

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

<b>Client Company Name / Parent Company:</b> <b>PT SAWIT SUMBERMAS SARANA</b>
Client Company / Parent Company Address: Jalan H. Udan Said No. 47, Pangkalanbun, Arut Selatan District, Kotawaringin Barat Regency, Kalimantan Tengah Province, 74113, Indonesia.
Certification Unit: <b>PT. Menteng Kencana Mas - Kanamit Mill</b> Location of Certification Unit: Jalan H. Udan Said No. 47, Pangkalanbun, Arut Selatan District, Kotawaringin Barat Regency, Kalimantan Tengah Province, 74113, Indonesia.
Date of Final Report: 24/06/2024

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## Section 1: Scope of the Assessment

1. Company Details			
Parent Company	PT Sawit Sumbermas Sarana		
RSPO Membership Number	1-0111-07-000-00	Membership Approval Date	17 April 2007
Address	Jalan H. Udan Said No. 47, Pangkalanbun, Arut Selatan District, Kotawaringin Barat Regency, Kalimantan Tengah Province, 74113, Indonesia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT. Menteng Kencana Mas - Kanamit Mill		
Location / Address	Kanamit Village, Maluku District, Pulang Pisau Regency, 73564, Kalimantan Tengah Province, Indonesia		
Website	www.ssms.co.id		
Management Representative	Angga Sanggraha	E-mail	<a href="mailto:angga@citraborneo.co.id">angga@citraborneo.co.id</a>
Telephone	+62 823 2220 6662	Facsimile	+62 532 21396

2. Certification Information			
Certificate Number	RSPO 793972	Certificate Start Date	24/06/2024
Date of First Certification	24/06/2024	Certificate Expiry Date	23/06/2029
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK).		
Visit Objectives	<ul style="list-style-type: none"> <li>Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 mt/hr
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
AJAINDO/ISPO-IN/048/VII/2022	ISPO	AJA Sertifikasi Indonesia	30/07/2027
FM 734934	ISO 9001:2015	BSI	24/10/2023
EMS 734936	ISO 14001:2015	BSI	18/10/2023
OHS 734937	ISO 45001:2018	BSI	18/10/2023

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Kanamit Palm Oil Mill	Kanamit Village Maluku Sub-district Pulang Pisau District Central Kalimantan	02° 56' 58.00" S	114° 10' 55.24" E
Kanamit Estate	Kanamit Village Maluku Sub-district Pulang Pisau District Central Kalimantan	02° 57' 18.23" S	114° 10' 55.24" E
Badirih Estate	Kanamit Village Maluku Sub-district Pulang Pisau District Central Kalimantan	03° 00' 50.11" S	114° 14' 21.00" E
Bahaur Estate	Bahaur Village and Batu Raya Village Pandih Batu Subdistrict Pulang Pisau District, Central Kalimantan	03° 09' 47.41" S	114° 10' 21.95" 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
<b>HGU</b>					
Kanamit Estate	1,218.05	1.90	257.11	1,477.06	82.46 %
Badirih Estate	357.43	0	40.97	398.40	89.71 %
Bahaur Estate	465.66	26.34	267.50	759.50	61.31 %
<i>Sub total</i>	<i>2,041.14</i>	<i>28.24</i>	<i>565.58</i>	<i>2,634.96</i>	<i>77.46 %</i>
<b>HGB</b>					
Kanamit Mill	0	0	29.28	29.28	0
<b>Total</b>	<b>2,041.14</b>	<b>28.24</b>	<b>594.86</b>	<b>2,664.24</b>	<b>76.62</b>
<b>Note:</b>					

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- Kanamit Mill has an *HGB* (building rights) of 29.28 Ha.
- Total certified area 2,634.96 Ha + 29.28 ha = 2,664.24 Ha
- HCV area according to assessment is 28.24 Ha

#### 6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Kanamit Estate	-	1,218.05	-	-	1,218.05	-
Badirih Estate	-	357.43	-	-	357.43	-
Bahaur Estate	-	465.66	-	-	465.66	-
<b>Total (ha)</b>	<b>-</b>	<b>2,041.14</b>	<b>-</b>	<b>-</b>	<b>2,041.14</b>	<b>-</b>

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

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year	Actual		Forecast (June 24 – May 25)
		Previous license period	Current license period	
Kanamit Estate	N/A	N/A	N/A	24,361
Badirih Estate	N/A	N/A	N/A	7,150
Bahaur Estate	N/A	N/A	N/A	9,135
<b>Total</b>	<b>N/A</b>	<b>N/A</b>		<b>40,646</b>

**Note:**  
This is an Initial Assessment

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year	Actual		Forecast (June 24 – May 25)
		Previous license period	Current license period	
N/A		N/A	N/A	
N/A		N/A	N/A	
<b>Total</b>				

**Note:**  
This is an initial assessment

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year	Actual		Forecast (June 24 – May 25)
		Previous license period	Current license period	
N/A	N/A	N/A	N/A	N/A
<b>Total</b>				
<b>Note:</b> This is an initial assessment				

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	N/A			
<b>TOTAL</b>				
<b>Note:</b> This is an initial assessment				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year	Actual		Forecast (June 24 – May 25)
	Previous license period	Current license period	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
N/A	N/A	N/A	40,646.00 mt
	<b>TOTAL</b>	N/A	
<b>CPO (OER: %)</b>	<b>CPO (OER: %)</b>		<b>CPO (OER: 23%)</b>
N/A	N/A	N/A	9,348.58 mt
	<b>TOTAL</b>	N/A	
<b>PK (KER: %)</b>	<b>PK (KER: %)</b>		<b>PK (KER: 4.00%)</b>
N/A	N/A	N/A	1,625.84 mt
	<b>TOTAL</b>	N/A	
<b>Note:</b> This is an initial assessment			

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	N/A		
TOTAL			
<b>Note:</b> This is an initial assessment			

11. Summary of Actual Volume sold					
Current License period					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Previous License period					
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
<b>Note:</b> This is an initial assessment					

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

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

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N/A	N/A	N/A	N/A	N/A
TOTAL				
<b>Note:</b> This is an initial assessment				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A
<b>Note:</b> This is an initial assessment			

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year			Actual			Forecast (June 24 – May 25)		
Phase	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	



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

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period</b>							
<b>Credits</b>				N/A	N/A	N/A	N/A
<b>Physical</b>	N/A	N/A	N/A				
<b>Previous License period</b>							
<b>Credits</b>				N/A	N/A	N/A	N/A
<b>Physical</b>	N/A	N/A	N/A				

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

## Section 2: Assessment Process

### Certification Body:

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

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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

### 2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **28 August – 01 September 2023**. 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 **19 July 2023**.

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 **07 – 08 Dec 2023**. The audit programs are included in Section 2.3.

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

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

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

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

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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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA-1)</b>	<b>Year 3 (ASA-2)</b>	<b>Year 4 (ASA-3)</b>	<b>Year 5 (ASA-4)</b>
Kanamit POM	X	X	X	X	X
Kanamit Estate	X	X	X	X	X
Badirih Estate	X	X	X	X	X
Bahaur Estate	X	X	X	X	X

**Tentative Date of Next Visit: March 3, 2025 - March 6, 2025**

**Total Number of Mandays: 14**

### 2.2 BSI Assessment Team

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Haikal Ramadhan Kharismansyah	Team Leader	<p><b>Education:</b> Holds a bachelor degree in majoring Plant Pest and Disease from Padjadjaran University</p> <p><b>Work Experience:</b> 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><b>Training attended:</b> Completed Endorsed RSPO P&amp;C Lead Auditor Training Course, ISPO Auditor/Lead Auditor Course, RSPO P&amp;C Social and Labour Standards and the Mechanics of Social Auditing Training, ISO 9001:2008, ISO 14001 : 2015 Auditor/Lead Auditor Course, RSPO ISH Standard Training Course and Endorsed RSPO Supply Chain Lead Auditor Training Course. RSPO P&amp;C Lead Auditor Training Course (refreshment) by checkmark training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

Yudwi Wisnu Rahmanto	Team Member	<p><b>Education:</b> Holds a Bachelor of Forestry with Silviculture major study, Faculty of Forestry, University of Gadjah Mada.</p> <p><b>Work Experience:</b> 7 months working experience in palm oil industry as Agronomy Field Assistant. 11 years working experience as sustainability auditor covering Sustainable Forest Management by FSC FM/COC Scheme, RSPO, ISPO, Coffee and Farmer Equity (C.A.F.E Practices) Starbucks, Organic Standard (EU, NOP, JAS) for Coffee Farmers and Organic Exchange for Textile.</p> <p><b>Training attended:</b> Completed Endorsed RSPO P&amp;C Lead Auditor Training Course, RSPO NEXT, ISPO Auditor/Lead Auditor Course, RSPO P&amp;C Social and Labour Standards and the Mechanics of Social Auditing Training, SMETA Requirements Training, ISO 9001:2008 Lead Auditor Training, GIS-Basic Mapping and Spatial Analysis, Timber Legality Assurance System (SVLK), Verification Organization Training C.A.F.E Practices (Starbucks), UTZ Programme, High Conservation Value (HCV) Training, Sustainability Reporting Assurance Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, RSPO ISH Standard Training, Endorsed RSPO Supply Chain Lead Auditor Training and Endorsed RSPO Refresher Training.</p> <p><b>Language proficiency:</b> Fluent in Bahasa Indonesia and English</p> <p><b>Aspect covered in this audit:</b></p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Eko Purwanto	Team Member	<p><b>Education:</b> Holds a Bachelor of Forestry from Forest Conservation Department, Faculty of Forestry, Bogor Institute of Agriculture (IPB).</p> <p><b>Work Experience:</b> Over 9 year working expiring in oil palm plantation with last position as Estate Manager. He has experience in implementing good agricultural practice including integrated pest management and limited pesticides uses. 10 years working experience as auditor since 2012 covering ISO9001, RSPO and ISPO.</p> <p><b>Training attended:</b> Completed SMETA Requirements Training, ISPO Permentan 38/2020, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, CQI and IRCA Certified ISO 45001:2018 Lead Auditor Training Course, ISO 37001:2016 Anti-bribery Management System Implementing Training Course, RSPO P&amp;C 2018 Refresher Training, Sustainability Reporting Assurance Training, RSPO P&amp;C Lead Auditor Refresher Course, RSPO Supply Chain Certification Refresher Course, RSPO NEXT Training Course For Lead Auditor by RSPO Secretariat, Elaborating on the RSPO P&amp;C Social and Labour Standards and the Mechanics of Social Auditing, RABQSA accredited Lead Auditor Training of Environment Management System, Endorsed RSPO Green House Gas (GHG) Training for Trainer, Endorsed RSPO P&amp;C Lead Auditor Training, Understanding Environmental Management System (EMS), Indonesia Sustainable Palm Oil (ISPO) Lead Auditor Training, Endorsed RSPO Supply Chain Certification</p>

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

**Accompanying Persons:**

Name	Role
Nil	

### 2.3 Assessment Plan

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

Date	Time	Subjects	HRK	EP	YWR
Monday, 28/08/2023	06.40 – 08.00	Flight Jakarta – Banjarmasin GA 530 <a href="#">Penerbangan Jakarta – Banjarmasin</a>	✓	✓	✓
	08.00 – 10.00	Traveling from Banjarmasin Airport to PT Menteng Kencana Mas <a href="#">Perjalanan dari Bandara Banjarmasin ke PT Menteng Kencana Mas</a>	✓	✓	✓
	10.00 – 11.00	Opening Meeting: <ul style="list-style-type: none"> <li>Auditee Presentation (Introduction of PIC, Profile of Certified Management Unit) // <a href="#">Presentasi Auditee (Perkenalan PIC, Profil Perusahaan)</a></li> <li>Auditor Team Presentation (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) // <a href="#">Presentasi Tim Auditor (Perkenalan, Penjelasan Tujuan Audit, Ruang Lingkup Audit, Pembahasan Rencana Audit, Penentuan Sampel Audit, Penyampaian Transparansi dan Kerahasiaan)</a></li> </ul>	✓	✓	✓
	11.00 – 13.00	<b>Document review</b> // <a href="#">Tinjauan dokumen</a> : <ul style="list-style-type: none"> <li>Review of Basic Information Data, Time bound plan, partial certification verification // <a href="#">Review Data Informasi Umum</a></li> <li>Verification of Supply Chain Data // <a href="#">Verifikasi Data Rantai Pasok</a></li> <li>Data verification of RSPO P&amp;C (Best management practices Mill, OHS, EMS, Social and Labour) // <a href="#">Verifikasi data RSPO P&amp;C (Pengolahan dan Proses Pabrik, K3, Lingkungan, Sosial dan Tenaga Kerja)</a></li> </ul> <b>Internal Stakeholder consultation</b> : Gender committee & worker union // <a href="#">Konsultasi dengan stakeholder internal</a> : Komite gender dan serikat pekerja	✓	✓	✓
	13.00 – 14.00	<b>Break</b>	✓	✓	✓

## RSPO P&C Public Summary Report

### Revision 15 (Nov 2023)

Date	Time	Subjects	HRK	EP	YWR
	15.00 – 16.00	<b>Document review // Tinjauan dokumen:</b> <ul style="list-style-type: none"> <li>Review of Basic Information Data, Time bound plan, partial certification verification // <a href="#">Review Data Informasi Umum</a></li> <li>Verification of Supply Chain Data // <a href="#">Verifikasi Data Rantai Pasok</a></li> <li>Data verification of RSPO P&amp;C (Best management practices Mill, OHS, EMS, Social and Labour) // <a href="#">Verifikasi data RSPO P&amp;C (Pengolahan dan Proses Pabrik, K3, Lingkungan, Sosial dan Tenaga Kerja)</a></li> </ul> <b>Internal Stakeholder consultation :</b> Gender committee & worker union // <a href="#">Konsultasi dengan stakeholder internal : Komite gender dan serikat pekerja</a>	✓	✓	✓
	16.00 – 17.00	Daily progress & preparation for next day (Map, Muster cheat, public consultation, etc) // <a href="#">Progress harian dan rencana esok hari (peta, RKH, konsultasi public, dll)</a>	✓	✓	✓
Tuesday, 29/08/2023	08.00 – 12.00	Stakeholder Consultation with affected parties // <a href="#">Konsultasi stakeholder dengan pihak berkepentingan dan terdampak</a> <ul style="list-style-type: none"> <li>Dinas Lingkungan Hidup</li> <li>Dinas Tenaga Kerja dan Transmigrasi</li> <li>Dinas Perkebunan</li> <li>Kantor Pertanahan</li> <li>Kepala Desa, Ketua previous land owner, Tokoh Masyarakat</li> <li>Kontraktor (Angkut TBS, Land Clearing, dll) &amp; Supplier TBS</li> <li>Koperasi plasma (jika ada),</li> </ul>	✓	✓	✓

Date	Time	Subjects	HRK	EP	YWR
	08.00 -12.00	<p>Document and record verification (Estate &amp; Mill)</p> <ul style="list-style-type: none"> <li>Implementation of Legal aspect (boundaries, occupied land, disputes – if any) and HCV area// <a href="#">Implementasi aspek legal (tata batas, lahan okupasi, sengketa lahan – jika ada) dan area HCV.</a></li> <li>Implementation of Agronomy Aspect (Harvesting &amp; Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) // <a href="#">Implementasi Aspek Agronomi (Panen &amp; Transportasi, Pemupukan, Aplikasi Pestisida, Perawatan Jalan, Monitoring Pengendali Hayati, Aplikasi Janjang Kosong)</a></li> <li>Implementation of Environmental, Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) // <a href="#">Implementasi Aspek Lingkungan, Pengelolaan Limbah (Inspeksi Gudang Bahan Kimia, Pupuk, Gudang Limbah B3, Workshop, Fasilitas Pengendali Kebakaran, Pengelolaan Sampah dan Limbah)</a></li> <li>Implementation of Occupational Health &amp; Safety Aspect // <a href="#">Implementasi Keselamatan dan Kesehatan Kerja</a></li> <li>Implementation of Employment Procedure and Mechanism Aspect // <a href="#">Implementasi Prosedur dan mekanisme Aspek Ketenagakerjaan</a></li> <li>Review of Basic Information Data, Time bound plan, partial certification verification // <a href="#">Review Data Informasi Umum</a></li> <li>Verification of Supply Chain Data // <a href="#">Verifikasi Data Rantai Pasok</a></li> <li>Verification of RSPO Rules Market Communication and Claim // <a href="#">Verifikasi RSPO Market Communication and Claim</a></li> <li>Data verification of RSPO P&amp;C (Best management practices Mill, OHS, EMS, Social and Labour) // <a href="#">Verifikasi data RSPO P&amp;C (Pengolahan dan Proses Pabrik ; K3; Lingkungan, Sosial dan Tenaga Kerja)</a></li> </ul>	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 16.30	Continuing stakeholder consultation & Document Review// <a href="#">Melanjutkan konsultasi stakeholder &amp; kajian dokumen</a>	√	√	√



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Date	Time	Subjects	HRK	EP	YWR
	16.30 – 17.00	Daily progress & preparation for next day (Map, Muster cheat, public consultation, etc) // <a href="#">Progress harian dan rencana esok hari (peta, RKH, konsultasi public, dll)</a>	✓	✓	✓
Wednesday 30/08/2023	08.00 – 12.00	Field Observation to <b>Kanamit Estate</b> <a href="#">Aspect to be verified // Aspek yang akan diverifikasi:</a> <ul style="list-style-type: none"> <li>Implementation of Legal aspect (boundaries, occupied land, disputes – if any) and HCV area// <a href="#">Implementasi aspek legal (tata batas, lahan okupasi, sengketa lahan – jika ada) dan area HCV.</a></li> <li>Implementation of Agronomy Aspect (Harvesting &amp; Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) // <a href="#">Implementasi Aspek Agronomi (Panen &amp; Transportasi, Pemupukan, Aplikasi Pestisida, Perawatan Jalan, Monitoring Pengendali Hayati, Aplikasi Janjang Kosong)</a></li> <li>Implementation of Environmental, Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) // <a href="#">Implementasi Aspek Lingkungan, Pengelolaan Limbah (Inspeksi Gudang Bahan Kimia, Pupuk, Gudang Limbah B3, Workshop, Fasilitas Pengendali Kebakaran, Pengelolaan Sampah dan Limbah)</a></li> <li>Implementation of Occupational Health &amp; Safety Aspect // <a href="#">Implementasi Keselamatan dan Kesehatan Kerja</a></li> </ul>	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓
	14.00 – 16.30	<b>Field Observation to Kanamit POM</b> <ul style="list-style-type: none"> <li>RSPO Supply Chain (FFB Receiving, Weighbridge), Hazardous &amp; Toxic Storage, Chemical Storage, Fire Control Simulation, Effluent Pond // <a href="#">RSPO Supply Chain (Penerimaan TBS, Jembatan Timbang), Gudang Limbah B3, Gudang Bahan Kimia, Simulasi Sarana Prasarana Pengendalian Kebakaran, Kolam IPAL</a></li> <li>Processing Station (Fertilizer, Tippler, Press, Clarification, Ripple Mill), Power Station, Workshop // <a href="#">Stasiun Proses (Rebusan, Bantingan, Press, Klarifikasi, Ripple Mill), Ruang Genset, Bengkel)</a></li> <li><a href="#">RSPO Rules on Market Communication and Claim</a></li> </ul>	✓	✓	✓

Date	Time	Subjects	HRK	EP	YWR
	16.30 – 17.00	Daily progress	✓	✓	✓
Thursday 31/08/2023	08.00 – 12.00	Field Observation to <b>Bahaur Estate &amp; Badirih Estate</b>  Aspect to be verified // Aspek yang akan diverifikasi: <ul style="list-style-type: none"> <li>Implementation of Legal aspect (boundaries, occupied land, disputes – if any) and HCV area// Implementasi aspek legal (tata batas, lahan okupasi, sengketa lahan – jika ada) dan area HCV.</li> <li>Implementation of Agronomy Aspect (Harvesting &amp; Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) // Implementasi Aspek Agronomi (Panen &amp; Transportasi, Pemupukan, Aplikasi Pestisida, Perawatan Jalan, Monitoring Pengendali Hayati, Aplikasi Janjang Kosong)</li> <li>Implementation of Environmental, Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) // Implementasi Aspek Lingkungan, Pengelolaan Limbah (Inspeksi Gudang Bahan Kimia, Pupuk, Gudang Limbah B3, Workshop, Fasilitas Pengendali Kebakaran, Pengelolaan Sampah dan Limbah)</li> <li>Implementation of Occupational Health &amp; Safety Aspect // Implementasi Keselamatan dan Kesehatan Kerja</li> </ul>	✓	✓	✓
	12.00 – 14.00	Break	✓	✓	✓

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Date	Time	Subjects	HRK	EP	YWR
	14.00 – 16.30	<p>Document and record verification (Estate &amp; Mill)</p> <ul style="list-style-type: none"> <li>Implementation of Legal aspect (boundaries, occupied land, disputes – if any) and HCV area// <a href="#">Implementasi aspek legal (tata batas, lahan okupasi, sengketa lahan – jika ada) dan area HCV.</a></li> <li>Implementation of Agronomy Aspect (Harvesting &amp; Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) // <a href="#">Implementasi Aspek Agronomi (Panen &amp; Transportasi, Pemupukan, Aplikasi Pestisida, Perawatan Jalan, Monitoring Pengendali Hayati, Aplikasi Janjang Kosong)</a></li> <li>Implementation of Environmental, Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) // <a href="#">Implementasi Aspek Lingkungan, Pengelolaan Limbah (Inspeksi Gudang Bahan Kimia, Pupuk, Gudang Limbah B3, Workshop, Fasilitas Pengendali Kebakaran, Pengelolaan Sampah dan Limbah)</a></li> <li>Implementation of Occupational Health &amp; Safety Aspect // <a href="#">Implementasi Keselamatan dan Kesehatan Kerja</a></li> <li>Implementation of Employment Procedure and Mechanism Aspect // <a href="#">Implementasi Prosedur dan mekanisme Aspek Ketenagakerjaan</a></li> <li>Review of Basic Information Data, Time bound plan, partial certification verification // <a href="#">Review Data Informasi Umum</a></li> <li>Verification of Supply Chain Data // <a href="#">Verifikasi Data Rantai Pasok</a></li> <li>Data verification of RSPO P&amp;C (Best management practices Mill, OHS, EMS, Social and Labour) // <a href="#">Verifikasi data RSPO P&amp;C (Pengolahan dan Proses Pabrik ; K3; Lingkungan, Sosial dan Tenaga Kerja)</a></li> </ul>	√	√	√
	16.30 – 17.00	Daily Progress // <a href="#">Penyampaian progress harian</a>	√	√	√
Friday 01/09/2023	08.00 – 11.30	Continuing Document Review // <a href="#">Melanjutkan dokumen review</a>	√	√	√
	11.30 – 13.00	Break (Friday Prayer)	√	√	√
	13.00 – 16.00	Auditor discussion and report preparation // <a href="#">Diskusi auditor dan Persiapan closing meeting</a>	√	√	√

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Date	Time	Subjects	HRK	EP	YWR
	16.00 – 17.00	Closing meeting	✓	✓	✓
Saturday 02/09/2023	08.00 – 11.00	PT MKM → Palangkaraya	✓	✓	✓
	14.20 – 15.55	Palangkaraya → Jakarta QG 453	✓	✓	✓

**NCR Close Out**

Date	Time	Subjects	HRK
Thursday, 07/12/2023	07.00 – 14.00	Travelling Sampit → PT Menteng Kencana Mas	✓
	15.00 – 15.30	Opening Meeting	✓
	15.30 – 17.00	Field and Document Verification / <i>Kunjungan lapangan dan kajian dokumen</i> NCR verification: <ul style="list-style-type: none"> <li>• 2385498-202308-M1</li> <li>• 2385498-202308-M2</li> <li>• 2385498-202308-M3</li> <li>• 2385498-202308-M4</li> <li>• 2385498-202308-M5</li> <li>• 2385498-202308-M6</li> <li>• 2385498-202308-N1</li> <li>• 2385498-202308-N2</li> <li>• 2385498-202308-N3</li> </ul>	✓

Date	Time	Subjects	HRK
Friday 08/12/2023	08.00 – 10.00	Field and Document Verification / <i>Kunjungan lapangan dan kajian dokumen</i> NCR verification: <ul style="list-style-type: none"> <li>2385498-202308-M1</li> <li>2385498-202308-M2</li> <li>2385498-202308-M3</li> <li>2385498-202308-M4</li> <li>2385498-202308-M5</li> <li>2385498-202308-M6</li> <li>2385498-202308-N1</li> <li>2385498-202308-N2</li> <li>2385498-202308-N3</li> </ul>	√
	10.00 – 11.00	NCR Close Out Visit conclusions / <i>Penyampaian kesimpulan hasil kunjungan verifikasi NCR</i>	√
	11.00 – 13.00	Break dan solat Jumat	√
	13.00 – 18.00	Perjalanan dari site ke Banjarmasin	√
Saturday 09/12/2023	10.15 – 11.30	Banjarmasin - Jakarta	√

## Section 3: Assessment Findings

### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Time Bound Plan of PT Sawit Sumbermas Sarana, Tbk (SSMS) as RSPO membership has been demonstrated during audit. However based on the results of the document review and field visits, it is known that there are still areas that have not included in scope of certification because they are still in the process of obtaining the HGU and have not been included in the TBP.	Major Non-compliance
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	PT Sawit Sumbermas Sarana, Tbk (SSMS) as RSPO member since 17 Apr 2007, there are 5 mills (under 4 companies) has been certified within 5 years. There are new acquired companies in 2016 (PT Mirza Pratama Putra – Sumber Cahaya POM and PT Menteng Kencana Mas – Kanamit POM) that not been certified and planned audited in 2022 (Sumber Cahaya POM) and 2023 (Kanamit POM).  PT Sawit Sumbermas Sarana obtained TBP deviation approval by RSPO Secretariat prior the announcement for TBP revision dated 23/11/2023	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	In 2015, there are two companies been acquisition under SSMS, (PT Mirza Pratama Putra – Sumber Cahaya POM and PT Menteng Kencana Mas – Kanamit POM).  The new acquired company cannot be certified within 3 years because of issuance the land title is still in progress by government.  PT Sawit Sumbermas Sarana obtained TBP deviation approval by RSPO Secretariat prior the announcement for TBP revision dated 23/11/2023	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	PT Sawit Sumbermas Sarana obtained TBP deviation approval by RSPO Secretariat prior the announcement for TBP revision dated 23/11/2023	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	PT Sawit Sumbermas Sarana obtained TBP deviation approval by RSPO Secretariat prior the announcement for TBP revision dated 23/11/2023	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	PT Sawit Sumbermas Sarana obtained TBP deviation approval by RSPO Secretariat prior the announcement for TBP revision dated 23/11/2023 no lapses in implementation of the plan	Complied

<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 <b>Major</b> non-compliance shall be raised</p>	<p>Prior the announcement for TBP revision dated 23/11/2023</p> <p>In 2015, there are two companies been acquisition under SSMS, (PT Mirza Pratama Putra – Sumber Cahaya POM and PT Menteng Kencana Mas – Kanamit POM). None newly acquired subsidiaries after that. From those new acquired companies, there is no fundamental failure.</p> <p>PT Mirza Pratama Putra – Sumber Cahaya POM has been certified in August 2023. PT Menteng Kencana Mas – Kanamit POM has been Initial Certification audit in 2023.</p> <p>RSPO secretariat has approve the change of Time Bound Plan PT Sawit Sumbermas Sarana on 23 November 2023.</p>	<p>Complied</p>
<b>Un-Certified Units or Holdings</b>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>According to the internal audit reports noted that all uncertified area(s) has conducted HCV assessment and land use change analysis (LUCA) by external consultant (Remark Asia). The internal audit report confirmed that no replacement of primary forests on those uncertified areas.</p> <p>PT Menteng Kencana Mas and PT Mirza Pratama Putra are newly acquired on 2016, such areas has been cleared before acquired by PT Sawit Sumbermas Sarana, Tbk (SSMS), therefore, SSMS as parent company prefer to take LUCA since 2016 to a whole uncertified areas then follow RaCP procedure.</p> <p>RaCP PT Menteng Kencana Mas has described in 7.12</p>	<p>Complied</p>
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>There is no new planting since January 1<sup>st</sup> 2020. According to the internal audit reports noted that all uncertified area(s) has been conducted HCV assessment and land use change analysis (LUCA) by external consultant (Remark Asia). The internal audit report confirmed that no replacement of primary forests on those uncertified areas.</p> <p>PT Menteng Kencana Mas and PT Mirza Pratama Putra are newly acquired in 2016, such areas has been cleared before acquired by PT Sawit Sumbermas Sarana, Tbk (SSMS), therefore, SSMS as parent company prefer to take LUCA since 2016 to a whole uncertified areas then follow RaCP procedure.</p> <p>RaCP PT Menteng Kencana Mas has described in 7.12</p>	<p>Complied</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.	Based on partial audit for uncertified management unit of PT Mirza Pratama Putra and PT Menteng Kencana Mas that conduct in 04 January 2023, informed that no land conflicts are occurred and already comply with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.  According to information from <a href="https://www.rspo.org/certification/remediation-and-compensation/racp-tracker">https://www.rspo.org/certification/remediation-and-compensation/racp-tracker</a> that PT Sawit Sumbermas Sarana (SSMS) as parent company have 8 management units with potential liabilities. There are 7 management units which Compensation Plan have been endorsed by RSPO.  Audit team also check to <a href="https://askrspo.force.com/Complaint/s/casetracker">https://askrspo.force.com/Complaint/s/casetracker</a> , there is no significant issues against PT Menteng Kencana Mas, PT Mirza Pratama Putra or other subsidiaries of PT Sawit Sumbermas Sarana.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Based on partial audit for uncertified management unit on 04 January 2023 including PT Mirza Pratama Putra and PT Menteng Kencana Mas, informed that no labour dispute are occurred and already comply with RSPO P&C criteria 6.1, 6.2, 6.3, 6.4, 6.5, 6.6, 6.7  Besides, the uncertified management unit is submitting mandatory report to relevant authorities periodically.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Based on partial audit for uncertified management unit on 04 January 2023 including for PT Mirza Pratama Putra and PT Menteng Kencana Mas, informed that no land conflicts are occurred and already comply with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.  PT Mirza Pratama Putra have obtained Land Use Rights (HGU) and other mandatory legal requirements as describes in the report (C2.1, C4.4).  PT Menteng Kencana Mas have already ISPO certified since 31 Jul 2022. Certificate No: AJAINDO/ISPO-IN/048/VII/2022. All legal requirements is comply.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6,	Yes, the parent company conduct internal audit for uncertified management units on 04 January 2023. The internal audit covers RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12.	Complied



4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Positive assurances are available in the report, where the uncertified management unit will proceed certification as refer to approved Time Bound Plan.	
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?	Based on partial audit for uncertified management unit on 04 January 2023 including for PT Mirza Pratama Putra and PT Menteng Kencana Mas on 5 November 2021, there is no Critical NC raise against the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	<p>Yes, PT Menteng Kencana Mas have consulted with Borneo Orangutan Survival Foundation frequently to ensure whether or not the spreads of orangutan in surrounding uncertified management unit.</p> <p>PT Menteng Kencana Mas has been ISPO certified since Jul 2022 (Certificate No: AJAINDO/ISPO-IN/048/VII/2022).</p> <p>PT Menteng Kencana Mas submit mandatory report to relevants authorities periodically.</p> <ol style="list-style-type: none"> <li>1. Land use report or Laporan Penggunaan HGU, dated 7 June 2022</li> <li>2. Manpower report or Laporan Wajib Tenaga Kerja, 29 May 2022</li> <li>3. Plantation report or Laporan PUP, dated 5 Feb 2023</li> </ol> <p>Stakeholder consultation is frequently performed by the unit concurrently with submitting the report and surveillance visit from authorities.</p>	Complied

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

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>PT Menteng Kencana Mas has developed scheme smallholders namely Koperasi Unit Desa Sumber Air as per MoU dated 7 September 2009 (RSPO non-member). Scheme smallholders' development is refer to Regent Decree of Pulang Pisau No. 331 Tahun 2009, dated 9 December 2009 as "Penunjukan dan Penetapan Calon Petani/Kelompok Tani sebagai Penerima Kredit Program Revitalisasi Perkebunan Kemitraan. Coverage villages are Kanamit Barat village, Sidodadi village and Gandang Barat village, District of Maluku. Total smallholders are 1,187 smallholders plots</p>	Complied

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	and 2,374 Ha. But actual managed is 1,393.22 Ha and will be submitted for RSPO certification on 2026 (as per updated TBP 4 Jul 2023).	
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**Approved Time Bound Plan**

Name of the Unit of Certification	Country	Mill and supply base	Location address	Total Managed Area	Certification Status	Plan Year for Certification	Actual Year for Certification	Date of Last TBP Verified by CB
PT Mirza Pratama Putra	Indonesia	Sumber Cahaya Mill	Desa Sumber Cahaya, Kec. Belantikan Raya, Kab. Lamandau, Provinsi Kalteng		Certified	2022	2023	4-5-2023
		Sumber Cahaya Estate	Kecamatan Bulik, Belantikan Raya dan Menthobi Raya Kabupaten Lamandau, Kalimantan Tengah	3,727.11	Certified	2022	2023	4-5-2023
		KUD Sumber Tani	Kecamatan Bulik, Belantikan Raya dan Menthobi Raya Kabupaten Lamandau, Kalimantan Tengah	194.02	Not Certified	2026	-	8-12-2023
		Koperasi Nuangan Kasuma Jaya	Kecamatan Bulik, Belantikan Raya dan Menthobi Raya Kabupaten Lamandau, Kalimantan Tengah	82.24	Not Certified	2026	-	8-12-2023
PT Menteng Kencana Mas	Indonesia	Kanamit Mill	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah		Not Certified	2023	-	-
		Badirih Estate	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	398.40	Not Certified	2023	-	-
		Kanamit Estate	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	1,477.06	Not Certified	2023	-	-

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Name of the Unit of Certification	Country	Mill and supply base	Location address	Total Managed Area	Certification Status	Plan Year for Certification	Actual Year for Certification	Date of Last TBP Verified by CB
		Bahaur Estate	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	759.60	Not Certified	2023	-	-
		Badirih Estate (Non HGU)	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	3,128.71	Not Certified	2026	-	8-12-2023
		Kanamit Estate (Non HGU)	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	1,248.97	Not Certified	2026	-	8-12-2023
		Bahaur Estate (Non HGU)	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	565.23	Not Certified	2026		8-12-2023
		Koperasi Sumber Air Jaya	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah	1,393.22	Not Certified	2026		8-12-2023
PT Tanjung Sawit Abadi	Indonesia	Malata Mill	Kecamatan Maluku, Pandih Batu dan Kahayan Kuala Kabupaten Pulang Pisau - Kalimantan Tengah		Certified		2020	18-06-22
		Malata Estate	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	2,270.95	Certified		2020	18-06-22

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		Malata Estate	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	2,159.84	Not Certified	2026		8-12-2023
		Nanuah Estate	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	415.06	Certified	2022	2020	18-06-22
		Nanuah Estate	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	4,286.20	Not Certified	2026		8-12-2023
		Sungai Bulik Estate	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	3,276.20	Certified	2022	2020	18-06-22
		Sungai Bulik Estate	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	1,547.98	Not Certified	2026	-	8-12-2023
		Koperasi Batu Dara Omas	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	160.54	Not Certified	2026	-	8-12-2023
		Koperasi Maraga Jaya Bersama	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	260.68	Not Certified	2026	-	8-12-2023
		Koperasi Melata Jaya Indah	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	340.65	Not Certified	2026	-	8-12-2023
		Koperasi Seluai Jaya Abadi	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	345.34	Not Certified	2026	-	8-12-2023

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		Koperasi Turun Bakunyt Abadi	Kecamatan Bulik Timur & Mentobi Raya, Kabupaten Lamandau - Kalimantan Tengah	51.61	Not Certified	2026	-	8-12-2023
PT Sawit Multi Utama	Indonesia	PKS Nanga Kiu	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah		Certified		2020	11-06-22
		Nanga Kiu Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	1,641.85	Certified	2022	2020	11-06-22
		Nanga Kiu Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	2,042.11	Not Certified	2026	-	8-12-2023
		Sepondam Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	3,097.89	Certified	2022	2020	11-06-22
		Sepondam Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	273.46	Not Certified	2026	-	8-12-2023
		Pedongatan Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	4,097.67	Not Certified	2026	-	8-12-2023
		Merambang Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	555.99	Not Certified	2026	-	8-12-2023
		Merambang Estate	Kecamatan Bulik Timur Kabupaten Lamandau - Kalimantan Tengah	1,616.74	Certified	2020	2020	

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		Batu Tunggul Estate	Kecamatan Bulik Timur - Kabupaten Lamandau - Kalimantan Tengah	788.95	Not Certified	2026	-	8-12-2023
		Batu Tunggul Estate	Kecamatan Bulik Timur - Kabupaten Lamandau - Kalimantan Tengah	2,602.49	certified	2022	2020	8-12-2023
		Koperasi Rimba Baguna	Kecamatan Bulik Timur - Kabupaten Lamandau - Kalimantan Tengah	139.76	Certified	2026	2020	8-12-2023
		Koperasi Natai Suka Sejahtera	Kecamatan Bulik Timur - Kabupaten Lamandau - Kalimantan Tengah	105.13	Not Certified	2026	-	8-12-2023
		Koperasi Pusaka Bulau Sahabun	Kecamatan Bulik Timur - Kabupaten Lamandau - Kalimantan Tengah	357.87	Not Certified	2026	-	8-12-2023
		Koperasi Harapan Makmur Bersama	Kecamatan Bulik Timur - Kabupaten Lamandau - Kalimantan Tengah	214.80	Not Certified	2026	-	8-12-2023
PT Sawit Sumbermas Sarana, Tbk	Indonesia	PKS SELANGKUN	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah		Certified		2015	04-09-21
		Estate Selangkun	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	62.85	Certified		2015	04-09-21
		Estate Kondang	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	28.50	Certified	2022	2015	04-09-21

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		Estate Rungun	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	191.58	Certified	2022	2015	04-09-21
		Koperasi Ardhamewa	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	96.79	Certified	2022	2015	04-09-21
		PKS SULUNG	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah		Certified	2022	2013	25-03-22
		Estate Sulung	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	1,388.35	Certified	2022	2013	25-03-22
		Estate Rangda	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	333.97	Certified	2022	2013	25-03-22
		Estate Kenambui	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	1,271.56	Certified	2022	2013	25-03-22
PT. Kalimantan Sawit Abadi	Indonesia	Estate Batu Kotam	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	1,284.53	Not Certified	2026	-	8-12-2023
		Estate Batu Kotam	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	2,501.96	Certified	2015	2015	
		Estate Natai Baru	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat - Kalimantan Tengah	743.41	Not Certified	2026	-	8-12-2023



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Name of the Unit of Certification	Country	Mill and supply base	Location address	Total Managed Area	Certification Status	Plan Year for Certification	Actual Year for Certification	Date of Last TBP Verified by CB
PT Sawit Sumbermas Sarana Tbk	Indonesia	PKS Sulung	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah		Certified	2013	2013	
		Estate Sulung	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	2,014.40	Certified	2013	2013	
		Estate Sulung	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	1,388.35	Not Certified	2026	-	8-12-2023
		Estate Rangda	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	2,416.03	Certified	2013	2013	
		Estate Rangda	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	333.97	Not Certified	2026	-	8-12-1023
		Estate Kenambui	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	1,424.80	Certified	2013	2013	
		Estate Kenambui	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	1,271.56	Not Certified	2026	-	8-12-2023
		Koperasi Sepakat Jaya	Kecamatan Kotawaringin Lama, Kabupaten Kotawaringin Barat – Kalimantan Tengah	256.85	Not Certified	2026	-	8-12-2023
PT Mitra Mendawai Sejati	Indonesia	PKS Suayap	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah		certified	2016	2016	

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		Estate Suayap	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah	5,081.26	Certified	2016	2016	
		Estate Suayap	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah	443.08	Not Certified	2026	-	8-12-2023
		Estate Umpang	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah	3,840.12	Certified	2016	2016	
		Estate Umpang	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah	589.60	Not Certified	2026	-	8-12-2023
		Kelompok Tani Citra Mua Sejati	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah	102.80	Not Certified	2026	-	8-12-2023
		Kelompok Tani Bina Mitra Suayap	Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat – Kalimantan Tengah	27.01	Not Certified	2026	-	8-12-2023

\*Approved by RSPO Secretariat on 17 November 2023

### 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 six (6) Critical; three (3) Minor nonconformities and zero (0) OFI Opportunity For Improvement raised. The PT Menteng Kencana Mas – Kanamit 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 #	2385498-202308-M1	Issued Date	01 Sept 2023
Due Date	01 Sept 2024	Closure Date	08 Dec 2023
Indicator & Category (Critical / Minor)	3.6.2 Critical		
Statement of Nonconformity:	Health and Safety plan to address health and safety risks to people was not implemented effectively		
Requirement Reference:	(C)The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	<p>Based on auditor's field visit related monitoring and implementation Health &amp; Safety was not implemented effectively, as follow:</p> <p>Fertilizer warehouse Kanamit Estate:</p> <ul style="list-style-type: none"> <li>- General material stored inside the fertilizer warehouse and not protected with appropriate covers (such as Stationaries, Papers, Mattress Bed, Refrigerator).</li> <li>- Agrochemicals (Supremo 480SL), Plywood, Polybags are placed inside the fertilizer warehouse.</li> <li>- Shower and eye wash facilities for emergency situations were placed in the agrochemical storage inside the fertilizer warehouse.</li> </ul> <p>Kanamit Mill:</p> <ul style="list-style-type: none"> <li>- Building design of scheduled waste storage (TPS LB3) is not sufficient, where the storage capacity cannot accommodate the amount of waste produced.</li> <li>- Nalco, grease empty containers and other unused stuff are placed in front of Agrochemical storage and covers by waterproof material (kain terpal)</li> <li>- PPE stock monitoring at warehouse was not implemented</li> </ul> <p>Bahaur Estate:</p> <ul style="list-style-type: none"> <li>- HSD/fuel empty containers/drums are placed outside of scheduled waste storage (TPS LB3).</li> <li>- PPE stock monitoring at warehouse was not implemented</li> </ul>		

<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. The Engineering Department will create a new warehouse for storing general materials and herbicides.</li> <li>2. The warehouse head separates general materials (such as office stationery, paper, mattresses, refrigerators, plywood boards and polybags), herbicides and fertilizers.</li> <li>3. The Sustainability Foreman coordinates with KTU and the warehouse head to add an emergency risk assessment in the fertilizer warehouse and add an Emergency Shower in each unit.</li> </ol> <p>Kanamit Mill</p> <ol style="list-style-type: none"> <li>1. The warehouse head makes a schedule and monitors the volume of hazardous waste in the hazardous waste shelter.</li> <li>2. The Head of Warehouse makes a PR application for transporting hazardous waste if the waste condition at hazardous waste shelter is almost full.</li> <li>3. Laboratory Assistants conduct hazardous waste management training for WTP operators so that the hazardous material produced is immediately sent to the hazardous waste shelter.</li> </ol> <p>Bahaur Estate</p> <ol style="list-style-type: none"> <li>1. The generator operator coordinates with Askep to transport drums of used diesel fuel to the Licensed Hazardous waste shelter.</li> <li>2. Warehouse Head adds 5% PPE stock when ordering PPE for semester II 2023 according to the updated number of employees.</li> </ol> <p>Badirih Estate</p> <p>The Sustainability Foreman coordinates with KTU and the warehouse head to add an emergency risk assessment in the fertilizer warehouse and add an Emergency Shower in each unit.</p>
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>1. Special warehouses for storing general materials (such as office stationery, paper, mattresses, refrigerators, plywood boards and polybags) and herbicide storage are not yet available.</li> <li>2. ROIDC does not include risk assessment for emergencies in the fertilizer warehouse so there are no facilities available for emergency situations such as showers and eye washers.</li> </ol> <p>Kanamit Mill</p> <ol style="list-style-type: none"> <li>1. The Warehouse Head was late in submitting a Purchase Request (PR) for transporting hazardous waste, resulting in the hazardous waste shelter being full.</li> <li>2. WTP operators do not know and understand the management of hazardous waste such as Nalco and Grease so that they are immediately sent to Hazardous waste shelter.</li> </ol> <p>Bahaur Estate</p> <ol style="list-style-type: none"> <li>1. The drums of used diesel fuel were stored outside the hazardous shelter because when the hazardous waste was previously transported to the licensed</li> </ol>

	<p>waste transporter, it was not transported because the truck bed was full and was not monitored again to carry out the transportation of the remaining drums.</p> <p>2. PPE that has been distributed in the first semester of 2023 includes 5% stock. Because there are new employees, the warehouse stock runs out.</p> <p>Badirih Estate</p> <p>ROIDC does not include risk assessments for emergencies in the fertilizer warehouse, so there are no facilities available for emergency situations such as showers and eye washers.</p>
<b>Corrective Actions:</b>	<p>1. The Engineering Department will create a new warehouse for storing general materials and herbicides.</p> <p>2. The warehouse head separates general materials (such as office stationery, paper, mattresses, refrigerators, plywood boards and polybags), herbicides and fertilizers.</p> <p>3. The Sustainability Foreman coordinates with KTU and the warehouse head to add an emergency risk assessment in the fertilizer warehouse and add an Emergency Shower in each unit.</p> <p>Kanamit Mill</p> <p>1. The warehouse head makes a schedule and monitors the volume of hazardous waste in the hazardous waste shelter.</p> <p>2. The Head of Warehouse makes a PR application for transporting hazardous waste if the waste condition at hazardous waste shelter is almost full.</p> <p>3. Laboratory Assistants conduct hazardous waste management training for WTP operators so that the hazardous material produced is immediately sent to the hazardous waste shelter.</p> <p>Bahaur Estate</p> <p>1. The generator operator coordinates with Askep to transport drums of used diesel fuel to the Licensed Hazardous waste shelter.</p> <p>2. Warehouse Head adds 5% PPE stock when ordering PPE for semester II 2023 according to the updated number of employees.</p> <p>Badirih Estate</p> <p>The Sustainability Foreman coordinates with KTU and the warehouse head to add an emergency risk assessment in the fertilizer warehouse and add an Emergency Shower in each unit.</p>
<b>Assessment Conclusion:</b>	<p>Based on field visits to Bahaur, Badirih, and Kanamit Estate as well as Kanamit Mill during the NCR Close Out Visit activities, the following facts were found:</p> <ul style="list-style-type: none"> <li>• A special warehouse has been provided for storing chemicals, general goods or fertilizer</li> <li>• Hazardous waste shelter is in good condition and no hazardous waste was found placed in a place where it should not be</li> <li>• Emergency response facilities are available in each storage warehouse according to the results of risk analysis, such as eye wash, eye shower and fire extinguisher</li> <li>• Kanamit Mill &amp; Kanamit Estate built a new warehouse for storing chemicals and general materials</li> </ul>

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	<ul style="list-style-type: none"> <li>There is a revision of the ROIDC which includes risks in chemical storage warehouses</li> </ul> <p>The results of interviews with Warehouse officers and hazardous waste shelter officers also showed that he was able to explain well the job descriptions in managing hazardous material and hazardous waste as well as the management flow.</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 08 Dec 2023. Continuous implementation will be further verified in the next assessment.</p>
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Non-conformity			
NCR Ref #	2385498-202308-M2	Issued Date	01 Sept 2023
Due Date	01 Sept 2024	Closure Date	08 Dec 2023
Indicator & Category (Critical / Minor)	3.7.1 Critical		
Statement of Nonconformity:	Unit of certification has not been able to show sufficient evidence that the training program prepared has fully covered RSPO aspects, for example those related to the supply chain, training plans for operators, including operators who require special licenses		
Requirement Reference:	<b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.		
Objective Evidence:	<p>Plans and realization of training in 2022 and 2023 aimed at KTE, BDE, BHE and KTM employees with the following types of training:</p> <ul style="list-style-type: none"> <li>• Training and socialization of QHSE safe work practices (harvesting / spraying / manuring)</li> <li>• Socialization of the use of APAR</li> <li>• Socialization of the use of Hydrants</li> <li>• Socialization of human rights policies and Code of Ethics</li> <li>• First aid training</li> <li>• Simulation of drill spills and leaks</li> <li>• Fire fighting simulation</li> <li>• Dissemination of quality, environmental and OHS policies</li> <li>• Socialization to employees regarding conservation</li> <li>• Socialization to village communities adjacent to HCV areas</li> <li>• MSDS socialization</li> <li>• Training/ Socialization Hazardous materials and its waste</li> </ul> <p>However, not all aspects of the RSPO principles and criteria have been included in the training plan, such as supply chain training and training plans for operators, including the adequacy of operators who must have a special license.</p>		
Corrections:	The sustainability coordinator added training related to RSPO SCCS and special license operator training that had been programmed by the Head Office certification section into his annual work plan.		

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<b>Root Cause Analysis:</b>	The sustainability coordinator annual work plan does not include RSPO SCCS criteria training and Operator Training which must have a special license, because both trainings have been programmed by the Head Office certification section and have been implemented.
<b>Corrective Actions:</b>	Work unit leaders and Sustainability Coordinators ensure supply chain training and operator training who must have special licenses have been programmed and carried out according to the planned schedule.
<b>Assessment Conclusion:</b>	<p>The certification unit shows that the training plans for the 2024 period include the following:</p> <ul style="list-style-type: none"> <li>• RSPO and SCCS supply chain training</li> <li>• Socialization about the code of ethics and HCV</li> <li>• Socialization of company policies</li> <li>• Operator training</li> <li>• Routine simulations related to K3</li> </ul> <p>Based on the results of interviews with PT MKM's sustainability coordinator, it is known that training programs are created and structured in accordance with the results of identifying employee training needs, especially training related to fulfilling mandatory licenses. Training can be done formally in special activities or carried out periodically in morning briefing activities.</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 08 Dec 2023. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2385498-202308-M3	<b>Issued Date</b>	01 Sept 2023
<b>Due Date</b>	01 Sept 2024	<b>Closure Date</b>	08 Dec 2023
<b>Indicator &amp; Category (Critical / Minor)</b>	3.8.9 Critical		
<b>Statement of Nonconformity:</b>	Kanamit POM has not ensured that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information.		
<b>Requirement Reference:</b>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB)</p>		

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	<p>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</p>
<b>Objective Evidence:</b>	Based on Sea Transportation Agreement Letter No. 023/PS-MKM/SPAL/VIII/2023 dated 7 August 2023 between PT Menteng Kencana Mas and PT Pelayaran Senggora, in this document PT MKM has not ensured that third parties (transporters) can provide relevant access for CB to operations, systems, and all information if needed.
<b>Corrections:</b>	The Sustainability Division carries out outreach to each PIC related to each Transporter regarding the addition of RSPO requirement clauses to provide relevant access for CB if necessary in the audit process into the contract.
<b>Root Cause Analysis:</b>	The Letter of Agreement between PT Menteng Kencana Mas and PT Pelayaran Senggora (Product Transporter) does not yet contain a clause regarding RSPO requirements to provide relevant access for CB if necessary because the PIC related to the transporter has not received socialization.
<b>Corrective Actions:</b>	Before approval by both parties, each PIC transporter ensures that all contracts contain RSPO requirement clauses.
<b>Assessment Conclusion:</b>	<p>It has been shown the addendum from the SPK for sea transportation Number: 038/PS-MKM/SPAL/XI/2023 between PT Menteng Kencana Mas Kanamit and PT Pelayaran Senggora dated 24 October 2023, which in the General Provisions of Sea Transportation Agreement point 17 states that the first party may provide relevant access for the certification body to operations, systems and all necessary information.</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 08 Dec 2023. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2385498-202308-M4	<b>Issued Date</b>	01 Sept 2023
<b>Due Date</b>	01 Sept 2024	<b>Closure Date</b>	08 Dec 2023
<b>Indicator &amp; Category (Critical / Minor)</b>	7.2.7 Critical		
<b>Statement of Nonconformity:</b>	Storage space of all pesticide was insufficient		
<b>Requirement Reference:</b>	<b>(C)</b> Storage of all pesticides in accordance with recognized best practices.		
<b>Objective Evidence:</b>	Several drums of Agrochemicals (Supremo 480SL) are placed inside the fertilizer warehouse due to insufficient space in agrochemical storage.		



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<b>Corrections:</b>	The Engineering Department will create a new warehouse for storing herbicide materials.
<b>Root Cause Analysis:</b>	A special warehouse for storing herbicides is not yet available.
<b>Corrective Actions:</b>	The work unit manager and KTU ensure that periodically every month the placement of materials in the warehouse is placed in accordance with the material criteria.
<b>Assessment Conclusion:</b>	<p>Based on the results of field visits to the Kanamit Estate, Bahaur Estate, and Badirih Estate pesticide warehouses during the NCR Close Out Visit, it was discovered that pesticides had been stored in special warehouses in accordance with best practices such as being equipped with MSDS, grouped according to type, and equipped with emergency response facilities. . There are no types of pesticides stored outside the warehouse.</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 08 Dec 2023. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2385498-202308-M5	<b>Issued Date</b>	01 Sept 2023
<b>Due Date</b>	01 Sept 2024	<b>Closure Date</b>	08 Dec 2023
<b>Indicator &amp; Category (Critical / Minor)</b>	7.12.8 Critical		
<b>Statement of Nonconformity:</b>	Compensation Plan as part of Remediation and Compensation Procedure of PT. Menteng Kencana Mas was not approved by RSPO		
<b>Requirement Reference:</b>	<b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.		
<b>Objective Evidence:</b>	<p>PT Menteng Kencana Mas is an acquisition company since November 2015 from a non-RSPO member. Land clearing and planting was carried out without an HCV assessment prior to the acquisition by PT Sawit Sumbermas Sarana (RSPO member). The HCV assessment (after acquisition) was conducted on 30 May - 6 June 2016 and the Final HCV Assessment Report was completed in July 2017.</p> <p>Land Use Change Analysis (LUCA) has been analyzed by consultant Remark Asia, where imposed final compensation liability of PT Menteng Kencana Mas is 2,167.12 Ha and remediation liability is 436.09 Ha. LUCA was submitted to the RSPO secretariat on 20 July 2020 and having PASS status on 10 January 2022.</p> <p>The Concept Note of PT Menteng Kencana Mas has been approved by RSPO Secretariat on 24 January 2023.</p> <p>The Compensation Plan of PT Menteng Kencana Mas has been submitted to RSPO Compensation Department on 23 August 2023.</p> <p>However, during the Initial Audit, the Compensation Plan has not been approved by the RSPO.</p>		

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<b>Corrections:</b>	The Sustainability Division followed up with the RSPO Compensation team regarding the approval of PT MKM's RaCP Compensation Plan
<b>Root Cause Analysis:</b>	Lack of communication between the organization and RSPO
<b>Corrective Actions:</b>	The Sustainability Division followed up with the RSPO Compensation team regarding the approval of PT MKM's RaCP Compensation Plan
<b>Assessment Conclusion:</b>	<p>The certification unit shows proof of communication with RSPO Compensation (rspocompensation@rspo.org) dated 09 October 2023 with the subject RaCP plan PT MKM. Based on this email, the RSPO compensation party stated "We are delighted to officially inform you that the evaluation of the Remediation and Compensation Plan of PT Sawit Sumbermas Sarana – PT Menteng Kencana Mas has achieved satisfactory results. Thus, the RaCP process for PT sawit Sumbermas Sarana - PT Menteng Kencana Mas is now completed and you may proceed with certification".</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 08 Dec 2023. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2385498-202308-M6	<b>Issued Date</b>	01 Sept 2023
<b>Due Date</b>	01 Sept 2024	<b>Closure Date</b>	08 Dec 2023
<b>Indicator &amp; Category (Critical / Minor)</b>	RSPO System Certification clause 5.5.2 Major		
<b>Statement of Nonconformity:</b>	The unit of certification has not been able to provide sufficient evidence that the TBP that is owned contains all estate/mill		
<b>Requirement Reference:</b>	Time-bound plan: A time-bound plan to certify all management units and/or business entities, including units controlled by the organization and/or partially owned by the organization, submitted to CB during the initial certification audit. The scheduled plan must include a list of all current plantations and mills.		
<b>Objective Evidence:</b>	<p>Unit of certification shows the Time Bound Plan for PT Sawit Sumbermas Sarana which has been approved by the RSPO on July 4, 2023. Based on this, it is known that PT Menteng Kencana Mas as a subsidiary of PT Sawit Sumbermas Sarana is planned to be certified in 2023 with details of the area:</p> <ul style="list-style-type: none"> <li>• Badirih Estate: 389.40 Ha</li> <li>• Kanamit Estate: 1,477.06 Ha</li> <li>• Bahaur Estate: 1,477.06 Ha</li> </ul> <p>Meanwhile, based on the results of the document review and field visits, it is known that there are still areas that have not included in scope of certification because they are still in the process of obtaining the HGU and have not been included in the TBP.</p>		
<b>Corrections:</b>	PT MKM included the non-HGU area in the PT Sawit Sumbermas Sarana Tbk Time Bound plan list and submitted the approval process to the RSPO Secretariat.		

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<b>Root Cause Analysis:</b>	The clauses related to the RSPO certification system have not been properly understood by the certification unit, so PT MKM non-HGU areas have not been included in the Time Bound Plan
<b>Corrective Actions:</b>	The Sustainability Division carries out regular reviews every 6 months regarding the Time Bound Plan and makes updates as needed
<b>Assessment Conclusion:</b>	<p>The certification unit demonstrated communication with the RSPO (certification@rspo.org) on 23 November 2023 with the statement "Kindly be informed that the RSPO Secretariat agreed with the new proposed date for certification under PT Sawit Sumbermas Sarana. Please note that this approval is subject to the fulfillment of related Time Bound Plan requirements stated in the RSPO certification system document by the RSPO member. This approval email shall always be made available to the CB for verification purposes, and all supporting evidence for evaluation by the CB is still necessary to be provided by RSPO Members"</p> <p>Based on the above evidence, the major non-Conformity is closed effectively on 08 Dec 2023. Continuous implementation will be further verified in the next assessment.</p>

Non-conformity			
<b>NCR Ref #</b>	2385498-202308-N1	<b>Issued Date</b>	01 Sept 2023
<b>Due Date</b>	ASA-1	<b>Closure Date</b>	08 Dec 2023
<b>Indicator &amp; Category (Critical / Minor)</b>	3.7.3 Minor		
<b>Statement of Nonconformity:</b>	Appropriate training has not been provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS).		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>Based on interviews with Weighing Clerk officers, they do not fully understand the RSPO Supply Chain requirements.</li> <li>Based on the Minutes of dissemination regarding the Implementation of Standard Supply Chain Certification dated 28 August 2023, KTU only explains that certified FFB comes from PT MKM (Kanamit, Badirih and Bahaur Estate) and non-certified FFB comes from Plasma, PT MUA, PT SYK and PT BSG.</li> <li>Based on the attendance list for the socialization event related to the implementation of the Supply Chain Certification Standard on 28 August 2023, there were 2 Weighing Clerks who took part in this activity, while at Kanamit POM there were 4 Weighing Clerks.</li> <li>In the PT MKM Training Plan &amp; Realization document for 2022 and 2023, there is no RSPO training program, especially for Supply Chain requirements.</li> </ul>		

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<b>Corrections:</b>	<p>1. KTU carries out Supply Chain outreach to all supply chain personnel (Security, production admin and weighing clerks).</p> <p>2. The sustainability coordinator adds RSPO related training plans to the annual training plan.</p>
<b>Root Cause Analysis:</b>	<p>1. During the training, not all of them attended due to leave and shift B (afternoon).</p> <p>2. Training related to RSPO criteria has been carried out but an annual plan is not available.</p>
<b>Corrective Actions:</b>	<p>1. Mill Manager ensures socialization of RSPO Supply Chain to all weighing clerk employees and supply chain personnel (Security, production admin) is carried out.</p> <p>2. QHSE Assistant Manager ensures that the Sustainability Coordinator carries out all training or outreach activities related to RSPO, OHSE, Company policies, procedures and work instructions according to the program.</p>
<b>Assessment Conclusion:</b>	<p>The certification unit shows proof that supply chain training has been carried out for weighing clerks, security officers, production clerks and staff on a regular basis. The material presented includes identifying fruit sources, certified and non-certified areas of PT Menteng Kencana Mas – Kanamit POM and the flow of separating product records. The officer was able to explain well that the supply chain model that will be used is MB because not all processed FFB comes from certified areas. Training related to the supply chain is carried out regularly as can be seen in the training program that has been prepared by the company.</p> <p>CAP has been accepted. The effectiveness of the implementation will be verified during next visit</p>

Non-conformity			
<b>NCR Ref #</b>	2385498-202308-N2	<b>Issued Date</b>	01 Sept 2023
<b>Due Date</b>	ASA-1	<b>Closure Date</b>	08 Dec 2023
<b>Indicator &amp; Category (Critical / Minor)</b>	7.2.8 Minor		
<b>Statement of Nonconformity:</b>	Pesticide containers and other Hazardous and Toxic Substances (B3) containers placed outside the storage.		
<b>Requirement Reference:</b>	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.		
<b>Objective Evidence:</b>	<p>Kanamit POM: Nalco, grease empty containers and other unused stuff are placed in front of Agrochemical storage and covers by waterproof material (kain terpal).</p> <p>Bahaur Estate: HSD/fuel empty containers/drums are placed outside of scheduled waste storage (TPS LB3).</p>		

<b>Corrections:</b>	<p>Kanamit Mill Laboratory Assistants conduct hazardous waste management training for WTP operators so that the hazardous waste produced is immediately sent to the hazardous waste shelter.</p> <p>Bahaur Estate The generator operator coordinates with</p>
<b>Root Cause Analysis:</b>	<p>Kanamit Mill WTP operators do not yet know and understand the management of hazardous waste such as Nalco and Grease so that they are immediately sent to hazardous waste shelter.</p> <p>Bahaur Estate The drums of used diesel fuel were stored outside the hazardous waste shelter because when the hazardous waste previously transported to the licensed hazardous waste shelter, it was not transported due to the condition of the truck bed being full and it was not monitored again to transport the remaining drums left behind.</p>
<b>Corrective Actions:</b>	<p>Kanamit Mill Managers and Supervisor ensure that hazardous waste management training is refreshed every 6 months.</p> <p>Bahaur Estate The Sustainability Foreman conducts outreach to employees periodically</p>
<b>Assessment Conclusion:</b>	<p>Based on the results of field visits to Kanamit POM, Bahaur Estate, Badirih Estate, and Kanamit Estate when the NCR Close Out Visit was carried out, the following results were found:</p> <ul style="list-style-type: none"> <li>- 2 new storage warehouses have been built for the Kanamit Estate and Kanamit POM areas</li> <li>- Regular transportation of hazardous waste is carried out so that the capacity of the hazardous waste shelter is still possible to accommodate hazardous waste produced by the certification unit</li> <li>- No hazardous waste was found scattered/not managed properly in all sample areas visited</li> <li>- Interviews with warehouse officers and those in charge of hazardous waste shelter Kanamit POM, Kanamit Estate, Bahaur Estate and Badirih Estate revealed that the interviewees had a good understanding regarding the management of hazardous waste</li> <li>- There is a special box/place in the Badirih and Bahaur Estate areas as a Satellite TPS before being sent to the licensed hazardous waste shelter located at Kanamit POM</li> </ul> <p>CAP has been accepted. The effectiveness of the implementation will be verified during next visit</p>

Non-conformity			
NCR Ref #	2385498-202308-N3	Issued Date	01 Sept 2023
Due Date	ASA-1	Closure Date	08 Dec 2023
Indicator & Category (Critical / Minor)	7.3.2 Minor		
Statement of Nonconformity:	Workers and managers cannot demonstrate the procedure of proper disposal of waste material.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>Kanamit POM: Nalco, grease empty containers and other unused stuff are placed in front of Agrochemical storage and covers by waterproof material (kain terpal).</p> <p>Bahaur Estate: HSD/fuel empty containers/drums are placed outside of scheduled waste storage (TPS LB3).</p>		
Corrections:	<p>Kanamit Mill</p> <ol style="list-style-type: none"> <li>1. Laboratory Assistants conduct hazardous waste management training for WTP operators so that the hazardous waste produced is immediately sent to the hazardous waste shelter.</li> <li>2. The Sustainability Coordinator carries out outreach to work units regarding the leachate produced by empty bins, including waste that needs to be handled and the Maintenance Assistant creates a secondary containment to accommodate the leachate.</li> </ol> <p>Bahaur Estate</p> <p>The generator operator coordinates with supervisor to transport drums of used diesel fuel to the Licensed hazardous waste shelter.</p> <p>Kanamit Estate</p> <p>The Sustainability Foreman carries out regular outreach every month regarding the sorting of organic and anorganic waste</p>		
Root Cause Analysis:	<p>Kanamit Mill</p> <ol style="list-style-type: none"> <li>1. WTP operators do not know and understand the management of Hazardous waste such as Nalco and Grease so that they are immediately sent to Hazardous waste shelter.</li> <li>2. Mill employees do not understand that the leachate produced by empty fruit bunch is waste that needs to be handled.</li> </ol> <p>Bahaur Estate</p> <p>The drums of used diesel fuel were stored outside the hazardous waste shelter because when the hazardous waste was previously transported to the licensed hazardous waste shelter, it was not transported because the truck bed was full</p>		

	<p>and was not monitored again to carry out the transportation of the remaining drums.</p> <p>Kanamit Estate Estate employees do not know about the separation of organic and inorganic waste in rubbish bins</p>
<b>Corrective Actions:</b>	<p>Kanamit Mill 1. Managers and supervisor ensure that Hazardous waste management training is refreshed every 6 months. 2. Mill manager and supervisor carry out regular monitoring every month to ensure that no leachate flows into the environment</p> <p>Bahaur Estate The Sustainability Foreman conducts outreach to employees periodically every month and ensures that all hazardous waste is sent to hazardous waste shelter.</p> <p>Kanamit Estate The division assistant ensures that employees separate all organic and anorganic domestic waste in the garbage every week.</p>
<b>Assessment Conclusion:</b>	<p>Based on the results of field visits to Kanamit POM, Bahaur Estate, Badirih Estate, and Kanamit Estate when the NCR Close Out Visit was carried out, the following results were found:</p> <ul style="list-style-type: none"> <li>- 2 new storage warehouses have been built for the Kanamit Estate and Kanamit POM areas</li> <li>- Regular transportation of hazardous waste is carried out so that the capacity of the hazardous waste shelter is still possible to accommodate hazardous waste produced by the certification unit</li> <li>- No hazardous waste was found scattered/not managed properly in all sample areas visited</li> <li>- Interviews with warehouse officers and those in charge of hazardous waste shelter Kanamit POM, Kanamit Estate, Bahaur Estate and Badirih Estate revealed that the interviewees had a good understanding regarding the management of hazardous waste</li> <li>- There is a special box/place in the Badirih and Bahaur Estate areas as a Satellite TPS before being sent to the licensed hazardous waste shelter located at Kanamit POM</li> <li>- EFB leachate has been managed well with plans to store it in a special area and pump it back to the WWTP</li> </ul> <p>CAP has been accepted. The effectiveness of the implementation will be verified during next visit</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

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Positive Findings	
PF #	Description
PF 1	Commitment to implement Sustainability Palm Oil

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

Previous Audit Critical (Major) Non-conformity			
NCR Ref #		Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)	Not Applicable, This is an Initial Assessment		
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			
Effectiveness Closure (for previous audit closed Critical NC):			

Previous Audit Minor Non-conformity			
NCR Ref #		Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)	Not Applicable, This is an Initial Assessment		
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			



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<b>Corrective Actions:</b>	
<b>Assessment Conclusion:</b>	

Previous Audit Opportunity for Improvement	
OFI#	Description
<b>OFI 1</b>	<b>OFI Statement:</b>  <b>Verification / Follow-up actions:</b> Not Applicable, This is Initial Assessment

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2385498-202308-M1	Critical	3.6.2	01/09/2023	Closed on 08/12/2023
2385498-202308-M2	Critical	3.7.1	01/09/2023	Closed on 08/12/2023
2385498-202308-M3	Critical	3.8.9	01/09/2023	Closed on 08/12/2023
2385498-202308-M4	Critical	7.2.7	01/09/2023	Closed on 08/12/2023
2385498-202308-M5	Critical	7.12.8	01/09/2023	Closed on 08/12/2023
2385498-202308-M6	Critical	RSPO System Certification clause 5.5.2	01/09/2023	Closed on 08/12/2023
2385498-202308-N1	Minor	3.7.3	01/09/2023	Closed on 08/12/2023
2385498-202308-N2	Minor	7.2.8	01/09/2023	Closed on 08/12/2023
2385498-202308-N3	Minor	7.3.2	01/09/2023	Closed on 08/12/2023

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

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities

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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)
Communities	Kanamit, Badirih, Talio, and Batuah Village	Face to Face Interview
Contractor	PT Mitra Sohibulhajat Engineering	Face to Face Interview
Contractor	CV Fariz	Face to Face Interview
FFB Supplier	PT Multi Usaha Mandiri	Face to Face Interview
Internal	New Mother	Face to Face Interview
Internal	LKS Bipartite	Face to Face Interview
Internal	Gender Committee	Face to Face Interview
Governmental Department of Pulang Pisau Regency	Land Agency: Morado M. (Kasie PPS) & Yosua Hutauruk (Staff Pengukuran)	Face to face interview
Governmental Department of Pulang Pisau Regency	Plantation Agency: Tata Ali Sumitra (Kabid Perkebunan)	Face to face interview
Governmental Department of Pulang Pisau Regency	Manpower Agency: Dani (Kabid Hubungan Industrial)	Phone interview
Governmental Department of Pulang Pisau Regency	Environmental Agency: Eka (Kasi Tata Lingkungan)	Phone interview

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b>  <b>Kanamit, Badirih, Talio, and Batuah Village</b></p> <p>Communication and coordination between the company and the community is quite good but still needs to be improved. The company has also carried out social responsibility to the surrounding community through CSR programs such as developing rattan craft businesses in Kanamit Village and social assistance and infrastructure development in Badirih Village. In preparing the CSR program, the company involves participation from village representatives and community leaders.</p>

	<p>Some things that need to be paid attention to by the company are as follows:</p> <ol style="list-style-type: none"> <li>1. There were mass layoffs of employees from Kanamit Village and Badirih Village</li> <li>2. Providing job opportunities to the community around the company</li> <li>3. There are land problems where compensation is not on target because it is not directed to the land owner (Kanamit Village). The area of land in question is approximately 150 Ha. The owner of the land is the land</li> </ol>
	<p><b>Audit Team verification and response:</b></p> <p><b>Response Point 1:</b></p> <p>Representatives of Kanamit Village showed a letter dated 26 August 2023 addressed to PT Menteng Kencana Mas regarding requests for 8 Pangkoh Estate Afdeling OA1 employees to return to work. However, based on the verification results, it is known that Pangkoh Estate is not the operational area of PT Menteng Kencana Mas but rather PT Borneo Sawit Gemilang so it is outside the scope of certification. PT BSG itself is a company outside the PT Sawit Sumber Mas Sarana group as the parent company of PT Menteng Kencana Mas.</p> <p><b>Response Point 2:</b></p> <p>Based on verification of employee data for July 2023, it is known that the number of local employees (coming from surrounding villages) is &gt; 50%</p> <p><b>Response Point 3:</b></p> <p>The land problem raised is between the people of Pantik Village, Pandih Batu District and PT Borneo Sawit Gemilang. Information about land problems can be seen on the page <a href="https://kalteng.co/pulang-pisau/warga-tuntut-ganti-rugi-pt-bsg-mediasi-diSchedukan-mei/">https://kalteng.co/pulang-pisau/warga-tuntut-ganti-rugi-pt-bsg-mediasi-diSchedukan-mei/</a>. PT BSG is not part of PT MKM or PT Sawit Sumber Mas Sarana as the parent company holding RSPO membership. This is outside of certification scope</p>
2	<p><b>Feedbacks:</b></p> <p><b>PT Mitra Shohibulhajat Engineering (Civil Contractor)</b></p> <p>The areas of cooperation implemented are housing construction and civil works. So far there have been no complaints regarding payments. Routine policy outreach is implemented and delivered</p> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue that need further verification</p>
3	<p><b>Feedbacks:</b></p> <p><b>CV Fariz &amp; PT Multi Usaha Mandiri</b></p> <p>Employment Agreement and renewed every 6 months. Types of cooperation include transporting FFB, shredding kernels and renting heavy equipment. Currently there are 6 cars to transport FFB in Kanamit Estate and 3 cars in Badirih Estate. Socialization and commitment to implementing sustainable palm oil has been routinely conveyed by company representatives. CV Fariz includes employees in the <i>BPJS Kesehatan</i> and <i>BPJS Ketenagakerjaan</i> programs. Wages paid to employees are basic wages plus premiums</p>

	<p>PT Multi Usaha Mandiri is FFB supplier of Kanamit Mill. So far The cooperative relationship is quite good and transparent according to the agreed contract</p> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue that need further verification</p>
4	<p><b>Feedbacks:</b> <b>New Mother</b></p> <p>The company carries out an assessment of the needs of young mothers who have just given birth together with midwives and the gender committee. The facilities provided by the company to mothers who have just given birth include child care, health checks through posyandu 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 fertilizer, formula milk and personal care.</p> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue that need further verification</p>
5	<p><b>Feedbacks:</b> <b>LKS Bipartite</b></p> <p>The company provides full support for Bipartite LKS activities, for example with regular meetings and office space usage facilities. Currently, the Bipartite LKS is collecting aspirations from employees because the management was on hiatus and has started to be active again in 2023. During January - July 2023, there were never any issues regarding employment problems.</p> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue that need further verification</p>
6	<p><b>Feedbacks :</b> Gender committee</p> <p>The company supports the activities of the gender committee which is currently still newly formed. The guidance provided includes mentoring and increasing institutional capacity as well as helping to identify potential issues</p> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue that need further verification</p>
7	<p><b>Feedbacks:</b> <b>Land Agency</b></p> <ul style="list-style-type: none"> <li>- PT Menteng Kencana Mas has complied land legality in the form of Location Permit and Land Title (HGU) for 2,634.97 Ha. The HGU has just granted in 2018, and in the Decree, there is company's obligation to establish Plasma (scheme smallholder). PT Menteng Kencana Mas has developed scheme smallholder Maluku Plasma within are 1,391.99 Ha.</li> </ul>

	<ul style="list-style-type: none"> <li>- There has been a land dispute covering 16 hectares in Pantik Village since 2022, currently it is still in the mediation process between the company and the people of Pantik Village mediated by District Office.</li> </ul> <p>Recently there was a land dispute in Blantisiam Village which was facilitated by the NGO TBBR, the BPN does not yet know the details regarding the dispute because a meeting will only be held.</p> <p><b>Audit Team verification and response:</b></p> <p>Based on interview with management and the local communities, audit team verified that the land disputes are not included in the certification scope of PT MKM, but are against neighbouring companies close to PT MKM.</p> <p>There is no negative issue to be followed up.</p>
8	<p><b>Feedbacks:</b> <b>Plantation Agency</b></p> <ul style="list-style-type: none"> <li>- PT Menteng Kencana Mas has complied the regulation of plantation permit, such as has had a Plantation Business Permit (<i>Izin Usaha Perkebunan / IUP</i>) in 2006</li> <li>- PT Menteng Kencana Mas is a pioneer of oil palm plantation company in Pulang Pisau Regency, currently there are 9 companies.</li> <li>- The company has developed scheme smallholder covering more than 20% of the HGU area.</li> <li>- Reports on the development of the plantation business have been regularly reported by the company.</li> <li>- The company has a fire emergency response team including facilities and infrastructure, this team has been assisted several times in dealing with forest and land fires. The company always participates in handling forest and land fires.</li> <li>- There has been a land dispute covering 16 hectares in Pantik Village since 2022, currently it is still in the mediation process between the company and the people of Pantik Village mediated by District Office.</li> </ul> <p>Recently there was a land dispute in Blantisiam Village which was facilitated by the NGO TBBR, the BPN does not yet know the details regarding the dispute because a meeting will only be held.</p> <p><b>Audit Team verification and response:</b></p> <p>Based on interview with management and the local communities, audit team verified that the land disputes are not included in the certification scope of PT MKM, but are against neighbouring companies close to PT MKM.</p> <p>There is no negative issue to be followed up.</p>
9	<p><b>Feedbacks:</b> <b>Manpower agency</b></p> <ul style="list-style-type: none"> <li>- Communication between the company and the Manpower Office is going well. The Manpower Office routinely carries out monitoring visits to company locations.</li> <li>- Reports related to employment are reported regularly by the company to the Manpower Office.</li> <li>- So far, no industrial relations disputes have been reported to the Pulang Pisau Manpower Office.</li> <li>- PT Menteng Kencana Mas complies with the implementation of the regency minimum wage and BPJS (social insurance) payments.</li> </ul>

	<ul style="list-style-type: none"> <li>- Recently received information about employees who were laid off unilaterally by the company, but there has been no confirmation from the company regarding this matter.</li> <li>- Bipartite LKS is now available, companies are encouraged to facilitate the formation of Workers Unions.</li> </ul> <p><b>Audit Team verification and response:</b></p> <p>Based on interview with management and the local communities, audit team verified that about employees who were laid off unilaterally by the company are case against neighbouring companies close to PT MKM. There is no negative issue raised by stakeholder.</p>
<b>10</b>	<p><b>Feedbacks:</b></p> <p><b>Environment agency</b></p> <ul style="list-style-type: none"> <li>- Communication between the company and DLH is going well, DLH conducts surveillance visits to company locations 1-2 times a year.</li> <li>- The Unit of Certification has complied with applicable regulations, among others has had environmental document (ANDAL), license of hazardous temporary warehouse, license of POME Land Application, license of WWTP.</li> <li>- All mandatory reports related environmental has been reported to Environmental Agency, just need improvement in electronic reporting (SIMPEL).</li> <li>- There is no official complaints from stakeholder related environmental issue.</li> </ul> <p><b>Audit Team verification and response:</b></p> <p>There is no negative issue raised by stakeholder.</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
Abdul Muis	2010	2.3	Yes	Yes	Comply
Bahrudin	2012	20	Yes	Yes	Comply
Gotseng	2010	20	Yes	Yes	Comply
H.Nemen Imit	2010	10	Yes	Yes	Comply
Impi	2008	126.90	Yes	Yes	Comply
Ipansyah	2006	4.5	Yes	Yes	Comply
Joni	2012	20	Yes	Yes	Comply
Kuswanto	2016	69.82	Yes	Yes	Comply
Willi G Baen	2016	96.92	Yes	Yes	Comply
Yudio	2011	18.50	Yes	Yes	Comply
<b>Note: -</b>					

Previous land owner / user comment
------------------------------------

	<b>Feedbacks:</b>  The company carried out land acquisition in 2005 and in 2016. The process carried out in land acquisition was quite good because it was preceded by a process of socialization and negotiation. The community has the absolute right to relinquish or not relinquish its rights to the land it owns. There was never any intimidation during the land acquisition process. The land acquisition documents owned include land ownership letters, proof of release of rights, receipts, which are witnessed by the parties, including land owner representatives, village representatives, and company representatives.
	<b>Audit Team verification and response:</b>  Has been shown evidence that land acquisition process is based on agreement both parties. There is no indication of coercion or intimidation in its process.

### 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 Menteng Kencana Mas – Kanamit POM has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that PT Menteng Kencana Mas – Kanamit POM is certified.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name:</b> <b>Haikal Ramadhan Kharismansyah</b>	<b>Name:</b> <b>Angga Sanggraha</b>
<b>Company Name:</b> <b>BSI Services Malaysia, Sdn. Bhd.</b>	<b>Company Name:</b> <b>PT Menteng Kencana Mas – Kanamit POM</b>
<b>Title:</b> <b>Lead Auditor</b>	<b>Title:</b> <b>Certification Manager</b>
<b>Signature:</b> 	<b>Signature:</b> <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
<b>Date: 17 March 2024</b>	<b>Date: 17 March 2024</b>



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**Appendix A: Summary of Findings**

Criterion / Indicator		Assessment Findings	Compliance
<b>Principle 1: Behave ethically and transparently</b> Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
<b>Criteria 1.1:</b> The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<b>(C)</b> Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -	Unit of Certification has established " <i>Prosedur Pemberian Informasi Kepada Pihak Luar</i> " (SOP-CS.GN-001, Rev.01) dated 1 December 2015. Within the procedure explained that documents that are made publicly available on chapter 6.2 are: <ul style="list-style-type: none"> <li>a. Land Title</li> <li>b. OHS Plan</li> <li>c. Environment and Social Impact Assessment</li> <li>d. HCV Assessment</li> <li>e. Pollution mitigation Plan</li> <li>f. Grievance records</li> <li>g. Negotiation procedure</li> <li>h. Continual improvement plan</li> <li>i. Public summary of the certification assessment report</li> <li>j. Human Rights Policy</li> </ul> Confidential documents will refer to Indonesian Act regarding Public Information Disclosure, " <i>UU No.14 Tahun 2008, tentang Keterbukaan Informasi Publik</i> ". Examples of confidential documents are Commercial Data, Financial Data, and details about customers and/or suppliers.	Complied

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		Information that potentially negative impacts to social and environmental impact shall be considered for permission.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	All information and communication are in Bahasa Indonesia and accessible for stakeholder, except documents that required permission.	Complied
1.1.3	<b>(C)</b> Records of requests for information and responses are maintained. - Critical (Major) compliance -	<p>Related procedure for recording information request and responses is documented in "<i>Prosedur Pemberian Informasi Kepada Pihak Luar</i>" (SOP-CS.GN-001, Rev.01) dated 1 December 2015. The procedure applicable for PT Sawit Sumbermas Sarana and its subsidiaries.</p> <p>Records of requests for information and response are registered in logbook "<i>Buku Surat Masuk</i>". In example: Logbook of Kanamit Mill, for period 2023, there are 2 incoming letters that has been responded directly. All the incoming letters categorize as request of supports/assistances from surrounding villages/community.</p> <p>Example: Dated 5 April 2023: Letter No. 024/Manager-IV/2023, related request for short axle turning by central workshop. This letter has been responded in same day.</p> <p>For stakeholders who cannot speak Indonesian, requests for information can still be submitted to the company because there are company staff who understand the local language. Information regarding the SOP for Information Requests has been conveyed to village representatives and community representatives who are then conveyed to the community. The community can also carry out multi-level communication and coordination with village officials</p>	Complied

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1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>Related procedure for consultation and communication is documented in "Prosedur Pemberian Informasi Kepada Pihak Luar" (SOP-CS.GN-001, Rev.01) dated 1 December 2015. The procedure applicable for PT Sawit Sumbermas Sarana and its subsidiaries.</p> <p>Procedure for Publicly Information Request:</p> <ul style="list-style-type: none"> <li>- Information request through email, mailbox, telephone, fax or direct visit. Retention time for documents of information request is one year.</li> <li>- Response for information request within 10 working days since information request received.</li> </ul> <p>Nominated management official or PIC for stakeholders' engagement in Regional 3 (including PT Menteng Kencana Mas) is Ms. Fheny, assigned as Communication Staff of Sustainability Division.</p> <p>Dissemination information of consultation and communication procedure have been implemented to relevant stakeholders. Sample of documented were sighted during audit are:</p> <ul style="list-style-type: none"> <li>- Badirih Village on 31 January 2023.</li> <li>- Tahau Jaya Village on 30 January 2023.</li> <li>- Tarung Manuah Village on 31 January 2023.</li> </ul> <p>CV Fariz (Contractor) on 21 August 2023.</p>	Complied
1.1.5	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p> <p>- Minor compliance -</p>	<p>Unit of Certification has an updated list of stakeholders within document "Daftar Stakeholder PT Menteng Kencana Mas", dated 27 April 2023. List of stakeholders consist of:</p> <ul style="list-style-type: none"> <li>- Local Communities (6 villages)</li> <li>- Local contractors (5 contractors)</li> <li>- Local NGO (2 organization)</li> <li>- Government agencies (6 authorities)</li> </ul>	Complied

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		- Consultant (9 organizations). List of stakeholders complete with organisation name, PIC, Position, Contact, Address, Type of Interested Parties.	
<b>Criteria 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	<p>The policies of ethical conduct are covered in Group (PT Sawit Sumbermas Sarana) Sustainability Policy dated 13 September 2017, Group Anti-corruption Policy dated 28 July 2021, and Employee Code of Conduct (<i>Pedoman Perilaku Karyawan</i>) dated 1 March 2018. These documents have regulated all level of workers including third party and stakeholder to practice ethically, including prohibition of bribery and corruption. These policies applicable for PT Sawit Sumbermas Sarana and its subsidiaries including PT Menteng Kencana Mas.</p> <p>Those policies have been disseminated to all internal staffs and workers on 5 July 2023 at Badirih Estate, on 22 May 2023 at Kanamit Mill, 5 May 2023 at Kanamit Estate. Dissemination to stakeholders also have been performed to communities and contractor, e.g. communities of Badirih Village on 31 January 2023; Tahau Jaya Village on 30 January 2023; Tarung Manuah Village on 31 January 2023; CV Fariz (Contractor) on 21 August 2023.</p> <p>Based on consultation with internal and external stakeholders (gender committee, bipartite body, village officials, contractors, and government agencies) on 29 August 2023 confirmed that stakeholders received dissemination of these policies and understood the policy in ethical conduct, including anti-bribery and anti-corruption.</p>	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	The Unit of Certification has SOP of Management System Evaluation (No. SOP-SUST.GN-003 dated 21 March 2018) and SOP of Sustainability of Third-Party Partnership (No. SOP-SUST.GN-005 dated 01 March 2020). Record of monitoring compliance and the implementation of the policy	Complied

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		<p>consists of regular Sustainability Internal Audit, Internal Performance Report.</p> <p>Available internal audit report:</p> <ul style="list-style-type: none"> <li>- Sustainability Audit Report of Kanamit POM, dated 14 March 2023</li> <li>- Sustainability Audit Report of Kanamit Estate, dated 15 March 2023</li> <li>- Sustainability Audit Report of Badirih Estate, dated 15 March 2023</li> <li>- Sustainability Audit Report of Bahaur Estate, dated 14 March 2023</li> <li>- Performance Audit Report of Kanamit POM, by Internal Audit Department dated 31 December 2021.</li> <li>- Performance Audit Report of Kanamit Estate, by Internal Audit Department dated 16 June 2022.</li> <li>- Performance Audit Report of Bahaur Estate, by Internal Audit Department dated 17 November 2022.</li> <li>- Performance Audit Report of Badirih Estate, by Internal Audit Department dated 22 December 2022.</li> </ul> <p>Moreover, the Unit of Certification has Company Regulation (<i>Peraturan Perusahaan</i>) that regulate recruitment and promotion process. In this regulation, recruitment and promotion are conducted deliberately according to candidate/workers competencies and achievement (KPI). Based on consultation with worker representatives, Gender Committee and Bipartite Body, it is confirmed that the Unit of Certification has never threat the candidate/workers inappropriately such as ask for recruitment/promotional fees.</p>	
<p><b>Principle 2: Operate legally and respect rights</b></p> <p>Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p><b>Criteria 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.</p>			

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2.1.1	<p><b>(C)</b> The unit of certification complies to relevant regulations.</p> <p>- Critical (Major) compliance -</p>	<p>The certification unit has demonstrated compliance with regulations, which are demonstrated in several aspects as follows:</p> <p><b>Legality Aspect</b></p> <ul style="list-style-type: none"> <li>Has an <i>HGU</i> consisting of 5 certificates with a total area of 2,634.96 Ha</li> <li>Has owned <i>HGB</i> consisting of 4 certificates covering an area of 29.28 Ha</li> </ul> <p><b>Employment aspects</b></p> <ul style="list-style-type: none"> <li>Do not use <i>PKWT</i> or <i>PHL</i> for permanent work</li> <li>Have complied with the implementation of the minimum wage and wage structure scale</li> </ul> <p><b>Aspects of Best Management Practice</b></p> <ul style="list-style-type: none"> <li>Not use pesticides containing the active ingredient paraquat</li> </ul> <p>Using pesticides whose distribution permits are still valid and registered in the pesticide database of the Ministry of Agriculture of the Republic of Indonesia <a href="https://simpl1.pertanian.go.id/">https://simpl1.pertanian.go.id/</a></p>	Complied
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor.</p> <p>- Minor compliance -</p>	<p>To ensure the laws and legal compliance, the Unit of Certification has a mechanism to assess the compliance toward the laws and regulations set in the SOP of Management System of Environmental, Occupational Health and Safety (SOP-EHS.GN-001 dated 10 April 2012). Implementation started with inventorying and making a list of the rules applicable in regional, national, and international.</p> <p>some regulatory updates eg :</p> <ul style="list-style-type: none"> <li>Government decree number 37 year 2021 related job loss security</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>Regulation of the Minister of Manpower (Permenaker) 4/2022 Regarding Procedures and Requirements for Payment of Old Age Security Benefits</li> <li>The district head regulation regarding the district minimum wage in 2023</li> <li>Minister of Health Regulation No. 2 of 2023 regarding Environmental Health Standard</li> </ul> <p>Evaluation of regulatory compliance has been carried out by the company for each relevant legal regulation. The company also conveys the obligation to fulfill the relevant regulations to the contractors.</p>	
2.1.3	<p>Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries.</p> <p>- Minor compliance -</p>	<p>The unit of certification has procedures for monitoring and maintaining <i>HGU</i> boundary markers (No. SOP-KBN.GN-017 dated 01 February 2018) which stated that maintenance and monitoring of <i>HGU</i> Boundary marker conduct twice a year. Results of monitoring and maintenance of <i>HGU</i> and <i>HGB</i> stakes in the first semester of 2023 have been shown with the results of all stakes being in good condition.</p> <p>Field observation to MKM 011, MKM 010, MKM 001, and MKM 069 found all of <i>HGU</i> pole in good condition</p>	Complied
<b>Criteria 2.2:</b> 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>Unit of Certification already has a list of contracted parties consisting of 3 contractors, namely :</p> <ul style="list-style-type: none"> <li>PT Lingga Marintama</li> <li>CV Fariz</li> <li>CV Mitra Shohibulhajat Engineering</li> </ul>	Complied

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		Detailed contractor information such as PIC name, contact number and office address can be shown properly	
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>The company shows examples of Cooperation contracts which contain specific clauses regarding compliance with relevant regulations as contained in several contracts as follows:</p> <ul style="list-style-type: none"> <li>Cooperation Agreement No55/LGL/ENG.US/MKM-MSE/VIII/2022 between the company and CV Mitra Sohibulhajat Engineering for the construction of 2 units of oil storage tanks with a capacity of 3,000 tons</li> <li>SPK No. 170/KBN/BSJ.250-FARIZ/VII/2023 between PT Banua Sarana Jaya and CV Fariz for transporting FFB to Kanamit POM PT Menteng Kencana Mas</li> </ul> <p>As a result of document verification, it is known that contractors who collaborate with the certification unit can prove compliance with relevant legal compliance clauses such as payment of minimum wages, participation in BPJS TK and BPJS Health, attaching a list of workers, including a Work Agreement Letter between the contractor and its members.</p> <p>Interviews with representatives of CV Mitra Sohibulhajat Engineering and CV Fariz revealed that the company routinely carries out compliance checks and will be used as an evaluation in determining the next work contract.</p> <p><b>Record documentation</b></p> <ul style="list-style-type: none"> <li>BPJS TK CV Fariz payment with contribution code 88999232041131000 for the period August 2023 via Bank Mandiri</li> </ul>	Complied



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		Payslip CV Mitra Sohibulhajat Engineering for worker D** with basic salary Idr 4,000,000																						
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. - Minor compliance -	<p>As described in 2.2.1 Unit of certification has a work agreement with every third parties who have cooperative relationship. Clausul related disallowing child, forced and trafficked labour has described in contract agreement.</p> <p>Interview result with CV MSE and CV Fariz representative known that information related this clause has been socialized to supervisor and PIC of the contractor periodically. This things also included in one of the evaluation components for contractor</p>	Complied																					
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.																								
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"><li>Information regarding the geolocation of FFB origins;</li><li>Proof of ownership status, right/claim of the land by grower/smallholder;</li><li>If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB.</li></ul> <p>- Critical (Major) compliance -</p>	<p>FFB’s entering Kanamit POM, PT Menteng Kencana Mas are sourced from Own Estate, affiliate company Estate and Outgrower. Information of geolocation of the FFB sources is documented in Traceability Supply Base Mill Database. FFB received by Kanamit POM during 2022 up to July 2023 are as follow:</p> <table><tr><th>No</th><th>FFB Sources</th><th>Land Status</th></tr><tr><td>1</td><td>Badirih Estate (own estate)</td><td>HGU</td></tr><tr><td>2</td><td>Bahaur Estate (own estate)</td><td>HGU</td></tr><tr><td>3</td><td>Kanamit Estate (own estate)</td><td>HGU</td></tr><tr><td>4</td><td>Basarang Estate (PT Sepalar Yasa Kartika - affiliate company)</td><td>Location permit</td></tr><tr><td>5</td><td>Betawi Estate (PT Sepalar Yasa Kartika - affiliate company)</td><td>HGU</td></tr><tr><td>6</td><td>Gadabung Estate (PT Borneo Sawit Gumilang - affiliate company estate)</td><td>HGU</td></tr></table>	No	FFB Sources	Land Status	1	Badirih Estate (own estate)	HGU	2	Bahaur Estate (own estate)	HGU	3	Kanamit Estate (own estate)	HGU	4	Basarang Estate (PT Sepalar Yasa Kartika - affiliate company)	Location permit	5	Betawi Estate (PT Sepalar Yasa Kartika - affiliate company)	HGU	6	Gadabung Estate (PT Borneo Sawit Gumilang - affiliate company estate)	HGU	Complied
No	FFB Sources	Land Status																						
1	Badirih Estate (own estate)	HGU																						
2	Bahaur Estate (own estate)	HGU																						
3	Kanamit Estate (own estate)	HGU																						
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6	Gadabung Estate (PT Borneo Sawit Gumilang - affiliate company estate)	HGU																						

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		<table><tr><td>7</td><td>Kanamit Estate (PT Borneo Sawit Gumilang - affiliate company estate)</td><td>Location permit</td></tr><tr><td>8</td><td>Pangkoh Estate (PT Borneo Sawit Gumilang - affiliate company estate)</td><td>Location permit</td></tr><tr><td>9</td><td>Basarang Estate (PT Borneo Sawit Gumilang - affiliate company estate)</td><td>HGU</td></tr><tr><td>10</td><td>Maliku Estate (PT Borneo Sawit Gumilang - affiliate company estate)</td><td>HGU</td></tr><tr><td>11</td><td>Bahaur Estate (PT Borneo Sawit Gumilang - affiliate company estate)</td><td>HGU</td></tr><tr><td>10</td><td>Plasma Maliku (PT Menteng Kencana Mas smallholders)</td><td>Location permit</td></tr><tr><td>11</td><td>Plasma Pangkoh (PT Menteng Kencana Mas smallholders)</td><td>Location permit</td></tr><tr><td>12</td><td>PT Multi Usaha Abadi (FFB agent)</td><td>Business license</td></tr></table>	7	Kanamit Estate (PT Borneo Sawit Gumilang - affiliate company estate)	Location permit	8	Pangkoh Estate (PT Borneo Sawit Gumilang - affiliate company estate)	Location permit	9	Basarang Estate (PT Borneo Sawit Gumilang - affiliate company estate)	HGU	10	Maliku Estate (PT Borneo Sawit Gumilang - affiliate company estate)	HGU	11	Bahaur Estate (PT Borneo Sawit Gumilang - affiliate company estate)	HGU	10	Plasma Maliku (PT Menteng Kencana Mas smallholders)	Location permit	11	Plasma Pangkoh (PT Menteng Kencana Mas smallholders)	Location permit	12	PT Multi Usaha Abadi (FFB agent)	Business license	
7	Kanamit Estate (PT Borneo Sawit Gumilang - affiliate company estate)	Location permit																									
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12	PT Multi Usaha Abadi (FFB agent)	Business license																									
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>PT Multi Usaha Abadi is categorized as indirectly FFB source which collecting FFB's from out grower. PT Multi Usaha Abadi has been listed as FFB sources.</p> <p>PT Multi Usaha Abadi is FFB agent and collecting FFBs from independent smallholders surrounding the plantations. There are certain division at unit of certification for verifying and mapping the FFB sources from independent smallholders, namely "Divisi Pembelian Buah Luar". The team is under parent company PT Sawit Sumbermas Sarana that have responsibilities to verify locations of smallholders/outgrower as complied with corporate policy and national regulation requirements.</p>	Complied																								
Principle 3: Optimise productivity, efficiency, positive impact and resilience																											

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Implement plans, procedures and systems for continuous improvement.

**Criteria 3.1:** There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.

3.1.1

**(C)** A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.

- Critical (Major) compliance -

The Unit of Certification has had Long-Term Business Plan of 2021 – 2030, covering for own Estate/Mill and scheme smallholder (plasma). The estimation covering the area statement, FFB, CPO/OER, PK/KER, financial indicators (cost, prices), capital and operational cost, resources needed.

For instance, in 2023, the PT Menteng Kencana Mas has estimated to achieve 147,400 MT of FFB from own estate and 29,480 MT from outside FFB; 36,358 of CPO from own estate and 5,896 MT CPO form outside FFB. Business management plan for period 2023 – 2027 are as follow:

Description	Year				
	2023	2024	2025	2026	2027
FFB (MT)					
- Own estate	147,400	156,627	183,049	194,641	208,247
- Outside	29,480	31,325	36,610	38,928	41,649
- Total	176,880	187,953	219,659	233,569	249,896
CPO (MT)					
- Own estate	36,358	39,053	44,508	47,746	51,659
- Outside	5,896	6,265	7,322	7,786	8,330
- Total	42,254	45,318	51,830	55,532	59,989
OER					
- Own estate	24.67%	24.93%	24.31%	24.53%	24.81%
- Outside	20.00%	20.00%	20.00%	20.00%	20.00%

Complied

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		<table><tr><td>Palm Kernel (MT)</td><td>7,960</td><td>8,458</td><td>9,885</td><td>10,511</td><td>11,245</td></tr><tr><td>KER</td><td>4.5%</td><td>4.5%</td><td>4.5%</td><td>4.5%</td><td>4.5%</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Rp/kg CPO</td><td>2,856</td><td>2,844</td><td>3,198</td><td>3,222</td><td>3,280</td></tr></table> <p>The plan for plasma production (Koperasi Sumber Air Jaya) is include in outside FFB.</p>	Palm Kernel (MT)	7,960	8,458	9,885	10,511	11,245	KER	4.5%	4.5%	4.5%	4.5%	4.5%							Rp/kg CPO	2,856	2,844	3,198	3,222	3,280	
Palm Kernel (MT)	7,960	8,458	9,885	10,511	11,245																						
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Rp/kg CPO	2,856	2,844	3,198	3,222	3,280																						
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	Based on the Area Statement of PT Menteng Kencana Mas, the years of planting were between 2010 to 2017 (age 6 – 13 years old). Therefore, the replanting will not be implemented in the next five years.	Complied																								
3.1.3	The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken. - Minor compliance -	The management review consist of Monthly and Annual Management Review (operational area), Annual Supply Chain Management Review, and Annual Financial Review. These documents have been sighted. Based on verification, these documents have covered internal audit result, stakeholder feedback, and management performance.  Available minutes of Management Review Meeting dated 21 September 2022, attended by Board of Director, Plantation Advisor, Regional Head I – III, Head of Sustainability, Secretary, all Managers, and related Staffs.	Complied																								
<b>Criteria 3.2:</b> The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.																											
3.2.1	<b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification. - Critical (Major) compliance -	The action plan for continuous improvement has been conducted in several ways, such as:  - Monthly and annual management review, financial review, and supply chain management review  - Internal and external audits of operational, financial, RSPO.  - Review of Social Impact Assessment (SIA) implementation.	Complied																								

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		<ul style="list-style-type: none"> <li>- Review of environmental documents reports (RKL/RPL, hazardous waste, wastewater).</li> </ul> <p>Some continuous improvement that has been implemented such as: computerized system for FFB traceability called PPMP and MMMP, breeding of <i>Tyto alba</i> and <i>Elaidibius camerunicus</i>, prohibition of paraquat, and implement integrated pest management system.</p>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.</p> <p>- Minor compliance -</p>	Unit of Certification has reported metric template and has been verified by CB during initial assessment. The information contained in the metric template includes membership number, total area, planted area, HCV, number of employee , and work accident records.	Complied
<b>Criteria 3.3:</b> Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>As subsidiary of PT Sawit Sumbermas Sarana Tbk Group, The Unit of Certification has had bundle of procedures presented in Indonesian language, covering elements of:</p> <ul style="list-style-type: none"> <li>- Sustainability: 9 procedures.</li> <li>- Quality Management System: 15 procedures.</li> <li>- Agronomy: 30 procedures, 21 work instructions.</li> <li>- Mill: 32 procedures, 43 work instructions.</li> <li>- EHS: 19 procedures, 8 work instructions.</li> <li>- Conservation: 4 procedures.</li> <li>- Engineering: 7 procedures.</li> <li>- Workshop: 1 procedure, 9 work instructions.</li> <li>- Employment: 19 procedures, 2 work instructions.</li> <li>- Etc: training, general affair, procurement, financial, Logistic, marketing, legal.</li> </ul> <p>Procedures related agronomy operations covering land clearing, maintenance, IPM, harvesting, transportation of FFB, replanting,</p>	Complied

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		delivery to POM. Meanwhile the procedures of Mill operation covering the aspects of FFB receiving, grading, processing, refinery, dispatch, supply chain, and quality/laboratory.	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>The system for overseeing the implementation of procedures comprises internal audits for both operational and RSPO compliance, managerial supervision, documentation, and management reviews. These records have been subjected to verification by certified auditors.</p> <p>On a daily basis, internal supervision is conducted by a hierarchy of supervisors, starting from Foremen, Division Assistants, Head Assistants, and extending up to the Estate Manager. Additionally, monthly and semi-annual assessments are conducted by the Internal Audit Department. The operational internal audit assesses the execution of operational and administrative processes within the estates and mill, while the Sustainability internal audit evaluates the implementation of sustainability practices within these same areas. The unit of certification also maintain records of the most recent sustainability and operational internal audits for reference, e.g.:</p> <ul style="list-style-type: none"> <li>- Sustainability Audit Report of Kanamit POM dated 14 March 2023.</li> <li>- Sustainability Audit Report of Kanamit Estate dated 15 March 2023.</li> <li>- Sustainability Audit Report of Badirih Estate dated 15 March 2023.</li> <li>- Sustainability Audit Report of Bahaur Estate dated 14 March 2023.</li> </ul>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>The records of monitoring and actions taken has been documented in the form of Monthly Management Review (in Monthly Manager Report), Annual Management Review, annual result and follow up of Sustainability internal audit. Based on interview with management, the input of RSPO external audit also will be taken into account for the next management review.</p> <p>The latest records of monitoring among others:</p>	Complied

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		<ul style="list-style-type: none"> <li>- Company Management Review Meeting dated 21 September 2022, attended by Board of Director, Plantation Advisor, Regional Head I – III, Head of Sustainability, Secretary, all Managers, and related Staffs.</li> <li>- Sustainability Audit Report of Kanamit POM dated 14 March 2023.</li> <li>- Sustainability Audit Report of Kanamit Estate dated 15 March 2023.</li> <li>- Sustainability Audit Report of Badirih Estate dated 15 March 2023.</li> <li>- Sustainability Audit Report of Bahaur Estate dated 14 March 2023.</li> </ul>	
<b>Criteria 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p><b>(C)</b> SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has the documents related to the SEIA as follows:</p> <ul style="list-style-type: none"> <li>• Environmental Eligibility Letter or "Surat Kelayakan Lingkungan Hidup" refer to Head of Pulang Pisau Regency No: 188.44/245/2008 dated 29 July 2008.</li> <li>• AMDAL Document (addendum of ANDAL, RKL, RPL) for Plantation Development and Palm Oil Mill of PT Menteng Kencana Mas, located in District of Maliku, Pandih Batu and Kahayan Kuala, Pulang Pisau Regency, Province of Kalimantan Tengah. The scope of the area is ±21,000 Ha (refer to Location Permit No. 98/2007, dated 17 March 2007) and palm oil mill with capacity 45 Ton FFB/hour extension to 60 MT/Hr. The document has been approved by Governor of Kalimantan Tengah dated 29 July 2008 (refer to Decree No. 188.44/245/2008).</li> <li>• Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL) Document of PT Menteng Kencana Mas, located in District of Maliku, Pandih Batu and Kahayan Kuala, Pulang Pisau Regency, Province of Kalimantan Tengah. The document has been approved by Governor of Kalimantan Tengah dated 29 July 2018 (refer to Decree No. 188.44/245/2008).</li> </ul>	Complied

		<ul style="list-style-type: none"> <li>• Environmental Feasibility Decree or “Keputusan Kelayakan Lingkungan Hidup Kegiatan Pengembangan Pembangunan Pabrik Pengolahan Kelapa Sawit dan Sarana Pendukungnya (Relokasi Rencana dan Peningkatan Kapasitas PKS dari 60 Ton TBS/Jam menjadi 90 Ton TBS/Jam, Penambahan Kapasitas Waduk dari 70,000 m<sup>3</sup> menjadi 250,000 m<sup>3</sup>, Penambahan Insinerator Untuk Pembakaran Janjang Kosong dan Pembangunan Jetty beserta fasilitasnya seluas 0.9 Ha”, dated 31 October 2018. Within this letter, scope of plantation PT Menteng Kenacana Mas is ±8,250.11 Ha (Own Estate 6,645.3 Ha and Plasma 1,604.77 Ha) located in District Maluku (village of Sei Tewu, Kanamit, Kanamit Barat, Badirih), District of Pandih Batu (village of Pantik, Sanggang and Pangkoh Seberang), District Kahayan Kuala (village Dandang).</li> <li>• Amendment of Management Plan and Environmental Monitoring Plan (Adendum RKL-RPL) as refer to Regent of Pulang Pisau Decree No. 486 Year 2018. The amendment is related Extension Mill capacity from 60 MT/hr to 90 MT/hr, extension reservoir volume from 70,000 m<sup>3</sup> to 250,000 m<sup>3</sup>, addition of Incinerator facilities for FFB combustion and construction of Jetty 0.9 Ha.</li> </ul> <p>The company has a social impact assessment document, which is the Social Impact Assessment (SIA) report prepared by third party consultant PT. Remark Asia in 2016. Data collection and field observations during the SIA assessment were conducted on 31 May – 6 June 2016. SIA assessors gathered the information from internal stakeholders (staff and employee of own estate) and from external stakeholders such as villager’s representative from surrounding plantation area such as District Basarang (Village of Batuah and Tarung Manuah), District of Bataguh (Village of Terusan Rya Barat), District of Kahayan Kuala (Village of Bahaur Batu Raya, Bahaur Hilir, Bahaur Hulu Permai and Bahaur Tengah), District of Maluku (Village of Badirih, Garantung, Kanamit, Kanamit Barat, Kanamit Jaya, Maluku Baru,</p>	
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		<p>Purwodadi, Sidodadi, Tahai Baru, Tahai Jaya and Wonoagung) and District of Pandih Batu (Village of Belanti Siam, Dandang, Gadabung, Kantan Atas, Karya Bersama, Pangkoh Hilir, Pangkoh Hulu, Pantik, Talio and Talio Muara), Pulang Pisau Regency, Province of Kalimantan Tengah.</p> <p>Participation of affected stakeholders also described in the SIA assessment report.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>PT Menteng Kencana Mas – Kanamit POM has conducted the environmental management in accordance with Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL) Document.</p> <p>As informed in previous indicator, PT Menteng Kencana Mas has had Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL) document with a total area ±21,000 Ha (refer to Location Permit No. 98/2007, dated 17 March 2007) located in District of Maliku, Pandih Batu and Kahayan Kuala, Pulang Pisau Regency, Province of Kalimantan Tengah. The document has been approved by Governor of Kalimantan Tengah dated 29 July 2018 (refer to Decree No. 188.44/245/2008). That document covered the social and environmental issues gathered from affected parties from District Basarang (Village of Batuah and Tarung Manuah), District of Bataguh (Village of Terusan Raya Barat), District of Kahayan Kuala (Village of Bahaur Batu Raya, Bahaur Hilir, Bahaur Hulu Permai and Bahaur Tengah), District of Maliku (Village of Badirih, Garantung, Kanamit, Kanamit Barat, Kanamit Jaya, Maliku Baru, Purwodadi, Sidodadi, Tahai Baru, Tahai Jaya and Wonoagung) and District of Pandih Batu (Village of Belanti Siam, Dandang, Gadabung, Kantan Atas, Karya Bersama, Pangkoh Hilir, Pangkoh Hulu, Pantik, Talio and Talio Muara), Pulang Pisau Regency, Province of Kalimantan Tengah.</p>	Complied

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		<p>According to the RKL-RPL report Semester 1<sup>st</sup> and 2<sup>nd</sup> Semester year 2022 obtained information that there are no negative issues identified. All parameter has been in accordance with the national regulation. This document reported to the respective government agencies also.</p> <p>Environmental management based on document, e.g:</p> <ul style="list-style-type: none"> <li>• Physical and chemical <ul style="list-style-type: none"> <li>a. Water Quality <ol style="list-style-type: none"> <li>1. Clean water quality (refer to national regulation Permenkes RI No. 32 tahun 2017).</li> <li>2. Potable water quality (refer to national regulation Permenkes RI No. 492 tahun 2010).</li> <li>3. Surface water quality (refer to national regulation Peraturan Pemerintah No. 82 tahun 2001).</li> </ol> </li> <li>b. Noise (refer to national regulation Permenaker No. 13 tahun 2011).</li> <li>c. Air quality <ol style="list-style-type: none"> <li>1. Ambient (refer to national regulation Peraturan Pemerintah No. 41 tahun 1999).</li> <li>2. Air emission (refer to national regulation Permen LH No. 21 tahun 2008).</li> </ol> </li> <li>d. Biological component <p>Water biota management performed to prevent and control the physic and chemist quality of surface water comply to PP Nomor 82 tahun 2001.</p> </li> </ul> </li> <li>• Mature Upkeep Component <ul style="list-style-type: none"> <li>a. Road structure quality</li> <li>b. Low crop</li> </ul> </li> </ul>	
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		<p>c. Traffic accident</p> <ul style="list-style-type: none"> <li>• Community complaint component <ul style="list-style-type: none"> <li>a. Disease prevalence and incidence</li> </ul> </li> <li>• Social, economy and culture <ul style="list-style-type: none"> <li>a. Attitudes and perceptions/community unrest (potential conflict)</li> </ul> </li> </ul> <p>Recommendation from SIA 2016 are:</p> <ul style="list-style-type: none"> <li>- Prioritizing employee recruitment is from local communities.</li> <li>- Maintaining access for local people</li> <li>- Developing program with affected stakeholders</li> <li>- Participating in surrounding community program</li> </ul> <p>The actual implemented plans was:</p> <ul style="list-style-type: none"> <li>- 85% of workers (permanent and daily) recruited from local communities, based on List of Employee March 2023.</li> <li>- Frequently road maintenance on main road from/to the villages.</li> <li>- CSR report 2022, partnership of smallholder's program</li> <li>- Attending the MUSRENBANG or Joint Committee at surrounding village or sub-district.</li> </ul> <p>Social and environmental management plan and its monitoring have been developed with participation of affected stakeholders, this can be verified in Management and Monitoring Social and Environmental Impact or "Laporan Kegiatan Pengelolaan dan Pemantauan Dampak Sosial Lingkungan PT Menteng Kencana Mas" 2023-2025, report date 9 February 2023. The activities covering FGD from surrounding communities to giving aspiration nor inputs to the company. Until this audit, there are no negative issues gathered from the stakeholders.</p>	
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3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Since the SEIA amended on 2018, the company has conducted scheduled review of SEIA assessment.</p> <p>The last review was conducted in April 2022, with such method as follows:</p> <ul style="list-style-type: none"> <li>• Desk study</li> <li>• Field observation</li> <li>• Deep interview with key person stakeholder</li> <li>• Focus Group Discussion with various communities (see Indicator 3.4.2 above)</li> </ul> <p>Through the last review report obtained that the SEIA has covered the stakeholder from surrounding village communities such as Village of Tahai Jaya, Tahai Baru, Badirih, Tarung Manuah, Panarung, Belanti Siam, Bahaur Batu Raya, Kanamit Jaya, Pulang Pisau Regency, Province of Kalimantan Tengah.</p>	Complied
<b>Criteria 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>The certification unit has procedures related to employment which are regulated in several documents as follows:</p> <ul style="list-style-type: none"> <li>• Recruitment and Selection of Workers (SOP-HRDGA.GN-010) dated 01 June 2022</li> <li>• Promotion of Non-Staff Employees (Monthly) (SOP-HRDGA.GN-012) dated 01 July 2022</li> <li>• Employee Retirement (SOP-HRDGA.GN-020) dated 01 December 2022</li> </ul> <p>Apart from that, there are also PT Menteng Kencana Mas Company Regulations which have been ratified by the Pulang Pisau Regency Manpower and Transmigration Service on 12 October 2021 in accordance with letter number: KEP.566/13/Disnakertrans/X/2021. This</p>	Complied

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		<p>company regulation has described regarding employment regulations starting from entry hours, wages, promotions, sanctions, annual and maternal leave, until the validity period of the company regulations</p> <p>Company procedures and regulations have been communicated to all workers or their representatives, for example during the morning briefing. Documents are also available at each estate office. Specifically for company regulations, they are also distributed to LKS Bipartite as employee representatives</p>	
3.5.2	<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><b>Employee promotion</b></p> <ul style="list-style-type: none"> <li>Decree Number: 001/MKM/CBI/BHE/IV/2023 concerning the promotion of <i>PHL</i> employees to become <i>PHT</i> on 01 May 2023 for Jxxxxxi, Bxxxxxg Mxxxxx, Mxxxxxo, M.xxi, Sxxxxxi, Sxxxxxxo, and Axxx</li> <li>Management Decree No 652/MKM-HRD/SKM/MK/XII/2018 concerning the appointment of non-staff employees in the name of Mulyadi to become staff with the position of Personnel Clerk</li> </ul> <p><b>Employee Performance Assessment</b></p> <p>For example, it is shown by the recapitulation of Non-Structural employee performance assessments for the 2023 period for NIK 17.10.012 with a B score of 4.45 (Rxxxxn Kxxxxxxn)</p> <p>The results of interviews with worker representatives and trade union representatives show that the company has implemented its employment procedures fairly and transparently.</p>	Complied

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<b>Criteria 3.6:</b> An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.		
3.6.1	<p><b>(C)</b> All operational activities risks assessed to identify the H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT Menteng Kencana Mas – Kanamit POM has conducted risk assessment to identify the health and safety issues. Through the assessment, the company has stipulated certain policy and procedures related to the H&amp;S issues. Based on document verification, those documents covered:</p> <ul style="list-style-type: none"> <li>• QHSE policy that signed by Chief Executive Officer on 1 July 2017</li> <li>• QHSE Procedure (SOP-EHS.GN-025) dated 10 April 2012.</li> <li>• Procedure of Risk Management of Opportunities, Quality, Environmental, OHS and Human Rights (SOP-SUST.GN-002, Rev.02, dated 1 November 2021).</li> <li>• Appointment of H&amp;S committee PT Menteng Kencana Mas based on Head of Labour &amp; Transmigration Department of Pulau Pisau Regent Decree No: 566/402/PK.12/IV/Nakertrans, dated 20 April 2022.</li> <li>• Appointment of General Health Specialist/Safety Officer of PT Menteng Kencana Mas namely Mr. Rizky Prayoga Darwadi and has received a letter of appointment from the Ministry of Labour No. 5/5170/AS.01.03/IV/2022 dated 28 April 2022. The license is valid for 3 years (28 April 2025).</li> <li>• QHSE Plan year 2023. That document similar with Hazard Identification Risk Analysis and Control that covered all operational activities.</li> <li>• Document of Risk Opportunities Identification and Determining Control (ROIDC) for all activities at Estate and Mill is available in place.</li> </ul> <p>Based on interview with random worker in mill and estate concluded that the staff and worker has disseminated and aware related to the</p>

Complied

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		H&S procedures. Some H&S signboard also installed in working or public area.	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>PT Menteng Kencana Mas – Kanamit POM has QHSE Plan year 2023. This document similar with Hazard Identification Risk Analysis and Control that covered all operational activity.</p> <p>According to the national regulation, unit of certification also set up the H&amp;S committee which was approved by Head of Labour &amp; Transmigration Agency of Province Kalimantan Tengah refers to Decree No: KEP.93/DISNAKERTRANS/IX/2021 dated 29 September 2021.</p> <p>The H&amp;S Committee conducted monthly meeting to discuss the H&amp;S issues, new activity in mill and estate (if any), safety working procedures, PPE usage, record of accident and its investigation (if any), continuous improvement and other issues related to H&amp;S. The record of meeting reported to the local labour agency. The last report of H&amp;S Committee meeting on 15 April 2023 (copy of delivery receipt in place).</p> <p>Based on auditor's field visit related monitoring and implementation Health &amp; Safety was not implemented effectively, as follow:</p> <p>Fertilizer warehouse Kanamit Estate:</p> <ul style="list-style-type: none"> <li>- General material stored inside the fertilizer warehouse and not protected with appropriate covers (such as Stationaries, Papers, Mattress Bed, Refrigerator).</li> <li>- Agrochemicals (Supremo 480SL), Plywood, Polybags are placed inside the fertilizer warehouse.</li> <li>- Shower and eye wash facilities for emergency situations were placed in the agrochemical storage inside the fertilizer warehouse.</li> </ul> <p>Kanamit Mill:</p>	Non-compliance

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		<ul style="list-style-type: none"> <li>- Building design of scheduled waste storage (TPS LB3) is not sufficient, where the storage capacity cannot accommodate the amount of waste produced.</li> <li>- Nalco, grease empty containers and other unused stuff are placed in front of Agrochemical storage and covers by waterproof material (kain terpal).</li> </ul> <p>Bahaur Estate:</p> <ul style="list-style-type: none"> <li>- HSD/fuel empty containers/drums are placed outside of scheduled waste storage (TPS LB3).</li> <li>- PPE stock monitoring at warehouse was not implemented.</li> </ul> <p>According to this, the Health and Safety plan to address health and safety risks to people was not implemented effectively.</p> <p>This is raised as Non-conformity</p>	
<b>Criteria 3.7:</b> All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&amp;C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>Plans and realization of training in 2022 and 2023 aimed at KTE, BDE, BHE and KTM employees with the following types of training:</p> <ul style="list-style-type: none"> <li>• Training and socialization of QHSE safe work practices (harvesting / spraying / manuring)</li> <li>• Socialization of the use of APAR</li> <li>• Socialization of the use of Hydrants</li> <li>• Socialization of human rights policies and Code of Ethics</li> <li>• First aid training</li> <li>• Simulation of drill spills and leaks</li> <li>• Fire fighting simulation</li> <li>• Dissemination of quality, environmental and OHS policies</li> <li>• Socialization to employees regarding conservation</li> </ul>	Non-compliance



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		<ul style="list-style-type: none"> <li>• Socialization to village communities adjacent to HCV areas</li> <li>• MSDS socialization</li> <li>• Training/ Socialization Hazardous materials and its waste</li> </ul> <p>However, not all aspects of the RSPO principles and criteria have been included in the training plan, such as supply chain training and training plans for operators, including the adequacy of operators who must have a special license.</p> <p>From description above can be concluded that Unit of certification has not been able to show sufficient evidence that the training program prepared has fully covered RSPO aspects, for example those related to the supply chain, training plans for operators, including operators who require special licenses. It become nonconformity</p>	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>The company has kept documentation of the implementation of actual training for employees, including:</p> <ul style="list-style-type: none"> <li>• BMP training for harvesting foreman which was held on 14 January 2023 at Bahaur Estate</li> <li>• Training for first aid officers for harvest foremen and maintenance foremen which was held on 30 May 2023</li> <li>• Agronomy SOP training for fsupervisor and foreman which will be held on April 7, 2023</li> <li>• Management of hazardous material and its waste on April 24, 2023 followed by representatives of the supervisors of each estate and each division</li> </ul>	Complied

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		Based on the results of interviews with workers known that the company has conducted training for workers in a language understood by workers.	
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>Awareness training related to supply chain requirement was conducted on 28 August 2023. The training was provided by KTU of Kanamit POM. The training material only covers certifiable and non-certifiable source of FFB.</p> <p><b>Minor Non-Conformity:</b></p> <p>Appropriate training has not been provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS).</p> <ul style="list-style-type: none"> <li>Based on interviews with Weighing Clerk officers, they do not fully understand the RSPO Supply Chain requirements.</li> <li>Based on the Minutes of dissemination regarding the Implementation of Standard Supply Chain Certification dated 28 August 2023, KTU only explains that certified FFB comes from PT MKM (Kanamit, Badirih and Bahaur Estate) and non-certified FFB comes from Plasma, PT MUA, PT SYK and PT BSG.</li> <li>Based on the attendance list for the socialization event related to the implementation of the Supply Chain Certification Standard on 28 August 2023, there were 2 Weighing Clerks who took part in this activity, while at Kanamit POM there were 4 Weighing Clerks.</li> <li>In the PT MKM Training Plan &amp; Realization document for 2022 and 2023, there is no RSPO training program, especially for Supply Chain requirements.</li> </ul>	Non-compliance

**Criteria 3.8:** Supply chain requirements for mills.

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

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3.8.1	<p><b>Identity Preserved Module</b></p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	PT Menteng Kencana Mas – Kanamit POM is not certified yet. Based on interview with management representatives, document verification and field visit, the mill received certified and uncertified FFB from third parties, therefore the applicable supply chain module is Mass Balance.	Not Applicable
3.8.2	<p><b>Mass Balance Module</b></p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	Based on interview with management representatives, document verification and field visit, the mill received certified and uncertified FFB from third parties, therefore the applicable supply chain module is Mass Balance.	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&amp;C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>Based on interview with management representatives, document verification and field visit, the mill received certified and uncertified FFB from third parties, therefore the applicable supply chain module is Mass Balance.</p> <p>This is an initial certification, Production estimates for FFB, CPO and PK are as follows:</p> <ul style="list-style-type: none"> <li>- FFB : 40,646.00 mt</li> <li>- CPO : 9,348.58 mt</li> <li>- PK : 1,625.84 mt</li> </ul>	Complied

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3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>PT Menteng Kencana Mas – Kanamit POM has been registered in RSPO Palm Trace with PalmTrace ID: RSPO_PO1000015839.</p> <div><div>Member Information</div><table><tr><th colspan="2">Member Name</th><th colspan="2">License Information</th></tr><tr><td>Member Name :</td><td>Kanamit Mill - PT. Menteng Kencana Mas</td><td>Commodity :</td><td>Palm Oil</td></tr><tr><td>PalmTrace Account ID :</td><td>RSPO_PO1000015780</td><td>PalmTrace Member ID :</td><td>RSPO_PO1000015839</td></tr><tr><td>Website:</td><td>www.ssms.com</td><td>RSPO Membership Number :</td><td>1-0111-07-000-00</td></tr><tr><td>GPS Coordinates (Latitude, Longitude) :</td><td>-2.94944444, 114.18201111</td><td>Type of Business :</td><td>Oil mill</td></tr><tr><td></td><td></td><td>License Status :</td><td>Not licensed</td></tr></table></div>	Member Name		License Information		Member Name :	Kanamit Mill - PT. Menteng Kencana Mas	Commodity :	Palm Oil	PalmTrace Account ID :	RSPO_PO1000015780	PalmTrace Member ID :	RSPO_PO1000015839	Website:	www.ssms.com	RSPO Membership Number :	1-0111-07-000-00	GPS Coordinates (Latitude, Longitude) :	-2.94944444, 114.18201111	Type of Business :	Oil mill			License Status :	Not licensed	Complied
Member Name		License Information																									
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		License Status :	Not licensed																								
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> <div><div>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</div><div>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</div><div>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.</div><div>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</div></div>	<p>PT Menteng Kencana Mas – Kanamit POM has a procedure for Supply Chain Procedure No. SOP-PKS.GN-020 rev.12 dated on 25 July 2022. The procedure has adopted the RSPO supply chain certification standard version 2020 and RSPO Rules on Market Communication and Claims version 2019. The procedure consists of PIC of supply chain, documentation of certified product and non-certified product. The procedure regulates from FFB receiving, processing, delivery of product, registration of transaction and awareness training to related personnel.</p> <p>PT Menteng Kencana Mas – Kanamit POM has appointed the mill’s head clerk, Aziz Rahmad Sholeh as personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) according to Chief Engineer decree No. 002/SK-SCCS/ENG-UP/SSMS-IN/IV/2023 dated 28 April 2023. This person has responsibility to:</p> <div><div>a) Ensuring the implementation of RSPO P&amp;C and Supply Chain RSPO and ISPO has implemented and maintained according to the requirements.</div><div>b) Act as management representative during initial certification and surveillance audit of RSPO and ISPO.</div><div>c) Promoting the awareness of RSPO Supply Chain and <i>Rantai Pasok ISPO</i>.</div></div>	Complied																								

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		d) Monitoring the process e) Conducting correction and preventive action needed.	
3.8.6	<b>Internal Audit</b> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill; a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b) Effectively implements and maintains the standard requirements within its organisation. 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.	PT Menteng Kencana Mas – Kanamit POM has a written procedure to conduct annual internal audit as per “Prosedur Internal Audit Management System” (SOP-SUST.GN-003 Rev.00 dated 21 March 2018). The procedure refers to ISO 9001, ISO 14001, OHSAS 18001, RSPO P&C, Supply Chain Certification Standard and RSPO Market Communications and Claims.  PT Menteng Kencana Mas – Kanamit POM has conducted RSPO internal on 14 March 2023. During that audit, internal auditor raised two (2) NC finding against RSPO P&C Indonesia NI 2020, however none of them related to Criterion 3.8 (supply chain requirement). Non-conformities found in the internal audit has been followed up by issuing corrective action. The mill has maintained the internal audit records and reports.	Complied
3.8.7	<b>Purchasing and Goods In</b> 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.	The Mill has had mechanism to record goods in such as in the form of FFB Weighbridge ticket and Mass Balance record, that will identify amount and sources of FFB certified and uncertified that received, as well as the certified products (CSPO and CSPK).  Mechanism of Purchasing and Goods In is determined in Supply Chain Procedure (SOP-PKS.GN-020, Rev.12, dated 25 Jul 2022). Chapter 6.5 in the Supply Chain Procedure stated that the mill verifies and documented the tonnage and sources of certified and the tonnage of non-certified FFBs received. Chapter 6.9.21 in the Supply Chain Procedure stated that the mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. Related for handling non-conforming oil palm products, it has been regulated in Chapter 6.5.18 in the Supply Chain Procedure.	Complied

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		This is initial certification assessment visit, Kanamit POM is not certified yet. The implementation of this system will be applied after certified and verified on Surveillance audit.	
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"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<p>The Mill has had a documentation system for sales and goods out such as in the form of contract agreement, delivery order, delivery ticket, report of loading, weighing minutes, weighing card, and delivery note. Those documents cover information of delivery date, description of product and supply chain model, product quantity, identification number (unique code), certificate number, sender name and address of the seller. The Mill sold all their product to the refinery and KCP under the subsidiary of PT Sawit Sumbermas Sarana group. All CPO sold to the refinery of PT Citra Borneo Utama and all the PK sold to PT Mitra Mendawai Sejati Kernel Crushing Plant.</p> <p>The implementation of this system will be applied after certified and verified on Surveillance audit.</p>	Complied
3.8.9	<p>Outsourcing Activities</p> <p>iii) 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>The mill had outsourcing contract related to CPO/PK transporter. Until this audit, mill has an agreement with shipping company named PT Lingga Marintama (CPO/PK Shipping from Kanamit to Buyer – CBU Refinery, Kumai) and its subsidiary PT Pelayaran Senggora.</p> <p>The procedure related to product transport activity is Supply Chain Procedure (SOP-PKS.GN-020, Rev.12, dated 25 Jul 2022), Chapter 6.9 Delivery of Product (CPO/PK/PKO/PKE) to Buyer.</p>	Non-compliance

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	<p>iv) The mill shall ensure the following:</p> <p>e) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>f) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>g) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>h) 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><b>Critical Non-Conformity:</b></p> <p>Kanamit POM has not ensured that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information.</p> <p>Based on Sea Transportation Agreement Letter No. 023/PS-MKM/SPAL/VIII/2023 dated 7 August 2023 between PT Menteng Kencana Mas and PT Pelayaran Senggora, in this document PT MKM has not ensured that third parties (transporters) can provide relevant access for CB to operations, systems, and all information if needed.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The names and contact details of all contractors used for the physical handling of oil palm products is listed in "Daftar Stakeholder Eksternal" dated 16 August 2023.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	This audit is initial certification. The unit of certification inform the audit team in case there is changes in the list of CPO and PK transporter through the updated stakeholder list prior the next audit.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p>	<p>Based on Supply chain procedure known that retention time for supply chain document is 2 years. Records of transaction from the past two years were available in the documentation room.</p> <p>The Mill can demonstrate their mass balance records in daily basis.</p>	Complied

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	<p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>		
3.8.13	<p><b>Extraction Rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The conversion rate of production of CSPO (OER) and CSPK (KER) are defined based on previous actual production data. Then the management will update the budget rate for the next license period. The current extraction to defined estimate are:</p> <ul style="list-style-type: none"> <li>- OER 23.89 %</li> <li>- KER 4.50 %</li> </ul>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The extraction rate of production of CPO (OER) and PK (KER) were based on actual daily, monthly, and yearly production. Based on Mass</p>	Complied



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		Balance record period January – August 2023, actual OER is 20.58 % and actual KER is 2.59 %.	
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>According to the mill operational and record of the FFB received, the mill implemented Mass Balance Module.</p> <p>Not Applicable</p>	Complied
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>The Mill have mechanism on registration of transactions within Supply Chain Procedure (SOP-PKS.GN-020, Rev.12, dated 25 Jul 2022). Chapter 6.9.13 regulates Product Deliveries to Buyer; Chapter 6.11.6 regulates Product Registration; Chapter 5.13 and 5.15 mentioned Baseline Policy. The registration of transaction in RSPO PalmTrace will be implemented once the mill certified.</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>Claims regarding the production of RSPO certified oil that refer to the RSPO Rules on Market Communications and Claims is describes in Supply Chain Procedure (SOP-PKS.GN-020, Rev.12, dated 25 Jul 2022).</p>	Complied
<b>General corporate communications</b>			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a “non-product related” claim.</p>	<p>PT Menteng Kencana Mas is a subsidiary of PT Sawit Sumbermas Sarana which is an RSPO member with membership No. 1-0111-07-000-00, since 17 April 2007. A corporate communication and its commitment to the principles of the RSPO are covered in website: <a href="https://ssms.co.id/en">https://ssms.co.id/en</a></p>	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <p>A. display its RSPO membership status</p>	<p>PT Sawit Sumbermas Sarana as RSPO member in corporate website, state that the member supports the work of the RSPO and other</p>	Complied

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	<p>B. display the RSPO web address (<a href="http://www.rspo.org">www.rspo.org</a>)</p> <p>C. state that the member supports the work of RSPO</p> <p>D. state the member's history with regard to RSPO</p> <p>E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership</p>	sustainability program. RSPO trademark is available in corporate website: <a href="https://ssms.co.id/en/about-us">https://ssms.co.id/en/about-us</a>	
4.3	Members are <b>not allowed</b> to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	On the website, PT Sawit Sumbermas Sarana did not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products. There is no used of RSPO logo by the Unit of Certification or its holding company	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	On the website, PT Sawit Sumbermas Sarana ensure that all communication is consistent, clear and not mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Complied
4.5	<p>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:</p> <ul style="list-style-type: none"> <li>• "We have been sourcing RSPO certified palm oil since (YEAR)."</li> <li>• "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year."</li> <li>• "We have been RSPO certified since (YEAR)."</li> <li>• "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil."</li> <li>• "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified."</li> <li>• "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits."</li> <li>• "We are RSPO certified. Ask us for our RSPO certified products."</li> </ul>	This is an initial certification so the certification unit cannot yet declare the product certified or not certified. Apart from that, the scope of this assessment is the mill and its supply base with products in the form of palm oil.	Complied

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4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>	This is an initial certification so the certification unit cannot yet declare the product certified or not certified. Apart from that, the scope of this assessment is the mill and its supply base with products in the form of palm oil	Complied
<b>Product-specific communications</b>			
<b>5.1 General</b>			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications 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.	The Mill will make Business to Business communication by states in sales documents/form, e.g. Sales Contract and Delivery Note that the product will be sold in RSPO Certified CPO or PK model MB.	Complied
5.1.2	Product-specific communications are voluntary.	The Mill will make Business to Business communication by states in sales documents/form, e.g. Sales Contract and Delivery Note that the product will be sold in RSPO Certified CPO or PK model MB.	Complied

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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.	The Mill will make Business to Business communication by states in sales documents/form, e.g. Sales Contract and Delivery Note that the product will be sold in RSPO Certified CPO or PK model MB. There is no use of RSPO logo by unit of certification	Complied
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	The Mill will make Business to Business communication by states in sales documents/form, e.g. Sales Contract and Delivery Note that the product will be sold in RSPO Certified CPO or PK model MB.	Complied
5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> <li>• RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field.</li> <li>• Both parties shall inform their certification body in writing about the agreement.</li> <li>• The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer.</li> </ul>	The Mill will make Business to Business communication by states in sales documents/form, e.g. Sales Contract and Delivery Note that the product will be sold in RSPO Certified CPO or PK model MB. There is no use of RSPO logo by unit of certification and the UoC is an oil Mill. Therefore, this is not applicable	Not Applicable
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within	The Mill will make Business to Business communication by states in sales documents/form, e.g. Sales Contract and Delivery Note that the product will be sold in RSPO Certified CPO or PK model MB. There is no use of RSPO logo by unit of certification certification and the UoC is an oil Mill. Therefore, this is not applicable	Not Applicable

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	this document and that the claim itself can be supported through a certified supply chain		
<b>5.2 Off pack claims</b>			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	Supply chain model and RSPO certificate number will be stated on the delivery document, e.g. Delivery Note and Bill of Lading.	Complied
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Supply chain model and RSPO certificate number will be stated on the delivery document, e.g. Delivery Note and Bill of Lading.	Complied
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"> <li>• If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation.</li> <li>• If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2.</li> </ul>	This is an initial certification, unit of certification hasn't RSPO certified yet and Kanamit POM is an oil mill, which only processes FFB and produces CPO and PK. Therefore, this indicator is not applicable.	Not Applicable
<b>5.3 On pack claims</b>			

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5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	The Mill did not sell its product to a distributor or wholesaler.	Complied
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> <li>• RSPO IP/SG CERTIFIED*</li> <li>• Contains RSPO IP/SG palm oil*</li> <li>• Contains RSPO certified palm oil (IP/SG)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	The Mill did not sell its product to a distributor or wholesaler.	Complied
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> <li>• RSPO MIXED*</li> <li>• Contributes to the production of RSPO certified palm oil*</li> <li>• Contains RSPO certified palm oil (MB)*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	The Mill did not sell its product to a distributor or wholesaler.	Complied
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> <li>• RSPO 50% MIXED*</li> <li>• Contains at least 50% RSPO certified palm oil*</li> </ul> <p>*Add RSPO TM Licence Number below or next to the claim.</p>	The Mill did not sell its product to a distributor or wholesaler.	Complied
	<p>D) For Products covered with Book and Claim (B&amp;C):</p> <ul style="list-style-type: none"> <li>• RSPO CREDITS*</li> <li>• Supports the production of RSPO certified palm oil*</li> <li>• Contains palm oil covered by the purchase of RSPO Credits*</li> </ul>	The Mill did not sell its product to a distributor or wholesaler.	Complied

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	*Add RSPO TM Licence Number below or next to the claim.		
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	The Mill did not sell its product to a distributor or wholesaler.	Complied
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	The Mill did not sell its product to a distributor or wholesaler.	Complied
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	The Mill did not sell its product to a distributor or wholesaler.	Complied
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	The Mill did not sell its product to a distributor or wholesaler.	Complied
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Mass Balance palm oil content</b>			
	95% of the palm oil content must be RSPO MB-certified.	The MB volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under MB model is considered 100% content.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	The MB volume that can be sold is only the volume requested in the PalmTrace. Hence the CPO volume sold under MB model is considered 100% content.	Complied
<b>Messaging</b>			
	Messaging ALLOWED in storytelling in product-specific communications includes:	The mill sold its product in bulk, there is no product labelling.	Not Applicable

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	<ul style="list-style-type: none"> <li>[Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain.</li> </ul> <p>The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.</p>		
<b>Product-Specific Communications Labelling</b>			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> <li>The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</li> <li>The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil".</li> </ul>	The mill sold its product in bulk, there is no product labelling.	Not Applicable
<b>Principle 4: Respect community and human rights and deliver benefit</b>			
Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
<b>Criteria 4.1:</b> The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification has developed Human Rights Policy following the parent company PT Sawit Sumbermas Sarana, Tbk and documented in "<i>Kebijakan Hak Asasi Manusia PT Sawit Sumbermas Sarana, Tbk</i>", dated 26 October 2021.</p> <p>Prohibiting retaliation against Human Rights Defenders (HRD) and prohibits intimidation and harassment already covers within the policy. Dissemination of this policy conducted to:</p>	Complied



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		<ul style="list-style-type: none"> <li>- All level workforces on 5 July 2023 at Badirih Estate, on 22 May 2023 at Kanamit Mill, 5 May 2023 at Kanamit Estate, on 9 February 2023 at Bahaur Estate.</li> <li>- Local community. Badirih Village on 31 January 2023; Tahau Jaya Village on 30 January 2023; Tarung Manuah Village on 31 January 2023.</li> <li>- Contractor: CV Fariz on 21 August 2023.</li> </ul>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Based on the information gathered during interviews with a sample of workers at the mill and estate, it was reported that there have been no instances of violence or harassment occurring within the unit of certification during their employment tenure.</p>	Complied
<b>Criteria 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification has a mechanism for handling dispute and grievance which described in :</p> <ul style="list-style-type: none"> <li>- Procedure for Stakeholder Grievance and Complaints Handling Mechanism (SOP-SUST.GN-009) R.01, 28 December 2021.</li> <li>- Employee complaint handling procedure (SOP-PERS.GN-017, Rev.01)", dated 1 March 2017.</li> </ul> <p>In Clause 6.1.4 stated that the Communication staff will ask the complainant whether the identity of the reporter can be published or as anonymity.</p> <p>Unit of Certification also have Stakeholder Complaint Form (F-SUST.GN-001.R01, 28 December 2021) notified that the Whistleblower can provide personal identification data and or as anonymity to maintain privacy and security.</p>	Complied

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4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	To ensure procedure understood by the affected parties including by illiterate parties can be shown by : - Complaint service poster which inform number and email for submitting grievance or complaints - Minutes of socialization of procedures to employees, contractors and relevant stakeholders, for example village heads, which will be implemented in stages in August 2023 - Flow chart handling complaints and grievances contained in socialization documents, procedures, or attached to poster  Interview result with Village Head of Kanamit, Badirih, Talio and Batuah known the procedure has been socialized and for the illiterate parties	Complied
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	At the time this assessment was carried out there were complaints regarding the land right, the detailed chronology of which can be seen in indicator 4.8.4. progress of settlement is informed through regular meetings held by both parties. Apart from that, the SOP for Handling Stakeholder Grievance and Complaints (SOP-SUST.GN-009) R.01 dated 28 December 2021 in section 6.3 also explains the follow-up to handling complaints.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	SOP for Handling Stakeholder Grievance and Complaints (SOP-SUST.GN-009) R.01 dated 28 December 2021 in section 6.3 has described 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	Complied
<b>Criteria 4.3:</b> The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local community are demonstrated.	Unit of certification when preparing the community development/CSR program, involving stakeholders, or developing joint consultation with	Complied

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	<p>- Minor compliance -</p>	<p>affected stakeholders meeting. In example: Identification of customary/culture ceremony on 22 June 2021 at District of Basarang, Pulang Pisau Regency. These activities are collecting information for customary ceremony program with local, customary and affected communities. List of customary ceremony as below:</p> <p>Local customary celebrations i.a: Mamparasih/Mapas Lewu, Tiwah, Menyanggar, Maulid Habsyi, Tolak Bala and Tampung Tawar.</p> <p>During stakeholder consultation with local communities Badirih village, Kanamit village, the company conducting consultation with local communities annually.</p> <p>There are several programs that discussed during the meeting, there are:</p> <ul style="list-style-type: none"> <li>a. Education Program</li> <li>b. Infrastructure Program</li> <li>c. Community Empowerment Program</li> <li>d. Social Cultural Program</li> <li>e. Environmental Empowerment Program</li> <li>f. Health Empowerment Program</li> </ul> <p>The last meeting with affected stakeholders is conducted in 22 June 2021 at Basarang sub-district.</p> <p>Contribution of community development program up to June 2023 as below:</p> <ul style="list-style-type: none"> <li>1. Socio-Culture program: distribution of basic food (rice and cooking oil) to 33 villages surrounding the plantation.</li> <li>2. Education program: assisted teacher at Tahai Jaya village, Kanamit village and Pilang village. Student scholarship for underprivileged students.</li> <li>3. Health program: children circumcision at Maluku sub-district.</li> </ul>	
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		<p>4. Infrastructure program: praying facilities at Gandang Barat village, Panarung village and Kanamit village. Grid electricity installation to Sei Bitik sub-village at Kanamit village.</p> <p>Community development program: planting pineapple crops at Tarung Manuah village for community and food supplying Orangutan at Salat Island.</p>	
<b>Criteria 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The legality of land owned by the Certification Unit is <i>HGU</i> and <i>HGB</i> with the following details:</p> <p><b>HGU</b></p> <ul style="list-style-type: none"> <li>HGU Decree: Decree of the Minister of Agriculture and Spatial Planning / Head of the National Land Agency Number 56/HGU/KEM-ATR/BPN/2018 concerning the Granting of Cultivation Rights in the name of PT Menteng Kencana Mas over land in Pulang Pisau Regency, Central Kalimantan Province covering an area of 2,634.9784 Ha</li> <li>HGU Certificate: <ul style="list-style-type: none"> <li>No. 1 issued on 21 September 2018 for an area of 519.9604 Ha valid until 21 September 2053</li> <li>No. 2 issued on 21 September 2018 for an area of 956.9297 Ha valid until 21 September 2053</li> <li>No. 3 issued on 21 September 2018 for an area of 720.6501 Ha valid until 21 September 2053</li> <li>No. 4 issued on 21 September 2018 for an area of 398.5004 Ha valid until 21 September 2053</li> <li>No. 5 issued on 21 September 2018 for an area of 38.9378 Ha valid until 21 September 2053</li> </ul> </li> </ul>	Complied

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		<p>Thus, the total HGU owned is 2,634.9784 Ha</p> <p><b>HGB</b></p> <p>Based on the results of document verification, it is known that there is an HGB for the factory consisting of 4 certificates covering an area of 29.28 Ha with following detail :</p> <ul style="list-style-type: none"> <li>- Decree Head of Land Agencies Head Kalimantan Tengah Province Number 06/HGB/BPN.62/X/2017 dated 16 October 2017 concerning Granting of Building Rights for PT Menteng Kencana Mas in Pulang Pisau District, Klaimantan Tengah Province for an area of 42,760m<sup>2</sup></li> <li>- Decree Head of Land Agencies Head Kalimantan Tengah Province Number 07/HGB/BPN.62/X/2017 dated 16 October 2017 concerning Granting of Building Rights for PT Menteng Kencana Mas in Pulang Pisau District, Klaimantan Tengah Province for an area of 115,500m<sup>2</sup></li> <li>- Decree Head of Land Agencies Head Kalimantan Tengah Province Number 08/HGB/BPN.62/X/2017 dated 16 October 2017 concerning Granting of Building Rights for PT Menteng Kencana Mas in Pulang Pisau District, Klaimantan Tengah Province for an area of 104,600m<sup>2</sup></li> <li>- Decree Head of Land Agencies Head Kalimantan Tengah Province Number 09/HGB/BPN.62/X/2017 dated 16 October 2017 concerning Granting of Building Rights for PT Menteng Kencana Mas in Pulang Pisau District, Klaimantan Tengah Province for an area of 33,040m<sup>2</sup></li> </ul> <p>From description above can be concluded that the total area of <i>HGU</i> and <i>HGB</i> owned is 2,664.2584 Ha</p>	
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4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> <li>- Minor compliance -</li> </ul> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p> <p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p> <p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>Results of interviews with the Village Head and representatives of Kanamit Village, Badirih Village, Talio Village, and Batuah Village it is known that the process of land acquisition and plantation development by the company has gone through socialization and communicated to residents. Based on recap of land compensation known total area has been compensated are 2,850.61 Ha. This compensation area is bigger than HGU owned</p> <p>Examples of land acquisition documentation shown i.e :</p> <ul style="list-style-type: none"> <li>- Abdul Muis for an area of 2.3 Ha</li> <li>- Bahrudin as representative of Abdullah for an area of 20 ha</li> <li>- Gotseng for an area of 6 Ha</li> <li>- H. Nemen Imit for an area of 10 Ha</li> </ul> <p>Documents related to land acquisition that are shown include land ownership statements, measurement letters, land release agreement letters, proof of compensation payments, and others that are known to the owners and the company as well as witnesses including village representatives.</p> <p>Village head and previous land owner said that during the land acquisition process, the community had the right to agree or disagree with relinquishing land ownership rights. The price paid in the land acquisition process is also based on the results of negotiations between the two parties and without any coercion. The community also represented itself during the negotiation process and was assisted by the village team.</p>	Complied
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4.4.3	<p><b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has an operational map in which the company legal rights have been identified with company area boundaries based on the HGU. Community involvement in the mapping, for example, is shown by a recap of the GRTT documentation, the presence of an SIA study, or the installation of HGU boundary pole. From the results of interviews with the Village Head representative it is known that the community already understands the boundaries of the company's area, for example marked by company roads, the existence of boundary markers, or dividing ditches.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>Interview result with Village Head and previous land owner representative known that all relevant information during socialization phase until negotiation and agreement is available and conveyed in Bahasa. The communication carried out is two-way where the public can contact the company if there is something they do not understand.</p>	Complied
4.4.5	<p><b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the results of document review and interviews with previous landowners and key stakeholders such as village heads, it is known that the community has the right to represent themselves or be represented by an appointed person. Documentary evidence can be seen in the land compensation document where the landowner can act on his behalf or appoint a representative through a power of attorney of appointment</p>	Complied
4.4.6	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>The annual review of the implementation of FPIC can be seen in the SIA documents and the implementation of the RKL/RPL. From the results of document reviews and interviews with key stakeholders such as the Village Head of Kanamit, Badirih, Batuah, and Talio who knows the flow of the FPIC process, it is known that the agreements that have been realized include the following:</p> <ul style="list-style-type: none"> <li>• Labor recruitment</li> <li>• Development of plasma plantations for the community</li> <li>• Acceptance of community FFB</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>Realization of CSR programs</li> </ul> <p>Based on this, it can be concluded that the unit of certification has conducted an annual review of the FPIC agreement on plantation development</p>	
<b>Criteria 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	<b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	The legality of land owned by the Unit of Certification is <i>HGU</i> and <i>HGB</i> with total area 2,664.2584 Ha as described in 4.4.1. The <i>HGU/HGB</i> Decree and Certificate as legal documents of rights ownership can be clearly demonstrated. There is no new planting since takeover in 2016	Complied
4.5.2	<b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation. - Critical (Major) compliance -	<p>There is no new planting since takeover in 2016</p> <p>Results of interviews with the Village Head and representatives of Kanamit Village, Badirih Village, Talio Village, and Batuah Village it is known that the process of land acquisition and plantation development by the company has gone through socialization and communicated to residents.</p> <p>The certification unit has been able to demonstrate the land compensation process as described in 4.4.2 including supporting documentation. This indicates that the FPIC process has gone well as does the information obtained from the results of stakeholder consultations</p>	Complied
4.5.3	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	<p>There is no new planting since takeover in 2016</p> <p>Interview result with Village Head (Kanamit, Batuah, Badirih, Talio) and previous land owner known that during the land acquisition process, the</p>	Complied



	<p>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 had the right to agree or disagree with relinquishing land ownership rights. The price paid in the land acquisition process is also based on the results of negotiations between the two parties and without any coercion. The community also represented itself during the negotiation process and was assisted by the village team. There is no coercion on land owners to relinquish their ownership rights</p>	
4.5.4	<p>To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process.</p> <p>- Minor compliance -</p>	<p>There is no new planting since takeover in 2016</p> <p>Results of interviews with the Village Head and representatives of Kanamit Village, Badirih Village, Talio Village, and batuah Village it is known that the process of land acquisition and plantation development by the company has gone through socialization and communicated to residents. FPIC process has been implemented with transparent information</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There is no new planting since takeover in 2016</p> <p>Results of interviews with the Village Head and representatives of Kanamit Village, Badirih Village, Talio Village, and batuah Village it is known that the process of land acquisition and plantation development by the company has gone through socialization and communicated to residents. FPIC process has been implemented with transparent information</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>There is no new planting since takeover in 2016</p> <p>Results of interviews with the Village Head and representatives of Kanamit Village, Badirih Village, Talio Village, and batuah Village it is known that the process of land acquisition and plantation development</p>	Complied

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		by the company has gone through socialization and communicated to residents. FPIC process has been implemented with transparent information	
4.5.7	After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes. - Minor compliance -	No land acquired after 15 November 2018. Unit of Certification has an location permit since 2007 and Business permit since 2006. Other than that in Committee B minutes year 2017 stated that The origin of land acquisition is state land for which compensation has been carried out. There is no new planting since takeover in 2016	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Based on the results of a document review and interviews with Village Head of Kanamit, Badirih, Talio, and Batuah it is known that in the company operational area there are no people who self-isolate voluntarily. There is no new planting since takeover in 2016	Complied
<b>Criteria 4.6:</b> Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	<p>The unit of certification has procedures of identifying legal customary or user rights including identifying people entitled to compensation i.e :</p> <ul style="list-style-type: none"> <li>• Land Acquisition Procedure (SOP-LEGAL.GN-001 rev03)</li> <li>• Land Acquisition Procedure (SOP-SPD.GN-002 Rev00)</li> <li>• Land Clearing Procedures (SOP-SPD.GN-001 Rev01)</li> </ul> <p>The procedure is used for identification, calculation, and distribution of fair compensation for the loss of legal or customary right of the land. Based on interview with community representative the community aware of procedures related to land acquisition and its conflict resolution</p>	Complied

4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>In the SOP of Land Acquisition (No. SOP-LEGAL.GN-001 dated 1 December 2016) has described mechanism to fairly calculate and distribute compensation in participatory manner.</p> <p>One form of monitoring and evaluation carried out by the certification unit is to make a GRTT recap containing the name of the land owner, date of compensation and land area. This document is proof for the company regarding the implementation of procedures.</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>- Minor compliance -</p>	<p>Based on the results of interviews with representatives of Kanamit, Batuah, Talio, and Badirih Estate, it is known that both women and men have the same opportunity to own acres of land. This can be seen, among other things, from plasma ownership which is not based on specific gender considerations.</p>	Complied
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>Results of interviews with the Village Head and representatives of Kanamit Village, Badirih Village, Talio Village, and batuah Village it is known that the process of land acquisition and plantation development by the company has gone through socialization and communicated to residents. Based on recap of land compensation known total area has been compensated are 2,850.61 Ha. This compensation area is bigger than HGU owned</p> <p>Examples of land acquisition documentation shown i.e :</p> <ul style="list-style-type: none"> <li>- Abdul Muis for an area of 2.3 Ha</li> <li>- Bahrudin as representative of Abdullah for an area of 20 ha</li> <li>- Gotseng for an area of 6 Ha</li> <li>- H. Nemen Imit for an area of 10 Ha</li> </ul>	Complied

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		<p>Documents related to land acquisition that are shown include land ownership statements, measurement letters, land release agreement letters, proof of compensation payments, and others that are known to the owners and the company as well as witnesses including village representatives.</p> <p>Village head and previous land owner said that during the land acquisition process, the community had the right to agree or disagree with relinquishing land ownership rights. The price paid in the land acquisition process is also based on the results of negotiations between the two parties and without any coercion. The community also represented itself during the negotiation process and was assisted by the village team.</p>	
<b>Criteria 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<p>The unit of certification has procedures of identifying legal customary or user rights including identifying people entitled to compensation i.e :</p> <ul style="list-style-type: none"> <li>• Land Acquisition Procedure (SOP-LEGAL.GN-001 rev03)</li> <li>• Land Acquisition Procedure (SOP-SPD.GN-002 Rev00)</li> <li>• Land Clearing Procedures (SOP-SPD.GN-001 Rev01)</li> </ul> <p>The procedure is used for identification, calculation, and distribution of fair compensation for the loss of legal or customary right of the land. Based on interview with community representative the community aware of procedures related to land acquisition and its conflict resolution</p>	Complied
4.7.2	<b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	<p>The unit of certification has procedures of identifying legal customary or user rights including identifying people entitled to compensation i.e :</p>	Complied

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	- Critical (Major) compliance -	<ul style="list-style-type: none"> <li>Land Acquisition Procedure (SOP-LEGAL.GN-001 rev03)</li> <li>Land Acquisition Procedure (SOP-SPD.GN-002 Rev00)</li> <li>Land Clearing Procedures (SOP-SPD.GN-001 Rev01)</li> </ul> <p>The procedure is used for identification, calculation, and distribution of fair compensation for the loss of legal or customary right of the land. Based on interview with community representative the community aware of procedures related to land acquisition and its conflict resolution</p>	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	Unit of Certification is not undertaking plantation expansion or planning to apply for permits to open new plantations	Complied
<b>Criteria 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, 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 -	As explained in 4.8.2 there is a land claim by Kaliyo CS. The results of the interim BPN meeting stated that the area was located outside the HGU. The conclusion of the meeting was to hold another meeting with the authorities and conduct ground checking. The positive progress of this problem will be verified again at ASA-1 because the meeting is held on 29 August 2023 while the initial assessment was carried out on 28 August 2024 to 02 September 2024.	Complied
4.8.2	<b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	When the initial certification was carried out, there was a land claim by Kaliyo Cs (Belanti Siam Village) for 14.62 Ha of land located in blocks B19, B20 and B21 of Bahaur Estate. Regarding this matter, the certification unit conducted initial mediation with the parties on August 29 2023. The parties attending the mediation were as follows: <ul style="list-style-type: none"> <li>Manager GAL PT MKM</li> <li>Head of <i>PPS BPN</i> Pulang Pisau Regency</li> <li>Head of Belanti Siam Village</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Pulang Pisau Police Head of Intelligence</li> <li>• Pulang Pisau Regency Agriculture Service Head</li> <li>• Mr Kalijo (Claimer)</li> <li>• Chairman of the <i>DPD</i> Community Organization Tariu Borneo Bangkule Rajakng (TBBR) Pulang Pisau as companion to Mr. Kalijo</li> </ul> <p>Based on the minutes of the meeting, initial statements were obtained from the parties, such as:</p> <ul style="list-style-type: none"> <li>• Mr. Kalijo (claimer): The land claimed was a rice field printing program in 2012 and in 2014 PT MKM planted the land. Previously, he had requested mediation from the PT MKM manager, but it had not been implemented</li> <li>• Tariu Borneo Bangkule Rajakng: Mediation to produce results and land checks were previously carried out by the TBBR team, PT MKM and Mr Kalijo Cs</li> <li>• PT MKM GAL Manager: In principle, the company will follow applicable legal provisions and is committed to resolving problems related to land claims. This area has been planted since 2013.</li> <li>• Head of <i>PPS BPN</i> Pulang Pisau Section: The location claimed after measurements were carried out by the BPN team was restan land so a certificate was issued for the land claimed by the residents. From the results of checking the 5 SHM samples shown by residents, it can be concluded that they are outside the company <i>HGU</i>.</li> <li>• Pulang Pisau Agriculture Service Head: If within the company area (Location Permit or HGU) there is still something owned by another party then the company is obliged to make compensation. A map overlay is required between what is listed in the SHM and the company's HGU area. The location claimed existed before the food</li> </ul>	
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		<p>estate/swah print program. It is necessary to explore why there are oil palm planting activities by companies.</p> <p>The conclusion from the results of the first stage of mediation is to immediately carry out direct field checks by competent parties together with PT MKM and the community. The continuation of this process will be verified again at ASA-1 to see the implementation of the positive progress that has been made.</p>	
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p> <p>- Minor compliance -</p>	<p>As explained in 4.8.2 there is a land claim by Kaliyo CS. The results of the interim BPN meeting stated that the area was located outside the HGU. The conclusion of the meeting was to hold another meeting with the authorities and conduct ground checking. The positive progress of this problem will be verified again at ASA-1 because the meeting is held on 29 August 2023 while the initial assessment was carried out on 28 August 2024 to 02 September 2024.</p>	Complied
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>As explained in 4.8.2 there is a land claim by Kaliyo CS. The results of the interim BPN meeting stated that the area was located outside the HGU. The conclusion of the meeting was to hold another meeting with the authorities and conduct ground checking. The positive progress of this problem will be verified again at ASA-1 because the meeting is held on 29 August 2023 while the initial assessment was carried out on 28 August 2024 to 02 September 2024.</p>	Complied
<p><b>Principle 5: Support smallholder inclusion</b></p> <p>Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p><b>Criteria 5.1:</b> 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>PT Menteng Kencana Mas (MKM) is acquired in 2015 from a non-RSPO member. Currently, PT MKM is part of subsidiaries of PT Sawit Sumbermas Sarana, Tbk (RSPO member: 1-0111-07-000-00).</p>	Complied

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		<p>Kanamit POM receives FFB from own estate, scheme smallholders and out grower. For FFB's from independent smallholders and out grower is managed by one company PT Multi Usaha Abadi (PT. MUA). All FFB's from other sources (outside the certification scope) entering the Kanamit POM is managed by PT Multi Usaha Abadi (PT. MUA).</p> <p>Where, PT Menteng Kencana Mas has developed scheme smallholders namely Koperasi Unit Desa Sumber Air as per MoU dated 7 September 2009. Scheme smallholders development is refer to Regent Decree of Pulang Pisau No. 331 Tahun 2009, dated 9 December 2009 as "Penunjukan dan Penetapan Calon Petani/Kelompok Tani sebagai Penerima Kredit Program Revitalisasi Perkebunan Kemitraan. Coverage villages are Kanamit Barat village, Sidodadi village and Gandang Barat village, District of Maluku. Total smallholders are 1,187 smallholders plots and 2,374 Ha. But actual managed is 1,393.22 Ha and will be submitted for certification on 2026 (as per updated TBP 4 Jul 2023).</p> <p>Information regarding the price of FFB available in the commercial section will be informed to the relevant parties via short message application. Apart from that, price information is also listed on the Miull weighbridge. The prices set for plasma planters follow the Pulang Pisau Regency plasma pricing team which is released every 2 weeks. As a result of interviews with representatives of plasma management, it is known that so far price information can be easily accessed.</p>	
5.1.2	<p><b>(C)</b> Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>FFB pricing to scheme smallholders following the FFB prices determined by Plantation Department through "Penetapan Harga Pembelian TBS Kelapa Sawit Produksi Pekebun Provinsi Kalimantan Tengah". The FFB price from government is delivered in monthly basis. In example:</p> <p>Plantation Service Letter No: 525/547/PPHP/DISBUN/2023, dated 5<sup>th</sup> July 2023 re: "Penetapan Harga TBS periode June 2023". FFB price for scheme smallholders with planting age is 10-20 years or planting year between 2002 up to 2012, IDR 2,153.21/kg.</p>	Complied



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		Unit of certification Kanamit POM also retain the FFB prices since January 2022 up to July 2023. All the FFB prices are documented and verified during the audit.	
5.1.3	<p><b>(C)</b> Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented within the contracts "Perjanjian Kerjasama Pembangunan Kebun Kelapa Sawit Pola Kemitraan PT Menteng Kencana Mas dengan Koperasi Unit Desa Sumber Air di Kecamatan Maluku, Kabupaten Pulang Pisau, Provinsi Kalimantan Tengah, dated 7 September 2009.</p> <p>FFB pricing is following the FFB price which determined by the Plantation Services in monthly basis.</p> <p>Meaning that during the initial audit, there is no smallholders in the supply base was exist.</p>	Complied
5.1.4	<p><b>(C)</b> Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or, other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>Koperasi Unit Desa Sumber Air is scheme smallholders which developed by unit of certification. The scheme smallholders already developed since 2009 (before acquired by RSPO member) as per partnership contract "Perjanjian Kerjasama Pembangunan Kebun Kelapa Sawit Pola Kemitraan PT Menteng Kencana Mas dengan Koperasi Unit Desa Sumber Air di Kecamatan Maluku, Kabupaten Pulang Pisau, Provinsi Kalimantan Tengah, dated 7 September 2009.</p> <p>Determining the smallholders name and prospective plots refer to Regent Decree of Pulang Pisau No. 331 Tahun 2009, dated 9 December 2009 as "Penunjukan dan Penetapan Calon Petani/Kelompok Tani sebagai Penerima Kredit Program Revitalisasi Perkebunan Kemitraan. Coverage villages are Kanamit Barat village, Sidodadi village and Gandang Barat village, District of Maluku. Total smallholders are 1,187 smallholders plots and 2,374 Ha. But actual managed is 1,393.22 Ha.</p>	Complied

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		<p>Therefore, decision making is fully by unit of certification as the organisation that managed the smallholder's area. Term of agreement, loans/credits and FFB price already covers in the agreement.</p> <p>Currently, the payment to smallholders is using profit sharing where 30% profit will given to smallholders (before loans/credit is paid off) and 65% given after loans/credit is paid off.</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>PT Menteng Kencana Mas (MKM) is acquired in 2015 from a non-RSPO member. Currently, PT MKM is part of subsidiaries of PT Sawit Sumbermas Sarana, Tbk (RSPO member: 1-0111-07-000-00).</p> <p>Where, PT Menteng Kencana Mas has developed scheme smallholders namely Koperasi Unit Desa Sumber Air as per MoU dated 7 September 2009 (RSPO non-member). Scheme smallholders' development is refer to Regent Decree of Pulang Pisau No. 331 Tahun 2009, dated 9 December 2009 as "Penunjukan dan Penetapan Calon Petani/Kelompok Tani sebagai Penerima Kredit Program Revitalisasi Perkebunan Kemitraan. Coverage villages are Kanamit Barat village, Sidodadi village and Gandang Barat village, District of Maluku. Total smallholders are 1,187 smallholders plots and 2,374 Ha. But actual managed is 1,393.22 Ha and will be submitted for certification on 2026 (as per updated TBP 4 Jul 2023).</p>	Complied
5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>During the initial audit, no payment occurred, because no FFB receives by the mill from smallholders.</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Weighbridge at Kanamit POM is annually calibrated by an independent third party (Industrial and Commercial Department).</p> <p>Latest calibration is on 16 March 2023 with certificate No 510.63/192/DPP/SKHP/MET/III/2023; Weighing Type SMART GEWINN; Serial Number 1738846; Capacity 40.000 Kg. Calibrated by Dinas Perdagangan dan Perindustrian Kabupaten Kotawaringin Timur.</p>	Complied

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5.1.8	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. - Minor compliance -	PT Menteng Kencana Mas did not have an independent smallholder program but supports scheme smallholders to involved within RSPO certification by determining plan for certification is in 2026. Koperasi Unit Desa Sumber Air is scheme smallholders which developed by unit of certification.	Complied
5.1.9	<b>(C)</b> The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	Grievance mechanism for smallholders, and all grievances raised is refer to Stakeholder grievance procedure. "Prosedur Mekanisme Penanganan Keluhan & Pengaduan Stakeholder (SOP-SUST.GN-009) R.01, 28 December 2021.	Complied
<b>Criteria 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	PT Menteng Kencana Mas (MKM) is acquired in 2015 from a non-RSPO member. Currently, PT MKM is part of subsidiaries of PT Sawit Sumbermas Sarana, Tbk (RSPO member: 1-0111-07-000-00). PT Menteng Kencana Mas has developed scheme smallholders namely Koperasi Unit Desa Sumber Air as per MoU dated 7 September 2009 (RSPO non-member). Scheme smallholders' development is refer to Regent Decree of Pulang Pisau No. 331 Tahun 2009, dated 9 December 2009 as "Penunjukan dan Penetapan Calon Petani/Kelompok Tani sebagai Penerima Kredit Program Revitalisasi Perkebunan Kemitraan. Coverage villages are Kanamit Barat village, Sidodadi village and Gandang Barat village, District of Maluku. Total smallholders are 1,187 smallholders plots and 2,374 Ha. But actual managed is 1,393.22 Ha and will be submitted for RSPO certification on 2026 (as per updated TBP 4 Jul 2023).	Complied
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific	PT Menteng Kencana Mas (MKM) is acquired in 2015 from a non-RSPO member. Currently, PT MKM is part of subsidiaries of PT Sawit Sumbermas Sarana, Tbk (RSPO member: 1-0111-07-000-00).	Complied

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	elements of RSPO certification (including the RSPO Standard for Independent Smallholder). - Minor compliance -	PT Menteng Kencana Mas has developed scheme smallholders namely Koperasi Unit Desa Sumber Air as per MoU dated 7 September 2009 (RSPO non-member). Scheme smallholders' development is refer to Regent Decree of Pulang Pisau No. 331 Tahun 2009, dated 9 December 2009 as "Penunjukan dan Penetapan Calon Petani/Kelompok Tani sebagai Penerima Kredit Program Revitalisasi Perkebunan Kemitraan. Coverage villages are Kanamit Barat village, Sidodadi village and Gandang Barat village, District of Maluku. Total smallholders are 1,187 smallholders plots and 2,374 Ha. But actual managed is 1,393.22 Ha and will be submitted for RSPO certification on 2026 (as per updated TBP 4 Jul 2023).	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	The unit of certification provides support to smallholders Koperasi Unit Desa Sumber Air to promote legality of FFB production is by assisting to obtain Land Title or HGU.	Complied
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Scheme smallholders of KUD Sumber Air is fully managed by PT Menteng Kencana Mas (known as Maluku Estate), whereby the employees for operations activities sources from company employees.  All employees have trained for pesticide handling and hazardous waste management and recorded in "Berita Acara Pengelolaan Limbah B3, B3, MSDS, toxication handling dated 3 <sup>rd</sup> August 2023 and attended by 8 supervisors/foreman.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	Reviews and publicly reports on the progress of the smallholder support programme has been conducted annually. The status and progress of smallholders' development are presented within Annual Report of PT Menteng Kencana Mas.	Complied

**Principle 6: respect workers' rights and conditions**

Protect workers' rights and ensure safe and decent working conditions.

**Criteria 6.1:** Any form of discrimination is prohibited.

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6.1.1	<p><b>(C)</b> A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification publish policy "Kebijakan Hak Asasi Manusia PT Sawit Sumbermas Sarana" dated 26 October 2021 signed by President Director. Policy stated that We treat all employees fairly without discrimination. The company treats workers according to their level and does not differentiate based on ethnicity, religion, race or skin color.</p> <p>This policy has been socialized to all level off employee and other relevant stakeholder for example in August 2023 for all worker and in July 2023 for Contractor and Village Head.</p> <p>Interview result of PT MSE, CV Fariz, Worker Representative and Village Head Representative known that the company carry out regular socialization at least once a year.</p>	Complied
6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>Based on a document review, interviews with worker representatives, and interviews with <i>LKS Bipartite</i> representatives, it is known that 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"> <li>- Transparency in job vacancies and the selection process, including no recruitment fees</li> <li>- Equal pay based on the same scope of work which refers to the wage structure and scale</li> <li>- Training and self development opportunity</li> <li>- Equivalent welfare facilities for employees according to position, such as provision of clean water</li> </ul>	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>	Complied

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		<p><b>Recruitment</b></p> <p>Job application letter in the name of Hikmah for the position of foreman Rawat which was sent on June 1 2023. The company carried out file selection including worker administration requirements and evaluation of worker abilities. After that, a labor application form is issued. Candidates pass all stages of selection (administrative, competency and medical). Furthermore, on 01 July 2023 the worker concerned signed a statement of willingness to work</p> <p><b>Employee promotion</b></p> <ul style="list-style-type: none"> <li>Decree Number: 001/MKM/CBI/BHE/IV/2023 concerning the promotion of <i>PHL</i> employees to become <i>PHT</i> on 01 May 2023 for Junaidi, Bambang Marhat, Mulyono, M.Ali, Sarpani, SUPrianto, and Agus</li> <li>Management Decree No 652/MKM-HRD/SKM/MK/XII/2018 concerning the appointment of non-staff employees in the name of Mulyadi to become staff with the position of Personnel Clerk</li> </ul> <p><b>Employee Performance Assessment</b></p> <p>For example, it is shown by the recapitulation of Non-Structural employee performance assessments for the 2023 period for NIK 17.10.012 with a B score of 4.45</p> <p>The results of interviews with worker representatives and trade union representatives show that the company has implemented its employment procedures fairly and transparently.</p> <p><b>Training</b></p>	
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		All workers have received regular training and awareness, both in official events, morning briefings or in direct superiors and warnings. Interview result with worker representative known that periodical training has been set by the company. Record of its training can be seen in indicator 3.7.1	
6.1.4	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. - Minor compliance -	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	Complied
6.1.5	<b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Unit of Certification have a Gender Committee in each unit of Estate and Mill. Organization of Gender Committee has a structure i.e : <ul style="list-style-type: none"> <li>• Chairman</li> <li>• Secretary</li> <li>• Member</li> </ul> Interview result with Gender Committee representative know that the company support all activities to be carried out. The company also provides assistance in increasing the capacity of management to understand developing issues, including increasing the capacity of women	Complied
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.	Complied

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		<b>Record of payment</b> <ul style="list-style-type: none"><li>• NIK 1xxxxxx7. Basic Salary Idr 3,223,402</li><li>• NIK 1xxxxxx2. Basic Salary Idr 3,223,402</li></ul>			
<b>Criteria 6.2:</b> 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	<b>(C)</b> Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand. - Critical (Major) compliance -	<p>The wage reference used by the Unit of Certification is the Circular Letter of the Governor of South Kalimantan Number 188.44/472/2022 dated 06 December 2022 concerning Determination of Minimum Wages for Provinces and Regencies/Cities throughout South Kalimantan in 2023. Based on this circular it is known that the Minimum Wage for Pulang Pisau Regency is Idr 3,223,402.42</p> <p>Unit of Certification show Direction Circular Letter No : 2183/MKM-DIR/SK/XIII/2022 dated 08 December 2022 which stated minimum wage for year 2023 is Idr 3,223,402.42</p> <b>Record of Payslip</b> <table><tr><td>Period : July 2023 ID : 1xxxxxxx6 Basic Salary : Idr 3,223,402 JHT : Idr 119,266 JKM : Idr 9,670 JKK : Idr 28,688 JP : Idr 64,468 BPJS Kesehatan : Idr 128,936 Overtime : Idr 2,711,013</td><td>Deduction JHT : Idr 183,734 JKM : Idr 9,670 JKK : Idr 28,688 JP : Idr 96,702 BPJS Kesehatan : Idr 161,170 Total Deduction : Idr 479,964</td></tr></table>	Period : July 2023 ID : 1xxxxxxx6 Basic Salary : Idr 3,223,402 JHT : Idr 119,266 JKM : Idr 9,670 JKK : Idr 28,688 JP : Idr 64,468 BPJS Kesehatan : Idr 128,936 Overtime : Idr 2,711,013	Deduction JHT : Idr 183,734 JKM : Idr 9,670 JKK : Idr 28,688 JP : Idr 96,702 BPJS Kesehatan : Idr 161,170 Total Deduction : Idr 479,964	Complied
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		Rice allowance : Idr 112,500 Other allowance : Idr 250,000 Gross income : Idr 6,647,943  Nett Income : Idr 6,167,979 Mandatory savings : Idr 100,000 Pension savings : Idr 50,000  Payment to worker : Idr 6,017,979	
6.2.2	<p><b>(C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>Every worker has an employment relationship with the company, for example shown by Employee Acceptance Letter No. 046/MKM-KTE-PERS-SPK/VI/2023 dated 01 September 2023 for the position of mature upkeep. This letter has described working hours, duties and responsibilities, wages, probationary period, leave, Holiday allowance, Social/Health Insurance, and others</p> <p>Apart from that, there are also PT Menteng Kencana Mas Company Regulations which have been ratified by the Pulang Pisau Regency Manpower and Transmigration Service on 12 October 2021 in accordance with letter number: KEP.566/13/Disnalkertrans/X/2021. The company regulation explains the provisions of employment including recruitment and transfer of workers, working hours, wages, overtime, social security and social assistance, PPE, pension, type of work, termination of employment, separation, company and worker obligations, ways of resolving labour disputes, transitional provisions, and other terms of employment.</p>	Complied
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave,</p>	Unit of Certification has been shown evidence that comply with labour requirement shown by :	Complied

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	<p>reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p><b>Regular working hour</b></p> <p>As stated in company regulation and interview with worker representative working hour is 7 hours in a day for 6 days. No issue regarding regular working hour both from worker or labour union. During working hours you are also given a break of 1 hour</p> <p><b>Overtime</b></p> <p>The company has a company regulation period of 12 Oct 2021 – 12 Oct 2023 which, among other things, regulates overtime working hours in the company.</p> <p>The company can show implementation of overtime which is in accordance with the regulations for example ID : 1312300016 with total of overtime payment Idr 2,711,013. Overtime orders, details of overtime pay, and details of day-by-day overtime hours can be shown</p> <p><b>Implementation of entitlement holiday</b></p> <p>The company has a company regulation for the period 2021 – 2023, which in Bab VII explain related leave, permission to leave the company, and holidays</p> <p><b>Maternity and Menstrual Leave</b></p> <p>Described in Company Regulation for the period 2021 – 2023. Maternity leave (H-2) is given 90 days which divide 45 days before and 45 days after birth. While menstrual leave given if on the first day of the menstrual period the worker feel not well.</p>	
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		As a result of interviews with employee representatives and <i>LKS Bipartite</i> representatives, it was found that the company had implemented policies regarding employment properly referring to applicable regulations.	
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of 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"> <li>• Employee housing</li> <li>• Clean water supply</li> <li>• Electricity</li> <li>• Daycare</li> <li>• Waste management</li> <li>• Sports facilities such as badminton courts and volleyball courts</li> </ul> <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>	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>	Based on the results of field visits and interviews with employee representatives at the Kanamit Estate, Badriri Estate and Bahaur Estate 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.	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, the DLW benchmark for Indonesia has not been determined, so companies calculate the prevailing wage by referring to the guidelines issued by the RSPO as follows :</p> <ul style="list-style-type: none"> <li>• Minimum wage : Idr 3,223,402</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>• Fixed Allowance (Average) : Idr 775,000</li> <li>• Rice Allowance : Idr 362,700</li> <li>• Bonus : Idr 268,617</li> <li>• Health insurance : Idr 128,936</li> <li>• Pension insurance : Idr 64,468</li> <li>• Social insurance : Idr 157,624</li> <li>• Holiday allowance : Idr 268,617</li> <li>• Official travel : Idr 388,893</li> <li>• Uniform : Idr 30,000</li> <li>• Sport facility : Idr 416,666</li> <li>• Housing : Idr 387,321</li> <li>• Water and Electricity : Idr 2,793,790</li> <li>• PPE : Idr 194,344</li> </ul>	
<p><b>PROCEDURAL NOTE:</b></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"> <li>1. Payment of minimum wages in accordance with applicable regulations</li> <li>2. Assessment of wages paid (prevailing wages) and in-kind benefits.</li> </ol> <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 document verification and field visits as well as interviews with <i>LKS Bipartite</i> representatives, it is known that all core work has been carried out by employees with permanent status</p>	Complied

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<b>Criteria 6.3:</b> The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	<p><b>(C)</b> A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification publish policy “Kebijakan Hak Asasi Manusia PT Sawit Sumbermas Sarana” dated 26 October 2021 signed by President Director. Policy stated that We are respect for freedom of association and right to collective bargaining. This policy has been socialized to all level off employee and other relevant stakeholder for example in August 2023 for all worker and in July 2023 for Contractor and Village Head.</p> <p>Interview result with worker known that the policy has been known well. Worker representative inform at this time worker unions are not yet necessary because they are facilitated by the existence of the <i>LKS Bipartite</i> (Cooperative institution consisting of worker and entrepreneur)</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>Record of <i>LKS Bipartite</i> meeting for example held in 23 February 2023 discussed about implementation of wage adjustment, OHS day, and Zero Accident target.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Labour organization in Unit of Certification is in the form of <i>LKS Bipartite</i>. Interview result from worker representative said that Top Management never interfere worker organization. Communication and coordination opportunities are always well facilitated.</p>	Complied
<b>Criteria 6.4:</b> 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>Unit of Certification publish policy “Kebijakan Hak Asasi Manusia PT Sawit Sumbermas Sarana” dated 26 October 2021 signed by President Director. Policy stated that We strictly implement regulations not to use child labour.</p>	Complied

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		Based on document review from employee list update July 2023 known that there is no worker with age under 18. Interview with worker representative, Contractor, supervisor, and worker organisation representative known that its policy has been implemented in the company. Source person say that child labour is prohibited.	
6.4.2	<p><b>(C)</b> Documented evidence on the fulfilment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence of no Child Labour and workers minimum age has been implemented shown with following detail :</p> <ul style="list-style-type: none"> <li>- The job requirements state that the minimum age applicants is 18 years</li> <li>- Results of employee document verification for the July 2023 update revealed that there were no employees who started working for the first time with the company under the age of 18</li> <li>- 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</li> <li>- Interview with worker representative they known about child labour policy</li> <li>- Interview with Labour Agency of Pulang Pisau District there is no issue related Child Labour in the company</li> </ul>	Complied
6.4.3	<p><b>(C)</b> Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	There is no young person which work with the company. Minimum age for worker are 18 years old.	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>No child labour policy has been socialized to internal and external stakeholder for example :</p> <ul style="list-style-type: none"> <li>- 06 February 2023 to all resident in Bahaur And Badirih Estate</li> <li>- 23 February 2023 to all worker in Kanamit Estate and Kanamit POM (Include for the contractor)</li> </ul>	Complied

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		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.	
<b>Criteria 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<b>(C)</b> A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	Unit of Certification publish policy "Kebijakan Hak Asasi Manusia PT Sawit Sumbermas Sarana" dated 26 October 2021 signed by President Director. Policy stated that We provide a safe, comfortable, and free work environment from sexual harassment and violence. This policy has been socialized to all level off employee and other relevant stakeholder for example in August 2023 for all worker and in July 2023 for Contractor.  Results of interviews with employee representatives and the gender committee revealed that so far there had never been any incidents of sexual harassment or violence in the workplace. If this occurs, the reporting flow is through the gender committee or direct supervisor.	Complied
6.5.2	<b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	Unit of Certification publish policy "Kebijakan Hak Asasi Manusia PT Sawit Sumbermas Sarana" dated 26 October 2021 signed by President Director. Policy stated that We strictly protect of reproductive rights to all employees. This policy has been socialized to all level off employee and other relevant stakeholder for example in August 2023 for all worker and in July 2023 for Contractor.	Complied

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		Implementation of this policy shown by Maternal and Menstrual Leave for worker.	
6.5.3	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. - Minor compliance -	Interview result with new mother 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 formula milk and personal care.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce. - Minor compliance -	Unit of Certification has a mechanism for handling dispute and grievance which described in : - Procedure for Stakeholder Grievance and Complaints Handling Mechanism (SOP-SUST.GN-009) R.01, 28 December 2021. - Employee complaint handling procedure (SOP-PERS.GN-017, Rev.01)", dated 1 March 2017.  In Clause 6.1.4 stated that the Communication staff will ask the complainant whether the identity of the reporter can be published or as anonymity. Unit of Certification also have Stakeholder Complaint Form (F-SUST.GN-001.R01, 28 December 2021) notified that the Whistleblower can provide personal identification data and or as anonymity to maintain privacy and security.	Complied
<b>Criteria 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<b>(C)</b> All work is voluntary and the following are prohibited: • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker's consent	All workers who work in the PT Menteng Kencana Mas 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 :	Complied



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	<ul style="list-style-type: none"> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> <li>- Critical (Major) compliance -</li> </ul>	<ul style="list-style-type: none"> <li>- There are established procedures and policies relating to employment</li> <li>- There is worker agreement which has been agreed by both parties</li> <li>- There is a Company Regulation period 2021 – 2023 which has been approved by Labour Agencies of Pulang Pisau district</li> </ul> <p>Interview result of worker representative there is no issue related worker welfare. Company has implemented HR management in accordance with regulations</p> <p>Evidence verified :</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports : No workers identities are retained by the company. Sample workers said that for complete registration only a photocopy of the ID was submitted</li> <li>• Payment of recruitment fees : There is no recruitment fees as confirmed to the worker representative and related stakeholder</li> <li>• Contract substitution without worker's consent : Every worker has a work contract that explains in detail their work description. Transfers are always based on the knowledge of the workers concerned in accordance with the results of the needs assessment</li> <li>• Involuntary overtime: Any overtime must be based on an Overtime Order approved by both parties</li> <li>• Lack of freedom of workers to resign : Every worker has right to resign by following the company's employment procedures</li> <li>• Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement : There is no penalty for termination of employment.</li> </ul>	
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		<ul style="list-style-type: none"> <li>Debt bondage : There is no issue related debt bondage from worker</li> <li>Withholding of wages : payroll is always paid on time via bank transfer</li> </ul>	
6.6.2	<p><b>(C)</b> Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Specific labour policy and procedures are established within PT Menteng Kencana Mas Company Regulations which have been ratified by the Pulang Pisau Regency Manpower and Transmigration Service on 12 October 2021 in accordance with letter number: KEP.566/13/Disnakertrans/X/2021. This company regulation has described regarding employment regulations starting from entry hours, wages, promotions, sanctions, to holidays.</p> <p>At this assessment there was no workers in specified time work agreement (PKWT) or migrant workers.</p>	Complied
<b>Criteria 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The responsible person for OHS is the H&amp;S Committee Team or <i>P2K3</i> team where the secretary is a certified General Health Specialist/Safety Officer or "Ahli K3 Umum" name Mr. Rizky Prayoga Darwadi and has received a letter of appointment from the Ministry of Labour No. 5/5170/AS.01.03/IV/2022 dated 28 April 2022. The license is valid for 3 years (28 April 2025).</p> <p>The H&amp;S Committee Team organizational structure or P2K3 has registered and acknowledge by Manpower Department of Pulang Pisau Regency as per letter No: 566/402/PK.12/IV/Nakertrans, dated 20 April 2022.</p> <p>The H&amp;S Committee Team also holds regular meetings and has been documented in the form of minutes and has recorded the topics discussed. In example: 26 June 2023: attended by 20 participants.</p>	Complied

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		<p>Concerns of all parties about work accident reports period April – June 2023, review OHS plan agenda, PPE issues, Emergency response and effectiveness of OHS socialization.</p> <p>During the meeting, work accidents report period April-June 2023 are recorded with total 13 occurrences with low and medium accidents.</p> <p>All these records is available in Safety Committee Report or “Laporan P2K3” that be reviewed and submitted to Manpower Department in quarterly basis.</p> <p>In example:</p> <p>Safety Committee Report or “Laporan P2K3” period Jan-Mar 2023, submitted by Manpower Department of Pulau Pisau Regency and received on 12 April 2023.</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>PT Menteng Kencana Mas has prepared the procedure for emergency and work accident written in Bahasa Indonesia, such as:</p> <ul style="list-style-type: none"> <li>• Procedure for emergency response unit No: SOP-EHS.GN-025 dated 10 April 2013.</li> <li>• First Aid procedure (SOP-SUST.EHS-003, Rev.00, dated 15 Jul 2019).</li> <li>• Management of Emergency Situations (SOP-EHS.GN-039, Rev.00, dated 1 April 2018).</li> <li>• Land Fire Management in Plantations (SOP-EHS.GN-013, Rev.03, dated 1 April 2019)</li> <li>• Investigation of Work Accidents, Occupational Diseases and Work-related Diseases Procedure (SOP-SUST.EHS-008, Rev.00, dated 1 Jan 2020).</li> </ul> <p>Kanamit POM: Mr. Dek*** (Security); Mrs. L** and Mrs. Sor** (Office); Mr. Ab** &amp; Mr. Ra** (Engine Room); Mr. Ah** (Grading station); Mr. Fa** (Hazardous Storage and Warehouse); Mrs. Ri** (Maintenance and</p>	Complied

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		<p>Processing Area). The first aider has been trained two times a year, on 1 March 2023 and 22 August 2023.</p> <p>First aid equipment is available at worksites.</p> <p>Records of all accidents are kept in Safety Committee Report or "Laporan P2K3" that be reviewed and submitted to Manpower Department in quarterly basis.</p> <p>In example:</p> <p>Safety Committee Report or "Laporan P2K3" period Jan-Mar 2023, submitted by Manpower Department of Pulang Pisau Regency and received on 12 April 2023.</p> <p>To support the OHS activity, company arrange the procedure related to OHS, among others about Medical Examination for worker, First aid, and others. Besides, company also has first aider and paramedic. They have got training about First aid and Corporate Hygiene and Occupational Health training.</p>	
6.7.3	<p><b>(C)</b> Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>The company has provided the OHS facilities for all workers involved in the operation was appropriately trained in safe working practices.</p> <p>Data verified during initial audit:</p> <ul style="list-style-type: none"> <li>• Environmental, Safety, and Health Risk Management Procedures (SOP – EHS.GN – 002 which was made, inspected, approved and enforced by top management. The SOP is effective April 10, 2012. Summary of SOPs include: <ul style="list-style-type: none"> <li>a. The purpose of the SOP is to provide guidelines, guidelines and methods for implementing the identification of hazards and environmental aspects, risk analysis and determination of controls on work hazards and environmental aspects before carrying out an activity in the company.</li> <li>b. Manager Responsible for identifying hazards and environmental</li> </ul> </li> </ul>	Complied

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		<p>aspects continuously in the work environment and providing risk analysis on the identification that has been carried out and establishing risk control in the work area concerned.</p> <p>c. The EHS Department is responsible for verifying the identification of hazards and environmental aspects, risk analysis and determination of controls that have been carried out by the relevant manager.</p> <ul style="list-style-type: none"> <li>• QHSE plan 2022 that covered all the operational activity in mill and estate. This QHSE plan reviewed annually between management and labour representatives.</li> <li>• The person responsible for OHS is the <i>P2K3</i> team with a secretary who is an General Health Specialist/Safety Officer of PT Menteng Kencana Mas namely Mr. Rizky Prayoga Darwadi and has received a letter of appointment from the Ministry of Labour No. 5/5170/AS.01.03/IV/2022 dated 28 April 2022. The license is valid for 3 years (28 April 2025)</li> <li>• Sample of handover of PPE (safety helmet) to 14 harvesters in Kanamit Estate on 21 February 2023.</li> <li>• Sample of handover of PPE (safety shoes) to 32 mill operators in Kanamit Mill on 12 April 2023.</li> </ul> <p>Furthermore, the company also provided PPE for chemical handling workers (manuring and pesticide application) such as safety shoes, apron, hand gloves and mask. They also equipped with washroom to ensure they are clean before back home.</p> <p>Sanitation facilities for those applying pesticides are available in each Estate and known as "Rumah Bilas". The workers can change out of PPE, wash and put on their personal clothing at this place.</p>	
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		Based on onsite visit to "Rumah Bilas" in Kanamit Estate and Bahaur Estate, the sanitation facilities in proper condition.	
6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>PT Menteng Kencana Mas – Kanamit POM has been performed Medical Check-up to all employees on 7<sup>th</sup> November 2022 (document number: 428/BA/KSS/XI/2023), regarding: Kegiatan MCU Periode 2022.</p> <p>All workers (permanent and contract) were covered by accident and medical care insurance including contract workers. Evidence was sighted and documented in BPJS Ketenagakerjaan (accident insurance) and BPJS Kesehatan (medical care) payment description and bank slip payment.</p> <p>Data verified – during IAV-2, e.g:</p> <ul style="list-style-type: none"> <li>• Bank slip payment of medical care (BPJS Kesehatan) period March 2023 BNI on 11 April 2023; 11:45:10.</li> <li>• Bank slip payment of medical care (BPJS Kesehatan) period March 2023 covered all worker of 204 workers Kanamit Estate via transfer Bank BNI on 11 April 2023 11:46:41.</li> <li>• Bank slip payment of medical care (BPJS Ketenagakerjaan) period March 2023 covered of 119 workers of Kanamit Mill.</li> <li>• Bank slip payment of medical care (BPJS Ketenagakerjaan) period March 2023 covered of 197 workers of Kanamit Estate.</li> </ul>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT Menteng Kencana Mas – Kanamit POM has calculated the Lost Time Accident every month for monitoring the recording of occupational accidents.</p> <p>PT Menteng Kencana Mas – Kanamit POM shown the Lost Time Accident calculation per from 2022 -to May 2023. This document informs the number of workers, number of working days, the number of non-effective working days, overtime, hours of work in total, the number of accidents, the number of working days lost, hours of work a year, the number of accidents a year, lost days a year. Calculation of SR and FR</p>	Complied

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		is reviewed regularly and will be evaluated at monthly meeting of OHS Committee.	
<b>Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</b>			
<b>Criteria 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>The Unit of Certification has provided compelling evidence of their effective management of pests, diseases, weeds, and introduced species through the utilization of suitable Integrated Pest Management (IPM) techniques. The Integrated Pest Management plan has been meticulously outlined within the Standard Operating Procedures (SOP) for Pest and Disease Control (SOP-KBN.GN-007, dated 1 February 2015) and the SOP for Weed Control (SOP-KBN.GN-004, dated 1 February 2015).</p> <p>These procedures establish a comprehensive framework for the integrated management of pest and disease control. They include measures such as the implementation of an early warning system for identifying potential pests and diseases (e.g., leaf-eating caterpillars and rats). Special emphasis is placed on employing mechanical and biological control methods, which involve activities such as planting beneficial plants like <i>Turnera subulata</i> and <i>Antigonon leptopus</i> and the installation and monitoring of barn owl boxes to mitigate rat infestations, including the breeding of barn owls.</p> <p>Furthermore, the procedures outline specific economic thresholds for each pest and disease. As per the guidelines, chemical control measures are only to be employed when the infestation surpasses the established economic threshold, ensuring a judicious and cost-effective approach to pest and disease management.</p> <p>In the weed management procedure, stated the company's policy to conduct selective weeding, to maintain the biological diversity in order to suppress pest and disease infestation.</p>	Complied

		<p>The Unit of Certification has shown documentation of monthly potential pest and disease (leaf eater caterpillar, <i>Oryctes</i>, rat, termite, <i>Tirathaba</i>) detection conducted by trained worker. Based on census summary and maps of infestation period January – August 2023, confirmed that there was no pest and disease infestation exceed the economical threshold, therefore no usage of pesticide for pest and disease control, with exception for routine weed control.</p> <p>Based on field observation, can be seen beneficial plants have been planted in main road and collection road.</p> <p>Document verified:</p> <ul style="list-style-type: none"> <li>- Monitoring of Beneficial Plant: Kanamit Estate: <i>Antigonon leptopus</i> – 201 points, <i>Cassia cobanensis</i> – 213 points, <i>Turnera Subulatta</i> – 383 points; Badirih Estate: <i>Antigonon leptopus</i> – 80 points, <i>Turnera Subulatta</i> – 104 points.</li> <li>- Leaf-eater caterpillar census and control of Kanamit Estate, Badirih Estate and Buruh Estate.</li> </ul> <p>Full Report Hatchery, Barn-owl box, <i>Tyto alba</i>, Beneficial Plant of Kanamit Estate, Badirih Estate and Buruh Estate.</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>Based on document review and field observation, the Unit of Certification implement some biological control practices to suppress pest and diseases infestation such as <i>Turnera subulata</i> and <i>Antigonon leptopus</i>, as well as introducing barn owl (<i>Tyto alba</i>) to control rat attack. Verification result on website of cabi.org has known that these species stated as not invasive in Indonesia.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>Based on review of pest and disease procedure, field observation, interview with management and stakeholders, verified that the Unit of Certification never used fire for pest control.</p>	Complied



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<b>Criteria 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification has devised a method for justifying the use of pesticides, as stipulated in the Pesticide Management Procedure (No. SOP – EHS.GN – 019, dated 15 June 2012). This method ensures that the chosen pesticides are tailored to the specific target (narrow spectrum), with minimal adverse effects on non-target species. Furthermore, all selected pesticides are legally registered with the Pesticide Commission, Ministry of Agriculture.</p> <p>Additionally, the Unit of Certification has received a Pesticide Recommendation for 2023 from the R&amp;D Department. This recommendation serves as a compilation of suggested pesticides, taking into account factors such as specific target, active ingredient, WHO classification, trademark, and priority. The recommended pesticides encompass herbicides, insecticides, rodenticides, and fungicides. Notably, these pesticides fall exclusively within the WHO Class II, III, and IV categories and have received registration approval from the National Pesticides Commission, as confirmed through verification on the website <a href="https://pestisida.id/">https://pestisida.id/</a>.</p> <p>Based on field observation on agrochemical storage and activity of spraying of circle and path, verified that there was no uses of WHO Class I pesticides, the workers have demonstrated that spraying only applied to the specific area and weeds by knapsack sprayer. The sprayer nozzle also calibrated regularly. Workers were using PPE such as face cover, rubber gloves, apron, and rubber boots. Medical surveillances were regularly conducted, and evidence can be shown by the Unit of Certification. There is no worker under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions.</p>	Complied
7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p>	<p>Records of pesticides use were available. Routine pesticides applications were for weed control in circle and path in four months intervals. Pesticides application recorded in documents of Pesticide Toxicity for</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>Estate, that record products name, active ingredients, LD50, percentage of active ingredients, total application, total active ingredients, hectare application and active ingredients per ha application.</p> <p>Below are record of pesticide uses for period of January to July 2023:</p> <table><tr><th>Pesticide (trademark)</th><th>Active ingredients</th><th>Toxicity (litre or kg a.i / ha)</th></tr><tr><td>Kleenup</td><td>Isopropil Amina Glifosat 480 g/l</td><td>1.06418</td></tr><tr><td>Fox 500 EC</td><td>Floroksipil Metil Heptil Ester 500 g/l</td><td>0.13125</td></tr><tr><td>Starlon 665 EC</td><td>Triklopir Butoksi Etil Ester 665 g/l</td><td>0.14000</td></tr><tr><td>Trendy 20 WP</td><td>Metil Metsulfuron 20%</td><td>0.00365</td></tr><tr><td>Sinergy 300 EC</td><td>Difenokonazol 150 g/l + Propikonazol 150 g/l</td><td>0.00420</td></tr><tr><td>Decis 25 EC</td><td>Deltametrin 25 g/l</td><td>0.00020</td></tr><tr><td>Brantas 25 EC</td><td>Lamda Sihalotrin 25 g/l</td><td>0.00012</td></tr></table>	Pesticide (trademark)	Active ingredients	Toxicity (litre or kg a.i / ha)	Kleenup	Isopropil Amina Glifosat 480 g/l	1.06418	Fox 500 EC	Floroksipil Metil Heptil Ester 500 g/l	0.13125	Starlon 665 EC	Triklopir Butoksi Etil Ester 665 g/l	0.14000	Trendy 20 WP	Metil Metsulfuron 20%	0.00365	Sinergy 300 EC	Difenokonazol 150 g/l + Propikonazol 150 g/l	0.00420	Decis 25 EC	Deltametrin 25 g/l	0.00020	Brantas 25 EC	Lamda Sihalotrin 25 g/l	0.00012	
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7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>In accordance with the guidelines outlined in Criteria 7.1, the Integrated Pest Management (IPM) approach has been effectively implemented, resulting in the minimal use of chemicals for pest control, with the exception of routine weed control. The IPM Procedure includes provisions for an early warning system (for pest detection) and establishes an economic threshold for pests. Chemical treatments are only employed when the pest infestation surpasses this economic threshold. These IPM strategies are deliberately designed to curtail pesticide usage.</p> <p>Pesticides are regularly employed solely for weed control within the cultivation circle and along harvesting paths, with applications occurring at intervals of up to every 4 months, as deemed necessary. The utilization of pesticides is subject to monthly and annual monitoring. If the conditions within the cultivation circle and harvesting paths remain</p>	Complied																								

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		within acceptable standards, weed control activities are postponed. It is noteworthy that, based on observations of spraying activities, the application method is not preventative but rather selective, targeting locations where weed growth exceeds the established economic threshold. Furthermore, knapsack sprayers are diligently calibrated to prevent excessive pesticide usage.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines. - Minor compliance -	Following a comprehensive assessment involving document review, field observation, and interviews with both management and stakeholders, it has been ascertained that the Unit of Certification has consistently refrained from employing pesticides prophylactically. In cases where the conditions within the cultivation circle and along harvesting paths remain within acceptable standards, weed control activities are intentionally deferred. Based on a thorough observation of spraying activities, it is evident that the application method does not involve preventive measures; instead, it is highly selective, targeting specific locations where weed growth.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>- Minor compliance -</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p> <p>7.2.5b Why there is no other alternative which can be used.</p> <p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p> <p>7.2.5d Process to limit the negative impacts of the application.</p>	<p>Based on document review, interview and field observation, the Unit of Certification did not use WHO Class 1A or 1B pesticides or paraquat since 2017, or pesticide that listed by the Stockholm or Rotterdam Conventions, or pesticides that prohibited by the government of Indonesia as mentioned in Annex II Regulation of Ministry of Agriculture No. 39 year of 2015 about Pesticide Registration, for example aldrin, formaldehyde, and monokrotofos.</p> <p>There was Internal Memo from R&amp;D Head dated 3 February 2017 regarding the commitment not to use paraquat anymore since 2017. Based on observations at the pesticide warehouse at Kanamit Estate, Badirih Estate and Bahaur Estate, there was no stock available for paraquat, WHO Class 1A or 1B pesticides, or pesticide that listed by the</p>	Complied

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	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Stockholm or Rotterdam Conventions, or pesticides that prohibited by the government of Indonesia.	
7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	<p>The annual internal training related general best practice of pesticide handling and spraying technique has been given to the spraying workers. The company has conducted annual training for pesticide operator. The latest training of spraying worker of Badirih Estate has been conducted on 27 December 2022 and 21 June 2023; Kanamit Estate has been conducted on 5 August 2023.</p> <p>Based on interview with the spraying workers, it is verified that pesticides application has been conducted by methods that has minimum risk and negative impacts to workers or environmental. The workers can demonstrate safe working practices in accordance with the existing procedures, such as spraying in the direction of the wind, or prohibition of spraying on riparian, and understanding emergency response in the event of an accident. The spraying activity conducted in selective manner by knapsack sprayer, that the nozzles regularly calibrated. After work, knapsack sprayer and PPE were stored in a special storehouse at the Estate.</p> <p>Knapsack sprayers were in good condition, personal protective equipment has been provided and used properly according to MSDS and HIRAC such as boots, apron, rubber gloves, mask, helmet and face shield.</p> <p>Moreover, pesticide solutions were mixed in pesticide warehouses and transported by special vehicles. Work equipment and PPE were stored in special warehouses, including for mixing pesticides, and washing after work. The rinse solutions were stored in a special place and will be used again as a mixing agent in the next day's activities.</p>	Complied
7.2.7	<p><b>(C)</b> Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	Based on field visit to agrochemical storage not all pesticides has stored properly. Several drums of Agrochemicals (Supremo 480SL) are placed	Non-compliance

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		inside the fertilizer warehouse due to insufficient space in agrochemical storage.	
7.2.8	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>The company has procedures for handling chemicals including pesticides including:</p> <ul style="list-style-type: none"> <li>• Procedure for the management of hazardous and toxic materials (SOP-EHS.GN-015): which includes the placement of MSDS, WI, storage, use of PPE, installation of symbols.</li> <li>• Procedures for storage, handling of hazardous and toxic waste materials and their packaging containers such as pesticides, including the Hazardous Waste Management Procedure (SOP EHS.GN-016) which describes the responsibilities for waste identification, waste classification, storage &amp; handling, waste management methods, approvals hazardous waste disposal, waste disposal, emergency response incident reporting.</li> <li>• The company has a policy on pesticide management in the SOP (SOP – EHS.GN – 019 which is effective from 15 June 2012) point 6.7.1: Used pesticide packaging is controlled in a way that is safe for the environment, human health and according to the disposal instructions listed on the packaging label.</li> <li>• The company has procedures for managing hazardous and toxic materials (SOP-EHS.GN-015): MSDS, WI, Storage, PPE and symbol.</li> </ul> <p>Based on field visit to the random area in field and agrochemical store obtain information that those area has been equipped with chemical handling signboard.</p> <p>Nonconformity :  Kanamit POM:  Nalco, grease empty containers and other unused stuff are placed in front of Agrochemical storage and covers by</p>	Non-compliance

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		waterproof material (kain terpal).  Bahaur Estate: HSD/fuel empty containers/drums are placed outside of scheduled waste storage (TPS LB3).	
7.2.9	<b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	Based on interview with Estate Management, surrounding community and field observation, there was no pesticide applied aerially in Kanamit Estate, Badirih Estate and Bahaur Estate.	Complied
7.2.10	<b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	PT Menteng Kencana Mas – Kanamit POM has been performed Medical Check-up to all employees in November 2022. Specific medical surveillance for pesticide operators (cholinesterase – blood) and audiometri for certain Mill operator has been conducted in 2022. 1. Audiometric test for 25 Mill operators on 7 November 2022. 2. Cholinestrace medical test for 180 Kanamit Estate workers who handle pesticides is on 21 June 2022. All the result of specific medical surveillance is in Normal condition.	Complied
7.2.11	<b>(C)</b> No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives. - Critical (Major) compliance -	The unit of certification prohibits pregnant or breast-feeding women to perform chemical spraying. To mitigate, estate performed monthly pregnancy interview by the paramedic and ensure only female worker who joint <i>KB</i> program who can carried out the pesticide-related work. Based on interview to the spraying worker, there is none of them are pregnant or breast-feeding.	Complied

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		All pesticide applicators are healthy people as proven by the results of routine medical check-up so that there are no workers with medical limitation.	
<b>Note For 7.2.11</b> 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.			
<b>Criteria 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	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. - Minor compliance -	PT Menteng Kencana Mas – Kanamit POM has identified its waste and pollution source and developed waste and pollution management plan in 2020. The identification is grouped based on estate and mill activity. Among the identified waste and pollution source in estate are manuring activity, clinic, workshop, spraying activity, office, warehouse and housing complex, generator use and transportation. Meanwhile, the source of pollution and waste identified in mill among others are processing activities, workshop, office, laboratory and WWTP. The unit of certification has a waste management plan that has been documented and implemented including: <ul style="list-style-type: none"> <li>• POME: POME is produced in Mill and then processed in effluent pond, having managed to produce a parameter below the quality standard, especially for BOD, COD and pH then flowed into the Land Application.</li> <li>• Solid waste: Solid waste generated from plantation activities. Solid wastes such as empty bunks are applied to the plantation area to be used as organic fertilizer. Fibre and shells serve as boiler fuel.</li> <li>• Medical waste: Medical waste is transporter to PT Semesta Langgeng which has a medical waste transport license.</li> <li>• Domestic waste: Every domestic waste generated is collected in front</li> </ul>	Complied

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		<p>of the house and delivered to the landfill.</p> <p>The result of inventory in Kanamit Mill and Estate such as from spray activities, it produced waste such as former pesticide container, waste preparation and maintenance block mark, such as former paint cans and plastic waste fertilizer. The mentioned waste placed in hazardous waste warehouse.</p> <p>PT Menteng Kencana Mas – Kanamit POM has shown the temporary hazardous waste storage based on "Keputusan Bupati Lamandau No: 188.45/228/VII/HUK/2022 tentang Kelayakan Lingkungan Hidup Kegiatan Pengembangan Pembangunan Pabrik Pengolahan Kelapa Sawit dan Sarana Pendukungnya PT Menteng Kencana Mas", dated 26 June 2022.</p> <p>The company also shows a Letter of Agreement on the Management of hazardous Waste with PT Semesta Langgeng Sentosa (Number 123/LGL/QHSE/SSMS-SLS/XI/2022) 1<sup>st</sup> December 2022. This agreement is valid for 1 years.</p> <p>In addition, there is a license to transporter from the Ministry of Transportation of the Directorate General of Land Transportation SK.6/AJ.309/DJP/2017/620011229 January 10<sup>th</sup>, 2018. Hazardous waste transport recommendation from the Ministry of Environmental and Forestry of the Directorate General of Waste Management, hazardous Waste dated on November 13<sup>th</sup>, 2015, with number S.1130/VPLB3/PPLB3/11/2017. This recommendation is valid for 5 years.</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>PT Menteng Kencana Mas – Kanamit POM has shown the temporary hazardous waste storage based on "Keputusan Bupati Lamandau No: 188.45/228/VII/HUK/2022 tentang Kelayakan Lingkungan Hidup Kegiatan Pengembangan Pembangunan Pabrik Pengolahan Kelapa Sawit dan Sarana Pendukungnya PT Menteng Kencana Mas", dated 26 June 2022.</p>	Non-compliance



		<p>The company also shows a Letter of Agreement on the Management of hazardous Waste with PT Semesta Langgeng Sentosa (Number 123/LGL/QHSE/SSMS-SLS/XI/2022) 1<sup>st</sup> December 2022. This agreement is valid for 1 years.</p> <p>In addition, there is a license to transporter from the Ministry of Transportation of the Directorate General of Land Transportation SK.6/AJ.309/DJP/2017/620011229 January 10<sup>th</sup>, 2018. Hazardous waste transport recommendation from the Ministry of Environmental and Forestry of the Directorate General of Waste Management, hazardous Waste dated on November 13<sup>th</sup>, 2015, with number S.1130/VPLB3/PPLB3/11/2017. This recommendation is valid for 5 years.</p> <p>Nonconformity : Kanamit POM: Nalco, grease empty containers and other unused stuff are placed in front of Agrochemical storage and covers by waterproof material (kain terpal).</p> <p>Bahaur Estate: HSD/fuel empty containers/drums are placed outside of scheduled waste storage (TPS LB3).</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Waste management plan is documented in "Rencana pengelolaan Limbah". Waste management consists of medical waste, domestic waste, and hazardous waste to reduce pollution into the environment. Company also prepares waste management plan according to procedure such as:</p> <ul style="list-style-type: none"> <li>➤ Domestic waste, managed by segregation of organic and inorganic waste, transport the waste to sanitary landfill.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>➤ Liquid domestic waste, managed by providing septic tank and trench each house.</li> <li>➤ Solid waste resulted from mill such as: shell and fiber used as boiler fuel, EFB applied to plantation used as mulched and organic fertilizer.</li> <li>➤ Liquid waste from mill managed by application to plantation as fertilizer (Land application).</li> <li>➤ Hazardous waste resulted from mill and estate managed by store in the temporary storage which has licensed and delivered to licensed transporter and collector.</li> <li>➤ Waste of used goods/scrap, collect and sell to vendors.</li> <li>➤ Air emission, water and soil pollutant managed by dust collector installation.</li> </ul> <p>PT Menteng Kencana Mas – Kanamit POM has socialized to the workers and their families who are stay in housing complex to aware on the disposal of domestic waste to the separate waste bin (organic and an-organic). Based on field visits in estate and mill housing complex, it was found that organic and an-organic waste is separated in waste bin and also found no scattered waste. All domestic wastes are disposed of in the landfill (Tempat Pengumpulan Akhir Sampah). Fire usage in waste management is strictly prohibited.</p> <p>Based on field visit at workers housing complex, domestic waste already collected in the landfill.</p>	
<b>Criteria 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>The Unit of Certification has best practices mechanism in maintain and improve long term soil fertility, set in SOP of Fertilization (SOP-KBN.GN-003 dated 1 February 2015). This procedure set a sort of strategy to maintain and improve long term fertility, by combining efficient and measurable in-organic fertilization, take into account the oil palm age</p>	Complied

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		<p>and soil nutrient properties by conducting leaf and soil sampling, as well as fertilization best practices in the field.</p> <p>Based on interview to the fertilizer applicator, the applicators have used calibrated cup as a spreading tool. The fertilizer was spread on the edge of the circle according to the SOP. The inorganic fertilizer will not be implemented on riparian.</p>	
7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>Soil and leaf analysis has been set in the SOP of SSU (Soil Sample Unit) for Fertilization Recommendation (No. SOP-RND.GN-002 dated 01 September 2011), and SOP of LSU (Leaf Sample Unit) for Fertilization Recommendation (No. RND.GN-031 dated 01 October 2015). The analysis planned to be conducted 5 yearly-basis for soil analysis, and semesterly for leaf analysis. The soil analysis parameters covering texture, acidity (pH), contents of N Total, P-Total, K, Ca, Mg, B, Cu, Zn. Meanwhile, the leaf analysis parameters covering of N, P, K, Mg and Ca and Indicator Minor elements namely B, Cu and Zn. Other than that, the visual analysis which is done as part of the points in determining the fertilizing recommendation, identifying nutrient deficiency symptoms, and analysing the disease attacks that are potential in becoming an endemic of certain disease.</p> <p>Fertilizer recommendation of PT Menteng Kencana Mas is include in Citra Borneo Indah Group Fertilizer Recommendation 2023 issued by Sulung Research Station PT Sawit Sumbermas Sarana.</p> <p>The latest analysis result of leaf, soil, and rachis for PT MKM (Kanamit, Badirih and Bauruh Estate) available in "<i>Hasil Analisa LSU, SSU, dan Rachis 2023</i>" issued by Sulung Research Station PT Sawit Sumbermas Sarana.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p>	<p>According to the Standard Operating Procedure (SOP) for Fertilization, the judicious and non-excessive use of inorganic fertilizers is of paramount importance to preserve soil structure and texture. This practice is complemented by the application of Empty Fruit Bunch (EFB)</p>	Complied

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	- Minor compliance -	<p>mulch, which serves as an organic source of nutrients. Manuring through EFB mulching is particularly emphasized in areas with deficient nutrient content in the soil. Its purpose is to enhance soil structure and texture, bolster microbiological properties, and, wherever feasible, reduce the reliance on inorganic fertilization.</p> <p>The nutrient strategies of manuring have been observed as follows:</p> <ul style="list-style-type: none"> <li>- EFB mulching application amount of 30 tons/ha particularly in sandy area. Up to July 2023, has been applied 1,722.90 tons of EFB in Kanamit Estate and 1,378.28 tons in Badirih Estate, and 38.08 tons in Bahaur Estate.</li> </ul> <p>Replanting activity did not conduct yet. However, based on SOP of Replanting (No. SOP-KBN.GN-009 dated 1 August 2012) stated that the oil palm trunk will be chipped to fasten the decomposition process.</p>																																								
7.4.4	<p>Records of fertilizer inputs are maintained.</p> <p>- Minor compliance -</p>	<p>The records of inorganic fertilizer input has been documented well. The types and amount of fertilizer applied in January – July 2023 as shown below:</p> <table border="1"> <thead> <tr> <th rowspan="2">Type of Fertilizer</th><th colspan="3">Realization in 2023 (Kg)</th></tr> <tr> <th>Kanamit Estate</th><th>Badirih Estate</th><th>Bahaur Estate</th></tr> </thead> <tbody> <tr> <td>Urea</td><td>-</td><td>11,450</td><td>-</td></tr> <tr> <td>MOP</td><td>-</td><td>-</td><td>28,636</td></tr> <tr> <td>Dolomite</td><td>203,400</td><td>-</td><td>303,925</td></tr> <tr> <td>HGFB</td><td>33,250</td><td>-</td><td>22,125</td></tr> <tr> <td>ZinCop</td><td>3,275</td><td>31,401</td><td>8,140</td></tr> <tr> <td>NPK 13+6+27+4</td><td>999,500</td><td>1,764,400</td><td>1,124,939</td></tr> <tr> <td>NPK 12+12+17+2</td><td>-</td><td>8,700</td><td>-</td></tr> <tr> <td>NPK 15+15+6+4</td><td>-</td><td>114,450</td><td>-</td></tr> </tbody> </table>	Type of Fertilizer	Realization in 2023 (Kg)			Kanamit Estate	Badirih Estate	Bahaur Estate	Urea	-	11,450	-	MOP	-	-	28,636	Dolomite	203,400	-	303,925	HGFB	33,250	-	22,125	ZinCop	3,275	31,401	8,140	NPK 13+6+27+4	999,500	1,764,400	1,124,939	NPK 12+12+17+2	-	8,700	-	NPK 15+15+6+4	-	114,450	-	Complied
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		<b>Total</b>	<b>1,239,425</b>	<b>2,452,593</b>	<b>1,487,768</b>	
<b>Criteria 7.5:</b> Practices minimise and control erosion and degradation of soils.						
7.5.1	<b>(C)</b> Maps that identify marginal and fragile soils, including steep sloped land are available. - Critical (Major) compliance -	Unit of certification can demonstrate soil surveys and topographic information through Soil Type Map (scale 1:125,000) and Slope Map (scale 1:125,000).  According to Soil Type Map (scale 1:125,000) and HCV Assessment Report, no peatland soil is identified. Soil type in PT Menteng Kencana Mas are Tropudults, Paleudults, Tropohumults, Dystropepts and Tropaquepts. All these soil types are mineral soil and no peat identified. Based on the SRTM (Shuttle Radar Topographic Model) Digital Elevation Model (DEM) version 5 with a spatial resolution of 90 meters, PT MKM is topographically located in the lowlands with an altitude range of 16 - 72 meters above sea level. The slope class found in the PT MKM areas are dominated by flat and choppy slope classes (0-15%).				Complied
7.5.2	The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations. - Minor compliance -	PT Menteng Kencana Mas (PT. MKM) as unit of certification is acquired company from non-RSPO member since 2016. When acquisition takes place, plantation has been developed and oil palm crops was planted. Year of Planting PT MKM is 2011 to 2017, therefore no replanting program developed.				Complied
7.5.3	New palm oil planting is not conducted on steep terrain in accordance with applicable regulations. - Minor compliance -	PT Menteng Kencana Mas (PT. MKM) as unit of certification is acquired company from non-RSPO member since 2016. When acquisition takes place, plantation has been developed and oil palm crops was planted. Year of Planting PT MKM is 2011 to 2017, there is no new planting in concession area afterwards within current scope of certification.				Complied
<b>Criteria 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.						

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7.6.1	<p><b>(C)</b> Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.</p> <p>- Critical (Major) compliance -</p>	<p>According to Soil Type Map (scale 1:60,000 on A3 paper) and HCV Assessment Report, no peat area identified in PT Menteng Kencana Mas.</p> <ul style="list-style-type: none"> <li>- Soil type in Kanamit Estate is <i>Typic Sulfaquepts</i> (129.68 Ha), <i>Sulfic Endoaquepts</i> (1.596,74 Ha), <i>Typic Endoaquepts</i> (890,98 Ha);</li> <li>- Soil type in Badirih Estate is <i>Typic Sulfaquents</i> inclusion <i>Typic Sulfaquepts</i> (508,67 Ha), <i>Sulfic Endoaquents</i> inclusion <i>Sulfic Endoaquepts</i> (1.640,06 Ha), <i>Typic Endoaquents</i> inclusion <i>Typic Endoaquepts</i> (201,20 Ha);</li> <li>- Soil type in Bahaur Estate is <i>Typic Sulfaquepts</i> (62,01 Ha), <i>Sulfic Endoaquepts</i> (644,25 Ha), <i>Typic Endoaquepts</i> (870,69 Ha).</li> </ul> <p>All those soil types are mineral soil and no peat identified.</p> <p>Based on the SRTM (Shuttle Radar Topographic Model) Digital Elevation Model (DEM) version 5 with a spatial resolution of 90 meters, PT Menteng Kencana Mas is topographically located in the lowlands with an altitude range of 11 – 14.5 meters above sea level. The slope class found in the PT MKM areas are dominated by flat and choppy slope classes (0-15%).</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan.</p> <p>- Minor compliance -</p>	<p>Unit of certification can demonstrate soil surveys and topographic information through Soil Type Map (scale 1:60,000 on A3 paper) and Slope Map (scale 1:60,000 on A3 paper). According to map of soil type and topography, there is no marginal or fragile soil in unit of certification.</p>	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>PT Menteng Kencana Mas as unit of certification is acquired company from non-RSPO member since 2016. During the acquisition, plantation has been developed and oil palm crops was planted. Also, drainage and irrigation systems, roads and other infrastructure has been existed.</p> <p>Unit of certification can demonstrate soil surveys and topographic information through Soil Type Map (scale 1:60,000 on A3 paper) and Slope Map (scale 1:60,000 on A3 paper). Those documents guide the</p>	Complied

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		unit of certification to maintain drainage and irrigation systems, roads and other infrastructure.	
<b>Criteria 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<b>(C)</b> No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Based on Semi Detail Soil Assessment Report of PT Menteng Kencana Mas - 2016, stakeholder consultation, and field observation, it is confirmed that there is no peat area in operational area of PT Menteng Kencana Mas. All soil types in unit of certification's area are categorized as mineral soil with the subgroups of <i>Typic Sulfaquepts</i> , <i>Sulfic Endoaquepts</i> and <i>Typic Endoaquepts</i> . Therefore, this indicator is not applicable.	Not Applicable
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	There is no peat area in operational area of PT Menteng Kencana Mas according to description on indicator 7.7.1. Therefore, this indicator is not applicable.	Not Applicable
<b>PROCEDURAL NOTE:</b> Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat area in operational area of PT Menteng Kencana Mas according to description on indicator 7.7.1. Therefore, this indicator is not applicable.	Not Applicable
7.7.4	<b>(C)</b> Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	There is no peat area in operational area of PT Menteng Kencana Mas according to description on indicator 7.7.1. Therefore, this indicator is not applicable.	Not Applicable
7.7.5	<b>(C)</b> Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm	There is no peat area in operational area of PT Menteng Kencana Mas according to description on indicator 7.7.1. Therefore, this indicator is not applicable.	Not Applicable

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	<p>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><b>PROCEDURAL NOTE:</b> For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p><b>(C)</b> All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019).</p> <p>- Critical (Major) compliance -</p>	There is no peat area in operational area of PT Menteng Kencana Mas according to description on indicator 7.7.1. Therefore, this indicator is not applicable.	Not Applicable
7.7.7	<p><b>(C)</b> All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p> <p>- Critical (Major) compliance -</p>	There is no peat area in operational area of PT Menteng Kencana Mas according to description on indicator 7.7.1. Therefore, this indicator is not applicable.	Not Applicable
<p><b>Criteria 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			



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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>7.8.1b Workers have adequate access to clean water.</p>	<p>The company has developed water management plans issued in these documents for 2006 and 2011; In addition, the HCV Management Plan Document; water management procedures. Updated Water Management Implementation: Testing Water Quality Testing (Drinking Water, Clean Water, Surface Water / Water and Wastewater) periodically, Marking Spray Sprays, and reforestation in River Basin Areas. In addition, they also make the Water Treatment Plant a source of clean air and drinking water and monitors its use. The company has a riparian management SOP and the area around the lake / reservoir (SOP-EHS.GN-027).</p> <p>Water management strategies applied. Some strategies as follows:</p> <ul style="list-style-type: none"> <li>• Protect riparians from chemical contamination. The company has posted a sign prohibiting the application of pesticides and fertilizers.</li> <li>• Enriching species and rehabilitating HCV areas and monitoring the success of species enrichment and rehabilitation activities.</li> <li>• Surface water monitoring every semester, by PT Anugrah Analisis Sempurna (accredited laboratory), compliance test parameters in annex 4, Government Regulation Number. 82/2001. Based on the results of tests in 29 April 2021 in the Palikodan River (upstream and downstream), all parameters still correspond to the water surface quality threshold.</li> </ul>	Complied
7.8.2	<p><b>(C)</b> Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018).</p> <p>- Critical (Major) compliance -</p>	<p>PT Menteng Kencana Mas – Kanamit POM has established management plan to protect water courses and wetlands, including securing and maintaining appropriate riparian.</p> <ul style="list-style-type: none"> <li>– Riparian restoration with forest vegetation plant/tree.</li> <li>– Establish zone for zero chemical. No spraying and fertilizing along riparian zone. Based on visit in riparian zone (Riparian of Palikodan River).</li> <li>– Conserve the natural vegetation in riparian zone.</li> </ul>	Complied

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		<p>– Restricted to conduct replanting palm oil in riparian area.</p> <p>During field visit to Riparian of Palikodan River can be shown that riparian areas are well maintained, no chemical application near to riparian, no disturbance on riparian, natural vegetation are protected and the signboard information and awareness are available.</p>																																																								
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>POME processing has processed through Wastewater Treatment Plant (WWTP) with 7 waste ponds. Monitoring of BOD has carried out every month by third party accredited laboratory and reported to Environment Agency every three month.</p> <p>The latest Result of Wastewater Analysis is 24 March 2023, report No. 04412/DOEDAQ, BOD level is 601 mg/L (threshold is 5,000 mg/L).</p> <table><tr><th>Parameters (Physical &amp; Chemical)</th><th>Unit</th><th>Result</th><th>Threshold Limit Value #</th><th>Methods</th></tr><tr><td>BOD<sub>5</sub> Days</td><td>mg/L</td><td>601</td><td>5000</td><td>APHA 5210 D*</td></tr><tr><td>COD by K<sub>2</sub>Cr<sub>2</sub>O<sub>7</sub>**</td><td>mg/L</td><td>1693</td><td>-</td><td>APHA 5220 D*</td></tr><tr><td>pH (insitu)**</td><td>-</td><td>7.12</td><td>6-9</td><td>SNI 06.6989.11-2004</td></tr><tr><td>Temperature (insitu)**</td><td>°C</td><td>29.5</td><td>-</td><td>SNI 6989.23-2009</td></tr><tr><td>Total Suspended Solid**</td><td>mg/L</td><td>909</td><td>-</td><td>SNI 6989.3-2019</td></tr><tr><td>Oil and Grease**</td><td>mg/L</td><td>35</td><td>-</td><td>APHA 5520 B*</td></tr><tr><td>Total Lead (Pb)**</td><td>mg/L</td><td>&lt; 0.03</td><td>-</td><td>SNI 6989.82-2018</td></tr><tr><td>Total Copper (Cu)**</td><td>mg/L</td><td>&lt; 0.3</td><td>-</td><td>SNI 6989.82-2018</td></tr><tr><td>Total Cadmium (Cd)**</td><td>mg/L</td><td>&lt; 0.03</td><td>-</td><td>SNI 6989.82-2018</td></tr><tr><td>Total Zinc (Zn)**</td><td>mg/L</td><td>0.05</td><td>-</td><td>SNI 6989.82-2018</td></tr></table> <p>The results did not exceeds the quality stated in Minister of Environment Decree No. 28 of 2003 and has been reported to Environment Agency of Lamandau Regency.</p> <p>The wastewater test conducted by accredited laboratory PT Anugrah Analisis Sempurna and Sucofindo in accordance with Minister of Environment Decree No. 28 of 2003.</p>	Parameters (Physical & Chemical)	Unit	Result	Threshold Limit Value #	Methods	BOD <sub>5</sub> Days	mg/L	601	5000	APHA 5210 D*	COD by K <sub>2</sub> Cr <sub>2</sub> O <sub>7</sub> **	mg/L	1693	-	APHA 5220 D*	pH (insitu)**	-	7.12	6-9	SNI 06.6989.11-2004	Temperature (insitu)**	°C	29.5	-	SNI 6989.23-2009	Total Suspended Solid**	mg/L	909	-	SNI 6989.3-2019	Oil and Grease**	mg/L	35	-	APHA 5520 B*	Total Lead (Pb)**	mg/L	< 0.03	-	SNI 6989.82-2018	Total Copper (Cu)**	mg/L	< 0.3	-	SNI 6989.82-2018	Total Cadmium (Cd)**	mg/L	< 0.03	-	SNI 6989.82-2018	Total Zinc (Zn)**	mg/L	0.05	-	SNI 6989.82-2018	Complied
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill has monitoring of water use for FFB processing and domestic use (housing). The average water use period January to December 2022 is 0.74 m3 / ton FFB accordance with 1.20 m3 / ton FFB budget and</p>	Complied																																																							

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		accordance with utilization water permit that issued by Pulang Pisau Regency.	
<b>Criteria 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented. - Minor compliance -	The company has maximized the use of renewable energy (fibre & shell) as boiler fuel. For example, use of shells in January to December 2022 was 17,047.948 kg and fibre is 35,566.442 kg, which produces 3,490.620 kWh of electricity from turbine. Renewable energy use per ton of palm product in the mill is 13.02 kwh / ton CPO. Result Direct fossil fuel used is 0.1 kWh / ton CPO.	Complied
<b>Criteria 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<b>(C)</b> GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly. - Critical (Major) compliance -	The company has conducted GHG emission calculations period 2022 use of Calculator Palm GHG version 4.0. Accurate data has been input to the RSPO Palm GHG Calculator (Palm GHG version 4.0) and has been verified. Detail of GHG calculation can be seen in Appendix B: GHG Reporting Executive Summary on this report.	Complied
7.10.2	<b>(C)</b> Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development). - Critical (Major) compliance -	PT Menteng Kencana Mas (PT. MKM) as unit of certification is acquired company from non-RSPO member since 2016. When acquisition takes place, plantation has been developed and oil palm crops was planted. Current management decides to conduct replanting on the area that crops have abnormal growth and stated planting year is YoP 2014 onwards. Based on the information above, this is stated as Not Applicable.	Not Applicable
7.10.3	<b>(C)</b> Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored. - Critical (Major) compliance -	PT Menteng Kencana Mas – Kanamit POM has identified source of waste including emissions from plantation and activities, as indicated in the EIA document and Waste Identification document. In the mill, the major	Complied

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		<p>emission source is from POME and the use of diesel fuel for generators and vehicles. Some of the main sources of pollution in palm oil mills are as follows: liquid waste from processing, generator / engine emissions, boiler emission of combustion of renewable fuel, dust from road transportation, emission from CPO and FFB transportation. Greenhouse gas emissions source in plantation are mostly from the use of chemical fertilizers, fossil fuel for transportation, and N2O emission.</p> <p>Fossil fuel reducing have been implemented by fibre and shell usage. Realization of renewable energy have been monitored on monthly report for fibre and shell usage. The monitoring every month and the last monitoring periods January to December 2022.</p> <p>Monitoring for emission and pollutants (air emission, air ambient, odour, noise, and vibration) from estate and mill was done periodically every 6 months covered on RKL/RPL implementation report and reported to environmental agency periodically.</p> <p>Second semester year 2022, testing result indicates all parameters related to emission are still comply with standard quality. Such as, CH conducts air quality level testing according to decision of Government regulation number 41-year 1999.</p>	
<b>Criteria 7.11:</b> Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p><b>(C)</b> Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document review and interview with management and stakeholders, is known that the Unit of Certification did not conduct land preparation by land burning. The auditors have conducted field observation and found that there is no indication of land burning in land preparation.</p> <p>Moreover, it is also stated in Environmental Impact Assessment (ANDAL) and SOP of Land Clearing (No. SOP-SPD.GN-001 dated 1 January 2015) are stated that the prohibition to conduct land preparation by burning.</p>	Complied

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7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>The Unit of Certification has had mechanism to prevent land burning set in SOP of Land Burning Prevention (No. SOP-EHS.GN-013 dated 6 April 2018).</p> <p>The Unit of Certification has had List of Fire Fighting Equipment for Estate and Mill that refer to government regulation. Based on field observation in Estate and Mill, the fire-fighting equipment is provided and ready to use, as well as the fire-fighting team can demonstrated the fire emergency response.</p> <p>The preventive actions that have been conducted among others:</p> <ul style="list-style-type: none"> <li>- Has had SOP of Land Burning Prevention.</li> <li>- Has had fire-fighting equipment, including monitoring tower in the field.</li> <li>- Has had team of emergency respond.</li> <li>- Has had fire-fighting training and simulation twice a year. The latest training was conducted on 4 March 2021 for Estate, and 15 June 2021 for Mill.</li> <li>- Training of first aid kit on 13 February 2023 and attended by 36 participants.</li> <li>- Training and simulation of firefighting on 2 January 2023 and attended by 34 participants.</li> <li>- On April 27, 2023, emergency response training with a Fuel and Oil Spill scenario at PKS Kanamit Warehouse.</li> </ul>	Complied
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>Unit of certification engages stakeholders in adjacent locations for fire prevention and control measures by forming "Masyarakat Peduli Api" or Joint Committee for Community Based Fire Prevention. This is multistakeholder team for Fire Prevention. Interview result with Kanamit, Badirih, Batuah, and Talio Village known that unit of certification has communicated communicating and providing outreach regarding the formation of a "Masyarakat Peduli Api"</p>	Complied

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**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.

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><b>(C)</b> 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>PT Menteng Kencana Mas (PT. MKM) as unit of certification is acquired company from non-RSPO member since 2015. When acquisition takes place, plantation was developed with oil palm crops. Year of planting for oil palm crops are 2010 – 2017, therefore this unit of certification required to make HCV assessment and LUCA.</p> <p>Land clearing and planting was carried out without an HCV assessment prior to the acquisition by PT Sawit Sumbermas Sarana (RSPO member). The HCV assessment (after acquisition) was conducted on 30 May - 7 June 2016 and the Final HCV Assessment Report was completed on 31 July 2017.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) are described in LUCA Report or "Laporan Analisis Perubahan Lahan dan Perhitungan Kewajiban Kompensasi" dated 31 July 2017. LUCA report is conducted by third party consultant using RSPO LUCA Reporting Template, October</p>	Complied
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		<p>2016. Total Final Compensation Liability is 2,167.12 Ha, where Land controlled by a non-member at time of clearance.</p> <p>Progress of LUCA submission PT Menteng Kencana Mas to RSPO Secretariat that been verified by auditor team, as follow:</p> <ol style="list-style-type: none"> <li>1. 20 Jul 2020: LUCA submission to RSPO in accordance to RSPO LUCA Guidance document.</li> <li>2. 21 August 2020: Clarification from RSPO regarding LUCA PT. MKM.</li> <li>3. 20 Jan 2021: Reply from RSPO that LUCA review is on queue.</li> <li>4. 20 Dec 2021: LUCA review PT. MKM issued.</li> <li>5. 10 Jan 2022: LUCA review PT MKM has been accepted. LUCA Status is PASS, with FCL 2,167.12 Ha and Environmental Remediation Area 436.09 Ha.</li> </ol> <p>Unit of certification has developed LUCA in accordance with the RSPO LUCA Guidance document.</p>	
7.12.2	<p><b>(C)</b> HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</p> <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p> <p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>PT Menteng Kencana Mas (PT. MKM) as unit of certification is acquired company from non-RSPO member since 2015. When acquisition takes place, plantation has been developed and oil palm crops was planted.</p> <p>The HCV assessment (after acquisition) was conducted by ALS15023SS, Full Licensed Assessor on 30 May - 7 June 2016 and the Final HCV Assessment Report was completed on 31 July 2017. Scope of HCV assessment area is 21,528 Ha (refer to Location Permit) and HCV identified is 1,521.44 Ha. For current certification scope is refer to Land Title/HGU which is 2,634.96 Ha and HCV managed area determined is 28.24 Ha.</p> <p>HCV Assessment Report already submit to HCVRN with status satisfactory (<a href="https://hcvnetwork.org/reports/hcv-assessment-report-of-pt-menteng-kencana-mas-province-of-central-kalimantan-indonesia/">https://hcvnetwork.org/reports/hcv-assessment-report-of-pt-menteng-kencana-mas-province-of-central-kalimantan-indonesia/</a>).</p>	Complied

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7.12.3	<p><b>(C)</b> In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	Not Applicable for Indonesia	Not Applicable
<p><b>PROCEDURAL NOTE for 7.12.3:</b>  Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>According to Soil Type Map and HCV Assessment Report, no peatland soil is identified. Soil type in PT Menteng Kencana Mas are Tropudults, Paleudults, Tropohumults, Dystropepts and Tropaquepts.</p> <p>HCVs found in the assessment area are HCV 1, HCV 4, and HCV 5. Elements of HCV 1 are associated with a population of several endemic or RTE species.</p> <p>In the PT MKM area, there were 69 species of birds (36 families), 14 species of mammals (10 families), 14 species of herpetofauna (11 families) and 39 species of plants. There is a forest area where the flora and fauna live. The location of the HCV 4 area in PT MKM includes the river and its riverbanks. Whereas the area that has HCV 5 value is a forest covered area which is also an HCV 1 area. The area is still used by the community to fulfill their daily needs.</p> <p>Management and monitoring plans to protect and/or enhance HCV and other conservation areas are developed as recommendation of HCV assessment and presented in document of Conservation Management Program year 2021 and 2022.</p> <p>The implementation of program i.e:</p> <ol style="list-style-type: none"> <li>1. Creating HCV boundaries mark (completed in June 2021)</li> <li>2. Install HCV signboard (completed in September 2021)</li> </ol>	Complied



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		<p>3. HCV area inspection (monthly basis, the latest monitoring was September 2021)</p> <p>4. RTE species monitoring (monthly basis, the latest monitoring was September 2021)</p> <p>5. Enrichment planting of tree species (completed in May-June 2021)</p> <p>Dissemination of HCV area, RTE species and way to protect/conservate to employees and local communities (completed in September 2021).</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>Rights of local communities have been identified in HCV areas is only HCV4 and HCV5, where Tolah river and Podah river still use for fishing to get additional protein. But this activity is rare occurs, most of villagers consume protein or meat from market.</p> <p>The presence of HCV 5 in unit of certification area was found to be the dependence of the community in the surrounding village on water needs for toilets, boards and non-timber forest products such as rattan and medicinal plants and fruits. The unit of certification giving access to local communities for these and encourage to manage and protect the HCV area.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>According to HCV Assessment report 2017, the HCVs found in the assessment area are HCV 1, HCV 4, and HCV 5. Elements of HCV 1 are associated with a population of several endemic or RTE species.</p> <p>In the PT MKM area, there were 69 species of birds (36 families), 14 species of mammals (10 families), 14 species of herpetofauna (11 families) and 39 species of plants.</p> <p>Based on monitoring report of biodiversity 2022, only one (1) RTE species was identified with status Endangered by IUCN, that is Bornean white-bearded gibbon (<i>Hylobates albibarbis</i>).</p> <p>A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken through installing signboard near the HCV area and access road.</p>	Complied

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7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>Monitoring of HCV is conducted in monthly basis. Every year the unit of certification produce report specifically for HCV managed area. In example: Monitoring Report of Biodiversity in HCV Managed Area, 2022. Output from this report will be integrated to the next management and monitoring plan of HCV.</p>	Complied
7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>PT Menteng Kencana Mas is an acquisition company since November 2015 from a non-RSPO member. Land clearing and planting was carried out without an HCV assessment prior to the acquisition by PT Sawit Sumbermas Sarana (RSPO member). The HCV assessment (after acquisition) was conducted on 30 May - 6 June 2016 and the Final HCV Assessment Report was completed in July 2017. Land Use Change Analysis (LUCA) has been analyzed by consultant Remark Asia, where imposed final compensation liability of PT Menteng Kencana Mas is 2,167.12 Ha and remediation liability is 436.09 Ha. LUCA was submitted to the RSPO secretariat on 20 July 2020 and having PASS status on 10 January 2022. The Concept Note of PT Menteng Kencana Mas has been approved by RSPO Secretariat on 24 January 2023. The Compensation Plan of PT Menteng Kencana Mas has been submitted to RSPO Compensation Department on 23 August 2023. However, during the Initial Audit, the Compensation Plan has not been approved by the RSPO.</p>	Non-compliance

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#### Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for Kanamit POM and supply base was calculated using the PalmGHG Calculator version 4.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2022** for Kanamit POM and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	4.46
PK	4.46

Extraction	%
OER	19.97
KER	2.57

Production	t/yr
FFB Process	63,139.57
CPO Produced	43,162
PK Produced	5,553.5

Land Use	Ha
OP Planted Area	2,041.14
OP Planted on peat	0
Conservation (forested)	28.24
Conservation (non-forested)	0
<b>Total</b>	<b>2,069.38</b>

#### Summary of Field Emission and Sink

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	10759.03	0.17	0.00	0.00	0.00	0.00	10759.03	0.17
CO <sub>2</sub> Emission from fertilizer	799.71	0.01	0.00	0.00	0.00	0.00	799.71	0.01
NO <sub>2</sub> Emission from fertilizer	674.98	0.01	0.00	0.00	0.00	0.00	674.98	0.01
Fuel Consumption	4919.81	0.08	0.00	0.00	0.00	0.00	4919.81	0.08
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Sink</b>								
Crop Sequestration	-19108.62	-0.30	0.00	0.00	0.00	0.00	-19108.62	-0.30

Conservation Sequestration	-17.42	-0.00	0.00	0.00	0.00	0.00	-17.42	-0.00
<b>Total</b>	<b>-1972.52</b>	<b>-0.03</b>	0.00	0.00	<b>209623.78</b>	0.00	<b>207651.26</b>	<b>-0.03</b>

### Summary of Mill Emission and Credit

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	7951.30	0.04
Fuel Consumption	1930.53	0.01
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>9881.83</b>	<b>0.05</b>

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

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

\*This mill has no kernel crusher operation.

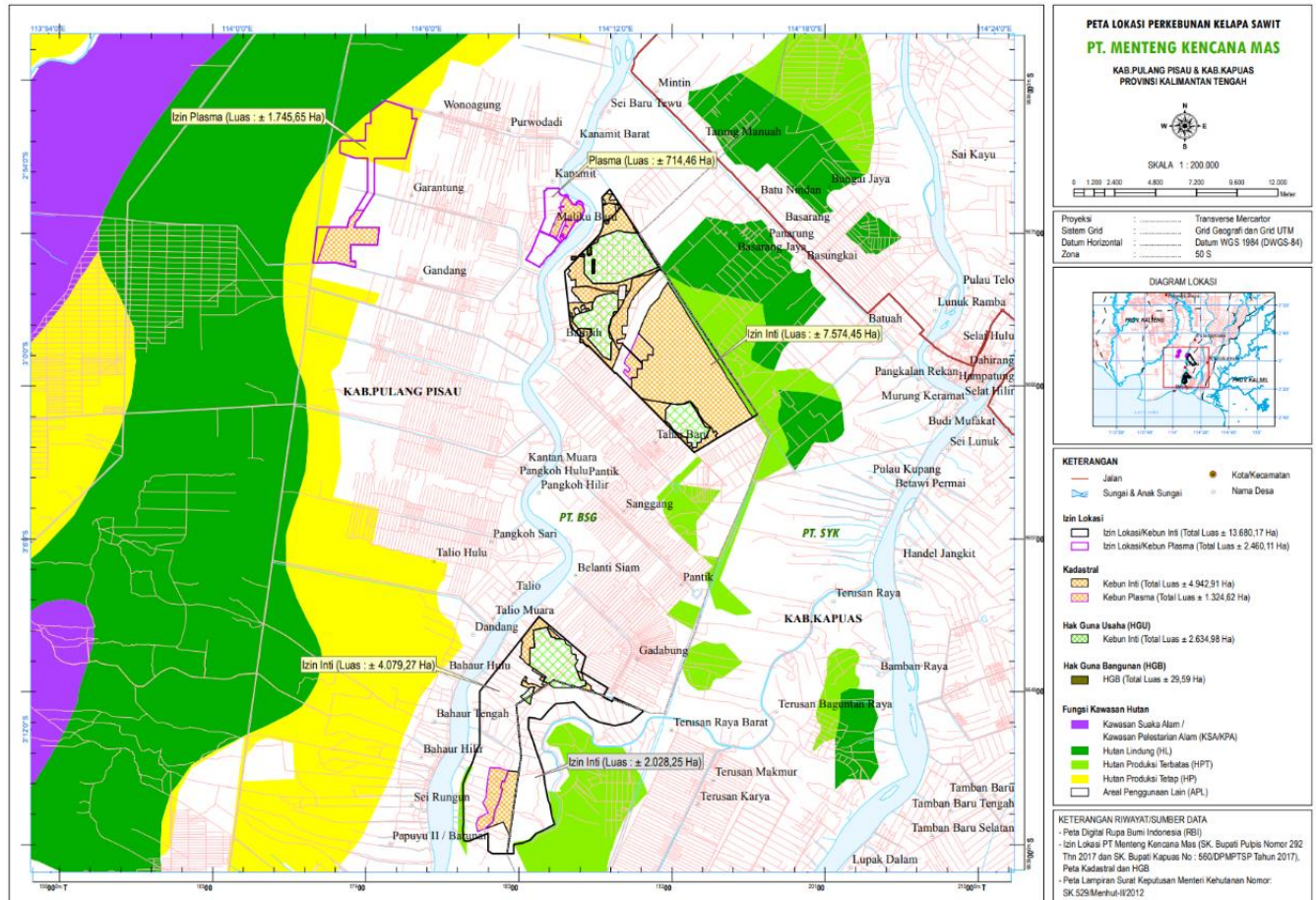
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

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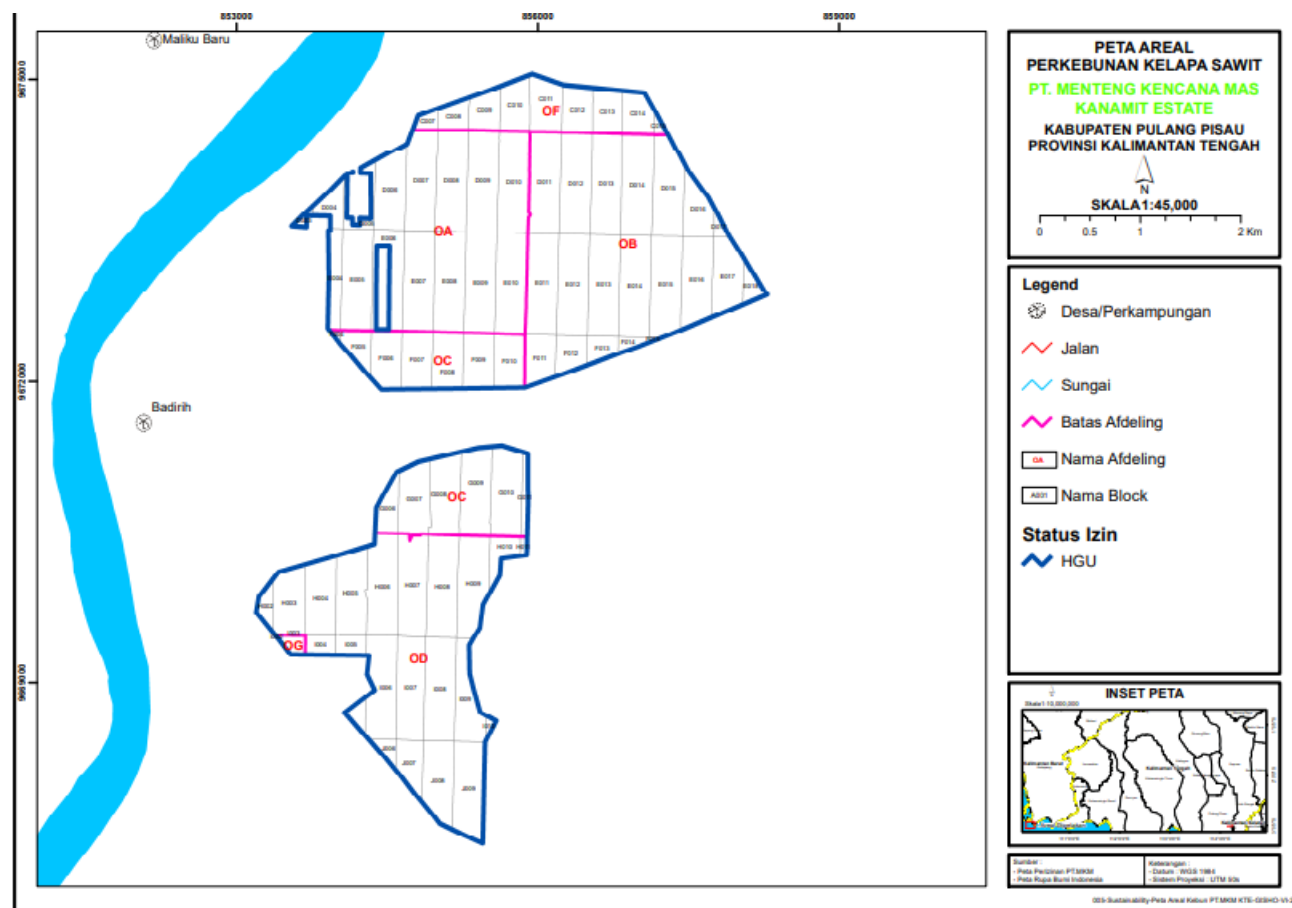
#### Appendix C: Location Map of Certification Unit and Supply bases



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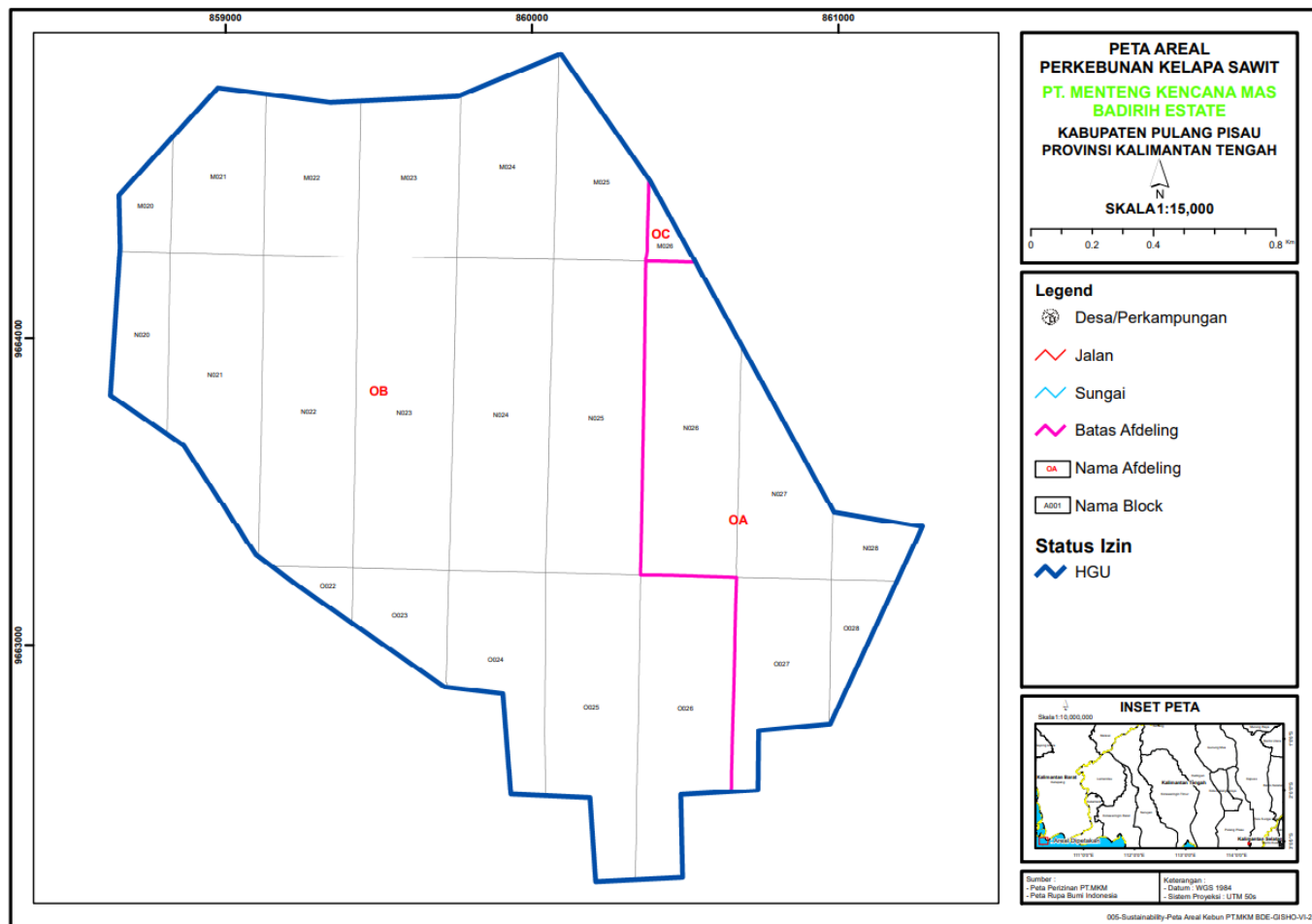
**Appendix D: Estate Field Map of Kanamit Estate, Bahaur Estate, Badirih Estate**

**Kanamit Estate**



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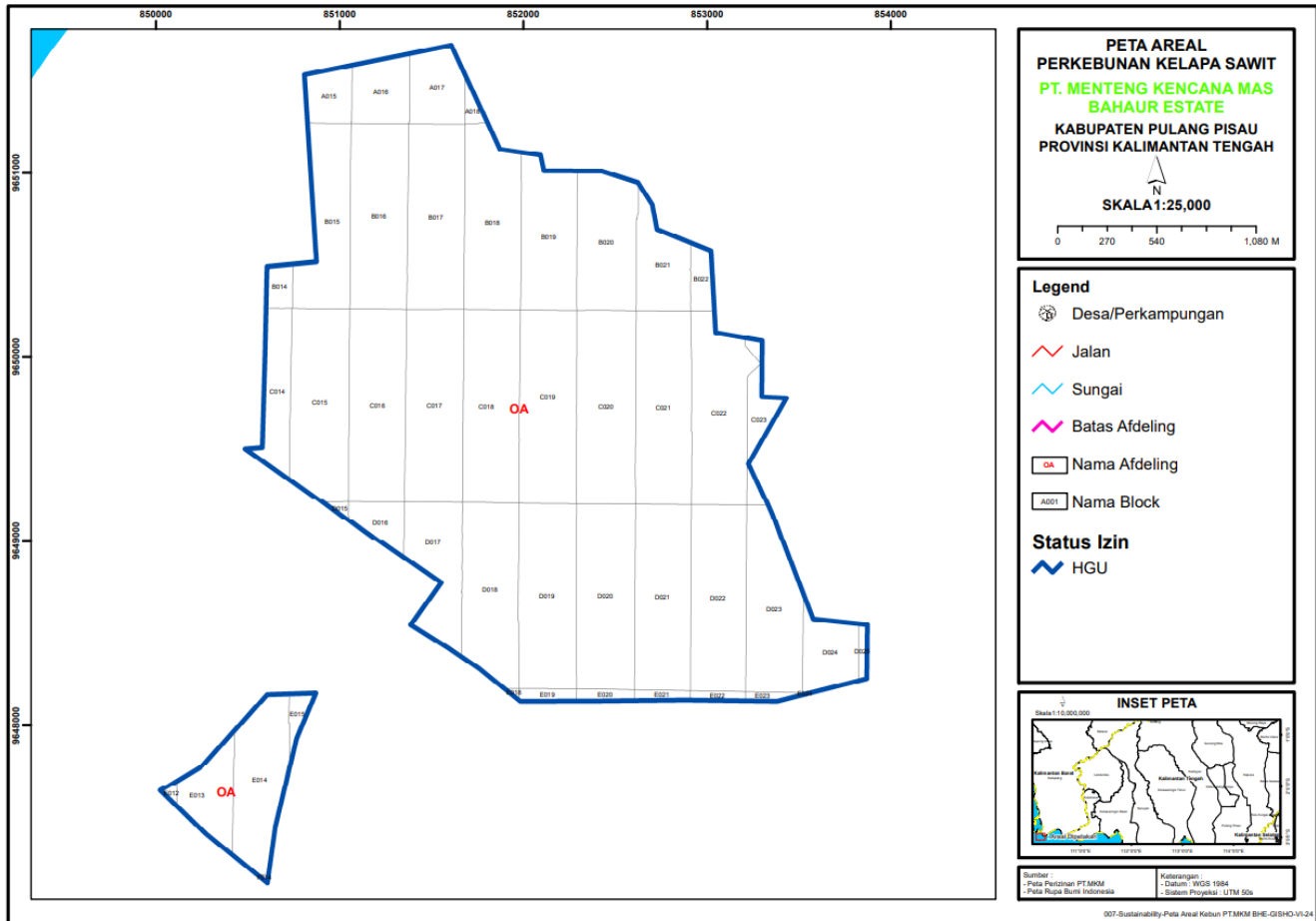
**Badirih Estate**





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**Bahaur Estate**





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<b>Sampling Group</b>	<b>Current Certification</b>	<b>Scope Extension</b>	<b>Other:</b>
Risk Factor Applied	Choose an item.	Choose an item.	Choose an item.
Justification of Risk Factor Applied			
Number of samples			
Remarks	Not Applicable		

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#### Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
BPJS Kes	Health Insurance
BPJS TK	Social Insurance
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
KTU	<i>Kepala Tata Usaha</i> (Head of Administration)
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
NIK	<i>Nomor Induk Karyawan</i> (Employee ID)
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