

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (Choose an item.)
- Recertification Assessment (RA 1)
- Extension of Scope

Client Company Name / Parent Company: PT Austindo Nusantara Jaya Agri
Client Company / Parent Company Address: Sinar Mas Land Plaza Lt 7 Jl Diponegoro No 18, Medan, Sumatera Utara 20152, Indonesia.
Certification Unit: PT Kayung Agro Lestari - Kayung Agro Lestari Palm Oil Mill Location of Certification Unit: Desa Laman Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Kalimantan Barat 78813, Indonesia.
Date of Final Report: 14/10/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PT. Austindo Nusantara Jaya Agri		
RSPO Membership Number	1-0032-07-000-00	Membership Approval Date	27/02/2007
Address	Sinar Mas Land Plaza Lt 7 Jl Diponegoro No 18, Medan, Sumatera Utara 20152, Indonesia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Kayung Agro Lestari - Kayung Agro Lestari Palm Oil Mill		
Location / Address	Desa Laman Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Kalimantan Barat 78813, Indonesia.		
Website	https://anj-group.com/en/home		
Management Representative	Antoperis Tarigan	E-mail	Antoperis.tarigan@anj-group.com
Telephone	+62-61 453 7480	Facsimile	+62-61 453 8366

2. Certification Information			
Certificate Number	RSPO 809116	Certificate Start Date	11/11/2024
Date of First Certification	11/11/2019	Certificate Expiry Date	10/11/2029
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <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	90 MT/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
08 04 A 18002	ISO 14001	TUV NORD Indonesia	30/01/2027
03 14 A 18002	ISO 45001 : 2018	TUV NORD Indonesia	03/01/2027
Reg.SMK3.2017.SUC.SK-924	SMK3	Kementrian Ketenagakerjaan RI	13/05/2025
MUTU-ISPO/124	ISPO	Mutu Agung Lestari	26/07/2028

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Kayung Agro Lestari Palm Oil Mill	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 26'56" S	110°13'44" E
Gunung Sejahtera Tumbuh (GST-1) Estate	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 26'10" S	110°14'34" E
Gunung Sejahtera Tumbuh (GST-2) Estate	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 27'47" S	110°12'25" E
Sungai Gemilang Teduh (SGT-1) Estate	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 24'16" S	110°14'13" E
Sungai Gemilang Teduh (SGT-2) Estate	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 25'39" S	110°09'59" E
Mitra Laman Mayang Sentosa (624 Smallholders)	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 25'54" S	110°13'26" E
Mitra Bina Satong Lestari (768 Smallholders)	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 26'25" S	110°13'22" E
Mitra Lestari Abadi Bersama (1170 Smallholders)	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 27'54" S	110°06'52" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Gunung Sejahtera Tumbuh (GST-1)	2,405.96	502.37	14.30	2,922.63	82.32 %
Gunung Sejahtera Tumbuh (GST-2)	2,297.40	37.18	561.91	2,896.49	79.32 %
Sungai Gemilang Teduh (SGT-1)	2,370.63	373.63	93.24	2,837.50	83.55 %
Sungai Gemilang Teduh (SGT-2)	1,970.94	69.9	383.53	2,424.37	81.30 %
Mitra Laman Mayang Sentosa (624 smallholders)	1,882.17	127.44	69.64	2,079.25	90.52 %
Mitra Bina Satong Lestari (768 smallholders)	302.17	12.47	132.19	446.83	67.63 %
Mitra Lestari Abadi Bersama (1,170 smallholders)	156.58	0.00	141.41	297.99	52.55 %
Total	11,385.85	1,122.99	1,396.22	13,905.06	81.88 %
Note:					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Gunung Sejahtera Tumbuh (GST-1)	-	2,405.96	-	-	2,405.96	-
Gunung Sejahtera Tumbuh (GST-2)	-	2,297.40	-	-	2,297.40	-
Sungai Gemilang Teduh (SGT-1)	-	2,370.63	-	-	2,370.63	-
Sungai Gemilang Teduh (SGT-2)	-	1,970.94	-	-	1,848.42	122.52
Mitra Laman Mayang Sentosa (624 smallholders)	-	1,882.17	-	-	1,869.14	13.03
Mitra Bina Satong Lestari (768 smallholders)	-	302.17	-	-	288.38	13.79

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Mitra Lestari Abadi Bersama (1,170 smallholders)	-	156.58	-	-	124.69	31.89
Total (ha)	-	11,385.85	-	-	11,204.62	181.23

Note:

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (November 2023 – October 2024)	Actual (September 2023 – July 2024)		Forecast (November 2024 – October 2025)
		Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – July 2024)	
Gunung Sejahtera Tumbuh (GST-1)	59,000.00	14,458.81	34,534.98	45,713.24
Gunung Sejahtera Tumbuh (GST-2)	49,000.00	12,449.43	31,489.36	44,799.30
Sungai Gemilang Teduh (SGT-1)	55,000.00	12,227.53	31,893.96	45,041.97
Sungai Gemilang Teduh (SGT-2)	33,000.00	7,293.42	19,188.43	27,726.30
Mitra Laman Mayang Sentosa (624 smallholders)	43,000.00	10,244.20	25,246.51	29,906.24
Mitra Bina Satong Lestari (768 smallholders)	3,500.00	728.96	1,693.24	2,678.78
Mitra Lestari Abadi Bersama (1,170 smallholders)	1,500.00	318.89	870.23	1,195.40
Total	244,000.00	202,637.95		197,061.23

Note:

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (November 2023 – October 2024)	Actual (September 2023 – July 2024)		Forecast (November 2024 – October 2025)
		Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – July 2024)	
-		-	-	
Total		-		

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Note:

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

Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (November 2023 – October 2024)	Actual (September 2023 – July 2024)		Forecast (November 2024 – October 2025)
		Previous license period (Sept 2023 – Nov 2023)	Current license period (Dec 2023 – July 2024)	
Gunung Sejahtera Tumbuh (GST-1) - Uncertified	-	3.96	17.41	-
Sungai Gemilang Teduh (SGT-1) - Uncertified	-	12.55	26.91	-
Mitra Laman Mayang Sentosa - Uncertified	-	28.51	73.42	-
CV Abadi Loc Jaya	-	7,552.18	24,400.37	-
Kop Serba Usaha Gunung Tunggul	-	959.05	2,549.7	-
PT SKM	-	7,834.96	22,336.25	-
CV Cahaya Sejati	-	212.39	-	-
Total	-	66,007.66		-

Note:

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit

No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	September 2023	19,498.57	4,748.59	24,247.16
2	October 2023	19,531.08	6,226.08	25,757.16
3	November 2023	18,691.59	5,628.93	24,320.52
4	December 2023	15,743.76	5,765.10	21,508.86
5	January 2024	14,316.64	7,662.19	21,978.83
6	February 2024	13,880.73	5,198.76	19,079.49
7	March 2024	17,910.84	4,519.61	22,430.45
8	April 2024	18,606.51	5,058.59	23,665.10
9	May 2024	22,410.35	8,483.35	30,893.70

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10	June 2024	19,555.30	7,130.00	26,685.30
11	July 2024	22,492.58	5,586.46	28,079.04
TOTAL		202,637.95	66,007.66	268,645.61
Note:				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (November 2023 – October 2024)	Actual (September 2023 - July 2024)		Forecast (November 2024 – October 2025)
	<i>Previous license period (Sept 2023 – Nov 2023)</i>	<i>Current license period (Dec 2023 – July 2024)</i>	
FFB	FFB		FFB
244,000.00 mt	57,721.24 mt	144,916.71 mt	197,061.23 mt
	TOTAL	202,637.95 mt	
CPO (OER: 21.00 %)	CPO (OER: 20.79 %)		CPO (OER: 21.50 %)
51,240.00 mt	11,830.04 mt	30,307.10 mt	42,368.00 mt
	TOTAL	42,137.14 mt	
PK (KER: 3.50 %)	PK (KER: 3.51 %)		PK (KER: 3.50 %)
8,540.00 mt	1,850.67 mt	5,264.25 mt	6,897.00 mt
	TOTAL	7,114.92 mt	
Note:			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	September 2023	4,047.99	625.40
2	October 2023	3,976.56	692.27
3	November 2023	3,805.49	533.00
4	December 2023	3,132.02	609.93
5	January 2024	2,751.19	489.43
6	February 2024	2,881.89	525.31
7	March 2024	3,920.25	774.05
8	April 2024	3,974.58	670.92
9	May 2024	4,739.39	890.88
10	June 2024	3,803.82	624.75
11	July 2024	5,103.96	678.98

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TOTAL	42,137.14	7,114.92
Note:		

11. Summary of Actual Volume sold					
Current License period (Dec 2023 – July 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	29,300.00	-	-	-	29,300.60
PK (MT)	4,310.00	-	-	-	4,310.00
Credits	1,711.00	-	-	-	1,711.00
Previous License period (Sept 2023 – Nov 2023)					
CPO (MT)	8,000.00	-	-	-	8,000.00
PK (MT)	1,950.00	-	-	-	1,950.00
Credits	-	-	-	-	-
Note:					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	PT Sumber Indahperkasa	RSPO_PO1000007286	15,000.00	6,260.00
2	PT. Synergy Oil Nusantara	RSPO_PO1000001593	19,300.00	-
3	PT SMART Tbk	RSPO_PO1000007916	3,000.00	-
TOTAL			37,300.00	6,260.00
Note:				

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

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

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	Beluša Foods s. r. o.	RSPO_PO1000003063	61.00
2	Corporativo Bimbo S.A de C.V.	RSPO_PO1000010398	1,500.00
3	Future Prelude Sdn Bhd	RSPO_PO1000005323	150.00
TOTAL			1,711.00
Note:			

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

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

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

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639
Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **5-10 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 25 June 2024. https://rspo.org/wp-content/uploads/Public-announcement_RSPO-PC-PT-Kayung-Agro-Lestari-Kayung-Agro-Lestari-POM_english.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 Critical NC close out on-site assessment was conducted on **10/09/2024**. The audit programs are included in Section 2.3.

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

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Re-Certification)	Year 2 (ASA1-1)	Year 3 (ASA1-2)	Year 4 (ASA1-3)	Year 5 (ASA1-4)
Gunung Sejahtera Tumbuh (GST-1)	X	X	X	X	X
Gunung Sejahtera Tumbuh (GST-2)	X	X	X	X	X
Sungai Gemilang Teduh (SGT-1)	X	X	X	X	X
Sungai Gemilang Teduh (SGT-2)	X	X	X	X	X
Mitra Laman Mayang Sentosa	X	X	X	X	X
Mitra Bina Satong Lestari	X	X	X	X	X
Mitra Lestari Abadi Bersama	X	X	X	X	X

Tentative Date of Next Visit: September 7, 2025 - September 11, 2025

Total Number of Mandays: 20

2.2 BSI Assessment Team

Name	Role	Competency
Nanang Rusmana	Team Leader	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 5 years working experience in palm oil industry as SHE Assistant at PT. Astra Agro Lestari Tbk. 3 years working experience in mining industry as Environment Coordinator and SHE Coordinator with PT. Kapuas Prima Coal Group. 6 years working experience as RSPO/ISPO auditor</p> <p>Training attended:</p>

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		<p>Completed ISO 9001:2015 Lead Auditor Course, ISPO Auditor Course, ISO 14001:2015 Lead Auditor Course, ISO 45001:2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, SMK3 Auditor Course, HCV Assessor Course, General OHS Expert Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Pratama Agung Sedayu	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economic of Agriculture, University of Jenderal Soedirman.</p> <p>Work Experience: 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>Training attended: Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISPO Lead Auditor endorsed Course and Endorsed RSPO P&C Lead Auditor Course and Endorsed RSPO SCCS Lead Auditor Course, SMETA Requirements training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English.</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Haikal Ramadhan Kharismansyah	Team Member	<p>Education: Holds a Bachelor Degree in Plant Pest and Disease from Padjadjaran University.</p> <p>Work Experience: 3 Years working experience in oil palm industry as Agronomy Assistant. More than five years working experience as RSPO Auditor and RSPO Lead Auditor.</p> <p>Training attended: Completed Endorsed RSPO P&C Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing Training, ISO 9001:2008, ISO 14001:2015 Auditor/Lead Auditor Course, RSPO ISH Standard Training Course, Endorsed RSPO Supply Chain Lead Auditor Training Course and Endorsed RSPO P&C Lead Auditor Refresher Training Course.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p>

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		<input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Sansan Suhendar	Team Member	<p>Education: Hold a Bachelor Degree in Forest Product Technology from Forest faculty – Bogor Agricultural University (IPB)</p> <p>Work Experience: OHS staff at PT. Astra Agro Lestari (PT. Sumber Kharisma Persada and PT. Sari Aditya Loka 1), RSPO and ISPO Auditor at PT. SAI Global Indonesia, RSPO and ISPO Auditor at PT. Mutuagung Lestari, RSPO and ISPO Lead Auditor at PT. SGS Indonesia, RSPO & ISPO Lead Auditor at PT. TUV Rheinland Indonesia and RSPO & ISPO Lead Auditor at PT. BSI - current.</p> <p>Training attended: RSPO Lead Auditor Training, ISPO Lead Auditor Training (ISPO Commission), ISO 9001 Lead Auditor Training, ISO 45001 Lead Auditor Training, ISO 14001 Lead Auditor Training, HCV training, GHG training, HACCP training, General OHS Expert training and RSPO Lead Auditor Standard 2018 Refreshment Training (2023).</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: <input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system) </p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: 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>

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		<p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. Occupation Health & Safety 3. ISO 14001:2015 Standard 4. RSPO Standards: RSPO P&C 2018 MY-NI 2019 5. MSPO Standards: MS 2530:2013 part 1, 2, 3 and 4 6. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 7. HACCP MS 1480:2019 8. GAP Standard: Global GAP, Euro GAP <p>ASI Peer Reviewer training</p>
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Accompanying Persons:

Name	Role
-	-

2.3 Assessment Plan

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

Date	Time	Subjects	NR	PS	HR	SS
Sunday, 04/08/2024	05.30 – 07.00	Flight Jakarta – Pontianak (Super Air Jet IU-684)	√	√	√	√
	10.30 – 11.10	Flight Pontianak – Ketapang (Wings Air IW-1348)	√	√	√	√
	11.30 – 15.00	Travel Ketapang - Site	√	√	√	√
Monday, 05/08/2024	08.00 – 09.00	<p>Opening Meeting</p> <p>Presentation by PT. KAL – Kayung Agro Lestari Palm Oil Mill, Estate and Scheme Smallholder</p> <p>Presentation by BSI Indonesia</p>	√	√	√	√

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Date	Time	Subjects	NR	PS	HR	SS
	09.00 – 12.00	Document Review Kayung Agro Lestari POM, Estate & Scheme Smallholders: - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.	√	√	√	√
	09.00 – 12.00	Stakeholder Consultation: Local government of Ketapang Regency (DLH, Disbun, Disnakertrans & BPN), Village head, surrounding community, NGO.	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 16.30	Field Visit to Kayung Agro Lestari POM: Inspection of processing, warehouse, workshop, mill wastes management, Effluent Ponds, OHS, Environment issues, POME application, workers interview, Supply chain for CPO mill, Review on SEIA documents and records, Document review, etc.	√	√	√	√
	14.00 – 16.30	Stakeholder consultation: Internal stakeholder: <ul style="list-style-type: none"> • Committee Gender, • Labor Union, • Previous Land Owner, 	√	√	√	√
	16.30 – 17.00	Wash Up Meeting and Reporting	√	√	√	√

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Date	Time	Subjects	NR	PS	HR	SS
Tuesday, 06/08/2024	08.00 – 12.00	Field Visit to Gunung Sejahtera Tumbuh (GST-1) Estate & MLMS (Scheme Smallholder) - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc.	✓	✓		✓
	08.00 – 12.00	Focus Group Discussion (FGD) - MLMS samples smallholders (20 samples) – low risk - Interview with: Labour Union and Gender Committee.			✓	
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Document Review Kayung Agro Lestari POM, Estate, Scheme Smallholders: - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.	✓	✓	✓	✓
	16.30 – 17.00	Wash Up Meeting and Reporting	✓	✓	✓	✓

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Date	Time	Subjects	NR	PS	HR	SS
Wednesday 07/08/2024	08.00 – 12.00	Field Visit to Sungai Gemilang Teduh (SGT-1) Estate & MBSL (Scheme Smallholder) - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc.	✓	✓		✓
	08.00 – 12.00	- Focus Group Discussion (FGD) - MBSL samples smallholders (22 samples) – low risk - Interview with: Labour Union and Gender Committee.			✓	
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Document Review Kayung Agro Lestari POM, Estate, & Scheme Smallholders: - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.	✓	✓	✓	✓
	16.30 – 17.00	Wash Up Meeting and Reporting	✓	✓	✓	✓

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Date	Time	Subjects	NR	PS	HR	SS
Thursday 08/08/2024	08.00 – 12.00	Field Visit to Gunung Sejahtera Tumbuh (GST-2) Estate & MLAB (Scheme Smallholder) - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc.	✓	✓		✓
	08.00 – 12.00	Focus Group Discussion (FGD) - MLAB samples smallholders (28 samples) – low risk - Interview with: Labour Union and Gender Committee.			✓	
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Document Review Kayung Agro Lestari POM, Estate, & Scheme Smallholders: - Occupational Health and Safety, HCV, Environment Aspect, time bound plan. - Social Aspect and workers welfare, worker consultation, Stakeholder Consultation, impact assessments, policies. - Best Management Practice for Mill and supply chain for mill. - Operation Procedure, organization commitments, Legal compliance, continuous improvement, long term business plan.	✓	✓	✓	✓
	16.30 – 17.00	Wash Up Meeting and Reporting	✓	✓	✓	✓

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Date	Time	Subjects	NR	PS	HR	SS
Friday 09/08/2024	08.00 – 12.00	Field Visit to Sungai Gemilang Teduh (SGT-2) Estate - Herbicide application programmes, harvesting, fertilizing operations, water management, road maintenance, terracing, HCV's, riparian zones, etc. - Agrochemical stores, Fertilizer store, workshops, housing, landfill, clinic, riparian zones, Hazardous Waste, waste management, etc. - Boundaries inspection, worker interviews, social amenities, etc. - Interview with: Labour Union and Gender Committee.	✓	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓	✓
	14.00 – 16.30	Document Review continue for POM, Estate, and Scheme Smallholder	✓	✓	✓	✓
	16.30 – 17.00	Wash Up Meeting and Reporting	✓	✓	✓	✓
Saturday 10/08/2024	08.00 -09.30	Closing Meeting	✓	✓	✓	✓
	09.30 – 11.00	Travel Site – Ketapang	✓	✓	✓	✓
	13.45 – 14.35	Flight Ketapang – Pontianak	✓	✓	✓	✓
	15.40 – 17.10	Flight Pontianak – Jakarta	✓	✓	✓	✓

NCR Close out Visit Assessment Plan

Date	Time	Subjects	NR
Monday, 09/09/2024	05.30 – 07.00	Flight Jakarta – Pontianak (Super Air Jet IU-684)	✓
	08.10 – 08.50	Flight Pontianak – Ketapang (Wings Air IW-1440)	✓
	10.00 – 14.30	Travel Ketapang - Site	✓
Tuesday, 10/09/2024	08.00 – 08.30	Opening Meeting • Presentation by PT. KAL – Kayung Agro Lestari Palm Oil Mill, Estate and Scheme smallholder • Presentation by BSI Indonesia	✓

Date	Time	Subjects	NR
	08.30 – 12.00	Verifying of correction, root-cause and corrective action (interview, document review and field observation)	√
	12.00 – 14.00	Break	√
	14.00 – 16.00	Verifying of correction, root-cause and corrective action (interview, document review and field observation)	√
	16.00 – 16.30	Report Preparation	√
	16.30 – 17.00	Closing Meeting	√
	17.00	Travel Site – Ketapang	√
	pm	Stay at Ketapang	√
Wednesday, 11/09/2024	07.00 – 07.50	Flight Ketapang – Pontianak (Wings Air IW-1345)	√
	10.05 – 11.30	Flight Pontianak – Jakarta (Super Air Jet IU-697)	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	PT. Austindo Nusantara Jaya Agri has explained the certification plan for all of its subsidiaries; indicating all palm oil mills, company-owned estates and scheme smallholder as the supply base.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	There are remaining mill and estates that have not certified yet: <ul style="list-style-type: none"> Koperasi Sambar Jaya Makmur (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) with 	Complied

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	<p>area 0.19 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023</p> <ul style="list-style-type: none"> • Koperasi Berhimpun Sejahtera (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) with area 75.83 Ha, new proposed year for certification in 2025. Justification is NPP for smallholders in process additional area 76.73 Ha. Date of approval from RSPO is 29 September 2022 • Estate Wilayah Barat (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) with area 53.25 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Estate Wilayah Timur, Estate Wilayah Tengah (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) with area 522.82 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Sungai Gemilang Teduh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 3.19 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Gunung Sejahtera Tumbuh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 2.64 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 6.00 Ha, new proposed year for certification in 2025. Justification is legal 	
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	<p>status is still in process. Date of approval from RSPO is 27 December 2023.</p> <ul style="list-style-type: none"> • Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 126.53 Ha, new proposed year for certification in 2025. Justification is legal status is still in process. Date of approval from RSPO is 26 September 2022. • Lembah Subur Utara Estate (Supply Bases for PT Austindo Nusantara Jaya Agri Siais) with area 9.74 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Koperasi Maju Bersama Sejahtera (Supply Bases for PT Putera Manunggal Perkasa – Putera Manunggal Perkasa Palm Oil Mill, new proposed year for certification in 2025. Justification is legal status is still in proces. Date of approval from RSPO is 29 September 2022. • PT Galempa Sejahtera Bersama, with area 12,800 Ha. New proposed year for certification in 2027. Justification is legal status is still in proces. Date of approval from RSPO is 29 September 2022. <p>Revision of TBP has been approved by RSPO on 27 December 2023</p>	
<p>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.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>No, there is no new acquisition conducted by PT Austindo Nusantara Jaya Agri and its subsidiary.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Yes, there is time bound plan revision dated 27 December 2023, signed by Management Representative. Justification available, it caused:</p> <ul style="list-style-type: none"> • Koperasi Sambar Jaya Makmur (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) with area 0.19 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal 	<p>Complied</p>

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	<p>requirements. Date of approval from RSPO is 27 December 2023</p> <ul style="list-style-type: none"> • Koperasi Berhimpun Sejahtera (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) with area 75.83 Ha, new proposed year for certification in 2025. Justification is NPP for smallholders in process additional area 76.73 Ha. Date of approval from RSPO is 29 September 2022 • Estate Wilayah Barat (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) with area 53.25 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Estate Wilayah Timur, Estate Wilayah Tengah (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) with area 522.82 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Sungai Gemilang Teduh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 3.19 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Gunung Sejahtera Tumbuh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 2.64 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 6.00 Ha, new proposed year for certification in 2025. Justification is legal status is still in process. Date of approval from RSPO is 27 December 2023. 	
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	<ul style="list-style-type: none"> • Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 126.53 Ha, new proposed year for certification in 2025. Justification is legal status is still in process. Date of approval from RSPO is 26 September 2022. • Lembah Subur Utara Estate (Supply Bases for PT Austindo Nusantara Jaya Agri Siais) with area 9.74 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Koperasi Maju Bersama Sejahtera (Supply Bases for PT Putera Manunggal Perkasa – Putera Manunggal Perkasa Palm Oil Mill, new proposed year for certification in 2025. Justification is legal status is still in proces. Date of approval from RSPO is 29 September 2022. • PT Galempa Sejahtera Bersama, with area 12,800 Ha. New proposed year for certification in 2027. Justification is legal status is still in proces. Date of approval from RSPO is 29 September 2022. <p>Revision of TBP has been approved by RSPO on 27 December 2023.</p>	
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>No, there is no new acquisition conducted by PT. Austindo Nusantara Jaya Agri and its subsidiary.</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>Yes, there is time bound plan revision dated 27 December 2023, signed by Management Representative. Justification available, it caused:</p> <ul style="list-style-type: none"> • Koperasi Sambar Jaya Makmur (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) with area 0.19 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023 • Koperasi Berhimpun Sejahtera (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) with 	<p>Complied</p>

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	<p>area 75.83 Ha, new proposed year for certification in 2025. Justification is NPP for smallholders in process additional area 76.73 Ha. Date of approval from RSPO is 29 September 2022</p> <ul style="list-style-type: none"> • Estate Wilayah Barat (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) with area 53.25 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Estate Wilayah Timur, Estate Wilayah Tengah (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) with area 522.82 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Sungai Gemilang Teduh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 3.19 Ha, new proposed year for certification in 2026. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Gunung Sejahtera Tumbuh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 2.64 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 6.00 Ha, new proposed year for certification in 2025. Justification is legal status is still in process. Date of approval from RSPO is 27 December 2023. • Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) with area 126.53 Ha, new proposed year for certification in 2025. Justification is legal 	
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	<p>status is still in process. Date of approval from RSPO is 26 September 2022.</p> <ul style="list-style-type: none"> • Lembah Subur Utara Estate (Supply Bases for PT Austindo Nusantara Jaya Agri Siais) with area 9.74 Ha, new proposed year for certification in 2025. Justification is still in the process of fulfilling legal requirements. Date of approval from RSPO is 27 December 2023. • Koperasi Maju Bersama Sejahtera (Supply Bases for PT Putera Manunggal Perkasa – Putera Manunggal Perkasa Palm Oil Mill, new proposed year for certification in 2025. Justification is legal status is still in process. Date of approval from RSPO is 29 September 2022. • PT Galempa Sejahtera Bersama, with area 12,800 Ha. New proposed year for certification in 2027. Justification is legal status is still in process. Date of approval from RSPO is 29 September 2022. <p>Revision of TBP has been approved by RSPO on 27 December 2023.</p>	
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>There is no fundamental failure to proceed with implementation of the plan. Company has taken action to proceed all uncertified unit to complete to obtain the HGU/land title.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<p>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>	<p>ANJA and its subsidiaries have been reporting disclosure and zero liability to RSPO by email dated August 24, 2015. The validation progress of Remediation and Compensation Plan (RaCP) for the area opened since November 1, 2005, without preceded by the identification of HCV in accordance with RaCP Procedure. It was known that there is no RACP for the uncertified units.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>NPP has been applied for PT Galempa Sejahtera Bersama, NPP date of notification on 2 May 2014; 5 May 2024 there is a notification email from RSPO Secretarian explained that RSPO have reviewed the NPP document for PT. Galempa Sejahtera Bersama (ANJA Group) and satisfied with the way the reports are prepared and verified by CB; Update public comments on RSPO</p>	<p>Complied</p>

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	<p>website on 28 April 2020 PT GSB NPP Notification has on 27 April 2020, explained that PT. Austindo Nusantara Jaya Agri – PT Galempa Sejahtera Bersama (PT GSB) has proposed a new planting for its concession that covers a NPP area of 1,108.46 ha and 199.54 HCV area located inside its operational area. The location of the new planting area is in Simpang Perigi Village, Sub District of Ulu Musi, District of Empat Lawang, Province of South Sumatera, Indonesia. NPP verification was conducted by PT Mutuagung Lestari auditors on 18th – 20th June 2019 to verify relevant document and conduct field observation.</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>There is land conflict, but there is documented evidence that land conflict has been process for resolution. The company has had a mechanism for addressing land conflicts, described in the SOP of Handling Differences Opinion with the Community and Dispute Tenure (SOPLeg- 03, Issue 01, dated 1 September 2015).</p> <p>According to the RSPO RaCP tracker (https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/) update 24/06/2024, PT Austindo Nusantara Jaya Agri has:</p> <ul style="list-style-type: none"> • MU’s with potential liabilities: 2 units • LUCA Submitted (MUs): 2 units • LUCA review completed (MUs): 2 units • Concept Note required (MUs): 1 units • Concept Note submitted (MUs): 1 units • Concept Note approved (MUs): 1 units • Concept Note submitted (MUs): 0 • Concept Note endorsed (MUs): 0 • Remediation Plan required (MUs): 1 units • Remediation Plan submitted (MUs): 0 • Remediation Plan approved (MUs): 0 	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>There is no labour disputes. The company has a mechanism for grievance described in SOP Handling of Differences of Opinion with Public and Land Dispute (Document No. SOPEAD- 01; Issue 01/00) dated August 1, 2013. A policy</p>	<p>Complied</p>

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	<p>related to confidentiality of informant (whistleblower) regulated in the SOP of Communication and Provision Information (Document No. SOP-Leg-02, Issue 01/04, dated 1 September 2015), is mentioned in section 6 of tis SOP. There is no information from public source and RSPO website on any labour conflict for uncertified unit of the group subsidiaries.</p> <p>Organization has laso carried out the internal audit, for example:</p> <ol style="list-style-type: none"> 1. Koperasi Sambar Jaya Makmur (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) 2. Koperasi Berhimpun Sejahtera (Supply Bases for PT Sahabat Mewah dan Makmur - Jangkang Palm Oil Mill) 3. Estate Wilayah Barat (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) 4. Estate Wilayah Timur, Estate Wilayah Tengah (Supply Bases for PT Austindo nusantara jaya Agri Binanga - Binanga Mill) 5. Sungai Gemilang Teduh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) 6. Gunung Sejahtera Tumbuh 1 (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) 7. Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) 8. Koperasi Laman Mayang Sejahtera (Supply Bases for PT Kayung Agro Lestari – Kayung Agro Lestari POM) 9. Lembah Subur Utara Estate (Supply Bases for PT Austindo Nusantara Jaya Agri Siais) 10. Koperasi Maju Bersama Sejahtera (Supply Bases for PT Putera Manunggal Perkasa – Putera Manunggal Perkasa Palm Oil Mill) 11. PT. Galempa Sejahtera Bersama was on 4-16 December 2023. 	
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<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>All legal requirements for palm oil plantation has been comply.</p> <p>PT Galempa Sejahtera Bersama</p> <ul style="list-style-type: none"> • Status of PT GSB based on Forest Area Indicated (TGHK) is Non Forest Designated Area (Area Penggunaan Lain) • Location Permit No. 525/535/KEP/HUTBUNTAMBEN/2012, 20 April 2012 • Plantation Permit No. 525/423/KEP/HUTBUNTAMBEN/2013, 08 May 2013 • HGU on process • Environment Permit No. 211, 2013, dated 06 May 2013 • SEIA No. 210, 2013, dated 1 May 2013 	<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&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>Internal audit was conduct frequently in annual basis. Update on internal audit for uncertified unit as follows:</p> <ul style="list-style-type: none"> • Koperasi Sambar Jaya Makmur with area 0.19 Ha was on 27 February – 09 March 2024 • Koperasi Berhimpun Sejahtera with area 75.83 Ha was on 27 February – 09 March 2024 • Estate Wilayah Barat with area 53.25 Ha was on 12-24 February 2024 • Estate Wilayah Timur, Estate Wilayah Tengah with area 522.82 Ha was on 12-24 February 2024 • Sungai Gemilang Teduh 1 with area 3.19 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Gunung Sejahtera Tumbuh 1 with area 2.64 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Koperasi Laman Mayang Sejahtera with area 6.00 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Koperasi Lestari Abadi Bersama with area 126.53 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Lembah Subur Utara Estate with area 9.74 Ha was on 29 Jan – 29 Feb 2024 • Gaina Estate (PT Permata Putera Mandiri) with area 2,184.70 Ha was on 27 February – 09 March 2024 	<p>Complied</p>

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	<ul style="list-style-type: none"> • Metamani Estate (PT Permata Putera Mandiri with area 2,060.21 Ha was on 27 February – 09 March 2024 • PT Galempa Sejahtera Bersama wit area 12,800 Ha was on 04 – 16 December 2023 <p>Report of internal audit are available. Result of internal audit:</p> <ul style="list-style-type: none"> - has complied to relevant regulation, no issue regarding the legal compliance. - No complaint or grievances and disputes from stakeholders and affected parties. - No labor disputes occur since the latest audit. - No land conflict: Documents related to the history of land tenure and the actual legal or customary use of the land are available. - No new plantings are established on local people’s land and no HCV area replacement. 	
<p>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>	<p>According to internal audit result, there is no Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.</p> <p>According to the RSPO RaCP tracker (https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/) update 24/06/2024, PT Austindo Nusantara Jaya Agri has:</p> <ul style="list-style-type: none"> • MU’s with potential liabilities: 2 units • LUCA Submitted (MUs): 2 units • LUCA review completed (MUs): 2 units • Concept Note required (MUs): 1 units • Concept Note submitted (MUs): 1 units • Concept Note approved (MUs): 1 units • Concept Note submitted (MUs): 0 • Concept Note endorsed (MUs): 0 • Remediation Plan required (MUs): 1 units • Remediation Plan submitted (MUs): 0 • Remediation Plan approved (MUs): 0 	<p>Complied</p>

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<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>During internal audit stakeholders consultation already conducted. There is no issue.</p> <p>Update on internal audit for uncertified unit as follows:</p> <ul style="list-style-type: none"> • Koperasi Sambar Jaya Makmur with area 0.19 Ha was on 27 February – 09 March 2024 • Koperasi Berhimpun Sejahtera with area 75.83 Ha was on 27 February – 09 March 2024 • Estate Wilayah Barat with area 53.25 Ha was on 12-24 February 2024 • Estate Wilayah Timur, Estate Wilayah Tengah with area 522.82 Ha was on 12-24 February 2024 • Sungai Gemilang Teduh 1 with area 3.19 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Gunung Sejahtera Tumbuh 1 with area 2.64 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Koperasi Laman Mayang Sejahtera with area 6.00 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Koperasi Lestari Abadi Bersama with area 126.53 Ha was on 12 – 22 March 2024 and 22 – 27 April 2024 • Lembah Subur Utara Estate with area 9.74 Ha was on 29 Jan – 29 Feb 2024 • Gaina Estate (PT Permata Putera Mandiri) with area 2,184.70 Ha was on 27 February – 09 March 2024 • Metamani Estate (PT Permata Putera Mandiri with area 2,060.21 Ha was on 27 February – 09 March 2024 • PT Galempa Sejahtera Bersama wit area 12,800 Ha was on 04 – 16 December 2023 	<p>Complied</p>
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance

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<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>	<p>Yes, PT Kayung Agro Lestari – Kayung Agro Lestari POM has including 100% the scheme smallholder in their certification.</p>	<p>Complied</p>
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Approved Time Bound Plan (27/12/2023)

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP (Only applicable when revision is made)			
				Latitude	Longitude						Any revision from the last	New Proposed Year for	Justification of changes for each UoC	Date of approval from RSPO
PT Sahabat Mewah dan Makmur	Indonesia	Jangkang Estate	Desa Jangkang, Kec. Dendang	-2.9914	107.8792	3,592.95	Certified	2009	2011	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Balok Estate	Desa Balok, Kec. Dendang	-3.0339	107.9156	3,274.46	Certified	2009	2011	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Joseph Jaya Estate	Desa Jangkang, Kec. Dendang	-2.9537	107.8914	2,195.83	Certified	2009	2011	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Sari Bunga Estate	Desa Nyuruk, Kec. Dendang	-2.9450	107.8836	2,327.55	Certified	2009	2011	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Air Ruak Estate	Desa Simpang Tiga, Kec. Simpang Renggiang	-2.9156	107.8933	4,886.08	Certified	2009	2011	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Mitra Lestari	Desa Dendang, Kec. Dendang	-3.0919	107.9119	54.00	Certified	2019	2019	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Mitra Lestari	Desa Dendang, Kec. Dendang	-3.0919	107.9119	1.79	Certified	2025	2022		No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Mitra Anugrah	Desa Simpang Tiga, Kec. Simpang Renggiang	-2.8717	107.9423	49.00	Certified	2019	2019	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Mitra Anugrah	Desa Simpang Tiga, Kec. Simpang Renggiang	-2.8717	107.9423	3.86	Certified	2025	2022		No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Sambar Jaya Makmur	Desa Simpang Pesak, Kec. Simpang Pesak	-3.0593	107.9929	66.50	Certified	2019	2019	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Sambar Jaya Makmur	Desa Simpang Pesak, Kec. Simpang Pesak	-3.0593	107.9929	4.03	Certified	2025	2022		No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Sambar Jaya Makmur	Desa Simpang Pesak, Kec. Simpang Pesak	-3.0593	107.9929	0.19	Not Certified	2025			Yes	2025	Still in the process of fulfilling legal requirements	27-Dec-23
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Berhimpun Sejahtera	Desa Tanjung Kelumpang, Kelumpang, Kec. Simpang Pesak	-3.1882	108.0128	64.00	Certified	2020	2020	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Berhimpun Sejahtera	Desa Tanjung Kelumpang, Kelumpang, Kec. Simpang Pesak	-3.1882	108.0128	0.90	Certified	2025	2022		No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Berhimpun Sejahtera	Desa Tanjung Kelumpang, Kelumpang, Kec. Simpang Pesak	-3.1882	108.0128	75.83	Not Certified	2025		18-Nov-21	No	2025	NFP For smallholder in process additional area 4.76.73 Ha	29-Sep-22
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Lindong Raya	Desa Limbongan, Kec. Gantung	-3.0819	108.0606	366.00	Certified	2020	2020	18-Nov-21	No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Lindong Raya	Desa Limbongan, Kec. Gantung	-3.0819	108.0606	145.00	Certified	2020	2022		No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Tiong Sejahtera	Desa Lilangan, Kec. Lilangan	-3.1950	108.0161	66.11	Certified	2025	2023		No			
PT Sahabat Mewah dan Makmur	Indonesia	Koperasi Gunung Nyerudong Sejahtera	Desa Simpang Tiga, Kec. Simpang Renggiang	-3.0869	108.1006	156.05	Certified	2025	2023		No			
PT Sahabat Mewah dan Makmur	Indonesia	Bundes Balok	Desa Balok, Kec. Dendang	-3.0480	107.9079	29.41	Certified	2025	2023		No			
PT Austindo Nusantara Jaya Agri Binanga	Indonesia	Estate Wilayah Timur	Desa Langkimat, Kecamatan Simangambat, Kab. Padang Lawas Utara	1.5089	99.9813	3,423.88	Certified		2012	18-Nov-21	No			
PT Austindo Nusantara Jaya Agri Binanga	Indonesia	Estate Wilayah Tengah	Desa Langkimat, Kecamatan Simangambat, Kab. Padang Lawas Utara	1.4888	99.9641	2,754.49	Certified		2012	18-Nov-21	No			
PT Austindo Nusantara Jaya Agri Binanga	Indonesia	Estate Wilayah Barat	Desa Huristak, Kec. Huristak, Kab. Padang Lawas	1.4381	99.8720	3,233.58	Certified		2012	18-Nov-21	No			
PT Austindo Nusantara Jaya Agri Binanga	Indonesia	Estate Wilayah Barat	Desa Pasir Pinang dan Desa Ramba, Kec. Huristak	1.4230 1.3820	99.8542 99.8872	53.25	Not Certified	2026			Yes	2026	Still in the process of fulfilling legal requirements	27-Dec-23
PT Austindo Nusantara Jaya Agri Binanga	Indonesia	Estate Wilayah Timur, Estate Wilayah Tengah	Desa Langkimat, Desa Ramba, Desa Pasir Pinang, Desa Huta Baru, Kec. Huristak, Kec.	1.4456 1.4217	99.9371 99.9910	522.82	Not Certified	2026			Yes	2026	Still in the process of fulfilling legal requirements	27-Dec-23
PT Kayung Agro Lestari	Indonesia	Sungai Gemilang Teduh 1	Desa Laman Satong, Kec. Matan Hilir Utara	-1.4040	110.2369	3,011.76	Certified	2019	2019	18-Nov-21	No			
PT Kayung Agro Lestari	Indonesia	Sungai Gemilang Teduh 1	Desa Laman Satong, Kec. Matan Hilir Utara	-1.3671	110.1613	3.19	Not Certified	2026			Yes	2026	Still in the process of fulfilling legal requirements	27-Dec-23

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PT Kayung Agro Lestari	Indonesia	Sungai Gemilang Teduh 2	Desa Laman Satong, Kec Matan Hilir Utara	-1.4275	110.1664	2,490.23	Certified	2019	2019	18-Nov-21	No			
PT Kayung Agro Lestari	Indonesia	Gunung Sejahtera Tumbuh 1	Desa Laman Satong, Kec Matan Hilir Utara	-1.4275	110.1664	3,078.62	Certified	2019	2019	18-Nov-21	No			
PT Kayung Agro Lestari	Indonesia	Gunung Sejahtera Tumbuh 1	Desa Laman Satong, Kec Matan Hilir Utara	-1.4373	110.2557	2.64	Not Certified	2026			Yes	2026	Still in the process of fulfilling legal requirements	27-Dec-23
PT Kayung Agro Lestari	Indonesia	Gunung Sejahtera Tumbuh 2	Desa Laman Satong, Kec Matan Hilir Utara	-1.4203	110.2094	2,500.38	Certified	2019	2019	18-Nov-21	No			
PT Kayung Agro Lestari	Indonesia	Koperasi Laman Mayang Sejahtera	Desa Laman Satong, Kec Matan Hilir Utara	-1.4403	110.2239	1,991.97	Certified	2019	2019	18-Nov-21	No			
PT Kayung Agro Lestari	Indonesia	Koperasi Laman Mayang Sejahtera	Desa Laman Satong, Kec Matan Hilir Utara	-1.4403	110.2239	87.00	Certified	2025	2022		No			
PT Kayung Agro Lestari	Indonesia	Koperasi Laman Mayang Sejahtera	Desa Laman Satong, Kec Matan Hilir Utara	-1.4789	110.2132	6.00	Not Certified	2025			Yes	2025	Legal status is still in process	27-Dec-23
PT Kayung Agro Lestari	Indonesia	Koperasi Bina Satong Lestari	Desa Kuala Satong, Kec Matan Hilir Utara	-1.4037	110.1292	446.83	Certified	2021	2021	18-Nov-21	No			
PT Kayung Agro Lestari	Indonesia	Koperasi Lestari Abadi Bersatu	Desa Kuala Tolak, Kec Matan Hilir Utara	-1.4672	110.1119	126.53	Not Certified	2021		18-Nov-21	No	2025	Legal status is still in process	23-Sep-22
PT Kayung Agro Lestari	Indonesia	Koperasi Lestari Abadi Bersatu	Desa Kuala Tolak, Kec Matan Hilir Utara	-1.4672	110.1119	297.99	Certified	2025	2022		No			
PT Austindo Nusantara Jaya Agri Siais	Indonesia	Lembah Subur Utara Estate	Kelurahan Pardomuan, Kecamatan Angkola Selatan, Tapanuli Selatan, SUMUT	1.1958	99.1144	4,851.97	Certified	2014	2014	18-Nov-21	No			
PT Austindo Nusantara Jaya Agri Siais	Indonesia	Lembah Subur Utara Estate	Kelurahan Pardomuan, Kecamatan Angkola Selatan, Tapanuli Selatan, SUMUT	1.1958	99.1144	9.74	Not Certified	2026			Yes	2026	Still in the process of fulfilling legal requirements	27-Dec-23
PT Austindo Nusantara Jaya Agri Siais	Indonesia	Lembah Subur Selatan Estate	Kelurahan Pardomuan, Kecamatan Angkola Selatan, Tapanuli Selatan, SUMUT	1.1228	99.1114	4,319.85	Certified	2014	2014	18-Nov-21	No			
PT Austindo Nusantara Jaya Agri Siais	Indonesia	Koperasi Tani Binasari	Kelurahan Pardomuan, Kecamatan Angkola Selatan, Tapanuli Selatan, SUMUT	1.2153	99.1195	157.50	Certified	2022	2022		No			
PT Putera Manunggal Perkasa	Indonesia	Kasuari Estate	Kampung Sumano, Distrik Kais, Kabupaten Sorong Selatan, Provinsi Papua Barat	-1.8342	132.4821	1,672.06	Certified	2021	2021	18-Nov-21	No			
PT Putera Manunggal Perkasa	Indonesia	Cenderawasih Estate	Kampung Ikana, Distrik Aifat Selatan, Kabupaten Maybrat, Provinsi Papua Barat	-1.7982	132.4448	2,191.16	Certified	2021	2021	18-Nov-21	No			
PT Putera Manunggal Perkasa	Indonesia	Koperasi Sukka Mandiri Bersama	Kampung Ikana, Distrik Aifat Selatan, Kabupaten Maybrat, Provinsi Papua Barat	-1.8016	132.4948	902.19	Certified	2023	2021	18-Nov-21	No			
PT Putera Manunggal Perkasa	Indonesia	Gaina Estate / PT Permata Putera Mandiri	Kampung Benawa Satu dan Kampung Sumano, Distrik Kais, Kabupaten Sorong Selatan, Provinsi Papua Barat	-1.8763	132.3643	2,184.70	Certified	2021	2021	18-Nov-21	No			
PT Putera Manunggal Perkasa	Indonesia	Metamani Estate / PT Permata Putera Mandiri	Kampung Kampung Puragi, Distrik Metamani dan Kampung Benawa Satu, Distrik Kais, Kabupaten Sorong Selatan, Provinsi Papua Barat	-1.9198	132.3587	2,060.21	Certified	2021	2021	18-Nov-21	No			
PT Putera Manunggal Perkasa	Indonesia	Koperasi Maju Bersama Sejahtera	Kampung Benawa I, Kampung Sumano, Kampung Puragi, Distrik Kais, Kabupaten Sorong Selatan, Provinsi Papua Barat				Not Certified	2025		18-Nov-21	No	2025	Legal status is still in process	29-Sep-22
PT Galempa Sejahtera Bersama	Indonesia		Desa Simpang perigi, Kecamatan Ulu Musi, Kabupaten Empat Lawang, Sumatera Selatan	-3.7494	102.7569	12,800.00	Not Certified	2027		18-Nov-21	No	2021	Legal status is still in process	29-Sep-22

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 Four (4) Critical; One (1) Minor nonconformities and Six (6) Opportunity For Improvement raised. The PT Kayung Agro Lestari – Kayung Agro Lestari POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2532686-202408-M1	Issued Date	10/08/2024
Due Date	09/11/2024	Closure Date	10/09/2024
Indicator & Category (Critical / Minor)	Critical – 3.4.3		
Statement of Nonconformity:	Reports on the implementation of Environmental Monitoring and Management are not in accordance with the RKL-RPL matrix and applicable regulations.		
Requirement Reference:	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way		
Objective Evidence:	Based on document verification of the Implementation Report of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) documents for Semester I 2024 (January – June 2024), the report does not fully explain all environmental impacts required in the environmental management and monitoring matrix (The RKL-RPL matrix) includes: Job and business opportunities, increased community income, potential for inundation/flooding, and occupational health and safety in the composting area. Furthermore, the evaluation results in the RKL RPL report also do not specifically explain trend evaluation, critical level evaluation and compliance evaluation as required in the reporting systematics based on Minister of Environment Decree/KepmenLH No. 45 of 2005.		
Corrections:	<ul style="list-style-type: none"> Conduct training on preparing RKL –RPL reports based on Minister of Environment Decree No. 45 of 2005 to EHS staff (PIC who prepares RKL-RPL reports). Revise the Implementation Report of the Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) Semester I 2024 (January-June 2024 period) and ensure that the revision includes evaluation of all impacts required in the Environmental management and monitoring matrix (RKL-RPL Matrix), trend evaluation, critical level evaluation and compliance evaluation based on Minister of Environment Decree No. 45 of 2005. Send the revised report on the Implementation of the Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) Semester I 2024 (January-June 2024 period) to the Environmental Service of Ketapang Regency accompanied by a receipt. 		
Root Cause Analysis:	There is still a lack of understanding of the PIC who is responsible for creating/compiling the RKL-RPL Report so that the RKL-RPL report does not discuss		

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	the entire RKL-RPL matrix, and the content is not in accordance with Minister of Environment Decree No. 45 of 2005
Corrective Actions:	Conduct training and schedule refresh training regarding the preparation of RKL – RPL reports based on Minister of Environment Decree No. 45 of 2005 to EHS staff (PIC who prepares RKL-RPL reports) for the period Y2024.
Assessment Conclusion:	<p>Verification:</p> <ul style="list-style-type: none"> • The organization has carried out training for PIC report on 23/08/2024, document has shown during NCR Close Out Visit. • The organization has carried out revision related to <i>RKL RPL</i> document on 30/08/2024, document that has been revised has shown during audit. Based on document review that report has covered: <ul style="list-style-type: none"> - Job and business opportunities, - Increased community income, - Potential for inundation/flooding, and - Occupational health and safety in the composting area - Trend evaluation, critical level evaluation and compliance evaluation (refers to KepmenLH No. 45 tahun 2005). • The organization has sent the RKL RPL document (revision) Semester I 2024 to Environment Agency and Plantation Agency of Ketapang Regency on 02/09/2024 as per "Berita Acara Serah Terima Dokumen" on 02/09/2024. • There is a schedule training for refreshment in PT KAL for Y2024, the schedule including refresh of RKL RPL reporting refers to Minister of Environment Decree/KepmenLH No. 45 of 2005, the training stated in the document "Training Need Analysis - TNA PT KAL Y2024". • Based on interview to the EHS division during NCR Close Out visit revealed that the PIC who carried out preparation of document has known related to the matrix that have to explained in the report, and also the PIC has known related to requirement that stated in the KepmenLH No. 45 tahun 2005 which explain evaluation of trends, critical level evaluation and and evaluation of compliance. <p>Based on the CAP's verification result during NCR close out visit that conducted on site can be concluded that CAP for nonconformance No. 2532686-202408-M1 has been implemented and that nonconformance has been closed satisfactory on 10/09/2024.</p>

Non-conformity			
NCR Ref #	2532686-202408-M2	Issued Date	10/08/2024
Due Date	09/11/2024	Closure Date	10/09/2024
Indicator & Category (Critical / Minor)	Critical- 6.2.3		
Statement of Nonconformity:	Company has not been able to show sufficient evidence that the Sunday cash (kontanan) harvesting premium is in accordance with applicable regulations.		

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Requirement Reference:	(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.												
Objective Evidence:	<p>The company shows Internal Memorandum No. 005/ED-Int/ROM/V-2017 dated May 12, 2017 regarding the Sunday (holiday) harvest premium on newly produced plants with a value of Rp 128/Kg for PT Kayung Agro Lestari. From the results of interviews with harvesters and the basis determination document of PT Kayung Agro Lestari, it is known that the applicable harvesting basis at this assessment was in the range of 400 Kg - 1,110 Kg according to Average Weight Bunch with the dominant basis being 700 - 800 kg. When compared to the 2024 wages, the premium value is below the provisions that should be with the following details:</p> <ul style="list-style-type: none"> Minimum wage year 2024 Ketapang district Idr 3,188,983/ month or Idr 127.559,32/Day <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;"></th> <th style="width: 50%;">Price/Kg working day</th> </tr> </thead> <tbody> <tr> <td>Basis 700 Kg</td> <td>Idr 127,559,32/700 = Idr 182.227</td> </tr> <tr> <td>Basis 800 Kg</td> <td>Idr 127,559.32/800 = Idr 159.449</td> </tr> <tr> <td>Basis 1000 Kg</td> <td>Idr 127,559.32/1000 = Idr 127.559</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Conversion on Holiday work <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>Overtime pays per hour = Idr 3,188,983/173 = Idr 18,433.42</td> </tr> <tr> <td>Overtime pays on Sunday = 7 hours x 2 x Idr 18,433.42 = Idr 258,067.88</td> </tr> <tr> <td>Overtime conversion to premium for price per Kg on Sundays/holidays that should be paid:</td> </tr> <tr> <td> <ul style="list-style-type: none"> Basis 700 kg = Idr 258,067.88/700 = Idr 368.66 Basis 800 kg = Idr 258,067.88/800 = Idr 322.50 Basis 1000 Kg = Idr 258,067.88/1,000 = Idr 258.06 </td> </tr> </tbody> </table>		Price/Kg working day	Basis 700 Kg	Idr 127,559,32/700 = Idr 182.227	Basis 800 Kg	Idr 127,559.32/800 = Idr 159.449	Basis 1000 Kg	Idr 127,559.32/1000 = Idr 127.559	Overtime pays per hour = Idr 3,188,983/173 = Idr 18,433.42	Overtime pays on Sunday = 7 hours x 2 x Idr 18,433.42 = Idr 258,067.88	Overtime conversion to premium for price per Kg on Sundays/holidays that should be paid:	<ul style="list-style-type: none"> Basis 700 kg = Idr 258,067.88/700 = Idr 368.66 Basis 800 kg = Idr 258,067.88/800 = Idr 322.50 Basis 1000 Kg = Idr 258,067.88/1,000 = Idr 258.06
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Corrections:	Evaluate cash harvest wages based on the 2024 Ketapang district minimum wage.												
Root Cause Analysis:	There are no provisions that specifically regulate cash harvest wages on Sundays/holidays.												
Corrective Actions:	Issue internal provisions for cash harvest memo based on the applicable district minimum wages and monitor the implementation of these provisions.												
Assessment Conclusion:	<p>Verification:</p> <ul style="list-style-type: none"> Organization has carried out evaluation of prices of Sunday (holiday) harvest "kontanan hari minggu" namely by conducting reviews related to the harvest basis of harvesting workers at Division 8 that has been carried out by workers in the previous time, for example previous harvesting activity on 28 July 2024 (Sunday) at for average production of the workers can obtain 240 fresh fruit bunches, premium prices is 263,142 (IDR 49/Kg multiple by 2) or refers to IM from Deputy President Director No IM-01-AGR/ANJT-22 dated 8 December 2022 related to " Ketentuan Premi Panen dan Brondolan". The result of review from the calculation is organization has calculated between premium on 												

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sunday and overtime, from the calculation if the worker has worked for 7 hours the premium on sunday calculation is greater than overtime, the varian is IDR 5,074. However, the IM No. IM-01-AGR/ANJT-22 dated 8 December 2022 does not clearly regulate harvest prices on Sundays, therefore from the results of the review, an evaluation will be carried out and organization (PT KAL) will issue a new IM (Internal Memorandum), especially for harvesting activity on Sunday at PT KAL.

- Organization has established a new Internal Memorandum (IM) from GM PT KAL No. 032/GMO/KAL/IM/IX/2024 dated 3 September 2024, IM has explained the prices of Sunday/holiday harvest is IDR 59/Kg multiple by 2. Document has shown during NCR Close Out audit.
- Auditor has carried out field verification during NCR Close Out visit in harvesting activity at Block E46 Div 13 – GST-2 Estate and carried out interview to the harvesting worker, supervisor and head assistant. Based on interview result revealed that the harvesting workers, supervisor and head assistant already known related to the New Memo of "Upah Kontanan" that refers to Internal Memorandum No.032/GMO/KAL/IM/IX/2024 dated 03 September 2024, valid since (1 Sept 2024).
- Based on interview with HR Department it was known that the organization has established new internal memo which specifically regulates cash premiums on Sunday "kontanan" namely IM from General Manager PT KAL No. 032/GMO/KAL/IM/IX/2024 "Premi Panen Kontanan Pada hari Libur/Minggu" dated 3 September 2024.

The Internal memo has carried out socialization to all harvesting workers in each estate by HR and Asisstant during master morning in each estate.

Verified document for socialization activity as follows:

- On 5 September 2024 at Division I (SGT-1), attended by 56 harvesting workers.
- On 5 September 2024 at Division 9 (LMS), attended by 31 harvesting workers.
- On 5 September 2024 at Division 7 (LAB), attended by 17 harvesting workers.
- On 5 September 2024 at Division 11 (GST-1), attended by 96 harvesting workers.
- On 5 September 2024 at Division 6 (SGT-2), attended by 26 harvesting workers.
- On 5 September 2024 at Division 5 (SGT-2), attended by 62 harvesting workers.
- On 5 September 2024 at Division 4 (SGT-2), attended by 48 harvesting workers.

Additional information revealed during interview with HR Department that until this NCR Close Out Visit there is no "Kontanan" activity due to the rotation is still normal.

- Organization also has shown the prices of loose fruit pick up "kutip brondolan" for harvesting activity on Sunday which refers to IM No 020/GMO/KAL/IM/V/2024 related to "Ketentuan Premi Panen dan Kutip Berondolan Terbaru" dated 3 May 2024, based on that IM explained that the prices of "kutip brondolan per Kg" is IDR 353/Kg. The calculation is multiplied

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	<p>by 1,5 from normal prices (except Sunday/Kontanan), normal prices as stated in the Internal Memo from Deputy President Director No. IM 01-AGR/ANJT-23 dated 20 March 2023 poin II "Harga kutip brondolan kontanan (hari minggu/libur) ditetapkan menjadi 1,5 x harga normal" valid since 1 April 2023.</p> <p>Based on the CAP's verification result during NCR close out visit that conducted on site can be concluded that CAP for nonconformance No. 2532686-202408-M2 has been implemented and that nonconformance has been closed satisfactory on 10/09/2024.</p>
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Non-conformity			
NCR Ref #	2532686-202408-M3	Issued Date	10/08/2024
Due Date	09/11/2024	Closure Date	10/09/2024
Indicator & Category (Critical / Minor)	Critical – 7.7.6		
Statement of Nonconformity:	The peat subsidence benchmark is not in accordance with "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).		
Requirement Reference:	(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).		
Objective Evidence:	<p>Based on the results of the field visit, it was known that the number of subsidence poles at PT KAL was 14 poles, this is not in accordance with the "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) which explains the number of poles is 1 : 100 Ha, the peat area at PT KAL is 5800 Ha. Apart from that, information from the auditee at the time of the audit, PT KAL was also unable to show plans to increase the subsiden benchmark.</p> <p>Furthermore, it was known that the condition of the subsidence poles in the field in 3 estates (SGT-1, SGT-2, GST-2) do not have safety fences and do not have information boards and direction signs, this is not in accordance with SOP AGR-022." Peatland Management" Edition 1 dated 26 October 2020, Appendix 1.</p>		
Corrections:	<ul style="list-style-type: none"> • Prepare a work program for installing subsidence poles to meet the ratio of 1: 100 ha in accordance with the RSPO Guidelines for Best Management Practices (BMP) • Install subsidence poles according to the work program and complete safety fences, information boards and direction signs. 		
Root Cause Analysis:	<ul style="list-style-type: none"> • There is still a lack of awareness by estate staff regarding subsidence benchmark standards in accordance with SOP AGR-022 "Peat Land Management" • The installed subsidence benchmarks are currently prepared based on the needs of the drainability assessment area plan, which does not yet cover the entire real peat area. 		

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Corrective Actions:	<ul style="list-style-type: none"> Carrying out refresher training for estate staff regarding standard subsidence benchmarks in accordance with SOP AGR-022 "Peat Land Management" which is equipped with safety fences and does not have information boards and directional signs. Inventory the need for additional subsidence benchmarks based on peat area and RSPO standard ratios. Regularly monitor the condition of subsidence pole in accordance with procedures. 																																																																				
Assessment Conclusion:	<p>Verification:</p> <ul style="list-style-type: none"> It was known that the organization has prepared a subsidence pole installation program referring to the RSPO guidelines and in accordance with the subsidence pole distribution map from the consultant MEC (Malaysian Environmental Consultant Shd Bhd) who carried out the drainability assessment at PT KAL. It is stated in the map that the company will readjust the subsidence poles referring to the PT KAL drainability assessment map. It was known that the poles that will be installed are 37 subsidence poles throughout the PT KAL estate. According to the plan, the installation of the poles and the completeness of the poles (fences, information boards) will be carried out in September and October 2024. According to the report, it is known that there are 3 old poles points which are in accordance with the drainability assessment map, for the new poles up to the NCR close out audit 18 poles have been installed of 37 poles. Poles that were installed are: <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>No. Pole</th> <th>Estate</th> <th>Block</th> <th>Realization</th> </tr> </thead> <tbody> <tr><td>1</td><td>MITRA</td><td>K53</td><td>05/09/2024</td></tr> <tr><td>2</td><td>SGT-2</td><td>L55</td><td>05/09/2024</td></tr> <tr><td>3</td><td>MITRA</td><td>K08</td><td>05/09/2024</td></tr> <tr><td>4</td><td>SGT-2</td><td>A53</td><td>05/09/2024</td></tr> <tr><td>5</td><td>SGT-2</td><td>L45</td><td>05/09/2024</td></tr> <tr><td>6</td><td>SGT-2</td><td>A54</td><td>05/09/2024</td></tr> <tr><td>8</td><td>SGT-1</td><td>A10</td><td>05/09/2024</td></tr> <tr><td>10</td><td>SGT-1</td><td>A29</td><td>05/09/2024</td></tr> <tr><td>11</td><td>SGT-2</td><td>B50</td><td>05/09/2024</td></tr> <tr><td>12</td><td>SGT-2</td><td>B60</td><td>05/09/2024</td></tr> <tr><td>13</td><td>SGT-1</td><td>B24</td><td>05/09/2024</td></tr> <tr><td>14</td><td>SGT-1</td><td>B27</td><td>05/09/2024</td></tr> <tr><td>15</td><td>SGT-1</td><td>B09</td><td>05/09/2024</td></tr> <tr><td>16</td><td>SGT-1</td><td>B14</td><td>05/09/2024</td></tr> <tr><td>17</td><td>SGT-2</td><td>B43</td><td>05/09/2024</td></tr> <tr><td>19</td><td>SGT-1</td><td>B19</td><td>05/09/2024</td></tr> </tbody> </table>	No. Pole	Estate	Block	Realization	1	MITRA	K53	05/09/2024	2	SGT-2	L55	05/09/2024	3	MITRA	K08	05/09/2024	4	SGT-2	A53	05/09/2024	5	SGT-2	L45	05/09/2024	6	SGT-2	A54	05/09/2024	8	SGT-1	A10	05/09/2024	10	SGT-1	A29	05/09/2024	11	SGT-2	B50	05/09/2024	12	SGT-2	B60	05/09/2024	13	SGT-1	B24	05/09/2024	14	SGT-1	B27	05/09/2024	15	SGT-1	B09	05/09/2024	16	SGT-1	B14	05/09/2024	17	SGT-2	B43	05/09/2024	19	SGT-1	B19	05/09/2024
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	20	SGT-1	B30	05/09/2024	
	28	GST-2	D65	05/09/2024	

- Invetarization of subsidence pole is refers to distribution of pole subsidence map – drainability assessment from the consultant MEC (Malaysian Environmental Consultant Shd Bhd).
- The first monitoring has carried out on september 2024, until this audit has installed 18 subsidence poles.
- Organization has carried out training/socialization for the estate staff related to the monitoring of subsidence pole, the training has held on 03 September 2024, evidence has shown during audit namely note of meeting, attendance list and photo.
- Auditor has carried out field verification during NCR close out visit at Block B30 SGT-1 with identity subsiden pole No. SGT-1 B30 coordinate 1°24'52.056" S, 110°9'3.48" E for new subsiden pole, based on field visit it was known that the subsiden pole in a good condition and has refers to SOP AGR-022 "Pengelolaan Lahan Gambut", the pole has equiped safety fences, information boards and direction signs.
- Based on interview to the R&D department during NCR Close Out visit, it was known that the PIC (R&D) has already known about the SOP AGR-002, they can explain related to the SOP correctly.

Based on the CAP's verification result during NCR close out visit that conducted on site can be concluded that CAP for nonconformance No. 2532686-202408-M3 has been implemented and that nonconformance has been closed satisfactory on 10/09/2024.

Non-conformity			
NCR Ref #	2532686-202408-M4	Issued Date	10/08/2024
Due Date	09/11/2024	Closure Date	10/09/2024
Indicator & Category (Critical / Minor)	Critical – 7.8.2		
Statement of Nonconformity:	The effectiveness of implementing protection for water sources has not been carried out optimally.		
Requirement Reference:	(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).		
Objective Evidence:	Based on the results of a field visit to the riparian/buffer zone Block B31 SGT-1, traces of spraying that exceeded the spray limits determined by the company were found (palm trees with circular red paint). Apart from that, based on a field visit to the outlet ditch from the factory, where in the outlet a place had been made for		

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	<p>an oil trap, but it was not functioning, so oil/oil spills carried by the water flow in the drainage ditch were directly carried directly into the environment.</p>
<p>Corrections:</p>	<ul style="list-style-type: none"> • Adding additional signs marking the prohibition on spraying trees at river borders within oil palm rows. • Repair the oil trap in the factory drainage outlet ditch by installing a retaining plate at the outlet.
<p>Root Cause Analysis:</p>	<ul style="list-style-type: none"> • Low understanding of spray application workers regarding the protection of river border areas. And supervision regarding spray activities carried out on oil palm trees near river borders has not been carried out in its entirety regarding spray boundaries. • The factory drainage outlet ditch facility is not functioning and there is activity of washing PPE from employees working in the process which enters the rain ditch drainage.
<p>Corrective Actions:</p>	<ul style="list-style-type: none"> • Conduct refresh training for pesticide (chemical) applicator workers and supervision regarding the prohibition of spraying (chemicals) on riverbank buffer oil palm trees. And will provide sanctions/warning letters to supervisors and employees who do not carry out their duties and responsibilities in supervising activities in their work area. • Monitoring the condition of the mill drainage outlet ditch and providing information to employees regarding the condition of the rainwater ditch which must be free from oil content.
<p>Assessment Conclusion:</p>	<p>Verification:</p> <ul style="list-style-type: none"> • The organization has installed boundary signs prohibiting spraying of trees in riparian Block B31 SGT-1 in the palm oil row using red stakes. Installation has carried out on August 21, 2024. • The organization has repaired the oil trap in the factory drainage outlet ditch. • Organization has carried out socialization on 24 August 2024 to spraying workers, evidence has shown during NCR close out visit. • There is a sanction in the form of a warning letter for the workers (supervisor and spraying workers) who do not carry out their duties and responsibilities in accordance with the jobdesk, for example: on 19 August 2024 for supervisor for neglecting to supervise members, and for workers for being negligent in their work. Evidence has shown during audit. • Auditor has carried out verification for riparian at Block B31 SGT-1 based on field verification it was known that there is no spraying or no trace of spraying activity at that block, also known the organization has installed the pole sign with colour red as boundaries marker for sparing activity. • Auditor has also carried out the field visit to the other riparian at Block H17 Div 9 – LMS Estate, it was known that the riparian is in good condition, there is no trace of spraying activity in that location. • Interview to the spraying workers during NCR Close Out Visit at Block D33-SGT-1 Division III revealed that spraying activity starts from the red marks for preventive action. <p>Based on the CAP’s verification result during NCR close out visit that conducted on site can be concluded that CAP for nonconformance No. 2532686-202408-M4 has</p>

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	been implemented and that nonconformance has been closed satisfactory on 10/09/2024.
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Non-conformity			
NCR Ref #	2532686-202408-N1	Issued Date	10/08/2024
Due Date	Next Surveillance	Closure Date	Next Surveillance
Indicator & Category (Critical / Minor)	Minor - 4.2.3		
Statement of Nonconformity:	The company has not been able to show sufficient evidence that it has reached an agreement with the parties who submitted the complaint regarding the time frame for resolving the complaint submitted.		
Requirement Reference:	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		
Objective Evidence:	<p>Based on interviews with representatives of the management and members of the Koperasi Lestari Abadi Bersama, it was known that there are several complaints regarding the management of the partnership plantation by PT Kayung Agro Lestari. The results of the document review show that PT KAL issued a response letter to the 7 demands of the Koperasi Lestari Abadi Bersama on 12 June 2024 in response to the letter dated 13 May 2024, and the coordination meeting dated 4 June 2024.</p> <p>The representative of the Koperasi Lestari Abadi Bersama said that the response to the letter sent had been received, however there had never been a discussion regarding the agreed timetable for resolving the complaint so that the complaint was re-submitted in accordance with the draft demands dated July 10, 2024</p>		
Corrections:	<ul style="list-style-type: none"> • The company responded on 12 June 2024 to the LAB request letter dated 13 May 2024 and the coordination meeting on 4 June 2024, which was attended by the LAB and PT KAL teams, in the letter (12 June 2024) it was stated that management was preparing a loan scheme use production that is fair to the parties and completed immediately before December 2024. • The company sent back a letter dated 13 August 2024 following the letter dated 12 June 2024 which stated the planned completion date for the SPK TKD in December 2024. 		
Root Cause Analysis:	The company requires the process of preparing an agreement between the cooperative and the company until December 2024.		
Corrective Actions:	The company sent another letter dated 13 August 2024 following the letter dated 12 June 2024 which stated the planned completion date for the SPK TKD in December 2024.		
Assessment Conclusion:	The effectiveness of the CAP will be verified in the next surveillance audit (ASA1.1)		

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Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2.1.3</p> <p>PT. Kayung Agro Lestari has identified HGU boundary poles location, maintain the poles and establish working plan to repair/replace the damaged and/or missing boundary poles; company may wish to consider to expedite the process of damaged/missing HGU boundary poles.</p>
OFI 2	<p>3.3.2</p> <p>In the spraying activity, PT. Kayung Agro Lestari has identified risks related to spills and toxic spills by providing buckets and measuring cups. Company can be consistent in using this tools and use suitable tools, and can continue to be applied consistently to prevent the risks in question.</p>
OFI 3	<p>3.6.1</p> <ul style="list-style-type: none"> • Based on observations when inspecting HGU poles, there are ditches that are deep enough to potentially fall, the company has the opportunity to add this potential danger to HIRAC monitoring of HGU poles. • Based on field visits to HCV areas, numerous orangutan sightings were recorded. The company may consider the opportunity to review the potential risk of human-wildlife conflict referring to "Guidelines for Better Management Practices on Human-Orangutan Conflict"
OFI 4	<p>3.7.3</p> <p>The training related to RSPO SCCS, Traceability, Mass Balance planned for September 2024; company may consider to ensure more personnel from palm oil mill participate in next training.</p>
OFI 5	<p>6.7.3</p> <p>Improvements to the types of PPE chemical masks for sprayers and for fertilizer applicators to make them more comfortable to wear.</p>
OFI 6	<p>7.3.2</p> <p>Consistency of inner fertilizer disposal to waste disposal installations and used racumin packaging to hazardous waste storage (TPS LB3)</p>

Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2023.02	Issued Date	15 Sep 2023
Due Date	14 Dec 2023	Closure Date	20 Nov 2023
Indicator & Category (Critical / Minor)	Critical – 7.2.10		
Statement of Nonconformity:	Based on the explanation above, the company has not been able to show documented evidence of follow-up to the results of the health examinations carried out.		
Requirement Reference:	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.		
Objective Evidence:	<p>The company shows special health inspection records including spray workers. Based on these recordings, it is known that the last inspection was carried out on 29 – 31 May 2023. The results of the inspection showed that all pesticide applicators had been included in the health examination with the results, namely:</p> <ul style="list-style-type: none"> • 20 pesticide applicators GST-1, there are records for 13 workers, including related to autspirometry and liver function • 18 pesticide applicators GST-2, there are records for 13 workers, including related to autspirometry and liver function • 32 pesticide applicators Mitra Estate, there are records for 8 workers, including related to autspirometry and liver function • 16 pesticide applicators SGT-1, there are records for 9 workers, including autspirometry • 15 pesticide applicators SGT-2, there are records of 3 workers, including those related to liver function <p>Based on management's explanation, it is known that follow-up has not been carried out because they are waiting for the installation of health examination equipment at the clinic. However, the company has not been able to demonstrate follow-up on the results of the health inspection that has been carried out until the audit assessment is carried out.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Carrying out laboratory equipment installation 2. Create a follow-up program for the MCU 		
Root Cause Analysis:	Follow-up on MCU results has not been carried out because the laboratory equipment at the Polyclinic to support MCU follow-up is still in the process of being ordered.		
Corrective Actions:			
Assessment Conclusion:	<p>Verification date September 29, 2023 Based on the results of the auditor's verification, the company has carried out root cause analysis, corrections and corrective actions, but there are still several notes from the auditor that must be responded to by the auditee. Therefore, the Nonconformity in this indicator is still not fulfilled. Please respond to the auditor's note above and show the supporting documents.</p> <p>Verification date 20 November, 2023 The company shows evidence of improvement as follows:</p>		

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	<ul style="list-style-type: none"> - The company shows evidence of improvement in the results of employee follow-up springing in September and October 2023 carried out by company doctors - The company shows a list of Lab equipment used for MCU activities in the KAL polyclinic laboratory (Internal) <p>Based on the Root Cause, corrective and corrective actions as well as the evidence submitted, the non-conformity in this indicator is declared fulfilled and will be observed in the next assessment.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>During RAV1, auditor has carried out verification in the field by carried out interview to the sprayer workers, harvesting workers revealed that the MCU for period Y2024 has been done in January 2024, March 2024 and June 2024. Document review also has carried out by auditor, the evidence of MCU has shown during audit.</p> <p>The corrective action has been implemented consistently and the NC still remain closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2023.03	Issued Date	15 Sep 2023
Due Date	14 Dec 2023	Closure Date	20 Nov 2023
Indicator & Category (Critical / Minor)	Critical – 7.12.4		
Statement of Nonconformity:	Based on the explanation above, unit of certification has not been able to show sufficient evidence that the implementation of HCV management has been carried out in accordance with existing procedures.		
Requirement Reference:	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).		
Objective Evidence:	<p>The management plan for HCV areas in the form of river borders has been stated in unit of certification documents as follows:</p> <ul style="list-style-type: none"> • High Conservation Value Identification Report 2013 which is in the HCV findings section explains the existence of rivers designated as HCV in PT Kayung Agro Lestari, namely Satong Kanan River, Satong Kiri River, Melaka River, Kepayung River and Laman River. • High Conservation Value Area Management SOP Document No. SOP-CSV-01 Revision 03 dated 01 October 2018, explains things, including <ul style="list-style-type: none"> - Determine width of river border on each side of water body at 100 meters for large rivers and 50 meters for small rivers. - Artificial drainage to drain water during heavy rain does not require buffer zone but is not permitted to be contaminated with fronds, fertilizer or other chemicals. - Marking of river border areas by placing red paint marks on trees outside the river border; as well as on the outermost (circular) palm oil 		

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	<p>tree which is the boundary of the oil palm plantation in the river border area.</p> <p>As implementation of these procedures during the audit process, evidence of implementation of the plan can be shown, including:</p> <ul style="list-style-type: none"> • Management Plan 2023 explains program for patrolling HCV area every week, maintaining signboards every week, making and installing HCV stakes every 4 months, maintaining HCV stakes every 4 months, as well as socialization to workers. • HCV Management Report for August 2023 which explains that patrols of HCV area, maintenance of signboards, manufacture and installation of HCV stakes, and maintenance of HCV stakes have been carried out. • Daily Patrol Report with document number FRM-ENV-001 by the HCV task force from August 2023 to 14 September 2023 which includes monitoring activities that damage HCV including destruction of HCV planks, destruction of HCV signs (stakes, boundaries), fertilization and spraying throughout the area river border. It is known that there was no destruction of HCV signs (stakes, boundaries), fertilization or spraying along the river border area. • HCV socialization to staff and employees on 27 February 2023 which was attended by 17 upkeep (spraying) workers at SGT-01. • Re-socialization of non-chemical riparian area along Melaka River border on 13 September 2023 to 18 spraying workers. <p>However, based on result of field visit to Melaka River Block B30 SGT-01, evidence was obtained that there were traces of pesticide chemical application activities on oil palm trees on Melaka River border, where in this area there was also no red paint on the outermost (circular) oil palm tree which constitute the boundary oil palm plantations in river border areas. Furthermore, the verification results in SGT-01 Employee Daily Activity Report document on 31 August 2023 explained that pesticide chemical application activities had been carried out in Block B30 SGT-01 covering an area of 36.76 ha for type of agrochemical namely <i>amiphosate, ally, agristick</i> and <i>boral</i>.</p>
<p>Corrections:</p>	<ul style="list-style-type: none"> • Conduct further socialization to employees regarding spraying limits in river border areas • Marking with red paint on the outer 50 m boundary of the Melaka River border area
<p>Root Cause Analysis:</p>	<p>Determination of the Melaka River border line refers to the SOP for Management of High Conservation Value and River Borders (SOP SDD 02) which was issued on 1 April 2013 with provisions for the width of the water body being 5 – 10 m, the river border width being 25 m and also guidelines from BMP RSPO Riparian but not yet referring to the latest HCV Management SOP, namely 50 m for small rivers, this is due to a lack of understanding from conservation officers.</p>
<p>Corrective Actions:</p>	<ul style="list-style-type: none"> • Conduct training for conservation officers regarding the implementation of SOPs for HCV management, especially regarding river border management • Socialization to spraying employees not to spray in river border areas • Monitoring river border management to ensure that there are no activities using chemicals (spray and fertilizer) in areas marked with red paint.
<p>Assessment Conclusion:</p>	<p>The company has established a root cause analysis, corrections and corrective actions, as well as showing documents in the form of a Daily Patrol Report with document number FRM-ENV-001 by the HCV task force on September 25 2023 which includes monitoring of activities that damage HCV including destruction of HCV planks, destruction of signs (stake, boundary) HCV, fertilization and spraying</p>

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	along the Melaka river border area. It is known that there was no destruction of HCV signs (stakes, boundaries), fertilization or spraying along the river border area. Based on this explanation, this nonconformity is declared to have been fulfilled.
Effectiveness Closure (for previous audit closed Critical NC):	During RAV1, auditor has carried out verification in the field based on field verification HCV signboard already installed and maintained, the boundaries has already clear with paint marks, HCV at Malaka River has been maintained by the organization. Monitoring of HCV area was carried out by the PIC HCV and the results is the HCV area in a safe and monitored condition. The corrective action has been implemented consistently and the NC still remain closed.

Previous Audit Minor Non-conformity			
NCR Ref #	2023.01	Issued Date	15 Sep 2023
Due Date	Next Assessment	Closure Date	10 Aug 2024
Indicator & Category (Critical / Minor)	Minor – 2.2.2		
Statement of Nonconformity:	Based on the explanation above, the company has not been able to show sufficient evidence that all contractors have fulfilled their obligations to comply with relevant regulations, including those related to employment relations, employee lists, OHS aspects and membership of <i>BPJS Ketenagakerjaan</i> and <i>BPJS Kesehatan</i> .		
Requirement Reference:	All contracts, including contracts with FFB suppliers, have separate clauses regarding the fulfillment of relevant legal obligations, and can be proven by the relevant third party.		
Objective Evidence:	<p>The company has an IM from the HR Director and CM of ANJ Group number 015/ANJT/HRCM/IM/IX/2022 dated September 22 2022, concerning Outsourcing Provisions. In point 10, it is stated that the HRO is obliged to supervise outsourcing in collaboration with companies regarding compliance with applicable labor norms, including:</p> <ul style="list-style-type: none"> e. Company contracts with outsourcing companies f. The outsourcing company's contract with the employee g. Outsourcing company employee pay slips h. Proof of membership in <i>BPJS Kesehatan</i> and <i>BPJS Ketenagakerjaan</i> <p>Based on the results of a review of the list of contractors as of September 2023, it is known that there are 11 contractors and 3 FFB suppliers and 1 CPO/PK transporter. Then the results of the verification of several samples of contractors and suppliers obtained information on the fulfillment of relevant legal obligations by contractors/suppliers/transporters as follows:</p> <p>1. PT Manjau Agro Abadi (Maintenance and Harvest contractor)</p> <ul style="list-style-type: none"> • Contract number 004SPKB/03/0423 dated 21 March 2023 between PT KAL and PT MAA regarding the provision of harvest services at PT KAL which is valid until 20 April 2023. • The list of employees as of September 2023 is 30 people • The list of BPJS TK participants as of September 2023 is 22 participants • The list of BPJS Health participants as of September 2023 is 7 participants • Contract Monitoring Checklist for all employees (30 people), for example the casual daily worker contract dated 02 January 2023 in the name of Noviani (broker quote) 		

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	<ul style="list-style-type: none"> • Proof of payment of workers' wages, for example proof of payment of wages for the period August 2023 in the name of Noviani amounting to IDR 3,219,890 • Contractor evaluation documents as of August 2023 with notes that BPJS Health is still in progress <p>Based the explanation above, company cannot be shown sufficient evidence that all employees have been included in the <i>BPJS Ketenagakerjaan</i> and <i>BPJS Kesehatan</i> programs. In additions, company cannot be shown that the contract is still valid between PT KAL and PT MAA.</p> <p>2. CV Abadi Loc Jaya (Transporter CPO/PK)</p> <ul style="list-style-type: none"> • Contract number 1204/PK/SC/2022 dated 26 December 2022 between PT KAL and CV Abadi Loc Jaya regarding Transporter Kernel which is valid until 31 December 2023. • Contract number 1203/CPO/SC/2022 dated 26 December 2022 between PT KAL and CV Abadi Loc Jaya regarding CPO Transporter which is valid until 31 December 2023. <p>However, sufficient evidence cannot be shown regarding compliance with other regulations such as: Driver's License, Proof of <i>BPJS Ketenagakerjaan</i> <i>BPJS Kesehatan</i> participant, Proof of payment of workers' wages, list of employees and CV ALJ contracts with workers.</p> <p>3. PT Sinar Karya Mandiri (Supplier TBS)</p> <ul style="list-style-type: none"> • Contract number 1017/COM/KAL/2022 dated 26 December 2022 between PT KAL and PT Sinar Karya Mandiri regarding FFB suppliers which is valid until 31 December 2024 • List of 5 drivers/employees • BPJS Employment participant number for 5 people, for example in the name of Rupian with <i>BPJS Ketenagakerjaan</i> number 17042800148 • Proof of payment of workers' wages for the period August 2023, for example on behalf Amirullah with wages amounting to IDR 5,280,404 • Driving license available, for example number 930410201101 on behalf Achmad Sarif which is valid until April 14 2024 <p>However, sufficient evidence cannot be shown regarding compliance with other regulations, such as: proof of <i>BPJS Kesehatan</i> membership and PT SKM contracts with workers.</p>
Corrections:	<ul style="list-style-type: none"> • Providing socialization related to fulfilling contractual obligations. • Create a time table for contractor fulfillment. • Prepare contractor evaluation reports. • Provide administrative sanctions to contractors.
Root Cause Analysis:	Some contractors have not fulfilled their contractor obligations due to a lack of understanding regarding the fulfillment of contractor obligations.
Corrective Actions:	<ul style="list-style-type: none"> • Make an evaluation of the contractor's fulfillment achievements every month and follow up on deficiencies. • Provide assistance to contractors in arranging <i>BPJS</i> and Agreement/<i>SPK</i> equipment • Provide guidance (providing sanctions) to contractors.

<p>Assessment Conclusion:</p>	<ul style="list-style-type: none"> • Coordinate with related agencies in terms of fulfilling contractor obligations. <p>The company shows proof of improvement namely:</p> <ol style="list-style-type: none"> 1. Contractor Evaluation Report for the period 2023 which includes the following information: <ul style="list-style-type: none"> - Koperasi Bina Satong Lestari: 50% of employees registered with BPJS TK, Compliance with UMP 88% - Koperasi Laman Mayang Sentosa: 9% of employees registered with BPJS TK, compliance with UMP 93% - Koperasi Lestari Abadi Bersama: 94% of employees registered with BPJS TK, Compliance with UMP 50% - PT Manjau Agro Abadi: 95% of employees registered with BPJS TK, 35% of employees registered with BPJS Health, 100% UMP compliance 2. Monthly monitoring of the Contractor for the period June 2024 <ul style="list-style-type: none"> - Koperasi Bina Satong Lestari: Manual fertilizer workers do not yet have information related to <i>BPJS Ketenagakerjaan</i> and <i>BPJS Kesehatan</i>. - Koperasi Laman Mayang Sentosa: Manual fertilizer workers and circle racking do not yet have information of <i>BPJS Kesehatan</i>. - PT MAA: There is no information of <i>BPJS Kesehatan</i> on behalf of Jemidin, Risma and Sumiati. 3. Timetable progress in fulfilling contractor legal compliance (SPK, BPJS, Salary Slip, APD) <ul style="list-style-type: none"> - Koperasi Bina Satong Lestari: 100% in October 2025 - Koperasi Laman Mayang Sentosa: 100% in May 2025 - Kooerasi Lestari Abadi Bersama: 100% in October 2025 - PT Jaya Hasil Borneo: 100% in May 2025 - PT Manjau Agro Abdi: 100% in May 2025 - PT Dua Sinar Ketapang Abadi: 100% in May 2025 - PT Andalan Karya Perkasa: 100% in May 2025 - PT Sederhana Industri Makmur: 100% in October 2025 - PT Cahaya Sejati Untung Penuh: 100% in October 2025 - PT Lestari Harapan Kayong Industri: 100% in October 2025 - CV Abadi Loc Jaya: 100% in October 2025 - Koperasi Serba Usaha Gunung Tunggal: 100% in October 2025 - PT Sinar Karya Mandiri: 100% in October 2025 4. Letter Number: 71/DISNAKERTRANS-B.500.15.13.3/2024 dated 06 August 2024 concerning the development of industrial relations in reply to letter No: 111/GMO/KAL/EM/VII/2024 dated 01 August 2024 concerning recommendations/directions for ISPO audit provisions and RSPO regarding several matters of concern for immediate action. The directions/recommendations given include: <ul style="list-style-type: none"> - In the event that the outsourcing company has not fulfilled the provisions as stipulated in PP 35 of 2021, entrepreneurs/users are required to carry
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	<p>out regular guidance and monitoring so that in the near future all provisions that are deficiencies are immediately fulfilled</p> <ul style="list-style-type: none"> - Regarding efforts to increase productivity to meet targets, especially when there is a lot of ripe fruit in the peak crop, entrepreneurs can use harvest labor through PKWT or outsourcing companies. <p>Based on this situation, The CAP has been implemented effectively and the NC No. 2023.01 can be closed.</p>
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Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 6.2.7 Companies have the opportunity to ensure that workers remain employed for all main jobs (harvesting). Verification / Follow-up actions: During RAV1 it was known that the company has used permanent fulltime employment for all core work performed by the unit of certification.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2023.02	Critical	7.2.10	15/09/2023	20/11/2023
2023.03	Critical	7.12.4	15/09/2023	20/11/2023
2023.01	Minor	2.2.2	15/09/2023	10/08/2024
2532686-202408-M1	Critical	3.4.3	10/08/2024	10/09/2024
2532686-202408-M2	Critical	6.2.3	10/08/2024	10/09/2024
2532686-202408-M3	Critical	7.7.6	10/08/2024	10/09/2024
2532686-202408-M4	Critical	7.8.2	10/08/2024	10/09/2024
2532686-202408-N1	Minor	4.2.3	10/08/2024	Open

3.4 Stakeholders and previous land owner / user consultation

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

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

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental	<ul style="list-style-type: none"> National Land Agency of Ketapang Regency - Mr Bimo. Manpower Agency of Ketapang District Mr Agus Riwi. Plantation Agency of Ketapang District - Mr Suhanadi 	Phone interview
Internal	<ul style="list-style-type: none"> Bipartite Cooperation Institution – <i>LKS Bipartit</i> - Mr Kabul Budiono. Gender Committee - Ms Emi & Ms Widiawati. 	Face to face interview
Communities	<ul style="list-style-type: none"> Customary Leader of Dayak Manjau - Demong Adat Dayak Dusun Manjau and Perangkat Adat Dayak Dusun Manjau - Mr Timothius Prikhan & Mr Sibianus Sucin. Village Head of Laman Satong - Mr Meri Salfinus. Secretary Village of Kuala Tolak - Mr Leo Chandra Koperasi Laman Mayang Sentosa - Mr Jamhari. Koperasi Bina Satong Lestari - Mr Anton. Koperasi Lestari Abadi Bersama 	Face to face interview
NGO	Flora Fauna Indonesia – NGO - Ms Ema	Phone interview
External	<ul style="list-style-type: none"> FFB Supplier - CV Abadi Loc Jaya - Mr Aweng Serikat Tani Nelayan Kalimantan Barat (Mr Binsar) Community of Kuala Tolak Village (Mr Jimmi et al.) 	Face to face interview
Others	Media issue	Comment from public notice

Stakeholders comment	
1#	<p>Feedbacks: Demong Adat Dayak Dusun Manjau and Perangkat Adat Dayak Dusun Manjau (Customary Leader of Dayak Manjau) Mr Timothius Prikhan & Mr Sibianus Sucin</p> <p>Overall, the relationship with customary is considered quite good. The existence of companies provides economic improvements for the community, for example through CSR and the recruitment of workers and the development of plasma plantations. Things that need to be improved include the program for fostering the development of traditional communities. The preparation of the CSR program has not involved traditional leaders.</p> <p>Audit Team verification and response: The company has CSR in the field of Community Empowerment. Evidence of stakeholder participation in program preparation includes SIA review, stakeholder meeting implementation, and company participation in Village Deliberation - "MUSREMBANGDES" activities. That the Village Deliberation - "MUSREMBANGDES" activities has involved by the affected parties from community including traditional leaders.</p>
2#	<p>Feedbacks: Village Head of Laman Satong Mr Meri Salfinus</p> <p>Communication and coordination are going well. The social responsibility program is adjusted to the RPMJDES even though so far the preparation has not involved the Village. Refreshment for <i>KTPA</i> (fire-aware farmer group) Laman Satong even though in the last two years there have been no fire incidents.</p> <p>There is no issue regarding environmental pollution. During the past year there was an issue of land dispute in division III for quarry but it has now been resolved. In the HGU area there is still community-owned land which will later be agreed to be enclaved when the HGU is extended. The company has also realized the allocation of village treasury land through plasma results to fulfill the 2015 Regional Regulation and the 2022 Regent Regulation.</p> <p>Audit Team verification and response: <u>Division III land dispute (quarry)</u> There is a Minutes of the Community Land Deliberation with the PT KAL dated April 7, 2024, with the following results:</p> <ol style="list-style-type: none"> 1. PT KAL and the landowners (Donatus Jub, Blasius Kanoi, Lasarus Takim, and Samsudin) agreed that there would be no more disputes in block D29. 2. It was agreed that the land area of 2.28 Ha had been compensated to Lasarus Takim. 3. PT KAL can carry out operational work as usual. <p>The minutes were signed by the landowners (Lasarus, Donatus, and Blasius) representatives of PT KAL, witnesses (Samsudin, Laurensius, Saad) and the Head of Laman Satong Village.</p> <p>Related to the environmental aspect, even though there are no environmental issues, the organization commit to prevent environmental issue by managing environmental impacts arising from all company operations, environmental analysis is still carried out in accordance with the AMDAL matrix and reported to the Environmental Services.</p>

	<p>Related to the land title "HGU" area that there is still community-owned land, the company continue to maintain each other's rights and always communicate/communicate with all parties so that communication is maintained.</p> <p><u>Stakeholder involvement in CSR</u></p> <p>The company has CSR in the field of Community Empowerment. Evidence of stakeholder participation in program preparation includes SIA review, stakeholder meeting implementation, and company participation in <i>musrembangdes</i> (village development planning meeting) activities.</p> <p><u>Fire-Aware Farmer Group / KTPA</u></p> <p>There are plans for training and refreshment for the <i>KTPA</i> of three villages in as described in CSR programme for 2024 period.</p>
<p>3#</p>	<p>Feedbacks: Secretary Village of Kuala Tolak Mr Leo Chandra</p> <p>The company has good communication and coordination and has implemented social responsibility programs. The thing that needs to be improved is the absence of an MoU regarding Village Treasury Land even though several meetings have been held with the Community and representatives of the management.</p> <hr/> <p>Audit Team verification and response:</p> <p>In accordance with the response letter from PT KAL management dated 14 June 2024 as explained in indicator 4.2.3, the Village Cash Land / <i>Tanah Kas Desa</i> has actually been agreed on since 4 October 2022. As a result of the information and agreement in accordance with the timeline there has been a minor nonconformity.</p>
<p>4#</p>	<p>Feedbacks: Flora Fauna Indonesia – NGO Ms Ema</p> <p>The company must be able to ensure the traceability of FFB from the community. FFB originating from illegal locations or forest areas should not be accepted by PT KAL. For Kuala Tolak Village, the area handed over by the community to the company is partly for conservation and the company benefits from carbon trading. Related to this, there should be transparency that is informed by the company to the community.</p> <hr/> <p>Audit Team verification and response:</p> <p><u>FFB Traceability</u></p> <p>The company has demonstrated traceability of FFB sources from both direct and indirect suppliers as explained in indicators 2.3.1 and 2.3.2.</p> <p><u>Carbon sales</u></p> <p>The results of interviews with management representatives showed that up to now, carbon sales have never been made to any party.</p>
<p>5#</p>	<p>Feedbacks: National Land Agency of Ketapang Regency Mr Bimo</p> <ul style="list-style-type: none"> The company has complied in implementing the annual <i>HGU</i> utilization report. As far as the source knows, there are currently no land conflicts occurring in the operational area of PT Kayung Agro Lestari.

	<ul style="list-style-type: none"> The Land Agency of Ketapang Regency is not aware of the PT KAL <i>HGU</i> submission process because the authority is at the Land Agency of Province Office level or Land Agency of National Office level at Ministry of Agrarian Affairs and Spatial Planning of the Republic of Indonesia. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> For the annual HGU utilization report auditor has carried out document review to the report, the last report of HGU utilization to National Land Agency of Ketapang Regency is in December 2023. From the results of the document review to answers information from The Land Agency of Ketapang Regency, it is known that for the <i>HGU</i> submission process is for uncertified unit with the following details: <ul style="list-style-type: none"> - GST-1 2.64 Ha - SGT-1 3.19 H - Koperasi LMS 6.00 Ha - Koperasi LAB 126.53 Ha <p>The area is outside the scope of certification and has been included in the ANJ Group Time Bound Plan.</p>
<p>6#</p>	<p>Feedbacks: Gender Committee Ms Emi & Ms Widiawati</p> <p>The company supports gender committee activities, for example by providing direct assistance to management in preparing work programs and providing budget allocation for the implementation of gender committee activities. The company has also provided real protection for women, as follows:</p> <ul style="list-style-type: none"> - Protection of reproductive rights: Maternity and Menstrual Leave. - Pregnant and breastfeeding mothers are not allowed to work with chemicals. - Protection from harassment and violence in the workplace. - Support for child development. <p>During the past year, there have been no complaints regarding cases of sexual harassment, violence in the workplace or discrimination against women.</p> <p>Audit Team verification and response: There is no negative issue that need further verification</p>
<p>7#</p>	<p>Feedbacks: Bipartite Cooperation Institution – <i>LKS Bipartit</i> Mr Kabul Budiono</p> <p>Communication and coordination between workers and employers can run well. During the past year there have been no cases of disputes with workers. There have been several cases of layoffs, but they have been in accordance with Company Regulations and applicable labor laws. The status of employees currently working is a 3-month probation in accordance with the <i>PKWTT</i> and permanent employees.</p> <p>Audit Team verification and response: There is no negative issue that need further verification</p>
<p>8#</p>	<p>Feedbacks: FFB Supplier - CV Abadi Loc Jaya</p>

	<p>Mr Aweng</p> <p>CV Abdi Loc Jaya is an indirect supplier that receives FFB from independent farmers. PT KAL as the FFB buyer has conducted data collection and tracing of the supplier's FFB sources. Socialization regarding FFB that can be accepted by the company has been delivered periodically and is stated in the Cooperation Agreement Letter.</p> <p>Audit Team verification and response: There is no negative issue that need further verification.</p>
<p>9#</p>	<p>Feedbacks: Koperasi Laman Mayang Sentosa</p> <p>Mr Jamhari</p> <p>The cooperative relationship between the Cooperative and the company is in the management of plasma plantations and the transfer of some of the work. The Koperasi LMS provides labor for work on the plantation such as employee maintenance and transportation and EFB application.</p> <p>The management of plasma plantations is running well with a full managed system. Transparency of plantation management has been conveyed to the Koperasi management through monthly plantation management reports.</p> <p>Some things that are still questionable include:</p> <ul style="list-style-type: none"> • Price adjustments for harvesting because it has not changed since 2016. • Explanation of premium price. • The price of FFB is the same as plntation agency while we sell RSPO certified FFB. <p>Audit Team verification and response: The Cooperation Agreement Letter and fulfillment of Koperasi regulations related to labor provision services have been explained in indicator 2.2.2. The provision of prices for work, especially harvesting, is currently still under discussion between the management of PT KAL and the Koperasi LMS. PT KAL has provided a premium price to Koperasi LMS as one of the benefits of participating as a member of RSPO. The determination of the premium price is in accordance with the Internal Memo issued by the general manager. The management representative explained that the premium price is based on the results of FFB production which is converted into CPO and sold as a certified product.</p>
<p>10#</p>	<p>Feedbacks: Koperasi Bina Satong Lestari</p> <p>Mr Anton</p> <p>The cooperative relationship in managing community plantation can be said to be quite good. However, there are several things that need to be improved, namely:</p> <ol style="list-style-type: none"> 1. Agronomic management of plantation so that only 30% of the total BSL produces 1.5 - 1.7 tons / Ha while the remaining areas have suboptimal production results 2. In 2020 and 2023 there was an agreement to exchange plasma areas with the core and later became a land use agreement, but the production results from the borrowed land were not included in the production that received a premium price 3. Explanation of the calculation of the premium price

	<p>4. Fulfillment of the 2020 Ketapang regional regulation concerning investment where companies must provide opportunities for the surrounding community to prioritize local business entities for operational cooperation</p> <p>Audit Team verification and response:</p> <p><u>Point 1</u></p> <p>The company shows several recordings of coordination meetings with the Koperasi BSL, for example on May 7, 2024 with several discussions as follows:</p> <ul style="list-style-type: none"> • Upkeep activity • Harvesting • Road Maintenance • Water Management • RSPO standard • Identification of Forest and Land Fires <p>The management representative explained that the coordination meeting was one of the efforts to increase productivity and discuss existing problems. In the meantime, when productivity has not been achieved, a loan exchange for core plantation production has been agreed</p> <p><u>Point 2 and 3</u></p> <p>The management representative explained that the premium price value is based on certified TBS which is then converted into CPO and sold as a certified product. In writing, the basis for determining the premium price is an Internal Memo issued by the General Manager. So far, additional verbal explanations or questions from the Cooperative representative have been facilitated at the time of signing the premium price distribution. Regarding more active communication from the company to members or administrators of the Koperasi.</p> <p><u>Point 4</u></p> <p>As explained in indicator 2.2.1, the Koperasi BSL is one of the contractors that collaborates with the company in terms of plant maintenance work, fertilizer application, and others. For FFB suppliers or CPO/PK transportation services, the company is open to collaboration opportunities as long as the terms and conditions can be met.</p>
<p>11#</p>	<p>Feedbacks: Manpower Agency of Ketapang District Mr Agus Riwi</p> <p>During the past year, there has been no information about employment and industrial relations problems. According to the employment report submitted annually, the composition of employees is entirely permanent employees.</p> <p>There is a transfer of some work to other parties, especially cooperatives and communities from surrounding villages. The labor office said that the fulfillment of employment obligations such as <i>BPJS</i> and minimum wages can be met gradually.</p> <p>Audit Team verification and response: There is no negative issue that need further verification</p>
<p>12#</p>	<p>Feedbacks: Plantation Agency of Ketapang District Mr Suhanadi</p>

	<p>The company has carried out mandatory reporting in accordance with the specified timetable, for example, the Plantation Business Development Report every semester and the land and forest fire monitoring and handling report every year.</p> <p>Ketapang Regency does have a Regional Regulation and Regent Regulation regarding the obligation for companies to provide Village Treasury Land of 6 Ha to villages around the company, but until now there has been no data on which companies have realized this obligation.</p> <p>Audit Team verification and response: Overall no negative issue that need further verification. Related <i>Tanah Kas Desa</i> (Village Treasury Land) until this time plantation agency still in the data collection phase and there have been no sanctions imposed on those who have not fulfilled the requirements.</p>
<p>13#</p>	<p>Feedbacks: Koperasi Lestari Abadi Bersama</p> <p>The company needs to provide a transparent explanation and make a settlement with a clear timetable for the management of the Koperasi LAB. Several things that are complained about according to the draft letter dated July 10, 2024, are as follows:</p> <ol style="list-style-type: none"> 1. PT KAL realizes 20% of the land area that has been released according to the statement letter from the Village, which is 2,076.49 Ha and if converted it becomes around 415 Ha. 2. PT KAL immediately realizes the results of the physical assessment of the partnership garden by the Ketapang Distanakbun which received class A or is feasible with an area of 99.407 Ha and determines the Decision on the permanent exchange of production land schemes. There is still 116 Ha of land that was planted in 2017 and in 2019 there was a fire but until now it has not been replanted by PT KAL. 3. PT KAL realizes the solution of a permanent production land exchange scheme covering an area of 315.593 Ha, not just a discourse without certainty. 4. PT KAL and the Koperasi LAB revise the contents (partially/entirely) and provisions in the Oil Palm Plantation Development Cooperation Agreement with a Partnership Pattern because it is not in accordance with applicable laws and regulations and is burdensome for the LAB Cooperative, especially members. <p>PT KAL immediately hands over the village treasury land to the village government in accordance with the statement letter number: 140/109/03/2012 point two covering an area of 6 Ha.</p> <p>Audit Team verification and response: The letter dated July 10 is still a draft and has not been officially submitted to the company. According to the timetable set in the resolution of complaints, the company allocates 14 days to provide a response. However, it can be shown a response letter dated June 12, 2024 No. 090/GMO/KAL/EM/VI/2024 concerning the follow-up to the coordination meeting on June 4, 2024 with the following results:</p> <ol style="list-style-type: none"> 1. Referring to Permentan 98/Permentan/OT.140/9/2013 that the facilitation of community gardens around at least 20% of the IUP area is not from the release area. 2. In accordance with the statement letter from the Kuala Tolak village government No. 140/109/03/2012 that 20% of the partnership plantation is from the planting area. 3. The administrative area of Kuala Tolak Village has been subject to land compensation/compensation. 4. The administrative area of Kuala Tolak Village which is in the PT KAL Plantation Business Permit / "IUP" is 2,592.68 Ha consisting of 749.22 Ha of conservation area and 1,843.46 Ha. Because the partnership plantation comes from PT KAL's IUP, the calculation of 20% becomes $20/120 \times 1,843.46 = 307.24$ Ha.

	<ol style="list-style-type: none"> 5. Based on the minutes of the joint agreement dated October 4, 2022, it has been agreed that the area of the LAB plantation consists of 301 Ha + 6 Ha TKD so that the total is 307 Ha. 6. The LAB Karhutla SPK has been finalized and is targeted to be agreed upon by the parties in June 2024. 7. For less productive areas, management is preparing a production borrowing scheme and is targeted to be completed before December 2024. <p>Note: Regarding the agreed time frame for resolving complaints, there has been a nonconformity in 4.2.3 because based on the results of interviews with representatives of the management, supervisors, and LAB members, it is known that they do not agree with the letter, marked by a follow-up demand dated July 10, 2024.</p>
<p>14#</p>	<p>Feedbacks:</p> <p>Serikat Tani Nelayan Kalimantan Barat (Mr Binsar)</p> <p>Community of Kuala Tolak Village (Mr Jimmi et al.)</p> <ol style="list-style-type: none"> 1. The Scheme smallholder Plantation Development Cooperation Agreement Letter is invalid because it was signed by a representative of the management who is no longer active (2016 – 2020 management period) while the MoU was signed in 2021. 2. The area of the Scheme smallholder plantation that should be built is 424 Ha but currently it is only 298 Ha because the community handed over 4000 Ha of land. 3. Scheme smallholder plantation management is not transparent because according to PT ANJ's 2024 financial report (published on the website) it states the debt position and the bank providing the funds for the Laman Mayang Sentosa Cooperative and the Bina Satong Lestari Cooperative while for the Lestari Abadi Bersama Cooperative there is no information at all. . 4. The cost of building a garden is a burden on the community. Bank loans for the construction of plantations covering 9,000 hectares of core cost 200 billion. Meanwhile, the construction of a Scheme smallholder plantation for 2000 hectares costs 160 billion (not including LAB) 5. In the interviewee's opinion, the LAB Cooperative should not have debt because from the start the management report and debt position were not clear 6. The basis for determining the PT KAL conservation area is because the largest area is in Kuala Tolak Village and the community does not benefit. 7. There are an additional 46 members from the initial CPCL which was passed in 2021 and was not communicated to members. 8. Information cannot be accessed properly. The public does not know how to access information, for example audit reports, complaints, and other necessary documents 9. PT KAL has not involved all stakeholders because only some of the people involved are limited to the chairman and management, while the aspirations of members should still be accommodated. 10. In PT ANJ's public report, it is stated that the plasma area in Kalimantan Barat is 2,287 ha, while the current actual plasma area does not match 11. Imbalanced charging of operational costs <p>Audit Team verification and response:</p> <p>Serikat Tani Nelayan Matan Hilur Utara Shows a draft letter of demand dated August 5, 2024 to the commissioner of PT ANJ Tbk with demands in the form of:</p>

	<ol style="list-style-type: none"> 1. Demanding compensation for land planted by PT KAL on 400 hectares of land without a legally strong partnership agreement. 2. If PT KAL/ANJ does not replace all losses, PT KAL/ANJ must return the land to Kuala Tolak Village to be managed and regulated as well as possible by the Community. 3. If points 1 and 2 are not heeded, another effort is to report to the legal realm for actions that have harmed the Community. 4. Requesting the government to revoke PT KAL's IUP. <p>The aspirations of Jimmi et al (Kuala Tolak residents) have been listed in the Chronology and Analysis section of the letter. Some of the issues are similar to those conveyed by the management, supervisors and members of the LAB Cooperative. The explanation of the STN representative is known that some of the CPCL LAB Cooperative are also members of STN.</p> <p>Conclusion:</p> <ul style="list-style-type: none"> • In accordance with company procedures, it is known that a response to each complaint is given 14 days so that the company's right to reply/response will be re-verified at the next assessment because this recertification assessment was carried out on August 5-10, 2024 and until the assessment was carried out the letter had not been officially sent to the company. • The legal container for the management of the Kuala Tolak Village plasma plantation is the LAB Cooperative so that internal problems must be resolved first including the involvement of all members/CPCL so that communication with PT KAL can run optimally. • An explanation regarding the area of the plasma plantation and village land has been submitted by the company in accordance with the letter of response to the demands of the Koperasi LAB.
<p>15#</p>	<p>Media Issue:</p> <ul style="list-style-type: none"> • Issue Allegation of Serikat Tani Nelayan (Agustus 2024): insidepontianak.com/pontianak/31496/ • Issue LAB Oktober 2023: poskalbar.com/pt-kal-dituding-langgar-perda-kabupaten-ketapang and metrokalbar.com/2023/10/07/pt-kal-dituding-langgar-perda. <p>Audit Team verification and response:</p> <p>Company has carried out clarification as follows:</p> <ul style="list-style-type: none"> • https://insidepontianak.com/kalbar/31621/pt-kal-tegaskan-tak-punya-kewajiban-terhadap-serikat-tani-nelayan-matan-hilir • https://poskalbar.com/pt-kayung-argo-lestari-pt-kal-sampaikan-klarifikasi-terkait-tuding-atas-pelanggaran-peraturan-perda-ketapang/ • https://metrokalbar.com/2023/10/12/ini-klarifikasi-dari-pt-kalterkait-tudingan-melanggar-perda/ <p>Based on document review refers to links above , PT KAL has carried out clarification in accordance with organizational procedures.</p>

List of land owner / user contacted

Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Edmundus	1994	5 Ha	Yes	Yes	Complied
Yusinta	1995	5 Ha	Yes	Yes	Complied
Lorensius	1995	5 Ha	Yes	Yes	Complied

Previous land owner / user comment	
1#	<p>Feedbacks: Edmundus and Yusinta</p> <ul style="list-style-type: none"> • Has been given GRTT (Growth Planting Compensation) • Before the GRTT was carried out, there had been socialization from the Company to the community and customs • The community entrusts the village and traditional leaders to arrange compensation • There are witnesses who are part of the validation process in the compensation process. • There will be no future demands after the GRTT process <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • Until now there has been no conflict related to land ownership. • There is no negative issue to be followed up.
2#	<p>Feedbacks: Lorensius</p> <p>The company first conducts a socialization stage to the community before carrying out its operations. The community is free to say whether they agree or disagree regarding the plan to open a plantation. Furthermore, a negotiation process is carried out and for the community who are willing to release their land ownership rights, compensation will be given according to the agreed price. There is a village team to oversee the compensation process including as a representative of the community. The benefits received by the community from the company and plantation operations include:</p> <ul style="list-style-type: none"> • Road access. • Job opportunities. • Development of plasma plantations. <p>Audit Team verification and response:</p> <p>There is no negative issue that need further verification</p>

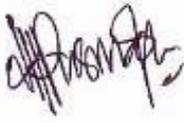
3.5 Impartiality and conflict of interest

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

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that **PT Kayung Agro Lestari** has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that **PT Kayung Agro Lestari** is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Nanang Rusmana	Name: Mr. Dadi
Company Name: on behalf BSI Malaysia Services Sdn Bhd.	Company Name: PT Kayung Agro Lestari – Kayung Agro Lestari Palm Oil Mill
Title: Lead Auditor	Title: General Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 17 / 08 / 2024	Date: 11 / 10 / 2024

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>			
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -</p>	<p>Company shows Internal Memorandum No Ref: 015/GMO/KAL/IM/III/2024 dated March 26, 2024 regarding the list of public documents of PT Kayung Agro Lestari. Based on the Internal Memo, the types of documents are divided into 3, namely:</p> <ol style="list-style-type: none"> 1. General: Can be viewed by employees or anyone in the company environment (internal company) through the Sustainability Compliance Officer or department appointed by the General Manager 2. Need Approval: Can be viewed by internal/external parties of the company through the approval of the relevant leadership, either by the manager or general manager 3. Confidential: Only viewed by the General Manager or certain departments that have received approval from the company management <p>In attachment 1 of the Internal Memo there are 196 documents and in order no. 197 other documents are mentioned that are not yet on this list. Some documents that can be accessed according to the category of document type division include the following:</p> <ul style="list-style-type: none"> • HGU Decree 	<p>Complied</p>

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		<ul style="list-style-type: none"> • HCV Report • OHS Document • Legal Procedure • Audit Report • Company Policy • GHG Mitigation 	
<p>1.1.2</p>	<p>Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -</p>	<p>Interviews result with relevant stakeholders such as agency representatives, village representatives of Kuala Tolak and Laman Santong also employee representatives, it is known that information is available in Bahasa and can be accessed by making an information request. Documents are in accordance with the list of documents that can be accessed by the public. Some are available at the main office in the form of original documents or copies. If the documents are not yet available at the plantation office, the flow of providing documents follows the information request procedure.</p> <p>Some information that is routinely provided to stakeholders i.e:</p> <ul style="list-style-type: none"> • Mandatory Employment Report Report No: 78813.20240307.0001 for PT Kayung Agro Lestari dated March 7, 2024, with an obligation to report again on March 7, 2025 • Plantation business development report for the first semester of 2024 via <i>SIPERIBUN</i> (Plantation Agency Online Portal) • <i>HGU</i> utilization report dated March 21, 2024 to National Land Agency Ketapang District <p>Investment Activity Report dated July 10, 2024 with reporting number LK3459203 for the second quarter to the Ministry of Investment/BKPM Republic of Indonesia</p>	<p>Complied</p>

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<p>1.1.3</p>	<p>(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -</p>	<p>The company shows a logbook of incoming and outgoing letters, one of which is also a monitoring for every request for information received by the company. The results of the log book verification for the period 2023 and 2024 show that the letters received by the company are mostly requests for funding. Example requests for information are as follows:</p> <ul style="list-style-type: none"> • Letter No. 094/525/SPT/2023 dated August 23, 2023, from BAPENDA Ketapang Regency regarding inspection and monitoring of surface water use. The follow-up to the letter was the implementation of a field visit on August 28-31, 2023 • Letter No. B-010/61063/VS.330/2024 dated June 1, 2024, from BPS Ketapang Regency regarding the Collection of Agricultural Economic Survey Data throughout Indonesia. The letter was responded to on June 5, 2024 <p>Interviews result with representatives of the Ketapang Regency government, such as the Manpower Office and Plantation Office, as well as representatives of Kuala Tolak Village and Laman Satong Village, it is known that so far the company has always responded if a letter is sent.</p>	<p>Complied</p>
<p>1.1.4</p>	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official. - Critical (Major) compliance -</p>	<p>Company has SOP No.-Leg-02 dated July 15, 2015 which among other things explains:</p> <ul style="list-style-type: none"> • If there is a proposal or request for information from an external party, the external relations officer must submit it to the general manager and external relations manager within 3 days • If within 3 months after receiving a request from an external party and no response is received, the external relations will state directly that the request is rejected • External relations have the responsibility to communicate information to the parties 	<p>Complied</p>

		The socialization of the procedure is delivered during the annual stakeholder meeting or during the SIA review such as those conducted on August 28, 2023, in Kuala Satong Village, August 3, 2023 in Kuala Tolak Village, and August 10, 2023 in Laman Satong Village. Results of interviews with representatives of Laman Satong and Kuala Tolak Villages stated that the company routinely visits and socializes the procedures or policies it has.	
1.1.5	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives. - Minor compliance -	<p>The company has a list of stakeholders updated for the 2024 period which are classified into several categories as follows:</p> <ul style="list-style-type: none"> • Internal: 16, for example, gender committee, LKS Bipartite, Firefighter, Resident Director, and HR • External: 89, for example, representatives of the Ketapang Regency Government, Regional Disaster Management Agency, Religious Leaders, Surrounding Villages, Community Leaders, and NGO • Contractors: 7, for example, PT Manjau Agro Abadi, PT Dua Sinar Ketapang Abadi, and Laman Satong Cooperative • FFB Suppliers: 3, for example, PT Sinar Karya Mandiri, Gunung Tunggal Multipurpose Cooperative, and CV Abadi Loc Jaya <p>The list includes the address, PIC telephone number, and position for each section</p>	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	PT Kayung Agro Lestari as a subsidiary of PT Austindo Nusantara Jaya Tbk. has a business code of ethics policy that was created and ratified on 1 January 2014. The code of ethics states that the company builds trust and a good reputation with and for its stakeholders by guiding the principles of transparency, accountability, objectivity, and fairness, all	Complied

		<p>of which are the embodiment of Our Code of Business ethics ("Code of ethics").</p> <p>Content of the company's code of ethics:</p> <ul style="list-style-type: none"> ▪ Basic company values ▪ Compliance is the responsibility of every employee ▪ Shared responsibility ▪ Guidelines for practicing the code of ethics ▪ Adherence to laws and regulations ▪ Company policy on occupational safety, health and environment ▪ Employment relations ▪ Relationships with suppliers and customers ▪ Relationship with government ▪ Conflicts of interest ▪ Use and custody of company property ▪ Company information and financial disclosure ▪ Investor and media relations ▪ Insider trading ▪ Action taken in case of doubt. <p>The company's code of ethics is made in Indonesian so that it can be understood and understood easily by all employees and stakeholders.</p> <p>The implementation of the information/socialization of the code of ethics has been carried out every time a new employee enters or cooperates with new contractors.</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>The company has a system to monitor all compliance and violations of the company's code of ethics that occur by including:</p> <ol style="list-style-type: none"> 1. Through the mechanism of the Whistle Blowing System (WBS). In the system it is stated "if you see, know or experience a violation of business ethics, immediately report it to us". This system guarantees that the identity of the giver of information will be kept 	Complied

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		<p>confidential. Reports of violations of the code of ethics can be made via email and telephone.</p> <ol style="list-style-type: none"> 2. Through internal audits which are conducted regularly every year. 3. Implementation of company regulations <p>The comprehensive system for monitoring compliance and implementation of ethical business policies and practices was carried out through the internal audit.</p> <p>The Company also showed the mechanism in implementating Company's policy as stated on the agreement that the parties have to be fulfil the existing regulation such as do not employ any child labor, prohibit any corruptions and frauds, and disallowance of forced labor.</p> <p>In addition, the company has also documented all violations of the code of ethics that occur in the company, this document is used as a benchmark for the implementation of the code of ethics in all lines of the company as well as company evaluation. Several violations of the code of ethics that occurred during 2024 have been recorded in the "Code of Ethics Violation Monitoring Form" with the number FRM-SOP leg 02-02.</p> <p>The following are examples of violations of the company's code of ethics that occurred in 2024:</p> <ol style="list-style-type: none"> 1. Falsification of sick letter by Division 3 employees (a.n K & FP) on 12 February 2024 where the employee paid the puskesmas (clinic) team to make a sick letter. Both employees have been given the appropriate sanction. 	
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		<p>2. Theft of company fertilizer by employee AD in May 2024, where the worker took/stole 1 sack of fertilizer. The worker has been given the appropriate sanction.</p> <p>3. Theft of company fertilizer by employee n KN on 12 June 2024, where the worker took/stole 13 sacks of fertilizer. The worker has been given the appropriate sanction.</p> <p>Violations of the code of conduct have been dealt with in accordance with company regulations that have been mutually agreed upon.</p> <p>Based on the interviews with workers in mill and estate, they worked in the company wasn't through any agent or labor supplier and there were no any fees during recruitment.</p> <p>The results of interviews with stakeholders such as workers and contractors, obtained information that the company has provided socialization related to the company's ethical policies.</p>	
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>(C) The unit of certification complies to relevant regulations. - Critical (Major) compliance -</p>	<p>PT. Kaynug Agro Lestari demonstrated compliance to relevant applicable rules and regulation.</p> <p>Location Permit</p> <p>- PT. Kayung Agro Lestari showed "Keputusan Bupati Ketapang No.103 tahun 2004 tentang Pemberian Izin Lokasi untuk Keperluan Pembangunan Perkebunan Kelapa Sawit atas nama PT. Kayung Agro Lestari", dated 26 April 2004. The Izin Lokasi scope is for area of 29,400 Ha in Laman Satong village, Kuala Tolak village, Kuala Satong</p>	<p>Complied</p>

		<p>village, Pampang Seribu village, Tanjung Gunung village, Matan Hilir Utara district and Sukadana district.</p> <ul style="list-style-type: none"> - Subsequently extended through "Keputusan Bupati Ketapang No.116 tahun 2007 tentang Perubahan atas Keputusan Bupati Ketapang No.103 tahun 2004 tentang Pemberian Izin Lokasi untuk Keperluan Pembangunan Perkebunan Kelapa Sawit atas nama PT. Kayung Agro Lestari" dated 22 March 2007. In this latest permit, the scope of area deducted from 29,400 Ha to 20,000 Ha. - Subsequently extended through "Keputusan Bupati Ketapang No.400 tahun 2007 tentang Perpanjangan Izin Lokasi Perkebunan Kelapa Sawit atas nama PT. Kayung Agro Lestari" dated 8 November 2007. The reason for this permit changes was because there is an area of 1,190.8 Ha falls under Kayong Utara Regency and the other 18,754.9 Ha falls under Ketapang Regency. The extension letter valid for 12 months. - Subsequently extended through "Keputusan Bupati Ketapang No.62 tahun 2010 tentang Pembaharuan Izin Lokasi Pembangunan Perkebunan Kelapa Sawit dan Pabrik Pengolahan atas nama PT. Kayung Agro Lestari" dated 2 February 2010. The location permit covers area of 18,800 Ha in Muara Pawan District. <p>Environmental Permit</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari showed "Laporan Utama Analisis Dampak Lingkungan (ANDAL) Rencana Pembangunan Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Kayung Agro Lestari Lokasi Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat", dated March 2010. - The approval "Keputusan Gubernur Kalimantan Barat No.123/BLHD/2010 tentang Kelayakan Lingkungan Kegiatan Perkebunan (Luas Areal ±18,754.9 Ha) dan Pabrik Pengolahan Kelapa Sawit (Kapasitas Pabrik 85 ton TBS/jam) oleh PT. Kayung 	
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		<p>Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang Provinsi Kalimantan Barat”, dated 1 March 2010. Subsequently updated in 2019-2020 for milling capacity up to 90 tons FFB/hour</p> <ul style="list-style-type: none"> - Environmental permit “Keputusan Bupati Ketapang No.577/DPMPTSP-D/2019 tentang Izin Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit oleh PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara, Kabupaten Ketapang” dated 8 November 2019. The environmental permit covers oil palm plantation of 16,620 Ha and POM capacity 90 tons FFB/hour. - “Keputusan Bupati Ketapang No.576/DPMPTSP-D/2019 tentang Kelayakan Lingkungan Hidup Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit oleh Pl. Kayung Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang” dated 8 November 2019. - The guidance from Environmental Office “Surat Kepala Dinas Perumahan Rakyat, Kawasan Permukiman dan Lingkungan Hidup Kabupaten Ketapang No.660.1/0841/PERKUMUH-C/2020 tentang Arahan Dokumen Lingkungan untuk PT. Kayung Agro Lestari” dated 8 May 2020. The letter stipulates that for environmental permit revision, PT. Kayung Agro Lestari shall prepare “dokumen Addendum ANDAL dan RKL – RPL Tipe C”. - Environmental permit “Keputusan Bupati Ketapang No.466/DPMPTSP-D/2020 tentang Izin Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit oleh PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara, Kabupaten Ketapang” dated 14 December 2020. The environmental permit covers oil palm plantation of 16,620 Ha and POM capacity 90 tons FFB/hour. <p>Plantation Business Permit</p> <ul style="list-style-type: none"> - Principal plantation business permit “Keputusan Bupati Ketapang No.551.31/0562/DISBUN-C perihal Persetujuan Izin Prinsip Usaha Perkebunan PT. Kayung Agro Lestari” dated 12 March 2004. The area 	
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		<p>covers 20,000 Ha oil palm plantation and processing capacity 85 tons FFB/hour.</p> <ul style="list-style-type: none"> - "Keputusan Bupati Ketapang No.551.31/0615/Disbun-C perihal Perpanjangan Izin Usaha Perkebunan" dated 20 March 2006. The decree stipulates the plantation business permit from 2004 is extended. - "Keputusan Bupati Ketapang No.338/DISBUN-D/2015 tentang Izin Usaha Perkebunan PT. Kayung Agro Lestari" dated 22 December 2015. The decree covers area of 16,620 Ha (based on location permit 2010) and capacity 85 tons FFB/hour. <p>Land Title</p> <ul style="list-style-type: none"> - Land title/Hak Guna Usaha (HGU) based on "Keputusan Kepala Badan Pertanahan Nasional Republik Indonesia No.33/HGU/BPN-RI/2014 tentang Pemberian Hak Guna Usaha atas nama PT. Kayung Agro Lestari atas Tanah di Kabupaten Ketapang, Provinsi Kalimantan Barat" dated 4 February 2014. The land title for PT. Kayung Agro Lestari granted area of 10,920.26 Ha located in Laman Satong village, Kuala Satong village, Kuala Tolak village under Matan Hilir Utara District, for 35 years. - Map of land title No.066-14.07-2012 comprise of <ul style="list-style-type: none"> - "Bidang A NIB 14.07.00.00.00151 seluas 9,070.4 Ha"; - "Bidang B NIB 14.07.00.00.00152 seluas 1,894.96 Ha"; <p>Forest Area Release</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari demonstrated "Keputusan Menteri Kehutanan No.SK.643/Menhut-II/2009 tentang Pelepasan Sebagian Kawasan Hutan Produksi yang Dapat Dikonversi Seluas 17,986.90 Hektar yang Terletak di Kelompok Hutan Sungai Tulak, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat untuk Usaha Budidaya Perkebunan Kelapa Sawit atas Nama PT. Kayung Agro Lestari" dated 13 October 2009. 	
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		<p>Water resources</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari demonstrated water extraction permit "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Kalimantan Barat No.503/07/SDA/DPMPTSP-C.1/2021 tentang Pemberian Izin Pengusahaan Sumber Daya Air kepada PT. Kayung Agro Lestari di Kabupaten Ketapang Provinsi Kalimantan Barat" dated 1 June 2021. The water extraction permit for company recommended by permit 90,000 m³/month, from source Kepayang River. The permit valid for 5 years. - Water retribution payment based on government-issued invoice "Surat Ketetapan Pajak Daerah (SKPD) Pajak Air Permukaan No.900.1.13.1/218/UPT.PPD-WIL.KTP-C/2024" dated 13 February 2024 stating PT. Kayung Agro Lestari has utilized 54,675 m³ water and retribution Rp.16,402,500. - Payment through CIMB Bank on 23 February 2024 amount of Rp.16,402,500 to UPT PPD Wilayah Ketapang. <p>Hazardous waste storage permit</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari demonstrated hazardous waste storage permit "Surat Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu No.660.1/181/DPMPTSP-D/2020 perihal Pernyataan Telah Terpenuhinya Pemenuhan Komitmen PT. Kayung Agro Lestari" dated 18 June 2020. The permit valid for 5 years. The storage is permitted to store: used battery (A102d), hazardous waste from laboratory (A106d), contaminated waste (A108d), tank sludge (A307-2), clinic waste (A337-1), expired medicine (A337-2), expired chemical (A338-1), laboratory WWTP sludge (A338-4), used hazardous material container (B104d), used oil (B105d), used filter (B307-3), contaminated rag (B110d), used toner (B353-1). - "Izin Operasional Pengelolaan Limbah Bahan Berbahaya dan Beracun (Limbah B3) untuk Penghasil PT. Kayung Agro Lestari NIB 8120001961433" dated 18 June 2020. 	
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		<p>Land Application permit</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari demonstrated permit for POME land application "Keputusan Bupati Ketapang No.399/PERKIMLH-C/2017 tentang Izin Pemanfaatan Air Limbah untuk Aplikasi ke Tanah kepada Perkebunan Kelapa Sawit PT. Kayung Agro Lestari seluas 326.09 Ha yang Berlokasi di Kecamatan Matan Hilir Utara, Kabupaten Ketapang", dated 25 July 2017. Permit valid for 5 years. POME Land Application is for 24 blocks with total applied area of 326.09 Ha. BOD shall not exceed 5000mg/liter and pH between 6-9. - Subsequently when the permit expired in 2022, PT. Kayung Agro Lestari obtained letter "Dinas Perumahan Rakyat Kawasan Pemukiman dan Lingkungan Hidup Kabupaten Ketapang No.B/1769/PERKIMLH-E.660/X/2022 perihal Arahan Land Aplikasi" dated 7 October 2022. The letter stipulated that the POME Land Application permit obtained in 2017 does not need to be extended and still active as long as not deviates from the Appendix I of the permit "Keputusan Bupati Ketapang No.399/PERKIMLH-C/2017 tentang Izin Pemanfaatan Air Limbah untuk Aplikasi ke Tanah kepada Perkebunan Kelapa Sawit PT. Kayung Agro Lestari seluas 326.09 Ha yang Berlokasi di Kecamatan Matan Hilir Utara, Kabupaten Ketapang". POME Land Application is for 24 blocks with total applied area of 326.09 Ha. - Company has reported the POME Land Application management and performance through "Laporan RKL-RPL Semester I tahun 2024 No.102/GMO/KAL/EM/VII/2024" dated 13 July 2024. <p>Building Construction Permit</p> <ul style="list-style-type: none"> - "Kutipan Keputusan Bupati Ketapang No.094 tahun 2013 tentang Izin Mendirikan Bangunan PT. Kayung Agro Lestari" dated 16 July 2013. This permit covers warehouse, worker housing G-6, daycare, policlinic, assistant housing, church, musholla, weighbridge and control room of total 15,891 m². 	
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		<ul style="list-style-type: none"> - "Kutipan Keputusan Bupati Ketapang No.080 tahun 2014 tentang Izin Mendirikan Bangunan PT. Kayung Agro Lestari" dated 12 June 2014. This permit covers palm oil mill, G-4 housing, G-6 housing, G-1 housing of total 8,847 m². Mill machinery permit - Boiler Permit "Akte Izin No.99/NAKER/2014 Ketel Uap PT. Kayung Agro Lestari, Desa Laman Satong, Kabupaten Ketapang, Provinsi Kalimantan Barat Serial No.2014G043N" dated 17 November 2014. For boiler with pressure of 10 kg/cm². - Boiler Permit "Akte Izin No.560/130/NT/WASNAKER untuk Boiler Mech Serial No.BMWT0649" dated 7 May 2021. For boiler with pressure 35 kg/cm². - Steam vessel permit "Akte Izin No.09/KU/STKT/2016 untuk Ketel Uap dari Kayung Agro Lestari Serial No.81010" dated 20 October 2016. - Sterilizer establishment "Akte Pengesahan Penggunaan No.560/01/STE/STKT-C/2014 suatu Bejana Uap Jenis Sterilizer I PT. Kayung Agro Lestari Serial No.TR/DR940/2014/900" dated 30 October 2014. - Sterilizer No.1 permit "Akte Izin No.11/BU/STKT/2016 untuk Sterilizer No.1" dated December 2016. - Sterilizer No.1 mandatory annual test "Surat Keterangan Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Barat No.500.15.18.1.3/4668/NAKERTRAN.D Sterilizer No.1" dated 13 December 2023. - Sterilizer No.2 permit "Akte Izin No.12/BU/STKT/2016 untuk Sterilizer No.2" dated December 2016. - Sterilizer No.2 mandatory annual test "Surat Keterangan Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Barat No.500.15.18.1.3/4663/NAKERTRAN.D Sterilizer No.2" dated 13 December 2023. 	
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		<ul style="list-style-type: none"> - Sterilizer No.3 permit "Akte Izin No.560/129/NT.WASNAKER untuk Sterilizer No.3" dated 7 May 2021. - Back Pressure Vessel establishment "Akte Pengesahan Penggunaan No.560/01/BPV/STKT-C/2010 suatu Bejana Uap jenis Back Pressure Vessel Serial No.090/TCM/2014" dated 30 October 2014. - Back Pressure Vessel permit "Akte Izin No.10/BU/STKT/2016 untuk Back Pressure Vessel Serial No.ESE/PV-2015/0126" dated 11 December 2016. - Genset operational certificate "Sertifikat Laik Operasi No.5E7.0.S.18.307.6104.22 Registrasi No.5EO.1.F22 Pembangkit Listrik Tenaga Diesel Caterpillar S/N ELM04502 (machine) & Caterpillar C7A022565 (generator)" dated 29 June 2022 – 29 June 2027. - Genset mandatory annual test "Surat Keterangan Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Barat No.500.15.18.1.1/4657/NAKERTRAN.D Diesel Caterpillar S/N ELM04502" dated 13 December 2023. <p>Forest Area status, Primary Forest Area status and Peat status</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari demonstrated overlay operational map against the primary forest status and peat area "Peta PIPPIB Tahun 2023 Periode 2 PT. Kayung Agro Lestari – scale 1:80,000" referring to "Peta Indikatif Penghentian Pemberian Izin Baru (PIPPIB) periode II tahun 2023". From the overlay map, company's and scheme smallholder plantation does not fall into category of primary forest and/or peat area. <p>PT. Kayung Agro Lestari demonstrated overlay operational map against the forest area status "Peta Operasional PT. Kayung Agro Lestari – scale 1:80,000" referring to "Surat Keputusan Menteri Kehutanan No.SK/MENLHK-PKTL/REN/PLA.0/1/2023 tentang Status Kawasan Hutan". From the overlay map, company's and scheme smallholder plantation does not fall into category of "Hutan Lindung" – protected</p>	
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		<p>forest; or "Hutan Produksi Tetap" – Permanent Production Forest; or "Hutan Produksi Konversi" – Convertible Production Forest; or "Kawasan Suaka Alam" or Forest Sanctuary.</p>	
<p>2.1.2</p>	<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>PT. Kayung Agro Lestari refers to Regulation Evaluation SOP "Standar Evaluasi Prosedur Evaluasi Pemenuhan Peraturan Austindo Nusantara Jaya Agri Group No.SOP-Leg-01 r3" dated 30 March 2015. Section 4 stipulates for base of evaluation, company shall identify the latest relevant and applicable rules and regulation through, but no limited to: direct information request to the issuing organization and/or identification through official website belong to issuing organization and/or through seminar/socialization/workshop carried out by issuing organization and/or getting information from accredited organization with regards to rules and regulation update.</p> <p>The relevant applicable rules and regulation shall covers:</p> <ul style="list-style-type: none"> - Corporate aspect - Land and plantation permit aspect - Environmental aspect - Manpower aspect - Tax aspect <p>Legal Department is responsible to prepare and update the list of rules and regulation "Daftar Peraturan Perundang-undangan" that company shall abide to. Update shall carried out once new rules and regulation supersede the older version. This review and evaluation process carried out by legal Department once per annum. Legal Department communicated to all operational region under company control.</p> <p>External Relation Officer in all operational region responsible to evaluate the relevant applicable rules and regulation that has been evaluated or revised by Legal Department. In the case of non-compliance, External</p>	<p>Complied</p>

		<p>Relation Officer in coordination with Legal Department. Subsequently, Legal Department is responsible to issue correction note "Memo Permintaan Perbaikan" to relevant department.</p> <p>PT. Kayung Agro Lestari prepared list of relevant applicable rules and regulation "Daftar Peraturan Perundang-Undangan PT. Kayung Agro Lestari Tahun 2024 No.FRM-SOP Leg01-01 r3" dated 20 May 2024. The updates:</p> <ul style="list-style-type: none"> - Corporate aspect: "Peraturan Menteri Hukum dan HAM No.21 tahun 2021 tentang Syarat dan Tatacara Pendaftaran Pendirian, Perubahan dan Pembubaran Badan Hukum Perseroan Terbatas" – legal body incorporation; - Land and plantation permit aspect: "Undang-undang No.6 tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-undang No.2 tahun 2022 tentang Cipta Kerja menjadi Undang-undang" – omnibus law; "Peraturan Pemerintah No.52 tahun 2023 tentang Perubahan atas Peraturan Pemerintah No.26 tahun 2021 tentang Penyelenggaraan Bidang Pertanian" – permit for agriculture sector; - Environmental aspect: "Peraturan Menteri Lingkungan Hidup dan Kehutanan No.8 tahun 2023 tentang Penerapan Baku Mutu Emisi Kendaraan Bermotor Kategori M, Kategori N, Kategori O dan Kategori L" – emission from combustion engine category M, N, O, L; - Forestry aspect: "Peraturan Menteri Lingkungan Hidup dan Kehutanan No.7 tahun 2021 tentang Perencanaan Kehutanan, Perubahan Peruntukan Kawasan Hutan dan Perubahan Fungsi Kawasan Hutan, serta Penggunaan Kawasan Hutan" – planning for forestry, change in forest function; - Manpower aspect: "Peraturan Pemerintah No. 35 tahun 2021 tentang Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja, Hubungan 	
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		<p>Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja” – rules on contract worker, subcontractor, working hour, work relation and resting time and work termination; “Peraturan Pemerintah No.36 tahun 2021 tentang Pengupahan” – salary payment; “Keputusan Menteri Tenaga Ketenagakerjaan No.88 tahun 2023 tentang Pedoman Pencegahan dan Penanganan Kekerasan Seksual di Tempat Kerja” – guidance for prevention and handling of sexual violence in workplace;</p> <ul style="list-style-type: none"> - Tax aspect: “Peraturan Daerah Ketapang No.1 tahun 2021 tentang Perubahan atas Peraturan Daerah No.7 tahun 2016 tentang Retribusi Izin Mendirikan Bangunan” – local government regulation on building permit retribution; - Health and Safety aspect: “Undang-undang No.17 tahun 2023 tentang Kesehatan” – laws on health; - Mineral Resources and Water Resources aspect: “Peraturan Menteri Pekerjaan Umum dan Perumahan Rakyat No.2 tahun 2024 tentang Tata Cara Perizinan Berusaha Penggunaan Sumber Daya Air dan Penggunaan Sumber Daya Air” – minister regulation on permit for water resource and use of water resources; <p>PT. Kayung Agro Lestari prepared the evaluation upon relevant applicable rules and regulation “Laporan Evaluasi Pemenuhan Peraturan PT. Kayung Agro Lestari tahun 2024” updated 20 May 2024.</p> <ul style="list-style-type: none"> - Land and plantation permit aspect: “Undang-undang No.6 tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-undang No.2 tahun 2022 tentang Cipta Kerja menjadi Undang-undang” – omnibus law, evaluated as comply because company has register in OSS and obtain NIB No.8120001961433; “Peraturan Pemerintah No.52 tahun 2023 tentang Perubahan atas Peraturan Pemerintah No.26 tahun 2021 tentang Penyelenggaraan Bidang Pertanian” – permit for agriculture sector, evaluated as comply 	
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		<p>because company has obtained "Izin Usaha Perkebunan No.338/Disbun-D/2015" dated 22 December 2015;</p> <ul style="list-style-type: none"> - Environmental aspect: "Peraturan Menteri Lingkungan Hidup dan Kehutanan No.7 tahun 2021 tentang Perencanaan Kehutanan, Perubahan Peruntukan Kawasan Hutan dan Perubahan Fungsi Kawasan Hutan, serta Penggunaan Kawasan Hutan" – planning for forestry, change in forest function, evaluated as comply because company's operation area does not fall under forest area as per "Surat Keputusan Menteri Kehutanan No.SK.643/Menhut-II/2009 tentang Pelepasan Sebagian Kawasan Hutan Produksi yang dapat Dikonversi seluas 17,986.90 Ha yang terletak di Kelompok Hutan Sungai Tulak, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat untuk Budidaya Perkebunan Kelapa Sawit atas nama PT. Kayung Agro Lestari" dated 13 October 2009; "Peraturan Menteri Lingkungan Hidup dan Kehutanan No.8 tahun 2023 tentang Penerapan Baku Mutu Emisi Kendaraan Bermotor Kategori M, Kategori N, Kategori O dan Kategori L" – emission from combustion engine category M, N, O, L evaluated as comply because company has implemented the vehicle emission limit; Company has submitted the environmental management and monitoring report period of 1st semester 2024 to relevant ministry "Tanda Terima Elektronik Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) Kementerian Lingkungan Hidup dan Kehutanan – PT. Kayung Agro Lestari" dated 15 July 2024. - Manpower aspect: "Peraturan Pemerintah No. 35 tahun 2021 tentang Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja, Hubungan Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja" – rules on contract worker, subcontractor, working hour, work relation and resting time and work termination evaluated as comply because company has established company regulation, established minimum wage as per provincial decree, communicating the policy on prohibit child worker, prohibit pregnant and breastfeeding female worker 	
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		<p>from chemical-related work; "Peraturan Pemerintah No.36 tahun 2021 tentang Pengupahan" – salary payment, evaluated as comply because company has established company regulation, company abide to provincial minimum wage decree; "Keputusan Menteri Tenaga Ketenagakerjaan No.88 tahun 2023 tentang Pedoman Pencegahan dan Penanganan Kekerasan Seksual di Tempat Kerja" – guidance for prevention and handling of sexual violence in workplace evaluated as comply because company has established policy and SOP to prevent sexual harassment and violence communicating it to workers;</p> <ul style="list-style-type: none"> - Tax aspect: "Peraturan Daerah Ketapang No.1 tahun 2021 tentang Perubahan atas Peraturan Daerah No.7 tahun 2016 tentang Retribusi Izin Mendirikan Bangunan" – local government regulation on building permit retribution evaluated as comply because company has paid the retribution for building permit; - Health and Safety aspect: "Undang-undang No.17 tahun 2023 tentang Kesehatan" – laws on health evaluated as comply because company has policy on health and safety; <p>For checking contractor's legal compliance, PT. Kayung Agro Lestari refers to "Internal Memorandum Ketentuan Alih Daya No.015/ANJT/HRCM/IM/IX/2022" dated 22 September 2022.</p> <ul style="list-style-type: none"> - Section 5 stipulated the outsourcing/contractor company shall have legal entity. - Section 6 stipulated the outsourcing/contractor shall provide social insurance (BPJS Kesehatan, BPJS Ketenagakerjaan – Kecelakaan Kerja dan Jaminan Kematian) and provides PPE. - Section 7 stipulated the outsourcing/contractor shall abide to minimum wage when paying the worker salary. 	
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		Section 10 stipulated HRO shall monitor the contractor’s compliance to applicable relevant rules and regulation.																																	
2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>PT. Kayung Agro Lestari demonstrated HGU information and the boundary condition. The total HGU boundary poles is 322 units; 261 boundary poles in good condition; 47 HGU boundary poles were damaged and/or missing. There’s plan for monitoring and maintenance/replacement of HGU boundary poles.</p> <p>Sampled HGU boundary poles:</p> <table border="1" data-bbox="1131 718 1977 1321"> <thead> <tr> <th>Boundary</th> <th>Latitude</th> <th>Longitude</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td colspan="4">GST1 Estate</td> </tr> <tr> <td>KAL111</td> <td>1° 24’ 11.03” S</td> <td>110° 11’ 39.15” E</td> <td>Located near block E25, boundary with Laman Satong village</td> </tr> <tr> <td>KAL112</td> <td>1° 24’ 55.19” S</td> <td>110° 11’ 51.11” E</td> <td>Located near block E23, boundary with Laman Satong village</td> </tr> <tr> <td>KAL113</td> <td>1° 23’ 35.13” S</td> <td>110° 12’ 0.96” E</td> <td>Located near block E20/E21, boundary with Laman Satong village</td> </tr> <tr> <td colspan="4">GST2 Estate</td> </tr> <tr> <td>KAL006</td> <td>1° 27’ 51.38” S</td> <td>110° 13’ 29.76” E</td> <td>Located in block F52, boundary with smallholder LMS block G52</td> </tr> <tr> <td>KAL007</td> <td>1° 28’ 3.35” S</td> <td>110° 13’ 16.61” E</td> <td>Located in block F53, boundary with smallholder LMS block G52</td> </tr> </tbody> </table>	Boundary	Latitude	Longitude	Remarks	GST1 Estate				KAL111	1° 24’ 11.03” S	110° 11’ 39.15” E	Located near block E25, boundary with Laman Satong village	KAL112	1° 24’ 55.19” S	110° 11’ 51.11” E	Located near block E23, boundary with Laman Satong village	KAL113	1° 23’ 35.13” S	110° 12’ 0.96” E	Located near block E20/E21, boundary with Laman Satong village	GST2 Estate				KAL006	1° 27’ 51.38” S	110° 13’ 29.76” E	Located in block F52, boundary with smallholder LMS block G52	KAL007	1° 28’ 3.35” S	110° 13’ 16.61” E	Located in block F53, boundary with smallholder LMS block G52	OFI
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		KAL008	1° 28' 23.27" S	110° 12' 54.99" E	Located in block F56, boundary with smallholder block	
		KAL009	1° 28' 39.43" S	110° 12' 36.98" E	Located in block F58	
		SGT1 Estate				
		KAL64	1° 22' 5.72" S	110° 7' 31.87" E	Located near block K10, boundary with Mitra Bina Satong Lestari estate	
		KAL65	1° 21' 49.66" S	110° 7' 27.65" E	Located near block K10, boundary with Mitra Bina Satong Lestari estate	
		KAL66	1° 21' 27.84" S	110° 7' 24.00" E	Located near block K05, boundary with Kuala Satong village	
		SGT2 Estate				
		KAL041	1° 28' 20.60" S	110° 6' 51.24" E	Located near block K56 (Scheme smallholder MLAB) and block L56	
		KAL042	1° 28' 1.61" S	110° 7' 0.61" E	Located near block K53 (Scheme smallholder MLAB) and block L53	
		KAL043	1° 27' 42.88" S	110° 7' 9.46" E	Located near block K51 (Scheme smallholder MLAB) and block L51	
		KAL051	1° 25' 36.07" S	110° 7' 43.86" E	Located near block K35 (Scheme smallholder MBSL) and block A35	
		Mitra Laman Sejahtera Estate (scheme smallholder)				
		PLKAL043	1° 23' 28.72" S	110° 10' 20.47" E	Located near block I19/I20, boundary with Nek Doyan village	

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		PLKAL041	1° 22' 56.04" S	110° 15' 49.84" E	Located near block I16, boundary with Laman Satong village
		PLKAL028	1° 23' 20.79" S	110° 12' 8.09" E	Located near block E18, boundary with Manjau Hamlet, Laman Satong village
		Mitra Bina Satong Lestari (Scheme smallholder)			
		KAL26	1° 21' 29.68" S	110° 6' 39.61" E	Located near block K05, boundary with Kuala Satong village
		KAL25	1° 21' 58.31" S	110° 6' 59.07" E	Located near block K09, boundary with Kuala Satong village
		PLKAL10A	1° 26' 7.84" S	110° 7' 34.92" E	Located near block K39, boundary with SGT2 Estate
		PLKAL011	1° 25' 56.56" S	110° 7' 6.22" E	Located near block K38, boundary with Kuala Satong village
		Mitra Lestari Abadi Bersama (scheme smallholder)			
		PLKAL007A	1° 27' 9.28" S	110° 7' 18.94" E	Located near block K47, boundary with SGT2 Estate
		<p>Opportunity for Improvements</p> <p>PT. Kayung Agro Lestari has identified HGU boundary poles location, maintain the poles and establish working plan to repair/replace the damaged and/or missing boundary poles; company may wish to consider to expedite the process of damaged/missing HGU boundary poles.</p>			

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Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.																											
2.2.1	<p>A list of contracted parties is available.</p> <p>- Minor compliance -</p>	<p>The company shows a list of contractors who have a cooperation agreement for the 2024 period as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">No</th> <th style="text-align: left;">Name & Job desc</th> <th style="text-align: left;">Adress & Contact number</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PT Manjau Agro Abadi Upkeep</td> <td>Laman Satong 0813490****</td> </tr> <tr> <td>2</td> <td>PT Dua Sinar Ketapang Abadi Upkeep and Transport</td> <td>Ketapang 0813450****</td> </tr> <tr> <td>3</td> <td>Bina Satong Lestari Cooperative Upkeep and Transport</td> <td>Kuala Satong 0812567****</td> </tr> <tr> <td>4</td> <td>Laman Mayang Sentos Cooperative Upkeep and transport</td> <td>Laman Satong 0812560****</td> </tr> <tr> <td>5</td> <td>Lestari Abadi Bersama Cooperative Upkeep and transport</td> <td>Kuala Tolak 08222357****</td> </tr> <tr> <td>6</td> <td>PT Jaya Hasil Borneo Civil</td> <td>Ketapang 08134525****</td> </tr> <tr> <td>7</td> <td>PT Andalan Karya Perkasa Infrastructure and FFB Transport</td> <td>Ketapang 08225120****</td> </tr> </tbody> </table>	No	Name & Job desc	Adress & Contact number	1	PT Manjau Agro Abadi Upkeep	Laman Satong 0813490****	2	PT Dua Sinar Ketapang Abadi Upkeep and Transport	Ketapang 0813450****	3	Bina Satong Lestari Cooperative Upkeep and Transport	Kuala Satong 0812567****	4	Laman Mayang Sentos Cooperative Upkeep and transport	Laman Satong 0812560****	5	Lestari Abadi Bersama Cooperative Upkeep and transport	Kuala Tolak 08222357****	6	PT Jaya Hasil Borneo Civil	Ketapang 08134525****	7	PT Andalan Karya Perkasa Infrastructure and FFB Transport	Ketapang 08225120****	Complied
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2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>During the previous assessment nonconformity raised in this indicator because no evidence of legal compliance could be shown for the contractor. Improvement shown by the company i.e:</p> <p>1. Contractor Evaluation Report for the 2023 period, which includes the following information.</p>	Complied																								

		<ul style="list-style-type: none"> - Bina Satong Lestari Cooperative: 50% of employees are registered with <i>BPJS TK</i>, Compliance with minimum wage 88% - Laman Mayang Sentosa Cooperative: 9% of employees are registered with <i>BPJS TK</i>, compliance with minimum wage 93% - Lestari Abadi Bersama Cooperative: 94% of employees are registered with <i>BPJS TK</i>, Compliance with minimum wage 50% - PT Manjau Agro Abadi: 95% of employees are registered with <i>BPJS TK</i>, 35% of employees are registered with <i>BPJS Kesehatan</i>, compliance with minimum wage 100% <p>2. Monthly monitoring of Contractors for the period June 2024</p> <ul style="list-style-type: none"> - BSL: Manual fertilizer applicators do not yet have <i>BPJS TK</i> and <i>BPJS Kesehatan</i> information. - LMS: Manual fertilizer applicators and circle racking do not yet have <i>BPJS Kesehatan</i> information - PT MAA: There is no <i>BPJS Kesehatan</i> information on behalf of Jemidin, Risma, and Sumiati <p>3. Timetable progress of contractor legal compliance fulfillment (Agreementt, <i>BPJS</i>, Salary Slip, PPE)</p> <ul style="list-style-type: none"> - Bina Satong Lestari Cooperative: 100% in October 2025 - Laman Mayang Sentosa Cooperative: 100% in May 2025 - Lestari Abadi Bersama Cooperative: 100% in October 2025 - PT Jaya Hasil Borneo: 100% in May 2025 - PT Manjau Agro Abadi: 100% in May 2025 - PT Dua Sinar Ketapang Abadi: 100% in May 2025 - PT Andalan Karya Perkasa: 100% in May 2025 - PT Sederhana Industri Makmur: 100% in October 2025 - PT cahaya Sejati Untung Penuh: 100% in October 2025 	
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		<ul style="list-style-type: none"> - PT Lestari Harapan Kayong Industri: 100% in October 2025 - CV Abadi Loc Jaya: 100% in October 2025 - Gunung Tunggal Multipurpose Cooperative: 100% in October 2025 - PT Sinar Karya Mandiri: 100% in October 2025 <p>4. Letter Number: 71/DISNAKERTRANS-B.500.15.13.3/2024 dated August 6, 2024 concerning the development of industrial relations in response to letter No: 111/GMO/KAL?EM/VII/2024 dated August 1, 2024 concerning recommendations/directions for ISPO and RSPO audit provisions regarding several matters of concern for immediate follow-up. The directions/recommendations given include:</p> <ul style="list-style-type: none"> - In the event that the outsourcing company has not fulfilled the provisions as stipulated in PP35 of 2021, entrepreneurs/users are required to carry out routine coaching and monitoring so that in the near future all provisions that are lacking will be fulfilled immediately. - Regarding efforts to increase productivity for the needs of achieving targets, especially when there are many ripe fruits on the tree (peak crop), entrepreneurs can use harvest workers through <i>PKWT</i> or outsourcing companies. <p>Conclusion Based on the analysis of root causes, corrections, and corrective actions shown by the company, the nonconformity in ASA-4 is declared closed. The effectiveness and implementation of the plan made will be verified again during the next assessment.</p> <p>Recertification</p>	
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		<p>The company shows an example of a Cooperation Agreement Letter with a contractor, for example, as follows:</p> <ul style="list-style-type: none"> • Weeding chemist service work agreement No: 0169 / EST / KAL / I.DK1429 / 2024 dated January 2, 2024 valid until December 31, 2024 • Temporary Work Order Letter No. Rev-2 038 / SCM / KAL / II / 2024 dated February 7, 2024 valid until December 31, 2024 for manual harvesting and maintenance activities with the Laman Mayang Sentosa Cooperative • Temporary Work Order Letter No. Rev-2 035 / SCM / KAL / II / 2024 dated February 4, 2024 valid until December 31, 2024 for manual harvesting and maintenance activities with the Bina Satong Lestari Cooperative <p>Each agreement contains a clause to comply with applicable regulations such as work agreements with employees, BPJS, and minimum wages. As explained in the previous paragraph, the implementation of regulatory compliance is in progress and has been given time until 2025.</p>	
<p>2.2.3</p>	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. - Minor compliance -</p>	<p>Special clauses for the protection of children, prohibiting child labor, forced labor and labor from human trafficking are contained in the integrity pact signed by FFB suppliers or contractors such as those signed by the Laman Mayang Sentosa Cooperative on February 7, 2024 and the Bina Satong Lestari Cooperative on February 4, 2024.</p> <p>Interview result with FFB supplier CV Abadi Loc Jaya, Laman Mayang Sentosa Cooperative, and Bina Satong Lestari Cooperative known that they have good understanding related company policy including protection child, no child labor, forced labor, or human trafficking.</p>	<p>Complied</p>
<p>Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			

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2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> • Information regarding the geolocation of FFB origins; • Proof of ownership status, right/claim of the land by grower/smallholder; • If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	<p>Based on document review and interview with management it was known that PT Kayung Agro Lestari – Kayung Agro lestari POM has chosen Mass balance Module, the supply based as directly sourced of FFB are estates:</p> <ul style="list-style-type: none"> • Gunung Sejahtera Tumbuh (GST-1), Gunung Sejahtera Tumbuh (GST-2), Sungai Gemilang Teduh (SGT-1), Sungai Gemilang Teduh (SGT-2), • Scheme smallholders; Mitra Laman Mayang Sentosa, Mintra Bina Satong Lestari, Mitra Lestari Abadi Bersama, and • Third party namely PT Sinar Karya Mandiri. <p>The information related geolocation, proof of ownership status, and trading license a cooperative has shown during audit. Verified document as follows:</p> <p>PT Sinar Karya Mandiri</p> <ul style="list-style-type: none"> - Agreement: No. 1017/COM/KAL/2022 dated 26 December 2022 between PT Kayung Agro Lestari and PT Sinar Karya Mandiri dated 26 December 2022 related to FFB supplier. - Place of business permit/Ijin Usaha: 635/Disbun-D/2016 dated 11 October 2016 related to Izin Usaha Perkebunan /IUP PT Sinar Karya Mandiri from Regent of Ketapang Regency, Kalimantan Barat Province. - Geolocations: X: 395931.360335, Y: 9798242.4875. - Proof of ownership: Decree Letter/SK HGU No.2*/HGU/KEM-ATR/BPN/20** dated 6 May 2015 from Ministry of Agrarian and Spatial Planning/agraria dan Tata uang RI. with area 5,355.33 Ha. 	Complied
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2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>During RAV1, there are third party's supplier as Indirectly sourced FFB, the suppliers are CV Cahaya Sejati, CV Abadi Log Jaya, CV Desi Cahaya Mandiri and <i>Koperasi Produsen Serba Usaha</i> Gunung Tunggal.</p> <p>Based on document verification and interview with third partys staff and Mill Manager obtained information that both suppliers have been verified and visited by FFB purchasing staff. By visited the suppliers land and tagged the coordinate, mill expected the FFB source comes from traceable and responsible area.</p> <p>Examples of verified documents during RAV1 as follows: CV Abadi loc Jaya</p> <ul style="list-style-type: none"> • Place of business permit/Ijin Usaha: business registration number/NIB No. 91203161***** - CV Abadi Loc Jaya dated 4 November 2019. • Sampled of members: <ul style="list-style-type: none"> - Simorangkir: Geolocations: X: 395366.5417, Y: 9803713.8666, Proof of ownership: SKT "Surat Kepemilikan Tanah". - Adi Dwiwijaya: Geolocations: X: 403091.7912, Y: 9784680.0479, Proof of ownership: SKT "Surat Kepemilikan Tanah". 	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>			
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>During verified document revealed that the Certificate Holder has three years' management plan covering Own Estate, Mill and Smallholder's scheme updated 1 January 2024, as follow:</p> <ol style="list-style-type: none"> 1. Production (ton) 	Complied

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Description	Budget 2024	Budget 2025	Budget 2026	Budget 2027
Yield (MT/Ha0	25.55	28.34	28.72	27.18
FFB Production - Estate	231,280	256,470	259,940	260,483
Purchase – FFB external	145,647	156,831	162,991	167,564
FFB Processed	376,928	413,391	422,931	428,047
CPO Production-own estate	52,036	57,706	58,487	58,609
CPO Production - external	30,118	32,431	33,705	34,650
Total CPO Production	82,156	90,136	92,191	93,259
Kernel Production (own estate0	8,095	8,976	9,096	9117
Kernel Production (external)	4,656	5,013	5,210	5,356
Total Kernel productin	12,750	13,989	14,306	14,473
OER – own estate	22.5	22.5	22.5	22.5
OER – external	20.7	20.7	20.7	20.7
KER – own estate	3.5	3.5	3.5	3.5
KER - external	3.2	3.2	3.2	3.2

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		<p>2. Planting Material. Socfindo, Sriwijaya and Topaz: YoP 2010, 2011, 2012 and 2013.</p> <p>3. Sales (MT) and Prices (USD/MT)</p> <table border="1" data-bbox="1131 523 1928 837"> <thead> <tr> <th>Cost Unit</th> <th>Target 2024</th> <th>Target 2025</th> <th>Target 2026</th> <th>Target 2027</th> </tr> </thead> <tbody> <tr> <td>CPO Sales</td> <td>82,156</td> <td>90,136</td> <td>92,191</td> <td>93,259</td> </tr> <tr> <td>Palm Kernel Sales</td> <td>12,700</td> <td>13,989</td> <td>14,308</td> <td>14,473</td> </tr> <tr> <td>CPO Prices</td> <td>766</td> <td>770</td> <td>774</td> <td>778</td> </tr> <tr> <td>PK Prices</td> <td>480</td> <td>462</td> <td>464</td> <td>467</td> </tr> </tbody> </table>	Cost Unit	Target 2024	Target 2025	Target 2026	Target 2027	CPO Sales	82,156	90,136	92,191	93,259	Palm Kernel Sales	12,700	13,989	14,308	14,473	CPO Prices	766	770	774	778	PK Prices	480	462	464	467	
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<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Based on the results of the study of area statement documents, it was informed that the oldest planting year was 2010, therefore until this RAV audit there is no replanting programme. Estimation of replanting activity will be carried out after 1 cycle OP or 2035.</p>	<p>Complied</p>																									
<p>3.1.3</p>	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>The company shows recordings of management review activities, which were carried out on 14 June 2024 that was attended by 25 participants. The things evaluated include internal audit findings, communication results from external parties, performance of the company's management system, follow-up to previous management reviews, changes in both operational and system conditions and recommendations for improvement, and needs regarding matters directly related to sustainability in their respective work environments.</p>	<p>Complied</p>																									
<p>Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.</p>																												

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3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Continues improvement were developed by Unit of Certification is by following up the non-conformities of the internal audit and certification audit. Also, they have continuous improvement (CI) report annually to create improvements in their activities Mill and Estate. The CI report already demonstrated during audit. For example, mill has established the program of CI related to use of process water, estate: improvement of working conditions, smallholders: Increasing production of oil palm farmers in villages.</p> <p>Furthermore, estates and mill has carried out the internal audit of operation activity in estates and mill namely Operational Internal Audit (OIA). Verified document as follows:</p> <ul style="list-style-type: none"> • Estate - Quality Assurance Report No. 174/Lap.QA/7/2024 dated 12 July 2024 from QA Department related to "<i>Laporan Hasil Pemeriksaan Panen dan Fisik Lapangan</i>". The issues raised during QA visit for examples: circle condition, FFB grading, the arrangement of the fronds is not standard. The estates has established the action plan to related issues. • Mill - Quality Assurance Report No. 174/Lap.QA/7/2024 dated 12 July 2024 from QA Department for Mill. • Scheme smallholder - Quality Assurance Report No. 180/Lap.QA/7/2024 dated 18 July 2024 from QA Department related to "<i>Laporan Hasil Pemeriksaan Panen dan Fisik Lapangan</i>". The issues raised during QA visit for examples: circle condition, FFB grading, the arrangement of the fronds is not standard and road condition. The scheme smallholders have established the action plan to related issues. 	Complied
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.</p>	<p>Based on document verification, for The RSPO metric template known annual data 12-month periods use (January to December 2023) for</p>	Complied

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	<p>- Minor compliance -</p>	<p>schedule reporting annual data peat area, pesticide usage, average LTIFR (Lost Time Injury Frequency Rate) and fresh water usage.</p> <p>Certification Unit already has an annual report document using the RSPO metric template format that has been provided to the auditor team at the time of the assessment. The data presented can be ascertained in accordance with the existing raw data. The summary in the report, for example, is as follows:</p> <ul style="list-style-type: none"> • Name of RSPO Member : PT Austindo Nusantara Jaya Agri • RSPO Membership Number : 1-0032-07-000-00 • Name of Certified Unit : PT Kayung Agro Lestari • Name of Certification Body : Mutuagung Lestari • RSPO PalmTrace ID Number : RSPO_PO1000006366 • Number of Mills : 1 • Number of Estates : 5 (GST-1, GST-2, SGT-1, SGT-2, and Mitra) • Production Area (ha) - Estate : 11,386 • Certified Area (ha) - Estate : 13,905 • High Conservation Value (HCV) Area (ha) : 1,123 • Peatlands - Planted (ha) : 5,885.61 • Freshwater Usage per PO produced tonne : 202,422 m³ 	
<p>Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification has procedures for all activities in Mill and Estate, such as:</p> <ul style="list-style-type: none"> • Procedure No. SOP-AGR-03 issue 01 dated August 1, 2013 regarding Land Clearing with Zero Burning. • Procedure No. SOP-AGR-05 edition 01 dated August 1, 2013 regarding soil and water conservation. • Procedure No. SOP-AGR-07 dated 01 August 2013 regarding oil palm nurseries • Procedure No. SOP-AGR-09 (Rev. 04) dated 01 April 2016 regarding planting on mineral lands. 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Procedure No. SOP-AGR-04 dated 01 August 2013 regarding planting on peatlands. • Procedure No. SOP-AGR-06 dated 01 August 2013 regarding marginal land management. • procedure no. SOP-AGR-08 dated August 1, 2013 regarding planting nuts. • Procedure No. SOP-AGR-11 dated August 1, 2013 regarding fertilizers and fertilization. • Procedure No. SOP-AGR-12 dated August 1, 2013 regarding Immature and LCC fertilization. • Procedure No. SOP-AGR-13 dated August 1, 2013 regarding principal payments. • Procedure No. SOP-AGR-14 dated August 1, 2013 regarding the census and identification of principals. • Procedure No. SOP-AGR-17 dated 01 August 2013 regarding weed control. • Procedure No. SOP-AGR-20 dated 01 April 2016 regarding integrated pest control. • Procedure No. SOP-AGR-21 dated August 1, 2013 regarding controlling mice with owls. • Procedure No. SOP-AGR-24 dated 01 August 2013 regarding controlling rats with Rat Bait. • Procedure No. SOP-AGR-26 dated August 1, 2013 regarding soil analysis. • Procedure No. SOP-AGR-27 dated August 1, 2013 regarding termite control. • Work Instruction No. IK-SOP-AGR-011-01 dated March 1, 2016 regarding compost. • Work Instruction No. IK-SOP-AGR-011-07 dated 01 March 2016 regarding the application of compost. • SOP for Pesticides and their Management No. SOP-AGR-18 (1st Edition Revision 0) effective August 1, 2013. 	
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		<ul style="list-style-type: none"> • Document No. ST 01/ ENG-STR June 2011 regarding FFB Reception Station. • Document No. ST 02/ ENG-STR June 2011 regarding Sterilizer Station. • Document No. ST 03/ ENG-STR June 2011 regarding Threshing Station. • Document No. ST 04/ ENG-STR June 2011 regarding Pressing Stations. • Document No. ST 05/ ENG-STR June 2011 regarding Depericarper Station. • Document No. ST 06/ ENG-STR June 2011 regarding Kernel Station. • Document No. ST 07/ ENG-STR June 2011 regarding Clarification Station Part 1. • Document No. ST 08/ ENG-STR June 2011 regarding Boiler Station. • Document No. ST 09/ ENG-STR June 2011 regarding Power Stations. • Document No. ST 10/ ENG-STR June 2011 regarding Water Treatment. • Document No. ST 11/ ENG-STR June 2011 regarding Boiler Water Management. • Document No. ST 12/ ENG-STR June 2011 regarding Waste Treatment. • Document No. ST 13/ ENG-STR June 2011 regarding Grading. • Document No. ST 14/ ENG-STR June 2011 regarding Palm Oil Shipments. • Document No. ST 15/ ENG-STR June 2011 regarding Factory Inventory System. • Document No. ST 16/ ENG-STR June 2011 regarding CPO Stock Sounding Procedure. • Document No. ST 17/ ENG-STR June 2011 regarding Palm Kernel Stock Procedure. 	
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		<ul style="list-style-type: none"> • Document No. ST 18/ ENG-STR June 2011 regarding Factory Security System. • Document No. ST 19/ ENG-STR June 2011 concerning Washing of Oil Storage Tanks. <p>During onsite audit, auditor has conducted field visit to the estates as follows:</p> <ul style="list-style-type: none"> • Harvesting Activity: <ul style="list-style-type: none"> - GST-1: Block F31 Division XI - SGT-1: Block C31 Division III - GST-2: Block A41/42 Division V - SGT-2: Block E48 Division XIV <p>The implementation was good, the harvester can demonstrate the best management practices for harvesting and also safety working procedure.</p> • Chemical weeding Activity: <ul style="list-style-type: none"> - GST-1: Block H37 Division XII - SGT-1: There is no activity due to rain condition, the auditor has carried out interview to the sprayer workers. - GST-2: Block B39 Division IV - SGT-2: Block F42 Division 13 <p>Circle and path, using micron herbi (Very Low Volume of sprayer) with pesticide Round Up with active ingredient <i>Isopropyl amina glifosat and metil metsulfuron</i>.</p> • Fertilizer application: <ul style="list-style-type: none"> - GST-1: Block G41 Division XII - SGT-1: There is no activity due to rain condition, the auditor has carried out interview to the fertilizer workers. 	
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		<ul style="list-style-type: none"> - GST-2: There is no activity due to the fertilizer is still transportation process from Ketapang to Site. The worker has been transferred to the other work namely upkeep activity. - SGT-2: Block B39 Division 15 <p>According to fertilizer recommendation, the Estates conducted fertilizer application using Urea with dosage 1,3 kg/palm. The fertilizer applicator can demonstrate the application and safety working procedure.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>The certification unit has a procedure for management review that ensures the consistency of procedures implementation, the companies routinely conduct internal audit activities both agronomic and processing. One of them is contained in the document Standard Operating Procedure Internal Audit System Management No. SOP-SCD-03 dated 27 November 2017. The latest management review at Kayung Agro Lestari POM was conducted on 14 June 2024 that was attended by 25 participants.</p> <p>During the onsite audit, auditor team also verifying the record of internal audit/visit. Sighted the record of visit in each unit as follows:</p> <ul style="list-style-type: none"> • Estate - Quality Assurance Report No. 174/Lap.QA/7/2024 dated 12 July 2024 from QA Department related to "<i>Laporan Hasil Pemeriksaan Panen dan Fisik Lapangan</i>". The issues raised during QA visit for examples: circle condition, FFB grading, the arrangement of the fronds is not standard. The estates has established the action plan to related issues. • Mill - Quality Assurance Report No. 174/Lap.QA/7/2024 dated 12 July 2024 from QA Department for Mill. • Scheme smallholder - Quality Assurance Report No. 180/Lap.QA/7/2024 dated 18 July 2024 from QA Department related to "<i>Laporan Hasil Pemeriksaan Panen dan Fisik Lapangan</i>". The issues raised during QA visit for examples: circle 	OFI

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		<p>condition, FFB grading, the arrangement of the fronds is not standard and road condition. The scheme smallholders have established the action plan to related issues.</p> <ul style="list-style-type: none"> • RSPO/ISPO internal audit on 12 – 22 March 2024 and 22 – 27 April 2024 for estates, mill and scheme smallholders. with 15 non-conformance findings, where the non-conformance findings have received root causes, quick actions and final corrective actions in the third week of May 2024. <p>Opportunity for Improvements: In the spraying activity, PT. Kayung Agro Lestari has identified risks related to spills and toxic spills by providing buckets and measuring cups. It is hoped that it can continue to be consistently applied in the use of this tool to prevent the risks in question.</p>	
<p>3.3.3</p>	<p>Records of monitoring and any actions taken are maintained and available. - Minor compliance -</p>	<p>During the RAV1 audit, auditor has observed the records of following action after Quality Assurance Visit. There is some action plan to follow up the findings. Certificate holder conducted monitoring of operational activity in all levels of workers. Each field supervisor is equipped with monitoring sheets/worksheets. For example, harvesting supervisor collected harvesting record and quality of each harvester. During field visit the quality report of each harvester has been shown during audit. The report submitted to estate manager daily. Furthermore, daily operational activity also recorded in daily worksheet by mill supervisor before reported to the mill manager. During audit, the records has been verified for period July 2024.</p> <p>To ensuring the result of operational activity in line with the procedures, mill/estate manager conducted regularly monitoring of and management review to solve the findings issues. All results of management review shall be implemented by respective staff. The latest</p>	<p>Complied</p>

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		<p>management review at Kayung Agro Lestari POM was conducted on 14 June 2024 and attended by 25 persons.</p> <p>The company shows recordings of management review activities, which were carried out on 14 June 2024 that was attended by 25 participants. The things evaluated include: internal audit findings, communication results from external parties, performance of the company's management system, follow-up to previous management reviews, changes in both operational and system conditions and recommendations for improvement, and needs regarding matters directly related to sustainability in their respective work environments.</p>	
<p>Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within the company, The Company has Social Impact Assessment:</p> <p>Social Impact Assessment</p> <p>SIA final report document in the area of PT Kayung Agro Lestari Ketapang Regency, West Kalimantan compiled by PT Kayung Agro Lestari with the collaborative of Faculty of Forestry IPB Bogor in 2013. The following are conclusions and recommendations based on results of the study:</p> <p>The strategic issues recorded in this study are:</p> <ul style="list-style-type: none"> ▪ There is a conflict in the community of Kuala Tolak Village regarding compensation for Derasah land ▪ There is land from the Laman Satong village community which is included in the PT KAL permit area but has been compensated by the mining company ▪ There is a global land of the Kuala Satong Village community that has not been compensated by PT KAL (already completed) ▪ Reduced availability of ground water in Laman Satong Village 	<p>Complied</p>

		<ul style="list-style-type: none"> ▪ There are indications of water pollution of the Siduk River ▪ Air pollution (dust) in the dry season ▪ Etc <p>Social/CSR activities that have been carried out by PT Kayung Agro Lestari are infrastructure development activities, education, religion, health, assistance for national holidays, and other temporal activities.</p> <p>Positive impacts felt by the community include the availability of job opportunities, assistance in the religious field, assistance in education, assistance in the social sector, easier accessibility, increased land value and growing villages (community welfare).</p> <p>The negative impacts felt by the community are an increase in the volume of floods, cloudy river water especially in the rainy season, reduced ground water and air pollution (dust) in the dry season.</p> <p>Based on the existing strategic issues, the identified main stakeholders are classified as direct primary stakeholders, namely stakeholders who are at unit of certification's internal level (plantation management) and local level (village government and land-owning communities).</p> <p>Unit of certification also has recommendations from the social impact assessment, namely:</p> <ol style="list-style-type: none"> 1. Corporate CSR programs, both at the planning and implementation scale, need to first study and consider unit of certification's financial capabilities. 2. CSR programs that have been prepared need to be communicated and synergized with plans for developing social programs for local government levels at both the district and provincial levels so that these programs can support each other. 3. Periodic socialization, counseling and communication must be carried out to minimize negative perceptions of unit of certification. 	
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		<p>Based on document verification, it is known that the scope of the social impact assessment has covered all villages, farmers, and has involved internal workers. In addition, based on the results of interviews with representatives of the village of Laman Satong, it is known that the social impacts of the existence of companies such as CSR and employment have been covered in the SIA document.</p> <p>Environmental Impact Assessment:</p> <ul style="list-style-type: none"> - PT. Kayung Agro Lestari showed "Laporan Utama Analisis Dampak Lingkungan (ANDAL) Rencana Pembangunan Perkebunan dan Pabrik Pengolahan Kelapa Sawit PT. Kayung Agro Lestari Lokasi Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat", dated March 2010. - The approval "Keputusan Gubernur Kalimantan Barat No.123/BLHD/2010 tentang Kelayakan Lingkungan Kegiatan Perkebunan (Luas Areal ±18,754.9 Ha) dan Pabrik Pengolahan Kelapa Sawit (Kapasitas Pabrik 85 ton TBS/jam) oleh PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang Provinsi Kalimantan Barat", dated 1 March 2010. <p>Subsequently updated in 2019-2020 for milling capacity up to 90 tons FFB/hour</p> <ul style="list-style-type: none"> - Environmental permit "Keputusan Bupati Ketapang No.577/DPMPTSP-D/2019 tentang Izin Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit oleh PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara, Kabupaten Ketapang" dated 8 November 2019. The environmental permit covers oil palm plantation of 16,620 Ha and POM capacity 90 tons FFB/hour. - "Keputusan Bupati Ketapang No.576/DPMPTSP-D/2019 tentang Kelayakan Lingkungan Hidup Kegiatan Perkebunan dan Pabrik 	
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		<p>Pengolahan Kelapa Sawit oleh PI. Kayung Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang” dated 8 November 2019.</p> <ul style="list-style-type: none"> - The guidance from Environmental Office “Surat Kepala Dinas Perumahan Rakyat, Kawasan Permukiman dan Lingkungan Hidup Kabupaten Ketapang No.660.1/0841/PERKUMUH-C/2020 tentang Arahan Dokumen Lingkungan untuk PT. Kayung Agro Lestari” dated 8 May 2020. The letter stipulates that for environmental permit revision, PT. Kayung Agro Lestari shall prepare “dokumen Addendum ANDAL dan RKL – RPL Tipe C”. <p>Environmental permit “Keputusan Bupati Ketapang No.466/DPMPSTSP-D/2020 tentang Izin Lingkungan Kegiatan Perkebunan dan Pabrik Pengolahan Kelapa Sawit oleh PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara, Kabupaten Ketapang” dated 14 December 2020. The environmental permit covers oil palm plantation of 16,620 Ha and POM capacity 90 tons FFB/hour.</p>	
<p>3.4.2</p>	<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> <ul style="list-style-type: none"> - Minor compliance - 	<p>Environmental Impact Assessment:</p> <p>In the ANDAL Addendum RKL-RPL type C document, the company has a matrix of management plans and environmental monitoring plans where the management and monitoring program or plan has been reviewed from three approaches, namely technological, socio-economic and institutional approaches which involve the participation of affected community members such as group discussions (FGDs) and proactive approaches to community leaders.</p> <p>The management and monitoring environmental plan are:</p> <p>Maintenance of Mature Plants:</p> <ul style="list-style-type: none"> - Decrease in surface water quality - Potential for land fires 	<p>Complied</p>

		<ul style="list-style-type: none"> - Plant disease patterns FFB harvesting and transportation - Air quality degradation - Increased noise FFB processing - Decreased air quality and emissions - Increased noise - Surface water quality degradation Composting Operations - Deterioration of urdara quality - Changes in community attitudes and perceptions - Employment and business opportunities - Occupational health and safety Water gate operation - Potential inundation and flooding - Potential for forest and land fires 	
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		<p>Transportation of CPO and PK</p> <ul style="list-style-type: none"> - Air quality degradation - Increased noise <p>Social Impact Assessment</p> <p>The company already has an SIA that was implemented in collaboration with the Faculty of Forestry of IPB in 2013. This SIA program is evaluated every 2 years together with affected communities, the last evaluation was carried out in 2023 by means of FGDs with several affected village communities including:</p> <ol style="list-style-type: none"> 1. With the community of Kuala Satong Village was conducted on 8 August 2023, which was attended by 24 FGD participants. Minutes, attendance list and photos of the activity can be shown. 2. With the community of Kuala Tolak Village on 3 August 2023, which was attended by 32 FGD participants. Minutes, attendance list and photos of the activity can be shown. 3. With the community of Laman Satong Village on 10 August 2023, which was attended by 18 FGD participants. Minutes, attendance list and photos of the activity can be shown. 4. Stakeholder meeting with stakeholders on 25 September 2023, which was attended by 35 participants. Minutes, attendance list and photos of the activity can be shown. <p>The main objectives of the AIS review are:</p>	
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		<ol style="list-style-type: none"> 1. Identify issues related to social aspects in the company's external and internal areas. 2. Identify community groups affected by the societal aspects of plantation operations. 3. Receive and provide input and follow-up on the identification of existing issues. <p>In addition, the FGD that has been carried out also gave birth to social management programs/plans for 2024 including:</p> <ol style="list-style-type: none"> 1. Increased socialization to the community by means of Stakeholder meetings. 2. Building communication and networks with stakeholders by means of: <ul style="list-style-type: none"> - Informal meetings with stakeholders (Village visitation) - Improving the quality of health for the community (Healthy Village). - Health counseling on PHBS and TB prevention. - Stunting prevention and supplementary feeding for toddlers and nursing mothers. 3. Community economic empowerment by: <ul style="list-style-type: none"> - MAPAN Village Program. - Kuala Tolak Village KTPA Pineapple Cultivation. 4. Environmental management program by means of: <ul style="list-style-type: none"> - Socialization of the management of the area designated for PT KAL's conservation area. 	
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		<p>- Coordinating river water analysis.</p> <p>And also has stated in the RKL-RPL for social plans and monitoring namely recruitment of labor for operations including: Employment and business opportunities; Increase in community income; Community unrest.</p>	
<p>3.4.3</p>	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Environmental Impact Assessment</p> <p>The company has implemented the environmental management and monitoring plan contained in the "Report on the Implementation of the Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) every semester. The last report seen was the report for Semester I of 2024 (period January - June 2024). In addition, the company has routinely reported to the relevant government, the latest report has been reported through SIMPEL to the Ministry of Environment and Forestry with ID number TTE: 1721058534-6105 on 15 July 2024.</p> <p>Social Impact Assessment</p> <p>The company has implemented a Social management and monitoring plan which is contained in the "Corporate Social Responsibility Report of PT Kayung Agro Lestari in 2023. This report is made every year. The last report seen was the report for the 2023 period. The report contains all activities planned in the 2023 social management plan matrix as mentioned in indicator 3.4.2. and has been evaluated together with affected communities and related stakeholders on 3 August 2023, 8 August 2023, 10 August 2023 and 25 September 2023.</p> <p>However, based on the verification results of the Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) Implementation Report document for Semester I of 2024 (January -</p>	<p>Non-compliance</p>

		<p>June 2024 period), the report has not fully discussed all environmental impacts listed in the environmental management and monitoring matrix (RKL-RPL Matrix) including: Employment and business opportunities, increased community income, potential inundation and flooding and health and safety in the composting area. In addition, the report has not specifically discussed the evaluation of trends, evaluation of critical levels and evaluation of compliance as required in the reporting system based on Kepmen LH 45 of 2005.</p> <p>Non conformance:</p> <p>Reports on the implementation of Environmental Monitoring and Management are not in accordance with the RKL-RPL matrix and applicable regulations.</p> <p>Objective Evidence:</p> <p>Based on document verification of the Implementation Report of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) documents for Semester I 2024 (January – June 2024), the report does not fully explain all environmental impacts required in the environmental management and monitoring matrix (The RKL-RPL matrix) includes: Job and business opportunities, increased community income, potential for inundation/flooding, and occupational health and safety in the composting area. Furthermore, the evaluation results in the RKL RPL report also do not specifically explain trend evaluation, critical level evaluation and compliance evaluation as required in the reporting systematics based on Minister of Environment Decree/KepmenLH No. 45 of 2005.</p>	
<p>Criteria 3.5: A system for managing human resources is in place.</p>			

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<p>3.5.1</p>	<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 human resource system owned by the company is shown by:</p> <ul style="list-style-type: none"> • Recruitment procedure No SOP-HRCM-002 November 1, 2019 revision 1 • Policy No2/GMO/KAL/IM/II/2022 February 16, 2022 related policy to not withhold employee ID <p>In addition there is company regulation period 2022 – 2024 which approved by Ketapang Regency Manpower Office based on letter Np.072/TKT-B.560.22. This document describeda:</p> <ul style="list-style-type: none"> - Recruitment, Promotion, Demotion, Mutation - Age limit - Working termination - Wage system - Working hour - Reward and sanction - Leave - Etc. <p>During RAV1, auditor has conducted interview to the workers and <i>LKS Bipartite</i> for workers representative revealed that they were known related to the procedures for recruitment, selection, hiring, promotion, retirement and termination. The process of recrtuiment, selection, hiring promotion, retirement and termination has in accordance to the applicable regulation.</p>	<p>Complied</p>
<p>3.5.2</p>	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>The implementation of employment procedures includes the following:</p> <p>Employee promotion</p>	<p>Complied</p>

		<p>Letter No. 104/HRO/SM-KAL/II/2023 dated February 28, 2023 for employee KA/KA22/0922/584 regarding promotion to upkeep foreman, where previously the employee was a harvester in division 04 SGT 02</p> <p>Employee Leave Employee No KAL/KA11/0722/305 annual leave on 18 June 2024 which approved by the line manager.</p> <p>Interview result with worker representatives and <i>LKS Bipartite</i> known that the company has implemented its employment procedures fairly and transparently.</p>	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -</p>	<p>The company has an occupational health and safety policy signed by the managing director on 15 November 2021, in the policy there are 10 points of commitment including:</p> <ol style="list-style-type: none"> 1. To monitor and implement occupational health and safety (OHS) regulations and other relevant requirements in a serious manner. 2. Implement, monitor, and make continuous improvements to the integrated occupational safety and health management system (SMK3) to improve K3 performance. 3. Establish the achievement of the main OHS goal of "Zero occupational accidents, occupational diseases and fires". 4. Etc. <p>In addition, the company has also carried out hazard identification, risk assessment and control (HIRADC) of all work activities in the company and smallholder schemes such as work in workshops, factories, harvesting, fire monitoring maintenance, logistics, fire fighting, clinics,</p>	<p>OFI</p>

		<p>etc. Review of the HIRADC is carried out every time a new type of work is added and there is an accident whose cause has not been identified. The last review of the HIRADC document was conducted on 5 January 2024 by the EHS coordinator (General OHS Expert).</p> <p>The company also has an OHS program plan for 2024 including:</p> <ol style="list-style-type: none"> 1. Monitoring the certification of production equipment and machinery. 2. P2K3 regular meeting. 3. Coordinating the creation of IBPR/HIRADC. 4. Fire emergency preparedness. 5. Work site inspection. 6. Health promotion and prevention 7. Report writing. 8. Monitoring and socialization of PPE use 9. EHS talk. 10. Making and installing EHS posters, signs and billboards. <p>Some of the work programs that have been implemented during the first semester of 2024 are:</p> <ol style="list-style-type: none"> 1. P2K3 Meeting every month. 2. Implementation of K3 training. 3. Emergency response simulation. 4. Worker health check (MCU). 5. P2K3 report preparation. 6. Periodic training of first aid officers. 7. First aid box monitoring. 	
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		<ol style="list-style-type: none"> 8. Provision and replacement of employee PPE. 9. HIRADC review. <p>Opportunity for Improvements</p> <ul style="list-style-type: none"> • Based on observations when inspecting HGU poles, there are ditches that are deep enough to potentially fall, the company has the opportunity to add this potential danger to HIRAC monitoring of HGU poles. • Based on field visits to HCV areas, numerous orangutan sightings were recorded. The company may consider the opportunity to review the potential risk of human-wildlife conflict referring to "Guidelines for Better Management Practices on Human-Orangutan Conflict". 	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>H&S Plan addressing health and safety risk of people are monitored as below:</p> <ol style="list-style-type: none"> 1. Implementation of P2K3 meetings regularly every month to monitor the entire work plan has been running well and evaluate the overall K3 performance. 2. Handover of PPE to harvest, fertilizer, spray and clinic employees. 3. Work environment testing such as ambient air quality, process work area noise, odor, vibration. 4. Monitoring of fire extinguishers, firefighting equipment and hydrant systems. 5. Monitoring of first aid kits. 6. Refreshment training for first aid officers 7. Employee health check (MCU) 8. Fire fighting simulation. 	Complied

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		<p>9. Real time online monitoring of hotspots. 10. Periodic test check of production machinery. 11. Training on harvesting, pruning, pesticide handling and fertilization. 12. Emergency response simulation 13. Safety talk</p> <p>Based on field visit during onsite audit for spraying workers it was found that sprayer has using appropriate PPE (eye wear/safety glasses, mask, and hand gloves) to mitigate the risk and regular training for sprayer workers are conducted by Buatan Estate management.</p> <p>Discipline of PPE usage monitoring regularly conducted by Estate management to ensure all workers use the appropriate PPE during working. Sample seen for PPE monitoring of fertilizer workers, spraying workers and harvester period January – June 2024.</p> <p>Based on interview with worker in pesticides application, method to minimizing risk and negative impact i.e: - Mixing of chemical conducted by trained person (Supervisor). There were aims to ensuring proper dosage, type of pesticide use. - Using of PPE while chemical mixing. Mixing of chemical located in mixing area, side by side with the chemical storage. Effectiveness of OHS implementation was reported in P2K3 report which submitted to Manpower office Pelalawan Regency and Riau Province. Report submission receipt can be shown during audit. Sample seen report P2K3 period July – December 2023 and January – June 2024.</p>	
<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable</p>	<p>The company has a training program for 2023 and 2024 which is contained in the Training Need analysis, the taraining program is intended from the manager to the lowest employee including</p>	Complied

	<p>aspects of P&C Principles, in a form they understand and includes assessment of the training.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>smallholder scheme employees and contractors. The training is divided into 4 parts, namely internal technical training, external technical training, internal soft skill training and certification training.</p> <p>The training program for 2024 is:</p> <p>Internal technical training including:</p> <ul style="list-style-type: none"> - Refresh Training on Harvesting and PPE - Refresh Training on fertilization - Refresh Training on integrated pest management - Refresh training on weed control - Training Quality control of contractor work - Defensive driving training - Refresh training on the use of factory production machinery - Etc. <p>External technical training including:</p> <ul style="list-style-type: none"> - Water management training - Training on partnership pole farm management - Training on soil conservation and marginal areas - Training on mechanization of harvest and fertilization - Plantation equipment technology seminar <p>Soft skill training including:</p> <ul style="list-style-type: none"> - ANJ values - Whistle blowing system - Leadership - ESQ - Effective communication <p>Training certification</p>	
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		<ul style="list-style-type: none"> - OHS General Expert - Sustainability Auditor - Lathe operator certification - SIO/ operaor license - hazardous waste Operator 	
<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>The training realizes based on the Training calendar period 2023/2024, among others:</p> <ol style="list-style-type: none"> 1. Environmental Policy Training on 16 January 2024 2. Harvesting and Pruning Training on 12 February 2024 3. Training on pesticide handling on 20 February 2024 4. Biobag calibration training on 23 January 2024 5. Training on harvest administration on 12 March 2024 6. Training on the socialization of PPE, HIRADC and OHS Policy on 5 March 2024 7. Training on socialization of borong basis on 14 February 2024 8. Training on socialization of company regulations and policies on 2 June 2024 9. Conservation socialization training on 8, 11, and 18 May 2024 10. Fertilizer and HPT training for Division 7 partners on 23 March 2024 <p>The company has also made recording for all trainings that have been attended by employees. Some documents can be shown at the time of the audit.</p> <p>In addition, the company has also shown training need analysis for each type of work, where employees in each type of work can be monitored for training fulfillment.</p>	<p>Complied</p>

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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>PT. Kayung Agro Lestari POM has conducted training related to RSPO SCCS, Traceability and Mass Balance on 6 September 2023. The training attended by estate admin clerk, security officer, mill assistant, weighbridge operator, sustainability team. The next training related to RSPO SCCS planned for September 2024.</p> <p>Opportunity for Improvements:</p> <p>The training related to RSPO SCCS, Traceability, Mass Balance planned for September 2024; company may consider to ensure more personnel from palm oil mill participate in next training.</p>	OFI
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM is receiving FFB from certified and non-certified source, therefore implementing module Mass Balance.</p> <p>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</p>	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM is receiving FFB from certified and non-certified source, therefore implementing module Mass Balance.</p>	Complied

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	<p>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>Audit team noted not all the supply base under PT. Kayung Agro Lestari is under certified status, however the CH establish a list of oil palm plantation block with certified and non-certified status. The list of non-certified blocks</p> <ul style="list-style-type: none"> - SGT1 Estate: in 2 blocks; total area 3.19 Ha; - GST1 Estate: in 1 block; total area 2.64 Ha; - Scheme smallholder Estate: in 2 blocks; total area 6 Ha - Total non-certified block covers an area of 11.83 Ha <p>Audit team check and verified the FFB receipt as stated for indicator 3.8.7</p>	
<p>3.8.3</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of certified CPO and PK that could potentially produce by PT Katung Agro Lestari – Kayung Agro Lestari Palm Oil Mill its recorded in RSPO Public Summary report, certificate and RSPO IT Platform.</p> <p>The mill has met registration and reporting requirement as it registered in RSPO IT Platform (PalmTrace) wit ID number RSPO_PO1000006366.</p> <p>Below are the total volume of certified certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year 2023/2024:</p> <p>Forecast volume (November 2023 – October 2024)</p> <p>FFB: 244,000 MT</p> <p>CPO: 51,240 MT (OER: 21.00%)</p> <p>PK: 8,540 MT (KER: 6.55%)</p> <p>Actual production volume since last audit (September 2023 – July 2024)</p> <p>FFB: 202,637.95 MT</p>	<p>Complied</p>

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		<p>CPO: 42,137.14 MT (OER: 20.79%)</p> <p>PK: 7,114.92 MT (3.51%)</p> <p>Actual sold volume (September 2023 – July 2024)</p> <p>CPO: 39,011.00 MT</p> <p>PK: 6,260.00 MT</p>	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	PT. Kayung Agro Lestari-Kayung Agro Lestari POM has registered their palm oil mill into PalmTrace with member ID: RSPO_PO1000006366.	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> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM shows procedure “Standard Operating Procedure Ketelusuran Produk Kelapa Sawit Edisi 2” dated 1 July 2021.</p> <p>Point 3 stipulated the process of identifying and separate FFB sources from company-owned plantation, scheme smallholder, and outgrower/external (independent supplier and external company).</p> <p>Section 2.1 and 2.2 stipulated the FFB source traceability from harvest process; FFB transport process using manual FFB docket or EPMS system/e-SPB system;</p> <p>Section 2.3 stipulated the traceability of internal FFB during receiving/weighing in POM.</p> <p>Section 3.1 stipulated the traceability of external FFB during receiving/weighing in POM.</p> <p>Section 4.1 and 4.2 stipulated the traceability of FFB in process and CPO and PK production calculation.</p> <p>Section 5 stipulated the traceability of CPO and PK despatch to buyer.</p>	Complied

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		<p>Section 5.2 stipulated the POM's production clerk shall record and proportionate certified and non-certified FFB, PO and PK. This is reported into 3 monthly mass balance.</p> <p>Section 6 regulating the batch ID (unique identification) by: 3 digit RSPO certificate number – DO number – transaction date – running number/trip number.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p style="padding-left: 20px;">a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p style="padding-left: 20px;">b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM refers to procedure "Standard Operating Procedure Group Internal Audit No.SOP-IAD-01 Edisi1" dated 1 February 2019. The internal audit scope including implementation of RSPO SCCS – in reference to RSPO P&C 2018 and RSPO SCCS, 2020. Internal audit interval once per annum.</p> <p>Internal audit</p> <p>Carried out 12-22 March 2024 and 22-27 April 2024 by internal auditor Ilham RT Damanik. 1 NC issued on 3.7.3 related to training RSPO SCCS. NC closed out through refresh training carried out 30 June 2024.</p> <p>Internal auditor qualification: Asri Wahyu Thahara, Wahyu Noor Sulistyanto, Ilham RT Damanik, Yudha Pratama, have joined training "Understanding & Implementing P&C RSPO SCCS by Mutu Institute October 2021.</p> <p>Management review</p> <p>Carried out as per "Notulen Meeting Management Review Report" dated 14 June 2024. The meeting was covering follow up from previous management review, internal audit result RSPO SCCS, claims, input from stakeholders, process performance, status of correction and corrective</p>	<p>Complied</p>

		<p>action, recommendation for improvement, changes related to operation and recommendation for improvement. Attended by GM.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM shows procedure "Standard Operating Procedure Ketelusuran Produk Kelapa Sawit Edisi 2" dated 1 July 2021.</p> <p>Point 3 stipulated the process of identifying and separate FFB sources from company-owned plantation, scheme smallholder, and outgrower/external (independent supplier and external company).</p> <p>Section 2.1 and 2.2 stipulated the FFB source traceability from harvest process; FFB transport process using manual FFB docket or EPMS system/e-SPB system;</p> <p>Section 2.3 stipulated the traceability of internal FFB during receiving/weighing in POM.</p> <p>Section 3.1 stipulated the traceability of external FFB during receiving/weighing in POM.</p> <p>PT. Kayung Agro Lestari is under certified status, however the CH establish a list of oil palm plantation block with certified and non-certified status. The list of non-certified blocks</p> <ul style="list-style-type: none"> - SGT1 Estate: in 2 blocks; total area 3.19 Ha; - GST1 Estate: in 1 block; total area 2.64 Ha; - Scheme smallholder Estate: in 2 blocks; total area 6 Ha <p>Total non-certified block covers an area of 11.83 Ha</p> <p>Records of purchasing goods/incoming FFB sampled - certified:</p> <ul style="list-style-type: none"> - Delivery of FFB from Field "Surat Pengantar Buah No.21240806218809031M dated 6 August 2024, from Estate SGT1, total 712 bunches. Receiving Slip/weighbridge ticket No.00497343, 	<p>Complied</p>

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		<p>dated 6 August 2024; Truck AG8541YF; SGT1 Estate; product FFB; D/O No. 21240806218809031M; nett weigh 7680 kg, total 712 bunches. Certificate RSPO BSI-RSPO/809116-Mass Balance.</p> <ul style="list-style-type: none"> - Delivery of FFB from Field "Surat Pengantar Buah No.232407100830004088M dated 10 July 2024, from Estate GST1, total 533 bunches. Receiving Slip/weighbridge ticket No.00491638, dated 10 July 2024; Truck D9380VB; GST1 Estate; product FFB; D/O No. 232407100830004088M; nett weigh 6380 kg, total 533 bunches. Certificate RSPO BSI-RSPO/809116-Mass Balance. - Delivery of FFB from Field "Surat Pengantar Buah No.A1240710120929235 dated 10 July 2024, from LMS, total 594 bunches. Receiving Slip/weighbridge ticket No.00491697, dated 13 July 2024; Truck H1500PE; KAAI-1/LMS; product FFB; D/O No.A1240710120929235; nett weigh 7350 kg, total 594 bunches. Certificate RSPO BSI-RSPO/809116-Mass Balance. <p>Records of purchasing goods/incoming FFB sampled – non-certified:</p> <ul style="list-style-type: none"> - Receiving Slip/weighbridge ticket No.00496275; dated 1 August 2024; vehicle AB8310IH; CV Abadi Loc Jaya (non-certified); product FFB; 281 bunches; nett weigh 2250 kg. • 	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; 	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM shows procedure "Standard Operating Procedure Ketelusuran Produk Kelapa Sawit Edisi 2" dated 1 July 2021.</p> <p>Section 5 stipulated the traceability of CPO and PK despatch to buyer.</p> <p>Section 6 regulating the batch ID (unique identification) by: 3 digit RSPO certificate number – DO number – transaction date – running number/trip number.</p> <p>Information related to name and address of buyer; name and address of seller, the delivery date, date of document issued, description of</p>	Complied

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	<p>c) The loading or shipment / delivery date;</p> <p>d) The date on which the documents were issued;</p> <p>e) RSPO certificate number;</p> <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>product including applicable supply chain module, quantity product delivered, transport details, RSPO certificate number, unique identification number – are available in different document verified: contract, delivery order, weighbridge ticket, minute of product handover.</p> <p>CSPO</p> <ul style="list-style-type: none"> - Contract "Kontrak Jual Beli No.035/KAL/CPO/VIII/2023" between Seller: PT.Kayung Agro Lestari (Sinarmas Land Plaza Lt.7, Jl. Diponegoro No.18 Medan 20152, Indonesia) and Buyer: PT. Sumber Indah Perkasa (Sinarmasland Plaza Menara 2 Lt.30 Jl. MH Thamrin No.51 Gondangdia, Mentengm DKI Jakarta 10350 Indonesia); dated 10 August 2023; for sales of 3,000 MT CPO – RSPO MB (MUTU-RSPO/137); FOB "Pelabuhan PT. Berkat Ketapang Lestari, Provinsi Kalimantan Barat". - Delivery Order "Surat Perintah Pengiriman No.035/KAL/VIII/2023", dated 16 August 2023 ordering shipment of 3,000 MT CSPO, destination buyer PT. Sumber Indah Perkasa (Jl. Raya Bakauheni, Kabupaten Lampung Selatan 55452 – Indonesia); Supply Chain Option RSPO-MB; Certificate MUTU-RSPO/137; transporter CV Abadiloc Jaya; FOB Suka Bangun. - Weighbridge ticket "Weighing slip No.00431267, dated 24 August 2023; from PT. Kayung Agro Lestari-Kayung Agro Lestari Palm Oil Mill; Buyer PT. Sumber Indah Perkasa; product CPO; quantity 7.42 MT; SO No.1332000220; contract No.035; transport ALJ; Vehicle ID No.KB9400GA. RSPO Certificate No.MUTU RSPO/137; unique number 137-1332000220-14082023-00431267 - Minutes of product handover "Despatch CPO" dated 7 August 2023. The minutes stipulated seller PT. Kayung Agro Lestari, Ketapang delivered 3000 MT CPO to fulfil contract 	
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		<p>"No.035/KAL/CPO/VIII/2023" using vessel TK Daya Utama 02/TB Karya Tangguh. RSPO Certificate MUTU-RSPO/137; supply chain system Mass Balance. The CPO contract load using trucks with total volume 3,017 MT in period of 24-27 August 2023.</p> <ul style="list-style-type: none"> - Shipping Announcement, with transaction ID No.TR-59f5dbac-92b1 for 3,000 MT CSPO Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 27 August 2023; Contract No.035/KAL/CPO/VIII/2023; Confirmation date 15 September 2023. - Contract "Kontrak Jual Beli No.006/KAL/CPO/II/2024" between Seller: PT.Kayung Agro Lestari (Sinarmas Land Plaza Lt.7, Jl. Diponegoro No.18 Medan 20152, Indonesia) and Buyer: PT. Sumber Indah Perkasa (Sinarmasland Plaza Menara 2 Lt.30 Jl. MH Thamrin No.51 Gondangdia, Menteng, DKI Jakarta 10350 Indonesia); dated 7 February 2024; for sales of 3000 MT CPO – RSPO MB (MUTU-RSPO/137); FOB "Pelabuhan PT. Berkat Ketapang Lestari, Desa Suka Bangun, Kabupaten Ketapang, Provinsi Kalimantan Barat". - Delivery Order "Surat Perintah Pengiriman No.006/KAL/II/2024", dated 19 February 2024 ordering shipment of 3,000 MT PK, destination buyer PT. Sumber Indah Perkasa (Jl. Raya Bakauheni, Kabupaten Lampung Selatan 55452 – Indonesia); Supply Chain Option RSPO-MB; Certificate MUTU-RSPO/137; transporter CV Abadiloc Jaya; FOB Suka Bangun. - Weighbridge ticket "Weighing slip No.00464357, dated 26 February 2024; from PT. Kayung Agro Lestari-Kayung Agro Lestari Palm Oil Mill; Buyer PT. Sumber Indah Perkasa; product CPO; quantity 7.65 MT; SO No.1332000244; contract No.006; transport ALJ; Vehicle ID No.KB9478DA. RSPO Certificate No.MUTU RSPO/137; unique number 137-1332000244-22062024-00464357. 	
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		<ul style="list-style-type: none"> - Minutes of product handover "Despatch CPO" dated 29 February 2024. The minutes stipulated seller PT. Kayung Agro Lestari, Ketapang delivered 3000 MT CPO to fulfil contract "No.006/KAL/CPO/II/2024" using vessel TK Citra Mandiri 2011/TB Teguh Mandiri. RSPO Certificate MUTU-RSPO/137; supply chain system Mass Balance. The CPO contract load using trucks with total volume 3,017 MT in period of 24-29 February 2024. - Shipping Announcement, with transaction ID No.TR-95304899-b81f for 3,000 MT CSPO Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 8 March 2023; Contract No.006/KAL/CPO/II/2024; Confirmation date 4 April 2024. - Contract "Kontrak Jual Beli No.024/KAL/CPO/VI/2024" between Seller: PT.Kayung Agro Lestari (Sinarmas Land Plaza Lt.7, Jl. Diponegoro No.18 Medan 20152, Indonesia) and Buyer: PT. Sumber Indah Perkasa (Sinarmasland Plaza Menara 2 Lt.30 Jl. MH Thamrin No.51 Gondangdia, Menteng, DKI Jakarta 10350 Indonesia); dated 15 May 2024; for sales of 3,000 MT CPO – RSPO MB (BSI-RSPO/908116); FOB "Pelabuhan PT. Mega Sari Utama, Desa Suka Bangun, Kecamatan Delta Pawan, Kabupaten Ketapang, Provinsi Kalimantan Barat". - Delivery Order "Surat Perintah Pengiriman No.023/KAL/VI/2024", dated 19 June 2024 ordering shipment of 3,000 MT PK, destination buyer PT. Sumber Indah Perkasa (Jl. Raya Bakauheni, Kabupaten Lampung Selatan 55452 – Indonesia); Supply Chain Option RSPO-MB; Certificate BSI-RSPO/809116; transporter CV Abadiloc Jaya; FOB Suka Bangun. - Weighbridge ticket "Weighing slip No.00486739, dated 20 June 2024; from PT. Kayung Agro Lestari-Kayung Agro Lestari Palm Oil Mill; Buyer PT. Sumber Indah Perkasa; product CPO; quantity 7.61 MT; 	
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		<p>SO No.1332000261; Contract No.024; transport ALJ; Vehicle ID No.KB9049GB. RSPO Certificate No.BSI RSPO/809116; unique number 809116-1332000261-22062024-00486739.</p> <ul style="list-style-type: none"> - Minutes of product handover "Despatch CPO" dated 24 June 2024. The minutes stipulated seller PT. Kayung Agro Lestari, Ketapang delivered 3000 MT CPO to fulfil contract "No.024/KAL/CPO/VI/2024" using vessel TK Citra Mandiri 2011/TB Teguh Mandiri. RSPO Certificate MUTU-RSPO/137; supply chain system Mass Balance. The CPO contract load using trucks with total volume 3,000 MT in period of 20-23 June 2024. - Shipping Announcement, with transaction ID No.TR-f58d6dbf-a0b4 for 3,000 MT CSPO Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 25 June 2024; Contract No.024/KAL/CPO/VI/2024; Confirmation date 12 July 2024. <p>CSPK</p> <ul style="list-style-type: none"> - Contract "Kontrak Jual Beli No.023/KAL/PK/VI/2024" between Seller: PT.Kayung Agro Lestari (Sinarmas Land Plaza Lt.7, Jl. Diponegoro No.18 Medan 20152, Indonesia) and Buyer: PT. Sumber Indah Perkasa (Sinarmasland Plaza Menara 2 Lt.30 Jl. MH Thamrin No.51 Gondangdia, Menteng, DKI Jakarta 10350 Indonesia); dated 7 June 2024; for sales of 750 MT Palm Kernel – RSPO MB (BSI-RSPO/809116); FOB "Pelabuhan PT. Mega Sari Utama, Desa Suka Bangun, Kecamatan Delta Pawan, Kabupaten Ketapang, Provinsi Kalimantan Barat". - Delivery Order "Surat Perintah Pengiriman No.23/KAL/PK/VI/2024", dated 13 June 2024 ordering shipment of 750 MT PK, destination buyer PT. Sumber Indah Perkasa (Jl. Raya Bakauheni, Kabupaten Lampung Selatan 55452 – Indonesia); Supply Chain Option RSPO- 	
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		<p>MB; Certificate BSI RSPO 809116; transporter CV Abadiloc Jaya; FOB Suka Bangun.</p> <ul style="list-style-type: none"> - Weighbridge ticket "Weighing slip No.00487557, dated 22 June 2024; from PT. Kayung Agro Lestari-Kayung Agro Lestari Palm Oil Mill; Buyer PT. Sumber Indah Perkasa; product PK; quantity 9.46 MT; SO No.1332000260; contract No.023/KAL/PK/2024; transport ALJ; Vehicle ID No.KB9817GI. RSPO Certificate No.BSI RSPO/809116; unique number 809116-1332000260-22062024-00487557. - Minutes of product handover "Berita Acara Despatch Kernel" dated 26 June 2024. The minutes stipulated seller PT. Kayung Agro Lestari, Ketapang delivered 750 MT Palm Kernel to fulfil contract "No.023/KAL/PK/VI/2024". RSPO Certificate MUTU-RSPO/137; supply chain system Mass Balance. The PK contract load using 88 trucks with total volume 750 MT in period of 22-26 June 2024. - Shipping Announcement, with transaction ID No.TR-582917e6-3a55 for 750.61 MT CSPK Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000006557) as Buyer. Shipping date 26 June 2024; Contract No.023/KAL/PK/VI/2024; Confirmation date 12 July 2024. 	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable</p>	<p>PT. Kayung Agro Lestari has CPO transport agreement with transporter CV Abadi Loc Jaya "Perjanjian Kerja Pengangkutan CPO No.1203/CPO/SC/KAL/2022" dated 26 December 2022.</p> <p>PT. Kayung Agro Lestari has PK transport agreement with transporter CV Abadi Loc Jaya "Perjanjian Kerja Pengangkutan Kernel No.1204/PK/SC/KAL/2022" dated 26 December 2022.</p> <p>CV Abadi Loc Jaya has Statement Letter "Surat Pernyataan CV Abadi Loc Jaya No.001" updated 8 August 2024 stating the transporter has received "Internal Memo PT. Kayung Agro Lestari No.002/COO/SC/IM/IX/2020 tentang Kerjasama Pihak Ketiga". Point 3 stipulates the transporter is willing to provide access to accredited certification body and will cooperate to give access to operation and</p>	<p>Complied</p>

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	<p>agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>system and provide documentation for certification purpose. Signed by Director Bundono Supradjaja.</p>							
<p>3.8.10</p>	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM listed transport contractor for CPO and PK</p> <table border="1" data-bbox="1133 823 1975 956"> <thead> <tr> <th>Name</th> <th>Address</th> <th>Contact</th> </tr> </thead> <tbody> <tr> <td>CV Abadi Loc Jaya</td> <td>Jl. MT Haryono No.122, Ketapang, Kalimantan Barat Province</td> <td>Mr.Bundono Supradjaja</td> </tr> </tbody> </table>	Name	Address	Contact	CV Abadi Loc Jaya	Jl. MT Haryono No.122, Ketapang, Kalimantan Barat Province	Mr.Bundono Supradjaja	<p>Complied</p>
Name	Address	Contact							
CV Abadi Loc Jaya	Jl. MT Haryono No.122, Ketapang, Kalimantan Barat Province	Mr.Bundono Supradjaja							
<p>3.8.11</p>	<p>The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM listed transport contractor for CPO and PK</p> <table border="1" data-bbox="1133 1038 1975 1171"> <thead> <tr> <th>Name</th> <th>Address</th> <th>Contact</th> </tr> </thead> <tbody> <tr> <td>CV Abadi Loc Jaya</td> <td>Jl. MT Haryono No.122, Ketapang, Kalimantan Barat Province</td> <td>Mr.Bundono Supradjaja</td> </tr> </tbody> </table> <p>There is no new contractor until RAV1 audit.</p>	Name	Address	Contact	CV Abadi Loc Jaya	Jl. MT Haryono No.122, Ketapang, Kalimantan Barat Province	Mr.Bundono Supradjaja	<p>Complied</p>
Name	Address	Contact							
CV Abadi Loc Jaya	Jl. MT Haryono No.122, Ketapang, Kalimantan Barat Province	Mr.Bundono Supradjaja							
<p>3.8.12</p>	<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>i) PT. Kayung Agro Lestari demonstrated the records of received material certified and non-certified, processing of certified and non-certified FFB, into CPO and PK; sales and delivery of certified and non-certified product.</p>	<p>Complied</p>						

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<p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>ii) Record keeping stated minimum 2 years for transaction of FFB, CPO and PK.</p> <p>iii) PT. Kayung Agro Lestari-Kayung Agro Lestari POM is implementing Mass Balance module.</p> <p>iv) Mass Balance sheet provided for CPO and CPK by PT. Kayung Agro Lestari:</p> <p>Mass Balance Sheet</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th rowspan="2">Period</th> <th colspan="2">FFB</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> <th>Certified</th> <th>Non-certified</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Jan</td> <td>14,316.64</td> <td>7,662.18</td> <td>2,751.19</td> <td>1,639.37</td> <td>489.43</td> <td>237.45</td> </tr> <tr> <td>Feb</td> <td>13,880.72</td> <td>5,198.76</td> <td>2,881.89</td> <td>1,199.33</td> <td>525.30</td> <td>184,57</td> </tr> <tr> <td>Mar</td> <td>17,910.84</td> <td>4,519.60</td> <td>3,920.25</td> <td>867.20</td> <td>774.05</td> <td>133.57</td> </tr> <tr> <td>Total</td> <td>46,108.21</td> <td>17,380.55</td> <td>9,553.33</td> <td>3,705.91</td> <td>1,788.78</td> <td>555.59</td> </tr> </tbody> </table>	Period	FFB		CPO		PK		Certified	Non-certified	Certified	Non-certified	Certified	Non-certified	2024							Jan	14,316.64	7,662.18	2,751.19	1,639.37	489.43	237.45	Feb	13,880.72	5,198.76	2,881.89	1,199.33	525.30	184,57	Mar	17,910.84	4,519.60	3,920.25	867.20	774.05	133.57	Total	46,108.21	17,380.55	9,553.33	3,705.91	1,788.78	555.59	
Period	FFB		CPO		PK																																													
	Certified	Non-certified	Certified	Non-certified	Certified	Non-certified																																												
2024																																																		
Jan	14,316.64	7,662.18	2,751.19	1,639.37	489.43	237.45																																												
Feb	13,880.72	5,198.76	2,881.89	1,199.33	525.30	184,57																																												
Mar	17,910.84	4,519.60	3,920.25	867.20	774.05	133.57																																												
Total	46,108.21	17,380.55	9,553.33	3,705.91	1,788.78	555.59																																												

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		<p>All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios/actual production of CPO and PK.</p> <p>According to Mass balance Report, KAL POM only deliver Mass Balance sales from a positive stock.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>PT. Kayung Agro Lestari POM sets the budget OER and KER for each year</p> <ul style="list-style-type: none"> - Year 2024 budget OER at 20.96% and budget KER at 3.37%; - Year 2025 budget OER at 21.10% and budget KER at 3.40%; 	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>PT. Kayung Agro Lestari record the OER and KER on daily basis from daily production report.</p> <ul style="list-style-type: none"> - Sample taken for 23 April 2024: FFB carry over from 22/04/2024 was 564.91 MT; FFB received today 1,203.95 MT; FFB process today 1,213.94 MT; CPO production today 253.18 MT; OER today 20.86%; PK production today 41.87 MT; KER today 3.45%. - Sample taken for 29 June 2024: FFB carry over from 28/06/2024 was 489.29 MT; FFB received today 999.91 MT; FFB process today 1,112.82 MT; CPO production today 232.18 MT; OER today 20.86%; PK production today 33.89 MT; KER today 3.05%. 	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>PT. Kayung Agro Lestari-Kayung Agro Lestari POM is receiving FFB from certified and non-certified source, therefore implementing module Mass Balance.</p> <p>Not applicable</p>	Not Applicable
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</p>	<p>Shipping announcement</p> <ul style="list-style-type: none"> - Shipping Announcement, with transaction ID No.TR-59f5dbac-92b1 for 3,000 MT CSPO Mass Balance; from PT. Kayung Agro Lestari 	Complied

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	<p>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>(RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 27 August 2023; Contract No.035/KAL/CPO/VIII/2023; Confirmation date 15 September 2023.</p> <ul style="list-style-type: none"> - Shipping Announcement, with transaction ID No.TR-95304899-b81f for 3,000 MT CSPO Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 8 March 2023; Contract No.006/KAL/CPO/II/2024; Confirmation date 4 April 2024. - Shipping Announcement, with transaction ID No.TR-f58d6dbf-a0b4 for 3,000 MT CSPO Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000002035) as Buyer. Shipping date 25 June 2024; Contract No.024/KAL/CPO/VI/2024; Confirmation date 12 July 2024. - Shipping Announcement, with transaction ID No.TR-582917e6-3a55 for 750.61 MT CSPK Mass Balance; from PT. Kayung Agro Lestari (RSPO_PO1000006366) as Seller to PT. Sumber Indah Perkasa (RSPO_PO1000006557) as Buyer. Shipping date 26 June 2024; Contract No.023/KAL/PK/VI/2024; Confirmation date 12 July 2024. <p>Remove</p> <p>There is no remove transactions in PT Kayung Agro Lestari – Kayung Agro Lestari Palm Oil Mill, due to the CSPO, CSPK has sold under Palmtrace.</p> <p>Book and Claim</p> <p>PT. Kayung Agro Lestari demonstrated Book and Claim transactions for sales of</p> <ul style="list-style-type: none"> - 150 CSPO to Future Prelude Sdn Bhd (execution ID 26912 dated 27 June 2024) 	
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		<ul style="list-style-type: none"> - 61 CSPO to Belusa Foods s.r.o (execution ID 13136 dated 21 December 2023) - 1500 CSPO to Corporativo Bimbo S.A de C.V. (execution ID 12915 dated 1 December 2023) 	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>PT. Kayung Agro Lestari, in this reference the parent company PT. Austindo Nusantara Jaya Agri Tbk display its RSPO certification status in company website. The parent company in its website stated "To maintain and monitor sustainability standards, we are committed to conducting integrated internal audits of product sustainability schemes (RSPO, ISPO, ISCC) regularly in all operational units, including our suppliers. Our internal audits review all sustainability aspects within the principles and criteria of RSPO, ISPO, and ISCC, including those related to human rights and the environment. As of December 2022, nine out of twelve of our partner cooperatives have received RSPO certification, and we intend to increase the number of certified smallholder growers".</p> <p>Austindo Nusantara Jaya Agri Tbk display the RSPO trademark with license number1-0032-07-100-00.</p>	Complied
General corporate communications			
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. Kayung Agro Lestari, in this reference the parent company PT. Austindo Nusantara Jaya Agri Tbk display its RSPO certification status in company website. The parent company in its website stated "To maintain and monitor sustainability standards, we are committed to conducting integrated internal audits of product sustainability schemes (RSPO, ISPO, ISCC) regularly in all operational units, including our suppliers. Our internal audits review all sustainability aspects within the principles and criteria of RSPO, ISPO, and ISCC, including those related to human rights and the environment. As of December 2022, nine out</p>	Complied

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		of twelve of our partner cooperatives have received RSPO certification, and we intend to increase the number of certified smallholder growers”.	
4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rsपो.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	PT. Kayung Agro Lestari, in this reference the parent company PT. Austindo Nusantara Jaya Agri Tbk display its RSPO certification status in company website. The parent company in its website stated “To maintain and monitor sustainability standards, we are committed to conducting integrated internal audits of product sustainability schemes (RSPO, ISPO, ISCC) regularly in all operational units, including our suppliers. Our internal audits review all sustainability aspects within the principles and criteria of RSPO, ISPO, and ISCC, including those related to human rights and the environment. As of December 2022, nine out of twelve of our partner cooperatives have received RSPO certification, and we intend to increase the number of certified smallholder growers”. Austindo Nusantara Jaya Agri Tbk display the RSPO trademark with license number1-0032-07-100-00.	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	PT. Kayung Agro Lestari and its parent company PT. Austindo Nusantara Jaya Agri Tbk did not apply and/or shows RSPO corporate logo. Not applicable	Not Applicable
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.	PT. Kayung Agro Lestari, in this reference the parent company PT. Austindo Nusantara Jaya Agri Tbk did not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products. Not applicable	Not Applicable
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: • “We have been sourcing RSPO certified palm oil since (YEAR).”	PT. Kayung Agro Lestari, in this reference the parent company PT. Austindo Nusantara Jaya Agri Tbk display its RSPO certification status in company website. The parent company in its website stated “To maintain and monitor sustainability standards, we are committed to	Complied

	<ul style="list-style-type: none"> • “We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year.” • “We have been RSPO certified since (YEAR).” • “We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil.” • “In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified.” • “Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits.” • “We are RSPO certified. Ask us for our RSPO certified products.” 	<p>conducting integrated internal audits of product sustainability schemes (RSPO, ISPO, ISCC) regularly in all operational units, including our suppliers. Our internal audits review all sustainability aspects within the principles and criteria of RSPO, ISPO, and ISCC, including those related to human rights and the environment. As of December 2022, nine out of twelve of our partner cooperatives have received RSPO certification, and we intend to increase the number of certified smallholder growers”.</p>	
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> <ol style="list-style-type: none"> “The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR).” 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>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>	<p>PT. Kayung Agro Lestari, in this reference the parent company PT. Austindo Nusantara Jaya Agri Tbk is RSPO member. RSPO membership No. 1-0032-07-000-00.</p> <p>Not applicable</p>	Not Applicable
Product-specific communications			
5.1 General			

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5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	PT. Kayung Agro Lestari does not use RSPO Trademark as their product-specific communications on their product and/or on related shipping documents, The usage of RSPO trademark is only on website of ANJ group. Not applicable	Not Applicable
5.1.2	Product-specific communications are voluntary.	PT. Kayung Agro Lestari does not use RSPO Trademark as their product-specific communications on their product and/or on related shipping documents, The usage of RSPO trademark is only on website of ANJ group. Not applicable	Not Applicable
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.	PT. Kayung Agro Lestari does not use RSPO Trademark as their product-specific communications on their product and/or on related shipping documents, The usage of RSPO trademark is only on website of ANJ group. Not applicable	Not Applicable
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	PT. Kayung Agro Lestari does not use other trademark or label as their product-specific communications on their product and/or on related shipping documents, The usage of RSPO trademark is only on website of ANJ group. Not applicable	Not Applicable
5.1.5	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	PT. Kayung Agro Lestari certified for RSPO P&C, and the type is palm oil mill. Not applicable	Not Applicable

	<ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
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. Kayung Agro Lestari certified for RSPO P&C, and the type is palm oil mill. Not applicable	Not Applicable
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	PT. Kayung Agro Lestari does not use RSPO Label as their off pack claims on their shipping documents. Not applicable	Not Applicable
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	PT. Kayung Agro Lestari does not use RSPO Label as their off pack claims on their shipping documents. However, audit team check that CH will stating the supply chain model and RSPO P&C certificate number (template) in the sales documents to inform their buyer – see sampled information 3.8.8.	Not Applicable

		Not applicable	
5.2.3	<p>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:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	<p>PT. Kayung Agro Lestari certified for RSPO P&C, and the type is palm oil mill.</p> <p>Not applicable</p>	Not Applicable
5.3 On pack claims			
5.3.1	<p>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.</p>	<p>PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking.</p> <p>Not applicable</p>	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* 	<p>PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking. The CH is in process for RSPO P&C-recertification with module Mass Balance.</p> <p>Not applicable</p>	Not Applicable

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	<ul style="list-style-type: none"> Contains RSPO certified palm oil (IP/SG)* <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"> RSPO MIXED* Contributes to the production of RSPO certified palm oil* Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking. The CH is in process for RSPO P&C-recertification with module Mass Balance.</p> <p>Not applicable</p>	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> RSPO 50% MIXED* Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking. The CH is in process for RSPO P&C-recertification with module Mass Balance.</p> <p>Not applicable</p>	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> RSPO CREDITS* Supports the production of RSPO certified palm oil* Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking. The CH is in process for RSPO P&C-recertification with module Mass Balance.</p> <p>Not applicable</p>	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	<p>PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking. The CH is in process for RSPO P&C-recertification with module Mass Balance.</p> <p>Not applicable</p>	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	<p>PT. Kayung Agro Lestari did not communicate to consumers information about their supplier's RSPO membership status</p> <p>Not applicable</p>	Not Applicable
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.	<p>PT. Kayung Agro Lestari did not use claims about RSPO certified sustainable palm oil contained in products. PT KAL sold its oil palm product in bulk, up to this moment PT KAL has not use RSPO label or trademark.</p>	Not Applicable

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		Not applicable	
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.	PT. Kayung Agro Lestari did not use RSPO on pack claims on their CPO product/tanker/trucking. The CH is in process for RSPO P&C-recertification with module Mass Balance. Not applicable	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES (Delete Non Applicable Module)			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	PT. Kayung Agro Lestari is producing 100% palm oil content as RSPO MB-certified CPO and PK. However, the company did not use RSPO Trademark as their product-specific communications on their product related shipping documents. Sampled sighted for other certification. Not applicable	Not Applicable
	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.	PT. Kayung Agro Lestari is producing 100% palm oil content as RSPO MB-certified CPO and PK. However, the company did not use RSPO Trademark as their product-specific communications on their product related shipping documents. Sampled sighted for other certification. Not applicable	Not Applicable
Messaging			
	Messaging ALLOWED in storytelling in product-specific communications includes: <ul style="list-style-type: none"> [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.	PT. Kayung Agro Lestari is producing 100% palm oil content as RSPO MB-certified CPO and PK. However, the company did not use RSPO Trademark as their product-specific communications on their product related shipping documents. Sampled sighted for other certification. Not applicable	Not Applicable

Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	<p>PT. Kayung Agro Lestari is producing 100% palm oil content as RSPO MB-certified CPO and PK. However, the company did not use RSPO Trademark as their product-specific communications on their product related shipping documents. Sampled sighted for other certification.</p> <p>Not applicable</p>	<p>Not Applicable</p>
Principle 4: Respect community and human rights and deliver benefit			
Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>The Company has a Policy of Respect for Human Rights which has been in effect since 4 August 2016 and has been approved by the President Director. In the policy, it is stated that the unit of certification is committed to respecting and protecting human rights within the area of the unit of certification. In the human rights policy, it is also explained that the unit of certification does not tolerate retaliation against someone who discloses violations or allegations with good intentions.</p> <p>The Company commitment in respecting the human rights has been well implemented proved by the absence of issues and incidents of human rights violations that occurred in the operational areas for mill and estates. Based on the interview with workers in estates (harvesters, pesticide sprayers, and maintenance workers), workers in mill (mill operators and warehouse workers), they stated that there were no incidents or issues of human rights violations occurring in the operational area of the certification unit. The Company also had respecting the rights</p>	<p>Complied</p>

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		of human right defenders and prohibiting the retaliation towards human right defenders.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations. - Minor compliance -	Based on the interviews with representatives of workers, LKS bipartit and gender committee there are no complaints about violence within the company's operational scope. In addition, from the results of the review of the complaint document, no employee or external complaints were found regarding the violence perpetrated by the company. Based on field visit also known that the company also does not use security forces for extra-judicial acts of interference (nuisance) and intimidation.	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	Company has mechanism for submitting complaint both for external and internal stakeholder as described in: - SOP-Leg-02 dated September 1, 2015 which explained communication and information sharing for internal and external - SOP-CID-03 dated November 1, 2020 which explain process and response maximum 14 working days from the complaint received - Internal Memo No.034/GMO/KAL/IM/IX/2016 dated September 8. 2016 which stated complaint can be submitted to supervisor or higher level and will be response within 3 days after complaint received. - SOP-HRCM-08 dated 01 January 2023 (Grievance Mechanism) for internal worker. Management representative stated If there is a parties who is still not satisfied with the results of the settlement, they are given the freedom to access the RSPO Complaint System.	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>Interview result with stakeholder representative known that company has socialized procedure to affected parties. For illiterate parties this procedure socialized by community representatives, for example village heads or community leaders. The type of procedure in question has been explained in 4.2.1</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>Based on interviews with representatives of the management and members of the Lestari Abadi Bersama Cooperative, it is known that there are several complaints regarding the management of the partnership plantation by PT Kayung Agro Lestari. The results of the document review show that PT KAL issued a response letter to the 7 demands of the LAB Cooperative on June 12, 2024, in response to the letter dated May 13, 2024, and the coordination meeting dated June 4, 2024.</p> <p>The representative of the LAB Cooperative said that the response to the letter sent had indeed been received, however, there had never been a discussion regarding the agreed timetable for resolving the complaint so that the complaint was re-submitted in accordance with the draft demands dated July 10, 2024</p> <p>Non Conformance: The company has not been able to show sufficient evidence that it has reached an agreement with the parties who submitted the complaint regarding the time frame for resolving the complaint submitted.</p> <p>Objective Evidence: Based on interviews with representatives of the management and members of the Koperasi Lestari Abadi Bersama, it was known that there are several complaints regarding the management of the partnership plantation by PT Kayung Agro Lestari. The results of the document</p>	Non-compliance

		<p>review show that PT KAL issued a response letter to the 7 demands of the Koperasi Lestari Abadi Bersama on 12 June 2024 in response to the letter dated 13 May 2024, and the coordination meeting dated 4 June 2024.</p> <p>The representative of the Koperasi Lestari Abadi Bersama said that the response to the letter sent had been received, however there had never been a discussion regarding the agreed timetable for resolving the complaint so that the complaint was re-submitted in accordance with the draft demands dated July 10, 2024</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>Results of interviews with management representatives and stakeholder representatives as well as representatives of the Government Service found that for every complaint and grievance that occurs, an attempt is made to resolve it amicably. If it cannot be resolved or one party feels dissatisfied, it can be continued to the next stage and can appoint another person to represent him/her and the resolution can be reached by a third-party mediator.</p> <p>Other thing they are given the freedom to access the RSPO Complaint System.</p>	Complied
<p>Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>The company programs and realizes CSR as a form of social responsibility to the community around its operational area. Based on the CSR activity report for 2023 and 2024 (until July), it is known that the focus of the program, for example, is as follows:</p> <ul style="list-style-type: none"> Health: Improving village health services, <i>PHBS</i> counseling and TB prevention, stunting prevention and providing additional food for toddlers 	Complied

		<ul style="list-style-type: none"> • Education: Improving school infrastructure, Improving the quality of education • Economy: Independent village program, Kelulut bee honey cultivation in Kuala Tolak village, Laman Satong Village Edutourism, Kuala Satong Mangrove center, Guidance for independent oil palm farmers in surrounding villages • Proper Program (Resource savings) • Social, Culture, and Religion: Assistance for renovating places of worship, Assistance for traditional devices, Assistance for arts and cultural activities • Infrastructure • Stakeholder Meetings • KTPA (Fire aware farmer group) empowerment program. • Others <p>The CSR implementation records include:</p> <ul style="list-style-type: none"> - Health services for preventing stunting and providing additional food (PMT) for infants and toddlers in Matan Hilir Utara District - Procurement of water tanks in Kuala Satong Village - Rehabilitation of SDN 09 Manjau school toilets - Guidance for independent oil palm farmers in Laman Satong Village - Milkfish Cultivation and Fish Feed Production Training in Kuala Satong Village - Socialization of Fire Aware Farmer Group, Laman Satong and Kuala Tolak Villages 	
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		<p>The results of interviews with representatives of Kuala Tolak Village and Laman Satong Village showed that the company has been actively communicating with the Village Head regarding the implementation of the CSR program. One of the positive impacts felt by the community is the realization of this social responsibility. In addition to those that have been programmed, the community can also submit other activities by submitting proposals.</p>	
<p>Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Land Title Hak Guna Usaha/HGU</p> <ul style="list-style-type: none"> - Land title/Hak Guna Usaha (HGU) based on “Keputusan Kepala Badan Pertanahan Nasional Republik Indonesia No.33/HGU/BPN-RI/2014 tentang Pemberian Hak Guna Usaha atas nama PT. Kayung Agro Lestari atas Tanah di Kabupaten Ketapang, Provinsi Kalimantan Barat” dated 4 February 2014. The land title for PT. Kayung Agro Lestari granted area of 10,920.26 Ha located in Laman Satong village, Kuala Satong village, Kuala Tolak village under Matan Hilir Utara District, for 35 years. - On this decree, point g stated based on “Risalah Panitia Pemeriksaan Tanah B Provinsi Kalimantan Barat No.39/HGU-HTPT/BPN/2012” dated 26 June 2012 stipulating: <ol style="list-style-type: none"> 1. The status of proposed land for land title/HGU of 10,920.36 Ha is state land. Those land coming from land compensation from Laman Satong village, Kuala Satong village, Kuala Tolak village. The total land compensation totalling 13,993.19 Ha – comprise of <ul style="list-style-type: none"> • 9,068.43 Ha in Laman Satong village under name A Kawek cs with area for company plantation of 7,506.81 Ha and smallholder plantation of 1,156.62 Ha; • 2,847.76 Ha in Kuala Satong village under name Amit cs with area for company plantation of 2,026.85 Ha and smallholder plantation of 820.91 Ha 	<p>Complied</p>

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		<ul style="list-style-type: none"> • 2,077 Ha in Kuala Tolak village under name Dedi with area for company plantation of 1,661.60 Ha and smallholder plantation of 415.40 Ha 2. PT. Kayung Agro Lestari obtained forest area release – from Converted Production Forest of 17,986.90 Ha “Keputusan Menteri Kehutanan No.SK.643/Menhut-II/2009 tentang Pelepasan Sebagian Kawasan Hutan Produksi yang Dapat Dikonversi Seluas 17,986.90 Hektar yang Terletak di Kelompok Hutan Sungai Tulak, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat untuk Usaha Budidaya Perkebunan Kelapa Sawit atas Nama PT. Kayung Agro Lestari” dated 13 October 2009. 3. PT. Kayung Agro Lestari in plantation development using 80%:20% with scheme smallholder Koperasi Bina Satong Lestari and Koperasi Laman Mayang Sentosa, with MoU signed 31 January 2012. 4. Company PT. Kayung Agro Lestari granted with HGU of 10,920.36 Ha. - Land certificate “Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00101 – Sertipikat Hak Guna Usaha No.101 di Desa Kuala Katong, Desa Kuala Tolak, Desa Laman Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat – PT. Kayung Agro Lestari; 9,070.40 Ha” registered 29 April 2014. Based on survey plan “Surat Ukur No.49/Ketapang/2014. Guiding note: from State land “Daftar Isian 301 No.2857” dated 29 April 2014; “Daftar Isian 208 No.2001” dated 30 April 2014; - Land certificate “Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00102 – Sertipikat Hak Guna Usaha No.102 di Kabupaten Ketapang, Provinsi Kalimantan Barat – PT. Kayung Agro Lestari; 1,849.96 Ha” registered 29 April 2014. Based on survey plan “Surat Ukur No.58/Ketapang/2014. Guiding note: 	
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		<p>from State land "Daftar Isian 301 No.2050" dated 29 April 2014; "Daftar Isian 208 No.2002" dated 30 April 2014;</p> <ul style="list-style-type: none"> - Map of land title No.066-14.07-2012 comprise of <ul style="list-style-type: none"> - "Bidang A NIB 14.07.00.00.00151 seluas 9,070.4 Ha"; - "Bidang B NIB 14.07.00.00.00152 seluas 1,894.96 Ha"; <p>Land Title Hak Guna Bangunan/HGB</p> <ul style="list-style-type: none"> - Land title/Hak Guna Bangunan (HGB) based on "Keputusan Kepala Kantor Wilayah Badan Pertanahan Nasional Provinsi Kalimantan Barat No.22/HGB/BPN.61/2015 tentang Pemberian Hak Guna Bangunan atas nama PT. Kayung Agro Lestari seluas 87,800 m2 di Desa Sei Awan Kanan Kecamatan Muara Pawan Kabupaten Ketapang Provinsi Kalimantan Barat" dated 20 October 2015. - Map as per "Peta Bidang Tanah No.387/2015" dated 3 July 2015. The area of 87,800 m² used for warehousing and CPO tank. <p>Land Title Sertipikat Hak Milik for Scheme smallholder/Cooperative</p> <p>Mitra Laman Mayang Sentosa</p> <ul style="list-style-type: none"> - Land certificate "Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00149 – Sertipikat Hak Guna Usaha No.149 di Desa Laman Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat – Koperasi Perkebunan Laman Mayang Sentosa; 1,561.62 Ha" registered 3 March 2017. Based on survey plan "Surat Ukur No.97/Ketapang/2017. Guiding note: from State land "Daftar Isian 301 No.1407/2017" dated 2 March 2017; "Daftar Isian 208 No.1227/2017" dated 3 March 2017. Land certificate valid until 14 February 2052. 	
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		<ul style="list-style-type: none"> - Land certificate "Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00150 – Sertipikat Hak Guna Usaha No.150 di Desa Laman Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat – Koperasi Perkebunan Laman Mayang Sentosa; 1,561.62 Ha" registered 3 March 2017. Based on survey plan "Surat Ukur No.98/Ketapang/2017. Guiding note: from State land "Daftar Isian 301 No.1408/2017" dated 2 March 2017; "Daftar Isian 208 No.1228/2017" dated 3 March 2017. Land certificate valid until 14 February 2052. Mitra Bina Satong Lestari - Land certificate "Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00145 – Sertipikat Hak Guna Usaha No.145 di Desa Kuala Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat – Koperasi Perkebunan Bina Satong Lestari; 145.87 Ha" registered 1 November 2016. Based on survey plan "Surat Ukur No.93/Ketapang/2016. Guiding note: from State land "Daftar Isian 301 No.6127/2016" dated 1 November 2016; "Daftar Isian 208 No.6269/2016" dated 1 November 2016. Land certificate valid until 15 August 2051. - Land certificate "Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00146 – Sertipikat Hak Guna Usaha No.146 di Desa Kuala Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat – Koperasi Perkebunan Bina Satong Lestari; 113.52 Ha" registered 1 November 2016. Based on survey plan "Surat Ukur No.94/Ketapang/2016. Guiding note: from State land "Daftar Isian 301 No.6128/2016" dated 1 November 2016; "Daftar Isian 208 No.6270/2016" dated 1 November 2016. Land certificate valid until 15 August 2051. - Land certificate "Sertipikat Tanda Bukti Hak Kantor Pertanahan Ketapang No.14.07.00.00.00147 – Sertipikat Hak Guna Usaha 	
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		<p>No.147 di Desa Kuala Satong, Kecamatan Matan Hilir Utara, Kabupaten Ketapang, Provinsi Kalimantan Barat – Koperasi Perkebunan Bina Satong Lestari; 145.87 Ha” registered 1 November 2016. Based on survey plan “Surat Ukur No.93/Ketapang/2016. Guiding note: from State land “Daftar Isian 301 No.6129/2016” dated 1 November 2016; “Daftar Isian 208 No.6271/2016” dated 1 November 2016. Land certificate valid until 15 August 2051.</p> <p>Mitra Lestari Abadi Bersama</p> <p>“Surat Pernyataan Penguasaan Fisik Bidang Tanah Koperasi Perkebunan Lestari Abadi Bersama” dated 1 April 2021. This letter stated H. Ali Aspar as the chairman of cooperative stating the land of 298 Ha was physically controlled, maintained, and owned under cooperative and in process for certificate issuance. Signed by Village Head Kuala Tolak 1 April 2021.</p>	
<p>4.4.2</p>	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> - Minor compliance - <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>Some initial socialization and meeting record verified:</p> <ul style="list-style-type: none"> - Meeting with community of IV hamlet, Kuala Tolak village, dated 12 July 2011 – attended by 102 community members. In the meeting, some conclusion: community is welcoming and supporting PT. Kayung Agro Lestari presence in the area to develop oil palm plantation and develop scheme smallholder plantation; community wishes company can provide job to community; community wishes company can assist in opening road/access and drainage; the scheme smallholder plantation development can improve community income, all other matters should be discuss to seek win-win solution - Minutes of meeting with Abok cs, dated 18 October 2011, discussion related to the hectarage area going for land measurement and compensation. Meeting also discussing the price rate and payment method. 	<p>Complied</p>

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		<ul style="list-style-type: none"> - Minutes of meeting with II Hamlet, Kuala Satong village, dated 6 June 2012 attended by 12 community members. Community agreed to allow company start the land measurement/survey. 	
	<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>PT. Kayung Agro Lestari has mapped and identified the enclave areas of total 709.16 Ha. The landowner of the enclave area doesn't want their land to be compensated and company respect it.</p> <ul style="list-style-type: none"> - Bukit Bujang 194.63 Ha (Ch***** E**, F*****, Ro*****, J**) - Bukit Dawakan Tiung 42.0 2 Ha (F*****, J****) - Bukit Jerangau 31.27 Ha (G****) - Bukit Laman Randu 441.24 Ha (Al**** J*****, M*****, L*****) <p>Based on interview with the enclave area landowner, he doesn't want to sell the land and company respect his say. He stated no force or coercion or use of paramilitary from company. The company did not isolated/shut access to his land.</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>Based on interview with community from surrounding villages such as Laman Satong village, Kuala Satong village and Kuala Tolak village; based on interview with previous landowner – during company socialization, the impact to legal ownership of land, economic, environmental, social and cultural was explained.</p>	
<p>4.4.3</p>	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p>	<p>PT. Kayung Agro Lestari demonstrated HGU boundary map as "Peta Sebaran Patok Hak Guna Usaha PT. Kayung Agro Lestari Kabupaten Ketapang No.150724-01" dated 15 July 2024 with scale 1:85,000.</p>	<p>Complied</p>

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	- Critical (Major) compliance -	In addition PT. Kayung Agro Lestari has mapped and identified the enclave areas of total 709.16 Ha. <ul style="list-style-type: none"> - Bukit Bujang 194.63 Ha (Ch*****, E**, F*****, Ro*****, J**) - Bukit Dawakan Tiung 42.02 Ha (F*****, J****) - Bukit Jerangau 31.27 Ha (G****) - Bukit Laman Randu 441.24 Ha (Al**** J*****, M*****, L****) 	
4.4.4	All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements. - Minor compliance -	Based on interview with community from surrounding villages, Laman Satong village, Kuala Satong village and Kuala Tolak village; based on information with previous landowner - all information related to land acquisition was written in Bahasa Indonesia.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	Based on interview with community from surrounding villages such as Laman Satong village, Kuala Satong village and Kuala Tolak village; based on interview with previous landowner - they can choose their own representative to deal with land acquisition process. Based on previous landowner interviewed, he was the chosen representative for the hamlet to communicate, negotiate and representing other household in his hamlet for land compensation process until payment.	Complied
4.4.6	There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Based on interview with community from surrounding villages such as Laman Satong village, Kuala Satong village and Kuala Tolak village; based on interview with previous landowner - they can choose their own representative to deal with land acquisition process. Based on previous landowner interviewed, he was the chosen representative for the hamlet to communicate, negotiate and representing other household in his hamlet for land compensation process until payment.	Complied

Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.

<p>4.5.1</p>	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -</p>	<p>There was no new planting in PT. Kayung Agro Lestari beyond 2017. Based on planting year map "Peta Tahun Tanam PT. Kayung Agro Lestari" and field visit to all estates; there was no further land acquisition/land clearing by PT. Kayung Agro Lestari. The planting year in PT. Kayung Agro Lestari comprise of 2010, 2011, 2012, 2013, 2016, 2017.</p> <p>PT. Kayung Agro Lestari demonstrated that the land under its operation has obtained legal ownership of the land.</p> <ul style="list-style-type: none"> - Land title for company "HGU Inti PT. Kayung Agro Lestari" of 10,920.36 Ha (see 4.4.1) - Land use for company "HGB PT. Kayung Agro Lestari" of 160.63 Ha (see 2.1.1) - Land title for ccheme smallholder "HGU Kemitraan" of 1,567.62 Ha (see 4.4.1) <p>PT. Kayung Agro Lestari has mapped and identified the enclave areas of total 709.16 Ha.</p> <ul style="list-style-type: none"> - Bukit Bujang 194.63 Ha (Ch***** E**, F*****, Ro*****, J**) - Bukit Dawakan Tiung 42.02 Ha (F*****, J****) - Bukit Jerangau 31.27 Ha (G****) - Bukit Laman Randu 441.24 Ha (Al**** J*****, M*****, L*****) 	<p>Complied</p>
<p>4.5.2</p>	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a</p>	<p>There was no new planting in PT. Kayung Agro Lestari beyond 2017. Based on planting year map "Peta Tahun Tanam PT. Kayung Agro Lestari" and field visit to all estates; there was no further land acquisition/land clearing by PT. Kayung Agro Lestari. The planting year in PT. Kayung Agro Lestari comprise of 2010, 2011, 2012, 2013, 2016, 2017.</p>	<p>Complied</p>

	<p>documented, long-term and two- way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Kayung Agro Lestari demonstrated that the FPIC building blocks have been implemented during development phases.</p> <p>Some initial socialization and meeting record verified:</p> <ul style="list-style-type: none"> - Meeting with community of IV hamlet, Kuala Tolak village, dated 12 July 2011 – attended by 102 community members. In the meeting, some conclusion: community is welcoming and supporting PT. Kayung Agro Lestari presence in the area to develop oil palm plantation and develop scheme smallholder plantation; community wishes company can provide job to community; community wishes company can assist in opening road/access and drainage; the scheme smallholder plantation development can improve community income, all other matters should be discuss to seek win-win solution - Minutes of meeting with Abok cs, dated 18 October 2011, discussion related to the hectarage area going for land measurement and compensation. Meeting also discussing the price rate and payment method. - Minutes of meeting with II Hamlet, Kuala Satong village, dated 6 June 2012 attended by 12 community members. Community agreed to allow company start the land measurement/survey. <p>Community free to choose their representative/counsel</p> <p>The land compensation process in Kuala Tolak village, community choose their representative. There were 4 persons representing 4 hamlets in Kuala Tolak village. For Kuala Tolak village, company compensated 4 community representatives, representing 1355 households from Dusun I, II, III, IV of 2,077 Ha land (for plantation development and scheme smallholder development) – payment carried out from 1 February 2012.</p>	
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<p>4.5.3</p>	<p>Evidence is available that affected local peoples understand they have the right to say 'agree' or 'not agree' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Community has the right to say "no"</p> <p>PT. Kayung Agro Lestari has mapped and identified the enclave areas of total 709.16 Ha. The landowner of the enclave area doesn't want their land to be compensated and company respect it.</p> <ul style="list-style-type: none"> - Bukit Bujang 194.63 Ha (Ch***** E**, F*****, Ro*****, J**) - Bukit Dawakan Tiung 42.02 Ha (F*****, J****) - Bukit Jerangau 31.27 Ha (G****) - Bukit Laman Randu 441.24 Ha (Al**** J*****, M*****, L****) <p>Based on interview with the enclave area landowner, he doesn't want to sell the land and company respect his say. He stated no force or coercion or use of paramilitary from company. The company did not isolated/shut access to his land.</p> <p>There was no new planting in PT. Kayung Agro Lestari beyond 2017. Based on planting year map "Peta Tahun Tanam PT. Kayung Agro Lestari" and field visit to all estates; there was no further land acquisition/land clearing by PT. Kayung Agro Lestari. The planting year in PT. Kayung Agro Lestari comprise of 2010, 2011, 2012, 2013, 2016, 2017.</p>	<p>Complied</p>
<p>4.5.4</p>	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>Food and water security assessment during HCV assessment as reported in "Laporan Akhir Lacak dan Identifikasi Keberadaan Nilai Konservasi Tinggi di Areal PT. Kayung Agro Lestari, Kabupaten Ketapang, Provinsi Kalimantan Barat" by Forestry Faculty – Institut Pertanian Bogor, 2013.</p> <p>The community of Kuala Tolak village, Laman Satong village, Kuala Satong village comprise of (majority) Dayak tribe and Melayu tribe. The community main livelihood is farmer (rice, coconut, oil palm, corn, etc.).</p> <p>In Kuala Tolak village identified that community use Satong Kiri river as source of water. Company designated riparian Satong Kiri river as HCV 4.1.</p>	<p>Complied</p>

		<p>In Laman Satong village identified that community use Kepayang river as source of water. Company designated riparian Kepayang river as HCV 4.1</p> <p>In Kuala Satong village identified that community use Kepayang river as source of water. Company designated riparian Kepayang river as HCV 4.1</p> <p>Based on the HCV assessment, there's no area under plantation operation that has basic need/food provision function to the community (food, protein, clothing, medicine, housing material, cattle food, cash crop).</p>	
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There was no new planting in PT. Kayung Agro Lestari beyond 2017. Based on planting year map "Peta Tahun Tanam PT. Kayung Agro Lestari" and field visit to all estates; there was no further land acquisition/land clearing by PT. Kayung Agro Lestari. The planting year in PT. Kayung Agro Lestari comprise of 2010, 2011, 2012, 2013, 2016, 2017.</p> <p>Based on interview with previous landowner, community can access information. Community can seek advice from parties they trust in deciding the land acquisition process.</p>	Complied
4.5.6	<p>Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>Based on interview with previous landowner, community and the representative gave approval to the initial planning of PT. Kayung Agro Lestari's development. Some initial socialization and meeting record verified:</p> <ul style="list-style-type: none"> - Meeting with community of IV hamlet, Kuala Tolak village, dated 12 July 2011 – attended by 102 community members. In the meeting, some conclusion: community is welcoming and supporting PT. Kayung Agro Lestari presence in the area to develop oil palm plantation and develop scheme smallholder plantation; community wishes company can provide job to community; community wishes 	Complied

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		<p>company can assist in opening road/access and drainage; the scheme smallholder plantation development can improve community income, all other matters should be discussed to seek win-win solution.</p> <ul style="list-style-type: none"> - Minutes of meeting with Abok cs, dated 18 October 2011, discussion related to the hectarage area going for land measurement and compensation. Meeting also discussing the price rate and payment method. - Minutes of meeting with II Hamlet, Kuala Satong village, dated 6 June 2012 attended by 12 community members. Community agreed to allow company to start the land measurement/survey. <p>Based on previous landowner interviewed, he was the chosen representative for the hamlet to communicate, negotiate and representing other household in his hamlet for land compensation process until payment.</p>	
4.5.7	<p>After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p> <p>- Minor compliance -</p>	<p>Based on planting year map information and field visit, there was no new planting after 15 November 2018; there was no agrarian reform; there was no anti-drug program.</p>	Complied
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting in PT. Kayung Agro Lestari beyond 2017. Based on planting year map "Peta Tahun Tanam PT. Kayung Agro Lestari" and field visit to all estates; there was no further land acquisition/land clearing by PT. Kayung Agro Lestari. The planting year in PT. Kayung Agro Lestari comprise of 2010, 2011, 2012, 2013, 2016, 2017.</p> <p>HCV assessment as reported in "Laporan Akhir Lacak dan Identifikasi Keberadaan Nilai Konservasi Tinggi di Areal PT. Kayung Agro Lestari,</p>	Complied

		<p>Kabupaten Ketapang, Provinsi Kalimantan Barat” by Forestry Faculty – Institut Pertanian Bogor, 2013. The document informing that no voluntary isolation community in the company’s operational area.</p> <p>Based on interview with previous landowner, cooperative/smallholder member there was no areas inhabited by communities in voluntary isolation.</p>	
<p>Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Kayung Agro Lestari refers to procedure land compensation “Standard Operating Procedure Pembebasan Lahan No.SOP-ESD-01” dated 1 July 2021. The process flow started with obtaining Izin Lokasi – Identifying land condition – collect information related to the land – socialization on land development process – Prepare land map, check and update basic map – Identification of land compensation target – Participatory mapping – public consultation – Land negotiation – Agreement on land compensation – Payment and recording. A separate independent study prepared in parallel: SIA, HCV & HCS, NPP.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Kayung Agro Lestari refers to procedure land compensation “Standard Operating Procedure Pembebasan Lahan No.SOP-ESD-01” dated 1 July 2021. The process flow started with obtaining Izin Lokasi – Identifying land condition – collect information related to the land – socialization on land development process – Prepare land map, check and update basic map – Identification of land compensation target – Participatory mapping – public consultation – Land negotiation – Agreement on land compensation – Payment and recording. A separate independent study prepared in parallel: SIA, HCV & HCS, NPP.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).</p>	<p>Both men and women have equal opportunity to hold smallholding membership.</p>	Complied

<p>- Minor compliance -</p>		<p>The scheme smallholder member to PT. Kayung Agro Lestari was determined through regent of Ketapang decree for Koperasi Perkebunan Laman Mayang Sentosa (Laman Satong village), Koperasi Perkebunan Bina Satong Lestari (Kuala Satong village), Koperasi Perkebunan Lestari Abadi Bersama (Kuala Tolak village).</p> <ul style="list-style-type: none"> - Koperasi Perkebunan Laman Mayang Sentosa (Laman Satong village) smallholder member comprise of 624 households as per decree "Keputusan Bupati Ketapang No.205/Disbun-B/2015 tentang Penetapan Pekebun Peserta Kemitraan Perkebunan Kelapa Sawit Anggota Koperasi Perkebunan Laman Mayang Sentosa yang Bermitra dengan PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang". List of household name available. - Koperasi Perkebunan Bina Satong Lestari (Kuala Satong village) smallholder member comprise of 516 households as per decree "Keputusan Bupati Ketapang No.425/Disbun-B/2015 tentang Penetapan Pekebun Peserta Kemitraan Perkebunan Kelapa Sawit Anggota Koperasi Perkebunan Bina Satong Lestari yang Bermitra dengan PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang". List of household name available. - Koperasi Perkebunan Bina Satong Lestari (Kuala Satong village) smallholder member comprise of 252 households as per decree "Keputusan Bupati Ketapang No.605/Disbun-B/2015 tentang Penetapan Pekebun Peserta Kemitraan Perkebunan Kelapa Sawit Anggota Koperasi Perkebunan Bina Satong Lestari yang Bermitra dengan PT. Kayung Agro Lestari di Kecamatan Matan Hilir Utara Kabupaten Ketapang". List of household name available. - Koperasi Perkebunan Lestari Abadi Bersama (Kuala Tolak village) smallholder member comprise of 1170 households as per decree "Keputusan Bupati Ketapang No.140/Distanabun/2021 tentang Pekebun Peserta Kemitraan Perkebunan Kelapa Sawit Anggota 	
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		<p>Koperasi Perkebunan Lestari Abadi Bersama yang Bermitra dengan PT. Kayung Agro Lestari di Desa Kuala Tolak, Kecamatan Matan Hilir Utara Kabupaten Ketapang”, dated 29 March 2021. List of household name available.</p> <p>Audit team noted that based on these decree, the smallholder cooperative’s land was not registered under each individual member name. The plantation land was registered under land title/Hak Guna Usaha (HGU) for each cooperative. See 4.4.1.</p>	
4.6.4	<p>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.</p> <p>- Minor compliance -</p>	<p>Evidence of negotiated agreement, compensation, and payment record:</p> <ul style="list-style-type: none"> - Statement from Laman Satong village head; for land of 40,000 m² located in Manjau Hamlet, Laman Satong village dated 16 October 2012; signed by village head and district head. Lorensius Honda, compensation for land of 40,000 m² in location in Manjau Hamlet, Laman Satong village dated 16 October 2012. Statement of land release “Surat Pernyataan Pelepasan Hak Atas Tanah 40,000 m²” located in Laman Satong village dated 16 October 2012 – from and signed by Lorensius Honda, acknowledged by Laman Satong village head and Matan Hilir Utara district. - Statement from Laman Satong village head; for land of 80,000 m² located in Manjau Hamlet, Laman Satong village dated April 2011; signed by village head and district head. Albertus Jamhari, compensation for land of 80,000 m² in location in Manjau Hamlet, Laman Satong village dated April 2011. Statement of land release “Surat Pernyataan Pelepasan Hak Atas Tanah 80,000 m²” located in Laman Satong village dated April 2011 – from and signed by Albertus Jamhari, acknowledged by Laman Satong village head and Matan Hilir Utara district. 	Complied

Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Kayung Agro Lestari refers to procedure land compensation "Standard Operating Procedure Pembebasan Lahan No.SOP-ESD-01" dated 1 July 2021. The process flow started with Obtaining Izin Lokasi – Identifying land condition – Collect information related to the land – Socialization on land development process – Prepare land map, check and update basic map – Identification of land compensation target – Participatory mapping – Public consultation – Land negotiation – Agreement on land compensation – Payment and recording.</p> <p>The identification process described in phase 2-3-5 and the discussion on the process agreed in phase "public consultation".</p>	Complied
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Kayung Agro Lestari refers to procedure land compensation "Standard Operating Procedure Pembebasan Lahan No.SOP-ESD-01" dated 1 July 2021. The process flow started with Obtaining Izin Lokasi – Identifying land condition – Collect information related to the land – socialization on land development process – Prepare land map, check and update basic map – Identification of land compensation target – Participatory mapping – Public consultation – Land negotiation – Agreement on land compensation – Payment and recording.</p> <p>The Compensation calculation & Fair distribution process described in phase 3-4-8-9-10 and the discussion on the process agreed in phase "public consultation".</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>Based on interview with previous landowner and smallholder members; CH and communities proposed for development of company-owned plantation and scheme smallholder oil palm plantation.</p> <p>Some initial socialization and meeting record verified:</p> <p>Meeting with community of IV hamlet, Kuala Tolak village, dated 12 July 2011 – attended by 102 community members. In the meeting, some</p>	Complied

		conclusion: community is welcoming and supporting PT. Kayung Agro Lestari presence in the area to develop oil palm plantation and develop scheme smallholder plantation; community wishes company can provide job to community; community wishes company can assist in opening road/access and drainage; the scheme smallholder plantation development can improve community income, all other matters should be discussed to seek win-win solution.	
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	PT. Kayung Agro Lestari refers to land dispute settlement procedure "Standar Operasional Prosedur Penanganan Perbedaan Pendapat dengan Masyarakat dan Sengketa Kepemilikan Lahan Austindo Nusantara Jaya Agri Group No.SOP-Leg-03" dated 1 September 2015. The procedure stipulates the settlement process started by recording community's report, reporting community's report to Head of External Affairs, scheduling meeting with complainant, dispute settlement with complainant.	
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Based on interview with community members, cooperative committee, village heads, local workers, previous landowners, smallholder member – there was no land dispute case in the company operational area.	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4). - Minor compliance -	Based on interview with community members, cooperative committee, village heads, local workers, previous landowners, smallholder member – there was no land dispossession or force abandonment case in the company operational area.	

4.8.4	<p>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).</p> <p>- Minor compliance -</p>	<p>Based on interview with community members, cooperative committee, village heads, local workers, previous landowners, smallholder member – there was no land dispossession or force abandonment case in the company operational area.</p>			
<p>Principle 5: Support smallholder inclusion</p>					
<p>Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>					
<p>Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>					
5.1.1	<p>Current and previous period prices for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Unit of certification has minutes of the meeting to determine the "K" index and the Price of FFB for Oil Palm Production by Plantation Office of Kalimantan Barat Province. For example, "Berita Acara Rapat Penetapan Harga TBS" period July 2024.</p> <p>The document verified during RAV1 is Letter from PT Kayung Agro Lestari to Mitra dated 30 June 2024 regarding the prices of FFB. Based on interview to the Mitra, it was known that the process of FFB are publicly available and accessible by the smallholders.</p>	Complied		
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>According to the interview with FFB Purchasing staff and document verification on FFB Purchasing Agreement during RAV1 obtained information that the FFB pricing for scheme smallholders based on FFB prices that has been stated by <i>Dinas Perkebunan Provinsi Kalimantan Barat</i>. For FFB Supplier, FFB pricing based the general market of CPO. Buyer has the right to determine the applicable FFB price.</p> <p>FFB price updates are carried out by the FFB Purchasing Department directly to suppliers via telephone or messaging applications.</p> <p>Sample of FFB prices have been observed for example:</p> <p>Period 1st Week of July 2024:</p> <p>Indeks "K" % 90.8, CPO Prices IDR 12,436</p> <table border="1" data-bbox="1133 1342 1550 1374"> <tr> <td>Plant age (year)</td> <td>IDR/Kg</td> </tr> </table>	Plant age (year)	IDR/Kg	Complied
Plant age (year)	IDR/Kg				

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5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of interviews with FFB suppliers and verification of FFB purchase agreement documents, information was obtained that FFB prices refer to the prevailing market price of CPO. In the agreement it is stated that the buyer has the right to set the applicable FFB price.</p> <p>FFB price updates are carried out by the FFB Purchasing Department directly to suppliers via telephone or messaging applications.</p> <p>For the scheme smallholders, FFB prices uses the FFB prices that has been determined by Dinas Perkebunan Provinsi Kalimantan Barat.</p> <p>Sample of FFB prices have been observed for example: Period 1st Week of July 2024: Indeks "K" % 90.8, CPO Prices IDR 12,436</p> <table border="1"> <thead> <tr> <th>Plant age (year)</th> <th>IDR/Kg</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2,050</td> </tr> <tr> <td>4</td> <td>2,195</td> </tr> </tbody> </table>	Plant age (year)	IDR/Kg	3	2,050	4	2,195	Complied																				
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5.1.4	<p>(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification already has a cooperation agreement document, for example, between PT Kayung Agro Lestari and the Bina Satong Lestari Plantation Cooperative with the number 010/KAL/SM/mp/VII/2014 and Number 01/BSL/PK/VIII/2014. The cooperation agreement relates to the cooperation agreement for the development and management of oil palm plantations with a partnership pattern.</p> <p>The summary of the cooperation agreement includes:</p> <ul style="list-style-type: none"> • The scope of cooperation includes land acquisition, land clearing, nurseries, legume planting, oil palm planting, plant maintenance, etc. • Supporting documents consisting of the third party's deed of establishment and its ratification as well as all amendments to the articles of association and their approval or reporting The term of the agreement is 30 (thirty) years from the date of signing the agreement of the parties The price of the product refers to and is guided by the provisions in force in the Province of West Kalimantan. 		Complied																						

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		<ul style="list-style-type: none"> • Rights and obligations of the first and second parties. <p>Based on this explanation, it can be seen that the cooperation agreement is in accordance with the provisions and laws, has a period of time, has been approved by both parties and is known by the Regent of Ketapang.</p> <p>Based on information obtained during RAV1 known that some of smallholders' member were women. The annual meeting of Coopertive always invited all members which is some women. All the decision made was involved the smallholder members, including women members.</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Unit of certification already has a cooperation agreement document, for example, between PT Kayung Agro Lestari and the Bina Satong Lestari Plantation Cooperative with the number 010/KAL/SM/mp/VII/2014 and Number 01/BSL/PK/VIII/2014. The cooperation agreement relates to the cooperation agreement for the development and management of oil palm plantations with a partnership pattern. The summary of the cooperation agreement includes:</p> <ul style="list-style-type: none"> - The scope of cooperation includes land acquisition, land clearing, nurseries, legume planting, oil palm planting, plant maintenance, etc. - Supporting documents consisting of the third party's deed of establishment and its ratification as well as all amendments to the articles of association and their approval or reporting. - The term of the agreement is 30 (thirty) years from the date of signing the agreement of the parties. - The price of the product refers to and is guided by the provisions in force in the Province of Kalimantan Barat. - Rights and obligations of the first and second parties, etc. 	Complied

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		Based on this explanation, the cooperation agreement is in accordance with the provisions and laws, has a period of time, has been approved by both parties and is known by the Regent of Ketapang.	
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>From the results of the document review, unit of certification has examples of proof of FFB payments, including to third parties, namely:</p> <ul style="list-style-type: none"> - FFB payment for Koperasi Laman Mayang Sentosa, period January 2024, FFB prices IDR 2,371/Kg, Qty 506,510 Kg Total IDR 1,200,935,210. - FFB payment for Koperasi Laman Mayang Sentosa, period February 2024, FFB prices IDR 2,517/Kg, Qty 540.060 Kg Total IDR 1,359,331,020. - FFB payment for Koperasi Laman Mayang Sentosa, period March 2024, FFB prices IDR 2,556/Kg, Qty 580.460 Kg Total IDR 1,483,655,760. - FFB Payment for CV Abadi Loc Jaya, period May 2024, total IDR 3,278,191,078. - FFB Payment for PT Sinar Karya Mandiri, period June 2024, total IDR 6,336,042,322. 	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Unit of certification can show a certificate of inspection/verification of electronic bridge scales from <i>Dinas Koperasi, UKM, Perdagangan dan Perindustrian Unit Pelayanan Teknis Metrologi Legal Tipe A</i> of Ketapang Regency for 2 weighbridges, namely:</p> <ul style="list-style-type: none"> • Certificate of Test Result Number 108/SKHP/MET-TJE/XI/2023 MK Cells Brand; Type MK E-1005; Serial No. MK 2018880787 with a maximum capacity of 50,000 kg which was tested on 13 November 2023 and with the results ratified based on the Law of the Republic 	Complied

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		<p>of Indonesia / UU RI No 2/1981 concerning Legal Metrology (valid 1 year).</p> <ul style="list-style-type: none"> • Certificate of Testing Result Number 109/SKHP/MET-TJE/XI/2023 MK Cells Brand; Type MK E-1005; Serial No. MK 2018880780 with a maximum capacity of 50,000 kg which was tested on 13 November 2023 and with the results ratified based on the Law of the Republic of Indonesia / UU RI No 2/1981 concerning Legal Metrology (valid 1 year). 	
<p>5.1.8</p>	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<p>Unit of certification has supported independent smallholders with RSPO certification, as stated in the Work Program for Smallholders "Program Kerja Project Independent Smallholders Engagement 2024". Detail activity as follows:</p> <ol style="list-style-type: none"> 1. Socialization of Sustainability for Smallholders (Target, Sustainability Policy, RSPO certification): Target 2024: 4 times meeting; Actual (until June): 2 times meeting in February and May 2024. 2. GAP and Institutional Development (creation of socialization material, GAP socialization, coaching and field visit, online coaching, Farmer Group Assistances, and Evaluation), has implemented 3 times until June 2024. 3. Traceability: Field survey for new location has implemented 2 times, supplier evaluation has implemented 2 times , monitoring has implemente 6 times until June 2024. <p>Auditor has verified the realization of each activity, verified document namely "Activity Report" Project Name "Hasil Kegiatan Program Dinas PT KAL", for example:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> - Activity Report dated 02-03 May 2024, socialization of Traceability through Fitur Max Quota at eTIS, EPMS application for project Smallholder Development. - Activity Report dated 12 June 2024, for Independent Smallholders of Kuala Tolak Village related to the socialization of RSPO certification including GAP, Land legality, company policy). Socialization has attended by 30 independent smallholders of Kualat Tolak Village. 	
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interviews with representatives of the management and members of the Lestari Abadi Bersama Cooperative, it is known that there are several complaints regarding the management of the partnership plantation by PT Kayung Agro Lestari. The results of the document review show that PT KAL issued a response letter to the 7 demands of the LAB Cooperative on June 12, 2024, in response to the letter dated May 13, 2024, and the coordination meeting dated June 4, 2024.</p> <p>In the SOP-CID-03 procedure dated November 1, 2020, the process and response are explained, a maximum of 14 working days from the complaint received. Thus, the company has provided a response in accordance with the specified timetable. However related agreed time frame for resolve this grievance has been nonconformity in 4.2.3</p>	Complied
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>PT KAL always encourage independent oil palm farmers in surrounding village communities to be interested in sustainable management of oil palm plantations as stated in the RSPO P&C.</p>	Complied

		<p>Approaches have been taken by the company, such as as stated in the Work Program for Smallholders "Program Kerja Project Independent Smallholders Engagement 2024.</p> <p>Detail activity as follows:</p> <ol style="list-style-type: none"> 1. Socialization of Sustainability for Smallholders (Target, Sustainability Policy, RSPO certification): Target 2024: 4 times meeting; Actual (until June): 2 times meeting in February and May 2024. 2. GAP and Institutional Development (creation of socialization material, GAP socialization, coaching and field visit, online coaching, Farmer Group Assistances, and Evaluation), has implemented 3 times until June 2024. 3. Traceability: Field survey for new location has implemented 2 times, supplier evaluation has implemented 2 times , monitoring has implemente 6 times until June 2024. <p>Auditor has verified the realization of ecah activity, verified document namely "Activity Report" Project Name "Hasil Kegiatan Program Dinas PT KAL", for example:</p> <ul style="list-style-type: none"> - Activity Report dated 02-03 May 2024, socialization of Traceability through Fitur Max Quota at eTIS, EPMS application for project Smallholder Development. - Activity Report dated 12 June 2024, for Independent Smallholders of Kuala Tolak Village related to the socialization of RSPO certification including GAP, Land legality, company policy). Socialization has attended by 30 independent smallholders of Kualat Tolak Village. 	
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<p>5.2.2</p>	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>Unit of certification has supported independent smallholders with RSPO certification, as stated in the Work Program for Smallholders "Program Kerja Project Independent Smallholders Engagement 2024". Detail activity as follows:</p> <ol style="list-style-type: none"> 1. Socialization of Sustainability for Smallholders (Target, Sustainability Policy, RSPO certification): Target 2024: 4 times meeting; Actual (until June): 2 times meeting in February and May 2024. 2. GAP and Institutional Development (creation of socialization material, GAP socialization, coaching and field visit, online coaching, Farmer Group Assistances, and Evaluation), has implemented 3 times until June 2024. 3. Traceability: Field survey for new location has implemented 2 times, supplier evaluation has implemented 2 times , monitoring has implemented 6 times until June 2024. <p>Auditor has verified the realization of each activity, verified document namely "Activity Report" Project Name "Hasil Kegiatan Program Dinas PT KAL", for example:</p> <ul style="list-style-type: none"> - Activity Report dated 02-03 May 2024, socialization of Traceability through Fitur Max Quota at eTIS, EPMS application for project Smallholder Development. - Activity Report dated 12 June 2024, for Independent Smallholders of Kuala Tolak Village related to the socialization of RSPO certification including GAP, Land legality, company policy). Socialization has attended by 30 independent smallholders of Kualat Tolak Village. 	<p>Complied</p>
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<p>5.2.3</p>	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Unit of certification has supported independent smallholders with RSPO certification, as stated in the Work Program for Smallholders "Program Kerja Project Independent Smallholders Engagement 2024". Detail activity as follows:</p> <ol style="list-style-type: none"> 1. Socialization of Sustainability for Smallholders (Target, Sustainability Policy, RSPO certification): Target 2024: 4 times meeting; Actual (until June): 2 times meeting in February and May 2024. 2. GAP and Institutional Development (creation of socialization material, GAP socialization, coaching and field visit, online coaching, Farmer Group Assistances, and Evaluation), has implemented 3 times until June 2024. 3. Traceability: Field survey for new location has implemented 2 times, supplier evaluation has implemented 2 times , monitoring has implemente 6 times until June 2024. <p>Auditor has verified the realization of each activity, verified document namely "Activity Report" Project Name "Hasil Kegiatan Program Dinas PT KAL", for example:</p> <ul style="list-style-type: none"> - Activity Report dated 02-03 May 2024, socialization of Traceability through Fitur Max Quota at eTIS, EPMS application for project Smallholder Development. <p>Activity Report dated 12 June 2024, for Independent Smallholders of Kuala Tolak Village related to the socialization of RSPO certification including GAP, Land legality, company policy). Socialization has attended by 30 independent smallholders of Kualat Tolak Village.</p>	<p>Complied</p>
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5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>The company showed evidence that it had conducted training for Scheme smallholders, as follows:</p> <ul style="list-style-type: none"> - Dated 5, 23 March 2024, related to Harvesting Activity - Dated 5, 27 March 2024, related to FFB quality - Dated 8 September 2023, related to IPM including pesticides handling. - Dated 28 March 2024, related to Fertilizer activity. 	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Unit of certification has reviewed and publicly reported on the progress of the farmer support program on a regular basis through the Progress Report on the Implementation of Plantation Business Permits for the April–June 2024 period of PT Kayung Agro Lestari regarding the plans and realizations that have been reported Quarterly to the Department of Animal Husbandry, Agriculture, Plantation, Ketapang Regency on 24 July 2024.</p>	Complied
<p>Principle 6: respect workers’ rights and conditions Protect workers’ rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	<p>(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>PT Kayung Agro Lestari is a subsidiary of the ANJ group which has a sustainability policy dated October 31, 2019. The policy states among others:</p> <ul style="list-style-type: none"> • Compliance with RSPO principles and criteria • Equal Opportunity: Equal opportunity without gender bias in terms of employment, fair wages and bonuses and job promotions that are not biased and carried out without discrimination in any for 	Complied

		<ul style="list-style-type: none"> Zero tolerance for all forms of discrimination based on race, religion, nationality, political views, physical condition, and others 	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>Interview result with stakeholder representatives such as LKS Bipartite and representatives of harvesting employees, spraying employees, manuring employees, contractor workers, labor service contractors (LAB, BSL, and LMS), it is known that they understand the prohibition on discrimination. There has never been an incident of discrimination within the company This is demonstrated, among other things, by:</p> <ul style="list-style-type: none"> Transparency in job vacancies and the selection process, including no recruitment fees. Equal pay based on the same scope of work which refers to the wage structure and scale Training and self-development opportunity Equivalent welfare facilities for employees according to position, such as provision of clean water 	Complied
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Companies can show evidence of recruitment, selection, training, promotion based on qualification capabilities and job availability. This is demonstrated, among other things, by :</p> <p>Training</p> <p>All workers have received regular training and awareness, both in official events, morning briefings or in direct superiors and warnings. Interview result wit worker representative known that periodical training has been set by the company. Record of its training can be seen in indicator 3.7.1</p> <p>Employee promotion</p>	Complied

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		<p>Letter No. 104/HRO/SM-KAL/II/2023 dated February 28, 2023 for employee KA/KA22/0922/584 regarding promotion to upkeep foreman, where previously the employee was a harvester in division 04 SGT 02</p> <p>Hiring Information</p> <p>The results of interviews with representatives of Kuala Tolak Village and Laman Satong Village revealed that the company regularly informs the need for workers for certain jobs. The qualifications and registration requirements are conveyed transparently.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Pregnancy tests carried out by companies are not part of discrimination but rather part of a positive effort to ensure that no pregnant or breastfeeding women work with toxic chemicals. If there are pregnant or breastfeeding women who have the potential to be exposed, they will be transferred to other jobs such as manual upkeep or housekeeping. This was also confirmed based on the results of interviews with representatives of the company gender committee.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a gender committee to identify issues related to gender including capacity building plans for women. Based on the results of interviews with the head and members of the PT KAL gender committee, it is known that the issues that are the priority for discussion include:</p> <ul style="list-style-type: none"> • Awareness of sexual harassment against employees and housing residents (employees' wives who are not workers) • Prevention of domestic violence and sexual harassment • Reproductive health • Health counselling • Women's empowerment program in collaboration with the CID division 	Complied

		The gender committee representative said that during the past year there have been no issues regarding incidents of sexual harassment or violence in the workplace. The company strongly supports the activities of the gender committee by continuing to provide space for the gender committee to continue conducting socialization related to the programs that have been determined.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Based on the results of document review and interviews with worker representatives, it is known that the company has implemented the same wages for each scope of work. Even if there are differences, this is more due to the wage scale structure which considers length of service and employee class. Record of payment <ul style="list-style-type: none"> Employee code KA/KA21/0417/337 (Harvester): Basic salary Idr 3,188,983 Employee code KA/KA21/0714/113 (harvester): Basic salary Idr 3,188,983 	Complied
Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand. - Critical (Major) compliance -	The wage reference used is the Governor's Decree Number 1879/NAKERTRAN/dated November 29, 2023 which states that the minimum wage for Ketapang Regency is Idr 3,188,983 (for period 2024). The wage components provided by the company are in the form of a basic salary and fixed allowances in the form of natura so that they meet the minimum wage requirements. Record of Payslip	Complied

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		<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> Income Employee ID : KA/KA23/0615/288 Basic salary: Idr 3,188,983 Overtime: Idr 4,924,060 Rice allowance: Idr 456,000 Worktime allowance: Idr 7,500 BPJS TK: Idr 220,238 BPJS Kesehatan: Idr 127,859 </td> <td style="width: 50%; vertical-align: top;"> Deduction BPJS TK: Idr 316,133 BPJS Kesehatan: Idr 159,824 Cooperative debt: Idr 1,770,700 Rice allowance: Idr 456,000 </td> </tr> <tr> <td colspan="2"> Total income : Idr 8,924,640 Total deduction: Idr 2,702,657 </td> </tr> <tr> <td colspan="2"> Nett income: Idr 6,221,983 </td> </tr> </table>	Income Employee ID : KA/KA23/0615/288 Basic salary: Idr 3,188,983 Overtime: Idr 4,924,060 Rice allowance: Idr 456,000 Worktime allowance: Idr 7,500 BPJS TK: Idr 220,238 BPJS Kesehatan: Idr 127,859	Deduction BPJS TK: Idr 316,133 BPJS Kesehatan: Idr 159,824 Cooperative debt: Idr 1,770,700 Rice allowance: Idr 456,000	Total income : Idr 8,924,640 Total deduction: Idr 2,702,657		Nett income: Idr 6,221,983			
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6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of the document review, it is known that all workers directly under PT KAL are permanent employees so that the employment contract is in the form of an Appointment Decree. Employment regulations are stated in the Company Regulations for the period 2022 - 2024.</p> <p>PT KAL also has a cooperative relationship with labor service providers such as the LMS Cooperative, LAB Cooperative, BSL Cooperative and others. Employment documents and agreement between the labor service provider and its workers have been shown. This collaboration</p>	Complied							

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		has also been acknowledged by the Ketapang Regency Manpower Office.											
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The company shows Internal Memorandum No. 005/ED-Int/ROM/V-2017 dated May 12, 2017 regarding the Sunday (holiday) harvest premium on newly produced plants with a value of Rp 128/Kg for PT Kayung Agro Lestari. From the results of interviews with harvesters and the basis determination document of PT Kayung Agro Lestari, it is known that the applicable harvesting basis at this assessment was in the range of 400 Kg - 1,110 Kg according to Average Weight Bunch with the dominant basis being 700 - 800 kg. When compared to the 2024 wages, the premium value is below the provisions that should be with the following details:</p> <ul style="list-style-type: none"> Minimum wage year 2024 Ketapang district Idr 3,188,983/ month or Idr 127.559,32/Day <table border="1" data-bbox="1133 847 1910 1046"> <thead> <tr> <th></th> <th>Price/Kg working day</th> </tr> </thead> <tbody> <tr> <td>Basis 700 Kg</td> <td>Idr 127,559,32/700 = Idr 182.22</td> </tr> <tr> <td>Basis 800 Kg</td> <td>Idr 127,559.32/800 = Idr 159.44</td> </tr> <tr> <td>Basis 1000 Kg</td> <td>Idr 127,559.32/1000 = Idr 127.55</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Conversion on Holiday work <table border="1" data-bbox="1133 1098 1910 1230"> <tr> <td>Overtime pays per hour = Idr 3,188,983/173 = Idr 18,433.42</td> </tr> <tr> <td>Overtime pays on Sunday = 7 hours x 2 x Idr 18,433.42 = Idr 258,067.88</td> </tr> </table> <p>Overtime conversion to premium for price per Kg on Sundays/holidays that should be paid:</p> <ul style="list-style-type: none"> Basis 700 kg = Idr 258,067.88/700 = Idr 368.66 Basis 800 kg = Idr 258,067.88/800 = Idr 322.50 		Price/Kg working day	Basis 700 Kg	Idr 127,559,32/700 = Idr 182.22	Basis 800 Kg	Idr 127,559.32/800 = Idr 159.44	Basis 1000 Kg	Idr 127,559.32/1000 = Idr 127.55	Overtime pays per hour = Idr 3,188,983/173 = Idr 18,433.42	Overtime pays on Sunday = 7 hours x 2 x Idr 18,433.42 = Idr 258,067.88	Non-compliance
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		<ul style="list-style-type: none"> Basis 1000 Kg = Idr 258,067.88/1,000 = Idr 258.06 <p>Nonconformity: Company has not been able to show sufficient evidence that the Sunday cash harvesting premium is in accordance with applicable regulations.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of the field visit, it is known that the welfare facilities and infrastructure provided by the company to employees include the following:</p> <ul style="list-style-type: none"> Employee housing Clean water supply Clinic Electricity Daycare Waste management Sports facilities such as badminton courts and volleyball courts <p>The results of interviews with employee representatives from revealed that the facilities and infrastructure provided were in good condition. Even if there is damage, it can be followed up immediately through reporting.</p> <p>Housing Adequacy with Number of Employees</p> <p>The company has 115 permanent G6 housing units so that the number of houses owned is 690 doors. Some employees (more than 50%) are residents who have private homes outside the company. The total number of employees is around 2500 people so that the housing facilities provided are still sufficient.</p>	Complied

6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Based on the results of field visits and interviews with employee representatives at the housing complexes, it is known that employees can easily access basic needs because apart from sellers entering the housing area, there are also stalls in the employee housing area.</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>Until now there is no DLW benchmark for Indonesia. However, the company has calculated the prevailing wage and in-kind benefits as follows:</p> <ol style="list-style-type: none"> 1. Minimum wage: Idr 3,188,983 2. Housing allowance: Idr 458,847 3. Electricity allowance: Idr 21,143 4. Water allowance: Idr 8,961 5. Rice allowance <ul style="list-style-type: none"> • Worker: Idr 232,500 • Wife: Idr 139,500 • Child 1: Idr 116,250 • Child 2: Idr 116,250 • Child 3: Idr 116,250 6. BPJS Health Allowance: Idr 127,559 7. BPJS Employment Allowance <ul style="list-style-type: none"> • Estate: Idr 208,559 • Mill and Transport: Idr 219,721 8. School transportation allowance <ul style="list-style-type: none"> • Child 1: Idr 221,892 • Child 2: Idr 443,784 • Child 3: Idr 665,675 	Complied

		<p>Total calculation of prevailing wage and in-kind of benefits:</p> <table border="1"> <thead> <tr> <th data-bbox="1126 400 1552 448">Estate:</th> <th data-bbox="1552 400 1977 448">Mill</th> </tr> </thead> <tbody> <tr> <td data-bbox="1126 448 1552 488">Single Worker: Idr 4,246,553</td> <td data-bbox="1552 448 1977 488">Single Worker: Idr 4,257,715</td> </tr> <tr> <td data-bbox="1126 488 1552 528">K0 Worker: Idr 4,386,053</td> <td data-bbox="1552 488 1977 528">K0 Worker: Idr 4,397,215</td> </tr> <tr> <td data-bbox="1126 528 1552 568">K1 Worker: Idr 4,724,195</td> <td data-bbox="1552 528 1977 568">K1 Worker: Idr 4,735,356</td> </tr> <tr> <td data-bbox="1126 568 1552 608">K2 Worker: Idr 5,062,337</td> <td data-bbox="1552 568 1977 608">K2 Worker: Idr 5,073,498</td> </tr> <tr> <td data-bbox="1126 608 1552 647">K3 Worker: Idr 5,400,479</td> <td data-bbox="1552 608 1977 647">K3 Worker: Idr 5,411,640</td> </tr> </tbody> </table>	Estate:	Mill	Single Worker: Idr 4,246,553	Single Worker: Idr 4,257,715	K0 Worker: Idr 4,386,053	K0 Worker: Idr 4,397,215	K1 Worker: Idr 4,724,195	K1 Worker: Idr 4,735,356	K2 Worker: Idr 5,062,337	K2 Worker: Idr 5,073,498	K3 Worker: Idr 5,400,479	K3 Worker: Idr 5,411,640	
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<p>PROCEDURAL NOTE:</p> <p>The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.</p> <p>In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:</p> <ol style="list-style-type: none"> 1. Payment of minimum wages in accordance with applicable regulations 2. Assessment of wages paid (prevailing wages) and in-kind benefits. <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>															
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Based on the results of the document review, it is known that all workers who do the main work under PT KAL have permanent employee status. However, there are harvest workers under third-party service providers whose status is contract worker. In this regard, the company has been able to provide justifications, including the following:</p> <ul style="list-style-type: none"> • The current need for harvesters is 46 people (all with KHT/permanent status) • The harvester attendance rate is only < 80% • Only 85% of harvesters can reach the base and after getting the base do not continue work • Consultation has been carried out with the Ketapang Regency Manpower Office and a recommendation letter has been issued 	Complied												

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		<p>Letter Number: 71/DISNAKERTRANS-B.500.15.13.3/2024 dated August 6, 2024 concerning the development of industrial relations in response to letter No: 111/GMO/KAL?EM/VII/2024 dated August 1, 2024 concerning recommendations/directions for ISPO and RSPO audit provisions regarding several matters of concern for immediate follow-up.</p> <p>With low harvest productivity, the use of <i>PKWT</i> harvester is possible.</p>	
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
<p>6.3.1</p>	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification has a policy of freedom of association for employees as stated in the GM Internal Memo addressed to all employees no. 094/GM/KAL/IM dated 11 November 2014 which explains that the Company guarantees freedom of association for workers/employees within PT KAL on the condition that the union/organization does not conflict with the prevailing laws and regulations in Indonesia and PT KAL's Company Regulations.</p> <p>The results of an interview with workers of the ex of the worker union (Patriot Pancasila Labor Union/SBPP) revealed that SBPP is currently on inactive because its chairman resigned on 28 November 2022. Currently there are no labor unions in company. In Additions, the results of interviews with employees revealed that the company gives workers the freedom to form labor unions. For channels other than union, workers are aware of the existence of LKS Bipartit.</p> <p>LKS Bipartite has been registered in Manpower office of Kutai Barat Regency as per "Surat Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Kabupaten Ketapang Nomor: B/64/DISNAKERTRANS-B.500.15.13.2/V/2023 dated 23 May 2023 Tentang pencatatan Lembaga</p>	<p>Complied</p>

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		<p>Kerjasama Bipartit PT Kayung Agro Lestari". The stucture of LKS Bipartit has 1:1 between workers representative and company representative namely 13 persons from workers and 13 persons from company representative. The head of LKS Bipartit is 1 from worker representative and 1 from company representative, the secretary and treasur is from workers.</p>	
<p>6.3.2</p>	<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>Records of LKS Bipartite meeting :</p> <p>Monthly meeting dated 19 October 2023:</p> <ul style="list-style-type: none"> a. Workers representative has conveyed the matter of mosquitos fogging due to a dengue fever outbreak at Ketapang Regency. Company representative has responded that company has carried out the socialization to the all department that company will carry out the fogging as per schedulled. b. Workers representative has conveyed to prohibit workers from picking mushrooms at the EFB due to there have been cases of the food poisoning. Company representative has responded, the use of chemicals in EFB does not affect the mushrooms consumed, but this can be caused by other factors. However the input will be will be of concern to the company. c. Workers representative has conveyed for proposing a shift for RO officers taking into account that at night the floor conditions are dirty and slippery because no one is watching them when they collect water from the RO. Company representative has responded will be submitted to management. <p>Monthly meeting dated 15 November 2023:</p>	<p>Complied</p>

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		<p>Workers representative has conveyed to hold a LKS Bipartit roadshow to all department/division. Company representative has responded that the roadshow will carry out in conjunction with socialization of Company Regulation / "Peraturan Perusahaan".</p> <p>Monthly meeting dated 21 May 2024: Workers representative has conveyed the condition of employee allowance rice is not good. Company representative has responded that will be submitted to the management and will evaluate rice suppliers.</p>	
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>There is no interference from company management to LKS Bipartite formation.</p> <p>There is no union labour formed in PT Kayung Agro Lestari, however there is organisation of LKS Bipartite which is the communication forum representing the all employee in both company. Registration records of LKS Bipartite as follows:</p> <p>LKS Bipartite has been registered in Manpower office of Kutai Barat Regency as per "Surat Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Kabupaten Ketapang Nomor: B/64/DISNAKERTRANS-B.500.15.13.2/V/2023 dated 23 May 2023 Tentang pencatatan Lembaga Kerjasama Bipartit PT Kayung Agro Lestari"</p>	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>PT Kayung Agro Lestari is a subsidiary of the ANJ group which has a sustainability policy dated October 31, 2019. The policy states among others:</p> <ul style="list-style-type: none"> • Compliance with RSPO principles and criteria • Children's rights: ensure that children in and adjacent to the operation site are given the right to live with their families with access to housing. Adequate nutrition, clean water, electricity, and 	Complied

		<p>basic facilities. Provision of access to health, basic education, and protection from violence</p> <ul style="list-style-type: none"> • We Do not use child labour <p>Verification has also been carried out on the work contract documents with third parties and also the supplier contract documents including FFB suppliers. It is stated in writing in the article of the agreement document related to the prohibition of employing children (under the age of 18), see 2.2.2 above.</p>	
6.4.2	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence of Child Labour has been implemented shown with following detail:</p> <ul style="list-style-type: none"> - The job requirements state that the minimum age applicants is 18 years. - Results of employee document verification for the period of July 2024 revealed that there were no employees who started working for the first time with the company under the age of 18 - Based on a sampling of work agreement letters, it is known that there were no workers under the age of 18 when they first started working at the company - Interview with worker representative they have known about child labour policy - Interview with Ketapang District there is no issue related Child Labour in the company 	Complied
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Interview result with worker representative and field observation to operational activities and employee list of PT KAL known there is no young person which work with the company. Minimum age for worker is 18 years old.</p>	Complied

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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>No child labour policy has been socialized to internal and external stakeholder for example:</p> <ul style="list-style-type: none"> - 06 – 08 August 2023 in stakeholder meeting (Village representative, Government representative, Contractor, and community) - Periodically in Morning briefing to all worker <p>Interview result with related stakeholder for example village representative and agencies representative known all of company policy has been socialized at least once a year. Field observation result to the company activities for example upkeep, manuring, pesticide application, mill processing, and others there is no child labour found. Workers and supervisor also have good knowledge related prohibition of child labour as described in this policy.</p>	Complied
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT Kayung Agro Lestari is a subsidiary of the ANJ group which has a sustainability policy dated October 31, 2019. The policy states among others:</p> <ul style="list-style-type: none"> • Compliance with RSPO principles and criteria • Will not tolerate any form of violence, harassment and sexual exploitation in the operational and workplaces. <p>PT KAL has communicated the policy to all levels of the workforce on 24 October 2023; 02, 18, 21, 22, 25, 28, 29 November 2023; 2, 5, 6, 8, 9 December 2023.</p> <p>The results of interviews with worker representatives and the gender committee so far have not revealed any issues regarding sexual harassment or violence in the workplace.</p>	Complied

6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT Kayung Agro Lestari is a subsidiary of the ANJ group which has a sustainability policy dated October 31, 2019. The policy states among others:</p> <ul style="list-style-type: none"> • Compliance with RSPO principles and criteria • Working Conditions and Benefits: We promote fair and equal working rewards by providing health insurance, pension plans and annual leave, sick leave, and maternity leave. <p>PT KAL has communicated the policy to all levels of the workforce on 24 October 2023; 02, 18, 21, 22, 25, 28, 29 November 2023; 2, 5, 6, 8, 9 December 2023.</p> <p>Implementation of policy for example:</p> <ul style="list-style-type: none"> - Menstrual and maternity leave - Pregnancy test for ensure no pregnant or breastfeeding mom work with agrochemical. - Annual and semester medical checkup <p>The results of interviews with worker representatives and the gender committee so far have not revealed any issues regarding reproductive rights.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>Interview result with gender committee known that the Unit of Certification has assessed needs of new mother with method direct interview. The facilities provided by the company to mothers who have just given birth include daycare, health checks through <i>posyandu</i> and consultations at clinics as well as time to provide breast milk for babies. Apart from that, an assessment was also carried out regarding access to obtain baby needs such as diapers, formula milk and personal care.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with</p>	<p>Company has a relevant procedure related grievance mechanism as described in:</p>	Complied

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	<p>adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<ul style="list-style-type: none"> - SOP-Leg-02 dated September 1, 2015 which explained communication and information sharing for internal and external - SOP-CID-03 dated November 1, 2020 which explain process and response maximum 14 working days from the complaint received - Internal Memo No.034/GMO/KAL/IM/IX/2016 dated September 8. 2016 which stated complaint can be submitted to supervisor or higher level and will be response within 3 days after complaint received. - SOP-HRCM-08 dated 01 January 2023 (Grievance Mechanism) for internal worker. <p>Management representative stated If there is a parties who is still not satisfied with the results of the settlement, they are given the freedom to access the RSPO Complaint System.</p> <p>PT KAL has communicated the policy to all levels of the workforce on 24 October 2023; 02, 18, 21, 22, 25, 28, 29 November 2023; 2, 5, 6, 8, 9 December 2023.</p> <p>The results of interviews with worker representatives and the gender committee so far have not revealed any issues regarding a grievance mechanism, the mechanism has already known by all worker.</p>	
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			
<p>6.6.1</p>	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker’s consent • Involuntary overtime; • Lack of freedom of workers to resign 	<p>All workers who work in the PT Kayung Agro Lestari based on an agreement between both parties. The company also has a commitment to fostering basic working relationships as can be seen in several documentation as follows:</p> <ul style="list-style-type: none"> - There are established procedures and policies relating to employment - There is worker agreement which has been agreed by both parties. 	<p>Complied</p>

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	<ul style="list-style-type: none"> • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>- There is a Company Regulation period 2022 – 2024 which has been approved by Labour Agencies of Ketapang district.</p> <p>Interview result of worker representative there is no issue related to Retention of identity documents or passports; Payment of recruitment fees; Contract substitution without worker’s consent; Involuntary overtime; Lack of freedom of workers to resign; Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement; Debt bondage; Withholding of wages..</p>	
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of the document review, it is known that all workers who work under PT KAL have permanent employee status. No contract worker under PT Kayung Agro Lestari.</p>	Complied
<p>Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>PT Kayung Agro Lestari has appointed a person who responsible on OHS implementation and monitoring. The safety committee has defined in all estate and POM under P2K3 (<i>Panitia Pembina Keselamatan dan Kesehatan Kerja</i>).</p> <p>Sample seen:</p> <ul style="list-style-type: none"> • Safety committee has defined under “Surat Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Kabupaten Ketapang nomor Kep.16/Disnakertrans-B.500.15.13.2/2024 tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) PT Kayung Agro Lestari, dated 18 March 2024. • The company has also assigned the person who responsible on OHS expert (AK3- Umum), namely Mr. Hamdan Saragih with license 	Complied

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		<p>number: 086020524/Q-AK3U/12/V/2024 dated 2 May 2024 and valid until 2 May 2027.</p> <ul style="list-style-type: none"> Record of monthly meeting (P2K3), sample seen: MoM on 23 July 2024, agenda meeting: use of PPE for fertilizer workers, extension of SIO and welder certification training. <p>Three months report on OHS performance for period April to June 2024 was sent to Manpower Agency in Ketapang Regency, dated 19 April 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>The company shows procedures related to emergency response contained in the Emergency Preparedness and Response Procedure document Number: SOP-EHS-015 Revision 02 effective date 10 August 2018 which briefly explains, among others:</p> <ul style="list-style-type: none"> - Identify hazards and emergency needs - Emergency situations in the Mill and Building Area and their handling <p>The company also shows recordings of First Aid training for employees, for example First Aid Training for Accidents at work on 31 January 2024, 1 February 2024 and 28-29 February 2024.</p> <p>Based on an inspection of the first aid box at workplaces is in accordance with applicable regulations. Emergency response equipment such as fire extinguishers, hydrants, building first aid boxes and first aid bags for field officers carried by foremen are available. Apart from that, during field observations a hydrant simulation was also carried out at the mill location.</p> <p>Based on the information above, it is known that the company has provided sufficient first aid kits in accordance with regulations where the number of items in the first aid kit (category) corresponds to the number of employees in the field.</p>	Complied

		<p>Thus, it can be concluded that the company has emergency response procedures that are understood by workers and first aid officers available in the field.</p>	
<p>6.7.3</p>	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>PT Kayung Agro Lestari and Supply bases has demonstrated the record of realization the OHS program 2023/2024 including 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. Evidence of PPE provision and handover to workers can be shown during audit in "Tanda Terima APD". During field visit and interview to kayung Agro Lestari POM and it suply bases it was sighted that all workers has use appropriate PPE during working and they explained that PPE is provided free of charge, when the PPE is broken because of the working usage workers can request to change for the new PPE.</p> <p>PPE provision was sighted in "Serah Terima Sepatu Karyawan Tahun 2023 and 2024". PPE provision: helmet, earplug, earmuff, masker, leather handgloves, rubber handgloves, cotton handgloves, safety glasses, face shield.</p> <p>GST1, GST2, SGT1, SGT2 and Scheme smalholder has provide sanitation facilities for spraying operator, so that workers can change out of PPE, wash and put on their personal clothing. Sanitation facilities provide in area of Agrochemical warehouse with separate place.</p> <p>Based on field visit to Simpang Perak Estate can be demonstrated that sanitation facilities are well function and sufficient for spraying workers.</p> <p>Opportunity for Improvements</p> <p>Improvements to the types of PPE chemical masks for sprayers and for fertilizer applicators to make them more comfortable to wear.</p>	<p>OFI</p>

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<p>6.7.4</p>	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>All workers have been provided with medical care and accident insurance (BPJS Ketenagakerjaan & BPJS Kesehatan).</p> <p>Several insurance payments are reviewed and are in accordance with the number of workers. For example, auditor has verified the BPJS Ketenagakerjaan (Accident and pension insurance) and Kesehatan receipt of payments period of January – July 2024.</p> <ul style="list-style-type: none"> - BPJS Ketenagakerjaan Payment for period July 2024 (30 July 2024) for 2122 workers. With fee code 400000143028. - BPJS Kesehatan Payment for period July 2024 (10 July 2024) for 2122 workers. With VA 8888890002620046. <p>Based on interview with sampled worker during the field visit in estate and mill, the affected workers received appropriate medical treatment from the insurance policy.</p> <p>In addition, the company has also provided a clinic for employee treatment when sick or injured in an accident. This clinic can be accessed free of charge for all employees.</p>	<p>Complied</p>
<p>6.7.5</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT Kayung Agro Lestari EHS team prepares safety index. The safety index is monitoring tool, indicating number of worker (at each operating units), number of major and minor accident as well as the lost time injury.</p> <p>The monitoring carried out on monthly basis and results were discussed during safety committee meeting. The incident statistics include man-hours, lost time accident and Frequency rate (FR) and Severity rate (SR) were reported quarterly as P2K3 report by safety officer to Manpower office, sample seen: P2K3 report period January – December 2023 and January - June 2024.</p> <p>There is a record of accident report and incident statistics include man-hours, lost time accident and Frequency rate (FR) and Severity rate (SR) were made by safety officer (Ahli K3):</p>	<p>Complied</p>

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		<p>Safety Index 2024 up to July: FR = 5.6 and SR = 0</p> <p>The recorded incidents lead to the update of HIRAC or any applicable risk assessment, this was verified during interview with management representative and document review.</p>	
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) 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) which presented in several document for example as follows:</p> <ul style="list-style-type: none"> • Document No. SOP-AGR-20 dated 01 April 2016 about integrated pest management. • Document No. SOP-AGR-21 dated 01 August 2013 about rat control by barn owl. • Document No. SOP-AGR-24 dated 01 August 2013 about rat control through chemical baiting. • Document No. SOP-AGR-27 dated 01 August 2013 about termite control. • Work Instruction No. IK-SOP AGR-02 dated 01 September 2015 about Oryctes control, etc. <p>Company management explained that pest and disease control must be based on census results. In recording observations and control of pests, information is obtained for example in the 2023 period as follows:</p> <ul style="list-style-type: none"> • Recap of the GST-1 Hammaticus Census in June 2024, it is known that there was an attack of 3.6% 	Complied

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		<ul style="list-style-type: none"> Recap of the rat pest census for LAB Division 8 in June 20243, it is known that there were attacks of 3.68% A recap of the SGT-1 Division 6 rat pest census in June 2024 revealed that there were 3.33% attacks. <p>Based on document verification during RAV1, IPM plan are implemented and monitored to ensure effective weeds, pest and disease control. Integrated pest management using owls and turnera.</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 results of field observations revealed that there were no species that were classified as invasive species in accordance with the Ministry of Forestry and Environment Regulation No. 94 in 2016. The species used for biological pest control include <i>Turnera subulata</i>, <i>Antigonon</i> and <i>Tyto alba</i>.</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>There is no use of fire for pest management purposes. Estate management prefer to control pest population by biological method instead of chemicals. This matter verified through field observation which shows that there were no indication of fire activities in estate operational areas.</p>	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document review during RAV1, it was known that Justification of pesticide used is explained under company procedure of weed control Procedure No. SOP-AGR-17 dated 01 August 2013 regarding weed control. Procedure No. SOP-AGR-20 dated 01 April 2016 regarding integrated pest control and SOP for Pesticides and their Management No. SOP-AGR-18 (1st Edition Revision 0) effective August 1, 2013.</p> <p>Spraying works were conducted by selected spraying on specific target, for example weeds spraying on circle, path and TPH (FFB Collecting Point), other areas beside specific area were not applied, Riparian area along the river are prohibits to be performed spraying to minimize and</p>	Complied

		reduce the negative environmental impact to the river and ecosystem. Field visit for pesticides application has carried out in estates and scheme smallholders, pesticide and herbicide used by company was registered in the book of pesticides - "Komisi Pestisida" and has permit from government.	
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The company shows records of PT KAL pesticides used, for example the use of Amiphosate (480 gr/ltr)</p> <ul style="list-style-type: none"> • Active Ingredients: Glyphosate Isopropilamine 480 g/l) • LD50: >5,000 mg/kg • Application Area: 12.181,58 Ha • Active Ingredients/ Ha: 22.63 • Total Applications: 1,295.20 Gr <p>Based on the results of field observations of GST-1 pesticide warehouse, information was obtained that the pesticide materials stored in the warehouse were in accordance with the company's list of pesticides, besides that the warehouse also recorded all pesticides used on the warehouse card. Every pesticide stored is also accompanied by a work safety data sheet.</p>	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The company has an ANJ sustainability policy which contains the implementation of integrated pest management (IPM) and minimizing the use of chemicals, pesticides and fertilizers and not using paraquat. This policy is effective on 31 October 2019. The company has also integrated biological control into pest control, for example by using beneficial plants intended to control oil palm leaf-eating caterpillar pests and <i>Tyto alba</i> to control rat pests.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>Based on the results of a review of documents on pesticide use, and the results of interviews with company management, it is known that there is no preventive use of pesticides to prevent pests and diseases.</p>	Complied

		<p>Company management explained that pest and disease control must be based on census results.</p> <p>In recording observations and control of pests, information is obtained for example in the 2023 period as follows:</p> <ul style="list-style-type: none"> Recap of the GST-1 Hammaticus Census in June 2024, it is known that there was an attack of 3.6% Recap of the rat pest census for LAB Division 8 in June 20243, it is known that there were attacks of 3.68% A recap of the SGT-1 Division 6 rat pest census in June 2024 revealed that there were 3.33% attacks. <p>Therefore can be concluded that the company applies pesticides based on census results and not preventively.</p>	
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>The results of field observations in pesticide storage warehouses and a review of the list of pesticide use documents showed that there was no use of pesticides listed in the World Health Organization (WHO) Class 1A or 1B or included in the Stockholm or Rotterdam Conventions, as well as paraquat.</p>	Complied
	7.2.5b Why there is no other alternative which can be used.	<p>During this audit RAV1, according to IPM procedures, certificate holder always using biological approach in order to be monitoring pest attack. For example, estate still using <i>Tyto alba</i> to monitor rat infestation than using rodenticide.</p> <p>To maintain ground condition especially weeding control, certificate holder has had a Procedure No. SOP-AGR-17 dated 01 August 2013 regarding weed control. Procedure No. SOP-AGR-20 dated 01 April 2016 regarding integrated pest control and SOP for Pesticides and their</p>	

		<p>Management No. SOP-AGR-18 (1st Edition Revision 0) effective August 1, 2013.</p> <p>Company no longer using <i>paraquat diklorida</i> since November 2019.</p>	
	<p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p>	<p>Certificate holder has Procedure No. SOP-AGR-17 dated 01 August 2013 regarding weed control. Procedure No. SOP-AGR-20 dated 01 April 2016 regarding integrated pest control and SOP for Pesticides and their Management No. SOP-AGR-18 (1st Edition Revision 0) effective August 1, 2013.</p> <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
	<p>7.2.5d Process to limit the negative impacts of the application.</p>	<p>Organization has set some procedures to reduce negative impact of the application as follows:</p> <ul style="list-style-type: none"> • Pesticide/herbicide selection to ensuring the application is effective. • Set up the appropriate nozzle in chemical weeding activity based on weed type, topography and availability of water. • Regularly spraying calibration to ensuring the application is effective and efficient. • Calculate pesticide/herbicide usage based on target (hectarage and weed type). • Spraying technic. <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
	<p>7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p>During RAV1, Certificate holder did not use pesticide to eradicated pest without the outbreak. If any census result shows the pest attack almost</p>	

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		<p>reach the economical threshold, they usually conducted campaign test using pesticide if needed.</p> <p>Chemical weeding activity has regularly set by management. For example, normally circle, path and collecting point weeding conducted 4 times a year in immature and mature area. It rotation can be reduced in line with the palm ages.</p> <p>There is no use of pesticide that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, or paraquat in whole operation of unit of certification.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	<p>Certificate holder has assigned chemical weeding team (<i>Tim Unit Semprot/TUS</i>) in each estate/unit to handling chemical weeding activity. The team member originated from own workers (for own estate). They regularly attended training on pesticide handling that conducted by the pesticide supplier in collaboration with local pesticide committee. Training for pesticides applicator uses was delivered on 20 February 2024. Training covered handling of agrochemical concentrate and spraying method including pesticide hazard and use of PPE.</p> <p>Procedure No. SOP-AGR-17 dated 01 August 2013 regarding weed control. Procedure No. SOP-AGR-20 dated 01 April 2016 regarding integrated pest control and SOP for Pesticides and their Management No. SOP-AGR-18 (1st Edition Revision 0) effective August 1, 2013. Spraying team using sign board indicating spraying/herbicide application is in progress for a block.</p> <p>Spraying supervisor was pre- mixing the herbicide in the chemical warehouse, transport the mixed chemical via truck, using cone and spill tray on the field to minimize spillage. The type and dosage of herbicide are carefully measured and prepared for targeted weed control; circle and path spray or selective weeding (wooden, bracken, or VOP). Nozzle calibration conducted regularly and recorded – evident.</p>	Complied

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		<p>During field visit at spraying activity at Estate, it was known that sprayers and spraying supervisor have trained with best management practice for weed control, spraying techniques, using PPE and received regular medical check-up. Clean water and soap on the field are provided for sprayer. Supervisor was equipped with first aid kit. Appropriate PPE has been provided by company and used by spraying workers such as: Apron, leather and rubber hand gloves, respiratory masker, safety goggles, head cover and rubber boot.</p>	
<p>7.2.7</p>	<p>(C) Storage of all pesticides in accordance with recognized best practices. - Critical (Major) compliance -</p>	<p>PT Kayung Agro Lestari – Kayung Agro Lestari POM has defined the procedure on handling of pesticide storage as per Pesticides and their Management No. SOP-AGR-18 (1st Edition Revision 0) effective August 1, 2013. The procedures have mentioned that:</p> <ul style="list-style-type: none"> • Pesticides are stored in the determined area separated from fertilizer and other chemicals. • Pesticide storage is provided in Central as well as in central storage. Agrochemical storage is locked areas with limited access. The storage is ventilated. MSDS and hazard symbol label are provided nearby of pesticides. • Emergency shower and eyewash are also provided to anticipate in case of an emergency of agrochemical handling. PPE for handling of pesticides provided including boots, apron, safety glass, respiratory mask, and hand gloves. • The possible spillage is managed. Secondary containment is provided around the pesticide storage area. Spill kit is also provided in the area. <p>The auditor team has filed visit to storage of pesticides found to be in accordance with hazard identification and risk assessment and national guideline for limited pesticide use. Empty chemical containers had been used for mixing chemicals for spraying pesticides in the field.</p>	<p>Complied</p>

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<p>7.2.8</p>	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>Unit of certification can show documents for recording and monitoring used pesticide containers by using a logbook of incoming and outgoing goods at the Agrochemical warehouse. In addition, unit of certification also has a pesticide storage procedure contained in SOP for Management of Hazardous and Toxic Waste which has been in effect since November 15, 2021. This procedure has explained, among other things:</p> <ul style="list-style-type: none"> • Identify all hazardous waste produced, once a year or if there is a new use of hazardous outside hazardous list. • Provide labels on hazardous waste packages with symbols and labels for hazardous waste packaging markings provided by EHS Department. • Submit hazardous waste to manager of hazardous waste warehouse and when placing hazardous waste on the packaging, officers are required to use the appropriate Personal Protective Equipment (PPE). • Every hazardous waste submission to hazardous waste is recorded in hazardous waste handover proof form. • Recording the hazardous waste balance sheet at Hazardous Waste Warehouse checked by EHS Department every month to be included in the hazardous waste Balance Sheet form. • Hazardous waste officer is required to monitor storage activities at hazardous waste temporary storage place. <p>Based on field observations at the agrochemical warehouse and hazardous waste storage area at Kayung Agro Lestari POM, it is known that the pesticide storage area is specially provided with adequate ventilation and an isolated location. Used pesticide packages classified as hazardous waste were also found stored in a well-monitored hazardous waste storage warehouse which was then handed over to</p>	<p>Complied</p>
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		<p>licensed collectors. Unit of certification shows last hazardous waste was transported in June 2024 with PT Primanru Jaya that has as a licensed hazardous waste transporter.</p> <p>Based on interviews with pesticide application officers at SGT-2, SGT-2, GST-1, GST-2, MBSL, MLAB, and MLMS, it was found that all containers used for pesticide packaging were returned and sent to Hazardous Waste Warehouse and were not used for purposes other than pesticide application activities. All used packaging containers, work tools and work clothes are stored in a special storage area, so that no contaminated items are taken home. The results of observations in the employee housing area showed that there was no reused pesticide packaging.</p>	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of interviews with management representatives, it is known that the company does not apply pesticides by air.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>During RAV audit Y2024, auditor has verified annual medical surveillance for pesticides operators for period Y2024. Document verified as follows:</p> <ul style="list-style-type: none"> • SGT-1 Estate in January 2024 • SGT-2 Estate in March 2024 • GST-1 Estate, Mill and Scheme Smallholders in June 2024 (still on process) • GST-2 Estate (planned in September 2024) <p>Based on document review it was known that the results of MCU for pesticides operators revealed that all pesticides workers are fit to work.</p>	Complied

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7.2.11	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>The Certification Unit has a policy that prohibits pregnant and breastfeeding personnel from working with chemicals. Based on the results of interviews with fertilization workers and spray workers, it was stated that workers who were pregnant or breastfeeding would be transferred to other jobs that were not exposed to chemicals. As a form of monitoring, the company shows employee Menstrual Leave monitoring documents based on Internal and External sickness Certificates every month.</p>	Complied
<p>Note For 7.2.11 Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.</p>			
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p> <p>- Minor compliance -</p>	<p>The Company has identified waste from operational activities contained in the FRM-SOP EHS 003-100 document. The identification is grouped based on the activity that generates waste, name of waste, code of waste, type of solid or liquid, and its management. Determination and classification of waste codes using Government Regulation number 22 of 2021. Unit of certification also has several procedures related to waste management and utilization listed in Non-hazardous Waste Management SOP number SOP-EHS-17 Revision 01 on 15 November 2021 and Hazardous Waste Management SOP number SOP-EHS—42- KAL Revision 01 on 01 September 2019.</p> <p>In managing hazardous and toxic waste, unit of certification does not reuse it, but only temporarily stores located at Kayung Agro Lestari POM. Unit of certification also has a hazardous waste storage area that has permits.</p> <p>The waste stored in temporary storage will then be transported by a licensed party every 6 months. Unit of certification can also show the</p>	Complied

		<p>legality documents of the carrier such as a valid transportation permit from Ministry of Environment and Forestry, a special freight transportation permit from the Ministry of Transportation that is still valid, Business Identification Number which is still valid as well as agreement between the transporter and the licensed processing/utilization party.</p> <p>Company carried out waste management following the procedures.</p> <ul style="list-style-type: none"> - Fibre and kernel shell used as boiler fuel. - POME used in the land application as organic fertilizer. - Domestic waste dumped in final waste dumped. <p>Domestic waste from employee housing, the company has managed by providing waste bins in the housing and providing waste pickers from the housing to the final landfill in a location far from the housing.</p>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Unit of certification also has a hazardous waste storage area that has permits, including Letter of Statement of Fulfillment of PT Kayung Agro Lestari's Commitments issued by Investment and One-Stop Integrated Services Agency of Ketapang Regency number 660.1/181/DPMPTSP-D/2020 which was set on the date of 18 June 2020. The permit is valid for 1 warehouse owned by unit of certification which located in Kayung Agro Lestari POM (S 01° 27' 3.91" and E 110° 13' 57.35").</p> <p>The company can show a cooperation agreement with PT Primanru Jaya, which is based on Agreement Number 192/V/LGL/MOUPMJ_KAL/194-09/2023 an number: 0602/SUS/KAL/2023 which was made on 15 July 2024 and valid until 28 July 2025.</p> <p>PT Primanru Jaya has obtained several licenses including:</p> <ul style="list-style-type: none"> - Recommendation for the transportation of hazardous waste (B3 waste) from the Ministry of Environment and Forestry with number: S.328/PSLB3-PLB3/PK/PLB.3/6/2023 on 2 June 2023 for 19 transport units with the type of transportation of hazardous waste with hazard 	OFI

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		<p>categories 1 and 2. This recommendation is valid until 19 November 2024.</p> <ul style="list-style-type: none"> - Extension of Hazardous Waste (B3) management permit for Provincial Scale Hazardous Waste collection activities with number: 503/01/IPLB/DPMPSTP-C.I/2020 from the head of the West Kalimantan Province Investment and One-Stop Integrated Service Office on 10 March 2020 and is valid for 5 years. - Permit to Operate Special Freight Transport for Transporting Dangerous Goods (hazardous waste) based on the decision of the Director General of Land Transportation with number: 81200019402150002 on 15 February 2023 and valid until 15 February 2028. <p>PT Primanru Jaya has cooperation agreements with several hazardous waste processors including PT Penmgolah Limbah Industri Bekasi, PT Non Ferindo Utama, PT Trigana Pratama Abadi and PT Isano Lapo Industri. Based on the results of verification of the documents, the agreements are still valid.</p> <p>The company has shown the Balance Sheet of B3 waste for 2023 and 2024 until June with details: The types of hazardous waste stored are used oil 1.82 tons, jerrican hazardous waste 0.133 tons, chemical hazardous waste 0.872 tons, medical waste 0.086 tons, used batteries 0.015 tons, used jerrican 0.015 and used lamps 0.007 tons.</p> <p>Record of hazardous waste disposal, in form of manifest:</p> <ul style="list-style-type: none"> - Electronic hazardous waste manifes No. KLHK-1716330034; Used Accu; Volume: 0.034 Ton, transporter PT Primanru Jaya on 16 February 2024. - Electronic hazardous waste manifes No. KLHK-1716330270; hazardous waste jerrican; Volume: 1.223 Ton, transporter PT Primanru Jaya on 16 February 2024. 	
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		<ul style="list-style-type: none"> - Electronic hazardous waste manifes No. KLHK-1716329838; Used Lamp; Volume: 0.009 Ton, transporter PT Primanru Jaya on 16 February 2024. - Electronic hazardous waste manifes No. KLHK-1718133102; medical waste; Volume: 0.095 Ton, transporter PT Primanru Jaya on 16 February 2024. - Electronic hazardous waste manifes No. KLHK-1716330159; Used oil filter; Volume: 0.175 Ton, transporter PT Primanru Jaya on 16 February 2024. - Electronic hazardous waste manifes No. KLHK-1716330353; Used oil; Volume: 2.54 Ton, transporter PT Primanru Jaya on 16 February 2024. <p>The company has shown evidence of sending waste reports to the Ketapang Environment on a quarterly basis, the last reporting was done on 17 July 2024.</p> <p>Domestic waste from employee housing, the company has managed by providing waste bins in the housing and providing waste pickers from the housing to the final landfill in a location far from the housing.</p> <p>Solid waste from mill by-products in the form of shells and fibers are used as boiler fuel, empty bunch waste is processed in composting and applied to the land, liquid waste is applied to the land with a land application system.</p> <p>Opportunity for Improvements</p> <p>Consistency of inner fertilizer disposal to waste disposal installations and used racumin packaging to hazardous waste storage (TPS LB3)</p>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Based on the results of field visits to the worker housing and at other operational locations that were sampled, no traces of open or closed burning of waste were found, besides that the hazardous waste	Complied

		produced has been collected in the temporary storage of hazardous waste from the plantation and mill and then handed over to the third party hazardous waste transporters and collectors who have a permit, namely PT Primanru Jaya.	
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>Procedure related to soil fertility management is presented in several procedure, as follows:</p> <ul style="list-style-type: none"> • No. SOP-AGR-08 about planting of cover crop (legumes). • No. SOP-AGR-11 about fertilizer and manuring. • No. SOP-AGR-12 about manuring in immature area and cover crop. • No. SOP-AGR-23 about leaf sampling unit. • No. SOP-AGR-26 about soil analysis. • No. IK-SOP-AGR-011-01 about compost fertilizer. • No. IK-SOP-AGR-011-007 about compost application. <p>Both own estate and smallholder has had the procedure related to manage soil fertility (see detail in indicator 3.3.1). The implementation of manuring is based on fertilizer recommendation that set by ANJ Research and Development Department. Fertilizer dosage has set according to the soil needed refer to SSU/LSU.</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>	<p>Procedure of Leaf and Soil sampling for manuring recommendation are presented in document No. SOP-AGR-23 and No. SOPAGR- 26. The procedure mentioned that leaf and soil analysis shall be conducted annually and every seven years, respectively.</p> <p>Procedure of leaf and soil sampling is presented has been implemented. Verified document as follows:</p>	Complied

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		<ul style="list-style-type: none"> LSU results with laboratory reference number 038/GMO/KAL/EM/II/2024 with analysis completion date 14 March 2024. The test parameters are major element (Ash, N, P, K Mg, Ca) dan Minor element (B, Cu, Zn, Mn, Fe), total 64 samples. Soil Analysis Report No. 021/GMKAL/EM/IV dated 02 May 2019, Parameter that tested is N, C, K, Ca, Mg and pH, total 37 samples. <p>Those reports are converted to be fertilizer recommendation by ANJ Research and Development Department. The last Leaf Sampling will be the basis for determining fertilizer recommendations for the year 2024/2025.</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>The results of field observations show that the company has implemented measures to ensure soil fertility, such as using oil palm fronds as an alternative nutrient source. The EFB application record, for example, the realization of EFB applications in 2024 in all units amounting to 1,038,010 MT with an area of 2,498.23 Ha.</p>	Complied
7.4.4	<p>Records of fertilizer inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Based on the results of the review of fertilization planning and realization documents, it is known that the types of fertilizer used include Urea, MOP, Rockphosphate, and Dolomite, Mycogold, NPK, ZA, and Kaptan. For example, the program and realization of fertilization for the 2024 until June is was meet with the target/budget.</p>	Complied
<p>Criteria 7.5: Practices minimise and control erosion and degradation of soils.</p>			
7.5.1	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The company has shown a map of the types of land contained by PT Kayung Agro Lestari PT KAL (GIS/EST/ANJ-HO/PETA- 446/PTKAL/13 FEN 2014) with a scale of 1: 40000. Based on this map, it is known that the types of soil found at PT KAL are:</p> <ul style="list-style-type: none"> Shallow peat (< 3 meters): 5,544.37 Ha 	Complied

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		<ul style="list-style-type: none"> • Deep peat (> 3 meters): 341.24 Ha • Sand: 2,613.13 Ha • Minerals: 5,406.32 Ha • Total: 13,905.06 Ha <p>Apart from that, the company has also shown a weather class map of PT KAL's land with a scale of 1: 100,000. Based on the map, it was known that PT KAL's slope classes are as follows:</p> <ul style="list-style-type: none"> • 0 – 8 (flat – undulating): 12,334.86 Ha • 8.1 – 15 (undulating to hilly): 1,107.18 Ha • 15.1 – 25 (hilly): 236, 25 Ha • 25.1 – 30 (hilly to steep): 149.49 Ha • >40 (very steep): 77.28 Ha • Total: 13,905.06 Ha 	
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on the results of the study of area statement documents and field observations, it is known that the company is not carrying out new planting activities. The oldest plant is a plant with a planting year of 2010 and the youngest is a plant with a planting year of 2013.	Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	Based on document review, interview to the management and field visit during RAV1, it was known that there is no new palm oil planting in PT KAL.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations. - Critical (Major) compliance -	Based on the results of the study of PT Kayung Agro Lestari's Land Survey and Land Suitability Evaluation documents, it is known that the land suitability is S2 (fairly suitable) and S3 (Marginal Suitable) with several limiting factors including texture, effective soil depth and pyrite depth.	Complied

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7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan. - Minor compliance -	Based on the results of the study of area statement documents and field observations, it is known that the company is not carrying out new planting activities. The oldest plant is a plant with a planting year of 2010 and the youngest is a plant with a planting year of 2013.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	<p>The company has shown a map of the types of land contained by PT Kayung Agro Lestari PT KAL (GIS/EST/ANJ-HO/PETA-446/PTKAL/13 FEN 2014) with a scale of 1: 40000. Based on this map, it is known that the types of soil found at PT KAL are:</p> <ul style="list-style-type: none"> • Shallow peat (< 3 meters): 5,544.37 Ha • Deep peat (> 3 meters): 341.24 Ha • Sand: 2,613.13 Ha • Minerals: 5,406.32 Ha • Total: 13,905.06 Ha <p>Apart from that, the company has also shown a weather class map of PT KAL's land with a scale of 1: 100,000. Based on the map, it was known that PT KAL's slope classes are as follows:</p> <ul style="list-style-type: none"> • 0 – 8 (flat – undulating): 12,334.86 Ha • 8.1 – 15 (undulating to hilly): 1,107.18 Ha • 15.1 – 25 (hilly): 236, 25 Ha • 25.1 – 30 (hilly to steep): 149.49 Ha • >40 (very steep): 77.28 Ha • Total: 13,905.06 Ha 	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas.	Based on the results of document review and field observations, it is known that the company did not carry out new planting activities after 15 November 2018.	Complied

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	<p>- Critical (Major) compliance -</p>	<p>During RAV audit, auditor team has obtained information that in PT Kayung Agro Lestari there was a fire in Y2019 covering an area 528 Ha. Field verification to the location of the burnt area was carried out in SGT-1 Estate Block B32, B33, B34 and B31 with coordinat -1.419855, 110.136859 and SGT-2 Block B46 with coordinat -1.450751, 110.134588 in the field shown that the area was not managed, no insertion done and look like bushes.</p> <p>In general, if a fire occurs in planted blocks area, planting activity will be carried out for the burnt oil palm trees. and PT Kayung Agro Lestari before carried out insertion "sisip" has communicated with RSPO related this situation during RT 2023 in Jakarta. RSPO has explained for that situation PT KAL have to follow RSPO Drainability Assessment Procedure. During RAV1 audit the client has informed to the auditor that currently in the stage of Drainability Assessment.</p>	
<p>7.7.2</p>	<p>Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -</p>	<p>Unit of Certification has reported peat inventory to the RSPO secretariat (ghg@rspo.org) on 15 November 2019 by Diana.Ratna@anj-group.com. And has received a reply from the RSPO secretariat on 27 November 2019 with the content of the email "My humble apologies for not reverting soon as we are verifying bulk of submissions at the moment. We acknowledge receiving this submission and noted that ANJ Group will update us should there be more accurate data available as well as the submission for uncertified area can be anticipated by 31st March 2020". Unit of Certification has also reported an update to the peat inventory report on 5 August 2020, and received a reply from the RSPO secretariat on 07 August 2020 with the email content "We have successfully downloaded the report, thank you. If clarification is needed, we will contact you.</p> <p>For second submission of RSPO Peat Inventory, the Unit of Certification has submitted the report to the RSPO Secretariat on 4 November 2023.</p>	<p>Complied</p>

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		<p>The report refers to guidance for RSPO peat inventory 14 September 2022.</p> <p>Based on the peat inventory data submitted, it is known that the peat area is 5,885.61 (planted) and 781.61 (unplanted).</p>	
<p>PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).</p>			
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -</p>	<p>The company has monitored land subsidence in peat areas. examples of monitoring carried out as follows:</p> <ul style="list-style-type: none"> • SGT-1 <p>Until measurements in April 2024, the peat subsidence rate was between 8.0 cm – 9.7 cm.</p> <ul style="list-style-type: none"> • SGT-2 <p>Until measurements in April 2024, the peat subsidence rate was between 6.8 cm – 10.90 cm.</p> <p>Minimizing peat subsidence performed by water management plan, constructing water gate, water level measurement and subsidence measurement. The company has established a documented water management program to ensure that subsidence of peat soils is minimized and monitored. There is sufficient evidence that the defined program was implemented. During audit RAV1, the company has built water gate, main drain gate, peat subsidence monitoring, and washing drainage regularly, also monitoring of water level, main gate water lever, peat subsidence level.</p>	Complied
7.7.4	<p>(C) Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -</p>	<p>The unit of certification has documented water and ground cover management program and maintained records of monitoring subsidence of peat soils, i.e.:</p> <ul style="list-style-type: none"> – Water Level Monitoring, using water level pole. 	Complied

		<ul style="list-style-type: none"> - Monitoring of Peat Subsidence, using peat subsidence pole. - Water Table Monitoring, using piezometer. - SGT-1 <p>Until measurements in April 2024, the peat subsidence rate was between 8.0 cm – 9.7 cm.</p> <ul style="list-style-type: none"> - SGT-2 <p>Until measurements in April 2024, the peat subsidence rate was between 6.8 cm – 10.90 cm.</p>	
7.7.5	<p>(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of the study of area statement documents, it is known that the oldest planting year was 2010, so it can be concluded that there were no plants that were 15 years old. Apart from that, based on the results of interviews with management and a review of replanting program documents, it is known that the company does not have a replanting plan for at least the next 5 years so a drainability study is not yet necessary.</p> <p>During RAV audit, auditor team has obtained information that in PT Kayung Agro Lestari there was a fire in Y2019 covering an area 528 Ha. Field verification to the location of the burnt area was carried out in SGT-1 Estate Block B32, B33, B34 and B31 with coordinat -1.419855, 110.136859 and SGT-2 Block B46 with coordinat -1.450751, 110.134588 in the field shown that the area was not managed, no insertion done and look like bushes.</p> <p>In general, if a fire occurs in planted blocks area, planting activity will be carried out for the burnt oil palm trees. and PT Kayung Agro Lestari before carried out insertion "sisip" has communicated with RSPO related this situation during RT 2023 in Jakarta. RSPO has explained for that situation PT KAL have to follow RSPO Drainability Assessment</p>	Complied

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		Procedure. During RAV1 audit the client has informed to the auditor that currently in the stage of Drainability Assessment.	
<p>PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019). - Critical (Major) compliance -</p>	<p>Non conformance: The peat subsidence benchmark is not in accordance with "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019). Objective evidence: Based on the results of the field visit, it was known that the number of subsidence poles at PT KAL was 14 poles, this is not in accordance with the "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) which explains the number of poles is 1 : 100 Ha, the peat area at PT KAL is 5800 Ha. Apart from that, information from the auditee at the time of the audit, PT KAL was also unable to show plans to increase the subsiden benchmark. Furthermore, it was known that the condition of the subsidence poles in the field in 3 estates (SGT-1, SGT-2, GST-2) do not have safety fences and do not have information boards and direction signs, this is not in accordance with SOP AGR-022." Peatland Management" Edition 1 dated 26 October 2020, Appendix 1.</p>	Non-compliance

7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p> <p>- Critical (Major) compliance -</p>	<p>Based on a review of the peat inventory document, it is explained that the unplanted peat area is 781.61 Ha that consists of 652.41 as HCV area and 129.20 Ha is Infrastructure, buildings, etc. Unit of Certification has monitored HCV areas or peat areas bordering oil palm plantations by installing HCV area signs, maintaining water level elevations outside the plantation area at all times and installing signs of fire-prone areas.</p>	Complied
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <p>- Minor compliance -</p> <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>Unit of certification has SOPs for identification, management and maintenance of water sources and quality as stated in the SOPs for soil and water conservation which took effect on April 1, 2016, explaining, among others:</p> <ul style="list-style-type: none"> - Conservation of the soil surface layer must be carried out to reduce erosion and runoff. - Water reservoirs and ditches must be maintained at a certain level, silting and maintenance of low-lying areas must be carried out regularly. - In acid sulfate and peat areas, water discharge is carried out at least 2 times a year to prevent potential toxins contained in the water, this is done at the beginning of the rainy season. - Water management in trenches is the basic principle of measurement for increased. <p>Unit of certification has documents on water management, water source maintenance and water quality measurement as stated in Report of Environmental Management and Monitoring Plan First Semester 2024, the following are examples of sampling points for measuring water</p>	Complied

		<p>quality in surface water that have been carried out and are in accordance with the established quality standards:</p> <ul style="list-style-type: none"> - Siduk River Water upstream - Siduk River Water downstream - Satong River Water - Satong Kiri River Water - Kepayang River upstream - Kepayang River downstream - Nek Doyan River water <p>Satong Kanan River Water (LM)</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Based on the results of field visits to employee housing and interviews with employees, that the need for clean water for daily needs has been adequately met by the Company, the water is channeled from clean water from the Mill's processed water. In addition, the company has provided free drinking water for all employees where the drinking water has been tested regularly every 6 months, the last test was conducted in July 2024.</p> <p>Based on the results of interviews with employees, that employees are not limited to getting clean water and the water that flows to employee housing is in good condition.</p>	
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p>	<p>Unit of certification has SOPs for identification, management and maintenance of water sources and quality as stated in the SOPs for soil and water conservation which took effect on April 1, 2016, explaining, among others:</p> <ul style="list-style-type: none"> - Conservation of the soil surface layer must be carried out to reduce erosion and runoff 	<p>Non-compliance</p>

	<p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> - Water reservoirs and ditches must be maintained at a certain level, silting and maintenance of low-lying areas must be carried out regularly - In acid sulfate and peat areas, water discharge is carried out at least 2 times a year to prevent potential toxins contained in the water, this is done at the beginning of the rainy season. - Water management in trenches is the basic principle of measurement for increased <p>Unit of certification has documents on water management, water source maintenance and water quality measurement as stated in Report of Environmental Management and Monitoring Plan First Semester 2024, the following are examples of sampling points for measuring water quality in surface water that have been carried out and are in accordance with the established quality standards:</p> <ul style="list-style-type: none"> - Siduk River Water upstream - Siduk River Water downstream - Satong River Water - Satong Kiri River Water - Kepayang River upstream - Kepayang River downstream - Nek Doyan River water - Satong Kanan River Water (LM) <p>Based on the results of interviews with employees, that employees are not limited to getting clean water and the water that flows to employee housing is in good condition.</p>	
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		<p>The company has also demonstrated plant enrichment along river riparans and critical lands in the first semester of 2024 with local plants including:</p> <ol style="list-style-type: none"> 1. Bulking area with 92 trees 2. HCV area of 657 Ha which is a water catchment area as many as 500 trees. 3. Peat HCV area of 120 Ha which is a water catchment area of 607 trees. 4. HCV area 2330 Ha Block D65 with 102 trees. <p>Based on field visits to the Kepayang River riparian, and Satong Kanan River, the river riparia/buffer zones are well maintained.</p> <p>However, during the field visit to the Malacca River riparian/buffer zone (block B31, Div. 3, SGT1 Estate), there were traces of spraying that exceeded the spray limit set by the company. In addition, based on the field visit to the outlet of the factory drainage, the company has provided a place for oil traps, which is a non-conformity.</p> <p>Non conformance: The effectiveness of implementing protection for water sources has not been carried out optimally.</p> <p>Objective Evidence: Based on the results of a field visit to the riparian/buffer zone Block B31 SGT-1, traces of spraying that exceeded the spray limits determined by the company were found (palm trees with circular red paint). Apart from that, based on a field visit to the outlet ditch from the factory, where in the outlet a place had been made for an oil trap, but it was not functioning, so oil/oil spills carried by the water flow in the drainage ditch were directly carried directly into the environment.</p>	
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<p>7.8.3</p>	<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>Unit of certification already has a waste water utilization permit as stated in the Ketapang Regent Decree Number: 399/PERKIMLHC/2017 concerning Permit for Utilization of Wastewater for Application to Soil for PT Kayung Agro Lestari Oil Palm Plantation covering an area of 326.09 ha which is located in Matan Hilir Utara District, Ketapang Regency on 25 July 2017 and valid for 5 years. Unit of certification has shown Letter No. B/1769/PERKIMLH-E.660/X/2022 on 07 October 2022 from "Badan Perumahan Rakyat, Kawasan Permukiman, dan Lingkungan Hidup"/Environment Agency of Ketapang Regency regarding land application direction which informs that PT Kayung Agro Lestari's POME utilization permit does not need to be extended and is declared still valid as long as it meets the provisions stated in Ketapang Regent Decree Number: 399/PERKIMLH-C/2017 concerning Permit for Utilization of Wastewater for Land Application of PT Kayung Agro Lestari Plantation covering an area of 326.09 ha which is located in Matan Hilir Utara District, Regency Ketapang on 25 July 2017.</p> <p>Unit of certification has a WWTP pond layout that explains the function of each pond consisting of a Cooling Pond, anaerobic pond 1, anaerobic pond 2, anaerobic pond 3, anaerobic pond 4, anaerobic pond 5, anaerobic pond 6, suction pool, pump house, and pump.</p> <p>Unit of certification already has a SOP regarding waste management which is contained in the SOP Waste Management Plan document, which was effective on 10 April 2018 which explains some of the waste that is reused such as EFB, shells and POME from Mill. In particular, POME from Mill is used in land application activities with reference to applicable regulations and the use of household waste (organic waste) will be carried out by a composting program in each estate. In terms of reuse of waste, the waste generated must be made into an SOP for its use which can be used as a guide for employees in the field.</p>	<p>Complied</p>
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		<p>Unit of certification already has a document on the results of testing the quality of liquid waste which is applied to the land for the period January - June 2024. The test is carried out by SUCOFINDO Laboratoty that has accredited by KAN (LP-024-IDN) and UPTD Laboratorium Lingkungan DLH accredited vy KAN (LP-092-IDN) related to accredited laboratories using quality standards that refer to LA Permen LH Number 28 of 2003. Based on the results of the analysis of the test document, it shows that all the parameters tested are in accordance with the applicable quality standards. For example, in June 2024 ph 7.77 and BOD 328, May 2024 pH 7.66 and BOD 347.</p> <p>Based on the results of interviews with the Environmental Service regarding the management of POME at the WWTP, there were no issues related to environmental pollution, the results of interviews with people from villages around unit of certification also stated that there was no pollution from POME produced by unit of certification.</p> <p>Based on this explanation, it can be concluded that unit of certification has complied with the quality standards of POME discharged and/or utilized according to the quality standards of POME disposal and/or utilization and has not caused pollution to the environment.</p>	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -</p>	<p>Unit of certification already has a water use permit as stipulated in Decree of Head of Investment and One Stop Integrated Agency of Kalimantan Barat Province Number 503/07/SDA/DPMPSTSP-C.I/2021 concerning Granting of Water Resources Concession Permit to PT Kayung Agro Lestari in Ketapang Regency of Kalimantan Barat Province which has been stipulated on 01 June 2021 and valid for 5 years. The maximum recommended water discharge is 90,000 m³/month. Unit of certification also has obligations that are stated in the permit, including:</p>	Complied

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		<ul style="list-style-type: none"> • Pay the water resources management service fee and pay other financial obligations in accordance with the laws and regulations. • Protect and secure water resources infrastructure. • Carry out efforts to control and prevent the occurrence of water pollution. <p>Unit of certification can also show documents for recording daily water use, as well as the results of the recapitulation of water use for palm oil processing units every month, for example for the period January-July 2024. Based on surface water utilization data, the average use of water for FFB processing is still meet with budget. Organization also has have made payment water retribution, the last payment for period June 2024.</p>	
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>Plan for reduce fossil fuel use and optimize renewable energy stipulated under "Rencana Management Lingkungan" 2023. Point 2 stipulates fossil fuel use efficiency improved from monitoring the actual fossil fuel used.</p> <p>The company has documented the use of biomass in the form of shells and fibre for boiler fuel as a substitute for diesel in 2024 (up to June). The company recorded an efficiency biomass usage against fuel usage with an average of 0.82 kg fuel/Kg CPO</p>	Complied
Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p>	<p>Unit of certification has carried out an inventory of GHGs contained in Greenhouse Gas Emissions Mitigation Program document for period 2024, based on document analysis, it can be concluded that unit of certification has identified the source of GHG produced by Kayung Agro</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>Lestari POM unit and its suppliers. Identification of significant sources of GHG emissions are identified and mitigation plans have been developed by unit of certification covering mills and plantations. Significant GHG emissions include land use change, POME processing, use of fertilizers and pesticides, use of fossil fuels for operations and transportation. The mitigation plans include, among other things, the correct dosage and application of fertilizers as recommended, reducing reuse and recycling, limiting the use of electricity, transportation and machine maintenance, as well as periodic air quality tests. Unit of certification has also reported the results of the GHG calculation to the public which was submitted to the RSPO GHG website.</p> <p>Reduction of fossil fuels in Kayung Agro Lestari POM has been carried out by using fiber and shells for fuel substitution. The Company also uses POME to be applied to land with test results from the monitoring period January-July 2024 which show that all wastewater testing parameters have met the applicable quality standards. Based on the review of documents for example: monitoring of pesticide use, monitoring of diesel fuel, identification of HCVs and others it was found that accurate data has been entered into the RSPO GHG Calculator version 4.0.</p>	
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>Based on result of document review, it is known that distribution of the unit of certification’s planting years is 2010, 2011, 2012, 2013, 2016 and 2017. In 2014, unit of certification carried out the 2014 New Planting Procedure (NPP) for all of PT KAL's oil palm plantations with an area of ±18,800 Ha (according to the location permit) and notification of NPP was submitted to RSPO website on 29 March 2014 and there were no complaints until 29 April 2014 so that the plantation development process can be continued (On Going NPP, 2009). NPP assessment conducted by PT Mutuagung Lestari on 30 January 2014 with the following conclusions “Therefore PT Kayung Agro Lestari has followed</p>	Complied

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		<p>the RSPO New Planting Procedure. The assessment and plan documentation are carried out in a comprehensive and professional manner in accordance with RSPO requirements and complies with the RSPO Principles and Criteria for new plantings."</p>	
<p>7.10.3</p>	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored. - Critical (Major) compliance -</p>	<p>Unit of certification has identified source of pollution and mitigation plan contained in identification and evaluation form document of environmental aspects number FRM-SOP EHS 003-100. Unit of certification has also carried out management and monitoring related to results of identification and mitigation plans as evidenced through Report of Environmental Management and Monitoring Plan First Semester 2023 and has reported it to Public Housing for Settlement and kementerian lingkungan Hidup and kehutanan on 15 July 2024.</p> <p>Based on verification of the document, it shows that in the management of air pollution, the certification unit has tested air emissions on boilers and generators as well as ambient air. The test is carried out by a accredited laboratory (LP-024-IDN) on 5 February 2024. Based on the analysis of the test results, it can be concluded that there is no value above the applicable quality standard, namely Environment Ministry Regulation Number 07 of 2007 for Boilers, Environment Ministry Regulation Number 11 of 2021 for Gensets and Government Regulation Number 22 of 2021 for ambient air. In addition, unit of certification has also carried out management for interference from immovable sources. The tests were carried out by accredited laboratory (LP-024-IDN) on 5 February 2024. The tests carried out by unit of certification included testing for odor, vibration, and noise in the work area and housing. Based on the results of document verification, it shows that all test results are in accordance with the quality standards set for each applicable statutory regulation.</p>	<p>Complied</p>
<p>Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.</p>			

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7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>Based on the results of verification of legality documents and area information, interviews with management and related stakeholders as well as observations in the company's operational areas, it was found that there were no new planting or replanting areas at the time the audit was carried out.</p>	Complied
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. - Minor compliance -</p>	<p>The company has fire prevention and control procedures which are explained in the SOP for Land Fire Control (Document No. SOP-EHS-005 edition 02/revision 01, effective date 10 April 2018). This procedure is intended as a safety guideline in fire control.</p> <p>This procedure is created by the HSE Coordinator and approved by GM. Changes from the previous procedure are: Changing the document structure by adding a reference section and replacing the company logo/symbol in the document format. The procedure explains: preparation for fire control, implementation of fire control, conditions when the fire has been extinguished, fire prevention efforts.</p> <p>Procedures for preventing and controlling land and forest fires include: risk analysis, preparation of hot spot maps (fire-prone areas), identification of fuel thickness, socialization of fire prevention and danger, identification of water source availability, rainfall data, construction of fire towers, equipment in fire tower, fire patrol by the fire task force team (fire team).</p> <p>The company also carried out an emergency response simulation on 2 May 2024 at the field and club house, involving Fire Awareness Farmer Groups (Kelompok Tani Peduli Api – KTA) from 3 Villages (Kuala Satong Village, Kuala Tolak Villlage and Laman Satong Village). The company also has land fire control facilities and infrastructure that refer to applicable regulations, for example:</p> <ul style="list-style-type: none"> - Fire watch tower. - Extinguishing equipment (personal equipment) 	Complied

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		<ul style="list-style-type: none"> - Team equipment - Hand tools - Water pump and accessories - Data processing and communication facilities - And others <p>Selain itu perusahaan juga telah memiliki fire station yang dilengkapi dengan peralatan elektronik berupa sistem untuk mendeteksi titik api secara dini dan awaktu nyata (real time).</p> <p>The company has proof of reporting on system preparedness, forest, land and plantation fire control infrastructure for the 1st semester of 2024 on 15 July 2024 to the District Agriculture, Animal Husbandry and Plantation Service, Ketapang District Secretariat, etc. Based on the report, there were no fires in the Company's operational areas.</p>	
7.11.3	<p>The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>The company also carried out an emergency response simulation on 2 May 2024 at the field and club house, involving Fire Awareness Farmer Groups (Kelompok Tani Peduli Api – KTA) from 3 Villages (Kuala Satong Village, Kuala Tolak Villlage and Laman Satong Village).</p> <p>The company also routinely conducts patrols involving the surrounding village communities, patrols that have been carried out include patrols with the Laman Satong Village community on 27 May 2024.</p>	Complied

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

PROCEDURAL NOTE for 7.12:

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

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

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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	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>All of PT KAL's oil palm plantations were developed after November 2005 through land clearing from June 2009 - November 2013 and initial planting started in April 2010. PT KAL has carried out the 2014 New Planting Procedure (NPP) and notification of the NPP was submitted to the RSPO website on 29 March 2014 and there were no complaints until April 29, 2014 so that the plantation development process can be continued (On Going NPP, 2009). NPP assessment conducted by PT Mutuagung Lestari on January 30, 2014 with the following conclusions "Therefore PT Kayung Agro Lestari has followed the RSPO New Planting Procedure. The assessment and planning documentation is carried out in a</p> <p>comprehensive and professional manner in accordance with RSPO requirements and complies with the RSPO Principles and Criteria for new plantings."</p> <p>Unit of certification conducted activities to track and identify the presence of HCVs in 2013. The field survey was carried out on 19-26 October 2013 with a public consultation on 25 October 2013 attended by 36 participants representing the surrounding community, the Agriculture Office of Ketapang Regency, BKSDA of Ketapang Regency, NGOs (Palu Foundation). The results of the Public Consultation are stated in the Public Consultation Notification document. Unit of certification sent an Email template for preparation of the Zero Disclosure report to RSPO Compensation (rspocompensation@rspo.org)</p>	Complied
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		<p>on 16 July 2014 and was responded to by RSPO Compensation on 17 July 2014 by Dillon Sarim (RSPO Compensation Coordinator). Unit of certification has carried out a LUCA and sent to the RSPO along with other supporting data, the last submission was on 21 August 2019. Based on the RSPO email on 30 August 2019, it was stated that "The RaCP case for PT KAL will be considered closed", however, there are areas of remediation that need to be addressed. required for oil palm grown on peatlands and riparian buffer zones. PT KAL shall identify and delimit areas of remediation required, and develop and implement a remediation plan in accordance with RSPO requirements, following the RSPO BMP.</p>	
<p>7.12.2</p>	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows: - Critical (Major) compliance - 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>The Company conducted activities to track and identify the presence of HCVs in 2013 which has been included of main main plantation and its partnership plantation. The field survey was carried out on 19-26 October 2013 with a public consultation on 25 October 2013 attended by 36 participants representing the surrounding community, the Agriculture Office of Ketapang Regency, Nature Conservation Agency of Ketapang Regency, NGOs (Palu Foundation). The results of the Public Consultation are stated in the Public Consultation Notification document. Unit of certification does not undertake new land clearing is done after 15 November 2018, so that the existing HCV assessment remains valid. Unit of certification has the results of the identification of protected areas contained in the final report document identification of the presence of High Conservation Value PT Kayung Agro Lestari Ketapang Regency - West Kalimantan Province in collaboration with the Faculty of Forestry - IPB explained, among others, identification activities in the area of PT Kayung Agro Lestari showed that the Conservation Value area. The identified heights include HCV1 (HCV 1.2 and HCV 1.3), HCV 4 (HCV 4.1 and HCV 4.2) and HCV 6. The area identified as a high conservation value area is 3,884.53 ha covering river borders (328.83 Ha), Conservation Forest area</p>	<p>Complied</p>

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		<p>(2,988.10 Ha), Hill (462.49 Ha). Unit of certification re-mapped the conservation area within the scope of the HGU with a total area of 1,122.99 ha.</p> <p>In 2021, the company has conducted an assessment of the existing HCVs by establishing new HCVs (self-declaration) in the form of animal corridors covering 9.21 Ha and peat covering 120 Ha. So that the final total HCV area increased to 1,252.18 Ha.</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>Based on the results of verification of legality documents and area information, interviews with management and related stakeholders as well as observations in the company's operational areas, it was found that there were no new planting areas after 15 November 2018 and at the time the audit was carried out.</p> <p>Unit of certification does not undertake new land clearing is done after 15 November 2018, so that the existing HCV assessment remains valid.</p>	
<p>7.12.3</p>	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the notice on the RSPO website it is known that the High Forest Cover Landscapes and High Forest Cover Countries have not been established by the RSPO. So that this standard has not yet been assessed.</p>	<p>Not Applicable</p>
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
<p>7.12.4</p>	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management 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</p>	<p>Based on results of HCV identification, it is known that there is HCV area within the scope of the certification unit referred to HCV of unit of certification within the scope of the HGU with a total area of 1,252.18 ha. Unit of certification has compiled and determined HCV management plan in HCV Management Plan document in 2023/2024 with scope of management and targets. An integrated management plan is developed in consultation with relevant stakeholders and covers areas that are</p>	<p>Complied</p>

	<p>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> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>directly managed and takes into account the relevant wider landscape level carried out on February-March 2021 with relevant stakeholders of unit of certification. Unit of certification manages the HCV area by providing boundary markers, signboards and markers for the boundaries of the HCV area.</p> <p>Unit of certification also has a management plan that is prepared annually which aims to update management and monitoring needs, the annual program for the 2023/2024 period includes:</p> <ul style="list-style-type: none"> - HCV area patrol by conservation task force - Patrol and monitoring the HCV area with stakeholders - Biodiversity Inventory - Maintenance of HCV signboards and boundary markers - Monitoring of orangutan conflicts with companies - Phenology - Creation of media campaigns and participation in environmental expo activities - Socialization of HCV to staff, employees and contractors - HCV signboard creation - QR Code creation and installation <p>Unit of certification has carried out socialization of protected areas and HCVs to workers and communities around the plantations.</p> <p>The summary of evidence of the socialization is as follows:</p> <p>Internal Socialization:</p>	
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		<ul style="list-style-type: none"> - HCV Socialization at Div. 14 on 08 May 2024 - HCV Socialization at Div. 03 on 11 May 2024 - HCV Socialization at for staff on 15 June 2024 - HCV Socialization at Div. 01 on 18 May 2024 - HCV Socialization at Div. 02 on 24 February 2024 - HCV Socialization for polination employees SGT 1 on 28 January 2024 - HCV Socialization for composting employees 31 May 2024 <p>Eksternal socoialization:</p> <ul style="list-style-type: none"> - HCV Socialization at Kuala Satong Village on 28 February 2024 - HCV Socialization at Sungai Besar Village on 27 February 2024 - HCV Socialization at Kuala Tolak Village on 17 January 2024 - HCV Socialization to road maintenance contractor on 04 March 2024 - HCV Socialization at Senior High School MHU on 16 March 2024 - HCV Socialization to contractor employess on 11 May 2024 - HCV Socialization to student interns on 14-18 May 2024 - HCV Socialization to Wood-seeking community on 19 May 2024 <p>Unit of certification also has maps of the HCV area, water flow and topography with a scale of 1:85,000, the map is also equipped with information about: map title, cardinal directions, map legend, map update date, and map source. Unit of certification also conducts a review related to management and monitoring activities in 2023. HCV</p>	
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		<p>Management Plan Review Report which contains evaluation and management and monitoring recommendations as an effort to improve HCV management activities in 2023/2024.</p> <p>The management plan for HCV areas in the form of river borders has been stated in unit of certification documents as follows:</p> <ul style="list-style-type: none"> - High Conservation Value Identification Report 2013 which is in the HCV findings section explains the existence of rivers designated as HCV in PT Kayung Agro Lestari, namely Satong Kanan River, Satong Kiri River, Melaka River, Kepayung River and Laman River. - High Conservation Value Area Management SOP Document No. SOP-CSV-01 Revision 03 dated 01 October 2018, explains things, including: <ol style="list-style-type: none"> 1. Determine width of river border on each side of water body at 100 meters for large rivers and 50 meters for small rivers. 2. Artificial drainage to drain water during heavy rain does not require buffer zone but is not permitted to be contaminated with fronds, fertilizer or other chemicals. 3. Marking of river border areas by placing red paint marks on trees outside the river border; as well as on the outermost (circular) palm oil tree which is the boundary of the oil palm plantation in the river border area. <p>As implementation of these procedures during the audit process, evidence of implementation of the plan can be shown, including:</p> <ul style="list-style-type: none"> - Management Plan 2023/2024 explains program for patrolling HCV area every week, maintaining signboards every week, making and installing HCV stakes every 4 months, maintaining HCV stakes every 4 months, as well as socialization to workers. 	
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		<ul style="list-style-type: none"> - HCV Management Report for August 2023 which explains that patrols of HCV area, maintenance of signboards, manufacture and installation of HCV stakes, and maintenance of HCV stakes have been carried out. - Daily Patrol Report with document number FRM-ENV-001 by the HCV task force from August 2023 to 14 September 2023 which includes monitoring activities that damage HCV including destruction of HCV planks, destruction of HCV signs (stakes, boundaries), fertilization and spraying throughout the area river border. It is known that there was no destruction of HCV signs (stakes, boundaries), fertilization or spraying along the river border area. - HCV socialization to staff and employees (state as above) 	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>After the HGU was processed, there were areas that were originally identified as HCV areas but were not granted a HGU Permit (enclaved) including overlapping with Mining Permits, for example Conservation Area II covering an area of 2,330.88 Ha, Laman Satong Tua Tomb, Laman Rindu Tomb and Keramat Batu Inap. Currently the 2,330.88 Ha area has been designated as an KKE area, which has been agreed by various parties. It can be shown the Decree of the Governor of West Kalimantan No. 718/DISHUT/2017 regarding the establishment of Essential Ecosystem Areas (KKE) in North Kayong Regency and Ketapang Regency, West Kalimantan Province. In the decree, it is explained that the freshwater swamp landscape - Mendawa watershed and the Orangutan corridor landscape of Sungai Putri - Gunung Tarak - Gunung Palung are determined according to the map in the attachment of the document. The decree was issued on 17 November 2017. Attached is a 1:100000 scale map, published by the Governor of West Kalimantan. The decree was jointly signed by the Forestry Service, the Sustainability Director of PT KAL, Bappeda Ketapang, PT BGA, and the Sustainability Trade Initiative.</p>	Complied

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		<p>Unit of certification can show the minutes of the agreement on the joint commitment to the management of the HCV area of the Laman Randu sacred tomb dated 12 April 2016 in the core zone area of 100 Ha. Unit of certification has collaborated with surrounding villages in the implementation of conservation management, for example in August 2020 a Patrol with the Village Forest Management Agency (LDPHD) Laman Satong was carried out in several HCV areas.</p>	
<p>7.12.6</p>	<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 the results of the study on the identification of the presence of HCV in the area of PT Kayung Agro Lestari, Ketapang Regency, West Kalimantan Province in collaboration with the Faculty of Forestry, in 2013 it was found that there were 9 (nine) protected vegetation types based on Government Regulation No. There are 6 (six) species, including <i>Nepenthes gracilis</i>, <i>nepentes ampullaria</i>, <i>nepentes bicalcarata</i>, <i>Nepenthes reinwardtiana</i>, <i>Nepenthes spectabilis</i>. The types of wood are Kayu Batu (<i>Hopea pachycarpa</i>), Ramin (<i>Gonystyllus bancanus</i>), dan belian /ulin (<i>Eusideroxylon zwageri</i>).. As for animal species, the results of identification of protected wildlife based on Government Regulation No. 7 of 1999 based on identification documents of conservation areas consist of 3 types of mammals and 18 species of birds.</p> <p>The Company already has SOP for the Management of High Conservation Value Areas which took effect on October 1, 2018 explaining, among other things:</p> <ul style="list-style-type: none"> - Marking the boundaries of HCVF in the field using a Global Position System (GPS) device based on the map of HCV identification. - Provide facilities and infrastructure to protect HCV (Plants and Animals) areas; provision of facilities in the form of maps of HCV areas, HCV signboards containing information on HCV name, HCV type, HCV area and various types of activities that are PROHIBITED such as 	<p>Complied</p>

		<p>hunting, mining, felling trees, gardening and legal sanctions while taking into account the wisdom of the local community.</p> <ul style="list-style-type: none"> - Conduct routine or periodic surveillance and patrols on HCVs that are prone to disturbances and the results of monitoring and patrol activities are written in the prepared report format. - Planning the development of plantation infrastructure by taking into account the HCV. - Develop and monitor a population management plan for protected species of plants and animals contained in the HCV. - Conduct an inventory of Non-Timber Forest Products (NTFPs) in the HCV such as honey, rattan and other. - Supervise and control the use of NTFPs according to the concept of sustainable use. - Reducing the occurrence of water pollution by using environmentally friendly agricultural chemicals in the Estate area - Conducting outreach and outreach to the community. <p>The Company manages the HCV area by providing boundary markers, signboards and markers for the boundaries of the HCV area. The Company also has a management plan that is prepared 2 years which aims to update management and monitoring needs, the annual program for the 2023/2024 period includes:</p> <ul style="list-style-type: none"> - HCV area patrol by conservation task force - Patrol and monitoring the HCV area with stakeholders - Biodiversity Inventory - Maintenance of HCV signboards and boundary markers - Monitoring of orangutan conflicts with companies - Phenology 	
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		<ul style="list-style-type: none"> - Creation of media campaigns and participation in environmental expo activities - Socialization of HCV to staff, employees and contractors - HCV signboard creation - QR Code creation and installation for benefit trees <p>The Company carried out socialization of protected areas and HCVs to workers and communities around the plantations. The summary of evidence of the socialization is as follows:</p> <p>Internal Socialization:</p> <ul style="list-style-type: none"> - HCV Socialization at Div. 14 on 08 May 2024 - HCV Socialization at Div. 03 on 11 May 2024 - HCV Socialization at for staff on 15 June 2024 - HCV Socialization at Div. 01 on 18 May 2024 - HCV Socialization at Div. 02 on 24 February 2024 - HCV Socialization for polination employees SGT 1 on 28 January 2024 - HCV Socialization for composting employees 31 May 2024 <p>External socoialization:</p> <ul style="list-style-type: none"> - HCV Socialization at Kuala Satong Village on 28 February 2024 - HCV Socialization at Sungai Besar Village on 27 February 2024 - HCV Socialization at Kuala Tolak Village on 17 January 2024 	
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		<ul style="list-style-type: none"> - HCV Socialization to road maintenance contractor on 04 March 2024 - HCV Socialization at Senior High School MHU on 16 March 2024 - HCV Socialization to contractor employees on 11 May 2024 - HCV Socialization to student interns on 14-18 May 2024 - HCV Socialization to Wood-seeking community on 19 May 2024 <p>Based on the results of interviews with spray and harvest workers, it is known that the workers understand the existence of a protection policy for protected flora and fauna. Workers are prohibited from catching and breeding animals and are prohibited from trading protected animals. In addition, the results of field observations to employee housing areas revealed that there were no animals kept by employees. This proves that the animal protection policy has been understood by the employees.</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> <ul style="list-style-type: none"> - Minor compliance - 	<p>Unit of certification has been monitoring the status of HCVs, peat areas, RTE species. Unit of certification can show the PT Kayung Agro Lestari High Conservation Value Area Management report for July - December 2023 period which has been approved by the Director. The results of the document review of the report show that unit of certification has carried out several activities as an effort to protect HCV, peat areas, and RTE species. The results of the monitoring carried out by unit of certification are as follows:</p> <ul style="list-style-type: none"> - Patrol and Monitoring HCV area. - Biodiversity inventory - HCV Socialization to employees, contractor and communities - Orangutan population management - Orangutan habitat feasibility study (phenology) - Forest plant nursery - Tree restoration and enrichment 	Complied

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		<ul style="list-style-type: none"> - Sign board maintenance and stake maintenance. - Coordination with stakeholders - Patrol with stakeholders. <p>During the period of July – December 2023, there was no an illegal logging activity in production forest which borders PT KAL HCV. Efforts made by unit of certification by conducting direct communication and directing to the community.</p> <p>The results of the animal and plant inventory conducted by unit of certification for the first semester of 2023/2024 revealed that there are 21 types of protected wildlife based on the Regulation of the Minister of Environment and Forestry Number P.106 of 2018 consisting of 6 types of mammals, 14 species of birds, and 1 types of reptiles.</p> <p>Phenology activities to determine the suitability of Orangutan habitat carried out in the HCV 2,330 Ha Area such as tree species inventory. The results of the activity showed that the number of trees found was 536 trees, which were dominated by Family Myrtaceae (53 species) and Sapotaceae (223 species). The results of the monitoring carried out by unit of certification in the second semester of 2023 are used as input for the implementation of monitoring in the first semester of 2024.</p>	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>All of PT KAL's oil palm plantations were developed after November 2005 through land clearing from June 2009 - November 2013 and initial planting started in April 2010. PT KAL has carried out the 2014 New Planting Procedure (NPP) and notification of the NPP was submitted to the RSPO website on 29 March 2014 and there were no complaints until April 29, 2014 so that the plantation development process can be continued (On Going NPP, 2009). NPP assessment conducted by PT Mutuagung Lestari on January 30, 2014 with the following conclusions "Therefore PT Kayung Agro Lestari has followed the RSPO New Planting</p>	Complied

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		<p>Procedure. The assessment and planning documentation is carried out in a comprehensive and professional manner in accordance with RSPO requirements and complies with the RSPO Principles and Criteria for new plantings."</p> <p>Unit of certification conducted activities to track and identify the presence of HCVs in 2013. The field survey was carried out on 19-26 October 2013 with a public consultation on 25 October 2013 attended by 36 participants representing the surrounding community, the Agriculture Office of Ketapang Regency, BKSDA of Ketapang Regency, NGOs (Palu Foundation). The results of the Public Consultation are stated in the Public Consultation Notification document. Unit of certification sent an Email template for preparation of the Zero Disclosure report to RSPO Compensation (rspocompensation@rspo.org) on 16 July 2014 and was responded to by RSPO Compensation on 17 July 2014 by Dillon Sarim (RSPO Compensation Coordinator). Unit of certification has carried out a LUCA and sent to the RSPO along with other supporting data, the last submission was on 21 August 2019. Based on the RSPO email on 30 August 2019, it was stated that "The RaCP case for PT KAL will be considered closed", however, there are areas of remediation that need to be addressed. required for oil palm grown on peatlands and riparian buffer zones. PT KAL shall identify and delimit areas of remediation required, and develop and implement a remediation plan in accordance with RSPO requirements, following the RSPO BMP.</p>	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in [2023] for [Kayung Agro Lestari POM] and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in [2023] for [Kayung Agro Lestari POM] and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	6.43
PKO	-

Extraction	%
OER	18.77
KER	3.06

Production	t/yr
FFB Process	340,624.67
CPO Produced	63,947.05
PKO Produced	10,436.09

Land Use	Ha
OP Planted Area	5,500.24
OP Planted on peat	5,885.61
Conservation (forested)	1,252.20
Conservation (non-forested)	-
Total	12,638.05

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	137538.87	0.61	46363.95	1.02	0.00	0.00	183902.82	1,63
CO ₂ Emission from fertilizer	3787.00	0.02	1127.01	0.02	0.00	0.00	4914.01	0,04
NO ₂ Emission	3368.57	0.02	836.57	0.02	0.00	0.00	4205.14	0,04
Fuel Consumption	704.74	0.00	34.52	0.00	0.00	0.00	739.26	0,00
Peat Oxidation	288845.01	1.29	27669.55	0.61	0.00	0.00	316514.56	1,9
Sink								
Crop Sequestration	-84676.21	-0.38	-20354.61	-0.45	0.00	0.00	-105030.82	0,83
Conservation Sequestration	-9014.84	-0.04	-2467.83	-0.05	0.00	0.00	-11482.67	0,09
Total	380154.30	1.70	57666.70	1.27	0.00	0.00	441373.54	4,53

**Note: Includes both estates and smallholders*

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	38809.96	0.11
Fuel Consumption	778.88	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	-2998.96	-0.01
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	36589.88	0.11

Summary of Kernel Crusher Emission and Credit (if applicable)

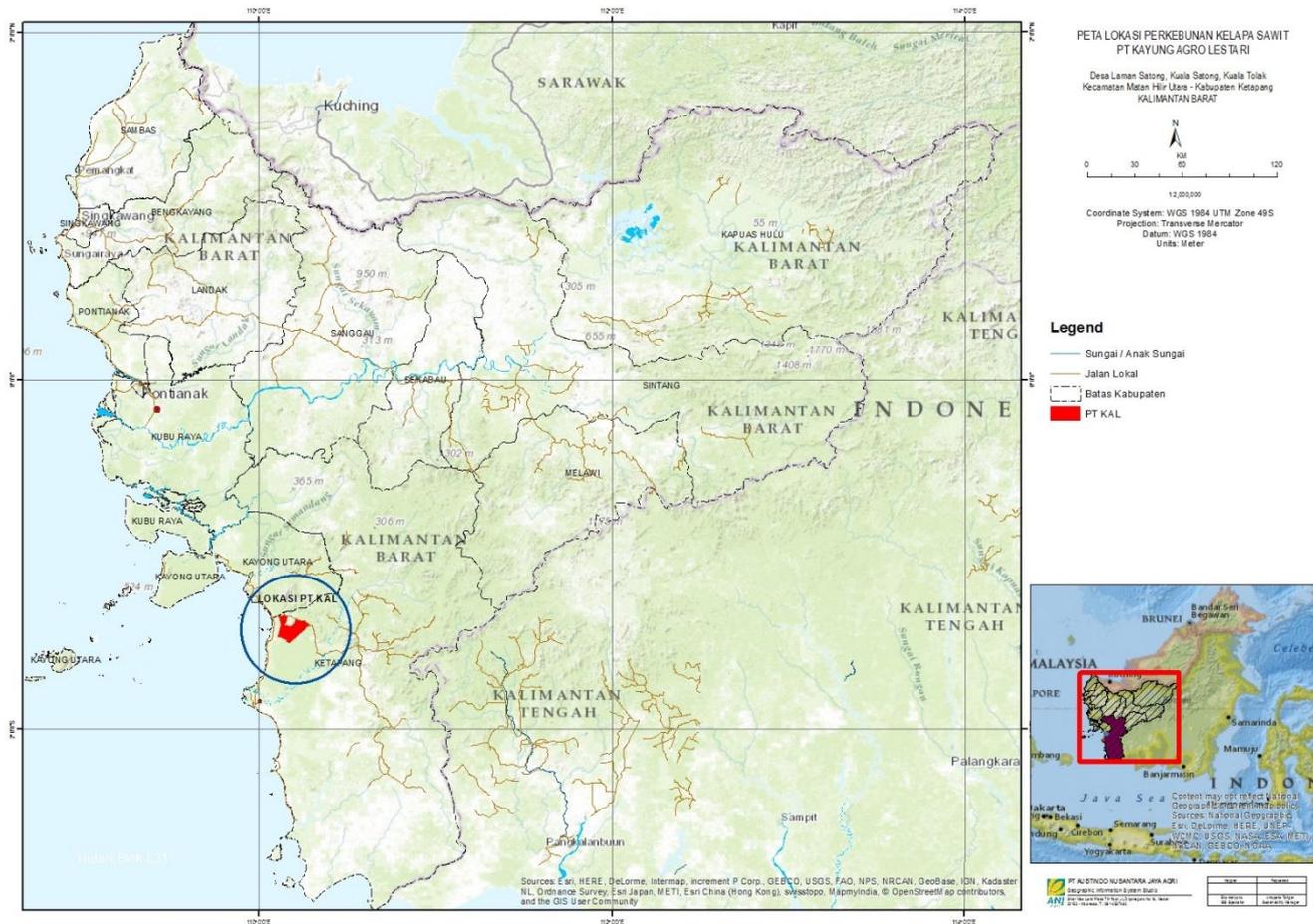
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	15
Divert to anaerobic diversion (%)	85

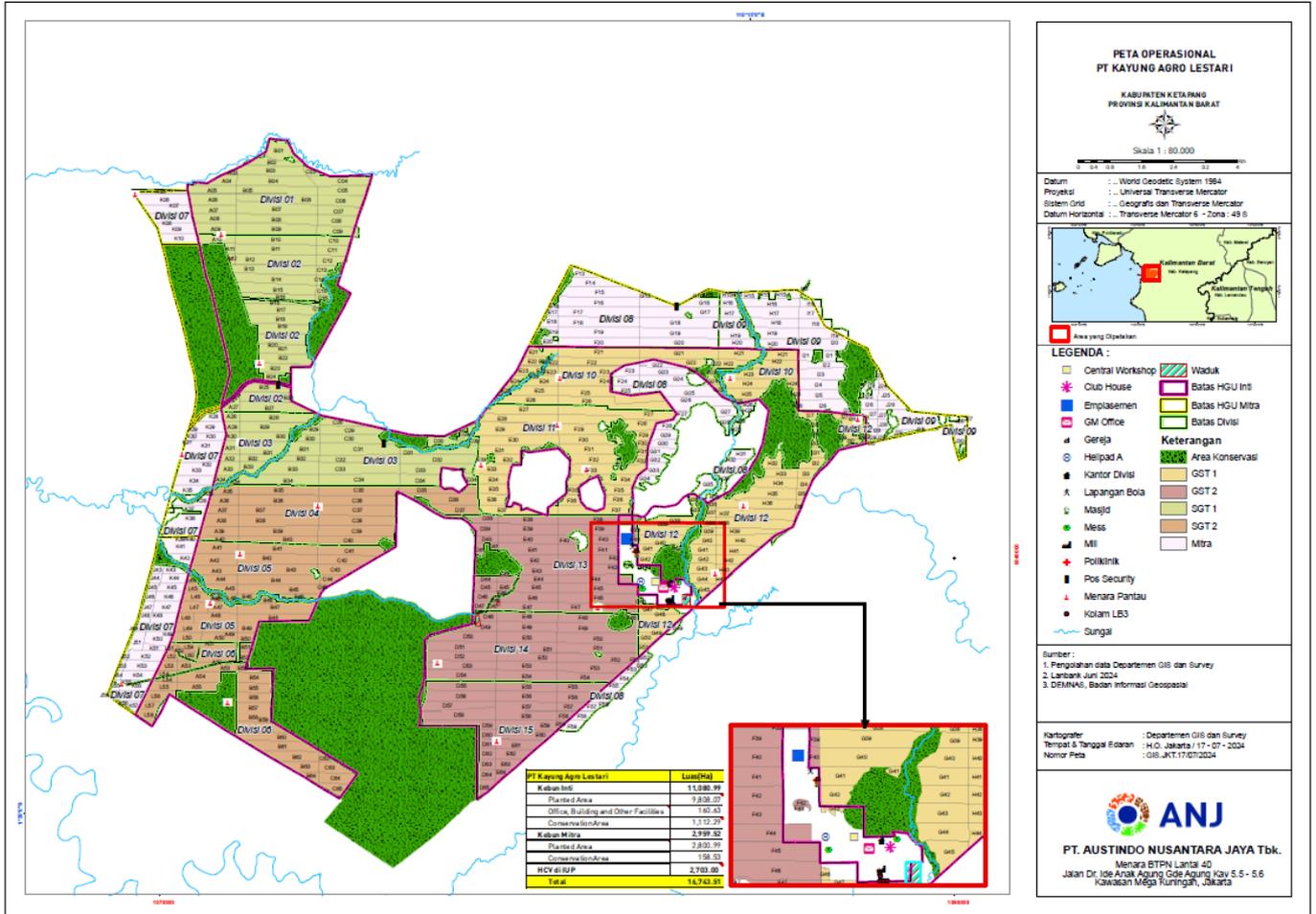
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases

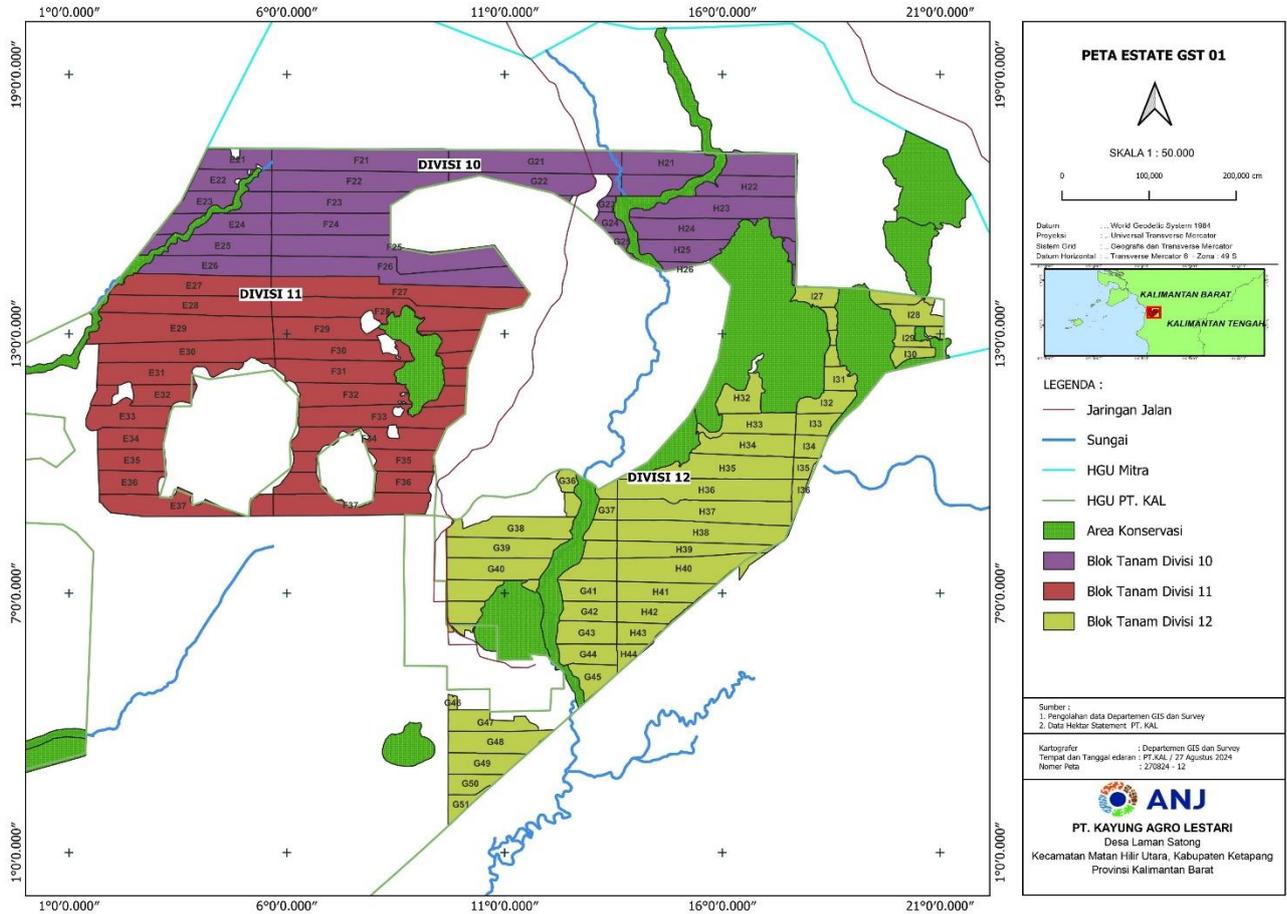


Appendix D: Estate Field Map

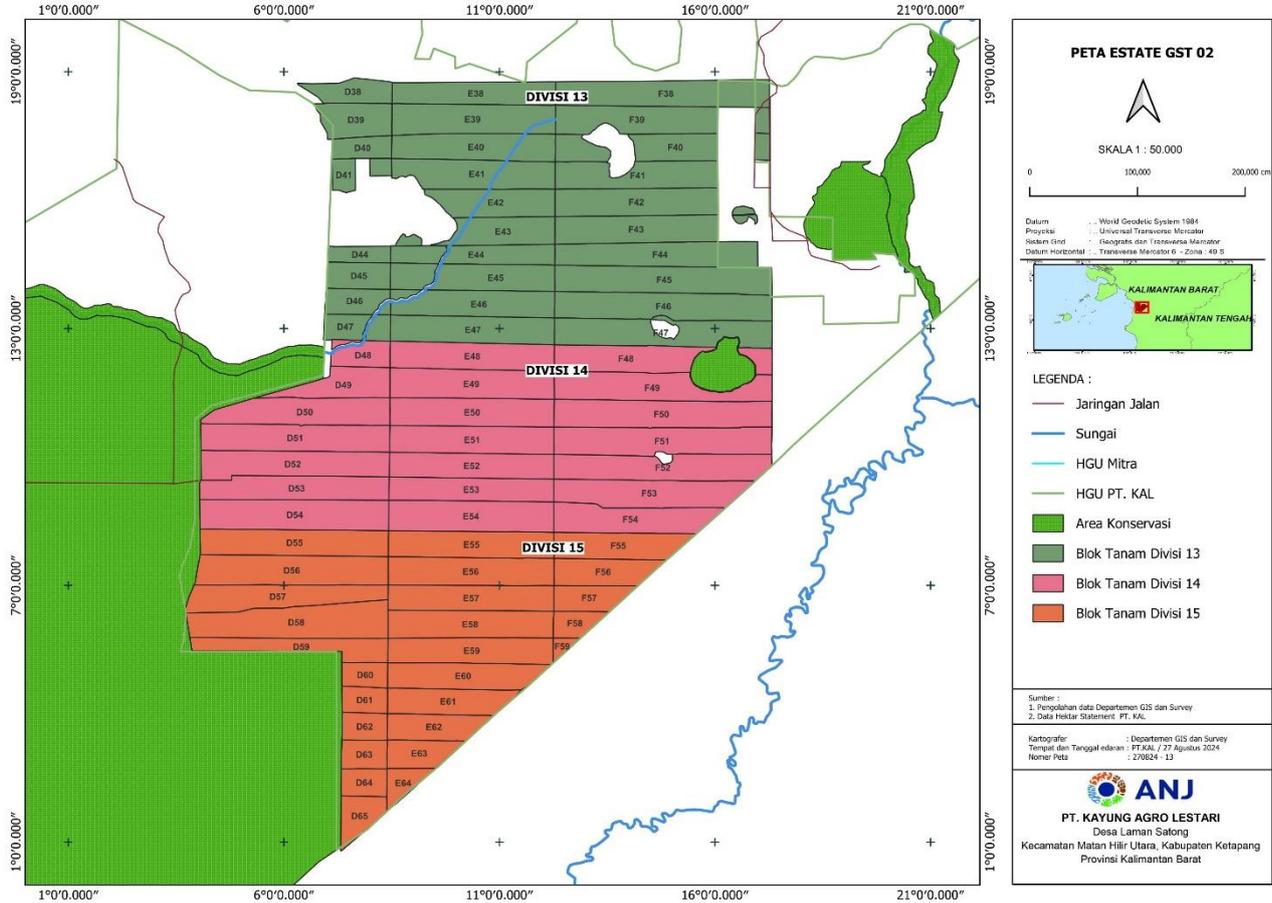
a. All Estate



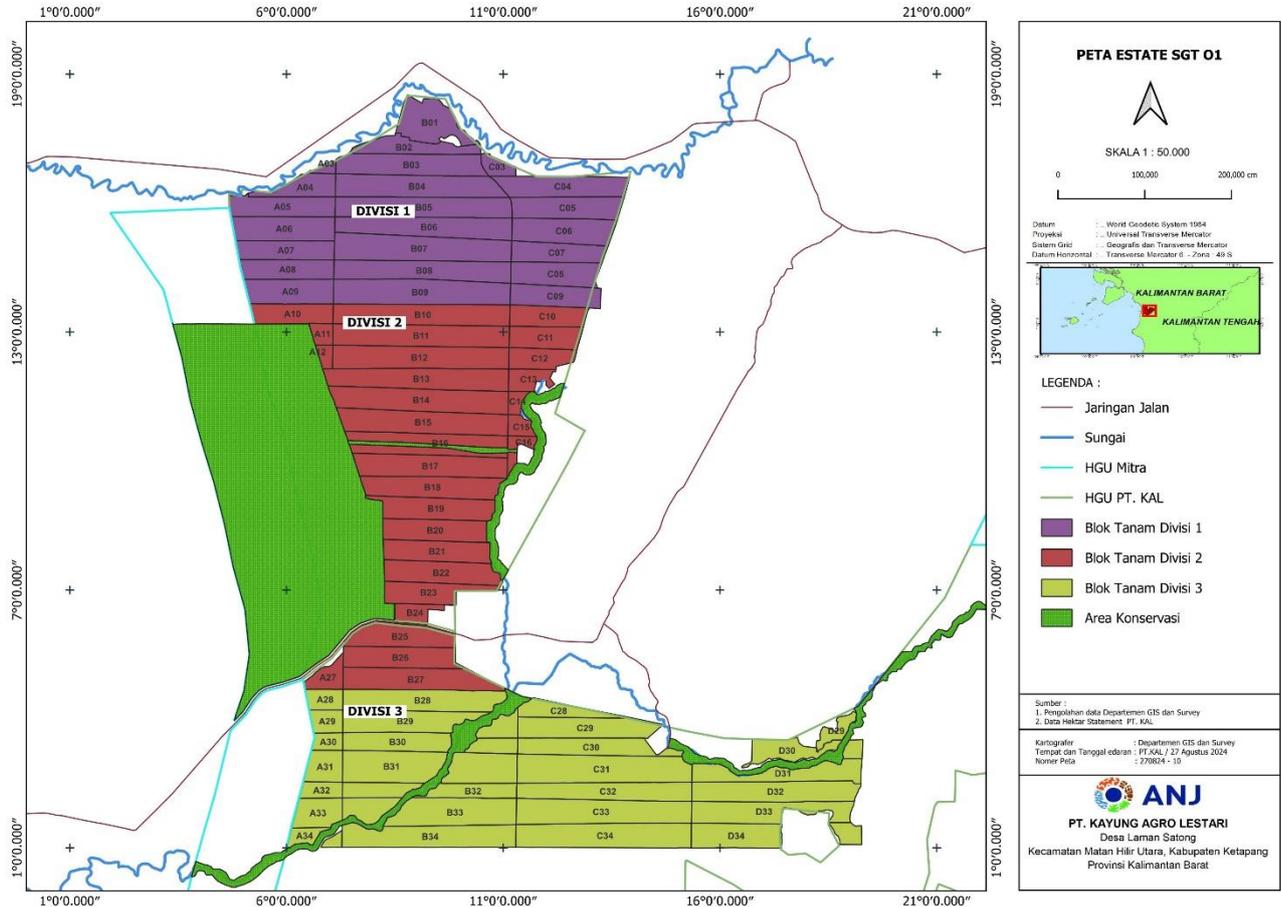
b. Gunung Sejahtera Tumbuh 1 (GST-1) Estate



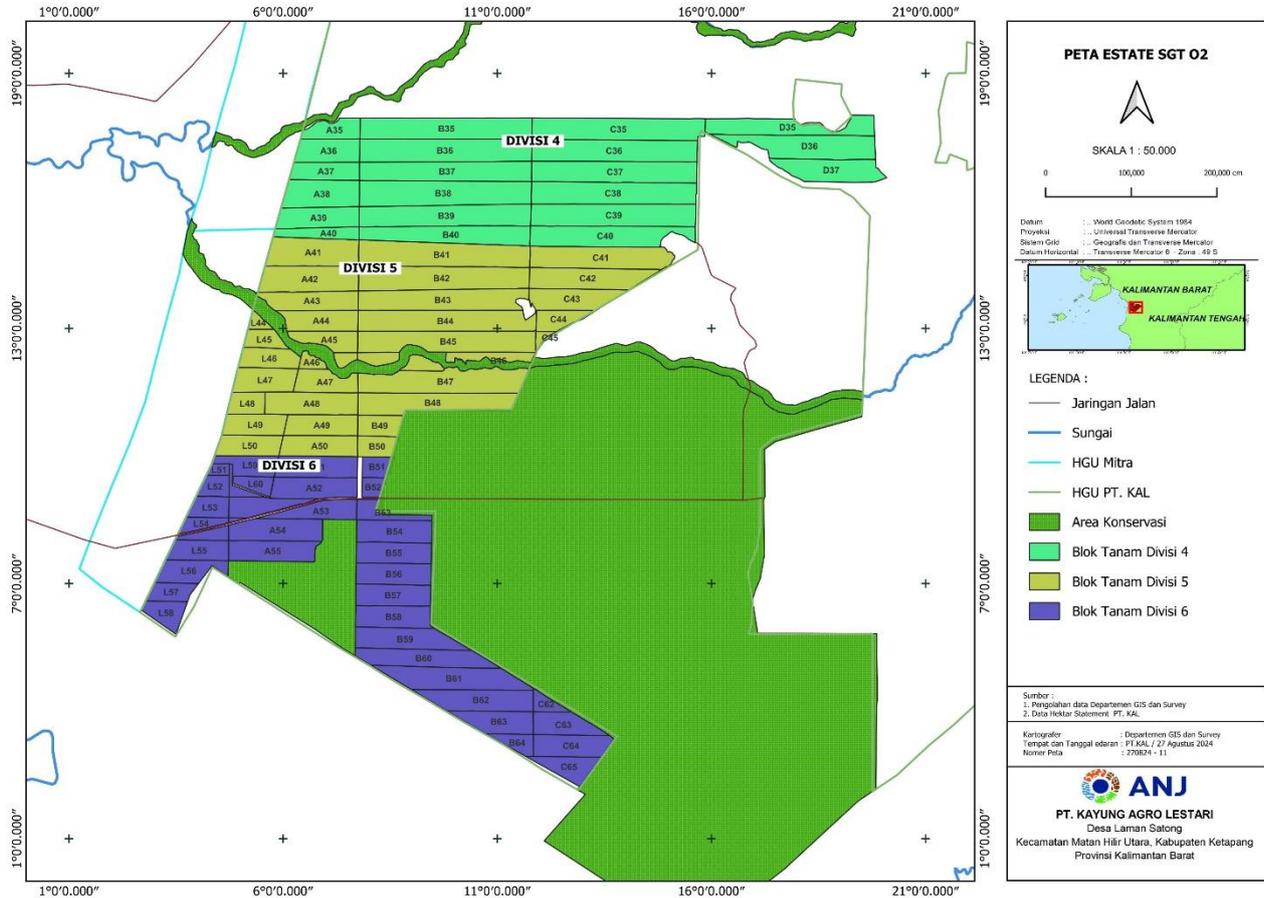
c. Gunung Sejahtera Tumbuh 2 (GST-2) Estate



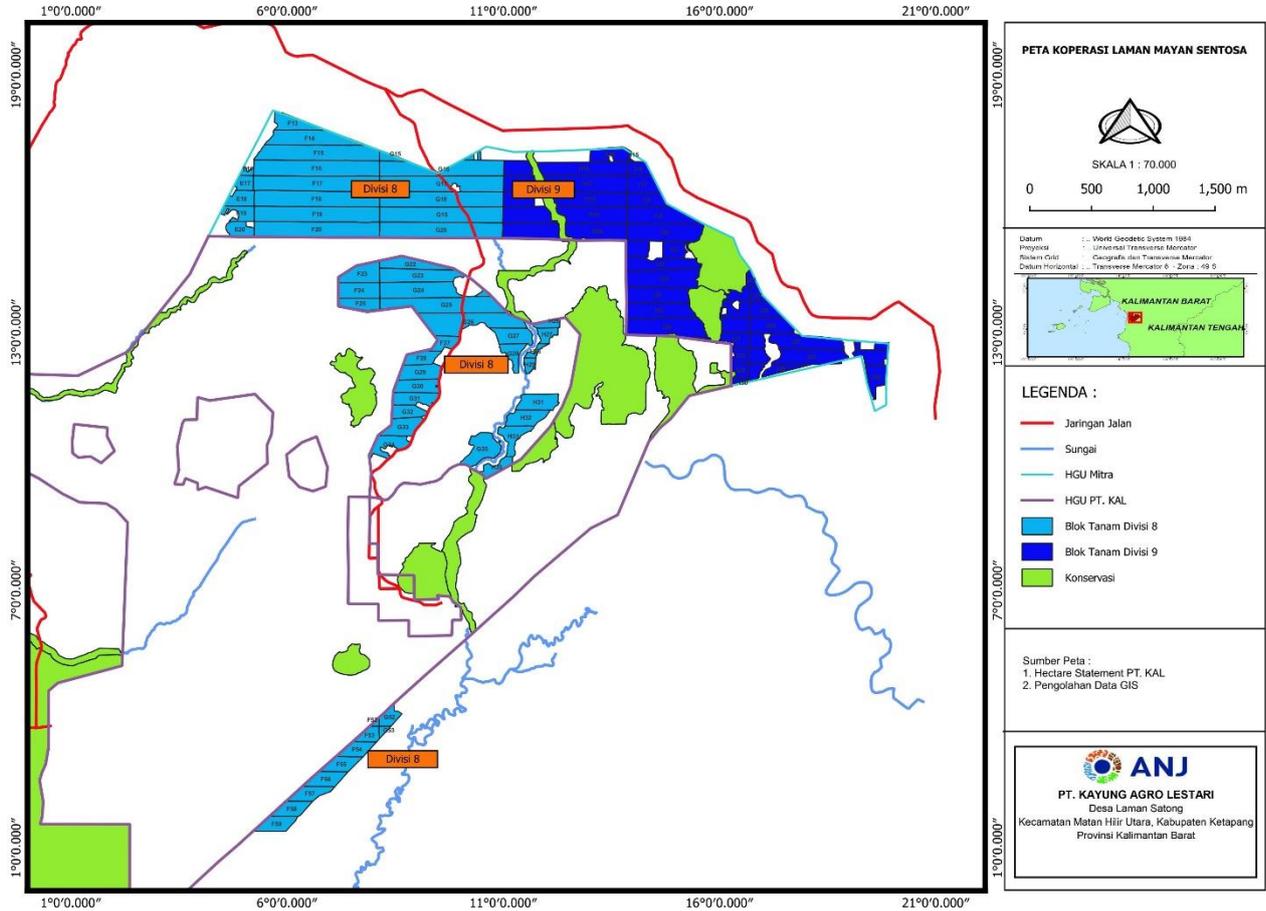
d. Sungai Gemilang Teduh 1 (SGT-1) Estate



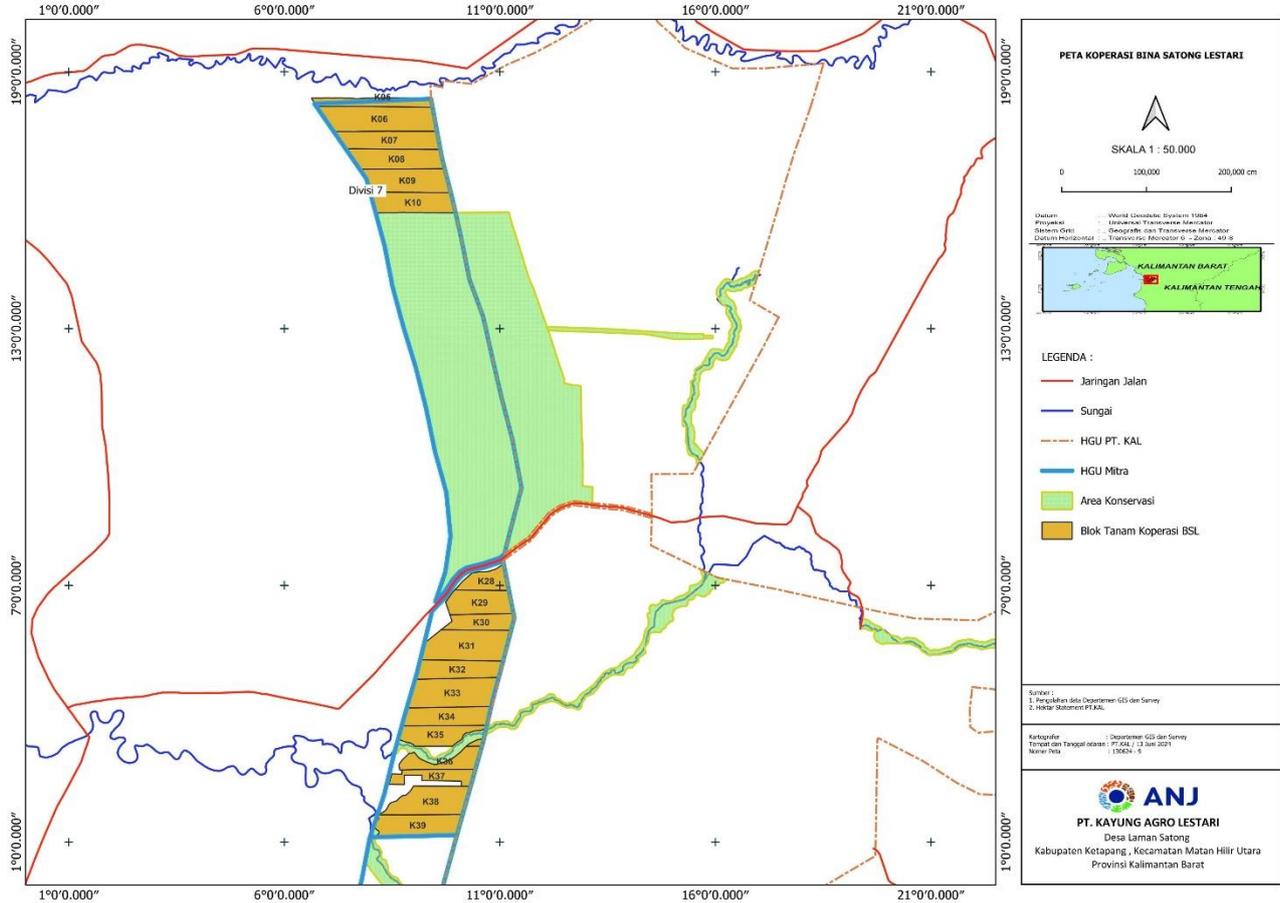
e. Sungai Gemilang Teduh 2 (SGT-2) Estate



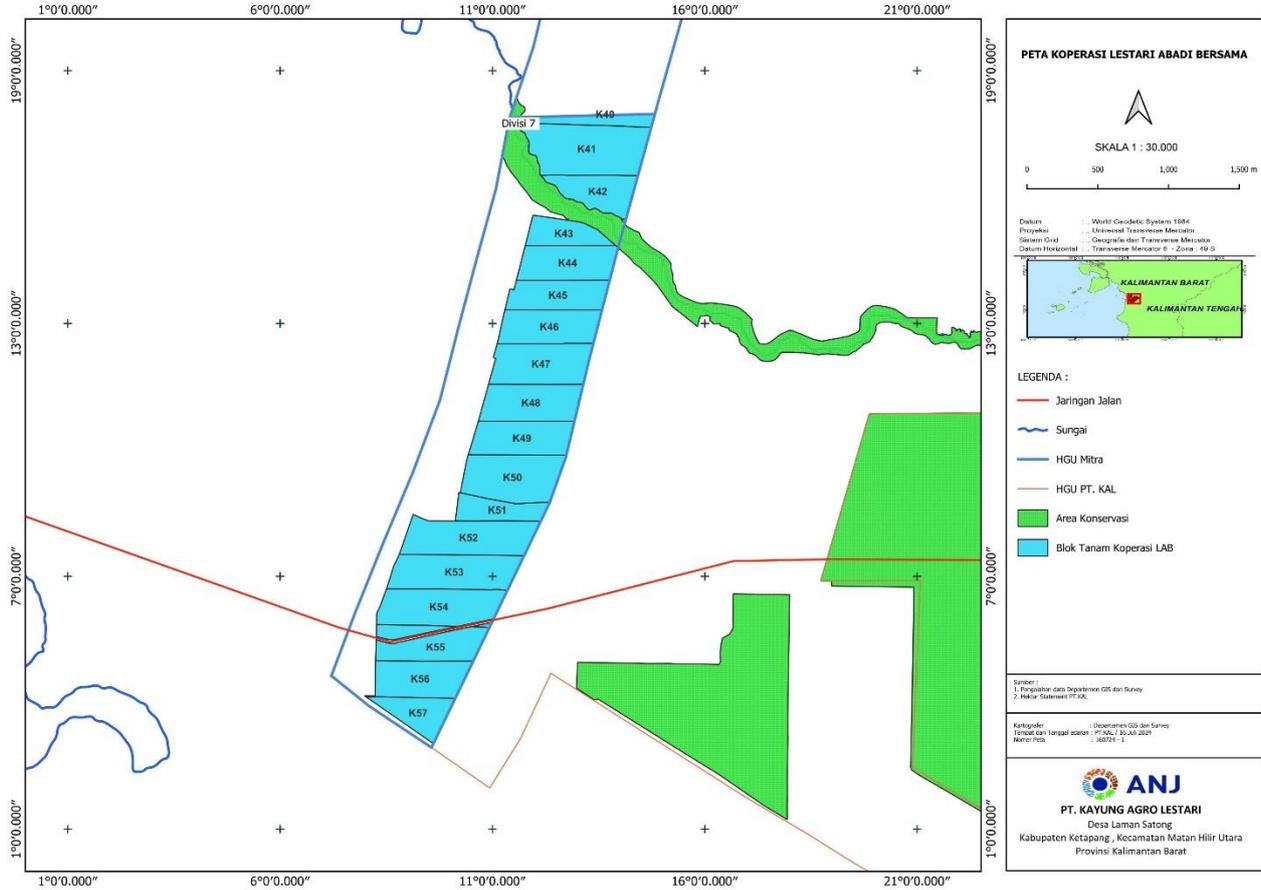
f. Mitra Laman Mayang Sentosa (Scheme smallholder)



g. Mitra Bina Satong Lestari (Scheme smallholder)



h. Mitra Lestari Abadi Bersama (Scheme smallholder)



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	1.0 (low risk)	Choose an item.	Choose an item.
Justification of Risk Factor Applied	Scheme smallholder area is managed by the company (full managed). There is no replanting and or expansion, there is a history of non-conformance in the estate not in scheme smallholders. Therefore the risk factor is low risk.	-	-
Number of samples	<ul style="list-style-type: none"> Mitra Laman Mayang Sentosa (624 smallholders) – 20 samples Mintra Bina Satong Lestari (738 smallholders) – 22 samples Mitra Lestari Abadi Bersama (1170 smallholders) – 28 samples 	-	-
Remarks	-	-	-

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
A	Mitra Laman Mayang Sentosa (20 sampled Smallholders):	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 25'54" S	110°13'26" E	2,079.25	1,882.17	29,906.24	10 March 2015	-
1	Albertus Jamhari	Mitra Laman Mayang Sentosa	01° 25'54" S	110°13'26" E	-	-	-	10 March 2015	17192
2	David Albertus J Widiarto	Mitra Laman Mayang Sentosa							16612
3	Idi	Mitra Laman Mayang Sentosa							16921
4	Yohanes A Afandi	Mitra Laman Mayang Sentosa							16829
5	Sabianus Sucin	Mitra Laman Mayang Sentosa							16947

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
6	Panderius Apen	Mitra Laman Mayang Sentosa							16945
7	Fransiskus Suhardi	Mitra Laman Mayang Sentosa							17136
8	Genang	Mitra Laman Mayang Sentosa							16698
9	Anastosier Nancas	Mitra Laman Mayang Sentosa							16721
10	Heribertus Ismanto	Mitra Laman Mayang Sentosa							16699
11	Daniel Handi	Mitra Laman Mayang Sentosa							16768
12	Antonius Ayok	Mitra Laman Mayang Sentosa							16986
13	Herry	Mitra Laman Mayang Sentosa							17141
14	Yoas	Mitra Laman Mayang Sentosa							16674
15	Superdi	Mitra Laman Mayang Sentosa							17084
16	Ani	Mitra Laman Mayang Sentosa							16604
17	Ahong	Mitra Laman Mayang Sentosa							16600
18	Sutrisno	Mitra Laman Mayang Sentosa							16882
19	Agatha Isnawati	Mitra Laman Mayang Sentosa							16812
20	Paulus Aliyansah	Mitra Laman Mayang Sentosa							16942
B	Mitra Bina Satong Lestari (22 sampled Smallholders):	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District, Kalimantan Barat Province, Indonesia	01° 26'25" S	110°13'22" E	446.83	302.17	2,678.78	Certified since 2021	-
1	Maryadi	Mitra Bina Satong Lestari	01° 26'25" S	110°13'22" E	-	-	-	28 Aug 2015	18322
2	Fawzi	Mitra Bina Satong Lestari							211758
3	Saidah M	Mitra Bina Satong Lestari							211762

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
4	Subandi	Mitra Bina Satong Lestari							18267
5	Medi Sukardi	Mitra Bina Satong Lestari							18156
6	Fitrianti Jaharyani -	Mitra Bina Satong Lestari							211747
7	Rina	Mitra Bina Satong Lestari							18451
8	Eti Sumiati - Sumiaton	Mitra Bina Satong Lestari							18116
9	Anita Hairani	Mitra Bina Satong Lestari							18140
10	Nurmalina – Ima Maulina	Mitra Bina Satong Lestari							211931
11	Hatiah	Mitra Bina Satong Lestari							211746
12	Suleha - Sulaiman	Mitra Bina Satong Lestari							18269
13	Sadran	Mitra Bina Satong Lestari							211874
14	Baudanto Adianto -	Mitra Bina Satong Lestari							211861
15	Kaderi	Mitra Bina Satong Lestari							18390
16	Rusning	Mitra Bina Satong Lestari							18171
17	Nanong Samsudin	Mitra Bina Satong Lestari							211695
18	Rudiansyah	Mitra Bina Satong Lestari							211725
19	Juatu	Mitra Bina Satong Lestari							18386
20	Rusli	Mitra Bina Satong Lestari							211810
21	Juin	Mitra Bina Satong Lestari							18150
22	Usripolahi – Saipol Abidin	Mitra Bina Satong Lestari							18258
C	Mitra Lestari Abadi Bersama (28 sampled Smallholders)	Laman Satong Village, Matan Hilir Utara Sub District, Ketapang District,	01° 27'54" S	110°06'52" E	297.99	156.58	1,195.40	Certified since 2022	-

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
		Kalimantan Barat Province, Indonesia							
1	Dedy Arman	Mitra Lestari Abadi Bersama	01° 27'54" S	110°06'52" E	-	-	-	29 March 2021	55773
2	Supardi	Mitra Lestari Abadi Bersama							55905
3	Mudiman	Mitra Lestari Abadi Bersama							56057
4	Jasliani	Mitra Lestari Abadi Bersama							55800
5	Selimang	Mitra Lestari Abadi Bersama							56238
6	Juanda	Mitra Lestari Abadi Bersama							55576
7	Fitri Irwandi	Mitra Lestari Abadi Bersama							56096
8	Jalimah - Satimah	Mitra Lestari Abadi Bersama							56460
9	Rusli	Mitra Lestari Abadi Bersama							55948
10	Idiyansyah	Mitra Lestari Abadi Bersama							55973
11	Yanto	Mitra Lestari Abadi Bersama							56112
12	Hamzah	Mitra Lestari Abadi Bersama							55847
13	Edi Prayanto	Mitra Lestari Abadi Bersama							55708
14	Jorhadi	Mitra Lestari Abadi Bersama							56138
15	Jainiah	Mitra Lestari Abadi Bersama							56441
16	Rojali	Mitra Lestari Abadi Bersama							55643
17	Ismail Efendi	Mitra Lestari Abadi Bersama							55714
18	Ruslan	Mitra Lestari Abadi Bersama							55814
19	Asmadi Asri	Mitra Lestari Abadi Bersama							55878
20	Dueng	Mitra Lestari Abadi Bersama							56046
21	Budiman	Mitra Lestari Abadi Bersama							55770

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (S)	Longitude (E)	Total Certified Area	Planted Area			
22	Rahmat	Mitra Lestari Abadi Bersama							55861
23	Florensius Masrang	Mitra Lestari Abadi Bersama							56324
24	Laurenti Hande - Handayani	Mitra Lestari Abadi Bersama							56366
25	Nikodemus - Anita	Mitra Lestari Abadi Bersama							55423
26	Hatemah	Mitra Lestari Abadi Bersama							55437
27	Jasmardiana	Mitra Lestari Abadi Bersama							55439
28	Misdi	Mitra Lestari Abadi Bersama							55449

Note: There are 3 (three) of Koperasi of Mitra / Scheme smallholders for PT Kayung Agro Lestari namely Mitra Laman Mayang Sentosa, Mitra Bina Satong Lestari and Mitra Lestari Abadi Bersama that the operational land is HGU (land title) which belong to the state. Apart from that, a member who is registered as a member only shows that the person is registered to receive benefits/production results from the plasma plantation. All work is carried out by the PT KAL and the treatment is the same as for estates, the company carries out full management, the names listed as a requirement for administrative establishment in plasma/scheme smallholders licensing in accordance with Indonesian regulations.

Appendix F: List of Abbreviations

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