo Mandiri (CPO transporter and Tugboat) CV HSJA (contractor for drainage) Mitra SKS Sejahtera (FFB supplier)	Face to face
Others	Previous land owner	Face to face

Stakeholders comment	
1	<p>Feedbacks: Dinas Perumahan, Pemukiman dan Lingkungan Hidup, Kabupaten Ketapang</p> <p>So far, the company's coordination and communication has been felt to be quite good, including routine and mandatory reporting that is submitted on time.</p> <p>In 2023, there was an issue of leakage of waste and storage tanks for PT Sukses Karya Sawit and an issue of river pollution due to FFB transportation at PT Berkas Nabati Sejahtera. Regarding this issue, Environment agency (PerkimLH) has carried out direct field verification and has published the results of the verification. Verification involves various parties ranging from the community who submitted the complaint, community leaders, to the village head.</p> <p>Over the past year there have been no issues regarding land fires, the company also has a good commitment to preventing land fires. The infrastructure available for emergency response, controlling and monitoring land fires is very sufficient and in good condition.</p> <p>Most of the company's Manage area is peat. For this reason, management such as measuring subsidence benchmarks and water levels has been carried out</p> <p>Audit Team verification and response:</p> <p>Follow-up in relevant indicator. This incident has been reported on document "Laporan Pelaksanaan RKL-RPL Semester II Periode Jul – Dec 2023" that has been submitted to Department of Environmental.</p>

2	<p>Feedbacks: Natai Kuini village</p> <p>The existence of the company has a positive impact on the surrounding community, including:</p> <ol style="list-style-type: none"> 1. Recruitment of workers 2. Realization of social responsibility 3. Access to become a local contractor <p>During the past year, there have been no issues regarding land fires, environmental pollution, or land disputes. The company's communication and coordination are also considered quite good.</p> <p>Audit Team verification and response: Positive feedback, no follow up necessary</p>
3	<p>Feedbacks: Air Hitam Besar village</p> <p>The positive impact of the company is that road access that was previously only possible via the river can now be accessed via land. The company also provides employment opportunities for the surrounding community.</p> <p>The realization of social responsibility includes social assistance and community empowerment programs. The company routinely participates in the Sub-district Musrembang so that it knows the needs of the village and the surrounding community.</p> <p>During the past year there have been no issues regarding environmental pollution, land fires, or reports from the community regarding land disputes</p> <p>Audit Team verification and response: Positive feedback, no follow up necessary</p>
4	<p>Feedbacks: Air Hitam Hulu village</p> <p>Coordination and communication are going well. The positive impacts given include the implementation of social responsibility to the community. In the past year there have been no issues regarding environmental pollution or land fires, however there have been issues regarding land disputes and are currently still in process</p> <p>Response to requests for assistance needs to be improved.</p> <p>Audit Team verification and response: Positive feedback, no follow up necessary</p>
5	<p>Feedbacks: Koperasi Natai Aru Mitra Sejahtera</p> <p>The company as a partner needs to improve communication and transparency to the Cooperative. Some of the things that are of concern to the Cooperative include:</p> <ol style="list-style-type: none"> 1. Production targets have never been achieved due to poorly maintained land conditions, many losses, and SPHs that do not meet standards 2. Harvesting and maintenance activities cannot run smoothly because housing facilities for workers have not been provided properly. Currently, there are 29 plasma employees who are forced to live outside the plantation because they do not get housing facilities. The existing housing is over capacity so that 1 house can be filled by 8 people. 3. The financial report for the first harvest (48 months after planting) has not been submitted to the Cooperative representative at all 4. Until now, the Cooperative has never known about the RSPO certification program and the added value/benefits obtained when it has been declared a certified TBS supplier

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	<p>5. Currently, the plasma area is 635 Ha, which should have been realized as 645 Ha and along with the addition of the company's operational area, the plasma area has also increased. This was agreed at the 2015 meeting</p> <p>6. The company has never informed what documents are accessible to the public or the mechanism for accessing them.</p>
	<p>Audit Team verification and response: Follow-up in relevant indicator. This has been raised as NC under 5.1.9</p>
6	<p>Feedbacks: CV Sultan Borneo Mandiri (Kontraktor angkut CPO) Tugboat & Tongkang</p> <p>The cooperation has been established since 2017 and is always based on SPK. The company has socialized RSPO and conducted routine evaluations for each contractor.</p> <p>CV Sultan Borneo Mandiri has 5 employees and is currently not included in BPJS Kesehatan and BPJS Ketenagakerjaan because the employer is committed to being responsible if an employee is sick, including for handling work accidents.</p>
	<p>Audit Team verification and response: Positive feedback, no follow up necessary</p>
7	<p>Feedbacks: CV HSJA (Kontraktor cuci parit, pasar pikul, dan pasang nastabelplan NAMS)</p> <p>The implementation of the work is always based on the Agreement Letter that has been agreed upon by both parties. The obstacle that has been faced so far is the payment that is not in accordance with the agreement in terms of the time period.</p>
	<p>Audit Team verification and response: Positive feedback, no follow up necessary</p>
8	<p>Feedbacks: LKS Bipartite</p> <p>The company supports LKS Bipartite activities, for example by providing accommodation if a monthly meeting is held. Issues that have emerged in the past year include additional procurement of school buses for employees' children, while issues related to industrial relations problems have never occurred. Currently, the employment reference still uses Company Regulations and has been communicated to the labor union for the submission of PKB.</p> <ul style="list-style-type: none"> - Currently, there's no worker union on PT BSS. - There's no industrial issue need to follow up to company. - Last meeting with company discussed about structural change and government minimum wage. - Related to drinking water quality has been informed to company but still no follow up. - No negative issues related to discrimination and violence. - Company provided PPE free of charge.
	<p>Audit Team verification and response: Positive feedback, no follow up necessary</p>
9	<p>Feedbacks: Serikat Pekerja</p> <p>Since June 2023, the union has been inactive due to the chairman's resignation, while until now the core management has not yet determined when the union will be run again.</p>
	<p>Audit Team verification and response: Positive feedback, no follow up necessary. Refer to indicator 6.3.1, the workers form LKS Bipartite.</p>
10	<p>Feedbacks: Komite Pemberdayaan Perempuan (Women Empowerment Committee)</p>

	<p>The company supports activities to improve and understand women regarding issues such as sexual harassment, domestic violence, or reproductive health.</p> <p>On February 25, 2024, there was a report of an incident of sexual harassment and it has been resolved by the parties. The reporter is the mill production admin and the reported party is the mill security.</p> <p>The reference for resolving the problem is the Guidelines for Handling Harassment in the Workplace Number: IOI/G/SE/004 revision 2 dated November 26, 2020. Based on the minutes of the case resolution on March 25, 2024, the two parties have reconciled. The reported party promised not to repeat the act and the victim has accepted the perpetrator's apology.</p>
	<p>Audit Team verification and response:</p> <p>Follow-up in relevant indicator, OFI raised under Indicator 6.5.1</p>
11	<p>Feedbacks: Mitra SKS Sejahtera (Supplier TBS) – FFB supplier</p> <p>Contacted but no response</p>
	<p>Audit Team verification and response: Contacted but no response</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Norbani	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.
Mudranudin	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.
Ahmad Sukran	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.
Tarkani	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.
Nata	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.
Nasrun	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.
Rusli	More than 10 years	unknown	Y	Y	FPIC process was implemented by the company. Have portion of smallholder blocks.

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Previous land owner / user comment	
	<p>Feedbacks: FPIC process was implemented by the company. Due to the land is owned by government, the previous landowner have been compensated through scheme smallholder development, where each smallholders not have portion of smallholder blocks but divided fairly to all communities.</p> <p>Audit Team verification and response: FPIC process was implemented by the company and verified</p>

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Sukses Karya Sawit Palm Oil Mill - PT. Sukses Karya Sawit 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 Sukses Karya Sawit Palm Oil Mill - PT. Sukses Karya Sawit Sawit is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Yudwi Wisnu Rahmanto	Name: Nazlya Syahputri
Company Name: on behalf BSI Services Malaysia Sdn Bhd	Company Name: PT Sukses Karya Sawit
Title: Team Leader	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: 1 st July 2024	Date: 1 st July 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>There are list of public document availability based on SOP "Komunikasi & Pemberian Informasi" (SOP.SNA.KOMUNIKASI.02, dated February 2022). The list include:</p> <ul style="list-style-type: none"> - Land Use title - OHS Program/Plan - SEIA Report - HCS and HCS assessment report - Pollution mitigation plan - Grievance information - Negotiation procedure - Sustainability Plan - Human Rights Policy - Evidence of land compensation for previous land owner. <p>The list of public documents which can be accessed by relevant stakeholders has been referenced on RSPO P&C. Based on auditor assessment, these documents are available in Estate and Mill office with bahasa and can be accessed anytime per request.</p>	Complied

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1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	All available documents are information that can be accessed by the public by submitting an official letter of request for information. All information is provided in Bahasa. Based on stakeholder interview results, there's no obstacle for them to request public information from company, such as human right policy and grievance procedure.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	Company can show records of providing information to relevant agencies in the form of routine reports. For example, on the latest related report, as follows: <ul style="list-style-type: none"> - <i>Laporan Kesiapsiagaan Sistem, Sarana-Prasarana dan Kegiatan BALKARHUTLA</i> Tahun 2023 to Plantation Agency of Ketapang Regency on 2 February 2024. - Electronic Report of Hazardous Waste Management (ID:1707447038-10596) on 9 February 2024. - Implementation of monitoring and management environment plan period II 2023 via SIMPLE (Electronic receipt of Environment Agency) on 19 February 2024. - Land Use Title Utilization of PT SKS, PT BNS, PT BSS & PT KPAM Report to Land Agency of Ketapang Regency on 8 January 2024. Based on interview with villagers and government agency, they have understood mechanism of communication and consultation. Normally, headman of the village or communities would send a letter as a form of communication.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.	Record of information is stored in the information book on each management unit for period 2023/2024. In the book shows that there is no incoming information requested. However, the certificate holder	Complied

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	- Critical (Major) compliance -	<p>has submitted mandatory reports regularly to the related agencies such as employment report, environment management report, and plantation development report.</p> <p>Based on interviews with local communities, local contractors, and internal stakeholders, it is known that the company has conducted socialization regarding the procedures for requesting information and has assigned a person in charge to respond to requests for information. Each party also knows the types of general information that can be accessed. It was further explained that publicly accessible documents are specific documents for each operational unit.</p>	
1.1.5	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p> <p>- Minor compliance -</p>	<p>There're updated list of stakeholders for each operational unit (mill and estate). The list consists of stakeholder type, such as Government Agency, Village representative, Contractors, LKS Bipartite, Police Office, Governor and cooperation. In the current list of stakeholders, it was also explained the names, agencies/positions, addresses, categories, and contact person numbers.</p> <p>The auditor tries to contact stakeholders based on the number listed (for example phone number of Labor Agency), based on the results of the communication the number listed is in accordance with the list.</p>	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>Currently, there's no change related to ethical conduct policy that applicable in company operational area. The company had policy on "Kode Bisnis Perilaku & Etika IOI Group IOI Corporation Berhad" signed June 2020. This code of ethic covers aspect such as:</p>	Complied

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		<ul style="list-style-type: none">- Fairness: Each employee should endeavour to deal fairly with the Company's customers, suppliers, contractors, competitors and other employees.- Diversity and Respect in the Workplace: Employees are expected to treat each other with respect and to value each other's differences and the diverse perspectives those differences bring. The Company considers harassment and discrimination to be unjust and damaging to work environment. IOI will not tolerate any act or threat of violence in the workplace.- Equal Opportunity Employment: The Company fully supports all principles of providing equal opportunity in employment.- Protecting the Environment: The Company holds firmly to operating its businesses in ways that meet regulatory requirements on environmental impact in the countries or markets in which we operate.- Safety, Health and Security at Work: At IOI, the health of the workers and the safety of the workplace shall always be a priority concern.- Appropriate Use of Company Assets and Equipment: Employees should not only follow policy of use but also help to safeguard our Company assets and immediately report any suspected theft, damage, misuse, fraud, embezzlement, or improper usage.- Managing Documents: Prompt, accurate record keeping, and filing helps the integration of work processes.- Dealing With Conflicts of Interest: Employees should avoid any situation that involves, or appears to involve, a conflict between their personal interests and the interests of the Company.	
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		<ul style="list-style-type: none"> - Employment of Family Members and Relatives: Whilst the Company permits employment of employee's family members and relatives, declaration of such relationship must be made prior to approval of such employment and subject to conditions as per Company's policies. <p>Based on the description above, it shows that the Company has a policy of ethical behaviour in all transactions and business operations.</p>	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>Currently, there's no change of procedure related policy and ethical business practice monitoring from latest assessment in the company had policy on "Kode Bisnis Perilaku & Etika IOI Group IOI Corporation Berhad" signed June 2020.</p> <p>The company monitor the implementation in form of internal audit activities, top management visit, HCV monitoring, and work inspection minutes for third parties / contractors.</p>	Complied
Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The unit of certification complies to relevant regulations.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>The company shows examples of compliance with legality, which include:</p> <p>Legality Aspect</p> <p>Plantation Business Assessment</p> <ul style="list-style-type: none"> • PT Sukses Karya Sawit <p>Decree of the Head of the Investment and One-Stop Integrated Service Office of Ketapang Regency Number: P/539/DPMPTSP-</p>	Complied

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		<p>C.446/VII/2023 dated July 18, 2023 valid for 3 years with plantation business class II</p> <ul style="list-style-type: none"> PT Berkas Nabati Sejahtera Decree of the Head of the Investment and One-Stop Integrated Service Office of Ketapang Regency number: P/038/DPMPTSP-D.525/X/2022 concerning the determination of the operational stage plantation business class of PT Berkas Nabati Sejahtera in Ketapang Regency in 2022, on October 21, 2022 with plantation class II, The plantation class is valid for 3 years from the date of determination. PT Bumi Sawit Sejahtera Decree of the Head of the Investment and One-Stop Integrated Service Office of Ketapang Regency number: P/037/DPMPTSP-D.525/X/2022 concerning the determination of the operational stage plantation business class of PT Bumi Sawit Sejahtera in Ketapang Regency in 2022, on October 21, 2022 with plantation class II, This plantation class is valid for 3 years from the date of determination. <p><i>HGU and HGB</i> Already has <i>HGU</i> and <i>HGB</i> with a total area of 24,190.83 Ha as explained in more detail in indicator 4.4.1. There is an additional area of 427 Ha when compared to the previous assessment due to the extension scope in this ASA-1.</p> <p>Plantation Business License PT SKS: Ketapang Regent Decree Number: 084/DPMPTSP-D/2020 dated April 6, 2020, concerning Amendments to Ketapang Regent Decree Number 664/DISBUN-D/2016 concerning Granting of Oil Palm Plantation</p>	
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		<p>Business License for PT Sukses Karya Sawit for an area of $\pm 7,680$ Ha and a processing capacity of 90 Tons of TBS/Hour</p> <p>PT BSS :</p> <p>Ketapang Regent Decree with number: 043/DPMPTSP-D/2020 dated February 27, 2020 concerning Amendments to Ketapang Regent Decree number: 474/Disbun-D/2015 concerning Plantation Business License for PT Bumi Sawit Sejahtera, Oil Palm Commodity with an area of 9,804 Ha, (as attached IUP map), Processing unit capacity of 45 Tons of TBS/hour located in Kendawangan District, Ketapang Regency, West Kalimantan Province.</p> <p>PT BNS</p> <p>Initial IUP</p> <p>The Company has had an IUP based on the Decree of the Regent of Ketapang with number: 465 of 2009 on December 4, 2009, concerning the Granting of Oil Palm Plantation Business License for PT Berkat Nabati Sejahtera with an area of 8,830 Ha, Processing unit capacity of 45 Tons of FFB/hour located in Kendawangan District, Ketapang Regency, West Kalimantan Province.</p> <p>IUP Changes</p> <p>The Company has a Plantation Business License based on the approval of the Directorate General of Plantations, Ministry of Agriculture number: 2183/P1.400/E6/12/2022 on December 28, 2022 with details:</p> <ul style="list-style-type: none"> - KBLI: 01262 - NIB: 0220204183107 - Company Name: PT Berkat Nabati Sejahtera 	
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		<ul style="list-style-type: none"> - Area: 7,796 Ha (Company Plantation of 6,287.85 Ha and Community/plasma Plantation of 1,507.15 Ha) - Processing Unit Capacity: - <p>Employment Aspect Has implemented the application of minimum wages as explained in more detail in indicator 6.2.1</p> <p>Environmental Aspect Has environmental documents with a scope that is in accordance with the Management area and HGU scope</p>	
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 Company has an Identification and Audit Procedure for Compliance with Applicable Legal Rules and Requirements (SNA-SOP-25-17-R0) dated September 14, 2017. Based on the procedure law register will reviewed annually/ Some regulatory updates i.e:</p> <ul style="list-style-type: none"> • Government decree number 37 year 2021 related job loss security • Regulation of the Minister of Manpower (Permenaker) 4/2022 Regarding Procedures and Requirements for Payment of <i>Jaminan Hari Tua</i> Security Benefits • The district head regulation regarding the district minimum wage in 2024 • Minister of Health Regulation No. 2 of 2023 regarding Environmental Health Standard • Government Regulation Number 38 of 2023 concerning Palm Oil Plantation Profit Sharing Funds. <p>Evaluation of regulatory compliance has been carried out by the company for each relevant legal regulation. The company also conveys</p>	Complied

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		the obligation to fulfill the relevant regulations to the contractors through due diligence verification. In example: Verifikasi Kontraktor undernamed Muh. Yusuf (FFB Transporter), dated 26 December 2023.	
2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries. - Minor compliance -	<p>Based on field visits to Boundary pole No. 112, 54, 149 and 150 BNS-2, it is known that in good condition and there is no indication of planting outside the boundaries of the <i>HGU</i> owned.</p> <p>Monitoring the condition and maintenance of boundary pole The company has been able to demonstrate monitoring of boundary pole maintenance, for example:</p> <ul style="list-style-type: none"> • From 131 boundary pole owned by PT SKS, all are in good condition. The maintenance carried out is by repainting. The last monitoring was carried out in November and December 2023 • BNS 3 Estate: Of the 41 boundary pole owned, all are in good condition. The last monitoring was carried out in December 2023 • BNS 2 Estate: Of the 22 HGU boundary pole owned, all are in good condition. The last monitoring was carried out in December 2023 	Complied
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 -	<p>Certificate holder has latest list of contractors for each unit, here's the detail:</p> <ul style="list-style-type: none"> - Bumi Sawit Sejahtera: 14 contractors from FFB transporter, Civil Construction and rental vehicle. 	Complied

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		<ul style="list-style-type: none"> - SKS Mill: 6 contractors from equipment rental and CPO/PK transporter. - SKS Estate: 3 contractors from FFB transporter and drainage repairing. - BNS Estate: 4 contractors from hazardous waste collector, testing laboratory and FFB transporter. <p>Contractor list has been in line with information in stakeholder list. All third party has been listed such as CPO transporter, hazardous waste contractor, machineries maintenance in mill, etc.</p>	
2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>In contracts owned by companies and contractors, the company stipulates several clauses that must be fulfilled by the contractor, especially regulations set by the government, especially on Clause 12. Here's the detail points:</p> <ul style="list-style-type: none"> - The contractors must obey terms and conditions from company based on government regulation. - The contractors must obey government regulation in operational activities. - No child labour, force labor, human trafficking, and protect child rights. <p>Here's the sampled of agreement which include the clause:</p> <ul style="list-style-type: none"> - Agreement Letter (No.: 019/SPK LOKAL/BSS2/2024, 2 January 2024) with Didi Suwindi for FFB Transporter. - Agreement Letter (No.: 005/NAMS-HSJA/I/2024, 2 January 2024) with CV Hana Sukses Jaya Abadi for Drainage construction. 	Non-compliance

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		<ul style="list-style-type: none"> - Agreement with (No. 012/KOP.SSB-APG/I/2024, 1 January 2024) with CV Ari Perdana Gemilang for FFB Transporter <p>CV. Lintas Batas Sejahtera (third party contractor) engaged by PT Berkah Nabati Sejahtera to conducting Restacking in lowland area. The contract has been signed on 1 January 2024 (No. 045/BNS3-LBS/I/2024). Within the contract</p> <p>Article 3 Jobs requirements that committed to preserving the environment and trying to prevent all causes that have the potential to cause environmental pollution in carrying out work at work locations. or "Berkomitmen untuk menjaga kelestarian lingkungan serta berupaya mencegah segala sebab yang berpotensi mengakibatkan terjadinya pencemaran lingkungan dalam melaksanakan pekerjaan dilokasi kerja".</p> <p>Article 10: Continuous sustainability principle, specific clause on meeting relevant legal requirements has been covered. Point 1 stated: Second party (contractor) shall comply with relevant regulations in Indonesia for its operational activities.</p> <p>Based on field visit to Block L28 BNS-3 found that contractor CV. Lintas Batas Sejahtera conducting repairing mini excavator onsite without aware on environmental impact. Moreover, the fuel and others chemical (grease, lubricant) are placed improper location and potentially direct polluted to soil.</p> <p>However, found that the contractor cannot demonstrate compliance with the contract.</p> <p>This is raise as Non-conformity.</p>	
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>As explained in indicators 2.2.2, the agreement has include clause related to No child labor, force labor, human trafficking, and protect child rights. Here's the sampled of agreement:</p> <ul style="list-style-type: none"> - Agreement Letter (No.: 019/SPK LOKAL/BSS2/2024, 2 January 2024) with Didi Suwindi for FFB Transporter. 	Complied

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		<ul style="list-style-type: none"> - Agreement Letter (No.: 005/NAMS-HSJA/I/2024, 2 January 2024) with CV Hana Sukses Jaya Abadi for Drainage construction. - Agreement with (No. 012/KOP.SSB-APG/I/2024, 1 January 2024) with CV Ari Perdana Gemilang for FFB Transporter. <p>The results of interviews with PT Sultan Borneo Mandiri (CPO Transporter) found that there were no forced labor activities or workers under the age they were employed.</p>																					
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>SKS Mill has recorded the source of its FFB, that were from direct and indirect suppliers, here's the detail:</p> <table> <tr> <th>No</th><th>Company</th><th>Address</th><th>Coordinate Location</th></tr> <tr> <td>1</td><td>PT Berkat Nabati Sejahtera</td><td><i>Desa Air Hitam Besar</i></td><td>Longitude : 110.6454689 Latitude : -2.794822532</td></tr> <tr> <td>2</td><td>PT Sukses Karya Sawit</td><td><i>Desa Air Hitam Hulu</i></td><td>Longitude : 110.5852891 Latitude : -2.794953151</td></tr> <tr> <td>3</td><td>PT Bumi Sawit Sejahtera</td><td><i>Desa Natai Kuini</i></td><td>Longitude : 110.9130045 Latitude : -2.811200908</td></tr> <tr> <td>4</td><td>PT Kalimantan Prima</td><td><i>Desa Danau Buntar</i></td><td>Longitude : 110.9617862 Latitude : -2.758732634</td></tr> </table>	No	Company	Address	Coordinate Location	1	PT Berkat Nabati Sejahtera	<i>Desa Air Hitam Besar</i>	Longitude : 110.6454689 Latitude : -2.794822532	2	PT Sukses Karya Sawit	<i>Desa Air Hitam Hulu</i>	Longitude : 110.5852891 Latitude : -2.794953151	3	PT Bumi Sawit Sejahtera	<i>Desa Natai Kuini</i>	Longitude : 110.9130045 Latitude : -2.811200908	4	PT Kalimantan Prima	<i>Desa Danau Buntar</i>	Longitude : 110.9617862 Latitude : -2.758732634	Complied
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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>From the record of the FFB receipt data on period 2023/2024, SKS mill had receipt FFB from collector in the name of Mitra SKS Sejahtera and Sawit Mandiri Bersama. The collector collects FFB from surrounding smallholder near company operational area. The company can show location and land ownership data for FFB origins that are received by each of these collection agents, here are some examples:</p> <table> <tr> <th>Collector</th><th>Smallholder Name</th><th>Location</th><th>Coordinate Location</th></tr> <tr> <td rowspan="2">Mitra SKS Sejahtera</td><td>Yatim</td><td>Air Hitam Hulu</td><td>E 110°38'10.254" S 2°46'27.378"</td></tr> <tr> <td>M. Hamidi</td><td>Air Hitam Hulu</td><td>E 110°38'8.246" S 2°46'27.508"</td></tr> <tr> <td></td><td>Soriansyah</td><td>Air Hitam Hulu</td><td>X 110.619161</td></tr> </table>	Collector	Smallholder Name	Location	Coordinate Location	Mitra SKS Sejahtera	Yatim	Air Hitam Hulu	E 110°38'10.254" S 2°46'27.378"	M. Hamidi	Air Hitam Hulu	E 110°38'8.246" S 2°46'27.508"		Soriansyah	Air Hitam Hulu	X 110.619161	Complied	
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		Sawit Mandiri Bersama	Sapron	Air Hitam Hulu	Y -2.790919 X 110.619028 Y -2.793947	
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.						
Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.						
3.1.1	(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders. - Critical (Major) compliance -	The certification unit has shown a long-term plan (6 year plan) for the period 2021 - 2026 for each entity unit (including scheme smallholder unit such as Koperasi Perkebunan Citra Niaga, Koperasi Perkebunan Sawit Sejahtera Bersama, and Koperasi Natai Aru Mitra Sejahtera). The long-term plan explains maintenance costs, fertilizer costs, harvest costs, transport costs, depreciation, FFB production, OER, KER, CPO production, Kernel production, production prices, CPO prices, and company profits. Annual planning also evaluated at the end of year and compared with realization. Its annual planning can be adjusted based on field condition, financial condition, or another reason. Estates and mill management unit stated that those long-term plans mentioned above are subjected to be changed and reviewed annually by the respective management such as Mill or Estate Manager.				Complied
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	Based on long-term plan document review and management representative explanation, currently there's no replanting plan for each unit on company operational. The oldest planting in company is 14 years old. So, that for the next five years the company does not have a replanting program.				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>The representative of the certificate holder explained that the evaluation related to the Business Plan has been carried out every month. They showed the document Minutes of Meeting Performance Review for December 2023, which was attended by Plantation Heads, Estate Heads, Mill Heads, Sustainability, Project, and CSR. The document discusses issues in each PT/unit, PIC, related parties, follow-up, and types of discussion. Some of the issues discussed included company costs, plant performance, losses, improving the quality and quantity of FFB, peak season, and project costs.</p> <p>The latest management review of Sustainability department is conducted on 15 December 2023.</p>	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.			
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>The management unit has developed and implemented an action plan for continuous improvement, and it is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification, such as:</p> <ul style="list-style-type: none"> • The company no longer uses pesticides with the active ingredient paraquat. • The company has implemented biological pest control in this case by using host plants and owls to reduce the use of pesticides, especially insecticides and rodenticides. • Management and monitoring of fires in company border areas that benefit the community. <p>The use of renewable fuels and the use of fertilizers and pesticides are in accordance with the recommendations to reduce the use of fossil fuels.</p>	Complied

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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>The company has shown the auditor regarding the RSPO metric template Version 2.1 that has been filled in according to the facts and data in the company's record documents, such as the number of workers, the area of production to the record of work accidents. Based on team auditor's review, the information has been matched with others document, such as supply chain record, demographic workers, etc.</p> <p>Based on document verification, for the RSPO metric template, it is known that annual data for a 12-month period will be used in 2023 for the annual reporting schedule of social and environmental data, including data on water consumption monitoring, management and monitoring of HCV.</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>Unit of certification has established Standard Operating Procedures (SOPs) for the operation of oil palm plantation and mill, as follows:</p> <p>SOPs for Estate:</p> <ul style="list-style-type: none"> • SOP.SNA.AGR.1.1 Rev #1 dated 1 May 2019, SOP Pembibitan di Pre Nursery. • SOP.SNA.AGR.1.2 Rev #1 dated 1 May 2019, SOP Pembibitan di Main Nursery. • SOP.SNA.AGR.2.1 Rev #1 dated 1 May 2019, SOP Pembukaan Lahan. • SOP.SNA.AGR.2.2 Rev #1 dated 1 May 2019, SOP Persiapan Lahan untuk Penanaman Baru dan Replanting. • SOP.SNA.AGR.3.1 Rev #1 dated 1 May 2019, SOP Penanaman Kacangan sebagai Tanaman Penutup Tanah (LCC). • SOP.SNA.AGR.4.1 Rev #1 dated 1 May 2019, SOP Kerapatan Tanaman Kelapa Sawit. • SOP.SNA.AGR.5.1 Rev #1 dated 1 May 2019, SOP Teknik Penanaman 	Complied

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		<p>Kelapa Sawit.</p> <ul style="list-style-type: none"> • SOP.SNA.AGR.6.1 Rev #1 dated 1 May 2019, SOP Penyemprotan. • SOP.SNA.AGR.7.1 Rev #1 dated 1 May 2019, SOP Analisa Daun. • SOP.SNA.AGR.8.0 Rev #1 dated 1 May 2019, SOP Pengambilan Sample Tanah. • SOP.SNA.AGR.9.1 Rev #1 dated 1 May 2019, SOP Aplikasi Pemupukan Secara Manual TBM dan TM. • SOP.SNA.AGR.9.2 Rev #1 dated 1 May 2019, SOP Aplikasi Pemupukan Bantuan Angkong TBM – TM. • SOP.SNA.AGR.9.3 Rev #1 dated 1 May 2019, SOP Aplikasi Pemupukan Bantuan Kerbau TBM – TM. • SOP.SNA.AGR.9.4 Rev #1 dated 1 May 2019, SOP Pemupukan Semi Mekanis TBM – TM. • SOP.SNA.AGR.9.5 Rev #1 dated 1 May 2019, SOP Pemupukan Kacangan Tanaman Penutup Tanah. • SOP.SNA.AGR.9.6 Rev #1 dated 1 May 2019, SOP Janjangan Kosong Sebagai Mulsa. • SOP.SNA.AGR.9.7 Rev #1 dated 1 May 2019, SOP Aplikasi POME. • SOP.SNA.AGR.9.8 Rev #1 dated 1 May 2019, SOP Pengambilan Sample Pupuk untuk dianalisa. • SOP.SNA.AGR.9.9 Rev #1 dated 1 May 2019, SOP Perencanaan dan Organisasi Aplikasi Pemupukan. • SOP.SNA.AGR.10.1 Rev #1 dated 1 May 2019, SOP Pengendalian Hama Tikus. • SOP.SNA.AGR.10.2 Rev #1 dated 1 May 2019, SOP Manajemen Pengendalian Ulat Kantong dan Ulat Api secara Terpadu. • SOP.SNA.AGR.10.3 Rev #1 dated 1 May 2019, SOP Manajemen Pengendalian Kumbang Badak. 	
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		<ul style="list-style-type: none"> • SOP.SNA.AGR.10.4 Rev #1 dated 1 May 2019, SOP Manajemen Pengendalian Ulat Perusak Tandan (<i>Thirataba mundella</i>). • SOP.SNA.AGR.10.5 Rev #1 dated 1 May 2019, SOP Manajemen Pengendalian Rayap. • SOP.SNA.AGR.10.6 Rev #1 dated 1 May 2019, SOP Pengendalian Terpadu Ganoderma. • SOP.SNA.AGR.11.1 Rev #1 dated 1 May 2019, SOP Menghasilkan Tandan Buah Segar (TBS). • SOP.SNA.AGR.11.2 Rev #1 dated 1 May 2019, SOP Panen Tandan Buah Segar Areal TM. • SOP.SNA.AGR.11.3 Rev #1 dated 1 May 2019, SOP Monitoring Panen Kualitas Tandan Buah Segar. • SOP.SNA.AGR.11.4 Rev #1 dated 1 May 2019, SOP Minimum Kematangan Buah. • SOP.SNA.AGR.11.5 Rev #1 dated 1 May 2019, SOP Pruning. • SOP.SNA.AGR.11.6 Rev #1 dated 1 May 2019, SOP Ablasi Pada Tahap TBM. • SOP.SNA.AGR.11.7 Rev #1 dated 1 May 2019, SOP Evakuasi dan Pengangkutan Tandan Buah Segar (TBS). • SOP.SNA.AGR.11.8 Rev #1 dated 1 May 2019, SOP Panen Bantuan Kerbau. • SOP.SNA.AGR.11.9 Rev #1 dated 1 May 2019, SOP Tanggung Jawab Tim Manajemen Perkebunan. • SOP.SNA.AGR.11.10 Rev #1 dated 1 May 2019, SOP Perencanaan dan Pengorganisasian Panen. • SOP.SNA.AGR.12.1 Rev #1 dated 1 May 2019, SOP Kesehatan Kerbau. • SOP.SNA.AGR.13.1 Rev #1 dated 1 May 2019, SOP Manajemen dan 	
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		<p>Monitoring Budidaya Kelapa Sawit pada Areal Gamnbut/Rendahan.</p> <ul style="list-style-type: none"> • SOP.SNA.AGR.14.1 Rev #1 dated 1 May 2019, SOP Penanaman Beneficial Plants di Estate. • SOP.SNA.AGR.16.1 Rev #0 dated November 2020, SOP Lahan Marginal. <p>SOPs for Mill:</p> <ul style="list-style-type: none"> • SOP.SKS-POM.01 dated 5 December 2023, FFB Reception • SOP.SKS-POM.02 dated 5 December 2023, FFB Handling • SOP.SKS-POM.03 dated 5 December 2023, SOP Sterilizer • SOP.SKS-POM.04 dated 5 December 2023, SOP Threshing • SOP.SKS-POM.05 dated 5 December 2023, SOP Digestion and Pressing • SOP.SKS-POM.06 dated 5 December 2023, SOP Oil Room • SOP.SKS-POM.07 dated 5 December 2023, SOP Depericarper • SOP.SKS-POM.08 dated 5 December 2023, SOP Nut and Kernel Plant • SOP.SKS-POM.09 dated 5 December 2023, SOP Product Storage & Dispatch CPO/PK • SOP.SKS-POM.10 dated 5 December 2023, SOP Laboratorium • SOP.SKS-POM.11 dated 5 December 2023, SOP Effluent Treatment Plant • SOP.SKS-POM.12 dated 5 December 2023, SOP Water Treatment Plant • SOP.SKS-POM.13 dated 5 December 2023, SOP Boiler • SOP.SKS-POM.14 dated 5 December 2023, SOP Engine Room • SOP.SKS-POM.15 dated 5 December 2023, SOP Workshop and Wheel Loader 	
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		<ul style="list-style-type: none"> SOP.SKS-POM.16 dated 5 December 2023, SOP Perhitungan Harga TBS Eksternal/FFB Pricing Mechanism for External <p>Based on interview with management representatives obtain information that the mill and estate procedure and document verification (last assessment's CAP), all operational procedures will be settled until June 2024.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>Unit of certification having a mechanism to check the implementation of procedures refer to SOP Internal Audit (SNA.SOP.IA.X.2022 Rev.00, dated 28 October 2022. Objective of the procedure is to check consistent implementation of RSPO/ISPO requirements and IOI Group corporate standard.</p> <p>During this assessment, the auditor team has verified the internal audit report as follows:</p> <ul style="list-style-type: none"> Internal audit report RSPO No. IOI/SNA/NC/SPO/2024/02/0001 in PT Sukses Karya Sawit; PT Bumi Sawit Sejahtera and PT Berkat Nabati Sejahtera dated 5 – 27 February 2024. During this assessment, the internal auditor team raised 15 findings. Corrective action plan has been submitted along with correction. All the findings satisfactorily closed during management review meeting on 23 March 2024 who is attended by 31 participants started from the unit head, supporting department (sustainability) and top management. Internal audit report for operational through "Executive Summary Laporan Audit Rutin" for each unit. Sample taken as follows: <ul style="list-style-type: none"> ✓ "Executive Summary Laporan Audit Rutin PT SKS 2 Estate" through (Doc. No. 19/LHA/SNA-IA/I/2024 dated 31 January 2024). 7 findings raised during this assessment. 	Complied

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		<ul style="list-style-type: none"> ✓ "Executive Summary Laporan Audit Rutin PT BNS 3 Estate" through (Doc. No. 20/LHA/SNA-IA/I/2024 dated 3 February 2024). 6 findings raised during this assessment. ✓ "Executive Summary Laporan Audit Rutin PT BNS 4 Estate" through (Doc. No. 21/LHA/SNA-IA/I/2024 dated 31 January 2024). 6 findings raised during this assessment. <p>Moreover, the financial report of each entity under unit of certification also audited by registered public accountant:</p> <ul style="list-style-type: none"> • PT Sukses Karya Sawit: public accountant report No. 00874/2.1068/AU.1/1044-1/1/XI/2023 dated 17 November 2023 that held by Tanubrata Sutanto Fahmi Bambang & Rekan (certified accountant public license No. 622/KM.1/2016). Auditor's opinion: <i>"the accompanying financial statements presen fairly, in all material respects, the financial position of the company as of 30 June 2023, and its financial performance and its cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards"</i>. • PT Bumi Sawit Sejahtera: public accountant report No. 00872/2.1068/AU.1/1044-1/1/XI/2023 dated 14 November 2023 that held by Tanubrata Sutanto Fahmi Bambang & Rekan (certified accountant public license No. 622/KM.1/2016). Auditor's opinion: <i>"the accompanying financial statements presen fairly, in all material respects, the financial position of the company as of 30 June 2023, and its financial performance and its cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards"</i>. • PT Berkat Nabati Sejahtera: public accountant report No. 00877/2.1068/AU.1/1044-1/1/XI/2023 dated 21 November 2023 that held by Tanubrata Sutanto Fahmi Bambang & Rekan (certified 	
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		accountant public license No. 622/KM.1/2016). Auditor's opinion: <i>"the accompanying financial statements present fairly, in all material respects, the financial position of the company as of 30 June 2023, and its financial performance and its cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards"</i> .	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor compliance -	The record of monitoring/internal audit are in place. All the actions taken (corrective action plan) has been submitted and implemented. For example, corrective action plan for internal audit report RSPO No. IOI/SNA/NC/SPO/2024/02/0001 in PT Sukses Karya Sawit; PT Bumi Sawit Sejahtera and PT Berkat Nabati Sejahtera dated 5 – 27 February 2024 has been corrected and presented during management review meeting on 23 March 2024 who is attended by 31 participants started from the unit head, supporting department (sustainability) and top management.	Complied
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	(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. - Critical (Major) compliance -	Extension scope area (427.00 Ha) of PT Berkat Nabari Sejahtera: Environmental Impact Assessment for the extension scope area during this Surveillance-1 audit is already covered in SEIA or "ANDAL". Therefore, no changes of the environmental scope, impact and management. SEIAs has been conducted by interdisciplinary teams of experts in fields such as engineering, environmental science, and social science. The report also outlines any necessary monitoring or follow-up activities that should be carried out to ensure that the project is being implemented in an environmentally and socially responsible manner. Involving	Complied

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		<p>smallholder farmers and other affected stakeholders in the SEIA process is essential for ensuring that the assessment is comprehensive and takes into account the diverse perspectives and needs of the local community. This has been done through a variety of methods, such as public meetings, focus groups, surveys, and other forms of outreach.</p> <p>Unit of certification established Social Environment Impact Assessment document known as AMDAL, consist of:</p> <p>PT Bumi Sawit Sejahtera:</p> <ol style="list-style-type: none"> 1. "Analisis Dampak Lingkungan (AMDAL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Bumi Sawit Sejahtera", approved based on Keputusan Gubernur Kalimantan Barat No.200/BLHD/2013 dated 14 March 2013; covers 10,067.21 Ha; mill capacity 45 tons/hour. 2. "Rencana Pengelolaan Lingkungan Hidup (RKL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Bumi Sawit Sejahtera", approved based on Keputusan Gubernur Kalimantan Barat No.200/BLHD/2013 dated 14 March 2013; covers 10,067.21 Ha; mill capacity 45 tons/hour. 3. "Rencana Pemantauan Lingkungan Hidup (RKL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Bumi Sawit Sejahtera", approved based on Keputusan Gubernur Kalimantan Barat No.200/BLHD/2013 dated 14 March 2013; covers 10,067.21 Ha; mill capacity 45 tons/hour. 4. Scope of AMDAL is covering environmental and social aspects assessment for all plantation and mill operations. Hectarage of AMDAL scope is referred to "Keputusan Menteri Kehutanan No. SK.351/Menhut-II/2012 tentang Pelepasan Kawasan Hutan Produksi yang dapat Dikonversi seluas 10,067.21 Ha yang terletak di Kelompok Hutan Sungai Jelai Kecamatan Kendawangan Kabupaten Ketapang Provinsi Kalimantan Barat". 	
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		<p>5. Participatory with affected parties was conducted during SEIA assessment through Economic and Social Questionnaire "Pedoman Wawancara Untuk Sampel Penduduk" with adjacent communities of certification unit.</p> <p>PT Sukses Karya Sawit:</p> <p>AMDAL (Social and Environment Impact Assessment) consists of "Analisis Dampak Lingkungan Hidup (AMDAL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Sukses Karya Sawit"; "Rencana Pengelolaan Lingkungan Hidup (RKL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Sukses Karya Sawit"; "Rencana Pemantauan Lingkungan Hidup (RKL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Sukses Karya Sawit". Approved based on Keputusan Gubernur Kalimantan Barat No.374/BLHD/2010 dated 12 Aug 2010; covers plantation ± 13,152 Ha and mill capacity 45 tons FFB/hour.</p> <p>Environmental Permit of Sukses Karya Sawit Mill based on "Keputusan Bupati Ketapang No. 357/DPMPTSP-D.B/2019 dated 26 Jun 2019, regarding "Izin Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit oleh PT Sukses Karya Sawit yang berlokasi di Kecamatan Kendawangan Kabupaten Ketapang" – environmental permit of plantation covers 9,480.50 Ha and mill of PT Sukses Karya Sawit with capacity 90 tons FFB/hour.</p> <p>PT Berkat Nabati Sejahtera:</p> <p>AMDAL (Social and Environment Impact Assessment) consists of "Analisis Dampak Lingkungan Hidup (AMDAL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Berkat Nabati Sejahtera"; "Rencana Pengelolaan Lingkungan Hidup (RKL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT Berkat Nabati Sejahtera"; "Rencana Pemantauan Lingkungan Hidup (RKL) Perkebunan dan Pabrik</p>	
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		<p>Pengolahan Kelapa Sawit PT Berkat Nabati Sejahtera". Approved based on Keputusan Gubernur Kalimantan Barat No.375/BLHD/2010 dated 12 Aug 2010; covers plantation ± 10,910 Ha and mill capacity 45 tons FFB/hour.</p> <p>The information to have 45 MT/hour mill in each company does exist on each company's AMDAL document. However, the company decided to build 1 mill with capacity 90 MT/hour in PT. Sukses Karya Sawit. The legal standing for PT. Sukses Karya Sawit POM with capacity 90 MT/hour was stated in the environmental permit issued 26 June 2019.</p> <p>Total area covered under Environmental Impact Assessment (including extension scope) for unit of certification is 30,457.71 Ha.</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>Extension scope area (427.00 Ha) of PT Berkat Nabari Sejahtera:</p> <p>Environmental Impact Assessment for the extension scope area during this Surveillance-1 audit is already covered in SEIA or "AMDAL". Therefore, no changes of the environmental scope, activities, impact and management, including the monitoring planning.</p> <p>Environmental Management and Monitoring Plan (RKL-RPL) is part of SEIA or AMDAL document, where the participatory of affected parties was conducted during the assessment.</p> <p>Sukses Karya Sawit Mill and its supply bases has established identification the environmental aspect and impact assessment and reviewed annually. The plan was including monitoring that adaptive to operational changes and effective of the mitigation measures.</p> <p>The social and environment management and monitoring plan are available as per RKL-RPL that covered:</p> <ul style="list-style-type: none"> - Monitoring of community perception and social conflict potential - Monitoring of community health level 	Complied

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		<ul style="list-style-type: none"> - Monitoring of business opportunities - Monitoring of air ambience quality and noise - Monitoring surface water quality - Monitoring of peat subsidence - Monitoring erosion rate - Monitoring of biodiversity - Potential of fire - Air emission quality <p>Participation of affected stakeholders particularly communities surrounding the plantation has been demonstrated by increased of job and business opportunity and crop compensation based on principles of FPIC.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>Sighted and verified on document "Laporan Pelaksanaan RKL-RPL Semester II Periode Jul – Dec 2023". The monitoring and management plan is reported online to Ministry of Environment using "SIMPEL".</p> <p>Some program has been implemented such as no burning in land clearing and all operation, retain the riparian and categorized as conservation area, prohibit to conduct land clearing at secondary forest which has been set as HCV, not conducted planting at area identified as peat with depth > 3 m. The social and environmental management and monitoring plan also required some parameter such as:</p> <ul style="list-style-type: none"> - Physical-chemical component/aspect: soil fertility (monitoring once per annum); water quality (monitoring twice per annum); air quality (monitoring twice per annum); aesthetic (cleanliness). - Social-economy-cultural component/aspects: community welfare; community perception. - Health component: community health, hazardous waste management. 	Complied

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		<p>- All these parameters are implemented by the unit of certification. The implementation of RKL-RPL was reported periodically every six months to "Dinas Perumahan Rakyat, Kawasan Permukiman dan Lingkungan Hidup Kabupaten Ketapang".</p> <p>For the social impact assessment's evaluation, unit of certification have already updated in participatory manner inviting aspiration/issue from scheme smallholder cooperatives.</p>	
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>The company has a policy related to the human resource management system which is contained in the Company Regulation Period 2022-2024. The regulation has been ratified by Labor Agency of Ketapang Regency in July 2022.</p> <p>The company regulation document informs employment-related policies, including:</p> <ul style="list-style-type: none"> - Article I General Regulation - Article II Working Relation - Article III Work Implementation - Article IV Paid Leave and Absence from work. - Article V Education, Training and Performance Development - Article VI Position Transfer, Promotion and Demotion - Article VII Wage - Article VIII Social, Health, Safety and Welfare Security - Article IX Health and Safety and Work Equipment - Article X Code of Conduct and Sanction 	Complied

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		<ul style="list-style-type: none"> - Article XI Layoff - Article XII Worker Grievances <p>Company Regulation is written in Indonesian language and workers are understood substance of agreement. On the clause which describes salary system (Wage Structure), stated that basic wage for permanent daily worker is above daily minimum wage.</p> <p>In addition, the company also had policy related to premium and incentive for harvester and other type of works on "Surat Ketetapan Skema Pekerjaan Panen dan Pekerjaan Lainnya serta Premi Insentif Pekerjaan" (No. 03/SNA/SK/MGMT/II/2023, dated 1 February 2023). For examples, there's allowance/premium for each type of works such as:</p> <ul style="list-style-type: none"> - Selective Spraying (Mature) : Basis 3.5 ha with piece rate Rp 35,300 - Slashing (Mature) : Basis 0.6 ha with piece rate Rp 205,800 - Weed Spraying (Mature) : Basis 4 ha with piece rate Rp 30,900. - Turnera Planting : Basis 30 m with piece rate Rp 4,120 <p>Based on the interviews with workers (harvesters, pesticide sprayers, and mill operators), workers had a sufficient understanding of the procedures related to recruitment, promotion, and termination of employment.</p>	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor compliance -	<p>The following is evidence of the implementation of employment aspects within the scope of certification:</p> <ul style="list-style-type: none"> - Full time agreement Record on behalf of SPM (Signed on 1 March 2024) for Harvester in BNS-3 Estate. 	Complied

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		<ul style="list-style-type: none"> - Full time agreement Record on behalf of ME (Signed on 1 March 2024) for Harvester in BNS-3 Estate. - Full time agreement Record on behalf of MR (Signed on 1 March 2024) for Harvester in BNS-3 Estate. - Worker Evaluation record on behalf of Siparman on December 2023. - Worker Evaluation record on behalf of Muhammad Erwin on December 2023. - Proof of BPJS Employment payment for the February 2024 period on 14 March 2024 (FT24074RBNLY) for PT Berkat Nabati Sejahtera. - Proof of BPJS Employment payment for the February 2024 period on 14 March 2024 (FT24074P5G03) for PT Sukses Karya Sawit (Estate). - Proof of BPJS Employment payment for the February 2024 period on 14 March 2024 (FT24074THJX7) for PT Bumi Sawit Sejahtera - Proof of BPJS Health payment on 12 February 2024 for PT Berkat Nabati Sejahtera. - Proof of BPJS Health payment on 12 February 2024 for PT Sukses Karya Sawit. - Record of Annual leave on behalf of Jiki (driver) for 11 days from 28 April 2022. The request has been approved by Estate Manager. - Pension Compensation detail record on behalf of Artawi on 24 March 2024. The compensation has been transferred to worker via BSI (Bank Syariah Indonesia) on 26 March 2024. 	
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		Based on those objective evidence, the company has documented all labor procedures that have been carried out properly, such as recruitment, promotion, performance appraisal, and termination. Employment procedures implemented and records are maintained.	
Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
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>Unit of certification has established the OHS policy that was signed by Group Plantation Director on 28 October 2017, stated that the company commit to provide safe and health workplace by implementation effectively management to prevent workplace accidents and unhealthy to all employees, guest, and contractor. The policy was also displayed at in public board both in mill and estates.</p> <p>Risks assessment to identify the H&S issues in all operational activities are documented in Hazard Identification, Risk Assessment and Risk Control (HIRARDC), divided into two operational control, plantations/estates and mill.</p> <ul style="list-style-type: none"> - Hazard Identification, Risk Assessment and Risk Control (HIRARDC) No. Doc: IMS.P-02.F-01, Rev.16, dated 21 Feb 2024. Risks assessment for estate/plantation activities. - Hazard Identification, Risk Assessment and Risk Control (HIRARDC) No. Doc: IMS.M-02.F-01, Rev.02, dated 1 Feb 2024. Risks assessment for mill activities. <p>Document of OHS Guidance "Identifikasi Penilaian Dampak Resiko dan Penentuan Pengendalian Resiko / HIRADC (EHS.OSHMS-P01, Rev.04/2024, dated 20 Mar 2024) is procedure to guiding the risk assessment and terms to review the document.</p> <p>According to the procedure, review of HIRADC shall conducted annually and signed the document by EHS Manager with HIRADC program approval date.</p> <p>All activities in Mill and Estate has been identify in HIRARDC.</p>	Complied

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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>H&S plan to address health and safety risks to people has developed by unit of certification in form of OHS program "Program K3 Tahunan 2024". The program consists of:</p> <ul style="list-style-type: none"> - H&S Policies dissemination/awareness. Plan: Sep 2024. - Contractor awareness in regards Contractor Safety Management System and Clausa Safety for contractor. Plan: Feb 2024. - Awareness of H&S procedures. Plan: Jan and Jun 2024 (Spraying, Manuring, Harvesting); others activities plan in Apr & Oct 2024. - Implementation of H&S program, Monitoring of traffic signs, delineator, safety sign board, PPE, tractor and heavy vehicle, fire extinguisher. <p>The health and safety risks monitoring to all workers was implemented by conducting medical surveillance in September 2023. Unit of certification have records the specific medical examination result and documented in "Laporan Hasil Pemeriksaan Kesehatan Tenaga Kerja 2023".</p>	Complied
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>SOP Training Center (No. SOP.TC.001 dated 29 January 2019), as a guidance to provides training for workers in all areas of work, including considering gender need.</p> <p>It has been observed the Training Programs for each unit (Mill and Estates), and gender specific need such as training of reproduction rights and protection.</p> <p>During interview with sample of workers at Estate and Mill, they clearly stated that training and awareness is conducted by unit of certification.</p>	Complied
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>Training record for sample of operation unit as below:</p>	Complied

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		<ul style="list-style-type: none"> - First aid training at PT Berkat Nabati Sejahtera held on 1 November 2023, attended by 13 participants (spraying supervisor, storekeeper, fuel supervisor). - First aid training at PT Sukses Karya Sawit held on 16 November 2023, attended by 33 participants (harvesting team, manuring team, spraying team, mill team). <p>Interview with sample of spraying workers in BSS3 Estate (Mrs. B****I, Mrs. S*****I and MRs. N*****a) they understand how to using first aid if emergency occurs during work.</p>	
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>Unit of certification has conducted refreshment training for specific person having responsibility to supply chain implementation such as security officer and weighbridge operator. Last refreshment training has been held on 9 May 2023 who attending by 3 participants.</p> <p>Interview with weighbridge operator, he have knowledge and able to demonstrate how to verify the FFB sources between certified and non-certified through the system.</p>	Complied
<p>Criteria 3.8: Supply chain requirements for mills.</p> <p>Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</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</p>	<p>Sukses Karya Sawit POM – PT Sukses Karya Sawit implemented Mass Balance Module.</p> <p>Not applicable.</p>	Not Applicable

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	without physically separating them, then only Mass Balance Module is 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>	<p>Sukses Karya Sawit POM – PT Sukses Karya Sawit implemented Mass Balance Module. The supply base structure are follows:</p> <p>Certified source</p> <ul style="list-style-type: none"> • PT Sukses Karya Sawit <ul style="list-style-type: none"> ✓ SKS 1 Estate (scheme smallholders Koperasi Natai Aru Mitra Sejahtera and Koperasi Natai Sipun Mandiri) ✓ SKS 2 Estate ✓ SKS 3 Estate • PT Bumi Sawit Sejahtera <ul style="list-style-type: none"> ✓ BSS 1 Estate ✓ BSS 2 Estate ✓ BSS 3 Estate ✓ BSS 4 Estate (scheme smallholders Koperasi Citra Niaga) • PT Berkat Nabati Sejahtera <ul style="list-style-type: none"> ✓ BNS 1 Estate ✓ BNS 2 Estate (Scheme smallholders on behalf of Koperasi Sawit Sejahtera Bersama) ✓ BNS 3 Estate ✓ BNS 4 Estate <p>Uncertified source</p> <ul style="list-style-type: none"> • PT Kalimantan Prima Agro Mandiri 	Complied

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		<ul style="list-style-type: none"> ✓ KPAM 1 Estate (including scheme smallholders Koperasi Berais Lestari Mandiri) ✓ KPAM 2 Estate ✓ KPAM 3 Estate ✓ KPAM 4 Estate (scheme smallholders on behalf of Koperasi Jambi Agro Mandiri and Koperasi Kalimantan Prima Karya Tani). • Scheme smallholders; TKD Pembedilan, TKD Air Hitam Hulu, TKD Air Hitam Besar, TKD Natai Kuini. • Independent smallholders; on behalf of Kelompok Tani Sawit Mandiri Bersama, Kelompok Tani Natai Resak and Kelompok Tani Mitra SKS Sejahtera. <p>Related to the Aidenvironment complaint against overplanting in PT BNS in 2016, during this assessment auditor has verified that there was a Joint Statement on Closure of Ketapang Complaint between IOI Group and Aidenvironment on 1 December 2016. The statement stated: <i>"Although IOI will certify PT BNS and SKS under the RSPO time-bound plan, IOI undertakes not to market the palm oil produced from PT BNS and the affected areas of PT SKS3 with the RSPO certification claims for the duration of one planting cycle".</i></p> <p>Apart from the RSPO certification, IOI agreed to self-not counting the certified FFB that comes from affected areas which is 9,800.48 Ha (Area of non-certified sources PT KPAM).</p>	
3.8.3	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	The estimated annual tonnage for certified FFB processed, CPO and PK production are available in the Estate and Mill annual production budget for 12 months since certified. The FFB tonnage received from certified supply bases (company-owned plantation and scheme smallholders) and	Complied

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	produced shall then be recorded in each subsequent annual surveillance report.	<p>uncertified supply bases (uncertified company-owned plantation and independent smallholders)</p> <p>The estimated for CPO and PK production from Sukses Karya Sawit POM is recorded under the public summary report and the RSPO certificate. The actual CPO and PK production were verified during each subsequent annual surveillance assessment visit to ensure that certified mill only deliver the allowed tonnage for the year.</p> <p>BSI Group as certification body has submitting estimated of FFB received, CPO and PK produced to RSPO Public Summary Report and the RSPO PalmTrace system.</p> <ul style="list-style-type: none"> • FFB: 330,920 MT • CPO: 74,457 MT • PK: 9,928 MT 	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	PT Sukses Karya Sawit – Sukses Karya Sawit POM (Subsidiary of IOI Corporation Berhad) holds RSPO membership number 2-0002-04-000-00 since 17 March 2004. Sukses Karya Sawit POM holds RSPO IT PalmTrace No. RSPO_PO1000004867.	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> <ol style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and 	<p>PT. Sukses Karya Sawit – Sukses Karya Sawit POM has SOP on: SOP “Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.04” 31 January 2023. This procedure covered issues as follows:</p> <ol style="list-style-type: none"> The procedures have referred to the latest document for RSPO Supply Chain Certification Systems 2020 and RSPO Supply Chain Certification Standard 2020. The procedure also covering specific guidelines for registration of transaction in palmtrace including shipping announcement and stock removing (section 6.5). Mill has recorded all the incoming and outgoing product through the mass balance data since they are certified. Furthermore, unit of certification also conducted refreshment training for specific person having responsibility to supply chain implementation such as 	Complied

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	<p>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>security officer and weighbridge operator. Last refreshment training has been held on 9 May 2023. Attended by 3 participants.</p> <p>c) Identification of the role person having overall responsibility can be seen through appointment letter from mill manager "Surat Penunjukan Petugas Rantai Pasok untuk Pabrik" on behalf of Kholil dated 22 November 2023. Based on interview, the PIC can explain the basic of receiving, recording, reporting mass balance on certified and non-certified FFB, CPO and PK.</p> <p>d) Mill using mass balance module that documented the material from certified and uncertified source.</p>	
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>According to the SOP Supply Chain "Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.04" dated 31 January 2023 stated that internal audit conducted by Department Sustainability & Certification. Through the internal audit report RSPO No. IOI/SNA/NC/SPO/2024/02/0001 dated 5 – 27 February 2024. During this assessment, the internal auditor team raised 2 findings against supply chain requirements. Corrective action plan has been submitted along with correction. All the findings satisfactorily closed during management review meeting on 23 March 2024 who is attended by 31 participants started from the unit head, supporting department (sustainability) and top management.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <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>Purchasing and goods in covered in section 6.2 of SOP Supply Chain "Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.04" dated 31 January 2023. Other document related to the purchasing and goods in is SOP.SKS-POM.01 dated 5 December 2023, FFB Reception. The procedure stated:</p> <ul style="list-style-type: none"> • FFB sources can be from the company plantations, scheme 	Complied

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	<p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>smallholders and external source such as FFB collector and independent smallholders.</p> <ul style="list-style-type: none"> • All incoming FFB shall show the relevant information related to FFB origin; name and address of mill; delivery date; total bunches/loose fruit; unique code; supply chain number; stamp (Certified/noncertified); • For external resources shall show the information such as supplier name; land legality/permit; business permit; total areas and coordinat. <p>Sample of FFB receiving at Sukses Karya Sawit POM:</p> <ul style="list-style-type: none"> • Certified source: <ul style="list-style-type: none"> a. FFB Delivery Note: Serial Number 013760; Delivery date 27/03/2024; vehicles Number KB 9846 ZL; Origin SKS2 Estate; Division A; Block 02; total bunches 672; total loose fruit 786 kg; Driver Maksi; Stamp with CERTIFIED. b. Weighbridge ticket: vehicles number KB 9846 ZL; date 27/03/2024; ticket number WB1/9618; customer PT SKS 02; product FFB; status certified; planting year 2011; 1st weighing 11,430 kg; 2nd weighing 4,160 kg; Netto 7,270 kg; driver Maksi. • Uncertified source: <ul style="list-style-type: none"> a. FFB Delivery Note: Serial Number 003890; Delivery date 06/03/2024; vehicles Number KH 8025 GR; Origin KPAM 01 Estate; Division B; Block E15B & E16A; Total bunches 838; Total loose fruit 252 kg; Driver Ruben. b. Weighbridge slip: vehicles number KH 8025 GR; date 06/03/2024; ticket number WB1/7402; Customer PT KPAM 01; Product FFB; Status noncertified; planting year 2018; 1st 	
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		weighing 10,140 kg; 2 nd weighing 4,330 kg; Netto 5,810 kg; Driver Ruben.	
		This procedure having mechanism in place for handling non-conforming raw material and oil palm products under section 6.12.	
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> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>Sales and goods out covered in section 6.4 of SOP Supply Chain "Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.04" dated 31 January 2023. Other document related to the sales and goods out is SOP.SKS-POM.09 dated 5 December 2023, SOP Product Storage & Dispatch CPO/PK. This document stated:</p> <ul style="list-style-type: none"> All outgoing CSPO and CSPK shall entering the weighbridge bay. All incoming CSPO and CSPK shall show the relevant information related to: <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. CSPO: 	Complied

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		<p>a. Delivery Order No. 026/SKS/DO-PK/III/2024; Type of product palm kernel; Contract No. 028/SKS-KTN/PK/III/2024; Date 13/03/2024; Quantity 200,000 kg; Buyer PT Kurnia Tunggal Niaga; FOB/CIF Franco Kumai, Store PT KTN; Transporter CV Candra Buana; Transporting period 16 – 29 March 2024; Note FFA 5.00% max, D&S 8.00% max and moist 8.00% max.</p> <p>b. Weighbridge ticket: vehicles number KH 8575 AD; date 25/03/2024; ticket number WB2/3580; customer PT Kurnia Tunggal Nugraha; product Palm Kernel; status -; seal no 0127126-0127130; 1st weighing 4,410 kg; 2nd weighing 9,410 kg; Netto 5,000 kg; DO 028/SKS-KTN/PK/III/2024; driver Philipus; RSPO certificate number -; stamp -.</p> <ul style="list-style-type: none"> • CSPK: <p>a. Delivery Order No. 018/SKS/DO-CPO/III/2024; Type of product CPO; Contract No. 019/SKS-SMART/CPO/II/2024; Date 19/02/2024; Quantity ±2,000,000 kg; Buyer PT Sinar Mas Agro Resources and Technology; FOB Muara Air Hitam, Kalimantan Barat; Vessel TK Bumi Elaieis Tiga/TB Kelinci Mas Tiga; Transporting period 6 – 10 March 2024; Note FFA 5.00% max, M+I 0,50% max.</p> <p>b. Weighbridge ticket: vehicles number KH 8242 GF; date 23/03/2024; ticket number WB2/3550; customer PT SMART Tbk; product CPO; status -; seal no 0127060; 1st weighing 3,660 kg; 2nd weighing 11,230 kg; Netto 7,570 kg; DO 019/SKS-SMART/CPO/II/2024; driver Angga; RSPO certificate number -; stamp -.</p> 	
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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>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>Based on document verification, mill only use transporter to handle the product in accordance with the franco sales. List of updated transporters per March 2024 as follows:</p> <p>a) Legal ownership of the material owned by PT. Sukses Karya Sawit POM. This is stipulated in contract clause. For example, in contract with PK transporter CV Candra Buana "Surat Perjanjian Kerja Jasa Pengangkutan Barang antara PT. Sukses Karya Sawit dengan CV Candra Buana No.025/SPK-PK/II/2024" dated 22 February 2024. Section 1.1 stated product that produced by PT. Sukses Karya Sawit is Palm Kernel.</p> <p>b) In section 6.4 stated that the contractor agreed to open access to the company's internal/external auditor to verify the working agreement if deemed necessary and informed before.</p>	Complied								
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>Based on document verification, updated transporters per March 2024 as follows:</p> <table border="1"> <thead> <tr> <th>Land transport</th><th>Address</th><th>Contact</th><th>Name</th></tr> </thead> <tbody> <tr> <td>CV Candra Buana (CPO & PK)</td><td>Dusun Danau Limau RT009/RW003, Air Hitam Besar, Kendawangan, Ketapang</td><td>0852 5645 7473/0812 3114 2877</td><td>Jailani</td></tr> </tbody> </table>	Land transport	Address	Contact	Name	CV Candra Buana (CPO & PK)	Dusun Danau Limau RT009/RW003, Air Hitam Besar, Kendawangan, Ketapang	0852 5645 7473/0812 3114 2877	Jailani	Complied
Land transport	Address	Contact	Name								
CV Candra Buana (CPO & PK)	Dusun Danau Limau RT009/RW003, Air Hitam Besar, Kendawangan, Ketapang	0852 5645 7473/0812 3114 2877	Jailani								

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		CV Mega Jaya Pandawa (CPO)	Jl Ahmad Wongso, Kelurahan Madurejo, Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat	0822 4468 5708	Ahmad Tabrani	
		Water transport				
		PT Tiga Putri Dua Putra	Dusun Danau Limau RT008/RW003, Air Hitam Besar, Kendawangan, Ketapang	0823 1563 1196	Suandi Kaspudin	
		CV Sultan Borneo Mandiri	Jl. Pangeran Antasari GG. M. Saat, Desa Raja Kecamatan Arut Selatan	0813 3304 4756	Ulama Dahlan	
		Based on interview with transporter representative on behalf of CV Sultan Borneo obtain information that they agreed to share the shipping document with CB's in accordance with contract.				
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.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM has listed the contractors and can be called upon. During this assessment, the auditor team has been conducted the interview with transporter representative on behalf of CV Sultan Borneo.				Complied
3.8.12	Record keeping i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Record keeping covered in section 6.6 of SOP Supply Chain “Prosedur Standar Rantai Pasok No.SOP.SRP.SCS-01 rev.04” dated 31 January 2023. <ul style="list-style-type: none">Updated document can be seen on the mass balance data, sales contract, weighbridge ticket and delivery note.Clause 6.6.5 stated that retention times for all records and reports of supply chain document minimum of two (2) years. Evidence of retention document can be seen on the weighbridge ticket and				Complied

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	<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>	<p>delivery note on 11 January 2022 (mill not certified yet).</p> <ul style="list-style-type: none"> Based on Daily Production Report, for example report as per 1 May 2024 can be seen the FFB received month to date is 19,505 MT; CPO produced month to date is 3,929.11 MT; PK produced month to date is 458.15 MT; OER month to date is 20.37%; KER month to date is 2.38%; CPO dispatched month to date is 7,638.51 MT; PK dispatched month to date is 613.71 MT. The auditor team has verified the mass balance document as per May 2024. There is no short selling during this assessment. 	
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>Daily extraction rate can be verified through the Daily Production Report. Based on Daily Production Report, for example report as per 1 May 2024 can be seen the FFB received month to date is 19,505 MT; CPO produced month to date is 3,929.11 MT; PK produced month to date is 458.15 MT; OER month to date is 20.37%; KER month to date is 2.38%; CPO dispatched month to date is 7,638.51 MT; PK dispatched month to date is 613.71 MT.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Extraction rate updated periodically following the daily production report.</p>	Complied
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</p>	<p>PT. Sukses Karya Sawit – Sukses Karya Sawit POM uses Mass Balance supply chain model. The mill only claimed the FFB proportion from certified supply bases which comprise of company-own estate.</p>	Not Applicable

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	<p>palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>Certified source</p> <ul style="list-style-type: none"> • PT Sukses Karya Sawit <ul style="list-style-type: none"> ✓ SKS 1 Estate (scheme smallholders Koperasi Natai Aru Mitra Sejahtera and Koperasi Natai Sipun Mandiri) ✓ SKS 2 Estate ✓ SKS 3 Estate • PT Bumi Sawit Sejahtera <ul style="list-style-type: none"> ✓ BSS 1 Estate ✓ BSS 2 Estate ✓ BSS 3 Estate ✓ BSS 4 Estate (scheme smallholders Koperasi Citra Niaga) • PT Berkat Nabati Sejahtera <ul style="list-style-type: none"> ✓ BNS 1 Estate ✓ BNS 2 Estate (Scheme smallholders on behalf of Koperasi Sawit Sejahtera Bersama) ✓ BNS 3 Estate ✓ BNS 4 Estate <p>Uncertified source</p> <ul style="list-style-type: none"> • PT Kalimantan Prima Agro Mandiri <ul style="list-style-type: none"> ✓ KPAM 1 Estate (including scheme smallholders Koperasi Berais Lestari Mandiri) ✓ KPAM 2 Estate ✓ KPAM 3 Estate ✓ KPAM 4 Estate (scheme smallholders on behalf of Koperasi Jambi Agro Mandiri and Koperasi Kalimantan Prima Karya Tani). 	
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		<ul style="list-style-type: none"> Scheme smallholders; TKD Pembedilan, TKD Air Hitam Hulu, TKD Air Hitam Besar, TKD Natai Kuini. <p>Independent smallholders; on behalf of Kelompok Tani Sawit Mandiri Bersama, Kelompok Tani Natai Resak and Kelompok Tani Mitra SKS Sejahtera.</p> <p>Therefore, this is not applicable.</p>	
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>During this assessment, there is no shipping announcement recorded. However, there was stock remove recorded as follow:</p> <ul style="list-style-type: none"> ST-TR-ec2f884e-6cf8 on 15 March 2024 for removed 55,783 MT FFB from certified stock. ST-TR-20d8181e-16f6 on 15 March 2024 for removed 1,348 MT CSPK from certified stock. ST-TR-adc5186a-1702 on 15 March 2024 for removed 11,150 MT CSPO from certified stock. 	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT. Sukses Karya Sawit – Sukses Karya Sawit 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.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>PT. Sukses Karya Sawit – Sukses Karya Sawit POM did not conduct corporate communication. Corporate communications are conducted by IOI Group as RSPO member with membership No. 2-0002-04-000-00, member since 17 March 2004 on website: https://www.ioigroup.com/</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> Display its RSPO membership status 	<p>In corporate communication, IOI Group has display its RSPO membership status, membership number, linked to the RSPO web address, stated that IOI Group support the work of the RSPO and stated</p>	Complied

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	<ul style="list-style-type: none"> • 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>	IOI Group's history with regard to the RSPO. https://www.ioigroup.com/sustainability/palm-oil-dashboard-traceability .	
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. Sukses Karya Sawit – Sukses Karya Sawit POM did not make any statement that may 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. Sukses Karya Sawit – Sukses Karya Sawit POM did not make any statement that may 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. Sukses Karya Sawit – Sukses Karya Sawit POM did not use RSPO corporate logo.	Complied
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM only using stamp "Certified" in their sales document, e.g., Sales Contract, Delivery Order and Weighbridge Ticket that the product they sold is RSPO Certified CPO or PK with Mass Balance Module. The communication is mainly of the RSPO certificate number and product description.	Complied
5.1.2	Product-specific communications are voluntary.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM product specification communications already stated on shipping information such as FFA rate and product type (CPO or PK).	Complied

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5.1.3	a) Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	RSPO label is not displayed on product-specific communications.	Complied
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM does not use any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products	Complied
5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is a palm oil mill implementing RSPO P&C. Therefore, this is not applicable.	Not Applicable
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is a palm oil mill implementing RSPO P&C. Therefore, this is not applicable.	Not Applicable

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	this document and that the claim itself can be supported through a certified supply chain		
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM only using stamp “Certified” in sales documents, e.g., Sales Contract, Delivery Order and Weighbridge Ticket that the product they sold is RSPO Certified CPO or PK with Mass Balance Module. The communication is mainly of the RSPO certificate number and product description. There is no RSPO Label used.	Complied
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM only using stamp “Certified” in sales documents, e.g., Sales Contract, Delivery Order and Weighbridge Ticket that the product they sold is RSPO Certified CPO or PK with Mass Balance Module, and RSPO certified number is available.	Complied
5.2.3	Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options: <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil 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 products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is a palm oil mill implementing RSPO P&C. Therefore, this is not applicable.	Not Applicable

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5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is an RSPO certificate holder with certificate number RSPO 715456, originally issued by BSI Services Malaysia Sdn Bhd on 16 July 2023. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is an RSPO certificate holder with certificate number RSPO 715456, originally issued by BSI Services Malaysia Sdn Bhd on 16 July 2023. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is an RSPO certificate holder with certificate number RSPO 715456, originally issued by BSI Services Malaysia Sdn Bhd on 16 July 2023. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is an RSPO certificate holder with certificate number RSPO 715456, originally issued by BSI Services Malaysia Sdn Bhd on 16 July 2023. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied

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	D) For Products covered with Book and Claim (B&C): <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* *Add RSPO TM Licence Number below or next to the claim.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM is an RSPO certificate holder with certificate number RSPO 715456, originally issued by BSI Services Malaysia Sdn Bhd on 16 July 2023. The certificate holder sold its oil palm product in bulk, there is no on pack claims attached.	Complied
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM communication has not stated information about the claimant's RSPO membership status.	Complied
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	PT. Sukses Karya Sawit – Sukses Karya Sawit POM communication has not stated information about the claimant's RSPO membership status.	Complied
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	There is no RSPO Label used.	Complied
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	There is no on pack claim used.	Complied
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% of the palm oil content must be RSPO MB-certified.	The MB volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under MB model is considered 100% content.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	The MB volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under MB model is considered 100% content.	Complied
Messaging			

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	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil 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>PT. Sukses Karya Sawit – Sukses Karya Sawit POM did not use the RSPO trademark and/or RSPO label in the product. The mill sells its product in bulk.</p> <p>Not applicable.</p>	Not Applicable
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil 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". 	<p>PT. Sukses Karya Sawit – Sukses Karya Sawit POM did not use the RSPO trademark and/or RSPO label in the product. The mill sells its product in bulk.</p> <p>Not applicable.</p>	Not Applicable
Principle 4: Respect community and human rights and deliver benefit			
Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>PT SKS, PT BNS, and PT BSS are companies under PT SNA which is part of the IOI group. The company group policy can be accessed at https://www.ioigroup.com/sustainability/sustainable-palm-oil-policy</p> <p>The policy to respect Human Rights is described in the IOI Group Sustainable Palm oil section 4 on Human Rights and Workplace with the</p>	Complied

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	- Critical (Major) compliance -	<p>statement "Respect and uphold the rights of all workers, including contract, temporary, and migrant workers, as well as protecting human rights defenders against threats and retaliation in accordance with the Universal Declaration of Human Rights, the International Labor Organizations core conventions, United Nations Guiding Principles on Business and Human Rights, United Nations Global Compact on human rights, labor, environmental and anti-corruption and the principles of Free and Fair Labor in Palm Oil Production"</p> <p>Record of Socialization</p> <ul style="list-style-type: none"> • November 2, 2023 to PT SKS Mill and Estate workers during the morning briefing • July 2023 to PT BMS workers which was carried out in stages from week 1 to 4 • October 2023 to PT BSS workers <p>Another form of socialization is by installing warnings regarding company policies in strategic areas such as plantation offices, division offices, employee housing, and several rain hut locations. The results of interviews with employee representatives during harvesting, fertilizer, and spraying activities as well as interviews with factory employees showed that company policies have been conveyed to employees periodically.</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>Based on document review and field observation as well as interviews with representatives of management, workers' representatives, and representatives of the village community, it is known that the company does not use paramilitary or mercenaries to carry out security. There are no issues regarding violence or threats against workers including the surrounding community.</p>	Complied

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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 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>The company has a procedure for handling employee and stakeholder grievance and complaints SNA/SOP/HRPK/003 Revision 02 effective February 7, 2023. The procedure states among other things:</p> <ul style="list-style-type: none"> • Reporters are given the freedom not to include their names when reporting. • Response time is 2 days from the time the complaint is received. • PIC prepares a follow-up plan for resolving complaints together with all relevant parties. • PIC monitors the follow-up plan and makes a follow-up report. • During the complaint handling process, PIC coordinates with the complaint committee and stakeholder representatives • PIC notifies the reporter/stakeholder representative of the complaint resolution. • PIC makes a complaint resolution report <p>This procedure has been described protection anonymity of complainants, Human Rights Defender, and whistle-blowers.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The Company has procedures for handling employee and stakeholder grievance and complaints SNA/SOP/HRPK/003 Revision 02 effective February 7, 2023, which ensure the system is understood by affected parties. For illiterate parties, they can represent themselves to other parties, for example the Village Head or a designated representative.</p> <p>The form of socialization of the procedure, including being delivered to village representatives and other stakeholders on February 9, 2024, was delivered by the PIC of the company communications.</p>	Complied

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4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Interviews result with stakeholders and the logbook of incoming and outgoing letters, information was obtained regarding complaints submitted by stakeholders to the company, for example as follows:</p> <ul style="list-style-type: none"> • Natai Aru Maju Sejahtera Cooperative <p>The results of interviews with the Cooperative management known the following complaints:</p> <ol style="list-style-type: none"> 1. Production targets were never achieved due to poorly maintained land conditions, many losses, and <i>SPH</i> that did not meet standards 2. Harvesting and maintenance activities could not run smoothly because housing facilities for workers had not been provided properly. Currently, there are 29 plasma employees who are forced to live outside the plantation because they do not get housing facilities. The existing housing is over capacity so that 1 house can be filled by 8 people. 3. The financial report for the first harvest (48 months after planting) has not been submitted to the Cooperative representative at all 4. Until now, the Cooperative has never known about the RSPO certification program, and the added value/benefits obtained when it has been declared a certified TBS supplier. 5. Currently, the plasma area is 635 Ha, which should have been realized as 645 Ha and along with the increase in the company's operational area, the plasma area has also increased. This was agreed upon at the 2015 meeting. 6. The company has never informed what documents can be accessed by the public or the mechanism for accessing them. <ul style="list-style-type: none"> • Citra Niaga Cooperative 	Complied
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		<p>Letter Number: 002/KOPBUN.CN-NK/II/2024 dated February 9, 2024, regarding official demands for:</p> <ol style="list-style-type: none">1. Realization of the agreement on production borrowing2. Postponing the construction of the Cable Way Project located in the plasma <i>HGU</i> area until there is official mediation.3. The demands must be responded to no later than February 17, 20244. If no response has been provided by the specified date, the demands will be continued through the Kendawangan Sub-district Head, the Ketapang Regency Cooperative Service, the Ketapang Regency Forestry, Animal Husbandry and Plantation Service, and the Ketapang Regent <p>In the SOP for procedure for handling employee and stakeholder grievance and complaints SNA/SOP/HRPK/003 Revision 02 effective February 7, 2023. The procedure states among other things:</p> <ul style="list-style-type: none">• PIC prepares a follow-up plan for resolving complaints together with all related parties.• PIC monitors the follow-up plan and makes a follow-up report.• During the complaint handling process, the PIC coordinates with the complaint committee and stakeholder representatives• The PIC informs the reporter/stakeholder representative about the complaint resolution.• The PIC makes a complaint resolution report <p>Regarding the complaints above, detailed information or chronology of complaint resolution as regulated in the established procedures has been demonstrated.</p>	
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4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>Procedure for handling employee and stakeholder grievance and complaints SNA/SOP/HRPK/003 Revision 02 effective February 7, 2023 has a conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>Interview result with stakeholder representative for Village and cooperative known that they have awareness related option for independent legal technical advice a third parties mediator if have unsolved grievance or complaints.</p>	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>Based on the results of stakeholder consultations with representatives of Natai Kuini Village, Air Hitam Besar Village, and Air Hitam Hulu Village, it is known that the company has realized a social responsibility program for the surrounding community, including:</p> <ol style="list-style-type: none"> 1. Recruitment of workers 2. Access to become a local contractor. 3. Business support for <i>BUMDES</i> 4. Social assistance such as public facilities and sacrificial animals during Eid al-Adha 5. Assistance for educational facilities and infrastructure 6. Community horticulture plant development 7. Open road access for the community because before the company was established the area could only be reached by water transportation 	Complied

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		The company also routinely participates in <i>musrembang</i> (Village Meeting) as a form of active consultation with the parties. The realization of social responsibility is made in the CSR implementation and evaluation report. Every year a CSR plan is also made for one year.	
Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (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>PT Sukses Karya Sawit</p> <p>Land Title (HGU) PT Sukses Karya Sawit as refer to "SK Kementerian Agraria dan Tata Ruang/BPN No: 24/HGU/KEM-ATR/BPN/IV/2021, tanggal 21 April 2021" consist of:</p> <ol style="list-style-type: none"> 1. Certificate HGU No. 441, issued on 21 July 2021, expiry date: 21 April 2056. Area: 1,314.21 Ha. 2. Certificate HGU No. 442, issued on 21 July 2021, expiry date: 21 April 2056. Area: 3,137.27 Ha. 3. Certificate HGU No. 443, issued on 21 July 2021, expiry date: 21 April 2056. Area: 1,048.97 Ha. 4. Certificate HGU No. 444, issued on 21 July 2021, expiry date: 21 April 2056. Area: 12.59 Ha. 5. Certificate HGU No. 445, issued on 21 July 2021, expiry date: 21 April 2056. Area: 10.10 Ha. 6. Certificate HGU No. 446, issued on 21 July 2021, expiry date: 21 April 2056. Area: 452.75 Ha. 7. Certificate HGU No. 447, issued on 21 July 2021, expiry date: 21 April 2056. Area: 1.90 Ha. 8. Certificate HGU No. 448, issued on 21 July 2021, expiry date: 21 April 2056. Area: 1.87 Ha. 9. Certificate HGU No. 449, issued on 21 July 2021, expiry date: 21 April 2056. Area: 14.00 Ha. 	Complied

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		<p>Total area Main Estates of PT Sukses Karya Sawit (SKS-02 and SKS-03) is 5,993.66 Ha.</p> <p>Building Rights or "Hak Guna Bangunan" for Sukses Karya Sawit Mill covers 22.34 Ha as follow:</p> <ol style="list-style-type: none"> Certificate HGB No. 05, dated 8 June 2022 refer to SK Kepala Kantor Wilayah BPN Provinsi Kalimantan Barat No. 01/SKHGB/BPN-61.00/V/2022, dated 11 May 2022. Area: 10.04 Ha. Allocated for Effluent Pond. Certificate HGB No. 06, dated 8 June 2022 refer to SK Kepala Kantor Wilayah BPN Provinsi Kalimantan Barat No. 02/SKHGB/BPN-61.00/V/2022, dated 11 May 2022. Area: 12.30 Ha. <p>Land Title (HGU) Scheme Smallholders "Koperasi Perkebunan Natai Aru Mitra Sejahtera" (SKS-01 Plasma) as refer to "SK Kementerian Agraria dan Tata Ruang/BPN No: 25/HGU/KEM-ATR/BPN/IV/2020, dated 7 April 2020" consist of:</p> <ol style="list-style-type: none"> Certificate HGU No. 368, issued on 5 May 2020, expiry date: 7 April 2055. Area: 649.58 Ha. Certificate HGU No. 369, issued on 5 May 2020, expiry date: 7 April 2055. Area: 3.20 Ha. Certificate HGU No. 370, issued on 5 May 2020, expiry date: 7 April 2055. Area: 6.17 Ha. Certificate HGU No. 371, issued on 5 May 2020, expiry date: 7 April 2055. Area: 13.00 Ha. Certificate HGU No. 372, issued on 5 May 2020, expiry date: 7 April 2055. Area: 7.52 Ha. 	
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		<p>Total area Koperasi Perkebunan Natai Aru Mitra Sejahtera" (SKS-01 Plasma) is 679.47 Ha.</p> <p>Land Title (HGU) Scheme Smallholders "Koperasi Perkebunan Natai Sipun Mandiri" (SKS-01 Plasma) as refer to "SK Kementerian Agraria dan Tata Ruang/BPN No: 13/HGU/KEM-ATR/BPN/II/2020, tanggal 11 Februari 2020" consist of:</p> <ol style="list-style-type: none"> 1. Certificate HGU No. 373, issued on 5 May 2020, expiry date: 11 Februari 2055. Area: 90.00 Ha. 2. Certificate HGU No. 374, issued on 5 May 2020, expiry date: 11 Februari 2055. Area: 216.38 Ha. 3. Certificate HGU No. 375, issued on 5 May 2020, expiry date: 11 Februari 2055. Area: 330.57 Ha. <p>Total area "Koperasi Perkebunan Natai Sipun Mandiri" (SKS-01 Plasma) is 636.95 Ha.</p> <p>PT Bumi Sawit Sejahtera</p> <p>Sertipikat HGU (Land Title) No. 390, dated 3 June 2021, expired 12 March 2056. Permitted area: 7,510.10 Ha. Reference of Land Minister Decree: SK No.17/HGU/KEM-ATR/BPN/III/2021, dated 12 March 2021. Completed with Scale 1:100,000.</p> <p>Sertipikat HGU (Land Title) No. 391, dated 3 June 2021, expired 18 February 2056. Permitted area: 1,697.39 Ha. Reference of Land Minister Decree: SK No.12/HGU/KEM-ATR/BPN/III/2021, dated 18 February 2021. Completed with Scale 1:100,000.</p> <p>Scope of land title of PT Bumi Sawit Sejahtera is 9,207.49 Ha, consist of:</p>	
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		<ul style="list-style-type: none"> - Main Estates (BSS-01, BSS-02, BSS-03) = 7,510.10 Ha - Scheme Smallholders (BSS-04 Plasma) = 1,697.39 Ha <p>PT Berkat Nabati Sejahtera</p> <p>Land Title (HGU) PT Berkat Nabati Sejahtera as refer to "SK Kementerian Agraria dan Tata Ruang/BPN No: 09/HGU/KEM-ATR/BPN/II/2020, tanggal 4 Februari 2020" consist of:</p> <ol style="list-style-type: none"> 1. Certificate HGU No. 364, issued on 14 April 2020, expiry date: 4 February 2055. Area: 954.02 Ha. 2. Certificate HGU No. 365, issued on 14 April 2020, expiry date: 4 February 2055. Area: 1,005.03 Ha. 3. Certificate HGU No. 366, issued on 14 April 2020, expiry date: 4 February 2055. Area: 3,780.04 Ha. <p>Land Title (HGU) "Koperasi Perkebunan Sawit Sejahtera Bersama" as refer to "SK Kementerian Agraria dan Tata Ruang/BPN No: 03/HGU/KEM-ATR/BPN/I/2020, tanggal 6 Januari 2020" is Certificate HGU No. 367, issued on 14 April 2020, expiry date: 6 Januari 2055. Area: 1,507.15 Ha.</p> <p>Scope of land title of PT Berkat Nabati Sejahtera is 7,246.24 Ha, consist of:</p> <ul style="list-style-type: none"> - Main Estates (BNS-01, BNS-03, BNS-04) = 5,739.09 Ha - Scheme Smallholders (BNS-02 Plasma) = 1,507.15 Ha <p>Extension scope For PT Berkat Nabati Sejahtera</p> <p>Minutes of committee B</p> <p>Number 184/HGU-PHP/BPN/2022 dated April 27, 2022, stated that the origin of the land acquisition was state land controlled by PT Berkat</p>	
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		<p>Nabati Sejahtera originating from <i>GRTT</i> (Compensation for Planting Grows) to Mr. Nianti et al. covering an area of 601.38 Ha. And the Statement Letter of the Head of Air Hitam Besar Village dated March 4, 2022, Number PEM/421-AHB/III/2022</p> <p>HGU Decree</p> <p>Decree of the Minister of Agrarian Affairs and Spatial Planning / Head of the National Land Agency Number 30/HGU/KEM-ATR/BPN/V/2023 dated May 9, 2023 concerning the Granting of Cultivation Rights in the name of PT Berkat Nabati Sejahtera over land in Ketapang Regency, West Kalimantan Province for land area of 427.000 Ha (Four Hundred Twenty Seven point zero zero zero hectares) valid for 35 years according to the land plot map dated March 22, 2022 Map number 9/2022 NIB 14.07.00.00.01234.</p> <p>HGU certificate</p> <p>Land Use Rights Certificate number 581 was issued on July 27, 2023 for an area of 427.000 Ha, valid until July 20, 2058.</p> <p>Thus the scope of certification at ASA-1 is 24,213.24 Ha</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> - Minor compliance - <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been</p>	<p>Extension Scope</p> <p>For an area 427.00 Ha with following detail :</p> <ul style="list-style-type: none"> - 44 land parcels - 33 land user - Total area for Land compensation/GRTT 601.38 Ha (bigger than HGU owned) 	Complied

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	provided to all affected groups, including in it information about the steps taken to involve them in decision making.	Name of previous land user			
		No	Name	Hectarag e	
	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;	1	Nianti	23.43	
				20.05	
		2	Baiduri	17.61	
				11.33	
	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.	3	Abdul Wanit	10.91	
		4	Ayu	7.62	
		5	Patriyah	20.08	
				5.42	
		6	Bahriah	14.40	
		7	Samsani	17.56	
				17.38	
		8	Nata	11.75	
				20.65	
		9	M.Hamidi	19.19	
				13.11	
		10	Rabaniah	8.33	
				3.87	
		11	Usman	16.60	

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			17.39	
			17.81	
	12	Muatapa	14.83	
	13	Masrohan	11.42	
	14	Norbani	12.31	
			7.75	
	15	Tarkani	13.90	
	16	Solihin	17.56	
	17	Nasrun	19.39	
	18	Masriah	18.28	
	19	Lasmanto	15.70	
	20	Mudran Nudin	18.42	
			10.90	
	21	Olpah	13.09	
	22	Rusli	14.87	
	23	Molkan	10.62	
	24	Idah	13.24	
	25	Ramli	10.48	
	26	Firmansyah	3.98	
	27	Siyah	5.87	
	28	Ahmad Sukran	14.73	

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		<p>29 Hardan 8.41</p> <p>30 Husin 12.33</p> <p>31 Uning Galuh 12.33</p> <p>32 Ujang Idrus 12.48</p> <p>33 Sarijul Ilmi 14.00</p> <hr/> <p>Total 601.38</p> <p>Evidence of agreement</p> <p>Statement Letter of release of land rights from Nianti et al. and Statement Letter of the Head of Air Hitam Besar Village dated March 4, 2022, Number PEM/421-AHB/III/2022 regarding the release of land rights.</p> <p>Interview result with previous land user representative (Norbani, Mudranudin, Ahmad Sukran, Tarkani, Nata, Nasrun, Rusli) known that The entire process of transferring land rights has gone through a process of socialization and negotiation agreed upon by both parties and there has never been any intimidation from any party.</p>	
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>The company has an operational map with a scale of 1:50,000 which contains information on block fees, HGU marker locations, planting areas, housing locations, and warehouse locations. The map refers to the HGU and HGB maps that are owned and have legal force.</p> <p>The results of consultations with community representatives also found that the map can be accessed by first submitting a request for</p>	Complied

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		information. The community also knows that the company's management area is based on HGU and HGB	
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements. - Minor compliance -	Interview result with community representative known that information available in Bahasa and has been socialized to communities in stakeholder meeting or periodic visit by company representative.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	Based on document review and interviews with representatives of Air Hitam Hulu, Air Hitam Besar, and Natai Kuini is known that the land acquisition process has based on FPIC and agreement of both parties. Evidence of agreement has been described in 4.4.2. From the agreement known that communities are represented through institutions or representatives of their own choosing.	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Based on document review and interviews with representatives of Air Hitam Hulu, Air Hitam Besar, and Natai Kuini is known that the land acquisition process has based on FPIC and agreement of both parties. Company also has carried out initial social impact assessment activities then conducted routine reviews. Impact management includes compiling CSR and realizing it. The results of the document review show that the company has provided employment opportunities for the surrounding community, for example Sungai Dua Village for Division 5. In addition, there are social assistance and community empowerment programs which are explained in more detail in 4.3.1	Complied
Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	No new plantings are established by unit of certification. Documents showing identification and assessment of demonstrable legal, customary and user rights are available as described in 4.4.1 and 4.4.2	Complied

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4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>Company has obtained land title in form of Hak Guna Usaha or HGU for all estates, including Plasma or smallholder full managed scheme. For the SKS Palm Oil Mill, also obtained land title namely Hak Guna Bangunan or Building Use Right.</p> <p>All the process to obtaining land title, the unit of certification follows the government procedures. Therefore, 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 already commenced during land compensation forum and "Risalah Pemeriksaan Tanah – B" prior issued the land title certificate.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Interview result with previous land user representative (Norban, Mudranudin, Ahmad Sukran, Tarkani, Nata, Nasrun, Rusli) known that the entire process of transferring land rights has gone through a process of socialization and negotiation agreed upon by both parties and there has never been any intimidation from any party. Communities have a right to agree or not disagree to hand over land ownership rights to the company.</p>	Complied
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>As described in 4.5.1 there is no new planting develop by the company However company has a AMDAL which described environment and social impact and its management. periodically the company implements management plans and monitoring plans in accordance with the matrix in the AMDAL.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>	<p>Interview result with previous land user representative (Norban, Mudranudin, Ahmad Sukran, Tarkani, Nata, Nasrun, Rusli) known that the entire process of transferring land rights has gone through a process of socialization and negotiation agreed upon by both parties and there</p>	Complied

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	- Minor compliance -	has never been any intimidation from any party. Communities have a right to agree or not disagree to hand over land ownership rights to the company. Communities and/or its representative can access any information related plantation development through company representative called public relation and CSR department	
4.5.6	Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	Interview result from stakeholder consultation, community does give their blessing or initial approval when company conduct initial socialization of plantation development to surrounding communities. The community was enthusiast because they wanted their villages to be open for access to other villages and to district location.	Complied
4.5.7	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. - Minor compliance -	There is no new land clearing/development after 15 November 2018	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Interview result with representative of Natai Kuini, Air Hitam Hulu, and Air Hitam Besar Village known that there is no communities voluntary isolation in company area.	Complied
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	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	Company has SOP Pembebasan Lahan dan Area Baru (SNA-SOP-18-17-R0, dated 1 May 2017) which On Chapter 6.0 General Requirements describe: 1.1 Management of SNA Group in carrying out land compensation must be based on an agreement with the right holders or parties who have	Complied

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		<p>an interest in it by way of buying and selling, payment for land compensation, land consolidation or other procedures in accordance with applicable regulations.</p> <p>1.2 Each time negotiating the payment price for land compensation with land rights holders (recipients of land compensation), must complete the Standard Negotiation Form that has been stipulated.</p> <p>1.3 Before payment for land compensation is carried out, a Minutes of Negotiation must be made which contains the garden, land area, land condition, land rights basis and the agreed land compensation value.</p> <p>1.4 Payment of compensation must be witnessed by internal and external parties (camat, PPAT notary, Danramil, Kapolsek and Village Head) to then make a list of attendees.</p> <p>1.5 Payment of land compensation funds is carried out after the related documents are signed, including:</p> <ul style="list-style-type: none"> - Minutes of Mutual Agreement - Letter of Release of Land Rights - Statement letter - Receipt of Compensation - Recapitulation of Compensation - Compensation Map - Records/Photos of submission of land compensation funds. <p>1.6 The list of standard documents for payment for land compensation consists of:</p> <ul style="list-style-type: none"> - Statement letter - Land Compensation Plot Map - Identity card - Land Compensation Payment Receipt 	
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		<ul style="list-style-type: none">- Land, Plant and Other Business Inventory Forms- Land Compensation Realization Report- Letter of Release of Land Rights- Recapitulation of Land Compensation Payments- Land Sketch- Land Certificate Letter of Acknowledgment of Land Rights	
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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>A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established in SOP Pembebasan Lahan dan Area Baru (SNA-SOP-18-17-R0, dated 1 May 2017.</p> <p>For an area 427.00 Ha (Extension scope) with following detail :</p> <ul style="list-style-type: none">- 44 land persil- 33 land user- Total area for Land compensation/GRTT 601.38 Ha (bigger than HGU owned) <p>Name of previous land user</p> <table><thead><tr><th>No</th><th>Name</th><th>Hectarage</th></tr></thead><tbody><tr><td>1</td><td>Nianti</td><td>23.43</td></tr><tr><td></td><td></td><td>20.05</td></tr><tr><td>2</td><td>Baiduri</td><td>17.61</td></tr><tr><td></td><td></td><td>11.33</td></tr><tr><td>3</td><td>Abdul Wanit</td><td>10.91</td></tr><tr><td>4</td><td>Ayu</td><td>7.62</td></tr><tr><td>5</td><td>Patriyah</td><td>20.08</td></tr><tr><td></td><td></td><td>5.42</td></tr><tr><td>6</td><td>Bahriah</td><td>14.40</td></tr><tr><td>7</td><td>Samsani</td><td>17.56</td></tr></tbody></table>	No	Name	Hectarage	1	Nianti	23.43			20.05	2	Baiduri	17.61			11.33	3	Abdul Wanit	10.91	4	Ayu	7.62	5	Patriyah	20.08			5.42	6	Bahriah	14.40	7	Samsani	17.56	Complied
No	Name	Hectarage																																		
1	Nianti	23.43																																		
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			17.38	
		8	Nata	11.75
				20.65
		9	M.Hamidi	19.19
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		10	Rabaniah	8.33
				3.87
		11	Usman	16.60
				17.39
				17.81
		12	Muatapa	14.83
		13	Masrohan	11.42
		14	Norbani	12.31
				7.75
		15	Tarkani	13.90
		16	Solihin	17.56
		17	Nasrun	19.39
		18	Masriah	18.28
		19	Lasmanto	15.70
		20	Mudran Nudin	18.42
				10.90

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		21 Olpah 13.09 22 Rusli 14.87 23 Molkan 10.62 24 Idah 13.24 25 Ramli 10.48 26 Firmansyah 3.98 27 Siyah 5.87 28 Ahmad Sukran 14.73 29 Hardan 8.41 30 Husin 12.33 31 Uning Galuh 12.33 32 Ujang Idrus 12.48 33 Sarijul Ilmi 14.00 Total 601.38	
		Evidence of agreement Statement Letter of release of land rights from Nianti et al. and Statement Letter of the Head of Air Hitam Besar Village dated March 4, 2022, Number PEM/421-AHB/III/2022 regarding the release of land rights.	

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4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible, based on local law, customs and/or agreement). - Minor compliance -	Interview result with representative of Natai Kuini, Air Hitam Besar, and air Hitam Hulu Village known that equal opportunities are provided to both men and women to hold land titles for smallholdings. This can be seen from the <i>CPCL</i> plasma which provides equal opportunities to both men and women.	Complied
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 -	Evidence of agreement for an area 427 Ha (Extension scope) Statement Letter of release of land rights from Nianti et al. and Statement Letter of the Head of Air Hitam Besar Village dated March 4, 2022, Number PEM/421-AHB/III/2022 regarding the release of land rights. Interview result with previous land user representative (Norban, Mudranudin, Ahmad Sukran, Tarkani, Nata, Nasrun, Rusli) known that The entire process of transferring land rights has gone through a process of socialization and negotiation agreed upon by both parties and there has never been any intimidation from any party.	Complied
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 -	Company has SOP Pembebasan Lahan dan Area Baru (SNA-SOP-18-17-R0, dated 1 May 2017) which On Chapter 6.0 General Requirements describe: a. Management of SNA Group in carrying out land compensation must be based on an agreement with the right holders or parties who have an interest in it by way of buying and selling, payment for land compensation, land consolidation or other procedures in accordance with applicable regulations.	Complied

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		<p>b. Each time negotiating the payment price for land compensation with land rights holders (recipients of land compensation), must complete the Standard Negotiation Form that has been stipulated.</p> <p>c. Before payment for land compensation is carried out, a Minutes of Negotiation must be made which contains the garden, land area, land condition, land rights basis and the agreed land compensation value.</p> <p>d. Payment of compensation must be witnessed by internal and external parties (camat, PPAT notary, Danramil, Kapolsek and Village Head) to then make a list of attendees.</p> <p>e. Payment of land compensation funds is carried out after the related documents are signed, including:</p> <ul style="list-style-type: none"> - Minutes of Mutual Agreement - Letter of Release of Land Rights - Statement letter - Receipt of Compensation - Recapitulation of Compensation - Compensation Map - Records/Photos of submission of land compensation funds. <p>f. The list of standard documents for payment for land compensation consists of:</p> <ul style="list-style-type: none"> - Statement letter - Land Compensation Plot Map - Identity card - Land Compensation Payment Receipt - Land, Plant and Other Business Inventory Forms - Land Compensation Realization Report 	
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		<ul style="list-style-type: none"> - Letter of Release of Land Rights - Recapitulation of Land Compensation Payments - Land Sketch - Land Certificate <p>Letter of Acknowledgment of Land 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>	A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established in SOP Pembebasan Lahan dan Area Baru (SNA-SOP-18-17-R0, dated 1 May 2017. Example of its implementation and documentation has been described in 4.6.2 and 4.4.2	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>Based on the results of stakeholder consultations with village and community representatives, it was discovered that the positive impacts of the company include:</p> <ul style="list-style-type: none"> - The existence of alternative connecting roads - Plasma plantation - Employment opportunity 	Complied
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	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>The unit of certification has obtained land title in form of Hak Guna Usaha or HGU for all estates, including Plasma or smallholders full managed scheme. For the SKS Palm Oil Mill, also obtained land title namely Hak Guna Bangunan or Building/Premises Use Right.</p> <p>All the process to obtaining land title, the unit of certification follows the government procedures. Therefore, 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 already commenced during land compensation</p>	Complied

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		forum and "Risalah Pemeriksaan Tanah – B" prior issued the land title certificate.	
		In this ASA-1 there is an land dispute which has been described in 4.8.2	
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>Result of document review and interviews with representatives of Sungai Air Hitam Hulu Village, it is known that there are land dispute problems between the community and the company, for example, as shown by a letter dated January 22, 2024 from the Head of Air Hitam Hulu Village to the management of PT SKS regarding the Deliberation on Land Claims for the Air Hitam Hulu Village Community. Based on the minutes dated January 23, 2024 regarding the results of the mediation of land claims on behalf of Ipul et al., blocks P1 and Q1 of PT SKS, there are the following minutes:</p> <ul style="list-style-type: none"> • Claimers who came were only Ipul and Aliyas as witnesses • Management representatives stated that from the field check map, the claim area had been released through Global Desa Air Hitam Hulu in 2014 • Claimers did not accept management's explanation • The Head of Air Hulu Hitam Village submitted a proposal to resolve land claims by providing compassionate funds to claimants <p>The conclusion of the meeting was that the management would coordinate with the leadership regarding the proposal submitted by the Village Head</p> <p>Until the ASA-1 assessment was carried out (± 2 months since the last meeting) there was no documentation or further information regarding the ongoing process</p>	Non-compliance

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		Major NC : The company has not been able to show sufficient evidence that an acceptable conflict resolution process has been implemented and accepted by the parties involved.	
4.8.3	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). - Minor compliance -	All acquisition process is based on relevant regulatory in Indonesia as described in 4.4.1 and 4.4.2	Complied
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 -	Company can shown map of dispute area which contains information about the area of land, location, and the claimer. Dispute process has been described in 4.8.2	Complied
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 -	Extension scope area (427.00 Ha) of PT Berkat Nabari Sejahtera: This extension scope is allocated for Own Estate, therefore no smallholders area covered and this indicator is Not Applicable for area under extension scope. Current and previous period prices for FFB are communicated to the smallholders cooperative, even the FFB production from smallholder area is fully managed and the price is refer to Agriculture Decree of FFB	Complied

		Prices "Penetapan Harga TBS". The FFB prices disseminated explains by phone. However, for the FFB's price to outgrower also informed at incoming Mill gate and displayed in FFB price notice board.	
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	Current and previous period prices for FFB are communicated to the smallholders cooperative, even the FFB production from smallholder area is fully managed and the price is refer to Agriculture Decree of FFB Prices "Penetapan Harga TBS". The FFB prices disseminated explains by phone. However, for the FFB's price to outgrower also informed at incoming Mill gate and displayed in FFB price notice board.	Complied
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented. - Critical (Major) compliance -	FFB pricing is determined by the government through Provincial Decree "Keputusan Gubernur Kalimantan Barat 442/DISBUN/2018 dated 7 Aug 2018 tentang Pedoman Penetapan Harga Pembelian Tandan Buah Segar Kelapa Sawit dari Pekebun Provinsi Kalimantan Barat". This decree only determined the FFB price for smallholders which engaged and attached to the particular company, for outgrower and other agents is not determined.	Complied
5.1.4	(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and re-payments through FFB price reductions for replanting and/or, other support mechanisms where applicable. - Critical (Major) compliance -	The scheme smallholders under unit of certification scope is have organization namely Cooperative. The decision making process is through the Annual Member Meeting or "Rapat Anggota Tahunan". Each of scheme smallholders where attached with SKS Mill is having fairly contracts, this ensure according to interview with sample of smallholder cooperative chairman.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	No contracts update from previous audit, the contracts for scheme smallholders organization is still valid and existed. The contract between scheme smallholders cooperative and company was referring to regent decree. The decree regulating the scheme	Complied

		<p>smallholder development, financing, FFB sales, price determination, rights and obligation of scheme smallholder (cooperative) and rights and obligation of companies as managing parties. The contracts for FFB sales/purchase are fair, legal, transparent and have agreed timeframe.</p> <p>Contract for scheme smallholder available in</p> <ul style="list-style-type: none"> - "Keputusan Bupati Ketapang No.743/Distanakbun-F/2018 tentang Penetapan Pekebun Peserta Kemitraan Perkebunan Kelapa Sawit Anggota Koperasi Perkebunan Citra Niaga yang Bermitra dengan PT. Bumi Sawit Sejahtera di Desa Natai Kuini Kecamatan Kendawangan Kabupaten Ketapang" dated 9 November 2018. Sighted appendix of the decree listed 298 smallholder members. - Agreement with scheme smallholder "Perjanjian Kerjasama No.001/KOPBUN.CN-SPK/V/2017 No.005/BSS-SPK/V/2017 Antara Koperasi Perkebunan Citra Niaga Dengan PT. Bumi Sawit Sejahtera Tentang Pembangunan Dan Pengelolaan Kebun Kelapa Sawit Dengan Pola Kemitraan" signed by all parties on 29 May 2017. Explanation on definition including direct cost, overhead cost, harvesting cost, interest, immature, mature (49 months – 25 years) since planted. Section 3 Lahan Kebun Kemitraan – explains the location of Koperasi Perkebunan Citra Niaga is separated from land of company with proportion 20% for cooperative and 80% for company within company coverage on "Izin Lokasi". Section 5 Pembiayaan dan Agunan – explains the credit for plantation development. Company shall assist in finding financial facility. Section 7 Pendapatan dan Pembiayaan – explains the cost bearer; Cooperative bears the cost of credit instalment, actual direct cost, actual overhead cost, management cost 5%, harvest and transport cost, land and building cost. Income of cooperative: revenue from FFB nett sales, for mature phase distributed to smallholder members through cooperative account. Revenue before credit paid: FFB nett sales – (credit installment + direct cost + overhead cost) – 	
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		<p>management cost. Revenue after credit paid: FFB nett sales – (direct cost + overhead cost) – management cost. Section 10 Hak dan Kewajiban Pihak Kedua – explains company shall purchase all FB production from cooperative with price at level referring to Kalimantan Barat Province government. The agreement valid for 1 planting cycle.</p> <ul style="list-style-type: none"> - "Keputusan Bupati Ketapang No.466/Tahun 2010 tentang Penetapan Calon Petani Peserta dan Calon Lahan Program Kemitraan/Revitalisasi Perkebunan Kelapa Sawit Anggota Koperasi Perkebunan Sawit Sejahtera Bersama yang Bermitra dengan PT. Berkat Nabati Sejahtera di Kecamatan Kendawangan Kabupaten Ketapang" dated 6 August 2010. Sighted the appendix of the decree listed 1134 smallholder members. - Agreement with scheme smallholder "Perjanjian Kerjasama No.001/SSB-PK/I/2014 No.001/BNS-PK/I/2014 Antara Koperasi Perkebunan Sawit Sejahtera Bersama Dengan PT. Berkat Nabati Sejahtera Tentang Pembangunan Dan Pengelolaan Kebun Kelapa Sawit Dengan Pola Kemitraan Desa Air Hitam Besar, Kecamatan Kendawangan" signed by all parties on 14 May 2014. Explanation on definition including direct cost, overhead cost, harvesting cost, interest, immature, mature (49 months – 25 years) since planted. Section 3 Lahan Kebun Kemitraan – explains the location of Koperasi Perkebunan Citra Niaga is separated from land of company with proportion 20% for cooperative and 80% for company within company coverage on "Izin Lokasi"; additionally 6 Ha for "Tanah Kas Desa" and 2 Ha for "Kas Masjid". Section 4 Pembiayaan dan Agunan – explains the credit for plantation development. Company shall assist in finding financial facility. Section 6 Pendapatan dan Pembiayaan – explains the cost bearer; Cooperative bears the cost of credit instalment, actual direct cost, actual overhead cost, management cost 5%, harvest and transport cost, land and building 	
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		<p>cost. Income of cooperative: revenue from FFB nett sales, for mature phase distributed to smallholder members through cooperative account. Revenue before credit paid: FFB nett sales – (credit installment + direct cost + overhead cost) – management cost. Revenue after credit paid: FFB nett sales – (direct cost + overhead cost) – management cost. Section 9 Hak dan Kewajiban Pihak Kedua – explains company shall purchase all FFB production from cooperative with price at level referring to Kalimantan Barat Province government. Deduct the FFB sales from cooperative plantation and to bank for instalment. The agreement valid for 1 planting cycle.</p> <ul style="list-style-type: none"> - “Keputusan Bupati Ketapang No.476/Disbun-B/2015 tentang Petani Peserta Kemitraan Anggota Koperasi Perkebunan Natai Sipun Mandiri yang Bermitra dengan PT. Sukses Karya Sawit di Desa Pembedilan Kecamatan Kendawangan Kabupaten Ketapang” dated 10 July 2015. Sighted the appendix listed 590 smallholder members. - Agreement with scheme smallholder “Perjanjian Kerjasama No.001/SKS-SPK/XXI/2014 No./NSM-SPK/XII/2014 Antara Koperasi Perkebunan Natai Sipun Mandiri Dengan PT. Sukses Karya Sawit Tentang Pembangunan Dan Pengelolaan Kebun Kelapa Sawit Dengan Pola Kemitraan Desa Pembedilan, Kecamatan Kendawangan” signed by all parties on 3 December 2014. Explanation on definition including direct cost, overhead cost, harvesting cost, interest, immature, mature (49 months – 25 years) since planted. Section 3 Lahan Kebun Kemitraan – explains the location of plantation is separated from land of company with proportion 20% for cooperative and 80% for company based on total planted. Section 4 Pembiayaan dan Agunan – explains the credit for plantation development. Company shall assist in finding financial facility. Section 6 Pendapatan dan Biaya – explains the cost bearer; Cooperative bears the cost of credit instalment, actual direct cost, actual overhead cost, management cost 5%, harvest and transport 	
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		overhead cost, management cost 5%, harvest and transport cost, land and building cost. Income of cooperative: revenue from FFB nett sales, for mature phase distributed to smallholder members through cooperative account. Revenue before credit paid: FFB nett sales – (credit installment + direct cost + overhead cost) – management cost. Revenue after credit paid: FFB nett sales – (direct cost + overhead cost) – management cost. Section 9 Hak dan Kewajiban Pihak Kedua – explains company shall purchase all FFB production from cooperative with price at level referring to Kalimantan Barat Province government. Deduct the FFB sales from cooperative plantation and to bank for instalment. The agreement valid for 1 planting cycle.	
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>Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given by the SKS Mill.</p> <p>All of the payment is documented and verified during the Surveillance-1 Audit.</p> <p>Based on interview with sample of scheme smallholders cooperative chairman, there are no complaint or delayed for the payment.</p> <p>Receipts that specify the price, weight, deductions, and amount paid are clearly provided on the payment receipt and made in accordance with the terms of the contract.</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Weighing equipment is only available at SKS Mill and verified by an independent third party on annual basis.</p> <p>Unit of certification can demonstrate the document of weighbridge calibration result by government body.</p> <p>"Surat Keterangan Hasil Pengujian UPT Metrologi Legal Tipe A Dinas Koperasi, UKM, Perdagangan dan Perindustrian Kabupaten Ketapang No.035/SKHP/MET-THE/VI/2023" dated 9 Jun 2023. For weighbridge Avery Weight Tronix E1205; 135150611 capacity 40,000 kg which tested on 9 Jun 2023. Result: Legally re-calibrated according to Law No.2 year</p>	Complied

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		1981 concerning Legal Metrology, for year 2023, should be recalibrate on 8 Jun 2024.	
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>Unit of certification supports independent smallholders through giving awareness and extension activities such as simply training on Agronomy aspects, conservation aspects, how to inform that developing blocks is disallowed in forest area whereby determined by the government regulation.</p> <p>The independent smallholders surrounding the unit of certification is not the priority target because of several issues occurs. The unit of certification have separate department to influence the independent smallholders and out grower to RSPO certification.</p>	Complied
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>Basically there are no specific grievance mechanism for smallholders, but the mechanism is established to all affected parties. The following procedure is describes in "SOP Penanganan Saran dan Keluh Kesah Karyawan dan Stakeholder", document No. SNA/SOP/HR/PK/003 Rev.01 dated 1 Sep 2022, for grievance mechanism.</p> <p>A grievance mechanism is a system that allows individuals or groups to raise concerns or complaints about issues that affect them. In the context of smallholder, a grievance mechanism can provide a way for smallholders to voice their concerns about issues such as unfair treatment, inadequate support, or other problems that may impact their livelihoods.</p> <p>Unit of certification is demonstrating a commitment to addressing the needs and concerns of smallholders. All grievances raised through this mechanism are dealt with in a timely manner, as this can help to build trust and improve the relationship between smallholders and the unit of certification. The grievance mechanism is accessible, transparent, and responsive to the needs of smallholders.</p>	Non-compliance

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		<p>Based on interviews with stakeholders and incoming and outgoing letters logbooks, information was obtained regarding complaints submitted by stakeholders to the company, for example as follows:</p> <ul style="list-style-type: none"> - Koperasi Natai Aru Mitra Sejahtera (SKS-01 Estate) The results of interviews with Cooperative management contained the following complaints: <ol style="list-style-type: none"> 1. The production target was never achieved due to poorly maintained land conditions, large numbers of losses, and SPH (oil palm Population) that did not comply with standards 2. Harvesting and maintenance activities cannot run smoothly because housing facilities for workers have not been provided properly. Currently, 29 plasma employees are forced to live outside the plantation because they do not provide housing facilities by unit of certification. The current housing stock is over capacity so one house can accommodate 8 people. 3. The financial report for the first harvest (48 months after planting) has not been submitted to the Cooperative representative at all 4. Until now, the Cooperative has never been aware of the RSPO certification program, and the added value/benefits obtained when it has been declared a certified FFB supplier 5. Currently the plasma area is 635 Ha, of which 645 Ha should be realized and as the company's operational area increases, the plasma area also increases. This was agreed at the 2015 meeting. 6. The company has never provided information about what documents can be accessed by the public or the mechanism for how to access them - Koperasi Citra Niaga (BSS-04 Estate) Letter Number: 002/KOPBUN.CN-NK/II/2024 dated 09 February 2024 regarding official demands against: <ol style="list-style-type: none"> 1. Fulfill the agreement regarding production lending 	
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		<p>2. Postpone the construction of the Cable Way Project located in the plasma HGU area until there is official mediation</p> <p>3. Claims must be responded to no later than February 17, 2024</p> <p>4. If by the specified date no response has been provided then the claim will be continued through the Head of Kendawangan District, the Ketapang Regency Cooperative Service, the Ketapang Regency Forestry and Livestock and Plantation Service, and the Ketapang Regent</p> <p>In the SOP for Handling Employee & Stakeholder Suggestions and Complaints (SNA/SOP/HR/PK/003) dated 01 September 2021, it states:</p> <ul style="list-style-type: none"> - PIC prepares a follow-up plan for resolving complaints with all related parties. - PIC monitors follow-up plans and makes follow-up reports. - During the complaint handling process, the PIC coordinates with the complaints committee and stakeholder representatives - PIC notifies the complaint resolution to the reporter/stakeholder representative - PIC makes complaint resolution reports <p>There is no documentation of the process and stages of the procedure.</p> <p>Critical NC:</p> <p>Insufficient evidence from the unit of certification that grievance mechanism for smallholders are dealt with in a timely manner as relevant procedure.</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	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.	Based on interview with previous landowners, cooperative committees, the assessment for need to support and improve livelihood carried out by company. The form of support chooses in form of scheme smallholder development.	Complied

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	- Minor compliance -	PT. Sukses Karya Sawit and the group build the scheme smallholder plantation, in accordance to RSPO certification system; HCV assessment and RSPO NPP carried out prior to scheme smallholder plantation development.													
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). - Minor compliance -	The unit of certification develops and implements livelihood improvement programmes to smallholders in form of simply training and awareness, such as Agronomy training, conservation and wildlife protection, chemical handling, etc. The documented training result is sighted and verified in place.	Complied												
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	<p>The unit of certification provides support to smallholders to promote legality of FFB production and it is still in progress. The important things that should be notice by the independent smallholder and out grower are the unit of certification will not received FFB's from illegal sources such as Forest, Deep Peatland area, unknow land status and land owner, etc.</p> <table border="1"> <thead> <tr> <th>Activities</th><th>Criterion</th><th>Time frame</th><th>Remarks</th></tr> </thead> <tbody> <tr> <td>Identify and inventory farmer group/community</td><td>All independent community supplying FFB</td><td>2022-2023</td><td>Template prepared</td></tr> <tr> <td>Measurement and mapping</td><td>Location and hectarage is accurate</td><td>2022-2023</td><td>Measurement witnessed landowner and village authority; Identification with map scale 1:50,000</td></tr> </tbody> </table>	Activities	Criterion	Time frame	Remarks	Identify and inventory farmer group/community	All independent community supplying FFB	2022-2023	Template prepared	Measurement and mapping	Location and hectarage is accurate	2022-2023	Measurement witnessed landowner and village authority; Identification with map scale 1:50,000	Complied
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5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Scheme smallholders under scope of certification is fully managed by the company, therefore all the scheme smallholders area is owned by villagers and not individually owned. Pesticide handling training conducted to all workers where work for own estate and scheme smallholders area.	Complied																
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	There are 4 scheme smallholder organisation are include the certification scope. Reviews for scheme smallholders performances is conducted by unit of certification in monthly basis and publicly report during Annual Member Meeting of each smallholder organisation (cooperative).	Complied																
Principle 6: respect workers' rights and conditions Protect workers' rights and ensure safe and decent working conditions.																			
Criteria 6.1: Any form of discrimination is prohibited.																			

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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>The company has policy related to non-discrimination and equal opportunity on IOI Group Sustainability Palm Oil Policy which signed by Group Managing Director and Group Head of Sustainability in October 2020. The policy said, "Provide fair and equal employment opportunities for all employees, regardless of race, nationality, religion or gender".</p> <p>Based on the interviews with the gender committee, female workers are given equal rights, wages and opportunities to get promotions with male workers of the same type of work, for example, most of pesticide application workers are female workers.</p>	Complied
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>Based on result of interviews with manpower agency, gender committee, labour unions, and worker BSS-2 and BSS-3, it is known that workers have never felt that company has discriminated against them. It was explained that all activities from recruitment, performance appraisal, and promotion were given equal opportunity regardless of ethnicity, caste, nationality, religion, disability, gender, sexual orientation, gender identity, membership in labor unions, politics, or age. There was no difference in communication between supervisors and workers because of the things mentioned above, so the workers did not feel isolated or discriminated against by supervisors. Unit of Certification also didn't request for any payment during the recruitment process. The interviewee included minor group such as worker from other province and female.</p>	Complied
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>During recruitment process, company had set the standard of competence that required based on offered position. Selection had included evaluation of skills, performance, and medical test result. Furthermore, promotion is conducted based on work period, annual evaluation result and availability of position. All workers are treated equally in accordance with company regulation including rights of</p>	Complied

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		<p>worker as well. Records on manpower procedure had been documented, as verified randomly to several documents, here as follows:</p> <ul style="list-style-type: none"> - Recruitment document in accordance with the recruitment requirements such as employment request form, application letter, statement of police report, identity card (KTP), family identity card (KK), result of written test, result of interview test, and work agreement letter. For examples a worker in the name of YS (No. HRD-BNS/02/SPK/01/2024, 1 January 2024). - Promotion documents such as management decree for worker's promotion. For example, a worker in the name of SPM (No. HRD-SNA/SK/III/2024, dated 1 March 2024). The worker promotion to fulltime workers as a harvester in BNS-3 Estate. <p>However, sample taken of agreement letter for new worker in January 2024. The agreement letter describes that there's time period for workers (3 months) or probation period.</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>As described on Company Regulation Period 2022-2024, The company does not carry out pregnancy tests which are a discriminatory measure, the company only carries out pregnancy tests on spraying officers to ensure that the officers are not pregnant in carrying out their work.</p> <p>Based on female works interview results (manuring and spraying team), they confirm that there's no pregnancy test before joining the company.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Regarding to prevent sexual harassment for women, the company had procedure on "Guidance for Committee of Women Empowerment" (No. IOI/G/SE/001, 17 February 2020). The policy informs that the committee aims for workers platform especially female workers for</p>	Complied

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		<p>discussed about all issue related to gender, including discrimination, welfare and harassment. The committee consist of:</p> <ul style="list-style-type: none"> - Chief : Noorhasanah - Vice Chief : Elly Manulang & Fredyan Yosana - Secretary & Treasurer : Nurlela & Devi Novitriani <p>Based on interview with committee representative, the main purpose of establishing a gender committee is to provide a forum that can accommodate the aspirations or complaints of workers (especially women).</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Payment of equal wages has been carried out by the certification unit properly, considering ability, performance, expertise, years of service and other factors as the basis for wages where the payment of wages given is in accordance with the type of work of each. In addition, based on a review of the structure and wage scale documents, it is known that the company already has a pay scale structure for each worker based on position and level (not based on gender or origin).</p> <p>Based on the interviews with workers (harvesters, maintenance workers, and mill operators), the workers already know that there was a wage scale structure for each level of workers and this has been proven by the difference in the monthly wage income presented on the pay slip.</p>	Complied
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 had procedures related to regulation reference, company policy, work relationship, leave and permission, salary payment, welfare and insurance, business trip allowance, disciplinary, mutation, work termination, grievance and complaint and others which are generally</p>	Complied

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		<p>described in Company Regulation for period of 2022-2024 and was written in Bahasa.</p> <p>In addition, the company also had policy related to premium and incentive for harvester and other type of works on "Surat Ketetapan Skema Pekerjaan Panen dan Pekerjaan Lainnya serta Premi Insentif Pekerjaan" (No. 03/SNA/SK/MGMT/II/2023, dated 1 February 2023). For examples, there's allowance/premium for each type of works such as:</p> <ul style="list-style-type: none"> - Selective Spraying (Mature) : Basis 3.5 ha with piece rate Rp 35,300 - Slashing (Mature) : Basis 0.6 ha with piece rate Rp 205,800 - Weed Spraying (Mature) : Basis 4 ha with piece rate Rp 30,900. - Turnera Planting : Basis 30 m with piece rate Rp 4,120 <p>Based on the interviews with workers (harvesters, pesticide application workers, and mill operators) and LKS Bipartite representatives, it concluded that workers have a sufficient understanding of their rights (wages, overtime, incentives, etc.)</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 rights and obligations of workers with permanent employee status are contained in the Company Regulation Period 2022-2024. The regulation has been ratified by Labor Agency of Ketapang Regency on July 2022. The company regulation document informs employment-related policies, including:</p> <ul style="list-style-type: none"> - Article I General Regulation - Article II Working Relation - Article III Work Implementation - Article IV Paid Leave and Absence from work. - Article V Education, Training and Performance Development 	Complied

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		<ul style="list-style-type: none"> - Article VI Position Transfer, Promotion and Demotion - Article VII Wage - Article VIII Social, Health, Safety and Welfare Security - Article IX Health and Safety and Work Equipment - Article X Code of Conduct and Sanction - Article XI Layoff - Article XII Worker Grievances <p>Company Regulation is written in Indonesian language and workers are understood substance of agreement. On the clause which describes salary system (Wage Structure), stated that basic wage for permanent daily worker is above daily minimum wage.</p> <p>In addition, in the field observation activities during the audit, there were no family members of workers who helped work in the field without work ties and the workers' work agreements has in accordance with their work on field.</p>	
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>Based on the salary slip records shown to the auditor, there are various company compliance with regulations related to employment aspects, here are the details:</p> <ul style="list-style-type: none"> - Payslip in the name of JN (Security) on SKS Mill period December 2023. The worker receiving: Field Work Wages Rp 2,962,560; Overtime Rp 998,928; Overtime in Holiday Rp 214,056; Rice Allowance Rp 300,000. - Payslip in the name of HG (Boiler Operator) on SKS Mill period December 2023. The worker receiving: Field Work Wages Rp 	Complied

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		<p>2,962,560; Overtime Rp 3,487,329; Overtime in holiday Rp 374,598; Rice Allowance Rp 126,000.</p> <ul style="list-style-type: none"> - Payslip in the name AS (Loader) on BNS-2 Estate period December 2023. The worker receiving: Field Work Wages Rp 3,086,000; Sundry Job Wages Rp 3,427,985; Holiday Allowance Rp 123,440; Rice Allowance Rp 288,000. - Payslip in the name ANE (Cableway Operator) on BNS-3 Estate period January 2024. The worker receiving: Field Work Wages Rp 2,424,400; Sundry Job Wages Rp 831,804; Rice Allowance Rp 114,000. - Payslip in the name DN (Upkeep worker) on SKS-3 Estate period February 2024. The worker receiving: Field Work Wages Rp 1,276,000; Sundry Job Wages Rp 1,247,450; Rice Allowance Rp 120,000. - Pension Compensation detail record on behalf of Artawi on 24 March 2024. The compensation has been transferred to worker via BSI (Bank Syariah Indonesia) on 26 March 2024. <p>In the pay slip document, it's known that the nominal of the worker's overtime wages has in accordance with the overtime calculation. A review of pay slip document for period 2023 and 2024, proved that the wages received are above the minimum wage and in accordance with the wage scale structure determined by the certification unit for 2023 and 2024.</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</p>	<p>Based on field observation on each estate, the company had provided welfare facilities for worker, such as houses, mosque, church, workers hall, football field, volleyball field, badminton field, drink water supplies and school bus.</p>	Non-compliance

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	<p>developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on drinking water testing quality results on 18 January 2024 (No. 4541/PKN/XII/23) for placement BSS-2 Estate, it is known that the total coliform parameter has exceeded the threshold determined by government regulation (4 CFU/100 ml). This condition is in line with interview results with harvester and upkeep worker of BSS-2 Estate that the drinking water tastes sour.</p> <p>- Based on employee housing data SKS-02, it is known that the number of house occupants is disproportionate. For example: G 06 Kopel Baris A, house No. W 23, occupied by 10 resident, 2 families head and wives, 4 siblings (non-main family) status single, 2 kids. While, house No. W19 only occupied by 1 single resident.</p> <p>- Information gathered from interviews with harvester at BNS-03 shows that the workers live in the same house as relatives who are married.</p> <p>- Field visit to the employee's house BNS-03 Estate, No. House C2.7, it is known that the ceiling/roof of the house was damaged. Where, there are small children as residents in the house. Meanwhile, based on PT BNS Housing Improvement Plan Data (2024-2025), repairs to the ceiling and roof of G-6 employee housing were not identified.</p> <p>Critical NC: Unit of certification have not provided of workers facilities adequately.</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>Based on interviews with estate and mill workers, labor unions and gender committees, it's known that workers have no difficulty in getting food sources because the company has provided cooperatives that sell daily necessities. Workers also has access to nearest village in the name of Kuala Jelai (proximity 30 km).</p>	Complied
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation</p>	<p>Currently, Indonesia does not yet have a DLW benchmark, so the company sets employee wages based on the 2024 Ketapang Regency UMK of IDR 3,188,983. However, the company calculates the latest DLW</p>	Complied

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	<p>of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>based on local price for period 2024 in their operational unit. Here's the details:</p> <ul style="list-style-type: none"> - Wages: Rp 3,808,433 - Total Average Benefit and Facilities: Rp 563,194 - Total Wages and benefit: Rp 4,371,627 (14% variance form wage minimum) <p>Based on those objective evidence, the company has been assessing prevailing wages and in-kind benefits provided to workers in company aligned with the RSPO Guidance for Implementing a Decent Living Wage.</p>	
<p>PROCEDURAL NOTE:</p> <p>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.</p> <p>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:</p> <ol style="list-style-type: none"> 1. Payment of minimum wages in accordance with applicable regulations 2. Assessment of wages paid (prevailing wages) and in-kind benefits. <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
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 document review of manpower record period February 2024, there are list of detail workers for each unit, with summary:</p> <ul style="list-style-type: none"> - PT BSS : 726 (Permanent Workers) & 241 (Contract Workers) - PT BNS : 782 (Permanent Workers) & 186 (Contract Workers) - PT SKS : 958 (Permanent Workers) & 152 (Contract Workers) <p>The contract workers only employed for support activities (not main/core work), such as upkeep, spraying, manuring, loader and</p>	Complied

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		security. This information inline with worker union and LKS bipartite representative.	
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>The company has policy related to freedom of association on IOI Group Sustainability Palm Oil Policy which signed by Group Managing Director and Group Head of Sustainability on October 2020. The policy said "Uphold the right to freedom of association and recognize the right to collective bargaining and allow trade unions to have access to our workers".</p> <p>During interview with sample of workers, they understand corporate policy about freedom of association. That is the reason why the workers make Bipartite and Worker Union with different organisation.</p>	Complied
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>There's are record of minute of meeting between company and trade union, such as:</p> <ul style="list-style-type: none"> - Record of LKS Bipartite on PT Sukses Karya Sawit and PT Berkat Nabati Sejahtera on 15 March 2024. The meeting discussing about bipartite management change, clean water needs, Bus transportation and compensation for pension worker. - Record of LKS Bipartite on PT Sukses Karya Sawit and PT Berkat Nabati Sejahtera on 6 January 2024. The meeting discussing about increasing ambulance car, generator repairing, paramedic addition. <p>Based on the description above, the company has clearly established procedures/mechanisms for submitting complaints, including conveying opinions and complaints to the Workers Union and bipartite LKS.</p>	Complied

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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>There's evidence of LKS bipartite registration for each unit, here's the detail:</p> <ul style="list-style-type: none"> - Decree of Labor and Transmigration Agency of Ketapangan Regency (No. B/52/DISNAKERTRANS-B.500.15.13.2/IV/2023, dated 10 April 2023 for LKS Bipartite registration on PT Berkas Nabati Sejahtera. - Decree of Labor and Transmigration Agency of Ketapangan Regency (No. B/53/DISNAKERTRANS-B.500.15.13.2/IV/2023, dated 10 April 2023 for LKS Bipartite registration on PT Sukses Karya Sawit. <p>Based on the interviews with the LKS bipartite representatives, there was no interference in the selection or LKS bipartite operational activities. All processes of selecting, decisions making and planning activities, members' aspirations to their representatives run democratically.</p>	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>The company has policy related to prohibition of child labour on IOI Group Sustainability Palm Oil Policy which signed by Group Managing Director and Group Head of Sustainability on October 2020. The policy said "Eliminate all forms of illegal, forced, bonded, compulsory or child labor."</p> <p>As stated on Company Regulation Period 2022 – 2024 especially on Clause 5, it stated that minimum wage for worker is 18 years old.</p>	Complied

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		Based on field observation and workers interview, they already know that the minimum wage to work in company is over 18 years old, and no children allowed to work.	
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>	Based on Documents verification result of worker list of each unit management period February 2024 reveals that there are no workers under the age of 18 years old. In addition to having a policy governing the minimum age of workers for workers, the unit of certification also includes a clause on child protection and a prohibition on employing workers under the age of 18 in any agreement with the contractor. Based on interview with contractor on the estate and mill sighted that they been understood about this policy. In addition, based on field observation and interview with several workers on the estates and mill, it was known that there's prohibition for child worker.	Complied
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>As explained in indicators 6.4.1, there's no young person who work in company operational area.</p> <p>Based on field observation and workers interview, they already know that the minimum wage to work in company is over 18 years old, and no children allowed to work.</p>	Complied
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>As explained in indicators 6.4.1, there's no young person who work in company operational area.</p> <p>Based on field observation and workers interview, they already know that the minimum wage to work in company is over 18 years old, and no children allowed to work.</p>	Complied
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			

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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>The company has policy related to prevent sexual and all other form of harassment and violence on IOI Group Sustainability Palm Oil Policy which signed by Group Managing Director and Group Head of Sustainability in October 2020. The policy said "Respect and uphold the rights of all workers, including contract, temporary, and migrant workers, as well as protecting human rights defender against threats and retaliation in accordance with Universal Declaration of Human Rights, the International Labor Organization's Core conventions, United Nations Guiding Principles on Business and Human Rights, United Nations Global Compact on Human Rights, Labor, Environment and Anti-corruption and the principles of Free and Fair Labor in Palm Oil Production".</p> <p>Based on field observation and workers interview, they already know about the policy and as far as they know, there's no issue related to harassment and violence.</p> <p>The audit team found the sampled report of the Women Empowerment Committee which can demonstrate the implementation of understanding on Guidance of Harassment/Abuse Resolution procedure (No. IOI/G/SE/004, dated 26 November 2020) such as receiving a report, protecting the anonymity, investigation, conducting the process as required within the procedure, record of the issues, counseling, coordinating with relevant department confidentially.</p> <p>However, based on the materiality of the committee handling process experience, it is suggested that the WEC members have specific training on women's issues including competencies to conduct more</p>	OFI
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		<p>effective counselling as well as assistance for the more challenging potential issues regarding sexual harassment.</p> <p>It can be but is not necessarily an item that will lead to a future nonconformity if not addressed.</p> <p>Corrective actions:</p> <ul style="list-style-type: none"> • Create a training program to improve the competency of WEC administrators • Ensure the implementation of competency training programs for WEC • Conduct periodic coaching and refresh training for WEC administrators to ensure the improvement of administrator competency 	
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>The company has policy related to protect the reproductive of women employees on IOI Group Sustainability Palm Oil Policy which signed by Group Managing Director and Group Head of Sustainability in October 2020. The policy said, "Protect Reproductive Health of Women employees and promote women empowerment".</p> <p>During interview with sample of workers, they understand corporate policy about reproductive right protection.</p>	Complied
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 showed record of new mother assessment needs on record of New Mother Consultation form which done on December 2023. There're question for new mother that need to be answer, such as:</p> <ul style="list-style-type: none"> - Are you nursing your child? - Does your job require you to be exposed to chemicals in any way? - Do you have an immunization and medical check-up schedule for your baby? 	Complied

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		<ul style="list-style-type: none"> - Do you have transport to send your baby for immunization and medical check up to regional government health office? - Do you have any other issues? <p>The form already covers all new mother needs, including the issue related to nursing condition on work.</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>A grievance mechanism has informed in "Whistleblowing Policy" (rev. November 2022). The objective of the policy is to provide an avenue for all employees of IOI Group and all agents, vendors, contractors, suppliers, consultants and customers of IOI Group and members of public to raise concerns about any improper conduct within IOI Group without fear of retaliation and to offer protection for such persons (including the employees of IOI Group) who report such allegations. There's protection for whistleblower, including Anonymity, Confidentiality and Assurance against reprisal or retaliation, and immunity from disciplinary action. The complainants has a channel for complaint in many form of media, such as:</p> <ul style="list-style-type: none"> - E-mail to whistleblowing@ioigroup.com or complete an online whistleblowing form on the IOI Group website, http://whistleblowing.ioigroup.com - Whistleblowing Secretariat – Group Internal Audit, Fax to +(603) 89478958 and Tel: +(603) 89478888 (Ext. 8941) - In person to the respective Head of Business/Operating Unit, or its Head of Human Resource. <p>Based on the interviews with workers (Mill workers, Upkeep and harvesting workers) it's known that the workers already have sufficient understanding of the grievance mechanism. Related complaints of sexual harassment can be submitted to the gender committee.</p>	Complied

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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>- Critical (Major) compliance -</p>	<p>There are no migrant workers who work in the company's operational area. All workers come from within one country (although from various regions of Indonesian Province). In addition, each worker has been provided with a clear work contract (permanent and contract workers).</p> <p>Based on employee list in February 2024 and field observation result, it was known that there is no migrant workers, forced labor. Interview results is every worker has a work agreement that describe specific job description, there is no substitution of contract without prior consultation and agreement from the worker. Most workers came from local communities and all workers are Indonesian citizenship. They have followed the recruitment process in the company, in accordance with applicable employee acceptance procedures.</p> <p>Based on interview results from harvester, manuring and mill workers, there's no pressure/forced in doing work, especially overtime work because is not obligation for them. The workers also said that there are no retention of identity document, they only sent a copy of identity card to company (not the real one).</p>	Complied
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on field observation, document review and interview results with workers in mill and estate, there's no contract workers in main activities such as harvesting and mill station operating. All those activities done by permanent workers.</p> <p>Based on document review related to company regulation and grievance record (period 2023/2024), there was no discrimination issues between contract workers and permanent workers. This information inline with</p>	Complied

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		interview results with contract worker (upkeep) and harvester (permanent worker).	
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Responsible persons for H&S at each operational unit are:</p> <ol style="list-style-type: none"> 1. Mr. Ari Agus (safety officer PT BNS) completed training on 3rd February 2024, certificate is ongoing progress issued by H&S department. 2. Mr. Yayat Kurniawan (safety officer PT SKS). <p>Regular meetings between the responsible persons and workers is performed periodically (3 months basis). The meeting is concerns of all parties about health, safety and welfare, and the issues raised during the meeting are recorded.</p> <p>Record of the latest meeting is sighted and verified.</p>	Complied
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>Accident and emergency policy and procedures</p> <p>The company has established policy and procedures related accident and emergency procedures including the mitigations and available in Bahasa, that are:</p> <ul style="list-style-type: none"> - IOI Group Policy dated 28 October 2017 - Company Regulation - SOP of PPE No. SOP.EHS.APD.01 dated 12 July 2021. - SOP of Accident Emergency Respond No. SOP.SNA.ERP.03 dated 16 May 2020. <p>These procedures have been disseminated to all workers in morning muster and planks/posters in the Mill, offices, and oil palm blocks.</p> <p>First aid equipment and officer</p>	Complied

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		<p>The company has a clinic, including paramedic that has been trained with legal First Aid Handling training. The company also has established the <i>Struktur Petugas P3K</i> (First Aid Kit Officer Structure).</p> <p>The first aid kits are available in offices, several working areas in mill, and every activity in the Estate brought by Supervisor. The items have been in accordance with the legal regulation (21 items).</p> <p>Records of all accidents</p> <p>Records of all accidents are kept and periodically reviewed on OHS Committee Meeting. The record of accident describes in more detail in indicator 6.7.5.</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>Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace. This is applied for Estate workers, Mill workers and scheme smallholder workers.</p> <p>During field visit to sample of operation unit, the workers is consistently use PPEs at workplace.</p> <p>PPE Provision</p> <p>Based on interview with workers and Labor union, the PPEs are provided to all workers without any charge. The type of PPE is defined based on risk analysis (HIRAC) and/or MSDS. It has been shown evidences of regular PPE provision especially for high risk workplace such as chemical storage, pesticide application, manuring, mill's machineries, harvesting, etc.</p> <p>Based on field observation in the high risk workplace in the Mill and Estate, known that the workers provided PPE in accordance with the HIRAC and/or MSDS. For instance:</p> <ul style="list-style-type: none"> - Harvester: has been provided sickle and axe cover. 	Complied

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		<ul style="list-style-type: none"> - Manuring, spraying, chemical storage operator: has been provided rubber gloves, mask, face protector, apron, boots. - Genset/engine room, boiler operator: has been provided mask and ear muff/ear plug. <p>Interview with the workers and Labor Union, the PPE has been provided, exchanged regularly or anytime if broken without any charge. The PPE stocks can be seen on material storage.</p>	
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>All workers are provided medical care and covered by accident insurance in accordance with Indonesia regulations namely BPJS Tenaga Kerja (worker/social insurance) and BPJS Kesehatan (health insurance).</p> <p>According to employee's database all unit of certification as per February 2024 as below:</p> <p>BPJS Tenaga Kerja (social insurance) – as per data payroll end of month</p> <ul style="list-style-type: none"> - PT Sukses Karya Sawit: Estate (990 employees), Mill (121 employees). The levy has been paid on 14 Mar 2024 by transferring bank. - PT Berkat Nabati Sejahtera: 968 employees. The levy has been paid on 18 Mar 2024 by transferring bank. - PT Bumi Sawit Sejahtera: 967 employees. The levy has been paid on 19 Mar 2024 by transferring bank. <p>BPJS Kesehatan (health insurance) – as per data payroll at day of 15 each month.</p> <ul style="list-style-type: none"> - PT Sukses Karya Sawit: Estate & Mill (1,092 employees). The levy has been paid on 10 Mar 2024 by transferring bank. - PT Berkat Nabati Sejahtera: 963 employees. The levy has been paid on 10 Mar 2024 by transferring bank. - PT Bumi Sawit Sejahtera: 968 employees. The levy has been paid on 10 Mar 2024 by transferring bank. 	Complied

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		<p>Moreover, unit of certification provides medical centre or clinic at each company.</p> <p>The company has established the company's clinic, as well as its licensed company's doctor and paramedics. All workers including contractor's workers can use this facility.</p> <p>For further or un-handled medical care are covered in government employment and health insurance (<i>BPJS Ketenagakerjaan & BPJS Kesehatan</i>). This insurance has been paid monthly based on document review according to the applicable rule. For instance, BPJS Ketenagakerjaan of PT BNS has been paid on 15 November 2022, and BPJS Kesehatan has been paid on 7 November 2022.</p> <p>Based on interview with the workers and Labor Union, it is known there is no issue related medical care. If the clinics cannot handle the medical care, the patient will be brought to the partner hospital in the city. The compan</p> <p>For contractor's workers, based on document review and interview with contractor representative, it is known that the accident insurance for workers is covered by the contractors.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics are recorded. LTA report of 2023 has been made by each company. For instance, for PT SKS, up to December 2023:</p> <ul style="list-style-type: none"> - No of lost workday: 35 days. - Frequency rate: 5.25 - Severity rate: 3.40 - Safety Index: 5.38 	Complied
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			

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Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification's Integrated Pest Management (IPM) plan is a strategy for controlling pests in a way that is environmentally sustainable and cost-effective. IPM involves using a variety of methods to prevent, monitor, and manage pest problems, including physical, biological, and chemical methods. The goal of an IPM plan is to reduce the need for pesticides and other chemicals, and to minimize their impact on human health and the environment. An IPM plan may include a range of measures, such as:</p> <ul style="list-style-type: none"> - Monitoring pest populations to identify when and where control measures are needed. - Using physical barriers or traps to prevent pests from entering plantation's block. - Planting pest-resistant crops or using beneficial plants. - Using biological controls, such as predators or parasites, to control pest populations. - Applying pesticides only when necessary and using the least toxic option available. <p>Based on field visit, obtained that the company planted host plants/beneficial plants as an early warning system for biological pest control. According to the interview with estate manager sand staff revealed that <i>Turnera subulata</i>, <i>Casia cobanensis</i> and <i>Antigonon leptosus</i> were planted on the side of the road in each block.</p> <p>Available recommendation letter of IPM "<i>Rekomendasi Pengendalian Hama</i>" No.01/RND-BSS/VIII/2022 dated 3 Aug 2022 from R&D of PT SNA, stated that there is rat infestation (<i>Rattus sp.</i>) in BSS-1 (14%), BSS-2 (9%), BSS-3 (9%) and BSS-4 (12%) with category medium to</p>	Complied

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		heavy. Also found infestation of <i>Oryctes rhinoceros</i> with category light to medium. Stated that control shall be done according to rounds at blocks with heavy infestation. Control round shall be stop when the percentage of lost bait is <20%.											
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	There is some species that listed in Global Invasive Species existed and planted for IPM plan. For example, <i>Antigonon leptosus</i> , <i>Chromolaena odorata</i> , <i>Clidemia hirta</i> , <i>Cyperus rotundus</i> , <i>Imperata cylindrica</i> , <i>Mikania micrantha</i> and <i>Mimosa pudica</i> . The spreading is controlled manually and chemically. Until this assessment, there is no outbreak of invasive species.	Complied										
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	During field visit at sample of Estates, fire used did not found for any activities, including at the workers compound.	Complied										
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.													
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Unit of certification has recorded list of herbicides used, completed with active ingredient, WHO class, trademark, target, registration number and expiry date, documented on " <i>Daftar Pestisida yang Digunakan Tahun 2023</i> ". Below are record of pesticide uses including the registration number: <table><tr><th>Type</th><th>Active Ingredients</th><th>Product Brand</th></tr><tr><td rowspan="3">Herbicide</td><td>Isopropyl Amina glyphosate</td><td>Prima Up 480 SL Penta Up 480 SL Supremo 480 SL Kenfosat 480 SL</td></tr><tr><td>Methyl metsulfuron</td><td>Meta Prima 20 WG Prima Furon 20 WG Kenlly 20 WG</td></tr><tr><td>Triclopyr</td><td>Garlon 670 EC</td></tr></table>	Type	Active Ingredients	Product Brand	Herbicide	Isopropyl Amina glyphosate	Prima Up 480 SL Penta Up 480 SL Supremo 480 SL Kenfosat 480 SL	Methyl metsulfuron	Meta Prima 20 WG Prima Furon 20 WG Kenlly 20 WG	Triclopyr	Garlon 670 EC	Complied
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		<table><tr><td>Fungicide</td><td>Mancozeb</td><td>Dithane M45</td></tr><tr><td rowspan="6">Insecticide</td><td>Acephate 75%</td><td>Starthene 75 WDG</td></tr><tr><td>Bacillus thuringiensis</td><td>Costar HP</td></tr><tr><td>Chlorantraniliprole</td><td>Prevathon 50 SC</td></tr><tr><td>Carbosulfant</td><td>Marshall 5G</td></tr><tr><td>Deltamethrin</td><td>Decis 25 EC</td></tr><tr><td>Fipronil</td><td>Regent 50 EC</td></tr><tr><td>Rodenticide</td><td>Brodifacoum</td><td>Ratgone 0,05 BB</td></tr></table>	Fungicide	Mancozeb	Dithane M45	Insecticide	Acephate 75%	Starthene 75 WDG	Bacillus thuringiensis	Costar HP	Chlorantraniliprole	Prevathon 50 SC	Carbosulfant	Marshall 5G	Deltamethrin	Decis 25 EC	Fipronil	Regent 50 EC	Rodenticide	Brodifacoum	Ratgone 0,05 BB	
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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the list above (indicator 7.2.1), unit of certification has documented the pesticide usage (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided. Available in document “Rangkuman Penggunaan Pestisida/Herbisida 3 Tahun”. For example, during January – December 2023:</p> <table><tr><th>Active Ingredients</th><th>UoM</th><th>Volume</th></tr><tr><td>Garlon Mix 333/17</td><td>liter</td><td>109.00</td></tr><tr><td>Methyl metsulfuron</td><td>kg</td><td>279.67</td></tr><tr><td>Isopropyl Amina glyphosate</td><td>liter</td><td>4,515.20</td></tr><tr><td>Brodifacoum</td><td>kg</td><td>371.80</td></tr></table>	Active Ingredients	UoM	Volume	Garlon Mix 333/17	liter	109.00	Methyl metsulfuron	kg	279.67	Isopropyl Amina glyphosate	liter	4,515.20	Brodifacoum	kg	371.80	Complied				
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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>Pesticide usages are minimized as part of the plan, and in accordance with IPM Plans, there are no pesticide application outside of the targeted species and planned intervals. Pesticide is only used to reduce/eliminate existing pest, which has exceeded the economic threshold.</p>	Complied																			

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7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines. - Minor compliance -	There is no prophylactic use of pesticides. Pesticide usages are only used to reduce/eliminate existing pest, which has exceeded the economic threshold.	Complied
7.2.5	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: - Minor compliance - 7.2.5a Judgment of the threat and verify why this is a major threat.	There is no use of WHO Class 1A or 1B pesticide in whole plantation operation under PT Sawit Nabati Agro Group. The use of paraquat has been stopped refer to "Pedoman Pengelolaaan Agrokimia" – Guidance of Agrochemical Management (IOI/G/EV/006 rev.00 dated 28 Aug 2020), signed by Plantation Director. The guidance Section 4 mentioned that IOI prohibit the use of paraquat and pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions. Based on visit in field operation and agrochemical storage in BNS3, there was no paraquat found. Based on record of pesticide usages 2023 "Daftar Pestisida yang digunakan di Tahun 2023" – there were no paraquat was noted in the report.	Complied
	7.2.5b Why there is no other alternative which can be used.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
	7.2.5d Process to limit the negative impacts of the application.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	

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	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	The company showed record of best agriculture practice (pesticide handling) training on 28 November 2023 who attended by 32 pesticide applicators from BNS3 Estate and BSS1 Estate. This training held in meeting room each Estate and field training in Division 1 BNS3.	Complied
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The storage for all pesticide is in good condition. During this ASA, based on filed visit in storage of pesticides and interview with storage keepers both in SKS POM, BNS3 Estate and BSS1 Estate; there was found the storage for all pesticide is in good condition.</p> <p>A standard storage system appears to be implemented across by the organization. The storage is equipped with sufficient air ventilation to provide air circulation.</p> <p>Hazard signs, emergency shower, secondary containment, spill kit, appropriate PPE (overall, face shield, impermeable rubber gloves, apron, and mask) is available and ready for use.</p> <p>Working instruction for pre-mixing, stacking, and storing pesticide is current, MSDS is also readily available. Material Data Safety Sheets (MSDS) are obtained for all chemicals used and are available at the areas of mixing. These were all seen be controlled by date and were readily available. No concentrates are taken into the field are pre-mixed in designated mixing area.</p>	Complied

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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>Unit of certification has established procedure of Waste Management including its environment and safety aspect as documented in "Keselamatan Kesehatan Kerja & Lingkungan Pengelolaan Limbah dan Landfill (SOP.EHS.LIM.01 Rev.00 dated 1 May 2019). For ex pesticide container, the procedure explained:</p> <ul style="list-style-type: none"> • Pesticides are stored in the determined area separated from fertilizer and other chemicals. • 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 handling of pesticides was provided including boots, apron, safety glass, respiratory mask, and hand gloves. • The possible spill is managed. • Secondary containment is provided around the pesticide storage area. • Spill kit is also provided in the area. • All empty pesticides containers were triple rinsed and stored in the temporary storage of hazardous wastes. <p>Toxic and hazardous waste are handled according to applicable regulations. Permit of hazardous waste temporary storage (TPS LB3) from "Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu" of Ketapang Regency", were evident as follow:</p> <ul style="list-style-type: none"> ▪ No.209.1/DPMPTSP-D.B/2018 date 22 June 2018 and valid for 5 years, for PT Sukses Karya Sawit, at Air Hitam Hulu Village, Kendawangan District. 	Complied
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		<ul style="list-style-type: none"> No.209.2/DPMPTSP-D.B/2018 date 22 June 2018 and valid for 5 years, for PT Bumi Sawit Sejahtera, at Natai Kuini Village, Kendawangan District. No.208.1/DPMPTSP-D.B/2018 date 22 June 2018 and valid for 5 years, for PT Berkat Nabati Sejahtera, at Air Hitam Besar Village, Kendawangan District. <p>The auditor team has verified the hazardous waste handover from unit of certification to the registered hazardous waste transporter PT Semesta Langgeng Sentosa. The last report of handover signed on 28 November 2023. Items handover i.e used oil, used rags, ex-chemical container, battery, oil filter and medical waste.</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>There is no aerial spraying in PT. Sukses Karya Sawit, PT. Berkat Nabati Sejahtera, PT. Bumi Sawit Sejahtera.</p> <p>Not applicable.</p>	Not Applicable
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>Unit of certification have recorded the specific medical surveillance and documented in "Laporan Hasil Pemeriksaan Kesehatan Tenaga Kerja 2023".</p> <p>Specific medical surveillance is Cholinesterase (blood test), Spirometry (respiratory) and Audiometry (hearing) conducted on 9-14 September 2023 by the company doctor.</p> <p>Based on the medical surveillance resulted as below:</p> <p>PT Sukses Karya Sawit</p> <p>Cholinesterase: 160 workers are 100% resulted fit to work (not exposed by chemical).</p>	Complied

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		<p>Spirometry: 218 workers are fit to work.</p> <p>Audiometry: 96 workers examined, where 20 workers is mild deafness, and 7 workers is moderate deafness.</p> <p>Recommendation is fit to work with discipline of PPE use.</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>Unit of certification has performed monthly pregnancy screening for female worker, to prevent pregnant or breastfeeding women performing pesticide related work.</p> <p>Based on the pregnancy test report, during January – December 2023 found 4 women workers indicated pregnant from all estate/mill. According to the company policy, since they indicated pregnant, all of them transferred in to non-chemical and low risk station.</p>	Complied
<p>Note For 7.2.11</p> <p>Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.</p>			
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
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>The company has procedure related to waste management plan on SOP "Keselamatan Kesehatan Kerja & Lingkungan pada Aktivitas Pengelolaan Limbah B3 dan Landfill" (SOP.EHS.LIMH.01, rev 03/2023). The procedure informs:</p> <ul style="list-style-type: none"> - Conducted waste management until quality standards are permitted to be disposed of into the environment. - All domestic waste collected and disposal to landfill. - The scope of the procedures is for all type of waste including waste from contractors or third parties on company operational area. 	Complied

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		<ul style="list-style-type: none"> - All hazardous waste must transfer to hazardous waste temporary storage and will be collect by licensed collector. <p>Based on auditor verification and field observation, Sources of emissions in company operational area include:</p> <ul style="list-style-type: none"> - CO2 Gas: Transportation of FFB, CPO Shipping, Operation of heavy equipment, operation of generator & electric pumps, management of WTP, boilers, laboratory activities, waste ponds and Mill processes. - Gas NO2 & SO2: Activities in the laboratory. <p>Gas CH4: Fertilizing activities and WWTP ponds.</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>Based on interview with emplacement residents, and field observations to the landfills, it is verified that every house has had a trash bin, transported to the landfill about three times a week. The landfills are located far from water sources, communities and is outside of conservation areas. The landfills have been protected and have had signboards to avoid disturbance.</p> <p>The company also show evidence that the waste generated has been managed in accordance with applicable procedures and regulations, such as:</p> <ul style="list-style-type: none"> - Latest Hazardous Waste delivery record on 12 January 2024 for Bumi Sawit Sejahtera Estate, with details: <ol style="list-style-type: none"> 1. Used rags as amount as 0.033 ton (KLHK-1713959505) 2. Used filters as amount as 0.264 ton (KLHK-1713959622) 3. Battery as amount as 0.02 ton (KLHK-1716785805) 4. Used Oil as amount as 3.24 ton (KLHK-1713947039) 	Complied

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		<p>5. Contaminated oil as amount as 0.18 ton (KLHK-1713946279)</p> <ul style="list-style-type: none"> - Latest Hazardous Waste delivery record on 21 February 2024 for Sukses Karya Sawit Estate, with details: <ol style="list-style-type: none"> 1. Hazardous container as amount as 2 ton (KLHK-1717569771). 2. Used Battery as amount as 0.152 ton (KLHK-1717570195) 3. Used Oil as amount as 1.26 ton (KLHK-1717567284) 4. Used Rags as amount as 0.058 ton (KLHK-1717573061) 5. Oil Filter as amount as 0.187 ton (KLHK- 1717571765) - Hazardous Waste temporary Storage Permit: <ol style="list-style-type: none"> 1. The company showed a document on the Technical Details of Hazardous Waste Storage which was integrated into the Environmental Approval of PT BNS NIB (Business Main Number) 0220204183107 Activities for Palm Oil Plantations and Crude Palm Oil Industry. Document prepared in May 2023. Document Receipt dated 9 December 2023. Company shows screenshot of Environmental Approval Service with Registration number R202401270003 with Technical Unit stage status. 2. The company showed a document on the Technical Details of Hazardous Waste Storage which was integrated into the PT BSS NIB (Business Main Number) Environmental Approval 0220208211599 for Palm Oil Plantation Activities and Crude Palm Oil Industry. Document prepared in July 2023. Document Receipt dated 9 December 2023. Company shows screenshot of Environmental Approval Service with Registration number R202401230051 with Technical Unit stage status. 	
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		<ul style="list-style-type: none"> - The management plan is carried out by reusing solid waste such as shells and fibre form mill processing product to be reused as boiler fuel. Meanwhile, solid waste such as EFB is reused by applying it to plantation areas as organic fertilizer. - POME generated from the mill is reused for Land Applications as organic fertilizer. <p>The company already has a document on the results of monitoring the implementation of hazardous and toxic waste management procedures according to PP No. 22 of 2021 which is contained in several documents, including:</p> <ul style="list-style-type: none"> - Document of hazardous waste source identification results for the 2023 period which provides information regarding the sources of hazardous and toxic waste that have been identified by the company, either from the plantation or from the mill. <p>Balance Sheet and Logbook for storing hazardous and toxic waste at the storage area for each unit (estate and mill).</p>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on the results of field observations at the location of the scope of certification, such as employee housing, mill operational locations, the auditors did not find any traces of waste burning. From the results of interviews with upkeep workers and traction Warehouse officers, the workers understood that all hazardous waste was returned to Hazardous Waste Temporary Storage.	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	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented. - Minor compliance -	<p>The organization has established SOP to maintain soil fertility that ensures optimal and sustained yield, as follows:</p> <ol style="list-style-type: none"> 1. SOP.SNA.AGR.7.1 Rev #1 dated 1 May 2019, "SOP Analisa Daun" – for leaf analysis. 	Complied

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		<ol style="list-style-type: none"> 2. SOP.SNA.AGR.8.0 Rev #1 dated 1 May 2019, "SOP Pengambilan Sample Tanah" – for soil sample taking. 3. SOP.SNA.AGR.9.1 Rev #1 dated 1 May 2019, "SOP Aplikasi Pemupukan Secara Manual TBM dan TM" for fertilizer application in immature and mature oil palms. 4. SOP.SNA.AGR.9.2 Rev #1 dated 1 May 2019, "SOP Aplikasi Pemupukan Bantuan Angkong TBM – TM" – for fertilizer application in immature and mature using wheelbarrow. 5. SOP.SNA.AGR.9.3 Rev #1 dated 1 May 2019, "SOP Aplikasi Pemupukan Bantuan Kerbau TBM – TM" – for fertilizer application in immature and mature using buffalo. 6. SOP.SNA.AGR.9.4 Rev #1 dated 1 May 2019, "SOP Pemupukan Semi Mekanis TBM – TM" – for semi-mechanical fertilizer application. 7. SOP.SNA.AGR.9.5 Rev #1 dated 1 May 2019, "SOP Pemupukan Kacangan Tanaman Penutup Tanah" – for fertilizing land cover crop. 8. SOP.SNA.AGR.9.6 Rev #1 dated 1 May 2019, "SOP Janjangan Kosong Sebagai Mulsa" – for empty fruit bunch application. 9. SOP.SNA.AGR.9.7 Rev #1 dated 1 May 2019, "SOP Aplikasi POME" – for POME application. 10. SOP.SNA.AGR.9.8 Rev #1 dated 1 May 2019, "SOP Pengambilan Sample Pupuk untuk dianalisa" – for fertilizer sample taking for analysis. 11. SOP.SNA.AGR.9.9 Rev #1 dated 1 May 2019, "SOP Perencanaan dan Organisasi Aplikasi Pemupukan" – for planning and organizing fertilizer application. <p>The above SOPs cover leaf and soil analysis, fertilizer application, EFB and POME application.</p> <p>Leaf and soil analysis results were evident, as well as Fertilizer Recommendation and Application Program.</p>	
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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>No changes of tissue sample analysis from the previous audit.</p> <p>Unit of certification engaged the accredited agronomy laboratory PT Citra Borneo Indah to conduct soil sampling and leaf sampling regularly. The record of sampling as above:</p> <p>Records of periodical leaf sampling analysis are available for all estates of SKS, BNS and BSS. For example, the last periodical leaf sample analysis in SKS 1 Estate conducted in October 2021 for preparing fertilizer recommendation 2022. Leaf Analysis Report No.01/R&D PT SKS (Plasma)/10/2021 was issued by Citra Borneo Indah, analyze date 26 Oct 2021, consist of 16 samples (Lab No. 21L.9225 – 21L.9240). Sample seen Lab No. 21L.9240; Division A; Block S7; Sample code TM016; Analysis Result: 2.48% N; 0.156% P; 0.86% K; 0.47% Mg; 0.36% Ca; 11.2 ppm B; 7.9 ppm Cu; 9.9 ppm Zn; 405 ppm Mn; 86.7 ppm Fe.</p> <p>Records of soil sampling analysis are available for all estates of SKS, BNS and BSS. For example, latest Soil Analysis report of BNS-1 Estate was evident based on certificate of analysis No.013/LAB.02/EKS/XI/2021 dated of sample received 22 Oct 2021; based on reference No.02/R&D PT BNS 01/Inti/09/2021; analyze date 5 Nov 2021, consist of 20 samples. Sample verified Lab No.21B.5973; Div. A; Block B3; area 50.04 Ha; Sample code BNS 01/B3/0-15; Analysis Result: pH H₂O 4.21; 15.66% C-Organic; 0.28% N-Total; 404.5 ppm P-Total; 20.8 ppm P-Bray N; 17.38 m.e/100g CEC.</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>The company along with has conducted soil sampling and leaf sampling regularly. The record of sampling as above:</p> <p>PT SKS</p> <ul style="list-style-type: none"> Leaf Sampling Unit (LSU) carried by Citra Borneo Indah - Sulung Research Station on 11 April 2023. Total sampling of 66 leaves. Analysed parameters N; P; K; Mg; Ca. 	Complied

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		<ul style="list-style-type: none"> Foliar Analysis Report carried by Citra Borneo Indah - Sulung Research Station on 02 June 2023. Parameters analysed Ash; N; P; K; Mg; Ca; B; Cu; Zn; M N; Fe; S and Cl. <p>PT BSS</p> <ul style="list-style-type: none"> Leaf Sampling Unit (LSU) carried by Citra Borneo Indah - Sulung Research Station on 12 April 2023. Total sampling of 66 leaves. Analysed parameters N; P; K; Mg; Ca. Foliar Analysis Report carried by Citra Borneo Indah - Sulung Research Station on 3 June 2023. Parameters analysed Ash; N; P; K; Mg; Ca; B; Cu; Zn; M N; Fe; S and Cl. <p>This report is used for fertilizer recommendations for 2023 and 2024.</p>	
7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	<p>Permit for POME application based on "Keputusan Bupati Ketapang No.022/DPMPTSP-D.B/2019" dated 13 Feb 2019, regarding "Izin Pemanfaatan Air Limbah dari Industri Minyak Sawit pada Tanah di Perkebunan Kelapa Sawit kepada PT Sukses Karya Sawit seluas 226.03 Ha yang berlokasi di Kecamatan Kendawangan Kabupaten Ketapang" – permit of POME application on plantation of PT Sukses Karya Sawit, covers 226.03 Ha; valid for 5 years. Obligation of the company is BOD not more than 5000 mg/l and pH range at 6 – 9. Area of application consist of 20 blocks, which is I16B, I17A, J16B, J17A, J13B, J14A, J14B, J15A, J15B, I15A, I15B, I16A, J16A, I17B, J17B, I18A, I18B, J18B, J19A and I19B. total Block area is 508.65 Ha and total application area is 226.03 Ha.</p> <p>Since 2nd Semester of 2023 there are EFB application in SKS Estate in mineral soil area. Total EFB + Fiber applied in SKS Estate since Jan to</p>	Complied

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		Dec 2023 are 3,523.56 kg, with total area applied are 89.16 Ha, average 39.51 ton/Ha.	
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>PT Sukses Karya Sawit and PT Berkas Nabati Sejahtera has performed soil survey analysis to identify soil type, slope, topography and land suitability class in June – Aug 2016, that the result is documented in “<i>Verifikasi dan Pemetaan Lahan Gambut</i>” – Peatland verification and Mapping by Aksenta, Dec 2016. Maps that identify marginal and fragile soils, including steep sloped land are available. Result of identification based on the document are:</p> <ul style="list-style-type: none"> • Peat area in PT SKS is 39.5% of all IUP area, consist of depth >300 cm is 482.6 Ha and depth <300 cm is 3,301.8 Ha. • Peat area in PT BNS is 208.44 Ha and all have <300 cm depth. • Peat in PT SKS is not included in map of “Kesatuan Hidrologi Gambut (KHG)” from Ministry of Environment and Forestry, whilst PT BNS is include in KHG Sungai Air Hitam and Sungai Jelai. • Based on hydrology, peat area in IUP PT SKS can be mapped into three KHG, which is KHG Sungai Buluh, KHG Sungai Pembedilan and KHG Sungai Sanal. • All peat in PT SKS and PT BNS can be used for oil palm cultivations. <p>PT Bumi Sawit Sejahtera has performed soil survey analysis to identify soil type, slope, topography and land suitability class in June – Aug 2014, that the result is documented in “<i>Survey dan Pemetaan Lahan Gambut</i>” – Peatland Survey and Mapping by Aksenta, Aug 2014. Maps that identify marginal and fragile soils, including steep sloped land are available. Result of identification based on the document are:</p> <ul style="list-style-type: none"> • Peat area in PT BSS is 1,437.22 Ha of which have depth ≥300 cm covers 427.31 Ha. Peat with depth <300 cm located in sporadic area with proportion 10.03% from the total area 10,067.21 Ha. 	Complied

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		<ul style="list-style-type: none"> • Peat in PT BSS have mineral soil substratum <i>Typic endoaquepts</i> and <i>Psammets</i> and not sulphite acid. • Maturity of peat in PT BSS is hemic-sapric. • Based on Indonesian regulation, peat area that has to be conserve is 427.31 Ha. <p>The unit of certification has performed soil survey that conducted by Param Agricultural Soil Survey Sdn. Bhd. in July 2018 Co. No.208039-H. reported that topography and drainage are estates has land with slope level 0-4% or 0-2°. Most of the areas are Marine/Estuarine plain and sandy beach ridges which are well to moderately well drained and these low-lying were imperfectly drained flooded/waterlogged in the natural state but now has been artificially drained using canals and control structures. The result of soil survey indicates that the soil can be placed into two (2) soil management group, as follow:</p> <ul style="list-style-type: none"> • Soil Management Group D: Main Characteristic: shallow (<50 cm) to moderately deep (50-100 cm) and deep (>100 cm) sandy (<10% clay) soils with albic and spodic horizons. Excessively drained. Moisture stress and yield fluctuation. Management practices needed: EFB application, frond stacking, erosion monitoring and mitigation, soil moisture conservation, cover crop (<i>Mucuna</i>) establishment, additional fertilizers (split), break cemented pan. • Soil Management Group I: Main Characteristic: Coastal silty clay to clay soils. Poor drainage. Acid sulphate layer below 50 cm or no acid sulphate layer. Management practices needed: Drained with some controls, fertilization. 	
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		There is no steep slope in all estates of PT SKS, PT BNS and PT BSS and no other fragile soil than peat and sandy soil.	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	There is no steep slope in all estates of PT SKS, PT BNS and PT BSS and no other fragile soil than peat and sandy soil.	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on soil survey and mapping conducted in 2014 and 2016, there is no steep terrain exist in plantation area of PT SKS, PT BNS and PT BSS.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	Unit of certification has implemented the long-term suitability of land for oil palm cultivation, as the cultivation of oil palms can have significant impacts on the environment and local communities. One of way to assess the suitability of land for oil palm cultivation is to use soil maps or soil surveys. These can identify marginal and fragile soils, including steep terrain, which may not be suitable for oil palm cultivation due to their susceptibility to erosion and other environmental degradation. In planning and operations, it is important to use this information to select suitable areas for oil palm plantations and to minimize negative impacts on the environment and local communities. The unit of certification has performed soil survey that conducted by Param Agricultural Soil Survey Sdn. Bhd. in July 2018 Co. No.208039-H. reported that topography and drainage are estates has land with slope level 0-4% or 0-2°. Most of the areas are Marine/Estuarine plain and sandy beach ridges which are well to moderately well drained and these low-lying were imperfectly drained flooded/waterlogged in the natural state but now has been artificially drained using canals and control structures. The result of soil survey indicates that the soil can be placed into two (2) soil management group, as follow:	Complied

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		<ul style="list-style-type: none"> Soil Management Group D: Main Characteristic: shallow (<50 cm) to moderately deep (50-100 cm) and deep (>100 cm) sandy (<10% clay) soils with albic and spodic horizons. Excessively drained. Moisture stress and yield fluctuation. Management practices needed: EFB application, frond stacking, erosion monitoring and mitigation, soil moisture conservation, cover crop (Mucuna) establishment, additional fertilizers (split), break cemented pan. Soil Management Group I: Main Characteristic: Coastal silty clay to clay soils. Poor drainage. Acid sulphate layer below 50 cm or no acid sulphate layer. Management practices needed: Drained with some controls, fertilization. 	
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 -	<p>PT Sukses Karya Sawit and PT Berkat Nabati Sejahtera has performed soil survey analysis to identify soil type, slope, topography and land suitability class in June – Aug 2016, that the result is documented in “<i>Verifikasi dan Pemetaan Lahan Gambut</i>” – Peatland verification and Mapping by Aksenta, Dec 2016. Maps that identify marginal and fragile soils, including steep sloped land are available. Result of identification based on the document are:</p> <ul style="list-style-type: none"> Peat area in PT SKS is 39.5% of all IUP area, consist of depth >300 cm is 482.6 Ha and depth <300 cm is 3,301.8 Ha. Peat area in PT BNS is 208.44 Ha and all have <300 cm depth. Peat in PT SKS is not included in map of “Kesatuan Hidrologi Gambut (KHG)” from Ministry of Environment and Forestry, whilst PT BNS is include in KHG Sungai Air Hitam and Sungai Jelai. Based on hydrology, peat area in IUP PT SKS can be mapped into three KHG, which is KHG Sungai Buluh, KHG Sungai Pembedilan and KHG Sungai Sanal. 	Complied

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		<ul style="list-style-type: none"> All peat in PT SKS and PT BNS can be use for oil palm cultivations. <p>PT Bumi Sawit Sejahtera has performed soil survey analysis to identify soil type, slope, topography and land suitability class in June – Aug 2014, that the result is documented in “<i>Survey dan Pemetaan Lahan Gambut</i>” – Peatland Survey and Mapping by Aksenta, Aug 2014. Maps that identify marginal and fragile soils, including steep sloped land are available. Result of identification based on the document are:</p> <ul style="list-style-type: none"> Peat area in PT BSS is 1,437.22 Ha of which have depth ≥ 300 cm covers 427.31 Ha. Peat with depth < 300 cm located in sporadic area with proportion 10.03% from the total area 10,067.21 Ha. Peat in PT BSS have mineral soil substratum <i>Typic endoaquepts</i> and <i>Psammments</i> and not sulphite acid. Maturity of peat in PT BSS is hemic-sapric. Based on Indonesian regulation, peat area that has to be conserve is 427.31 Ha. <p>Planting on peatland can have significant environmental impacts, as peatlands play a critical role in carbon storage and the regulation of greenhouse gas emissions. Unit of certification carefully consider the suitability of peatland for planting and to follow a best-practice soil management plan if planting on peatland is necessary. A best-practice soil management plan for planting on peatland include measures to minimize the impact on the peat and to protect the peatland ecosystem.</p>	
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>Soil surveys and topographic information that conducted by Param Agricultural Soil Survey Sdn. Bhd. in July 2018 are uses in the planning of drainage and irrigation systems, roads, and other infrastructure in oil palm plantations. Soil surveys provide information about the physical, chemical, and biological properties of the soil, including its drainage characteristics, which can help to inform the design of drainage systems. Topographic information, such as maps showing the elevation and slope of the land, can also be useful in the planning of infrastructure, as it can</p>	Complied

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		help to identify areas that may be prone to erosion or flooding and inform the design of appropriate infrastructure to manage these risks. In addition, soil surveys and topographic information helps to identify the most suitable locations for infrastructure such as roads and processing facilities, which can help to minimize the impact on the environment and local communities.	
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 -	There is no new planting after 2014 within area of PT Sukses Karya Sawit and PT Berkat Nabati Sejahtera, planting year 2015-2017 is only existed in PT Bumi Sawit Sejahtera. There is no new planting on peatlands, regardless of depth, after 15 November 2018, in whole area of unit of certification.	Complied
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	PT Sukses Karya Sawit and PT Berkat Nabati Sejahtera has performed soil survey analysis to identify soil type, slope, topography and land suitability class in June – Aug 2016, that the result is documented in “ <i>Verifikasi dan Pemetaan Lahan Gambut</i> ” – Peatland verification and Mapping by Aksenta, Dec 2016. Maps that identify marginal and fragile soils, including steep sloped land are available. Result of identification based on the document are: <ul style="list-style-type: none"> • Peat area in PT SKS is 39.5% of all IUP area, consist of depth >300 cm is 482.6 Ha and depth <300 cm is 3,301.8 Ha. • Peat area in PT BNS is 208.44 Ha and all have <300 cm depth. • Peat in PT SKS is not included in map of “Kesatuan Hidrologi Gambut (KHG)” from Ministry of Environment and Forestry, whilst PT BNS is include in KHG Sungai Air Hitam and Sungai Jelai. • Based on hydrology, peat area in IUP PT SKS can be mapped into three KHG, which is KHG Sungai Buluh, KHG Sungai Pembedilan and KHG Sungai Sanal. 	Complied

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		<ul style="list-style-type: none"> All peat in PT SKS and PT BNS can be use for oil palm cultivations. <p>PT Bumi Sawit Sejahtera has performed soil survey analysis to identify soil type, slope, topography and land suitability class in June – Aug 2014, that the result is documented in “<i>Survey dan Pemetaan Lahan Gambut</i>” – Peatland Survey and Mapping by Aksenta, Aug 2014. Maps that identify marginal and fragile soils, including steep sloped land are available. Result of identification based on the document are:</p> <ul style="list-style-type: none"> Peat area in PT BSS is 1,437.22 Ha of which have depth ≥ 300 cm covers 427.31 Ha. Peat with depth < 300 cm located in sporadic area with proportion 10.03% from the total area 10,067.21 Ha. Peat in PT BSS have mineral soil substratum <i>Typic endoaquepts</i> and <i>Psammments</i> and not sulphite acid. Maturity of peat in PT BSS is hemic-sapric. Based on Indonesian regulation, peat area that has to be conserve is 427.31 Ha. <p>Peat Inventory Report has been submitted to RSPO Secretariat by email, include attachment Peat Boundary Shape file. Acknowledgement of receiving all documents for peat inventory has been made by RSPO GHG Unit on 22 July 2020. 2nd submission of Peat inventory report submitted on 4th November 2023.</p>	
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 -	Subsidence of peat is monitored, documented and minimized according to procedure “Pengelolaan dan Monitoring Water Management Pada Areal Gambut & Rendahan” – Water management and monitoring on peat and low land (SOP.WMS.01 Rev.02 dated 1 Jul 2019); “Manajemen dan Monitoring Budidaya Kelapa Sawit pada Areal Gambut/Rendahan” – management and monitoring of oil palm cultivation on peat / lowland (SOP.SNA.AGR.13.1 Rev.0 May 2019).	Complied

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		<p>Available Water Management Plan 2022 PT Sukses Karya Sawit, which is a strategy for conserving and using water resources in a responsible and sustainable manner. A water management plan developed involving a range of measures, such as:</p> <ul style="list-style-type: none">• Identifying and prioritizing water needs;• Developing strategies for conserving water;• Developing and implementing policies to protect water quality and manage water use;• Protecting and restoring natural water resources;• Developing infrastructure, such as reservoirs and treatment facilities, to capture, store, and distribute water; <p>The goal of a water management plan is to ensure that water resources are used efficiently and sustainably, in a way that meets the needs of all stakeholders, including households, operations, and the environment.</p> <p>Unit of certification have installed and maintained water gates, main drain gate, main drainage, secondary drainage and collection drainage. Regular maintenance of drainages were evident. Monitoring and recording water level and water table in weekly interval – as well as take immediate action, to open/close water gate accordingly, in order to maintain water level in optimum level. This activity has been supported by trained supervisor.</p> <p>Monitoring of water management by means of regular inspection and recording of water level, piezo meter, peat subsidence level and water gate lever. Record of monitoring were evident, such as "Laporan Monitoring Laju Subsiden", "Laporan Monitoring Tinggi Muka Air Tanah", Map of monitoring point includes Piescale, piezometer, subsidence, logger and screw gate.</p> <p>Available decree of Determination of Groundwater Level Monitoring Points, Installation Points of Automatic Groundwater Level Gauges, and</p>	
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		Rainfall Monitoring Station Points PT Bumi Sawit Sejahtera from Director General of Pollution and Environmental Damage Control as in "Keputusan Direktur Jenderal Pengendalian Pencemaran dan Kerusakan Lingkungan" No. SK.69/PPKL/PKG/PKL.0/11/2017, dated 16 Nov 2017, regarding "Penetapan Titik Penaatan Tinggi Muka Air Tanah, Titik Pemasangan Alat Pengukur Tinggi Muka Air Tanah Otomatis, dan Titik Stasiun Pemantauan Curah Hujan PT Bumi Sawit Sejahtera".	
7.7.4	(C) Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	During this audit, the auditor team carried out a field visit to see the condition of the water management monitoring instruments and their implementation in the field. During this audit, the auditor team has verified the subsidence pole, piezometer and digital water table in Block P6b BSS 1 Estate.	Complied
7.7.5	(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. - Critical (Major) compliance -	<p>A drainability assessment is a study that evaluates the ability of a piece of land to drain water effectively. This assessment is conducted in order to determine the suitability of a site for development, or to identify potential issues with drainage that may need to be addressed.</p> <p>There are several factors that can impact the drainability of a site, including the soil type, slope, vegetation, and other physical characteristics. A drainability assessment involves collecting data on these and other factors and using this information to evaluate the site's drainage capabilities. This may include analyzing historical data on precipitation and runoff, conducting field inspections, and using computer modelling or other techniques to simulate the movement of water on the site.</p> <p>The age of the oil palms in whole are of unit of certification are range between 4 to 14 years. Replanting approximately started in 2034. Company will start record data for drainability assessment starting year 2025. Water management plan are established and implemented by unit of certification as per best management practices on peatland area and Indonesia national regulations requirements.</p>	Complied

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		Water management activities which conducted by unit of certification i.e permanent well monitoring, water gate installation, monitoring peat subsidence and monitoring flood area. As in the requirement, drainability assessment will be conducted 5 (five) years prior to replanting.	
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.			
7.7.6	(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). - Critical (Major) compliance -	<p>All operational activity is managed in accordance with "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>For peatland management, the company has documented Water Management Work Instructions. This working instruction was created as a guideline for monitoring water management performance. The SOP and working instruction are in accordance with the regulations and laws in force in Indonesia, namely Government Regulation No. 57 of 2016 Amendment to Government Regulation No. 71/2014 concerning Protection and Management of Peat Ecosystems. Monitoring and recording of surface water and ground water levels is carried out every 2 weeks – while immediate action is taken to open or close water gates, to maintain optimal water levels. This activity is supported by Agronomy/Water Management Assistants and trained monitoring officers.</p>	Complied

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		<p>Considering that all of the Company's operational areas are in the peat category, the company has assigned 2 monitoring officers to each plantation. These officers work in accordance with the Water Management Work Program which has been prepared by the Agronomist/Water Management Assistant. In 2024, the water management work program includes:</p> <ul style="list-style-type: none"> • Monitoring wells: monitored regularly every month, both manual and digital monitoring wells. • Peat subsidence pole: monitored regularly every 3 months. • Water pole: monitored regularly every 3 months. • Water gate: monitored regularly every month. <p>All monitoring results reports were sent to the Head Office before recap for government report.</p>	
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p> <p>- Critical (Major) compliance -</p>	<p>Peat areas that are not already being used for oil palm cultivation has been protected as "peatland conservation areas", as example visited in Block M7. In these areas, unit of certification are not planting oil palms, constructing drainage channels, building roads, and installing electricity lines.</p> <p>Peatlands that are already being used for oil palm cultivation has been managed in accordance with the RSPO's Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands, along with relevant audit guidelines. Subsidence of peat is monitored, documented and minimized according to procedure "Pengelolaan dan Monitoring Water Management Pada Areal Gambut & Rendahan" – Water management and monitoring on peat and low land (SOP.WMS.01 Rev.02 dated 1 Jul 2019); "Manajemen dan Monitoring Budidaya Kelapa Sawit pada Areal Gambut/Rendahan" – management and monitoring of oil palm cultivation on peat / lowland (SOP.SNA.AGR.13.1 Rev.0 May 2019).</p>	Complied

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		<p>Unit of certification have installed and maintained water gates, main drain gate, main drainage, secondary drainage and collection drainage. Regular maintenance of drainages was evident. Monitoring and recording water level and water table in weekly interval – as well as take immediate action, to open/close water gate accordingly, in order to maintain water level in optimum level. This activity has been supported by trained supervisor.</p> <p>Monitoring of water management by means of regular inspection and recording of water level, piezo meter, peat subsidence level and water gate lever. Record of monitoring were evident, such as “Laporan Monitoring Laju Subsiden”, “Laporan Monitoring Tinggi Muka Air Tanah”, Map of monitoring point includes Piescale, piezometer, subsidence, logger and screw gate.</p> <p>Available decree of Determination of Groundwater Level Monitoring Points, Installation Points of Automatic Groundwater Level Gauges, and Rainfall Monitoring Station Points PT Bumi Sawit Sejahtera from Director General of Pollution and Environmental Damage Control as in “Keputusan Direktur Jenderal Pengendalian Pencemaran dan Kerusakan Lingkungan” No. SK.69/PPKL/PKG/PKL.0/11/2017, dated 16 Nov 2017, regarding “Penetapan Titik Penataan Tinggi Muka Air Tanah, Titik Pemasangan Alat Pengukur Tinggi Muka Air Tanah Otomatis, dan Titik Stasiun Pemantauan Curah Hujan PT Bumi Sawit Sejahtera”.</p>	
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>Watercourses which available in unit of certification is stream and reservoir for Mill. Maintaining riparian areas is by planting with local woody species. Riparian areas are important for water quality, habitat, and other ecological functions. Maintaining riparian areas involve a variety of activities, including planting with local woody species. Planting trees, shrubs, and other woody plants along the banks of rivers and streams can help to stabilize the soil and prevent erosion. Plant species</p>	Complied

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	7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.	<p>planted are native to the region and well-suited to the local climate and soil conditions.</p> <p>The water quality surrounding the plantation is unclean and inappropriate for people to consume. The natural conditions of this area are located in between saline intrusion, lowland, and peat areas that affect water quality. But ground water in some spot of communities area is appropriate.</p> <p>Water management plan which implemented by the unit of certification is maintaining block drainage and block canals is lowland and peat area. The mill did not release effluent to the water sources directly and strictly monitor the effluent quality analysis that shall comply to relevant regulations.</p> <p>To support employees and the community, the unit of certification installing Reverse Osmosis Water Treatment in all estates, then the people are free to access the clean water from it.</p>	
	7.8.1b Workers have adequate access to clean water.	To support employees and the community, the unit of certification installing Reverse Osmosis Water Treatment in all estates, then the people are free to access the clean water from it.	
7.8.2	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p> <p>- Critical (Major) compliance -</p>	<p>Company prepared Integrated Management Plan for HCV and conservation area including water buffer zone and water source. The monitoring carried out on regular manner, and company install signboard related to river buffer zone/conservation in strategic spot along the river buffer zone.</p> <p>Integrated Management Plan implementation in year 2022: promoting natural succession of <i>Nephrolepis biserrata</i> and <i>Malaleuca leucadendra</i> in Buluh river buffer zone 15.81 Ha; in Buluh river buffer zone 5.11 Ha.</p>	Complied
7.8.3	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.	During this assessment, SKS POM has monitored the mill effluent in compliance with national regulation as per document "Laporan Hasil	Complied

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	- Minor compliance -	<p>Analisa Limbah Cair PT Sukses Karya Sawit – Sukses Karya Sawit POM year 2023.</p> <p>The company has routinely conducted wastewater quality checks every month and the results of the quality analysis are in quarterly reports to the relevant agencies. The study was carried out on the results of measurements in the second semester of 2023. The tests were carried out by the accredited environmental laboratory. The measurement results are in accordance with the quality standard stipulated by Minister of Environment Decree 29/2003. Standard parameters set include BOD 5,000 ppm and pH 6-9.</p>	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Sukses Karya Sawit POM has shown the document of mill water use per tonne of Fresh Fruit Bunches (FFB) in 2023 as per document “Laporan Pemakaian Air Pabrik per MT TBS tahun 2023”. Budget for water usage is 1.20 m³ water/ton FFB.</p> <p>Based on document verified, the auditor team found that average water usages during January – December 2023 was 1.12 m³ water/ton FFB.</p>	Complied
Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	<p>Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented.</p> <p>- Minor compliance -</p>	<p>Unit of certification has set plan to increase the efficiency of fossil fuel through maintain engine and machinery efficiency. The repair process including replacement main steam valve, replace safety valve, replace manometer, replace cable tray, replace foot blowdown valve, replace chemical dosing pump.</p> <p>The result of the fossil fuel efficiency can be seen on Appendix B. GHG Reporting Executive Summary below.</p>	Complied

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

7.10.1	<p>(C) GHG emissions 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>The company has a GHG mitigation plan document in the form of implementing GHG mitigation for the 2024 period in an effort to increase the % reduction in GHG emissions. The activities for GHG mitigation include:</p> <ul style="list-style-type: none"> - Vehicle and Machine maintenance routine. - Take part on earth hour program. - Fossil fuel utilization calibration - Using LED lights - Manuring based on recommendation. - Spraying tools calibration. - Emission test routine. <p>Certification Unit has been conducted source identification and GHG valuation by doing GHG inventory within the scope of SKS Mill monitored through Palm GHG Calculator 4.0 and the summary result reported and accessible to public in RSPO website. The company has identified the significant GHG emissions, including land used change, POME processing, used of fertilizers and pesticides, used of fossil fuels for operations and transportation.</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>Currently, there's no change of information related to carbon stock assessment on the company operational area. For planting area on PT BSS (period 2015) has been assessed based on document Carbon Stock Inventory – Full Assessment by Aksenta in January 2015. For extension scope area on BNS-03 its not allowed to done carbon stock assessment because planting period is before 2014.</p>	Complied

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		<p>For PT BSS, here's the detail on carbon stock calculation:</p> <ul style="list-style-type: none"> - Above Ground Biomass (AGB) each stratum: Sf-Secondary forest (standard error: ± 17.74 ton/Ha; uncertainty CI95%: 24.22%); Sc-Scrub (± 10.61 ton/Ha; 24.12%); BSc-Bush and Scrub (± 6.48 ton/Ha; 24.72%); Bu-Bush (± 0.39 ton/Ha; 30.20%); Op-Bare soil with young oil palm (± 0.05 ton/Ha; 9.17%). - Below Ground Biomass (root): Sf-Secondary forest (standard error: ± 8.71 ton/Ha; uncertainty CI95%: 26.12%); Sc-Scrub (± 3.34 ton/Ha; 15.60%); BSc-Bush and Scrub (± 4.14 ton/Ha; 32.88%); Bu-Bush (± 0.47 ton/Ha; 71.21%); Op-Bare soil with young oil palm (± 0.03 ton/Ha; 9.17%). - Necromass: <ul style="list-style-type: none"> 1. Woody debris (standard error: 2.49-63.2 ton/Ha; uncertainty CI95%: 17.25-124.48%). 2. Litters: Sf-Secondary forest (standard error: ± 2.44 ton/Ha; uncertainty CI95%: 22.91%); Sc-Scrub (± 1.60 ton/Ha; 12.94%); BSc-Bush and Scrub (± 1.16 ton/Ha; 29.76%); Bu-Bush (± 0.07 ton/Ha; 7.01%); Op-Bare soil with young oil palm (± 4.60 ton/Ha; 46.36%). <p>Soil Carbon: (standard error: 9.6 ton/Ha; uncertainty CI95%: 9.7%).</p>	
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The company has prepared strategy to reduce and mitigate pollution and emission. Monitoring of pollution and emission quality for plantation has been planned and implemented, e.g. air quality ambient for boiler and power generator, water quality test for surface and ground water, effluent water quality and noise level. Plans to reduce or minimize them are implemented and monitored. The monitoring result is incorporated</p>	Complied

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		<p>in RKL/RPL (environmental management and monitoring plan) and reported regularly to the government.</p> <p>For examples, here's the result of emission quality measurement on period II 2023:</p> <table><tr><td>Parameter</td><td>Boiler No. 1</td><td>Regulation Standards</td></tr><tr><td>Particulates</td><td>86.0</td><td>300</td></tr><tr><td>SO2</td><td>25.0</td><td>600</td></tr><tr><td>NO2</td><td>157</td><td>800</td></tr><tr><td>HCl</td><td>1.53</td><td>5</td></tr></table> <p>Based on that record verification, it still suitable with regulation standards (Environment Minister Regulation No.07/2007).</p>	Parameter	Boiler No. 1	Regulation Standards	Particulates	86.0	300	SO2	25.0	600	NO2	157	800	HCl	1.53	5	
Parameter	Boiler No. 1	Regulation Standards																
Particulates	86.0	300																
SO2	25.0	600																
NO2	157	800																
HCl	1.53	5																
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.																		
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	<p>PT Sukses Karya Sawit and Group as unit of certification has existing plantations with year of planting ranged from 2009 to 2014. There is no expansion area for plantations since then, therefore no new planting activity. Based on interview with workers and stakeholders, there is no land clearing activities conducted by burning. Land preparation is using mechanical (for felling and chipping palm crops).</p> <p>Replanting activities planned to be started in 2034, therefore no replanting activities as well.</p>	Complied															
7.11.2	The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.	Unit of certification established fire prevention and control measures for land such as provides Firefighting team and its equipment, established	Complied															

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	- Minor compliance -	<p>fire watch tower, conduct monitoring for hotspots and forming fire program by involving surrounding local communities.</p> <p>Available "Laporan Kesiapsiagaan Sistem, Sarana dan Prasarana Pengendalian Kebakaran Hutan dan Lahan" period July – December 2023, described Forest and Land Fire Prevention Team, consist of 3 prime team with 15 personnel, 3 secondary team with 15 personnel, and 3 third team with 15 personnel. Infrastructure consists of 12 unit of fire watch tower and 1 unit drone, other equipment such as helmet, lamp, glasses, mask, hand gloves, fire fighter shoe and suit, tent, first aid, etc. unit of certification has also prepared Fire Outbreak Preparedness Plan 2023.</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>Updated during this ASA – year 2024, unit of certification has engages stakeholders in adjacent locations for fire prevention and control measures, such as surrounding villages such as Pembedilan Village.</p> <p>Based on phone interview with Village Head of Pembedilan obtain information that UoC has strong commitment to prevent fire by building engagement with local communities, including inviting them to joint the firefighting drill regularly.</p>	Complied

Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

PROCEDURAL NOTE for 7.12:

The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.

The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.

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<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>Email from kasihputri@rspo.org dated September 1, 2022 with the statement "Based on the updated disclosure form provided, PT BNS - nucleus and plasma (8,830.00 Ha); PT SKS - nucleus and plasma (7,680.00 Ha) and PT BSS - nucleus and plasma (9,804.00 Ha) have been disclosed with no land clearing after November 2005 without prior HCV assessment so that it is declared No Liability</p> <p>New Planting Procedure</p> <p>PT Bumi Sawit Sejahtera has implemented the NPP and its public notification was on March 29, 2014. No comments for the public notification were displayed during the 30-day notification period. https://rspo.org/public-consultation/loi-group-pt-bumi-sawit-sejahtera-bss/</p> <p>Ext Scope 427 Ha PT BNS</p> <p>Planting year 2011 – 2014 but land clearing has been completed in 2008 so it is not subject to a 3-year sanction of not being able to claim products as. Disclosure of liability is also included in the submission to RSPO in 2022.</p>	Complied

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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>Unit of certification have conducted HCV assessment in 2008 and 2010, where field survey conducted in period as below:</p> <p>PT Sukses Karya Sawit: 8 – 14 November 2008</p> <p>PT Bumi Sawit Sejahtera: 3 – 8 April 2010.</p> <p>PT Berkat Nabati Sejahtera: 8 – 14 November 2008</p> <p>HCV assessment is conducted with participatory mapping against location permit, meaning that the result of HCV area will be based on location permit (wider than land title area).</p> <p>According to the HCV Assessment result, the HCV area identified as below:</p> <p>PT. Sukses Karya Sawit: 355.7 Ha (scope under Plantation Permit/IUP 2012). The final HCV area in PT. Sukses Karya Sawit is 412.25 Ha; while additional 301.18 Ha as conservation area (excluding HCV area).</p> <p>PT. Bumi Sawit Sejahtera: 1,301.5 Ha, but actual managed is 1,809.8 Ha for HCV and other conservation area. The final HCV area in PT. Bumi Sawit Sejahtera is 604.82 Ha; while additional 1,165.51 Ha as conservation area (excluding HCV area).</p> <p>PT. Berkat Nabati Sejahtera: 332.19 Ha (scope under Plantation Permit/IUP 2012). The final HCV area in PT. Berkat Nabati Sejahtera is 5.69 Ha.</p> <table><tr><th>Estate / Smallholders</th><th>HCV (Ha)</th><th>Conservation (Ha)</th></tr><tr><td>Berkat Nabati Sejahtera 1 Estate</td><td>5.69</td><td>0</td></tr><tr><td>Berkat Nabati Sejahtera 3 Estate</td><td>0</td><td>0</td></tr><tr><td>Berkat Nabati Sejahtera 4 Estate</td><td>0</td><td>0</td></tr></table>	Estate / Smallholders	HCV (Ha)	Conservation (Ha)	Berkat Nabati Sejahtera 1 Estate	5.69	0	Berkat Nabati Sejahtera 3 Estate	0	0	Berkat Nabati Sejahtera 4 Estate	0	0	Complied
Estate / Smallholders	HCV (Ha)	Conservation (Ha)													
Berkat Nabati Sejahtera 1 Estate	5.69	0													
Berkat Nabati Sejahtera 3 Estate	0	0													
Berkat Nabati Sejahtera 4 Estate	0	0													

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		<table><tr><td>Sukses Karya Sawit 2 Estate</td><td>0</td><td>105.3</td></tr><tr><td>Sukses Karya Sawit 3 Estate</td><td>412.25</td><td>188.82</td></tr><tr><td>Bumi Sawit Sejahtera 1 Estate</td><td>604.82</td><td>505.34</td></tr><tr><td>Bumi Sawit Sejahtera 2 Estate</td><td>0</td><td>75.11</td></tr><tr><td>Bumi Sawit Sejahtera 3 Estate</td><td>0</td><td>405.55</td></tr><tr><td>Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri (Sukses Karya Sawit 1 Estate Plasma)*</td><td>0</td><td>7.07</td></tr><tr><td>Koperasi Sawit Sejahtera Bersama (Berkat Nabati Sejahtera 2 Estate Plasma)*</td><td>0</td><td>0</td></tr><tr><td>Koperasi Citra Niaga (Bumi Sawit Sejahtera 4 Estate Plasma)*</td><td>0</td><td>214.7</td></tr></table> <p>Unit of certification is an existing plantation and no new land clearing after 15 November 2018. There is no new planting after 2014 within area of PT. Sukses Karya Sawit and PT. Berkat Nabati Sejahtera, planting year 2015-2017 is only existed in PT. Bumi Sawit Sejahtera.</p>	Sukses Karya Sawit 2 Estate	0	105.3	Sukses Karya Sawit 3 Estate	412.25	188.82	Bumi Sawit Sejahtera 1 Estate	604.82	505.34	Bumi Sawit Sejahtera 2 Estate	0	75.11	Bumi Sawit Sejahtera 3 Estate	0	405.55	Koperasi Natai Aru Mitra Sejahtera & Koperasi Natai Sipun Mandiri (Sukses Karya Sawit 1 Estate Plasma)*	0	7.07	Koperasi Sawit Sejahtera Bersama (Berkat Nabati Sejahtera 2 Estate Plasma)*	0	0	Koperasi Citra Niaga (Bumi Sawit Sejahtera 4 Estate Plasma)*	0	214.7	
Sukses Karya Sawit 2 Estate	0	105.3																									
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Koperasi Citra Niaga (Bumi Sawit Sejahtera 4 Estate Plasma)*	0	214.7																									
	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.	No new land clearing (in existing plantations or new plantings) after 15 November 2018.																									
7.12.3	(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	This indicator is not applicable until further decision from RSPO.	Not Applicable																								

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	consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies. - Critical (Major) compliance -		
PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.			
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>According to the HCV Assessment result, the HCV area identified as below:</p> <ul style="list-style-type: none"> - PT Sukses Karya Sawit: 355.7 Ha (scope under Plantation Permit/IUP 2012). - PT Bumi Sawit Sejahtera: 1,301.5 Ha, but actual managed is 1,809.8 Ha for HCV and other conservation area. - PT Berkas Nabati Sejahtera: 332.19 Ha (scope under Plantation Permit/IUP 2012). <p>HCV identified area consist of freshwater peat swamp forest, riparian buffer zone, RTE's species habitat and sacred place. Also, PT Sukses Karya Sawit located directly adjacent to Nature Reserve of Muara Kendawangan (Cagar Alam Muara Kendawangan). Where the Nature Reserve has been determined by the government as conservation area. This area located in West side of PT Sukses Karya Sawit with landscape form as sandy soil and grassland or known as "Kerangas".</p> <p>According to this, unit of certification have Integrated Management Plan for 5 years. In example:</p> <p>Integrated Management Plan of PT Bumi Sawit Sejahtera period 2019-2023, issued in December 2020. An integrated management plan that develops by unit of certification is focused on management and monitoring HCV area with objects concern are HCV, HCS and Peat area.</p> <p>Working Plan for Management and Monitoring HCV in PT Bumi Sawit Sejahtera effectively as below:</p>	Complied

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		<ol style="list-style-type: none"> 3. Establishment and Confirmation of HCV area by delineation and boundaries management upon Integrated HCV area; protecting and securing conservation areas from illegal land development and clearing activities; awareness of conservation areas to local peoples; HCS analysis approach as indicator of evaluation in conservation area. 4. Maintain and protecting existence of HCV area by Inventory of land cover crops above HCV area, Identify and mapping the spreads of key species; marking and re-wetting on peatland areas and securely management; reforestation and enrichment planting in HCV and conservation area; water management with surface hydrological methods and controlling sedimentation to the rivers and lake Gelinggang; securing from illegal hunting to key species like sunny bear, orangutan and other wildlife. 5. Increasing value and HCV function by enrichment planting and increasing biodiversity value; awareness to local community. 6. Protection and rehabilitation of riparian buffer zone and lake. 7. Develop policy and procedure to support management and monitoring HCV and conservation area by management unit. 8. Management of Land Fire Prevention by identifying of land fire risk assessment and monitoring of climate; training for management of land fire hazards; provision of firefighting equipment. 9. Report and evaluation. <p>This integrated management plan was disseminated to local communities and affected stakeholders. Implementation of HCV integrated Management Plan among others are:</p> <ul style="list-style-type: none"> - HCV warnings and signboard - Demarcation of HCV areas 	
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		<ul style="list-style-type: none"> - Routine monitoring of HCV conditions - Management of peat areas by regulating water levels - Periodic socialization to the community to maintain HCV areas <p>The 2024 HCV management plan will be refer to the 2019-2023 Integrated Management Plan and the evaluation results during that period will be included in the 2024 plan. Based on description above conclude that the unit of certification set and maintain the other conservation area which has been delineated and determined as company commitment and beyond HCV area as appointed in HCV assessment report calculated and combined as HCV-HCS area.</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 local communities rights identified in HCV area. All HCV can be managed by companies without interfering with community rights.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>According to HCV Assessment in November 2008 and April 2010, RTE's species that were identified as below:</p> <p>HCV area at PT Sukses Karya Sawit and PT Berkat Nabati Sejahtera (HCV Assessment November 2008): <i>Pongo pygmaeus</i> Orangutan (EN); <i>Nasalis larvatus</i> Proboscis monkey (EN); <i>Hylobates agilis</i> Agile Gibbon (EN); <i>Macaca nemestrina</i> Pigtail macaque (VU); <i>Macaca fascicularis</i> Long-tailed macaque (EN); <i>Helarctos malayanus</i> Sun Bear (VU); <i>Neofelis nebulosa</i> Clouded leopard (VU); <i>Aonyx cinerea</i> Asian Small-clawed Otter (VU) <i>Cervus unicolor</i> Sambar (VU); <i>Sus barbatus</i> Bearded pig (VU); <i>Presbytis rubicunda</i> Red Langur (VU).</p>	Complied

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		<p>HCV Area at PT Bumi Sawit Sejahtera (HCV Assessment April 2010): <i>Pongo pygmaeus</i> Orangutan (EN); <i>Nasalis larvatus</i> Proboscis monkey (EN); <i>Hylobates muelleri</i> Bornean Gibbon (EN); <i>Helarctos malayanus</i> Sun Bear (VU); <i>Tomistoma schlegelii</i> False Gharial (VU).</p> <p>Appropriate disciplinary measures taken by the unit of certification through dissemination information of HCV area including RTE's species to local communities, relevant stakeholders, and contractor.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>Unit of certification is an existing plantation and no new land clearing after 15 November 2018.</p>	Complied
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>Unit of certification is an existing plantation and no new land clearing after 15 November 2018.</p> <p>New Planting Procedure within scope of certification (PT Sukses Karya Sawit, PT Berkas Nabati Sejahtera, PT Bumi Sawit Sejahtera) has been conducted in 2010.</p> <p>In 2014, proposed of new planting procedure (on going NPP) were conducted. After 30 days announced on RSPO website, no input or complaint from stakeholders.</p> <p>Land Use Change Analysis has been submitted to RSPO. According to LUCA review by RSPO, there is ZERO liability for entire estates of certification unit. This statement is determined by RSPO through the email dated 1 September 2022 and 8 October 2022. RSPO making statement that "Upon checking, the RaCP status of PT Sawit Nabati Agro is not applicable. There is no liability, therefore concept note status is not applicable. Kindly proceed with the next course of action".</p>	Complied

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		The conclusion is that unit of certification have no Remediation or Compensation.	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for **Sukses Karya Sawit Palm Oil Mill – PT Sukses Karya Sawit** and supply base was calculated using the PalmGHG Calculator version 4.0.0. 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 **2023** for **Sukses Karya Sawit Palm Oil Mill – PT Sukses Karya Sawit** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.23
PK	0.23

Extraction	%
OER	19.86
KER	2.32

Production	t/yr
FFB Process	252170.55
CPO Produced	50083.8
PK Produced	5860.8

Land Use	Ha
OP Planted Area	20556.26
OP Planted on peat	1683.31
Conservation (forested)	2304.68
Conservation (non-forested)	1060.30
Total	25604.55

Summary of Field Emission and Sink

	Own			Group			3rd Party			
Description	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e/t FFB	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e/t FFB	tCO ₂ e	tCO ₂ e/ha	tCO ₂ e/t FFB	Total
Emission Source										
Land Conversion	46840.36	2.25	0.19	6387.37	4.44	11.20	0.00	0.00	0.00	53227.73
CO ₂ Emissions from Fertiliser	10383.37	0.50	0.04	1114.35	0.78	1.95	0.00	0.00	0.00	11497.72
N ₂ O Emissions from Peat	12600.85	0.61	0.05	0.00	0.00	0.00	0.00	0.00	0.00	12600.85
N ₂ O Emissions from Fertiliser	7023.91	0.34	0.03	778.74	0.54	1.37	0.00	0.00	0.00	7802.66
Fuel Consumption	6356.06	0.31	0.03	448.80	0.31	0.79	0.00	0.00	0.00	6804.86
Peat Oxidation	91908.75	4.42	0.37	0.00	0.00	0.00	0.00	0.00	0.00	91908.75
Sinks										
Crop Sequestration	-194683.49	-9.36	-0.78	-11148.90	-7.75	-19.55	0.00	0.00	0.00	-205832.39
Sequestration in Conservation Area	-15001.11	-0.72	-0.06	-7707.75	-5.36	-13.52	0.00	0.00	0.00	-22708.86
Total	-34571.29	-1.66	-0.14	-10127.39	-7.04	-17.76	0.00	0.00	0.00	-44698.68

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	55928.28	0.22
Fuel Consumption	1928.74	0.01
Grid Electricity Utilization	0	0.00
Credit		
Export of Grid Electricity	-20.09	0.00
Sales of PKS	0	0.00
Sales of EFB	0	0.00
Total	57836.93	0.23

Summary of Kernel Crusher Emission and Credit (if applicable)

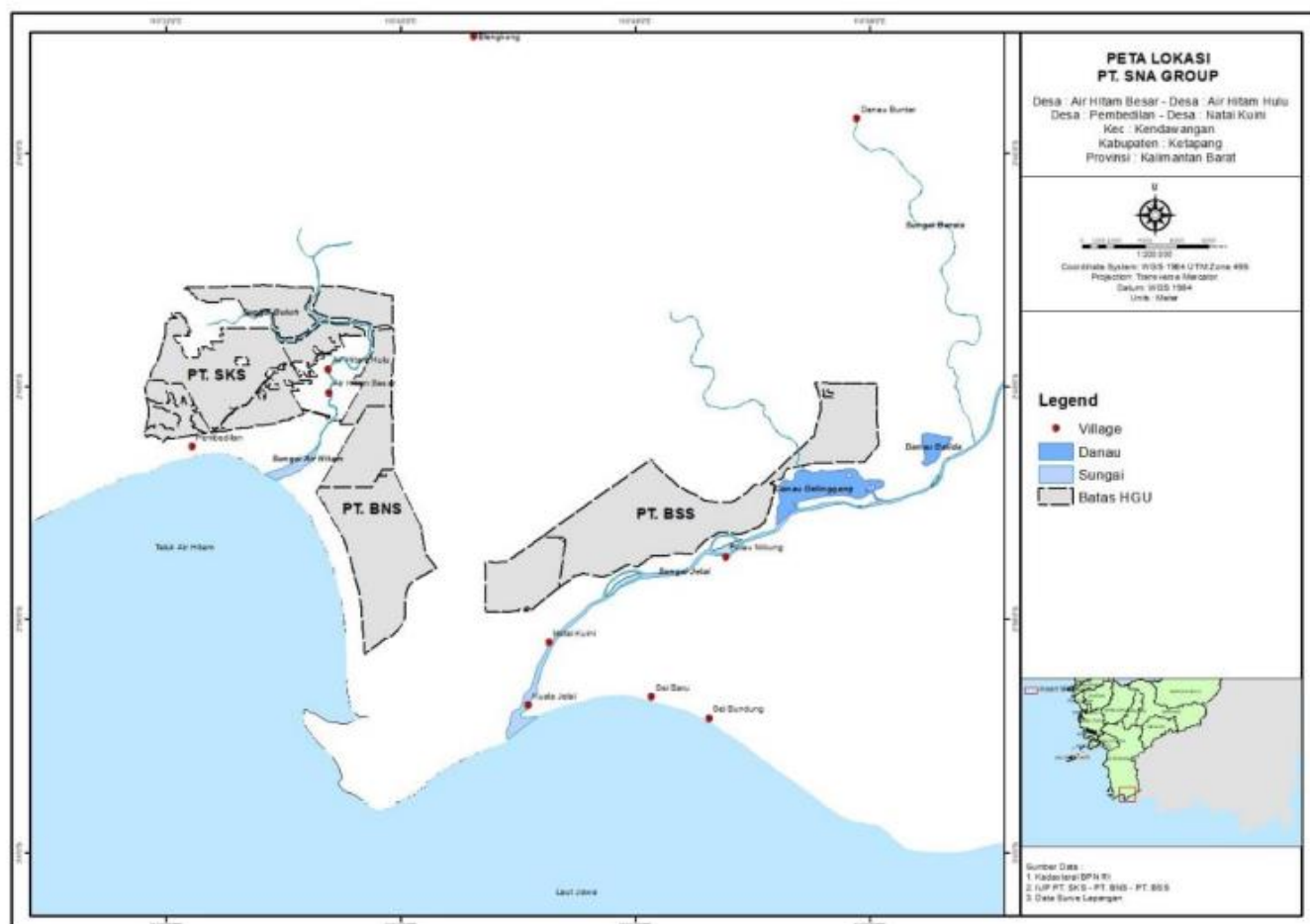
Emissions	tCO ₂ e
PK from own mill	N/A
PK from other source	N/A
Fuel Consumptions	N/A
Total Crusher emissions	N/A

*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



Appendix D: Estate Field Map

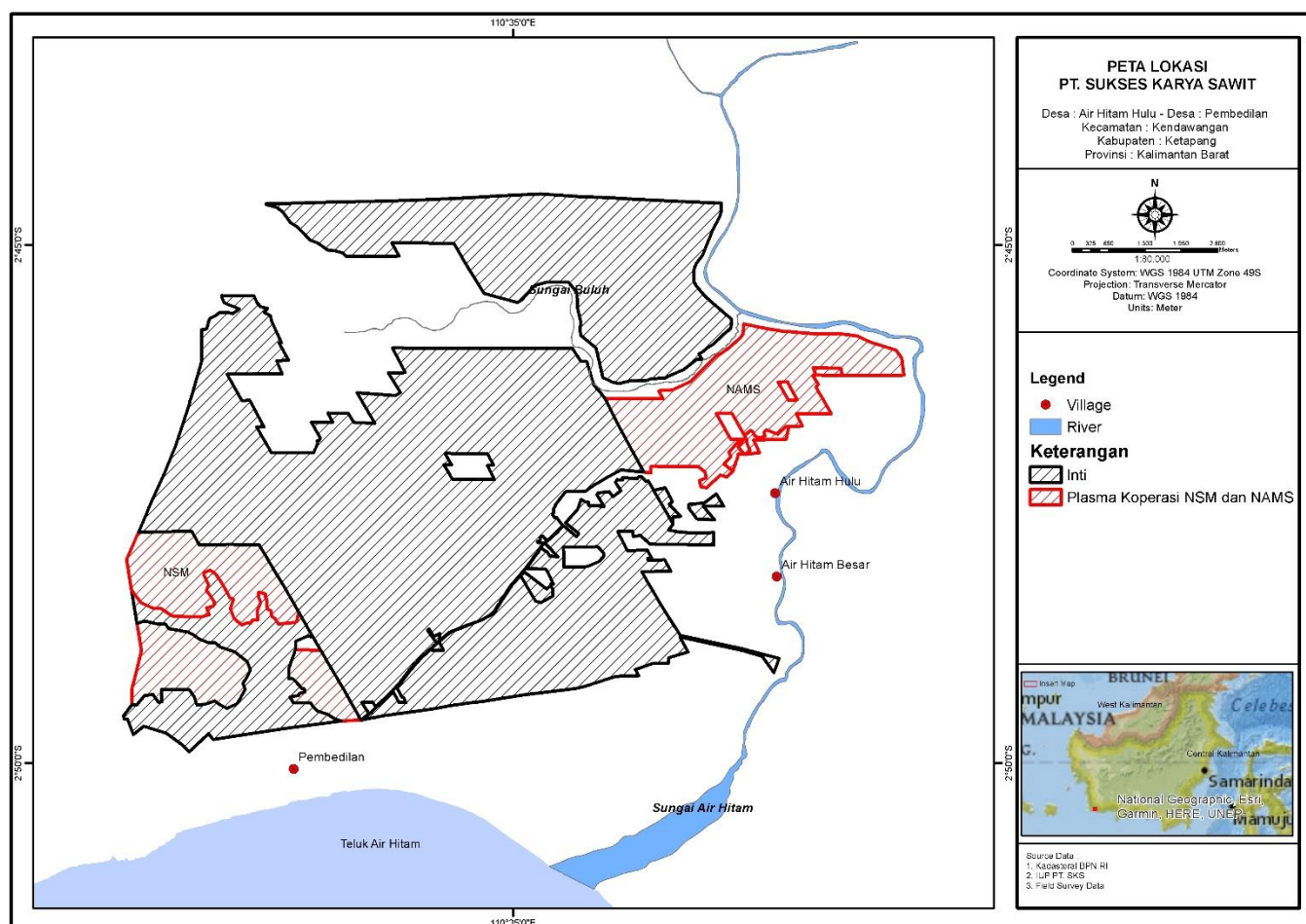


Figure 1. PT Sukses Karya Sawit

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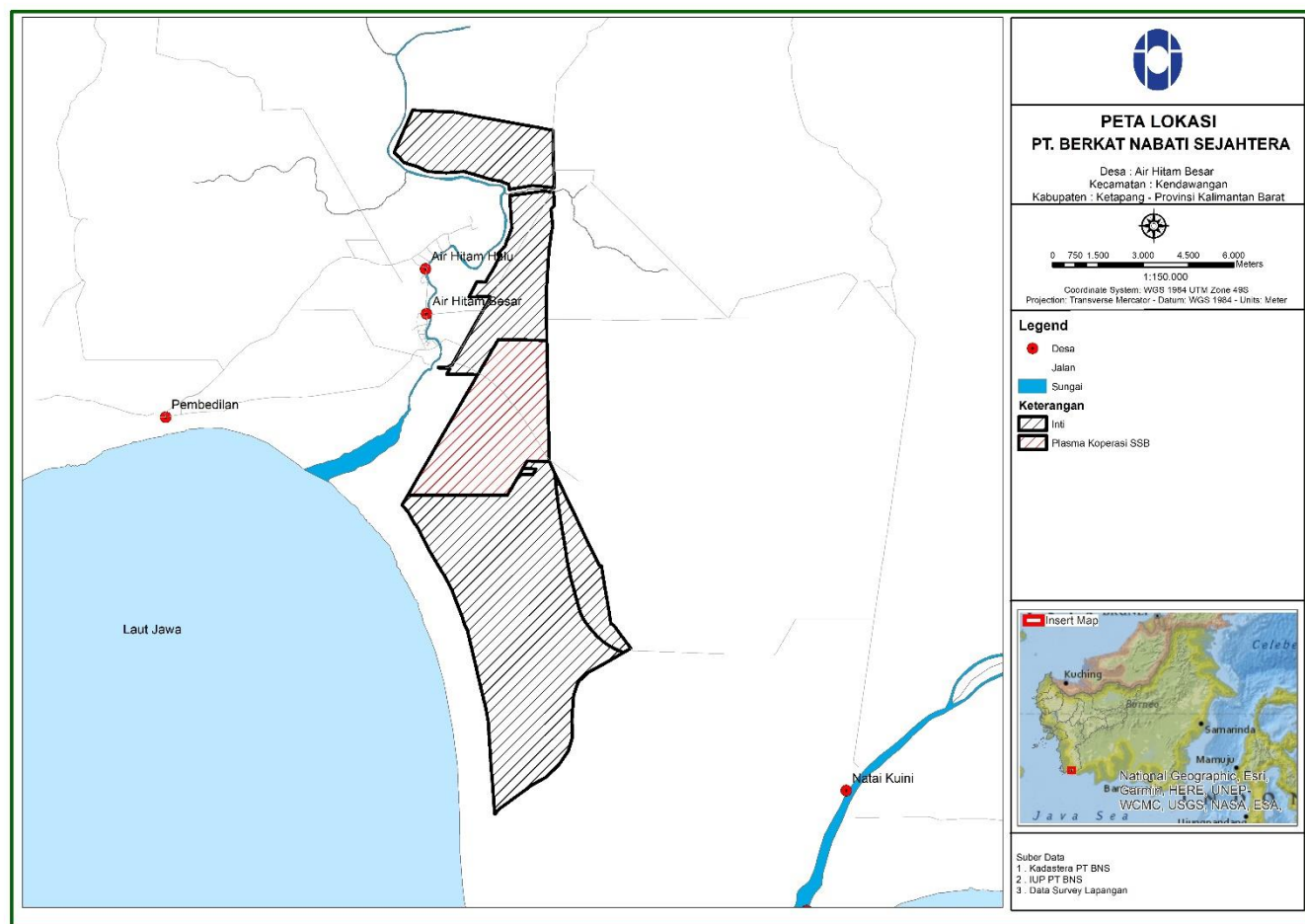


Figure 2. PT Berkat Nabati Sejahtera

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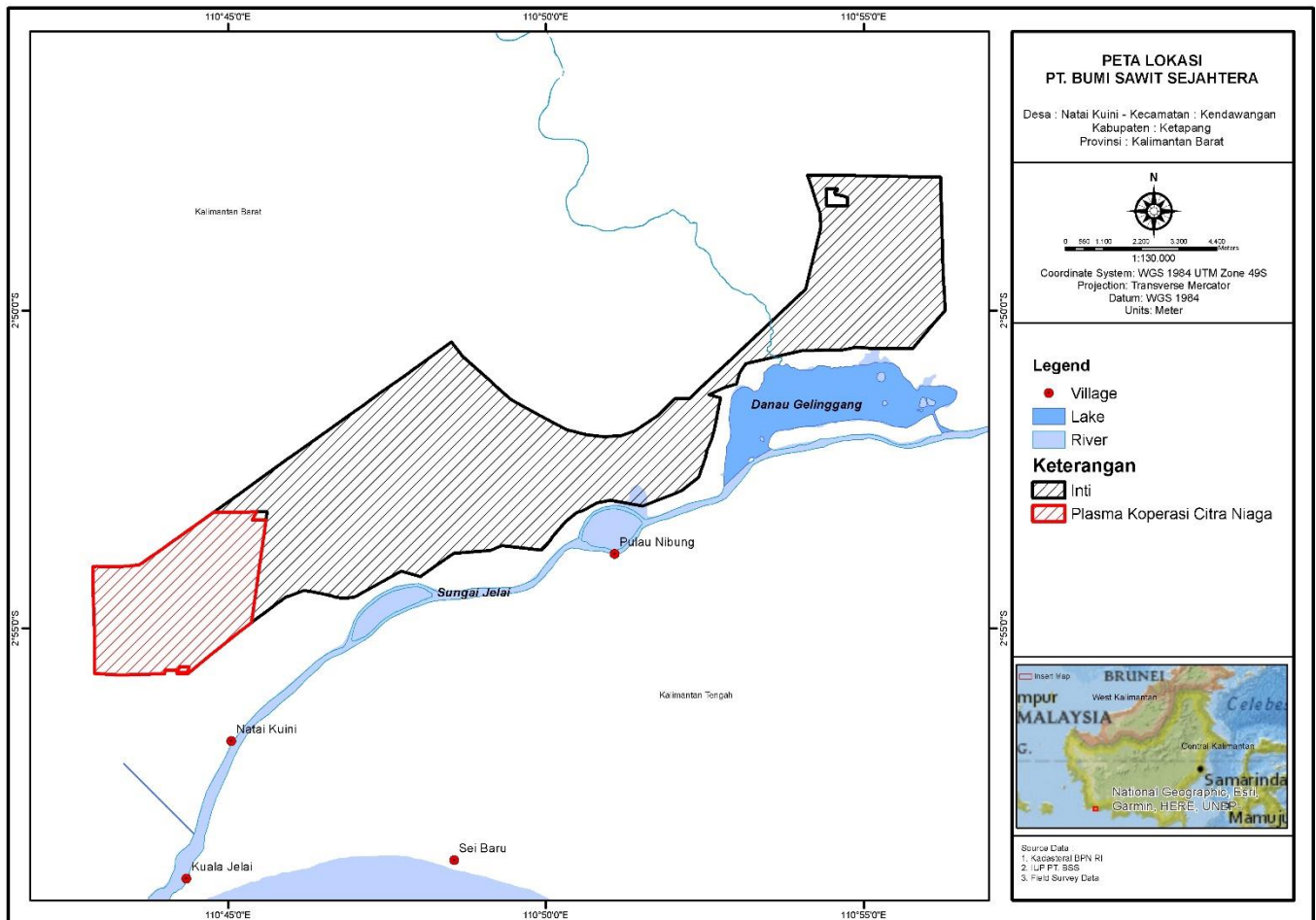


Figure 3. PT Bumi Sawit Sejahtera

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Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

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