

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☐ Annual Surveillance Assessment
- ☒ Recertification Assessment (RA 2)
- ☐ Extension of Scope

<b>Client Company Name / Parent Company:</b> <b>Golden Agri-Resources Ltd</b>
Client Company / Parent Company Address: 108 Pasir Panjang Road, #06-00 Golden Agri Plaza, Singapore 118535
Certification Unit: <b>PT Forestalestari Dwikarya – Tanjung Kembiri POM</b>
Location of Certification Unit: Desa Kembiri, Kecamatan Membalong, Belitung, Bangka Belitung, 33452 Indonesia
Date of Final Report: 29/08/2024

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### Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Golden Agri-Resources Ltd		
RSPO Membership Number	1-0096-11-000-00	Membership Approval Date	30 January 2005
Address	RSPO registered company : 108 Pasir Panjang Road, #06-00 Golden Agri Plaza, Singapore 118535  Liaison Office : Sinar Mas Land Plaza, Tower II, 30 <sup>th</sup> Floor, JL. MH Thamrin No.51, Jakarta 10350, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Forestalestari Dwikarya – Tanjung Kembiri POM		
Location / Address	Desa Kembiri, Kecamatan Membalong, Belitung, Bangka Belitung, 33452, Indonesia		
Website	<a href="http://www.goldenagri.com.sg">http://www.goldenagri.com.sg</a>		
Management Representative	Yahya Mustakim	E-mail	<a href="mailto:yahya.mustakim@sinarmas-agri.com">yahya.mustakim@sinarmas-agri.com</a>
Telephone	+62-21 5033 8899	Facsimile	+62-21 5033 8899

2. Certification Information			
Certificate Number	RSPO 811902	Certificate Start Date	29/08/2024
Date of First Certification	21/04/2014	Certificate Expiry Date	28/08/2029
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	The objective of the assessment was to conduct a recertification assessment and look for positive evidence to ensure that elements of the scope of certification and the audit criteria are met.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 2) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 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)

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### 3. Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-ID218-0230292	ISCC	Intertek Utama Service	17/12/2024
MUTU-ISPO/041	ISPO	Mutu Agung International	10/12/2025

### 4. Location(s) of Mill & Supply Bases

Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Tanjung Kembiri Palm Oil Mill	Desa Kembiri, Kecamatan Membalong, Belitung, Bangka Belitung, 33452, Indonesia	S 03° 01' 52.00"	E 107° 46' 18.00"
Tanjung Kembiri Estate	Desa Kembiri, Kecamatan Membalong, Belitung, Bangka Belitung, 33452, Indonesia	S 03° 00' 54.00"	E 107° 46' 08.00"
Tanjung Rusa Estate	Desa Kembiri, Kecamatan Membalong, Belitung, Bangka Belitung, 33452, Indonesia	S 03° 02' 38.00"	E 107° 45' 15.00"

Note:

### 5. Description of Supply Base

New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Tanjung Kembiri Estate	5,839.11	-	247.20	6,086.31	95.94
Tanjung Rusa Estate	4,645.56	66.63	539.08	5,251.27	88.47
<b>Total</b>	<b>10,484.67</b>	<b>66.63</b>	<b>852.91</b>	<b>11,337.58</b>	<b>92.48</b>

Note:

### 6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Tanjung Kembiri Estate	-	-	-	5,839.11	5,839.11	-

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Tanjung Rusa Estate	-	-	-	4,645.56	4,645.56	-
<b>Total (ha)</b>	-	-	-	<b>10,484.67</b>	<b>10,484.67</b>	-

**Note:** Only Mature area is considered as production area

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (May 2023 – Apr 2024)</b>	<b>Actual (May 2023 – Apr 2024)</b>		<b>Forecast (Aug 2024 – July 2025)</b>
		Previous license period (key in period covered)	Current license period (May 2023 – Apr 2024)	
Tanjung Kembiri Estate	130,000	-	121,586	100,347
Tanjung Rusa Estate	104,000	-	92,238	78,431
<b>Total</b>	<b>234,000</b>	<b>213,824</b>		<b>178,778</b>

**Note:**

- The forecasted tonnage of FFB is significantly reduced due to the initiation of the replanting program.
- This certification was a transfer from PT Mutuagung Lestari.

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (May 2023 – Apr 2024)</b>	<b>Actual (May 2023 – Apr 2024)</b>		<b>Forecast (Aug 2024 – July 2025)</b>
		Previous license period (key in period covered)	Current license period (May 2023 – Apr 2024)	
Nil				
<b>Total</b>				

<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
<b>Out growers / smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (May 2023 – Apr 2024)</b>	<b>Actual (May 2023 – Apr 2024)</b>		<b>Forecast (Aug 2024 – July 2025)</b>
		Previous license period (key in period covered)	Current license period (May 2023 – Apr 2024)	
Tanjung Sawit Estate (PT Palmindo Bilitong Berjaya)	60,685	-	67,720	57,543

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Tanjung Sawit Plasma (PT Palmindo Bilitong Berjaya)	16,957	-	19,841	16,380
Tanjung Rusa Plasma	11,998	-	10,483	11,644
Tanjung Rusa Estate (Non Certified)	1,791	-	1,726	1,499
PT Sawit Alam Permai	6,556	-	5,645	7,500
<b>Total</b>	<b>97,987</b>		<b>105,415</b>	<b>94,566</b>

<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
<b>No.</b>	<b>Month - Year</b>	<b>Volume of FFB from certified supply base (mt)</b>	<b>Volume of FFB from uncertified supply base (mt)</b>	<b>Total FFB/Month (mt)</b>
1	May 2023	22,306	9,565	31,705
2	June 2023	22,308	10,700	32,823
3	July 2023	12,466	6,429	18,748
4	August 2023	24,064	12,647	36,598
5	September 2023	17,389	9,268	26,513
6	October 2023	18,746	9,478	28,083
7	November 2023	19,494	8,622	27,952
8	December 2023	18,563	8,897	27,322
9	January 2024	17,452	9,051	26,318
10	February 2024	14,615	7,693	22,180
11	March 2024	13,929	7,119	20,921
12	April 2024	12,492	5,946	18,350
<b>TOTAL</b>		<b>213,824</b>	<b>105,415</b>	<b>317,513</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
<b>Estimated last year (May 2023 – Apr 2024)</b>	<b>Actual (May 2023 – Apr 2024)</b>		<b>Forecast (Aug 2024 – July 2025)</b>
	Previous license period (key in period covered)	Current license period (May 2023 – Apr 2024)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
234,000 mt	-	213,824 mt	178,778 mt
	<b>TOTAL</b>	213,824 mt	
<b>CPO (OER: 20.94 %)</b>	<b>CPO (OER: 20.34 %)</b>		<b>CPO (OER: 20.75 %)</b>
49,000 mt	-	43,489 mt	37,096 mt

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	<b>TOTAL</b>	43,489 mt	
<b>PK (KER: 5.77 %)</b>	<b>PK (KER: 6.18 %)</b>		<b>PK (KER: 5.75 %)</b>
13,500 mt	-	13,214 mt	10,280 mt
	<b>TOTAL</b>	13,214 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	May 2023	4,425	1,221
2	June 2023	4,430	1,333
3	July 2023	2,387	749
4	August 2023	5,273	1,491
5	September 2023	3,762	1,167
6	October 2023	3,821	1,237
7	November 2023	3,865	1,287
8	December 2023	3,776	1,152
9	January 2024	3,575	1,005
10	February 2024	3,009	908
11	March 2024	2,766	871
12	April 2024	2,400	793
<b>TOTAL</b>		<b>43,489</b>	<b>13,214</b>

11. Summary of Actual Volume sold					
Current License period (May 2023 – Apr 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	-	43,796	-	-	43,796
<b>PK (MT)</b>	13,320	-	-	-	13,320
<b>Credits</b>	-	-	-	-	-
Previous License period (key in period)					
<b>CPO (MT)</b>	-	-	-	-	-
<b>PK (MT)</b>	-	-	-	-	-
<b>Credits</b>	-	-	-	-	-
<b>Note:</b>					
- Conventional is RSPO certified material but sold as non-RSPO.					
- Sales of RSPO certified PK was over from actual production period May 2023 – Apr 2024, with variance 106 MT, due to there was					

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carry over from April 2023, as much as 902 MT

- Sales of certified CPO was over from actual production period May 2023 – Apr 2024, with variance 307 MT due to there was carry over from April 2023, as much as 500 MT
- This is consistent with the RSPO RIF announcement for carry over volume - <https://rif.rspo.org/interpretations/77/details>

**11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)**

No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT Sumber Indah Perkasa	RSPO_PO1000006557	-	13,320
TOTAL			-	13,320

**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)
1	PT Sumber Indah Perkasa	ISCC	43,796	-
TOTAL			43,796	-

**11C. Records of CPO & PK Sold as conventional since the last audit (if any)**

No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
	Nil		
TOTAL			

**11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)**

No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
	Nil		
TOTAL			

**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									



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IS-CSPO									
IS-CSPKO									
IS-CSPKE									
CSPK									

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
<b>TOTAL</b>						
<b>Note:</b> 1 mt = 1 credit Not applicable						

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

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)
<b>TOTAL</b>							
<b>Note:</b> Not applicable							

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)  
Suite 29.01 Level 29, The Gardens North Tower,  
Mid Valley City, Lingkaran Syed Putra,  
59200 Kuala Lumpur, Malaysia.  
Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639  
Representative: Dr. Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://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 29 July – 2 August 2024. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on 29 June 2024. [https://www.bsigroup.com/globalassets/localfiles/en-my/rspo/Public%20Notification/2024/07-1-public-announcement\\_rs-po-pt-forestalestari-dwikarya\\_tanjung-kembiri-pom\\_eng.pdf](https://www.bsigroup.com/globalassets/localfiles/en-my/rspo/Public%20Notification/2024/07-1-public-announcement_rs-po-pt-forestalestari-dwikarya_tanjung-kembiri-pom_eng.pdf)

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

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

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

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

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

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

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 (Re- Certification)	Year 2 (ASA2-1)	Year 3 (ASA2-2)	Year 4 (ASA2-3)	Year 5 (ASA2-4)
Tanjung Kembiri POM	X	X	X	X	X
Tanjung Kembiri Estate	X	X	X	X	X
Tanjung Rusa Estate	X	X	X	X	X

**Tentative Date of Next Visit: February 3, 2025 - February 7, 2025**

**Total Number of Mandays: 17 mandays**

## 2.2 BSI Assessment Team

Name	Role	Competency
Eko Purwanto (EP)	Team Leader	<p><b>Education:</b> Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, IPB University.</p> <p><b>Work Experience:</b> Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited pesticides uses. Over 11 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p><b>Training attended:</b> Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&amp;C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&amp;C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&amp;C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&amp;C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification (SCC) Lead Auditor Training, RABQSA accredited Lead Auditor Training of Quality Management System.</p>

		<p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></p> <p><input checked="" 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>
Pratama Agung Sedayu (PS)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree majoring Social Economic of Agriculture, University of Jenderal Soedirman.</p> <p><b>Work Experience:</b> 12 years of practical auditing experience with several accredited Certification Bodies covering assessment against Organic programs, RSPO, FSC, Timber certification, ISO 9001 and ISO 14001. 2 years working experience as consultant on FSC and SVLK certification and independent verifier on BioCert, SDS under CAFÉ Practices program.</p> <p><b>Training attended:</b> Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISPO Lead Auditor endorsed Course and Endorsed RSPO P&amp;C Lead Auditor Course and Endorsed RSPO SCCS Lead Auditor Course, SMETA Requirements training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input 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>
Imam Fahrurozi (IF)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree in Agriculture Technology and graduated from Gadjah Mada University, Yogyakarta, 2011.</p> <p><b>Work Experience:</b> Has 2 years working experience in the oil palm industry, as a sustainability and HSE officer in oil palm Plantation Company in Indonesia and has more than 7 years working experience as an qualified RSPO and ISPO auditor.</p> <p><b>Training attended:</b> Has completed a number of relevant trainings, the training includes OHS expert training by Manpower Ministry of RI, ISO 9001:2015, ISO 14001:2004 ISO 45001:2018, ISPO Lead Auditor, Lead Auditor of SMK3, RSPO P&amp;C Lead auditor endorsed course, LAC for ISO 37001:2016.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></p> <p><input type="checkbox"/> Good Agriculture Practice <input checked="" 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>
Naila Karima (NK)	Team Member	<p><b>Education:</b> Holds a bachelor's degree majoring Occupational Safety and Health, Faculty of Public Health, University of Indonesia.</p>

		<p><b>Work Experience:</b> 10 years working experience as auditor since 2012 covering RSPO and ISPO.</p> <p><b>Training attended:</b> Completed Endorsed RSPO P&amp;C Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, SA8000, RSPO Labour Auditing Training, RSPO ISH Standard Training Course, ISO 9001, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></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>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p><b>Education:</b> 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><b>Work Experience:</b> 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><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1. ISO 9001:2015 Lead Auditor and Internal Auditor</li> <li>2. Occupation Health &amp; Safety</li> <li>3. ISO 14001:2015 Standard</li> <li>4. RSPO Standards: RSPO P&amp;C 2018 MY-NI 2019</li> <li>5. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4</li> <li>6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS</li> <li>7. HACCP MS 1480:2019</li> <li>8. GAP Standard: Global GAP, Euro GAP</li> <li>9. ASI Peer Reviewer training</li> </ol>

## Accompanying Persons:

Name	Role
Nil	

## 2.3 Assessment Plan

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

Date	Time	Subjects	EP	PS	IF	NK
Monday, 29/07/2024		<b>Flight Jakarta – Tanjung Pandan</b> <i>By Lion Air JT-120</i>	√	√	√	√
		Travel Tanjung Pandan – PT Forestalestari Dwikarya	√	√	√	√
Tuesday, 30/07/2024	08.00-09.00	<b>Opening Meeting:</b> - Auditee Presentation (Introduction of PIC, Profile of Certified Management Unit) - Auditor Team Presentation (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification)	√	√	√	√
	09.00-12.00	<b>Tanjung Kembiri POM:</b> Document review: • Review of Basic Information Data, Time bound plan, partial certification verification • RSPO Supply Chain • RSPO P&C (Best management practices Mill, OHS, EMS, Social and Labour)	√	√	√	
		Stakeholder Consultation with interested and affected parties: • Dinas Lingkungan Hidup • Dinas Tenaga Kerja dan Transmigrasi • Dinas Perkebunan • Kantor Pertanahan				√
	12.00-14.00	Break	√	√	√	√
	14.00-16.30	Field Observation: • RSPO Supply Chain (FFB Receiving, Weighbridge), Hazardous & Toxic Storage, Chemical Storage, Fire Control Simulation, Effluent Pond • Processing Station (Fertilizer, Tippler, Press, Clarification, Ripple Mill), Power Station, Workshop	√	√	√	
		Interview: • Gender Committee, Worker Union, New mother, Sample of workers • Kepala Desa, Ketua Koperasi, Tokoh Masyarakat, Kontraktor (Angkut TBS, Land Clearing, dll).				√
	16.30-17.00	Daily Progress Meeting and Reporting	√	√	√	√
Wednesday 31/07/2024	08.00-12.00	<b>Tanjung Kembiri Estate:</b> Field Observation: • Implementation of Legal aspect (boundaries, occupied land, disputes – if any) and HCV area	√	√	√	√

## RSPO P&amp;C Public Summary Report

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Date	Time	Subjects	EP	PS	IF	NK
		<ul style="list-style-type: none"> <li>Implementation of Agronomy Aspect (Harvesting &amp; Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)</li> <li>Implementation of Environmental, Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management)</li> <li>Implementation of Occupational Health &amp; Safety Aspect</li> <li>Implementation of Employment Procedure and Mechanism Aspect</li> <li>Observation of Workers Facilities (Housing, School, Worship Place)</li> </ul> <p>Interview:</p> <ul style="list-style-type: none"> <li>Gender Committee, Worker Union, New mother, Sample of workers</li> <li>Interview with Previous landowner (if applicable)</li> </ul>				
	12.00-14.00	Break	√	√	√	√
	14.00-16.30	Document Review	√	√	√	√
	16.30-17.00	Daily Progress Meeting and Reporting	√	√	√	√
Thursday 01/08/2024	08.00-12.00	<b>Tanjung Rusa Estate:</b> Field Observation: <ul style="list-style-type: none"> <li>Implementation of Legal aspect (boundaries, occupied land, disputes – if any) and HCV area</li> <li>Implementation of Agronomy Aspect (Harvesting &amp; Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application)</li> <li>Implementation of Environmental, Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management)</li> <li>Implementation of Occupational Health &amp; Safety Aspect</li> <li>Implementation of Employment Procedure and Mechanism Aspect</li> <li>Observation of Workers Facilities (Housing, School, Worship Place)</li> </ul> <p>Interview:</p> <ul style="list-style-type: none"> <li>Gender Committee, Worker Union, New mother, Sample of workers</li> <li>Interview with Previous landowner (if applicable)</li> </ul>	√	√	√	√
	12.00-14.00	Break	√	√	√	√
	14.00-17.00	Document Review	√	√	√	√
	17.00-18.00	<b>Closing Meeting</b>	√	√	√	√

**RSPO P&C Public Summary Report****Revision 15 (Nov 2023)**

Date	Time	Subjects	EP	PS	IF	NK
		<ul style="list-style-type: none"><li>• Presentation of audit findings (Noteworthy Positive Component, Non-Conformities, OFI, Timeline of CAR's, Conclusion)</li><li>• Comments, Responses and Questions</li></ul>				



## Section 3: Assessment Findings

### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. Golden Agri-Resources Ltd.'s RSPO Timebound Plan dated 2 May 2024. The timebound plan include name of all subsidiary companies, all estates and all mills under Golden Agri Resources Ltd.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	No, there are numbers of estates and mills which has not been certified yet, due to reasons such as new acquisitions, RaCP in progress and land title in progress. The RSPO Membership for Golden Agri-Resources Ltd. dated 30 January 2005. Golden Agri-Resources Ltd. submitted the updated RSPO Timebound Plan to RSPO Secretariat on 3 April 2024. RSPO Secretariat has approved the timebound plan on 2 May 2024.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	Yes, there are 22 units of new acquisitions made in 2021, therefore target year for new acquisition to be certified is 2024. Golden Agri-Resources Ltd., has submitted the updated RSPO Timebound Plan to RSPO Secretariat on 3 April 2024. RSPO Secretariat has approved the timebound plan on 2 May 2024.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Yes, there are deviations from the maximum 5 years period since membership obtained in 30 January 2005. Golden Agri-Resources Ltd. has reported reason for deviation in the latest RSPO Timebound Plan. RSPO Secretariat has approved the timebound plan on 2 May 2024.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, there has been change to the time-bound plan since the last audit, due to withdrawn of a CB from RSPO certification. The updated time-bound plan is still relevant and consistent with latest ACOP reporting.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	No, there is no deviations in the time-bound plan. Each certification unit has a specified timeline for the audit implementation.	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 <b>Major</b> non-compliance shall be raised	No, there is no fundamental failure. Each certification unit has a specified timeline for the audit implementation.	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>Golden Agri Resources (GAR) has reported all replacement of primary forest to maintain HCV and HCS through submission of LUCA.</p> <p>Several companies under GAR initiated plantation development after November 2005, while the HCV/NKT assessment took place during the period 2010 - 2013.</p> <p>GAR and its subsidiaries initiated the Remediation and Compensation Procedure (RaCP), starting with the disclosure and Zero Liability reporting to RSPO via email on 29 August 2014. Among the 25 companies, 7 of them are certified units, while the remaining 19 are uncertified units. Here is the progress update for RaCP as of 1 August 2024:</p> <ul style="list-style-type: none"> <li>- MUs with potential liability: 33</li> <li>- LUCA submitted (MUs): 20</li> <li>- LUCAs review completed (MUs): 20</li> <li>- CN required (MUs): 32</li> <li>- CN submitted (MUs): 19</li> <li>- CN approved (MUs): 18</li> <li>- CP submitted (MUs): 11</li> <li>- CP endorsed (MUs): 11</li> <li>- RP required (MUs): 27</li> <li>- RP submitted (MUs): 1</li> <li>- RP approved (MUs): 1</li> </ul> <p>HCV assessments for the 18 reports were conducted between 2010 and 2018 by both external consultants and internal teams. The assessments were carried out by an assessment team led by a Team Leader approved by RSPO. The Reference for HCV assessments was the "Panduan Identifikasi Kawasan Bernilai Konservasi Tinggi di Indonesia" (Toolkit HCV 2008). Peer review was conducted by an independent consultant, also approved by RSPO.</p> <p>The company consistently follows up on the RaCP process, ensuring that RSPO's timebound requirements for units that are not yet certified are promptly fulfilled.</p> <p>The Remediation and Compensation Plan is covered twelve entities under the group of Golden Agri-Resources, Ltd (GAR), with the total liabilities of 4,727.69 Ha. These entities</p>	Complied

	<p>are PT KGP (<b>RaCP-1048</b>), PT BAS (<b>RaCP-1037</b>), PT Tapan Nadenggan (<b>RaCP-1077, RaCP-1079</b>), PT BSP (<b>RaCP-1039</b>), PT KDP (<b>RaCP-1050</b>), PT SIP (<b>RaCP-1074</b>), PT SKU (<b>RaCP-2257, RaCP-2256, RaCP-2258</b>), PT PIP (<b>RaCP-1057</b>), and PT ALS (<b>RaCP-1033</b>).</p> <p>The main goal of this project is to support the conservation and restoration of the Bunut Hulu Village Forest through the sustainable community-based management of its forest-lake ecosystem and biodiversity. The Bunut Hulu Village Forest (BHVF) has a size of 4,763 ha and is located in the sub-District of Bunut Hilir, District of Kapuas Hulu, West Kalimantan Province, Indonesia. The project area supports the livelihoods of 1,153 community members.</p>	
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	<p>GAR and its subsidiaries conducted planting after January 2010. There are 18 companies that have undergone the RSPO New Planting Procedure (NPP) and completed a 30-day public consultation process in April 2014. Out of these, 3 companies have undergone the certification process, namely PT TN (JLYM), PT BSP (BSWM), and PT BAS (SMLM). However, 15 companies have not yet obtained RSPO certification.</p> <ol style="list-style-type: none"> <li>1. PT Satya Kisma Usaha (Batang Gading Estate) – Jambi,</li> <li>2. PT Kresna Duta Agroindo – Kaltim,</li> <li>3. PT Mitra Karya Agroindo – Kalteng,</li> <li>4. PT Binasawit Abadipratama – Kalteng,</li> <li>5. PT Aditunggal Mahajaya – Kalteng,</li> <li>6. PT Agrolestari Sentosa – Kalteng</li> <li>7. PT Agrokarya Primalestari – Kalteng,</li> <li>8. PT Buana Adhitama – Kalteng,</li> <li>9. PT Agrolestari Mandiri – Kalbar,</li> <li>10. PT Paramitra Internusa Persada – Kalbar</li> <li>11. PT Persada Graha Mandiri – Kalbar</li> <li>12. PT Bangun Nusa Mandiri – Kalbar,</li> <li>13. PT Kartika Prima Cipta – Kalbar,</li> <li>14. PT Kencana Graha Permai (Delima Estate) – Kalbar,</li> <li>15. PT Cahaya Nusa Gemilang – Kalbar.</li> </ol>	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints	There are no land conflicts. The company has established a mechanism for resolving	Complied

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<p>System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>land conflicts in accordance with RSPO criteria 4.2, 4.6, 4.7, and 4.8. These procedures are outlined in the Standard Operating Procedure (SOP) for Social Conflict Handling, registered under SOP/SMART/SCRD/NSDV/I/002 with revision 1 dated 18 May 2016, and the SOP for Handling Complaints and Dissatisfaction, registered under SOP/SMART/GIMS-SCMD/USDV/I/001 with revision 2 dated 11 April 2017. These procedures govern agreed-upon social conflict resolution. Conflict resolution can be conducted in a participatory manner or involve third-party mediation.</p> <p>The company also has procedures for addressing complaints before they escalate into conflicts. The specific process is outlined in SOP/SMART/GIMS-SCMD/USDV/I/001 with revision 2 dated 11 April 2017, which ensures that complaints are handled promptly and appropriately. GAR has initiated the process of becoming an RSPO DSF (Dispute Settlement Facility) member under the "Grower" category.</p> <p>Here's a summary of the complaint progress related to GAR as found on the RSPO website:</p> <ol style="list-style-type: none"> <li>1. Complaint RSPO/2021/12/CRP, date submitted 8 Nov 2021, date accepted 14 Feb 2022, addressed to PT Ramajaya Pramukti (a subsidiary of Golden Agri Resources Ltd) by Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam &amp; Sawit Watch. Update as of 3 May 2024: The appeal submission period has expired. The Complaint is formally closed.</li> <li>2. Complaint RSPO/2021/11/HN, dated 11 July 2021, was lodged against PT SMART Tbk (West Kalimantan Region) regarding alleged procurement of Fresh Fruit Bunches (FFB) and Crude Palm Oil (CPO) from PT Kapuasindo Palm Industri (PT KPI), a subsidiary of Kencana Group (not an RSPO member), which had been involved in a series of violations against</li> </ol>	
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	<p>workers and indigenous communities in the district.</p> <p>Update as of 12 April 2022:</p> <p>The appeal submission period has concluded. The complaint is now formally closed.</p> <p>3. Complaint RSPO/2020/04/IR, dated 2 March 2020, against GAR (Central Kalimantan Region) by the Forest Peoples Programme &amp; Elk Hills Research concerning allegations of land legality and bribery cases. From GAR's side, GIS-2 analysis for alert land clearance after November 2014, following discussions with the RSPO GIS manager on 21 May 2021, approved the sampling methodology.</p> <p>Update as of 26 June 2024:</p> <p>Briefing Note under peer review prior submission to the Complaints Panel.</p> <p>4. Complaint PreCAP/2014/03/IR, was lodged on 13 October 2014, against PT Kartika Prima Cipta (West Kalimantan) by the Forest Peoples Programme (FPP) &amp; Transformasi Untuk Keadilan – Indonesia (TUK-I) regarding the Free, Prior, and Informed Consent (FPIC) process and 6 other issues. With the consent of GAR and FPP, RSPO divided the conflict resolution verification process into 5 phases (Phase 1 for NPP, maximum land holding, and new land development; Phase 2 for legality; Phase 3 for smallholders; Phase 4 for FPIC; and Phase 5 for HCV). GAR has responded up to Phase 5 on 26 August 2021, addressing all stages.</p> <p>As of 29 May 2024, Following a directive by the CP, the Respondent has submitted additional documents to the Secretariat, which have been furnished to the CP for their perusal.</p> <p>The Secretariat will proceed to draft the decision letter upon receiving confirmation from the CP members.</p> <p>Update as of 26 June 2024:</p> <p>The CP endorsed the Secretariat's proposal to proceed with the drafting of the decision letter.</p>	
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<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>In the RSPO Case Tracker, Audit team noted there was no active complaint related to labour disputes.</p> <p>The company has established procedures for addressing employee complaints before they escalate into conflicts. The procedure is the Complaint and Conflict Handling SOP, designated as SOP/SMART/SUST/IV/003, issued on 1 July 2014, with revision 3 on 8 March 2022.</p> <p>Procedures regarding employee issues are outlined in an internal flowchart because employees fall under the category of internal stakeholders. The means of lodging complaints involve official letters submitted through labour unions or deposited into suggestion boxes strategically placed in accessible locations.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>In the RSPO Case Tracker, Audit team noted there was not active complaint related to legal non-compliance.</p> <p>The company adheres to the applicable regulations in accordance with RSPO requirement 2.1.3, ensuring there are no violations of relevant plantation regulations. The company has established mechanisms to evaluate compliance with regulations as outlined in SOP/SMART/UMUM/SADV/I/002. This Standard Operating Procedure (SOP) outlines the procedures for meeting requirements, the necessary documentation, and flowcharts that provide a detailed process for evaluating compliance with legal regulations.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&amp;C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>The company has conducted a Compliance Audit/Internal Sustainability Verification (ISV) to assess conformity with RSPO standards and has also established a System within the company unit to be certified.</p> <p>For example:</p> <ul style="list-style-type: none"> <li>- Internal audit for PT Adhi Tunggal Mahajaya – Sako Mill and its supply bases carried out on 11-15 December 2023.</li> <li>- Internal audit for PT Agrokarya Prima Lestari – Kuayan Mill and its supply bases carried out on 18-22 December 2023.</li> </ul>	<p>Complied</p>

	- Internal audit for PT SMART Tbk – Bukit Kapur Mill and its supply bases carried out on 6-10 November 2023.	
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>Yes, there are critical non-compliance raised during internal audits to uncertified management units. Management has prepared correction and corrective action.</p> <ul style="list-style-type: none"> <li>- Internal audit for PT Adhi Tunggal Mahajaya – Sako Mill and its supply bases; Internal audit team issued Critical NC related to 6.7.3 and 7.12.8; management has addressed correction and corrective action.</li> <li>- Internal audit for PT Agrokarya Prima Lestari – Kuayan Mill and its supply bases; Internal audit team issued Critical NC related to 2.1.1 and 2.3.1; management has addressed correction and corrective action.</li> <li>- Internal audit for PT SMART Tbk – Bukit Kapur Mill and its supply bases; Internal audit team issued Critical NC related to 2.1.1, 2.3.1, 7.2.7, 7.8.2, 7.12.2 and 7.12.4; management has addressed correction and corrective action.</li> </ul>	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Audit team sent email to Wetlands, Sawit Watch, Aid Environment, WALHI, WWF, Forest Watch Indonesia, WCS Indonesia, LINKS and Solidaridad, until assessment ends, audit team did not received any response.	Complied

### 3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	There is a scheme smallholder associated to Tanjung Kembiri POM, that is Tanjung Rusa Plasma, however the scheme smallholder is not certified yet due to RaCP is in progress and Land Title is in progress.	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)	Actual Certification Year	Plan Year for Certification	Remark
				Latitude	Longitude					
Batu Ampar Mill	Indonesia	Batu Ampar Mill	Serongga Village, Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.2156	116.0170	-	Certified	2012	-	
Batu Ampar Mill	Indonesia	Batu Ampar Estate	Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.2656	116.0170	3,944.07	Certified	2012	-	
Batu Ampar Mill	Indonesia	Batu Mulia Estate	Kelumpang Hilir Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	3.2156	116.1047	2,929.02	Certified	2012	-	
Belian Mill	Indonesia	Belian Mill	Desa Tua Abang Village, Semitau Sub District, Kapuas Hulu District Propinsi Kalimantan Barat Province, Indonesia	0.4875	111.8447	-	Certified	2024	-	
Belian Mill	Indonesia	Tengkawang Estate	Tua Abang Village, Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.5362	111.7985	9,049.75	Certified	2024	-	
Belian Mill	Indonesia	Tengkawang Estate (Non Certified)	Tua Abang Village, Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.5362	111.7985	180.87	Not Certified	-	2026	RaCP in progress
Belian Mill	Indonesia	Kapuas Hulu Estate	Perigi Village, Silat Hilir Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4069	111.7451	2,703.41	Not Certified	-	2025	RaCP in progress
Belian Mill	Indonesia	Sungai Beran Estate	Sentabai Village, Silat Hilir Sub District, Kab. Kapuas Hulu District, Kalimantan Barat Province, Indonesia	0.4509	111.7400	2,810.85	Not Certified	-	2025	RaCP in progress
Belian Mill	Indonesia	Muara Tawang Estate	Mantan Village, Suhaidd Sub District, Kapuas Hulu District, Kalimantan Barat Province, Indonesia	-2.0149	112.2989	2,376.91	Not Certified	-	2025	RaCP in progress



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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)	Actual Certification Year	Plan Year for Certification	Remark
				Latitude	Longitude					
Belian Mill	Indonesia	Belian Estate	Seberuang Village, Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4850	111.8495	4,116.88	Certified	2024	-	
Belian Mill	Indonesia	Belian Estate (Non Certified)	Seberuang Village, Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4850	111.8495	76.70	Not Certified	-	2026	RaCP in progress
Belian Mill	Indonesia	Belian Kkpa	Semitau Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.5361	111.8600	1,798.13	Not Certified	-	2026	RaCP in progress
Belian Mill	Indonesia	Muara Tawang Kkpa	Suhaid Sub District, Kapuas Hulu District, Kalimantan Barat Province, Indonesia	0.5272	112.0851	1,052.36	Not Certified	-	2026	RaCP in progress
Belian Mill	Indonesia	Kapuas Hulu Kkpa	Sub District, Kapuas Hulu District, Kalimantan Barat Province Indonesia	0.4729	111.7439	1,187.94	Not Certified	-	2026	RaCP in progress
Bukit Kapur Mill	Indonesia	Bukit Kapur Mill	Bangkalan Melayu Village, Kelumpang Hulu Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-2.9427	116.0461	-	Not Certified	-	2027	RaCP in progress
Bukit Kapur Mill	Indonesia	Sungai Cantung Estate	Bangkalan Melayu Village, Kelumpang Hulu Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-2.9591	116.0020	3,473.00	Not Certified	-	2027	Land Title in progress, RaCP in progress
Bukit Kapur Mill	Indonesia	Bukit Kapur Estate	Karang Liwar Village, Kelumpang Hulu Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-2.8903	116.0432	2,950.00	Not Certified	-	2027	Land Title in progress, RaCP in progress
Bukit Perak Mill	Indonesia	Bukit Perak Mill	Dendang Village, Kelapa District, Bangka Barat Regency, Bangka Belitung Province, Indonesia	1.8458	105.5508	-	Certified	2015	-	
Bukit Perak Mill	Indonesia	Bukit Perak Estate	Dendang Village, Kelapa District, Bangka Barat Regency, Bangka Belitung Province, Indonesia	1.8125	105.4951	4,111.50	Certified	2015	-	

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Bukit Perak Mill	Indonesia	Bukit Permata Estate	Terentang and Kacung Village, Kelapa District, Bangka Barat Regency, Bangka Belitung Province, Indonesia	1.8625	105.4778	1,973.45	Certified	2015	-	
Bukit Perak Mill	Indonesia	Bukit Permai Estate	Desa Sarang Mandi Village, Desa Romadhon Village, Sungai Selan Sub District, Bangka Tengah District, Bangka Belitung Province Indonesia	-2.2666	105.9378	3,151.07	Not Certified	-	2026	RaCP in progress
Bukit Perak Mill	Indonesia	Bukit Lestari Estate	Desa Sarang Mandi Village, Desa Romadhon Village, Sungai Selan Sub District, Bangka Tengah District, Bangka Belitung Province Indonesia	-2.2666	105.9378	664.27	Not Certified	-	2026	RaCP in progress
Bumi Palma Mill	Indonesia	Bumi Palma Estate (Non Certified)	Bagan Jaya Village, Tempuling Sub District, Indragiri Hilir District, Riau Province, Indonesia	0.6039	102.9886	39.21	Not Certified	-	2026	Land Title in progress,
Bumi Palma Mill	Indonesia	Bumi Palma Mill	Bagan Jaya Village, Tempuling Sub District, Indragiri Hilir District, Riau Province, Indonesia	0.5981	102.9836	-	Certified	2014	-	
Bumi Palma Mill	Indonesia	Bumi Palma Estate	Bagan Jaya Village, Tempuling Sub District, Indragiri Hilir District, Riau Province, Indonesia	0.6039	102.9886	3,404.80	Certified	2014	-	
Bumi Palma Mill	Indonesia	Bumi Lestari Estate	Pebanaan Village, Kritang Sub District, Indragiri Hilir District, Riau Province, Indonesia	0.5997	103.0264	3,285.20	Certified	2014	-	
Bumi Palma Mill	Indonesia	Kharisma Estate	Talang Perigi Village, Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	-0.5710	102.2390	350.37	Not Certified	-	2026	RaCP in progress

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Bumi Palma Mill	Indonesia	Kharisma Plasma	Talang Perigi Village, Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	-0.5620	102.2400	102.24	Not Certified	-	2026	RaCP in progress
Bumi Sawit Mill	Indonesia	Bumi Sawit Estate (Non Certified)	Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, South Sumatera Province, Indonesia	3.5289	104.3347	773.39	Not Certified	-	2025	Land Title in progress,
Bumi Sawit Mill	Indonesia	Bumi Sawit Mill	Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, South Sumatera Province, Indonesia	3.5456	104.3442	-	Certified	2015	-	
Bumi Sawit Mill	Indonesia	Bumi Sawit Estate	Tanjung Miring Village, Rambang Kuang District, Ogan Ilir Regency, South Sumatera Province, Indonesia	3.5289	104.3347	8,823.90	Certified	2015	-	
Hanau Mill	Indonesia	Hanau Mill	Hanau Sub District, Seruyan District, Central Kalimantan, Province, Indonesia	2.4114	112.1092	-	Certified	2012	-	
Hanau Mill	Indonesia	Hanau Estate	Hanau Sub District, Seruyan District, Central Kalimantan, Province, Indonesia	2.4114	112.1092	4,890.00	Certified	2012	-	
Hanau Mill	Indonesia	Tasik Mas Estate	Hanau Sub District, Seruyan District, Central Kalimantan, Province, Indonesia	2.3414	112.0928	5,045.48	Certified	2012	-	
Hanau Mill	Indonesia	Tanjung Paring Estate	Batu Ampar Sub District, Seruyan District, Central Kalimantan, Province, Indonesia	2.2803	112.1325	4,717.06	Certified	2012	-	
Hanau Mill	Indonesia	Langadang Estate	Batu Ampar Sub District, Seruyan District, Central Kalimantan, Province, Indonesia	2.2347	112.1078	2,409.57	Certified	2012	-	
Hanau Mill	Indonesia	Medang Sari Estate	Desa Runtu Village, Arut Selatan Sub District, Kotawaringin Barat District Kalimantan Tengah Province Indonesia	-2.4179	111.6959	2,436.00	Not Certified	-	2027	Land Title in progress, RaCP in progress

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Indrasakti Mill	Indonesia	Indrasakti Mill	Sungai Limau Village,Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	0.5950	102.3050	-	Certified	2013	-	
Indrasakti Mill	Indonesia	Indrasakti Estate	Sungai Limau Village,Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	0.5783	102.3325	820.87	Certified	2013	-	
Indrasakti Mill	Indonesia	Indrasakti (plasma)	Sungai Limau Village,Rakit Kulim Sub District, Indragiri Hulu District, Riau Province, Indonesia	102.3088	-0.5693	5,023.50	Certified	2013	-	
Indrasakti Mill	Indonesia	Indralestari (plasma)	Talang Bersemi Village,Batang Cenaku Sub District, Indragiri Hulu District, Riau Province, Indonesia	102.1495	-0.7280	4,245.50	Certified	2013	-	
Indrasakti Mill	Indonesia	Indragiri (plasma)	Kuala Gading Village,Batang Cenaku Sub District,Indragiri Hulu District, Riau Province, Indonesia	102.2672	-0.6351	5,295.00	Certified	2013	-	
Indrasakti Mill	Indonesia	Mandian Jaya PLASMA	Bandar Padang Village, Kec Seberida Sub District, Indragiri Hulu District, Riau Province, Indonesia	-0.5930	102.3600	404.62	Certified	2022	-	
Jak Luay Mill	Indonesia	Jak Luay Mill	Jakluay Village,Muara Wahau Sub District,Kutai Timur District,Kalimantan Timur Province,Indonesia	0.1322	116.9144	-	Certified	2015	-	
Jak Luay Mill	Indonesia	Jak Luay Estate	Jakluay Village,Muara Wahau Sub District,Kutai Timur District,Kalimantan Timur Province,Indonesia	0.1656	116.9313	3,845.74	Certified	2015	-	
Jak Luay Mill	Indonesia	Pantun Mas Estate	Sidomulyo Village,Kongbeng Sub District,Kutai Timur District,Kalimantan Timur Province,Indonesia	1.0322	116.9526	5,072.32	Certified	2015	-	
Jak Luay Mill	Indonesia	Long Buluh Estate	Jakluay Village,Muara Wahau Sub District,Kutai Timur District,Kalimantan Timur Province,Indonesia	0.1656	116.9509	3,489.14	Certified	2015	-	

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Jak Luay Mill	Indonesia	Bukit Subur Estate	Jakuyak Village, Telen Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1822	116.8416	3,264.55	Certified	2015	-	
Jak Luay Mill	Indonesia	Long Buluh Estate (Non Certified)	Jakluay Village, Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1656	116.9509	329.66	Not Certified	-	2026	HCV/HCS Study in progress
Jak Luay Mill	Indonesia	Bukit Subur Estate (Non Certified)	Jakuyak Village, Telen Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.1822	116.8416	569.62	Not Certified	-	2026	HCV/HCS Study in progress
Jak Luay Mill	Indonesia	Jakluay KKPA	Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.9378	116.8812	2,979.56	Not Certified	-	2026	Land Title in progress RaCP in progress
Jak Luay Mill	Indonesia	Bukit Subur Plasma	Muara Wahau Sub District, Kutai Timur District, Kalimantan Timur Province, Indonesia	0.8673	116.8580	712.29	Not Certified	-	2026	Land Title in progress RaCP in progress
Jalemo Mill	Indonesia	Jalemo Mill	Jalemo Village, Tumbang Jutu Sub District, Gunung Mas District, Kalimantan Tengah Province, Indonesia	-1.3482	113.5022	-	Not Certified	-	2026	Land Title in progress RaCP in progress
Jalemo Mill	Indonesia	Manuhing Estate	Tumbang Kalaken Village, Manuhing Sub District, Gunung Mas District, Kalimantan Tengah Province, Indonesia	-1.3745	113.4438	2,209.84	Not Certified	-	2026	Land Title in progress RaCP in progress
Jalemo Mill	Indonesia	Kajui Estate	Tumbang Sepan Village, Manuhing Sub District, Gunung Mas District, Kalimantan Tengah Province, Indonesia	-1.3907	113.4877	3,590.20	Not Certified	-	2026	Land Title in progress RaCP in progress

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Jalemo Mill	Indonesia	Jalemo Estate	Hujung Prata Village, Rungan Barat Sub District, Gunung Mas District, Kalimantan Tengah Province, Indonesia	-1.3593	113.5048	3,289.48	Not Certified	-	2026	Land Title in progress RaCP in progress
Jalemo Mill	Indonesia	Manuhing KKPA	,Manuhing Sub District, Gunung Mas District, Kalimantan Tengah Province, Indonesia	-1.3745	113.4438	64.86	Not Certified	-	2027	Land Title in progress RaCP in progress
Jelatang Mill	Indonesia	Jelatang Mill	Jelatang Village, Pamenang Sub-District, Merangin District, Jambi Province, Indonesia	2.1283	102.3753	-	Certified	2014	-	
Jelatang Mill	Indonesia	Bangko Estate	Jelatang Village, Pamenang Sub-District, Merangin District, Jambi Province, Indonesia	2.1117	102.3661	237.96	Certified	2014	-	
Kasuari Mill	Indonesia	Kasuari Mill	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.9731	140.0299	-	Certified	2023	-	
Kasuari Mill	Indonesia	Cendrawasih Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.9314	139.9666	4,242.94	Certified	2023	-	
Kasuari Mill	Indonesia	Nuri Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.8949	139.9259	3,999.06	Certified	2023	-	
Kasuari Mill	Indonesia	Rajawali Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-2.9938	140.0926	7,402.00	Certified	2023	-	
Kasuari Mill	Indonesia	Mambruk Estate	Kampung Lapua Village, Kaureh District, Jayapura Regency, Papua Province, Indonesia	-3.0306	140.0458	3,407.15	Not Certified	-	2025	RaCP in progress

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Kenanga Mill	Indonesia	Kenanga Mill	Randai Village, Marau Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2.1197	110.5939	-	Certified	2015	-	
Kenanga Mill	Indonesia	Kencana Estate	Rangkung Village, Marau Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2.1325	110.5775	3,243.64	Certified	2015	-	
Kenanga Mill	Indonesia	Cendana Estate	Belaban Village, Marau Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	2.1053	110.6086	3,591.85	Certified	2015	-	
Kenanga Mill	Indonesia	Kenanga Estate	Randai Village, Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1396	110.5079	2,618.10	Not Certified	-	2026	RaCP in progress
Kenanga Mill	Indonesia	Delima Estate	Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1231	110.5572	1,857.49	Not Certified	-	2024	RaCP in progress
Kenanga Mill	Indonesia	Kencana Kemitraan	Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.0833	110.5835	1,108.22	Not Certified	-	2026	RaCP in progress
Kenanga Mill	Indonesia	Kenanga Kemitraan	Marau District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.0896	110.5516	439.00	Not Certified	-	2026	RaCP in progress
Kenari Mill	Indonesia	Kenari Mill	Pangkalan Baru Village, Tribun Jaya Sub District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1655	110.9210	-	Not Certified	-	2026	RaCP in progress
Kenari Mill	Indonesia	Gaharu Estate	Periangan Village, Jelai Hulu District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1000	110.8647	1,885.97	Not Certified	-	2026	RaCP in progress
Kenari Mill	Indonesia	Kenari Estate	Kenari Sub District District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1708	110.9236	2649.75	Not Certified	-	2026	RaCP in progress
Kenari Mill	Indonesia	Gaharu Kemitraan	Jelai Hulu District, Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.1119	110.9264	557.47	Not Certified	-	2027	RaCP in progress

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Kenari Mill	Indonesia	Kenari Kemitraan	Ketapang Regency, Kalimantan Barat Province, Indonesia	-2.2064	110.8981	336.31	Not Certified	-	2027	RaCP in progress
Kijang Mill	Indonesia	Kijang Mill	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8614	101.0450	-	Certified	2012	-	
Kijang Mill	Indonesia	Kijang Mas Estate	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8447	101.0494	2,369.39	Certified	2012	-	
Kijang Mill	Indonesia	Kijang Kencana (plasma)	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8547	101.0911	8,147.79	Certified	2012	-	
Kijang Mill	Indonesia	Kijang Mas Estate (Non Certified)	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8447	101.0494	56.00	Not Certified	-	2025	Land Title in progress,
Kuayan Mill	Indonesia	Kuayan Mill	Keminting Village, Bukit Sentuhai Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.9712	112.3698	-	Not Certified	-	2027	Land Title in progress, RaCP in progress
Kuayan Mill	Indonesia	Bukit Santuhai Estate	Tumbang Keminting Village, Bukit Sentuhai Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.9490	112.3935	3,638.97	Not Certified	-	2027	Land Title in progress, RaCP in progress
Kuayan Mill	Indonesia	Seranau Estate	Tumbang Sapiri Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-2.0334	112.4052	3,655.08	Not Certified	-	2027	Land Title in progress, RaCP in progress
Kuayan Mill	Indonesia	Sapiri Estate	Tukang Langit Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.8724	112.5321	2,392.65	Not Certified	-	2027	Land Title in progress, RaCP in progress
Kuayan Mill	Indonesia	Tajur Beras Estate	Pematang Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-2.0870	112.4630	3,660.80	Not Certified	-	2027	Land Title in progress,



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										RaCP in progress
Kuayan Mill	Indonesia	Bukit Dua Estate	Rantau Katang Village, Telaga Antang Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.7376	112.5294	1,804.58	Not Certified	-	2027	Land Title in progress, RaCP in progress
Kuayan Mill	Indonesia	Sapiri Plasma	Tukang Langit Village, Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-1.9371	112.7821	434.93	Not Certified	-	2027	Land Title in progress, RaCP in progress
Kuayan Mill	Indonesia	Sungai Sambon Plasma	Mentaya Hulu Sub District, Kota Waringin Timur District, Kalimantan Tengah Province, Indonesia	-2.0724	112.4382	470.29	Not Certified	-	2027	Land Title in progress, RaCP in progress
Langga Payung Mill	Indonesia	Langga Payung Mill	Halongonan Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.6775	99.8869	-	Certified	2012	-	
Langga Payung Mill	Indonesia	Langga Payung Estate	Halongonan Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.7275	99.8436	5,308.53	Certified	2012	-	
Langga Payung Mill	Indonesia	Paya Baung Estate	Simangambat Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.6275	99.9625	2,651.09	Certified	2012	-	
Langga Payung Mill	Indonesia	Paya Baung Estate (Non Certified)	Simangambat Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.6275	99.9625	113.00	Not Certified	-	2027	Land Title in progress
Langga Payung Mill	Indonesia	Normark Estate	Kota Pinang Sub District, Padang Lawas Utara District, Sumatera Utara Province, Indonesia	1.8275	99.9711	2,195.10	Certified	2012	-	

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Langling Mill	Indonesia	Langling Mill	Langling Village,Bangko Sub-District,Merangin District, Jambi Province, Indonesia	2.1283	102.3753	-	Certified	2014	-	
Langling Mill	Indonesia	Bangko Estate	Langling Village,Bangko Sub-District,Merangin District, Jambi Province, Indonesia	2.1117	102.3661	955.36	Certified	2014	-	
Langling Mill	Indonesia	Batang Gading Estate	Bukit Kemang Village, Tanah Bumbu Sub District, Kab. Muara Bungo District,Jambi Province, Indonesia	-1.5503	101.8828	2,237.27	Not Certified	-	2025	RaCP in progress Land Title in progress
Langling Mill	Indonesia	Batang Gading KKPA	Bukit Kemang Village, Tanah Bumbu Sub District, Kab. Muara Bungo District,Jambi Province, Indonesia	-1.5510	101.8590	1,494.39	Not Certified	-	2026	RaCP in progress Land Title in progress
Leidong West Mill	Indonesia	Leidong West Mill	Terentang Village,Kelapa Sub District,Bangka Barat District,Bangka Belitung Province, Indonesia	1.9292	105.4764	-	Certified	2014	-	
Leidong West Mill	Indonesia	Leidong West Selatan Estate	Berang Village,Simpang Teritip Sub District,Bangka Barat District,Bangka Belitung Province, Indonesia	1.9958	105.4997	642.73	Certified	2014	-	
Leidong West Mill	Indonesia	Leidong West Utara Estate	Milsak, Tumbak Petar,Jebus & Ranggi Asam Village,Jebus Sub District,Bangka Barat District,Bangka Belitung Province, Indonesia	1.7625	105.4981	746.52	Certified	2014	-	
Leidong West Mill	Indonesia	Bukit Intan Estate	Terentang,Kacung Village,Kelapa Sub District,Bangka Barat District,Bangka Belitung Province, Indonesia	1.8958	105.5097	5,055.02	Certified	2014	-	
Leidong West Mill	Indonesia	Bukit Mas Estate	Ibul Village,Kelapa Sub District,Bangka Barat District,Bangka Belitung Province, Indonesia	1.9292	105.4681	3,183.50	Certified	2014	-	

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				Latitude	Longitude					
Libo Mill	Indonesia	Libo Mill	Samsam Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9447	101.2061	-	Certified	2013	-	
Libo Mill	Indonesia	Libo Estate	Samsam Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9447	101.2061	4,871.77	Certified	2013	-	
Libo Mill	Indonesia	Nenggala Estate	Samsam Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.8947	101.2342	2,203.84	Certified	2013	-	
Libo Mill	Indonesia	Sungai Rokan Estate	Samsam Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9114	101.2172	4,139.72	Certified	2013	-	
Libo Mill	Indonesia	Sungai Tapung (plasma)	Sukamaju & Kota Bangun Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7781	101.2458	5,585.00	Certified	2013	-	
Muara Kandis Mill	Indonesia	Muara Kandis Mill	Lubuk Pandan Village, Muara Lakitan Sub District, Karya Sakti Village, Muara Kelingi Sub-District, Musi Rawas District, Sumatera Selatan Province, Indonesia	2.9453	103.1708	-	Certified	2015	-	
Muara Kandis Mill	Indonesia	Muara Kandis Estate	Lubuk Pandan Village, Muara Lakitan Sub District, Muara Kelingi Sub-District, Musi Rawas District, Sumatera Selatan Province, Indonesia	2.9286	103.1772	6,635.44	Certified	2015	-	
Muara Kandis Mill	Indonesia	Muara Tawas Estate	Karya Mukti Village, Lubuk Tua Village, Muara Kelingi Sub-District, Muara Megang Village, Megang Sakti Sub-District, Musi Rawas District, Sumatera Selatan Province, Indonesia	2.9953	103.1186	4,322.84	Certified	2015	-	
Muara Kandis Mill	Indonesia	Muara Kandis Estate (Non Certified)	Lubuk Pandan Village, Muara Lakitan Sub District, Muara Kelingi Sub-District, Musi Rawas District, Sumatera Selatan Province, Indonesia	2.9286	103.1772	421.59	Not Certified	-	2025	Land Title in progress,
Muara Kandis Mill	Indonesia	Muara Tawas Estate	Karya Mukti Village, Lubuk Tua Village, Muara Kelingi Sub-District, Muara Megang	2.9953	103.1186	55.60	Not Certified	-	2025	Land Title in progress,

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			Village, Megang Sakti Sub-District,Musi Rawas District, Sumatera Selatan Province, Indonesia							
Muara Kandis Mill	Indonesia	Pendawa Plasma	Lubuk Pandan Village, Muara Lakitan Sub District, Muara Kelingi Sub-District,Musi Rawas District, Sumatera Selatan Province, Indonesia	-2.9021	103.2113	1,795.50	Not Certified	-	2026	RaCP in progress
Muara Wahau Mill	Indonesia	Muara Wahau Mill	Sukamaju Village,Kongbeng Sub District,Kutai Timur District,Kalimantan Timur Province, Indonesia	1.1325	117.0065	-	Certified	2014	-	
Muara Wahau Mill	Indonesia	Muara Wahau Estate	Makmur Jaya Village,Kongbeng Sub District,Kutai Timur District,Kalimantan Timur Province, Indonesia	1.1658	117.0065	3,603.12	Certified	2014	-	
Muara Wahau Mill	Indonesia	Gunung Kombeng Estate	Sukamaju Village,Kongbeng Sub District,Kutai Timur District,Kalimantan Timur Province, Indonesia	1.1325	117.0203	3,274.42	Certified	2014	-	
Muara Wahau Mill	Indonesia	Gunung Kombeng KKPA	Kongbeng Sub District,Kutai Timur District,Kalimantan Timur Province, Indonesia	1.0992	117.0117	2,214.00	Not Certified	-	2026	Land Title in progress, RaCP in progress
Nagasakti Mill	Indonesia	Nagasakti Mill	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7947	101.0503	-	Certified	2012	-	
Nagasakti Mill	Indonesia	Nagamas Estate	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7947	101.0464	5,042.58	Certified	2012	-	
Nagasakti Mill	Indonesia	Nagasakti Estate	Sekijang Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8114	101.0875	5,167.22	Certified	2012	-	
Nagasakti Mill	Indonesia	Ramabakti Estate	Beringin Lestari Village,Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8614	101.1722	2,903.79	Certified	2012	-	

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Nagasakti Mill	Indonesia	Nagamas Estate (Non Certified)	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.7947	101.0464	253.00	Not Certified	-	2025	Land Title in progress,
Nagasakti Mill	Indonesia	Nagasakti Estate	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8114	101.0875	60.00	Not Certified	-	2025	Land Title in progress,
Padang Halaban Mill	Indonesia	Padang Halaban Mill	Aek Kuo Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.3442	99.8394	-	Certified	2011	-	
Padang Halaban Mill	Indonesia	Padang Halaban Estate	Merbau Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.3442	99.8394	7,464.92	Certified	2011	-	
Padang Halaban Mill	Indonesia	Pernantian Estate	Merbau Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.2608	99.7808	2,387.07	Certified	2011	-	
Padang Halaban Mill	Indonesia	Adipati Estate	Merbau Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.3108	99.9564	2,490.00	Certified	2011	-	
Padang Halaban Mill	Indonesia	Kanopan Ulu Estate	Kuala Hulu Sub District, Labuhanbatu Utara District, Sumatera Utara Province, Indonesia	2.5942	99.6161	4,845.85	Certified	2011	-	
Pangkalan Panji Mill	Indonesia	Pangkalan Panji Mill	Pangkalan Panji Village, Banyuasin III District, Banyuasin District, South Sumatera, Province Indonesia	2.9622	104.4664	-	Certified	2015	-	
Pangkalan Panji Mill	Indonesia	Sawit Mas Estate	Pangkalan Panji Village, Banyuasin III District, Banyuasin Regency, South Sumatera Province, Indonesia	2.9456	104.4643	3,753.00	Certified	2015	-	
Pangkalan Panji Mill	Indonesia	Sawit Mas Estate	Pangkalan Panji Village, Banyuasin III District, Banyuasin Regency, South Sumatera Province, Indonesia	2.9456	104.4643	2,291.00	Not Certified	-	2025	Land Title in progress,
Pekawai Mill	Indonesia	Pekawai Mill	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5212	110.4589	-	Certified	2024	-	RaCP Process (initial certification 2023)

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Pekawai Mill	Indonesia	Kayung Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5452	110.4578	200.60	Not Certified	-	2027	Land Title in progress
Pekawai Mill	Indonesia	Kayung Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5452	110.4578	136.60	Not Certified	-	2027	RaCP Process
Pekawai Mill	Indonesia	Pekawai Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5215	110.4617	58.30	Not Certified	-	2027	Land Title in progress
Pekawai Mill	Indonesia	Pekawai Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5215	110.4617	494.37	Not Certified	-	2027	RaCP Process
Pekawai Mill	Indonesia	Sungai Kelik Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.6174	110.4144	1,526.01	Not Certified	-	2027	Land Title in progress
Pekawai Mill	Indonesia	Sungai Kelik Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.6174	110.4144	770.74	Not Certified	-	2027	RaCP Process
Pekawai Mill	Indonesia	Nanga Tayap Estate (excluded from scope)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5750	110.5309	438.96	Not Certified	-	2027	RaCP Process
Pekawai Mill	Indonesia	Kayung Estate (scope audit 2023)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5452	110.4578	2,449.75	Certified	2024	-	RaCP Process (initial certification 2023)
Pekawai Mill	Indonesia	Pekawai Estate (scope audit 2023)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5215	110.4617	3,035.71	Certified	2024	-	RaCP Process (initial

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										certification 2023)
Pekawai Mill	Indonesia	Sungai Kelik Estate (scope audit 2023)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.6174	110.4144	5,118.09	Certified	2024	-	RaCP Process (initial certification 2023)
Pekawai Mill	Indonesia	Nanga Tayap Estate (scope audit 2023)	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5750	110.5309	4,234.58	Certified	2024	-	RaCP Process (initial certification 2023)
Pekawai Mill	Indonesia	Kayung Kemitraan	Nanga Tayap Sub District, Ketapang District, Kaimantan Barat Province Indonesia	-1.5727	110.4223	2,650.57	Not Certified	-	2026	Land Title in progress & RaCP Process
Pelakar Mill	Indonesia	Pelakar Mill	Tanjung Village,Bathin VIII Sub-District,Pauh Sub District,Sarolangun District, Jambi Province, Indonesia	2.2117	102.6464	-	Certified	2020	-	
Pelakar Mill	Indonesia	Pelakar Estate	Tanjung Village,Bathin VIII Sub-District,Sarolangun District, Jambi Province, Indonesia	2.2117	102.6931	4,405.90	Certified	2020	-	
Pelakar Mill	Indonesia	Batang Merangin Estate	Kasang Melintang Village,Pauh Sub-District,Sarolangun District, Jambi Province, Indonesia	2.1117	102.3661	5,226.47	Certified	2020	-	
Pelakar Mill	Indonesia	Tiga Serumpun KKPA	Tanjung Village,Bathin VIII Sub-District,Sarolangun District, Jambi Province, Indonesia	2.1283	102.3761	2,787.83	Not Certified	-	2026	Land Title in progress & RaCP Process

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Perdana Mill	Indonesia	Perdana Mill	Rungau Raya Village,Danau Seluluk Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.4225	112.3596	-	Not Certified	-	2027	Land Title in progress RaCP Process
Perdana Mill	Indonesia	Perdana Estate	Rungau Raya Village,Danau Seluluk Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.4202	112.3645	4,009.91	Not Certified	-	2027	Land Title in progress RaCP Process
Perdana Mill	Indonesia	Lenggana Estate	Selunuk Village,Seruyan Raya Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.4185	112.4174	2,308.02	Not Certified	-	2027	Land Title in progress RaCP Process
Perdana Mill	Indonesia	Semandau Estate	Rungau Raya Village,Danau Seluluk Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.4317	112.3082	3,788.62	Not Certified	-	2027	Land Title in progress RaCP Process
Perdana Mill	Indonesia	Muara Dua Estate	Terawan Village,Seruyan Raya Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.4526	112.3852	4,125.33	Not Certified	-	2027	Land Title in progress RaCP Process
Ramarama Mill	Indonesia	Ramarama Mill	Petapahan Village,Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5614	101.0764	-	Certified	2012	-	
Ramarama Mill	Indonesia	Ramarama Estate	Petapahan Village,Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5781	101.1139	4,091.94	Certified	2012	-	
Ramarama Mill	Indonesia	Amarta Jaya (plasma)	Petapahan Village,Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5341	101.0798	4,426.00	Certified	2012	-	
Ramarama Mill	Indonesia	Ramarama Estate (Non Certified)	Petapahan Village,Tapung Sub District, Kampar District, Riau Province, Indonesia	0.5781	101.1139	319.00	Not Certified	-	2025	Land Title in progress,



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Ramarama Mill	Indonesia	Ramarama KKPA	Tapung Sub District,Kampar District, Riau Province, Indonesia	0.5600	100.9980	760.00	Not Certified	-	2026	Land Title in progress
Ramarama Mill	Indonesia	Berkat Ridho KKPA	Sekijang Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.8614	101.0450	796.74	Not Certified	-	2025	Land Title in progress
Ramarama Mill	Indonesia	Produsen Rama Sawit KKPA	Petapahan Village, Tapung Hilir Sub District, Kampar District, Riau Province, Indonesia	0.5781	101.1139	248.68	Not Certified	-	2025	Land Title in progress
Rantau Panjang Mill	Indonesia	Rantau Panjang Mill	Jak Luay Village, Muara Wahau Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9733	116.8414	-	Certified	2023	-	
Rantau Panjang Mill	Indonesia	Rantau Panjang Estate (scope audit 2023)	Rantau Panjang Village, Telen Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9733	116.8414	4,573.54	Certified	2023	-	
Rantau Panjang Mill	Indonesia	Rantau Panjang KKPA	Rantau Panjang Village, Telen Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9726	116.8412	981.76	Not Certified	-	2026	RaCP Process Land Title in progress
Rantau Panjang Mill	Indonesia	Rantau Panjang Estate (excluded from scope)	Rantau Panjang Village, Telen Sub District, Kab. Kutai Timur District, Kalimantan Timur Province Indonesia	0.9733	116.8414	1,059.98	Not Certified	-	2027	Land Title in progress
Sako Mill	Indonesia	Sako Mill	Suka Mandang Village, Seruyan Tengah Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.0356	112.2387	-	Not Certified	-	2027	RaCP Process Land Title in progress
Sako Mill	Indonesia	Mentaya Estate	Ayawan Village, Seruyan Tengah Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.0149	112.2989	3,342.05	Not Certified	-	2027	RaCP Process Land Title in progress

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Sako Mill	Indonesia	Kuayan Estate	Keminting Village,Bukit Sentuhai Sub District, Kota Waringin Timur District, Kalimantan Tengah Province,Indonesia	-1.9751	112.3566	3,519.82	Not Certified	-	2027	RaCP Process Land Title in progress
Sako Mill	Indonesia	Sungai Nusa Estate	Gantung Pengayuh Village,Seruyan Tengah Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.0960	112.2343	3,230.68	Not Certified	-	2027	RaCP Process Land Title in progress
Sako Mill	Indonesia	Sungai Ayawan Estate	Suka Mandang Village,Seruyan Tengah Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.0744	112.2426	3,741.59	Not Certified	-	2027	RaCP Process Land Title in progress
Sako Mill	Indonesia	Sako Plasma	Seruyan Tengah Sub District, Seruyan District,Kalimantan Tengah Province,Indonesia	-2.2470	112.1931	1,014.42	Not Certified	-	2027	RaCP Process Land Title in progress
Samsam Mill	Indonesia	Samsam Mill	Bekalar Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9614	101.3000	-	Certified	2013	-	
Samsam Mill	Indonesia	Samsam Estate	Bekalar Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9614	101.3000	2,812.13	Certified	2013	-	
Samsam Mill	Indonesia	Kandista Estate	Belutu Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9447	101.3514	3,562.64	Certified	2013	-	
Samsam Mill	Indonesia	Palapa Estate	Bekalar Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9614	101.2808	3,209.80	Certified	2013	-	
Samsam Mill	Indonesia	Samsam Estate (Non Certified)	Bekalar Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9614	101.3000	29.16	Not Certified	-	2025	Land Title in progress,
Samsam Mill	Indonesia	Kandista Estate (Non Certified)	Belutu Village,Kandis Sub District,Siak District, Riau Province, Indonesia	0.9447	101.3514	181.00	Not Certified		2025	Land Title in progress,

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Samsam Mill	Indonesia	Sungai Rokan Estate (Non Certified)	Samsam Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.9114	101.2172	103.00	Not Certified		2025	Land Title in progress,
Samsam Mill	Indonesia	Nenggala Estate (Non Certified)	Samsam Village,Kandis Sub District, Siak District, Riau Province, Indonesia	0.8947	101.2342	422.00	Not Certified		2025	Land Title in progress,
Sawita Mill	Indonesia	Sawita Mill	Rantau Buda Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province Indonesia	-2.5477	116.1401	-	Certified	2024	-	RaCP Process (initial certification 2023)
Sawita Mill	Indonesia	Sawita Estate	Rantau Buda Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province Indonesia	-2.5516	116.1416	3,440.14	Certified	2024	-	RaCP Process (initial certification 2023)
Sawita Mill	Indonesia	Sawita Estate (excluded from scope)	Rantau Buda Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province Indonesia	-2.5516	116.1416	443.45	Not Certified	-	2027	RaCP Process
Sawita Mill	Indonesia	Pamukan Estate	Manunggul Baru Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-2.5533	116.2249	3,055.15	Certified	2024	-	RaCP Process (initial certification 2023)
Sawita Mill	Indonesia	Pamukan Estate (excluded from scope)	Manunggul Baru Village, Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-2.5533	116.2249	1,941.13	Not Certified	-	2027	RaCP Process
Sawita Mill	Indonesia	Sawita Kkpa	Sungai Durian Sub District, Kotabaru District, Kalimantan Selatan Province, Indonesia	-1.5503	101.8828	1,154.47	Not Certified	-	2025	RaCP Process Land Title in progress

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Semilar Mill	Indonesia	Semilar Mill	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2483	112.3406	-	Certified	2013	-	
Semilar Mill	Indonesia	Semilar Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2517	112.3497	4,288.63	Certified	2013	-	
Semilar Mill	Indonesia	Sei Rindu Estate	Pantap Village, Mentaya Hulu District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	2.2536	112.4081	3,990.60	Certified	2013	-	
Semilar Mill	Indonesia	Mandang Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2744	112.3381	5,170.35	Certified	2013	-	
Semilar Mill	Indonesia	Puri Estate	Biru Maju Village, Telawang District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	2.3061	112.4203	3,638.42	Certified	2013	-	
Semilar Mill	Indonesia	Sei Rindu Estate (Non Certified)	Pantap Village, Mentaya Hulu District, Kotawaringin Timur District, Kalimantan Tengah Province, Indonesia	2.2536	112.4081	203.92	Not Certified	-	2026	Land Title in progress,
Sungai Air Jernih Mill	Indonesia	Sungai Air Jernih Mill	Pauh Village, Pauh Sub District, Sarolangun District, Jambi Province, Indonesia	-2.0853	102.4697	-	Not Certified		2025	RaCP in progress
Sungai Air Jernih Mill	Indonesia	Sungai Mentawak Kkpa	Baru Village, Air Hitam Sub District, Sarolangun District, Jambi Province, Indonesia	-2.1070	102.7030	924.87	Not Certified	-	2026	RaCP Process Land Title in progress
Sungai Air Jernih Mill	Indonesia	Sungai Air Jernih Estate	Pauh Village, Pauh Sub District, Sarolangun District, Jambi Province, Indonesia	-2.0844	102.8033	2,980.38	Not Certified	-	2025	RaCP in progress

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Sungai Air Jernih Mill	Indonesia	Sungai Mentawak Estate	Baru Village, Air Hitam Sub District, Sarolangun District, Jambi Province, Indonesia	-2.0603	102.7106	2,801.36	Not Certified	-	2025	RaCP in progress
Sungai Air Jernih Mill	Indonesia	Sungai Merak Estate	Wentawak Baru Village, Air Hitam District, Sarolangun Regency, Jambi Province, Indonesia	-2.0194	102.6364	4,566.80	Not Certified	-	2025	RaCP in progress
Sungai Bengkal Mill	Indonesia	Sungai Bengkal Mill	Betung Bedarah Barat Village, Tebo Ilir Sub District, Tebo District, Jambi Province, Indonesia	1.6117	102.6100	-	Certified	2015	-	
Sungai Bengkal Mill	Indonesia	Sungai Bengkal Estate	Betung Bedarah Barah Village, Tebo Ilir Sub District, Rantau Api, Penapalan Village, Tanah Ilir Sub District, Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	1.5950	102.6100	2,364.49	Certified	2015	-	
Sungai Bengkal Mill	Indonesia	Muara Kilis Estate	Muara Kilis Village, Tebo Ilir Sub District, Kandang, Pelayangan and Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	1.4450	102.5686	1,460.54	Certified	2015	-	
Sungai Bengkal Mill	Indonesia	Sungai Bengkal KKPA	Betung Bedarah Barah Village, Tebo Ilir Sub District, Rantau Api, Penapalan Village, Tanah Ilir Sub District, Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	1.5950	102.6100	1,062.58	Certified	2015	-	
Sungai Bengkal Mill	Indonesia	Muara Kilis KKPA	Muara Kilis Village, Tebo Ilir Sub District, Kandang, Pelayangan and Sungai Keruh Village, Tebo Tengah Sub District, Tebo District, Jambi Province, Indonesia	2.2117	102.6422	938.77	Not Certified	-	2026	RaCP Process Land Title in progress

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Sungai Buaya Mill	Indonesia	Sungai Buaya Mill	Talang Batu Village, Mesuji Timur Sub District, Mesuji District, Lampung Province, Indonesia	4.1458	105.4386	-	Certified	2014	-	
Sungai Buaya Mill	Indonesia	Sungai Buaya Estate	Talang Batu Village, Mesuji Timur Sub District, Mesuji District, Lampung Province, Indonesia	4.1792	105.4358	5,114.39	Certified	2014	-	
Sungai Buaya Mill	Indonesia	Mesuji (plasma)	Brabasan Village, Tanjung Raya Sub District, Mesuji District, Lampung Province, Indonesia	3.9958	105.3472	5,194.76	Certified	2014	-	
Sungai Buaya Mill	Indonesia	Gedung Aji Lama (plasma)	Panduan Rajawali Village, Meraksa Aji Sub District, Tulang Bawang District, Lampung Province, Indonesia	4.3125	105.4317	5,009.95	Certified	2014	-	
Sungai Buaya Mill	Indonesia	Sungai Buaya Estate (Non Certified)	Talang Batu Village, Mesuji Timur Sub District, Mesuji District, Lampung Province, Indonesia	4.1792	105.4358	99.89	Not Certified		2025	RaCP Process (Disclosure)
Sungai Kedang Mill	Indonesia	Sungai Kedang Mill	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6587	115.4964	-	Not Certified	-	2025	RaCP Process
Sungai Kedang Mill	Indonesia	Sungai Tohan Plasma	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6267	115.5141	1,773.36	Not Certified		2026	RaCP Process
Sungai Kedang Mill	Indonesia	Sungai Kedang Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6843	115.5019	2,803.05	Not Certified	-	2025	RaCP Process
Sungai Kedang Mill	Indonesia	Sungai Tohan Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6267	115.5141	3,593.55	Not Certified	-	2025	RaCP Process
Sungai Kedang Mill	Indonesia	Kedang Pahu Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6679	115.4458	2,439.58	Not Certified	-	2025	RaCP Process

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Sungai Kedang Mill	Indonesia	Sungai Pahu Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6141	115.4520	2,782.66	Not Certified	-	2025	RaCP Process
Sungai Kedang Mill	Indonesia	Sungai Pahu Plasma	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6679	115.4458	567.56	Not Certified	-	2026	RaCP Process
Sungai Kikim Mill	Indonesia	Sungai Kikim Mill	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6343	103.2197	-	Certified	2024	-	RaCP Process (initial certification 2023)
Sungai Kikim Mill	Indonesia	Sungai Kikim Estate (excluded from scope)	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6293	103.2387	171.23	Not Certified	-	2027	Land Title in progress
Sungai Kikim Mill	Indonesia	Sungai Pangi Estate (excluded from scope)	Ulak Bandung Village, Kikim Barat Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.5507	103.1897	74.93	Not Certified	-	2027	Land Title in progress
Sungai Kikim Mill	Indonesia	Sungai Musi Estate (excluded from scope)	Gunung Kembang Lama Village, BTS Ulu Sub District, Musi Waras District, Sumatera Selatan Province, Indonesia	-3.5018	103.2300	131.54	Not Certified	-	2027	Land Title in progress
Sungai Kikim Mill	Indonesia	Sungai Musi Estate (excluded from scope)	Gunung Kembang Lama Village, BTS Ulu Sub District, Musi Waras District, Sumatera Selatan Province, Indonesia	-3.5018	103.2300	63.23	Not Certified	-	2027	RaCP in progress
Sungai Kikim Mill	Indonesia	Sungai Saling Estate (excluded from scope)	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6249	103.2398	555.55	Not Certified	-	2027	Land Title in progress
Sungai Kikim Mill	Indonesia	Sungai Kikim Estate	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6293	103.2387	1,845.29	Not Certified	-	2023	

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				Latitude	Longitude					
Sungai Kikim Mill	Indonesia	Sungai Enim Estate	Arahan Village, Merapi Timur Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6300	103.6489	1,882.41	Not Certified	-	2025	RaCP in progress
Sungai Kikim Mill	Indonesia	Sungai Lematang Estate	Arahan Village, Merapi Timur Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6300	103.6489	2,437.39	Not Certified	-	2025	RaCP in progress
Sungai Kikim Mill	Indonesia	Sungai Bungur Estate	Patikal Lama Village, Kikim Timur District, Lahat Regency, Sumatera Selatan Province, Indonesia	-3.6581	103.4236	3,080.97	Not Certified	-	2025	RaCP in progress
Sungai Kikim Mill	Indonesia	Sungai Lingsing Estate	Tanjung Lontar Village, Merapi Timur Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6359	103.3057	1,032.87	Not Certified	-	2025	RaCP in progress
Sungai Kikim Mill	Indonesia	Sungai Kikim Estate (scope audit 2023)	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6293	103.2387	1,957.64	Certified	2024	-	RaCP Process (initial certification 2023)
Sungai Kikim Mill	Indonesia	Sungai Pangi Estate (scope audit 2023)	Ulak Bandung Village, Kikim Barat Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.5507	103.1897	4,040.47	Certified	2024	-	RaCP Process (initial certification 2023)
Sungai Kikim Mill	Indonesia	Sungai Musi Estate (scope audit 2023)	Gunung Kembang Lama Village, BTS Ulu Sub District, Musi Waras District, Sumatera Selatan Province, Indonesia	-3.5018	103.2300	3,065.37	Certified	2024	-	RaCP Process (initial certification 2023)
Sungai Kikim Mill	Indonesia	Sungai Saling Estate (scope audit 2023)	Sungai Laru Village, Kikim Tengah Sub District, Lahat District, Sumatera Selatan Province, Indonesia	-3.6249	103.2398	2,569.20	Certified	2024	-	RaCP Process (initial



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				Latitude	Longitude					
										certification 2023)
Sungai Kupang Mill	Indonesia	Sungai Kupang Mill	Sungai Kupang Village,Kelumpang Hulu Sub District,Kotabaru District,Kalimantan Selatan Province, Indonesia	3.0822	116.0142	-	Certified	2020	-	
Sungai Kupang Mill	Indonesia	Sungai Kupang Estate	Sangking Baru Village,Kelumpang Selatan Sub District,Kotabaru District,Kalimantan Selatan Province, Indonesia	3.0656	116.1181	5,196.11	Certified	2020	-	
Sungai Kupang Mill	Indonesia	Sungai Panci Estate	Kelumpang Hilir Sub District,Kotabaru District,Kalimantan Selatan Province, Indonesia	3.1822	116.0256	4,077.40	Certified	2012	-	
Sungai Kupang Mill	Indonesia	Sungai Panci (plasma)	Kelumpang Hilir Sub District,Kotabaru District,Kalimantan Selatan Province, Indonesia	3.1819	115.9986	3,822.17	Certified	2012	-	
Sungai Kupang Mill	Indonesia	Sungai Manunggul Estate	Sang Sang Village, Kelmpang Hilir District, Kota Baru Regency, Kalimantan Selatan Province, Indonesia	-2.7797	116.1733	1,055.17	Not Certified	-	2027	Land Title in progress RaCP in progress
Sungai Kupang Mill	Indonesia	Sungai Kupang KKPA	Telagasari Village, Kelmpang Hilir District, Kota Baru Regency, Kalimantan Selatan Province, Indonesia	-3.1129	116.1855	3,858.70	Not Certified	-	2025	Land Title in progress RaCP in progress
Sungai Magalau Mill	Indonesia	Sungai Magalau Mill	Sangsang Village,Kelumpang Tengah Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.7866	116.1707	-	Not Certified	-	2026	RaCP in progress
Sungai Magalau Mill	Indonesia	Senakin Estate	Sangsang Village,Sampanahan Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.8081	116.1867	2,930.77	Not Certified	-	2026	RaCP in progress

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Sungai Magalau Mill	Indonesia	Sungai Magalau Estate	Sukamaju Village,Kelumpang Tengah Sub District, Kotabaru District,Kalimantan Selatan Province, Indonesia	-2.6658	116.1611	1,481.21	Not Certified	-	2026	RaCP in progress
Sungai Merah Mill	Indonesia	Sungai Merah Mill	Sidomukti Village,Gedung Aji Baru Sub District,Tulang Bawang District, Lampung Province, Indonesia	4.2458	105.5889	-	Certified	2014	-	
Sungai Merah Mill	Indonesia	Sungai Merah Estate	Sidang Gunung Tiga Village,Rawajitu Utara Sub District,Mesuji District,Lampung Province, Indonesia	4.2292	105.6347	4,046.01	Certified	2014	-	
Sungai Merah Mill	Indonesia	Gedung Aji Baru (plasma)	Sidoarjo Village,Penawartama Sub District,Tulang Bawang District,Lampung Province, Indonesia	4.1792	105.4400	4,505.75	Certified	2014	-	
Sungai Merah Mill	Indonesia	Sungai Merah Estate (Non Certified)	Sidang Gunung Tiga Village,Rawajitu Utara Sub District,Mesuji District,Lampung Province, Indonesia	4.2292	105.6347	241.54	Not Certified	-	2025	RaCP Process (Disclosure)
Sungai Perak Mill	Indonesia	Sungai Perak Mill	Besiq,Bermai,Muara Niliq,Mantar,Muara Begai Village,Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6619	115.5892	-	Not Certified	-	2025	RaCP in progress
Sungai Perak Mill	Indonesia	Sungai Perak Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6820	115.6030	2,803.48	Not Certified	-	2025	RaCP in progress
Sungai Perak Mill	Indonesia	Sungai Basung Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6421	115.6085	2,809.46	Not Certified	-	2025	RaCP in progress
Sungai Perak Mill	Indonesia	Sungai Pikan Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.5957	115.6298	2,347.96	Not Certified	-	2025	RaCP in progress

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				Latitude	Longitude					
Sungai Perak Mill	Indonesia	Sungai Pilos Estate	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.6776	115.5297	3,3354.73	Not Certified	-	2025	RaCP in progress
Sungai Perak Mill	Indonesia	Sungai Pikan Plasma	Damai & Muara Lawa Sub District, Kutai Barat District, Kalimantan Timur Province, Indonesia	-0.5957	115.6298	2,266.34	Not Certified	-	2026	RaCP in progress
Sungai Rungau Mill	Indonesia	Sungai Rungau Mill	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3206	112.3339	-	Certified	2013	-	
Sungai Rungau Mill	Indonesia	Sungai Rungau Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3286	112.3161	3,073.15	Certified	2013	-	
Sungai Rungau Mill	Indonesia	Sungai Seruyan Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3089	112.2578	4,870.84	Certified	2013	-	
Sungai Rungau Mill	Indonesia	Terawan Estate	Selunuk Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.3453	112.3786	4,481.87	Certified	2013	-	
Sungai Rungau Mill	Indonesia	Tangar Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.2292	112.2928	4,445.15	Certified	2013	-	
Sungai Rungau Mill	Indonesia	Bukit Tiga Estate	Rungau Raya Village, Danau Selunuk District, Seruyan District, Kalimantan Tengah Province, Indonesia	2.1864	112.3222	3,281.78	Certified	2013	-	
Tanah Laut Mill	Indonesia	Tanah Laut Mill	Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8153	115.2831	-	Certified	2012	-	
Tanah Laut Mill	Indonesia	Tanah Laut Estate	Sungai Cuka, Sumber Jaya, Bukit Mulya Pasir Putih, Kintap Kecil Village, Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8153	115.2953	3,112.77	Certified	2012	-	

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				Latitude	Longitude					
Tanah Laut Mill	Indonesia	Kintapura Estate	Kintapura, Salaman Village, Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8319	115.1400	1,443.50	Certified	2012	-	
Tanah Laut Mill	Indonesia	Tanah Laut Estate (Non Certified)	Sungai Cuka, Sumber Jaya, Bukit Mulya Pasir Putih, Kintap Kecil Village, Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8153	115.2953	395.88	Not Certified	-	2027	Land Title in progress
Tanah Laut Mill	Indonesia	Kintapura Estate (Non Certified)	Kintapura, Salaman Village, Kintap Sub District, Tanah Laut District, Kalimantan Selatan Province, Indonesia	3.8319	115.1400	636.33	Not Certified	-	2027	Land Title in progress
Tangar Mill	Indonesia	Tangar Mill	Rungau Raya Village, Danau Seluluk Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2438	112.2981	-	Not Certified	-	2027	RaCP in progress Land Title in progress
Tangar Mill	Indonesia	Sulin Estate	Wanatirta Village, Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2238	112.2625	4,163.59	Not Certified	-	2027	RaCP in progress Land Title in progress
Tangar Mill	Indonesia	Nahiyang Estate	Sandul Village, Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2469	112.1932	3,740.09	Not Certified	-	2027	RaCP in progress Land Title in progress
Tangar Mill	Indonesia	Katayang Estate	Sahabu Village, Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.1285	112.2342	3,453.87	Not Certified	-	2027	RaCP in progress Land Title in progress
Tangar Mill	Indonesia	Sulin Plasma	Batu Ampar Sub District, Seruyan District, Kalimantan Tengah Province, Indonesia	-2.2470	112.1931	2,101.55	Not Certified	-	2027	RaCP in progress Land Title in progress

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Tanjung Kembiri Mill	Indonesia	Tanjung Kembiri Mill	Kembiri Village, Membalong Sub District, Belitung District, Bang Belitung Province, Indonesia	3.0464	107.7717	-	Certified	2014	-	
Tanjung Kembiri Mill	Indonesia	Tanjung Kembiri Estate	Kembiri Village, Membalong Sub District, Belitung District, Bang Belitung Province, Indonesia	3.0297	107.7689	6,089.30	Certified	2014	-	
Tanjung Kembiri Mill	Indonesia	Tanjung Rusa Estate	Kembiri Village, Membalong Sub District, Belitung District, Bang Belitung Province, Indonesia	3.0631	107.7542	5,251.28	Certified	2014	-	
Tanjung Kembiri Mill	Indonesia	Tanjung Rusa Plasma,	Kembiri Village, Membalong Sub District, Belitung District, Bang Belitung Province, Indonesia	-3.0970	107.7630	496.99	Not Certified	-	2026	RaCP in progress Land Title in progress
Tanjung Kembiri Mill	Indonesia	Tanjung Rusa Estate (Non Certified)	Kembiri Village, Membalong Sub District, Belitung District, Bang Belitung Province, Indonesia	3.0631	107.7542	5,251.28	Not Certified	-	2026	Land Title in progress,
Tanjung Kembiri Mill	Indonesia	Tanjung Sawit Estate	Perpat Village, Membalong District, Belitung Regency, Bangka Belitung Province, Indonesia	-3.0783	107.6437	2,633.80	Not Certified	-	2026	RaCP in progress Land Title in progress HCV in progress
Ujung Tanjung Mill	Indonesia	Ujung Tanjung Mill	Jambai Makmur Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9947	101.2975	-	Certified	2013	-	
Ujung Tanjung Mill	Indonesia	Ujung Tanjung Estate	Jambai Makmur Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9947	101.2650	3,253.00	Certified	2013	-	

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				Latitude	Longitude					
Ujung Tanjung Mill	Indonesia	Ujung Tanjung Estate (Non Certified)	Jambai Makmur Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9947	101.2650	559.48	Not Certified	-	2025	Land Title in progress,
Ujung Tanjung Mill	Indonesia	Kandis Sejahtera KKPA	Pencing Bekulo Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9817	101.1525	544.39	Not Certified	-	2025	Land Title in progress,
Ujung Tanjung Mill	Indonesia	Swadaya Mas Bersama KKPA	Libo Jaya Village, Kandis Sub District, Siak District, Riau Province, Indonesia	0.9602	101.3692	512.21	Not Certified	-	2025	Land Title in progress,

**Note:**

- Gunung Kongbeng Mill is excluded from time-bound plan due to operation discontinued.
- Sungai Merak Estate is excluded from time-bound plan due to merged to Sungai Merak Estate.

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### 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 zero (0) Critical; zero (0) Minor nonconformities and zero (0) Opportunity For Improvement raised. The PT. Forestalestari Dwikarya-Tanjung Kembiri POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	NIL	Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)			
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			

Opportunity for Improvements	
OFI #	Description
OFI 1	NIL

Positive Findings	
PF #	Description
PF 1	

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#### 3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

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

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



Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p><b>OFI Statement:</b></p> <p>Company are encouraged to ensure that the progress of processing the Hazardous temporary storage Technical Details and Change in Environment Approval at the Provincial Level DLH is running positively.</p> <p><b>Verification / Follow-up actions:</b></p> <ul style="list-style-type: none"> <li>- To process the follow up for hazardous waste storage technical specification "<i>Berita Acara Pembahasan Rincian Teknis Dinas Lingkungan Hidup dan Kehutanan Provinsi Kepulauan Bangka Belitung – PT. Forestalestari Dwikarya No.02/BA/PLB3/DLHK/2024</i>" dated 12 January 2024.</li> <li>- Company follows up to the environmental office on 6 June 2024 by sending the revision of document "<i>PT. Forestalestari Dwikarya Rincian Teknis Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (B3) Bagi Penghasil Limbah B3 – 2024</i>".</li> <li>- Visit from Environmental Office "<i>Berita Acara No.012/BALB3/DLH/II.3</i>" dated 12 June 2024. The result of visit stated the technical document is in process; company has an agreement with licensed transporter PT. Primanru Jaya, valid up to 25 January 2027. Recommendation for follow up: follow up the technical specification document to be integrated with environmental approval PT. Forestalestari Dwikarya, coordinating with environmental office.</li> <li>- License covered some hazardous waste such as used oil, used filter, used battery, used rag, ex pesticide and chemical container, medical waste, and used lamp.</li> </ul> <p>Company has ensured that the progress of processing the Hazardous temporary storage approval is running positively.</p>

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
No non-conformities from ASA1_2, ASA1_3 and ASA1_4 by PT Mutuagung Lestari				

### 3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss PT. Forestalestari Dwikarya-Tanjung Kembiri POM Certification Unit's environmental and social performance, legal and any known dispute issues.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace. 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	<ul style="list-style-type: none"> <li>- Manpower Agency (Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan, dan Tenaga Kerja)</li> <li>- Lands Office (Badan Pertanahan Nasional)</li> <li>- Environmental Office (Dinas Lingkungan Hidup)</li> <li>- Agriculture Office (Dinas Ketahanan Pangan dan Pertanian)</li> </ul>	Phone interview
External & Contractor	<ul style="list-style-type: none"> <li>- PT. Satrindo Jaya Agropalma</li> <li>- PT. Sawit Alam Permai</li> <li>- CV Cipta Nusantara Sejahtera</li> <li>- Koperasi Sawit Sejahtera Bersama (scheme smallholder)</li> </ul>	Face to face interview
Internal	<ul style="list-style-type: none"> <li>- Worker Union</li> <li>- Gender Committee</li> <li>- New mother</li> </ul>	Face to face interview
Communities	<ul style="list-style-type: none"> <li>- Kembiri Village</li> <li>- Kembiri Hamlet</li> <li>- Simpang Rusa Village</li> <li>- Cerucuk Village</li> </ul>	Face to face interview
NGO	PPS ALOBI	Invitation letter to comment has been sent, no comments received.

Stakeholders comment	
1	<p><b>Feedback:</b>  <b>Manpower Agency - Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan, dan Tenaga Kerja - Bapak Erwan Junandi (Kabid Ketenagakerjaan)</b></p> <ul style="list-style-type: none"> <li>• During 2023-2024, communication between PT Forestalesatri Dwikarya and Manpower Agencies is running well. PT Forestalesatri Dwikarya has shown a good commitment regarding employment.</li> <li>• Mandatory Manpower Reports are submitted periodically, including submitting records of Contractual Agreement of Temporary Worker (PKWT)</li> <li>• PT Forestalesatri Dwikarya has an OHS Committee (P2K3). Monthly OHS Committee meeting, to discuss and address current OHS issues.</li> <li>• PT Forestalesatri Dwikarya has conducted specific annual medical surveillance for pesticide operators.</li> </ul>

	<ul style="list-style-type: none"> <li>Collective Labor Agreement (CLA) available in Indonesian Language and has been communicated to all workers.</li> <li>The minimum wage paid to the workers has above legal minimum wage stated by the Governor. Basic salary based on Minimum Wage in Bangka Belitung Province 2024. The employees' wages payment referred to the minimum wage consists of basic wage plus a fixed allowance.</li> <li>PT Forestalesatri Dwikarya and Labor Union regularly conducted meetings to discuss issues in the employment. Sample seen: Minute of Meeting as per document "Rapat LKS Bipartit unit – PT Forestalesatri Dwikarya (Semester I – 2024), the record has been reported to Manpower Agency in Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan, dan Tenaga Kerja</li> </ul> <p><b>Audit Team verification and response:</b> During the interview process, the Auditor Team noticed that the feedback provided by the Manpower Agency was positive. There were no issues that needed to be followed up.</p>
2	<p><b>Feedbacks: Lands Office - Kasi Penetapan Hak dan Pendaftaran Badan Pertanahan Nasional (BPN)</b></p> <ul style="list-style-type: none"> <li>PT Forestalestari Dwikarya's HGU (land use title) is still valid in accordance with the company's permit.</li> <li>The HGU utilization report has been reported to Land Agency.</li> <li>Regarding the issue of community claim for development 20% plasma plantation in the HGU, a meeting has been held between the regional government, the department, the village, and the company to discuss this issue.</li> </ul> <p><b>Audit Team verification and response:</b> Based on the verification of the HGU (land title) owned by the company, it is known that there are 3 HGU certificates and they are still valid, a detailed explanation is in indicator 4.4.1. HGU utilization report of PT Forestalestari Dwikarya for the period of 2023 has been sent to Land Agency of Belitung District on 13 March 2024.</p>
3	<p><b>Feedbacks: Agriculture Office - Kabid Perkebunan, Dinas Ketahanan Pangan dan Pertanian</b></p> <ul style="list-style-type: none"> <li><i>Penilaian Usaha Perkebunan</i> (Plantation Business Assessment) was carried out in 2023, and PT FLD's assessment results were Class III.</li> <li>There is a proposed revision to reduce the area of IUP, with the area referring to the HGU owned.</li> <li>The development of plasma plantations that is currently underway is part of the 2006 plantation revitalization program.</li> <li>Regarding the issue of community claim for development 20% plasma plantation in the HGU, a meeting has been held between the regional government, the department, the village, and the company to discuss this issue.</li> <li>The company continues to consult with related agencies as an effort to resolve these issue, namely the company's plan to facilitate the development of plasma partnership plantations, with land that comes from the community (not areas within the company's HGU). Apart from that, productive economic activities are also carried out for the surrounding village community.</li> <li>The company has reported CSR activities for the 2023 period and the Plantation Business Development Report for the 2nd Semester period of 2023.</li> </ul> <p><b>Audit Team verification and response:</b> Plantation Business License (<i>Izin Usaha Perkebunan</i> No. 525/00525/IUP-KEB/IV/2003 dated 24 March 2003) covering an area of 12,232.43 ha and POM with an installed capacity of 60 Tons/hour. Letter Number 02/D&amp;L-FLD/I/2024 dated 22 January 2024 addressed to the Regent of Belitung Regency and the <i>Dinas Ketahanan Pangan dan Pertanian</i> regarding the application for revision of the Plantation Business License (IUP) in the name of PT FLD to 11,337.58 Ha (referring to the area of the HGU). Letter Number: 001/PC-PT FLD/VI/2023 dated 27 June 2023 regarding the results of verification of prospective land and prospective farmers for the Plasma Partnership Program of PT Forestalestari Dwikarya. The pattern and form of development of plasma partnership plantations that will be implemented by PT FLD refers to Minister of Agriculture Regulation number 18 of 2021 where prospective workers are in planter institutions (<i>Poktan/Gapoktan/Cooperative/Farmer Economic Institute</i>). PT FLD will facilitate the development of plasma partnership plantations owned by farmers whose land comes from community-owned land or village reserve land and/or from land released in forest areas. From the results</p>

	of initial identification activities, PT FLD will facilitate the development of plasma partnership plantations with a proposal in 2 phase, namely Phase I covering an area of 891.72 Ha (Kembiri Village, Lassar Village and Perpat Village) and Phase 2 covering an area of 510 Ha (Tanjung Rusa Village, Gunung Village Rinting and Bantan Village).
4	<p><b>Feedbacks: Environmental Office - Dinas Lingkungan Hidup (Bapak Mardi Sumolik)</b></p> <ul style="list-style-type: none"> <li>PT. Forestalestari Dwikarya has obtained all environmental permit. However in 2023 there was information that the scope for HGU was bigger than scope for environmental study, therefore recommends for revision/addendum to environmental review. The Environmental Office stated company has contacted them 2 months ago for discussion.</li> <li>Environmental Office regularly received company reports on environmental management and monitoring report, hazardous waste management report, POME land application management report.</li> <li>Environmental Office received reports that the land application overflowed to water body and polluting the river, so Environmental Office followed up and it has been rectified by company.</li> <li>Environmental Office received news with regards to demands from community for 20% plasma plantation in the HGU, the input from Environmental Office is to improve the CSR program.</li> </ul> <p><b>Audit Team verification and response:</b></p> <ul style="list-style-type: none"> <li>Company follow up with Environmental Office. Visit from Environmental Office "Berita Acara No.012/BALB3/DLH/II.3" dated 12 June 2024. The result of visit stated the technical document is in process. Recommendation for follow up: follow up the technical specification document to be integrated with environmental approval PT. Forestalestari Dwikarya, coordinating with environmental office.</li> <li>Regarding the issue of community claim for development 20% plasma plantation in the HGU, a meeting has been held between the regional government, the department, the village, and the company to discuss this issue.</li> <li>The company continues to consult with related agencies as an effort to resolve these issue, namely the company's plan to facilitate the development of plasma partnership plantations, with land that comes from the community (not areas within the company's HGU). Apart from that, productive economic activities are also carried out for the surrounding village community.</li> <li>The company has reported CSR activities for the 2023 period and the Plantation Business Development Report for the 2nd Semester period of 2023.</li> </ul>
5	<p><b>Feedbacks: Kembiri Village</b></p> <ul style="list-style-type: none"> <li>In Kembiri Village there are 2 hamlets, namely Kembiri Hamlet and Air Gede Hamlet.</li> <li>There are already scheme smallholders (fully managed) under the Koperasi Sawit Sejahtera Bersama with land owners from Kembiri Hamlet.</li> <li>Air Gede Hamlet does not yet have a plasma plantation because the community does not have land to use as a plasma plantation.</li> <li>Regarding the issue of community claim for development 20% plasma plantation in the HGU, a meeting has been held between the regional government, the department, the village, and the company to discuss this issue.</li> <li>The company proposed a productive economic program in the form of animal husbandry, cultivation and/or hydroponics, but Air Gede Hamlet has not yet accepted the program because it is still waiting for a resolution regarding claim for the plasma plantation.</li> <li>The company has provided assistance and CSR, for example road repairs, providing clean water, and religious events.</li> </ul> <p><b>Audit Team verification and response:</b></p> <p>The development of a partnership program plasma plantation with full managed scheme (Tanjung Rusa Plasma) refers to the Minister of Agriculture Regulation Number.33/Permentan/OT.140/t/2006 concerning Plantation Development through a plantation revitalization program. There is aa agreement between PT FLD and Koperasi Sawit Sejahtera Bersama Number 01/SPK/KSSB-FLD/06/2012 dated 1 June 2012 and an Addendum to the Partnership Agreement between PT Forestalestari Dwikarya and Koperasi Sawit Sejahtera Bersama Number 001/SPK/FLD/07/20133 and 001/KSSB/KB/07/2013 dated 30 July 2013.</p> <p>The Productive Economic Program is targeted at 7 villages around the company, namely Kembiri Village, Simpang Rusa Village, Perpat Village, Lassar Village, Membalong Village, Cerucuk Village, and Perawas</p>

	<p>Village, with activities having been carried out since October 2023 starting from initial communication and outreach to the community ( programs, plans and objectives), identification of business potential, formation of village teams (<i>bumdes</i>/cooperatives), types of business carried out, etc. As of July 2024, it is known that the productive economy has been running/realized, namely chicken farming and chili cultivation in Lassar Village (Koperasi Sinar Aik Bulan) and Vegetable Hydroponics in Ujung Gersik Hamlet, Membalong Village.</p>
6	<p><b>Feedbacks: Simpang Rusa Village</b></p> <ul style="list-style-type: none"> <li>• Simpang Rusa Village area has 4 hamlets, namely Simpang Rusa Hamlet, Air Nangka Hamlet, Air Merah Hamlet and Kampung Baru Hamlet.</li> <li>• In connection with the community's claim for 20% plasma plantation development within the company's HGU, one of the reasons is that the remaining land in Simpang Rusa Village is still in area status (Protected Forest, Production Forest, Industrial Forest) so that there is no more community land that can be used as a plasma plantation. And this issue has not yet been resolved. The village government can only hope that the Company's regulations and policies will facilitate the development of plasma plantations for the community.</li> <li>• The Village Head at this time can only urge the community to continue not to carry out anarchic actions related to community guidelines that have not been fulfilled, so that in the future it will not harm all parties and prevent a repeat of the incident of 2023.</li> <li>• Before the incident occurred in 2023, it was acknowledged by the village that the CSR activities carried out by the company were still lacking and if the community/village submitted a proposal for assistance to the company then the realization/assistance provided by the company would also still be insufficient. After the incident, the company began to make efforts to provide more assistance as an effort to approach and improve relations with the community, but because the community was already disappointed with the company, this resulted in rejection from the community towards the assistance provided by the company.</li> <li>• The company has proposed a productive economic program in the form of animal husbandry, cultivation and hydroponics, but the community has not accepted the program because they are still waiting for a resolution regarding issue for the development of plasma plantations.</li> </ul> <p><b>Audit Team verification and response:</b> Based on the verification of the CSR Program Realization Report and the provision of PT FLD assistance for the period 2023 to June 2024 in Simpang Rusa Village, it is known as follows:</p> <ul style="list-style-type: none"> <li>• 4 April 2023 assistance with grader heavy equipment for road maintenance in Air Gede Hamlet.</li> <li>• 29 April 2023 maintenance of the access road to the cemetery in Air Gede Hamlet.</li> <li>• 22 May 2023 charity for orphans and the poor in Kembiri Village and Simpang Rusa Village</li> <li>• 11 December 2023 financial assistance for Tanjung Rusa Village volleyball club activities</li> <li>• 15 February 2024 TLB heavy equipment assistance for road maintenance in Simpang Rusa Village.</li> <li>• 14 May 2024 financial assistance for the Tanjung Rusa Village Volleyball Tournament.</li> <li>• 31 May 2024 financial assistance for <i>Marastaun</i> Tanjung Rusa Village.</li> </ul> <p>Based on document verification and interviews with management representatives, it is known that the Productive Economic Program is targeted at 7 villages around the company, namely Kembiri Village, Simpang Rusa Village, Perpat Village, Lassar Village, Membalong Village, Cerucuk Village, and Perawas Village, with activities having been carried out since October 2023 starting from initial communication and outreach to the community (programs, plans and objectives), identification of business potential, formation of village teams (<i>bumdes</i>/cooperatives), types of business carried out, etc. As of July 2024, it is known that the productive economy has been running/realized, namely chicken farming and chili cultivation in Lassar Village (Koperasi Sinar Aik Bulan) and Vegetable Hydroponics in Ujung Gersik Hamlet, Membalong Village.</p>
7	<p><b>Feedbacks: Cerucuk Village</b></p> <ul style="list-style-type: none"> <li>• In the Cerucuk Village area there are 2 hamlets, namely Cerucuk Hamlet and Mempiu Hamlet.</li> <li>• The Cerucuk Village area which is included in PT FLD's operational management area is ± 300 Ha.</li> </ul>

	<ul style="list-style-type: none"> <li>Before the incident occurred in 2023, it was acknowledged by the village that the CSR activities carried out by the company were still lacking and if the community/village submitted a proposal for assistance to the company then the realization/assistance provided by the company would also still be insufficient. After the incident, the company began to make efforts to provide more assistance as an effort to approach and improve relations with the community, but because the community was already disappointed with the company, this resulted in rejection from the community towards the assistance provided by the company.</li> <li>Regarding the issue of community claim for development 20% plasma plantation in the HGU, a meeting has been held between the regional government, the department, the village, and the company to discuss this issue.</li> <li>The company has proposed a productive economic program in the form of animal husbandry, cultivation and/or hydroponics, but the people of Cerucuk Village have not accepted the program because they are still waiting for a resolution regarding issue for the development of plasma plantations.</li> </ul> <p><b>Audit Team verification and response:</b> Based on the verification of the CSR Program Realization Report and the provision of PT FLD assistance for the period 2023 to June 2024 in Cerucuk Village, it is known as follows:</p> <ul style="list-style-type: none"> <li>2 February 2023 material assistance for the House of Worship in Cerucuk Village.</li> <li>31 October 2023 assistance with heavy equipment to land clearing for productive economic activities in Lassar Village, Cerucuk Village and Perpat Village.</li> <li>4 November 2023 renovation of the As-Sujud Mosque in Cerucuk Village</li> <li>16 June 2024 assistance for the Eid al-Adha religious event (<i>hewan qurban</i>) to Perpat Village, Kembiri Village, Cerucuk Village.</li> </ul>
8	<p><b>Feedbacks: Kembiri Hamlet</b></p> <ul style="list-style-type: none"> <li>Kembiri Hamlet is included in the working area of Kembiri Village.</li> <li>There is already a fully managed plasma plantation under Koperasi Sawit Sejahtera Bersama with landowners from Kembiri Hamlet.</li> <li>The company has provided assistance and CSR, for example road maintenance, providing clean water, and religious events.</li> </ul> <p><b>Audit Team verification and response:</b> There is no issue on this, no further verification needed.</p>
9	<p><b>Feedbacks: PT. Satrindo Jaya Agropalma</b></p> <ul style="list-style-type: none"> <li>The transporter provides service on FFB transport from estates to POM and CPO transport from POM to bulking.</li> <li>The transporter understands the transportation service shall comply with company's policy on health and safety and environment.</li> <li>The transporter vehicles and drivers are checked for completeness when delivering FFB to mill, including a SPB, the driver must wear a helmet and shoes, and a driver's license.</li> <li>The transporter understand the provisions on not using child labor, forced labor and human trafficking.</li> <li>The transporter shall comply with the minimum wage level for driver payment.</li> </ul> <p><b>Audit Team verification and response:</b> No negative issues need to further observation.</p>
10	<p><b>Feedbacks: PT Sawit Alam Permai</b></p> <ul style="list-style-type: none"> <li>The supplier understands the criteria requirements for FFB that can be supplied to the mill. If it is not suitable, the FFB will be returned to the supplier.</li> <li>The FFB price is set by the Company in accordance with market prices and FFB price notifications are conveyed to suppliers via WhatsApp.</li> <li>FFB supplier vehicles and drivers are checked for completeness when delivering FFB to mill, including a cover letter, the driver must wear a helmet and shoes, and a driver's license.</li> <li>FFB suppliers understand the provisions on not using child labor, forced labor and human trafficking.</li> </ul> <p><b>Audit Team verification and response:</b> No negative issues need to further observation.</p>



11	<p><b>Feedbacks: CV Cipta Nusantara Sejahtera</b></p> <ul style="list-style-type: none"> <li>The contractor is responsible for housing and office renovation/maintenance (civil engineering).</li> <li>The contractor understands the criteria requirements for service delivery: building according to budget, construction process meets company timeline.</li> <li>The contractor understand the OHS requirement, as explained by the company prior to work start, such as PPE provision: helmet, vest, safety shoes, etc.</li> <li>The contractor understand the requirement on prohibit the use of child labor, forced labor and human trafficking, salary payment as per minimum wage.</li> <li>So far, no issue with contract payment from company to CV Cipta Nusantara Sejahtera.</li> </ul> <p><b>Audit Team verification and response:</b> No negative issues need to further observation.</p>
12	<p><b>Feedbacks: KOPERASI SAWIT SEJAHTERA BERSAMA (Koperasi Plasma TRSA)</b></p> <ul style="list-style-type: none"> <li>Agreement between Koperasi Sawit Sejahtera Bersama and PT FLD in the context of developing palm oil plantations with a plasma core partnership pattern, as part of the plantation revitalization program.</li> <li>Land for the development of plasma plantations comes from the land of the Kembiri Hamlet community with land legality in the form of <i>Sertifikat Hak Milik/SHM</i> (Certificate of Ownership).</li> <li>Initial dissemination of plasma plantation was carried out in 2009 and planting in 2010.</li> <li>Plantation management is carried out by PT FLD (full managed).</li> <li>FFB pricing follows the provisions of prices set by the government. Profit sharing system which is paid to Koperasi Sawit Sejahtera Bersama every month (15<sup>th</sup> dated of every month). There were no late payments.</li> <li>The company has submitted plans to add plasma plantations in other villages with the same system (full managed).</li> </ul> <p><b>Audit Team verification and response:</b> The development of a partnership program plasma plantation with full managed scheme (Tanjung Rusa Plasma) refers to the Minister of Agriculture Regulation Number.33/Permentan/OT.140/t/2006 concerning Plantation Development through a plantation revitalization program. There is an Agreement between PT FLD and Koperasi Sawit Sejahtera Bersama Number 01/SPK/KSSB-FLD/06/2012 dated 1 June 2012 and an Addendum to the Partnership Agreement between PT Forestalestari Dwikarya and Koperasi Sawit Sejahtera Bersama Number 001/SPK/FLD/07/20133 and 001/KSSB/KB/07/2013 dated 30 July 2013.</p>
13	<p><b>Feedbacks: New Mother</b></p> <p>Mrs. NN gave birth to her third child on 21 May 2024 (maternity leave from 08 April 2024 to 07 July 2024). Mrs. NN works as a picker loose fruit with PT4A status (permanent daily worker). During leave, wages are still paid in full. After giving birth, Mrs. NN has been placed in the estate office, working as a cleaning service with the consideration that the work location is close to emplacement, so that it is easy to breastfeed her baby. And Mrs. NN was given permission to breastfeed her baby while working with her daily wage still being paid in full. The company provides <i>Balai Penitipan Anak</i> (daycare) for childcare, but currently Mrs. NN has not entrusted her baby to BPA because her family still helps her to look after her baby while Mrs. NN works.</p> <p><b>Audit Team verification and response:</b> The company shows the identification of new mother for the period up to July 2024, there is 1 pregnant woman (Division 5 TKME) and 3 female workers who have just given birth (Divisions 1 and 3 TKME, Division 1 TRSE). Maternity needs questionnaire, for example, in the name of Mrs. NN dated 31 July 2024, with aspects asked about maternal and child health, facilities provided by the company, nutrition, exclusive breastfeeding, and other maternal needs such as permission to breastfeed during working hours.</p>
14	<p><b>Feedbacks: Gender Committee TKME &amp; TKMM</b></p> <ul style="list-style-type: none"> <li>The purpose of establishing a gender committee is to serve as a means for employee complaints regarding gender issues. The existence of a gender committee has been socialized to workers.</li> <li>In the last one year, the gender committee did not receive any complaints related to harassment, violence, gender discrimination, or complaints related to domestic violence.</li> </ul>

	<ul style="list-style-type: none"> <li>Gender Committee meetings are held every month to discuss, for example, gender issues, <i>posyandu</i> activities, monitoring of pregnant and breastfeeding female worker, daycare facilities and lactation rooms, as well as granting permits during working hours for female workers who breastfeed their babies.</li> </ul>
	<b>Audit Team verification and response:</b> There is no issue on this, no further verification needed.
15	<b>Feedbacks: Worker Union</b> <ul style="list-style-type: none"> <li>Worker union of PT FLD has been registered with the Manpower Agency.</li> <li>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers.</li> <li>Meetings between the worker union and the company are held to discuss <i>Perjanjian Kerja Bersama</i> negotiations, or if there are complaints from workers. Minutes of meetings are documented in the national languages and available upon request.</li> <li>No industrial relations problems occurred during the last year.</li> <li>The company has paid wages referring to the minimum wage.</li> <li>The company has determined a wage scale based on class, position and length of service.</li> <li>The company has provided PPE to workers according to the hazards and risks of the job, and workers understand the mechanism for replacing damaged PPE.</li> </ul>
	<b>Audit Team verification and response:</b> There is no issue on this, no further verification needed.
16	<b>Issue from online media/internet:</b> <ul style="list-style-type: none"> <li>Community claim for development 20% plasma plantation in the HGU PT FLD.</li> <li>In July 2023, there were closure of access roads PT FLD and demonstrations from the community to PT FLD regarding claim plasma, and on August 2023 which resulted in the abuse (of employees), destruction and burning of asset of PT FLD (offices, warehouse and vehicles belonging to the company). After carrying out investigations, the police suspected that 11 people were involved in the incident.</li> <li>The difference in land area between the plantation business permit (IUP) and the land use title (HGU) of PT FLD.</li> <li>Community findings, PT FLD operates outside HGU.</li> </ul>
	<b>Audit Team verification and response:</b> <ul style="list-style-type: none"> <li>18 July 2023, Management Representative of PT FLD has visited the Acting Governor of Bangka Belitung Province in Pangkalpinang and said that PT FLD has development 570 Ha of plasma, and is willing to development plasma plantations on community-owned land to fulfil the 20% of plasma whose areas are outside HGU in accordance with Minister of Agriculture Regulation No. 98 of 2013.</li> <li>In a meeting on 1 September 2023 at the Belitung Regency Government Office, the company said that other partnership patterns could be implemented, for community who admitted that they did not own land, programs such as productive economic activities could be carried out in accordance with Minister of Agriculture Regulation No. 18 of 2021.</li> <li>The company has reported the incident to the Police, according to the police report letter No. STBL-B66/VIII/2023/BABEL/RES BELITUNG dated 16 August 2023.</li> <li>Plantation Business License (<i>Izin Usaha Perkebunan</i> No. 525/00525/IUP-KEB/IV/2003 dated 24 March 2003) covering an area of 12,232.43 ha and POM with an installed capacity of 60 Tons/hour. Letter Number 02/D&amp;L-FLD/I/2024 dated 22 January 2024 addressed to the Regent of Belitung Regency and the <i>Dinas Ketahanan Pangan dan Pertanian</i> regarding the application for revision of the Plantation Business License (IUP) in the name of PT FLD to 11,337.58 Ha (referring to the area of the HGU).</li> <li>Letter from the Land Agency of Belitung Regency Number: IP.02.02/284-19.02/III/2024 date 18 March 2024, regarding Clarification of PT FLD's Land Use Title (HGU). In the letter stated that the 130 Ha land area located in Kembiri Village, Membalong District is part of HGU Number 7 PT FLD. This was also informed at the Mapping Data Synchronization Meeting on 20 October 2023, and conveyed through Letter Number HP.02.02/650-19.02/VIII/2023 dated 28 August 2023 regarding data from <i>hasil uji petik</i> Phase II.</li> </ul>



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
Masran	1997	0.5 (Block K23)	Yes	Yes	Comply with FPIC, no forces during compensation.
	1997	0.5 (Block J35)	Yes	Yes	Comply with FPIC, no forces during compensation.

Previous land owner / user comment	
1	<p><b>Feedbacks:</b> Process of land acquisition has done in 1997. There is no intimidation or coercion during negotiation process. All process is based on agreement both parties which witnessed by multi stakeholder for example village representative and government representative.</p> <p><b>Audit Team verification and response:</b> <i>Surat Pengakuan Hak Nomor 01/K/I/1997 and Akte Pelepasan Hak Nomor 01/PLH/V/1997 dated 6 January 1997 and Surat Pengakuan Hak Nomor 03/K/II/1997 and Akte Pelepasan Hak Nomor 02/PLH/V/1997 dated 25 February 1997.</i> Based on land compensation documentation review, it is known that land acquisition has been carried out according to FPIC. These documents were prepared in the Indonesian language and were also involved and witnessed by community representatives such as the village head and district head. Based on this evidence, it can be concluded that the compant has carried out the obligation to acquire land within the HGU area from the rights and interests of other parties.</p>


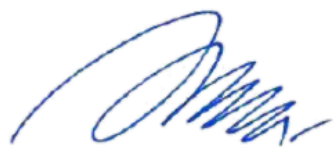
### 3.5 Impartiality and conflict of interest

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

## RSPO P&C Public Summary Report

### Revision 15 (Nov 2023)

#### 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 PT Forestalestari Dwikarya – Tanjung Kembiri POM and supply bases has complied with the Indonesia National Interpretation 2020 of the RSPO P&amp;C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Forestalestari Dwikarya – Tanjung Kembiri POM and supply bases is remain certified.</p>	
<b>Report prepared by</b>	<b>Acceptance of Assessment Conclusion</b>
<b>Name:</b> Eko Purwanto	<b>Name:</b> Yahya Mustakim
<b>Company Name:</b> On behalf BSI Services Malaysia Sdn. Bhd.	<b>Company Name:</b> PT Forestalestari Dwikarya
<b>Title:</b> Lead Assessor	<b>Title:</b> Head of Sustainability Management System and Certification Operations Sustainability
<b>Signature:</b>  	<b>Signature:</b> <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>  
<b>Date: 8 August 2024</b>	<b>Date: 9 August 2024</b>

**RSPO P&C Public Summary Report**  
**Revision 15 (Nov 2023)**

**Appendix A: Summary of Findings**

Criterion / Indicator		Assessment Findings	Compliance
<b>Principle 1: Behave ethically and transparently</b> Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
<b>Criteria 1.1:</b> 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	<b>(C)</b> Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -	The company shown information available to stakeholder specified in the " <i>Daftar Informasi untuk Stakeholder</i> " (F/SMART/UMUM /SADV/004/003) updated on 02 June 2024. Type information consisted of List of employee and basic salary list, Data on <i>Nomor Pokok Wajib Pajak</i> (NPWP) and <i>Pajak Bumi dan Bangunan</i> (PBB), Payment of local taxes/levies, Environmental Documents, Deed of Incorporation and its Amendments, area and production data, and fertilization application data, Document of land rights/cultivation rights, HCV Report, SIA Report, CSR Report, OHS Program, Continuous Improvement Plan, RSPO Audit Report, Human Rights Policy, Details of complaints and grievances, Negotiation Procedure, <i>HGU</i> and <i>HGB</i> , <i>Izin Usaha Perkebunan</i>	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	The company has provided regular information to stakeholders in the form of reporting mandatory reports that are reported routinely in accordance with their respective time periods. The following are examples of mandatory reports that have been sent by the company to stakeholders, namely: <ul style="list-style-type: none"> <li>HGU utilization report of PT Forestalestari Dwikarya for the period of 2023 has been sent to Land Agency of Belitung District on 13 March 2024.</li> <li><i>Laporan Perkembangan Usaha Perkebunan Kelapa Sawit</i> of PT Forestalestari Dwikarya Semester II of 2023 has been sent to <i>Dinas Ketahanan Pangan dan Pertanian</i> of Belitung District on 29 February 2024.</li> <li><i>Wajib Laporan Ketenagakerjaan di Perusahaan</i> (Reporting Number 33452.20231010.0002) PT FLD dated report 10 October 2023.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• CSR Report period of Semester 2 of 2023 has been sent to Government of Belitung Regency and Bangka Belitung Province (Letter Number: 001/MGR-FLD/III/2024) dated 02 March 2024.</li> <li>• Report of Monitoring HCV period 2023 has been sent to <i>Dinas Ketahanan Pangan dan Pertanian</i> and <i>Dinas Lingkungan Hidup</i> of Belitung District on 16 February 2024.</li> <li>• P2K3 report for period April – June 2024 has been sent to <i>Dinas Koperasi UKM Perdagangan dan Tenaga Kerja</i> of Belitung District on 22 July 2024 (Letter Number 005/SMK3/FLD/TKME/VII/2024).</li> </ul> <p>Based on public consultation with related <i>Dinas Ketahanan Pangan dan Pertanian</i> of Belitung Regency, the company has provided information as needed and stated in a document the type of information that can be conveyed to the relevant agencies properly and transparently. The agency stated that so far, the communication that has been established between the agency and the company has not encountered any issues or complaints. The document that can be access in in Bahasa Indonesia (appropriate languages)</p>	
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	Records for information and response can be seen in <i>Buku Komunikasi dan Konsultasi</i> (F/SMART/UMUM/SADV/004/001)). From the review period from August 2023 to June 2024, there was no request for data/information from the stakeholders. However, the company regularly submitted the mandatory report to the related agency such as in aspect of plantation and land legality (HGU utilization report, plantation progress report), environmental (RKL/RPL report, waste management report), OHS (P2K3 report, <i>Wajib Lapo Ketenagakerjaan</i> ), that will be mentioned in related indicators. Based on public consultation with <i>Dinas Ketahanan Pangan dan Pertanian</i> of Belitung Regency, they have understood mechanism of communication and consultation	Complied
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p>	The company showed <i>SOP Komunikasi dan Konsultasi</i> (SOP/SMART/UMUM/SADV/I/004 Rev. 0.0 date 1 July 2014). Consultation and communication with stakeholders conducted by collecting community leaders, village heads and local community or visiting the office/the village hall to meet with the village head, village officials and community. The response to requests	Complied

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	- Critical (Major) compliance -	<p>for information by the above procedure is at least 3 weeks. Procedures and a list of information available in Indonesian and easily understood.</p> <p>Documents available to the public and stakeholder can be provided to stakeholders according to their relevance through a written request to the organization. Information provided to the public and stakeholder was disseminated to the stakeholder together with social procedure (Information request and response procedure, environmental complain handling, land conflict resolution procedure, and social communication procedure).</p> <p>The procedure has been dissemination to relevant stakeholders on 01 – 02 November 2023. The record of dissemination informs that the activities attended by surrounding community's representative (Cerucuk Village, Air Kundur Hamlet, Kembiri Village, Koperasi Sawit Sejahtera Bersama, Lassar Village, Prepat Village, Simpang Rusa Village, Membalong Village, Ilir Hamlet Petikan Village). Based on public consultation with <i>Dinas Ketahanan Pangan dan Pertanian</i> of Belitung Regency its known that they already know about the document that can be access.</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>The company has shown lists of stakeholders arranged by category (government agencies, village, religious leaders/village community and business partners). List of stakeholders is well maintained and updated annually or if there any change by SPO Officer. The last update was performed on 06 June 2024, consist of:</p> <ul style="list-style-type: none"> <li>• Regent of Belitung Regency</li> <li>• <i>Ketahanan Pangan dan Pertanian</i> Agency of Belitung Regency</li> <li>• <i>Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan dan Tenaga Kerja</i> of Belitung Regency</li> <li>• <i>Dinas Lingkungan Hidup</i> of Belitung Regency</li> <li>• <i>Badan Pertanahan Nasional</i> of Belitung Regency</li> <li>• <i>BPJS Ketenagakerjaan</i></li> <li>• <i>Unit Pelaksana Teknis Metrologi Legal</i></li> <li>• <i>Pengadilan Negeri</i> Tanjung Pandan</li> <li>• Police Resort Belitung</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• <i>Satpol PP</i></li> <li>• Fire Fighter</li> <li>• Police Sector of Membalong</li> <li>• <i>Danramil Membalong</i></li> <li>• Head of District Membalong</li> <li>• Public Health Simpang Rusa</li> <li>• Head of Kembiri Village, Simpang Rusa Village, Cerucuk Village, Perpat Village, Lassar Village, Perawas Village, Membalong Village, Air Kundur Village, Bantan Village, Gunung Riting Village, Tanjung Rusa Village.</li> <li>• Committee Gender TKME, TRSE, TKMM</li> <li>• <i>Koperasi Karyawan Lestari Karya</i></li> <li>• <i>Koperasi Sawit Sejahtera Bersama</i> (Scheme Smallholders TRSA)</li> <li>• NGO: PPS ALOBI, WALHI</li> <li>• Contractor: PT Satrindo Jaya Agropalma, PT Lintas Trasindo Nusantara, CV Cipta Nusantara Sejahtera</li> <li>• DPC SPSI of Belitung Regency, SPSI (Labour Union) PT FLD</li> <li>• PT Sawit Alam Permai (FFB Supplier)</li> <li>• Other Stakeholders; i.e: PT Primanru Jaya, UPTD Lab Lingkungan DLH, PT Serumpun Pandan Perkasa, PT Formasi Sistem Internasional.</li> </ul> <p>During the assessment, auditor has verified the list of stakeholders by calling the contact person randomly to ensure the validity of its contact person put in the list of stakeholders.</p>	
<b>Criteria 1.2:</b> 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>The company shown policies and declarations related to a code of ethics, recorded in the Golden Agri-Resources Business and Human Rights Policy dated June 2021 which contains:</p> <ul style="list-style-type: none"> <li>• Respect workers' rights and dignity in accordance with legal provisions, provide fair treatment without discrimination and build harmonious industrial relations.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Respect workers' rights in terms of freedom of opinion, collective bargaining, and forming and joining trade/labor unions.</li> <li>• Prevent the practice of forced labor and do not use workers resulting from human trafficking.</li> <li>• Make sure not to employ children in all lines of operations.</li> <li>• Ensuring the safety of the work environment and company operations.</li> <li>• Recognizing equal rights and participation of women around the operating unit.</li> <li>• Create safe and healthy working conditions and provide environmental protection.</li> <li>• Respect the rights of local and customary communities according to the applicable laws and regulations where the company operates.</li> <li>• Respect and protect the rights of whistleblowers and human rights defenders.</li> <li>• Comply with legal provisions regarding the prevention of bribery and corruption.</li> <li>• Take steps to resolve and restore negative impacts in accordance with applicable laws and regulations where the company operates in the event of a human rights violation.</li> </ul> <p>This policy has been disseminated to workers of Tanjung Kembiri Estate and Tanjung Rusa Estate from 19 to 27 February 2024, Tanjung Kembiri POM on 13, 20 and 25 April 2024, for contractor (CV Cipta Nusantara Sejahtera) dissemination was carried out on 26 January 2024.</p> <p>Based on interview with worker, labour union, and contractor (CV Cipta Nusantara Sejahtera), this policy for ethical conduct has been implemented in all business operations and transactions, including recruitment and contracts.</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> <p>- Minor compliance -</p>	<p>A comprehensive system for monitoring compliance and implementation of ethical business policies and practices was carried out through the Operational Internal Audit (OIA). The company also showed the mechanism in implementation The company's policy as state on the agreement that the parties have to be fulfil the</p>	Complied

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		<p>existing regulation such as do not employ any child labour prohibit any corruptions and frauds, and disallowance of forced labour.</p> <p>Based on the interviews with workers in Mill and Estate, they worked in the company wasn't through any agent or labour supplier and there were not any fees during recruitment.</p> <p>Based on the results of interviews with labour union, contractor (CV Cipta Nusantara Sejahtera), and FFB Supplier (PT Sinar Alam Permai) it was known there has been no indication of any violation of the company's business code of ethics policy.</p>	
<b>Principle 2: Operate legally and respect rights</b> Implement legal requirements as the basic principles of operation in any jurisdiction.			
<b>Criteria 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<b>(C)</b> The unit of certification complies to relevant regulations. - Critical (Major) compliance -	<p>The company complies to relevant regulations for best management practices, health &amp; safety, and worker welfare aspect, i.e:</p> <ul style="list-style-type: none"> <li>• The company can show evidence of compliance with legislation, one of which is by using registered and licensed pesticides. The list of pesticides used explains the name of the pesticides used, active materials, permanent permit date issued, registration permit number, and target use of pesticides.</li> <li>• Already have 4 boiler operators licensed in accordance with the Minister of Manpower Regulation 1 of 1988.</li> <li>• Already have operators who already have a welder certificate in accordance with the Regulation of the Minister of Manpower and Transmigration 2 of 1992.</li> <li>• Already have a licensed lifting and transport machine operator accordance with the Regulation of the Minister of Manpower and Transmigration 9 of 2010.</li> <li>• Already has a licensed electrical technician operator in accordance with the Minister of Manpower Regulation 12 of 2015.</li> </ul>	Complied



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		<ul style="list-style-type: none"> <li>• Already have 5 class 1 generator operators that are licensed in accordance with the Minister of Manpower Regulation 38 of 2016.</li> <li>• The company has implemented partial minimum wages, pay scale structures, wages and overtime hours, provision of rest periods and annual and maternity leave entitlements.</li> <li>• Workers have been enrolled in social security programs (BPJS <i>Kesehatan</i> and BPJS <i>Ketenagakerjaan</i>)</li> </ul> <p>The company already has environmental documents along with their environmental permits listed in the following documents:</p> <ul style="list-style-type: none"> <li>• AMDAL document of PT Forestalestari Dwikarya, Panggang and Tanjung Pandang Subdistricts, Dati II Belitung District, Dati I Province of South Sumatra, Reserved Area : 18,500 ha, Effective Area is 15,000 Ha, processing unit capacity is 60 tons of FFB /O'clock. Decree number 1762/menhutbun-II/99 14-10-1999. This document was issued before the initial Cultivation rights Certificate was issued.</li> <li>• After the Cultivation rights certificate was issued, in order to make adjustments to a number of changes and the actual Cultivation Rights area obtained, the AMDAL revision was carried out which was approved by the provincial government in 2007 through the Decree of the Governor of the Kepulauan Bangka and Belitung No. 188.44/450.c/bapedalada/2007. The scope of the study area for the revision of the environmental document is an oil palm plantation covering an area of 11,337.582 Ha and a palm oil processing factory with a capacity of 60 tonnes/hour.</li> <li>• The company already has the latest Environmental Permit based on the Decree of the Head of the Integrated Licensing Services and Investment Services of the Kepulauan Bangka Belitung Province No. PT Forestalestari Dwikarya which was ratified on 26 February 2016. The study area covers an Cultivations Rights area of 11,337.582 ha and a mill capacity of 60 tonnes of FFB/hour.</li> <li>• The company has a 2016 Environment Management and monitoring plan matrix revision document for the scope of Estates and POM in Belitung District,</li> </ul>	
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		<p>Kepulauan Bangka Belitung Province and ratified on February 26 2016 with Number 503/21.A/LH/BP2TPM/2016. The scope of this document covers an area of 11,337.582 hectares of oil palm plantations and a processing plant with a capacity of 60 tonnes of FFB/hour</p> <ul style="list-style-type: none"> <li>• The company shows a license to utilize liquid waste for Land Application (LA) in accordance with the Decree of the Head of the Investment Service One Stop Service and Industry of Belitung District Number 188.46/001/KEP/IPAL/DPMPTSP/2019 concerning Permit for Utilization of Wastewater on Land for Palm Oil Estates and Palm Oil Mill of PT Forestalestari Dwikarya which was issued on October 11, 2019 and is valid for 5 (five) years.</li> <li>• The company already has a Permit for Taking and Utilizing Surface Water which is shown based on the Decree of the Head of the Investment Service and One Stop Integrated Services of the Kepulauan Bangka Belitung Province No. 503/30/PUPR/DPMPTSP/2018 concerning Granting Permits for Taking and Utilizing Surface Water to PT. Forestalestari Dwikarya, it is known that the use of water every month does not exceed the water use permit, which is 40,000 m3/month.</li> </ul>	
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 SOP <i>Pemenuhan Peraturan dan Persyaratan Lainnya</i> (SOP/SMART/UMUM/SADV/I/002, Rev.0.0 dated 1 July 2014) which procedures for fulfilling requirements, completeness and flowchart which explain in detail in evaluating compliance with laws and regulations invitation, Sustainable Palm Oil requirements and others. The officers responsible for updating the list of regulations according to the SOP are Identification of regulations at the national level by Sustainability Division and at the regional level by regional SPO Officers and SPO Officer units.</p> <p>In addition, the company has a list of legal regulations contained in the Summary and Review of Conformity with Regulations and Legislation and Other Requirements update 01 June 2024. The regulations cover aspects of employment (62 regulations), legal aspect (64 regulations) conservation (28 regulations), social aspect (30 regulations), environment (61 regulations), OHS (60 regulations)</p>	Complied

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		related to the company operational activities which refer to regional, national, and international regulations for the latest regulation. Contractor Evaluation PT Satrindo Jaya Agropalma (Agreement Number 001/FLD/TKMM/04/2022-CPO) evaluation date 29 January 2024 and CV Cipta Nusantara Sejahtera evaluation date 30 July 2024. Evaluation results are Good (contractor quality and performance, timeliness of work completion, compliance with labor regulations, implementation of code of ethics policies (business ethics), compliance with OHS implementation, housekeeping, compliance with environmental regulations).	
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 -	PT. Forestalestari Dwikarya demonstrated HGU information and the boundary condition: Tanjung Kembiri Estate <ul style="list-style-type: none"> <li>- (SK HGU No.4/HGU/BPN/2001) Peta Bidang Tanah No.02/BLT/2001 for area of 4,668.43 Ha.</li> <li>- (SK HGU No.114/HGU/BPN/2005) Peta Bidang Tanah No.3 dan 4 tahun 2004 for area of 5,586.95 Ha. In Tanjung Kembiri Estate shared 1,417.88 Ha.</li> <li>- The number of HGU boundary pole in Tanjung Kembiri Estate is 338 poles.</li> </ul> Tanjung Rusa Estate: <ul style="list-style-type: none"> <li>- (SK HGU No.30-VIII-1995) Lampiran Sertifikat HGU No.1/Kembiri for area of 1,082.20 Ha.</li> <li>- (SK HGU No.114/HGU/BPN/2005) Peta Bidang Tanah No.3 dan 4 tahun 2004 for area of 5,586.95 Ha. In Tanjung Rusa Estate shared 4169.07 Ha.</li> <li>- The total boundary pole in Tanjung Rusa Estate is 568 poles.</li> </ul> <p>Procedure of legal boundary stakes monitoring, and maintenance is presented in document No. SOP/SMART/CERS-EHSD/SADV/I/004 dated 1 July 2014. Procedure mentioned that maintenance was carried out by foreman with supervision of Assistant Manager. Monitoring the boundaries of the HGU is done every 3 months. Tanjung Kembiri Estate and Tanjung Rusa Estate demonstrating record of HGU boundary poles:</p> <ul style="list-style-type: none"> <li>- Record "Program Pemeliharaan Patok Tanda Batas Semester I &amp; II tahun 2023 Tanjung Kembiri Estate" dated 2 August 2023 and 30 December 2023 for each</li> </ul>	Complied

		<p>semester in year 2023: in Division I consist of 161 boundary poles; Division II consist of 38 boundary poles; Division III consist of 30 boundary poles; Division IV consist of 23 boundary poles; Division V consist of 20 boundary poles; Division VI consist of 24 boundary poles; Division VII consist of 17 boundary poles; Division VIII consist of 35 boundary poles – all boundary poles have been re-painted (once per annum) and the surrounding cleaned (every 3 months).</p> <ul style="list-style-type: none"> <li>- Record "Program Pemeliharaan Patok Tanda Batas Semester I tahun 2024 Tanjung Kembiri Estate" dated 2 July 2024 for first semester in year 2024: in Division I consist of 161 boundary poles; Division II consist of 38 boundary poles; Division III consist of 30 boundary poles; Division IV consist of 23 boundary poles; Division V consist of 20 boundary poles; Division VI consist of 24 boundary poles; Division VII consist of 17 boundary poles; Division VIII consist of 35 boundary poles – all boundary poles have been re-painted (once per annum) and the surrounding cleaned (every 3 months).</li> <li>- Record "Program Pemeliharaan Patok Tanda Batas Semester II tahun 2023 Tanjung Rusa Estate" dated 1 December 2023 for second semester in year 2023: in Division I consist of 39 boundary poles; Division II consist of 40 boundary poles; Division III consist of 37 boundary poles; Division IV consist of 53 boundary poles; Division V consist of 133 boundary poles; Division VI consist of 62 boundary poles; Division VI.2 consist of 50 boundary poles; Division VI.I consist of 115 boundary poles; Division VII consist of 39 boundary poles.</li> <li>- Record "Program Pemeliharaan Patok Tanda Batas Semester I tahun 2024 Tanjung Rusa Estate" dated 24 June 2024 for first semester in year 2024: in Division I consist of 39 boundary poles; Division II consist of 40 boundary poles; Division III consist of 37 boundary poles; Division IV consist of 53 boundary poles; Division V consist of 133 boundary poles; Division VI consist of 62 boundary poles; Division VI.2 consist of 50 boundary poles; Division VI.I consist of 115 boundary poles; Division VII consist of 39 boundary poles – all boundary poles have been re-painted (once per annum) and the surrounding cleaned (every 3 months).</li> </ul>	
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Boundary	Latitude	Longitude	Remarks
Tanjung Kembiri Estate			
FLD 87	2° 58' 12.01" S	107° 42' 52.96" E	Located in Division I, near block D28, boundary with Simpang Rusa village
BT 88	2° 58' 13.27" S	107° 42' 56.38" E	Located in Division I, near block D28, boundary with Simpang Rusa village
BT 89	2° 58' 12.88" S	107° 42' 57.07" E	Located in Division I, near block D28, boundary with rubber planting from Simpang Rusa community
BT 90	2° 58' 14.42" S	107° 42' 59.51" E	Located in Division I, near block D28, boundary with rubber planting from Simpang Rusa community
FLD BT 46	2° 58' 6.10" S	107° 45' 37.50" E	Located in Division I, near block D44, boundary with Simpang Rusa village
FLD 22	2° 58' 34.33" S	107° 46' 10.22" E	Located in Division I, near block E48, boundary with Simpang Rusa village
FLD 20	2° 58' 9.48" S	107° 45' 41.02" E	Located in Division I, near block D47, boundary with Simpang Rusa village
FLD 21	2° 58' 25.49" S	107° 46' 0.00" E	Located in Division I, near block D47, boundary with Simpang Rusa village
BT 45	2° 58' 7.50" S	107° 45' 39.46" E	Located in Division I, near block D45, boundary with Simpang Rusa village
Tanjung Rusa Estate			
25	3° 5' 4.84" S	107° 45' 32.47" E	Located near Division I, block P14, condition is good, boundary with Kembiri village
24	3° 5' 3.44" S	107° 45' 31.14" E	Located near Division I, block P14, condition is good, boundary with Kembiri village
FLD 23	3° 5' 0.67" S	107° 45' 30.79" E	Located near Division I, block P14, condition is good, boundary with Kembiri village

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		<table><tr><td>FLD 22</td><td>3° 4' 59.89" S</td><td>107° 45' 32.18" E</td><td>Located near Division I, block P14, condition is good, boundary with Kembiri village</td></tr><tr><td>F21</td><td>3° 4' 58.15" S</td><td>107° 45' 32.53" E</td><td>Located near Division I, block P14, condition is good, boundary with Kembiri village</td></tr><tr><td>BT 13</td><td>2° 47' 42.47" S</td><td>107° 40' 13.95" E</td><td>Located near Division VI, block C09, condition is good, boundary with Cerucuk village</td></tr><tr><td>BT 12</td><td>2° 47' 42.74" S</td><td>107° 40' 14.82" E</td><td>Located near Division VI, block C09, condition is good, boundary with Cerucuk village</td></tr><tr><td>BT 11</td><td>2° 47' 46.17" S</td><td>107° 40' 16.09" E</td><td>Located near Division VI, block C09, condition is good, boundary with Cerucuk village</td></tr></table>	FLD 22	3° 4' 59.89" S	107° 45' 32.18" E	Located near Division I, block P14, condition is good, boundary with Kembiri village	F21	3° 4' 58.15" S	107° 45' 32.53" E	Located near Division I, block P14, condition is good, boundary with Kembiri village	BT 13	2° 47' 42.47" S	107° 40' 13.95" E	Located near Division VI, block C09, condition is good, boundary with Cerucuk village	BT 12	2° 47' 42.74" S	107° 40' 14.82" E	Located near Division VI, block C09, condition is good, boundary with Cerucuk village	BT 11	2° 47' 46.17" S	107° 40' 16.09" E	Located near Division VI, block C09, condition is good, boundary with Cerucuk village	
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BT 11	2° 47' 46.17" S	107° 40' 16.09" E	Located near Division VI, block C09, condition is good, boundary with Cerucuk village																				
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 -	<table><tr><td colspan="4">List of contractor for PT. Forestalestari Dwikarya, updated 18 January 2024:</td></tr><tr><td>Name</td><td>Address</td><td>Agreement</td><td>Permit</td></tr><tr><td>PT. Satrindo Jaya Agropalma</td><td>Kembiri village, Membalong district, Belitung Regency,</td><td>SPK No.030/PKS/BLI-SJA/IV/2022-CPO valid until 31 Dec 2024 (for CPO transport)</td><td>- SIUP Besar No.0214/1.824.51 - SITU No.05/072/KMB/SITU/VII/2010</td></tr><tr><td>PT. Lintas Transindo Nusantara</td><td>Tanjung Pandan, Belitung Regency</td><td>SPK No.001/FLD/TKMM/01/2024-PK valid until 31 Dec 2024 (for PK transport)</td><td>- SIUPJPT No.503/124/HUB/DPMPTSP/XII/2018 - SITU No.503/399/SITU.B/XI/DPMPTSP/2018 - NIB No.8120111110878</td></tr></table>		List of contractor for PT. Forestalestari Dwikarya, updated 18 January 2024:				Name	Address	Agreement	Permit	PT. Satrindo Jaya Agropalma	Kembiri village, Membalong district, Belitung Regency,	SPK No.030/PKS/BLI-SJA/IV/2022-CPO valid until 31 Dec 2024 (for CPO transport)	- SIUP Besar No.0214/1.824.51 - SITU No.05/072/KMB/SITU/VII/2010	PT. Lintas Transindo Nusantara	Tanjung Pandan, Belitung Regency	SPK No.001/FLD/TKMM/01/2024-PK valid until 31 Dec 2024 (for PK transport)	- SIUPJPT No.503/124/HUB/DPMPTSP/XII/2018 - SITU No.503/399/SITU.B/XI/DPMPTSP/2018 - NIB No.8120111110878	Complied			
List of contractor for PT. Forestalestari Dwikarya, updated 18 January 2024:																							
Name	Address	Agreement	Permit																				
PT. Satrindo Jaya Agropalma	Kembiri village, Membalong district, Belitung Regency,	SPK No.030/PKS/BLI-SJA/IV/2022-CPO valid until 31 Dec 2024 (for CPO transport)	- SIUP Besar No.0214/1.824.51 - SITU No.05/072/KMB/SITU/VII/2010																				
PT. Lintas Transindo Nusantara	Tanjung Pandan, Belitung Regency	SPK No.001/FLD/TKMM/01/2024-PK valid until 31 Dec 2024 (for PK transport)	- SIUPJPT No.503/124/HUB/DPMPTSP/XII/2018 - SITU No.503/399/SITU.B/XI/DPMPTSP/2018 - NIB No.8120111110878																				

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2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>Contract with PT. Sawit Alam Permai "Perjanjian Jual Beli Tandan Buah Segar (TBS) Kelapa Sawit No.001/TBS/SMS-SAP/XII/2023" dated 29 December 2023 for purchase and sales of FFB. Chapter 8 point 1 stipulates all parties shall comply with Indonesian Legal Regulations' Chapter 8 point 5 stipulates the FFB supplier shall comply with GAR Social and Environmental Policy on prohibit shild worker, prohibit forced labour, prohibit human trafficking.</p> <p>In addition, the FFB supplier signed statement letter "Surat Pernyataan" stipulates that with regards to FFB sales agreement; PT. Sawit Alam Permai will comply to code of ethical conduct, will provide accurate and honest report, will not receive gratification/bribe/hospitality, respect human rights, will not perform discrimination, will not perform forced labour, will not employ child worker, will not perform human trafficking – updated 31 July 2024</p> <p>In order to check compliance, PT. Forestalestari Dwikarya perform supplier inspection as recorded in "Formulir Inspeksi Kontraktor". Sampled inspection report form dated 2 February 2024: OHS (working environment, PPE provision, emergency response preparedness, working tools, integrity, bribery and corruption, fair competition, legal compliance.</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>Contract with PT. Sawit Alam Permai "Perjanjian Jual Beli Tandan Buah Segar (TBS) Kelapa Sawit No.001/TBS/SMS-SAP/XII/2023" dated 29 December 2023 for purchase and sales of FFB. Chapter 8 point 1 stipulates all parties shall comply with Indonesian Legal Regulations' Chapter 8 point 5 stipulates the FFB supplier shall comply with GAR Social and Environmental Policy on prohibit shild worker, prohibit forced labour, prohibit human trafficking.</p> <p>In addition, the FFB supplier signed statement letter "Surat Pernyataan" stipulates that with regards to FFB sales agreement; PT. Sawit Alam Permai will comply to code of ethical conduct, will provide accurate and honest report, will not receive gratification/bribe/hospitality, respect human rights, will not perform discrimination, will not perform forced labour, will not employ child worker, will not perform human trafficking – updated 31 July 2024.</p>	Complied
<b>Criteria 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			

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2.3.1	<p><b>(C)</b> For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"><li>• Information regarding the geolocation of FFB origins;</li><li>• Proof of ownership status, right/claim of the land by grower/smallholder;</li><li>• If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB.</li></ul> <p>- Critical (Major) compliance -</p>	<p>List of directly sourced FFB supplier for Tanjung Kembiri POM, updated 18 January 2024:</p> <table><tr><th>Name</th><th>Address</th><th>Coordinates</th><th>Land ownership</th><th>Business permit</th></tr><tr><td>Tanjung Kembiri Estate</td><td>Kembiri village, Membalong District, Belitung Regency,</td><td>3° 0' 54.58" S and 107° 46' 8.19" E</td><td>- HGU No.13 tahun 2001, dated 5 December 2011 - HGU No.14 tahun 2005, dated 5 September 2005</td><td rowspan="2">IUP No.525/0052/IU P-KEB/IV/2003 dated 24 March 2003</td></tr><tr><td>Tanjung Rusa Estate</td><td>Kepulauan Bangka Belitung Province, Indonesia</td><td>3° 2' 38.05" S and 107° 45' 5.56" E</td><td>- HGU No.1 tahun 1994, dated 29 March 1994 and then transferred through: - Surat Keputusan Pemindahan Hak No.30-VIII-1995 dated 24 July 1995 - HGU No.14 tahun 2005, dated 5 September 2005</td></tr><tr><td>Tanjung Rusa Plasma</td><td>Kembiri village, Membalong District, Belitung Regency, Kepulauan Bangka Belitung Province, Indonesia</td><td>3° 2' 38.05" S and 107° 45' 5.56" E</td><td>Surat Keputusan Calon Petani Calon Lahan dari Bupati Belitung No.188.45/170/KEP/DPK /2013 dated 25 March 2013.</td><td>SIUP No.503/087/SIU P.MIKRO/IV/SP MTSPPP/2017</td></tr><tr><td>PT. Sawit Alam Permai</td><td>Badau District, Belitung Regency, Kepulauan Bangka Belitung Province, Indonesia</td><td>2° 48' 53.65" S and 108° 9' 8.00" E</td><td>Izin Lokasi No.525.26/003/BPT.4/KE P/IV/2008 and HGU No.0015; HGU No.0016; HGU No.0017; HGU No.0018; HGU No.0019; HGU No.0020; HGU No.0021; HGU No.0022;</td><td>IUP No.503/001/IUP /BPT-BELTIM/KEP/XII /2008 dated 2008</td></tr></table>	Name	Address	Coordinates	Land ownership	Business permit	Tanjung Kembiri Estate	Kembiri village, Membalong District, Belitung Regency,	3° 0' 54.58" S and 107° 46' 8.19" E	- HGU No.13 tahun 2001, dated 5 December 2011 - HGU No.14 tahun 2005, dated 5 September 2005	IUP No.525/0052/IU P-KEB/IV/2003 dated 24 March 2003	Tanjung Rusa Estate	Kepulauan Bangka Belitung Province, Indonesia	3° 2' 38.05" S and 107° 45' 5.56" E	- HGU No.1 tahun 1994, dated 29 March 1994 and then transferred through: - Surat Keputusan Pemindahan Hak No.30-VIII-1995 dated 24 July 1995 - HGU No.14 tahun 2005, dated 5 September 2005	Tanjung Rusa Plasma	Kembiri village, Membalong District, Belitung Regency, Kepulauan Bangka Belitung Province, Indonesia	3° 2' 38.05" S and 107° 45' 5.56" E	Surat Keputusan Calon Petani Calon Lahan dari Bupati Belitung No.188.45/170/KEP/DPK /2013 dated 25 March 2013.	SIUP No.503/087/SIU P.MIKRO/IV/SP MTSPPP/2017	PT. Sawit Alam Permai	Badau District, Belitung Regency, Kepulauan Bangka Belitung Province, Indonesia	2° 48' 53.65" S and 108° 9' 8.00" E	Izin Lokasi No.525.26/003/BPT.4/KE P/IV/2008 and HGU No.0015; HGU No.0016; HGU No.0017; HGU No.0018; HGU No.0019; HGU No.0020; HGU No.0021; HGU No.0022;	IUP No.503/001/IUP /BPT-BELTIM/KEP/XII /2008 dated 2008	Complied
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		<table><tr><td></td><td></td><td></td><td>HGU No.0023; HGU No.0024</td><td></td></tr><tr><td>Tanjung Sawit Estate (PT. Palmindo Billiton Berjaya)</td><td>Jl. Raya Membalong KM45, Kepang Hamlet, Perpat Village,</td><td>2° 51' 48.00" S and 107° 39' 37.00" E</td><td>Izin Lokasi No.183.45/127/KEP/I/2008 dated 18 July 2008</td><td>IUP No.525/1225/DT PHP2KKP/2014 dated 28 November 2014</td></tr><tr><td>Tanjung Sawit (Plasma) MMKA MMNA LMTA THRA GRMA MTSA MMAA</td><td>Membalong District, Kepulauan Bangka Belitung Province</td><td>2° 51' 48.00" S and 107° 39' 37.00" E</td><td></td><td></td></tr></table>				HGU No.0023; HGU No.0024		Tanjung Sawit Estate (PT. Palmindo Billiton Berjaya)	Jl. Raya Membalong KM45, Kepang Hamlet, Perpat Village,	2° 51' 48.00" S and 107° 39' 37.00" E	Izin Lokasi No.183.45/127/KEP/I/2008 dated 18 July 2008	IUP No.525/1225/DT PHP2KKP/2014 dated 28 November 2014	Tanjung Sawit (Plasma) MMKA MMNA LMTA THRA GRMA MTSA MMAA	Membalong District, Kepulauan Bangka Belitung Province	2° 51' 48.00" S and 107° 39' 37.00" E														
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2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.  - Minor compliance -	Based on document review and interview with weighbridge operator, Tanjung Kembiri POM does not receive raw material from indirectly sourced FFB supplier.			Complied																								
<b>Principle 3: Optimise productivity, efficiency, positive impact and resilience</b> Implement plans, procedures and systems for continuous improvement.																													
<b>Criteria 3.1:</b> 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 -	Unit of Certification has had a 5-year profitability analysis document (period 2024 – 2028) that signed by Director dated 12 March 2024. That document covers estimate of production (FFB, CPO, PK, extraction rate) from own estate or FFB supplier, estate/mill cost, profit/loss, tax and net profit estimation. Through the document obtain information that CH has had projected to produce FFB, CPO and PK as follows: <table><tr><td>Estate</td><td colspan="5">Year</td></tr><tr><td></td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td colspan="6">FFB production (Tonnes)</td></tr><tr><td>Tanjung Kembiri</td><td>100.347</td><td>77.373</td><td>37.687</td><td>31.053</td><td>61.037</td></tr></table>			Estate	Year						2024	2025	2026	2027	2028	FFB production (Tonnes)						Tanjung Kembiri	100.347	77.373	37.687	31.053	61.037	Complied
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		<table><tr><td>Tanjung Rusa</td><td>78,431</td><td>70,124</td><td>72,378</td><td>60,014</td><td>30,478</td></tr><tr><td>Scheme Smallholder</td><td>11,644</td><td>14,243</td><td>14,051</td><td>13,933</td><td>13,591</td></tr><tr><td>Independent supplier</td><td>7,500</td><td>7,875</td><td>8,269</td><td>8,682</td><td>9,116</td></tr><tr><td>Entrusted for processing</td><td>73,923</td><td>84,716</td><td>84,584</td><td>83,030</td><td>81,976</td></tr><tr><td>Total FFB</td><td>271,845</td><td>254,334</td><td>216,968</td><td>196,712</td><td>196,198</td></tr><tr><td colspan="6">Production (MT)</td></tr><tr><td>CPO</td><td>41,069</td><td>35,195</td><td>27,470</td><td>23,589</td><td>23,701</td></tr><tr><td>PK</td><td>11,381</td><td>9,753</td><td>7,612</td><td>6,537</td><td>6,568</td></tr></table> <p>Unit of certification has been audited by certified public accountant Tanubrata Sutanto Fahmi Bambang &amp; Rekan (Licence No. 622/KM.1/2016). Based on the report number 00642/2.1068/AU.1/01/1245-8/1/VI/2024 dated 27 June 2024 obtained information related to auditor opinions as follows: "In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as of 31 December 2023, and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards". Based on document verification, certificate holder has shown the tax receipt (land and building tax, income tax etc). All the record is available and attached with payment receipt from bank and tax office.</p> <p>Refer to the summary of long-term financial plan, 5-year profitability analysis document (period 2024 – 2028), concluded that the unit of certification business will sustain until the next five year.</p>	Tanjung Rusa	78,431	70,124	72,378	60,014	30,478	Scheme Smallholder	11,644	14,243	14,051	13,933	13,591	Independent supplier	7,500	7,875	8,269	8,682	9,116	Entrusted for processing	73,923	84,716	84,584	83,030	81,976	Total FFB	271,845	254,334	216,968	196,712	196,198	Production (MT)						CPO	41,069	35,195	27,470	23,589	23,701	PK	11,381	9,753	7,612	6,537	6,568	
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3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available.  - Minor compliance -	<p>The certificate holder has established replanting program, which scheduled to be started this year (2024). However, up to this assessment in July 2024, replanting program has not realized yet due to unpreparedness of seedlings for replanting.</p> <p>Below is annual replanting program of PT Forestalestari Dwikarya:</p> <table><tr><th rowspan="2">Year</th><th colspan="2">TKME (Ha)</th><th colspan="2">TRSE (Ha)</th><th colspan="2">Total (Ha)</th></tr><tr><th>Plan</th><th>Actual</th><th>Plan</th><th>Actual</th><th>Plan</th><th>Actual</th></tr><tr><td>2024</td><td>1,055</td><td>-</td><td>1,190</td><td>-</td><td>2,245</td><td>-</td></tr><tr><td>2025</td><td>1,986</td><td>-</td><td>-</td><td>-</td><td>1,986</td><td>-</td></tr><tr><td>2026</td><td>2,138</td><td>-</td><td>-</td><td>-</td><td>2,138</td><td>-</td></tr><tr><td>2027</td><td>608</td><td>-</td><td>1,633</td><td>-</td><td>2,241</td><td>-</td></tr></table>	Year	TKME (Ha)		TRSE (Ha)		Total (Ha)		Plan	Actual	Plan	Actual	Plan	Actual	2024	1,055	-	1,190	-	2,245	-	2025	1,986	-	-	-	1,986	-	2026	2,138	-	-	-	2,138	-	2027	608	-	1,633	-	2,241	-	Complied							
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		2028	-	-	1,788	-	1,788	-	
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>Certificate holder has had a regular internal audit schedule. Sighted the report of RSPO Internal Audit of PT Forestalestari Dwikarya issued by Sustainability Compliance – OSDV. Internal audit conducted on 11-15 September 2023. Management review conducted on 22 September 2023, attended by RC, PC, EM, FM and all key personels. Minutes of meeting available covers internal audit result, stakeholder feedback, process performance and product conformity, status of preventive and corrective action, follow up from previous management review, change that could affect management system, and recommendation for improvement.</p>							Complied
<b>Criteria 3.2:</b> 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><b>(C)</b> 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 certificate holder established, maintained and implemented the documented procedures to conduct annual internal audit as per SOP/SMART/UMUM/SADV/I/009. Internal audit conducted once a year. Internal audit conducted to determine whether the CH conforms to the requirements in the RSPO P&amp;C Indonesia National Interpretation 2020. Sighted the report of RSPO Internal Audit of PT Forestalestari Dwikarya issued by Sustainability Compliance – OSDV. Internal audit conducted on 11-15 September 2023.</p> <p>The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. Management review conducted on 22 September 2023, attended by RC, PC, EM, FM and all key personels. Minutes of meeting available covers internal audit result, stakeholder feedback, process performance and product conformity, status of preventive and corrective action, follow up from previous management review, change that could affect management system, and recommendation for improvement.</p> <p>Implementation of action plan for continuous improvement considering the main social and environmental impact are based on Decree of Head of the Integrated Licensing and Investment Service Agency of the Bangka Belitung Islands Province</p>							Complied

		<p>No.503/21.A/LH/BP2TPM/2016, dated 26 February 2016, concerning the Granting of Environmental Permits for Changes in Business and/or Activities of Palm Oil Plantations and Processing Mill in Belitung Regency, Bangka Belitung Islands Province by PT Forestalestari Dwikarya.</p> <p>Environmental Management and Monitoring Plan (RKL-RPL) is part of SEIA or AMDAL document. Participatory with affected parties was conducted during Environment Impact Assessment (EIA) through Economic and Social Questionnaire "<i>Pedoman Wawancara Untuk Sampel Penduduk</i>" with adjacent communities of certification unit.</p> <p>Unit of certification has implemented identification of 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 plan based on RKL-RPL that covered:</p> <ul style="list-style-type: none"> <li>- Monitoring air ambience quality and noise, 6 monthly;</li> <li>- Monitoring surface water quality of Lagok river, every 3 months;</li> <li>- Monitoring erosion rate at area with slope &gt;16% and sedimentation, annually;</li> <li>- Monitoring of Potential of fire, every 6 months;</li> <li>- Air emission quality from vehicle, annually;</li> <li>- Monitoring communities' perception, annually;</li> <li>- Monitoring flora and fauna, every 3 months.</li> </ul> <p>For social aspect, participation of stakeholders particularly communities surrounding the plantation has been involved in assistance program of small business empowerment.</p> <p>Available RKL-RPL report for 2<sup>nd</sup> Semester of 2023 (period July-December 2023), some program has been implemented such as 3R (reuse, recycle and recovery) in palm oil mill; integrated pest management in estates. The 3R program implemented such as by using solid waste from palm oil mill as boiler fuel; empty</p>	
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		fruit bunch used as organic fertilizer in estate. The report has been submitted to Environmental Agency of Belitung Regency on 3 February 2024.																				
3.2.2	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.  - Minor compliance -	<div>The CH has reported Annual report using RSPO metric template and submitted to CB. Based on the report, Annual Production Palm Oil and Palm Kernel in 2023 and 2024 reported are as follows:</div> <table><tr><th rowspan="2">Period</th><th colspan="2">CPO</th><th colspan="2">PK</th></tr><tr><th>Certified</th><th>Non-certified</th><th>Certified</th><th>Non-certified</th></tr><tr><td>Jan – Dec 2023</td><td>46,014.29</td><td>21,283.53</td><td>13,643.32</td><td>6,293.90</td></tr><tr><td>Jun 2023 – May 2024</td><td>41,973.41</td><td>20,839.82</td><td>12,908.00</td><td>6,370.86</td></tr></table>	Period	CPO		PK		Certified	Non-certified	Certified	Non-certified	Jan – Dec 2023	46,014.29	21,283.53	13,643.32	6,293.90	Jun 2023 – May 2024	41,973.41	20,839.82	12,908.00	6,370.86	Complied
Period	CPO			PK																		
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Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.																						
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.  - Critical (Major) compliance -	<div>As subsidiary of GAR, the unit of certification has had Standard Operating Procedures (SOPs) for estate and mill. Based on audit, all the procedure are in place.</div> <div>Oil Palm Agronomy Procedure</div> <div>Procedure of Agronomy is arranged by Management Committee Agronomy and Research (MCAR) 1<sup>st</sup> revision dated 17 July 2020. Procedures were including new area and replanting planning, nursery, land clearing, preparation before planting, fertilising, upkeep, integrated pest management (IPM), road maintenance, peat land management, drainage system, mature and immature upkeep, integrated pest management and harvesting. Other than that, there were also procedures for several processes including riparian zone management, application of agrochemical. Procedure also described required PPE and other safe working practices. Samples of Standard Operational Procedure for agronomy are as follows:</div> <div><ul style="list-style-type: none"><li>• Procedure No. SOP/SMART/MCAR/I/TA-PPA about new planting.</li><li>• Procedure No. SOP/SMART/MCAR/II/TA-PRP about replanting preparation.</li><li>• Procedure No. SOP/SMART/MCAR/III/TA-BBT about nursery.</li><li>• Procedure No. SOP/SMART/MCAR/IV/TA-PLB about land preparation.</li><li>• Procedure No. SOP/SMART/MCAR/V/TA-TNM about planting.</li><li>• Procedure No. SOP/SMART/MCAR/VI/TA-TNM about replanting.</li><li>• Procedure No. SOP/SMART/MCAR/VII/TA-HPT about pest and disease.</li></ul></div>	Complied																			

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		<ul style="list-style-type: none"> <li>• Procedure No. SOP/SMART/MCAR/VIII/TA-TNM about weeding control.</li> <li>• Procedure No. SOP/SMART/MCAR/VIII/TA-PGM about weeding management.</li> <li>• Procedure No. SOP/SMART/MCAR/IX/TA-PPK about manuring.</li> <li>• Procedure No. SOP/SMART/MCAR/X/TA-PTB about field upkeep on immature area.</li> <li>• Procedure No. SOP/SMART/MCAR/XI/TA-PMP about harvesting preparation.</li> <li>• Procedure No. SOP/SMART/MCAR/XII/TA-PTM about field upkeep on mature area.</li> <li>• Procedure No. SOP No. SOP/SMART/MCAR/XIII/TA-PNN about harvesting.</li> <li>• Procedure No. SOP/SMART/MCAR/XIV/TA-PPT about FFB transportation and delivery.</li> <li>• Procedure No. SOP/SMART/MCAR/XV/TA-PCH about rainfall measurement.</li> </ul> <p>Hardcopy of procedure are available and controlled. SOPs made were available at the point of use (in all section and division of estate). Copy of the procedure was available on site and is it documented in <i>Bahasa Indonesia</i>. SOP distribution to all section and division were well documented in the Form F/SMART/UMUM/SADV/001/002 (document distribution register).</p> <p>Procedure have been disseminated to all related employee (harvesting, loose fruit pickers and upkeep employee). Every morning, there is morning musters performed, basically to disseminate working procedure and instruction, and to monitor employee attendance as well.</p> <p><b>Palm Oil Mill:</b>  Procedure regarding best manufacturing practice operation in Tanjung Kembiri Palm Oil Mill is available in document of "<i>SOP Pengolahan Pabrik Kelapa Sawit Management Committee for Mill Development (MCMD)</i>". As documented in SOP/SMART/MCMD/I/TM-PKS/Rev.08. Standard Operational Procedure of Palm Oil Process in SMART Group including PT Forestalestari Dwikarya – Tanjung Kembiri POM, revision 8 issued by Head Office Jakarta dated 11 May 2023. The procedure describes operation instruction from FFB receiving through production,</p>	
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		<p>processing (grading, sterilization, threshing, pressing, clarification, nut and kernel processing) and dispatch of CPO and PK.</p> <p>The unit of certification has also developed work instruction for each processes and equipment to described specifically stages of process and equipment utilization (e.g. Loading Ramp; Weighing Bridge; Sterilisation Station; Threshing Station; Pressing Station; Clarification Station; Recycling CPO; Nut and Kernel; Engine Room; Boiler; Water Treatment; Final Effluent; laboratory).</p> <p>SOP for RSPO Supply Chain has been established in "<i>SOP Supply Chain Produk Bersertifikat Model Mass Balance</i>" – SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9) dated 6 Feb 2023. The procedures cover job and responsibility, workflow, receiving of raw material, verification of delivery note "<i>Surat Penerimaan Barang</i>", weighing, checking of raw material quality, processing, monitoring of process, validation of quality and quantity report, mass balance calculation, product delivery, registration of transaction and document control.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>Certificate holder has had a regular internal audit schedule. Sighted the report of RSPO Internal Audit of PT Forestalestari Dwikarya issued by Sustainability Compliance – OSDV. Internal audit conducted on 11-15 September 2023.</p> <p>The unit of certification has also audit system to check operational performance which is Regional Controller (RC) visit and Production Controller (PC) visit. Visit report contains visit result and action plan to follow up.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>The unit of certification has had a regular internal audit refer to procedure SOP/SMART/UMUM/SADV/I/009. Internal audit conducted annually. Internal audit conducted to determine whether the CH conforms to the requirements in the RSPO P&amp;C Indonesia National Interpretation 2020. Sighted the report of RSPO Internal Audit of PT Forestalestari Dwikarya issued by Sustainability Compliance – OSDV. Internal audit conducted on 11-15 September 2023.</p> <p>The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. Management review conducted on 22 September 2023, attended by RC, PC, EM, FM and all key personals. Minutes of meeting available covers internal audit result, stakeholder</p>	Complied

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		<p>feedback, process performance and product conformity, status of preventive and corrective action, follow up from previous management review, change that could affect management system, and recommendation for improvement.</p> <p>The company has also audit system to check operational performance, which is VPA, VPM, Regional Controller (RC) visit and Production Controller (PC) visit. Visit report contains visit result and action plan to follow up. Available field visit report conducted by Regional Controller (RC), Estate Manager, Field Assistant dated 4 March 2024. Issue raised are about un-cut fruit and working hour discipline of spraying operators; Action plan have been established and implemented by Field Assistant, closed on 6 March 2024.</p> <p>Available visit report of Deputy CEO that conducted on 16 and 18 April 2024. Issues raised are about the condition of grading floor; oil in condensate chamber floor; rail track tippler plate; safety chain cover main polishing drum. Action plan have been established and implemented by related personals, under responsibility of Mill Manager.</p>	
<b>Criteria 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p><b>(C)</b> SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>Environmental Document</p> <p>Initial document 1999</p> <ul style="list-style-type: none"> <li>- "Analisis Dampak Lingkungan (AMDAL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Forestalestari Dwikarya, Kecamatan Membalong dan Tanjung Pandan, Kabupaten Dati II Belitung, Propinsi Dati I Sumatera Selatan, Luas Pencadangan Area 18,500 Ha, Luas Areal Efektif 15,000 Ha, Kapasitas Unit Pengolahan 60 ton TBS/jam" dated August 1999. Approved as per "Disetujui Sekretariat/Ketua Komisi AMDAL Pusat Kehutanan dan Perkebunan No.1762/Menhutbun.II/99 dated 14 October 1999.</li> </ul> <p>Changes in 2006 and 2007</p> <ul style="list-style-type: none"> <li>- Document "Kerangka Acuan Revisi Analisis Dampak Lingkungan (KA-Revisi AMDAL) Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Forestalestari</li> </ul>	Complied



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		<p>Dwikarya di Kabupaten Belitung, Propinsi Kepulauan Bangka Belitung, Luas HGU 11,337.582 Ha, Kapasitas pabrik 60 ton TBS/jam” prepared September 2006.</p> <ul style="list-style-type: none"> <li>- Approval on the environmental document above as per “Keputusan Kepala Badan Pengendalian Dampak Lingkungan Daerah Provinsi Kepulauan Bangka dan Belitung No.1884/73/Bapedalda/2007 tentang Kesepakatan Kerangka Acuan Revisi Analisis Dampak Lingkungan Hidup (KA-Revisi ANDAL) Usaha dan/atau Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Forestalestari Dwikarya di Kecamatan Membalong, Badau, Tanjung Pandan, Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung”, dated 21 February 2007.</li> <li>- Document “Laporan Utama Revisi Analisis Dampak Lingkungan Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Forestalestari Dwikarya di Kabupaten Belitung, Propinsi Kepulauan Bangka Belitung, Luas HGU 11,337.582 Ha, Kapasitas pabrik 60 ton TBS/jam” prepared March 2007.</li> <li>- Approval on the environmental document above as per “Keputusan Gubernur Kepulauan Bangka Belitung No.188.44/450.C/BAPEDALDA/2007 tentang Penetapan Kelayakan Lingkungan Hidup Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Forestalestari Dwikarya di Kecamatan Membalong, Badau, Tanjung Pandan, Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung”, dated 28 September 2007.</li> </ul> <p>Changes in 2016</p> <ul style="list-style-type: none"> <li>- “Keputusan Kepala Badan Pelayanan Perizinan Terpadu dan Penanaman Modal Provinsi Kepulauan Bangka Belitung No.503/21.A/LH/BP2TPM/2016 tentang Pemberian Izin Lingkungan Perubahan Usaha dan/atau Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit di Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung oleh PT. Forestalestari Dwikarya” dated 26 February 2016.</li> <li>- The environmental management and monitoring plan established in matrix as per “Lampiran Keputusan Kepala BP2TPM Provinsi Kepulauan Bangka Belitung No.503/21.A/LH/BP2TPM/2016” dated 26 February 2016 “Perubahan Pengelolaan Lingkungan Hidup dan Pemantauan Lingkungan Hidup Perubahan Usaha dan/atau Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit di</li> </ul>	
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		<p>Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung oleh PT. Forestalestari Dwikarya.</p> <p>Social impact assessment carried out in “Laporan Studi Identifikasi Dampak Sosial Perkebunan dan Pabrik Kelapa Sawit PT. Forestalestari Dwikarya (Tanjung Kembiri Mill, Tanjung Kembiri Estate, Tanjung Rusa Estate, Tanjung Rusa Plasma, Belitung Bulking) – 2012” dated 2012. The Social Impact Assessment carried out by CSR Department -PT SMART Tbk in August 2012. The SIA covering Kembiri village, Simpang Rusa village, Membalong village, Perpat village, Lassar village under Membalong District and Cerucuk village, Pegantungan village under Badau District.</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>The environmental management and monitoring plan established in matrix as per “Lampiran Keputusan Kepala BP2TPM Provinsi Kepulauan Bangka Belitung No.503/21.A/LH/BP2TPM/2016” dated 26 February 2016 “Perubahan Pengelolaan Lingkungan Hidup dan Pemantauan Lingkungan Hidup Perubahan Usaha dan/atau Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit di Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung oleh PT. Forestalestari Dwikarya</p> <p>Management plan</p> <table><tr><th>Potential social and environmental impact</th><th>Management plan</th><th>Frequency</th></tr><tr><td>Soil quality decrease Impact from: land application, oil palm upkeep</td><td><ul style="list-style-type: none"><li>- Land fertilized using recommendation</li><li>- Land with slope above 8% is conserved</li><li>- Determining land application location as per regulation</li><li>- Analyzing the soil quality as per Keputusan Menteri Lingkungan Hidup No.28/29 year 2003</li></ul></td><td>Continuously during operation</td></tr><tr><td>Water quality decrease Impact from: oil palm upkeep, FFB processing, production machine activities, POME effluent</td><td><ul style="list-style-type: none"><li>- Applying POME as land application into oil palm plantation</li><li>- Managing the river buffer zone by doing manual upkeep</li><li>- Selecting land application location with water level &gt; 2 meters (deeper than 2 meters)</li><li>- Constructing monitoring well in oil palm plantation</li></ul></td><td>Continuously during operation</td></tr></table>	Potential social and environmental impact	Management plan	Frequency	Soil quality decrease Impact from: land application, oil palm upkeep	<ul style="list-style-type: none"><li>- Land fertilized using recommendation</li><li>- Land with slope above 8% is conserved</li><li>- Determining land application location as per regulation</li><li>- Analyzing the soil quality as per Keputusan Menteri Lingkungan Hidup No.28/29 year 2003</li></ul>	Continuously during operation	Water quality decrease Impact from: oil palm upkeep, FFB processing, production machine activities, POME effluent	<ul style="list-style-type: none"><li>- Applying POME as land application into oil palm plantation</li><li>- Managing the river buffer zone by doing manual upkeep</li><li>- Selecting land application location with water level &gt; 2 meters (deeper than 2 meters)</li><li>- Constructing monitoring well in oil palm plantation</li></ul>	Continuously during operation	Complied
Potential social and environmental impact	Management plan	Frequency										
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Water quality decrease Impact from: oil palm upkeep, FFB processing, production machine activities, POME effluent	<ul style="list-style-type: none"><li>- Applying POME as land application into oil palm plantation</li><li>- Managing the river buffer zone by doing manual upkeep</li><li>- Selecting land application location with water level &gt; 2 meters (deeper than 2 meters)</li><li>- Constructing monitoring well in oil palm plantation</li></ul>	Continuously during operation										

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		Biological component decrease Impact from: detriment impact from water quality decrease	- Managing river buffer zone to maintain buffer zone quality	Continuously during operation	
		Air quality Impact from: plantation transportation, operational of POM emitting smoke	- Analyze the air quality regularly - Conduct maintenance for machinery with air pollution potential - Speed limit 15 km/hour for transport - Complement emission source with dust collector - Implement road hardening - Planting trees in mill area - Provision of PPE for workers	Continuously during operation	
		Hazardous waste Impact from: from mill and estate operational	- Constructing temporary hazardous waste storage - Segregating hazardous waste based on symbol and label - Recording the hazardous waste by volume and type - Sending hazardous waste to licensed transporter - Prepare the transportation manifest for each hazardous waste delivery	Continuously during operation	
		Social-economic-cultural Impact from: estate operation; POM operation;	- To provide socialization for surrounding communities - Prioritizing local workforce - Providing religious facility, education facility, teacher, health and medical facility, sport facility that can be utilized by surrounding community.	Continuously during operation	
		Community health Impact from: estate operation; POM operation;	- To provide socialization on health and medical for workers - Periodic medical check up for worker and community	Continuously during operation	
		Land fire Impact from: estate operation; land clearing by surrounding community	- Inventory of high risk area or area prone land/forest fire - Train and maintain Emergency response team - Maintain infrastructure and facilities for fire-fighting - Routine fire patrol - Training and providing socialization on land forest fire to surrounding community - Stop land clearing using fire	Continuously during operation	

		The proposed social and environmental monitoring plan covered in the document comprise of:			
		Potential social and environmental impact	Monitoring plan	Frequency	
		Air quality decrease Impact from: POM operation, FFB transport	<ul style="list-style-type: none"> <li>- Monitoring ambient air quality and air emission quality. Sampling using HVAS</li> <li>- Measurement result compared to threshold</li> </ul>	<ul style="list-style-type: none"> <li>- Ambient air 6 monthly</li> <li>- Boiler emission 6 monthly</li> <li>- Genset emission once per annum</li> </ul>	
		Noise Impact from: mill machinery; FFB transport	<ul style="list-style-type: none"> <li>- Measurement using sound meter level</li> <li>- Measurement result compared to threshold</li> </ul>	<ul style="list-style-type: none"> <li>- Noise measurement once per annum</li> </ul>	
		Water quality Impact from: POM's mill effluent, plantation upkeep and operation, land application process	<ul style="list-style-type: none"> <li>- Measurement of POME quality, surface water quality, ground water quality</li> <li>- Sampled water analyzed by accredited laboratory</li> <li>- Measurement result compared to threshold</li> </ul>	<ul style="list-style-type: none"> <li>- POME quality test every month</li> <li>- Surface water 6 monthly</li> <li>- Ground water 6 monthly</li> </ul>	
		Biological component decrease Impact from: detriment impact from water quality decrease	<ul style="list-style-type: none"> <li>- Measurement of POME quality, surface water quality, ground water quality</li> <li>- Sampled water analyzed by accredited laboratory</li> <li>- Measurement result compared to threshold</li> </ul>	<ul style="list-style-type: none"> <li>- Test once per annum</li> </ul>	
		Soil quality decrease Impact from: land application, oil palm upkeep	<ul style="list-style-type: none"> <li>- Analyzing the soil quality as per Keputusan Menteri Lingkungan Hidup No.28/29 year 2003</li> </ul>	Once per annum	
		Air quality	<ul style="list-style-type: none"> <li>- Monitor the air quality parameter including noise, dust, gas</li> </ul>	Every 6 months	
		Flora and fauna biodiversity	<ul style="list-style-type: none"> <li>- Fire risk</li> <li>- Type of vegetation</li> <li>- Biodiversity in the area (bird, mammals, reptile)</li> <li>- Presence of habitat</li> </ul>	Every 6 months	

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		Social-economic-cultural	<ul style="list-style-type: none"><li>- Parameter such as population density, chance for business, income increase, demographic, education,</li><li>- Monitor job vacancy</li><li>- Monitor community perception</li><li>- Cultural orientation</li></ul>	Every 6 months	
		Community health	<ul style="list-style-type: none"><li>- To monitor disease in community and workers: diarrhoea, skin problem, tooth health, etc.</li></ul>	Every 6 months	
<p>Social Impact Assessment – Laporan Review Dampak Sosial dan Perkebunan dan Pabtik Kelapa Sawit 2023 PT. Forestalestari Dwikarya (Tanjung Kembiri Estate, Tanjung Kembiri Mill, Tanjung Rusa Estate). Prepared by Social Assessment Department PT. SMART Tbk. Year 2023.</p> <p>Social donation: CSR Maras Taun dated 9 May 2022 worth Rp. 1,500,000 to Desa Perpat; CSR Maras Taun on 12 May 2022 worth Rp.10,00,000 to Desa Kembiri; CSR Maras Taun dated 25 February 2023 worth Rp.1,500,000 to Desa Kembiri; CSR Maras Taun dated 10 April 2023 worth Rp.1,500,000 to Desa Perpat; CSR Maras Taun dated 6 May 2023 worth Rp.10,000,000 to Desa Kembiri;</p> <p>In the SIA has covered the condition with community demonstration demanding 20% of company’s plantation or HGU hectarage for plasma/scheme smallholder allocation. This was accommodated through land tenure study and participatory mapping on 9-20 October 2023 and 30 October-10 November 2023.</p> <p>Another alternative for community whose land is not available, getting socialization from Dinas Ketahanan Pangan dan Pertanian, PUPR, and BPN about Fasilitas Pembangunan Kebun Masyarakat ro start Program Ekonomi Produktif. Socialization started in Lassar Village on 29 November 2023 and Cerucuk Village on 4 December 2023.</p> <p>The social management plan covered in the document comprise of:</p>					
		Potential social impact	Management plan	Frequency	
		Information on workforce or job vacancy	<ul style="list-style-type: none"><li>- Improving communication intensity to village</li></ul>	<ul style="list-style-type: none"><li>- Once per annum</li></ul>	

		Impact from: information not transparent, local workforce absorbent is minimum	- Information on job vacancy to village authority	
		Social unrest related to social donation Impact from: response to donation proposal is timely, CSR has not communicated to community	- Improving communication on SOP for donation approval process - Social mapping to surrounding villages - Involving surrounding villages in activities	- Once per annum
		Not comply with administration to village authority Impact from: Villagers have not report the data on civil	- Provide guidance to worker's lives in worker compound to report to village authority	- Once per annum
		Worker housing facility is not attended by management Impact from: clean water provision, household waste not disposed of	- Providing sedimentation tank to clean the water for worker housing - Monitoring the sedimentation tank - Prepare waste collection from worker housing to be disposed of into landfill	- Continuously
		Bad odor from POME pond Impact from: bad odor increase during rainy season	- Planting trees and lemon grass around POME pond to reduce the bad odor - Planting and maintain trees near Tanjung Kembiri POM	- Continuously
		The social monitoring plan covered in the document comprise of:		
Potential social impact		Monitoring plan	Frequency	
Information on workforce or job vacancy Impact from: information not transparent, local workforce absorbent is minimum	- Secondary data verification - Direct observation - Interview with community	- Once per annum		
Social unrest related to social donation	- Secondary data verification - Direct observation - Interview with community	- Once per annum		

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		Impact from: response to donation proposal is timely, CSR has not communicated to community			
		Not comply with administration to village authority Impact from: Villagers have not report the data on civil	- Interview with Cerucuk village authority	- Once per annum	
		Worker housing facility is not attended by management Impact from: clean water provision, household waste not disposed of	- Direct observation - Interview with community living in worker housing	- Once per annum	
		Bad odor from POME pond Impact from: bad odor increase during rainy season	- Direct observation - Interview with community living in worker housing	- Once per annum	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Meeting dated 8 September 2023 between the CSR Head Office team and representatives of villages around the company, with discussion of productive economic program plans. However, this activity also conveyed aspirations or things needed by the village community, for example:</p> <ul style="list-style-type: none"> <li>- Membalong Village, delivered of assistance for mosque infrastructure, toilets, farming, additional scheme smallholders.</li> <li>- Kembiri Village, delivered regarding additional employee recruitment, requests for school pick-up and drop-off buses, equalization of salaries for honorary teachers.</li> <li>- Perpat Village, delivered related to maintenance roads village, clean water assistance, buying and selling community FFB, forming cooperatives funded by the company, provision of free cooking oil and basic necessities.</li> </ul> <p>Social Impact Assessment resulted in management and monitoring plan was reviewed and updated with participation from Air Kundur village, Cerucuk village, Perpat village, Kembiri village, worker union/SPSI.</p> <ul style="list-style-type: none"> <li>- From Air Kundur village, the Positive impact is workforce acceptance by company, impact monitoring through frequency of job vacancy information to surrounding village. Monitoring result there are some employee from Air Kundur village. Negative impact recorded was bad perception on social</li> </ul>			Complied

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		<p>donation from company, impact monitoring through informing company's social donation mechanism &amp; coordinating social events formally and informally. Monitoring result the village rarely send proposal for donation request, but there was social event on cooking oil bazaar.</p> <ul style="list-style-type: none"> <li>- From Perpat village, the Positive impact is workforce acceptance by company, impact monitoring through frequency of job vacancy information to surrounding village. Monitoring result there are some employee from Perpat village. Negative impact recorded was bad perception on social donation from company, impact monitoring through informing company's social donation mechanism &amp; coordinating social events formally and informally. Monitoring result the village rarely send proposal for donation request, but there was social donation. Another negative impact monitoring was related to civil registration reporting to Perpat village carried out.</li> <li>- From Cerucuk village, the Positive impact is workforce acceptance by company, impact monitoring through frequency of job vacancy information to surrounding village. Monitoring result there are some employees from Cerucuk village. Negative impact recorded was bad perception on social donation from company, impact monitoring through informing company's social donation mechanism &amp; coordinating social events formally and informally. Monitoring result company has made donation in form construction material for masjid renovation.</li> <li>- From Simpang Rusa village, the Positive impact is workforce acceptance by company, impact monitoring through frequency of job vacancy information to surrounding village. Monitoring result there are some employees from Simpang Rusa village – although comments received company donation was not maximum.</li> <li>- From Kembiri village, the Positive impact is workforce acceptance by company, impact monitoring through frequency of job vacancy information to surrounding village. Monitoring result stated 10% employees from Kembiri village. Company contributed to improve community welfare through FFB partnership and local purchase, impact monitoring through increase in volume</li> </ul>	
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		<p>of FFB partnership and local purchase. Monitoring result company has FFB partnership and purchase goods and service from local business.</p> <ul style="list-style-type: none"> <li>- From Lassar village, the Negative impact recorded was bad perception on social donation from company resulted from focused CSR program. Impact monitoring through informing company's social donation mechanism &amp; coordinating social events formally and informally. Monitoring result the village appreciates donation from company.</li> </ul> <p>From SPSI/worker union, the Positive impacts are salary above minimum wage, housing-clean water-electricity-medicine facility from company, education, sports, religious facilities from company. Impact monitoring through facilities/amenities maintenance. Monitoring result there are some housing compounds has issue with water supply, but company has constructed new bore well for water source (11 March 2023).</p>	
<b>Criteria 3.5:</b> 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 unit of certification has established recruitment SOPs including Employment procedures for recruitment, selection, hiring, promotion, retirement, and termination. Example:</p> <ul style="list-style-type: none"> <li>• <u>Recruitment process</u> PT Forestalesatri Dwikarya has developed the procedure for recruitment as per SOP of Recruitment No. KHI-smart/001-00, dated 1<sup>st</sup> August 2017. According to procedure, recruitment processes are comprising announcement, selection, interview, compensation offering, medical test, selection decision and decree letter for employee admission.</li> <li>• <u>Promotion and Rotation process</u> - PT Forestalesatri Dwikarya has established the procedure for Promotion and Rotation process No. No: KHI-smart/010-00 dated 1<sup>st</sup> August 2024. According to procedure, to improve and develop the workers.</li> <li>• <u>Retirement or Termination</u> - PT Forestalesatri Dwikarya also has determined the age of termination as 55 years old; HR department will issue the decree letter of retirement for employee whose age 55 years old, and the employee will receive the benefit of retirement. Termination of employment can be caused by disciplinary action and some of the following: the employee</li> </ul>	Complied

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		<p>deceased, the employee does not achieve the standard performance set by the company, the termination of the work agreement, retirement, the existence of a court decision that has permanent legal force.</p> <p>The procedures for recruitment, selection, hiring, promotion, retirement, and termination are also documented in Collective Labor Agreement Period of 2023 – 2025. Collective Labor Agreement/PKB are signed by Union and company and witnessed by Government (Manpower agency). Some of the matters covered by the CLA include:</p> <ul style="list-style-type: none"> <li>• Recruitment, selection and hiring stipulated in article 6 and 7. "<i>Penerimaan pekerja</i>".</li> <li>• Promotion, Rotation stipulated in article 8.</li> <li>• Retirement and termination stipulated in article 40 - 43 "<i>Pemutusan Hubungan Kerja</i>"</li> </ul> <p>All procedure and Collective Labor Agreement (CLA) available in Indonesian Language and has been communicated to all workers. The CLA has been registered to Dinas Koperasi, Usaha Kecil, dan Menengah, Perdagangan dan Tenaga Kerja Kabupaten Belitung, Nomor KEP: 001/KUKMPTK.IV/PKB/2023 tentang Pendaftaran Pernjajian Kerja Bersama PT Forestalesatri Dwikarya, dated 11<sup>th</sup> June 2024.</p> <p>Based on interview with Labor Union and Gender Committee during RAV-2-year 2024, the procedure of recruitment, selection, promotion, and termination were regularly comminated to the worker of Labor Union/Gender Committee. All workers are treated equally in accordance with company regulation including rights of worker as well. The compliance in accordance with national laws has been evaluated by the organisation as described in criterion 2.1.</p>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>During RAV2-year 2024, the auditor team has verified the implementation of employment procedures, such as:</p>	Complied

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		<p><u>Recruitment</u> - The documentation of new worker appointment of 2024 has been observed by the auditor. Example: Employee name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM). Document verified:</p> <ul style="list-style-type: none"> <li>• Job Vacancy from KTU – Head of Administration month January 2024.</li> <li>• Job Application Letter, dated 18<sup>th</sup> January 2024, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM). ]</li> <li>• Curriculum Vitae, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>• Copy of National ID Card, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>• Assessment Record: Psychology test, interview (name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM), dated 16<sup>th</sup> January 2024.</li> <li>• Medical Check – Up Test, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM), dated 16<sup>th</sup> January 2024.</li> <li>• Contractual Agreement of Temporary Worker (PKWT) No. 005/TKMM/PKWT-SW/06/2024, dated 18<sup>th</sup> June 2024 (contract until 17 December 2024), name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>• Basic salary based on Minimum Wage in Bangka Belitung Province 2024.</li> <li>• The contract document has been registered to Dinas Koperasi, Usaha Kecil Menengah Perdagangan dan Tenaga Kerja Kabupaten Belitung, dated 18<sup>th</sup> June 2024 – reference number: 114/TKMM/06/2024.</li> </ul> <p><u>Termination</u> - The termination procedure has been implemented well. Sample seen, in year 2024, there were termination for some workers that has been conducted in accordance with CLA and legal regulation. For instance, has been shown the documentation of termination and calculation of financial compensation in accordance with regulation (long of work, basic salary, allowance, severance payment, rewards, annual leave). For instance, the final decision has been made based on Agreement of Termination (namely: Mr Sera'ie – workers in Tanjung Kembiri Estate, Division 1), observed documents as follows:</p>	
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		<ul style="list-style-type: none"> <li>• Agreement Document "Perjanjian Bersama" - Pension No. 003/EM-pd/V/2024 dated 20<sup>th</sup> May 2024, signed by worker (Mr Sera'ie), Estate Manager, Admin. Completed with Material Temple 10000. (Ka.SPSI)</li> <li>• <i>Perhitungan Uang PHK</i>/Termination Calculation for "Pension" on behalf Mr Sera'ie – workers in Tanjung Kembiri Estate, Division 1, join date 27 September 1997 and leave date on 20 April 2024, years of services 26 years 6 month. Total Bruto: **,932,125. The calculation has followed regulation PP 35/2021.</li> <li>• Payment receipt – dated 20<sup>th</sup> May 2024, (namely: Mr Sera'ie – workers in Tanjung Kembiri Estate, Division 1). Total payment: IDR **,923,125.</li> </ul>	
<b>Criteria 3.6:</b> An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p><b>(C)</b> All operational activities risks assessed to identify the H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>During RAV2-year 2024, PT Forestalesatri Dwikarya has established the occupational Health and Safety Policy dated 1 November 2013.</p> <p>The policy was socialized to employees and interested parties, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>The content of policy includes risk mitigation (Hazard Identification and Risk Assessment Control has been established for all workplace activities both in estates and mill), regulation compliance and continual improvement. The policy was displayed at strategic locations of estate and mill and communicated to employees including contractor workers; the records of socialization were also evident.</p> <p>PT Forestalesatri Dwikarya has also prepared the procedure to identify and prepare a risk assessment under SOP of Hazard identification and Risk Assessment No. SOP/SMART/HESS-EHSD/SADV/I/02. Then the OHS Officer will arrange the ISBPR that reviewed annually.</p>	Complied

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		<p>Several Procedure to mitigate the risk and hazard has been develop by company:</p> <ul style="list-style-type: none"> <li>• SOP/SMART/HESS-EHSD/SADV/I/002 Hazard identification and risk assessment.</li> <li>• SOP/SMART/UMUM/SADV/I/005 dated 1 July 2014 regarding Emergency response and preparedness.</li> <li>• SOP/SMART/HESS-EHSD/SADV/I/015 Safe work permit.</li> <li>• SOP/SMART/SMART/LH-19 Lock out tag out (LOTO).</li> <li>• SOP/SMART/HESS-EHSD/SADV/I/005 Work accident and illness handling.</li> <li>• SOP/SMART/HESS-EHSD/SADV/I/010 PPE Management.</li> <li>• SOP/SMART/HESS-EHSD/SADV/I/011 First aid.</li> </ul> <p>ISBPR (<i>Identifikasi Sumber Bahaya dan Penanggulangan Resiko</i>) or HIRARC for Estate and Mill have been observed – last updated on 14<sup>th</sup> January 2024.</p> <p>The hazard identification has covered all activities in the Estate and Mill, among other land clearing, manuring, harvesting, road maintenance, FFB transport, IPM activities, weighbridge, grading station, sterilizer station, pressing station, engine room, boiler, dispatch of CPO. All working risks have been identified and mitigated, such as by giving regular training, increasing supervision, PPE provision, and regular medical check-up.</p> <p>Based on field observation and interview with workers and Labor Union, the HIRAC has been implemented in the field such as by giving regular dissemination of OHS awareness and provision of appropriate PPE.</p> <p>PT Forestalesatri Dwikarya has also prepared the mitigation plans and procedures are documented and implemented in the OHS Annual Program for mill and estate as per "Program K3", dated 31<sup>st</sup> January 2024, where evidence and the records and monitoring form were maintained. Several programs intended to improve OHS performance among others:</p> <ul style="list-style-type: none"> <li>• OHS Meeting</li> <li>• Safety trainings,</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Safety inspection,</li> <li>• Safety parameters monitoring,</li> <li>• Medical Check-up</li> <li>• Handling of incidents,</li> <li>• Emergency simulation,</li> <li>• Fire-fighting tools monitoring,</li> <li>• Safety report,</li> <li>• Safety committee meeting,</li> <li>• OHS Internal audit,</li> </ul>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the OHS Program to address health and safety risks have been monitored for period year 2024, such as:</p> <ul style="list-style-type: none"> <li>• OHS Committee has registered to Manpower Agency as per "Keputusan Kepala Dinas Tenaga Kerja Provinsi Bangka Belitung, Nomor: 188.4/009/P2K3/DISNAKER/2024 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja pada Perusahaan PT Forestalesatri Dwikarya, dated Mei 2024.</li> <li>• OHS expert as OHS committee secretary has attended the training, the certificate document "Keputusan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia, register number: 8026/PK3/AJ/31/2021/P2 tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja, namely Mr Perdiansyah Siregar, dated December 2021 – valid until 3 years (31 December 2024)</li> <li>• Monthly OHS Committee meeting, to discuss and address current OHS issues. Last meeting on 28<sup>th</sup> June 2024 – location in Meeting Room Tanjung Kembiri Mill, the minute of meeting was prepared by Alvin Faizal (OHS Expert)</li> <li>• Report of OHS performance (three months basis) as per document of "Laporan Triwulan P2K3" period II – year 2024 (April – June), has been submitted to Dinas Tenaga Kerja Bangka Belitung (Manpower Agency). Received by Sinta Amelia – Dinas KUKM. Document number: 005/SMK3/FLD/TKME/VII/2024, dated 1<sup>st</sup> July 2024.</li> <li>• Record on emergency response drill, dated 9<sup>th</sup> February 2024 (location in Tanjung Kembiri Estate Division 05, Scenario: land fire) and on 18<sup>th</sup> May 2024 (location in Micing Area di Tanjung Kembiri Estate, scenario: handling</li> </ul>	Complied

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		<p>hazardous waste)</p> <ul style="list-style-type: none"> <li>• OHS inspection reported under document "Formulir Observasi vers.3.0) dated 19<sup>th</sup> June 2024, location in Division 5 – the inspection regarding the PPE usage. Reported OK.</li> <li>• Ohs Inspection in term of emergency facilities availability (monthly bases), example dated 4<sup>th</sup> July 2024 – location in Tanjung Kembiri POM. Facilities were checked: fire extinguisher, hydrant. Reported OK.</li> <li>• Training for first aider, dated 7<sup>th</sup> February 2024, location in Mess Tanjung Kembiri Estate that was attended by 34 workers. Facilitator is Company Doctor.</li> <li>• Report of general medical checkup for workers planned every 12 months. Last MCU was conducted on 20 February 2024 that was attended by 126 workers – in Tanjung Kembiri POM. The tested was carried out by Company Doctor.</li> <li>• Report of special medical checkup for workers on handling of pesticides /or chemicals and works in high-risk area (mill) planned every six months. Last MCU was conducted on: <ul style="list-style-type: none"> <li>■ Dated 30<sup>th</sup> May 2024, that was carried out by Dipa Medical Center (Pangkal Pinang), that was attended by 46 workers from Tanjung Kembiri Estate.</li> <li>■ Dated 22<sup>nd</sup> May 2024, that was carried out by Dipa Medical Center (Pangkal Pinang), that was attended by 50 workers from Tanjung Rusa Estate.</li> </ul> </li> <li>• Medical Assurance (BPJS Kesehatan) – Billing Statement month June 2024, amount IDR **3,242,050, number of employees: 730 workers, number of depend on is 689. Status: PAID dated 10<sup>th</sup> June 2024 – for Tanjung Kembiri Estate.</li> <li>• Workers Assurance (BPJS Ketenagakerjaan) payment period June 2024 based on Formulir 2 PU – BPJS Ketenagakerjaan, Code: 4000 007 8536 amount IDR: **8,911,141. Status: PAID – for Tanjung Rusa Estate.</li> <li>• Legal documents have been evaluated for OHS, updated in 2024. All heavy equipment and permit operator are available and still valid.</li> </ul>	
<b>Criteria 3.7:</b> All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders,	During RAV2-year 2024, PT Forestalesatri Dwikarya has shown the document of annual training program in each unit based on training need analysis matrix that	Complied

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	<p>and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&amp;C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>submitted by SPO Officer (refer to document F/SMART/UMUM/SADV/003/001). Those programs covered training for internal employee, contractors, governmental, women-specific need.</p> <p>Training program year 2024 – Program Training 2024 – such as:</p> <ul style="list-style-type: none"> <li>• Training on understating of OHS, risk and PPE - planned in April 2024</li> <li>• Training on handling pesticides and MSDS - planed in July 2024</li> <li>• Leaf sampling unit and soil sampling unit training – planned in February 2024</li> <li>• Firefighting training and simulation – planned in August 2024</li> <li>• First aid training – planned in March 2023</li> <li>• Spraying, IPM, fertilization training – planned in November 2024</li> <li>• HCV training - planned in March 2024</li> <li>• RSPO, SCCS, ISPO, ISCC and GHG training – planned in May 2024</li> <li>• First aid training</li> </ul> <p>Fire, chemical spill, earthquake and riot simulations – planned in May 2024</p>	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>PT Forestalesatri Dwikarya has demonstrated the record of training program implantation, such as:</p> <ul style="list-style-type: none"> <li>• Record on emergency response drill, dated 9<sup>th</sup> February 2024 (location in Tanjung Kembiri Estate Division 05, Scenario: land fire) and on 18<sup>th</sup> May 2024 (location in Micing Area di Tanjung Kembiri Estate, scenario: handling hazardous waste)</li> <li>• Training for first aider, dated 7<sup>th</sup> February 2024, location in Mess Tanjung Kembiri Estate that was attended by 34 workers. Facilitator is Company Doctor.</li> <li>• Socialization of company policies, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</li> <li>• Refreshment training regarding the RSPO (include SCC), dated 12<sup>th</sup> July 2024 – location in Tanjung Kembiri POM, that was attended by 10 workers.</li> <li>• Record on refreshment training for IPM dated 22<sup>nd</sup> January 2024, that was attended by 26 workers in Mess Tanjung Kembiri Estate</li> <li>• Refreshment training regarding HCV, dated 23 January 2024. That was</li> </ul>	Complied



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		<p>attended by 50 workers, dated 22 January 2024 that was attended by 54 workers and 20<sup>th</sup> January 2024 that was attended by 78 workers.</p> <ul style="list-style-type: none"> <li>• Training refreshment for harvester was carried out on 1<sup>st</sup> July 2024</li> </ul> <p>Training of LSU dated 23 February 2024, that was attended by 20 workers.</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>Appropriate training has been provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS), such as receiving station, weighing station, administration (record keeper). Training is specific and relevant to the task(s) performed. The latest training of RSPO Supply Chain Certification conducted on 19 July 2024 for employees and 22 April 2024 for supplier and contractors. Attendance list, training material and photograph are available.</p>	Complied
<p><b>Criteria 3.8:</b> Supply chain requirements for mills.</p> <p>Procedure note: all requirements are classified as <b>Critical Indicators</b>. 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&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Tanjung kembiri Palm Oil Mill is implementing RSPO Supply Chain Module Mass Balance. No change in the supply chain module since last assessment. This indicator is not Applicable.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Tanjung kembiri Palm Oil Mill physically receives and process FFB from certified and non-certified sources, therefore the applicable RSPO Supply Chain Module is CPO Mills: Mass Balance. Certified FFB are coming from company's owned estates, Tanjung Kembiri Estate and Tanjung Rusa Estate, whilst non-certified FFB are coming from sister company and third party suppliers.</p> <p>No change in the supply chain module since last assessment.</p>	Complied

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3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&amp;C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill is able to provide estimate volume of CPO and PK in a year period and it was recorded by the CB in Public Summary report and Certificate, consists estimate of FFB receiving from Tanjung Kembiri Estate, Tanjung Rusa Estate and Non-certified FFB from third party supplier, Extraction rates, Processing capacity, CPO &amp; PK production. The actual tonnage produced are recorded in each annual surveillance report. Below are the projected CPO and PK production by Tanjung Kembiri Palm Oil Mill based on FFB received:</p> <table><tr><th rowspan="2">Estate</th><th colspan="5">Year</th></tr><tr><th>2024</th><th>2025</th><th>2026</th><th>2027</th><th>2028</th></tr><tr><td colspan="6">FFB production (Tonnes)</td></tr><tr><td>Tanjung Kembiri</td><td>100,347</td><td>77,373</td><td>37,687</td><td>31,053</td><td>61,037</td></tr><tr><td>Tanjung Rusa</td><td>78,431</td><td>70,124</td><td>72,378</td><td>60,014</td><td>30,478</td></tr><tr><td>Scheme Smallholder</td><td>11,644</td><td>14,243</td><td>14,051</td><td>13,933</td><td>13,591</td></tr><tr><td>Independent supplier</td><td>7,500</td><td>7,875</td><td>8,269</td><td>8,682</td><td>9,116</td></tr><tr><td>Entrusted for processing</td><td>73,923</td><td>84,716</td><td>84,584</td><td>83,030</td><td>81,976</td></tr><tr><td>Total FFB</td><td>271,845</td><td>254,334</td><td>216,968</td><td>196,712</td><td>196,198</td></tr><tr><td colspan="6">Production (MT)</td></tr><tr><td>CPO</td><td>41,069</td><td>35,195</td><td>27,470</td><td>23,589</td><td>23,701</td></tr><tr><td>PK</td><td>11,381</td><td>9,753</td><td>7,612</td><td>6,537</td><td>6,568</td></tr></table>	Estate	Year					2024	2025	2026	2027	2028	FFB production (Tonnes)						Tanjung Kembiri	100,347	77,373	37,687	31,053	61,037	Tanjung Rusa	78,431	70,124	72,378	60,014	30,478	Scheme Smallholder	11,644	14,243	14,051	13,933	13,591	Independent supplier	7,500	7,875	8,269	8,682	9,116	Entrusted for processing	73,923	84,716	84,584	83,030	81,976	Total FFB	271,845	254,334	216,968	196,712	196,198	Production (MT)						CPO	41,069	35,195	27,470	23,589	23,701	PK	11,381	9,753	7,612	6,537	6,568	Complied
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3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill is a palm oil mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product, therefore the site has been registered in RSPO IT Platform with ID number RSPO_PO1000001383.</p>	Complied																																																																							
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill has written procedure and work instruction to ensure the implementation of all elements specified in these requirements, e.g:</p> <ul style="list-style-type: none"><li>- "SOP Supply Chain Produk Bersertifikat Model Mass Balance" – SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023. The procedure was available in the site office.</li><li>- Standard Operational Procedure of Palm Oil Process PT Forestalestari Dwikarya based on SOP/SMART/MCMD/I/TM-PKS/Rev.08., Standard Operational Procedure of Palm Oil Process in SMART Group including PT</li></ul>	Complied																																																																							

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	<ul style="list-style-type: none"> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>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.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</li> </ul>	<p>Forestalestari Dwikarya – Tanjung Kembiri POM, revision 8 issued by Head Office Jakarta dated 11 May 2023, which is included: Grading; Loading Ramp; Weighing Bridge; Sterilization Station; Threshing Station; Pressing Station; Clarification Station; Recycling CPO; Nut and Kernel; Engine Room; Boiler; Water Treatment; Final Effluent and Laboratories.</p> <ul style="list-style-type: none"> <li>- Work Instructions of Palm Oil Process.</li> </ul> <p>PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill is able to demonstrate complete and up-to-date records and report demonstrating compliance with the supply chain's general requirement and modular requirement, including training records. Sample seen: training record RSPO SCC dated 19 July 2024 and 22 April 2024 attended by personals involved in RSPO Supply Chain Certification implementation.</p> <p>As per SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023 and Organization Structure of Traceability management system, the responsible person in charge to the supply chain system is Mill Manager. During audit, the mill manager was able to demonstrate sufficient knowledge and understanding on RSPO supply chain implementation for palm oil mill. Mill manager also has appointed the PIC as Traceability Officer, namely Jeni Rohman (Kepala Tata Usaha).</p> <p>The SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023, Section 6.1. Receiving of Raw Material has include mechanism of receiving of certified and non-certified FFB. The mill uses supply chain Model Mass Balance, contamination are allowed.</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill; <ul style="list-style-type: none"> <li>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> </ul> </li> </ul>	<p>The unit of certification has established, maintained and implemented the documented procedures to conduct annual internal audit as per procedure SOP/SMART/UMUM/SADV/I/009. Internal audit conducted once a year. Internal audit conducted to determine whether the mill conforms to the requirements in the RSPO P&amp;C 2018 Indonesia National Interpretation 2020 and RSPO Market Communications and Claims Documents 2022; Effectively implements and maintains the standard requirements within organisation.</p>	Complied

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	<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>Latest internal audit conducted on 11-15 September 2023 as part of RSPO internal audit against RSPO P&amp;C Generic 2018, Indonesia National Interpretation 2020. Internal audit report was available, all issue raised during audit has been followed up by correction and corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities subject to annual management review. Latest management review conducted on 22 September 2023, attended by RC, PC, EM, FM and all key personals. Minutes of meeting available covers internal audit result, stakeholder feedback, process performance and product conformity, status of preventive and corrective action, follow up from previous management review, change that could affect management system, and recommendation for improvement.</p>	
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>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill has ensured that certified FFB received are RSPO certified based on the source of FFB. These certified FFB source are under PT Forestalestari Dwikarya. Based on interview with weighbridge clerk and FFB receiving station, Tanjung Kembiri Palm Oil Mill received certified and non-certified FFB. Based on Mill Daily Production Report dated 27 July 2024, certified FFB are coming from Tanjung Kembiri Estate and Tanjung Rusa Estate, whilst non-certified FFB coming from Tanjung Rusa Plasma; Tanjung Sawit Estate (PT Palmindo Biliton Berjaya); MMKA (Melantang Makmur Sejahtera); MMNA (Mitra Mandiri KKPA); LMTA (Lingkar Mitra KKPA); THRA (Tunas Harapan KKPA); GRMA (Gang Rumpun Jaya KKPA); MTSA (Mitra Sejahtera KKPA); MMAA (Mitra Makmur KKPA); SAPX (PT Sawit Alam Permai).</p> <p>The unit of certification has demonstrated SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023. Section 6.2 of the procedure indicates the Weighbridge Clerk has responsibility to check delivery note from FFB source and print "Receiving Slip" based on FFB Delivery Note, covering information e.g. FFB source name and block number, mill name, date of delivery, product description and quantity, RSPO certificate number, transporter identity and unique identification number. Chapter 6.6. (Three Monthly Calculation) of the procedure mentioned that CH will inform CB if there is projected overproduction of certified tonnage. During this</p>	Complied

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		<p>recertification assessment, Bukit Perak Mill was not over sold the CPO and PK production.</p> <p>Chapter 6.3 (Raw Material Checking) of the procedure explains control of incoming material (FFB), the non-conforming material can be rejected according to guidance of FFB grading (LAMP/SMART/MCMD/I/TM-PMKS/01).</p> <p>Records of purchasing goods in available:</p> <ul style="list-style-type: none"> <li>- Delivery of FFB from Field "SPB" No.2920/TBS/06/24/06/S053 dated 30 June 2024 from Tanjung Kembiri Estate, Division 06, Complex 96G19, Block K62 (182 bunches); K61 (222 bunches); total 404 bunches. Receiving slip/weighbridge ticket No. A023463-032736; from Tanjung Kembiri Estate; dated 30 June 2024; nett weight 7,250 kg; Transporter PT Satrindo Jaya Agropalma; driver Wardiono; clerk Ryska.</li> <li>- Delivery of FFB from Field "SPB" No.2921/TBS/06/24/06/M082 dated 30 June 2024 from Tanjung Rusa Estate, Division 06, Complex 97D31, Block C08 (216 bunches); total 216 bunches. Receiving slip/weighbridge ticket No. A023475-032746; from Tanjung Rusa Estate; dated 30 June 2024; nett weight 4,030 kg; Transporter PT Satrindo Jaya Agropalma; driver Suwandi; clerk Ryska.</li> </ul>	
3.8.8	<p><b>Sales and Goods Out</b></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"> <li>The name and address of the buyer;</li> <li>The name and address of the seller;</li> <li>The loading or shipment / delivery date;</li> <li>The date on which the documents were issued;</li> <li>RSPO certificate number;</li> </ol>	<p>The SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023 regulated that several information required by the standard have to be available in the sales and goods out document. Sales and goods out documents verified are as follows:</p> <p><b>CSPO:</b></p> <ul style="list-style-type: none"> <li>- Shipping Instruction No. 031/IP/2950/06/2024 based on Sales Contract No.DIC/2950/110624/0001 dated 11 June 2024; between Seller: PT Forestalestari Dwikarya (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia Menteng, Jakarta Pusat, DKI Jakarta 10350) and Buyer: PT Sumber Indah Perkasa (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat); for sales of 2,100,000 kg Crude Palm Oil RSPO MB; Certificate ID MUTU-RSPO/037.</li> <li>- Shipping Instruction No. 026/IP/2950/05/2024 based on Sales Contract No.DIC/2950/130524/0002 dated 13 May 2024; between Seller: PT Forestalestari Dwikarya (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH</li> </ul>	Complied

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	<p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>	<p>Thamrin No.51, Gondangdia Menteng, Jakarta Pusat, DKI Jakarta 10350) and Buyer: PT Sumber Indah Perkasa (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat); for sales of 770,000 kg Crude Palm Oil RSPO MB; Certificate ID MUTU-RSPO/037.</p> <ul style="list-style-type: none"> <li>- Bill of Lading No.040.APM-BLT/VI/24/BS2 dated 15 June 2024: Shipper PT Forestalestari Dwikarya; Consignee PT Sumber Indah Perkasa; Vessel BG. Bumi Sawit Dua / TB Kancil Mas Dua Voy.06A; Port of Loading Tanjung Batu, Belitung, Indonesia; Port of Discharge Tarahan, Lampung, Indonesia; Description of Goods Crude Palm Oil; Quantity 2,100,000 kg; RSPO certificate ID: MUTU-RSPO/037-24061012/RSPO MB.</li> <li>- Bill of Lading No.032.APM-BLT/V/24/BS2 dated 15 May 2024: Shipper PT Forestalestari Dwikarya; Consignee PT Sumber Indah Perkasa; Vessel BG. Bumi Sawit Dua / TB Kancil Mas Dua Voy.05A; Port of Loading Tanjung Batu, Belitung, Indonesia; Port of Discharge Tarahan, Lampung, Indonesia; Description of Goods Crude Palm Oil; Quantity 770,000 kg; RSPO certificate ID: MUTU-RSPO/037-24051011/RSPO MB.</li> </ul> <p><b>Note:</b> In Table 11, period of sales is May 2023 to April 2024, aligning with previous reports by PT Mutuagung Lestari. Whilst in 3.8.8 and 3.8.16 are sample of RSPO certified CPO sales in May and June 2024</p> <p><b>Detail Information available:</b></p> <ul style="list-style-type: none"> <li>- The name and address of the buyer: PT Sumber Indah Perkasa, address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat.</li> <li>- The name and address of the seller: PT Forestalestari Dwikarya, address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia Menteng, Jakarta Pusat, DKI Jakarta 10350.</li> <li>- The loading or shipment / delivery date: 15 June 2024 and 15 May 2024 based on Bill of Lading.</li> <li>- The date on which the documents were issued: Contract on 11 June 2024 and 15 May 2024.</li> </ul>	
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		<p>Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat); for sales of 430,000 kg Crude Sustainable Palm Kernel – RSPO MB. Certificate No. MUTU-RSPO/037.</p> <p><b>Detail Information available:</b></p> <ul style="list-style-type: none"> <li>- The name and address of the buyer: PT Sumber Indah Perkasa (address Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia, Menteng, Jakarta Pusat)</li> <li>- The name and address of the seller: PT Forestalestari Dwikarya (address Gedung Sinar Mas Land Plaza Menara 2 Lt.30, Jl. MH Thamrin No.51, Gondangdia Menteng, Jakarta Pusat, DKI Jakarta 10350).</li> <li>- The loading or shipment / delivery date: 24 January 2024, 25 March 2024 and 29 April 2024 based on Delivery Order.</li> <li>- The date on which the documents were issued: Sales Contract on 24 January 2024, 25 March 2024 and 29 April 2024.</li> <li>- A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): Palm Kernel (PK) RSPO certified Mass Balance.</li> <li>- The quantity of the products delivered: 670,000 kg, 550,000 kg and 430,000 kg based on Delivery Order.</li> <li>- Any related transport documentation: Delivery Order No.2950112020; No.2950112035 and No.2950112041.</li> <li>- Supply chain certificate number of the seller: MUTU-RSPO/037.</li> <li>- A unique identification number: Sales Contract No.DIC/2950/240124/0001; No.DIC/2950/250324/0001 and No.DIC/2950/290424/0001 (verified on all record).</li> </ul>	
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>Tanjung Kembiri Palm Oil Mill is not outsourcing its milling activities to any independent third parties. The mill only outsourcing transport activity of CPO and PK to contractors. The unit of certification ensures through contractual agreements that the contractors are complies to RSPO Supply Chain requirement. The mill has a bulking facility at Tanjung Batu, Belitung, which is still under control of PT Forestalestari Dwikarya. Audit team verified the bulking facility, and it was</p>	Complied



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	<p>ii) The mill shall ensure the following:</p> <ul style="list-style-type: none"> <li>a) The mill has legal ownership of all input material to be included in outsourced processes</li> <li>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.</li> <li>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</li> <li>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.</li> </ul>	<p>in good condition. Audit team also conduct interview to the Bulking Manager and staff. They are all aware about the RSPO supply chain requirements. Based on sales contract, deliveries of CPO and PK are using transport contractors that appointed, contracted and instructed by the unit of certification. During transport of certified CPO and PK, legal ownership is under PT Forestalestari Dwikarya.</p> <p>The unit of certification has an agreement covering the transport process with each contractor; therefore, the CB has access to the transport contractor or operation if an audit is deemed necessary.</p> <p>Contract available:</p> <ul style="list-style-type: none"> <li>a. "Surat Perjanjian Kerja" (Contract) No.030/PKS/BLI-SJA/IV/2022-CPO, valid until 31 Dec 2024, between PT Forestalestari Dwikarya and PT Satrindo Jaya Agropalma for CPO transport. PT Satrindo Jaya Agropalma issued a statement letter signed by Mr. Andhi K. Brata, dated 22 April 2024. The statement is that the contractor is willing to follow requirement of RSPO Supply chain, and willing to be audited by certification body if its deemed necessary.</li> <li>b. "Surat Perjanjian Kerja" (Contract) No.001/FLD/TKMM/01/2024-PK, valid until 31 Dec 2024, between PT Forestalestari Dwikarya and PT Lintas Transindo Nusantara for PK Transport. PT Lintas Transindo Nusantara issued a statement letter signed by Mr. Wawan Setiawan, dated 22 April 2024. The statement is that the contractor is willing to follow requirement of RSPO Supply chain, and willing to be audited by certification body if its deemed necessary.</li> </ul> <p>Tanjung Kembiri Palm Oil Mill has demonstrated SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023; procedure of CPO and PK delivery (PT.FLD-TKMM/SOP/07) and contractors statement letter. The documents stipulate the Contractor Control: POM ensures that related contractors in the product supply chain have followed applicable procedures and audited contractors by internal/external if necessary. Means of control by Tanjung Kembiri Palm Oil Mill: "Surat Ijin Masuk Kendaraan", "Berita Acara Penimbangan", "Surat Ijin Keluar". Sample: CPO truck No. BN 8281</p>	
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		WA from PT SJA; inspected to carry certified CPO from Tanjung Kembiri POM to Belitung Bulking Station at Tanjung Batu, dated 13 June 2024.										
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	<p>Tanjung Kembiri Palm Oil Mill has recorded the names and contact details of all contractors used for transport of certified CPO and PK, as follows:</p> <table><tr><th>Contractor</th><th>Contact Person</th><th>Address</th></tr><tr><td>PT Satrindo Jaya Agropalma</td><td>Mr. Andhi K Brata</td><td>Tanjung Pandan, Belitung</td></tr><tr><td>PT Lintas Transindo Nusantara</td><td>Mr. Wawan Setiawan</td><td>Jakarta Pusat</td></tr></table>	Contractor	Contact Person	Address	PT Satrindo Jaya Agropalma	Mr. Andhi K Brata	Tanjung Pandan, Belitung	PT Lintas Transindo Nusantara	Mr. Wawan Setiawan	Jakarta Pusat	Complied
Contractor	Contact Person	Address										
PT Satrindo Jaya Agropalma	Mr. Andhi K Brata	Tanjung Pandan, Belitung										
PT Lintas Transindo Nusantara	Mr. Wawan Setiawan	Jakarta Pusat										
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.	The unit of certification inform the audit team in case there is changes in the list of CPO and PK transporter through the RSPO P&C Pre Audit Information checklist.	Complied									
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p>	<p>Tanjung Kembiri Palm Oil Mill has implemented RSPO Supply Chain Certification Standard based on SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023). The procedure explains all aspects of supply chain and traceability scope in PT Forestalestari Dwikarya: consist of FFB receiving, weighing, FFB quality checking, processing in Palm Oil Mill, CPO and PK production and reporting; CPO and PK dispatch from Palm Oil Mill and receiving in storage tank for delivery; Shipping instruction and preparation; CPO and PK stock balancing post-shipping; document control.</p> <p>Tanjung Kembiri Palm Oil Mill maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>Daily Production report 30 December 2023: FFB processed month todate is 27,321.84 MT; CPO produced month todate is 5,603.47 MT; PK produced month todate is 1,706.56 MT; OER month todate is 20.51%; KER month todate is 6.25%; CPO dispatched month todate is 5,827.00 MT; PK dispatched month todate is 1.731.31 MT.</p>	Complied									

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	<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>The procedure of Supply Chain Section 7 (Documentation) stipulates storage and control of recording related to product sales, transportation until product delivery must be stored according to procedure of document and record control (SOP/SMART/UMUM/SADV/I/001) with minimum retention period of 10 years. Tanjung Kembiri Palm Oil Mill is able to record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <table><tr><th rowspan="2">Month</th><th colspan="3">CPO (MT)</th><th colspan="3">PK (MT)</th></tr><tr><th>Prod.</th><th>Delivery</th><th>Balance</th><th>Prod.</th><th>Delivery</th><th>Balance</th></tr><tr><td>Carry over</td><td></td><td></td><td>500</td><td></td><td></td><td>902</td></tr><tr><td>May 2023</td><td>4,425</td><td>4,636</td><td>289</td><td>1,221</td><td>1,600</td><td>523</td></tr><tr><td>Jun 2023</td><td>4,430</td><td>3,989</td><td>730</td><td>1,333</td><td>800</td><td>1,056</td></tr><tr><td>Jul 2023</td><td>2,387</td><td>1,916</td><td>1,201</td><td>749</td><td>1,450</td><td>355</td></tr><tr><td>Aug 2023</td><td>5,273</td><td>6,299</td><td>174</td><td>1,491</td><td>1,721</td><td>126</td></tr><tr><td>Sep 2023</td><td>3,762</td><td>3,718</td><td>218</td><td>1,167</td><td>829</td><td>463</td></tr><tr><td>Oct 2023</td><td>3,821</td><td>2,970</td><td>1,068</td><td>1,237</td><td>900</td><td>800</td></tr><tr><td>Nov 2023</td><td>3,865</td><td>3,876</td><td>1,058</td><td>1,287</td><td>1,520</td><td>567</td></tr><tr><td>Dec 2023</td><td>3,776</td><td>3,847</td><td>987</td><td>1,152</td><td>1,410</td><td>309</td></tr><tr><td>Jan 2024</td><td>3,575</td><td>4,202</td><td>360</td><td>1,005</td><td>700</td><td>614</td></tr><tr><td>Feb 2024</td><td>3,009</td><td>3,177</td><td>192</td><td>908</td><td>1,220</td><td>302</td></tr><tr><td>Mar 2024</td><td>2,766</td><td>2,816</td><td>142</td><td>871</td><td>1,097</td><td>77</td></tr><tr><td>Apr 2024</td><td>2,400</td><td>2,349</td><td>193</td><td>793</td><td>413</td><td>456</td></tr></table> <p>Based on review to mass balance record, the mill has never implementing sell short.</p>	Month	CPO (MT)			PK (MT)			Prod.	Delivery	Balance	Prod.	Delivery	Balance	Carry over			500			902	May 2023	4,425	4,636	289	1,221	1,600	523	Jun 2023	4,430	3,989	730	1,333	800	1,056	Jul 2023	2,387	1,916	1,201	749	1,450	355	Aug 2023	5,273	6,299	174	1,491	1,721	126	Sep 2023	3,762	3,718	218	1,167	829	463	Oct 2023	3,821	2,970	1,068	1,237	900	800	Nov 2023	3,865	3,876	1,058	1,287	1,520	567	Dec 2023	3,776	3,847	987	1,152	1,410	309	Jan 2024	3,575	4,202	360	1,005	700	614	Feb 2024	3,009	3,177	192	908	1,220	302	Mar 2024	2,766	2,816	142	871	1,097	77	Apr 2024	2,400	2,349	193	793	413	456	
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3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Extraction rate is applied to provide reliable estimation of CPO and PK produced. For year 2024, the estimated extraction rate from FFB into CPO is 20.75%, whilst from FFB to PK is 5.75%. Based on Daily Production Report dated 30 December 2023, actual extraction rate ratios from FFB into CPO is 20.51% (average 12 months), whilst from FFB to PK is 6.25% (average 12 months).</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>The actual Oil Extraction Rates (OER) and Kernel Extraction Rates (KER) are monitored on daily basis through sounding result and documented in Daily Production Report. Based on Daily Production Report dated 27 July 2024 for period January to July 2024, actual OER is 19.18% and KER is 6.42%.</p>	Complied																																																																																																								

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3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>Tanjung Kembiri Palm Oil Mill receive certified and non-certified FFB, therefore applicable supply chain model is Mass Balance (MB), contamination between certified and non-certified product is allowed. Tanjung Kembiri Palm Oil Mill have 2 storage tanks, with 2000 MT capacity of each.</p>	Complied
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill is a palm oil mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product (FFB, CSPO and CSPK), therefore the site has been registered in RSPO IT Platform with ID number RSPO_PO1000001383.</p> <p>As a Palm Oil Mill which takes legal ownership and physically handled RSPO certified sustainable oil palm product, Tanjung Kembiri Palm Oil Mill has made Shipping Announcement for certified CPO and PK sold.</p> <p>For example:</p> <p>a. Shipping Announcement, with transaction ID No.TR-9d86b12f-c071 for 2,100 MT CSPO MB; from PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill (RSPO_PO1000001381) as Seller to PT Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 21-06-2024; Contract DIC/2950/110624/0001; Confirmation date 21-06-2024.</p> <p>b. Shipping Announcement, with transaction ID No.TR-7b98032a-a091 for 770 MT CSPO MB; from PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill (RSPO_PO1000001381) as Seller to PT Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 15-05-2024; Contract DIC/2950/130524/0002; Confirmation date 10-06-2024.</p> <p>c. Shipping Announcement, with transaction ID No.TR-521bff1f-e27f for 430 MT CSPK MB; from PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill (RSPO_PO1000001381) as Seller to PT Sumber Indah Perkasa (RSPO_PO1000006557) as Buyer. Shipping date 03-05-2024; Contract DIC/2950/290424/0001; Confirmation date 15-05-2024.</p> <p>d. Shipping Announcement, with transaction ID No.TR-d806293d-c130 for 550 MT CSPK MB; from PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill (RSPO_PO1000001381) as Seller to PT Sumber Indah Perkasa</p>	Complied

		<p>(RSPO_PO1000006557) as Buyer. Shipping date 08-03-2024; Contract DIC/2950/160224/0001; Confirmation date 08-04-2024.</p> <p>e. Shipping Announcement, with transaction ID No.TR-7a8a707e-6183 for 670 MT CSPK MB; from PT Forestalestari Dwikarya – Tanjung Kembiri Palm Oil Mill (RSPO_PO1000001381) as Seller to PT Sumber Indah Perkasa (RSPO_PO1000006557) as Buyer. Shipping date 10-02-2024; Contract DIC/2950/240124/0001; Confirmation date 21-02-2024.</p> <p>During this assessment period, Tanjung Kembiri Palm Oil Mill sold several volumes of certified CPO as another certification scheme. Therefore, Tanjung Kembiri Palm Oil Mill performed "Remove" in the RSPO IT Platform as well as for CSPO withdrawn from transport deduction. Total CSPO volume removed in PalmTrace is 43,796 MT. Below are examples of remove in PalmTrace due to CSPO sold as ISCC:</p> <p>a. Transaction ID: ST-TR-196682f2-c18a; dated 02-04-2024; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 1,686.14 MT; Reason: Sold as ISCC.</p> <p>b. Transaction ID: ST-TR-1b8d0044-dd61; dated 13-03-2024; Product CSPO; Stock Transaction Type: Remove from certified stock; Transaction volume: 1,154.98 MT; Reason: Sold as ISCC.</p>	
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>The procedure for claims is stated in SOP of Supply Chain for Certified Product Model Mass Balance (PT.FLD-TKMM/SOP/RANTAI PASOK-MB/23 Revision 9 dated 6 Feb 2023. The mill only makes claims on RSPO Certified product in compliance with RSPO Rules on Market Communications and Claims. Statement of RSPO certified Mass Balance is only stated in sales documents of RSPO certified product.</p>	Complied
<b>General corporate communications</b>			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.</p>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri POM did not conduct corporate communication. Corporate communications are conducted by Golden Agri-Resources (GAR) as RSPO member with membership No. 1-0096-11-000-00, member since 30 January 2005 on website: <a href="https://goldenagri.com.sg">https://goldenagri.com.sg</a>.</p>	Complied

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4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member's history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership	In corporate communication, GAR has display its RSPO membership status, display a link to the RSPO web address, stated that GAR support the work of the RSPO and stated GAR's history with regard to the RSPO. GAR did not use RSPO trademark in the website.	Complied
4.3	Members are <b>not allowed</b> to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	In corporate communications, GAR does not use the RSPO corporate logo.	Complied
4.4	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 palm oil products.	In corporate communications, GAR does 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	Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include: <ul style="list-style-type: none"> <li>• "We have been sourcing RSPO certified palm oil since (YEAR)."</li> <li>• "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year."</li> <li>• "We have been RSPO certified since (YEAR)."</li> <li>• "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil."</li> <li>• "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified."</li> </ul>	On the website, GAR stated that "The Roundtable on Sustainable Palm Oil's (RSPO) objective is to promote the growth and use of sustainable oil palm products through credible global standards and multistakeholder governance. To date, the following assets have received RSPO certification: 284,656.98 Hectares of planted area (including 47,539 hectares of plasma planted area), 37 Mills, 9 Kernel Crushing Plants, 6 Refineries, 7 Bulking stations, and 1 Oleochemical plant".	Complied

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	<ul style="list-style-type: none"> <li>• “Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits.”</li> <li>• “We are RSPO certified. Ask us for our RSPO certified products.”</li> </ul>		
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. “The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR).”</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: “This reported figure is not audited through RSPO Certification”.</p>	Golden Agri-Resources (GAR) is an RSPO member with membership No. 1-0096-11-000-00, member since 30 January 2005. Therefore, this indicator is not applicable.	Not Applicable
<b>Product-specific communications</b>			
<b>5.1 General</b>			
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	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not display product-specific communications both on-pack or off-pack to any public statement about an individual product that contains RSPO sustainable palm oil.	Complied



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	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.		
5.1.2	Product-specific communications are voluntary.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not display product-specific communications both on-pack or off-pack to any public statement about an individual product that contains RSPO sustainable palm oil.	Complied
5.1.3	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.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not display product-specific communications such as RSPO label.	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.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not use any 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"> <li>• RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field.</li> <li>• Both parties shall inform their certification body in writing about the agreement.</li> <li>• 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.</li> </ul>	<p>PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&amp;C certification.</p> <p>Not applicable.</p>	Not Applicable



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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 this document and that the claim itself can be supported through a certified supply chain	PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification. Not applicable.	Not Applicable
<b>5.2 Off pack claims</b>			
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.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make off-pack claims in their shipping documents, websites, emails, annual report.	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.	Yes, PT Forestalestari Dwikarya – Tanjung Kembiri POM stating the supply chain model and certificate number in their sales documents such as contract, delivery order, weighbridge ticket.	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:	PT Forestalestari Dwikarya – Tanjung Kembiri POM is not a distributor or wholesaler.	Not Applicable

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	<ul style="list-style-type: none"> <li>• 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.</li> <li>• If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2.</li> </ul>		
<b>5.3 On pack claims</b>			
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.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	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"> <li>• RSPO IP/SG CERTIFIED*</li> <li>• Contains RSPO IP/SG palm oil*</li> </ul>	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied

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	<ul style="list-style-type: none"> <li>Contains RSPO certified palm oil (IP/SG)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>		
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> <li>RSPO MIXED*</li> <li>Contributes to the production of RSPO certified palm oil*</li> <li>Contains RSPO certified palm oil (MB)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> <li>RSPO 50% MIXED*</li> <li>Contains at least 50% RSPO certified palm oil*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied
	<p>D) For Products covered with Book and Claim (B&amp;C):</p> <ul style="list-style-type: none"> <li>RSPO CREDITS*</li> <li>Supports the production of RSPO certified palm oil*</li> <li>Contains palm oil covered by the purchase of RSPO Credits*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	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.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied

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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.	No, PT Forestalestari Dwikarya – Tanjung Kembiri POM did not make on-pack claims in their product. Furthermore, PT Forestalestari Dwikarya – Tanjung Kembiri POM is entering RSPO P&C certification.	Complied
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Mass Balance palm oil content</b>			
	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
<b>Messaging</b>			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> <li>[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.</li> </ul> <p>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>	There is no messaging/label/trademark/label used. Therefore, this indicator is not applicable.	Not Applicable
<b>Product-Specific Communications Labelling</b>			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> <li>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</li> </ul>	There is no messaging/label/trademark/label used. Therefore, this indicator is not applicable.	Not Applicable

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	<p>material; some or all of it may reside in a product that does not carry a claim.</p> <ul style="list-style-type: none"> <li>The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil".</li> </ul>		
<b>Principle 4: Respect community and human rights and deliver benefit</b> Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
<b>Criteria 4.1:</b> The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>Human right policy which has been stipulated by company in the Business Ethic (<i>Etika Bisnis dan Hak Asasi Manusia Sinarmas Agri Business and Food</i>) dated June 2021. The policy relating to human rights, there are 11 statements related to the human right. In addition, it's also stated in the company's Social and Environment Policy validated on October 1, 2022, by Head of Upstream, CEO and Managing Director of Sustainability &amp; Strategic Stakeholder Engagement.</p> <p>Particularly related to Human Right Defender (HRD) is describe clearly on point 9, stating that respect and protect the rights of whistleblowers and human rights defenders.</p> <p>This policy has been disseminated to workers of Tanjung Kembiri Estate and Tanjung Rusa Estate from 19 to 27 February 2024, Tanjung Kembiri POM on 13, 20 and 25 April 2024, for contractor (CV Cipta Nusantara Sejahtera) dissemination was carried out on 26 January 2024.</p> <p>According to interview with sample of workers during audit, it is declared that policy disseminated during muster morning. For stakeholders, dissemination of the policy through email and notice board at village office.</p> <p><i>Formulir Pencatatan Penanganan Pengaduan dan Konflik</i> (F/SMART/SUST/IV/003/001, Rev. 3) with Registration Number G-TKME/E/2023/07/05/0032 dated 4 July 2023 regarding Community Claims from Kembiri Village, Simpang Rusa Village, Prepat Village, Lassar Village, Cerucuk Village, Membalong Village, and Perawas Village for 20% plasma development from within the company's HGU.</p>	Complied

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		<p>Letter dated 15 July 2023 from the Field Coordinator (representative of the village demanding plasma development) addressed to PT FLD management regarding notification of mass gathering for an oration at PT FLD will conduct on 20 July 2023.</p> <p>In July 2023, there were closure of access roads PT FLD and demonstrations from the community to PT FLD regarding claim plasma, and on August 2023 which resulted in the abuse (of employees), destruction and burning of asset of PT FLD (offices, warehouse and vehicles belonging to the company). The company has reported the incident to the Police, according to the police report letter No. STBL-B66/VIII/2023/BABEL/RES BELITUNG dated 16 August 2023, is not a retaliatory action, but is a valid legal process. After carrying out investigations, the police suspected that 11 people were involved in the incident. At the verdict hearing on 18 January 2024, it was stated that 10 defendants were given lighter sentences than the Belitung District Public Prosecutor's demands, and 1 other defendant was given an acquittal.</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 interviews with previous landowners, it is known that the company does not use violence and coercion during the land compensation process or repressive security systems in its operational areas. There is no active military use for security activities.</p> <p>Apart from that, it is related to the incident in August 2023 (the abuse (of employees), destruction and burning of assets of PT FLD (offices, warehouse and vehicles belonging to the company) due to provocation during a demonstration of community claim regarding the development of 20% plasma in HGU Company. The company has made a report to the police (letter No. STBL-B66/VIII/2023/BABEL/RES BELITUNG dated 16 August 2023) is not a retaliatory action but is a valid legal process.</p>	Complied
<b>Criteria 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			

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4.2.1	<p><b>(C)</b> 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 established procedure “<i>SOP Penanganan Pengaduan dan Konflik</i>” (SOP/SMART/SUST/IV/003 last revision on 8 March 2022).</p> <ul style="list-style-type: none"> <li>• The purpose of the SOP is to ensure that complaints and conflicts originating from within (internal) and from outside the company (external) can be resolved effectively and efficiently by taking into the principles and criteria of sustainable oil palm plantations.</li> <li>• The scope of this procedure includes recording of complaints and conflicts, rating, communication, planning, handling, monitoring and reporting of the handling of complaints and conflicts originating from internal and external parties of the company. This procedure also includes handling reports of sexual harassment and acts of violence that occur within the company's operational permits.</li> <li>• In summary, the procedure or mechanism for handling complaints and conflicts is as follows: recording of complaints and conflicts, rating (low, medium, high based on criteria set by the company, for example number of people affected, organizational level, handling level, involvement of external parties), handling plans, approval of handling plans, handling and reports, handling documentation.</li> </ul> <p>Other than that, unit of certification also has the mechanism to allow stakeholders reports their concern, fraud, violation or any form of error through the short message, whatsapp or voice note, email, PO Box and mail address.  Email: <a href="mailto:TellUs@sinarmas-agri.com">TellUs@sinarmas-agri.com</a>  Short message, whatsapp or voice note: 088-1111-8000  PO Box: 2220 Mail address: JKP 10222 Jakarta - Indonesia  This mechanism has been posted in mill and estate office.  Based on the interviews with harvesters, mill operators and the surrounding communities, they had a good understanding of the communication procedures and personnel who served as communicators between the company and the community so that illiterate people can be informed by the related communicators</p>	Complied
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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>To ensure the procedure understood by affected stakeholders, company has conducted annual dissemination of the procedure.</p> <p>The procedure has been dissemination to relevant stakeholders on 01 – 02 November 2023. The record of dissemination informs that the activities attended by surrounding community's representative (Cerucuk Village, Air Kundur Hamlet, Kembiri Village, Koperasi Sawit Sejahtera Bersama, Lassar Village, Prepat Village, Simpang Rusa Village, Membalong Village, Ilir Hamlet Petikan Village). And disseminated to workers of Tanjung Kembiri Estate and Tanjung Rusa Estate from 19 to 27 February 2024, Tanjung Kembiri POM on 13, 20 and 25 April 2024, for contractor (CV Cipta Nusantara Sejahtera) dissemination was carried out on 26 January 2024.</p>	Complied
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>The company established procedure "<i>SOP Penanganan Pengaduan dan Konflik</i>" (SOP/SMART/SUST/IV/003 last revision on 8 March 2022). On that procedure, the resolution prioritizes deliberation and other options to include third parties as mediators and other legal consultants.</p> <p><i>Formulir Pencatatan Penanganan Pengaduan dan Konflik</i> (F/SMART/SUST/IV/003/001, Rev. 3) with Registration Number G-TKME/E/2023/07/05/0032 dated 4 July 2023 regarding Community Claims from Kembiri Village, Simpang Rusa Village, Prepat Village, Lassar Village, Cerucuk Village, Membalong Village, and Perawas Village for 20% plasma development from within the company's HGU.</p> <p><i>Formulir Rencana Penanganan Pengaduan dan Konflik</i> (F/SMART/SUST/IV/003/002, Rev. 3) dated 4 July 2023, with the results of the discussion of the handling plan:</p> <ul style="list-style-type: none"> <li>• Facilitate the development of community plantation (plasma), which are carried out on community land and outside the Company's HGU land.</li> <li>• Carrying out productive economic activities with villages around the company.</li> </ul> <p><i>Formulir Laporan Pengaduan dan Konflik</i> (F/SMART/SUST/IV/003/003, Rev. 3) dated 4 July 2023, handling results:</p>	Complied



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		<ul style="list-style-type: none"> <li>Progress of Facilitation of Community Plantation (plasma) Development, ongoing status.</li> <li>Efforts to implement productive economic activities with affected villages, ongoing status.</li> </ul> <p><i>Formulir Rekapitulasi Penanganan Pengaduan dan Konflik</i> (F/SMART/SUST/IV/003/004, Rev. 3) period January to June 2024, complaint registration number G-TKME/E/2023/07/05/0032 dated 4 July 2023, with handling status:</p> <ul style="list-style-type: none"> <li>Long-term program to facilitate community plantation (plasma) development Phase I and Phase II.</li> <li>Productive economic programs have been realized for farming and chili cultivation in Air Batu Hamlet, Lassar Village and hydroponic cultivation in Ujung Gersik Hamlet, Membalong Village.</li> </ul> <p>Based on interview with Dinas Ketahanan Pangan dan Pertanian of Belitung Regency, stated the issue of community claim for development 20% plasma plantation in the HGU, a meeting has been held between the regional government, the department, the village, and the company to discuss this issue. The company continues to consult with related agencies as an effort to resolve this issue, namely the company's plan to facilitate the development of plasma partnership plantations, with land that comes from the community (not areas within the company's HGU). Apart from that, productive economic activities are also carried out for the surrounding village community.</p>	
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>The company established procedure “<i>SOP Penanganan Pengaduan dan Konflik</i>” (SOP/SMART/SUST/IV/003 last revision on 8 March 2022). The procedure had mechanism related to option of access to independent legal and technical advice. If no deal achieved, every party might deliver the case to the lawsuits or RSPO complaint panel.</p>	Complied

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Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local community are demonstrated. - Minor compliance -	<p>The company had procedures for Corporate Social Responsibility (SOP/SMART/CDES-CSR/SADV/1/001 dated 01 July 2014 which describes of program identification, the process of submitting an assessment, the implementation of work programs, monitoring and evaluation as well as controlling the Corporate Social Responsibility program documents. SOP also explain the duties and responsibilities of staff and management related to the implementation of corporate social and environmental responsibility.</p> <p>CSR Program Strategic Plan for the period 2023 – 2027 PT Forestalestari Dwikarya, with 7 villages covered, namely Kembiri Village, Simpang Rusa Village, Perawas Village, Perpat Village, Lassar Village, Cerucuk Village, and Membalong Village. A long-term plan (five years) that is comprehensive, provides a formulation of where the Company's CSR will be aimed, and how resources will be allocated to achieve goals over a certain period of time in various possible social and environmental conditions.</p> <p>PT FLD's CSR programs include:</p> <ul style="list-style-type: none"> <li>• Education: scholarship program</li> <li>• Health: Community Health services, improving nutrition for children and pregnant women, general health, and dental checks, <i>posyandu</i>.</li> <li>• Economy: increasing household income, creating business opportunities and improving business skills.</li> <li>• Infrastructure: heavy equipment assistance, road paving, ditch washing, transportation.</li> <li>• Socio-Cultural: preserving cultural values that exist in society</li> <li>• Environment: a green, clean and healthy environment.</li> </ul> <p>The company has prepared a CSR report period 2023 which was reported to the Government of Belitung District on 02 March 2024 where the report explains CSR aspects of education, health, economic, infrastructure, social and environment.</p>	Complied

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		<p>The realization of the CSR program for the period 2023 to June 2024, includes:</p> <ul style="list-style-type: none"> <li>• 02 February 2023 material assistance for the House of Worship in Cerucuk Village.</li> <li>• 25 February 2023 financial assistance for <i>Maras Taun</i> activities in Parang Buluh Hamlet, Kembiri Village.</li> <li>• 04 April 2023 assistance with grader heavy equipment for road maintenance in Air Gede Hamlet.</li> <li>• 10 April 2023 financial assistance for Perpat Village <i>Maras Taun</i> activities.</li> <li>• 29 April 2023 maintenance of the access road to the cemetery in Air Gede Hamlet.</li> <li>• 06 May 2023 financial assistance for <i>Maras Taun</i> Kembiri Village.</li> <li>• 22 May 2023 compensation for orphans and the poor in Kembiri Village and Simpang Rusa Village.</li> <li>• 30 June 2023 assistance with grade heavy equipment for road maintenance in Kembiri Village</li> <li>• 31 October 2023 assistance with heavy equipment to land clearing for productive economic activities in Lassar Village, Cerucuk Village and Perpat Village.</li> <li>• 04 November 2023 renovation of the As-Sujud Mosque in Cerucuk Village.</li> <li>• 11 December 2023 financial assistance for Tanjung Rusa Village volleyball club activities.</li> <li>• 25 December 2023 productive economic activities of laying hen farms in Lassar Village.</li> <li>• 5 January 2024 assistance for communities affected by flooding in Kembiri Village.</li> <li>• 3 February 2024 providing clean water to the Kembiri Village Community.</li> <li>• 12 February 2024 providing assistance for Membalong District MTQ activities.</li> <li>• 15 February 2024 TLB heavy equipment assistance for road maintenance in Simpang Rusa Village.</li> <li>• 30 March 2024, May 15 2024 and 30 June 2024 productive economy through chili cultivation in Lassar Village, Hydroponics in Membalong Village, Chicken Farming and chili cultivation in Perpat Village.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• 30 April 2024 financial assistance for <i>Marastaun</i> Air Batu Hamlet.</li> <li>• 07 May 2024 financial assistance for Marastaun Kembiri Village</li> <li>• 14 May 2024 financial assistance for the Tanjung Rusa Village Volleyball Tournament.</li> <li>• 31 May 2024 financial assistance for <i>Marastaun</i> Tanjung Rusa Village.</li> <li>• 16 June 2024 assistance for the Eid al-Adha religious event (<i>hewan qurban</i>) to Perpat Village, Kembiri Village, Cerucuk Village.</li> </ul> <p>The Productive Economic Program is targeted at 7 villages around the company, namely Kembiri Village, Simpang Rusa Village, Perpat Village, Lassar Village, Membalong Village, Cerucuk Village, and Perawas Village, with activities having been carried out since October 2023 starting from initial communication and outreach to the community ( programs, plans and objectives), identification of business potential, formation of village teams (<i>bumdes/cooperatives</i>), types of business carried out, etc. As of July 2024, it is known that the productive economy has been running/realized, namely chicken farming and chili cultivation in Lassar Village (Koperasi Sinar Aik Bulan) and Vegetable Hydroponics in Ujung Gersik Hamlet, Membalong Village.</p>	
<b>Criteria 4.4:</b> 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><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The company shows evidence of land rights covering an area of 11,337.58 ha with the following details:</p> <p>HGU Certificate No. 1 of 1994 was issued by Land Agency of Belitung Regency on 29 March 1994 in the name of PT Angkasa Puri based on Measurement Letter Number 05/1992 Dated 9 January 1992 for an area <b>1,082.20 Ha</b>, valid for 25 years, expiring on 31 December 2018. Decree of the Minister of State for Agrarian Affairs/Head of the National Land Agency Number 30-VIII-1995 dated 24 July 1995 concerning the Granting of Permit to Transfer HGU Number 01/Kembiri in the name of PT Angkasa Puri for land located in Belitung Regency, South Sumatra to PT Forestawisata Dwikarya. Furthermore, HGU certificate No. 1 of 1994 was renamed with HGU certificate No. 1 of 2005 issued by Land Agency of Belitung Regency on 24 December 2005 to be in the name of PT Forestalestari Dwikarya</p>	Complied

		<p>based on Measurement Letter Number 01/Kembiri/2005, 23 December 2005, Area 1,082.20 Ha, expired dated 31 December 2078. This certificate is a certificate of change of name after changing ownership (take over) by PT Forestalestari Dwikarya from PT Angkasa Puri in 2005 (purchased from PT Angkasa Puri in 1997). Decree of the Head of the National Land Agency Number: 161/HGU/BPN/2004 dated 22 November 2004 concerning the granting of the term and renewal of HGU for the land of PT Forestawisata Dwikarya. In the Decree, it is stated that the granting of an extension of the term of HGU for 25 years from the end of the rights on 31 December 31, and a renewal of the HGU for 35 years from the end of the extension of the HGU to land covering an area of 1,082.20 Ha.</p> <p>Certificate No. 13 dated 6 December 2001, for an area (a) 923.50 ha and area (b) 3,744.93 ha located in Kembiri Village, Membalong District. The certificate is valid until 5 December 2036. Field Map No. NIB 04.03.00.00.00001 (Measurement Letter 01/Belitung/2001, 03 December 2001). This certificate is based on the <i>Keputusan Kepala Badan Pertanahan Nasional</i>/No. 4/HGU/BPN/2001 dated 30 May 2001 concerning the Granting of HGU to PT Forestalestari Dwikarya area 4,668.43 Ha.</p> <p>Certificate No. 14 (<i>change to No. 7</i>) dated 6 September 2005, for an area of 5,586.952 ha located in Kembiri, Perpat, Lasar and Simpang Rusa Villages, Membalong District; and Perawas Village, Tanjung Pandan District. The certificate is valid until 20 July 2040. Measurement Letter No. 01/Belitung/2005 (change to Measurement Letter Number 02/Belitung/2005 dated 05 September 2005). This certificate is based on the <i>Keputusan Kepala Badan Pertanahan Nasional</i> Nomor 114/HGU/BPN/2005 dated 21 July 2005 concerning granting HGU of PT Forestalestari Dwikarya.</p> <p>Plantation Business License (<i>Izin Usaha Perkebunan</i>) Number 525/00525/IUP-KEB/IV/2003 dated 24 March 2003 covering an area of 12,232.43 ha and POM with an installed capacity of 60 Tons/hour, with details:</p>	
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		<ul style="list-style-type: none"> <li>- HGU: Number 1/Kembiri dated 29 March 1994 with area 1,082.20 Ha; Number 13/Belitung District on 6 December 2021 923.50 Ha and 3,744.93 Ha</li> <li>- Location Permit in 1996 &amp; 1997: 4,181.8 Ha</li> <li>- Principle Permit 590/002350/I/2003 dated 27 January 2003: 2,300 Ha</li> </ul> <p>Letter Number 02/D&amp;L-FLD/I/2024 dated 22 January 2024 addressed to the Regent of Belitung Regency and the <i>Dinas Ketahanan Pangan dan Pertanian</i> regarding the application for revision of the Plantation Business License (IUP) in the name of PT FLD to 11,337.58 Ha (referring to the area of the HGU).</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"> <li>- Minor compliance -</li> </ul> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p> <p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p> <p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>The company shows the Recapitulation List of Compensation Documents from 1994 to 1997, there are 101 compensation files. The list shows information on the name of the landowner, location, area, compensation value, document recognizing rights, release of rights, receipt of compensation payment, and photo documentation at the time of transfer of rights and/or payment of compensation.</p> <p>Based on interview with previous landowner, it is known that land acquisition has been carried out according to FPIC. The company shown <i>Surat Pengakuan Hak Nomor 01/K/I/1997</i> and <i>Akte Pelepasan Hak Nomor 01/PLH/V/1997</i> dated 6 January 1997 and <i>Surat Pengakuan Hak Nomor 03/K/II/1997</i> and <i>Akte Pelepasan Hak Nomor 02/PLH/V/1997</i> dated 25 February 1997. These documents were prepared in the Indonesian language and were also involved and witnessed by community representatives such as the village head and district head. Based on this evidence, it can be concluded that the company has carried out the obligation to acquire land within the HGU area from the rights and interests of other parties.</p>	Complied

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4.4.3	<p><b>(C)</b> 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 can show a map showing legal rights in the form of a HGU boundary map with a scale of 1:50,000 and 1:40,000 contained in the HGU certificate issued by the Land Office that developed through participatory mapping. Based on public consultation with village representatives from Simpang Rusa Village and Perpat Village, it is recognized that they know the legal boundaries owned by PT FLD. Based on field observations to several samples of HGU stakes in Tanjung Kembiri Estate and Tanjung Rusa Estate, it is concluded that all HGU stakes are in place according to their coordinates and are in good condition. Land boundaries with outsiders are clear, such as a large boundary road and trench that borders the HGU area.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>As explained in 4.4.2, it is known that the negotiation process for land release has been carried out in a fair, open, and transparent manner and is based on the agreement of both parties without any coercion from either party. The community represents itself in the process. All relevant information regarding land acquisition is available in appropriate forms and Indonesian languages.</p>	Complied
4.4.5	<p><b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>As explained in 4.4.2, it is known that the negotiation process for land release has been carried out in a fair, open, and transparent manner and is based on the agreement of both parties without any coercion from either party. The community represents itself in the process. All relevant information regarding land acquisition is available in appropriate forms and Indonesian languages</p>	Complied
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>The company has realized several CSR assistances such as road maintenance, assistance for repairing places of worship, educational assistance, and others to the communities around the company.</p>	Complied
<b>Criteria 4.5:</b> 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	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997.</p>	Complied



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4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997.	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>	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997.	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>	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997. As a result of interviews with representatives of Kembiri Village, Tanjung Rusa Village and Cerucuk Village, local communities do not experience any restrictions regarding access to water and food in the company's operational areas.	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>	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997. As explained on 3.4.1 and 3.4.2, companies can show evidence of social impact assessment documentation (firstly in 2012) with FPIC approach that has been	Complied



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	- Minor compliance -	carried out by involving various key parties, such as representatives of village head, government agencies and also the community around the company.	
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 -	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997.	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 -	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Based on document verification of AMDAL, HCV Assessment, land use title and public consultation with relevant stakeholder, there's no new planting after 2005. The latest land compensation was carried out in 1997.	Complied
<b>Criteria 4.6:</b> 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	<b>(C)</b> 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 -	The company has procedure of <i>SOP Ganti Rugi Tanah/Lahan</i> (No. SOP/SMART/SENS-CSR/SADV/I/003 rev. 01 dated 8 November 2017) related to identifying legal, customary or user rights, and for identifying people entitled to compensation. Procedure for identifying land as follow: <ul style="list-style-type: none"> <li>Identifying legal: determined by government in form of permit (location permit).</li> <li>Identifying customary or user right: conducted during preinventory land (company, village and district team).</li> <li>Land inventory physically verification: conducted by land ownership, local government (village and district), boundary indicator, neighbour landowner and company.</li> </ul>	Complied

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		The latest land compensation was carried out in 1997. Based on document review and interview with previous landowner, land compensation process has followed the procedure.	
4.6.2	<b>(C)</b> 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. - Critical (Major) compliance -	The company has procedure of <i>SOP Ganti Rugi Tanah/Lahan</i> (No. SOP/SMART/SENS-CSR/SADV/I/003 rev. 01 dated 8 November 2017) The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the Company, the purpose is to ensure the area of plantation free from others right.	Complied
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 -	The development of a partnership program plasma plantation with full managed scheme (Tanjung Rusa Plasma) refers to the Minister of Agriculture Regulation Number.33/Permentan/OT.140/t/2006 concerning Plantation Development through a plantation revitalization program. There is an Agreement between PT FLD and Koperasi Sawit Sejahtera Bersama Number 01/SPK/KSSB-FLD/06/2012 dated 1 June 2012 and an Addendum to the Partnership Agreement between PT Forestalestari Dwikarya and Koperasi Sawit Sejahtera Bersama Number 001/SPK/FLD/07/20133 and 001/KSSB/KB/07/2013 dated 30 July 2013. Based on the results of a review of records of agreements with cooperatives collaborating in the plasma program, there are several farmers from various genders. The agreement was also signed by each land owner without any coercion from any party witnessed by the village administrator.	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 -	The company shows the Recapitulation List of Compensation Documents from 1994 to 1997, there are 101 compensation files. The list shows information on the name of the landowner, location, area, compensation value, document recognizing rights, release of rights, receipt of compensation payment, and photo documentation at the time of transfer of rights and/or payment of compensation.  Based on interview with previous landowner, it is known that land acquisition has been carried out according to FPIC. The company shown <i>Surat Pengakuan Hak Nomor 01/K/I/1997</i> and <i>Akte Pelepasan Hak Nomor 01/PLH/V/1997</i> dated 6	Complied

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		January 1997 and <i>Surat Pengakuan Hak Nomor 03/K/II/1997</i> and <i>Akte Pelepasan Hak Nomor 02/PLH/V/1997</i> dated 25 February 1997. These documents were prepared in the Indonesian language and were also involved and witnessed by community representatives such as the village head and district head. Based on this evidence, it can be concluded that the company has carried out the obligation to acquire land within the HGU area from the rights and interests of other parties	
<b>Criteria 4.7:</b> 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	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	The company has a procedure in place to identify people and/or community groups entitled to compensation presented in <i>SOP Ganti Rugi Tanah/Lahan</i> (No. SOP/SMART/SENS-CSR/SADV/I/003 rev. 01 dated 8 November 2017). The procedure is described how to identify people and/or community groups entitled to compensation.	Complied
4.7.2	<b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	The company has procedure <i>SOP Ganti Rugi Tanah/Lahan</i> (No. SOP/SMART/SENS-CSR/SADV/I/003 rev. 01 dated 8 November 2017). The procedure is described how to calculate and distribute fair and gender-equal compensation in all activities related to the compensation process for land over the land right cultivated by the Company, the purpose is to ensure the area of plantation free from others right.  Based on auditor observation, this procedure available on each estate unit and accessible to stakeholders.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	The company can show recapitulation of previous landowners (period 1994 to 1997) who have been compensated. Compensation is only made for the area within HGU areas owned by the company.	Complied
<b>Criteria 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal,	Based on field observations at Tanjung Rusa Estate and review of the company's operational map documents, there are several areas that have not been compensated by the company within the company's HGU. Recap of the Tanjung Rusa Estate enclave covering an area of 277.77 Ha which shows a list of land	Complied

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	<p>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>cultivators in the Company's HGU area, complete with information on the name of the cultivator, location of the enclave block, estimated area and condition of the land. For example:</p> <ul style="list-style-type: none"> <li>- Block J09 covering an area of 11.64 Ha and K11 covering an area of 10.10 Ha in the name of Rebuin, land conditions for pepper plantations, cassava plantations and shrubs.</li> <li>- Block K12 covering an area of 7.21 Ha in the name of M. Nurul Huda, condition of pepper plantation.</li> <li>- Block L14 covering an area of 1.61 Ha in the name of Rapi'i is in the condition of bush land and former pepper plantations.</li> <li>- Block S09 covering an area of 0.07 Ha in the name of Marahan, the condition of the rubber plantation.</li> <li>- Block H07 covering an area of 8.98 Ha in the name of Safari, the condition of the oil palm plantation.</li> </ul>	
4.8.2	<p><b>(C)</b> 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>The company established procedure "<i>SOP Penanganan Pengaduan dan Konflik</i>" (SOP/SMART/SUST/IV/003 last revision on 8 March 2022). The procedure is explained related to the stages of conflict resolution including land conflicts such as receiving information, mapping, analyzing, implementing, and handling to monitoring and evaluating follow-up.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p> <p>- Minor compliance -</p>	<p>There is no evidence shows that there is any acquisition process through dispossession or forced abandonment. Based on public consultation with related government agencies of Belitung District and village representatives from Kembiri Village, Cerucuk Village and Simpang Rusa Village, known that all land acquisition between local people and company representatives conducted as mutual agreement and the compensation process are done directed to the land owner and not diminish the legal/customary right, landowners are given the freedom to release their land without coercion.</p>	Complied

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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 -	The company shows a map regarding the locations of land areas where compensation has not yet been carried out for Tanjung Rusa Estate, this is due to landowner unwillingness to release land. The company shown recap of the Tanjung Rusa Estate enclave covering an area of 277.77 Ha which shows a list of land cultivators in the Company's HGU area, complete with information on the name of the cultivator, location of the enclave block, estimated area and condition of the land.	Complied																																			
<b>Principle 5: Support smallholder inclusion</b> Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.																																						
<b>Criteria 5.1:</b> 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 -	<p>Tanjung Kembiri POM sets the FFB purchasing price to smallholder and other FFB supplier referring to Plantation Office’s (Dinas Pertanian dan Ketahanan Pangan Provinsi Kepulauan Bangka Belitung) FFB price determination. Sampled decree:</p> <ul style="list-style-type: none"><li>- Minutes of FFB price determination “Berita Acara Hasil Rapat Perhitungan Indeks “K” dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode Agustus 2023 No.525/939/BA-TBS/DPKP-III” dated 8 August 2023, valid 1-31 August 2023.</li><li>- Minutes of FFB price determination “Berita Acara Hasil Rapat Perhitungan Indeks “K” dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode 1 – 15 Juni 2024 No.525/608/BA-TBS/DPKP-III” dated 7 June 2024, valid 1-15 June 2024.</li></ul> <p>The FFB purchase price determined for each palm age of every month in 2023:</p> <table><tr><th>Price (Rp/kg FFB) each palm age</th><th>Jul 2023 (in Rp)</th><th>Aug 2023 (in Rp)</th><th>Sep 2023 (in Rp)</th><th>Oct 2023 (in Rp)</th><th>Nov 2023 (in Rp)</th><th>Dec 2023 (in Rp)</th></tr><tr><td>3 years</td><td>1,635</td><td>1,766</td><td>1,848</td><td>1810</td><td>1,812</td><td>1,860</td></tr><tr><td>4 years</td><td>1,696</td><td>1,833</td><td>1,917</td><td>1,877</td><td>1,879</td><td>1,929</td></tr><tr><td>5 years</td><td>1,758</td><td>1,901</td><td>1,987</td><td>1,946</td><td>1,948</td><td>2,000</td></tr><tr><td>6 years</td><td>1,825</td><td>1,972</td><td>2,063</td><td>2,020</td><td>2,022</td><td>2,076</td></tr></table>	Price (Rp/kg FFB) each palm age	Jul 2023 (in Rp)	Aug 2023 (in Rp)	Sep 2023 (in Rp)	Oct 2023 (in Rp)	Nov 2023 (in Rp)	Dec 2023 (in Rp)	3 years	1,635	1,766	1,848	1810	1,812	1,860	4 years	1,696	1,833	1,917	1,877	1,879	1,929	5 years	1,758	1,901	1,987	1,946	1,948	2,000	6 years	1,825	1,972	2,063	2,020	2,022	2,076	Complied
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5.1.2	<p><b>(C)</b> Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Forestalestari Dwikarya is regularly conducting meeting with scheme smallholder Koperasi Sawit Sejahtera Bersama</p> <ul style="list-style-type: none"><li>- "Notulensi Rapat Koordinasi Bulanan PT. Forestalestari Dwikarya dengan Pengurus Koperasi" dated 10 May 2024. The minute of meeting stipulates the current production trend, costing evaluation, FFB price for period of May 2024 at Rp.2627/kg. The meeting attended by 13 cooperative committee.</li><li>- "Notulensi Rapat Koordinasi Bulanan PT. Forestalestari Dwikarya dengan Pengurus Koperasi" dated 4 June 2024. The minute of meeting stipulates the current production trend, costing evaluation, FFB price for period of June 2024 at Rp.2646/kg. The meeting attended by 14 cooperative committee.</li></ul>	Complied																																																																																																																														

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5.1.3	<p><b>(C)</b> Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Tanjung Kembiri POM sets the FFB purchasing price to smallholder and other FFB supplier referring to Plantation Office's FFB price determination. Sampled decree:</p> <ul style="list-style-type: none"><li>- Minutes of FFB price determination "Berita Acara Hasil Rapat Perhitungan Indeks "K" dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode Agustus 2023 No.525/939/BA-TBS/DPKP-III" dated 8 August 2023, valid 1-31 August 2023.</li><li>- Minutes of FFB price determination "Berita Acara Hasil Rapat Perhitungan Indeks "K" dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode 1 – 15 Juni 2024 No.525/608/BA-TBS/DPKP-III" dated 7 June 2024, valid 1-15 June 2024.</li></ul> <p>The FFB purchase price determined for each palm age of every month in 2023:</p> <table><tr><th>Price (Rp/kg FFB) each palm age</th><th>Jul 2023 (in Rp)</th><th>Aug 2023 (in Rp)</th><th>Sep 2023 (in Rp)</th><th>Oct 2023 (in Rp)</th><th>Nov 2023 (in Rp)</th><th>Dec 2023 (in Rp)</th></tr><tr><td>3 years</td><td>1,635</td><td>1,766</td><td>1,848</td><td>1810</td><td>1,812</td><td>1,860</td></tr><tr><td>4 years</td><td>1,696</td><td>1,833</td><td>1,917</td><td>1,877</td><td>1,879</td><td>1,929</td></tr><tr><td>5 years</td><td>1,758</td><td>1,901</td><td>1,987</td><td>1,946</td><td>1,948</td><td>2,000</td></tr><tr><td>6 years</td><td>1,825</td><td>1,972</td><td>2,063</td><td>2,020</td><td>2,022</td><td>2,076</td></tr><tr><td>7 years</td><td>1,921</td><td>2,078</td><td>2,172</td><td>2,127</td><td>2,129</td><td>2,186</td></tr><tr><td>8 years</td><td>1,956</td><td>2,117</td><td>2,212</td><td>2,165</td><td>2,167</td><td>2,226</td></tr><tr><td>9 years</td><td>1,962</td><td>2,123</td><td>2,219</td><td>2,172</td><td>2,174</td><td>2,232</td></tr><tr><td>10-20 yrs</td><td>1,979</td><td>2,142</td><td>2,238</td><td>2,191</td><td>2,193</td><td>2,252</td></tr></table>	Price (Rp/kg FFB) each palm age	Jul 2023 (in Rp)	Aug 2023 (in Rp)	Sep 2023 (in Rp)	Oct 2023 (in Rp)	Nov 2023 (in Rp)	Dec 2023 (in Rp)	3 years	1,635	1,766	1,848	1810	1,812	1,860	4 years	1,696	1,833	1,917	1,877	1,879	1,929	5 years	1,758	1,901	1,987	1,946	1,948	2,000	6 years	1,825	1,972	2,063	2,020	2,022	2,076	7 years	1,921	2,078	2,172	2,127	2,129	2,186	8 years	1,956	2,117	2,212	2,165	2,167	2,226	9 years	1,962	2,123	2,219	2,172	2,174	2,232	10-20 yrs	1,979	2,142	2,238	2,191	2,193	2,252	Complied
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4 years	1,924	2,139	2,198	2,355	2,377	2,303																																																																																															
5 years	1995	2,293	2,357	2,525	2,551	2,474																																																																																															
6 years	2,070	2,306	2,370	2,539	2,563	2,482																																																																																															
7 years	2,180	2,323	2,386	2,557	2,579	2,498																																																																																															
8 years	2,219	2,362	2,427	2,600	2,626	2,547																																																																																															
9 years	2,226	2,355	2,420	2,592	2,617	2,536																																																																																															
10-20 yrs	2,245	2,429	2,498	2,674	2,709	2,635																																																																																															
21 years	N/A	2,350	2,418	2,588	2,624	2,557																																																																																															
22 years	N/A	2,255	2,320	2,483	2,515	2,447																																																																																															
23 years	N/A	2,230	2,293	2,455	2,488	2,423																																																																																															
24 years	N/A	2,171	2,232	2,390	2,417	2,347																																																																																															
25 years	N/A	2,160	2,221	2,378	2,406	2,338																																																																																															
5.1.4	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>The FFB purchasing price to smallholder and other FFB supplier referring to Plantation Office’s FFB price determination. Based on interview with cooperative committee Koperasi Sawit Sjahtera Bersama, they understand the price determination referring to government price.</p>	Complied																																																																																																		
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>There is aa agreement between PT. Forestalestari Dwikarya and Koperasi Sawit Sejahtera Bersama No.01/SPK/KSSB-FLD/06/2012 dated 1 June 2012 and an Addendum to the Partnership Agreement between PT Forestalestari Dwikarya and Koperasi Sawit Sejahtera Bersama No.001/SPK/FLD/07/20133 and 001/KSSB/KB/07/2013 dated 30 July 2013.</p>	Complied																																																																																																		



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5.1.6	<p><b>(C)</b> 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>PT. Forestalestari Dwikarya demonstrated payment to Koperasi Sawit Sejahtera Bersama. Sampled from August 2023:</p> <ul style="list-style-type: none"> <li>- Period August 2023 – FFB price refers to “Berita Acara Hasil Rapat Perhitungan Indeks “K” dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode Agustus 2023 No.525/939/BA-TBS/DPKP-III” dated 8 August 2023, valid 1-31 August 2023.</li> <li>- Weighbridge ticket Koperasi Sawit Sejahtera Bersama period 1-31 August 2023.</li> <li>- FFB tonnage summary period August 2023; from Koperasi Sawit Sejahtera Bersama (OP 2011; 496.99 Ha) to PT. Forestalestari Dwikarya-Tanjung Kembiri POM; total tonnage 1,345,080 kg; unripe fruit 2,052 kg; nett FFB received 1,343,028 kg.</li> <li>- Invoice Koperasi Sawit Sejahtera Bersama No.009/TRSA/IX/2023, period 1-31 August 2023. FFB tonnage 1,343,028 kg. Price (10-20 years old palm) at Rp.2,142/kg. Total invoice Rp.2,876,765,976.</li> <li>- Payment from Citibank by order PT. Forestalestari Dwikarya to Koperasi Sawit Sejahtera Bersama, amount Rp.2,876,765,976 – dated 13 September 2023.</li> </ul> <p>2024</p> <ul style="list-style-type: none"> <li>- Period June 2024 – FFB price refers to “Berita Acara Hasil Rapat Perhitungan Indeks “K” dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode 1-15 Juni 2024 No.525/608/BA-TBS/DPKP-III” dated 7 June 2024. Price (10-20 years old palm) at Rp.2,635/kg.</li> <li>- Period June 2024 – FFB price refers to “Berita Acara Hasil Rapat Perhitungan Indeks “K” dan Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun di Provinsi Kepulauan Bangka Belitung Periode 6-30 Juni 2024 No.525/639/BA-TBS/DPKP-III” dated 19 June 2024. Price (10-20 years old palm) at Rp.2,658/kg.</li> <li>- Weighbridge ticket Koperasi Sawit Sejahtera Bersama period 1-30 June 2024.</li> <li>- FFB tonnage summary period June 2024; from Koperasi Sawit Sejahtera Bersama (OP 2011; 496.99 Ha) to PT. Forestalestari Dwikarya-Tanjung Kembiri</li> </ul>	Complied
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		<p>POM; total tonnage 474,600 kg; unripe fruit 334 kg; nett FFB received 474,266 kg.</p> <ul style="list-style-type: none"> <li>- Invoice Koperasi Sawit Sejahtera Bersama No.007/TRSA/VII/2024, period 1-30 June 2024. FFB tonnage 241,920 kg x price (10-20 years old palm) at Rp.2,635/kg + FFB tonnage 232,346 kg x price (10-20 years old palm) at Rp.2,658/kg. Total invoice Rp.1,255,034,868.</li> </ul> <p>Payment from Citibank by order PT. Forestalestari Dwikarya to Koperasi Sawit Sejahtera Bersama, amount Rp.1,255,034,868 – dated 16 July 2024.</p>	
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Tanjung Kembiri POM demonstrated calibration certificates:</p> <p>For year 2023</p> <ul style="list-style-type: none"> <li>- Calibration certificate "Dinas Penanaman Modal Pelayanan Terpadu Satu Pintu dan Perdagangan Kabupaten Belitang Timur – Surat Keterangan Hasil Pengujian No.510/031/SKHP/DPMPTSP.5" for Avery Weigh Tronix S/N E1205/171050120 capacity 60,000 kg belong to PT. Forestalestari Dwikarya; dated 27 June 2023.</li> <li>- Calibration certificate "Dinas Penanaman Modal Pelayanan Terpadu Satu Pintu dan Perdagangan Kabupaten Belitang Timur – Surat Keterangan Hasil Pengujian No.510/032/SKHP/DPMPTSP.5" for Avery Weigh Tronix S/N ZM510-SD4/212051114 capacity 60,000 kg belong to PT. Forestalestari Dwikarya; dated 27 June 2023.</li> </ul> <p>For year 2024 the calibration has been performed but the certificate is in process.</p> <ul style="list-style-type: none"> <li>- Minutes of calibration "Berita Acara Hasil Pengujian di Tempat Pakai No.510/26/Disperindag/VI/2024" dated 13 June 2024 – explaining that both weighbridges in PT. Forestalestari Dwikarya: Avery Weigh Tronix S/N E1205/171050120 capacity 60,000 kg and Avery Weigh Tronix S/N ZM510-SD4/212051114 capacity 60,000 kg, have been tested 13 June 2024.</li> </ul>	Complied
5.1.8	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p>	<p>There was no independent smallholder in scope of PT. Forestalestari Dwikarya. The scheme smallholder attached to the POM, Koperasi Sawit Sejahtera Bersama has yet certified, into timebound plan year 2026.</p> <p>Not applicable.</p>	Not Applicable

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	- Minor compliance -		
5.1.9	<p><b>(C)</b> 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>PT. Forestalestari Dwikarya refers to "SOP Penanganan Pengaduan dan Konflik (SOP/SMART/SUST/IV/003" last revision on 8 March 2022.</p> <ul style="list-style-type: none"> <li>- The purpose of the SOP is to ensure that complaints and conflicts originating from within (internal) and from outside the company (external) can be resolved effectively and efficiently by taking into the principles and criteria of sustainable oil palm plantations.</li> <li>- The scope of this procedure includes recording of complaints and conflicts, rating, communication, planning, handling, monitoring and reporting of the handling of complaints and conflicts originating from internal and external parties of the company. This procedure also includes handling reports of sexual harassment and acts of violence that occur within the company's operational permits.</li> <li>- In summary, the procedure or mechanism for handling complaints and conflicts is as follows: recording of complaints and conflicts, rating (low, medium, high based on criteria set by the company, for example number of people affected, organizational level, handling level, involvement of external parties), handling plans, approval of handling plans, handling and reports, handling documentation.</li> </ul> <p>Other than that, unit of certification also has the mechanism to allow stakeholders reports their concern, fraud, violation or any form of error through the short message, whatsapp or voice note, email, PO Box and mail address.  Email: TellUs@sinarmas-agri.com  Short message, whatsapp or voice note: 088-1111-8000  PO Box: 2220 Mail address: JKP 10222 Jakarta - Indonesia</p>	Complied
<b>Criteria 5.2:</b> 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	Meeting dated 8 September 2023 between the CSR Head Office team and representatives of villages around the company, with discussion of productive economic program plans. However, this activity also conveyed aspirations or things needed by the village community, for example:	Complied

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	supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	<ul style="list-style-type: none"> <li>- Membalong Village, delivered of assistance for mosque infrastructure, toilets, farming, additional scheme smallholders.</li> <li>- Kembiri Village, delivered regarding additional employee recruitment, requests for school pick-up and drop-off buses, equalization of salaries for honorary teachers.</li> <li>- Perpat Village, delivered related to maintenance roads village, clean water assistance, buying and selling community FFB, forming cooperatives funded by the company, provision of free cooking oil and basic necessities.</li> </ul>	
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 -	<p>"Pertemuan Pelatihan PT. Forestalestari Dwikarya" dated 30 November-3 December 2023. The training material covers:</p> <ul style="list-style-type: none"> <li>- Tax regulation and implementation for cooperative.</li> <li>- Financial reporting</li> <li>- Partnership between cooperative-company-smallholder member</li> <li>- The meeting attended by 8 cooperative committee Koperasi Sawit Sejahtera Bersama.</li> </ul>	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	PT. Forestalestari Dwikarya coordinating with the cooperative Koperasi Sawit Sejahtera Bersama in progressing the status of land into certificate "Sertifikat Hak Milik". As at RAV audit the land parcel issued with certificate "Sertifikat Hak Milik" has reached 497.23 Ha.	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Training pesticide handling for scheme smallholder Koperasi Sawit Sejahtera Bersama, carried out 5 February 2024. The training material covers health and safety principles in herbicide application, the use of appropriate PPE, the correct spraying technique; precaution after pesticide application, safe practices to store pesticide – including information on how to read pesticide label. Training attended by 6 committee of Koperasi Sawit Sejahtera Bersama.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	<p>The end-of-year/annual review of smallholder program for 2024 was discussed during "Pertemuan Pelatihan PT. Forestalestari Dwikarya" dated 30 November-3 December 2023. The meeting attended by 8 cooperative committee Koperasi Sawit Sejahtera Bersama.</p> <ul style="list-style-type: none"> <li>- 2023 production 10,769.32 tons</li> <li>- 2024 production (todate June 2024) 3,687.55 tons</li> </ul>	Complied

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<b>Principle 6: respect workers' rights and conditions</b> Protect workers' rights and ensure safe and decent working conditions.			
<b>Criteria 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<p><b>(C)</b> 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 unit of certification has established the policy of non-discrimination and equal opportunity as per "<i>Kebijakan Perlindungan Pekerja/Buruh dari Diskriminasi</i>" Policy No. KHI-smart/011-00 dated 1 August 2017. Policy stated that "Company protect employee/workers from discrimination act to achieve harmonious industrial relations, dynamic and fair for all workers regardless of race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation and age".</p> <p>This policy is publicly available, and stakeholders can access it upon request. It was verified during audit, based on document review to workers data list, there was no indication of discrimination at PT Forestalesatri Dwikarya .</p> <p>The policy was socialized to employees and interested parties, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>Based on public consultation with stakeholders during RAV2-year 2024 (Gender Committee and Union, dated 30 July 2024), informed that so far company is implemented the policy 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>	Complied
6.1.2	<p><b>(C)</b> 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>During RAV2-year 2024, PT Forestalesatri Dwikarya has demonstrated the data related classification of workers based on status, gender, religion, and ethnic, there are no discrimination.</p>	Complied

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- Critical (Major) compliance -

Example:

Tanjung Kembiri Estate:

Gender	Number
Male	557
Female	261
Total	818

Religion	Number
Muslim	793
Christianity	22
Katholik	3
Hindu	
Total	818

Race/ethnic	Number
Batak	9
Jawa	64
Melayu	562
Sunda	5
Timor	15
Bali	163

Tanjung Kembiri POM:

Gender	Number
Male	123
Female	5
Total	128

Religion	Number
Muslim	119
Christianity	9
Hindu	
Total	128

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		<table><tr><th>Race/ethnic</th><th>Number</th></tr><tr><td>Batak</td><td>11</td></tr><tr><td>Jawa</td><td>24</td></tr><tr><td>Bugis</td><td>2</td></tr><tr><td>Minang</td><td>0</td></tr><tr><td>Melayu</td><td>7</td></tr><tr><td>Sunda</td><td>3</td></tr><tr><td>Timor</td><td>0</td></tr><tr><td>Bali</td><td>0</td></tr><tr><td>Lampung</td><td>2</td></tr><tr><td>Aceh</td><td>1</td></tr><tr><td>Belitung (Lokal)</td><td>78</td></tr><tr><td>Total</td><td></td></tr></table> <p>The data provides equal rights and opportunities to workers and does not differentiate between sex/gender, religion, and ethnicity. All workers have followed up recruitment process and all of them passed the recruitment process.</p> <p>In addition, the auditor team has interviewed with stakeholders, they stated that there is no discrimination at PT Forestalesatri Dwikarya.</p>	Race/ethnic	Number	Batak	11	Jawa	24	Bugis	2	Minang	0	Melayu	7	Sunda	3	Timor	0	Bali	0	Lampung	2	Aceh	1	Belitung (Lokal)	78	Total		
Race/ethnic	Number																												
Batak	11																												
Jawa	24																												
Bugis	2																												
Minang	0																												
Melayu	7																												
Sunda	3																												
Timor	0																												
Bali	0																												
Lampung	2																												
Aceh	1																												
Belitung (Lokal)	78																												
Total																													
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>PT Forestlestari Dwikarya – Tanjung Kembiri POM has established recruitment SOPs including Employment procedures for recruitment, selection, hiring, promotion, retirement, and termination. Example:</p> <ul style="list-style-type: none"><li>• <u>Recruitment process</u> PT Forestalesatri Dwikarya has developed the procedure for recruitment as per SOP of Recruitment No. KHI-smart/001-00, dated 1<sup>st</sup> August 2017. According to procedure, recruitment processes are comprising announcement, selection, interview, compensation offering, medical test, selection decision and decree letter for employee admission.</li><li>• <u>Promotion and Rotation process</u> - PT Forestalesatri Dwikarya has established the procedure for Promotion and Rotation process No. No: KHI-smart/010-00 dated 1<sup>st</sup> August 2024. According to procedure, to improve and develop the workers.</li></ul>	Complied																										

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		<ul style="list-style-type: none"> <li>• <u>Retirement or Termination</u> - PT Forestalesatri Dwikarya also has determined the age of termination as 55 years old; HR department will issue the decree letter of retirement for employee whose age 55 years old, and the employee will receive the benefit of retirement. Termination of employment can be caused by disciplinary action and some of the following: the employee deceased, the employee does not achieve the standard performance set by the company, the termination of the work agreement, retirement, the existence of a court decision that has permanent legal force.</li> </ul> <p>The procedures for recruitment, selection, hiring, promotion, retirement, and termination are also documented in Collective Labor Agreement Period of 2023 – 2025. Collective Labor Agreement/PKB are signed by Union and company and witnessed by Government (Manpower agency). Some of the matters covered by the CLA include:</p> <ul style="list-style-type: none"> <li>• Recruitment, selection and hiring stipulated in article 6 and 7. "<i>Penerimaan pekerja</i>".</li> <li>• Promotion, Rotation stipulated in article 8.</li> <li>• Retirement and termination stipulated in article 40 - 43 "<i>Pemutusan Hubungan Kerja</i>"</li> </ul> <p>All procedure and Collective Labor Agreement (CLA) available in Indonesian Language and has been communicated to all workers. The CLA has been registered to Dinas Koperasi, Usaha Kecil, dan Menengah, Perdagangan dan Tenaga Kerja Kabupaten Belitong, Nomor KEP: 001/KUKMPTK.IV/PKB/2023 tentang Pendaftaran Pernjajian Kerja Bersama PT Forestalesatri Dwikarya, dated 11 June 2024.</p> <p>Based on interview with Labor Union and Gender Committee during RAV-2-year 2024, the procedure of recruitment, selection, promotion, and termination were regularly comminated to the worker of Labor Union/Gender Committee. All workers are treated equally in accordance with company regulation including</p>	
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		<p>rights of worker as well. The compliance in accordance with national laws has been evaluated by the organisation as described in criterion 2.1.</p> <p>During RAV2-year 2024, the auditor team has verified the implementation of employment procedures, such as:</p> <p><u>Recruitment</u> - The documentation of new worker appointment of 2024 has been observed by the auditor. Example: Employee name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM). Document verified:</p> <ul style="list-style-type: none"> <li>• Job Vacancy from KTU – Head of Administration month January 2024.</li> <li>• Job Application Letter, dated 18<sup>th</sup> January 2024, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM). ]</li> <li>• Curriculum Vitae, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>• Copy of National ID Card, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>• Assessment Record: Psychology test, interview (name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM), dated 16<sup>th</sup> January 2024.</li> <li>• Medical Check – Up Test, name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM), dated 16<sup>th</sup> January 2024.</li> <li>• Contractual Agreement of Temporary Worker (PKWT) No. 005/TKMM/PKWT-SW/06/2024, dated 18<sup>th</sup> June 2024 (contract until 17 December 2024), name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>• Basic salary based on Minimum Wage in Bangka Belitung Province 2024.</li> <li>• The contract document has been registered to Dinas Koperasi, Usaha Kecil Menengah Perdagangan dan Tenaga Kerja Kabupaten Belitung, dated 18<sup>th</sup> June 2024 – reference number: 114/TKMM/06/2024.</li> </ul> <p><u>Termination</u> - The termination procedure has been implemented well. Sample seen, in year 2024, there were termination for some workers that has been conducted in accordance with CLA and legal regulation. For instance, has</p>	
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		<p>been shown the documentation of termination and calculation of financial compensation in accordance with regulation (long of work, basic salary, allowance, severance payment, rewards, annual leave). For instance, the final decision has been made based on Agreement of Termination (namely: Mr Sera'ie – workers in Tanjung Kembiri Estate, Division 1), observed documents as follows:</p> <ul style="list-style-type: none"> <li>• Agreement Document "Perjanjian Bersama" - Pension No. 003/EM-pd/V/2024 dated 20<sup>th</sup> May 2024, signed by worker (Mr Sera'ie), Estate Manager, Admin. Completed with Material Temple 10000. (Ka.SPSI)</li> <li>• <i>Perhitungan Uang PHK</i>/Termination Calculation for "Pension" on behalf Mr Sera'ie – workers in Tanjung Kembiri Estate, Division 1, join date 27 September 1997 and leave date on 20 April 2024, years of services 26 years 6 month. Total Bruto: **,932,125. The calculation has followed regulation PP 35/2021 Kwitansi of Payment – dated 20<sup>th</sup> May 2024, (namely: Mr Sera'ie – workers in Tanjung Kembiri Estate, Division 1). Total payment: IDR **,923,125.</li> </ul>	
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>PT Forestlestari Dwikarya – Tanjung Kembiri POM has mechanism of recruitment and selection stipulated in SOP of Recruitment No. PSD A-004-00, dated 1 September 2005, Circulate Letter No 113/HR PSM2/05/2015 dated 1 April 2015, and Collective Labor Agreement (CLA/PKB). In those documents, also based on interview with management, can be concluded that pregnancy women will not be treated as a discriminatory measure, rather, to protect their reproduction organ and foetus.</p> <p>For instance, the company will not employ pregnant women in the chemical related position.</p> <p>The policy has communicated to relevant stakeholders, example:</p> <ul style="list-style-type: none"> <li>• Dated 27<sup>th</sup> April 2024, location in Division 01 that was attended by 79 workers, Division 02 that was attended by 49 workers, Division 03 that was attended by 50 workers, Division 04 that was attended by 49 workers, and Division 05 that was attended by 18 workers.</li> <li>• Dated 3<sup>rd</sup> June 2024, location in Mill that was attended by 94 workers.</li> </ul>	Complied

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		Based on public consultation with stakeholders during ASA 1.2-year 2024 (dated 9 & 10 July 2024), informed that during recruitment process, the company did not conduct pregnancy test.	
6.1.5	<p><b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has established a Gender Committee since RSPO initial certification to develop awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>The committee consider matters such as dissemination on women's rights, childcare facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>PT Forestalestari Dwikaryahas established the policy on the prevention of sexual harassment written in Decree No.003/CEO2-SE/01/2011 date January 10 year 2011 regarding the sexual harassment prevention. Organization also establishes the sexual harassment handling procedures SOP/NP/SMART/XII/MCAR001. Describes the workflow of sexual harassment handling.</p> <p>Complaints and grievance can submit orally and written addressed to gender committee ---- gender and Persis (<i>Persatuan istri staff</i>) then --- performed victim accompaniment and inform/report to unit head--- based on information, data and evidence obtained and witnesses, the unit head verify and examination in order to obtain a decision, after found a guilty offender unit head may impose appropriate sanctions or company regulations through legal action.</p> <p>During RAV2-year 2024, the auditor team has interviewed with Gender Committee, they are confirmed that there were no issues concerning discrimination based on gender in recruitment and promotion, harassment in the workplace, or violation of reproduction rights.</p>	Complied
6.1.6	There is evidence of equal pay for the same work scope.	During RAV2-year 2024, the auditor team has interviewed with management, workers, and Labor Union, there are several types of worker status in the	Complied

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	<p>- Minor compliance -</p>	<p>company, that are Staff level, permanent worker (PKWTT), and temporary worker (PKWT).</p> <p>Up to RAV2, PT Forestalesatri Dwikarya did not have a casual worker scheme (Pekerja Harian Lepas). The employment contract, company regulation and work agreement provided in Indonesian language and available for both parties.</p> <p>Evidence of equal pay for the same work scope has been demonstrated based on payment list and sample of payment slips. The employees' wages payment referred to the minimum wage consists of basic wage plus a fixed allowance.</p> <p>Based on review of Contractual Agreement also has been stated the clauses related regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice.</p> <p>Example - Contractual Agreement of Temporary Worker.</p> <ul style="list-style-type: none"> <li>Contractual Agreement of Temporary Worker (PKWT) No. 005/TKMM/PKWT-SW/06/2024, dated 18<sup>th</sup> June 2024 (contract until 17 December 2024), name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>Contractual Agreement of Temporary Worker (PKWT) No. 003/TKMM/PKWT-SW/03/2024, dated 4<sup>th</sup> March 2024 (contract until 30 August 2024), name; Mr Duwi Pranoto (General – Compound worker in Tanjung Kembiri POM).</li> <li>Contractual Agreement of Temporary Worker (PKWT) No. 002/TKMM/PKWT-SW/03/2024, dated 4<sup>th</sup> March 2024 (contract until 30 August 2024), name; Mr Dodi Sewiatan (General – Compound worker in Tanjung Kembiri POM).</li> </ul> <p>Based on the verification of the company's employee salary slip document above, that the company has implemented a wage system that is in accordance with the rules and regulations. The wages given to workers are in accordance with the type, scope and workload carried out (including overtime) or wages are given fairly in accordance with the scope of work.</p>	
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**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><b>(C)</b> Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has demonstrated the documentation of pay and working conditions is presented in the Collective Labor Agreement (CLA) / Perjanjian Kerja Bersama PT Forestalesatri Dwikarya, set that the minimum wage referred to the governmental regulation.</p> <p>Collective Labor Agreement (CLA) available in Indonesian Language and has been communicated to all workers. The CLA has been registered to Dinas Koperasi, Usaha Kecil, dan Menengah, Perdagangan dan Tenaga Kerja Kabupaten Belitung, Nomor KEP: 001/KUKMPTK.IV/PKB/2023 tentang Pendaftaran Pernjajian Kerja Bersama PT Forestalesatri Dwikarya, dated 11 June 2024.</p> <p>This Collective Labor Agreement (CLA) is presented in Indonesian language and in it is explained about wages in Chapter VI (Article 18 – 21) concerning Wages, which explains the meaning of wages, wage systems, family allowances, holiday allowances and increased wages for employees.</p> <p>The explanation related to working days and working hours is clearly presented in Chapter I (article 11 – 12) concerning Working Days and Working Hours; where working days are 6 working days in a week and working hours are 7 (seven) hours a day and 40 (forty) hours in a week, this refers to the applicable laws and regulations in Indonesia (Law No. 13 of 2003 concerning Manpower).</p> <p>Due to there is minimum wage decree of Bangka Belitung Province, the company shall follow minimum wage of Bangka Belitung Province (the nominal is above provincial minimum wage).</p> <p>PT Forestalesatri Dwikarya has documented Governor Decree of Minimum Wage and Company's Director Decree regarding minimum wage (salary structure) for all</p>	Complied
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		<p>worker's grade in accordance with legal minimum wage. The auditor has verified payment slip of workers in Estate and Mill for the period of 2024.</p> <p>Based on verification, the minimum wage paid to the workers has above legal minimum wage stated by the Governor. The documentation as follows: The minimum wage based on Governor Degree – Keputusan Gubernur Kepulauan Bangka Belitung, NO: 188.44/1220/DISANKER/2023 tentang Upah Minimum Provinsi Kepulauan Bangka Belitung Tahun 2024, dated 10 November 2023. The minimum wage is IDR 3,640,000.</p> <p>Sample of payslip verified month May 2024:</p> <ul style="list-style-type: none"> <li>• In Tanjung Kembiri - Namely Mrs Astini (ID workers: 98100 – pesticides applicator), basic salary is IDR 3,647,500. Insurance allowance (BPJS TK is IDR 238,578 &amp; BPJS Kesehatan is IDR 145,900). Total salary (bruto) is IDR 4,106,948.</li> <li>• In Tanjung Kembiri Estate - Namely Mr Herman (ID workers: 00602 - Harvester), basic salary is IDR 3,647,500. Insurance allowance (BPJS TK is IDR 235,548 &amp; BPJS Kesehatan is IDR 145,900), premi: IDR 167,825. Total salary (bruto) is IDR 4,308,665.</li> </ul>	
6.2.2	<p><b>(C)</b> 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>PT Forestalesatri Dwikarya has demonstrated the documentation of pay and working conditions is presented in the Collective Labor Agreement (CLA) / Perjanjian Kerja Bersama PT Forestalesatri Dwikarya, set that the minimum wage referred to the governmental regulation.</p> <p>Collective Labor Agreement (CLA) available in Indonesian Language and has been communicated to all workers. The CLA has been registered to Dinas Koperasi, Usaha Kecil, dan Menengah, Perdagangan dan Tenaga Kerja Kabupaten Belitung, Nomor KEP: 001/KUKMPTK.IV/PKB/2023 tentang Pendaftaran Pernjajian Kerja Bersama PT Forestalesatri Dwikarya, dated 11 June 2024.</p> <p>Clauses concerning payments and conditions of employment (regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave,</p>	Complied

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		<p>reasons for dismissal, period of notice, etc) stipulated in each contractual agreement and Collective Labor Agreement (CLA/PKB).</p> <p>Based on review of Contractual Agreement also has been stated the clauses related regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice.</p> <p>Example - Contractual Agreement of Temporary Worker.</p> <ul style="list-style-type: none"> <li>Contractual Agreement of Temporary Worker (PKWT) No. 005/TKMM/PKWT-SW/06/2024, dated 18<sup>th</sup> June 2024 (contract until 17 December 2024), name; Mr Adri Tiansyah (General – Compound worker in Tanjung Kembiri POM).</li> <li>Contractual Agreement of Temporary Worker (PKWT) No. 003/TKMM/PKWT-SW/03/2024, dated 4<sup>th</sup> March 2024 (contract until 30 August 2024), name; Mr Duwi Pranoto (General – Compound worker in Tanjung Kembiri POM).</li> <li>Contractual Agreement of Temporary Worker (PKWT) No. 002/TKMM/PKWT-SW/03/2024, dated 4<sup>th</sup> March 2024 (contract until 30 August 2024), name; Mr Dodi Sewiatan (General – Compound worker in Tanjung Kembiri POM).</li> </ul> <p>Based on interview sample of workers, they have received and understood their contractual agreements.</p>	
6.2.3	<p><b>(C)</b> 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>PT Forestalesatri Dwikarya has demonstrated the documentation of pay and working conditions is presented in the Collective Labor Agreement (CLA) / Perjanjian Kerja Bersama PT Forestalesatri Dwikarya, set that the minimum wage referred to the governmental regulation.</p> <p>Collective Labor Agreement (CLA) available in Indonesian Language and has been communicated to all workers. The CLA has been registered to Dinas Koperasi, Usaha Kecil, dan Menengah, Perdagangan dan Tenaga Kerja Kabupaten Belitung, Nomor KEP: 001/KUKMPTK.IV/PKB/2023 tentang Pendaftaran Pernjajian Kerja Bersama PT Forestalesatri Dwikarya, dated 11 June 2024.</p> <p>The set employment provisions in accordance with the rules and legal</p>	Complied

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		<p>requirement. It is stated on employment contract and Collective Labor Agreement (CLA/PKB). In those documents has been mentioned the determination of wages (including benefits and other benefit), working hours (including hours and overtime pay) has been mentioned. The working hours (maximum 40 hours per week and working from Monday to Saturday), payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, in compliance with national legal requirements).</p> <p>The legal compliance of employment regulations has been verified based on these evidence (collected based on document review, interview with workers, Gender Committee, Labor Union, Manpower Agency):</p> <ul style="list-style-type: none"> <li>• Payment: regulation of minimum wage of 2024 has been mentioned in indicator 6.2.1. The payment has been verified based on review of list of payment and payment slips.</li> <li>• Working hours: maximum 40 hours per week (7 hours per day) and working from Monday to Saturday. For overtime working has been paid based on governmental regulation of overtime payment. Holiday is 12 days/year according government regulation. Evidenced based on verification of employee attendance lists, payslips and interviews with employees.</li> <li>• Sickness including menstruation leave and maternity leave: based on document review and interview with Gender Committee and Nurse/Midwife are being provided with no issue.</li> <li>• Worker protection: the company has provided Clinics and paramedic, regular medical check-up, and PPE in accordance with the HIRAC and MSDS.</li> </ul> <p>The workers get the same benefit even though they are not a union member. Benefit in PKB in accordance with national regulations and for all workers.</p>	
6.2.4	<p><b>(C)</b> 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</p>	<p>PT Forestalesatri Dwikarya has demonstrated the evidence on provided facilities to improve worker's wellbeing, for example:</p> <ul style="list-style-type: none"> <li>• Adequate housing: consist of semi-permanent and permanent housing, consist of G1 type and G2 type. Because the company's location is on the side of the main road and surrounded by villages, many employees choose to live in</li> </ul>	Complied



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	<p>acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>private homes in their villages, even though the company has provided housing facilities.</p> <ul style="list-style-type: none"><li>• Sanitation facilities, domestic waste disposal, and drainage.</li><li>• Water supplies: from water treatment and wells.</li><li>• Medical facilities: Clinics in Estate (also cover for Mill’s worker) and paramedic (nurses and midwives) 3 units.</li><li>• Educational facilities: elementary schools 2 units and school busses 3 units.</li><li>• Staple food store: from surrounding villages around 15 minutes.</li><li>• Electricity: from Mill and gensets</li><li>• Mosque 5 units and Church 1 units.</li><li>• Sport facilities: badminton, volley, and football courts.</li></ul> <p>Updates the list facilities in Tanjung Kembiri Estate – July 2024:</p> <table><tr><th>Facility</th><th>Total Unit</th><th>Condition</th></tr><tr><td>Staff housing</td><td>4</td><td>Good</td></tr><tr><td>Housing G2 types</td><td>91</td><td>Good</td></tr><tr><td>Housing G1 types</td><td>9</td><td>Good</td></tr><tr><td>Mosques</td><td>1</td><td>Good</td></tr><tr><td>Church</td><td>-</td><td></td></tr><tr><td>Kindergarten</td><td>1</td><td>Good</td></tr><tr><td>Employee Hall</td><td>1</td><td>Good</td></tr><tr><td>Football yield</td><td>1</td><td>Good</td></tr><tr><td>Badminton yield</td><td>1</td><td>Good</td></tr><tr><td>Tennis yield</td><td>-</td><td>Good</td></tr><tr><td>Volleyball yield</td><td>1</td><td>Good</td></tr><tr><td>Sport Centre</td><td>-</td><td></td></tr><tr><td>Halter bus</td><td>1</td><td>Good</td></tr><tr><td>Medical Centre</td><td>-</td><td></td></tr><tr><td>School bus</td><td>1</td><td>Good</td></tr><tr><td>Water well</td><td>1</td><td>Good</td></tr><tr><td>Canteen</td><td>1</td><td>Good</td></tr></table>	Facility	Total Unit	Condition	Staff housing	4	Good	Housing G2 types	91	Good	Housing G1 types	9	Good	Mosques	1	Good	Church	-		Kindergarten	1	Good	Employee Hall	1	Good	Football yield	1	Good	Badminton yield	1	Good	Tennis yield	-	Good	Volleyball yield	1	Good	Sport Centre	-		Halter bus	1	Good	Medical Centre	-		School bus	1	Good	Water well	1	Good	Canteen	1	Good	
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		<p>Sample on report of providing the clean water:</p> <ul style="list-style-type: none"> <li>• In Tanjung Kembiri Estate, Location in Division 07 &amp; 08 based on Report of Testing, no: 1894/SL/II/2024, sample type: water clean, dated 22<sup>nd</sup> February 2024</li> <li>• In Tanjung Kembiri POM, based on Report of Testing, no: 1910/SL/II/24, sample type: water clean, dated 22 February 2024 Location in WWTF.</li> <li>• In Tanjung Rusa Estate, location in Division VI, based on Report of Testing, no: 1885/SL/II/24, sample type: water clean, dated 22 February 2024</li> </ul> <p>The result is according to environmental quality standards "<i>Peraturan Menteri Kesehatan Nomor 32 Tahun 2017 tentang Standar Baku Mutu Kesehatan Lingkungan dan Persyaratan Kesehatan Air Untuk Keperluan Higiene Sanitasi, Kolam Renang, Solus Per Aqua, dan Pemandian Umum</i>". The testing has carried by Accredited laboratory – PT Mutu Agung Lestari Tbk.</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>Update until RAV2-year 2024, there are no significant efforts needed to improve access the adequate and sufficient food, because the plantation about 10 minutes from the city of Kembiri Tradional Market.</p> <p>Based on interview with sample of with workers, Labor Union, and Gender Committee, they stated that the workers did not need a company's store or worker cooperative store.</p>	Complied
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>PT Forestalesatri Dwikarya has calculated a living wage for year 2024 using the benefit approach that the company has provided to workers, including job support, rice allowances, facilities (provision of facilities: schools (including school transportation), housing, clean water, polyclinics (health).</p> <p>The calculation has been made for every grade of worker. The calculation of DLW period 2024 – prepared on 5<sup>th</sup> June 2024, such as:</p> <ul style="list-style-type: none"> <li>• PKWT Non Akad is IDR 4,055,462/month - (where legal minimum payment is IDR 3,640,000)</li> <li>• PT 4A is IDR 4,056,004/month - (where legal minimum payment is IDR 3,640,000)</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• PT 4B is IDR 4,478,393/month - ((where legal minimum payment is IDR 3,640,000)</li> <li>• PT3 is IDR 4,485,977/month - (where legal minimum payment is IDR 3,640,000)</li> <li>• PT2 is IDR 4,510,352/month (where legal minimum payment is IDR 3,640,000)</li> <li>• PT1 is IDR 4,566,685/month - (where legal minimum payment is IDR 3,640,000)</li> </ul> <p>The minimum wage paid to the workers has above legal minimum wage stated by the Governor. The documentation as follows: The minimum wage based on Governor Degree – Keputusan Gubernur Kepulauan Bangka Belitung, NO: 188.44/1220/DISANKER/2023 tentang Upah Minimum Provinsi Kepulauan Bangka Belitung Tahun 2024, dated 10 November 2023. The minimum wage is IDR 3,640,000.</p> <p>Sample of payslip verified month May 2024:</p> <ul style="list-style-type: none"> <li>• In Tanjung Kembiri - Namely Mrs Astini (ID workers: 98100 – pesticides applicator), basic salary is IDR 3,647,500. Insurance allowance (BPJS TK is IDR 238,578 &amp; BPJS Kesehatan is IDR 145,900). Total salary (bruto) is IDR 4,106,948.</li> <li>• In Tanjung Kembiri Estate - Namely Mr Herman (ID workers: 00602 - Harvester), basic salary is IDR 3,647,500. Insurance allowance (BPJS TK is IDR 235,548 &amp; BPJS Kesehatan is IDR 145,900), premi: IDR 167,825. Total salary (bruto) is IDR 4,308,665.</li> </ul>	
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**PROCEDURAL NOTE:**

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

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

1. Payment of minimum wages in accordance with applicable regulations

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<p>2. Assessment of wages paid (prevailing wages) and in-kind benefits.</p> <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>Up to RAV2, PT Forestalesatri Dwikarya did not have a casual worker scheme (Pekerja Harian Lepas). The employment contract, company regulation and work agreement provided in Indonesian language and available for both parties.</p> <p>Based on field observation in harvesting and mill main process activities, as well as interview with Labor Union, Gender Committee, and workers, it is known that there are no casual workers (Pekerja Harian Lepas) employed for core work such as in harvesting or mill's processing activities.</p> <p>Furthermore, PT Forestalesatri Dwikarya did not employ casual worker in any activity anymore.</p>	Complied
<p><b>Criteria 6.3:</b> The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p><b>(C)</b> A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has published a statement in local languages recognizing the rights of employees to freedom of association in Company Policy dated 1 December 2014.</p> <p>PT Forestalesatri Dwikarya as the organizations understand that workers have the right to negotiate, associate and organize a labor union. Organization committed to provides opportunities for workers to organize unions and express an opinion. All employees were allowed to form associations and bargain collectively with their employer.</p> <p>PT Forestalesatri Dwikarya commitment covered in the policy is "Respect the right of every employee to form or join trade unions in accordance they want and to bargain collectively."</p>	Complied

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		<p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>Currently, there is a Labour Union has registered to the Manpower Agency - Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan, dan Tenaga Kerja – the document number: 004/KUKMPTK/IV/PUK/IX/2018.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>PT Forestalesatri Dwikarya and Labor Union regularly conducted meetings to discuss issues in the employment. Sample seen: Minute of Meeting as per document "Rapat LKS Bipartit unit – PT Forestalesatri Dwikarya (Semester I – 2024), the record has been reported to Manpower Agency in Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan, dan Tenaga Kerja</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>PT Forestalesatri Dwikarya provide a specific empty house for Labor Union to conduct internal meeting. PT Forestalesatri Dwikarya also give permission to Labor Union Official to conduct meeting in working hours.</p> <p>Based on interview with Head of Labor Union during RAV2, dated 10<sup>th</sup> July 2024, there was known that PT Forestalesatri Dwikarya does not interfere with the formation or operation of registered labour union. There is no coercion and intervention related to membership and the course of the organization.</p>	Complied
<b>Criteria 6.4: Children are not employed or exploited.</b>			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>PT Forestalesatri Dwikarya has published the policy for the protection of children, including prohibition of child labour and remediation as per "<i>Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agribusiness and Food</i> dated 12 December 2019" and "<i>Kebijakan Lingkungan Kerja &amp; Hubungan Industrial – Pekerja/Buruh anak</i>" Policy No. KHI-smart/004-00 dated 1 August 2017. The policy stated that "Categorized as Childcare under 18 years old; In the process of hiring workers, it</p>	Complied

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		<p>is prohibited to accept or employ children as evidenced by official identity documents (birth certificate, KTP and family card)".</p> <p>This policy is included into service contract and agreement with supplier/contractor, sample seen:</p> <ul style="list-style-type: none"> <li>• "Surat Perjanjian Kerja" (Contract) No.030/PKS/BLI-SJA/IV/2022-CPO, valid until 31 Dec 2024, between PT Forestalestari Dwikarya and PT Satrindo Jaya Agropalma for CPO transport. PT Satrindo Jaya Agropalma issued a statement letter signed by Mr. Andhi K. Brata, dated 22 April 2024.</li> <li>• "Surat Perjanjian Kerja" (Contract) No.001/FLD/TKMM/01/2024-PK, valid until 31 Dec 2024, between PT Forestalestari Dwikarya and PT Lintas Transindo Nusantara for PK Transport. PT Lintas Transindo Nusantara issued a statement letter signed by Mr. Wawan Setiawan, dated 22 April 2024.</li> </ul> <p>In the framework of the FFB buying and selling cooperation between PT SMS and the FFB supplier, Statement Letter from supplier has been made which stated one of them is "respect human rights and do not discriminate, do not perform forced labor, do not employ underage workers and workers who originate from human trafficking".</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p>	
6.4.2	<p><b>(C)</b> Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation.</p>	Complied

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		<p>PT Forestalesatri Dwikarya has established the procedure of Pekerja Anak, No. KHI-smart/004-00, dated 1<sup>st</sup> August 2017 – the procedure has mentioned that a minimum age requirement of 18 years.</p> <p>Based on interview with Labor Union during RAV-2 (dated 30<sup>th</sup> July 2024), there were no workers below 18 years old.</p> <p>The document of list of employees (Daftar Karyawan), updated in July 2024 – there was noted that none of the worker employed by PT Forestalesatri Dwikarya is under 18 years old.</p>	
6.4.3	<p><b>(C)</b> Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>During audit, the auditor team has verified that there is no young person employed by company to perform hazardous work. Based on interview with sample of workers in PT Forestalesatri Dwikarya operation, all workers are 18 years and above. They stated that none of their fellow worker are under 18 years old.</p> <p>Additionally, during stakeholder interviews with Manpower Agency Dinas Koperasi Usaha Kecil Menengah, Perindustrian, Perdagangan, dan Tenaga Kerja Mr. Erwan Junandi (Kabid Ketenagakerjaan), dated 29<sup>th</sup> July 2024, the audit team noted that based on manpower reports and manpower service inspections, no child workers were identified in the Estate and Mill Operation.</p> <p>The document of list of employees (Daftar Karyawan), updated in July 2024 – there was noted that none of the worker employed by PT Forestalesatri Dwikarya is under 18 years old.</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>PT Forestalesatri Dwikarya has published the policy for the protection of children, including prohibition of child labour and remediation as per "<i>Kebijakan Bisnis dan Hak Asasi Manusia Sinarmas Agribusiness and Food dated 12 December 2019</i>" and "<i>Kebijakan Lingkungan Kerja &amp; Hubungan Industrial – Pekerja/Buruh anak</i>" Policy No. KHI-smart/004-00 dated 1 August 2017. The policy stated that "Categorized as Childcare under 18 years old; In the process of hiring workers, it</p>	Complied

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		<p>is prohibited to accept or employ children as evidenced by official identity documents (birth certificate, KTP and family card)".</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>This policy is included into service contract and agreement with supplier/contractor, sample seen:</p> <ul style="list-style-type: none"> <li>• "Surat Perjanjian Kerja" (Contract) No.030/PKS/BLI-SJA/IV/2022-CPO, valid until 31 Dec 2024, between PT Forestalestari Dwikarya and PT Satrindo Jaya Agropalma for CPO transport. PT Satrindo Jaya Agropalma issued a statement letter signed by Mr. Andhi K. Brata, dated 22 April 2024.</li> <li>• "Surat Perjanjian Kerja" (Contract) No.001/FLD/TKMM/01/2024-PK, valid until 31 Dec 2024, between PT Forestalestari Dwikarya and PT Lintas Transindo Nusantara for PK Transport. PT Lintas Transindo Nusantara issued a statement letter signed by Mr. Wawan Setiawan, dated 22 April 2024.</li> </ul> <p>In the framework of the FFB buying and selling cooperation between PT Forestalesatri Dwikarya and the FFB supplier, Statement Letter from supplier has been made which stated one of them is "respect human rights and do not discriminate, do not perform forced labour, do not employ underage workers and workers who originate from human trafficking".</p> <p>The document of list of employees (Daftar Karyawan), updated in July 2024 – there was noted that none of the worker employed by PT Forestalesatri Dwikarya is under 18 years old.</p> <p>In Addition, based on the results of interviews with contractors and FFB suppliers, it was conveyed that the parties were aware of the prohibition on work practices involving child labour, forced labour, and workers from human trafficking.</p>	
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<b>Criteria 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p><b>(C)</b> 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>PT Forestalesatri Dwikarya has established the policy regarding the prevention of sexual harassment written in "Kebijakan Lingkungan Kerja dan Hubungan Industrial, No: KHI-smart/016-00 dated 1<sup>st</sup> August 2017, regarding the sexual harassment prevention. Describes the workflow of sexual harassment handling. Complaints and grievance can submit orally and written addressed to gender committee → performed victim accompaniment and inform/report to unit head → based on information, data and evidence obtained and witnesses, the unit head verify and examination to obtain a decision, after found a guilty offender unit head may impose appropriate sanctions or company regulations through legal action.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>Based on workers interview and group discussion Gender Committee (dated 30<sup>th</sup> July 2024), there was concluded that there was no sexual harassment and violence within the organisation.</p> <p>Gender committee was established. Each estate and mill have appointed representative for gender committee. The committee consider matters such as dissemination on women's rights, childcare facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p> <p>PT Forestalesatri Dwikarya has also set several signboards about breastfeed up to nine months before resuming chemical spraying or usage tasks. It was observed</p>	Complied

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		that has been assembled on main access road and crowd locations such as: division office and housing area.	
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has established the policy to protect the reproductive rights of all, especially of women written in "Kebijakan Lingkungan Kerja dan Hubungan Industrial, No: KHI-smart/016-00 dated 1<sup>st</sup> August 2017, regarding the sexual harassment prevention. Describes the workflow of sexual harassment handling.</p> <p>PT Forestalesatri Dwikarya has also issued the Internal Memorandum No 001/MEMO-VPA PSM2/04/2011 date 8 April 2011 concerning pregnant and lactating women workers. It stated that Pregnant and lactating women employee are not allowed to work as a pesticide/herbicide sprayer.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>Based on workers interview and group discussion Gender Committee (dated 30<sup>th</sup> July 2024), there was concluded that there was no sexual harassment and violence within the organisation.</p> <p>Gender committee was established by the organization. The committee has representatives from all areas of work. The committee consider matters such as trainings on women's rights, counselling for women affected by violence, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women.</p>	Complied
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to	During RAV2-year 2024, PT Forestalesatri Dwikarya has identified the need of expectant mother and new mother in a documentation. Based on the document, the needs of new mother that have been identified among others to consult the health of their fetuses and babies, to get proper medical check-up and vitamins,	Complied

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	<p>address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>a place and paramedic (nurse and midwife) to give proper birth, daycare/creche, emergency response, etc.</p> <p>Management has fulfilled their need by providing:</p> <ul style="list-style-type: none"> <li>• Clinic including company's doctor and paramedic, for getting regular check-up, consultation and giving birth.</li> <li>• Monthly 'Posyandu' as an event to check their maternity (fetuses) and babies under 5 years old, to give consultations and vitamins.</li> <li>• Maternity leave: 3 months including before and after giving birth in accordance with legal regulation.</li> <li>• Company's ambulance for emergency responds, to get to nearest hospital.</li> <li>• Day-care/creche.</li> </ul> <p>Based on interview during RAV-2, audit team noted the medical team of PT Forestalesatri Dwikarya has consulted the need for new mother. Then it is prepared in form of maternity check, labour preparation, vaccination program for infants and medical check based on "<i>Kartu Menuju Sehat</i>" for infants and prepare facility for infant day care. There are no other needs from new mothers stated by the new mother during interview.</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>PT Forestalestari Dwikarya has the system to handling complaints and grievances in the SOP of Complaints and Grievance Handling No. SOP/SMART/SIGS-CSR/SADV/I/003, dated 1<sup>st</sup> July 2014. The procedure has set the dispute resolution in an appropriate manner, ensuring the anonymity of complainants, protecting the Human Rights Defenders, community spoke persons, and whistle blowers where requested. The system ensures that there is no risk of reprisal or intimidation to the complainants.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p>	Complied

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		<p>During RAV2-year 2024, unit of certification has demonstrated the document of grievance records. Moreover, PT Forestalesatri Dwikarya has formed a Gender Committee for grievance related sexual harassment or violation of reproductive rights.</p> <p>Based on interview with Head of Gender Committee (dated 30<sup>th</sup> July 2024), they are known that there is no negative issue related to sexual harassment or violation of reproductive rights.</p>	
<b>Criteria 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<p><b>(C)</b> All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports;</li> <li>• Payment of recruitment fees;</li> <li>• Contract substitution without worker's consent</li> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign</li> <li>• 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</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has policies related to business and human rights policies of Sinarmas Agri Business and Food which was signed by the Head of Policy and Compliance Division dated December 12, 2019, explaining the commitment to uphold human rights and prohibition of force and trafficked labor.</p> <p>The policy has been disseminated annually to all employees by installing signboard of company policy and by direct dissemination, example: In Tanjung Kembiri Estate: dated 4 – 13 March 2024, location Division 1 – 8. In detail 9 March 2024 that was attended by 72 workers, dated 4 March 2024 that was attended by 77 workers and dated 5<sup>th</sup> March 2024 that was attended by 101 workers.</p> <p>Based on document verification (list of employees, salary slips and payroll for the period of 2024) and interviews with company management and Manpower Agency, no work termination was identified that was not in accordance with the work contract, the determination of overtime time was in accordance with the Overtime Work Order (SPL) and was not identified there are employees who work because of debt with the company.</p> <p>Moreover, no salary deduction that against legal regulations, even though there were subsidies and deductions for BPJS (employment insurance) contributions that were in accordance with applicable regulations. There was no identification</p>	Complied

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		<p>of a work bond that impeded employee resignation, there was no indication of a cost involved in the employee recruitment process.</p> <p>During RAV2-year 2024, the auditor team has interview with sample of workers and Labor Union, there is known that there is no migrant worker within the company. All workers also have been recruited in accordance with legal regulation and provided with contractual agreement.</p>	
6.6.2	<p><b>(C)</b> 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>PT Forestalesatri Dwikarya are not employed migrant worker, but temporary worker (PKWT). PT Forestalesatri Dwikarya has established a policy on Work Environment and Industrial Relations No. KHI-smart/002-00 dated August 1, 2017. This policy is also a mechanism for the use of temporary workers (either non-permanent or casual workers) with several provisions, as follows:</p> <ul style="list-style-type: none"> <li>• Temporary Work Agreement (PKWT) is an agreement between a worker/labourer and a company to establish a working relationship for a certain period or for a certain job.</li> <li>• A work agreement or contract is a written letter in Indonesian that is easily understood and agreed upon by the worker/labourer with the company as a basis and evidence of an employment relationship.</li> <li>• The company is responsible for the costs required for the implementation of the work agreement.</li> <li>• A work agreement for a specified period based on a certain period can be made for a period of 2 (two) years and may only be extended 1 (one) time for a maximum period of 1 (one) year.</li> <li>• If the work agreement has been extended for a certain period but due to certain conditions the work has not been completed, then the work agreement may be renewed for a certain time.</li> </ul> <p>During audit, interview to PKWT worker has been conducted for examples to general compound worker in Tanjung Kembiri POM. Each worker interviewed has aware about labour policy and procedures for PKWT. PKWT only applies to new employees as a probation period for 6 months. After that, if the performance meets the requirements, the PKWT are appointed as a permanent worker.</p>	Complied

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		Evidence of equal pay for the same work scope has been demonstrated based on payment list and sample of payment slips. The employees' wages payment referred to the minimum wage consists of basic wage plus a fixed allowance. Based on review of Contractual Agreement also has been stated the clauses related regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice.	
<b>Criteria 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has an Occupational Safety and Health Advisory Committee (P2K3) with a total of 18 members which has been approved through the Decree of the Head of the Manpower and Transmigration Office of Bangka Belitung Province.</p> <p>Data verified:</p> <ul style="list-style-type: none"> <li>OHS Committee has registered to Manpower Agency as per "Keputusan Kepala Dinas Tenaga Kerja Provinsi Bangka Belitung, Nomor: 188.4/009/P2K3/DISNAKER/2024 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja pada Perusahaan PT Forestalesatri Dwikarya, dated Mei 2024.</li> <li>OHS expert as OHS committee secretary has attended the training, the certificate document "Keputusan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia, register number: 8026/PK3/AJ/31/2021/P2 tentang Penunjukan Ahli Keselamatan dan Kesehatan Kerja, namely Mr Perdiansyah Siregar, dated December 2021 – valid until 3 years (31 December 2024)</li> </ul> <p>The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program such as Personal Protective Equipment (PPE), hazard from animal, safety notes, accidents etc. The actions were monitored for realization and reported to management and local authority. Concerns of all parties about health, safety and welfare were discussed at the</p>	Complied

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		<p>meeting such as: review of accident, PPE Checklist update, result of internal audit, incident investigation.</p> <p>Data verified:</p> <ul style="list-style-type: none"> <li>Monthly OHS Committee meeting, to discuss and address current OHS issues. Last meeting on 28<sup>th</sup> June 2024 – location in Meeting Room Tanjung Kembiri Mill, the minute of meeting was prepared by Alvin Faizal (OHS Expert)</li> </ul> <p>Report of OHS performance (three months basis) as per document of “Laporan Triwulan P2K3” period II – year 2024 (April – June), has been submitted to Dinas Tenaga Kerja Bangka Belitung (Manpower Agency). Received by Sinta Amelia – Dinas KUKM. Document number: 005/SMK3/FLD/TKME/VII/2024, dated 1<sup>st</sup> July 2024.</p>	
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>During RAV2- year 2024, there are no changes in compliance statement compared to last year audit. The procedure and policies are in place.</p> <p>PT Forestalesatri Dwikarya has had sort of OHS policy and procedures. These policy and procedures stated the company’s commitment on the implementation of occupational health and safety within company’s operation.</p> <p>These procedures designed to control the hazards in every activity that is in the working environment to prevent accidents and occupational diseases. Management have work program of occupational health safety every year. Realization of the program of work will be monitored through regular meetings of OHS Committee in every month.</p> <p>According to the emergency procedure, the emergency conditions have been identified including Fire and explosion at buildings; land fire; earthquake; chemical spill and also waste water ponds spillage. The procedures described the roles and responsibilities of each emergency response team include the mechanism how to conduct medical evacuation to near hospital/local health centre, the emergency contact number of each internal emergency team and external related parties such as public fire station at local area and public health centre were also available.</p>	Complied

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		<p>The accidents happen has been recorded and using the LTA calculation. Described in more detail in indicator 6.7.5.</p> <p>Data verified during RAV2 – year 2024:</p> <ul style="list-style-type: none"> <li>Record on emergency response drill, dated 9<sup>th</sup> February 2024 (location in Tanjung Kembiri Estate Division 05, Scenario: land fire) and on 18<sup>th</sup> May 2024 (location in Micing Area di Tanjung Kembiri Estate, scenario: handling hazardous waste)</li> <li>OHS inspection reported under document "Formulir Observasi vers.3.0) dated 19<sup>th</sup> June 2024, location in Division 5 – the inspection regarding the PPE usage. Reported OK.</li> <li>Ohs Inspection in term of emergency facilities availability (monthly bases), example dated 4<sup>th</sup> July 2024 – location in Tanjung Kembiri POM. Facilities were checked: fire extinguisher, hydrant. Reported OK.</li> </ul> <p>Training for first aider, dated 7<sup>th</sup> February 2024, location in Mess Tanjung Kembiri Estate that was attended by 34 workers. Facilitator is Company Doctor</p>	
6.7.3	<p><b>(C)</b> 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>During RAV2-year 2024, the workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace.</p> <p>Based on document review, 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.</p> <p>Based on field observation in the high risk workplace in the Mill and Estate, known that the workers provided proper PPE in accordance with the HIRAC and/or MSDS. For instance:</p> <ul style="list-style-type: none"> <li>Harvester: has been provided sickle and axe cover.</li> <li>Manuring, spraying, checmical storage operator: has been provided rubber gloves, mask, face protector, apron, boots.</li> </ul>	Complied



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		<ul style="list-style-type: none"> <li>Genset/engine room, boiler operator: has been provided mas and ear muff/ear plug.</li> </ul> <p>Based on interview with the workers and Labor Union (dated 30<sup>th</sup> July 2024), the PPE has been provided, exchanged regularly or anytime if broken without any charge. The PPE stocks can be seen on material storage.</p> <p>The auditpr team has field observation to check the sanitation facilities and PPE storage for pesticide/fertilizer applicator provided in the Division Offices. Therefore, the PPE and working tools are washed and stored in the special place and prohibited to be placed in worker's houses.</p> <p>Recod of PPE delivery has been reviewed such as :</p> <ul style="list-style-type: none"> <li>Minutes of handing over of PPE in Division 5 &amp; 6, in Tanjung Kembiri Estate, dated 9<sup>th</sup> April 2024 in the form of face shields, boots, egrek gloves and dodos gloves to 11 harvesters</li> <li>OHS inspection reported under document "Formulir Observasi vers.3.0) dated 19<sup>th</sup> June 2024, location in Division 5 – the inspection regarding the PPE usage. Reported OK.</li> </ul>	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>PT Forestalestari Dwikarya already has medical personnel, namely 1 doctor, 2 nurses and 1 pharmacist, namely:</p> <ul style="list-style-type: none"> <li>Dr. Rachmad <ul style="list-style-type: none"> <li>Register permit issued by "Direktur Jendral Pembina Pengawasan Ketenagakerjaan dan Keselamatan Kerja dan Kesehatan, Nomor: 5/445/AS.01.04/V/2024 tentang Penunjukan Dokter Pemeriksa Kesehatan Tenaga Kerja, dated Mei 2024 – valid until 3 years.</li> <li>Hyperkes: No. 53.865/DBK3-DH/07/VII/2015, dated Juli 2019.</li> </ul> </li> <li>Lolanda, Amd. Kep (Nurse) <ul style="list-style-type: none"> <li>Hyperkes: 40.395/DBK3-PM/08/V/2022, dated 31<sup>st</sup> August 2022.</li> <li>STR: 070152119-3055738 dated 8<sup>th</sup> July 2019 – 28<sup>th</sup> October 2024.</li> </ul> </li> </ul>	Complied

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		<p>Report of special medical checkup for workers on handling of pesticides /or chemicals and works in high-risk area (mill) planned every six months. Last MCU was conducted on:</p> <ul style="list-style-type: none"> <li>• Dated 30<sup>th</sup> May 2024, that was carried out by Dipa Medical Center (Pangkal Pinang), that was attended by 46 workers from Tanjung Kembiri Estate.</li> <li>• Dated 22<sup>nd</sup> May 2024, that was carried out by Dipa Medical Center (Pangkal Pinang), that was attended by 50 workers from Tanjung Rusa Estate.</li> </ul> <p>The results of special and regular health checks show that the health of all workers is still in normal condition.</p> <p>For further or un-handled medical care covered in government employment and health insurance programs (<i>BPJS Ketenagakerjaan &amp; BPJS Kesehatan</i>). This insurance has been paid monthly based on document review according to the applicable rule.</p> <p>The auditor has verified the payment of <i>BPJS Ketenagakerjaan &amp; BPJS Kesehatan</i> from period of year 2024. It can be concluded that the payments have been conducted routinely (monthly) in accordance with total worker including family member for national health insurance.</p> <p>The recent payments are as follows (note: the payment written in this report only for recent payment, because the latest payment of <i>BPJS Ketenagakerjaan &amp; BPJS Kesehatan</i> will not be accepted if the previous period payment not been paid yet).</p> <p>Data verified:</p> <ul style="list-style-type: none"> <li>• Medical Assurance (BPJS Kesehatan) – Billing Statement month June 2024, amount IDR **3,242,050, number of employees: 730 workers, number of depend on is 689. Status: PAID dated 10<sup>th</sup> June 2024 – for Tanjung Kembiri Estate.</li> <li>• Workers Assurance (BPJS Ketenagakerjaan) payment period June 2024 based on Formulir 2 PU – BPJS Ketenagakerjaan, Code: 4000 007 8536 amount IDR: **8,911,141. Status: PAID – for Tanjung Rusa Estate.</li> </ul>	
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		<p>Based on interview with the workers and Labor Union, there is no issue related medical care. If the fist aid post cannot handle the medical care, the patient will be brought to the hospital in the city using company's Ambulance.</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	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT Forestalesatri Dwikarya has documented Lost Time Accident 2024 (including monthly and yearly data) for Mill and Estate.</p> <p>The calculation for frequency rate and severity rate was generated from lost time accident (LTA) data, employee working hour's data and lost time day (LTD) data. The timesheet calculation for each month was shown during audit.</p> <p>Data verified: Documentation of accident record and the calculation of LTA as "Rekapitulasi Kecelakaan Kerja – F/SMART/HESS-EHSD/SADV/005/0003",</p> <ul style="list-style-type: none"> <li>• In Tanjung Kembiri Estate, for year 2023 – there was no accident reported.</li> <li>• In Tanjung Rusa Estate, for year 2023 – there was no accident reported.</li> <li>• In 2024, there was reported 1 accident on 15 July 2024. The lost time accident reported 8 Man-days.</li> </ul> <p>Sample verification on accident report:</p> <ul style="list-style-type: none"> <li>• Dated, 15 July 2024, location in Div 8 – Tanjung Kembiri Estate. Victim: Mr Muhanao (ID: 08803) – harvester. Chronology: while cutting FFB, at 13.00 WIB in Book M68, he has collided with the cutting ship on face. The report is available in the form: F/SMART/HESS-ESHSD/SADV/005/002, prepared by Paramedics.</li> <li>• Investigation Report dated 15 July 2024. Recommendation: conduct socialization on 17 July 2024 to all Panen employees.</li> <li>• At the time of the incident, the victim had been referred to the Belitung regional hospital using the Medical Assurance facility (BPJS Kesehatan)</li> </ul>	Complied

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<b>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</b>			
<b>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</b>			
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has committed to implement Integrated Pest Management (IPM) activities in which presented in several procedures, as follows:</p> <ul style="list-style-type: none"> <li>No. SOP/SMART/MCAR/VIII/TS-PGM 1<sup>st</sup> revision dated 17 July 2020 regarding weeds control which covers weeds control in the nursery, immature and mature areas, equipment used for weeds control, safety procedures of control, guideline of agrochemicals uses and monitoring.</li> <li>No. SOP/SMART/MCAR/VII/TA-HPT 1<sup>st</sup> revision dated 17 July 2020 regarding Pests and Diseases (P&amp;D) Control Management which covers early warning system, census, P&amp;D attack threshold limits, evaluation and decision of pest and disease control, recommendation from SMARTRI (Research Department), P&amp;D handling, recommendation of P&amp;D control and evaluation.</li> </ul> <p>The details of P&amp;D control have presented in several work instruction (WI), for example as follows:</p> <ul style="list-style-type: none"> <li>WI No. IK/SMART/MCAR/VII/TA-HPT/01 about leaf eating caterpillar detection.</li> <li>WI No. IK/SMART/MCAR/VII/TA-HPT/02 about leaf eating caterpillar census.</li> <li>WI No. IK No. IK/SMART/MCAR/VII/TA-HPT/03 about leaf eating caterpillar control.</li> <li>WI No. IK/SMART/MCAR/VII/TA-HPT/04 about census and management of Oryctes rhinoceros.</li> <li>WI No. IK/SMART/MCAR/VII/TA-HPT/05 about census and management of termites.</li> <li>WI No. IK/SMART/MCAR/VII/TA-HPT/07 about census and management of rats.</li> </ul> <p>Based on document verification, estates have had IPM program for 2024 as follows:</p>	Complied

		<ul style="list-style-type: none"> <li>• Pest and disease census: programmed monthly.</li> <li>• Planting and upkeep beneficial plant: programmed monthly.</li> <li>• Barn owl box census: programmed monthly.</li> </ul> <p>Evident of monitoring and control are available under document pest and disease census, planting and upkeep beneficial plant, census of pest infestation and <i>Tyto alba</i> reproduction monitoring.</p> <p>Based on field verification and document review of "Rekapitulasi Deteksi UPDKS" (leaf eater caterpillar census) period January – June 2024 there is no caterpillar attack in Tanjung Kembiri Estate and Tanjung Rusa Estate. Rat infestation is verified below 5% in all estates.</p> <p>Monitoring of Barn-owl <i>Tyto alba</i> performed monthly, monitoring records are available for period January – June 2024. Based on last monitoring record of June 2024, there are 499 barn-owl boxes, containing all active barn-owl boxes. Barn-owl boxes ratio is 1/10 hectare.</p>	
7.1.2	<p>Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>The unit of certification has a list of Global Invasive Species, and evaluate the status of existence in Tanjung Kembiri Estate and Tanjung Rusa Estate on 2 February 2024. Some species are naturally exist in the area and the spreading are controlled manually and herbicides spraying, e.g. Monitoring: <i>Casia tora</i>, <i>Urea lobasta</i>; Wipping: <i>Imperata cylindrica</i>; Upkeep: <i>Turnera ulmifolia</i>; Unroot or chemical: <i>Clidemia hirta</i>, <i>Mimosa invisa</i>; Circle racking: <i>Micania micrantha</i>, <i>Asystasia intrusa</i>, <i>Dicranopteris leniaris</i>. There are no species in the list that used to manage areas in unit of certification.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>Based on field visit to Tanjung Kembiri Estate and Tanjung Rusa Estate and interview with Field Assistant in both estates, for period 2023 and (to date July) 2024 no pest control using fire. Company using natural predator (such as barn owl to control rat attack and/or bugs from <i>Turnera subulata</i> and <i>Antigonon leptosus</i> to control nettle caterpillar) and pesticide to control pest and disease.</p>	Complied
<b>Criteria 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			

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7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>The company shows records of the list of pesticides used along with justification for their use, consisting of herbicides, insecticides, fungicides, acaricides and rodenticides. Following is some information on the pesticide brands used by the company:</p> <table><tr><th>Name</th><th>Active Ingredients</th><th>Justification</th></tr><tr><td>Erkafuron 20 WG</td><td>Methyl Metsulfuron</td><td>Herbicide</td></tr><tr><td>Rollup 480 SL</td><td>Glyphosate</td><td>Herbicide</td></tr><tr><td>Garlon Mix 333</td><td>Triclopyr</td><td>Herbicide</td></tr><tr><td>Starane 480 EC</td><td>Fluroxypir</td><td>Herbicide</td></tr><tr><td>Decis 25 EC</td><td>Deltametrin</td><td>Insecticide</td></tr><tr><td>Benlox 50 WP</td><td>Benomil</td><td>Fungicide</td></tr></table> <p>The results of field observation on Bumi Sawit Estate and interviews with pesticide applicators showed that all pesticide applicators had understood the procedures for spraying and proper use of spray equipment, targeting weeds, prohibiting spraying in river border areas and the actions taken when poisoning occurs in the area.</p>	Name	Active Ingredients	Justification	Erkafuron 20 WG	Methyl Metsulfuron	Herbicide	Rollup 480 SL	Glyphosate	Herbicide	Garlon Mix 333	Triclopyr	Herbicide	Starane 480 EC	Fluroxypir	Herbicide	Decis 25 EC	Deltametrin	Insecticide	Benlox 50 WP	Benomil	Fungicide	Complied											
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7.2.2	<p><b>(C)</b> 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>Tanjung Rusa Estate</p> <table><tr><th>Herbicide type/Active Ingredients LD50</th><th>Total Application - Active Ingredients</th><th>FFB Production</th><th>Pesticide unit/kg</th><th>Ha Application</th><th>Pesticide unit/Ha</th></tr><tr><td colspan="6">Year 2023</td></tr><tr><td rowspan="2"><b>Roll Up</b> Isopropyl Amina Glyphosate 480 g/l LD50: 5000</td><td>2,521.80</td><td rowspan="2">98,359,070</td><td rowspan="2">0.00210</td><td rowspan="2">10,087.18</td><td rowspan="2">0.25</td></tr><tr><td>1,033.94</td></tr><tr><td rowspan="2"><b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574</td><td>168.52</td><td rowspan="2">98,359,070</td><td rowspan="2">0.00031</td><td rowspan="2">674.08</td><td rowspan="2">0.25</td></tr><tr><td>80.89</td></tr><tr><td><b>Starane 480 EC</b></td><td>116.80</td><td>98,359,070</td><td>0.00017</td><td>467.21</td><td>0.25</td></tr></table>	Herbicide type/Active Ingredients LD50	Total Application - Active Ingredients	FFB Production	Pesticide unit/kg	Ha Application	Pesticide unit/Ha	Year 2023						<b>Roll Up</b> Isopropyl Amina Glyphosate 480 g/l LD50: 5000	2,521.80	98,359,070	0.00210	10,087.18	0.25	1,033.94	<b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574	168.52	98,359,070	0.00031	674.08	0.25	80.89	<b>Starane 480 EC</b>	116.80	98,359,070	0.00017	467.21	0.25	Complied
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		Fluoroxypyr Methyl Ester 30% LD50: 2000	35.04					
		<b>Erkafuron</b> Metsulfuron Methyl LD50: 5000	157.32	98,359,070	0.00019	629.28	0.25	
			94.39					
		Year 2024 (to date June)						
		<b>Roll Up</b> Isopropyl Amina Glyphosate 480 g/l LD50: 5000	1,937.76	42,577,900	0.0043	3,799.53	0.51	
			930.12					
		<b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574	41.81	42,577,900	0.0001	41.81	0.80	
			13.92					
		<b>Starane 480 EC</b> Fluoroxypyr Methyl Ester 30% LD50: 2000	78.08	42,577,900	0.0004	1,301.33	0.06	
			37.48					
		<b>Erkafuron</b> Metsulfuron Methyl LD50: 5000	115.19	42,577,900	0.0001	886.08	0.13	
			23.04					
		Tanjung Kembiri Estate						
		Herbicide type/Active Ingredients LD50	Total Application - Active Ingredients	FFB Production	Pesticide unit/kg	Ha Application	Pesticide unit/Ha	
		Year 2023						
		<b>Roll Up</b> Isopropyl Amina Glyphosate 480 g/l LD50: 5000	5092.90	129,049,630	0.00378	9,986.08	0.51	
			2,444.59					

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		<table><tr><td rowspan="2"><b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574</td><td>201.29</td><td rowspan="2">129,049,630</td><td rowspan="2">0.00019</td><td rowspan="2">201.29</td><td rowspan="2">1.00</td></tr><tr><td>66.42</td></tr><tr><td rowspan="2"><b>Starane 480 EC</b> Fluoroxypyr Methyl Ester 30% LD50: 2000</td><td>135.19</td><td rowspan="2">129,049,630</td><td rowspan="2">0.00025</td><td rowspan="2">2,145.90</td><td rowspan="2">0.06</td></tr><tr><td>64.89</td></tr><tr><td rowspan="2"><b>Erkafuron</b> Metsulfuron Methyl LD50: 5000</td><td>284.12</td><td rowspan="2">129,049,630</td><td rowspan="2">0.00008</td><td rowspan="2">2,272.92</td><td rowspan="2">0.13</td></tr><tr><td>56.82</td></tr><tr><td colspan="6">Year 2024 (to date June)</td></tr><tr><td rowspan="2"><b>Roll Up</b> Isopropyl Amina Glyphosate 480 g/l LD50: 5000</td><td>3,093.00</td><td rowspan="2">5,268,611</td><td rowspan="2">0.0563</td><td rowspan="2">6,064.71</td><td rowspan="2">0.51</td></tr><tr><td>1,484.64</td></tr><tr><td rowspan="2"><b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574</td><td>289.19</td><td rowspan="2">5,268,611</td><td rowspan="2">0.0070</td><td rowspan="2">289.19</td><td rowspan="2">1.00</td></tr><tr><td>95.43</td></tr><tr><td rowspan="2"><b>Starane 480 EC</b> Fluoroxypyr Methyl Ester 30% LD50: 2000</td><td>94.55</td><td rowspan="2">5,268,611</td><td rowspan="2">0.0043</td><td rowspan="2">150.08</td><td rowspan="2">0.63</td></tr><tr><td>45.38</td></tr><tr><td rowspan="2"><b>Erkafuron</b> Metsulfuron Methyl LD50: 5000</td><td>135.77</td><td rowspan="2">5,268,611</td><td rowspan="2">0.0010</td><td rowspan="2">1,086.16</td><td rowspan="2">0.13</td></tr><tr><td>27.15</td></tr></table>	<b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574	201.29	129,049,630	0.00019	201.29	1.00	66.42	<b>Starane 480 EC</b> Fluoroxypyr Methyl Ester 30% LD50: 2000	135.19	129,049,630	0.00025	2,145.90	0.06	64.89	<b>Erkafuron</b> Metsulfuron Methyl LD50: 5000	284.12	129,049,630	0.00008	2,272.92	0.13	56.82	Year 2024 (to date June)						<b>Roll Up</b> Isopropyl Amina Glyphosate 480 g/l LD50: 5000	3,093.00	5,268,611	0.0563	6,064.71	0.51	1,484.64	<b>Garlon Mix 333/17 EW</b> Triclopyr Butoxy 33.3% LD50: 2574	289.19	5,268,611	0.0070	289.19	1.00	95.43	<b>Starane 480 EC</b> Fluoroxypyr Methyl Ester 30% LD50: 2000	94.55	5,268,611	0.0043	150.08	0.63	45.38	<b>Erkafuron</b> Metsulfuron Methyl LD50: 5000	135.77	5,268,611	0.0010	1,086.16	0.13	27.15	
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7.2.3	<p><b>(C)</b> 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>Tanjung Kembiri estates and Tanjung Rusa Estate demonstrate the comparative use of herbicide for year 2022 and 2023. It can be seen, in total 2023 using lower volume.</p> <table><tr><th rowspan="2">Herbicide</th><th rowspan="2">Unit</th><th colspan="2">2022</th><th colspan="2">2023</th></tr><tr><th>TKME</th><th>TRSE</th><th>TKME</th><th>TRSE</th></tr><tr><td>Roll Up 480 SL</td><td>L</td><td>4,919.65</td><td>3,735.71</td><td>5,092.20</td><td>2,521.80</td></tr><tr><td>Garlon Mix 333/17 EW</td><td>L</td><td>473.71</td><td>85.03</td><td>201.29</td><td>168.52</td></tr></table>	Herbicide	Unit	2022		2023		TKME	TRSE	TKME	TRSE	Roll Up 480 SL	L	4,919.65	3,735.71	5,092.20	2,521.80	Garlon Mix 333/17 EW	L	473.71	85.03	201.29	168.52	Complied																																	
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		Starane 480 EC	L	178.99	307.13	135.19	116.80	
		Erkafuron 20WG	kg	271.92	177.63	284.12	157.32	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines. - Minor compliance -	Based on field visit to Tanjung Kembiri Estate and Tanjung Rusa Estate and interview with Field Assistant in both estates, for period 2023 and (to date July) 2024 no prophylactic use of pesticide. All pesticide application was a result of pest census/monitoring.						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. 7.2.5b Why there is no other alternative which can be used. 7.2.5c Which process was applied to verify why there is no other less hazardous alternative. 7.2.5d Process to limit the negative impacts of the application. 7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Based on field visit to agrochemical warehouses and verified the agrochemical logbook data, audit team found there was no paraquat and/or WHO Class 1A and/or WHO Class 1B and/or pesticide under Stockholm Conventions and/or pesticide under Rotterdam Conventions – being used or stored in Tanjung Kembiri Estate and Tanjung Rusa Estate.						Complied
7.2.6	<b>(C)</b> 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	Training for sprayers in Tanjung Kembiri Estate and Tanjung Rusa Estate carried out; - 22 January 2024 for 23 sprayers in Tanjung Kembiri Estate - 22 January 2024 for 12 sprayers in Tanjung Rusa Estate Training materials covering type of herbicide (contact and systemic herbicide); dominant weed census prior to spraying, spraying tools verification/calibration,						Complied

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	must show evidence of regular updates on the knowledge about the activity they conduct. - Critical (Major) compliance -	flowrate, PPE for spraying, symbol on chemical container, safety disposal of empty herbicide container.	
7.2.7	<b>(C)</b> Storage of all pesticides in accordance with recognized best practices. - Critical (Major) compliance -	Based on field visit to agrochemical warehouses, audit team found the storage of pesticide follows best practice and risk assessment; sufficient ventilation observed, powder chemical stored on top shelf above liquid chemical, PPE box available outside warehouse, double lock for hazardous pesticide, emergency shower available outside with running water, spill kit available inside, fire extinguisher available outside. Interview with the warehouse keeper, verified with training log, they have provided with training on safe pesticide handling.	Complied
7.2.8	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. - Minor compliance -	PT. Forestalestari Dwikarya demonstrated permit for storing hazardous waste. - Permit based on Keputusan Kepala Dinas penanaman Modal, Pelayanan Terpadu Satu Pintu dan Perindustrian Kabupaten Belitung Bo.188.6/002/KEP/LB3/DPMTSPP/2017 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun PT. Foresta Lestari Dwikarya" dated 23 November 2017. The permit scope including hazardous waste storage for Tanjung Kembiri Mill (TPS Limbah B3 Utama) and Tanjung Rusa Estate and Tanjung Kembiri Estate (TPS Limbah B3 Antara). - PT. Forestalestari Dwikarya hazardous waste storage allowed to store this type: used battery (A102d), contaminated waste (A108d), used oil (B105d), used tube lamp (B107d), used rag (B110d), empty chemical container (B104d). - To process the follow up for hazardous waste storage technical specification "Berita Acara Pembahasan Rincian Teknis Dinas Lingkungan Hidup dan Kehutanan Provinsi Kepulauan Bangka Belitung – PT. Forestalestari Dwikarya No.02/BA/PLB3/DLHK/2024" dated 12 January 2024. - Company follows up to the environmental office on 6 June 2024 by sending the revision of document "PT. Forestalestari Dwikarya Rincian Teknis Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (B3) Bagi Penghasil Limbah B3 – 2024".	Complied

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		<ul style="list-style-type: none"> <li>- Visit from Environmental Office "Berita Acara No.012/BALB3/DLH/II.3" dated 12 June 2024. The result of visit stated the technical document is in process; company has an agreement with licensed transporter PT. Primanru Jaya, valid up to 25 January 2027. Recommendation for follow up: follow up the technical specification document to be integrated with environmental approval PT. Forestalestari Dwikarya, coordinating with environmental office,</li> </ul> <p>PT. Forestalestari Dwikarya demonstrated minutes of handover for empty pesticide and herbicide container from Tanjung Kembiri POM to contractor for disposal in period of 3 August 2023 and 12 February 2024.</p> <p>August 2023</p> <ul style="list-style-type: none"> <li>- The Minutes of handover recorded used oil 2.7510 tons (15 drums), used battery 0.5423 tons (2 drums), used oil filter 0.3017 tons (5 drums), used tube lamp 0.053 tons (1 drum), contaminated rag 0.0723 tons (1 drum), chemical container 0.2041 tons (5 jumbo bags), clinic waste/infectious waste 0.0139 tons (11 boxes) to PT. Valten Cahaya Anugrah.</li> <li>- Disposal manifest "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-16985555931" from PT. Forestalesatari Dwikarya registration No.KLH-2609 for disposal 0.374 tons contaminated rags dated 3 August 2023; transporter PT. Valten Cahaya Anugrah, vehicle No.BN8022QU dated 3 August 2023, registration No.KLH-3672; hazardous waste processor PT. Valten Cahaya Anugrah receiving 0.374 tons contaminated rags, received dated 4 August 2023, registration No.KLH-3672.</li> <li>- Disposal manifest "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1698557261" from PT. Forestalesatari Dwikarya registration No.KLH-2609 for disposal 0.2041 tons empty chemical containers dated 3 August 2023; transporter PT. Valten Cahaya Anugrah, vehicle No.BN8022QU dated 3 August 2023, registration No.KLH-3672; hazardous waste processor PT. Valten Cahaya Anugrah receiving 0.2041 tons empty chemical containers, received dated 4 August 2023, registration No.KLH-3672.</li> <li>- PT. Forestalestari Dwikarya and PT. Valten Cahaya Anugrah has agreement as per "Adendum Perjanjian Kerjasama No.019/EPMD/SPK-Pengelolaan LB3/FLD-</li> </ul>	
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		<p>VCA/XII/2021 antara PT. Forestalestari Dwikarya dan PT. Valten Cahaya Anugrah" dated 17 January 2022. The scope of hazardous waste transport and disposal including used oil (B105d), used accu (A102d), infectious waste (A337-1), expired chemical (A337-3), empty chemical container (B104d), used filter (B109d), used rags (B110d), tube lamp (B107d), used toner (B353-1).</p> <ul style="list-style-type: none"> <li>- PT. Valten Cahaya Anugrah demonstrated permit for hazardous waste handling "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Kepulauan Bangka Belitung No.188.4/082/DPMPTSP/2020 tentang Izin Pengumpulan Limbah Bahan Berbahaya dan Beracun (Limbah B3) Skala Provinsi PT. Valten Cahaya Anugrah" dated 4 August 2020 and valid for 5 years. The scope of hazardous waste coverage: used oil (B105d), used accu (A102d), infectious waste (A337-1), expired chemical (A337-3), empty chemical container (B104d), used filter (B109d), used rags (B110d), tube lamp (B107d).</li> <li>- PT. Valten Cahaya Anugrah demonstrated recommendation for transporting hazardous waste as per "Surat Direktorat Jenderal pengelolaan Sampah, Limbah dan Bahan Beracun Berbahaya No.S.5/PSLB3-VPLB3/PPLB3/PLB.3/01/2021 tentang Rekomendasi Pengangkutan Limbah Bahan Berbahaya dan Beracun (Limbah B3) PT. Valten Cahaya Anugrah " dated 7 January 2021. This recommendation covers the truck BN8024QU, BN8022QU, BN8145QU.</li> </ul> <p>February 2024</p> <ul style="list-style-type: none"> <li>- The Minutes of handover recorded used oil 3.0465 tons (18 drums), used battery 0.2880 tons (1 drum), used oil filter 0.3790 tons (5 drums), used tube lamp 0.048 tons (1 drum), contaminated rag 0.0834 tons (1 drum), chemical container 0.1277 tons (6 jumbo bags), clinic waste/infectious waste 0.021 tons (12 boxes) to PT. Primanru Jaya.</li> <li>- License for hazardous waste transporter PT. Primanru Jaya "Kartu Pengawasan Izin Penyelenggaraan Angkutan Barang Berbahaya (B3) No.SK.00005/AJ.309/1/DJPD/2018/1000000096-0001" dated 21 November 2023 and valid until 21 November 2024.</li> <li>- Disposal manifest "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1716596781" from PT. Forestalesatari Dwikarya registration No.KLH-2609 for</li> </ul>	
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		<p>disposal 0.4624 tons contaminated rags dated 12 February 2024; transporter PT. Primanru Jaya, vehicle No.9152JXR dated 12 February 2024, registration No.KLH-134; hazardous waste processor PT. Primanru Jaya receiving 0.0.4624 tons contaminated rags, received dated 19 February 2024, registration No.KLH-134.</p> <ul style="list-style-type: none"> <li>- Disposal manifest "Manifes Limbah Bahan Berbahaya dan Beracun No.KLHK-1716592858" from PT. Forestalesatari Dwikarya registration No.KLH-2609 for disposal 0.1277 tons empty chemical containers dated 12 February 2024; transporter PT. Primanru Jaya, vehicle No.B9152JXR dated 12 February 2024, registration No.KLH-134; hazardous waste processor PT. Primanru Jaya receiving 0.1277 tons empty chemical containers, received dated 12 February 2024, registration No.KLH-3672.</li> <li>- PT. Forestalestari Dwikarya and PT. Primanru Jaya has agreement as per "Perjanjian Kerjasama No.017/EPMD/SPK-Pengelolaan/LB3/FLD-PJ/I/2024 antara PT. Forestalestari Dwikarya dan PT. Primanru Jaya" dated 22 January 2024. The scope of hazardous waste transport and disposal including used oil (B105d), used accu (A102d), infectious waste (A337-1), expired chemical (A337-3), empty chemical container (B104d), used filter (B109d), used rags (B110d), tube lamp (B107d), used toner (B353-1), laboratory waste (A106d), expired pharmacy (A337-2).</li> <li>- PT. Primanru Jaya demonstrated permit for hazardous waste permit "Surat Direktorat Jenderal Pengelolaan Sampah, Limbah dan Bahan Beracun Berbahaya tentang Persetujuan Teknis di Bidang Pengelolaan Limbah Bahan Berbahaya dan Beracun (Limbah B3) untuk Kegiatan Pengumpulan Limbah B3 PT. Primanru Jaya" dated 30 November 2021 and valid for 5 years. The scope of hazardous waste coverage: used oil (B105d), used battery (A102d), infectious waste (A337-1), expired chemical (A337-3), empty chemical container (B104d), used filter (B109d), used rags (B110d), tube lamp (B107d), contaminated waste (A108d).</li> <li>- PT. Primanru Jaya demonstrated recommendation for transporting hazardous waste as per "Surat Direktorat Jenderal pengelolaan Sampah, Limbah dan Bahan Beracun Berbahaya No.S.796/PSLB3-PLB3/PK/PLB.3/12/2023 tentang</li> </ul>	
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		Rekomendasi Pengangkutan Limbah Bahan Berbahaya dan Beracun (Limbah B3) PT. Primanru Jaya" dated 26 December 2023 and valid for 5 years. This recommendation covers the truck B9165IC, B9056TC, B9091JFU, B9018JFU, B9023JFU, B9022JFU, B9531TC, B9089JFU, B9368IC.	
7.2.9	<p><b>(C)</b> 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>	Based on field visit and interview with sprayers, audit team found that PT. Forestalestari Dwikarya did not perform aerial spraying of pesticides. Not applicable.	Not Applicable
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>PT Forestalesatri Dwikarya has conducted specific annual medical surveillance for pesticide operators.</p> <p>Data seen:</p> <ul style="list-style-type: none"> <li>• Report of general medical checkup for workers planned every 12 months. Last MCU was conducted on 20 February 2024 that was attended by 126 workers – in Tanjung Kembiri POM. The tested was carried out by Company Doctor.</li> <li>• Report of special medical checkup for workers on handling of pesticides /or chemicals and works in high-risk area (mill) planned every six months. Last MCU was conducted on: <ul style="list-style-type: none"> <li>■ Dated 30<sup>th</sup> May 2024, that was carried out by Dipa Medical Center (Pangkal Pinang), that was attended by 46 workers from Tanjung Kembiri Estate.</li> <li>■ Dated 22<sup>nd</sup> May 2024, that was carried out by Dipa Medical Center (Pangkal Pinang), that was attended by 50 workers from Tanjung Rusa Estate.</li> </ul> </li> </ul> <p>The results of special and regular health checks show that the health of all workers is still in normal condition.</p>	Complied

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7.2.11	<p><b>(C)</b> 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>	Based on field visit and interview with sprayers in Tanjung Kembiri Estate, audit team found that PT. Forestalestari Dwikarya has policy to prohibit pregnant and/or breastfeeding women to conduct pesticide-related work.	Not Applicable
<p><b>Note For 7.2.11</b></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><b>Criteria 7.3:</b> 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>PT. Forestalestari Dwikarya has a procedure for "Hazardous Waste Management No. SOP/SMART/LEMS-EHSD/SADV/I/002" dated 2 July 2014.</p> <p>License of hazardous waste temporary storage (TPS LB3):</p> <p>PT. Forestalestari Dwikarya demonstrated permit for storing hazardous waste.</p> <ul style="list-style-type: none"> <li>- Permit based on Keputusan Kepala Dinas penanaman Modal, Pelayanan Terpadu Satu Pintu dan Perindustrian Kabupaten Belitung Bo.188.6/002/KEP/LB3/DPMPTSP/2017 tentang Izin Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun PT. Foresta Lestari Dwikarya" dated 23 November 2017. The permit scope including hazardous waste storage for Tanjung Kembiri Mill (TPS Limbah B3 Utama) and Tanjung Rusa Estate and Tanjung Kembiri Estate (TPS Limbah B3 Antara).</li> <li>- PT. Forestalestari Dwikarya hazardous waste storage allowed to store this type: used battery (A102d), contaminated waste (A108d), used oil (B105d), used tube lamp (B107d), used rag (B110d), empty chemical container (B104d).</li> <li>- To process the follow up for hazardous waste storage technical specification "Berita Acara Pembahasan Rincian Teknis Dinas Lingkungan Hidup dan Kehutanan Provinsi Kepulauan Bangka Belitung – PT. Forestalestari Dwikarya No.02/BA/PLB3/DLHK/2024" dated 12 January 2024.</li> <li>- Company follows up to the environmental office on 6 June 2024 by sending the revision of document "PT. Forestalestari Dwikarya Rincian Teknis</li> </ul>	Complied

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		<p>Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (B3) Bagi Penghasil Limbah B3 – 2024”.</p> <ul style="list-style-type: none"> <li>- Visit from Environmental Office “Berita Acara No.012/BALB3/DLH/II.3” dated 12 June 2024. The result of visit stated the technical document is in process; company has an agreement with licensed transporter PT. Primanru Jaya, valid up to 25 January 2027. Recommendation for follow up: follow up the technical specification document to be integrated with environmental approval PT. Forestalestari Dwikarya, coordinating with environmental office. License covered some hazardous waste such as used oil, used filter, used battery, used rag, ex pesticide and chemical container, medical waste, and used lamp. Based on observations, it was observed that the hazardous waste TPS was in good condition and had been equipped with various K3 warnings and K3 facilities such as eyewash, emergency shower and fire extinguisher. The coordinate points are in accordance with the permits they have.</li> </ul> <p>The company also have an identification of potential impact in handling hazardous waste which stated in Environmental Aspect and Impact Identification and Evaluation Form (F/SMART/LEMS-EHSD/SADV/001/001), updated annually.</p>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Unit of certification has had an agreement with PT. Primanru Jaya as official hazardous waste collector. PT. Forestalestari Dwikarya and PT. Primanru Jaya has agreement as per “Perjanjian Kerjasama No.017/EPMD/SPK-Pengelolaan/LB3/FLD-PJ/I/2024 antara PT. Forestalestari Dwikarya dan PT. Primanru Jaya” dated 22 January 2024.. Valid for 2 years until 8 October 2026. Hazardous waste managed i.e used oil, battery, rags, contaminated container, medical waste, fluorescent lamps, and used ink packaging.</p> <p>Primanru Jaya having a license related i.e:</p> <ul style="list-style-type: none"> <li>• Recommendation license for hazardous waste transporter from Ministry of Environment and Forest No. S.1254/VPLB3/PPLB3/PLB.3/12/2018 dated 27 December 2018 (valid for 5 year).</li> </ul>	Complied



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		<ul style="list-style-type: none"> <li>Technical approval for hazardous waste management from Ministry of Environment and Forest No. S.698/PSLB/VPLB3/PLB.3/11/2021 dated 30 November 2021 (valid as long as company's operated).</li> <li>License for transporting hazardous waste from Ministry of Transportation No. 8120009402150002 (valid until 25 February 2028).</li> </ul> <p>During field visit, storage officer can demonstrate the hazardous waste handling. All the hazardous waste managed and placed properly</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	Based on field visit to Tanjung Kembiri Estate and Tanjung Rusa Estate – including worker housing complex, there was no sign the use of open fire for waste disposal.	Complied
<b>Criteria 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>The unit of certification has numbers of procedure for good agriculture practices to maintain soil fertility and minimize environmental impact, as available under procedure for Fertilizing (SOP/SMART/MCAR/IX/TA-PPK 1<sup>st</sup> revision dated 17 July 2020).</p> <p>Fertilizers are applied to maintain and increase soil fertility, fertilizer applied following the fertilizer recommendation which established based on soil and leaf analysis.</p> <p>During onsite audit, there is no fertilizer application activity due to first Semester program has completed in Tanjung Kembiri Estate and Tanjung Rusa Estate. Based on interview, fertilizer applications are performed according to the SOP that refer Best Agriculture Practice and minimize the environmental impacts. By using methods correct type, correct target, and correct dosage. Application near the water stream is avoided.</p>	Complied
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>	To ensure effective management of soil fertility and plant health, unit of certification conduct regular and systematic analyses of leaves and soil. These analyses involve assessing various key parameters such as nutrient levels, pH balance, and organic matter content in the soil, as well as evaluating leaf condition, nutrient deficiencies, and potential signs of disease or stress in plants.	Complied

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		<p>By continuously monitoring these factors, unit of certification can identify and address changes or imbalances that may impact plant growth and soil quality. This approach enables to make decisions regarding fertilization strategies, and overall plant care.</p> <p>Last periodical leaf sample analysis in Tanjung Kembiri Estate and Tanjung Rusa Estate conducted in May 2024 for preparing fertilizer recommendation 2025. Leaf Analysis Report were evident. Sample verified was Leaf Analysis Report 2024 issued by Analytical Laboratory of SMART Research Institute, reference No.0374/DAUN/LAB-SMARTRI/V/2024 dated 25 May 2024; based on request No.009/RFC-BABEL/SMARTRI/Int/V/2024, analyze date 17 May 2024, consist of 19 samples (Lab No.24018125-24018143). Sample seen Lab No.24018125; Sample code 1/B32/1; Analysis Result: 2.20% water content; 2.36% N; 0.165% P; 0.96% K; 0.33% Mg; 0.73% Ca; 6.9 ppm Cu; 18 ppm B; 0.57 ppm Cl.</p> <p>Sample verified for Soil analysis is Lab Analysis Result issued by Analytical Laboratory of SMART Research Institute, reference No. 209/TANAH/AL/ANLZ/10/23 dated 23 October 2023; based on request No.025/RFC-BABEL/SMARTRI/Int/VIII/23, receive date 8 September 2023, consist of 72 samples. Analyze method: Texture (hidrometri), pH (pHmeter), C.Org (tritrimetri W&amp;B), N total (kj+FIA), P, K, Mg Cad, ICP-OES, P Bray, FIA, exchange H-Al. Sample seen Lab No.10369; Sample code 0-15 PR, TKME 4H-43; Analysis Result: 3,05% water content; 66.1% sand; 15.9% dust; 17.9% clay; pH 4.90; 1.53% C; 0.12% N; 138 ppm P; 176 ppm K; 20.6 ppm Mg; 16.3 ppm P available; KTK 8.91; 0.34 Ca; 0.22 K; 0.10 Mg (in me/100gr).</p>	
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>A nutrient recycling strategy has been implemented by the unit of certification, encompassing several key practices designed to enhance soil fertility and sustainability. This strategy includes the application of Empty Fruit Bunches (EFB), which are a byproduct of palm oil production and serve as a valuable organic mulch and source of nutrients for the soil. Additionally, Palm Oil Mill Effluent (POME), a liquid byproduct from the palm oil milling process, is utilized as a nutrient-rich fertilizer that helps improve soil structure and fertility. The strategy also involves the optimal use of inorganic fertilizers to ensure that nutrient applications are precisely tailored to meet the specific needs of the soil and crops.</p>	Complied

		By integrating these practices, the unit of certification aims to promote efficient nutrient cycling, reduce waste, and support sustainable agricultural practices. Verified record of POME application in Tanjung Kembiri Esatate for period January – June 2024. Blocks applied are K50, K51, K53, K54, K55, K56, K57, K58, K59, K60, K61, K62, K64, L52, L53, L54, L55, and L56. Volume of POME applied in January is 38,413 m <sup>3</sup> in area 307.30 Ha; February is 23,717 m <sup>3</sup> in area 189.74 Ha; March is 33,892 m <sup>3</sup> in area 260.69 Ha; April is 23,512 m <sup>3</sup> in area 188.10 Ha; May is 27,257 m <sup>3</sup> in area 209.37 Ha; June is 30,531 m <sup>3</sup> in area 244.25 Ha. Field observation conducted to land application at Block K50. POME applications are running well according to good agriculture practice and SOP.	
7.4.4	Records of fertilizer inputs are maintained. - Minor compliance -	Fertilizer recommendation of 2024 is not programmed for 100% area, due to some areas are schedule for replanting. The unit of certification has recorded fertilizer uses, which applied based on fertilizer recommendation. For example, can be seen in " <i>Data Rencana dan Realisasi Pemupukan</i> ", that described fertilizer input recapitulation for period January – June 2024, as follow: <ul style="list-style-type: none"> <li>- Urea Coating : 96,600 Kg</li> <li>- Rock Phosphate : 29,000 Kg</li> <li>- MOP/KCl : 132,900 Kg</li> <li>- Dolomite : 395.941 Kg</li> <li>- Kieserite Granular : 46,360 Kg</li> <li>- HGFB : 6,506 Kg</li> <li>- CuSO<sub>4</sub> : 1,610 Kg</li> <li>- Zinc Sulphate : 16,770 Kg</li> </ul>	Complied
<b>Criteria 7.5:</b> Practices minimise and control erosion and degradation of soils.			
7.5.1	<b>(C)</b> Maps that identify marginal and fragile soils, including steep sloped land are available. - Critical (Major) compliance -	Soil map available in "Peta Tanah Semidetil Survei Tanah Semi Detil Areal PT. Forestalestari Dwikarya Tanjung Kembiri Estate" year 2009 totalling 6,086.81 Ha – the slope information; <ul style="list-style-type: none"> <li>- 0-3° 350.50 Ha</li> <li>- 0-9° 2,819.87 Ha</li> <li>- 9-16° 2,806.20 Ha</li> <li>- 21-40° 99.48 Ha</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Water body 10.26 Ha</li> </ul> <p>Soil map available in "Peta Tanah Semidetil Survei Tanah Semi Detil Areal PT. Forestalestari Dwikarya Tanjung Rusa Estate" year 2009 totalling 5,251.27 Ha;</p> <ul style="list-style-type: none"> <li>- 0-3° 987.68 Ha</li> <li>- 0-9° 3,498.56 Ha</li> <li>- 9-16° 396.68 Ha</li> <li>- Water body 13.39 Ha</li> </ul> <p>Area has not surveyed 354.96 Ha</p>	
7.5.2	<p>The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Based on contour map, there is no steep terrain, more than 25° in the planted area of Tanjung Kembiri Estate and Tanjung Rusa Estate. Based on visit to Tanjung Kembiri Estate, area with steep slope block D42/E42 designated as conservation area.</p> <p>Based on hectare statement, there was no replanting in Tanjung Kembiri Estate and Tanjung Rusa Estate.</p>	Complied
7.5.3	<p>New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul>	<p>Based on contour map, there is no steep terrain more than 21° in the planted area of Tanjung Kembiri Estate and Tanjung Rusa Estate.</p> <p>Based on hectare statement, there was no new planting in Tanjung Kembiri Estate and Tanjung Rusa Estate.</p>	Complied
<b>Criteria 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p><b>(C)</b> Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.</p> <ul style="list-style-type: none"> <li>- Critical (Major) compliance -</li> </ul>	<p>Soil map available in "Peta Tanah Semidetil Survei Tanah Semi Detil Areal PT. Forestalestari Dwikarya Tanjung Kembiri Estate" year 2009 totalling 6,086.81 Ha;</p> <ul style="list-style-type: none"> <li>- <i>Typic endoaquepts</i> 350.50 Ha</li> <li>- <i>Typic dystrodepts</i> 1,575.06 Ha</li> <li>- <i>Typic hapludults</i> 2,806.20 Ha</li> <li>- <i>Typic hapludults</i> inclusion <i>Typic dystrodepts</i> 81.70 Ha</li> <li>- <i>Typic haplorthods</i> inclusion <i>Typic udipsaments</i> 1244.81 Ha</li> <li>- <i>Typic udipsaments</i> 17.78 Ha</li> <li>- Water body 10.26 Ha</li> </ul>	Complied

		<p>Soil map available in "Peta Tanah Semidetil Survei Tanah Semi Detil Areal PT. Forestalestari Dwikarya Tanjung Rusa Estate" year 2009 totalling 5,251.27 Ha;</p> <ul style="list-style-type: none"> <li>- <i>Typic endoaquepts</i> 987.68 Ha</li> <li>- <i>Typic dystrodepts</i> 2,174.67 Ha</li> <li>- <i>Typic hapludults</i> 396.68 Ha</li> <li>- <i>Typic haplorthods</i> inclusion <i>Typic udipsaments</i> 1,323.89 Ha</li> <li>- Water body 13.39 Ha</li> </ul> <p>Area has not surveyed 354.96 Ha</p>	
7.6.2	<p>Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.</p> <p>- Minor compliance -</p>	<p>Based on visit to Tanjung Kembiri Estate, company does not planted area with steep slope over than 40°.</p> <p>Based on visit to Tanjung Rusa Estate, company does not planted area with sand, inside Division VI, block C09.</p>	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>Soil map available in "Peta Tanah Semidetil Survei Tanah Semi Detil Areal PT. Forestalestari Dwikarya Tanjung Kembiri Estate" year 2009 totalling 6,086.81 Ha – the slope information;</p> <ul style="list-style-type: none"> <li>- 0-3° 350.50 Ha</li> <li>- 0-9° 2,819.87 Ha</li> <li>- 9-16° 2,806.20 Ha</li> <li>- 21-40° 99.48 Ha</li> <li>- Water body 10.26 Ha</li> </ul> <p>Soil map available in "Peta Tanah Semidetil Survei Tanah Semi Detil Areal PT. Forestalestari Dwikarya Tanjung Rusa Estate" year 2009 totalling 5,251.27 Ha;</p> <ul style="list-style-type: none"> <li>- 0-3° 987.68 Ha</li> <li>- 0-9° 3,498.56 Ha</li> <li>- 9-16° 396.68 Ha</li> <li>- Water body 13.39 Ha</li> </ul> <p>Area has not surveyed 354.96 Ha</p>	Complied

**Criteria 7.7:** No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.

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7.7.1	<b>(C)</b> 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 since November 2005.	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 -	Based on Semi-detail soil map scale 1: 50,000 and field observation there were no peat soils in PT Forestalestari Dwikarya, Tanjung Kembiri Estate and Tanjung Rusa Estate Estate.	Not Applicable
<b>PROCEDURAL NOTE:</b> 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	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on Semi-detail soil map scale 1: 50,000 and field observation there were no peat soils in PT Forestalestari Dwikarya, Tanjung Kembiri Estate and Tanjung Rusa Estate Estate.	Not Applicable
7.7.4	<b>(C)</b> Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	Based on Semi-detail soil map scale 1: 50,000 and field observation there were no peat soils in PT Forestalestari Dwikarya, Tanjung Kembiri Estate and Tanjung Rusa Estate Estate.	Not Applicable
7.7.5	<b>(C)</b> 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	Based on Semi-detail soil map scale 1: 50,000 and field observation there were no peat soils in PT Forestalestari Dwikarya, Tanjung Kembiri Estate and Tanjung Rusa Estate Estate.	Not Applicable

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	groundwater levels (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -		
<b>PROCEDURAL NOTE:</b> 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	<b>(C)</b> 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 -	Based on Semi-detail soil map scale 1: 50,000 and field observation there were no peat soils in PT Forestalestari Dwikarya, Tanjung Kembiri Estate and Tanjung Rusa Estate Estate.	Complied
7.7.7	<b>(C)</b> All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non- corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines. - Critical (Major) compliance -	Based on Semi-detail soil map scale 1: 50,000 and field observation there were no peat soils in PT Forestalestari Dwikarya, Tanjung Kembiri Estate and Tanjung Rusa Estate Estate.	Complied
<b>Criteria 7.8:</b> Practices maintain the quality and availability of surface and groundwater.			

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

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"> <li>- Minor compliance -</li> </ul> <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>Water plan consist of:</p> <ul style="list-style-type: none"> <li>- Management of buffer zone, riparian zone;</li> <li>- Prohibit application of fertilizer and pesticide along river buffer zone;</li> <li>- Maintain clean environment around water sources to minimize pollution;</li> <li>- Test/analyze water quality for consumption to ensure meeting applicable regulation requirement;</li> <li>- Report water quality test/analysis result to the authorities;</li> <li>- Apply and maintain water extraction permit, including pay the retribution;</li> <li>- Monitor the use of water for FFB process</li> <li>- POME management using aerobic and anaerobic pond treatment,</li> </ul> <p>Legal compliance</p> <p>Domestic wastewater discharge to water body permit</p> <ul style="list-style-type: none"> <li>- Minutes of Technical Approval of domestic wastewater discharge to water body from Environmental Office "Berita Acara Verifikasi Pemenuhan Persetujuan Teknis Pembuangan Air Limbah Domestik ke Sungai PT. Forestalestari Dwikarya No.01/BA-VPPT/DLHK/2022" dated 23 May 2022. In the review,</li> </ul>	Complied
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		<p>domestic wastewater emitted from POM central office, laboratory, workshop area, canteen; receiving water body to Kembiri river.</p> <p>Response to allegation of POME pollution to water body</p> <ul style="list-style-type: none"> <li>- Minutes of monitoring for POME discharge and Land Application "Berita Acara Pembinaan terhadap Tata Kelola Air Limbah dan Land Aplikasi PT. Forestalestari Dwikarya", dated 8 November 2023. It was found that no POME discharge directly from mill because there was gully constructed. Based on the visit found the flatbed in block K50 was 50-60cm from soil surface and in the last 3 flatbed have been kept empty; during rainy season the last 5 flatbed will be kept empty.</li> </ul> <p>Water use report and tax payment compliance: August 2023 and June 2024</p> <ul style="list-style-type: none"> <li>- Surface water report "Laporan Pemakaian Air Permukaan Bulan Agustus 2023", dated 1 September 2023.</li> <li>- Water tax invoice "Surat Pemberitahuan Pajak Daerah No.02270000203002 – Tahun 2023" dated 13 September 2023 for PT. Forestalestari Dwikarya, for the use of 27,788.70 m<sup>3</sup> water; tax of Rp.3,568,305.</li> <li>- Tax payment receipt "Tanda Bukti Penerimaan No.1169/AP/UPT-BLT/IX/2023" dated 13 September 2023. Amount transferred Rp.3,568,305.</li> <li>- Water tax invoice "Surat Pemberitahuan Pajak Daerah No.02270000203002 – Tahun 2024" dated 13 July 2024 for PT. Forestalestari Dwikarya, for the use of 12,194 m<sup>3</sup> water; tax of Rp.1,829,100.</li> <li>- Tax payment receipt "Tanda Bukti Penerimaan No.0760/AP/UPT-BLT/VII/2024" dated 13 July 2024. Amount transferred Rp.1,829,100.</li> </ul>																									
	7.8.1b Workers have adequate access to clean water.	<p>The clean water quality tested each year through accredited laboratory PT. Mutuagung Lestari Tbk. Clean water quality test report period of 2023.</p> <table> <tr> <th>Parameter</th><th>Tanjung Rusa Estate (Div I &amp; II) No.1066/SL/II/23</th><th>Tanjung Kembiri Estate (Div I &amp; II) No.1062/SL/II/23</th><th>Tanjung Kembiri POM No.1029/SL/II/2023</th></tr> <tr> <td>Turbidity</td><td>0.88 NTU</td><td>0.78 NTU</td><td>0.71 NTU</td></tr> <tr> <td>Colour</td><td>2.10 TCU</td><td>2.61 TCU</td><td>4.66 TCU</td></tr> <tr> <td>TDS</td><td>88 mg/L</td><td>100 mg/L</td><td>82 mg/L</td></tr> <tr> <td>Total Coliform</td><td>45 per 100 ml</td><td>42 per 100 ml</td><td>34 per 100 ml</td></tr> <tr> <td>E. coli</td><td>0 per 100 ml</td><td>0 per 100 ml</td><td>0 per 100 ml</td></tr> </table>	Parameter	Tanjung Rusa Estate (Div I & II) No.1066/SL/II/23	Tanjung Kembiri Estate (Div I & II) No.1062/SL/II/23	Tanjung Kembiri POM No.1029/SL/II/2023	Turbidity	0.88 NTU	0.78 NTU	0.71 NTU	Colour	2.10 TCU	2.61 TCU	4.66 TCU	TDS	88 mg/L	100 mg/L	82 mg/L	Total Coliform	45 per 100 ml	42 per 100 ml	34 per 100 ml	E. coli	0 per 100 ml	0 per 100 ml	0 per 100 ml	
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pH	6.76	6.79	6.86
Iron	<0.0057 mg/L	<0.0057 mg/L	<0.0057 mg/L
Fluoride	0.18 mg/L	0.076 mg/L	<0.19 mg/L
CaCO <sub>3</sub>	8.60 mg/L	3.31 mg/L	6.61 mg/L
Manganese	0.052 mg/L	0.036 mg/L	<0.0066 mg/L
Nitrate	2.43 mg/L	<0.0070 mg/L	<0.0070 mg/L
Nitrite	<0.0006 mg/L	<0.0006 mg/L	0.045 mg/L
Cyanide	<0.01 mg/L	<0.01 mg/L	<0.01 mg/L
Mercury dissolved	<0.0008 mg/L	<0.0008 mg/L	<0.0008 mg/L
Arsenic dissolved	<0.0009 mg/L	<0.0009 mg/L	<0.0009 mg/L
Cadmium dissolved	<0.0004 mg/L	0.0004 mg/L	<0.0004 mg/L
Chromium hexavalent	<0.001 mg/L	<0.001 mg/L	<0.001 mg/L
Selenium dissolved	<0.004 mg/L	<0.004 mg/L	<0.004 mg/L
Sulfate	<0.36 mg/L	<0.36 mg/L	<0.36 mg/L
Lead	<0.0015 mg/L	<0.0015 mg/L	<0.0015 mg/L
Organic matter	0.80 mg/L	1.04 mg/L	1.39 mg/L

- Tested against Health Ministry Regulation No.32 year 2017

## Clean water test period 2024

Parameter	Tanjung Rusa Estate (Div V & VII) No.1884/SL/II/24	Tanjung Kembiri Estate (Div I, II, III) No.1892/SL/II/24	Tanjung Kembiri POM No.1910/SL/II/24
Turbidity	0.84 NTU	0.41 NTU	0.54 NTU
Colour	1.63 TCU	4.53 TCU	4.42 TCU
TDS	146 mg/L	182 mg/L	118 mg/L
Total Coliform	0 per 100 ml	0 per 100 ml	0 per 100 ml
E. coli	0 per 100 ml	0 per 100 ml	0 per 100 ml
pH	6.62	6.78	7.02
Iron	<0.0057 mg/L	<0.0057 mg/L	<0.0057 mg/L
Manganese	0.012 mg/L	0.032 mg/L	0.042 mg/L
Nitrate	6.63 mg/L	0.34 mg/L	0.27 mg/L
Nitrite	0.071 mg/L	0.016 mg/L	0.096 mg/L
Chromium hexavalent	<0.001 mg/L	<0.001 mg/L	<0.001 mg/L

- Tested against Health Ministry Regulation No.2 year 2023

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		Based on interview with sampled workers, the company provides sufficient clean water for cooking, washing in each housing.																																																																																																										
7.8.2	<p><b>(C)</b> 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>	Based on field visit to river buffer zone of Sungai Air Mudur, in block C42 audit team found that Tanjung Kembiri Estate has designated 50 meters to both sides of river as buffer zone, no-chemical zone. Designation of the 50 meters buffer zone are in the form of red paint on oil palm trees and a signboard prohibiting the application of chemicals.	Complied																																																																																																									
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>PT. Forestalestari Dwikarya-Tanjung Kembiri POM monitor through laboratory analysis their BOD and COD level from POME land application sampling point. The sample POME sent for laboratory "Unit Pelaksana Teknis Laboratorium Lingkungan – Dinas Lingkungan Hidup Kabupaten Belitung" every month.</p> <table><tr><th>Parameter</th><th>Jan 2023</th><th>Feb 2023</th><th>Mar 2023</th><th>Apr 2023</th><th>May 2023</th><th>Jun 2023</th></tr><tr><td>BOD 5 days (Max. 5000 mg/L)</td><td>982 mg/L</td><td>1854 mg/L</td><td>1524 mg/L</td><td>647 mg/L</td><td>539 mg/L</td><td>855 mg/L</td></tr><tr><td>COD</td><td>8300 mg/L</td><td>4985 mg/L</td><td>2334 mg/L</td><td>4878 mg/L</td><td>4835 mg/L</td><td>4995 mg/L</td></tr><tr><td>pH (6-9)</td><td>6.97</td><td>6.83</td><td>6.80</td><td>6.82</td><td>6.92</td><td>6.86</td></tr><tr><td>Oil &amp; grease</td><td>20 mg/L</td><td>0.60 mg/L</td><td>0.4 mg/L</td><td>2.2 mg/L</td><td>0.5 mg/L</td><td>1.8 mg/L</td></tr><tr><td>Pb</td><td>0.0247 mg/L</td><td>0.0271 mg/L</td><td>0.0461 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.064 mg/L</td></tr><tr><td>Copper</td><td>1.01 mg/L</td><td>0.458 mg/L</td><td>&lt;0.097 mg/L</td><td>0.202 mg/L</td><td>0.184 mg/L</td><td>0.321 mg/L</td></tr><tr><td>Cadmium</td><td>&lt;0.02 mg/L</td><td>&lt;0.027 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td></tr><tr><td>Zinc</td><td>0.87 mg/L</td><td>0.35 mg/L</td><td>0.31 mg/L</td><td>0.24 mg/L</td><td>0.29 mg/L</td><td>0.30 mg/L</td></tr></table> <table><tr><th>Parameter</th><th>Jul 2023</th><th>Aug 2023</th><th>Sep 2023</th><th>Oct 2023</th><th>Nov 2023</th><th>Dec 2023</th></tr><tr><td>BOD 5 days (Max. 5000 mg/L)</td><td>1208 mg/L</td><td>1798 mg/L</td><td>1017 mg/L</td><td>653 mg/L</td><td>404 mg/L</td><td>598 mg/L</td></tr><tr><td>COD</td><td>3526 mg/L</td><td>5795 mg/L</td><td>1750 mg/L</td><td>5820 mg/L</td><td>5212 mg/L</td><td>10173 mg/L</td></tr><tr><td>pH (6-9)</td><td>6.92</td><td>6.52</td><td>6.84</td><td>7.1</td><td>6.98</td><td>6.91</td></tr><tr><td>Oil &amp; grease</td><td>0.7 mg/L</td><td>1.2 mg/L</td><td>0.8 mg/L</td><td>1.6 mg/L</td><td>0.9 mg/L</td><td>0.9 mg/L</td></tr><tr><td>Pb</td><td>&lt;0.664 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.064 mg/L</td><td>0.0640 mg/L</td><td>&lt;0.006 mg/L</td></tr></table>	Parameter	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	Jun 2023	BOD 5 days (Max. 5000 mg/L)	982 mg/L	1854 mg/L	1524 mg/L	647 mg/L	539 mg/L	855 mg/L	COD	8300 mg/L	4985 mg/L	2334 mg/L	4878 mg/L	4835 mg/L	4995 mg/L	pH (6-9)	6.97	6.83	6.80	6.82	6.92	6.86	Oil & grease	20 mg/L	0.60 mg/L	0.4 mg/L	2.2 mg/L	0.5 mg/L	1.8 mg/L	Pb	0.0247 mg/L	0.0271 mg/L	0.0461 mg/L	<0.064 mg/L	<0.064 mg/L	<0.064 mg/L	Copper	1.01 mg/L	0.458 mg/L	<0.097 mg/L	0.202 mg/L	0.184 mg/L	0.321 mg/L	Cadmium	<0.02 mg/L	<0.027 mg/L	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	Zinc	0.87 mg/L	0.35 mg/L	0.31 mg/L	0.24 mg/L	0.29 mg/L	0.30 mg/L	Parameter	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	BOD 5 days (Max. 5000 mg/L)	1208 mg/L	1798 mg/L	1017 mg/L	653 mg/L	404 mg/L	598 mg/L	COD	3526 mg/L	5795 mg/L	1750 mg/L	5820 mg/L	5212 mg/L	10173 mg/L	pH (6-9)	6.92	6.52	6.84	7.1	6.98	6.91	Oil & grease	0.7 mg/L	1.2 mg/L	0.8 mg/L	1.6 mg/L	0.9 mg/L	0.9 mg/L	Pb	<0.664 mg/L	<0.064 mg/L	<0.064 mg/L	<0.064 mg/L	0.0640 mg/L	<0.006 mg/L	Complied
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		<table><tr><td>Copper</td><td>0.303 mg/L</td><td>1.04 mg/L</td><td>0.807 mg/L</td><td>2.23 mg/L</td><td>0.534 mg/L</td><td>0.256 mg/L</td></tr><tr><td>Cadmium</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.080 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td></tr><tr><td>Zinc</td><td>0.222 mg/L</td><td>0.84 mg/L</td><td>0.70 mg/L</td><td>1.56 mg/L</td><td>0.504 mg/L</td><td>0.185 mg/L</td></tr></table> <table><tr><td>Parameter</td><td>Jan 2024</td><td>Feb 2024</td><td>Mar 2024</td><td>Apr 2024</td><td>May 2024</td><td>Jun 2024</td></tr><tr><td>BOD 5 days (Max. 5000 mg/L)</td><td>517 mg/L</td><td>736 mg/L</td><td>528 mg/L</td><td>559 mg/L</td><td>679 mg/L</td><td>904 mg/L</td></tr><tr><td>COD</td><td>12247 mg/L</td><td>8447 mg/L</td><td>6443 mg/L</td><td>3009 mg/L</td><td>14995 mg/L</td><td>4861 mg/L</td></tr><tr><td>pH (6-9)</td><td>6.99</td><td>6.84</td><td>6.75</td><td>6.98</td><td>6.98</td><td>6.62</td></tr><tr><td>Oil &amp; grease</td><td>0.9 mg/L</td><td>0.70 mg/L</td><td>0.76 mg/L</td><td>0.8 mg/L</td><td>0.9 mg/L</td><td>0.8 mg/L</td></tr><tr><td>Pb</td><td>&lt;0.064 mg/L</td><td>0.0667 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.064 mg/L</td><td>&lt;0.06 mg/L</td></tr><tr><td>Copper</td><td>1.3 mg/L</td><td>0.586 mg/L</td><td>0.356 mg/L</td><td>0.094 mg/L</td><td>2.52 mg/L</td><td>0.622 mg/L</td></tr><tr><td>Cadmium</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td><td>&lt;0.008 mg/L</td></tr><tr><td>Zinc</td><td>0.955 mg/L</td><td>1.34 mg/L</td><td>0.36 mg/L</td><td>0.088 mg/L</td><td>1.66 mg/L</td><td>0.38 mg/L</td></tr></table>	Copper	0.303 mg/L	1.04 mg/L	0.807 mg/L	2.23 mg/L	0.534 mg/L	0.256 mg/L	Cadmium	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	<0.080 mg/L	<0.008 mg/L	<0.008 mg/L	Zinc	0.222 mg/L	0.84 mg/L	0.70 mg/L	1.56 mg/L	0.504 mg/L	0.185 mg/L	Parameter	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	BOD 5 days (Max. 5000 mg/L)	517 mg/L	736 mg/L	528 mg/L	559 mg/L	679 mg/L	904 mg/L	COD	12247 mg/L	8447 mg/L	6443 mg/L	3009 mg/L	14995 mg/L	4861 mg/L	pH (6-9)	6.99	6.84	6.75	6.98	6.98	6.62	Oil & grease	0.9 mg/L	0.70 mg/L	0.76 mg/L	0.8 mg/L	0.9 mg/L	0.8 mg/L	Pb	<0.064 mg/L	0.0667 mg/L	<0.064 mg/L	<0.064 mg/L	<0.064 mg/L	<0.06 mg/L	Copper	1.3 mg/L	0.586 mg/L	0.356 mg/L	0.094 mg/L	2.52 mg/L	0.622 mg/L	Cadmium	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	<0.008 mg/L	Zinc	0.955 mg/L	1.34 mg/L	0.36 mg/L	0.088 mg/L	1.66 mg/L	0.38 mg/L	
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7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>PT. Forestalestari Dwikarya-Tanjung Kembiri POM shows mill water use for each ton FFB processed, for period of January 2023-June 2024</p> <table><tr><td></td><td>Jan 2023</td><td>Feb 2023</td><td>Mar 2023</td><td>Apr 2023</td><td>May 2023</td><td>Jun 2023</td></tr><tr><td>FFB processed (MT)</td><td>25,951.79</td><td>25,543.85</td><td>26,086.70</td><td>21,340.50</td><td>31,704.93</td><td>32,823.13</td></tr><tr><td>Process water (m³)</td><td>16,869</td><td>16,604</td><td>16,956</td><td>13,871</td><td>20,608</td><td>21,335</td></tr></table> <table><tr><td></td><td>Jul 2023</td><td>Aug 2023</td><td>Sep 2023</td><td>Oct 2023</td><td>Nov 2023</td><td>Dec 2023</td></tr><tr><td>FFB processed (MT)</td><td>18,747.92</td><td>36,598.32</td><td>26,512.68</td><td>28,083.24</td><td>27,952.21</td><td>27,321.84</td></tr><tr><td>Process water (m³)</td><td>12,186</td><td>23,789</td><td>17,233</td><td>18,254</td><td>18,169</td><td>17,759</td></tr></table> <table><tr><td></td><td>Jan 2024</td><td>Feb 2024</td><td>Mar 2024</td><td>Apr 2024</td><td>May 2024</td><td>Jun 2024</td></tr><tr><td>FFB processed (MT)</td><td>26,313.89</td><td>22,179.65</td><td>20,921.27</td><td>18,349.99</td><td>21,071.70</td><td>18,764.09</td></tr><tr><td>Process water (m³)</td><td>17,104</td><td>14,417</td><td>13,599</td><td>11,927</td><td>13,697</td><td>12,197</td></tr></table>		Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	Jun 2023	FFB processed (MT)	25,951.79	25,543.85	26,086.70	21,340.50	31,704.93	32,823.13	Process water (m³)	16,869	16,604	16,956	13,871	20,608	21,335		Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	FFB processed (MT)	18,747.92	36,598.32	26,512.68	28,083.24	27,952.21	27,321.84	Process water (m³)	12,186	23,789	17,233	18,254	18,169	17,759		Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	FFB processed (MT)	26,313.89	22,179.65	20,921.27	18,349.99	21,071.70	18,764.09	Process water (m³)	17,104	14,417	13,599	11,927	13,697	12,197	Complied																					
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**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>Tanjung Kembiri POM, Tanjung Kembiri Estate and Tanjung Rusa Estate have been developing the program/plan on how to conduct efficiency for utilization of fossil fuel by develop the standard to manage the fuel consumption each of vehicles and electricity generator within litre per hours. This is applicable both for organization owned and contractors vehicle.</p> <p>The fuel monitoring conducted monthly base and reported to technical department. It was also developed the plan/program regarding optimization of renewable energy such as palm fiber and shell as boiler fuels at mills, monitoring also conducted monthly by calculate the fiber and shell and utilize as boiler fuels whether during the construction or upgrading of all operations. There are monitoring records sighted regarding the utilization of fossils fuels and fiber, shell.</p> <p>Fiber and kernel shell use</p> <table><tr><th>Type of by product</th><th>Production (tons)</th><th>Applied (tons)</th><th>% utilization</th><th>Reduce-Reuse-Recycle</th></tr><tr><td colspan="5">Year 2023</td></tr><tr><td>Fiber</td><td>41,083.39</td><td>41,083.39</td><td>100%</td><td>Utilized as boiler fuel</td></tr><tr><td>Kernel shell</td><td>18,898.36</td><td>4,210.62</td><td>22%</td><td>Utilized as boiler fuel</td></tr><tr><td>EFB</td><td>69,020.09</td><td>69,020.09</td><td>100%</td><td>Utilized as organic fertilizer</td></tr><tr><td colspan="5">Year 2024 (todate June)</td></tr><tr><td>Fiber</td><td>15,950.07</td><td>15,950.07</td><td>100%</td><td>Utilized as boiler fuel</td></tr><tr><td>Kernel shell</td><td>7,337.03</td><td>2,813.93</td><td>38%</td><td>Utilized as boiler fuel</td></tr><tr><td>EFB</td><td>26,796.12</td><td>26,796.12</td><td>100%</td><td>Utilized as organic fertilizer</td></tr></table> <p>Tanjung Kembiri POM calculated the power generated from the use of fiber and kernel shell as boiler fuel and converted to diesel fuel saving.</p> <ul style="list-style-type: none"><li>- Shell calorific value 4,105 Kkal/kg;</li><li>- Fiber calorific value 2,637 Kkal/kg;</li><li>- Calor needed to generate 1 kg of steam at 669.3 Kkal/kg steam</li><li>- Power generation 1 kW equal to 28.5 Kg//kWh</li><li>- Diesel fuel needed 3.5 kWh/liter</li></ul>	Type of by product	Production (tons)	Applied (tons)	% utilization	Reduce-Reuse-Recycle	Year 2023					Fiber	41,083.39	41,083.39	100%	Utilized as boiler fuel	Kernel shell	18,898.36	4,210.62	22%	Utilized as boiler fuel	EFB	69,020.09	69,020.09	100%	Utilized as organic fertilizer	Year 2024 (todate June)					Fiber	15,950.07	15,950.07	100%	Utilized as boiler fuel	Kernel shell	7,337.03	2,813.93	38%	Utilized as boiler fuel	EFB	26,796.12	26,796.12	100%	Utilized as organic fertilizer	Complied
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		<table><tr><th>Material</th><th>Production (ton)</th><th>Calory (Kkal)</th><th>Steam production (kg steam/hour)</th><th>Power generation (kWh)</th><th>Diesel fuel saving (liters)</th></tr><tr><td colspan="6">Year 2023</td></tr><tr><td>Shell</td><td>18,898.35</td><td>46,546,657,786</td><td>69,545,282,810</td><td rowspan="3">5,847,890</td><td rowspan="3">1,212,871</td></tr><tr><td>Fiber</td><td>41,083.38</td><td>65,002,137,660</td><td>97,119,584,160</td></tr><tr><td>Total</td><td>59,981.74</td><td>111,548,795,466</td><td>166,664,866,970</td></tr><tr><td colspan="6">Year 2024 (to date June)</td></tr><tr><td>Shell</td><td>7,337.03</td><td>18,071,114,557</td><td>27,000,021,750</td><td rowspan="3">2,270,365</td><td rowspan="3">523,215</td></tr><tr><td>Fiber</td><td>15,950.07</td><td>25,236,206,687</td><td>37,705,375,800</td></tr><tr><td>Total</td><td>23,287.10</td><td>43,307,321,245</td><td>64,705,395,550</td></tr></table> <p>Fossil fuel in POM is monitored</p> <table><tr><th>Type of use</th><th>Diesel use (liters)</th></tr><tr><td colspan="2">Year 2023</td></tr><tr><td>Diesel gensets</td><td>32,165</td></tr><tr><td>Operational: Operational cars, Dump truck, Wheel loader</td><td>21,157</td></tr><tr><td>Total</td><td>53,322</td></tr><tr><td colspan="2">Year 2024 (to date June)</td></tr><tr><td>Diesel gensets</td><td>15,900</td></tr><tr><td>Operational: Operational cars, Dump truck, Wheel loader</td><td>6,914</td></tr><tr><td>Total</td><td>22,814</td></tr></table>	Material	Production (ton)	Calory (Kkal)	Steam production (kg steam/hour)	Power generation (kWh)	Diesel fuel saving (liters)	Year 2023						Shell	18,898.35	46,546,657,786	69,545,282,810	5,847,890	1,212,871	Fiber	41,083.38	65,002,137,660	97,119,584,160	Total	59,981.74	111,548,795,466	166,664,866,970	Year 2024 (to date June)						Shell	7,337.03	18,071,114,557	27,000,021,750	2,270,365	523,215	Fiber	15,950.07	25,236,206,687	37,705,375,800	Total	23,287.10	43,307,321,245	64,705,395,550	Type of use	Diesel use (liters)	Year 2023		Diesel gensets	32,165	Operational: Operational cars, Dump truck, Wheel loader	21,157	Total	53,322	Year 2024 (to date June)		Diesel gensets	15,900	Operational: Operational cars, Dump truck, Wheel loader	6,914	Total	22,814	
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<b>Criteria 7.10:</b> 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><b>(C)</b> 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 source of greenhouse gas emission has identified on Environmental aspect and impact identification, updated on annual basis, as listed below:</p> <ul style="list-style-type: none"><li>• Methane from POME and composting at mill.</li><li>• Fossil fuels emissions from vehicles and engines generator</li><li>• Chemical fertilizer</li><li>• Electricity usage</li><li>• Chemical spraying</li></ul> <p>Several efforts to reduce GHG emissions is prepared as follows:</p> <ul style="list-style-type: none"><li>• Zero burning</li></ul>	Complied																																																																

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		<ul style="list-style-type: none"><li>Utilization of waste fibre and shell as boiler fuel and electricity from turbines</li><li>Reduce chemical fertilizer using EFB composting.</li></ul> <p>The records of each programme were sighted as evident implementation. The program was including objectives, targets, and timelines for a year. There was monitoring and evaluation every 6 (six) months to ensure target was achieved.</p> <p>The Mill has calculated the net GHG emissions using The RSPO Palm GHG Calculator Version 4.0 and that data inputs are verified to be accurate. Capturing the information about summary of net GHG emissions, summary of field emissions and sinks, and summary of mill emissions and credits. Please refer to Appendix B for GHG Emission calculation</p>																									
7.10.2	<p><b>(C)</b> Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>Based on database review and hectareage statement, there is no new planting or replanting in Tanjung Kembiri Estate and Tanjung Rusa Estate.</p> <table><tr><th>Planting year</th><th>Tanjung Kembiri Estate (Ha)</th><th>Tanjung Rusa Estate (Ha)</th></tr><tr><td>1995</td><td>1,713.51</td><td>0.00</td></tr><tr><td>1996</td><td>2,066.89</td><td>1,162.89</td></tr><tr><td>1997</td><td>1,861.63</td><td>3,110.49</td></tr><tr><td>1998</td><td>114.56</td><td>282.04</td></tr><tr><td>Total planted area</td><td>5,756.59</td><td>4,555.42</td></tr></table> <p>There was no new planting in the scope of certification PT. Forestalestari Dwikarya-Tanjung Kembiri Estate and Tanjung Rusa Estate.</p>	Planting year	Tanjung Kembiri Estate (Ha)	Tanjung Rusa Estate (Ha)	1995	1,713.51	0.00	1996	2,066.89	1,162.89	1997	1,861.63	3,110.49	1998	114.56	282.04	Total planted area	5,756.59	4,555.42	Complied						
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7.10.3	<p><b>(C)</b> 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>Tanjung Kembiri POM monitored the emission from genset by Accredited Laboratory PT. Mutuagung Lestari, Report No.16422/SL/IX/23 dated 9 October 2023.</p> <table><tr><th>Parameter</th><th>Standards</th><th>Result of Analysis</th></tr><tr><td>Nitrogen Oxide (NO<sub>x</sub>)</td><td>3400 mg/Nm<sup>3</sup></td><td>192 mg/Nm<sup>3</sup></td></tr><tr><td>Carbon monoxide (CO)</td><td>170 mg/Nm<sup>3</sup></td><td>149 mg/Nm<sup>3</sup></td></tr><tr><td>Total particulate</td><td>-</td><td>27 mg/Nm<sup>3</sup></td></tr><tr><td>Sulphur dioxide (SO<sub>2</sub>)</td><td>-</td><td>25 mg/Nm<sup>3</sup></td></tr><tr><td>Opacity</td><td>-</td><td>8%</td></tr><tr><td>Flow rate</td><td>-</td><td>7.01 m/second</td></tr><tr><td>Oxygen (O<sub>2</sub>)</td><td>-</td><td>16.9 %</td></tr></table>	Parameter	Standards	Result of Analysis	Nitrogen Oxide (NO <sub>x</sub> )	3400 mg/Nm <sup>3</sup>	192 mg/Nm <sup>3</sup>	Carbon monoxide (CO)	170 mg/Nm <sup>3</sup>	149 mg/Nm <sup>3</sup>	Total particulate	-	27 mg/Nm <sup>3</sup>	Sulphur dioxide (SO <sub>2</sub> )	-	25 mg/Nm <sup>3</sup>	Opacity	-	8%	Flow rate	-	7.01 m/second	Oxygen (O <sub>2</sub> )	-	16.9 %	Complied
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		<div>Monitoring the emission from boiler by Accredited Laboratory PT. Mutuagung Lestari, Report No.16424/SL/IX/23 dated 9 October 2023.</div> <table><tr><th>Parameter</th><th>Standards</th><th>Result of Analysis</th></tr><tr><td>Particulate</td><td>300 mg/m<sup>3</sup></td><td>47.3 mg/m<sup>3</sup></td></tr><tr><td>Sulphur dioxide (SO<sub>2</sub>)</td><td>600 mg/m<sup>3</sup></td><td>30 mg/m<sup>3</sup></td></tr><tr><td>Nitrogen Oxide (NO<sub>x</sub>)</td><td>800 mg/m<sup>3</sup></td><td>147 mg/Nm<sup>3</sup></td></tr><tr><td>Hydrogen Chloride (HCl)</td><td>5 mg/m<sup>3</sup></td><td>&lt;3.68 mg/m<sup>3</sup></td></tr><tr><td>Chlorine gas (Cl<sub>2</sub>)</td><td>5 mg/m<sup>3</sup></td><td>0.65 mg/m<sup>3</sup></td></tr><tr><td>Ammonia (NH<sub>3</sub>)</td><td>1 mg/m<sup>3</sup></td><td>0.47 mg/m<sup>3</sup></td></tr><tr><td>Hydrogen Fluoride (HF)</td><td>8 mg/m<sup>3</sup></td><td>1.03 mg/m<sup>3</sup></td></tr><tr><td>Opacity</td><td>30 %</td><td>10%</td></tr><tr><td>Flow rate</td><td>-</td><td>12.5 m/second</td></tr><tr><td>Oxygen (O<sub>2</sub>)</td><td>-</td><td>13 %</td></tr><tr><td>Carbon dioxide (CO<sub>2</sub>)</td><td>-</td><td>4.37 %</td></tr><tr><td>Carbon monoxide (CO)</td><td>-</td><td>84 ppm</td></tr><tr><td>Isokinetic percentage</td><td>90-110%</td><td>109%</td></tr></table> <div>*) refer to Peraturan Menteri Negara Lingkungan Hidup No.7 tahun 2007</div>	Parameter	Standards	Result of Analysis	Particulate	300 mg/m <sup>3</sup>	47.3 mg/m <sup>3</sup>	Sulphur dioxide (SO <sub>2</sub> )	600 mg/m <sup>3</sup>	30 mg/m <sup>3</sup>	Nitrogen Oxide (NO <sub>x</sub> )	800 mg/m <sup>3</sup>	147 mg/Nm <sup>3</sup>	Hydrogen Chloride (HCl)	5 mg/m <sup>3</sup>	<3.68 mg/m <sup>3</sup>	Chlorine gas (Cl <sub>2</sub> )	5 mg/m <sup>3</sup>	0.65 mg/m <sup>3</sup>	Ammonia (NH <sub>3</sub> )	1 mg/m <sup>3</sup>	0.47 mg/m <sup>3</sup>	Hydrogen Fluoride (HF)	8 mg/m <sup>3</sup>	1.03 mg/m <sup>3</sup>	Opacity	30 %	10%	Flow rate	-	12.5 m/second	Oxygen (O <sub>2</sub> )	-	13 %	Carbon dioxide (CO <sub>2</sub> )	-	4.37 %	Carbon monoxide (CO)	-	84 ppm	Isokinetic percentage	90-110%	109%	
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7.11.1	<div>(C) Land for new planting or replanting is not prepared by burning.</div> <div>- Critical (Major) compliance -</div>	<div>PT. Forestalestari Dwikarya referring to land preparation SOP "Sinar Mas Agribusiness and Food Standard Operating Procedure Persiapan Lahan Baru Kelapa Sawit No.SOP/SMART/MCAR/IV/TA-PLB" dated 15 July 2020. Section 4.6.3 stated the land clearing process is using mechanization.</div> <div>Based on database review and hectarage statement, there is no new planting or replanting in Tanjung Kembiri Estate and Tanjung Rusa Estate.</div> <table><tr><th>Planting year</th><th>Tanjung Kembiri Estate (Ha)</th><th>Tanjung Rusa Estate (Ha)</th></tr><tr><td>1995</td><td>1,713.51</td><td>0.00</td></tr><tr><td>1996</td><td>2,066.89</td><td>1,162.89</td></tr><tr><td>1997</td><td>1,861.63</td><td>3,110.49</td></tr><tr><td>1998</td><td>114.56</td><td>282.04</td></tr><tr><td>Total planted area</td><td>5,756.59</td><td>4,555.42</td></tr></table> <div>Based on field visit to Tanjung Kembiri Estate and Tanjung Rusa Estate, there is no sign of new planting or replanting using fire/by burning.</div>	Planting year	Tanjung Kembiri Estate (Ha)	Tanjung Rusa Estate (Ha)	1995	1,713.51	0.00	1996	2,066.89	1,162.89	1997	1,861.63	3,110.49	1998	114.56	282.04	Total planted area	5,756.59	4,555.42	Complied																								
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7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>PT. Forestalestari Dwikarya demonstrated the fire prevention, firefighting tools and equipment's as reported to government officials "Laporan Kesiapsiagaan Sistem, Sarana dan Prasarana Pengendalian Kebakaran Lahan Perkebunan – PT. Forestalestari Dwikarya periode January-June 2024" reported 2 July 2024. This report stipulates the tools and equipment for fire fighting and the latest readiness-inspection checklist.</p> <ul style="list-style-type: none"> <li>- Identification of fire-prone area in Tanjung Kembiri Estate and Tanjung Rusa Estate</li> <li>- Monitoring of fire danger rating from period of July-December 2023</li> <li>- Monitoring of number of raining day and rain intensity (using ombrometer) period of January-June 2024.</li> <li>- Refresh training for fire-fighting team in Tanjung Kembiri Estate and Tanjung Rusa Estate</li> <li>- Facility, tools, equipment for fire-fighting, last inspection June 2024</li> </ul> <table border="1"> <thead> <tr> <th>Tools name</th><th>Quantity</th><th>Tools name</th><th>Quantity</th></tr> </thead> <tbody> <tr> <td colspan="4">Personal equipment</td></tr> <tr> <td>Safety helmet</td><td>14</td><td>Water bottles</td><td>20</td></tr> <tr> <td>Head lamp</td><td>10</td><td>Whistle</td><td>15</td></tr> <tr> <td>Safety goggles</td><td>45</td><td>Backpack</td><td>10</td></tr> <tr> <td>Masker</td><td>10</td><td>Fire-fighting shoes</td><td>14</td></tr> <tr> <td>Glove</td><td>13</td><td>Fire-fighting suit</td><td>15</td></tr> <tr> <td>Belt</td><td>15</td><td></td><td></td></tr> <tr> <td colspan="4">High pressure pump</td></tr> <tr> <td>Main pump 45.6 kW</td><td>1</td><td>Portable pump 11 kW</td><td>2</td></tr> <tr> <td>Main hose 2.5" 100m</td><td>1</td><td>Portable pump hose</td><td>1</td></tr> <tr> <td>Main pump hose 1.5" 100 m</td><td>8</td><td>5000 l water portable tank</td><td>1</td></tr> <tr> <td>Nozzle 1.5" TFT</td><td>2</td><td>800 l portable water tank</td><td>1</td></tr> <tr> <td>"Y" 2.5" and 1.5"</td><td>1</td><td>Hose 1.5"</td><td>0</td></tr> <tr> <td colspan="4">Transportation</td></tr> <tr> <td>Personnel truck</td><td>3</td><td>Fire-fighting truck</td><td>1</td></tr> <tr> <td>Pick up 4WD</td><td>1</td><td></td><td></td></tr> <tr> <td colspan="4">Communication</td></tr> <tr> <td>Handie talkie</td><td>2</td><td>Megaphone</td><td>2</td></tr> </tbody> </table>	Tools name	Quantity	Tools name	Quantity	Personal equipment				Safety helmet	14	Water bottles	20	Head lamp	10	Whistle	15	Safety goggles	45	Backpack	10	Masker	10	Fire-fighting shoes	14	Glove	13	Fire-fighting suit	15	Belt	15			High pressure pump				Main pump 45.6 kW	1	Portable pump 11 kW	2	Main hose 2.5" 100m	1	Portable pump hose	1	Main pump hose 1.5" 100 m	8	5000 l water portable tank	1	Nozzle 1.5" TFT	2	800 l portable water tank	1	"Y" 2.5" and 1.5"	1	Hose 1.5"	0	Transportation				Personnel truck	3	Fire-fighting truck	1	Pick up 4WD	1			Communication				Handie talkie	2	Megaphone	2	Complied
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7.11.3	The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures. - Minor compliance -	PT. Forestalestari Dwikarya is engaging the surrounding community to prevent land and forest fire: "Notulensi Sosialisasi GAR Social and Environmental Policy, Etika Bisnis, Komunikasi, dan Keluhan untuk Desa Kembiri, Desa Lasar, Dusun Air Kundur, Desa Simpang Rusa, Desa Perpat, Desa Cerucuk" dated 31 October-7 November 2023. One of the socialization materials related to emergency response plan when fire breaks out: if small fire use fire extinguisher, palm frond, etc. If big fire calls the fire fighter, mandor, assistant for immediate response by fire-fighting team. Socialization to Air Kundur Hamlet 1 November 2023; to Kembiri village 2 November 2023; to Lassar village dated 31 October 2023; to Simpang Rusa village dated 3 November 2023; to Perpat village dated 1 November 2023; to Cerucuk village dated 7 November 2023.	Complied									
<b>Criteria 7.12:</b> 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.												
<b>PROCEDURAL NOTE for 7.12:</b> The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard. The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems. High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards. Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it. The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.												
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs.	<table><tr><td colspan="3">PT. Forestalestari Dwikarya informed the oil palm planting year</td></tr><tr><td>Planting year</td><td>Tanjung Kembiri Estate (Ha)</td><td>Tanjung Rusa Estate (Ha)</td></tr><tr><td>1995</td><td>1,713.51</td><td>0.00</td></tr></table>	PT. Forestalestari Dwikarya informed the oil palm planting year			Planting year	Tanjung Kembiri Estate (Ha)	Tanjung Rusa Estate (Ha)	1995	1,713.51	0.00	Complied
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Land clearing since 15 November 2018 has not damaged HCV or HCS forests.  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).  - Critical (Major) compliance -	1996	2,066.89	1,162.89	
	1997	1,861.63	3,110.49	
	1998	114.56	282.04	
	Total planted area	5,756.59	4,555.42	
	PT. Forestalestari Dwikarya informed the HCV assessment as per "Laporan Identifikasi Nilai Konservasi Tinggi PT. Forestalestari Dwikarya – Tanjung Kembiri Estate & Tanjung Rusa Estate" December 2012. The HCV assessment scope covers 11,337.58 Ha (as per HGU). The HCV assessors comprise of Ir. Norman Faried Mustakim (Biodiversity & Social Aspect; RSPO Approved Assessor), Dede M Nasir (GIS, Social, Cultural Aspect; RSPO Approved Assessor), Agus Budianto (Flora Ecology Aspect), Nugroho Wahyu Widiyanto (Environmental Service Aspect), Firmansyah (Fauna Ecology and Environmental Service Aspect). The HCV assessment process referring to HCV Toolkit 2008. The data collection process carried out August-September 2010. The stakeholder consultation carried out 22 February 2013. The HCV assessment report has been peer-reviewed by Resit Sozer, December 2011.			
The HCV identified in the plantation:				
	HCV type	Location		Hectarage (Ha)
		Estate	Position	
	1.1	Tanjung Rusa Estate	River buffer zone Kembiri river tributary, Cerucuk river	181.90
			Water source	4.05
		Tanjung Kembiri Estate	River buffer zone Ai Mudur river and Ai Mengkuang river	87.99
1.2	Tanjung Rusa Estate and Tanjung Kembiri Estate	- <i>Halycon smyrnensis</i> - Hawk - <i>Tragulus javanicus</i> - <i>Trachypithecus cristatus</i> - <i>Crocodylus porosus</i>		-
	1.3	Tanjung Rusa Estate	Low lying area	62.70
		Tanjung Kembiri Estate	Low lying area	123.52

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7.12.2	<p><b>(C)</b> HCV and HCS forests, and other conservation areas are identified as follows:</p> <ul style="list-style-type: none"> <li>- Critical (Major) compliance -</li> </ul> <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>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>PT. Forestalestari Dwikarya informed the HCV assessment as per "Laporan Identifikasi Nilai Konservasi Tinggi PT. Forestalestari Dwikarya – Tanjung Kembiri Estate &amp; Tanjung Rusa Estate" December 2012. The HCV assessment scope covers 11,337.58 Ha (as per HGU). The HCV assessors comprise of Ir. Norman Faried Mustakim (RSPO Approved Assessor), Dede M Nasir (RSPO Approved Assessor), Agus Budianto, Nugroho Wahyu Widiyanto, Firmansyah. The HCV assessment process referring to HCV Toolkit 2008. The data collection process carried out August-September 2010. The stakeholder consultation carried out 22 February 2013. The HCV assessment report has been peer-reviewed by Resit Sozer, December 2011.</p> <p>The HCV identified in the plantation:</p> <table> <tr> <th rowspan="2">HCV type</th><th colspan="2">Location</th><th rowspan="2">Hectarage (Ha)</th></tr> <tr> <th>Estate</th><th>Position</th></tr> <tr> <td>1.1</td><td>Tanjung Rusa Estate</td><td>River buffer zone Kembiri river tributary, Cerucuk river</td><td>181.90</td></tr> <tr> <td></td><td></td><td>Water source</td><td>4.05</td></tr> </table>	HCV type	Location		Hectarage (Ha)	Estate	Position	1.1	Tanjung Rusa Estate	River buffer zone Kembiri river tributary, Cerucuk river	181.90			Water source	4.05	Complied																														
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			Tanjung Estate	Kembiri	Low lying area	123.52		
	4.1		Tanjung Estate	Rusa	River buffer zone Kembiri river tributary, Cerucuk river	181.90*		
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	6		Tanjung Estate	Rusa	Tomb	3.93		
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	From the information on oil palm planting year, there was no new land clearing after November 2018. The oil palm planting year							
	Planting year		Tanjung Kembiri Estate (Ha)		Tanjung Rusa Estate (Ha)			
	1995		1,713.51		0.00			

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7.12.3	<p><b>(C)</b> In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	HFCL is not applicable for Indonesia. Not applicable	Not Applicable												
<p><b>PROCEDURAL NOTE for 7.12.3:</b> Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>															
7.12.4	<p><b>(C)</b> 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>PT. Forestalestari Dwikarya referring to "SOP Pengelolaan dan Pemantauan Nilai Konservasi Tinggi (High Conservation Value Management) No.SOP/SMART/BCOS-EHSD/SADV/I/002 rev.0" dated 1 July 2014. Point 3 stipulated the normative management and monitoring plan will include putting signage on HCV areas, installing HCV boundary/buffer zone poles, installing HCV area signboard, socialization of HCV area and RTE presence to worker and communities, planning rehabilitation of vegetation in and/or around HCV area, HCV area patrol and reporting, exotic plant inventory and control, HCV utilization reporting, wildlife inventory and reporting.</p> <p>There is also</p> <ul style="list-style-type: none"><li>- Work Instruction for HCV Signboard (IK/SMART/BCOS-EHSD/SADV/002/002, 1 July 2014)</li><li>- Work Instruction for HCV Rehabilitation (IK/SMART/BCOS-EHSD/SADV/002/003, 1 July 2014)</li></ul>	Complied												

		HCV Management and Monitoring Plan			
		HCV type	Threat identification	Management Objective and Action Plan	Indicator monitored
		1.1	Forest encroachment; forest fire	<p>Maintain the integrity of the area to ensure flora and fauna sustainability.</p> <ul style="list-style-type: none"> <li>- Delineate HCV area</li> <li>- Installing warning signboards on HCV area presence.</li> <li>- Conduct socialization to worker and surrounding community on presence of HCV area.</li> <li>- Delineate and establish buffer zone to the HCV area and river.</li> <li>- Revegetation for river buffer zone already planted with oil palm in phases.</li> </ul>	<ul style="list-style-type: none"> <li>- No forest encroachment,</li> <li>- No fire break</li> </ul> <p>Direct observation and descriptive analysis</p> <ul style="list-style-type: none"> <li>- Disturbance intensity to HCV area including fire break;</li> <li>- Land cover in HCV 1.1 area</li> <li>- Interaction development to surrounding area</li> </ul>
		1.2	Illegal hunting; illegal poaching; land conversion in the habitat of RTE species; activities that decrease the river quality	<p>Uphold and conserve RTE species</p> <ul style="list-style-type: none"> <li>- Delineate HCV area</li> <li>- Installing warning signboards on RTE species presence.</li> <li>- Conduct socialization to worker and surrounding community on presence of HCV area.</li> <li>- Delineate and establish buffer zone to the HCV area and river.</li> <li>- Revegetation for river buffer zone already planted with oil palm in phases.</li> </ul>	<ul style="list-style-type: none"> <li>- RTE species population growth;</li> <li>- low disturbance</li> </ul> <p>Direct observation and abundance analysis</p> <ul style="list-style-type: none"> <li>- Hunting/poaching intensity;</li> <li>- Population development and species distribution</li> <li>- Biodiversity and abundance</li> </ul>

		1.3	Land conversion in the habitat of RTE species; activities that decrease the ecology and river quality	Safeguarding habitat of RTE species - Conduct socialization to worker and surrounding community on presence of HCV area. - Revegetation for river buffer zone already planted with oil palm in phases.	- Wildlife habitat's vegetation maintained  Direct observation and descriptive analysis - Disturbance intensity to HCV area; - Biodiversity and abundance; - Planting rehabilitation life expectancy	
		4.1	Activities that decrease the ecology and river quality; Activities resulting in eutrophication and silting up; land clearing in the river buffer zone	Maintain and maintain the area as water control function: erosion control, water provision for downstream  - Delineate HCV area - Installing warning signboards on RTE species presence. - Conduct socialization to worker and surrounding community on presence of HCV area. - Delineate and establish buffer zone 50 meters to both sides of the river. - Revegetation for river buffer zone with deep rooting plants	- River buffer zone established - Erosion and sedimentation level decrease - Water quality getting better  Direct observation and descriptive analysis - Disturbance intensity to HCV area; - Biodiversity and abundance; - Changes in river width - Water biota	
		6	Vandalism to cultural sites, sacred places and cultural ritual	Maintain and nurture cultural values  - Installing warning signboards on RTE species presence. - Delineate HCV area - Limiting access to decrease risk of vandalism	- No vandalism - Delineated area  Direct observation and descriptive analysis - Disturbance intensity to cultural site; - Interaction between community and the HCV 6 area;	



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		<p>PT. Forestalestari Dwikarya shows the evidence of communicating HCV areas and RTE species identified in their management unit.</p> <p>Year 2023</p> <p>Socialization/communication material covering presence of HCV in Tanjung Kembiri Estate and Tanjung Rusa Estate; RTE species sighted in Tanjung Kembiri Estate and Tanjung Rusa Estate such as Lesser Fish Eagle, Silvery Lutung, Tarsius, Bearded Pig, Saltwater Crocodile, etc. Worker is not allowed to hunt/hurt/pet/kill RTE species, as violation may result in dismissal.</p> <p>Socialization attendance list</p> <ul style="list-style-type: none"> <li>- To hamlet under Lassar village such as Lassar hamlet, Dusat hamlet, Air Batu hamlet, Tungkup hamlet, Batu Mana hamlet (Nina, Yunda Prawita, Ria Ariska, Ailin Wulandari, Dandi, Suburdianto, Iqbal Yulizar, Suryati, Safyudin) 31 October 2023</li> <li>- To Aik Kundur village (Samsul, Tamsir) on 1 November 2023</li> <li>- To Perpat village (Swari and Endi Harmanto) on 1 November 2023</li> <li>- To Kembiri village (Yandri, Bustami) on 2 November 2023</li> <li>- To Simpang Rusa village (Ardi Yusuf) on 3 November 2023</li> <li>- To Cerucuk village (Kusmadi) on 7 November 2024</li> </ul> <p>PT. Forestalestari Dwikarya sent the HCV Management and Monitoring Report year 2023 to government official to "Balai Konservasi Sumber Daya Alam Kabupaten Belitung" dated 20 March 2024; "Dinas Ketahanan Pangan dan Pertanian Kabupaten Belitung" dated 16 February 2024.</p> <p>Year 2024</p> <ul style="list-style-type: none"> <li>- Minutes of socialization "Notulensi Sosialisasi Perlindungan Kawasan Bernilai Konservasi Tinggi dan Satwa Dilindungi kepada Masyarakat", dated 17-18 June 2024. The socialization made to community of Cerucuk village (5 persons), Perpat village (6 persons), Air Kundur village (1 person), Lasar village (9 persons).</li> </ul>	
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		<p>Socialization/communication material covering presence of HCV in Tanjung Kembiri Estate and Tanjung Rusa Estate such as river buffer zone, water source, low lying area, tomb and sacred trees; RTE species sighted in Tanjung Kembiri Estate and Tanjung Rusa Estate such as Lesser Fish Eagle, Silvery Lutung, Tarsius, Bearded Pig, Saltwater Crocodile, etc. Worker is not allowed to hunt/hurt/pet/kill RTE species, as violation may result in dismissal.</p> <p>The management and monitoring for river buffer zone and low lying area: prohibit electrocuting fish, prohibit chemical application 50 meters from both side of river, rehabilitation of buffer zone area, patrol in HCV area, fauna monitoring.</p> <p>The management and monitoring for sacred area: prohibit disturbance to the area, upkeep tomb ara, maintenance of HCV boundary and HCV signboards, patrol in HCV area.</p> <p>Socialization attendance list</p> <ul style="list-style-type: none"> <li>- To 70 harvester, loose fruit picker, upkeep worker Division VIII Tanjung Kembiri Estate, dated 23 January 2024</li> <li>- To 62 harvester, loose fruit picker, upkeep worker Division VII Tanjung Kembiri Estate, dated 22 January 2024.</li> <li>- To 70 harvester, loose fruit picker, upkeep worker Division VI Tanjung Kembiri Estate, dated 20 January 2024</li> <li>- To 71 harvester, loose fruit picker, transport worker Division V Tanjung Kembiri Estate, dated 19 January 2024</li> <li>- To 76 harvester, loose fruit picker, upkeep worker Division I Tanjung Kembiri Estate, dated 15 January 2024</li> <li>- Minutes of socialization "Notulensi Sosialisasi Perlindungan Kawasan Bernilai Konservasi Tinggi dan Satwa Dilindungi kepada Pekerja", dated 4 January 2024. Attended by 21 upkeep worker in Division II and 42 harvesters and loose fruit pickers in Division V Tanjung Rusa Estate.</li> </ul>	
7.12.5	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	The stakeholder consultation on HCV assessment result carried out 22 February 2013. The government officials (Dinas Pariwisata & Dinas Lingkungan Hidup) and community members (Camat Membalong) stated their interest in the management and preservation of HCV 1.1, 4.1 and 6 presents in Tanjung Kembiri Estate and Tanjung Rusa Estate in form of sacred trees, tomb and sacred water source. They	Complied

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	<p>FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>agreed that the community allowed access and the preservation/upkeep of the area by company.</p> <table><tr><th rowspan="2">HCV type</th><th colspan="2">Location</th><th rowspan="2">Hectarage (Ha)</th></tr><tr><th>Estate</th><th>Position</th></tr><tr><td>1.1</td><td>Tanjung Rusa Estate</td><td>Water source</td><td>4.05</td></tr><tr><td>4.1</td><td>Tanjung Rusa Estate</td><td>Water source</td><td>4.05*</td></tr><tr><td rowspan="5">6</td><td rowspan="3">Tanjung Rusa Estate</td><td>Tomb</td><td>3.93</td></tr><tr><td>Sacred trees</td><td>-</td></tr><tr><td>Water source</td><td>4.05*</td></tr><tr><td rowspan="2">Tanjung Kembiri Estate</td><td>Tomb</td><td>2.04</td></tr><tr><td>Sacred trees</td><td>-</td></tr><tr><td colspan="3">Total</td><td>466.13</td></tr></table> <p>Refer to HCV assessment, some HCV area are overlap with planted area. The clear HCV area that located at unplanted area and it was purely conservation area is 66.63 Ha. The conservation area consists of grave area 3.93 Ha and lowland area 62.70 Ha.</p>	HCV type	Location		Hectarage (Ha)	Estate	Position	1.1	Tanjung Rusa Estate	Water source	4.05	4.1	Tanjung Rusa Estate	Water source	4.05*	6	Tanjung Rusa Estate	Tomb	3.93	Sacred trees	-	Water source	4.05*	Tanjung Kembiri Estate	Tomb	2.04	Sacred trees	-	Total			466.13	
HCV type	Location			Hectarage (Ha)																														
	Estate	Position																																
1.1	Tanjung Rusa Estate	Water source	4.05																															
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		Water source	4.05*																															
	Tanjung Kembiri Estate	Tomb	2.04																															
		Sacred trees	-																															
Total			466.13																															
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>Based on HCV assessment document, "Laporan Identifikasi Nilai Konservasi Tinggi PT. Forestalestari Dwikarya – Tanjung Kembiri Estate &amp; Tanjung Rusa Estate" December 2012; the RTE species identified in area of concern: Tarsius (Tarsius bancanus saltator – VU), Bearded pig (Sus barbatus – VU), Lesser fish eagle (Ichthyopaga humilis - NT), Silvery lutung (Trachypithecus cristatus – NT),</p> <p>PT. Forestalestari Dwikarya referring to GAR Social and Environmental Policy, established 8 September 2015. Point 1.2 stipulates</p> <ul style="list-style-type: none"><li>- Prohibit hunting of wildlife, including RTE species in our plantation</li><li>- Investigate all violation against this policy such as hunting, petting, harming, torturing and killing RTE speies and taking disciplinary action including work termination</li><li>- To educate worker, contractor and community on importance of conserving HCV area.</li></ul>	Complied																															

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		<p>Socialization attendance list to 70 harvester, loose fruit picker, upkeep worker Division VIII Tanjung Kembiri Estate, dated 23 January 2024</p> <ul style="list-style-type: none"> <li>- To 62 harvester, loose fruit picker, upkeep worker Division VII Tanjung Kembiri Estate, dated 22 January 2024.</li> <li>- To 70 harvester, loose fruit picker, upkeep worker Division VI Tanjung Kembiri Estate, dated 20 January 2024</li> <li>- To 71 harvester, loose fruit picker, transport worker Division V Tanjung Kembiri Estate, dated 19 January 2024</li> <li>- To 76 harvester, loose fruit picker, upkeep worker Division I Tanjung Kembiri Estate, dated 15 January 2024</li> <li>- Minutes of socialization "Notulensi Sosialisasi Perlindungan Kawasan Bernilai Konservasi Tinggi dan Satwa Dilindungi kepada Pekerja", dated 4 January 2024. Attended by 21 upkeep worker in Division II and 42 harvesters and loose fruit pickers in Division V Tanjung Rusa Estate.</li> </ul> <p>Based on onsite visit to worker housing Tanjung Kembiri Estate and Tanjung Rusa Estate, no worker is found petting RTE species.</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>HCV area management</p> <p>HCV boundary and HCV signboard maintenance/repair report "Form Pemeliharaan Tanda Batas NKT Tanjung Kembiri Estate" year 2024. Reporting 42 HCV boundary cleaned from bushes, completed 9 March 2024. Reporting 42 HCV boundary cleaned from bushes, completed 8 June 2024.</p> <p>HCV area monitoring</p> <ul style="list-style-type: none"> <li>- HCV use report "Laporan Pemanfaatan Nilai Konservasi Tinggi", stating on 28 June 2024 in Tanjung Kembiri Estate, community of 100 persons attending 186<sup>th</sup> anniversary of Tanjung Pandan town by pilgrimage to sacred tomb "Makam KA Rahat", block H62 (HCV 6).</li> <li>- HCV area monitoring "Laporan Pemantauan Nilai Konservasi Tinggi – Tanjung Kembiri Estate Tahun 2024" dated 8 March 2024</li> </ul>	Complied

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		<p>a. HCV 1.1 and 4.1 in block H62, block M63, block G52, block J61, block C42, block H60, block C38, block D36, block E40;</p> <p>b. HCV 1.1; 3.1 and 4.1 in block K52 and L52;</p> <p>c. HCV 1.2 in block C42, block H60, block D40;</p> <p>- HCV area monitoring "Laporan Pemantauan Nilai Konservasi Tinggi – Tanjung Kembiri Estate Tahun 2024" dated 8 June 2024</p> <p>d. HCV 1.1 and 4.1 in block H62, block M63, block G52, block J61, block C42, block H60, block C38, block D36, block E40;</p> <p>e. HCV 1.1; 3.1 and 4.1 in block K52 and L52;</p> <p>f. HCV 1.2 in block C42, block H60, block D40;</p> <p>- Wildlife monitoring "Laporan Pemantauan Jenis Satwa/Tumbuhan – Tanjung Kembiri Estate tahun 2024" period of January-June 2024. Animal sighting recorded in block K52, K53, K51, L51, L52, J51, K48, L49, K66, K45, K44, J48, K44, C42, D40, C43, etc.</p> <p>- HCV area patrol "Laporan Patroli Nilai Konservasi Tinggi Tanjung Rusa Estate" period of January-June 2024 (each week) to HCV area 1.1, 1.2, 4.1, 4.3, 5 and 6 in Tanjung Rusa Estate. The result so far, no encroachment and/or gardening by community in the HCV areas.</p> <p>- HCV boundary poles maintenance "Pemeliharaan Tanda Batas HCV Tanjung Rusa Estate 2024" for period January and June 2024 whereby 85 HCV boundary poles re-painted and cleaned.</p> <p>- Wildlife monitoring "Laporan Pemantauan Jenis Satwa/Tumbuhan – Tanjung Rusa Estate tahun 2024" period of January-June 2024. Animal sighting such as Lesser Fish Eagle, Squirrel, Monitor Lizard recorded in block K10, K09, K08, P15, Q11, L10, etc.</p> <p>Based on interview with sprayer workers, they understand that no herbicide application carried out beyond the HCV boundary poles – inside radius 50 meters/5 palms away from water body.</p> <p>HCV Management and Monitoring Report HCV Management review</p>	
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		<p>As per “Laporan Pengelolaan dan Pemantauan Area Bernilai Konservasi Tinggi (NKT) di PT. Forestalestari Dwikarya Region Bangka-Belitung tahun 2023”. Review on management and monitoring report on December 2023.</p> <p>Management plan implemented: establishing HCV boundary for Environmental Service, does not applying chemical fertilizer in the river buffer zone, planting Vertiver grass along river side; Signing HCV management and preservation with Lassar village, Bantan village and Gunung Rinting village since 2016; Socialization of HCV areas and RTE species present in the company plantation.</p> <p>Monitoring plan implemented: patrol to HCV areas on quarterly basis; reinstating HCV boundary poles to ensure sprayer and fertilizer applicators understand the last palm can be applied with herbicide and/or fertilizer; land cover monitoring; wildlife monitoring; monitoring threat to HCV area. Management review carried out 21 December 2023 involving Tanjung Rusa Estate Manager and Tanjung Kembiri Estate Manager.</p> <p>This report sent the HCV Management and Monitoring Report year 2023 to government official to “Balai Konservasi Sumber Daya Alam Kabupaten Belitung” dated 20 March 2024; “Dinas Ketahanan Pangan dan Pertanian Kabupaten Belitung” dated 16 February 2024.</p>																			
7.12.8	<p><b>(C)</b> 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>PT. Forestalestari Dwikarya informed the oil palm planting year</p> <table><tr><th>Planting year</th><th>Tanjung Kembiri Estate (Ha)</th><th>Tanjung Rusa Estate (Ha)</th></tr><tr><td>1995</td><td>1,713.51</td><td>0.00</td></tr><tr><td>1996</td><td>2,066.89</td><td>1,162.89</td></tr><tr><td>1997</td><td>1,861.63</td><td>3,110.49</td></tr><tr><td>1998</td><td>114.56</td><td>282.04</td></tr><tr><td>Total planted area</td><td>5,756.59</td><td>4,555.42</td></tr></table> <p>PT. Forestalestari Dwikarya informed the HCV assessment as per “Laporan Identifikasi Nilai Konservasi Tinggi PT. Forestalestari Dwikarya – Tanjung Kembiri Estate &amp; Tanjung Rusa Estate” December 2012. The HCV assessment scope covers 11,337.58 Ha (as per HGU). The HCV assessors comprise of Ir. Norman Faried Mustakim (Biodiversity &amp; Social Aspect: RSPO Approved Assessor). Dede M Nasir</p>	Planting year	Tanjung Kembiri Estate (Ha)	Tanjung Rusa Estate (Ha)	1995	1,713.51	0.00	1996	2,066.89	1,162.89	1997	1,861.63	3,110.49	1998	114.56	282.04	Total planted area	5,756.59	4,555.42	Complied
Planting year	Tanjung Kembiri Estate (Ha)	Tanjung Rusa Estate (Ha)																			
1995	1,713.51	0.00																			
1996	2,066.89	1,162.89																			
1997	1,861.63	3,110.49																			
1998	114.56	282.04																			
Total planted area	5,756.59	4,555.42																			

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		<p>(GIS, Social, Cultural Aspect; RSPO Approved Assessor), Agus Budianto (Flora Ecology Aspect), Nugroho Wahyu Widiyanto (Environmental Service Aspect), Firmansyah (Fauna Ecology and Environmental Service Aspect). The HCV assessment process referring to HCV Toolkit 2008. The data collection process carried out August-September 2010. The stakeholder consultation carried out 22 February 2013. The HCV assessment report has been peer-reviewed by Resit Sozer, December 2011.</p> <p>Based on BSI RSPO Scheme Manager communication with RSPO Secretariat, to comply with clause 4.3.3 of RSPO certification system, crosscheck with RSPO the status of the disclosure submission and RSPO membership status of PT. Forestalestari Dwikarya – the response from RSPO on 30 July 2024 stated for PT. Forestalestari Dwikarya: Tanjung Rusa Estate total area 5,251.28 Ha, RaCP status Not Applicable; Tanjung Kembiri Estate total area 6,086.30 Ha, RaCP status Not Applicable.</p>	
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#### Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2024 for **Tanjung Kembiri Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2024** for **Tanjung Kembiri Palm Oil Mill** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	1.06
PKO	0.00

Extraction	%
OER	20.48
KER	6.07

Production	t/yr
FFB Process	328,667.11
CPO Produced	67297
PKO Produced	19937

Land Use	Ha
OP Planted Area	13,939.78
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	631.49
<b>Total</b>	<b>14,571.27</b>

#### Summary of Field Emission and Sink

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	25,821.57	0.08	0.00	0.00	0.00	0.00	25,821.57	0.08
CO <sub>2</sub> Emission from fertilizer	14,105.47	0.04	0.00	0.00	0.00	0.00	14,105.47	0.04
NO <sub>2</sub> Emission	8,879.89	0.03	0.00	0.00	0.00	0.00	8,879.89	0.03
Fuel Consumption	646.39	0.00	0.00	0.00	0.00	0.00	646.39	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Sink</b>								
Crop Sequestration	-33,962.31	-2.44	0.00	0.00	0.00	0.00	-33,962.31	-2.44
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>15,491.01</b>	<b>1.11</b>	<b>0.00</b>	<b>0.00</b>	<b>12,615.17</b>	<b>0.00</b>	<b>28,106.17</b>	<b>1.11</b>

*\*Note: Includes both estates and smallholders*



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#### Summary of Mill Emission and Credit

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	64,424.32	0.20
Fuel Consumption	184.62	0.00
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>64,608.04</b>	<b>0.20</b>

#### Summary of Kernel Crusher Emission and Credit (if applicable)

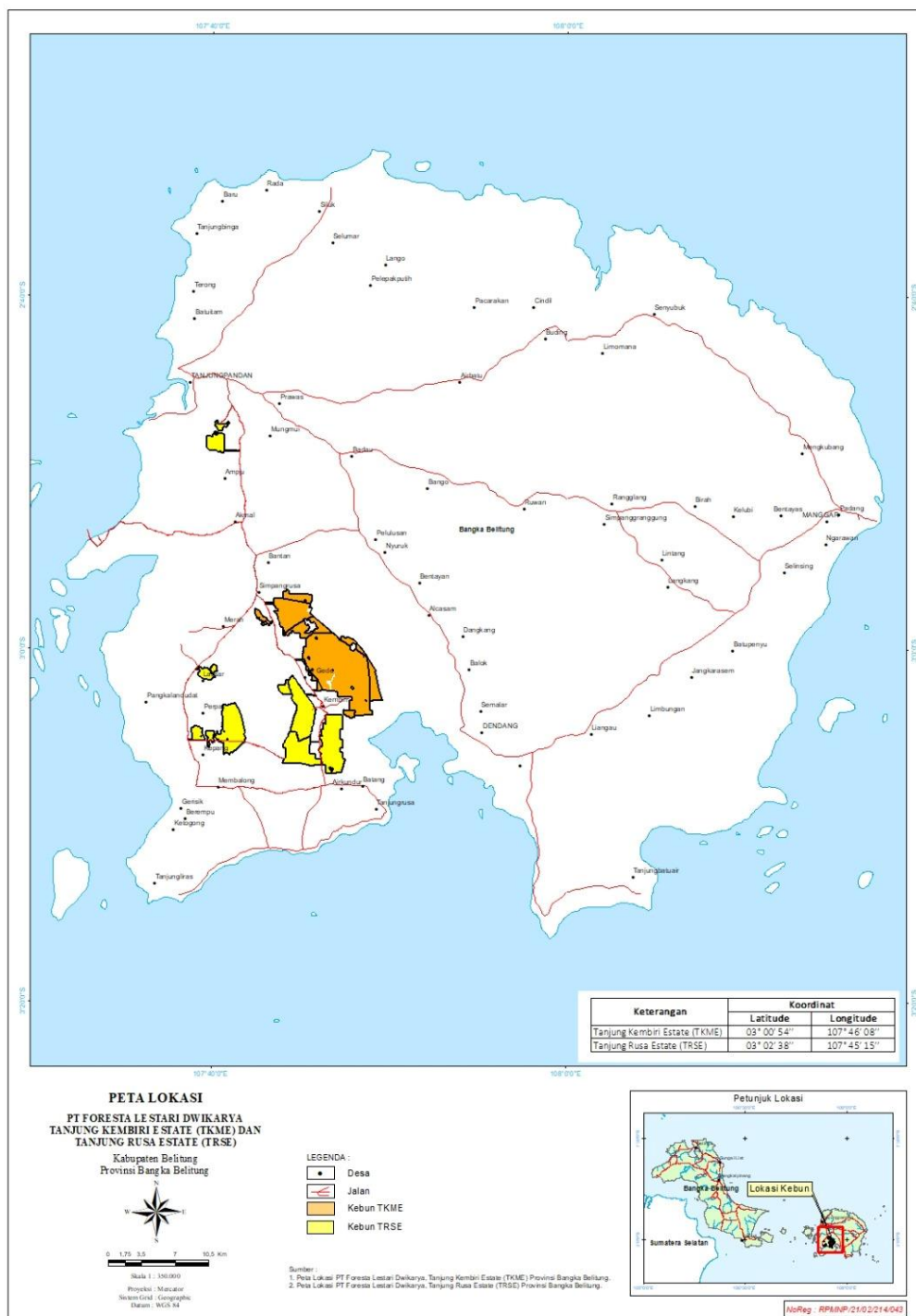
Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

\*This mill has no kernel crusher operation.

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

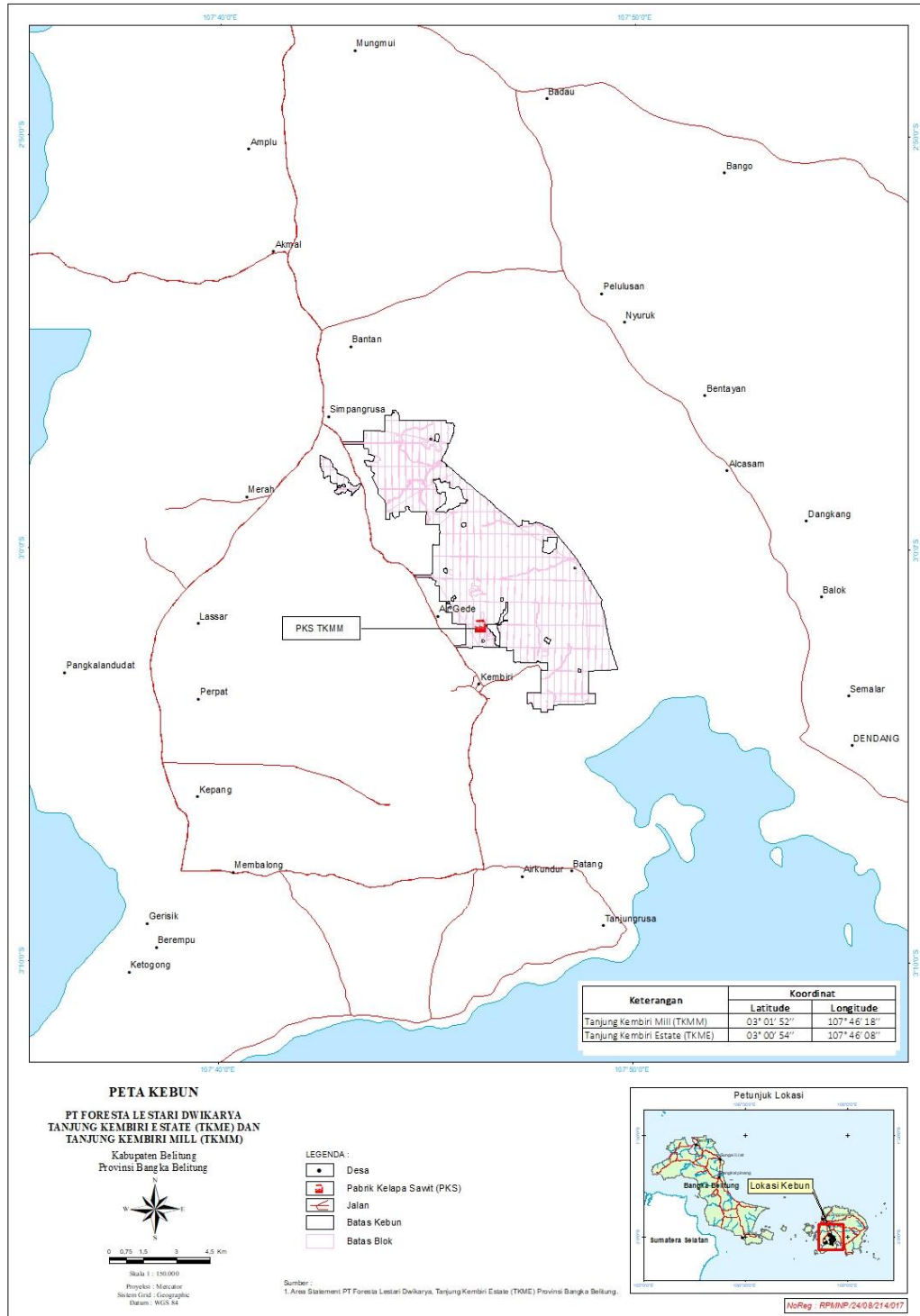
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

## Appendix C: Location Map of Certification Unit and Supply bases



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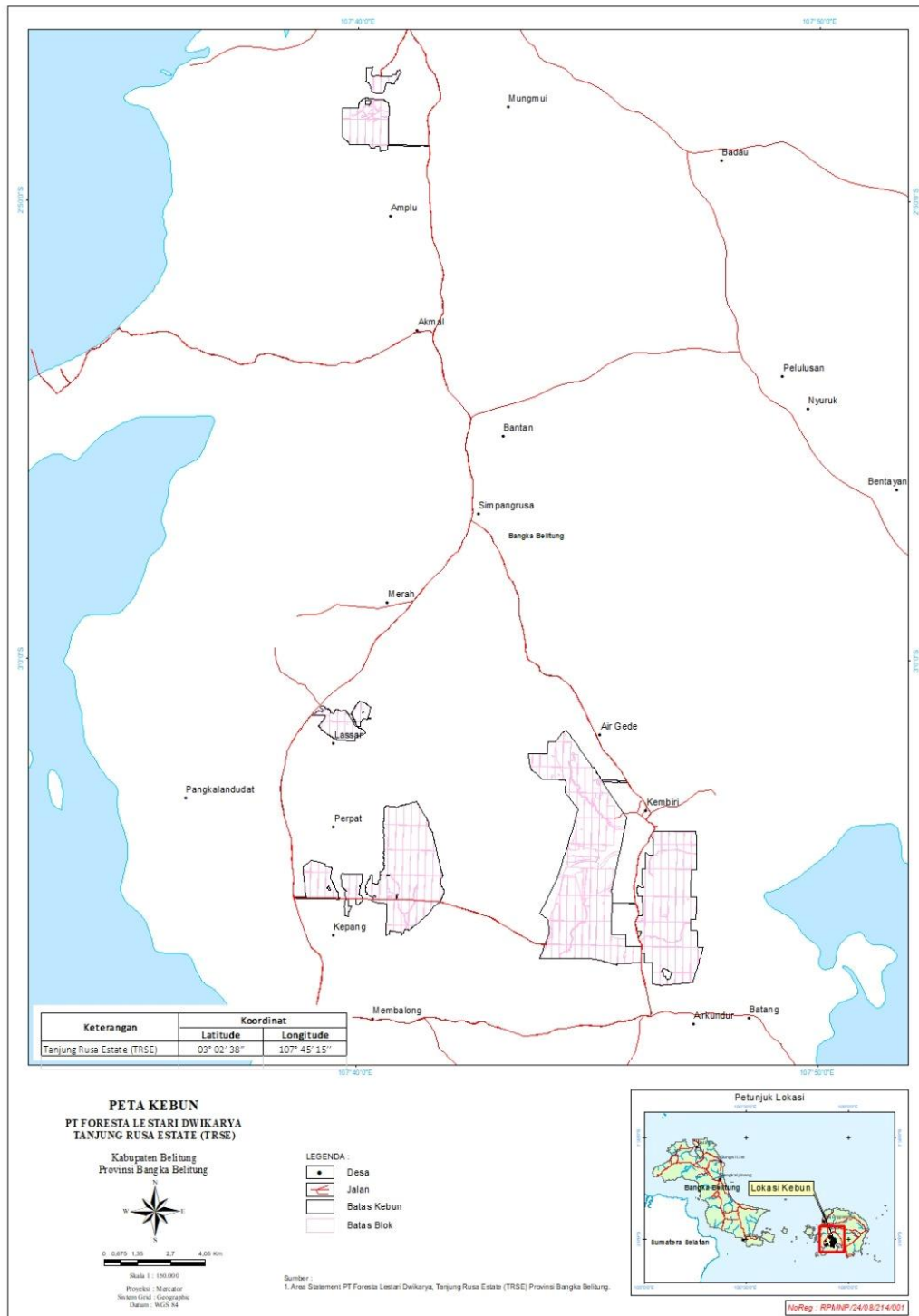
**Appendix D:**  
**Estate Field Map – Tanjung Kembiri Estate and Mill**



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### Estate Field Map – Tanjung Rusa Estate



## Appendix E: List of Smallholder Registered and/or sampled

Not applicable

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	Choose an item.	Choose an item.	Choose an item.
Justification of Risk Factor Applied			
Number of samples			
Remarks			

[illegible]

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#### Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FLD	PT. Forestalestari Dwikarya
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